

QUALITY, HEALTH, SAFETY and ENVIRONMENT POLICY

Our integrated management system takes into account all the requirements of the company's stakeholders. APEM undertakes to comply with the legal and regulatory obligations applicable to all its activities.

Customer satisfaction is at the heart of our approach, and we strive to always provide the highest quality products and services to global markets.

This policy stems from the strategic orientations of the group.

The deployment of this policy in the company materialized by a progress plan defined at the beginning of the year and articulated around the different processes of our integrated management system.

APEM's management is committed to putting in place the human, financial, organizational, and technical resources to:

- **Improve Customer Satisfaction :**
 - Reorientating our culture to a customer centric approach.
 - By improving OTD with a consistent S&OP process and a more reliable forecast to better anticipate demand.
 - By providing high quality products and world-class customer support.
 - Optimize Products Lead Time to meet market needs.
- **Improve Profitability :**
 - By building a 3-5 years plan within EMEA to streamline Operations.
 - With the IDEC-APEM Purchasing Strategy for the next 3 years.
 - By deploying a cost reduction plan involving all departments.
- **Increase Sales :**
 - Focus on strategic markets (particularly DgE) & products for both APEM and IDEC Bus
 - Develop new Road Map products to match market trends & bring innovation.
- **Increase Digitalization :**
 - By implementing a Digital SMM/QRQC solution.
 - By deploying a Quality Management Software in EMEA.
 - More broadly digitalising all processes wherever and whenever possible.
- **Ensure the Health, Wellbeing, and Safety of staff :**
 - By promoting Vision Zero.
 - By focusing on prevention with Dangerous Situation tracking.
- **Develop and Enhance Human Resources :**
 - Implement an employee satisfaction survey and use the HR roadmap to improve satisfaction
 - By building a plan to secure know-how, talent and success planning in critical areas.
- **Integrate into our practices the consideration of corporate social responsibility (CSR) requirements :**
 - By improving compliance with CSRD directives in all activities within APEM at group level. and improving Ecovadis rating.

I undertake to promote this quality, health, safety, and environment policy, to take responsibility of the effectiveness of our integrated management system, and to take, together with the Management Committee, the necessary decisions to ensure its implementation.

