



PRESERVING OUR PLANET

2025

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INTRODUCTION

TOPIC COVERAGE

This policy covers all material environmental issues for Radiall, namely, topics relating to climate change mitigation (including energy), pollution, water resource management, resource use (including eco-design, choice of materials, waste management, etc.), responsible purchasing and ecosystem awareness.

SCOPE OF APPLICATION

This policy covers all sites under Radiall's operational control, including its commercial subsidiaries.

When exclusions are made, they are specified under the relevant section.

PREPARATION & CONSULTATION WITH STAKEHOLDERS

This policy has been co-constructed with all key stakeholders, including the HSE, Purchasing, Operations, R&D, R&T, Transport, Environmental Compliance, Marketing and Transformation departments.

The policy responds to the results of the **double materiality analysis** conducted to identify the most significant impacts and risks related to our activities.

POLICY REVIEW

The policy is reviewed every two years to ensure alignment with our commitments. Progress is monitored internally by the bodies described below and shared in the annual non-financial report, thereby ensuring continuous transparency.

GOVERNANCE & MANAGEMENT

SPONSOR: COO

Missions:

- Ensure the alignment of CSR with the group's strategy
- Ensure the commitment and optimization of the necessary resources in the short, medium and long term taking into account the company's performance

LEADER RSE

Missions:

- Ensure the operational management of the CSR plan: reporting, progress of action plans, KPIs
- Lead the CSR committee and ensure consistency between CSR objectives and their integration and operational management in the processes

CSR STEERING COMMITTEE

Missions:

- Propose and advance the CSR strategy
- Ensure coordination and collaboration that allows for the optimal deployment of CSR throughout the group

The CSR committee is made up of the sponsor, the CSR leader and the area leaders who, within their scope, ensure the proper deployment of objectives and the progress of actions.

The areas are:

- Environment - CSR Leader
- Social - Human Resources Director
- Governance (compliance - external reporting including shareholders) - CFO

The committee meets quarterly.

Thus, the governance of Radiall's environmental policy is fully integrated into the governance of the CSR policy.

ENVIRONMENT

This area is managed by a body called Environmental Coordination. This body is composed of the Environment Area Leader, the Environment Area Coordinator, and the pillar leaders and coordinators. It meets every quarter before the CSR committee.

Environment Leader: CSR Leader

Missions:

- Manage communication:
 - Cross-cutting between the workstreams of each pillar
 - Corporate (internal and external)
- Validate and track the indicators of the pillars’ action plans
- Propose changes to the structuring of the environmental policy or the orientation of the workstreams (intentions/objectives, KPIs) aimed at achieving the objective
- Guarantee the level of ambition of the environmental policy and its alignment with the Group’s CSR strategy
- Lead the strategic review of the Environment area in the CSR committee

Coordinator of the Environment Area: Environmental Strategy Project Manager

Missions:

- Ensure that governance is functioning properly
- Propose and lead governance management tools (ensuring that they are well understood)
- Prepare and lead the Environmental Coordination: summarize trade-offs and progress (with the pillars)
- Propose and implement the action plan’s indicators

PILLAR 1 - CONTROL OF THE ENVIRONMENTAL IMPACTS OF INDUSTRIAL ACTIVITIES (OPERATIONS)

Leader Pillar 1: CSR Leader

Coordinator Pillar 1: Project Manager Environmental Strategy

PILLAR 2 - SUSTAINABLE PRODUCTS & INNOVATIONS

Pillar 2 Leader: Business Director

Pillar 2 Coordinator: Engineering Manager

PILLAR 3 - ECOSYSTEM COMMITMENTS (EMPLOYEE, SUPPLIERS, CUSTOMER)

