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NICOMATIC

Management System Policy for the Entities:

NICOMATIC France, UK, Germany and Israël

2025 - 2027

Nicomatic France contributes to the Group's Ambition 2027 through its own strategic pillars:

- Growing together
- Becoming stronger in the market
- Mastering our fundamentals

Our Management System is a strategic lever that supports a differentiated customer experience. It is built on strong convictions:

- Simplicity: An integrated management system that coherently encompasses Finance, Sustainability, Cybersecurity, HSE, Safety and Quality, while remaining accessible, agile, and understandable for all.
- Performance: An agile model that ensures efficiency and business performance, combining operational excellence and sustainability.
- Responsibility: A people-centered approach that fosters accountability, a key driver of engagement and collective success.
- Customer Voice: A deep understanding and responsiveness to customer needs at all levels of the company, with a strengthened commitment throughout the organization.

Promote a just culture, an integral part of our DNA and our management system, by promoting feedback, continuous improvement, learning with a common goal of excellence.

All Nicomatic employees are committed to meeting applicable requirements and implementing this dynamic and innovative policy, actively involving all the human, industrial, and financial resources of the Nicomatic Group, while upholding the company's core values.

29 october 2025,

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QHSE Manager

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