OUR COMMITMENT TO SUSTAINABILITY

March 2025

GOLD | Top 5%
ecovadis
Sustainability Rating
JUL 2024



Sustainability leads the way



Ivo Maltir
President

"Countries, Citizens & Companies have a shared responsibility towards Sustainability. **As a responsible Industrial player, we take our Corporate Social Responsibilty seriously, guided by the Sustainable Development Goals** (SDGs) from the United Nations.

We strive to conduct **our business in an ethical, environmental, and humane manner.** We are now setting even more ambitious targets and taking actions accordingly.

All SDGs goals are important to work on, and the climate change is a top priority, **engaging the world in a race to reduce global warming.**

Therefore, one of our major target is to significantly **reduce our CO_2 emissions by 2030** (-46% on Scope 1 and 2, -28% on Scope 3)*.

Together with our customers, employees and suppliers, we will contribute to build a better industry.

Sustainability is at the core of our approach and influences our decisions at every level."

*Group targets

Desoutter is committed to building a more sustainable industry

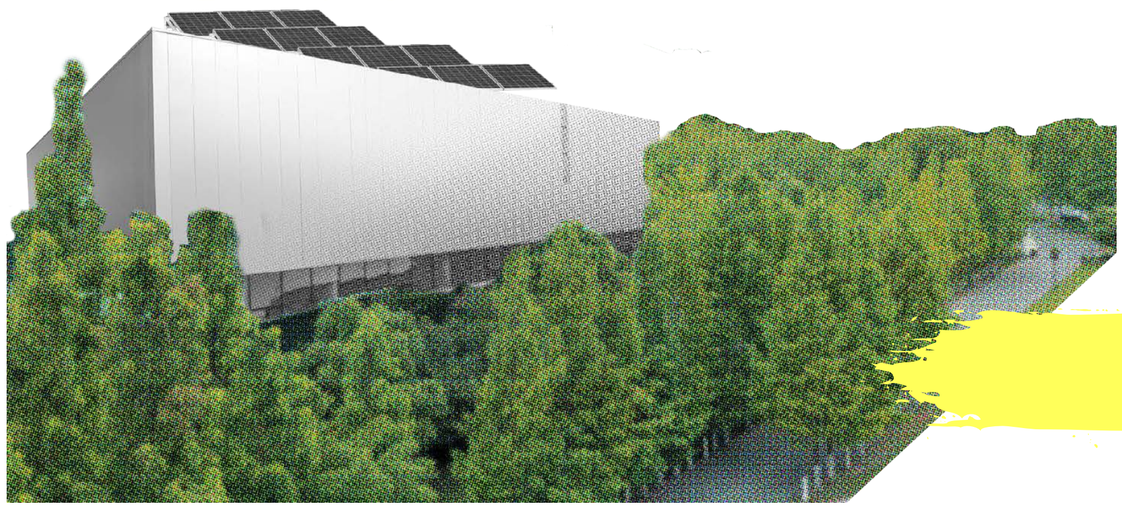
"The transition to a low-carbon society is accelerating the transformation of the entire industry.

Therefore, we will continue to strongly invest in innovation to offer our customers Desoutter expertise, solutions and services.

With an ethical and inclusive culture, a safe and healthy workplace, and passionate people, we aim to align our actions with our values."



Yohan Verdon
Desoutter Vice-President



Desoutter

SHAPING THE FUTURE

- Driving the **technology evolution**
- Contributing to create a **low-carbon society**

CREATING A BETTER TOMORROW

- Challenge the way we do things to find a **more sustainable way**
- Partnering with our customers to contribute to **the development of a low-carbon industry**

MAKING A DIFFERENCE TODAY

- Continuously invest in R&D to develop **low-emission products**
- Contributing to existing **low-carbon technologies**

Evaluation of our sustainability performance**

To evaluate our activities and demonstrate our commitment to sustainability, we rely on external Environmental, Social and Governance (ESG) assessment platforms, such as **EcoVadis & NQC Supplier Assurance.** Those platforms enable us to challenge our targets and the way we do things.

They are increasingly demanding, which drives us to seek for continuous improvement.



ecovadis

2024

GOLD | Top 5%
ecovadis
Sustainability Rating
JUL 2024

79/100
+ 11 points versus 2023
Top 1% of companies rated by EcoVadis in our industy

2023

SILVER
2023
ecovadis
Sustainability Rating

68/100
+ 4 points
versus 2022

B **86/100**
+ 5 points
versus 2022

2022

SILVER
2022
ecovadis
Sustainability Rating

64/100
+ 7 points
versus 2021

B **81/100**

2021

SILVER
2021
ecovadis
Sustainability Rating

57/100

B **81/100**

SUPPLIER ASSURANCE

**Divisional Headquarter

Our sustainability journey

"In 2021, we created a dedicated Steering Committee, identifying ambitious targets and a roadmap, with a strong focus on environmental aspects.

We have made significant progress with concrete actions. Today, everyone in the organization is involved in our Sustainable journey."



