

SUSTAINABILITY REPORT 2025

exail

Excerpt from Exail Technologies 2025 Universal Registration Document





TABLE OF CONTENTS

1	GENERAL INFORMATION - [ESRS 2]	4	4	INFORMATION ON BUSINESS CONDUCT - [ESRS G1]	41
1.1	Methodological note	4	4.1	Governance	41
1.2	Governance of Exail	6	4.2	Impacts, risks and opportunities related to business conduct	41
1.3	Sustainability governance	7	4.3	Corporate culture and business conduct policies	41
1.4	Presentation of ESG activities and strategy	7	4.3.1	Business ethics and compliance	41
1.5	Exail's business model and value chain	9	4.3.2	Integrity system	41
1.6	Exail's stakeholders	11	4.3.3	Corruption prevention and detection program	41
1.7	Material impacts, risks and opportunities and their interaction with strategy and business model	12	4.3.4	Internal whistleblowing system	41
1.8	Procedure for managing IROs and double materiality	12	4.3.5	Exposed functions and training system	42
2	ENVIRONMENTAL INFORMATION	16	4.3.6	Supplier relationships and payment practices	42
2.1	Climate change - [ESRS E1]	16	4.4	Prevention and detection of corruption and bribery	43
2.2	Pollution - [ESRS E2]	22	4.4.1	Corruption prevention and detection program	43
2.3	Biodiversity and ecosystems - [ESRS E4]	22	4.4.2	Risk mapping	43
2.4	Resource use and circular economy - [ESRS E5]	23	4.4.3	Anti-Corruption Code of Conduct	44
2.5	Information on the European taxonomy	23	4.4.4	Assessment of third parties	44
3	SOCIAL INFORMATION	24	4.4.5	Accounting controls	44
3.1	Own workforce - [ESRS S1]	24	4.4.6	Internal whistleblowing system	44
3.2	Suppliers and partners of Exail - [ESRS S2]	32	4.4.7	Training system	44
3.3	Consumers and end-users - [ESRS S4]	36	4.4.8	Control, assessment and improvement system	45
			4.4.9	Incidents of corruption or bribery	45
			4.5	Establishment of an Internal Control Department in the Exail group	45
			5	APPENDICES	46

ExExail is a high-tech industrial group, created in 2022 from the merger of GROUPE ECA and IXBLUE. Drawing on more than 80 years of expertise, the Group designs and manufactures sovereign technologies in Europe that push the frontiers of robotics, maritime, navigation, aeronautics, space, photonics and quantum.

With more than 2,000 employees spread over some 30 sites worldwide, Exail provides ready-to-use solutions, used by both defense and civilian players in more than 80 countries. From the development of quantum solutions to autonomous maritime drone systems, its know-how strengthens European technological sovereignty and supports defense and civilian players in the most complex environments. By responding to major issues concerning sovereignty, security and environmental knowledge, the Group is involved in sensitive missions, often deployed in contexts where technological reliability and risk control are essential.

The maritime activity also contributes to a good understanding of the issues relating to the marine environment and of the environmental changes affecting them. In this context, Exail works with various international hydrographic and scientific institutes, participating in the development of knowledge and data relating to the marine environment.



In this context, corporate social responsibility (CSR) is a structuring lever for Exail's sustainable and controlled growth.

The Group's CSR strategy is a direct continuation of its industrial and technological culture: pragmatism, search for efficiency, prioritization of levers that can really be acted on in the short and medium term, and being part of a dynamic of continuous improvement. Like its operational activities, Exail favors a gradual and concrete approach, based on measurable actions, integrated into daily practices and compatible with a sustained development trajectory.

Exail's value creation is based above all on the expertise of its women and men. Engineers, technicians, operators and support teams design, develop and deploy cutting-edge systems, mobilizing the most advanced technologies. Human resources are a central pillar of the Group's CSR strategy. Exail, convinced that sustainable performance requires talent retention and high quality working conditions, places the well-being, commitment and development of its employees' skills at the heart of its priorities. This commitment is already reflected in tangible indicators, including a continuous improvement in the employee retention rate over the last three years, reflecting an HR policy focused on attractiveness and social responsibility.

From an environmental standpoint, Exail's carbon footprint is closely linked to the nature of its industrial model. The production of its systems relies mainly on the assembly of complex sub-systems and components, which results in a preponderant share of Scope 3 emissions (around 80%). This reality has led the Group to focus its climate strategy on two complementary areas: reducing the environmental impact of its own operations, and gradually integrating environmental criteria into the design of its products and its supply chain. In 2025, Exail thus embarked on an eco-design approach aimed at integrating environmental issues from the upstream phases of development, while strengthening the collaboration with its suppliers in order to support them towards more responsible practices and to set an example within its value chain. These approaches are part of the Company's new Climate Strategy, which includes an objective to reduce the Group's carbon intensity by 20% by 2030.

Indeed, in 2025 Exail noted major progress in the deployment of the CSR strategy, with the development and formalization of the Climate strategy, presented in this report. This structuring step has made it possible to strengthen the coherence and legibility of our environmental approach, by setting a clear decarbonization objective and defining solid pillars of commitment to support its implementation. It provides a strategic foundation for supporting the Group's long-term performance and development.

Exail's CSR strategy focuses on four major and interdependent areas: reduce the carbon impact of the Company's operations, design responsibly and promote more sustainable use by our customers, contribute to talent retention and the Group's attractiveness, and integrate environmental and social factors into our supply chain.

Together, these areas reflect an integrated vision of corporate responsibility, in which technological innovation, industrial performance, and control of environmental and social impacts progress together. The Group's objective is not to transform its model in a single step, but to follow a credible and sustainable trajectory, aligned with its values, its activities and the expectations of its stakeholders, to build responsible, resilient and long-term growth.



1 GENERAL INFORMATION - [ESRS 2]

1.1 METHODOLOGICAL NOTE

Exail's sustainability report is aligned with the European Sustainability Reporting Standards (ESRS). These standards cover all environmental, social and governance (ESG) dimensions in the publication of the Company's non-financial information.

The Group's sustainability report is based on a double materiality approach, incorporating both the impact of Exail on the environment and society, as well as the influence of environmental and social issues on the Company's performance. This report takes into consideration all stakeholders, in particular employees, investors, customers, subcontractors and suppliers with whom the Group interacts. It also includes an analysis of the sustainable development impacts, risks and opportunities facing Exail. To this end, Exail collected and consolidated data from all its activities, across its entire value chain.

Exail responds in accordance with French Order 2023-1142 of 6 December 2023, which transposes Directive (EU) 2022/2464 of 14 December 2022, known as the Corporate Sustainability Reporting Directive (CSRD), into French law, which concerns the publication of sustainability information by companies.

In accordance with the CSRD, the sustainability report is audited by a Statutory Auditor in charge of certifying the sustainability-related information, with a limited level of assurance. The Group places corporate social responsibility (CSR) at the heart of its strategy and is committed to a proactive approach to continuous improvement of its social, environmental and economic impact.

The sustainability statement has been prepared on a consolidated basis identical to the scope of the consolidated financial statements. The sustainability statement therefore covers the Group, including its foreign subsidiaries. The integration of upstream and downstream stakeholders in the sustainable materiality assessment process was necessary in particular to identify significant impacts across the entire value chain. We were able to cover the entire chain. In the materiality analysis, the Company includes the impacts, risks and opportunities related to its upstream and downstream value chain. In short, Exail's sustainability statement illustrates a desire to optimize its environmental and social impacts throughout its value chain, taking them into consideration from the design phase to the use of products by customers.

The resulting policies, actions and objectives will also take into account the Company's entire value chain.

The following will not be disclosed: information relating to intellectual property, know-how or the results of innovation considered confidential.

The time horizons used in our materiality analysis were defined according to the short, medium, long and very long terms. These projections have been defined as follows: the short term represents two financial years. For this second exercise, we changed the short-term time horizon to one year. In our 2024 statement, we based our rating on a two-year period, taking into account the current and future financial years. This update aligns our methodology with the current regulatory requirements and best practices. Regarding the medium term (2 to 5 years), the long term (5 to 10 years) and the very long term (more than 10 years), the time span did not change in this new exercise.

These time horizons enabled us to characterize the potential impact over time of all the identified topics and issues.

The financial assessment of the risks and opportunities indicates uncertain estimated amounts due to the impossibility of confirming the accuracy of the impact to date. We therefore measured the impact by range of amounts of net income, representing an amount equivalent to the percentage of revenue.

In addition to its own analysis, the Company relied on indicators and data from indirect sources. Part of the value chain analysis was carried out on the basis of CSR or sustainability reports from other players in the chain (suppliers, partners, customers). These documents make it possible to obtain reliable and verified information and thus assess a large part of the issues and impacts, at all levels of the value chain.

We also interviewed players in the chain directly through questionnaires and additional interviews.

The objective will be to refine this analysis year by year by including a greater number of players in the discussion and by continuing joint efforts to improve our environmental and societal impact.

Despite a constant improvement in data collection, the elements presented in Exail's carbon assessment include a certain level of uncertainty for the Scope 3 emissions. This is due to the complexity of the calculation methods and the possible variations in the parameters considered. These uncertainties may be related to consumption estimates, emission factors or other factors that may vary depending on the specific conditions of each activity or supplier.

To ensure maximum transparency, we have chosen to document the assumptions underlying these data. In the dedicated section of our statement, we will provide a detailed overview of the methods used, as well as details of the data sources and the methodological choices adopted. This approach aims to clarify the potential impact of these uncertainties on our results and to provide a better

understanding of our sustainability commitment. We are committed to providing reliable information while recognizing the inherent limits of any carbon assessment.

Exail incorporates certain information by reference in the Exail Technologies management report, by cross-referencing the corresponding sections of this report, where relevant:

ESRS requirement	Information required by the requirement	Disclosure location
ESRS 2 – DR GOV-1 – DP 5	Composition of the administrative, management and supervisory bodies	Exail Technologies URD : Section 3 – Corporate governance
ESRS 2 – DR GOV-5 36 – DP 36	Risk management proce	Exail Technologies URD : Section 2 – Risk factors
ESRS 2 – DR SBM-2 – DP 45 d) ESRS 2 – DR SBM-1	Information on the administrative, management and supervisory bodies	Exail Technologies URD : Section 3 – Corporate governance
ESRS S1 – DR S1-6 – DP 50	Own workforce	Section 1.1.3 – Workforce
ESRS S4 – DR S4-3 – DP 25 ESRS S4 – DR S4-4 – DP 31	Consideration of the views of its customers, partners and users	Section 1.6 – Exail's stakeholders
ESRS G1 – DR G1-3 – DP 18	Anti-corruption program	Section 4.3.2 – Social indicators
ESRS G1 – DR G1-3 – DP 20	Corruption risk mapping	Section 4.4.2 – Risk mapping 1.8 – Specific factors related to business conduct
ESRS G1 – DR GOV-1 – DP 5	Business ethics and compliance governance	Section 1.2 – Exail's business ethics and compliance governance
ESRS G1 – DR G1-1 – DP 7) and 9)	Business ethics issue	Section 1.8 – Specific factors related to business conduct
ESRS S1 – DR S1-6 – DP 50 f)	Information reported in the financial stateme	Exail Technologies URD : Section 4 – Financial and accounting information



1.2 GOVERNANCE OF EXAIL

Organizational structure

- **Exail Technologies** : listed parent company of Exail HOLDING, which owns Exail SAS. The Group approves the operations and strategy of Exail SAS through the Supervisory Board of Exail Holding.
- **Exail Holding** : subsidiary of Exail Technologies, which owns Exail SAS.
- **Exail SAS** : operational subsidiary managed by Executive Management and the Executive Committee of Exail (which includes Executive Management, the Operational Activities Department, the Sales Department, and the Cross-functional Central Services Departments).

Exail's operational organization is based on three pillars

- **Operational activities** organized as much as possible in integrated teams on a human scale. The activities are grouped into five divisions in order to promote joint work, synergies and the development of common strategies :
 - Aerospace;
 - Industry;
 - Navigation;
 - Photonics;
 - Maritime.
- **A sales function** that enables us to benefit from our global presence for the benefit of all activities. Global Sales is organized into five Sales Departments and a Customer Support Department:
 - Americas;
 - Asia Pacific (APAC);
 - Europe, Middle East, Africa (EMEA);
 - Mine warfare;
 - Photonics;
 - Customer Support.

The three Regional Sales Departments handle sales in the Group's three main regions of operation (Americas, APAC, EMEA), while the two Specialized Sales Departments (Mine Warfare, Photonics) handle worldwide sales of their specific solutions.

- **5 central cross-functional departments** whose mission is to support the operational activities and global sales: Finance (including Group indirect purchasing), IT & IS, Legal & Compliance, Marketing & Communication and Human Resources.

In addition to the five departments mentioned above, there are also :

- The Quality, Safety and Environment (QSE) Department;
- The Corporate Social Responsibility (CSR) Department.

QSE and CSR operate differently from the other central departments: QSE teams are integrated into the various divisions and activities, while no local CSR team reports directly to the CSR Department at the central level. QSE and CSR work cross-functionally with the divisions and the other Exail teams.

The entire workforce of Exail Technologies is indicated in Section 1.1 of Exail Technologies' Universal Registration Document. The breakdown of the own workers by country is provided in Section 3.1.

In addition, the CSR Committee of Exail Technologies monitors the definition of the objectives, as well as any changes in the key CSR performance indicators (KPIs). The Company's governance bodies, including the functioning of the CSR and Compensation Committee, are presented in Chapter 3 of Exail Technologies' Universal Registration Document.

Exail's business ethics and compliance governance

Within the Exail group, business ethics and compliance, in the broad sense of "compliance", are functionally handled by the Compliance Team within the Legal and Compliance Department, itself co-led by the Legal Director and the Group Compliance Director, both of whom report directly to Exail's Executive Management.

The Compliance Director, with his own team in the Compliance Department and as part of a team integrated with the Legal Department, is more specifically responsible for the following matters relating to compliance within the Group:

- Export control;
- International sanctions and embargoes;
- Anti-corruption;
- Protection of personal data.

These issues are addressed through dedicated internal compliance programs, coordinated with each other in a consistent and relevant manner, involving all relevant internal operational contributors.

The Compliance Director is responsible for (i) managing internal projects for the deployment or improvement of compliance-related issues, and (ii) coordinating compliance programs.

The Compliance Director reports to Exail's Trade Compliance Committee (TCC), which (i) validates the launch of and supervises the internal compliance projects and (ii) oversees the compliance programs. He also hears the TCC as necessary for operational compliance points falling within its remit (e.g. assessment of certain third parties in connection with the anti-corruption program, decisions to take action with regard to certain countries subject to international sanctions or embargoes).

The TCC is composed of the following members, meeting according to the subject to be discussed:

- Chief Executive Officer;
- Financial Director;
- Group Commercial Director;
- Legal Director;
- Heads of divisions.

All members of the TCC are signatories of the Ethics Charter, which binds individually any person who may be involved in the processing of an internal report, as stipulated in Exail's internal whistleblowing procedure (see Section 4.3.3).

The Compliance Director also regularly informs the Group Executive Committee of the progress of the projects for which he is responsible and the results obtained.

Lastly, the Compliance Director responds to requests from the Supervisory Board of Exail HOLDING and from the committees of Exail Technologies for any matter pertaining to compliance issues.

Risk management process

Our Company has a risk analysis and management process that takes into account all risks, including those related to sustainability. This framework provides us with a comprehensive understanding of potential threats and mitigation levers. For more details on the main features and components of the risk management processes and systems, see Chapter 2 of Exail Technologies' Universal Registration Document. The risk assessment approach and risk prioritization methodology are also outlined in said chapter.

We have deepened and supplemented our risk management approach by incorporating a detailed analysis of the impacts, risks and opportunities specific to sustainability within our double materiality matrix. This approach, described in Section 1.8 "Procedure for managing IROs and double

materiality" (ESRS 2 IRO-1), strengthens our ability to identify and prioritize sustainability issues, by aligning our strategic decisions with our environmental, social and governance (ESG) commitments.

Our IT tools (ERP, tools) make it possible to compile the data reliably. In addition, a review process comprising several phases has been set up: review of the consistency with the standard and review of the form by the ESRS leaders and Management.

We are committed to continuously improving our processes and increasing the transparency of our practices.

1.3 SUSTAINABILITY GOVERNANCE

The GOV-1, GOV-2 and GOV-2 DR of the ESRS 2 are addressed by reference in Chapter 3 of Exail Technologies' Universal Registration Document.

1.4 PRESENTATION OF ESG ACTIVITIES AND STRATEGY

The ESRS 2 DR GOV-1, GOV-2, and GOV-3 are addressed by reference in Chapter 3 of Exail Technologies' Universal Registration Document.

Exail, its customers and its environment

Exail is a very high-tech industrial company addressing both the civil and defense sectors. On the basis of its technologies, it develops products, systems and solutions with very high added value for the maritime, land, aeronautics and space sectors.

At the heart of Exail are the women and men who, through their skills, talents, commitment and passion, make Exail successful every day and for the future.

The Company is present and operates worldwide and provides its customers with 24-hour support for a large part of its offer.

At Exail, customers are at the heart of priorities, from product design to the implementation of comprehensive and personalized support services throughout the product life cycle (technical support and maintenance, user training, after-sales service). Within a unified Sales Department, Exail has organized its customer support on an international scale with support teams spread over a dozen countries, offering effective intervention capacity in every time zone. Exail strives to organize a close relationship between its product, sales and support teams to be as close as possible to the operational and technical challenges of its customers, thus enhancing sustainability and promoting loyalty.

With expertise spanning a wide range of sectors and constant attention to the specific needs of each customer, Exail is a key technology partner for critical and innovative projects worldwide.



A product innovation policy that takes into account climate issues

Exail aims to reduce the environmental impact of its products. To achieve this objective, the Company began deploying an eco-design approach in 2025. This initiative aims to integrate environmental principles throughout the life cycle of products, from their design to their end of life, by promoting the use of sustainable materials, improving energy efficiency and reducing waste. Through this approach, Exail reaffirms its commitment to sustainability and environmental responsibility in its activities. This action will be detailed in Section 2.1 "Climate change [E1]".

Exail's technological solutions improve the operational capabilities of its customers, with a wide range of applications.

Among the use areas, some have a direct or indirect positive impact on the environment:

- The DriX surface drones (DriX H8 and O-16), whose carbon footprint is much lower than that of traditional ships;
- Research work on hybrid propulsion or the use of hydrogen in the maritime field;
- The design of the deep sea drone's propulsion system, which reduces its impact through its electric propulsion system. It also optimizes its propulsion to save energy, by actively regulating its weight, and by taking in or expelling water;
- The engineering of the pilot vessels of the Neoline project for sail-powered cargo ships. This mode of sail propulsion combined with a reduction in the operating speed to 11 knots, as planned by Neoline, makes it possible to halve the energy required to cover a nautical mile;
- Research and development work for products for maritime operations, in particular the installation of offshore wind farms.

Exail's solutions also contribute to better understanding of the marine environment and ecosystems from the surface to the deep sea. The sensors supplied are necessary for the acquisition of essential data for better understanding of the various factors impacting oceans and seabeds. Among the important issues: cartography (Seabed 2030 Program in particular), climate and meteorological evolution, ocean measurement, biomass analysis, coastal protection, and studies prior to offshore installations.

Beyond its customers and end users, Exail's solutions have an impact on the environment but also on the safety of populations. A concrete example concerns our mine warfare solutions. The vast majority of the world's trade is based on maritime transport. Exail's solutions make it possible to protect the main trade lines and ports.

