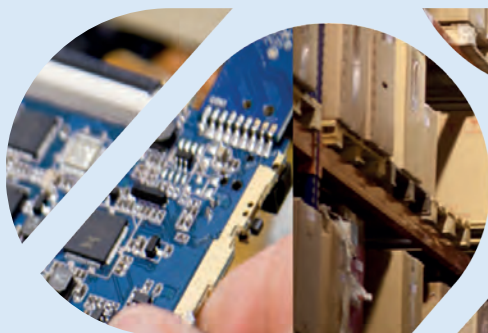




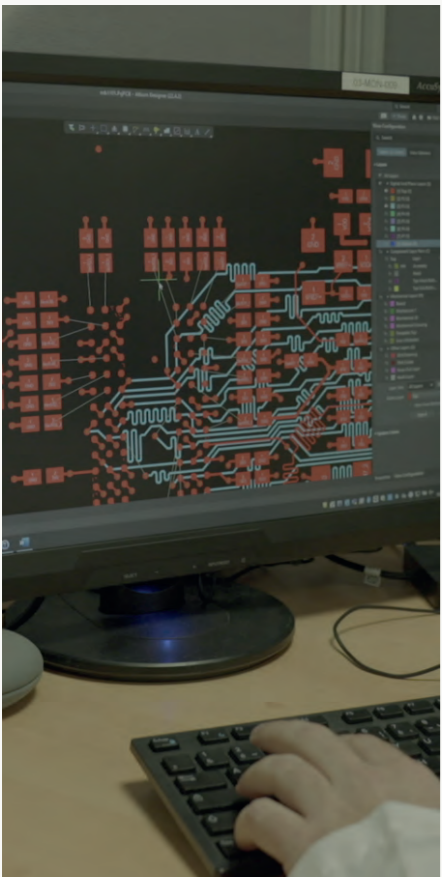
EXTRA-FINANCIAL REPORTING

2023



NSE Group

www.nse-groupe.com



**NSE GROUP
A WORLD
OF
SERVICES**



SUMMARY

- 01** GROUP PROFILE3
- 02** CSR VISION AND PROSPECTS17
- 03** CSR CHALLENGES AND STRATEGY.....27
- 04** NSE'S CSR COMMITMENTS.....29
- 05** POLICY ON THE MOST MATERIAL ISSUES.....33
- 06** SOCIAL POLICY.....49
- 07** RESPONSIBLE PURCHASING.....69
- 08** ENVIRONMENTAL POLICY.....71
- 09** SOCIAL POLICY AND LINKS WITH THE TERRITORY.....75

EDITORIAL FROM THE PRESIDENT

Philippe Brel - Chairman of the Executive Board



Hello everyone,

In 2023, NSE proudly celebrated its 40th anniversary with all its employees. NSE has grown from humble beginnings in Nizerolles in October 1983 to international recognition today. Over the decades, our growth has been fueled by strategic mergers and key acquisitions, allowing us to become a key player in sectors as varied as Defense, Aerospace, Mobility and Industry, and Electronics Services.

Our success is based on a continuous commitment to improvement, integrating a constant search for quality and efficiency in our internal processes and our relationships with our ecosystem. This quest for excellence has been the foundation of our sustained growth, based on solid values: stringency, honesty, work, frankness, humility.

Since the launch of our CSR approach, we have come a remarkable way. Many advances deserve to be highlighted: the completion of our second carbon assessment, awareness initiatives, the launch of our responsible purchasing approach concretized by the deployment of our responsible purchasing policy, and more recently, the preparation for the CSRD Directive. You will also discover many other areas of progress throughout this report.

NSE now has the maturity necessary to move forward decisively in the CSR approach. We are convinced that responsible and sustainable actions contribute not only to the sustainability of our company, but also to our long-term competitiveness.

We remain firmly determined to make our CSR approach a priority within NSE, by integrating it as one of the pillars of our Ambition 2027 plan.

PURPOSE **THE CORE VALUES** **OF NSE**

STRINGENCY

HONESTY

WORK

FRANKNESS

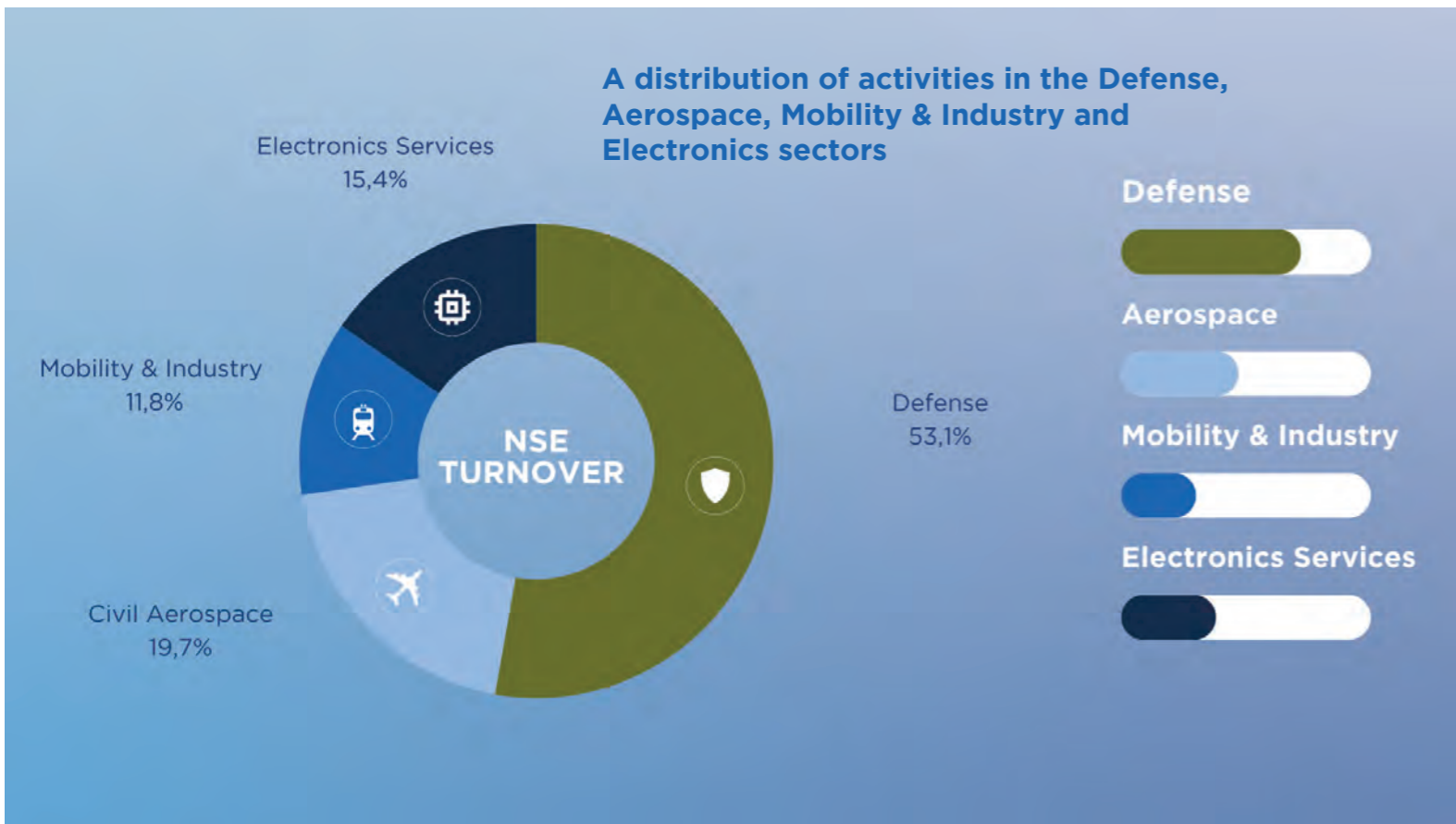
HUMILITY

PROFILE GROUP

NSE
ONE GROUP,
ONE ORGANISATION

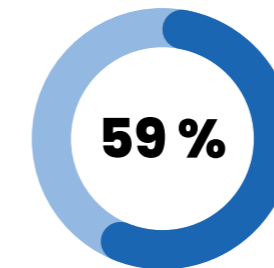
The Group's customers belong to 4 sectors: **Defense (Air, Land, Sea), Aerospace, Mobility & Industry and Electronics.**

The processes applied to all operations are similar, sharing advanced know-how in integration and cabling.



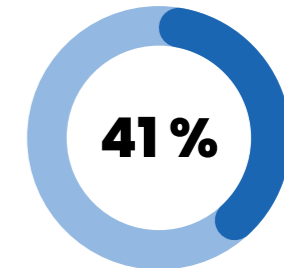
NSE Groupe is an international industrial group specializing in the Defense, Aerospace, Mobility and Industry sectors as well as Electronics. The Group provides tailor-made solutions, thanks to a complete range of know-how with high added value: engineering, cabling, integration, maintenance, logistics and repair.

NSE's customers, particularly in the Defense and Aerospace sectors, are manufacturers who develop complex electronic systems. The Group provides them with products and services adapted to each of their technological challenges.



BU SERVICES
59% TURNOVER

In order to meet its different needs, NSE's activities are divided into 2 BUs, supported by shared cross-functional functions: Human Resources, Quality, IT, Finance, Purchasing, Legal, etc.



BU INTERCONNEXION
41% TURNOVER

BU SERVICES

The Services Business Unit specializes in aeronautical maintenance activities for removed equipment and aircraft, as well as technical and logistical support activities for the Defense sector. The BUS also offers specific military equipment: an infrared shooting training system, nitrogen suitcases and an independent odometer. NSE also offers after-sales service for the Electronics sector.

BU INTERCONNEXION

The Interconnexion Business Unit offers tailor-made design and integration solutions and develops complex cabling and integrated embedded systems (Mechanical, Electrical, Electronics, Optical, Optronics, and embedded software). It covers a wide diversity of professions, from engineering to manufacturing, including industrialization. The BUI also includes different equipment: harmonization of cockpits and lights for night vision, flight parameter recorders, geolocation systems, as well as various other on-board equipment.

The NSE group offers global MRO solutions, including logistical and technical support to accompany the armed forces in France and internationally. NSE also offers Build-To-Print & Build-To-Spec, with a full range of services: design, prototyping, testing and qualification, integration, industrialization, pre-series and in series production.

NSE designs, develops, certifies and integrates high-reliability on-board electronic equipment for civil and military aeronautics players. The NSE MRO hangar guarantees the maintenance and modernization of aircraft. We also have 2 sites dedicated to the MCO of deposited materials.

The NSE group offers Build-To-Print & Build-To-Spec, with a full range of services: design, prototyping, testing and qualification, integration, industrialization, pre-series and series production, in the Mobility and Industry sectors.

The NSE group offers a complete service solution to ensure after-sales service and deployment for Electronics manufacturers and distributors: a global and customizable offering of "One-roof concept" services, provided under a white label.

NSE
AN
INTERNATIONAL
GROUP

La structure internationale de NSE illustre la pluralité du groupe et sa compétitivité. Le groupe est composé de 6 filiales présentes sur 5 continents permettant une proximité totale avec ses clients : NSE Automatech et NSE TLS (Canada) ; NSE Brasil (Brésil) ; NSE Aéro Maroc ; NSE India et Hical-NSE (Inde).

NSE TLS
Technical & Logistics Services

Our history

Created in 2018 - Shareholders 50% NSE, 50% Drakkar

What do we do ?

- Customer interface
- Transportation and warehousing management
- Supply Chain/Logistics
- Repair
- Manufacturing support
- 40,000 m² of storage space

NSE Aéro Maroc

Our history

Created in 2014 - Shareholders 100% NSE

What do we do ?

- Wiring & integration
- Integration (Aerospace & Defense): boxes, enclosures, electrical cabinets, etc.
- Wiring: harnesses & cables
- Automatic wiring test
- EN 9100 certified

NSE Brasil

Our history

Created in 2011 - Shareholders 100% NSE

What do we do ?

- Complex wiring & on-board electronic integrations
- Complex integration (Aerospace & Defense): boxes, enclosures, electrical cabinets
- Wiring: harnesses & cables
- Auto Test & Wiring Repair
- Maintenance & logistics support

NSE Automatech

Our history

Created in 2009 - Shareholders 100% NSE

What do we do ?

- High precision machining & Wiring & integration
- Surface finishing
 - Integration (Aerospace, Defense, Medical): boxes, enclosures, electrical cabinets
 - Wiring: harnesses & cables, automatic test & laser marking on wire

Hical NSE

Our history

Created in 2012 - Shareholders 51% Hical, 49% NSE

What do we do ?

- Complex wiring & on-board electronic integrations
- Integration (Aerospace, Defense): boxes, enclosures, electrical cabinets
 - Wiring: harnesses & cables
 - Automatic wiring test
 - Eligible for Offsets
 - Exemption from Import-Export taxes