Annabelle Bray
Sustainability Manager



**Divisional Headquarter

March 2020

- **First Product carbon footprint done** on some key Desoutter products.

June 2021

- **Company Carbon Footprint calculated** (baseline 2019).
- **CO_2 reduction** targets defined on the 3 Scopes by 2030. Action plan defined and monitored on quarterly basis (11 initiatives).
- **Product carbon footprint** became a mandatory deliverable in our Product Development Process.
- **Sustainability Steering Committee** & Specific Working Groups creation.

April 2022

- **Company Sustainability Manager** appointed.

November 2022

- **Climate Day:** 1/2 day dedicated to **raise awareness** to all employees worldwide.
- **Environmental Check List:** 7 environmental themes are now checked when designing new products.

January 2023

- **Climate Awareness Training** mandatory for all employees.

2024

- **CO_2 baseline recalculation.**
- Production site & headquarter **building improvements.**
- **Significant ESG** rating improvement (EcoVadis grade).
- 34% of our suppliers **evaluated on ESG performance by external platform**.

Our ambition for the future



2025

- **Circularity e-learning** mandatory for all our employees.
- 35% of our suppliers evaluated by EcoVadis on ESG performance**.

2030

- 2023 target on **CO_2 reduction achieved.**
- **2040 new CO_2 reduction target sets.**
- 100% **reused, recycled or recovered** waste from internal operations*.
- **Minimum of 30% women in our workforce*.**

2040

- **2040 CO_2 reduction target achieved.**
- **Minimum of 40% women in our workforce**.**

*Group targets
**Divisional Headquarter

Sustainability
2024 major Achievements & 2025 Targets



Environment

7 AFFORDABLE AND CLEAN ENERGY · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION

2024: 92,8% of reused, recycled or recovered waste**.
2025 target: 100%.

-28%
CO_2 emissions **scope 3** by 2030*.

-46%
CO_2 emissions **scope 1 & 2** by 2030*.

100% of new or redesigned products benefit from a Product Carbon Footprint calculation.

People & Culture

3 GOOD HEALTH AND WELL-BEING · 4 QUALITY EDUCATION · 5 GENDER EQUALITY · 10 REDUCED INEQUALITIES

26%
of women in our workplace **in 2024**.

By 2030, our target is to reach a minimum of **30% women in our workforce***.



Ethics & Transparency

8 DECENT WORK AND ECONOMIC GROWTH · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS · 17 PARTNERSHIPS FOR THE GOALS

100%
of our employees worldwide have been trained on our Code of Conduct and have signed a compliance agreement **in 2024**.

2024: 34% of our suppliers have been evaluated by EcoVadis.**
2025 target: 35%.**

*Group targets
**Divisional Headquarter

Environment
I 09

10 I CO_2 reduction
12 I Circularity
13 I I.R.I.S
14 I Logistics
14 I Waste & Water



People & Culture
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16 I Talents & Skills
16 I Diversity & Inclusion
17 I Employee Engagement & Feedback
17 I Local Community Involvement
18 I Safety
18 I Well-being





Ethics & transparency
I 19

20 I Code of Conduct
20 I Governance
21 I ISO Certifications
21 I Responsible Procurement
21 I Trade Compliance



Environment

CO_2 reduction

Circularity

I.R.I.S

Logistics

Waste & Water

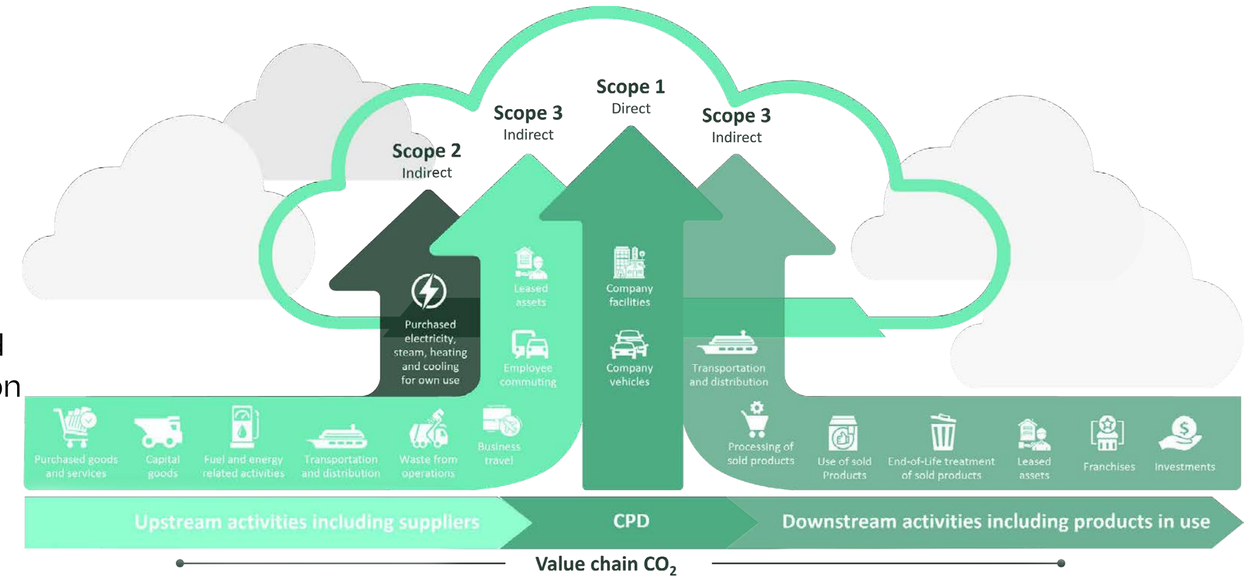


CO_2 reduction



We take our environmental responsibility seriously.

