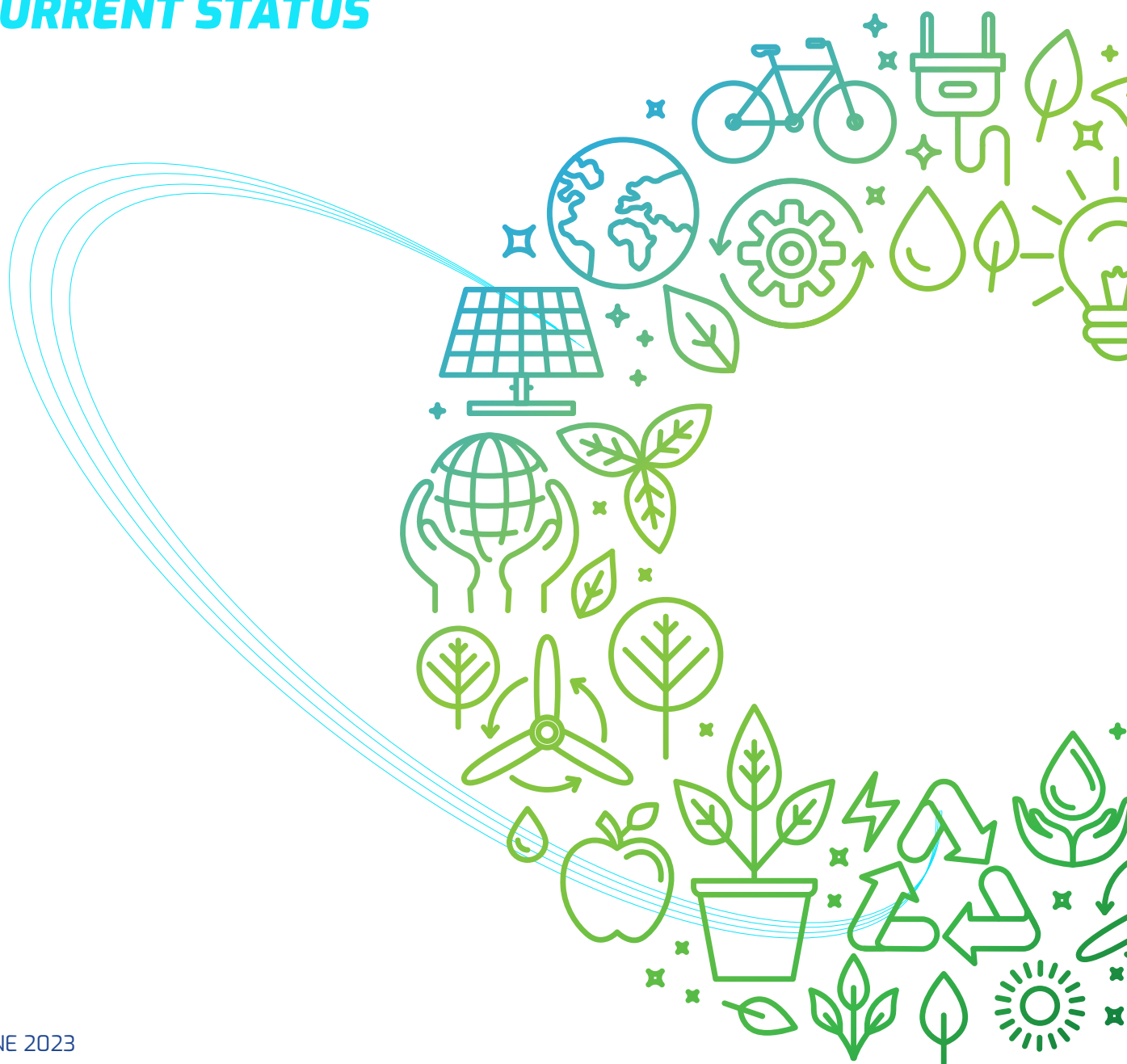


ENVIRONMENTAL CHARTER

***LIMITING OUR IMPACT:
CURRENT STATUS***



PREFACE



Because Crouzet has always been committed to continuous improvement, and because the environmental challenges we face today are colossal, the Group would like to share with you, the reader, the key points of its environmental policy.