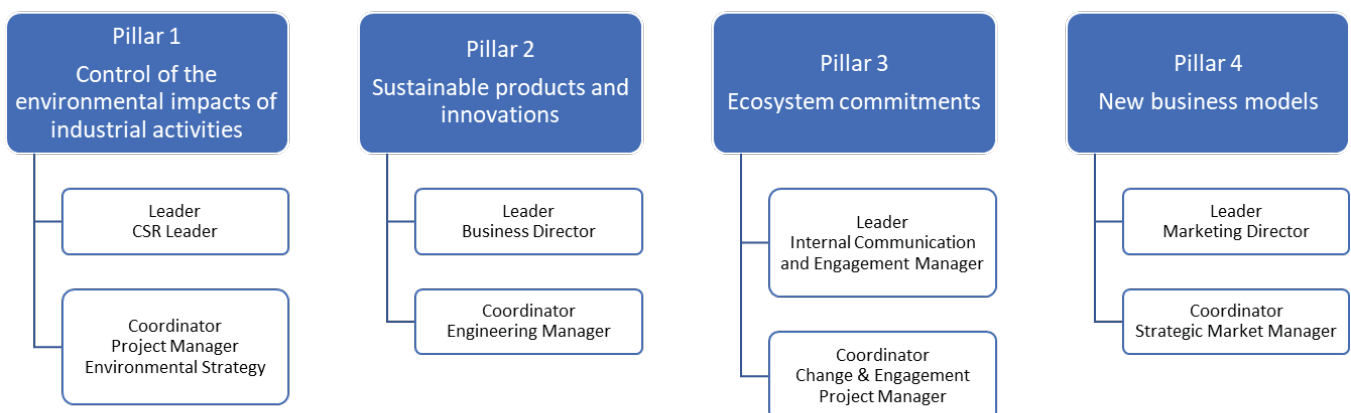
Pillar 3 Leader: Internal Communication and Engagement Manager

Pillar 3 Coordinator: Change & Engagement Project Manager

PILLAR 4 - NEW BUSINESS MODELS

Pillar 4 Leader: Group Marketing Director

Pillar 4 Coordinator: Strategic Market Manager



Missions of Pillar's Leader

- Define with the leader and the coordinator of the Environment Area the objectives of its pillar, taking into account the overall objective and consistency with the other pillars.
- Ensure quarterly reporting to the leader of the Environment Area to monitor progress and decide on arbitrations
- Validate the indicators of its pillar

Missions of Pillar's Coordinator

- Prepare and lead the execution including the pillar's portfolio reviews
- Support the Environmental Area Leader in cross-functional and corporate communications
- Propose and monitor the indicators of its pillar

CONTROL OF THE ENVIRONMENTAL IMPACTS OF OPERATIONS

DECARBONIZATION

Faced with the climate emergency, the growing demands of our customers and regulations in terms of environmental responsibility, Radiall is aware of the challenges to be met and is taking action. As a participant in the first CEC (Convention des Entreprises pour le Climat) in 2021, the company is fully committed to an ambitious decarbonization trajectory.

In line with the objectives set by the Paris Agreement and as part of the ACT (Accelerate Climate Transition) initiative, Radiall has defined a global strategy aimed at significantly reducing its carbon footprint and increasing its contribution to regenerative sectors.

♦ **Target:** To reduce greenhouse gas emissions by 7% per year in carbon intensity (scope 1 & 2 & 3 excluding use).

OPTIMIZE THE ENERGY EFFICIENCY OF SITES

Radiall is committed to improving the energy efficiency of its sites and promoting responsible and sustainable use of energy. This commitment is part of a global strategy for the ecological transition and the fight against climate change.

The approach is based on several structuring levers:

- Mapping of energy flows based on regular audits and metering plans to target the main consumption items (buildings, utilities),
- Implementation of a system for monitoring and reporting energy consumption on each industrial site,
- Investments in energy-efficient equipment and infrastructure,
- Gradual greening of the energy mix

♦ **Target:** -46.2% of GHG emissions related to energy consumption by 2030 (vs. 2019) on scope 1 and 2 emissions – market based.

In order to track commitments, Radiall tracks the following performance indicators:

- Annual energy consumption per site
- The percentage of renewable energy purchased (market based)
- The percentage of self-generated renewable energy on sites
- Greenhouse gas emissions related to energy consumption

STRUCTURE TRANSPORT LOGISTICS TO REDUCE FREIGHT-RELATED EMISSIONS

Since 2023, Radiall has been transforming its logistics practices as part of the FRET21 program. The approach aims to address the main optimization levers:

- Reduction in the use of express transport in Europe,
- Reduction of transported volumes through better control of packaging,
- Consolidation of shipments,
- Carbon footprint assessment via internal tools,
- Collection of emissions data from carriers,
- Integration of environmental criteria into transport management tools

♦ **Target:** -6% of GHG emissions by 2026 related to shipments from French sites to customers, as well as inter-site transfers (representing 50% of Radiall's transport emissions).

