NON-FINANCIAL SUMMARY 2025

MECACHROME

2025 has been marked by the pursuit of growth and debt refinancing. Those are necessary elements to support Mecachrome's ambition to become:

a leading player in elementary parts and sub-assemblies
supported by robust industrial systems and a diversified business portfolio

The human and organizational basis for the "Responsibility and Commitment" is key to the industrial ambition of the company. The consolidation phase in 2021-2022 has been a booster and has enabled the Group to build its sustainability approach and teams to go into action around this major challenge.
The recognition by our stakeholders and the evolution measurable by external assessments support our gradual and realistic approach to Corporate Social Responsibility.

"In a changing world, we commit with sincerity and humility for a sustainable, resilient and attractive industry.
The growing, local and shared successes must support Mecachrome's exemplary behavior by leaning on our CSR strategy pillars in our daily operations."

Aurélie Lemahieu, CFO and CSR



GENERAL ACHIEVEMENTS

Mecachrome replies to reference assessments *CDP®* (environmental disclosure) and *Ecovadis®* (CSR performance). These enable us to follow organization maturity in terms of corporate social responsibility.

	Climate	*Water*	
2025 scores	**B-**	**C** *"management"*	**56** / 100
2024 scores	**C**	**C** *"awareness"*	**48** / 100
2023 scores	**D**	**n/a** *"disclosure"*	**35** / 100

Mecachrome joined "*Pacte Mondial Réseau France"* and committed respecting the "*Ten Principles of the UN Global Compact"* and *"the Sustainable Development Goals"* of the United Nations.
(*https://www.un.org/sustainabledeveloppement*).

Mecachrome takes part in the "*communauté du Coq Vert"* in France, proof of commitment for climate and biodiversity. This community facilitates discussions, exchanges of good practices as well as environment related information to companies.

The Aerospace industry has developed the *Aero Excellence™* set of standards to strengthen operational, environmental and cyber excellence in the industry […]".

4 certified sites
Bronze

4 sites are certified in the group, showing sector major accounts acknowledgement of our action on those subjects.

COMMITMENTS AND GOVERNANCE

As a leader of precision manufacturing, Mecachrome Group has experienced organic and external growth for almost 90 years. Having the ambition to be a key player of its industry, the Group must anticipate the evolutions of the sector, the challenges of its environment and the expectations of our shareholders.

The Group's CSR approach is the core of its operations and strategy. It fully aligns with our values where commitment and trust are essential.

An appropriate governance guides, executes and strengthens our industrial strategy and includes the challenges of sustainability for the Group.

Guidance and Execution

Executive Committee *(Exec and key functions)*

defines the strategy and objectives; determines priorities during specific committees: "Environment", "Operations", "Finance"

CSR and functions *(Dpts)*

propose policies, identify areas of work and consolidate performance

Local organizations *(sites, facilities)*

define their roadmaps, with the support of local management and/or key people

Control

Monitoring Committee

approves the strategy and defines Exec. Board objectives on financial, non-financial and operational stakes

Audit Committee

analyzes main subjects of risks, sustainability and reviews financial statements

Remuneration and Appointments Committee

defines wages policy, performance and succession plans

The orientations of the company are defined in formalized policies, periodically:

Commitment and values	*Public*	(principles)
Environment	*Internal – since 2024*	(commitments and objectives)
Social and Human Rights	*Internal – since 2024*	(commitments and objectives)
Ethics and Business Conduct	*Public – since 2023*	(commitments and principles)
Sustainable procurement	*Public – sinces 2023*	(commitments, principles and requirements)

ENVIRONMENT

Mecachrome is aware our activities must consider and respect planetary and environmental boundaries (resources availability, climate change, regulations, …).

In a sincere and ambitious state of mind, our prioritized areas of work are:

	Plans in progress	SDGs[1]
Climate and energies	⌖ Reduction of consumption in intensity ⌖ Conversion of fossil fuels and increase of renewables ⌖ Adaptation of industrial schemes / flows / practices and value chain involvement ⌖ Definition of a "carbon trajectory" for mid-long terms	
Purchased goods Wastes	⌖ Reduction of purchased goods consumption in intensity ⌖ Limitation of wastes generation (especially "dangerous") ⌖ Development of circularity and increase of wastes reuse rate	
Water, Pollution and Biodiversity	⌖ Monitoring, control and optimization of water use; especially in hydric stress areas ⌖ Compliance to local requirements and regulation (pollution, biodiversity)	

