

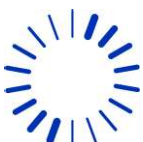


LEM Group Environmental Policy

The 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.
- Set ambitious, yet realistic objectives within the scope of the Environmental Management System (EMS) and monitor progress toward achieving continual improvement.
- Ensure compliance with evolving environmental legislation that impacts us.
- Apply lifecycle thinking when considering the reduction of adverse environmental impacts associated with our activities, products, and services. Our main focus spans from innovative product and process design, purchased components, production, management of chemical substances and atmospheric pollutants, and logistics flows, to product use and disposal.
- Demonstrate the tangible benefits of our combined efforts worldwide toward improved energy and water consumption, lower emissions, reduced waste management costs. Require business partners to engage in the same environmental principles.
- Take the principles of this Policy into account in our decision-making.





LEM Group Environmental Policy

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, 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 employees aware and for implementing the Policy.

PRODUCT COMPLIANCE

LEM complies to product related requirements applicable to our Business. In particular 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.

A blue handwritten signature of Rodolphe Boschet, consisting of a stylized 'R' and 'B' followed by a horizontal line.

Rodolphe BOSCHET
Chief People and Sustainability Officer

A blue handwritten signature of Raphael Surrel, consisting of a stylized 'R' and 'S' followed by a horizontal line.

Raphael SURREL,
Vice president Quality

Meyrin, July 10, 2024