Corporate social responsibility (CSR) plays an increasing role at Exail, significantly integrating its global strategy. As part of its commitments, the Company relies on ADEME's "ACT Step-by-step" method to define its climate strategy. The results of this work and the elements of the strategy are described in Section 2.1 "Climate change [E1]". This strategy has resulted in commitments and an action plan to meet the Group's ambitions, particularly with regard to reducing its carbon impact (company and products/solutions).

Export control of Exail's products and services

A significant portion of Exail's products and services are controlled for export, whether under the dual-use goods regime or the armaments regime.

In addition to the regime applicable in France or Belgium, additional constraints may be applied by the countries of destination or transit of the products. Furthermore, Exail is particularly vigilant about the integration into its products or systems of third-party components that could be subject to their own export constraints.

As such, in addition to compliance with international sanctions and embargoes in force, Exail's ability to deliver its products and services to certain countries may be limited by exportability decisions taken by the competent national authorities.

Share of fossil fuels in Exail's activity

As a supplier of navigation, imaging and multi-market robotic platform systems, Exail operates indirectly in the fossil fuel sectors, particularly oil and gas, by providing high-precision technologies and solutions used in these industries.

- Oil & Gas: approximately 10% of Exail's sales relate to offshore sector projects, including oil & gas, where our equipment is used for activities such as exploration, construction, maintenance and inspection of offshore infrastructures.

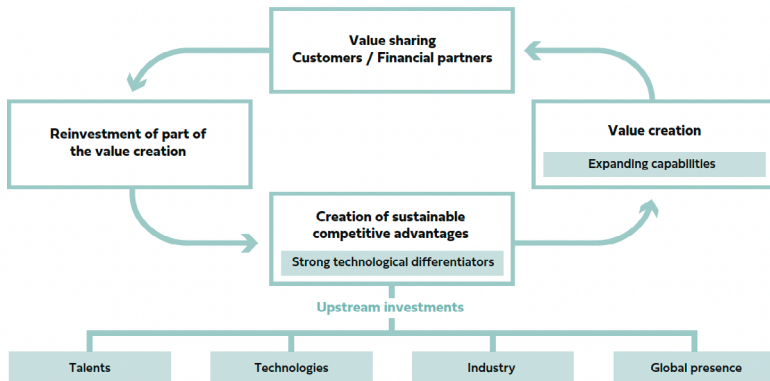
It should be noted that some of the Exail products that are directly or indirectly involved in oil- and gas-related activities are also used for renewable energies (wind farm installations, for example).

- Exail does not make any sales, directly or indirectly, to the coal sector.

Exail remains vigilant about its environmental impact and is actively working to diversify its markets by developing solutions adapted to renewable energies and low-impact industries.

1.5 EXAIL'S BUSINESS MODEL AND VALUE CHAIN

BUSINESS MODEL



Exail bases its business model on substantial upstream investments in four main areas:

- The Company's talents;
- The Company's technology portfolio;
- The industrial tool;
- A global presence, in particular commercial, to support the projection of the Exail offer as close as possible to its customers.

These investments generate sustainable competitive advantages based mainly on strong technological differentiators. These technological differentiators make it possible to develop the operational capacities of our customers, with a strong value creation.

Exail is able to capture a significant portion of this value creation due to the low intensity of competition in its markets and to reinvest a sufficient portion internally to continue to grow.

VALUE CHAIN

	 ACTIONS	 STAKEHOLDERS	 DESCRIPTION
	PRODUCE	Producers / manufacturers	Extraction of raw materials and sales of crude products Assembly and sale of finished products
	LEGISLATE REGULATE	State institutions	Compliance with legal provisions
	CONSULT	Customers and prospects	Taking into account the needs and requirements of customers or interested parties
	RECEIVE	Tier 1 suppliers	Transport of purchased products
	SELL	Sales team, subsidiary or sales intermediary	Obtaining business / Commercial management
	DESIGN	Design and R&D teams	Project and technological Innovation management
			Design and development of equipment, products and systems
	BUY	Purchasing / supply teams Logistics team	Purchase of products / components / materials / services Internal logistics management
	PRODUCE	Production / technical teams	Conduct of studies Production of equipment and products
	SELL	Sales team, subsidiary or sales intermediary	Sale of existing products / services
		Logistics team	Customer delivery
	ENSURE AFTER SALES SERVICE & CUSTOMER SATISFACTION	Customer support team	Proposal of products and systems maintenance and operation services
		Trade accounts receivable	After-sales relationship
			Define strategy, objectives and steer / Manage the company / Manage performance improvement / Manage activities / Control and measure / Analyze and improve on an ongoing basis
	FINANCE		Ensure the management, optimization and control of the organization's financial resources
	HR		Manage human resources
	MARKETING & COMMUNICATION		Develop and carry out marketing and communication actions
	IS		Supervise information systems
	CSR		Manage corporate social responsibility
	QSE		Manage health and safety
	LEGAL & COMPLIANCE		Ensure compliance with regulations and the application of internal procedures and instructions

As a high-tech manufacturer of multiple products and systems, Exail controls an extensive and complex value chain.

Upstream of Exail's core business are the supplier and strategic partner relationship stages for the purchase and definition of our products. In addition, Exail works closely with its customers and integrates their requirements and those of European regulations (REACH, CE, RoHS, etc.) upstream to meet their specific needs. State institutions require Exail to comply with various legal and regulatory provisions to ensure the compliance of its activities. The regulations on the export of sensitive technologies, compliance with the requirements of state contracts, cybersecurity and anti-corruption are issues raised by state institutions in order to supervise the sale, export and use of Exail's Technologies while ensuring their quality and cybersecurity.

The core of the value chain consists of sales, purchases, design and production. Exail's value chain is characterized by advanced processes and strong vertical integration, enabling it to control all stages of production, from technological

innovation to customer service. The control of inputs is also «essential to Exail's production process. Indeed, by effectively integrating and securing its inputs with strategic and sustainable partners, Exail optimizes its value chain to offer high-quality products and advanced technological services that meet the expectations of demanding customers and achieve high standards in terms of reliability and security. This contributes to Exail's reputation as a key player in its business sectors.

The activities related to Exail's downstream value chain concern the use and operation of its products and services. The main players in this process are end-customers, which include a diverse range of industrial, institutional, military and scientific players. These users rely on Exail Technologies to carry out critical missions in areas such as defense, marine exploration, robotics, renewable energies and scientific research. Their satisfaction and commitment are essential to the sustainability and success of the solutions offered by Exail. The sales and customer support teams therefore provide an adapted

1.6 EXAIL'S STAKEHOLDERS

DIAGRAM OF EXAIL'S MAIN STAKEHOLDERS





Exail maintains close relationships with its stakeholders, which include all the players in its value chain mentioned in the "Value chain" diagram above, as well as its employees, professional groups, schools and financial partners:

- Exail's employees, whether engineers, technicians, operators, experts, sales representatives or working in the Company's support services, are at the heart of the Company's innovation and operational success;
- Public authorities, including regulatory bodies and professional federations, play a crucial role in the regulatory environment in which Exail operates;
- Financial partners, such as investors and banks, provide the necessary resources to support Exail's research, development and growth projects;
- Suppliers and subcontractors, with supplies mainly from local suppliers (around 70 % of suppliers are local), which reduces the CO₂ emissions related to transport and promotes the development of the local economic fabric;
- Customers who are end-users, integrators or distributors;
- Technical and commercial partners.

Exail is aware that it is part of an ecosystem of stakeholders, within which it strives to organize balanced, ethical, law-abiding and inspiring relationships. The Company therefore maintains a regular dialogue with stakeholders throughout its value chain in order to take into account their interests and expectations, particularly as regards the development of its CSR roadmap. This dialogue takes the form of various initiatives, such as questionnaires, proactive individual interviews, satisfaction surveys and customer audits. The feedback from stakeholders, particularly customers and suppliers, is integrated into the double materiality analysis to guide the strategic priorities in terms of social responsibility. Likewise, customer feedback is integrated into the Company's commercial strategy and product targeting, in order to meet the needs of emerging markets such as wind power or space. This also makes it possible to adapt local support to customer needs thanks to the feedback received directly from the field. A new monitoring tool was integrated in 2025, which will make it possible to set new quantitative indicators in 2026. As a result, Exail will be able to set measurable and comparable targets on this basis.

The administrative, management and supervisory bodies of Exail Technologies are informed of the points of view and interests of the stakeholders concerned in terms of sustainability through several mechanisms (see Chapter 3 of Exail Technologies' Universal Registration Document).

1.7 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

Exail undertakes to demonstrate transparency and responsibility in the publication of its material impacts, risks and opportunities. The double materiality analysis conducted in 2024, then updated in 2025, in order to integrate potential significant changes in its internal and external environment, made it possible to identify and assess these factors by taking into account both Exail's operations and its external context.

This updating exercise led to no additions or removals of IROs.

The issues identified as material for the Company enable Exail to better understand its adaptation needs as well as the opportunities available to it, in order to adjust, when necessary, its strategy and business model. Exail assesses and monitors its performance with regard to these impacts, risks and opportunities, while integrating changes in stakeholder expectations, regulatory requirements, financing dynamics, scientific advances and any other factor deemed relevant.

The main expectations of stakeholders are identified, analyzed and taken into account. They cover, for example, the quality, reliability and innovation of products and services for customers, as well as working conditions, health and safety, and employee skills development. They also include expectations in terms of responsible and sustainable relationships with suppliers, particularly in terms of business ethics.

Exail's CSR roadmap ensures that the Company's strategy and business model remain resilient and sustainable, bringing value to its stakeholders while mitigating potential risks. This proactive and comprehensive approach strengthens Exail's competitiveness and contributes to its long-term value creation.

In the future, the strategy for updating the double materiality analysis will be based on annual review mechanisms for potential significant changes observed (new activity, regulatory changes, new ESG IROs, etc.).

1.8 PROCEDURE FOR MANAGING IROS AND DOUBLE MATERIALITY

In 2025, Exail reviewed its double materiality analysis for the Group, and for all its subsidiaries and activities.

To carry out the double materiality analysis of Exail, we identified the relevant topics in connection with each ESRS. Based on this identification, we considered the relevance of these topics and then carried out the analysis of their impacts, risks and opportunities (IRO).

The stakeholders involved were as follows:

- Members of the CSR Steering Committee;

- Product R&D teams;
- Purchasing team;
- Sales team;
- Members of Exail Technologies' CSR Committee;
- Members of the divisions' Executive Committees;
- Members of Exail's Social and Economic Committee;
- Employees;
- Purchases/Suppliers;
- Sales/Customers;
- ESRS pilots (CSR work coordinators by ESRS) and contributors for each ESRS;
- Statutory Auditor in charge of certifying Exail Technologies' sustainability-related information;
- Information systems teams.

In 2024, Exail identified the material issues at the level of the sector, standards (SASB, GRI, etc.) and Exail's competitors. This made it possible to determine the a priori material challenges for Exail and its value chain. Exail also involved its stakeholders by consulting a sample of its panel. Suppliers and customers were interviewed and their CSR approaches were assessed through questionnaires. Their own material issues were thus identified. The selection of this sample was carried out with the aim of ensuring representation of the main players in Exail's value chain. The selected suppliers covered a wide range of products and services (direct and indirect purchases). As regards customers, several markets and sectors of activity were targeted to ensure the comprehensiveness of the analysis.

Question-and-answer sessions were conducted with the CSR, purchasing or sales contact points of these stakeholders. Subsequently, the material issues identified for Exail's customers and suppliers were included in the double materiality analysis.

The results of the identification of material issues for Exail made it possible to continue the analysis with the integration of a rating in order to measure the degree of importance of these issues. This analysis was carried out using an internal assessment system to measure the degree of importance of the positive and negative impacts of each subject identified, but also to apprehend their risks and opportunities related to CSR issues. Two rating perspectives were used: impact materiality and financial materiality.

As regards the impact perspective, one measures the magnitude, scale, remediability and probability of occurrence over time of the negative and positive impacts of the Company on the environment and its stakeholders.»
«As regards the financial perspective, the Company's environmental and social risks and opportunities have been

identified. They were assessed according to their financial severity and expected probability of occurrence. This assessment of risks and opportunities is also used in the Company's overall risk management process, as well as for the consideration of potential areas of development for the Company. Each degree of materiality corresponds to a score which then gives an average. This average was set at 2, thus making it possible to define as material the items rated above this average.

The IRO rating scale for material issues (impact and financial materiality) was validated by Exail Technologies' CSR Committee.

In 2025, the stakeholder mapping, as well as the relevance and rating of the IROs, were reviewed with the ESRS leaders. The Company carried out another study of its material issues and reviewed their rating. The minor changes made had an insignificant impact on the list of material topics. In addition, the title of one of them was clarified for better readability: "Contribution and support of Exail to the operational success of its customers".

The 12 CSR topics identified for Exail were thus confirmed and six topics were once again identified as material. They will form an integral part of the reporting scope, based on five of the ten ESRS of the CSRD.

A double check of the ratings was carried out by the Finance team for the financial assessment and by Executive Management for the impact assessment.

A final validation was also carried out by the members of the CSR Steering Committee. During coming materiality reviews, the CSR Steering Committee will also be asked to confirm the topics and the ratings assigned.

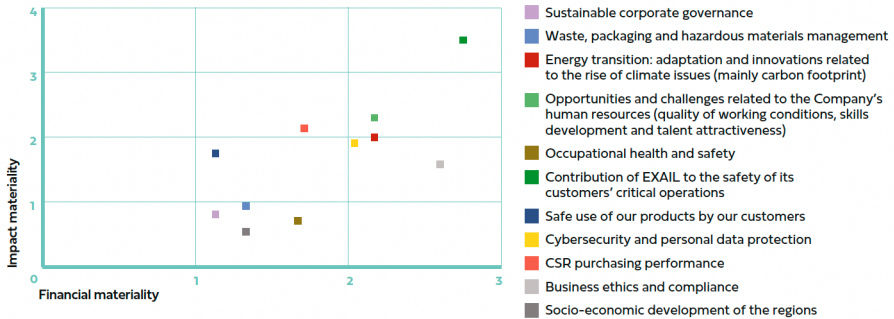
Specific factors related to business conduct

Although this has no direct impact on the double materiality analysis itself, and in particular the materiality of the issue of business ethics and compliance, the following specific factors are taken into account in the internal compliance programs:

- Mapping of third parties according to the risks of corrupt practices;
- Level of perceived risk of corruption by country through the annual Corruption Perception Index (CPI) published by Transparency International (TI);
- Business sectors considered more sensitive to the risk of corruption;
- Economic thresholds and/or specific transactions considered to present a higher risk of corrupt practices;
- Countries subject to international sanctions or embargoes;
- Countries considered as possibly at risk for export controls, including the risk of misuse and/or circumvention of international sanctions.



EXAIL'S DOUBLE MATERIALITY MATRIX



In 2025, Exail revised its double materiality matrix. The changes observed were limited and therefore do not lead to changes in the material topics identified.

SS-REFERENCE TABLE OF MATERIAL ISSUES

Topic	ESRS	Issue	Disclosure location
Environment	E1	Energy transition: adaptation and innovations related to the rise of climate issues	Section 2 Environmental information 2.1. Climate change (p. 16-22)
Social	S1	Opportunities and issues related to the Company's human resources	Section 3 Social information 3.1 Own workforce (p. 24-32)
	S2	CSR purchasing performance	Section 3 Social information 3.2 Suppliers and partners of Exail (p. 32-36)
	S4	Contribution and support of Exail to the operational success of its customers Cybersecurity and personal data protection	Section 3 Social information 3.3 Consumers and end-users (p. 36-40)
Governance	G1	Business ethics and compliance	Section 4 Information on business conduct (p. 41)

The ESRS topics E1, S1, S2, S4 and G1 were therefore identified as material for Exail.

The ESRS topics E2, E3, E4, E5 and S3 were considered as non-material due to the result of the double materiality analysis, which found no substantial impact for any subject related to these topics.

Indeed, the rating of impacts, risks and opportunities made it possible to measure, thanks to the implementation of an average threshold, the decisive and therefore material issues for the Company. The topics not achieving an average of more than 2 are therefore not considered as material for the Company.

Therefore, the matrix directly highlights the impact of Exail on the environment, social (upstream and downstream), as well as governance for business ethics and compliance issues. These identified topics result from a relatively high importance of their impacts, risks or opportunities.

Material topics

CSR PURCHASING PERFORMANCE (ESRS S2)

The CSR performance of purchases is a strategic issue for Exail, at the intersection of social, environmental and economic dimensions. This topic is essential to ensure the sustainability of operations, risk management and value creation for stakeholders.

EXAIL'S CONTRIBUTION TO THE SAFETY OF ITS CUSTOMERS' CRITICAL OPERATIONS (ESRS S4)

Ensuring the safety of its customers' critical operations is a major objective for Exail, in line with its mission and strategic positioning. Exail develops advanced technologies, particularly in robotics, autonomous systems and navigation solutions, often deployed in sensitive environments such as defense, aerospace or critical infrastructures.

Safety is essential for these sectors in terms of human security, operational continuity and data protection. By guaranteeing the reliability, performance and resilience of its solutions, Exail strengthens the confidence of its customers and affirms its key role in securing their strategic missions.

CYBERSECURITY AND PERSONAL DATA PROTECTION (ESRS S4)

Cybersecurity and the protection of personal data are key issues for Exail due to the strategic nature of its activities and its role in sensitive sectors. The effective management of this topic is crucial to protect the sensitive information of employees, customers and partners, while ensuring the reliability of products and systems. This topic also helps to preserve the Company's reputation and competitiveness, enhance stakeholder confidence and develop new business opportunities.

BUSINESS ETHICS AND COMPLIANCE (ESRS G1)

Business ethics and compliance are evidently topics of significant materiality for Exail. Indeed, as a global and critical player in markets with certain sensitivity factors (i.e. defense and energy), whether in the areas of export control, sanctions and embargoes or anti-corruption, the Group is directly exposed, on these issues, to the high expectations and requirements of its various counterparties (authorities, civil society, employees, contractors, partners, etc.). In addition, the risks associated with any failure in terms of ethics and compliance, whether reputational, legal or financial, could significantly harm Exail's interests.

ENERGY TRANSITION: ADAPTATION AND INNOVATIONS RELATED TO THE RISE OF CLIMATE ISSUES (MAINLY CARBON FOOTPRINT) (ESRS E1)

The energy transition and adaptation to climate challenges are strategic priorities for Exail, reflecting both the growing expectations of stakeholders and regulatory requirements. This topic encompasses the environmental impact of Exail's activities and products, while exploring opportunities for innovation and development in sectors aligned with the energy transition. The integration of carbon footprint considerations into eco-design, production and marketing strategies enables Exail to improve its competitiveness, while meeting critical sustainability issues.

OPPORTUNITIES AND ISSUES RELATED TO THE COMPANY'S HUMAN RESOURCES (QUALITY OF WORKING CONDITIONS, SKILLS DEVELOPMENT AND TALENT ATTRACTIVENESS) (ESRS S1)

Human resources is a major strategic lever for Exail. The quality of working conditions, the development of skills and the attractiveness of talent have a direct impact on the Company's performance, innovation and competitiveness. This topic is crucial to support Exail's growth, strengthen its internal and external image, and meet the challenges of recruitment and retention in a complex economic and social environment.

Topics with limited materiality

SUSTAINABLE CORPORATE GOVERNANCE

Sustainable corporate governance is an important topic within the general framework of responsible practices, but it is of limited materiality for Exail compared to other strategic topics more directly related to its activity (cybersecurity, safety of critical operations, energy transition, etc.). Although limited in materiality, sustainable corporate governance remains a fundamental pillar to guarantee the resilience and consistency of the Company's actions.

