

OUR SUSTAINABILITY BOOKLET

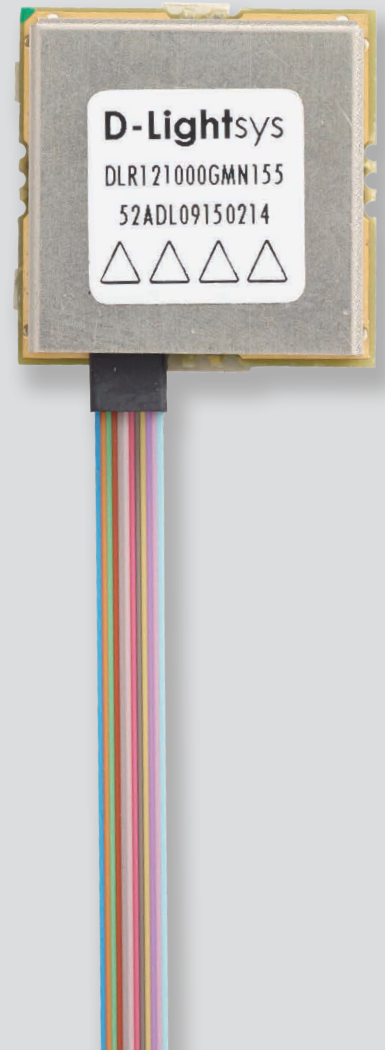
*2022 Extra-Financial Performance
& CSR Commitments*

IMAGINE BIGGER, IMAGINE BLUE

Our Transformation Movement

Imagine Bigger: invites us to think outside the box to address the larger issues of our industry.

Imagine Blue: gives a voice to our company pride and challenges us to work as one to make an impact on our communities and markets.





EDITORIAL

In 2022, geopolitical instabilities, the health crisis and the difficulties experienced by the entire supply chain urged us to focus on our strengths: close relationship with our customers, operational excellence, command of our skills and expertise, and the welfare and commitment of our teams.

Our renewed sense of purpose has prompted us to aim higher, strengthen our actions to preserve the environment, pay more attention to our communities and reflect on our contribution to the world. In the wake of the last few months, we have come to the following conclusion: the need to connect is greater than ever. We need more human interaction, sustainable mobility, safer environments and technologies for good. The stakes are high but equally matched by the enthusiasm of our teams.

This booklet is a compilation of what we do best: create unique and sustainable value for our customers, continually develop environmentally and socially responsible practices, cultivate our corporate DNA and extend our convictions beyond our factory walls to create a lasting legacy. The commitments and initiatives presented in this brochure reflect our multi-faceted performance, the steadfast commitment of our teams and our pride in being part of a company that cares about the greater good.

We hope you enjoy reading this booklet.



PIERRE GATTAZ & LUC KAËS

Chief Executive Officer and Chief Operating Officer

RADIAL SNAPSHOT

Since 1952, we have been enabling technology for the most demanding applications. The results are a range of innovative and award-winning products that customers trust for unrivaled repeatability and performance.

Our Mission

To simplify life for all those who innovate.

In 2022, our turnover amounted to 355.4 million euros, of which more than 89% was generated outside of France.

Our Expertise

Radial is focused on four core technologies: radio frequency, fiber optics, power and multipin packaging. Our 12 product lines feature more than 27,000 unique components.

Global Presence

Our 12 manufacturing facilities are located in several countries, including France, Italy, the United States, Mexico, China and India. Our industrial expertise includes molding and plating component assemblies.

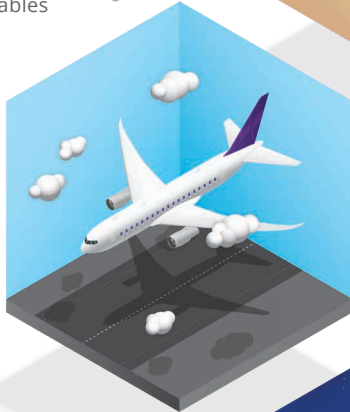
Our community of nearly 3,000 employees is located in 13 countries; 45% of our employees are women and 55% are men. Dare to Be Audacious, Make It Simple, Be Genuine and Grow Together are the values that guide our actions at work.





Aerospace

Our team of expert engineers located around the globe enables us to locally support all major aerospace manufacturers.



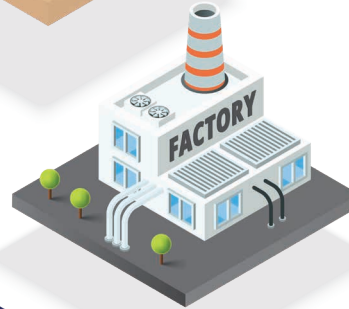
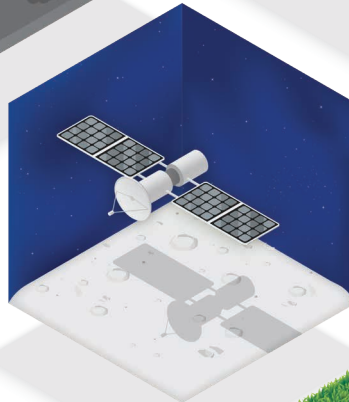
Defense

Radiall has contributed to the defense industry by offering proven product solutions for a wide variety of military and defense applications.



Space

With space heritage dating back to 1974 and involvement in more than 300 satellite programs, our reliable solutions have established a strong reputation.



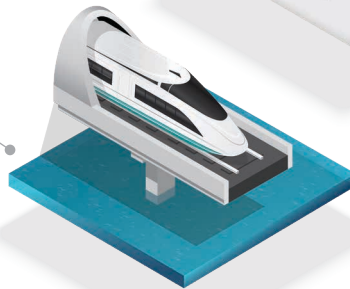
Industrial

Radiall supports the most demanding interconnect applications found in industrial markets, including energy, sensors and private communication.



Rail

Our trusted interconnect solutions offer customers reliability, flexibility and durability in the railway industry.



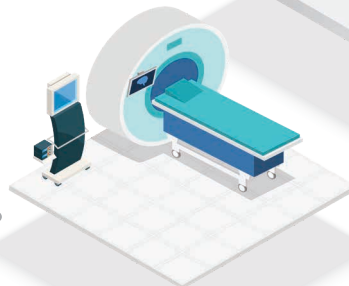
Telecom

Radiall's comprehensive range of interconnect products provide the telecom industry with cutting-edge solutions for harsh outdoor environments.



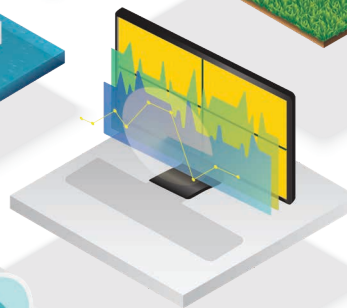
Medical

We design unique product solutions for the medical industry, specifically adapted for patient monitoring systems and Magnetic Resonance Imaging.



Test & Measurement

Our high performance switches and interconnect products offer exceptional quality and precision.



OUR BUSINESS MODEL

Our business model expresses the value that we create for the company and society as a whole. Our activity is guided by three core objectives: operational and technical excellence, differentiating solutions and building a close relationship with our customers. This is how our teams create sustainable value.

