

Alliance Electronics

Sustainability Policies

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Scope

The policies outlined in this document apply to all companies of Alliance Electronics and their employees.

Code of Conduct

Preamble

Alliance Electronics is committed to acting ethically and responsibly in all circumstances. We believe that compliance with ethical standards is essential to the success of our business and the trust that our stakeholders place in us. The purpose of this Code of Conduct is to define the principles and values that guide our actions as a company. It applies to all employees, managers and executives, regardless of their position or responsibility.

Our code of conduct is based on principles derived from the following references:

- Universal Declaration of Human Rights
- International Labour Organisation's core conventions
- The organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- United Nations Global Compact on Human rights, Labour standards, Environmental protection and anti-corruption

Our Mission

Our mission is to be the reference partner for any company who needs electronic design, prototyping or manufacturing services.

We believe that electronics has a positive impact on society and the environment. By combining the strength of a group and the agility of small and medium enterprises, we position ourselves as a genuine partner for our customers, offering a wide range of services and manufacturing options tailored to their needs.

Contribute to our clients' interests

- ◆ Understand their needs
- ◆ Design and manufacture quality products
- ◆ Ensure they are treated fairly
- ◆ Protect their interests
- ◆ Preserve their confidentiality
- ◆ Communicate with trust and transparency

Ensure compliance with professional ethics

- ◆ Enforce compliance principles within Alliance Electronics

- ◆ Ensure the preservation of sensitive competitive information

Enforce a code of conduct

- ◆ Establish the highest standards of professional behaviour
- ◆ Refuse all forms of discrimination
- ◆ Ensure safety at work
- ◆ Promote equal opportunities and diversity

Contribute to the protection of all stakeholders of Alliance Electronics (shareholders, customers, suppliers, employees, etc.)

- ◆ Act in compliance with the laws and regulations in force (civil, criminal, business, labour and commercial codes)
- ◆ Develop and promote Alliance Electronics' values and act ethically
- ◆ Protect / preserve Alliance Electronics information
- ◆ Communicate in a responsible manner
- ◆ Protect whistleblowers

Promote the social and societal involvement of Alliance Electronics

- ◆ Ensure respect for human rights
- ◆ Limit the environmental impacts of our activities
- ◆ Influence the practices of our stakeholders
- ◆ Integrate eco-design criteria when designing products for our clients
- ◆ Leverage remuneration practices to promote sound and effective ESG risk management

Anti-fraud & Corruption

Alliance Electronics is fully committed to fighting all forms of corruption. The group and all employees have zero tolerance for bribery and extortion in all countries of operation, in compliance with applicable local and international laws. Alliance Electronics supports employees and managers who uphold ethical behaviour.

Objectives:

- To combat and categorically reject all forms of corruption
- Enforce relevant local and international anti-corruption laws in all jurisdictions in which we operate
- Refuse to issue or pay invoices that do not correspond to actual services rendered

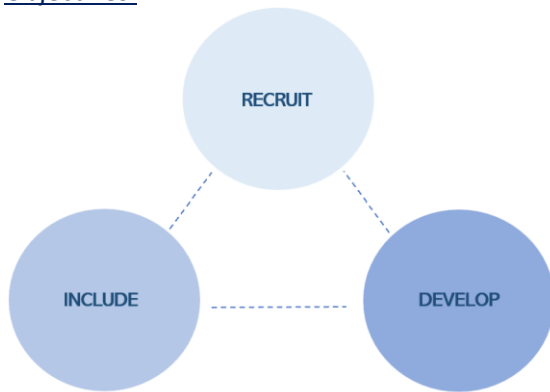
- Prohibit the offer or acceptance of a bribe in any form, including illegal commissions on any part of a contract payment
- Prohibit the use of any route or channel to provide improper benefits to or receive improper benefits from customers, agents, subcontractors, suppliers, employees of such parties or officials

Reporting: Suspicions of fraud or corruption are to be escalated and reported to the Supervisory Board of Alliance Electronics as soon as they are discovered

Diversity

Alliance Electronics supports and promotes diversity and employment equity. We provide employment equity without discrimination based on age, gender, sexual orientation, disability, race, religion, citizenship, marital status, family status, country of origin or other factors, in accordance with the laws and regulations of each country in which we operate.

Objectives:



Recruit: attract, hire and integrate diverse employees

Include: enabling each employee to build on their uniqueness and strengths

Develop: ensure equal opportunities for career advancement and development

We are working with a diverse range of employees. There is therefore a real challenge to take this diversity into account and to act in favour of professional equality without discrimination.

Labour Standards and Human Rights

In France and in all the countries where it operates, Alliance Electronics recognizes and respects the principles set out in **the ILO Conventions** and in particular in the “**Fundamental Conventions**” which concern fundamental rights at work: freedom of association and effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labour, effective abolition of child labour and elimination of discrimination in respect of employment and occupation.

Respect for Human Rights: We support and respect the protection of internationally proclaimed human rights. We take steps to ensure that we are not complicit in any violation of these rights. Alliance

Electronics is committed to maintaining and improving systems and processes to identify, prevent and mitigate human rights violations.

Promoting diversity and inclusion: Alliance Electronics supports and encourages diversity and inclusion in all its workplaces.

