

ALSTEF
GROUP

2024

CSR REPORT

LEADING THE WAY TO
A SUSTAINABLE FUTURE



ALSTEF

GROUP



BEYOND AUTOMATION

“ Our mission is to create intelligent solutions that not only meet the needs of our customers, but also provide them with the long-term benefits of a tailor-made automated system that is eco-designed, efficient, scalable and innovative. ”





ALSTEF GROUP

GROUP PRESENTATION

OUR FIELDS OF EXPERTISE



From small airports to major hubs, Alstef Group has been delivering **baggage handling systems**, solutions, and support to airports globally for over 60 years. Throughout this time, we have made it a top priority to ensure the compliance of our systems with changing safety regulations and IATA guidelines. We possess extensive experience in undertaking retrofit projects, adeptly navigating the challenges inherent in operational airports, and excelling at minimizing impacts on ongoing operations. Alstef Group tailors solutions from a customized suite of integrated, modular products, and automation control software technologies. These solutions are meticulously designed, configured, and quality assured before shipping, facilitating seamless on-site installation, commissioning, and simplified ongoing maintenance.

For six decades, Alstef Group has excelled in designing, manufacturing, and installing **internal logistics flow management solutions** for distribution centers and production sites. Our mission is to fulfill our customers' diverse flow and storage requirements by developing comprehensive logistics systems tailored to their specific needs. We aim to create solutions composed of technologies precisely adapted to individual customer demands, ensuring they meet their objectives and accommodate changes in their operational activities. Leveraging our extensive experience and profound understanding of industrial processes, we integrate these capabilities into our pre-sales and project management endeavors, offering guidance, designing solutions, conducting simulations, and performing detailed logistics analyses.

Alstef Group offers modular, scalable **post and parcel handling solutions**, ranging from simple dimension checking, weighing, scanning, and manual sorting to fully automated parcel sortation systems. We collaborate closely with our clients in the early project stages to ensure the provision of the most efficient solutions that meet all design criteria and operational requirements. We also provide flexibility and expandability to accommodate changing needs. Alstef Group boasts extensive experience integrating various types of sorters, including bombay, linear or loop cross-belt, shoe, tray, multi-belt, modular, and swivel-wheel sorter solutions. Additionally, we collaborate with other industry leaders to offer a diverse range of sorters and related technologies, ensuring the delivery of reliable, versatile, and durable systems.

2024

KEY FIGURES

19

GLOBAL OFFICES



FRANCE - NEW ZEALAND - USA - CANADA - MEXICO
PERU - CHILE - BRAZIL - SOUTH AFRICA - AUSTRALIA
CROATIA - ROMANIA - BULGARIA - TURKEY - INDIA
COSTA RICA - DOMINICAN REPUBLIC - SINGAPORE

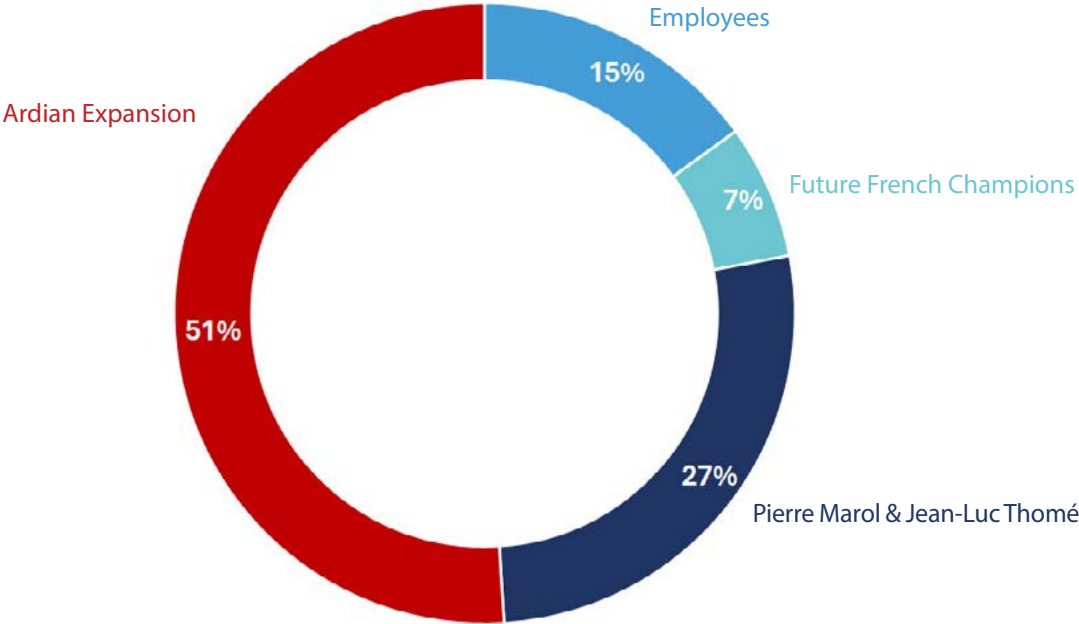


PROJECTS COMPLETED IN 94 COUNTRIES





Shareholders Alstef Group



IMPLEMENTATION OF ALSTEF GROUP'S CSR STRATEGY

Alstef Group has always sought to play a relevant role in protecting the environment and social and societal commitment. The company is committed to taking into account the requests of its stakeholders, in particular its employees customers, suppliers and shareholders while anticipating new regulations.

In 2023, Alstef Group has defined its CSR strategy for all Group entities. As our headquarters stands at the forefront of our CSR endeavors, we recognize the importance of cascading these values throughout our subsidiaries worldwide, understanding that each subsidiary may implement the strategy at its own pace, tailored to its unique circumstances and challenges.

Alstef Group is taking steps to improve its corporate responsibility by setting targets to reduce its Greenhouse Gas emissions. This initiative started with an assessment of its facilities in France, New Zealand and USA resulting in a plan to address key emission sources, including our systems, procurement strategies, and travel practices.

As part of its forward-looking approach, Alstef Group is actively working towards minimizing its environmental impact. By implementing targeted measures to decrease Greenhouse Gas emissions, the company is not only aligning itself with global sustainability goals but is also reaffirming its commitment to being a responsible corporate citizen.

In this strategic pursuit of environmentally conscious practices, Alstef Group is not merely responding to current environmental challenges; rather, it is proactively shaping a future where sustainable business practices are integral to its operations. This commitment to reducing Greenhouse Gas emissions reflects Alstef Group's broader vision of contributing positively to the global environment and underscores its role as a conscientious and forward-thinking corporate entity.

The 2030 Agenda for Sustainable Development adopted by United Nations defines 17 Sustainable Development Goals (SDGs). This is a concerted framework and launch a universal drive to create new economic and societal models, and to support the transformation of organisations both in the way they operate and in the products and services they deliver. Faced with increasingly complex social and environmental issues, Alstef Group has decided to deploy a CSR strategy based on these objectives.



OUR FIVE CSR PILLARS

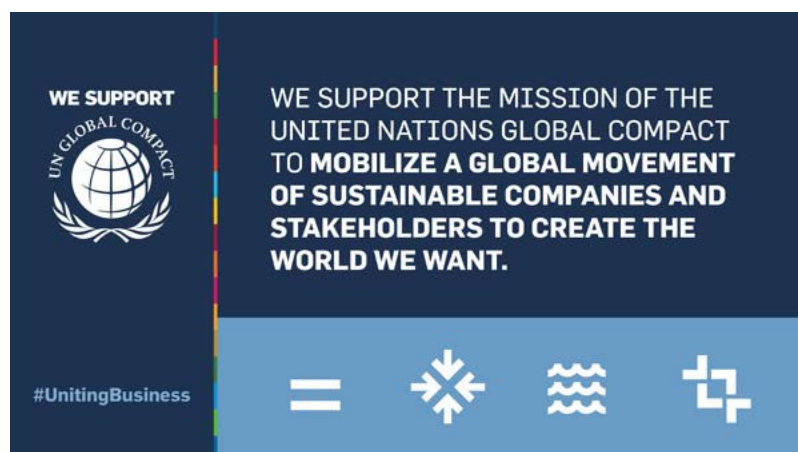
At Alstef Group, we are committed to making a positive and lasting impact on the world. Our Corporate Social Responsibility (CSR) strategy follows the principles set forth by the United Nations Sustainable Development Goals (SDGs), serving as our guiding framework for responsible and sustainable business practices.

In our pursuit of a meaningful and holistic CSR approach, we have identified five key pillars that guide our initiatives. These pillars not only reflect our dedication to the UN SDGs but also outline the specific areas where our efforts are focused. Let's delve into each of these pillars, which form the foundation of our CSR strategy.



JOINING THE UNITED NATIONS GLOBAL COMPACT

As part of this commitment, Alstef Group has joined the United Nations Global Compact, a global initiative that brings together more than 24,000 companies dedicated to sustainable and ethical business practices. This membership, which aligns with the 17 SDGs, represents the concretization of the actions we have already implemented to drive positive change.





PILLAR #1

RESPONSIBLE OFFER

RESPONSIBLE OFFER

Beyond good intentions, There are actions!

We all bear responsibility for our company's performance, not just in terms of equipment and production methods, but also for the economic context in which it operates – in essence, both our Company and its Environment.

When it comes to Corporate Social Responsibility (CSR), it's not a matter of top-down or left-to-right approaches; rather, we must adopt a 360° perspective, considering internal and external factors, including stakeholders within the environmental, societal, and economic ecosystem.

During a period of significant growth for Alstef Group, every individual's role and contribution are vital to ensuring satisfaction and success for all involved.

We are currently engaged in a collective human endeavor, striving daily to enhance our operations and the quality of our products and solutions. I am thrilled to be part of this journey, contributing to the creation of a sustainable future for generations to come and for the economy as a whole.



Philippe HAMON
Group Sales Director
Airport Solutions

OUR COMMITMENTS



**RESPONSIBLE AND
SUSTAINABLE
PURCHASING**

**END-OF-LIFE
MANAGEMENT
OF PRODUCTS**

**ECO-DESIGN AND
RESPONSIBLE
INNOVATION**

**PRODUCT
QUALITY**

RESPONSIBLE AND SUSTAINABLE PURCHASING

The purpose of our Responsible and Sustainable Purchasing Policy is to clarify our expectations of our partners and suppliers and to set out our commitments throughout the purchasing and supply chain. This policy aims to integrate CSR into selection criteria in the same way as quality, service, cost, innovation and risk management criteria. It reflects the approach we wish to take with our suppliers and partners to ensure that our relationships are sustainable, profitable and responsible.

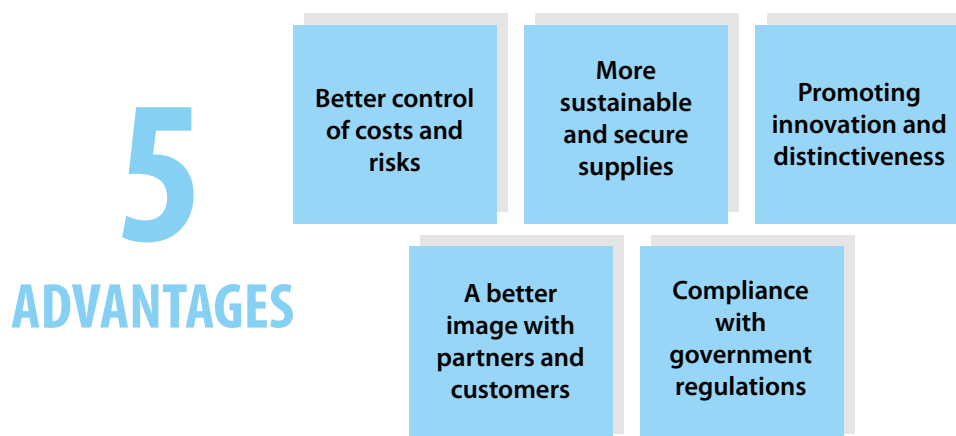
In 2024, Alstef Group signed the Responsible Supplier Relations and Purchasing Charter (RFAR) for its operations in France, demonstrating our strong commitment to sustainable purchasing. The practices and principles adopted through this charter serve as a reference point, with the objective of progressively adapting and extending them to our other subsidiaries worldwide, ensuring a consistent and responsible approach to procurement across the entire Group.



EMBRACING SUSTAINABILITY IN RESPONSIBLE PURCHASING

The concept of responsible purchasing or *sustainable purchasing* refers to any purchase that takes account of social and environmental factors in addition to the usual economic factors of price and quality.

By promoting responsible purchasing, we can make a major contribution to the ecological transition, which has a number of advantages for our company, including:



We're proud to spotlight the key principles defining our responsible purchasing policy:

Building Relationships of Trust: We believe enduring partnerships founded on ethical and responsible business conduct. Through our commitment to fostering trust with suppliers and partners and our endorsement of ethical labor practices, we help ensure sustainable and responsible collaborations that positively impact the communities we serve.

Environmental Preservation: A cornerstone of our responsible purchasing framework is our commitment to environmental conservation. We are continuously refining our purchasing processes to manage our environmental impact through optimization of energy usage, reduction of raw material consumption, and implementation of waste reduction strategies throughout the life cycle of our products.

Contributing to local Economies: Supporting local initiatives, employment, and community development lie at the core of our Responsible Purchasing strategy. Through our partnerships with local suppliers, we actively contribute to the growth and vitality of the regions in which we operate.

Social Commitments: We embody a socially responsible vision within our company. We pledge to uphold Human Rights, rejecting practices like child labor and forced labor. Discrimination is not tolerated; we advocate for fair and impartial treatment.

OUR GOALS:

1

GROUP RESPONSIBLE PURCHASING POLICY AND ETHICS CHARTER
DEPLOYED ON 100% OF THE PANEL OF STRATEGIC SUPPLIES

2

DEVELOP A WORLDWIDE SUPPLIER MATING SYSTEM

ALSTEF GROUP'S SUPPLIER CODE OF ETHICS

Our approach to responsible and sustainable purchasing includes integrating CSR into our vendor selection criteria, treating it equally with quality, service, cost, innovation, and risk management. Alstef Group takes stock of its practices, which are mainly based on the following ethical, social and environmental criterias.

Customer Focus, innovation, know-how, commitment, and team spirit are part of our core values. Alstef Group consequently asks its suppliers to be part of this process by signing our Supplier Code of Ethics. This Code of Ethics is a formal statement of our desire to share our values and our ethical commitment with our suppliers. The success of the code of ethics depends on its implementation by Alstef Group's Suppliers and on cooperation, mutual trust and respect between Alstef Group and its Suppliers. This Code of Ethics relies on key commitments for all stakeholders.

ETHICAL CRITERIA

Alstef Group works to ensure that its activities are free from bribery, corruption and other fraudulent behaviour. The company relies on its supplier ethics charter and code of conduct to combat all prohibited practices. Alstef Group trains its employees in the fight against corruption.

Develop fair and transparent business practices

Alstef Group works with its Suppliers within a context of fair and transparent business practices, respecting ethics, and legality. The Supplier shall comply with the relevant rules of competition law. It shall refrain from any agreement on prices and any unfair practice aimed at hindering free competition. It shall refrain from any conflict of interest, any counterfeiting and shall respect the regulations concerning intellectual property.



Fight against corruption and influence peddling

Corruption and influence peddling are clearly unacceptable within the Alstef Group. Alstef Group therefore requires its suppliers to comply with all applicable laws and regulations regarding bribery, corruption and influence peddling. Consequently, the Supplier shall refrain from any behaviour that could be qualified as passive or active corruption.



Avoid conflicts of interest

Alstef Group is particularly attentive to conflicts of interest. As such, Suppliers must avoid all situations where their personal interests may conflict with those of Alstef Group. The Supplier therefore undertakes to inform Alstef Group without delay of any actual or potential conflict of interest.



Guarantee confidentiality

Alstef Group and the Supplier mutually undertake to guarantee the confidentiality of any information provided under the terms of a contract. The Supplier also guarantees the confidentiality of information provided by Alstef Group concerning customers, service providers or other suppliers and subcontractors.



SOCIAL CRITERIA

Alstef Group expects its suppliers to share a socially responsible vision of the company. In this respect, the Supplier undertakes to comply with International Conventions and with all International, National and Local regulations concerning Human Rights.

Respect for human and employment rights and working conditions

Alstef Group is concerned about the social quality of its supplies, and is committed to providing good working conditions for the people employed at the various stages of manufacturing the products and supplies purchased and/or the services provided.



Combating child labour and modern slavery

Alstef Group is committed to the fight against child and forced labour. We will not tolerate any form of forced labour in our operations. Alstef Group relies on its supplier ethics charter to respect the people who work on its behalf. Alstef Group is committed to combating child labour and prohibits the employment of employees who are under the minimum age for employment laid down by law for the country concerned, or who have not completed their compulsory schooling.



Be in accordance

Alstef Group is committed to respecting health and safety regulations in its project. The company requires its suppliers to comply with any regulations that may affect the users, its employees and parts/equipment supplied to Alstef Group.



ENVIRONMENTAL CRITERIA

Alstef Group encourages its Suppliers to develop a CSR policy. The Supplier shall implement actions to reduce its impact and that of its equipment on the environment (such as eco-design, the use of reusable, recoverable or recyclable resources and equipment). The Supplier shall implement logistics strategies to optimize and rationalize transport and reduce its carbon impact. It shall refrain from using environmentally hazardous substances in its finished products.



