



**NON-FINANCIAL
PERFORMANCE
STATEMENT
2023**



**EPC
GROUPE**

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Inauguration of the Development and Testing Park (Polygone de Développement et d'Essais, PDE) - EPC 2i - March 2023

A. INTRODUCTION



Olivier Obst
Chairman & CEO of EPC Groupe

“

AT EPC GROUPE, CORPORATE SOCIAL RESPONSIBILITY (CSR) IS A CORE VALUE THAT IS DEEPLY EMBEDDED IN OUR DNA. IT GUIDES OUR DAILY OPERATIONS AND SHAPES OUR LONG-TERM DEVELOPMENT STRATEGY.

”

First of all, it is a matter of legacy, because 130 years ago, although CSR did not yet exist, here at EPC we were already discussing the working environment. Every employee was aware that their safety depended on strict compliance with procedures.

130 years ago, environmental challenges already included waste management.

The Group's founders were charged with establishing the Group in its national and international environment to ensure its long-term viability and development. The manufacturing of explosives inevitably involves dealing with public authorities and legislation, obtaining permits, undergoing inspections, addressing the legitimate concerns of local residents and, last but not least, training employees to prevent accidents. Today we use the terms “acceptability” and “compliance”.

The environment is therefore our heritage, but it is also at the heart of our daily operations.

The world today is facing major challenges such as mounting pressure on natural resources and climate change. To address these issues, it is essential that we take collective action to adapt to them and mitigate their impact.

Over the past four years, EPC Groupe's strategy has positioned it at the forefront of the trends that will shape the century:

- Our explosives business is of paramount importance in ensuring the continued availability of the resources that will be vital to the success of the green energy transition, particularly of the crucial metals required in large quantities.
- Furthermore, it plays a pivotal role in the construction of new energy and transport infrastructure resilient to climate change.
- Finally, our deconstruction and circular economy business is now a significant player not only in end-of-life in construction but also in the circular economy.

On the other hand, our Group has made the decision not to count any coal mines among its hundreds of customers.

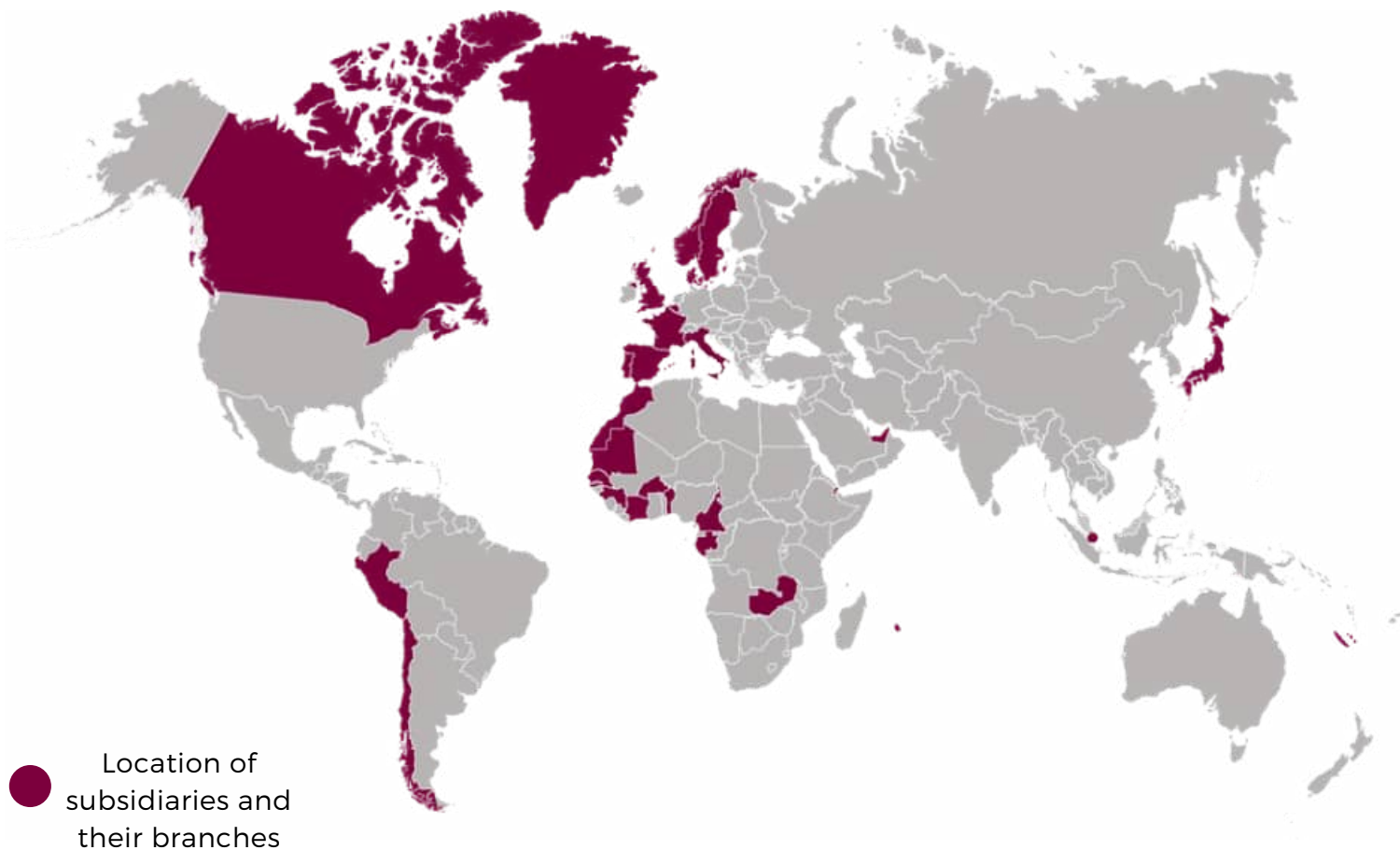
EPC Groupe has a leading role to play in these areas and is also taking responsibility for its own impact, as set out in this NFPS.

Following the detailed measurement of our Carbon Footprint in 2022, we are now focusing on reducing this footprint and drawing up our medium-term reduction plan. In 2024, we will also be conducting a comprehensive assessment of our impact on biodiversity.

At EPC Groupe, the environment is both a legacy and a daily reality, meaning that CSR and Environmental, Social and Governance (ESG) standards are key pillars in our strategic thinking. We set great store by transparency and sharing our expertise, values, objectives and commitments, both in-house and externally.

This new NFPS provides a clear demonstration of our team's dedication and resolve to pursue a more sustainable business model, where ethical, financial and environmental considerations converge to create value in alignment with our core principles.

A.2 EPC Groupe in key figures



2

Main business lines

4

Core values

46

Subsidiaries in 27 countries

130

Years of expertise serving our customers

482

Million € in turnover

2,112

Employees worldwide

A.3 EPC Groupe values

Creating value for the customer

We understand that our sustainability requires satisfied and convinced customers, which is why we make every effort to enable our customers to improve their productivity and the quality of their operations by providing them with high-performance products and services of suitable quality.



Respecting our employees

We value individual contributions and initiatives, creating an environment of trust. We also believe that great achievements result from teamwork. Therefore, we aim to attract, develop, and retain the best talents for our company, motivate our employees, encourage them to give their best and be efficient, and treat each person in accordance with EPC Groupe's values.



Operating safely

We aim to ensure a safe and healthy environment for our employees, customers, subcontractors, and shareholders. To do this, we must be a reference in safety in each of our activities.



Respecting the environment

We believe that society thrives through respect for people, communities, and the environment; that is why we always act ethically by including social and environmental responsibility in our actions and decisions. We are committed to a sustainable and lasting dynamic of adapting industrial tools, practices, and products with a focus on innovation, performance, and respect for the environment.





Use of the Expertab™ tablet in a quarry



B. GENERAL DISCLOSURES

B.1.1 Non-Financial Performance Statement

The Non-Financial Performance Statement¹ is a legal requirement in France for companies or groups of companies meeting the legally defined criteria. EPC Groupe is required to file an NFPS as it meets the criteria set out in the French Commercial Code, i.e. - for a company listed on a regulated market that prepares consolidated financial statements - the threshold of €20 million in total assets, or €40 million in net turnover, or an average of 500 permanent employees over the financial year.²

In accordance with regulations, the NFPS applies to all fully consolidated subsidiaries, as is the case in this NFPS for EPC Groupe. This NFPS covers the year 2023.

Some of the information published encompasses the Group's value chain, upstream in the case of suppliers and downstream in the case of customers benefiting from the services offered by the Group.

B.1.2 Integration of the ESRS framework: towards the sustainability statement

In July 2023, the European Commission adopted the final version of the Corporate Sustainability Reporting Directive (CSRD³). Ordinance no. 2023-1142 of 6 December 2023 on the publication and certification of sustainability information and on the environmental, social and corporate governance obligations of commercial companies transposed the measures contained in the directive into French law.

The directive will come into force in 2025 for the year 2024. Nevertheless, in view of the complexity of the ESRS (European Sustainability Reporting Standards) framework and in order to build up expertise in its roll-out, EPC Groupe decided to gradually incorporate it into the NFPS for the financial years 2022 to 2024.

For the 2022 NFPS, EPC Groupe rolled out the analysis of impacts, risks and opportunities in double materiality for the **explosives and drilling & blasting** business line.

For the 2023 NFPS, the Group is extending the double materiality analysis relating to the **deconstruction-depollution and circular economy** business and is deploying the ESRS data points. Although formal stakeholder consultation is not mandatory⁴, the Group has significantly increased its participation in discussions on impacts, risks and opportunities with its stakeholders, including its value chain.

B.1.3 Reorganization of the Non-Financial Performance Statement

Given the increasing number and complexity of international sustainability standards, the Group has decided, at the request of its Chairman & CEO, to frame its sustainability statement in terms of its values, which were redrafted in 2021. The Group is deeply committed to these values:

- Creating value for the customer,
- Respecting our employees,
- Operating safely,
- Respecting the environment.

[1] Hereinafter referred to as "NFPS".

[2] Combination of articles [L.225-102-1](#) and [R.225-104](#) of the French Commercial Code.

[3] Directive (EU) 2022/2464 amending Regulation (EU) 537/2014 and Directives 2004/109/EC, 2006/43/EC and 2013/34/EU as regards publication of sustainability information by companies.

[4] Déployer les ESRS : un outil de pilotage au service de la transition, de l'Autorité des Normes Comptables. (Deploying the ESRS: a steering tool for transition, by the French Accounting Standards Authority), December 2023 version (§Q2.3, P9/50).

B.1 About this report

Against a backdrop of rapidly changing stakeholder demands and regulatory requirements, values-driven structuring enables us to:

- Maintain a consistent methodology for presentation and drafting in the face of future changes in standards and requirements, which are numerous in terms of CSR and ESG.
- Facilitate understanding internally by focusing on values that are familiar throughout the Group and that generate strong support.

B.1.4 Key reference systems and interoperability of international standards

Alongside the deployment of ESRS at European level, other international bodies such as the ISSB (International Sustainability Standards Board) and the GRI (Global Reporting Initiative) are also working on projects to standardize ESG criteria. Discussions and work are underway between the EFRAG, the ISSB and the GRI to harmonize the proposed standards and ensure their interoperability. These are general standards to which sector-specific standards should be added (e.g. IRMA mine sector standards; Initiative for Responsible Mining Assurance).

To make the NFPS more user-friendly for all national, European and international stakeholders, the appendix to this document contains correspondence tables with the ESRS standards. In addition, the UN Sustainable Development Goals (SDGs), to which the Group's actions are linked, are presented at the beginning of each section of the Sustainability Report.

B.1.5 Layout of the Sustainability Report and summary of Group policies

EPC Groupe's different policies are grouped together and outlined in each section of the Sustainability Report as follows:

- **Stakes:** summary of EPC Groupe's key challenges, including impacts, risks and opportunities. These stakes have been taken into account and assessed in the double materiality analysis.
- **Commitments:** description of the Group's approach to addressing challenges, including the policies pursued by the company and the processes in place to prevent, identify and mitigate risk.
- **Governance:** governance and internal organizational principles.
- **Actions:** examples of concrete actions taken by the Group and its subsidiaries to meet the challenges and promote positive impacts.
- **Indicators:** selection of relevant indicators and key figures to monitor performance on each theme. Some indicators and key figures may be published for a particular Area or business line to ensure greater relevance; this is specified where appropriate.
- **Objectives:** targets and objectives, whether quantified or not, which demonstrate the Group's commitment.

Explosives production, drilling & blasting, deconstruction, depollution and circular economy business lines are highlighted in the explanations where relevant. It should be noted that to ensure that they can be more easily communicated, some of the policies grouped together in this NFPS are also set out in separate documents, mentioned where appropriate, which may be public or reserved for internal use. The implementation, monitoring and communication of policies are based on standards, procedures, operating methods and other tools.

B.1.6 Process for updating sustainability information

The CSR Department was responsible for updating the NFPS, with the help of the Group's other corporate departments and the subsidiaries' coordinators for each of the main topics.

A procedure for reporting sustainability information has been drawn up by head office and communicated to the subsidiaries. The data used to calculate the indicators was collected by the subsidiaries using specific models and was checked for consistency (completeness and integrity of the data) when it was consolidated by the head office departments concerned.

Meetings to provide subsidiaries with presentations, information and assistance were organized before, during and after data collection, as and when required.

The Microsoft Power BI® tool was used to make these verifications more reliable by reducing data entry and facilitating data consolidation.

MEMU on a quarry



B.2 Organizational structure and governance

Information on the composition of the Board of Directors, senior management and supervisory bodies, as well as their roles and responsibilities, is provided in the Universal Registration Document (URD), section 12: Board of Directors, senior management and supervisory bodies and senior management.

Information on how the Board of Directors, senior management and supervisory bodies are informed about sustainability matters and how these issues have been handled is set out in the URD, section 14: Operation of the Board of Directors and senior management.

In this section, we will focus on corporate governance of CSR issues and the way in which they relate to the various topics addressed by the NFPS.

B.2.1 Organizational structure

EPC Groupe is decentralized for historical, commercial and regulatory reasons, giving its subsidiaries autonomy in their management of social, environmental and societal issues.

Decentralization at EPC Groupe is not only due to external reasons that are binding on EPC Groupe in objective terms; different organizational structures can be found for similar activities and group sizes. Decentralization is also vitally important to EPC Groupe, as it fits in with the Group's values. EPC Groupe believes that a decentralized organizational model is ideal for:

- creating value for the customer: it is essential to have a good relationship with the customer, and proximity naturally encourages a solid understanding of their needs,
- operating safely: safety requires a tight link between analysis, the design of operating procedures, their strict application and the analysis of feedback,
- respecting the environment: with a presence in over 20 countries across 5 continents, our decentralized model makes it much easier to take account of the challenges and specific features of the environment in all its facets,
- respecting our employees: local presence is an essential means of getting to know and valuing our employees in all their diversity.

Of course, despite decentralization, central head office is still heavily involved in the supervisory process, with an approach that fully integrates the technical and operational support and assistance to each of the subsidiaries and their employees.

EPC Groupe's two core businesses are **explosives and drilling & blasting**, on the one hand, and **deconstruction-depollution and the circular economy**, on the other. Both of these professions are highly regulated, and both the quality of the work carried out and the quality of the product and materials contribute to the effectiveness of the service delivered.

CSR covers a wide range of topics:

- Social,
- Environmental,
- Ethical,
- Human rights,
- Consumer rights (for EPC Groupe, which does not distribute any products to consumers, reference will be made to its professional customers).

Driven by its values, EPC Groupe has established and reinforced a corporate structure to address these issues.

B.2 Organizational structure and governance

B.2.2 Governance

In March 2023, the Strategic and CSR Committee was created as part of EPC Groupe's Board of Directors. It is made up of three directors, two men and one woman, appointed by the Board of Directors, including one independent director.

The Committee reviews the Group's strategy in terms of social and environmental responsibility, monitors the results of this strategy and submits any opinions or recommendations to the Board of Directors. It also prepares the work of the Board of Directors with regard to the deployment of social and environmental policies and, when they are adopted, measures progress and the achievement of the objectives they have set.

It examines the non-financial reporting and monitoring systems, as well as the non-financial information published by the Group. In particular, it reviews the non-financial performance statement.

It submits a written report to the Board of Directors on its CSR work.

B.2.3 Working groups

At the end of 2020, at a central organizational level and in order to strengthen the governance of EPC Groupe with regard to CSR policy, the Chairman & Chief Executive Officer set up a working group with the appropriate staff. This working group, known as the "G7 - CSR", is currently made up of:

- The Group Chief Financial Officer,
- The Group Chief Development Officer,
- The Group Human Resources Director,
- The Group Safety, Health and Environment Director,
- The Group Director of Internal Audit,
- The Group Innovation & Industry Director,
- The Group Purchasing Director,
- The Group ESG and Compliance Manager,
- The Group Chief Compliance, Social Responsibility and Data Officer, who is also the moderator of this 'G7 - CSR'.

The "G7 - CSR" met several times during 2023. The main topics of the meetings were as follows:

- Review of the NFPS in anticipation of the application of the CSRD for the 2024 financial year when it is published in 2025.
- Presentation of ESG reporting standards such as ESRS and GRI, as well as draft sector standards.
- Double materiality analysis.
- Meetings with stakeholders in the Group's value chain, to better target impact, risk and opportunity analyses.
- A study of CSR reports and policies examined by the Middenext association (which brings together French companies listed on the Euronext secondary market and Euronext Growth).

In addition, during 2023, the Group Chief Compliance, Social Responsibility and Data Officer actively participated in MiddleNext's 'anti-corruption' and 'CSR' working groups. He was assisted by the Group ESG and Compliance Manager.

B.2 Organizational structure and governance

B.2.4 Organisation chart of central head office departments and functions



B.3 Business model and value chain

B.3.1 Business model

For the record, EPC Groupe's activities and markets are described in sections 5.1 and 5.2 of the Universal Registration Document. In this section, we will focus on EPC Groupe's position in its value chain and its contributions to sustainability matters.

The main activities of EPC Groupe's subsidiaries are divided into two business lines:

- **Explosives and drilling & blasting** (for the purposes of this NFPS, "Innovation" activity is included in the "Explosives and drilling & blasting" business line⁵),
- **Deconstruction-depollution and the circular economy.**

EPC Groupe's aim is to continue to develop activities that are part of a business model that makes it possible to both mitigate and adapt to climate change, while at the same time managing the impact of its own activities. It aims to adhere to the principles of **the Green Pact for Europe, which includes the European taxonomy**, i.e. to promote positive impacts through its business activities and those of its value chain, while putting forward corrective measures for negative impacts:

- Our **explosives business** is essential to the availability of the resources needed for the energy transition, particularly the metals it requires in large quantities. It also plays a role in the construction of new energy and transport infrastructure adapted to climate change.
- Our **deconstruction-depollution and circular economy** business is well positioned as a player not only in the end-of-life of construction, but also in the supply of secondary raw materials, in line with the principles of the circular economy.

B.3.1.1 Helping mitigate and adapt to climate change

The fight against climate change is a major aspect of sustainable development and is founded on two key principles:

1. **Measures to mitigate** climate change, in particular with a view to reaching the Paris Agreements objective of keeping the increase in global average temperature well below 2°C above pre-industrial levels, and continuing efforts to limit the increase in temperature to 1.5°C above pre-industrial levels. Mitigation measures are focused on the energy transition, which "aims to prepare for the post-oil era and to establish a robust and sustainable energy model in the face of energy supply challenges, price trends, resource depletion and environmental protection requirements⁶."
2. **Measures to adapt** to climate change, the aim of which is to build cities and infrastructure adapted to the climate of the future, while encouraging eco-responsible individual behaviour.

Mitigating climate change calls for energy use to be switched from fossil fuels to electrification in order to reduce greenhouse gas (GHG) emissions.

- The energy transition, and in particular the increase in the production of carbon-free electricity, will sharply accentuate global demand for **primary raw materials**: by 2040, compared with 2020, demand will have risen 3-fold for copper, 19-fold for nickel and more than 40-fold for lithium⁷. Explosive energy, which is used to break up the rock in mines, is still the energy that has the least impact in terms of greenhouse gas emissions, compared with the mechanical energy of machines and equipment that consume fossil fuels. Supplying mines with energy that has less impact on the environment positions **EPC Groupe as a key player in its value chain.**

[5] In the first half of 2023, EPC Groupe ceased its Diesel Additives business.

[6] Objectives of the French law on energy transition for green growth (LTECV) published in the Journal Officiel on 18 August 2015

[7] IEA, Committed mine production and primary demand for lithium, 2020-2030, IEA, Paris <https://www.iea.org/data-and-statistics/charts/committed-mine-production-and-primary-demand-for-lithium-2020-2030>.

B.3 Business model and value chain

- EPC Groupe is also involved in the recycling and recovery of construction waste with a view to producing **secondary raw materials**. Through its selective dismantling of buildings, EPC Groupe recovers and sorts metals from the "**urban mine**". Polluted and obsolete buildings that have been dismantled or decontaminated will be replaced by new or renovated buildings that are more energy-efficient and better adapted to the risks of climate change.

Adapting to climate change requires building suitable housing in the most energy-efficient way possible and building the infrastructure⁸ that will encourage and foster more eco-responsible individual behaviour:

- Since most construction materials come from quarries (aggregates), the explosive energy supplied by EPC Groupe's subsidiaries is used to break up the rock with the least impact in terms of GHG emissions. The aggregates produced in this way are the **primary raw materials** for new buildings.
- Here too, EPC Groupe is a key player in the circular economy of the construction industry through its selective dismantling business. The selective dismantling of buildings and the circular economy give a second life to the materials recovered. For example, some materials can be re-used in other construction projects, while others such as concrete, once crushed, provide **secondary raw material resources**.

Explosives and drilling & blasting are part of the value chain for the production of primary raw materials, which is essential for implementing measures to adapt to and mitigate climate change, and more specifically:

- Firstly, because the mining sector relies on the services and products supplied by EPC Groupe to produce metals in the most responsible way possible. These metals are essential for the manufacture of electrical batteries and renewable energy sources such as wind turbines and solar panels.
- Secondly, because the quarries with which EPC Groupe works produce aggregates used in public works and construction.

Similarly, the **deconstruction-depollution and circular economy** business lines are central to meeting the challenges of the energy transition and adapting to climate change, particularly through:

- Taking action as part of their deconstruction work to recover, sort and recycle materials, which will be used as secondary raw materials, thereby reducing the need for primary raw materials. This makes it possible both to supply other sectors of activity with materials that have a lower carbon impact, and to limit the exploitation of natural resources. The concept of 'urban mining', an important element of the French Climate Plan, is pivotal to the business model.
- Clearing as part of deconstruction activities is the first stage in the thermal renovation of buildings, making it possible to reduce energy consumption and adapt buildings to the risks posed by climate change.
- Finally, industrial deconstruction and dismantling frees up space that was built on but not used, thereby contributing to the objective of zero net artificial land cover and limiting the impact on biodiversity.

