

# **2022 Corporate Social Responsibility Report**

March 2023



<b>1.</b>	<b>OUR CSR COMMITMENT</b>	3
<b>1.1.</b>	<b>DECLARATION OF RENEWED COMMITMENT TO THE GLOBAL COMPACT</b>	3
<b>1.2.</b>	<b>GROUP CSR APPROACH AND POLICY</b>	4
<b>2.</b>	<b>STAKEHOLDERS' MAPPING &amp; RELEVANT ASPECTS</b>	5
<b>2.1.</b>	<b>STAKEHOLDERS</b>	5
<b>2.2.</b>	<b>DETERMINATION OF RELEVANT ASPECTS</b>	6
<b>3.</b>	<b>GENERAL INFORMATION</b>	7
<b>4.</b>	<b>VALUING OUR TALENT AND PROVIDING A FULFILLING WORK ENVIRONMENT</b>	8
<b>4.1.</b>	<b>HR INDICATORS</b>	8
<b>4.2.</b>	<b>OUR TALENTS</b>	12
<b>4.2.1.</b>	<b>VALUATION OF KNOW-HOW</b>	12
<b>4.2.2.</b>	<b>QUALITY OF LIFE AT WORK, HEALTH &amp; SAFETY</b>	15
<b>4.3.</b>	<b>DIVERSITY &amp; EQUAL OPPORTUNITIES, ANTI-DISCRIMINATION</b>	26
<b>5.</b>	<b>MAKING OUR CONTRIBUTION TO SOCIETY</b>	27
<b>5.1.</b>	<b>DEVELOPING THE TECHNOLOGICAL SOLUTIONS OF THE FUTURE: R&amp;I</b>	27
<b>5.2.</b>	<b>OUR CONTRIBUTION TO CARBON-FREE SHIPPING</b>	28
<b>5.3.</b>	<b>OUR ETHICAL POLICY</b>	28
<b>5.4.</b>	<b>DATA PROTECTION</b>	31
<b>5.5.</b>	<b>THE SUSTAINABILITY OF OUR ACTIVITIES</b>	32
<b>5.6.</b>	<b>HUMANITARIAN &amp; CHARITABLE INITIATIVES</b>	32
<b>5.7.</b>	<b>OUR QUALITY - HEALTH - SAFETY - ENVIRONMENT COMMITMENTS (QHSE)</b>	37
<b>6.</b>	<b>PARTICIPATING IN BUILDING A SUSTAINABLE WORLD</b>	38
<b>6.1.</b>	<b>CONTROLLING OUR ENVIRONMENTAL IMPACT</b>	38
<b>6.2.</b>	<b>SEGULA GREEN OFFER : NEW ENERGIES</b>	42
<b>6.3.</b>	<b>INNOVATIVE PROJECTS FOR THE PRESERVATION OF THE ENVIRONMENT</b>	43
<b>6.3.1.</b>	<b>TAXONOMY</b>	43
<b>7.</b>	<b>ENSURING QUALITY AND CUSTOMER SATISFACTION</b>	45
<b>8.</b>	<b>CONTENT INDEX GRI</b>	46



Ceci est notre Communication sur  
le Progrès sur la mise en œuvre des  
principes du Pacte mondial des  
Nations Unies.

Nous apprécions vos commentaires sur  
son contenu.

# 1. OUR CSR COMMITMENT

## 1.1. DECLARATION OF RENEWED COMMITMENT TO THE GLOBAL COMPACT<sup>1</sup>

In 2022, the Segula Group experienced a rebound in activity. Thanks to the unwavering commitment and mobilization of the group's employees across all regions, we were able to meet this particularly strong demand. This year of growth was accompanied by the continued internationalization of our group, as shown by the opening of a new office in the Middle East and the expansion of our presence in several countries. This growth and this externalization are intended to capitalize on our historical expertise in traditional business lines but also to anticipate future structural innovations by supporting local and international manufacturers in various sectors.

In order to consolidate its growth and ensure continuing expansion, the Group strives to maintain a high and consistent level of service quality and customer satisfaction in all countries where it operates. To achieve this goal, we are implementing concrete measures to enhance our flexibility and increase customer satisfaction. In 2022, we also took steps to reduce our environmental footprint, ensure the health and safety of our employees. We also sought to promote diversity and equal opportunities, support socially responsible suppliers, and encourage the inclusion of people with disabilities.

At our company, we are dedicated to Corporate Social Responsibility, both internally and externally as we are working closely with our partners to promote sustainable and environmentally friendly practices. We are supporting our customers in their energy transitions and efforts to reduce their carbon footprint by offering innovative and competitive solutions to the major challenges facing our society. We recognize the importance of clean energy, connected and autonomous mobility and industry 4.0 and we strive to find innovative solutions to address them.

Our company's outstanding performance is made possible and meaningful thanks to our CSR policy. It clearly shows that our CSR commitments are fully integrated into the Group's strategy. We are proud of our commitment to sustainability, diversity, and inclusion, and we will continue to work to improve these key areas in 2023 and beyond.

We are delighted to reaffirm Segula Technologies' commitment to the ten principles of the United Nations Global Compact. These principles are deeply anchored in our corporate culture and guide our daily actions. With this statement, we have the opportunity to present our CSR commitments, share the steps we are taking to implement them, and highlight the performance indicators that demonstrate our commitment to being a creative, innovative, and responsible organization.

**Franck GHRENASSIA**

**Chairman of Segula Holding**

**March 27, 2023**



<sup>1</sup> GRI Index 2-22

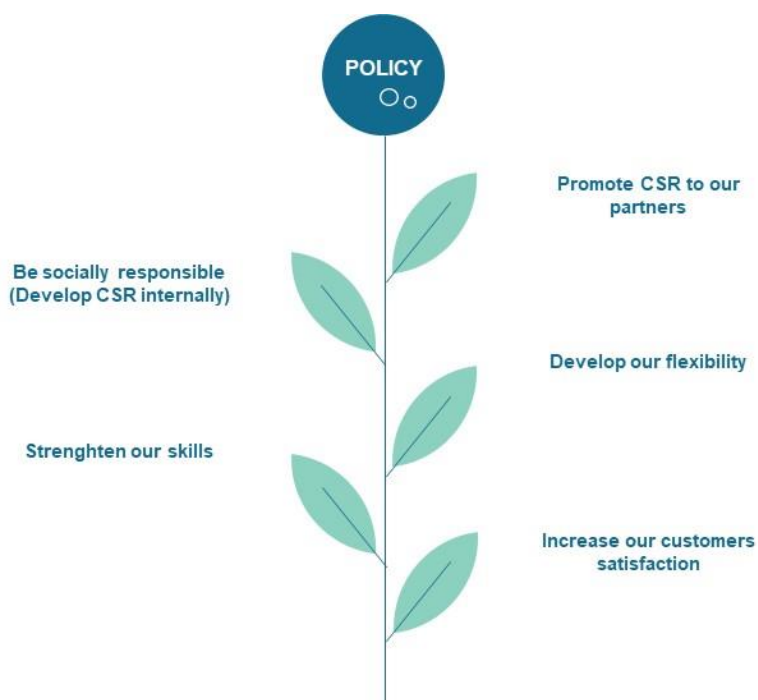
## 1.2. GROUP CSR APPROACH AND POLICY

Segula Technologies is a Product, Process, Prototype, Test and Validation engineering group. We provide technical assistance and project management. The Group operates in all the major industrial sectors (automotive, aeronautics, energy, rail, naval, biomedical and Oil & Gas)<sup>2</sup> and favours a close relationship with its customers thanks to the skills of its employees present in 25 countries and 180 locations worldwide.

Since 2019, the Segula Group has taken a new direction in its CSR approach. We are consolidating our CSR performance by relying on the Global Reporting Initiative (GRI) and the Sustainable Development Goals (SDGs). This new method, supported by the company's General Management, illustrates our desire for transparency with regard to the economic, social and environmental impacts of our activities:

- The GRI allows us to guarantee both the reliability of the method for delimiting our field of CSR actions and the robustness of the results given by the indicators selected. We also continue to submit the assessment of our CSR performance by Ecovadis.
- The Sustainable Development Goals (SDGs) highlighted by the United Nations Agenda 2030 also structure our approach. All the Policies, Charters, Codes, Principles and indicators made available to employees are in line with these SDGs.

Our group CSR commitment is based on 5 axes<sup>3</sup> :



This policy is based on the identification of the relevant aspects of SEGULA Technologies and the identification of the needs and expectations of stakeholders, which are described in the following section.

The Group's General Secretary supervises CSR with a dedicated central team and several departments directly involved in responsible purchasing, ethics, environment, social and human rights. Each department is a driving force behind CSR proposals and actively participates in the CSR improvement actions carried out as well as in the associated reporting exercises<sup>4</sup>.

<sup>2</sup> GRI Index 2-6-a

<sup>3</sup> GRI Index 2-22

<sup>4</sup> GRI Index 2-13

## 2. STAKEHOLDERS' MAPPING & RELEVANT ASPECTS

### 2.1. STAKEHOLDERS

The identification and mobilisation of stakeholders<sup>5</sup> is essential to define and implement the Group's strategy.

Stakeholders	Specific expectations
Collaborators	Expect from Segula Technologies a quality of life and well-being at work, diversity/mixed environment, positioning on real career opportunities, concern for inclusion and disability issues
Customers	Expect from Segula Technologies autonomy, anticipation of needs, proactivity and proximity to respond to these needs, a capacity for internationalisation and mobilisation on CSR, particularly on environmental issues
Suppliers	Desire sustainable trade relations that respect human rights, labour law, the environment, sustainable development and eco-responsibility issues, and a culture of transparency and integrity
Legislators	Recommend the implementation of good practices, particularly in favour of the ecological transition and the development of innovative technologies
Partners	Expect Segula Technologies to build long-term relationships and aim to develop through the various initiatives driven by the Group's growth

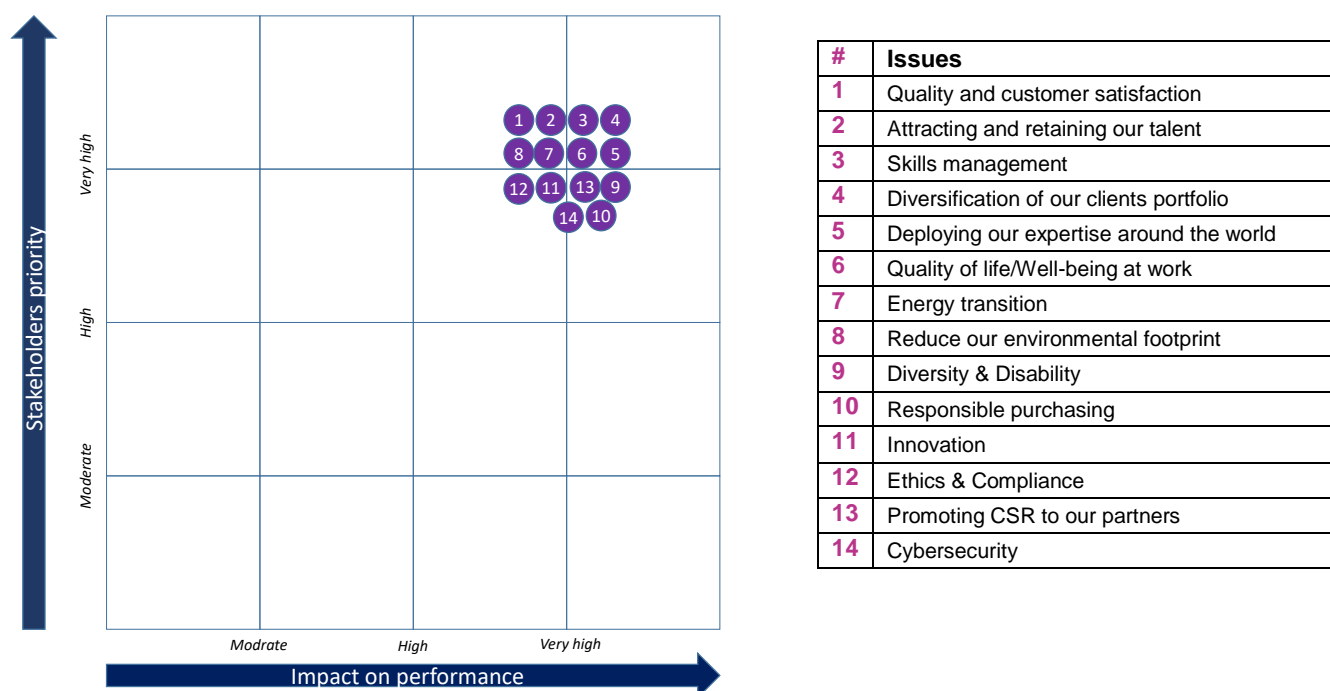
<sup>5</sup> GRI Index 2-29

## 2.2. DETERMINATION OF RELEVANT ASPECTS <sup>6</sup>

The CSR challenges of Segula Technologies were reviewed in 2022 with the Human Resources, Legal, Purchasing, Quality, Communication and Sales departments. These challenges are based both on internal and external exchanges between the various departments, on the analysis of indicators specific to each department and on the sharing of feedback.

The review of CSR issues made it possible to evaluate and prioritise each issue with regard to the Group's activities; it allows us to define prioritisation methodology taking into account the risks for the Group and for stakeholders.

Following this methodology, the issues were ranked according to stakeholders' priority and impact on performance. These issues respond to the *10 principles of the Global Compact* and the *17 United Nations Sustainable Development Goals*. Our ranking is presented in the following graph<sup>7</sup> :



**NB:** the numbering of the issues from 1 to 14 does not reflect their level of prioritisation.

<sup>6</sup> GRI Index 3-1

<sup>7</sup> GRI Index 3-2

## 3. GENERAL INFORMATION

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Segula Technologies is a privately owned group, constituted as a “Société Anonyme” with a Management Board<sup>8</sup>, with its headquarters in Nanterre (France).

This annual report covers the extra-financial data of the Group's entities between 1<sup>er</sup> January 2022 and 31<sup>st</sup> December 2022. The last non-financial reporting was dated March 2022, covering the year 2021. The reporting is consolidated once a year by the Group CSR team, which is available for any questions relating to the report and its content.<sup>9</sup> It is submitted to the Chairman of the Management Board for validation<sup>10</sup>.

The indicators we present and the actions carried out in 2022 cover between 85% and 100% of the Group's workforce for social/societal aspects and around 70% of the Group's workforce for environmental indicators.

