SUSTAINABILITY STATEMENT 2025

Enabling mineral sustainability

EPC GROUPE

CONTENTS

This document is a translation of a document which was drafted, audited and approved in French. In case of discrepancies, the French version shall prevail.

A. Introduction

Editorial

> For EPC, sustainability is not an exercise in compliance. It is a strategic lever, supporting our industrial performance, our appeal, and our contribution to the energy transition.

Dear employees, partners and stakeholders,

In 2025, we continued to blaze ahead along the trail we embarked upon in 2024: making sustainability a structuring pillar of our strategy, our decisions and our operations. This movement, which began with the entry into force of the European CSRD Directive, gained momentum this year with a broader and more tangible roll-out of our ambitions across the Groupe.

For EPC, sustainability is not an exercise in compliance. It is a strategic lever, supporting our industrial performance, our appeal, and our contribution to the energy transition.

This year, we ramped up efforts to promote our sustainability policies and practices across all our Areas, activities and teams: CSR cannot and must not exist in a vacuum. For us, it is a cross-cutting approach that must permeate and irrigate all our operations, from the mine to the city, from head office to subsidiaries.

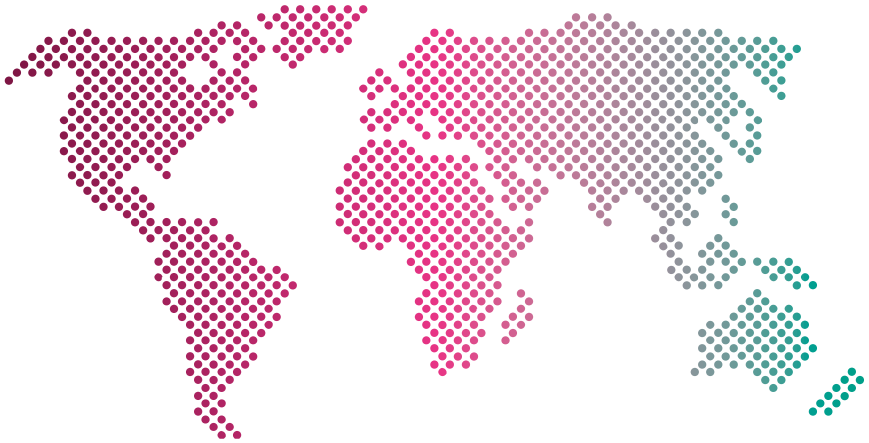
In 2025, we advanced along this path towards sustainability.

First, the acquisition of Pirobrás in Brazil strengthened our presence in Latin America, complemented our expertise in civil explosives products and opened up new opportunities in a dynamic mining market, where social, environmental and safety challenges are particularly demanding.

We also accelerated the sustainable digitalization of our operations, notably through the work carried out by our subsidiary Global Technical Solutions (GTS). The software solutions we are developing, now enhanced with artificial intelligence, enable us to optimize blasting operations: improved simulation, tighter control of dilution, anticipation of impacts and reduced energy consumption. This innovation simultaneously drives operational efficiency and reduces our environmental footprint, providing a concrete example of what responsible industry should be.

51
subsidiaries
in 25 countries

2,480
employees across
five continents



In the same vein, our Quality Assurance (QA/QC) activities are becoming increasingly important within the mining sector. By ensuring a higher standard of workmanship, they directly contribute to more sustainable, safer and better-managed mining operations, with reduced impacts.

As in 2024, our industrial environment played a central role. The extraction and supply of metals remain a cornerstone of the energy transition: without metals, there can be no low-carbon electricity, no batteries and no robust digital networks. In 2025, this reality became even more pronounced, with heightened concerns regarding sovereignty, security of supply and industrial competitiveness.

Our signature, "Enabling mineral sustainability", took on an even stronger and more tangible meaning in 2025: it reflects our mission, our expertise and our collective responsibility.

These achievements are the result of a remarkable collective effort. I would like to thank all our teams around the world for their dedication, professionalism and ability to drive this challenging transformation forward. Sustainability is an ongoing journey. It requires consistency, transparency, innovation and a shared commitment to progress.

I invite you to take a look at our 2025 sustainability statement, which reflects both our progress and our determination.

I hope you find it an informative read.

Olivier OBST
Chairman & Chief Executive Officer

EPC Groupe in key figures

2
core activities

4
fundamental values

Over
130
years serving our clients

€539
million in turnover

51
subsidiaries in 25 countries

2,480
employees across five continents

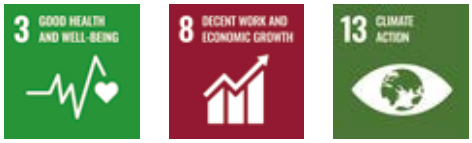
EPC Groupe fundamental values

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.

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 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.

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.

Geopolitical context

In 2025, the growing and sustained demand for critical minerals and metals, essential for low-carbon technologies, batteries, electronics, construction and industrial needs, continues to reshape global commodity markets. Systemic crises affecting supply chains are prompting governments to focus their efforts on securing metal supplies for their domestic industries, thereby placing even greater pressure on the mining sector. These developments create substantial business opportunities for players in the minerals and mining industry, whilst intensifying competition for access to projects and strategic resources. The challenge for businesses now is to secure long-term contracts, keep rising costs under control and build resilient supply chains in the face of global demand that remains volatile and closely linked to national political priorities.

From a geopolitical perspective, China's dominance in the extraction, refining and processing of many critical metals remains a determining factor for global supply chains and continues to shape international relations.

By controlling a significant share of global production capacity, particularly for rare earths and several materials critical for batteries, Beijing exerts a decisive influence over supply flows and prices. This dominant position enables them to use export restrictions and other regulatory instruments as levers of economic power.

At the same time, the United States, the European Union and certain Gulf states are stepping up strategic measures to mitigate these risks and consolidate their positions. The EU has introduced the Critical Raw Materials Act[1] to develop its domestic extraction, refining and recycling capabilities, whilst diversifying its supply sources in order to reduce its dependence on a single external supplier. The US administration has strengthened its own legislative frameworks through a number of laws aimed at reshoring industry, investing in critical infrastructure and reducing dependence on imports, whilst also developing international partnerships, notably with Gulf countries such as Saudi Arabia,

1 https://single-market-economy.ec.europa.eu/sectors/raw-materials/areas-specific-interest/critical-raw-materials/critical-raw-materials-act_en

Deconstruction site operated by EPC Demosten, Paris area, France

to secure access to new sources of supply. In parallel, the Gulf states are exploiting their mineral resources and attracting downstream investment in order to become regional hubs for production and processing. They are thus contributing to a gradual restructuring of supply chains in a multipolar world, whilst expanding their operations internationally into countries that have traditionally been metal-producing nations.

Against this geopolitical backdrop, marked by increased efforts to secure critical metals supply chains, the role of providers of blasting solutions and industrial explosives is becoming particularly strategic. The acceleration of mining projects, which are often located in complex, remote or politically sensitive environments, is driving demand for partners capable of ensuring operational reliability, safety and continuity of production. Mining explosives are a key driver of productivity and cost control in an industry subject to tight deadlines, high volumes and stricter ESG standards. In a world where the extraction of and access to mineral resources have become major industrial challenges, EPC's ability to support mining development in a sustainable manner, whilst meeting a wide range of regulatory and environmental requirements, positions it as a key player in both primary extraction and urban mining (secondary raw materials).

Operators on the TELT construction site, France

B. General information

B.1 Overview

B.1.1 The sustainability statement

B.1.1.1 Regulatory context

Sustainability reporting is a legal requirement in the European Union for large companies, defined as companies exceeding two of the following three thresholds: 250 employees, €25 million in balance sheet total, and €50 million in net turnover[1]. EPC Groupe meets all three criteria.

This sustainability statement, which covers the year 2025, applies to all subsidiaries consolidated in the financial statements using the full consolidation method; compared with the previous year, it includes Pirobrás, which was acquired during the year.

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

In July 2023, the European Commission adopted the final version of the Corporate Sustainability Reporting Directive (CSRD[2]). 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, and Decree no. 20231394 of 30 December 2023, adopted in application of Ordinance No. 2023-1142 of 6 December 2023 on the publication and certification of sustainability-related information and the environmental, social and corporate governance obligations of commercial companies, on the other hand, have transposed this European Directive into French law.

On 16 December 2025, the European Parliament approved the Omnibus I legislative package. With regard to the CSRD, the Omnibus I package provides, in particular, for an increase in the eligibility thresholds for companies with more than 1,000 employees and a turnover of more than €450 million. Furthermore, on 3 December 2025, EFRAG published its technical advice on simplifying the ESRS (European Sustainability Reporting Standards). This simplification involves a significant reduction in the number of data points to be published, as well as a reorganization of the texts to facilitate their implementation. This is in line with the European Commission's objectives of reducing the burden on businesses and the complexity of standards, whilst preserving the CSRD's commitment to transparency.

The new delegated act on ESRS is expected to be adopted in 2026. The revised ESRSs are expected to be applied early, in time for the 2027 publication of financial data on the 2026 financial year. EPC Groupe is therefore publishing a 2025 sustainability statement in accordance with the ESRS adopted in July 2023 and transposed into French law in December 2023. However, EPC Groupe is applying the temporary adjustments provided for in the "quick fix" published by the European Commission in July 2025.

B.1.1.2 Progressive changes in non-financial reports published by EPC Groupe

The CSRD directive has applied since 1 January 2024. 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 Non-Financial Performance Statements (NFPS) then the sustainability statement:

- For the 2022 NFPS, EPC Groupe deployed an analysis of impacts, risks and opportunities under the principle of "double materiality" for its Explosives and Drilling & Blasting activity.
- For the 2023 NFPS, the Groupe extended this analysis to the Urban Mining activity, and began deploying ESRS data points. Although formal stakeholder consultation is not mandatory[3], the Groupe has significantly increased its participation in discussions on impacts, risks and opportunities with its stakeholders, including its value chain. Numerous indicators were also added, with a correspondence table referencing the ESRS framework.
- For the 2024 sustainability statement (which was the first report submitted in accordance with ESRS standards since the CSRD came into force) the double materiality analysis, used to determine the relevant disclosures, was finalized with support from an internal panel of experts. Additional data points, including indicators, were added to align with ESRS requirements and the outcomes of the materiality analysis.

1 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.
2 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.
3 Deploying the ESRS: a steering tool for transition, from the French Accounting Standards Authority, December 2023 version (§Q2.3, P9/50).

The Groupe continues to structure its report around its four core values. The report was reorganized in 2024 to follow the structure of the ESRS, in the following order: general disclosures, environmental matters, followed by social and governance matters. This structure, based on the Groupe's values, ensures consistency in the methodology used for publishing and drafting information, making it easier to compare figures from one year to the next, despite the significant successive regulatory changes relating to the CSRD. It also facilitates the understanding of internal and external stakeholders, and strengthens engagement across the organization.
In the context of the ongoing simplification of ESRS standards, the 2025 sustainability statement does not contain any major changes and follows on from the 2024 sustainability statement. EPC Groupe has continued to work on improving the clarity and readability of its reports, for example, by introducing a new, concise overview of its impacts, risks and opportunities.

B.1.1.3 Key reference systems and interoperability of international standards

Alongside the deployment of ESRS at European level, for which draft sectoral standards have been abandoned, other international bodies, such as the ISSB (International Sustainability Standards Board) and the GRI (Global Reporting Initiative), are also publishing standards related to ESG (environmental, social and governance) criteria. In 2023, the EFRAG and the GRI issued a statement confirming the high level of interoperability between the ESRS standards and the GRI standards. In 2024, EFRAG and the ISSB published a guide on the interoperability of ESRS standards with the IFRS Sustainability Disclosure Standards. According to this guide, by publishing a sustainability statement in accordance with ESRS standards, EPC can be considered as reporting with reference to the GRI Standards.
Sector-specific labels and standards should be added to general and thematic standards, for example:

- The IRMA (Initiative for Responsible Mining Assurance) standard, a new draft version of which was published in July 2025.
- GRI Sector Standard 14: Mining Sector, published in February 2024, applicable from January 2026,
- The Consolidated Mining Standards Initiative (CMSI), a joint project between Copper Mark, the Mining Association of Canada, the World Gold Council and the International Council on Mining and Metals (ICMM), which was the subject of a public consultation to which EPC Groupe responded.

The Groupe discloses the information required by ESRS standards and may also include information required by other frameworks in order to meet the needs of users of the sustainability statement.
To facilitate readability and accessibility of the sustainability statement for all national, European and international stakeholders, this document includes, in the appendix, a table cross-referencing the ESRS standards and the GRI Standards. In addition, the UN Sustainable Development Goals (SDGs) to which the Groupe's actions are linked are introduced at the beginning of each thematic section of the sustainability statement.

B.1.2 Structure of the sustainability statement and compilation of Groupe policies

EPC Groupe's policies are applied consistently across all subsidiaries, thereby ensuring coherence and a shared commitment to social and environmental responsibility. However, in order to accommodate the specificities of activities, local and regulatory contexts and operational constraints, these policies may be adapted by subsidiaries, provided they remain aligned with the EPC Groupe's core values and commitments, to better meet their needs and local particularities.
EPC Groupe's different policies are grouped together and outlined in each thematic section of the sustainability statement as follows:

- **Stakes:** Summary of EPC Groupe's key challenges, including material impacts, risks and opportunities. These are the same issues assessed in the double materiality analysis. The relevant rows in the summary table for section B.3.5.1 are reiterated in the thematic sections to show how they relate to impacts, risks and opportunities and to the Groupe's approach to managing them. This section also includes a more detailed and contextualized description of the Groupe's impacts, risks and opportunities. In the detailed and contextualized description, EPC can describe non-material impacts, risks and opportunities that are nevertheless relevant to a better understanding of the Groupe's activities and to meeting stakeholders' expectations.
- **Commitments:** Description of the Groupe'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 principles, monitoring processes and internal organizational structure.

