REPORT

# Sustainable Development Report 2024

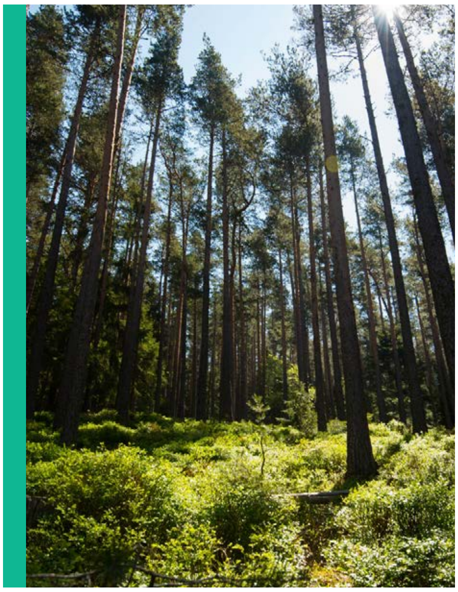
## Non-Financial Performance Statement


When **energy** matters

socomec
Innovative Power Solutions

# Contents







# Challenges and strategies

## Working every day for a sustainable future

The year 2024 saw us set a new milestone in our commitment to sustainable development. We remain focused on our core mission: supporting our customers in their energy transition, continuing our own transformation and raising awareness among our employees and partners to build a collective commitment to sustainable development.

Our EcoVadis score, currently at 75/100, is proof of our progress and means we retain our Gold medal, which is recognition of the efforts we have made through our action plans.

Our low-carbon strategy is embodied in concrete actions, including switching from air to sea freight, discontinuing air express services in eight European countries, and improving the energy performance of our PCO offerings by integrating high-efficiency operating modes. Our aim? To go even further in our action plan and target a massive 50% reduction. That's an ambitious goal, and it shows how determined we are to deliver economic performance while having a positive impact on the planet.

We make CSR central to our approach, across all our activities and throughout our entire value chain. This is the goal of our ACT 360 programme, which guides our decisions and actions every day.

The transition to a more sustainable model cannot happen without the support of everyone. This is why we place particular importance on raising awareness. Since 2021, more than 1,000 employees have been made aware of climate issues through the Climate Fresk and an illustrated lecture on the subject. We are continuing to promote diversity, equity and inclusion through our initiatives, as we firmly believe that the cultural diversity of our personnel is a major asset for our company.

Indeed, being a more responsible company also means ensuring the well-being and development of those who make it thrive. Our Top Employer certification in France, Italy and China is a reflection of this forward-thinking approach. We are committed to ensuring a rigorous ethical framework, as demonstrated in particular by the ratification of our Human Rights Policy in 2023, thereby confirming our long-standing commitment in this area.

The path to a more responsible future is challenging, but we are moving forward with the conviction that every decision has an impact. We are continuously adapting to a complex and dynamic environment, characterised by an ever-changing regulatory landscape and societal expectations. We are committed to making progress, innovating and taking action every day to limit our impact on the planet and future generations.


Ivan Steyert
*CEO of the SOCOMEC Group*

Catherine Steibel
*Director of Communications & CSR, SOCOMEC Group*

# Commitment of the Top Management

## Renewal of the SOCOMEC CEO's commitment to the 10 principles of the United Nations Global Compact

"The Global Compact and SOCOMEC go back a long way together, as we celebrated 20 years of partnership in 2023. We share a common objective: to be a responsible player in the social and ecological transition.

Signing up to the Global Compact is done on a voluntary basis, and SOCOMEC is proud to be one of the pioneering companies in this approach.

The Board of Directors and I are firmly committed to this international alliance, and we intend to remain so for many years to come."

*Benfeld, 31/12/2024*

Ivan Steyert
*CEO of the SOCOMEC Group*

# SOCOMEC in facts and figures

**4 400 EMPLOYEES**
69% MEN
31% WOMEN

FOUNDED IN 1922
100 years OF SHARED ENERGY

**€924 M*** TURNOVER
+ 9.6% COMPARED TO 2023

**8%** OF TURNOVER INVESTED IN R&D

**3** FIELDS OF EXPERTISE
POWER SWITCHING / POWER MONITORING / POWER CONVERSION + ASSOCIATED SERVICES

**12** PRODUCTION SITES

**30** SALES SUBSIDIARIES

**SECOND LARGEST** PRIVATELY-OWNED POWER TESTING LAB IN FRANCE

THE SOCOMEC BRAND IS REPRESENTED IN OVER **80 COUNTRIES**

*Provisional (audit pending)*

# A business model founded on a sustainable and long-term vision

## Our resources

### Employees
- Over 4,400 employees, including 31% women
- Shared values: Responsibility – Openness – Commitment
- 541 people hired on permanent contracts
- Safety at work:
  - Frequency rate of workplace accidents: 3.47
  - Severity rate of workplace accidents: 0.08

### Solid financial foundations
- A family-owned, independent shareholder base with a long-term vision
- Women make up 40% of the Board of Directors

### Global presence
- 12 production sites in 7 countries
- 50% of production sites have ISO 14001 certification
- 83% of production sites have ISO 9001 certification
- 1 production site and 1 sales office have ISO 45001 certification
- 30 sales subsidiaries
- 5 Repair Centres (maintenance centres)
- E'NERGYS, the "energy and digital transition" branch of the SOCOMEC Group
- Tesla Power Lab: 2nd largest privately-owned power testing lab in France

### Innovation capital
- 8% of turnover is invested in R&D
- 400 employees directly involved in R&D

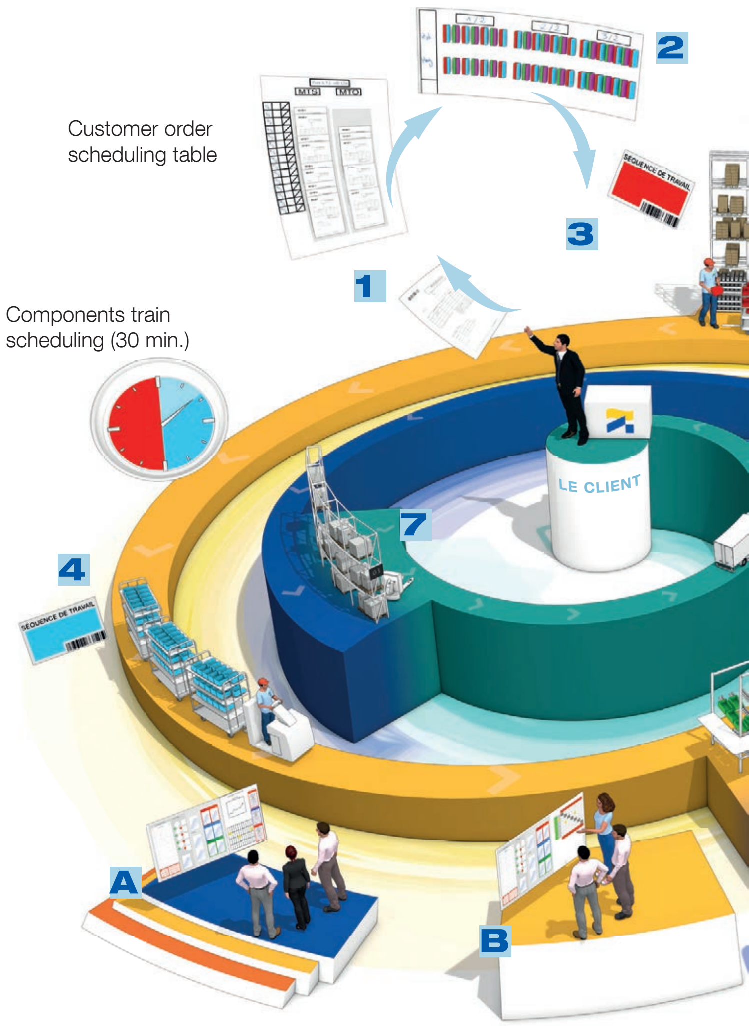
### Intellectual capital
- 6 patent families
- ISO 27001

### Social capital
- 120 suppliers assessed by EcoVadis on CSR criteria
- 97.6% of SOCOMEC's turnover is covered by suppliers who have signed our Code of Conduct

### SOCOMEC, a specialist manufacturer
- 42 product families
- 89.3% of product ranges covered by a PEP
- Our technologies: Power switching, Power monitoring, Power conversion, Associated services
- Our markets: Data centres, healthcare, energy, infrastructure, industry, buildings, mobility

## SOCOMEC Pull Management System

### The customer is at the centre of our production processes




**A** The site's Board of Directors progress team
Task: to ensure the availability, responsiveness and support required by the field teams to achieve collective success.

**B** In-field progress teams
(one team per autonomous production unit)
Task: to coordinate actions in the different departments, draw up and implement working standards and resolve operational problems.

**1** Customer order

**2** Sequencing of orders into half-hour work sessions

**3** Preparing a work sequence


4 Conveying and placing work session components next to the production line

5 Assembly, quality checks and packing of products

6 Conveying finished products to the logistics centre

7 Dispatching the order to the customer

8 Kanban* components replenishment in tandem with suppliers

*Kanban is a visual method for controlling the supply of a component based on its rate of consumption.*

## Creating shared value

### CSR added value
- EcoVadis rating 75/100

### Employees
- 91 403 hours of learning and development, meaning we are a company that invests in our expertise and skills
- 96% Annual Performance Reviews completed
- 7.9/10, SOCOMEC's employee engagement score
- 97.8% of employees received training on the company's Ethics and Compliance policy

### Financial performance
- 924 million euros in turnover (provisional result, audit pending)
- Growth of +9.6% compared to 2023

### Customer-focused excellence
- 109 300 service operations
- 3 650 products reconditioned in our Repair Centres and almost 6 900 products repaired by our technicians at customers' sites
- Consumables replacement services aimed at extending the service-life of products
- Providing the guarantee of high-quality, efficient and secure power supplies

### Care for the environment
- 44.8% of renewable energy in the company's electricity consumption
- 81.2% of industrial waste recycled
- 1 721 551 t $CO_2$nd (in year 2021)
- Construction of buildings with a high level of energy performance
- Installation of solar panels to increase our energy self-consumption

### Major trends
- Ecological transition
- Renewable energy
- E-mobility
- Digital technology and artificial intelligence

### Corporate sponsorship
- 0.07% of turnover in France
- More than 20 organisations supported
- Development of the Imagin'Act endowment fund

# CSR milestones in 2024

## STRATEGY

Development of the double
**MATERIALITY MATRIX**

GOLD | Top 5% ecovadis Sustainability Rating AUG 2024

**75/100**

Launch of the programme
ACT360 for a sustainable world

Start of work on
**CSRD AND TAXONOMY**

## A COMMITMENT TO EMPLOYEE WELL-BEING,

SOCOMEC is awarded the label
top EMPLOYER France 2025 FOR A BETTER WORLD OF WORK
for excellence in HR practices

**SATISFACTION LEVEL**
among the company's employees
**7.9/10**
i.e. +0.1 points compared to the 2023 survey

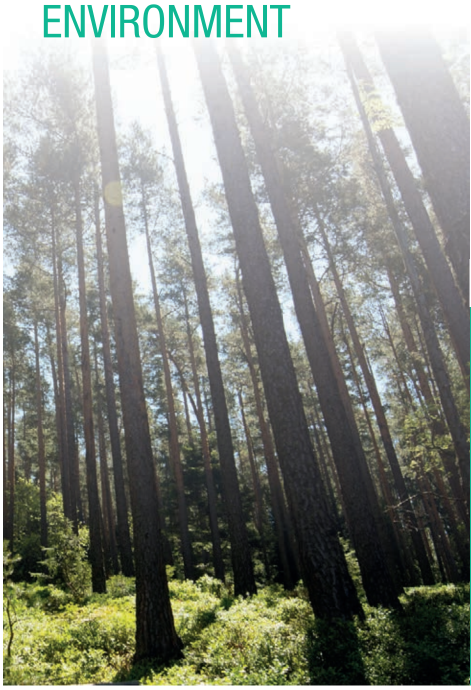
180 middle managers followed an
**EXECUTIVE MANAGEMENT TRAINING PROGRAMME**

Awarded for the 11th year in a row the label
CERTIFIED CHOOSE MYCOMPANY ·ESG· HappyIndex®Trainees FRANCE 2024
with a recommendation rate of
**95.3%**

**SAFETY WEEKS**
at several sites

More than 370 employees took part in the
**RENDEZ-VOUS DURABLES**

## PROTECTING THE ENVIRONMENT



Launch of the
**LOW-CARBON**
action plan

Switch from
**AIR FREIGHT**
to
**SEA FREIGHT**
between Europe and the United States
on the PSM product range

Organisation of
**CLIMATE AND DIGITAL FRESKS**

**100%**
**GREEN ELECTRICITY**
in France

## INVESTING IN RESPONSIBLE PARTNERSHIPS

**98%**
**OF EMPLOYEES**
trained in
**THE COMPANY'S ETHICS AND COMPLIANCE POLICY**

**75%**
of our main **SUPPLIERS**
assessed by EcoVadis

Over 50 solidarity projects supported by the
**IMAGIN'ACT ENDOWMENT FUND**
for the benefit of a total of 3,000 children

Patronage and sponsorship:
over **20**
**ORGANISATIONS SUPPORTED**

**395**
**LAPTOP COMPUTERS**
given to Emmaus Connect

Renewal of the
**ALERT (WHISTLE-BLOWING) SYSTEM**

# Our CSR governance

### THE SHAREHOLDER BOARD OF DIRECTORS

- Approves the CSR strategy
- Reviews CSR policies and practices

### THE EXECUTIVE BOARD OF DIRECTORS

- Clarifies and aligns the CSR strategy with the company's strategy
- Is responsible for integrating CSR into the company's strategy
- Promotes the principles of Sustainability

### CSR DEPARTMENT

- Develops and coordinates the sustainable development strategy
- Initiates and supports CSR projects across the Group
- Coordinates the implementation of policies between internal and external stakeholders
- Raises awareness of sustainable development issues, supports and promotes internal and external CSR initiatives

### DEPARTMENTS*

- Contribute to the co-construction of the CSR strategy
- Contribute to the application of sustainable development policies and objectives

**Purchasing, HR, HSE, eco-design, freight, etc.*

### CSR COORDINATORS

- Collect data and pass on information
- Help with annual audits
- Help prepare the yearly Sustainable Development Report

### STEERING COMMITTEES*

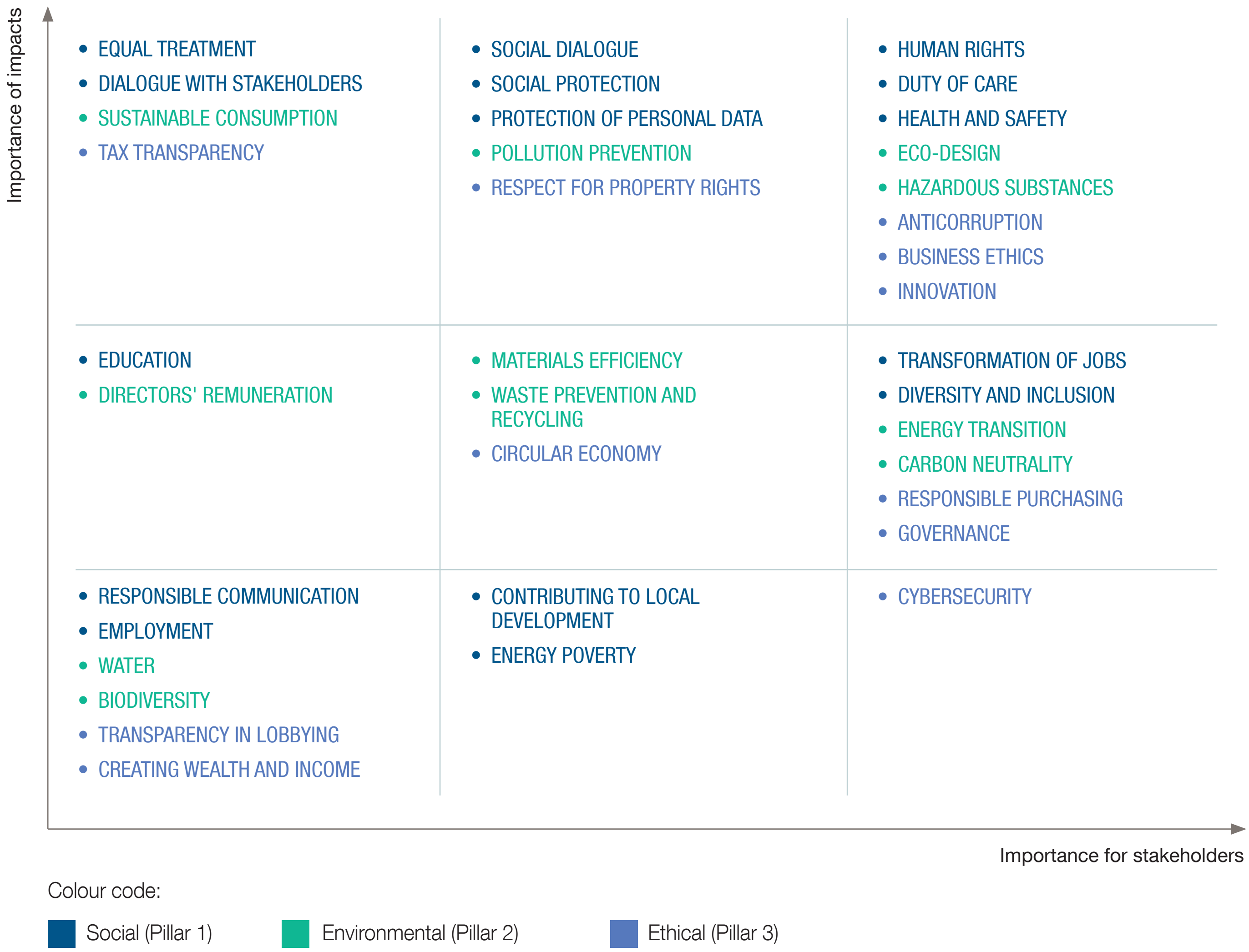
- Participate in policy-making
- Deploy the strategy and implement action plans

**Environment & Energy Committee, Low Carbon Strategy Committee, Eco-design Committee, HR Committee, Safety Committee, Finance Committee, Ethics and Compliance Committee, Business Integrity Committee, Monitoring Committee for the agreement on psychosocial risks (RPS), Quality of Life at Work Committee*

# Our CSR strategy

## Our materiality matrix

Our CSR strategy is based on the materiality analysis carried out by GIMELEC, a consortium of companies in the French digital electronics industry. It is based on the 200 member companies in the electrical and digital equipment sector (approximately 67,000 employees). SOCOMEC shares the risks identified by GIMELEC in this matrix.




*Source: GIMELEC materiality matrix*

# Our double materiality matrix

In 2024, SOCOMEC began work to ensure compliance with the CSRD (Corporate Sustainability Reporting Directive). The Group conducted a double materiality analysis, assessing the financial impact of ESG issues on the company, as well as the company's impact on these issues. SOCOMEC then conducted a gap analysis to compare its current practices with the requirements of the CSRD standard. These analyses were conducted to identify missing indicators and estimate the workload required to organise this information.

The project was led jointly by the CSR and Finance departments, with input from many of the Group's business lines.

The next three years will be crucial for the Group to strengthen its strategy and policies in line with the CSRD.

## Identifying, assessing and prioritising impacts, risks and opportunities related to sustainability issues

The impacts, risks and opportunities (IRO) associated with each sustainability issue were analysed via interviews with internal experts and representatives from various departments (Strategy Department, Human Resources Department, Operations Department, Purchasing Department, etc.). The interviews were conducted with the support of the CSR team and a consulting firm.

In advance of these interviews, the CSRD topics, subtopics and sub-subtopics were assessed by the CSR team to evaluate their potential impacts on stakeholders and the environment. This preliminary analysis was presented to the department representatives during the interviews to confirm whether or not some of them were of potential materiality or immateriality for the Group.

The assessment was further refined by analysing information from documents specific to the sector or subject area, peer publications and SOCOMEC's risk mapping.

Work to assess the financial impact of material issues began in 2024 and will continue over the coming years.

This work involved breaking down each identified impact, risk and opportunity according to its scope, likelihood of occurrence and timeframe, in order to estimate its severity.