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<sup>8</sup> GRI Index 2-1

<sup>9</sup> GRI Index 2-3

<sup>10</sup> GRI Index 2-14

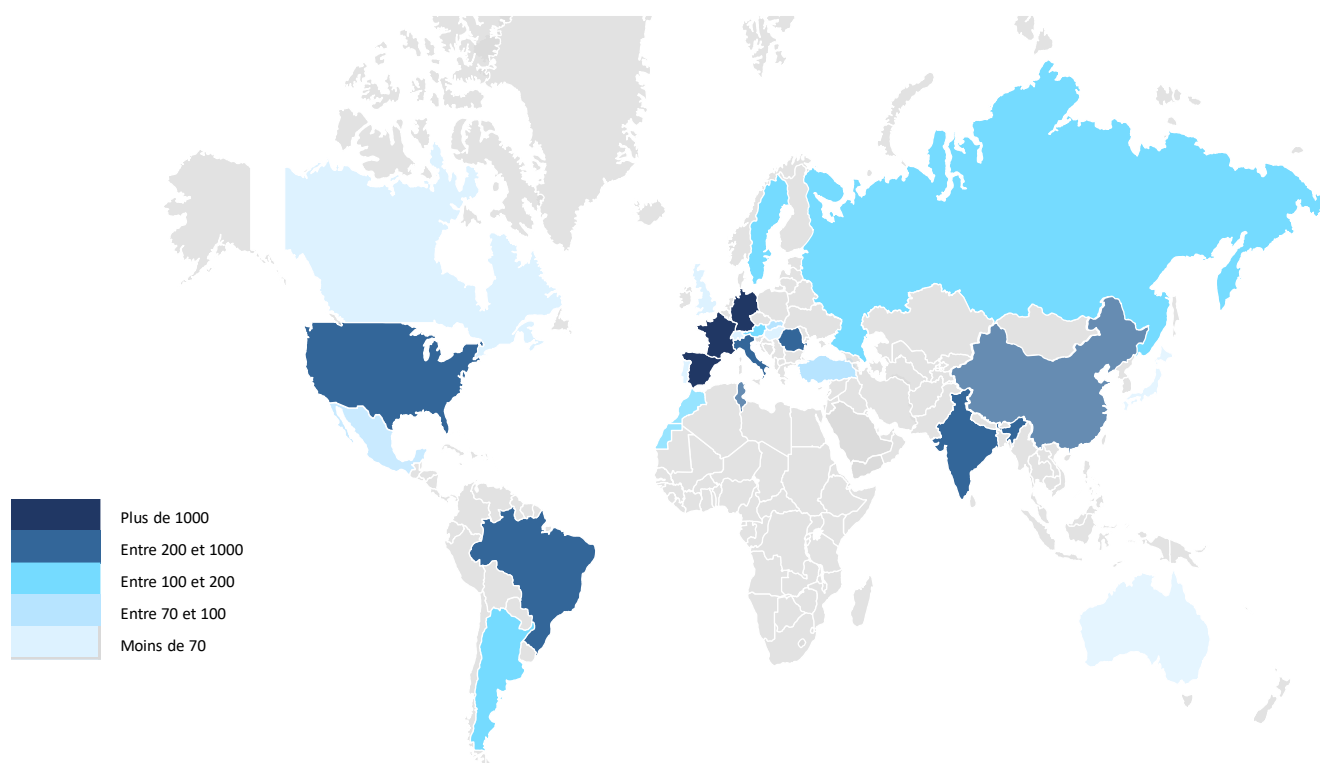
## 4. VALUING OUR TALENT AND PROVIDING A FULFILLING WORK ENVIRONMENT

Segula Technologies is committed to providing a stimulating, secure and professionally rewarding environment for all its employees, with a robust induction process, continuous skills development, mobility prospects and career opportunities.

### 4.1. HR INDICATORS

The global workforce of Segula Technologies is spread over 25 countries and 180 locations, demonstrating the Group's territorial anchorage and its internationalisation.<sup>11</sup>

The Group includes 22% women in its overall workforce (vs 21% in 2021). Several countries have a higher percentage of women than the Group average: 38% in Morocco, 37% in Tunisia, 37% in China, 32% in Romania and 27% in Spain.



<sup>11</sup> GRI Index 2-1



Indicator	GRI Index	Perimeter	Distribution	2022	2021
<b>Total number of employees</b> (permanent and non-permanent employees)	<b>2-7</b>	Group		<b>11 613</b>	10 133
		France		<b>4 293</b>	
		International		<b>7 320</b>	
		Europe (ex France)		<b>3 943</b>	
		United States		<b>192</b>	
		Other regions		<b>3 155</b>	
<b>Employees by type of contract</b>	<b>2-7</b>	Group	Permanent	<b>86 %</b> <b>9 987</b>	80 % 9 290
			Temporary	<b>14 %</b> <b>1 626</b>	20 % 2 323
<b>Employees by age (years)</b>	<b>405-1</b>	Group	Under 25	<b>14 %</b>	6 %
			Between 26 and 35	<b>39 %</b>	43 %
			Between 36 and 45	<b>22 %</b>	26 %
			Between 46 and 55	<b>15 %</b>	18 %
			Over 56 years old	<b>7 %</b>	7 %
			NC	<b>3%</b>	
<b>Employees by gender</b>	<b>2-7</b>	Group	Women	<b>22 %</b>	21 %
			Men	<b>78 %</b>	79 %
<b>Absenteeism</b> (More than 1 month)	<b>403-9</b>	France & International	France	<b>1,9 %</b>	2,34%
			International	<b>-</b>	0,39%
<b>% of women in management positions</b> (excluding board members)	<b>2-7</b>	Group		<b>2 %</b>	
		France		<b>14 %</b>	
		International		<b>1,4 %</b>	
<b>Number of board members</b>	<b>2-9</b>	Group		<b>9</b>	
<b>% of board members by gender</b>	<b>2-9</b>	Group	Women	<b>11 %</b>	
			Men	<b>89 %</b>	
			Non-binary	<b>0 %</b>	
<b>% board members by age (years)</b>	<b>2-9</b>	Group	Between 30 and 50	<b>33%</b>	
			Over 50	<b>67 %</b>	
<b>% of board executives</b>	<b>2-9</b>	Group		<b>44 %</b>	
<b>% of independent board members</b>	<b>2-9</b>	Group		<b>66 %</b>	
<b>Number of members in the first management bodies</b>	<b>2-9</b>	Group	Total	<b>10</b>	
			Women	<b>2</b>	
			Men	<b>8</b>	
<b>Average wage gap</b>	<b>405-2</b>	Group		<b>18 %</b>	
<b>% of total workforce in sites covered by collective agreements</b>	<b>2-30</b>	Group		<b>100 %</b>	

Indicator	GRI Index	Perimeter	Distribution	2022	2021
% of total workforce in sites covered by formally elected employee representatives		Group France International		71,5 % 100 % 54,7 %	
% of total workforce at all sites trained on diversity, discrimination and/or harassment		Group France International		17,8 % 20,8 % 16,1 %	
Hours of training provided per employee		Group France International		NC 4,96 NC	
Number of employees in the permanent workforce who benefited from a scheme during the year :	401-2				
Public or private health insurance		Group		11 613	
Public or private accident insurance		Group		8 773	

## OTHER HR INDICATORS MONITORED - FRANCE

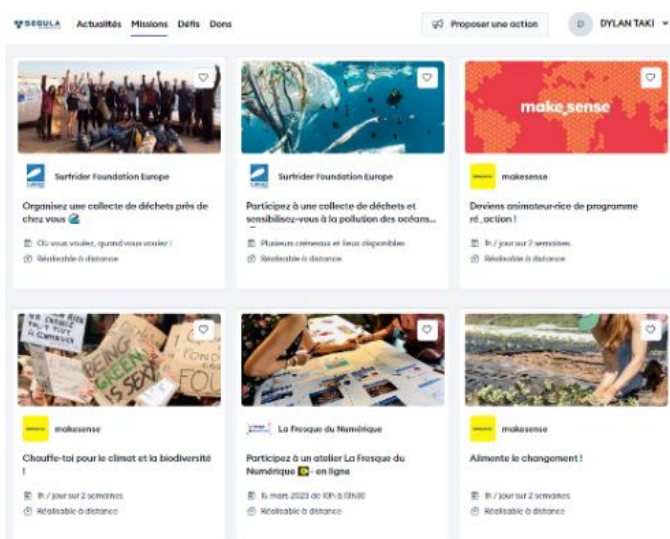
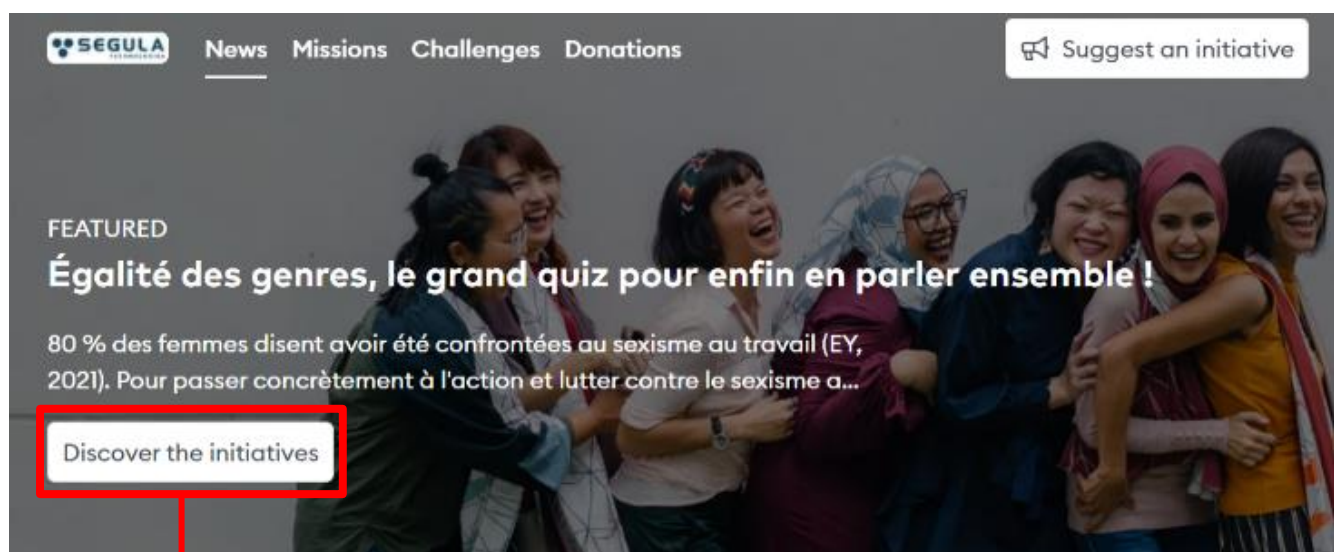
Indicator	GRI Index	Perimeter	Distribution	2022	2021
<b>Employees by age</b> (years)	<b>405-1</b>	France	Under 25	<b>12 %</b>	9 %
			Between 26 and 35	<b>29 %</b>	34 %
			Between 36 and 45	<b>25 %</b>	26 %
			Between 46 and 55	<b>22 %</b>	23 %
			Over 56	<b>12 %</b>	9 %
<b>Average length of service per employee</b> (years)	<b>405-1</b>	France	Total France	<b>6,9</b>	7,5
			Auto Monde	<b>10,9</b>	11
			Segula France	<b>7,1</b>	7,8
			Aeronautics	<b>5,9</b>	6,7
			Holding	<b>6,6</b>	6,6
			Headquarters	<b>5,9</b>	5,6
			International	<b>3,1</b>	3,2
<b>Employees by nature</b>	<b>2-7</b>	France	Direct	<b>86 %</b>	87%
			Indirect	<b>14 %</b>	13%
<b>Nationality of employees</b>	<b>405-1</b>	France	Number of nationalities	<b>54</b>	54
<b>Incoming employees by type of contract</b>	<b>401-1</b>	France	CDI	<b>79 %</b>	37 %
			CDIC	<b>3 %</b>	11,2%
			CDD	<b>8 %</b>	25,3%
			Internship	<b>6 %</b>	21,5%
			Apprenticeship	<b>4 %</b>	5%
<b>Employees by CSP</b> (Socio-professional categories)	<b>2-7</b>	France	Executive	<b>61 %</b>	38%
			ETAM	<b>29 %</b>	44%
			Worker	<b>11 %</b>	18%
<b>% of employees in management positions</b> (excluding board members) by gender	<b>2-7</b>	France	Women	<b>14 %</b>	
			Men	<b>89 %</b>	

## 4.2. OUR TALENTS

### 4.2.1. VALUATION OF KNOW-HOW



Solidarity engagement platform



SEGULA has launched its platform for solidarity, as part of its commitment to a CSR approach structured around three areas: *gender, disability and environment*.

It aims to accelerate solidarity movements within the Group and involve as many people as possible.

In practice, employees *can take part in challenges*, alone or in teams; they can donate to an association or carry out a voluntary mission; the missions are constantly renewed.

*The international deployment of this platform* is planned for 2023.



## Group CSR page



As a company committed to CSR, SEGULA has taken significant steps to improve its *environmental and social impact*. In January 2022, we created a CSR page on our website, which is available in multiple languages. The page is designed to present the Group's significant *CSR challenges* and highlight the concrete actions taken in recent years to address them.

On this page, SEGULA highlights its Group contribution to the *12 United Nations Sustainable Development Goals*, its 3 pillars and examples of its commitment to the environment.



Our CSR strategy revolves around three pillars:

- Valuing our talents and providing them with fulfilling working environment
- Contributing to social issues
- Participating in building a sustainable world

## "Ingenious" by SEGULA



Every month, the Communication Department conducts an interview with one of our employees. The purpose of this interview is twofold: firstly, to present the talent of the employee through an "*Ingenious Employee of the Month*" profile which includes their role in the company, motivation, projects, and values. Secondly, to produce an "*Engineer's Words*" video that displays the diversity and richness of our talent pool.

These articles and videos are then published on our intranet site as well as on the SEGULA page of popular social networks including LinkedIn, Facebook, Instagram, and Twitter.

## Sports events



In June and November 2022, *SEGULA employees took part in two races*:

- In Paris, the "*Course des lumières*" is a race that supports the Institut Curie, a renowned center for cancer research and treatment. This year, the race brought together more than 15,000 participants and raised over €1.5 million in donations.
- Similarly, the "*Race of Heroes*" held in Paris, Nantes, and Lyon is a race that supports more than 400 associations, providing participants with an opportunity to raise awareness for the cause that they hold. This year, the race raised over €18 million in donations and attracted over 12,000 participants.



In October of last year, *Gwenaël DELOMIER, an engine engineer in SEGULA's automotive department*, proudly represented the Group at the sixth and final round of the French GT Championship. The race was held on the historic Paul Ricard circuit in Castellet, located in the Var region of France, where numerous legendary races have taken place. Gwenaël participated in this event behind the wheel of an Alpine A110 GT4, highlighting his skills and expertise at this prestigious event.

## Internal network WINS

*The Women Initiative Network at SEGULA (WINS)* is an internal network dedicated to promote gender diversity, increase the recruitment of women within the Group and enable women to access positions of high responsibility.

