

OUR SUSTAINABILITY BOOKLET

*2025 Extra-Financial Performance
& CSR Commitments*

SIMPLIFICATION IS OUR INNOVATION



TABLE OF CONTENTS



GENERAL INFORMATION.....	4
Editorial.....	7
Our Strategy & Business Model.....	8
Our Markets.....	14
Our Value Chain.....	16
Dialogue With Our Stakeholders.....	18
CSR Governance.....	20
Double Materiality Analysis.....	22



ENVIRONMENT.....	24
Climate.....	28
<i>Decarbonize Our Industrial Operations.....</i>	<i>30</i>
<i>Enhance Our Sites For Energy Efficiency.....</i>	<i>32</i>
Pollution.....	34
<i>Mitigate Our Water Pollution Impacts.....</i>	<i>36</i>
<i>Phase Out Hazardous Substances.....</i>	<i>38</i>
Resources.....	40
<i>Embed Eco-Design At The Core Of Product Creation.....</i>	<i>42</i>
<i>Promote Sustainable Purchasing.....</i>	<i>44</i>
<i>Lead The Transition To Sustainable Materials.....</i>	<i>46</i>
<i>Reduce Waste Through Concrete Actions.....</i>	<i>48</i>



SOCIAL 50

- Our People 54
 - Listening Better To Employees With The Echo Approach..... 56*
 - Becoming A Learning Company..... 57*
 - Safeguard Health & Safety At Every Level 58*
 - Health & Safety Initiatives Across Sites 60*
 - Drive Innovation Through Intrapreneurship 62*
- Ethics On Our Value Chain 64
- Local Communities 68
 - Nurture Our Local Roots 70*
 - Link The World Of Education & Employment In Industry..... 71*
 - Strengthen Women's Roles In The Tech Industry..... 72*
- Clients..... 74
 - Customer Relationship 76*



GOVERNANCE..... 78

- Uphold Zero Tolerance For Bribery & Corruption 82*
- Build Stronger Connections With Our Suppliers..... 84*

APPENDIX 86

01

GENERAL

Strengthening Responsible Business Foundations

Aligning our strategy and business model with responsible practices, engaging stakeholders and reinforcing governance and risk management to support long-term growth.



EDITORIAL

At Radiall, we consider sustainable development a cornerstone of our strategy. We firmly believe that growth must go hand in hand with the protection of the environment and social wellbeing. This is why we have redoubled our efforts to develop our practices and drive progress at every level of the business.

In 2025, we have continued to support ambitious projects and have a positive impact where it counts the most. As a responsible business, we are collectively committed to taking up the challenges of sustainable development with determination and ingenuity. We are convinced that each action, no matter how small, contributes to a better future for generations to come.

This booklet is a compilation of what we do best: create unique and sustainable value for our customers, continually develop environmentally and socially responsible practices, cultivate our corporate DNA and extend our convictions beyond our factory walls to create a lasting legacy. The commitments and initiatives presented in this brochure are the reflection of our multi-faceted performance, the steadfast commitment of our teams and our pride in being part of a company that takes the greatest care to look after the greater good.

We hope you enjoy reading this booklet.



PIERRE GATTAZ & LUC KAËS

President & CEO and Chief Operating Officer

RADIALL SNAPSHOT

Since 1952, we have been enabling technology for the most demanding applications. The results are a range of innovative and award-winning products that customers trust for unrivaled repeatability and performance.

OUR MISSION

To simplify life for all those who innovate.

OUR EXPERTISE

Radiall is focused on four core technologies: radio frequency, fiber optics, power and multipin packaging. Our 12 product lines feature more than 27,000 unique components.

OUR RECOGNITION

As a leading global supplier of interconnect solutions, Radiall delivers high-performance innovation while advancing sustainability demonstrated by its EcoVadis Silver rating.



RADIALL IN MOTION

OUR COLLECTIVE MOMENTUM

Radiall in Motion embodies our collective momentum: a movement that brings our strategy to life and prepares us for the future, while staying true to our identity and values. It reflects our determination to grow, innovate, and create a sustainable future, driven by the commitment of our teams around the world.

More than 3,300 employees contribute every day to strengthening our agility, simplifying our processes, and developing sustainable solutions for our customers and society. Our DNA as an innovative family-owned company drives us to combine operational excellence, close customer relationships, and an entrepreneurial spirit.

To achieve our ambitions, Radiall in Motion is guided by four strategic principles:

- **Be Bigger:** accelerate growth and strengthen our position in key markets.
- **Be Responsive:** increase agility and simplify processes to better serve our customers.
- **Be Empowered:** encourage initiative, trust, and ownership at every level.
- **Be Sustainable:** diversify our business and reduce our environmental impact over the long term.

Beyond economic objectives, this collective momentum enables us to build a strong and enduring company, creating lasting value for our customers, employees, and all stakeholders. It draws on our history of resilience and innovation to prepare for a more agile, continually innovative, and responsible future.

OUR BUSINESS MODEL

Our business model expresses the value that we create for the company and society as a whole. Our activity is guided by three core objectives: operational and technical excellence, differentiating solutions and building a close relationship with our customers. This is how our teams create sustainable value.

CREATING **connections** THAT MATTER



GROW TOGETHER



MAKE IT SIMPLE



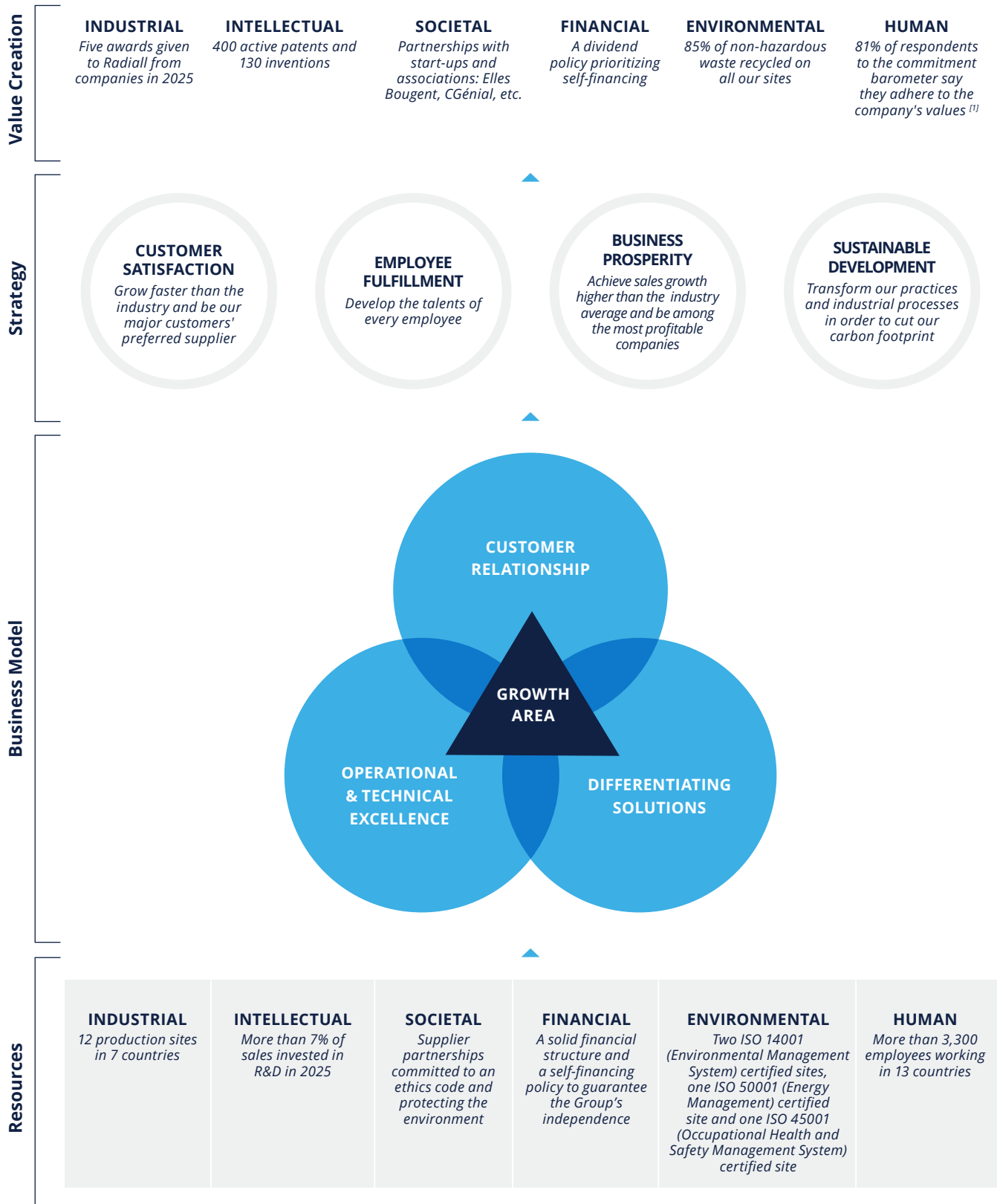
BE GENUINE



DARE TO BE AUDACIOUS

Purpose
Reflecting our contribution to the world

Our Values
Guiding our actions every day



1. Excluding IDMM France

OUR PURPOSE

Our purpose guides our commitment to a more sustainable world. It is built around three ESG pillars — environmental, social and governance — which provide the foundation for the ambitious goals driving our transformation.



THE 17 UN SUSTAINABLE DEVELOPMENT GOALS

These goals, defined by the UN, express targeted ambitions and priorities to steer society and the planet toward sustainable development. Governments, businesses and the general public are all involved and their actions are interlinked—one person's commitment inspires others to commit. Through its activities, industrial base and convictions, Radiall seeks to contribute to nine of these objectives.



WE HAVE MADE A CHOICE.

Technology can be a force for good, an opportunity to improve lives. Never before have we had so much potential to aim higher, go further and accomplish more. But we can only achieve real progress if we choose to unite our efforts and focus on the common good. At Radiall, we have made that choice. We engage in positive innovation for a better world.

THE FUTURE IS IN OUR HANDS.

Environmental crisis, lack of education and unequal opportunities are among the urgent challenges that drive us. As manufacturers, we have the power to shape our destiny. Individually, we can reveal our talents, look beyond ourselves and become masters of our craft. Collectively, we can boost our local economies by creating meaningful jobs and setting an example in the way we grow our business. Our actions are the key to a sustainable, inclusive and equitable future.

WHAT WE DO MAKES AN IMPACT.

We don't merely manufacture products; we make an impact. By connecting complex systems, we foster simplicity. By empowering technology pioneers, we help improve communication, invent sustainable forms of mobility and create safer environments. And through our ingenuity, we help break down barriers.

EVERY CONNECTION COUNTS.

More than a company, we are a diverse, vibrant and inspiring community. Trust binds us together, and collaboration is the energy that keeps us moving forward. The bonds we form are the foundation for every contribution we make, every change we facilitate. Together, we are building a chain of positive transformation.

asycube
by asycube

CREATING
connections
THAT MATTER

OUR MARKETS

Progress is built on connection. And at Radiall, connection is where possibility begins. Across some of the world's most demanding and forward-looking industries—from aerospace and space to medical and telecom—we help turn ambitious ideas into real world advancements. We collaborate closely with our partners to create solutions that are efficient, reliable and sustainable—advancing technology responsibly. With a long-term vision and a spirit of continuous innovation, we strive to make every connection smarter, stronger and ready for what's next.



AEROSPACE

Our team of expert engineers located around the globe enables us to locally support all major aerospace manufacturers while contributing to the development of low-carbon and advanced aerial mobility.



DEFENSE

Radiall contributes to the defense industry by offering proven product solutions for a wide variety of military and defense applications, strengthening security and operational safety in high risk situations.



RAIL

Our trusted interconnect solutions deliver the quality and durability the railway industry demands—supporting the development of sustainable, low-carbon mobility.



MEDICAL

We design unique product solutions for the medical industry, supporting advanced medical imaging, surgical and patient monitoring systems, contributing to improved healthcare quality and patient outcomes.



SPACE

With space heritage dating back to 1974 and involvement in more than 300 satellite programs, our robust solutions have established a strong reputation.



TELECOM

Radiall's comprehensive range of interconnect products provides the telecom industry with cutting-edge solutions for harsh outdoor environments, supporting reliable connectivity and improving accessibility worldwide.



INDUSTRIAL

Radiall supports the most demanding interconnect applications found in industrial markets, including energy, sensors and private communication, contributing to more efficient and resilient industrial operations.



TEST & MEASUREMENT

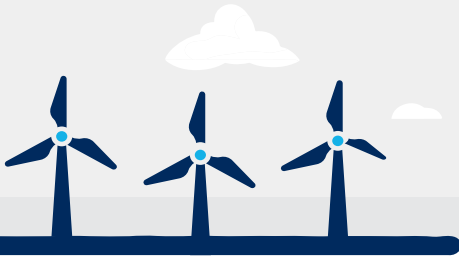
Our high performance switches and interconnect products offer exceptional quality and precision, supporting high-reliable testing and accurate measurement in critical applications.



QUANTUM

As a pioneer in high-performance connectivity, Radiall brings its expertise to quantum computing, addressing the unique challenges of quantum environments and supporting next-generation technologies.

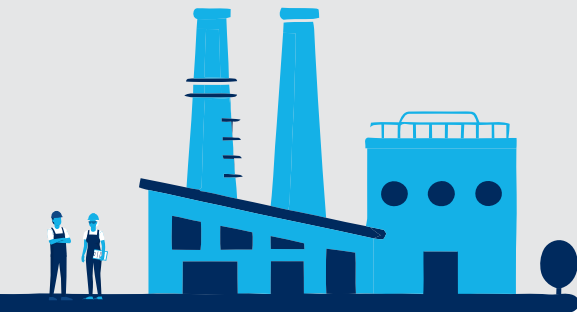
UPSTREAM



Energy



Minerals and Metals Extraction



Manufacture of Components and Machinery

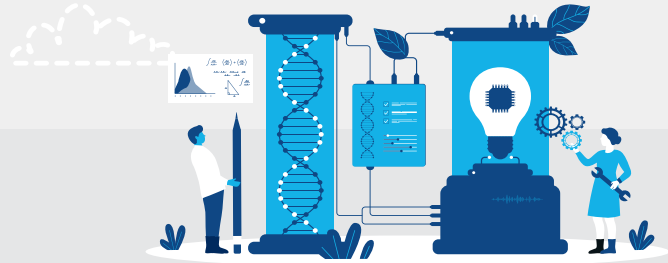


Subcontractors

Suppliers

RADIALL OPERATIONS

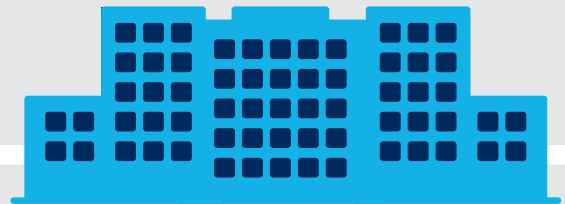
RESEARCH & INNOVATION



Local Communities
Partnerships with schools and associations

Partners
Research and co-development of products

PRODUCT DEVELOPMENT

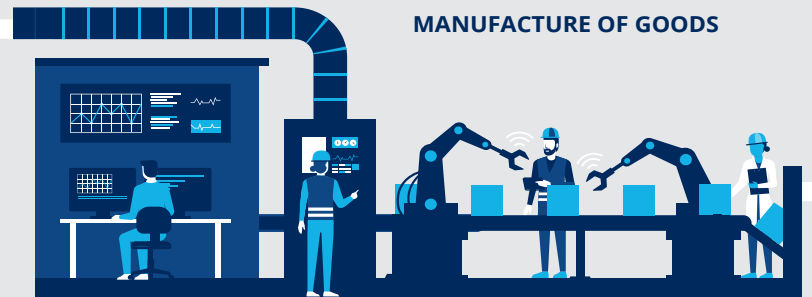


Support Functions

Research
Internal / Partnerships

Product Development
R&D Eco-design

MANUFACTURE OF GOODS



PRODUCTS

Multipin connectors, fiber optic connectors and cable assemblies, optoelectronic interconnects, coaxial connectors and cable assemblies, low loss microwave cables, microwave components, antennas

DOWNSTREAM

MAIN INDUSTRIES

Aerospace, Defense, Industrial, Medical, Rail, Space, Telecom, Test & Measurement, Quantum



Regulators/Government
Compliance with legal provisions and local recruitment



Clients
Product development, sales, customer management

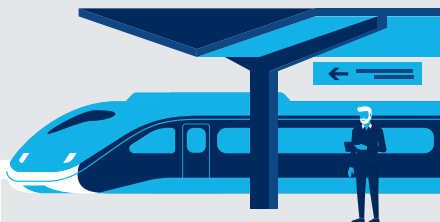
Transport



Whistleblower



Manufacture of Finished Goods



Access to Services
(telecommunications, train, plane...)



