



Our vision

To become the **leading** global industrial technology **partner** by bringing together the best expertise and leveraging the heritage of our companies, in support of sustainable growth driven by entrepreneurship and continuous learning.

Our mission

Where Expertise Masters Complexity: to be the **multi-regional specialist** in Metal and Plastic solutions, recognized for technical excellence, customer proximity, reliability, and performance throughout the entire product lifecycle.

Our commitments

Stakeholder Satisfaction and Trust, with the Customer at the Heart of Our Priorities

- Place our customers at the center of our decisions by anticipating their expectations, to deliver **value-creating solutions**.
- Adapt our organization and responsiveness to ensure, across the Group, a **consistent, reliable offering tailored** to customers' requirements and regional specificities.
- Ensure technical excellence from process design through mass production to deliver **safe, compliant** and **on-time** products, with a constant objective of **zero defects**.
- **Network and leverage the Group's expertise** to effectively address customer challenges while considering the expectations of our partners, shareholders, and other stakeholders in a spirit of **sustainable** and **balanced performance**.

Governance, Performance Management, and Continuous Improvement

- Deploy an **Integrated Management System** ensuring effective governance, standardized practices, and efficient performance management.
- Develop a data-driven **continuous improvement** approach based on structured problem-solving and lessons learned, while promoting the sharing of knowledge and best practices across the Group.

Safety, Environment, and Corporate Social Responsibility

- Make **safety** a top priority by fostering a Safety-First culture based on prevention, active listening and accountability.
- Sustainably reduce our **environmental footprint** by controlling pollution risks, supporting the energy transition and reducing our energy, water consumption and CO₂ emissions, **in compliance with applicable regulations**.
- Reduce and recycle our waste, lower the carbon footprint of our products, and implement **responsible procurement** practices, while balancing economic performance and sustainability, including in our international sourcing.

Placing People at the Heart of the Group's Transformation

- Secure **critical skills**, transfer key know-how and anticipate changes in roles and professions to support the Group's transformation.
- Fully integrate **human factors** into our practices to raise safety and product quality standards.
- Promote a **fair, cohesive** and **learning-oriented** work environment that fosters employee engagement, skills development and collective success.

Executive Management is committed to promoting this policy, ensuring its effective deployment at all levels of the organization, and mobilizing the necessary resources. It sets measurable objectives, regularly evaluates the results achieved, and engages all employees to consistently meet customer and stakeholder expectations.

On behalf of the Group,
Chief Executive Officers Eric GIRARDIN et Hugo BONTAZ.

September, 2026