To further promote these objectives, SEGULA has established a dedicated committee comprising seven members, including four women and three men. Each member represents the committee from diverse backgrounds including international, sectoral, and different functions. This committee meets quarterly to promote new initiatives and to ensure the continued growth and success of the WINS network.

## Among the actions implemented:

Under the theme of "*Inspiring Women*," SEGULA has created and published several videos on our social networks that promote women engineers and challenge the stereotypes associated with this profession.

As part of our commitment to promoting HR initiatives, the Group regularly implements innovative programs. For the past four years, SEGULA has been a premium partner of *SEEKUBE*, which organizes themed film evenings for our employees. Two of these evenings are reserved for women, providing a platform for young women to attend and engage in informal discussions with SEGULA employees. Following the film screening, attendees can submit their job applications and receive valuable career advice.

In addition to the recurrent film evenings, SEGULA has been running a series of Live Chats exclusively for women since 2019, titled "*Women, engineering needs you*." These Live Chats, lasting 1.5 hours, provide young women with an opportunity to engage in discussions around recruitment in engineering with several female employees, including a sponsor of the association *Elles Bougent*. The sessions focus on exchanging experiences, providing advice, and sharing practical tips. The Live Chats have generated numerous positive feedback from participants, highlighting their usefulness and relevance to their professional development.

## "Elles bougent"

SEGULA has demonstrated its commitment to promoting gender diversity in our business sectors for the seventh consecutive year by partnering with the *Elles Bougent* association. The association works towards informing secondary school girls and students about the numerous career opportunities offered by engineering and technical degrees through the inspiring stories of female mentors.

To date, SEGULA has nearly 30 sponsors and relays across France who actively contribute to the association's initiatives such as meetings in schools, challenges, and forums. By supporting *Elles Bougent*, SEGULA is reinforcing its commitment to gender diversity and promoting the inclusion of women in technical and engineering fields.

## Manifesto for the reconversion of women in the digital professions

In 2019, the Segula Group signed the *Manifesto for the reconversion of Women in the digital professions* initiated by *Social Builder and Femmes du numérique*. This commitment is still in force in 2022.

## Commitment Forum

Since August 2022, SEGULA has collaborated with the *Commitment Forum, an initiative aimed at promoting social progress across Europe by establishing a "Pact of Trust"* between all stakeholders in our society. Through this partnership, SEGULA is actively engaging in debates and discussions focused on various initiatives that drive social progress and contribute to the establishment of a more sustainable future.

The outcomes of these discussions will culminate in *the Commitment Summit* planned for 2023, where participants from various sectors will gather at the Economic, Social, and Environmental Council to share their ideas and collectively work towards building a better future for all. As a committed partner of the Commitment Forum, SEGULA is demonstrating its dedication to driving positive change and creating a more sustainable future for society as a whole.

## 4.2.2. QUALITY OF LIFE AT WORK, HEALTH & SAFETY



All of our employees in France are covered by a collective agreement, reflecting our collaborative work with employee representative bodies at both the Group level and entity-specific levels<sup>12</sup>. We have dedicated policies in place to support the development, health, and safety of our employees, which include risk assessments, analysis, and prevention measures, as well as awareness-raising actions. In certain countries, we have achieved certifications such as MASE and ISO 45001<sup>13</sup> to demonstrate our commitment to employee well-being. We regularly measure the impact of these initiatives through internal satisfaction surveys. Additionally, we have developed numerous initiatives to promote a positive working environment and support employee development, such as those implemented in France.

- Awareness-raising programmes :
  - Awareness of psychosocial risks.
  - Awareness raising on internal violence committed by employees within the company.
  - Awareness raising on external violence committed against employees by people outside the company.
- The use of the "Bird Pyramid", aimed at reducing accidents at work by acting on the risk observations reported by employees.
- Safety talks to help employees learn about OHS (Occupational Health and Safety) principles and share feedback. The risk observations reported in the "Bird" pyramid can be the subject of a theme.

### Health and safety indicators

Health and safety indicators are collected from the Group's main operational site, which represent 72% of the total workforce: France, Germany, Spain, Brazil, Sweden and Romania

Indicator	GRI Index	Perimeter	2022	2021
<b>Number of prevention sessions and visits Environment</b>	<b>403-1-5-7</b>	France	<b>291</b>	26
<b>Number of accidents at work (AW) &amp; lost working days (LWD)</b>	<b>403-9</b>	SE France	<b>41 (AW) / 201 (LWD)</b>	9 (AW) / 142 (LWD)
		Auto France	<b>19 (AW) / 558 (LWD)</b>	7 (AW) / 176 (LWD)
		Aero France	<b>16 (AW) / 280 (LWD)</b>	16 (AW) / 272 (LWD)
		Spain	<b>4 (AW) / 56 (LWD)</b>	21 (AW) / 373 (LWD)
		Germany	<b>7 (AW) / 107 (LWD)</b>	4 (AW) / 24 (LWD)
		Brazil	<b>1 (AW) / 6 (LWD)</b>	2 (AW) / 16 (LWD)
		Romania	<b>1 (AW) / na</b>	0 (AW) / na
<b>Frequency rate of accidents at work</b>	<b>403-9</b>	SE France	<b>1,8</b>	3,11
		Auto France	<b>5,8</b>	2,63
		Aero France	<b>9,3</b>	5,43
		Spain	<b>1,9</b>	3,01
		Germany	<b>7,8</b>	3,6
		Brazil	<b>2,4</b>	0,04

<sup>12</sup> GRI Index 2-30

<sup>13</sup> GRI Index 403-1 & 407-3

Severity rate of accidents at work	403-9	SE France	0,07	0,05
		Auto France	0,04	0,07
		Aero France	1,3	3,93
		Spain	0,03	0,04
		Germany	0,02	0,02
		Brazil	0,005	na

## Employee satisfaction

To ensure that its actions are aligned with the needs and perspectives of its employees worldwide, the Group collects feedback from them through surveys. In 2022, a survey was conducted across all our international locations, receiving responses from over 2,500 employees.

Indicator	Perimeter	2022
Employee satisfaction rate	France	92,5 %
Salary satisfaction rate	International	44%
Rate of employees wanting to continue their careers at Segula	International	73 %
Rate of employees satisfied with their work-life balance	International	73 %

The employees' feedback showed that they highly appreciated the quality of their work-life balance, the team spirit and atmosphere, as well as the autonomy provided in their work and the challenging nature of their missions.

To capitalize on these results, we are continuously encouraging our employees to share their experiences. During our People On boarding Program, which takes place during the initial days of integration, we suggest that employees post their opinions on Indeed (now part of the Glassdoor group). This helps us establish a more reliable system for social monitoring, which we can then share with our managers.

Our latest People On boarding Program (POP) sessions have received a satisfaction rate of over 9/10, which is highly encouraging for the future and serves as a testament to the quality of our integration process.



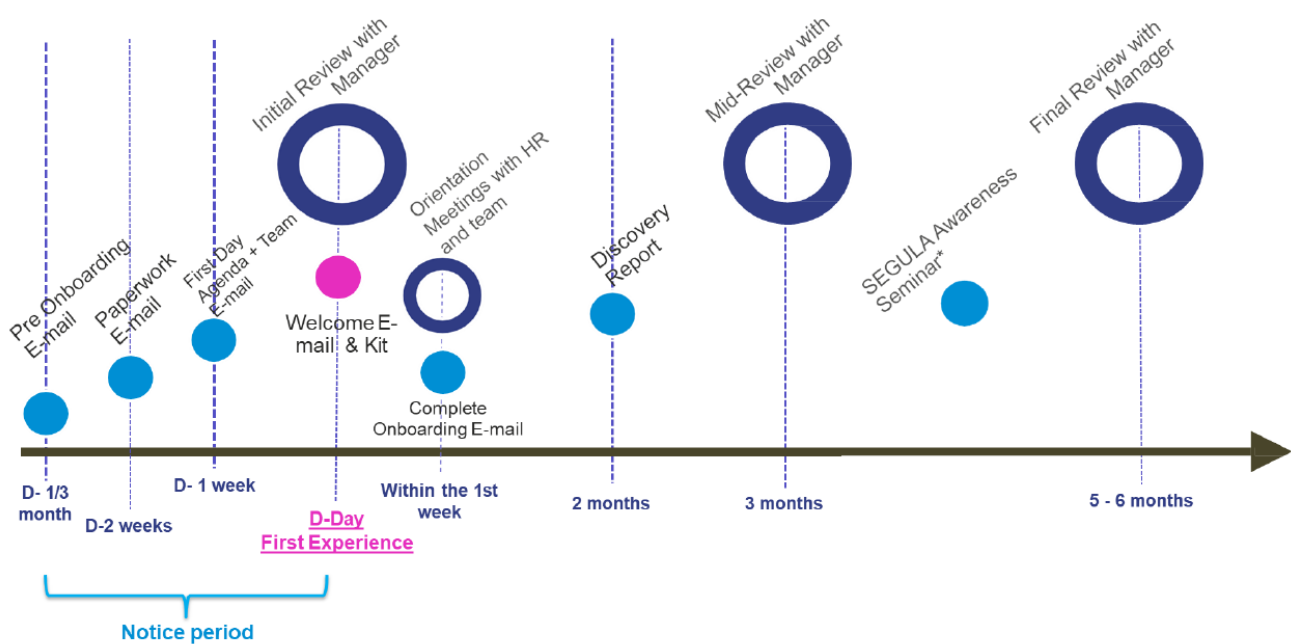


## 4.2.3. Matching skills to needs, training and employability



### Integration of new employees

The Group currently offers a multi-phase integration process that supports the employee before their arrival and continues up to six months after their first day:



- Human Resources to follow a Pre-Boarding module so that employees can already get to know the Group. In this way, we hope to create a bond and a sense of belonging with SEGULA.



Bonjour **Civilité Nom**,

Nous vous souhaitons la bienvenue chez SEGULA.

Nous avons le plaisir de vous transmettre votre contrat de travail, en pièce jointe.  
Merci de nous renvoyer un **exemplaire paraphé et signé, par e-mail**.

Vous trouverez également ci-joint l'ensemble des pièces pour la constitution de votre dossier du personnel dont vous trouverez le détail ci-dessous :

#### À retourner par e-mail au plus tôt

- La fiche de renseignements : **à compléter et signer avant transmission par e-mail avec l'ensemble des documents demandés en bas de la fiche.**
- La fiche RQTH : **à compléter et signer**
- L'accusé de réception des documents mutuelle et prévoyance : **à compléter et signer**
- L'engagement de confidentialité : **à compléter et signer**
- La charte informatique : **signer uniquement la dernière page**
- Le coupon de dispense de droit pour la mutuelle (si concerné) : **à me retourner directement par mail, avec le justificatif**

#### Information sur la mutuelle

- ➡ Mutuelle (sauf en cas de dispense de droit)  
- les documents devront être envoyés directement à l'organisme MERCER :  
Par courrier : 128 avenue de Fès – CS 1737 – 34184 MONTPELLIER cedex 4  
OU en vous connectant sur le site [Mercernet](#)
- La fiche de renseignements individuels concernant votre adhésion : régime harmonisé **à compléter et signer avant transmission à MERCER.**
- Le mandat SEPA : **à compléter si vous choisissez une option (1 ou 2) et/ou pour votre conjoint(e) avant transmission à MERCER.**
- L'attestation sur l'honneur (uniquement si votre conjoint(e) ne travaille pas ou plus) afin de bénéficier d'une exonération de cotisation : **à retourner à MERCER sous 10 jours, avec le dossier d'inscription.**

#### Welcome email

Upon arrival, employees receive a welcome email that includes a 100% Digital On boarding module. This module provides an in-depth presentation of the Group, more detailed than the Pre-Boarding module, and addresses practical questions such as how to report hours or how to make an expense request. This approach enables employees to quickly feel comfortable with their daily routines.



People Onboarding Program (Pre-Boarding)

People Onboarding Program (Pre-Boarding)



People Onboarding Program (On-Boarding)

People Onboarding Program (On-Boarding)

#### Pre-boarding module

- The manager is also informed about the role of the future employee as he/she approaches his/her arrival:



*Procedure for the integration of a new employee*


- During the first week, the employee is supported by his/her manager and HR, and follows an individualized program that introduces the company, the teams, and the Group's tools.
- A sponsor can also be appointed, he/she is trained for this task through a dedicated charter:



*Sponsorship procedure*



Checklist for managers



**Check-list managers**  
 Division Industries France

> Avant l'arrivée du collaborateur :

☐ Anticiper au mieux son arrivée en prévenant vos collaborateurs lors d'une réunion.

☐ Vérifiez qu'il a bien transmis à la GRH tous les documents pour constituer son dossier du personnel.

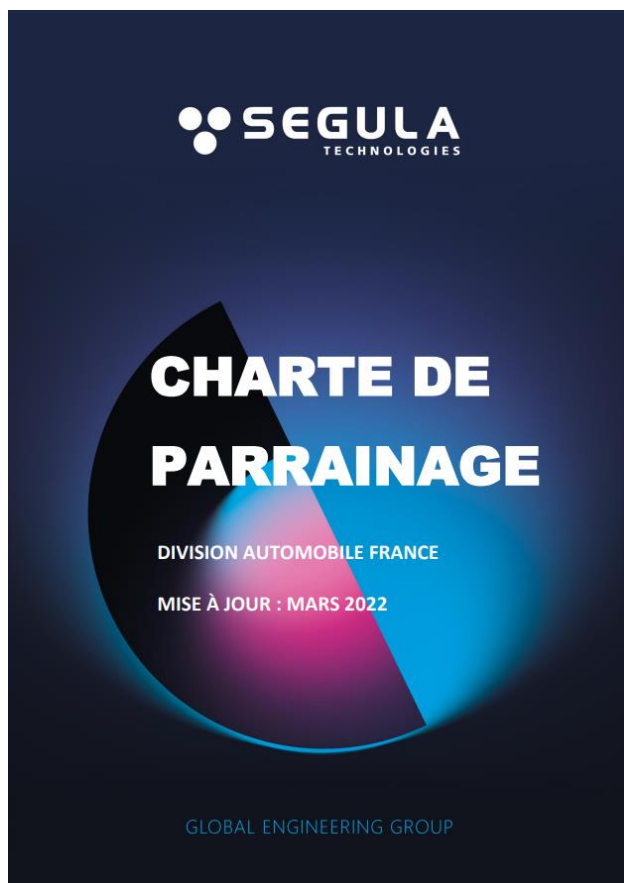
☐ Organiser si possible un petit-déjeuner ou déjeuner d'équipe dans les jours suivants son arrivée.

☐ Pour les indirects : bloquer un créneau dans votre agenda la semaine de son arrivée, pour le guider dans ses premiers pas et lui présenter l'équipe.


