

Sustainable Development Report 2025

Non-Financial Performance Statement



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Challenges and strategies



A sustainable vision with measurable impact

Corporate social responsibility provides the leverage for competitiveness and the creation of long-term value. At SOCOMEC, we strongly believe that being responsible is not just about reducing our carbon footprint, but also about contributing to a safer, more efficient and more sustainable energy model.

As an industrial group whose business activities are central to the energy transition, our approach is pragmatic, piloted and results-oriented. It is based on three key requirements: measuring our progress, managing our low-carbon trajectory and engaging our entire value chain in this transformation. Our vision is clear: to reduce the Group's carbon footprint by 50% in intensity* by 2030, whilst continuing our development. Growing and decarbonising: this is the dual challenge we have chosen to tackle.

The year 2025 marks an important milestone. Following an initial carbon assessment carried out in 2021, a second assessment in 2025 enabled us to identify new avenues for action and refine our strategy. The results achieved demonstrate the effectiveness of the actions taken: in four years, we have reduced our greenhouse gas emissions by 21% in monetary intensity compared with our 2021 baseline year.

As the spearhead of our strategy, the "ACT 360" programme provides the framework for the action plan that underpins our CSR approach. It aligns our priorities, consolidates our initiatives and ensures that each of our actions contributes to a path of continuous progress. This momentum is also recognised externally: in 2025, SOCOMEC

achieved an EcoVadis score of 77/100, an increase of two points, placing us in the top 5% of assessed companies.

Transition is about collective action, without which the motor will stall. Our commitment extends beyond the scope of our own activities: we are engaging our customers, partners and suppliers to accelerate the adoption of more sustainable and responsible models. To this end, our procurement policy is evolving to firmly embed environmental and social requirements into our business processes. We are also continuing our awareness-raising initiatives to build a united front amongst all our employees around shared objectives of safety, commitment and progress.

As an international group, our impact extends beyond national borders. In 2025, our regionalised CSR strategy has enhanced the effectiveness of our actions on a global scale. Being a key player in the energy sector entails a particular responsibility: simply reducing our impact is no longer enough – we must measure it, demonstrate it and speed it up. At SOCOMEC, we are making CSR a driving force for transformation, to address today's challenges and prepare for those of tomorrow.



Ivan STEYERT
CEO of the SOCOMEC Group
Catherine STEIBEL
Director of Communications & CSR, SOCOMEC Group



*In terms of monetary intensity, emissions are expressed as a proportion of the Group's turnover in order to assess carbon performance independently of business growth.

Commitment of the Top Management

Renewal of the SOCOMEC CEO's commitment to the 10 principles of the United Nations Global Compact



"The Global Compact and SOCOMEC go back a long way, celebrating the 22nd anniversary of our partnership in 2025. We share a common objective: to be a responsible player in the social and ecological transition.

Signing up to the Global Compact is done on a voluntary basis, and SOCOMEC is proud to be one of the pioneering companies in this approach.

The Board of Directors and I are firmly committed to this international alliance, and we intend to remain so for many years to come."

Benfeld, 31/12/2025

Ivan STEYERT
CEO of the SOCOMEC Group

SOCOMECE in facts and figures



4 800
EMPLOYEES
69% MEN
31% WOMEN

FOUNDED IN 1922

100 years
OF SHARED ENERGY

997 M€*

TURNOVER
+ 7.9% COMPARED TO 2024

8%

OF TURNOVER
INVESTED IN R&D

4 FIELDS OF
EXPERTISE

POWER SWITCHING / POWER
MONITORING / POWER CONVERSION
+ ASSOCIATED SERVICES



12
PRODUCTION SITES



30
SALES SUBSIDIARIES

2ND
LARGEST PRIVATELY-OWNED
POWER TESTING LAB IN FRANCE

THE SOCOMEC BRAND
IS PRESENT IN MORE THAN
80 COUNTRIES

*Provisional (audit pending)

A business model founded on a sustainable and long-term vision

Our resources

Employees

- More than 4,800 employees, 31% of whom are women
- Shared values: Responsibility – Openness – Commitment
- 951 people hired on permanent contracts
- Safety at work
 - Frequency rate of workplace accidents: 4.46
 - Severity rate of workplace accidents: 0.055

Solid financial foundations

- A family-owned, independent shareholder base with a long-term vision
- Women make up 50% of the Board of Directors

Global presence

- 12 production sites in 7 countries
- 58% of production sites have ISO 14001 certification
- 83% of production sites have ISO 9001 certification
- 1 production site and 1 sales office have ISO 45001 certification
- 30 sales subsidiaries
- 6 Repair Centres (maintenance centres)
- E'NERGYS, the "energy and digital transition" branch of the SOCOMEC Group
- Tesla Power Lab: 2nd largest privately-owned power testing lab in France

Innovation capital

- 8% of turnover is invested in R&D
- 400 employees directly involved in R&D

Intellectual capital

- 6 patent families
- ISO 27001

Social capital

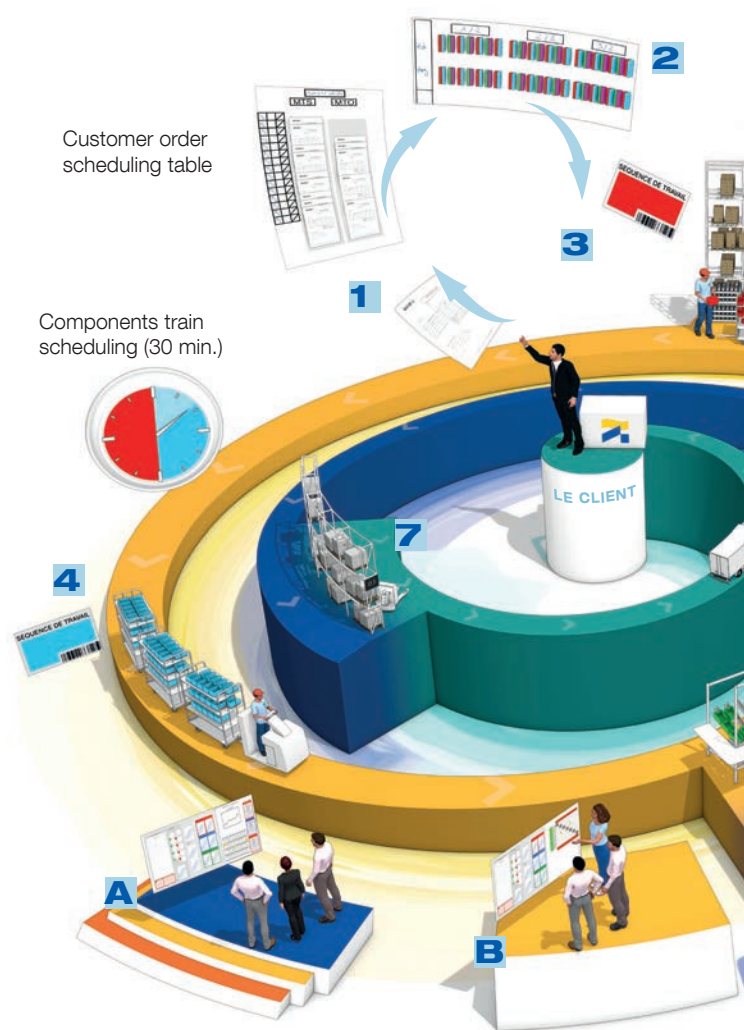
- 160 suppliers assessed by EcoVadis based on CSR criteria
- 91.8% of SOCOMEC'S turnover is covered by suppliers who have signed our Code of Conduct

SOCOMECS, a specialist manufacturer

- 42 product families
- 87.1% of product ranges covered by a PEP
- Our technologies: Power switching, Power monitoring, Power conversion, Associated services
- Our markets: Data centres, healthcare, energy, infrastructure, industry, buildings, mobility

SOCOMECS Pull Management System

The customer is at the centre of our production processes



A The site's Executive Committee progress team
Task: to ensure the availability, responsiveness and support required by the field teams to achieve collective success.

B In-field progress teams (one team per autonomous production unit)
Task: to coordinate actions in the different departments, draw up and implement working standards and resolve operational problems.

1 Customer order

2 Sequencing of orders into half-hour work sessions

3 Preparing a work sequence



4 Conveying and placing work session components next to the production line

5 Assembly, quality checks and packing of products

6 Conveying finished products to the logistics centre

7 Dispatching the order to the customer

8 Kanban* components replenishment in tandem with suppliers

**Kanban is a visual method for controlling the supply of a component based on its rate of consumption.*

Creating shared value

CSR added value

- EcoVadis rating 77/100

Employees

- 62,986 hours of learning and development, meaning we are a company that invests in our expertise and skills
- 96% Annual Performance Reviews completed
- 8/10, SOCOMEC'S employee engagement score
- 96.6% of employees received training on the company's Ethics and Compliance policy

Financial performance

- 997 million euros in turnover (provisional result, audit pending)
- Growth of +7.9% compared to 2024

Customer-focused excellence

- 127,425 service operations
- 3,620 products reconditioned in our Repair Centres and almost 5,200 products repaired by our technicians at customers' sites
- Consumables replacement services aimed at extending the service-life of products
- Providing the guarantee of high-quality, efficient and secure power supplies

Care for the environment

- 54% of renewable energy in the company's electricity consumption
- 80.6% of industrial waste recycled
- 3,364,248 t CO₂e (in year 2025)
- Construction of buildings with a high level of energy performance
- Installation of solar panels to increase our energy self-consumption

Major trends

- Ecological transition
- Renewable energy
- E-mobility
- Digital technology and artificial intelligence

Corporate sponsorship

- 0.08% of turnover in France
- More than 20 organisations supported
- Development of the IMAGIN'ACT endowment fund

CSR milestones in 2025

STRATEGY



FIRST CSR ROADMAP
FOR ASIA



77/100

A COMMITMENT TO EMPLOYEE WELL-BEING



SOCOMECC is awarded the label



in France, China and Italy for excellence in
HR practices

Group employee
SATISFACTION LEVEL:
8/10

an increase of 0.1 points compared
with the 2024 survey

Implementation of a **RECRUITMENT POLICY**
and a **HYBRID WORK POLICY**

Awarded for the 12th year in a row the label



with a recommendation rate of

94.4%



3,019 PARTICIPANTS
in the Group

More than 370 employees took part in the
RENDEZ-VOUS DURABLES
(Sustainability staff meetings)

PROTECTING THE ENVIRONMENT



New CARBON ASSESSMENT scopes 1, 2 and 3

A 21% reduction in greenhouse gas emissions in monetary intensity compared with our 2021 baseline year (scopes 1, 2 and 3)



Product ranges are shifting towards products with better
ENERGY EFFICIENCY

Conference on the CONTRIBUTION OF OUR PRODUCTS TO THE ENERGY TRANSITION

**100% GREEN
ELECTRICITY**
in France

**87.1%
OF PRODUCT
RANGES**
have a PEP file

INVESTING IN RESPONSIBLE PARTNERSHIPS



New RESPONSIBLE PURCHASING POLICY



100%
of our main
SUPPLIERS
have been assessed
by EcoVadis

Over 76 social initiative projects supported by the
IMAGIN'ACT ENDOWMENT FUND,
benefiting a total of 5,500 children

First **SOLIDARITY CAMPAIGN**
'All together for today's youth'



Patronage and sponsorship:
more than **20 ORGANISATIONS SUPPORTED**

Update of the Sapin II
RISK MAPPING

Our sustainability challenges

Our materiality matrix

Our CSR strategy is based on the materiality analysis carried out by GIMELEC, a consortium of companies in the French digital electronics industry. It is based on the 200 member companies in the electrical and digital equipment sector (approximately 67,000 employees). SOCOMEC shares the risks identified by GIMELEC in this matrix.



Colour code:

■ Social (Pillar 1)
 ■ Environmental (Pillar 2)
 ■ Business ethics (Pillar 3)

Source: GIMELEC materiality matrix

Our double materiality matrix

In 2024, SOCOMEC embarked on its project to comply with the European CSRD (Corporate Sustainability Reporting Directive), assisted by a consultancy firm.

The Group conducted its double materiality analysis, meaning the simultaneous assessment of:

- the impact of environmental, social and governance (ESG) issues on the company,

- and the impact of the company's activities on these same issues.

The project was led jointly by the CSR and Finance departments, with input from many of the Group's business functions.

Identifying, assessing and prioritising impacts, risks and opportunities related to sustainability issues

The impacts, risks and opportunities (IRO) associated with the various sustainability issues were analysed via interviews with in-house experts and representatives from the main departments (Strategy Department, Human Resources Department, Operations Department, Purchasing Department, etc.).

These discussions were prepared following an initial analysis of the themes of the Corporate Sustainability Reporting Directive (CSRD) carried out by the CSR team, to assess their potential impacts on stakeholders and the environment.

The assessment was further refined by analysing information from documents specific to the sector or subject area, peer publications and SOCOMEC's risk mapping.

The work of estimating the financial impact of the substantive issues began in 2024 and will continue over the coming years.

The work involved breaking down each identified impact, risk and opportunity according to its scope, likelihood of occurrence and timeframe, in order to estimate its severity.

The results of the analyses were shared and discussed with the executive board in order to validate the IRO and their positioning on the double materiality matrix.

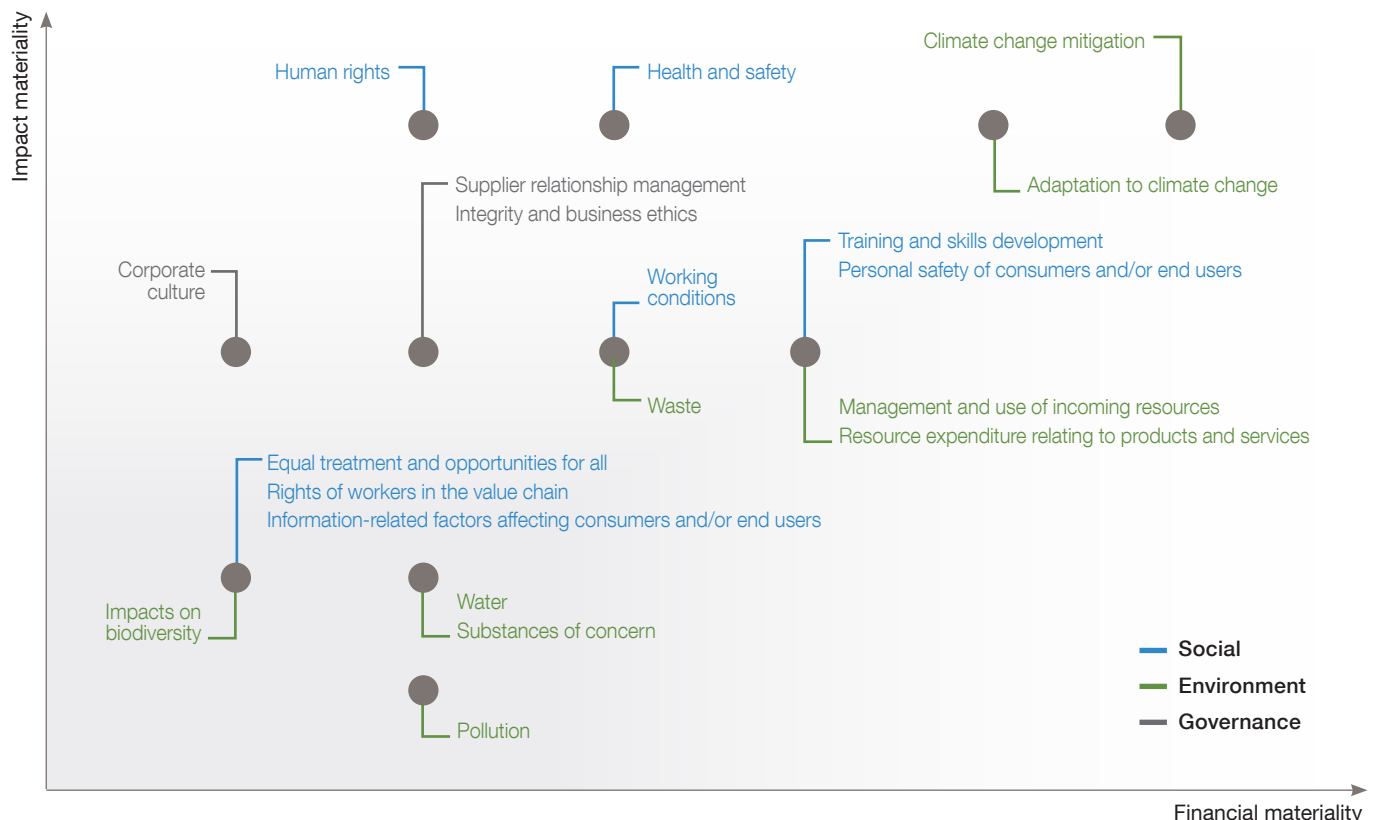
After conducting a double materiality analysis and identifying the IROs, SOCOMEC assessed the discrepancies in relation to the CSRD requirements.

This stage allowed us to identify priority actions, evaluate the necessary work and create roadmaps for each ESG theme. These roadmaps effectively serve as action plans to enhance the Group's practices and performance.

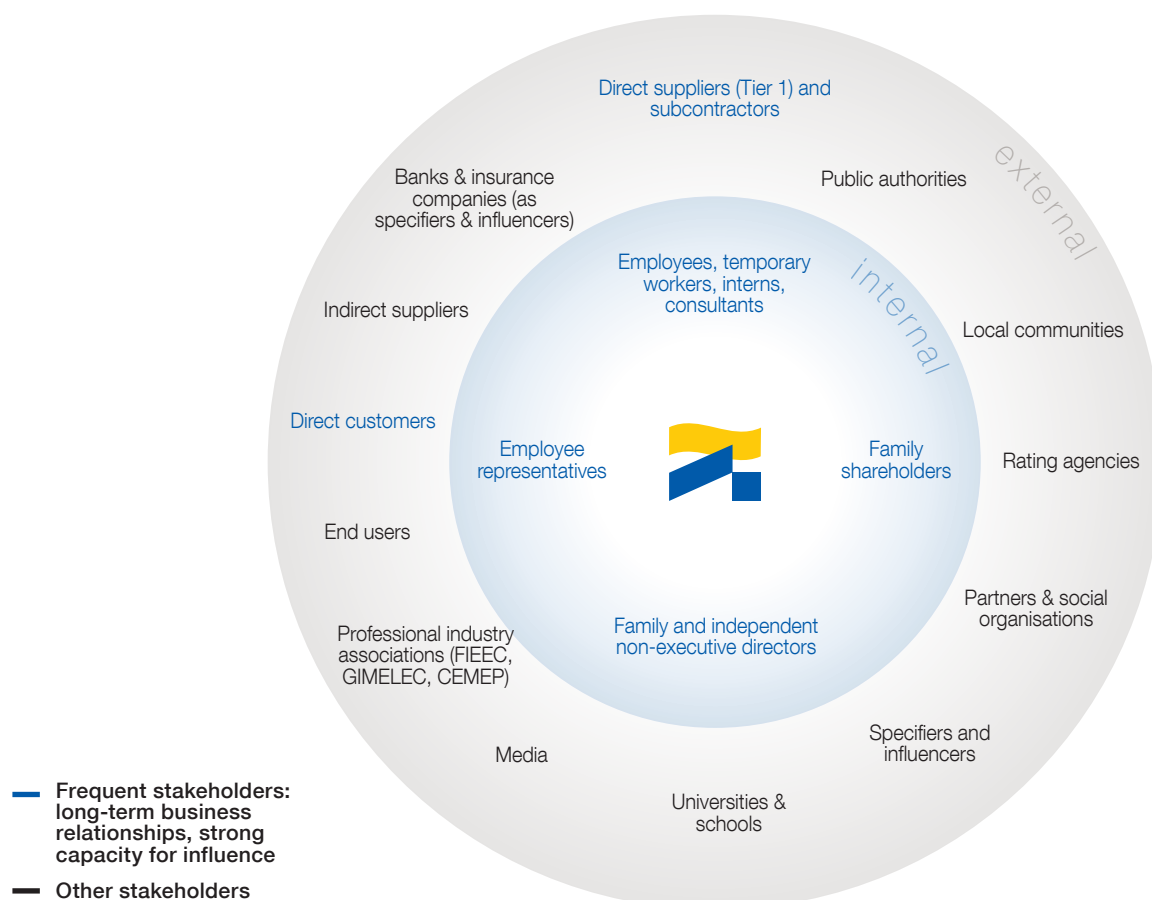
On the agenda

In 2026, SOCOMEC will continue to implement its CSRD compliance plan, especially after the ratification of the Omnibus Act. This approach goes beyond regulatory obligations and underpins our ambition of equipping SOCOMEC with a robust, sustainable, data-driven governance framework that creates value and trust.

Results of the double materiality analysis



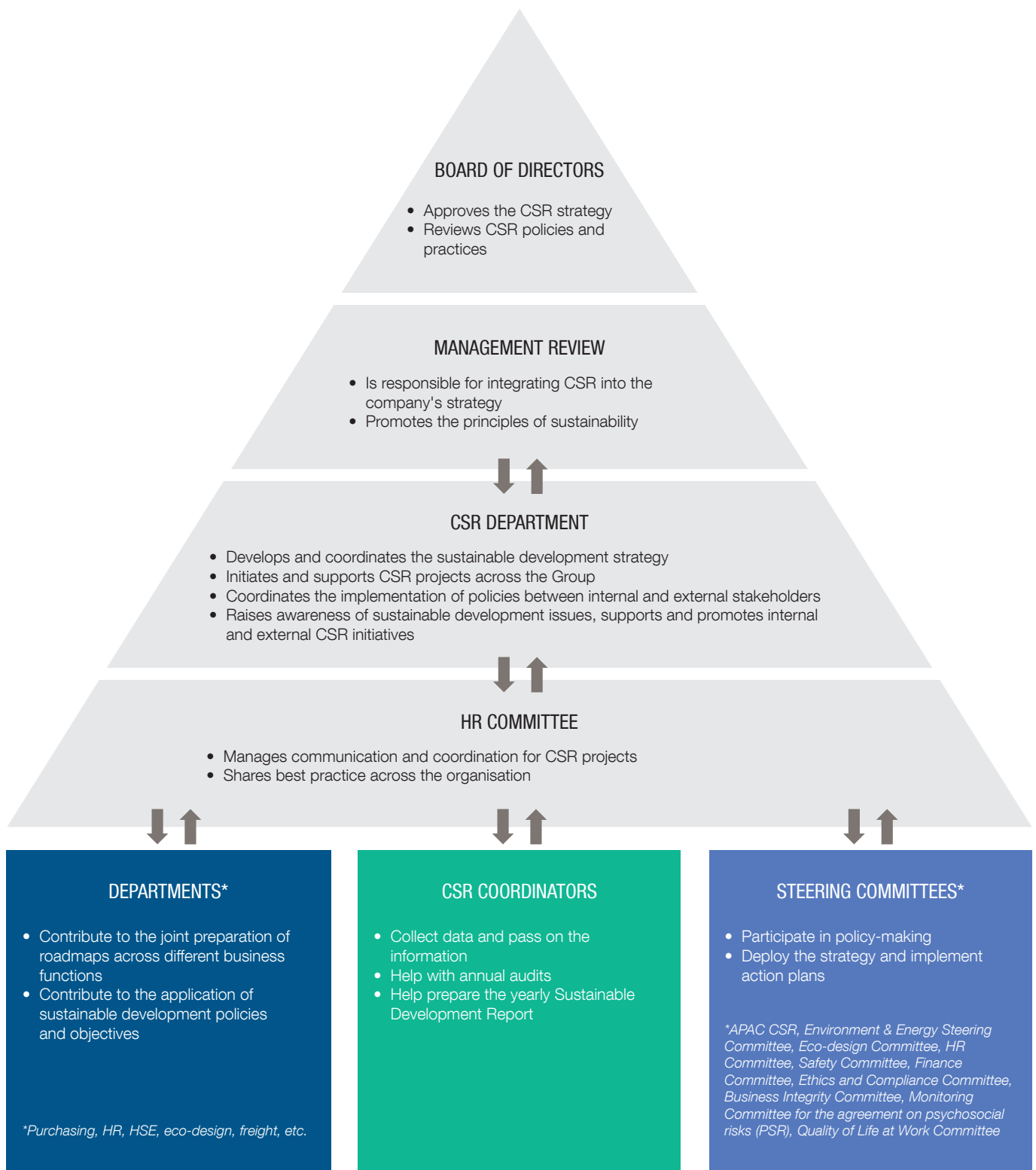
The SOCOMEC Group's stakeholders



How we engage with stakeholders

Stakeholders	How we engage
Employees	Engagement survey, local and national employee representative bodies, end-of-internship satisfaction survey (happy trainees)
Direct customers (professionals, distributors, integrators & installers, equipment manufacturers)	Partner Days (distributors), satisfaction survey
Specifiers (design offices, consultants)	Meetings
Suppliers	CSR assessment by EcoVadis/audits, commercial contracts
Financial institutions (banks, insurance companies)	ESG interviews and assessments
Family shareholders	General Assemblies, Shareholder Board of Directors
Rating agencies	Audits, learning & development courses
Professional industry associations	Meetings, discussions, partnerships
Civil society	Partnerships, meetings and events, sponsorship and patronage

Our CSR governance



Our CSR strategy

ACT 360: taking action every day for a sustainable future

In the face of challenges such as climate change, increasing natural resource scarcity and growing income inequality, SOCOMEC is reinforcing its commitment through ACT 360, its flagship sustainable development programme.