[8] On this subject, see the IEA's regional studies, for example: IEA and ASEAN (2022). Roadmap for Energy-Efficient Buildings and Construction in the Association of Southeast Asian Nations, IEA, Paris <https://www.iea.org/reports/roadmap-for-energy-efficient-buildings-and-construction-in-the-association-of-southeast-asian-nations>, Licence: CC BY NC 4.0

B.3 Business model and value chain

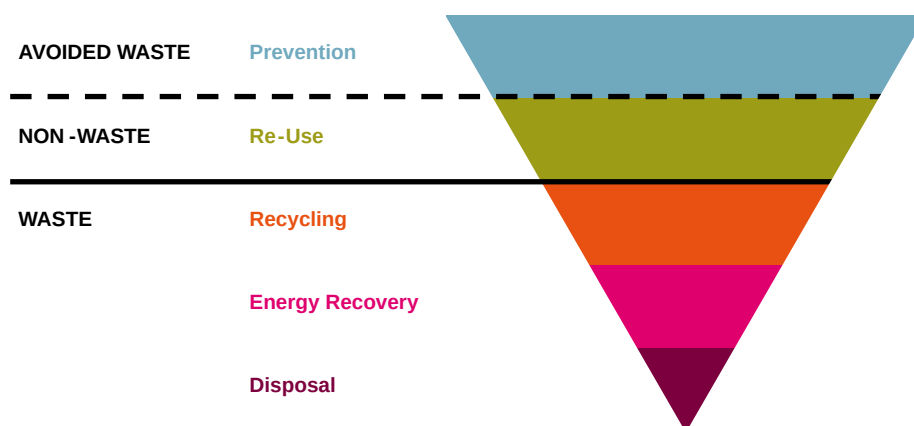
B.3.1.2 Developing the circular economy and waste treatment

The circular economy is defined by the CSRD Directive as "an economic system in which the value of products, materials and other resources in the economy is maintained for as long as possible, enhancing their efficient use in production and consumption, thereby reducing the environmental impact of their use, minimising waste and the release of hazardous substances at all stages of their life cycle, including through the application of the waste hierarchy. The goal is to maximise and maintain the value of the technical and biological resources, products and materials by creating a system that allows for durability, optimal use or re-use, refurbishment, remanufacturing, recycling and nutrient cycling⁹".

At the heart of the **transition to a circular economy** and the **fight against pollution**, the **deconstruction-depollution and circular economy** subsidiaries plan, organize and optimize the sorting, collection and traceability of construction site waste as part of their activities. By optimizing waste sorting at the source, the subsidiaries ensure that waste is processed in a controlled manner and directed towards the appropriate channels. Drawing up waste organization, management and elimination plans (SOGED) is a way of guaranteeing that customers can manage their waste responsibly.

Research into and support for the development of recycling processes for all materials used on construction sites is a priority. Subsidiaries are an integral part of the chain outlined in the inverted pyramid of waste:

- In order to extend the life of buildings as part of renovation projects and prevent the generation of **waste** that could be **avoided, selective deconstruction** solutions are offered to partners.
- **Re-use** is encouraged by bringing components from deconstruction sites onto the market, either directly or via recycling centres.
- Partnerships have been set up with environmental organizations to encourage material recycling and **energy recovery**. As described above, metals are particularly sought after for their **material recovery** because of the role they play in climate change mitigation and adaptation objectives.
- **Polluted waste** and **final waste** are removed and collected with complete safety by specialist depollution services (asbestos removal, lead removal).

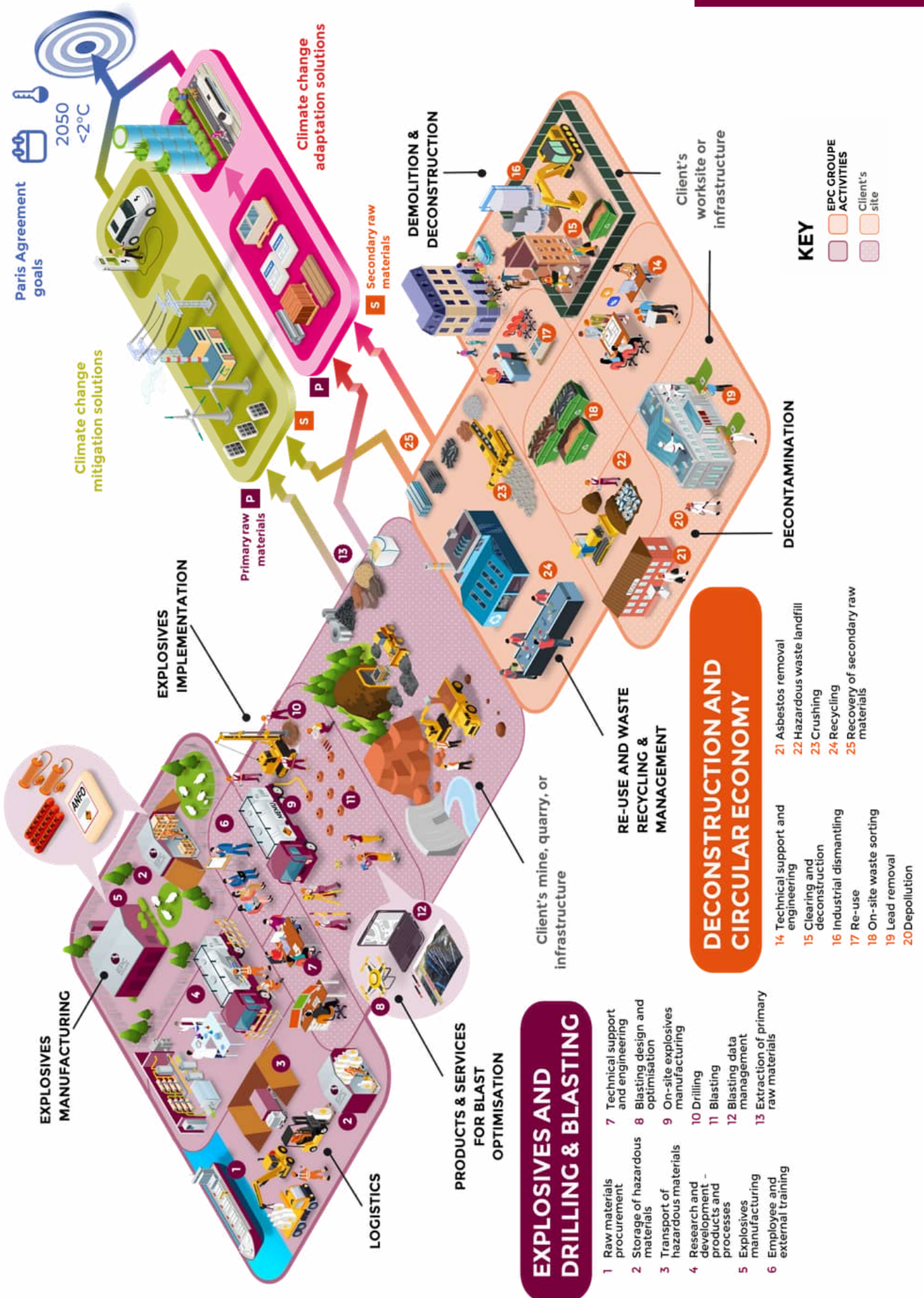


As part of their operational activities, the **explosives and drilling & blasting business lines** are involved in a number of circular economy practices, such as matrix composites recycling, the use of waste oils in the manufacture of explosives products and the re-use of wastewater in the implementation process.

[9] CSRD, ESRS E5, p. 165.

OUR BUSINESS MODEL

B.3 Business model and value chain



B.3.2 Stakeholders

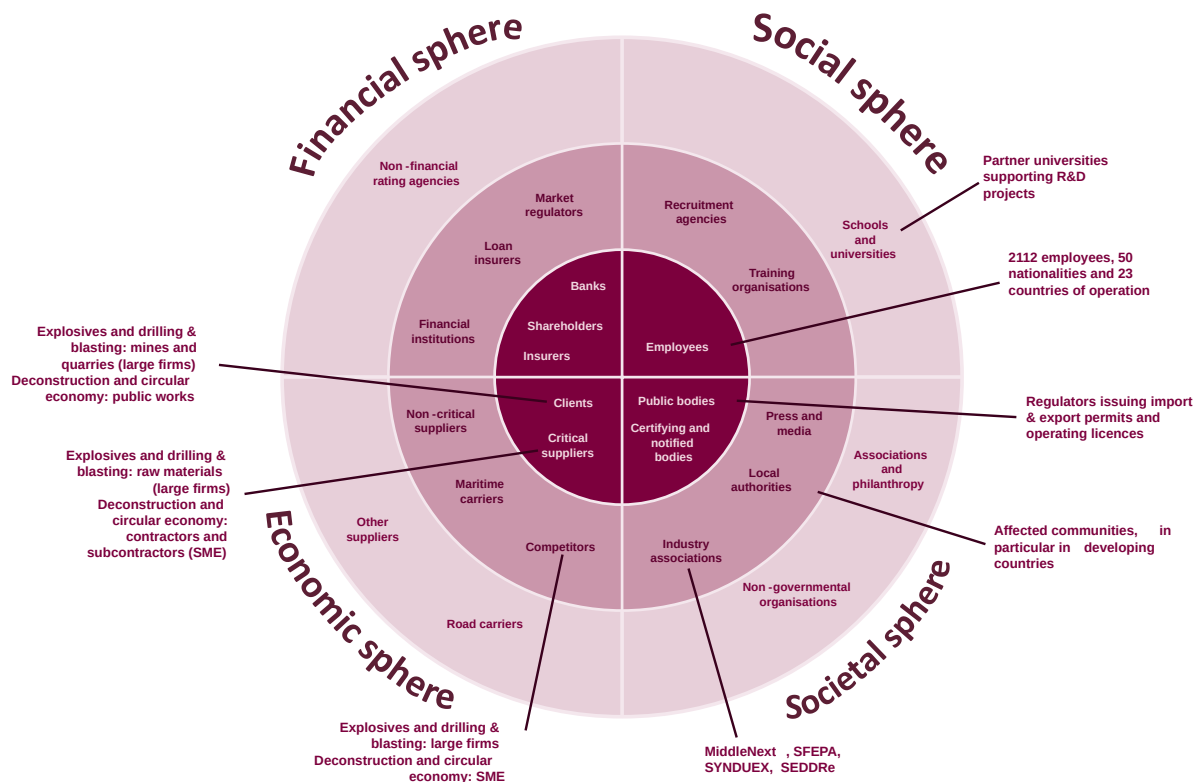
Stakeholders are defined as people who can have an influence on the company or on whom the company can have an influence. They are commonly divided into four fields: financial, economic, social and societal. It is also accepted that nature is a "silent stakeholder".

EPC Groupe, both at head office and in its subsidiaries, regularly interacts with its stakeholders as part of its operational activities or during dedicated meetings, in order to understand their concerns, expectations and, more generally, the nature of the topics that may affect them. This consultation can take several forms, such as site visits, in-person or remote meetings, the sending of questionnaires (particularly for suppliers), participation in specialist forums and conferences or the consultation of specific documentation (non-financial reports, press articles, etc.). This ensures that stakeholder identification remains up to date and is taken into account in the double materiality analysis¹⁰.

As part of the review of the non-financial performance statement and in particular the elements detailed in the Sustainability Report, EPC Groupe's Strategy and CSR Committee is made aware of the views and interests of stakeholders with regard to the company's sustainability impacts.

The diagram below outlines EPC Groupe's ecosystem. By differentiating the 4 main fields for the most significant stakeholders with whom EPC Groupe interacts, the diagram is made up of three concentric levels:

- Level 1 (most central): stakeholders essential to EPC Groupe's business.
- Level 2: stakeholders with a major impact on EPC Groupe's core projects.
- Level 3: stakeholders with a significant impact on EPC Groupe's projects.



[10] As specified in the ESRS roll-out application guide drawn up by the French Accounting Standards Authority, "the concerns of stakeholders, whether employees, customers, suppliers, workers' representatives, authorities, NGOs, etc., should [...] be included in the list of issues identified. Formal stakeholder consultation is not, however, compulsory."

B.4 Risk analysis and double materiality matrix

B.4.1 Background

Double materiality analysis is a central aspect of the CSRD, which will be applicable to the Group for the 2024 sustainability statement. The purpose of this analysis is to identify material impacts, risks and opportunities, and consequently to establish the content of the Sustainability Report.

In anticipation of the CSRD, an initial double materiality analysis was carried out in the 2022 NFPS on the **explosives and drilling & blasting** business, based on the CSRD drafts. In 2023, in accordance with the adopted version of the CSRD, this method has been fine-tuned and the analysis has been extended to the Group's second business line: **deconstruction-depollution and the circular economy**.

B.4.2 Method

ESRS 1 of the CSRD stipulates that the Group assess itself on 83 sustainability matters (AR 16). The Group has supplemented these sustainability matters by adding 6 topics from the French Commercial Code. All the issues studied are listed in the appendix to this NFPS.

The impacts, risks and opportunities (IROs) for the two business lines are studied at head office level in conjunction with business line experts for each of the 89 sustainability matters with a 5-year time horizon, in two separate tables. The likelihood and severity or magnitude are assessed for the positive impacts, negative impacts, risks and opportunities associated with each issue, to arrive at an impact materiality score (the effects of the company on the environment and the population) and a financial materiality score (the effects of the environment and the population on the company). Materiality is rated separately for the two business lines (**explosives and drilling & blasting** and **deconstruction-depollution and circular economy**), then weighted by the respective turnover figures to obtain a Group-wide rating.

Some of the sustainability matters are of direct relevance to stakeholders - those related to ESRS S2 Workers in the value chain or ESRS S3 Affected communities. Stakeholder consultation to input into the double materiality analysis is described above in the dedicated section.

At the end of the analysis, the most significant sustainability matters were grouped into 18 issues specific to the Group, to provide a summary presentation of the double materiality matrix. To make the matrix easier to understand, the other sustainability matters, some of which do not relate to the Group's core business (in particular: respect for animal welfare; food waste; food insecurity; responsible, fair and sustainable food; practising physical and sporting activities; promoting the link between the nation and the army and supporting enlisting in the reserves; individual consumers), do not appear in the matrix. These non-material matters are not developed specifically in the Sustainability Report.



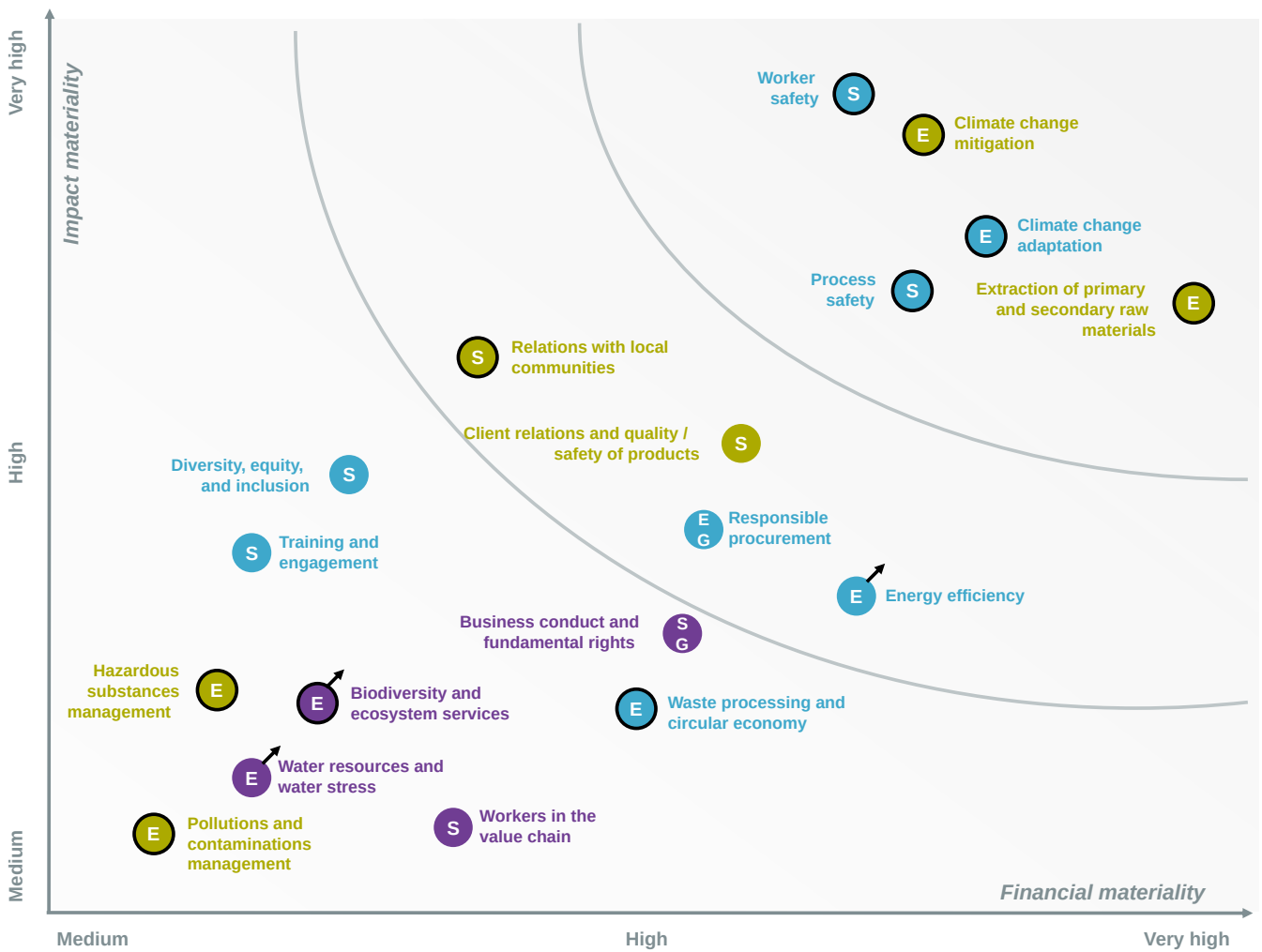
B.4 Risk analysis and double materiality matrix



B.4.3 Results of the double materiality analysis

The double materiality analysis results in the matrix below, in which six aspects are represented:

- The E, S and G bullet points indicate whether the issue is related to environmental, social or governance issues;
- The x-axis indicates financial materiality, which is the sum of the materiality of the risks and the materiality of the opportunities;
- The y-axis represents impact materiality, which is the sum of the materiality of positive impacts and the materiality of negative impacts;
- Highlighted circles bring in a subjective dimension and draw attention to the issues that are given priority by the Group in its action plans;
- The Group is aware that certain sustainability matters are gaining in prominence and will require particular attention in the years to come: this is illustrated by the "emerging issues";
- Finally, the colour of the bullet points highlights the contribution of positive impacts and opportunities to the materiality score.



E : Environment	○ Priority challenges for EPC Groupe	Contribution of positive impacts and opportunities in the materiality score:	● Low
S : Social	↗ Emerging topics		● Medium
G : Governance			● High

B.4.4 Overview of the main risks identified

The main risks identified as a result of the double materiality analysis are described below and associated with the stakes that have been assessed.

B.4.4.1 Adapting to climate change

In the long term, an increase in the frequency and intensity of natural phenomena linked to temperature, wind, water and solid mass can lead to significant material damage. The level of exposure to hazards depends on location. In addition, insurance premiums may increase significantly. This issue is addressed in sections [C.1.1 \(p.26\)](#), [C.3.2 \(p.50\)](#) and [C.4.3 \(p.60\)](#) of the Sustainability Report.

B.4.4.2 Mitigating climate change

A major risk (financial, legal, reputational) is posed by changes in the behaviour of markets and authorities to align themselves with the objectives of the COPs. This relates to the increased obligations to calculate and publish greenhouse gas emissions, requiring significant human and financial resources, the increase in the pricing of greenhouse gas emissions, and the cost of investment in low-emission technologies (particularly if the regulations governing existing processes, products and services change). This issue is addressed in section [C.4.2 \(p.56\)](#) of the Sustainability Report.

B.4.4.3 Energy efficiency

Failure to comply with the fossil fuel phase-out targets agreed at COP 28 could have financial, legal and reputational consequences. There is also a risk of energy shortages paralyzing operations, and a risk of tariff increases. This issue is addressed in section [C.4.2 \(p.56\)](#) of the Sustainability Report.

B.4.4.4 Process safety

Damage caused by natural hazards can have an impact on the effectiveness of accident prevention and mitigation measures. This issue is dealt with in section [C.3.2 \(p.50\)](#) of the Sustainability Report.

B.4.4.5 Worker safety

Owing to the nature of the Group's activities, occupational illnesses and accidents are major risks (financial, reputational and legal). This issue is addressed in section [C.3.1 \(p.46\)](#) of the Sustainability Report.

B.4.5 Risk framework shared with the Universal Registration Document

By consolidating the financial risks derived from the double materiality analysis and those identified in the management report section of EPC Groupe's annual financial statements, a risk framework can be obtained that is common to all the documents in the Universal Registration Document (section 3). This lists all the risks dealt with in the management report and in this NFPS, for which the last two columns refer to the aforementioned documents.

B.4 Risk analysis and double materiality matrix

It is important to specify that the methodologies are, by nature and de facto, distinct:

- the methodology used to assess the 'financial' risks covered in the management report has been adopted by the Group for several years and is designed to maintain a consistent method,
- the methodology used to assess 'non-financial' or 'sustainability' risks is that put forward by the above-mentioned ESRS.

Nature	Main risks identified	URD risk	NFPS risk	NFPS paragraph
Risks relating to the Company's business and strategy	Joint ventures entered into by the Group	URD 3.1.1		
	Group dependence on specific suppliers	URD 3.1.2		NFPS C.1.1 and C.1.2
Company operational risks	Occurrence of industrial accidents	URD 3.2.1	NFPS B.4.4.4	NFPS C.3.2
	Supply disruption due to a problem in the supply chain	URD 3.2.2		NFPS C.1.1
	IT failure	URD 3.2.3		
Financial risks	Fluctuation in the price of raw materials	URD 3.3.1		NFPS C.1.2
	Liquidity and interest rates	URD 3.3.2		
Risks relating to the Company's market and environment	Occurrence of a pandemic	URD 3.4.1		
	Policies	URD 3.4.3		
Risks related to adapting to climate change	Increase in the frequency and intensity of natural phenomena causing significant material damage		NFPS B.4.4.1	NFPS C.1.1, C.3.2 and C.4.3
Climate change mitigation risks	More stringent regulatory obligations		NFPS B.4.4.2	NFPS C.4.2
Energy efficiency risks	Shortage of energy availability and rising tariffs		NFPS B.4.4.3	NFPS C.4.2
Employee safety risks	Occurrence of occupational accidents		NFPS B.4.4.5	NFPS C.3.1 and C.3.2



Loading a blast hole

C. SUSTAINABILITY REPORT

Introductory remarks

EPC Groupe's strategy is to unite business, ethics and the environment by ramping up the transformation of its operations towards models that are increasingly environmentally sustainable and socially acceptable.