DECARBONIZE INDUSTRIAL OPERATIONS

Radiall is committed to decarbonizing its industrial activities. Operations departments implement strategic roadmaps and develop action plans on several levers, including reducing energy consumption related to production and managing internal and external parts flows.

The achievement of the objectives is based on a systemic approach and also integrates all the environmental levers addressed in this policy, including those developed in dedicated sub-sections such as eco-design or waste management.

♦ **Target:** To establish an operational roadmap for the decarbonization of industrial activities for each Business Unit by the end of 2025.

The achievement of the objectives is based on a systemic approach and also integrates all the environmental levers addressed in this policy, including those developed in dedicated sub-sections such as eco-design or waste management.

WATER RESOURCE USE

Radiall's water resource management is in strict compliance with the local environmental regulations applicable at each of its sites.

For several years, Radiall has been committed to responsible water management at all its industrial sites. To this end, the Group:

- Ensures that all sites have meters for monitoring and controlling water consumption
- Deploys process optimization actions as well as investments in water-efficient equipment to limit consumption
- Implements, where possible – particularly on high-consumption sites – internal recycling solutions allowing the reuse of water in industrial processes
- Regularly raises awareness among its teams of issues related to water management and good practices to reduce waste.
- Commits, in the context of redevelopment or site relocation projects, to systematically consider the impact on water resources and its optimization in the long term

The desire to ensure business continuity in the face of challenges related to the availability of resources is a key focus of the Group's environmental strategy.

All objectives related to water management apply to the isoperimeter, that is, to the Radiall sites included at the time the policy was established.

ENSURE THE RESILIENCE OF INDUSTRIAL PROCESSES WITH THE AIM OF REDUCING WATER USE

♦ **Target:** -30% in absolute terms of its water consumption at isoperimeter ^[1] by 2035 compared to 2019.

In order to achieve this target and strengthen its environmental performance, Radiall makes the following commitments:

WATER RISK ASSESSMENT & RESILIENCE

♦ **Target:** By 2028, 100% of sites will have:

- Analysed the risks related to water stress or a local shortage affecting their activity and set up the revision process;
- Defined a business continuity plan to guarantee operational resilience in the event of tension on water resources

MONTHLY MANAGEMENT OF CONSUMPTION

♦ **Target:** By 2028, 100% of sites will have set up systematic monthly monitoring of water consumption in order to better manage environmental performance and quickly identify leaks or anomalies.

DIFFERENTIATED METERING BETWEEN INDUSTRIAL & SANITARY USES

♦ **Target:** By 2028, 100% of sites whose share of industrial water consumption exceeds a threshold of 20% will have implemented differentiated monitoring between industrial and sanitary uses.

This will allow for a more detailed analysis of reduction levers and a better prioritization of optimization actions.

POLLUTION MANAGEMENT

Radiall's water, air and soil pollution prevention policy is in strict compliance with the local environmental regulations applicable to each of its sites. To control pollution, the Group:

- Implements appropriate technical means to limit the risk of pollution, including air filtration systems, wastewater treatment devices and secure storage for sensitive substances
- Deploys on-site operational procedures to address risky activities, such as product handling, storage or disposal of substances, to prevent accidental situations
- Ensures the training of operators on procedures, risks, and emergency management

In this context, the risks of pollution are accidental. Pollution can result from spills, technical failures (wastewater treatment plants, extraction systems) or poor container management practices. As such, Radiall:

- Implements control actions in the event of an accident, to contain and limit environmental impacts
- Monitors and consolidates the number of environmental accidents each year, at the Group level, in a specific report

♦ **Target:** 0 environmental accidents each year on all its industrial sites.

Environmental accidents include:

- Water and soil pollution: spills or leaks of chemicals or toxic products;
- Uncontrolled air emissions exceeding regulatory thresholds, gas leaks, etc.

These accidents are recorded as soon as an environmental impact is observed.

Notes

1. The term "isoperimeter" refers to the perimeter of the 2019 business sites, ensuring a consistent comparison of water consumption

All objectives related to pollution management apply to the isoperimeter, that is, to the Radiall sites included at the time the policy was established.