WASTE, PACKAGING AND HAZARDOUS MATERIALS MANAGEMENT (ESRS E2 POLLUTION)

The topic of waste, packaging and hazardous materials management is certainly important for any company committed to a responsible approach, but it has limited materiality for Exail. This is explained by the characteristics of the Company's activity, its strategic priorities and the relative magnitude of the environmental impacts related to this topic.

Its impact on operations, stakeholders and the overall strategy remains limited.

OCCUPATIONAL HEALTH AND SAFETY (ESRS S1 OWN WORKFORCE)

At Exail, the topic of health and safety at work concerns the actions and policies put in place to guarantee a healthy and safe working environment for all employees. This includes the prevention of occupational risks, the promotion of well-being at work, awareness of best safety practices, as well as compliance with the applicable regulations.

SAFE USE OF OUR PRODUCTS BY OUR CUSTOMERS (ESRS S4 CONSUMERS AND END-USERS)

The topic "Safe use of our products by our customers" at Exail covers all measures and actions aimed at guaranteeing that the products and solutions offered by the Company are reliable, safe and present no risk to end-users. This includes compliance with safety standards, rigorous testing, updating of products to prevent potential defects, as well as the training or support provided to customers for optimal and safe use. Although product safety remains an essential aspect to preserve customer trust and the Company's reputation, its strategic weight in the analysis of the overall priorities is relatively limited.

SOCIO-ECONOMIC DEVELOPMENT OF THE REGIONS (ESRS S3 AFFECTED COMMUNITIES)

The topic "Socio-economic development of the regions" at Exail refers to the Company's actions and commitments to make a positive contribution to the economic, social and cultural dynamism of the regions where it operates. This includes the creation of local jobs, support for regional suppliers, involvement in social or educational initiatives, and participation in projects that promote the well-being of local communities.

Non-material topics

WATER AND MARINE RESOURCES (ESRS E3)

Exail has identified no material issue under the topic "Water and marine resources". Consequently, the E3 sectoral responsibility topic is not considered to be material.

In addition, through the feedback obtained through the CSR questionnaire sent to suppliers and customers, it was established that the issues related to the discharge of wastewater and the extraction and use of marine resources are not perceived as material, neither by Exail nor by its value chain. These topics, although important to consider in certain contexts, have therefore not been selected as priorities within the context of the Company's CSR commitments.

DIVERSITY OF ECOSYSTEMS (ESRS E4)

The same applies to the topic "Biodiversity of ecosystems", as no materiality subject was identified. Consequently, the ESRS relating to this topic is not considered material by Exail.

In addition, the feedback from the CSR questionnaire sent to suppliers and customers confirms that issues related to the preservation of biodiversity are not perceived as priorities, neither by Exail nor by its value chain. As a result, this topic was not retained as a strategic area of the Company's CSR commitments.

CIRCULAR ECONOMY (ESRS E5)

Lastly, the same is true for the "Circular economy" topic, which was not identified as a materiality subject for Exail.

Concerning the management of inputs and outputs, these topics are directly addressed in other topics, such as purchasing performance and energy transition, in which their impacts, risks and opportunities are detailed.

2 ENVIRONMENTAL INFORMATION

2.1 CLIMATE CHANGE – [ESRS E1]

Exail adjust its corporate social responsibility (CSR) approach year after year, incorporating new environmental, social and governance initiatives. The Company is committed to strengthening its positive impact through innovative technological solutions, responsible practices and close collaboration with its customers and partners.

Exail's CSR commitments

In 2025, Exail determined and shared its four key commitments in terms of corporate social responsibility (CSR):

- **Reduce the carbon impact of the Company's operations:** by prioritizing the most emissive items and those for which we have a controllable lever for action, such as inputs, freight, energy and travel;

- **Design responsibly and act for a more sustainable use at our customers:** to meet our customers' critical challenges while reducing the environmental impact;
- **Contribute to talent loyalty and Group attractiveness:** by placing our CSR commitment at the heart of the dynamics of our teams and our employer brand;
- **Integrate environmental and social factors into our supply chain:** with the integration of environmental and social criteria in our relations with our partners and suppliers.



These commitments were determined following the stage of identifying the issues, carried out as part of the climate strategy, the analysis of the IROs related to the environmental topic (see description in Section 1.7 "Procedure for managing IROs and double materiality"), but also on the basis of the conclusions of the carbon assessment. In particular, they were presented to the CSR Steering Committee and then communicated to all employees. Concrete actions have been determined as part of a process of progress, described in the following paragraphs.

Carbon assessment, climate strategy and transition plan

Exail again carried out a carbon assessment (2025 data) with the aim of continuing to improve the reliability of the data collected, particularly on inputs and freight.

It also provides quantitative data for the development of a concrete action plan.

This assessment, combined with the climate strategy, made it possible to specify and prioritize the key actions using quantitative data. In 2024, Exail launched its climate strategy and therefore the development of its transition plan as part of the ACT Step-by-step approach. This methodology made it possible to follow several steps towards an ambitious but realistic decarbonization objective.

Indeed, the objective was to build a decarbonization plan based on proposals for concrete actions that could be implemented in the medium term. These are not exhaustive and Exail employees and sites will be able to supplement them with local actions in order to contribute to the achievement of the objective set for 2030.

Exail's greenhouse gas emissions assessment

To measure its impact anew, Exail carried out its 2026 carbon assessment (2025 data) including all its sites in the consolidated scope (Exail SAS, Exail ROBOTICS, Exail AEROSPACE, Exail ROBOTICS BELGIUM, MAURIC), excluding

LEUKOS, a newly consolidated subsidiary. This required the involvement of employees from cross-functional functions at all of the sites. The latter collected consumption data to calculate the CO₂ impact.

The consumption of Scopes 1 and 2, as well as the Company's indirect emissions, were compiled to calculate its carbon emissions.

Exail has compiled its energy consumption by site. The main sources used are natural gas, mainly for heating, and electricity used for our various activities. One of our objectives is to reduce our environmental impact related to the energy consumed. To date, the energy consumed comes from nuclear and fossil sources.

BREAKDOWN OF ENERGY CONSUMPTION BY TYPE OF SOURCE

	2025
Total energy consumption related to own activities (in MWh)	12 491
Total energy consumption from fossil sources (in MWh)	4 825
Total fuel consumption from natural gas (in MWh)	2 056
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources (in MWh)	382
Share of fossil sources in total energy consumption	39 %
Total energy consumption from nuclear sources (in MWh)	5 458
Share of energy consumption from nuclear sources in total energy consumption	44 %
Total energy consumption from renewable sources (in MWh)	2 207
Share of renewable sources in total energy consumption	18 %

The total energy consumption of Exail's activities, considered as belonging to sectors with a high climate impact, was therefore 12,491 MWh in 2025. The energy intensity (total energy consumption by net revenue) was therefore 0.03 MWh per thousand euros of net revenue, or €478,545,000.

In addition, within the carbon assessment, Exail also pays particular attention to the monitoring of waste production and water consumption, presented below.

Total network water consumption (in m ³)	18417
Total waste produced (in tonnes)	315

Exail's total emissions in 2025, based on location, amounted to 12,248 tCO₂e and comprised the following:

Scopes	tCO ₂ e 2025
Gross Scope 1 GHG emissions	1 155
Gross Scope 2 GHG emissions	483
Total gross scope 1 and 2 ghg emissions	1 638
Total gross indirect emissions (scope 3)	10 617
Total GHG emissions	12 255

The intensity of the total GHG emissions of Exail's activities (total GHG emissions by net revenue) was therefore 25.6 kg CO₂ equivalent per thousand euros of net revenue.

Uncertainties of the Scope 3 data of the carbon assessment

With regard to the Scope 3 emissions, the data could only be partially collected, which entailed estimates or extrapolations where necessary. Some items have not yet been analyzed, such as use or non-current assets. For the end of life of products, an eco-design process has been launched and we now have the first data from this work. However, these analyses currently only concern a limited part of our products and therefore cannot yet be applied to all the references sold. For the items considered as Scope 3, the majority was extracted from our internal databases, part was collected using primary data coming directly from our suppliers (17%) and the rest required an extrapolated calculation due to missing data to date. In addition, the collection of these data was based both on information from our various sites and on items centralized at Group level.

A margin of error must therefore be taken into account for this scope.

In 2025, we mainly worked on improving the reliability of the data related to purchases (inputs), business travel and commuting, as well as freight. A new mobility questionnaire has been disseminated internally to update the data. We

were also able to integrate more detailed data on our purchases of electronic boards, cables and connectors, which allows for a more precise calculation of the emissions related to these components.

The strengthening of the data collection and verification processes in 2025 enabled us to limit the use of assumptions.

In 2026, we want to continue this momentum by continuing the work initiated in eco-design in order to enrich the available data and, where relevant, extend these analyses to a greater number of references.

In addition, we will continue to strengthen the collection of data from our suppliers, in particular for strategic components, in order to improve the accuracy of the purchasing calculations. The reliability of inputs is therefore underway. Significant efforts have already been made, but this data is still largely based on estimates and will have to be further improved next year, in accordance with the current remediation plan.

The objective is to gradually reduce the use of estimates and to have even more reliable and structured Scope 3 reporting for the 2027 report.

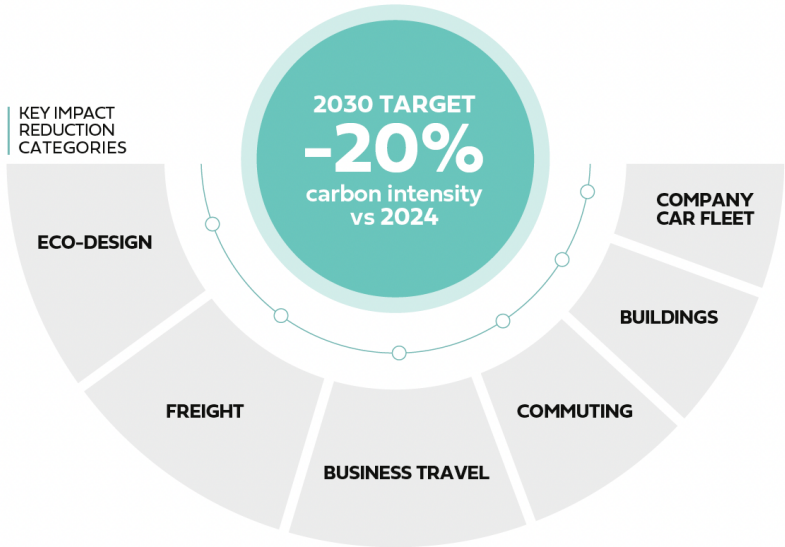
Decarbonization trajectory and objective

In a context of sustained development of its activities and increase in its project portfolios, Exail has chosen to manage its environmental trajectory using carbon intensity indicators (quantity of CO2 emissions in relation to revenue). This approach makes it possible to reconcile economic and environmental performance, while faithfully reflecting the reality of a growing company. It reflects the Group's desire to pursue its development while constantly improving the impact of its operations. Rather than projecting itself exclusively over distant horizons, Exail focuses on medium-term issues, by implementing measurable, realistic actions that can be directly activated by its teams. The objective set does not align with the Paris Agreement's objective of limiting global warming to 1.5°C, but every measure undertaken contributes to a credible and sustainable transition trajectory. The Group's commitment is based on a structuring principle: to focus the efforts on the most impactful items and on those over which

Exail has real power of action covering all of the Company's activities. The priority levers identified relate in particular to inputs and choice of materials, freight and logistics, site energy consumption, as well as commuting and business travel. These areas form the basis of Exail's transition plan and guide the prioritization of the actions implemented, with a view to efficiency and real impact. They reflect a desire for measurable progress, while leaving room for a dynamic of continuous improvement driven by the effective deployment of the actions undertaken. While the numerical indicators are a necessary benchmark for steering, the main challenge lies above all in the concrete, transparent and operational implementation of the levers identified. This transition plan is approved and supported by the management and administrative bodies.

Exail has set itself a target of 20% reduction by 2030 on all its Scope 1, 2 and 3 emissions.»

2030 DECARBONIZATION TRAJECTORY



Modeling of the decarbonization trajectory and projection

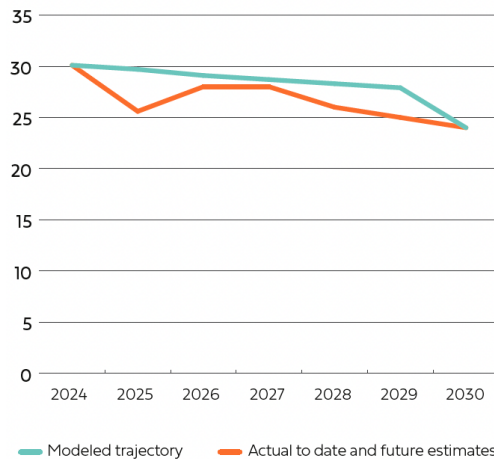
The decarbonization trajectory initially modeled was an initial estimate (see chart below), based on the available or forecast data for the 2024 reference year and on the methodological assumptions used for the projections.

The emissions covered in the trajectory are composed of all scopes, mostly focusing on Scope 3, which is the most emissive (inputs, freight, travel). The gradual improvement of the reliability of our data now contributes to a better understanding of the results and enhances the robustness of our management and forecasts.

Some impact reductions will only occur in the medium term. The modeling therefore forecasts a significant decrease at the end of the period.

In 2025, we saw a reduction in our carbon intensity of around 4.5 kg CO₂ equivalent per thousand euros of revenue, which reflects the initial effects of the actions undertaken. Nevertheless, this change is not indicative of a linear and continuous decrease: both upward and downward variations may be observed between now and 2030, in particular due to concrete actions whose positive impacts may be observed over time. Also, methodological adjustments or the gradual inclusion of certain emission items, from the reference year, may alter the impact levels. Our objective remains unchanged: to achieve at least our commitment of -20% in carbon intensity by 2030. These elements will be explained and analyzed in detail in the report every year, in order to guarantee a clear, transparent and faithful understanding of Exail's environmental trajectory.

DECARBONIZATION TRAJECTORY AND RESULTS TO DATE



The modeled trajectory curve shows a sharp decline at the end of the period due to a positive impact of freight measured in the last year.

Eco-design

Exail integrates eco-design into its strategy. Eco-design contributes to Exail's four CSR commitments and to the reduction of the Company's carbon footprint. The aim is to reduce the environmental impact of products throughout their entire life cycle, from the extraction of raw materials to the end of their life, by fully integrating environmental issues into technological innovation.

In addition, Exail has identified that eco-design also represents an opportunity in its target markets, in a context of growing demand from its customers to reduce their environmental impact. The integration of environmental criteria, particularly across the entire product life cycle,

is becoming an increasingly important decision-making factor in purchasing processes. Exail's eco-design approach thus makes it possible to support its customers in achieving their environmental objectives, while strengthening the differentiation and competitiveness of its offer.

In 2025, Exail launched the gradual deployment of eco-design, a structuring axis of its CSR strategy. This approach is based on the integration of environmental criteria from the upstream phases of research and development, in order to inform the design, technical and functional choices of products. Simplified life cycle assessments (SLA) are a central tool of this approach: they make it possible to identify the main environmental impact items of products, to objectify design trade-offs, and to prioritize the levers to reduce impact. Exail is therefore

exploring all avenues to reduce its environmental footprint, such as limiting the quantity of materials consumed, opting for less impactful energies, facilitating product maintenance and reparability, or facilitating material recycling.

Prior to the deployment of this project, Exail first identified the actions already implemented and contributing positively to the reduction of environmental impacts, such as miniaturization projects, facilitation of the reparability of products to extend their lifespan, the introduction of shuttle crates, and the development of more sustainable packaging.

These concrete actions, undertaken before the formalization of the CSR commitments, demonstrate an internal desire to be part of a responsible approach. Eco-design now makes it possible to structure this dynamic and consolidate the positive actions that will continue to be deployed.

The implementation of eco-design has thus resulted in the structuring of an internal deployment methodology and the designation of a pilot site. The Brest site is the first to implement eco-design in one of its future projects. As a first step, the R&D teams and design offices benefited from technical training to enable them to integrate eco-design into their innovation projects. This training includes in particular a concrete exercise on a selected Exail product, in order to facilitate the operational handling of the tools on a product in the range. Product managers and technical experts were also able to familiarize themselves with the approach thanks to a crash course presenting the key principles of eco-design and how to integrate it into the design phases.

At the same time, a first technical training course was provided at the Saint-Germain-en-Laye site, including an application case on a product manufactured on site. As a result, the teams will be able to integrate effective measures into future targeted projects.

In 2025, 28 employees from the technical teams were trained in eco-design.

Lastly, all employees were able to take part in an awareness-raising webinar to present the challenges of eco-design and how everyone can contribute to this approach.

In order to monitor the progress of the project and ensure the proper application of the approach, performance indicators have been defined. After validation of the key steps, these indicators make it possible to monitor progress and validate milestones, with the support of structuring deliverables. The eco-design is thus part of a collaborative approach between the CSR function and the technical teams, with the aim of developing technological solutions that reconcile technical and economic performance, reliability and reduction of environmental impact.

Sustainable purchasing

Sustainable purchasing is also a key pillar of Exail's CSR strategy and addresses a number of major issues, in particular the reduction of the carbon footprint related to inputs, transport and freight activities, as well as the control of the environmental and social impacts of the supply chain. As such, Exail is strengthening the monitoring and assessment of its supplier panels, by gradually integrating CSR criteria

into the supplier selection, assessment and management processes, in line with its commitments in terms of social and environmental responsibility (see ESRs S2).

In 2025, Exail also launched an "ethical and sustainable purchasing" project, based on an a posteriori assessment of suppliers considered to be at risk, applied to a targeted purchasing category: intellectual services. This first phase made it possible to identify risk criteria, then to consolidate a list of suppliers for which expenditure must be subject to in-depth verification. In addition, a targeting of suppliers located near the La Garde site made it possible to initiate an assessment process for so-called "local" suppliers. The objective is to be able to supervise and validate the choice of service providers and suppliers on the basis of objective and shared criteria.

As regards the blocked emissions, we must improve our assessment of the products in circulation and the carbon impact related to their uses. It should be noted that the products in circulation are mainly powered by electricity. More precise studies may be carried out by means of a life cycle analysis to quantify this impact, which will in all cases be associated with an element of uncertainty.

Analysis of climate-related risks and opportunities

In 2024, two working group workshops were held to determine the climate-related risks and opportunities in the value chain. This enabled us to model an attention triangle (high impact and high probability) to further the analysis.

A description of ADEME's year 2050 scenarios was also produced, highlighting their underlying factors, which have a direct impact on Exail's activities.

Product supply chain difficulties and customer delivery difficulties emerge as possibly being major consequence of climate change. In addition, market and country adaptations to the climate could impact commercial activities.

Conversely, new opportunities could emerge through concrete actions in favor of the climate such as the implementation of eco-design approaches to reduce the impact of the products manufactured. Technological innovation by optimizing the resources used when using Exail products is also an advantage that the Company can provide to its customers.

Also in the context of the attention triangle, during the risks and opportunities phase, events related to the transition were identified in the short, medium and long term.

It was also verified at the global level of Exail whether the commercial activities could be exposed to transition events. Impact levels have been defined for each of the transition risks and opportunities with the associated occurrence. However, this is defined qualitatively through discussions with the members of the working group during the two workshops.