- **Actions:** Examples of concrete actions taken by the Groupe and its subsidiaries to meet the challenges and promote positive impact.
- **Objectives:** Targets and objectives, whether quantified or not, which demonstrate the Groupe's commitment. These are considered voluntary unless otherwise stated. They are defined by the Groupe departments listed in the Governance section, based on their understanding of the views of relevant stakeholders, without undergoing a formal review process. Where targets have been established in accordance with scientific reports, this is explicitly mentioned.

Relevant indicators and key figures used to monitor performance are disclosed within each thematic section. Some indicators and key figures may be published for limited scopes where this enhances relevance; such cases are clearly specified. Unless otherwise stated, these focus on the Groupe's core activities.
This report clearly states when policies apply only to a limited scope of Groupe activities or business lines, particularly with regard to the materiality of impacts, risks and opportunities. Any exclusions, including those related to specific business lines, segments of the value chain or geographical coverage, are also indicated.
The components of the policies described in this document are reviewed annually as part of the preparatory work leading up to publication.
It should be noted that, to ensure that they can be more easily communicated, some of the policies grouped together in this sustainability statement 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.1.3 Process for updating sustainability information

The CSR Department was responsible for updating the sustainability statement, with the help of the Groupe's other functional departments and the subsidiaries' representatives for each of the main topics. To collect sustainability data, the Groupe's CSR Department relies, in particular, on its network of CSR representatives from its subsidiaries, as well as representatives from the Finance, SHE and HR departments.

A procedure for reporting sustainability information has been drawn up by the CSR Department, signed by the Groupe's Chairman & Chief Executive Officer, and communicated to the subsidiaries in November 2025. This procedure outlines the regulatory framework applicable to EPC Groupe and its subsidiaries, including the obligation to have the sustainability statement audited. The scope of data collection is defined, and the information required from each subsidiary is detailed. The collection of sustainability-related data is organized around three dedicated reporting components:

- The "**Social**" component focuses on the workforce, human resources, ethics and governance issues. It is required for all subsidiaries with at least one employee. Information is collected via a dedicated data collection template and an internal reporting tool.
- The "**CSR**" component emphasizes site management, with particular attention to environmental performance and health and safety requirements. It is required for all industrial and/or commercial subsidiaries that have, or may have, material environmental and/or worker health and safety impacts. Information is collected via a dedicated data collection template and an internal reporting tool.
- The "**Carbon**" component is used to collect primary data for calculating the Groupe's greenhouse gas emissions assessment. The Groupe rolled out a dedicated tool for this purpose in 2025. It must be completed by all industrial and/or commercial subsidiaries whose activities have a significant impact on the Groupe's greenhouse gas emissions. As part of the support provided by the Groupe's CSR Department, subsidiaries had the option, for the 2025 financial year, to submit this information via a dedicated data collection template.

To mitigate risks associated with the collection of sustainability data, the procedure for reporting sustainability-related information relies on internal control measures. The CSR Department organized presentation sessions in English and French for the "CSR" and "Carbon" components. Recordings of these meetings were made available to the relevant contacts. In addition, the "Social" component was the subject of a dedicated presentation at the seminar organized by the Groupe's HR Department in September 2025, attended by its network of HR representatives.

Information and support sessions are also organized at the request of the subsidiaries, before, during and after the data collection phase, as required.
The data collected from subsidiaries is consolidated in the Power BI© tool, which the CSR Department, supported by the other functional departments, can use to perform consistency checks (data completeness and integrity).
Once the data has been collected and checked, the consolidated indicators are calculated primarily using Power BI©. The indicators are verified through contextualization and, where applicable, comparison with historical values. The CSR Department relies on the functional departments for final consistency checks.
The method for collecting and consolidating data is reviewed annually by the CSR Department in consultation with the Groupe's other functional departments. Feedback meetings enable the Groupe to identify the challenges faced by subsidiaries or during the consolidation process, with a view to proposing measures for improvement. The information requested during data collection is also adapted or supplemented in line with the needs of the Groupe's internal and external stakeholders. Some information may also be collected and reviewed during the year as part of other CSR and ESG initiatives.

The conclusions of these discussions and initiatives are presented to the administrative, management and supervisory bodies:

- The auditors responsible for certifying the sustainability information present the findings of their audit to the CSR Committee of the Board of Directors prior to the approval of the sustainability statement.
- A summary of the feedback meetings held with the various departments concerned is presented to the G7 – CSR (an internal working group, the composition and role of which are described in part B.2.3).

EMP (Euro Modular Plant) on EPC 2i site, France

B.2 Organizational structure and governance

B.2.1 Organizational structure

For historical and strategic reasons, the EPC Groupe has chosen to adopt a hybrid organizational model that combines centralized functions for control, audit and support to subsidiaries, with decentralized operational management at subsidiary level, which includes responsibility for many social and environmental matters.

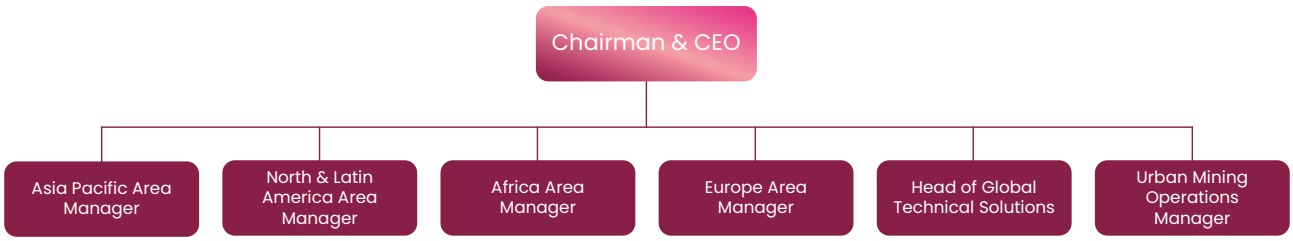
The decentralized nature of this joint organization is not solely the result of external constraints that are objectively imposed on EPC Groupe. In fact, companies of a similar size and in similar sectors may adopt different organizational models.

As a matter of conviction, EPC Groupe has chosen to incorporate a strong, decentralized component in order to align this organizational structure with its values. The Groupe believes that a decentralized model for managing subsidiary operations is particularly well suited to:

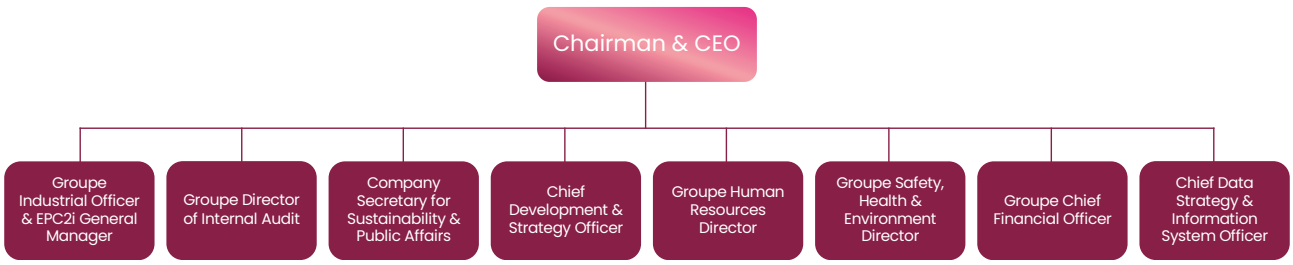
- **Creating value for the client:** this requires a detailed understanding of their expectations. In this regard, close contact is a key factor in gaining a precise understanding of their needs.
- **Operating safely:** safety requires close ties between analysis, the design of operating procedures, their strict implementation and the analysis of feedback. On this point in particular, decentralized management at subsidiary level does not preclude oversight and audits by the Groupe's central safety functions.
- **Respecting the environment:** with operations in more than 25 countries across 5 continents, the local proximity offered by the decentralized component of the hybrid model clearly facilitates the consideration of environmental challenges and specificities in all their dimensions.
- **Respecting our employees:** a culture of local engagement fosters a deep understanding of our teams and enables us to take their expectations, backgrounds and individual circumstances into account in our decision-making.

Decentralization is coupled with strong oversight by the Groupe's central functions at Head Office. These control functions combine oversight with audit, as well as technical and operational support and assistance for each subsidiary and its employees.

Organization Chart of Senior Management / Areas



Organization Chart of Senior Management / Support Functions



EPC Groupe's two core businesses are Explosives and Drilling & Blasting, on the one hand, and Urban Mining, on the other. In each of these two highly regulated sectors, the quality of the service provided depends on employee expertise, ensuring high-quality delivery, alongside the quality of the product and tools of production.

B.2.2 Governance

Information on the composition of the Board of Directors, Senior Management and supervisory bodies, as well as their roles, skills, and responsibilities, is provided in the Universal Registration Document (URD), Section 12: Administrative, management and supervisory bodies and senior management.
The integration of sustainability considerations into the remuneration of the administrative, management and supervisory bodies is addressed in the URD, section 13: Remuneration and benefits.
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 sustainability statement.

The Board of Directors is composed of 9 members, including 5 women (i.e., 56%). Three directors are independent (i.e., 33%). EPC is not under obligation to appoint administrators representing employees.
The remuneration of the Chairman & Chief Executive Officer includes a variable component that is contingent upon the achievement of quantitative and qualitative targets, some of which relate to ESG and CSR. The ESG and CSR targets and their share of the variable remuneration are described in Section 13 of the URD.
The Strategy and CSR Committee, established in March 2023, was split in June 2025 into two specialist committees: the Strategy Committee and the Corporate Social Responsibility (CSR) Committee.
The CSR Committee, whose charter is publicly available on the EPC Groupe website, comprises three members of the Board of Directors, two women and one man, appointed by the Board of Directors, two of whom are independent administrators. It does not include any directors or senior executives of the company or its subsidiaries and sub-subsidiaries. The members of the Committee are selected for their expertise in social, societal, environmental and financial responsibility.
The CSR Committee is responsible for providing opinions and recommendations to the Board of Directors on the Groupe's strategy regarding corporate social and environmental responsibility, monitoring

Number of employees by geographic area (headcount as of 31 Dec 2025)

Africa
384

Americas
230

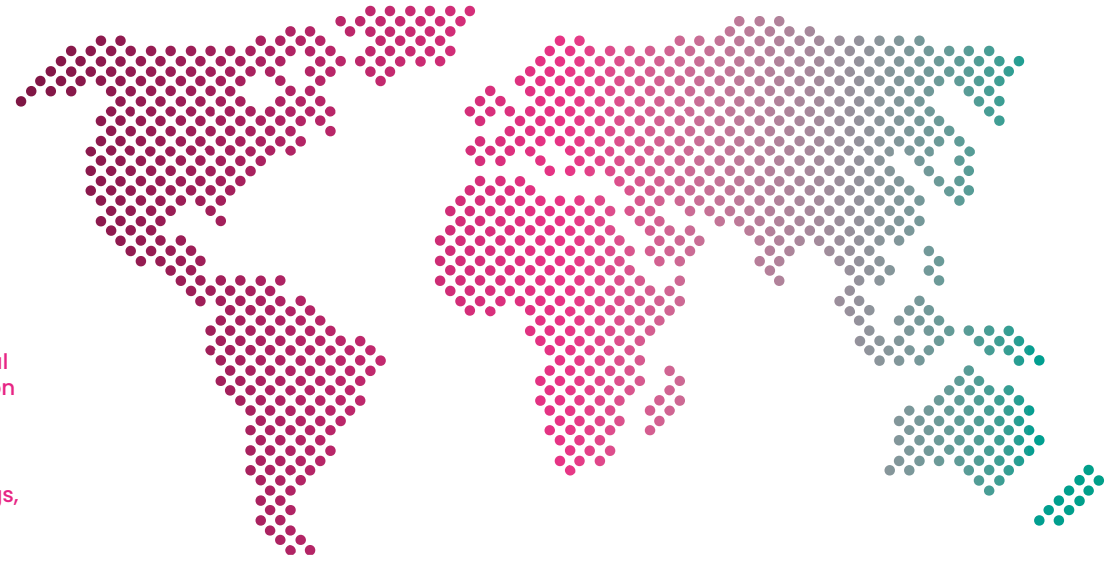
Asia Pacific
27

Europe
1,181

Urban Mining
496

Global Technical Solutions Division
30

Other Groupe Entities (holdings, EPC 2i, etc.)
132



the outcomes of this strategy, and appointing and reappointing the sustainability auditor. It examines the non-financial reporting and monitoring systems, as well as the non-financial information published by the Groupe. It oversees the setting of targets related to material impacts, risks and opportunities as part of the preparation of the sustainability statement.
In its review of the preparation work, the Committee ensures that the team responsible for overseeing sustainability matters possesses the appropriate skills and expertise, and that these are aligned with the company's material impacts, risks and opportunities. The CSR Committee held its first meeting in December 2025 to prepare for the Board's deliberations on the Diversity, Equity and Inclusion policy.

B.2.3 Working groups within EPC Groupe

CSR covers a wide range of topics:
- Social
- Environmental
- Ethical
- Human Rights
- Consumer Rights (given that EPC Groupe does not sell to consumers, reference will be made to professional clients).

Guided by its core values, EPC Groupe has established and strengthened the central role of its organization at Groupe functional level to address these concerns. 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 and ESG work, the Chairman & Chief Executive Officer set up a working group with the appropriate employees. This working group, referred to as the "G7 – CSR", is currently composed of the following members:
- The Groupe Chief Financial Officer
- The Groupe Chief Development & Strategy Officer
- The Groupe Human Resources Director
- The Groupe Safety, Health & Environment Director
- The Groupe Director of Internal Audit
- The Groupe Industrial Officer
- The Groupe Purchasing Director
- The Groupe Head of CSR & ESG
- The Company Secretary for Sustainability & Public Affairs, who is also the facilitator of this "G7 – CSR".

