

QUALITY, SAFETY & ENVIRONMENT MANUAL





STRUCTURE

OF THE SUBSIDIARIES AND HOLDINGS
OF EFI AUTOMOTIVE GROUP AS OF DECEMBER 31, 2021

ELECTRICFIL S.A.

Société anonyme (public limited company) with a Board of Directors and Supervisory Board – Share Capital €10,304,752 – Trade and companies register (RCS) LYON 393 061 882 – French business sector ID (NAF): 6420 Z – 131 rue de Créqui, 69006 LYON – Turnover: €3.5 million
2 people
Chair of the Supervisory Board: Patrick Thollin – Chief Executive Officer: Béatrice Schmidt

ELECTRICFIL AUTOMOTIVE

Simplified joint-stock company (SAS) – Capital €4,117,000 – RCS Bourg en Bresse 323 438 515 – NAF: 2651 B – 77, Allée des Grandes Combes, 01708 MIRIBEL Cedex France – Turnover: €141.82 million
–
668 people
CEO: Electricfil SA, represented by Béatrice Schmidt

EUROPE

Electricfil Automotive

Z.I. Ouest – BEYNOST
77 Allée des Grandes Combes
Z.I. Ouest Beynost
01708 MIRIBEL CEDEX

Germany Office

EFI Automotive –
Fichtenbergstrasse 3
D – 71083 Herrenberg
Tel: +49 171 352 1344

Electricfil Service

Simplified joint-stock company (SAS)
Capital €3,691,106
1 rue de l'Industrie,
Parc d'activité du Rongeant
52300 JOINVILLE – France
RCS Chaumont 313 349 144 – NAF: 2931 Z
Turnover: €16.94 million – 74 people
CEO: Electricfil S.A.,
represented by Béatrice Schmidt
Director: Pierre-Loïc Collin

Electricfil Ünifil Otomotiv

Capital €6,627,313
Founded in 1996 ISTANBUL – Turkey
Turnover: €29,35 million 317 people
CEO: Béatrice Schmidt

EFI Lighting

SAS – Capital €2,857,142
Founded in 2015 BEYNOST – France
RCS Bourg-en-Bresse 810 063 602
Turnover: €0.24 million
Chair: Electricfil S.A.

Electricfil Española

Capital €177,480
Founded in 1989 MADRID – Spain
Turnover: €0,89 million – 1 person
Chair: Gérard Thollin

Créative Mécatronique

SAS (SJSC) – Capital €35,380
63500 ISSOIRE – France
RCS Clermont-Ferrand 520 613 803
Turnover: €1.25 million
Chair: Patrice Gourbet

AKÉO PLUS

SAS – Capital €33,050
Founded in 2012
01500 CHÂTEAU-GAILLARD, France
RCS Bourg-en-Bresse 491 538 716
Turnover: €1.33 million – 16 people
CEO: Electricfil SA, represented by
Béatrice Schmidt

SAFETY CONSEILS

SAS – Capital €33 616
Founded in 2018
01500 CHÂTEAU-GAILLARD, France
RCS Bourg-en-Bresse 839 205 242
Turnover: €0.97 million
6 people
CEO: Electricfil S.A.,
represented by Béatrice Schmidt

SCI LA OUTARDE

Capital €10,000
Founded in 2021
01500 CHÂTEAU-GAILLARD, France
RCS Bourg-en-Bresse 751 668 278
Turnover: €0,13 million
Manager: Electricfil S.A.

ASIA

EFI AUTOMOTIVE ACCESSORIES SYSTEMS (WUHAN) CO. LTD

Capital 5 220 000 €
Founded in 2004
WUHAN – Hubei, China
Turnover: 333.33 million CNY
340 people
CEO: Béatrice Schmidt
General Manager: Eric LEMAIRE

SHANGHAI

Yangpu District
No. 398 Huoshan Road
Guangda Anshi Center
T2801 Building 2, Room 801

THE AMERICAS

ELECTRICFIL CORPORATION

Capital 17 384 263,27 US\$
Founded in 1996
PLYMOUTH (Michigan) – USA
Turnover: \$25.38 million
112 people
CEO: Béatrice Schmidt
Vice President & General Manager:
Louis VACQUERO

Alabama Facility

18831 Carters Circle
ELKMONT – AL 35620 – USA

Electricfil Mexico

Capital 223,000,000 MXN
Founded in 2015
GUADALAJARA – JALISCO –
MEXICO
Turnover: 25,74 million MXN
5 people
CEO: Béatrice Schmidt

Workforce: number of employees end of 2022 (including temporary staff)

- Percentage of participation in the capital of the subsidiary **ELECTRICFIL S.A.**
- Percentage of participation in the capital of the subsidiary **ELECTRICFIL Automotive**
- Percentage of participation in the capital of the subsidiary **Akéo Plus**

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Verified by **Louis VAQUERO**

Executive Vice-President – Chief
Operating & Strategic Transformation
Officer



Approved by **Béatrice SCHMIDT**

Chief Executive Officer



THE PRESIDENT'S COMMITMENT

As CEO of the EFI Automotive Group, my aim is to provide our customers with top quality products and services while respecting the Environment at our production sites. To do so, I have decided to implement this IATF 16949 Quality & ISO 14001 Environment System.

The Quality Systems - Environment Management Manual and associated procedures describe the operation of the EFI Automotive Group.

In addition, to ensure the functional safety of electrical / electronic systems in motor vehicles, I have chosen to apply the ISO 26262 standard within the Group.

Responsibility for the application of this manual has been officially delegated to the Group Quality Manager.

I urge all the company's employees to adhere to the measures described in this document as rigorously as possible. This manual is intended as a methodological guide geared towards improving the EFI Automotive Group's overall performance.

I am also committed to verifying that the Quality & Environment Management System is applied correctly and successfully, through Management Reviews, and to supplying the necessary resources for its implementation.

Béatrice SCHMIDT
Chief Executive Officer

EFI AUTOMOTIVE SITES AND THEIR ACTIVITIES



KEY FIGURES

- 214,7 millions euros in figures consolidated business
- 335 engineers and technicians, Technopole and subsidiaries
- 1,540 employees spread over three geographical areas
- 10,2 % of the annual turnover allocated to Research and Development

2022

EFI AUTOMOTIVE IS THE NEW GRAPHIC IDENTITY COMMON TO ALL OF THE GROUP'S SUBSIDIARIES AND THE NEW COMMERCIAL NAME OF THE EFI AUTOMOTIVE GROUP



Beynost, France

Electricfil Automotive, EFI, France (Beynost, Ain)

- Headquarters of the EFI Automotive Group
- Gives the general guidelines in terms of strategy for the Group and management of the quality system and Environment
- Group's main research, development and innovation center
- Technical and commercial industrial site for the products of the EFI automotive Group for the Europe zone
- Commercial office in Paris
- Sales offices in Germany and Japan, dedicated to the German and Japanese markets.

EFI Lighting, France (Beynost, Ain)

Joint Venture with Brochier Technologies, designs, and manufactures complete lighting units compliant with the automotive market

Dudullu, Turkey



Electricfil ünifil otomotiv, EUFI, Turkey (Dudullu)

- Industrial site for the Group's competitive-cost productions (LCC) for the Europe zone



Elkmont, USA

Electricfil Corporation,

EFC, United States

- Elkmont, Alabama : Industrial, technical and commercial site for EFI Automotive Group products sold in the Americas zone
- Plymouth, Michigan : Technical sales office dedicated to the American market

Château - Gaillard, France



Akéó Plus - Safety Conseils, France (Château - Gaillard)

- Industrial and technical site for Akéo Plus and Safety Conseils
- Development and innovation center for Akéo Plus and Safety Conseils



Electricfil Service, EFIS, France (Joinville)

- Industrial and technical site for the aftermarket
- Distribution activities for alternative markets

Créative Mécatronique, France (Issoire)

Office of studies. Participates in the development of ignition coils for the aftermarket. (Out of scope of certification)



EFI Automotive Accessories Systems, EFAS, China (Wuhan)

- Industrial, technical and commercial site for EFI Automotive Group products sold in Asia

DEVELOPING EMBEDDED SMART MODULES FOR TOMORROW'S VEHICLES

A company that designs and manufactures
specialized electrical and electronic equipment
for e-mobility, driving dynamics,
engine and transmission
efficiency

High-level expertise in the vital functions that improve the efficiency of engines and transmissions and reduce CO₂ and polluting emissions;

Extensive know-how in the development of mechatronic solutions integrating sensors and actuators;

Multi-technology competencies to identify and adapt solutions to your needs;

The necessary industrial capacity to propose solutions that are robust, reliable and competitive;

Long-standing partnerships with many manufacturers, enhancing our capacity to innovate;

An avant-garde position in automotive innovation:
"Thinking tomorrow today" (energy savings, reduced CO₂ emissions, etc.).