Health and Safety: Our priority is to provide a safe environment in our facilities and operations. Protecting our employees from occupational illness and injury and promoting their health and well-being is essential.

Forced or compulsory labour: Alliance Electronics does not support or use forced or compulsory labour in any of its activities. Alliance Electronics' partners are prohibited from using forced or compulsory labour.

Respect & Dignity: Alliance Electronics is committed to treating all employees fairly, ethically, with respect and dignity. We strive to protect our employees in the workplace from harassment, intimidation and victimisation, including all forms of sexual, physical and psychological abuse.

Health & Safety Policy

Regardless of the economic environment, geography, priorities or external pressure, ensuring a safe working environment for our employees is at the forefront of everything we do. Alliance Electronics' priority is to ensure the health and safety of all its employees, both at its production sites and in its offices. To this end, we carry out a process of reflection and continuous improvement of working conditions, combined with a prevention approach in collaboration with the managers of the entities, the employee representative bodies and external stakeholders.

Objectives:

- Protect the health and well-being of employees and prevent all work-related accidents and illnesses
- Comply with applicable laws, regulations, standards and other compliance obligations
- Regularly assess our health and safety performance

Scope of application:

- Clearly communicate our commitment to continuous improvement in health, safety and working conditions performance to management, customers, employees, managers and external stakeholders
- Promote a health and safety culture throughout Alliance Electronics
- Ensure that a process is in place for continuous improvement of health and safety behaviour within Alliance Electronics
- Implement process controls and performance audits within Alliance Electronics companies, in correlation with the certification systems and standards in force within each company
- Promote the implementation of incident response resources and encourage the capitalisation of past experiences in order to improve existing prevention and protection mechanisms
- Raise employee awareness of good safety practices and eliminate dangerous behaviour

Reporting: Health and Safety KPIs are tracked and presented every month to the Supervisory Board of Alliance Electronics

Environment and Climate Change

Alliance Electronics is committed to minimising the environmental impact of its activities and to promote sustainable practices to its stakeholders. We comply with applicable legal and regulatory requirements and adopt best practice in sustainability.

Alliance Electronics also recognises that climate change is a systemic issue, affecting all sectors and geographical areas.

Alliance Electronics' commitment to environmental preservation is reflected in actions to prevent pollution and mitigate the consequences of climate change. This includes minimising the impact of our business activities on the environment.

When Alliance Electronics is involved in the design of a product or a subsystem, it strives to go beyond the relevant eco-design regulations, to cover product reparability, light-weight design, energy efficiency, use of more sustainable raw material inputs.

Scope of application:

- Assess our carbon footprint
- Evaluate opportunities to reduce our carbon footprint
 - Conduct energy efficiency audits
 - Investigate renewable energy supply options
- Control our energy and raw material consumption
- Use environmentally friendly processes
- Including eco-design criteria at the design stage

Alliance Electronics is committed to the highest standards of environmental, social and governance (ESG) performance. We believe that integrating ESG principles into our business operations and decision-making processes is critical to the long-term success of our business and the well-being of our stakeholders.

Reporting: ESG KPIs are tracked monthly and presented every semester to the Supervisory Board of Alliance Electronics

Privacy & Data Protection

Alliance Electronics and its member companies recognise the fundamental right of individuals to privacy and the protection of personal data.

We strive to collect, use and disclose personal data under our control in accordance with applicable data protection laws and regulations in each country in which we operate.

Alliance Electronics and its members are committed to respecting the confidentiality of the information of our various stakeholders (customers, suppliers, etc.).

Reporting: Privacy and Data Protection incidents are to be escalated and reported to the Supervisory Board of Alliance Electronics as soon as they are discovered

Responsible Purchasing & Procurement

The responsible purchasing and procurement approach within Alliance Electronics companies is based on the responsible and sustainable support of the group's growth, the respect of good purchasing practices with suppliers, and the choice of its suppliers according to its Sustainable Development Principles.

Alliance Electronics companies aim to:

- Put suppliers in competition in a fair manner, as far as possible given the specific market situation of the electronics industry,
- Deal with suppliers in a fair manner,
- Build long-term, trust-based, sustainable partnerships with their suppliers

Suppliers selected by Alliance Electronics companies are expected to comply with the group's Sustainable Development Principles. These cover Alliance Electronics' operations and supply chain and address issues related to social rights, environmental protection and business ethics and include:

- Seven social principles based on International Labour Organisation (ILO) criteria: abolition of child labour, elimination of forced labour, non-discrimination, freedom of association and the right to collective bargaining, occupational health and safety, working time and remuneration;
- Four environmental principles: preservation of resources, fight against climate change, reduction of greenhouse gas (GHG) emissions, environmental management;
- Business ethics principles relating to fairness and legality of transactions,
- Societal principles: public health, public safety, transparency

Alliance Electronics companies ensure that the CSR Supplier Charter is sent to their suppliers, a document stipulating that the latter respect the group's Sustainable Development Principles, from the moment there is a commercial relationship between the Alliance Electronics companies and the recipient suppliers chosen by the group's structures.

The improvement of the Alliance Electronics' purchasing and procurement practices is an ongoing process involving management, purchasing and procurement teams.