Our goal is clear and compelling: to be on hand wherever energy matters, while protecting the environment and strengthening social ties.

This approach underpins all our activities and value chain on a day-to-day basis. Our overarching goal is to promote performance, responsibility and innovation, thereby delivering a positive environmental, social and economic impact.

But why 360?

3

The programme is divided into **three strategic pillars**: employee well-being, environmental protection and the development of responsible partnerships.

6

To this end, we support our customers in their energy transition across our **six market segments**, helping them optimise their energy management and supporting the wider use of renewable energy.

0

Our aim: to promote energy efficiency and actively contribute to **carbon neutrality**.

The ACT 360 landscape: an illustration that reflects our commitment to CSR

To make this programme clear and easy to understand, SOCOMEC has created a dedicated visual representation: the ACT 360 landscape. This illustration features elements specific to our Group, such as buildings, products and logos, to demonstrate the practical application of our CSR commitments. It is intended to promote understanding, raise awareness, and encourage discussion about our approach.



The three pillars of our CSR strategy



A COMMITMENT TO EMPLOYEE WELL-BEING

Establishing a long-term health and safety culture within the company



- Promoting the physical and mental health as well as the safety of our employees

Innovating in quality of life at work and employee well-being



- Strengthening employee engagement and promoting social dialogue
- Being innovative so as to provide the best employee experience



- Supporting employees in the transformation of their jobs and their careers



Strengthening diversity, equity and inclusion



- Ensuring gender equality across the Group
- Promoting integration and a sense of belonging



PROTECTING THE ENVIRONMENT

Reducing the environmental footprint of infrastructure



- Creating and deploying our low-carbon strategy
- Obtaining ISO 14001 certification for 100% of our production sites



- Optimising the energy performance of our facilities



- Reducing and recycling the waste generated by the Group

Reducing the environmental footprint of our products and services



- Making eco-design a key consideration when developing product offerings
- Assessing the environmental impact of our products



- Improving the energy efficiency of our product offerings
- Proposing a modular, robust and repairable product offering
- Prolonging the lifetime of products and components
- Offering our customers effective solutions for reducing their energy consumption



INVESTING IN RESPONSIBLE PARTNERSHIPS

Ensuring responsible purchasing



- Assessing and requiring our suppliers to meet CSR performance standards
- Committing to responsible mineral sourcing



Ensuring ethical business conduct



- Maintaining the values of trust and transparency in our partnerships



Applying our social commitments at the next level



- Pursuing an active policy of cultural patronage that promotes solidarity and supports local communities
- Contributing to the development of our profession through teaching and research

INTEGRATED AND CROSS-FUNCTIONAL GOVERNANCE

Our 2026–2028 strategic programme: making CSR a driver of performance

Following on from the previous strategic cycle, in 2025 SOCOMEC stepped up the Group's objectives for 2030. CSR, which is integrated into the Group's strategy, has drawn up five strategic projects for 2026 to 2028.

1 To strengthen our low-carbon strategy

SOCOMEC is undertaking a structured transformation of its business model to align its operations with climate challenges. The Group's goal is to halve its greenhouse gas emissions per unit of output by 2030 compared to 2021 levels.

The challenge beyond this objective is to chart a robust decarbonisation trajectory to guide operational decisions and investment choices. To this end, SOCOMEC will consult external experts to compile a prioritised roadmap based on identifying and gradually implementing the most effective measures.

This roadmap is a strategic management tool that sets out a timeline for reduction measures, ensures targets are met and strengthens the Group's resilience in the face of regulatory requirements and growing stakeholder expectations.



2 To adapt to climate change

In order to anticipate and manage the risks associated with climate change at its sites, SOCOMEC will conduct a climate risk assessment across its production sites in 2026, with a view to drawing up an adaptation plan in 2027.

This approach was launched at the Benfeld head office in 2025 for an initial assessment.

This topic is now included in internal environmental audits.

3 To integrate eco-design into the design and innovations of our product offerings

As part of its environmental policy for 2025, SOCOMEC has made it a priority to ensure that its operations and products comply with regulatory requirements and customer expectations, while also anticipating changes in legislation and standards. Between 2026 and 2028, the Group intends to enhance its eco-design process and associated performance indicators, as well as the relevant tools. This will be achieved by fostering a shared culture and providing dedicated training.

4 To implement the CSR strategy across the regions

In addition to pursuing the Group's objectives, the aim is to adapt this strategy to the three main commercial regions. This will involve identifying the specific issues facing each region and implementing action plans that address local priorities, with the ultimate goal of making sustainability a genuine driver of performance.

This process began with the development of a roadmap for the Asia-Pacific region in 2025 and will continue with strengthened oversight by the designated committee. The same steps will then be carried out in North America in 2026, followed by Europe and the Middle East in 2027.

5 To steer the CSRD compliance process

In 2026, the Group will continue its work to ensure compliance with the Corporate Sustainability Reporting Directive (CSRD). This will involve the close monitoring of decisions made by European authorities in order to resume projects launched in 2024 and restart working groups once the texts have been finalised. The aim is to prepare for the collection of data for the 2027 financial year and the production of the first sustainability report to comply with the Directive, scheduled for review in 2028. In particular, this process will involve updating the double materiality matrix initially drawn up in 2024.



Our CSR performance

Strategic approach	Targets for 2026-2030	Risks	Indicator	Results and scope			Variation
				2023	2024	2025	
Establishing a long-term health and safety culture	Reduce the frequency of workplace accidents (2027)	Poor working conditions, workplace accidents, occupational diseases, repetitive strain injury (RSI), psychosocial risks (PSR)	Frequency rate of workplace accidents with sick-leave (FR1*) ⁽¹⁾	3.65	3.47	4.46	+0.99
	FR2 < 5.4 (2027)		Frequency rate of all occupational accidents (FR2**) ⁽²⁾	–	6.12	7.37	+1.25
Innovating in employee well-being and quality of life at work	To achieve an engagement score above the median benchmark	Deteriorated social climate, discrimination, inequality of job opportunities, resignations and employee disengagement	Employee engagement rate ⁽³⁾	7.8/10	7.9/10	8/10	+0.1
	To maintain a rate of 95% (2028)		Annual Performance Reviews completed ⁽⁴⁾	96.9 %	96 %	96 %	–
Reducing our environmental footprint	-50% in intensity compared to 2021 (2030)	Risk of contributing to climate change, pollution, financial costs and legal consequences, additional energy costs	GHG emissions scopes 1, 2 and 3 (tCO ₂ e) ⁽⁵⁾	–	–	3,364,248	–
	90% of the Group - Production sites and sales subsidiaries included (2027)		Recycling of industrial waste	72.6% ⁽⁶⁾	81.2% ⁽⁷⁾	80.6% ⁽⁸⁾	-0.6
	60% (2027)		Renewable energy used in total electricity consumption	44.4% ⁽⁹⁾	44.8% ⁽¹⁰⁾	54% ⁽¹¹⁾	+9.2
	100% (2027)		Production sites with ISO 14001 certification ⁽¹²⁾	50%	50%	58%	+8
	–		Employees covered by ISO 14001 certification ⁽²⁾	–	–	36.9%	–
Promoting energy efficiency	100% (2030)	Risk of contributing to climate change through the production and use of the Group's products	Turnover generated by ranges of manufactured products covered by a PEP ⁽¹³⁾	74.7%	89.3%	87.1%	-2.2
Ensuring responsible purchasing	100% (2030)	Scarcity of raw materials, non-compliance of components and services with standards and legislation	Amount of turnover accounted for by suppliers who have signed the Code of Conduct ⁽¹⁴⁾	94%	97.6%	91.8%	-5.8
	To achieve an EcoVadis rating of ≥ 55/100 (2030)		Main suppliers who have been assessed by EcoVadis ⁽¹⁵⁾	72	120	160	+40
Ensuring ethical business conduct	100% (2030)	Corrupt practices, conflicts of interest, influence peddling, anti-competitive practices, facilitation payments, information leakage	Employees trained in ethics and compliance policy ⁽¹⁶⁾	87.3%	97.8%	96.6%	-1.2

*FR1: The frequency rate indicates the number of occupational accidents with sick-leave per 1,000,000 hours worked (fixed-term and permanent contracts).

**FR2: The frequency rate indicates the number of workplace accidents (all types) per 1,000,000 hours worked (fixed-term and permanent contracts, temporary contracts).

(1) Group (fixed-term contracts, permanent contracts)

(2) Group (fixed-term contracts, permanent contracts, temporary contracts)

(3) Group (fixed-term contracts, permanent contracts and temporary contracts with at least 6 months' service)

(4) Excluding production staff, ALGODUE and North America (fixed-term contracts, permanent contracts) Integration of North American staff since 2024.

(5) Group (fixed-term contracts, permanent contracts, temporary contracts). Scope 3 covers the main indirect emissions from the upstream and downstream value chain. The categories were chosen based on their relevance to the Group's activities and carbon materiality.

(6) Excluding the Longmont production site

(7) Excluding SUKE (China) and Crystal Lake

(8) All the Group's production sites are included

(9) Excluding sales subsidiaries with fewer than 5 employees and the sales subsidiaries in Boston, Johannesburg, Mannheim and Szczecin

(10) Excluding sales subsidiaries with fewer than 5 employees and the sales subsidiaries in Boston, Dubai, Johannesburg, Mannheim, Stockholm, Szczecin

(11) Excluding production staff (outside of France), excluding ALGODUE (fixed-term contracts, permanent contracts, temporary contracts). This indicator has been updated to target only Group employees, regardless of their socio-professional category, who have access to the e-learning platform in English or French.

(12) Excluding French and international sales subsidiaries

(13) Excluding North American entities, ALGODUE and TCT (for these entities, SOCOME brand products are taken into account)

(14) Suppliers in 2023, 2024 and 2025 covering 80%, 92% and 92% respectively of Socomec's turnover. Excluding ALGODUE, TCT and the North American entities in 2023. Integration of TCT since 2024

(15) Excluding TCT, ALGODUE and North American entities (SOCOME has around 160 main suppliers). EcoVadis grants a validity of 12 months to the assessments carried out. The scope of the indicator includes EcoVadis performance assessments of suppliers over a two-year period.

(16) Excluding production staff (outside of France), excluding ALGODUE (fixed-term contracts, permanent contracts, temporary contracts). This indicator has been updated to target only Group employees, regardless of their socio-professional category, who have access to the e-learning platform in English or French.

SOCOMEC's commitment to employee well-being



3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



11 SUSTAINABLE CITIES
AND COMMUNITIES



Establishing a long-term health and safety culture within the company

At SOCOMEC, the health and safety of our employees, subcontractors and visitors are not just a priority: they form the cornerstone of our corporate responsibility. Guided by our values of openness, responsibility and commitment, we strive every day to ensure that working conditions protect the health, safety and well-being of everyone.

Our policy

Our commitments

The Group's health and safety policy, updated in 2025, sets out SOCOMEC's commitments to safeguarding the physical and mental well-being of its employees, whilst strengthening safety across all its operations. This policy demonstrates the Group's commitment to providing a safe, healthy and fulfilling working environment for everyone, in line with legal requirements.



To deliver on these commitments, SOCOMEC takes action on a daily basis in the following areas:

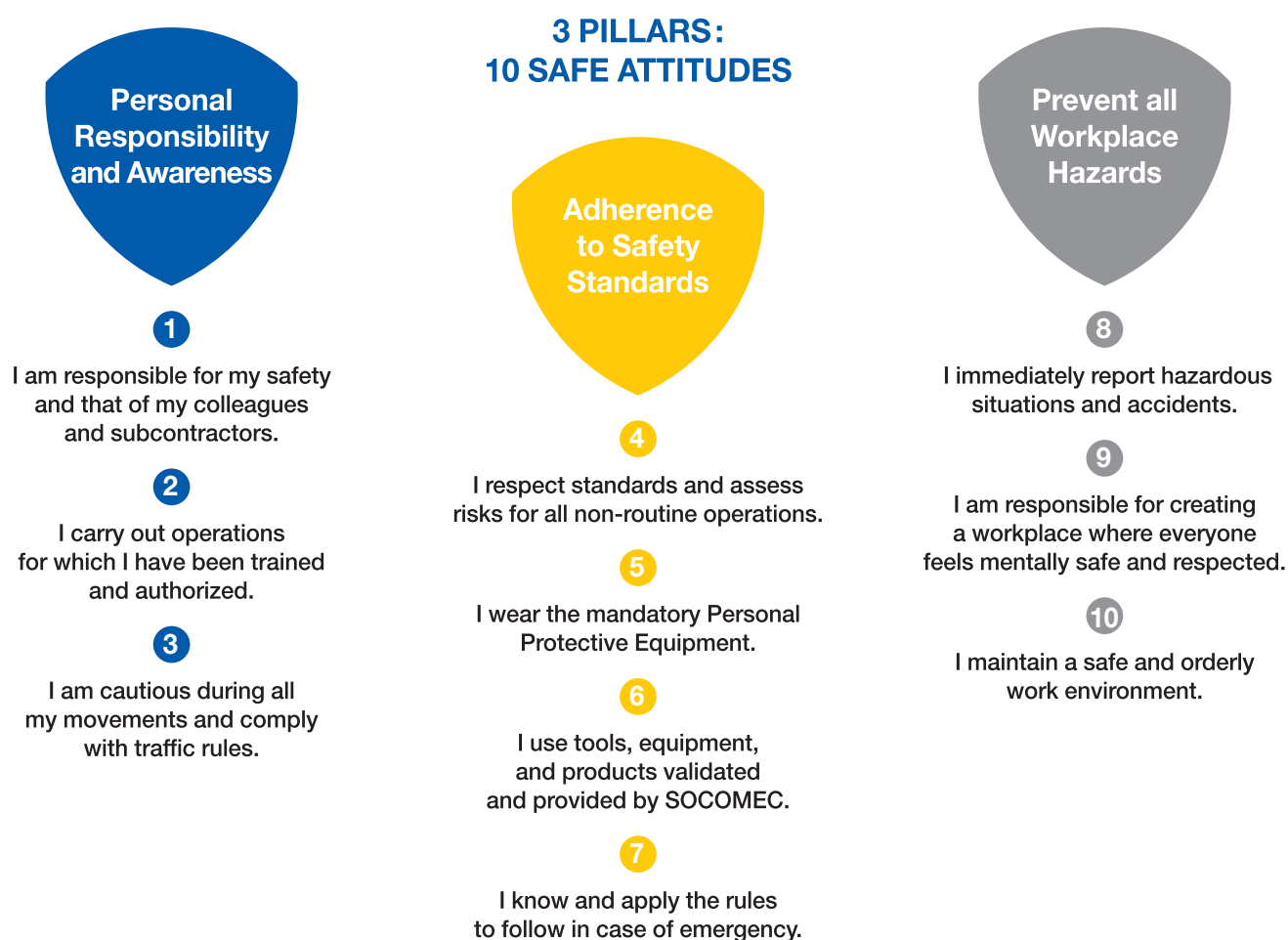
- by developing a Safety Culture, and promoting health and well-being at work,
- by encouraging all stakeholders, employees and subcontractors, to stop work in the event of danger,
- by providing the tools, methods and resources needed to reduce risks and improve working conditions across all activities,
- by raising awareness and providing training on health and safety for all employees and stakeholders,
- by reporting and analysing accidents and near-misses systematically in order to prevent them from happening again,
- by actively involving employees in improving the organisation, with the aim of meeting – or even exceeding – health and safety targets.



The Safety Culture programme

These safety commitments resulted in the launch of the Safety Culture programme in 2024. The programme aims to strengthen the safety culture by promoting responsible behaviour and shared values. The aim is also to define a mandatory level of security for all subsidiaries, business activities and countries.

The Safety Culture programme is built around 3 pillars and 10 “safety attitudes”, a set of commitments that everyone can apply, regardless of their job.



The rollout of the Safety Culture programme marks a major step forward in the SOCOMEC Group's management of health and safety issues for its employees and subcontractors.

It is based on four main areas:

- Safety standards common to the entire Group,
- An internal HSE audit process covering all our subsidiaries to ensure that the Group's safety standards are properly understood and applied,
- Communication on safety and prevention,
- HSE training for new employees on the ten safety attitudes.

In 2025, SOCOMEC established a Safety Culture Committee, comprising staff from various countries and business functions to ensure broad representation. The committee was formed to monitor

the rollout of the Safety Culture programme. The Committee plays a central role in standardising and disseminating the Group's health and safety standards.

Among its initial achievements were the updating of the health and safety policy, the creation of a standard for personal protective equipment (PPE) applicable across the entire Group, and the approval of an internal HSE audit questionnaire.

The Committee also oversaw the organisation of the 'Safety Challenge' prevention campaign, designed to strengthen collective commitment to safety. These fundamental measures represent a significant step towards establishing a shared Safety Culture within SOCOMEC.

Mental health and well-being

The importance of everyone's mental health must also be recognised when considering occupational health. SOCOMEC is committed to promoting the well-being of its employees by offering a range of complementary initiatives.

- **Learning & Development:** managers benefit from a comprehensive programme designed to develop their managerial skills across the Group. The Manager Programme addresses the needs of each employee more effectively, thereby preventing the risk of workplace stress.
- **A positive working environment:** we are committed to creating a positive and inclusive workplace where everyone feels

respected and valued. This is particularly evident in our flexible working policies (Hybrid Working), and initiatives aimed at promoting well-being in the workplace.

- **Open communication:** we encourage open and transparent communication, enabling everyone to voice their concerns and suggest improvements to enhance our collective well-being.
- **A work-life balance:** recognising the importance of this, we are implementing practical measures to help our employees achieve the best possible alignment between their professional and personal commitments.

Our performance

In 2024, we set out to strengthen the reliability of information gathering and collection in the event of an accident at any of our subsidiaries, as well as the way we calculate our safety indicators. Going forward, all occupational accidents involving people working under the responsibility of the SOCOMEC Group will be taken into account when assessing our safety performance.

Since January 2024, the SOCOMEC Group has been tracking two occupational accident frequency indicators:

- **FR1:** the frequency rate of occupational accidents resulting in sick leave per 1,000,000 hours worked,
- **FR2:** the frequency rate of all occupational accidents (with sick leave, without sick leave and temporary worker accidents) per 1,000,000 hours worked.

The FR2 has the advantage of providing a clearer picture of our accident record internationally, as it excludes the specific regulations of each country regarding social security coverage for occupational accidents.

In 2025, the SOCOMEC Group's safety performance deteriorated significantly. The number of accidents rose by 13 compared with 2024, leading to an increase in the FR2 frequency rate, which rose from 6.12 to 7.37 over the period. This change is a point of particular focus for the entire Group.

Analysis of the data shows that this deterioration is mainly due to the high number of accidents reported at the sites in Benfeld (France), Huttenheim (France) and Crystal Lake (USA).

In light of this situation, SOCOMEC is stepping up its preventative measures as part of the Safety Culture programme, intensifying operational monitoring and rallying all teams behind a shared objective: to return to the path of sustainable progress and ensure an ever-safer working environment.

Furthermore, an improvement has been noted in the processes for reporting and documenting incidents across the APAC and NAM regions, reflecting greater transparency in our indicators.

Key targets	Indicators	2024	2025	Variation
• To reduce the frequency of workplace accidents by 2027 • Target: to achieve a FR2 of < 5.4 by 2027	Number of accidents with sick-leave	25	34	+9
	Number of accidents without sick-leave	14	15	+1
	Number of accidents involving temporary workers	8	11	+3
	Number of days lost due to workplace accidents	605	450	-155
	FR1 — Frequency rate of occupational accidents with sick-leave*	3.47	4.46	+0.99
	FR2 — Frequency rate of all occupational accidents**	6.12	7.37	+1.25
	Rate of severity***	0.079	0.055	-0.024

*FR1: The frequency rate indicates the number of occupational accidents with sick-leave per 1,000,000 hours worked (fixed-term and permanent contracts).

**FR2: The frequency rate indicates the number of workplace accidents (all types) per 1,000,000 hours worked (fixed-term, permanent contracts and temporary contracts).

***The rate of severity indicates the number of sick-leave days per 1,000 hours worked.

Our governance

The implementation of the health and safety policy throughout the SOCOMEC Group is guided by the following governance bodies:

Executive Committee	• Approves and monitors the implementation of the health and safety policy by setting priorities during CSR management reviews.
The Safety Culture Committee	• Sets the Group's safety standards. • Tracks the implementation of the Safety Culture programme.

The operational governance of the environmental policy is overseen daily by:

Site managers and subsidiary managers	• Draw up health and safety action plans within their remit and ensure they are implemented.
The HSE Department and the network of HSE coordinators	• Advise site directors and managers, • Coordinate risk assessments, • Ensure compliance with regulations, • Support health and safety improvement plans.
Managers	• Ensure that health and safety standards are applied and that regulations are complied with, both by their teams and across their entire area of responsibility.
Employees	• Comply with safety standards and immediately report accidents, near-misses and hazardous situations.

Our actions for establishing a long-term health and safety culture within the company

Promoting the physical and mental health as well as the safety of our employees

Strengthening the Safety Culture with the Safety Challenge

All the Group's sites and subsidiaries joined forces in September 2025 for a collaborative initiative: the Safety Challenge, which brought together 3,019 participants spread across 327 teams. Over the course of two weeks, SOCOMEC employees were able to watch daily videos presenting our Safety Culture programme and highlighting our 10 safety practices. Using the Oulive collaborative platform, they were also able to take part in quizzes and challenges,

resulting in 1,429 videos and 2,523 photos. This fun, interactive event demonstrated a strong commitment and genuine enthusiasm for the Safety Culture programme, marking a key milestone in its deployment across the Group.

On the agenda for 2026

We will continue this Safety Culture prevention campaign in 2026 by once again bringing all our staff together to focus on two themes: shared vigilance and mental health.



Reporting all hazardous events

Near-miss incidents represent opportunities to prevent future accidents. SOCOMEC actively encourages the reporting of dangerous situations in the field.