STRATEGIC APPLICATION AREAS, FOR THE MAJOR CHALLENGES OF THE AUTOMOTIVE INDUSTRY

TRANSMISSION EFFICIENCY

Sensors



Speed sensor



Speed and temperature sensor



Mechatronics module (Multi-technologies for DCT)



Park pawl sensor



Clutch position sensor



Neutral gear sensor



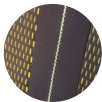
Transmission range sensor

Actuators



Park lock actuator

LIGHTING SOLUTIONS



Light guide

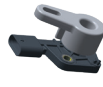


Light panel



Internal starry sky

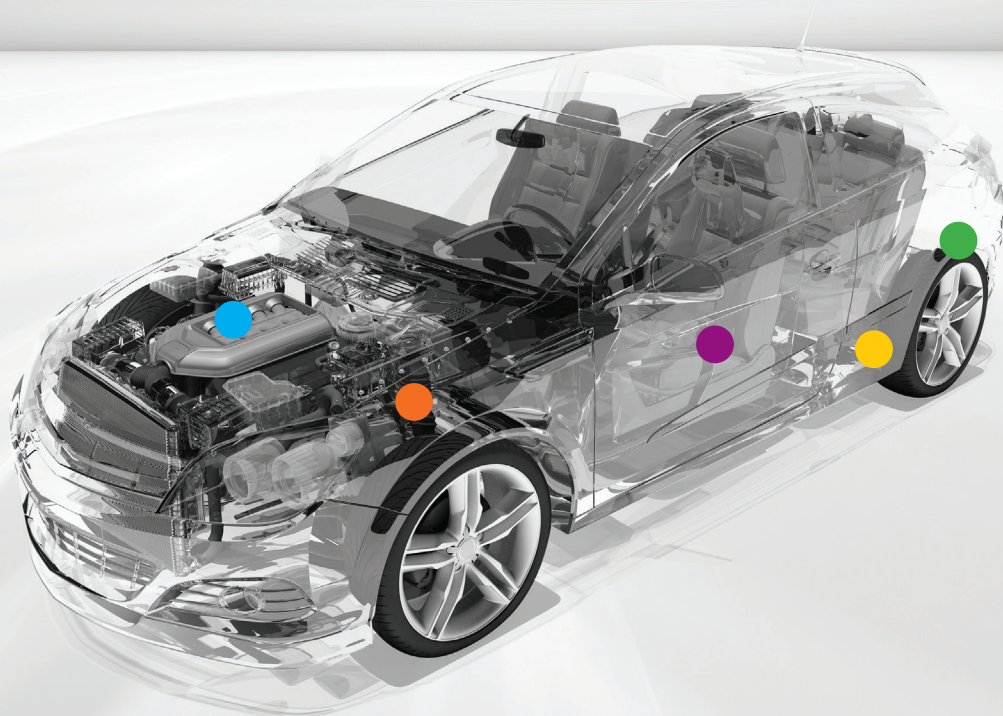
VEHICLE DYNAMICS



Brake pedal sensor



Vehicle height sensor



ENGINE EFFICIENCY

Sensors



Camshaft sensor



Crankshaft sensor



Magnetic target wheel

Actuators



Actuator for thermal management

Solenoids



Diesel injection actuators

E-MOBILITY



Inductive through-shaft position sensor



Inductive end-of-shaft position sensor



Magnetic position sensor



Sensor bearing



Magnetic end of shaft position sensor

EFI AUTOMOTIVE GROUP, PARTNER OF MAJOR AUTOMAKERS AND SUPPLIERS WORLDWIDE

The EFI Automotive Group confirms its position as a Tier1-supplier of the automotive market, with more than 50 % of its sales directly with auto manufacturers, as original equipment and replacement.

OEM



TIERS 1 SUPPLIERS



LEGAL STRUCTURE OF THE GROUP'S LEADERSHIP COMMITTEES

SUPERVISORY BOARD

PATRICK **THOLLIN**
Chairman

BERNARD **THOLLIN**

DIDIER **SEPULCHRE DE CONDÉ**

LUC **MINGUET**

THIERRY **FAUGERAS**

AUDIT & RISK
COMMITTEE

NOMINATION & REMUNERATION
COMMITTEE

STRATEGY
COMMITTEE

BOARD OF DIRECTORS



BÉATRICE SCHMIDT
Chief Executive Officer



LOUIS VAQUERO
Operations and Strategic
Transformation Director

COMEX

BOARD **EFEC/NAFTA**

BOARD **EFI/EUROPE**

BOARD **AKÉO PLUS**

BOARD **EFIS/PARTS/DIVERSIFICATION**

BOARD **EFEC/ASIA**

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.



1. EFI AUTOMOTIVE GROUP POLICY

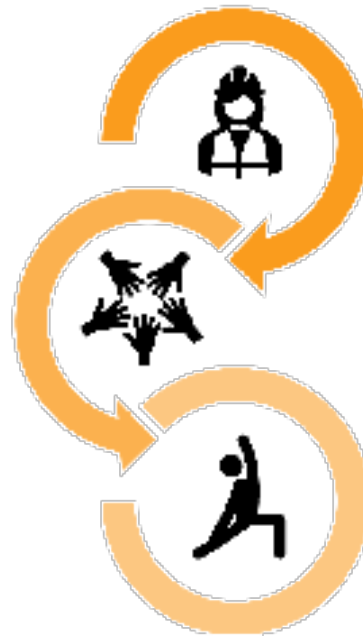
Within EFI Group through six values, we are determined to provide the best support and maintain continuous improvement to our stakeholders. While realizing all business activities, corporate sustainability put in the first place; as a “responsible” and diversified company; from top to bottom everyone has responsibility towards each other, our customers and all road users.

Our commitment is to be sustainable for Quality, Environment and Safety/Security aspects including, security of people, functional safety, product cybersecurity and information security which are all managed within regulations, requirements and needs of stakeholders.

1.1 HEALTH AND SAFETY

In aspect of Health and Safety, our purpose is to:

- Maintain the ideal working atmosphere and for every individual and ensure mental, physical and social well-being of all internal and external stakeholders.
- Ensure safe work conditions, to prevent the traumas and work diseases link to our risks and activities
- Comply with applicable laws and regulations not only for sites and customers but also for all affected regions by our activities and products.
- Improve safety and ergonomics of workplaces, production areas and machines for all locations and ensure continuity by regular controls and measurements.
- Be prepared for emergencies situations (fire, chemical spills etc.) and natural disasters (earthquake, flood etc.) to reduce the impact in each subsidiary
- Manage all occurred incidents to prevent further risks
- Include all people and (if exist) workers' representatives within subsidiaries for management of safety activities.