STANDARDIZE POLLUTION REQUIREMENTS THROUGH MINIMUM GROUP THRESHOLDS ⁽¹⁾

DEFINITION OF A COMMON REFERENCE FRAMEWORK

♦ **Target:** By 2027, collect information on the types of activities, pollutants emitted and local regulatory thresholds for each site, then identify and formalize the minimum Group thresholds to be respected by type of pollutant.

COMPLIANCE OF FACILITIES

♦ **Target:** By 2035, carry out the necessary developments and investments to ensure compliance with the Group's minimum thresholds on all industrial sites.

HARMONIZE THE PREVENTION OF POLLUTION RISKS ON ALL SITES

IN-DEPTH ANALYSIS OF POLLUTION RISKS

♦ **Target:** By 2028, 100% of sites will have carried out a complete and up-to-date assessment of the pollution risks (soil, air, water) related to their activities.

COMPLETE FORMALIZATION OF PROCEDURES

♦ **Target:** By 2030, 100% of sites will have formalized, accessible environmental prevention and emergency procedures adapted to their specific risks.

DEFINITION OF INTERNAL GUIDELINES

♦ **Target:** By 2030, 100% of sites will apply Group guidelines defining what constitutes an environmental emergency and the expected response methods.

WASTE MANAGEMENT

Radiall is committed to responsible waste management at all its sites, ensuring regulatory compliance, reducing its environmental impacts and continuously improving its practices.

To this end, the Group:

- Ensures the management of its waste in strict compliance with local regulations, taking into account national specificities in terms of sorting, collection and treatment
- Implements waste sorting and management systems at all its sites that are adapted to local realities, in particular according to the solutions available for take-back, treatment or recycling
- Applies a differentiated management of hazardous waste, relying exclusively on competent and authorized service providers for its treatment
- Organizes a centralized annual report, allowing monitoring of the production, management and recovery of waste on all the Group's sites, with specific monitoring of the recovery and recycling rates of non-hazardous waste
- Deploys regular awareness-raising actions among employees to encourage sorting at source and the adoption of responsible practices in the daily management of waste
- Encourages local experimentation initiatives aimed at recovering certain waste within the sites themselves. Relevant projects can be rolled out more widely within the Group

Notes

1. The Group minimum thresholds will be based on French regulations, unless local legislation imposes stricter requirements, in which case the latter will prevail

All objectives related to waste management apply to the isoperimeter, that is, to the Radiall sites included at the time the policy was established.

MAXIMIZE THE USE OF LOCAL RECOVERY & RECYCLING SOLUTIONS TO REDUCE RELIANCE ON LANDFILL

♦ **Target:** Achieve a 75% recycling rate for non-hazardous waste each year ^[1]

In order to achieve this target and strengthen its environmental performance, Radiall makes the following commitments:

IMPROVE THE RELIABILITY OF KNOWLEDGE OF FLOWS

♦ **Target:** By 2027, 100% of Radiall's industrial sites will have obtained or accurately estimated the tonnage of all waste streams, including those partially known today.

This will include the development of harmonized calculation methodologies, allowing for more comprehensive reporting.

DEPLOY QUARTERLY MANAGEMENT

♦ **Target:** By 2028, deploy and monitor waste production and management on a quarterly basis on 100% of industrial sites to refine analyses, detect deviations more quickly and strengthen corrective actions.

OBTAIN INFORMATION ABOUT THE ACTUAL END OF LIFE OF WASTE

Engage in an active approach with buyers and subcontractors in order to obtain reliable data on the final treatment of waste (recycling, recovery, landfill, incineration). In the absence of information, waste is currently considered to be non-recycled: this objective aims to reduce this uncertainty and increase the share of proven recovery.

♦ **Target:** Ensure comprehensive end-of-life tracking of waste at 70% of sites by 2027 and 100% by 2030 on an isoperimeter basis.

EXTEND RECOVERY MONITORING TO ALL TYPES OF WASTE

♦ **Target:** By 2035, 100% of sites will fully monitor recovery rates for all waste streams, including hazardous waste; in addition to the monitoring already existing for non-hazardous waste.

Notes

1. A review of the target is carried out annually after analysis of the evolution of the territory's capacity to revalue (recurrent monitoring)

SUSTAINABLE PRODUCTS & INNOVATION

ECO-DESIGN

The eco-design approach addresses:

- New products, from their initial design phase
- Existing products, through the implementation of environmentally sound solutions and new technologies

This Radiall approach therefore falls within two areas: to both achieve and measure efforts to reduce environmental impact on existing ranges and to design new products that are as environmentally friendly as possible, given the technological constraints and market acceptance.

