PXGROUP

OCTOBER 2025

GENERAL QUALITY AND SUSTAINABILITY POLICY

PX Group has always combined industrial performance, operational excellence, and global responsibility at every stage of our value chain. We are committed to integrating quality, environmental protection, employee health and safety, as well as responsible and ethical governance at the core of all our activities.

Vision *'Our talents innovate for a noble and cutting-edge metallurgy in the service of humanity.'*

Our Sustainability Commitments

PX Group is committed to the following key areas:

Social Responsibility

- Health & Safety of our employees (working conditions, risk prevention culture, and continuous improvement)
- Talent & Skills Development
- Fair Compensation
- Diversity and Inclusion

Environmental Protection

- Reduction of Pollution (soil, air, and water)
- Climate
- Circularity
- Biodiversity

Governance

- Governance, Compliance & Ethics
- Traceability & Human Rights in our supply chain

Our ambition is to significantly reduce our environmental footprint, promote fair, safe, and inclusive social practices, and maintain transparent and ethical governance.

Our values

Skills Entrepreneurial spirit Know-how Creativity	**Commitment** Innovative, Competitive, and Proximity-based Solutions
Fulfillment Trust Respect Development	**Communication** Sharing Exchange Feedback

Our Quality Objectives

We continuously improve our quality management system to meet both customer expectations and regulatory requirements. Each employee applies and respects the quality management system in their daily tasks. Our commitment: turning quality requirements into tangible customer satisfaction.

Delivery compliance rate > 99% :
Maximize customer satisfaction

Recurring non-conformities rate < 15% :
Implement robust action plans

Problem resolution :
Real-time reporting of malfunctions and critical issues for rapid resolution (Stand-up meetings, Shopfloors, QRQC)

Our Strategic Commitments

PX Group relies on a results-driven culture and performance management based on:

- Recognition and respect for the value of each individual's work
- Dashboards and performance indicators («cockpits»)
- Involvement of Executive Committees (CoDirs) to ensure operational commitments are met
- Key focus areas: improving performance and agility, refocusing the group on its core metallurgical business, strengthening the watchmaking activity, innovation, developing new markets, and investing for the future all reinforced by a collaborative corporate culture ("PX family")

Our Approach

Management assumes responsibility for implementing this policy and relies on the involvement of every employee to achieve our quality and sustainability goals. We are committed to providing the necessary resources and means to achieve our objectives and to communicating transparently on our progress with all stakeholders.

The management