In 2021, we realized our company carbon footprint and have set ambitious CO_2 reduction targets by 2030 (baseline 2019).



Our sites are operating with a focus on reducing their carbon footprint**

100%
of our facilities use renewable electricity.

+10%
is the target of increasing non fossil vehicle in our car fleet each year.

100%
of our sites use biomass instead of gas.

16,8 tonnes
of CO_2 saved since January 2023 as a result of France soft mobility policy.

*Group targets
**Divisional Headquarter

Targets Scope 3*

-28%
by 2030



Most of our CO_2 emissions comes from **Scope 3 Downstream,** when our products are **in-use phase.**

The 3 major levers our R&D teams are working on to reach our targets are:

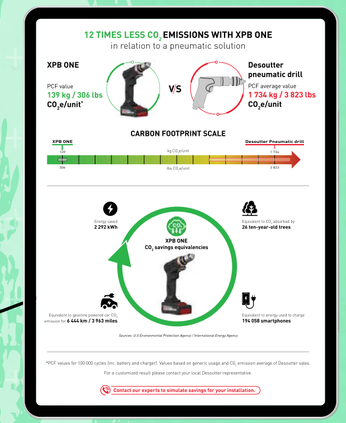
- **Electric-powered products**
- **Energy-efficient products during usage**
- **Customer usage optimization**

Since January 2021, the CO_2 impact of any new product is measured through a **Product Carbon Footprint (PCF)** based on ISO 14067:2018 standard.

This measure enabling us to improve tool efficiency along with product development process and provide product recommendations to our customers.

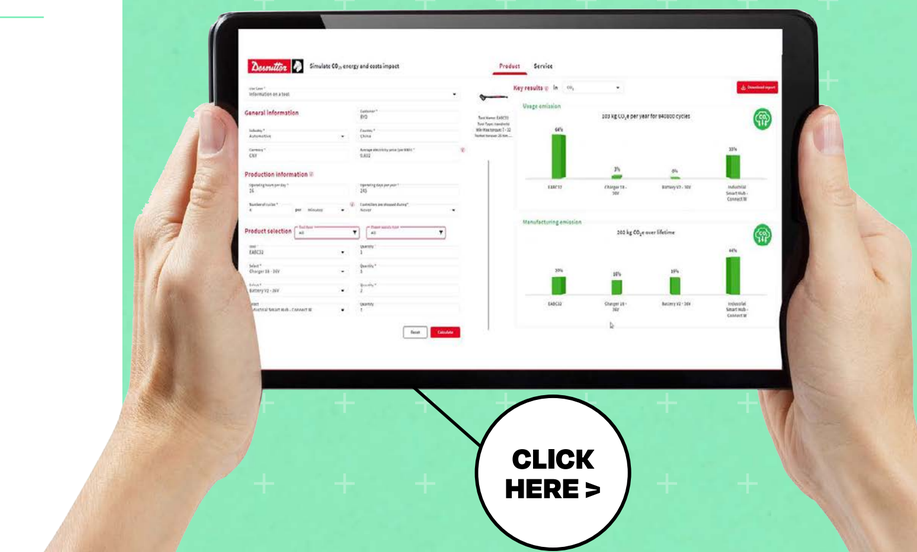
We support our **customers to reduce their own carbon dioxide emissions** by developing efficient solutions.

Discover one of our **Product Environmental Card**



LEARN MORE >

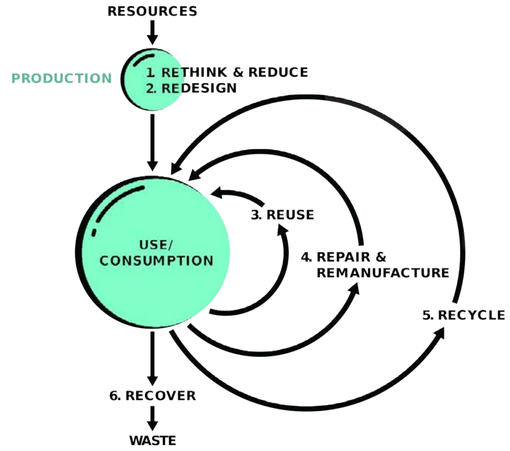
And **our CO_2, energy and costs calculator**