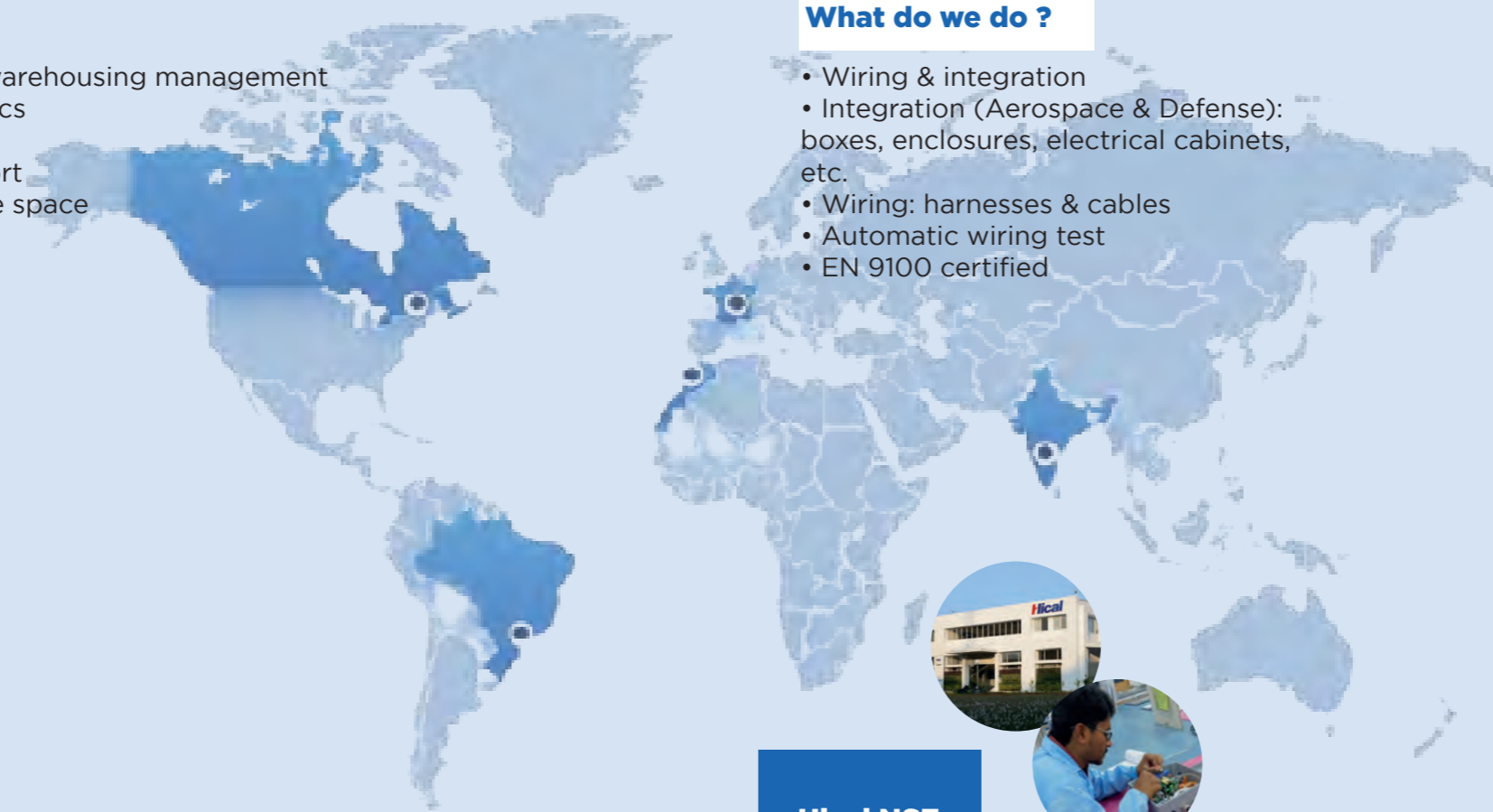
NSE India

Our history

Created in 2018 - Shareholders 100% NSE

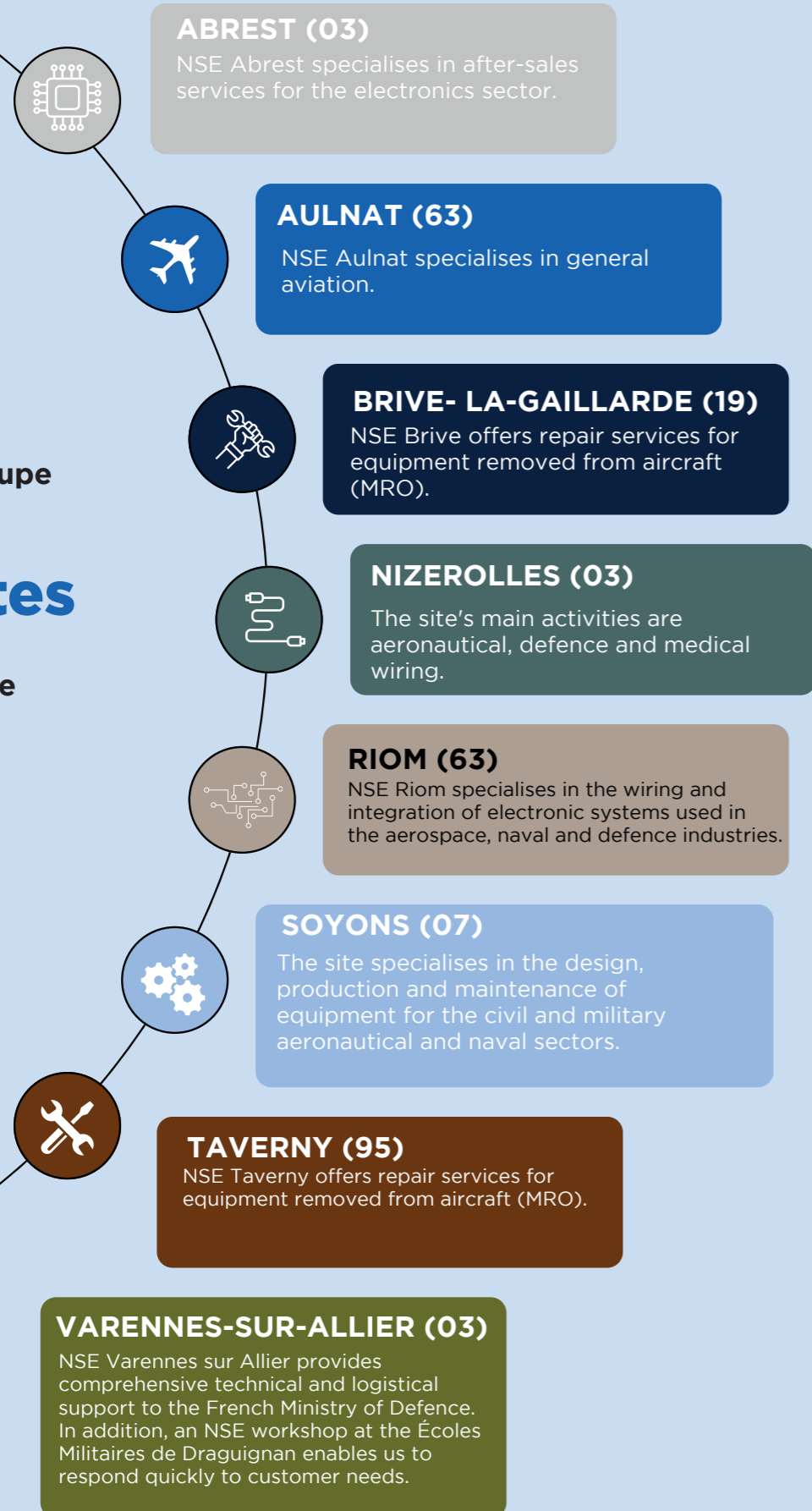
What do we do ?

- Equipment maintenance & engineering capabilities
- Design and manufacturing of avionics equipment and test benches
 - Equipment maintenance
 - Design and reengineering (obsolescence management)
 - AS9100D certified



Since its creation in 1983 and with its family shareholding, NSE has invented global solutions and products with high added value thanks to the know-how of its 510 employees, including 117 internationally.

The Groupe has
8 sites
In France



● 1983

Creation of NSE

Nizerolles Systèmes Electroniques

● 2004

Launch of **international expansion**

● 2005

First ISO 14001 certification for the Abrest site

● 2011

Acquisition of ECT-Industries
Merger of NSE Integration & NSE Services

● 2012

Merger ECT & NSE Holding: **NSE Industries**

● 2015

Merger NSE INDUSTRIES in NSE:
Organization into 3 Business Units

● 2017

Conversion of NSE en into a public limited company with an **Executive Board and Supervisory Board**

● 2022

Ongoing **development in value-added and international markets**

● 2023

Consolidation of Integration & Conception Business Units Integration & Design in BU Interconnexion

NSE

BUSINESS ENVIRONMENT

● 2024

New Supervisory Board members



Supervisory Board members
Isabelle CARRÈRE (Vice-Chairman of the Supervisory Board) - **Stéphane MAYER** (Chairman of the Supervisory Board) - **François LACOSTE** (Supervisory Board member representing NSE Participations).

Membres du Directoire



Philippe BREL
Chairman of the Executive Board



Alain ROCHER
Member of the Executive Board - Vice-President Services



Laurent DEBARET
Member of the Executive Board - Group Chief

NSE
BUSINESS
ENVIRONMENT

The NSE group is led by an Executive Board which is responsible for the operational management as well as the representation of the company, in accordance with its strategy and its organization, under the control of the Supervisory Board.

The Supervisory Board, chaired from March 2024 by Mr. Stéphane MAYER, defines the company's strategy and verifies its application, sets and controls the delegations given to the Executive Board.

The appointment of Mr. Stéphane MAYER and Mrs. Isabelle CARRÈRE, who both have, in addition to their experience in business management, their financial expertise and their skills in governance, in-depth knowledge of the Aerospace and Defense sectors marks the desire of the NSE group to continue its activities in continuity, in France and internationally, for the benefit of all stakeholders, particularly its customers, and its professional and committed employees.

The outgoing President, François LACOSTE wishes to express all his recognition and thanks to Alain REMUZON and Lise CAUCHY-LACOSTE for their actions, their work, their analyzes and their strong commitments over all these years in the interest of NSE.

The company culture is built around the values of NSE, defined by the founder of the company François LACOSTE. These values, which constitute the glue of the company, are intended to be shared by everyone: employees whatever their functions, suppliers, partners. To this end, they are systematically associated with internal communications. They are also displayed on all company sites and available on the company website. Based on these values, customer satisfaction, safety of people/facilities and preservation of the environment are at the heart of the company's concerns.

The dimension of continuous improvement, in a particularly demanding industrial environment, is considered essential by the Group. A performance management system applies to internal processes as well as to relations with suppliers, with numerous certifications depending on the specificities of the sites.

NSE: 40 years of innovation,

growth and international commitment

A WORD FROM...

Philippe BREL
Chairman of the Executive Board



We express our gratitude to our customers, partners and collaborators who have contributed to making NSE a company of International fame.



NSE proudly celebrates its 40th anniversary, from humble beginnings in Nizerolles in October 1983 to international fame today. Over the decades, our growth has been fueled by strategic mergers and key acquisitions, allowing us to become a major player in sectors as varied as Defense, Aerospace, Transportation and Industry, and Electronics Services. Our success is based on a continuous commitment to improvement, integrating a constant search for quality and efficiency in our internal processes and our relationships with suppliers. This quest for excellence has been the foundation of our sustained growth, based on solid values: rigor, honesty, work, frankness, humility. NSE excels in the design and integration of complex electronic systems, successfully navigating innovative areas such as mobility and energy management. We are recognized for our ability to respond precisely and efficiently to the needs of our customers. These 40 years not only reflect our past, but also the foundation on which we will build the decades to come, focused on excellence, growth and success.



Customers

The Group’s customers belong to 4 sectors:

- Defense
- Aerospace
- Mobility & Industry
- Electronics



Suppliers

The processes applied to all operations are similar, with specific know-how in integration and cabling in common. NSE’s customers are equipment manufacturers, aircraft manufacturers and operators (including the Ministry of the Armed Forces).

NSE operates in a highly regulated environment requiring technical certifications and approvals, particularly in the aerospace, military and banking sectors. The latter enter into lasting relationships with their suppliers for whom the quality of products/services, the scalability of the offer, business ethics, risk management and cybersecurity are central concerns.

NSE has a panel of more than 800 suppliers for its industrial and general purchasing. For its industrial activities, the Group uses suppliers in the mechanical and electronics sectors in particular. As part of the application of the General Conditions of Purchase and the Supplier Quality Requirements notified on any purchase order, all suppliers have the obligation, among other things, to respect precise rules concerning REACH & RoHS standards. For its operation, NSE uses temp agencies and recruitment firms, purchases work clothing, provides services on buildings, energy, waste and surveillance, as well as IT and consulting services. Establishing partnership relationships with strategic suppliers represents an essential axis for NSE.

Ecosystem and partnerships established

NSE operates in a rich professional ecosystem which allows it to regularly meet with customers and suppliers, to conduct commercial and technological monitoring, to participate in consultations on the future of the sectors concerned and to take part in collaborative innovation.

NSE is, among other things, a member of GICAT, GIFAS and the Aerospace Cluster Auvergne-Rhône-Alpes and CIMES.



GICAT is a professional group which has more than 380 members. Its members, French land and airland defense and security manufacturers, cover a wide spectrum of industrial, research, service and advisory activities for the benefit of military and civil, national and international components.

Le GIFAS is a professional federation which brings together more than 366 companies which specialize in the study, development, production, marketing and maintenance of all aeronautical and space programs and equipment. GIFAS positions itself as a leader in innovation.

THE AEROSPACE CLUSTER AUVERGNE-RHÔNE-ALPES is the network of players in the aeronautics, space and defense industry in the Auvergne-Rhône-Alpes region. This group brings together more than 200 members whose main areas of activity are materials and processes, embedded systems & MRO.

LE CIMES is the competitiveness cluster for engineering and solutions for efficient, responsible, personalized industrial manufacturing production. It brings together 570 companies and research organizations.

LE CERCLE DE L’ARBALETE is an association whose mission is to bring together the action of different individuals and legal entities wishing to contribute to the influence and equipment of special forces. The association thus wishes to contribute to increased efficiency in R&D dedicated to special operations by seeking to promote a vision of innovative industry at the service of the nation.

VERTICAL AVIATION INTERNATIONAL is a non-profit trade association serving the international helicopter and vertical flight industry. For nearly 75 years, VAI has set safety guidelines and promoted the professionalism and economic viability of the industry. Today, VAI provides support and services to more than 3,800 member organizations.

In continuation of the actions launched in 2020, to develop and support market developments, NSE is a committed actor within the multi-scale territorial ecosystem bringing together the community of actors (companies, organizations or associations, educational institutions or research, customers and suppliers, etc.) who work together to bring projects to fruition in accordance with the societal and industrial competitiveness challenges of NSE.

This type of cooperation between different actors can take the form of flexible strategic partnerships, such as innovation platforms, co-development of Proofs of Concept or even the sharing of infrastructure or resources (human, material), on fixed durations

“Connecting actors in this ecosystem of knowledge, resources and technologies contributes to strengthening employment and access to skills in our territories.”

Jean BONNEL
Vice President Operations France

One of the objectives consists in particular of pooling initiatives with actors who share similar problems (recruitment, jobs, training) to identify concrete and accessible solutions.

There are also important exchanges with the Lycée Roger Claustre, the UCA, PolyTech Clermont, but also Hall32 and GRETA with whom we participate in supplying the training sector with the skills that we lack or which will be in tension in the future in the Auvergnat employment area. In the Drome-Ardèche sector, it is with the ESISAR of Valence/Grenoble (the National School of Advanced Systems and Networks) that NSE establishes very close relationships of annual collaboration on innovative projects and on intellectual services of high level.



FINANCIAL CAPITAL

> 77M turnover

Family business -
Healthy cash flow -
Investment plan -
Stable long-term
shareholding

Essential support for a
long-term strategy

INDUSTRIAL CAPITAL

> 7 sites on 5 continents

International
coverage: -
Technological and
energy resources -
Infrastructure
components -
Storage units -
Integrated and
efficient technical
testing resources -
Computer system
allowing great
traceability,
interfaced with clients
- Teams in France and
abroad - Great
diversity of
professions and rare
alliances of skills
(know-how electronic
and mechanical)

INTELLECTUAL CAPITAL & KNOW-HOW

> 16 certifications & approvals
> 50,000 hours of annual studies

Numerous civil & military
aeronautical certifications &
approvals - Integrated quality
and environment performance
management system

Commercial and technological
monitoring - Agility, design
and innovation capacity.

NATURAL CAPITAL, RAW MATERIALS

> Electricity: -3% in 2023 vs 2022
> Gas: -7% in 2023 vs 2022

Purchase of raw
materials from suppliers
(wiring) -
Paper/cardboard for
packaging - Water and
energy consumption.

RELATIONAL CAPITAL, ECOSYSTEM

> Member of GICAT, GIFAS,
Aerospace Cluster Auvergne
-Rhône-Alpes and CIMES.

Loyalty to the territory -
Participation in collective
dynamics in professional groups

VERTICALIZATION OF THE OFFER

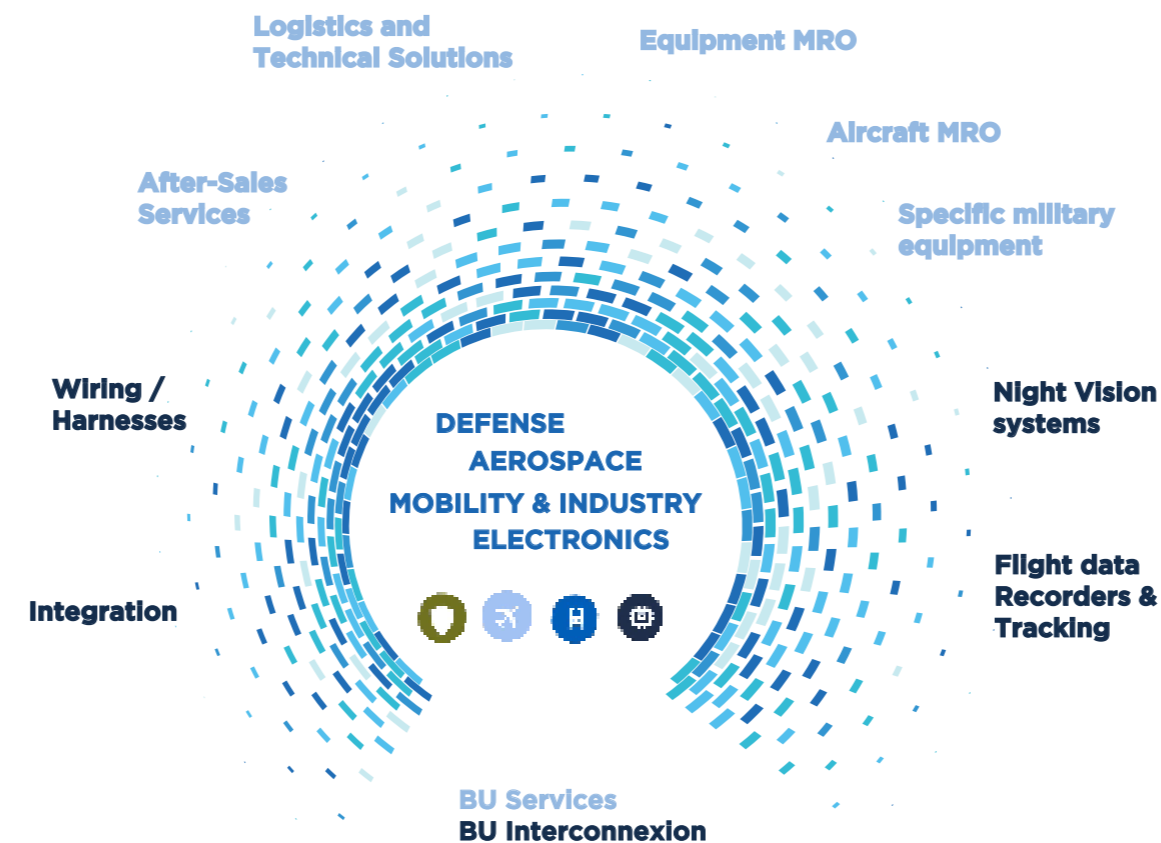
NSE brings all the necessary technical and logistical skills in-house, mastering all activities from design to after-sales. This guarantees better coordination, faster response times and optimum service quality.

TECHNICAL MEANS

NSE uses advanced equipment for test and qualification analyses, including a semi-anechoic room, and invests each year in new manufacturing and design capabilities. This ensures our customers receive high quality products and services that meet the highest standards.

NSE BUSINESS MODEL

“NSE is an inventor of global solutions and electronic and IT products with high added value and an international dimension.”



The group has particular strengths in terms of:

KNOW-HOW

NSE combines skills covering the entire value chain, including mechanics, electrical, electronics, optics, optronics, as well as embedded software. We also offer complete services, from design to maintenance, ensuring a complete and personalized solution for our customers.

CERTIFICATIONS

NSE holds certifications and approvals in quality and environmental management, as well as civil and military aeronautical maintenance, Defense authorizations, repair of electronic devices, aeronautical data protection, and electronic payment security. These certifications guarantee the reliability, security and conformity of our products and services.

CUSTOMERS

1 single contact for the customer (One Roof on BUS; Supply Chain management on BUI) - Quality, compliance with requirements, adaptation to customer demand - Competitive prices.

SHAREHOLDERS

Relationship of trust between the NSE Group and its shareholders - Clear and continuous information with publication of press releases, as well as regular contacts.

THE COLLABORATORS

Corporate values and culture - Development of expertise - Diversity of professions - Innovative company with international presence - Company on a human scale.

TERRITORIAL AUTHORITIES

Creation of jobs in the region - Internships and apprenticeships - Support for local entrepreneurship - Participation in charitable operations.

SUPPLIERS & PARTNERS

Sustainable relationships and partnerships with strategic suppliers.