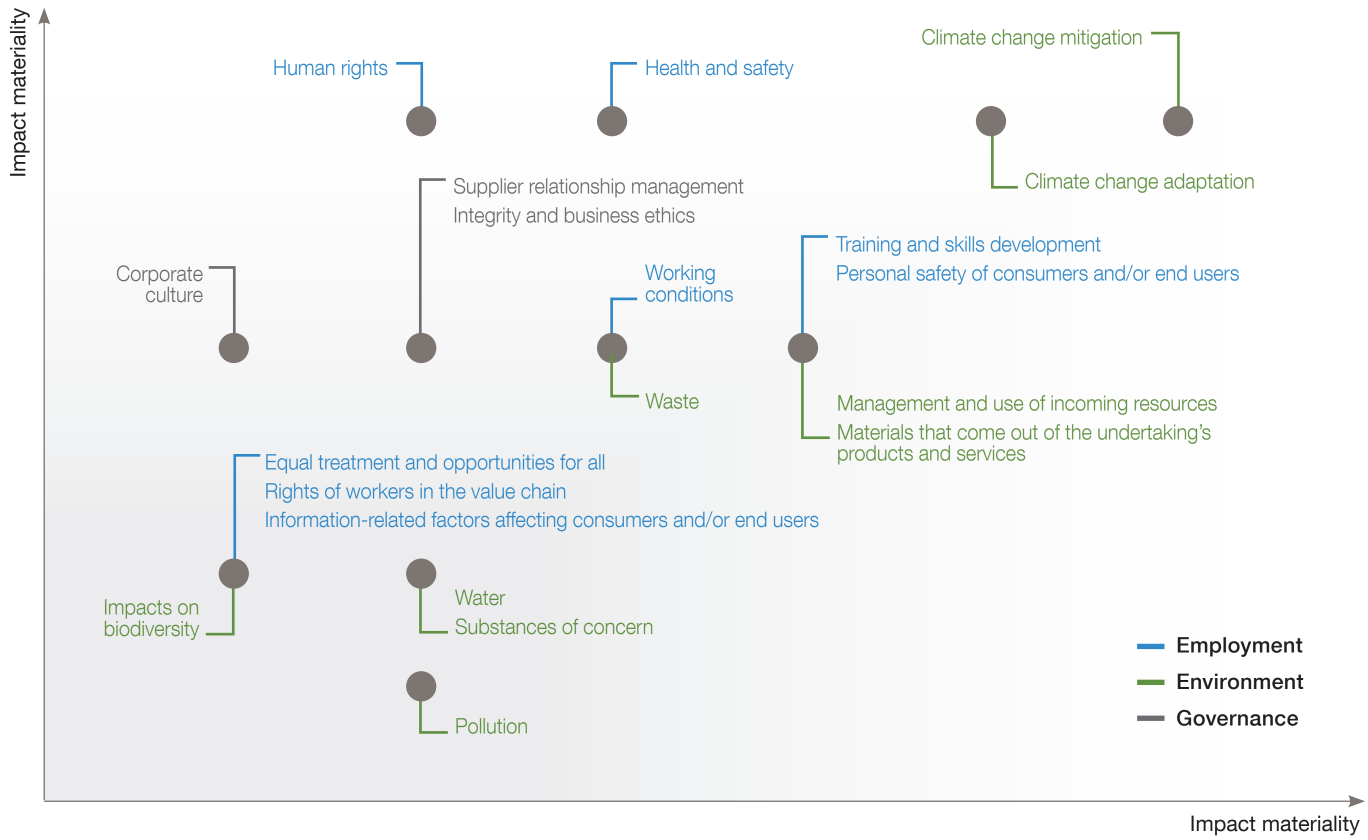
The results of the analyses were shared and discussed with the executive board in order to validate the IRO and their positioning on the double materiality matrix.

A gap analysis was then carried out to identify key areas for development in 2025, as well as the level of effort required. These workshops culminated in roadmaps for each ESG* topic.

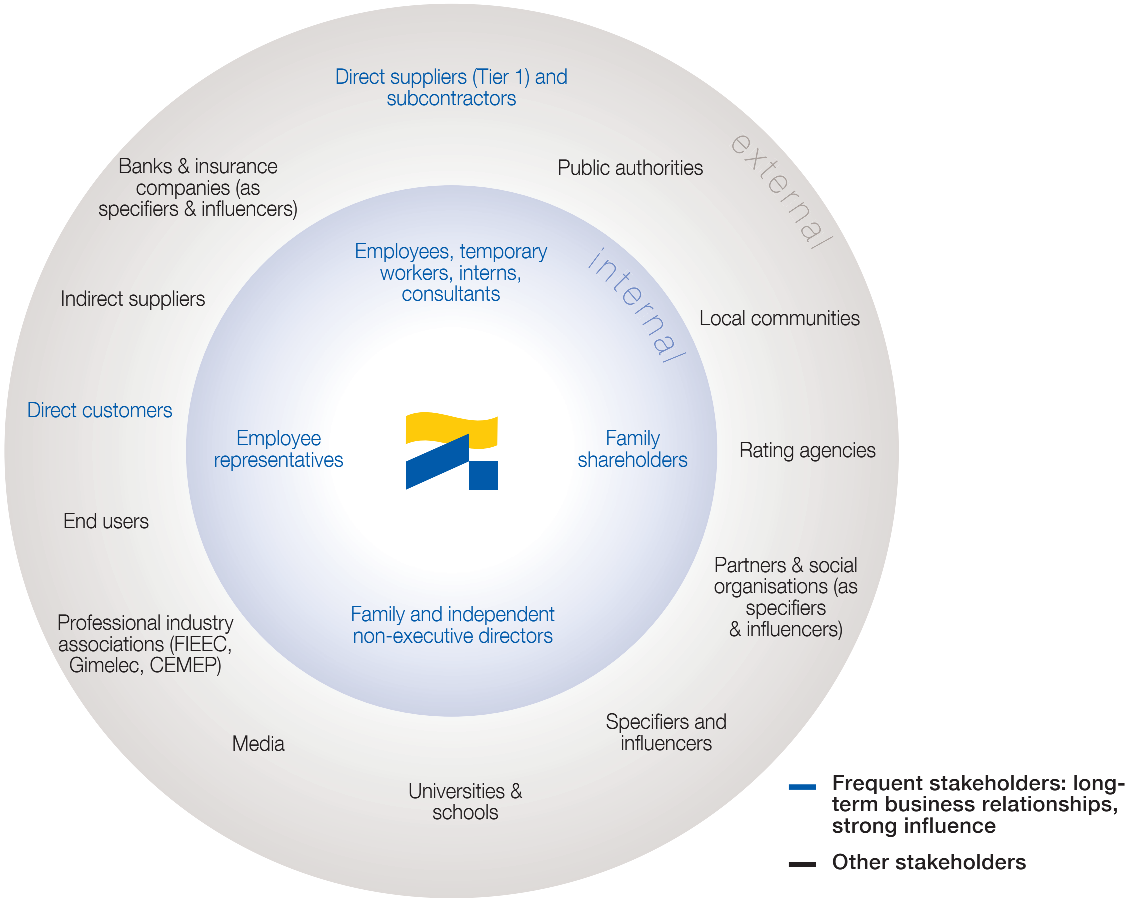
**Target**

Discussions will continue in 2025 to define materiality thresholds and finalise the data points to be published in Year 1.

### Results of the double materiality analysis



# The SOCOMEC Group's stakeholders




## How we engage with stakeholders

| Stakeholders | How we engage |
|---|---|
| **Employees** | Engagement survey, local and national employee representative bodies, end-of-internship satisfaction survey (happy trainees) |
| **Direct customers (professionals, distributors, integrators & installers, equipment manufacturers)** | Partner Days (distributors), satisfaction survey |
| **Specifiers (design offices, consultants)** | Meetings |
| **Suppliers** | CSR assessment by EcoVadis/audits, commercial contracts |
| **Financial institutions (banks, insurance companies)** | ESG interviews and assessments |
| **Family shareholders** | General Assemblies, Shareholder Board of Directors |
| **Rating agencies** | Audits, learning & development courses |
| **Professional industry associations** | Meetings, discussions, partnerships |
| **Civil society** | Partnerships, meetings and events, sponsorship and patronage |

# The three pillars of our CSR strategy

## A COMMITMENT TO EMPLOYEE WELL-BEING

### Establishing a long-term health and safety culture within the company

- Promoting the physical and mental health as well as the safety of our employees

### Innovating in quality of life at work and employee well-being

- Strengthening employee engagement and promoting social dialogue
- Innovating to provide the best employee experience
- Supporting employees in the transformation of their jobs and their careers

### Strengthening diversity, equity and inclusion

- Ensuring gender equality across the Group
- Promoting integration and a sense of belonging

## PROTECTING THE ENVIRONMENT

### Reducing the environmental footprint of infrastructure

- Creating and deploying our low-carbon strategy
- Obtaining ISO 14001 certification for 100% of our production sites
- Optimising the energy performance of our facilities
- Reducing and recycling the waste generated by the Group

### Reducing the environmental footprint of our products and services

- Reinforcing eco-design when creating product offerings
- Assessing the environmental impact of products
- Improving the energy efficiency of our product offerings
- Proposing a modular, robust and repairable product offering
- Prolonging the lifespan of products and components
- Offering our customers effective solutions for reducing their energy consumption

## INVESTING IN RESPONSIBLE PARTNERSHIPS

### Ensuring responsible purchasing

- Assessing and requiring our suppliers to meet CSR performance standards
- Committing to responsible mineral sourcing

### Ensuring ethical business practices

- Maintaining the values of trust and transparency in our partnerships

### Applying our social commitments at the next level

- Pursuing an active policy of cultural, solidarity-based and regional patronage
- Contributing to the development of our profession through teaching and research

INTEGRATED AND CROSS-FUNCTIONAL GOVERNANCE

## SOCOMEC contributes to the goals of sustainable development


Socomec's goals are the items above that are in colour.

## Our transformation projects

SOCOMEC's strategic plan, launched in 2022, maps out our ambitions for 2025. It translates these into action plans and transformation projects, including seven relating to CSR.

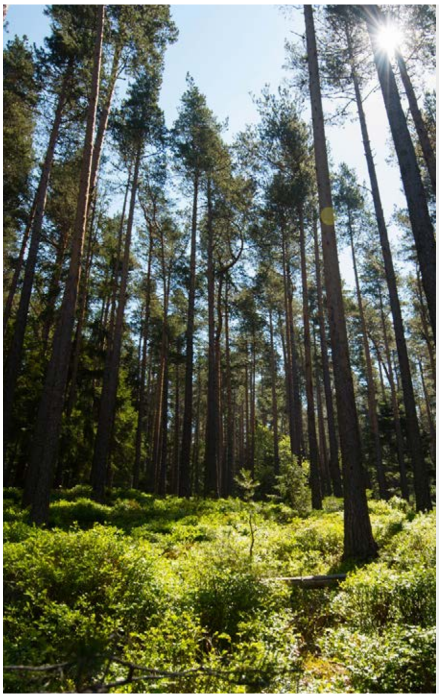
### Our strategic "Sustainability" approach includes 7 transformation projects

#### A commitment to employee well-being

1 **To carry out an annual engagement survey to gauge our employees' sense of belonging, well-being and motivation.**
Following the first survey in 2022, an action plan has been launched to strengthen employee engagement. This annual exercise allows us to measure our progress and adapt our priorities.

**On the agenda for 2025:** To achieve an engagement score above the median benchmark.

2 **To strengthen our Diversity, Equity and Inclusion policy.** SOCOMEC promotes a safe, inclusive and fair working environment for all. It makes sure that everyone's individuality is preserved and provides a working environment in which each employee can express himself or herself and act freely.



#### Protecting the environment

3 **To build and monitor our low-carbon strategy so that we can reduce our environmental footprint.**
In 2022, SOCOMEC completed its Carbon Footprint Assessment, Scopes 1 to 3, for the entire Group. The results of this analysis were used to draw up our low-carbon strategy and action plan, launched in early 2024 to reduce our greenhouse gas emissions.

**On the agenda for 2025:** To monitor the action plan and map out a low-carbon trajectory.

4 **To continue to obtain ISO 14001 certification for our production sites.**
The certification process aims to improve SOCOMEC'S environmental performance and also reduce its environmental risks. As of today, 50% of our production sites have obtained this certification, as have 2 sales subsidiaries.

**On the agenda for 2030:** To have ISO 14001 certification for all our production sites.

5 **To increase the number of product ranges covered by Product Environmental Profile (PEP) eco-declarations.** The PEP is the product's environmental identity card, based on an analysis of its life cycle in accordance with international standard ISO 14040.

**On the agenda for 2030:** To create a PEP card for 100% of our active product ranges.

#### Investing in responsible partnerships

6 **To establish regional “Ethics and Compliance” Committees.**
We want to have contact persons in place to ensure the proper implementation of our ethics and compliance policy across all our entities.

**On the agenda for 2025:** To strengthen coordination between the Central Committee and the Relay Committees so as to optimise the effectiveness of the Group's ethics and compliance policy.

7 **To assess the CSR performance of our suppliers.**
SOCOMEC wants to work with suppliers who are actively committed to CSR. This is why we have entered into a partnership with the non-financial agency EcoVadis to assess the CSR performance of our business partners.

**On the agenda for 2025:** To ensure that all our main suppliers are assessed by EcoVadis.

# Our CSR performance

| Strategic approach | On the agenda for 2025 / 2030 | Risks | Indicator | Results and scope* | | | Variation |
|---|---|---|---|---|---|---|---|
| | | | | 2022 | 2023 | 2024 | |
| **Establishing a long-term health and safety culture** | 2.95% (2025) | Poor working conditions, workplace accidents, occupational diseases, repetitive strain injury (RSI), psychosocial risks (PSR) | Frequency rate of workplace accidents with sick-leave (FR1)(1) | 3.35 | 3.65 | 3.47 | -0.18 |
| **Innovating in employee well-being and quality of life at work** | 7.8/10 (2025) | Deteriorated social climate, discrimination, inequality of opportunities, resignations and employee disengagement | Employee engagement rate(2) | 7.5/10 | 7.8/10 | 7.9/10 | 0.1 |
| | 95% (2025) | | Annual Performance Reviews completed | – | 96.9 %(3) | 96 %(4) | -0.9 |
| **Reducing our environmental footprint** | 80% (2030) | Risk of contributing to climate change, pollution, financial costs and legal consequences, additional energy costs | Recycling of industrial waste | 68.6 %(5) | 72.6%(6) | 81.2%(7) | 8.6 |
| | | | Renewable energy used in total electricity consumption | 13%(8) | 44.4 %(9) | 44.8 %(10) | 0.8 |
| | 100% (2030) | | Production sites with ISO 14001 certification(11) | 42% | 50% | 50% | – |
| **Promoting energy efficiency** | 100% (2030) | Risk of contributing to climate change through the production and use of the Group's products | Turnover generated by ranges of manufactured products covered by a PEP(12) | 56.9% | 74.7% | 89.3% | 14.6 |
| **Ensuring responsible purchasing** | 100% (2030) | Shortage of raw materials, non-compliance of components and services with standards and legislation | Amount of turnover accounted for by suppliers who have signed the Code of Conduct(13) | 93.7% | 94% | 97.6% | 4 |
| | 160 main suppliers to be assessed in 2025 | | Main suppliers who have been assessed by EcoVadis(14) | 36 | 72 | 120 | 48 |
| **Ensuring ethical business conduct** | 100% (2025) | Corrupt practices, conflicts of interest, influence peddling, anti-competitive practices, facilitation payments, information leakage | Employees trained in ethics and compliance policy | 88.3%(15) | 87.3%(15) | 97.8%(16) | 10.5 |

*(1) Group (fixed-term contracts, permanent contracts)*
*(2) Group (fixed-term contracts, permanent contracts, temporary contracts with at least 6 months' service)*
*(3) Excluding production staff, Algodue and North America (fixed-term contracts, permanent contracts)*
*(4) Excluding production staff and Algodue (fixed-term contracts, permanent contracts)*
*(5) Excluding CCS, Boltswitch and Gurgaon production sites*
*(6) Excluding CCS production site*
*(7) Excluding SUKE (China) and Boltswitch production sites*
*(8) Excluding Boston sales subsidiary*
*(9) Excluding sales subsidiaries in Cochin, Johannesburg, Boston, Szczecin, London, Mannheim, Lausanne and Padua*
*(10) Excluding sales subsidiaries in Cochin, Johannesburg, Vienna, Boston, Szczecin, Mannheim, Megacon, Dubai and Padua*
*(11) Excluding French and international sales subsidiaries*
*(12) Excluding CCS, Boltswitch, Powersmiths, Algodue and TCT (for these entities, SOCOMEC brand products are included)*
*(13) Suppliers covering 85%, 80% and 92% of Socomec's turnover in 2022, 2023 and 2024 respectively Excluding Algodue, Boltswitch, CCS and Powersmiths and TCT in 2022 and 2023 Integration of TCT and CCS in 2024*
*(14) Excluding Algodue, Boltswitch, CCS, Powersmiths and TCT (SOCOMEC has approximately 160 main suppliers). EcoVadis grants a validity of 12 months to the assessments carried out. The scope of the indicator includes EcoVadis performance assessments of suppliers over a two-year period.*
*(15) Excluding production staff (excluding France), excluding Algodue and North America (fixed-term contracts, permanent contracts, temporary contracts)*
*(16) Excluding production staff (excluding France), excluding Algodue (fixed-term contracts, permanent contracts, temporary contracts)*

# SOCOMEC's commitment to employee well-being



# Establishing a long-term health and safety culture within the company

The well-being, health and safety of our employees are a top priority for the SOCOMEC Group and represent one of the key aspects of our CSR policy. All managers and employees are committed to ensuring a safe and fulfilling working environment for everyone, every day.

The diversity of the Group's activities means that we have identified a wide range of risks to which our employees may be exposed.

Among the most common are those related to manual and mechanical handling, electrical work, travel by road, the movement of industrial vehicles, working with machinery and the use of chemicals.

## Our policy

### Our commitments

The Group's health and safety policy describes the commitments made by SOCOMEC to improve the physical and mental health and safety of its employees.

The SOCOMEC group undertakes the following:

- To comply with legal and regulatory requirements relating to health and safety at work,
- To develop and promote a culture of prevention at all levels of the company:
- To take responsibility for implementing measures to prevent occupational accidents and occupational diseases,
- To assess risks as far in advance as possible and implement appropriate preventive measures,
- To raise awareness and provide training for employees, as well as sharing best practice in terms of safety,
- To update, communicate and apply safety guidelines,
- To analyse accidents and near-misses systematically in order to prevent them from happening again,
- To improve health and safety performance and monitor the effectiveness of the measures that have been taken.

SOCOMEC also makes sure that its personnel, as well as the staff of its service providers and subcontractors on its production sites and worksites, are safe. The Group requires its subcontractors and visitors to follow the same work procedures in place to ensure their health and safety and that of their colleagues.

## The Safety Culture programme

These safety commitments resulted in the launch of the Safety Culture programme in 2024. The programme aims to strengthen the safety culture by promoting responsible behaviour and shared values. The aim is also to define a mandatory level of safety for all subsidiaries, business activities and countries.

The Safety Culture programme is built around 3 pillars and 10 "safety attitudes", a set of commitments that everyone can apply, regardless of their job.


The rollout of the Safety Culture programme marks a major step forward in the SOCOMEC Group's management of health and safety issues for its employees and subcontractors.

It is based on four main areas:

- Safety standards common to the entire Group,
- An internal HSE audit process covering all our subsidiaries to ensure that the Group's safety standards are properly understood and applied,
- Communication on safety and prevention,
- HSE training for new employees on the ten safety attitudes.

**On the agenda for 2025**

Updating of the SOCOMEC Group's health and safety policy to include the values, conduct and organisation promoted by the Safety Culture programme.

## Our performance

In 2024, we set out to strengthen the reliability of information gathering and collection in the event of an accident at any of our subsidiaries, as well as the way we weigh up our safety indicators. Going forward, all occupational accidents involving people working under the responsibility of the SOCOMEC Group will be taken into account when assessing our safety performance.

Since January 2024, the SOCOMEC Group has been tracking two occupational accident frequency indicators:

- **FR1:** the frequency rate of occupational accidents resulting in absence from work per 1,000,000 hours worked,
- **FR2:** the frequency rate of all occupational accidents (with absence from work, without absence from work and temporary worker accidents) per 1,000,000 hours worked.

The FR2 has the advantage of providing a clearer picture of our accident record internationally, as it excludes the specific regulations of each country regarding social security coverage for occupational accidents.

The 2023 safety outcomes have been recalculated based on these new indicators. In 2024, we reported a significant decrease in the frequency of occupational accidents.

| Key targets | Indicators | 2023 | 2024 | Variation |
|---|---|---|---|---|
| • Reduce the frequency of accidents by 30% by 2025<br>2020 baseline: FR1 = 6.16 (excluding sales subsidiaries).<br>• Eliminate serious accidents and aim for 0 accidents by 2030 | Number of accidents with sick-leave | 25 | 25 | 0 |
| | Number of accidents without sick-leave | 18 | 14 | -4 |
| | FR1 — Frequency rate of occupational accidents with sick-leave* | 3.65 | 3.47 | -0.18 |
| | FR2 — Frequency rate of occupational accidents** | 7.59 | 6.12 | -1.47 |
| | Rate of severity*** | 0.13 | 0.08 | -0.05 |

**FR1: The frequency rate indicates the number of occupational accidents with sick-leave per 1 000 000 hours worked (fixed-term and permanent contracts).*

***FR2: The frequency rate indicates the number of workplace accidents (all types) per 1,000,000 hours worked (fixed-term and permanent contracts, temporary contracts).*

****The rate of severity indicates the number of sick-leave days per 1 000 hours worked*

## Our governance

Improving our health and safety performance can only be achieved if each and every one of us, whether manager or employee, is committed to promoting this safety culture on a daily basis.

However, to coordinate the rollout of our health and safety policy and the implementation of the Safety Culture programme, the SOCOMEC Group has set up the governance bodies listed opposite.

| | |
|---|---|
| **Board of Directors** | • Approves and monitors the implementation of the health & safety policy.<br>• Integrates health considerations into the Group's management. |
| **Safety Culture Committee** | • Sets the Group's safety standards.<br>• Tracks the rollout of the Safety Culture programme. |
| **HSE Department and the network of HSE coordinators** | • Analyse incidents and monitor safety performance.<br>• Coordinate risk assessments.<br>• Ensure compliance with regulations.<br>• Support health and safety improvement plans. |
| **Site managers and subsidiary managers** | • Draw up the Health and Safety plan for their area in collaboration with the HSE coordinators.<br>• Make sure the Health and Safety plan is applied on their site. |
| **Managers** | • Assess and understand the risks and hazards specific to their sector of activity and ensure that their teams have the necessary skills to carry out their jobs safely.<br>• Order a halt to operations in order to implement the necessary corrective measures when an uncontrolled risk has been identified. |
| **Employees** | • Participate in risk prevention by being vigilant about their own safety and the safety of others, comply with safety instructions and report any dangerous situation, incident or near miss that they have witnessed. |

# Our actions for establishing a long-term health and safety culture within the company

## Promoting the physical and mental health as well as the safety of our employees

### Raising awareness of health and safety by organising Safety Weeks

In 2024, several health and safety activities were organised as part of events called "Safety Weeks".

