

OUR **ESG** COMMITMENTS

2024
2025



JOINT INTERVIEW WITH ALLIANCE ELECTRONICS CHAIRMAN **DAMIEN ROSSIGNON** AND CEO **ARMEL FOURREAU**

It was at the end of 2021 that you created the Alliance. How would you describe your growth strategy?

Damien Rossignon: We formed the Alliance with the aim of achieving strength through unity for SMEs working in the electronics industry. We are helping them to grow by giving them the support they need around complex and strategically essential issues like digitalisation and ESG.

Armel Fourreau: We also wanted to offer our customers a comprehensive package of solutions from electronic product design to prototyping and series production. So those are the three central pillars that guide our growth strategy.

Why have you adopted an ESG strategy and what key ambitions have you set?

Damien Rossignon: Introducing an ESG strategy was an obvious choice for us. It was also one of the reasons for creating the Alliance in the first place: accelerating growth by combining our energies. An ESG strategy is also a strong expectation of today's customers and investors.

Armel Fourreau: In today's fast-changing world, the electronics sector faces many challenges. Companies are having to cope with climate change alongside societal and other fundamental changes... We felt strongly that we couldn't just stand by and watch. We have designed our ESG strategy to improve working conditions for our employees, take the lead on environmental issues, put business ethics at the heart of the way we do business, and help our customers to do better around these same issues. The Alliance is here to lead by example.



How is this ESG strategy being implemented in practice across your various entities?

Damien Rossignon: Our model is based on sharing best practices between entities. And it's that process that makes the Alliance a unique organisation. Rather than reinvent the wheel every time, we identify projects that work and encourage interaction between teams

to replicate them. For example, our Belgian entities are at the cutting edge of photovoltaic technologies. The expertise they have amassed is now saving other entities precious time in successfully delivering their projects. We favour the use of a smart, agile method focused on maximising efficiency.

Armel Fourreau: Giving project managers the opportunity to talk directly to their counterparts and receive guidance is also an extremely powerful lever for engagement. We are convinced that this ability contributes to the professional development of our teams, which is a central goal of our ESG strategy. With the support of our Human Resources Department, we try to target the career ambitions and preferences of everyone. If one of our employees

is passionate about waste recycling, for example, the initiative they focus on their work will make their efforts all the more effective.

Could you give us an example of an initiative you are particularly proud of?

Armel Fourreau: I would say gender equality in the workplace. Today, 72% of our team members are women, the pay gap for equal levels of responsibility is minimal, and women have 50% representation on our Executive Committee. Despite their different contexts and corporate cultures, our Alliance members have responded very effectively to this challenge! I see this as a very real and tangible example for our teams and an issue on which we will continue to make progress.

And an example of a project that will set the pace for your ESG strategy going forward?

Damien Rossignon: The introduction of the European Corporate Sustainability Reporting Directive (CSRD) is a major challenge for the Alliance. As a result, we will have to adapt our processes to ensure full compliance with its requirements and incorporate new issues into our ESG strategy. But we see it as an opportunity for us to go even further! And we're also interested in joining labelling initiatives that will give us official recognition of our commitments and strengthen the growth of the Alliance.

Putting business ethics and responsibility at the heart of everything we do

The success of Alliance Electronics is underpinned by the creation of an ecosystem in which different areas of expertise complement each other, innovation is encouraged, and business ethics and responsibility are shared values.

This is the fundamental basis of our ESG strategy, which addresses all 11 of the UN Sustainable Development Goals with particular focus on 3 main priorities:

Environment p 6

Social p 8

Governance p 10

We believe that full compliance with ethical standards is key to the success of our business and the trust of our partners.