CYBERSECURITY

NSE excels in cybersecurity, offering state-of-the-art solutions and services to protect its customers' sensitive data and IT systems, ensuring robust protection against digital threats. NSE is in the process of obtaining ISO 27001 certification and received the Silver (Self Assessed) label of the AirCyber program.

COMPETITIVENESS

NSE strengthens its competitiveness by continually revisiting its operational processes and offers cost-optimized solutions, particularly through best-cost offers in its international subsidiaries, guaranteeing competitive prices while maintaining high quality.

DIVERSIFICATION POTENTIAL

With the recovery of the aeronautical sector which promises to be a growth engine for the company, NSE has demonstrated remarkable agility in redeploying its activities. This includes the development of its Canadian subsidiary NSE Automatech in the medical and aeronautical fields as well as the diversification of NSE TLS towards the transport and defense sector. Additionally, the integration and cabling activities are expanding through its subsidiary NSE India.

HIGHLIGHTS 2023

- 40 years of NSE
- A strong increase in turnover **(+21,8%)** supported by the Defense sector
- International conflicts continued to impact our supply chain (delays in particular); The Aeronautics sector is starting to gain momentum
- Implementation of productivity investments in Canada (infrastructure and machinery)
- Development of a CSR approach with the publication of the second extra-financial report integrating our carbon footprint
- An important internal CSR awareness communication
- Consolidation of the Integration BU and Design BU into an Interconnexion BU from 2024, for greater efficiency.



- Deployment of our Ambition 2027 strategic plan including CSR in our 5 strategic axes
- Obtaining the REMPARTS label (labeling in the banking sector)
- Renewal of FAA (Federal Aviation Administration) approval, civil aeronautical maintenance
- Lunch of DOA (Design Organization Approval) approval with a goal of obtaining it in 2025
- Registration for the AirCyber service offering with the aim of obtaining at least the AirCyber label Bronze (the Silver Self Assessed label is already acquired)
- ISO 27001 certification project with a goal of obtaining it by the end of 2024

NSE

VISION & PROSPECT OF ACTIVITY AND SOCIAL RESPONSIBILITY

Main trends and factors which could influence the evolution of the Group



- A stronger regulation in the areas covered by the Group.
- Customers increasingly attentive to CSR performance.
- The Ukrainian conflict has created strong tensions over the direct cost of energy and raw materials. On the other hand, this conflict creates opportunities linked to the rise in power of the military budgets of Western countries, including France.
- The Military Programming Law, passed in mid-2023, will generate development needs from which the Group will be able to benefit. An analysis is underway to determine the impacts for NSE.
- The AGEC law makes it possible to encourage the repair of products rather than replacement, which could therefore result in an increase in repair acts for NSE over the coming years.

A WORD FROM...

Gauthier LEPERS
Director of the Defense Services activity



NSE is a supplier to the Ministry of Armed Forces for various combat equipment. In this context, and in anticipation of an order for several thousand items, we proposed relocating the production of textile items for military equipment storage back to France. Contrary to popular belief, this relocation from China to France resulted in a decrease in the unit price of the items, thanks to innovative design choices and an optimized industrial framework. Production of these items is currently underway and will continue in the coming months.

The integration of CSR criteria into customer requirements, particularly in public procurement, provides a valuable opportunity to highlight our commitment to sustainable development. This positive direction encourages us to continue developing and promoting our CSR initiatives.



Objectives in Economic Development and Corporate Responsibility

To support the growth of its activities, the Group will focus its strategic actions on developing new markets, improving competitiveness, and expanding its offerings internationally.

As such, NSE will continue to implement an ambitious industrial investment plan to foster diversification and development.

In this context, the Group acknowledges the growing societal sensitivity to inequalities and environmental imbalances, the emergence of new risks exacerbated by global interdependence, and the necessity of maintaining strong relationships with its suppliers, clients, and partners, both locally and internationally.



These interactions aim to support innovation and competitiveness in alignment with the ecological transition.

NSE has particularly listened to its clients, who increasingly expect their partners to address societal expectations, as reflected more and more in the regulations imposed on them..

NSE

VISION & PROSPECT OF ACTIVITY AND SOCIAL RESPONSIBILITY

A WORD FROM...

Jean BONNEL
Vice Président Operations France



Operational Excellence: Toward Optimized and Sustainable Production

In our daily practice of Continuous Improvement, NSE adopts a global approach aimed at optimizing our production processes and reducing our environmental footprint.

This strategy is structured around two main pillars: the use of proven Lean Manufacturing tools and the digitization of information flows.

Lean Manufacturing: Efficiency and Waste Elimination

This industrial philosophy focuses on eliminating waste and concentrating resources on processes that create added value for the customer. Over the past few years, we have implemented several tools from this approach, such as 5S, VSM (Value Stream Mapping), and 8D-GPS (Gemba Problem Solving) working groups. These methods have allowed us to optimize workstations, streamline production flows, reduce waiting times and intermediate inventories, while also improving the quality of the production concerned.

One of the most significant examples is the use of VSM, a flow mapping system that identifies the best areas for improvement and prioritizes work projects accordingly. The application of this method has notably resolved challenges in historically complex production flows, contributing to a more efficient use of our resources.

Dematerialization: Towards Paperless Production

In parallel with our Lean initiative, we have launched a campaign to digitize our information flows. This initiative forms the backbone of our multi-year Industry 4.0 roadmap and will not only ensure access to the highest level of information possible but also significantly reduce our paper consumption.

To fully integrate our information systems, these efforts involve major updates to our software tools (ERP, PLM, MES, etc.) and the use of mobile devices and digitized supports. The gradual adoption of these technological components will shorten our development and industrialization cycles while ensuring a direct link between Work Instructions, Control Plans, and Technical Files. This digital transition will not only reduce our environmental footprint but also enhance operational efficiency, thereby increasing competitiveness.

From an operational perspective, the combination of these two strategic approaches will help us reduce our environmental impact while delivering products and services of the highest quality to our clients.



A WORD FROM...

Benoît GUILLAUMIN

Commercial Director - Defense - Mobility - Industry



CSR: A Key Commercial Challenge

Our 4 Key Takeaways



The Implementation

Several of our major clients are clearly integrating CSR criteria into their partner selection strategies. It is essential to recognize that CSR is increasingly becoming a commercial necessity rather than an option.

To ensure the sustainability of our business relationships with these clients, NSE has, for several years, signed multiple ethical charters.

More frequently, clients prioritize solutions involving local suppliers, eco-design, employment of protected workshops, and maintainability. More than ever, NSE’s CSR initiatives resonate strongly and serve as a major asset for our clients.

Similarly, our global locations, positioned close to our clients, such as in India, contribute not only to offset requirements but also to reducing our carbon footprint by minimizing logistical flows for local markets.

This approach is embedded throughout our processes, starting with the commercial proposal phase.



CSR Ambassadors

Recognizing the importance of fostering a strong connection with employees, a group of CSR ambassadors was established in 2022 and expanded in 2023 with new volunteers.

These ambassadors, appointed on a voluntary basis with their manager's approval, are tasked with promoting the CSR approach among employees and gathering suggestions from teams. They serve as a direct link to the field.

The ambassadors received specialized training delivered by a CSR expert, covering all relevant challenges and issues.

The Executive Board

Comprised of three members, the Executive Board ensures the effective deployment of CSR commitments and validates the strategic directions.

The Steering Committee

The Steering Committee, consisting of members from procurement, human resources, management, and CSR, plays a crucial role in implementing and managing CSR-related actions.

Its primary mission is to oversee the integration of CSR within the Group by communicating and sharing CSR ambitions. Additionally, the committee approves actions to be undertaken by 2026, dividing the themes according to the stakeholders involved.



INTERVIEW



Why did you decide to become a CSR ambassador?

I am deeply convinced of the importance of Corporate Social Responsibility (CSR) in our current society. CSR not only helps improve the company's practices in terms of sustainable development but also strengthens our positive impact.

As an HSE/CSR project manager, I have a comprehensive view of the challenges related to health, safety, and the environment, which allows me to effectively promote and implement CSR initiatives. My role enables me to raise awareness and engage all employees around shared values and concrete actions.

How did you approach the topic?

I approached the topic with an open mind and curiosity. I sought to understand the ins and outs of CSR and grasp its importance for our company. I worked closely with my manager, who shared her expertise on CSR-related topics and objectives. This allowed me to understand the key challenges in this field and actively contribute to actions and initiatives aimed at promoting sustainability and social commitment within our organization.

What kind of project or example of a project have you worked on, and how did you contribute?

I have been involved in several CSR-related projects. During the completion of the first carbon footprint assessment, NSE conducted an evaluation of emissions from employee travel. The results highlighted data related to employee commuting. Following this, I participated in implementing actions to reduce our carbon footprint. For instance, I proposed introducing carpooling across NSE's various sites. As part of this project, I surveyed employees internally to gather their opinions and needs regarding their daily commutes. I then analyzed the results to identify carpooling solutions tailored to the company's needs and structure. This project is currently underway.

Additionally, I contributed to the deployment of NSE's Christmas challenge. This challenge, organized as a game, invited employees to take pictures wearing their Christmas sweaters and vote for their favorite. My involvement included event organization, managing participation, and promoting the activity internally to ensure wide engagement. The goal of this challenge was to strengthen team cohesion and create memorable moments during the holiday season.

In all these projects, my role was to coordinate and monitor the implementation of actions, measure the results achieved, and maintain regular communication with stakeholders to sustain their engagement and motivation. My role as a CSR ambassador allows me to bridge the company's objectives with concrete actions on the ground, ensuring our CSR initiatives are both effective and sustainable.

Status of Certifications and Regulatory Monitoring

ISO 9001	Quality management
Aerospace Quality Management	EN 9 100
ISO 14001	Environmental management
Quality management: aeronautical maintenance	EN 9 110
ISO 27001 (in progress)	Information systems security
Alternative Procedures to Design Organisation Approval	APDOA
PART 21G	Approval for aeronautical production
Military Aircraft Maintenance (EU)	EMAR/ FR 145
PART 145	Aeronautical Maintenance
Canadian Aircraft Maintenance	TCAC
FAR 145	Aircraft Maintenance FAA (USA)
Aircraft Maintenance CAA (UK)	CAA UK 145
Defence clearances	
Electronic repairs	QUALIREPAR
AIRCYBER (Silver)	Protection of aeronautical data
Payment security	REMPARTS

Each site within the group is certified according to one or more standards.

Ongoing Certification and Accreditation Projects

NSE has launched the ISO 27001 certification project, a standard for information security management systems. The project is scheduled for completion in the second half of 2024.



TAKING OFF TOWARDS DOA

NSE holds the APDOA (Alternative Procedures to Design Organisation Approval) certification, allowing the company to certify and install equipment on aircraft by submitting Supplemental Type Certificates (STC) to the EASA (European Union Aviation Safety Agency). However, a regulatory evolution is driving NSE to reach new heights with a higher-level certification, the DOA (Design Organization Approval), which offers expanded privileges and increased recognition within the aerospace industry.



As a result, the NSE Soyons site has undertaken a major investment to achieve this new certification, the DOA (also known as PART 21 J), a process that will impact the entire Design Office in Soyons and Riom, further strengthening the synergy between these two entities.

Our goal is to complete the process by the end of 2024. We are delighted to announce that the project has been officially approved by the EASA, with the appointment of a DOA Team Leader on January 7, 2024. This appointment demonstrates the authority's trust in our efforts.

NSE CSR APPROACH ORGANIZATION

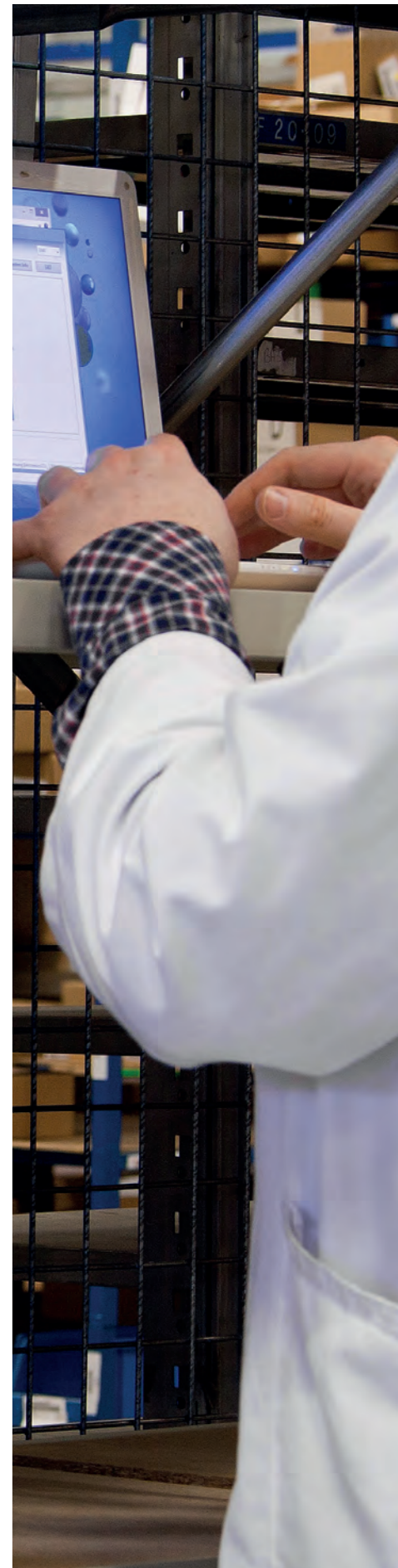
NSE OBTAINS REMPARTS LABEL

What is the REMPARTS label?

REMPARTS (Reinforcement and Mastery of the Acceptance Process for "CB" Cards, Resilience, Transparency & Security) is a certification established by the economic interest group for bank cards (GIE CB) and the organization Paycert. Its goal is to strengthen payment security and combat fraud.

This certification involves securing processes by implementing physical and IT access controls and segmenting configuration rights to ensure no individual can act across the entire logistics processing chain.

Since July 2023, NSE has joined the select group of companies labeled REMPARTS (only 20 companies worldwide). This achievement demonstrates NSE's compliance with security standards that meet the stringent requirements of banking card organizations.



NSE incorporates the interests of all its stakeholders into its long-term strategy. This involves not only building dialogue but also ensuring that the dialogue is transparent and based on mutual trust.

Business Community

Clients
Suppliers, Subcontractors & Partners

- Continuous meetings and dialogues
- Annual satisfaction surveys sent to clients
- Supplier evaluation surveys
- Account reviews, process reviews
- E-letters
- LinkedIn page
- Website
- Professional forums and exhibitions
- Institutional brochures
- Responsible purchasing charter
- Action plan monitoring for the responsible purchasing policy

Financial Community

Shareholders
Investors

- Transparency in business management, respecting financial and non-financial commitments
- Annual general meetings for shareholders
- Presentations to investors, quarterly updates, annual and semi-annual reports, regular communication on the company's outlook
- Presentations and regular transparent publications with insurers and accountants
- Meetings with financial analysts
- Regular communication with legal advisors and banks

Civil Society

Associations and NGOs
Universities
Local Communities

- Group publications
- Participation in university training programs
- Forums at schools
- Support for entrepreneurship, local events, and sports associations
- Partnerships with reintegration associations
- Participation in relay races aimed at businesses

Employees and Staff Representatives

- Permanent contacts
- Internal communication tools
- Global and topic-specific surveys
- Intranet
- Website
- Operational Management Committees
- Submission of improvement suggestions
- Staff information meetings
- Annual and professional appraisals
- Dialogue with social partners, Works Council (CSE) meetings, and agreement negotiations

Public Partners

States
Local Authorities
Certification Bodies
Professional Federations and Unions

- Publication of audit results, accreditations, certifications, and mandatory documents
- Reporting on non-financial disclosures
- Active membership and participation in professional federation events
- Support for military reserve policy
- Reintegration initiatives
- Participation in relay races aimed at businesses

The approach is therefore based on carefully listening to the Group's ecosystem stakeholders. This attentive listening is crucial to ensure the achievement of sustainable growth and long-term value creation. The preferred methods of dialogue have been identified and implemented.

In 2021, the NSE Group conducted its first materiality analysis, which led to the identification of nine key priorities.

NSE Group's Materiality Matrix

The results of the analysis are presented in a matrix, with the vertical axis representing the level of stakeholder expectations for each issue, and the horizontal axis indicating the importance of that issue for NSE's business operations.

