



In a world of perpetual change, and as a leader in its field, UPERGY has a duty to set an example for all its stakeholders, while ensuring the growth and sustainability of our business results.

I want us to consolidate our QSE Management System by ensuring compliance with ISO 9 001, ISO 14 001, ISO 13 485, ISO 45 001, ISO 20 400 and regulatory requirements, while keeping customer satisfaction, environmental protection and employee well-being and safety at the heart of our concerns.

We are committed to sustainable development and place CSR at the heart of the company.

This dynamic, already underway and part of a continuous improvement process, is based on the following 4 priorities :

## Quality

Optimizing internal organization to satisfy customers ;

## Security

Improving employee health and safety by controlling risks and hazards ;

## Environment

Reducing our environmental impact ;

## QSE

Involving employees in the QSE approach and commit to employee participation and consultation.

**All these commitments will be translated into objectives and targets**  
and will be monitored as part of our management system planning.

I am counting on all members of the management team and managers to bring this approach to life, ensuring effective communication and active contribution from all employees.

## UPERGY's values

### 3 values around the **humain**

Ensemble | Respect | Convivialité

### 3 values around the **performance**

Ambition | Excellence | Creativity

**David BUFFELARD**, CEO

The 04th of June of 2025 at Limonest (France)