1.2 ENVIRONMENT

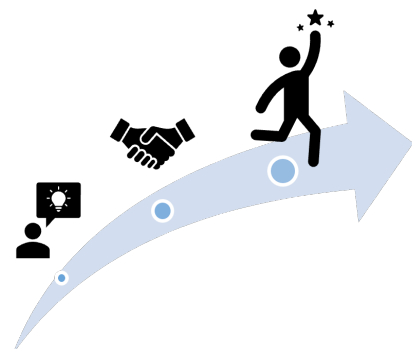
In aspect of Environment, EFI Automotive Group has pledged to:

- Prevent and reduce pollution, not only in the context of our activities, but also from the broader perspective of our products.
- Manage natural resources and our raw materials and waste disposal, reduction, reuse and recycling.
- Reducing our carbon footprint through all subsidiaries
- Protect the environment, biodiversity and natural habitat to build a sustainable future.

1.3 QUALITY

In aspect of Quality, our aim is to:

- Provide the best quality, service and support to our customers, through their specific requirements with innovative and reliable solutions with our strong culture of service.
- Develop processes and parts within regulations and needs, achieving targets set internally or externally to reach operational excellence and “0” defect.
- Remain focused and continue to develop to build together the company of tomorrow through a solid “Quality” culture.



1.4 FUNCTIONAL SAFETY AND PRODUCT CYBERSECURITY

In aspect of Functional Safety and Product Cybersecurity, EFI Automotive Group targets to:

- Making functional safety and Product cybersecurity one's priority,
- Setting an organization, a shared culture and safety an expertise by all employees and manager of the EFI Automotive Group
- Promoting safety-security risks prevention and management,
- Instating the C.A.T.S (Cyber Aspice Tisax Safety) committee, group of experts promoting quality and safety-security culture, facilitating communication and speeding decision-making,
- Involving all the company's processes with functional safety-security and product cybersecurity consideration.
- Raising all our employee's awareness and training in safety-security risks according to their level of involvement,
- Ensuring skills are in line with the required responsibilities,
- Providing suitable tools,
- Endorsing a proactive attitude to detect and treat quality and safety-security risks,



1.5 INFORMATION SECURITY

In aspect of Information Security, EFI Automotive Group ensures the information is protected throughout its lifecycle. We do so by:

- Defining and applying a security strategy, policies and guidelines that comply with laws, regulations, standards and best practices.
- Implementing a continuous security risk management, aligned and proportionate with the strategic objectives of EFI Automotive Group.
- Protecting sensitive information with enhanced security measures.
- Ensuring business continuity by proactively limiting the impact of a security breach.
- Managing information security, in continuous improvement, through an Information Security Management System.

2. OUR VOCATION

To imagine and realize tomorrow's mobility solutions with success and responsibility. EFI has the ability to listen to and anticipate market expectations in order to provide ever more innovative solutions.

It is an open and harmonious ecosystem, which includes employees, customers, suppliers, partners and the regions in which we operate. Finally, EFI Automotive is a responsible industrial project, which aims to provide value over the long term and promote the fulfillment of all.

3. OUR VISION

We aim to become a mobility solutions provider, rather than an automotive component supplier. Between now and 2025, we will grow, doubling our turnover to remain independent, while capitalizing on our identity as a responsible and agile industrialist.

We want to succeed in our repositioning through decarbonized mobility innovations and new platforms.

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

4. OUR MISSION

We are experts in the design and manufacture of sensors and actuators.

Across the Group, we are driven by the quest for excellence and the desire to offer innovative solutions adapted to the needs of the market and a proximity service.

It is through our employees' skills, creativity and involvement that we have become a privileged supplier for leading manufacturers and outfitters.

Thanks to our effective production tool and our technological development and research centers located on several continents, we have been a recognized actor in the automotive industry for more than 85 years.

We continue to develop in this same spirit and to build together the company of tomorrow.

5. OUR FOUNDING PRINCIPLE

SUBSIDIARITY

BEING EFI-minded means putting the greater good of EFI above individual or local interests.

It means working to develop the autonomy of people and organizations. It means entrusting action to the lowest level of competent authority. It means helping without reducing responsibility and accepting help without disengaging.



6. 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 decompartmentalized and fluid organizational structure which simplifies processes and accelerates decision-making. This gives us the flexibility necessary to adapt to a rapidly evolving market.



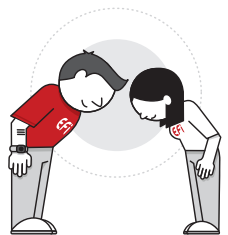
SINCERITY

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.



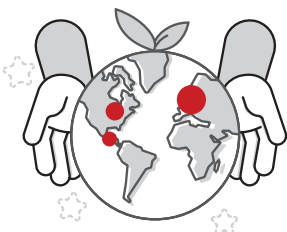
FOCUS

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 recognize their mistakes, correct them in a responsible manner and accept them in order to progress, excel and thus enable the entire organization to progress.



RESPONSIBILITY

At each level of the organization, 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.

7. SCOPE OF APPLICATION OF THE QSE MANAGEMENT SYSTEM

The purpose of this manual is to present the EFI Automotive Group and its activities, as well as the quality, safety and environmental management system in place.

The requirements of this manual apply to the EFI Automotive Group for a company that designs and manufactures specialized electrical and electronic equipment for e-mobility, driving dynamics, engine and transmission efficiency(sensors and modules mechatronics, injection actuators and ignition systems), for the automobile. The requirements attached to these processes are not applicable:

- repair process – as per functionality of part, it is not possible to conduct any repair process (§ 8.7.1.5 IATF).
- post-delivery activities process – since EFI final products

cannot be used as service part and non-functional without assembly medium. (§8.5.5 IATF).

The QEMS has been set up to describe the processes applying in the Group in order to:

- Determine and include in our QSE management system the requirements of our customers in order to meet the needs of their needs. On this base, the Customers Specific Requirements are analysed and taken into account by all the processes on sites and at a Group level;
- Act as a responsible company in social matters and environmental protection;
- Meet the regulatory requirements and the provisions of ISO 9001, IATF 16949 and ISO 14001.



In our procedure PRO 16451, "Management review, site interactions, process review", a matrix displays the interactions between each site, and another matrix shows the contributions of each of the processes on the Group's sites.

In SPEC 16241 a matrix presents how the requirements of the ISO 9001, IATF 16949 and ISO 14001 standards are taken into account in our organization.

Fields of application of the standards within the Group

Site	Standard		
	ISO 9001	IATF 16949	ISO 14001
EFI	X	X	X
EFI Lighting	X		
EFIS	X		X
EUFI	X	X	X
EFC	X	X	X
EFEC	X	X	X

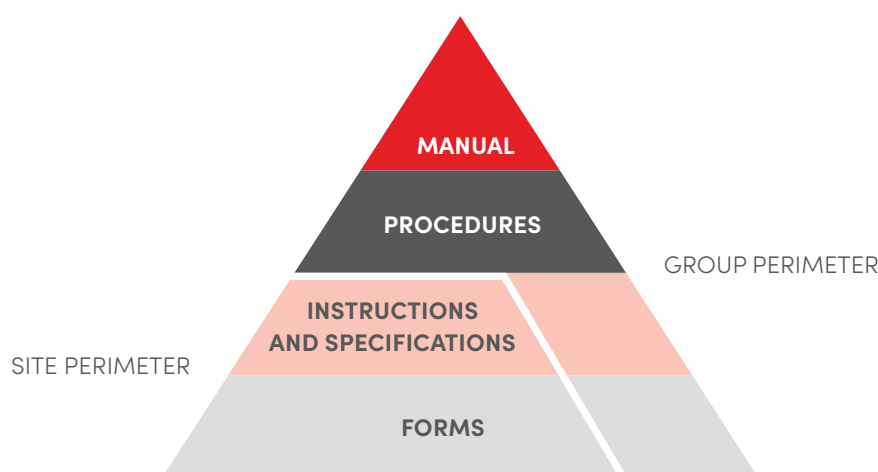
8. DESCRIPTION OF THE QUALITY, SAFETY AND ENVIRONMENT MANAGEMENT SYSTEM

Our company's position on corporate social responsibility is described in SPEC 16854 CSR REPORT. The following pages provide a general mapping of the Processes and a description of the processes implemented in the framework of the ESQMS.