The material issues for NSE are positioned across two levels of priority:

7 Key priorities

2 Important priorities

Overview of the Methodology

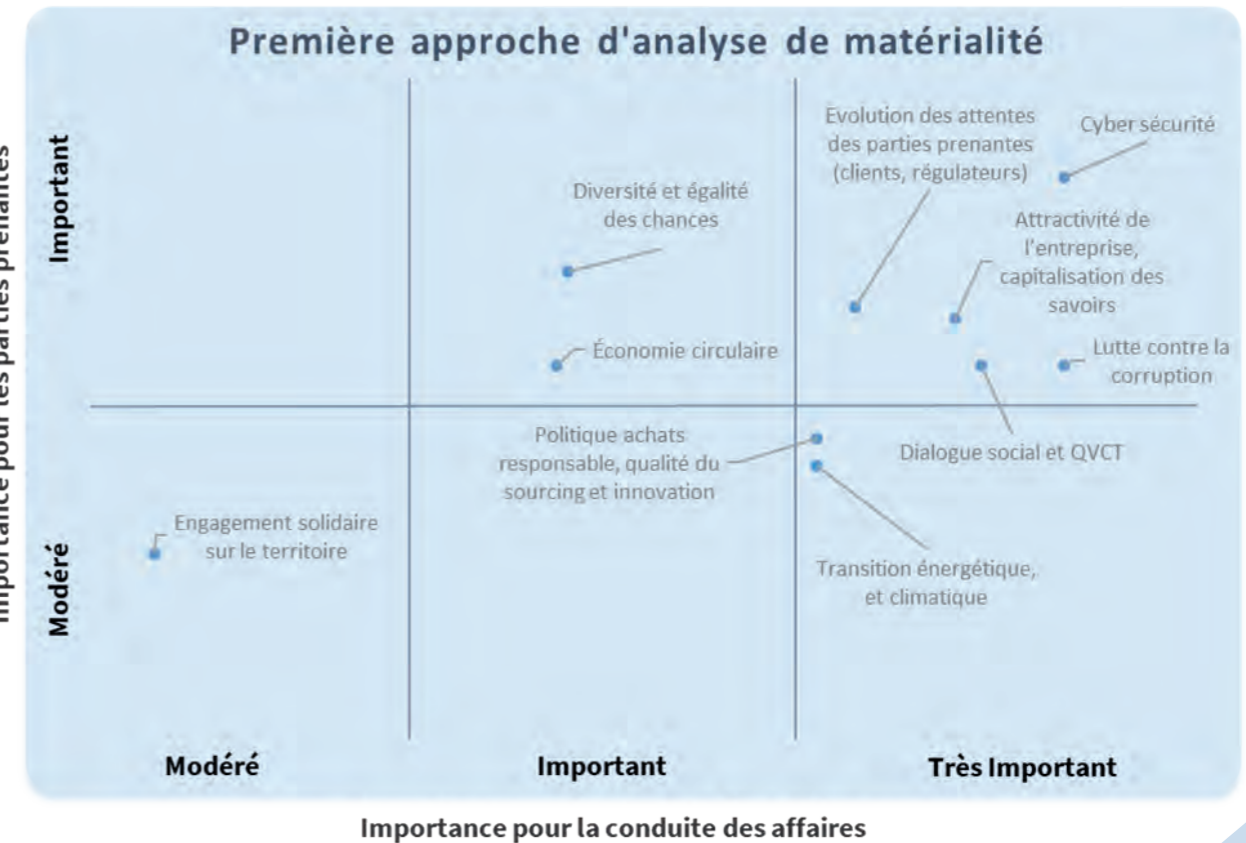
To support its risk analysis, NSE conducts a SWOT study at the Group level and for each of its processes. SWOT elements are evaluated and, if necessary, accompanied by mitigation actions.

To carry out this analysis, NSE uses a digital tool that centralizes the identification of risks and opportunities, their assessments, and the status of associated preventive actions. Similarly, any operational risk identified within a process is subject to the same treatment and recording process.

To extend this approach to CSR issues, NSE conducted a study on risk and opportunity perception as well as the company's maturity in CSR practices. This collaborative effort also enabled the creation of the Group's stakeholder mapping.

NSE

CSR CHALLENGES AND GROUP STRATEGY



1 STEP 1
Interviews with members of NSE's leadership, management, and teams to assess the Group's strengths, weaknesses, and primary CSR risks.

2 STEP 2
Interviews with representatives of NSE's clients and other business partners to identify their expectations regarding the company's CSR practices.

3 STEP 3
Interviews with employees from the two Business Units to evaluate their perception of CSR maturity.

4 STEP 4
Presentation of the results of NSE Group's CSR maturity assessment in July 2021: a collective intelligence workshop was organized, bringing together leaders from the Group's main French sites. During this workshop, the central questions and application areas of ISO 26000 were reviewed to assess the relevance of the previously identified CSR issues in relation to the Group's business operations.



A WORD FROM...

Cécilia DE CARVALHO
CSR Manager

“The Group is preparing to implement the European Directive on corporate sustainability reporting (CSRD). The first step will involve conducting a double materiality analysis, identifying and prioritizing the material impacts of the Group's activities on stakeholders, as well as the risks and opportunities associated with CSR issues. In 2024-2025, NSE will re-evaluate its materiality approach to build upon the work already accomplished, integrating its subsidiaries into the analysis process. The goal will be to conduct a comprehensive materiality analysis aligned with future challenges.”

01 A COMPANY COMMITTED TO ITS REGION

Development of local employment
Support for reservists
Employee engagement



02 AN EXEMPLARY EMPLOYER

Social dialogue & Quality of Work Life and Working Conditions (QVCT)
Equal opportunities & diversity
Attractiveness of the company, talent retention & knowledge capitalization

03 A RESPONSIBLE COMPANY

Business ethics
Stakeholder dialogue
Cybersecurity
Responsible purchasing policies, partnerships, and innovation

INDICATORS

- Percentage of employees exposed to and trained in anti-corruption measures
- Number of security audit hours or days conducted during the year
- Percentage of buyers trained in responsible purchasing
- Response rate of target suppliers to the CSR questionnaire



NSE FOR A SUSTAINABLE FUTURE

Building on the materiality mapping process, the Group has defined its areas of commitment. These include the nine essential issues and additional actions.

INDICATORS

- Frequency rate
- Severity rate (already monitored)
- Percentage of respondents to the internal QVCT survey
- Percentage of women in the Group
- Gender equality index
- Rate of apprenticeship/professionalization/alternation contracts
- Percentage of employees with disabilities



04 A SUSTAINABLE COMPANY

Energy and Climate Issues
Circular Economy



INDICATORS

- Communicate our carbon footprint for scopes 1, 2, and 3
- Monitor electricity consumption
- Monitor gas consumption
- Monitor water consumption
- Total waste by category
- Waste recovery rate

Results of the CSR Awareness Campaign for Employees

+1 000

views for CSR videos during the awareness month

52%

of employees satisfied

92%

of employees who responded to the survey feel concerned about the CSR approach

Most appreciated aspects of the CSR awareness campaign

- The choice of communication format (video format)
- The content of the topics
- The selection of topics

Key priority actions identified by respondents:

- Achieve overall energy savings (improving building insulation, completing the transition to LED lighting) and explore alternative solutions such as renewable energy.
- Install charging stations.
- Reduce the volume of emails and focus on minimizing digital pollution.
- Enhance the company's attractiveness by focusing on HR policies, quality of work life, and diversity.

NSE

SHARING STRATEGY AND RAISING AWARENESS ABOUT CSR

In February 2021, the entire NSE Management team was made aware of the CSR challenges, particularly within NSE's industry. A reflection workshop was held to ensure that the Directors could factually understand and take ownership of these challenges.

In April 2023, the "CSR Awareness Month" was conducted to highlight key CSR concepts and share the Group's strategy with all employees. This initiative was successfully carried out thanks to the contribution of a project group primarily made up of field employees from all sites. Video content was created, with a strong focus on showcasing the expertise and commitment of internal stakeholders.

01

"What is CSR?" : A presentation by CSR representatives, explaining CSR, the 17 Sustainable Development Goals, and the Group's commitments.



02

"Responsible Company" : An interview with the Legal, Responsible Purchasing, and Cybersecurity managers.



03

"Sustainable Company" : A quick explanation of climate change, a reminder of everyday eco-friendly habits, an exploration of digital pollution, and an overview of NSE's energy projects.



04

"Exemplary Employer" : An explanation of the QWL (Quality of Work Life) initiative, including the announcement of a dedicated QWL survey, advice from a specialist on achieving quality sleep, interviews with HR and Management, and testimonials from employees on the company's policies regarding equal opportunities, diversity, attractiveness, talent retention, and knowledge sharing, illustrated by initiatives carried out with schools in the sector.



All these videos are available on the NSE intranet and accessible to all new employees joining the company.

Testimonial



Marie Laure : Supply Chain Manager



In my opinion, the NSE campaign on CSR awareness was a very positive initiative. Thanks to simple videos, it provided valuable insights and demystified what CSR is and how NSE has chosen to engage with this topic. The campaign reminded us—or shed new light on—important practices both in our private and professional lives. The format of these videos was varied, including interviews with employees from diverse roles and industries, as well as more documentary-style segments, all of which were very enriching. When it comes to professional practices, eco-responsible actions aren't always straightforward. Beyond recycling, turning off lights, and conserving water, it was particularly interesting to be educated about less obvious areas such as digital pollution. In our daily decision-making, we should adopt eco-responsible habits regardless of our role or decision-making level. I believe we should continue being informed in this way, using these short video formats to teach us good practices, share success stories from other departments/sites, and keep us alert to CSR themes.



Cybersecurity

NSE Strengthens Cybersecurity Through ISO 27001 and AirCyber

Geopolitical and commercial tensions significantly increase the threats faced by companies' information systems. These threats are becoming increasingly sophisticated, exposing corporate data to growing risks. It is imperative for industrial groups to implement strategies that enhance the protection of their production and associated supply chains.

These various threats can impact multiple aspects of a company, such as:

- Its reputation and image
- Its productivity
- Sensitive information, such as trade secrets, personal data, and client data
- Customer satisfaction

To address these threats, NSE has established an organization with a dedicated team to manage security issues, as well as a comprehensive arsenal of state-of-the-art software and hardware.



NSE has always placed information security at its core, relying on state recommendations and recognized security standards. In its pursuit of continuous improvement, NSE launched its ISO 27001:2022 Information Security Management System (ISMS) certification project for its French facilities in autumn 2023.



In parallel, NSE received the Silver label (Self Assessed) from BoostAeroSpace's AirCyber program, which aims to enhance supply chain security in the aerospace sector. NSE is committed to achieving higher levels of certification. To meet this dual goal of certification and accreditation, NSE is investing heavily in next-generation equipment, advanced security management software, and most importantly, an optimized human organization.

For its IT application development, NSE has undertaken a transformation to integrate Security and Privacy by Design principles.

Finally, security is embedded in the quality process of the Information System's implementation, with an ambitious goal of zero major security incidents. This process is monitored monthly and was recently audited.

Protection of Personal Data

Protecting sensitive data has become a priority, as challenges related to digital identity and privacy persist. Strengthening defense capabilities and promoting greater awareness of IT security are essential to addressing the challenges of the digital age.

To foster a culture of respect for personal data, NSE has created "reflex sheets" for GDPR, which serve as practical guides for employees.

To comply with regulations, NSE continues its efforts in data protection by:

- Executing its action plan
- Involving all departments

As part of its ISO 27001 certification project and to ensure all employees are well-informed and trained on GDPR principles, the entire NSE staff has completed a training module on data protection.

Key Figures

4 security alerts handled daily

25%

of the IT department's budget allocated to Security

Key Figures

2 minor security incidents in 2023

0

major security incidents in 2023



Ethics in Business and Stakeholder Relations

A WORD FROM...

G rard ASTUGUEVIEILLE
Legal Manager



From its inception, NSE has placed ethics at the heart of its corporate values. NSE formalized its commitments to ethics, transparency, and compliance with all public regulations through the establishment of an Ethics Charter. Over the years, this Ethics Charter has evolved to meet both legal requirements and the demands imposed by NSE's business partners: suppliers, subcontractors, and service providers.

“ Since 2023, relevant compliance-related information has been shared with NSE employees on a bi-monthly basis through "info flashes" to keep them informed of updates to sanctions related to violations of mandatory regulations. ”

Additionally, employees are reminded of the importance of reporting any irregularities to the designated ethics officer. These awareness initiatives, introduced in 2022, are part of a continuous process that includes training for every new hire and periodic reminders for all employees through team information meetings conducted by site managers.

Compliance with the contents of the Ethics Charter is mandatory for both NSE partners and employees. To ensure adherence to this Charter, NSE has chosen to go beyond merely disseminating it—such as publishing it on its website—by developing a personalized awareness strategy for its employees. This approach emphasizes the imperatives of transparency, reminding employees that any behavior resembling corruption or influence peddling is subject to legal penalties, and raising awareness about potential conflicts of interest.

Why are ethics trainings important?

Ethics remains a constant concern for NSE, with a clear aim to help every employee develop a positive understanding of the subject and to avoid situations that could be detrimental to both NSE employees and the company itself. The legal and compliance environment is evolving rapidly, with increasing complexity and stringency. Most countries worldwide have adopted legislation addressing corruption, integrity, and transparency. For an international company—regardless of its size—it is now crucial to address these topics considering the wide range of legal implications. Ethics, particularly issues related to corruption, are regularly in the public eye, with media reports frequently covering new cases, such as conflicts of interest or corruption.

What Is the Objective of Ethics Training?

NSE aims to ensure that every employee embraces this topic and is capable of anticipating potential risks that could arise in various situations. Examples include a corporate gift during a tender process, knowing someone on the opposing side of a contract negotiation, or encountering a bribe in an airport—these are just a few scenarios that could negatively impact NSE employees. It is essential for employees to be well-versed in these matters. Training sessions provide an opportunity to highlight risks and propose solutions to help avoid situations that could lead to illegal actions with damaging consequences for everyone involved.

Key Figures



A WORD FROM...

Nathan GRECQ
Legal Counsel



“ It is fundamental for NSE to provide its employees with awareness modules that help them understand the regulatory environment and develop reflexes to adopt when faced with ethical dilemmas. ”

Evolution of Customer and Regulator Expectations Regarding Quality

The Group maintains its high-quality standards and continuously strives to improve customer satisfaction. Its quality organization and approach are periodically reviewed. The results from internal and external monitoring, as well as customer feedback and expectations, are analyzed. Opportunities are incorporated into action plans that are deployed. Certifications and accreditations, which demonstrate the Group's commitment, are upheld and further developed. New accreditations and certifications are being obtained or are in the process of being acquired to meet evolving requirements. Regulations are also changing. Aeronautics safety management systems have been integrated into PART 21J/G and PART 145 regulations. NSE's organization is currently undergoing adjustments to comply with these requirements, with the goal of achieving full compliance by the end of the year.



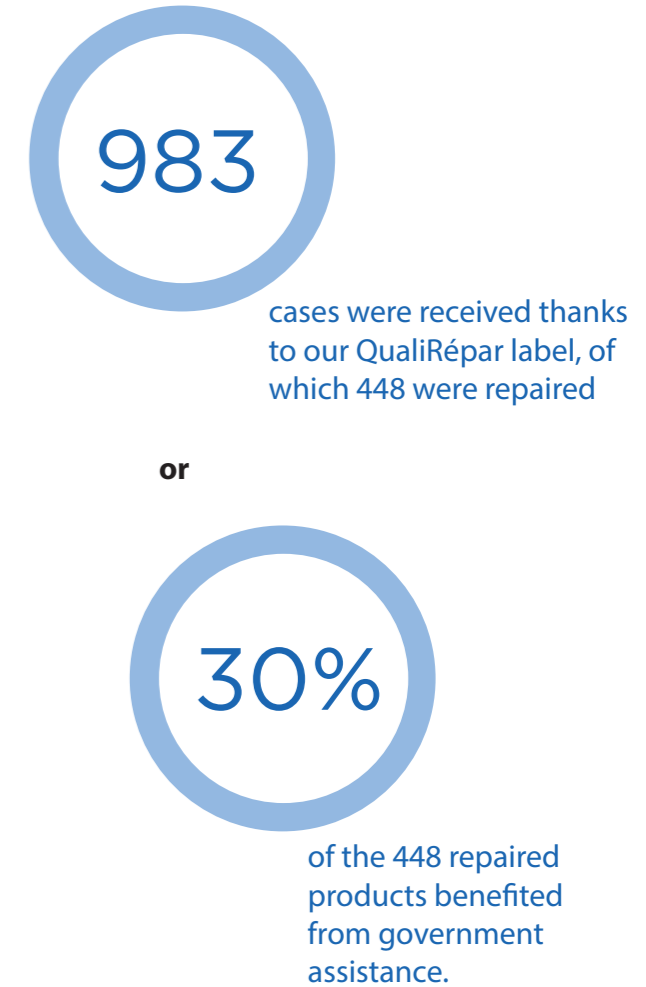
Responsible Purchasing Approach and Quality Sourcing



«Effective supply chain management provides several benefits, including continuous production of electronic components and controlled procurement costs. Furthermore, adhering to international standards for human rights and environmental protection throughout the value chain has positive repercussions for NSE. To seize opportunities, the Group is developing sustainable partnerships with its strategic suppliers. As a result, NSE has prioritized relationships with its suppliers and subcontractors, who are essential to the quality of its operations, and has integrated sustainable sourcing into its CSR policy. Further details on the responsible purchasing approach are discussed in the chapter "Responsible Purchasing Approach.»

Circular Economy

The circular economy represents an opportunity to rethink economic systems to make them more sustainable and resilient. By minimizing waste and maximizing resource reuse, this model offers significant advantages. NSE has already begun transitioning to a circular economy, requiring coordinated efforts among various stakeholders. NSE has obtained the QualiRépar label, launched in France in 2022 by eco-organizations under the guidance of the government and the AGEC law (Anti-Waste for a Circular Economy). This label promotes the repair and maintenance of household appliances, electronics, and IT equipment beyond the legal warranty period. The acquisition of this label aligns perfectly with NSE's CSR strategy and strengthens the out-of-warranty repair stream (for the Electronics business) while capturing new repair opportunities..