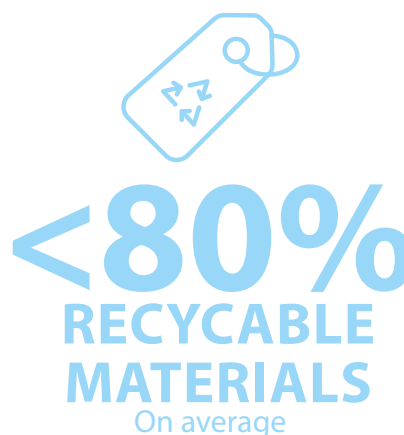
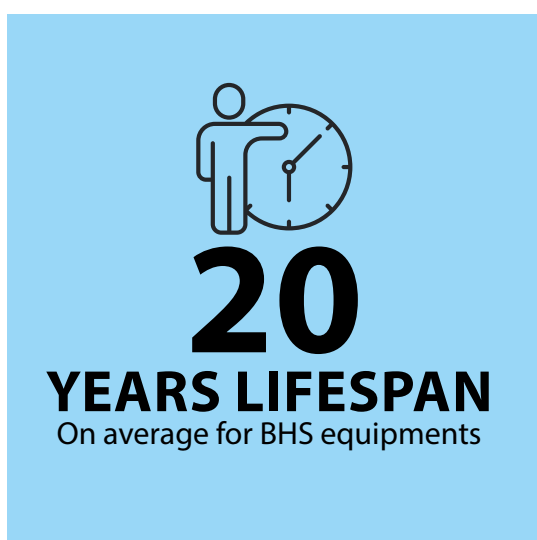
The Supplier shall endeavor, where possible, to use environmentally friendly and energy-saving technologies. It shall limit the waste generated by its industrial processes and its finished products at the end of their life. It shall ensure that they are disposed of in an environmentally friendly manner, including when working on customer sites.



END-OF-LIFE MANAGEMENT OF PRODUCTS

In terms of reducing the environmental footprint, one of the main challenges is to extend the lifespan of equipment.

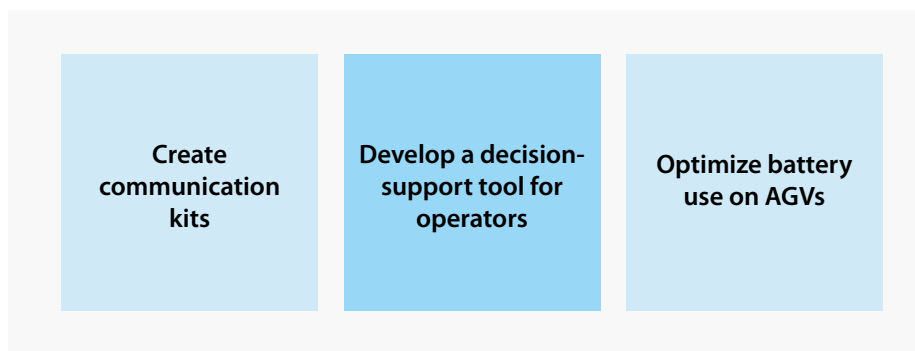
By prolonging the usability of our systems, we significantly minimize the need for constant replacements, thereby decreasing resource consumption and waste generation. Through innovative strategies and proactive maintenance programs, we strive to maximize the efficiency and durability of our equipment, ensuring sustainability remains at the forefront of our operations.



AWARENESS AND TRAINING

The role of the equipment operator is also crucial in controlling environmental and health and safety parameters. That's why Alstef Group provides customers with the right methods for optimized product management: optimizing "eco-use", product operating procedures, and raising awareness.

Alstef Group aims to:



IMPROVE WASTE RECOVERY

Our steadfast commitment to eco-responsibility is reflected in an integration according to needs and feasibility within our customer offerings, encompassing eco-design, extension of equipment life, end-of-life equipment management, and HSE risk prevention. It is through this unwavering commitment that we aim to achieve our objectives, notably in terms of equipment recyclability rates, thereby ensuring a significant contribution to environmental sustainability.

Find below an example of our analysis of equipment end-of-life waste recovery carried out for the Brisbane Airport Project.

RECOVERABLE	Painted sheet metal	40.432 kg
	Sheet metal	38.478 kg
	Scrap metal	59.618 kg
	Foundry	9.032 kg
	Scrap metal + oil or grease	43.052 kg
	Wood	2.790 kg
	Steel, Copper	17.260 kg
NON-RECOVERABLE	Polymer, electrical components, glass fibre, reinforced plastic, steel + poymer + grease	14.378 kg



RECOVERY AND REPROCESSING OF END-OF-LIFE WASTE
ON THE BRISBANE AIRPORT ITB - INSTALLATION PHASE

RETROFITTING: EXTENDING THE LIFE OF OUR SYSTEMS

A SMART, SUSTAINABLE STEP FORWARD

Retrofit solutions are an integral part of our approach across our three core activities. Through retrofitting, we extend the life of existing installations, improve system reliability, and integrate the latest technologies without the need for full replacement.

This approach minimizes waste, lowers investment costs, and limits the environmental impact of industrial operations - all while ensuring continuity of service. Whether it's updating control systems, replacing worn mechanical parts, or improving safety and ergonomics, our retrofit solutions are tailored to meet the specific needs of each site, offering a flexible, cost-effective, and environmentally conscious alternative to full replacement.

CASE STUDY

One example of our approach in action is the modernization of Nestlé's York Distribution Centre (YDC) in York, UK. The project, led by our Intralogistics Works Business Unit, underscores our expertise in modernizing, upgrading and optimizing existing warehousing systems to extend their lifespan and boost operational performance. This initiative entails the replacement of six stacker cranes and their control systems within the factory's automatic warehouse.

In this project, we are replacing six aging stacker cranes with high-performance models featuring double-deep telescopic forks and camera-guided positioning. We are also updating the control system with a centralized, ground-based PLC architecture and a Profinet network. All work is carried out in phases to maintain warehouse operations throughout the retrofit - a perfect example of how sustainability, efficiency, and continuity can go hand in hand.



ECO-DESIGN AND RESPONSIBLE INNOVATION

Alstef Group is committed to an eco-responsible approach based on continuous innovation and an ambitious R&D program, in order to offer ever more durable and sustainable solutions.

4 COMMITMENTS

Analysing the use of eco-responsible and/or recycled raw materials in our product range

Applying the eco-design approach to our existing product range and to new products

Promoting our eco-responsible approach in our customer offers

Reducing the energy consumption of equipment installed at our customers customers costs and risks

ECO-DESIGN OF OUR SYSTEMS

Alstef Group regularly reviews and refines its R&D program with a focus on continually reducing the energy consumption of its products and installations. Energy recovery systems are implemented in our AGVs according to the possibility and/or needs expressed by the customer.



DID YOU KNOW ?

We promote the replacement of linear motor carousels with friction-driven carousels, which consume less energy. This means that the same carousel consumes much less energy in terms of installed power as a linear or friction-driven solution.



MANAGEMENT INTELLIGENCE AND FLOW OPTIMIZATION

From the very beginning of the design and pre-installation studies, Alstef Group's engineering and design departments elaborate the project most fitted to the operating requirements. Our system expertise allows us to provide an upstream intelligent solution integrating the optimization of flows and movements, in order to reduce the energy wastage caused by reorganization movements and load resumption. By improving the fluidity and reliability of processes, automation reduces the efforts to restart the production, saving time and energy.

We also integrate environmental performance monitoring into our management softwares OPAL and BAGWARE. Our KPI and reporting modules, Opal Analytics and BAGanalytics, proposes energy consumption indicators by combining real data from the fuse boxes. These indicators meet the requirements of BREEAM (Building Research Establishment Environmental Assessment Method) certification, international standard that measures environmental impact of a building.

ON-BOARD ENERGY RECOVERY SYSTEMS

Our stacker crane, thanks to its modular drive, integrates the functions of energy retrieval and reinjection on the electrical network. When an axis is in the energy restitution phase, the energy recovery consists in redistributing this energy to the other axis. Re-injection, by converting the energy in extra electricity, allows to feed the equipment in the stacker crane, as well as the equipment on the ground such as conveyors, machine etc. With traditional solutions, this energy is wasted as heat in a resistance. Another solution developed by our team: systems based on super capacitors. Embedded on our stacker cranes, they allow a **general reduction in equipment consumption of 20%**. The peak of consumption during accelerating phases is smoothed out by the capacitors, enabling to significantly reduce the size of the power supply.



Our storage AGVs are also equipped with an energy recovery system. The GT16, a dedicated storage vehicle for narrow alleys (VNA) exploits the energy generated during deceleration or slowdowns. Thus, during lifting, hydraulics unit adjusts in real time the torque or the strength according to requested speeds or constraints.



AGV'S LONG-LIFE BATTERIES

The use of lead or lithium batteries on AGVs offers an efficient solution to optimize their performance and service life.

High-performance batteries offer many environmental benefits:

REDUCING THE AGV'S POWER CONSUMPTION

REDUCING WASTE

EXTENDING THE LIFESPAN OF THE AGV

These batteries are easily controllable, allowing optimal management of their use. Their inspection is ensured during preventive maintenance operations, allowing regular and planned checks that avoid systematic replacement of batteries.

Connected 4.0 maintenance is another monitoring method, where systems directly trace information on defective parts to be replaced, allowing timely interventions to maximize battery life.

Our "Road to 2026" R&D program will also allow us to optimize energy consumption thanks to AI (developed in-house).

COUNTERWEIGHT ELEVATOR

A counterweight baggage elevator is a device used to transport luggage vertically, commonly found in airports. It consists of a cabin for the luggage, a vertical guidance system, and an engine with pulleys. The counterweight, which is similar to the average load, balances the cab, reducing the effort required for lifting and improving safety. This system is also more energy efficient: the operators place the luggage on the platform, select the desired level, and the mechanism does the rest.

Counterweight elevators offer many environmental benefits:

- **Energy efficiency:** A counterweight baggage elevator uses less energy than other lifting systems because of its balancing mechanism. This translates into reduced electricity consumption for the entire baggage sorting system.
- **GHG emission reduction:** Using less energy, these elevators help reduce greenhouse gas emissions. Airports, which are often major sources of emissions, can thus reduce their overall environmental impact.
- **Less waste and replacements:** Thanks to their durability and robust design, counterweight baggage lifts require less frequent replacement of wear parts.



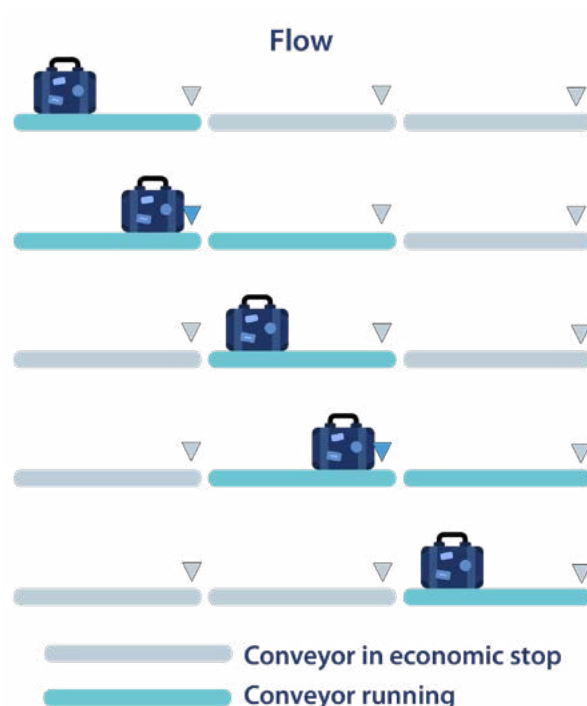
LINER-LESS LABEL PRINT AND APPLY SOLUTIONS

Our post and parcel division proposes linerless labels which offer several advantages over traditional labels with backing paper. Firstly, they generate less waste since there's no liner to discard, making them more environmentally friendly. Additionally, they save storage space and transportation costs as they come in rolls without bulky liners. Their adhesive technology ensures efficient application, reducing downtime and increasing productivity in labeling processes.

MOTOR OPTIMISATION - WAVE CONCEPT

Our Wave Concept, integrated in 100% of our offers, optimizes the use of airport conveyors and reduces energy consumption by running the motors for the shortest time possible. Detectors ensure the conveyors only run when bags are present in the system, saving on energy but ensuring throughput is maintained.

Alstef Group Group installs IE3 motors as a standard at its customers' sites and is promoting use of energy class IE5 motors as often as possible. These motors deliver considerable energy savings and reduce greenhouse gas emissions. They also have a longer service life and lower maintenance costs.



PRODUCT QUALITY

Improving the repairability and reuse systems of our equipment is crucial for fostering sustainability and reducing environmental impact. By placing a strong emphasis on extending the lifespan of our products and enhancing their robustness and resistance, we not only contribute to the conservation of valuable resources but also align ourselves with the principles of a circular economy.

Furthermore, emphasizing the durability and resistance of our equipment ensures that it can withstand the test of time and harsh operational conditions. This not only enhances the overall value proposition for our customers but also reduces the frequency of repairs and replacements. In turn, this leads to a decrease in the environmental footprint associated with manufacturing, transportation, and disposal of products.

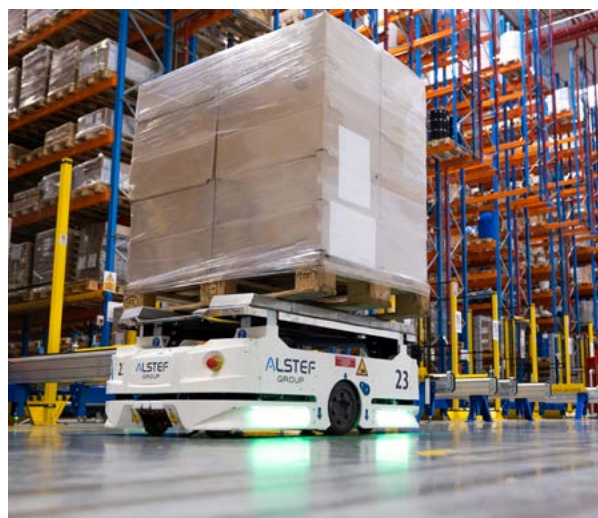
4 COMMITMENTS

Use materials/
components with
a long lifespan
or derived
from re-used or
repurposing

Reduce
consumables
and optimize
consumption

Enhance the eco-
responsible impact
and equipment
facilities

Enhance the value
of actions to limit
environmental
impacts



XSORT: ECO-DESIGN CASE STUDY

As part of its commitment to sustainable innovation, Alstef Group has developed the XSORT cross-belt sorter, a next-generation baggage handling system designed with eco-design principles at every stage.

Engineered to minimize environmental impact, the XSORT uses low-carbon aluminum sourced from ASI-certified suppliers and produced with renewable hydroelectric energy. Its lightweight structure not only reduces transportation emissions but also enables faster installation.

The use of recyclable materials—such as aluminum, steel, and PVC—combined with a minimal use of plastics and the integration of wooden sliding surfaces, supports a circular economy model.

Overall, XSORT exemplifies Alstef Group's dedication to developing innovative technologies that combine operational excellence with measurable environmental benefits.

Energy efficiency is a cornerstone of the XSORT, powered by synchronous linear motors and inductive wireless transmission systems that deliver up to 85% efficiency.

The system also features a dynamic energy-saving mode, adjusting operational speed based on flow requirements to reduce energy consumption further. With a compact design and frictionless components, maintenance needs are minimal, and system longevity is enhanced.

Predictive maintenance through IoT sensors ensures maximum uptime while reducing unnecessary part replacements.