Préparer tout ce qui concerne l'aspect logistique et fonctionnel :

Matériel	Détail	Process
Ordinateur et accès	<input type="checkbox"/> SEGULA	<a href="#">Lien vers Matrix 42</a>
	<input type="checkbox"/> Code d'accès	<a href="#">Lien vers Matrix 42</a>
	<input type="checkbox"/> Accès au réseau	<a href="#">Lien vers Matrix 42</a>
	<input type="checkbox"/> Accès aux imprimantes	<a href="#">Lien vers Matrix 42</a>
	<input type="checkbox"/> Accès à Outlook	<a href="#">Lien vers Matrix 42</a>
Badge	<input type="checkbox"/> Site de rattachement	Se rapprocher de votre GRH
	<input type="checkbox"/> Site client	
Autres	<input type="checkbox"/> Ecran, câble hdmi	<a href="#">Lien vers Matrix 42</a>
	<input type="checkbox"/> Téléphone fixe et ou portable	<a href="#">Lien vers Matrix 42</a>
	<input type="checkbox"/> Clavier/souris	<a href="#">Lien vers Matrix 42</a>
	<input type="checkbox"/> Son programme d'intégration	

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2



Sponsorship Charter



**Charte de parrainage -**  
 Division Automobile France

Cette charte de parrainage a été conçue pour vous guider dans votre rôle de marraine ou de parrain d'un nouvel entrant.

En tant que marraine ou parrain, vous êtes le référent de votre filleul et votre mission est de le conseiller et l'orienter dans les premiers mois de son arrivée afin de faciliter son intégration au sein de SEGULA Technologies. Pour vous guider, vous trouverez ci-dessous un descriptif des différentes missions qu'implique votre rôle de marraine ou de parrain.

> Profil de la marraine ou du parrain :

- 8 mois d'ancienneté dans l'entreprise.
- Bonne pratique du métier et bonne connaissance de l'entreprise.
- Disponibilité, écoute, sens du relationnel et de la communication.
- La marraine ou le parrain n'est pas nécessairement membre de l'équipe.

La durée du parrainage est de 6 mois.  
La marraine ou le parrain peut accompagner jusqu'à 3 nouveaux entrants à la fois.

> Rôle de la marraine ou du parrain :

Il s'agit d'un rôle qui vous est confié sur proposition du manager du nouvel entrant, avec votre accord. Ce rôle est un complément à l'apport donné par le manager direct, sans qu'il y ait substitution. Votre mission est d'aider votre filleul à décoder les méthodes de travail et la culture de l'entreprise, et d'apporter des réponses à ses interrogations concernant le fonctionnement de l'entreprise.

Enfin, vous vous positionnez comme un pédagogue et créez une relation de confiance avec votre filleul en lui apportant des compléments d'informations.

Vos échanges sont également l'occasion de vous enrichir par les informations et les expériences que vous pourrez partager avec votre filleul (autres méthodes de travail, expériences, cultures, etc.)

Les contenus de vos entretiens ont un caractère confidentiel et il vous appartient de le préciser lors de votre première rencontre.

> Missions :

- Aider le nouvel entrant à résoudre les éventuels problèmes pratiques ou autres que celui-ci peut rencontrer.
- Se positionner en complément du manager et de l'équipe.
- Suivre et conseiller votre filleul pendant sa période d'intégration.
- Être disponible pour le guider régulièrement.
- Aider le nouvel entrant à mieux appréhender la culture d'entreprise, à se familiariser avec son nouvel environnement de travail.
- Transmettre les valeurs de l'entreprise ainsi que les bonnes pratiques de travail.

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2





- A welcome kit is given to all new employees
- Several times up to 6<sup>th</sup> month, the employee benefits from a time of exchanges with his/her manager to ensure his/her good integration and answer his/her questions



- A questionnaire is also sent to the employee to collect his or her feedback after 3 months with us:

## Questionnaire sur votre intégration chez SEGULA Technologies Votre avis est important

Chers collaborateurs,

Vous avez récemment rejoint SEGULA Technologies et nous souhaitons faire un point sur votre arrivée et votre intégration au sein de notre entreprise.

Votre avis nous est précieux pour améliorer l'intégration de nos futurs collaborateurs.

Merci de prendre quelques minutes pour y répondre.

[Je donne mon avis](#)

*Integration questionnaire*

Other documents are also available to employees and managers:



Espaces dédiés aux collaborateurs et managers sur l'intranet MySegula, accessible sur PC et Mobile pour les deux divisions Auto & Industrie France

La valorisation des collaborateurs / équipes via des success stories (portrait d'équipe, ingenious employees, cas client, etc)



RH news qui reprend l'essentiel de l'actualité RH



Procédure d'intégration pour les nouveaux collaborateurs



Guide managers interactif pour vous guider au quotidien



Guide collaborateurs interactif pour accompagner l'intégration des nouveaux collaborateurs



Guide de la parentalité pour les futurs parents



Guide des avantages



Communications dédiées par e-mail



Organisation de webinaires sur divers sujets

## Welcome of new recruits in international mobility

To address the labour market pressures for many skills, we facilitate international mobility with tailored support for employees in their new country of work. For instance, in Canada, the demand for skilled resources in aeronautical production exceeds the local labour pool. As a solution, Segula facilitates the mobility of qualified Mexican workers by covering their flight and visa costs, as well as providing a welcome package that includes one month's car and flat rental. This comprehensive support package ensures an efficient and smooth integration of these employees.

## Segula Training Center

In today's constantly, evolving landscape, employee training and development remains a major challenge in all organizations. Training not only contributes to professional and personal growth among employees but also meets the business challenges faced by the Group. It gives us the means to enhance the value of our teams and to offer our clients the skills sought after in the market. SEGULA Training Center is our internal training organisation. Its mission is to respond to all of the Group's training requests, using two levers:

- Training: to be able to offer our clients "tailor-made" training courses thanks to our Qualiopi certification.
- In-house training: increasing the skills of our experts & gaining recognition for SEGULA's expertise.

Thus, almost 38,000 hours of training were carried out in 2022 in the Group.

## Segula Academy

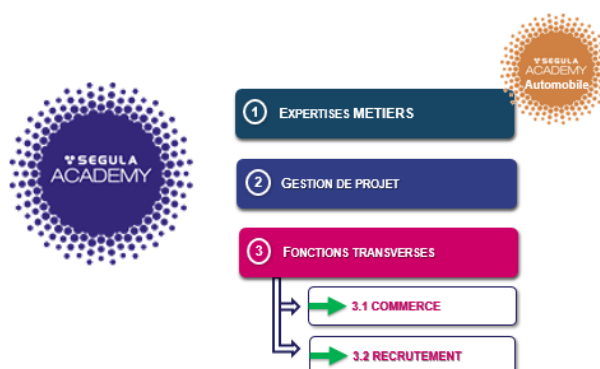
The launch of the SEGULA Academy in 2018 reaffirmed the Group's commitment to ensure continuing education as a priority in its Human Resources policy.

Whether they are delivered in person or via E-Learning, the training courses are based on strong technical expertise and high-quality educational engineering.

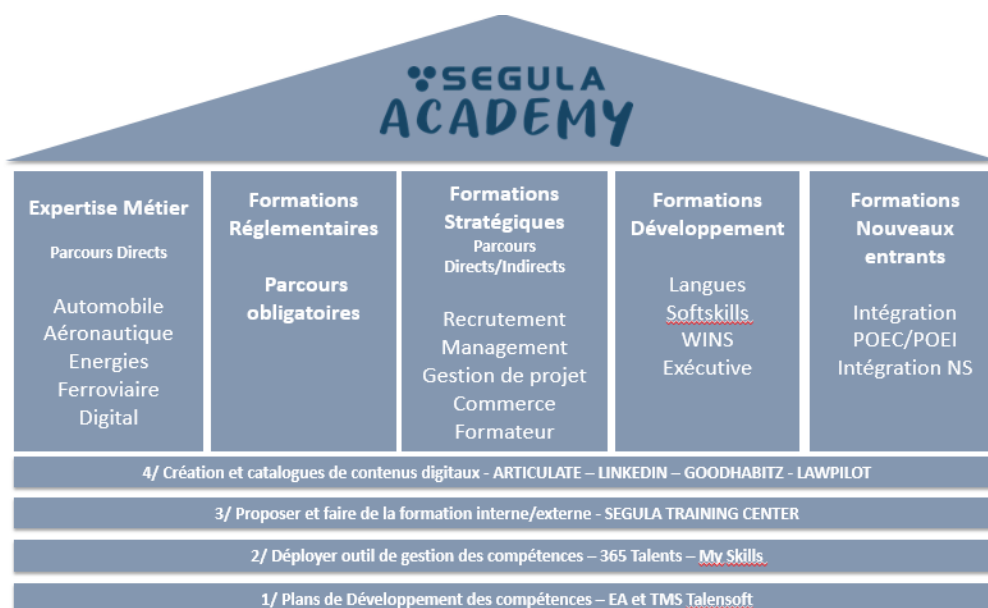
The Group has identified many in-house trainers in various countries, who are recognized by their peers for their skills and expertise in their respective fields. These trainers provide training courses to all the Group's employees based on their specific needs. Currently, they focus on four main themes: automotive professions, project management, sales, and recruitment.

To ensure that our trainers are equipped with the necessary skills to transfer their technical expertise to other staff, we provide them with training in educational facilitation through a program called *Train the Trainers* before they start training others.

In 2022, the SEGULA Academy will continue the transformation it began in 2022 and expand its service offering:



- Implementation of our E-learning training platform
- Deployment of over 100 E-learning contents
- Deployment of the My Skills project - Skills management
- Development of the Nuclear Professions pathway



## Training indicators

Year 2022	GRI Index	Perimeter	Number of people trained	Number of hours of training
Training plan France*.	404-1	France	Total: 4,359 of which men: 3 493 of which women: 866	38 000
SEGULA ACADEMY LAWPILOTS	404-1	Group (42 sessions)	> 500	4 232

(\*) in 2022, the Group is committed to providing the Group's employees with nearly 5,000 GoodHabitZ licences by 2023.

## Annual interviews

In 2022, 80% of the Group's employees had an annual interview (stable compared to 2021). Several countries are already very comfortable with the exercise within the TalentSoft tool; with a view to harmonisation, we are continuing this development on International. This year, India is conducting its first campaign with the tool.

In France, in the various sectors of activity of the Group (railways, energy, Oil & Gas, automobile, aeronautics), the percentage of people who benefited from an annual interview varies between 91% and 100%. In North Africa and Eastern Europe Europe, this percentage reaches 96% of the workforce.

Year 2022	GRI Index	Group	France	North Africa / Eastern Europe
% of people who received an annual interview	404-3	80 %	96 %	96 %
% of total workforce who had a periodic assessment and career development interview		77,9 %	100 %	64,9 %

## Intermediate interviews

To assess progress towards the goals set at the start of the year and make necessary updates in response to any changes, mid-year reviews are conducted between employees and their managers. Although this stage of the HR process has to be fully implemented, in the 2022 campaign, over 2,200 employees participated with a completion rate of 82%, which is an improvement from the 70% completion rate in 2021 with a population of 1,500 employees.

## 6-year review interviews

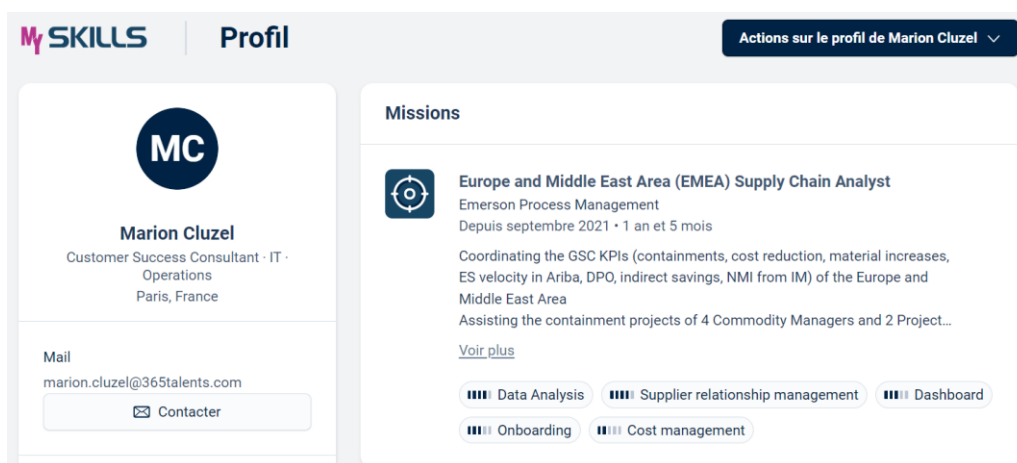
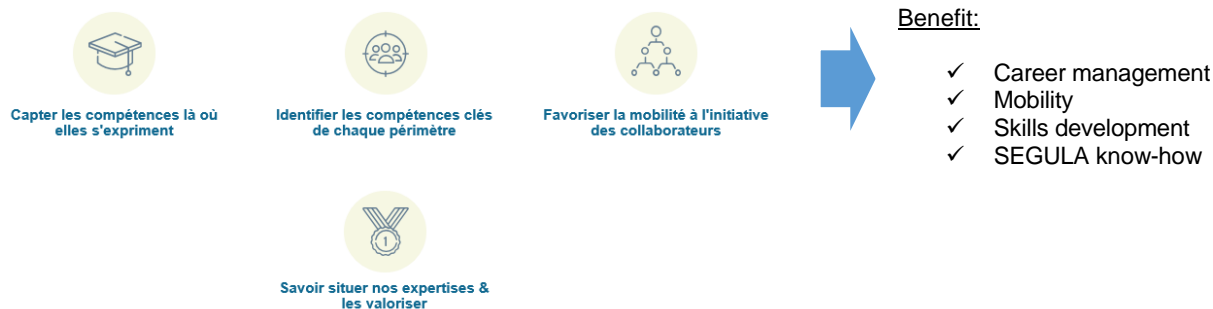
To comply with the "Avenir law", we have digitized the 6-year assessment form, and compiled data on the training history of employees over the last six years for importation into the tool. During the assessment interview, this data will be entered into the form, and employees will be able to access it at any time on their TalentSoft space.

## Professional mobility

The Segula Group provides its employees with a wealth of opportunities for geographical mobility and exposure to unique cultural diversity. To enhance this aspect of our work culture, we have recently introduced a new tool for managing employees' skills and promoting mobility within the Group. During the annual appraisal interview, employees' preferences for geographical, sectoral or functional mobility are assessed, with the goal of creating a talent pool that can be utilised by the HR team to offer internal job opportunities. Moreover, our ATS includes a "mobility" functionality that enables employees to easily browse and apply for internal openings.