One of the aims is to identify as many dangerous incidents or risky situations as possible, whilst promoting the reporting process and publicising the actions taken. This also helps to strengthen the monitoring of actions and ensure that they eliminate or reduce the risk as far as possible.

In 2025, we continued to use the Fabriq digital tool at our production sites to report and analyse high-risk situations, near-misses and workplace accidents.

Shared vigilance

In 2025, the Benfeld production site trialled the 'shared vigilance' approach — an innovative initiative that aims to prevent accidents by encouraging peer observation and feedback. The initiative has encouraged safer practices by enabling people to discuss risky behaviour more naturally and openly in their daily work.

The project included training for managers, on-the-job coaching and the implementation of a process for regular feedback. Staff were also made aware of the cognitive mechanisms underlying risky behaviour and the practice of constructive feedback.

Building on the success of the trials, SOCOMEC plans to extend the initiative to all its sites in 2026, drawing on the lessons learnt from the pilot scheme.

Health and safety training courses

SOCOMECE attaches great importance to awareness-raising and safety training for its employees. Every year, training programmes are developed to meet regulatory requirements and strengthen our employees' expertise in health and safety.



In particular, the Group ensures that every employee assigned to a workstation has received sufficient information and training to safeguard their health and physical integrity, as well as their colleagues.

In 2025, as part of the Safety Culture programme, SOCOMEC launched a project aimed at standardising the HSE induction for new employees joining the Group. The aim of this scheme is to define the key concepts and rules that must be explained to every new hire, regardless of their role or the site to which they are assigned. The HSE induction courses will also include content specific to the risks and regulatory requirements particular to each site or subsidiary.

On the agenda for 2026

The deployment of this new training programme is scheduled for the second half of 2026.

Ensuring the safety of our machinery

In 2024, we completed our programme to bring the machinery and equipment at the Benfeld, Huttenheim, Nassau and Isola sites up to safety standards, in line with the requirements of the European CE Directive. The programme continued in 2025 at the TCT site. The principle of ensuring safety and compliance with CE marking is systematically applied when procuring new equipment for our industrial sites in Europe and Tunisia, as well as for projects managed by the head office for the Group's other sites.

Our certifications and awards

The health and safety management systems at a number of sites and subsidiaries have been or will soon be certified according to internationally recognised standards:

- the production site in Shanghai and ALGODUE and our SOCOMEC UK subsidiary already have ISO 45001 certification,
- the service activities of our French branch offices have MASE certification (Company Security Improvement Manual.)

On the agenda for 2026

We will be aiming for ISO 45001 certification for the TCT and Gurgaon sites in 2026.

The internal HSE audit

In 2025, the internal HSE audit questionnaire was completely revamped by the Safety Culture Committee and is now based on the programme's 10 safety attitudes.

The questionnaire also includes specific questions relating to the environment, in line with the Group's low-carbon strategy and its commitments to reducing its environmental impact. This development broadens the scope of the HSE approach and ensures a more comprehensive, consistent and coordinated management of practices across the Group.

At the same time, the HSE team has been expanded with the arrival of a new HSE auditor.

In the same year, the production sites at Benfeld, Huttenheim, Isola, Nassaan, TCT and Gurgaon have already been audited using this new approach.

Similarly, safety visits were carried out at six sales subsidiaries — in Germany, the United Kingdom, Spain, Italy, Turkey and Slovenia — to promote the Safety Culture programme, particularly amongst the after-sales technical staff.

On the agenda for 2026

As part of its Safety Culture programme, SOCOMEC intends to conduct audits of all its production sites in 2026.

Preventing psychosocial risks (PSRs)

Since 2015, SOCOMEC has adopted a systematic approach to preventing psychosocial risks (PSRs). This approach is aimed at reducing risk factors and supporting staff who are experiencing difficulties. The approach is based on three key areas: tackling the problem at its source, raising awareness amongst management, and dealing with critical situations promptly.

In 2025, regular updates by managers to our French statutory occupational risk assessment document called DUERP are proof of our commitment to these priorities. Any employee who is affected by, witness to, or involved in a situation amounting to workplace violence may initiate a designated procedure to ensure that the matter is dealt with promptly and confidentially.

The PSR Agreement Monitoring Committee (France) meets twice a year to analyse the indicators and ensure that measures are implemented effectively.

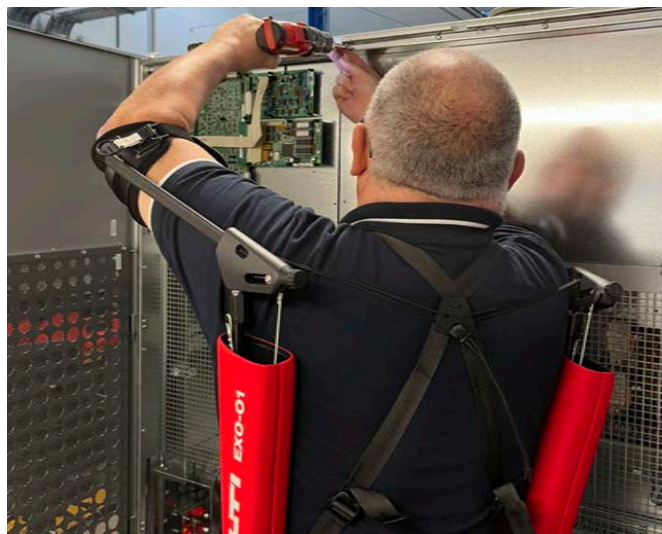
Finally, the psychological support scheme introduced at the end of 2024 continues: an occupational psychologist is available to employees for half a day a week in Benfeld and offers consultations via videoconference. The free, accessible and anonymous service is fully in line with our Safety Culture programme, in which mental health has become a key component of our prevention strategy.

Improving ergonomics

The analysis of occupational accidents highlights cases of injuries linked to posture or ergonomic factors. In response to these findings, SOCOMEC continued in 2025 to implement targeted measures aimed at improving workplace ergonomics across all its production sites, involving:

- the design and layout of workstations to facilitate the handling of products and tools, as well as the installation of handling equipment. To this end, the following actions were undertaken: a detailed ergonomic analysis of workstations was carried out at the Crystal Lake site in 2025;
- improvements were made to the jobs identified as the most physically demanding, specifically with the installation of automated deburring cells for plastic parts at the Benfeld and Nassaun sites in 2025;

- the organisation of warm-up and stretching sessions for production and logistics staff in Benfeld and the implementation of this programme at the Huttenheim site;
- and finally, the use of exoskeletons, with two units currently in daily use in Benfeld and Huttenheim.



Innovating in quality of life at work and employee well-being

SOCOMECE places great emphasis on the well-being and quality of working life of its employees. This is shown by:

- regular reviews of working conditions as part of our approach to continuous improvement,
- opportunities to balance work and personal life,
- learning and skills development programmes.

Taken together, the attention given to these aspects of our employees' working lives makes an important contribution to several issues, such as the attractiveness of our company, the retention of talent and, quite simply, the engagement of each individual in his or her work.

Our policy

Our commitments

The constant pursuit of a good Quality of Working Life and Conditions (QWL) is an integral part of our strategic vision. To this end, SOCOMEC is committed to:

Providing the best employee experience

SOCOMECE is committed to offering every employee a rewarding and flexible professional experience that is responsive to changing expectations and ways of working.

Our hybrid working policy, which is now firmly embedded in our culture, aims to balance collective performance with individual well-being by providing a flexible working environment based on trust, autonomy and responsibility. We promote a healthy work-life balance by enabling everyone to organise their work according to their needs, whilst maintaining team cohesion and operational efficiency.

The official adoption of the hybrid working policy across the Group in 2025 served to endorse the various practices and pilot schemes that had been in place within the Group's different entities.

Whether working on-site or remotely, SOCOMEC ensures that every employee can thrive in a respectful, open and fair environment, where everyone feels they belong. This approach is supported by hands-on managerial support, high-performance digital tools, and a focus on adapting to the local area. The employee experience at SOCOMEC is shaped by a modern, rewarding and inclusive environment in which everyone can contribute fully to the company's collective success.



Promoting in-house dialogue and strengthening employee engagement

- **Collectively**, regular communication is provided on the Group's strategy, key figures and projects, as well as through the organisation of events.

This dialogue also involves active listening. Since 2022, all employees have been invited to respond to the annual engagement survey: an important benchmark for implementing action plans aimed at addressing specific issues or consolidating our strong points.

In addition, SOCOMEC also carries out "pulse surveys" when necessary to gather feedback from a team or department, enabling it to respond more quickly to employees' needs and expectations.

Depending on the applicable legislation, this collective dialogue is supplemented by employee representative bodies in countries where these exist.

- **On an individual level**, SOCOMEC is committed to maintaining an ongoing dialogue with all employees through annual performance reviews (with a mid-year review).

Furthermore, an in-house whistleblowing procedure is available to all employees should this become necessary as a last resort.



Providing our employees with the best possible career support

Developing the skills of each individual is a priority.

Managers are the first point of contact for employees, supporting them in developing their skills and career path through measures that have been in place for several years: annual and mid-year reviews, the Talent Review to identify possible career paths, or interviews organised at the request of employees who wish to discuss their future.

Each employee can also take the initiative to develop their skills through an ambitious and varied learning and development programme. In addition to the training courses identified as necessary for the position, employees can choose to undertake further training by accessing the free online resources available on the SOCOMEC Academy digital platform. This option available to employees is backed up by a three-year agreement signed in 2024 for SOCOMEC SAS employees.

Also, in 2022, the Human Resources Department published a professional mobility charter that sets out SOCOMEC's commitment to promoting internal mobility by defining key principles and outlining the conditions for success and the respective commitments of each party. Internal mobility is the movement of employees across positions or grades within the company or Group.



Our performance

Key targets	Indicators	2024	2025	Variation
To achieve an engagement score above the median benchmark	Employee engagement score ⁽¹⁾	7.9	8	+0.1
To achieve a 95% completion rate from 2026 to 2028	Completion rate of Annual Performance Reviews (APRs) ⁽²⁾	96%	96%	–

(1) Group (fixed-term contracts, permanent contracts and temporary contracts with at least 6 months' service) – (2) Excluding production staff, excluding ALGODUE, excluding North America (fixed-term contracts, permanent contracts). Integration of North American staff since 2024.

Our governance

Executive Committee	- Defines the Group's strategic priorities, including the HR strategy. - Monthly review by the Executive Committee.
Human Resources Department (in conjunction with the CSR Department)	- Proposes and implements HR measures, in particular with regard to QWL. - Manages the reporting. - Coordinates the activities and HR network.
HR managers	Manage the implementation of actions in the various entities.
Local HR Managers	Support implementation in the field.
QWL Commission	In France, a Quality of Working Life Commission (a joint commission) carries out actions and via these discussions contributes to improving the system and/or its communication.

Our actions to promote well-being and quality of life at work

Strengthening employee engagement and promoting social dialogue

Measuring employee engagement

Launched in 2022, the engagement survey aims to maintain and broaden dialogue with all employees. The aim of this annual event is not only to 'measure' employee engagement, but above all to listen, understand and take action to maintain and improve well-being at work and collaboration between staff and management.

This year, 88% of employees responded to the survey and took the opportunity to share their experiences as employees. This consistently high participation rate demonstrates the willingness of our employees to make time for meaningful dialogue.

Our engagement score has improved again this year compared to last year, reaching 8/10. This score is also above the average obtained by companies of similar size and activity (+0.5). These advances reflect the ongoing efforts of managers to improve well-being at work and confirm that the initiatives they have taken are having a positive impact. This is because action plans are carried out at the team level by managers, with support from their HR supervisor. This proximity allows for a better understanding of the issues specific to each function and sector, and thus provides more tailored responses.

RATE OF PARTICIPATION

88%

89% in 2024, 90% in 2022 and 2023

Participation remains very high this year, demonstrating the willingness of employees to set aside time for dialogue.

EMPLOYEE ENGAGEMENT RATE

8/10

7.9% in 2024, 7.8% in 2023 and 7.5% in 2022

An excellent result, demonstrating a growing level of engagement year on year (0.5 above the benchmark!).

PERCENTAGE OF EMPLOYEES WHO ARE "PROMOTERS"

53%

50% in 2024, 46% in 2023 and 39% in 2022

More and more employees are promoters of the company and would therefore recommend it to their friends and family.

PERCENTAGE OF EMPLOYEES WHO FEEL "DISENGAGED"

13%

14% in 2024, 16% in 2023 and 21% in 2022

Fewer and fewer disengaged employees. The aim is to maintain dialogue in order to promote engagement and well-being for everyone.

Certifying our HR practices via Top Employer

The Top Employer certification is awarded following an in-depth audit that assesses a company's HR practices based on criteria such as HR strategy and organisation, the Group's attractiveness, career development, well-being, engagement and employee cohesion. The inclusion of new SOCOMEC entities, such as those in Italy and China, in this year's rankings is the result of rigorous support and harmonised practices across the Group.

In China and Italy, sharing experiences and adopting best practices already in place has enabled international auditing standards to be met. These entities stand out in particular for their excellent results in categories demonstrating the performance and training of employees and teams, as well as the Group's ethics and integrity.



Drawing on the input of social dialogue in all its forms

SOCOMECE fosters active social dialogue within each of its entities. Depending on local legislation, practices may vary, but they all aim to meet employee aspirations.

Social dialogue, in its broadest sense, encompasses all forms of communication and consultation between management, employees and, where applicable, their representatives. It is not limited to employee representative bodies, but also encompasses information-sharing, consultation, negotiation and active listening, in forms appropriate to each national and cultural context.

This approach fosters mutual understanding and engagement, as well as the collaborative proposal of solutions for the common good.

In 2025, SOCOMEC began negotiations aimed at setting up a European Works Council. This new body will complement the existing institutional arrangements in each of the European Union countries where the Group operates, thereby strengthening representation and social dialogue at a European level.

Social dialogue in France, where the Group's headquarters are located, is facilitated by official employee representative bodies that are firmly rooted in SOCOMEC's culture. This involves information-

sharing, formal consultations and, above all, negotiations on ad hoc agreements adapted to the company's specific requirements.

Whether they result in an agreement or an acknowledgement of disagreement, these discussions enable each party to express their point of view. Such views are always taken into account, even in cases where a decision must be taken unilaterally in the absence of an agreement.

Every year, numerous agreements are concluded or amended, which is essential in a constantly changing environment.

In 2025, the areas in which an agreement was reached or an amendment was made covered the following, particularly:

- the sharing of results (profit-sharing and employee share schemes),
- the social provisions specific to SOCOMEC, which often complement the collective agreement for the metalworking industry (a workplace agreement),
- specific working hours for a group of employees following a pilot scheme that they carried out,
- a new provision regarding the reimbursement of electric vehicle charging expenses, to accommodate changes in employees' lifestyle habits,
- as well as wages, a recurring theme in social dialogue.

Within the Group, the working and employment conditions of 68.19% of employees are governed by either a company-wide or a sector-wide collective agreement. This applies to entities with more than fifty employees, although such agreements are not systematically applied in all countries.



Stimulating reflection and interest among our employees via talks held at the Relais

Each month, the Relais talks focus on a corporate subject. During the lunch break, employees meet at the Relais des énergies for a talk, followed by a friendly and informal lunch buffet.

LIVE CONFERENCES FROM RELAIS DES ENERGIES

Employees who do not work at the Alsace sites can follow these meetings via videoconference, and replays are also available on the intranet. The talks are an opportunity to meet, explore new ideas and exchange views on inspiring topics such as:

- in February, Olivier GOY, a successful entrepreneur living with ALS, led a session entitled 'Learning from illness to live life to the full'.



- in April, Julien BRITON, a consultant and trainer as well as a member of SOCOMEC's CSR team, presented 'Draw Me the Oceans'.



- in June, 'Discovering the Great Opera Classics' was performed by artists from the Opéra Studio (Opéra National du Rhin),



- in September, Marcel GAUCHET, a historian, philosopher and sociologist, led a discussion on 'Issues and challenges facing democratic life in France',
- in November, the theme of 'SOCOMEC at the heart of its customers' energy transition' was the focus of an event featuring the four Directors of SOCOMEC's BL and BU, as well as the Group's CSR Manager.

Raising our employees' awareness of sustainable development

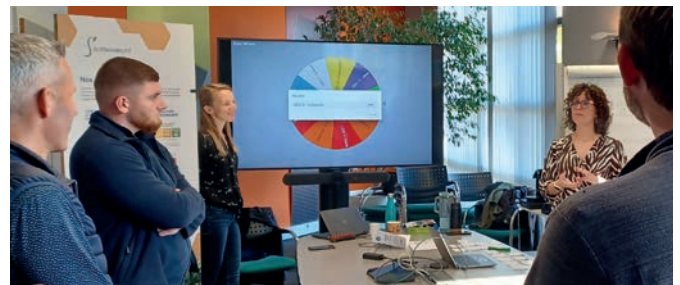
Several key initiatives were carried out this year to strengthen the culture of sustainable development within SOCOMEC.

• Les Rendez-vous durables

These events bring together internal and external partners to discuss environmental and social issues. This year, almost 370 employees from Benfeld and Huttenheim took part.

Participants were able to learn about SOCOMEC's sustainable development goals in a fun way with the CSR team. They also had the opportunity to consider their consumption and food waste with SMICTOM d'Alsace Centrale and discuss biodiversity with the Canop'Terre association, with a focus on seeds.

These initiatives help to raise collective awareness and encourage responsible behaviour, whilst strengthening the ties between employees and local stakeholders.



• Illustrated talk: 'Draw Me the Oceans'

This innovative talk combined educational content with live illustrations to raise staff awareness of issues affecting the ocean. It addressed the impact of climate change, pollution, and human activities on marine biodiversity.

• Anti-waste challenge

This week-long challenge, organised by the CSR team and the staff restaurant, encouraged employees at the Benfeld site to think carefully about their food choices and reduce the size of their portions.

At the same time, the staff restaurant is committed to reducing the carbon footprint of its dishes. It does this by offering 100% vegetarian menus and optimising its use of ingredients to minimise waste.

These commitments demonstrate SOCOMEC's resolve to promote sustainable food and to support the environmental transition in everyday life.



Innovating to provide the best employee experience

SOCOMECE has encouraged the principle of participative trials in the implementation of new ways of working through technological means (digitalisation of processes), work organisation (teleworking, the right to disconnect) and working hours (including for production workshops). Before setting up a permanent system, negotiations are held to define the agreement that govern the trials. This allows employees to be involved and their feedback taken into account.

Integrating new measures into the QWL agreement

The action plan drawn up in 2023 sets out the six areas of focus listed below and continued into 2025.



- | | |
|--|--|
| <p>1 QWL and the balance between personal and professional life.</p> <p>2 Gender equality in the workplace</p> <p>3 Combating discrimination.</p> | <p>4 Occupational integration and disabilities</p> <p>5 The right to disconnect</p> <p>6 Mobility between home and the workplace.</p> |
|--|--|

Improving QWL on our production sites

SOCOMECE is constantly looking to provide its employees with the best possible working environment. This year, several practical initiatives have been implemented to promote their well-being.

- The “Well Being 2025” Project** in Italy.
 This programme supports every employee in looking after their mental, emotional, physical and social well-being. Support is available in the form of online psychological counselling, sessions on managing emotions, and activities such as yoga and 'Breathing Walks'. There are also workshops on parenting.
- “Your Safe Space”** in India.
 This online support programme addresses the emotional and psychological needs of employees and their families. It offers a helpline that is available 7/7, as well as virtual sessions with qualified professionals and workshops on mindfulness and stress management.

- New premises** for the subsidiary in Sweden and in many other subsidiaries.

Our Swedish subsidiary has moved into larger premises in Stockholm, which include a showroom, an electrical testing laboratory, conference rooms and a communal area. The layout of the offices encourages collaboration between the sales, supply chain, R&D and IT teams.



On the agenda for 2026

The new Learning Centre (scheduled to open in 2026).

This training centre, equipped with innovative teaching technologies, will include a dedicated training area, the PCO Training Centre for UPS training courses, a fast-food area and a BSE (Business and Social Council) ticket counter.



Encouraging cultural and sporting activities

Music, photography, fitness, Pilates, dance, etc. SOCOMEC currently has 18 clubs managed by the Social and Cultural Activities Committee of the Works Council and run by volunteer employees.

Around 400 employees relax, exercise or play music at the Relais des énergies, on sports fields reserved by the Business and Social Council or in meeting rooms converted into gyms for the sales agencies.



Supporting employees in the transformation of their jobs and their careers

SOCOMEC is an international Group that fosters innovation, expertise and skill sets to ensure the creation of value for its customers.

Through the 'People' pillar of the Group's strategy, SOCOMEC aims to foster an inclusive culture of continuous learning and development. This enables everyone to build on their potential and expertise, respond to the company's strategic challenges, and boost its ability to adapt and innovate.

The company places people at the forefront of its concerns and the challenges of its differentiation strategy.

Given the pressures on the labour market, attracting and retaining talent is a priority for the Group.

The 2025 learning & development policy includes the following strategic guidelines for all company development projects:

- to support the company strategy,
- to develop business functions and specialist fields,
- to develop SOCOMEC's management culture,
- to enhance IT skills in order to overcome the digital divide and foster a digital culture,
- to support the diversity policy and promote an inclusive culture,
- to promote a culture of health and safety and to foster the quality of life at work,
- to encourage the emergence of people's potential and ensure its development.

Enhancing our learning and development offering

At SOCOMEC, professional learning and development is an integral part of the HR strategy for the development of skill sets.

The global learning and development strategy is based on four core elements:

- 1 A clear, broad, job-oriented training offer:** moving from exclusively technical training modules to real 'job-oriented' or 'manager-oriented' programmes, developing all the skill sets (technical, market, tools, behavioural, etc.) required for the business activity. To facilitate access and improve the visibility of the programmes offered to employees, SOCOMEC created and posted a learning and development catalogue on its intranet in 2023.
- 2 New teaching methods:** moving from traditional face-to-face teaching to a blended approach (online and face-to-face) and developing new teaching methods to encourage the sharing of knowledge (participative game-based learning/ "serious games", virtual classes, tutoring).
- 3 Placing the learner at the heart of the process:** this involves targeting profiles and key skill sets, assessing the skill sets of our experts and helping them develop self-learning skills. It also involves offering them user-friendly, high-quality online classroom environments and supporting them in developing their skill sets via Annual Performance Reviews and Annual Professional Assessments.
- 4 Learning & Development for all:** offering training for everyone, everywhere - in other words, in all our subsidiaries and for all our employees.

In 2024, SOCOMEC launched a new intranet training space, enabling managers and employees to easily consult the available training courses and work together to build a personalised career development plan.

Several programmes were continued in 2025 to develop professional expertise:

- **the APICS Certified Supply Chain Professional (CSCP)** programme has been undertaken by new staff as part of the supply chain optimisation initiative. Internationally recognised, it contributes to broadening and enhancing the skills within our teams,
- **the Industrial Management and Logistics Training Programme (FMIL)**, which aims to standardise practices relating to stock management, production planning, and the digitalisation of logistics processes,
- **the 'Problem Solving' programme** aims to enhance customer satisfaction by developing communication, cross-functional management and problem-solving skills using the 8D decision-making method, which is essential for improving business processes,
- **the project management training programme**, designed to provide 650 project leaders and managers with a common knowledge base. It is organised into modules that are tailored to specific roles. In particular, it covers project management and the behavioural skills required of a project manager, as well as resource management.

In addition, SOCOMEC offers learning & development modules to all its staff every year:

- a module entitled "Recruiting without discrimination" has been developed for all managers and recruiters to raise awareness of diversity issues, the legal framework for non-discrimination and the implementation of inclusive recruitment practices.
- a digital well-being awareness programme has been introduced for all staff, with the aim of promoting a healthy and balanced use of digital tools,
- training courses on artificial intelligence (AI) were provided to improve understanding of its use within the Group,
- lastly, a module on SOCOMEC's CSR strategy is available to all Group employees to help them learn about the Group's CSR strategy, its initiatives and its aims for the future. The module has also been included in the digital onboarding process.