In 2025, the "G7 – CSR" met four times. The main topics addressed during the meetings were as follows:
- The process of collecting and consolidating non-financial information, the results of certain key indicators, and the preparation and publication of the sustainability statement.
- A summary of the feedback received following the publication of the 2024 sustainability statement and the changes planned for the coming financial year, such as the roll-out of a dedicated tool for collecting information relating to the calculation and consolidation of the carbon footprint.
- The main regulatory changes relating to the "Omnibus I" Directive.
- The results of the Ecovadis assessment.
- The implementation of the ACT Step-by-Step methodology and the organization of a dedicated workshop with G7 members, as part of the *Accélérateur Décarbonation* Bpifrance (Bpifrance Decarbonisation Accelerator) in which EPC Groupe is participating.
- The progression from the implementation of the CSR policy by our subsidiaries to the creation of certain reports at subsidiary level.
- Updating the biodiversity risk assessment using the Biodiversity Risk Filter tool managed by the World Wide Fund for Nature (WWF).
- The incorporation of non-financial information into the Groupe's annual budgeting process.
- The process of updating the double materiality assessment.
- The CSR department's work on sector-specific ESG standards.

In September 2025, a group comprised of the following people was trained on CSR and ESG issues:
- The Africa Area Manager
- The North & Latin America Area Manager
- The Asia Pacific Area Manager
- The Europe Area Manager
- The Head of Global Technical Solutions
- The Urban Mining Operations Manager
- The Groupe Chief Data Strategy & Information System Officer
- The Groupe Chief Communications Officer
- The Groupe Safety, Health & Environment Director
- The Groupe Industrial Officer
- The Company Secretary for Sustainability & Public Affairs

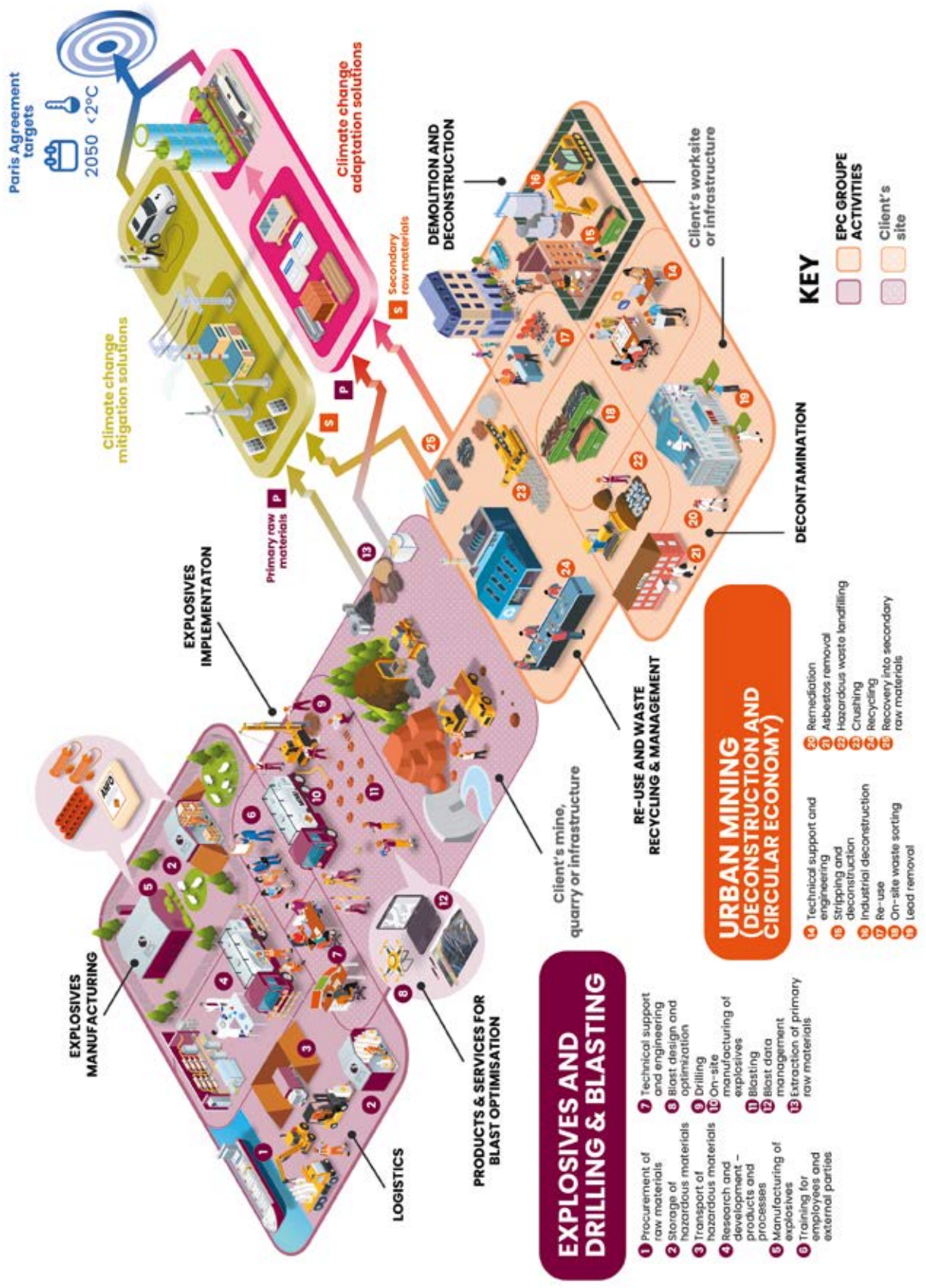
This training session, developed and delivered by Middlenext, aimed to provide an overview of the current regulatory and legislative framework. This training session provided a reminder of global challenges (climate, governance, human rights, sustainability standards, etc.) as well as the key events of 2025.

It should be noted that the Executive Committee, comprised of the Chairman & Chief Executive Officer, the Groupe Human Resources Director, the Groupe Chief Financial Officer and the Groupe Chief Development & Strategy Officer, had already completed this training in the first quarter of 2025.

EPC at Investing in African Mining Indaba Forum, South Africa

B.3 Business model and value chain

B.3.1 Visual overview and description



B.3.1.1 Explosives and Drilling & Blasting – Description of the business model and value chain

In the Explosives and Drilling & Blasting sector, EPC's business consists in designing, implementing, selling, distributing, storing, producing and industrializing high-level optimization products and solutions for blasting operations and specialized works in quarries, mines and the public works sector. The Groupe is one of the leading players in the civil explosives market, covering the majority of the value chain. With the acquisition of Pirobrás (Brazil) in 2025, EPC Groupe has expanded its product portfolio to include initiating explosives and detonating cords. The following section provides further details on the graphical representation of the business model and outlines the key stakeholders involved.
These operations account for around 80% of the Groupe's turnover and workforce.

1 Raw materials procurement

Upstream logistics includes the procurement of raw materials, packaging and trading products. Logistics is governed by various standards, directives and regulations (ADR, EU traceability requirements, UN marking, regulations on civil explosives and pyrotechnic articles, etc.). Local content is prioritized where relevant.

KEY STAKEHOLDERS

Employees | Public authorities | Suppliers | Transporters

2 Storage of hazardous materials

Subsidiaries store the raw materials required for product manufacturing, as well as intermediate and finished products, on site.
To distribute its products, the Groupe operates a network of explosives depots, which allow products to be stored safely (accidental risks) and securely (malicious risk), and ensure their final distribution.

KEY STAKEHOLDERS

Employees | Public authorities | Local communities

3 Transport of hazardous materials

Leveraging an extensive network of depots and mobile explosives manufacturing units, EPC Groupe markets its products and offers logistics services to its clients.

KEY STAKEHOLDERS

Employees | Customers | Public authorities

4 Research and Development – products and processes

Over the past few decades, EPC Groupe has innovated to expand its range of products and services. It thus developed its own equipment for producing explosives: modular plant (or EMP: Euro Modular Plant) and Mobile Explosive Manufacturing Unit (MEMU).
Additionally, EPC Groupe continuously develops and enhances digital tools for blast design and optimization through software and expert tools that make up EPC Groupe's digital ecosystem.

KEY STAKEHOLDERS

Employees | Educational institutions | Customers | Professional associations

5 Explosives manufacturing

EPC produces a wide range of explosives products across approximately fifteen production sites and possesses expertise in the synthesis of energetic materials for the manufacture of pyrotechnic initiators (detonators, boosters, detonating cords, slow-burning fuses, etc.).
The Groupe favours production in manufacturing units located near consumption markets.
Production is subject to national regulations on civil explosives and, where applicable, regulations related to the substances used or produced (EC type approval, the SEVESO Directive, the REACH regulation, etc.).

KEY STAKEHOLDERS

Employees | Temporary workers | Suppliers | Customers | Public authorities | Local communities

6 Employee and external training

EPC Groupe has a specialized training division, with a team of trainers composed of Groupe employees, all experts in their respective fields (drilling, mining and quarry operations, inspections, safety, blasting, etc.). Partnerships have been signed with a number of major schools and universities in these areas.

KEY STAKEHOLDERS

Employees | Professional associations | Training organizations | Educational institutions

7 Technical support and engineering

Markets addressed by subsidiaries often involve tender procedures with stringent specifications, requiring a high level of technical support and engineering expertise. Additionally, a branch of EPC France operates on specialized worksites: natural hazards, retaining structures and foundations (securing of rock faces, supports, reinforcement of structures, active anchor rods, etc.).

KEY STAKEHOLDERS

Employees | Customers | Certification and notified bodies | Public authorities

MEMU (Mobile Explosives Manufacturing Unit)

8 Blast design and optimization

EPC Groupe offers clients solutions for designing and optimizing blasting operations, an essential component of the mining and quarrying value chains. In mining, blast quality – taking into account all relevant parameters – affects ore dilution, the size distribution/fragmentation of the blasted rock and its accessibility, thus impacting the overall financial and environmental efficiency of the "mine-to-mill" operation. In quarries, this approach is referred to internally as "rock on the ground". A primary objective is also to minimize potential negative impacts related to blasting.

KEY STAKEHOLDERS

Employees | Customers | Local communities

9 Drilling

To provide drilling services in certain subsidiaries, the Groupe owns a fleet of drill rigs that operate on client sites.

KEY STAKEHOLDERS

Employees | Suppliers | Customers | Co-contractors | Local communities

10 On-site explosives manufacturing

Challenges related to transporting products to often remote areas and transporting hazardous materials encourage, when feasible and economically viable, on-site manufacturing and the use of emulsions, mixtures that become explosive only once sensitized in a borehole.

KEY STAKEHOLDERS

Employees | Temporary workers | Customers | Public authorities

11 Blasting

EPC Groupe offers numerous customized services, including explosives loading, face profiling, vibration measurement, etc. It relies on recognized expertise in the blasting sector. By combining drilling and blasting, the Groupe offers a "rock on the ground" solution.

KEY STAKEHOLDERS

Employees | Customers | Local communities

12 Blast data management

EPC Groupe also offers complementary services by developing comprehensive data management solutions for its clients' operations. EPC is a reference in digital tools for blast programming and simulation, extending to data collection and analysis through the EPC digital ecosystem, which aims to provide the Groupe's clients with full control, optimization and end-to-end monitoring of their blasting operations.

KEY STAKEHOLDERS

Employees | Customers | Local communities

13 Extraction of primary raw materials

Materials from quarries are supplied directly to the construction sector (aggregates, limestone for cement plants, etc.).
The global mining industry faces an unprecedented demand for metals, in particular those from "strategic minerals" (or "critical" minerals: essential for the energy transition and industrial operations), mainly due to the demand linked to the energy and digital transition.

KEY STAKEHOLDERS

Customers | Public authorities

EXPERTAB™ application

B.3.1.2 Urban Mining – Description of business model and value chain

In the field of Urban Mining, which includes activities in deconstruction, remediation and the circular economy, EPC Groupe operates exclusively in mainland France. The Groupe's expertise in deconstruction covers the activities of dismantling (selective dismantling, full or partial demolition and, more rarely, explosive demolition of buildings), remediation (asbestos and lead removal and management of contaminated soil) and construction waste management (sorting, collection, recycling of inert and non-hazardous waste and landfilling of hazardous waste).
These operations account for around 20% of the Groupe's turnover and workforce.

14 Technical support and engineering

The Groupe is involved in a large number of major projects across mainland France. Increasing constraints – particularly environmental – are driving greater consideration of the technical complexity involved in deconstruction and depletion operations.

KEY STAKEHOLDERS

Employees | Customers | Public authorities | Certification and notified bodies

15 Clearing and deconstruction

The Groupe has developed strong expertise in building clearing, particularly in the preparation of historic monuments prior to restoration. It currently boasts numerous references in France (Hôtel de la Marine in Paris, Monnaie de Paris, Hôtel Dieu, Grand Palais, Château de Villers-Cotterêts, Disneyland Paris). It is also a key partner for major property developers and public contracting authorities in urban renewal projects.

KEY STAKEHOLDERS

Employees | Temporary workers | Public authorities | Local residents | Co-contractors and subcontractors | Customers

16 Industrial dismantling

The Groupe's expertise in demolition encompasses the business of dismantling (total or partial demolition and, more rarely, explosive demolition of buildings). EPC is a recognized player in the industrial sector, with flagship operations carried out for major clients such as EDF, SNCF, TOTAL, RETIA, YARA, STELLANTIS and ALSTOM.

KEY STAKEHOLDERS

Employees | Temporary workers | Public authorities | Customers | Co-contractors and subcontractors | Local residents

17 Re-use

Re-use is encouraged by bringing components from deconstruction sites onto the market, either directly or via recycling centres.

KEY STAKEHOLDERS

Employees | Temporary workers | Public authorities | Co-contractors and subcontractors

18 On-site waste sorting

A new dynamic is being driven by the transition to the regulatory requirement of sorting into 9 waste streams, as well as the extension of Extended Producer Responsibility (EPR) to construction products and materials. The aim is to reduce illegal dumping and to facilitate re-use and recycling.

KEY STAKEHOLDERS

Employees | Temporary workers | Public authorities | Customers | Co-contractors and subcontractors

19 Lead removal

New regulatory constraints regarding products classified as toxic have introduced new removal requirements; this is notably the case for lead. New pollutants may gradually be identified: mercury, PFAS...

KEY STAKEHOLDERS

Employees | Temporary workers | Public authorities | Local residents | Co-contractors and subcontractors | Customers

20 Remediation

EPC Groupe has developed expertise in soil remediation, particularly for land contaminated with asbestos.

