

## **Ordinance No. 1/2024 related to the establishment of the ESG Committee**

### **§1. The establishment of the ESG Committee**

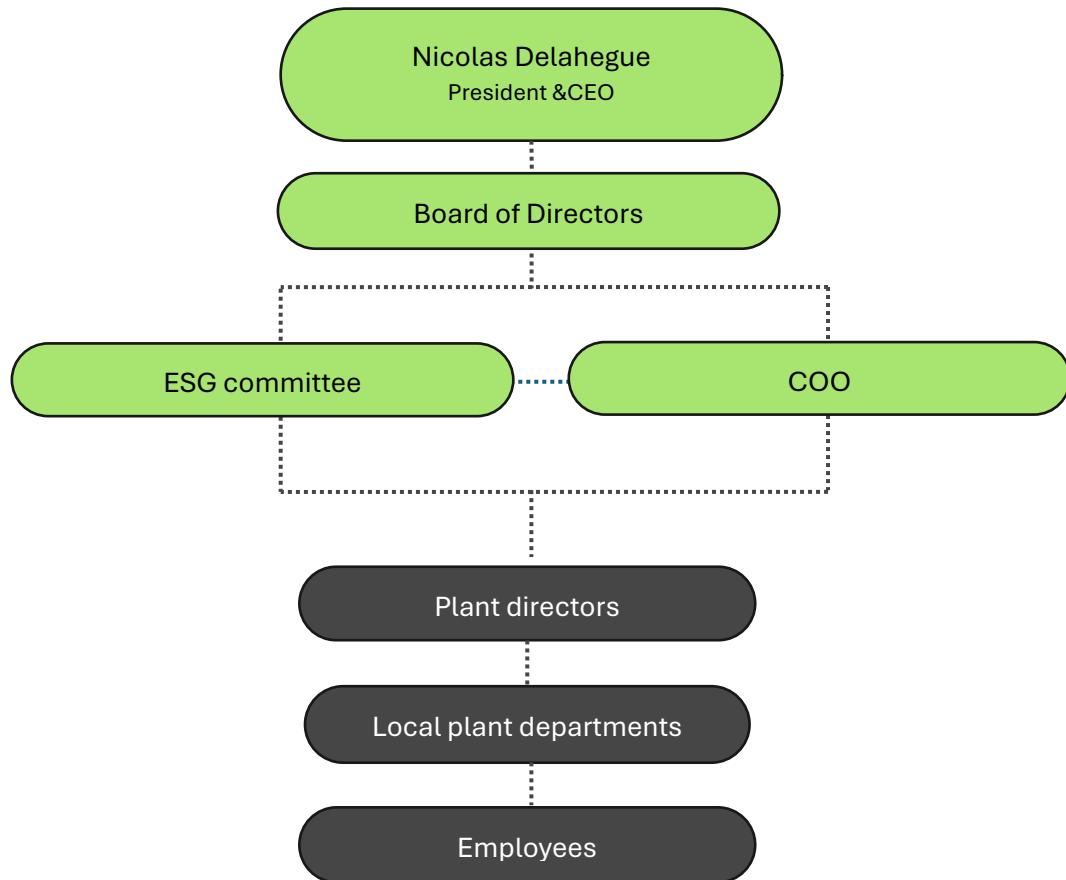
1. The purpose of this regulation is to establish and implement a sustainable development strategy in the field of environmental protection (Environmental), social responsibility (Social) and corporate governance (Governance).
2. The ESG Committee will operate within the organizational structure of the **Electropoli GROUP** and will report directly to the Management Board.

### **§2. The composition of the ESG Committee**

1. The ESG Committee consists of the following persons:
  - **Group President & CEO;**
  - **Group Environment & Sustainability Director - ESG Leader;**
  - **Group Human Resources Director;**
  - **Group Chief Financial Officer;**
  - **Group Purchasing Director;**
  - **Group Sales Director;**
  - **Group R&D Director;**
  - **Group Information Technologies Director;**
  - **Group Chief Operating Officer (COO) ;**
2. Plants reported to Group Chief Operating Officer and supporting the work of the **ESG** Committee.
3. The composition of the **ESG** Committee may be supplemented by additional members as required, with the agreement of the Management Board.