A centre of excellence and in-house trainers, providing strong support for the strategy

The Learning Centre is our Group centre of excellence for learning and developing in-house skills. Its role is to design tailor-made learning and development programmes using innovative and engaging teaching methods that are relevant to all our business functions and are directly linked to our corporate strategy.

With its community of 174 in-house trainers around the world, this network is one of the pillars of our learning and development offering. In addition to their daily duties, these trainers provided nearly 8,576 hours of training in 2025. As experts in their field, with in-depth knowledge of SOCOMEC's processes and specificities, they are a strategic lever for supporting development and innovation within the company.

A train-the-trainer programme has been rolled out to support trainers and enhance their capabilities. The aim is to refine their skills in training design and facilitating learners, enabling them to use innovative teaching methods and facilitation techniques.

In 2025, the programme was extended to include Asia, North America, Europe, the Middle East and Africa. Ten sessions were organised around the world, enabling a further 74 staff members to receive training. In addition to the training initiatives, a community-based approach has been implemented to foster collaboration among in-house trainers. This includes the introduction of specialised tools and regular newsletters.

This scheme illustrates SOCOMEC's commitment to consistent skills development, supporting innovation and knowledge sharing within its teams to meet the challenges of today and tomorrow.

In-house learning and development programmes also offer a great opportunity to strengthen team cohesion. Interaction between participants from different departments encourages knowledge sharing and collaborative learning.

In 2025, the company invested €2.4M in learning and development, in particular through skills development programmes. Aside from the projects led by the Group, each subsidiary is allocated a reasonable budget to train their staff for operational requirements.



KEY FIGURES

62,980h

total hours of learning and development (on-site and online).

14.6h

Average learning and development per employee (face-to-face and online).

Providing a wide range of online training courses with the SOCOMEC Academy

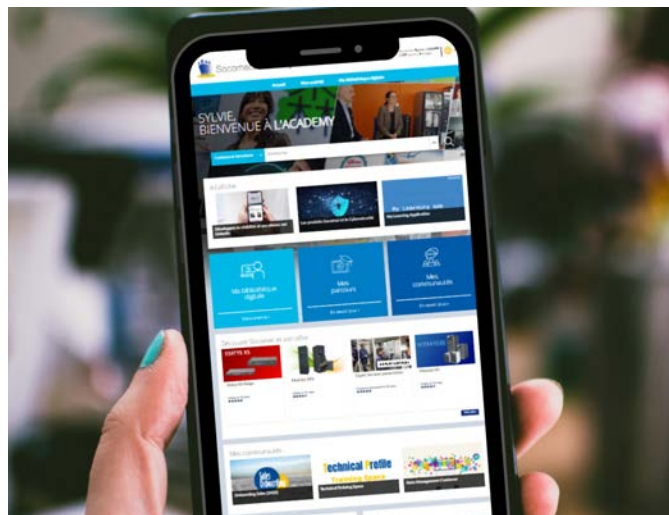
The company demonstrates its commitment to professional development and inclusion with its online training platform: SOCOMEC Academy. Our wide range of training courses, the content of which is carefully selected from providers recognised for their expertise, or customised by our team of learning project managers, can be accessed by anyone at any time via the MY LEARNING smartphone app. The availability of courses in the different languages used by the Group reflects our commitment to training for all.



Our commitment to learning goes beyond simple training, because with the SOCOMEC Academy we host dynamic learning communities:

- The 'Manager Training Space' is for managers to develop and align managerial practices while reinforcing their leadership skills,
- The 'PCO Community' is a space for dialogue that encourages collaboration between teams involved in the PCO product range, fostering innovation and the sharing of best practices,
- The 'China Community' is a community space where employees based in China can share their expertise and access content adapted to their local context.
- the 'Purchasing Community' brings buyers together for training courses aimed at strengthening their high-impact communication skills and improving interactions with their contacts.

These communities reflect our commitment to knowledge sharing, cross-functional collaboration and the creation of an inclusive learning environment within the company.



In 2024, SOCOMEC was awarded two Brandon Hall Excellence Awards.

- The gold medal in the 'Best Program for Sales Training and Performance' category for our Key Account Manager training programme, deployed in 2022 and 2023 for all sales representatives in charge of major accounts.



- The silver medal for our training programme 'Managing Program – Empowering People', deployed in 2023 for managers.



The awards are recognition of SOCOMEC's expertise and excellence in developing the skills of our employees. They also highlight our commitment to investing in cutting-edge technologies and providing training tailored to the needs of our learners.

The Brandon Hall Award is an internationally recognised certification that assesses the quality and effectiveness of learning environments. The key factors are meeting needs, programme design and management, engagement, innovation and measurable benefits.

Learning and development for managers

In 2023, SOCOMEC launched the Group-wide 'Manager Programme - Empowering People' training initiative, which is being rolled out for all Group managers over a three-year period. Its aim is to lay the foundations of a managerial culture at SOCOMEC and to enable the development of a lasting international managerial community.



The programme also aims to create a managerial community around common practices.

It is based on four cornerstones:

- managing authentically,
- inspiring and motivating,
- being a leader,
- managing performance.

This ambitious learning and development programme is the result of a collaborative effort between the Executive Committee, a panel of managers and the HR teams. It is deployed in annual cycles to cover all 600 managers within the Group.

More than 480 managers have already taken part in this programme and the groups have been carefully put together based on a mix of job roles, gender, age and experience to ensure high-quality discussions.

486
managers trained

8/10
usefulness of the programme
in everyday life

88%
improvement in performance
across 10 key managerial skills

The training is delivered in partnership with an external service provider, a specialist in cognitive approaches and an expert in the development of tailor-made international programmes.

Feedback from participants is collected to ensure continuous improvement: the comments highlight, in particular, the quality of the sessions and the added value of peer-to-peer discussions. The metrics reflect this enthusiasm, with a very satisfactory recommendation score of 9.1 out of 10. Furthermore, 80% of participants said they apply what they learnt on the training course in their day-to-day work.

In addition, a series of conferences for managers was launched in 2024. Every year, SOCOMEC offers its managers two inspiring talks on leadership and current topics.



Identifying and supporting tomorrow's leaders through the SOCOMEC Leadership Development Programme

The first intake of the SOCOMEC Leadership Development Programme (SLDP) began in November 2022. Since then, three further cohorts have followed.

This is an annual skills set development programme offered to Group employees who have been selected on the basis of their performance and potential. It is a real springboard for our employees and for our company, and its aim is to ensure the sustainable development of SOCOMEC in terms of skills and succession planning in order to meet tomorrow's challenges. The hybrid programme consists of a collective project and an individual support programme.

In keeping with its values and with the aim of developing the skill sets of its employees over the long term, SOCOMEC is using this programme to support the development of tomorrow's corporate leaders.

It's also a way of involving the programme's participants in our strategic development priorities by building on their expertise and skill sets. This gives purpose to their mission, vision for their future, and recognition for their commitment.



Manager-employee appraisal of progress: the annual performance review

The Annual Performance Review (APR) is a compulsory Group-wide process for all employees. It takes place once a year for office staff, technicians, supervisors and managers, and every two years for blue-collar workers. It is digitalised for 'administrative' staff via our human resources information system (HRIS) and is the starting point for the annual HR campaign. The entities that are not yet included in our HR information system conduct their APRs according to their own procedures and formats. They will soon be included in the Group system. An interim APR campaign is organised from the end of June to the end of September to review progress made on targets. In addition to this follow-up, SOCOMEC encourages ongoing feedback between managers and employees.

This performance assessment phase is an essential part of human capital management at SOCOMEC.

The APR enables objectives to be defined at the start of the cycle and an assessment to be made at the end of the period on whether objectives have been met, overall performance, the events of the year, the collaborative relationship and workload, any wishes for mobility, and to draw up an individual and collective development plan. The APR is directly related to the gathering of information on learning & development needs, and enables action plans to be put in place to improve the skill sets and knowledge of employees. In addition, performance assessment is closely linked to career management and also feeds into the salary review process.

A dedicated APR section is also available and accessible to all employees on the intranet. It presents the APR cycle and provides documentation and advice for managers and employees.

Supporting employees in their career development

One of the company's tasks is to provide support for career development, whether through training or mobility. Developing skill sets is a strategic asset for supporting career paths and preparing for the jobs of the future.

After holding two previous editions aimed primarily at French staff, SOCOMEC organised the first international edition of the Career & Development Day in 2025, an event focusing on internal mobility and skills development. Organised as a hybrid event, combining in-person and remote participation, it brought together nearly 600 participants from across the Group to take part in a variety of workshops and explore a range of topics. This year's event was a resounding success, with a satisfaction rating of 4.5 out of 5. Employees particularly praised the diversity of the topics covered, as well as the practical and operational focus of the workshops.

Career & Development Day

SOCOMEC offers a wide range of career development opportunities and supports its employees as they develop their skills or move to new positions. A career path is built together, and there are many ways of doing this: internal and external training courses that meet the needs of all our jobs, a catalogue of PTA training courses linked to our core skill sets, opportunities for professional mobility, in particular through job offers that are only open internally.

On the agenda for 2026

- The APR process will be incorporated into the new HR information system and has been renamed DPR – Development and Performance Review – to ensure clarity for employees.
- Additionally, the ALGODUE entity will gradually be integrated into the new HRIS: its employees' annual targets will be set in 2026, with performance appraisals taking place from 2027 onwards.



On the agenda for 2026

- The Socomec Academy will be incorporated into the new HRIS, combining digital modules with face-to-face training to provide all managers and employees with simplified, centralised access to skills development.
- The next round of the management training programme will launch later this year. This will involve upskilling 160 managers through a structured programme that is aligned with the group's priorities.
- There will be a second edition of the Career & Development Day event in 2026.

Strengthening diversity, equity and inclusion

At SOCOMEC, Diversity, Equity, Inclusion (DEI) and Belonging are key drivers of sustainable performance, innovation and cohesion. The Group recognises the unique qualities of each employee and is committed to ensuring a respectful, safe and equitable working environment, enabling everyone to realise their full potential.

Our policy

Our commitments

SOCOMECE officially adopted its DEI policy in 2025, which is due to be rolled out across the Group in 2026. The policy is based on the belief that diversity of backgrounds, identities and experiences strengthens the company's collective performance and resilience. It aims to ensure equal opportunities, prevent all forms of discrimination, and promote inclusive management practices at every stage of an employee's career.

All employees, managers and HR teams are involved, and everyone is encouraged to adopt inclusive behaviour and contribute to a safe, stimulating and equitable working environment.

By integrating DEI into its strategy, SOCOMEC reaffirms its commitment to building a people-centred, resilient and forward-

looking company where diversity of talent and perspective enriches the collective dynamic and fosters employee fulfilment.



SOCOMECE is committed to the following areas on a day-to-day basis:

- **recognising and celebrating** all our differences,
- **ensuring** equal opportunities at every stage of our employees' career paths,
- **encouraging** active listening and dialogue,
- **promoting** a culture of learning and mutual respect.

Diversity Charter

SOCOMECE confirmed its commitment to the Diversity Charter in 2023. The commitments set out in the charter remain in place in 2025, especially as SOCOMEC has drawn up its own DEI policy.



This programme encourages companies to ensure that they promote and respect diversity in their workforce by meeting the following commitments:

- to communicate its commitment and promote a vision that embraces all forms of diversity to create a better way of living together, in the interests of economic and social performance,
- to complete the Diversity Review every two years, which assesses the changing trends in diversity and the commitments of the signatories to the Charter.



Recruitment Charter

The Group has drawn up a charter setting out the ethical and methodological principles that recruitment teams, managers involved in recruitment, and any external parties likely to undertake any part of the recruitment process on behalf of SOCOMEC must respect. These principles cover the selection of job applications, the evaluation of candidates, and the processing of replies. Recruitment teams are trained in combating discrimination, particularly with regard to prejudice, stereotypes and cognitive bias.



Our governance

The Diversity, Equality, Inclusion (DEI) and Belonging approach is naturally in line with SOCOMEC's values, but also with the People pillar of the new strategy that has been set out for the next three years and communicated to all the Group's employees.

The Human Resources Department proposes concrete actions for coordinating the DEI policy, sharing its purpose and putting to advantage the progress that has been made. This involves very specific projects such as human resources policy in terms of recruitment, skills development, remuneration, learning and development, and inclusion.

The Executive Committee	• Monitors the implementation of the DEI policy. • Integrates the core aspects of the DEI policy into the company's management processes.
The Human Resources Department	• Puts in place concrete actions to coordinate the DEI approach in conjunction with the CSR department. • Ensures that the DEI plan is applied to the sites. • Raises the awareness of managers and employees of DEI through actions or learning and development programmes.
Managers	• Make sure that the DEI values are applied on a daily basis within their teams.
The network of HR managers (local)	• Implements and adapts the action plans, taking into account the situation on the ground and local legal and cultural factors. • Applies the Group's standards. • Shares feedback and assesses the scope of actions taken.

Our actions

Ensuring gender equality across the Group

Ensuring the inclusion of women in managerial positions

Having both genders represented in the Group's most senior management positions has been formally identified as an area for improvement. This is a long-term project that requires immediate commitment.

The DEI policy, approved at the end of 2025, highlights the increase in the proportion of women in executive management teams (EMT) and sets a target to further increase this representation in the future.

To improve the professional integration of women in technical occupations

Over the last few years, changes in society and the rising number of young women in scientific training courses have enabled SOCOMEC to progress further in the integration of women into highly technical positions previously held exclusively by men.

During discovery courses for secondary school pupils, emphasis is also placed on the fact that careers in the metalworking industry are not just for men. Combating certain preconceived ideas before career choices are finalised is something we can do, even on a small scale.

Maintaining our gender equality index

The company is maintaining a consistent level of performance in terms of gender equality in the workplace. The score dropped slightly from 87/100 in 2023 to 86/100 in 2024, mainly due to the overhaul of the classification system following the reform of the metalworkers' collective agreement. A score of 87 out of 100 marks a return to equilibrium in 2025. The company is continuing its actions to promote equality in the workplace while ensuring that its internal policies remain consistent in a changing regulatory environment.

On the agenda for 2026 and beyond

To pursue access for women to senior management and executive positions in the short, medium and long term.

Promoting integration and a sense of belonging

Welcoming new employees

Supporting new hires and helping them quickly familiarise themselves with the company is one of our top priorities.

The 'Onboarding Moments' take new hires on a journey to the heart of SOCOMEC, from its inception to the present day. The programme includes the following: the company's history, its values, the impact of its products on customers, its international outlook and its sense of innovation, as well as a visit to the FabLab.

An induction programme specifically for new hires in the production teams has also been implemented. It is a one-day event, focusing on essential information about the company and the factory organisation.



Getting young people on board

We firmly believe that younger generations are the key to the future of the company. That is why we have implemented a policy of integrating interns and work-study students into our Group for several years now, enriching it with dynamic and constructive intergenerational dialogue. This year, SOCOMEC welcomed 69 work-study students and 102 interns (75% of whom were in France).

In response to the increasing demand for cross-functional collaboration between the engineering and marketing departments, SOCOMEC has set up an International Corporate Volunteer (ICV) programme. This initiative aims to attract young engineers who are interested in market and customer dynamics and possess a combination of technical expertise and strategic acumen. These candidates bring a fresh perspective and new energy to the teams.

In 2025, in addition to welcoming more than a hundred interns and work-study students at Group level, we took on ten ICV candidates spread over 10 countries in the NAM, APAC and EMEA regions.

Other initiatives have also been implemented to help young people make choices about their future studies and careers, and to overcome the stereotypes that people often hold unconsciously. Supporting people returning to work is another example of a commitment implemented in 2025.

SOCOMECEC has received the Happy Trainees France certification for the twelfth consecutive year. The label recognises the company's ongoing commitment to supporting and welcoming students. The survey, carried out this year by an external organisation amongst 93 student interns and work-study students, focuses on the working environment, career progression, recognition and management within the company. We achieved an overall rating of 4.30 out of 5, as well as a recommendation rate of 94.4%. This reflects the high level of satisfaction and trust that young talent has in SOCOMEC.



Improving our facilities for employees with disabilities

The inclusion of people with disabilities is one of the Group's key concerns which is demonstrated by:

- adapting workstations to keep employees with medical restrictions or disabilities in work,
- providing access and complying with the adaptations requested by the Occupational Health Service,
- the introduction of "health at work" measures, such as warm-up exercises before starting on a job involving repetitive movements, or the provision of ergonomic apparatus to relieve any pain,
- raising awareness of disability, as well as providing support in the process leading to recognition of a disability.



The term 'disability' is governed by the current French regulations, which include an employment quota of 6% of the workforce. With an employment rate of 6.35%, SOCOMEC is one of the few French companies to exceed this regulatory threshold. For nearly 20 years, substantive actions carried out by occupational nurses in our Occupational Health department have enabled many employees to have their disabilities recognised and to request adjustments to their workstations in terms of equipment and ergonomics. Their actions have mainly served to change attitudes towards disability, which in turn has led to more requests for recognition of existing disabilities.

In partnership with France Travail, SOCOMEC also promotes initiatives to support diversity, such as the 'Duo Day', which enables people with disabilities to experience work environments alongside volunteer staff who show them what their jobs involve.



Combating the digital divide

The digital divide is still very much a reality in France, where many people lack full proficiency in information and communication technologies. To meet this challenge and provide our staff with the best possible support, the 'Digital Learning Coffee' sessions offer them the opportunity to get to grips with digital tools in an accessible and user-friendly way. In 2025, new training sessions covering topics such as the Teams app and OneDrive storage were added to the existing programme, helping everyone improve their digital skills.

Raising awareness of non-discriminatory practices

SOCOMECE is committed to creating an inclusive working environment where diversity is valued and respect for everyone is guaranteed.

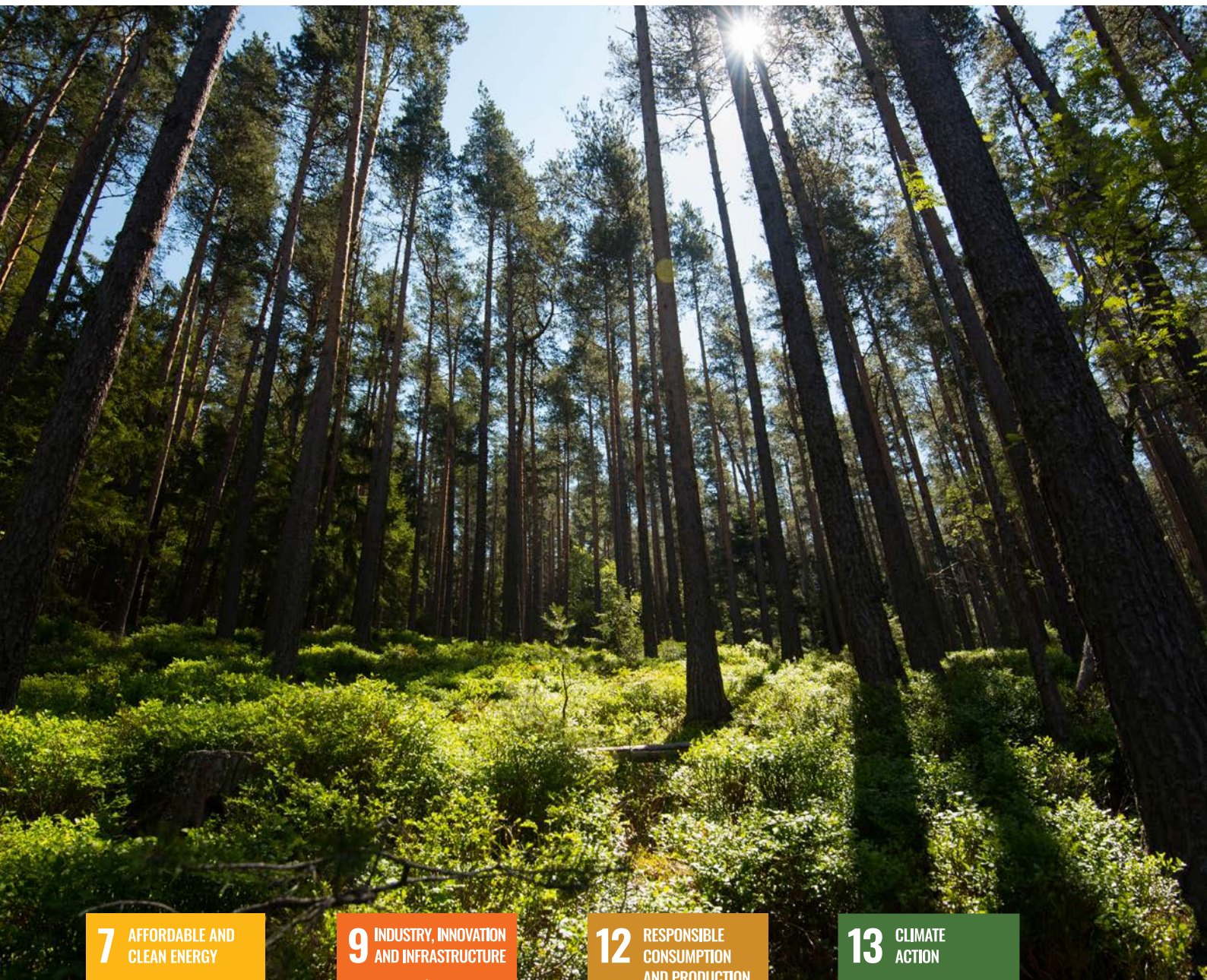
Since 2023, the compulsory training course 'Recruiting without Discrimination' has been raising awareness amongst all managers of the principles of fair recruitment. The programme covers three key themes: the importance of diversity within teams, an understanding of non-discrimination issues, and the adoption of best practice to ensure equal opportunities.

In partnership with Les Entreprises pour la Cité, an awareness campaign on ethnic discrimination was launched for all French employees in 2025. The initiative combines quizzes, webinars and activities aimed at production personnel. It has promoted inclusive behaviour in everyday working life and taught staff how to respond to inappropriate situations.

SOCOMECE remains committed to this issue in the international arena. In Singapore, for example, an expert in inclusive work environments led a workshop on inclusion entitled 'Together We Rise', which helped to deepen understanding of unconscious bias and identify ways to overcome barriers to inclusion.



SOCOMECS commitment to protecting the environment



7 AFFORDABLE AND
CLEAN ENERGY



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



Reducing the environmental footprint of facilities

The risks associated with climate change, pollution and the extinction of biodiversity are manifold. Today, we know the scale of the changes needed to preserve our ecosystems. This is why SOCOMEC is committed to reducing its environmental footprint. This involves a number of key actions:

- to create and deploy the Group's low-carbon strategy,
- to obtain ISO 14001 certification for all our production sites,
- to optimise the energy performance of our facilities,
- to reduce and recycle the waste generated by the Group.

Our policy

Our commitments

Socomec's updated environmental policy, effective from 2025, aims to minimise the Group's environmental impact and manage its carbon footprint across all its activities.



Environmental management at the SOCOMEC Group is based on the following performance commitments:

- to continuously monitor and reduce greenhouse gas emissions linked to our activities, products and Group services,
- to manage all other environmental impacts responsibly, such as preserving biodiversity and natural resources and preventing pollution,
- to support our customers in their energy transition and the decarbonisation of their business operations,
- to continuously improve the Group's environmental performance via effective governance, underpinned by SMART objectives, specific performance indicators and the carrying out of internal audits.