KEY STAKEHOLDERS

Employees | Temporary workers | Public authorities | Local residents | Co-contractors and subcontractors | Customers

21 Asbestos removal

The asbestos removal market is defined by the existing stock of asbestos to be treated, following the ban on its use since 1997. EPC Demosten, a subsidiary of EPC Groupe, operates asbestos removal projects under a strict and highly regulated framework.

KEY STAKEHOLDERS

Employees | Temporary workers | Public authorities | Local residents | Co-contractors and subcontractors | Customers

22 Hazardous waste landfill

The Groupe provides asbestos collection and landfilling services (with two operating CIEP[1]-classified landfill sites).

KEY STAKEHOLDERS

Employees | Temporary workers | Local residents | Public authorities

23 Crushing

EPC operates crushing and recovery units, particularly for the rail sector and concrete manufacturers.

KEY STAKEHOLDERS

Employees | Customers

24 Recycling

EPC Colibri processes some of the secondary materials produced by EPC Demosten and also serves many other stakeholders in the sector. The materials supplied by EPC Demosten represent a minority of EPC Colibri's total volumes.

KEY STAKEHOLDERS

Employees | Customers | Public authorities

25 Recovery into secondary raw materials

In recent years, the market has undergone major technical and regulatory developments. Sorting, recovery and recycling of demolition materials have enabled both recycling and re-use, supporting the concept of the "urban mine". EPC positions itself as a key provider of secondary raw materials, which typically offer products with a lower carbon footprint.

KEY STAKEHOLDERS

Employees | Temporary workers | Customers | Public authorities

1 CIEP: Classified Installations for Environmental Protection.

B.3.2 Main sustainability objectives directly supported by the Groupe's activities

B.3.2.1 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 Agreement objective of keeping the increase in global average temperature 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 requirements[1] ".
2. Measures to adapt to climate change, the aim of which is to renovate and build cities and infrastructure adapted to the climate of the future, while encouraging eco-responsible individual behaviour.

Mitigating climate change calls, among other things, 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, continues to sharply accentuate global demand for primary raw materials: by 2040 compared with 2024, according to projections under the NZE (Net Zero Emissions by 2050) scenario, demand will have risen 1.5-fold for copper, 2-fold for nickel and more than 7-fold for lithium[2]. 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.
- 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 infrastructure[3] that will encourage and foster more eco-responsible individual behaviour[4]:

- As construction materials are largely sourced from quarries (aggregates), it is explosive energy, supplied notably by the EPC Groupe's subsidiaries, that enables rock to be broken up with the lowest possible 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 or elements can be re-used in other construction projects (wood, fibreglass insulation, steel framing, staircases, plumbing fixtures, lighting fixtures, etc.), while others, such as concrete, once crushed, provide secondary raw material.
- Through the Special Works branch of its subsidiary EPC France, EPC Groupe operates on public works sites to extend the lifespan of existing infrastructure and engineering structures, and to address physical risks linked to climate-related hazards. These activities include rock face stabilization, reinforcement of retaining structures, construction of special foundations and structural strengthening using shotcrete.

1 Objectives of the French law on energy transition for green growth, published in the Journal Officiel on 18 August 2015.
2 IEA, Global Critical Minerals Outlook 2025, IEA, Paris.
3 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.
4 It is worth recalling that the UN, in several reports on urbanization trends, points out that more than half of the world's population lives in cities and that by 2050, this figure would rise to two out of every three people. In its 2025 report, the UN states that "Cities play a pivotal role in driving progress towards sustainable development by implementing localized solutions to address global issues." World Urbanization Prospects 2025: Summary of Results. UN DESA/POP/2025/TR/ NO. 12. New York: United Nations.

The Explosives and Drilling & Blasting activity contributes to 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 Urban Mining activity plays a key part in 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 both the French Climate Plan and the European strategy on critical metals[1], is thus central to EPC Groupe's business model.
- Bespoke, selective dismantling extends the lifespan of buildings by removing only the necessary components and materials. Rehabilitation projects are becoming increasingly common
- 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 land that was built on but not used, thereby contributing to the objective of zero net artificial land cover and limiting the impact on biodiversity.

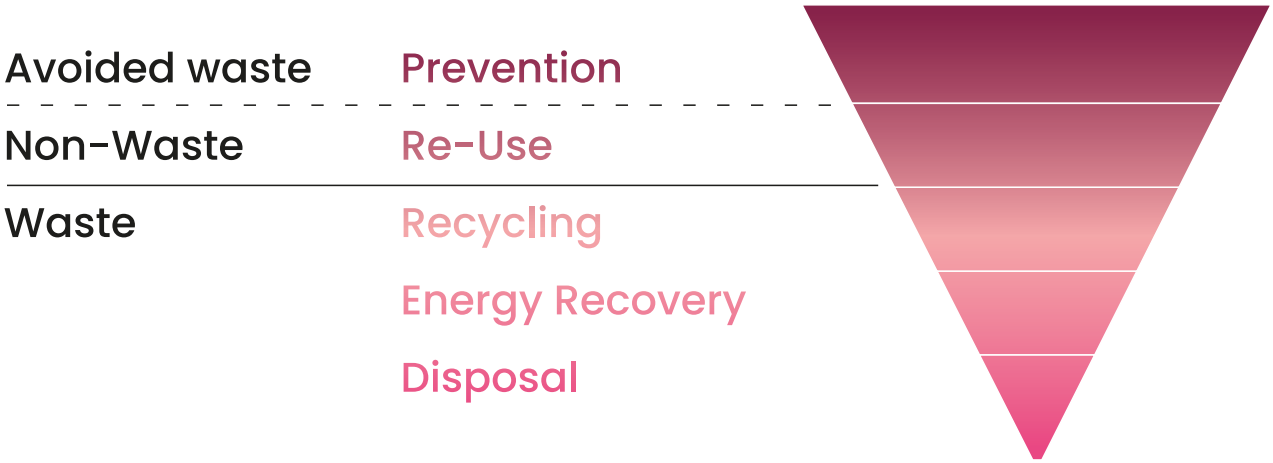
B.3.2.2 Promoting the circular economy and waste recovery

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 cycling[2]".*

At the heart of the transition to a circular economy and the fight against pollution, the Urban Mining subsidiaries arrange for, 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 is a way of guaranteeing that clients 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 dismantling 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.

1 See, in this regard, the CRMA: Regulation (EU) 2024/1252 of the European Parliament and of the Council of 11 April 2024 establishing a framework to ensure a secure and sustainable supply of critical raw materials and amending Regulations (EU) No 168/2013, (EU) 2018/858, (EU) 2018/1724 and (EU) 2019/1020, in particular the combined provisions of Articles 2 and 5.
2 CSRD, ESRS E5, p. 145.



- Polluted waste and final waste are removed and collected with complete safety by specialist remediation services (asbestos removal, lead removal).

As part of their operational activities, the Explosives and Drilling & Blasting activities are involved in a number of circular economy practices, such as matrix recycling, the use of waste oils in the manufacture of explosives products and the re-use of wastewater in the implementation process.

Sorting and material preparation center of EPC Colibri in Le Loroux-Bottereau, France

B.3.3 EPC, a key player in the metal and mineral extraction value chain

To fully understand EPC Groupe's specific position within the metal and mineral extraction value chain, it is important to define three key concepts:
- Mines and quarries
- Mine or quarry operators
- "Para-mining" or "para-quarrying" operators

B.3.3.1 Mines and quarries

A mine or quarry is a geographical location where mineral resources are extracted, either underground or in open-pit settings. Mines or quarries are thus located at the core of a deposit that has been, is being or will be exploited. The area covered is usually very large, sometimes exceeding several hundred hectares. These sites are surrounded by local communities that can be affected by the activities related to the exploitation of the deposit in question.
It is important to note that the right to exploit a deposit, i.e., the right to open and operate a mine or a quarry, is, in nearly all countries, granted by public authorities.
The lifecycle of a mine or quarry is generally structured into three main phases: exploration, exploitation and site rehabilitation.

1 Exploration

This phase comprises all operations aimed at identifying and mapping deposits of mineral resources in the ground, characterizing and quantifying them.
Metals are obtained from naturally occurring minerals in the ground. For example, bauxite is an ore that contains aluminium and gallium.

2 Exploitation

In the case of a mine, exploitation or extraction is the first link in an industrial chain that involves processing a rock formation containing ore until metal is obtained. Consequently, the key challenge in mining lies in the distribution of the energy required to break up the rock and extract the ore. This extraction process involves breaking down the parent rock into particles ranging in size from a few millimetres in diameter to a few microns. These stages, sometimes involving chemical treatment, enable the ore present in the rock to be concentrated, so that the metals can then be extracted.

Similarly, quarries are mainly exploited to process rock into aggregates or other materials for the construction and civil engineering sectors.
Depending on the location of the deposit and its geological characteristics, extraction sites may be operated either as open-pit or underground mines. This involves specific extraction techniques and constraints.
The aim is to break the rock down into sizes suitable for processing (refining) and/or use (asphalt, concrete, backfill, etc.). There are two main types of energy and technology used to reduce the particle size of rock:
- **Explosive energy**, generated by the use of explosives, which fragments the rock into pieces of the targeted size. The process involves drilling holes and then filling them with explosives. When detonated, the explosives shatter the rock mass and push the broken rock onto the ground. These fragments are then loaded by excavators onto large trucks or conveyor belts, which transport them to crushers.
- **Mechanical energy**, produced by primary and secondary crushers and grinders, which grind the fragmented rock (resulting from blasting) into fine particles. This equipment is usually installed in plants located on the mine or quarry site, where various processing operations can then be carried out, depending on the site and the types of mineral resources. In the case of a mine, the on-site value chain can extend as far as metal refining. The end products may be either directly usable by downstream industries (automotive, battery production, etc.) or sent to the intermediate metallurgy sector, which refines the ore or raw metal into ingots, bars, pellets, rolled sheets, etc., suitable for industrial use.

3 Rehabilitation

These are the operations carried out after the end of exploitation to restore the site (restoration and/or redevelopment of the site). These are defined in accordance with the requirements of the public authorities that granted the operating licence, and therefore in accordance with the applicable legal and regulatory framework.

B.3.3.2 Mine or quarry operators

Mine and quarry operators are economic operators (legal entities governed by private or public law) that hold the licence to exploit the deposit. Mine and quarry operators are also industrial players responsible for all or part of the site's operations.
The stages involved in exploiting a deposit at a site can be summarized as follows:

1) Drilling
2) Blasting (explosive energy generated by civil explosives)
3) Loading and transport to crushers and grinders
4) Crushing followed by grinding (mechanical energy)
5) Refining (for mining operations)
6) Marketing of aggregates (quarry) or metals and minerals (mine).

Over time, mine and quarry operators have refocused on the industrial stages of site exploitation, ranging from crushing (stage 4) through to refining (stage 5), while also overseeing the commercial stage of bringing products to market (stage 6).
The stages of drilling (stage 1), blasting (stage 2) and the loading and transport (stage 3) of the excavated rock to crushers and then to the plant are increasingly being carried out by subcontractors or co-contractors. These specialist operators are referred to as "para-mining" or "para-quarrying" operators.

B.3.3.3 "Para-mining" or "para-quarrying" operators

The term "para-mining" or "para-quarrying" operator refers to subcontractors or co-contractors who are involved in the day-to-day operational exploitation of a deposit, carrying out certain operational activities related to the extraction, such as:

- Drilling blast holes and blasting with explosives (which include on-site manufacturing of explosives, priming, charging blast holes with explosives and initiating blasts).
- Loading and transporting the fragmented rock using excavators and haul trucks.

In addition to manufacturing and selling civil explosives, which positions it as a supplier to mine and quarry operators, EPC Groupe is directly involved in its clients' sites through its drilling and blasting operations. As such, EPC Groupe is fully recognized as a para-mining and para-quarrying operator.

Blasting operation in Senegal

B.3.4 Stakeholder mapping

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 the entire natural ecosystem is a "silent stakeholder".
An overview of stakeholder mapping is included as part of the update to the double materiality analysis. It should be noted that ISO standards 14001 and 45001, for which many subsidiaries are certified, require the identification of relevant interested parties, i.e., stakeholders, at the level of each certified subsidiary. 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, face-to-face 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 analysis[1].

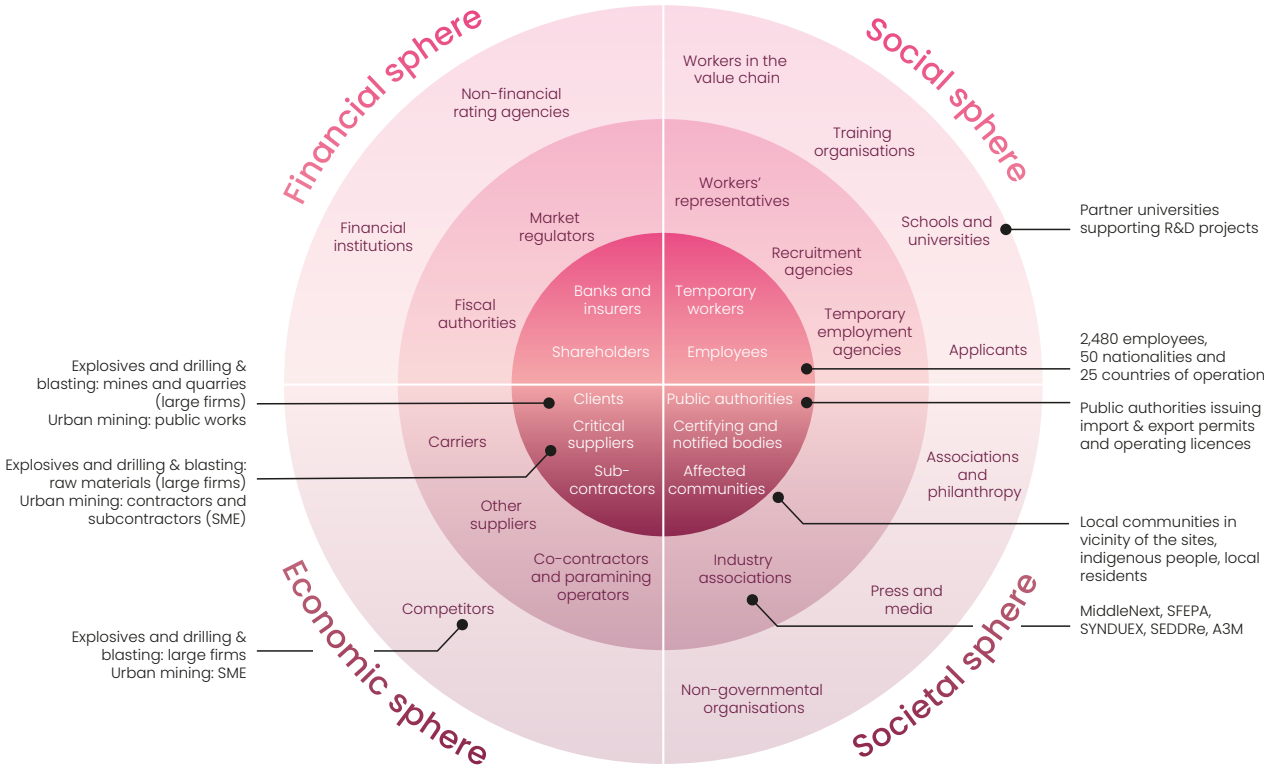
• FOCUS

Active participation in working groups

EPC Groupe relies on various specialist working groups for regulatory monitoring, the sharing of best practices, and engagement with various stakeholders.