An analysis of ADEME's S1, S2, S3 and S4 scenarios was carried out (source: "The 4 ADEME scenarios"). These climate scenarios are compatible with limiting global warming to 1.5°C, in order to detect relevant changes linked to the environment, society, technology, the market and public policies, and to define decarbonization levers. As regards Exail's DNA and



functioning, we focused on the trade-offs and key indicators of the S3 and S4 scenarios. These indicators and their changes were put into perspective in relation to Exail's business model.

The impact vectors of Exail's activity were analyzed in the same way as the emissions stemming directly from the products offered for sale. The action plan dedicated to eco-design will be implemented with the aim of reducing this impact on future designs.

Types of climate-related risks

Exail has industrial sites in France and Belgium. To complete the risks and opportunities stage of its climate strategy, Exail carried out a first draft of a resilience analysis.

To this end, the Company used the information usually available on portals provided by the government highlighting natural risks such as floods, swelling of clays, earthquakes, or coastal risks. The DRIASS databases, the "Climate central" site, the "Aqueduct floods" database of the World Resources Institute (WRI), and the "Areas exposed to sea level rise at high tide" site of the BRGM made it possible to carry out this analysis.

In addition to this public information, thanks to the ACT Step-by-step methodology, it was possible to obtain a first level of knowledge of the Company's climate vulnerability by conducting a site-by-site analysis.

This structured approach made it possible to conclude that the Company is exposed to a limited number of risks, both in terms of their number and their magnitude.

Only the risks of:

- Flooding,
- Sea level rise,
- Perature rise,

are assessed specifically for a limited number of locations and graded from low to medium for one of them.

A binary analysis was carried out on the risk of submersion to highlight the sites at risk of a sea level rise of around 1 meter. The number of additional days at +35 degrees was also established. We analyzed the scenarios and the variability of the indicator with regard to Exail's activity on a typical issue (heat wave for employees) risk of flooding on the integrity of the building.

The IPCC SSP5 scenario 8.5 (Shared Socio-economic Pathways) was used as a basis for the analysis. At this stage, the value chain has not been analyzed.

The exposure to climate hazards appears to be limited overall, having a short-term impact on the strategy or business model.

However, a new analysis could refine the assessment of the risks identified and make it possible to increase Exail's resilience to the occurrence of the identified climate changes. The analysis was solely based on climate projections related to heat waves and flooding at the French sites. To go further, the Company could study other hazards (RGA, extreme risks, flooding by run-off, flooding by rising water tables). In addition to the

questionnaire, which provides a first basis, on-site diagnostics to determine the sensitivity could be carried out.

Exail has already defined and implemented measures to address the first markers of climate change that the Company has faced.

2.2 POLLUTION – [ESRS E2]

An analysis was carried out taking into account all commercial activities in order to assess the risks and opportunities. This work mobilized multidisciplinary teams in order to have a global view in the assessment of any pollution that could be caused by Exail. In addition to this approach, targeted environmental analyses on specific sites are carried out as part of our ISO 14001 approach. They make it possible to precisely identify the environmental risks in the Company's operations.

These analyses lead to the identification of the following main risks:

- Pollution of water;
- Use of substances of concern or of very high concern.

These risks are the consequence of the operation of our equipment in water, the use of water in certain manufacturing processes, as well as the use of chemical products in the equipment manufacturing and assembly processes.

To reduce the impact of these risks, wastewater treatment and recycling solutions are implemented. The chemical products used are used in very small quantities, or are present in small quantities in the electronic items constituting our equipment.

2.3 BIODIVERSITY AND ECOSYSTEMS – [ESRS E4]

Exail does not carry out any direct activity affecting biodiversity. The Company rents most of the buildings that it uses, which are generally located in business parks designed for companies and located in areas with a limited impact on biodiversity.

Impacts related to accident situations are taken into account by the sites, which initiate ISO 14001-type environmental initiatives.

Given the low direct impact on biodiversity, Exail has not initiated any major actions related to this topic.

2.4 RESOURCE USE AND CIRCULAR ECONOMY – [ESRS E5]

Through its carbon assessment, Exail was able to note the importance of the impact of its inputs on its total CO2 emissions. The Company has therefore begun a life cycle analysis approach, which will continue in 2025 on pilot products. The aim of this approach is to identify the

most significant sources of emissions and then deploy an appropriate action plan. When technical and economic constraints so allow, Exail replaces emissive items with less polluting solutions in order to preserve the environment.

Exail's technological solutions are implemented over several years, even decades. The reliability, maintainability and reuse of all or part of our technological solutions reduce the quantities of end-of-life waste. Exail informs its customers and users about the dismantling or recycling of end-of-life products. In addition, reflections have emerged on this subject. The objective is to be able to integrate sustainable and operationally viable solutions for this stage of the product life cycle. It will be necessary to ensure compatibility between the management of products by our customers and our internal management of end-of-life products. By means of a questionnaire sent to our sales representatives, the aim was to determine the practical interest of our customers and the possible prospects, in order to guide future decisions related to the circular economy. This subject is in the exploration phase, in particular with the support team for continuous improvement of our process. However, the operational feasibility remains to be validated with all stakeholders.

2.5 INFORMATION ON THE EUROPEAN TAXONOMY

Activities eligible for the green taxonomy

Derived from the action plan for sustainable finance launched in 2018 by the European Commission, Regulation (EU) 2020/852 of 18 June 2020 establishes a framework to promote "sustainable" investments in the European Union, called the "European green taxonomy".

In accordance with this regulation, since 2021 the Group has therefore been required to publish the portion of its activity eligible for the taxonomy – revenue, capital expenditure (Capex) and operating expenses (Opex), then the portion of these eligible activities that are aligned.

To be considered sustainable, an economic activity must make a substantial contribution to at least one of the six environmental objectives defined by the regulations, without causing significant harm to the others, and respect minimum social and ethical safeguards:

- Climate change mitigation;
- Climate change adaptation;
- Sustainable use and protection of water and marine resources;

- Transition to a circular economy;
- Pollution prevention and control;
- Protection and restoration of biodiversity and ecosystems.

In 2025, Exail carried out a new analysis on the basis of all its activities by production site. The list of Exail sectors and activities potentially eligible for the taxonomy was reviewed. At the end of this review, it emerged that none of the Group's activities corresponded to any of the activities listed in the taxonomy regulation. The Group's activities do not fall within the scope of the green taxonomy and, as such, no revenue (0%) is eligible.

This lack of alignment does not mean that there are no sustainability actions. The Group implements various initiatives to reduce its environmental footprint and improve its responsible practices (available in Section 2 "Environmental information" of this report).

Capex and Opex eligible for the green taxonomy

The eligible Capex and Opex are investments related to assets or expenses associated with eligible activities, or individually eligible Capex or Opex. The taxonomy identifies categories of investments or operating expenses that may be eligible, with the aim of improving companies' environmental performance, and which are not necessarily linked to their economic activity sectors. Given the absence of eligible activities for Exail, the analysis for the 2025 financial year only covers individually eligible investments.

The Capex eligible for the taxonomy include all of the Group's Capex relating to real estate investments (construction or renovation of buildings), including IFRS 16.

All of these Capex represent a non-significant value and are therefore not included in this analysis.

The operating expenses to be considered in the analysis of the Opex ratio of the Green Taxonomy are certain non-capitalized direct costs (building renovation costs, short-term leases, maintenance costs and repair costs). The total of these expenses eligible for the taxonomy represented approximately €3.7 million, out of a total amount of Group Opex of €245 million, i.e. 1.5%.

As a result, the portion of Opex falling within the scope of the Taxonomy Regulation is considered as not material (less than 10% of the Group's total Opex), allowing them to be excluded from the analysis, in accordance with the provisions of Delegated Regulation (EU) 2021/2178 of 6 July 2021.

CAPEX aligned with the green taxonomy

After assessment of the eligible activities and the conclusion of a non-material portion of revenue, the analysis for the 2025 financial year only concerns the Capex related to individually eligible measures, given the absence of significant eligible activities or eligible Opex.

Among the identified eligible Capex, the proportion of aligned Capex is not significant. The Group therefore retains that 5.1% of the eligible Capex are aligned according to the current definitions in 2025. However, in the current state of

the regulatory framework and available methodologies, these actions cannot yet be measured or qualified with regard to the verification criteria of the European taxonomy. The Company is also aware of the strategic importance of sustainable development for its business. Exail is continuing its work to structure, document and then gain recognition for these approaches in the future.

All tables are available in the appendix to this report and the corresponding items will be visible in detail in Section 4 of Exail Technologies' Universal Registration Document.

3 SOCIAL INFORMATION

3.1 OWN WORKFORCE – [ESRS S1]

Characteristics of the undertaking's employees

Exail includes within the scope of its disclosure all persons in its own workforce likely to be materially affected by its activities, taking into account the diversity of their functions and their level of exposure to the risks and opportunities identified. This scope covers permanent and temporary employees, as well as, where applicable, self-employed workers working on a regular basis.

Material impacts, whether positive or negative, actual or potential, are identified on the basis of the Group's activities and the associated working conditions. They also include those related to the value chain, in particular through commercial relationships and the use of products and services.

These impacts are closely linked to the risks and opportunities identified by Exail, in particular in terms of attractiveness, talent retention and skills adaptation, and are taken into account in the Group's strategic decisions and the evolution of its operating model.

The analysis of the potential impacts of the transition plan was not carried out this year as it was implemented in 2025.

The total workforce of the Exail group at 31 December 2025 was 2,249 employees in France and abroad. The external collaborators are not included in the calculation of quantitative data.

The characteristics of the Company's workforce are detailed in the tables below.

BREAKDOWN OF EXAIL EMPLOYEES BY GENDER IN FRANCE AND BELGIUM

	F	H	Total
Belgium	18	76	94
France	549	1 523	2 072
GRAND TOTAL	567	1 599	2 166

TABLE SHOWING EXAIL'S WORKFORCE BY TYPE OF CONTRACT AND GENDER IN FRANCE

	Permanent		Temporary	
	Permanent contracts	Fixed-term contracts	Work-study	Total
F	502	27	20	549
H	1 428	30	65	1 523
TOTAL	1 930	57	85	2 072

In France, at the end of December 2025, Exail employed 1,930 people on permanent contracts, 57 on fixed-term contracts, and 85 work-study students. Women represent 26 % of the

workforce and men 74%. However, detailed data on the international employees could not be compiled this year.

GEOGRAPHIC LOCATION OF THE GROUP'S ESTABLISHMENTS AND SUBSIDIARIES

Countries	Number of employees
France	2 072
Belgium	94
Germany	5
Brazil	5
China	5
United Arab Emirates	5
United States	23
Italy	1
Malaysia	6
Norway	1
Netherlands	6
United Kingdom	10
Singapore	16
TOTAL	2 249

NUMBER OF FULL-TIME AND PART-TIME EQUIVALENT EMPLOYEES IN FRANCE AND BELGIUM

ETP	Full time	Part time
Belgium	90	4
F	14	4
H	76	0
France	1 982	90
F	497	52
H	1 485	38
GRAND TOTAL	2 072	94

BREAKDOWN OF WORKFORCE BY AGE GROUP AND GENDER IN FRANCE AND BELGIUM

Age group	F	H	Total	%
< 30 years	137	334	471	21,7 %
30 to 50 years	270	849	1 119	51,7 %
> 50 years	160	416	576	26,6 %
GRAND TOTAL	567	1 929	2 166	100 %

BREAKDOWN OF EXAIL MANAGERIAL / NON-MANAGERIAL EMPLOYEES IN FRANCE AND IN FOREIGN SUBSIDIARIES

Status	Total	%
Managers	1 493	68,9 %
Non-managers	674	31,1 %
TOTAL	2 167	100 %

The table above takes into account the breakdown of employees by status. In France, managers are defined as follows: employees positioned between job classes F and I of the new collective agreement for metallurgy, and justifying autonomy, responsibility

and significant expertise.» «In the foreign subsidiaries, this same reference is used, based on our job descriptions, to obtain equivalent professions.

EMPLOYEE DEPARTURE RATES IN FRANCE

	Exail SAS	Exail Robotics	Exail Aerospace	Exail Automation
Taux de sortie 2023	7,77 %	11,09 %	25,31 %	0 %
Taux de sortie 2024	6,77 %	6,53 %	10,53 %	28 %
Taux de sortie 2025	6,32 %	7,65 %	10,20 %	21,74 %

The employee departure rate calculation is based on a methodology to measure the actual departures within the organization, while relying on clear rules to include or exclude certain employees and types of departures.

Included in the workforce are: employees on permanent contracts, transfers from fixed-term contracts to permanent contracts, and transfers from apprenticeship contracts to permanent contracts.

The following are excluded from this workforce: construction site employees on permanent contracts, employees on fixed-term contracts, apprentices, work-study students and trainees.

The departures included in the calculation are: dismissals, resignations, contractual terminations.»

«However, certain types of departures are excluded from the analysis, contrary to the figure expected by the standard. The following are excluded from the calculation: redundancies, end of contracts (whether fixed-term contracts, apprenticeships or work-study contracts), internal transfers from one Group unit to another, departures concerning permanent construction site contracts, retirements.

The calculation formula used for the employee departure rate is as follows:

Employee departure rate = Number of departures / Workforce at the beginning of the year × 100

The consolidated employee departure rate for 2025 was 6.4 %.

In addition, DP S1-6 50 c) calls for the integration of departures, all criteria combined, including retirement. This criterion is not used in the previous calculation because Exail considers that this type of departure is a foreseeable event. Exail's objective is to be able to measure the real departures suffered in order to be able to anticipate them as well as possible. The calculated rate is therefore 8.2% for France and Belgium.

This rate makes it possible to assess the level of voluntary or involuntary turnover within the organization, excluding situations that cannot be controlled or specific ones (such as retirement or the end of temporary contracts). By focusing on a well-defined scope, it provides a precise and comparable view over time and between different Group entities. Here, the four legal entities of Exail are represented.

Assessment of impacts, risks and opportunities for Company personnel

By means of various reporting tools (payroll extractions, specific dashboards, paperless time management module, paperless module for managing annual reviews), the Company regularly assesses:

1. Employee working conditions, including safety, health and social rights;
2. Diversity within its organization;
3. Professional training, compensation and employee commitment.

These elements are measured using internally defined KPIs such as the professional equality index, the training monitoring table, and recruitment, absenteeism and accident statistics.

The Company's priority objectives relate to:

- The quality of life at work promoted by the continuous investment in the layout of the premises and internal tools, in favor of well-being at work;
- The continuous development of skills thanks to the means implemented to help retain employees;
- The transformation of working methods to allow autonomy and responsibility, promoting the release of internal energies and the development of cooperation.

The main risks identified are related to changes in the Company's scale (rapid growth) and the nature of its activities:

- Risk pertaining to the Company's development related to changes in its size (changes in decision-making processes, organization, autonomy, etc.);
- Difficulty in accessing and retaining critical skills and talent that could impact the internal expertise;
- Internal and external image problem related to Exail's business sectors and/or markets (defense, energy, etc.).

In order to address the risks identified, Exail implements a set of actions aimed at structuring its organization in a context of strong growth, in particular through formalization of governance processes, strengthening of managerial practices, and change support.

In addition, the Group deploys an active talent management policy aimed at attracting, developing and retaining key skills, based on training, career management and HR indicator monitoring schemes.

Particular attention is paid to issues relating to the image and perception of the activities, through strengthening of ethical commitments, communication actions, and dialogue with stakeholders.

Lastly, the Group also takes into account the layout of its premises on the various sites in order to improve working conditions, foster collaboration and strengthen collective efficiency.

This change of scale is also an opportunity allowing the Company to offer new perspectives to salaried employees

and to build a common identity:

- Continuous improvement of the working conditions thanks to the collective agreements and actions implemented (investment projects, QLW, etc.) to promote the attraction and retention of talent;
- Promotion of employee autonomy and responsibility through the deployment of actions and commitments encouraging the release of internal energies;
- Development of the Company and its ability to attract talent through concrete actions to promote the activity and enhance the employer brand, and implementation of internal policies to this end.

Positive material impacts

With regard to the following three material positive impacts, Exail's HR team regularly monitors and assesses the effectiveness of its actions and initiatives to produce tangible results for its employees and external collaborators:

1. Quality of life at work and internal tools to promote well-being at work for employees, promoted by continuous investment in the layout of the premises for the benefit of employees and non-employees;
2. Skills development and professional growth, thanks to the means implemented to promote employee loyalty;
3. Transformation of working methods, enabling the autonomy and responsibility of Exail employees, and promoting the release of internal energies.»

To assess these actions, Exail conducted a psychosocial risk survey in 2025 on the Robotics scope. This survey made it possible to collect feedback from employees and identify the actions needed to improve the working environment. Depending on the results, improvement actions have been defined and will be implemented over time to ensure continuous development of practices. This assessment can be generalized when deemed relevant at an entity or a site level. The assessment is then carried out in conjunction with the occupational health team, in particular via the COPSOQ tool. In addition, awareness-raising actions are regularly offered to employees via the BoostU platform, particularly on topics related to ethics, integrity and responsible behavior.

In addition, an integrity system, characterized by active listening, promotes the collection of alerts and their processing on a case-by-case basis according to the nature of the situations involved (see Section 4.3.2 "Integrity system"). Lastly, the annual interviews constitute a structuring exchange point, making it possible to collect feedback at an overall level and to identify, where necessary, areas for improvement giving rise to the implementation of targeted actions.

In addition, the Company has internal regulations, including a disciplinary procedure, to supervise and guarantee compliance with the standards and behaviors expected within the organization.

In the event of a discontinuation of a commercial activity for economic or market reasons, the Company undertakes to comply with the legislation in force in order to mitigate the impact on its employees and to support the transition as much as possible.

«Exail's employees, as well as the employee representatives, play an essential role in decisions relating to the design and implementation of programs or processes aimed at achieving positive impacts. Their contribution is made in particular through meetings of the Social and Economic Committee, participation in regular surveys, as well as informal exchanges with employees. These interactions provide valuable feedback and ensure that the actions taken are aligned with the expectations and needs of the staff, thus promoting an inclusive and collaborative approach when managing impacts within the Company.

Information-consultation meetings, for example, are a means of discussing the Company's strategic orientations. These orientations are subsequently shared with all employees before being rolled out to all Exail organizations. Later, individual objectives aligned with these orientations are set. The Company's target is that an annual interview be held with every employee.

To manage the material IROs, Exail has, by means of its HR roadmap, defined targeted actions (described in the following paragraphs) that are already in place or to be developed over the coming years. They will be monitored with a view to continuous improvement and with the aim of setting quantitative objectives making it possible to measure more targeted progress.

Audits of processes and operating modes, in particular through ISO 9001 certifications, make it possible to validate the hazards management method and improve its results.»

HR roadmap in 2026

In a context of transformation and growth, Exail plans in 2026 to strengthen its actions in terms of human resources management in order to sustainably support its employees and the development of its activities.

The Group will continue its efforts in terms of skills development, combining internal training programs with the use of external organizations, in order to meet the needs related to changes in jobs and strategic challenges.

In addition, Exail intends to optimize its recruitment methods by improving their efficiency and speed, while paying particular attention to the quality of the integration of new employees, in order to promote their commitment and skills development.

At the same time, the Human Resources function will continue its transformation in order to better support the Group's organizational changes. This transformation aims in particular to strengthen the agility of HR practices, to make the production of social data more reliable and faster, and to strengthen the anticipation and steering abilities. Lastly, in a context of regular organizational changes, Exail implements dedicated support actions to support employees in these transitions. Maintaining an appropriate level of recruitment, combined with training and support systems, is a key lever for meeting the Group's skills needs and for supporting its growth.