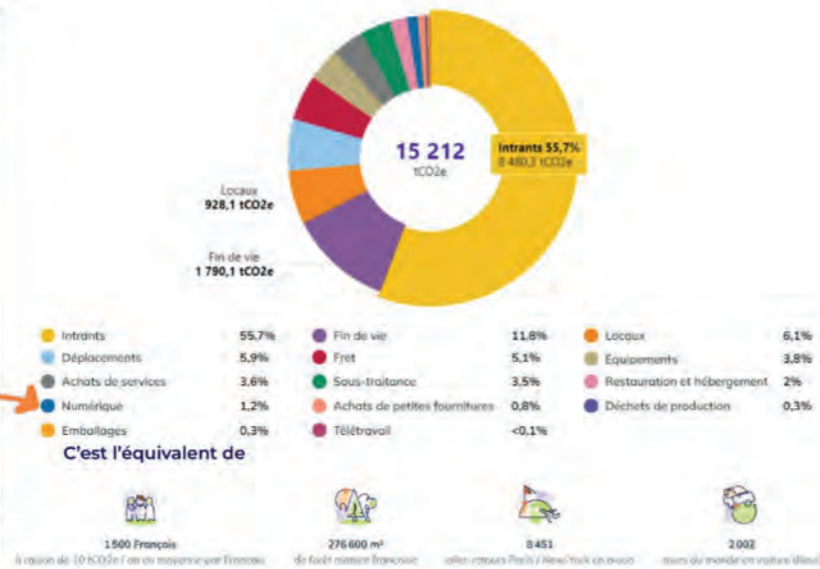


NSE is pursuing several operational initiatives in line with its circular economy approach, including:

- The use of washable wipes to eliminate waste at the source.
- Establishing recycling channels for materials.
- Choosing to purchase recycled or eco-labeled materials.
- Limiting the use of new packaging by reusing existing containers.
- Providing reusable cups and mugs to employees to reduce disposable product usage.

These initiatives are maintained and continuously expanded, with additional measures planned to further reinforce NSE's commitment to a circular economy.

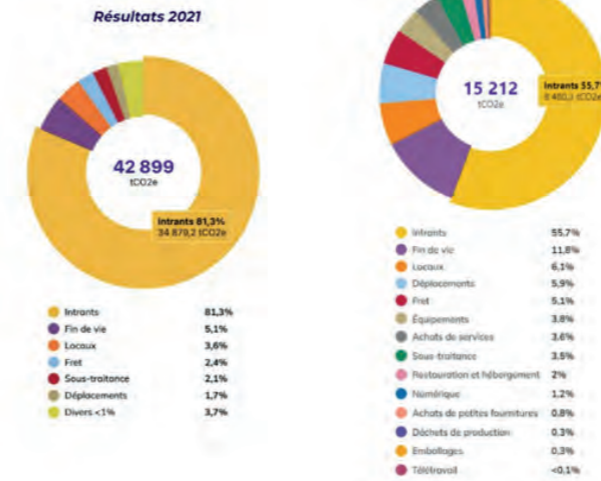
Energy and Climate Transition



NSE

CARBON FOOTPRINT

Bilan carbone 2023 NSE



2021/2023 Comparison

Quelques précisions sur les évolutions entre les deux bilans carbone : Les comparaisons entre 2021 et 2023 sont difficiles à réaliser : les données d'activité en 2021 reposaient sur une incertitude élevée. Une majeure partie des poids et des quantités partagées n'étaient qu'approximatifs, ce qui influence à la hausse les résultats du bilan carbone 2021.

Point positif : ce bilan carbone 2023 nous permet de gagner grandement en précision et nous offre donc un premier ordre de grandeur plus fiable et comparable sur les années à venir. Un travail plus précis sur la collecte de données 2023 a pu être réalisé.

L'un de nos axes principaux est de fiabiliser l'ensemble de ces données au fil de l'eau pour stabiliser le bilan carbone pour les années à venir.

Key Figures from Our 2023 Carbon Footprint

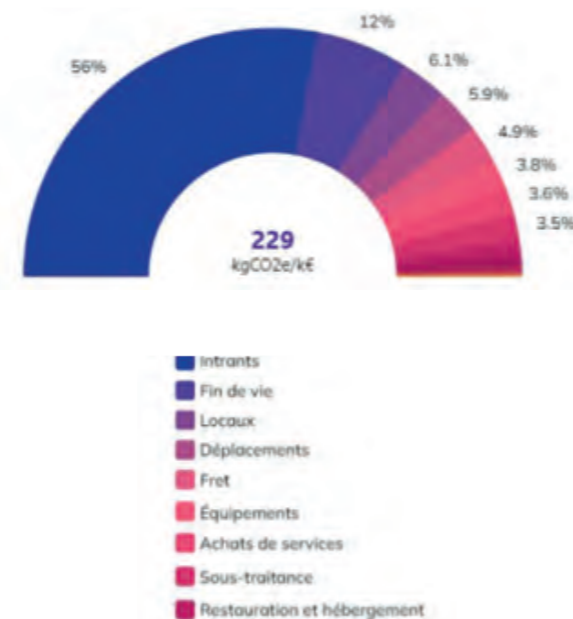
In light of the ongoing threat of the climate crisis, it has become essential to understand our environmental impact and take appropriate action. In 2022, ADEME (the French Agency for Ecological Transition) and Bpifrance, in partnership with the Association Bilan Carbone, launched the Diag Décarbon'Action program to support the ecological and energy transition of French companies.

NSE decided to join this initiative in the second half of 2022. The Group assessed its 2021 emissions across all scopes (1, 2, and 3). This analysis, conducted by the company Sami, serves as a vital tool to understand our climate impact. By examining our carbon footprint, we can pinpoint the areas where our influence is most significant and identify opportunities to reduce our emissions.

Since the 2021 footprint assessment, we have decided to conduct evaluations every two years to measure year-over-year changes and better understand energy and climate challenges. This approach will allow us to track our progress more accurately and adjust our strategies accordingly to effectively address environmental challenges.

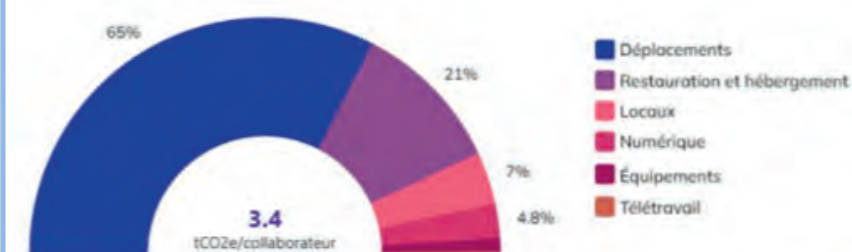
Economic Intensity 2023

Economic intensity refers to the ratio of our CO2e emissions to our annual revenue for the reference year

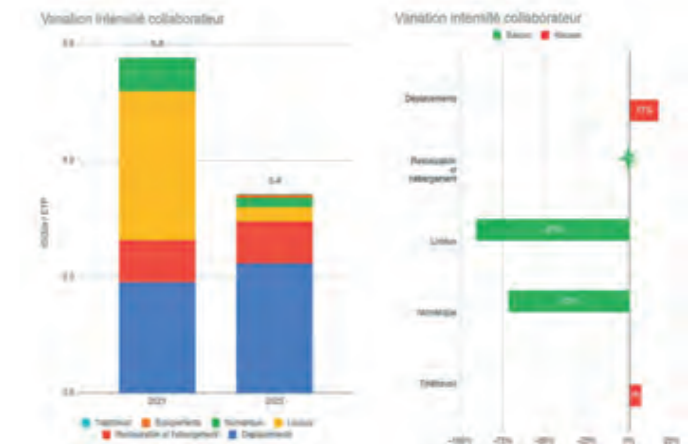


Employee Intensity 2023

Employee intensity refers to the ratio of emissions associated with our employees to the average workforce for the year. This metric specifically focuses on certain categories, including business travel, meals, IT equipment, office supplies, and remote work. The average workforce is measured in full-time equivalents (FTEs).



The graph on the right shows the rate of variation in employee intensities between the two years. This helps us identify categories with the most significant rates of variation.

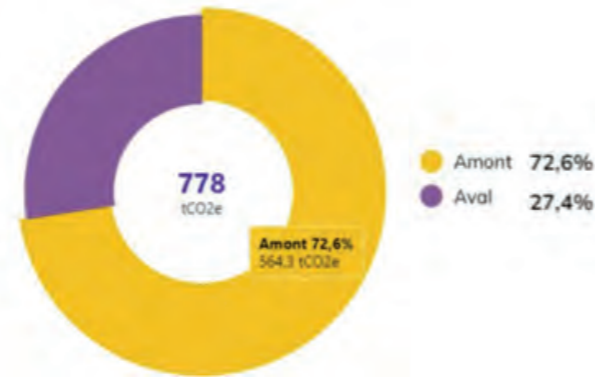


The graph on the left compares our carbon performance related to employees between the two years, removing the effect of workforce size.

NSE CARBON FOOTPRINT

FREIGHT 778 tCO2e, representing 5% of our footprint

Three-quarters of the emissions associated with freight transportation come from upstream freight. The majority of emissions originate from the Services BU, which also handles most of the transported goods. Air freight generates ~10 times more emissions than road freight and ~100 times more than maritime and rail freight.



42 tCO2e, representing <1% of our footprint



PRODUCTION WASTE

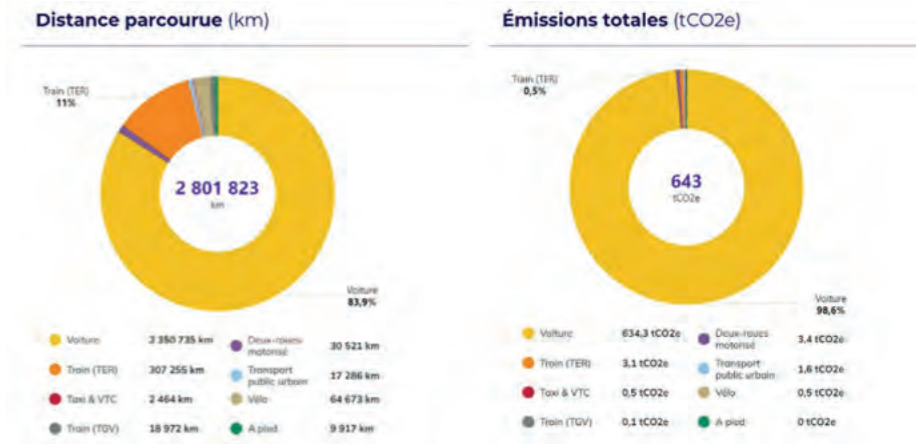
Out of 248 tonnes of waste, 187 tonnes are reported as recovered (recycling, energy recovery, etc.). According to the Bilan Carbone method, emissions related to the collection and treatment of recovered waste are attributed to the beneficiary of the recovery. As a result, 0 kgCO2e is associated with these 187 tonnes of recovered waste. The majority of emissions related to production waste come from the collection and treatment of 54 tonnes of WEEE (Waste Electrical and Electronic Equipment) and 4 tonnes of hazardous waste.

COMMUTING

894 tCO2e, representing 6% of our footprint

Car travel is the primary concern in this category, accounting for 84% of kilometers traveled and 99% of emissions. This result confirms the need to work on mobility with our employees.

45% of home-to-work trips by car are less than 10 km. 9% of these trips are done through carpooling. 4% of home-to-work trips are completed using bicycles or e-bikes.



EMPLOYEE SURVEY

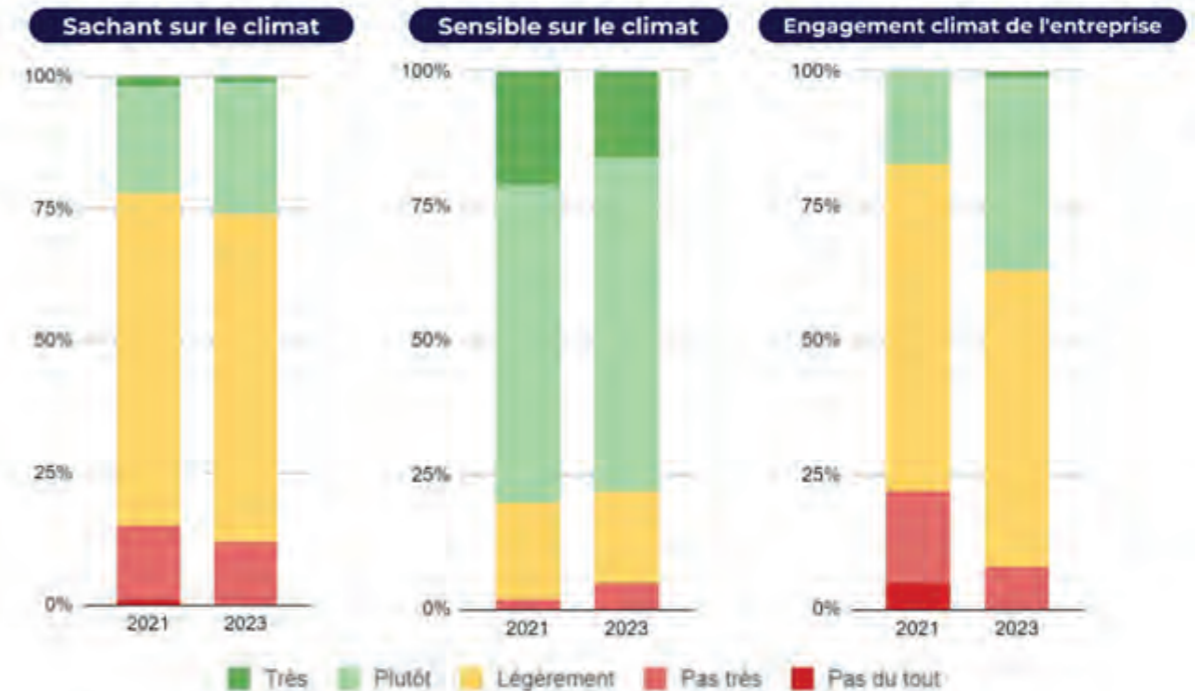
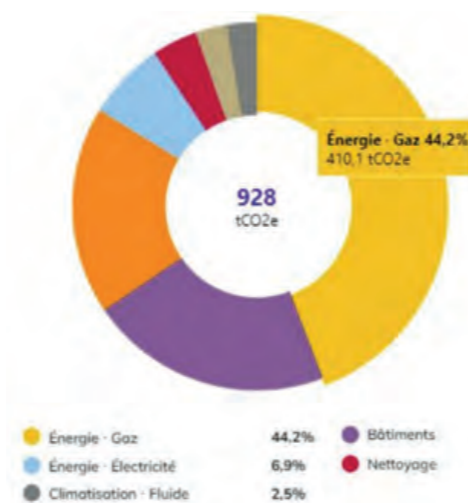
75% of employees consider themselves somewhat or highly aware of climate issues, based on the employee questionnaire. In 2023, employees reported feeling slightly less sensitive but slightly more knowledgeable compared to 2022. The most significant difference concerns the perception of the company's climate commitment, which increased from **17% to 37%**.

FACILITIES 928 tCO2e, representing 6% of our footprint

This category includes emissions from:

- Energy consumption at sites.
- Construction of facilities and parking lots, estimated based on their surface area and divided by their lifespan (50 years by default).
- Refrigerant fluid leaks from air conditioning systems, which are powerful greenhouse gases.
- Maintenance expenses.
- Office waste.
- The combustion of gas in our buildings accounts for nearly half of emissions associated with facilities.

Transitioning away from fossil fuels in the long term is a key area for future development.



Lo When conducting its first carbon footprint assessment, NSE evaluated employee travel-related emissions through a questionnaire. The results provided insights into employees' commuting and business travel patterns. The positive responses encouraged the implementation of a carpooling initiative within the company. NSE is now exploring solutions and defining the project framework to finalize a carpooling solution.

Objectives for 2024

STEP 1

Conduct a survey among employees to gather their opinions.

STEP 2

Analyze the results.

STEP 3

Research solutions and define the project's implementation (internal tools via Outlook/Excel or a dedicated platform) and present the project.

STEP 4

Decide on the implementation and communicate about the launch of carpooling.

82%

of our employees commute using their personal vehicles.

14%

use other modes of transport, such as public transport, bicycles, scooters, walking, etc.

49,5%

of our employees travel professionally between company sites.

NSE participated in the Mobility Challenge organized by the Auvergne-Rhône-Alpes region. This event raises awareness among employees about sustainable mobility and encourages them to adopt more ecological modes of transport, such as carpooling or public transport.

The Mobility Challenge serves as a valuable tool for gauging enthusiasm and potential support for the carpooling project. It provides a practical framework to develop and adjust the project based on employee feedback. This approach ensures the solution implemented will effectively meet employees' needs and expectations.

NSE CARPOOLING AND MOBILITY CHALLENGE

135 employees participated to this challenge, representing 35% of the workforce (France scope). A total of 1,890 kilometers were traveled using sustainable means of transport, such as carpooling, trains, buses, bicycles, walking, etc. Participants and all employees were welcomed with a friendly breakfast, fostering discussions about transportation practices.

This shared moment not only strengthened connections among colleagues but also served as an opportunity to discuss various sustainable mobility experiences and gather ideas for further improving our initiatives toward greener transportation.

135

employees participated, representing

35%

of the workforce (France scope).