100%
RECYCLABLE
aluminium & steel

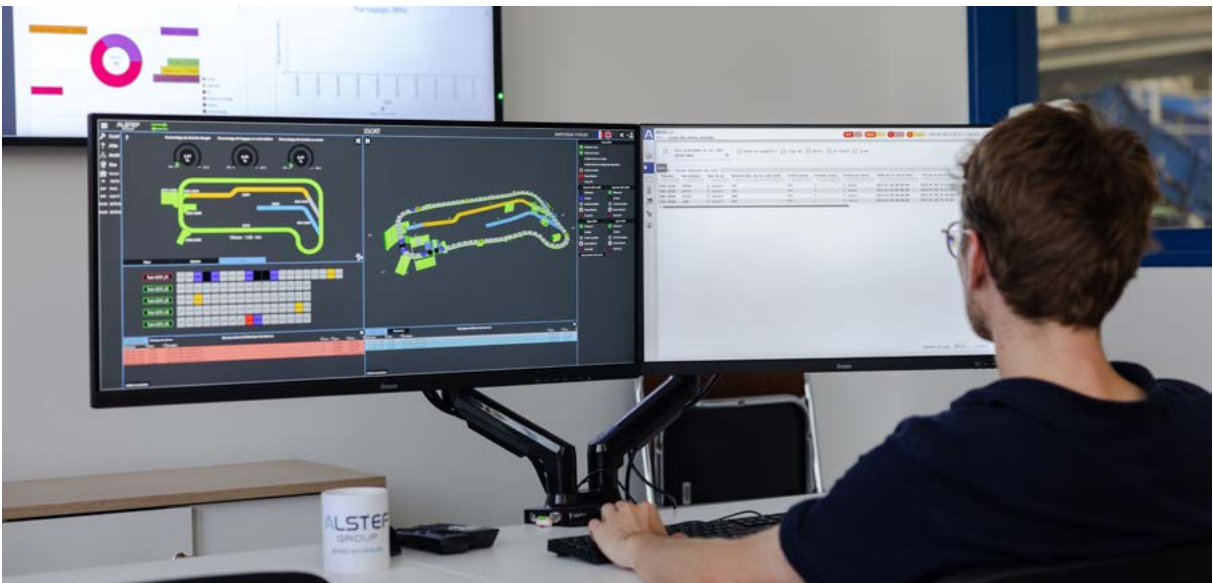
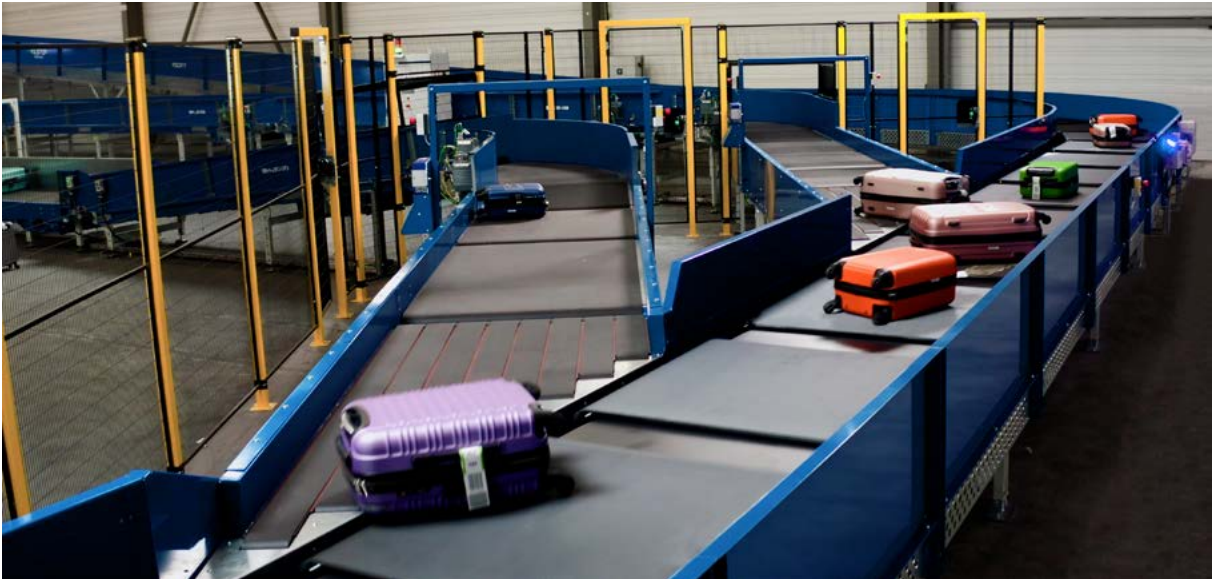


**OPTIMISED
ENERGY
EFFICIENCY**



**LOCALLY
SOURCED
COMPONENTS**







ENVIRONMENTAL ISSUES

ENVIRONMENTAL ISSUES

In today's global landscape, the importance of businesses adopting an environmentally responsible approach cannot be overstated and I am keenly aware of the significant impact that businesses have on the environment, and the imperative for them to prioritize sustainability. Embracing environmental responsibility isn't just a moral obligation; it's a strategic necessity for long-term success.



Aurélie VANNIER
CSR and QSE Director

First and foremost, adopting an environmentally responsible approach is crucial for safeguarding the planet and its resources for future generations. Climate change, pollution, and habitat destruction are just some of the pressing environmental challenges we face today. By minimizing our ecological footprint, Alstef Group can play a pivotal role in mitigating these issues and preserving the environment for generations to come.

Overall, an environmentally responsible approach is not just beneficial for the planet, but also for the long-term success and resilience of businesses in an increasingly complex and interconnected world.

OUR COMMITMENTS



**COMBATING, MITIGATING AND
ADAPTING TO CLIMATE CHANGE**

**SUSTAINABLE USE OF RAW
MATERIALS AND WASTE
MANAGEMENT**

**PREVENTION AND REDUCTION
OF POLLUTION (WATER, AIR,
SOIL)**

**PROTECTION OF THE
ENVIRONMENT AND
BIODIVERSITY**

**SUSTAINABLE USE OF WATER
RESOURCES**

**SUSTAINABLE USE OF ENERGY
RESOURCES**

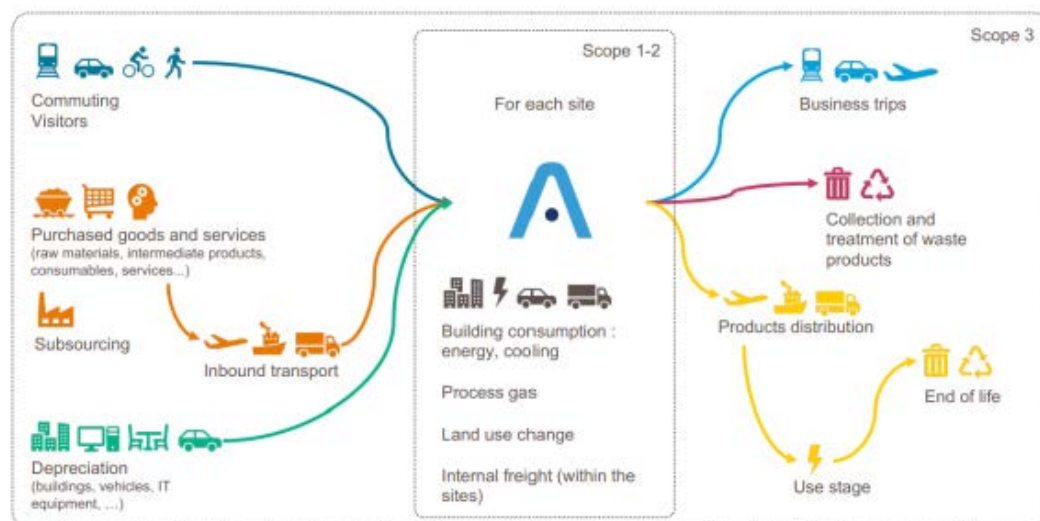
COMBATING, MITIGATING AND ADAPTING TO CLIMATE CHANGE

Alstef Group, fully cognizant of the formidable challenges posed by sustainable development and the imperative to combat climate change, has made a resolute commitment to actively participate in an ongoing process of continuous improvement. The primary objective of this initiative is to curtail its production of greenhouse gases, with a specific focus on mitigating carbon dioxide (CO₂) emissions.

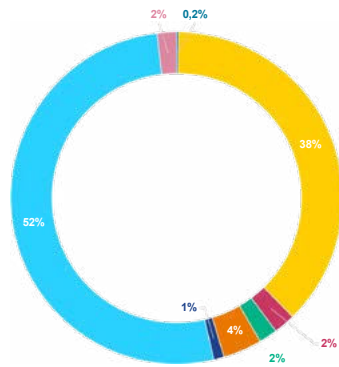
CARBON FOOTPRINT ANALYSIS

In 2023, we decided to conduct a carbon footprint analysis in three out of four of our Excellence Centers: Alstef Automation & Alstef Mobile Robotics (Complies with the French ADEME carbon footprint analysis method) and Alstef New Zealand. In 2024, Alstef USA has also conducted a carbon footprint analysis so that 100% of our Excellence Centers are assessed. While our size exempts us from the legal french requirement to conduct a carbon footprint analysis, with none of our entities surpassing 500 employees, we have chosen to proactively engage in this initiative. By the end of 2025, we will conduct an analysis for our entities around the world.

Undertaking this initiative aligns with our values of transparency and accountability to our stakeholders, including shareholders, employees, suppliers, and customers. By voluntarily measuring our carbon footprint across scopes 1, 2, and 3 (see chart below), we not only demonstrate our proactive approach to mitigating climate change but also position ourselves at the forefront of sustainability leadership within our industry. Anticipating future regulatory requirements, we seek to stay ahead of the curve, implementing sustainable practices that not only benefit the environment but also contribute to our long-term business resilience and competitiveness. Ultimately, conducting a carbon footprint reinforces our dedication to fostering a healthier planet and leaves a lasting legacy of responsible corporate citizenship.



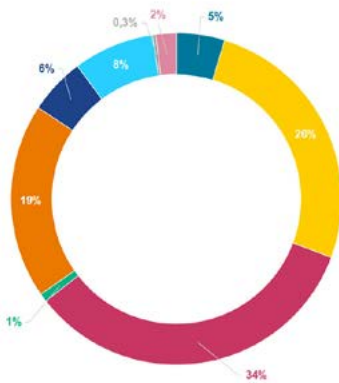
Detailed scopes for all entities are available in the Appendices section



Alstef Automation GHG Emissions Inventory

578
kg CO₂e / k€ Turnover

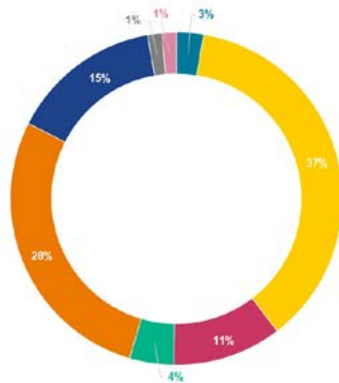
161
t CO₂e / employee



Alstef Mobile Robotics GHG Emissions Inventory

125
kg CO₂e / k€ Turnover

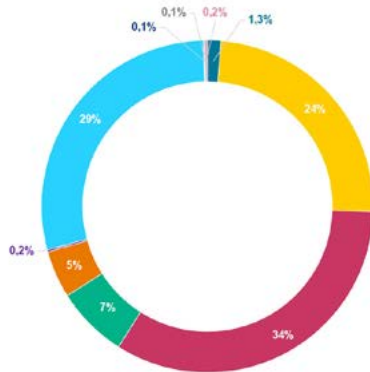
15
t CO₂e / employee



Alstef New Zealand GHG Emissions Inventory

64
kg CO₂e / k€ Turnover

16
t CO₂e / employee



Alstef USA GHG Emissions Inventory

219
kg CO₂e / k€ Turnover

155
t CO₂e / employee

■ Energy & AC
 ■ Inputs - Production
 ■ Other purchases
 ■ Freight
 ■ Travels and commuting
 ■ Packaging
 ■ Use of sold products
 ■ Capital goods
 ■ Direct waste
 ■ End of life of sold products

DECARBONIZATION ACTION PLAN

By understanding and quantifying our greenhouse gas emissions, we gained crucial insights into our environmental impact and identify areas where we can make meaningful reductions. This allowed us to set up a dedicated decarbonization action plan for subsidiaries which conducted a carbon footprint analysis, taking into account our priorities and divided into six main themes:

1

STEERING, MONITORING

- Drafting a comprehensive action plan
- Organizing awareness-raising initiatives

2

MATERIALS

- Developing Ecodesign of our products
- Using recycled materials in our products
- Prioritizing products with a low environmental footprint

3

TRAVEL AND MOBILITY

- Drawing up a company mobility plan or enhancing existing provisions
- Developing soft mobility with an incentive system (€1 per day per employee in France)
- Developing carpooling initiatives
- Limiting journeys through rationalization and reorganization

4

CAPITAL GOODS

- Establishing a policy encouraging the selection of responsible accommodation/catering for business trips
- Setting up an employee awareness and training program on environmental issues

5

ENERGY CONSUMED

- Deploying a global energy-saving policy (IT consumption, lighting, etc.)
- Limiting the use of heating and air conditioning in offices
- Replacing gas heating with heat pumps

6

FREIGHT

- Optimizing distances: choice of suppliers, assembly location, etc.
- Choosing transport companies for road freight based on environmental criteria (fuel used, consumption, etc.)



SUSTAINABLE USE OF RAW MATERIALS AND WASTE MANAGEMENT

SUSTAINABLE USE OF RAW MATERIALS



See Responsible Offer pillar
Page 13

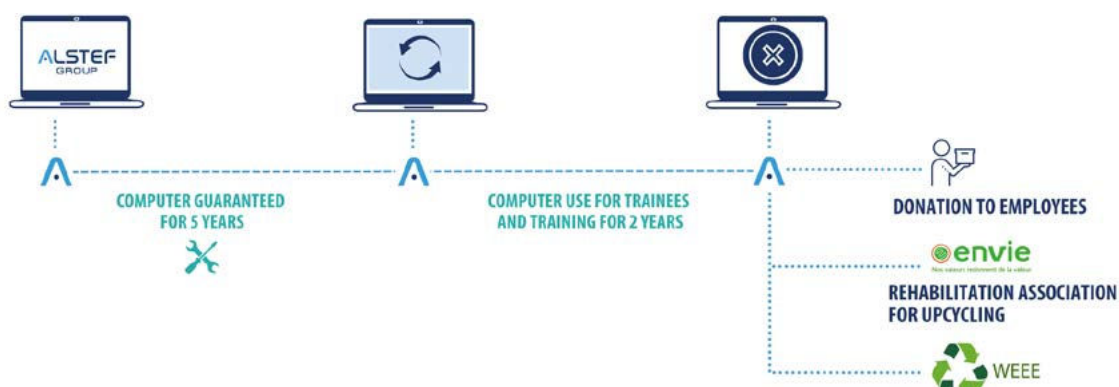
WASTE MANAGEMENT

Alstef Group sets up a comprehensive life cycle for computers within its French subsidiaries. To optimize the longevity of our computers, each system is designated for use by our interns, thereby extending its operational lifespan within our company to a remarkable 7 years.

At the end of its useful life, Alstef Group undertakes to give functional equipment a second life by donating it to employees, schools and associations. In the case of non-functional equipment, the aim is to ensure that it is processed and recycled. To do this, Alstef Group establishes partnerships with local associations.

240
COMPUTERS
DONATED*

*2024



PREVENTION AND REDUCTION OF POLLUTION (WATER, AIR, SOIL)

WATER AND SOIL POLLUTION

We acknowledge that soil and water pollution can potentially arise from accidental environmental incidents, such as hydraulic cable ruptures on mobile lifting platforms. To mitigate these risks, we have established rigorous intervention procedures tailored to each site, taking into account specific environmental constraints. Additionally, we ensure that emergency numbers are readily available for swift response in case of any environmental emergencies.

For instance, in France, as part of our proactive approach, we deploy absorbent kits to swiftly contain and manage accidental spillages, minimizing their environmental impact. Furthermore, we conduct regularly scheduled emergency tests, including drills for fire and accidental spills, to evaluate and improve our response mechanisms. Our commitment extends to implementing rainwater plugging systems to further safeguard against potential pollution incidents, underscoring our dedication to environmental stewardship and sustainable practices.

AIR POLLUTION

Air pollution comes from the generation of greenhouse gases by our buildings and vehicles in our car fleets. That's why Alstef Group is currently deploying several solutions to reduce its production of greenhouse gases.

MONITORING REFRIGERATION UNIT

Alstef Group's headquarters uses refrigerants in its server room cooling systems. The company has set up regular monitoring processes for these refrigeration units, as well as temperature sensors to detect any rise in temperature that could be the cause of a refrigerant leak. These refrigeration units are regularly monitored and recorded by the Group entities concerned by this process.



PROMOTING ELECTRIC VEHICLES

In many subsidiaries, we installed electric vehicle charging stations to encourage employees to use this type of vehicle: we already more than 20 stations in France.

We started investing in electric vehicles when operational activities allow, such as our O&M team in Paris Roissy Charles de Gaulles Airport.

Alstef Group's headquarters has set up a contract with its preferred rental company to prioritize low CO2 emission vehicles.