Whistleblowing system for employees

In accordance with our principles and values, as explained in our statement on ethics and compliance, Exail is committed to

implementing the most demanding ethical standards and to respecting without exception all the laws and regulations to which we are subject.

In this context, an integrity system has been deployed and is applicable throughout the Group, in France and abroad.

This system is based in particular on two key documents:

- Our Anti-Corruption Code of Conduct;
- Our internal whistleblowing procedure.

This integrity system is intended in particular to handle complaints and appeals and to offer employees recourse in the event of identified discrimination. This system takes into account both formal structures and informal cultural dynamics that could prevent employees from expressing their concerns or grievances. The aim is to ensure a respectful and safe working environment, where every employee can confidently raise his or her concerns and receive fair and equitable treatment.

Accident prevention

A workplace accident prevention policy and a related management system are in place to enhance the health, safety and working conditions at Exail's sites.»

1. Company commitments:

- The quality, safety and environment (QSE) policy sets a clear framework: protect the health and safety of employees, customers and subcontractors;
- The single occupational risk assessment document (Document unique d'évaluation des risques professionnels - DUERP) serves as a key tool to identify and assess risks and to define prevention and protection measures for employees.

2. Management of risks related to subcontractors:

- Implementation of prevention plans when necessary;
- Issuance of work permits for specific high-risk work.

3. On-site HSE protocols and monitoring:

- Safety protocol posted at workshop delivery points;
- Bimonthly HSE meetings organized with the employee;
- Representatives to analyze accidents (including near misses), corrective actions, and changes to the DUERP;
- Safety visits carried out on an ad hoc basis in collaboration with the employee representatives and/ or supervisors.

4. Incident follow-up:

- For the Group and in accordance with the regulations in force, any serious accident with reference to the French;
- Labor Code is subject to an analysis and an action plan. Recurring accidents or incidents are subject to the same procedure;

5. Adaptations to guarantee safety and accessibility: floor markings, overhead signage (fire extinguishers, medical devices), demarcation markings around sensitive areas.
6. Initiatives:
 - The Exail France and Belgium sites are covered by an employee health and safety risk assessment. Other foreign subsidiaries are managed locally in accordance with the applicable regulations;
 - Commitment of employees to the health and safety approach with the second Safety and Environment;
 - Week. Workshops and webinars were organized on specific topics targeting safety, health and well-being at Exail sites;
 - Risk analysis and specific actions (batteries, chemicals, fire, etc.);
 - Approach following the Bird pyramid aimed at preventing the occurrence of accidents by working on the basis of precursor events such as dangerous situations, near misses;
 - Creation of a cross-functional HSE team promoting the development and sharing of best practices (dematerialized reception, protection of lone workers, coordination in the field);
 - These approaches and actions reflect Exail's proactive approach to improving working conditions and reducing risks in order to ensure a safe environment.

It should be noted that in 2025 the La Garde site obtained the Group's first ISO 45001 certification. This certification recognizes, in accordance with the international standard, the Company's approach to improving occupational health and safety.

The involvement of the employee representatives is an essential element of the prevention approach. This social dialogue takes place regularly within the Health, Safety and Working Conditions Committees and local health and safety groups by site where they exist. This coordination is important because it allows employees to be involved in the procedures initiated; it also makes it possible to report worrying situations so that they can be handled.

The health and safety performance is monitored using key indicators to assess both the frequency and severity of workplace accidents. In this respect, the Group monitors the number of accidents with lost time, the number of days lost, as well as the frequency rate (FR) and the severity rate (SR), calculated based on the number of hours worked in France and Belgium. These indicators are regularly monitored and are a tool to help identify at-risk situations and guide preventive actions.

During the financial year under review, 10 workplace accidents with lost time were recorded, representing a total of 98 days lost. Concerning work-related ill health, 92 days lost were recorded, bringing the total to 190 days. The accidents are concentrated on a limited number of sites, as several entities recorded no accidents over the period. The frequency and severity rates observed vary according to the activities

and locations, reflecting the differentiated risk exposures according to the functions. The sites with the highest FR and SR levels are the subject of particular attention, with the implementation of targeted actions to prevent, raise awareness and improve safety practices. In 2025, at the Group's consolidated level, the frequency rate (FR) was 3.26 and the severity rate (SR) was 0.03.

The calculation formulas used for these two indicators are as follows:

Frequency rate = number of accidents with lost time / number of hours worked x 1,000,000

Severity rate = number of days lost / number of hours worked x 1,000

The scope concerns the Company's employees only, excluding temporary workers, service providers and subcontractors. Only recognized workplace accidents with lost time are included in this calculation.

No deaths resulting from workplace accidents, work-related diseases or work-related health problems were recorded. One case of work-related ill health was recorded in 2025.

The detailed results by site and by legal entity are presented below. They form a basis for analysis for the deployment and adaptation of occupational health and safety action plans, with a view to continuous improvement.

Training

Exail organizes dedicated management training courses, during which essential topics are addressed, such as the responsibility of managers in terms of equal treatment and employment opportunities. These trainings also highlight the importance of publishing clear company-wide policies and procedures to guide the gender equality practices, and of integrating gender performance as a criterion for career advancement. These initiatives aim to anchor the principles of fairness at the heart of managerial practices and strategic decisions.

Exail offers an online training module called "Diversity and inclusion at work", designed to raise awareness and train employees on these key issues. These initiatives demonstrate Exail's commitment to promoting an inclusive and fair working environment.» «The Exail platform offers employees access to a variety of programs designed to promote skills development. These programs enable all employees to strengthen their knowledge, consolidate their soft skills and acquire new skills, and advance in their career. By providing these training tools, Exail contributes to the creation a continuous learning environment and promotes the professional development of employees while supporting the Company's strategic objectives.

The development of skills is a priority of the human resources policy. As such, the Company is committed to continuously supporting the skills development of its employees. At Group level, this translates into a total volume of more than 20,000 hours of training, with an average of 12.9 hours of training per employee across the Group.

AVERAGE NUMBER OF TRAINING HOURS

Average number of training hours for women	10,32
Average number of training hours for men	13,82
Average number of training hours for total workforce	12,89

The calculation formula used for the average total number of training hours is:

Average total number of training hours / Total number of employees in France

Through training committees, the employee representatives have the opportunity to share their feedback and make suggestions. This participatory process ensures that decisions are aligned with the actual needs of employees and the Company, and makes it possible to adapt actions according to the results obtained, thus contributing to effective management of material impacts and continuous improvement of practices.

Access to training for seniors is monitored within Exail. This initiative is part of Exail's desire to promote the inclusion and development of skills for all employees, regardless of their age, and to guarantee equal access to training.

Accessibility and disability

At Exail, we take individual situations into account as much as possible to ensure accessibility and the well-being of employees with disabilities. This includes specific arrangements for people with reduced mobility, adaptations of work equipment, and special measures in the event of an emergency. The declaration for the official recognition of a person's status as a worker with a disability (Reconnaissance de qualité de travailleur handicapé - RQTH) and the mandatory employment of disabled workers declaration (Déclaration obligatoire de l'emploi des travailleurs handicapés - DOETH) are used to compile information related to our employees with disabilities. Currently, 2.3% of our employees (2.6% women and 2.1% men) have RQTH status. Most Exail sites with car parks have parking spaces reserved for people with reduced mobility (PRM). A large majority of the buildings offer adapted access facilities, such as ramps or special entrances.

Adapted essential facilities, such as toilets, are provided to people with reduced mobility. Whenever buildings are modified or new premises are fitted out, these issues are systematically taken into account to ensure optimal accessibility for all.

We are aware that certain disabilities are less visible, which can sometimes make it difficult to take them into account. This is why we encourage the employees concerned to inform us of their specific needs. This allows us to support them individually in various situations, such as hearing or vision disorders or musculoskeletal disorders.

We are constantly working to adapt our tools and machines to facilitate the work of employees. For example, changes have been made to reduce the exposure to musculoskeletal risks, thus helping to improve working conditions and preserve

the health of our teams.

Emergency measures and evacuation

In addition to the usual work situations, we provide specific protocols for emergencies, in particular evacuations in the event of fire. When people with reduced mobility are on upper floors, secure refuge areas allow them to wait for the emergency services. These measures guarantee their safety while respecting the constraints related to the ban on the use of lifts during an evacuation.

Commitment to inclusion

At Exail, we are committed to creating an inclusive and accessible work environment, in which everyone can thrive, regardless of their particularities. We remain attentive to our employees to continue to improve our practices and meet their specific needs.

Recruitment and training

Exail has implemented a rigorous monitoring system and regularly updated job lists to ensure proactive management of the recruitment, training and promotion processes. In 2025, 91% of employees (of which 27% women and 73% men) had their skills assessed or received an annual interview, guaranteeing individualized monitoring of their career path as well as a space for discussion on their development and prospects. These tools offer not only a clear and transparent view of the opportunities available to employees, but also a detailed monitoring of their development and progress within the Company. This approach ensures fair talent management, ensuring that every employee has equal access to career opportunities and continuous training. This visibility also promotes internal mobility within the Group. This approach is fully in line with Exail's commitments in terms of inclusion, diversity and skills development, while contributing to the retention of its talents.

Employee consultation

Exail regularly organizes webinars, meetings for all employees at all its sites, and social meetings with the employee representative bodies to enable its employees to share their points of view several times a year. These participatory exchanges are essential to inform the Company's decisions and activities, in particular those aimed at identifying and managing the actual and potential impacts on its own staff. This approach promotes a culture of active listening and co-construction, while strengthening the employees' commitment to Exail's strategy and actions.

As part of this momentum towards collective commitment, local initiatives are also being launched to promote the circular economy and raise awareness of eco-responsible

gestures. Through toy collection campaigns for associations or clothing drives, for example, employees are invited to contribute concretely to solidarity and responsible actions.

The Company undertakes to comply with the legal framework while taking into account the points of view of its own employees to inform its decisions and activities. These perspectives are collected and discussed at the meetings of the employee representative bodies and within various dedicated committees, thus making it possible to better manage the actual and potential impacts on employees. This approach guarantees participatory governance and contributes to actions aligned with the needs and expectations of employees.

Employee representatives are in place in all entities in France. There are no other representative bodies at European level given our workforce structure in the subsidiaries.

Exail maintains a calendar of ordinary meetings as well as sessions dedicated to information and consultations. This structured calendar ensures constant social dialogue and contributes to greater transparency and collaboration within the Company. The Company establishes a social roadmap with the social partners, steered by working groups composed of elected members of the Social and Economic Committees and members of the Human Resources Department, in order to prioritize the work and promote quality social dialogue that is responsible, respectful and continuous.

The Human Resources Department, together with the operational departments, is responsible for promoting employee commitment. The Human Resources Department ensures that the results of these discussions and consultations directly inform the Company's strategic and operational approach, thus ensuring consistent management aligned with the needs and expectations of the staff.

Exail takes into account potential barriers to employee commitment, such as language and cultural differences or gender imbalances. Executive Management regularly presents the Company's organization and governance in order to actively involve employees. These presentations aim to ensure a constructive and transparent dialogue on strategic choices, thus enabling employees to better understand the Company's orientations and to be included in its decision-making processes.

The Company takes steps to better understand the perspectives of its staff members who may be particularly vulnerable to impacts and/or marginalization. It also strives to provide solutions or help remedy situations that have a significant negative impact on its own employees.

Exail has set up several access channels to allow its employees and their representatives to express their concerns or report significant impacts. This includes mandatory signage in workspaces, ensuring clear and accessible information. An internal whistleblowing procedure is also available, allowing employees to quickly report any worrying situation. In addition, the lists of elected representatives are accessible, making it easier to make contact with employee representatives.

The Company also offers a psychological hotline to support its employees in case of need. The occupational health team is available to employees for any questions relating to their health at work, and contact persons are appointed to deal

with issues related to harassment, disability and professional equality. These systems ensure easy and confidential access to resources and appropriate support to respond to each significant impact on employees.

The Company has a mechanism for handling grievances and complaints related to employee issues, in particular through meetings of the Social and Economic Committee and the Health, Safety and Working Conditions Committees, which make it possible to report employee information and concerns. These meetings play a key role in identifying and managing issues related to working conditions and employee well-being. In addition, periodic general information meetings are organized at the Company's sites, providing employees with regular opportunities to inform themselves, express their concerns and obtain answers to questions regarding them.

The Company is able to provide relevant and reliable data on the effectiveness of its communication and complaints channels, from the point of view of the persons concerned. In addition, an associated action plan is in place to respond to the feedback collected and continuously improve the efficiency of these channels, thus ensuring proactive management of concerns and better management of staff needs.

Working conditions of non-employees

The working and employment conditions of non-employees of the Company are mainly governed by the applicable labor law, as well as by collective agreements where relevant. However, in the absence of a contractual employment relationship, the conditions specific to non-employees, such as service providers or self-employed workers, are determined in accordance with the legal and contractual standards in force, thus guaranteeing compliance with the legal obligations and rights of self-employed workers, while promoting a fair working environment.

Wage policy

All Exail employees receive an adequate wage, in accordance with the applicable benchmarks. This practice ensures that wages are aligned with legal standards, collective agreements and industry criteria, thus ensuring a fair wage for the work performed. The breakdown by country is not available at this time.

However, the Company ensures that each employee is compensated fairly, respecting the minimum wage thresholds according to their role, experience and the legal requirements in force. At the end of the year, the Company makes the necessary adjustments to ensure that all its employees are paid in accordance with the legal or contractual minimum wages.

As part of its remuneration policy, Exail is committed to pay equity between women and men. The Company analyzes pay gaps annually in order to identify any disparities, through its Group Professional Equality Index, which was 86 in 2025. Individual and collective measures are continually taken to ensure the necessary adjustments and to promote equitable career advancement and pay levels between women and men. In 2025, the total annual pay gap, for the France scope excluding Exail HOLDING and international subsidiaries, was 17%. The annual remuneration ratio was 5.16.



Social protection

Exail ensures that all its employees benefit from social protection for all types of events (illness, accidents, etc.). Depending on the employee's location, this level of coverage is consistent with the reality of the country concerned. In terms of health and personal protection costs, a Group contract also provides coverage with identical guarantees for expatriate employees. For local contracts, the insurance coverage is provided locally.

To this end, the Company has negotiated agreements or implemented unilateral employer decisions covering several aspects of social protection, including healthcare costs and provident insurance:»

- Loss of income due to illness: all Exail employees are covered by provident programs that guarantee financial compensation in the event of long-term illness, in addition to public benefits;
- Loss of income due to unemployment: unemployment-related coverage is also provided by public benefits, according to the legislation in force, and in addition to the guarantees offered by the Company;
- Loss of income due to a workplace accident and acquired disability: Exail provides comprehensive coverage for its employees in the event of a workplace accident or acquired disability, through specific provident benefits and in accordance with the legislation on occupational safety;
- Loss of income due to paternity leave: the Company pays for paternity leave in France by providing financial support, in addition to the allowances provided by public schemes.

Exail ensures that its employees benefit from adequate coverage to face major social risks, in compliance with the legal standards and through internal provident schemes. Exail also fulfills its obligations so that employees can contribute to retirement.

All employees are authorized to take leave for family reasons as part of the Company's social policy. 100% of people who applied for this type of leave were granted it. This represents 18.3 % of the employees in France, excluding Mauric and Leukos.

Exail guarantees comprehensive social protection for its employees in all countries where it operates, in accordance with the legal requirements and the local collective agreements. Indeed, 100% of the employees are covered by a collective agreement (CCN Metallurgy, ENIM for France, Metallurgy for ERB). Non-employees are not covered by these schemes, whether they are linked to the Company by other forms of collaboration (service providers, freelancers, self-employed) or employed in specific non-contractual contexts.»

Types of employees not covered

1. Illness: non-employees such as service providers, freelancers or consultants do not benefit from the social protection offered by Exail, but must rely on their own coverage (public or private);

2. Workplace accidents and acquired disability: non-employees, in particular external service providers, are not covered by the schemes pertaining to these risks;
3. Maternity leave: non-employee women, for example self-employed women, are not entitled to maternity leave
4. Supported by the Company.

In conclusion, Exail ensures that all its employees, whether on permanent, fixed-term contracts, apprenticeships or internships, are fully protected against the hazards of life, but this excludes non-employees who work with the Company.

Discrimination

Exail's management ensures a working environment that respects human rights and affirms its commitment to comply with international reference principles, in particular the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

As such, Exail adheres to the United Nations Global Compact and is committed to integrate and promote its ten principles relating to human rights, international labor standards, the environment and the fight against corruption throughout its activities and value chain.

This commitment is reflected in the implementation of policies and procedures aimed at preventing, mitigating and, where appropriate, remedying potential negative impacts on workers, as well as in the promotion of an open and continuous dialogue with its stakeholders.

As such, no serious human rights issues or incidents related to the Company's staff or other workers in the value chain have been reported to date, nor any cases of discrimination. In addition, no cases of non-compliance with the United Nations or OECD Guidelines have been recorded concerning the Company's employees or other workers in the value chain.

This commitment illustrates Exail's desire to maintain high standards in terms of social responsibility and respect for fundamental rights.

3.2 SUPPLIERS AND PARTNERS OF EXAIL - [ESRS S2]

Interests, views and labor rights throughout the value chain are factored into the business model. Respect for human rights and transparent dialogue with stakeholders are key elements of Exail's supplier relationship management. This section thus covers the workers in the value chain, focusing more particularly on upstream actors, including the employees of suppliers and subcontractors, as well as the associated self-employed workers. In accordance with the regulatory requirements, the analysis mainly focuses on the social issues affecting these populations. However, in a voluntary approach, the scope is expanded to include certain environmental considerations that may influence their working conditions and the respect of their rights.

Impacts on suppliers

The actual and potential impacts and effects on suppliers are fully taken into account when adapting the Company's strategy. Actions have been undertaken from 2025 with a goal of continuous improvement on the environmental and social aspect of suppliers and partners:

1. Commitment of suppliers to the CSR approach: in 2025, Exail's objective was to carry out an inventory of the supplier panel and an assessment of new entrants. The aim is to submit to our partners criteria committing them to a growing social and environmental responsibility. We sent an initial CSR questionnaire to a first wave of suppliers, selected according to a prioritization of the impact channels (see 3.2 "Pragmatic approach and prioritization by impact sector"). To date, the responses collected have enabled us to establish an initial rating of suppliers based on their CSR approach, with an initial assessment completed at the end of 2025. The next steps, during 2026, will be to go beyond this assessment by engaging these suppliers in a process of co-construction, collaboration and continuous improvement;
2. Supplier and Partner Code of Conduct: Exail updated its document in 2025. It is now signed by all new suppliers under contract and is in the process of being signed by the major suppliers of every business division. In 2026, the objective will be to expand the scope of the targeted suppliers. This approach strengthens the ethical, social and environmental practices throughout the supply chain, ensuring better working conditions, safety and respect for human rights for workers at suppliers and subcontractors;»
3. Preferred multi-sourcing: this approach promotes the diversification of supply sources to reduce the risks related to dependence on a single supplier and to strengthen the resilience of the supply chain;
4. Improved supply chain analysis: by working on tools such as the line card for electronic manufacturers and distributors, the Company aims to optimize the transparency and traceability of materials. In addition, purchases from brokers are limited to reduce the associated risks;
5. Consideration of the impact of the materials used: a proactive reflection is carried out on the materials used in new products in order to find alternatives that limit their environmental and social impact, in collaboration with the Purchasing Departments in order to involve suppliers upstream;
6. Maintaining a majority of European or French suppliers: this strategy promotes short circuits, reduces the carbon footprint related to transport and supports the local economy, while ensuring better compliance with CSR standards;
7. Adapted payment terms: to meet the specific needs of suppliers, particularly small ones, flexible payment terms have been put in place to take into account their cash flow and contribute to their sustainability;

8. As part of the purchasing function's digital transformation strategy, the Purchasing Department has decided to implement a Supplier Relationship Management (SRM) tool in 2026 to strengthen the control and performance of our supplier relationships at all our sites.»

