



## Strategic Policy 2024

Éolane Tallinn operates in a state-of-the-art factory. On one hand, the team demonstrates a very high agility in adapting to very challenging times while continuing very actively to look for new customers and partners in order to fulfil 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 company culture** by offering a human-centred atmosphere and promote, with all appropriate means, our core values and the corresponding behaviours.
2. **To continue developing measures and actions about ESG** (Environmental, Social and Governance) challenges so that step-by-step éolane becomes a best-in-class company (Rating EcoVadis – Silver) and enforces its journey towards sustainability.
3. **To grow our customer base:** to deliver the first orders to at least 5 big new customer accounts.
4. **To focus on operational excellence**
  - **By focusing on Project Management and New Product Introduction with the implementation of** clear and robust processes, led by a skilled and ambitious team.
  - **By implementing** supportive tools, including but not limited to, a companywide document management system, data analysis software, a new preventive maintenance tool.
  - **By strengthening** the core understanding of cybersecurity aspects and run thorough risk analyses of IT system to secure our services.
5. **To foster best-in-class customer service**, especially with our new customers, implementing with them mutually beneficial ways of working and delivering according (or above) their expectations.
6. **To keep our high-quality standards** while investigating for new possible deployment, like the medical certification ISO 13485 and build a strong plan to achieve ISO 27001 qualification running further towards TISAX assessment.

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 behaviour; this respect shall 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