GREEN MOBILITY ACTION PLAN

The company has implemented and is promoting several mobility solutions, depending on the country, to reduce the production of greenhouse gases:



Sustainable mobility package



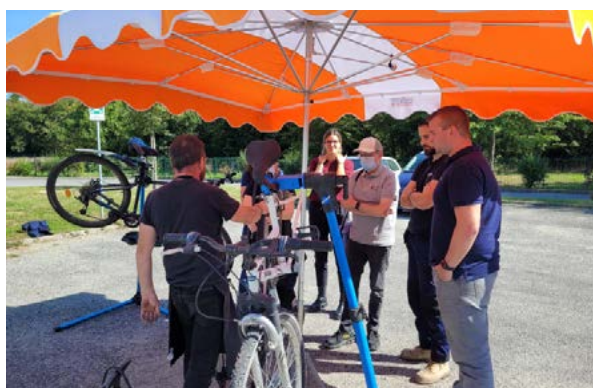
Shared file to encourage carpooling on business trips

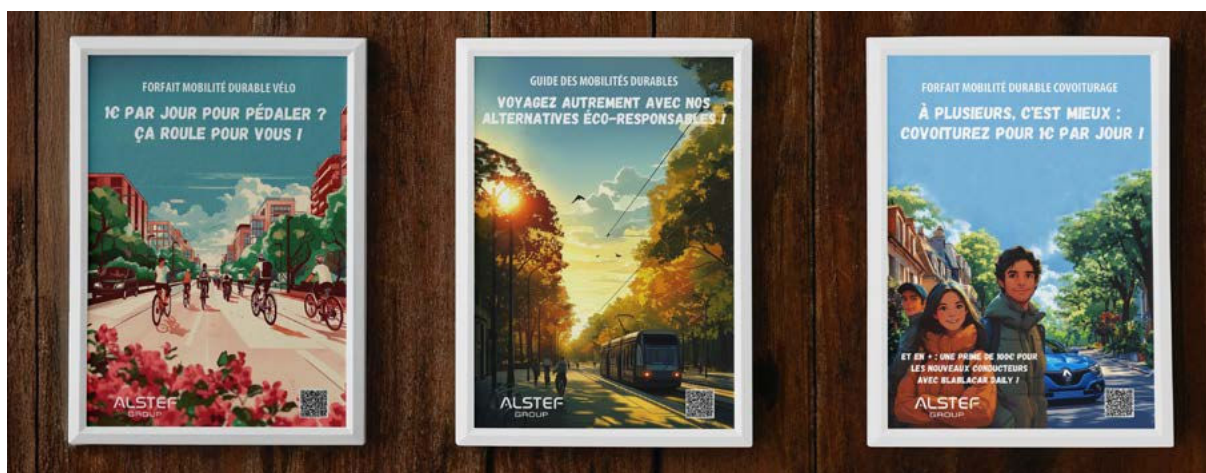


Home-work commute carpooling platform



Encouraging soft mobility to use means of transport other than the car



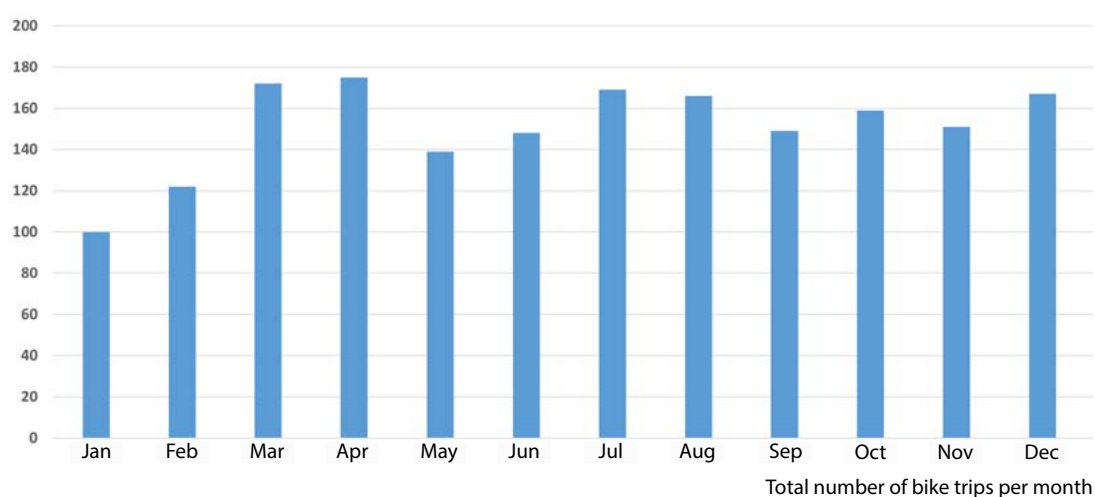


SUSTAINABLE MOBILITY ALLOWANCES : CYCLING

We are implementing sustainable mobility allowances for cycling and carpooling, further supporting low-impact commuting options and reinforcing our commitment to environmentally responsible transportation.

French employees commuting from their home to the workplace are eligible for the sustainable mobility allowance for cycling, which provides financial support of €1 per day. This initiative aims to encourage the use of bicycles as an eco-friendly alternative for daily travel, helping to reduce carbon emissions while promoting employee well-being through active mobility.

We also track the number of bicycle commutes made each month, allowing us to monitor the impact of cycling as a sustainable mobility option and encourage continued participation.



To further support our cycling community, Alstef New Zealand has also invested in boot and clothes dryers for our Auckland-based employees who commute by bike. This initiative ensures greater comfort for cyclists, especially during wet weather, and reinforces our commitment to promoting sustainable commuting.



SUSTAINABLE MOBILITY ALLOWANCES : CARPOOLING

To further promote low-carbon commuting options, employees who travel to the Alstef Mobile Robotics site in Mordelles by carpooling are also eligible for the sustainable mobility allowance, offering €1 per day. This initiative supports shared, eco-friendly transportation and contributes to reducing the environmental footprint of daily travel.

To extend this approach beyond daily commuting, we also encourage employees to propose or participate in carpooling for professional intersite travel—whether between Boigny, Mordelles, customer sites, or other remote locations. By adopting shared mobility for business trips, we further reduce our carbon footprint and promote responsible travel practices across all aspects of our operations.



To encourage more sustainable commuting practices, the company supports the use of BlaBlaCar Daily, a carpooling application designed for home-to-work travel. This solution enables employees to share rides either as drivers or passengers, helping to reduce their carbon footprint while fostering social interaction and lowering transportation costs. By using the app, employees can also benefit from various incentives such as a €100 carpooling bonus for new drivers, a referral system, and free rides for passengers — all contributing to more eco-friendly and accessible daily travel.



PROTECTION OF THE ENVIRONMENT AND BIODIVERSITY

Alstef Group is committed to contributing to the protection of the environment and biodiversity. The company decided to build its actions around the Ecosystem Services, which refer to the benefits that humans obtain from natural ecosystems. These services play a crucial role in maintaining quality of life and human well-being and are generally divided into four main categories:



SUPPORTING

Bees play a hugely important role in our ecosystem but our dear foragers are under threat. For several years, honey production has been on the decline. Alstef Group has installed beehives on 75% of its Excellence Centers, and encourage pollination. By taking action for biodiversity in favor of bees, in an environment that favors the development of fauna and flora, we wish to contribute to environmental sustainability.

In addition, we're also involved in the protection of birds thanks to our collaboration with LPO, the largest environmental NGO in France, and the installation of birdhouses on our Orléans site.



Whenever possible, the company has decided to give priority to the free movement of animals on its site, to create an ecological corridor system encouraging exchanges between wildlife, such as deers and hinds in France.

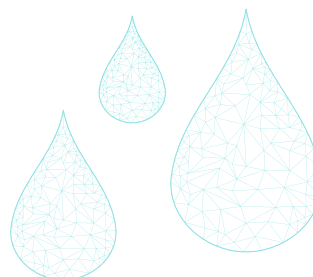
From 2024 onwards, the company plans to implement one action per ecosystem service category each year at group level. The targets for 2024 were:

SUPPORTING  Installing beehives and birdhouses	REGULATING  Conducting a carbon footprint analysis for Alstef USA
CULTURAL  Celebrating Earth Day globally	PROVISIONING  Developing the use of recycled raw materials in Research and Development projects



SUSTAINABLE USE OF WATER RESOURCES

Aware of the challenges of sustainable use of water resources, Alstef Group headquarters has decided to engage in a process of continuous improvement to reduce its consumption of water to preserve it which becomes a rare and precious resource.



The company is already adopting water-saving measures and actions, depending on the subsidiaries, such as:

1

REDUCING CONSUMPTION

- Installation water-saving devices on taps and toilet flushes (+ 40% savings).
- Periodic inspection of water coolers to ensure proper operation.

2

LIMITING WATER PRODUCTION

- Installation of water softeners reducing water hardness.

3

TREATING AND PROTECTING RAINWATER

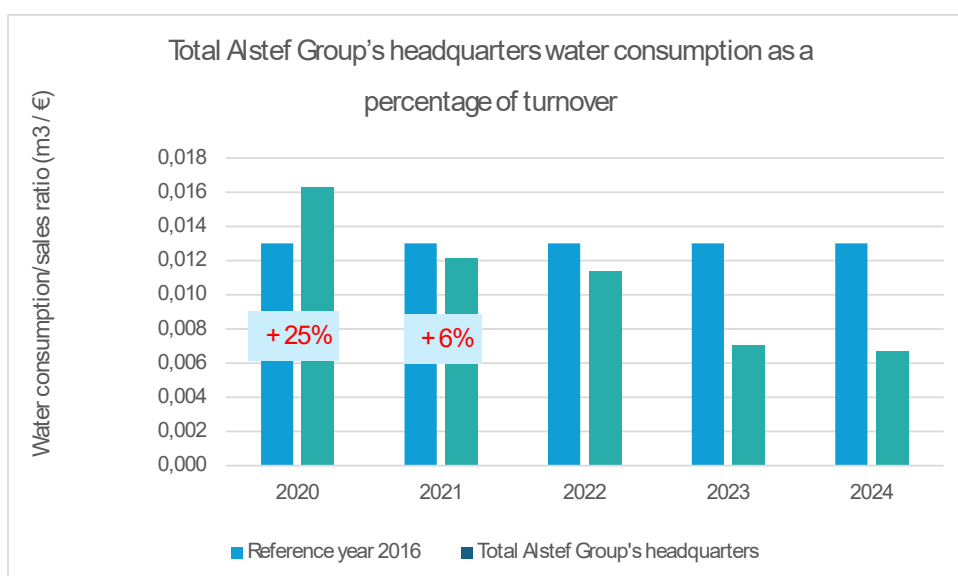
- Oil and silt separator for water coming from the parking lot.
- Installation of a phyto-purification system with adapted vegetation.
- Installation of a system for blocking manholes in the event of fire or spillage.

4

RAISING AWARENESS AMONG THE TEAMS

- Dedicated communications sent regularly.

The company also decided to track its water consumption in relation to revenue or headcount in order to identify trends in consumption as a function of activity.



SUSTAINABLE USE OF ENERGY RESOURCES

We are actively implementing measures to ensure the sustainable use of energy resources. Through the adoption of energy-efficient technologies, responsible consumption practices, and investment in renewable energy sources, we aim to minimize our environmental footprint and contribute to a cleaner, greener future.

Installation of energy-efficient convectors and heat pumps

Ongoing study of a geothermal system

Installation of solar panels

Installation of presence detectors in high-traffic areas

Regulation of air conditioning and heating systems temperatures

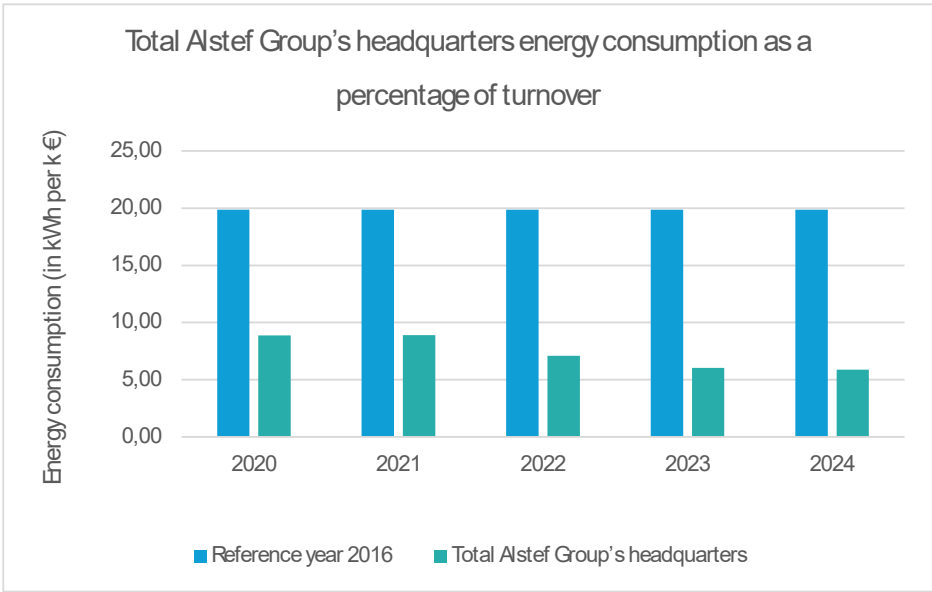
Installation of LEDs in buildings

In 2024, I was trained as an energy advisor to implement our company's energy-saving and optimization strategy. Thanks to the training program, I'm now equipped to identify high-consumption areas on site and implement targeted improvements. With the support of dedicated coaching, we're focusing on optimizing heating and cooling systems, improving server room efficiency, and raising staff awareness — all to reduce our environmental impact while enhancing performance.



Eric POSNIC
AMR ENERGY ADVISOR

The company also decided to track its energy consumption in relation to revenue or headcount in order to identify trends in consumption as a function of activity. Alstef Group aims to monitor its energy consumption in line with the legal requirements applicable in each country.



ALSTEF
GROUP



SOCIAL ISSUES

SOCIAL ISSUES

We understand that safety and security, well-being, skills development, inclusion and diversity are not only fundamental human rights but also critical pillars for sustainable development and shared prosperity.



Nathalie RIGAUD
HR & Communications
Director

It's imperative to ensure a safe and secure working environment for all employees, contractors, and stakeholders across our operations and therefore to implement robust safety protocols and training programs to mitigate occupational hazards and prevent accidents.

By fostering a workplace culture that prioritizes employee well-being, both physical and mental, we promote a healthy work-life balance and work towards creating an environment where every individual feels valued, supported, and empowered to thrive.

Investing in training and professional development opportunities to equip our employees with the skills and knowledge needed to thrive in a rapidly evolving business landscape will provide all our employees with the resources they need to grow professionally.

Cultivating an inclusive work environment where diversity of thought, background, and experience is celebrated and valued goes beyond fulfilling legal requirements; it's about implementing recruitment, retention, and advancement strategies that promote equal opportunities for all employees.

Our employees are the backbone of our organization, and their health and happiness directly influence their performance, productivity, and overall satisfaction. Together, we can build a brighter future for generations to come.

OUR COMMITMENTS



**EMPLOYEE
HEALTH AND
SAFETY**

**WORKING
CONDITION
AND WELL-BEING**

**SKILLS AND
DEVELOPMENT**

**DIVERSITY AND
INCLUSION**

EMPLOYEE HEALTH AND SAFETY

At Alstef Group, we recognize that our employees are our most valuable asset. Their well-being, both physical and mental, is paramount to our success and a shared responsibility. We are committed to fostering a work environment that actively promotes a high level of health and safety, allowing each individual to thrive.

HOW TO REACH THE ZERO ACCIDENT OBJECTIVE?

Alstef Group has enhanced its process approach by including all occupational health and safety requirements within its subsidiaries. HSE objectives are monitored in the form of indicators on a dashboard kept up to date by the QSE Manager. We are now developing new actions to ensure a global approach at a group level.



Harmonise data collection and reporting worldwide.

- Analyse current state of data collection
- Ensure the data collected per entity is coherent and standardised



Track accidents on sites and road accidents.

- Ensure the harmonization of the reporting
- Standardize accident definition around the group



Track nearly missed accidents on site

- Ensuring the harmonization of the reporting protocol



OUR HEALTH & SAFETY ACTIONS

MANAGEMENT OF ACCIDENTS AT WORK

Within our French subsidiaries, in the event of a health and safety incident, Alstef Group issues a request for improvement, which the company manages until the problem is resolved. Each workplace accident is investigated by the Health Quality and Safety Manager, with the participation of the accident victim, the Health, Safety and Working Conditions Commission and the accident victim's direct manager. A report and associated action plan are drawn up to prevent any recurrence of the situation.

RISK ANALYSIS AND PREVENTION MEASURES

Most subsidiaries regularly update their Occupational Risk Assessment Document or risk analysis. It is updated at least once a year and based on the life cycle of the subsidiaries' products and services. It takes into account both risks and opportunities in terms of health and safety at work. In France the process for updating the risk assessment involves a safety committee including employee representatives.

New employees undergo Quality, Health, Safety and Environment training/awareness-raising within the company.

Alstef Group no longer uses any CMR chemicals (Carcinogenic, Mutagenic and Reprotoxic). The company has removed all such products from its site references. The only chemical products used are degreasing agents, degreasers, oils, glues and paints, which are studied and monitored in conjunction with the occupational health department. The company asks its chemical suppliers to comply with the regulation (for instance the REACH directive if applicable). Alstef Group buys just the right quantity of chemical products for the site.

RAISE AWARENESS OF HEALTH-RELATED ISSUES



100%
OF EMPLOYEES INVOLVED
BY 2026

OBJECTIVE

SAFETY OF STAFF ON WORKSITES

Alstef Group provides its employees with the safety training and guidelines they need to work on customer sites and on its own facilities — including electrical qualifications, working at heights, proper gestures and postures, slinging operations, workplace first aid, fire permits, first response team training, and chemical risk awareness.

To further strengthen our commitment to health and safety, we are also implementing a dedicated e-learning module to ensure all teams operating on commissioning and maintenance sites receive consistent, accessible, and up-to-date training.

Every U.S.-based field technician is completing OSHA 30 (Occupational Safety and Health Administration) training - a comprehensive program that prepares workers to recognize and prevent safety risks on the job. It's one more way we're reinforcing a safety-first mindset across every site and every installation.



First-aid kits are distributed to each workplace first-aider. The contents of the kit are renewed and checked at least once a year. In 2023, the proportion of first-aid workers represents 20% of our headquarters total workforce.

Alstef Group allocates personal protective equipment to each of its employees so that they can work safely on site. This includes permanent equipment such as safety shoes, work clothes, high-cut and puncture-resistant gloves, helmets and hard hats, as well as specific equipment such as electrical personal protective equipment kits (insulating mats, gloves and over-gloves, VAT, arc flash helmets, lockout padlocks) and height protection kits (harnesses, lanyards, karabiners, fall arresters, ties, helmets).

“TAKE 5” RISK ASSESSMENT

Our HSE strategy ensures proactive risk management. The APAC region has developed a comprehensive «Take 5» risk assessment, identifying hazards before any task begins and adapting dynamically as risks evolve. All APAC site-based staff carry a business card-sized info card with a QR code linking to the Take 5 form, ensuring instant access.