This tool will be an essential lever for:

- Harmonizing purchasing processes within the Group;
- Optimizing the management of supplier panels and contracts across all our sites;
- Increasing the visibility on supplier performance and compliance;
- Facilitating the collaboration between the purchasing teams and external partners.»

These actions demonstrate the Company's commitment to integrating responsible supply chain management into its overall strategy. They promote a balance between the economic, social and environmental objectives while strengthening the relationships of trust with partners.

Risks and opportunities in the value chain

The workers in the value chain play a crucial role in the performance and resilience of companies. The impacts and dependencies related to these players generate risks (social, ethical, legal, reputational) but also opportunities (improvement of reputation, access to new markets, competitive differentiation).

Actions have been put in place to integrate these elements into the strategy and business model:

1. Market watch and adaptation plan»
 - Conduct market watch to better understand the geopolitical risks and initiate the necessary steps with potentially impacted suppliers to ensure the continuity of the supply chain (assessment of related risks, action plan and adaptation of practices),
 - Identification of high-risk areas (countries, sectors) where violations of workers' rights are more frequent;
 - Avoid high-risk areas»
 - Exclusion of suppliers located in geographical areas known for non-compliant practices (child labor, forced labor),
 - Favor regions or countries where the regulatory and social frameworks are aligned with the Company's principles.

In summary, the integration of the risks and opportunities arising from the impacts on workers in the value chain requires a proactive and structured approach. The strategic actions mentioned enable the Company to reduce risks while exploiting opportunities for differentiation and resilience, thus aligning its practices with its strategy and sustainable business model.

Pragmatic approach and prioritization by impact sector

To meet the requirements of CSRD SBM-3 11 AR-6 AR-7, the Purchasing and CSR Departments carried out an in-depth analysis by mapping the sectors and product categories with the highest impact. This approach aimed to identify and rank products according to their significant contribution to environmental and social issues.

The mapping enabled us to highlight the sectors where our activities have significant effects, thus facilitating the prioritization of the actions to be implemented. Based on criteria such as carbon footprint, resource consumption and impacts on biodiversity, we were able to establish a hierarchy of supply chains. This hierarchy by order of impacts was cross-referenced with an analysis aimed at determining, among the sectors with high impacts, which were:»

- Those on which Exail could have direct levers with significant scale effects (actions achievable in the short and medium term compatible with our size, our markets and our products) and likely to have a significant impact: place occupied in the supply chain and its width, possible French/local suppliers, possible alternative raw materials or components, etc.;
- Those on which Exail considers it has limited leverage, at its level, to allow a significant impact. We have specific products that do not allow us to implement multisourcing despite our ambition to do so. Our power of influence and our ability to impose a rapid adaptation of the supplier concerned are therefore limited.

Without excluding one-off or isolated actions in other sectors, we have therefore decided to concentrate the majority of projects on the following sectors:

- Electronic components and boards;
- Unwrought, machined or rare metals;
- Chemical products;
- Surface treatment.

This pragmatic approach allows us to focus our efforts and actions on impactful segments and thus to strengthen our sustainability strategy with significant expected results.

Despite the numerous differences between these four sectors, we have identified the possibility of addressing each of the impacts of each of the sectors according to three categories:

- “Upstream” impacts resulting from the extraction of raw materials, treatment, refining and transformation into the first usable unit or finished part (e.g raw material into an aluminum sheet);
- “Intermediate” impacts resulting from the transport of the product between its place of first transformation, its secondary transformations (e.g. sending the aluminum sheet from a factory abroad to a French distributor, then shipping to a boilermaker or sheet metal worker, cutting and shaping of the raw material and transformation into a case in which electronic products will be integrated);

- “Downstream” impacts related to the final use or application of the product (e.g. limitation of the product's impact on biodiversity, optimization of the energy related to the use of the product, management of the product's end-of-life or recycling, etc.).»

Without being able to determine the proportion of these upstream, intermediate and downstream impacts in the overall impact of the sector, we have chosen to focus our efforts on the intermediate impacts in the first stage. It is in this segment that Exail will be able to undertake impactful short-term initiatives.

Concerning the electronic components and boards segment (largest Exail segment in terms of Purchasing turnover), and thanks to its lead buyer, Exail has in its possession a complete map of the panel of manufacturers, distributors of electronic components but also of the panel of EMS (electronic card cabling).

- 34 EMS visited:
 - 70 % of the revenue generated with 7 EMS (60% with the top 2),
 - A 100% European and almost exclusively French panel;»
- Our top 11 EMS (80 % of the segment's Purchasing turnover) have:»
 - Average annual revenue of €24 million (SMEs/ISEs),
 - An average workforce of 132 employees;»
- 14 buyer groups met as well as most of the technical managers.

The visits and additional questionnaires showed that the groups on which our three largest EMS depend (54% of the segment's revenue) are strongly committed to a CSR approach; for example, our first supplier obtained a Silver medal following its ECOVADIS assessment, the second is publicly committed to its actions to reduce its carbon footprint, and the third is committed to projects with regenerative aims.

It can therefore be concluded that the suppliers in our electronics segment are already demonstrating an advanced level of maturity in terms of sustainability and that Exail must determine how it can capitalize on this maturity.

In 2025, the roadmap setting out the identified areas for optimization was put in place. For example, it took into consideration the following recommendations:

- Favor, whenever possible (fit, form, function), the selection of components produced in Europe or, failing that, the selection of dual sources in order to limit the impacts of climate or geopolitical events;
- Integrate social and environmental criteria into our supplier selection processes (RFI and audits);
- Integrate, from the pre-design phases, the component manufacturers so that they can direct us towards components offering the best conditions of durability, as well as the methods and industrialization departments of our EMS so that they can help us identify ways of reducing

our needs in terms of raw materials, energy, etc. related to the manufacturing process itself (sidewalls, nesting, design strategy, positioning of certain components on the boards, routing strategy, control strategy, etc.). This is consistent with our eco-design approach launched at the same time;

- Improve the supply policy in order to optimize the frequency of transport, production energy expenditure and the costs incurred:»
 - Safety inventory: avoids the need to (re)order a missing product in a hurry: urgent = transport with a high carbon footprint (plane 2-3 days vs. sea freight 4-6 weeks),
 - Strive for minimum launch quantities to avoid too frequent deliveries when possible;
- Implement forecasts (Manufacturing and sales plan, Production master plan) to promote the grouping of requirements, production orders and/or deliveries.

For the other families (wrought, machined or rare metals, chemical products, surface treatments), a similar approach is implemented on a more local and ad hoc basis, under the direct responsibility of the divisional purchasing directors and their teams, but with probably more limited levers due to the characteristics of the production markets and the constraints induced by the technologies of our products.

Indeed, Exail designs and produces highly technological and innovative solutions, which very often involves the selection of materials, processes and components that differentiate from a technological point of view and which, in practice, limits the possible sources of supply. In addition, Exail is mainly in the defense and aeronautics markets, whose regulatory requirements and limitations (standards, sources, traceability, etc.) are among the most restrictive in the industry, which limits the opportunities for substitution and optimization.

Example: some of our end-customers may impose restricted lists of manufacturers, qualified sources and/or standards for the supply of metals or chemicals.

MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

Exail considers the management of its relationship with its suppliers to be essential for an effective sustainable purchasing policy. Its objective is therefore to strengthen the integration of sustainable development and social responsibility issues in its supply chain.

In addition, the Company seeks to limit its carbon impact across its entire value chain and therefore favors partnerships with committed suppliers.

Exail's "Supplier and Partner Code of Conduct" serves to share these expectations and requirements in terms of social, ethical and environmental responsibility with its partners and suppliers. It aims to ensure that Exail's partners and suppliers comply with high standards in terms of human rights, working conditions, environmental protection and the fight against corruption. This document also promotes sustainable and responsible collaboration while aligning partner practices with Exail's commitments and values.

These social and environmental criteria have been integrated into the assessment of the current panel and in the selection of potential new suppliers.

To support this desire to develop commitment within its purchasing functions, collaboration has been set up between the CSR and Purchasing Departments. The objective is to integrate sustainability issues directly into the purchasing function.

In particular, it addresses the main Impacts, Risks and Opportunities (IRO) identified by the Group, such as social risks among suppliers (working conditions, health and safety), environmental impacts related to purchases (carbon footprint, resource consumption), as well as risks of ethical non-compliance, while contributing to opportunities for value creation through responsible and sustainable partnerships.

Exail has joined the United Nations Global Compact, committing itself to adopt, promote and apply, within its sphere of influence, the ten universally recognized principles in terms of human rights, labor law, protection of the environment, and the fight against corruption.

Stakeholder engagement

In order to ensure that its operational performance objectives are achieved under conditions guaranteeing the sustainability of its activities, Exail maintains an ongoing dialogue with its partners and major suppliers. By integrating them as early as possible in the value chain, they can make a positive contribution to the Company's impacts.

This dialogue is centralized by the purchasing and supply chain teams of the Group's various divisions, under the responsibility of each division's Purchasing Director. It is based on the principles set out in the Supplier and Partner Code of Conduct as well as on a set of social and environmental criteria defined by Exail, such as the standards of its purchasing and subcontracting policy. All buyers are trained to implement this policy on their portfolio of suppliers and are equipped with tools (RFI, Audit Matrix, deployment of a SRM tool in 2026) to assess the level of maturity of suppliers and, if necessary, to implement personalized support. The implementation of the SRM tool in 2026 will make it possible to centralize all supplier data, including data related to CSR.

The frequency of exchanges and assessments varies according to the importance of the supplier (revenue, criticality of the product or subcontracted activity) and its impact and/or the impact of its sector on the sustainability of Exail's activities; it can range from a one-off exchange when the supplier is qualified (RFI/Selection) if the level of maturity complies with Exail's requirements and/or the activity has a neutral impact, to more frequent exchanges such as quarterly Business & Quality Reviews or triennial audits on certain activities deemed critical.

Dedicated follow-up points on CSR issues are organized with the suppliers for whom gaps were identified through CSR questionnaires or during on-site audits. When gaps are noted, the supplier is asked to put in place an action plan making it possible to assess its willingness and ability to improve. In the absence of satisfactory progress, actions are taken to identify an alternative solution, while ensuring the continuity and security of supply.



Supplier communication channels

The Exail Supplier and Partner Code of Conduct provides for a dedicated system to bring the existence of the internal whistleblowing mechanism to the attention of external partners. In this respect, it specifies that suppliers have the opportunity to report any suspected violation of the Code» «that could have an impact on their relationship with Exail, whether it is allegedly committed by Exail employees, their employees and/or those of their own suppliers and partners. Through this approach, Exail ensures that its whistleblowing system is extended to its entire value chain and that it promotes the reporting of relevant information on risks and impacts.

Information on this subject is provided in Section 4.

Objectives with regard to suppliers»

The objectives common to all Exail activities as regards partners and suppliers mainly relate to operational performance:

- On Time Delivery (OTD) = number of supplier order lines delivered on time / total number of order lines received;
- On Quality Delivery (OQD) = quantity of compliant parts delivered / total quantity of parts received;
- % local suppliers.

Additional indicators are observed by the purchasing teams of most of Exail activities (rate of supplier dependence on Exail, financial health, periodic risk assessment), but at this stage they cannot be applied to all of Exail's activities through common objectives.

Obtaining responses to the CSR questionnaires was also one of the objectives set and for which the main suppliers were solicited in 2025. As such, priority was given to major suppliers, particularly in sectors identified as having an impact. This questionnaire allows us to assess their CSR maturity based on criteria in line with our commitments, to identify areas for improvement and to identify synergies in order to strengthen a responsible supply chain. Once this first step has been taken, the objective in 2026 will be to broaden the panel in order to obtain a more complete view of the CSR practices of all our suppliers. The definition of the new quantitative objectives is currently being structured and is therefore not available at this time. In addition, we have initiated a phase of individual interviews with certain suppliers. These initial meetings have made it possible to identify avenues of work to support them in the development of their action plan. The objective in 2026 will be to ensure regular monitoring of their progress throughout their process, through dedicated progress reports.

In addition, the code of conduct, revised in 2025, is now submitted for the signature of our major suppliers in terms of expenditure. The objective in 2026 will be to extend the panel of signatories to the most significant suppliers for Exail's activities or belonging to the sectors identified as having substantial impact (see Section 3.2 "Pragmatic approach and prioritization by impact sector"). The quantitative objectives are specified internally.

3.3 CONSUMERS AND END-USERS - [ESRS S4]

Consideration of the interests, views and rights of end-users

Exail strives to work closely with its customers. Our offering strategy is directly influenced by information from our customers regarding their main challenges and the future improvements they would like to see in our products. Feedback is regularly reported via our sales and support teams, which are deployed around the world, using established tools in order to take into account each request or complaint. The sales and support team works closely with our product managers and market teams to feed into R&D, thus contributing to a long-term approach to the incremental development of new functionalities or offers. Before and after the sale, the support team is present in the field with the customer, providing training and installation assistance, and offering all types of services when and where necessary. The feedback flow is therefore constant. In addition, any customer complaints are recorded in an efficient ticketing system, allowing us to monitor them until they are resolved.

Impacts, risks and opportunities related to Exail's contribution to the safety of its customers' critical operations

Exail seeks technological leadership by providing products and systems of very high performance and reliability to our customers for a wide variety of applications. Some of these applications have a concrete impact on people and their environment:»

- **Protection of people:**
 - Drone platforms keep people away from danger during mine clearance operations,
 - In the maritime sector, drones also make it possible to carry out operations that are sometimes dangerous due to the state of the sea. Many maritime operators are turning to drones for HSE reasons,
 - Our navigation systems based on fiber optic gyro technology go well beyond IMO standards and are independent of magnetic disturbances and GNSS. Knowing that the rise in international tensions increases the risk of interference with and deception of satellite positioning systems, many users protect themselves against these risks by choosing Exail systems whose performance ensures safety, even under degraded conditions;»
- **Reduced energy consumption:** the use of drones significantly reduces the carbon footprint compared to traditional ships. The DriX-016 consumes 50 to 100 times less fuel than a hydrographic survey vessel. With its 2,300 liters of fuel and a hybrid propulsion solution, the O-16 can cover 2,500 nautical miles at 8 knots, or 3,500 miles at 6.5 knots;

- **Fewer equipment renewals:** Exail ensures an extended life of its equipment through the technology of its products and its technical support. One of the major differentiators of Exail navigation systems is that they do not require any maintenance. Fiber optic gyro technologies are devoid of wear elements, unlike mechanical or laser gyro technologies;
- **Knowledge and protection of the environment:** Exail provides sensors and instruments for the scientific community worldwide. Our acoustic widths, our positioning equipment and our imaging sonars are used in many applications for assessing the impact on the environment and marine biodiversity. This is a substantial and growing business segment for Exail;
- **Collective security:** Exail provides remotely operated vehicle systems, autonomous drones and a set of instrumentation for demining applications (MCM, EOD) on land and at sea. The objective is to locate, characterize and neutralize explosive devices. Sometime these devices are unexploded ordnance. They may also be stored, lost, forgotten or deliberately buried or submerged munitions;
- **Infrastructure protection:** new needs are also emerging for the protection of energy and communication infrastructure. Drones and precision instrumentation can be used to provide surveillance and rapid response capabilities. We have built a solid reputation and are expected to respond to these new seabed management and control methods;

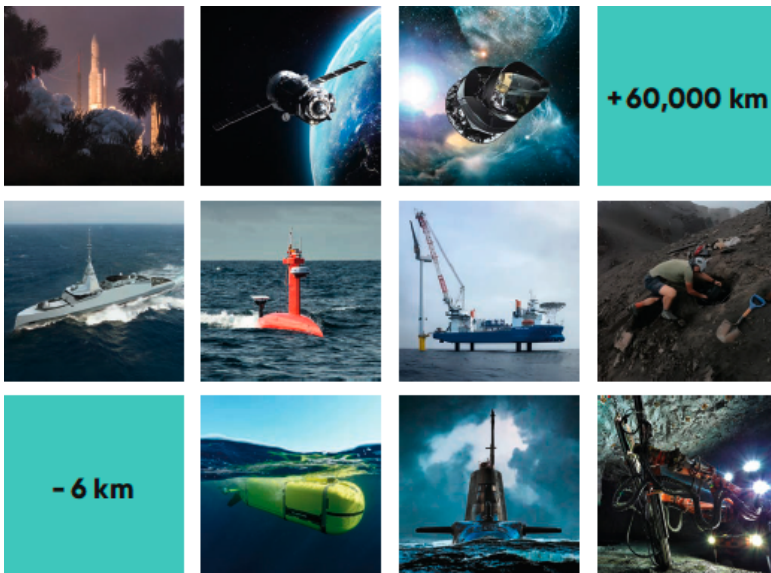
- **Military markets:** Exail addresses civil, space and military markets in a large number of different application areas. This diversity of markets, which enrich each other, is one of the keys to Exail's technological differentiation and its resilience. As a result, the Company can reduce the risk of dependence on a single market and on the geopolitical environment.

Description of the types of end-users subject to material impacts

Exail conducts its activity in a Business to Business relationship, with some exceptions. Its customers, professionals in the target sectors, are informed of, even involved in, the design and/or test cycles.

Exail's products address all critical environments from the seabed to space. Exail has become a quality benchmark both for increasing the performance of underwater vehicles and for the navigation of geostationary satellites. Exail capitalizes on its unique mastery of FOG technology to provide tangible benefits of precision and reliability in all environments. These feed into our R&D, positively impacting our environmental control (use, shocks, temperature, pressure, radiation, overall performance and functionalities).

FROM THE BOTTOM OF THE OCEANS TO SPACE



Policies adopted to manage the material impacts of our products and services on end-users, as well as the associated material risks and opportunities

Exail is increasing the training of its end-users in the use of its high-tech products and solutions. Customers and users benefit from the theoretical and practical contributions of Exail's sales and support teams on site or during operations.

Exail contributes to the safety of its customers' critical operations by:

- Including the customer in the development cycle;
- Basing its work on the standards and regulations governing the innovative technological fields in question;
- Integrating organizational and human factors into the appropriation of innovative solutions and their implementation.

In 2025, the QSE Department rolled out its policy, established in 2024, to the entire Group, which affirms the following commitments:

- Provide our customers with high-performance and reliable components, equipment and systems that meet their needs;
- Ensure the health and safety of our employees, as well as that of our customers and suppliers;
- Aim for the deployment of an approach integrating the life cycle approach.

Exail adopts a graduated approach to the dangers and risks in its activities. Solutions using pyrotechnic elements, batteries, lasers, etc. are the subject of specific studies to ensure that their use is safe throughout the life cycle.

For example, batteries are the subject of studies aimed at defining intrinsic characteristics to ensure their safety. The regulations applicable to maritime, air and rail transport are complied with. When necessary, for instance for the transport of hazardous materials, a safety advisor is consulted. Specific storage cabinets or containers are used, and loading and unloading are subject to specific operating methods and resources. Degraded modes and failure scenarios are considered through FMECA to define the prevention and protection measures necessary during operation.

The technological solutions offered by the Group may represent an opportunity in the context of the energy transition. The adoption of less cumbersome solutions requiring fewer resources for hydrography, oceanography, defense or energy presents an opportunity for our customers to reduce their greenhouse gas emissions.