CREATING **connections** THAT MATTER



GROW TOGETHER



MAKE IT SIMPLE



BE GENUINE



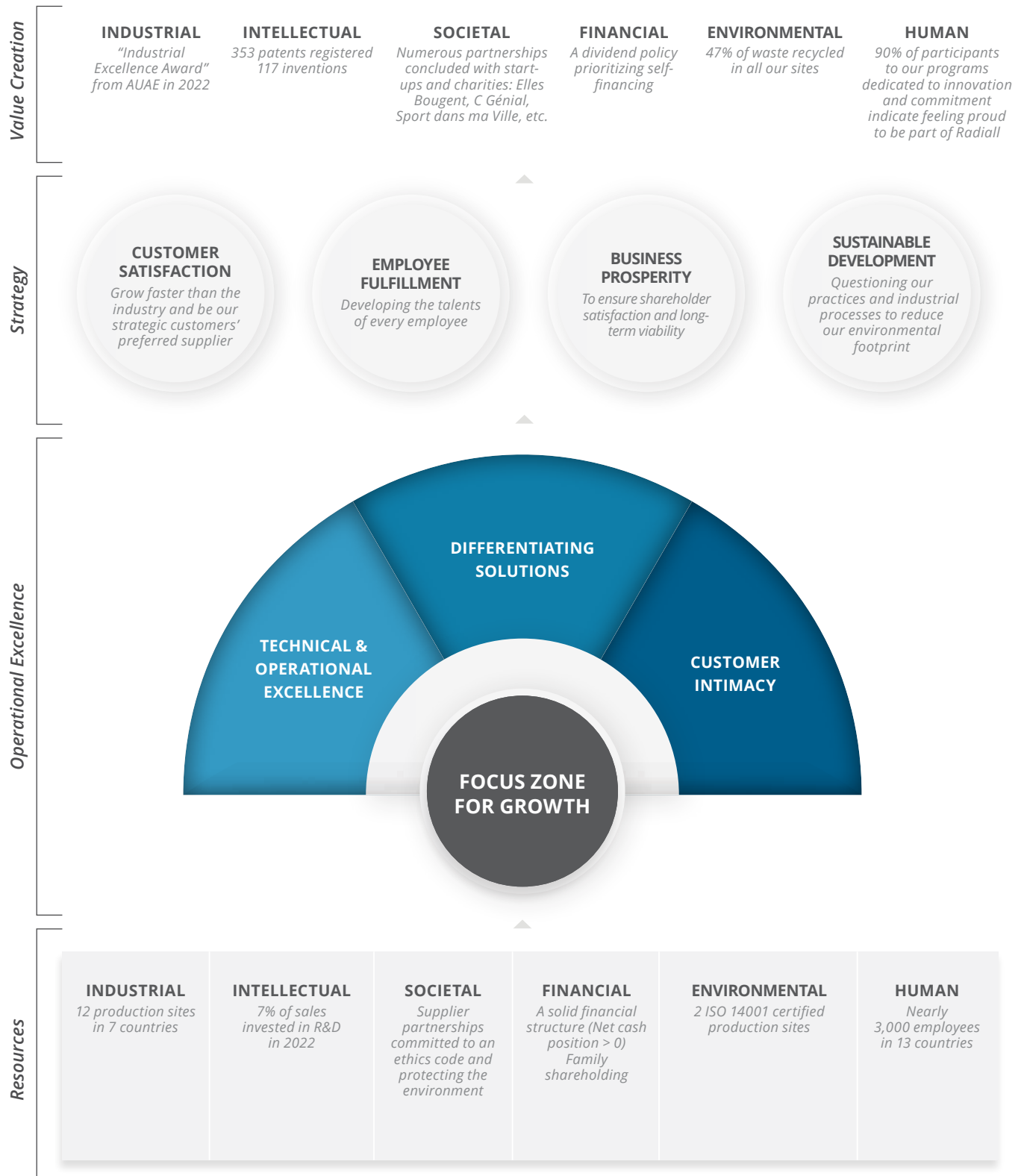
DARE TO BE AUDACIOUS

Purpose

Reflecting our contribution to the world

Our Values

Guiding our actions every day



ETHICS AND INTEGRITY

Leading by Example Each and Every Day

Our drive for excellence is reflected in the approach we take to our business. General management and the members of the OSC (Operational Steering Committee) strive to be exemplary in their actions, embody the Group's values and foster a climate of trust and independence that promotes the welfare of their teams.

- The Radiall Group and its employees act in good faith in all commercial and economic actions
- The Radiall Group conducts its operations with honesty and integrity, while upholding the rights and interests of its employees
- The Radiall Group abides by the laws and strives for loyalty, trust, solidarity and respect for the unique cultural aspects of each country in which it conducts business

OUR ETHICAL AND SOCIAL CHARTER

The principles defined in this booklet give each Radiall employee and our partners (customers, suppliers, authorities, etc.) an understanding of the attitudes and behavior to adopt when faced with situations that could affect Radiall's reputation and the general wellbeing of its teams. Conducting business with integrity requires each of us to be fully aware that our decisions can affect our stakeholders. Employees are encouraged to notify the Ethics Committee if they:

- Discover a situation that may violate the rules and values set out in this Charter
- Are confronted with a risk of fraud or corruption
- Believe that the Charter has been or is being violated
- Discover that someone is facing retaliation for speaking out in good faith



GUY

"Our Ethics Committee was set up in 2018. We carefully monitor all reports and handle alerts that are brought to our attention, in strict confidence, via our internal alert mechanism. We are also on hand to advise employees on how to interpret the contents of the ethical and social charter. The members are appointed by the Chairman of the Board for a period of three years. In 2022, only one alert was reported and confirmed to this committee."

We have made a choice.

Technology can be a force for good, an opportunity to improve lives. Never before have we had so much potential to aim higher, go further and accomplish more. But we can only achieve real progress if we choose to unite our efforts and focus on the common good. At Radiall, we have made that choice. We engage in positive innovation for a better world.

The future is in our hands.

Environmental crisis, lack of education and unequal opportunities are among the urgent challenges that drive us. As manufacturers, we have the power to shape our destiny. Individually, we can reveal our talents, look beyond ourselves and become masters of our craft. Collectively, we can boost our local economies by creating meaningful jobs and setting an example in the way we grow our business. Our actions are the key to a sustainable, inclusive and equitable future.

What we do makes an impact.

We don't merely manufacture products; we make an impact. By connecting complex systems, we foster simplicity. By empowering technology pioneers, we help improve communication, invent sustainable forms of mobility and create safer environments. And through our ingenuity, we help break down barriers.

Every connection counts.

More than a company, we are a diverse, vibrant and inspiring community. Trust binds us together, and collaboration is the energy that keeps us moving forward. The bonds we form are the foundation for every contribution we make, every change we facilitate. Together, we are building a chain of positive transformation.



OUR PURPOSE

*Our purpose inspires us to
strive for a better world.
Therefore, from our purpose,
we have identified four
initiatives on which we want
to focus. We will use each
initiative to set ambitious
objectives to guide our
transformation.*



INNOVATION

Developing Technologies for Good

Imagining innovative solutions to meet societal challenges by relying on our expertise.

- Facilitating new forms of mobility
- Imagining “zero-emission” aircraft
- Developing sustainable and high-quality infrastructures
- Extending the reach of information technology to as many people as possible
- Building reliable digital defense components
- Making collaborative combat secure



ENVIRONMENT

Preserving Our Planet

Questioning our practices and industrial processes to reduce our environmental footprint.

- Reducing our CO₂ emissions
- Preserving water
- Optimizing our energy consumption
- Reducing our waste and emissions



EMPOWERMENT

Fostering a Learning Community

Developing the talents of every single employee and creating an environment in which our teams can flourish.

- Caring for the health of our employees
- Keeping our sites safe and secure
- Becoming a learning company
- Creating growth opportunities for our teams



COMMUNITY

Contributing to Local Communities

Opening up our industry to greater diversity and building connections with the people and organizations in our territories to create value that lasts.

- Helping our suppliers, subcontractors and partners grow
- Developing our local purchasing policy
- Promoting diversity at all levels
- Boosting our sense of belonging to society



THE 17 UN SUSTAINABLE DEVELOPMENT GOALS

These goals, defined by the UN, express targeted ambitions and priorities to steer society and the planet toward sustainable development. Governments, businesses and the general public are all involved and their actions are interlinked—one person’s commitment inspires others to commit. Through its activities, industrial base and convictions, Radiall seeks to contribute to nine of these objectives.





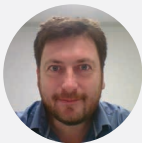
INNOVATION

Developing Technologies for Good

Imagining innovative solutions to meet societal challenges by relying on our expertise.

RAIL TRANSPORT

"With its various BUs, including the BU dedicated to Heavy Duty, Radiall is applying what it does best, the simplification of interconnection systems, towards the development of rail transport. These innovative connectivity solutions can be incorporated into the "zero-emission" locomotives of the first hydrogen-powered trains or into new electrical systems (traffic management, communications, signaling, etc.). Radiall's modular connectors combine multipin, power, fiber as well as high-frequency connectors, where traditional solutions use a multitude of individual connectors."



GILLES

FACILITATING NEW FORMS OF MOBILITY

Faced with the growing environmental challenges posed by massive urbanization, we must rethink the mobility of individuals and the transport of goods. New developments and prototypes focusing on more sustainable modes of transport have already taken their first steps, and Radiall is playing an active role in setting them in motion.

DEVELOPING FLYING TAXIS

What if the solution to minimizing traffic in urban cities was using 100% electric solutions, such as VTOL (Vertical Take-Off and Landing) aircraft, also known as electric flying taxis? More than 200 key players in the aerospace industry, including Radiall, are working on the development of such aircraft. They will have the distinctive feature of operating independently. These aircraft will be fitted with a wide range of sensors that are required for the flight information acquisition system so that they can be tracked from the ground and piloted automatically. Radiall's QuickFusio™ multipin and LuxCis® fiber optic connectors are designed to address these challenges in terms of miniaturization and limiting the risk of electrical disturbance.



60%

The percentage of the world's population that will be living in urban areas by 2030.

IMAGINING “ZERO-EMISSION” AIRCRAFT

The major challenge facing all those involved in the aerospace sector is to drastically reduce the greenhouse gas emissions that they produce. The aerospace industry is focusing on four areas to achieve the goal of “net zero emissions” by 2050: developing disruptive technologies, introducing biofuels, optimizing flight and ground operations, and offsetting carbon emissions.

-55%

The percentage reduction in net CO₂ emissions that flights between European countries must achieve by 2050 compared to 1990 levels, as set out in Europe’s roadmap “Destination 2050.”

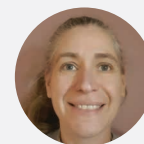
“ZERO-EMISSION” AIRCRAFT AND THE POWER ESCALATION CHALLENGE

Developing a zero-emission aircraft implies not only using greener energy sources - such as biofuels or hydrogen - but also reducing fuel consumption by replacing hydraulic equipment with electrical equipment. The ever-increasing electrification of aircraft means that higher on-board current and voltage are required. This very restrictive environment for connectors in non-pressurized areas demands complete control and understanding of the physical phenomena generated by voltages of up to 1,000 VDC and currents of up to 400 A. Radiall has an R&D team that is dedicated to understanding these phenomena to define designs, materials and connector protection solutions that enable currents and voltages to be used without any risk to the electrical system.



RADIALL AND GIFAS ARE WORKING TOGETHER TO REDUCE CARBON EMISSIONS

“Radiall is involved in the GIFAS^[1] electrical system working group. The objective of this working group is to map out the actions that will be required to define and certify “zero-emission” aircraft. The group is also seeking to work within the aerospace industry to overcome the challenges of on-board power: this power must be much higher than on a conventional aircraft (current increasing from 200 to 400 A and voltage increasing from 270 to 1000 V). With the utilization of high voltages and higher currents, there are multiple challenges surrounding electrical discharge phenomena, which are accentuated by climbing in altitude. It is essential for all players in the industry, including Radiall, to work together and share their knowledge and technologies if we are to achieve the first “zero-emission” aircraft certifications by 2035.”