- In France, at our sites in Benfeld and Huttenheim, as well as within our sales agencies located throughout France.
- At the TCT production site in France
- At the Isola site in Italy
- At the TIMELEC site in Tunisia
- At the Shanghai site in China
- At the Gurgaon site in India
- At the POWERSMITHS site in Canada
- At the BOLTSWITCH site in the USA

The Safety Weeks provided an opportunity to present the 10 safety attitudes of the Safety Culture programme to all employees, while highlighting best practices in health and safety in a fun way and with the input of external speakers.

Here are a few examples of health and safety events organised during the Safety Weeks: a safety tour led by the Group Executive Board, improvisational theatre on safety in Benfeld, a 'hazard hunt' at TIMELEC, and health tips for a balanced diet at the Isola site.

**On the agenda for 2025**

We will be revamping these "Safety Weeks" events to encourage participation from all SOCOMEC Group entities and employees.

### Health and safety training courses

SOCOMEC attaches great importance to awareness-raising and safety training for its employees. Every year, training programmes are developed to meet regulatory requirements and strengthen our employees' expertise in health and safety.

In particular, the Group ensures that every employee assigned

to a workstation has received sufficient information and training to safeguard their health and physical integrity, as well as their colleagues.

As part of the Safety Culture programme, we have decided that in 2025, we will begin standardising the HSE induction process for new employees. The aim is to set out the concepts and rules that all new employees must be made aware of, regardless of their job or place of work. These HSE induction modules will also cover the specific risks and regulatory requirements of each site or subsidiary within the Group.

Other training programmes are also being developed, such as the ''Shared Vigilance' initiative launched at our production site in Benfeld. In addition, we will continue the health and safety training courses introduced in previous years, such as those on road safety, first aid, electrical hazards and driving industrial vehicles.

### Reporting all hazardous events

Near miss incidents represent opportunities to prevent future accidents. SOCOMEC actively encourages the reporting of dangerous situations in the field.

One of the aims is to identify as many dangerous incidents or risky situations as possible, while at the same time promoting the reporting process and publicising the actions taken. This also helps to strengthen the monitoring of actions and ensure that they eliminate or reduce the risk as far as possible.

In 2024, all of the Group's production sites will have adopted this preventive approach by deploying the Fabriq digital tool to report, analyse and monitor corrective actions and related indicators.

### Ensuring the safety of our machinery

In 2023 and 2024, we completed our machine and equipment safety programme at the Benfeld, Huttenheim, TIMELEC and Isola sites. This ongoing programme made significant progress in 2024 at the TCT site: all Level 1 and 2 priority actions – i.e. those posing a risk of injury – were completed during the year.

The goal is now to maintain all protective measures on the equipment and ensure that any new equipment or modifications comply with at least the same level of mechanical and electrical safety.

## Our certifications and awards

The health and safety management systems at a number of sites and subsidiaries have been or will soon be certified according to internationally recognised standards:

- Our production site in Shanghai and our SOCOMEC UK subsidiary in the United Kingdom already have ISO 45001 certification.
- The CIM/SAT service activities of our French branch offices have MASE certification. (Company Security Improvement Manual.)

In 2025, we plan to obtain ISO 45001 certification for the Algodue site in Italy, and we are also working towards certification for TCT (in 2026) and Gurgaon.

In 2024, three employees at the Benfeld production site were recognised by CARSAT (Metropolitan France's pension insurance network) for proposing and implementing three separate improvement initiatives in the areas of safety and ergonomics.

## The internal HSE audit

As part of the Safety Culture programme, our aim is to conduct audits at all of the Group's production sites and six of its sales and service subsidiaries by 2025. The internal HSE audits will be conducted using a questionnaire designed by our HSE department, based on the 10 safety attitudes outlined in the Safety Culture programme.

In 2025, the HSE internal audit questionnaire will be supplemented with specific questions related to the environment and our low-carbon strategy.

## Our ergonomic initiatives

The analysis of occupational accidents highlights cases of injuries linked to posture or ergonomic factors.

SOCOMEC in France has used several approaches to improve ergonomics over the years:


- the design and layout of workstations to facilitate the handling of products and tools,
- the installation of handling equipment,
- the automation of the most physically demanding tasks,
- the organisation of warm-up and stretching sessions for production and logistics staff in Benfeld,
- the testing of exoskeletons.

We will continue this approach in 2025 to improve the ergonomics of our production processes. Among our plans, we aim to introduce warm-up and muscle stretching sessions at our Huttenheim site, automate the deburring of our plastic parts, and continue equipping our sites with handling equipment.

## Preventing psychosocial risks (PSRs)

Since 2015, SOCOMEC has been engaged in a preventive approach against PSRs in order to reduce the sources of risks and support the people affected by them. The approach is based on three key areas:

1. Preventing PSR factors at their source to reduce and eliminate them,
2. Raising awareness among managers about the detection of PSRs,
3. Dealing quickly with critical situations.

Regular updates by managers to our Single Occupational Risk Assessment Document (DUERP in French legislation) are proof of our commitment to the first two areas of this approach.

A complaint may be filed by an employee who believes they are a victim of such a situation, or by a third party who witnesses a situation that meets the definition of workplace violence.

The RPS agreement monitoring committee (for France) meets every six months to review the indicators and ensure that the agreement is being properly implemented.

Finally, at the end of 2024, we signed a contract with an occupational psychologist to offer free, confidential psychological support to SOCOMEC SAS employees. The psychologist is available at our Benfeld site half a day per week and also offers video consultations for our employees working off-site.

# Innovating in quality of life at work and employee well-being

SOCOMEC places great emphasis on the well-being and quality of working life of its employees. This is shown by:

- **regular reviews of working conditions** as part of our approach to continuous improvement,
- opportunities to **balance work and personal life**,
- **learning and skills development** programmes.

Taken together, the attention given to these aspects of our employees' working lives makes an important contribution to several issues, such as the attractiveness of our company, the retention of talent and, quite simply, the engagement of each individual in his or her work.

## Our policy

### Our commitments

The constant pursuit of a good Quality of Working Life and Conditions (QWL) is an integral part of our strategic vision.
To this end, SOCOMEC is committed to:

#### Providing the best employee experience

SOCOMEC is firmly committed to improving the employees' experience throughout their career, especially by ensuring the best possible balance between their professional and personal lives.

**Teleworking**, which has been tried out for several years, has become widely adopted as a way for many employees in SOCOMEC's various entities to organise their work between on-site and working from home at their convenience. This gives employees greater flexibility to balance personal and working commitments.



Across the Group, teleworking is one of the organisational methods that employees have learned to adopt in their work in order to reap the greatest personal benefits without compromising on team performance.

This desire to achieve the best possible balance is also reflected, where operational requirements allow, by real flexibility in the management of working hours for people whose jobs do not permit teleworking. Trials involving employees setting their own working hours have been organised, for example.

#### Promoting in-house dialogue and strengthening employee engagement

- **Collectively**, regular communications are provided on the Group's strategy, key figures and projects, as well as through the organisation of events.

  This dialogue also involves active listening. Since 2022, all employees have been invited to respond to **the annual engagement survey:** an important benchmark for implementing action plans aimed at addressing specific issues or consolidating our strong points.

  In addition, SOCOMEC also carries out “pulse surveys” when necessary to gather feedback from a team or department, enabling it to respond more quickly to employees' needs and expectations and address issues before they escalate.

  Depending on the applicable legislation, this collective dialogue is supplemented by employee representative bodies in countries where these exist.

- **On an individual level**, SOCOMEC strives to maintain ongoing dialogue with all employees through annual performance reviews (with a mid-year review).

  Furthermore, an in-house whistleblowing procedure (or alert system) is available to all employees should this become necessary as a last resort.

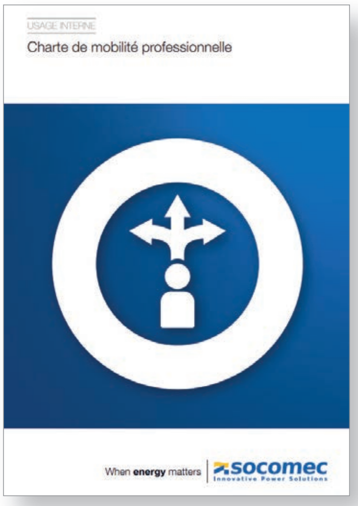
### Providing our employees with the best possible career support

Developing the skills of each individual is a priority.

Managers are the first point of contact for employees, supporting them in developing their skills and career path through measures that have been in place for several years: annual and mid-year reviews, the Talent Review to identify possible career paths, or interviews organised at the request of employees who wish to discuss their future.

Each employee can also take the initiative to develop their skills through an ambitious and varied learning and development programme. In addition to the training courses identified as necessary for the position, employees can choose to undertake further training by accessing the free online resources available on the SOCOMEC Academy digital platform. This option available to employees is backed up by a three-year agreement signed in 2024 for SOCOMEC SAS employees.

Also, in 2022, the Human Resources Department drafted a professional mobility charter that sets out SOCOMEC's commitment to promoting internal mobility by defining key principles and outlining the conditions for success and the respective commitments of each party. Internal mobility is the movement of employees across positions or grades within the company or Group.




## Our performance

| Key targets | Indicators | 2023 | 2024 | Variation |
|---|---|---|---|---|
| To achieve an engagement score above the median benchmark: 7.8/10 in 2025 | Employee engagement score | 7,8 | 7.9 | +0.1 |
| To achieve a 95% completion rate by 2025 | Completion rate of Annual Performance Reviews (APRs) | 96.9%(1) | 96%(2) | -0.9 |

*(1) excluding Algodue, Boltswitch, CCS and Powersmiths, excluding production staff - (2) excluding Algodue, excluding production staff (fixed-term contracts, permanent contracts)*

## Our governance

| | |
|---|---|
| **Board of Directors** | • Defines the Group's strategic priorities, including the HR strategy.<br>• Monthly review by the Board of Directors. |
| **Human Resources Department (in association with the CSR Department)** | • Proposes and implements HR measures, in particular with regard to QWL.<br>• Manages the reporting.<br>• Coordinates the activities and HR network. |
| **HR managers** | • Manage the implementation of actions in the various entities. |
| **Local HR Managers** | • Support implementation in the field. |
| **QWL Commission** | In France, a Quality of Working Life Commission (a joint commission) carries out actions and via these discussions contributes to improving the system and/or its communication. |

## Our actions to promote well-being and quality of life at work

### Strengthening employee engagement and promoting social dialogue

#### Measuring employee engagement

Launched in 2022, the engagement survey aims to maintain and expand dialogue with all employees. The aim of this annual event is not only to 'measure' employee engagement, but above all to listen, understand and take action to maintain and improve well-being at work and collaboration between staff and management.

The new version has 22 questions, down from 39 in the previous two surveys. This streamlined format allows us to track the main factors influencing employee engagement, as well as important topics such as diversity and inclusion, well-being at work and change management.

This year, 89% of employees responded to the survey and took the opportunity to share their experiences as employees. This high participation rate shows that employees are willing to devote time to dialogue.

Our engagement score has improved again this year compared to last year, reaching 7.9. This score is also above the average obtained by companies of similar size and activity (+0.5). These advances reflect the ongoing efforts of managers to improve well-being at work and confirm that the initiatives they have taken are having a positive impact. This is because action plans are carried out at the team level by managers, with support from their HR supervisor. This proximity allows for a better understanding of the issues specific to each occupation and sector, and thus provides more tailored responses.

**PARTICIPATION RATE**

**89%**

90% in 2022 and 2023

Despite the loss of one percentage point, participation remains very high. This shows that employees are willing to devote time to dialogue.

**EMPLOYEE ENGAGEMENT RATE**

**7.9/10**

7.8 in 2023 and 7.5 in 2022

An excellent result, demonstrating a growing level of engagement year on year (0.5 above the benchmark!).

**PERCENTAGE OF EMPLOYEES WHO ARE "PROMOTERS"**

**50%**

46% in 2023 and 39% in 2022

More and more employees are promoters of the company and would therefore recommend it to their friends and family.

**PERCENTAGE OF EMPLOYEES WHO FEEL "DISENGAGED"**

**14%**

16% in 2023 and 21% in 2022

Fewer and fewer disengaged employees. The aim is to maintain dialogue in order to promote engagement and well-being for everyone.

In addition to the annual survey, a new format was launched this year: "pulse surveys". These surveys enable us to quickly gauge employee opinion on specific topics, using a concise and targeted format that can be applied to a specific audience (geographical or functional). In 2024, this system was deployed to large teams working in the same building in order to identify areas for improvement and draw up action plans to optimise working conditions. This approach proved to be particularly useful.

#### Certifying our HR practices via Top Employer

**Top Employer certification worldwide, reflecting an ambitious HR strategy**

The Top Employer certification is awarded following an in-depth audit that assesses a company's HR practices based on criteria such as HR strategy and organisation, the Group's attractiveness, career development, well-being, engagement and employee cohesion. The inclusion of new SOCOMEC entities, such as those in Italy and China, in this year's rankings is the result of rigorous support and harmonised practices across the Group.

top EMPLOYER France 2025 FOR A BETTER WORLD OF WORK

In France, SOCOMEC has maintained high standards while expanding the scope of its initiatives. In China and Italy, sharing experiences and adopting best practices already in place has enabled international auditing standards to be met. The three entities stand out in particular for their excellent results in categories demonstrating the performance and training of employees and teams, as well as the Group's ethics and integrity.

**On the agenda for 2025**

Independently of its triple certification, SOCOMEC continues to pursue its objective of harmonising and standardising its HR practices across the Group. By 2025, this will include the implementation of a single HR information system to ensure consistent and efficient management of HR activities internationally. The new HRIS will also include a recruitment management module, enabling the selection and integration of talent to be centralised on a global scale. These changes are designed to create a seamless employee experience, from onboarding new hires to managing their departure, while strengthening processes at every stage of their professional career.

It is a coherent approach that helps to strengthen equal rights and practices for all employees within the company.

## Drawing on the input of social dialogue in all its forms

SOCOMEC engages in active social dialogue within each of the Group's entities. Depending on local legislation, practices may vary, but they all aim to meet employee aspirations.

In Europe, and more particularly in France, there is a more institutional and collective form of dialogue, namely social dialogue with employee representative bodies. Discussions may result in an agreement or an acknowledgement of disagreement. In both cases, views are expressed and taken into account, even when a decision is taken unilaterally if no agreement can be reached.

The quality of the discussions held largely explains the number of agreements signed each year at SOCOMEC. In 2024, 14 agreements were signed.

Among these, the agreement on Job and Career Management and Career Development as well as Job Diversity, to be rolled out over three years, perfectly illustrates the importance of these discussions. This agreement provides measures to help employees develop their skills, in line with SOCOMEC's long-standing approach of empowering employees to take charge of their own development.

In 2024, a project on the organisation of working time was also successfully completed within one department, with the aim of finding a balance between performance and personal obligations. The outcome was viewed as positive by all parties, having been reached through a pre-existing agreement.



There are many varied topics for discussion. Among these, the introduction of a new company employee savings plan focused on renewable energies in the Company Savings Plan was the subject of careful consideration and joint discussions.

In addition, a European Works Council (EWC) was set up for entities located in EU countries. The project launched in 2024 will continue in 2025 and beyond, with the creation of a Special Negotiating Body, the setting out of operating procedures and the implementation of the process.

Within the Group, the working and employment conditions of 70% of employees are governed by either a company or an industry-specific collective agreement. This is because agreements are not systematically applied in all countries, and are only specified for entities with more than fifty employees.

## Stimulating reflection and interest among our employees through Relais talks

Each month, the Relais talks focus on a corporate theme. During the lunch break, employees meet at the Relais des Énergies for a talk, followed by a relaxed lunch buffet.

LIVE CONFERENCES FROM RELAIS DES ENERGIES

Employees who do not work at the Alsace sites can follow these meetings via videoconference, and replays are also available on the intranet. The talks are an opportunity to meet, explore new ideas and exchange views on inspiring topics such as:

- in February, "Deployment of the 2024 Strategy", with Rodolfo Tapia SASOT, Strategic Development Manager, and Arya THEVENOT, Group Performance Manager,
- in March, the Imagin'Act Endowment Fund, led by two Imagin'Act administrators, Julien LAFARGE and Catherine STEIBEL,
- in April, "Behind the Scenes at SAHB", presented by Laurent BUSSELLIER, former international handball player and now coach at SAHB (Sélestat Handball Club), and Frédéric DEMANGEON, mental and sports performance coach for the club,
- in September, “Il était une fois l'Opéra” (Once Upon a Time at the Opera), a concert with commentary by artists from the Opera Studio accompanied by Alain PERROUX, managing director of the Opéra national du Rhin,
- in October, ‘Decarbonising the maritime sector’ with Victorien ERUSSARD, founder of the Energy Observer,
- in November, ‘Artificial intelligence: how will it change the way we work?’ with Benjamin HANNACHE, AI expert,
- in December, "The Statue of Liberty, an artistic and cultural heritage of Alsace" with Jean-Marie SCHMITT, former curator of the Bartholdi Museum.

## Raising our employees' awareness of sustainable development

The CSR department and the Quality teams at the Benfeld and Huttenheim production sites organise the annual **Rendez-vous Durables** (Sustainability Meetings)

Les Rendez-vous Durables

This event invites internal and external partners to discuss environmental and social issues. This year, almost 430 employees from Benfeld and Huttenheim took part in the event and were able to:

- understand the impact of food, transport, energy and digital technology on the climate with the CSR team,
- learn tips for managing and recycling organic waste by transforming it into resources with the waste management company SMICTOM d'Alsace Centrale,
- find out about the origins, activities and initiatives supported by the Imagin'Act endowment fund,
- talk to the Repair Café Project'ill, which repairs items free of charge with the support of local associations.

## Innovating to provide the best employee experience

SOCOMEC has encouraged the principle of participative trials in the implementation of new ways of working through: technological means (digitalisation of processes), work organisation (teleworking, right to disconnect) and working hours (also for production workshops). Before setting up a permanent system, negotiations are held to define the agreement that will govern the trials. This allows employees to be involved and their feedback taken into account.

### Integrating new measures into the QWL agreement

The action plan drawn up in 2023 set out the following six areas of focus:

1. QWL and the balance between personal and professional life
2. Gender equality in the workplace
3. Combating discrimination
4. Occupational integration and disabilities
5. The right to disconnect
6. Mobility between home and the workplace

The plan has been confirmed for 2025 and its deployment will continue.

### Establishing teleworking in all our subsidiaries

France had already experimented with this type of work arrangement long before teleworking became a necessity due to the COVID-19 pandemic. In 2021, a teleworking agreement was signed for France, allowing up to 2 days per week for positions deemed eligible.



Other subsidiaries have also adopted this approach, with the aim of enabling all Group entities to adopt this way of working, adapting it to their specific local circumstances.

An analysis of Group practices was carried out in 2024. It confirmed that teleworking is widespread within the Group for jobs that allow it. A satisfactory balance has been achieved between employees' individual aspirations to better organise their time and achieve a better work-life balance, and the smooth running of their jobs and interactions with colleagues.

### Supporting cultural and sporting activities

Music, photography, fitness, Pilates, dance, etc. SOCOMEC currently has 18 clubs managed by the Social and Cultural Activities Committee of the Works Council and run by volunteer employees.

Around 400 employees relax, exercise or play music at the Relais des Energies, on sports fields reserved by the CSE or in meeting rooms converted into gyms for the sales agencies.


## Improving QWL on our production sites

SOCOMEC is constantly looking to offer its employees the best possible working environment.

Accordingly, work on the **conversion and renovation of the training premises** began at the end of the summer. The new Learning Center, scheduled for completion in September 2025, will include premises equipped with new teaching technologies, a training centre, the PCO Training Center for training on UPS systems, a fast food area and a Business and Social Council (BSC) ticket office counter.

In addition, in June, **our Italian subsidiary inaugurated a new company restaurant at the Isola Vicentina site, called** "La Terrazza". It can seat 300 employees in a spacious, bright 400 m² area designed to make the most of the lunch break. La Terrazza prioritises healthy and sustainable food, focusing on the well-being of its employees and the quality of its ingredients.

**The Lille branch office also got a fresh new look** over the summer. The redesign and modernisation of the workspace has included the installation of more efficient lighting and heating systems to improve employee comfort.


**The subsidiaries in Côte d'Ivoire, Slovenia and Turkey** also moved to new premises this year.

As for our **Indian subsidiary**, it has introduced flex office working in its New Delhi offices. Employees no longer have assigned desks and can choose a new workspace every day, whether it be in an office, an open-plan space, a meeting room, a co-working room, etc. This design concept allows for even greater flexibility and interaction between employees.



## Supporting employees in the transformation of their jobs and their careers

SOCOMEC is an international Group that fosters innovation, expertise and skill sets to ensure the creation of value for its customers.

As part of the Group's focus on the “People” aspect of its strategy, SOCOMEC's aim is to foster an inclusive culture of continuous learning and development, enabling everyone to build on their potential and expertise and to respond to the company's strategic challenges so as to boost the ability to adapt and innovate.

The company places people at the forefront of its concerns and the challenges of its differentiation strategy.

Given the pressures on the labour market, attracting and retaining talent is a priority for the Group.

The 2024 learning & development policy includes the following strategic guidelines for all company development projects:

- to involve employees in their tasks and develop career paths,
- to develop our expertise,
- to support the company's culture and strategy,
- to support the diversity policy and promote an inclusive culture,
- to strengthen IT skills: to combat the digital divide for everyone,
- to reinforce the engagement of employees and managers by offering multi-modal learning and development programmes
- to foster the emergence of key contributors and ensure their development.

