

## SUSTAINABILITY POLICY

### PURPOSE AND SCOPE

Electropoli Group conducts its business in a responsible, ethical, and sustainable manner — with respect for the natural environment, people, and principles of good governance.

The purpose of this Policy is to define the directions and principles that support the Group's long-term growth in balance with its social and environmental surroundings.

This Policy applies to all companies and locations of the Electropoli Group and covers the entire value chain — from suppliers to end customers.

### OUR APPROACH

Sustainability is an integral part of Electropoli Group's strategy and the foundation of our business decisions. We aim to create lasting value by combining operational efficiency, environmental responsibility, social well-being, and transparent governance.

Our activities are based on three ESG pillars:



### OUR COMMITMENTS

#### ENVIRONMENT

Electropoli Group actively works to reduce the environmental impact of its operations by:

- Reducing greenhouse gas emissions and striving for climate neutrality by 2050,
- Increasing the share of renewable energy in total energy consumption,
- Implementing low-emission and energy-efficient technologies in surface treatment processes,
- Optimizing water use through recovery, recycling, and purification systems,
- Preventing air, soil, and water pollution,
- Promoting a Circular Economy through material reuse, recovery, and recycling,
- Minimizing and safely managing hazardous waste,
- Ensuring full compliance with environmental regulations and customer requirements,
- Continuously monitoring and transparently reporting key environmental indicators — emissions, water, energy, and waste

## SOCIAL

People are Electropoli Group's greatest value. Therefore, we:

- Provide safe, healthy, and decent working conditions,
- Support competence development, training, and employee engagement,
- Promote a culture of diversity, equality, and inclusion,
- Respect human rights and eliminate all forms of discrimination, forced and child labour,
- Support local communities through educational and environmental initiatives,
- Build relationships based on dialogue, trust, and transparency throughout the value chain.

## GOVERNANCE

Good governance is the foundation of responsible business. Electropoli Group:

- Acts with integrity, preventing corruption and unethical practices,
- Applies responsible risk management, including environmental, climate, and social risks,
- Complies with legal requirements and industry standards,
- Requires suppliers to comply with Suppliers Specific Requirements, and with our policies,
- Reports performance in a transparent and comparable way,
- Integrates sustainability into strategic, investment, and innovation decisions.

## INTEGRATION WITH GROUP STRATEGY

Sustainability supports the long-term value creation for all Electropoli Group stakeholders:

- **Customers** – through quality, reliability, and partnership,
- **Employees** – through development, safety, and meaningful and fair workplace,
- **Local communities** – through environmental protection and social engagement,
- **Owners and business partners** – through stable, responsible growth and innovation.

## MONITORING AND CONTINUOUS IMPROVEMENT

- Implementation of this Policy is monitored through environmental, social, and governance (ESG) indicators,
- Objectives and priorities are reviewed and updated annually,
- Progress is communicated through management reviews and sustainability reports,
- Every employee is responsible for supporting this Policy in their daily work,
- The Policy is reinforced by the Code of Ethics, Quality & Environmental Policy, Conflict Minerals Policy and Health & Safety Policy.

**“Sustainability is not a goal  
- it is the way we operate every day”**

Nicolas DELAHEGUE  
President