EMILIE

1. French aerospace industries association (Groupement des Industries Françaises Aéronautiques et Spatiales)

ALLIANCES TO PROMOTE RESEARCH

"Radiall has adopted a very proactive partnership approach to support the paradigm shift in the telecommunication market: how to develop infrastructures, accommodate 5G and 6G, while at the same time keeping the environmental impact in check. We are supporting the research work within the CEA-Leti LabCom. This work includes the energy efficiency of 5G antennas. Scientists, Radiall experts and the market's equipment manufacturers must come together to invent more energy efficient technologies. This cannot be accomplished without active contribution from the entire value chain. The very concepts are being discussed within the NGMN - Next Generation Mobile Networks - Alliance, which comprises connectivity specialists from all over the world as well as stakeholders in the telecommunications market, with the aim of designing interfaces that are more efficient, more ergonomic and more respectful of the environment."



PIERRE

DEVELOPING SUSTAINABLE AND HIGH-QUALITY INFRASTRUCTURES

As 5G rolls out and 6G emerges, the promise of higher data rates, more access points and millions of connected objects is on the horizon. However, ever-increasing numbers of connections are coming up against the need to restrict the use of materials. The extensive technological developments that are underway have one objective: succeed in connecting as many people as possible, without compromising performance, quality or sustainability of the infrastructures that will be developed.



4,500

This figure equates to the metric tons of CO₂ emissions eliminated on our Shanghai site by substituting our gold supply by a recycled process. We are extending this initiative to our Centr'Alp site in 2023.

MORE ENVIRONMENTALLY-FRIENDLY PLATING

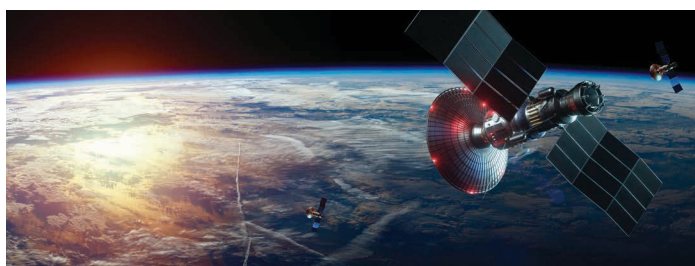
The gold used in the surface coatings of electrical contacts is widely employed for its exceptional electrical conductivity and corrosion stability. Until now, reducing the environmental impact of gold has involved using thinner and thinner layers of gold. It now entails purchasing recycled gold; or replacing gold with new alloys that can provide or exceed the electrical, wear resistance and corrosion properties of the layers. Furthermore, research into the performance of precious metals also concerns eliminating lead or even beryllium, which are used in copper alloys for electrical contacts.

EXTENDING THE REACH OF INFORMATION TECHNOLOGY TO AS MANY PEOPLE AS POSSIBLE

Information and communication technologies have a major role to play, yet 3.6 billion people still do not have access to these technologies. Developing these connections paves the way for access to education, culture and health for everyone, and for the digitization of many services. The latest technological developments are a response to this reality: broader coverage, shorter transmission time and improved connectivity.

1,250

The number of satellites that are launched into space each year, up to the year 2029. Until recently, this figure was less than 200. These launches include putting constellations into orbit (i.e. a group of satellites, positioned in low orbit - 300 or 600 km above the Earth and operating synchronously). These constellations alone provide complete coverage of the planet and connect developing countries or very isolated areas without the need to install cable networks (copper or fiber optics), which are very complex to lay.

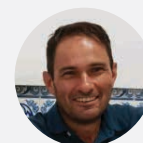


MAKING AN INTERNAL LOW-CARBON LABEL A REALITY

In our design offices, every designer has a diagnostic tool at their disposal to help them consider the environmental impact of the solutions that they devise. This tool encourages designers to examine the materials used in the manufacture of components, the weight of these components and even the proposed packaging. In 2022, this diagnostic tool was supplemented by a scoring tool to measure the environmental impact - including carbon emissions - of a product, in relation to its design and based on where it is manufactured and distributed. More than 120 employees (i.e. 92% of the engineers and R&T in France) have also been trained in how to adopt this eco-design approach, the first steps towards establishing an internal low-carbon label.

LIFE ON EARTH DEPENDS ON SPACE

"SpacEarth is a campaign that was launched by GIFAS^[1] at the end of 2021, uniting equipment manufacturers and key players in the European space industry. This initiative aims to promote various challenges facing the European territory, such as eliminating digital deserts in Europe, tackling environmental impacts, and developing disruptive innovations. We are working on solutions to these challenges with our long-standing customers."

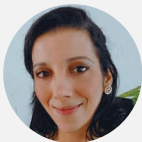


OLIVIER

1. French aerospace industries association (Groupement des Industries Françaises Aéronautiques et Spatiales)

THE DIGITIZATION CHALLENGE

"Radiall is tackling the digitization challenge by delivering robust optical technologies that have been redesigned to adapt to the most hostile environments and customer constraints. Utilizing LuxCis® fiber optics and D-Lightsys® transceivers is strategic, making it possible to transfer data from one control unit to another as quickly as possible and to send information back to the video systems in place, all in a harsh and extremely demanding environment."



LAMIA

BUILDING RELIABLE DIGITAL DEFENSE COMPONENTS

Whether on land, sea or in the air, military platforms are sharing increasing amounts of information. With a continual shift toward data digitization, the demand for connectivity is constantly on the rise. The reliability and speed of information are becoming major factors in making the best defensive decisions and thus protecting men and women. The growing use of electronic systems is increasing the flow and volume of information received, processed and communicated. This has given rise to new demands for more efficient, sophisticated and reliable connectors.



x3

How much the number of sensors on defense platforms has multiplied in recent years

HIGH-SPEED CONNECTIONS

Military applications are providing platforms with a more accurate assessment of the battlefield, yielding tactical advantages. For example, video communications are becoming more widespread across different types of platforms. Many of them are incorporated into electronic warfare systems that can identify threats and implement appropriate active or passive measures. The equipment managing these video connections must then process the information extremely quickly and reliably.

MAKING COLLABORATIVE COMBAT SECURE

Air, sea and land defense systems are gearing up for their third technological revolution with the arrival of the collaborative combat concept, which refers to all the information exchanged to share a tactical situation in real time (positions of troops, enemies, aircraft detection, etc.). The platforms use each other to determine an optimal strategy for military actions (defense, surveillance, etc.). The digitization of data and secure telecommunications facilities are the two main levers that Radiall is pursuing.

SENSORS AT THE FOREFRONT OF INTELLIGENCE

The reception and transmission quality of sensors used in collaborative combat systems is fundamental to providing the earliest possible response in the field. Interchanging collected sensitive information requires high-speed radio communications while ensuring that the information remains perfectly secure. Information must be consolidated extremely quickly and then redirected to the platforms that need it. Through the development of optical wiring harnesses and the use of BNC connectors and MPX multipin connectors, Radiall offers reliable and robust solutions to process this information.

4.0

The technological progress and the increasing use of artificial intelligence in defense systems are forging Army 4.0, a new era for all countries.



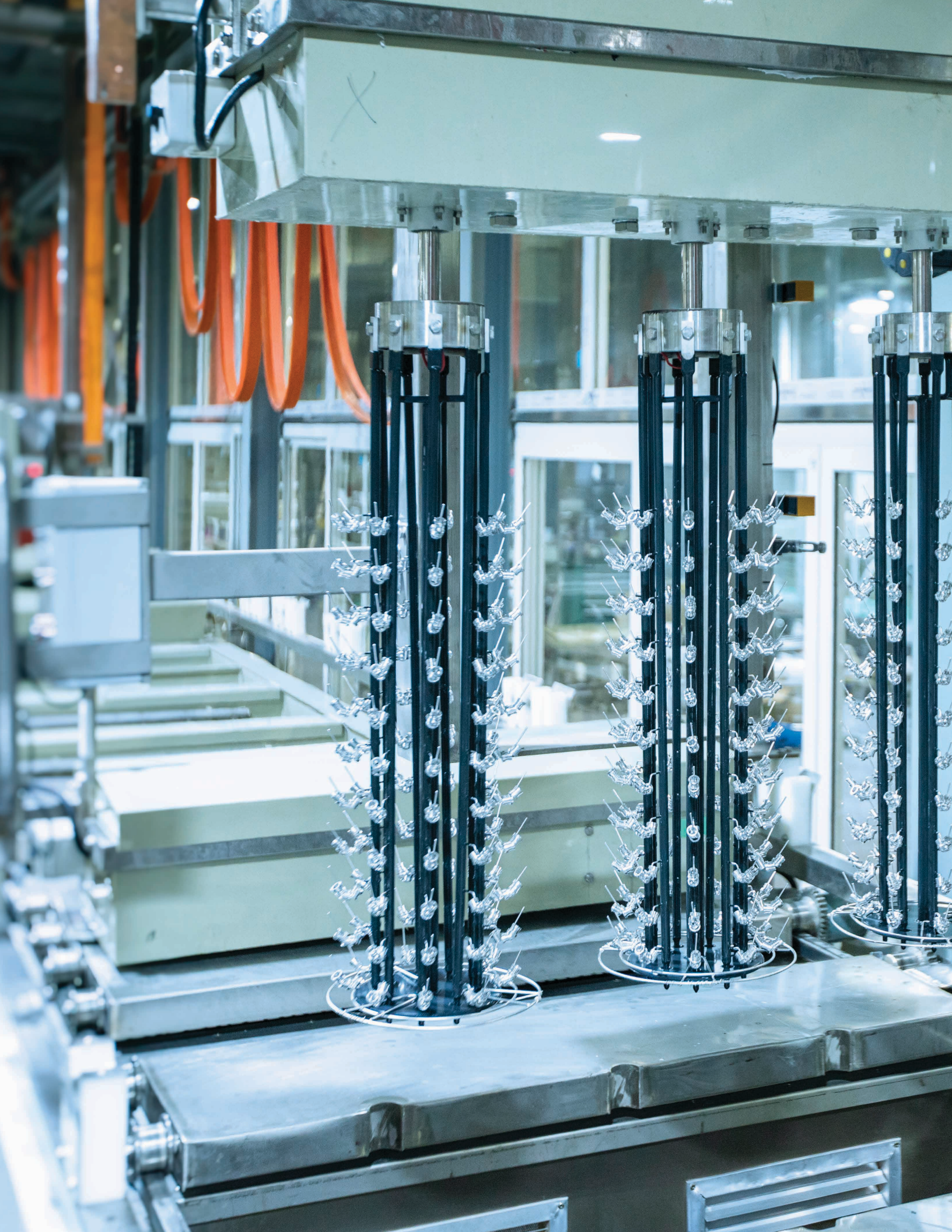
THE CONTACT PROGRAM

"The CONTACT^[1] program, which was launched by the French government in 2021, aims to equip all three armed forces (land, air and navy) with a high-speed, secure tactical radio communications system. The radio equipment is adapted to the specific needs of each operational application (infantrymen, vehicles, aircraft and ships) so that the respective combatants can communicate with each other over the same network - whether they are on the ground, in the air or at sea."