Reuse



Waste Disposal



Integration

Use

End of Life

OUR VALUE CHAIN

UPSTREAM

Impacts

- ⊖ Working conditions of workers in the value chain
- ⊖ Use of virgin materials
- ⊖ GHG Emissions
- + Use of recycled materials

RADIALL OPERATIONS

Impacts

- ⊖ Energy consumption
- ⊖ Waste production
- + Development of eco-design products
- ⊖ Health and safety hazards
- + Employee training and career development
- + Employee well-being and safe working environment
- ⊖ Potential unfair business practices and corruption

Opportunities

- 1 Contribution to local development and socio-economic dynamism
- 2 Retention of employees and attraction of new talents through career development
- 3 Sustainable technological innovation

Risk

- 1 Damaged image among customers in the event of insufficient climate comitment
- 2 Material damage caused by climate events

DOWNSTREAM

Opportunities

- 1 Market positioning supporting climate change adaptation
- 2 Client satisfaction

DIALOGUE WITH OUR STAKEHOLDERS



Radiall at Electronica 2024



Visit from CEA - French Alternative Energies and Atomic Energy Commission to Isle d'Abeau site



Radiall at Paris Air Show 2025

STAKEHOLDERS	HOW WE ENGAGE	WHY WE ENGAGE	VALUE CREATED
<p>Subcontractors & Suppliers</p> 	<ul style="list-style-type: none"> • General terms and conditions of purchase • Code of conduct & supplier ethics charter • Ethics and whistleblower channel 	<ul style="list-style-type: none"> • Foster supplier relationships based on mutual commitments — including CSR principles — trust, and a shared long-term vision 	<ul style="list-style-type: none"> • Stable delivery of goods and services
<p>Employees</p> 	<ul style="list-style-type: none"> • Annual ECHO survey to gather expectations • Internal communication (intranet, website, etc.) • Social events (results presentations, etc.) • Healthy Together • Radiall & Academy & Learning week • Ethics and whistleblower channel 	<ul style="list-style-type: none"> • Improve working conditions, health and safety, career management, personal development and training • Retain employees • Ensure clear communication • Guarantee job satisfaction and well-being 	<ul style="list-style-type: none"> • Skill development • Well-being and safe work environments • Sense of belonging
<p>Local Communities & Local Authorities</p> 	<ul style="list-style-type: none"> • University partnership • Participation in job fairs • Local non-profit organizations engagement 	<ul style="list-style-type: none"> • Strengthen our local roots • Connect the academic and professional worlds to promote careers in industry 	<ul style="list-style-type: none"> • Interventions and talks in schools • Welcoming students into Radiall through internships and apprenticeship programs • Equipment contributions, participation in sports challenges, food donations, etc.
<p>Customers</p> 	<ul style="list-style-type: none"> • Day-to-day commercial relationship and meetings before and after our clients use our products • Visits organized at Radiall, at the clients or during forums • Participation to the client's supplier days • Organization and participation to techdays and roadshows • Dedicated claim service with a support from field application engineers and commercials 	<ul style="list-style-type: none"> • Understand our clients specific needs to design custom-made solutions • Ensure to respect our commitments to the client, notably in terms of product quality • Ensure a high level of innovation, competitive positioning and ESG (Environmental, Social, Governance) performance • Implement a proximity relationship with our clients and ensure a reactiv and fluid assistance 	<ul style="list-style-type: none"> • Positive client relationships • Development of new products, specifically customized for our clients' needs
<p>Research Centers & Institutions (CEA, CETIM, REGEN LAB)</p> 	<ul style="list-style-type: none"> • Consultations and working groups • Partnerships • Collaboration with academic research on regenerative models 	<ul style="list-style-type: none"> • Develop innovative technological solutions to address societal and environmental challenges 	<ul style="list-style-type: none"> • Market competitiveness through technological innovation
<p>Industry Associations, Federations & Peers</p> 	<ul style="list-style-type: none"> • Membership and participation in working groups (CEC, Aero Excellence of the Gifas, etc.) 	<ul style="list-style-type: none"> • Understand current and future practices in respective business areas, about regulatory compliance and business practices, and foster possible synergies among peers 	<ul style="list-style-type: none"> • Collaboration and sharing best practices
<p>Governments, Policymakers & Regulators</p> 	<ul style="list-style-type: none"> • Continuous monitoring of international regulatory sources • Participation on public consultations on major regulations • Code of conduct & supplier ethics charter • Ethics and whistleblower channel 	<ul style="list-style-type: none"> • Promote ethical business conduct & social responsibility • Ensure product safety and compliance with applicable standards 	<ul style="list-style-type: none"> • Compliance with local legislation in each country where Radiall operates • Information and anticipation of future laws
<p>Shareholders</p> 	<ul style="list-style-type: none"> • Annual shareholders' meeting • Annual sustainability booklet 	<ul style="list-style-type: none"> • Create long-term and sustainable value • Ensure transparency in corporate management including compliance with financial and non-financial commitments 	<ul style="list-style-type: none"> • Adequate, reliable information flow

CSR GOVERNANCE

STRATEGIC MANAGEMENT



CEO - Pierre Gattaz
Define strategic goals



COO & COMEX
Ensures engagement and optimization of the necessary resources



CSR committee
Leads the CSR strategy

OPERATIONAL MANAGEMENT



CSR Leader
Leads the committee and ensures coordination and collaboration

ENVIRONMENTAL

Drives environmental initiatives related to product and operations



Industrial Operations Process



Product Offer Management Process

SOCIAL

Drives social and societal initiatives related to workforce and local communities



Human Resources Process

GOVERNANCE

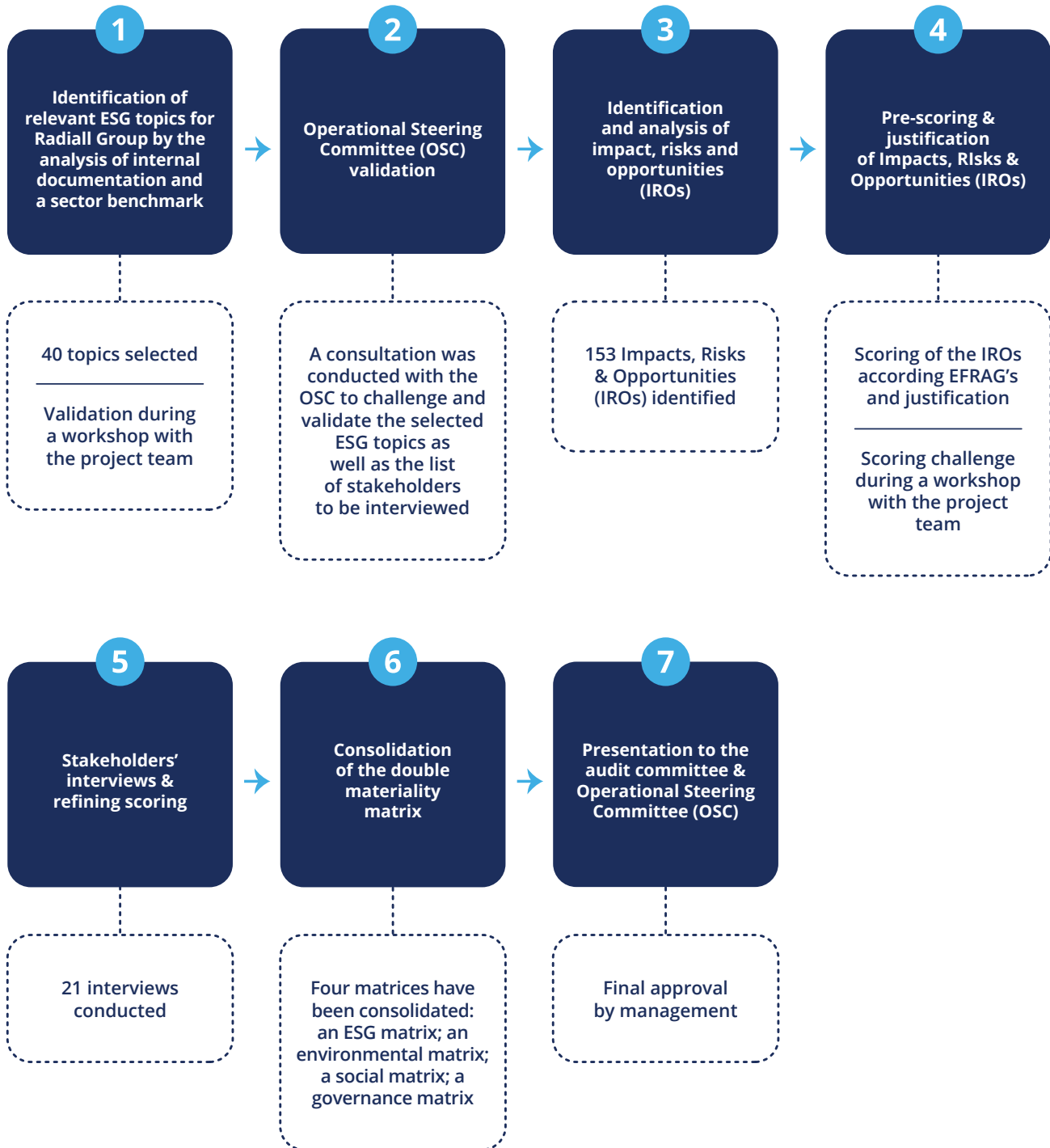
Provides guidance on ESG reporting including implementation on new regulatory requirements



Finance & Legal Process

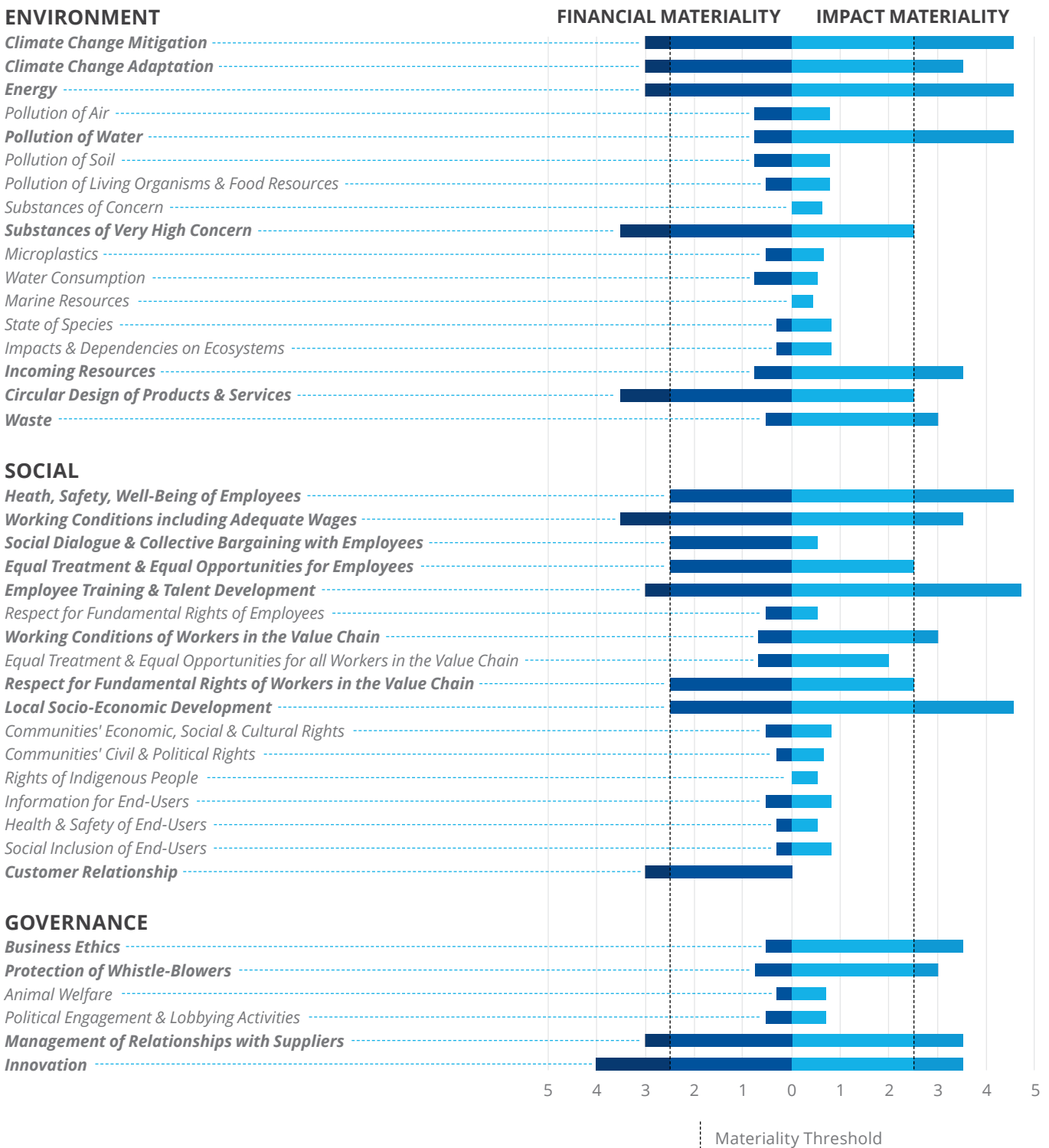


DOUBLE MATERIALITY ANALYSIS



Details: Learn more about of the double materiality analysis methodology and descriptions of material impacts, risks, and opportunities in the appendix

MATERIALITY MATRIX OF ESG TOPICS



A digital forest scene with glowing blue network lines and bokeh lights. The background is a dark forest with vertical tree trunks. In the foreground, a complex network of glowing blue lines and nodes is overlaid, resembling a digital or data network. The lines are thin and connect various points, some of which are larger and more prominent. The overall color palette is dark with vibrant blue highlights and soft, out-of-focus yellow and white bokeh lights in the background.

02

ENVIRONMENT

Innovation For A Greener Future

Driving environmental responsibility by minimizing emissions, protecting resources, reducing waste and embedding sustainability in every product.

2021

Radiall joins the “Convention des Entreprises pour le Climat” (French Business Convention for Climate), a sensibilization for the CEO and CSR Leader, the definition of our ambition.

2022

Radiall defines its carbon footprint for scope 1, 2 and 3 and validates its carbon footprint calculation tool.

2023 - 2024

Radiall starts ACT (Assessing Low Carbon Transition) to define a global decarbonization strategy, set up a structured governance.

2025

Radiall earns Ecovadis 2025 Silver medal. This achievement supports our corporate vision of aligning the environmental strategy and carbon strategy.

PRESERVING OUR PLANET

Environmental Strategy

At Radiall, environmental responsibility is a key aspect of our strategy. This is evident in the way we design our products to the way we work with our teams, suppliers and customers. We know that every action counts and that together we can turn ambition into impact.

1

REDUCING THE ENVIRONMENTAL FOOTPRINT OF OUR OPERATIONS

From cutting energy use and decarbonizing production to managing water responsibly and preventing pollution, we are taking concrete steps across our sites. These actions make our operations more sustainable, more efficient and more resilient. Every improvement, no matter how small, brings us closer to a greener future.

2

DESIGNING SUSTAINABLE PRODUCTS & TECHNOLOGIES

Innovation is at the heart of our approach. We design solutions that meet today's needs without compromising tomorrow. Eco-design, low-carbon materials and responsible management of hazardous substances allow us to rethink every product, ensuring that Radiall's offerings are both high performing and environmentally conscious.

3

ENGAGING OUR ECOSYSTEM, OUR EMPLOYEES, SUPPLIERS & CUSTOMERS

Protecting the planet is not a solo effort. Through awareness programs, local initiatives and co-development projects, we bring everyone along on the journey, building a culture where sustainability is part of daily life.

4

EXPLORING NEW BUSINESS MODELS THAT CREATE VALUE WHILE REDUCING IMPACT

From service-oriented solutions to sustainable markets and collaborative innovations, we are reimagining what responsible growth looks like.

At Radiall, preserving our planet is more than a policy—it is a shared story of progress, innovation and care. It is about taking action today to create a lasting, positive impact for generations to come.

“Every day, we work to reduce the environmental footprint of our operations. From energy efficiency to waste reduction and water management, our sites are becoming more sustainable, resilient and responsible for the planet we all share.”



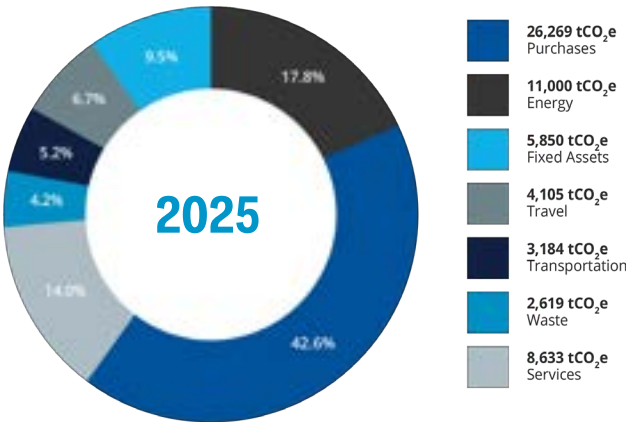
FREDERIC

02.1

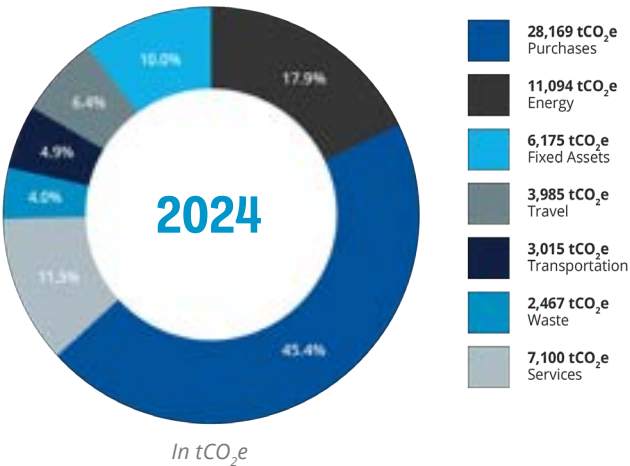
CLIMATE

ENVIRONMENT

In 2025, the Radiall Group’s cradle-to-gate GHG emissions represented 61,600 tCO₂e. (Location Based)

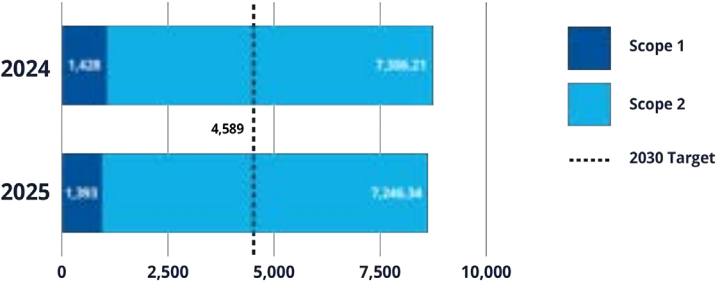


In 2024, the Radiall Group’s cradle-to-gate GHG emissions represented 62,005 tCO₂e. (Location Based)



Scope 1 & 2 Emissions (Market Based)

Kiloton CO₂e



38%

green electricity at group level

The changes observed between the 2024 GHG emissions inventory presented in this report and the value disclosed in the previous report are explained by methodological adjustments in the calculation. These include, in particular, the integration of indirect gold (gold purchased on plated components), within the scope of purchases, as well as an update to the transport estimation methodology, which is now based on clients’ billing addresses for the 2024 and 2025 reporting years.

"Raising awareness among employees of climate issues is one of the company's commitments to the environment. This began four years ago with the Climate Fresk workshop, which helps participants understand the causes and consequences of climate change. Today, we are offering a new format to supplement the Fresco workshop, which proposes specific solutions and actions that can be taken to reduce one's carbon footprint."



SÉVERINE

DECARBONIZE OUR INDUSTRIAL OPERATIONS

ACT ^[1]: A METHOD FOR THE FUTURE OF RADIALL

Radiall's emissions are caused by numerous physical flows such as material purchases, energy consumption and commuting by personnel. We have therefore drawn up a low-carbon strategy to transform Radiall into a company with less impact. To achieve this, we used the ACT method.