Alliance Electronics, the strength of an alliance, the agility of SMEs

BELGIUM



Assembly and integration of electronic boards in small and medium production runs

ISO 9001



Assembly and integration of electronic boards in small and medium production runs

ISO 9001

PORTUGAL



Assembly and integration of electronic boards in medium production runs

ISO 9001 - ISO 14001
ISO 13485

TUNISIA



Assembly and integration of electronic boards in medium and large production runs, as well as wired cabling

ISO 9001 - ISO 14001

GERMANY



Rapid prototyping of electronic boards with online quotation and ordering

ISO 9001

FRANCE



Headquarters



The logistics and sales platform for Altrics Portugal and ATEMS

ISO 9001 - ISO 13485



Assembly and integration of electronic boards in small production runs

ISO 9001 - ISO 14001



Assembly and integration of electronic boards in medium and large production runs, as well as wired cabling

ISO 9001



Assembly and integration of electronic boards in small and medium production runs

ISO 9001 - ISO 13485 - EN 9100



Assembly and integration of complex electronic boards in small and medium production runs

ISO 9001 - ISO 14001 - ISO 13485
ISO 45001 - EN/AS/JISQ 9100



Rapid prototyping of electronic boards and cables with online quotation and ordering

ISO 9001 - EN 9100



Design, industrialisation and subcontracting of complete products

Thanks to our **cutting-edge expertise** in every step from design through prototyping to the complete integration of electronic systems, we have established ourselves **as a major force in the electronics sector**. With an operating presence in France, Belgium, Germany, Portugal and Tunisia, we are continuing to expand our network of pooled expertise with the multiple skills required to meet the needs of our many customers. As a full partner in their electronics projects, it is our ambition to become **the European leader in the High-Mix Low-Volume manufacturing market**.

FROM DESIGN TO MANUFACTURE

Design, prototyping and series production of electronic boards.

1,200 employees.

€140 million in annual turnover.

9 certified production sites.

3 design teams for mechanical and electronic design, as well as software development.

Environment

To minimise the impact of our activities on the natural environment and climate, we are implementing measures to control energy consumption, develop renewable energy generation, reduce waste and prevent pollution at all Alliance sites.



REDUCING OUR CARBON FOOTPRINT

- **We are diversifying our energy mix.** Altrics **Portugal** has already diversified its energy sources considerably. The combination of hydropower, wind, solar and other renewables now represents 28% of its mix. **At JTC Micro Electronics in Belgium**, the contribution from renewables increased by 22% in 2023 alone.
- **We are installing photovoltaic panels** on multiple sites. **At ACE Electronics in Belgium**, this investment has increased the contribution from renewables by **4%**. The solar panels installed at **EMS Factory in France** meet more than 50% of its electricity needs. A new project underway at **Atems in Tunisia** will begin with an energy audit.

> Our Sustainable Development Goals



— OUR AMBITION FOR 2030 —
a 50% reduction in greenhouse gas emissions
 (Scopes 1 and 2), compared with 2022,
 i.e. 227 tonnes equivalent of CO₂ maximum

SWITCHING TO LED TECHNOLOGY

LED technology provides effective and sustainable lighting by converting electricity into light with optimal efficiency. Its introduction can reduce energy consumption by up to 85% compared with conventional bulbs, thereby contributing to substantial savings and improved energy efficiency. **That is why our Altrics site in France and Proto Electronics in France and Germany have replaced all their legacy lighting systems with LED technology.**

a 20^{MWh} reduction in electricity consumption by 2026 on all 3 of these sites, i.e. **a 25% reduction on the 2021 figure.**

OPTIMISING THE TREATMENT OF OUR WASTE

We work with specialist service providers to ensure that our waste is processed and managed in compliance with rigorous standards to **limit the volumes produced and minimise environmental damage.**

11 tonnes less waste than in 2022

- **At Elekto in France**, we are working with local businesses to encourage reuse and identify new channels for waste recovery and recycling.
- **At Atems in Tunisia**, a dedicated waste action plan is currently being rolled out. The plan includes:
 The introduction of reusable bin liners and liquid chemical spillage containment solutions;
 The creation of used battery storage facilities;
 The recovery of all waste via an approved organisation;
 The increased use of digital technologies to reduce paper consumption.

Social

Regardless of economic and geographic considerations or external priorities and pressures, our priority is always to provide everyone we employ with a safe working environment that protects their health and fundamental rights, and values diversity in all its forms.