CHARLES

1. Communications numériques tactiques et de théâtre (Theatre and tactical digital communications)





ENVIRONMENT

Preserving Our Planet

Questioning our practices and industrial processes to reduce our environmental footprint.

OUR CARBON FOOTPRINT AUDIT

“Radiall’s carbon footprint^[1] has helped guide our “Preserving Our Planet” roadmap, which is to make progress in the areas^[2] that have the greatest impact. This has notably boosted our ambitions for eco-design. We are continually improving our calculations and methodologies and have thus drastically reduced the uncertainty of certain data used in our footprint. We are focusing on our indirect emissions, which are more difficult to evaluate. By analyzing them, we can draw up coherent plans to reduce them.”



CORENTIN

1. Excluding sales subsidiaries, Radiall Italia, Timbercon and IDMM. Conducted in 2023 using 2022 data.
2. 5 research areas: passenger transport, energy, freight transport, waste, procurement of goods and services.

REDUCING OUR CO₂ EMISSIONS

Map, assess and take action: three actions to embark on a bold initiative to reduce CO₂ emissions. This is a challenge that inspires our teams all over the world, involves our industrial processes and cannot be achieved without a series of coordinated actions and transformations: streamlining processes between our sites, increasing teleworking and raising awareness among our teams.

FROM INDIVIDUAL PRACTICES TO COLLECTIVE ENTHUSIASM

To encourage our teams to re-examine how they travel and limit the carbon footprint caused by frequent commutes, each of our French production sites has charging stations for electric cars and bicycles, as well as parking spaces reserved for carpooling. But there’s more! Each year, more than 300 employees take part in the one-day “Mobility Challenge,” an initiative promoted by the Auvergne-Rhône-Alpes region. In doing so, they explore alternative modes of transport to private cars: walking, cycling, carpooling... or working from home. In total, they travel more than 10,000 kilometers by alternative means! Furthermore, to encourage these practices on a daily basis, in 2022, a “sustainable mobility” package was offered to employees on our French sites, to help finance a softer mode of transport.



450

This is the number of employees who took part in a Climate Fresk workshop organized at our sites in France, India and Mexico, since 2021.

PRESERVING WATER

Water is an essential resource for our business, as it is used in certain manufacturing phases for our components, such as plating and polishing. To preserve it as much as possible, Radiall is stepping up on projects to limit discharges, facilitate treatment and encourage recycling.

CLOSED-LOOP INDUSTRIAL PROCESSES

Efficient treatment systems are in place on our production sites in Shanghai and Centr'Alp to eliminate open-loop circuits. Plating, which involves applying a coating - for example, of copper or gold - to our components to improve their properties, is the most water-intensive industrial process. Once the water has been used in our baths and treatment processes, it is laden with chemicals and metals. It is then treated and purified by a detoxification station and an evapo-concentration system. Once the water has been purified, it is ready to be used again in our plating workshops. Similarly, in our tribofinishing activity associated with machining, which consists of modifying the surface finish of a component, a filtering system has been installed to reduce the amount of water discharged from the two production sites involved in this activity: Centr'Alp and Dole.



1

This is the number of rainwater recovery systems installed on our site in Bangalore (India). The recovered water is then used to maintain our green spaces.

A MORE EFFICIENT FACTORY

"The construction of our new factory in Shanghai provided an opportunity to optimize the energy efficiency of the facilities. Therefore, the structure of the building has been designed to improve its insulation so that it is more resistant to high temperatures or to periods of extreme cold. Inside our workshops, everything has also been designed to limit energy costs. For example, we recover the heat generated by our compressors to heat our plating baths, instead of using electrical heating elements. These efforts have earned us LEED Gold^[1] certification."



STEWART

1. LEED (Leadership in Energy and Environmental Design): This is an American label that promotes buildings of high environmental quality.

COALITIONS TO PROTECT THE ENVIRONMENT

"In 2021, we joined the Convention des Entreprises pour le Climat (CEC, Business for Climate Convention), in an effort to showcase the ambitions set out in our "Preserving Our Planet" roadmap, to identify best practices and feedback from manufacturers facing the same challenges as ours and to strive for low carbon growth. In 2022, with the conviction that we could go faster and further by teaming up with other local players, we conducted group workshops at the CEC Grenoble branch. One of the projects we are working on together is to set up a local waste recycling chain."



JULIEN

OPTIMIZING OUR ENERGY CONSUMPTION

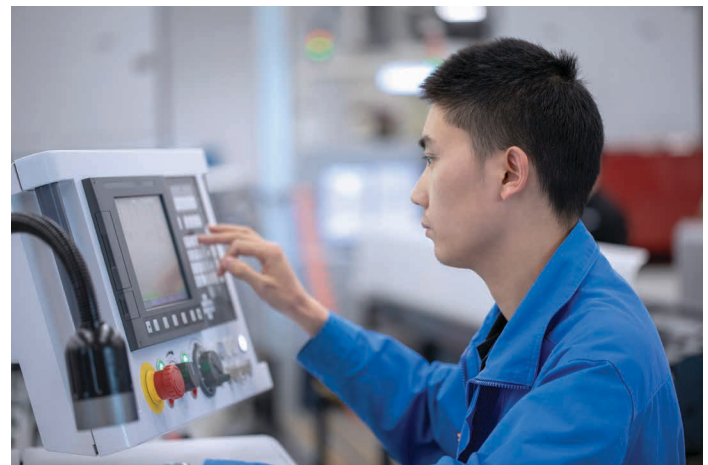
Inside our factories, energy is consumed mainly in the form of electricity, for air handling and to operate our production equipment, as well as in the form of natural gas, to heat our buildings. Developing an energy saving approach means seeking energy efficiency by modernizing our production sites and rolling out best practices from one site to another, and from one company to another. Reducing our greenhouse gas emissions means increasing the proportion of renewable energy in our consumption.

MAKING OUR SITES MORE ENERGY EFFICIENT

On our three production sites in France, we have capitalized on regulatory energy audits to identify areas for improvement, which has led us to change our lighting to LED systems, modify the air handling systems on our sites and improve the thermal insulation of the buildings. To limit the impact of our energy consumption on the environment, we are also turning to renewable energy sources, by installing 238 solar panels at our site in Obregon, Mexico.

100%

This is the proportion of energy consumed on our French production sites, which comes from renewable sources (guarantees of origin)^[1].



1. 41% across the Radiall Group

REDUCING OUR WASTE AND EMISSIONS

Every year, several hundred chemicals are used to manufacture our components. As a consequence, Radiall is faced with the risk of accidental pollution, which may be linked to the discharge of wastewater into the environment or even atmospheric pollution resulting from a fire. We are striving to mitigate these risks. In addition to this active risk management approach, we have adopted a number of measures to recycle our waste, whether it comes from our industrial activity or from our day-to-day activities.

A SECOND LEASE OF LIFE FOR RAW MATERIALS

The main raw materials used to manufacture our products are copper alloys, plastics and Teflons. Our production sites also use chemicals such as solvents, oils and metal solutions, which are used in our plating facilities to coat finished products. To minimize wasting these resources, we recover metal waste from all our workshops. This waste is then sorted and recycled by specialized service providers so that it can be used again in the distribution chain.

5.8

This is the quantity in metric tons of bio-waste that is recycled at Château-Renault, one of our two sites equipped with a collection point. This bio-waste is transformed into compost - for neighboring agricultural areas - or into biogas to produce electricity to heat a mushroom farm.



PREVENTING THE RISK OF ACCIDENTAL POLLUTION

"Emergency plans are regularly tested on our production sites to limit the risk of accidental pollution. Chemicals are stored on containment platforms and employees are trained in how to handle them properly. Furthermore, to prevent any pollution from our equipment, our machining and plating machines are installed on sealed floors. No accidental pollution was recorded in 2021."



SABRINA





EMPOWERMENT

Fostering a Learning Community

Developing the talents of every single employee and creating an environment in which our teams can flourish.

OUR HEALTH PROGRAM

"Healthy Together, our health program, is ambitious. It is conceived around 4 underlying principles: ensure that every employee benefits from adequate health coverage, reduce occupational risks on our production sites, foster health awareness and safeguard employment through to retirement. This program is based on a network of health ambassadors, who are locally based and can provide hands-on support and tailor actions to the needs and problems of each department."

**CAROLE****CARING FOR THE HEALTH OF OUR EMPLOYEES**

The health of each and every one of us is precious, and preserving health is a priority from the moment we start our professional life. This focus is particularly relevant in industrial companies, where the jobs are demanding: precise handling, sitting posture and repetitive movements. Although the development of cobotics is actively contributing to minimizing musculoskeletal disorders, developing a culture of prevention is a way of enabling our employees to unleash their potential while maintaining mental health.