[1] *"SDG" : Sustainable Development Goals defined by the United Nations*

Some achievements in 2025

Climate and Energies

- **Energy efficiency** of industrial equipments
- **Standards of management** for facilities and optimization of usages by Centralized Technique Management (trends, anomalies, settings, …)
- Photovoltaic Plant in self-use: **660 kWc installed** (Morocco)
- **Green Energy contract** for purchased electricity with renewable energy guarantees of origin for all sites in France
- Commissioning of an additional waste heat recovery project: **~1GWh/yr**
- **100% of biofuel** used during competition on "F2/F3" and "Endurance" engines
- Contractualization of freight activity including **GHG emissions decrease**
- Launch of a project with subject matter experts for decarbonation strategy using ***ACT® Step by Step*** (trajectory and action plan for decarbonation)

Purchased Goods and Wastes

- Installation of **evaporators** (water/effluents separation)
- Monitoring of material **losses reductions**
- Partnership establishment for **gathering and improvement of aluminum-lithium recycling**

Water, Pollution and Biodiversity

- Water: resolution of overconsumption (**-3000 m³** vs 2024) and studies for circularity
- **Biodiversity: mapping** of locations close to sensitive areas
- **Employees projects** on sites (eco-pasture, beehives, trees planting, …)

Policy structure, integration and animation are supported by the Group's internal Environment Network (*Meca'Rev)*. The members are representatives from all sites (*EHS dpt associated to "* environment champions").

Several cross-sectoral projects are also in progress within the organization:

Actual and recurring		Under implementation
Assessments "Environment Maturity of Sites" according to internal frame of reference	78% sites were evaluated in 2025	***ISO 14001:*** Increase of the certified sites number
Harmonization and standardization of monitoring (energies, water, wastes…)	100% sites	***Common progress:*** large employees involvement and internal benchmark on good practices
Third party Assurance on GHG report	Limited assurance on 2024 report	***Risks:*** Launch of a project for adaptation to Climate Change (inventory, forecasts, vulnerabilities, …)

2025 key figures

Certification ISO 14001	Energy consumption	GHG emissions Scope 1&2
70% of activity *ie10 sites*	11,4 GWh/Mh(1) *incl. 86% non-fossil*	12,1 $ktCO_2e$ *incl. 33% from sc.1*
(+ 6 sites vs 2023)	(-9% vs 2023)	(-12% Vs 2024)

GHG emissions Scope 1,2 & 3_followed(3)	Water withdrawals - sensitive sites (4)	Wastes - main sites
~270 tCO_2e/M€(2) *incl. 45% from raw materials*	36 780 m^3 *5 relevant sites*	1 900 t/Mh(1) *w/o scraps*
(population of past years)	(launch)	(-22% vs 2023)

(1) *gigawatthours per million of worked hours*
(2) *tons of CO_2e per million euros of turnover*
(3) *"followed" = "scope 3 -upstream", all categories ; "scope 3 -downstream", categories "leased assets" and "investments"*
(4) *"sensitive" sites: using more than 2000m^3/year and located in important hydric stress areas according to Aqueduct Water Risk Atlas mapping (risk classified as "extremely high")*

SOCIAL

The group adapts its social policy to the quick mutations of our moving environment. It is focused on the development of the teams skills, while guaranteeing social protection and favorable working conditions.

Matching those principles, our prioritized areas of work are focused on:

	Plans in progress	SDGs[1]
Employees health and safety	⌖ Increased awareness and training to health and safety risks on facilities ⌖ Identification of risky situations, prevention and standardization of the practices	
Working conditions and equality	⌖ Pursuance of working conditions improvements and determination for social dialogue ⌖ Promotion of gender equality, factor of diversity and complementary talents	
Training, Carrers and Inclusion	⌖ Preservation and development of competences (current employees and attraction) ⌖ Promotion of inclusion, reference of exemplariness and openness	
Safety of travellers and of products users	⌖ Continuous effort for control of products quality	/

[1] *"SDG" : Sustainable Development Goals defined by the United Nations*

Some achievements in 2025

Employees health and safety

- **Numerous trainings** for safety :
  - *StartSafe* (safety at workstation – standard for newcomers)
  - in Virtual reality (vehicle/pedestrian risks)
  - *Playsafe* ("behavior and safety" for managers)
- "**MecaSafeDays**": workshop for awareness extended to all sites
- Implementation of Group's standards on 2024 acquisitions
- **Assessment for 91%** of facilities with **70% audited** (maturity according to internal references



- Pursuance of **accident rate decrease** ("frequency rate" and "severity rate")

Working conditions and equality

- **Employee satisfaction survey** *Echo* : participation in France = 77%
- Validation of **new agreements**: salary, QLWC, Time Saving Account, …
- Appointment of points of contact for harassment and sexist conduct (13 in "Comité Social et Economique" ; 6 in workforce)
- Lunch & Learn "Elles font l'industrie" in March 2025
- **Fund-raising** for the association *Mamama* (support to secluded women)

Training, Careers and Inclusion

- Pursuance of training effort to **1% of payroll** in France
- **Attractivity: 50+ events** (reception of high school & college, open days, …)
- Appointment of **points of contact for handicap** on sites and 10 trainees during "DuoDays" (daily internship for discovery)
- **Work-study program: 150+** with priority on blue collars

The commitment to employee protection and respect human rights imply to monitor compliance and to provide support in the organization (including through whistleblower package by recording the claims).
Likewise, multiple unifying events are organized and develop corporate culture.