Firstly, in line with its values and the deeply held convictions of its employees, management and shareholders, EPC Groupe, through its contribution to the production of primary raw materials and secondary raw materials from recycling, is now more than ever before in its history (more than 130 years after its creation), in the right place and at the right time to produce ethical and economic value by contributing to climate change mitigation and adaptation measures.

Secondly, because the challenges facing its value chains (**deconstruction-depollution, circular economy; explosives and drilling & blasting**) are clearly those of sustainability, and therefore of acceptability. This is reflected in European diplomacy on minerals and critical materials (CRMA^[1]), the prioritization of sector-specific ESG standards for mining (GRI, EFRAG, IRMA, etc.), customer demand, public expectations for sustainable mining and the sustainable economy, and the expectations of young people expressed with firm conviction during recruitment processes wherever EPC Groupe operates.

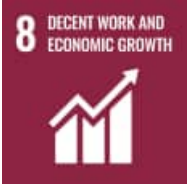
[1] CRMA: European Critical Raw Materials Act.



Settat plant (EPC Maroc) inaugurated in February 2023

C.1

CREATING VALUE FOR THE CUSTOMER



C.1.1

Guaranteeing quality products and services over the long term

C.1.1.1 Stakes

EPC Groupe is aware that its long-term future depends on satisfied and committed customers, which is why it is doing everything in its power to innovate and provide its customers with high-performance products and associated services of the highest quality, tailored to their specific needs.

Providing customers with quality products and services over the long term has always been a priority, closely linked to EPC Groupe's other values. Thanks to committed, competent, trained and skilled employees, all subsidiaries are able to offer quality products and services, while operating safely and respecting the environment.

Delivering quality services calls for:

- High-quality production facilities that are properly maintained, monitored and compliant with customers' needs and expectations, as well as their technical specifications.
- Products of consistent quality whose technical performance characteristics remain stable despite local specificities such as sources of raw materials or external factors such as climatic conditions.

C.1.1.2 Commitments

EPC Groupe invents, designs and manufactures its own product ranges (matrix and cartridged explosives) and most of its means of production (MEMU trucks¹² and EMP¹³). This gives it expertise in the quality of the products it sells, as well as in the maintenance of its production facilities, enabling it to guarantee reliable supply to its customers. To this end, it also relies on its expertise in the value chain (purchasing and qualification of chemical products used in explosives, transport, storage and distribution of hazardous materials) and the regulations applicable in each of the countries in which it operates and exports.

Innovation has been part of EPC Groupe's DNA since it was founded in 1893. The Group carries out sustained Research and Development into the formulation and optimization of its explosives products. It is committed to only marketing products that respect people and the environment, in particular by excluding the most toxic substances. It is fully committed to complying with the applicable European REACH regulations, which govern the use and sale of substances of concern and of very high concern, and does its utmost to limit the purchase of these substances.

In terms of services, the design of blasting plans, the loading of explosives, the mapping of mining fronts, the measurement of vibrations or the overall blasting service per cubic metre are all implemented on a daily basis by teams of experienced technicians, engineers and operators, equipped with cutting-edge tools and technologies.

In fact, over and above the quality of the explosives, it is the mastery of the various components of the blasting process that conditions the effectiveness and profitability of the operation.

In a bid to guarantee the long-term future of its industrial activities, EPC Groupe implements a robust Safety, Health and Environment policy in its subsidiaries with a view to preventing the risk of major incidents and accidents. These elements are developed and detailed primarily in the "**Operating safely**" section (p.45).

C.1.1.3 Governance

EPC Groupe's decentralized organizational structure ensures greater proximity to customers, their local area, their business model and their operating constraints. This provides a vital springboard for offering customers the highest-performance product that is best suited to their needs.

The **explosives** business line's subsidiaries have their own technical teams, whether in-house or in the Area. These teams provide support to meet customer needs and ensure the quality of the services and products offered.

[12] MEMU : Mobile Explosives Manufacturing Unit

[13] EMP: Euro Modular Plant, which are modular units for producing emulsion, whether explosive or not.

C.1.1

Guaranteeing quality products and services over the long term

Dedicated teams may be set up for major mining or infrastructure projects. These teams are supported internally by our subsidiaries:

- EPC Innovation & Industrie or EPC 2i, dedicated to the management of Research and Development activities for EPC Groupe (products and processes) and the construction of means of production. In September 2023, the Quality and Industrial Compliance department was created within EPC 2i with the task of standardizing checks at Group level, creating a network of satellite laboratories, coordinating this community of laboratories and centralizing inspection data.
- Diogen, a subsidiary of EPC Groupe, is responsible for developing Vertex®, a software solution. Vertex® is a digital tool designed to support operators in their **drilling & blasting** operations, from the design of blasting plans to the use of explosives, data analysis, monitoring and the automation of operations reports. These operations correspond to services offered by certain Group subsidiaries.

C.1.1.4 Actions

In order to limit the risks arising from a crisis situation and secure supplies for its customers, EPC Groupe has set up a business continuity management system, certified in accordance with the ISO 22301 standard. In addition, crisis management plans have been drawn up for critical scenarios, and regular exercises are carried out.

A seminar was again held in October 2023 to bring together the main technical teams from EPC Groupe's subsidiaries to share best practice and discuss topics relating to explosives products, new technologies for open and underground mines and vibration measurement.

In March 2023, EPC 2i inaugurated its new Development and Testing Park (Polygone de Développement et d'Essais, PDE), a state-of-the-art facility for inventing, testing and evaluating new chemical processes and products. In particular, it provides for the qualification of raw materials, formulations and equipment. It bears witness to EPC Groupe's commitment to innovation, enabling it to offer sustainable products and services in line with changes in the industry.

Each new project or improvement project falls within the scope of an appropriate management process: aspects relating to safety, health, quality, the environment and industrial performance are taken into account from the outset of the project and throughout its life cycle.

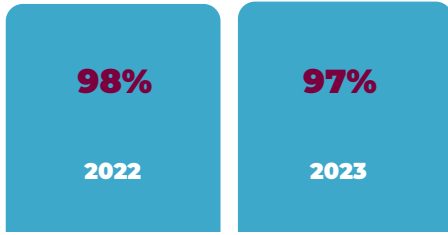
REACH regulation (Registration, Evaluation, Authorization and restriction of CHEMicals) is a legal obligation that applies to chemical substances manufactured, imported and marketed in Europe. EPC Groupe is impacted by this regulation both as a customer and a supplier of chemical substances (mainly blends):

- EPC Groupe's European subsidiaries may purchase chemical substances covered by REACH regulation, such as ammonium nitrate. Suppliers affected by this regulation are identified on the European Chemicals Agency (ECHA) website and provide safety data sheets (SDS). The CSR questionnaire for strategic suppliers includes questions on REACH to check compliance. In addition, specific clauses are included in the main supplier contracts.
- EPC Groupe is involved in the mixing of chemical substances but produces almost none (little or no chemical transformation activities). The subsidiaries are therefore not required to register with the ECHA but must provide their customers with SDSs. Using SDSs, the Group informs users of the presence of substances of concern, if any, and of the appropriate safety measures.
- With a view to providing its customers with compliant, high-quality regulatory information, in 2023 EPC Groupe adopted Ecomundo's "SDS Factory" authoring software. This enables the Group to publish its SDSs using a harmonized format and content in compliance with REACH regulations, taking into account the specific features of the different countries in which it operates. The tool also features an expert translation function, enabling it to meet the needs of all the Group's subsidiaries.

C.1.1

Guaranteeing quality products and services over the long term

C.1.1.5 Indicators



11 3 1: Percentage of industrial and/or commercial subsidiaries subject to at least one operational audit (percentage of turnover)

C.1.1.6 Objectives

Creation of a network of satellite laboratories operating at different levels in 2024:

- **Level 1:** production quality control on production sites,
- **Level 2:** qualification of raw materials,
- **Level 3:** EPC 2i laboratory, ISO 17025 certified by 2027.

The challenges facing deconstruction-depollution and circular economy subsidiaries

Stakes

The **deconstruction-depollution and circular economy** business lines are services that form part of complex value chains.

Commitment

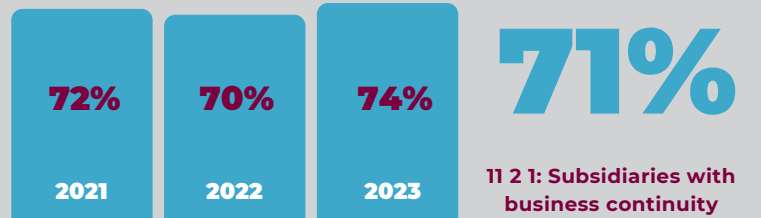
Subsidiaries in the **deconstruction-depollution and circular economy** business lines have adopted a CSR policy based on the Group's values, vision and objectives. This policy has been rolled out across the various departments, including the integrated support functions (administrative and financial, QSE, purchasing, technical, operations, sales, design office). Firmly believing that lasting relationships are essential to the sustainability of their businesses, the **deconstruction-depollution and circular economy** subsidiaries have made long-term customer satisfaction part of their CSR policy.

Action

EPC Demosten, our deconstruction and depollution subsidiary, is a specialist partner for industrial sites, historic monuments and major urban projects. These activities are part of a specific value chain and their projects are carried out in close collaboration with all stakeholders to ensure that everyone's needs and interests are understood and met. All EPC Demosten branches are Qualibat-certified (1552 asbestos treatment certification).

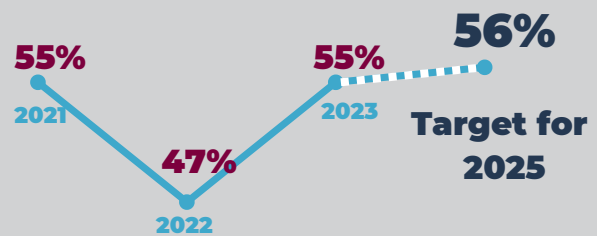
In 2023, **EPC Colibri**, a waste treatment and circular economy subsidiary, obtained the Qualirecycle BTP label for two of its sites. This certification attests to the quality of the services provided and compliance with the highest standards in the collection, sorting and treatment of construction and public works waste.

Percentage of certified industrial and/or commercial subsidiaries (as a percentage of turnover)

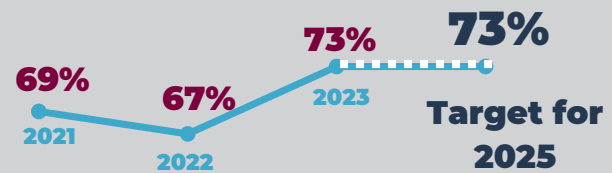


11 1 1: Subsidiaries with quality certification

11 2 1: Subsidiaries with business continuity certification



41 2 1: Subsidiaries with environmental certification



31 2 1: Subsidiaries with health and safety certification

C.1.2

Developing our relationships with suppliers by encouraging responsible procurement practices

C.1.2.1 Stakes

EPC Groupe's purchasing strategy combines operational performance with a responsible approach that creates value for its stakeholders.

Purchasing is at the core of the Group's activities, whether it involves raw materials, trading products, subcontracting or overheads. Strengthening relationships with suppliers gives us greater visibility over the upstream value chain and enables us to identify areas for mutually beneficial action on all sustainability matters.

C.1.2.2 Commitments

The Group seeks to encourage collaboration with suppliers who are in tune with its values, particularly in terms of sustainability matters. To this end, the Group focuses on three key areas:

- Its Responsible Procurement Charter, which acts as a CSR Code of Conduct for suppliers,
- Assessment of strategic suppliers' social, environmental and ethical practices and commitments, with a self-assessment questionnaire, visits and audits,
- Training and engagement of employees, primarily Group buyers, on sustainability matters in the supply chain.

C.1.2.3 Governance

Purchases are instigated by the Group's operating subsidiaries.

The Group Purchasing Department coordinates and supervises this activity. Its main tasks are to implement the Group's strategic guidelines, negotiate framework contracts for strategic purchases, coordinate relations with suppliers, and establish rules and procedures.

The Group's Purchasing and CSR Departments, as part of this process, draw up a Responsible Procurement Charter and ensure that it is properly implemented during the negotiation of framework contracts and by the subsidiaries' purchasers:

- Coordination with monthly meetings of buyers with the Group Purchasing department,
- Specific training on responsible procurement,
- Regular visits to subsidiaries.

C.1.2.4 Actions

The EPC Groupe's Responsible Procurement Charter, adopted in 2023, sets out the social, environmental and ethical standards to be adopted by the Group's suppliers:

- In terms of social issues, the Charter sets out the requirements for working conditions and human rights. Suppliers must guarantee compliance with the fundamental conventions of the International Labour Organisation and support diversity, equity and inclusion.
- In terms of the environment, the Charter specifies the requirements in terms of resource management and logistics.
- In terms of ethics, the Charter details the requirements in terms of business conduct, particularly in the areas of anti-corruption, information security and governance.

EPC Groupe implements measures to monitor supplier compliance.

A CSR questionnaire is sent to strategic suppliers to identify their environmental and social practices and commitments:

- Purchases from strategic suppliers cover 92% of the Group's strategic purchases (i.e. purchases of raw materials and trading explosives). Of the 20 strategic suppliers, 12 responded to the self-assessment questionnaire sent by EPC Groupe. The 12 suppliers who responded represent 66% of purchases from strategic suppliers. This questionnaire is an example of the Group working with its strategic suppliers to improve the transparency and visibility of the social and environmental impacts of its supply chain.

In addition, **the Group regularly visits and audits its main suppliers**, including with regard to environmental, social and governance issues.

C.1.2

Developing our relationships with suppliers by encouraging responsible procurement practices

The Group is adamant that buyers need to be made aware of sustainability matters in the supply chain.

- Sustainability matters are a key part of the Group's corporate identity, as its extensive geographical footprint and the land required for its activities have brought it into close contact with affected communities. Buyers in the various subsidiaries are particularly attentive to the issues and regulations in their countries and are encouraged to source locally wherever possible.
- An initial attempt to put this policy on a formal footing was made with the drafting and distribution of the Code of Good Business Practice, updated in 2019, which encourages all employees to assess the environmental performance of suppliers and subcontractors intending to work with the Group, whenever relevant.



C.1.2.5 Indicators

Based on responses to the CSR self-assessment questionnaire:

92%

12 3 3: Percentage of purchases from strategic suppliers with at least one CSR-related certification (environment, energy, SHE)

72%

12 3 4: Percentage of purchases from strategic suppliers committed to international CSR initiatives

96%

12 3 2: Percentage of purchases from strategic suppliers measuring their Carbon Footprint

25%

12 3 2: Percentage of purchases from strategic suppliers measuring their full Carbon Footprint (i.e. full scope 3)

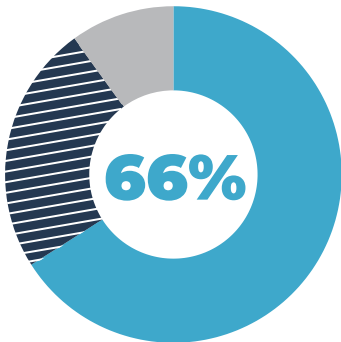
49%

12 3 5: Percentage of purchases from strategic suppliers assessed on Ecovadis

C.1.2

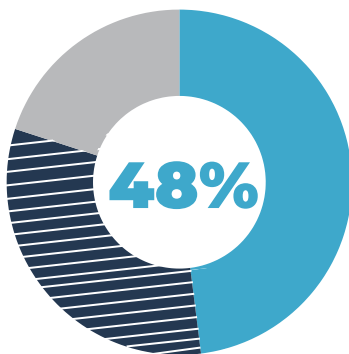
Developing our relationships with suppliers by encouraging responsible procurement practices

Target for 2030
90%



12 3 1: Percentage of strategic suppliers responding to the self-assessment questionnaire

Target for 2030
80%



12 4 1: Percentage of purchases from strategic suppliers audited over the last 5 years (by the Purchasing department and local buyers)

C.1.2.6 Objectives

In 2024, the main buyers will receive dedicated training at the annual Purchasing seminar, with the aim of adopting responsible procurement practices throughout the Group.

By 2026, we aim to:

- Systematically include CSR criteria in all major calls for tender;
- Train 100% of buyers in responsible procurement practices.



The challenges facing deconstruction-depollution and circular economy subsidiaries

Stakes

Purchasing is structured differently for the **deconstruction-depollution and circular economy** subsidiaries, which buy more services: equipment hire, subcontracting, transport services for machinery and building waste. Suppliers are smaller and more widely dispersed, limiting the effectiveness of the Group's purchasing strategy, which is centralized at head office.

Action

According to the project and technical feasibility, the subsidiaries:

- Work in partnership with social enterprises, employing people on integration schemes,
- Work in partnership with recycling centres and re-use companies to provide secondary raw materials from dismantled buildings,
- Use electrical equipment for operations,
- Work with their main suppliers (equipment hire companies, temporary employment agencies) at national level on CSR issues such as innovation and reducing greenhouse gas emissions.

C.1.3

Ensuring ethical business practice

C.1.3.1 Stakes

EPC Groupe operates on five continents, in countries with varying degrees of exposure to the risk of corruption. In line with its values, the Group is committed to striving for the highest standards of business ethics and integrity, with the goal of bringing its practices into line with current laws and regulations and maintaining the full confidence of its stakeholders.

The challenges of combating tax evasion are dealt with in sections 7 and 8 of the Universal Registration Document.

C.1.3.2 Commitments

Rules of conduct applicable to all subsidiaries have been set out in a Policy on Gifts and Invitations and an Anti-Corruption Code, both of which are available on EPC Groupe's public website. Every employee who joins EPC Groupe is given a presentation on the Group's DNA as part of his or her induction, which is set out in the "handbook" and includes a section on business ethics. This document is signed by each new employee.

The different actions resulting from these policies enable the Group to respond to the key aspects of the French Sapin II anti-corruption mechanism: the commitment of the management body, knowledge of the risks of exposure to corruption and influence peddling to which the entity is exposed and the mapping of the risks of corruption and influence peddling to enable risk management.

C.1.3.3 Governance

At central EPC Groupe management level, the Compliance, Social Responsibility and Data Department, supported by the central Group Internal Audit unit, is mainly responsible for steering and monitoring the fight against corruption and influence peddling.

In 2020, at the request of the Chairman & Chief Executive Officer of EPC Groupe, an Ethics Committee was put in place, with its charter available on the Group's public website. The role of this committee is to collect and handle alerts received via the whistle-blowing system, which can also be accessed via the Group's public website. The Chairman & CEO may also, if he deems it necessary, refer a matter to the Ethics Committee for its opinion.

It is the Group's responsibility to take all necessary steps to establish the framework for its missions and provide the resources for them to be fully exercised.

The Group's Board of Directors strives to take all issues into consideration, including those handled by the Ethics Committee and issues relating to the fight against corruption and influence peddling.

C.1.3.4 Actions

The Anti-Corruption Code sets out the rules and procedures to guide employees in the performance of their duties and responsibilities and to ensure that the ethical and legal commitments of EPC Groupe are met. These rules apply to all Group employees and managers, regardless of where they carry out their activities. Every employee who joins the Group is given a copy of this code and undertakes to read it and abide by it.

The Policy on Gifts and Invitations applies to all employees of the Group's subsidiaries and to any person acting on behalf of EPC (consultant, intermediary, etc.). It sets out the rules for gifts and invitations, both received and given.

Internal and external stakeholders are also able to report any behaviour that they consider to be contrary to these principles by means of a Group-wide alert system available on EPC Groupe's public website.

A Group-wide map of corruption and influence peddling risks has been drawn up and is gradually being updated, in particular to take account of the activities of new subsidiaries. It enables the Group to assess the risks of exposure to these risks, to evaluate the extent to which these risks are under control and the negative impact on the Group should they occur.

Actions to raise awareness of the risks of corruption and influence peddling are carried out among employees, particularly when they join the Group. Other initiatives are organized periodically at seminars, conventions, etc.

Training courses are also organized for employees who are most at risk. The in-person training programme has been adapted to take account of the mapping of corruption risks. In 2023, it was tested with buyers from 10 subsidiaries and with the Executive Committee.

C.1.3

Ensuring ethical business practice

In order to help identify conflicts of interest and ensure a periodic review of the situation, a conflict of interest declaration form must be completed once a year at the annual appraisal by senior managers, heads of department and all purchasing department employees. In addition, as soon as an actual or potential conflict of interest is liable to influence his or her actions or decisions in the course of his or her professional activity, all Group employees must report the facts relating to such a situation and seek the opinion of his or her superiors.

The internal audit system is managed by the Group Director of Internal Audit, who draws up an action plan approved by the Group's Executive Management. Regular internal audit assignments aim to ensure that the monitoring system complies with organizational requirements, is effectively implemented and kept up to date. These audits are based on interviews, site visits, document reviews and checks on information systems. Compliance with business ethics issues is audited during these assignments, including the risks of corruption (fraud, conflicts of interest, money laundering, etc.) and anti-competitive practices.

The assessment of third parties (customers, suppliers, intermediaries, subcontractors, partners, etc.), which consists of determining the risk to which the Group is exposed as a result of its relationship with a third party, is managed by head office for the subsidiaries, with the help of a specialist service provider. A more in-depth investigation may be carried out depending on the risk assessed. These assessments are used to evaluate the appropriateness of entering into or remaining in a relationship with a third party, and to put in place appropriate due diligence measures if necessary.

The Group expects suppliers to comply with the standards set out in its **Responsible Procurement Charter** and to act in an ethical and responsible manner. The Charter includes a section on responsibility and integrity in business conduct, including anti-corruption and respect for sound governance and fair competition (compliance with competitive practices, compliance with economic sanctions, conflicts of interest, money laundering).

The Group prepares an **annual report on the risk of money laundering**. Tests are carried out on the operations of subsidiaries based in countries on the FATF's grey list ('jurisdictions under watch').

C.1.3.5 Indicators

12

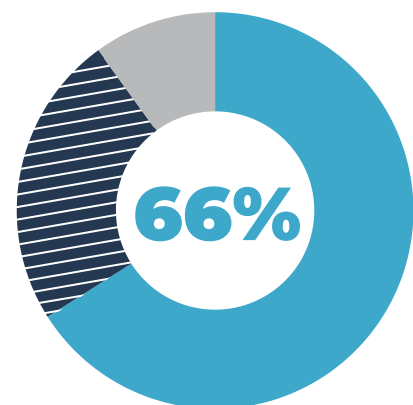
13 1 1: Number of buyers trained in anti-corruption measures

Target for 2025



13 1 1: Number of buyers trained in anti-corruption measures

Target for 2030
90%



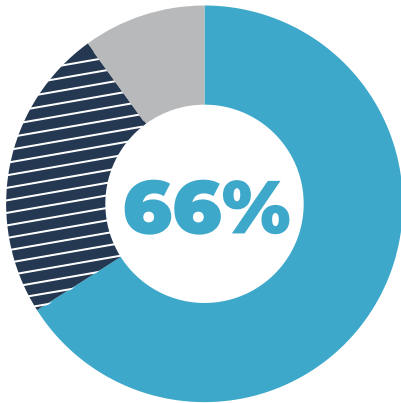
13 2 1: Percentage of purchases placed with strategic suppliers who were made aware of the Responsible Procurement Charter

C.1.3

Ensuring ethical business practice

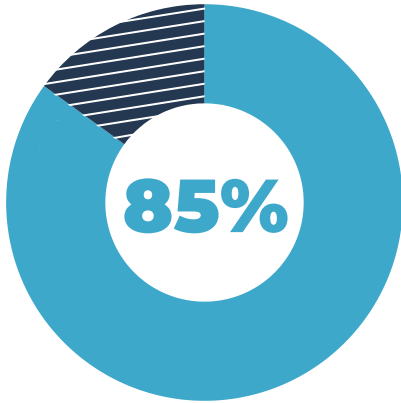


Target for 2030
90%



13 2 2: Percentage of purchases placed with strategic suppliers who were made aware of the anti-corruption code

Target for 2025
100%



13 3 1: Percentage of employees who have received the anti-corruption code

C.1.3.6 Objectives

- 2024: Roll-out of online anti-corruption training for all employees, irrespective of their country or position.
- 2024: More general roll-out of level 2 in-person training for employees most at risk.