In 2024, Olivier Obst, Chairman & Chief Executive Officer of EPC Groupe, was elected Chairman of Middlenext, an association representing French companies listed on Euronext and Euronext Growth. During 2025, the Groupe Head of CSR & ESG participated in some of Middlenext's "anti-corruption" and "CSR" working groups.
EPC Groupe is an active member of A3M, the French federation of professionals in mining, metallurgy, steelmaking and metal recycling. The Groupe participates in various conferences and cross-functional working groups on topics such as decarbonisation, the circular economy, strategic autonomy and critical metals. The Groupe is also an active member of the SFEPA (*Syndicat des Fabricants d'Explosifs et de Produits Accessoires* – Association of Manufacturers of Explosives and Related Products). EPC Groupe is a member of OFREMI and sits on its COSTRAT (Strategic Committee), which deals in particular with issues relating to the supply of critical metals.
The Urban Mining subsidiaries are members of SEDDRe, an association affiliated with the French Construction Federation. In particular, the subsidiary EPC Colibri chairs the Environment Committee.
The issues and commitments relating to interest representation activities are described in section E.1 Ensuring ethical business practices.

1 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."



As part of the review of the sustainability statement, the Groupe's Board of Directors, through its CSR Committee, is informed of the views and interests of relevant stakeholders regarding the company's sustainability impacts. The mapping of stakeholders was presented to the CSR Committee on 27 February 2026, alongside the presentation of the double materiality analysis conducted in 2024 and its update for the 2025 sustainability statement.
The diagram above outlines EPC Groupe's ecosystem. Distinguishing between the four main categories of key stakeholders with whom EPC Groupe interacts, the diagram is structured into 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.

B.3.5 Material impacts, risks and opportunities for EPC Groupe

B.3.5.1 Main impacts, risks and opportunities

EPC Groupe's aim is to continue to develop activities that are part of a business model that makes it possible to both mitigate the effects 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 Green Taxonomy, i.e., to promote positive impacts through its activities and those of its value chain, while putting forward corrective measures for negative impacts:

- Our Explosives and Drilling & Blasting 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.

- The Urban Mining 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.

The double materiality analysis enables the precise identification of EPC Groupe's impact materiality (i.e., positive and negative impacts) and financial materiality (i.e., risks and opportunities), as well as their origin within the business model or value chain. The table below presents the sustainability matters that involve material impacts, risks and opportunities. It specifies the expected time horizon, their position within the value chain and whether the effects are actual and/or potential. It should be noted that the methodology used for the double materiality analysis is described in the dedicated section (B.4 Information on the materiality assessment process). In addition, information on the management of these positive impacts, negative impacts, risks and opportunities is described in each thematic section of the sustainability statement.

• FOCUS

The concept of double materiality

The double materiality assessment aims to identify both the effects of the company on the environment and society, and conversely, the effects of the environment and society on the company.

Impact materiality refers to the significance of positive and negative impacts, i.e., the actual or potential effects (i.e., deemed likely to occur) of the company's activities on its environment and people (inside-out). Impacts may or may not have financial consequences. They may be positive or negative, actual or potential, and occur in the short, medium or long term. Impacts may stem from the company's own activities or from those of its upstream and downstream value chain (including through its products/services or business relationships).
Financial materiality refers to risks and opportunities, namely probable events (i.e., which can reasonably be expected to occur) arising from the environment and society that have a financial effect on the company (outside-in). In particular, it relates to financial consequences associated with (1) the company's impacts and (2) the company's dependencies on the environment and people. The risks and opportunities associated with **financial materiality** result in direct or indirect effects on the company's financial position, financial performance, cash flows, access to finance, cost of capital or business development. As with the positive or negative impacts considered under **impact materiality,** risks and opportunities relevant to **financial materiality** concern both the company's own activities (its strategy and intent) and the activities of its business relationships. The assessment of risks and opportunities related to **financial materiality** ensures that materiality is taken into account for users of financial reporting.

B.3 GENERAL INFORMATION
Business model and value chain

TABLE LEGEND

EPC matters:

- Low contribution of opportunities in the financial materiality score
- Medium contribution of opportunities in the financial materiality score
- High contribution of opportunities in the financial materiality score

Effect expected in the:

S Short term (< 1 year) M Medium term (1 to 5 years) L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Type of effects:
ACTUAL: actual effects
POTENTIAL: potential effects

Related ESRS:

E1 E2 E3 E4 E5 S1 S2 S3 S4 G1

EPC MATTER	MATERIAL POSITIVE IMPACTS	MATERIAL NEGATIVE IMPACTS	MATERIAL RISKS	MATERIAL OPPORTUNITIES	RELATED TOPICAL SECTION
Climate change adaptation (E1)	Participation in infrastructure projects aimed at adapting to climate change (dams, reservoirs, reinforcement works, transport infrastructure) S M L EDB DoVC **ACTUAL** Integration into the value chain for the extraction of primary and secondary raw materials essential for the construction of resilient buildings and infrastructure adapted to the green transition S M L EPC DoVC **ACTUAL**	Indirect impact resulting from the Groupe's greenhouse gas emissions, which contribute to an increase in the frequency and intensity of climate-related physical risks S M L EPC **ACTUAL**	Exposure to climate-related physical risks: natural phenomena related to temperature, wind, water and land. The risks vary depending on the hazards, the location and the activities carried out at the sites. Such incidents could result in significant damage to property and injury to people, either at EPC or within its value chain. S M L UpVC EPC DoVC **ACTUAL**	Opportunities arising from the demand for primary and secondary raw materials to support climate change adaptation S M L EPC DoVC **ACTUAL** Opportunities arising from the demolition of old buildings and infrastructure to make way for more resilient buildings and infrastructure S M L UM **ACTUAL** R&D projects that take into account climate-related physical risks to improve the resilience of industrial facilities M L EDB **POTENTIAL**	Measuring and reducing our greenhouse gas emissions and building resilience to climate change
Climate change mitigation (E1)	Integration into the value chain for the extraction of primary and secondary raw materials essential to the energy transition (critical metals) S M L EPC DoVC **ACTUAL** Placing secondary raw materials on the market, which have a lower carbon footprint than primary raw materials S M L UM DoVC **ACTUAL**	Groupe's greenhouse gas emissions, which contribute to global warming S M L EPC **ACTUAL**	Exposure to transition risks: carbon taxation (rising prices), reporting requirements, investment in low-emission equipment, higher prices for low-carbon raw materials... S M L UpVC EPC DoVC **ACTUAL**	Opportunities arising from the demand for primary and secondary raw materials for climate change mitigation S M L EPC DoVC **ACTUAL** Promoting EPC's advanced carbon management solutions to clients M L EPC DoVC **POTENTIAL**	Measuring and reducing our greenhouse gas emissions and building resilience to climate change
Energy efficiency (E1)		Energy consumption for the Groupe's operations still derives mainly from fossil fuels S M L EPC **ACTUAL**	Exposure to risks associated with transition risks: shortages, rising energy prices, costs of adapting equipment and processes, and higher prices for green energy S M L EPC **ACTUAL**	Opportunities arising from the demand for primary and secondary raw materials for the energy transition and the need for more efficient buildings and infrastructure S M L EPC DoVC **ACTUAL**	Measuring and reducing our greenhouse gas emissions and building resilience to climate change

B.3 GENERAL INFORMATION
Business model and value chain

EPC MATTER	MATERIAL POSITIVE IMPACTS	MATERIAL NEGATIVE IMPACTS	MATERIAL RISKS	MATERIAL OPPORTUNITIES	RELATED TOPICAL SECTION
Remediation and decontamination activities E2	Remediation activities (asbestos removal, lead removal, chemical substances, and other waste) that help clean up living spaces S M L UM DoVC **ACTUAL**	Dust and pollution caused by Urban Mining activities S M L UM **ACTUAL** Air pollution from asbestos resulting from improperly handled asbestos removal operations S M L UM **POTENTIAL**	Financial, reputational and health risks arising from the improper handling of operations involving hazardous materials, including substances of concern and substances of very high concern: asbestos, lead, hydrocarbons S M L UM **POTENTIAL**	Opportunities arising from the need to remediate buildings containing asbestos or lead, and soil contaminated by chemicals (metals, hydrocarbons, etc.) or waste (fly-tipping, former landfill sites): a market that remains significant S M UM **ACTUAL** Opportunities arising from new substances classified as hazardous (silica, PFAS, etc.) M L UM **POTENTIAL**	Preventing and combating pollution
Management of pollution and hazardous substances E2		Risks of spillage and pollution associated with the presence of hazardous substances (including substances of concern and substances of very high concern) at storage and production sites: risks to the environment and to workers S M L EDB **ACTUAL**	Reputational, legal and financial risks in the event of pollution S M L EDB **ACTUAL** Costs associated with modifications to equipment to reduce potential impacts S M L EDB **ACTUAL**		Preventing and combating pollution
Water resources E3		Water consumption for the Groupe's operations and for the production of raw materials purchased by the Groupe S M L UpVC EDB **ACTUAL**	Risks of shortages or price hikes for EPC or within its upstream value chain M L UpVC EDB **POTENTIAL**		Improving water management
Biodiversity and ecosystem services E4	A significant proportion of undeveloped land within the Groupe's portfolio, enabling the preservation of the size and state of ecosystems S M L EDB **ACTUAL**		New regulations that could impose further constraints on subsidiaries' and customers' sites, particularly delays in the granting of operating licences (storage areas, mine openings) S M L EPC DoVC **ACTUAL**	Opportunities arising from net zero land artificialization targets, which encourage the renovation of developed and unused spaces S M L UM **ACTUAL**	Committing to preserving biodiversity and ecosystems
Waste recovery and circular economy E5	Turning waste into resources is at the heart of the Urban Mining business: sorting waste at source from demolished buildings and infrastructure, with a focus on the circular economy and the recovery of secondary resources S M L UM **ACTUAL**			Opportunities arising from stricter waste management regulations, which encourage the conversion of waste into secondary resources S M L UM **ACTUAL**	Promoting the circular economy and waste recovery
Diversity, equity and inclusion S1		Traditionally male-dominated professions and a still low proportion of women in the workforce S M EPC **ACTUAL**		Diverse profiles and equal opportunity are key factors in the Groupe's appeal and in fostering engagement among our teams, whilst also enabling a better understanding of the needs of different markets S M L EPC **ACTUAL**	Supporting employees and improving quality of life at work Promoting diversity, equity and inclusion

B.3 GENERAL INFORMATION
Business model and value chain

EPC MATTER	MATERIAL POSITIVE IMPACTS	MATERIAL NEGATIVE IMPACTS	MATERIAL RISKS	MATERIAL OPPORTUNITIES	RELATED TOPICAL SECTION
Training and engagement (S1)	Recruitment for technical roles: Groupe's commitments to skills development S M L EPC **ACTUAL** Voluntary collective agreements in certain subsidiaries S M L EPC **ACTUAL**	Absence of minimum wages in certain geographical areas, which requires detailed analysis to ensure there are no adverse impacts S M EPC **POTENTIAL**			Supporting employees and improving quality of life at work Developing competence and engagement
Worker safety (S1)		Risks to exposed employees arising from the Groupe's operations, including the production, storage, transport and use of primary and secondary civil explosives, drilling and blasting operations, and operations at demolition and asbestos removal sites S M L EPC **ACTUAL**	Financial, reputational and legal risks in the event of occupational illnesses or work accidents S M L EPC **ACTUAL**	Groupe's long-standing expertise and experience in health and safety, which constitute a competitive advantage S M L EPC **ACTUAL**	Ensuring the health and safety of our workers
Process safety (S3)		Risk of major accidents related to the production, storage, transport, and use of primary and secondary civil explosives and hazardous materials, with impacts on people and the environment S M L EDB **ACTUAL**	Risks associated with extreme weather events that could compromise existing preventive measures M L EDB **POTENTIAL** Financial, legal, and reputational consequences in the event of a major accident S M L EDB **POTENTIAL**	Engagement with local communities and authorities to promote risk prevention and social acceptance of our operations S M L EDB **ACTUAL** Exemplary process safety that enhances the Groupe's reputation, including among employees S M L EDB **ACTUAL**	Preventing major accidents through process safety
Client relations and quality/ safety of products (S4)		Use of civil explosives products whose handling must be regulated S M L EDB DoVC **ACTUAL** Quality issues that could put operators in danger S M L EDB DoVC **POTENTIAL**	Financial, reputational and legal risks in the event of poor quality or inadequate communication regarding the handling of explosives S M L EDB DoVC **POTENTIAL**	Use of civil explosives products by the Groupe's subsidiaries, ensuring the quality and safety of operations S M L EDB DoVC **ACTUAL** Opportunities related to the development of QA/QC services, which, in particular, enable clients to be better informed about performance and impacts within their value chain S M L EDB DoVC **ACTUAL**	Guaranteeing quality products and services over the long term
Relations with local communities (S3)	Contributions to the development of local communities when establishing subsidiaries in rural areas S M L EDB **ACTUAL**	Nuisances for local communities and residents S M L EPC **ACTUAL** Impacts of the value chain (particularly downstream), over which EPC has little influence S M L DoVC **ACTUAL**	Lack of mechanisms for reporting complaints and disputes: risks affecting the continued validity of operating licences S M L EDB **POTENTIAL**	The satisfaction of local communities, essential for the development of operations (including the recruitment of employees from the communities affected) and the social acceptability of the mines S M L EDB DoVC **ACTUAL**	Ensuring dialogue and action in favour of local communities