ACT is a method validated by ADEME ^[2], which enables companies to implement a low-carbon strategy in line with the Paris agreements. This approach has led us to extend our initial strategy of decarbonizing operational resources to two new pillars: product and service offerings and local ecosystems.

7%

per year reduction in carbon intensity of turnover (tCO₂e/M€). This is the target that Radiall has set for itself each year for upstream scope 1, 2 and 3 emissions in order to effectively reduce its greenhouse gas emissions. Radiall has achieved this goal.



1. ACT: Assessing low Carbon Transition
2. French Environment and Energy Management Agency (ADEME)

A TRANSVERSAL ROAD MAP THROUGH OUR PROCESS TO ADDRESS DECARBONIZATION AT SEVERAL LEVELS

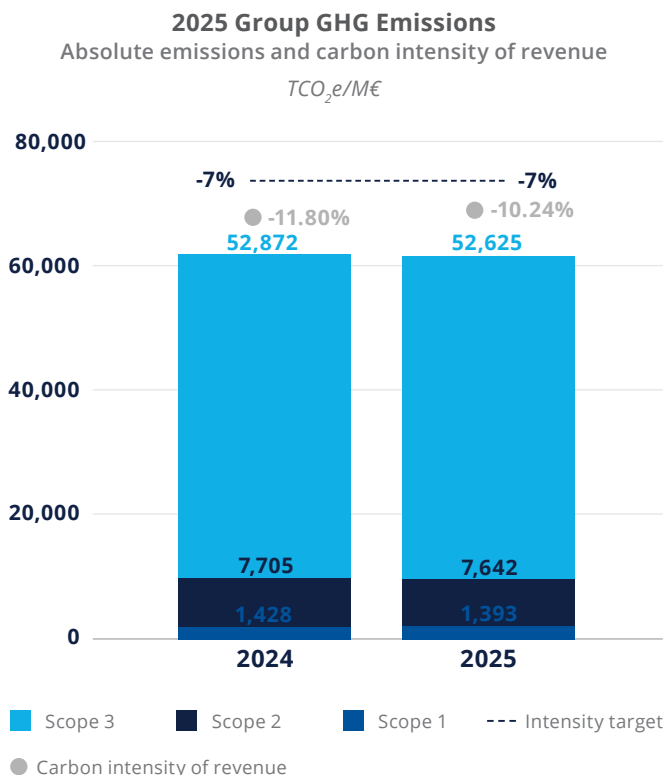
Decarbonization is driven by coordinated actions across our entire value chain. We are strengthening our energy policy to improve efficiency across our operations, while our ecodesign program ensures that environmental considerations guide product development from the very beginning, reducing lifestyle impact.

At the same time, we are optimizing our supply chain to limit transportation emissions and evolving our purchasing strategy to favor low-impact, internally sourced materials. Together, these actions form a clear and transversal roadmap toward reducing our global carbon footprint.

Looking ahead, we are beginning to explore new business models to further reduce the carbon intensity of our operations by generating new forms of activity.

A CARBON TARGET INTEGRATED INTO THE PROFIT-SHARING SCHEME IN FRANCE

Since 2024, the profit-sharing agreement has included an additional bonus for achieving our carbon intensity reduction target, at the level of the French sites (Radiall SA and Hodiall), and with the aim of engaging all employees in the ecological transition. This target is set at -5% for 2025 and is redefined each year.



"Our decarbonization strategy is built on measurable action: structured energy audits, targeted insulation upgrades, advanced monitoring and control systems, waste heat recovery and on site-renewable energy generation. Each project strengthens the efficiency, resilience and sustainability of our plants."



FARAH

ENHANCE OUR SITES FOR ENERGY EFFICIENCY

Across our sites, energy quietly powers every moment, from keeping production running smoothly to creating comfortable spaces where teams can thrive. Electricity supports both advanced equipment and climate control, while natural gas helps maintain reliable heating. Behind the scenes, a continuous effort is underway to do more with less: modernizing facilities, sharing proven practices across locations, and steadily building a culture where efficiency and responsibility go hand in hand.

CLIMATE COMMITMENT & ENERGY TRANSITION

In 2025, Radiall aligned its energy strategy with the principles of the Science Based Target (SBT), aiming to contribute to the objective of limiting global warming to 1.5 °C by 2100. This approach includes a target to reduce Scope 1 and 2 carbon emissions by 46.2% by 2030 compared with a 2019 baseline.

Emissions are calculated using the market-based method, which integrates Renewable Energy Certificates (RECs). This approach complements Radiall's efforts to reduce energy consumption through efficiency initiatives, enhanced site monitoring and the development of local renewable energy for self-consumption.

INFRASTRUCTURE IMPROVEMENTS

At the Isle d'Abeau site, a new cooling system was installed in 2025 to recover waste heat from workshops and cleanrooms, with gas consumption reductions of up to 30% expected to be achieved in 2026. Thermal studies in Obregón and insulation upgrades at the Château-Renault site further improved building efficiency and occupant comfort.

ENERGY EFFICIENCY & MONITORING

As part of its energy performance improvement strategy, Radiall first implemented a Building Management System (BMS) at the Château-Renault site, enabling optimized HVAC management, reduced energy consumption during unoccupied periods, and enhanced digitalization of maintenance activities. Building on the positive results achieved at Château-Renault, this initiative was extended in 2025 to the Isle d'Abeau & Centr'Alp sites.

Energy monitoring has been reinforced through the installation of energy meters at French and Chinese plants, enabling more precise tracking of major energy uses. Additional real-time monitoring solutions are being studied for deployment in France, China, Obregón and Milan.

RENEWABLE ENERGY DEPLOYMENT

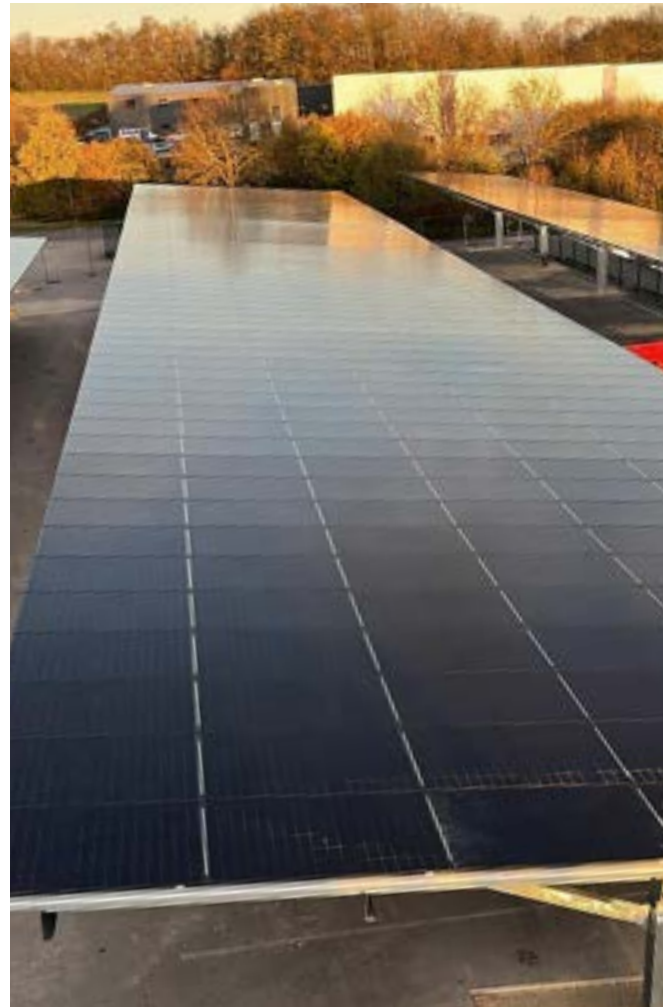
Radiall expanded its use of renewable energy by purchasing green gas, specifically biomethane, covering 100% of gas consumption in France ^[1]. Produced from organic waste, biomethane supports both renewable energy generation and effective waste management.

At the same time, on-site energy production is growing. Alongside the solar panels installed at Radiall Obregón, new solar panel installations began in 2025 at additional sites (Centr'Alp, Isle d'Abeau, Chateau-Renault, IDMM France), representing an investment of 2,3 million euros. This major commitment has resulted in the installation of 2,200 panels, with an additional 1,500 planned for 2026, gradually coming online.

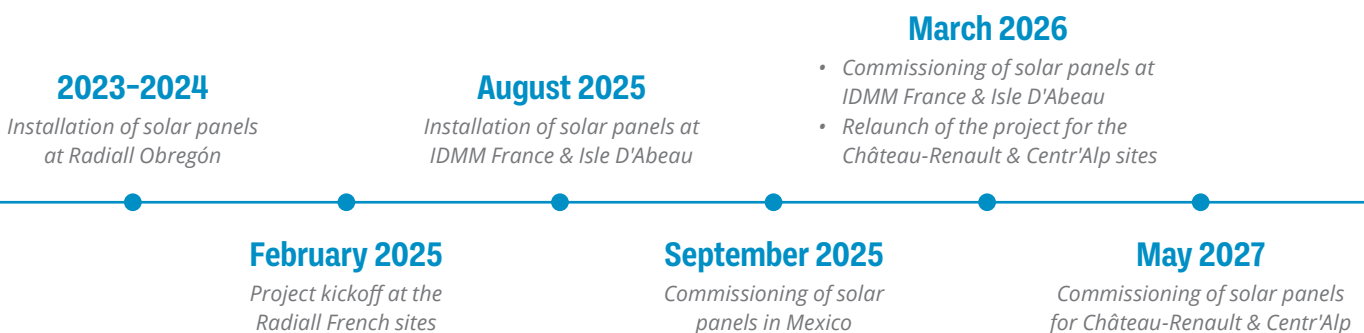
In Obregón, a solar concentrator project is also underway to heat water and partially replace natural gas, further reducing reliance on fossil fuels.

100%

This is the portion of energy consumed at our 4 French production sites (CTA, IDA, CHR, IDMM Dole) that comes from renewable sources (guarantees of origin) ^[1].



IDMM France solar pannels installed in 2025



1. Since March 2025

02.2

POLLUTION

ENVIRONMENT

At Radiall, reducing pollution is a core part of our commitment to responsible innovation. As a technology leader, we recognize that advancing connectivity must go hand in hand with protecting the environment that sustains us. By minimizing emissions, waste and resource consumption, we actively

contribute to a cleaner, more resilient planet. Our mission drives us to design solutions that not only perform at the highest level but also reduce environmental impact across their lifecycle. This balance reflects our belief that technological progress and environmental stewardship are inseparable.

MITIGATE OUR WATER POLLUTION IMPACTS

PRESERVING WATER QUALITY

Water plays a role in certain stages of our manufacturing processes, particularly during surface treatment and tribofinishing operations. Given the potential environmental impact of these activities, Radiall is multiplying its projects to limit waste, facilitate its treatment and encourage its reuse.

INDUSTRIAL PROCESSES IN CLOSED CIRCUITS

At our production sites in Shanghai and Centr'Alp, high-performance treatment systems are in place to eliminate open circuits. Surface treatment, which consists of adding a coating — of copper or gold, for example — to our components to improve their properties, is carefully managed. After being used in our baths and treatment processes, the water is loaded with chemicals and metals. The water is then treated and purified by a detoxification station and an evaporation-concentration system. After being cleaned, the water is ready to be reused in our surface treatment plants. Similarly, a filtering system has been set up for our tribofinishing activity, which involves changing the surface finish of a machined component, to limit water discharges.

15,389 m³

This is the total treated volume of water (m³) from the evaporative concentrator at the Centr'Alp and Shanghai sites.



PREVENTING THE RISK OF ACCIDENTAL POLLUTION

Every year, chemicals are used in manufacturing our components. Radiall is therefore faced with the risk of accidental water pollution, which may be connected to the discharge of wastewater into the environment. These are risks that we strive to limit.

We are firmly committed to building a sustainable and responsible future by continuously investing in health, safety and environmental protection. At our industrial site, every chemical product is subject to rigorous validation prior to its introduction, and appropriate monitoring systems are implemented when required. Emergency response plans are regularly tested to ensure optimal responsiveness in the event of unexpected situations.



SHANGHAI INITIATIVE

In Shanghai, community responsibility is closely tied to environmental stewardship. A major drainage rehabilitation project addressed hidden risks beneath the site's infrastructure. Over just two months, teams inspected and restored more than 1,000 meters of pipeline—including 583 meters of rainwater and 448 meters of sewage systems—and repaired 13 defects. By preventing potential contamination, the initiative helps protect the surrounding environment.

"Radiall is committed to environmental compliance as a fundamental aspect of our operations. By integrating sustainability into our processes and actively engaging all departments, we ensure adherence to regulations while striving for innovative solutions. This collaborative approach allows us to proactively manage substances of concern and enhance our environmental responsibility."



SYLVIE

PHASE OUT HAZARDOUS SUBSTANCES

PROACTIVELY MANAGING SUBSTANCES OF CONCERN

Our governance framework ensures compliance with global substance regulations through a dedicated Environmental Compliance team using regulatory monitoring, surveys, a chemical database and an alert system. Close coordination with Health, Safety and Environment (HSE), Business Units, Research and Technology (R&T), Procurement and external partners such as the Connector Manufacturing Group and professional federations supports risk analysis, safer alternatives and supplier engagement. Together, these efforts enable Radiall to maintain compliance while proactively managing chemical risks and anticipating material obsolescence.

COMPREHENSIVE SYSTEMS FOR SAFE MATERIAL USE

Radiall has established rigorous processes to identify, monitor and reduce the use of hazardous or restricted substances across products and the supply chain. The company tracks regulatory developments in key regions, including Europe, the United States, and China, to enable early detection of newly identified hazardous substances.

A corporate chemical database, updated weekly internally and at least twice a year across the supply chain, serves as the foundation for managing this information. Regular chemical mappings of products and manufacturing processes are conducted and are complemented by targeted assessments of specific substances throughout the year. These analyses guide impact evaluations and in-house or supply chain actions, such as implementing safer alternatives or substitutions. Continuous database updates ensure that compliance is maintained until all substitutions are completed, reflecting a proactive approach to chemical substances management.



CONCRETE ACTIONS FOR ENVIRONMENTAL RESPONSIBILITY

Radiall demonstrates its commitment to minimizing substances of concern through tangible initiatives. Hazardous materials are actively replaced with safer alternatives whenever technically feasible. For example, when compliant with requirements, cadmium surface treatments have been replaced with SnZn processes that eliminate the use of hexavalent chromium.

The company is also conducting research on lead-free copper alloys in collaboration with its supply chain partners. These initiatives illustrate Radiall's proactive approach to reducing environmental impact while maintaining high technical performance and fostering sustainable innovation across operations.

Radiall continues to strengthen its materials compliance strategy through research and collaboration aimed at anticipating future substance restrictions. Ongoing projects include the development of PFAS (Per- and Polyfluoroalkyl Substances) substitutions, tailored to the specific technical requirements of different products.



02.3

RESOURCES

ENVIRONMENT

Resource management is central to our mission of sustainable innovation. We integrate eco-design principles into our products to maximize efficiency and minimize environmental impact across their lifecycle. Through sustainable purchasing and the use of low carbon materials, we prioritize the impact to our suppliers and we reduce the carbon footprint of our operation in

order to align with our environmental and social values. By keeping resource conservation at the heart of our processes, we focus on reusing or recycling whenever possible. Together, these initiatives reflect our commitment to creating high-performance technologies that minimize environmental impact and promote a sustainable future.

27

This is the number of Life Cycle Assessments (LCA) carried out in 2025 on Radiall products

85%

of non-hazardous waste was recycled on all our sites

"2025 represents a significant milestone in shaping and rolling out our eco-design policy, featuring a heightened focus on implementing life cycle analysis tools within our design teams to facilitate its deployment."



JEREMY

EMBED ECO-DESIGN AT THE CORE OF PRODUCT CREATION

MAKING ECO-DESIGN A STRATEGIC IMPERATIVE

Eco-design sits at the core of Radiall's innovation strategy and is fully embedded within the company's governance framework. Eco-design is managed through the Product Offer workstream to ensure it remains a long-term strategic priority.

Its deployment is structured around two complementary operational axes:

Eco-Design Setup

Development of tools, databases, training programs and alignment with evolving European standards.

Eco-Design Execution

Application of eco-design principles across product, process and technological developments, supported by formal procedures.

Progress is reviewed through quarterly steering committee meetings and regular project committee sessions, ensuring continuous alignment between strategy, execution and performance.

A SCIENCE-BASED LIFECYCLE APPROACH

Radiall relies on robust, science-based methodologies to assess and reduce the environmental footprint of its products across their entire lifecycle. Life Cycle Assessment (LCA) is the cornerstone of this approach, supported by commercial software and the development of a next-generation LCA tool.

Each LCA evaluates six key environmental indicators:

- Global Warming
- Acidification
- Human Toxicity
- Depletion of Abiotic Resources
- Water Use
- Freshwater Eutrophication

In addition, targeted studies are deepening technical insight. For example, a recyclability analysis of Multipin connectors has been launched with a recycling expert, combining theoretical modeling and experimental testing to determine real-world recyclability rates.

PERFORMANCE & SUSTAINABILITY, TOGETHER

Radiall's approach to eco-design is guided by a clear and pragmatic philosophy: reduce environmental impact while maintaining the highest levels of performance and reliability.

This balanced mindset ensures that each innovation delivers value across three dimensions: environmental, technical and economic. Eco-design is not an afterthought, but a voluntary, structured approach that directly supports Radiall's CSR commitment to protect the planet, anticipate regulatory developments and meet the evolving expectations of customers and society.

SCALING TOOLS, EXPERTISE & MARKET ALIGNMENT

To embed eco-design across all business units, Radiall is deploying a global roadmap built on three pillars:

- **Tools & Training:** Global rollout of the LCA methodology (2026–2027) and universal eco-design training through Radiall Campus.
- **Technical Expertise:** Development of recyclability design guides, mapping of surface treatment impacts, and future integration of recyclability estimation tools.
- **Customer & Market Integration:** Alignment with upcoming European standards and transparent communication through initiatives such as the Digital Product Passport (DPP).

Together, these efforts ensure that eco-design becomes a shared capability—consistently applied, continuously improved and aligned with the future of sustainable industrial innovation.

TURNING STRATEGY INTO MEASURABLE RESULTS

Eco-design performance is tracked through clear, measurable KPIs:

100%

environmental quantification for major, high-volume projects by 2026 in Europe and by 2027 globally.

50%

of new products eco-designed by 2030, defined by demonstrated environmental benefits, maintained performance and early integration of eco-design principles.

2030

Quantified environmental gains on existing products by 2030, with a focus on high-impact product families and measurable improvements driven by innovation.

