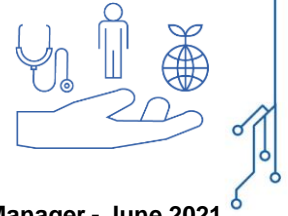


HEALTH SAFETY ENVIRONMENT POLICY



Julien MARIE, General Manager - June 2021

"The little we can do, the very little we can do, we have to do it." - Théodore Monod

Objectives and challenges

/ In a continuous improvement vision, protecting health, ensuring safety, and respecting the environment are our objectives. We bring our HSE issues to the same level of requirements as the quality and competitiveness of our company. The HORIZON project leading to the construction of a new factory and the relocation of our activity in 2022 integrates all of these objectives.

Principles

- / Identify, reduce risks, and seize opportunities related to our businesses (development and production of boards and electronic sub-assemblies intended for aeronautics, defence, medical, space, etc.).
- / Check the relevance of our actions by measuring performance.
- / Identify and comply with legal and other requirements applicable to our activities.
- / Share our HSE values with our different partners.

Guidelines

- / Ensure the quality of the working environment at Matra Électronique. (ergonomics, infrastructures, 5S, ...)
- / Respect our surroundings and environment (natural habitat, local residents, etc.).
- / Maintain our energy consumption in accordance with our needs on the current site and make this axis one of the pillars of the HORIZON project,

Implementation

- / Strengthen surveillance and management of our infrastructure to anticipate and reduce occurrence of incidents.
- / Strengthen our performance indicators and share them with everyone.
- / Amplify HSE operational control by simplifying our local management tools (Audits, risk assessments, etc.).
- / Resize our workspaces to meet our SQCD issues.
- / Maintain inclusion of energy aspects in our investments.

Responsibilities and commitments

- / Individual contribution of each employee (vigilance, good practices, compliance with instructions, common sense, etc.) to this policy is expected in their function.
- / The hierarchy, staff representatives, the CSSCT, and the committees of Matra Électronique (in particular in context of new investments and new business) contribute to the correct application of this policy.

To make this policy a success, I agree to put in place necessary resources and means, to define the targeted objectives, deployed under a multiannual program, whose effectiveness is checked periodically.