Implementation of these commitments relies on several courses of action:

- to engage all employees by raising awareness, fostering a sense of responsibility, and encouraging sustainable practices while driving innovation at all levels of the company,
- to invest in energy-efficient buildings and technologies that minimise environmental impacts,
- to ensure the compliance of our activities and products with regulatory requirements and our customers' requirements, as well as anticipating future updates of standards and regulations,
- the gradual certification of activities in accordance with the ISO 14001 standard.

Our objectives

- To reduce 50% of our direct and indirect CO₂ emissions per unit of revenue by 2030 compared with 2021, our baseline year.
- To have 60% of our electricity consumption generated by renewable energy by 2027.
- To strengthen the principles of eco-design in new SOCOMEC product developments from 2027 onwards.
- To recycle 90% of our Group waste in 2027.
- To obtain ISO 14001 certification for 100% of our production sites by 2027.

Our five priorities for 2026-2027

- 1** To carry out in-house audits of all our sites based on environmental operational criteria: energy, waste, local regulations, purchasing.
- 2** To organise a CSR-themed event dedicated to environmental protection.
- 3** To make eco-design a stronger driver for the development of new offerings.
- 4** To review the low-carbon trajectory with our partner Carbone 4.
- 5** To obtain ISO 14001 certification for our SOCOMEC SA sites in France, Nassaun and TCT in 2026, and Crystal Lake in 2027.

Our performance

Key targets	Indicators	2024	2025	Variation
To achieve a recycle rate of 90% of industrial waste by 2027	Waste recycling rate	81.2% ⁽¹⁾	80.6% ⁽²⁾	-0.6
To reduce overall energy consumption and reach 60% of renewable energy by 2027	Proportion of renewable energy in total electricity consumption	44.8% ⁽³⁾	54% ⁽⁴⁾	+9.2
To obtain ISO 14001 certification for 100% of our production sites by 2027	Proportion of production sites with ISO 14001 certification	50% ⁽⁵⁾	58% ⁽⁵⁾	+8
	Proportion of employees working at ISO 14001-certified sites and subsidiaries	N/A	36.1% ⁽⁶⁾	–
To reduce our direct and indirect emissions by 50% per unit of revenue by 2030.	Direct and indirect CO ₂ emissions (Scopes 1 & 2 in TCO ₂ e)	N/A	8,736 ⁽⁷⁾	–
	Direct and indirect CO ₂ emissions (Scope 3 in TCO ₂ e)	N/A	3,555,512 ⁽⁷⁾	–

(1) Excluding SUKE (China) and Crystal Lake production sites.

(2) All the Group's production sites are included.

(3) Excluding sales subsidiaries with fewer than 5 employees and the sales subsidiaries in Boston, Dubai, Johannesburg, Mannheim, Stockholm, Szczecin.

(4) Excluding sales subsidiaries with fewer than 5 employees and the sales subsidiaries in Boston, Dubai, Johannesburg, Mannheim, Szczecin.

(5) Excluding French and international sales subsidiaries

(6) Group (fixed-term contracts, permanent contracts, temporary contracts).

(7) Group (fixed-term contracts, permanent contracts, temporary contracts). Scope 3 covers the main indirect emissions from the upstream and downstream value chain. The categories were chosen based on their relevance to the Group's activities and carbon materiality.



Our governance

Management review Chief Executive Officer, Deputy Chief Executive Officer, Director of Human Resources, Director of Communications and CSR, CSR Manager, HSE Director	• Approves the environmental policy and monitors its implementation by setting the Group's environmental guidelines during management reviews.
CSR Steering Committee jointly hosted by the CSR and HSE departments Members: New Building & Facilities Manager, Director of Human Resources, Director of Communications and CSR, project managers responsible for carbon action plans and CSR roadmaps	• Monitors the implementation of the Environmental Roadmap based on four key programmes: the low-carbon strategy, Energy+, eco-design and waste management.
Pilot for environmental management HSE Director	• Implements the environmental policy across the Group's sites.
Coordinator CSR Manager and her team	• Pilots the low-carbon strategy in collaboration with all stakeholders. • Coordinates projects relating to the environment.
Business functions sponsors	• Meet with project managers and the CSR team quarterly to review initiatives, ensure they are aligned with business strategies and approve the next steps.
Working Group 10 project managers in charge of data collection and the various action plans	• Ensures the collection of carbon footprint data. • Helps implement the action plan. • Ensures the operational monitoring of project implementation. • Meets monthly with the CSR team to ensure that initiatives are progressing.
Geographical area managers	• Facilitate the mobilisation of staff and get them involved in the project. • Keep track of team objectives.
Day-to-day operational governance 1. Site managers 2. The HSE teams 3. The Facilities and Buildings teams	1. Draw up environmental action programmes in their parameters, which are included in their ISO 14001-certified environmental management systems. 2. Advise site and subsidiary managers on regulatory compliance, operational management of hazardous products, waste, emergency situations, and the inclusion of environmental improvements in industrial projects, 3. Implement the Energy+ programme.
Low-carbon strategy consultants	• Provide their expertise. • Assist in drawing up the Climate strategy.

Our actions

Creating and deploying our low-carbon strategy

SOCOMECH has set a target of reducing its direct and indirect greenhouse gas emissions by 50% by 2030, using 2021 as the baseline year. The reduction is measured in terms of the carbon intensity of greenhouse gas emissions relative to turnover, in order to take account of changes in the Group's business activity.

In line with its positioning, the Group has opted for an ambitious approach to reducing its CO₂ emissions: developing innovative solutions that improve energy efficiency and support stakeholders in the sector in their transition to a low-carbon economy.

Steering and shaping the low-carbon strategy

In 2023, SOCOMECH adopted the 'Assessing Low Carbon Transition®' (ACT) methodology developed by the ADEME in order to develop a robust and sustainable low-carbon strategy. This approach united teams for dedicated collaborative workshops with the aim of developing a coherent low-carbon strategy and drawing up an action plan in line with the trajectory set out in the Paris Agreement.

ACT | ASSESSING LOW CARBON TRANSITION®

The Group's aim is to become one of the benchmark partners for supporting our customers in their energy and low-carbon transition. The low-carbon strategy is a major part of SOCOMECH's overall

strategy in this respect. It is founded on four complementary cornerstones:

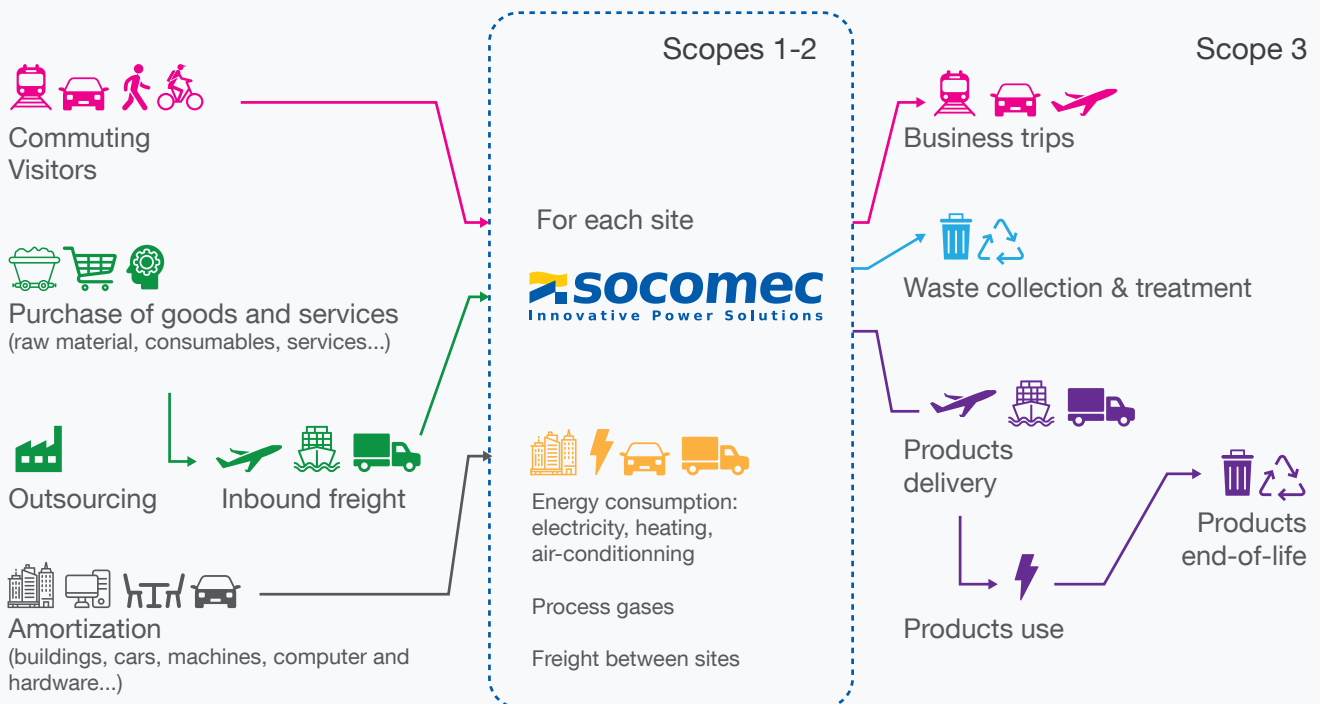
- our suppliers,
- our operations,
- our customers,
- our organisation.

To achieve these targets, a coherent action plan was drawn up for each of the main sources of emission. Approved by the Executive Committee, this plan has been in place since 2024. It is reviewed on a monthly and quarterly basis at management review meetings and is updated annually to reflect progress made, operational priorities and regulatory changes.

Measuring our greenhouse gas emissions

In 2022, SOCOMECH collaborated with a consultancy firm specialising in climate issues to carry out its first Group-wide carbon assessment. This covered all three scopes, encompassing the entire value chain.

Activities included in the calculation of the Group-wide carbon assessment in 2022



The year 2021 was chosen as the baseline year because it is representative of the Group's activity. During the initial stages of the process, SOCOMEC carried out a detailed analysis of all Scope 3 emission sources to identify the most significant contributors to its carbon footprint and which, as such, must be included within the scope of monitoring and reduction.

This has provided us with an overall view of our greenhouse gas (GHG) emissions.

In 2021, SOCOMEC's operations generated 2,566,230 tCO₂e.

Since 2023, Scope 1 and 2 emissions have been calculated annually, whilst Scope 3 emissions are calculated on a multi-year basis, with a new assessment to be carried out using data from 2025.

The new, comprehensive carbon footprint assessment for 2025 is a key milestone. It enables us to evaluate the initial impact of the implemented reduction measures, shape the Group's trajectory, and verify alignment with the 2030 targets.

When making this calculation, the Group paid particular attention to optimising and ensuring the reliability of its data collection processes. The new calculation has enabled us to expand the scope of coverage, in particular by incorporating more data from the acquired entities of ALGODUE, TCT and in North America. Additionally, the Group has made the data collected from suppliers more granular, as well as the data relating to packaging and fugitive emissions from air conditioning.

A structured calculation methodology that complies with benchmark standards

SOCOMECE's calculation of greenhouse gas emissions is based on a methodology broken down into emission sources and aligned with the GHG Protocol, the international benchmark for carbon reporting. Emissions are calculated across all applicable scopes, including all Group data subject to operational monitoring. Particular attention is paid to Scope 3, which covers emissions upstream and downstream

of the value chain that are relevant to the Group. For each emission source, the Group documents the scope applied, the calculation assumptions, the emission factors applied and the quality of the data used.

Activity data is primarily collected from direct sources, such as energy meters, fuel bills and business travel records. This data is drawn from our internal data management systems.

In the absence of primary data, secondary data is used, such as monetary data or extrapolations. The sources of this data and the assumptions are documented for each relevant emission category.

Emissions are calculated using standardised emission factors drawn from recognised databases, including the IEA, the AIB, Electricity Maps, Ecolnvent, the ADEME and BaseCarbone.

The entire system is based on consistency checks and the continuous internal validation of assumptions, with the aim of gradually enhancing the accuracy and coverage of Scope 3. This is achieved by ensuring the reliability of supplier data and strengthening the primary data for the sources with the highest emissions.

Recalculation methodology

SOCOMECE has recalculated its emissions for 2021, its base year, and has also recalculated its Scope 1 and Scope 2 emissions for all the years previously analysed, due to the following significant changes:

- methodological changes. Since 2023, the Group has been using the GHG Protocol methodology, which requires historical data to be harmonised.
- improvement in the accuracy of emission factors. The adoption of factors from the International Energy Agency (IEA) database, thereby improving the accuracy, comparability and relevance of emissions calculations and the associated trajectory,
- adjustment to the scope: inclusion in the base year of emissions from acquisitions made in the years following 2021.

Key annual figures for greenhouse gas emissions in tCO₂e

	Adjusted base year 2021	2025
Scope 1	5,059	5,856
Scope 2		
Location based	3,019	3,085
Market-based	3,035	2,880
Scope 3	2,558,136	3,355,512
Total	2,566,230	3,364,248

Monetary intensity in tCO₂e /M€ of turnover

	Adjusted base year 2021	2025	Reduction in 2025 compared with 2021	Target for 2030
Scopes 1-2	13.4	8.8	-35%	-50%
Scopes 1-2-3	4,249	3,374	-21%	-50%

Spotlight on SOCOMEC's decarbonisation

SOCOMEC's strategy for reducing greenhouse gas emissions involves the gradual implementation of specific measures across all its operations.

The main measures taken include, in particular:

- **improvements in the energy efficiency of new product offerings**, particularly within the PCO business line, have reduced emissions from product use by 38% per installed kWh,
- **a reduction of the use of air freight**. In 2025, the switch to sea freight between Europe and the United States for the PSM range, the phase-out of air express services in Europe and the use of rail freight between France and Italy led to a reduction in emissions of 4,721 tCO₂e compared with 2021,
- the use of **energy-efficient solutions at production sites**, particularly building management systems,
- **increasing the use of renewable energy** by generating solar power at several of the Group's production sites and purchasing green electricity (100% in France and partially in Italy),
- **eco-design initiatives for packaging**, such as the phasing out of plastic bags for certain products or the replacement of wood with cardboard for certain UPS products,
- **changes in the company's vehicle fleet**, with an increasing proportion of electric vehicles.

Transparency and external assessment

Since 2023, SOCOMEC has completed the climate questionnaire set by the Carbon Disclosure Project (CDP). This process helps to frame the Group's approach to decarbonisation and to monitor, on an annual basis, the progress of the measures implemented to achieve its CO₂ emission reduction targets.

On the agenda for 2026

Following the carbon footprint assessment, based on 2025 data – a key milestone in evaluating the progress of the low-carbon strategy – SOCOMEC plans to formally define its decarbonisation trajectory between 2021, its base year, and 2030, in order to organise the remaining work to be carried out. Furthermore, the Group has appointed a climate consultancy to review its action plan, enhance its effectiveness and identify new ways of reducing greenhouse gas emissions.

Adapting to climate change

This year, we launched a climate change adaptation initiative by carrying out a climate assessment at the Benfeld site, led by the regional Chamber of Commerce and Industry. Based on the site analysis and the interviews conducted, an initial assessment of our climate-related risks has been drawn up.

It shows that the Benfeld site faces exposure to risks of flooding and heatwaves. To date, the potential scale of these impacts is considered to be moderate to low, and no significant losses have been recorded over the last ten years.

To anticipate and manage these risks, the Group has chosen to incorporate them into its overall risk management framework. This matter is now taken into account during internal environmental audits.

On the agenda for 2026 - 2027

To initiate a climate change risk assessment at our various production sites in order to draw up an adaptation plan.

Promoting soft mobility

To reduce CO₂ emissions from travel, the Group encourages more environmentally friendly travel, both for business trips and for commuting. In 2025, SOCOMEC encouraged bicycle use with three initiatives:

- participation in the inter-company event 'Au Boulot à Vélo' (Go to Work on a Bike), which saw many employees take part in a collective challenge to clock up the most kilometres,
- making electric bikes available at the Benfeld and Huttenheim sites, giving staff the opportunity to try out a low-impact mode of transport for their commute,
- the organisation of two repair workshops in June, offering employees the opportunity to maintain their bikes at a lower cost, promoting independence amongst cyclists and helping to extend the lifespan of their equipment.

Also, for business journeys of less than 150 km per day, travel coordinators now automatically prioritise the hire of electric vehicles, which produce three to four times fewer CO₂ emissions than a combustion-engine vehicle over their entire life cycle.



Obtaining ISO 14001 certification for 100% of our production sites

In 2025, SOCOMEC continued its drive to have all its production sites become ISO 14001-certified by 2027. This initiative is a key driver of the Group's environmental transformation, strengthening governance, risk management and the environmental performance of its operations.

To date, several manufacturing sites are ISO 14001-certified: Benfeld, Huttenheim, Isola, Gurgaon, Qingpu, Hangzhou, Bampton, as well as ALGODUE, which was certified in 2025. Three sales subsidiaries have also been awarded this certification: SAE PL (Portugal), SAE ES (Spain) and SUK (United



Kingdom). All of these entities are subject to annual audits to ensure that the environmental management system complies with requirements and is continuously improved.

Certified sites assess their environmental risks and implement targeted action plans, focusing in particular on the management of energy, waste and CO₂ emissions.

In addition, the Huttenheim production site is also ISO 50001-certified, further enhancing its control over energy consumption and optimising its use.



On the agenda

By 2026, all of SOCOMEC SAS's operations will be ISO 14 001-certified, in addition to the production sites that are already certified. This expansion will cover all the Group's activities, including development, procurement, marketing, the distribution centre and support functions. The Group is also aiming to certify its Longmont, Nasaan and TCT sites. This would mean that, by 2026, 77% of staff would be working at an ISO 14001-certified site.

This initiative underpins the objective of having 100% of the Group's production sites to be ISO 14001-certified by 2027.

Optimising the energy performance of our facilities

Anticipating and responding to energy issues

The Group has identified the following major energy concerns:

- the accelerating pace of climate change and dependence on fossil fuels,
- the risks of power cuts that could affect business continuity,
- the sharp increase in energy costs,
- the regulatory changes and the French government's energy conservation plan.

For many years now, SOCOMEC has been focusing on three major actions to anticipate and meet these challenges.

SOCOMECE prioritizes the use of **highly energy-efficient buildings**. All new buildings meet this standard and comply with the criteria for reducing energy consumption. At the same time, SOCOMEC is working on the upgrading of its older buildings so that they too meet these environmental criteria.

The Group uses **renewable energy** through self-consumption of solar energy and subscribing to green energy contracts. The energy produced by the solar panels is either self-consumed or fed back into the grid. This sound practice has been taken up and deployed as part of the Energy+ Plan, presented below.

The Group has installed meters to monitor consumption in real time, adapt it accordingly and thus contribute to reducing our overall electricity consumption. All of our production sites are equipped with these monitoring systems, with the exception of our sites in China and the ALGODUE facility.



Accelerating our transition to energy conservation through the Energy+ Plan

In 2022, SOCOMEC launched the Energy+ Plan in France and at its European production sites to tackle the energy crisis and accelerate our energy transition.



To achieve this, the actions supported by the Energy+ Plan are aimed at making our buildings more efficient, adopting more energy-saving practices and producing more renewable energy. The Group aims to reduce its CO₂ emissions related to energy consumption by 50% by 2030.

The plan highlights an already existing desire and commitment within the Group, and is reinforced by the core expertise of SOCOMEC and E'NERGYS, a member of the enlarged SOCOMEC Holding Company.

The expert's opinion

"At E'NERGYS, we provide practical solutions to help our customers make the transition to a greener, more energy-efficient future, by offering them a complete value chain: from auditing and consultancy to engineering and a whole range of integrated, financed solutions. That's the expert role we have in the Energy+ Plan, we support SOCOMEC across all their projects. We are responsible for analysing their energy consumption and acting as SOCOMEC's preferred partner in defining and implementing solutions including, for example, building management systems and photovoltaic and geothermal facilities."

Louis STEYERT, Deputy Director of E'NERGYS

In 2025, SOCOMEC continued its action plan to reduce its CO₂ emissions linked to energy consumption, in particular through:

- the continuation of green energy contracts in France, enabling all French sites to source 100% of their electricity from renewable sources, and the signing of new green contracts at several Italian sites,
- the installation of solar awnings and canopies at two production sites.

SOCOMECE has also carried out several feasibility studies to coordinate medium/long-term projects that will help us to decarbonise and reduce energy costs.

These initiatives give us the opportunity to put our solutions to practical use, so that we can provide our customers with even better support in setting up similar initiatives. Indeed, the use of SOCOMEC products means that the energy produced can be managed and stored, and energy consumption can be accurately measured so that it can be controlled and optimised.

On the agenda for 2026-2027

- To launch installation projects for solar awnings and canopies at various sites in France and Tunisia. Once these projects are completed, the solar installations as a whole are expected to enable our operations in France and Tunisia to generate 40% and 47% respectively of their energy requirements using low-carbon energy.
- Switching to a green electricity contract at the ALGODUE site in Italy, bringing the total share of renewable electricity across all Italian sites to 100%.
- Continuation of the global deployment of the Energy+ plan, with the rollout of the '10 Energy Attitudes', the implementation of which will be assessed during internal environmental audits.
- Group Target for 2027: to have 60% of energy come from renewable sources by 2027.

Reducing and recycling the waste generated by the Group

In 2025, SOCOMEC continued to deploy its strategy for responsible waste management, aimed at sustainably increasing the proportion of industrial waste recovered by 2030.

The Group reaffirms its commitment to ensuring the collection, sorting and recycling of all its waste, while closely monitoring the volumes generated at its production sites in order to minimise their environmental impact.

As soon as it arrives, the waste is sorted and stored in suitable containers, before being collected by specialist contractors. Compliance with procedures is regularly monitored through on-site audits. The production teams have been aware of these issues for many years and play an active role in ensuring compliance with regulatory requirements and internal standards.

In France, for the activities of SOCOMEC SA, the recycling rate reached 83% in 2025, a slight decline compared with 2024, when it exceeded 90%. The Group has also carried out an accurate assessment of the carbon footprint linked to its waste, allowing it to make precise adjustments to its reduction priorities.

On the agenda

Building on this momentum, SOCOMEC aims to extend the 90% recycling target to the entire Group by 2027. To achieve this, a standardised waste management procedure is currently being rolled out to harmonise data collection and set out objectives for the short, medium and long term.

A closer look: Lead-acid batteries and lithium-ion batteries

The batteries SOCOMEC is responsible for are processed and recycled in accordance with current regulations by centres equipped with appropriate facilities to prevent environmental pollution.

Some of our products include lithium-ion batteries: these have a high energy density, a long service life and fewer cooling requirements.

Reducing the environmental footprint of our offerings

By virtue of its sector and international profile, SOCOMEC faces different types of risk: regulatory, technological, reputational, climatic and also from its markets.

In response, the Group is committed to reducing the environmental footprint of its offerings, products and services across the board, and to providing comprehensive solutions to help our customers control and reduce their own environmental impact.

SOCOMEK's new eco-design policy sets out the Group's desire to design offerings with an extended service life and to improve the energy efficiency of the products and services we propose. In addition, the Group is committed to creating eco-declarations for its products, the Product Environmental Profiles (PEP), in order to provide transparent information on the environmental footprint of our products to our customers.

Our policy

Our commitments

In terms of eco-design

SOCOMEK's commitments to limiting the environmental impact of its products are set out in the Group's environmental policy.

The aim is to constantly innovate in order to reduce our environmental footprint by improving the energy efficiency of our products and promoting the circular economy, thereby helping users to design facilities that are less energy-intensive, better managed and more respectful of the environment.

