

# OUR SUSTAINABILITY BOOKLET

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*2024 Extra-Financial Performance  
& CSR Commitments*



# 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 2024, 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.

In 2023, our turnover amounted to 380 million euros, of which more than 70% was generated outside of France.

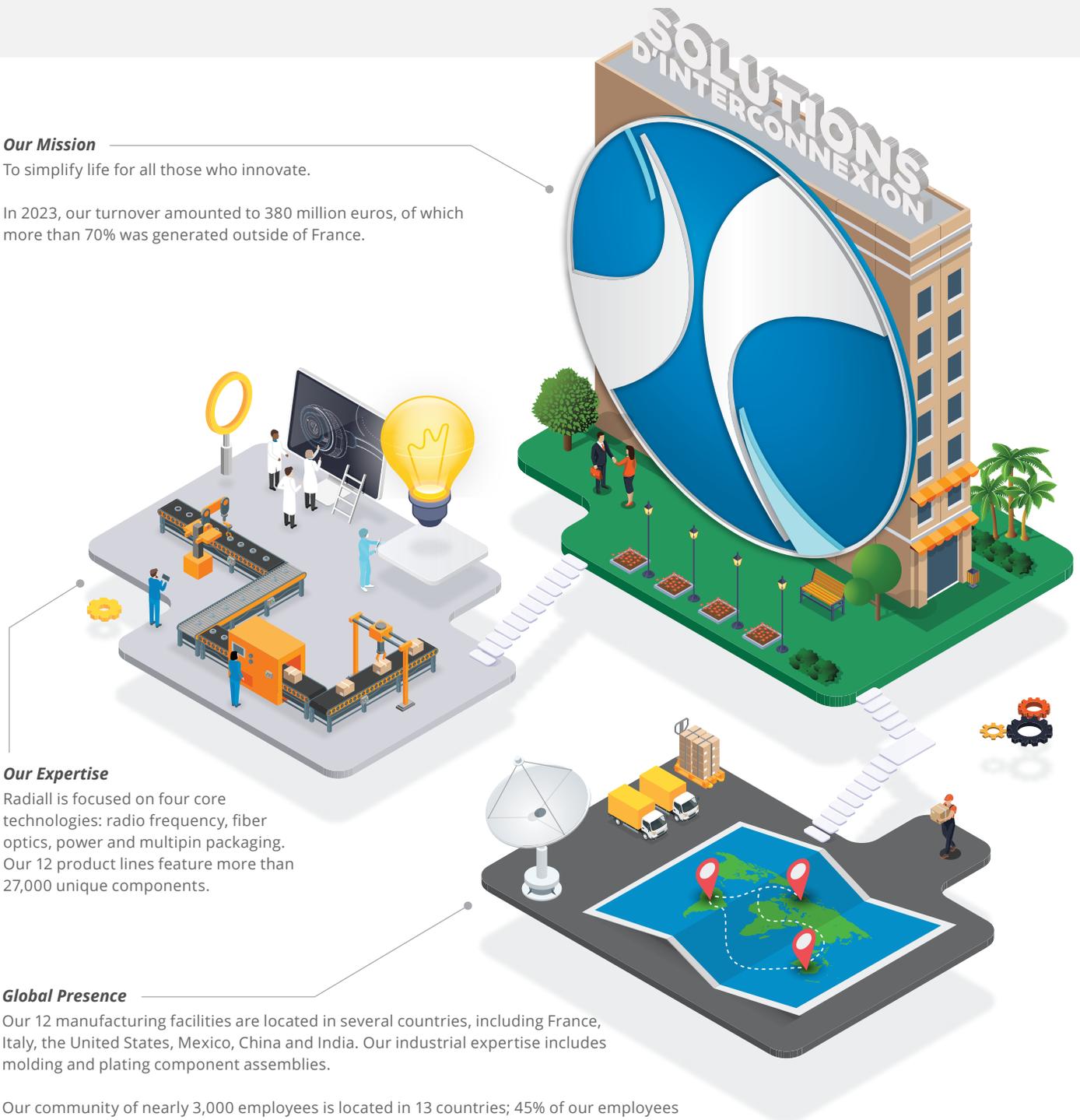
## **Our Expertise**

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.

## **Global Presence**

Our 12 manufacturing facilities are located in several countries, including France, Italy, the United States, Mexico, China and India. Our industrial expertise includes molding and plating component assemblies.

Our community of nearly 3,000 employees is located in 13 countries; 45% of our employees are women and 55% are men. Dare to Be Audacious, Make It Simple, Be Genuine and Grow Together are the values that guide our actions at work.





**Aerospace**

Our team of expert engineers located around the globe enables us to locally support all major aerospace manufacturers.



**Defense**

Radiall has contributed to the defense industry by offering proven product solutions for a wide variety of military and defense applications.



**Space**

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



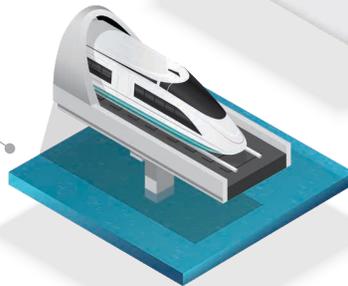
**Industrial**

Radiall supports the most demanding interconnect applications found in industrial markets, including energy, sensors and private communication.



**Rail**

Our trusted interconnect solutions offer customers reliability, flexibility and durability in the railway industry.



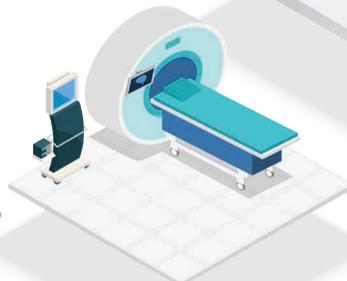
**Telecom**

Radiall's comprehensive range of interconnect products provide the telecom industry with cutting-edge solutions for harsh outdoor environments.



**Medical**

We design unique product solutions for the medical industry, specifically adapted for patient monitoring systems and Magnetic Resonance Imaging.



**Test & Measurement**

Our high performance switches and interconnect products offer exceptional quality and precision.

# OUR BUSINESS MODEL

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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.

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## CREATING **connections** THAT MATTER

