

# Strategic Policy 2023

Éolane Tallinn operates in a new state-of-the-art factory. On one hand, the team has demonstrated a very high agility in adapting to very challenging times while continuing very actively to look for new customers and partners in order to fulfill its ambitious long term business growth plan strategy. On the other hand, éolane Tallinn wants to enhance its competitiveness and reach the best quality and operational standards. To make these two statements reality, we will follow the following six strategic orientations:

1. **To continue strengthening our local company culture** by introducing our new corporate values, around interpersonal dynamics (**Intimate**), focusing on training as well as high personnel involvement (**Expert**) in order to build a strong and capable organization, **Committed and Agile**.
2. **To grow our customer base:** to start working with at least 3 new prospects.
3. **To focus on operational excellence**
  - **By implementing** best-in-class processes and tools, with a new Manufacturing Execution System - **Critical Manufacturing** - as the main company-wide project for 2023.
  - **By improving our problem-solving mindset and capabilities** in all areas using the 5-Why and Fish bone methodologies through the "éolane problem solving" tool.
4. **To free cash flow capabilities**, working intensely on customers' overdue payments, inventory optimization and material procurement on-cost reduction.
5. **To foster best-in-class customer service** through processes improvements and clarified logistic conditions with our main Customers.
6. **To keep our high quality standards** while introducing two new certifications:
  - ISO 26262 applied to safety-related systems
  - ATEX which ensures the safety of equipment intended for use in potentially explosive atmospheres: to be prepared only if we are nominated to manufacture the related products

The achievement of these strategic orientations will participate to build a strong automotive mindset, associated to robust and well documented processes which deliver repeatedly the expected and safe products, according to our customers' requirements and interested parties expectations.

It is mandatory for all employees to work on these orientations while respecting national and international laws as well as the most demanding standards of ethical behavior; this respect has to be enforced towards our partners and subcontractors.

With the involvement of all of us, employees of éolane Tallinn, I commit to identify and allocate all necessary resources to achieve the above priorities and rules, as well as working in a continual improvement mindset.

**Antoine Yon**  
Managing Director