## Enhancing our learning and development offering

At SOCOMEC, professional learning and development is an integral part of the HR strategy for the development of skill sets.

The global learning and development strategy is based on four core elements:

1. **A clear, broad, job-oriented training offer:** moving from exclusively technical training modules to real "job-oriented" or "manager-oriented" programmes, developing all the skill sets (technical, market, tools, behavioural, etc.) required for the business activity. To facilitate access and improve the visibility of the programmes offered to employees, SOCOMEC created and posted a learning and development catalogue on its intranet in 2023.
2. **New teaching methods:** moving from traditional face-to-face teaching to a blended approach (online and face-to-face) and developing new teaching methods to encourage the sharing of knowledge (participative game-based learning/"serious games", virtual classes, tutoring).
3. **Placing the learner at the heart of the process:** this involves targeting profiles and key skill sets, assessing the skill sets of our experts, helping them to develop self-learning, offering them user-friendly and high-quality online classroom environments whilst being supported by their managers in the development of their skill sets (via Annual Performance Reviews and Annual Professional Assessments, at the very least).
4. **Learning & Development for all:** offering L&D for everyone, everywhere - in other words, in all our subsidiaries and for all our employees.

In 2024, SOCOMEC launched a new intranet space devoted to training, enabling managers and employees to easily consult the available training courses and work together to build a personalised development plan.

- A "finance for non-financial people" learning and development programme has been created and run in-house by the Finance department. The programme enables participants to better understand the Group's financial stakes and adopt best practices. It is divided into two parts, first covering the basic concepts of finance and accounting, then offering tools tailored to each business line. The programme is intended for all departments and has already provided training to nearly 380 employees, equipping them with the skills needed to contribute more effectively to their department's financial management.
- Several projects were launched in 2024 to develop levels of expertise in various business lines:
  - as part of supply chain optimisation, employees have completed the internationally recognised APICS Certified Supply Chain Professional (CSCP) programme. Other participants will follow this training course in 2025 and 2026. In addition, training in Industrial and Logistics Management was provided to harmonise methods of inventory management, production planning and digitisation of logistics processes,
  - the "Problem Solving" programme aims to enhance customer satisfaction by developing communication, cross-functional management and problem-solving skills using the 8D decision-making method, which is essential for improving business processes,
  - a project management training programme has been set up to provide a knowledge base for 650 project leaders and managers, with modules tailored to their roles: project management, project leader soft skills and resource management,
  - SOCOMEC has also developed e-learning training modules to support its diversity policy and promote an inclusive culture. A module entitled "Recruiting without discrimination" has been developed for all managers and recruiters to raise awareness of diversity issues, the legal framework for non-discrimination and the implementation of inclusive recruitment practices.
  - Inclusion also requires combating the digital divide. Practical workshops on digital technology have been offered in France since 2024, led by internal experts. A module on digital well-being has also been made available to everyone to promote a healthy and balanced use of digital tools,
  - in addition, training courses on artificial intelligence (AI) were provided to improve understanding of its use within the Group,
  - lastly, a module on SOCOMEC's CSR strategy is available to all Group employees to help them learn about the Group's CSR strategy, its initiatives and its objectives for the future. It has also been included in the digital onboarding process.

### A centre of excellence and in-house trainers, providing strong support for the strategy

The Learning Center is our Group centre of excellence for learning and developing in-house skills. Its role is to design tailor-made learning and development programmes using innovative and engaging teaching methods that are relevant to all our business lines and are directly linked to our corporate strategy.

With its community of 174 in-house trainers around the world, this network is one of the pillars of our learning and development offering. In addition to their daily duties, these trainers provided nearly 6,477 hours of training in 2024. As experts in their field, with in-depth knowledge of SOCOMEC's processes and specificities, they are a strategic lever for supporting development and innovation within the company.

An ambitious programme has been launched to support and strengthen their capabilities. It has two pathways, which are tailored to their level of involvement:

- **experienced trainers** (6 or more sessions per year), a comprehensive 4-day programme,
- **occasional trainers** (fewer than 6 sessions per year), an intensive 2½-day course.

The goal is to **improve their skills in designing training programmes and facilitating learning,** enabling them to use innovative teaching methods and facilitation techniques.

In 2024, the programme enabled 7 sessions to be organised around the world, training 66 employees.

**On the agenda for 2025**

In 2025, this initiative will be extended to other regions, especially Asia, India, North America, and other EMEA areas, to support the remaining 108 trainers.

In addition to the training courses, Group governance and a community strategy will be put in place. The aim is to strengthen ties between internal trainers through regular newsletters, a dedicated space on the Socomec Academy platform with e-learning modules, and the development of a mutual support network.

This scheme illustrates SOCOMEC's commitment to consistent skills development, supporting innovation and knowledge sharing within its teams to meet the challenges of today and tomorrow.

In-house learning and development programmes also offer a great opportunity to strengthen team cohesion. Interaction between participants from different departments encourages knowledge sharing and collaborative learning.

In 2024, the company invested €3.15M in learning and development, in particular through skills development programmes. In addition to Group-led projects, each subsidiary is allocated a reasonable budget to train its teams in line with operational needs.

## KEY FIGURES

**91 403**
Total hours of learning and development (on-site and online)

**90%**
of hours dedicated to on-site learning and development

**23.2 hours**
Average learning and development per employee (on-site and online). An average of 17.9 hours are spent in classroom-based learning.

## Providing a wide range of online training courses with the SOCOMEC Academy

The company demonstrates its commitment to professional development and inclusion with its online training platform: The SOCOMEC Academy. Our wide range of training courses, the content of which is carefully selected from providers recognised for their expertise, or customised by our team of learning project managers, can be accessed by anyone at any time via the MY LEARNING smartphone app. The availability of courses in the different languages used by the Group reflects our commitment to training for all.

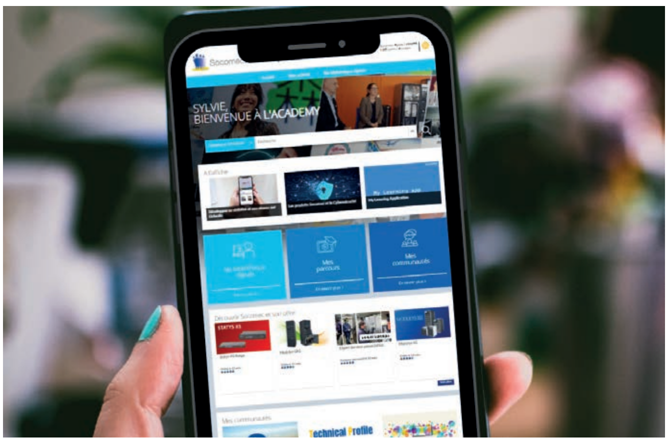
Socomec**Academy**

Our commitment to learning goes beyond simple training, because with the SOCOMEC academy we host dynamic learning communities:

- the “Manager Training Space” is a space for managers to develop and align managerial practices while reinforcing their leadership skills,
- the “PCO Community” is a space for dialogue that encourages collaboration between teams involved in the PCO product range, fostering innovation and the sharing of best practices,
- the “China Community” is a community space where employees based in China can share their expertise and access content adapted to their local context,
- the “Purchasing Community” brings buyers together for training courses aimed at strengthening their high-impact communication skills and improving interactions with their contacts.

These communities reflect our commitment to knowledge sharing, cross-functional collaboration and the creation of an inclusive learning environment within the company.

In 2024, 21,011 hours of online learning and development were completed across the Group, an average of six hours per learner.




In 2024, SOCOMEC was awarded two Brandon Hall Excellence Awards.

- The gold medal in the “Best Program for Sales Training and Performance” category for our Key Account Manager training programme, deployed in 2022 and 2023 for all sales representatives in charge of major accounts.


- The silver medal for our training programme "Managing Program – Empowering People", deployed in 2023 for managers.


The awards are recognition of SOCOMEC's expertise and excellence in developing the skills of our employees. They also highlight our commitment to investing in cutting-edge technologies and providing training tailored to the needs of our learners.

The Brandon Hall Award is an internationally recognised certification that assesses the quality and effectiveness of learning environments. The key factors are meeting needs, programme design and management, engagement, innovation and measurable benefits.

### Learning and development for managers

In 2023, SOCOMEC launched **the Group-wide "Manager Programme - Empowering People"** learning & development initiative, which will be implemented for all Group managers over a three-year period. Its aim is to **lay the foundations of a managerial culture** at SOCOMEC and to enable the development of **a lasting international managerial community**.


The aim is to impart the managerial principles based on the updated SOCOMEC Leadership Model to all managers. The programme also aims to create a managerial community around common practices.

It is based on four cornerstones:

- managing authentically,
- inspiring and motivating,
- being a leader,
- managing performance.

This ambitious learning and development programme is the result of a collaborative effort between the Board of Directors, a panel of managers and the HR teams. It is deployed in annual cycles to cover all 600 managers within the Group.

More than 330 managers have already taken part in this programme and the groups have been carefully put together based on a mix of job roles, gender, age and experience to ensure high-quality discussions.

The training is delivered in partnership with an external service provider, a specialist in cognitive approaches and an expert in the development of tailor-made international programmes.

Feedback from the first participants has been gathered with a view to continuous improvement: the comments highlight in particular the quality of the presentations and the added value of the discussions between peers. The indicators reflect this enthusiasm, with the training course receiving **an exceptional rating of 9.1 out of 10.**

In addition, a series of talks for managers was launched in 2024 with a presentation by Maurice THEVENET, an international management expert, on intergenerational cooperation. Every year, SOCOMEC will offer its managers two inspiring talks on leadership and current topics.

### Identifying and supporting tomorrow's leaders through the SOCOMEC Leadership Development Programme

The first intake of the SOCOMEC Leadership Development Programme (SLDP) began in November 2022. Since then, two further cohorts have followed.

This is an annual skills set development programme offered to Group employees who have been selected on the basis of their performance and potential. It is a real springboard for our employees and for our company, and its aim is to ensure the sustainable development of SOCOMEC in terms of skills and succession planning in order to meet tomorrow's challenges. The hybrid programme consists of a collective project and an individual support programme.

In keeping with its values and with the aim of developing the skill sets of its employees over the long term, SOCOMEC is using this programme to support the development of tomorrow's corporate leaders.

It's also a way of involving the programme's participants in our strategic development priorities by building on their expertise and skill sets. This gives purpose to their mission, vision for their future, and recognition for their commitment.


### Manager-employee appraisal of progress: the annual performance review

The Annual Performance Review (APR) is a compulsory Group-wide process for all employees. It takes place once a year for office staff, technicians, supervisors and managers, and every two years for blue-collar workers. It is digitalised for "administrative" staff via our human resources information system and is the starting point for the annual HR campaign. The entities that are not yet included in our HR information system conduct their APRs according to their own procedures and formats. They will soon be included in the Group system. An interim APR campaign is organised from the end of June to the end of September to review progress made on targets. In addition to this follow-up, SOCOMEC encourages ongoing feedback between managers and employees.

This performance assessment phase is an essential part of human capital management at SOCOMEC.

The APR enables objectives to be defined at the start of the cycle and an assessment to be made at the end of the period on whether objectives have been met, overall performance, the events of the year, the collaborative relationship and workload, any wishes for mobility, and to draw up an individual and collective development plan. The APR is directly related to the gathering of information on learning & development needs, and enables action plans to be put in place to improve the skill sets and knowledge of employees. In addition, performance assessment is closely linked to career management and also feeds into the salary review process.

A dedicated APR section is also available and accessible to all employees on the intranet. It presents the APR cycle and provides documentation and advice for managers and employees.

**On the agenda for 2026**

Integration of APR into the new HR information system (HRIS).

### Supporting employees in their career development

One of the company's tasks is to provide training and support for career development, whether through training or mobility. Developing skill sets is a strategic asset for supporting career paths and preparing for the jobs of the future.

At SOCOMEC France, career development and support for employees in developing their skills are part of the company's long-standing commitments. As part of our Strategic Workforce Planning (SWP) agreement, signed with our trade unions and employee representatives, we have agreed to organise an event focusing on career development.

In order to address the expectations and questions of its employees, SOCOMEC organised its second Career Development Day in 2024, available both in person and online. The day was open to all employees, regardless of their role within the company. Several formats were available:

- free access stands: training, recruitment and marketing jobs,
- inspiring talks: mobility, training programmes and tools for building a professional career. This year, several colleagues reported on their experience,
- themed workshops: building a career, mastering the tools for an effective job application, developing digital skills with AI.

SOCOMEC offers a wide range of career development opportunities and supports its employees as they develop their skills or move to new positions. A career path is built together, and there are many ways of doing this: internal and external training courses that meet the needs of all our jobs, a catalogue of PTA training courses linked to our core skill sets, opportunities for professional mobility, in particular through job offers that are only open internally.

**On the agenda for 2025**

- Manager training programme: the next round of the programme will start in the first quarter of 2025 with a cohort of 150 managers.
- Deployment of an e-learning training course on the Socomec Leadership Model and how to take on managerial responsibilities.
- A new Yello space for managers has been put online to facilitate their day-to-day work.
- A Career Development Day organised across the Group for those subsidiaries that wish to participate.
- Overhaul of the digital onboarding process.
- A Lean training programme at Group level.
- Digital learning and development courses for our trainers will be offered, focusing on tools for the trainer, the design of learning packages and the delivery of training courses.
- Workshops on a new HR information system (HRIS) offering an integrated experience for managers and employees, ranging from APRs to face-to-face or online training, all based on a transparent, accessible and targeted offering tailored to employee profiles.

# Strengthening diversity, equity and inclusion

Diversity and inclusion are valuable assets for any company. Here at SOCOMEC, we are convinced that they are key factors in better understanding the complexity of our economic, corporate and societal environment. It's a powerful driver of creativity, innovation and, more generally, the overall performance of the company.

Raising employee awareness of equity issues and looking at the factors that promote a sense of belonging means creating an inclusive environment in which everyone can thrive and learn from others, while at the same time developing their own skill sets.

## Our policy

### Our commitments

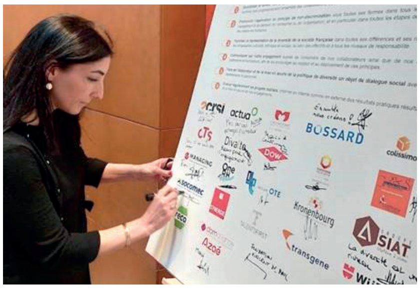
SOCOMEC fosters a safe, inclusive and equitable working environment for all. The company aims to respect the individuality of each person and provides a working environment in which all employees can express themselves and act freely.

The Group is fully committed to ensuring gender equality in the workforce. This commitment extends beyond gender, as SOCOMEC is committed to promoting the diversity and mixed make-up of its teams and to fostering integration and a sense of belonging.

The same applies to the employment of young and older people in the company, as well as the inclusion of people with disabilities. Such diversity is an asset for SOCOMEC and the company cultivates it.

SOCOMEC rejects all forms of discrimination, including discrimination based on ethnic origin, gender, sexual orientation and gender identity, age, disability or membership of a political, trade union or religious organisation.

#### Diversity Charter




As part of its partnership with Les Entreprises pour la Cité, SOCOMEC has renewed its commitment by signing the Diversity Charter in 2023, then again in 2024.

This programme encourages companies to ensure that they promote and respect diversity in their workforce by meeting the following commitments:

- to communicate its commitment and promote a vision that embraces all forms of diversity to create a better way of living together, in the interests of economic and social performance
- to complete the Diversity Review every two years, which assesses the changing trends in diversity and the commitments of the signatories to the Charter.

The Diversity Charter is a European initiative that has also been implemented in France. SOCOMEC fully subscribes to this policy, which is in line with the Group's values, as it aims to promote diversity and non-discrimination in the workplace.

- This translates into diversity in the workforce and the fight against discrimination of all kinds.
- This is achieved through concrete actions to promote diversity, particularly in terms of recruitment, career management, training, etc.

What's more, SOCOMEC has taken on a societal role in this area by helping young people to think about their future career path, showing, for example, that working in industry is accessible to women. Overcoming certain stereotypes in this way is an advantageous endeavour, one that SOCOMEC is actively pursuing.

#### Recruitment Charter

The Group has drawn up a charter setting out the ethical and methodological principles that recruitment teams, managers involved in recruitment, and any external parties likely to undertake any part of the recruitment process on behalf of SOCOMEC must respect. These principles cover the selection of job applications, the evaluation of candidates, and the processing of replies. Recruitment teams are trained in combating discrimination, particularly with regard to prejudice, stereotypes and cognitive bias.

HUMAN RESSOURCES

SOCOMEC Group recruitment policy

At SOCOMEC Group, we are dedicated to upholding the highest standards of responsible business conduct by integrating environmental, social, and governance (ESG) considerations into all our activities, including our recruitment processes.

Purpose

This recruitment policy outlines SOCOMEC Group's commitment to respecting, preserving, and promoting internationally recognized human and labor rights throughout our recruitment practices. We are committed to ensuring that these principles are reflected in every step of our recruitment process, from candidate sourcing to onboarding.

Commitments and standards

SOCOMEC's recruitment policy establishes our commitments and defines global minimum standards to uphold human and labor rights. It also details the responsibilities and procedures we will follow to implement these commitments across the organization.

Local adaptations

Recognizing the diversity of the regions in which we operate, this policy allows for the introduction of more stringent rules or adaptations in specific countries, business areas, or at the national level, as deemed necessary by local management or required by national legislation.

Scope and applicability

Applicability of the policy

This policy applies globally to the SOCOMEC Group, including all its subsidiaries and affiliates, and is mandatory across all operations.

Integration with new entities

- Joint ventures: when SOCOMEC Group forms new joint ventures, we are committed to incorporating these standards as a fundamental part of the joint venture agreements.
- Acquisitions: in cases of full acquisitions of new companies by SOCOMEC Group, these standards will be explicitly included in the acquisition agreements.

Scope of the policy

This policy is applicable to:

- all SOCOMEC stakeholders, including Board members, employees, consultants (both internal and external), and all subsidiaries,
- all individuals and organizations providing services on behalf of SOCOMEC Group,
- all external providers engaged in recruitment or outsourcing services for SOCOMEC.

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### Our governance

The DEI&B approach is naturally in line with SOCOMEC's values, but also with the People pillar of the new strategy that has been set out for the next three years and communicated to all the Group's employees.

The Human Resources Department proposes concrete actions for coordinating the DEI&B policy, sharing its purpose and putting to advantage the progress that has been made. This involves very specific projects such as human resources policy in terms of recruitment, skills development, remuneration, learning and development, and inclusion.

| | |
|---|---|
| **Board of Directors** | • Monitors the implementation of the DEI&B policy<br>• Integrates the core aspects of the DEI&B policy into the organisation's management processes |
| **The Human Resources Department** | • Puts in place concrete actions to coordinate the DEI&B approach in conjunction with the CSR department<br>• Ensures that the DEI&B plan is applied to the sites<br>• Raises the awareness of managers and employees of DEI&B through actions or learning and development programmes |
| **Managers** | • Make sure that the DEI&B values are applied on a daily basis within their teams |
| **The network of HR managers (local)** | • Implements and adapts the action plans, taking into account the situation on the ground and local legal and cultural factors<br>• Applies the Group’s standards<br>• Shares feedback and assesses the scope of actions taken |

## Our actions

### Ensuring gender equality across the Group

#### Ensuring the inclusion of women in managerial positions

Having both genders represented in the Group's most senior management positions has been formally identified as an area for improvement. This is a long-term project that requires immediate commitment.

As such, the SOCOMEC Leadership Development Programme, a training programme designed to develop the skills of high-potential talent with a view to preparing tomorrow's leaders, is representative of the gender diversity within the company.

To mark International Women's Day this year, and as part of our partnership with Les Entreprises pour la Cité (LEPC), we offered all our French employees a quiz on the theme of "Professional Equality and Sexism in the Workplace".

#### To improve the professional integration of women in technical occupations

Over the last few years, changes in society and the rising number of young women in scientific training courses have enabled SOCOMEC to progress further in the integration of women into highly technical positions previously held exclusively by men.

During discovery courses for secondary school pupils, emphasis is also placed on the fact that careers in the metalworking industry are not just for men. Combating certain preconceived ideas before career choices are finalised is something we can do, even on a small scale.

#### Maintaining our gender equality index

After achieving a remarkable score of 87 out of 100 over four years, SOCOMEC achieved a score of 86 in 2024. This slightly lower figure is mainly attributable to significant adjustments in certain classifications, in line with the new collective agreement for the metalworking industry.

However, this change in the index (-1 point) is mainly due to the reclassification of certain jobs, which are predominantly held by women. The annual salary review campaign in January 2025 will correct this. The change in the rating is therefore largely temporary over a short period.

Progress still needs to be made on the indicator for the number of women among the ten highest-paid employees, and on reducing the gender pay gap.

SOCOMEC scored full marks for the other three evaluation criteria:

- 20/20 for the distribution gap for individual pay rises: the same proportion of women as men received a pay rise,
- 15/15 for the distribution gap in promotions: the same number of women as men have been promoted,
- 15/15 for the percentage of female employees who received a pay rise upon returning from maternity leave.

**On the agenda for 2025 and beyond**

To pursue access for women to top management and executive positions in the short, medium and long term.

## Promoting integration and a sense of belonging

### Welcoming new employees

Supporting new hires and helping them quickly familiarise themselves with the company is one of our top priorities.

The “Onboarding Moments” take new hires on a journey to the heart of SOCOMEC, from its inception to the present day. The programme includes the following: the company's history, its values, the impact of its products on customers, its international outlook and its sense of innovation, as well as a visit to the FabLab.


An induction programme specifically for new hires in the production teams has also been implemented. It is a one-day event, focusing on essential information about the company and the factory organisation.

