MECACHROME

Non Financial appendix – accounts 2024

Mecachrome Group

Our values

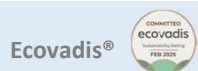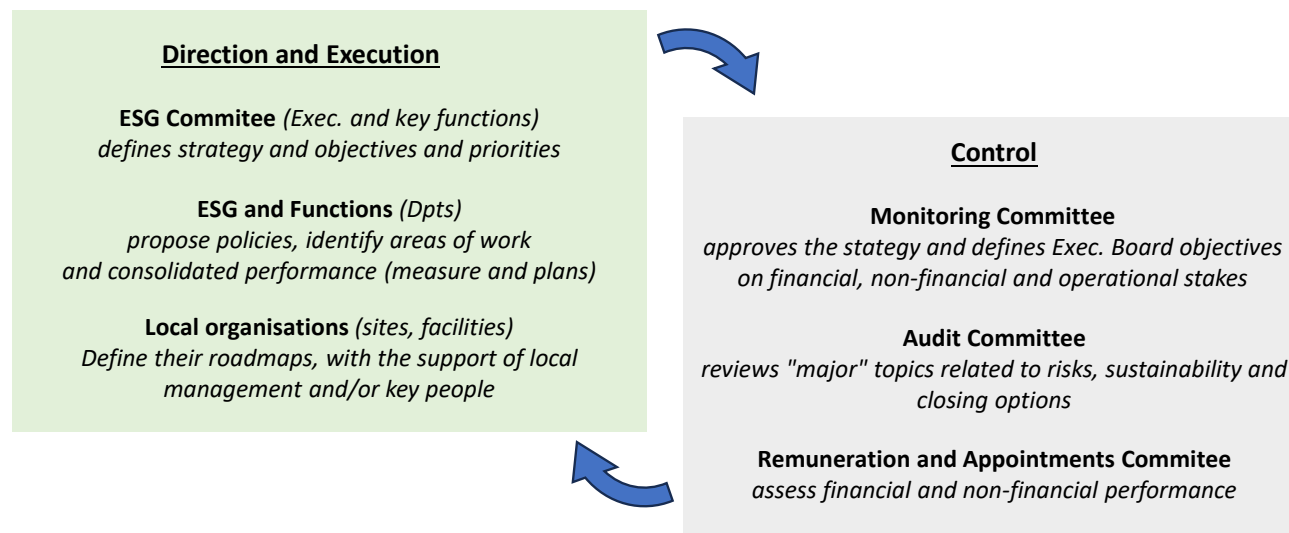COMMITMENT   PASSION   BOLDNESS   COOPERATION   TRUST

Responsibility and Commitment to support the strategy

Mecachrome organization, a collective stake for Sustainability

To manage and to set targets through Policies

Commitment and values Public	Principles	
Environment Internal	Commitments and Objectives (qualitative and quantitative)	since 2024
Social and human rights Internal	Commitments and Objectives (qualitative and quantitative)	since 2024
Ethics Public	Commitments and principles	since 2023
Suppliers relationship Public	Commitment, principles and requirements	since 2023

To monitor, to promote and to improve through adequate Governance

Direction and Execution

ESG Commitee *(Exec. and key functions)*
defines strategy and objectives and priorities

ESG and Functions *(Dpts)*
*propose policies, identify areas of work
and consolidated performance (measure and plans)*

Local organisations *(sites, facilities)*
*Define their roadmaps, with the support of local
management and/or key people*

Control

Monitoring Committee
*approves the stategy and defines Exec. Board objectives
on financial, non-financial and operational stakes*

Audit Committee
*reviews "major" topics related to risks, sustainability and
closing options*

Remuneration and Appointments Commitee
assess financial and non-financial performance

Ecovadis®	**CDP®**	**Aero Excellence**	**Ranking Capital®**	**Certifications**
'Commited Company – 48' *(improvement)*	'Awareness – C' *(improvement)*	2 certified sites Bronze *(first granted company)*	8e ('best employers of the sector')	ISO 14001: *7 sites in 2024 (50%+ of turnover)* ISO 27001: *in work*

RESPECT
THE ENVIRONMENT

☁ To reduce our GHG emissions

Set up of action plans on Scopes 1&2 **on high energy consumers** in France (prior to duplications) and **scheduling of alternative solutions** in Morocco, Portugal, Tunisia and Canada

Implementation of initiatives on Scope 3 upstream in the **transformation plan**

🍃 To preserve natural resources

Harmonization and reinforcement of **water and wastes follow-up** and internal benchmarks

Increase the number of sites with **ISO14001 certification**

🌐 To change our practices

Transports developments (fleet electrification, employees, travel policy)