Safety talk - Africa

C.2

RESPECTING OUR EMPLOYEES



C.2.1.1 Stakes

The 2,112 employees who share and embody the values of EPC Groupe are the driving force of the Group in more than twenty countries. To adapt to a constantly changing world and meet the challenges of the future, EPC Groupe relies on committed, reliable employees who are empowered to take action and excel. The Group strives to create an inclusive working environment that offers everyone the opportunity to fulfil their potential. EPC Groupe is committed to offering its employees varied and progressive career paths in a workplace where quality of life is paramount. EPC Groupe's vision of the future is underpinned by this belief.

C.2.1.2 Commitments

EPC Groupe fosters a trust-based environment, reflecting the Group's values, encouraging teamwork while valuing individual contributions and initiatives. As such, we are keen to attract new employees, develop their skills and inspire them to give their best.

Exchange and sharing of knowledge are encouraged by promoting international mobility.

As specified in the Code of Good Business Practice applicable to each subsidiary, EPC Groupe acknowledges and respects the right of its employees to establish or join a trade union organization of their choice. It also recognizes and respects, within the framework of the laws and regulations applicable to it, the right of its employees to be represented by their trade unions in collective bargaining relating to the working relationship.

C.2.1.3 Governance

Operational management is carried out at subsidiary or regional level, within the framework of a general policy coordinated at Group level by the EPC Groupe Human Resources Department.

Monitoring and steering of social issues at the level of the EPC Groupe's central departments is mainly the responsibility of the Group Human Resources Department and the Group Safety, Health and Environment Department.

C.2.1.4 Actions

Every employee who joins EPC Groupe is given a presentation outlining the Group's DNA as part of his or her induction, available in written form as a "handbook". This handbook traces the Group's history and explains its values, organizational structure and principles (Human Resources, Corporate Social Responsibility, Safety, Health and Environment). The handbook is signed by the employee following the presentation given by his or her manager or the Human Resources department.

The Group has put in place a number of measures to improve quality of life at work:

- Employees whose jobs are compatible may be able to work from home, depending on the subsidiary and its operational needs.
- Employees of the French subsidiaries, EPC-UK and EPC Canada (a total of more than 50% of the Group's workforce) have access to Stimulus Care Services, a tailored assistance and support programme to help them manage day-to-day difficulties.
- In 2023, two employees of EPC Demosten benefited from a total of 6 days of caregiver leave, i.e. leave for employees to provide personal care or assistance to a family member or a person requiring care or assistance for a serious medical condition.

The subsidiaries in the deconstruction-depollution and circular economy business line are adopting a proactive prevention approach to reduce occupational risks and improve difficult working conditions:

- Based on feedback and ideas from its employees in the field, EPC Demosten develops and invests in tools to assist with physical work, equipment to reduce MSD (Musculoskeletal Disorders) and devices to minimize dust exposure.
- EPC Colibri has demonstrated its innovative approach by developing the SR2B, a new machine for the automated bagging of polluted soil. It has been approved by the Commission for the Evaluation of Technical Innovations in the Detection and Treatment of Asbestos in Buildings (CEVALIA). Developed for asbestos-containing waste, the SR2B can also be used to big-bag all kinds of materials and waste (lead rubble, polluted soil, PAH asphalt, hazardous waste, etc.). It reduces the strain on operators and exposure to hazardous waste.

C.2.1

Supporting employees and improving quality of life at work

C.2.1.5 Indicators

317

21 1 2: Number of non-employees

C.2.1.6 Objectives

- 2025: creation of an online induction programme for all new Group employees.
- 2025: introduction of Group-wide psycho-social risk awareness programmes.

Labor relations

8

21 3 1: Number of subsidiaries with one or more collective bargaining agreements in force

39%

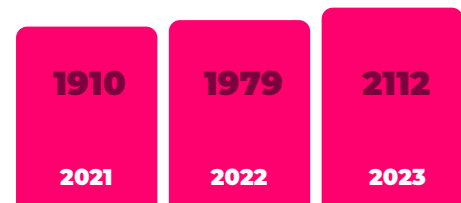
21 3 2: Percentage of employees covered by collective bargaining agreements

64%

21 4 1: Percentage of employees represented by employee representatives

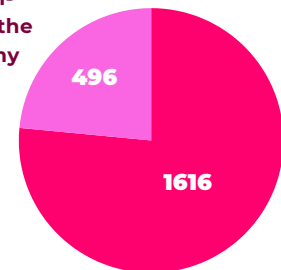
96%

21 6 1: Percentage of employees covered by social security



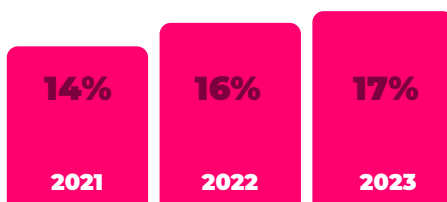
21 1 1: Number of employees

Deconstruction-depollution and the circular economy

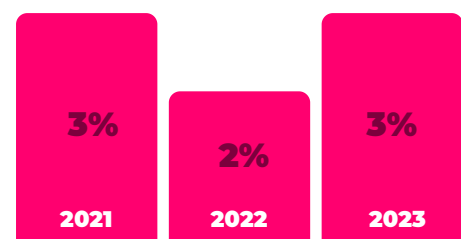


Explosives and drilling & blasting

21 1 1: Breakdown of employees by business line



21 2 1: Turnover rate



21 7 1: Rate of absenteeism

C.2.2.1 Stakes

EPC Groupe is convinced that diversity of profiles and career paths, equal opportunities and the quality of employees' experience are key factors in the Group's creativity, performance, corporate responsibility and attractiveness. These concrete measures are designed to build a corporate culture that is open, inclusive and respectful of the visible and invisible differences that make each individual unique.

C.2.2.2 Commitments

EPC Groupe is committed to treating employees fairly and promoting diversity, by building a dynamic, committed and modern company that respects people and the core values of diversity, inclusion and respect for each and every individual. EPC Groupe has made the fight against discrimination of all kinds one of its key priorities. This means that decisions on recruitment, promotion, retention, training, development and pay must be based exclusively on the skills, abilities and experience required to do the job.

EPC Groupe is fully dedicated to providing and maintaining a healthy working environment that protects the dignity of all. Harassment of any kind and discriminatory practices against employees, suppliers, consultants, customers and other persons with whom the Group has business relations will not be tolerated under any circumstances.

C.2.2.3 Governance

A Diversity, Equity and Inclusion Committee (DE&I) has been appointed. It is led by the Group's Chairman & CEO and meets twice a year. Its role is to ensure that the commitments and actions decided at Group level are complied with. It also monitors the pertinence and progress of the indicators that have been put in place.

The DE&I Committee is made up of an operational coordinator from each Area or business line, to ensure that it is as in touch as possible with local and regional issues. Each coordinator is also identified as the Area's Diversity, Equity and Inclusion (DE&I) Coordinator, to ensure that the committee is in touch with the issues on the ground in terms of diversity, equity and inclusion.

C.2.2.4 Actions

A Diversity, Equity and Inclusion policy was presented to the EPC Groupe's top management in May 2023. This policy lays down quantifiable objectives and is intended to be rolled out across all the Group's subsidiaries. Subsidiary coordinators will provide support for the deployment of the DE&I policy and actions for EPC Groupe employees.

The diversity of our geographical locations and subsidiaries creates opportunities for young talent and boosts skills sharing. Every year, employees on VIE (French international internship programme) contracts join the EPC Groupe's teams around the world, on contracts generally lasting between 12 and 24 months.

The French operating subsidiaries (EPC France, EPC Colibri and EPC Demosten) help to promote the social inclusion of jobseekers and people excluded from the labour market, by means of professional integration contracts. In particular, this enables such individuals to develop their skills and increase their chances of finding a job, with EPC Groupe or another company.

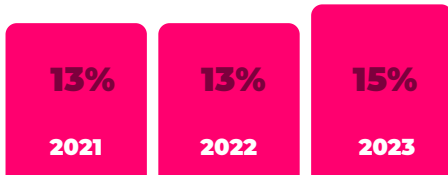
The Group's whistle-blowing system, which is available on its website and open to all, enables employees to report behaviour that is in breach of current legislation and the Group's ethical values. Employees are reminded of its purpose in the handbook distributed to them when they join the Group.



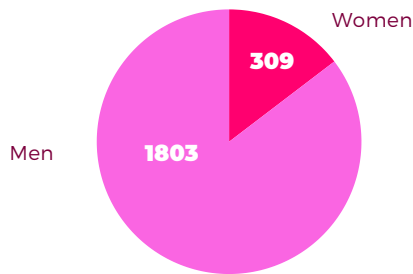
C.2.2

Promoting diversity, equity and inclusion

C.2.2.5 Indicators



22 3 1: Percentage of women in the company



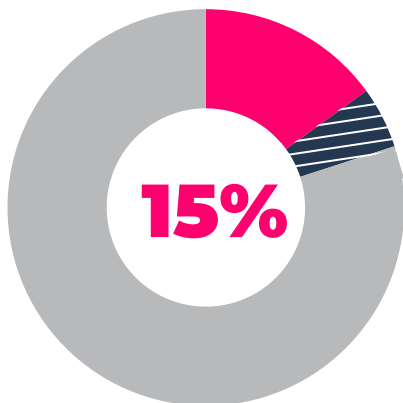
21 1 1: Breakdown of employees by gender

-4%

22 3 4: Gender pay gap

43%

22 3 3: Percentage of women on the Board of Directors (3 women)



22 3 2: Percentage of women in executive positions

Diversity

>50

22 2 1: Number of nationalities represented in the Group

Inclusion

30

22 4 1: Number of disabled employees

22 018 hours

22 7 1: Number of hours worked on social integration contracts (France only)

Employee protection

2

22 1 1: Number of Diversity, Equity and Inclusion Coordinators

100%

22 8 1: Percentage of employees with access to the whistle-blowing system

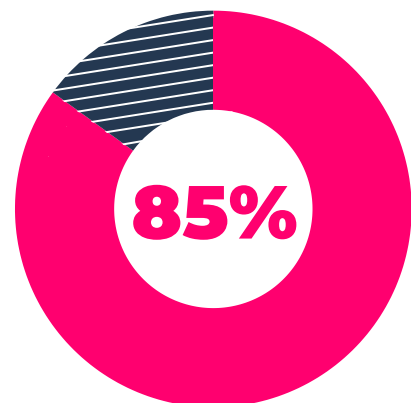
0€

22 9 2: Amount of fines resulting from proven incidents of discrimination

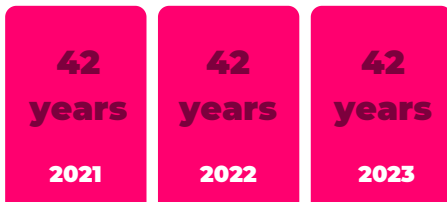
1

22 9 1: Proven incidents of discrimination, including harassment

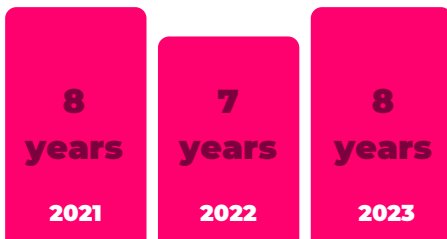
Target for 2025
100%



22 8 2: Percentage of employees who have signed the handbook



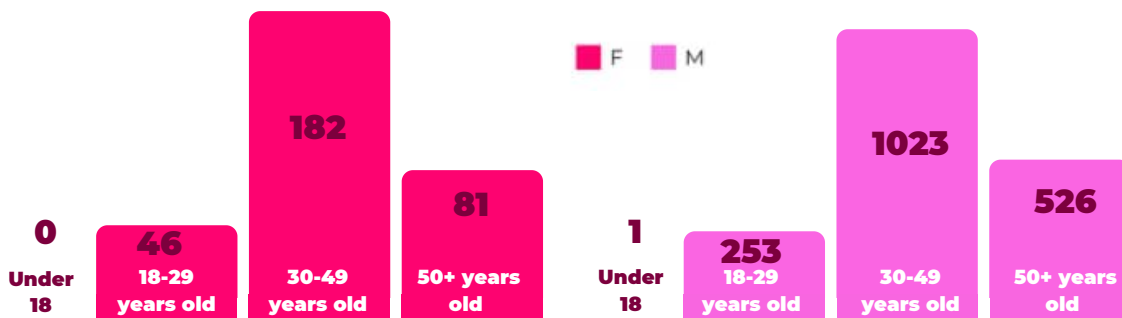
22 5 1: Average age



22 6 1: Average seniority

C.2.2.6 Objectives

- 2024: Roll-out of training for all employees on the content and commitments of the DE&I policy.
- 2024: Appointment of a diversity, equity and inclusion coordinator within each subsidiary and each Area. EPC Groupe coordinators will be given specific training and will take part in sharing experience and best practices. The coordinators in each Area will hold regular meetings with the country coordinators to take their challenges into account and pass them on to Group level.
- 2025: Creation of an online training course for managers on discrimination issues, to encourage inclusive recruitment, creativity and team diversity.
- 2030: 20% of executive positions held by women.



22 5 1: Age pyramid

C.2.3.1 Stakes

Competence can be described as the combined training, skills, experience and knowledge of an individual and their ability to use these to perform a task safely. Competence levels may require employees to be trained to enable them to fulfil their roles and carry out their tasks in optimum conditions in terms of safety, health and the environment. Adapting to a constantly changing world and meeting all the challenges of the future means that EPC Groupe needs trustworthy, competent and committed men and women who are given the tools to take action and excel.

EPC Groupe is involved in what are often described as "niche" business lines. The highly specialized skills required to carry out these activities are scarcely accessible in the initial training offered in the countries where EPC Groupe operates, irrespective of educational level. As a result, EPC Groupe's employees are trained by the subsidiaries in their specific business lines. The experience they acquire, both before they are recruited and throughout their time with EPC Groupe, is essential.

Finally, EPC Groupe has a specialized training activity for external third parties, whose team of trainers is made up of Group employees, all of whom are specialists in their field (drilling, mining, inspection, safety, blasting, etc.). Backed by extensive careers in the industry and many hours of training, they offer a robust teaching approach that combines theoretical insight with hands-on experience.

C.2.3.2 Commitments

EPC Groupe fosters innovation, collaboration and opportunities to progress by promoting an agile organizational structure that supports training. The Group is determined to maintain the commitment of its employees and is therefore fully engaged in offering them varied and dynamic career paths, as well as supporting them throughout their working lives. We aim to pave the way for the next generation of employees and address a key challenge for our technical expertise: knowledge transfer.

Diversity of cultural backgrounds and careers is a source of both individual and collective enrichment. Encouraging mobility helps to break down the barriers between different organizations and to open up new avenues for career development.

Mobility should be planned for and encouraged if it meets both the Group's needs and the employee's career aspirations. Internal mobility, which is both a source of skills development and a means of fostering commitment, should help to create opportunities both within and between subsidiaries, thereby enriching knowledge transfer. By building on experience, it makes a significant contribution to ensuring the long-term employability and loyalty of our employees.

EPC Groupe strives to ensure the engagement of its employees and supports them in developing their skills and talents through mobility and training programmes.

C.2.3.3 Governance

Operational management is conducted at subsidiary or regional level, based on a general policy coordinated at Group level by EPC Groupe's Human Resources Department.

EPC Groupe's central corporate departments are primarily responsible for monitoring and steering social issues, through the Group Human Resources Department and the Group Safety, Health and Environment Department.

C.2.3.4 Actions

Subsidiaries collect and prioritize employee training needs in order to roll out training and skills development plans.

The Group's subsidiaries hold annual appraisal interviews that provide a chance for employees and their managers to talk things over. The main aims are to take stock of the past year and assess performance, set objectives for the year to come, discuss work organization and workload, and share ideas for development and training.

The Group's Human Resources department carries out an annual talent review to pinpoint key skills and high-potential employees. Appropriate training programmes are then put in place to support their skills development and prepare for the future replacement of key Group personnel.

C.2.3

Developing competence and commitment

Every year, the Emerging Talents programme recruits young professionals under the French international internship programme (VIE). This specific type of contract gives these employees the opportunity to gain professional experience abroad while immersing themselves in the company's culture, in areas as diverse as safety, finance and marketing. It is a way of preparing and looking ahead to the next generation of employees.

Subsidiaries have signed partnerships with higher education establishments to help students discover the Group's businesses and recruit interns and apprentices.

C.2.3.5 Indicators

19

23 3 1: Number of partnerships with higher education establishments

115

23 3 2: Number of interns, apprentices and other students employed during the year

≈ 2 000

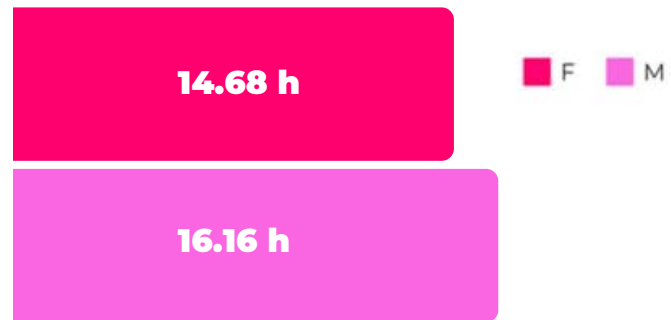
23 4 1: Number of external personnel trained in handling, using and transporting explosives

+ 2 000 h

23 4 2: Number of hours of training given to external personnel in the handling, use and transport of explosives

C.2.3.6 Objectives

- 2024: The EPC Digital Academy will deploy training on a dedicated platform to manage, administer and facilitate employee training and development across EPC Groupe. The aim of this new digital tool is to optimize the learning process, improve content tracking and management, and empower employee skills development, thereby contributing to the growth and success of the organization. The platform provides support for innovative and engaging learning methods through rich, gamified content, offering a new vision of training.
- 2024: deployment of the Internal Mobility Charter, applicable to EPC Groupe, which is currently being ratified. It will be supported by a Group tool for advertising open positions.
- 2024: producing a social barometer, communicating results and implementing action plans within each subsidiary.
- 2025: establishing a mentoring system for young employees working in areas of expertise, to promote intergenerational exchange and the sharing of experience.



23 1 1: Average number of training hours per employee



IMPACT training on-site



Sharing values with employees

Stakes

Giving employees a stake in the company reflects the Group's commitment to building a strong corporate culture that brings everyone together around a common project.

Commitment

True to its values, the Group places its employees at the very heart of its concerns and strategy, irrespective of salary, grade or nationality.

Action

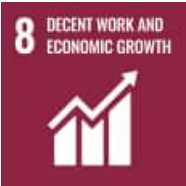
A preferential-price Share Option Plan, EPC Share, was launched in 2023 to encourage employee share ownership. The scheme is an expression of the determination of Group management and shareholders to enable employees to receive a greater share of the value they help to create.

The scheme is applicable to every country where the Group operates and where such a mechanism is authorized (2 countries not covered), for all employees with more than two years' seniority. In practice, this means that more than 1,200 employees can benefit from the scheme.



C.3

OPERATING SAFELY



C.3.1.1 Stakes

The men and women who work every day to drive the development of EPC Groupe are a fundamental resource for the Group, and their safety has been at the heart of everything it does for 130 years. Health and safety are inextricably linked to all the Group's activities, everywhere in the world.

Employees are responsible for maintaining the highest safety standards in every subsidiary, right across the globe. EPC is a worldwide operator in the mining and quarrying sector, and everyone within the Group is expected to set an example by behaving impeccably when it comes to safety.

C.3.1.2 Commitments

The rules relating to health and safety in the workplace apply to all Group entities. They must be shared with suppliers and subcontractors working on Group sites. Guaranteeing a safe and secure environment for its employees, customers and subcontractors is EPC Groupe's number one priority. In addition to complying with the legal requirements relating to health and safety, which may vary from one country to another, the subsidiaries of EPC Groupe have a shared foundation in the form of a Safety, Health and Environment management system applicable to all employees. This management system adopts the principles of the ISO 45001 standard and is outlined in detail in EPC Groupe's Safety, Health & Environment Manual, available in the Group's main languages, which is based on the following 4 fundamentals:

1. **Golden rules:** a golden rule is a key rule that every EPC Groupe employee must comply with. Every employee must be aware of the existence and substance of EPC's golden rules, which are to be strictly observed. Failure to comply may result in disciplinary action.
2. **Business rules,** such as **drilling & blasting,** chemical storage and working at height.
3. **General standards,** which may be extended to include obligations imposed on subsidiaries. These are mainly management standards.
4. **Technical standards,** consisting of requirements or recommendations, containing technical prescriptions that apply to certain activities or in certain cases. A few examples of technical standards: fire safety, road risk prevention and safety reviews prior to commissioning.

The Group's Health and Safety policy is publicly displayed and communicated to EPC Groupe employees. The content of the Group's Safety, Health and Environment management system is regularly updated. It can be accessed via the Group's secure extranet devoted to safety, health and the environment, to which every SHE officer in the Group has access. This policy also covers employee safety, with a regularly updated list of countries to which travel is prohibited.

C.3.1.3 Governance

The Group's Safety, Health and Environment (SHE) governance is based on:

- A Group SHE Management Committee, which meets quarterly. Its role is to define objectives and monitor performance indicators over time.
- A network of SHE officers working directly for each subsidiary and reporting to the subsidiary's management. These officers meet once a year.

The Group Safety, Health and Environment Department is responsible for updating the Safety, Health & Environment Manual, as well as business rules and standards, and for communicating Group requirements to all Area managers. They are responsible for implementing them. The Group SHE Department is supported by Area coordinators, managing a network of officers within their sphere of responsibility.

The subsidiary managers are responsible for defining and implementing the Group's SHE objectives and for applying the requirements of the SHE standards in the subsidiary.