Site (ABREST 03)



Site (SOYONS 07)



Site (VARENNES 03)



Site (NIZEROLLES 03)



Site (AULNAT 63)



Site (RIOM 63)



Site (BRIVE 19)



Site (TAVERNY 95)



SUMMARY OF ACTION PLANS RELATING TO TO THE MAIN EXTRA-FINANCIAL ISSUES IDENTIFIED AND RESULTS

Material Issues	Potential Negative Impacts	Summary of Actions Taken	Indicators	Results
RESPONSIBLE COMPANY				
Anti-Corruption	<ul style="list-style-type: none"> . Legal risk and financial sanctions . Reputational risk 	<ul style="list-style-type: none"> Communication and awareness of the ethical charter shared with the most exposed suppliers and employees . Implementation of a complete whistleblowing system 	<ul style="list-style-type: none"> Rate of employees exposed and trained in corruption prevention 	85% of employees in positions most exposed to risks were trained in 2023.
Evolving stakeholder expectations (legislation, competition, and societal demands)	<ul style="list-style-type: none"> Risk of losing orders and declining business volumes due to a shrinking aerospace market . Risk to the company's reputation 	<ul style="list-style-type: none"> Continuing quality management policies with recognized certifications . Maintaining optimal service quality (operational excellence) and strengthening methodologies 	<ul style="list-style-type: none"> Rate of certification renewal 	Successful renewal of 100% of certifications across all sites.
Cybersecurity	<ul style="list-style-type: none"> . Risk of cyberattacks, loss, or corruption of strategic information - Loss of client and partner trust - Degradation of the company's image and reputation 	<ul style="list-style-type: none"> . Strengthening IT system security procedures, protection measures, and organizational structures . Training key personnel 		Launch of the ISO 27001 certification process, with completion expected by the end of 2024, alongside the AirCyber labeling initiative.
Responsible Purchasing Policy, Quality Sourcing, and Innovation	<ul style="list-style-type: none"> . Risk of production halts for electronic components and excessive cost increases . RSE risks in the value chain . Risk of reduced competitiveness 	<ul style="list-style-type: none"> . Knowledge and management of the supply chain . Building partnerships with strategic suppliers connected to key clients . Establishing environmental and social selection criteria for the supplier panel . Suppliers adhering to our ethical charter 	<ul style="list-style-type: none"> Rate of buyers trained in responsible purchasing Rate of suppliers' response to the Responsible Purchasing Charter 	<ul style="list-style-type: none"> 100% of buyers trained in responsible purchasing. Supplier adherence to the responsible purchasing charter Deployment of our responsible purchasing charter to suppliers. Integration of CSR criteria into our supplier qualification process.
COMPANY COMMITTED TO ITS REGION				
<ul style="list-style-type: none"> Development of employment in the region Support for reservists Employee involvement in sponsorship actions 				

SUMMARY OF ACTION PLANS RELATING TO TO THE MAIN EXTRA-FINANCIAL ISSUES IDENTIFIED AND RESULTS

Material Issues	Potential Negative Impacts	Summary of Actions Taken	Indicators	Results
EXEMPLARY EMPLOYER				
Social Dialogue and Quality of Life and Working Conditions (QLWC)	. Absenteeism rate	. Expansion of the health and safety policy to include QLWC aspects	Frequency Rate	7% in 2023
	. Turnover rate	. Reduction of the absenteeism rate . Strengthening prevention measures to reduce MSD risks	Severity Rate	0,11% in 2023
Company Attractiveness, Talent Retention, and Knowledge Capitalization	. Difficulty attracting talent with the technical skills required by the group	<ul style="list-style-type: none"> External communication Evolution of recruitment methods The company's commitment to CSR, particularly appealing to younger generations Tailored salary policies Training and knowledge transmission plans Active participation in "recruitment forums" Engagement in vocational schools Implementation of remote work 	Percentage of respondents to the internal QLWC survey	61.5%
			Number of apprenticeship/professionalization/alternance contracts	7 in 2023
Diversity and Equal Opportunities	. Maintain and increase the percentage of women in managerial roles	. Proactive policy on gender equality: balanced succession plans for men and women and systematic inclusion of diverse candidates during recruitment	Percentage of women in the workforce Gender Equality Index	41% 83/100
SUSTAINABLE COMPANY				
Energy and Climate Transition	. Lack of indicators, measurements, and climate strategy, which could exclude the company from certain tenders during selection . Rising energy costs	. Completion of a carbon footprint assessment	Economic Carbon Intensity	229 kg CO2e / k€ of revenue
			Tracking of electricity, gas, and water consumption	Refer to page 74 for details Refer to page 76 for details
Circular Economy	. Increasing regulations on certain materials . Rising costs of raw materials and waste management	. Innovation beyond packaging by integrating circular economy principles into industrial processes	Tracking of waste by category	
			Training on eco-design	Achievement of the QualiRépar label

Social Dialogue and Quality of Life and Working Conditions (QLWC)

The company's top management and leadership at all levels consider the promotion of safety and the improvement of working conditions as critical priorities. Quality of Life and Working Conditions (QLWC) is a concept that encompasses all factors contributing to employee satisfaction and well-being at work. It has become an increasingly important focus.

Les enjeux de la mise en place de la QVCT pour NSE sont nombreux :

- Améliorer la qualité de vie des salariés,
- Favoriser leur engagement et leur motivation ;
- Réduire l'absentéisme et le turnover ;
- Renforcer l'image de l'entreprise ;
- Améliorer sa performance et sa compétitivité

This initiative is designed to identify strengths and areas for improvement to optimize employee well-being and satisfaction. The survey targeted all NSE employees (France scope).

The survey consisted of 43 questions, including 7 open-ended questions.

249

responses were received out of a total workforce of 403 (as of May 31, 2023)

61,5%

response rate

The QLWC action plan is currently being rolled out across NSE. Initial results have been shared with teams to ensure transparency and foster engagement.

The Key Objectives of Implementing QLWC

of questionnaires, are commonly used to gather concrete feedback on employees' perceptions and expectations. Recognizing the importance of QLWC, NSE conducted a company-wide questionnaire (France scope) following the RSE Month in April 2023.

The 6 Focus Areas of

- Job Content
- Workplace Health
- Performance and Management
- Employability and Professional Development
- Workplace Relationships and Social Climate
- Equality of Opportunity

Main Actions by QLWC Focus Areas and Progress

Job 1		
ACTIONS : Implementation of Job Descriptions/Role Profiles for All Positions	ACTIONS : Completion of Annual Performance Reviews according to the schedule communicated by Management (integration of clear and measurable objectives)	ACTIONS : Implementation of specific meetings initiated by Site Management (interdepartmental meetings, performance presentations, etc.)
FIRST RESULTS		
100% completed	80,7%	Monthly/quarterly meetings depending on the site
Health at work 2		
ACTIONS : For sites that wish to participate: implementation of book-sharing boxes/card games in common areas	ACTIONS : Renovation/improvement of cafeterias and break rooms: various cost estimates will be conducted in 2024 based on the specific needs of the sites concerned	ACTIONS : Renewal of chair inventory (administrative, production, logistics, etc.) based on site needs
FIRST RESULTS		
Creation of a relaxation and reading area for the Varennes/Allier site. Deployment is underway for other concerned sites	Creation of a new cafeteria for the Varennes/Allier site. Deployment is underway for other concerned sites	Deployment is in progress across the sites
ACTIONS : A study is underway for the implementation of communication screens in NSE premises (to share company metrics, projects, etc.)		
Deployment is in progress across the sites		

Performance and Management

3

ACTIONS :

Industrial updates organized by Site Management, including information on the company's financial health

ACTIONS :

Implementation of management training

ACTIONS :

Introduction of feedback reports for all new hires and/or employees taking on new roles

FIRST RESULTS

Industrial updates by each Site Management twice a year.

Action included in the 2024 training plan

Currently being implemented by the HR department for the second half of 2024

Employability and Professional Development

4

ACTIONS :

Continuation of HR communications on open positions, both internally and externally

ACTIONS :

Reminder by the HR department of the internal mobility process

ACTIONS :

Communication of the training plan by Site Management at the beginning of 2024

FIRST RESULTS

Regular communication on job openings

HR communication completed in 2024

Training plan disseminated in 2024

ACTIONS :

Conducting an audit of training needs for "job-specific" skills to establish a multi-year plan

FIRST RESULTS

Lancement du recueil lors de la préparation du plan de formation 2025

Work Relationships and Social

5

ACTIONS :

Organization of the Epiphany cake event in January 2024

ACTIONS :

To encourage convivial moments, NSE will financially contribute to the organization of one event per year with the teams

PREMIERS RÉSULTATS



Equal

6

ACTIONS :

Maintenance of one teleworking day for eligible positions. Rules are in place and monitored by managers

FIRST RESULTS

Implementation of a new HR tool to declare and track teleworking days for eligible employees

Additionally, negotiations are underway to establish a QVCT agreement, aimed at formalizing measures and ensuring their sustainability.

Attractiveness of the Group, Talent Retention, and Knowledge Capitalization

The attractiveness of a company is its ability to attract and retain talent through a positive employer brand, good working conditions, career opportunities, and a commitment to diversity and inclusion. We are working on strengthening the employer brand by developing a strong company culture based on employee well-being, training, and growth through:

Teleworking to allow flexible management of daily life.

- Increasing the training budget to develop and maintain the specific skills of our employees.
- Strengthening internal recruitment, particularly through the implementation of employee referrals.
- Organizing internal events (challenges, Epiphany celebrations, sports events, etc.).
- Rolling out internal and external communication.
- Increasing NSE's visibility at trade fairs, forums, school partnerships, and on social media.

Maintaining a positive brand image is crucial to retaining talent, attracting new candidates, and strengthening our employer brand.

To better manage careers, the Human Resources Department has initiated a forward-looking Employment and Skills Management (GPEC) process, with results expected in 2025.

Diversity and Equal Opportunities

Equality, diversity, and inclusion are at the heart of workplace well-being. NSE is committed to fighting all forms of discrimination and promoting diversity and equal opportunities as essential values. This is reflected in:

- The integration of young people in difficulty;
- An expanding apprenticeship policy;
- The promotion of gender equality;
- The integration of people with disabilities;
- Support for senior workers..

83/100

NSE's adherence to the principle of gender equality, achieving this score in 2023 on the professional equality index.

Access to employment for people with disabilities and support for senior workers are key NSE commitments to combating discrimination, promoting equal opportunities and diversity, and providing a genuine opportunity for social inclusion. Details on this chapter are developed in the sections "Equality between men and women" and "Measures taken for people with disabilities."

NSE is dedicated to developing human capital: identifying and enhancing internal skills, integrating and supporting new employees in their growth. NSE invests in employees' talent and leverages their diversity to bring them on board for the journey. Developing potential, valuing expertise, and encouraging career progression are part of NSE's ambitious HR policy, ensuring that all employees, both men and women, share a sense of pride and rally around our five unifying values

Employees are entitled to

- Days off for a sick and/or hospitalized child.
- Additional leave based on seniority.
- Leave for family events (marriage, PACS, childbirth, bereavement, etc.).
- A referral bonus.
- One teleworking day for eligible positions.
- An additional day off for administrative procedures related to applying for or renewing RQTH status (Recognition or Renewal of Disabled Worker Status).
- A bonus upon receiving RQTH status.
- The option to donate leave to benefit an employee of the company responsible for a child under 20 years old suffering from an illness, disability, or a particularly serious accident requiring sustained presence and demanding care.
- Four authorized absences per year, lasting one hour each, to donate blood.
- Meal vouchers.
- Health and welfare insurance.

List of Agreements

- Agreement on leave for family events
- Profit-sharing agreement
- Incentive agreement
- Working time agreement
- Agreement on professional equality between men and women
- NSE operational on-call agreements
- NSE bridging days and solidarity day agreement
- NAO salary agreement minutes
- Agreement on authorized absence for blood donation
- Addendum No. 1 to the company agreement on provident insurance
- Addendum No. 5 to the company agreement on healthcare expenses
- Supplementary NAO agreement 2022
- Method agreement regarding the implementation of the new Metallurgy Collective Agreement (Job Classification)
- Company agreement on the conditions and modalities for electronic voting in the election of CSE employee delegation members
- Pre-electoral agreement protocol for the 2023 CSE elections + Addendum
- Disagreement minutes on closure & solidarity day 2023

Risk Analysis and Occupational Health and Safety Policy

Ensuring the health, safety, and quality of life at work for its employees is a priority for NSE.

The Group reaffirms its commitment to risk prevention and employee protection. This voluntary and responsible approach is coordinated by the Human Resources department, the CSR Manager, the Health, Safety and Working Conditions Committee, and occupational health services, which ensure the application of all regulatory prevention and monitoring measures.

NSE has established a common methodology across all its sites to conduct risk analyses, particularly through the Single Document for Risk Assessment (DUERP).

Concrete actions are implemented to prevent risks related to employee health and safety at work. To maintain the DUERP, job analyses are conducted on-site, allowing for the continuous update of professional risk assessments.

MSDs - Exoskeletons

Musculoskeletal disorders (MSDs) affect a significant number of employees in the workplace. These disorders, often caused by poor posture, can be alleviated through various devices. For this reason, NSE conducted voluntary testing of different devices designed to encourage better posture and reduce pain.



NSE SOCIAL POLICY

Testimony



Nathalie : cabler / Integrator

I work as an integrator/cabler. My job primarily involves assembling parts and integrating various electronic components into enclosures.

In my work, I often face posture-related constraints. I frequently have to bend over to access the inside of the enclosures and carry out integrations, which leads to back pain and muscle tension.

I tested the ergonomic exoskeleton for an entire morning and felt a notable improvement—it provides genuine support. Over the long term, these devices offer significant help in alleviating pain and muscle tension.

I am overall satisfied with my company's initiative to introduce exoskeletons. It's an excellent step toward investing in employee comfort and demonstrates a genuine effort to care for our well-being at work.

Acquisition of Ergonomic Trolleys

In 2023, NSE deployed ergonomic trolleys designed for handling loads such as boxes and reels at two sites following a risk analysis. These trolleys are designed to reduce the physical effort required for handling and transporting loads. This initiative aims to significantly improve working conditions and reduce musculoskeletal disorders (MSDs) associated with lifting heavy loads.



Testimony



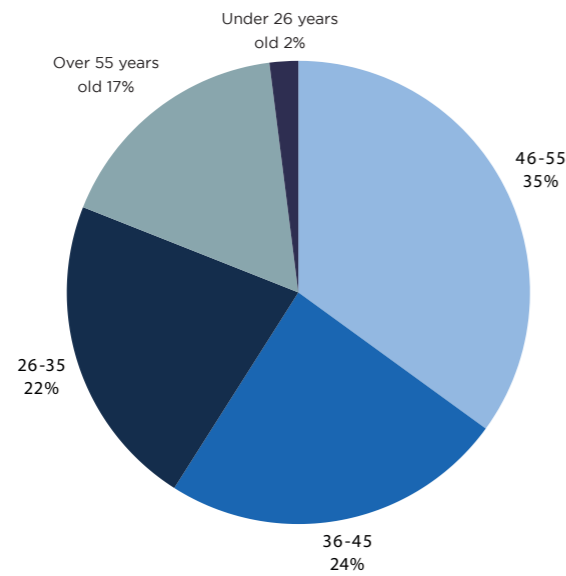
Stéphanie : Cutting, Marking / Shipping

The tasks I perform place significant strain on the back, as I often alternate between standing positions—when moving boxes or reels of cables—and sitting positions when I'm working at the computer or the marking station. In autumn 2023, NSE offered the chance to try posture vests. I decided to test one, as I believe such products should be tried over an extended period to truly feel their benefits. Since the trial, I've kept the vest and wear it as often as possible. It's true that when I don't wear it for a few hours, I feel a lack of support in my back. Today, I am satisfied with this product; it provides a significant improvement in workplace well-being thanks to NSE's commitment to this area.

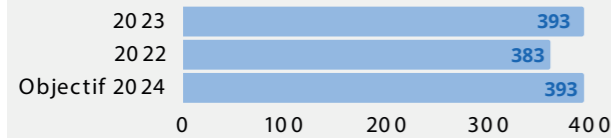


10/06/2024

Workforce by Age



Workforce in France



Permanent Recruitment

52
2023

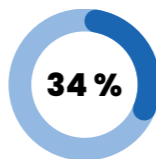
41
2022

Professionalization and Apprenticeship

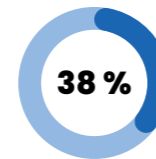
7
2023

8
2022

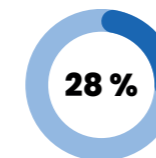
Workforce by Socio-Professional Categories



Workers/Employees



Technicians/Supervisors



Engineers and Managers

Safety-Related Training

In compliance with regulatory requirements, NSE implements various training sessions, awareness initiatives, and drills to ensure a safe and secure working environment. Beyond meeting legal obligations, these training programs aim to strengthen employee skills, reduce accident risks, and promote a culture of safety within the company.

- Periodic training and refresher courses for the use of forklifts and overhead cranes are provided to ensure the safe and efficient handling of heavy and cumbersome loads.
- Training in first aid (Occupational First Aiders).
- Specific training for fire management, including the roles of fire wardens and evacuation coordinators, as well as the use of fire extinguishers, is also provided.
- Risks associated with the use of chemical and hazardous substances are addressed in dedicated awareness sessions.
- Training on the risks of diisocyanates & isocyanates substances.
- For electrical risks, employees receive appropriate certifications to ensure their safety..

72%

of employees are trained in the use of fire extinguishers.

52

employees are Occupational First Aiders (13%).

100%

of NSE sites are equipped with a defibrillator.

72%

of employees are trained in isocyanate-related risks.

Implementation of Safety Quarters

among teams about potential risks and best safety practices in the workplace. Each safety quarter is an opportunity to share feedback and enhance collective vigilance. Topics addressed during these sessions include "risk and safety awareness," where employees are encouraged to share their experiences and perspectives on workplace risks. Other topics, such as "wearing PPE," emphasize the importance of personal protective equipment in preventing accidents. Safety quarters also cover specific issues like chemical risks, raising awareness among employees about potential dangers and the preventive measures to adopt. These moments of exchange promote a proactive safety culture, strengthen communication within teams, and contribute to ensuring a safer and healthier work environment.