## MY SKILLS

My Skills is a new skills management tool offered by the SEGULA Group, which facilitates the construction of a dynamic skills map:



My Skills Profile

## Co-opting

The SEGULA Group has implemented a digital co-opting system to expand the network of its employees. When a co-opted candidate is hired, the referring employee receives a bonus of €800, which can go up to €1000 during special campaigns. Employees have the option to refer an acquaintance for a specific job opening or on a voluntary basis. In 2022, nearly 500 employees referred candidates resulting in 700 CVs being received via this channel. Remarkably, almost a quarter of these CVs led to new hires, demonstrating its success. To encourage co-optation from all levels and positions, including trainees, engineers, and management roles, specific measures were taken, and this strategy will continue in 2023.

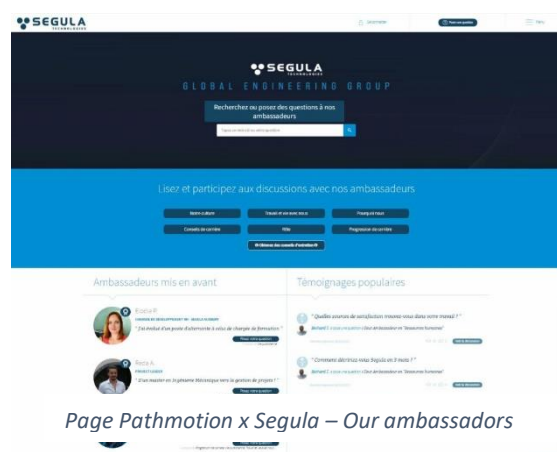
## Campaigns & events recruitment

In 2022, the easing of health protocols related to COVID-19 allowed us to resume events on the engineering school campuses. As a result, our employer brand continued to progress and develop through various channels, notably digital media, as well as thanks to the dedication and hard work of our employees.

The SEGULA Group has continued to develop more than 20 partnerships with engineering schools in order to raise awareness of its professions, support students in their professional integration and also facilitate our recruitment. We participated in 70 events in 2022, most of them in person. Please note:

- The Group particularly enjoyed providing its expertise to the orientation seminars and committees of the *EFREI Robotic Systems and UAVs major*.
- *ESISAR* and *EFREI* invited Segula to participate in the admission jury for their new students. Together with one of their teachers; the Group evaluated more than twenty prospective students. This event has been carried out within the Group since 2021 and demonstrates the confidence that schools have in the expertise of Segula Group's employees.

Our partnerships with schools allow us to recruit young and talented students who align with our recruitment needs, but also with our corporate culture. This is reflected in the feedback report, where 97% of our Research and Innovation interns found their internships to be in line with what was described to them during events and recruitment interviews. Additionally, 97% reported satisfaction with their integration into the company, and 95% expressed satisfaction with the frequency of their exchanges with their tutors during their internships.



Since 2016, we have been offering our employees the opportunity to become Group Ambassadors through *Pathmotion*, a digital platform that allows any person to ask questions directly to the employees on the platform.

Our employees have been invited to continue creating the employer brand with us. They have been able to share their experiences and talk about their jobs at SEGULA on numerous occasions, both in person at conferences in schools and digitally, enriching our career site and HR editorial line on social networks.

To highlight little-known jobs at SEGULA, such as data scientist and software engineer, we created an *"Unexpected Jobs"* series.

Additionally, we developed *"Mon Parcours Etudiant"* (My Student Path), a series of videos aimed at promoting our young talent and presenting internship and work-study opportunities within the Group. This ongoing content creation has enabled us to accompany our regular communications on HR news (recruitment events, new training courses deployed, infographics on the SEGULA experience of our employees, etc.) to help the public better understand *"life at SEGULA"*.



Unexpected Jobs : Claire



Unexpected Job : Adel



Unexpected Jobs : Sabrina

Unexpected job videos - Examples





Examples of "My student journey" videos

## 4.3. DIVERSITY & EQUAL OPPORTUNITIES, ANTI-DISCRIMINATION



Our commitments and actions in favour of diversity<sup>14</sup>

As of December 31<sup>st</sup>, 2022, women represented 22% of the SEGULA Group's workforce  
Among senior managers, women accounted for 14% of the workforce.

Distribution of men and women on French sites<sup>15</sup>

	GRI Index	Women	Men
Employees	405-1	33 %	67 %
Manual workers		9 %	91 %
Managers (and similar)		19 %	81 %
Senior managers		13 %	87 %
Apprentices		36 %	64 %
Trainees		25 %	75 %

Other indicators for diversity

Indicator	GRI Index	Perimeter	2022
% of minority and/or vulnerable workers in positions of responsibility (excluding board members)	405-1	France	0,5 %
% of minority and/or vulnerable workers	405-1	France	2,5 %

<sup>14</sup> Global Compact principle 5

<sup>15</sup> GRI Index 405-1

## 5. MAKING OUR CONTRIBUTION TO SOCIETY

### 5.1. DEVELOPING THE TECHNOLOGICAL SOLUTIONS OF THE FUTURE: R&I



In order to meet the technological and societal challenges of each era, the world of engineering relies on its capacity to innovate, particularly in the design, study or production of works, equipment or products.

Whatever the field in which the Segula Group operates - Automotive, Aeronautics, Energy, Naval, Rail or Oil & Gas - the Group's DNA is to find solutions to bring these projects to life, and to support their implementation in the most competitive way possible. It is therefore natural that we place innovation at the heart of our development strategy and our growth dynamic.

In ultra-competitive markets, our clients must innovate quickly. To support them, we are constantly making proposals and rely on:

- The efficiency of our organisation: our Research and Innovation (R&I) located at the heart of our agencies, close to our clients and operational staff, is essential for understanding our clients' needs. This proximity also allows us to work closely with SMEs, start-ups, laboratories and competitive clusters, thus promoting cross-fertilisation and creativity;
- The talent of our engineers and the passion that drives them: more than 200 projects are developed each year by our R&I teams, projects that bring together skills around major challenges in the design of new products and systems, new services or new methods;
- Open innovation: large-scale alliances and collaborative projects are formed with renowned clients and partners, enabling us to innovate rapidly by capitalising on new synergies.

The Group is already committed to 7 themes:

- *Industry 4.0.*
- *Connected and autonomous mobility.*
- *Biomedical.*
- *Advanced tools and methods.*
- *Data engineering.*
- *Light weighting / new materials.*
- *Environment.*

## 5.2. OUR CONTRIBUTION TO CARBON-FREE SHIPPING



In the context of global warming and the pollution caused by heavy and light fuel oils used in maritime transport, the Segula Group has mobilised to develop a low-carbon solution that provides autonomy to ships when they approach the coast or are parked in port.

To achieve this, Segula Group has partnered with a transport equipment manufacturer and developed hydrogen fuel cells that are specifically designed for maritime transport. These cells were developed from the product design phase all the way through to the industrialization and construction of the first prototypes, using the expertise of Segula's hydrogen centre in Rüsselsheim, Germany.

The Segula Group plans to further accelerate their efforts by manufacturing pre-series cells and deploying them for operational use.

## 5.3. OUR ETHICAL POLICY<sup>16</sup>



As a signatory of *the United Nations Global Compact*, the Group respects legislation on human rights and working conditions in all countries where it operates, including the freedom of association, the right to collective bargaining, the elimination of forced labour, and the abolition of child labour. Given our industrial engineering activity, our human resources include a qualified and high value-added population. The risk of human rights violations is limited and our contribution to the effective abolition of forced child labour is strong<sup>17</sup>.

### Codes and Tools

The Group has *several codes and tools to promote ethics in the company*. These documents are available to all employees via the Hub, the company's intranet. This access guarantees a transversal knowledge of the issues concerned. These codes and tools are presented to new employees of the SEGULA Group during their on-boarding process. This assures each employee is made aware of the measures applicable to ethics as soon as they join SEGULA and is kept informed of changes to these measures via the documents and information published on the Hub.

- **Ethics & Compliance Code:** The *Ethics & Compliance Code* of the Segula Group is a key reference document that defines the values, ethical principles, and commitments that apply to the entire Group, guiding its daily operations. This Code formalizes the rules and standards that all employees and managers must adhere to in the course of their work, thereby ensuring that their actions and decisions align with the Group's interests and policies, particularly in terms of ethics. The document is readily available to all Group employees on the company's intranet, and training programs have been implemented to ensure that everyone is familiar with its content.
- **The Good Practices of Business Code** is designed to assist all employees who may face ethical challenges as part of their daily work. The purpose of this document is to prevent conflicts of interest<sup>18</sup>, fraud, and corruption, promote fair commercial relations, and safeguard the confidentiality of professional information and Segula Group customers. Its aim is to provide clear guidance and ensure that our employees are equipped to navigate ethical challenges with confidence and integrity.
- **Compliance tools:** The Legal Department has developed a range of tools to ensure that all new and existing business relationships with clients, suppliers, partners, or intermediaries, both domestically and internationally, comply with French and international standards for preventing and combating corruption. Prior to entering into any contractual

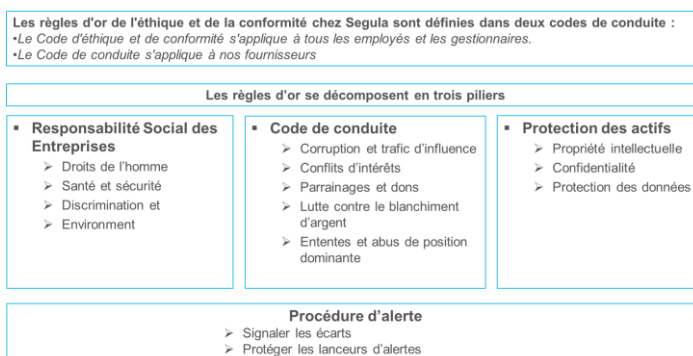
<sup>16</sup> Global Compact Principles 1, 2 and 10

<sup>17</sup> Global Compact Principles 4 and 5 & GRI Index 408

<sup>18</sup> GRI Index 2-15

relationship with a third party (such as agents, suppliers, intermediaries, business introducers, etc.) to promote or market the services of the Group's entities, a due diligence procedure is conducted. This procedure is also followed in the context of potential M&A transactions. Furthermore, an *anti-bribery clause* is available to all employees, which the Legal Department ensures is included in all relevant contracts. Finally, a risk assessment and management plan is developed based on the results of these due diligences, to proactively address any potential issues.

- **Supplier Code of conduct:** In 2016, the Segula Group introduced a *Supplier Code of conduct*. This document is systematically sent for signature to suppliers and subcontractors. By adhering to the code of conduct, the supplier undertakes to respect it and to implement its provisions in compliance with national legislation and applicable contractual clauses. All of our new suppliers are made aware of the issues surrounding CSR and SEGULA's commitment to CSR when they sign their contracts.
- **Legal best practices:** To ensure the security of our contractual relationships with customers, suppliers, and partners, as well as to improve risk management in business relationships, the Legal Department has developed a Contractual Policy aimed at optimizing the Group's operations. This policy comprises a set of best practices and recommendations covering three areas: (i) the contracts necessary to secure each project stage, (ii) the procedures for validating and signing these contracts, and (iii) the recommended clauses (or those to be avoided) that should be included. The Contractual Policy is accessible to all employees via the Hub, and it is an essential tool for ensuring that the Group's contractual relationships are consistent with our values and commitments.
- **Safety and Security Charter:** The purpose of this charter is to promote risk prevention and anticipation, ensure the rigorous implementation of safety and security plans, and provide our customers and partners with a service that respects confidentiality. Additionally, the charter aims to educate and increase awareness among our employees and partners on the safety and security issues inherent in the Group's activities.
- **Whistleblowing procedure<sup>19</sup>:** The primary purpose of implementing a whistleblowing procedure in a company is to create an environment where employees can report any illegal or inappropriate practices without fear of reprisal. This not only promotes a corporate culture of ethics, transparency, and accountability but also helps in detecting potential violations of laws, internal rules, or corporate ethical standards early on, thereby mitigating any legal and reputational risks. Additionally, an effective whistleblowing procedure can improve employee satisfaction by providing them with a channel to voice their concerns and contribute to the continuous improvement of the company.



*Objectives of Whistleblowing procedure*

<sup>19</sup> GRI Index 2-26

- **Law Pilot training:** Training our employees on ethics and compliance is one of our top priorities. To this end, we have implemented the Law Pilot training module, which consists of three key components.

- The first part, "Data protection", introduces the rules for data processing:

« Alors dites-moi, quelle est votre religion ? »



**Vigilance particulière**

Il y a des données qui demandent une vigilance particulière. Cela inclut les données relatives à la santé, l'origine ethnique, les opinions politiques, les convictions religieuses, l'appartenance syndicale ou encore l'orientation sexuelle.

Ces données sont dites « données sensibles » (les experts parlent de catégorie particulière de données personnelles).

Soyez vigilant même lors d'échanges d'informations qui peuvent paraître anodins : votre collègue est hospitalisé et un client demande de ses nouvelles ? En vue de la protection des données, n'en dites pas trop : « M. Dupont n'est pas disponible aujourd'hui » suffit comme réponse.

Vous ne pouvez travailler avec des données sensibles que dans des cas exceptionnels.

ATTENTION : veuillez absolument consulter votre délégué à la protection des données avant de collecter ou de transmettre de telles données.



### Law Pilot training: Data protection section

- The second part, "Anti-Bribery", focuses on the Sapin 2 law, addresses the management of invitations and influence and the associated risks and sanctions.



**GUIDE POUR LES CADEAUX**

POURRAIS-JE DISCUTER Ouvertement DE CE CADEAU AVEC MES COLÈGUES ET MES RESPONSABLES ?

SI J'ACCEPTÉ LE CADEAU, VAIS-JE RESTER INDÉPENDANT DANS LE CADRE DE MES DÉCISIONS FUTURES ?

LA VALEUR EST-ELLE INFÉRIEURE À LA VALEUR MAXIMALE RECOMMANDÉE DANS VOTRE ENTREPRISE ?

MON EMPLOYEUR POURRAIT-IL ATTESTER DE SON ACCEPTATION DU CADEAU APPRIS AU GRAND PUBLIC ?

AVEZ-VOUS LA CERTIFICATION DÉONTOLOGUE AGENT PUBLIC N'EST IMPLIQUÉ DANS LE CADEAU ?

LE CADEAU SERA-T-IL ENVOYÉ SUR LE LIEU DE TRAVAIL ET RESTERA-T-IL UNE EXCEPTION ?

**VOUS DOUTEZ DE LA RÉPONSE À L'UNE DE CES QUESTIONS ?**

Si vous avez des doutes, demandez conseil à votre responsable hiérarchique ou à votre délégué à la protection des données. Les questions de ce type sont normales et ne doivent pas être perçues comme une faiblesse. Si vous êtes la personne qui offre le cadeau, vous devez aussi vous demander si vous risquez de mettre la destination d'un autre à l'écart.