92%

This is the percentage of medical insurance premiums in the United States paid by the company. The company's contribution to the medical coverage of our American employees is well above standard, which is an initiative that is highly appreciated by our teams.

**ERGONOMICS AND ADAPTATION OF WORKSTATIONS**

On our sites, the HSE teams, nurses and the corporate committee for health, safety and working conditions (CSSCT) are actively engaged in studying postures, identifying repetitive movements and proposing solutions geared to each individual's needs. In offices, ergonomic chairs and mice, keyboard wrist-rest pads, etc. have been installed, including at home for teleworking. Inside our workshops, various workstation layouts and cobots (collaborative robots) have been implemented to relieve employees of the most repetitive movements, which are often associated with musculoskeletal disorders. From Timéa, the cobot on our Château-Renault site, which moves heavy loads between the workshops and the warehouse, to Yumi, the cobot at L'Isle d'Abeau, which replaces manual swinging movements, nothing is left to chance to preserve the health of our employees.

KEEPING OUR SITES SAFE AND SECURE

Whether handling chemicals, working in noisy environments or operating machinery, the industrial world poses many safety risks to the employees who work there. While the Factory of the Future is just around the corner, we are convinced that it is our responsibility to strengthen our efforts to make people the focal point of our transformation and create safe environments that foster quality of life at work.

50%

The amount by which occupational accidents were reduced on our French sites between 2021 and 2022.

“ZERO INJURIES DOES NOT HAPPEN BY ACCIDENT”

“Zero incidents are not achieved by accident.” This conviction resonates throughout all of our production sites, through an awareness campaign conducted by the HSE teams since 2020. It reminds employees of the appropriate actions to take for their safety. Reading labels when handling chemicals, using the right equipment when moving heavy loads, wearing the right protective equipment for the task at hand... these are some of the recommendations given by the HSE teams in this campaign to achieve one objective: zero accidents.



OUR HSE INITIATIVE

“Across all our sites, we have approximately 15 coordinators who are tasked with rolling out the Health, Safety and Environment (HSE) policy. We spend a lot of time in the field. In France, the corporate committee for health, safety and working conditions (CSSCT) meets up with the management of each site and key players four times a year to map the risks for our teams using an occupational risk assessment document, called a Document Unique in French. In addition to constantly monitoring compliance with laws and risk prevention, we are committed to disseminating best practices to all sites, where they are tailored to suit local conditions. For example, this is the situation with the process of managing chemical products and associated risks, substance substitution projects or the ergonomic initiative.”



CYRIL

RADIAL CAMPUS, OUR ONLINE TRAINING PLATFORM

“Radial Campus, which was launched on all our sites in 2021, takes our professional development for individuals even further. It gives everyone the opportunity to play an active role in developing their skills, through a broad range of learning opportunities, with plenty of content available. In 2022, the catalog featured more than 80 available modules, of which more than 69 have been undertaken by employees. In doing so, we are building on our ambition to become a company of learners, i.e. an organization that can adapt to a constantly changing environment, by sharing all our individual knowledge and skills.”



MESSAOUD

BECOMING A LEARNING COMPANY

Attracting and securing talent is a major challenge for any company that is seeking to grow. We are no exception to the rule and we are committed to supporting our employees in adapting to changes in jobs, technologies and the way work is organized. We provide them with the means to develop their skills and employability throughout their career as Radialians by facilitating access to training, adding new roles and providing them with an in-house job exchange.

1,099

This is the number of training initiatives conducted in 2022.

ALETIA, A COLLABORATIVE TRAINING ACADEMY

ALETIA is the brainchild of five other ETIs⁽¹⁾ who share our conviction: employee development is inextricably linked to corporate development. Through the founding of this collaborative university, we are pooling our training and mentoring resources to provide a trusted venue for participants who, although coming from different backgrounds, are confronted with similar issues. Methods, tools, sharing of best practices and feedback, there is no shortage of advantages for our 62 employees in France who have taken an ALETIA training course in 2022.



1. ETI: Intermediate-sized enterprise

CREATING GROWTH OPPORTUNITIES FOR OUR TEAMS

Our company and its capacity for innovation are founded on its talented, committed and passionate employees, who shape Radiall through their diversity of ideas and initiatives. We would like our employees to actively contribute to our strategy for sustainable growth. That's why we offer them the opportunity to breathe life into their ideas and become part of purposeful and fulfilling projects.

90%

The percentage of participants in our innovation and engagement programs who say they feel proud to be a part of Radiall.

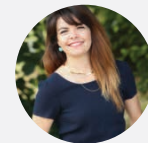
EXPLORERS, THE ACCELERATION PROGRAM

Explorers is a program that has been rolled out to our French sites, with the conviction that our insights can only be of value if they are shared, explored, tested and then adopted. In 2022, 10 project initiators were selected to follow a nine-month coaching program, either alone or in teams. An entire course conceived around methodologies inspired by the methods used by entrepreneurs: Design Thinking, Lean Start Up, etc., to explore their six insights, help them evolve and rise to one of Radiall's innovation challenges. From waste recycling to leadership development for women, from the recognition of skills acquired by production operators to energy optimization of buildings, from the design of a smart plug for the visually impaired to a recruitment platform dedicated to industrial intermediate-sized enterprises, the topics covered were varied and the societal and environmental challenges were high. This program is designed with a profound sense of working together through an alternative approach, to build a community of innovators and breathe life into projects with a very unique DNA.



A NETWORK OF TRANSFORMATION AMBASSADORS

"Our transformation initiative was founded in 2015 with the ambition of connecting the company's future with the aspirations of its teams, by creating an environment that would encourage innovation. This initiative is taking shape on our sites thanks to the efforts and enthusiasm of our 45 Transformation Ambassadors. They are pushing the boundaries and enthusiastically rolling out the innovation and engagement programs, which include Live My Life sessions, Climate Fresk workshops and podcasts on how our markets help shape the world."



MARIE





COMMUNITY

Contributing to Local Communities

Opening up our industry to greater diversity and building connections with the people and organizations in our territories to create value that lasts.

OUR SUPPLIER CHARTER

“Every relationship created with a supplier is founded on mutual trust. Compliance with applicable legislation, risk prevention measures through compliance programs and industrial discretion are some of the qualities that we expect from each of our suppliers to create mutual value. These qualities are summarized in our supplier charter, which is signed by each new supplier. We also strive to instill in them a sense of awareness towards preserving our planet: protecting biodiversity, reducing waste and promoting renewable energy sources.”

**VINCENT****HELPING OUR SUPPLIERS, SUBCONTRACTORS AND PARTNERS GROW**

The relationships with our suppliers and subcontractors are sustainable. At Radiall, working with a supplier or partner is a long-term process, lasting anywhere from a few years to nearly 30 years for some. Throughout the course of this collaborative venture, we strive to create a sense of openness: to share our vision and requirements, to understand the challenges of our partners and to provide visibility on our collaborative efforts so that we can lay the groundwork for our partners to develop.

1,200

The number of active suppliers that we are working with. Our panel is primarily composed of intermediate-sized enterprises, together with small and medium-sized companies and micro-enterprises.

STATUTORY REQUIREMENTS

Radiall selects and works with its suppliers and subcontractors impartially and in good faith. Radiall's standard terms and conditions of purchase stipulate the following requirements:

- Compliance with local regulations in terms of labor laws and health and safety conditions;
- The provisions of the United Nations Convention on the Rights of the Child of November 20, 1989, which prohibit child labor;
- Refraining from using any form of forced or compulsory labor as defined in Article 1 of the International Labor Organization's Convention of June 25, 1957 on the Abolition of Forced Labor;
- Compliance with the following regulations: directives concerning RoHS (Restriction of Hazardous Substances), WEEE (Waste Electrical and Electronic Equipment), REACH (Registration Evaluation Authorization Chemicals) and 2003/11/EC, together with the "International Traffic in Arms Regulations (ITAR)" and "Export Administration Regulations (EAR)".

DEVELOPING OUR LOCAL PURCHASING POLICY

A close relationship with our customers is in our DNA, and we strive to develop the same close relationship with our suppliers and subcontractors. This means that we form a three-tiered chain of customers, industrial sites and suppliers, which creates an ecosystem with deep local roots. The aim is to draw on the vastness of our international network while ensuring that the economic and societal benefits that are created take root in the territories in which we operate.



90%

This is the average portion of our direct outsourced purchases made in the territory where they are used for production purposes.

MEETINGS WITH OUR PARTNERS

"Since 2021, we have been part of a network of Purchasing Directors from companies that have signed the Local Economic Pact initiated by the Grenoble-Alpes region. We share our best practices established with suppliers located in and around Grenoble and identify potential partners to join forces with. We are currently focusing our efforts on indirect purchases.

Again, in an effort to foster the development of our partners, we actively contributed to discussions during the Customer/Supplier Colloquium organized by the French aerospace industry association GIFAS, with the main objective of developing industry resilience for players - especially SMEs - in the aerospace sector."



ALEXANDRE

THE CONMDEMUJER PROGRAM

"Women make up 59% of our workforce at our Mexican site. Given that self-confidence, self-reliance and self-assertiveness are inseparable from personal development, we have launched the ConMdeMujer program. ConMdeMujer is a combination of meetings and sessions on topics such as women's health, self-esteem, violence in the personal sphere and parent-child communication with the aim of empowering women. In 2022, 420 women participated in this program."



ELIZABETH

PROMOTING DIVERSITY ON ALL SITES

For several decades, our international presence has forged our openness to others and diversity is one of the cornerstones of our DNA. Our commitments include the importance of the role of women in our industry, enthusiasm for the younger generations and respect for each individual. This is how the workplace becomes a meeting place and how the wealth and diversity of our community is perpetuated.

