



PERRY JOHNSON REGISTRARS, INC.

Certificate of Registration

Perry Johnson Registrars, Inc., has audited the Quality Management System of:

LSM Systems Engineering, Inc
4670 Hatchery Rd Waterford, MI 48329 United States
IATF USI No.: 6MXPFK

(Hereinafter called the Organization) and hereby declares that Organization is in conformance with:

IATF 16949:2016

This Registration is in respect to the following scope:

Precision Machining of Powertrain Components

(Permitted Exclusions: Product Design)

This Registration is granted subject to the system rules governing the Registration referred to above, and the Organization hereby covenants with the Assessment body duty to observe and comply with the said rules.



Terry Boboige, President

Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

Effective Date: April 28, 2025
Expiration Date: April 27, 2028

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PJR Certificate No.: C2025-02502
IATF Certificate No.: 0572194
IATF USI No.: 6MXPFK



PERRY JOHNSON REGISTRARS, INC.

Certificate of Registration

Perry Johnson Registrars, Inc., has audited the Quality Management System of:

LSM Systems Engineering, Inc
4670 Hatchery Road, Waterford, MI 48329 United States

(Hereinafter called the Organization) and hereby declares that Organization is in conformance with:

ISO 9001:2015

This Registration is in respect to the following scope:

Precision Machining for the Automotive, Aerospace and Defense Industries

This Registration is granted subject to the system rules governing the Registration referred to above, and the Organization hereby covenants with the Assessment body duty to observe and comply with the said rules.



Terry Boboige, President

Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
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The validity of this certificate is dependent upon ongoing surveillance.

Effective Date:
April 28, 2025

Expiration Date:
April 27, 2028

Certificate No.:
C2025-02504



LSM Systems Engineering
4670 Hatchery Rd
Waterford, MI 48329

6 August, 2025

Subject: Doing the Right Thing – Because it Matters

Dear Team,

At LSM, integrity is not something we do because a customer asks us to—it's who we are. As your CEO, I believe our company's success must always rest on a foundation of ethical behavior, transparency, and respect for people.

That's why I'm asking each of us to recommit to our company's **Code of Conduct**—a living document that defines the standards we uphold every day. It includes:

- **Zero tolerance** for fraud, bribery, or harassment
- A workplace **free from discrimination, intimidation, or retaliation**
- **Fair and equal treatment** of all employees
- **Clear whistleblower protections** and reporting pathways
- Respect for labor laws—**no child labor, no forced labor, no human trafficking**
- **Responsible sourcing**—especially around conflict minerals and environmental impact

These aren't checkboxes. They are **non-negotiables**. We all must be aware of them, speak up when something seems wrong, and incorporate these principles into every decision—big or small. We don't tolerate unethical shortcuts, and we don't look the other way.

Identified Risks

- **Fraud or falsification of records** (financial, quality, or safety-related)
- **Harassment or discrimination** creating an unsafe or hostile workplace
- **Labor law violations** including child labor, forced labor, or unsafe working conditions in our supply chain
- **Improper sourcing** of conflict minerals or materials from unethical suppliers
- **Failure to report** concerns due to fear of retaliation

Actions We Are Taking Now

1. **Annual Ethics & Compliance Training** – Mandatory for all employees, with documented completion.
2. **Whistleblower Protection Protocol** – Anonymous reporting available; zero retaliation enforced.
3. **Supplier Verification** – All suppliers required to confirm compliance with our labor, human rights, and sourcing requirements.

4. **Recordkeeping Controls** – Finance, HR, and Quality to follow documented approval and verification steps for all records.
 5. **Awareness Posting** – Code of Conduct, reporting channels, and anti-bribery reminders posted in common areas.
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Training Commitments

- Annual **Ethics & Anti-Bribery Training** for all employees.
 - **Harassment & Discrimination Prevention Training** for all supervisors and leads.
 - **Supplier Responsibility Awareness** for anyone involved in purchasing or vendor management.
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Future Plans

- **Quarterly Ethics Review** in management meetings, tracking KPIs on incident reporting, supplier compliance, and training completion.
 - **Supply Chain Audit Program** to ensure continued compliance with labor, environmental, and conflict mineral requirements.
 - **Annual Employee Survey** on workplace culture and ethics awareness.
 - **Continuous Improvement Log** to document and follow up on suggestions for better ethical practices.
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This matters not just for our reputation or compliance—it matters because real lives are affected by what we do and how we do it. When we manufacture responsibly, treat others with dignity, and hold ourselves accountable, we protect people, we earn trust, and we build something that lasts.

Doing the right thing isn't always easy, but it's always worth it. Thank you for being part of a company that puts principles first.

Sincerely,

Steve Lowe, Jr.

Steve Lowe, Jr
Chief Executive Officer