This reinforces our commitment to safety and our eight safety non-negotiables, which set clear expectations for maintaining a zero-harm culture. Safety is embedded in every action, decision, and operation.



MENTAL HEALTH AWARENESS AND TRAINING

We recognize the importance of prioritizing not only physical, but also mental health in the workplace. That's why we introduced a training program for on-site mental health rescuers to provide confidential and appropriate assistance and compassionate guidance to any team member facing mental health challenges.

In 2023-2024, 11% of french employees have already been trained. By offering immediate support and fostering a culture of openness, we aim to create a safe environment where employees feel comfortable seeking help when needed.

We generally offer assistance and support programs for our employees. For Example, Alstef Group's employees in USA, Australia and New Zealand have access access to an EAP (Employee Assistance Program) and WorkLife Services Benefit, which offer confidential support and helpful resources to prevent and cope with anxiety and depression, parenting and family challenges, relationship difficulties, substance use concerns, and more.



ISO 45001 CERTIFICATION

The Alstef Automation subsidiary obtained its first ISO 45001 version 2018 certificate for its occupational health and safety management system in May 2020. This complements and reinforces its ISO 9001 version 2015 certification.

We take immense pride in achieving ISO 45001 certification, a testament to our unwavering commitment to occupational health and safety. This internationally recognized standard underscores our dedication to providing a safe and secure work environment for our employees, clients, and stakeholders alike. Through meticulous adherence to ISO 45001 guidelines, we continuously strive to mitigate risks, prevent incidents, and promote a culture of safety awareness across all facets of our operations. This certification not only validates our efforts but also reaffirms our pledge to prioritize the well-being of everyone associated with our organization. At Alstef Group, safety isn't just a priority; it's a core value ingrained in everything we do.



RAISING AWARENESS AMONG OUR TEAM

HEALTH & SAFETY EVENTS

All around the world, subsidiaries organize events related to Health and Safety issues. Our teams come together for training sessions, workshops and information to promote safety both in the workplace and beyond.

MONTREAL, CANADA



NEW ZEALAND



MEXICO



INDIA

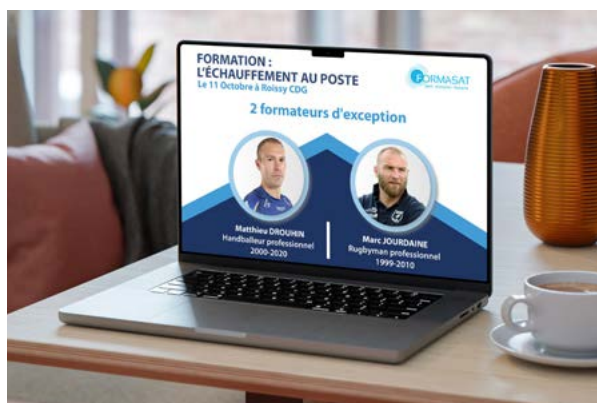
HEALTH & WELLBEING

Our company understands the critical role that managers play in maintaining a respectful and inclusive workplace environment. To ensure they have the necessary skills and awareness, we provide new managers comprehensive trainings focused on bullying, harassment, and discrimination prevention. These trainings equip managers with the knowledge to recognize and address inappropriate behavior effectively. Managers learn how to foster a culture of respect, set clear expectations, and handle sensitive situations with empathy and professionalism. By investing in these trainings, we empower our managers to create a safe and supportive work environment where every team member feels valued and respected.



TRAINING IN GESTURES AND POSTURES FOR PRODUCTION AND TECHNICAL POSITIONS

Our company places a paramount importance on the well-being of our employees. To ensure their health and comfort at work, we offer regular training sessions on proper posture and warm-up techniques tailored to each workstation. These sessions raise awareness about the risks associated with poor posture and lack of warm-up, while equipping them with the tools necessary to adopt habits beneficial to their physical health and overall well-being.



By investing in these training programs, we demonstrate our commitment to the health and well-being of our employees, as we firmly believe that a healthy team is a more productive and fulfilled one.

ROAD SAFETY

Alstef Group is dedicated to promoting road safety, having trained 27 individuals in 2024 through advanced programs with Centaure, a recognized leader in driver safety education and risk prevention. The employees enrolled for this training as sales representatives and technicians are among those most exposed to road risks in the course of their daily work. In 2025, we continue this effort with "Préventis CARD PRO 2" and "Préventis Prémium," which integrate theory and practical exercises to enhance driving skills and safety awareness. These programs focus on identifying risk factors, maintaining vehicle safety, and adhering to legal frameworks. By investing in these initiatives, we aim to reduce road risks and foster a culture of safety for our employees, both on and off the job.

In addition to training, monthly email communications are sent out to employees in France to reinforce road safety awareness. These messages include practical tips, reminders about safe driving behaviors, and updates on relevant regulations, helping to maintain engagement and support long-term behavioral change.



WORKING CONDITIONS & EMPLOYEE WELL-BEING

At the heart of our commitment lies a steadfast focus on fostering optimal working conditions and prioritizing the well-being of our invaluable workforce. As we embark on this journey, we not only recognize the intrinsic value of creating a supportive and enriching work environment but also acknowledge the profound impact it has on our employees' lives.

BUILDING A GREAT PLACE TO WORK

As part of our ongoing commitment to improving the work environment and employee well-being, our company is implementing a significant Great Place To Work satisfaction survey. Scheduled to be conducted every two years, this survey aims to assess various aspects of our organization, including corporate culture, human resources policies, professional development opportunities, and other key areas.

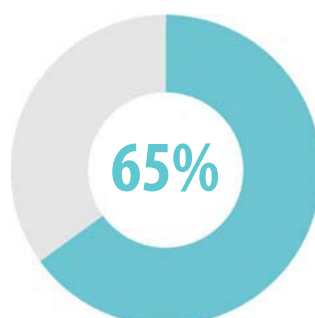
One significant feature of this survey is its inclusive nature, with the participation of all employees of the company. Whether it's frontline operational staff, technical experts in our offices, or senior executives, every voice will have the opportunity to be heard and contribute to the development of recommendations for the continuous improvement of our company.

Building on the insights gained from the 2023 survey, we are committed to further enhancing our results in the upcoming 2025 edition. By analyzing feedback and implementing targeted action plans, we aim to strengthen our corporate culture, improve employee satisfaction, and foster an even more engaging and supportive workplace.

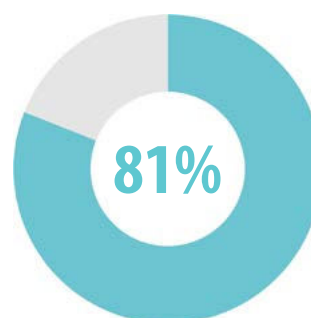


GREAT PLACE TO WORK - 2023 SURVEY RESULTS

**ALSTEF GROUP
TRUST INDEX**
+ 5 % between
2021 and 2023



**GROUP
PARTICIPATION
RATE**



We are grateful to the teams in the countries that have achieved the esteemed recognition of being a “Great Place to Work”. Their dedication, commitment, and efforts have paid off, creating workplaces where collaboration, respect, and camaraderie thrive. This accomplishment reflects the exceptional work and positive environments we have cultivated. Our achievements have made us immensely proud, and we congratulate each and every one of them wholeheartedly.

We also offer our congratulations to the teams in countries where we have made remarkable strides since the previous survey. Though we may not have attained the “Great Place to Work” recognition this time, it is important to highlight the tremendous effort and unwavering commitment to improvement. We shall continue to support and invest in the necessary changes to continuously improve our workplaces and ensure an environment where everyone can thrive. Every voices matter, and we are committed to supporting all our teams every step of the way. We carefully review the survey results and identify areas where we can enhance our organization.

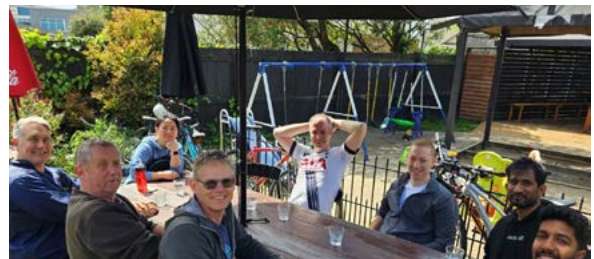
6 GREAT PLACES CERTIFIED IN 2023-2024



QUALITY OF LIFE AT WORK INITIATIVES AND CELEBRATIONS

At the core of Alstef Group's vibrant community are our valued employees, and we take great pride in placing them at the forefront of our organizational life. Throughout the year, we prioritize the celebration of our achievements and orchestrate a diverse range of events around the world, including festive events, workshops, and spirited sports activities.

This deliberate curation of events serves as more than just a celebration; it constitutes a commitment to enhancing well-being in the workplace and engaging collectively in initiatives that support local and environmental causes. Each meticulously planned event not only provides unique and memorable experiences for every participant but also plays a pivotal role in fortifying team cohesion. This approach underscores our dedication to fostering a dynamic, inclusive, and interconnected work environment that goes beyond traditional corporate norms, creating a sense of belonging and shared purpose among our team members.



FOSTERING WORK-LIFE BALANCE

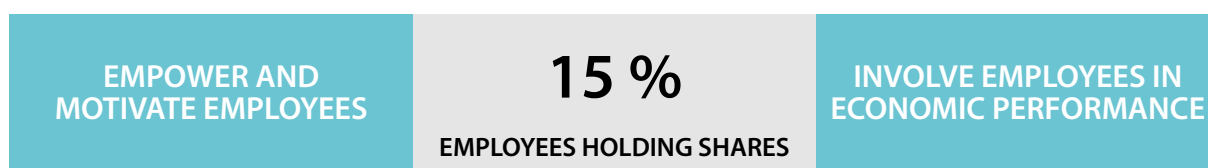
In recognition of the evolving nature of work and the changing expectations of our workforce, our company is committed to fostering a healthy work-life balance for our employees. As early as 2019, the Group has embraced a common remote work policy with a maximum of two days per week as a means to uphold and strengthen team spirit in real life. By encouraging regular in-person interactions, the policy fosters a sense of camaraderie and collaboration among team members, ultimately enhancing productivity and innovation. The company also remains committed to flexibility, recognizing that individual circumstances may require tailored arrangements and contributing to a positive and inclusive work environment.

Since then, each subsidiary is starting to join this common policy that underscores our dedication to promoting flexibility and well-being among our team members with common global rules for everyone within the Group.

The decision to embrace remote work is rooted in our commitment to creating a supportive and inclusive work environment that empowers our employees to manage their professional responsibilities while also attending to personal and family needs. By embracing remote work, we aim to enhance job satisfaction, boost productivity, and reduce the environmental impact associated with commuting, aligning our operational practices with the principles of sustainability and employee-centricity.

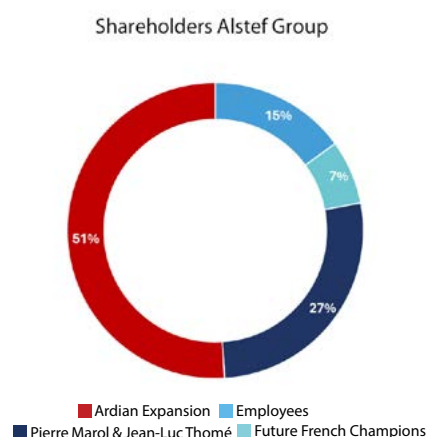


DEVELOP THE EMPLOYEE SHAREHOLDING SCHEME



At Alstef Group, we believe it is important to involve our employees in our economic performance. We have therefore developed simplified and generalized value-sharing systems accessible to every permanent employee in our organization.

Our share scheme creates a platform to enhance performance by aligning our employee's interests with those of our business.



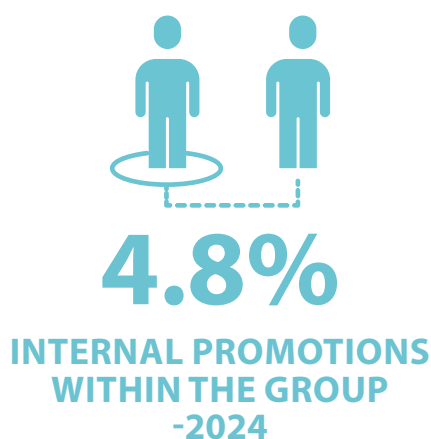
SKILLS & DEVELOPMENT

We are deeply committed to fostering the personalized professional development of our employees and helping our team members reach their full potential in ways that suit them best. That's why we're committed to making sure everyone has opportunities to grow and develop in their careers, tailored to their individual needs and goals.

DEVELOPING PROMOTION AND INTERNAL MOBILITY

Through initiatives such as internal mobility and promotion, we empower our employees to explore new opportunities and advance their careers within our organization. Whether it's through lateral moves to gain diverse experience or vertical promotions to take on greater responsibilities, we believe in providing avenues for our team members to realize their full potential.

We are pleased to report a significant trend of promotions occurring across various levels within our company. Notably, 60% of our Executive Committee members have ascended through internal promotion pathways. This steady progression within our ranks serves as a testament to our commitment to nurturing talent from within.



Our commitment to internal mobility extends beyond borders, fostering opportunities for our employees to explore new horizons and broaden their professional experiences. In 2023 alone, we witnessed a steady progression in international mobility, with six employees embarking on transformative journeys from France, India, or New Zealand to destinations as diverse as Australia, Croatia, or Peru. This progression underscores our dedication to supporting our employees' career growth on a global scale, providing avenues for cultural exchange, skill development, and personal enrichment. Through our international mobility initiatives, we strive to empower our workforce to embrace diverse perspectives and thrive in dynamic environments worldwide, while fostering cross-cultural exchanges between our global teams.

After five years as a Sales Manager for our Airport Solutions in France, I wanted to experience life abroad — and Alstef Group supported me in making it happen. Spending two years in Peru was an incredibly rewarding journey, both professionally and personally. I had the opportunity to explore new markets, engage with diverse clients, and take on new challenges daily. This international experience greatly enriched my perspective and helped me grow within the company. Today, I serve as Head of the Tendering Department, a role that builds directly on the skills, insights, and confidence I gained throughout this journey. It's a clear example of how internal mobility and international exposure can drive personal development and career progression at Alstef Group.



Thibault CHAMBON
Head of the Tendering Department

EMPOWERING EMPLOYEES THROUGH TRAINING

Additionally, we prioritize training and skill development as integral components of our commitment to employee growth. We offer a wide range of learning opportunities designed to enhance both technical expertise and soft skills. By investing in continuous learning, we ensure that our employees remain at the forefront of their respective fields and are equipped to tackle new challenges with confidence.

In 2024, we continued the rollout of AGREE, our global Human Resources Information System (HRIS), as part of our ongoing commitment to enhancing employee development. Initiated in 2023, this major project is being progressively deployed across our sites. Once fully implemented, AGREE will streamline key HR processes such as annual interviews and career path management, enabling a more efficient, consistent, and personalized approach to supporting our teams worldwide.



 **85%**
**EMPLOYEES PARTICIPATED IN
TRAINING PROGRAMS**

Additionally, we firmly believe in investing in the future, and our apprenticeship program stands as a testament to this commitment. With 8% of our french workforce comprised of apprentices, we are proud to play a role in shaping the next generation of talent. Our apprenticeships offer individuals the opportunity to gain hands-on experience, invaluable skills, and industry-specific knowledge under the guidance of seasoned professionals. By nurturing talent from within, we not only contribute to the personal and professional development of our apprentices but also enrich our company culture with fresh perspectives and innovative ideas. Together, we are building a brighter future, one apprentice at a time.

DIVERSITY & INCLUSION

Diversity and inclusion are foundational principles at our company, woven into the fabric of our culture and operations. We are committed to fostering a workplace where individuals of all sexes, ages, abilities, and nationalities are valued and respected. Embracing diverse perspectives and experiences not only enriches our work environment but also drives innovation and creativity. We actively promote equal opportunities for each and every employee, ensuring that every individual has the support and resources they need to succeed.

POLICY ON EQUITY, DIVERSITY, AND INCLUSION

In 2024, Alstef Group released its policy on Equity, Diversity, and Inclusion.

This document reflects our collective commitment to making our organization a place where everyone can thrive, respected for their unique qualities and talents. It is more than a goal - it is a vital approach that enriches our culture and strengthens our collective performance.

Alstef Group is committed to taking reasonable measures to:

- 1** **EQUAL OPPORTUNITIES**
Promote equal opportunities for all our employees around the world regardless of their identity by treating employees who perform equivalent work in the same work location equally.
- 2** **ACCESSIBILITY AND INCLUSIVE ENVIRONMENT**
Ensure a safe, inclusive, and ergonomic workplace where all employees can thrive. Adapt spaces as needed and offer tailored support for disabled staff, recognizing and valuing everyone's unique contributions.
- 3** **INCLUSIVE RECRUITMENT**
Adopt inclusive recruitment, eliminate discrimination, and encourage applications from people with disabilities by ensuring fair adjustments. Require new hires to read the Equity, Diversity and Inclusion Policy.
- 4** **TRAINING AND AWARENESS**
Set up training, communication and awareness actions for all our employees. These actions encourage employees to work together to create a respectful and inclusive work environment.
- 5** **EXTERNAL PARTNERSHIPS**
Work closely with organizations and associations that promote inclusion. We participate in local and national initiatives to promote this cause.
Present the Equity, Diversity and Inclusion Policy to the company's partner members and stakeholders.
- 6** **COMMUNICATION AND REVIEW**
Ensure that employees are informed about our actions and results regarding the Equity, Diversity and Inclusion policy.
Review Alstef Group's work practices and procedures to ensure fairness at all times.
- 7** **COMMITMENT TO HUMAN RIGHTS**
Promote a respectful, fair, and inclusive environment that safeguards the dignity of every individual. Uphold human rights as outlined in the UN International Covenants, including the International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR). Ensure these principles are integrated into all activities.