## §3. The division of roles and responsibilities in ESG

### 1. The overall division of roles



### 2. Responsibilities of the **ESG** Committee

- a. **Group President & CEO** is responsible for:
  - o Supervision over the implementation of sustainable development practices in the company's operations.
  - o Supervision compliance with the law, ethical standards and internal corporate regulations.
  - o Supervision over decision-making processes in the company.
- b. **Group Environment & Sustainability Director - ESG Leader** is responsible for:
  - o Coordination of the work of the ESG Committee.
  - o Reporting progress and results to the Management Board.
  - o Representing the ESG Committee before external stakeholders.
  - o Development and implementation of environmental strategies.
  - o Monitoring and reporting the environmental impact of the company's operations.

- c. **Group HR Director** is responsible for:
  - Managing social responsibility issues.
  - Initiating and supervising social projects and diversity policies.
  - Building an organizational culture focused on sustainability with: Group Marketing Communication Manager and ESG Leader.
- d. **Group Chief Financial Officer** is responsible for:
  - Integration of ESG activities with financial management.
  - Supervision of ESG-related financial reporting, and assessment of the financial aspects of ESG investments.
- e. **Group Purchasing Director/Group Sales Director** are responsible for:
  - Communicating ESG activities outside the organization.
  - Managing relations with stakeholders.
  - Implementing and supervising sustainable development practices in the supply chain.
- f. **Group R&D Director** is responsible for:
  - Optimization of company operations taking into account the principles of sustainability.
  - Promoting and implementing innovative technologies that contribute to sustainable development.
  - Continuous improvement of operational processes with an emphasis on achieving ESG objectives.
- g. **Group IT Director** is responsible for:
  - Implementation of information technology monitoring to support the sustainable development.
- h. **Group Chief Operating Officer (COO)** is responsible for:
  - supports the integration of ESG principles across plant-level operations and ensures alignment between Group strategy and local execution
- i. **Plant directors, departments supporters of the ESG committee** are responsible for:
  - ESG information management.
  - Collecting, analyzing, and reporting ESG-related data.
  - Substantive support in making ESG-related decisions.
  - Co-defining and creating area policies.
  - Ensuring compliance of ESG activities with the mission and values of the organization.

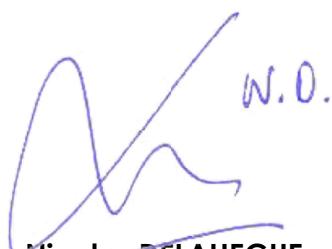
**3.** The flow of information and reporting lines shall follow the official organizational structure of the Electropoli Group as defined in the Group's organizational chart.

## §4. Functioning of the ESG Committee

1. The ESG Committee will organize regular meetings, which will be held at least once every six months, with the possibility of convening extraordinary meetings.
2. The ESG Leader, together with the ESG Committee, shall regularly collect and share relevant updates and information, ensuring that all members are informed about ongoing ESG initiatives, strategic priorities, and regulatory developments.
3. The ESG Leader, together with the ESG Committee, shall support the coordination, implementation, and monitoring of ESG-related activities across the organization, providing guidance and expert input where needed.
4. The ESG Leader, together with the ESG Committee, shall develop and maintain a 12-month rolling action plan, including key objectives and performance indicators (KPIs), aligned with the Sustainability Policy.
5. The ESG Leader, together with the ESG Committee, shall report periodically to the Management Board on the progress, challenges, and results related to the implementation of the ESG Policy.

## §5. Final Regulations

1. Any changes in the composition of the ESG Committee or its scope of responsibilities shall require the approval of the Management Board.
2. The Management Board reserves the right to periodically review the activities of the Committee and make necessary modifications.



N.D.  
Nicolas DELAHEGUE  
President and CEO

Cergy, 03<sup>rd</sup> November 2025

**Revision History**

<b>Revision no.</b>	<b>Person</b>	<b>Issue Date</b>	<b>Amendment Description</b>
V1	Karolina Czerwieńska	2025-11-03	§2.1 – Updated composition of the ESG Committee §2.2 – Change in the scope of support for the ESG Committee §3.1 – Updated overall division of roles §3.2- Updated responsibilities of the ESG Committee §3.2 – Added responsibilities of the Group Chief Operating Officer (COO) §3.3 – Added new point 3 regarding reporting lines