The Group's eco-design approach is geared towards the following objectives:

- to incorporate the principles of the circular economy into the design of new products and services,
- to promote longer product life cycles,

- to facilitate the choice of responsibly sourced materials that are compatible with the safety and performance requirements of our products,
- to devise and design solutions to further improve the energy efficiency of our products and services,
- to provide our customers with transparent information on the environmental impact of our products throughout their life cycle, in particular by means of Product Environmental Profiles.

To achieve this, SOCOMEC undertakes to anticipate and constantly comply with environmental regulations, to be attentive to the expectations of our customers, and to ensure that all those involved adhere to and take responsibility for their commitments.

In terms of compliance with international regulations on limiting and restricting hazardous substances, such as RoHS¹ and REACH²

The Group designs its new products in compliance with the European and international regulations on the limitation of hazardous substances, especially hexavalent chromium, mercury, cadmium, lead, phthalates, polybrominated biphenyls (PBBs) and polybrominated diphenyl ethers (PBDEs). The Group also takes into account substances that are currently being regulated.

In addition, SOCOMEC gives preference to materials and components which do not contain substances of very high concern, particularly under REACH regulations.

SOCOMEC also assesses the impact of proposed regulations aimed at limiting the use of PFAS (per- and polyfluoroalkyl substances) on its activities.

In terms of applying the European Directive on Waste Electrical and Electronic Equipment (WEEE)

To ensure responsible management of the end-of-life of electrical and electronic equipment for our customers, SOCOMEC has

undertaken to help develop collective recycling schemes in France, by working with other manufacturers in trade associations.

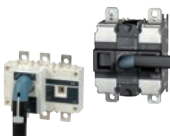
More generally, the Group identifies relevant collection and recycling schemes in the member states in which we operate, and contributes to the application of the directive through commercial subsidiaries or local partners.

On the agenda for 2026

In 2026, the Group will strengthen its eco-design approach in order to secure market access and prepare for the gradual integration of new environmental challenges, such as the ban on PFAS, the use of sustainable materials and the eco-design of packaging.

To support this goal, SOCOMEC is setting up a new entity dedicated to eco-design and materials. Its mission is to coordinate the overall approach and to support and train the project teams working on the development of our product ranges.

We apply our commitments to all our product ranges and services

Power monitoring ranges Power protection and switching ranges	 AC/DC switch disconnectors	 Transfer switches	 AC/DC monitoring	 Current sensors	
UPS and storage systems	 High-power UPS for data centres	 Mid-power UPS	 Static Transfer Systems	 Energy Storage Systems	
Services	 Maintenance	 Operation	 Monitoring	 Financing	 Learning and development

1. European RoHS Directive (Restriction of Hazardous Substances)

2. European REACH Directive (Regulation on the registration, evaluation, authorisation and restriction of chemicals)

Our performance

Key target	Indicators	2024	2025	Variation
To have 100% of our product ranges covered by PEPs by 2030	Percentage of turnover generated by manufactured product ranges covered by a Product Environmental Profile (PEP) ⁽¹⁾	89.3%	87.1%	-2.2

(1) Excluding North American entities, ALGODUE, TCT (for these entities, SOCOMECE brand products are taken into account)

Our governance

Eco-design Committee Members: Business Line Manager, R&D Director, R&D Managers, Product Development and Marketing Managers, Homologation Manager, R&D Director and Business Line Marketing Director, GTD Director, Laboratory Director, Procurement Manager, Packaging Manager, Eco-design Group Sponsor, New Product Launch Manager Facilitator: Eco-design Manager	• Identifies eco-design issues. • Sets out the eco-design policy and defines the strategic areas of work. • Drives the action plans within business lines. • Provides guidance and recommendations on eco-design.
R&D and Product Development departments, Marketing Managers, Eco-design department	• Define and carry out the action plans in line with the eco-design policy. • Design our products to meet our environmental policy and the agreed specifications. • Determine the product ranges to be covered by a PEP.
Marketing Managers, Eco-design Department	• Set eco-design targets for each business line, in keeping with the Group's strategic priorities and market expectations.
R&D departments, Eco-design department	• Draw up and publish PEP declarations.
All business functions and employees involved in the projects	• Integrate and comply with eco-design objectives in the specifications for product-related projects.

Our actions for reducing the environmental footprint of our offerings

Reinforcing eco-design when creating product offerings

Raising employee awareness of eco-design

To ensure clear, consistent and shared communication of its environmental policy, SOCOMEC has introduced a compulsory online training module dedicated to eco-design for teams involved in designing and developing the Group's products and services.

This training aims to introduce staff to the eco-design approach and provide them with the essential knowledge to understand it.

- the stakes and principles involved in eco-design,
- the commitments of the Group,
- the role of each person in this process,
- the key mechanisms for integrating more sustainable design practices.

The module is available via the Group's online training platform and provides a common foundation for strengthening SOCOMEC's environmental culture.

Reducing the impact of packaging and product user guides

In France, the outer packaging and instruction leaflets for SOCOMEC products are made predominantly from recycled paper or materials sourced from sustainably managed forests, such as paper, cardboard and wood.

The design of the final packaging prioritises solutions made exclusively from a single recyclable material, favouring unbleached, uncoloured cardboard or wood.

In 2025, the Group launched the CSR Packaging project, which aims to fully integrate packaging into its low-carbon strategy. The project particularly focuses on increasing the proportion of recycled content in packaging materials.



Reducing emissions from transport and business trips

Reducing emissions related to the transport of merchandise.

SOCOMEC is stepping up local production of its products in order to be nearer to its customers and to reduce the flow of goods in transit. The corresponding objectives are set on a regional basis, in line with the specific characteristics of each market and local requirements.

Furthermore, the Group has implemented several measures within its supply chain to balance operational performance with environmental responsibility. The use of air freight – which accounted for 82% of logistics emissions while representing just 17% of the volumes transported – has been significantly reduced in favour of modes of transport with a lower carbon footprint, such as sea, road and rail.

Further measures are being considered, in particular the use of alternative fuels (SAF, HVO) and the strengthening of systems for measuring and managing emissions. *SAF (Sustainable Aviation Fuel) and HVO (Hydrotreated Vegetable Oil) are premium biofuels. They are essential for decarbonising transport without requiring changes to existing engines or infrastructure. Finally, a certification scheme is planned for 2026 to formalise environmental commitments and address the growing demand from customers for sustainable transport.

Reducing the number of journeys made by our technicians

SOCOMEC's innovations in IoT⁽³⁾ also offer an opportunity to reduce the number of visits by our technicians to customer sites. All of SOCOMEC's new UPS and energy storage systems can be connected and accessed remotely by qualified technicians. Commissioning, troubleshooting and preventive visits can be carried out without the technician having to travel. What's more, thanks to connected services, it is possible to anticipate the ageing of certain components so as to plan for their early or delayed replacement. Likewise, our mains changeover switches perform continuous diagnostics that can be accessed remotely to improve the operation of the device and reduce the need for a technician to visit the site.



3. Internet of Things

Assessing the environmental impact of products

For many years, SOCOMEC has been objectively and reliably classifying the environmental performance of products using an eco-declaration tool called the Product Environmental Profile (PEP). Among other things, the declaration enables us to inform customers of the carbon footprint of the products covered.



The aim is to help customers and specifiers make informed choices in a fair and reasoned fashion, in accordance with the ISO 14025 standard. The PEP is based on a product life-cycle assessment carried out in accordance with the ISO 14040 standard. This assessment covers all the key stages of the product's life cycle, including the selection of materials and manufacturing processes, modes of transport, energy consumption during use and end-of-life management.

SOCOMEC is also a member of Ecopassport®, whose mission is to develop the Ecopassport® benchmark programme internationally for declaring the environmental impacts of electrical, electronic and HVAC products. SOCOMEC uses this framework to produce PEP data sheets for its products in a transparent and rigorous manner. Ecopassport® verifies the declarations made in these data sheets.

In its environmental policy, the Group is committed to communicating the environmental impact of its entire range of products and services to its customers in a reliable and transparent manner. To this end, the Group publishes PEP fact sheets, which are available on the SOCOMEC website:

<https://emea.socomec.com/en/resource-center/resource-language/en/resource-type/pep-65>

In 2025, SOCOMEC released 24 new PEP data sheets for its manufactured products, thereby covering a total of 87.1% of the turnover associated with these product ranges. This figure includes PEPs currently being renewed, which are considered valid as long as the review process is underway. This initiative is part of the Group's commitment to transparent communication regarding the environmental impact of all its products, in line with its environmental policy.

To further improve transparency regarding the environmental data of products sold by the Group, SOCOMEC published an additional 23 PEP data sheets for its range of wholesale products in 2025.

The Group is allocating resources to produce these PEP sheets in support of these improvements. The PEP monitoring indicator is also reviewed every quarter by the Eco-design Committee, ensuring rigorous and ongoing management of this process.

Improving the energy efficiency of our product offerings

Reducing the power consumption of the screens on energy measurement equipment

All our devices with display screens come with a backlit standby mode, reducing energy consumption when not in use locally. The Diris B and Digiware measurement and monitoring range is also available without a display, minimising the carbon footprint in both manufacture and use.

Limiting power dissipation in our power protection and disconnection systems

As well as reducing the use of materials, our design rules include the reduction of power dissipation. Our latest DC offerings - the Inosys, switch disconnectors for photovoltaic and energy storage applications - reduce power losses by 50% by increasing switching performance to 2000 Vdc and by minimising the need to connect power poles in series.



Our commitment rewarded by the European 'Elite' classification of our UPS systems

Socomec, a member of Gimelec ⁽⁴⁾ and CEMEP ⁽⁵⁾, has signed the Code of Conduct put forward by the European Commission's Joint Research Centre (JRC). The aim is to further protect critical applications and processes by ensuring a continuous, high-quality power supply 24/7.

Through its code of conduct, the JRC is committed to optimising the energy efficiency of UPS systems, also known as Uninterruptible Power Supplies (UPS), by reducing their energy losses and greenhouse gas emissions. It has created the European 'Elite UPS' brand, which guarantees customers optimised performance on all such equipment. The JRC thus sets out key energy efficiency requirements, with criteria including quality and availability of the supplied power as well as the operating mode.

Efficiency is at the heart of the Group's activities, and considerable progress has been made in this area over the last ten years. SOCOMEC therefore voluntarily subscribes to a set of Elite-level requirements as part of this code of conduct, a benchmark in the European classification system. Through this commitment, our company ensures safer and more efficient UPS for our customers, with a view to a smart and sustainable future.

SOCOMEK has also developed new test functions to avoid wasting energy: the design of the UPS allows specific test requirements to be managed by re-injecting and reusing energy instead of using a dummy load. This reduces energy consumption during the factory test process, on-site system qualification and during maintenance activities.

Proposing a modular, robust and repairable product offering

Optimising the sizing of measurement systems

Modular design helps optimise the sizing of electrical installations and the selection of components. This is possible, for example, with the modular Digiware system, which allows the electrical monitoring of key functions (display, voltage measurement) to be shared between all the circuits. It can therefore be used to centralise all the monitoring functions of an installation.

Modularity also means that measurement systems can be upgraded for new technologies or new uses, while limiting the need for additional components. This is particularly true of the wide range of ferromagnetic or Rogowski measurement sensors that can be easily added to existing installations, while limiting the need to redesign the electrical panel.

The modular concept therefore reduces the carbon footprint of the product, both during manufacture, by centralising functions, and during use, by enabling the functionalities of the product to be extended without the need to add additional components.

Ensuring the robustness of energy protection and disconnection systems

Our customers expect the equipment they purchase to last 20 years. To meet this expectation, SOCOMEC strives to build robust products with the longest possible service life.

Prolonging the lifespan of products and components

SOCOMEK has adopted the concept of modularity in product development. The concept simplifies the electrical installation for customers by limiting the number of devices in their system architecture. Modularity also makes it easier to retrofit installations and replace components (rather than whole products), thereby reducing the amount of waste generated.

The 'Forever Young' design concept for extending the life time of UPS

The Modulys range of UPS incorporates the unique 'Forever Young' concept. This extends the service life of the system thanks to its architecture. It consists of a chassis with no electronics, and power modules that can be replaced, even while the system is running. Aging or obsolete modules can be easily replaced and reconditioned in our dedicated maintenance centres (Repair Centres).

The 'Forever Young' concept allows customers to benefit from future technological improvements. All it takes is to replace obsolete electronic parts without modifying the electrical infrastructure or changing the UPS.

The principle is based on the compatibility and availability of power modules and spare parts. SOCOMEC, the sole promoter of this concept, guarantees the compatibility and availability of parts for more than 20 years via an official declaration available on request.

4. An association of companies in the French electrical and digital sector (GIMELEC)

5. The European Committee of Manufacturers of Electrical Machines and Power Electronics (CEMEP)

As part of its service activities, and more specifically through its maintenance contracts, SOCOMEC is committed to maintaining the performance and availability of UPS systems at an optimal level over the long term. This approach maximises the durability of equipment and thus contributes significantly to reducing its environmental impact.

On the agenda for 2026

SOCOMEC is continuing the gradual deployment of maintenance services, moving towards a fully predictive approach by 2026. This approach is based on an analysis of the actual operating conditions of the equipment.

It avoids the routine replacement of parts subject to wear and tear, minimises the need for on-site visits and reduces the environmental footprint of maintenance operations, whilst maintaining a high level of system up-time for customers.

FOREVER
YOUNG ∞

Providing retrofit and upgrading solutions via our Repair Centres

SOCOMEC has built up its expertise in the repair and reconditioning of modular products and power bricks in its state-of-the-art laboratories, called Repair Centres.

The Group has set up six Repair Centres around the world to repair, recondition, retrofit and update our UPS and Sunsys power converters. Proven, high-quality repair and reconditioning procedures are standardised in all our Repair Centres.

Their geographic locations have been chosen to be close to the end-user in order to reduce response times, costs and environmental impact. It is a strategic approach that has been in operation for over 20 years.

SOCOMEC uses a 'Swap process'. Defective modules are replaced directly at the customer's site by a certified module (new or reconditioned).

Defective modules are sent to the nearest Repair Centre for repair and technological upgrades, before being resold on the market as reconditioned products. There are several advantages to this process:

- **it cuts** costs and reduce the environmental footprint - 98% of our customers choose this option,
- **it shortens** repair times: the defective module is immediately replaced at the customer's site,
- **it guarantees** the reparability of modules sold for up to ten years after the end of their production,
- **it collects and analyses** data, as each product is identified by a unique serial number which tracks the history of the product's life (its use, repairs, components replaced, etc.).

SOCOMEC manages and optimises the replacement of consumables and monitors the performance of its products following the initial installation at the customer's site.

In 2025, an additional repair centre was built in Abu Dhabi and will be operational in 2026. Repair workstations were added to the existing SOCOMEC centres in order to expand repair capacity for modules and power bricks ranging from 25 to 50 kW.

Services – the key to extending the service life of equipment

In addition to the repair and reconditioning operations carried out at its specialist centres, SOCOMEC draws on its full range of service activities to sustainably extend the service life of its customers' critical installations.

Through its maintenance contracts, the Group ensures that equipment continues to perform effectively and remains operational throughout its entire life cycle, while avoiding premature replacements. This approach contributes to a more efficient use of resources and a reduction in electronic waste.

Energy efficiency of installations in our service provision

SOCOMEC aims to develop its service activities to improve the energy efficiency of its customers' electrical systems.

By gradually developing analysis and support services based on equipment data, the Group helps customers to understand how their installations operate, identify energy optimisation opportunities and control their electricity consumption.

This programme is part of a comprehensive approach balancing operational performance, service continuity, and reducing the installations' carbon footprint.

Offering our customers effective solutions for reducing their energy consumption

Optimising energy consumption and reducing premature ageing of installations

Our products and solutions for monitoring electrical installations are designed to improve energy performance.



The **accurate measuring of energy** is an essential step in any process that aims to improve energy efficiency. Our wide range of products, from sensors and monitoring systems to energy meters and monitoring devices, all contribute to the continuous improvement of the energy efficiency process.

Measurement systems for alternating current (AC) and direct current (DC) play an active role in identifying energy-saving actions to reduce or improve electricity consumption. The measurement accuracy offered by systems with an accuracy class of 0.5⁽⁶⁾ provides energy or facility managers with reliable information that is precise enough to back up their operating decisions and confirm the savings they subsequently make.

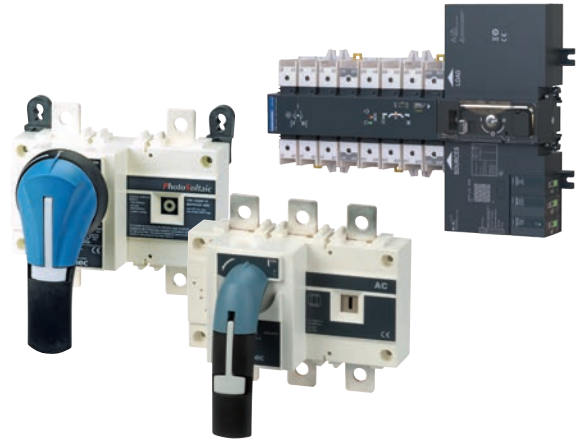
Our equipment enables our customers to analyse the quality of the power distributed within electrical installations and to identify any potential pollutants.

Having this continuous monitoring in place means that action can be taken to prevent over-consumption or premature ageing of certain devices.

Contributing to the energy transition with energy protection and disconnection products

Our **electric arc-extinction switchgear** helps to optimise energy consumption. Some product families in this range are designed for renewable energy applications (photovoltaics, energy storage,

e-mobility). Renewable energy applications require specific technical features and levels of performance in order to guarantee safety and, throughout the operating life of the facility, to ensure that the customer is able to run their business and get a return on their investment. The improved performance in terms of cut-off voltage in our latest Inosys range enables the implementation of more efficient systems.



Adapting UPS functionalities to customer uses

Our **UPS equipment** is designed with functionalities to improve energy performance. In this way, we constantly help customers to design low-voltage electrical installations that consume less energy, are easier to use and more environmentally friendly.

To this end, our Delphys XL range combines several advanced operating modes and functions to optimise the performance of our customers' data centres, without impacting the quality of the energy supply:

- Smart Conversion function. A special algorithm constantly monitors the quality of the electrical network and selects the optimum operating mode in real time between Double Conversion (VFI, 97% efficiency), and Line Interactive (99% efficiency).



POWER
SWITCHING



POWER
MONITORING

6. The accuracy class is indicated by a number which corresponds to an acceptable percentage error in the measurement. Hence, a class of 0.5 corresponds to a maximum error of 0.5% when the current is equal to 100% of the rated current.

- Energy Saver function. Opting for Double Conversion (VFI) provides the highest level of protection by ensuring high-quality energy for critical loads without being affected by input disturbances. However, maximum overall UPS efficiency can still be achieved at partial load by activating the energy saver function (with low operating losses) while maintaining a high level of load protection.



The Smart Conversion function

The Smart Conversion mode is a major innovation integrated into SOCOME C UPS systems. It optimises energy efficiency while ensuring maximum protection for critical loads. It delivers certified efficiency of 99.1%, corresponding to losses reduced by a factor of five compared to a traditional double-conversion mode. Combined with the Energy Saver features, activating this mode can reduce the overall power consumption of the critical chain in data centres by up to 3%.

The reduction in losses also reduces heat generation, thereby limiting cooling requirements and helping to reduce the carbon footprint.

It is one of the most advanced modes on the market for balancing sustainability, performance and uptime.

Facilitating the integration of renewable energy and continuity of service with energy storage systems

Energy Storage Systems (ESS) play an active role in the energy transition. They facilitate the integration of renewable energy sources by:

- maximising locally produced energy consumption (self-consumption), while limiting the injection of renewable energy into the electricity grid,
- or by supporting the electricity grid to ensure better adaptation to the challenges of renewable energy, in particular the intermittency of its production.

They also provide clean and reliable multi-source power supplies for stand-alone microgrids. Finally, they meet new electricity demands by improving the resilience of power grids.



POWER
CONVERSION



ENERGY
STORAGE



EXPERT
SERVICES

SOCOMEC's commitment to responsible partnerships



8 DECENT WORK AND
ECONOMIC GROWTH



17 PARTNERSHIPS
FOR THE GOALS



11 SUSTAINABLE CITIES
AND COMMUNITIES



Ensuring responsible purchasing

SOCOMEC ensures that all the issues relating to people and the environment are taken into account at every level of the value chain, from sourcing to the distribution of our products. The company's aim is to maintain lasting relationships based on trust with all its partners (employees, customers, distributors and suppliers).

In addition, since 2021, companies have been facing difficult conditions on the raw materials and supply markets. SOCOMEC aims to establish healthy and lasting relationships with our partners in order to strengthen our CSR performance and our resilience in the face of unstable supplies.

Finally, as a world player in the energy sector, SOCOMEC could be exposed to risks of corruption and influence peddling. This is why we are committed to ensuring responsible purchasing and business ethics across the Group.

Our policy

Our commitments

As an international industrial group operating in the energy sector, SOCOMEC conducts its business in line with a responsible development approach. By incorporating CSR considerations into its strategic priorities, the Group is reaffirming its commitment to balancing industrial performance with social responsibility and environmental management.

SOCOMEC's responsible procurement policy incorporates social, environmental and economic criteria into its processes to promote the development of sustainable and ethical business practices.

This commitment applies both to the Group's internal practices and to those of its suppliers.

In this context, SOCOMEC ensures compliance with the regulations in force in all the countries in which it operates, as well as with the international principles and standards promoted by the United Nations.

The responsible procurement policy thus reflects the Group's commitment to placing sustainable development principles in the forefront of its relationships with partners and across all business functions. It provides a shared framework for procurement teams and suppliers.



The responsible procurement policy is based on three key objectives:

- **contributing to the Group's** overall performance by creating lasting value and ensuring the availability of products and services at the lowest total cost,
- **developing healthy relationships** with suppliers and **helping to establish** ethical and responsible supply chains,
- **improving the CSR performance of suppliers**, in particular by supporting them in:
 - the reduction of their carbon footprint,
 - the development of eco-designed solutions, incorporating the use of recycled or recyclable materials,
 - respect for the working conditions of their employees, in compliance with the legislation in force in the countries concerned.

Our performance

Key targets	Indicators	2024	2025	Variation
To obtain signatures for our Code of Conduct from 100% of our suppliers by 2030	Percentage of turnover covered by suppliers who have signed our Code of Conduct ⁽¹⁾	97.6%	91.8%	-5.8
To achieve an EcoVadis rating of ≥ 55/100 by 2030	Main suppliers who have been assessed by EcoVadis ⁽²⁾	120	160	+40

(1) Suppliers covering 80%, 92% and 92% of Socomec's turnover in 2023, 2024 and 2025 respectively. Excluding ALGODUE, TCT and the North American entities in 2023. Integration of TCT in 2024.

(2) Excluding TCT, ALGODUE and North American entities (SOCOMEC has around 160 main suppliers). EcoVadis grants a validity of 12 months to the assessments carried out. The scope of the indicator includes EcoVadis performance assessments of suppliers over a two-year period.

Our governance

Group level	Group Purchasing Director	• Sets out the Group's purchasing strategy, • Sets out the objectives and monitors their attainment.
Committee	Purchasing Manager	• Coordinates CSR actions with suppliers.
	'Business Partner Integrity' Committee	• Deals with alerts concerning commercial partners (suppliers and customers).
	Eco-design Committee	• Ensures strategic and operational alignment with responsible procurement principles.
Local level	Buyers	• All new buyers are briefed on SOCOMEC's sustainable purchasing policy as soon as they join the company. They sign the 'Responsible Supplier Relations Charter' and take note of the Code of Conduct.

Our actions to ensure responsible purchasing

Assessing and requiring a level of CSR performance from our suppliers

Integrating CSR criteria at every stage of the supplier relationship

The Group's commitments and requirements regarding its suppliers are set out in its responsible procurement policy.