IMPLEMENTATION & RESOURCES MOBILIZED

To achieve eco-design commitments, Radiall supports the development of stakeholders' skills on the subject.

♦ **Target:** By 2029, to gradually offer training in all the countries where Radiall is established with formats and content adapted to different profiles:

- Technical and operational: design offices, product and process designers
- General: purchasing, marketing, supply chain management (SCM)

ECO-DESIGN OUR NEW PRODUCTS

Radiall acts from the design phase of its new products (resulting from projects) to integrate measurable environmental criteria and reduce the overall impact of its developments.

The approach is based on logic: measuring to better eco-design.

MEASURE THE ENVIRONMENTAL IMPACT OF OUR NEW PRODUCTS

The measurement makes it possible to quantify the impacts of the new product through the evaluation of 6 indicators: global warming, human health, depletion of natural resources, water consumption, water eutrophication, soil acidification.

♦ **Target:** To integrate environmental quantification into 100% of major projects (with high volume):

- in Europe by 2026
- in China and the United States by 2027

REDUCE THE ENVIRONMENTAL IMPACT OF OUR NEW PRODUCTS

Reduce the environmental impact of our new products.

♦ **Target:** By 2030, reach 50% of new eco-designed products per year.

These eco-designed products will have to demonstrate:

- An environmental intention integrated from the design stage or through the implementation of more virtuous solutions or technologies;
- A quantified and justified reduction;
- A functionally efficient product

REDUCE THE ENVIRONMENTAL IMPACT OF OUR EXISTING PRODUCTS THROUGH THE ECO-DESIGN APPROACH

The deployment of solutions and technologies across all Radiall product lines helps reduce the environmental impact of existing products. In this context, Radiall is committed to investigating, exploring and implementing these more virtuous solutions.

◆ **Target:** By 2030, quantify the environmental gains of technological projects on the product ranges with the most impact on the 6 environmental indicators monitored by Radiall.

INNOVATION IN LOW-CARBON MATERIALS & TECHNOLOGIES

IDENTIFICATION & QUANTIFICATION OF SECONDARY MATERIALS IN PRODUCTS & PACKAGING

The aim is to identify, measure and control the share of secondary materials ^[1] used in our products and packaging, to support the requirements of the CSRD and increase transparency.

The choice of recycled materials aims to focus on those with the most significant environmental impacts, rather than on high volumes.

◆ **Target:** By 2025, to maintain 7% of Radiall's total purchasing expenditure dedicated to recycled materials.

INTEGRATION OF LOW-IMPACT MATERIALS IN OUR PRODUCTS & PACKAGING

This commitment aims to reduce the environmental impact of our offerings through the use of recycled, recyclable or low-carbon materials, both in our products and in our packaging.

PRODUCTS

◆ **Target:** To initiate discussions with 100% of gilding suppliers (direct and indirect) on the possibility of using recycled gold, to follow the steps taken, and to integrate this criterion into the supplier selection matrices for any future qualification.

PACKAGING

◆ **Target:** To switch to 100% recycled cardboard packaging by 2027 for sites in France and 2028 for sites in North America.

PRODUCT DESIGN WITH CMR-FREE & MORE SUSTAINABLE MATERIALS

Radiall is committed to a proactive approach to substitution of materials containing CMR substances, favouring more sustainable alternatives from the design phase.

The quantification of environmental impact reductions depends directly on the market and the speed of customer acceptance.

◆ **Target:** By 2025, to dedicate 30% of R&T investments to projects participating in Radiall's Preserving Our Planet plan.

Notes

1. Secondary materials include recycled, bio-based, or reused materials

HAZARDOUS SUBSTANCES

At Radiall, the management of hazardous substances is a pillar of our environmental commitment. We aim to ensure compliance with current regulations and anticipate the impacts related to the associated product obsolescence risks.

Substances monitored at Radiall include:

- Substances that pose a danger to human health, in particular CMR substances (Carcinogenic, Mutagenic, Reprotoxic),
- Substances regulated by major international legislation such as: REACH (Registration, Evaluation, Authorization and Restriction of Chemicals), RoHS (Restriction of Hazardous Substances), POPs (Persistent Organic Pollutants), California Proposition 65,...