Monitoring and support tools		Acculturation events
Monitoring and treatment of violations to banned acts	No declared or known incident	***Digital Challenge***: " Mecachrome Odyssey" (history, jobs, values)
Key moments for Health awareness	*Octobre Rose*, *Movember*, *Handicap*	***Lunch & Learn conferences***: "in the backstage of F2/F3 GP", "Mecachrome's origins", with testimonies from employees and former directors
Development of local companies' competences through our internal training organization	7000+ training hours - excluding Mecachrome - given by MecaStudy	***Jobs***: Publications "Welcome to My Job" (employees interviews, discovery of trades in the group)

** including discrimination, harassment, forced work and child work, use of violence, drugs, corruption*

2025 key figures

Accident frequency - TF1[(1)]	Accident severity - Tg[(2)]	Women in mangement
10,3 *Worldwide rate* (vs 13,7 in 2023)	0,2 *Worldwide rate* (vs 0,27 in 2023)	18% (*Exec-1*) 20% *(Exec to -4)* (population of past years)

Employees covered by collective agreement	Training (% payroll[(3)])	Inclusion - handicap
99 % *Worldwide rate* (stable since 2022)	1 % *in France* (stable since 2022)	8,8% *"employment rate" (France)* (vs 8,1% in 2023)

(1) Frequency rate in quantity of accident per million hours
(2) Severity rate in quantity of sik leve days per thousand of hours
(3) "payroll": total company wages

BUSINESS CONDUCT

Mecachrome group bases its identity on its industrial history since 1937. The group has become a world leader of precision manufacturing at the service of its customers, now a main actor in its industry consolidation. This leading position reinforces determination for transparency, expertise, competitiveness and responsiveness.

The applicable Code of Conduct defines the basis of values and ethical principles at Mecachrome.
For its extensive application, our prioritized areas of work are focused on:

	Plans in progress	SDGs[1]
Ethics and fighting corruption	⌖ Large and organized implementation of the Code of Conduct principles ⌖ Training to fighting corruption for sensitive duties and overall support to production jobs "white collars"	
Other informations (sustainable proc., IT)	⌖ Collaboration – short, medium and long terms – with downstream value chain and balance with Mecachrome's principles ⌖ Protection of infrastructues and digital data	

[1] "SDG" : Sustainable Development Goals defined by the United Nations

Some achievements in 2025

Ethics and corruption fighting

- More than **850 employees trained on corruption fighting** since 2023:
  - ~70 employees on exposed positions (Directions, Sales, Procurement, Programs)
  - ~800 white collars[1] (elearning) – incl. ~600 in 2025
- Validation of the **ethics charter** (governance for management of ethics related events)
- **No significant incident** (deviation to code of conduct) being recorded
- Appointment of **Compliance Focals** on sites
- Strengthening of **procedures for internal control**

Other information (sustainable procurement, information system)

- Addition of **ESG[2] criterias in management of procurement base** :
  - risk matrix (purchasing for production)
  - decision matrix (selection)
  - 1st mapping for strategic suppliers
- More than **2000 Due Diligence surveys:** covering all suppliers ("production" et "services")
- 1 **leader** trained to "Sustainable Procurement"
- Implementation of electronic invoicing
- **Strengthening of governance** for Information System Security and mandatory trainings
- **Certifications**: *Aircyber* and *Tisax*

After the definition of its conduct of business principles – internally and towards third parties – the group endeavours to consolidate and make a success of its actions for protections of workers and assets. Therefore, through its position in the value chain, Mecachrome gradually involves its stakeholders – especially suppliers – in its sustainability approach.



Protection of the company and employees		Involvement of value chain
Recurring training campaigns (fighting corruption and digital security)	Newcomers and widening for white collars[1]	***Action for environment***: Gradual involvement of key suppliers (partnership, accompanying, encouragement) ***ESG[2]/CSR Risks*** : Improvement plans from questionnaires and risk mitigation
Risk mapping, control system and certification	Updates and implementation	
Alerts monitoring and management (report package)	Governance ready	

[1] support to production
[2] Environment, Social and Governance

2025 key figures

Ethics related incidents	Fighting corruption training	Digital security training
none	~850 trainees *since 2023*	~2500 trainees *and test campaigns*
(stable since 2023)	(+500 vs 2024)	(100% of digital profiles since 2023)

Due Diligence surveys	Suppliers CSR Maturity
100 % *of suppliers*	26 assessed *100% of top spend (>3M€/yr/suppliers)*
(launch)	(launch)