CLICK HERE >

*Group targets

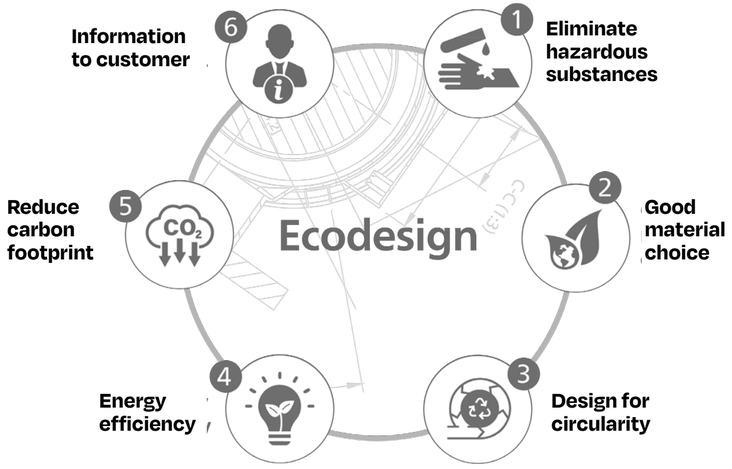
Circularity



Focusing on Circularity is also a way to support Sustainability. We are running several initiatives **enabling product offer to our customers while preserving resources.**

Rethink. Redesign.

In 2023, all engineers in our R&D team have been **trained on Eco-design,** and **Eco-design guidelines** have been launched.

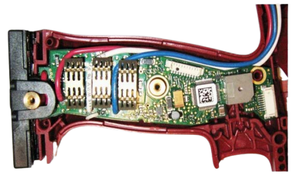


Additionnally, the **Environmental Checklist** has been reviewed to challenge environmental impact and develop circularity along new product development.

Repair. Remanufacture.

Desoutter products are shipped with a spare part list to enable and encourage reparability.

In 2022, Desoutter Service started **refurbishing Printed Circuit Boards.**



When an E-Lit PCB needs to be replaced, we propose our customers to choose either a brand-new part or a certified refurbished one.

The obvious benefit is a reduced maintenance cost, always with a high level of quality, 3 months warranty and an immediate availability of the part.

By refurbishing broken PCB's, we save 6,3kg* CO_2e per E-Lit Printed Circuit Board.

The next step is to expand this to other spare parts.

* After deduction of the energy and the refurbishing components required.

Packaging

In 2023, we challenged our Desoutter product packaging.

The outer carton used to have a white treatment and many red logos printed.

We decided to use as of now **a minimalist approach using only black ink on raw cardboard,** while also reducing waste from box production thanks to the FEFCO 0471, requiring fewer die-cuts.

The 1st product to benefit from this new packaging will be XPBM heads.