Over the next few pages, you will discover the progress we have made and the plans we have for the future as you read about the pragmatic and ambitious measures we have already carried out and those that are still to come at our Valence (France), Casablanca (Morocco) and Huizhou (China) sites.

Happy reading!

WWW.CROUZET.COM

SUMMARY

ENGAGE AND COMMUNICATE

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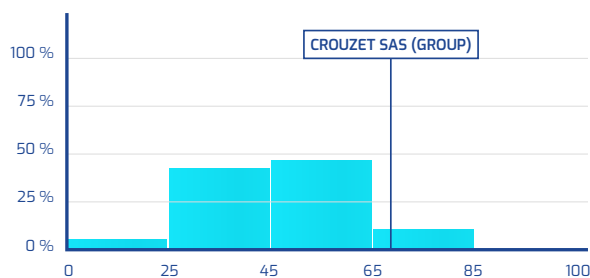
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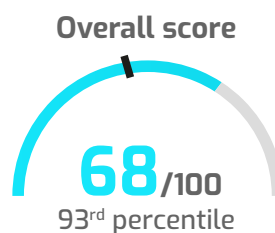
ENGAGE AND COMMUNICATE

Thanks to the collective work of our teams on a daily basis, **Crouzet ranks among the top 7% of companies in its industry according to Corporate Social Responsibility (CSR) assessment service EcoVadis.**

The goal? to maintain and further our progress in this category.



■ All companies in this industry assessed by EcoVadis



Crouzet integrates ESG (Environmental, Social and Governance) objectives into its performance criteria, such as the EcoVadis rating and reducing its carbon emissions. Achieving these objectives has a positive impact on the Group's cost of debt and also on the variable remuneration of managers and executives. The aim of these elements is to lay the foundation for a collective and lasting Sustainable Development policy.

Crouzet supports the United Nations Global Compact, an initiative calling on companies around the world to align their practices and strategies with 10 principles in the areas of human rights, labour rights, the environment and the fight against corruption.

Crouzet discloses its environmental data to the Carbon Disclosure Project (CDP), a non-profit association that manages one of the largest environmental databases in the world and encourages thousands of companies to measure their impact and take concrete action.

Read about our CSR commitments at WWW.CROUZET.FR

**NOUS SOUTENONS
LE PACTE MONDIAL**

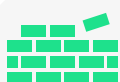


ACTING AT THE HEART OF OUR OPERATIONS

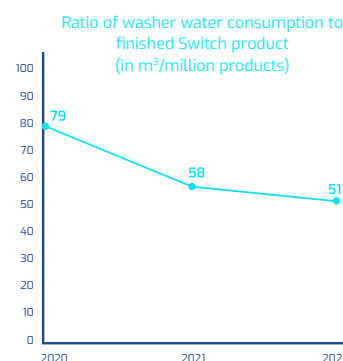
1 | Limiting and recovering waste, saving and monitoring water



- › **Energy recovery** from our waste by burning NHIW (Non-Hazardous Industrial Waste), rather than burying it *Target: recover 100% of NHIW each year*
- › **Collective management of waste sorting** in offices with new containers and efficient visual management
- › **Collecting corks** for an association that helps people with disabilities *Assistance with the financing of 4 wheelchairs and 6 ergonomically adapted devices*
- › **Raffle to reuse non-hazardous** company equipment for the benefit of employees *150 PCs and 50 furniture prizes*
- › **Reduction of softened water consumption** by washers in the Switch production facility by installing a timer
- › Pollution control through **annual checks** (water used in car parks, for washing)



- › Limiting waste through **reusable** packaging in our supply chain



ACTING AT THE HEART OF OUR OPERATIONS

2 | Reducing our energy consumption and greenhouse gas emissions

Crouzet has committed to **reducing its CO₂ emissions by 20%** between 2018 and 2025 as part of scopes 1 and 2 of its carbon footprint.