In this context, SOCOMEC applies a rigorous policy to prevent and combat corruption and expects all its suppliers to comply with the same principles.

They are therefore required to ensure that their business practices are based on transparency, integrity and the prevention of any conflict of interest. To this end, key suppliers must adhere to the Group's Code of Conduct. All members of SOCOMEC's procurement teams are fully committed to this approach and have individually agreed to comply with the provisions of this Code of Conduct.

SOCOMEC subscribes to an application (Refinitiv World-Check) developed by Reuters to assess its business partners. This tool, known in-house as 'Business Partner Integrity', continuously scans information on more than 3,000 SOCOMEC partner businesses and alerts us if necessary (particularly in the event of suspected wrongdoing). Our 'Business Partner Integrity' committee meets up on a monthly basis to deal with the alerts received and to correspond with our service providers to rectify their situation.

Social and environmental factors are also taken into account from the moment suppliers are selected in questionnaires and pre-selection audits, as well as throughout the supplier relationship.

In 2025, SOCOMEC incorporated the EcoVadis rating into its 'supplier scorecard' – an annual document used to measure supplier performance – as a CSR criterion, alongside the usual criteria of cost, quality, service, innovation and risk management. SOCOMEC

has also launched a risk mapping initiative for its suppliers. The aim is to gain a deeper understanding of, and better control over, the issues associated with its value chain.

In the context of the green transition, the Group is committed to continuous innovation to reduce its environmental footprint, improve the energy efficiency of its products, and promote the circular economy.

This commitment is particularly evident in the incorporation of environmental criteria into the development of its supply chain, and in its support for environmentally friendly practices.

The Group also involves its suppliers in its eco-design approach, which has the following objectives:

- to incorporate the principles of the circular economy into purchased products,
- to promote the use of materials that have a low environmental impact and are compatible with the Group's safety and performance requirements.

Suppliers are also required to comply with all relevant environmental legislation and take practical measures to minimise their environmental impact.

On the agenda

By 2030, the Group aims to reduce the carbon footprint of its procurement activities. This will be primarily achieved by gradually increasing the proportion of recycled copper used, with the target being at least 80% in the EMEA region.

 SELECTING SUPPLIERS	Social and environmental criteria are taken into account in the pre-selection questionnaires. This process applies to any new supplier.
 SUPPLIER MONITORING AND ASSESSMENT	• Process for monitoring our suppliers to verify their integrity. • Follow-up audits every 2 years. • Assessment of suppliers' CSR performance via the EcoVadis rating agency. • Monitoring the progress of suppliers' EcoVadis scores from year to year.

Assessing the CSR performance of our suppliers with EcoVadis

In 2022 SOCOMEC entered into a partnership with the non-financial agency EcoVadis to assess the CSR performance of its main business partners. Our aim in doing so is to improve our value chain and develop a supplier base that is committed to meeting sustainable development objectives. By the end of the first partnership cycle in 2025, SOCOMEC had reached a key milestone in its sustainability programme, ensuring that 100% of its strategic suppliers had undergone an EcoVadis assessment in line with its responsible procurement policy.

EcoVadis grants a validity period of 12 months to the assessments of CSR performance. At SOCOMEC, we recognise the EcoVadis performance assessments of our suppliers for a two-year period. Once the two-year period has elapsed, the Group asks them to undergo a reassessment. Our goal is to gradually achieve an annual renewal frequency for CSR performance assessments. We aim to achieve this by 2030.

On the agenda

We have set the following targets to ensure a balance between progress over time and manage the workload for our main suppliers.

From 2026 to 2030, we will conduct an annual review of our strategic suppliers' CSR assessments to encourage continuous improvement in their performance. Ultimately, to aim for an EcoVadis score of $\geq 55/100$ as a condition for continuing the business relationship or gaining access to new tenders.

Supporting buyers in the transition

The commitment of the Procurement teams is essential for the effective implementation of the Group's responsible procurement policy. To this end, SOCOMEC supports the professional development of its buyers by offering them individual training and raising their awareness through various events, especially during workshops.

Raising the awareness of buyers regarding environmental, social and ethical issues leads to better purchasing decisions. By receiving

training in CSR criteria, procurement teams can actively contribute to reducing the Group's carbon footprint, promoting responsible business practices, and enhancing its reputation.

On the agenda

By 2030, every buyer in the Group will have at least one individual annual target relating to CSR.

Ensuring the monitoring of responsible mineral sourcing

SOCOMECS is committed to upholding and promoting the ten principles of the United Nations Global Compact. This initiative provides a universal, voluntary framework that covers human rights, international labour standards, environmental protection, and anti-corruption measures. In particular, the charter condemns human rights violations in conflict zones or high-risk areas, especially those linked to the exploitation of certain minerals extracted amid extreme violence. Such minerals, known as 'conflict minerals', include tin, tantalum, tungsten and gold, and can contribute to the financing of armed groups involved in civil wars.

While SOCOMEC does not source directly from mines and smelters, the Group recognises its responsibility (as a stakeholder in the supply chain) to ensure that sustainability issues relating to mineral extraction are given due consideration.

Accordingly, and in line with the OECD Guidelines on due diligence for responsible supply chains, SOCOMEC has implemented a framework designed to ensure a strong commitment from its stakeholders.

In line with the recommendations of the Responsible Minerals Initiative (RMI), an independent cross-sector organisation, the Group expects its suppliers to:

- 1 comply with the relevant regulations,
- 2 obtain their supplies exclusively from responsible sources,
- 3 ensure that the supply chain is free of minerals sourced from areas affected by conflict or deemed high risk,
- 4 submit the required conflict minerals declarations, particularly the Conflict Minerals Reporting Template (CMRT), using the tools and guidelines developed by the RMI.

If necessary, SOCOMEC's procurement teams enter into discussions with suppliers to encourage compliance; if no demonstrable progress is made, measures are taken to withdraw from the business relationship.

In 2025, nearly 82% of suppliers eligible for the CMRT submitted their reports to us.

On the agenda

The Group has set itself ambitious targets to strengthen transparency and responsibility in its supply chain with regard to conflict minerals.

- **By 2026**, to ensure that 85% of our eligible suppliers complete the CMRT, in order to promote sustainable practices within our supply chain.
- **By 2030**, the Group plans to launch an initiative modelled on the CMRT, extended to cover the EMRT (Extended Minerals Reporting Template), in order to include additional minerals, notably cobalt and mica.

Ensuring ethical business conduct

Our policy

Our commitments

The main risk identified by the Group relates to its operations being exposed to practices that could undermine business integrity. In particular, this includes acts of corruption, conflicts of interest, influence peddling and anti-competitive conduct.

Such situations could have various consequences, including damaging SOCOMEC's reputation, jeopardising its long-term viability (e.g. a fall in turnover or difficulties in attracting talent or establishing partnerships) and even leading to the leakage of sensitive information.

As part of its social and environmental policy, the SOCOMEC Group reaffirms its commitment to promoting exemplary ethical behaviour within its organisations and in all its dealings with partners.

Respecting fundamental rights

The SOCOMEC Group recognises and respects the fundamental principles set out in reference documents, especially the Universal Declaration of Human Rights, the conventions of the International Labour Organisation (ILO), the United Nations Global Compact and the guiding principles of the Organisation for Economic Co-operation and Development (OECD).

In its 2024 Human Rights Policy, the Group reaffirmed its commitment to paying close attention to developments in national and international regulatory frameworks, and to promoting respect for the law and human rights throughout its sphere of influence — particularly among its suppliers and partners.

In 2025, SOCOMEC updated its Human Rights Policy, which is available in 17 languages, by adding a paragraph detailing the practical steps to be taken in the event of a suspected or actual violation of fundamental human rights.

Ensuring fair and equitable practices

In line with its commitments and values, the ethics policy of the SOCOMEC Group is based on a set of principles and practices designed to ensure the integrity of its activities and business relationships:

- open and transparent governance that takes into account corporate, societal and environmental considerations in its decision-making and ensures their regular communication,
- constructive and transparent labour relations with elected staff representatives,
- the fair treatment of each employee as part of their professional career development, based on the objective evaluation of performance and targets achieved, as well as acquired skills and abilities developed in the exercise of their duties,
- management practices based on contractual and collaborative relationships. Such practices encourage initiative and engagement on the part of employees and respect people's individuality and differences,

- a duty of professional discretion for all employees, who must refrain from harming the Group's reputation by taking a critical or defamatory stance via the media or social networks,
- the respect for confidentiality obliging the company to respect the privacy of its employees and requiring them not to disclose to anyone outside the company any confidential information about SOCOMEC, its customers, suppliers and partners,
- respect for the principle of free and fair competition. To this end, the Group prohibits any conduct that could hinder free competition, including anti-competitive agreements or the exploitative use of a dominant position. Furthermore, in carrying out its promotional and commercial activities, SOCOMEC refrains from making any unfounded criticisms that could be detrimental to the reputation of its competitors,
- and rejects all forms of corruption and influence-peddling. The SOCOMEC Group prohibits its employees from making or receiving any unlawful payments, or carrying out or condoning any action intended to influence — or that could be perceived as influencing — decision-making processes. The Group permits the offering or acceptance of gifts and invitations in the context of a business relationship, provided they are of reasonable value and do not give rise to any undue consideration, as specified in its Code of Conduct. Such favours should be known and approved by the employee's line manager,
- the prevention of conflicts of interest, especially in our business relations with the Group's partners. These relationships must not be influenced, or be likely to be influenced, by the personal interests of a Group employee to the detriment of the Group's interests.

On the agenda for 2026

To continue updating the Group's policy in line with the eight key principles of the French SAPIN II Act.

Protecting our data and ensuring our cybersecurity

In a context where digital threats are constantly on the rise, cybersecurity is a key strategic issue for SOCOMEC. Securing our information systems, connected products, and customers' installations is a priority to ensure business continuity and maintain stakeholder trust.

Since 2022, SOCOMEC has been ISO/IEC 27001 certified for its IoT solutions, attesting to our company's compliance with international information security management standards. The certification reflects the rigour of our processes, the maturity of our governance, and the robustness of our approach to data protection and cybersecurity.

Our IoT products play a vital role in interconnecting the networks and infrastructure of our customers. They are designed from the outset with security in mind and incorporate the following features in particular:

- regular security checks,
- rigorous management of updates and vulnerabilities,
- and control mechanisms for access and data protection.

SOCOMEC has also introduced a comprehensive framework for the protection of personal data, comprising:

- a Group data protection policy,
- internal procedures and guidelines governing data processing,
- a register of processing activities that complies with regulatory requirements,
- a privacy policy available to the public on our website.

Our performance

Key targets	Indicators	2024	2025	Variation
To maintain 100% of employees trained in ethics and compliance by 2030	Employees receiving training in the ethics and compliance policy	97.8% ⁽¹⁾	96.6% ⁽¹⁾	-1.2
To encourage transparency and strengthen employee confidence in reporting processes	Number of alerts received through our in-house whistleblowing system.	16 ⁽²⁾	11 ⁽³⁾	-5
	<i>These cover:</i>			
	<i>Number of confirmed incidents of corruption</i>	4	2	
	<i>Number of incidents relating to discrimination</i>	2	1	
	<i>Number of incidents relating to harassment (psychological and sexual)</i>	9	5	
	<i>Number of incidents relating to physical and psychological well-being</i>	1	3	
	<i>Number of incidents relating to child labour, forced labour and human trafficking</i>	0	0	
	Number of incidents related to information security	—	71	—

⁽¹⁾ Excluding production staff (outside of France), excluding ALGODUE (fixed-term contracts, permanent contracts, temporary contracts). This indicator has been updated to target only Group employees, regardless of their socio-professional category, who have access to the e-learning platform in English or French.

⁽²⁾ The SOCOMEC Group has been notified of 16 alerts in 6 countries concerning allegations of corruption (4), discrimination (2), rights and protection of individuals (1), and moral or sexual harassment (9).

⁽³⁾ The SOCOMEC Group received 11 reports from three countries (4 in France, 3 in India and 4 in Canada) concerning allegations of psychological and sexual harassment (5), discrimination (1), corruption (2) and physical and psychological well-being (3).

Our governance

Committees	Ethics & Compliance Committee (Sales Director, Human Resources Director, Social Dialogue Manager, Corporate Legal Officer, Finance Director, Production Director, Communications and CSR, CSR Manager)	• Sets out the Group's ethics and compliance policy. • Ensures that the necessary tools and procedures are in place, • Ensures the application of the Group's Ethics and Compliance policy.
	Know Your Business Partner Committee (Sales Director, Legal Director or Legal Adviser, Financial Director, Industrial Director, Customs & Logistics Manager, Key Account & Distributor Managers, Cash Flow Manager, Sales Assistant)	• Deals with alerts concerning commercial partners.

Our actions

Maintaining the values of trust and transparency in our partnerships

Respecting the Code of Conduct

The SOCOMEC Group's **internal Code of Conduct** sets out our requirements regarding business integrity. The Code of Conduct has been translated into several languages to ensure that it can be understood by all Group employees. In 2025, it was distributed to all countries in which the Group operates, with 79.5% of employees signing it.

The **external Code of Conduct** of the SOCOMEC Group is aimed at the commercial partners of all the Group's entities. These principles are set out in the Group's general terms and conditions (relating to sales, purchases, maintenance, etc.) but also in any contract signed with a partner. Compliance with these principles is therefore contractually binding on the partner.

On the agenda for 2026

- To amend the Group's internal Code of Conduct to incorporate the changes resulting from the Sapin II risk assessment, which was updated in 2025.
- The deployment of the new HRIS shared across all subsidiaries will, from 2026, enable more detailed monitoring of the implementation of this document and ensure that all employees comply with it.



Providing a whistleblowing system

As part of its commitment to maintaining the highest standards of ethics and compliance, SOCOMEC strengthened its alert system (whistleblowing) in 2024. This development allows the system to be adapted to the needs of an international and multilingual Group. To ensure reliability, transparency and confidentiality, SOCOMEC has chosen to engage an independent third-party organisation.

This system enables employees and other stakeholders to report unethical practices in complete confidence. It guarantees the anonymity of whistleblowers and the confidentiality of the information provided. The platform is designed to be easily accessible and is available 24/7 in all languages used within the Group.

In addition, dedicated telephone lines have been installed in all countries where SOCOMEC has production sites. The system ensures that all employees and partners can participate actively and freely, in strict compliance with the General Data Protection Regulation (GDPR).

Using the 'Know Your Business Partner' platform

Our ethics and compliance policy also applies to our business partners, including our prospects, customers, intermediaries, suppliers, banks and shipping companies, who are required to comply with our Code of Conduct. Their integrity is constantly monitored by our 'Business Partner Integrity' application, which provides alerts of suspected unethical behaviour.

Learning and development in business ethics

The Group has implemented a learning and development training programme for employees to raise awareness of SOCOMEC's ethical policy. The programme explains the principles of the Group's Code of Conduct and features simulations of high-risk situations to make it easier to identify them on a day-to-day basis. It also includes an overview of the whistleblowing procedure and is available in e-learning format.

All new employees joining the Group are automatically enrolled in this mandatory training module upon arrival. An automated reminder system ensures a high completion rate.

Available in French and English, the training course is intended for all SOCOMEC employees who have direct access to the information system.

Mapping the risks of corruption

Risks relating to breaches of integrity are regularly updated as part of the Group's comprehensive risk mapping exercise, carried out in accordance with the requirements of the French Sapin II law. This process is based on identifying risks, analysing the associated level of exposure, assessing existing control mechanisms, and defining action plans designed to prevent and address these risks.

The level of risk is assessed using two complementary criteria: the severity of potential impacts and the probability of occurrence.

Under the leadership of the Ethics and Compliance Committee, the Group launched a project to overhaul the methodology for drawing up the corruption risk map, in accordance with the Sapin II law.

The scope of this mapping exercise was defined by taking into account the specific characteristics of SOCOMEC's organisation, in particular its business sectors, stakeholders, business functions and processes. Interviews were conducted with the functions identified as being most at risk, enabling the main risks relating to business ethics to be identified and formalised.

The risks identified were then assessed and prioritised using a risk matrix, based on their level of criticality.

On the agenda for 2026

After the risk mapping exercise has been formalised under the French Sapin II law, the Legal Department will draw up an action plan to prevent and mitigate the identified risks.

This action plan will be submitted to the governing bodies for approval, both in terms of its content and the appointment of those responsible for its implementation.

Furthermore, as part of the ongoing methodological overhaul, the geographical scope of the Sapin II risk mapping exercise will be updated and extended on a global scale.

Setting up regional Ethics and Compliance committees

To implement a rigorous Group-wide ethics and compliance policy, it was decided that the action of the Central Committee, based at head office, would be supported by Relay Committees in the two main geographical regions where the Group operates: Asia-Pacific (APAC) and North America (NAM).

The Relay Committees will provide more in-depth knowledge of the rules of business ethics and best practices specific to their respective jurisdictions. They will also receive assistance from local law firms.

On the agenda for 2026

To strengthen coordination between the Central Committee and the Relay Committees so as to optimise the effectiveness of the Group's Ethics and Compliance policy.

Strengthening the Group's IT governance and cyber resilience

The IT Department is responsible for managing cybersecurity governance, ensuring that digital risks are handled effectively and that security decisions align with the Group's strategic priorities.

The IT governance structure has been strengthened to enable more robust management of digital risks and closer alignment of security decisions with the Group's strategic priorities. These developments have enabled us to improve the structure of our management approach further, clarify responsibilities, and integrate security as a key element of operational performance.

We have enhanced the protection of our information system by reducing areas of exposure and aligning requirements across all entities. Regular assessments of our partners and suppliers have also helped to secure our value chain and ensure that their practices meet our expectations.

Finally, our continuous improvement programme has progressed through audits, testing and raising staff awareness. Cyber monitoring has also been strengthened, with more precise tracking of signals and better consolidation of alerts.

All these measures contribute to enhancing the reliability, performance and trust that underpin our operational model in a sustainable way.

Implementing personal data protection

Personal data protection is implemented across our platforms and services: the hosting arrangements and data processing responsibilities are set out in detail in our publicly available documents.

Raising awareness amongst our employees

Raising awareness remains a key component of our strategy. Our ongoing training programme has kept the click-through rate for phishing campaigns below 2%, demonstrating that our teams are adopting better security practices.

On the agenda for 2026

The aim of the Cyber 2026 Action Plan is to strengthen the Group's resilience in the face of an increasing number of cyber threats and regulatory requirements. Its aim is to protect our information systems, our sensitive data and the continuity of our operations.

The plan prioritises secure access to critical infrastructure, managing supplier risks and compliance with applicable regulatory requirements. It includes enhanced contingency planning for cyber crisis management and the mitigation of high-impact scenarios. The goal is to safeguard the Group's performance, trust and reputation in the long term.

Carrying out internal audits

In 2025, topics related to business ethics were incorporated into the Group's internal audit plan.

The purpose of these audits is to ensure that SOCOMEC's entities adhere to the ethics and compliance policy principles and implement them effectively within their operations.

On the agenda for 2026

The Group will carry on auditing its various organisations, with a focus on business ethics. This approach aims to prevent instances of non-compliance and identify areas for improvement, thus strengthening the circulation and adherence to the ethics policy worldwide.

Applying our social commitments at the next level

Our policy

Our commitments

SOCOMECE is a company that is responsible, open and committed. These values, reflected in the development and application of solid partnership and sponsorship policies, are part of a socially responsible approach to corporate citizenship, which aims to have a positive impact on civil society.

The choice of partners is made in accordance with SOCOMECE's values, but also through its HR, Communications and CSR policies. Support comes in many forms, including annual memberships, multi-year support programmes and occasional donations.

This commitment helps to strengthen the Group's local roots and responsibility, opens it up to its environment and fosters a sense of pride and belonging among its employees.

Our governance

Group level	Top management, Communications and CSR Director, Sponsorship and Patronage Manager • Set out the Group's social and societal engagement policy. • Examine and approve partnership and patronage proposals. • Check that they are consistent with the company's values and CSR policy development priorities.
Local level	Subsidiary managers • Select and approve local partnerships and engagements in line with the Group's values and CSR policy development priorities.

Our actions

Pursuing an active policy of cultural, solidarity-based regional patronage

Developing the IMAGIN'ACT Endowment Fund



Established in 2023 by SOCOMECE and E'NERGYS, the IMAGIN'ACT Endowment Fund provides funding for projects aimed at young people aged 10 to 15, promoting access to culture, the arts, sport and learning about different careers. The Fund's purpose is simple yet vital: to spark curiosity, inspire career aspirations, and enable everyone to explore new horizons!

Since its inception, **76 initiatives have already been supported, benefiting over 5,500 young people.**

A fundraising campaign was launched in 2025 by SOCOMECE, with the aim of getting all its French employees on board to support

projects that make a difference. Several ways to contribute were suggested (raffle tickets, purchase of an IMAGIN'ACT wristband, voluntary donations). The initiative raised €4,500, all of which was allocated to funding charitable projects.

On the agenda for 2026

The Fund will support 14 new projects in the first half of 2026.

Making a commitment to sport

As part of its societal engagement and its commitment to promoting sporting values, SOCOMECE is proud to actively support the NL Contest, Europe's leading event for urban culture and action sports, as well as Sélestat Alsace Handball (SAHB), a well-known club in the Grand-Est region.

These partnerships are fully in line with the company's social responsibility strategy, which aims to encourage the practice of sport, social cohesion and local development. Support for the **NL Contest**, with its energy and strong connection to young people, enables SOCOMECE to promote innovative and accessible sports that embody the values of personal achievement and creativity.



At the same time, our commitment to the **SAHB** underlines our belief in the values of teamwork, perseverance and excellence.

These collaborations not only help to support athletes and teams in their pursuit of achievement, but also contribute to the vibrancy of local life and the strengthening of social ties.

These partnerships reflect our deep-seated belief that sport is a powerful factor in well-being, education and social inclusion, and are in line with our corporate responsibility objectives.



Making a commitment to art and culture

In addition to its commitment to sport, SOCOMECS demonstrates its unwavering dedication to culture through major initiatives such as sponsoring the Colors Urban Art festival and supporting the Opéra National du Rhin. These cultural partnerships show SOCOMECS's determination to promote access to culture for all and to play an active part in enhancing the local, national and international artistic scene.

The **Colors Urban Art by SOCOMECS** festival is a celebration of urban art that transforms public spaces into vibrant canvases,



providing a showcase for local and international talents in the field of street art. This support reflects SOCOMECS's commitment to innovation and creativity, enabling a wide audience to discover and appreciate contemporary art in its most dynamic and accessible forms.



The partnership with the **Opéra National du Rhin** underlines the importance SOCOMECS attaches to promoting the performing arts. By supporting one of France's most prestigious opera houses, SOCOMECS is helping to promote artistic excellence, inspiring and enriching the public in the process.



In June 2025, an operatic lunch break gave staff at head office the chance to attend a recital given by the young talents of the **Opera Studio**. Great classics from the repertoire, including works by Mozart, Rossini, Offenbach and many others, provided the backdrop to this timeless musical interlude.



Since October 2025, SOCOMECS has also supported '**Discovery Wednesdays**', an initiative that opens the doors of the Opéra national du Rhin to children aged 7–14 on one Wednesday a month, giving them a behind-the-scenes look at the performing arts world.



Making a commitment to society

SOCOMECE demonstrates its commitment to society by taking concrete action to promote social cohesion and solidarity. The Group is an active member of **Les Entreprises pour la Cité (LEPC)**, an association that brings together companies committed to initiatives

**Les
entreprises
pour la Cité**

promoting the integration of vulnerable people or long-term unemployed individuals into the labour market.

In 2025, SOCOMECE staff took part in coaching and support initiatives aimed at young people, older women and people in prison. The aim of these initiatives is to boost self-confidence and help people return to work, which is the first step towards achieving long-term employment.