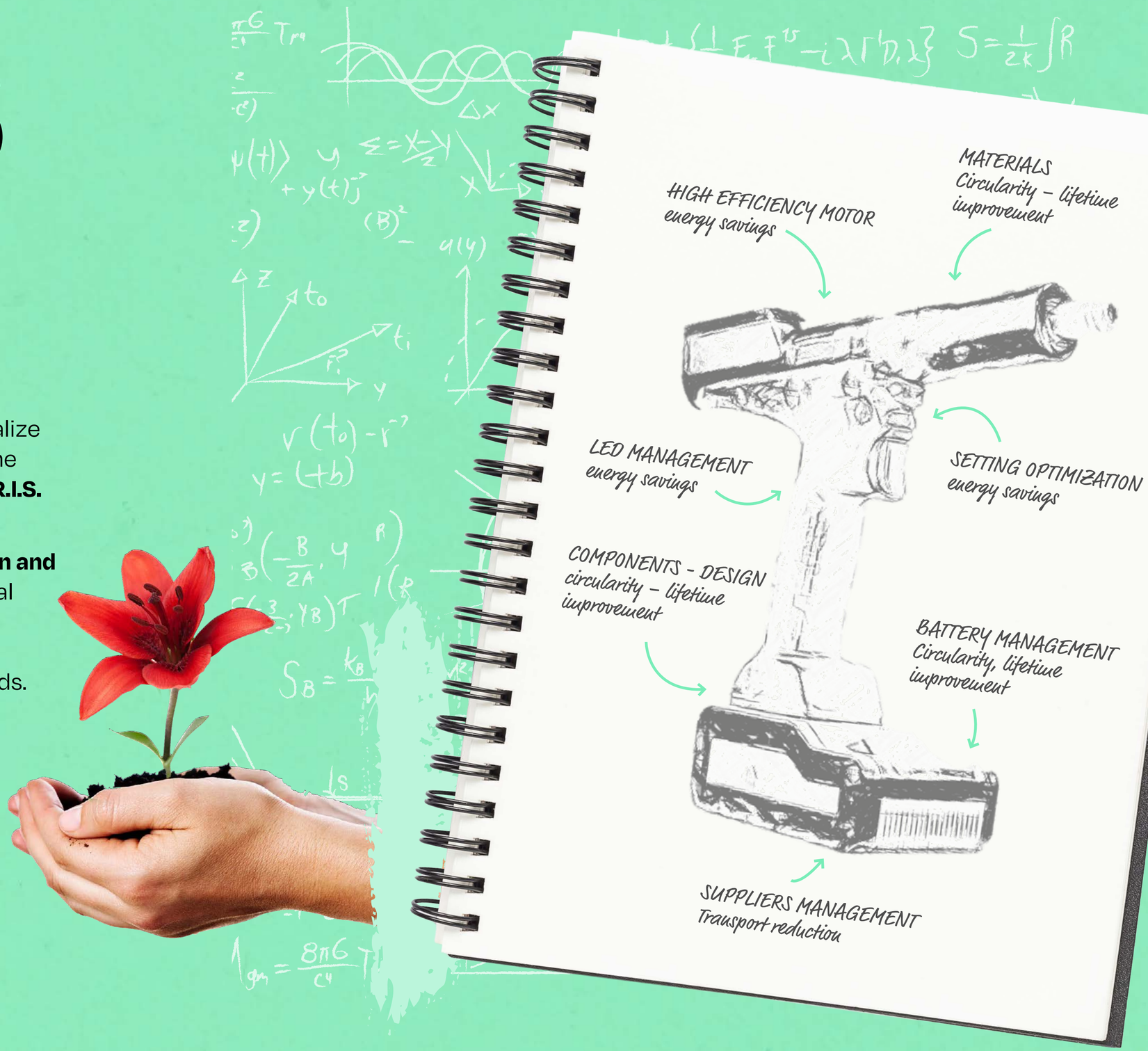
I.R.I.S

Innovation and
Research
Initiatives for
Sustainability

To go further on environmental improvements and to ensure we capitalize our knowledge and improvements in the future, we decided in 2023 to create **I.R.I.S.**

I.R.I.S is an internal Desoutter program dedicated to investigate **"CO_2 reduction and Circularity" topics,** trends, and potential improvements, designing solutions to enhance the performance of our products and meet customers needs.

I.R.I.S is mainly led by our Advanced Research and Development team ; each year 2 projects are investigated.



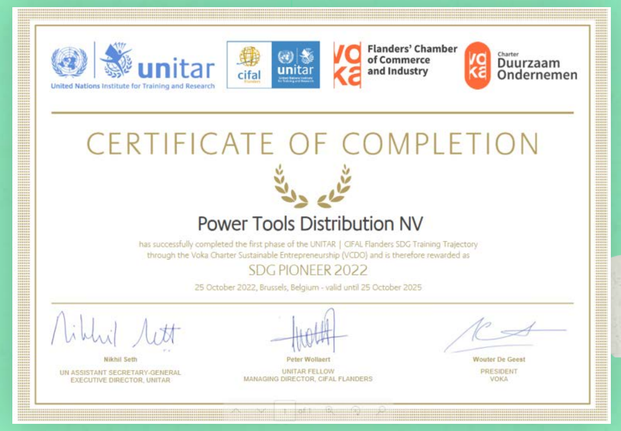
EXPLORE INNOVATIVE IDEAS

Logistics

Limit our Footprint impact in Logistics

Our logistics platform in Belgium has been recognized as a **Sustainable Development Goals pioneer** in 2022 thanks to:

- **Energy consumption reduction:** -50% compared to 2019.
- **Packaging initiatives:** using recycled paper for box-filling and reusing incoming packing material.
- Plastic replaced by **recycled plastic or paper.**
- **Carton pallets used** instead of wooden pallets, mostly for air shipments.


CERTIFICATE OF COMPLETION

Power Tools Distribution NV

has successfully completed the first phase of the UNITAR | CIFAL Flanders SDG Training Trajectory through the Voka Charter Sustainable Entrepreneurship (VCDO) and is therefore rewarded as

SDG PIONEER 2022

25 October 2022, Brussels, Belgium - valid until 25 October 2025

Nikhil Seth — UN ASSISTANT SECRETARY-GENERAL EXECUTIVE DIRECTOR, UNITAR

Peter Wollaert — UNITAR FELLOW MANAGING DIRECTOR, CIFAL FLANDERS

Wouter De Geest — PRESIDENT VOKA



Waste**

92,8%

of reused, recycled or recovered waste in 2024.

94% is our 2025 target.

Water**

6733 m³

of water consumed in 2024.

Our target is to reduce our water consumption every year of 10%.



In 2023, we had a renewal of our **ISO 14001:2015 standard**, for our Environmental Management System; this will be valid until December 2025**.



**Divisional Headquarter

People & Culture

Talents & Skills

Diversity & Inclusion

Employee Engagement & Feedback

Local Community Involvement

Safety

Well-being



Talents & Skills

We promote **accelerated and self-driven learning** to ensure the right competence and mindset to drive transformation and enable growth.

"Continuously building knowledge and enabling employee growth through dedicated learning journeys is key to us remaining innovative in our approach. This is achieved through dedicated learning platforms, global specialist, leadership, business or expert development programmes and themed playlists in addition to extensive technical offerings".