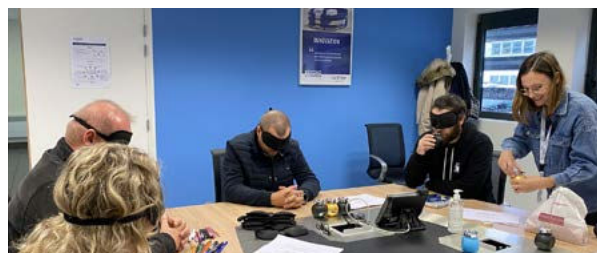
RAISING AWARENESS TO DISABILITY

We are deeply committed to raising awareness and promoting inclusivity across all levels of our organization. Central to our commitment is the role of our Disability Advisor, who serves as a guiding light in our efforts to ensure that individuals of all abilities are fully supported and empowered within our french subsidiaries. Through her expertise and advocacy, we strive to create an environment where every employee feels valued, respected, and able to thrive.

In addition to the ongoing guidance provided by our Disability Advisor, we organize events and initiatives designed to raise awareness about diversity and inclusion. They serve as platforms for open dialogue, and education, allowing our employees to gain a deeper understanding of the diverse perspectives and experiences within our community.

From workshops to awareness campaigns and interactive training sessions, we continuously seek opportunities to engage our workforce in meaningful conversations about disability, accessibility, and the importance of inclusive practices.

Awareness initiatives were carried out with our managers and recruitment officers through workshops and discussions, helping to strengthen their understanding of inclusion and improve inclusive recruitment practices.



LOIRET OPEN PARATENNIS



In France, we've been a proud partner of the Loiret Open Paratennis since 2022. Every year, we participate in their Partners Tournament as well as events where our employees are introduced to wheelchair tennis.

DUO DAY

Every year, our french teams take part in Duo Day, an initiative enabling a disabled person to spend a day in a company, observing the work of an employee and taking part in their daily task.



WEBINAR



Axel ALLETRU
1^{er} Pilote paraplégique vainqueur du
Rallye Dakar catégorie Buggy
« Sans rancune la vie »
AXEL ALLETRU
AND ASSOCIATES
By JKO Sports

We had the privilege of welcoming Axel Allétru, a renowned parasport athlete, for an inspiring conference that left a lasting impression on our teams. Through his powerful story, he shared key values such as resilience, pushing beyond one's limits, and solidarity. This moment of collective reflection and motivation reinforced our commitment to inclusion and the strength of a supportive workplace culture.

SIGN LANGUAGE WORKSHOPS

We organized introductory workshops in sign language to help employees discover the basics of this form of communication. These sessions aimed to promote inclusion and foster a deeper understanding of the deaf and hard-of-hearing community, while encouraging more accessible and empathetic interactions in the workplace.



HANDISPORT 35 ASSOCIATION



Through our involvement with Handisport 35 in Rennes, we had the opportunity to actively support initiatives that promote accessibility and equality in sports. This partnerships reflects our ongoing commitment to inclusion beyond the workplace, highlighting the importance of equal opportunities for all, both on and off the field.

CELEBRATING CULTURAL EVENTS

At Alstef Group, we celebrate cultural events across our global locations. These celebrations strengthen connections among colleagues, promote mutual respect, and foster a spirit of unity within our teams. By highlighting the diverse cultures and traditions that make up our company, we enrich our work environment and create a space where everyone feels included and respected.



Our teams in the APAC region organized a vibrant Chinese New Year celebration, reflecting the richness of cultural traditions within our workforce. This event brought employees together around a shared moment of learning and exchange. Participants had the opportunity to discover the origins and symbolism of the Chinese New Year, enjoy traditional dumplings, and take part in a calligraphy workshop focused on painting lucky characters — all in a spirit of openness and creativity.



This commitment to celebrating cultural diversity is also reflected in our teams across the United States. In 2024, colleagues gathered to mark key moments such as Thanksgiving and Cinco de Mayo, two occasions that brought people together around shared values, cultural discovery, and team spirit. Whether through traditional meals or festive activities, these events contribute to reinforcing our inclusive workplace culture and fostering strong, cross-cultural connections within our teams.

The opening of our new factory in Pune, India was not only a strategic milestone for Alstef Group, but also a celebration of local culture. To mark the occasion, Indian traditions were proudly honored through a vibrant ceremony that reflected the richness and diversity of the country's heritage. From traditional attire and symbolic rituals to local cuisine and performances, the event offered a meaningful cultural experience for all participants. This celebration reflects our desire to integrate respectfully into the regions where we operate, while valuing the cultural identities of our teams around the world.



COMMITTING TO GENDER EQUALITY

Alstef Group is steadfastly committed to fostering gender equality within our organizational framework. In alignment with our commitment to social responsibility, we are actively implementing policies and initiatives that champion gender equality. This includes promoting equal opportunities in recruitment, ensuring pay equity, and providing a supportive environment for career growth irrespective of gender.

Within the framework of the French Law for the Freedom to choose one's professional future of September 5, 2018, Alstef Group publishes its Gender Equal Pay Index every year.

2025 GENDER EQUAL PAY INDEX (FRANCE)

Indicators	ALSTEF AUTOMATION	ALSTEF MOBILE ROBOTICS
Pay gap	34/40	39/40
Individual pay raise gap	20/20	35/35
Promotion gap	10/15	N/A
Percentage of employees receiving a raise upon return from maternity leave	15/15	15/15
Proportion of female employees in the 10 highest earners	0/10	5/10
TOTAL	79/100	94/100



GROUP KEY INDICATORS



These figures reflect Alstef Group's ongoing efforts to improve gender diversity within the organization. As of 2024, 17% of our total workforce are women, a figure that highlights the need for continued initiatives to attract and retain female talent in a traditionally male-dominated industry.

Encouragingly, 21% of women at Alstef Group hold management or senior responsibility roles, demonstrating that once integrated, women have access to career progression opportunities. Furthermore, 11% of women are in executive positions, underscoring our commitment to fostering female leadership at the highest levels of the organization.

While progress has been made, these figures also serve as a reminder that sustained action is required to close gender gaps. Through targeted recruitment, development programs, and inclusive workplace policies, Alstef Group is committed to creating a more balanced and equitable environment for all employees.

COMBATING HARASSMENT AND DISCRIMINATION

Alstef Group is committed to fostering a safe, respectful and inclusive workplace for all, in line with our gender equality objectives. To this end, we have established a confidential ethics alert system dedicated to reporting any abusive, inappropriate or harassing behaviors. Accessible via our intranet, this secure channel allows employees to report:

- Any form of harassment or discrimination
- Abusive conduct or inappropriate remarks
- Threats or actions that undermine the well-being or dignity of individuals

All reports are handled with the strictest confidentiality and investigated impartially, in compliance with the EU General Data Protection Regulation (GDPR) and applicable local laws. Whistle-blowers are protected against retaliation, while any misuse of the system may result in disciplinary measures. We only collect and process the personal data strictly necessary to evaluate and resolve each alert, ensuring both transparency and respect for privacy.



SOCIETAL ISSUES

SOCIETAL ISSUES

Recognizing the interconnectedness between our organization and the broader society in which we operate isn't just a matter of corporate social responsibility; it's also crucial for the long-term sustainability and success of our business. By actively engaging with and contributing to addressing societal challenges, we can create positive impacts that extend beyond our company walls and resonate within our communities.



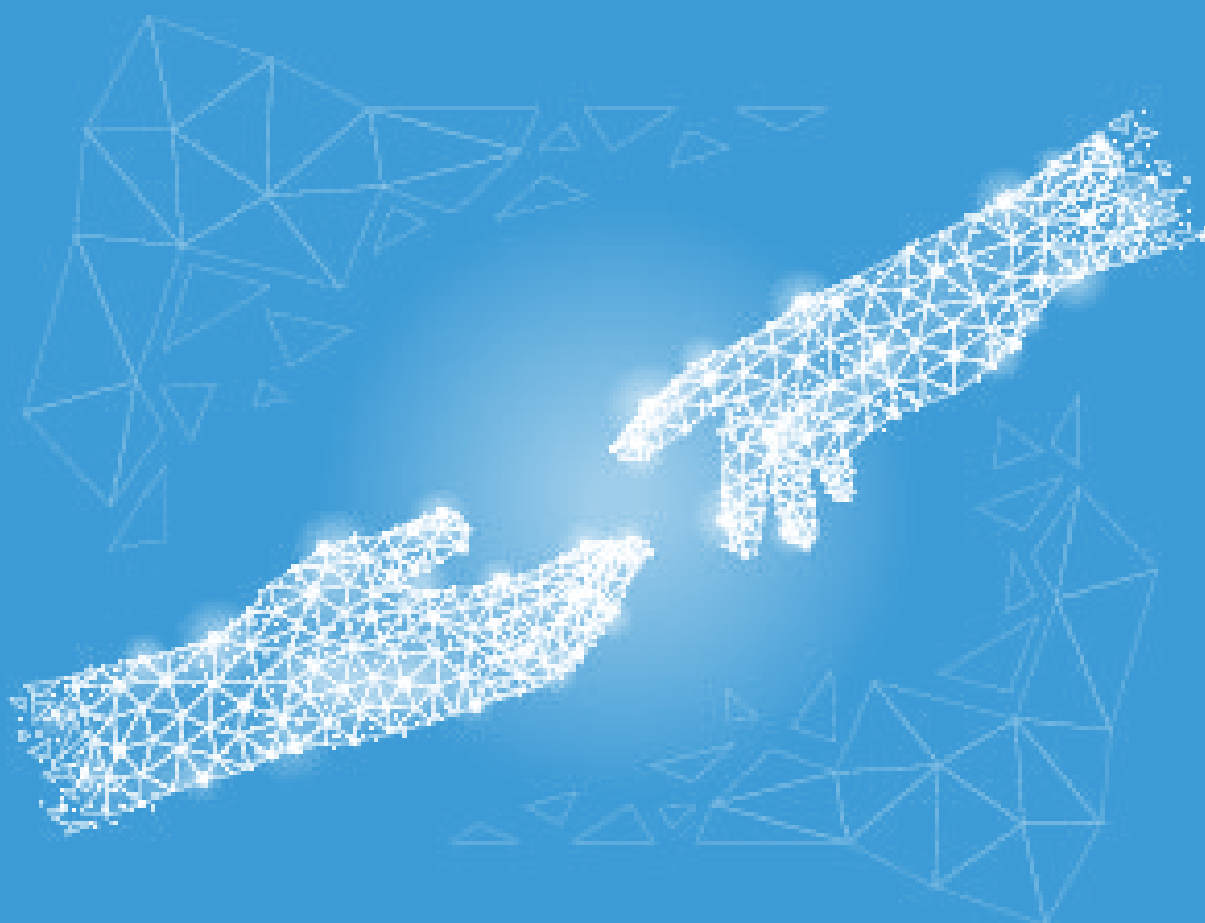
Brian COHALAN

Vice President
Alstef APAC

Addressing societal issues such as poverty, education inequality, and access to healthcare can have far-reaching positive impacts on the communities in which we operate. By supporting charitable initiatives, volunteering, and partnering with local organizations, we can make meaningful contributions to addressing these challenges and improving the lives of those in need in the communities in which we operate.

Ultimately, it's incumbent upon us to recognize our role in addressing societal issues and leveraging our resources and influence to drive positive change. By aligning our business objectives with broader societal goals and values, we can create shared value for our employees, our communities, and our stakeholders, ultimately contributing to a more sustainable and prosperous future for all.

OUR COMMITMENTS



**TERRITORIAL
ANCHORING AND
LOCAL DEVELOPMENT**

**SUPPORT TO
CIVIL SOCIETY
ORGANIZATIONS**

**EDUCATION AND
AWARENESS OF
STAKEHOLDERS ON CSR
ISSUES**

TERRITORIAL ANCHORING AND LOCAL DEVELOPMENT

Territorial anchoring is the proactive outreach of an organisation to the community. Alstef Group is striving to bringing a positive local impact, which is why it maintains close relations with local players. As far as possible, Alstef Group uses subcontractors and service providers located close to its customers' sites. It is also committed to making annual donations and organizing events with schools and associations.

YEARLY CALL FOR SPONSORSHIP

Today, more than ever, Alstef Group is committed to the local community. We encourage our employees to get involved by sponsoring sporting, community or cultural activities, and we promote the initiatives of our teams around the world. Every year, the Group launches its Call for Sponsorship program. Each employee of the group can apply to support an association, a project or a local club of their choice. A jury composed of employees is then formed to select the winning. In 2024, Alstef Group is a proud sponsor of:



ALSTEF MOBILE ROBOTICS

ASSOCIATION SPORTIVE ACL BREALAISE

The aim of this sports association is to develop trials in the Brittany region and to help young people to compete at the highest level.



ALSTEF AUTOMATION

L'ELAN DE MEUNG

A cultural dance association , L'Elan de Meung aims to provide training in awakening/initiation, classical dance, floor bar, modern, hip-hop , but also pink dance (adapted for breast cancer). L'Elan de Meung continues to diversify by offering inclusive dance classes for the 2024-25 season. Weekly dance classes are open to everyone from the age of 4.



LES SALTIMBANQUES DE VERETZ

The aim of this association is to introduce a group of teenagers to the world of show business.



ALSTEF APAC

THE COVE FC FOOTBALL CLUB

The Cove Football Club - Believe and Achieve Program which supported 18 players and two coaches to improve their mental wellbeing, resilience and Psychological health through mentoring and counselling alongside their team sport.



RIVERCARE GROUP TE WAI O PAREIRA

Te Wai o Pareira - Rivercare Group - is an independent voice championing the protection and enhancement of Te Wai o Pareira (a river in Auckland, New Zealand). They undertake restoration projects, fill gaps in knowledge about the health of the awa and the causes of pollution, raise community awareness and advocate for proper management of the awa, including improvements to infrastructure.



ALSTEF AMERICAS

QMPO QUAKERTOWN MUSIC PROMOTERS ORGANIZATION

QMPO exists to enrich the music experience of students in the Quakertown Community School District. QMPO supports the music department, the students and their performances by: Handling equipment for performances; Distributing and managing uniforms, dresses, and tuxedos; Providing backstage and house management for musical performances; Fund-raising- see fundraising page; Providing Scholarships to seniors- see scholarship page; Advocating for the needs of the program.



COMMUNITY CLEAN-UP AND FOOD DRIVES

As part of Mental Health Awareness Week in New Zealand, which offer many activities to promote mental health and wellbeing, we aspire to promote kindness and generosity. Volunteers actively engage in community clean-up initiatives, revitalizing neighborhoods and fostering a sense of pride and connection. Additionally, we unite in collecting non-perishable food items, extending a helping hand to those facing adversity, embodying the spirit of compassion and solidarity.

Meanwhile, Alstef USA is taking action to honor Earth Day by focusing on environmental responsibility. Our american team is also committed in a community clean-up initiative, working together to care for local parks and public spaces. This effort reflects our commitment to sustainability and reinforces the importance of collective action in building healthier, more vibrant communities. Through simple, hands-on contributions, we help preserve the environment while strengthening community bonds — another way we live our values around the world.



CONTRIBUTING TO LOCAL COMMUNITY AROUND THE WORLD

As part of our CSR strategy, we're committed to broadening our actions for a more global impact around the world, specifically in communities we either operate in, or complete project work.

USA

Our teams in the United States organized two food drives in 2024 to support local organizations. The first initiative benefited the Philadelphia Veterans Association Food Pantry, helping provide essential supplies to veterans in need. The second drive took place during Thanksgiving and supported the Quakertown Food Pantry, reinforcing our dedication to solidarity during key moments of the year.

In addition, on the occasion of Earth Day, our employees took part in a local park clean-up initiative — a collective effort to give back to the environment and raise awareness about the importance of preserving natural spaces.

CANADA

Every year, our Montreal office is proud to give back with gratitude. During the holiday season, the team shares donations with their local community. Thanks to their generosity, they're making the holidays brighter for everyone.



They also contribute to local solidarity efforts through the Centraide of Greater Montreal program. This voluntary initiative allows employees to have a set amount deducted directly from their salary as a donation to support organizations that fight poverty and social exclusion.

INDIA

Our comprehensive CSR strategy encompasses actions for Territorial Anchoring, giving back to the communities where we operate - and our team in Pune, India, recently had the honor of donating much-needed funds to a local orphanage.



FRANCE

Alstef Group is convinced that architectural heritage is an essential part of a community's identity and well-being. This is why the company has decided to provide financial support for the restoration of the church of Saint-Pierre at Boigny-sur-Bionne.



SUPPORT TO CIVIL SOCIETY ORGANIZATIONS

Alstef Group helps of support to civil society organisations in developing countries, so that they really can participate in the CSR dialogue.