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**GROW TOGETHER**



**MAKE IT SIMPLE**



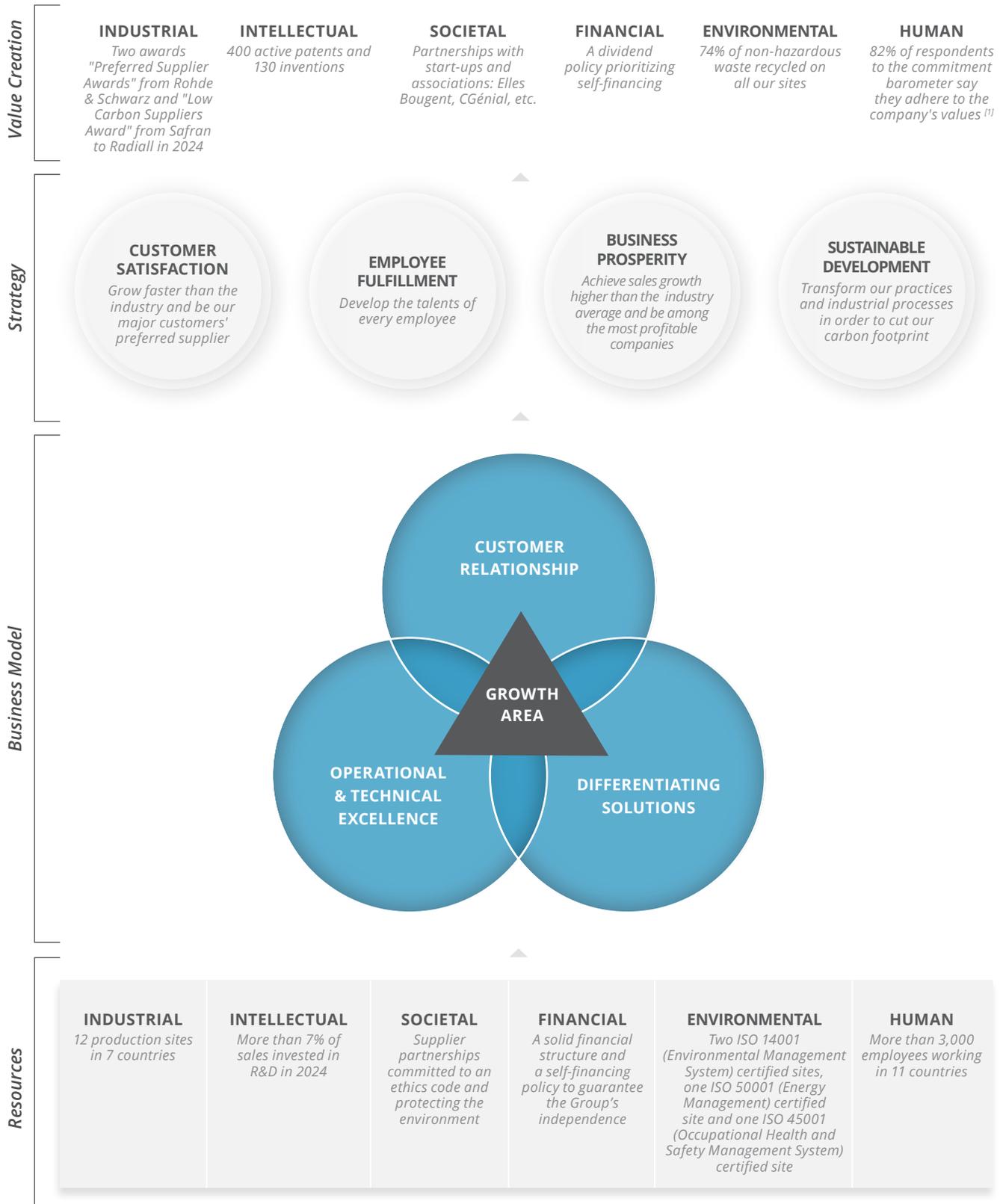
**BE GENUINE**



**DARE TO BE AUDACIOUS**

*Purpose*  
Reflecting our contribution to the world

*Our Values*  
Guiding our actions every day



1. Excluding IDMM France

# COMPLIANCE & SOCIAL ETHICS

## *Leading by Example Each and Every Day*

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:

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

84% of connected employees took the anti-corruption module in 2023 and 2024, and group sessions were held in all our plants for non-connected employees. The module is included in our orientation program for new hires.

## OUR CODE OF ETHICAL & SOCIAL CONDUCT

These principles are set out in the Group's Code of Ethical and Social Conduct, which is available on the Group's website<sup>(1)</sup> and given to all employees when they are hired.

- If they are acting impartially, and
- If they are acting in good faith.

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 Code of Ethical and Social Conduct,

The Ethics Committee deals with reports received at the following email address: [contact@radiallethics.com](mailto:contact@radiallethics.com), in strict confidentiality. It also helps employees to properly understand the contents of the Code of Ethical and Social Conduct.

# 5

This is the number of alerts reported (4 cases not confirmed, and one under investigation).

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



VINCENT

*"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! At Radiall, for example, while compliance policy 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 and implemented on a day-to-day basis thanks to the close involvement of the business lines, Purchasing, BUs, Sales, Marketing, HR and even Internal Audit."*

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**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.

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**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.

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**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.

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**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.



# OUR PURPOSE

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*Our purpose inspires us to  
strive for a better world.  
Therefore, from our purpose,  
we have identified four  
initiatives on which we want  
to focus. We will use each  
initiative to set ambitious  
objectives to guide our  
transformation.*



**INNOVATION**

*Developing Technologies for Good*

Imagining innovative solutions to meet societal challenges by relying on our expertise.

- Facilitating new forms of mobility
- Imagining low-carbon aircraft
- Developing sustainable and high-quality infrastructures
- Extending the reach of information technology to as many people as possible
- Building reliable digital defense components
- Making collaborative combat secure



**ENVIRONMENT**

*Preserving Our Planet*

Questioning our practices and industrial processes to reduce our environmental footprint.

- Reducing our CO<sub>2</sub> emissions
- Preserving water
- Optimizing our energy consumption
- Reducing our waste and emissions



**EMPOWERMENT**

*Fostering a Learning Community*

Developing the talents of every single employee and creating an environment in which our teams can flourish.

- Caring for the health of our employees
- Keeping our sites safe and secure
- Becoming a learning company
- Creating growth opportunities for our teams



**COMMUNITY**

*Contributing to Local Communities*

Opening up our industry to greater diversity and building connections with the people and organizations in our territories to create value that lasts.

- Helping our suppliers, subcontractors and partners grow
- Developing our local purchasing policy
- Promoting diversity at all levels
- Boosting our sense of belonging to society



**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.





# INNOVATION

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*Developing Technologies for Good*

**Imagining innovative solutions to meet societal challenges by relying on our expertise.**

## RAIL TRANSPORT

*“Transportation is at the heart of modern society, enabling people to commute to work, explore new destinations, and access the goods and products they need. In this context, passenger and freight rail transport stands out as an especially sustainable option. With its low carbon footprint per passenger per mile, as well as its high level of accessibility, rail transport offers significant environmental and social benefits. Radiall is proud to play a vital role in this field by providing advanced solutions specifically designed for the rail industry. These solutions include high-power connectors, fiber optic systems, and interconnect enclosures found everywhere from urban streetcars to high-speed trains reaching up to 360 km/h (224 mph). By enhancing both reliability and performance, Radiall supports the continued growth of rail transport as an innovative, eco-friendly mode of transportation for communities around the world.”*



FABIO

## SHAPING THE FUTURE OF MOBILITY

As urbanization accelerates and environmental concerns continue to grow, the need for smarter, lower-impact transportation solutions is becoming increasingly clear. Rail transport is expanding, and innovations such as electric flying vehicles are redefining the future of mobility. Radiall plays a key role in this evolution by providing advanced interconnection solutions for next-generation transportation systems.

### BUILDING A BORDERLESS RAIL NETWORK

In Europe, fragmented rail systems have long hindered cross-border travel. The European Rail Traffic Management System (ERTMS) is addressing this challenge by standardizing train protection, automation, and ground-to-train communications. As rail networks become denser and more interconnected, the demand for high-performance connectivity solutions is steadily on the rise. Radiall's advanced electrical connectors enhance the reliability and efficiency of both rolling stock and rail infrastructure, ensuring smooth operation across borders. By supporting the transition to smarter, more connected mobility, Radiall is helping accelerate the future of transportation.



# 60%

This is the share of the world's population that will live in urban areas by 2030.

## DESIGNING LOW-CARBON AIRCRAFT

The major challenge driving all players in the aerospace industry is achieving a drastic reduction in greenhouse gas emissions. The aerospace industry relies on four key levers: developing breakthrough technologies, using biofuels, optimizing flight and ground operations, and offsetting the emissions that cannot be avoided.

# -55%

This is the percentage reduction in net CO<sub>2</sub> emissions that intra-European flights must achieve by 2030 compared to 1990 levels, according to Europe's "Destination 2050" roadmap.