Drones can:

- Be a substitute for the use of vessels;
- Make it possible to limit the use of vessels to the mission approach and supervision phases, whereas they are currently used for all phases;
- Make it possible to define less emissive vessels by using a hybrid ship-drone solution.

In 2025, Exail also celebrated the inauguration of the world's first 136-meter cargo sailing ship, for which its subsidiary MAURIC was able to provide its technical expertise, from the initial feasibility studies to the final construction plans. This ship generates 80 % fewer greenhouse gas emissions than conventional ships on the same routes, proving that commercial performance and environmental excellence can go hand in hand with maritime transport.

COMMITMENT AND RESPECT OF THE UNIVERSAL PRINCIPLES WITH REGARD TO END-USERS

Exail adheres to the United Nations Global Compact, reaffirming its commitment to universal principles in terms of human rights, international labor standards, the environment, and the fight against corruption. This commitment guides our consumer and end-user policies, ensuring their alignment with internationally recognized instruments such as the United Nations Guiding Principles on Business and Human Rights.

To date, there have been no reported cases of non-compliance with the UN Guiding Principles, the ILO Declaration or the OECD Guidelines involving consumers or end-users in our value chain. In the event that such cases are brought to our attention, we undertake to act transparently and implement appropriate corrective actions, in accordance with our international commitments.

Exail also has a Code of Conduct that serves as a framework to promote a culture of integrity, respect and responsibility. This document sets out the fundamental principles that all employees must follow to ensure exemplary conduct in the Company's activities.

The Code pays particular attention to relations with stakeholders, by establishing clear principles, particularly with regard to customers. The Company is committed to providing quality products and services, transparency and respect in exchanges, and protection of customer data. The Code aims to build and maintain relationships of trust, by promoting ethical and sustainable practices.

PROCESSES FOR ENGAGING WITH CONSUMERS AND END-USERS ABOUT IMPACTS

Exail works with a certain number of customers who are themselves involved in the technical choices and are involved in the design of the products and systems provided to them. This is the case for customers who specify the technical solution in detail or for partners with whom Exail co-develops innovative technical solutions.

The expectations expressed by customers and partners are recorded throughout the projects, i.e. during the consultation, contractualization and execution phases.

In the latter cases, Exail's sales, offerings, project management, R&D and design teams are on the front line to understand and implement the needs expressed by these stakeholders.

Whether they are specifying customers and partners or customers purchasing off-the-shelf solutions, Exail notes the points of view of its customers, partners and users through several channels. (see Section 1.6 "Exail's stakeholders").

Exail's Sales Department has support services whose objective is to respond to the requests expressed by customers after the delivery of product and system components. This is an important entry point for capturing customer dissatisfaction as well as unmet expectations.

In addition, to improve its customer feedback, Exail carries out several types of satisfaction surveys (intermediate delivery, final delivery, annual, general survey).

Events such as trade shows or other customer meetings are also a source of feedback concerning customer expectations and requirements. These discussions are conducted mainly with sales managers and product managers.

Customer communication channels

Information on this subject is provided in Section 4 / Business Conduct Information – [ESRS G1]

Measures taken regarding material impacts on consumers and end-users, and approaches to manage material risks and search for material opportunities related to consumers and end-users, and effectiveness of these measures

Exail offers its customers solutions implemented in various critical operations such as the intervention of naval or land defense forces, mine clearance, aircraft emergency situations, etc. Exail is involved throughout its design and manufacturing cycle to guarantee its customers and end-users solutions that can be reliably and sustainably operated.

Analyses, demonstrations and tests are carried out during the design cycle to ensure that contractual, regulatory and standard requirements are met. Specific tests and trials can be carried out to demonstrate the performance of the product, and to validate the processes or industrial scheme aimed at providing reproducible copies.

The production activities are subject to graduated controls (self-checks, cross-checks, independent checks) according to the characteristics to be obtained (safety, performance, etc.). When volumes so allow, manual, semi-automatic or automatic testing means can be used to ensure the reproducibility of deliverables.

The aforementioned methods aim to prevent or reduce any abnormal impact.

Almost all of the legal entities making up the Group have an ISO 9001- or EN 9100-certified quality management system for the sites operating in the aeronautics sector.

In addition to its quality certifications, Exail has obtained several non-financial ratings following dedicated questionnaires (EcoVadis, CDP, EthFinance, Morningstar, etc.), completed voluntarily or at the request of its customers. In 2025, following an EcoVadis assessment conducted according to the methodology applicable to category L companies (more than 1,000 employees), Exail obtained the bronze medal (Top 35%), following a change of category since it previously belonged to category M (100 to 999 employees).

Furthermore, products may be subject to inspection or, where applicable, certification by an inspection body or a supervisory authority (EASA, DGA, ASN, etc.). These verifications, controls and independent audits conducted by third parties attest, through regular reviews, to the compliance of the measures put in place.

The subcontractors, relevant stakeholders of the Group, are assessed, monitored, inspected and audited to ensure that supplies are kept under control and that they are compatible with the Group's requirements.

Exail's industrial sites are located in France and Belgium. The majority of the subcontractors are located in Europe near Exail's industrial sites. This localization aims in particular to guarantee control of the supply chain, both in terms of technical and non-technical requirements, respect for Human Rights, the SDGs, business ethics, etc.

The internal whistleblowing system enables customers and end-users to report any legal violations or corrupt practices. This system is made known to them in Exail's General Terms and Conditions of Sale, which in turn refer to the Group's website, which provides all related information and documents.

Action plans and resources to manage material impacts, risks and opportunities related to consumers and end-users

End-customers or users of Exail may benefit from training on their own initiative or on that of the customer. Depending on the technological solutions provided, Exail provides information packages relating to the products, their use and their end-of-life. This information is presented in documents such as data sheets, handbooks, user manuals, user guides, instructions and service logs, intended to clearly inform the user.

These documents facilitate the use of the products by customers and help reduce the risks associated with inappropriate use or underperformance of the equipment. User feedback is collected via various means (QR code,



questionnaires, hotline) or through dedicated contacts (support, sales, project teams). Feedback, reports of anomalies, expressions of customer and user satisfaction make it possible to enrich, improve and adapt the training, information documents and innovative technological solutions. They also help to prevent any risk of dissatisfaction related to a lack of support.

The high-tech solutions provided by Exail are finding new markets and meeting emerging needs. Within the context of these cutting-edge and disruptive technologies, it is essential to constantly adapt them to the uses and operational concepts desired by end-customers.

This approach represents a strategic lever of opportunities for Exail: it enables it to continuously improve the quality, reliability and ergonomics of the solutions thanks to feedback from the field, to strengthen customer satisfaction and loyalty, and to develop high value-added service offerings (training, support, maintenance). The proximity to users also contributes to differentiating Exail in demanding technological markets, by positioning the Company as a sustainable, responsive and attentive partner.

RESOURCES ALLOCATED TO IMPACT MANAGEMENT

The ISO 9001 or EN 9100 certifications and procedures within Exail demonstrate a high level of commitment in terms of quality, safety and process management. These standards require the implementation of a rigorous system led by the QSE (quality, safety, environment) teams and require cross-functional collaboration between all company functions:

1. **Alignment with the Company's strategy:** the Company's processes and actions must be consistent with its strategic objectives. This ensures that the quality approach effectively supports Exail's development ambitions and operational priorities;
2. **Analysis of the business context:** this includes identification of relevant stakeholders (customers, partners, employees, etc.), as well as understanding of the needs, expectations and constraints of the external and internal environment;
3. **Risk and opportunity management:** an in-depth analysis of the potential risks and opportunities must be carried out to anticipate potential problems and capitalize on levers for improvement;
4. **Customer audits:** customers can perform audits to verify that Exail's processes meet their specific requirements. These audits also make it possible to assess the Company's ability to integrate their expectations into its operational practices.

In short, these certifications ensure that the Company applies international standards in its management practices, while remaining focused on continuous improvement and customer satisfaction.

CYBERSECURITY

Exail takes an integrated and proactive approach to mitigate cybersecurity risks by combining:

- Compliance with recognized standards with the application of NIS 2 best practices and compliance with current directives;
- The presence of a dedicated cybersecurity team to manage these issues at all levels of the Company with a commitment to transparency towards our stakeholders;
- Raising awareness among internal and external stakeholders of the Company's cybersecurity issues.

These actions make it possible to strengthen the Company's resilience in the face of cyber threats while promoting transparency and trust with its customers and partners.

Our commitment to rigorous and transparent cybersecurity is an essential component of our sustainability strategy. By working hand in hand with our customers, we build relationships based on mutual trust, operational excellence, and a shared commitment to a secure and sustainable future.

At Exail, we consider the safety of consumers and end-users to be an essential responsibility. We are committed to ensuring that our internal practices, products and services do not expose our customers to cybersecurity risks. This commitment is reflected in a continuous improvement approach in terms of cybersecurity.

4 INFORMATION ON BUSINESS CONDUCT - [ESRS G1]

4.1 GOVERNANCE

Information on this subject is provided in Section 1.2 « Exail's governance ».

4.2 IMPACTS, RISKS AND OPPORTUNITIES RELATED TO BUSINESS CONDUCT

Information on this subject is provided in Section 1.8 « IRO management procedure and double materiality ».

4.3 CORPORATE CULTURE AND BUSINESS CONDUCT POLICIES

4.3.1 Business ethics and compliance

Within the Exail group, business ethics and compliance, in the broad sense of "compliance", govern the conduct of business.

Given the associated challenges (see Section 1.8 for the IRO perspective) and in line with its vision and values and the corporate culture it defends, the Company has formalized a statement on ethics and compliance (freely available on the Group's website). Stipulating that business ethics and compliance are key to its success and sustainable development, it establishes the Exail group's policy as regards business conduct.

This statement, approved at the highest level and applicable to the entire Exail group, is thus the keystone of all the compliance programs deployed and is binding on the behavior of all employees.

It is also applied in our own value chain via the Supplier and Partner Code of Conduct (freely available on the Group's website).

The governance aspects associated with business conduct are developed in Section 1.2 (see GOV-1).

4.3.2 Integrity system

More specifically, business ethics and compliance are based on the Group's integrity system, formally rolled out in September 2023 and structured around two key components:

- The corruption prevention and detection program or anti-corruption program (see Section 4.3.3);
- The internal whistleblowing system (see Section 4.3.4).

A structural component of the corporate culture with regard to business conduct, the integrity system is specifically promoted to all Group employees with a dedicated page on the MyExail intranet site.

The two main documents of the system, i.e. respectively for each of its components the Anti-Corruption Code of Conduct and the Internal Whistleblowing Procedure (freely available on the Group's website), are formally accepted by all employees under contract (in France from 2024, extended internationally from 2024).

4.3.3 Corruption prevention and detection program

A key component of Exail's integrity system, given the importance of the associated issues, the project to define the revised anti-corruption program for the Exail group (being set up at the time) was initiated in the second half of 2022 for an iterative multi-year deployment starting in 2023.

This program, adapting and improving the pre-existing programs, enables the Exail group to comply with the legal and regulatory requirements to which it is subject with regard to the prevention and detection of corruption, according to the requirements of French Act 2016-1691 of 9 December 2016, known as the Sapin II Act, as amended.

Section 4.4 provides additional information on the anti-corruption program (see G1-3). The training regarding the anti-corruption program is described in Sections 4.3.5 and 4.4.7 (see G1-3).

4.3.4 Internal whistleblowing system

A key component of Exail's integrity system, since September 2023, the Group has deployed a comprehensive internal whistleblowing system, duly linked to the anti-corruption program, as explained in detail in the internal whistleblowing procedure.

This system complies with the requirements of French Act 2016-1691 of 9 December 2016, known as the Sapin II Act, as amended by Act 2022-401 of 21 March 2022, known as the Wasserman Act, itself transposing Directive (EU) 2019/1937 of 23 October 2019 into French law. It thus enables the Exail group to comply with the legal and regulatory requirements to which it is subject with regard to the collection and processing of alerts and the protection of whistleblowers.

The following key points are of particular importance (the paragraphs mentioned refer to the whistleblowing procedure):

- The whistleblowing system allows any eligible person to report any subject falling within the scope of the system (see Sections II and III):
 - As such, it is open not only to employees, in a very broad definition, but also to various external interested parties as defined by the legal framework,
 - It makes it possible to report not only violations of the law as defined by the legal framework but also any breach of the Anti-Corruption Code of Conduct or any other Code or Charter formally applicable within the Exail group;
- In order to make this system as effective as possible, two reporting channels are made available to any whistleblower:
 - Via the internal contact persons (see IV.1, V and VI), either directly or through functional email addresses,
 - Via the outsourced ETHICORP platform (see V and VI);



- The system governs the processing of alerts, including with regard to the prevention of any conflict of interest and any internal investigations that may be launched (see IV and VII);
- Any whistleblower meeting the legal framework is strictly protected according to the provisions in force (see VIII to XIII);
- In addition to the Group's website, all elements of the internal whistleblowing system are available on the MyExail intranet site (see also XIV);
- The internal whistleblowing procedure is formally communicated to all employees with an employment contract within Exail.

The training on the internal whistleblowing system is developed in Section 4.3.4 (see also Section 4.4.7 in connection with the anti-corruption program).

4.3.5 Exposed functions and training system

In line with the statement on ethics and compliance, all Exail group employees are covered by the integrity system, which is the common foundation of business ethics and compliance.

When it was rolled out in September 2023, a series of specific awareness-raising webinars was conducted for all Group employees (in French and English), which were then made available on the dedicated page of the MyExail intranet site. In 2024 and 2025, a number of awareness-raising sessions were conducted on a pilot basis on certain sites, with certain functions and/or with certain staff in order to fine-tune the process of raising employee awareness of the integrity system, in parallel with the information simply made available to them on the intranet site.

In addition, more specifically in connection with the anti-corruption program (see also Section 4.4.7), the following functions are considered to be the most exposed:

- Management;
- Sales (including business development) and offers;
- Purchasing;
- Projects/programs, if in relation with third parties in countries and markets considered sensitive.

In 2025, in continuity with and in addition to the pilots carried out in 2024, awareness-raising and/or ad hoc training actions were therefore carried out for certain employees of these functions in order to continue to fine-tune the awareness-raising and/or enhanced training approach in connection with the anti-corruption program.

From early 2026, all awareness-raising and/or training actions related to business ethics and compliance will be harmonized and carried out according to an annual plan, and be provided in modules covering both the basis of the integrity system and the more advanced elements of the anti-corruption program (depending on the exposure of the functions concerned and in line with the associated risk mapping).

It should be noted that this consolidation of the awareness-raising and/or training system could not be completed by 2025, as planned in early 2025, due to the priority given to other operational activities. It will therefore be finalized during 2026, which will also make it possible to take into account the result of the update of the corruption risk mapping (see Section 4.4.2) as well as to be effectively articulated with the strengthening of the awareness-raising and/or training of new employees carried out by Human Resources.

An assessment will be carried out at the end of 2026 in order to ensure the sustainability of the awareness-raising and training system.

4.3.6 Supplier relationships and payment practices

At Exail, supplier payment practices are part of a responsible and fair business conduct approach, aimed at maintaining lasting and balanced relationships with all partners in the value chain. The Group is committed to complying with the applicable regulatory frameworks on payment terms and to preventing any practice likely to weaken its suppliers, in particular the most economically vulnerable.

Since the end of 2025, Exail has been monitoring the average payment terms with its suppliers in France on a consolidated basis. Until then, this monitoring had been carried out entity by entity using different methodologies. Over the financial year in question, the average supplier payment period was 61.95 days, with an average payment delay of 16 days compared to the contractual deadlines, with a compliance rate of 58.82 %. These indicators are regularly monitored by the purchasing and finance functions with the aim of continuous improvement.

The monitoring of payment terms is an essential lever for controlling risks related to supplier relationships and contributes to strengthening the transparency, trust and quality of the Group's business relationships. In the event of a significant or recurring discrepancy, corrective actions may be implemented to improve payment performance and ensure alignment of practices with the Group's commitments in terms of responsible business conduct.

A first level of qualification and attention on VSEs, to which the group wishes to be particularly attentive with shorter payment terms than the Group's standards, was made at the end of 2025 with the gradual implementation of adapted payment terms for entities with fewer than 10 employees not belonging to larger groups. The objective is to pay within 30 days after the month of invoicing by the supplier.

The Group is gradually rolling out invoice digitization tools to simplify the validation and payment of supplier invoices.

Information on the policy adopted by the Company in terms of relations with its suppliers and the way in which social and environmental criteria are taken into account for the selection of partners is provided in Section 3.2 "Suppliers and partners of Exail - [ESRS S2]".

4.4 PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

4.4.1 Corruption prevention and detection program

Already mentioned in Section 4.3.3, Exail's internal corruption prevention and detection program, or anti-corruption program, aims to combat corruption, including bribery and influence peddling.

This program enables the Exail group to comply with the legal and regulatory requirements to which it is subject with regard to the prevention and detection of corruption, according to the requirements of French Act 2016-1691 of 9 December 2016, known as the Sapin II Act, as amended. By extension, it also makes it possible to comply with the requirements applicable to the Exail group of the other legal and regulatory provisions in this area, for example those issued by the United Kingdom (UKBA) and the United States (FCPA).

Adapting and improving the pre-existing programs within the IXBLUE and ECA groups, the project to define the revised anti-corruption program for the Exail group (being set up at the time) was initiated in the second half of 2022 for an iterative multi-year deployment mainly conducted over the 2023 and 2024 financial years. In accordance with the annual assessment and the revised annual action plan, as prepared by the Compliance Director and presented to the Trade Compliance Committee in early 2025 (see Section 4.1), this deployment will be consolidated over the 2025 and 2026 financial years, thus finalizing the transition to an Exail anti-corruption program with the appropriate level of maturity.

As already mentioned in Section 4.3, the statement on ethics and compliance, as well as all the key documents relating to the integrity system, are published on the Group's website and are therefore freely accessible to all external stakeholders. A link is also made in the Supplier and Partner Code of Conduct, which in particular applies the integrity system to certain third parties in the Exail value chain.

In addition, as already mentioned in Section 4.3, all anti-corruption program documents are available to employees on the MyExail intranet site.

The following sections (4.4.2 and 4.4.3) provide additional information on the main components of Exail's anti-corruption program.

4.4.2 Risk mapping

The anti-corruption program is structured and deployed in line with the associated risk mapping, taking into account the Exail group's various activities in the countries where it is established or operates, in particular with regard to its relationships with third parties considered potentially more at risk of corrupt practices.

As decided by the Trade Compliance Committee in early 2025 (see above), a complete revision of the corruption risk

mapping was initiated during 2025 and is expected to be completed by the end of the second quarter of 2026. It will confirm the action plan to strengthen the anti-corruption program for the 2026-2028 period (three-year plan).

The various elements of the anti-corruption program will be adapted as necessary from 2026 in line with the results of this review of the risk mapping.

See also Section 4.2 for a list of the risk factors taken into account in the anti-corruption program.

4.4.3 Anti-Corruption Code of Conduct

Already mentioned in Section 4.3.2 as a pillar of Exail's integrity system, the Anti-Corruption Code of Conduct is the key document of the anti-corruption program, specifying in particular the following points:

- Reminder of the Exail group's "zero tolerance" for any form of corruption, in the broadest sense of the term, as already explained at the highest level in the Statement on Ethics and Compliance (see Section 4.3.1);
- Definition of its scope of application and its general principles;
- Definition of corruption;
- Presentation of situations at risk of corrupt practices with illustration of practical cases.