Our Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



Lost time injury frequency rate ¹
12.5 accidents per 1,000 employees

— 2024 TARGET —

-30%

— OUR AMBITION FOR 2030 —

0 occupational accidents

GUARANTEEING THE HEALTH AND SAFETY OF OUR EMPLOYEES

As more entities continue to join Alliance Electronics year on year, we are increasingly focused on **dissemination a single shared health and safety culture** across all our sites. Thanks to the commitment of our HSE representatives, local managers, employee representative bodies and external stakeholders, we are able to pursue a multifaceted policy of continuous improvement in working conditions and accident risk prevention that includes:

- **Ensuring full compliance with all applicable laws, regulations, standards** and other health and safety obligations.
- **Introducing process controls and performance audits** that align with current certification systems and standards.
- **Training our employees and raising their awareness** of safety best practices.
- **Eliminating dangerous behaviours** by implementing effective corrective actions.

15 occupational accidents in 2023
i.e. 163 working days lost



Alliance Electronics is committed to maintaining and improving the systems and processes it has in place to **identify, prevent and stop any violation of the fundamental rights of its employees** anywhere in the world.

RESPECTING HUMAN RIGHTS AND THE CONVENTIONS OF THE INTERNATIONAL LABOUR ORGANIZATION (ILO)

Since our inception, we have worked to ensure that human rights and the principles established by the fundamental conventions of the ILO are respected on all our sites and by all our partners:

- The elimination of **forced labour** in all its forms;
- The effective abolition of **child labour**;
- **Freedom of association** and effective recognition of the **right to collective bargaining**;
- The elimination of **discrimination** in all its forms.

100% of employees are aged over 18

In 2023
8 meetings were held at Atems in Tunisia

11 meetings were held at TME and Elekto in France

PROMOTING DIVERSITY

Fairness is central to our corporate culture. Alliance Electronics therefore promotes **equal opportunities** in employment and zero discrimination.

We also promote **the inclusion of people with disabilities**, having for many years worked closely with Etablissements et Services d'Aide par le Travail (ESAT) in the sheltered employment sector:

- At **Elekto in France**, working on wired cabling;
- At **Altrics, Proto-Electronics and Alliance Electronics Corporate sites in France**, working on landscape maintenance.

72% of our team members are women
30% of whom occupy senior management roles

The gender pay gap
-0.4% in a representative sample of 50 people doing similar jobs in 2023

¹ Frequency rate
No. of lost time injuries / No. of employees x 1000

Governance

The creation and implementation of a supplier partnership model that respects our ESG commitments, combatting all forms of corruption and fraud, and guaranteeing data protection and cybersecurity are the main priorities of our governance model for an ethical and transparent Alliance.

> Our Sustainable Development Goals



17 PARTNERSHIPS FOR THE GOALS



DISSEMINATING OUR SUPPLIER ESG CHARTER

Improving working conditions, addressing environmental concerns and ensuring full compliance with health and safety standards and anti-corruption and anti-fraud laws are all key elements of our Supplier ESG Charter. Currently being rolled out across the Alliance, it is designed to introduce a **coordinated policy for sustainable development** shared by all our suppliers, together with all the ESG goals that are the cornerstone of our identity. As well as promoting prosperity for both parties, it gives us the opportunity to move forward quickly towards achieving realistic goals and **strengthen the Alliance Electronics ESG process.**

44 suppliers already committed by the end of 2023



COMBATTING FRAUD AND CORRUPTION

Alliance Electronics implements a policy of **zero tolerance for corruption and fraud** in all its operating countries. In accordance with the provisions of the French Sapin II legislation adopted in 2016 on transparency and fighting corruption, we have committed to:

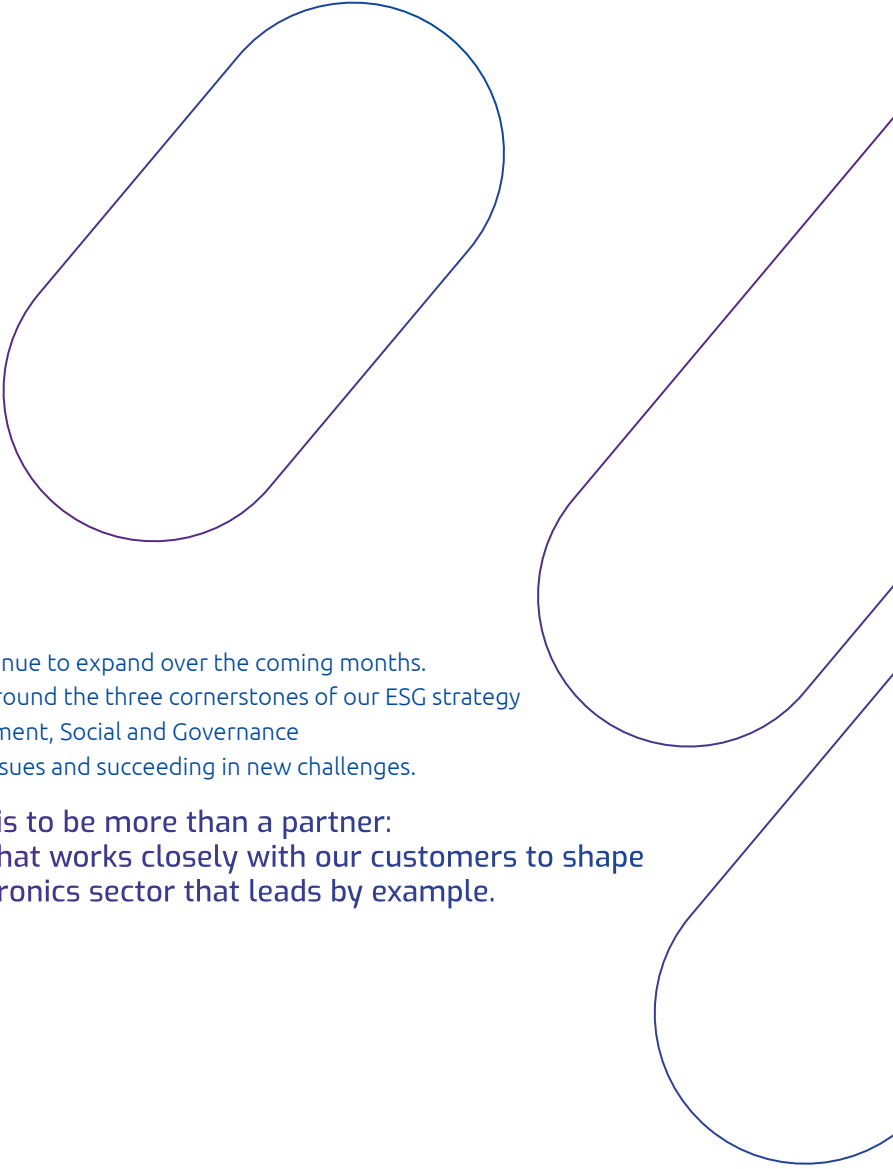
- Introducing and applying an **anti-corruption code of conduct**;
- **Training our employees** about corruption-related risks;
- Mapping corruption-related **risks**;
- Implementing an **internal whistleblowing system**;
- Ensuring the **integrity of third parties**;
- Implementing **appropriate controls**.



STRENGTHENING OUR IT SECURITY

We have a series of dedicated action plans in place to ensure data protection and optimise our cybersecurity performance: data hosting in France, conducting ongoing audits, monitoring incidents, raising awareness among teams and applying the best practices published by the French National Agency for Information Systems Security (ANSSI).

2 security lapses identified in 2023 **0** security lapses identified in 2024



The Alliance will continue to expand over the coming months.
We will intensify our actions around the three cornerstones of our ESG strategy
- Environment, Social and Governance
- by exploring new issues and succeeding in new challenges.

**Our ambition is to be more than a partner:
it is to be a committed partner that works closely with our customers to shape
the future of an electronics sector that leads by example.**