**AVEZ-VOUS RÉFONDU « NON » À L'UNE DES QUESTIONS CI-DESSUS ?**

Si c'est le cas, vous devez vous abstenir d'accepter le cadeau et en discuter avec vos responsables de proximité.

Quand vous entendez le terme « corruption », la première chose qui vous vient à l'esprit, ce sont des enveloppes remplies d'argent pour les politiciens. Entièrement illégales, bien entendu.

Mais, dans la vraie vie, la corruption et l'octroi d'avantages sont rarement aussi évidents. Ce sont plutôt des avantages indus qui sont offerts. Des avantages accordés en l'absence même de vice ou de défaillance, par exemple, ou des conditions particulièrement favorables sont prévues pour les livraisons privées. Il peut aussi s'agir de versements de commission excessivement élevés à un intermédiaire.

Vous pensez peut-être que cela ne concerne aucunement votre travail. Mais avez-vous déjà reçu un cadeau d'un partenaire commercial ou organisé un événement d'entreprise avec des invités extérieurs ? Les règles de conformité s'y appliquent également.



### Law Pilot training: Anti-Bribery section

- Finally, the third section, 'Introduction to Compliance', is designed to help our employees avoid inappropriate behaviour in the workplace and act in compliance with the rules. This is essential to protect our group and ensure our long-term success.

The Law Pilot training module is designed to help our employees understand and comply with the ethical principles and compliance standards in our company. We firmly believe that this will enhance our reputation and preserve the trust of our customers and partners.

At the end of each training session, a playful situation is created through an exchange between two characters.

In the example below, the theme is dinner invitations.

A final score is given to the employee at the end of the training.



À ta place, je le remercieras poliment pour l'invitation à dîner, mais je lui expliquerai que je dois refuser pour respecter nos politiques internes.

Dans tous les cas, je le remercieras poliment pour l'invitation et je rentrerai après la conférence.

Je ne pourrais pas non plus faire ça. Je me contenterai ensuite de lui donner discrètement l'argent pour rembourser mon dîner.

**Correct**



Vous avez complété 100 % des exigences de conformité.

Bravo !

Vous avez terminé le jeu avec succès.

Vérifier les réponses

### Law Pilot training: Conclusion'



## Risk mapping

In 2022, the mapping of the Group's ethics and compliance risks was conducted as follows:

- Prior identification of all issues, events, situations and practices at risk.
- Preparing and implementing an audit of the Group's main operational and/or legal entities, both in France and internationally
- Analysis of the audit results, taking into consideration the unique characteristics of each entity, such as the nature of the services offered, the type of clients served, and the geographical scope of the entity.

The analysis provided an assessment of the likelihood of occurrence and impact of each category of risk (discrimination and harassment, corruption and influence peddling, competition law, money laundering) at both the group and departmental levels. This mapping has not revealed any proven problematic situation and confirmed that the level of risk to which the entities of the Segula Technologies Group are exposed was low to moderate.

It was decided to define and implement the following action plan in order to strengthen the existing measures and to enable the Segula Technologies Group to comply with the recommendations of the AFA and the requirements of its commercial partners:

- Updating the Code of Ethics and Compliance to incorporate the latest regulatory and societal developments;
- Updating of the Supplier Code of Conduct to ensure that suppliers are aware of and comply with principles of actions similar to those implemented by the Segula Technologies Group;
- Updating of the internal alert system to comply with the requirements of Law 2022-401 of 21 March 2022;
- Publication of guidelines detailing the procedures and rules to be followed:
  - For gifts and invitations;
  - For donations and sponsorships;
  - For the use of third-party partners.
- Definition of guidelines on compliance with competition law rules;
- Establishment of a network of compliance correspondents in Germany, England, Italy, Spain and Romania.
- Increased training in ethics and compliance (in particular, a specific session is organised for all new employees of the group).

These documents are available to all employees via access to MySegula, the company's intranet. This access guarantees a transversal knowledge of the issues involved.

## Ethical indicators

Indicators	Perimeter	2022
Number of incidents reported through the alert procedure	Group	0
Number of confirmed incidents of corruption or integrity violations <sup>20</sup>	Group	0

## 5.4. DATA PROTECTION

In accordance with the terms and conditions of the General Data Protection Regulation (GDPR), the Group has developed a personal data protection policy since 2018. The SEGULA Group and all its employees are particularly vigilant regarding the use and processing of this data, to ensure its security, integrity, and confidentiality at all times. To raise awareness of the rights and obligations in terms of personal data protection, the Group Compliance Department has published a guide on the intranet:

- The Personal Data Protection Policy; in 2021, this policy was updated with an extension of the provisions applicable to the protection of the personal data of the Group's employees. Initially, it concerned the data of persons browsing the Segula website but not those of Segula employees. In addition, the Group's training approach has continued with the production of two webinars in 2022 to make employees aware of the challenges/good practices in terms of personal data protection.
- The Segula Group's Personal Data Breach Response Policy.
- The Golden Rules for the protection of personal data, reminding us of the good practices and customs to adopt when processing personal data.

These requirements are also set out in our general terms and conditions of sales and purchases.

<sup>20</sup> GRI Index 205-3

To ensure compliance with regulatory obligations, we extend our data protection obligations to service providers who collect and/or process personal data. We achieve this by sending them a request for communication regarding the measures and systems adapted to the risks for the rights and freedoms of individuals that have been put in place in their own company. If necessary, we include clauses relating to the management and protection of personal data in the service contracts. Additionally, we participate in raising their awareness about data protection by providing guidance on these topics.

## 5.5. THE SUSTAINABILITY OF OUR ACTIVITIES

In 2016, the Segula Group updated a Sustainable Development Charter that details our commitments in terms of Sustainable Development<sup>21</sup>, based on the consideration and respect of all the company's players:

- Environmental constraints.
- Social issues.
- Economic, legal and regulatory factors.
- Strong business ethics.

This document, which is available on the Group's intranet, also includes an alert procedure that invites employees who witness an event that could lead to a breach of one of our commitments to send an e-mail to a dedicated e-mail address: [ethics@segula.fr](mailto:ethics@segula.fr). To date, no alerts have been reported to the Group Compliance Department via this system<sup>22</sup>.

## 5.6. HUMANITARIAN & CHARITABLE INITIATIVES

### UKRAINE Programme



*Mail sent to employees*

In March 2022, SEGULA launched a programme on its *solidarity platform to support Ukraine*.

With the support of *several associations* (such as *France Ukraine*), the employees had the choice between several actions:

- Make one or more financial donations.
- Send food and clothing parcels.
- Hosting Ukrainian refugees.

### EYPD Challenge

SEGULA raised awareness among its employees about disability issues and the measures in place to facilitate the professional integration of people with disabilities during the *European Week for the Employment of People with Disabilities (SEEPH)*. From 9 to 25 November 2022, a collective and supportive challenge called "*Step for Employment*" was conducted through quizzes, photo challenges, videos, and surveys accessible via the OuiLive application.

**CHALLENGE  
SEEPH 2022**  
*Du 9 au 25 novembre*



<sup>21</sup> GRI Index 1

<sup>22</sup> GRI Index 2-25

## SQVT Challenge



SEGULA launched two weeks of challenges for the *Health & Quality of Life at Work 2022 (HQWW) week*, which included interactive daily animations, webinars, and exclusive activities. The objective of this initiative was to raise awareness of the importance of quality of work life, promote healthy behaviors, mitigate stress and enhance overall employee satisfaction. At SEGULA, we prioritize people in our strategy, and we hold our employees in high esteem, recognizing that they are the backbone of our achievements.

## The Heart Rally



In June 2022, SEGULA participated as a gold partner in the *Heart Rally* for the second consecutive year, an event supporting associations in the field of children's cancer. This year, SEGULA supported the Imagine for Margo - *Children without cancer* - association, which raised awareness and funds for European research into more effective treatments for children with cancer. To show their commitment to this cause, six SEGULA employees participated in the rally.

## Book collection in Nanterre



### Au programme

Pour participer à cette collecte solidaire :

1. Faites le tri dans vos étagères et bibliothèques et sélectionnez des livres pour enfants (BD, récits images, petits romans faciles à comprendre, etc.) dont vous souhaitez faire don.

Ces livres doivent être en bon état bien entendu car ils seront lus à nouveau :-)

2. Rendez-vous dans le **bureau 219** (Communication) pour nous les déposer **avant le 07 décembre**

3. Le tour est joué ! Grâce à votre don, les enfants des bénéficiaires de la distribution de colis alimentaires pourront découvrir de nouvelles histoires à lire :-)

Pour en savoir plus

Bonne journée à toutes et à tous !



Segula organised a collection of children's books for the association *LA CHORBA* at its headquarters in Nanterre in December. *La Chorba* is a humanitarian, secular, and non-political association that fights against waste by distributing food aid to the most disadvantaged. Additionally, it recruits people who are far from employment to struggle against exclusion. The team collected over 100 books, which were donated to the association. As a result, the children of the beneficiaries were able to discover new stories to read at the end of the year.

## Group Ensembl

By adopting the *Ensembl* Group's support system, which is known for creating the first local social network for exchanges and mutual aid, Segula is now able to provide assistance to employees who are family carers. This program is the result of extensive research and collaboration with major institutions, including the *Caisse Nationale d'Assurance Vieillesse*, and has led to the creation of two major pilots in 2015 and 2017 aimed at combating isolation. By implementing this program, Segula's employees can benefit from a dedicated telephone line offering calls, courtesy visits, and support for outings for people who are isolated and in need.





## Christmas box



SEGULA's La Motte-Servolex branch initiated the "*Christmas box for the most disadvantaged*" program to provide the underprivileged with special attention at the end of the year. The concept, which received unanimous support and high participation from our agency, is simple: each employee takes a shoebox, fills it with a warm item of clothing, a sweet, a hygiene/beauty product, and a message, and then distributes it to homeless and destitute people identified by local associations. With the help of our collaborators, we have been able to assist numerous people in need and share our common values.

## The Christmas Elves

SEGULA participated in the "*Christmas Elves*" initiative organized by the Saint-Quentin-en-Yvelines urban area, where 2,500 gifts and toys were collected by the *Christmas Elves* in a bus provided by RATP CAP Île-de-France. These gifts were then redistributed to 5 partner associations the following day. Thanks to the contribution of our employees, some children were able to receive presents on Christmas Eve while also promoting the idea of giving a second life to unused items.

## International BRAZIL

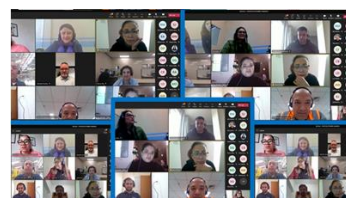
In 2022, SEGULA Brazil organized several events to promote the health of its employees.

Two breakfasts:

- For *Blue November (Movember)* to raise awareness of prostate cancer and the importance of early diagnosis: Meeting were scheduled with the country director and the children of invited male employees.
- For *Pink October* to raise awareness of breast cancer and the importance of early diagnosis: Meeting were scheduled with the country director, photo competition and group activities.



SEGULA Brazil also held two events as part of "*Yellow September*" to promote awareness and care for mental health among its employees. These events included a conference with a psychologist, support channels, group activities with personal testimonies, and other programs aimed at engaging employees. A total of 70 employees participated in this live event.



In order to raise awareness of road safety issues among our employees, Segula Brazil participated in the international "*Yellow May*" campaign.



Finally, Segula Brazil is also committed to gender diversity and organised events in July and August to talk about women in engineering and related leadership positions *as part of our WINS programme.*



## INDIA

Segula India has organized various *health awareness events*, including a fundraising campaign as part of *November*. Medical assistance centers were set up at two sites in Pune and Chennai on September 23, where employees could receive standard tests and consultation with a doctor.

Segula India created and distributed a mental health awareness guide to all employees in October as part of the *#ItIsOkayNotToBeOkay* campaign.



In addition, Segula India has donated to the *PM CARES for Children* programme launched by the Indian Prime Minister on 29 May 2021, which aims to support children who have lost their parents or legal guardians due to the COVID-19 pandemic.

The aim of this programme is to ensure that the *children are taken care of and supported in their studies/education* with regular follow-up and financial support.

## POLAND



On 4 September, several employees of Segula Poland participated in the *11th Poland Business Run in Krakow*, raising funds for 100 beneficiaries to receive prostheses, wheelchairs, and special rehabilitation stays.



## Climate engineering charter



Segula Group has reaffirmed its commitment to the environment and sustainable development by signing the *Engineering for the Climate Charter* for the second consecutive year. This charter, established by our partner Syntec Ingénierie, reflects our ongoing efforts *to reduce carbon emissions and promote environmentally friendly practices.*

All our projects on new energies, depollution, recyclability and weight reduction, as well as our service offer on green hydrogen, demonstrate *our commitment and mobilisation in the decarbonisation of industry and in the construction of a sustainable future.*

Through this charter, The SEGULA Group is committed to:

- Be a driving force in its missions and projects to reduce the carbon footprint.
- Adopt sustainable low-carbon internal practices and reduce its own greenhouse gas emissions.

## EVOLEN

For the past six years, the Segula Group has been a member of *EVOLEN*, the French association of companies and professionals serving the energy sector. It supports companies in the energy sector in the development of sustainable, reliable and economic solutions in order to achieve carbon neutrality by 2050. Our teams participate in *EVOLEN* events: committees, webinars and annual days.

## 5.7. OUR QUALITY - HEALTH - SAFETY - ENVIRONMENT COMMITMENTS (QHSE)

### Certifications

The Segula Group is committed to quality, employee health and safety, and environmental protection. We are once again demonstrating our commitment in these areas in 2022 through our certifications.

- **ISO 9001**: the certification on the group's perimeter guarantees our customers' satisfaction with quality products and services that meet their requirements and expectations (Quality-Cost-Delivery), while improving overall performance. Currently, 54 sites are ISO 9001 certified, including two new sites in Australia (MELBOURNE and Neutral BAY) integrated in 2022. In 2023, we plan to integrate four more sites (VADO in Italy, MIOVENI in Romania, PUNE and CHENNAI in India). Follow-up audits are conducted annually on a Group sample.
- **EN 9100**: our aerospace department meets the requirements for aerospace and defense organizations, ensuring quality services and customer satisfaction, similar to ISO 9001. Currently, 12 sites are EN 9100 certified, and we plan to deploy the certification in Canada in 2023.
- **MASE**: since 2005, the SEGULA Group has been committed to a continuous improvement approach to Health, Safety and Environment (HSE) performance by implementing a MASE management system. More than half of the French engineering sites have this certification. The other French sites that are not certified have adopted a similar approach
- **CEFRI-E**: the radiation protection of employees working in the nuclear industry in regulated areas is of prime importance to the SEGULA Group. The French entity SE France is CEFRI-E certified.
- **TISAX**: German car manufacturers require TISAX certification to ensure the security of their data, inspired by ISO 27001. Currently, we are TISAX certified at three offices in Germany and four sites in Romania. The goal for 2023 is to increase the number of certified sites, including two in India and two in Morocco.
- **ISO 37001**: in addition to our good ethical practices and compliance tools, some specific cases require specific anti-corruption certification. All of our branches, sites, and offices worldwide apply the equivalent of ISO 37001 principles. Currently, we are ISO 37001 certified for our offices in Brazil.
- **ISO 14001**: although our engineering services business has limited impact on the environment, some of our activities require certification to ensure controlled environmental impacts. Currently, we are ISO 14001 certified at certain sites in Italy, Spain, Romania, and Brazil (14% of the Group's countries). The goal for 2023 is to increase the number of ISO 14001 certified sites in the Group, particularly in the aeronautical scope in France for the SIMRA Casablanca and Saint-Nazaire production sites.

