

At Helexia we recognize the responsibility and the trust that our clients & partners place in us and the advantages our projects bring to them. Therefore, we are committed to fully identify energy opportunities of our clients & partners, by providing integrated energy services for a better sustainable development.

Helexia's mission is to enhance and combine Economic and Ecological Sustainability in the Energy transition by designing and building together with our clients & partners a unique set-up of Energy solutions - the Energy trajectory – that reduce their consumption and enhance their clean energy production, and that create value for companies and the planet.

We keep our focus and commitment on continually improving all the services and solutions we provide: Energy Intelligence, Energy Management, Energy Production, Energy Economy and Electric Mobility.

At Helexia we act as facilitators of the energy transition for our clients & partners in one unique and tailor-made Energy Service Center by committing ourselves to:

- Follow in a customized way our clients & partners on the energy transition of their businesses, **acting locally and accompanying them globally**, thus improving their performance and reducing their ecological footprint;
- **Creating value** for our clients & partners and shareholders, through the development of value-added projects, which raise economic growth and sustainable development;
- Establishing **durable** relationships of **proximity** with our stakeholders through **transparent conduct**, ensuring that all functions are performed by competent and motivated employees and suppliers.
- Implementing and maintaining the Quality Management System to meet or exceed the requirements of **ISO9001**, continuously monitoring its effectiveness in order to continuously improve our **performance**.
- Demonstrating that we have the control and resources necessary to ensure **the satisfaction of our Employees, Management, Partners and Authorities** and ensuring that we develop our business in an integrated, professional, sustainable and competent manner, always complying with contractual and legal requirements.

*Benjamin Simonis*

Benjamin Simonis (Apr 12, 2022 16:54 GMT+2)

Benjamin Simonis – CEO

*Luis Pinho*

Luis Pinho (Apr 8, 2022 17:01 GMT+2)

Luis Pinho - Country Director Portugal /  
Countries & Business Development Coordinator

*Antonino D'Amico*

Antonino D'Amico - Chief Financial Officer

*Stéphane Leroy*

Stéphane LEROY (Apr 10, 2022 18:38 GMT+2)

Stéphane Leroy - Chief Marketing Product &  
Innovation Officer

Lille, April 8<sup>th</sup>, 2022

*Adrien Delion*

Adrien Delion (Apr 8, 2022 13:46 GMT+2)

Adrien Delion - Managing Director Finance,  
Strategy & Digital

*Gaëtan Costa-Mula*

Gaëtan Costa-Mula - Chief Digital, Technology  
& Organization Officer

*Marilyne Daniel*

Marilyne Daniel - Head of Human Resources

## Responsibility and application:

Helexia's COMEX members are responsible to the Board of Directors for ensuring that this policy is implemented.

Management at all organizational levels within Helexia is responsible for ensuring the success of the policy by providing the availability of all required resources.

All Helexia employees and subcontractors have an individual responsibility to ensure that they collaborate with the organization to achieve quality objectives.

This policy applies to Helexia.