B.3 GENERAL INFORMATION
Business model and value chain

EPC MATTER	MATERIAL POSITIVE IMPACTS	MATERIAL NEGATIVE IMPACTS	MATERIAL RISKS	MATERIAL OPPORTUNITIES	RELATED TOPICAL SECTION
Business ethics and fundamental rights S1 S2 G1	Liaising with the public sector in our capacity as experts in the field to raise awareness of the Groupe's operations and promote the highest standards and norms S M L EPC **ACTUAL**	Incidents and cases of corruption S M L UpVC EPC DoVC **POTENTIAL**	Cases of corruption giving rise to legal, reputational and financial risks S M L EPC **POTENTIAL** Associations with companies that do not respect human rights, giving rise to legal and reputational risks for the Groupe S M L UpVC DoVC **POTENTIAL**	Ethical business practices that safeguard the Groupe's reputation and its business relationships S M L EPC **POTENTIAL** Influencing standardisation work relating to the production, storage and use of civil explosives to ensure technical realities are taken into account and the Groupe's best practices are promoted S M L EDB **ACTUAL** Representing the Groupe's interests to downstream players in the metals and minerals value chains to enhance understanding of the Groupe's activities and the impact of explosives on their operations and greenhouse gas emissions S M L EDB DoVC **ACTUAL**	Ensuring respect for human rights Ensuring ethical business practices
Workers in the value chain S2			Associations with companies that fail to respect human rights, business ethics or appropriate security measures, thereby exposing the Groupe to legal and reputational risks S M L UpVC DoVC **POTENTIAL**		Ensuring respect for human rights Ensuring ethical business practices Ensuring the health and safety of our workers Preventing major accidents through process safety
Responsible procurement E5 G1			The risk of stricter regulations on products purchased by the Groupe, leading to shortages or price hikes M L UpVC EDB **POTENTIAL**		Developing our relationships with suppliers by encouraging responsible procurement practices

B.3.5.2 Risk framework shared with the Universal Registration Document

The consolidation of risks identified through the double materiality analysis and those presented in the management report section of EPC Groupe's annual financial statements results in a risk framework shared across all documents included in the URD (Section 3: Risk factors). This framework lists all risks addressed both in the management report and the most significant risks in this sustainability statement, with the final two columns indicating the cited documents.

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

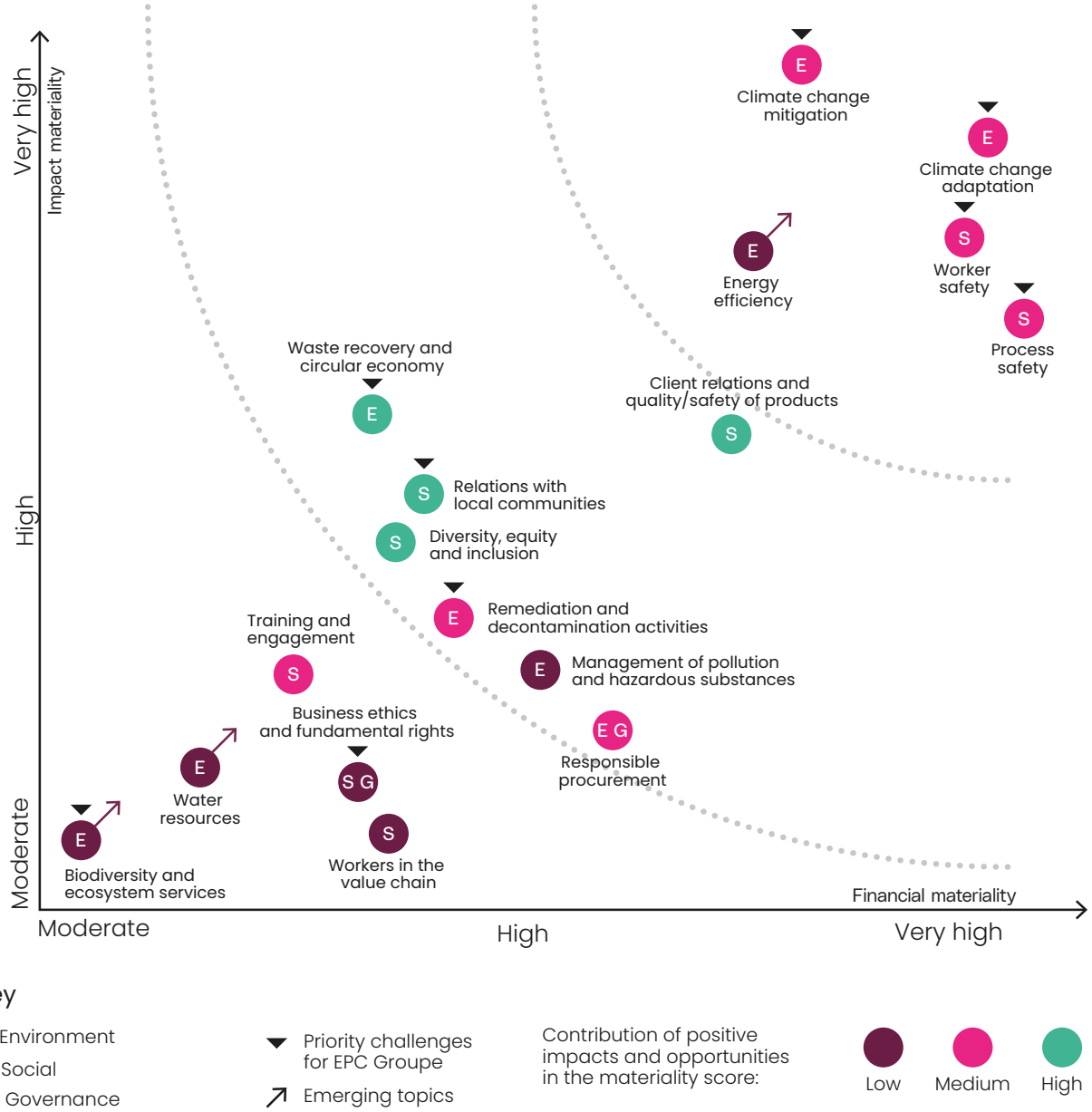
- The methodology used to assess the 'financial' risks covered in the management report has been adopted by the Groupe for several years and is designed to maintain a 'consistent approach'.
- The methodology used to assess 'non-financial' or 'sustainability' risks is that put forward by the above-mentioned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

NATURE	MAIN RISKS IDENTIFIED	URD REFERENCE	SUSTAINABILITY STATEMENT SECTION
Risks relating to the company's business and strategy	Risks relating to joint ventures entered into by the Groupe and joint venture arrangements	3.1.1	
Operational risks	Risks relating to the Groupe's dependence on certain suppliers	3.2.1	
	Risks relating to the occurrence of industrial and environmental accidents	3.2.2	D.5
	Supply disruption due to issues in the supply chain	3.2.3	
	Risks relating to data integrity arising from IT failure or cyberattack	3.2.4	
Financial risks	Risks relating to fluctuations in raw material prices	3.3.1	
	Risks relating to the introduction of protectionist measures	3.3.2	
	Liquidity and interest rate risks	3.3.3	
Risks relating to the company's market and environment	Risks relating to the occurrence of a pandemic	3.4.1	
	Political risks	3.4.2	
Risks relating to climate change adaptation	Increase in the frequency and intensity of natural phenomena causing significant material damage		C.1
Risks relating to climate change mitigation	More stringent regulatory obligations		C.1
Risks relating to energy efficiency	Shortage of energy availability and rising tariffs		C.1
Risks relating to worker safety	Occurrence of occupational accidents		D.4

B.3.5.3 Simplified visual representation of the double materiality assessment results

In the interest of clarity and transparency, the Groupe also seeks to provide both internal and external stakeholders with a simplified graphical representation of its most material issues. The matrix below illustrates six dimensions:

- The E, S and G icons indicate whether the issue relates to Environmental, Social or Governance matters.
- The x-axis represents financial materiality (the materiality of risks and opportunities associated with the issue).
- The y-axis reflects impact materiality (the materiality of negative and positive impacts associated with the issue).
- The triangle adds a subjective layer, highlighting issues that the Groupe prioritizes in its action plans.
- The Groupe recognizes that some sustainability issues are gaining prominence and will warrant particular attention in the years to come. These are identified as "emerging topics".
- Finally, the colour of the icons indicates the contribution of opportunities to the overall financial materiality score.



B.4 Information on the materiality assessment process

B.4.1 A consistent approach

The double materiality assessment is used to identify material positive and negative impacts (impact materiality) as well as material risks and opportunities (financial materiality), thereby determining which information must be disclosed in the sustainability statement.
The Groupe has been developing its expertise in double materiality assessments since the 2022 NFPS, with a view to gradually incorporating the requirements of the CSRD into its annual report. In 2024, EPC Groupe published an analysis in line with the ESRS, notably by further formalizing its methodology and involving internal experts.
At the time of the review of the double materiality assessment for the 2025 sustainability statement, the proposals to simplify the ESRS were published by EFRAG. These proposals include, in particular, clarifications and simplifications regarding the double materiality assessment. These texts are still in draft form and do not apply to the 2025 financial year. Against this backdrop of uncertainty and pending the publication of the simplified standards in the EU Official Journal, there are no major changes to EPC's double materiality assessment methodology for 2025. EPC has nevertheless taken into account initial feedback from the standard-setting bodies (EFRAG) and authorities (ESMA, AMF, ANC) to make two methodological adjustments. Firstly, the CSR Department raised the materiality threshold, which resulted in a reduction in the number of material impacts, risks and opportunities at Groupe level, thereby enabling a focus on those that are most material, particularly in the summary description of material issues included in section B.3.5 and at the start of each thematic section. The CSR Department then revised the definition of positive impacts so that it no longer includes the mitigation of negative impacts or regulatory compliance. In addition, the Groupe carried out qualitative reviews in light of recent developments within the Groupe (the acquisition of Pirobrás, internal reorganizations and the creation of new departments, and the expansion of internal studies).
A more detailed review and update of the methodology may be carried out in 2026, depending on the final simplifications to the ESRS.

B.4.2 Governance and scope of the double materiality assessment

The double materiality assessment covers all fully consolidated subsidiaries of the Groupe and both of its value chains, i.e., the Explosives and Drilling & Blasting activity and the Urban Mining activity. These two value chains are assessed separately.
The scope of the double materiality assessment is further detailed in the section of the sustainability statement dedicated to the Groupe's business model, which includes both a diagram and a description of EPC's activities. The analysis of the value chain focuses primarily on tier 1 relations. Impacts, risks and opportunities may also be identified beyond tier 1, further up or down the value chain.

The analysis is led at Groupe Head Office level by the CSR Department, with the involvement of business experts, functional Directors and Area Managers. The role of the CSR Department is to develop, document and implement a methodology that complies with ESRS requirements. In 2024, the CSR Department organized a review involving internal experts across all sustainability matters to refine the definitions and reassess their materiality evaluation. The CSR Department may also be appointed as an internal expert on the areas in which it specializes, such as climate-related issues. Steering by the CSR Department ensures consistency in how sustainability matters are characterized and scored. The internal expert review may be repeated in 2026 or 2027, according to the finalized simplified ESRS standards.

The methodology and conclusions of the double materiality assessment are presented to the Groupe's various governance bodies, which are described in section B.2 Organizational structure and governance:

- The methodology and findings of the double materiality assessment, along with any updates, are regularly presented to the G7 at its meetings. Some of the G7 members were also appointed as internal experts and thus reviewed and validated the double materiality assessment for the scope assigned to them in 2024.
- The methodology and findings of the 2024 double materiality assessment were presented to the Strategy and CSR Committee of the Board of Directors as part of the presentation of the 2024 sustainability statement in March 2025. In 2025, the Strategy and CSR Committee was split into two separate committees, in line with the recommendations of the Middlenext Code.

The new committee responsible for reviewing and validating sustainability information is now the CSR Committee, chaired by an independent administrator. An initial in-depth presentation of the methodology and findings from 2024 was given to the Chair of the CSR Committee in July 2025. The double materiality assessment conducted in 2024 and its update for the 2025 sustainability statement were presented to the CSR Committee on 27 February 2026.

B.4.3 General process for identifying and assessing material impacts, risks and opportunities

B.4.3.1 Description of the process

The identification and assessment of impacts, risks and opportunities described below is carried out using a spreadsheet model developed by the CSR Department. The starting point for the analysis is the table in AR-16 of ESRS 1, which details sustainability matters (i.e., the full list of topics, subtopics and sub-subtopics set out in AR-16) that the company must assess itself against. These 92 rows are duplicated, since the analyses are conducted separately for the Explosives and Drilling & Blasting value chain and for the Urban Mining value chain.
The spreadsheet template then includes a number of columns enabling the CSR Department and business experts to describe and score positive impacts, negative impacts, risks and opportunities. This model is based on the scoring principles described below.
Workshops with internal experts are also based on this same spreadsheet model.