8.1 THE STRUCTURE OF THE DOCUMENTATION OF THE QUALITY, SAFETY AND ENVIRONMENT MANAGEMENT SYSTEM

The rules for the development and management of all system documents are defined in procedure 12774 « Control of documents and records relating to quality, safety and the environment. »

To ensure its operation, the ESQMS relies on data presented in various internal documents. The documentation is structured in 4 levels represented by the pyramid below. All of these documents must be applied to all the Group's sites (depending on the applicable repository).



8.2 CONTENTS OF THE VARIOUS DOCUMENTS MAKING UP THE DOCUMENTATION PYRAMID

- Quality, Safety and Environmental Systems Management Manual: describes the quality, safety and environmental management system in accordance with the established policy and objectives.
- Procedure: Describes et formalizes the activites to set up to carry out the process.
- Internal specification: Formulates internal requirements that can be used externally, like the suppliers specifications, internal specifications, general business conditions, etc.
- Instruction: Technical extension of procedure, that describes precisely what has to be done to carry out an activity.
- Form: Support document in which there are spaces to be filled. Used as a support for records.

8.3 ORGANISATION OF PROCESSES

The activities developed and implemented by the EFI Automotive Group are organized into 3 types of processes:

- The M1 Management Process helps define its strategy, implementation and management.
- Realization Processes R1, R2, R3 contribute directly to the design, production and marketing of products.
- The S1, S2, S3 and Support Processes, which contribute to the success of the Realization Processes.

Operational Governance :

This Group system is based on a central management system, which is based on the Group's policy and strategy. Balance Score Cards (BSC) ensure the strategy is implemented, as they solidify the link between the strategic axes and the set targets. Each site defines their BSC and implements it through their annual implementation plan after approval by the Group. Management and escalation routines both on-site and all the way up to top management are put in place to monitor action plans and whether targets are being met, and to oversee priority and resource management.

To accomplish this, the coordination process has been implemented, based on the organization through different reviews per zone :

- zone operational reviews for realization processes
- 1 zone reconciliation review
- 1 executive review group

The effectiveness of the monitoring is based on a management loops system :

- From the daily activities of management loops are defined by adopting frequencies and a level of management that is appropriate for the hierarchy in the principle of subsidiarity.

The actors are defined at each level, and for each management loop.

STRATEGIC PLAN

BUDGET & ANNUAL STRATEGY IMPLEMENTATION PLAN

MONTHLY
PURCHASING
REVIEW

MONTHLY
PRODUCT
REVIEW

MONTHLY
SALES
REVIEW

MONTHLY
OPERATIONS
REVIEW

MONTHLY
RECONCILIATION
REVIEW

MONTHLY
EXECUTIVE
REVIEW



BOTTOM UP PROCESS - SITE FEEDBACK



CROSS-FUNCTIONAL PROCESS

At the same time, there is a cross-functional organisation by process ensures consistency throughout the Group.

■ **Group Process Owner:** The Owner is the “Head” of one or more Processes. He ensures that the objectives are met with the appropriate resources. He organizes and leads process reviews, and based on factual information (process results), approves the improvement actions to be implemented. He reports the obtained results to Management and

defines the performance indicators of the process according to the Strategy. It is up to each Group Owner to appoint in each subsidiary, the process driver who will be at the controls of the process for which he is responsible.

■ **Process Leader site:** The Site Process Leader ensures daily coordination of the process that the owner entrusted to him. He participates in process reviews (analyses malfunctions, reports to the Owner, implements improvement plans on-site). The process leader comes

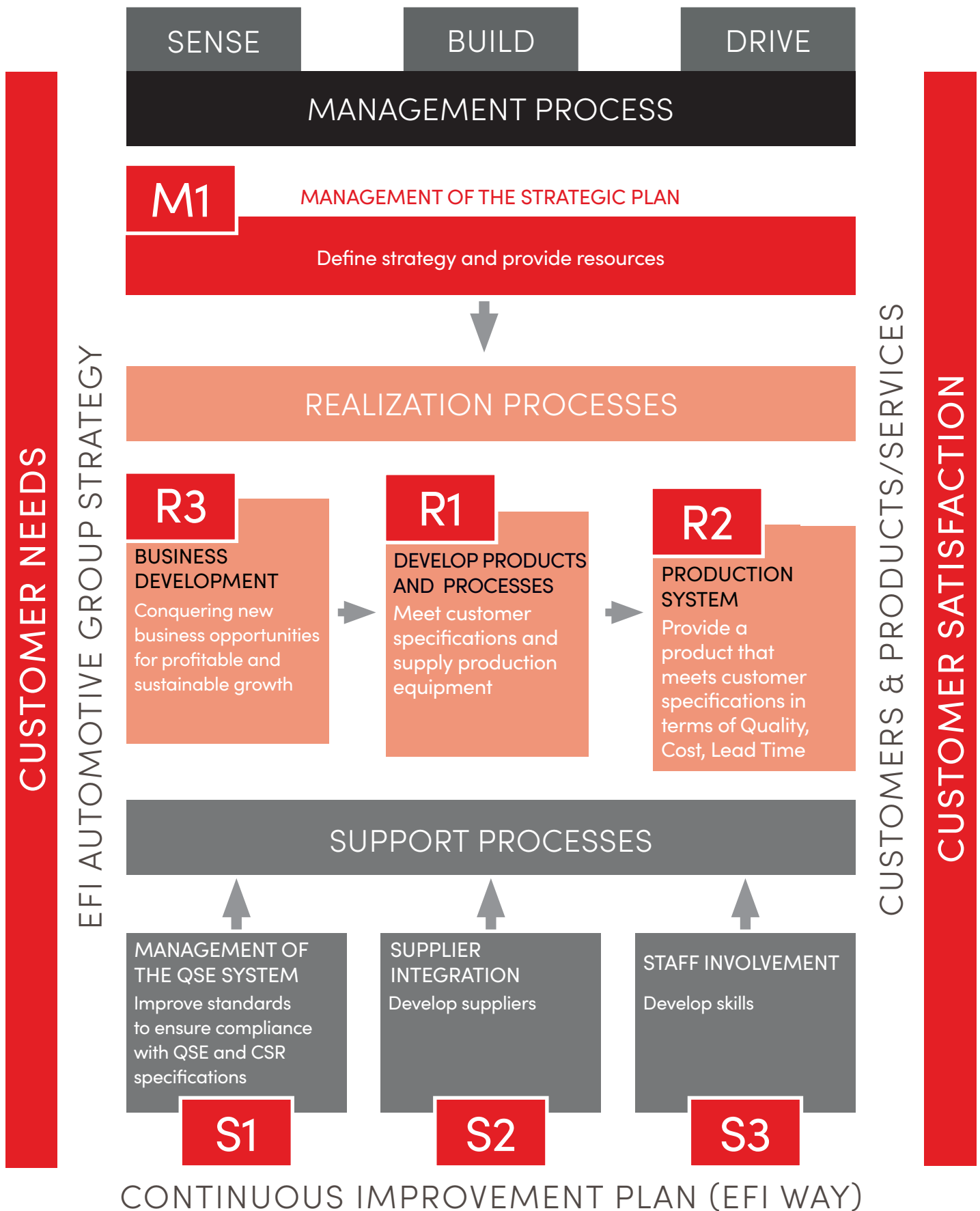
under the functional (if not hierarchical) responsibility of the owner.

The management of the effectiveness of quality processes is evaluated annually in the Group process reviews, and reporting to Top Management is carried out through a Site Management review, and then expanded through a Group Management review (PRO 16451 “Management review, site interactions, process review”).



8.4 PROCESS MAPPING

Mapping applicable to all sites in the Group excluding EFI Lighting and EFIS which have their own cartography.