The management of these substances is based on inter-departmental coordination:

- Environmental Compliance Team: management of regulatory monitoring, response to customers, development of environmental policies and declarations,
- HSE (Health, Safety, Environment): management of storage, handling and reprocessing,
- R&T (Research and Technology): identification and development of alternative solutions

ENSURE REGULATORY MONITORING & SUBSTANCE RISK MANAGEMENT

Radiall is committed to maintaining an active watch through:

- Participation in sectoral working groups (GIFAS, FIEEC/Orgalim, CETIM, CMG - Connector manufacturing Group),
- Continuous monitoring of international regulatory sources,
- Exchanges with customers, particularly internationally, allowing us to anticipate requirements

Radiall also takes part in public consultations on major regulations such as REACH, RoHS, etc.

This monitoring makes it possible to identify substances potentially affected by future regulatory provisions, to assess their level of risk for Radiall via a dedicated mapping, and to trigger the appropriate actions: communication to the Business Units (BUs), anticipation and implementation of corrective measures.

The Environmental Compliance team also conducts quarterly meetings with the Business Units to share the risks identified, in particular those related to possible future bans.

MANAGE OBSOLESCENCE RISKS RELATED TO SUBSTANCES UNDER MONITORING AT RADIALL

Radiall is committed to anticipating regulatory changes in order to ensure the sustainability of its products and to limit the impact of substances on its industrial and commercial activities.

In this context, Radiall:

- Actively monitors the lists of substances subject to regulatory provisions, within the framework of regulations such as REACH, RoHS, POPs, Proposition 65 or country-specific legislation,
- Systematically assesses regulatory risks for its product portfolios and industrial processes via criticality analysis (risk mapping),
- Anticipates the impact on its customers, by preparing for the gradual withdrawal of the products concerned, by ensuring proactive communication
- Implements, as soon as possible, exploration projects to look for substitutions, in conjunction with the R&T teams and the Business Units

TRACK & TRACE SUBSTANCES UNDER MONITORING IN PRODUCTS

Radiall is committed to monitoring regulated substances in its products. This commitment is based on the following principles:

- Complete traceability of substances used in materials, components and manufacturing processes
- Provision of REACH and RoHS statuses directly via the website
- Close collaboration with suppliers to ensure the quality and completeness of information
- Tailored responses to specific customer requests regarding product composition and compliance

ENSURE SAFE HANDLING, STORAGE & REPROCESSING OF SUBSTANCES

Chemical management is carried out by the HSE departments of each industrial site. It aims to identify and reduce the health and environmental risks associated with the storage, handling and processing of substances. The necessary safety instruction sheets are formalized and applicable on all sites.

The safety rules are intended to provide a framework for the introduction of new chemicals, their registration in the database, the classification and storage rules, the use of the product, the associated preventive measures and the disposal of hazardous waste by approved companies.

Operators are trained on applicable procedures, risks, and rules.

Radiall undertakes to carry out the studies necessary for the substitution of CMR substances classified in category 1 and to implement them as soon as practicable.

PREVENT THE RISKS OF USE BY CUSTOMERS

Radiall makes sure to provide its customers with precise recommendations for use, developed in cooperation with other connector manufacturers in the sector available on the Radiall – RoHS website.

In addition, usage statements are integrated into the TDS (Technical Data Sheets) for specific products outside the catalogue and present in the catalogues for standard references.

These recommendations specify in particular the conditions of use and storage to be respected.

ENGAGEMENT OF ECOSYSTEMS (EMPLOYEES, SUPPLIERS, CUSTOMERS)

AWARENESS & INVOLVEMENT OF TEAMS

The aim of this focus is to mobilize our entire ecosystem – employees, partners and regions – around our environmental strategy, in order to make it a collective lever for transformation, pride and impact.

Each employee must be able to understand, embody and disseminate the company's commitments, while partners are invited to join our initiatives to co-construct locally rooted environmental solutions.

CREATE A LOCAL DYNAMIC SUPPORTED BY A COMMUNITY OF CSR AMBASSADORS

The CSR ambassador community aims to mobilize employees as local relays, playing a key role in promoting sustainable initiatives within Radiall. This initiative seeks to co-construct roadmaps aligned with Radiall's global strategy while taking into account the needs and specificities of each of the sites for which the community is active.