## LOW-CARBON AIRCRAFT & THE CHALLENGE OF SCALING UP

Developing low-carbon aircraft starts with making planes lighter, as a lighter aircraft consumes less fuel and can fly longer distances. This involves, among other things, replacing hydraulic systems with electric equipment. At the same time, more sustainable fuels, such as SAF (Sustainable Aviation Fuels), are being developed. The growing electrification of aircraft, known as MEA (More Electric Aircraft), is leading to higher onboard current and voltage levels. This shift also involves integrating new electrical systems, such as sensors for preventive maintenance, passenger comfort features (chargers, network connectivity), electric controls, and pilot assistance systems. In the demanding aerospace environment, connectors in non-pressurized areas must withstand voltages up to 1,000 VDC <sup>[1]</sup> and currents reaching 400 A. Radiall has a dedicated R&D team working to master these physical challenges to ensure connector reliability under a range of altitude, temperature, humidity, and vibration constraints. In the absence of existing standards and solutions, this expertise is critical for developing new interconnect systems that meet the demanding requirements of aviation.



1. V: Volts; DC: Direct Current

## RADIALL & GIFAS ARE WORKING TO DECARBONIZE AVIATION

*"Radiall is an active member of the Electrical Systems working group within GIFAS <sup>[1]</sup>. This working group aims to plan the actions needed to define and certify low-carbon aircraft. Across the aerospace sector, the group also seeks to create a shared understanding of the challenges surrounding onboard power, which will need to be significantly higher than on traditional propulsion aircraft (shifting from 200 to 400 amperes in terms of current and from 270 to 1,000 volts in terms of voltage). With the use of higher voltages and currents, numerous challenges can arise as a result of electrical discharge phenomena, which are intensified at higher altitudes. Collaboration and the sharing of knowledge and technologies among all industry players – including Radiall – are essential to achieving initial certification of low-carbon aircraft by 2035."*



EMILIE

1. French Aerospace Industries Association (Groupement des Industries Françaises Aéronautiques et Spatiales)

### RESEARCH ALLIANCES

*“Radiall is part of a very strong partnership approach to support the paradigm shift in the telecoms market: how to ensure the development of infrastructure, accommodate 5G and 6G, all while ensuring a measured ecological impact. We support research work at CEA-Leti’s LabCom. Among other lines of work, they focus on the energy efficiency of 5G antennas. Meetings between scientists, Radiall experts and equipment manufacturers are essential to inventing energy-efficient technologies. This cannot be achieved without the active contribution of the entire value chain.”*



**SÉBASTIEN**

### CONTRIBUTING TO THE DEVELOPMENT OF SUSTAINABLE, HIGH-QUALITY INFRASTRUCTURE

The rollout of 5G and the emergence of 6G point to higher data rates, more access points and millions of connected devices. These increasingly numerous connections, however, come up against the challenge of reducing the use of materials. The numerous technological developments underway have a single objective: to connect as many people as possible, without compromising the performance, quality and sustainability of the infrastructure that will be developed.



### AN ALLIANCE TO REDUCE ENERGY CONSUMPTION IN DATA CENTERS

Radiall operates across the entire telecommunications value chain, from mobility to fixed networks and infrastructure. In particular, it supports the strong growth in network traffic by focusing on reducing the ecological impact of data centers, which are known for their high-energy consumption, especially for running processors and cooling equipment. In 2024, Radiall joined the Global Compute Consortium, which is setting new standards that aim to replace air-cooling equipment with more efficient liquid solutions. This initiative optimizes thermal management and significantly reduces energy consumption, underlining Radiall’s commitment to CSR.

## MAKING INFORMATION TECHNOLOGIES ACCESSIBLE TO AS MANY PEOPLE AS POSSIBLE

Information and communication technologies have a major challenge at a time when 2.6 billion people still have no access to such technology. Developing these connections opens the way to access to education and culture, to healthcare for all, and to the digitalization of many services. Recent technological developments meet these challenges: wider coverage, shorter transmission times, and better connectivity.

# 3,700

This is the number of satellites expected to be launched into space every year until 2033. These launches include putting satellite constellations in orbit, a group of satellites positioned in low orbit — 300 or 600 km from the Earth — that operate in a synchronized manner. These satellite constellations alone provide complete coverage of the planet — land and sea — and connect developing countries or very isolated areas without the need to install complex cable networks (copper or fiber optics).



## LIFE ON EARTH DEPENDS ON SPACE

*“SpacEarth <sup>[1]</sup> is a campaign that was launched by GIFAS <sup>[2]</sup> at the end of 2021, bringing together equipment manufacturers and players in the European space industry. This initiative aims to advance various challenges common to Europe, such as the disappearance of digital deserts in Europe, the control of environmental impacts, and the development of disruptive innovations. With its innovative solutions, Radiall contributes to these challenges alongside our long-standing customers.”*



**OLIVIER**

1. <https://www.spaceearth-initiative.fr>  
 2. French Aerospace Industries Association (Groupement des Industries Françaises Aéronautiques et Spatiales)

### THE CONTACT PROGRAM

*“The CONTACT<sup>[1]</sup> program, launched by the French government in 2021, aims to equip all three armed forces (army, air force and navy) with a secure, high-speed tactical radio communications system. Radio equipment is tailored to the specific needs of different operational uses (infantry, vehicles, aircraft, ships), so that the various soldiers can communicate with each other on the same network whether they are on the ground, in the air or at sea.”*



**CHARLES**

1. *Tactical and theater digital communications (Communications numériques tactiques et de théâtre)*

### SUPPORTING ELECTRONIC SURVEILLANCE & DEFENSE SYSTEMS

Mastering a secure, high-speed communications network between the various military platforms is a major challenge. The increase in electronic warfare systems and the growing number of military platforms means that more and more information is being shared. With the increasing digitization of data, the need for connectivity is growing. The reliable and rapid exchange of information is becoming a major challenge in order to make the best defensive decisions and ensure the protection of men and women. The growing use of electronic systems has led to a significant increase in the flow and volume of information received, processed and communicated. This has given rise to new needs for more efficient, more demanding and more reliable connectors. Military applications are multiplying, providing platforms with a more accurate assessment of the battlefield and giving them decisive operational advantages.