8.5 PROCESSES DESCRIPTION

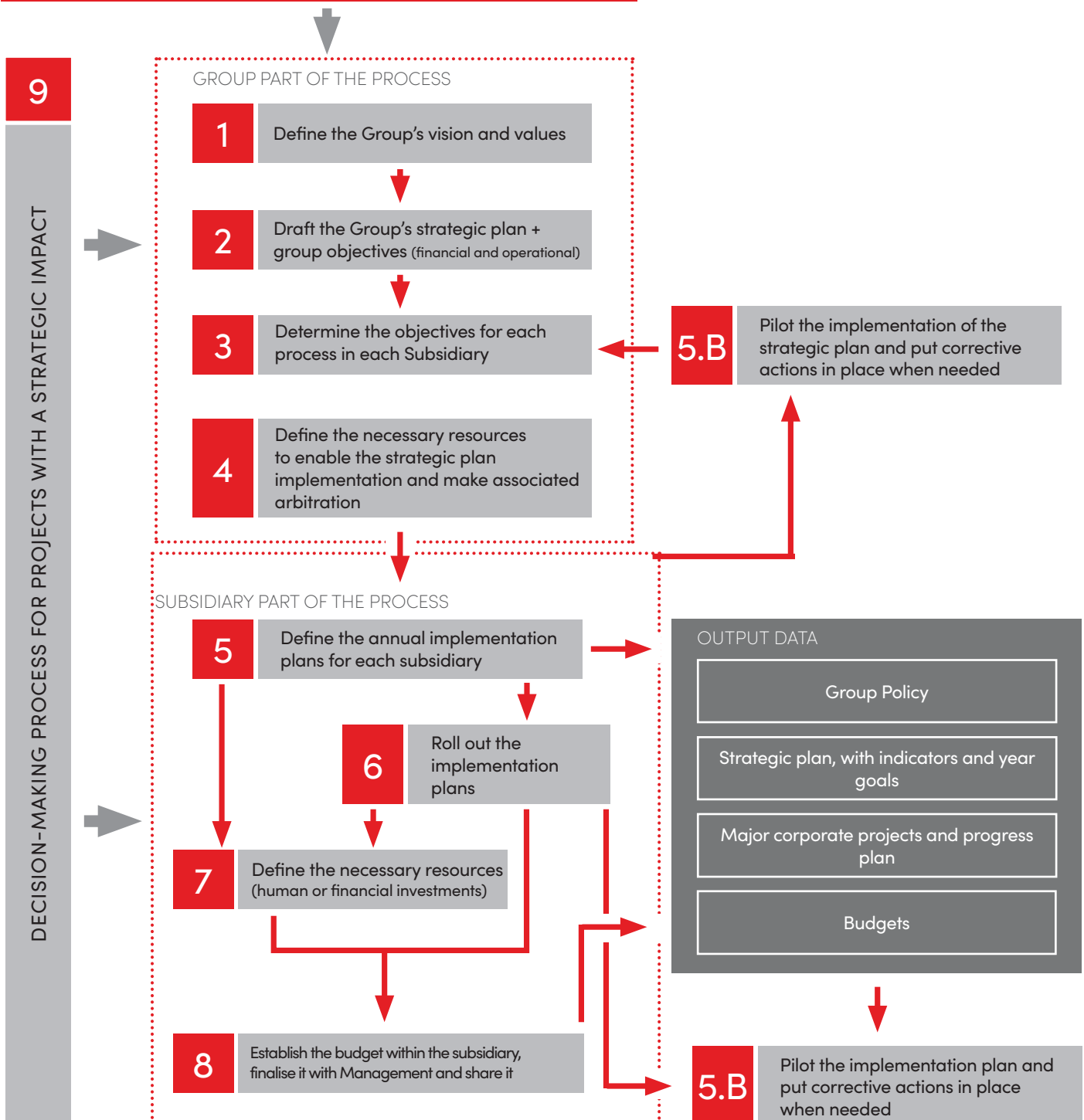
M1

DEFINE THE STRATEGY AND SUPPLY RESOURCES – 12558 EN

AIM : Define, roll out and implement the Group strategy, taking account of the results, the financial resources and the market demands, in order to guarantee the financial health of the Group and the satisfaction of our clients. Check the progress of the Group continuous improvement plan.

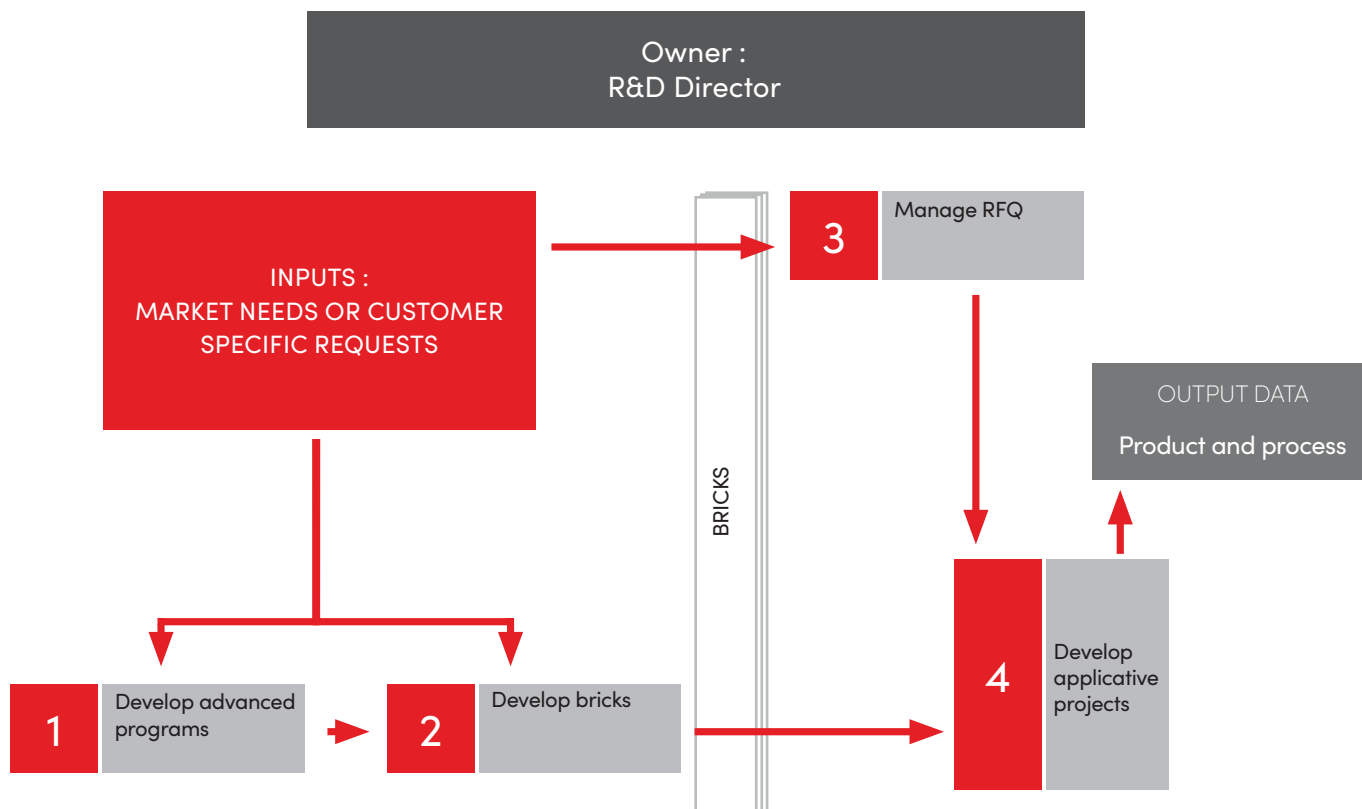
INPUTS : Financial Results, Listening to the Market (competition and Customer Feedback), Staff voice, external stakeholders' needs and Shareholders Will