C.3.1.4 Actions

Safety talks

- Firstly, all employees regularly take part in safety breaks, awareness-raising meetings and safety talks organized either by the subsidiary or by the Group. Group and subsidiary management also take part in Safety, Health and Environment breaks, awareness-raising meetings and talks. The commitment of management at both Group and subsidiary level is evident not only in their exemplary behaviour, but also in their regular visits to projects, plants and sites in order to foster an open dialogue with employees and a safety culture based on prevention and attention to detail.
- Before taking action, employees are encouraged to take the time to reflect on the safety conditions in which their activities are carried out. The various topics that make up the Group's Safety, Health and Environment policy are presented to employees in the handbook when they join EPC Groupe.
- All employees are authorized to stop work if they have concerns about health and safety in the workplace. No employee, nor any person working on behalf of EPC Groupe, shall be required to carry out any task that represents an unacceptable risk to him or herself or to any other person. The handbook reiterates this authorization to stop work: *"The Stop Work Authority includes a right to refuse to work on the grounds of Health and Safety which is free from any disciplinary action and will not affect, in any way, their prospects within the company."*
- Improving health and safety performance depends on transparent communication and effective feedback. All near-accidents and HiPOs (High Potential Incidents) must be reported, assessed and communicated so that corrective action can be taken. HiPOs are defined as events with a high potential for seriousness, which could have led to very serious or tragic consequences.
- The awards ceremony for the third edition of the EPC Academy Awards, a safety challenge organized every three years since 2017, took place in May 2023. The aim of the competition, which is open to all EPC Groupe subsidiaries, is to promote a safety culture by encouraging the sharing of experience through video productions focusing on safety issues. The jury, chaired by the CEO of EPC Groupe, judged the 32 entries to select the winner in each of the competition's four categories:

"Above & beyond", a category designed to recognize the ingenuity of an initiative that helps us take our safety standards to the next level

"Caught in the act", a category designed to highlight a dangerous situation that is immediately rectified by the teams

"Health, Safety and Wellbeing", a category designed to highlight health, safety and wellbeing initiatives

"Technology / Innovation", a category designed to highlight innovative initiatives or processes

Communicating and sharing best practice

- A SHE report, which includes both best practices and performance indicators, is updated and communicated Group-wide on a monthly basis. Its purpose is to monitor the Group's performance and share best practice.
- Good health and safety practice is also reported and consolidated each year in a dedicated document, which is shared with all the subsidiaries' SHE officers and presented at the annual seminar dedicated to Safety, Health and Environment. This enables us to share information and capitalize on the wide range of experience within the Group. This document has been translated into several languages to ensure that it is widely available.

C.3.1

Ensuring the health and safety of our workers

- In 2021, the SHE Department launched a mini-series entitled "EPC en route", made up of very short videos shared with Group subsidiaries, aimed at raising employee awareness of road risk prevention. These are covered by a dedicated technical standard and are monitored on a monthly basis so that any high-risk situations can be flagged. The first episode dealt with safe following distances, the second with winter driving, while the third, released in December 2023, is dedicated to accounts of near-accidents. There is also a technical standard on road risk prevention in the SHE Manual.
- In 2023, EPC Demosten Ouest Démolition won the MASE Atlantique trophy.

- Employees travelling abroad benefit from country-specific risk awareness tools. This enables them to plan and optimize their travel arrangements, with assistance in the event of difficulties.

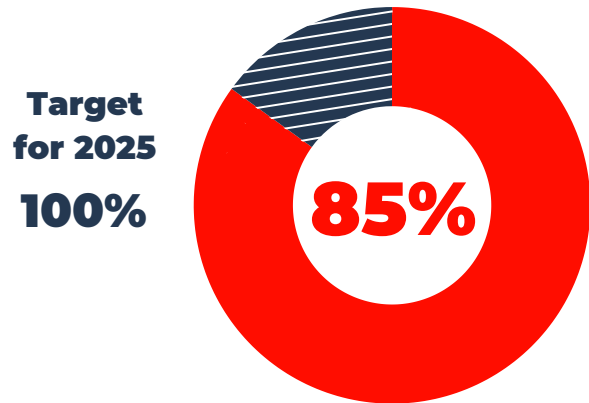
Risk assessment and training

- Training is provided to employees to ensure that they are fully equipped to fulfil their role in the optimum conditions in terms of safety, health and the environment.
- Digital training modules on specific safety topics are being rolled out across EPC Groupe as part of the EPC Digital Academy.

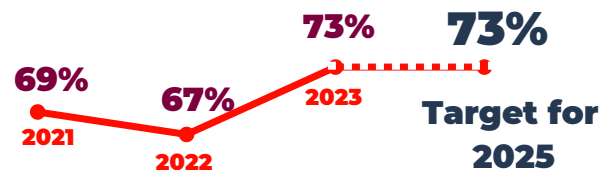
Other risk prevention measures

- On the basis of a risk assessment adapted to conditions on the ground, the subsidiaries ensure that they deploy the necessary resources to protect the health and safety of their employees, including the supply of personal protective equipment (PPE).
- The Vertex© digital solution is designed to support operators in their **drilling and blasting** operations, for the design of blast plans, the use of explosives, data analysis and control, and the automation of operations reports. By taking all the technical factors into account, from the design stage through to blasting, results can be optimized from an operational point of view, avoiding dangerous situations such as projections, cliff displacements or the need to resort to additional blasting operations by reducing the number of large boulders at the end of the blast. In addition, modelling the blast makes it easier to identify the precise location in the event of a misfire.

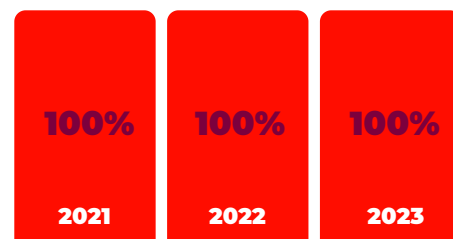
C.3.1.5 Indicators



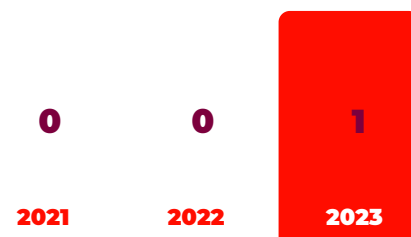
31 1 1: Percentage of employees informed of their right to withdraw



31 2 1: Percentage of industrial and/or commercial subsidiaries with health and safety certification (as a percentage of turnover)



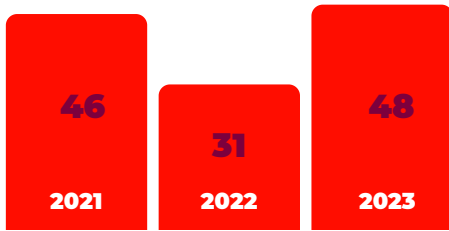
31 2 3: Percentage of industrial and/or commercial subsidiaries providing PPE to their employees



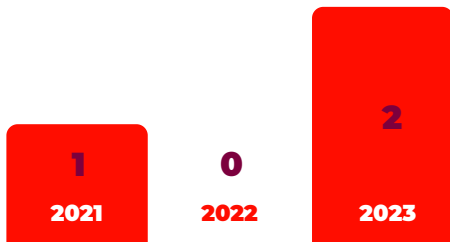
31 3 1: Number of fatal accidents

C.3.1

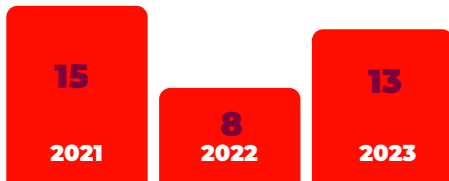
Ensuring the health and safety of our workers



31 3 2: Number of occupational accidents



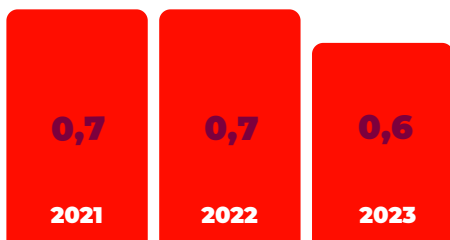
31 3 3: Number of cases of occupational illness



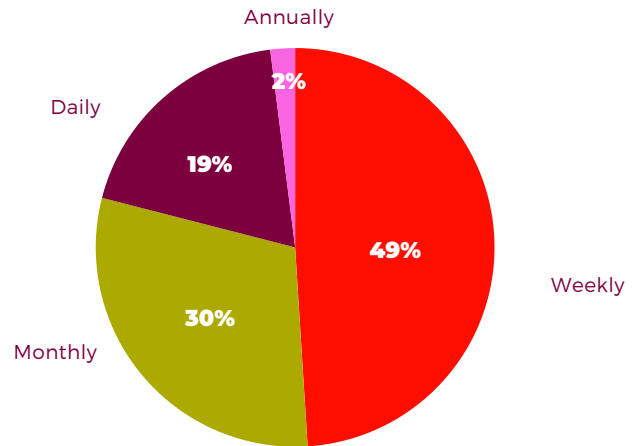
31 3 4: Occupational accident frequency index (TFI 12 months)



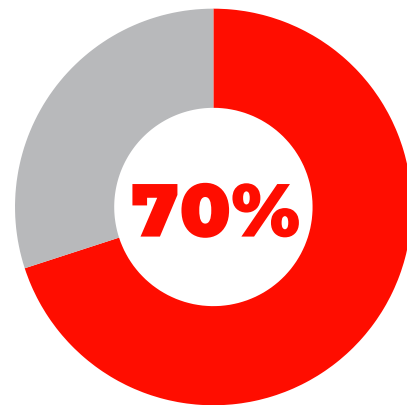
31 3 5: Number of HIPOs



31 3 6: Occupational accident severity index (TGI 12 months)



31 4 2: Frequency of safety routines at subsidiaries (percentage of employees)



31 2 2: Percentage of employees of industrial and/or commercial subsidiaries working in a certified health and safety subsidiary

C.3.1.6 Objectives

- Zero accidents.
- 2024: Digitalization of management safety visits.
- 2024: 100% of employees eligible for the training modules for SHE officers and burn operators have been identified and have completed the training.
- 2025: 100% of permanent staff have signed the handbook.

C.3.2.1 Stakes

A major accident is an accidental event with immediate and serious consequences for personnel, neighbouring populations, property or the environment.

Preventing the risk of major accidents concerns any activity or combination of activities involving hazardous materials that could lead to the occurrence of a major accident.

Preventing the risk of major accidents is based on the implementation of approaches grounded in process safety. It covers all production line processes, including the storage, handling and use of hazardous materials.

The objectives of process safety are to:

- take all necessary measures to prevent major accidents involving hazardous materials,
- limit the consequences of any major accident for people and the environment.

The risk of a major accident mainly concerns EPC Groupe's **explosives business**, whose subsidiaries are required to implement a specific and appropriate prevention system.

C.3.2.2 Commitments

The Group is committed to a major accident prevention approach based on the development of a process safety culture. A process safety management system applies to each subsidiary impacted by this risk. It outlines the measures required to prevent major accidents linked to the risks generated by the manufacturing process, the storage of hazardous materials and their handling and use. To achieve this, specific risk analysis and reduction methods are applied, and any production, storage, transport or use of hazardous materials is subject to preventive measures to ensure the safety of these operations.

In addition, each subsidiary concerned is expected to develop an emergency plan that includes the following points:

- how to provide assistance (evacuation, etc.),
- list and display the details of the rescue team,
- display the relevant safety instructions,
- how to react in the event of a fire, explosion or chemical leak,
- display the assembly point,
- display the necessary telephone numbers.

All employees must read and understand the Group's Policy, Vision, Objectives and Principles and comply with the Group's Golden Rules and Requirements.

Finally, a crisis management exercise must be carried out once a year to test procedures, including a press release.

C.3.2.3 Governance

The Group's Safety, Health and Environment (SHE) governance is based on:

- A Group SHE Management Committee, which meets quarterly. Its purpose is to define objectives and monitor performance indicators over time.
- A network of SHE officers working directly for each subsidiary and reporting to the subsidiary's management. These officers meet once a year.

The Group Safety, Health and Environment Department is responsible for updating the Safety, Health & Environment Manual, as well as business rules and standards, and for communicating Group requirements to all Area managers. They are responsible for implementing them. The Group SHE Department is supported by Area coordinators, managing a network of officers within their sphere of responsibility.

The subsidiary managers are responsible for defining and implementing the Group's SHE objectives and for applying the requirements of the SHE standards in their subsidiaries.

C.3.2.4 Actions

Every new or improvement project is part of a project management process. Safety, health, quality, environmental and industrial performance factors are taken into account right from the design stage.

C.3.2

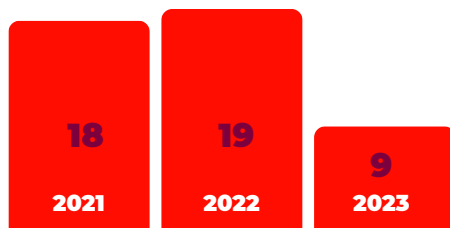
Preventing major accidents through process safety

The SHE Manual contains general standards covering the prevention of the main risks of major accidents, such as the handling of emergency situations and crisis management. These general standards are supplemented by technical standards such as the safety review prior to industrial start-up, the prevention of the risk of explosion of suspended particles, the prevention of the risk of fire in sandwich panel buildings, the prevention of the risk of fire on a MEMU, or dry mixing.

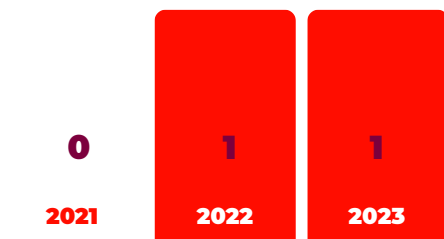
HAZID (HAZard IDentification) and HAZOP (HAZard and OPerability analysis) safety studies are carried out for all new explosives manufacturing facilities from the design stage. They must be carried out for any significant modification to an existing production line. Mobile manufacturing units must be subject to an appropriate safety study in accordance with local requirements.

All incidents, whether minor or major, must be treated with the same level of care in order to identify the root causes and prevent any recurrence, not only in the subsidiary concerned but also in other Group subsidiaries, through sharing of experience.

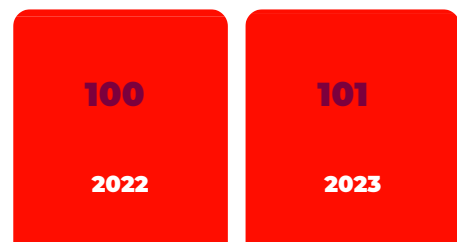
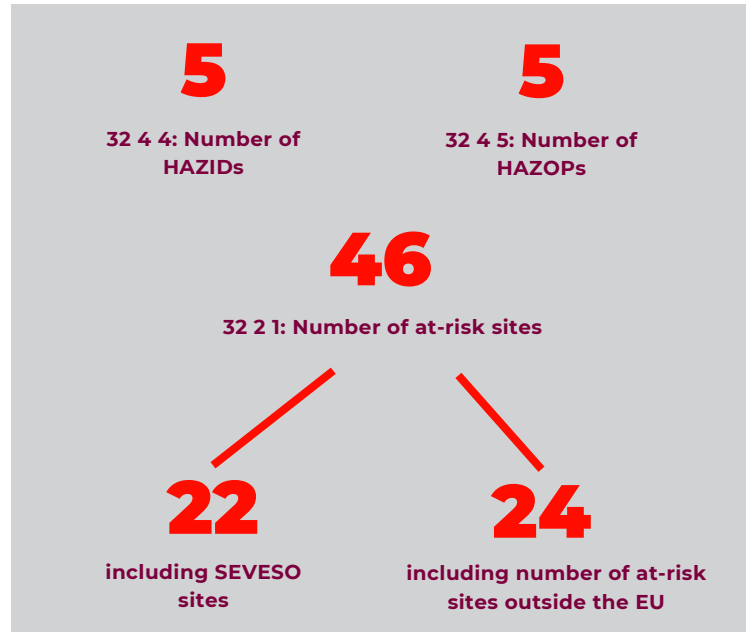
C.3.2.5 Indicators



32 4 1: Number of HIPOs with process safety implications



32 4 2: Number of incidents resulting in plant shutdowns of more than 24 hours



32 3 1: Number of industrial risk audits

C.3.2.6 Objectives

- Zero accidents.
- Target of 100% of people trained in the first level of process safety by the end of 2024.
- Target of 0 events where a plant was shut down for more than 24 hours due to an incident.

Your **IMPACT** is Critical

IMPACT: Training campaign on Process Safety



C.4

RESPECTING THE ENVIRONMENT



C.4.1

Committing to the preservation of biodiversity and ecosystems

C.4.1.1 Stakes

Although biodiversity is not directly exploited by the EPC Groupe as part of its activities, the Group is aware that its operations may affect the environment in which it operates, whether on sites that are owned, leased or that belong to a customer. Some of EPC Groupe's sites are located in biodiversity-sensitive areas, which is why the Group pays particular attention to preserving biodiversity and ecosystems.

EPC Groupe owns the land around its production sites, which forms a protective boundary area so that it can operate in complete safety. This land can be a reserve for biodiversity and ecosystems.

C.4.1.2 Commitments

The Code of Good Business Practice, which applies to all employees worldwide for all the Group's activities, sets out the Group's commitment to implementing measures to prevent environmental risks.

All employees can draw on the Group's Safety, Health and Environment Policy and are expected to understand the role they play in preserving the environment in which they work. Everyone is encouraged to factor environmental risks into their decisions and to share any information that could help reduce these risks. The Group is also conscious of the environmental impact of its activities and has put in place a continuous improvement programme to which all employees are invited to contribute. EPC Groupe's policy is to meet or exceed locally applicable environmental legal requirements.

Finally, each subsidiary is required to conduct its activities in accordance with the principles of the ISO 14001 environmental management system standard, which covers biodiversity and ecosystem functions.

C.4.1.3 Governance

Biodiversity issues are mainly monitored by EPC Groupe's Safety, Health and Environment Department, in particular with the help of the network of "SHE officers" appointed in the subsidiaries by the Group's Safety, Health and Environment Director. The CSR Department contributes its reporting expertise in this area.

Subsidiaries are required to take the necessary action to preserve biodiversity and ecosystems, and to monitor the relevant indicators.

C.4.1.4 Actions

EPC Groupe's environmental policy is shared with employees when they join the company in the form of the handbook.

An in-depth study was carried out in 2023 on the land owned by EPC Groupe in France. This has enabled a precise inventory to be made of wooded areas, some of which already have a sustainable management document, proof of the actions being taken to help preserve biodiversity and ecosystems.

EPC Groupe is committed to an approval process for management documents in France, for each forest area, by the French government. This approval is a guarantee of the sustainable management of our forests. At the same time, a process of certification of sustainable management of these areas by an independent label (such as PEFC) is being implemented, to guarantee the use of management rules that aim to preserve the forest while enabling timber production.

Depending on the regulations applicable in each country where it operates and its activities, EPC Groupe facilities may be classified as environmental protection sites. Subsidiaries take steps to ensure that they comply with the biodiversity protection regulations applicable to them. This is essential if they are to retain the operating permits they need to carry out their activities. Audits are carried out by the competent authorities to check that facilities are compliant, and fines may be imposed in the event of non-compliance.

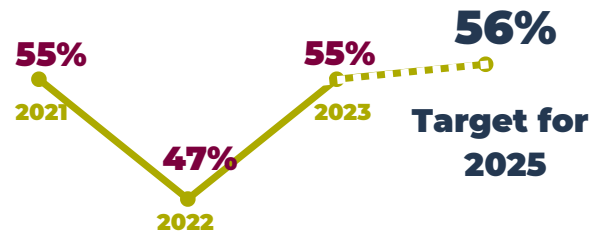
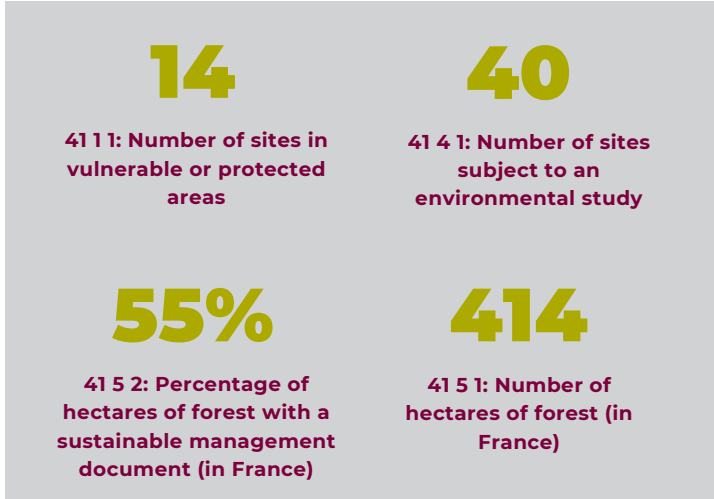
On some of its sites, EPC Demosten calls on the services of an environmental scientist upstream of these operations with a view to preserving biodiversity.

The Group's SHE Manual highlights requirements for better protection of biodiversity in operational standard No. 14 (Environment for Pollution Prevention) and technical standard L (Environment towards Zero Pesticides).

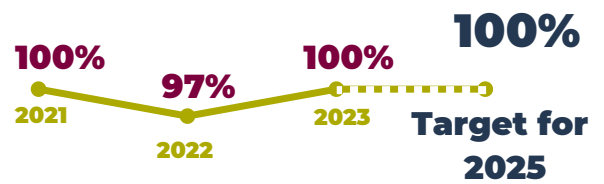
C.4.1

Committing to the preservation of biodiversity and ecosystems

C.4.1.5 Indicators



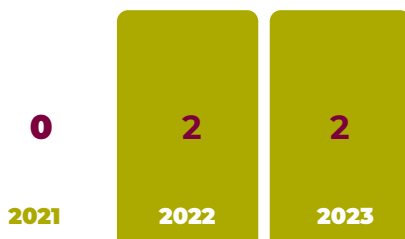
41 2 1: Percentage of industrial and/or commercial subsidiaries with environmental certification (as a percentage of turnover)



41 2 2: Number of subsidiaries not fined for environmental offences



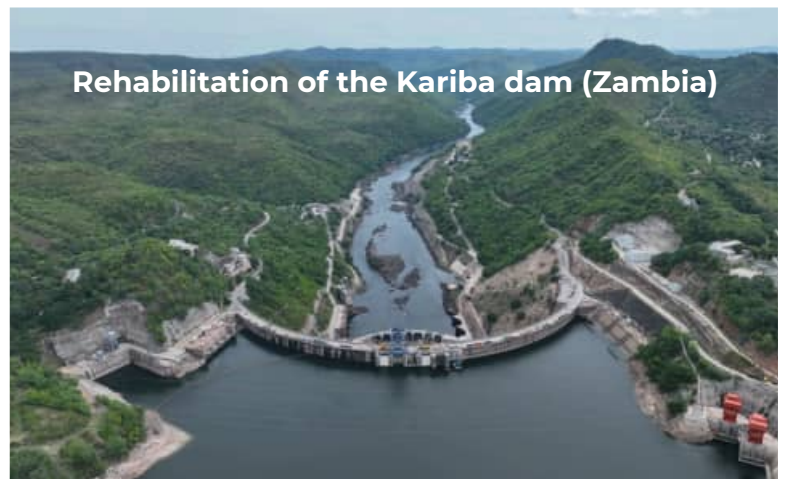
41 3 1: Number of subsidiaries that have set up programmes to preserve biodiversity and ecosystems



41 6 1: Number of containment losses of more than 1 m³ at industrial facilities

C.4.1.6 Objectives

- 2030: percentage of hectares of forest with a sustainable management document (in France): 85%.
- 2030: percentage of hectares of forest with a sustainable management label (in France): 80%.
- Zero loss of containment of more than 1m³ at industrial facilities (number of incidents).
- Zero environmental fines.