The community is active throughout the year to promote engagement and the sharing of best practices between the different sites.

◆ **Target:** By 2026, launch the community of CSR ambassadors to reach a minimum of 2 ambassadors per site (80+ employees) and set up 3 initiatives over the year on each site.

STRENGTHEN INTERNAL COMMUNICATION AROUND THE ENVIRONMENTAL STRATEGY

This commitment aims to strengthen internal communication on Radiall’s environmental strategy in order to engage all employees and promote collective awareness.

Internal communication revolves around dedicated events, designed to raise awareness and inform. To this end, two major deadlines are planned:

- 2025: The “Sustainable Development Weeks”, accompanied by a Radiall Conversation to set the framework for the group’s CSR strategy
- 2026: Thematic webinars that will deepen the axes of the strategy and promote the initiatives underway

◆ **Targets:**

- Achieve a post-event satisfaction rate (NPS) of more than 60%.
- By 2026, achieve +4 points in the Echo barometer on the issue of understanding and knowledge of Radiall’s environmental policy.

DEVELOP A LOCAL SUSTAINABLE MOBILITY POLICY

Commuting is a significant contributor to Radiall’s greenhouse gas emissions. In response to this challenge, Radiall wants to take proactive measures to encourage employees to optimize their travel and commit to less carbon-intensive alternatives, thanks to structured action plans at each site.

◆ **Targets:**

- 2026: Launch a mobility survey among employees to improve knowledge of transport habits, and obtain a response rate of more than 80% at each site.
- By 2028: Reduce CO₂e emissions related to home-work mobility by 15% by optimizing the journeys made by employees.

MAP & ACTIVATE OUR LOCAL ECOSYSTEMS

Present in several countries, Radiall has been establishing relationships with the local ecosystems around its sites for several years. The objective is to carry out a precise mapping of these ecosystems in order to monitor interactions with key actors and to initiate joint actions.

◆ **Target:** By 2026, carry out 5 initiatives on all sites including partnerships and/or joint actions with the identified actors.

PROMOTE THE EMERGENCE OF INTERNAL ENVIRONMENTAL INITIATIVES THROUGH INTRAPRENEURSHIP

The Explorers program, initiated by Radiall in 2022, is an intrapreneurship program designed to encourage internal innovation. Radiall wishes to continue this program with a second edition, by integrating an environmental dimension into the call for projects during the year 2025.

◆ **Target:** By 2026, encourage the submission of proposals for environmentally impactful projects. Among the received projects, those with a relevant value proposition for Radiall will be considered, and at least one project will be incubated if it presents strategic potential.

RESPONSIBLE PURCHASING

PROMOTE REGIONALIZATION & LOCAL ANCHORING OF PURCHASES AROUND PRODUCTION SITES

The objective is to favor external purchases around each production site in order to strengthen responsiveness, limit logistics risks and reduce the environmental footprint.

The term "local" here refers to regional supply: China for China, Europe for sites in France and Italy, India for India, and North America (United States and Mexico) for North American sites.

♦ **Target:** To ensure a local coverage rate of 90% of external purchases each year.

EVALUATE THE CSR PERFORMANCE OF SUPPLIERS THROUGH SCORING

The supplier CSR assessment process is based on the implementation of a supplier self-declaration system based on a supplier CSR questionnaire internal to Radiall.

The purpose of this initial assessment is to collect homogeneous and comparable information, in order to draw up a score of suppliers.

♦ **Target:** Prospects or Suppliers in the Prospecting Phase

- 2026: Assessment of suppliers during the prospecting phase as part of the General Survey. The overall scoring, which includes other themes in addition to CSR, evaluates the possibility for the prospective supplier to enter the Radiall panel.

♦ **Targets:** Panel Providers

- By 2027: Evaluate the CSR performance (scoring) of suppliers covering 75% of the amounts spent on the European perimeter and secure the scoring for 60% of these amounts.
- By 2028: Extend the evaluation of CSR performance (scoring) to suppliers covering 75% of the amounts spent in Europe and North America and secure the scoring for 60% of these amounts in each zone.
- By 2029: Extend CSR performance (scoring) with suppliers covering 75% of the amounts spent in Europe, North America and Asia; and secure the scoring for 60% of these amounts in each zone.