Owner : Managing Director



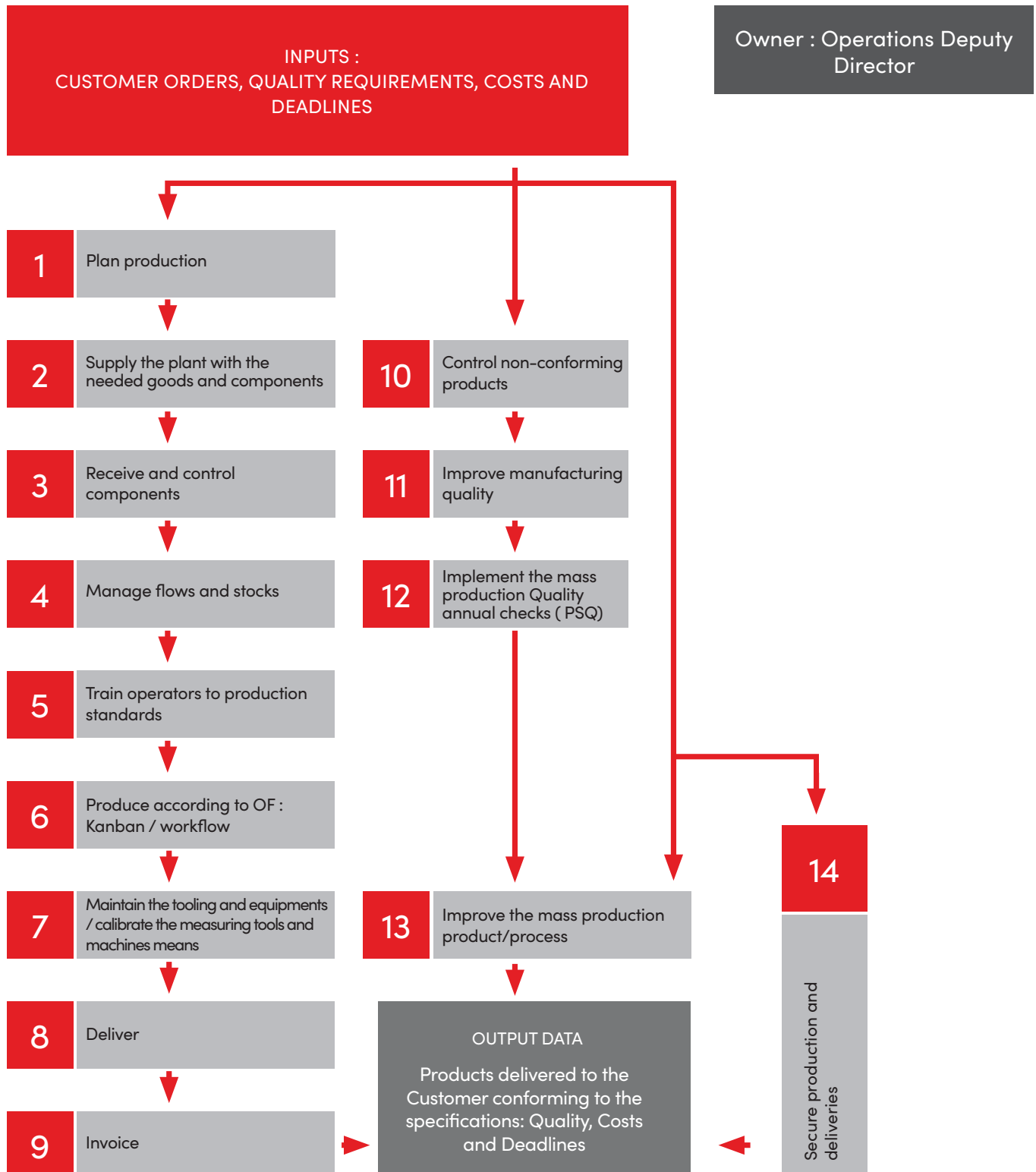
Aim : Develop profitable new projects (products and process), complying with the cost, lead time, and quality customer specifications.

Based on the market need specified by the marketing department, specify, develop and validate a profitable technological component (product or process) that can be used in applicative projects.

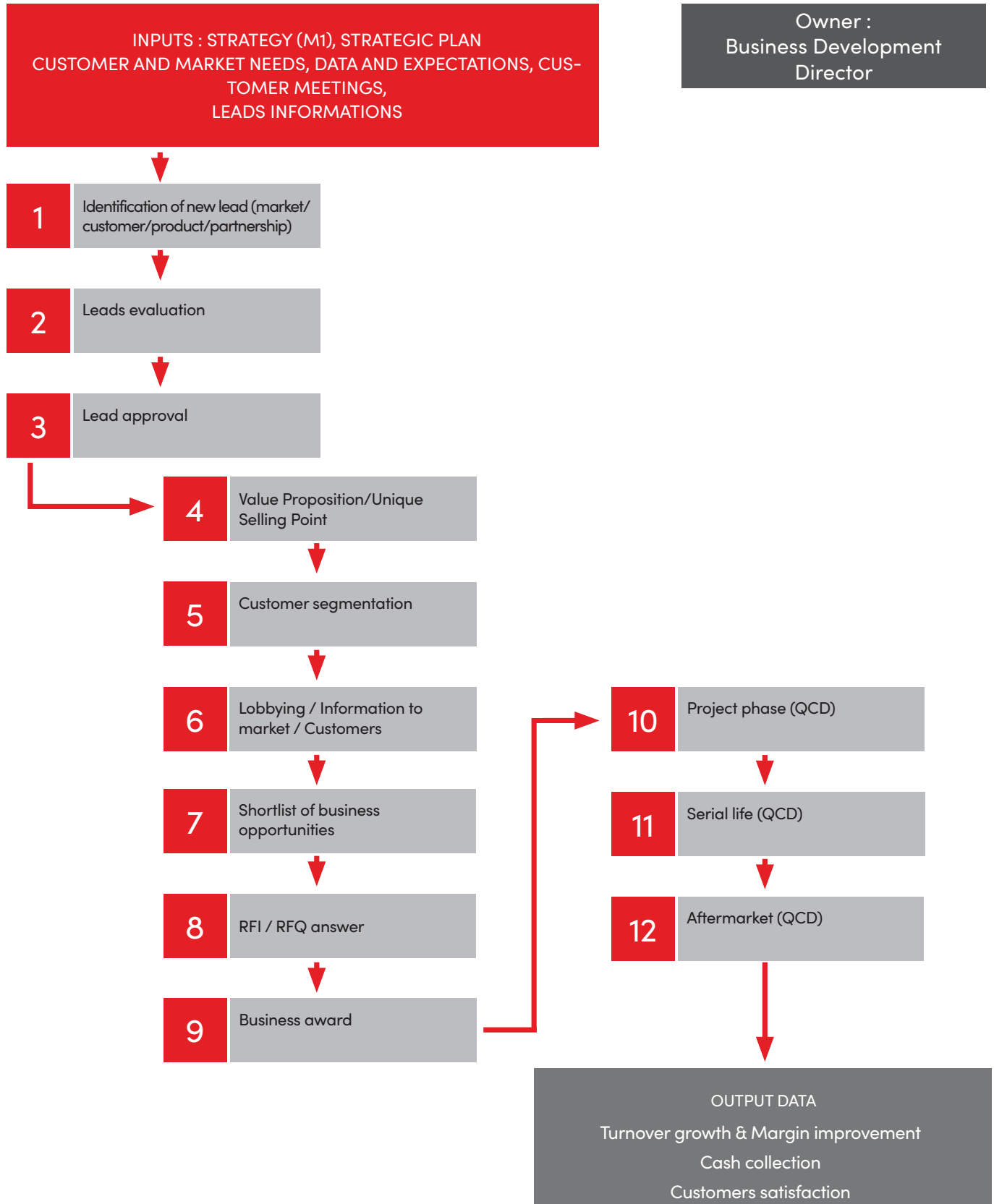


AIM : In compliance with our Quality, Health, Safety and Environment requirements:

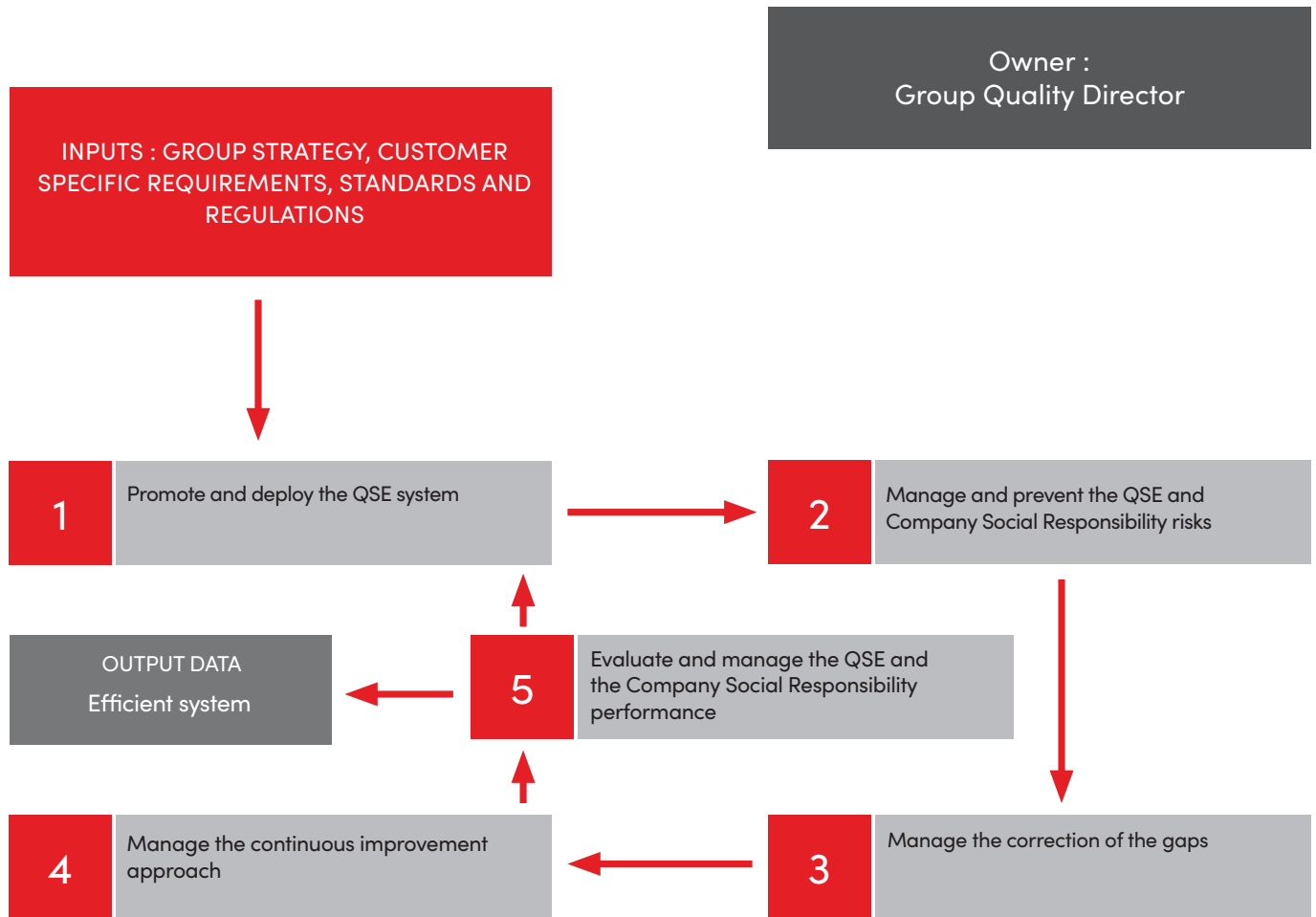
- Deploy all our skills to manufacture and deliver EFI Automotive products on time, in order to obtain a high level of satisfaction of our customers.
- To be rigorous in the respect of instructions and standards, in order to reach a high level of quality and safety.
- Continually improve and optimize our performance in terms of responsiveness, productivity, competitiveness. Improve and use rationally and optimally our material resources and the skills of our teams, in order to contribute to the financial health of the Group.



AIM : Define the Group's Development strategy, propose new growth potentials, taking into account market evolution, customer needs, competitors and new technology availability, as well as potential partnerships. Provide customers with the appropriate solutions and level of service and thus create satisfaction and loyalty, to achieve expected Group profitable growth increase.



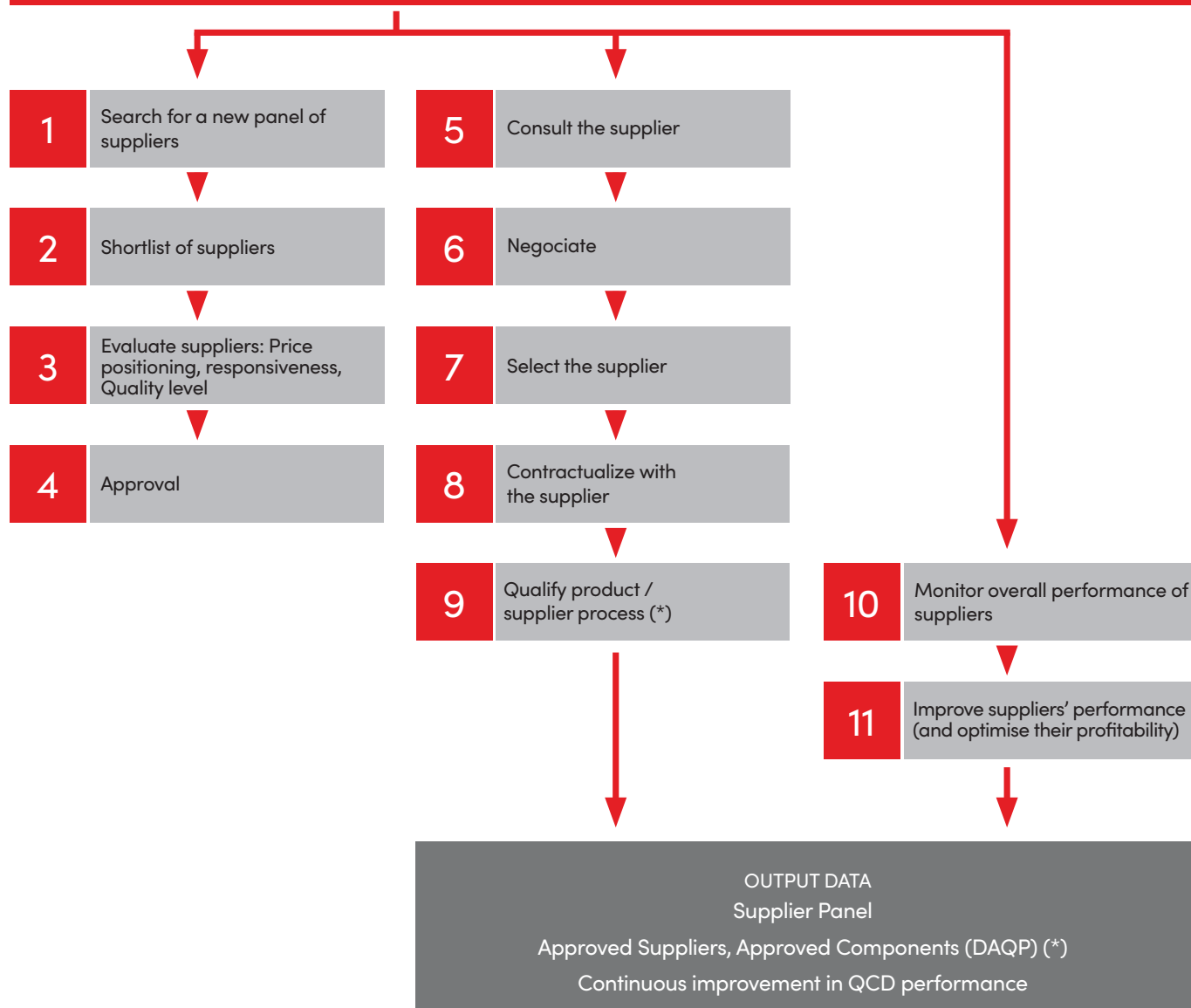
AIM : Ensure compliance of EFI Automotive in the Quality, Safety and Environment areas according to the international standards. Develop a continuous improvement approach including Company Social Responsibility (CSR) in order to comply with the QSE policy, the customers requirements and the stakeholders needs. Deploy a risk analysis culture.