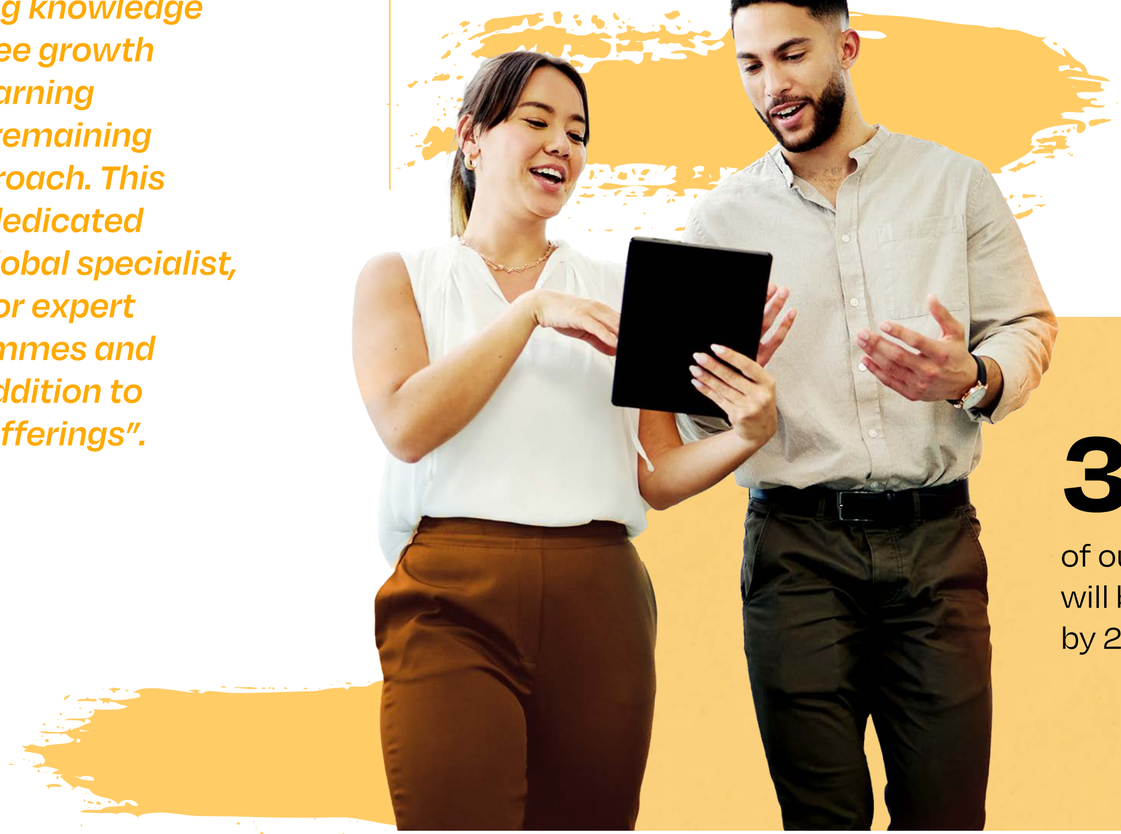
Diversity & Inclusion

An inclusive culture is one of **the pillars which drives the success of our organization.**

"We are committed to fostering an attractive and inclusive environment throughout, through attracting and retaining a diverse talent pool, developing mentorship programs, raising awareness of unconscious biases, promoting mental and physical well-being and belonging".



Julie Lambert-Scrivener
VP Human Resources



30%
of our workforce will be women by 2030*.

85
functions working together as one Desoutter team**.

35
different nationalities collaborating together globally**.

*Group targets
**Divisional Headquarter

Employee Engagement & Feedback

On a regular basis, our employees are given the opportunity to take part in **our employee engagement survey**, internally called "Insight Survey".

This enables our organization to receive **valuable feedback and drive continuous improvement** through measuring employee satisfaction against key indexes such as **Engagement, Culture, Diversity & Inclusion, Leadership, and Cultural Behaviours.**



Local Community Involvement

All our local teams are involved with community events, from fund raisers, to sponsored sporting events, donations to local charities and working with local schools and universities.



↑ Since 2020 - France
Action against World Hunger



October 2023 - USA
Breast Cancer Sponsored Walk →

Safety



We care about Safety.
To ensure a safe workplace, all employees and newcomers need to complete our Safety, Health, Environment and Quality (SHEQ) training.
To achieve our goals, we conduct a **mandatory SHEQ training for all newcomers** in our divisional headquarter.

"We are committed to preventing pollution, limiting our impact on our environment and providing a safe and healthy working place for all employees.

We integrate SHEQ aspects at all stages of management. Our vision is zero work-related accidents."