OUR DISABILITY MISSION

Today, 4.89% of Radiall SA employees are recognized as disabled workers. Moreover, the issue of disability in the company is not just about recruiting people with disabilities - it is also about keeping them in employment, developing partnerships with adapted companies^[1] and raising awareness of disability issues among our employees, which we do every year during the SEEPH^[2]. Furthermore, in 2021, our awareness-raising and job security actions were recognized by the "SEEPH" prize awarded by the French employer federation, Mouvement des Entreprises de France, in the Auvergne Rhône-Alpes region and by the AGEFIPH, a French government agency promoting the employment of people with disabilities.



84

This is the number of students that Radiall hosted within its teams in 2022. All of these apprentices, trainees and young people working under observation emphasize a unique learning experience. For the fourth year running, Radiall has been awarded the Happy Trainee Label, which is awarded to companies that offer a motivating and fulfilling working environment for students.

1. Aihdac, CAT La Boissière, Messidor, Geth, Meleze, Fontaine Insertion.
2. European Week for the Employment of People with Disabilities.

BOOSTING OUR SENSE OF BELONGING TO SOCIETY

Facilitating connections between young people and industry is a historical commitment. As access to employment becomes increasingly complex for young people, we play a key role in guiding them and instilling confidence. This commitment thrives thanks to the efforts of our employees, who are central to these meetings between young people, their talents and the needs of our industry.

3

This is the number of Ukrainian refugees hosted on the IDMM site in Dole, through the Groupement d'Employeurs pour L'insertion et la Qualification (French employers' consortium for insertion and qualification). They joined the company under a vocational training contract and are taking classes in French, and will soon receive technical training on the production facilities.

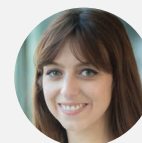
PROMOTING CAREERS IN INDUSTRY

Several annual events are organized for the employees of our factories in France, including Professeurs en entreprise (Teachers in the Company) - an initiative promoted by the CGénial Foundation - and Classe en entreprise (Company Classroom). Introductory sessions that take a fresh look at jobs and careers in industry. Guided by the knowledge and skills of our teams, close to 20 teachers and 14 young people were hosted in 2022 and set out to discover our expertise: molding, assembly, machining and many other activities. As part of the "Ingénieurs et techniciens dans les Classes" (Engineers and Technicians in the Classroom) program, six presentations were also given by volunteer employees to introduce their professions and careers to young middle and high school students.



OUR PARTNERSHIP WITH ELLES BOUGENT

"The aim of the Elles Bougent association is to encourage women to take up careers in engineering. We joined them in 2017. Today, 18 female employees are involved as mentors and work to promote the professions of women engineers and technicians: career guidance forums, international trade shows, innovation challenges and sharing of experiences. These events forge lasting connections and prove that women's careers in industry are accessible to everyone."



MARGAUX





APPENDIX

METHODOLOGICAL NOTE

The commitments, initiatives and indicators presented in this booklet reflect the dedication of several Radiall Group businesses and experts.

- The social indicators cover all the companies in the Radiall SA consolidation scope. The data is collected from each of our subsidiaries and checked directly or indirectly via a standard model. Consistency checks are also carried out by the Human Resources Department.
- The environmental indicators apply to our industrial sites in France (Voreppe, L'Isle d'Abeau, Château-Renault and Dôle), China (Shanghai), India (Bangalore), the United States (Wallingford), Mexico (Obregon, IDMM) and Italy and Switzerland (VanSystem). The Corporate HSE Coordinator ensures that the data is reported using a standard template, and that it is consolidated and checked for consistency.

The various indicators contained in this document are defined and calculated as specified below.

- Waste recycling rate: Only non-hazardous waste is covered. The following are considered as recycled: metal waste, paper, cardboard and wood.
- Workforce: This covers all employees with permanent and fixed-term contracts or the equivalent for foreign subsidiaries. They are counted as physical persons at the end of the month. Staff under contract (including maquiladora in Obregon) or temporary employment is calculated on the basis of a weighted monthly headcount at the end of the month.
- Absenteeism: The rate of absenteeism corresponds to the total number of hours of paid or unpaid leave (sickness, occupational and commuting accidents, maternity leave and contractual leave) divided by the theoretical number of hours worked.
- Training: The indicator corresponds to the number of hours of training and only applies to France, China, US, Mexico and India.
- Water consumption: The water consumption indicator covers both the consumption of industrial water used for plating and other purposes, as well as domestic water. It only concerns water distributed by a private or public operator. No water is taken directly from the natural environment, either above or below ground.

The data presented in this booklet reflects our 2022 activity and takes into account the data defined in article R225-105-1 based on three principles: the impacts of activities on the environment, the measures taken to limit these impacts and the prevention of emergency situations.

We are committed to making continuous progress on our commitments and to building a baseline of indicators in line with legal requirements. The Radiall Group has opted to have its statutory auditor, Mazars, verify a certain number of indicators in accordance with Article L225-102-1 of the French Commercial Code.

Some impact areas are not presented in this booklet as Radiall has no activities, products or services related to these topics, including: combating food waste, combating food insecurity, respecting animal welfare and supporting responsible, fair and sustainable food, as well as initiatives aimed at promoting the practice of physical fitness and sports activities.

THE RISK MAPPING PROCESS

The risks were identified using the quality (EN9100 standard) and environmental (ISO14001 standard) risk maps. This analysis involved the HSE, HR, Internal Inspection and Finance functions, and was validated by Radiall's Corporate General Management in March 2023.

It was conducted in several stages:

1. Definition of the extra-financial risk sphere: identification of twenty risks and issues that could have a potential impact on the Group.
2. Gross risk score: a score is given to each risk using a consistent approach. All risks were assessed against two criteria: the level of severity should the risk occur and the probability of the risk occurring.
3. Identification of the policies and actions in place in the Group to prioritize residual risks based on risk prevention, mitigation or limitation actions.

These risks are presented in the following table:

TOPIC	DESCRIPTION OF THE ASSOCIATED RISK	LINK TO THE SECTION IN THE REPORT	KEY PERFORMANCE INDICATOR (KPI)
Health and safety in the workplace	Deterioration of employees' health and safety conditions	Page 28 & 29 Appendices	Frequency and severity rates of accidents at work
Employment and skills	Loss of talent that contributes to value Skills not matched to requirements Loss of knowledge and skills	Page 30 Appendices	Number of hours of training per employee
Quality of management and social dialogue	Risk of loss of business continuity due to industrial action, risk of deteriorating social climate, leading to higher staff turnover and absenteeism	Appendices	Staff turnover rate
Quality of management and social dialogue	Risk of employee disengagement leading to higher staff turnover and absenteeism	Page 31 Appendices	Staff turnover rate
Equal opportunities	Lack of diversity, poorly structured population pyramid (age and gender)	Appendices	Breakdown of the workforce by gender Percentage of women in the workforce
Fight against corruption	Risks of corruption and fraud	Page 8	Number of alerts reported to the Ethics Committee Number of alerts confirmed after investigation
Human rights	Failure to respect human rights	Page 8	Number of alerts reported to the Ethics Committee Number of alerts confirmed after investigation
Environment	Risk of environmental problems, such as air and soil pollution, risk of fire or explosions	Page 23, 24 and 25 Appendices	Number of environmental accidents
Environment	Mismanagement or mistreatment of waste	Page 24 & 25 Appendices	Tonnage of waste per employee and recycling rate
Environment	Improper management of the consumption of resources (raw materials and energy) and CO ₂	Page 22 & 24 Appendices	Energy and water consumption per hour worked CO ₂ emissions resulting from energies
Environment	Failure to comply with an environmental regulation	Appendices	Regulatory compliance rate
Business relations	Unfair competition, poor competitive practices and poor handling of suppliers	Page 34 & 35	Number of alerts reported to the Ethics Committee Number of alerts confirmed after investigation

INDICATORS FOR OUR TEAMS

BREAKDOWN OF THE GROUP'S WORKFORCE AT DECEMBER 31, 2022 (PERMANENT AND FIXED-TERM CONTRACTS - EXCLUDING HODIALL, SSP AND IDMM OBREGON)

	EUROPE	AMERICAS	ASIA	TOTAL
EMPLOYEES % WOMEN	1,313 48%	274 38%	417 40%	2,004 45%
PERMANENT CONTRACTS (INCLUDING PART-TIME) % WOMEN	1,232 94 49%	271 0 38%	251 0 31%	1,754 94 44%
FIXED-TERM CONTRACTS % WOMEN	81 32%	3 33%	166 52%	250 46%

Radiall SA is presenting a comparative study report on gender equality at a plenary session of the Central Social and Economic Committee (CSE-C). This provision is also raised during the mandatory annual negotiations (NAO) with trade union representatives. Recruitment takes place through gender-neutral job postings for all of the jobs in the company.

BREAKDOWN OF PERMANENT AND FIXED-TERM CONTRACT STAFF BY AGE

2022	EUROPE	AMERICAS	ASIA	TOTAL
AGE -26 % WOMEN	89 33%	10 30%	13 38%	112 33%
AGE 26 - 30 % WOMEN	80 30%	31 45%	40 30%	151 33%
AGE 31 - 50 % WOMEN	668 45%	169 36%	325 43%	1,162 43%
AGE 51+ % WOMEN	476 57%	64 41%	39 23%	579 53%

GENDER EQUALITY PERFORMANCE ASSESSMENT

- Gender pay gap indicator: 36
- Individual pay rise rate gap indicator: 20
- Gender promotion gap indicator: 15
- Indicator for the percentage of employees who received a pay raise in the year following their return from maternity leave: 15
- Indicator for the number of employees of the under-represented gender among the 10 highest-paid employees: 0

Radiall SA scores 86 points out of 100.