VOLUNTEERING PROGRAM

Alstef Group's volunteering policy has been piloted in the APAC region in 2024. It encourages employees to give back to the community by offering a paid half day leave to volunteer at local charities supporting territorial anchoring.

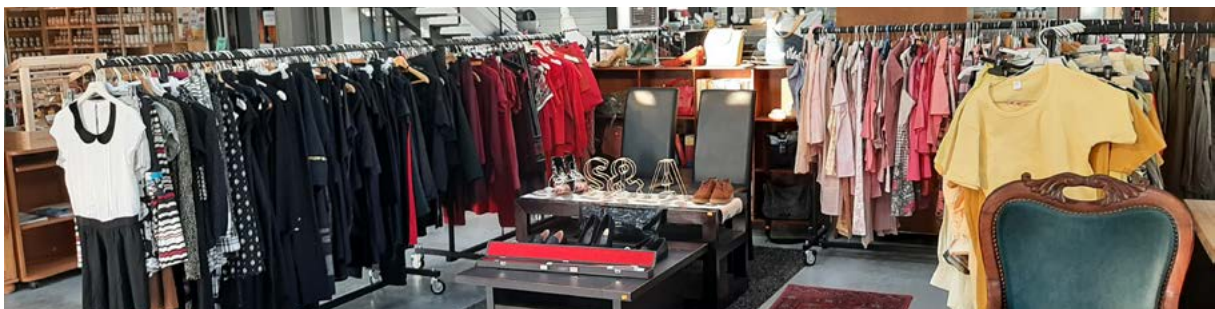
Employees can participate in activities like spending time with children at orphanages, as seen in the Pune initiative or helping sort surplus food from true food waste with organisations such as Fair Food in Auckland. This policy aligns with Alstef Group's CSR commitments and allows staff to engage in meaningful social impact efforts



SPONSORSHIP AND DONATION IN LINE WITH THE GROUP'S VALUES

PARTNERSHIP WITH LOCAL INCLUSIVE ASSOCIATIONS

Alstef Group's headquarters has been working with *Le Tremplin* for 10 years to manage environmental waste. The association is offering support and a professional activity to unemployed people experiencing social and professional difficulties, while contributing to the protection of the environment. Every year, we partner with them to organize a clothing drive to give our clothes a second life.



STEPPING UP FOR MAYOTTE

We launched the “Stepping Up for Mayotte” Challenge in response to the devastating impact of Cyclone Chido on Mayotte. This initiative aligns with our dedication to supporting communities in need and promoting well-being among our employees.

The cyclone caused significant damage to the island, affecting homes, infrastructure, and the International Airport of Dzaoudzi–Pamandzi, disrupting vital supply chains and daily life.

Through this challenge, participants tracked their steps using the StepUp app, raising funds for reconstruction efforts. The individual with the most steps was recognized as the “Most Engaged Walker” and selected an association to receive a donation from our company. This initiative not only encouraged physical activity but also underscored our commitment to community support and sustainability, reflecting our broader CSR goals.



SUPPORTING AND ENGAGING WITH YOUNG PEOPLE

IET AUCKLAND

Alstef New Zealand actively contributed to nurturing its future workforce by sending its staff to volunteer and teach children about engineering, aiming to ignite interest in engineering disciplines.

IET Auckland organized a special ‘Project X’ electronics workshop at Avondale College in Auckland, New Zealand which saw enthusiastic participation from students, parents, and teaching staff, garnering immense appreciation.

Through Project X, each child gets the opportunity to construct their own interactive robot by soldering electronic components onto a pre-made circuit board. This hands-on experience enables them to recognize the various components comprising their robot while learning the intricacies of soldering. IET NZ aims to inspire, inform and influence the global engineering and technology community to engineer a better world.



SPORTS SPONSORSHIP AND ACTIVITIES

The company encourages our employees to get involved by sponsoring sporting, community or cultural activities, and promotes the initiatives of its teams.

HEALTH WORKSHOP

We hosted a session on “Health at Work: Boost Your Health Capital.” Led by APA specialist Alexandre Leon, the workshop highlighted the importance of movement at work and offered practical tips to improve health and fight sedentary lifestyles.

LES FOULÉES ROSES

For 20 years, the month of October has been an opportunity to get involved in the fight against breast cancer. To show its commitment, Alstef Group’s headquarters takes part in the *Foulées Roses* every year. The event raises funds for the departmental committee of the French League Against Cancer.

NZ CORPORATE DRAGON BOAT RACE

Funded by the company, a culturally diverse team from our Auckland office, including colleagues who relocated from France and India, took part in a Corporate Dragon Boating race. After several weeks of training and preparation, they achieved a solid third-place finish. This experience was a great opportunity to build team spirit, share new experiences, and spend time together outside of the workplace.



VELOTOUR

Every year, Alstef Group’s headquarters takes part in the Velotour, a unique event based around an unusual free-form bike ride open to all. Participants discover all the facets of the city of Orléans by visiting sites by bike that are often closed to the public, unusual, unknown or even unmissable.

ORLÉANS LOIRET BASKET

Since 2023, Alstef Group has been a partner of the Orléans Loiret Basket sports club. The aim of this partnership is to support this sports club which plays against the major national basketball teams, while enabling the company’s employees to take part in this social event and promoting health through sport.



US BASEBALL GAME NIGHTS

Our US-based Alstef Group team takes evening off at the ballpark—an ideal occasion to step away from the day-to-day, connect with colleagues, and strengthen our team spirit. By coming together for events like this, we reinforce the bonds that drive our collective success.



ETHICS & GOVERNANCE

ETHICS AND GOVERNANCE

Ethics and governance form the bedrock of our corporate integrity, guiding our actions and decisions to ensure transparency, accountability, and compliance with legal and ethical standards.



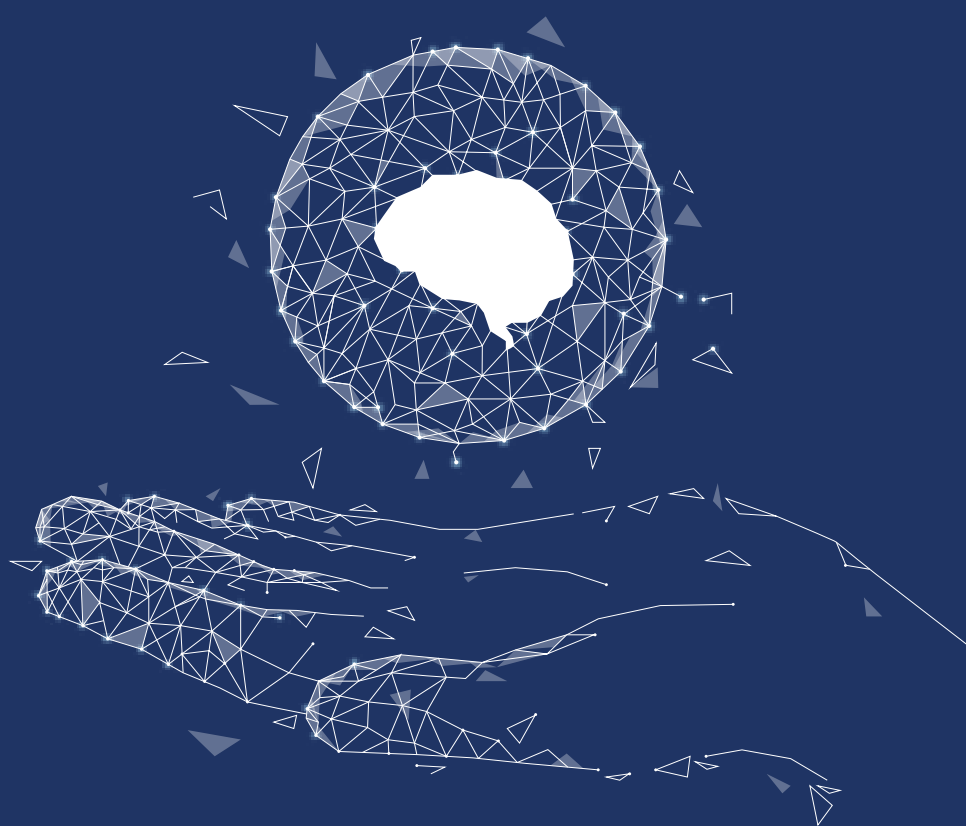
Anne BRIFAULT
Chief Financial Officer
Group

Ethics serve as the moral compass that guides our conduct, both internally and externally. Upholding ethical principles such as honesty, integrity, and integrity, and fairness is not just a legal obligation but also essential for maintaining the trust and credibility of our stakeholders. By adhering to ethical standards in our business practices, we safeguard our reputation and build enduring relationships based on mutual respect and trust.

Governance, on the other hand, encompasses the systems and processes by which our company is directed and controlled. Our strong corporate governance frameworks ensure that decision-making is transparent, accountable, and aligned with the interests of our stakeholders, including shareholders, employees, customers, and the broader community. By implementing robust governance mechanisms, we mitigate risks, prevent misconduct, and uphold the highest standards of corporate conduct.

Ultimately, by prioritizing ethics and governance, we not only fulfill our legal obligations but also uphold the trust and confidence of our stakeholders. By embedding ethical principles into our corporate culture and governance practices, we create a foundation for sustainable growth and long-term success, ensuring that our company operates with integrity and accountability in all that we do.

OUR COMMITMENTS



**ANTI-CORRUPTION
AND BUSINESS
ETHICS**

**DUTY OF CARE
AND RESPECT FOR
HUMAN RIGHTS**

**DATA PROTECTION
AND PRIVACY**

ANTI-CORRUPTION AND BUSINESS ETHICS

ANTI-CORRUPTION CODE OF CONDUCT AND TRAINING

We are committed to ethical business conduct, and we place great importance on ensuring that all our actions are carried out with integrity. This means for every employee of Alstef Group, not only to demonstrate impeccable behavior, but also to participate in the anti-corruption measures within the scope of their activities.

In this regard, Alstef Group considers the fight against corruption and influence peddling in all its activities to be of the utmost importance, both for the sustainability of the Group and for our corporate social responsibility, which we take to heart.

In order to effectively fight corruption, national and international legislation has been strengthening in recent years. In this context, Alstef Group, in accordance with Article 17 of the Law of December 9, 2016, known as 'Sapin 2 Law', is developing a compliance program specifically aimed at preventing and detecting corruption.

Alstef Group thus implemented a Code of Conduct to establish its position regarding transparency in business relationships. Communicated to all employees, this code sets out the key principles to follow and the behaviors to adopt regarding the fight against corruption and influence peddling.

A comprehensive training program has been developed to support and reinforce our anti-corruption and influence peddling prevention measures. It provides employees with the knowledge and tools needed to recognize and address situations that may involve unethical behavior. All employees in France have now completed the training. The program is currently being rolled out across all subsidiaries.

100% OF FRENCH EMPLOYEES
TRAINED IN 2025



SUPPLIER CODE OF ETHICS

Our approach to responsible and sustainable purchasing includes integrating CSR into our vendor selection criteria, treating it equally with quality, service, cost, innovation, and risk management. applicable to all suppliers and subcontractors. Alstef Group consequently asks its Suppliers to be part of this process by signing our Supplier Code of Ethics.



See *Sustainable Purchasing* section
Page 16.

ETHICS COMMITTEE

In January 2023, Alstef Group established its Ethics Committee as a proactive measure to uphold and promote ethical standards within its operations. Recognizing the importance of ethical behavior in fostering trust among stakeholders, the committee plays a crucial role in shaping and enforcing ethical guidelines.

The Ethics Committee therefore:

- Determines and oversees procedures relating to the prevention of corruption and their development.
- Independently and actively ensures that the commitments and principles of the Code of Conduct are properly applied, and that their values are promoted and respected.
- Oversees all matters relating to ethics and compliance within the Alstef Group, in particular, being informed of any breaches of ethics and compliance, and giving its opinion and/or proposing action plans to be implemented following these breaches.
- Receives, examines, and processes workplace whistleblowing reports and determines the action to be taken.
- Oversees the updating of documentation on the mapping of risks of exposure to corruption within the Group, examines the risks identified and determines any adjustments to the anti-corruption mechanism that may be necessary.
- Supervises and evaluates the training mechanism for Alstef Group employees on the risks of corruption.



THIRD PARTY ASSESSMENT

Pursuant to anti-corruption regulations, certain third parties with whom Alstef Group intend to enter into a contract are subject to due diligence, in particular with regard to intermediaries, suppliers and regular or major subcontractors.

Assessments focus on third parties identified in the risk map as presenting a risk of corruption. Therefore, prior to signing any transaction with third parties, the Alstef Group carries out investigations to determine whether certain third parties with whom it is considering entering into a transaction have effective and adequate compliance policies and have not, in the last three years prior to the date of the investigation, been the subject of substantiated information of serious breaches, administrative sanctions or criminal convictions relating to corruption and influence peddling and/or international or national sanctions.

The intensity of investigations varies according to the level of risk identified in the risk map, the results of preliminary investigations and the segmentation of third parties by category and must be relevant to the contractual relationship envisaged.

WHISTLEBLOWING

In 2024, Alstef Group has implemented a professional whistleblowing mechanism to enhance the means of expression for all employees and stakeholders, enabling them to report any conduct or situations contrary to this Code that may constitute acts of corruption or influence peddling. For employees, while reporting through the hierarchical channel is always possible and encouraged, the whistleblowing mechanism provides them with reinforced protection guarantees in case of making a report.

<https://alstefgroup.com/whistleblowing-mechanism/>

CERTIFICATION

Alstef Peru received from Aeropuertos del Peru a SGS certification for its fight against corruption and bribery.



DUTY OF CARE AND RESPECT FOR HUMAN RIGHTS

Alstef Group respects human rights and ILO conventions and is committed to combating all forms of modern slavery, particularly child labour. Alstef Group does not employ children under the age of 16. Our approach to managing modern slavery risks in operations and supply chain is based on the requirements of the Commonwealth Modern Slavery Act 2018. Globally, nations are implementing legislation to tackle modern slavery, which places obligations on organisations to address modern slavery in business operations and supply chains.

NON-DISCRIMINATION IN HIRING

Alstef Group follows an ethical recruitment and selection process in order to guarantee equal opportunities as an employer.

We actively promote non-discrimination and strive to create a fair and unbiased recruitment process where candidates are evaluated solely based on their qualifications, skills, and experiences. By embracing diversity, we enrich our company culture, drive innovation, and better serve our customers and communities.

During the recruitment process, Alstef Group undertakes to comply with the laws in force, in particular those concerning child labour, forced labour and human trafficking.

We are also setting up training certificates on non-discrimination in hiring for managers within the group. The session includes a module on how to conduct objective interviews. The second module is dedicated to legal and ethical compliance, in order to understand and adhere to legal and ethical standards related to recruitment, with a focus on anti-discrimination laws and promoting diversity.



DATA PROTECTION AND PRIVACY

Alstef Group achieved the ISO 27001: 2017 certification in 2024, the internationally recognized standard for Information Security Management Systems (ISMS), by its headquarters. Obtaining this prestigious certification underscores the company's strong commitment to protecting the sensitive information of its team, customers and partners, while maintaining the highest security standards.



The ISO27001 certification recognizes the dedication of Alstef Group's teams in establishing, implementing and maintaining a robust and effective ISMS. This system encompasses all the technical and organizational policies, procedures and controls implemented to guarantee the confidentiality, integrity and availability of company information. Achieving the certification is part of a continuous improvement approach to information security. The company is committed to maintaining and strengthening its information security management system, in order to meet the growing demands of cybersecurity.

In today's business landscape, the information system stands as a cornerstone, indispensable for enhancing organizational efficacy and bolstering overall performance and processes. Its multifaceted aims span from collecting, securely storing, processing and efficiently disseminating data. Amidst the digital transformation sweeping through industries, the information system emerges as an essential component driving pivotal developments and shaping organizational evolution. As such, Information Systems Security (ISS) ensures the information security and the continuity of the company's operations while complying with regulatory requirements.

The confidentiality, integrity, availability, and traceability of the information system are therefore a priority in order to guarantee quality of service for all Alstef Group stakeholders. Through its secure information system, the company protects the internal and customer data managed by Alstef Group. The Information Security Management System (ISMS) guarantees the continuous improvement of this level of security through audits and risk management plan.

The products and services provided by Alstef Group must guarantee the continuity of operation for its stakeholders. Alstef Group applies the Security By Design concept to all its projects, integrating security requirements throughout the project, from the design phase through to the maintenance phase, including the implementation phase and all implementation activities (sales, purchasing, production, etc.).



MANAGEMENT OF THE CSR APPROACH

IMPLEMENTING A CRS STRATEGY AT GROUP LEVEL

The Alstef Group CSR strategy was developed in 2023 and validated in October 2023. Our commitment to implementing a robust Corporate Social Responsibility strategy transcends geographical boundaries. Operating on a global scale, the implementation of our CSR strategy with concrete and achievable objectives at group level is paramount.

While our headquarters serves as the vanguard of CSR endeavors, we recognize the importance of cascading these values throughout our subsidiaries worldwide. Through concerted efforts, our subsidiaries have commenced their CSR journey and are dedicated to ongoing improvement. With a shared vision of responsible corporate citizenship, we are steadfast in our mission to integrate CSR principles into every facet of our operations, ensuring a positive impact on society and the environment across the globe.