This concerns the CO₂ emissions linked to...

*Fuel consumption
Electricity consumption
Fugitive & process emissions*

... generated by...

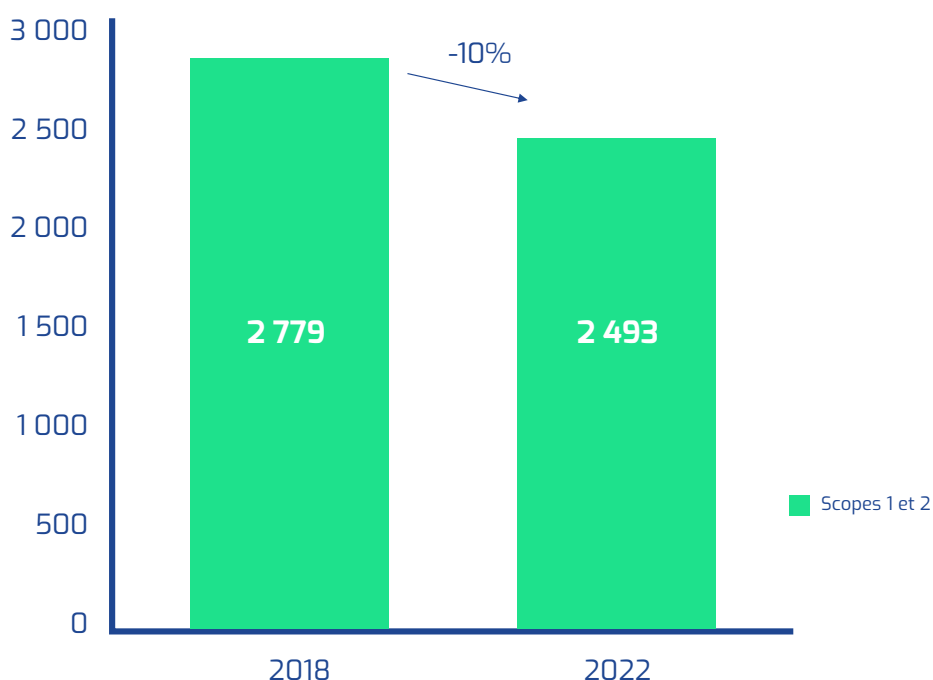


Company vehicles



Company sites

**Scope 1 and 2 CO₂ emissions – development from 2018-2022
in tCO₂eq**



ACTING AT THE HEART OF OUR OPERATIONS



Key metrics at our locations around the world



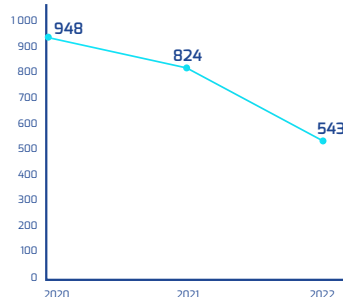
- › **Monitoring and analysis** of our energy consumption
- › **Differentiated analysis** of energy consumption in the respective plant areas
- › **Optimisation of energy consumption** : temperature regulation, LED lighting, boiler replacement, new energy-efficient buildings, scheduled shutter closing, centralised machinery shutdown of factory machinery



- › **Thermal analysis** of buildings, renovation of air **conditioning systems**, external insulation
- › Survey **of photovoltaic systems** with the aim of moving towards energy self-sufficiency