These indicators provide a structured pathway from ambition to execution.

PROMOTE SUSTAINABLE PURCHASING

SHAPING GOVERNANCE FOR STRATEGIC INTEGRATION

At Radiall, resilience and sustainability are not parallel ambitions—they are built together. To support both, the company brought its Purchasing and Supply Chain Management functions into a single, unified organization: the Extended Supply Chain. This integrated structure aligns sourcing and logistics around shared priorities, allowing Radiall to respond more effectively to operational challenges while advancing its sustainability commitments.

By unifying these functions, Radiall is able to:

- Ensure optimal service levels for customers and operations
- Manage supply chain risks with greater visibility and coordination
- Advance the decarbonization of its supply chain
- Simplify information flows across global teams

EMBEDDING SUSTAINABILITY IN PROCUREMENT PRACTICES

Radiall's Sustainable Purchasing Policy translates ambition into concrete action. It provides a shared framework for responsible procurement across the supplier network, grounded in four complementary pillars:

- Regionalizing purchases to reduce transportation emissions and reinforce local supply ecosystems
- Assessing supplier CSR performance through structured questionnaires and data collection
- Conducting CSR audits to verify practices and encourage continuous improvement
- Building long-term supplier partnerships based on transparency and shared sustainability objectives

OUR LOCAL PURCHASING APPROACH

Radiall considers its suppliers strategic partners in delivering shared sustainability goals. The Sustainable Purchasing Policy and Roadmap, defined through 2030, sets a clear trajectory for progressive regional deployment across Europe, North America and Asia. Responsible purchasing is not only driven by policies and processes, but also by the training and upskilling of buyers.

This long-term perspective ensures that sustainability is not treated as a one-time requirement or contractual obligation, but as a core value that shapes collaboration. By aligning expectations and ambitions, Radiall fosters durable partnerships that support responsible growth across its global supply chain.

90%

This is the average proportion of our direct external purchases made in the region where they are used for production purposes.

100%

This indicates that the France Sourcing community, including direct and indirect sourcing specialists, project buyers and middle management, were trained in the Sustainable Purchasing approach.

**RADIALL'S CSR SUPPLIER
ASSESSMENT**

In 2025, Radiall completed its first CSR questionnaire campaign with a representative panel of European suppliers. This milestone provided valuable insight into supplier maturity levels and established a robust baseline to support continuous improvement over time.

"The decarbonization of our materials comes with many challenges, but our strategic priorities and action levers are clear—the course ahead is now set."



GÉRALD

LEAD THE TRANSITION TO SUSTAINABLE MATERIALS

ADVANCING SUSTAINABLE MATERIALS BY DESIGN

Reducing the environmental impact of materials is central to Radiall's sustainability strategy. By increasing recycled content, exploring lightweight alternatives and developing low-carbon solutions, we are taking concrete steps to reduce our greenhouse gas footprint—while maintaining the performance, reliability and quality our customers expect.

Material innovation is approached as a long-term lever for decarbonization, embedded directly into design, research and industrial decision-making.

FOCUSING WHERE CHANGE MATTERS MOST

An internal Greenhouse Gas (GHG) diagnostic identified gold, copper alloys and aluminum as the primary contributors to Radiall's material-related emissions, with mining activities accounting for the majority of the impact. This analysis has shaped our environmental strategy on materials, which focuses on two key areas:

Recycled materials

Increasing the use of recycled materials in our supply chain

Low-impact materials

Transitioning to low-impact materials in our products & packaging

To advance these strategic initiatives, Radiall is conducting various projects that are systematically tested and evaluated. All projects follow the Technology Readiness Level (TRL) framework, guiding development from laboratory testing through industrialization. This structured methodology allows to determine the risk level and address challenges from the initial laboratory scale to the final qualification and integration into the Business Unit (BU) portfolio.

TURNING INNOVATION INTO MEASURABLE RESULTS

Radiall has already achieved significant milestones in sustainable materials innovation:

- **Recycled gold:** Gold used in plating for electrical contacts is highly valued for its exceptional electrical conductivity and corrosion resistance. While environmental impact has traditionally been mitigated by using ever-thinner gold layers, the company now further reduces its footprint by sourcing recycled gold.
- **Composite connectors:** The replacement of aluminum connectors with composite solutions reduced product weight and associated emissions as early as the 2000s.
- **Cr⁶⁺-free aluminum shells:** Early adoption of chromium-free surface treatments significantly reduced environmental and health-related toxicity.

As such, ongoing efforts continue to address complex challenges such as eliminating cadmium plating, substituting PFAS, removing lead from metal alloys and expanding access to recycled materials. As a result, this opens new pathways for innovation.

100%

This is the proportion of recycled gold purchased and used for internal purposes.



"At Radiall Obregón, the pursuit of recycling options for our waste is essential in reducing our carbon footprint. Through these efforts, we have successfully recycled 194 out of the 355 tons of waste generated, thereby transforming waste into raw materials for other productive processes."



DANIEL

REDUCE WASTE THROUGH CONCRETE ACTIONS

LIMITING OUR WASTE

We take several steps to recycle our waste, whether it comes from our industrial activities or from our day-to-day work.

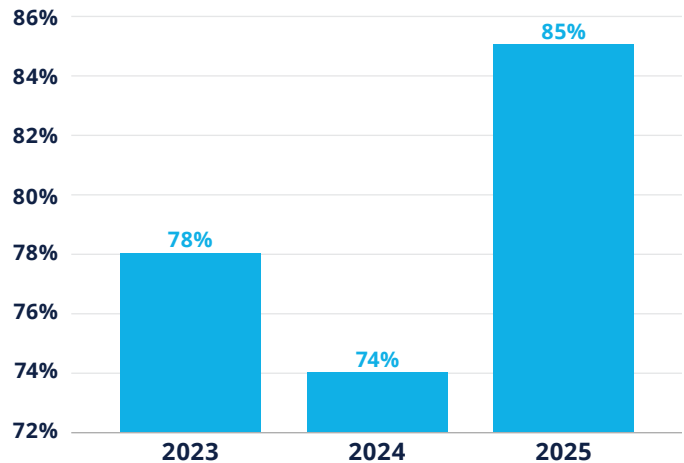
A SECOND LIFE FOR RAW MATERIALS

The main raw materials used to manufacture our products are copper alloys, plastics and Teflon. Our production sites also consume chemicals, such as solvents, oils and metal solutions used at our surface treatment plants, for coating finished products. To limit the waste from these resources, we recover scrap metal from all our plants. They are then sorted and recycled by specialized service providers, and returned to the distribution chain.

85%

This is the share of non hazardous waste that has been recycled at all our plants.

% OF NON-HAZARDOUS WASTE RECYCLED AT THE GROUP LEVEL



REFLETS PROJECT

HARNESSING THE POWER OF THE SUN TO DECARBONIZE METALS

Reducing the carbon footprint of industrial activities is one of the key challenges facing manufacturing companies today. For Radiall, metals play a central role in product design and production—and metal elaboration is also a significant source of CO₂ emissions. The REFLETS project was created to rethink how metals can be recycled in a cleaner, more sustainable way.

REFLETS is a collaborative initiative bringing together Radiall and industrial partners, with a shared ambition: to explore a groundbreaking technology that uses concentrated solar energy to melt metal scraps, paving the way for lower carbon metal recycling.

EXPERIMENTATION, LEARNING AND PROGRESS

Recent solar furnace tests have delivered promising results. Two different furnaces concepts were designed and evaluated, leading to the identification of a more effective configuration. These trials demonstrated that solar melting of metal chips is not only feasible, but scalable, marking a major step forward.

Building on its success, the European Union has launched a four-year research program called SOLDEM (SOLar DEcarbonization of Metals), involving 13 industrial and academic partners. Radiall is proud to be among them.

"I find it very interesting to work with companies that are very innovative. Panatere is working on metal melting using concentrated sun power and they are the only one in the world to do so."



JULIEN

03

SOCIAL

Empowering People, Enriching Communities

Inspiring growth, ensuring safety and inclusion and connecting with communities, clients and teams to make a meaningful difference.

OUR SOCIAL COMPASS

Guiding Our Social Commitments

OUR CULTURAL HERITAGE

Since its creation by Yvon and Lucien Gattaz in 1952, Radiall has placed people at the heart of the company. From the beginning, our sites have been rooted in their territories, contributing to the economic and social vitality of local communities. In the same spirit, we have always sought to bridge the world of education and the industrial sector, preparing the skills of tomorrow and supporting professional integration.

OUR GUIDING CONVICTIONS

Over time, these values have become the foundation of our priorities: strong local roots, lasting links between education and industry, the continuous development of employees' skills, the protection of their health at work, and the recognition and promotion of the impact of women in the technology industry. These five dimensions guide our daily actions, beyond our compliance with international and local social regulations.



OUR COMMITMENTS



TAKE CARE OF THE HEALTH AND SAFETY OF OUR EMPLOYEES

Our Healthy Together policy ensures that every employee has access to appropriate health coverage. It focuses on looking for preventing occupational risks and promoting well-being practices, ergonomics and worklife balance, while supporting job retention until retirement through disability support and workplace adaptations.



DEVELOP EMPLOYEES' SKILLS THROUGHOUT THEIR PROFESSIONAL LIVES

We support our employees at every stage of their journey within the company. This includes a structured onboarding process, regular access to tailored training, and initiatives to support career development, such as internal mobility and career management tools.



LINK THE WORLD OF EDUCATION & EMPLOYMENT IN INDUSTRY

In close collaboration with schools and universities, we introduce students and teachers to Radiall's trades and know-how. We regularly welcome apprentices, interns, and young graduates, contributing to their professional integration, particularly in the areas surrounding our sites.



NURTURE OUR LOCAL ROOTS

Recognizing the positive impact of our factories on their territories, we make each Radiall site an active local player. We build partnerships with companies, institutions, and civil society actors, and support solidarity, social, charitable, and sporting initiatives that benefit local communities.



SHAPE THE FUTURE OF THE TECHNOLOGY INDUSTRY WITH THE WOMEN OF RADIALL

We promote women's talents across all functions of the company. Equal opportunities in recruitment, promotion, and career management are ensured through objective and transparent practices, while gender diversity is encouraged in technical, managerial, and production roles. We also support women's access to technology careers through targeted awareness, mentoring, and visibility initiatives, both internally and externally.

To learn more about the specific actions we are taking in each of these areas, please explore the following pages.

03.1

OUR PEOPLE

SOCIAL

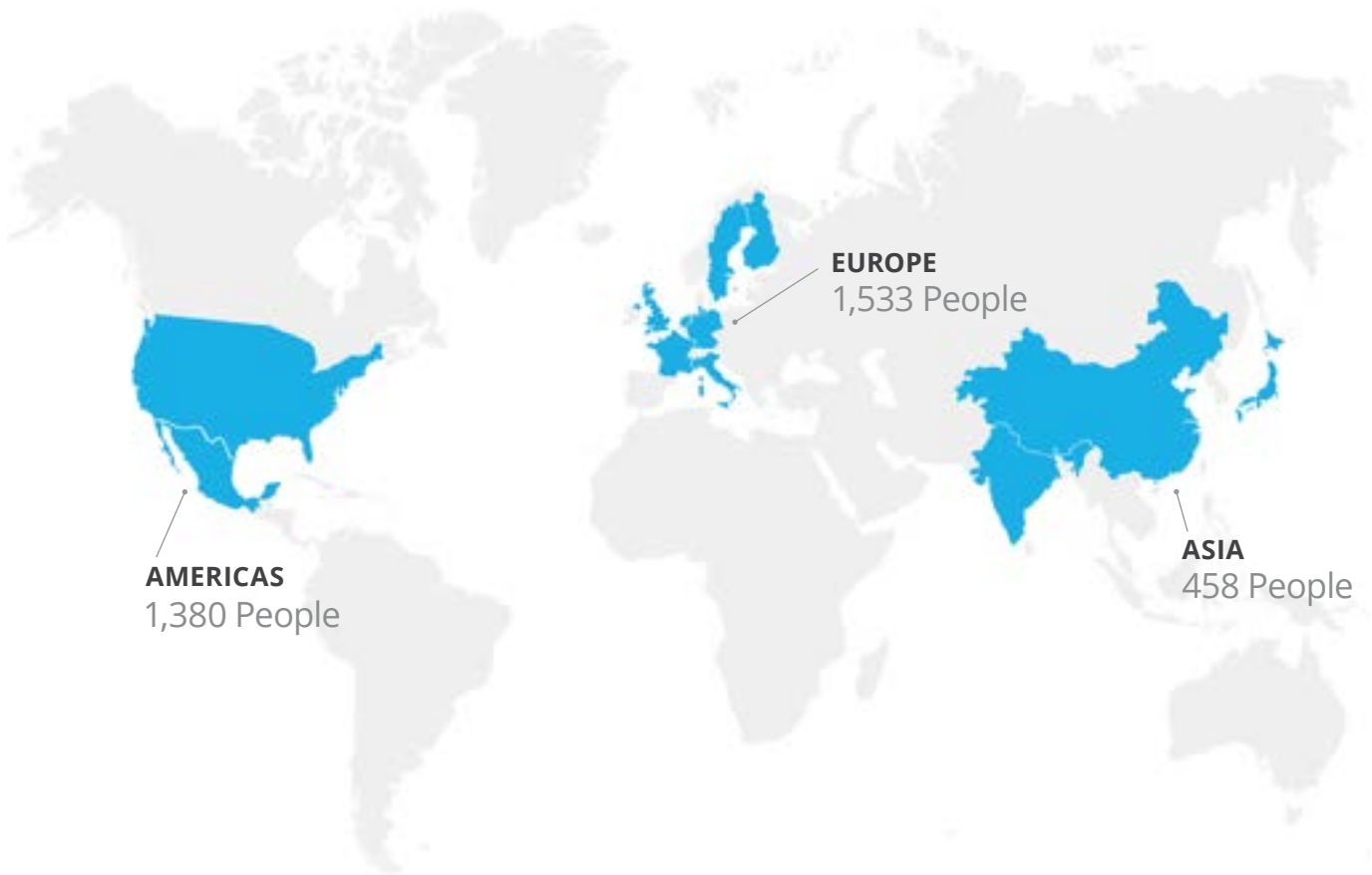
OUR GLOBAL PRESENCE

3,300

People around the world

49%

Women



72%

of employees say that their work gives them a sense of personal fulfillment.

77%

of employees say that Radiall promotes a good work-life balance.

81%

of employees adhere to the company's values

This data comes from the Echo barometer — conducted at Group level excluding IDMM with an 80% participation rate.

AN INITIATIVE AT OBREGÓN IN RESPONSE TO THE ANNUAL BAROMETER

At the Obregón site, in response to the requests expressed in the annual survey on career development prospects, the Autonomous Production Unit Assemblage organized an “inspiring career paths” event, where employees shared their experiences and development within Radiall.

“The most powerful motivation comes from within, by encouraging yourself and focusing on your goals. It became clear to me that, in order to evolve, it is essential to surround yourself with people who add value to your life.”



ALMA

LISTENING BETTER TO EMPLOYEES WITH THE ECHO APPROACH

In November 2023, Radiall launched its first internal listening initiative via an annual barometer sent to all employees. Over 2,700 employees are invited to take part in the survey, which covers all the company’s sites^[1] — from the smallest commercial subsidiary made up of only one person to our largest plant with over 900 employees.

This tool enables us to ascertain their opinions on key topics such as the work environment, team collaboration and confidence in the company’s future.

With an excellent participation rate of 80%, this initiative testifies to the commitment of our employees and their willingness to share their opinions in order to contribute to specific improvements.

The results of the survey led to an action plan implemented at two levels:

- **Managerial level:** Targeted operational actions have been implemented to provide solutions tailored to the specific needs of our teams.
- **Group level:** Strategic initiatives have been rolled out to address the key challenges identified.

TURNING ECHO FEEDBACK INTO ACTION: ENHANCING ANNUAL REVIEWS

As Radiall continues to grow, we are evolving the way we support our people. The first edition of the Echo survey gave us valuable insight into what employees expect: greater recognition, more regular and meaningful feedback and clearer visibility on development opportunities. We listened carefully to these messages and used them as a foundation to renew our annual review process.

The result is the People Development and Performance Management (PDPM) framework, a renewed commitment to dialogue, growth and transparency. By strengthening support for managers and placing employees’ expectations at the heart of each review, PDPM transforms performance discussions into meaningful moments of recognition and forward-looking development, fully aligned with our growth ambitions and our responsibility to our people.

1. Excludes IDMM (France, Switzerland & Mexico)

BECOMING A LEARNING COMPANY

Attracting and retaining talent is a major challenge for any company seeking to grow. We are no exception to the rule and are committed to supporting our employees so that they can adapt to changes in professions, technologies and work organization. We offer them the means to grow and develop their skills and employability throughout their Radiall career by facilitating access to training, enriching their functions and providing them with a platform with internal job offers.

1,993

This is the number of training courses organized in France in 2024.

EMPOWERING THROUGH AI TRAINING

In 2025, Radiall implemented a comprehensive internal training program centered on artificial intelligence (AI) to foster innovation and knowledge sharing. This initiative empowers employees by equipping them with the skills to effectively use AI tools, enhancing productivity by reducing non-value-added tasks. Our Digital Ambassadors, present at all sites, play a vital role in helping employees adapt to these new technologies, ensuring a smooth transition to an AI-enhanced work environment.

ALETIA, A SHARED TRAINING ACADEMY

Aletia is the result of our meeting with five other ISEs^[2] who share our conviction that employee development is closely linked to that of the company.

By setting up this shared academy, we are able to pool our training and mentoring efforts to provide a trusted space for participants who, despite coming from different backgrounds, face similar issues. There is no shortage of benefits — methods, tools, exchanges of best practices and feedback — for our 171 employees in France who took an Aletia training course in 2025.

At Aletia, we welcome a new cohort of talented individuals from our various ISEs every year, who enroll in an 18-month multidisciplinary program. The training is provided by experts in their field within the various companies, creating a rich community of exchange and sharing.

2. ISE: Intermediate Sized Enterprise

RADIALL CAMPUS, AN INITIATIVE INCREASINGLY EMBEDDED IN OUR CORPORATE CULTURE

“Radiall Campus — our digital platform — is now firmly rooted in the habits of Radiall employees, with very good engagement figures in 2025 and, in particular, a sharp increase in the ratio of fully completed courses. It has therefore become a lever for skills development, offering mandatory training, onboarding content and business-specific content. We are continuing to improve the Radiall Campus platform by continuously optimizing the learning experience with ongoing enrichment of the training catalog. We have added content on empowerment and placed a particular focus on Radiall product modules.”