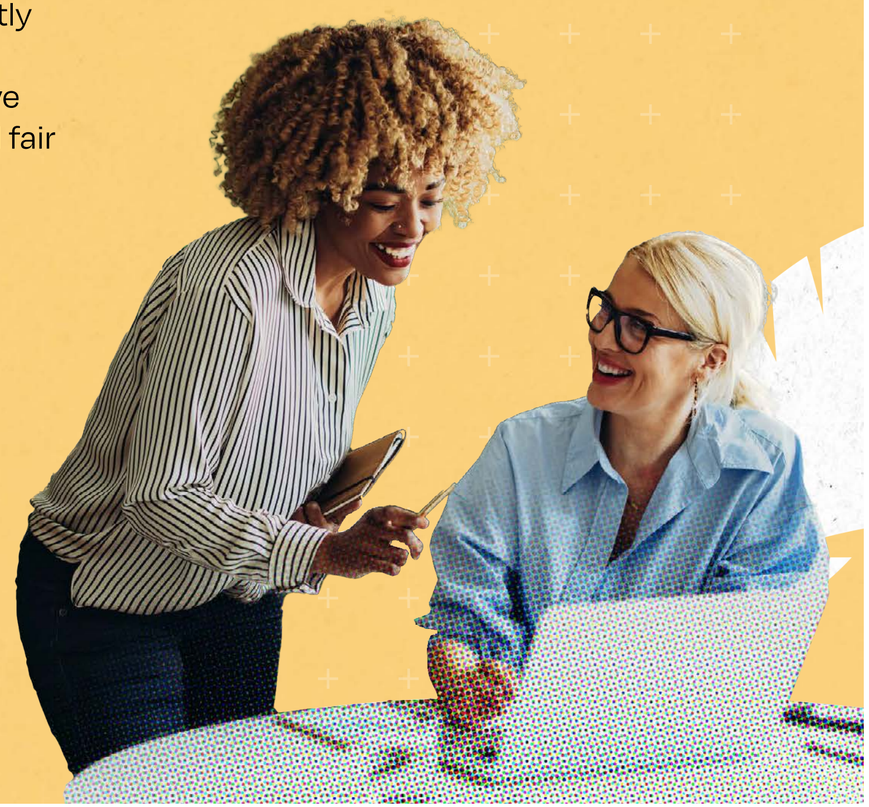
Franck Guedeu
SHEQ Manager

Well-being

In our organization, we define well-being as being in a **sustainable state of feeling good and functioning well** in our lives and in our work. Achieving this requires a sense of well-being physically, mentally, socially, and purposefully.

Supporting well-being is critical to our organization's success. We are constantly striving to **create a culture** in which our employees are able to thrive and achieve their potential in a supportive, open and fair environment.

Our guiding framework will help us achieve our People & Culture Mission to be an attractive industrial company in our segments and target markets by **supporting our people to realize their potential, cope with the everyday stresses of life, and work productively.**



Ethics & transparency

Code of Conduct

Governance

ISO Certifications

Responsible Procurement

Trade Compliance



Code of Conduct

We firmly believe in upholding **high ethical standards** at every level of our organization.

We have made the **Code of Conduct** mandatory for **not only our employees but also our suppliers and customers.**

By adhering to these principles, we promote a responsible and sustainable business environment.

100%

of our employees signed the Code of Conduct in 2024**.