LABOR RELATIONS

For the year 2022, Radiall SA concluded the following agreements with central trade union delegates:
Agreement on electronic voting, Pre-electoral protocol, Amendment n° 5 to the collective retirement savings plan (PERCO) agreement, Implementation of a value-sharing bonus (PPV).

PEOPLE TRAINED IN 2022

	INDIA	CHINA	USA	MEXICO	FRANCE
TRAINEES	1,006	763	446	267	1,090
TRAINING HOURS	1,864	2,389	808	2,858	9,952
TRAINING HOURS / TRAINEE	2.89	6.0	5.54	14.43	16.10
NUMBER OF PEOPLE TRAINED	646	397	146	198	618

BUDGET ALLOCATED TO TRAINING

	INDIA	CHINA	USA	MEXICO	FRANCE
AMOUNTS SPENT IN TRAINING	7,484 €	43,630 €	36,448 €	38,004 €	617,620 €
% OF WAGE BILL	0.7 %	0.4 %	0.3 %	0.3 %	1.49 %

The indicator covers 87% of the Group's workforce.

MANAGEMENT QUALITY AND GROUP STAFF TURNOVER

	FRANCE	EUROPE (FRANCE EXCLUDED)	AMERICAS	ASIA
HIRED PERMANENT CONTRACTS 2022	110	14	49	29
PERMANENT CONTRACTS LEFT IN 2022	115	12	58	20
TOTAL	-5	2	-9	9
HEADCOUNT JANUARY 2022	1,120	115	280	242
TURNOVER	10.0%	11.3%	19.1%	10.1%

The staff turnover for the Group is 11.4 % (9.2% in 2021).

MEASURES TAKEN TO PROMOTE EMPLOYMENT

Radiall SA has renewed its Human Resource Planning agreement in line with the previous agreement to anticipate and support the transformation of organizations and jobs linked to technical innovations and to ensure that employees' career paths within the Group are secure.

OCCUPATIONAL HEALTH & SAFETY INDICATORS

ABSENTEEISM IN FRANCE AND ABROAD

IN FRANCE	GLOBAL ABSENTEEISM RATE	SICKNESS ABSENTEEISM RATE	ABROAD	ABSENTEEISM RATE 2022	ABSENTEEISM RATE 2021
2022	6.53%	5.13%	CHINA	1.10%	1.60%
2021	5.09%	4.44%	AMERICA	2.98%	2.50%
2020	5.48%	4.69%	INDIA	0.7%	0.8%

The rate of absenteeism is calculated by taking into account the following absences: sickness, accidents at work and during commuting, maternity, childcare, authorized or unauthorized paid or unpaid leave, strikes, individual training leave.

The indicator covers 90.9% of the Group's workforce.

ACCIDENTS AT WORK IN FRANCE

IN FRANCE	NUMBER OF WORK ACCIDENTS	AVERAGE OF CONTRIBUTION RATE FOR WORK STOPPAGE
2022	7	1.11%
2021	14	1.11%
2020	5	0.97%

THE FREQUENCY RATE OF ACCIDENTS AT WORK IN FRANCE AND ABROAD

IN FRANCE	ACCIDENT FREQUENCY RATE	ACCIDENT SEVERITY RATE	ABROAD (2022)	ACCIDENT FREQUENCY RATE	ACCIDENT SEVERITY RATE
2022	3.66 points	0.11 points	CHINA	3.31 points	0.02 points
2021	7.38 points	0.17 points	AMERICAS	9.59 points	0.09 points
2020	2.53 points	0.33 points	INDIA	4.68 points	0.02 points

The presented frequency rate is the number of accidents at work divided by the number of hours worked multiplied by 1,000,000. It should be noted that for the 2021 indicators for France, the number of accidents at work has been corrected by one additional accident, and consequently, the frequency and severity rates have been modified.

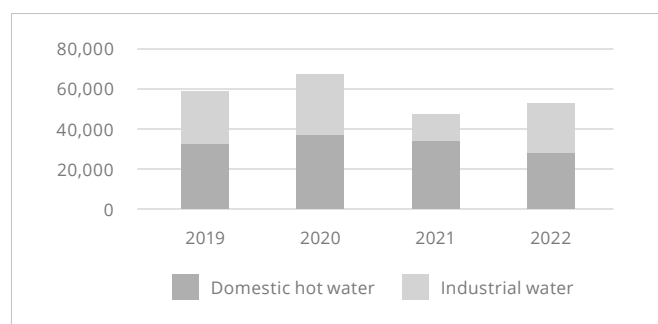
MEASURES TAKEN TO PROMOTE CONSUMER HEALTH AND SAFETY

As a manufacturer of electrical and electronic components, Radiall is governed by European legislation (RoHS and WEEE Directives, REACH Regulation) aimed at restricting the use of hazardous substances and improving the management of waste and chemicals. Radiall adheres to these regulations to guarantee the protection of consumer health and safety. Compliance teams and customer questionnaire answering teams are in place, especially on the Centr'Alp site. A regulatory review is conducted and tracked for the French sites to review and maintain overall compliance with HSE regulations. The level of regulatory compliance of French sites exceeded 82% in 2022, a slight increase compared to 2021.

RESOURCE CONSUMPTION & CONSERVATION INDICATORS

WATER CONSUMPTION

CONSUMPTION (M ³)	2019	2020	2021	2022	RATIO 2021/2022
DOMESTIC HOT WATER	32,357	37,718	34,640	27,902	-19%
INDUSTRIAL WATER	29,909	29,684	12,386	25,401	105%

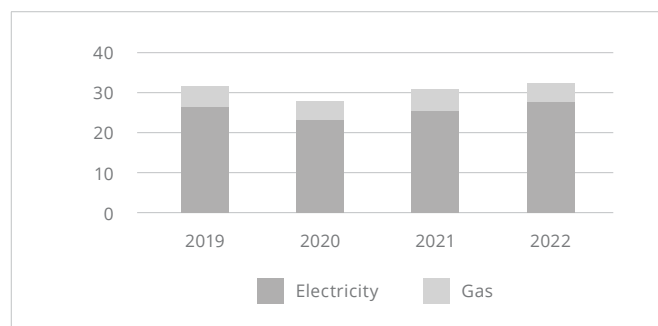


Consumption expressed in m³

The Group's total water consumption increased by 13% compared to 2021 due to the upturn in activity post-covid (primarily a rise in the consumption of industrial water). However, it is still lower than in 2019 and 2020.

ENERGY CONSUMPTION

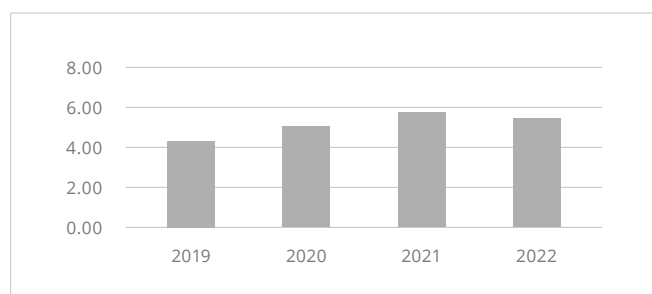
CONSUMPTION (IN GWh)	2019	2020	2021	2022	RATIO 2021/2022
ELECTRICITY	26.243	23.163	25.388	27.596	9%
GAS	5.42	4.68	5.49	4.70	-14%
TOTAL	31.662	27.842	30.878	32.30	5%



Consumption expressed in GWh

ENERGY EFFICIENCY

	2019	2020	2021	2022	RATIO 2021/2022
CONSUMPTION IN MWh	31,662	27,842	30,878	32,298	5%
RATIO IN KWh/HOUR WORKED	4.34	4.70	5.76	5.44	-5%



Ratio expressed in KWh per hour worked (the hours worked are calculated for all the industrial sites and all employees - Radiall and temporary contracts)

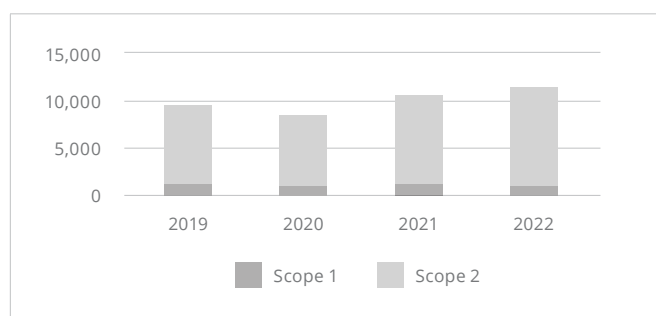
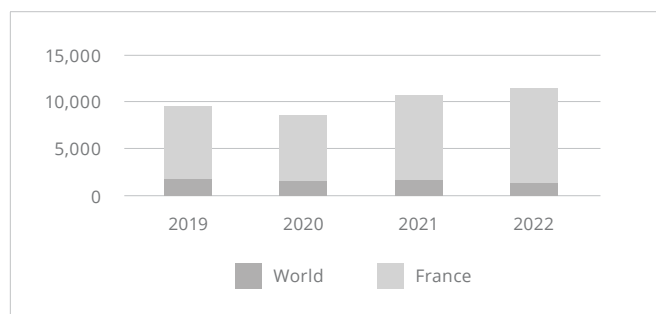
Energy efficiency is measured by the amount of energy consumed per hour worked. Improved energy performance ratio due to the overall recovery in activity across the Group, as well as lower gas consumption in 2022 compared to 2021.

ENVIRONMENTAL RISKS

Two of our production sites in France are classified as facilities for the protection of the environment (ICPE in French). The Centr'Alp site is classified under "Autorisation" (Authorization) and the IDMM site in Dole is classified as "Enregistrement" (Registration).

