

1. SCOPE OF APPLICATION AND PURPOSE OF THE POLICY

Sogefi Group (hereafter also referred to as "Sogefi" or the "Group") for size and geographical extent of its activities, plays a significant role with respect to economic, social and environmental aspects related to communities and countries in which it operates. The Group is therefore committed to work responsibly through a business model that identifies sustainability as a key element in every decision and along all its business practices.

Sogefi Group conducts its business in compliance with all applicable local laws and regulations, and in accordance with the highest standards of integrity and ethical behavior, as reflected in the Sogefi Purchasing Sustainability Policy, Code of business conduct and other Group internal policies.

Furthermore, the Group intends to promote and share those principles along its supply chain. For this reason, it is issued this Purchasing Sustainability Policy to facilitate its business partners in being compliant with values and principles guiding Sogefi activities.

This Purchasing Sustainability Policy (hereinafter the "Policy") applies to all Direct Material suppliers at worldwide level. The following requirements define the Group's expectations regarding the operations of business partners in their corporate activities.

Sogefi Group expects that all its business partners comply to applicable laws and regulations and adhere with principles and indications set out in this Policy. Furthermore, the Group encourages its business partners to share its commitment within their supply chain.

The Policy is effective from the date of approval with permanent validity, except if it is necessary to review or substitute it, to ensure its compliance with the applicable regulations and standards.

2. ESG PLAN

Sogefi support the achievement of 10 Sustainable Development Goals and requires its business partners to acknowledge and implement the standards and promote the principles outlined in this Policy, structured by the following three pillars :

- Business innovation
- Eco efficiency
- People

2.1. BUSINESS INNOVATION

- ⇒ Support Sogefi with products including higher recycled contents

2.2. ECO EFFICIENCY

- ⇒ Reduce CO2 emissions, by improving energy efficiency, reducing energy consumption and promoting renewable energy sources.
- ⇒ Reach NetZero emissions (Scope1+2) by 2040
- ⇒ Minimize waste, by limiting the use of potentially hazardous substances and promoting recycling and reusable processes
- ⇒ Adopt the best operational practices and processes in business operations

2.3. PEOPLE

- ⇒ Contribute to skills upgrade and “employability”
- ⇒ Value the diversity and ensure equality, rejecting any form of discrimination and harassment
- ⇒ Ensure a healthy and safe working environment, minimizing OH&S risks and preventing occupational disease and incidents
- ⇒ Contribute with positive impacts on communities, respecting local cultures and values

3. “SOGEFI’S BUSINESS PARTNER TARGET”

		TARGET
BUSINESS INNOVATION	Recycled content in new business (% of renewable & regrinded material used and purchased / total content used and purchased on new developed product)	After a first assessment, clear targets will be defined and communicated for 2025 / 2030
ECO-EFFICIENCY	Energy Mix _ Electricity (% of renewable energy used and purchased from renewable sources / total energy used and purchased) Carbon Neutrality (% reduction on carbon footprint focusing on Scope 1+2) Waste Valorisation (% variation of valorised waste (focusing on reduction landfill and/or hazardous waste reduction, regrind, recycled, incineration increase) / total waste) Conflict Mineral Declaration (CMRT declaration made by suppliers on Sogefi portal for components delivered to our worldwide permises containing Tin, Tungsten, Tantalum and Gold "3TG") Certification level (% of production locations from supplier delivering Sogefi which are certified) # Environmental : ISO 14001 # Health & Safety : ISO 45001 # Energy Management : ISO 50001	After a first assessment, clear targets will be defined and communicated for 2025 / 2030 -6% per year to achieve carbon neutrality by 2040 After a first assessment, clear targets will be defined and communicated for 2025 / 2030 100% by 2023 100% by 2025 100% by 2025 100% by 2030
PEOPLE	SOGEFI's Code of business conduct document approval Suppliers internal policies in place + trainings made to all employees # Environmental policy # Code of business conduct # Human rights # Health and safety policy # Code of Ethics # Whistleblowing	100% by 2023 100% by 2026

4. COMPLIANCE WITH THE POLICY

Sustainability information will be collected on a yearly basis via Sogefi's supplier portal.

Based on the overall results SOGEFI could perform some audits on site to verify the information provided. Should a suspicion that a business partner does not comply with any of the requirements set out in this Policy arise, the Group reserves the right to take appropriate actions.

5. BUSINESS PARTNERS COMMITMENT

Sogefi Group requests that all business partners receiving this Purchasing Sustainability Policy submit their commitment, signed by a legal representative. By signing this form, the business partner declares its compliance to the principles suggested in this Policy by Sogefi Group. Sogefi recommends the business partner to promote and disseminate the principles outlined in this Policy throughout its supply chain.

Group Purchasing Director

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Company name :

Address :

ZIP code :

City :

Country :

Duns or Safe number :

Signatory's last name :

Signatory's first name :

Signatory's function :

Signatory's e-mail address :

Date :

Signature & Stamp :