AIM : Select the suppliers who can provide the Group with the components, supplies, services and equipment necessary for our activity, on time, with a quality level in line with requirements and under the best possible economic conditions.

Owner :
Group
Purchasing and
Supply Chain
Director

INPUTS : STRATEGY, MARKETING, DEVELOPMENT PROJECT, PURCHASE OF SUPPLIES AND SERVICES AND PURCHASE OF EQUIPMENT, BRICKS



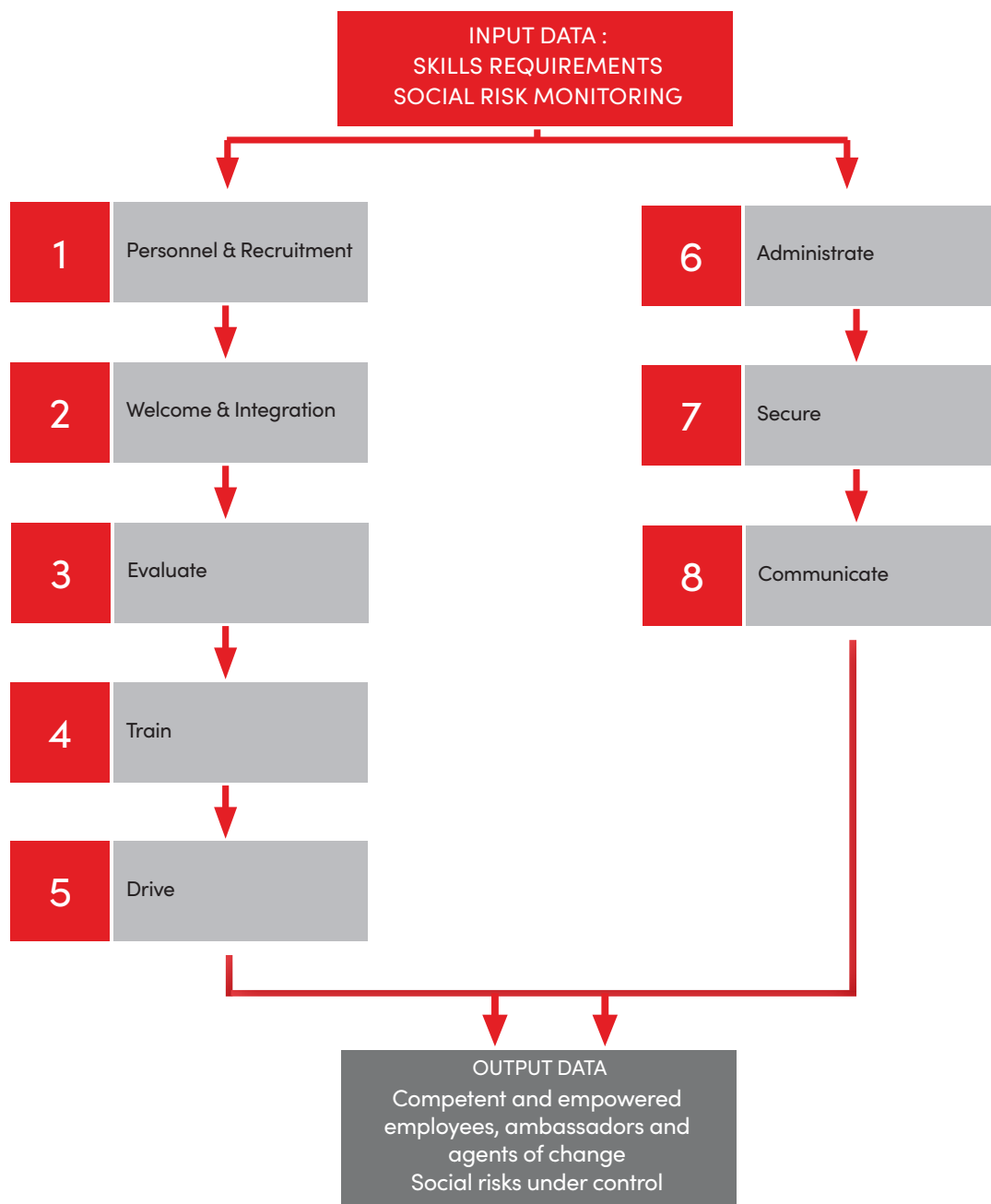
(*) =N/A Non Production Purchasing

AIM : Support all stakeholders of economic and human performance of EFL Automotive Group: managers, employees, teams and processes; with the best practices and standards for :

- Competence and talent alignment with strategy
- Motivation and Commitment
- Administration flows management
- Internal communication, employees' expression and knowledge management

Owner :
HR Director

All of this based upon a strong compliance to international and local labor laws and Group Values and Principles of Action.



9. LIST OF DOCUMENTS CONSTITUTING THE MANUAL QUALITY SAFETY ENVIRONMENT

RÉFÉRENCE	TITLE
PRO 12774EN	CONTROL OF DOCUMENTS AND RECORDINGS RELATED TO QUALITY, SAFETY & ENVIRONMENT
PRO 16451EN	MANAGEMENT REVIEW, SITE INTERACTION, PROCESS REVIEW
INS 16864EN	CSR MATRIX ANALYSIS
FORM 16865EN	MATRIX FOR THE ANALYSIS OF SPECIFIC CUSTOMER REQUIREMENTS
SPEC 16241EN	MATRIX FOR TAKING INTO ACCOUNT THE REQUIREMENTS OF STANDARDS
SPEC 16854EN	CSR REPORT
SPEC 17462EN	EFI AUTOMOTIVE GROUP POLICY
SPEC 17464EN	EFI AUTOMOTIVE MISSION, VISION AND VALUES

10. CHANGE HISTORY

VERSION	DATED	TYPE OF MODIFICATION
19.0	July 2017	<ul style="list-style-type: none"> - UPDATE KEY FIGURES - GROUP ORGANIZATION CHART - CREATION OF THE CSR CHARTER THAT INCORPORATES THE REQUIREMENTS OF PAGES 10, 11, 12 AND 13 OF THE PREVIOUS VERSION - UPDATE OF THE AREA OF APPLICATION - UPDATE PROCESS INDICATORS
20.0	July 2018	<ul style="list-style-type: none"> - UPDATE KEY FIGURES - UPDATE GROUP FLOWCHART - UPDATE PROCESS INDICATORS
21.0	July 2019	<ul style="list-style-type: none"> - UPDATE KEY FIGURES - UPDATE GROUP FLOWCHART - UPDATE PROCESS INDICATORS
22.0	September 2020	<ul style="list-style-type: none"> - UPDATE KEY FIGURES - UPDATE GROUP FLOWCHART - UPDATE PROCESS CARTOGRAPHY AND PROCESS INDICATORS
23.0	January 2021	<ul style="list-style-type: none"> - CORRECTION OF INCONSISTENCIES BETWEEN THE MANUAL AND ID SHEETS
24.0	January 2021	<ul style="list-style-type: none"> - UPDATE OF THE SCOPE OF APPLICATION OF THE QSE MANAGEMENT SYSTEM
25.0	December 2022	<ul style="list-style-type: none"> - UPDATE KEY FIGURES - UPDATE GROUP FLOWCHART - UPDATE PROCESS INDICATORS - ADDITION OF SECTIONS 4 TO 8
26.0	December 2022	<ul style="list-style-type: none"> - KEY FIGURES UPDATE - UPDATE CHINESE SUBSIDIARY NAME - UPDATE LEGAL ORGANIZATION - UPDATE S3 PROCESS VS ID SHEET



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