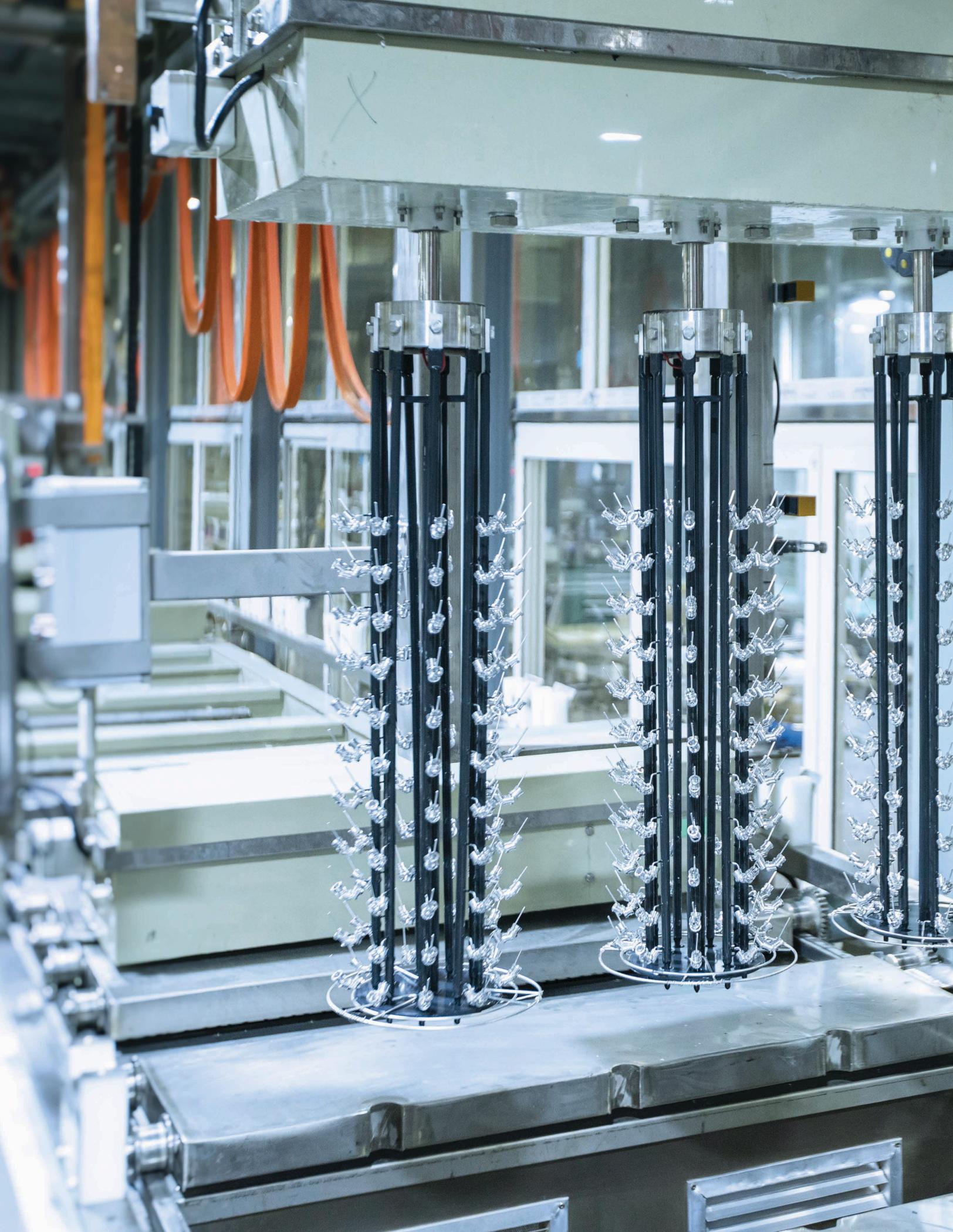
## 4.0

Technological advances and the growing contribution of artificial intelligence to defense systems are forging Army 4.0, and thus represent a turning point for all countries.

### HIGH-SPEED CONNECTIONS

The gathering of increasingly precise information by the latest generation of electronic warfare systems is essential to the development of collaborative combat, where the main challenge is instantaneously sharing decisive tactical information in order to gain a major advantage during operations. The exchange of sensitive information requires very high-speed, perfectly secure digital radio communications. Information must be consolidated very quickly and then redirected to the platforms that need it. By developing optical point-to-point solutions, robust multipoint solutions, military-standard antennas and robust, standardized RF connectors, Radiall meets all the needs of a secure, high-speed transmission chain.







# ENVIRONMENT

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*Preserving Our Planet*

**Questioning our practices and industrial processes to reduce our environmental footprint.**

*“To make the transformation happen, we have integrated ACT’s action plans into the very heart of our corporate management system. Each activity, with responsibility, is therefore committed to our overall objective: to contribute to ensuring a sustainable future.”*



**FREDERIC**

## REDUCING OUR CO<sub>2</sub> EMISSIONS

### 2023-2024 PROGRESS

Radiall’s GHG <sup>[1]</sup> emissions remain fairly stable in absolute terms at 55,849 tCO<sub>2</sub>e (+0.8% vs 2023), and this despite an increase in our business of almost 10%. This is mainly due to gains in energy impact, notably with lower consumption at our Chinese plant (a country with less carbon-free energy than France). With regard to material purchasing, the carbon impact remained stable despite the increase in business activity as a result of a favorable change in product and market mix between 2023 and 2024.

### ACT <sup>[2]</sup>: A SCENARIO 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 <sup>[3]</sup>, 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.

This method was supported by an external consulting firm between January 2023 and September 2024, and has enabled us to set an ambitious and achievable reduction target for the entire Group.

# 7%

per year reduction in carbon intensity of turnover (tCO<sub>2</sub>e/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.

### 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 -3% for 2024 and is redefined each year.

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

## MEASUREMENT OF GHG EMISSIONS



### SCOPE OF THE ASSESSMENT

All Radiall sites excluding European and Asian commercial subsidiaries

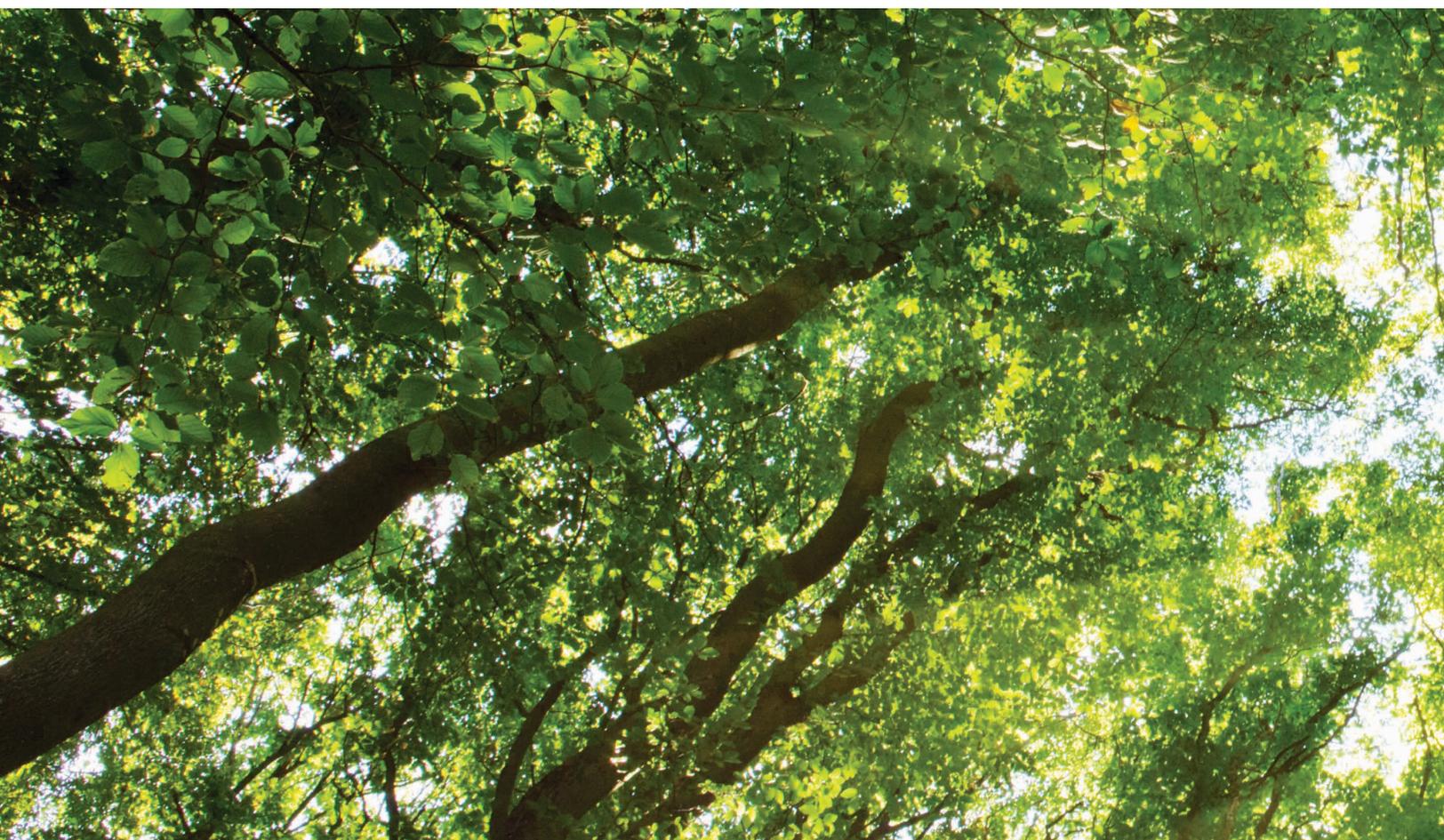
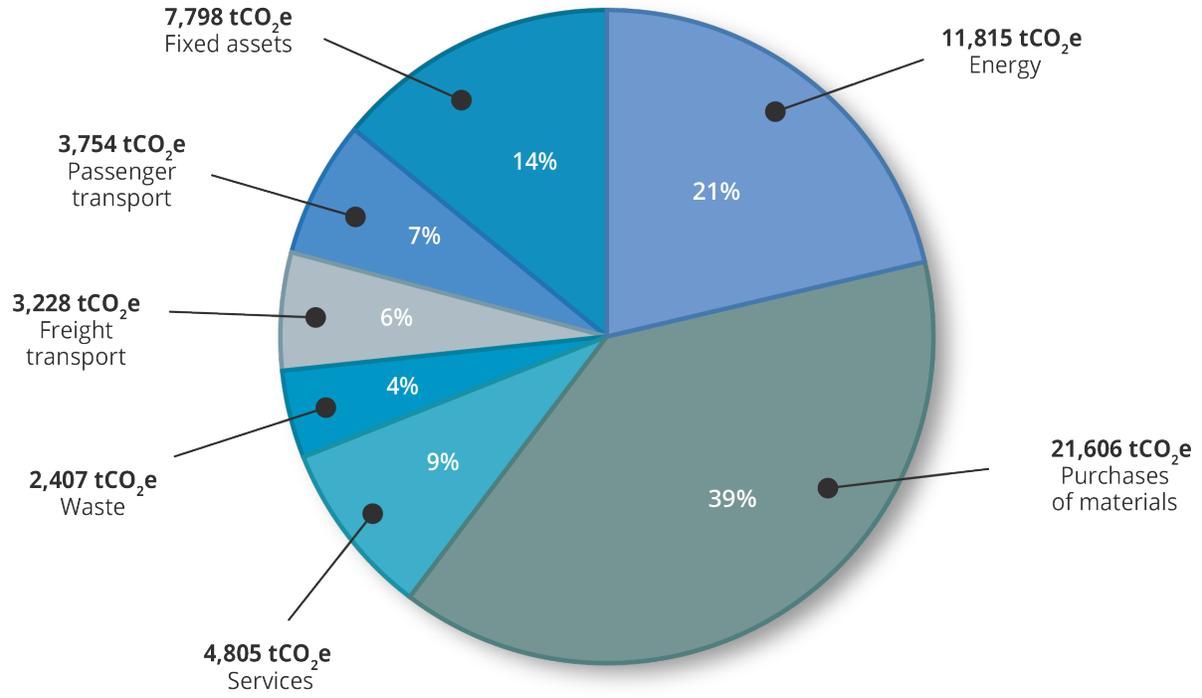