MESSAOUD

“In 2025, our Company navigated the disruptions and challenges of the market and the geo-politics. The commitment from management on the well-being of staff and the community has never diminished. In our facility in Shanghai, we made investments on equipment to enhance safety, we accumulated hundreds of training hours on safety and we initiated different activities to keep staff momentum and energy. A healthy and safe team will make a difference and support the sustainable growth of Radiall!”



MAGGIE

SAFEGUARD HEALTH & SAFETY AT EVERY LEVEL

At Radiall, we believe that the health and well-being of our employees are key drivers of our collective success. In 2022, we launched the “Healthy Together” initiative as our global health policy. This program was formally endorsed by the Executive Committee (COMEX) and reflects our deep commitment to promoting the physical and psychological health of all employees throughout their working lives.

“Healthy Together” is built on a bottom-up approach: it grows and evolves by drawing from local initiatives, feedback from the field and best practices shared across sites. It also ensures that health and safety initiatives comply with applicable regulatory requirements and integrate best practices across all sites. This inclusive and participatory philosophy makes the program robust and relevant to all contexts in which Radiall operates. The “Healthy Together” program is guided by four key ambitions, which shape our global commitment to employee well-being:

- Settle a good level of health care plan in each Radiall site
- Reduce occupational risks
- Educate our employees
- Maintain employees at work under adapted conditions until retirement

TAKING CARE OF OUR EMPLOYEES’ HEALTH

Everyone’s health is important, and preserving it starts as soon as you begin your professional career. This is all the more true in industrial companies where jobs are demanding: meticulous handling, sitting posture, repetitive movements. At a time when the development of cobotics is actively contributing to the reduction of musculoskeletal disorders, developing a culture of prevention means enabling our employees to mobilize their potential with peace of mind.



60

This is the number of ambassadors in the Healthy Together network at 9 of our sites around the world.

ERGONOMICS & ADAPTING WORKSTATIONS

At our sites, HSE ^[1] teams, nurses and the CSSCT ^[2] are mobilized to study postures, identify repetitive movements and propose solutions tailored to individual needs. In offices, ergonomic chairs and mice, keyboard rests, etc. have become the norm, including for those working from home. Various workstation layouts have been designed and cobots (collaborative robots) have been installed at our plants in order to relieve employees of the most repetitive movements that are often responsible for musculoskeletal disorders. From Timéa, the Autonomous Mobile Robot (AMR) at our Château-Renault site, which moves heavy loads between the plants and the store, to Yumi, the cobot at L'Isle d'Abeau, which replaces the movements of manual levers, nothing is left to chance to ensure that the health of our employees is preserved.

ENSURING SAFETY AT OUR SITES

Whether it is handling chemicals, working in a noisy environment or operating machinery, the industrial world presents numerous safety risks for the employees who work there. While the factory of the future is just around the corner, we are convinced that it is our responsibility to increase our efforts to place people at the heart of our transformation and to create safe environments that promote quality of life at work.

"ZERO INCIDENTS DON'T HAPPEN BY ACCIDENT"

"Zero incidents don't happen by accident." This conviction is echoed at all our production sites through an awareness campaign that has been implemented by our HSE teams since 2020. It reminds employees of the things they need to do in order to ensure their safety. Reading labels when handling chemicals, using the right equipment when moving heavy loads, wearing the right protective equipment for the task in hand, etc. are just some of the tips provided by HSE teams to help achieve the objective set: 0 accidents.

1. Health, Safety and Environment (HSE)
2. Health, Safety and Working Conditions Committee (Commission Santé, Sécurité et Conditions de Travail)

OUR HSE APPROACH

"At all our sites, we have around 15 coordinators in charge of implementing our Health, Safety and Environment (HSE) policy. We spend a lot of time in the field. In France, the CSSCT meets 4 times a year with site management and key players to map the risks to our teams using a single assessment document. In addition to constantly monitoring legal compliance and risk prevention, we are committed to spreading best practices to all our sites, where they are adapted to suit local conditions. This is the case, for example, with the process for managing chemicals and associated risks, projects for substituting certain substances, and ergonomic approaches."



CYRIL

HEALTH & SAFETY INITIATIVES ACROSS SITES

PROMOTING EMPLOYEE WELL-BEING & HEALTH

A strong culture of care begins with ensuring that employees feel supported, safe and valued in their daily environment.

Obregón brings this commitment to life through immediate access to on-site medical services, ensuring 100% of employees are covered, alongside a wellness room and dedicated breastfeeding space. These resources are complemented by daily exercise breaks, creating simple but consistent moments to recharge and prioritize health during the workday. A similar focus on preventive care is reflected in Bangalore, where comprehensive annual medical checkups are offered to all employees, including blood, urine, vision, ECG, blood pressure and BMI screenings, as well as consultations with healthcare professionals, reinforcing a proactive approach to employee health and early detection.

Across U.S. sites, safety is approached as a continuous journey. Ergonomic assessments have reshaped workstations to better support employees, while training aligned with Occupational Safety and Health Administration (OSHA) reinforces a shared understanding of safe practices.

Within France, the IDMM site has focused on improving air quality through upgraded filtration systems, contributing to a healthier workspace. At the Radiall French sites, this commitment extends to prevention and awareness, with three dedicated workshops led by nurses and internal Healthy Together ambassadors. These sessions equip employees with the knowledge to respond to critical situations such as heart attacks, strokes, and suffocation. They also promote broader health awareness, including female cancer prevention through breast self-examination workshops, as well as initiatives to raise awareness around disability.

This emphasis on education and prevention is shared across multiple locations. Bangalore complements its health programs with awareness sessions on kidney stone prevention, addressing causes, myths and care, as well as heart health education focused on prevention and long-term well-being. In Mexico, specialist-led talks on breast cancer awareness further reinforce the importance of early detection and employee education, reflecting a consistent, global approach to preventive health.



Employee health screening at the Obregón site



Health awareness session for employees in France



Health awareness session for employees at the Bangalore site

Well-being also takes shape through moments of connection. In Shanghai, a badminton doubles tournament transformed a popular local sport into a company-wide experience, bringing together 64 employees—around 20% of the workforce—across 32 teams. Beyond the competition, the initiative created space for collaboration, team spirit and shared energy across departments.



Employee badminton tournament in Shanghai

Everyday habits play an equally important role. In our Milan site, access to fresh fruits and vegetables encourages healthier choices, while efforts at Centr'Alp to promote cycling—recognized through a silver-level bicycle-friendly certification—support both physical health and more sustainable commuting.

DRIVE INNOVATION THROUGH INTRAPRENEURSHIP

EXPLORERS PROGRAM: CULTIVATING INTRAPRENEURSHIP AND INNOVATION

In 2021, Radiall chose to act on a strong conviction: Innovation can come from anywhere. From the shop floor to support functions, employees who see opportunities should have the means to pursue them.

That conviction became Explorers, Radiall's intrapreneurship program.

FROM EMPLOYEE TO INTRAPRENEUR

Explorers provides a clear framework, dedicated time and startup-inspired methodologies to transform ideas into viable projects.

The first season (2021–2022), launched in France as a pilot, led to the creation of Mob&Co, a concrete intrapreneurial venture still developing today. One of its original participants continues to grow the project with dedicated resources—illustrating that Explorers enables long-term intrapreneurial paths, not just short-term experimentation.

In 2025–2026, the program expands to all Radiall countries, marking a key step in its international scale-up.

Teams work with a frugal, pragmatic approach: small teams, limited resources, rapid experimentation. Using startup tools, they test customer needs, value propositions, business models and financial viability—exactly as entrepreneurs would.

INNOVATION, ALIGNED WITH STRATEGY

Explorers foster bold thinking within a clear strategic frame. For the 2025 edition, the call for projects encompassed three categories that were open for submissions :

- Breakthrough solutions (new products or diversification markets)
- New services
- Environmental projects

All ideas are assessed, and the most relevant enter an 8-month incubation phase, sponsored by a member of the Operational Steering Committee (OSC) to ensure alignment with Radiall's strategy and governance. And for ideas with potential that are not a good fit for Explorers, they are redirected to other initiatives within the group to feed into existing roadmaps.

At the end, projects are presented to the Executive Committee (COMEX) for potential integration into Radiall's strategic portfolio.

18

This is the number of ideas that were submitted in 2025.



EMPOWERING PEOPLE, BUILDING SKILLS

Explorers is designed for employees eager to shape Radiall's future. Participants develop skills in user research, design thinking, prototyping, business modeling, financial planning and pitching.

The program breaks silos, connecting profiles across sites and geographies. It also serves as a talent accelerator, revealing entrepreneurial capabilities through hands-on experience rather than theoretical training.

INNOVATION FOR SUSTAINABLE GROWTH

The second edition places strong emphasis on sustainability and resilience.

- Diversification projects
- Service projects with a lower carbon footprint, as services typically carry less environmental impact than manufactured products.

By embedding long-term societal, environmental and industrial considerations into innovation, Explorers reinforces Radiall's commitment to responsible growth.

It sends a clear message: initiative is encouraged, ideas are valued and intrapreneurship is a concrete driver of sustainable performance.



03.2

ETHICS ON OUR VALUE CHAIN

SOCIAL

We extend our responsibility beyond our own operations to every individual within our value chain. Upholding fair labor practices, safe working conditions and ethical standards among our partners is fundamental to our vision of sustainable innovation. By working closely with suppliers and stakeholders, we promote shared values that prioritize human dignity and accountability. This collective commitment ensures that the technologies we create are built on a foundation of respect and integrity. In doing so, we reinforce that responsible business is a shared journey.

100%

newly onboarded suppliers are required to sign and comply with the Ethical and Social Supplier Charter.

1,200

active suppliers that we work with.
Our panel is essentially made up of SMEs.

SETTING THE FRAMEWORK FOR RESPONSIBLE BUSINESS

Radiall ensures respect for fundamental rights through a robust governance framework that embeds social responsibility across all operations and supplier relationships. These commitments are not peripheral—they are formalized, contractual and fully integrated into the way the company does business.

Compliance with international labor standards is embedded in Radiall's Ethical and Social Supplier Charter and the General Conditions of Purchase, both of which are contractual obligations and publicly accessible on the company website.

Together, these documents set clear expectations around respect for human rights, health and safety, environmental protection, hazardous waste management and the responsible sourcing of minerals. Compliance is subject to audit, and breaches may result in corrective actions or sanctions—reinforcing accountability and ethical standards across the entire supply chain.

A SHARED COMMITMENT ACROSS THE ORGANIZATION

At Radiall, respect for fundamental rights is embedded into everyday operations and shared across all functions. Each department is responsible for applying CSR policies, documenting actions and demonstrating compliance within its scope of activity.

This collective ownership strengthens a culture of accountability, transparency and shared responsibility. Ethical and social standards are upheld not only as formal obligations, but as expressions of Radiall's values and identity as a responsible industrial partner.

ESTABLISHING A STRONG FOUNDATION

As Radiall continues to expand its CSR framework, key indicators already demonstrate strong alignment with ethical requirements:

100%

of newly onboarded suppliers are required to sign and comply with the Ethical and Social Supplier Charter.

100%

of purchase orders are governed by the General Conditions of Purchase, which incorporate comprehensive social and environmental requirements.

These commitments form a solid foundation for more advanced social performance monitoring and deeper supplier engagement in the years ahead.

FROM VERIFICATION TO CONTINUOUS IMPROVEMENT

Looking ahead, Radiall is strengthening its due diligence approach to further protect workers' rights and improve working conditions across its value chain.

A key priority is the training of Purchasing and Supplier Quality teams to conduct CSR audits directly at supplier sites. This hands-on verification complements external certifications, such as ISO 14001, and enables Radiall to assess actual practices, confirm compliance and define corrective action plans where needed.

Beyond compliance, this approach promotes constructive dialogue, shared learning and continuous improvement. This ensures that every partnership contributes to a fairer, safer and more responsible global supply chain.



03.3

LOCAL COMMUNITIES

SOCIAL

Radiall believes that strong communities are essential to long-term, sustainable success. Wherever we operate, we aim to be a positive force by supporting local development, education and social initiatives. Our engagement reflects our understanding that innovation should benefit not only industries

but also the people and environments around us. By building meaningful relationships with local stakeholders, we contribute to resilient and thriving communities. This connection keeps us grounded in our responsibility beyond technology.

Connecting Education and Employment With Industry

Connecting with local academics to ease recruitments



FRANCE
CGenial



WORLDWIDE
Partnerships with Universities

Nurturing our local roots

Have a positive impact on our local ecosystems



INDIA
Development of public infrastructures



CHINA
Blood Donation Campaigns



USA
Charity donation campaigns

Strengthening Women's role in Tech industry

Reinforce the women's role within Radiall



FRANCE
Elles Bougent



MEXICO
Con M de Mujer



INDIA
Nayaki



Employee clothing exchange bazaar in Obregón

NURTURE OUR LOCAL ROOTS

FOSTERING INCLUSION & COMMUNITY ENGAGEMENT

Across Radiall sites, community engagement is often driven by employees themselves, turning local needs into collective action.

In Obregón, this takes the form of clothing drives, exchange bazaars and computer donation programs that extend the life of everyday items while supporting families in need. These initiatives not only provide material support but also strengthen the sense of solidarity within and beyond the workplace.

A similar spirit is visible at our Connecticut site, where employees organize food and toy drives and contribute to international aid efforts alongside partners such as the American Red Cross.



Master's Manna food drive supported by employees in Connecticut

In France, IDMM encourages employees to participate in blood drives by offering employees two hours of paid time off in return for contributing to an initiative that supports our commitment to community involvement.

LINK THE WORLD OF EDUCATION & EMPLOYMENT IN INDUSTRY

INSPIRING & DEVELOPING THE NEXT GENERATION

Creating opportunities for future generations remains a key priority across all regions.

Early exposure plays an important role. This commitment to STEM education is also reflected at the Connecticut site, where partnerships with institutions such as the Connecticut Science Center help bring these initiatives to life.



STEAM commitment event in Connecticut

This same approach is reflected in France through the "Future en vue" initiative, developed in partnership with local associations to welcome students from high schools across the region. In 2025, two groups of students were introduced to careers such as supply chain and process design, with immersive sessions designed to make these roles more tangible and accessible, helping participants better understand the opportunities available to them.



NAPS promotion in Bangalore

Further east, workforce development takes shape through structured training pathways. In Bangalore, participation in the National Apprenticeship Promotion Scheme (NAPS) effectively bridges education and employment by providing young people with hands-on experience in an industrial environment. In 2025, 32 apprentices were supported through this program. Their stipends, health insurance, and structured training were fully funded through the Corporate Social Responsibility (CSR) fund.

Across France, initiatives such as "Professeurs en entreprise," led with the Fondation CGénial, and "Classe en entreprise" are helping bring education and industry closer together. Through an immersive visit to one site (Centr'Alp), seven teachers explored key areas such as molding, assembly and machining, gaining firsthand insight into industrial careers. This momentum continues in classrooms, where employee volunteers share their professional journeys through the "Engineers and Technicians in the Classroom Program," delivering four presentations that help make technical careers more tangible and inspiring for the next generation.



Visit to CTA organized as part of the "Professeurs en entreprise" program

STRENGTHEN WOMEN'S ROLES IN THE TECH INDUSTRY

Throughout Radiall's global community, advancing women in technology is not a single initiative, but a collective movement shaped by mentorship, awareness and shared ambition. In France, a long-standing partnership with Elles Bougent — a non-profit organization dedicated to strengthen gender diversity in scientific, technological, and industrial sectors by giving young girls the tools to pursue careers as engineers and technicians — continues to open doors for future generations. These moments of exchange do more than inform — they build confidence, spark ambition and demonstrate that careers in engineering and industry are within reach for all women.

In 2025, The "Elles Bougent" mentors played an active role in two prominent events, the Salon du Bourget and Global Industry. Their involvement went beyond mere attendance; they accompanied students to these exhibitions, providing valuable insights and answering their questions. This support helped to spark curiosity and inspire students to explore potential career paths in the industry.



Participation in the Paris Air Show with Elles Bougent mentors

15

This is the number of female employees who have signed up as mentors as part of our partnership with Elles Bougent.



Nayaki Walkathon in Bangalore

This same spirit of empowerment is reflected globally. In Obregón, the M de Mujer program creates space for open dialogue and personal growth, addressing topics that shape both professional and personal well-being, while also engaging men as active participants in gender equality. Young girls, many of them daughters of employees, are introduced early to engineering pathways, helping redefine what the future can look like. In Bangalore, that sense of unity and visibility came to life through the Nayaki Walkathon, where 42 women stepped forward together—celebrating health, solidarity and the growing presence of women across the organization. Together, these initiatives form a powerful narrative: one where women are not only supported, but inspired to lead, grow and shape the future of the tech industry.



Con M de Mujer program session in Obregón

WOMEN IN RADIALL'S WORKFORCE

	EUROPE	AMERICAS	ASIA	TOTAL
EMPLOYEES	1,533	1,380	458	3,371
% WOMEN	46%	56%	41%	49%

THE CONMDEMUJER PROGRAM

“At Radiall Obregón, the personal and professional development of our team is a fundamental priority. We are proud to reaffirm our commitment to the "M de Mujer" program, an initiative designed to address feedback that impacts the quality of life and social environment of our collaborators in Mexico. Throughout 2025, in coordination with various government institutions, we hosted 12 professional sessions covering topics such as female empowerment, parental-filial relationships, emotional dependence, health and wellness, self-esteem and the importance of interpersonal relationships. As part of the program's evolution, we are excited to launch "M de Mujer STEAM" this year. In this new space, nine collaborators from our engineering department will share their experiences through discussion panels and hands-on projects. This initiative aims to spark interest in STEAM fields and support professional development within our community. We remain committed to continuing this program into the coming year to generate a positive and lasting impact.”



ELIZABETH

03.4

CLIENTS

SOCIAL

Our clients trust us to deliver high-performance solutions that meet their most demanding challenges. We are committed to upholding the highest standards of accountability and transparency, while continuously developing technologies that balance business needs and environmental responsibility.

This partnership-driven approach reflects our mission to create lasting value through innovation, and in recognition of this commitment, Radiall was named Supplier of the Year 2025 by Gulfstream. Together, we advance progress with purpose.

2025 AWARDS



2025 Best Supplier Award
Quality of Bharat Electronics



2025 Award for the Manufacturer
of SPDEI Connectors



2025 Award for Excellence in Quality and Best Deliveries
Huawei (China)



2025 Supplier of the Year Award
from Rohde & Schwarz



2025 Best Supplier Award
from Kaiye (Taiwan)

"Our partners and customers recognize that our focus on product Ecodesign is driving meaningful change. They value our commitment to material circularity, and our Silver EcoVadis rating reinforces that dedication. By combining reliability, transparency and innovation, we have built trusted customer relationships and deliver tailored solutions that move us forward with purpose."