INTERVIEW



Why do you think these moments dedicated to safety are important in your work environment?

The Soyons site is deeply rooted in aeronautical culture. In this field, the cornerstone is aviation safety. Certainly, during the safety quarters, we address another type of safety, but the approach remains the same: safety, no matter what kind, only works if people develop the associated culture. These safety quarters, where we take this quarter-hour to focus on the topic, contribute to building this culture and establishing a dynamic.

Have you noticed an improvement in safety culture within your team since the implementation of safety quarters?

Yes, because safety, like quality—which is my role within NSE—only works if there is a cultural foundation. We can't "police" everyone. Thus, employee adherence to this approach through the development of a safety culture is essential; it is the key to ensuring it works effectively.

These safety quarters address these issues in a very pragmatic way and remove the stigma of "it's too complicated." The routine of these safety quarters helps identify issues from one session to the next and allows us to address them properly.

Can you give a concrete example where a safety quarter helped prevent an incident or improve safety practices?

It's not easy to answer because the very essence of safety management is prevention. Safety isn't about eliminating risk—that's unrealistic—but about reducing and maintaining risk at an acceptable and accepted level.

Nonetheless, these safety quarters have allowed us to identify and address potential safety risks, such as the periodic verification of automatic gates and loading dock curtains or the updating and improvement of the availability of Safety Data Sheets. Additionally, we have noticed improvements in waste sorting management at the site.

How have these sessions changed your approach to workplace safety?

These sessions, implemented as short and dynamic routines, have helped destigmatize the topic of workplace safety. These routines contribute to building a culture of safety and integrate this notion into our daily lives rather than perceiving it solely as a constraint to comply with.

The approach is similar to that of quality management: effectiveness can only be achieved if employees embrace the approach and integrate it into their daily routines.

INTERVIEW



Have the safety quarter sessions changed your approach to workplace safety?

Yes, I am now more aware and have improved my knowledge on the subject. My daily behavior has changed; before taking action, I take the necessary precautions to reduce the risks associated with my work.

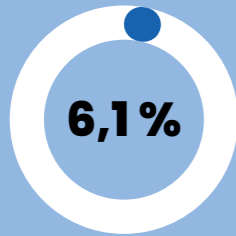
Can you give me an example?

Yes, for example, in my daily tasks, I use products such as varnishes, adhesives, greases, etc. Before starting an operation, I consult the work sheet/Safety Data Sheets made available to me and verify the risks. With the knowledge I gained during the safety quarter titled "Does my glove protect me?" I now know how to determine whether the glove I am using truly provides protection.

Are these moments dedicated to safety useful in your work environment?

Yes, these moments allow us to exchange ideas as a team about our daily tasks and improve them. For example, we were consulted about glove specifications before they were finalized. The protective equipment provided to me is always consistent, which makes it easier for me to identify the appropriate PPE to protect myself daily.

Measures taken for the disabled



% of disabled workers at 31/12/23

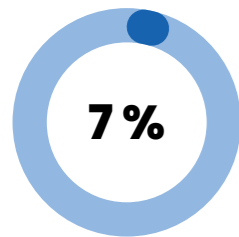


As part of its efforts to raise awareness of disability issues, NSE has introduced measures to encourage disabled employees to register with the Human Resources department (by granting them a bonus and additional days off to complete the necessary formalities).

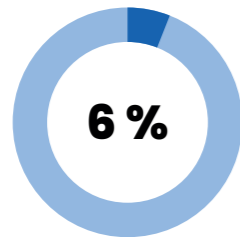
Local initiatives have been put in place for recruitment and job retention. Some services are outsourced to organisations responsible for the integration of disabled people: supplies and services are purchased from a local ESAT (Etablissement et Service d'Aide au Travail).

Frequency rate of accidents at work

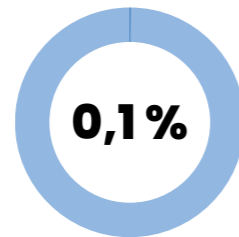
Severity rate of accidents at work



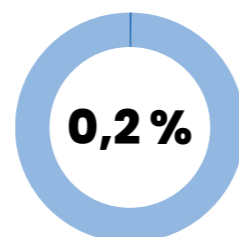
2023



2022



2023



2022

Combating harassment and discrimination

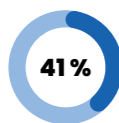
8908,90h

for the total number of training hours in 2023

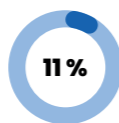
In addition to the themes of ethical business conduct and the fight against corruption, the Ethics Charter also mentions the fight against harassment, discrimination and the protection of the health and safety of employees and customers as an imperative in the conduct of the company.

An anti-harassment policy has been put in place and a contact person has been identified for the Group.

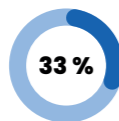
Equality between men and women



Women in management 2023



Women in management bodies 2023



Women in total workforce 2023

NSE POLITIQUE SOCIALE

Management of Workplace Accidents

Workplace accident management at NSE is based on a proactive and rigorous approach aimed at minimizing risks and ensuring a safe working environment for all employees.

A detailed internal investigation process is systematically implemented after each incident. This process is carried out by a team in collaboration with a member of the Health, Safety, and Working Conditions Committee. Its purpose is to identify root causes and develop appropriate corrective measures. Employees are trained in accident prevention, including sessions on hazard identification and risk assessment.

NSE encourages open communication and employee feedback to continuously improve safety practices. In the event of an accident, clearly defined emergency procedures are applied to ensure a quick and effective response. Additionally, regular safety audits are conducted to verify compliance with standards and the effectiveness of preventive measures in place.

Skills Development, Training, and Internal Mobility

Training is an essential tool for maintaining the quality of products and services. Constantly evolving techniques, equipment, and regulations require the adaptation and alignment of employee skills.

A training management procedure has been drafted and approved by the company's management. Training is provided either internally or externally and can be funded through the use of the personal training account (Compte Personnel de Formation - CPF) during work hours. This initiative is part of a co-decision process between the employee and the employer.

Internal training is conducted by in-house trainers and has the advantage of being particularly suited to group training sessions focused on the trainer's specific area of expertise.



External training is delivered by accredited organizations, enabling employees to acquire new qualifications or enhance their skills through various initiatives: adaptation to new activities, promotions, annual reviews, or knowledge enhancement.

One of the tools used to identify training needs is the professional interview offered to every employee within the Group every two years. Its objective is to discuss the employee's career development prospects, particularly in terms of qualifications and employment. As such, the professional interview is a critical managerial process used to identify training and skill development needs as well as the actions to be taken.

To promote internal mobility, an HR Committee has been in place for several years. This committee studies requests for position changes or salary increases made by managers on behalf of employees. The HR Committee convenes monthly to review HR-related requests, including internal mobility, internal/external recruitment, bonus requests, or other employee concerns from each NSE department (excluding temporary staffing requests).

Brand Attractiveness for New Entrants

The Human Resources department participates in local events (fairs, job dating, etc.). This involvement in local life helps to raise awareness of the group in a new context and provides opportunities to meet potential candidates for internships or jobs.

NSE works closely with universities and local institutions across various sectors with the goal of leveraging their resources to build expertise through recruiting future employees and supporting the training of interns/apprentices.



Our forums

February 2023 : « Spouse Operation » at Vichy Town Hall (France). On the agenda: welcoming participants, Apec and Pôle Emploi workshops, and individual meetings with companies.

March 2023 : ALTERN'UP Auvergne at Hall32 in Clermont-Ferrand (France), featuring meetings, discussions, job dating, pitches, workshops, and, most importantly, all the information available on apprenticeships!

March 2023 : The Careers and Training Fair in Bellerive-sur-Allier (France) offered a boost to building employment projects by meeting professionals, participating in job dating sessions, and exchanging with training centers and companies.

May 2023 : Participation in the Employment and Industry Day in Cusset (France).

September 2023 : Job dating event in Varennes (France).



FORUM
in pictures



A WORD FROM...

Jeremy LOPES
Head of Design Office and Innovation



By continuing and strengthening these partnerships, we not only ensure greater visibility among students but also create opportunities to work on tomorrow's technologies with tomorrow's engineers. At NSE, we remain committed to training and inspiring the next generation of talented professionals.

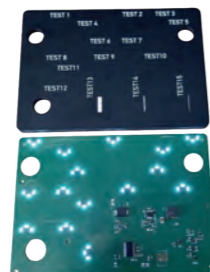
At NSE, we strongly believe in the importance of partnerships with local academic institutions to foster innovation and prepare the engineers of the future. Through various industrial projects and internships, we reinforce our ties with these institutions and integrate young talents into our teams.

For example, in collaboration with University of Clermont Auvergne, three students worked hand-in-hand with our design office engineers on optimizing electromagnetic waves for controlling a brushless motor. This project marked our first industrial initiative with University of Clermont Auvergne and was a true success.

Additionally, for the third consecutive year, three students from ESISAR Engineering School in Valence collaborated with our design office engineers on the development of the microSherpa. This innovative device improves the uniformity of LEDs in an aeronautical front panel, representing a significant advancement in mastering LED technology for front panels at NSE.

These collaborations are not limited to specific projects. We also welcome interns and apprentices from various backgrounds – technicians and engineers – into our design office, offering them a full immersion into our different areas of expertise. These enriching experiences allow students to familiarize themselves with cutting-edge technologies while NSE teams benefit from fresh, innovative perspectives.

Front photo – ESISAR student project



A WORD FROM ...

Elena MIRON
Human Resources Director



With their expertise, complementarities, and shared missions, the NSE Group, high schools, and GRETA (group of local public educational establishments) share a common vision for skill development pathways. They work together with a unified purpose to address the company's HR needs:

- Promote (careers, training, employment, technologies),
- Recruit,
- Develop skills, advance, or retrain employees.

The NSE Group, high schools, and GRETA have chosen to join forces, focusing primarily on the Aeronautics and Maintenance sectors by working on implementing a partnership agreement.

There are numerous reasons for this partnership:

- The geographical proximity of the partners,
- Shared professions and technologies in the industrial sector,
- Shared professional contacts or relationships (Suppliers, Advisors, Funders, Professional Branches, Clusters, etc.),
- Common challenges (recruitment difficulties, etc.),
- Complementary general missions focused on promoting skills, certifications, and professions,
- General missions to highlight and value the actions undertaken.



Integration of New Employees

Integration is crucial for the success of new hires, and special attention is given to the quality of their onboarding process. The HR department prepares a comprehensive set of documents required for employment, including the employment contract, information on health insurance and provident funds, a welcome booklet, the group's IT charter, the economic security guide, documents related to the Works Council, and the Quality & Environmental policy.



Additionally, a one-year seniority review is conducted for each new employee with HR management. The purpose of this meeting is to review the integration process and evaluate the employee's mission progress within NSE.

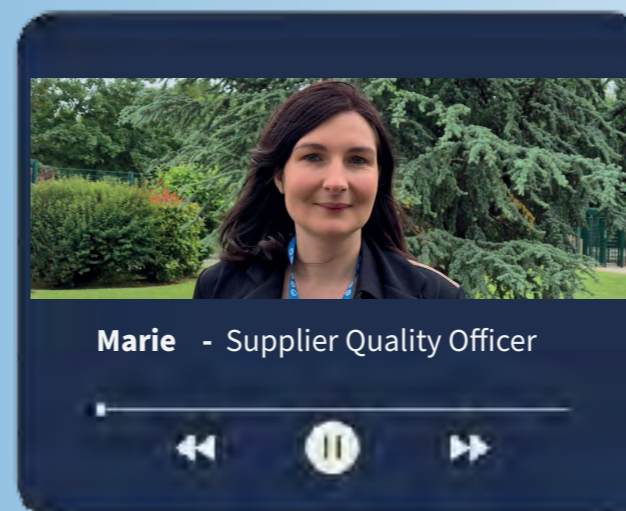
As part of the onboarding process, new employees receive specific training on Quality, Health, Safety, and Environment (QHSE). These sessions are designed to familiarize them with our policies and procedures related to QHSE, as well as the applicable standards and regulatory requirements.

During these onboarding sessions, new employees are informed about the main risks associated with their job and the prevention measures to be implemented. They are also briefed on emergency procedures in case of an incident. In addition to raising awareness about QHSE issues, these sessions aim to promote a culture of safety and shared responsibility within the company. They also provide an opportunity to ask questions and share concerns, fostering a smooth integration into the team and a deeper understanding of the company's QHSE commitments.

After a few months of integration, new employees draft a "feedback report." This document collects their first impressions and suggestions about the company, helping to improve the onboarding process and the working environment.

NSE SOCIAL POLICY

INTERVIEW



What is your role at NSE, and when did you join us?

To support its operations and meet its needs, the NSE Group collaborates with over 800 suppliers, ranging from manufacturers of large mechanical parts to distributors of micro-connectivity equipment and various service providers. Regular monitoring of their ability to deliver compliant products and services within the required deadlines is essential. This is the primary mission of the Supplier Quality Assurance Service, which I joined in early March within the Interconnection Business Unit for the cabling division.

What were your first impressions regarding the importance placed on safety within the company?

Like all new employees, I benefited from comprehensive safety training: learning the reflexes to adopt in case of a fire, best practices in environmental protection, and safeguarding sensitive data resonated with the reinforcement of RSE and GDPR quality requirements we ask our suppliers to adopt, particularly through our enhanced qualification questionnaire. Being trained on our transversal safety issues has allowed me to better understand those faced by our suppliers, as we work in synergy.

Were there any specific aspects of the safety onboarding that stood out to you or that you found particularly useful?

Very soon after joining, I was offered training to become a workplace first responder, which I found highly beneficial. Knowing life-saving techniques can prove useful both professionally and in everyday life.

In your opinion, what is the importance of safety onboarding in the company culture and its impact on employees?

NSE's safety onboarding emphasizes the importance of assessing quality and safety management in the workplace, which is a priority for our clients. Due to the nature of our activities, deeply rooted in the civil and military aerospace sectors, both NSE and its suppliers focus on the safety of consumers and users of our products and services (such as awareness of the dangers of Foreign Object Debris). Employee safety, including their working environment, is also essential (e.g., wearing safety equipment, following proper safety procedures when handling hazardous and corrosive products, etc.).

On an economic level, ensuring business continuity, protecting against increasingly sophisticated cyber threats, and promoting a participatory approach to social and environmental protection are a few examples of topics covered during the "New Hire Safety Awareness" training. These aspects are critical and closely tied to fostering a proactive company culture in this area.

After several weeks in the company, I've observed that the NSE Group actively cultivates this approach. For example, in close collaboration with the Purchasing Department, a Responsible Purchasing Charter was recently deployed to our key suppliers to ensure they share NSE's commitments.

Organization of the Procurement and Strategy Department

Purchasing represents a significant portion of the Group's revenue. Suppliers play an active role in adding value to NSE, shaping its reputation, and ensuring customer satisfaction. As such, the responsible purchasing initiative is a key pillar of the Group's CSR policy.

The procurement department is structured around two main areas:

Industrial Procurement:

Covers all needs related to the components of products sold to customers.

General Procurement:

Includes all direct and indirect purchases required for the company's operations

To monitor the performance of its supplier base, **NSE has implemented a "Supplier Performance Management" system under the Quality Department.** This specific, cross-functional management system, applied across the NSE Group, enables constant monitoring, analysis, and management of supplier performance using key indicators (quality, delivery timelines, risk analysis, etc.).

The purchasing strategy aims to establish sustainable relationships with identified suppliers and partners, built on trust, industrial excellence, and technological leadership. Supplier relationships are designed within a partnership framework to enhance competitiveness. This involves engaging suppliers early in the development phases to better meet all customer requirements.

This strategy is built on two key approaches: developing long-term partnerships with selected suppliers and continuous sourcing of new expertise and capabilities.

In 2023, a training session on responsible purchasing was delivered to the entire team. This training aimed to raise awareness of CSR challenges, introduce the concept of sustainable development, and prepare buyers to integrate sustainable practices into their procurement processes.

Following this training, a concrete action plan was deployed to initiate workstreams for 2024. Some of the first actions undertaken include:

Drafting a Responsible Purchasing Policy

This Responsible Purchasing policy represents a commitment by NSE. It outlines clear expectations for both our suppliers and our internal practices. Deployment of this policy is scheduled for 2024-2025.

Adhering to the Responsible Supplier Relations and Purchasing Charter

Adherence to the Responsible Supplier Relations and Purchasing Charter is another key element of this initiative. This commitment reflects NSE's determination to align with high standards of responsibility while actively promoting sustainable purchasing practices within the industry. NSE officially signed the charter in February 2024 and is now committed to implementing actions to promote, support, and raise awareness internally among all stakeholders involved in the organization's procurement policy. These efforts aim to ensure understanding of the commitments.

NSE

RESPONSIBLE PURCHASING INITIATIVE

Deployment of the Responsible Purchasing Initiative

NSE's initiative is based on three pillars, within which Responsible Purchasing serves as a key focus area:

ECONOMIC PILLAR

Ensuring the company's purchasing activities contribute to NSE's economic development. The procurement department aims to make purchasing a sustainable competitive advantage over competitors while maintaining a balanced relationship with suppliers.