EMISSIONS & WASTE INDICATORS

GREENHOUSE GAS EMISSIONS



Emissions expressed in metric tons of CO₂ equivalent and associated with the consumption of electricity and natural gas (heating) (scope 1&2).

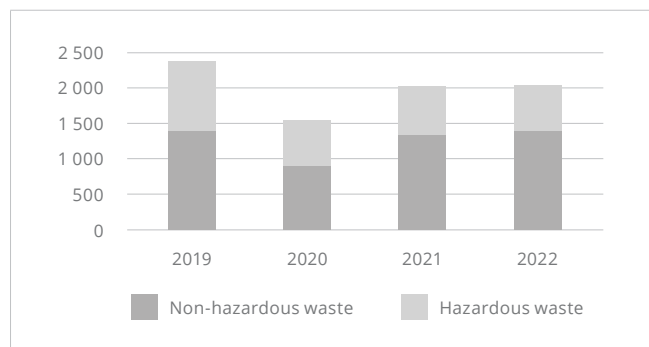
For the year 2022 and for all the sites, greenhouse gas emissions attributable to gas and electricity represented 11,421 metric tons of CO₂ equivalent.

The figure for France is 1,340 metric tons of CO₂ equivalent, or 12% of the total figure for Radiall. Emissions for France are down by 18% compared to 2021, due to lower gas consumption.

The higher emissions across the Group are due to a revival of activity post-covid at several sites.

QUANTITY OF WASTE

WASTE GENERATION IN METRIC TONS	2019	2020	2021	2022	RATIO 2021/2022
NON-HAZARDOUS WASTE	1,395	892	1,331	1,382	4%
HAZARDOUS WASTE	977	641	684	638	-7%
TOTAL WASTE	2,372	1,533	2,015	2,020	0%
% OF NON-HAZARDOUS WASTE RECYCLED ACROSS THE GROUP	73	78	49	48	-1 pt

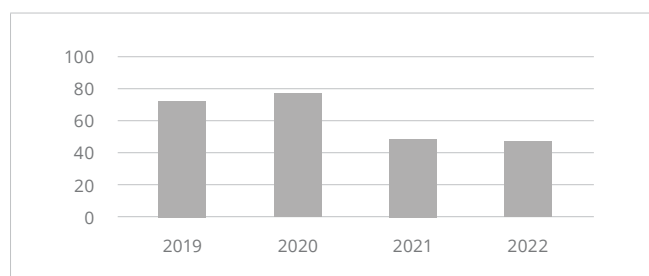


Quantity of waste expressed in metric tons

Non-hazardous industrial waste consists of paper, cardboard, scrap metal, shavings, plastic waste and canteen waste and is treated by approved companies. Hazardous industrial waste primarily concerns waste generated by plating: cyanide and concentrated metal baths, metal hydroxide sludge, certain oils and soiled rags from machining centers are treated externally by approved companies.

The volume of waste produced remained stable in 2022 compared to 2021, despite the upturn in activity.

QUANTITY OF NON-HAZARDOUS WASTE RECYCLED



Percentage of non-hazardous waste recycled

Due to greater activity, post-covid resumption of activity, the waste ratio per hour worked is improving. Without however returning to pre-health crisis levels.

REPORT BY ONE OF THE INDEPENDENT THIRD-PARTY ORGANIZATION ON THE VERIFICATION OF THE CONSOLIDATED NON-FINANCIAL STATEMENT INCLUDED IN THE MANAGEMENT REPORT

For the year ended December 31, 2022

To the shareholders,

In our capacity as independent third-party organization, member of Mazars Group, statutory auditor of Radiall (hereinafter the "Company"), accredited by COFRAC Inspection under number 3-1058 (scope of accreditation available on www.cofrac.fr), we have performed work to provide a reasoned opinion that expresses a limited level of assurance on the historical information (observed and extrapolated) of the consolidated non-financial performance statement, prepared in accordance with the Company's procedures (hereinafter the "Guidelines") for the financial year ended December 31, 2022 (hereinafter respectively the "Information" and the "Statement"), presented in the management report of the Company, in application of the provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the Commercial Code.

CONCLUSION

Based on the procedures we performed, as described in the "Nature and scope of our work" and the evidence we collected, nothing has come to our attention that causes us to believe that the consolidated non-financial statement is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

COMMENTS

Without modifying our conclusion and in accordance with article A. 225-3 of the French Commercial Code, we have the following comments:

- Radiall has begun work on its carbon trajectory but has not yet set medium and long-term greenhouse gas emission reduction targets.

PREPARATION OF THE NON-FINANCIAL PERFORMANCE STATEMENT

The lack of a commonly used framework or established practice on which to base the assessment and evaluation of information allows for the use of alternative accepted methodologies that may affect comparability between entities and over time.

Therefore, the Information should be read and understood with reference to the Guidelines, the main elements of which are presented in the Statement.

RESTRICTIONS DUE TO THE PREPARATION OF THE INFORMATION

As mentioned in the Statement, the Information may contain inherent uncertainty about the state of scientific or economic knowledge and the quality of external data used. Some of the Information is dependent on the methodological choices, assumptions and/or estimates made in preparing the information and presented in the Statement.

THE COMPANY'S RESPONSIBILITY

The Board of Directors is responsible for:

- selecting or setting appropriate criteria for the preparation of the Information;
- preparing the Statement with reference to legal and regulatory requirements, including a presentation of the business model, a description of the principal non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators;
- and implementing internal control procedures deemed necessary to the preparation of information, free from material misstatements, whether due to fraud or error.

The Statement has been prepared by applying the Company's Guidelines as referred to above.

RESPONSIBILITY OF THE INDEPENDENT THIRD-PARTY ORGANIZATION

Based on our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- the compliance of the Statement with the requirements of article R. 225-105 of the French Commercial Code;

- the fairness of Information (observed or extrapolated) provided in accordance with article R. 225 105 I, 3° and II of the French Commercial Code, i.e., the outcomes, including key performance indicators, and the measures implemented considering the principal risks (hereinafter the “Information”).

As it is our responsibility to express an independent conclusion on the Information prepared by management, we are not authorized to be involved in the preparation of such Information, as this could compromise our independence.

This is not our responsibility to express an opinion on:

- the Company's compliance with other applicable legal and regulatory requirements (in particular with regard to the fight against corruption and tax evasion);
- the compliance of products and services with applicable regulations.

REGULATORY PROVISIONS AND APPLICABLE PROFESSIONAL STANDARDS

The work described below was performed with reference to the provisions of articles A. 225-1 et seq. of the French Commercial Code, as well as with the professional guidance of the French Institute of Statutory Auditors (“CNCC”) applicable to such engagements and with ISAE 3000¹⁾.

INDEPENDENCE AND QUALITY CONTROL

Our independence is defined by the requirements of article L. 822-11-3 of the French Commercial Code and the French Code of Ethics (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with applicable legal and regulatory requirements, the ethical requirements and the professional doctrine of the French National Association of Auditors.

MEANS AND RESOURCES

Our work was carried out by a team of 5 people between January and March 2023 and during 5 weeks.

We conducted some ten interviews with the people responsible for preparing the Statement, representing, human resources, health and safety and finance department.

NATURE AND SCOPE OF OUR WORK

We planned and performed our work considering the risks of significant misstatement of the Information.

We estimate that the procedures we have carried out in the exercise of our professional judgment enable us to provide a limited assurance conclusion:

- we obtained an understanding of all the consolidated entities' activities and the description of the principal risks associated;
- we assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of industry best practices, when appropriate;
- we verified that the Statement includes each category of social and environmental information set out in article L. 225 102 1 III;
- we verified that the Statement provides the Information required under article R. 225-105 II of the French Commercial Code, where relevant with respect to the principal risks, and includes, where applicable, an explanation for the absence of the Information required under article L. 225-102-1 III, paragraph 2 of the French Commercial Code;
- we verified that the Statement presents the business model and a description of principal risks associated with all the consolidated entities' activities, including when relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the principal risks;
- we referred to documentary sources and conducted interviews to:
 - assess the process used to identify and confirm the principal risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the principal risks and the policies presented, and;
 - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in Appendix 1; concerning certain risks: risks of corruption and fraud, human rights abuses and unfair competition, poor competitiveness practices and poor treatment of suppliers, our work was carried out on the consolidating entity, for the others risks, our work was carried out on the consolidating entity and on a selection of entities;
- we verified that the Statement covers the scope of consolidation, i.e., all the consolidated entities in accordance with article L. 233-16 of the French Commercial Code within the limitations set out in the Statement;

1. ISAE 3000 - Assurance engagements other than audits or reviews of historical financial information

- we obtained an understanding of internal control and risk management procedures implemented by the Company and assessed the data collection process to ensure the completeness and fairness of the Information;
- for the key performance indicators and other quantitative outcomes that we considered to be the most important presented in Appendix 1, we implemented:
 - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
 - tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out on a selection of contributing entities^[2] and covers between 27 % and 55 % of the consolidated data relating to the key performance indicators and outcomes selected for these tests;
- we assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities.

We are convinced that the work carried out, based on our professional judgement, is sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures.

MAZARS SAS

Paris La Défense, May 2, 2023

Original signed version by:

Gaël LAMANT - Partner

Tristan MOURRE - Sustainability Partner

APPENDIX 1: INFORMATION CONSIDERED MOST IMPORTANT

QUALITATIVE INFORMATION

- Health and safety at work
- Employment and skills
- Social dialogue
- HSE approach

QUANTITATIVE INDICATORS INCLUDING KEY PERFORMANCE INDICATORS

- Frequency rate
- Severity rate
- Number of training hours per employee
- Turnover rate
- Percentage of woman in the workforce
- Recycling rate
- CO₂ emissions linked to energies
- Compliance rate (France)
- Number of environmental accidents
- Number of alerts reported to the Ethics Committee
- Number of alerts confirmed after investigation