### AREAS OF ACTIVITY ASSESSED



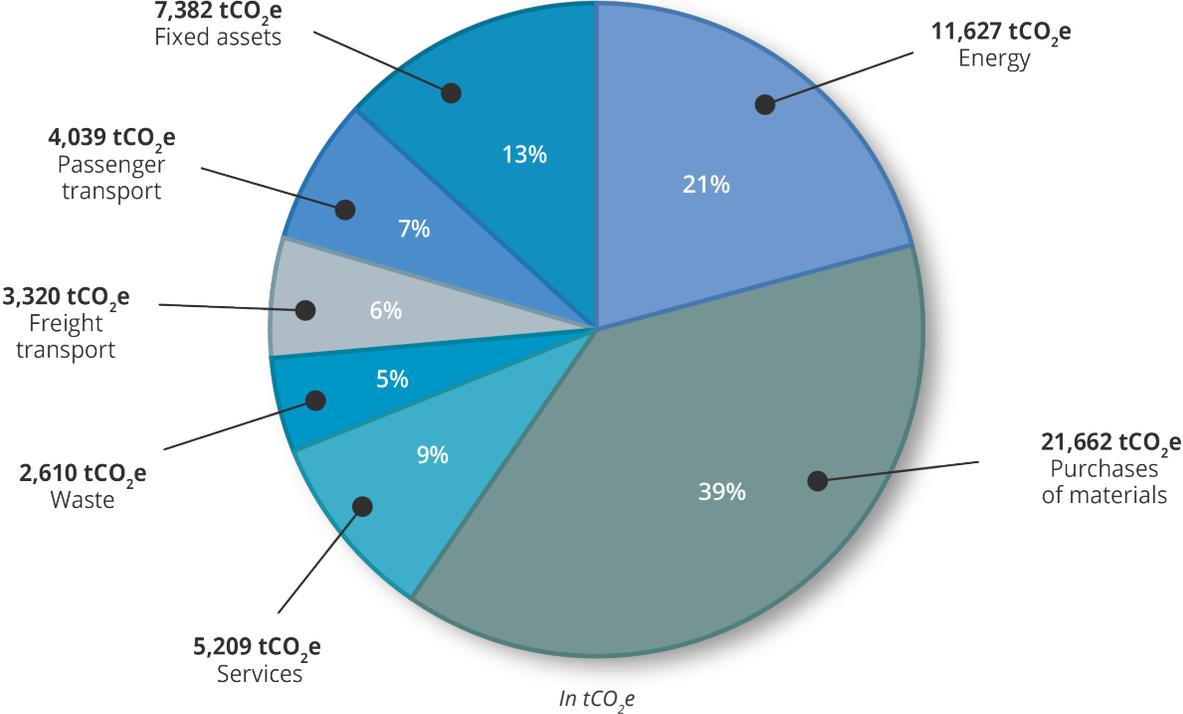
2023

In 2023, the Radiall Group's GHG emissions represented 55,413 tCO<sub>2</sub>e.



2024

In 2024, the Radiall Group's GHG emissions represented 55,849 tCO<sub>2</sub>e.





## AN EXEMPLARY APPROACH REWARDED

Radial was honored with the Safran Low Carbon Suppliers Award 2024, presented at Safran Supplier Day, in recognition of its efforts to reduce its carbon footprint and promote sustainable industrial practices.

One of the major innovations contributing to this success is our transition to a 100% recycled gold supply in 2023. This strategic decision has enabled us to significantly reduce our greenhouse gas (GHG) emissions, while maintaining the quality and performance requirements specific to our industry. This exemplary project embodies our determination to reconcile technological innovation with environmental responsibility.

## MORE ENVIRONMENTALLY-FRIENDLY SURFACE TREATMENTS

Gold is widely used in surface coatings for electrical contacts due to its exceptional electrical conductivity and stability against corrosion. Until now, reducing the environmental impact of gold has meant using ever thinner layers of gold. It now involves purchasing recycled gold, or replacing gold with new alloys that ensure or even surpass the electrical, wear and corrosion resistance of the layers. And this research into the performance of precious metals also concerns the elimination of lead and beryllium, which are used in copper alloys for electrical contacts.

# 100%

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

## MOBILIZING OUR TEAMS & RAISING AWARENESS TO MEET THE CLIMATE CHALLENGE

To raise awareness among our teams and encourage them to take action, “2 tonnes”<sup>[1]</sup> workshops were rolled out across Radiall in 2024. These workshops, led by Transformation Ambassadors<sup>[2]</sup>, encourage everyone to think about changes in different areas of daily life, such as food, transport and housing, with the aim of reducing CO<sub>2</sub> emissions to 2 tons per person per year by 2050, in line with the commitments under the Paris Agreements. These participative sessions provide a framework for action and reflection, showing the way towards a more sustainable future through collective mobilization.