### Getting young people on board

We firmly believe that younger generations are the key to the future of the company. That is why we have implemented a policy of integrating interns and work-study students into our Group for several years now, enriching it with dynamic and constructive intergenerational dialogue.

In 2024, in addition to welcoming more than a hundred interns and work-study students at Group level, we took on **nine people under the International Internship Programme (Volontaires Internationaux en Entreprise - VIE).** They are young professionals aged 18 to 28 who work abroad for an international company as part of a regulated French employment programme.

These young recruits are spread across countries that are strategic for us, such as India, China, the UK, Sweden, Canada, the United States and Dubai, with the twofold objective of passing on our knowledge and creating a talent pool for our business lines facing skills shortages.

SOCOMEC has been awarded the Happy Trainees France certification for the eleventh consecutive year, a label that recognises the company's ongoing commitment to welcoming and supporting students.

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FRANCE 2025

The survey conducted this year among 60 student interns or work-study students by an external organisation focuses on the working environment, career progression and management within the company. We achieved an overall rating of 4.25/5 and a recommendation rate of 95.3%.

## Improving our facilities for employees with disabilities

The inclusion of people with disabilities is one of the Group's key concerns which is demonstrated by:

- adapting workstations to keep employees with medical restrictions or disabilities in work
- providing access and complying with the adaptations requested by the Occupational Health Service
- the introduction of "health at work" measures, such as warm-up exercises before starting on a job involving repetitive movements, or the provision of ergonomic apparatus to relieve any pain
- raising awareness of disability, as well as providing support in the process leading to recognition of a disability.



Disability is a term framed by the laws in force in France, and comes with a hiring requirement expressed as a percentage of the workforce. SOCOMEC is one of the few companies in France to meet the 6% target. For nearly 20 years, substantive actions carried out by occupational nurses in our Occupational Health department have enabled many employees to have their disabilities recognised and to request adjustments to their workstations in terms of equipment and ergonomics.

Their actions have mainly served to change attitudes towards disability, which in turn has led to more requests for recognition of existing disabilities.

## Combating the digital divide

The **digital divide** is still very much a reality in France, where many people lack full proficiency in information and communication technologies. To meet this challenge and provide the best possible support to our employees, a new fun and interactive learning format is available to those who need it. Called the **"Learning Café"**, it enables our employees to learn how to use digital tools in an accessible and user-friendly way.

## Raising awareness of non-discriminatory practices

Our company is committed to promoting an inclusive and diverse work environment.

A training course entitled “Recruiting without discrimination” has been mandatory since 2023. It aims to raise awareness among managers about inclusive recruitment practices. It covers several areas, including the importance of diversity in teams, understanding non-discrimination and adopting best practices for fair recruitment.

This year, a sexual orientation awareness campaign was conducted for all French employees via our partner Les Entreprises pour la Cité:

- an initial awareness-raising campaign helped us to understand that diversity concerns us all, and that we all contribute to creating an atmosphere of integration and acceptance among our colleagues, regardless of any visible or hidden differences in terms of geography, socio-culture, religion, age, gender or sexual orientation,
- a 40-minute workshop on the same topic was offered to production employees who do not have easy access to online awareness workshops. It was attended by 191 people who showed considerable openness and genuine interest in the subject.

For employees based in France, diversity awareness initiatives have been implemented in recent years and are continuing. Disability, sexual orientation and stereotypes are all topics that were discussed and attracted genuine interest from employees.

# SOCOMEC's commitment to protecting the environment

# Reducing the environmental footprint of our facilities

The risks associated with climate change, pollution and the extinction of biodiversity are manifold. Today, we know the scale of the changes needed to preserve our ecosystems. This is why SOCOMEC is committed to reducing its environmental footprint. This involves a number of key actions:

- to create and deploy the Group's low-carbon strategy,
- to obtain ISO 14001 certification for all our production sites,
- to optimise the energy performance of our facilities,
- to reduce and recycle the waste generated by the Group.

## Our policy

### Our commitments

Our environmental policy, which was updated in 2022, aims to reduce our environmental impact and carbon footprint.

Our commitments are as follows:

- to comply with the legal and normative requirements relating to the environment and, more generally, to sustainable development.
- to reduce the environmental impact of our products through eco-design
- to implement an effective environmental management system
- to optimise energy consumption in our production and commercial sites by:
  - giving priority to buildings with high energy performance, renewable energy sources and all actions that help to save energy,
  - helping everyone to be aware of their ability to take action in this area
- to manage our industrial waste in a rigorous manner, by:
  - reducing the tonnage of waste from all industrial sites as much as possible,
  - collecting and sorting waste to increase its recycling rate.
- to raise awareness among the personnel of environmental issues and the impact of our products on the environment.

Our environmental performance is underpinned by a dedicated policy upheld by all our employees at all our sites.

As such, this policy is managed, developed and implemented within each entity as part of an action plan that sets environmental goals.

The members of the Board of Directors monitor the implementation of this policy and require a responsible commitment from everyone involved.

### Our performance

| Key targets | Indicators | 2023 | 2024 | Variation |
|---|---|---|---|---|
| To recycle 80% of industrial waste by 2030 | Waste recycling rate | 72.6% (1) | 81.2% (2) | +8.6 |
| To reduce overall energy consumption and increase the proportion of renewable energy | Proportion of renewable energy in total electricity consumption | 44.4% (3) | 44.8% (4) | +0.4 |
| To get ISO 14001 certification for 100% of our production sites by 2030 | Rate of production sites with ISO 14001 certification | 50% (5) | 50% (5) | – |
| To reduce our carbon footprint | Direct and indirect $CO^2$ emissions (scopes 1 & 2) | 7 419 $tCO_2$ | 10 729 $tCO_2$ | +44.6% |

*(1) Excluding international sales subsidiaries and the CCS production site in the United States - (2) Excluding SUKE production sites (China), Boltswitch - (3) Excluding sales subsidiaries in Cochin, Johannesburg, Boston, Szczecin, London, Mannheim, Lausanne and Padua - (4) Excluding sales subsidiaries in Cochin, Johannesburg, Vienna, Boston, Szczecin, Mannheim, Megacon, Dubai and Padua - (5) Excluding French and international sales subsidiaries*

### Our governance

| | |
|---|---|
| **Climate Steering Committee**<br>Members: Chairman and Chief Executive Officer, Deputy Chief Executive Officer, Finance Director, New Building & Facility Manager, Human Resources Director, Communications and CSR Director, Sales Director, Product and Offer Director, Industrial Director, Logistics Director, Purchasing Director | • Sets out the global environmental approach.<br>• Approves the environmental strategy, policies, action plans and objectives proposed by the CSR team and their alignment with the Group's global strategy. |
| **Project Coordinator**<br>CSR Manager and her team | • Coordinates the carbon assessment and the drafting of the low-carbon strategy in conjunction with all stakeholders. |
| **Working Group**<br>10 project managers in charge of data collection and the various action plans | • Ensures data collection.<br>• Helps implement the action plan.<br>• Ensures the operational monitoring of project implementation. |
| **Geographical area managers** | • Facilitate the mobilisation of staff and get them involved in the project.<br>• Keep track of team objectives. |
| **Low-carbon strategy consultants** | • Provide their expertise.<br>• Assist in building the Climate strategy. |

## Our actions

### Creating and deploying our low-carbon strategy

#### Putting in place a solid, sustainable low-carbon strategy

In 2022, SOCOMEC, with the help of a climate expert firm, carried out a carbon assessment for the whole Group and across all three scopes, i.e. its entire value chain. The reference period chosen for the calculation was the year 2021, which corresponds to a year representative of our business activity.

This has given us an overall view of our greenhouse gas (GHG) emissions. In 2021, SOCOMEC's activities generated emissions of 1 727 000 tons of $CO_2$ equivalent.

Scopes 1 and 2 are calculated annually, and scope 3 will be recalculated in 2025.

In 2024, SOCOMEC saw an increase in its Scope 1 and 2 $CO_2$ emissions compared to 2021. The increase can be explained by improved reporting by entities, particularly with regard to refrigerants for the "non-energy" part (scope 1). A detailed analysis of these results will be carried out to identify new courses of action.

In 2023, to implement a robust and sustainable low-carbon strategy, the Group chose to follow the “Assessing Low Carbon Transition®” (ACT) developed by ADEME, the French environment and energy management agency. To this end, workshops were organised with the working group to set carbon reduction targets and draw up a low-carbon strategy and action plan in line with the Paris Agreement. SOCOMEC aims to reduce its direct and indirect greenhouse gas emissions by 50% by 2030, using 2021 as a benchmark. This reduction will be measured in terms of its intensity in relation to turnover.

SOCOMEC has chosen to set an example by reducing its $CO_2$ emissions. The company offers innovative solutions to improve the energy efficiency of facilities and equipment, and lead players in the sector towards carbon neutrality.

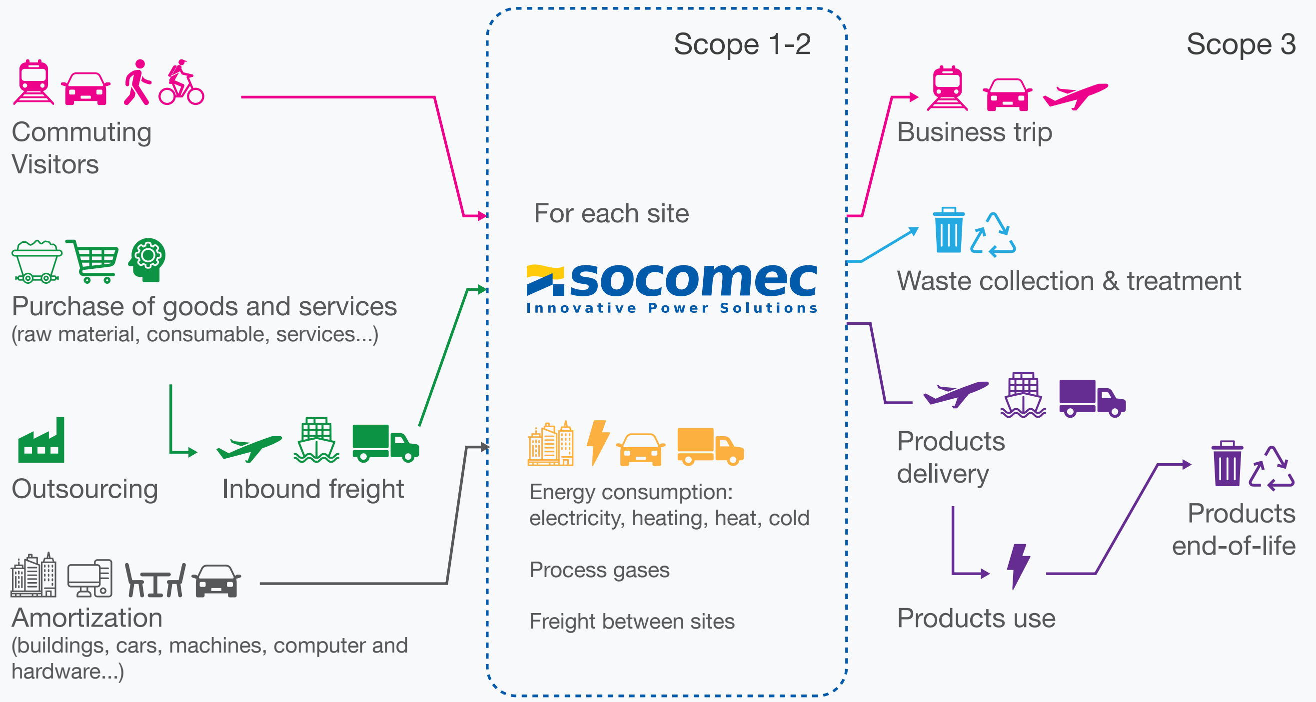
## BREAKDOWN OF OUR GHG EMISSIONS

| Scope 1* | Scope 2* | Scope 3** |
|---|---|---|
| 7 424 t $CO_2$e | 3 305 t $CO_2$e | 1 722 697 t $CO_2$e |

**Reference year 2024 - **Reference year 2021*

The Group's aim is to become one of the benchmark partners for supporting our customers in their energy and low-carbon transition. This is why the low-carbon strategy is an integral part of the Group's strategy. It is based on four pillars (suppliers, operations, customers and organisation).

Activities included in the calculation of the Group-wide carbon assessment in 2022




To achieve these targets, the teams have drawn up a coherent action plan for each of the sources of emissions. It was approved by the Board of Directors in December 2023 and deployed in 2024.

### Spotlight on SOCOMEC's decarbonisation

SOCOMEC's GHG emissions reduction plan includes the following actions:

- the deployment on its sites of solutions such as building management systems,
- the use of renewable energy sources by:
  - generating renewable energy at some of the Group's production sites,
  - purchasing green electricity (100% renewable electricity in France by 2024),
- upgrading its car fleet with more electric vehicles,
- promoting energy efficiency features on products designed for energy conversion. The integration of a high-efficiency feature in our offerings, which has already enabled a 20% reduction in energy losses compared to 2021 (this calculation takes into account energy losses resulting from the use of all offerings sold in 2024 over their entire life cycle),
- the increase in the proportion of recycled materials in products,
- limiting air freight. In 2024, the shift from air freight to sea freight between Europe and the United States on the PSM range, the discontinuation of air express services in Europe and the use of rail freight between France and Italy enabled a reduction of 8,269 t$CO_2$, down 30% compared to 2021,
- the reduction in packaging weight and an increase in its recycled content.

### On the agenda for 2025

A new comprehensive carbon assessment is planned for 2026. This will be used to measure the initial results of the actions taken, and will be based on 2025 data. This benchmark will serve as a point of reference to assess our progress in reducing greenhouse gas emissions and ensure that we remain on track to achieve our 2030 targets. The year 2025 will be devoted to optimising and improving the reliability of data collection, as well as implementing carbon accounting software that can accurately track our carbon footprint and the impact of our actions on our path to reducing $CO_2$ emissions.

### Raising awareness of issues relating to climate change

Once again this year, more than 130 people were trained in the Climate Fresk during sales seminars. The sales teams were split into small groups for this event, which took place between plenary sessions and workshops. The "Climate Fresk" is a fun, group workshop that provides a better understanding of climate issues and helps participants appreciate the cause-and-effect relationships between the various drivers of climate change. It includes a discussion phase, a creative phase and an action phase to collectively think about solutions that can be implemented to combat these phenomena.

### Promoting soft mobility

Business travel and commuting to and from work are one of the company's sources of carbon emissions. The Group wants to step up its travel policy by raising employees' awareness of the need for more environmentally-friendly mobility, and thus reduce the $CO_2$ emissions associated with travel.

In June, all employees at sites in Alsace were invited to take part in the "Go to Work by Bike" inter-company challenge, which promotes the use of bicycles and soft mobility. During this period, 10 electric bikes were made available to employees so they could try out this alternative for their daily commute. The 74 participants covered a total distance of nearly 10,000 km.

The initiative aims to raise employee awareness of the use of bicycles and soft mobility and also to participate in the company's approach to reducing $CO_2$ emissions.

### Organisational climate of the Carbon Disclosure Project (CDP)

In 2024, SOCOMEC responded to the CDP questionnaire. The questionnaire is used to frame the company's approach to decarbonisation and to monitor the progress of actions taken to achieve $CO_2$ reduction targets on an annual basis. The company was awarded a D rating, against a backdrop of adjustments to the questionnaire to bring it into line with CSRD requirements.

This initial overall assessment has enabled us to identify areas for improvement so that we can be more precise about the risks and opportunities associated with climate change and publish more information about our initiatives to reduce $CO_2$ emissions.

## Obtaining ISO 14001 certification for 100% of our production sites

SOCOMEC's objective is to obtain ISO 14001 Environmental Management System certification for all its production sites by 2030.

The certification will help maintain a strong environmental policy and governance at the Group's production sites, reduce risks and improve environmental performance. This objective is one of the Group's transformation projects.

Today, 50% of our production sites and two sales subsidiaries have ISO 14001 certification. These sites are audited every year. They are required to assess their environmental risks and implement a strategy to address them. The topics studied are as follows: energy consumption, waste produced, $CO_2$ emissions, etc.

In addition to ISO 14001, an industrial site in France is also certified under the energy management model (ISO 50001).

### On the agenda

In 2025, the central HSE department will undertake an internal audit of all production sites, which will incorporate the requirements of the ISO 14001 standard.

The Group plans to obtain ISO 14001 certification for one production site in 2025 and two production sites in 2026, and to extend coverage to all SOCOMEC activities in France. SOCOMEC will thus be able to achieve a rate of 75% of its sites with certification by 2026.

## Optimising the energy performance of our facilities

### Anticipating and responding to energy issues

The Group has identified the following major energy concerns:

- the accelerating pace of climate change and dependence on fossil fuels,
- the risk of power cuts that could affect business continuity,
- the sharp increase in energy costs,
- the regulatory changes and the French government's energy conservation plan.

For many years now, SOCOMEC has been focusing on three major actions to anticipate and meet these challenges.

SOCOMEC prioritizes the use of **highly energy-efficient buildings**. All new buildings meet this standard and comply with the criteria for reducing energy consumption. At the same time, SOCOMEC is working on the upgrading of its older buildings so that they too meet these environmental criteria.

The Group uses **renewable energy** through self-consumption of solar energy and subscribing to green energy contracts. The energy produced by the solar panels is either self-consumed or fed back into the grid. This sound practice has been taken up and deployed as part of the Energy+ Plan, presented below.

The Group has installed meters to monitor consumption in real time, adapt it accordingly and thus contribute to reducing our overall electricity consumption.


### Accelerating our transition to energy conservation through the Energy+ Plan

In 2022, SOCOMEC launched the Energy+ Plan in France and at its European production sites to tackle the energy crisis and accelerate our energy transition.

To achieve this, the actions supported by the Energy+ Plan are aimed at making our buildings more efficient, adopting more energy-saving practices and producing more renewable energy.

The Group aims to reduce its $CO_2$ emissions related to energy consumption by 50% by 2030.

The plan highlights an already existing desire and commitment within the Group, and is reinforced by the core expertise of SOCOMEC and E'NERGYS, a member of the enlarged SOCOMEC Holding Group.

Energy+ Plan

### The expert's opinion

"At E'NERGYS, we provide practical solutions to help our customers make the transition to a greener, more energy-efficient future, by offering them a complete value chain: from auditing and consultancy to engineering and a whole range of integrated, financed solutions. That's the expert role we have in the Energy+ Plan, we support SOCOMEC across all their projects. We are responsible for analysing their energy consumption and acting as SOCOMEC's preferred partner in defining and implementing solutions including, for example, building management systems and photovoltaic and geothermal facilities."

*Louis STEYERT, Executive Director of E'NERGYS*

In 2024, SOCOMEC continued its action plan to reduce its $CO_2$ emissions linked to energy consumption, in particular through:

- the signing of new green energy contracts, enabling 100% of electricity used across all French sites (including sales offices) to come from renewable sources by the end of the year,
- the installation of solar panels and photovoltaic awnings/solar canopies at three production sites.

SOCOMEC has also carried out several feasibility studies to coordinate medium/long-term projects that will help us to decarbonise and reduce energy costs.

These initiatives give us the opportunity to put our solutions to practical use, so that we can provide our customers with even better support in setting up similar initiatives. Indeed, the use of SOCOMEC products means that the energy produced can be managed and stored, and energy consumption can be accurately measured so that it can be controlled and optimised.

### On the agenda for 2025

- To launch installation projects for solar panels and photovoltaic awnings/solar canopies at various sites in France, Italy, and Tunisia. These solar facilities will enable us to self-generate a total of 40% of local needs with low-carbon energy and meet the target of reducing energy consumption by 25%.
- To install measuring equipment at industrial sites in Asia-Pacific and North America.
- To switch to green electricity contracts in Italy.
- To continue the deployment of the Energy+ plan worldwide.

### Reducing and recycling the waste generated by the Group

SOCOMEC aims to increase the proportion of its industrial waste recovered by 2030 and is committed to :

- collecting and sorting our waste and increase its recycling rate. The tonnage of waste from all our production sites is monitored with the intention of reducing it as much as possible,
- promoting the recycling of bio-waste from some of its company restaurants into energy and fertiliser with the help of local service providers. This is already being done at some of our European production sites.

As soon as the waste is received, it is sorted and stored in special skips before being removed. It is collected and handled by specialist companies for transport and processing. The way in which this waste is managed is checked during field audits carried out at the production sites.

Employees working at our production sites have been made aware of the importance of waste sorting for many years. The industrial waste produced by SOCOMEC is stored, disposed of and recycled in accordance with current regulations and practices.

The Group ensures that the transport of hazardous waste does not pose a pollution risk. To this end, every removal of hazardous waste from our sites in Alsace is inspected.

Every year, we carry out actions relating to the treatment of all types of waste.

**On the agenda**

SOCOMEC France has set itself the target of recycling more than 90% of the waste generated by its activities in France by 2025.

The Group is focusing on improving information gathering at its sites based on a waste management procedure that will be drawn up for the entire Group. This will enable short-term objectives to be updated and medium- and long-term objectives to be defined.

**A closer look: Lead-acid batteries and lithium-ion batteries**

The batteries SOCOMEC is responsible for are processed and recycled in accordance with current regulations by centres equipped with appropriate facilities to prevent environmental pollution.

Some of our products contain lithium-ion batteries: these have a high energy density, a long service life and fewer cooling requirements.

# Reducing the environmental footprint of our offerings

By virtue of its sector and international profile, SOCOMEC faces different types of risk: regulatory, technological, reputational, climatic and also from its markets.

In response, the Group is committed to reducing the environmental footprint of its offerings, products and services across the board, and to providing comprehensive solutions to help our customers control and reduce their own environmental impact.