CARRY OUT SUPPLIER CSR AUDITS

The CSR audit is a targeted verification lever for suppliers that do not have recognised environmental or social certification (ex. ISO 14001 or equivalent). In the absence of external recognition, it makes it possible to objectify the declared commitments, to better understand the actual practices, and to assess their level of CSR maturity.

This approach also opens up a space for constructive dialogue, adapted to the context of each supplier, and encourages a dynamic of progressive continuous improvement.

This step comes after the evaluation of the suppliers. The audits will therefore take place secondly, in order to confirm the assessments and put in place action plans to improve the situation.

The selection of audited suppliers will be more selective than that of performance evaluations.

◆ **Targets:**

- 2026-2027: Design and deploy a training program for supplier quality teams; define the internal organization associated with CSR audits according to the diagnosis (resources); define audit quotas for the next 3 years.
- 2028: Carry out the first CSR audits of suppliers in Europe.
- 2029: Expand audits to suppliers in North America (NAM).
- 2030: Expand audits to suppliers in Asia.

Key fact: In 2025, 92% of the suppliers of 2019 are still present in our supplier panel ^[1].

STRENGTHEN LONG-TERM RELATIONSHIPS WITH SUPPLIERS

Radiall is committed to building and maintaining long-term relationships with its suppliers, providing them with visibility and valuing stability as a lever for performance and shared responsibility.

- Favor long-term partnerships, with contracts of 3 to 5 years when the quality of service is demonstrated and for significant levels of activity
- Maintain relationships with known and satisfactory suppliers, without making unjustified changes, in line with the high qualification requirements

The dynamic of strengthening our supplier relationships is gradual, according to the following steps:

- To preserve long-term relationships with our current suppliers
 - ◆ **Target:** To systematize the monitoring of the CPI regarding the stability of our supplier panel in order to guarantee that the current performance does not deteriorate.
- Be part of a co-design approach with suppliers on certain new product developments
- Forge partnerships with suppliers in the context of upstream co-development
 - ◆ **Target:** To continuously increase the cumulative number of upstream co-developments initiated, in progress or completed, by expanding the circle of suppliers involved in this approach.

NEW BUSINESS MODELS

This section aims to identify development strategies towards a more sustainable business model to reduce the CO₂ emissions of Radiall’s use phase (scope 3 of the greenhouse gas emissions assessment) through the exploration of new value propositions.

EXPLORE NEW SERVICE OFFERINGS

This commitment aims to rethink existing models to maximize the value of products while enhancing their sustainability. Through the development of a dedicated service offer, the objective is to better support customers throughout the product life cycle: from installation to maintenance, including monitoring, to end-of-life management.

Although the focus today is on products, the long-term vision is to evolve towards a global and integrated solution, consistent with a strong commitment to sustainable development and environmental responsibility.

- ◆ **Target:** As part of the INP 2025-2028 action research chair in which Radiall is committed, to contribute and engage in experiments on at least 2 of the workpackages.

Notes

1. This analysis focuses on suppliers representing 80% of our largest spend

GROW OUR BUSINESS IN SUSTAINABLE MARKETS

For several years, Radiall has been expanding its activities towards key sectors of the ecological transition and decarbonization. The acquisition of Van System in 2015 (now Business Unit - Heavy Duty), which consolidated the presence in the rail sector, is a concrete illustration of this. To go further, dedicated teams are mobilized to accelerate diversification into markets with a high environmental impact, for example in the field of renewable energies. In the years to come, Radiall wishes to continue to structure its approach in these markets by developing specific offers adapted to the needs of these sectors of the future.

CO-CONSTRUCT TOMORROW'S SUSTAINABLE SOLUTIONS WITH OUR CUSTOMERS

In a context of accelerated transformation, the desire to produce in a more responsible and sustainable way is becoming an objective shared by all industrial players. This ambition is based on a strong conviction: the most relevant solutions emerge from dialogue, listening and close collaboration with our customers. Radiall is committed to co-developing with its customers and partners concrete responses to environmental and societal challenges by seeking together to design more sustainable products and services, adapted to a changing world. This common dynamic aims to combine technical performance, reduction of environmental impact and long-term value creation.

SIMPLIFICATION is our INNOVATION

We advance the design and engineering process for innovators, ground breakers and pioneers of technology. We reduce weight, improve durability and streamline installation to provide leading-edge connectors that drive product performance.

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GLOBAL PRESENCE

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