# 10

This is the number of sites involved (Centr’Alp, l’Isle D’Abeau, Paris, Château-Renault, Mexico, Germany, the Netherlands, Finland, Sweden and the UK)

# 57

This is the number of workshops held

# 550

This is the number of participants



*"Raising awareness among employees of climate issues is one of the company's commitments to the environment. This began three years ago with the Climate Fresco 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**

1. <https://www.2tonnes.org/>

2. Radiall internal community created in 2015 to support the transformation and raise awareness among teams at the different sites.

## ENERGY EFFICIENCY

*“As part of the “energy efficiency” pillar of our “Preserving our planet” roadmap, focus has been placed on French sites since 2022. Specific support (from Energy Management) has enabled us to establish a sub-metering plan and to identify priority actions to be taken to further reduce our energy consumption. More detailed measurement of our main areas of consumption is the first step towards reducing consumption and quantifying energy savings. The projects we are working on include the launch of a photovoltaic plan for our French sites and the implementation of a tool to manage areas of consumption (heating, ventilation, air conditioning, etc.). When equipment is renewed, investment in cooling equipment that recovers lost heat contributes to our decarbonization efforts. In Mexico, an energy audit enabled us to take stock of our gas and electricity consumption in order to quantify and initiate an action plan for the coming years.”*



**CYRIL AND FARAH**

## OPTIMIZING OUR ENERGY CONSUMPTION

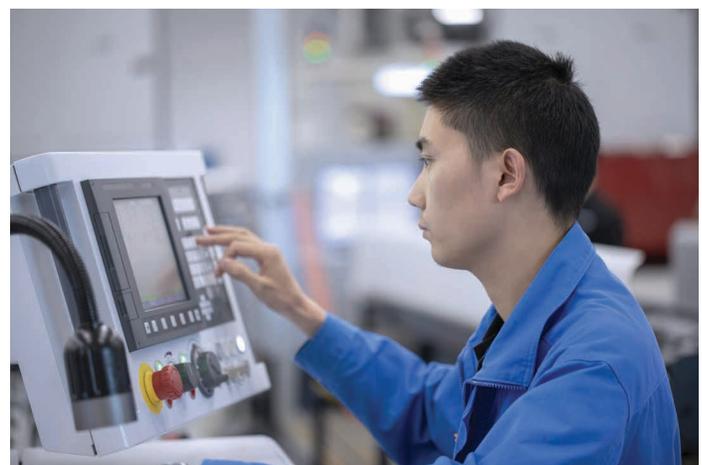
At our plants, energy is consumed mainly in the form of electricity, to provide air conditioning and ensure the operation of our production equipment, and in the form of natural gas, mainly to heat our buildings. Developing a low-energy approach means striving for energy efficiency by modernizing our production sites and rolling out best practices from one site to the next, and from one company to the next. Reducing our greenhouse gas emissions means increasing the share of renewable energy in our consumption.

### TOWARDS ENERGY EFFICIENCY AT OUR SITES

At our three French production sites, we capitalize on regulatory energy audits to identify areas for improvement, which have led us to replace our lighting with LED systems, change our air conditioning and improve the thermal insulation of our buildings. Dedicated resources have been put in place to limit the impact of our energy consumption on the environment. Our efforts are also focused on renewable energy sources, with the launch of a project to install photovoltaic panels at our sites.

# 100%

This is the portion of electricity consumed at our French production sites that comes from renewable sources (guarantees of origin) <sup>[1]</sup>.



1. 41% at the Radiall Group level

## PRESERVING WATER

Water is an essential resource for our business and is used in certain phases for manufacturing our components, such as surface treatment and tribofinishing. In order to preserve this resource as much as possible, 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 the most water-intensive industrial process. 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 from the two production sites involved in this activity: Centr'Alp and Dole.



## A MORE EFFICIENT PLANT

*“The construction of our new plant in Shanghai represented an opportunity to optimize energy efficiency. The building’s structure has been designed to improve insulation in order to make it more resistant to heat waves or cold snaps. Everything at our plants has also been designed to limit energy expenditure. For example, we recover the heat generated by our compressors to heat our surface treatment baths, instead of using electric resistors. These efforts have earned us LEED Gold<sup>[1]</sup> certification.”*



STEWART

1. LEED (Leadership in Energy and Environmental Design): This is an American label for high environmental quality buildings.

### PREVENTING THE RISK OF ACCIDENTAL POLLUTION

*"We are firmly committed to building a sustainable and responsible future by continually investing in health, safety and environmental protection measures. At our industrial site, each chemical product is rigorously validated before it enters the plant, and appropriate monitoring systems are rolled out when necessary. Emergency plans are regularly tested to ensure optimum responsiveness in the event of an unexpected situation, although we have not recorded any spill incidents to date. Chemicals are stored safely, in areas equipped with containment systems that limit and control the amounts present on site. In addition, to prevent any risk of accidental pollution, our equipment, including machining and surface treatment equipment, is installed on perfectly sealed floors that meet the most stringent standards. Every action, no matter how small, reflects our commitment to reducing our environmental impact while ensuring a safe working environment for our teams."*



**SABRINA**

### LIMITING OUR WASTE & EMISSIONS

Every year, several hundred chemicals are used in manufacturing our components. Radiall is therefore faced with the risk of accidental pollution, which may be connected to the discharge of wastewater into the environment or to atmospheric pollution following a fire. These are risks that we strive to limit. In addition to this active risk management approach, we take several steps to recycle our waste, whether it comes from our industrial activities or from our day-to-day work.

# 0

This is the number of environmental accidents recorded in 2024 at all industrial sites.

### 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.

# 6,327

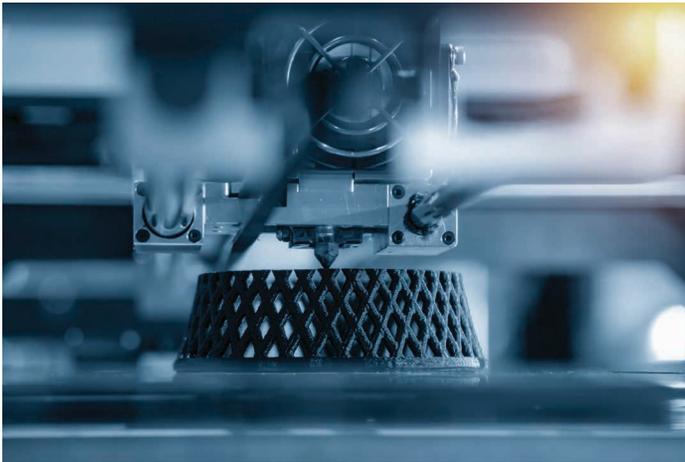
This is the number of tons of biowaste recycled at Château-Renault, one of our two sites that has a collection point. This waste is transformed into compost — for the surrounding agricultural areas — or biogas to generate electricity for heating a mushroom farm.



## PROMOTING THE CIRCULAR ECONOMY & COLLABORATION WITH CAFÉ FABLAB

Launched in 2022 at the Isle d'Abeau site and then at Centr'Alp Voreppe in 2023, the Café Fablab is fully in line with our environmental and circular economy approach.

This initiative gives our teams access to equipment such as 3D printers to develop personal projects focused on repairing or improving everyday objects.



Specific examples of projects already carried out include replacing a suitcase wheel, creating protection against Asian hornets for a beehive, and printing a part to repair a steam gun.