### Environmental policy

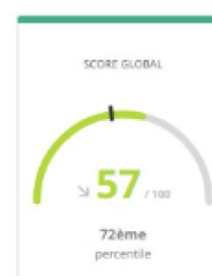
In 2022, the CSR team and various departments within the group collaborated to develop an environmental policy. The policy focuses on seven key areas, for which an action plan has been devised to implement in 2023. These areas are as follows:

- Ensuring compliance with environmental regulations.
- Measuring environmental indicators to prevent and reduce environmental impacts.
- Implementing energy-saving measures and exploring renewable energy alternatives.
- Promoting eco-friendly modes of transportation and minimizing employee travel.
- Reducing waste and encouraging sorting and selective collection.
- Engaging suppliers to align with our environmental commitments through a code of conduct.
- Integrating environmental considerations into our solutions, services, and products.

### ECOVADIS evaluation<sup>23</sup>

The Segula Group is also evaluated each year by **ECOVADIS** on its CSR approach. In 2022, the Group's score is 57.

This assessment is part of our continuous improvement approach to CSR by verifying and measuring our initiatives and reflecting on corrective actions.



<sup>23</sup> GRI Index 2-18

## 6. PARTICIPATING IN BUILDING A SUSTAINABLE WORLD<sup>24</sup>

### 6.1. CONTROLLING OUR ENVIRONMENTAL IMPACT



Given our industrial engineering activity, our main environmental impacts are related to our office activities and employees' travels.

The Group and its entities have developed initiatives to limit the environmental impact of their activities (system of managerial validation of travels, waste sorting, 100% wind power in Sweden, recycling, etc.).

#### Environmental indicators

Indicator	GRI Index	Perimeter	2022	2021
Number of suppliers attesting to CSR monitoring	414-1 308-1	France	42	NC
Total energy consumed in MWh*.	302-1	France Spain India Romania Morocco Tunisia	3 487 341 331 263 126 133	3 982 NC NC NC NC NC
Water consumption (Megaliters)	303-5	France	1535	NC
Total waste generated (tonnes)	306-3	France Romania	22,45 300	NC NC
CO2 emissions in tCO2eq	305-1 305-2 305-3	France	6 905 <sup>25</sup>	NC
Number of paper prints of which number of black & white prints	/ /	France France	2 390 566 540 000	NC NC
Fuel Co2 emissions (tons)	305	France	1 708	1 562
<b>Fuel consumption :</b>				
Diesel (Liters)		France	467 250	448 864
Petrol (Liters)		France	186 168	145 787
<b>Travel :</b>				
Aerial Carbon footprint (tons)			543,6	302,3
Kilometers travelled (Km 000')			2,800	1 520

<sup>24</sup> Participates in Principles 7, 8 and 9 of the Global Compact

<sup>25</sup> Includes fuel, vehicles, train, plane, hotels, LMD, LCD, reprography and waste

<b>Rail</b>		
Carbon footprint (tons)	5 150	4 014
Kilometres travelled (Km 000')	1,900	1,373
<b>Hotel</b>		
Co2 consumption (tons)	54.9	NC

## Unnecessary travel

To optimize travel, our employees submit all travel requests for approval to management as part of their activities. Since 2021, the Group has integrated good travel practices into its travel policy as part of its evolving strategy. Consequently, new work habits such as video/audio-conferences/virtual meetings were quickly adopted, proving their effectiveness for both internal and external exchanges. These communication tools are now widely available to the vast majority of Segula Group employees, prompting the Group to make their use systematic to minimize travel. This approach aims to reduce our carbon footprint and is based on individual behavior, forming the basis of the Group's travel policy.

## Reprographics


In 2022, the SEGULA Group dematerialized its purchasing process, resulting in the complete dematerialization of purchase requests, travel reservations, supplier creation requests, and invoice control documents. As a result, the number of paper printouts has decreased by 61%. Moreover, the group has introduced a new paper category that carries the PFEC label, which certifies the environmental, economic, and social responsibility of forests.

## Co2 emissions

In 2022, there was a 9% increase in CO2 emissions, which can be attributed to a 12% increase in activity. Although this increase is justified, we will monitor it closely internally to ensure that the percentage increase remains within acceptable limits. Our efforts to counteract the increase in CO2 emissions will continue in 2023, in line with the planned changes to the vehicle fleet and travel policy.

## Car park

The group set a target in 2021 to achieve a 10% renewal rate for clean vehicles in its entire fleet. By 2022, the target was successfully achieved, and efforts are ongoing to harmonize the fleet with the goal of reaching the 20% target set by the Mobility Orientation Law (LOM) in 2024.



### Campagne d'information Carburants

En raison des évolutions, en forte hausse, du prix des carburants et de la volonté du Groupe de réduire notre impact environnemental, nous vous demandons de faire preuve de la plus grande vigilance et **d'optimiser tous vos déplacements**.

Pour ce qui concerne les déplacements longues distances (>400km), nous vous demandons d'envisager des alternatives plus économiques et écologiques : Visioconférence, Train ou Covoiturage.

Aussi, votre conduite affecte votre consommation et vous pouvez, d'ores et déjà, intégrer ces éléments d'éco conduite au quotidien :

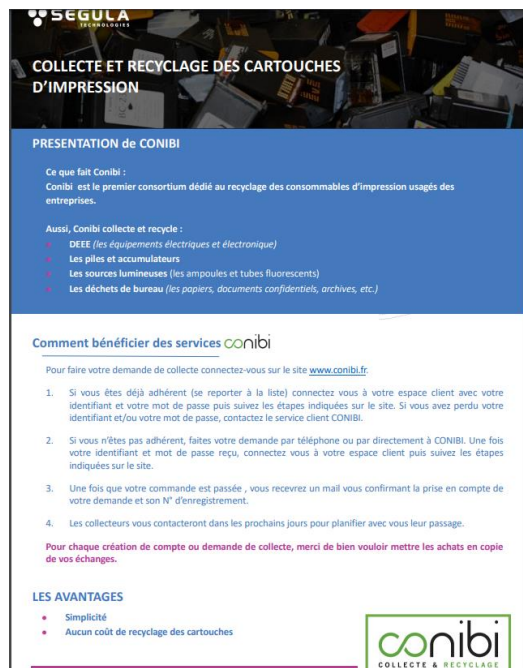
- ☐ Réduire votre vitesse de 10 km/h (Vous ne perdrez que 4 min sur 100 km d'autoroute) - 3 à 8 % d'économie
- ☐ Pensez à ajuster la pression des pneumatiques - 5 à 20 % d'économie
- ☐ Adoptez une conduite souple et sans à-coups freinage/accélération, et-ou utilisez le régulateur de vitesse - 10 % d'économie

Par ailleurs, nous vous rappelons les règles d'utilisation de la carte carburant :

- ☐ Privilégiez les stations Total Access
- ☐ Utilisation de l'Excellium : Interdit
- ☐ Utilisation des cartes de lavage Total Wash : Interdit
- ☐ Saisie du kilométrage OBLIGATOIRE
- ☐ En cas de perte ou vol, contactez immédiatement votre gestionnaire de flotte pour qu'il fasse opposition !

*Raising awareness of our employees on reducing the carbon footprint*

## Waste Management



During 2021, the Group initiated two initiatives to sort waste in an environmentally responsible manner. Waste treatment flows were set up on two main sites, Trappes and Brognard, based on four flows: paper, cardboard, plastic, and CIW.

In 2022, we continued to improve our waste management practices by involving our regional sites and sharing best practices across locations. As a result, we successfully implemented a waste sorting solution at three new sites: Nanterre (headquarters), Etupes, and Rennes. Our goal for 2023 is to have 50% of our sites under control.

Apart from waste sorting, we have also implemented a CONIBI framework agreement across all SEGULA sites. Although not all sites are yet using it, we are in the process of ensuring that all sites use it on a daily basis.

*Raising awareness of our employees on waste management*

## Electricity

In 2022, the Group took necessary measures to comply with the tertiary decree by implementing energy policies. To monitor and control our consumption, we invested in the deployment of Enoptea at our Nanterre site. This tool enables us to measure and analyses electricity consumption data in real-time, forecast future energy needs, and implement strategies to optimize consumption. Thanks to the adoption of this tool, we have achieved a 30% reduction in electricity consumption within one year. We are currently working on deploying this tool on several of our sites in France.



Furthermore, in our continuous improvement approach, we conducted a massive communication campaign to raise awareness among employees about energy savings and shared good practices.



*Raising the awareness of our employees on energy efficiency*



## Suppliers

The Group has implemented several measures in collaboration with its strategic suppliers to adhere to its Corporate Social Responsibility (CSR) obligations. Notably, the following initiatives have been taken:

- Every six months during the subcontracting period, the Group checks specific compliance points of its suppliers to adhere to the law on the obligation of vigilance, which includes combating undeclared work.
- The implementation of procedures to evaluate the situation of customers, first-tier suppliers, and intermediaries mandated by the Sapin 2 Law.
- Since 25 May 2018, every business must comply with the RGPD guidelines for supplier contracts, and this requirement applies to the Group.

Starting from June 2021, the Purchasing Department has been requesting a list of specific documents from its suppliers. This list includes a KBis extract that is not more than three months old, RIB, certificate of vigilance, signed Segula supplier code of conduct, completed and signed CSR questionnaire, completed and signed RGPD questionnaire, and carbon footprint. To facilitate the collection and analysis of these documents, the Group has signed a Group agreement with *Easypics* and its *B-Reputation* module.

In 2022, the Group took further steps towards enhancing its CSR performance by involving its suppliers in its vision. By doing so, the suppliers became active participants in the Group's pursuit of improvement.

INDICATORS	General expenses	Industrialists
Total number of suppliers	732	820
Number of suppliers interviewed	50	200
Number of signatory suppliers	23	31

\* Perimeter France

In 2022, the SEGULA Group took significant steps towards improving and developing its behavior by establishing a dedicated CSR committee. This committee comprises representatives from several departments, including Management, Quality, General Expenses Purchasing, IT, and Industrial Purchasing. The committee holds weekly meetings to discuss and plan various objectives and measures aimed at enhancing the Group's CSR performance. The committee operates in a collaborative and cross-functional manner, sharing knowledge and expertise in the field of CSR to benefit the entire Group.

Additionally, the Group has introduced a CSR commitment rating system for its suppliers to measure their performance in three key areas: Gender, Disability, and Environment, which are the pillars of the Group's CSR framework<sup>26</sup>.

## Precautionary principle<sup>27</sup>

As a project engineer at the Segula Group, our activities are not expected to cause any "risk of serious and irreversible damage" to the environment. Nonetheless, we remain committed to the precautionary principle and take extra precautions with the activities of our suppliers. We enforce this principle by sending our *Supplier Code of Conduct* to all our service providers, which they must sign and return to us. This helps us to ensure that our suppliers also adhere to the same standards of environmental protection as we do.

## Responsible purchasing

The Segula Group places great emphasis on involving all its departments in CSR, and the Purchasing department plays a crucial role in driving this effort. Through its daily operations, the Purchasing department takes concrete steps to enhance the Group's environmental impact. These include:

- Monitoring and managing waste
- Implementing a travel policy that encourages sustainable practices
- Communicating the importance of energy efficiency to all stakeholders
- Promoting the use of clean vehicles in our fleet.

These initiatives have a significant impact on the entire Group and serve as a constant reminder to our employees of the importance of sustainability in our operations.

<sup>26</sup> GRI Index 414-1

<sup>27</sup> GRI Index 2-23

## Examples of SEGULA Technologies' good environmental practices:

The Group is actively developing various initiatives to protect the environment and minimize our ecological footprint. Some of these initiatives include:

- In Turkey, we are contributing to the restoration of forests by planting trees to celebrate employees' birthdays. This project plays a significant role in addressing climate and biodiversity issues.
- In France, we have launched an energy sobriety program that focuses on ten key challenges. Through this program, we aim to raise awareness and promote better understanding of the energy crisis, energy sobriety policies, and appropriate actions that individuals and businesses can take. We believe that adopting a more sober approach to energy consumption is essential to meeting the climate challenges we face.

## 6.2. SEGULA GREEN OFFER : NEW ENERGIES



### Wind and solar energy

The Group's teams in France, Spain, and Australia have acquired a high level of expertise in wind and solar energy development. They have extensive experience in all aspects of the development process, including design, feasibility studies, construction supervision, commissioning, operation, and maintenance.

Our teams have made significant contributions to the design and development of various renewable energy projects, such as photovoltaic power plants, thermodynamic solar power plants, and wind farms in Spain and Australia. They are involved in every stage of the process, from designing blades, nacelles, and towers to integrating solar panels into industrial sites. Additionally, they develop the necessary hardware and software to ensure optimal performance of the renewable energy systems.



### Hydropower

Segula's centers of expertise are based in Mulhouse, Toulouse, Marseille, and La Motte Servolex, France. Our teams provide a comprehensive range of services for *hydropower projects*, including mechanical and electrical engineering, environmental and social studies, and data science. We specialize in defining and renovating the functions of electromechanical dams, as well as studying and designing control, mechanical, and hydraulic systems.