JOLANDA

CUSTOMER RELATIONSHIP

A STRATEGY BUILT AROUND TRUST & PERFORMANCE

Radiall's customer-focused strategy is anchored in four complementary pillars, each designed to deliver exceptional quality, foster innovation and build long-term trust. Together, they form a cohesive framework that drives performance, enhances customer satisfaction and supports sustainable growth across industries and markets.

RELIABILITY AT THE CORE OF EVERY PRODUCT

Quality is the foundation of Radiall's approach. A structured quality management system, aligned with international standards such as ISO 9001 and EN 9100, ensures that every product is robust, reliable and fully compliant with industry regulations. Continuous improvement lies at the heart of this system, supported by measurable KPIs such as Parts Per Million (PPM) and On-Time Performance (OTP), which help monitor and enhance customer satisfaction.

Radiall's products also meet the rigorous demands of critical sectors, including aerospace and space, where safety, performance and reliability are non-negotiable. Each certification underscores the company's commitment to delivering products that customers can trust.

COLLABORATION DRIVING TAILORED SOLUTIONS

Innovation is most effective when it is co-created. We collaborate closely with customers to design and develop custom solutions that meet specific challenges, especially in demanding or critical environments. This co-creation model promotes agility, responsiveness and precision in every project.

Supported by the Project and Engineering Network (PEN), this approach ensures that innovation remains aligned with customer expectations while accelerating the delivery of high-performance, reliable products that address real-world needs.

Our clients trust us to deliver high-performance solutions that meet their most demanding challenges, and we honor that trust with responsibility and transparency. We are committed to developing innovative technologies that align with both business needs and environmental considerations. By integrating sustainability into our offerings, we help our clients achieve their own goals for a greener future. This partnership-driven approach reflects our mission to create lasting value through innovation. Together, we advance progress with purpose.

SUPPORTING CUSTOMERS BEYOND THE SALE

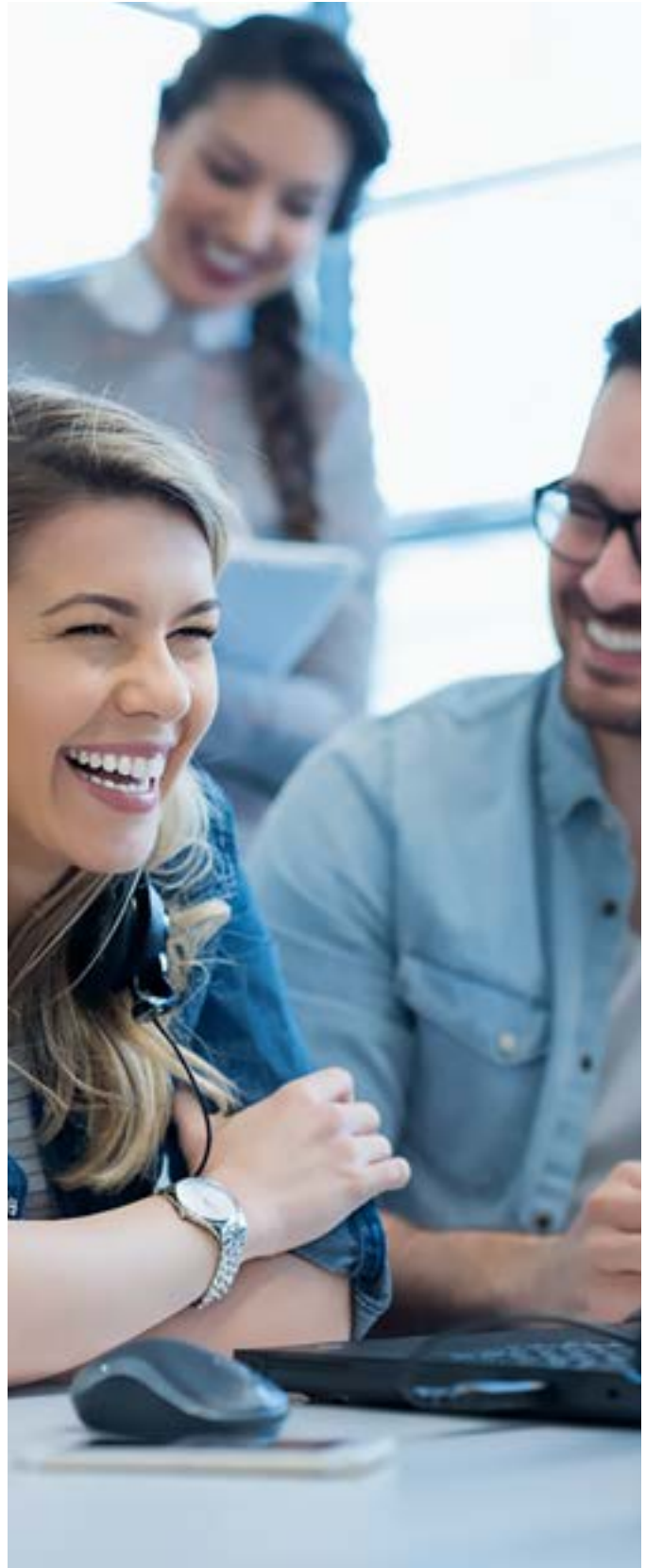
Sustaining long-term partnerships is central to Radiall's philosophy. Customers benefit from comprehensive after-sales support, including personalized guidance from Field Application Engineers (FAE) and Field Technical Engineers (FTE). These teams help ensure smooth installation, optimal product performance and rapid problem resolution.

A dedicated claims management team further strengthens this support, addressing issues quickly and effectively. KPIs monitor response times and solution quality, reinforcing trust and positioning Radiall as a reliable, long-term partner.

BUILDING TRUST THROUGH RELIABILITY & TRANSPARENCY

Trust is earned through consistent action. Radiall emphasizes meeting contractual deadlines, optimizing On-Time Performance (OTP) across teams and holding every department accountable to clear objectives. Transparent communication further reinforces confidence, ensuring customers know that commitments are not just made—they are consistently delivered.

Through reliability, integrity and operational excellence, Radiall demonstrates that customer satisfaction is not an outcome of chance, but the result of structured, accountable and customer-focused processes.



04

GOVERNANCE

Integrity In Every Action

Championing ethical leadership, responsible practices and open partnerships that inspire trust across all levels.



GOVERNANCE

04.1

COMPLIANCE & SOCIAL ETHICS

Integrity is the foundation of our operations and a key driver of sustainable innovation. We are committed to the highest standards of compliance, transparency and ethical conduct in every aspect of our business. By embedding these principles into our culture, we ensure that our growth is both responsible and trustworthy. Our approach reinforces the idea that technological leadership must be guided by strong moral values. At Radiall, doing what is right is inseparable from how we innovate and succeed.

83%

of employees trained in anti-corruption in 2025.

92%

of suppliers present in 2019 still active in 2025.

11

co-design developments with suppliers ongoing.

“Compliance aims to ensure both compliance with applicable laws and regulations and the dissemination of a culture of ethics, sustainability and social responsibility. It’s all about teamwork and spirit! Indeed, while compliance policy, guidelines and procedures are established and supervised by the Legal and Compliance Department at headquarters in Aubervilliers, in practice they are rolled out by a network of local Compliance Champions in each site and implemented on a day-to-day basis thanks to the close involvement of the Sales, Marketing, Purchasing, HR and Internal Audit.”



VINCENT

UPHOLD ZERO TOLERANCE FOR BRIBERY & CORRUPTION

COMPLIANCE & SOCIAL ETHICS

Our commitment to excellence is evident at every level of the company and reflected in the exemplary manner in which we conduct our business. The company’s reputation is a concern shared by all our employees. The members of the Executive Committee (“COMEX”) and the Operational Steering Committee (“OSC”) are committed to embodying the Group’s values and to providing a framework of trust conducive to the development of ethical behavior and integrity on the part of employees in business life.

The Group has therefore set up compliance programs designed to prevent risks and ensure that its employees:

- Comply with applicable laws and regulations,
- Act in good faith in all commercial and financial transactions,
- Conduct operations honestly and in the best interests of the Group,
- Adapt to the cultural differences of each country in which the Group operates, in the spirit of loyalty and solidarity.

83% of connected employees took the anti-corruption module from 2023 to 2025, and group sessions were held in all our plants for non-connected employees. The module is included in our on-boarding program for new hires.

6

This is the number of alerts reported. (3 cases confirmed, 1 not confirmed and 2 under investigation).

1. <https://www.radiall.com/fr/about/ethics-and-compliance>

OUR ETHICAL & SOCIAL CODE OF CONDUCT

These principles are set out in the Group's Ethical and Social Code of Conduct, which is available on the Group's website ^[1] and given to all employees when they are hired.

The Group has set up a whistleblowing system and a Practical Guide to help employees understand and exercise their rights as whistleblowers. Employees must use the system:

- If they have personal knowledge of facts that they feel should be reported and that appear to constitute a crime, an offense, a serious and clear violation of the law or failure to comply with the rules set out in the internal regulations and/or the Ethical and Social Code of Conduct,
- If they are acting impartially, and
- If they are acting in good faith.

The Ethics Committee investigates all alerts received at the following email address: contact@radiallethics.com, in strict confidentiality.



BUILD STRONGER CONNECTIONS WITH OUR SUPPLIERS

Our relationships with suppliers and subcontractors are built to last, often spanning decades rather than short-term transactions. Each partnership grows through open dialogue, where we share our vision and expectations while listening closely to our partners' realities and challenges. By fostering transparency and offering long-term visibility, we create a foundation of trust that supports mutual growth and sustainable collaboration.

ANTICIPATING DISRUPTION & SECURING PERFORMANCE

Radiall employs a multi-axis approach to manage supplier risks and maintain continuity in the event of disruption. Key measures include:

- **Sourcing risk mitigation:** Qualification of backup sources, expansion of supplier footprint to address geopolitical risks, and reduction of transportation emissions. Preventive maintenance of molds further supports uninterrupted production.
- **End-to-end supply chain transformation:** A strategic program designed to enhance both internal performance and customer-facing reliability.
- **Supplier audit plans:** Scheduled assessments focused on risk identification and mitigation, including supplier capacity, tooling maintenance and workforce competencies.
- **Safety stocks and business continuity plans:** Inventory buffers maintained to secure operations and protect customer commitments.

Together, these actions ensure continuity, responsiveness and reliability across the supply chain.

DEMONSTRATING STABILITY & RELIABILITY OVER TIME

For Radiall, trust with suppliers is defined by alignment on values and strategic objectives. Long-term partnerships are built through transparency, collaboration and shared responsibility.

This foundation of trust enables both Radiall and its suppliers to plan with confidence, innovate jointly and grow together in a sustainable and mutually beneficial way.

92%

This is the proportion of suppliers engaged in 2019 that remain active in 2025 ^[1].

This high retention rate reflects Radiall's ability to sustain trust, align long-term strategies and maintain collaborative relationships that support both operational continuity and innovation.

PREPARING THE SUPPLY CHAIN FOR THE FUTURE

Looking ahead, Radiall is reinforcing supplier engagement through initiatives that promote deeper collaboration and shared value creation:

- Expanding co-design and co-development with suppliers as part of the Sustainable Purchasing Policy.
- Continuing to integrate sustainability, risk management and innovation into long-term partnerships.

These priorities ensure that Radiall's supply chain remains resilient, transparent and aligned with shared environmental and social objectives—today and for the years to come.



1. Representing 80% of purchased volumes

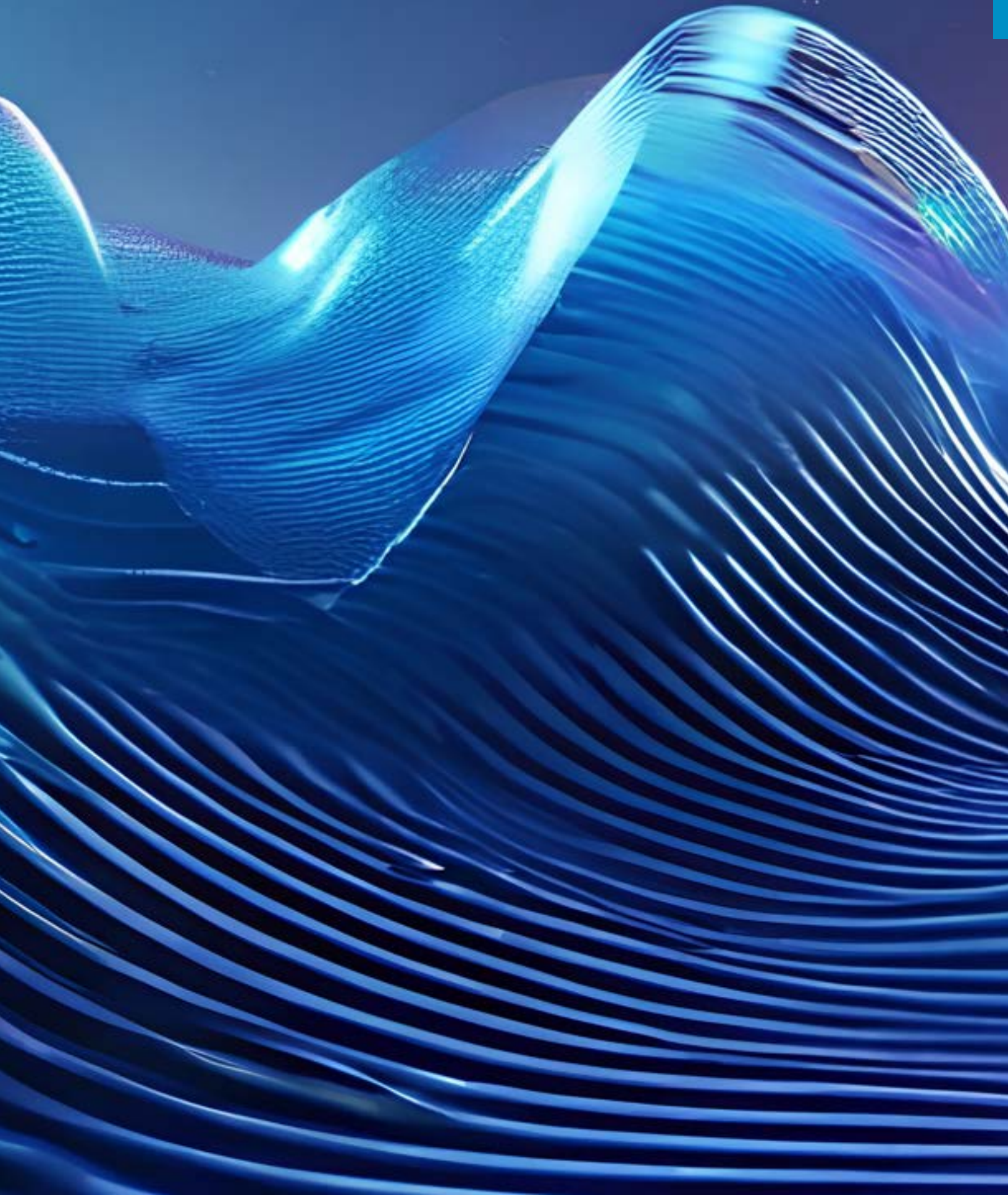
MEETINGS WITH OUR PARTNERS

“The regionalization of our purchases is and remains a strategic pillar of our company policy for the purpose of responsiveness and risk management. Since 2021, we have been part of a network bringing together Purchasing Managers from companies that have signed the Local Economic Pact supported by the Grenoble-Alpes region. We share our best practices with suppliers located in the Grenoble area, and identify potential partners with whom we can collaborate. As part of our commitment to our partners’ development, we also actively contributed to the discussions at the Customer/Supplier Symposium organized by GIFAS, mainly aimed at developing the resilience of all players—particularly SMEs—in the aeronautical sector.”

**ALEXANDRE**



APPENDIX



METHODOLOGICAL NOTE

The commitments, initiatives and indicators shared in this report are the result of the involvement of several Radiall Group professions and experts.

- Most social indicators cover all Group companies, not including commercial subsidiaries. Data is collected from each of our subsidiaries, controlled directly or indirectly through a standard model. The consistency of the data is also verified by the Human Resources Department. When certain companies are not covered by certain indicators, this is mentioned in the document.
- Environmental indicators cover our industrial sites in France (Voreppe, L'Isle d'Abeau, Château-Renault and Dôle), China (Shanghai), India (Bangalore), the United States (Wallingford and Portland), Mexico (Obregón, IDMM), Italy and Switzerland (IDMM). The Group HSE coordinator ensures that this data is received through a standard model, consolidated and checked for consistency.

The various indicators contained in this document are defined and calculated as specified below.

ENVIRONMENT

- Waste recycling rate: Only non-hazardous waste is taken into account. Metal waste, paper, cardboard and wood are considered to be recycled, based on data supplied by waste take-back firms.
- Water consumption: The water consumption indicator covers both industrial water consumption used for surface treatment and other purposes and domestic water consumption. It only includes water distributed by a private or public operator. No water is taken directly from the natural environment, either above or below ground.

SOCIAL

- Headcount: This includes all employees on permanent and fixed-term contracts (including those at the Obregón maquiladora) counted in person at the end of each month. Every employee, regardless of their working hours, is counted as one.
- Absenteeism: The absenteeism rate corresponds to the total number of hours of sick leave, divided by the theoretical number of hours worked, and covers the Group, not including commercial subsidiaries.
- Training: The indicator corresponds to the number of training hours divided by the workforce and only covers the Group without commercial subsidiaries.

GHG EMISSIONS

- GHG emissions inventory covers our industrial sites: France (Voreppe, L'Isle d'Abeau, Château-Renault and Dôle), China (Shanghai), India (Bangalore), the United States (Wallingford and Portland), Mexico (Obregón, IDMM), Italy and Switzerland (IDMM).
- Scope 1 and 2 GHG emissions: the 2024 emission factors were used to calculate emissions for both 2024 and 2025, ensuring consistency and reliability in the reported emissions.
- The emission factors used are sourced from recognized databases, including International Energy Agency (IEA), eGRID, Egreen, Base Empreinte, and Association of Issuing Bodies (AIB). In line with GHG Protocol recommendations, the most geographically relevant and accurate emission factor is selected based on the country where the energy consumption occurs.
- Scope 3 GHG emissions: The emissions factors used are mainly sourced from recognized databases, ECOINVENT and Exiobase.
- Within the 2024 BEGES, F-gas-related emissions were not accounted for; they have been included starting in 2025. Since the equipment remained unchanged, the 2025 refrigerant consumption data were applied retroactively to 2024, resulting in estimated emissions at a comparable level for both years.