SOCOMEC's new eco-design policy reflects the Group's desire to design offerings with an extended service life and to improve the energy efficiency of the products and services we propose. In addition, the Group is committed to creating eco-declarations for its products, the Product Environmental Profiles (PEP), in order to provide transparent information on the environmental footprint of our products to our customers.

## Our policy

### Our commitments

#### In terms of eco-design

SOCOMEC's commitments to limiting the environmental impact of its products are set out in the Group's environmental policy.

The aim is to constantly innovate in order to reduce our environmental footprint by improving the energy efficiency of our products and promoting the circular economy, thereby helping users to design facilities that are less energy-intensive, better managed and more respectful of the environment.

The Group's eco-design approach is geared towards the following objectives:

- to incorporate the principles of the circular economy into the design of new products and services,
- to promote longer product life cycles,
- to facilitate the choice of responsibly sourced materials that are compatible with the safety and performance requirements of our products,
- to devise and design solutions to further improve the energy efficiency of our products and services,
- to provide our customers with transparent information on the environmental impact of our products throughout their life cycle, in particular by means of Product Environmental Profiles.

To achieve this, SOCOMEC undertakes to anticipate and constantly comply with environmental regulations, to be attentive to the expectations of our customers, and to ensure that all those involved adhere to and take responsibility for their commitments.

### In terms of compliance with international regulations on limiting and restricting hazardous substances, such as RoHS[1] and REACH[2]

The Group designs its new products in compliance with the European and international regulations on the limitation of hazardous substances, especially hexavalent chromium, mercury, cadmium, lead, phthalates, polybrominated biphenyls (PBBs) and polybrominated diphenyl ethers (PBDEs). The Group also takes into account substances that are currently being regulated.

In addition, SOCOMEC gives preference to materials and components which do not contain substances of very high concern, particularly under REACH regulations.

SOCOMEC also assesses the impact of proposed regulations aimed at limiting the use of PFAS (per- and polyfluoroalkyl substances) on its activities.



### In terms of applying the European Directive on Waste Electrical and Electronic Equipment (WEEE)

To ensure responsible management of the end-of-life of electrical and electronic equipment for our customers, SOCOMEC has undertaken to help develop collective recycling schemes in France, by working with other manufacturers in trade associations.

More generally, the Group identifies relevant collection and recycling schemes in the member states in which we operate, and contributes to the application of the directive through commercial subsidiaries or local partners.

**On the agenda for 2025**

An update of the eco-design policy began in 2024, the aim being to publish an updated version the following year incorporating recent regulations on hazardous substances (in particular PFAS, but also halogens and PVC). This policy will also incorporate guidelines on product packaging and the selection of more sustainable materials. It therefore refers to the identification of recycled materials in the plastics used, recycled metals, recyclable plastics and materials with a smaller carbon footprint.

*1. European RoHS Directive (Restriction of Hazardous Substances)*

*2. European REACH Directive (Regulation on the registration, evaluation, authorisation and restriction of chemicals)*

## We apply our commitments to all our product ranges and services

| | | | | | |
|---|---|---|---|---|---|
| Power monitoring ranges<br>Power protection and switching ranges | <br>AC/DC switch disconnectors | <br>Transfer switches | <br>AC/DC monitoring | <br>Current sensors | |
| UPS and storage systems | <br>Modular UPS systems | <br>Monolithic UPS systems | <br>Static switching | <br>Energy storage systems | |
| Services | Maintenance | Operation | Monitoring | Financing | Learning and development |

## Our performance

| Key target | Indicators | 2023 | 2024 | Variation |
|---|---|---|---|---|
| To have 100% of our product ranges covered by PEPs by 2030 | Percentage of turnover generated by manufactured product ranges covered by a Product Environmental Profile (PEP) | 74.7% (1) | 89.3% (1) | + 14.6 |

*(1) Excluding CCS, Boltswitch, Powersmiths, Algodue and TCT (for these entities, only SOCOMEC brand products are taken into account)*

## Our governance

| | |
|---|---|
| **Eco-design Committee**<br>Members:<br>Business Line Manager, R&D Director, R&D, Product Development and Marketing Managers, Homologation Manager | • Identifies eco-design issues.<br>• Sets out the eco-design policy and defines the strategic areas of work.<br>• Drives the action plans within business lines.<br>• Provides guidance and recommendations on eco-design. |
| **R&D and Product Development departments, Marketing Managers** | • Define and carry out the action plans in line with the eco-design policy.<br>• Design our products to meet our environmental policy and the agreed specifications.<br>• Determine the product ranges to be covered by a PEP. |
| **Marketing managers** | • Set eco-design targets for each business line, in keeping with the Group's strategic priorities and market expectations. |
| **R&D departments** | • Produce PEP certifications. |
| **All business lines and employees involved in eco-design projects** | • Integrate and comply with eco-design objectives in the specifications for product-related projects. |

# Our actions for reducing the environmental footprint of our offerings

## Reinforcing eco-design when creating product offerings

SOCOMEC takes action at the various stages of a product's life to apply the principles of the circular economy. Actions range from raising employee awareness to extending the lifespan of equipment.

### Raising employee awareness of eco-design

A training module on eco-design was developed and deployed in 2022 to make sure that our environmental policy is communicated effectively. A wide range of functions, including Marketing, R&D and the supply chain, contribute to eco-design, from the specification of a requirement right through to its launch on the market. The aim is to raise awareness among the company's employees of the eco-design approach and to provide information on the following:

- the stakes involved in eco-design,
- the Group’s commitment,
- the role to be played by employees in the approach,
- the avenues of inquiry for eco-design.

This learning and development module is compulsory for project and specialist teams in charge of product development. It can also be taken by all SOCOMEC employees via the online learning and development platform.

A guide to the Group's CSR commitments has also been circulated to share the Group's CSR priorities and objectives, as well as detailed policies and action plans, for employees and customers.

In 2024, the marketing teams of the Group's two main business lines underwent advanced training in eco-design to further expand their knowledge. The training courses were followed by workshops to better highlight the sustainable features of our products and services, as well as eco-design work on the SOCOMEC Group's existing product ranges.

### Integrating eco-design into specifications during the development of offerings

Since 2024, eco-design teams have been involved in the early stages of drawing up specifications for most new products. Their role is to work with the development teams to determine the eco-design criteria that must be met. These criteria are then formalised in the project specifications, in accordance with SOCOMEC's eco-design guidelines.

### Reducing the impact of packaging and product user guides

In France, the final packaging and assembly instructions/user guides for SOCOMEC products are made exclusively from recycled paper or paper, cardboard and wood from sustainably managed forests.

Our final packaging is designed to use single-material solutions such as recyclable cardboard without colouring or bleaching, or wood. The packaging materials for protecting the product during transport uses recycled polystyrene-free cardboard.

In 2022, one of our two production sites in China introduced the use of reusable plastic boxes in collaboration with its suppliers, the aim being to reduce the tonnage of cardboard packaging and thus contribute to the circular economy.

In 2024, the Group included packaging initiatives in its low-carbon strategy, aiming to establish a consistent approach to packaging across its sites in the coming years. In addition, depending on the application, the Group intends to either reduce the amount of materials used or increase the proportion of recycled materials.

### Limiting emissions linked to the transport of goods and travel by operators

In line with our environmental objectives, SOCOMEC is increasing the local production of its products to be as close as possible to its customers and to reduce the transport of goods. The targets we have set vary, depending on the geographical region and on market requirements.

SOCOMEC's IoT [3] innovations also offer an opportunity to reduce the number of visits by our technicians to customer sites. All SOCOMEC's new UPS and energy storage systems can be connected and accessed remotely by qualified technicians. Commissioning, troubleshooting and preventive visits can be carried out without the technician having to travel. What's more, thanks to connected services, it is possible to anticipate the ageing of certain components so as to plan for their early or delayed replacement. Likewise, our mains changeover switches perform continuous diagnostics that can be accessed remotely to improve the operation of the device and reduce the need for a technician to visit the site.

**On the agenda for 2025**

Thanks to a remote connection to our equipment, SOCOMEC aims to reduce the number of journeys made by technicians each year by 500 between now and 2025.

Limiting on-site visits helps to reduce the Group's carbon footprint, reduce the risk of road accidents for operators and improve operational performance.

*3. Internet of Things*

## Assessing the environmental impact of products

For many years, SOCOMEC has been objectively and reliably classifying the environmental performance of products using an eco-declaration tool called the Product Environmental Profile (PEP). Among other things, the declaration enables us to inform customers of the carbon footprint of the products covered.

The aim is to help customers and specifiers make informed choices in a fair and reasoned fashion, in accordance with the ISO 14025 standard. The PEP is based on an analysis of the product's life cycle in accordance with the ISO 14040 standard: composition, product materials, manufacture, transport used, energy consumption, end of life.

SOCOMEC is also a member of the PEP ecopassport® eco-organisation, an association whose mission is to develop an international reference programme for declaring the environmental impacts of electrical, electronic and HVAC equipment.

The Group is committed to providing reliable and transparent information to its customers. All of SOCOMEC's PEP data sheets can be accessed via this link: https://emea.socomec.com/en/resource-center

In 2024, SOCOMEC created 35 new PEP data sheets for its manufactured products, covering 89.3% of the ranges concerned. In addition, SOCOMEC has included wholesale trade products into its approach by creating five new product sheets for these products. SOCOMEC aims to cover 100% of its manufactured products by 2030, a target that is part of the Group's eco-design policy. To support these advances, the Group has invested in recruiting an eco-design project manager and allocation of resources from the Business Units to create multiple PEPs. The eco-design committee regularly monitors the PEP indicator.

**On the agenda for 2025**

As a complement to its wholesale trade products, SOCOMEC will include specific products from its subsidiaries, particularly those in the United States, in the PEP initiative in order to further increase transparency in the environmental data for products sold by the Group.

## Improving the energy efficiency of our product offerings

### Reducing the power consumption of the screens on energy measurement equipment

All our devices with display screens come with a backlit standby mode, reducing energy consumption when not in use locally. Our Diris B measurement and monitoring range is also available without a display, minimising the carbon footprint in both manufacture and use.

### Limiting power dissipation in our power protection and disconnection systems

As well as reducing the use of materials, our design rules include the reduction of power dissipation. Our latest DC offerings - the Inosys and Sirco PV switch disconnectors for photovoltaic and energy storage applications - reduce power losses by 50% by increasing switching performance to 1500 Vdc and by minimising the need to connect power poles in series.


### Our commitment rewarded by the European "Elite" classification of our UPS systems

SOCOMEC - a member of GIMELEC [4] and CEMEP [5] - has signed the Code of Conduct put forward by the European Commission's Joint Research Centre (JRC) with the aim of going further in protecting critical applications and processes, by ensuring a continuous high-quality power supply 24/7.

Through its code of conduct, the JRC is committed to optimising the energy efficiency of UPS systems, also known as Uninterruptible Power Supplies, by reducing their energy losses and greenhouse gas emissions. It has created the European “Elite UPS” brand, which guarantees customers optimised performance on all such equipment. The JRC thus sets out key energy efficiency requirements, with criteria including quality and availability of the supplied power as well as the operating mode.

Efficiency is at the heart of the Group's activities, and considerable progress has been made in this area over the last ten years. SOCOMEC therefore voluntarily subscribes to a set of Elite-level requirements as part of this code of conduct, a benchmark in the European classification system. Through this commitment, our company ensures safer and more efficient UPS for our customers, with a view to a smart and sustainable future.

SOCOMEC has also developed new test functions to avoid wasting energy: the design of the UPS allows specific test requirements to be managed by re-injecting and reusing energy instead of using a dummy load. This reduces energy consumption during the factory test process, on-site system qualification and during maintenance activities.

*4. An association of companies in the French electro-digital industry (GIMELEC) 5. The European Committee of Manufacturers of Electrical Machines and Power Electronics (CEMEP)*

## Proposing a modular, robust and repairable product offering

### Optimising the sizing of measurement systems

Modular design helps optimise the sizing of electrical installations and the selection of components. This is possible, for example, with the modular Digiware system, which allows the electrical monitoring of key functions (display, voltage measurement) to be shared between all the circuits. It can therefore be used to centralise all the monitoring functions of an installation.

Modularity also means that measurement systems can be upgraded for new technologies or new uses, while limiting the need for additional components. This is particularly true of the wide range of ferromagnetic or Rogowski measurement sensors that can be easily added to existing installations, while limiting the need to redesign the electrical panel.

The modular concept therefore reduces the carbon footprint of the product, both during manufacture, by centralising functions, and during use, by enabling the functionalities of the product to be updated without the need to add additional components.

### Ensuring the robustness of energy protection and disconnection systems

Our customers expect the equipment they purchase to last 20 years. To meet this expectation, SOCOMEC manufactures robust products with the longest possible service life.

## Prolonging the lifespan of products and components

SOCOMEC has adopted the concept of modularity in product development. The concept simplifies the electrical installation for customers by limiting the number of devices in their system architecture. Modularity also makes it easier to retrofit installations and replace components (rather than whole products), thereby reducing the amount of waste generated.

### The "Forever Young" design concept for extending the life time of UPS

The Modulys range of UPS incorporates the unique "Forever Young" concept. This extends the service life of the system thanks to its architecture. It consists of a chassis with no electronics and power modules that can be replaced, even while the system is running. Aging or obsolete modules can be easily replaced and reconditioned in our dedicated maintenance centres (Repair Centres).

The "Forever Young" concept allows customers to benefit from future technological improvements. All it takes is to replace obsolete electronic parts without modifying the electrical infrastructure or changing the UPS.

The principle is based on the compatibility and availability of power modules and spare parts. SOCOMEC, the sole promoter of this concept, guarantees the compatibility and availability of parts for more than 20 years via an official declaration available on request.

As part of its service activities, and more specifically through its maintenance contracts, SOCOMEC is committed to maintaining the performance and availability of UPS systems at an optimal level over the long term. This approach maximises the durability of equipment and thus contributes significantly to reducing its environmental impact.

**On the agenda for 2025**

With this in mind, SOCOMEC is making continuous efforts to build predictive capabilities into its maintenance services by 2025. Rather than replacing worn components (such as capacitors and fans) based on a calendar schedule, we base our replacement planning on the actual operating conditions of the equipment. This approach, made possible by continuous analysis of data collected on the UPS equipment, aims to optimise availability, reduce waste and limit human intervention at customer sites, thereby reducing travel.

FOREVER YOUNG

## Providing retrofit and upgrading solutions via our Repair Centers

SOCOMEC has built up its expertise in the repair and reconditioning of modular products and power bricks in its state-of-the-art laboratories, called Repair Centers.

The Group has set up five Repair Centers around the world to repair, recondition, retrofit and update our UPS and Sunsys power converters. Proven, high-quality repair and reconditioning procedures are standardised in all our Repair Centers.

Their geographic locations have been chosen to be close to the final buyer in order to reduce response times, costs and environmental impact. It is a strategic approach that has been in operation for over 20 years.

SOCOMEC uses a “Swap process”. Defective modules are replaced directly at the customer's site by a certified module (new or reconditioned).
Defective modules are sent to the nearest Repair Center for repair and technological upgrades, before being resold on the market as reconditioned products. There are several advantages to this process:

- it cuts costs and reduce the environmental footprint - 98% of our customers choose this option,
- it shortens repair times: the defective module is immediately replaced at the customer's site,
- it guarantees the repairability of modules sold for up to ten years after the end of their production,
- it collects and analyses data, as each product is identified by a unique serial number which tracks the history of the product's life (its use, repairs, components replaced, etc.).
  SOCOMEC manages and optimises the replacement of consumables and monitors the performance of our products following the initial installation at the customer's site.

In 2024, SOCOMEC continued to expand its reconditioning capabilities, this time focusing on 50 kW modules. The European Repair Center has also made products for distribution part of its repair process. In addition, new repair benches were added to this site in the last quarter of the year to improve the on-site repair process, thereby increasing efficiency and data analysis capabilities.

### On the agenda

In 2025, repair benches will also be added to additional SOCOMEC centers. We are also looking into the possibility of building an additional Repair Center.

# Offering our customers effective solutions for reducing their energy consumption

## Optimising energy consumption and reducing premature ageing of installations

Our products and solutions for monitoring electrical installations are designed to improve energy performance.

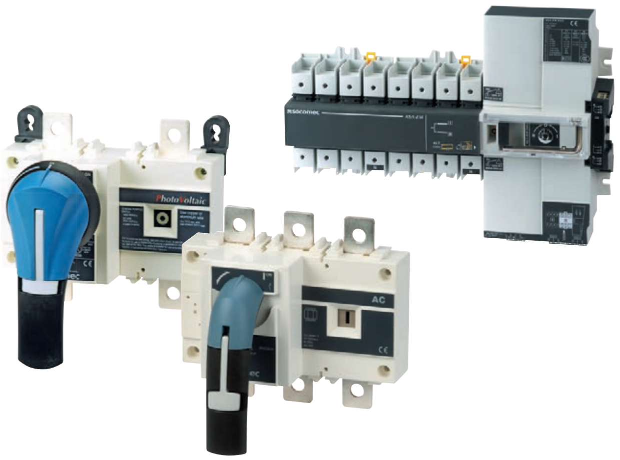
**Measuring and monitoring** energy is an essential first step in any process that aims to improve energy efficiency. Our wide range of products, from sensors and monitoring systems to energy meters and monitoring devices, all contribute to the continuous improvement of the energy efficiency process.

Measurement systems for alternating current (AC) and direct current (DC) play an active role in identifying energy-saving actions to reduce or improve electricity consumption. The measurement accuracy offered by systems with an accuracy class of 0.5 [6] provides energy or facility managers with reliable information that is precise enough to back up their operating decisions and confirm the savings they subsequently make.

Our equipment enables our customers to analyse the quality of the power distributed within electrical installations and to identify any potential pollutants.
Having this continuous monitoring in place means that action can be taken to prevent over-consumption or premature ageing of certain devices.

*6. The accuracy class is indicated by a number which corresponds to an acceptable percentage error in the measurement, so a class of 0.5 corresponds to a maximum error of 0.5% when the current is equal to 100% of the rated current.*

## Contributing to the energy transition with energy protection and disconnection products



Our **electric arc-extinction switchgear** helps to optimise energy consumption. Some product families in this range are designed for renewable energy applications (photovoltaics, energy storage, e-mobility). Renewable energy applications require specific technical features and levels of performance in order to guarantee safety and, throughout the operating life of the facility, to ensure that the customer is able to run their business and get a return on their investment.

## Adapting UPS functions to customer uses

Our **UPS equipment** is designed with functionalities to improve energy performance. In this way, we constantly help customers to design low-voltage electrical installations that consume less energy, are easier to use and more environmentally friendly.

To this end, our Delphys XL range combines several advanced operating modes and functions to optimise the performance of our customers' data centres, without impacting the quality of the energy supply:

- Smart Conversion function. A special algorithm constantly monitors the quality of the electrical network and selects the optimum operating mode in real time between Double Conversion (VFI), which provides 97% efficiency, and Line Interactive, which provides 99% efficiency.
- Energy Saver function. Opting for Double Conversion (VFI) provides the highest level of protection by ensuring high-quality energy for critical loads without being affected by input disturbances. However, maximum overall UPS efficiency can still be achieved at partial load by activating the energy saver function (with low operating losses) while maintaining a high level of load protection.

## Facilitating the integration of renewable energy and continuity of service with energy storage systems

**Energy Storage Systems (ESS)** play an active role in the energy transition. They facilitate the integration of renewable energy sources by:

- maximising locally produced energy consumption (self-consumption), while limiting the injection of renewable energy into the electricity grid,
- or by supporting the electricity grid to ensure better adaptation to the challenges of renewable energy, in particular the intermittency of its production.

They also provide clean and reliable multi-source power supplies for stand-alone microgrids. Finally, they address new electricity needs by improving the resilience of electricity grids. For example, they increase the capacity of electric vehicle charging infrastructure.

# SOCOMEC's commitment to responsible partnerships

# Ensuring responsible purchasing

SOCOMEC ensures that all the issues relating to people and the environment are taken into account at every level of the value chain, from sourcing to the distribution of our products. The company's aim is to maintain lasting relationships based on trust with all its partners (employees, customers, distributors and suppliers).

In addition, since 2021, companies have been facing difficult conditions on the raw materials and supply markets. SOCOMEC aims to establish healthy and lasting relationships with our partners in order to strengthen our CSR performance and our resilience in the face of unstable supplies.

Finally, as a world player in the energy sector, SOCOMEC could be exposed to risks of corruption and influence peddling. This is why we are committed to ensuring responsible purchasing and business ethics in all our subsidiaries.

## Our policy

### Our commitments

Sustainable development is a key pillar of SOCOMEC's purchasing strategy. Our goal is to promote a responsible supply chain by involving our suppliers in our ethical and environmental approach. We prioritise the use of eco-friendly raw materials wherever possible and work with partners who share our values in favour of sustainable and responsible production.

The responsible purchasing policy focuses on two areas of sustainable development:

- to assess the level of CSR performance of our suppliers;
- to ensure the tracking of responsible sourcing of conflict minerals.

SOCOMEC asks its main suppliers and partners to commit to the following fundamental principles:

- to be open and transparent in terms social and environmental policy,
- to comply with the fundamental conventions of the International Labour Organisation (ILO), the guiding principles of the Organisation for Economic Co-operation and Development (OECD) and the principles of the Global Compact, and to ensure that their subcontractors also comply with them,
- to be assessed by external partners, in order to measure their CSR performance,
- to agree to receive internal or external auditors appointed by the SOCOMEC Group to check that our Purchasing policy is being applied, and if need be, to implement corrective measures,
- to implement actions aimed at achieving best practices in terms of social and environmental regulations.

