

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organizational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company. Our approach has a name, "**DNA, The Future Depends on Us**".

We are committed to ensuring that relevant stakeholders benefit from:

Customers

- Offering innovative, sustainable and responsible solutions
- Establishing collaborative partnerships to develop future products
- Bringing comfort and simplicity to our products
- Facilitating proximity through our locations

Collaborators

- Prioritising health by providing optimal, safe working conditions
- Finding a balance between everyone's rights and duties
- Ensuring fair treatment
- Developing their skills and employability
- Promoting a balanced, respectful and constructive social dialogue

Service Providers

- Creating and maintaining a balanced and responsible relationship over the long term
- Fostering relationships with local stakeholders
- Initiating co-development and partnership practices

Planet

- Integrating an eco-design approach for our products
- Controlling and reducing our environmental impacts

Shareholders

- Providing regular and sufficient information for informed decision-making
- Aiming for fair compensation based on results

Territories

- Creating local dynamics
- Supporting the local economic and associative footprint

Our company's strategic focuses are in line with our values of respect, innovation, commitment and excellence. These commitments and the associated objectives, reviewed annually by Management to ensure their relevance, are broken down for all of our subsidiaries in a process of continuous improvement and controlled at each of our sites.

Sandrine PELLETIER
APLIX Group CEO