The Anti-Corruption Code of Conduct refers to the Gifts, Hospitality and Contributions Procedure, specifying the rules applicable within the Exail group on these subjects.

4.4.4 Assessment of third parties

In line with its business model and strong international exposure, as well as with the risk mapping (see Section 4.4.2), the assessment of third parties is a key element of the Exail group's anti-corruption program.

Consequently, a significant effort has been made on this point and a largely revised Know Your Partner (KYP) process has been defined, covering the various groups of third parties and the other most significant factors with regard to the risk of corruption (see IRO-1 in Section 4.2). Structured as a multi-level approach, it makes it possible to widen the scope of the assessment and raise the level of decision-making according to the level of perceived risk. Also benefiting from the integrated approach of the Legal and Compliance Department, it naturally distinguishes the assessment itself from the contractualization (including the integration of ad hoc clauses).

Launched in early 2024 with a first focus on commercial intermediaries, the deployment will be finalized with the other third-party groups in the course of the 2025 financial year.



4.4.5 Accounting controls

In addition to the standard provisions in force in the accounting processes concerning the segregation of duties, the technical provisions implemented in the software packages and the incremental verifications, specific measures were defined and deployed in 2024 pertaining to the validation of invoices from commissioned commercial intermediaries (see focus 2024 as explained in Section 4.4.4).

The accounting controls related to the anti-corruption program will be consolidated by the Legal and Compliance Department and the Financial Department during the 2025 financial year and completed in 2026, in line with the risk mapping (see Section 4.2.2).

4.4.6 Internal whistleblowing system

The internal whistleblowing system, generically incorporating the anti-corruption component, is further developed in Section 4.3.3.

More specifically, with regard to the anti-corruption program, the following elements will be specified:

- Any alert involving an incident of corruption is systematically and immediately reported to the Trade Compliance Committee, which will supervise any related internal investigation; In the event of an investigation involving one of the members of the Trade Compliance Committee, the person in question will be excluded from the committee in charge of the procedure [EG1];

- It is noted that the TCC will inform the Executive Chairman of Exail Technologies and the Non-Executive Chairman of Exail of the existence of any corruption alert in the Group, as soon as possible after its filing.

4.4.7 Training system

The general framework, the current state of play and the outlook for the business ethics and compliance training system, including the anti-corruption program, are mentioned in Section 4.3.4.

As indicated in Section 4.3.5, following the initial deployment of the integrity system at the end of 2023, awareness-raising and/or training actions were carried out in 2024 and 2025 on a pilot basis for certain functions, including those considered to be the most exposed (or "at risk"). However, given the pilot nature of these actions it is not possible to determine a percentage of the risk functions covered in 2024 and 2025.

More specifically in relation to the anti-corruption program, the awareness-raising and training plan will be structured from 2026, for the entire Exail group, around three modules as explained in the table below.

TABLE – AWARENESS / TRAINING MODULES RELATED TO THE ANTI-CORRUPTION PROGRAM

Module	Contenu	Cible
C1 – Presentation of the Exail integrity system	General presentation of the various components of the Exail integrity system (see Section § 4.3.2)	Any new employee with an employment contract
C2 – Training on the Exail anti-corruption program	Specific training on the Exail anti-corruption program, in line with the specificities of each function concerned	At least the employees considered to be the most exposed (see Section § 4.3.5)
C3 – Training on the assessment of third parties in connection with the Exail anti-corruption program	Advanced training on the assessment of third parties and the KYP process (see Section § 4.4.4), supplemented as necessary by related sub-modules according to the specificities of each function concerned	At least the employees in charge of the management of third parties concerned by the KYP process

4.4.8 Control, assessment and improvement system

In particular, a certain number of multi-level control points have been integrated into the process for assessing third parties and the associated accounting controls, distinguishing the roles of the operational functions concerned from the specific role of the Compliance Department.

As mentioned in Section 4.1 (see GOV-1), the entire anti-corruption program is controlled and assessed by the Compliance Director, who reports to the Trade Compliance Committee in its oversight role. The assessment and annual action plan presented to the Trade Compliance Committee make it possible to identify areas for improvement, integrated into the improvement projects in place.

4.4.9 Incidents of corruption or bribery

During the 2025 financial year and within the scope of the Exail group:

- There were no incidents of corruption or bribery;
- There were no convictions or fines for breaches of anti-corruption legislation or for acts of corruption;
- There were no breaches of the anti-corruption program.

4.5 ESTABLISHMENT OF AN INTERNAL CONTROL DEPARTMENT IN THE EXAIL GROUP

In 2025, in a context marked by increased requirements in terms of transparency, accountability and sustainable performance, as well as by the Group's increasing exposure due to its strong growth, Exail initiated the structuring of an Internal Control Department. This approach is fully in line with its desire to strengthen its governance and secure the achievement of its strategic, operational, financial and non-financial objectives.

The Internal Control Department is responsible for designing, deploying and managing a system for identifying, assessing and managing the risks to which the Group is exposed. It contributes to the reliability of the information produced, to compliance with applicable laws, regulations and standards, as well as to the efficiency of operational processes, including those relating to environmental, social and governance issues.

The establishment of this department is based on a gradual and collaborative approach, involving the Group's various entities and functions. The scope addressed is initially limited to the finance function and will be extended to other functions in a second phase.

The department is based on recognized standards such as the COSO and best practices in terms of internal control, while taking into account the specific nature of the Group's business lines and regions of operation. Formalized procedures, adapted control systems and actions to raise employee awareness will gradually be deployed in order to spread a culture of internal control and risk management at all levels of the organization.

One of the first actions initiated by this department concerns a campaign of self-assessment questionnaires covering all Group sites. This approach aims to establish an initial assessment of the maturity of our internal control environment. The results of this self-assessment, which are currently being processed, will also make it possible to target sites and processes that require actions to strengthen internal control.

Other actions have also been launched, including level 2 control campaigns on purchasing, inventory, travel expenses and HR processes.

In 2025, one case of fraud was detected by the level 1 control, and appropriate actions were quickly deployed. This case, whose financial impact was insignificant at the Group level, confirmed the effectiveness of the first levels of control.

By strengthening its internal control system, Exail affirms its commitment to sustainable, responsible and resilient growth. This approach helps to prevent major risks, improve decision-making and build stakeholder confidence, which is essential for long-term value creation.

APPENDICES

REGULATORY TABLES RELATED
TO THE EUROPEAN TAXONOMY

2025 TURNOVER

Financial year (N)	Year 2025	Substantial contribution criteria							Do No Significant Harm (DNSH) (%)				Activity category	
		Climate change mitigation (N,N,NEL) (N,N,NEL)	Climate change adaptation (N,N,NEL) (N,N,NEL)	Water pollution (N,N,NEL) (N,N,NEL)	Water pollution (N,N,NEL) (N,N,NEL)	Climate change adaptation (N,N,NEL) (N,N,NEL)	Biodiversity and ecosystems (N,N,NEL) (N,N,NEL)	Crucial economy (N,N,NEL) (N,N,NEL)	Proportion of turnover eligible for the taxonomy (A1, new A1/N) (N,N) (A2, new A1/N) (N,N)	Minimum substantial contribution (N,N) (N,N)	Crucial economy (N,N) (N,N)	Category (enabling or significant activity) (B) (N,N) (N,N)		
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY														
A.1 Environmentally sustainable activities (aligned with the taxonomy)														
Turnover from the environmentally sustainable activities eligible for the taxonomy (A1)														
Economic activities	Codes	Turnover (€M)	Share of turnover (%)	Climate change mitigation (N,N,NEL) (N,N,NEL)	Climate change adaptation (N,N,NEL) (N,N,NEL)	Water pollution (N,N,NEL) (N,N,NEL)	Water pollution (N,N,NEL) (N,N,NEL)	Climate change adaptation (N,N,NEL) (N,N,NEL)	Biodiversity and ecosystems (N,N,NEL) (N,N,NEL) <td>Crucial economy (N,N,NEL) (N,N,NEL)<td>Proportion of turnover eligible for the taxonomy (A1, new A1/N) (N,N) (A2, new A1/N) (N,N)<td>Minimum substantial contribution (N,N) (N,N)<td>Crucial economy (N,N) (N,N)<td>Category (enabling or significant activity) (B) (N,N) (N,N)</td></td></td></td></td>	Crucial economy (N,N,NEL) (N,N,NEL) <td>Proportion of turnover eligible for the taxonomy (A1, new A1/N) (N,N) (A2, new A1/N) (N,N)<td>Minimum substantial contribution (N,N) (N,N)<td>Crucial economy (N,N) (N,N)<td>Category (enabling or significant activity) (B) (N,N) (N,N)</td></td></td></td>	Proportion of turnover eligible for the taxonomy (A1, new A1/N) (N,N) (A2, new A1/N) (N,N) <td>Minimum substantial contribution (N,N) (N,N)<td>Crucial economy (N,N) (N,N)<td>Category (enabling or significant activity) (B) (N,N) (N,N)</td></td></td>	Minimum substantial contribution (N,N) (N,N) <td>Crucial economy (N,N) (N,N)<td>Category (enabling or significant activity) (B) (N,N) (N,N)</td></td>	Crucial economy (N,N) (N,N) <td>Category (enabling or significant activity) (B) (N,N) (N,N)</td>	Category (enabling or significant activity) (B) (N,N) (N,N)
A.2 Activities eligible for the taxonomy but not environmentally sustainable (not aligned with the taxonomy)														
Turnover from the activities eligible for the taxonomy but not environmentally sustainable (A2)														
Economic activities	Codes	Turnover (€M)	Share of turnover (%)	Climate change mitigation (N,N,NEL) (N,N,NEL)	Climate change adaptation (N,N,NEL) (N,N,NEL)	Water pollution (N,N,NEL) (N,N,NEL)	Water pollution (N,N,NEL) (N,N,NEL)	Climate change adaptation (N,N,NEL) (N,N,NEL)	Biodiversity and ecosystems (N,N,NEL) (N,N,NEL) <td>Crucial economy (N,N,NEL) (N,N,NEL)<td>Proportion of turnover eligible for the taxonomy (A1, new A1/N) (N,N) (A2, new A1/N) (N,N)<td>Minimum substantial contribution (N,N) (N,N)<td>Crucial economy (N,N) (N,N)<td>Category (enabling or significant activity) (B) (N,N) (N,N)</td></td></td></td></td>	Crucial economy (N,N,NEL) (N,N,NEL) <td>Proportion of turnover eligible for the taxonomy (A1, new A1/N) (N,N) (A2, new A1/N) (N,N)<td>Minimum substantial contribution (N,N) (N,N)<td>Crucial economy (N,N) (N,N)<td>Category (enabling or significant activity) (B) (N,N) (N,N)</td></td></td></td>	Proportion of turnover eligible for the taxonomy (A1, new A1/N) (N,N) (A2, new A1/N) (N,N) <td>Minimum substantial contribution (N,N) (N,N)<td>Crucial economy (N,N) (N,N)<td>Category (enabling or significant activity) (B) (N,N) (N,N)</td></td></td>	Minimum substantial contribution (N,N) (N,N) <td>Crucial economy (N,N) (N,N)<td>Category (enabling or significant activity) (B) (N,N) (N,N)</td></td>	Crucial economy (N,N) (N,N) <td>Category (enabling or significant activity) (B) (N,N) (N,N)</td>	Category (enabling or significant activity) (B) (N,N) (N,N)
B. ACTIVITIES NOT ELIGIBLE FOR THE TAXONOMY (%)														
Turnover from the activities not eligible for the taxonomy														
TOTAL (A + B)														

2025 CAPEX

Reported year (N)	Year 2025		Substantiated contribution criteria										Do No Significant Harm (DNSH) (N)		Activity category		
			Scope	CAPEX (M€)	Code	Climate change mitigation (N/A, N/A2)	Climate adaptation (N/A, N/A2)	Water (N/A, N/A2)	Pollution (N/A, N/A2)	Circular economy (N/A, N/A2)	Biodiversity ecosystems (N/A, N/A2)	Minimum safeguards (A.1 or A.2) (N/A, N/A2)					Proportion of turnover (N/A, N/A2)
Economic activities	A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY (N)																
A.1 Environmentally sustainable activities (aligned with the taxonomy)																	
Copies of the environmentally sustainable activities (A.1) eligible with the taxonomy (A.1)																	
			0	0%		0%	0%	0%	0%	0%	0%					0	
Of which enabling (N)																	
			0	0%		0%	0%	0%	0%	0%	0%					0	
A.2 Activities eligible for the taxonomy but not environmentally sustainable (not aligned with the taxonomy)																	
Real estate construction, waste management																	
			0	0%		N	N	N	N	N	N					0	
Copies of the activities eligible for the taxonomy but not environmentally sustainable (A.2) not eligible with the taxonomy (A.2)																	
			0	0%		0%	0%	0%	0%	0%	0%					0	
B. ACTIVITIES NOT ELIGIBLE FOR THE TAXONOMY (N)																	
Copies of the activities not eligible for the taxonomy																	
			351	100%													
TOTAL (A+B)			351	100%													

2025 OPEX

Financial year N	Year 2025		Substantiated contribution criteria										Do No Significant Harm (DNSH)		Activity category			
	Code	OpEx (€)	Share of OpEx (%)	Climate change adaptation (N/A/NUL)	Climate change mitigation (N/A/NUL)	Water (N/A/NUL)	Pollution (N/A/NUL)	Circular economy (N/A/NUL)	Biodiversity and ecosystems (N/A/NUL)	Climate change adaptation (N/A/NUL)	Climate change mitigation (N/A/NUL)	Water (N/A/NUL)	Pollution (N/A/NUL)	Circular economy (N/A/NUL)	Biodiversity and ecosystems (N/A/NUL)	Minimum waste (N/A/NUL)	Proportion of turnover/turnover of the economy (A.1) (N/A/NUL)	Category (including transitional activities) (B) (T)
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY (%)																		
A.1 Environmentally sustainable activities (aligned with the taxonomy)																		
Of the environmentally sustainable activities (aligned with the taxonomy)																		
Of which transitional (%)																		
Of which enabling (%)																		
A.2 Activities eligible for the taxonomy but not environmentally sustainable (not aligned with the taxonomy)																		
Of the activities eligible for the taxonomy but not aligned with the taxonomy (A.2)																		
B. ACTIVITIES NOT ELIGIBLE FOR THE TAXONOMY (%)																		
Of the activities not eligible for the taxonomy																		
TOTAL (A + B)			245	100 %														
			245	100 %														

2025

SHARE OF TURNOVER/(ABSOLUTE TURNOVER)

	Aligned	Eligible
Climate change mitigation	0 %	0 %
Climate change adaptation	0 %	0 %
Water and marine resources	n/a	0 %
Circular economy	n/a	0 %
Pollution	n/a	0 %
Biodiversity and ecosystems	n/a	0 %

SHARE OF CAPEX/(ABSOLUTE CAPEX)

	Aligned	Eligible
Climate change mitigation	0 %	0 %
Climate change adaptation	0 %	0 %
Water and marine resources	n/a	0 %
Circular economy	n/a	0 %
Pollution	n/a	0 %
Biodiversity and ecosystems	n/a	0 %

SHARE OF OPEX/(ABSOLUTE OPEX)

	Aligned	Eligible
Climate change mitigation	0 %	0 %
Climate change adaptation	0 %	0 %
Water and marine resources	n/a	0 %
Circular economy	n/a	0 %
Pollution	n/a	0 %
Biodiversity and ecosystems	n/a	0 %

REGULATORY TABLES RELATED TO THE EUROPEAN TAXONOMY
2024 TURNOVER

Economic activities	Codes	Turnover (M€)	Share of turnover (%)	Climate change adaptation (N/A % EU)	Climate change mitigation (N/A % EU)	Water (N/A % EU)	Pollution (N/A % EU)	Circular economy (N/A % EU)	Biodiversity and ecosystems (N/A % EU)	Climate change adaptation (N/A % EU)	Climate change mitigation (N/A % EU)	Water (N/A % EU)	Pollution (N/A % EU)	Circular economy (N/A % EU)	Biodiversity and ecosystems (N/A % EU)	Minimum safeguards (N/A % EU)	Proportion of turnover eligible for the taxonomy (A1 or A2) (N/A % EU)	Category (aligned with taxonomy) (N/A % EU)	Category (not aligned with taxonomy) (N/A % EU)
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY																			
A.1 Environmentally sustainable activities (aligned with the taxonomy)																			
Turnover from the environmentally sustainable activities aligned with the taxonomy (A1)																			
Oil and gas extraction (N)		0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Oil and gas refining (N)																			
Oil and gas extraction (N)																			
Oil and gas refining (N)																			
A.2 Activities eligible for the taxonomy but not environmentally sustainable (not aligned with the taxonomy)																			
Turnover from the activities not environmentally sustainable (not aligned with the taxonomy) (A2)																			
Oil and gas extraction (N)		0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Oil and gas refining (N)																			
B. ACTIVITIES NOT ELIGIBLE FOR THE TAXONOMY (N)																			
Turnover from the activities not eligible for the taxonomy																			
Oil and gas extraction (N)		325	100%																
Oil and gas refining (N)		325	100%																
TOTAL (A + B)																			

2024 OPEX

Financial year N	Year 2024	Standard on transition criteria										Do No Significant Harm (DNSH)					Activity category					
		Codes	Share of Opex (€)	Share of Opex (%)	Climate change (with N/A)	Climate change (with N/A)	Water (N/A/NEL)	Pollution (N/A/NEL)	Coastal and marine resources (N/A/NEL)	Climate change (with N/A)	Climate change (with N/A)	Biodiversity and ecosystems (N/A/NEL)	Climate change (with N/A)	Water (N/A)	Pollution (N/A)	Coastal and marine resources (N/A)	Biodiversity and ecosystems (N/A)	Minimum safeguards (N/A)	Proportion of Opex with the taxonomy (A.1) (N/A)	Proportion of Opex with the taxonomy (A.2) (N/A)	Category (enabling activity) (B)	Category (transition activity) (C)
Economic activities																						
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY (%)																						
A.1 Environmentally sustainable activities (aligned with the taxonomy)																						
One of the environmentally sustainable activities aligned with the taxonomy (A)																						
Of which enabling (%)																						
			0	0 %																		
			0	0 %																		
A.2 Activities eligible for the taxonomy but not environmentally sustainable (not aligned with the taxonomy)																						
One of the activities eligible for the taxonomy but not aligned with the taxonomy (A.2)																						
			0	0 %																		
B. ACTIVITIES NOT ELIGIBLE FOR THE TAXONOMY (%)																						
One of the activities not eligible for the taxonomy																						
			100	100 %																		
TOTAL (A + B)																						

2024

Share of TURNOVER/(absolute turnover)

	Aligned	Eligible
Climate change mitigation	0 %	0 %
Climate change adaptation	0 %	0 %
Water and marine resources	n/a	0 %
Circular economy	n/a	0 %
Pollution	n/a	0 %
Biodiversity and ecosystems	n/a	0 %

Share of CAPEX/(absolute CAPEX)

	Aligned	Eligible
Climate change mitigation	0 %	26 %
Climate change adaptation	0 %	26 %
Water and marine resources	n/a	0 %
Circular economy	n/a	0 %
Pollution	n/a	0 %
Biodiversity and ecosystems	n/a	0 %

Share of OPEX/(absolute OPEX)

	Aligned	Eligible
Climate change mitigation	0 %	0 %
Climate change adaptation	0 %	0 %
Water and marine resources	n/a	0 %
Circular economy	n/a	0 %
Pollution	n/a	0 %
Biodiversity and ecosystems	n/a	0 %

exail