Development of gas consumption in MWh
at the Valence La Plaine site



ACTING AT THE HEART OF OUR OPERATIONS

3 | *Moving towards mobility that impacts the environment less*



- › **Renovation of bicycle and scooter** shelters with solar lighting, *44 bicycle parking spaces and 18 scooter spaces*
- › **Provision** of *6 bicycles and 2 electric bicycles (EBs)* to be used by employees for short trips
- › **Provision** of *2 electric vehicles* for use by employees on occasional trips
- › **Participation in the Auvergne Rhône Alpes** Mobility Challenge with the Valence Romans Mobilités mobility organisation based in the commune of Valence and Low Carbon Education event in Huizhou: *the event helped around 120 people to increase their awareness of soft mobility: walking, cycling, carpooling*
- › **Overhaul** of *10* employee bikes and **e-bike test** at the Valence site
- › **Reduction in the fuel** consumption of the Crouzet European fleet driven by the introduction of **hybrid vehicles**



- › Dromolib **EcoDriving** workshops: training of *14 employees on a simulator*



Auvergne-Rhône-Alpes
**Challenge
Mobilité!**
Au travail j'y vais autrement.



ACTING AT THE HEART OF OUR OPERATIONS

4 | *Managing the environment on the basis of a certified integrated management system*

4 Crouzet production sites are ISO 14001:2015 certified,
Environmental Management System reference



Our Integrated Management System Policy includes environmental, health, safety and quality management for coordinated action in line with a logic of continuous improvement and in keeping with the strategy of the Crouzet Group.



DOING OUR PART WITHIN OUR ECOSYSTEM

5 | Establishing and implementing a responsible purchasing policy



- › **Commitment to CSR dialogue** with our suppliers via our Responsible Purchasing Charter, with the objective of *securing signatures from 80% of our key suppliers* (France-Morocco zone)
- › **Responsible Purchasing Training and Climate Fresk workshop** for all buyers (France-Morocco zone)
- › **Use of local suppliers**, with a strong social dimension where possible (ESAT (Etablissement et Service d'Aide par le Travail, a place of assisted employment for people with disabilities), entreprises adaptées (companies offering support to people with disabilities))
- › **Environmental assessment** of suppliers (ISO 14001, waste management, etc.)



- › Addition of the ESG criterion **"CSR Commitment"** to key supplier selection documents
- › Drafting of **"environmentally responsible packaging"** specifications



DOING OUR PART WITHIN OUR ECOSYSTEM

6 | Integrating environmental recommendations into the design of our products

- Establishment of a **Life Cycle Assessment** "LCA" Guide for our products (development of new products or evolution of existing ones)
- **Typical environmental impact profiles** on a selection of products in each of our ranges



7 | Designing and manufacturing components that help to reduce the carbon impact of our customers' applications

- Crouzet products are used as part of **applications with a limited carbon impact** (such as rail and nuclear applications) and/or are used to support **the energy transition** for applications with a high carbon impact (for example, aerospace electrification)
- Crouzet products help to limit the **energy consumption** of our customers' facilities: for example, through building energy management thanks to our logic controllers, smart motors that help to limit the energy consumption of the machines in which they are installed



Aerospace & Defence



Transport



Energy



Building



Machinery

DOING OUR PART WITHIN OUR ECOSYSTEM

8 | *Raising awareness of environmental issues among our employees and encouraging them to support projects*



- › **Raising awareness of the challenges posed by climate change:** training of 2 employees to run the Climate Fresk initiative, *58 employees have completed the Climate Fresk workshop, target ~100 in 2023*
- › **Visit to the Crouzet hives at Urbapi,** honey collection by employees and sale of honey raising *a donation of €793 for the Restos du cœur charitable organisation in 2023*
- › Digital pollution awareness: **participation in the Digital Cleanup Day,** group digital cleanup workshops, webinars *- 70 participants in 4 countries*
- › Energy sobriety and decarbonisation: raising awareness of **the "low carbon"** approach in our factory in Huizhou, China, quizzes, installation of a suggestion box



- › **Biodiversity:** "Learn how to plant a tree" workshop
- › **Circular micro-economy:** Recover, reuse and recycle rather than throw away – 'Recuputile'