# 27

This is the number of workshops held since 2022, including nine in 2024 at the Centr'Alp and L'Isle d'Abeau sites

# 27

This is the number of participants in 2024 at the Centr'Alp and L'Isle d'Abeau sites

# 11

This is the number of instructors involved in 2024 at the Centr'Alp and L'Isle d'Abeau sites

*“Café Fablab workshops are an opportunity to use some of the company’s resources to meet personal needs, such as combating the obsolescence of certain broken products. These are privileged moments of collective intelligence, where participants can meet up and discover the Fablab’s resources and the process of designing and drawing a part, then manufacturing it using 3D printing, for example. In addition, instructors also have the opportunity to exchange ideas and debate on the most relevant methods, sometimes giving rise to innovative solutions. Virtuous workshops at every level!”*



FLORENT





# EMPOWERMENT

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*Fostering a Learning Community*

**Developing the talents of every single employee and creating an environment in which our teams can flourish.**

### OUR HEALTH PROGRAM

*“Our Healthy Together program, which is now on its second year, continues to grow ambitiously. It was designed around four pillars and aims to: 1) offer health solutions for all employees, 2) reduce occupational risks at our production sites, 3) raise awareness of the need to preserve health capital, and 4) promote job retention. The strength of this program lies in its participative and collaborative approach: each site, through its health ambassadors, proposes initiatives to improve health and well-being at the workplace. In 2024, more than 101 initiatives were put in place, which encourage sharing best practices and adopting innovative solutions across the Radiall community. In 2025, we want to focus our initiatives on reducing occupational risks and developing a safety culture throughout the Group. Thanks to this collective commitment, Healthy Together contributes to improving the health and quality of life at work for our teams.”*



**CAROLE**

### TAKING CARE OF OUR EMPLOYEES' HEALTH

Everyone's health is precious, 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 <sup>[1]</sup> teams, nurses and the CSSCT <sup>[2]</sup> 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 cobot 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.

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

## 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.



## 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**

## 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 <sup>[1]</sup> 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

1. Unité Autonome de Production

## LISTENING BETTER TO EMPLOYEES WITH THE ECHO APPROACH

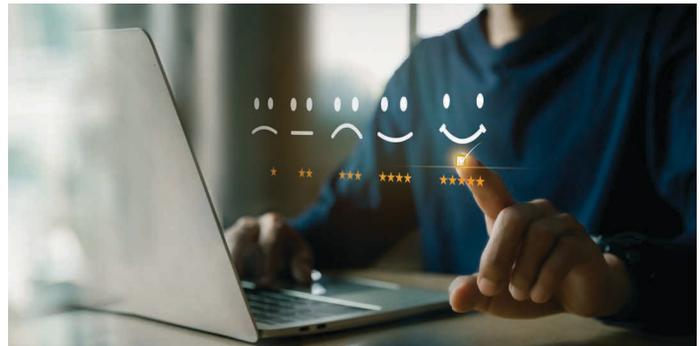
In November 2023, Radiall launched its first internal listening initiative via an annual barometer sent to all employees. Over 2,900 employees were invited to take part in the survey, which covered all the company’s sites <sup>[2]</sup> — from the smallest commercial subsidiary made up of only one person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

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

With an excellent participation rate of 79%, 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 throughout 2024 to address the key challenges identified.



2. IDMM France hors périmètre

## 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.

# 1,844

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

## ALETIA, A SHARED TRAINING ACADEMY

Aletia is the result of our meeting with five other ISEs <sup>(1)</sup> 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 187 employees in France who took an Aletia training course in 2024.



1. ISE: Intermediate Sized Enterprise

## RADIALL CAMPUS, A REFLEX INCREASINGLY INTEGRATED INTO CORPORATE CULTURE

*“Radiall Campus is now firmly rooted in the habits of Radiall employees, with very good engagement figures in 2024 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 continually optimizing the learning experience with ongoing enrichment of the training catalog, with new categories (Product Knowledge, Technology & Processes, Sales) and new features coming in 2025.”*



MESSAOUD

## MOB&CO, A REWARDING INTRAPRENEURIAL ADVENTURE

*“The Explorers intrapreneurship program was an opportunity to discover a new market, a new community (internal and external) and a different way of working. In fact, after one year of incubation (internal program) and one year of acceleration (in collaboration with Le Village by CA), I launched the MOB&Co project to develop a new range of electrical connectors for the construction industry. My day-to-day routine is now structured “like an entrepreneur” between product research, market research and industrialization, business and go-to-market strategies. Multi-skilled management and autonomy that allow me to develop fully within the Radiall Group.”*



**WILFRIED**

## PROVIDING PLAYING FIELDS FOR OUR TEAMS

Our company and its capacity for innovation are built on the talent of our dedicated and passionate employees, whose diverse ideas and initiatives shape Radiall. We want them to actively contribute to our sustainable growth strategy. To do this, we offer them the opportunity to bring their ideas to life and participate in meaningful projects.

### ACCELERATED DEVELOPMENT OF MOB&CO, A PROJECT DRIVEN BY THE EXPLORERS PROGRAM <sup>[1]</sup>

MOB&Co was launched as part of the Explorers intrapreneurship program and is a diversification project aimed at developing a new range of connectors for the construction industry. Its aim is to help builders and off-site subcontractors adopt more sustainable and efficient practices when installing electrical networks in their buildings. After an incubation phase in 2022, followed by an acceleration phase in 2023, MOB&Co devoted 2024 to validating the technical feasibility of its products and the economic viability of the project. This was carried out by studying the French and European markets, and developing and testing the first prototypes on production lines with prospective customers.



1. Explorers: An intrapreneurship program launched by Radiall in 2022 at its French sites, promoting innovation and diversification within the company

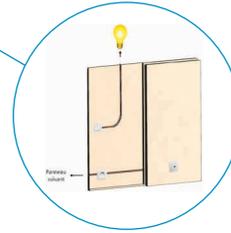
## PHASE 1: INCUBATION

### OCTOBER 2021 - APRIL 2022

*Defining the issue, calling for insights and pitches*

The issue: The construction and building industries are the main contributors to global warming and greenhouse gas emissions.

Initial insight: Design and manufacture connected insulation panels made from recycled materials for energy-efficient building renovation.



### MAY - JULY 2022

*User crash tests*

Value proposition tested with real estate professionals (builders and operators): To offer a solution involving insulation panels with an integrated electrical network to optimize energy consumption and building costs.

### SEPTEMBER - DECEMBER 2022

*Business model and business plan development and 1st pivot*

The advantages of off-site construction were specifically emphasized by the customers we meet during this incubation phase.

Target for 2023: To offer complete, pluggable, ready-to-install electrical kits for 2D and 3D modules that will boost the productivity of the plants of off-site manufacturers.



## PHASE 2: ACCELERATION (WITH THE SUPPORT OF "LE VILLAGE BY CA [1]")



### FEBRUARY - APRIL 2023

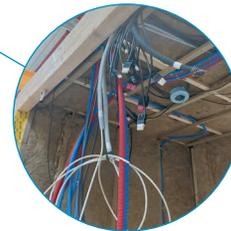
*Exploratory interviews and initial market research*

Meetings with off-site builders and subcontractors in France to understand their issues and needs in terms of the electrical package in their process of manufacturing modular buildings.

### MAY - JUNE 2023

*New value proposition, creation of the POC [2] and competitor analysis*

Creation of the MOB&Co (bio-sourced and connected frame modules) brand. MOB&Co's value proposition: An electrical installation that will enable the industrialization of the implementation of the electrical package in modular construction.



### JULY - SEPTEMBER 2023

*Development strategy and user testing*

Presentation of the concept to prospective customers (plug-and-play electrical kit ready to install on prefabricated 2D modules). Assumptions on customer benefits to be validated by users.