1 Documentary sources

The CSR Department and business experts base their analysis on their knowledge and experience, taking into account their ongoing interactions with various stakeholders. Business experts are familiar with expectations, requirements and constraints, and are therefore in the best position to compare the various stakeholders and to assess and prioritize these criteria. They may also draw on documentary sources.
Objective sources (typically reports) include:
- Reports from the International Energy Agency (IEA),
- Reports from the International Monetary Fund (IMF),
- Reports from the Intergovernmental Panel on Climate Change (IPCC),
- Sector-specific reports on mining activities,
- Sustainability reports from value chain actors,
- Reports from financial institutions such as insurers.

For issues specific to the Groupe, sources may include:
- Missions conducted by the CSR Department and business experts at subsidiary level, and their extensive interactions with subsidiaries,
- Risks identified in the Universal Registration Document,
- Meetings with stakeholders (including dedicated sessions, participation in industry forums and professional bodies, and day-to-day operational relationships),
- Stakeholder expectations expressed through ESG questionnaires (Ecovadis, lender questionnaires, client surveys, tender requirements, etc.) or via other channels, such as the internal employee engagement survey,
- Other relevant frameworks or sector standards (GRI Mining, EFRAG Quarrying & Mining draft standard, IRMA standard).

B.4.3.2 Principles for assessment

1 Positive and negative impacts: impact materiality

Positive and negative impacts are described for each subtopic or sub-subtopic, then assessed according to two criteria:
- Severity: for negative impacts, the severity is based on the scale, scope and irremediable character of the impact; for positive impacts, the severity rating is based on the scale and scope of the impact.
- Likelihood: this is evaluated based on internally defined criteria that are aligned with ESRS methodological guidelines. It should be noted that for actual and recurring impacts, likelihood is scored at the highest level.

Impacts may or may not have financial consequences. They may be positive or negative, actual or potential, and occur in the short, medium or long term. Impacts may stem from the company's own activities or from those of its upstream and downstream value chain (including through its products/services or business relationships).
The materiality score is the sum of the scores for positive and negative impact materiality.

2 Risks and opportunities: financial materiality

Risks and opportunities are described for each subtopic or sub-subtopic and then assessed according to two criteria:

- Magnitude,
- Likelihood: for actual and recurring effects, the probability is rated at the highest level.

Risks and opportunities refer to the financial effects linked to the company's impacts and its dependencies on its environment and on people. These financial effects may directly or indirectly influence the company's financial position, financial performance, cash flows, access to finance, cost of capital or business development. As with the positive and negative impacts, risks and opportunities relate to the company's own activities (including its strategy and intent) as well as to the activities of its business relationships. The materiality assessment of risks and opportunities ensures that materiality is taken into account for users of general-purpose financial reports. The financial materiality score is the sum of the scores for the materiality of risk and the materiality of opportunities.

3 Link between impact materiality and financial materiality

As noted in ESRS 1 (in particular § 38), impact materiality and financial materiality are sometimes inter-related: company impacts may have financial consequences (risks or opportunities). In such cases, a sustainability matter may be considered material from both an impact and a financial perspective.
The quantitative and qualitative thresholds used to assess the materiality of impacts, risks and opportunities are described in greater detail in the appendix to this sustainability statement.

4 Renaming of EPC-specific matters

To ensure maximum clarity and transparency for stakeholders who may not be familiar with ESRS-specific terminology, the Groupe has chosen to group and rename EPC-specific issues using clear and widely understood terms relevant to its business sectors. To support the review by internal experts and to enhance understanding and integration into the visual representation, the Groupe has classified ESRS 1 sustainability matters into a set of "EPC-specific matters". This approach enables the Groupe to provide both internal and external stakeholders with the simplified visual representation of the double materiality analysis results presented in the previous section.
A correspondence table mapping the "EPC-specific matters" is available in the appendix to this sustainability statement.

B.4.3.3 Review by internal experts and consideration of stakeholders

1 Internal experts

Internal experts include Functional Directors or Area Managers who were consulted in 2024 on the material issues that fall within their expertise, as reformulated by the Groupe ("EPC-specific matters" described above). These "EPC-specific matters" allow for a more tailored breakdown aligned with actual domains of expertise. For example, worker safety can be assessed independently, even though it is part of a broader topic relating to the company's workforce in the ESRS. In 2025, a review was conducted with an additional Area Manager to ensure that the specific challenges associated with the Groupe's acquisition of Pirobrás were taken into account.

2 Organization of workshops with internal experts

In 2024, nine workshops were held to refine and validate the identification and evaluation of impacts, risks and opportunities. The stakeholder mapping was also reviewed during these workshops. They also allowed for the identification of local issues, which may not be considered material at Groupe level according to ESRS but still warrant local monitoring actions in line with the Groupe's CSR commitments. The workshops also served a purpose:

- Awareness and training: it is important that internal experts be first made aware of and then trained in the double materiality assessment process.
- Information: Ultimately, all IROs (impacts, risks, opportunities) are intended to be presented to the Groupe's management, including sustainability matters not directly related to their function.

When relevant, a single issue may be reviewed with multiple internal experts. Similarly, comments made during interviews on matters outside the initial scope of discussion are also taken into account.

3 Link between stakeholders and internal experts

The views and interests of stakeholders are also taken into account in EPC's double materiality assessment:

- The CSR Department and business experts have a deep understanding of stakeholder concerns through their participation in professional forums and associations, regulatory and strategic monitoring (focused on ESG and the Groupe's sector), missions in subsidiaries, etc.
- Internal experts are in constant dialogue with affected stakeholders and/or their representatives. For instance, the involvement of Area Managers ensures that the interests of local suppliers, employees and clients are taken into account.

B.4.3.4 Determination of information to be disclosed

EPC has established a materiality threshold to determine which information must be disclosed in its sustainability statement. Materiality is assessed, based on the identified material impacts, risks and opportunities, at the level of subtopics, or where applicable, sub-subtopics, in accordance with the table of sustainability matters in AR 16 of ESRS 1.
The list of material subtopics or, where relevant, sub-subtopics for the Groupe is provided in the appendix to this sustainability statement.
For topics that include material issues, EPC discloses information on the management of impacts, risks and opportunities in alignment with the minimum disclosure requirements on policies and actions set out in ESRS 2 (MDR-P and MDR-A). For disclosure requirements related to indicators and targets, EPC applies the principles of information materiality (as set out in Appendix E of ESRS 1) to determine which data points are material, especially in cases where disclosure is conditional. A number of material data points will not be available in this second sustainability statement. Given the very significant volume of information to be disclosed in order to comply with the ESRS, and the anticipated updates to these standards in 2026, EPC Groupe is unable to commit to a timeline for each individual indicator. These disclosures will be progressively integrated into future sustainability statements.
In accordance with §132 of ESRS 1 regarding the transitional provision on Chapter 5 "Value chain", the concerned sections of this report provide details of the existing communication channels between EPC Groupe and its value chain stakeholders. The Groupe's efforts and dedicated resources are currently focused first on indicators relating to EPC's own activities. In line with §133 of ESRS 1, for the first three years of reporting, EPC Groupe is not required to include information on its upstream and downstream value chain in the indicators it discloses, except where data points are required by other pieces of EU legislation, as listed in Appendix B of ESRS 2.
Pursuant to the Omnibus Directive, EPC is authorized to continue to omit information according to the list of phased-in disclosure requirements set out in the ESRS.

Operators on the TELT construction site, France

B.5 CSR Policy

EPC Groupe's strategy is to unite economic, ethical and environmental performance by ramping up the transformation of its operations towards models that are increasingly environmentally sustainable and socially acceptable. This ambition, deeply rooted in the Groupe's history and core activities, reflects the values and convictions held by its employees, leaders and shareholders. With over 130 years of expertise, EPC Groupe is at a pivotal stage in its development, enabling it to create both economic and socially responsible value, notably through its contribution to making the mineral extraction value chain more sustainable.

The challenges facing the Groupe's value chains — Explosives, Drilling and Blasting, and Urban Mining — are intrinsically linked to issues of sustainability and social acceptability. They reflect regulatory changes, client expectations, and the expectations of local communities and regions, as well as the aspirations expressed by new generations of employees.

In 2024, the EPC Groupe formalized its CSR Policy, which has been translated into the Groupe's primary languages, in order to share and promote its commitments. This framework document, which is available to all on the Groupe's website, applies to all subsidiaries and serves as a common framework. Accordingly, the CSR Policy was translated into Brazilian Portuguese in 2025 and will be the subject of a dedicated presentation and awareness campaign for the teams at the Pirobrás subsidiary.

The CSR Policy is underpinned by the Groupe's documents, procedures and processes, which ensure its implementation, distribution and evaluation. The main points are outlined below.

B.5.1 Specific documentation on business ethics and Safety, Health, and the Environment

The Groupe's CSR Policy is underpinned by the existing governance framework and other policies addressing specific issues that are applicable to all Groupe employees, including:

- EPC Groupe's Code of Good Business Practice, which sets out standards in terms of ethics, respect for human rights, responsible business practices and environmental protection, and forms a key pillar of the Groupe's compliance framework, alongside the Anti-Corruption Code and the Responsible Procurement Charter.
- The Groupe's Safety, Health and Environment (SHE) Policy, which establishes a framework designed to ensure safe and responsible working conditions across all sites and operations. It is underpinned by a strong commitment to zero accidents, the adoption of the ISO 14001 and ISO 45001 standards (for which some subsidiaries are certified), as well as a continuous improvement approach that incorporates risk prevention, environmental protection and the empowerment of every employee.

EPC Groupe Convention, in 2025 on the theme of "Enabling Mineral Sustainability"

B.5.2 Developing a CSR culture through employee awareness-raising and training

The implementation of the CSR Policy relies heavily on building employee skills and raising awareness. Since 2024, EPC Groupe has continued to expand its training initiatives on CSR issues, with the aim of helping everyone gain a better understanding of key concepts, sector-specific challenges and the Groupe's sustainability goals, ultimately leading to the development of action plans within its subsidiaries.
Since the initiative was launched, nearly thirty training sessions have been organized for employees at the subsidiaries, involving nearly 400 participants. The training was delivered using educational tools, primarily collaborative CSR workshops (Fresques), with working groups focused on the Sustainable Development Goals (SDGs) deemed most relevant to the Groupe. In addition, a number of one-off awareness-raising initiatives were carried out to foster a shared culture of sustainability and strengthen individual and collective commitment. The CSR Department makes an annual presentation at the Groupe Convention and regularly takes part in functional and Area seminars.

B.5.3 Internal communication: a driver of engagement in support of the Groupe's CSR commitments

Against a backdrop of growth, and with a view to fostering a sense of collective momentum and promoting more inclusive and unifying communication, the Groupe launched an internal television channel, EPC TV, in 2025, which is available to all Groupe employees. This innovative resource is broadcast throughout the Groupe and is available in the Groupe's main languages to ensure that teams can access it easily, regardless of their location, role or working language.
EPC TV highlights the Groupe's operations, its innovations, and its internal and external initiatives, as well as the men and women who bring them to life every day. By recognizing employees, their expertise and their achievements, EPC TV helps to strengthen their sense of belonging and pride in being a part of the Groupe.
A powerful tool for fostering dialogue and engagement, this channel promotes a common culture, helps to disseminate the Groupe's values and plays an active role in strengthening social ties. By fostering inclusion and long-term engagement among the Groupe's employees, EPC TV is fully aligned with and committed to the Groupe's CSR policy.

Interview of the Groupe's Chairman & CEO for EPC TV

B.5.4 Support for subsidiaries tailored to their specific challenges and needs

Certain subsidiaries are supported in producing a dedicated CSR report, based on the Groupe's sustainability statement and tailored to their specific challenges. These reports help to facilitate communication and ensure that each subsidiary takes ownership of policies, challenges, initiatives and objectives.
In 2025, aspects relating to the CSR Policy and ESG initiatives were specifically incorporated into the subsidiaries' budget review processes, with a view to combining financial and non-financial considerations.
In 2026, the Groupe plans to launch and coordinate a network of CSR Leads, with one representative from each operating subsidiary, to improve the sharing of best practices and further strengthen training.

B.5.5 Project Ecoforce – Structuring eco-design and environmental management

Launched in 2025, the Ecoforce project aims to systematize and roll out the integration of eco-design across EPC Groupe's operations. Launched as part of the *Appel à Manifestation d'Intérêt pour la Transition écologique des organisations* (AMI TORGA – Call for Expressions of Interest for the Ecological Transition of Organizations) and co-funded by ADEME, the project is supported by teams from EPC 2i, a subsidiary specializing in Research and Development activities. Ecoforce is based on a methodological approach centred on the lifecycle assessment (LCA) of products, services and the organization (OLCA), with the aim of objectively assessing environmental impacts, guiding industrial decision-making and managing environmental performance. The project is being rolled out progressively in phases based on a multi-year plan. It combines initial assessments, the development of an eco-design strategy, operational implementation and knowledge transfer, all in service of the continuous improvement of our processes and practices.

B.5.6 External recognition of the CSR approach

In 2024, EPC Groupe was awarded an Ecovadis silver medal with a score of 72/100, placing it in the top 15% of companies assessed worldwide. In 2025, this trend of progress was confirmed when the Groupe was awarded another silver medal, accompanied by an improved score of 76/100, placing the Groupe among the top 10% of the companies assessed.
This progress reflects the Groupe's ongoing commitment to corporate social responsibility and the continuous improvement in the quality of its ESG reporting. EPC Groupe stands out in particular for its management of decarbonisation, which Ecovadis rated "advanced", attesting to the implementation of a structured system, clear commitments, concrete operational measures and robust monitoring and reporting capabilities.

CSR,
COMMITTING FOR OUR FUTURE

EPC provides the materials for tomorrow's sustainable infrastructures.

EPC is committed to an energy transition which drives its growth and sustainable transformation.

EPC reduces its consumptions and develops the circular economy to limit its impact.

EPC is committed to protecting biodiversity.

EPC is attentive to the development of its employees and prioritises their safety.

EPC innovates for efficiency from design to implementation.

EPC adopts responsible governance principles for ethical business practices.

EPC supports the diversity which has been its strength for 130 years and is committed to equality.