### Our performance

| Key targets | Indicators | 2023 | 2024 | Variation |
|---|---|---|---|---|
| To obtain signatures for our code of conduct from 100% of our suppliers | Amount of turnover covered by suppliers who have signed our Code of Conduct (1) | 94% [1] | 97.6% [1] | +3.8 |
| To ensure that 100% of our main suppliers are assessed by EcoVadis between now and 2025 | Main suppliers who have been assessed by EcoVadis[2] | 72 [2] | 120 | +48 |

*(1) Suppliers covering 85%, 80% and 92% of Socomec's turnover in 2022, 2023 and 2024 respectively Excluding Algodue, Boltswitch, CCS and Powersmiths and TCT in 2022, 2023 Integration of TCT and CCS in 2024 (2) Excluding Algodue, Boltswitch, CCS, Powersmiths and TCT (SOCOMEC has approximately 160 main suppliers). EcoVadis grants a validity of 12 months to the assessments carried out. The scope of the indicator includes EcoVadis performance assessments of suppliers over a two-year period.*

## Our governance

| | | |
|---|---|---|
| Group level | Group Purchasing Director | • Sets out the Group's purchasing strategy<br>• Sets out the objectives and monitors their attainment |
| Committee | Purchasing Manager | • Coordinates CSR actions with suppliers |
| | "Business Partner Integrity" Committee | • Deals with alerts concerning business partners (suppliers and customers) |
| Local level | Buyers | • All new buyers are briefed on SOCOMEC's sustainable purchasing policy as soon as they join the company. They sign the "Responsible Supplier Relations Charter" and take note of the company's Code of Conduct |

# Our actions to ensure responsible purchasing

## Assessing and requiring a level of CSR performance from our suppliers

### Integrating CSR at every stage of the supplier relationship

The Group's commitments and expectations towards its suppliers are formalised in our responsible purchasing policy. SOCOMEC's business ethics principles, which are summarised in the Code of Conduct, must be signed and observed by suppliers.

SOCOMEC subscribes to an application (Refinitiv World-Check) developed by Reuters to assess its business partners. This tool, known in-house as "Business Partner Integrity", continuously scans information on more than 3,000 SOCOMEC partner businesses and alerts us if necessary (particularly in the event of suspected wrongdoing). Our "Business Partner Integrity" committee meets up on a monthly basis to deal with the alerts received and to correspond with our service providers to rectify their situation.

Social and environmental factors are taken into account from the moment suppliers are selected in questionnaires and pre-selection audits, as well as throughout the supplier relationship.

**SELECTING SUPPLIERS**

Social and environmental criteria are taken into account in the pre-selection questionnaires.

This process applies to any new supplier.

**MONITORING AND ASSESSMENT OF SUPPLIERS**

- Process for monitoring our suppliers to verify their integrity.
- Follow-up audits every 2 years.
- Assessment of suppliers' CSR performance via the EcoVadis rating agency.
- Monitoring the progress of suppliers' EcoVadis scores from year to year.

**TARGET FOR 2025**

- Inclusion of CSR criteria in supplier ratings (scorecard).

### Assessing the CSR performance of our suppliers with EcoVadis

In 2022 SOCOMEC entered into a partnership with the non-financial agency EcoVadis to assess the CSR performance of its main business partners. Our aim in doing so is to improve our value chain and develop a supplier base that is committed to meeting sustainable development objectives.

EcoVadis grants a validity of 12 months to the assessments of CSR performance. At SOCOMEC, we recognise the EcoVadis performance assessments of our suppliers for the period 2023-2025, which were conducted over a two-year period. Once the two-year period has elapsed, the Group asks them to undergo a reassessment. Our goal is to gradually achieve an annual renewal frequency for CSR performance assessments. We aim to achieve this by 2030. In 2024, 75% of our main suppliers had completed an EcoVadis assessment within the previous twenty-four months.

#### On the agenda

We have set the following targets to ensure a balance between progress over time and managing the workload for our main suppliers:

- 2025: to ensure that 100% of our main suppliers have an EcoVadis score, following a timeline of 50% in 2023 and 75% in 2024.
- 2025: to include the EcoVadis rating as a CSR criterion alongside traditional criteria such as cost, quality, service, innovation and risk management in the "supplier scorecard", an annual document that keeps track of supplier performance.
- From 2025 onwards, to establish a multi-year progress plan with the aim of improving our suppliers' EcoVadis scores.
- By 2030: to attain an annual renewal rate for the CSR performance assessments of our suppliers.

## Ensuring the monitoring of responsible mineral sourcing

SOCOMEC strongly condemns the violations of human rights in conflict or high-risk areas. The Group has formalised commitments to responsible mineral sourcing, even though we are not subject to any regulatory requirements in this area. These cover the minerals known as the “3TGs” - tin, tungsten, tantalum and gold.

When these minerals are mined in high-risk or conflict zones, they cause environmental degradation and are often linked to human rights violations. They can also finance, directly or indirectly, armed groups engaged in civil war or terrorist actions.

Our organisation is fully committed to customer satisfaction, while strictly adhering to international regulations, standards and responsible business practices.

To this end, our company has adopted a robust ethics and compliance policy that sets out our requirements for integrity and respect for rules and people. The policy is reflected in our CSR strategy, particularly in the third pillar, "Investing in responsible partnerships" as it relates to human rights.

The SOCOMEC Group's commitment to addressing the challenges associated with conflict minerals is demonstrated through the following actions:

- close monitoring of the regulatory requirements applicable to our activities,
- due diligence and active engagement, as well as close collaboration with our partners throughout our supply chain, to encourage them to respect human rights,
- the voluntary sharing of our own Conflict Minerals Reporting Template (CMRT) with our customers, even though the obligations defined by these regulations do not currently apply to SOCOMEC. This is because, due to its structure and activities, our Group is not subject to Section 1502 of the Dodd-Frank Act or EU Regulation 2017/821.

In 2024, almost 52% of suppliers eligible for the CMRT submitted their CMRT report to us.

#### On the agenda

The Group has set itself ambitious targets to strengthen transparency and responsibility in its supply chain with regard to conflict minerals.

- 2025: to ensure that 60% of our eligible suppliers complete the CMRT, in order to promote sustainable practices within our supply chain.

# Ensuring ethical business conduct

## Our policy

### Our commitments

The main risk identified by the Group lies in business practices influenced by acts of corruption, conflicts of interest, influence peddling, anti-competitive practices and facilitation payments. Such risks can have a number of different impacts: damage to SOCOMEC's reputation and therefore to its long-term survival (loss of turnover, difficulties in finding personnel or business partners), information leaks (breach of data confidentiality).

As part of our policy on social and environmental responsibility, SOCOMEC undertakes to promote rigorous ethical conduct within its businesses and towards its partners.

#### Respecting fundamental rights

The SOCOMEC Group recognises and respects the fundamental principles set out in reference documents, especially the Universal Declaration of Human Rights, the conventions of the International Labour Organisation (ILO), the United Nations Global Compact and the guiding principles of the Organisation for Economic Co-operation and Development (OECD).

At the end of 2023, the SOCOMEC Group formalised its Human Rights policy. It confirms the attention given over the years to the following points:

- health and safety,
- child labour,
- forced labour,
- fair wages, benefits & working hours,
- non-discrimination,
- harassment,
- labour relations.

The Group undertakes to monitor any changes in national or international regulations and to promote the respect of rights in its sphere of influence, in particular with its suppliers and partners.

This policy has been translated into all languages spoken in countries where the SOCOMEC Group operates, and is available to all employees on our intranet and published on our websites.

In addition, assimilation webinars were offered to Group managers, and information was provided to all employees via the usual communication channels.

An audit process was implemented in 2024 to ensure that the various points of the policy are being properly followed.

**On the agenda for 2025**

A change is being considered for the Human Rights policy. A new paragraph will be added to outline the remedial measures that would be implemented in the event of an anomaly being detected in any of the areas covered by the policy.

#### Ensuring fair and equitable practices

The SOCOMEC Group's ethical policy is in line with its commitments and values and is based on the following principles and practices:

- open and transparent governance that takes into account corporate, societal and environmental considerations in its decision-making and ensures their regular communication,
- constructive and transparent labour relations with elected staff representatives,
- the fair treatment of each employee as part of their professional career development, based on the objective evaluation of performance and targets achieved, as well as acquired skills and abilities developed in the exercise of their duties,
- management practices based on contractual and collaborative relationships. Such practices encourage initiative and engagement on the part of employees and respect people's individuality and differences,
- a duty of professional discretion for all employees, who must refrain from harming the Group's reputation by taking a critical or defamatory stance via the media or social networks,
- the respect for confidentiality obliging the company to respect the privacy of its employees and requiring them not to disclose to anyone outside the company any confidential information about SOCOMEC, its customers, suppliers and partners,
- the recognition of free and open competition, which is essential to the development of national economies and respectful of consumer rights. Furthermore, as part of its promotional and commercial activities, SOCOMEC refrains from any erroneous criticism that may be considered detrimental to the reputation of its competitors,
- the rejection of any form of corruption. As such, our commercial practices prohibit any form of illicit payments. In addition, invitations, business gifts and other miscellaneous benefits must be of reasonable value and are only tolerated to the extent that they do not give rise to any unjustified compensation. Furthermore, such favours should be known and approved by the employee’s line manager,
- the prevention of conflicts of interest in our business relations with external suppliers and partners. These relationships should not be influenced, or likely to be influenced, by personal interests to the obvious detriment of the Group’s interests,
- the respect of intellectual property, particularly patents, brand names, copyrights/royalties and various designs and developments.

## Our performance

| Key targets | Indicators | 2023 | 2024 | Variation |
|---|---|---|---|---|
| To maintain 100% of employees trained in ethics and compliance by 2025 | Employees trained in ethics and compliance policy | 87.3% (1) | 97.8% (2) | +10.5 |
| To encourage transparency and strengthen employee confidence in reporting processes | Number of alerts received through our in-house system. | - | 16 (3) | - |

*(1) Excluding Algodue, Boltswitch, CCS and Powersmiths, and production operators outside Benfeld. (2) Excluding production staff (outside of France), excluding Algodue (fixed-term contracts, permanent contracts, temporary contracts). (3) This indicator has been updated to target only Group employees, regardless of their socio-professional category, who have access to the e-learning platform in English or French. The SOCOMEC Group has been notified of 16 alerts in 6 countries concerning allegations of corruption (4) and discrimination (2), rights and protection of individuals (1), and moral or sexual harassment (9).*

## Our governance

| | | |
|---|---|---|
| **Committees** | **Ethics & Compliance Committee** (Sales Director, Human Resources Director, Social Dialogue Manager, Corporate Legal Officer, Finance Director, Production Director, Communications and CSR Manager, CSR Officer) | • Sets out the Group's E&C strategy<br>• Ensures that the necessary tools and procedures are in place<br>• Ensures the application of the Group's Ethics and Compliance policy. |
| | **Know Your Business Partner Committee** (Sales Director, Corporate Legal Officer, Lawyer specialising in the French Sapin II Directive, Finance Director, Production Director, Customs & Flows Manager, Key Account & Distributor Managers, Treasury Manager, Sales Assistant) | • Deals with alerts concerning commercial partners. |
| **Local level** | **Employees** | • Receive learning and development courses in business ethics followed by the signing of the Code of Conduct. |

# Our actions

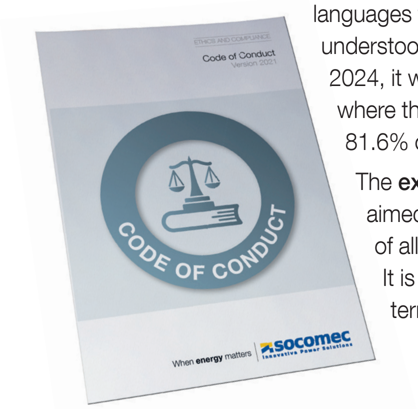
## Maintaining the values of trust and transparency in our commercial partnerships

SOCOMEC resolutely applies measures to combat the risk of corruption and any unethical business practices.

The Group has implemented preventive measures against the risks of corruption, conflicts of interest, anti-competitive practices, influence peddling and facilitation payments.

### Respecting the Code of Conduct

The **in-house Code of Conduct,** based on precise guidelines sets out our requirements in terms of integrity, compliance with rules and respect for people. It has been rolled out across the Group in English. The Code of Conduct has been translated into several languages to ensure that it can be understood by all Group employees. In 2024, it was distributed in all countries where the Group operates, and 81.6% of employees signed it.




The **external Code of Conduct** is aimed at the commercial partners of all SOCOMEC Group entities. It is appended to our general terms and conditions of sale and purchase, as well as to any contract signed with a partner, and is therefore binding on the partner.

In 2024, the Group updated its external Code of Conduct to make it easier for its business partners to understand. The main purpose of this revision was to clarify the Group's prohibited conduct and its ethical and compliance expectations regarding its partners.

**On the agenda for 2025**

To obtain the Ethics and Compliance Committee's approval for the new version of the external code of conduct in the first quarter of 2025, and then communicate it to all of the Group's business partners.

## Learning and development in business ethics

The Group has implemented a learning and development training programme for employees to raise awareness of SOCOMEC's ethical policy. The programme explains the principles of the Group's code of conduct and features simulations of high-risk situations to make it easier to identify them on a day-to-day basis. It also includes an overview of the alert procedure and is available in e-learning format.

All new employees joining the Group are automatically enrolled in this mandatory training module upon arrival. An automated reminder system ensures a high completion rate.

Available in French and English, the training course is intended for all SOCOMEC employees who have direct access to the information system.

## Providing a secure, multilingual and easily accessible alert system that guarantees anonymity

As part of its commitment to maintaining the highest standards of ethics and compliance, SOCOMEC strengthened its alert system (whistleblowing) in 2024. This development allows the system to be adapted to the needs of an international and multilingual Group. To ensure reliability, transparency and confidentiality, SOCOMEC has chosen to engage an independent third-party organisation.

This system enables employees and other stakeholders to report unethical practices in complete confidence. It guarantees the anonymity of whistleblowers and the confidentiality of the information provided. The platform is designed to be easily accessible and is available 24/7 in all languages used within the Group.

In addition, telephone lines have been installed in all countries where SOCOMEC has production sites. The system ensures that all employees and partners can participate actively and freely, in strict compliance with the General Data Protection Regulation (GDPR).

## Using the "Know Your Business Partner" platform

Our commercial partners are also affected by our ethics and compliance policy, as they are required to comply with our Code of Conduct. Their integrity is also constantly monitored by our "Business Partner Integrity" application, which provides alerts of suspected unethical behaviour. In 2023, the scope of monitoring managed by the application was extended to include banks and haulage companies.

## Mapping the risks of corruption

The company's general risk map is updated annually to reflect the latest information on the risks of integrity violations. The update includes the identification of risks (their nature), an assessment of the level of exposure, existing control measures and action plans to be implemented to address them. The level of risk is assessed depending on its severity and probability of occurrence.

All of the Group's departments and subsidiaries are covered by this mapping exercise, which is monitored by the Ethics and Compliance Committee and SOCOMEC's top management. It is presented to shareholders at the Annual General Meeting every year.

In 2023, a review was initiated with the aim of improving the risk mapping methodology, particularly by systematically introducing the "interview" approach. At the same time, efforts have been made to simplify the mapping system to make it easier for users to understand, optimise the assessment of identified risks and better organise the related action plans.

In 2024, the Ethics and Compliance Committee initiated a project to incorporate corruption risk mapping into the compliance process. An action plan was adopted to improve methodology and identify the most exposed processes. In this context, the first interviews with the Group's most affected functions were conducted in the third quarter of 2024. The interviews will continue in 2025, with the formalisation of the methodology, the use of the results obtained, the assessment of risks and the development of related action plans.

**On the agenda for 2025**

With the backing of a specialist consultancy firm, the new methodology will be gradually deployed and formalised across the targeted functions, with the aim of producing a specific map of corruption risks.

## Setting up regional Ethics and Compliance committees

To implement a rigorous Group-wide ethics and compliance policy, it was decided that the action of the Central Committee, based at head office, would be supported by Relay Committees in the two main geographical regions where the Group operates: Asia (APAC) and North America (NAM).

The Relay Committees will provide more in-depth knowledge of the rules of business ethics and best practice specific to their respective jurisdictions. They will also receive assistance from local law firms. This strategy was adopted at the end of 2023.

In 2024, Relay Committees were set up in the APAC and NAM regions.

**On the agenda for 2025**

To strengthen coordination between the Central Committee and the Relay Committees so as to optimise the effectiveness of the Group's Ethics and Compliance policy.

# Applying our social commitments at the next level

## Our policy

### Our commitments

SOCOMEC is a company that is responsible, open and committed. These values, reflected in the development and application of solid partnership and sponsorship policies, are part of a socially responsible approach to corporate citizenship, which aims to have a positive impact on civil society.

The choice of partners is made in accordance with SOCOMEC's values, but also through its HR, Communications and CSR policies. Support comes in many forms, including annual memberships, multi-year support programmes and occasional donations.

This commitment helps to strengthen the Group's local roots and responsibility, opens it up to its environment and fosters a sense of pride and belonging among its employees.

### Our governance

| | |
|---|---|
| **Group level** | **Top management, Communications and CSR Director, Sponsorship and Patronage Manager**<br>• Set out the Group's social and societal engagement policy<br>• Examine and approve partnership and patronage proposals<br>• Check that they are consistent with the company's values and CSR policy development priorities |
| **Local level** | **Subsidiary managers**<br>• Select and approve local partnerships and engagements in line with the Group's values and CSR policy development priorities |

## Our actions

### Pursuing an active policy of cultural, solidarity-based and regional patronage

#### Developing the Imagin'Act endowment fund

The Imagin'Act endowment fund was created in 2023 on the initiative of SOCOMEC and E'NERGYS. Its main mission is to support young people aged 10 to 15 from modest or disadvantaged backgrounds in the fields of art, culture and sport, as well as through initiatives to introduce them to different careers. To this end, it funds initiatives primarily led by associations, social and cultural centres or any local stakeholders working with these groups through two annual calls for projects. In 2024, after just over a year in operation, the fund already supported 49 projects benefiting more than 3,000 children in the Alsace region.


**On the agenda for 2025**

In 2025, the aim will be to step up its efforts, in particular by organising public fundraising campaigns. By increasing financial support, more initiatives can be funded, thereby increasing the impact on the region.

## Making a commitment to sport

As part of its social engagement and its desire to promote sporting values, SOCOMEC is proud to actively support the **NL Contest**, Europe's leading urban culture and action sports event, as well as **Sélestat Alsace Handball (SAHB)**, a well-known club in the Grand-Est region of France. These partnerships are fully in line with the company's social responsibility strategy, which aims to encourage the practice of sport, social cohesion and local development.

By supporting the NL Contest, SOCOMEC is helping to promote innovative and accessible sporting activities that reflect the values of personal achievement and creativity, thanks to its dynamic approach and its strong ties with young people. At the same time, our commitment to the SAHB underlines our belief in the values of teamwork, perseverance and excellence. These partnerships not only help to support athletes and teams in their pursuit of achievement, but also contribute to the vibrancy of local life and the strengthening of social ties.

These partnerships reflect our deep-seated belief that sport is a powerful factor in well-being, education and social inclusion, and are in line with our corporate responsibility objectives.


## Making a commitment to art and culture

In addition to its commitment to sport, SOCOMEC also demonstrates its unwavering support for culture through major initiatives such as the Colors Urban Art powered by SOCOMEC festival and the Opéra National du Rhin. These cultural partnerships show SOCOMEC's determination to promote access to culture for all and to play an active part in enhancing the local, national and international artistic scene.

The **Colors Urban Art powered by SOCOMEC** festival is a celebration of urban art that transforms public spaces into vibrant canvases, providing a showcase for local and international talents in the field of street art. This support reflects SOCOMEC's commitment to innovation and creativity, enabling a wide audience to discover and appreciate contemporary art in its most dynamic and accessible forms.

The partnership with the **Opéra National du Rhin** underlines the importance SOCOMEC attaches to promoting the performing arts. Through its support for one of France's most prestigious opera houses, SOCOMEC is helping to promote artistic excellence and to engage and enrich the public.

In September, SOCOMEC was delighted to welcome young artists from the Opéra Studio, accompanied by Alain Perroux, Managing Director of the Opéra National du Rhin, for an exceptional talk at the Relais des Énergies. The event was a concert with commentary, tracing the history of opera over four centuries, from Monteverdi to the composers of today. SOCOMEC wishes to promote cultural democratisation, in particular by initiating this type of activity on its premises for its employees.

Socomec continues to honour its commitment to preserving artistic and historical heritage by making an exceptional acquisition: a model of the Statue of Liberty created by Auguste Bartholdi. The statuette, gifted by the artist to the Laboulaye family who commissioned the final work, has been kept in Alsace thanks to the swift intervention of SOCOMEC, keen to ensure that this regional treasure remains accessible to the public. It will be exhibited at the Bartholdi Museum in Colmar, the artist's birthplace. This commitment is part of SOCOMEC's ongoing efforts to promote cultural heritage, such as its support for the restoration of Strasbourg Cathedral, the Unterlinden Museum in Colmar and the Humanist Library in Sélestat. With this acquisition, SOCOMEC reaffirms its commitment to combining artistic heritage and cultural influence for the benefit of the community.

These commitments to culture reflect SOCOMEC's profound conviction that art and culture play an essential role in the development of a balanced, open and informed society.


## Making a commitment to society

Les entreprises pour la Cité

SOCOMEC also remains committed to social responsibility and solidarity. For example, SOCOMEC is an active member of an association called **Les Entreprises pour la cité** (LEPC). The association brings together companies that are committed to concrete actions, particularly in favour of occupational integration. In this way, employees become involved through coaching initiatives and help to promote the employability of people in precarious situations or who are facing difficulties in finding work.

In 2023, four SOCOMEC employees carried out coaching sessions for several unemployed women. Regaining self-confidence through these coaching sessions is the first step towards a return to employment.

