

ENVIRONMENTAL, HEALTH, SAFETY & ENERGY POLICY

VERSIGENT is a global leader in the purposeful design, quality manufacturing and reliable delivery of advanced low and high voltage electrical architectures. Building upon a strong legacy of innovation and trusted partnerships, our critical solutions deliver intelligent, optimized power distribution capabilities to customers around the world.

Our wire harnesses connect people to what matters most: critical features designed to help users stay safe, informed and connected. Operating at this level of precision requires one clear vision of operational excellence, grounded in robust design, world-class manufacturing, data-driven execution, and continuous improvement, while maintaining strict adherence to customer, statutory, regulatory, and applicable requirements, and a sustained focus on long term business performance.

VERSIGENT is committed to protecting the health and safety of each employee as one of our top priorities. We believe that all occupational incidents are preventable, and there will be no compromise of an individual's well-being in anything we do. Throughout the course of our activities, VERSIGENT is committed to protecting human health, and the environment in which we live and operate by conserving energy and natural resources.

VERSIGENT Environmental, Health, Safety and Energy Operating System includes the global occupational risks, environmental aspects, and energy uses resulting from its activities, products, and services, and external environmental threats, considering our commitment to versatile, intelligent electrical solutions that enable safe and efficient signal, power and data distribution across architectures.

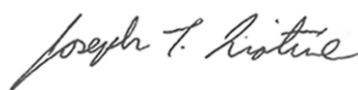
It is VERSIGENT strategy to implement, maintain, and improve its Environmental, Health, Safety & Sustainability and Energy Management System, in accordance with ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018 requirements within the Enterprise Operating System (EOS) while supporting corporate social responsibility standards to which we subscribe. In particular, it is our policy to continuously assure the occupational health, safety, environmental integrity, and energy performance of the activities, products, and services, inside and outside our facilities, through the evaluation and elimination of hazards, reduction of occupational risks, minimization of environmental aspects, and improvement of energy uses. These are related to occupational risks, resource consumption including energy and waste production, and external environmental threats, identified as significant. It is also VERSIGENT objective to increase awareness in supply chain to minimize our indirect environmental aspects.

VERSIGENT recognizes the impact of climate change and is committed to addressing its risks by reducing our greenhouse gas emissions and improving energy performance. We will incorporate climate change mitigation and adaptation into our EHS&S and Energy Management System, including the adoption of energy-efficient technologies, renewable energy and efforts to minimize our carbon footprint, in line with applicable ISO standards.

To achieve such, VERSIGENT will:

- Comply with the Laws and Regulations of the countries in which we operate and conform with other requirements to which VERSIGENT subscribes or is signatory to, as applicable to our occupational risks, environmental aspects, energy uses, and climate change mitigation actions.
- Develop practices to prevent the occurrence of incidents, illnesses, pollution, and improve energy performance, specifically targeting climate change-related risks.
- Make this Policy available to all our workers and other individuals that participate in any activity in VERSIGENT name or operate under our control to provide awareness about their individual obligations within the scope of this policy. The policy will also be made available to other interested parties at their request.
- Cooperate with suppliers, customers, and local communities, including governments, in the prevention of occupational risks, the adoption of good environmental practices, good energy conservation practices, and addressing climate change.
- Work to achieve continuous improvement of occupational health and safety, environmental and energy performance, including the integration of climate change-related objectives. Annual objectives and targets will be established, subject to approval, follow-up, and periodical review by Management.
- Ensure the consultation and participation of workers and, where they exist, worker's representatives.

We believe it is a leadership responsibility to provide a safe and healthy working environment for the prevention of work-related injury and ill health. Every employee has an important role in ensuring that they and their co-workers are safe. We recognize that through training and knowledge of our practices, we can also enhance the personal lives of our employees, their families and the environment.



CEO

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