The data presented in this report reflects our activity for 2025 and takes into account the data defined in Article R225-105-1 based on three principles: the impact of activities on the environment, the measures taken to limit this impact and the prevention of emergency situations.

We are committed to making continuous progress on our commitments and to building a set of indicators that take legal requirements into account. The Radiall Group has chosen to have a certain number of indicators verified by its statutory auditor, Mazars, in accordance with Article L225-102-1 of the French Commercial Code.

Some areas of impact are not presented in this report since Radiall has no activities, products or services related to these areas, most notably the following: the fight against food waste, the fight against food insecurity, respect for animal welfare, respect for responsible, fair and sustainable food, and actions to promote the practice of physical activities and sports.

While Radiall enables its employees in the reserves to carry out this mission in the best possible conditions, in particular by making resources available to them, when necessary, there are currently no specific arrangements in this regard.

INFORMATION REVIEWED IN DETAILED TESTS

- Frequency rate
- Severity rate
- Number of training hours per employee
- Percentage of connected employees who completed the anti-corruption module
- Turnover rate
- Percentage of women in the workforce
- Percentage of waste recovered
- Energy-related CO₂ emissions
- Scope 3 CO₂ emissions (purchase of materials and transport of goods)
- Compliance rate (France)
- Number of environmental incidents
- Number of alerts reported (to the Ethics Committee and Compliance)
- Number of complaints substantiated after investigation

DOUBLE MATERIALITY ANALYSIS

ASSESSMENT AND RATING OF IROS

The table below shows the rating scales applied to assess each IRO, in accordance with CSRD requirements and aligned with the Group risk matrix scales.

QUALITY	TYPE	SEVERITY			LIKELIHOOD	TIME HORIZON
		Scale <i>Level of severity of the negative impacts or how beneficial the positive impact is</i>	Scope <i>Extent of damage or geographical scope involved</i>	Remediability <i>Efforts required to prevent/ reduce/mitigate the risk</i>		
Positive Negative	Proven Potential	0: None 1: Minimal 2: Low 3: Medium 4: High 5: Absolute	0: None 1: Limited 2: Concentrated 3: Medium 4: Generalized 5: Total	0: Very easy to remedy 1: Relatively easy to remedy short-term 2: Remediable with effort 3: Difficult to remedy or medium-term 4: Very difficult to remedy or long-term 5: Non-remediable/ irreversible	1: Low (Very infrequent event - over 3 years) 2: Medium (Medium-term event - between 1 & 3 years) 3: High (Event taking place once a year) 4: Very high (Events can take place several times a year)	<ul style="list-style-type: none"> • Short (< 1 Year) • Medium (1 – 5 Years) • Long (> 5 Years)

QUALITY	SCALE		LIKELIHOOD	TIME HORIZON
	Financial Opportunity	Financial Risk		
Positive (Opportunity) Negative (Risk)	1: Low 2: Moderate 3: Significant 4: High 5: Absolute	1: Low 2: Moderate 3: Significant 4: Critical 5: Catastrophic	1: Low (Very infrequent event - over 3 years) 2: Medium (Medium-term event - between 1 & 3 years) 3: High (Event taking place once a year) 4: Very high (Events can take place several times a year)	<ul style="list-style-type: none"> • Short (< 1 Year) • Medium (1 – 5 Years) • Long (> 5 Years)

The magnitude score is calculated as follows:

- Impact magnitude = Average of scale, scope, and remediability (only for negative impacts)

For human rights impacts, in accordance with ESRS 1 requirements, severity takes precedence over probability. Therefore magnitude = average of scale & scope.

- Financial magnitude = Scale of the risk or opportunity

The table below shows Radiall's materiality thresholds applied based on the rating of magnitude and likelihood.

MAGNITUDE	≤ 1	Non-material	Non-material	Non-material	Non-material	Non-material
	[1 ; 2]	Non-material	Non-material	Non-material ⁽¹⁾	3	3.5
	[2 ; 3]	Non-material	2.5	3	3.5	4.5
	[3 ; 4]	2.5	3	3.5	4	4.75
	> 5	3	3.5	4	4.5	5
		1	2	3	4	5 / Proven
LIKELIHOOD						

1. Except when magnitude = 2

MATERIAL IMPACTS, RISKS & OPPORTUNITIES

The tables below list the impacts, risks, and opportunities (IRO) that Radiall identified and deemed material during the double materiality analysis conducted in 2024, in accordance with the CSRD Directive and in application of the methodologies developed by the European Commission, EFRAG, and other guidelines.

For each of the (sub)topics, Radiall indicates:

- Whether its impact is positive (I+), negative (I-), a risk (R), or an opportunity (O);
- Where it is located in its value chain, i.e., upstream, own activity, or downstream;
- The time horizon in which it is likely to occur.

ESRS	TOPIC	IRO TYPE	TYPE	DESCRIPTION	TIME HORIZON	UPSTREAM	OWN ACTIVITY	DOWNSTREAM
E1 Climate Change	Climate Change Mitigation	I-	Proven	Radiall's value chain generates GHG emissions	Short-Term	X	X	X
E1 Climate Change	Climate Change Mitigation	R	-	A lack of commitment to climate issues could tarnish the group's image, which could lead to a loss of revenue	Long-Term		X	
E1 Climate Change	Climate Change Mitigation	O	-	Positioning as a leader in low-carbon connectivity solutions and diversifying into sustainable activities could have a significant financial impact	Medium-Term		X	
E1 Climate Change	Climate Change Adaptation	I-	Potential	Climate events, particularly in most affected regions, can harm the physical integrity of people in Radiall's value chain	Long-Term	X	X	X
E1 Climate Change	Climate Change Adaptation	I-	Proven	A change in temperature can impact the organization and working conditions, leading to the adaptation of working hours, among other adjustments	Long-Term	X	X	X
E1 Climate Change	Climate Change Adaptation	I-	Potential	Climate events can cause property damage	Long-Term	X	X	X
E1 Climate Change	Climate Change Adaptation	R	-	The inability to cover certain risks (increased insurance costs) exposes Radiall	Long-Term		X	
E1 Climate Change	Energy	I-	Proven	The consumption of fossil fuels by Radiall (particularly outside Europe) contributes to the depletion of energy resources	Short-Term	X	X	X
E1 Climate Change	Energy	R	-	An interruption in the energy supply could lead to disruption or even a complete shutdown of Radiall's operations	Medium-Term		X	
E1 Climate Change	Energy	R	-	Higher energy prices may lead to increased costs in a context of insufficient control of consumption	Medium-Term		X	
E1 Climate Change	Energy	O	-	Reducing energy consumption would enable Radiall to avoid significant costs	Medium-Term		X	
E2 Pollutions	Pollution of Water	I-	Potential	The use of hazardous substances in industrial processes can contribute to water pollution and the deterioration of human health	Short-Term	X	X	

ESRS	TOPIC	IRO TYPE	TYPE	DESCRIPTION	TIME HORIZON	UPSTREAM	OWN ACTIVITY	DOWNSTREAM
E2 Pollutions	Pollution of Water	I-	Proven	Discharge of industrial wastewater or runoff of contaminated water on impervious surfaces can lead to actual or accidental water pollution	Medium-Term		X	
E2 Pollutions	Substances of Very High Concern	I-	Potential	The use of SVHCs can harm the environment and affect the health of workers, both internally and throughout the value chain	Short-Term	X	X	
E2 Pollutions	Substances of Very High Concern	R	-	Non-compliance with legal and regulatory provisions on SVHCs (e.g., REACH) can pose significant risks	Short-Term		X	
E2 Pollutions	Substances of Very High Concern	R	-	The additional costs associated with replacing SVHCs in products can impact Radiall's operating costs	Short-Term		X	
E2 Pollutions	Substances of Very High Concern	R	-	The obsolescence of a product containing SVHCs can result in financial losses for the Group	Medium-Term		X	
E5 Circular Economy & Waste	Incoming Resources	I-	Proven	Connectors use a wide variety of materials, which has an impact on finite planetary resources	Short-Term	X		
E5 Circular Economy & Waste	Circular Design of Products & Services	I+	Potential	The development of the circular economy and eco-design can contribute to reducing dependence on resources, saving raw materials, and reducing waste	Long-Term		X	
E5 Circular Economy & Waste	Circular Design of Products & Services	O	-	The reduction in raw material needs can help optimize production costs	Medium-Term		X	
E5 Circular Economy & Waste	Circular Design of Products & Services	O	-	Eco-designed products are a competitive differentiator for Radiall	Medium-Term		X	
E5 Circular Economy & Waste	Waste	I-	Potential	Waste production can contribute to environmental degradation	Short-Term		X	
E5 Circular Economy & Waste	Waste	I-	Potential	Poor management of hazardous waste can harm people's health and physical safety	Short-Term		X	
S1 Radiall Workforce	Health, Safety, Well-Being of Employees	I-	Potential	Unsuitable working conditions can compromise the physical integrity of employees and affect their safety	Short-Term		X	
S1 Radiall Workforce	Health, Safety, Well-Being of Employees	I-	Potential	Unsuitable working conditions can harm the psychological integrity of employees and affect their well-being	Short-Term		X	
S1 Radiall Workforce	Health, Safety, Well-Being of Employees	I+	Potential	Access to social protection contributes to employee well-being	Medium-Term		X	
S1 Radiall Workforce	Health, Safety, Well-Being of Employees	R	-	Damage to the physical integrity of employees can have financial consequences for the Group (litigation, indirect social costs)	Short-Term		X	
S1 Radiall Workforce	Working Conditions including Adequate Wages	I+	Proven	Permanent contracts offer employees job security	Medium-Term		X	

ESRS	TOPIC	IRO TYPE	TYPE	DESCRIPTION	TIME HORIZON	UPSTREAM	OWN ACTIVITY	DOWNSTREAM
S1 Radiall Workforce	Working Conditions including Adequate Wages	I+	Potential	Access to social protection contributes to employee well-being	Short-Term		X	
S1 Radiall Workforce	Working Conditions including Adequate Wages	R	-	Poor management of social issues can lead to disruptions of activity and litigation risks	Medium-Term		X	
S1 Radiall Workforce	Working Conditions including Adequate Wages	O	-	Competitive wage offers and attractive working conditions promote employee retention, attract new talent, and lead to productivity and financial gains	Medium-Term		X	
S1 Radiall Workforce	Social Dialogue & Collective Bargaining with Employees	R	-	A deterioration in the social climate could lead to a disruption or shutdown of activity	Medium-Term		X	
S1 Radiall Workforce	Equal Treatment & Equal Opportunities for Employees	O	Potential	The promotion of gender equality and diverse career paths can serve as a driver of innovation, performance, and sustainable growth	Medium-Term		X	
S1 Radiall Workforce	Employee Training & Talent Development	I+	Proven	Developing employees' skills through training can improve their employability and promote their career development	Medium-Term		X	
S1 Radiall Workforce	Employee Training & Talent Development	O	-	Retaining employees and attracting talent through career development opportunities can generate productivity and financial gains	Medium-Term		X	
S1 Radiall Workforce	Employee Training & Talent Development	O	-	Employee training on new business needs and mobility between departments and sites can lead to financial gains	Medium-Term		X	
S2 Workers of the Value Chain	Working Conditions of Workers in the Value Chain	I-	Potential	A lack of preventive measures regarding working conditions in Radiall's value chain may endanger the physical integrity of employees in the value chain	Short-Term	X	X	X
S2 Workers of the Value Chain	Working Conditions of Workers in the Value Chain	I-	Potential	A lack of preventive measures regarding working conditions in Radiall's value chain may endanger the psychological integrity of employees in the value chain	Short-Term	X	X	X
S2 Workers of the Value Chain	Respect for Fundamental Rights of Workers in the Value Chain	R	-	Failure to comply with legal and regulatory provisions relating to the duty of vigilance may have financial consequences	Medium-Term		X	
S3 Local Communities	Local Socio-Economic Development	I+	Proven	The creation and support of jobs in areas where Radiall operates contributes to local development and socio-economic dynamism	Short-Term	X	X	X
S3 Local Communities	Local Socio-Economic Development	I+	Potential	Development of sponsorship and projects in schools by Radiall can allow students to discover various professions through partnerships	Short-Term	X	X	X
S3 Local Communities	Local Socio-Economic Development	O	-	Local recruitment, reinforced by partnerships with schools, enables Radiall to train a skilled workforce and reduce recruitment costs	Short-Term	X	X	X

ESRS	TOPIC	IRO TYPE	TYPE	DESCRIPTION	TIME HORIZON	UPSTREAM	OWN ACTIVITY	DOWNSTREAM
S4 Clients	Customer Relationship (including expectations & satisfaction)	O	-	The recognition of Radiall's expertise enhances customer satisfaction	Short-Term		X	
G1 Business Ethics	Business Ethics	I-	Potential	Corruption can contribute to unfair business practices, exacerbating inequalities	Medium-Term		X	
G1 Business Ethics	Protection of Whistle-Blowers	I-	Potential	An ineffective whistleblowing procedure that lacks transparency and rapid action can pose significant risks for Radiall	Short-Term		X	
G1 Business Ethics	Management of Relationships with Suppliers & Sustainable Procurement	I-	Potential	Suppliers may be dependent on Radiall, which impacts their ability to easily impose their terms on the price and quality of the products they supply	Medium-Term		X	
G1 Business Ethics	Management of Relationships with Suppliers & Sustainable Procurement	I+	Potential	The signing of long-term contracts between Radiall and its suppliers can offer them economic visibility	Short-Term		X	
G1 Business Ethics	Management of Relationships with Suppliers & Sustainable Procurement	R	-	A failure of Radiall's major suppliers could disrupt or even halt the company's activity	Medium-Term		X	
G1 Business Ethics	Management of Relationships with Suppliers & Sustainable Procurement	O	-	Trust-based relationships and continued support between the Group and its suppliers facilitate the development of the company's business	Medium-Term		X	
G1 Business Ethics	Innovation	I+	Potential	The development of innovative technologies and the substitution of materials enable Radiall to reduce its environmental footprint	Medium-Term		X	
G1 Business Ethics	Innovation	O	-	Offering innovative products and sustainable technologies is a key differentiator for customer attractiveness	Medium-Term		X	
G1 Business Ethics	Innovation	O	-	Technological innovation in processes can reduce material and installation costs	Medium-Term		X	

INDICATORS FOR OUR TEAMS

BREAKDOWN OF THE GROUP'S WORKFORCE AS OF DECEMBER 31, 2025 (PERMANENT & FIXED-TERM CONTRACTS)

		EUROPE	AMERICAS	ASIA	TOTAL
2025	SALARIED EMPLOYEES % WOMEN	1,533 46%	1,380 56%	458 41%	3,371 49%
	PERMANENT CONTRACT (PART-TIME EMPLOYEES) % WOMEN	1,411 47%	1,377 56%	332 35%	3,120 50%
	FIXED-TERM CONTRACT % WOMEN	122 36%	3 100%	126 56%	251 47%
2024	SALARIED EMPLOYEES % WOMEN	1,440 47%	1,296 56%	448 42%	3,184 50%
	PERMANENT CONTRACT (PART-TIME EMPLOYEES) % WOMEN	1,328 101 48%	1,293 0 56%	295 0 35%	2,916 101 50%
	FIXED-TERM CONTRACT % WOMEN	112 37%	3 100%	153 53%	268 47%
2023	SALARIED EMPLOYEES % WOMEN	1,371 48%	1,162 56%	416 40%	2,949 50%
	PERMANENT CONTRACT (PART-TIME EMPLOYEES) % WOMEN	1,273 83 48%	1,018 0 54%	270 0 33%	2,561 83 49%
	FIXED-TERM CONTRACT % WOMEN	98 42%	144 72%	146 54%	388 58%

Radiall SA presents a comparative study report on gender equality at a plenary session of the Central Social and Economic Committee (CSE-C). This provision is also discussed with union representatives during mandatory annual negotiations (NAO). Recruitment is carried out through gender-neutral advertisements for all positions at the Company.

BREAKDOWN OF PERMANENT EMPLOYEES & FIXED-TERM CONTRACT STAFF BY AGE BRACKET

2025	EUROPE	AMERICAS	ASIA	TOTAL
< 30	278	369	54	701
% WOMEN	33%	52%	39%	44%
30-50	676	843	349	1,868
% WOMEN	43%	57%	43%	50%
51 +	579	168	55	802
% WOMEN	55%	58%	29%	54%

GENDER EQUALITY PERFORMANCE EVALUATION

- Indicator relating to the gender pay gap: 39
- Indicator relating to the individual wage increase gap: 20
- Indicator relating to the gender promotion gap: 15
- Indicator relating to the percentage of female employees who received a raise in the year following their return from maternity leave: 15
- Indicator relating to the number of employees of the under-represented gender among the ten highest-paid employees: 0
- Radiall SA scored 89 points out of 100.

MEASURES TAKEN TO PROMOTE EMPLOYMENT

Radiall SA has renewed its GPEC (job and skills management planning) agreement in line with previous agreements, with the aim of anticipating and supporting the transformation of organizations and professions linked to technical developments, and ensuring that employees' career paths within the Group are secure.

1. Radiall Group excluding commercial subsidiaries
2. Excluding IDMM Obregón

PEOPLE TRAINED IN 2025 ^[1]

	INDIA	CHINA	USA	MEXICO	EUROPE ^[3]	FRANCE ^[4]
COURSES	477	1,658	641	1,139	98	1,993
TRAINING HOURS	2,696	4,191	1,826	19,075	720	16,329
HOURS / TRAINEE	21.40	13.18	9.46	16.07	2.74	13.16
HEADCOUNT	126	318	193	1,187	263	1,241
PEOPLE TRAINED	136	316	213	983	98	883

TRAINING BUDGET ^[1]

	INDIA	CHINA	USA	MEXICO	EUROPE ^[3]	FRANCE ^[4]
TOTAL TRAINING EXPENDITURE	8,456	84,319	90993.4	144,375	35,083	1,136,088.27
% OF PAYROLL	0.57%	0.73%	0.63%	0.89%	0.34%	2.05%

MANAGEMENT QUALITY & GROUP TURNOVER ^[2]

2025	FRANCE	EUROPE ^[3]	AMERICAS	ASIA
PERMANENT DEPARTURES	89	5	35	16
PERMANENT HEADCOUNT	1,275	136	299	332
TURNOVER	6.98%	3.68%	11.71%	4.82%

LABOR RELATIONS

Radiall SA signed the following agreements with its central trade union delegates for 2025: wage agreement, remote work agreement, sustainable mobility agreement.