C.4.2.1 Stakes

EPC Groupe is aware that all its activities generate greenhouse gas (GHG) emissions. In order to prioritize and implement the actions that will most significantly reduce these emissions, it is essential to measure the Group's Carbon Footprint fully and accurately.

EPC Groupe is exposed to various risks related to greenhouse gas emissions, including climate risk, the legal and reputational risk of not measuring or reducing its Carbon Footprint, and specific financial risks such as the introduction of regulatory instruments like the Border Carbon Adjustment Mechanism (BCAM) or the correlation of financing interest rates with ESG performance (including Carbon).

EPC Groupe is aware that reducing its greenhouse gas emissions creates value for all its stakeholders: customers, shareholders and investors, employees, suppliers, etc. Moreover, reducing emissions is often correlated with financial savings at various levels: lower consumption and emissions to reduce costs, avoid fines, or access less expensive financing.

C.4.2.2 Commitments

Annual update of the Carbon Footprint

- The Group calculated its Carbon Footprint for the first time in 2022 for scopes 1, 2 and 3. The decision was taken to internalize the process in order to gain full control over the collection and calculation methodology and thereby ensure the sustainability of the annual Carbon Footprint update. In order to harmonize data collection, preserve the auditability of the approach and ensure that the aforementioned objectives are met, a model data collection file has been created by the Group. The calculation of the first full Carbon Footprint, published in the 2022 NFPS, identified the most significant emissions. Therefore, in 2023, the collection of volumetric data focused on updating scopes 1 and 2 and the main emissions items in scope 3. The other data, which represents less than 15% of the Carbon Footprint, is also taken into account and updated by extrapolation.

Employee training

- The Group is committed to the principle that reducing emissions is the responsibility of everyone. It is essential to include and foster the involvement of the entire Group in this approach. This is based on a number of principles: training employees in environmental challenges and the ecological transition, formulating guiding principles and sharing best practice.

Reduction targets

- EPC Groupe has aligned its reduction targets with that of the French National Low Carbon Strategy (SNBC, March 2020 version¹⁴) published by the French Ministry of Ecological and Solidarity Transition. The greenhouse gas emissions reduction target is applied at Group level and therefore to all subsidiaries, including those outside the EU. Extending the scope of the SNBC and applying its objectives to all the Group's subsidiaries is proof of the Group's determination to reduce its global impact, over and above the regulatory requirements.
- The reference year for the SNBC is 2015, at which point the Group's Carbon Footprint had not yet been calculated. This is why the 35% reduction target, which is in line with the latest update of the SNBC for the industrial sector between 2015 and 2030, has been averaged over these two dates in order to take the year of calculation of the Carbon Footprint as the starting point. It should be noted that actions had already been implemented by EPC Groupe to reduce its GHG emissions prior to the calculation of the Carbon Footprint, but had not been quantified at the time.
- To take account of the growth in EPC Groupe's business volume, the indicator corresponds to the level of greenhouse gas emissions (in kilograms) calculated in accordance with the method of the French Environment and Energy Management Agency (Agence de l'Environnement et de la Maîtrise de l'Energie), divided by the Group turnover.

C.4.2.3 Governance

Greenhouse gas emissions are mainly monitored and dealt with by the Group CSR Department. Each year, this department collects the volumetric data used to calculate the greenhouse gas footprint, checks it and consolidates it at Group level. The data is provided by the subsidiaries, under the supervision of Area management.

[14] https://www.ecologie.gouv.fr/sites/default/files/2020-03-25_MTES_SNBC2.pdf

C.4.2

Measuring and reducing our greenhouse gas emissions

The subsidiaries' SHE Departments are implementing various initiatives to reduce their greenhouse gas emissions, with the support of the Group.

Each subsidiary is required to conduct its business in accordance with the principles of the ISO 14001 environmental management system standard, which covers all environmental challenges, including climate change.

C.4.2.4 Actions

The Carbon Footprint identifies the most substantial sources of emissions. For the Group, inputs and use of sold products account for 54% and 13% of emissions respectively.

Scope 1 & 2

Scopes 1 and 2 represent 7.8% and 0.2% respectively. Thanks to more targeted data collection in 2023, the proportion of scope 1 has been revised upwards compared with the 2022 Carbon Footprint. Certain transport-related emissions had been classified as "non-operated" and therefore attributed to scope 3 instead of scope 1.

Subsidiaries are implementing measures to reduce their scopes 1 and 2:

- By including electric vehicles in their vehicle fleets where appropriate, taking into account the country's energy mix and usage. The use of biofuels is also a way of reducing scope 1.
- By implementing measures to reduce energy consumption. For example, EPC France, which operates a plant, has adopted the Réseau de Transport d'Electricité's (French electricity transmission network) EcoWatt charter and implemented measures during the winter of 2022-2023 to reduce its electricity consumption. EPC Demosten and EPC Colibri are streamlining their travel and have carried out work to improve the energy efficiency of their buildings.
- By choosing to acquire eco-efficient machinery when renewing their equipment fleet.
- By producing green electricity on site using solar panels, as is the case for EPC Senegal and EPC Guinea.

Scope 3

With scope 3 accounting for over 90% of the Group's Carbon Footprint, including over 55% for inputs, the accuracy of supplier emission factors is a major priority for finetuning the calculation of the greenhouse gas footprint.

To do this, the Group's Purchasing Department works with suppliers to collect data that is more detailed than the generic emission factors in the databases, which are sometimes incomplete and often insufficiently accurate.

By its very nature, scope 3 covers the value chain of a company's activities, and therefore a wide range of emissions. The main ones for EPC Groupe are:

- For inputs, the reduction in the Explosives business will be progressive, thanks in particular to the deployment of Best Available Techniques (BAT) in ammonium nitrate production plants, which will significantly reduce greenhouse gas emissions linked to the production process. The adoption of these new production techniques by our suppliers has a direct impact on EPC Groupe's scope 3. With ammonium nitrate supplies coming from modernized European plants whose emission factors have been updated accordingly, emissions due to inputs are around 15% lower in 2023 than in 2022.
- For freight, the closest sources of supply and the least carbon-intensive means of transport are favoured. For example, some of EPC Canada's inbound freight is carried by rail, a less carbon-intensive means of transport than road. It should be noted that in some cases, it may be preferable in terms of GHG impact to source further afield from a supplier whose production is less carbon-intensive.
- Other initiatives are implemented on a case-by-case basis, depending on the specific characteristics of each subsidiary.



C.4.2

Measuring and reducing our greenhouse gas emissions

Reducing emissions in the downstream value chain

EPC Groupe's activities help to avoid emissions for the customer:

- For the **explosives** business, the optimization of blasting operations through research and engineering work is improving the fragmentation of rock, thereby reducing crushing, which consumes a great deal of energy, much of it carbon-based. What's more, this reduces loading and hauling time, optimizing the logistics chain and cutting fuel consumption. The VERTEX© solution developed by Diogen, a subsidiary of EPC Groupe, digitalizes and supports operators in their drilling and blasting operations, for the design of blast plans, the use of explosives, data analysis, and the monitoring and automation of operations reports.
- For the **deconstruction-depollution and circular economy** business lines, the development of onsite recycling facilities enables the development of "urban mining", promoting the use of available resources in a short circuit and thereby reducing the carbon impact associated with the transportation of materials.

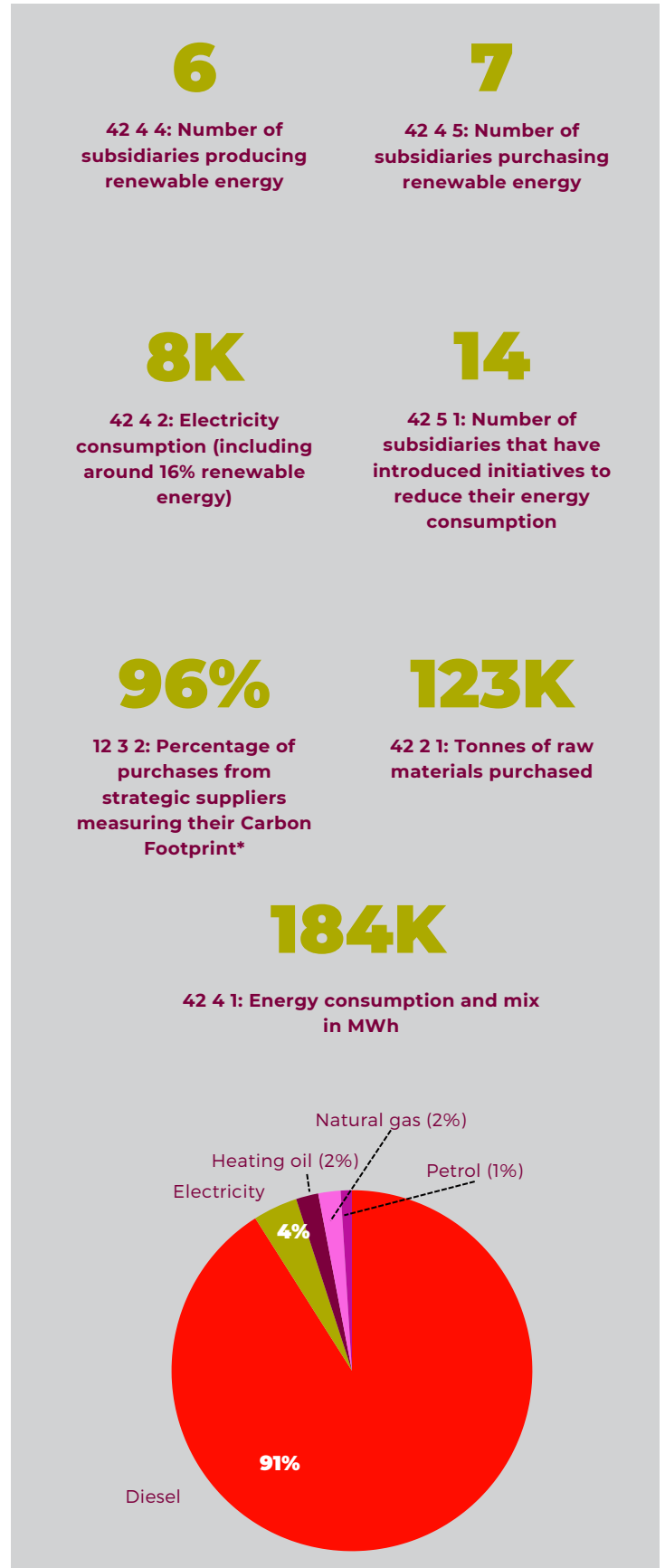
In July 2022, EPC SA signed a senior financing agreement which includes the following provisions in the same credit agreement:

- the establishment of a €20m tranche with La Banque Postale Asset Management, with ambitious ESG criteria reflecting EPC Groupe's commitment to CSR,
- a confirmed €30m revolving credit facility.

Discussions are underway with our banking partners to extend the ESG criteria to the entire credit agreement, including an additional criterion relating to the reduction of EPC Groupe's greenhouse gas emissions.

EPC Groupe, through its subsidiary EPC-UK, had been a player in the diesel additives market (2EHN) for over 20 years. The plant, located near Harwich in Essex (UK), closed down at the end of April 2023. EPC-UK has decided to withdraw from the diesel fuel additives sector, thereby contributing to the Group's decarbonization objectives.

C.4.2.5 Indicators



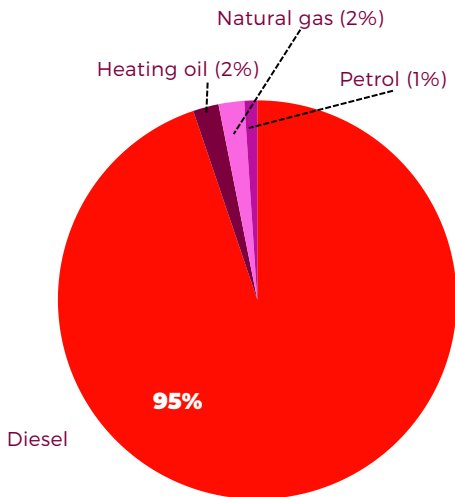
*According to responses to the CSR self-assessment questionnaire

C.4.2

Measuring and reducing our greenhouse gas emissions

176K

42 4 3: Fossil fuel consumption and mix in MWh



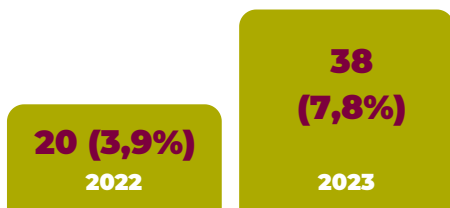
42 3 1: Total Carbon Footprint - in thousands of T CO2e



42 3 1: Greenhouse gas emissions /turnover ratio

C.4.2.6 Objectives

- 2030: 0,882 kg CO2e/€ of turnover



42 3 2: Carbon Footprint Scope 1 - in thousands of T CO2e



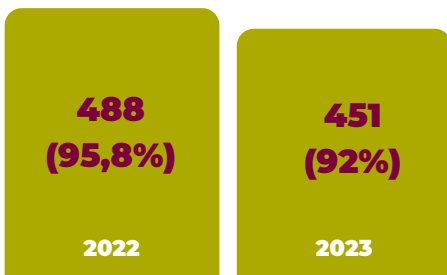
Vertex© software suite



42 3 3: Carbon Footprint Scope 2 - in thousands of T CO2e



Electric cars and charging stations at EPC France



42 3 4: Carbon Footprint Scope 3 - in thousands of T CO2e

C.4.3.1 Stakes

Water is a resource that is sometimes used in EPC Groupe's processes, for example to dissolve ammonium nitrate or as a coolant in the cartridge manufacturing process (**explosives** business), or to limit the generation of dust during deconstruction of a structure (**deconstruction** business line).

For example, water stress, a critical situation that arises when available water resources fall below water demand, could have an impact on the activities of certain plants. Climate change and demographic trends are increasing this phenomenon in various geographical areas.

To help preserve water resources, EPC Groupe is committed to improving its water management. This also means taking care not to cause water pollution.

C.4.3.2 Commitments

The Code of Good Business Practice, which applies to all employees worldwide for all the Group's activities, sets out the Group's commitment to implementing measures to prevent environmental risks.

All employees can draw on the Group's Safety, Health and Environment Policy and are expected to understand the role they play in preserving the environment in which they work. Everyone is encouraged to factor environmental risks into their decisions and to share any information that could help reduce these risks. The Group is also conscious of the environmental impact of its activities and has put in place a continuous improvement programme to which all employees are invited to contribute. EPC Groupe's policy is to meet or exceed locally applicable environmental legal requirements.

Each subsidiary is required to conduct its business in accordance with the principles of the ISO 14001 environmental management system standard, which covers issues relating to water management.

C.4.3.3 Governance

Water management matters are mainly monitored by EPC Groupe's Safety, Health and Environment Department, in particular with the help of the network of "SHE officers" set up in the subsidiaries by the Group's Safety, Health and Environment Director. The CSR Department contributes its reporting expertise in this area.

Subsidiaries are required to take the necessary action to ensure good water management, and to monitor the relevant indicators (water consumption, discharge tests, etc.).

C.4.3.4 Actions

Depending on the regulations applicable in each country where it operates and its activities, EPC Groupe facilities may be classified as environmental protection sites.

Subsidiaries take steps to ensure that they comply with the water management regulations applicable to them. This is essential if they are to retain the operating permits they need to run their businesses. Audits are carried out by the competent authorities to check that facilities are compliant, and fines may be imposed in the event of non-compliance.

Some specific actions, listed in an EPC Groupe technical standard, are carried out to test for legionellosis, a dangerous bacterium that can proliferate under certain conditions, particularly in parts of facilities likely to contain stagnant water and generate droplets in the form of aerosols.

EPC Groupe has carried out an analysis of its level of exposure to water stress, using the WRI (World Resources Institute) Aqueduct Water Risk Atlas database, concentrating on its production sites in order to focus on the main areas of consumption. Three of the Group's production sites are located in areas of high water stress or arid areas, two of which do not use water in their production process. These sites, located in Spain and Senegal, produce ANFO which does not require water. The third site is in Belgium. It should be noted that the EPC France plant is located in a low water stress area, on the edge of a high water stress area.

C.4.3

Improving water management

C.4.3.5 Indicators

20%

43 1 1: Level of exposure to water stress

33%

43 4 2: Percentage of production subsidiaries with a system for treating nitrate-rich water

42%

43 3 1: Percentage of production subsidiaries with water management initiatives in place

42%

43 4 1: Percentage of production subsidiaries carrying out discharge water pollution tests

C.4.3.6 Objectives

- 2024 : Extend the analysis of the level of exposure to water stress to deposits.



C.4.4.1 Stakes

EPC Groupe is committed to the fight against pollution and strives to recycle the waste it produces along with that of its customers.

The manufacture of explosives involves a risk of soil or water pollution, which must be prevented. In addition, this activity generates waste, some of which may be considered hazardous, although classification varies according to local legislation.

Waste management is at the heart of our **deconstruction-depollution and circular economy** activities. Activities include depollution (decontamination, asbestos removal, lead removal), deconstruction (selective dismantling, decommissioning, cleaning, sorting at source) and waste collection and recovery (asbestos waste sorting centres and building waste sorting centres). In line with the inverted waste pyramid, the aim of these subsidiaries is to reduce the quantities of final waste (avoid waste by re-using it and recover unavoidable waste in the form of materials or energy). Hazardous waste is treated in a controlled and safe manner to limit its impact on the environment and protect people.

C.4.4.2 Commitments

As set out in EPC Groupe's Safety, Health and Environment policy, the Group seeks to minimize its impact on the environment by using natural resources sustainably and by making the prevention of pollution and the proper management of waste a key focus.

Each subsidiary is required to conduct its business in accordance with the principles of the ISO 14001 environmental management system standard, which covers all environmental challenges, including air, water and soil pollution.

C.4.4.3 Governance

Pollution and waste treatment issues are mainly monitored by EPC Groupe's Safety, Health and Environment Department, in particular with the help of the network of "SHE officers" set up in the subsidiaries by the Group's Safety, Health and Environment Director.

Subsidiaries are required to take the necessary steps to ensure that pollution and waste risks are properly managed, and to monitor the relevant indicators.

Given the nature of their core business, the **deconstruction-depollution and circular economy** subsidiaries have dedicated teams who closely monitor these issues.

C.4.4.4 Actions

For the explosives business, the main types of waste are soiled packaging, production start-ups and products that have expired or do not meet the required quality standards. To the extent permitted by local legislation, priority is given to re-using waste, taking care not to impact product quality, or to recycling by specialist service providers. Otherwise, waste is disposed of in accordance with local regulations, mainly by burning it in compliance with the Group's safety instructions, or by using it as a tamping material when blasting.

EPC Groupe sites classified as "Seveso", in accordance with the European directive, are required to include regular reporting and annual monitoring of the main pollutants released into the atmosphere, water, soil, etc. in their Safety Management System.

In terms of **deconstruction-depollution and circular economy**, the EPC Demosten and EPC Colibri subsidiaries have been major players in the fields of decontamination, asbestos removal and lead removal in France for many years. They support their customers in all their depollution projects on occupied and unoccupied sites, industrial sites and urban areas, as part of rehabilitation and deconstruction work. As a result, they take action at customer sites to combat pollution and promote the recycling of recovered waste. As part of their activities and in compliance with French regulations, they rigorously follow waste traceability (Trackdechets) and the separation of waste types (sorting of 7 waste streams), which are then recycled. EPC Demosten provides its customers with resource booklets and disposal methodologies that enable re-use and guarantee a second life for materials resulting from deconstruction.

C.4.4

Combating pollution and promoting waste recovery

On its sites, EPC Demosten works with environmental organizations such as D3E Recylum to recover and recycle electronic waste. The transformation into new raw materials reduces the exploitation of natural resources and contributes to climate change mitigation measures.

The EPC Colibri subsidiary offers its customers a comprehensive range of services in four main areas of activity:

- Asbestos waste management: operation of two centres dedicated to the collection and management of asbestos waste.
- Management of polluted soil: advice and technical assistance, analysis of impacted materials, decontamination work, transport and treatment of impacted materials on or off site.
- Management of waste from building and civil engineering works: collection and recovery of building waste, with accreditations for wood and plaster waste, and a dedicated sorting centre.
- Mobile crushing: concrete from buildings, electricity poles and railway sleepers is recycled and made available for backfill or underlay, contributing to "urban mining".

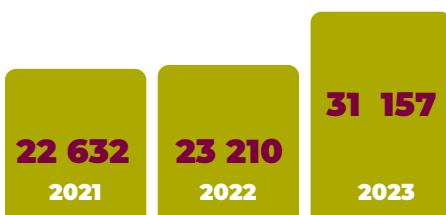
C.4.4.5 Indicators



44 2 4: Tonnes of waste recovered by EPC Colibri



44 2 3: Tonnes of recycled aggregates by EPC Colibri



44 3 1: Tonnes of hazardous waste landfilled by EPC Colibri

6

44 5 1: Number of production subsidiaries that recycle pyrotechnic waste

> 150

44 5 2: Tonnes of waste avoided by recycling pyrotechnic waste

89%

44 6 1: Percentage of industrial and/or commercial subsidiaries that have introduced measures to manage household and packaging waste (as a percentage of turnover)

21%

44 1 1: Percentage of turnover attributable to deconstruction-depollution and circular economy activities

770

44 4 1: Tonnes of hazardous waste generated by the Group's activities

11 173

44 3 2: Tonnes of asbestos waste processed by EPC Demosten

33 669

44 2 1: Tonnes of scrap metal recycled by EPC Demosten

97 694

44 2 2: Tonnes of recyclable waste extracted by EPC Demosten

C.4.4.6 Objectives

Objectives are currently being set



C.4.5

Ensuring dialogue and action in favour of local communities

C.4.5.1 Stakes

To ensure compliance with applicable regulations and safety and security rules, EPC Groupe almost always owns the land in the immediate vicinity of its facilities (mainly deposits and plants). This limits potential disturbance to neighbouring communities. Nevertheless, beyond this perimeter and in compliance with applicable regulations, communities may be present and may be impacted by the subsidiary's activities.

In addition, EPC Groupe subsidiaries may operate on sites owned by a customer, such as quarries and mines, which are themselves subject to applicable regulations. Depending on the site, communities may be located at varying degrees of proximity.

It is essential for EPC Groupe, in line with its CSR commitments and to ensure the sustainability of its operations, to engage in dialogue and act in the interests of local communities, whether or not they are directly impacted by its activities, and whether or not the site is owned by the subsidiary. The quality of relations maintained with local communities, some of which may be indigenous, is an essential link in maintaining the social acceptability of activities, particularly in the case of projects located on mining sites.