EDUCATION AND AWARENESS ON CSR

Alstef Group places utmost importance on fostering a corporate culture deeply rooted in Corporate Social Responsibility (CSR) principles. Central to this ethos is ensuring that every member of our workforce is not only cognizant of CSR imperatives but also fully engaged in the strategies implemented by the company to uphold them. In line with this commitment, we have embarked on a concerted effort to establish regular monthly communications with our employees. Through these channels, we aim to keep our team members abreast of the company's performance, ongoing initiatives, and noteworthy accomplishments. Moreover, we extend these communications to encompass updates on our CSR endeavors and initiatives pertaining to Environment, Health, and Safety (EHS). By nurturing an environment of transparency and accountability, we endeavor to empower our employees to actively contribute to our collective pursuit of sustainable and responsible business practices.



ALSTEF

GROUP

ALSTEF

GROUP

LABEL PRINT
& APPLY

Technology



APPENDICES

ISO 9001 CERTIFICATES

This is a translation of the certificate FR15/81841701

The management system of

ALSTEF AUTOMATION S.A.S

104 Boulevard de la Salle, 45760 BOIGNY SUR BIONNE, France

has been assessed and certified as meeting the requirements of

ISO 9001:2015

For the following activities

Design, construction, commissioning, revamping, maintenance and operation of automated systems for handling, storage, sorting and order preparation of unit loads in airports, intralogistics and industry.

This certificate is valid from 31 March 2024 until 30 March 2027 and remains valid subject to satisfactory surveillance audits.

Issue 5. Certified since 01 February 1999



Authorised by

Siham VIDARD

SGS ICS France

29, avenue Aristide Briand 94110 Arcueil France

t +33 (0)1 41 24 88 88 - <https://www.sgsgroup.fr/>



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Certificat FR22/0000004

Le système de management de

Alstef Mobile Robotics SAS

9 route de Chavagne, BP 36, 35310 MORDELLES, France

SGS

a été audité et certifié selon les exigences de

ISO 9001:2015

Pour les activités suivantes

La conception, la réalisation, la mise en oeuvre et le maintien de solutions logistiques automatisées clés en main intégrant :

- Des AGV (Automated Guide Vehicle)
- Des équipements de manutention, stockage et préparation d'expéditions automatisés
- Les systèmes de pilotage logiciels associés à la solution.

Design, manufacturing, installation and maintenance of automated turnkey workflow solutions integrating :

- AGVs (Automated Guided vehicles)
- Handling, storage and automated shipping equipments
- Software management systems related to the solution.

Ce certificat est valable du 05 octobre 2023 au 26 août 2025 et reste valide jusqu'à décision satisfaisante à l'issue des audits de surveillance.

Version 3. Certifié depuis le 30 juin 2022

Autorisé par

Siham VIDARD

SGS ICS France

29, avenue Aristide Briand 94110 Arcueil France

t +33 (0)1 41 24 88 88 - <https://www.sgsgroup.fr/>



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BUREAU VERITAS
Certification



Certification

Awarded To

ALSTEF NEW ZEALAND LIMITED

**17-19 PATIKI ROAD, AVONDALE, AUCKLAND 1026 NEW ZEALAND
PLOT NO. 2 (P), GAT NOS. 182, 183 AND 184 VILLAGE PHULGAON, TALUKA HAVELI
DISTRICT PUNE INDIA**

Bureau Veritas certify that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards indicated below

STANDARD

ISO 9001:2015

SCOPE OF SUPPLY

**DESIGN, ASSEMBLY, INSTALLATION AND COMMISSIONING OF AIRPORT BAGGAGE
AND SORTATION SYSTEMS, POWERWALK SYSTEMS, PARCEL HANDLING SYSTEMS
AND CARGO HANDLING SYSTEMS**

Original Approval Date: **31 July 2023**

Subject to the continued satisfactory operation of the organisation's Management System,
this certificate is valid until: **26 June 2026**

First Original Approval Date: **23 June 2017**

Expiry of Previous Cycle Date: **23 June 2023** Recertification Audit Date: **12 May 2023**

To check the validity of this certificate please call tel. **+61 1800 855 190**

Further clarification regarding the scope of this certificate and the applicability of the Management System requirements may be obtained by consulting the organisation.

Certificate Number: **NZ001992-2**

Date: **4 April 2024**

Andrew Mortimore
VP/CE CIF Pacific Region

Managing office: Bureau Veritas Pty Ltd, Level 11, 500 Collins Street,
Melbourne, Victoria, 3000, Australia

Issuing office: Bureau Veritas Pty Ltd, Level 11, 500 Collins Street,
Melbourne, Victoria, 3000, Australia



ISO 14001 CERTIFICATE

This is a translation of the certificate FR11/00956

The management system of

ALSTEF AUTOMATION S.A.S

104 Boulevard de la Salle, 45760 BOIGNY SUR BIONNE, France

has been assessed and certified as meeting the requirements of

ISO 14001:2015

For the following activities

Design, construction, commissioning, revamping, maintenance and operation of automated systems for handling, storage, sorting and order preparation of unit loads in airports, intralogistics and industry.

This certificate is valid from 31 March 2024 until 30 March 2027 and remains valid subject to satisfactory surveillance audits.
Issue 7. Certified since 11 April 2011



Authorised by
Siham VIDARD

SGS ICS France
29, avenue Aristide Briand 94110 Arcueil France
t +33 (0)1 41 24 88 88 - <https://www.sgsgroup.fr/>



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ISO 45001 CERTIFICATE

This is a translation of the certificate FR10/00958

The management system of

ALSTEF AUTOMATION S.A.S

104 Boulevard de la Salle, 45760 BOIGNY SUR BIONNE, France

has been assessed and certified as meeting the requirements of

ISO 45001:2018

For the following activities

Design, construction, commissioning, revamping, maintenance and operation of automated systems for handling, storage, sorting and order preparation of unit loads in airports, intralogistics and industry.

This certificate is valid from 31 March 2024 until 30 March 2027 and remains valid subject to satisfactory surveillance audits.

Issue 8. Certified since 26 June 2020

Organization certified since 14 May 2010 and first certified by SGS on 26 June 2020



Authorised by

Siham VIDARD

SGS ICS France

29, avenue Aristide Briand 94110 Arcueil France

t +33 (0)1 41 24 88 88 - <https://www.sgsgroup.fr/>



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ISO 27001 CERTIFICATE

This is a translation of the certificate FR24/00000138

The management system of

ALSTEF AUTOMATION S.A.S

104 Boulevard de la Salle, 45760 BOIGNY SUR BIONNE, France

has been assessed and certified as meeting the requirements of

ISO/IEC 27001:2017

For the following activities

Design, construction, commissioning, revamping, maintenance and operation of automated systems for handling, storage, sorting and order preparation of unit loads in airports, intralogistics and industry.

According to Statement of Applicability: SoA v6 from 29/3/2024

SGS

This certificate is valid from 31 May 2024 until 31 October 2025 and remains valid subject to satisfactory surveillance audits.

Issue 1. Certified since 31 May 2024



Authorized by

Siham VIDARD

SGS ICS France

29, avenue Aristide Briand 94110 Arcueil France

t +33 (0)1 41 24 88 88 - <https://www.sgsgroup.fr/>



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ECOVADIS CERTIFICATES

ecovadis

Sustainability Highlights

ALSTEF AUTOMATION SAS (GROUP)

BOIGNY SUR BIONNE - France | Manufacture of general-purpose machinery
Publication date: 7 Aug 2024
Valid until: 7 Aug 2025



CERTIFICATIONS & ENDORSEMENTS

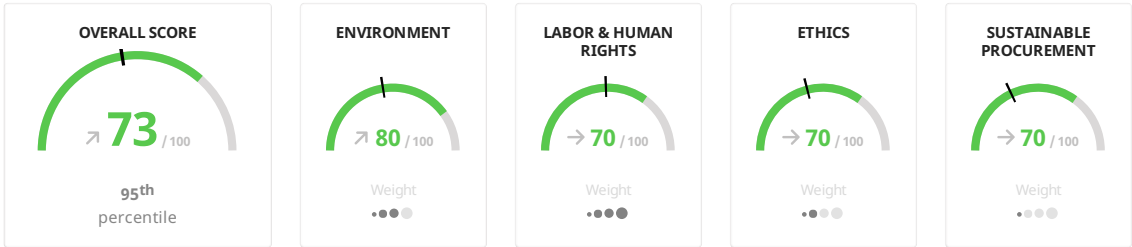
✓ At least one site is ISO 14001 certified

SUSTAINABILITY PERFORMANCE OVERVIEW

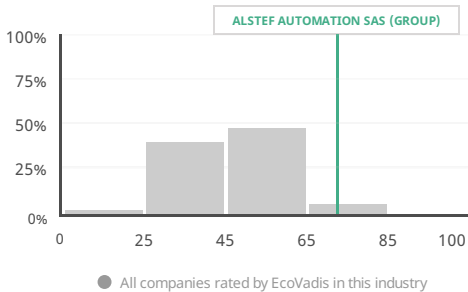
Score breakdown

ALSTEF AUTOMATION SAS (GROUP) sustainability performance is:
Advanced

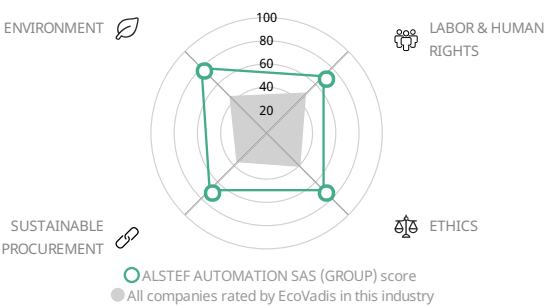
Sustainability performance Insufficient Partial Good Advanced Outstanding Average score



Overall score distribution



Theme score comparison



* You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.



ALSTEF MOBILE ROBOTICS SAS

has been awarded a

Silver medal

as a recognition of their EcoVadis Rating

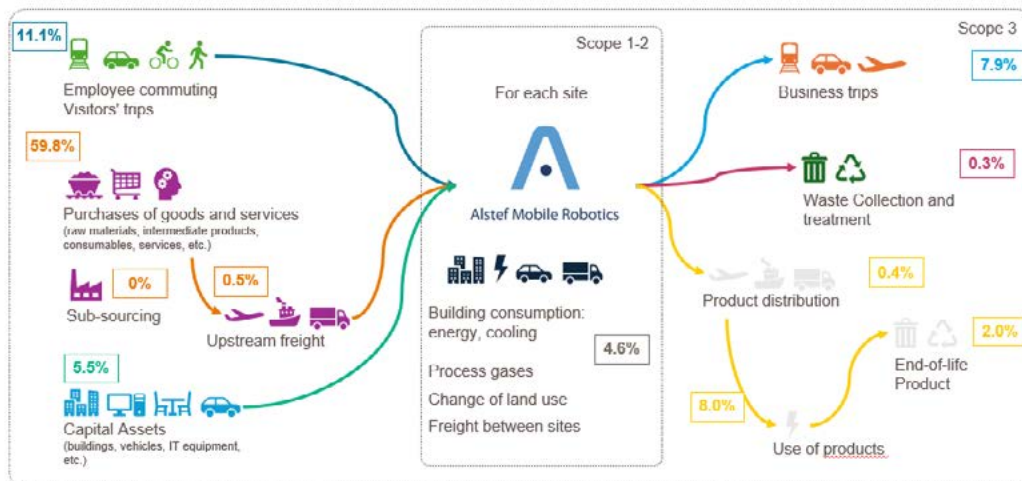
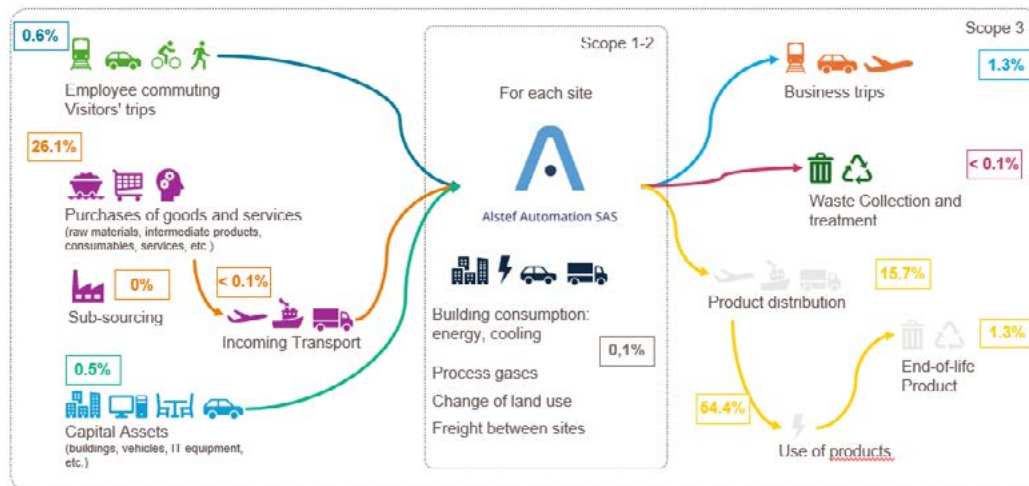
- JANUARY 2024 -

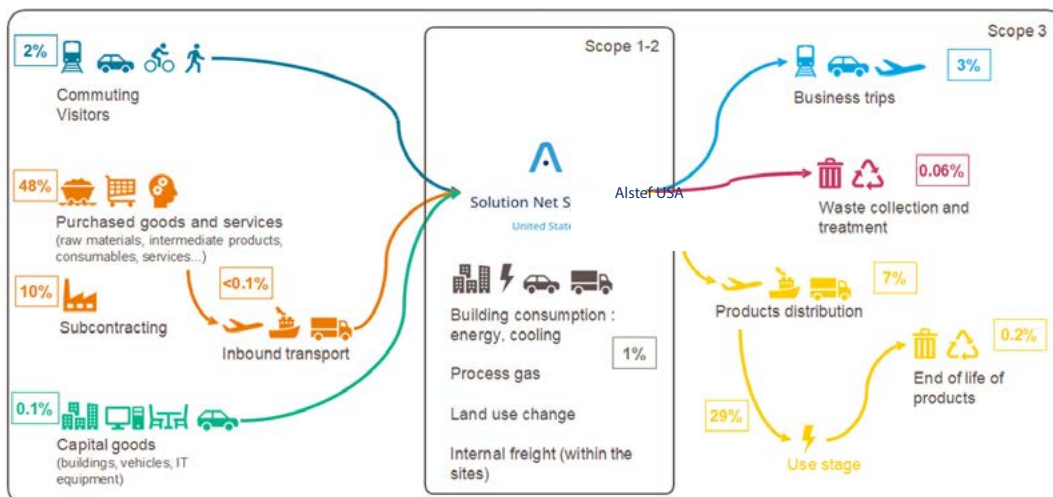
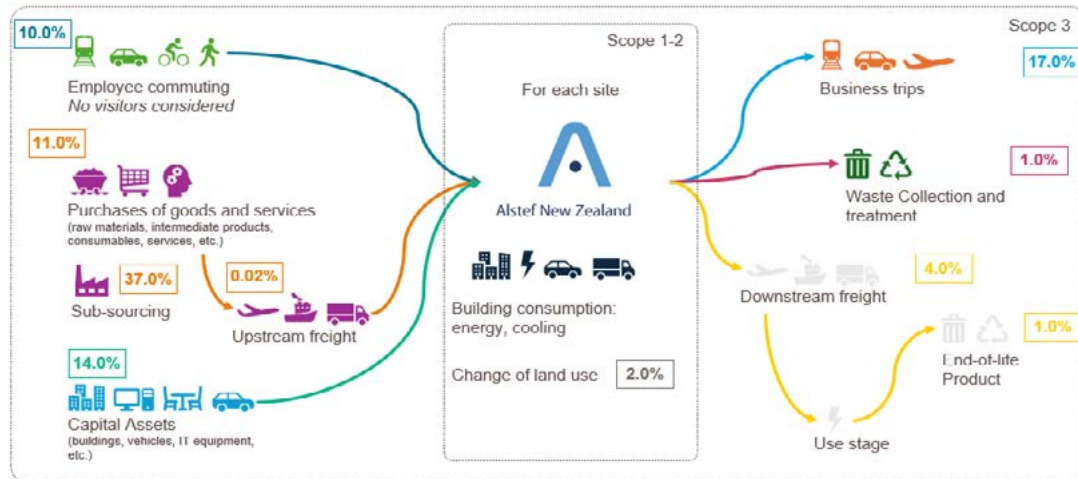


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Valid until: **January 2025**
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CARBON FOOTPRINT REPARTITION





UN GLOBAL COMPACT MEMBERSHIP CERTIFICATE

JOIN DATE
January 20th 2025

Pacte Mondial
Réseau France



CERTIFICATE OF JOINING THE UN GLOBAL COMPACT FOR 2025

is given to

ALSTEF Group

for committing to respect the Ten Principles of the United Nations Global Compact, to take action in support of UN Goals,

ALSTEF Group is also a member of the Pacte mondial Réseau France,
the official local network of the United Nations Global Compact in France.

ALSTEF Group will have to publish its Communication on Progress (COP) on the United Nations Global Compact website,
by July 31st, 2026.



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION



Membership in the Global Compact is annual from 01/01/2025 to 12/31/2025

ORGANIZATION

SIGNATURE ET CACHET PACTE MONDIAL RESEAU FRANCE

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BEYOND AUTOMATION



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