Target 2025*: 100%



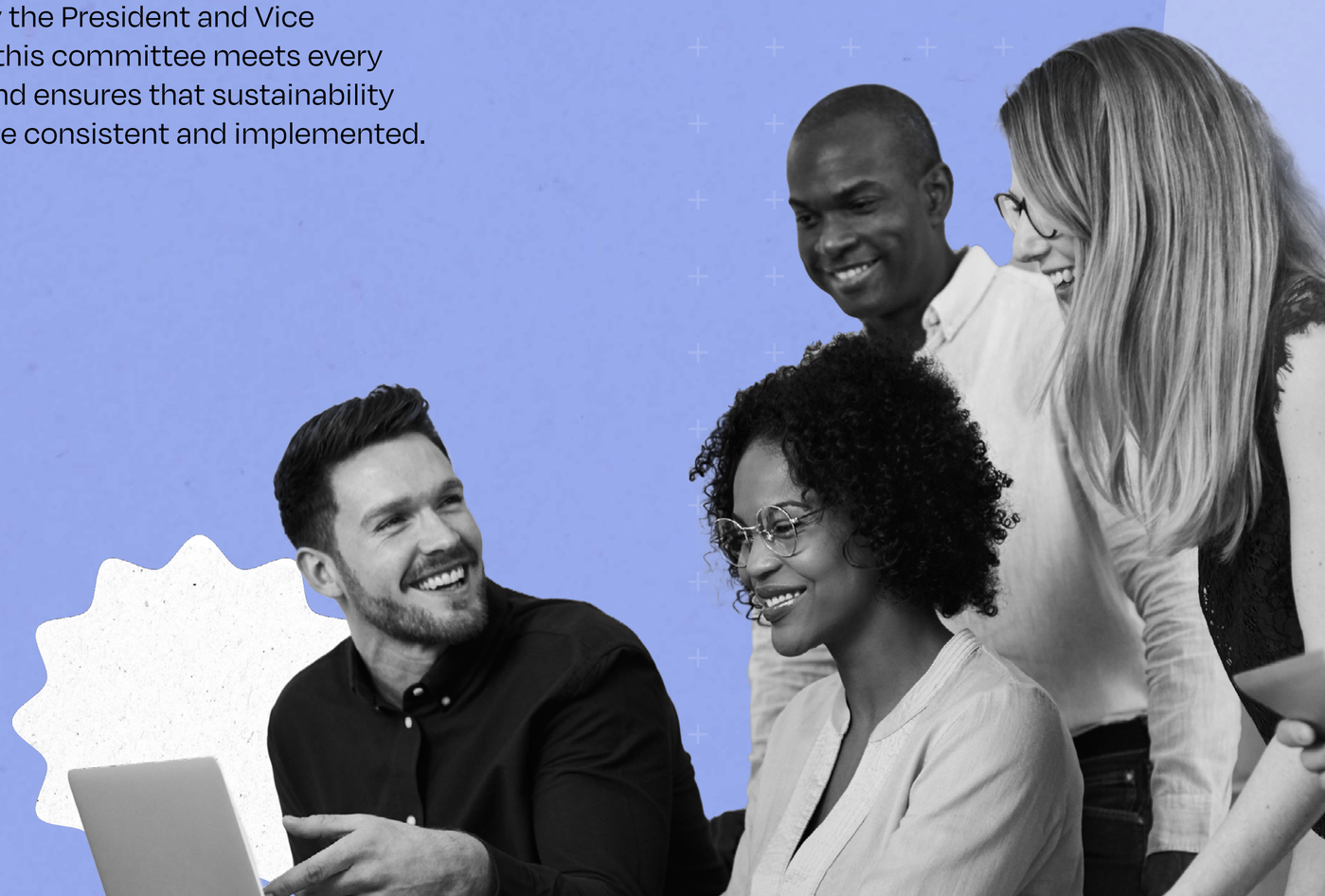
*Group targets
**Divisional Headquarter

Governance

To act with transparency and full alignment towards our commitment to sustainability, we have established a dedicated governance structure, and created in 2021 a **Sustainability Steering Committee.**

Led by our Sustainability Manager and overseen by the President and Vice Presidents, this committee meets every 2 months and ensures that sustainability decisions are consistent and implemented.

These meetings serves as a platform for monitoring and making decisions pertaining to sustainable development initiatives. It also fosters contributions to our overall organizational performance in terms of sustainability.



Responsible procurement

We expect our suppliers to have ESG standards. In this context, we have implemented specific actions** **to support suppliers** in this engagement:

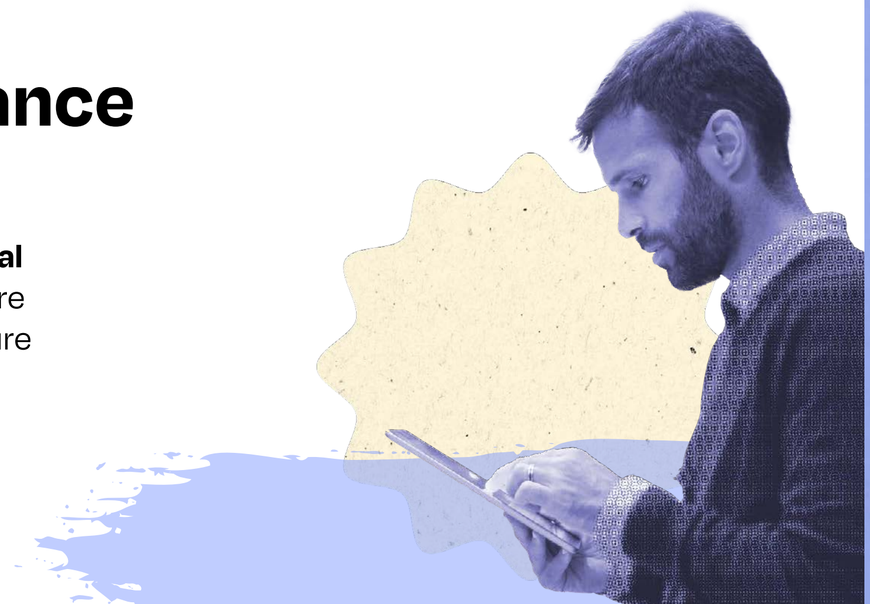
- In 2023, we started to evaluate our **top 20 suppliers** with a simple questionnaire.
- In 2024, we signed a contract with ecovadis to evaluate our suppliers on their ESG performance. Currently, 34% have been evaluated and 2027 target is 75%.
- **Dedicated teams are focusing on increasing the use of recycled material** in our products in order to develop Circularity.



Olivier Dalicieux
VP Operations

Trade compliance

As a responsible partner we also take **international trade regulations** very seriously. We have therefore created a specific organization to verify and secure our compliance to international regulations on all trades with our business partners.



**Divisional Headquarter

Our triple ISO certification

Our Integrated Management System** is conform to three ISO certifications:

ISO 9001:2015
Quality Management System standard.

ISO 45001:2018
Occupational Health and Safety Management System standard.

ISO 14001:2015
Environmental Management System standard.



Desoutter

Committed to sustainability



Contact us

Réalisation : swimmingpool-agence.fr