### OCTOBER - DECEMBER 2023

*Initial business plan, go-to-market [3] strategy, partner search and closing pitch acceleration*

The concept has attracted the interest of several manufacturers who would like to continue discussions (signing NDAs [4]). Definition of the product's technical specifications. With the support of Radial's management team, Wilfried devotes 100% of his time to the MOB&Co project.

1. A network of start-up accelerators backed by innovation ecosystems to support the transformation of regional businesses
2. Proof of concept designed to demonstrate the feasibility of a process or innovation

3. A detailed action plan outlining the steps required to bring a product or service to market
4. Non-disclosure agreement

## PHASE 3: POST ACCELERATION (SUPPORTED BY INSKIP ENTREPRENEURS <sup>[1]</sup>)

### JANUARY - FEBRUARY 2024

*Project refocusing*

Refocusing the project in line with Radiall's DNA and Group strategy (product and market diversification). Focus on the development and manufacture of a range of electrical connectors for the off-site construction industry.



### MARCH - APRIL 2024

*Value proposition and in-house demonstrator module*

Clarification of the value proposition: "MOB&Co connectors will reduce installation times by 50% and operational costs by 30% when manufacturing modules off site."

Tests of the first prototypes using an in-house demonstrator module.

### MAY - NOVEMBER 2024

*Design, manufacturing and MVP <sup>[2]</sup> testing, industrialization strategy*

Development and manufacturing of the first prototype connectors. First tests carried out on the production lines of prospective customers to refine designs and strengthen concepts. Creating the industrialization strategy (choice of manufacturing processes based on sales forecasts and sourcing of suppliers).



### SEPTEMBER - DECEMBER 2024

*Price positioning and business plan*

Refine the business plan by defining forecast quantities and product price positioning. The 2025 roadmap is shared with management. Everything is lined up to continue the project.

## PHASE 4: MARKETING PHASE

### FOR 2025

*Product certification and marketing*

Target for 2025: Certification of the product by an accredited body before the summer, and the first sales agreements signed by the end of the year.



1. Expert in innovation strategy and entrepreneurship  
 2. Minimum viable product method used in product management to quickly and cost-effectively test the viability of a product under development or design





Radi

MUS



# COMMUNITY

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*Contributing to Local Communities*

**Opening up our industry to greater diversity and building connections with the people and organizations in our territories to create value that lasts.**

## GROWING OUR SUPPLIERS, SUBCONTRACTORS & PARTNERS

Our relationships with suppliers and subcontractors are sustainable. At Radiall, collaboration with a supplier or partner is a long-term process, ranging from a few years to almost 30 years for some. Throughout this collaboration, we have created a discourse of transparency: sharing our vision and our requirements, understanding the challenges faced by our partners, providing visibility on our collaborations so as to create the groundwork for our partners' development.

# 1,200

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

### REGULATORY REQUIREMENTS

Radiall selects and collaborates with its suppliers and subcontractors with complete objectivity and loyalty. Radiall's General Purchasing Terms and Supplier Ethics and Social Charter require compliance with the following:

- Local regulations in terms of labor law and health and safety conditions;
- The provisions of the United Nations Convention on the Rights of the Child of November 20, 1989, which prohibits child labor;
- Not to use forced or compulsory labor, in any form whatsoever, as defined in Article 1 of the International Labor Organization's Abolition of Forced Labor Convention of June 25, 1957;
- The RoHS (Restriction of Hazardous Substances) Directive, WEEE (Waste Electrical and Electronic Equipment) Directive, REACH (Registration Evaluation Authorization Chemicals) Regulation, Conflict Minerals Regulation and all other applicable environmental regulations; and
- Applicable anti-corruption and export control regulations.

## DEVELOPING OUR LOCAL PURCHASING POLICY

Having a close relationship with our customers is part of our DNA and it is what we strive to develop with our suppliers and subcontractors. We therefore form a three-link chain — customers, industrial sites, suppliers — becoming an ecosystem with strong local roots. The aim is to draw on the wealth of our international network, while ensuring that the economic and social benefits created take root in the very territories in which we operate.



# 90%

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

## 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 regarding purchases. 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

## THE CONMDEMUJER PROGRAM

*“The personal and professional development of each and every one of our employees is a priority for Radiall Obregón. This is why we are continuing with our M de Mujer program, launched a few years ago, with the main objective of raising awareness and taking action on the various issues impacting the quality of life of our female employees. We are proud to announce that in 2024, this program included 12 topics, five of which are open to both women and men. In fact we are convinced that raising awareness among men is essential to achieving gender equality and empowering women. This year’s topics include parent-child relationships (including problems related to adolescence), emotional dependency, menopause and its psychological effects, childhood addictions, improving self-esteem, breast cancer and its emotional repercussions, and the importance of interpersonal relationships. Our aim is to raise awareness through these topics and offer our employees specific tools to broaden their knowledge, boost their self-esteem and, above all, improve their quality of life.”*



ELIZABETH

## TAKING ACTION FOR DIVERSITY

For decades our international roots have shaped our openness to others, and diversity is one of the hallmarks of our DNA. Our commitments include: the place of women in our industry, enthusiasm for younger generations and consideration for individuals. The workplace therefore becomes a meeting place, and the richness of our community remains.

## OUR DISABILITY MISSION

Today, disabled workers make up 6.39% of Radiall SA’s workforce. The issue of disability at the workplace is not just about recruiting people with disabilities, but rather it is just as much about maintaining employment, developing partnerships with specialized employment companies <sup>[1]</sup> and raising awareness about disabilities among our employees, which we do every year during the SEEPH <sup>[2]</sup>.

In addition, our awareness-raising actions and job retention initiatives were recognized in 2021 with the “Prix pour la SEEPH” awarded by Mouvement des Entreprises de France (MEDEF) in the Auvergne Rhône-Alpes region and by Agefiph.



# 172

This is the number of interns and work-study students that Radiall welcomed to its teams in 2024. We have been awarded the HappyTrainees and HappyTrainees Alternance certifications, which recognize companies that offer students a motivating and fulfilling working environment.

1. Aihdac, CAT La Boisnière, Messidor, Geth, Meleze, Fontaine Insertion  
2. European Week for the Employment of People with Disabilities

## INCREASING OUR SOCIAL RESPONSIBILITY

Facilitating links between young people and industry is a historic commitment. At a time when access to employment is becoming increasingly complex for young people when they finish their training, we play a key role in guiding them and helping them build their self-confidence. This is a commitment that lives on thanks to the efforts of our employees, who are at the heart of these encounters between young people, their talents and the needs of our industry.

# 18

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

### ENCOURAGING CAREERS IN THE INDUSTRY

Several annual events are organized for employees at our plants in France, including Professeurs en entreprise — an initiative supported by the CGénial Foundation — and Classe en entreprise. These events offer a fresh look at careers and career paths in the industry. They are supported by the experts on our teams, six teachers set off to discover, over the course of two visits (Château-Renault and Isle d'Abeau), our know-how with regard to molding, assembly, machining and much more. As part of the Engineers and Technicians in the Classroom Program, 13 presentations were also given by volunteer employees, who presented their professions and career paths to young middle and high school students.



### OUR PARTNERSHIP WITH ELLES BOUGENT

*“The Elles Bougent association aims to encourage women to seek careers in the aeronautics, space and defense sectors. We joined the association in 2017. Today, 18 female employees are involved as mentors, raising awareness with regard to engineering and technical professions through career guidance forums, international trade fairs, innovation challenges and sharing experiences. These meet-ups form lasting bonds and prove that all women can have access to careers in industry.”*



**MARGAUX**



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