

EXTRA-FINANCIAL TABLE **2023**



Foreword:

This table compiles the non-financial indicators of ADDEV Materials. In a commitment to transparency, the company strives to make the sustainability data it tracks each year accessible to its various stakeholders (shareholders, investors, suppliers, customers, etc.).

These data are organized according to the four main pillars of the group's CSR policy: Create Value, Manage, Take Care, and Preserve.

All data are consolidated across the company's global scope, and indicators with a different scope are specified throughout the document.

Table of contents

CREATE VALUE

Serve the client by operational excellence

Innovate and sell sustainable solutions

Purchase and source with sustainability

MANAGE

Co-build and manage performance

Ease the convergence

Act with transparency and honesty

TAKE CARE

Employment and recruitment

Take care of our employees

Be an inclusive employer by promoting diversity

Develop talents and competencies

Consumer health and safety

PRESERVE

Reduce our energy consumption and CO2 emissions

Sort and recycle

Build an environmental management system

CREATE VALUE

Serve the client by operational excellence

Revenue	M€	144	176	194			SBM-1 40b	
Share of revenue directly or indirectly exposed to thermal coal	%		0	0			SBM-1 40d i	SDG 13
Number of customers engaging ADDEV on ESG ¹		26	57	50				
Share of sales in aerospace & defense	%	40	47	44			SBM-1 40c	
Share of sales in Mobility, Industries and Healthcare	%	55	53	56			SBM-1 40c	
Share of international sales	%	65	62	67	80		SBM-1 40a ii	
Share of recurring customers	%		86	68	75		SBM-1 40a ii	
Share of activities aligned with the green taxonomy ²	%		4	TDB	TBD		SBM-1 40di	SDG 3,7,9,13

1) Through ESG questionnaires or other means

2) Rail, renewable energies, electric vehicles

Innovate and sell sustainable solutions

Total R&D expenditure during the reporting year	M€	0,15	0,15	0,35				
Share of sustainable R&D	%		26	72	60			SDG 3,7,9
Number of employees in the R&D department		4	5	5				
Number of eco-design project			1	4	6			SDG 3,7,9,12,13
Number of products subject to Life Cycle Assessment ¹			1	0				

1) Own brand perimeter

Purchase and source with sustainability

Share of purchases made from suppliers who have signed the sustainable purchasing charter	%		32	50	85			SDG 8,13,16
Number of tenders signed by suppliers including environmental and social clauses		2	1	4				SDG 16
Number of suppliers covered by an on-site CSR audit			0	6				SDG 12
Share of purchasing staff trained in responsible purchasing	%		84	100	100			SDG 8,16

 TAKE CARE

Employment and recruitment

Total headcount		677	684	764		401-1	SBM1 40 a iii	
Total headcount in scope of acquisition		16	12	75				
Headcount France		292	288	282				
Permanent headcount		656		726			S1-6 50a	
Headcount excluding acquisitions		661	672	689				
Share of permanent headcount	%	96,9		95			S1-6 50b	
Turn over	%	25,75	34,79	21,80	20	401-2	S1-6 50c	
Job creation		28	8	37				
Employee recruitment		177	235	168				
Employee departures		149	227	131			S1-6 50c	
Resignation ¹			42	31				
Total working hours	h	491 623	1 321 551	1 444 701				
Number of days off	h	32697	33592	55 093				
Absenteeism rate	%	6,65	2,54	3,813				
Share of employees covered by the reference living wage analysis	%		33	29				SDG 1
Share of employees paid below the living wage ²	%		50	16			S1-10 70	SDG 1
Wage differential for employees paid below the Living Wage compared to a reference Living Wage ²	\$/h		2.14	1,13				SDG 1

1) Scope France in 2022

2) Scope North America

Take care of our employees

Number of accidents with lost time ¹		9	29	18		403-9	S1-14 88c	SDG 3
Accident frequency rate	%	18,31	21,94	12,46	15	403-9	S1-14 88c	SDG 3
Accident severity rate	%	1,43	1,08	0,53	1			SDG 3
Number of fatal accidents		0	0	0		403-9	S1-14 AR 82	SDG 3
Number of days lost due to accidents at work, death or health problems				762			S1-14 89	SDG 3
Percentage of sites covered by "sustainable mobility" aid	%	0	42	42	90			SDG 13,15
« Quality of life at work » key indicators measurement			84	88	100			SDG 3

1) Scope France extended to global scope in 2022

TAKE CARE

Develop talents and competencies

Total time allocated to employee training	h	14,15	11,80	10,15	14		S1-13 83b	SDG 4
Number of employees trained ¹		131	635	535				SDG 4
Share of employees trained	%		92,84	70				SDG 4
Total cost of training-related expenditure ¹	€	129 500	276 380	227 255				SDG 4
Payroll	€	10 569 506	27 482 009	45 709 481				
Share of payroll allocated to training	%	1,23	1,01	0,497	1,5			SDG 4
Number of traineeship/apprentice ²			21	41				SDG 4
Conversion of traineeship/apprentice into long-term employment	%		20	34	33			SDG 4
Number of V.I.E. employees		2	4	8	8			ODD 4
Turnover	%	25,75	34,79	21,8	20		S1-6 50c	