3. Excluding France (Radiall SA & Hodiall)
4. Radiall SA & Hodiall

OCCUPATIONAL HEALTH & SAFETY INDICATORS

HEALTH & SAFETY CERTIFICATIONS ^[1]

	2023	2024	2025
ISO 45 001 % CERTIFIED SITES	Radiall Shanghai 8%	Radiall Shanghai 8%	Radiall Shanghai 8%

ABSENTEEISM DUE TO SICK LEAVE IN FRANCE & ABROAD ^[2]

ABSENTEEISM RATE	FRANCE (RADIALL SA)	EUROPE ^[3]	CHINA	AMERICAS	INDIA
2025	7.21%	4.09%	0.80%	1.75%	1.02%
2024	5.63%	5.84%	0.55%	1.29%	0.84%
2023	6.30%	3.99%	1.60%	3.08%	1.10%

The absenteeism rate is calculated by taking into account sick leave.

FREQUENCY RATE OF WORKPLACE ACCIDENTS IN FRANCE & ABROAD ^[2]

FRANCE ^[4]	ACCIDENT FREQUENCY RATE	ACCIDENT SEVERITY RATE
2025	6.10 points	0.06 points
2024	11.67 points	0.61 points
2023	5.77 points	0.1 points

The frequency rate indicated corresponds to the number of workplace accidents divided by the number of hours worked, multiplied by 1,000,000.

YEAR	ABROAD	ACCIDENT FREQUENCY RATE	ACCIDENT SEVERITY RATE
2025	EUROPE ^[3]	13.5 points	0.19 points
2024		14.22 points	0.31 points
2025	CHINA	0 point	0 point
2024		2.90 points	0.04 points
2025	AMERICAS	4.18 points	0.06 points
2024		5.34 points	0.08 points
2025	INDIA	0 point	0 point
2024		0 point	0 point

MEASURES TAKEN TO PROTECT CONSUMER HEALTH & SAFETY

As a manufacturer of electrical and electronic components, Radiall is subject to European law (RoHS and WEEE Directives, and REACH Regulation) aimed at limiting the use of hazardous substances and improving the management of waste and chemical products. Radiall ensures compliance with these regulations so as to protect the health and safety of consumers. Compliance and customer questionnaire response units have been set up, most notably at the Centr'Alp site. A regulatory review is carried out and monitored for sites in France to examine and maintain overall compliance with HSE regulations. The level of regulatory compliance at French sites remains stable at 79% in 2025.

1. These indicators cover our industrial sites in France, China, India, the United States, Mexico, Italy and Switzerland.
2. Radiall Group excluding commercial subsidiaries
3. Excluding France (Radiall SA & Hodiall)
4. Radiall SA & Hodiall

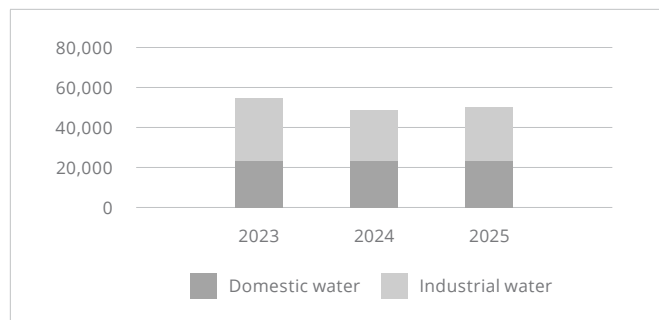
RESOURCE CONSUMPTION & CONSERVATION INDICATORS

RADIALL GHG ASSESSMENT 2025

SCOPE	CATEGORY	2024 (tCO ₂ e)	2025 (tCO ₂ e)	% 2025	RATIO 2024/2025
SCOPE 1	Total	1,428	1,393	2.26%	-2.45%
	Gas	1,197	1,162	1.88%	-2.92%
	Fugitive Emissions	231	231	0.37%	0.00%
SCOPE 2	Total	7,705	7,642	12.39%	-0.82%
	Electricity ^[2]	7,704.62	7,642.16	12.39%	-0.81%
	Electricity ^[3]	7,306.21	7,246.34	11.75%	-0.82%
SCOPE 3	Total	52,872	52,625	85.35%	-0.47%
	Purchases	28,169	26,269	42.60%	-6.75%
	Services	7,100	8,633	14.00%	21.59%
	Upstream Energy ^[2]	1,961	1,965	3.19%	0.20%
	Waste	2,467	2,619	4.25%	6.16%
	Freight Transport	3,015	3,184	5.16%	5.61%
	Passenger Transport	3,985	4,105	6.66%	3.01%
	Fixed Assets	6,175	5,850	9.49%	-5.26%
TOTAL GHG EMISSIONS		62,004.85	61,660.36	100.00%	-0.56%

WATER CONSUMPTION ^[1]

CONSUMPTION (M ³)	2023	2024	2025	RATIO 2024/2025
DOMESTIC WATER	24,362	23,063	22,775	-1%
INDUSTRIAL WATER	29,885	25,711	26,502	3%
TOTAL	54,248	48,774	49,277	1%



Consumption expressed in m³

The Group's total water consumption is 1% higher than in 2024 due to increased activity.

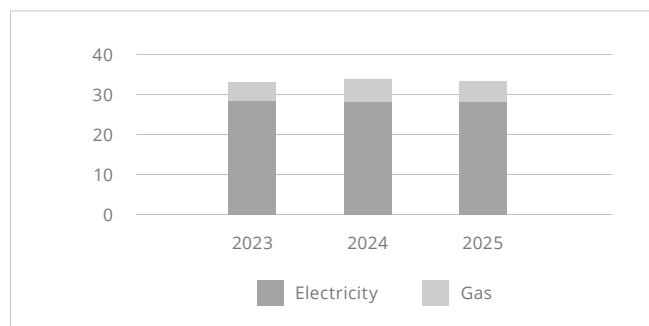
WATER REUTILIZATION

	2023	2024	2025
CENTR'ALP SITE (FRANCE)	1,500 m ³	2,516 m ³	3,775 m ³
RADIALL SHANGHAI	-	-	11,614 m ³

The waters used for the surface treatment of the Shanghai and Centr'Alp sites are treated and purified by a detoxification station and an evaporation concentration system to be reused within the surface treatment workshops.

ENERGY CONSUMPTION ^[1]

CONSUMPTION (IN GWH)	2023	2024	2025	RATIO 2024/2025
ELECTRICITY	28.169	28.403	28.092	-1%
% FROM RENEWABLE SOURCES	41%	38.5%	37.9%	
GAS	4.951	5.567	5.403	-3%
% FROM RENEWABLE SOURCES	0%	0%	41.4%	
TOTAL	33.120	33.970	33.495	-1%

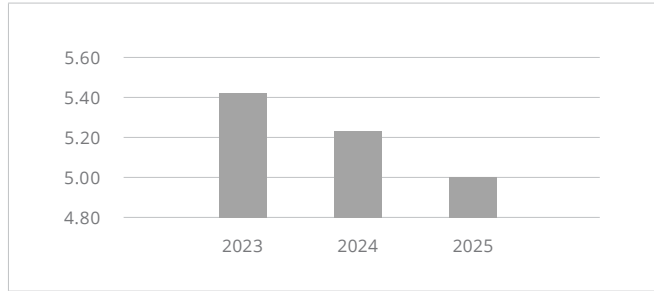


Consumption expressed in GWh

1. These indicators cover our industrial sites in France, China, India, the United States, Mexico, Italy and Switzerland.
2. Location based
3. Market based

ENERGY PERFORMANCE ^[1]

	2023	2024	2025	RATIO 2024/2025
CONSUMPTION IN MWH	33,120	33,970	33,495	-1.40%
RATIO IN KWH/HOUR WORKED	5.41	5.25	5.01	-4.68%



Ratio expressed in kWh per hour worked.

Hours worked are calculated for all industrial sites and all employees, including Radiall employment contracts and temporary staff.

Energy performance is measured by the amount of energy consumed per hour worked. The energy performance ratio has improved thanks to the overall increase in activity at the Group level and the decrease in energy consumption (in absolute value) in 2025 compared to 2024.

ENVIRONMENTAL CERTIFICATIONS ^[1]

	2023	2024	2025
ISO 14 001 % CERTIFIED SITES	Radiall Shanghai Radiall Bangalore 17%	Radiall Shanghai Radiall Bangalore 17%	Radiall Shanghai Radiall Bangalore 17%
ISO 50 001 % CERTIFIED SITES	IDMM France 8%	IDMM France 8%	IDMM France 8%

ENVIRONMENTAL RISKS

Two of our French production sites are classified under the ICPE (Installation Classified for Environmental Protection). The Centr’Alp site is classified as “Authorized” and the IDMM site in Dole is classified as “Registered.”

ENVIRONMENTAL ACCIDENTS

	2023	2024	2025
ACCIDENTS REGISTERED	2	0	1

Environmental accidents are uncontrolled events with a proven impact on the environment, including water or soil pollution caused by spills or leaks of chemical or toxic substances, or uncontrolled atmospheric emissions exceeding regulatory thresholds, explosions or fires affecting the site and its surroundings

1. These indicators cover our industrial sites in France, China, India, the United States, Mexico, Italy and Switzerland.

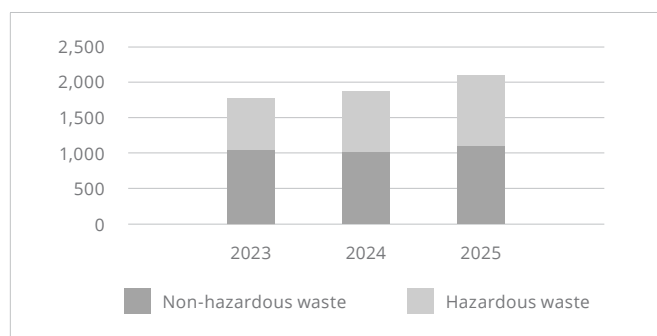
WASTE INDICATORS

WASTE SORTING SYSTEM ^[1]

	2023	2024	2025
COMPREHENSIVE WASTE SORTING & TRACKING SYSTEM	Radiall SA (3 sites) IDMM France IDMM Suisse Radiall Italy IDMM Obregon Radiall Obregon Radiall Shanghai Timbercon	Radiall SA (3 sites) IDMM France IDMM Suisse Radiall Italy IDMM Obregon Radiall Obregon Radiall Shanghai Timbercon	Radiall SA (3 sites) IDMM France IDMM Suisse Radiall Italy IDMM Obregon Radiall Obregon Radiall Shanghai Timbercon
% SITE COVERAGE	83%	83%	83%

QUANTITY OF WASTE ^[1]

WASTE GENERATED IN METRIC TONS	2023	2024	2025	RATIO 2024/2025
NON-HAZARDOUS WASTE	1,014	1,003	1,091	8.8%
HAZARDOUS WASTE	763	824	945	14.8%
TOTAL WASTE	1,777	1,827	2,036	11.5%
% OF NON-HAZARDOUS WASTE RECYCLED AT THE GROUP LEVEL	78.4%	73.7%	85.0%	15.3%

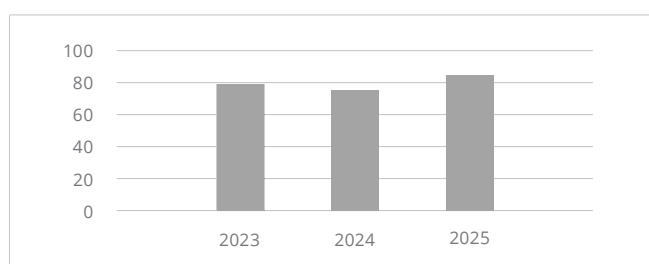


Quantity of waste expressed in tons

Non-hazardous industrial waste includes paper, cardboard, scrap metal, shavings, plastic scraps and canteen waste, and is processed by accredited companies. Hazardous industrial waste relates mainly to waste generated by surface treatment operations, including cyanide and concentrated metal baths, metal hydroxide sludge, certain oils and soiled rags from machining centers, and are processed externally by accredited companies.

The amount of waste increased in 2025 compared to previous years, in parallel with the increase in activity, due to maintenance on reprocessing equipment and site modifications.

QUANTITY OF NON-HAZARDOUS WASTE RECYCLED

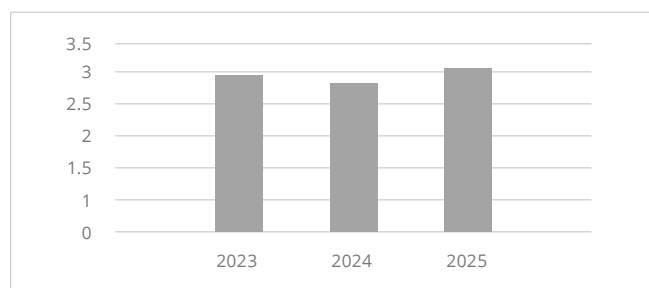


Percentage of non-hazardous waste recycled

The recycling rate for non-hazardous waste increased in 2025 due to improved sorting practices and the separation of waste types. The main types of waste recycled are paper/cardboard, wood and metals.

QUANTITY OF WASTE GENERATED IN RELATION TO HOURS WORKED

AMOUNT OF WASTE	2023	2024	2025
TONS / 10000 HOURS WORKED	2.90	2.82	3.04



Amount of waste expressed in tons per 10,000 hours worked.

Quantity of waste: The waste/hours worked ratio has deteriorated due to maintenance on treatment equipment.

1. The indicators cover our industrial sites in France, China, India, the United States, Mexico, Italy and Switzerland.

INDEPENDENT VERIFIER'S LIMITED ASSURANCE REPORT ON A SELECTION OF ESG INFORMATION

Year ended December 31, 2025

In our capacity as independent third-party verifier, we performed work to express a limited assurance conclusion on a selection of ESG information (hereinafter the "Information", listed in Appendix 1), determined and prepared voluntarily by RADIALL (hereinafter the "Entity") in accordance with the framework and methodologies established by the Entity (hereinafter the "Framework"), for the year ended December 31, 2025, presented in the document attached to this report (hereinafter the "Statement").

LIMITED ASSURANCE CONCLUSION

Based on the work performed as described in the section "Nature and scope of the work", and the evidence obtained, nothing has come to our attention that causes us to believe that the Information was not prepared, in all material respects, in accordance with the Framework..

PREPARATION OF THE INFORMATION

The absence of a generally accepted and commonly used framework or established practices on which to base the assessment and measurement of the Information allows for the use of alternative accepted measurement techniques, which may affect comparability between entities and over time.

Accordingly, the Information should be read and understood with reference to the Framework, the key elements of which are presented in the Statement.

INHERENT LIMITATIONS IN THE PREPARATION OF THE INFORMATION

As stated in the Statement, the Information may be subject to inherent uncertainty due to the state of scientific knowledge and the quality of external data used. Some Information is sensitive to the methodological choices, assumptions and/or estimates used in its preparation.

With respect to forward-looking information, which is inherently uncertain, actual future outcomes may differ materially from the forward-looking information presented in the Statement.

THE ENTITY'S RESPONSIBILITY

The Information was prepared under the responsibility of the Management Board, which is responsible for:

- Selecting or establishing appropriate criteria for preparing the Information (i.e., the Framework);
- Preparing the Information in accordance with the Framework; and
- Designing, implementing and maintaining internal control that it deems necessary for the preparation of the Information so that it is free from material misstatement, whether due to fraud or error.

INDEPENDENT THIRD-PARTY VERIFIER'S RESPONSIBILITY

Our responsibility is to:

- Plan and perform the work to obtain limited assurance that the Information has been prepared, in all material respects, in accordance with the Framework and is free from material misstatement, whether due to fraud or error;
- Express an independent conclusion based on the work performed and the evidence obtained; and
- Communicate our conclusion to the Entity's Management Board.

As we are responsible for expressing an independent conclusion on the Information as prepared by the Management Board, we cannot be involved in the preparation of such Information, as this could compromise our independence.

APPLICABLE PROFESSIONAL STANDARD

The work described below was performed in accordance with International Standard on Assurance Engagements ISAE 3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the IAASB (International Auditing and Assurance Standards Board).

INDEPENDENCE & QUALITY CONTROL

We have complied with the independence and ethics requirements of the IESBA Code of Ethics (International Code of Ethics for Professional Accountants (including Independence Standards)). This Code is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

In addition, we apply International Standard on Quality Management 1 and, accordingly, we have implemented a quality management system including documented policies and procedures designed to ensure compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

NATURE & SCOPE OF WORK

We planned and performed the work described below, taking into account the risk of material misstatement in the Information. In the course of our limited assurance engagement and based on our professional judgment, we:

- Updated our understanding of the Entity and its environment, including elements of internal control relevant to the preparation of the Information;
- Assessed whether the Framework is appropriate in terms of its relevance, completeness, reliability, neutrality and understandability, taking into account, where applicable, industry best practices;
- Obtained an understanding of the internal control procedures implemented by the Entity to ensure the Information complies with the Framework, noting that we did not evaluate their design or implementation, nor test the operating effectiveness of controls relevant to the preparation of the Information;
- Assessed whether the methods used by the Entity to prepare the Information are appropriate in relation to the Framework and, where applicable, assessed the relevance of any changes in methods and assumptions;
- Verified that the Information was prepared for the scope specified in the Framework;
- For the Information subject to our procedures, we:
 - Obtained an understanding of and assessed the process for collecting and compiling the Information in order to assess the completeness and accuracy of the data collected and performed procedures to verify the proper consolidation of such data;
 - Performed analytical procedures to assess the consistency of trends and, where applicable, requested explanations from the Management Board regarding any unusual items identified;

- Performed tests of details, using sampling or other selection methods, to verify the proper application of the calculation methods and assumptions described in the Framework and to reconcile the underlying data with supporting documentation;
- For estimates, through interviews with the persons in charge of reporting, we obtained an understanding of the method used to calculate estimated data. We assessed whether this method was appropriate and properly applied, as well as whether the information sources used were appropriate;
- Assessed the overall consistency of the Information in relation to our understanding of the Entity.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

The procedures performed in a limited assurance engagement are less extensive than those required for a reasonable assurance engagement conducted in accordance with ISAE 3000 (Revised); a higher level of assurance would have required more extensive verification procedures.

Levallois-Perret, April 10th, 2026,

The independent third-party verifier,
Forvis Mazars SAS
Tristan Mourre - Sustainability Partner



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