Electriciens sans frontières
l'energie du developpement

SOCOMEC is proud to support the international solidarity NGO **Electricians Without Borders**. Its aim is to combat inequalities in access to electricity and water around the world. With the support of 1,200 volunteers and through partnerships with local actors, it carries out over 120 projects in around thirty countries each year. It is also an opportunity for some of our employees to discover worthwhile projects and to contribute to them on a personal basis.

This year, SOCOMEC is specifically sponsoring the "AGRIPOWHER" project, led by the Alsace delegation. Located in Benin, it aims to empower women in agricultural entrepreneurship by using renewable energy. Its objectives are to develop profitable and eco-responsible agricultural value chains, promote the economic inclusion of women in these sectors, and support agricultural organisations with innovative agrivoltaic solutions.

SOCOMEC is proud to contribute to a fairer and more sustainable future through this initiative!

JOYEUX
SERVI AVEC LE CŒUR

SOCOMEC also supports the **Café Joyeux** initiative, which aims to promote the social and occupational integration of people with mental and cognitive disabilities by offering them training and employment opportunities in community cafés. This year, support is focused on the opening of Café Joyeux Strasbourg, the first Café Joyeux in the Grand Est region.

## Supporting socially engaged employees

SOCOMEC encourages and values its employees' involvement in community organisations by actively supporting their initiatives with donations. In 2024, eleven associations supported by socially engaged employees benefited from this backing, covering a wide range of areas such as sport, theatre, solidarity and heritage preservation. This approach demonstrates SOCOMEC's commitment to promoting civic engagement within its ecosystem.

## Contributing to the development of our profession through teaching and research

### Supporting education and scientific research

SOCOMEC's commitment to education and scientific research is demonstrated through its support for leading academic institutions and innovative projects, such as the University of Strasbourg (UNISTRA), the Strasbourg National Institute of Applied Sciences (INSA Strasbourg) and the Energy Observer Foundation. These strategic partnerships highlight SOCOMEC's desire to actively contribute to the advancement of knowledge, the training of future generations of engineers and researchers, and the promotion of sustainable solutions for the future of our planet.

The support given to **UNISTRA** and **INSA** reflects SOCOMEC's commitment to educational excellence and applied research. By collaborating with these institutions, the Group contributes to the development of innovative educational programmes, fosters dialogue between academia and industry, and supports research projects that prepare students to meet tomorrow's technological and environmental challenges.

This year, INSA students had the opportunity to work on a concrete and innovative project through the Med Racing ocean sailing team. In particular, they worked on automating certain processes to save time for competitors during races.

In addition, the partnership with the **Energy Observer Foundation** reflects SOCOMEC's profound commitment to sustainable development and renewable energy. By supporting the first energy self-sufficient vessel powered by hydrogen and renewable energy, SOCOMEC is taking part in an exceptional scientific and educational adventure aimed at exploring and promoting alternative energy solutions. This ambitious project serves as a technological and educational showcase, inspiring current and future generations to commit to a more environmentally-friendly future.

In October, we were delighted to welcome back Victorien ERUSSARD, founder of the Energy Observer, for an outstanding talk on decarbonising the maritime sector. It was a unique opportunity to engage in in-depth discussions on current energy challenges and advances in hydrogen-based technologies. Our two organisations share many values and a common vision when it comes to technological innovation.

These commitments to higher education, research and innovation demonstrate SOCOMEC's determination to play an active role in building a sustainable and enlightened future.

### Monitoring developments in our industry

SOCOMEC is a member of the "Sustainability" working group of the European Committee of Manufacturers of Electrical Machines and Power Electronics (CEMEP UPS), which represents manufacturers of Uninterruptible Power Supplies (UPS). Its missions are to monitor global environmental initiatives affecting the UPS sector and to define positions for the profession and users.

SOCOMEC also participates in the environmental committees of the French electronics industry association (GIMELEC) and the CSR working group of the French Federation of Electrical, Electronic and Communication Industries (FIEEC). The commissions cover a wide range of subjects such as the circular economy, business ethics, responsible purchasing, human rights and new legislation, etc.

Finally, as part of our involvement in the circular economy, SOCOMEC is a member of international standards committees. These contribute to the framing of future standards governing the circular economy for electrical products: recyclability, repairability, maintainability.

# Appendices

This Non-Financial Performance Statement (NFPS) will be submitted to the Shareholder Board of Directors on 13 May 2025 and to the Annual General Meeting on 28 June 2025. Further to the commissioning of an Independent Third Party (ITP), several audits were conducted on 11 March, 13 March, 18 March and 25 March 2025 at sites in Mannheim (Germany), TCT and Factory 3 (France), as well as at the head office in Benfeld. The ITB's statement on the fairness and accuracy of the information published is included at the end of this report.

## Scope

Details of the scope chosen for the indicators are given at the end of the report in the section entitled "Our CSR Performance"

## Non-financial risks not covered by the SOCOMEC Group

Given the nature of our business activities, we consider that the issues of food waste, the fight against food insecurity, respect for animal welfare, responsible, fair and sustainable food, as well as actions aimed at promoting the link between the nation and the army and supporting commitment in the reserves, do not constitute an extra-financial risk linked to the activities and sector of the SOCOMEC Group and do not merit inclusion in this sustainable development report.

## Risks associated with water consumption

Water consumption has not been identified as a priority risk either. In point of fact, Socomec does not use water in its production processes, except for cleaning purposes in the workshops and for sanitary facilities. Furthermore, there is no discharge of water into the environment: industrial water is in closed channels and is not discharged either into the natural environment or via the municipal collection network.

# Global Reporting Initiative - Index

SOCOMEC complies with the standards of the Global Reporting Initiative (GRI).
The list below is non-exhaustive, as we also monitor other indicators for our EcoVadis audit.

| 100 UNIVERSAL STANDARDS | | |
|---|---|---|
| **GRI 101** | GRI 101: General principles | |
| **GRI 102: General disclosures** | 102-2 Activities, brands, products, and services | Business model |
| | 102-7 Scale of the organization | Business model |
| | 102-8 Information on employees and other workers | Business model |
| | 102-10 Significant changes to the organization and its supply chain | Business model |
| | 102-13 Membership of associations | III.3. Societal commitment |
| | 102-14 Statement from senior decision maker | Commitment of the Top Management |
| | 102-15 Key impacts, risks, and opportunities | Our CSR performance |
| | 102-16 Values, principles, standards, and norms of behaviour | III.2 Ensuring ethical business conduct |
| | 102-17 Mechanisms for advice and concerns about ethics | III.2 Ensuring ethical business conduct |
| | 102-18 Governance structure | Our Governance |
| | 102-20 Executive level responsibility for economic, environmental, and social topics | Our Governance |
| | 102-25 Conflicts of interest | III.1 Ensuring responsible purchasing<br>III.2. Ensuring ethical business conduct / “Business Partner Integrity Committee” |
| | 102-27 Collective knowledge of highest governance body | Our Governance |
| | 102-40 List of stakeholder groups | Our CSR strategy / Dialogue with stakeholders |
| | 102-42 Identifying and selecting stake-holders | Our CSR strategy / Dialogue with stakeholders |
| **200 ECONOMIC TOPICS** | | |
| **GRI 201: Economical performance 2016** | 201-2 Financial implications and other risks and opportunities due to climate change | II.1 Reducing our environmental footprint / Environmental policy<br>3.3 Our CSR performance: Risk of contributing to climate change --> Reduce our environmental footprint and Promote energy efficiency |
| **GRI 203: Indirect economic impacts 2016** | 203-1 Infrastructure investments and services supported | III.3. Societal commitment |
| **GRI 204: Procurement practices 2016** | 204-1 Proportion of spending on local suppliers | III.1 Ensuring responsible purchasing |
| **GRI 205: The fight against corruption 2016** | 205-1 Operations assessed for risks related to corruption | III.2 Ensuring ethical business conduct |
| | 205-2 Communication and training about anticorruption policies and procedures | III.2 Ensuring ethical business conduct |
| **300 ENVIRONMENT TOPICS** | | |
| **GRI 301: Materials 2016** | 301-1 Materials used by weight or volume | II.2.2 Promoting energy efficiency / Eco-design |
| | 301-2 Recycled input materials used | II.2.2 Promoting energy efficiency / Eco-design |
| **GRI 302: Energy 2016** | 301-3 Reclaimed products and their packaging materials | II.2.2 Promoting energy efficiency / Eco-design |
| | 302-1 Energy consumption within the organization | II.1.4 Improving the energy performance of our facilities |
| | 302-2 Energy consumption outside of the organization | II.1. Reducing our environmental footprint |
| | 302-3 Energy intensity | II.1.2. Reducing our environmental footprint / Obtaining ISO14001 certification for 100% of our industrial sites plus one site with ISO 50001 certification<br>II.1.4 Improving the energy performance of our facilities |
| | 302-4 Reduction of energy consumption | II.1 Reducing our environmental footprint / Environmental policy<br>II.1.4 Improving the energy performance of our facilities |
| | 302-5 Reduction in energy requirements of products and services | |
| **GRI 303: Water and Effluents 2018** | 303-1 Interactions with water as a shared resource | Appendices: Risks associated with water consumption |
| | 303-2 Management of water discharge related impacts | Appendices: Risks associated with water consumption |
| **GRI 305: Emissions 2016** | 305-1 Direct (Scope 1) GHG emissions | II.1.1 Measuring and reducing our carbon footprint |
| | 305-2 Indirect energy (Scope 2) GHG emissions | II.1.1 Measuring and reducing our carbon footprint |
| | 305-3 Other indirect (Scope 3) GHG emissions | II.1.1 Measuring and reducing our carbon footprint |
| | 305-4 GHG emissions intensity | II.1.1 Measuring and reducing our carbon footprint |
| | 305-5 Reduction of GHG emissions | II.1.1 Measuring and reducing our carbon footprint |

| | | |
|---|---|---|
| **GRI 306: Effluents and waste 2016** | 306-1 Water discharge by quality and destination | Appendices: Risks associated with water consumption |
| | 306-2 Waste by type and disposal method | II.1.3 Reducing and recycling the waste generated by the Group |
| | 306-3 Significant spills | II.1.3 Reducing and recycling the waste generated by the Group |
| **GRI 308: Environmental assessment of suppliers 2016** | 308-1 New suppliers that were screened using environmental criteria | III.1.1 Ensuring responsible purchasing / Assessing the CSR performance of our suppliers |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | III.1.1 Ensuring responsible purchasing |
| **400 SOCIAL TOPICS** | | |
| **GRI 403: Occupational health and safety 2018** | 403-1 Occupational health and safety management system | I.1 Establishing a lasting health and safety culture / Policies, Governance, tools and procedures |
| | 403-2 Hazard identification, risk assessment, and incident investigation | I.1.1 Measuring health & safety performance<br>I.1.2. Assessing and reduce occupational risks |
| | 403-3 Occupational health services | I.1. Establishing a long-term health and safety culture |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | I.1. Establishing a long-term health and safety culture |
| | 403-5 Worker training on occupational health and safety | I.1.1 Measuring health & safety performance / Safety training |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | I.1.2 Assessing and reducing occupational risks |
| | 403-9 Work-related injuries | I.1.1 Measuring health & safety performance / Performance |
| **GRI 404: Training and Education 2016** | 404-1 Average hours of training per year per employee | I.2.3. Providing our employees with a best in class L&D offering |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | I.2.3. Providing our employees with a best in class L&D offering / professional mobility charter |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | I.2.3. Providing our employees with a best in class L&D offering / annual performance assessment |
| **GRI 405: Diversity and equal opportunities** | 405-1 Diversity of governance bodies and employees | I.3 Strengthening diversity, equity and inclusion |
| | 405-2 Ratio of basic salary and remuneration of women to men | I.3.1 Ensuring gender equality across the Group |
| **GRI 408: Child labour 2016** | 408-1 Operations and suppliers at significant risk for incidents of child labour | III.2 Ensuring ethical business conduct / whistle-blowing system<br>III.1 Ensuring responsible purchasing / committing to responsible sourcing of minerals |
| **GRI 409: Forced or compulsory labour 2016** | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour | III.2 Ensuring ethical business conduct<br>III.1 Ensuring responsible purchasing / committing to responsible sourcing of minerals |
| **GRI 414: Supplier social assessment 2016** | 414-1 New suppliers that were screened using social criteria | III.1.1 Ensuring responsible purchasing / Assessing the CSR performance of our suppliers |
| | 414-2 Negative social impacts in the supply chain and actions taken | III.1.1 Assessing and requiring our suppliers to meet CSR performance standards |
| **GRI 415: Public policies 2016** | 415-1 Political contributions | III.2 Ensuring ethical business conduct |

# Independent third-party report

**SOCOMEC HOLDING**
Financial year ending 31 December 2024

Independent third-party report on the audit of the consolidated statement of non-financial performance

EY & Associés

EY & Associés
Tour First
TSA 14444
92037 Paris-La Défense cedex

Tél. : +33 (0) 1 46 93 60 00
www.ey.com/fr

## SOCOMEC HOLDING

Financial year ending 31 December 2023

### Independent third-party report on the audit of the consolidated statement of non-financial performance

To the General Assembly,

In our capacity as an independent third-party body (hereinafter the "Third Party") certified by the French Accreditation Committee COFRAC under the number 3-1891, (visit www.cofrac.fr for more information on the scope of accreditation) and as one of your company's statutory auditors (your company referred to hereinafter as "the Entity"), we have carried out work intended to provide a conclusion expressing a moderate level of assurance on the compliance of the consolidated statement of non-financial performance for the year ending 31 December 2024 (hereinafter the "Statement"). The foregoing has been done in accordance with the provisions of article R. 225-105 of the French Commercial Code (Code de commerce) and on the fairness of the historical information (whether observed or extrapolated) provided pursuant to section 3 of paragraphs I and II of article R. 225-105 of the French Commercial Code (hereinafter the "Information") prepared in accordance with the Entity's procedures (hereinafter the "Guidelines"), as set out in the management report pursuant to the provisions of articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

### Conclusion

Based on the procedures performed, as described in the section "Nature and scope of our work", and on the elements we have collected, no material misstatements have come to our attention that would call into question the fact that the consolidated statement of non-financial performance complies with the applicable regulatory requirements and that the Information, taken as a whole, is presented fairly, in accordance with the Guidelines, in all material respects.

### Preparation of the non-financial performance statement

The absence of a generally accepted and commonly used framework or established practices on which to base the assessment and measurement of information allows for the use of different, but acceptable, measurement techniques that may affect comparability between entities and over time.

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

S.A.S. with variable capital
817 723 687 R.C.S. Nanterre
Company of Statutory Auditors
Accounting firm registered with the Paris - Ile-de-France Region
Head office: 1-2, place des Saisons - 92400 Courbevoie - Paris-La Défense 1

## Limitations inherent in the preparation of the Information

The information may be subject to uncertainty inherent in the state of scientific or economic knowledge and the quality of external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates made in preparing it and presented in the Statement.

## The Entity's responsibility

It is up to management to:

- select or establish appropriate criteria for the preparation of information;
- prepare a Statement in accordance with legal and regulatory provisions, including a presentation of the business model, a description of the principal non-financial risks, a presentation of the policies applied with regard to these risks as well as the results of these policies, including key performance indicators;
- draw up the Statement by applying the Guidelines of the Entity as mentioned above;
- and to implement the internal control procedures it deems necessary to ensure that the Information is free from material misstatement, whether due to fraud or error.

The Statement has been established by the board of directors.

## Responsibility of the independent third-party body

On the basis of our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- the compliance of the Statement with the provisions of Article R. 225-105 of the French Commercial Code;
- the fairness of the historical information (whether observed or extrapolated) provided pursuant to section 3 of paragraphs I and II of article R. 225 105 of the French Commercial Code, i.e., the outcomes of policies, including key performance indicators, and the actions taken concerning the principal risks.

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

Furthermore, it is not our responsibility to comment on:

- the Entity's compliance with other applicable legal and regulatory provisions, in particular with regard to due diligence plans and 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 in accordance with the provisions of articles A. 225-1 and following of the French Commercial Code, our verification program consisting of our own procedures (Verification Program for the non-financial performance statement, dated June 16, 2024) and the professional doctrine of the National Company of Statutory Auditors relating to this intervention, in particular the technical notice of the National Company of Statutory Auditors, Intervention of the statutory auditor - Intervention of the independent third-party body (OTI) - Non-financial performance statement, and in accordance with the international standard ISAE 3000 (revised)1.

### Independence and quality control

Our independence is defined by the requirements of article L. 821-28 of the French Commercial Code and the French Code of Ethics (Code de déontologie) of our profession. In addition, we have implemented a quality control system that includes documented policies and procedures to ensure compliance with ethical rules, professional standards and applicable legal and regulatory texts.

### Means and resources

Our work involved the skill sets of four people and was carried out between January 2025 and May 2025 over a total duration of six weeks.

To assist us in our work, we called on our experts in sustainable development and corporate social responsibility. We conducted seven interviews with the people responsible for preparing the Statement, in particular representatives from the Purchasing, Ethics, Environment and Carbon Footprint, Human Resources, Eco-design and Health & Safety departments.

### Nature and scope of the work

We planned and carried out our work taking into account the risks of material misstatement of the Information.

In our opinion, the procedures we have performed in the exercise of our professional judgment enable us to provide a limited level of assurance:

- we obtained an understanding of all the consolidated entities' activities and a description of the principal associated risks;

- we have assessed the appropriateness of the Guidelines in terms of their relevance, completeness, reliability, neutrality and comprehensibility, taking into account, where applicable, best practices in the sector;

*1 ISAE 3000 (revised) - Assurance engagements other than audits or reviews of historical financial information*

- we verified that the Statement includes each category of information set out in article L. 225-102-1 of the French Commercial Code concerning social and environmental matters and includes, where applicable, an explanation of the reasons justifying the absence of the information required by the 2nd paragraph of III of article L. 225-102-1 of the Commercial Code;

- we verified that the Statement provides the information required under article R. 225-105 of the Commercial Code when they are relevant in relation to the principal risks;

- we verified that the Statement presents the business model and a description of the principal risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with its business relationships, its products or services, as well as its policies, measures and the outcomes thereof, including key performance indicators associated with 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. For certain risks (responsible purchasing, energy efficiency of products, business ethics, well-being and quality of life at work), our work has been carried out at the level of the consolidated entity. For other risks (health and safety, environmental footprint), work has been carried out at the consolidated entity level and in a selection of entities listed below: the U3 and TCT sites (France), and the Mannheim site (Germany);

- 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;

- we obtained an understanding of internal control and risk management procedures the Entity has put in place 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 or other means of selection, in order to verify the proper application of the definitions and procedures and reconcile the data with supporting documents. This work was carried out for some indicators on a selection of contributing entities and covers between 10% and 16% of the consolidated data selected for these tests (10% of headcount, 16% of energy consumption, 11% of waste and 16% of workplace accidents);

- we assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities.

We believe that the work carried out, based on our professional judgment, 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.

La Défense, Paris, 19 May 2025

Independent third-party EY & Associés

Christophe Schmeitzky

Digitally signed by Christophe Schmeitzky
DN: cn=Christophe Schmeitzky, o=EY Associes, ou=0002 817723687, email=christophe.schmeitzky@fr.ey.com
Date: 2025.05.20 13:23:50 +02'00'

Christophe Schmeitzky Associate,
Sustainable Development

**Appendix 1: The most important information**

| Social information | |
|---|---|
| *Quantitative Information (including key performance indicators)* | *Qualitative Information (actions or outcomes)* |
| Frequency rate of workplace accidents with stoppage of work (TF1) (No. / thousands of hours worked).<br>Employee engagement rate.<br>Proportion of Annual Performance Reviews carried out (%). | Health & Safety of the employees.<br>Employee engagement.<br>Measures relating to quality of working life.<br>Measures to promote diversity, equity and inclusion. |
| **Environmental information** | |
| *Quantitative Information (including key performance indicators)* | *Qualitative Information (actions or outcomes)* |
| Proportion of turnover generated by ranges of manufactured products covered by a PEP (%).<br>Rate of waste recycling at production sites (%).<br>Proportion of renewable energy in total electricity consumption (%).<br>Proportion of manufacturing sites with ISO 14001 certification (%). | Eco-design of products.<br>Measures to improve energy performance and combat climate change.<br>Waste management. |
| **Societal information** | |
| *Quantitative Information (including key performance indicators)* | *Qualitative Information (actions or outcomes)* |
| Proportion of turnover accounted for by suppliers who have signed the Socomec Code of Conduct (%).<br>Number of main suppliers assessed by EcoVadis.<br>Proportion of employees trained in the company's Ethics and Compliance policy (%). | Social and environmental practices of suppliers and subcontractors.<br>The fight against corruption. |

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**8** % of sales revenue dedicated to R&D

**400** experts dedicated to service provision

## Your power management expert

POWER SWITCHING

POWER MONITORING

POWER CONVERSION

ENERGY STORAGE

EXPERT SERVICES

## The specialist for critical applications

- Control, command of LV facilities
- Safety of persons and assets

- Measurement of electrical parameters
- Energy management

- Energy quality
- Energy availability
- Energy storage

- Prevention and repairs
- Measurement and analysis
- Optimisation
- Consultancy, commissioning and training

## A worldwide presence

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- Italy (x2)
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- USA (x2)
- Canada

**30 subsidiaries and commercial locations**

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• Netherlands • Poland • Portugal • Romania • Serbia
• Singapore • Slovenia • South Africa • Spain • Sweden
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**80 countries**
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**SOCOMEC GROUP**
SAS SOCOMEC capital 10 568 020 €
R.C.S. Strasbourg B 548 500 149
B.P. 60010 - 1, rue de Westhouse
F-67235 Benfeld Cedex
Tel. +33 3 88 57 41 41 - Fax +33 3 88 57 78 78
info.scp.isd@socomec.com

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