Employees sensitization to **climate change** (*Climate Fresk©,* workshops on GHG)

Promotion of **sobriety initiatives** and working on *Green IT* solutions

Preparation to **regulation changes** (*CSRD*, *CBAM*)

🤝 ACHIEVEMENTS 2024

✓ Partnership for contracts on energy performance
✓ Contractualization of Photovoltaic Plants in Morocco

✓ Ramp up of internalizations
✓ Freight: contractual objectives (emissions ↘)
✓ Partnership for carpool

✓ Validation of biofuels on F2/F3 engines

✓ Energie/water/wastes : consistent monitoring for all sites
✓ ISO 14001: +3 plants

✓ Workshops on *Double Materiality Analysis*
✓ CDP report *Climate* & *Water*

Emissions scopes 1&2 - in Tco$_2$		*certified entities ISO 14001 – in nb*		*Hazardous wastes – in T/M€*		*Water withdrawals – in m³/M€*	
2024 vs 2022	*Obj. 2026 vs 22*	*2024*	*Obj. 2026*	*2024*	*Obj. 2026*	*2024*	*Obj. 2026*
-15% (France)	-20% (World)	5	8	3,3	<3	125	In work
		(50%+ of Σ TO sites)	(75%+ de Σ TO sites)	(vs Σ TO sites)			

PROMOTE EQUALITY AND RESPECT RIGHTS

ACHIEVEMENTS 2024

To set up optimal working conditions

Convergence of the social base (new Collective Agreement, Group Annual negotiations, agreement insurance/life insurance policy,…)

Reduction of gender differences and promotion of diversity

Facilitation and sharing of good practices for **health & safety at work**

To enhance and secure skills

Development of **training**: **internal entity** (*MecaStudy*) and **partnerships with training programs** (*Campus des Métiers Aéronautiques & Spatial*)

To anticipate the future and invest in the community

Promoting apprenticeship: 10% of apprentices

Pursuance of commitment for **people with disabilities**

- Formalization of Social & Human rights policy
- Agreement on Quality of Life at Work "QVCT" (France)
- Charter of 15 commitments on Work-life balance
- "*Lunch & Learn*" conferences for employees sensitizations (disability, health & safety)

- Group approach and transversal project on Safety
- "Challenge JO" (olympic games challenge for employes)

- Studies for workstations adaptation
- Partnership with "ESAT" (supported employment)
- *Duo Days* events

- Stabilization of trainees and apprentices (180+)

- 4 solidarity projects Group, local initiatives/animations

- Group Committee including employees representatives from all countries

TF1			Women in Management		Training – % Payroll		Contribution to "OETH"* (France)	
2022	2024	Obj. 2026	2024	Obj. 2026	2024	Obj. 2026	2024	Obj. 2026
16	10,6 *(except M&A 2024)*	<8	18,9% *(ExCom -1)* 16,1% *(ExCom -2 to -4)*	Indicator monitoring for gender promotion	0,8% *(France)*	Stabilization *(budget vs strategy)* and worlwide harmonization	7,76%	>8% *means rate of employees with disabilities*

PROTECT THE COMPANY AND THE EMPLOYEES

ACHIEVEMENTS 2024

⚖ To respect the Code of Conduct

Reinforced application of **Code of Conduct** published 2023

Trainings of **"exposed" populations** to bribery risks

Prevention of **forbidden behaviors** (discrimination, harassment, …)

Implementation of **whistleblower** scheme « *Vispato* »

🛒 To develop a sustainable procurement policy

Supplier Code of Conduct as a **systematic requirement**

Complementary **key requirements** for sustainability (GCP)

🔒 To secure our information systems and our goods

Roadmap for *AirCyber* **certification**

Risk prevention for our buildings, all countries

- ✓ Bribery trainings:
  Management, *Purchasing*, *Sales*, *Progs*, *Sites Mgmt.*
- ✓ Tier Questionnaire (supplier and customer)

- ✓ Data Protection ("RGPD"): training of key functions
- ✓ Modernization and strenghtening of cyber security (people, means and governance)

- ✓ Conditions for origin of materials
- ✓ Update of Requirements for External Suppliers:
  product safety, *ethical behavior* and *fair culture*

- ✓ Mapping of "Protection": all sites

Conviction and fines (bribery and antitrust)		Internal or external reported issue (proven case)		Identified gaps to supplier code of conduct		Cyber events with operational impact	
2024	Obj. 2026	2024	Obj. 2026	2024	Obj. 2026	2024	Obj. 2026
0	Enlargement of trained functions	0	Maintain prevention (multi topics)	0	Maximum commitment of suppliers	0	Certification AirCyber / ISO27001