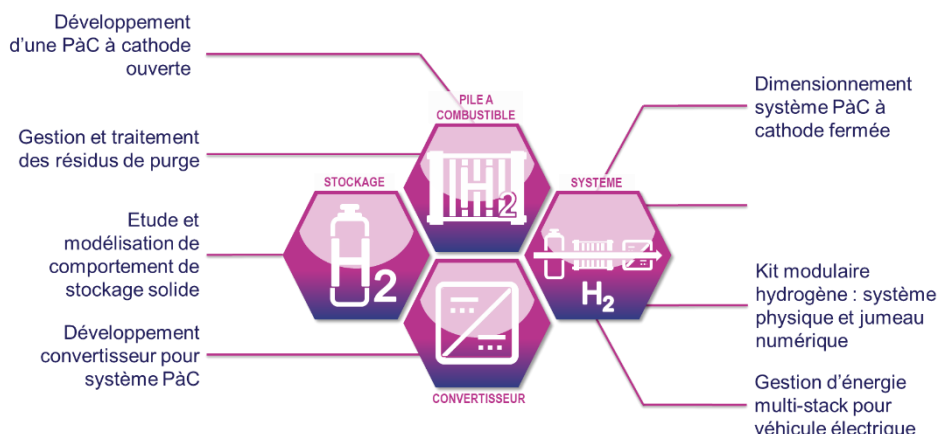
### Green hydrogen

The Segula Group has been a leading expert in clean energy for over 30 years, particularly in electric vehicles. Today, we have expanded our expertise to other sectors to offer our customers comprehensive support and provide them with hydrogen alternatives and clean solutions at a rapid pace. Our engineers have extensive knowledge and skills in fuel cells, electronics, batteries, systems, and thermal management, enabling us to provide turnkey solutions from design to industrialization for various projects across multiple industries such as naval, railway, and energy.

Our range of services includes integrated solutions for hydrogen storage, design of hydrogen production solutions, integration of electrolyser technologies, gas mixing, refuelling solutions, power generation via integrated fuel cell solutions, and compression solutions.

- Today, our test benches in Germany already allow us to carry out very precise tests on vehicle fuel cells and to ensure a mature customer offer.
- We install H2 production units, hydrogen vehicle chains, and develop photovoltaic, full electric and hybrid vehicles.
- Our expertise in this field has opened up opportunities in the rail business, where we offer supply infrastructure engineering and H2 design, train conversion, on-board H2 system engineering and design, EC 402/2013 safety process, static and dynamic testing, and verification and validation support for commissioning and homologation.

In summary, our "hydrogen" topics that cover the entire scope of the fuel cell:



In parallel, our R&I center is working on future solutions such as the *HYDROSOL* project, an innovative hydrogen storage process.

## 6.3. INNOVATIVE PROJECTS FOR THE PRESERVATION OF THE ENVIRONMENT <sup>28</sup>



The Group and its Research and Innovation department are committed to seven themes, including Industry 4.0, connected and autonomous mobility, biomedical, advanced tools and methods, and data engineering, mentioned above.

The last 2 themes are the following:

- Lightening / new materials
- Environment :
  - Pollution prevention and control.
  - Reduction of energy and resource consumption.

### 6.3.1. Taxonomy

#### Introduction

To achieve its goal of carbon neutrality by 2050 and promoting investment in environmentally friendly activities, the European Union (EU) has established a classification system for economic activities that have a positive impact on the environment. This taxonomy consists of three categories:

- "Sustainable" activities, which are aligned with the taxonomy and directly contribute to mitigating or adapting to climate change.
- "Enablers" activities which support other activities to achieve one of the six environmental objectives.
- "Transitional" activities, which are considered to make a substantial contribution to climate change mitigation or adaptation, even if there are no economically or technologically viable low-carbon alternatives.

<sup>28</sup> Global Compact principle 9

According to the EU, a "sustainable" activity must meet three criteria:

- Make a significant contribution to one or more of the six environmental objectives.
- Not significantly harm the other five objectives (DNSH).
- Be carried out in compliance with social criteria related to work safety and human rights.

The 6 environmental objectives of the taxonomy are:

- Climate change mitigation.
- Climate change adaptation.
- Pollution control.
- Transition to a circular economy.
- Sustainable use and protection of aquatic and marine resources.
- Protection and restoration of biodiversity and ecosystems.

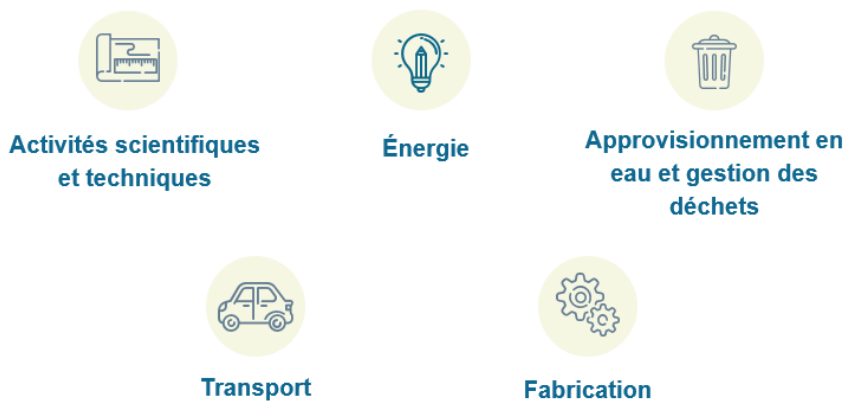
## Application

Compliance with this directive requires three essential steps:

- Conduct an eligibility analysis to identify potentially eligible activities from the EU list of sectors and activities.
- Perform an alignment analysis to ensure that eligible activities meet the technical criteria for environmental objectives and respect for social minima.
- Carry out a contribution analysis to calculate the share that the aligned activities have in the overall activity, which will result in determining the share of green turnover, green CapEx, and green OpEx of these activities.

## Our approach

The CSR team has identified the eligible activities of the Segula Group (stage 1); the precise review and analysis of these activities by department according to the technical alignment criteria is underway for 2023 (stage 2).

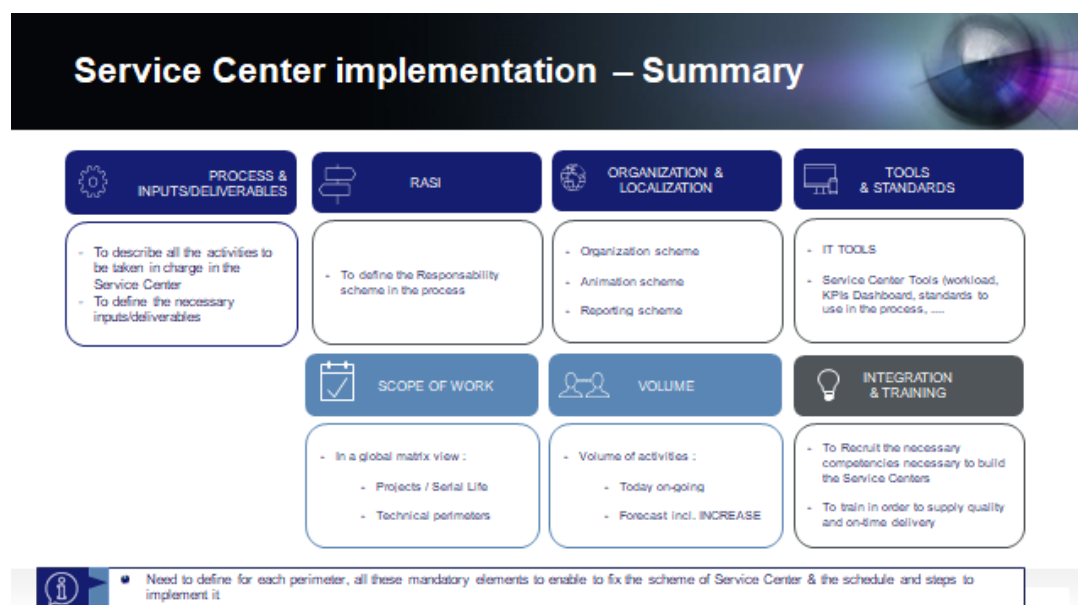


## 7. ENSURING QUALITY AND CUSTOMER SATISFACTION

The Group evaluates **customer satisfaction** through "field" surveys, and the 2022 results indicated a satisfaction index of 17.27/20.

**Note:** These surveys are collected from all the entities certified in the framework of the ISO 9001 Group audit.

In addition to these surveys, the Group also conducts **Executive Business Reviews** with its top twenty clients in 2022 (compared to the ten major clients evaluated in 2021). These reviews offer an opportunity to discuss various topics such as the client's and Segula's priorities, such as geographical presence, emerging technologies and in-demand job types, as well as contracting and project monitoring methods. As an illustration, here is a master plan example for establishing an engineering service center for a major rail transport player.



To better anticipate major changes in the mobility industries such as decarbonisation, electrification, and rapid modifications of value chains, the Group established a **cross-functional business structure** in 2021. This structure brings together, leads, and trains key mobility skills across the various countries where Segula operates. Its responsibilities include steering business lines (e.g., hiring, training, partnerships), defining the innovation strategy, and providing expertise to ensure project quality and customer satisfaction.



## 8. CONTENT INDEX GRI

Established in 1997 in partnership with the United Nations Environment Programme (UNEP), the Global Reporting Initiative (GRI) is an independent, international, non-profit organisation involving companies, non-governmental organisations (NGOs) and other stakeholders, whose mission is to promote sustainable development.

The GRI has developed Sustainability Reporting Guidelines to provide companies with a comprehensive framework for assessing their economic, environmental and social performance.

In 2000, the GRI published the first edition of the guidelines (G1) which were subsequently revised in 2002 (G2), 2006 (G3) and 2013 (G4).

In 2021, the GRI is publishing a new system of standards to replace the guidelines. These standards are divided into three series:

- Universal standards that outline the organisation's reporting elements, the identification of relevant themes and the objectives of the GRI standards.
- Sector standards that provide information to organisations on their likely relevant topics related to its sectors.
- Thematic standards that contain information allowing the organisation to report on its impacts in relation to particular themes (e.g. waste generated, CO2 emissions)

Also since 2016, the GRI Standards include references to the United Nations Sustainable Development Goals (SDGs)<sup>29</sup>

The GRI standards used in this document are described below and listed by index.

GRI Index	Description
GRI 1	<b><u>Area: General principles</u></b> <ul style="list-style-type: none"> <li>• Reporting principles (<u>note</u>: reporting principles include consideration of stakeholders and how to meet their expectations)</li> <li>• Use of GRI standards for sustainability reporting</li> <li>• Statements related to the use of the <b>GRI</b> Standards</li> </ul>
GRI 2	<b><u>General information</u></b> <ul style="list-style-type: none"> <li>• 2-1 Organisational details</li> <li>• 2-2 Entities included in the organisation's sustainability reporting</li> <li>• 2-3 Reporting period, frequency and contact point</li> <li>• 2-6 Activities, value chain and other business relationships</li> <li>• 2-7 Employees</li> <li>• 2-9 Structure and composition of governance</li> <li>• 2-13 Delegation of responsibility for impact management*</li> <li>• 2-14 Role of the highest governance body in sustainability reporting</li> <li>• 2-15 Conflicts of interest</li> <li>• 2-18 Assessment of the performance of the highest governance body</li> <li>• 2-22 Statement on the Sustainable Development Strategy (SDS)</li> <li>• 2-26 Mechanisms for seeking advice and raising concerns</li> <li>• 2-29 Approach to stakeholder engagement</li> <li>• 2-30 Collective agreements</li> </ul>
GRI 3	<b><u>Relevant topics</u></b> <ul style="list-style-type: none"> <li>• 3-1: Process for identifying relevant themes</li> <li>• 3-2 List of relevant themes</li> </ul>
205	<b><u>Area: Fight against corruption</u></b> <ul style="list-style-type: none"> <li>• 205-3 Proven cases of corruption and measures taken</li> </ul>
302	<b><u>Field : Energy</u></b> <ul style="list-style-type: none"> <li>• 302-1: Energy consumption within the organisation</li> </ul>
303	<b><u>Field: Water &amp; Effluents</u></b> <ul style="list-style-type: none"> <li>- 303-5: Water consumption</li> </ul>
305	<b><u>Area: Broadcasting</u></b> <ul style="list-style-type: none"> <li>• 305-1: Direct GHG emissions (scope 1)</li> <li>• 305-2: Indirect GHG emissions (scope 2)</li> </ul>

<sup>29</sup> Details of the SDGs in the annexes

	<ul style="list-style-type: none"> <li>• 305-3: Other indirect GHG emissions (scope 3)</li> <li>• 305-4 : GHG emission intensity</li> </ul>
306	<b><u>Field: Effluents &amp; waste</u></b> <ul style="list-style-type: none"> <li>• 306-3: Waste generated</li> </ul>
308	<b><u>Area: Environmental assessment of suppliers</u></b> <b><u>Details of the indexes used</u></b> <ul style="list-style-type: none"> <li>• 308-1: New suppliers analysed using environmental criteria</li> </ul>
401	<b><u>Area: Employment</u></b> <b><u>Details of the indexes used</u></b> <ul style="list-style-type: none"> <li>• 401-1: Recruitment of new employees and staff turnover</li> </ul>
403	<b><u>Field: Health and safety at work</u></b> <b><u>Details of the indexes used</u></b> <ul style="list-style-type: none"> <li>• 403-1: Occupational health and safety management system</li> <li>• 403-5: Occupational health and safety training for workers</li> <li>• 403-7: Prevention and reduction of occupational health and safety impacts directly related to business relationships</li> <li>• 403-9: Occupational injury</li> </ul>
404	<b><u>Field: Training &amp; Education</u></b> <b><u>Details of the indexes used</u></b> <ul style="list-style-type: none"> <li>• 404-1: Average hours of training per year per employee</li> <li>• 404-2: Employee Skills Upgrading and Transition Assistance Programs</li> <li>• 404-3: Percentage of employees receiving performance and career development reviews</li> </ul>
405	<b><u>Area: Diversity and equal opportunities</u></b> <b><u>Details of the indexes used</u></b> <ul style="list-style-type: none"> <li>• 405-1: Diversity of governance bodies and employees</li> <li>• 405-2 Ratio of basic salary and remuneration for women and men</li> </ul>
408	<b><u>Area: Child labour</u></b> <b><u>Details of the indexes used</u></b> <ul style="list-style-type: none"> <li>• 408-1: Operations and suppliers with significant child labour risk</li> </ul>
414	<b><u>Area: Social evaluation of suppliers</u></b> <b><u>Details of the indexes used</u></b> <ul style="list-style-type: none"> <li>• 414-1: New suppliers analysed using social criteria</li> </ul>

## Annex: The 10 principles of the Global Compact and the 17 SDGs

- Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- Principle 2:** Businesses should make sure that they are not complicit in human rights abuses.
- Principle 3:** Businesses should respect freedom of association and recognise the right to collective bargaining.
- Principle 4:** Businesses should contribute to the elimination of all forms of forced or compulsory labour.
- Principle 5:** Businesses should contribute to the effective abolition of child labour.
- Principle 6:** Businesses should contribute to the elimination of discrimination in respect of employment and occupation.
- Principle 7:** Businesses are encouraged to apply the precautionary approach to environmental issues.
- Principle 8:** Businesses are encouraged to take initiatives to promote greater environmental responsibility.
- Principle 9:** Businesses are encouraged to promote the development and diffusion of environmentally friendly technologies.
- Principle 10:** Businesses should take action against corruption in all its forms, including extortion or bribery.

## OBJECTIFS DE DÉVELOPPEMENT DURABLE



*United Nations Sustainable Development Goals*