C.4.5.2 Commitments

Aware of the impact that its activities can have, EPC Groupe wishes to encourage dialogue with the communities affected and implement initiatives that positively impact the socio-economic development of the areas concerned. In addition, in order to contribute to the economic development of local communities, the subsidiaries promote training and skills development by employing temporary and permanent staff from local communities. It should be noted that some subsidiaries produce their own CSR report, listing the main initiatives undertaken during the year.

These operations in favour of local communities, a few examples of which are presented in this report, are very wide-ranging and can vary from one year to the next depending on needs. Priority is given to building infrastructure that will bring lasting improvements to people's quality of life, such as financing boreholes to provide access to drinking water or promote agriculture, planting trees to

create shady areas, constructing buildings that are essential to development, such as markets or schools, filling in or repairing roads that are in poor condition to facilitate people's mobility, etc.

At the same time, other initiatives are being carried out to foster local community development. These initiatives include patronage and sponsorship of associations and events organized by local communities.

C.4.5.3 Governance

Subsidiaries are responsible for identifying and engaging with their stakeholders, including local communities.

Feedback and specific needs are collected, generally by the subsidiary's Site Manager, from community representatives such as mayors, members of local associations or village chiefs. Visits and meetings with local communities are organized, in some instances in conjunction with the customer operating the site.

Requests are then prioritized and selected on the basis of their relevance by the subsidiary general managers and Area managers, who are responsible for implementing them.

At certain sites where the subsidiary works as a subcontractor for a customer, the actions are part of a development plan steered by the customer's CSR department - or equivalent - which coordinates operations.

C.4.5.4 Actions

EPC Groupe subsidiaries contribute financially to projects aimed at the affected communities, such as drilling for water or the purchase of equipment contributing to their development (computers, etc.). In March 2023, for example, EPC Côte d'Ivoire inaugurated a water drilling project in the village of Oko, close to the subsidiary's plant. In addition, a number of EPC Groupe subsidiaries employ members of affected communities, either as salaried staff or temporary workers, enabling them to receive training and gain experience in skilled trades.

C.4.5

Ensuring dialogue and action in favour of local communities

At the end of 2023, EPC Canada and its partner Hy2gen met with the Conseil Des Innus De Pessamit (Pessamit Innu Council) to present their ecosystem for producing decarbonated ammonium nitrate from renewable hydrogen in Baie-Comeau. After a number of discussions with the Innu community, the meeting laid the foundations for a partnership between the ecosystem and the community.

Depending on national or regional regulations, each of EPC Groupe's explosives production or storage facilities is classified as posing an industrial risk. In Europe, these facilities are classified as "Seveso" under the Seveso Directive. In accordance with regulations, these facilities have a Site Monitoring Commission. These committees are made up of government representatives, local authorities, local residents, operators and employees. They meet at least once a year to promote information for the public, and in particular to deal with any complaints from local communities.

In accordance with the European directive, EPC Groupe facilities classified as "Seveso" are required to draw up and monitor a safety report that includes a description of processes, in particular operating procedures, taking into account, where appropriate, available information on best practices and the disturbances caused (including noise, visual and olfactory pollution, etc.).

In accordance with the principles of their CSR policies and their regulatory obligations, the subsidiaries of the Deconstruction-depollution and circular economy businesses measure their impacts (air pollution, noise pollution) and communicate with local communities and other stakeholders.

The VERTEX® digital solution, developed by the Diogen Group subsidiary, is designed to support operators in their drilling and blasting operations, from the design of blast plans and the use of explosives to data analysis, monitoring and automation of operations reports. Taking into account all the technical parameters from the design stage through to the launch means results can be optimized from an operational point of view and nuisances such as noise and vibrations, which could affect local communities, can be kept to a minimum.

At the beginning of 2023, more than 1,200 cuddly toys collected by the Group's subsidiaries were distributed to local orphanages in Africa.

C.4.5.5 Indicators



C.4.5.6 Objectives

Objectives are currently being set



C.4.6.1 Stakes

EPC Groupe employs people on five continents and uses subcontractors and suppliers in the course of its business activities.

As a responsible employer, EPC Groupe on no account tolerates the use of forced labour, i.e. workers employed under coercion, force or blackmail, within its own organization or among its subcontractors and suppliers.

Furthermore, the EPC Groupe does not under any circumstances accept the employment of children within its own organization or by its subcontractors and suppliers. It is therefore essential to comply with the minimum legal age limit applicable in all the countries where the Group operates. Whatever the applicable regulations, the minimum age may not be lower than that provided for in Conventions 138 and 182 of the International Labour Organization.

C.4.6.2 Governance

The Group's Board of Directors is committed to taking into consideration all issues, including those relating to respect for human rights.

Senior management, led by the Chairman & CEO of EPC Groupe, receives various reports covering the range of human rights concerns addressed by CSR.

This information comes from the EPC Groupe's Safety, Health and Environment Department and the EPC Groupe's various Area and Sector managers, as well as from the network of "SHE officers" implemented in the subsidiaries by the Group's Safety, Health and Environment Director and also from the Group Human Resources Department.

Three departments are primarily responsible for monitoring and steering respect for human rights at EPC Groupe central management level:

- The Group Safety, Health and Environment Department,
- The Group Human Resources Department,
- The Group Purchasing Department.

C.4.6.3 Commitments

EPC Groupe has defined six essential employee rights, which are detailed in its Code of Good Business Practice, available on the Group's website. These are inspired by the principles set out in the fundamental conventions of the International Labour Organization:

- Prohibition of child labour,
- Prohibition of forced labour,
- Health and safety,
- Equal opportunities based on merit and ability,
- Prohibition of discrimination and sexual or moral harassment,
- Freedom of association and the right to collective bargaining,
- Protection of personal data.

C.4.6.4 Actions

EPC Groupe's Responsible Procurement Charter is available on its website and has been shared with its strategic suppliers.

EPC Groupe's whistle-blowing system, which is available on its website and accessible to all third parties, makes it possible to report acts that may be linked to a failure to respect human rights.

The internal audit system is managed by the Director of Internal Audit, who draws up an action plan approved by the Group's Executive Management. The purpose of periodic internal audits is to ensure that the monitoring system complies with the organization's requirements, is effectively implemented and kept up to date. These audits are based on interviews, site visits, document reviews and inspections of information systems. They are carried out to ensure compliance with applicable employment legislation and respect for the essential rights set out in the Code of Good Business Practice.

C.4.6

Ensuring respect for human rights

C.4.6.5 Indicators

0

46 1 1: Number of serious human rights incidents

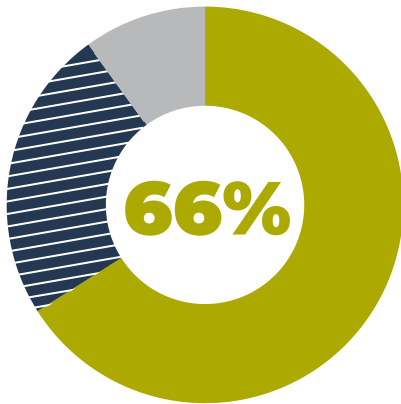
0€

46 1 2: Total amount of fines resulting from serious human rights incidents

C.4.6.6 Objectives

No serious human rights incidents.

Target for 2030
90%



13 2 1: Percentage of purchases placed with strategic suppliers who were made aware of the Responsible Procurement Charter, which includes commitments to combat child labour, forced labour and modern slavery



46 1 3: Percentage of purchases from strategic suppliers with an internal, anonymous whistle-blowing procedure

*According to responses to the CSR self-assessment questionnaire



D. APPENDICES

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
11 1 1	Percentage of industrial and/or commercial subsidiaries with quality certification (percentage of turnover)	72%	70%	74%			Turnover of industrial and/or commercial subsidiaries with quality certification / Group consolidated turnover
11 1 1	Percentage of industrial and/or commercial subsidiaries with quality certification (percentage in number of subsidiaries)	47%	47%	50%			Number of industrial and/or commercial subsidiaries with quality certification / Number of industrial and/or commercial subsidiaries
11 2 1	Percentage of industrial and/or commercial subsidiaries with business continuity certification (percentage of turnover)			71%			Turnover of industrial and/or commercial subsidiaries with business continuity certification / Group consolidated turnover
11 2 1	Percentage of industrial and/or commercial subsidiaries with business continuity certification (percentage in number of subsidiaries)			25%			Number of industrial and/or commercial subsidiaries with business continuity certification / Number of industrial and/or commercial subsidiaries
11 3 1	Percentage of industrial and/or commercial subsidiaries subject to at least one operational audit (percentage of turnover)		98%	97%			Turnover of industrial and/or commercial subsidiaries having declared at least one Health, Worker Safety, Industrial Risk, Security or Transport of Dangerous Goods audit / Turnover of industrial and/or commercial subsidiaries

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
11 3 1	Percentage of industrial and/or commercial subsidiaries subject to at least one operational audit (percentage in number of subsidiaries)		84%	79%			Number of industrial and/or commercial subsidiaries having declared at least one audit among Health, Worker Safety, Industrial Risk, Security, or Transport of Dangerous Goods / Number of industrial and/or commercial subsidiaries
12 3 1	Percentage of strategic suppliers responding to the CSR self-assessment questionnaire			66%		90%	Turnover of suppliers responding to the self-assessment questionnaire / Turnover of strategic suppliers
12 3 2	Based on responses to the CSR self-assessment questionnaire: percentage of purchases from strategic suppliers measuring their Carbon Footprint			96%			Turnover of suppliers calculating their Greenhouse gas emissions / Turnover of suppliers responding to the questionnaire
12 3 3	Based on responses to the CSR self-assessment questionnaire: percentage of purchases from strategic suppliers with at least one CSR-related certification (environment, energy, SHE)			92%			Turnover of suppliers with CSR certification / Turnover of suppliers responding to the questionnaire
12 3 4	Based on responses to the CSR self-assessment questionnaire: percentage of purchases from strategic suppliers committed to international CSR initiatives			72%			Turnover of suppliers with commitments to an international CSR initiative (SBTi, Global Compact, etc.) / Turnover of suppliers responding to the questionnaire

25% For Scope 3

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
12 3 5	Based on responses to the CSR self-assessment questionnaire: percentage of purchases from strategic suppliers assessed on Ecovadis			49%			Turnover of suppliers evaluated on Ecovadis / Turnover of suppliers responding to the questionnaire
12 4 1	Percentage of purchases from strategic suppliers audited over the last 5 years			48%		80%	Turnover of suppliers audited by the EPC Groupe Purchasing department over the last 5 years / Turnover of strategic suppliers
13 1 1	Number of buyers trained in anti-corruption measures			12	100% of buyers		
13 2 1	Percentage of purchases placed with strategic suppliers who were made aware of the Responsible Procurement Charter			66%		90%	Turnover of suppliers aware of the Responsible Procurement Charter, according to the self-assessment questionnaire / Turnover of strategic suppliers
13 2 2	Percentage of purchases placed with strategic suppliers who were made aware of the anti-corruption code			66%		90%	Turnover of suppliers who are aware of the anti-corruption code, according to the self-assessment questionnaire / Turnover of strategic suppliers
13 3 1	Percentage of employees who have received the anti-corruption code			85%	100%		Employees who have signed the handbook, which includes the anti-corruption code / Employees at 31/12/2023
21 1 1	Number of employees	1910	1979	2112			Number of employees at 31/12/2023
21 1 2	Number of non-employees			317			Number of temporary employees at 31/12/2023

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
21 2 1	Turnover rate	14%	16%	17%			Number of departures during the year (resignations, end of contract, redundancies, retirements, deaths) / Employees at 31/12/2023
21 3 1	Number of subsidiaries with one or more collective bargaining agreements in force			8			
21 3 2	Percentage of employees covered by collective bargaining agreements			39%			Employees covered by collective bargaining agreements / Employees at 31/12/2023
21 4 1	Percentage of employees represented by employee representatives			64%			Employees represented by employee representatives / Employees at 31/12/2023
21 6 1	Percentage of employees covered by social security			96%			Employees covered by public or private social security for at least one of the 5 risks (Unemployment, Illness, Occupational Accidents and acquired disability, Parental leave and/or Retirement) / Employees at 31/12/2023
21 7 1	Rate of absenteeism	3%	2%	3%			Number of days lost as a result of an occupational accident with time off work, personal causes, working conditions, motivation, sick leave / (Number of employees x Number of days worked)
22 1 1	Number of Diversity, Equity and Inclusion Coordinators			2	1 per subsidiary		
22 2 1	Number of nationalities represented in the Group			More than 50			
22 3 1	Percentage of women in the company	13%	13%	15%			Women employees / Employees at 31/12/2023

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
22 3 2	Percentage of women in executive positions			15%		20%	Number of women Area or subsidiary managers / Number of Area or subsidiary managers
22 3 3	Percentage of women on the Board of Directors		43%	43%			Number of women on the EPC SA Board of Directors / Number of people on the EPC SA Board of Directors
22 3 4	Gender pay gap	-10%	-7%	-4%			(Total remuneration of women / FTE women) / (Total remuneration of men / FTE men)
22 4 1	Number of disabled employees			30			Number of employees with a recognized disability
22 5 1	Average age and age pyramid	42	42	42			
22 6 1	Average seniority	8	7	8			
22 7 1	Number of hours worked on social integration contracts (France only)			22 018			
22 8 1	Percentage of employees with access to the whistle-blowing system		100%	100%			Employees with access to the whistle-blower system / Employees at 31/12/2023

1,4% of employees

Under 18: 0 F & 1 M ; 18-29 yo 46 F & 253 M ; 30-49 yo 182 F & 1023 M ; over 50 yo 81 F & 526 M

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
22 8 2	Percentage of employees who have signed the handbook			85%	100%		Employees who have signed the handbook / Employees at 31/12/2023
22 9 1	Proven incidents of discrimination, including harassment			1	0	0	
22 9 2	Amount of fines resulting from proven incidents of discrimination			0 €	0 €	0 €	
				Women: 14,68 and Men: 16,16			
23 1 1	Average number of training hours per employee			15,95			Total hours of training during the year / Employees at 31/12/2023
23 3 1	Number of partnerships with higher education establishments			19 partnerships in 10 subsidiaries			Number of partnerships with higher education establishments: schools, universities, etc.
23 3 2	Number of interns, apprentices and other students employed during the year			115			Number of students who worked for the Group during the year as part of an internship, apprenticeship or other scheme
23 4 1	Number of external personnel trained in handling, using and transporting of explosives			Around 2000			
23 4 2	Number of hours of training given to external personnel on the handling, use and transport of explosives			More than 2000			
31 1 1	Percentage of employees informed of their right to withdraw from work			85%	100%		Employees who have signed the handbook, which includes an information note on the right of withdrawal and the Stop card / Employees at 31/12/2023

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
31 2 1	Percentage of industrial and/or commercial subsidiaries with health and safety certification (percentage of turnover)	69%	67%	73%	73%		Turnover of industrial and/or commercial subsidiaries with safety certification / Group consolidated turnover
31 2 1	Percentage of industrial and/or commercial subsidiaries with health and safety certification (percentage in number of subsidiaries)	47%	50%	46%			Number of industrial and/or commercial subsidiaries with safety certification / Number of industrial and/or commercial subsidiaries
31 2 2	Percentage of employees working in a certified health and safety subsidiary			70%			Employees of industrial and/or commercial subsidiaries with health and safety certification / Employees of industrial and/or commercial subsidiaries
31 2 3	Percentage of subsidiaries providing PPE to their employees (percentage of turnover)	100%	100%	100%	100%	100%	Turnover of industrial and/or commercial subsidiaries supplying PPE to their employees / Turnover of industrial and/or commercial subsidiaries
31 3 1	Number of fatal accidents	0	0	1	0	0	Number of fatal accidents in subsidiaries (including employees and contractors)
31 3 2	Number of occupational accidents	46	31	48	0	0	Number of occupational accidents (employees only)
31 3 3	Number of cases of occupational illness	1	0	2	0	0	Number of employees with an illness resulting from the working conditions in which they carry out their professional activities
31 3 4	Occupational accident frequency index (TF1 12 months)	15	8	13			Number of lost-time accidents / Number of hours of exposition to risk for employees x 10 ⁶
31 3 5	Number of HIPOs	40	43	83			A HIPO is a potentially serious event. It is an event that could have had very serious consequences.

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
31 3 6	Occupational accident severity index (TG1 12 months)	0,7	0,7	0,6			Number of days lost as a result of a lost-time accident / Number of hours of exposition to risk for employees x 10 ^{^3}
31 4 2	Frequency of safety routines at subsidiaries (percentage of employees)			19 % 49 % 30 % 2 %			Employees of industrial and/or commercial subsidiaries with daily, weekly, monthly or annual safety meetings / Employees of industrial and/or commercial subsidiaries
32 2 1	Number of at-risk sites			46			Number of Seveso sites subject to high or low threshold authorization (+) Number of sites considered to pose an industrial risk under local regulations outside the EU
32 2 2	Including number of SEVESO sites			22			Number of Seveso sites subject to high or low threshold authorization (Classified installations for the protection of the environment – ICPE – and sites subject to declaration excluded)
32 2 3	Including number of at-risk sites outside the EU			24			Number of sites considered to be at industrial risk under local regulations, outside the EU
32 3 1	Number of industrial risk audits		100	101			Number of industrial risk audits, whether private, public, by the subsidiary or by the Group
32 4 1	Number of HIPOs with process safety implications	18	19	9			An HIPO is a potentially serious event. It is an event that could have led to very serious/tragic consequences.
32 4 2	Number of incidents resulting in plant shutdowns of more than 24 hours	0	1	1	0	0	
32 4 4	Number of HAZIDs			5			HAZIDs (HAZard IDentification) are risk analyses used to identify the hazards at a facility. The study is carried out during the design phase of a project.

Daily: 19% / Weekly: 49% / Monthly: 30% / Annual: 2%

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
32 4 5	Number of HAZOPs			5			HAZOP (HAZard and OPerability studies) are studies that analyze the potential risks associated with operating a facility. They are more comprehensive than a HAZID study.
4111	Number of sites in vulnerable or protected areas			14			Number of sites located in areas designated as vulnerable or protected by local regulations
41 2 1	Percentage of industrial and/or commercial subsidiaries with environmental certification (percentage of turnover)	55%	47%	55%	56%		Turnover of industrial and/or commercial subsidiaries with environmental certification / Group consolidated turnover
41 2 1	Percentage of industrial and/or commercial subsidiaries with environmental certification (percentage in number of subsidiaries)	30%	34%	33%			Number of industrial and/or commercial subsidiaries with environmental certification / Number of industrial and/or commercial subsidiaries
41 2 2	Number of subsidiaries not fined for environmental offences	30 (100%)	31 (97%)	24 (100%)	100%	100%	Number of industrial and/or commercial subsidiaries (-) Number of industrial and/or commercial subsidiaries fined for environmental offences
41 3 1	Number of subsidiaries that have set up programmes to preserve biodiversity and ecosystems	16	12	12			Number of industrial and/or commercial subsidiaries with a programme to protect the environment, biodiversity or ecosystems
41 4 1	Number of sites subject to an environmental study			40			Number of sites that have already undergone a regulatory or voluntary environmental study
41 5 1	Number of hectares of forest (in France)			414			Number of hectares of forest owned by the Group in France

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
41 5 2	Percentage of hectares of forest with a sustainable management document (in France)			55%		85%	Number of hectares of forest owned by the Group in France that have a sustainable management document / Number of hectares of forest owned by the Group in France
41 5 3	Percentage of hectares of forest with a sustainable management label (in France)			0%		80%	Number of hectares of forest owned by the Group in France with a sustainable management label / Number of hectares of forest owned by the Group in France
41 6 1	Number of containment losses of more than 1 m ³ at industrial facilities	0	2	2	0	0	
42 2 1	Tonnes of raw materials purchased			123k T			Raw materials purchases
42 3 1	Total Greenhouse gas emissions and Greenhouse gas emissions /turnover ratio		519k TCO ₂ e (Ratio : 1,109)	491k TCO₂e (Ratio : 1,017)		0,882 kgCO ₂ e/ € of turnover	
42 3 2	Scope 1 Greenhouse gas emissions		20k TCO ₂ e	38k TCO₂e			
42 3 3	Scope 2 Greenhouse gas emissions		1k TCO ₂ e	1k TCO₂e			
42 3 4	Scope 3 Greenhouse gas emissions		488k TCO ₂ e	451k TCO₂e			
42 4 1	Energy consumption and mix			184k MWh			Diesel 91 %, electricity 4 %, heating oil 2 %, natural gas 2 %, petrol 1 %

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
42 4 2	Electricity consumption and share of renewable electricity			8M kWh of which 16% renewable energy			Own consumption of electricity during activities. Consumption of electricity from renewable sources / Total electricity consumption
42 4 3	Fossil fuel consumption and mix			176k MWh Diesel 95 %, heating oil 2 %, natural gas 2 %, petrol 1 %			
42 4 4	Number of subsidiaries producing renewable energy			6			Number of industrial and/or commercial subsidiaries producing renewable energy
42 4 5	Number of subsidiaries purchasing renewable energy			7			Number of industrial and/or commercial subsidiaries purchasing renewable energy, including contracts with guaranteed renewable shares
42 4 6	Number of subsidiaries that carried out at least one energy audit during the year			2			Number of industrial and/or commercial subsidiaries with at least one energy audit carried out during the year
42 5 1	Number of subsidiaries that have introduced initiatives to reduce their energy consumption			14			Number of industrial and/or commercial subsidiaries that have introduced initiatives to reduce their energy consumption
43 1 1	Level of exposure to water stress			20% 3 production sites out of 15			Number of production sites in water stress areas (high or extremely high or arid on Aqueduct) / Number of production sites

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
43 31	Percentage of production subsidiaries with water management initiatives in place			42%			Number of production subsidiaries with water management initiatives / Number of production subsidiaries
43 41	Percentage of production subsidiaries carrying out discharge water pollution tests			42%			Number of production subsidiaries that carry out pollution testing of wastewater / Number of production subsidiaries
43 42	Percentage of production subsidiaries with a system for treating nitrate-rich water			33%			Number of production subsidiaries with a system for reprocessing nitrate-rich water / Number of production subsidiaries
44 11	Percentage of turnover attributable to deconstruction and circular economy activities			21%			
44 21	Tonnes of scrap metal recycled [by EPC Demosten]			33 669			
44 22	Tonnes of recyclable waste [extracted by EPC Demosten]			97 694			Sorted waste, excluding hazardous waste
44 23	Tonnes of recycled aggregates [produced by EPC Colibri]	5006	4605	11 690			Crushing, excluding mobile crushing
44 24	Tonnes of waste recovered [by EPC Colibri]	2052	3646	4 115			
44 31	Tonnes of hazardous waste landfilled [by EPC Colibri]	22632	23210	31 157			
44 32	Tonnes of asbestos waste processed [by EPC Demosten]			11 173			Tonnes of asbestos waste delivered to treatment centres by EPC Demosten
44 41	Tonnes of hazardous waste generated by the Group's activities			770			Hazardous waste from explosives and drilling and blasting subsidiaries

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
44 5 1	Number of production subsidiaries that recycle pyrotechnic waste			6			Number of explosives production subsidiaries that recycle pyrotechnic waste (production start-ups, expired products, etc.)
44 5 2	Tonnes of waste avoided by recycling pyrotechnic waste			More than 150 tons			
44 6 1	Percentage of subsidiaries (as a percentage of turnover) that have introduced measures to manage household and packaging waste			89%			Turnover of industrial and/or commercial subsidiaries involved in household and packaging waste management / Turnover of industrial and/or commercial subsidiaries
45 2 1	Financial contribution to projects for affected communities			60 k€			Amounts paid out for community projects, e.g. drilling wells, repairing roads, donations, funding a school, etc.
45 3 1	Number of employees from affected communities			52			
46 1 1	Number of serious human rights incidents			0	0	0	Number of serious human rights incidents
46 1 2	Amount of fines resulting from serious human rights incidents			0	0 €	0 €	Amount of fines resulting from serious human rights incidents

Reference		Results			Targets		Method
#	Name	2021	2022	2023	2025	2030	Definition
4613	Based on responses to the CSR self-assessment questionnaire: percentage of purchases from strategic suppliers with an internal, anonymous whistle-blowing procedure			100%			Turnover of suppliers with an internal, anonymous whistle-blowing procedure / Turnover of suppliers who responded to the questionnaire

D.2.1 2022 NFPS correspondence

The table below shows the correspondence between the indicators published in the 2022 NFPS and those published in the 2023 NFPS. It also indicates which indicators have been replaced by more relevant data points, particularly with regard to the adopted version of the ESRS and the extension of the scope of CSR data collection within EPC Groupe.