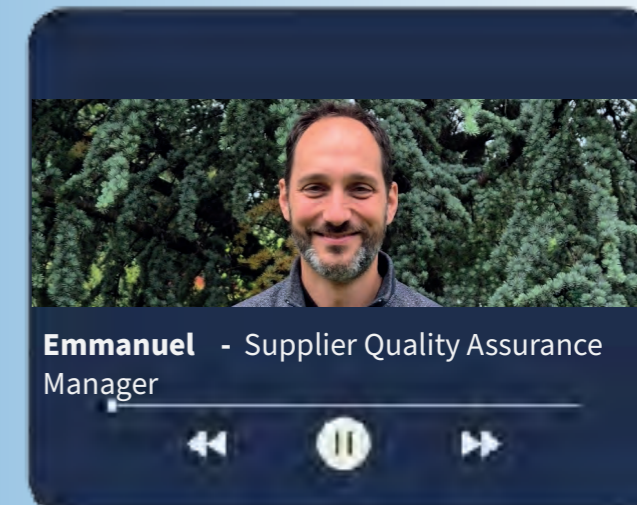
SOCIAL PILLAR

Considering the social impact of the company's activities (employees, suppliers, clients, communities, etc.). The procurement department holds ethical and professional responsibilities in its relationships with suppliers. It ensures that the values defined by NSE in its Code of Ethics are shared and respected by its suppliers.

ENVIRONMENTAL PILLAR

Ensuring compatibility between NSE's activities and ecosystem preservation (analyzing NSE's and its products' impact on resource consumption, waste production, and pollutant emissions). The procurement department includes a local supplier network for certain purchasing categories. In collaboration with NSE's Design-Industrialization teams and suppliers, it also drives proposals for eco-designed products.

INTERVIEW



Emmanuel - Supplier Quality Assurance Manager

Can you tell us what the Responsible Purchasing training has brought to you?

This training has helped me better understand the challenges of the CSR initiative and its implications for procurement (for example, during the selection and monitoring phases of our suppliers). We were able to identify action priorities to define a plan tailored to the diverse constraints of NSE's various markets.

What is your role regarding CSR in relation to your role/department?

The primary mission of Supplier Quality Assurance (SQA), in collaboration with the Procurement Department, is to implement and monitor the application of our CSR approach among our partners.

What are the next milestones for the initiative?

- The Procurement Department recently distributed our Responsible Purchasing Charter to the main suppliers in NSE Group's panel for signature. The goal is to ensure these suppliers align with NSE's CSR policy and can be identified within our Group Supplier Panel. Faire de la RSE un critère de sélection de nos nouveaux fournisseurs, d'ailleurs nous avons déjà intégré certaines notions dans nos fiches d'habilitations fournisseurs, le but étant d'avoir un premier état des lieux de leur maturité dans le cadre de cette démarche.
- Making CSR a selection criterion for new suppliers. In fact, we have already incorporated some related concepts into our supplier qualification forms, with the aim of obtaining an initial assessment of their maturity regarding this initiative.
- Updating our Supplier Risk Matrix in 2024 to include strategic parameters from our CSR initiative.

Description of the Environmental Policy

Societal expectations for sustainable development, transparency, and accountability have evolved alongside strengthened legislation and increased environmental pressures caused by pollution, inefficient resource use, poor waste management, climate change, ecosystem degradation, and biodiversity loss.

NSE ensures to:

- Recycle and reduce waste generated by its activities.
- Control energy consumption to improve efficiency.
- Manage water consumption effectively.
- Reduce its carbon footprint, including conducting a full carbon assessment every two years.

For several years, NSE has pursued a systematic approach to environmental management aimed at contributing to the environmental pillar of sustainable development. As part of this commitment, the Group pledges to "reduce and prevent the impact of its activities on the environment by preventing potential pollution risks, conserving natural and energy resources, and optimizing waste recycling" (note: environmental focus from NSE's Quality and Environmental Policy, signed by the Executive Board on January 6, 2024).

52%

of NSE's workforce operates at ISO 14001-certified sites

99%

regulatory compliance in 2023

37,5%

of sites are fully equipped with LED lighting

50%

of sites have more than 60% LED coverage

25%

of sites have less than 60% LED coverage

For non-certified sites, the Group implements a proactive environmental policy to deploy best practices and improve multi-site environmental management. This is part of the strategic priorities under the Ambition Plan for the CSR pillar.

Environmental regulations constantly evolve, with new laws and directives impacting company activities. Staying updated on new regulations is essential. NSE has implemented a regulatory monitoring and compliance evaluation tool across all its sites to ensure continuous oversight.

This tool provides regular updates, and relevant stakeholders receive email alerts about updates or new applicable regulations. This proactive approach allows NSE to anticipate changes, evaluate their impact, and take necessary measures to meet new requirements.

Impact of Company Activities on Climate Change

Measuring greenhouse gas Emissions

The carbon footprint assessment for 2023 has been completed. See page 39 of this report for detailed results.

Energy Policy

For many years, the Group has included energy efficiency goals to reduce electricity and gas consumption. In 2022, the surge in energy costs necessitated decisive actions to manage electricity and gas expenses. The impact of these actions is already visible in consumption figures:

GAS CONSUMPTION

-7%

in 2023 VS 2022

ELECTRICITY CONSUMPTION

-3%

in 2023 VS 2022

A WORD FROM...

Frédéric LABIS - Director of General Purchasing and Supply Chain (BUS)



“

Energy remains a strong and priority focus for NSE. In a complex energy context, marked by fluctuating prices, we remain firmly committed to optimizing our energy consumption and investing in more efficient and sustainable solutions.

We continue to implement tangible measures to better manage our energy use. One of our recent actions involved replacing a boiler at one of our sites with a high-efficiency condensing boiler. This new boiler brings several benefits to our company. It offers significantly improved energy efficiency by recovering part of the heat contained in combustion gases, reducing our natural gas consumption. Moreover, it helps decrease our CO2 emissions, aligning our practices with our environmental responsibility commitments.

Looking forward, we aim to set clear goals in the area of renewable energy.

”

Focus

Installation of an Electric Charging Station for Aircraft at Clermont-Ferrand Auvergne Airport



@NSE Group Hangar - Aulnat Clermont-Ferrand Airport

Aware of the environmental challenges that now shape the future of our planet, NSE is firmly committed to embracing this new technological era. At the heart of this transition toward more sustainable horizons, NSE has made the strategic decision to equip its hangar with an electric charging station, serving as a tangible symbol of its commitment to clean aviation.

Clermont-Ferrand Auvergne Airport, managed by SEACFA - VINCI Airports, will soon feature an EATON electric charging station developed by Green Motion and Pipistrel for aviation use. Located at the NSE hangar, this first electric charging station, funded by the Syndicat Mixte of Clermont-Ferrand Auvergne Airport (Auvergne-Rhône-Alpes Region, Puy-de-Dôme Department, and Clermont Auvergne Métropole), will enable the platform to accommodate electric light aviation. This project aligns with NSE's aspirations, as the initiator, to develop future maintenance services for these innovative electric aircraft. The inauguration is planned for 2024.

With over 15 years of expertise in aeronautical wiring, NSE has continuously enhanced its capabilities and know-how to support a wide range of aircraft, including the Cessna Citation CJ, the Beechcraft family, and all Group 3 aircraft. NSE aims to establish itself as a major player in the aeronautical landscape in France and internationally. To achieve this, the site holds PART, FAA, and CAA UK 145 certifications. As a Garmin and Collins Aerospace service center/dealer, NSE has also decided to expand its focus to include electric.

NSE ENVIRONMENTAL POLICY

Eco-Design of Reusable Packaging

The Purchasing Department prioritizes recycled or eco-labeled materials wherever possible (e.g., Ecolabel paper) and favors local or nearby suppliers whenever feasible. Due to the complexity of its activities, NSE designs its own packaging tailored to the diversity of its products. These models have been standardized to the maximum extent possible. For these projects, NSE has selected a regional cardboard supplier and a national supplier. The company's policy aims to reduce the use of new packaging by promoting the reuse of materials.

Waste Management

As waste management becomes increasingly complex, NSE requires reliable services from its waste recovery providers, ensuring compliance with applicable regulations while balancing environmental and economic goals. NSE is actively involved in researching recycling solutions for its waste, working closely with local service providers. During this process, NSE focuses on identifying the most suitable recycling streams. This involves considering the specific characteristics of the waste and occasionally conducting tests to evaluate its recycling potential. These studies also factor in internal organizational constraints (e.g., type of collection, sorting, and resource availability for implementation). NSE strives to balance environmental goals with operational realities to ensure the long-term sustainability of its recycling efforts. The company prioritizes the best value-added recycling streams to increase the overall recycling rate, give waste a second life, and reduce environmental impact. Geographical proximity to service providers ensures optimized collection costs. Waste is either recycled into new materials or converted into energy.

Recycling of Low-Density Polyethylene (LDPE)

NSE's selected waste service provider collects soft plastics from its sites and transports them to a sorting center, where the plastics are categorized by type, category, and quality. Once sorted, the plastics undergo washing, drying, and fine shredding.

The shredded plastics then go through extrusion and granulation processes, producing recycled plastic pellets and resins. These recycled materials are used by manufacturers to create new products, such as pipes, furniture, bags, and films.

Focus on Soft Plastic Sorting

To standardize environmental practices across its sites and in line with its environmental policy favoring material recycling, NSE has implemented soft plastic sorting and recycling at 100% of its sites. Soft plastics, often overlooked but representing a significant portion of waste, now have a dedicated recycling system.

Focus on Biowaste Sorting

Continuing its commitment to environmental responsibility, NSE has expanded its waste management initiatives by implementing biowaste sorting. This initiative supports more responsible and sustainable waste management practices. Biowaste management involves collecting and processing organic waste, such as food scraps, which are then composted or transformed into biogas by NSE's service provider. Specific bins have been distributed in dining areas and designated zones to facilitate sorting. This initiative is currently being rolled out across all NSE sites.

Testimonial



Véronique : Cable Assembler/Integrator



I've been with NSE for nearly 25 years and have always seen the company prioritize waste sorting and recycling. Over the years, NSE has implemented various waste sorting initiatives (e.g., paper, WEEE, cardboard, hazardous waste, plastics). Now, with the introduction of biowaste sorting, this new initiative only strengthens our commitment to environmental sustainability.

The recycling bins provided to us reflect our daily lives, resembling the yellow, green, and black bins we use at home. It was only natural to continue sorting waste in our professional environment as well.



Volume of Key Waste Types Generated by NSE (in Tons):

Type of Waste	2021	2022	2023
Residual Waste	38.24	34.59	22.75
Cardboard Waste	69.3	71.656	100.86
Wood Waste	25.31	25.63	45.14
Plastic Waste	9.964	8.71	9.087
WEEE	67.4656	63.613	54.4826
Contaminated Packaging	1.039	0.7225	1.379
Metals	4.26	1.725	8.322

Our Highlights

The NSE Group actively contributes to local economic development by supporting the startup cluster in Clermont-Ferrand established by Crédit Agricole (Le Village by CA Centre France: an ecosystem dedicated to innovation). This partnership demonstrates NSE's commitment to the region and allows the company to benefit from a collaborative and local network aligned with its activities. The Group is also involved in the Aerospace Cluster Auvergne-Rhône-Alpes to enhance its visibility in the aerospace sector and is a member of organizations such as GICAT, GIFAS, and CIMES, among others.

The company also maintains partnerships with ESATs (Establishments and Services for Assistance through Work).

In the town of Abrest, where NSE is located, the Group contributes alongside other local businesses to fund a 9-seater municipal minibus. This vehicle is designed to support Abrest's associations by facilitating their travel to local or national events. Through this initiative, NSE demonstrates its support for the local community.

In October 2023, a meeting was held between the Economat des Armées (EdA) and NSE Group at the EdA headquarters to reaffirm the partnership signed in 2022.

This convivial gathering served as an opportunity for NSE Group to reiterate its commitment to supporting the EdA in its efforts under the European Peace Facility (EPF) by providing non-lethal equipment and associated services.

NSE is also a Silver Sponsor of the Volcamp event, a technical conference held in Clermont-Ferrand, France. The conference focuses on software development, new technologies, and innovation. It brings together professionals, developers, and enthusiasts to exchange ideas, share knowledge, and discuss the latest trends in technology.

The company donates its obsolete IT equipment to associations such as LIBRAISOL.

NSE showcases its civic commitment by signing the "Support Agreement for the Military Reserve Policy." Through this agreement, which facilitates reservists' engagement (e.g., easing pre-notice requirements for the company, providing 10 paid days for reservist duties), NSE demonstrates its dedication to supporting employees who contribute their time and expertise to the Ministry of Armed Forces. **NSE also supports the association for injured military personnel.**

For several years, NSE has been engaged in a societal initiative through a partnership with the E2D association (Emploi Développement Durable). This socially recognized organization based in the Vichy area (03) supports individuals facing employment challenges. By participating, NSE contributes to professional reintegration and empowerment in the department.

In collaboration with local high schools and GRETA (a network of public educational institutions for adults), NSE has focused on building partnerships primarily in the Aeronautics and Maintenance sectors, resulting in a formalized partnership agreement.

NSE actively participates in local HR forums.

Christmas Challenge

NSE organized a Christmas Sweater Challenge to celebrate the holiday season in a festive and playful atmosphere. This event encouraged creativity and participation from everyone, strengthening team cohesion. By sharing moments of joy, we fostered a sense of camaraderie and good cheer within the company.



40 Years of NSE

NSE celebrates its 40th anniversary, marking four decades of innovation and success. This milestone event honors the company's significant moments, showcasing collective achievements and shared values. We pay tribute to everyone who has contributed to our exceptional journey while reinforcing our sense of community and collective pride.



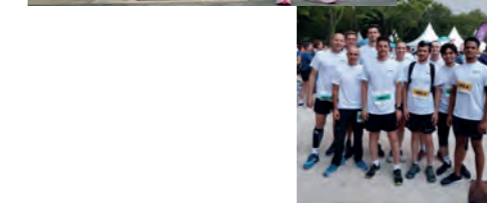
Volvic in Pink

NSE supports Pink October! As part of Pink October, NSE committed to contributing to the funding of a project led by the Volvic Community Social Action Center through a sponsorship agreement. Several NSE employees participated in this meaningful event.



Intercompany Race

NSE took part in the Corporate Challenge (relay race) organized by the Vichy Triathlon Club, as well as teams from Soyons participating in the Running Business Tour.



Galette Celebration

NSE celebrates the tradition of the Galette des Rois!



SOCIAL INDICATORS ANNEX

	2020	2021	2022	2023	Objective 2024
Global Workforce Scope					
France Workforce	616	540	497	510	510
Workforce Outside France	407	399	383	393	393
Outside France	209	141	114	117	
Workforce and Contract Type*					
Total FTE Workforce	399,78	392,38	388,92	390,5	390
Total Workforce	407	399	383	393	393
Of which Permanent Contracts (CDI)	399	392	382	392	292
Of which Fixed-Term Contracts (CDD)	8	7	1	1	1
Professionalization and Apprenticeship Contracts	9	9	8	7	7
Workforce by Age Group*					
Under 26 years old	14	20	9	10	10
26-35 years old	69	71	75	86	86
36-45 years old	135	111	100	93	93
46-55 years old	133	137	133	137	136
Over 55 years old	56	60	66	67	67
Average Age	44,02	43,93	44,6	44,11	44
Average seniority	12,6	12,7	13,28	12,23	12,23
Workforce by Socio-Professional Category*					
Engineers and Managers (%)	27%	28%	27%	28%	28%
Technicians/Supervisors (%)	37%	39%	39%	38%	38%
Operators/Clerical Workers (%)	36%	33%	34%	34%	34%
Part-Time Employment					
Number of Part-Time Employees	33	30	29	28	28
Recruitments*					
Permanent Contracts (CDI)	40	29	41	52	
Fixed-Term Contracts (CDD)	8	7	8	9	
Departures*					
Number of departures	20	27	53	46	
Number of redundancies	8	2	1	1	
Number of retirements	4	2	5	3	
Number of transfers between Group entities	5	3	0	0	
Staff turnover*					
Instability rate (% of workforce)	8,85	9,39	12	12,65	
Absenteeism*					
Absenteeism rate (1)	3,99	5,48	4,86	4,55	3
Occupational health and safety*					
Number of workplace accidents with lost time	8	5	4	5	
Number of days off work	483	237	158	76	
Workplace accident frequency rate (%)	12	15	6	7	
Severity rate of workplace accidents	0,65	0,32	0,22	0,11	
Number of occupational illnesses			3	2	
Percentage of workforce with healthcare coverage (2)	86%	86%	90%	87%	
Breakdown of trainees*					
Percentage of gross payroll devoted to training	1,67%	1,98%	2,63%	2,83%	2,83%
Number of employees trained (3)	270	599	347	445	445
Total hours of training (all employees)	8646	6528	5992	8908	8908
Number of managers trained	62	175	106	184	184
Total hours of management training	4276	2071	1538	2463	2463
Number of non-managers trained	208	424	241	261	261
Number of training hours for non-managers	4370	4457	4454	6445	6445

*These indicators cover 77% of the workforce – Corresponding to the France scope.

(1) The absenteeism rate only considers absences due to illness, work accidents, and unjustified absences.

(2) NSE offers a mandatory family healthcare plan to all its employees.

(3) Since the calculation is made in terms of "number of trainees," an employee who has attended multiple training sessions will be counted several times.

Parameters for this Reporting

Scope: The reporting for this 3rd edition focuses solely on entities in France.

Reporting Period: Quantitative indicators cover the period from January 1, 2023, to December 31, 2023.