Life Energy Motion

LEM Group Environmental Policy

Document confidentiality level: indicate with a cross (X)		
	Level 1	Secret
	Level 2	Confidential
	Level 3	Restricted
X	Level 4	Public

Writer	Checker	Approver	CLEM	Version
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REVISION LOG

Revision	Date (yyyy-mm-dd)	Description of changes
0	2020-03-25	Initial release
1	2022-04-26	Complete review based on evolving context, needs and expectations of interested parties, ISO 14001 requirements pertaining to the Policy.
2	2024-06-30	Complete revision of the document based on evolving internal and external situations, including addition of section about addressing impacts of climate change according to new ISO 14001 requirements. Policy co-signed between SVP People & Sustainability Officer and Quality VP.
3	2025-05-15	Additional emphasis on: - Green House Gas emissions, renewable energy, sustainable resources management, reuse and recycling. - Addition of nature, biodiversity, land use, soil quality. - Elements from ESRS Mandatory Disclosure Requirements: o MDR-P.65a.1 Impacts, Risks, and Opportunities (IROs) associated with our operations. o MDR-A.68d.1 key actions taken on waste management to provide remedy for those harmed by actual material impacts.

REFERENCE DOCUMENTS

Int/Ext	Document title
External	ISO 14001: 2015 Environmental management systems — Requirements with guidance for use

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LEM Environmental Policy expresses our dedication to environmental protection & performance with growing attention to end-to-end impacts of our business operations and throughout the value chain.

LEM IS COMMITTED TO

- Actively listen to our customers who rely on our contribution to accelerate the transition to a sustainable future.
- Develop an effective Environmental Management System (EMS) that meets the requirements outlined by ISO 14001 standards in a responsible manner. This includes:
    - Identify and address the key environmental impacts of our operations and the associated Risks and Opportunities.
    - Minimize the impact of our operations on all other environmental aspects when applicable (such as nature, biodiversity, land use, soil quality).
- Set ambitious, yet realistic objectives within the scope of the Environmental Management System (EMS) and monitor progress toward achieving continual improvement.
    - Use key performance indicators (KPIs) to measure our performance and drive continuous improvement. The monitoring process includes regular assessments that involve stakeholders, data collection and reporting to track our progress against defined key performance indicators (KPIs).
    - Promote the reduction of greenhouse gas emissions, the use of renewable energy sources, the implementation of sustainable resource management practices including reuse and recycling, the reduction of our waste and of any kind of pollution (air, water, soil etc.).
- Ensure compliance with and embracing evolving environmental legislation that impacts our company.
- Apply lifecycle thinking when considering the reduction of adverse environmental impacts associated with our activities, products, and services. Our focus spans from innovative product and process design, purchased components, production, management of chemical substances and atmospheric pollutants, and logistics flows, to emissions of product use and end of life.
- Demonstrate the tangible benefits of our combined efforts worldwide toward improved energy and water consumption, lower emissions, reduced waste.
    - Waste management and optimization are also contributing to reducing potential harm to people and the environment.
- Require business partners to engage in the same environmental principles.
- Take the principles of this Policy into account in our decision-making.

Life Energy Motion

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SCOPE

The principles and requirements of this Group Policy apply to all LEM entities and employees.

CLIMATE CHANGE

LEM develops strategies for reducing greenhouse gas emissions to be in line with the Paris agreement and limits the increase of the global average temperature to well below 2°C above pre-industrial levels, assessing business continuity risks for responding to unexpected impacts such as natural disasters, raising employees' awareness by sharing the challenge and urgency of climate change.

ACCOUNTABILITY

Together with the Policy Holder, each manager is responsible for making all employees aware and for implementing the Policy.
Business partners are also required to engage in the same environmental principles.

PRODUCT COMPLIANCE

LEM complies with product-related requirements applicable to our Business. All the restrictions adopted in the chemical regulation framework of REACH, Restriction of Hazardous Substances (RoHS), by declaring our Restricted Materials List (CMRT) regarding conflict minerals. LEM cascades these requirements down to Suppliers.

CONSEQUENCES OF VIOLATION

Compliance with this Policy is mandatory. Violations of this Policy could damage LEM and expose it to legal and/or commercial liabilities. Employees who violate this Policy may be subject to appropriate disciplinary action.

Frank Rehfeld
Chief Executive Officer

Raphael SURREL,
Vice President Quality

Meyrin, July 9th, 2025