2022#	2022 name	2023#	2023 name	Comment
HR 1.1	Number of employees	21 11	Number of employees	
		22 3 1	Percentage of women in the company	
HR 1.2	Age pyramid	22 5 1	Average age and age pyramid	
HR 1.3	Average salary in euros	22 3 4	Gender pay gap	The purpose of the 2022 indicator was to introduce the gender pay gap
HR 1.4	Average seniority and turnover	22 6 1 21 2 1	Average seniority Turnover rate	
HR 2.1	Percentage of subsidiaries with social agreements			Replaced by 21 3 1: Number of subsidiaries with one or more collective bargaining agreements in force
HR 2.2	Percentage of subsidiaries with equality measures			Indicator not retained. See the section on Promoting diversity, equity, and inclusion
HR 2.3	Subsidiaries with disability measures			Replaced by 22 4 1: Number of disabled employees
HR 2.4	Subsidiaries with social initiatives			Indicator not retained. See the section on Ensuring dialogue and action in favour of local communities
HR 3.1	Personnel expenses			Indicator not retained. Information published in the management report.
HR 3.2	Number of employees	21 11	Number of employees	
GOV.1	Percentage of subsidiaries with bylaws			Indicator not retained.
GOV.3	Percentage of subsidiaries that have distributed the anti-corruption procedure to their employees			Replaced by 13 3 1: Percentage of employees who have received the anti-corruption code
GOV.4	Percentage of subsidiaries with access to an employee whistle-blowing system			Replaced by 22 8 1: Percentage of employees with access to the whistle-blowing system

2022#	2022 name	2023#	2023 name	Comment
CSR 1.1	Subsidiaries with natural space conservation measures	41 3 1	Number of subsidiaries that have set up programmes to preserve biodiversity and ecosystems	
CSR 1.2	Subsidiaries with a health and safety management system			Indicator not retained.
CSR 1.3	Subsidiaries with a quality management system			Indicator not retained.
CSR 1.4	Subsidiaries with health and safety certification	31 2 1	Percentage of industrial and/or commercial subsidiaries with health and safety certification	
CSR 2.1	Subsidiaries with an environmental study			Replaced by 41 4 1: Number of sites subject to an environmental study
CSR 2.2	Subsidiaries with environmental certification	41 2 1	Percentage of industrial and/or commercial subsidiaries with environmental certification	
CSR 2.3	Subsidiaries with quality certification	11 1 1	Percentage of industrial and/or commercial subsidiaries with quality certification	
CSR 2.4	Subsidiaries that are members of national trade associations			Indicator not retained.
CSR 3.1	Subsidiaries with a protection and alarm system			Indicator not retained.
CSR 3.2	Subsidiaries that provide PPE to their employees	31 2 3	Percentage of subsidiaries providing PPE to their employees (percentage of turnover)	
CSR 3.3	Subsidiaries with safety meetings			Replaced by 31 4 2: Frequency of safety routines at subsidiaries (percentage of employees)
CSR 3.4	Subsidiaries with a right of withdrawal for their employees			Replaced by 31 1 1: Percentage of employees informed of their right to withdraw from work
CSR 4.1	Subsidiaries that provide safety training to self-employed workers			Indicator not retained.

2022#	2022 name	2023#	2023 name	Comment
CSR 4.2	Subsidiaries with an environmental charter			Indicator not retained.
CSR 4.3	Subsidiaries that have no fines for environmental infringement	41 2 2	Number of subsidiaries not fined for environmental offences	
HES 1.1	Occupational accident frequency index	31 3 4	Occupational accident frequency index (TFI 12 months)	
HSE 1.2	Monitoring of absenteeism	21 7 1	Rate of absenteeism	
HSE 1.3	Occupational accident severity index	31 3 6	Occupational accident severity index (TG1 12 months)	
HSE 1.4	Number of HIPOs	31 3 5	Number of HIPOs	
HSE 2.1	Subsidiaries subject to an audit	11 3 1	Percentage of industrial and/or commercial subsidiaries subject to at least one operational audit (percentage in number of subsidiaries)	
HSE 2.2	Number of audits carried out in subsidiaries			Indicator not retained.
HSE 2.3	Audits in subsidiaries			Information available in 11 3 1

D.2.2 ESRS correspondence

ESRS	Disclosure requirement	Title of disclosure requirement	Section of the NFPS
2	BP-1	General basis for preparation of sustainability statements	B.1.1 Non-Financial Performance Statement
2	BP-2	Disclosures in relation to specific circumstances	B.1.3 Reorganization of the Non-Financial Performance Statement D.2.1 2022 NFPS correspondence
2	GOV-1	The role of the administrative, management and supervisory bodies	Governance (part B.2.2 and paragraph in each sub-section of the Sustainability Report)
2	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Governance (part B.2.2 and paragraph in each sub-section of the Sustainability Report)
2	GOV-3	Integration of sustainability-related performance in incentive schemes	Not available
2	GOV-4	Statement on due diligence	Not available
2	GOV-5	Risk management and internal controls over sustainability reporting	B.2.2 Governance B.1.6 Process for updating sustainability information
2	SBM-1	Strategy, business model and value chain	B.3 Business model and value chain
2	SBM-2	Interests and views of stakeholders	B.3 Business model and value chain
2	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	B.3 Business model and value chain B.4.4 Overview of the main risks identified Paragraph Stakes in each sub-section of the Sustainability Report
2	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	B.4 Risk analysis and double materiality matrix
2	IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	B.4 Risk analysis and double materiality matrix D.2.2 ESRS correspondence
2	MDR-P	Policies adopted to manage material sustainability matters	Paragraph Commitments in each sub-section of the Sustainability Report
2	MDR-A	Actions and resources in relation to material sustainability matters	Paragraph Actions in each sub-section of the Sustainability Report

ESRS	Disclosure requirement	Title of disclosure requirement	Section of the NFPS
2	MDR-M	Metrics in relation to material sustainability matters	Paragraph Indicators in each sub-section of the Sustainability Report D.1 List of indicators
2	MDR-T	Tracking effectiveness of policies and actions through targets	Paragraph Objectives in each sub-section of the Sustainability Report
E1	E1-1	Transition plan for climate change mitigation	C.4.2 Measuring and reducing our greenhouse gas emissions
E1	E1-2	Policies related to climate change mitigation and adaptation	C.4.2 Measuring and reducing our greenhouse gas emissions
E1	E1-3	Actions and resources in relation to climate change policies	C.4.2 Measuring and reducing our greenhouse gas emissions
E1	E1-4	Targets related to climate change mitigation and adaptation	C.4.2 Measuring and reducing our greenhouse gas emissions
E1	E1-5	Energy consumption and mix	C.4.2 Measuring and reducing our greenhouse gas emissions: indicators 42 4 1 and 42 4 3
E1	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	C.4.2 Measuring and reducing our greenhouse gas emissions: indicators 42 3 1, 42 3 2, 42 3 3, 42 3 4
E1	E1-7	GHG removals and GHG mitigation projects financed through carbon credits	N/A (non-material)
E1	E1-8	Internal carbon pricing	N/A (non-material)
E1	E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Not available
E2	E2-1	Policies related to pollution	C.4.4 Combating pollution and promoting waste recovery
E2	E2-2	Actions and resources related to pollution	C.4.4 Combating pollution and promoting waste recovery
E2	E2-3	Targets related to pollution	Not available
E2	E2-4	Pollution of air, water and soil	Not available
E2	E2-5	Substances of concern and substances of very high concern	C.1.1 Guaranteeing quality products and services over the long term

ESRS	Disclosure requirement	Title of disclosure requirement	Section of the NFPS
E2	E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	Not available
E3	E3-1	Policies related to water and marine resources	C.4.3 Improving water management
E3	E3-2	Actions and resources related to water and marine resources	C.4.3 Improving water management
E3	E3-3	Targets related to water and marine resources	C.4.3 Improving water management
E3	E3-4	Water consumption	Not available
E3	E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	Not available
E4	E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	Not available
E4	E4-2	Policies related to biodiversity and ecosystems	C.4.1 Committing to the preservation of biodiversity and ecosystems
E4	E4-3	Actions and resources related to biodiversity and ecosystems	C.4.1 Committing to the preservation of biodiversity and ecosystems
E4	E4-4	Targets related to biodiversity and ecosystems	C.4.1 Committing to the preservation of biodiversity and ecosystems
E4	E4-5	Impact metrics related to biodiversity and ecosystems change	Not available
E4	E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	Not available
E5	E5-1	Policies related to resource use and circular economy	C.1.2 Developing our relationships with suppliers by encouraging responsible procurement practices C.4.4 Combating pollution and promoting waste recovery
E5	E5-2	Actions and resources related to resource use and circular economy	C.1.2 Developing our relationships with suppliers by encouraging responsible procurement practices C.4.4 Combating pollution and promoting waste recovery
E5	E5-3	Targets related to resource use and circular economy	C.1.2 Developing our relationships with suppliers by encouraging responsible procurement practices C.4.4 Combating pollution and promoting waste recovery

ESRS	Disclosure requirement	Title of disclosure requirement	Section of the NFPS
E5	E5-4	Resource inflows	C.4.2 Measuring and reducing our greenhouse gas emissions: indicator 42 2 1
E5	E5-5	Resource outflows	B.3.1.2 Developing the circular economy and waste treatment C.4.4 Combating pollution and promoting waste recovery: indicators 44 2 1, 44 2 2, 44 2 3, 44 2 4, 44 3 1, 44 3 2, 44 4 1, 44 5 2
E5	E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Not available
S1	S1-1	Policies related to own workforce	C.4.6 Ensuring respect for human rights C.2 Respecting our employees
S1	S1-2	Processes for engaging with own workers and workers' representatives about impacts	C.2.3 Developing competence and commitment
S1	S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	C.4.6 Ensuring respect for human rights C.2 Respecting our employees
S1	S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	C.4.6 Ensuring respect for human rights C.2 Treating our employees with respect
S1	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	C.4.6 Ensuring respect for human rights C.2 Treating our employees with respect
S1	S1-6	Characteristics of the undertaking's employees	C.2.1 Supporting employees and improving quality of life at work: indicators 21 1 1, 21 2 1
S1	S1-7	Characteristics of non-employee workers in the undertaking's own workforce	C.2.1 Supporting employees and improving quality of life at work: indicator 21 1 2
S1	S1-8	Collective bargaining coverage and social dialogue	C.2.1 Supporting employees and improving quality of life at work: indicators 21 3 2 and 21 4 1
S1	S1-9	Diversity metrics	C.2.2 Promoting diversity, equity and inclusion: indicators 22 3 2 and 22 5 1
S1	S1-10	Adequate wages	Not available
S1	S1-11	Social protection	C.2.1 Supporting employees and improving quality of life at work: indicator 21 6 1

ESRS	Disclosure requirement	Title of disclosure requirement	Section of the NFPS
S1	S1-12	Persons with disabilities	C.2.1 Supporting employees and improving quality of life at work: indicator 22 4 1
S1	S1-13	Training and skills development metrics	C.2.3 Developing competence and commitment: indicator 23 1 1
S1	S1-14	Health and safety metrics	C.3.1 Ensuring the health and safety of our workers: indicators 31 2 2, 31 3 1, 31 3 2, 31 3 4, 31 3 3, 31 3 6
S1	S1-15	Work-life balance metrics	Not available
S1	S1-16	Compensation metrics (pay gap and total compensation)	C.2.2 Promoting diversity, equity and inclusion: indicator 22 3 4
S1	S1-17	Incidents, complaints and severe human rights impacts	C.2.2 Promoting diversity, equity and inclusion: indicators 22 9 1, 22 9 2 C.4.6 Ensuring respect for human rights: indicators 46 1 1, 46 1 2
S2	S2-1	Policies related to value chain workers	Not available
S2	S2-2	Processes for engaging with value chain workers about impacts	Not available
S2	S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	Not available
S2	S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	Not available
S2	S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Not available
S3	S3-1	Policies related to affected communities	C.4.5 Ensuring dialogue and action in favour of local communities
S3	S3-2	Processes for engaging with affected communities about impacts	C.4.5 Ensuring dialogue and action in favour of local communities
S3	S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	C.4.5 Ensuring dialogue and action in favour of local communities
S3	S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	C.4.5 Ensuring dialogue and action in favour of local communities
S3	S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	C.4.5 Ensuring dialogue and action in favour of local communities
S4	S4-1	Policies related to consumers and end-users	N/A (non-material)

ESRS	Disclosure requirement	Title of disclosure requirement	Section of the NFPS
S4	S4-1	Policies related to consumers and end-users	N/A (non-material)
S4	S4-2	Processes for engaging with consumers and end-users about impacts	N/A (non-material)
S4	S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	N/A (non-material)
S4	S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	N/A (non-material)
S4	S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	N/A (non-material)
G1	G1-1	Corporate culture and business conduct policies	C.1.3 Ensuring ethical business practices C.4.6 Ensuring respect for human rights
G1	G1-2	Management of relationships with suppliers	C.1.2 Developing our relationships with suppliers by encouraging responsible procurement practices
G1	G1-3	Prevention and detection of corruption and bribery	C.1.3 Ensuring ethical business practices
G1	G1-4	Confirmed incidents of corruption and bribery	Not available
G1	G1-5	Political influence and lobbying activities	N/A (non-material)
G1	G1-6	Payment practices	Not available

D.3.1 Method

Double materiality analysis covers 89 sustainability matters listed in D.3.2. Of these 89 matters, 83 are mandatory under AR 16 of ESRS 1 of the CSRD, and 6 are mandatory under French legislation.

- For each matter, the negative impacts, positive impacts, risks and opportunities are described.
- For each of the negative impacts, positive impacts, risks and opportunities, the probability and severity are rated at one of four levels.
- Probability and severity are multiplied to generate a materiality score for each of the negative impacts, positive impacts, risks and opportunities.
- For each sustainability matter, the positive impact score and the negative impact score are added together to arrive at the impact materiality score; and the risk score and the opportunity score are added together to arrive at the financial materiality score.
- Each sustainability matter is linked to one of the 20 issues specific to the Group. For each issue, the average of the impact materiality scores and the financial materiality scores of the associated sustainability matters are calculated to give an impact materiality score and a financial materiality score for each issue.

This approach is applied both to the **explosives and drilling & blasting** business and to the **deconstruction-depollution and circular economy** business.

Once the two analyses have been completed, the materiality scores for each of the issues are weighted by the proportion of the Group's turnover represented by each activity, in order to obtain materiality scores for the Group. These scores give the position of the points in the double materiality matrix.

Each point in the matrix is coloured according to the contribution of positive impacts and opportunities to the materiality score, i.e. the share of the sum of the positive impact materiality score and the opportunity materiality score in the total materiality score (i.e. the sum of the impact materiality score and the financial materiality score). The contribution is considered low if the share of positive impacts and opportunities is less than 40%, medium if the share is between 40% and 60%, and high if the share is more than 60%.

For example, for the Relations with local communities issue, the sum of the positive impact materiality score and the opportunity materiality score represents 67% of the sum of the impact materiality score and the financial materiality score.

D.3.2 List of sustainability matters assessed

Source	Topic	ESRS sub-topic	Sub-sub-topic	Issue
ESRS 1 AR16	Climate change	Climate change adaptation		Climate change adaptation
ESRS 1 AR16		Climate change mitigation		Climate change mitigation
ESRS 1 AR16		Energy		Energy efficiency
ESRS 1 AR16	Pollution	Pollution of air		Pollutions and contaminations management
ESRS 1 AR16		Pollution of water		
ESRS 1 AR16		Pollution of soil		
ESRS 1 AR16		Pollution of living organisms and food resources		Other societal commitments
ESRS 1 AR16		Substances of concern		Explosives and drilling & blasting: Hazardous substances management Deconstruction and the circular economy: Pollutions and contaminations management
ESRS 1 AR16		Substances of very high concern		Hazardous substances management
ESRS 1 AR16		Microplastics		Other societal commitments
ESRS 1 AR16		Water and marine resources	Water	Water consumption
ESRS 1 AR16	Water withdrawals			
ESRS 1 AR16	Water discharges			
ESRS 1 AR16	Water discharges in the oceans			
ESRS 1 AR16	Marine resources		Extraction and use of marine resources	

D.3

Double materiality analysis

Source	Topic	ESRS sub-topic	Sub-sub-topic	Issue
ESRS 1 AR16	Biodiversity and ecosystems	Direct impact drivers of biodiversity loss		Biodiversity and ecosystem services
ESRS 1 AR16		Impacts on the state of species		
ESRS 1 AR16		Impacts on the extent and condition of ecosystems		
ESRS 1 AR16		Impacts and dependencies on ecosystem services		
ESRS 1 AR16	Circular economy	Resources inflows, including resource use		Responsible procurement
ESRS 1 AR16		Resources outflows related to products and services		Extraction of primary and secondary raw materials
ESRS 1 AR16		Waste		Waste processing and circular economy
ESRS 1 AR16	Own workforce	Working conditions	Secure employment	Training and engagement
ESRS 1 AR16			Working time	
ESRS 1 AR16			Adequate wages	
ESRS 1 AR16			Social dialogue	
ESRS 1 AR16			Freedom of association, the existence of works councils and the information, consultation and participation rights of workers	
ESRS 1 AR16			Collective bargaining, including rate of workers covered by collective agreements	
ESRS 1 AR16			Work-life balance	
ESRS 1 AR16			Health and safety	Worker safety

Source	Topic	ESRS sub-topic	Sub-sub-topic	Issue
ESRS 1 AR16	Own workforce	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Diversity, equity, and inclusion
ESRS 1 AR16			Training and skills development	Training and engagement
ESRS 1 AR16			Employment and inclusion of persons with disabilities	Diversity, equity, and inclusion
ESRS 1 AR16			Measures against violence and harassment in the workplace	
ESRS 1 AR16			Diversity	
ESRS 1 AR16		Other work-related rights	Child labour	Business conduct and fundamental rights
ESRS 1 AR16			Forced labour	
ESRS 1 AR16			Adequate housing	
ESRS 1 AR16			Privacy	
ESRS 1 AR16		Workers in the value chain	Working conditions	Secure employment
ESRS 1 AR16	Working time			
ESRS 1 AR16	Adequate wages			
ESRS 1 AR16	Social dialogue			
ESRS 1 AR16	Freedom of association, including the existence of work councils			
ESRS 1 AR16	Collective bargaining			
ESRS 1 AR16	Work-life balance			
ESRS 1 AR16	Health and safety			

Source	Topic	ESRS sub-topic	Sub-sub-topic	Issue
ESRS 1 AR16	Workers in the value chain	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Workers in the value chain
ESRS 1 AR16			Training and skills development	
ESRS 1 AR16			The employment and inclusion of persons with disabilities	
ESRS 1 AR16			Measures against violence and harassment in the workplace	
ESRS 1 AR16			Diversity	
ESRS 1 AR16		Other work-related rights	Child labour	
ESRS 1 AR16			Forced labour	
ESRS 1 AR16			Adequate housing	
ESRS 1 AR16			Privacy	
ESRS 1 AR16		Affected communities	Communities' economic, social and cultural rights	
ESRS 1 AR16	Adequate food			
ESRS 1 AR16	Water and sanitation			
ESRS 1 AR16	Land-related impacts			
ESRS 1 AR16	Communities' civil and political rights		Security-related impacts	Explosives and drilling & blasting: Process safety Deconstruction and circular economy: Relations with local communities
ESRS 1 AR16			Freedom of expression	Relations with local communities
ESRS 1 AR16			Freedom of assembly	
ESRS 1 AR16	Impacts on human rights defenders			
ESRS 1 AR16	Rights of indigenous peoples		Free, prior and informed consent	Explosives and drilling & blasting: Relations with local communities Deconstruction and circular economy: Other societal commitments
ESRS 1 AR16			Self-determination	
ESRS 1 AR16			Cultural rights	

Source	Topic	ESRS sub-topic	Sub-sub-topic	Issue
ESRS 1 AR16	Consumers and end-users	Information-related impacts for consumers and/or end-users	Privacy	Individual consumers
ESRS 1 AR16			Freedom of expression	
ESRS 1 AR16			Access to (quality) information	
ESRS 1 AR16		Personal safety of consumers and/or end-users	Health and safety	Explosives and drilling & blasting: Client relations and quality/safety of products Deconstruction and circular economy: Individual consumers
ESRS 1 AR16			Security of a person	
ESRS 1 AR16			Protection of children	
ESRS 1 AR16		Social inclusion of consumers and/or end-users	Non-discrimination	Individual consumers
ESRS 1 AR16			Access to products and services	
ESRS 1 AR16			Responsible marketing practices	
ESRS 1 AR16		Business conduct	Corporate culture	
ESRS 1 AR16	Protection of whistle-blowers			
ESRS 1 AR16	Animal welfare			Other societal commitments
ESRS 1 AR16	Political engagement			Business conduct and fundamental rights
ESRS 1 AR16	Management of relationships with suppliers including payment practices			Responsible procurement
ESRS 1 AR16	Corruption and bribery		Prevention and detection, including training	Business conduct and fundamental rights
ESRS 1 AR16			Incidents	
Article L225-102-1-III	Societal commitments	Food	Food waste	Other societal commitments
Article L225-102-1-III			Food insecurity	
Article L225-102-1-III			Responsible, fair trade and sustainable food	
Article L225-102-1-III		Relationship between the nation and the armed forces and support for enlisting in the reserves		
Article L225-102-1-III		Physical and sporting activities		
Ordonnance n°2020-1142		Combating tax evasion		Business conduct and fundamental rights

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