1) Scope France extended to global scope in 2022

2) Scope France extended to global scope in 2023

Be an inclusive employer by promoting diversity

Women headcount		268	307	324				SDG 5
Share of women employees	%	39	44	42	50		S1-6 50a	SDG 5
Number of managers ¹		42	56	132			S1-9 66a	
Number of women managers ¹		12	14	52		405-1		SDG 5
Share of women managers ¹	%	29	26	52	40	405-1	S1-9 66a	SDG 5
Index EGA PRO ²		84	99	100	99		S1-16	SDG 5
Average unadjusted gender pay gap ²	%		14	6		405-2	S1-16 97a	SDG 5
Share of women among the 10 highest earners in the company	%		40	40				SDG 5
Share of employees with disabilities ³	%	3,64	3,83	5	5		S1-12 79	SDG 10
Share of employees with disabilities manager ³	%		0,3	0,4				SDG 10

1) Change of calculation method in 2023

2) France Découpe site

3) Scope France

Consumer health and safety

Products subject to assessment for the presence of controversial substances ¹	%		100	100	100			SDG 3
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1) Business Unit Aerospace & Defense

MANAGE

Act with transparency and honesty

Number of corruption incidents		0	0	0	0	205-3	G1-4 25a	SDG 17
Number of cybersecurity incidents		0	0	0	0			SDG 17
Number of alert procedures activated		0	0	0	0			SDG 17
Percentage of employees who have signed the ethics charter and received ethics training ¹	%	94	82	95	100		G1-3 25b	SDG 17

1) Indicator extended to all exposed employees in 2022: Management, Purchases, Finance, Sales

Ease the convergence

Annual international management meeting		No	Yes	Yes	Yes			
Extra-financial performance rated by investors		Yes	Yes	Yes	Yes			
CRM ¹ sites implementation	%	55	58	80	100			

1) Customer Relationship Management

Co-build and manage performance

Ecovadis rating		67	71	78	85			
Number of employee shareholders		20	15	15			GOV-1 21b	
Share of employee shareholders	%	3	2	2				
Share of capital held by employees	%	3	3,15	2,65				
Number of members on the Executive Committee		7	6	6			GOV-1 21a	
Number of women on the Executive Committee		2	2	2			GOV-1 21d	SDG 5
Share of women on the Executive Committee	%	29	33	33				SDG 5
Number of members on the Supervisory Board		7	6	6				
Number of independent members on the Supervisory Board			1	1				
Share of independent members on the Supervisory Board	%		17	17			GOV-1 21c	
Number of women on the Supervisory Board		0	0	0			GOV-1 21d	
Share of women on the Supervisory Board	%	0	0	0			GOV-1 21d	

Unit 2021 2022 2023 Objective 2030 GRI CSRD SDGs associated

 **PRESERVE**

Build an environmental management system

Share of ISO 14001 certificated sites	%	5	10	10	50			SDG 12
Share of electric cars	%	3	2	4	50			SDG 13
Water consumption ¹	MI	0,938	1,103	40 985		303-5	E3-4 28a	SDG 6
Weight of pollutants emitted into water ²	kg		32 000	20 000		306-1	E3-4 28a	SDG 6

1) Scope France extended to global scope in 2023
2) France Découpe site

Sort and recycle

Volume of waste	t	1 435	1 947	2 589	1 700	306-3	E5-5 37a	SDG 12,14,15
Volume of hazardous waste	t	109	114	167		306-4	E5-5 39	SDG 12,14,15
Share of hazardous waste	%	7,63	5,85	6,43	5			SDG 12,14,15
Share of hazardous waste	t	1326	1 833	2 423				SDG 12,14,15
Volume of recycled waste	t	519	1 017	1 470		306-4		SDG 12,14,15
Share of recycled waste	%	37	52	57	50			SDG 12,14,15

Reduce our energy consumption and CO2 emissions

Energy consumption	MWh	10 784	11 717	9 800	6 217	302-1	E1-5 37a	SDG 7,12,13
Renewable energy consumption	MWh	3 014	3 375	2 877		302-1	E1-5 37c	SDG 7,12,13
Share of renewable electricity	%	57	58	60	80		E1-5 37c-ii	SDG 7,12,13
Share of renewable energy	%	28	29	29	40		E1-5 37c	SDG 7,12,13
Renewable energy produced on-site	MWh	521	561	493			E1-5 39	SDG 7,13
Share of renewable energy produced on-site	%	17	16,61	17			E1-5 AR34	SDG 7,13
GHG emissions (scope 1) ¹	tCO ₂ e	1 357	1 531	1 311		305-1	E1-6 50	SDG 13
GHG emissions (scope 2) ¹	tCO ₂ e	1329	1 454	1 288		305-2	E1-6 50	SDG 13
GHG emissions scope 1&2 ¹	tCO ₂ e	2 686	2 985	2 599	1 578		E1-6 42+52	SDG 13
GHG emissions (scope 3) ¹	tCO ₂ e	86 473	98 988	112 253	63 514	305-3	E1-6 51	SDG 13
Downstream GHG emissions (scope 3) ¹	tCO ₂ e	11 159	10 725	12 977		305-3		SDG 13
Upstream emissions (scope 3) ¹	tCO ₂ e	75 314	88 263	99 276		305-3		SDG 13
Carbon intensity (scope 1&2) ²	kgCO ₂ e/k€MM	41,28	38,78	30,83	25	305-4	E1-4 53	SDG 13
Carbon intensity (scope 3) ²	kgCO ₂ e/k€MM	1 328	1 287	1 331	663			SDG 13

1) Constant perimeter
2) External growth included