SOCOMECE is proud to be partnering with **Électriciens sans Frontières**, an international aid NGO whose mission is to tackle inequalities in access to electricity and water around the world.

Supported by a network of more than 1,200 volunteers and in partnership with local organisations, the charity



carries out more than 120 projects each year in around 30 countries. The partnership also gives some SOCOMECE employees the chance to contribute to meaningful projects on a personal level.

In this context, SOCOMECE specifically supports the Agripower project led by the association's Alsace branch. This project, based in Benin, aims to empower women in agricultural entrepreneurship by using renewable energy. Its objectives are to develop profitable and environmentally responsible agricultural value chains, promote the economic integration of women within these sectors and support agricultural organisations by deploying innovative agrivoltaic solutions.

In 2025, SOCOMECE's Indian subsidiary provided support for the Empowerpath project, which was carried out in partnership with **the Indo-French Chamber of Commerce and Industry (IFCCI)**. The aim of this programme was to promote access to education, develop skills to enhance employability, and improve access to healthcare in disadvantaged areas.

The Group also supported the **GLEI – 3 villages** initiative, which is being deployed in Togo. This project aims to improve the living conditions of local communities in the long term by providing access to safe drinking water through the construction of three wells and by improving sanitation through the installation of latrines and street lighting. Several SOCOMECE employees are volunteering their time to help implement the project. SOCOMECE is proud to contribute to a fairer and more sustainable future through this initiative!

SOCOMECE also supports the **Café Joyeux** initiative, which aims to promote the social and occupational integration of people with mental and cognitive disabilities by offering them training and employment opportunities in community cafés.



Supporting socially engaged employees

SOCOMECE encourages and values its employees' involvement in community organisations by actively supporting their initiatives with donations. Twelve organisations benefited from this scheme in 2025, which was supported by employee involvement in areas such as sport, culture, community support, and heritage conservation.

This approach highlights the Group's dedication to fostering community initiatives and reinforcing its social ties within its ecosystem.

Contributing to the development of our profession through teaching and research

Supporting education and scientific research

SOCOMECE's commitment to higher education and research is demonstrated through its support for leading academic institutions and innovative projects, such as the Strasbourg University and University Hospitals Foundation, the INSA (National Institute of Applied Sciences) Foundation in Strasbourg, and the Energy Observer Foundation.



In 2025, SOCOMECE renewed its commitment to the University of Strasbourg and University Hospitals Foundation by supporting the Intech Chair within the Telecoms and Physics programme.

As part of its ongoing support for electrical engineering students, the Group renewed its sponsorship of the INSA Strasbourg Foundation, becoming a sponsor of the mechatronics cohort for the 2025–2028 period.



SOCOMECS partnership with the Energy Observer Foundation, established in 2023, demonstrates its long-term commitment to sustainable development and renewable energy. By supporting the first self-sufficient hydrogen-powered vessel, the Group is partnering with a significant scientific and educational initiative dedicated to exploring and promoting innovative energy solutions.

As a showcase for technology and a powerful tool for raising awareness, this flagship project inspires current and future generations to work towards a more environmentally friendly future.

These commitments to higher education, research and innovation demonstrate SOCOMECS's determination to play an active role in building a sustainable and enlightened future.

Monitoring developments in our industry



SOCOMECS is a member of the 'Sustainability' working group of the European Committee of Manufacturers of Electrical Machines and Power Electronics (CEMEP UPS), which represents manufacturers of Uninterruptible Power Supplies (UPS). Its missions are to monitor global environmental initiatives affecting the UPS sector and to define positions for the profession and users.



SOCOMECS also participates in the environmental committees of the French electronics industry association (GIMELEC) and the CSR working group of the French Federation of Electrical, Electronic and Communication Industries (FIEEC). The commissions cover a wide range of subjects such as the circular economy, business ethics, responsible purchasing, human rights and new legislation, etc.

Finally, as part of our involvement in the circular economy, SOCOMECS is a member of international standards committees. These contribute to the framing of future standards governing the circular economy for electrical products in terms of recyclability, repairability and maintainability.

Appendices

This Sustainable Development report will be presented to the Board of Directors on May 12, 2026 and to the General Meeting of June 27, 2026. Following the commissioning of an independent third-party organisation (ITP), several audits were carried out on 9, 10, 16, 17 and 24 March 2026, at the Longmont and Crystal Lake sites in the United States, as well as at the head office in Benfeld. The ITP's statement on the fairness and accuracy of the information published is included at the end of this report.

Scope

Details of the scope chosen for the indicators are given in the section entitled 'Our CSR Performance'.

Non-financial risks not covered by the SOCOMEC Group

Given the nature of our business activities, we do not consider issues such as food waste, fighting food insecurity, respecting animal welfare, and promoting responsible, fair, and sustainable food to constitute extra-financial risks linked to the activities and sector of the Socomec Group. Therefore, these issues do not merit inclusion in this Sustainable Development report.

Risks associated with water consumption

Water consumption has not been identified as a priority risk either. In point of fact, Socomec does not use water in its production processes, except for cleaning purposes in the workshops and for sanitary facilities. Furthermore, there is no discharge of water into the environment: industrial water is in closed channels and is not discharged either into the natural environment or via the municipal collection network.

Global Reporting Initiative - Index

SOCOMECEC complies with the standards of the Global Reporting Initiative (GRI).

The list below is non-exhaustive, as we also monitor other indicators for our EcoVadis audit.

100 UNIVERSAL STANDARDS		
GRI 101	GRI 101: General principles	
GRI 102: General disclosures	102-2 Activities, brands, products, and services	Business model
	102-7 Scale of the organization	Business model
	102-8 Information on employees and other workers	Business model
	102-10 Significant changes to the organization and its supply chain	Business model
	102-13 Membership of associations	III.3. Societal commitment
	102-14 Statement from senior decision maker	Commitment of the Top Management
	102-15 Key impacts, risks, and opportunities	Our CSR performance
	102-16 Values, principles, standards, and norms of behaviour	III.2 Ensuring ethical business conduct
	102-17 Mechanisms for advice and concerns about ethics	III.2 Ensuring ethical business conduct
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	102-25 Conflicts of interest	III.1 Ensuring responsible purchasing III.2. Ensuring ethical business conduct / "Business Partner Integrity Committee"
	102-27 Collective knowledge of highest governance body	Our Governance
	102-40 List of stakeholder groups	Our CSR strategy / Dialogue with stakeholders
	102-42 Identifying and selecting stakeholders	Our CSR strategy / Dialogue with stakeholders
200 ECONOMIC TOPICS		
GRI 201: Economical performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	II.1 Reducing our environmental footprint / Environmental policy 3.3 Our CSR performance: Risk of contributing to climate change --> Reduce our environmental footprint and Promote energy efficiency
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	III.3. Societal commitment
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	III.1 Ensuring responsible purchasing
GRI 205: The fight against corruption 2016	205-1 Operations assessed for risks related to corruption	III.2 Ensuring ethical business conduct
	205-2 Communication and training about anti-corruption policies and procedures	III.2 Ensuring ethical business conduct
300 ENVIRONMENT TOPICS		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	II.2.2 Promoting energy efficiency / Eco-design
	301-2 Recycled input materials used	II.2.2 Promoting energy efficiency / Eco-design
	301-3 Reclaimed products and their packaging materials	II.2.2 Promoting energy efficiency / Eco-design
	302-1 Energy consumption within the organization	II.1.4 Improving the energy performance of our facilities
	302-2 Energy consumption outside of the organization	II.1. Reducing our environmental footprint
GRI 302: Energy 2016	302-3 Energy intensity	II.1.2. Reducing our environmental footprint / Obtaining ISO14001 certification for 100% of our industrial sites plus one site with ISO 50001 certification II.1.4 Improving the energy performance of our facilities
	302-4 Reduction of energy consumption	II.1 Reducing our environmental footprint / Environmental policy II.1.4 Improving the energy performance of our facilities
	302-5 Reduction in energy requirements of products and services	
GRI 303: Water and Wastewater 2018	303-1 Interactions with water as a shared resource	Appendices: Risks associated with water consumption
	303-2 Management of water discharge related impacts	Appendices: Risks associated with water consumption
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	II.1.1 Measuring and reducing our carbon footprint
	305-2 Energy indirect (Scope 2) GHG emissions	II.1.1 Measuring and reducing our carbon footprint
	305-3 Other indirect (Scope 3) GHG emissions	II.1.1 Measuring and reducing our carbon footprint
	305-4 GHG emissions intensity	II.1.1 Measuring and reducing our carbon footprint
	305-5 Reduction of GHG emissions	II.1.1 Measuring and reducing our carbon footprint

GRI 306: Wastewater and waste 2016	306-1 Water discharge by quality and destination	Appendices: Risks associated with water consumption
	306-2 Waste by type and disposal method	II.1.3 Reducing and recycling the waste generated by the Group
	306-3 Significant spills	II.1.3 Reducing and recycling the waste generated by the Group
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers that were screened using environmental criteria	III.1.1 Ensuring responsible purchasing / Assessing the CSR performance of our suppliers
	308-2 Negative environmental impacts in the supply chain and actions taken	III.1.1 Ensuring responsible purchasing
400 SOCIAL TOPICS		
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	I.1 Establishing a lasting health and safety culture / Policies, Governance, tools and procedures
	403-2 Hazard identification, risk assessment, and incident investigation	I.1.1 Measuring health & safety performance I.1.2. Assessing and reducing occupational risks
	403-3 Occupational health services	I.1. Establishing a long-term health and safety culture
	403-4 Worker participation, consultation, and communication on occupational health and safety	I.1. Establishing a long-term health and safety culture
	403-5 Worker training on occupational health and safety	I.1.1 Measuring health & safety performance / Safety training
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	I.1.2 Assessing and reducing occupational risks
	403-9 Work-related injuries	I.1.1 Measuring health & safety performance / Performance
GRI 404: Learning and Development 2016	404-1 Average hours of training per year per employee	I.2.3. Providing our employees with a best in class L&D offering
	404-2 Programs for upgrading employee skills and transition assistance programs	I.2.3. Providing our employees with a best in class L&D offering / professional mobility charter
	404-3 Percentage of employees receiving regular performance and career development reviews	I.2.3. Providing our employees with a best in class L&D offering / annual performance assessment
GRI 405: Diversity and equal opportunities	405-1 Diversity of governance bodies and employees	I.3 Strengthening diversity, equity and inclusion
	405-2 Ratio of basic salary and remuneration of women to men	I.3.1 Ensuring gender equality across the Group
GRI 408: Child labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	III.2 Ensuring ethical business conduct / whistleblowing system III.1 Ensuring responsible purchasing / committing to responsible sourcing of minerals
GRI 409: Forced or compulsory labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	III.2 Ensuring ethical business conduct III.1 Ensuring responsible purchasing / committing to responsible sourcing of minerals
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	III.1.1 Ensuring responsible purchasing / Assessing the CSR performance of our suppliers
	414-2 Negative social impacts in the supply chain and actions taken	III.1.1 Assessing and requiring our suppliers to meet CSR performance standards
GRI 415: Public policies 2016	415-1 Political contributions	III.2 Ensuring ethical business conduct

Voluntary Sustainability Reporting Standard (VSME)

Social pillar										
Total number of employees										
Total number of employees – by type of contract					Contract type					
Contract type		2024	2025			Gender		2024	2025	
Permanent contract		3,715	4,178			Men		3,059	3,329	
Temporary contract		701	634			Women		1,357	1,480	
Total number of employees		4,416	4,812			Other		0	3	
					No information		0	0		
					Total number of employees		4,416	4,812		
Total number of employees – by type of contract										
Country	2024	2025		Country	2024	2025		Country	2024	2025
South Africa	3	6		France	1,689	1,795		Singapore	69	65
Algeria	1	1		India	297	305		Slovenia	28	28
Germany	80	90		Indonesia	10	12		Sweden	13	15
Australia	26	28		Italy	467	498		Switzerland	20	20
Austria	5	4		Malaysia	1	7		Thailand	25	27
Belgium	39	39		Netherlands	21	24		Tunisia	585	643
Canada	300	443		Philippines	1	1		Turkey	31	34
China	264	253		Poland	25	26		Vietnam	1	1
Ivory Coast	4	5		Portugal	24	24		Total number of employees	4,416	4,812
United Arab Emirates	19	18		Romania	21	22				
Spain	64	68		United Kingdom	86	85				
USA	190	217		Serbia	7	8				

Health and safety		
Workplace accidents		
	2024	2025
Number of workplace accidents recorded during the year	47	60
Number of hours worked by all employees during that year	7,705,444	8,136,508
Rate of workplace accidents recorded during the year	6.12	7.37
Number of deaths resulting from workplace accidents and occupational diseases	0	0

Workforce		
Workforce - collective agreements		
	2024	2025
Number of employees covered by collective agreements	2,687	2,738
Proportion of employees covered by collective agreements (%)	70%	68.19%
Workforce - trainings		
Average number of hours of training per year per employee	23.2	14.6

Human Rights		
Code of Conduct and human rights policy		
	2024	2025
The company has a code of conduct or a human rights policy for its own employees	✓	✓
It covers child labour	✓	✓
It covers forced labour	✓	✓
It covers human trafficking	✓	✓
It covers discrimination	✓	✓
It covers the prevention of accidents	✓	✓
Does it cover any other topics, and if so, which ones?	Our policy covers fair pay and working hours, harassment and workplace relations	
The company has a complaints procedure in place for its own employees	✓	✓
Serious human rights violations		
The company confirmed incidents involving its own staff	X	X
relating to child labour	X	X
relating to forced labour	X	X
relating to human trafficking	X	X
relating to discrimination	X	X
relating to something else	X	X
There are other human rights issues relating to the incidents	X	X
The company is aware of confirmed incidents involving workers in the value chain, communities, consumers and end users	X	X

Environmental pillar

Energy consumption and water consumption

B3 - Energy consumption

	2024	2025
Total energy consumption (MWh)	20,623.43	23,269.01

B3 - Energy consumption - breakdown

	2025 - renewable	2025 - nonrenewable	Total
Electricity consumption (MWh)	7,796.1	6,638.6	14,434.7
Self-consumed electricity (MWh)	342.4	0	342.4
Fuel consumption (MWh)	0	8,834.3	8,834.3

B6 - Water consumption

	2024	2025
Total water consumption (m³)	20,623	23,928

Greenhouse gas

C3 – Greenhouse gases – key measures

Measure 1	Improvements in the energy efficiency of new product offerings, particularly in the PCO business line, have reduced emissions from product use by 38% per installed kWh.
Measure 2	Reduction of the use of air freight. In 2025, the switch to sea freight between Europe and the United States for the PSM range, the phase-out of air express services in Europe and the use of rail freight between France and Italy led to a reduction in emissions of 4,721 tCO ₂ e compared with 2021.
Measure 3	The use of energy-efficient solutions at production sites, particularly building management systems.
Measure 4	Increasing the use of renewable energy by generating solar power at several of the Group's production sites, as well as the purchase of green electricity (100% in France and partially in Italy).
Measure 5	Eco-design initiatives for packaging, such as the phasing out of plastic bags for certain products or the replacement of wood with cardboard for certain UPS products.
Measure 6	Changes in the company's vehicle fleet, with an increasing proportion of electric vehicles.

Greenhouse gases – emissions intensity relative to turnover (tCO₂e/M€)

	2024	2025
Intensity of GHG emissions in Scopes 1 and 2	–	8.8
Intensity of GHG emissions in Scopes 1, 2 and 3	–	3,374

Governance pillar		
Corruption and bribery		
Corruption and bribery – convictions and fines		
	2024	2025
The company was subject to convictions and fines during the period	X	X
Total number of convictions for breaches of anti-corruption and anti-bribery laws	0	0
Total amount of fines for breaches of anti-corruption and anti-bribery laws	0	0
Diversity in governance		
C9 - Diversity in governance - ratio		
	2024	2025
The company has a governing body	✓	✓
Number of women on the board of directors at the end of the period	2	2
Number of men on the board of directors at the end of the period	3	2
Gender diversity rate within the governing body	67%	100%

Independent third-party report



The Socomec Holding Company

Report of the independent auditor providing limited assurance on social, societal and environmental information for the financial year ending 31 December 2025

EY & Partners

The Socomec Holding Company

Report of the independent auditor providing limited assurance on social, societal and environmental information for the financial year ending 31 December 2025

To the Chairman,

As independent auditors, we have carried out work aimed at providing limited assurance on the environmental, social and governance (ESG) information voluntarily prepared by the Socomec Holding Company (hereafter 'the Entity'), in accordance with the Entity's reporting procedures (hereafter the 'Guidelines') for the financial year ending 31 December 2025 (hereafter the 'Information'), as presented in the attached report (hereafter the 'Declarative statement'), which forms part of the Entity's sustainability report.

Conclusion of limited assurance

Based on the work we have carried out, as described in the section 'Nature and scope of the work', and on the materials we have gathered, we have not identified any material misstatement that would call into question the fact that the Information has been prepared, in all material respects, in accordance with the Guidelines.

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 means that different, yet still acceptable, measurement techniques may be employed. This may affect the comparability of results with those of other entities, as well as the comparability of results over time.

Therefore, the Information should be read and understood with reference to the available Guidelines, the significant elements of which are presented in the Declarative statement.

Limitations inherent in the preparation of the Information

The information may be subject to uncertainty inherent in the state of scientific knowledge and the quality of external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates made in preparing it.



The Entity's responsibility

The Information has been compiled under the responsibility of senior management, and it is their responsibility to:

- select or establish appropriate criteria for the preparation of information (i.e. the Guidelines);
- prepare the Information based on the Guidelines; and
- to implement the internal control procedures it deems necessary to ensure that the Information is free from material misstatement, whether due to fraud or error.

Responsibility of the independent auditor

It is our responsibility to:

- to plan and carry out work to provide limited assurance that the Information has been prepared in accordance with the Guidelines and is free from material misstatements, whether due to fraud or error;
- to draw an independent conclusion based on the work we have carried out and the elements we have gathered;
- to inform the Entity's top management of our conclusion.

As it is our responsibility to form an independent conclusion on the Information as prepared by management, we cannot be involved in the preparation of the Information, as this could compromise our independence.

Professional standard applied

The work described below was carried out in accordance with the international standard ISAE 3000 (revised) – *Assurance engagements other than audits or reviews of historical financial information*, published by the IAASB (*International Auditing and Assurance Standards Board*).

It is neither an audit nor a review of financial statements. Nor do they constitute certification in accordance with the guidelines of the Haute Autorité de l'Audit (H2A, the French audit regulator).

Independence and quality management

Our independence is governed by the IESBA's Code of Ethics (*International Code of Ethics for Professional Accountants (including Independence Standards)*). This is based on adherence to the fundamental principles of integrity, objectivity, professional competence, diligence and respect for confidentiality and professional conduct.



Furthermore, we comply with the *International Standard on Quality Management 1*, which requires us to design, implement and maintain a quality management system. This system comprises policies and procedures to ensure compliance with ethical and professional standards, as well as applicable laws and regulations.

Nature and scope of the work

We planned and carried out our work as described below, taking into account the risks of material misstatement of the Information. Within the scope of our limited assurance engagement, and based on our professional judgement, we carried out the following procedures in particular:

- to familiarise ourselves with the Entity and its environment;
- to assess the appropriateness of the Guidelines in terms of their relevance, completeness, reliability, neutrality and comprehensibility, taking into account, where applicable, best practices in the sector;
- to familiarise ourselves with the internal control procedures implemented by the Entity to ensure that the Information complies with the Guidelines;
- to assess whether the methods used by the Entity to prepare the Information are consistent with the Guidelines;
- to check that the Information was compiled within the scope specified in the Guidelines;
- to select, based on our professional judgement, the information we considered to be the most important, as set out in Appendix 1, for which we carried out the following:
 - we implemented analytical procedures, at consolidated level, to assess the consistency of changes in these figures;
 - we conducted detailed checks, based on sampling or other selection methods, involving an examination of the application of the calculation methods and assumptions described in the Guidelines and a comparison of the underlying data with the supporting documentation, in particular for the Longmont and Crystal Lake sites (United States);
 - we referred to documentary sources and conducted interviews to corroborate the qualitative information. For certain risks (responsible purchasing, energy efficiency of products, business ethics, well-being and quality of life at work), our work was carried out at the level of the consolidated entity. With regard to other risks (health and safety, environmental impact), work was carried out at the level of the consolidating entity and the aforementioned sites;
- to assess the overall consistency of the Information based on our knowledge of the Entity.

We consider that the elements we have gathered is sufficient and sufficient to reach our conclusion.

The procedures carried out as part of a limited assurance engagement are less extensive than those required for a reasonable assurance engagement, as defined in the International Standard on Assurance Engagements (ISAE) 3000 (revised); a higher level of assurance would have required us to carry out more extensive procedures.



Restrictions on dissemination and use

This report has been prepared for your attention, as outlined in the first paragraph, and must not be used, disseminated or referenced for any other purpose. We accept no liability towards any third party to whom this report is circulated, nor towards any party that receives it.

La Défense, Paris, 27 May 2026

The independent auditor,
EY & Partners

Signed by:
 Pierre Constant

Pierre Constant
Partner, Sustainable Development

The Socomec

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Appendix 1: The most important information

Social information	
<i>Quantitative Information (including key performance indicators)</i> Frequency rate of workplace accidents (number per thousand hours worked) Employee engagement rate (%) Proportion of Annual Performance Reviews carried out (%)	<i>Qualitative Information (actions or outcomes)</i> Employee health and safety Employee engagement Measures relating to quality of working life Measures to promote diversity, equity and inclusion
Environmental information	
<i>Quantitative Information (including key performance indicators)</i> Proportion of turnover generated by ranges of products covered by a PEP (%) Waste recovery rate at production sites (%) Greenhouse gas emissions under Scopes 1, 2 and 3 (tCO ₂ eq) Proportion of renewable energy in total electricity consumption (%) Proportion of production sites certified to ISO 14001 (%)	<i>Qualitative Information (actions or outcomes)</i> Eco-design of products Measures to improve energy performance and combat climate change Waste management
Societal information	
<i>Quantitative Information (including key performance indicators)</i> Proportion of turnover covered by suppliers who have signed the Socomec Holding Company's Code of Conduct (%) Proportion of main suppliers assessed by EcoVadis (%) Proportion of employees trained in the company's Ethics and Compliance policy (%)	<i>Qualitative Information (actions or outcomes)</i> Social and environmental practices of suppliers and subcontractors The fight against corruption

Socomec: our innovations supporting your energy performance

1 independent manufacturer

5,200 employees
worldwide

8 % of sales revenue
dedicated to R&D

400 experts
dedicated to service provision

Your power management expert



POWER
SWITCHING



POWER
MONITORING



POWER
CONVERSION



ENERGY
STORAGE



EXPERT
SERVICES

The specialist for critical applications

- Control, command of LV facilities
- Safety of persons and assets
- Measurement of electrical parameters
- Energy management
- Energy quality
- Energy availability
- Energy storage
- Prevention and repairs
- Measurement and analysis
- Optimisation
- Consultancy, commissioning and training

A worldwide presence

13 production sites

- France (x3)
- Italy (x2)
- Tunisia
- India
- China (x2)
- USA (x3)
- Canada

30 subsidiaries and commercial locations

- Algeria • Australia • Austria • Belgium • Canada • China
- Dubai (United Arab Emirates) • France • Germany
- India • Indonesia • Italy • Ivory Coast • Malaysia
- Netherlands • Poland • Portugal • Romania • Serbia
- Singapore • Slovenia • South Africa • Spain • Sweden
- Switzerland • Thailand • Tunisia • Turkey • UK • USA

80 countries

where our brand is distributed

HEAD OFFICE

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