Restoration of the Petit Minou Lighthouse, Plouzané, France

C. Environmental information

C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change

The fight against climate change is at the heart of EPC Groupe's strategic priorities. This section ties in with the description of the Groupe's business model (B.3.1) and the description of the key sustainability objectives in which the Groupe's activities are directly involved (B.3.2).

C.1.1 Stakes

1 Summary of impacts, risks and opportunities

The following tables summarize the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

- S Short term (< 1 year)
- M Medium term (1 to 5 years)
- L Long term (> 5 years)

Position in the value chain:

- EPC EPC own activities
- UM Urban Mining activities only
- EDB Explosives and Drilling & Blasting activities only
- UpVC Upstream value chain
- DoVC Downstream value chain

Climate change adaptation	
Material positive impacts	Participation in infrastructure projects aimed at adapting to climate change (dams, reservoirs, reinforcement works, transport infrastructure) S M L EDB DoVC **ACTUAL**
	Integration into the value chain for the extraction of primary and secondary raw materials essential for the construction of resilient buildings and infrastructure adapted to the green transition S M L EPC DoVC **ACTUAL**
Material negative impacts	Indirect impact resulting from the Groupe's greenhouse gas emissions, which contribute to an increase in the frequency and intensity of climate-related physical risks S M L EPC **ACTUAL**
Material risks	Exposure to climate-related physical risks: natural phenomena related to temperature, wind, water and land. The risks vary depending on the hazards, the location and the activities carried out at the sites. Such incidents could result in significant damage to property and injury to people, either at EPC or within its value chain. S M L UpVC EPC DoVC **ACTUAL**
Material opportunities	Opportunities arising from the demand for primary and secondary raw materials to support climate change adaptation S M L EPC DoVC **ACTUAL**
	Opportunities arising from the demolition of old buildings and infrastructure to make way for more resilient buildings and infrastructure S M L UM **ACTUAL**
	R&D projects that take into account climate-related physical risks to improve the resilience of industrial facilities M L EDB **POTENTIAL**

EPC Mineex operators, Senegal

Climate change mitigation

Material positive impacts	Integration into the value chain for the extraction of primary and secondary raw materials essential to the energy transition (critical metals) S M L EPC DoVC **ACTUAL** Placing secondary raw materials on the market, which have a lower carbon footprint than primary raw materials S M L UM DoVC **ACTUAL**
Material negative impacts	Groupe's greenhouse gas emissions, which contribute to global warming S M L EPC **ACTUAL**
Material risks	Exposure to transition risks: carbon taxation (rising prices), reporting requirements, investment in low-emission equipment, higher prices for low-carbon raw materials... S M L UpVC EPC DoVC **ACTUAL**
Material opportunities	Opportunities arising from the demand for primary and secondary raw materials for climate change mitigation S M L EPC DoVC **ACTUAL** Promoting EPC's advanced carbon management solutions to clients S L EPC DoVC **POTENTIAL**

Energy efficiency

Material negative impacts	Energy consumption for the Groupe's operations still derives mainly from fossil fuels S M L EPC **ACTUAL**
Material risks	Exposure to risks associated with transition risks: shortages, rising energy prices, costs of adapting equipment and processes, and higher prices for green energy S M L EPC **ACTUAL**
Material opportunities	Opportunities arising from the demand for primary and secondary raw materials for the energy transition and the need for more efficient buildings and infrastructure S M L EPC DoVC **ACTUAL**

2 Description of impacts, risks and opportunities

EPC Groupe recognizes climate change as a key challenge for its business model, both in its own operations and across its value chain.

The Groupe's integration into the value chains for the extraction of primary and secondary raw materials, which are essential for addressing the challenges of climate change adaptation and mitigation, is discussed in section B.3 Business model and value chain. The Groupe's expertise, which is drawn upon at various stages of transport and energy infrastructure projects, serves both as a catalyst for positive impact and as a source of commercial opportunities. The Explosives and Drilling & Blasting subsidiaries are thus involved in projects such as dams, reservoirs, ground stabilization works, and the construction of rail transport infrastructure or renewable energy infrastructure. Furthermore, drilling and blasting operations enable the extraction of metals and minerals that are essential to the energy transition. For example, it is estimated that the construction and installation of a single 3.6 MW wind turbine requires 400 tonnes of metal and 1,000 tonnes of concrete, and therefore cement and aggregates, materials whose primary extraction involves the use of civil explosives. The energy transition requires unprecedented volumes of minerals, which supports demand for both primary raw materials (from natural mining) and secondary raw materials (from urban mining). Secondary raw materials have a lower carbon footprint, which helps to reduce emissions in the Groupe's downstream value chain. Deconstruction, decontamination and demolition are all necessary steps in making way for more efficient and resilient buildings and infrastructure.

Climate change gives rise to risks that can be divided into two categories: physical risks and transition risks (including transition risks arising from the need to adapt to climate change-related hazards).

All of EPC Groupe's activities generate greenhouse gas (GHG) emissions, particularly through the production of the raw materials it uses. As such, the Groupe is exposed to transition risks, including legal and reputational risks stemming from failure to measure or reduce its GHG emissions, as well as specific financial risks involving, for example, the implementation of regulatory mechanisms like the Carbon Border Adjustment Mechanism (CBAM), carbon markets (e.g., the EU-ETS), or the correlation between financing interest rates or insurance rates and ESG performance, including GHG emissions. The management of risks associated with carbon taxes on products purchased by the Groupe is discussed in this section. E.2 Developing our relationships with suppliers by encouraging responsible procurement practices. In order to prioritize and implement the most impactful GHG reduction actions, a complete and reliable assessment of the Groupe's carbon footprint is essential. The Groupe's advanced carbon management gives it a competitive advantage over the competition.

EPC Groupe's reduction in GHG emissions is closely linked to the reduction in emissions during the production of raw materials, particularly ammonium nitrate, which are required for the production of civil explosives. Major Research and Development work, alongside the modernization of facilities, is being undertaken by leading suppliers in order to significantly reduce CO_2 (carbon dioxide) and N_2O (nitrous oxide) emissions during ammonium nitrate production. Reducing GHG emissions is also in line with energy efficiency objectives: consuming less and emitting

• FOCUS

Climate-related physical risks: working on the resilience of industrial facilities

Stakes

The increasing frequency and intensity of climate-related natural events – including temperature-related phenomena (temperature shifts, heat stress, temperature variability, permafrost thaw), wind-related events (changing wind patterns, cyclones, hurricanes, typhoons, storms, tornadoes), water-related events (droughts, heavy rainfall, flooding, glacial lake outburst floods), and solid-mass movements (coastal erosion, land degradation, soil erosion, solifluction, avalanches, landslides, subsidence) – can lead to significant physical damage. The need to adapt through more resilient and efficient infrastructure and products may result in considerable costs.
Taking climate-related physical risks into account improves the resilience of industrial facilities, particularly when these risks are considered from the outset of industrial projects.

Commitments

Starting in 2025, EPC Groupe began carrying out detailed assessments of climate-related physical risks across its main operational sites. The study is based on scientific data from the IPCC and Munich Re, which are available for various climate scenarios and several time horizons up to 2100. The EPC study focuses on the SSP5 – 8.5 scenario, in line with the ESRS recommendations to consider at least one high-emission climate scenario. Based on this data regarding the level of exposure to each physical risk, received in July 2025, EPC is developing a methodology to analyse its gross risks, net risks and residual net risks.
This study of the climate-related physical risks, initiated in 2025, will gradually enable the Groupe to develop its plan to adapt to climate change.

Governance

Resilience in the face of the physical risks posed by climate change involves changes that may be industrial, operational or financial in nature, and therefore affects several of the Groupe's functions. A cross-functional working group has been set up by the Company Secretariat for Sustainability and Public Affairs, in collaboration with the Groupe Industrial Department, the Groupe Safety, Health and Environment Department, and the Groupe Administrative and Financial Department. The task of this working group is to develop the analytical methodology, roll it out to subsidiaries, and then consolidate it at Groupe level.

Actions

In 2025, EPC first compiled a list of all its global locations: production sites, depots, sorting and landfill centres operated by the Urban Mining activity, and offices. Data on exposure to various physical hazards has been provided for each of these sites via the specialist partner's platform, which brings together data from the IPCC and Munich Re. The cross-functional working group has begun to develop a methodology for analysing and interpreting this scientific data. This methodology involves, in particular, taking into account both the exposure of the sites (which depends on their location and the reference climate scenario selected) and their vulnerability (which depends on the operations carried out at the sites) in order to determine the "gross" risk for each site.
Given the geographical diversity of its operations, the Groupe is well equipped to deal with a wide range of physical hazards. Sharing best practices within the Groupe will enable subsidiaries to better anticipate the new risks to which they will be exposed.

less to cut costs, meet the targets set for COP28 and prevent the risk of shortages. Prioritizing bulk emulsion, substituting certain raw materials and using green energy are all ways of reducing energy consumption in explosives production.

Climate change also affects the environment through its impacts on biodiversity and on the availability and quality of water resources. These sustainability matters are addressed in the relevant dedicated sections of this sustainability statement.

C.1.2 Commitments

1 Employee training

The Groupe believes that reducing its emissions is everyone's responsibility: it is essential to involve and encourage the entire Groupe to commit to this initiative. This is based on a number of principles: training employees in environmental challenges and the ecological transition, formulating guiding principles and sharing best practices. Training courses delivered at subsidiaries aim to improve understanding of calculation methods, enhance the reliability of the primary data used to calculate the GHG emissions report, and ensure a firm grasp of the fundamental concepts required for a critical review and the implementation of an action plan.

• FOCUS

Categories of greenhouse gas emissions

A GHG emissions inventory is an assessment of the quantity of greenhouse gases emitted (or captured) into the atmosphere over a one-year period by an organization's activities. Emissions are classified into predefined categories, called "emission sources". Unlike a financial balance sheet, the GHG emissions inventory accounts for emissions across the company's entire value chain, including both upstream and downstream activities, and particularly (as defined in the ADEME methodology):

Inputs and packaging	Freight	Travels and machinery	Energy (heating, manufacturing...)	Use of sold products	Waste and recycling
Scope 3 upstream	Scope 1 or 2 Scope 3 upstream or downstream	Scope 1 or 2 Scope 3 upstream or downstream	Scope 1 or 2 Scope 3 downstream	Scope 3 downstream	Scope 3 downstream

GHG emissions are typically categorized into three "scopes" (according to the GHG Protocol):

Scope 1
Direct greenhouse gas emissions. Emissions resulting from the combustion of fuel in buildings, machinery, equipment and vehicles operated by the company.

Scope 2
Indirect energy-related emissions. Emissions associated with the consumption of electricity, steam, heat or cooling (or, more precisely, emissions associated with the generation of the electricity, steam, heat or cooling consumed).

Scope 3
Indirect emissions. Emissions associated with the company's value chain: purchased goods and services, freight and transport not operated by the Groupe, product use, waste and investments. They are generally divided into upstream Scope 3 emissions and downstream Scope 3 emissions.

2 Annual GHG footprint update

The Groupe calculated its GHG footprint for the first time in 2022, covering Scopes 1, 2 and 3 (both upstream and downstream greenhouse gas emission sources). The decision was taken to internalize the process in order to gain full control over the collection and calculation methodology and thereby ensure the long-term viability of the annual update of the GHG footprint. Each year, all Scope 1 and 2 emissions are updated, along with the significant categories (95%) of upstream and downstream Scope 3 emissions. An online tool was launched in 2025 to collect data, calculate and consolidate the Groupe's GHG emissions report.

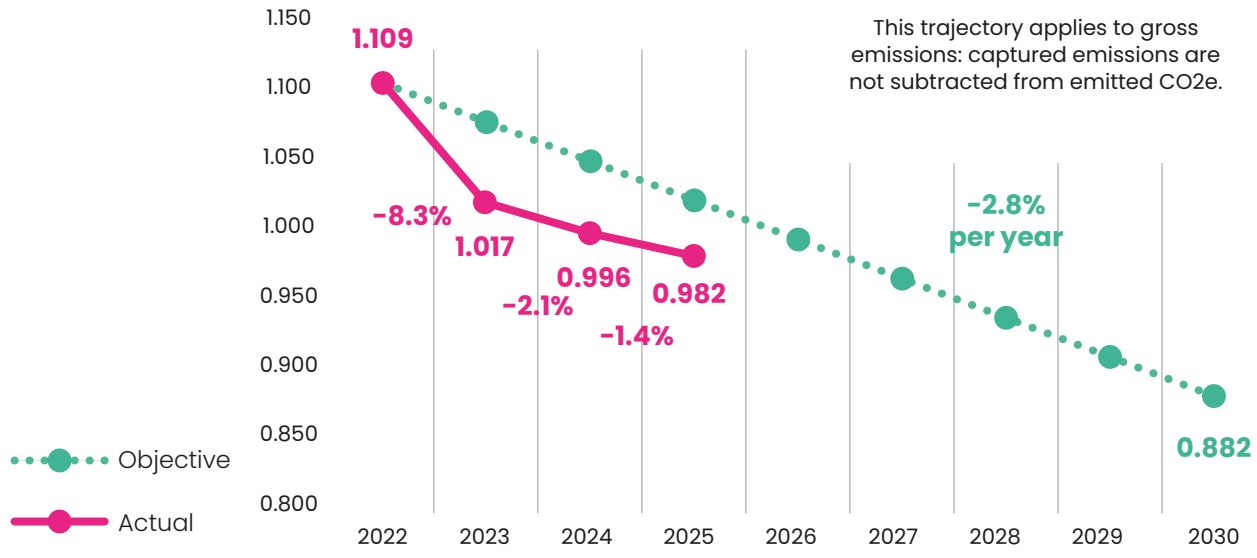
3 Trajectory and action plan

This section outlines the key elements of EPC Groupe's commitments to reducing GHG emissions:

- The Groupe is committed to a target for reducing its GHG emissions based on an intensity ratio.
- The Groupe has identified decarbonisation levers that will support the achievement of its GHG reduction target.
- In 2024, EPC Groupe joined the fourth cohort of the Bpifrance Decarbonisation Accelerator, a support programme that will help refine the Groupe's GHG emissions reduction target.
- The Groupe has assessed its locked-in GHG emissions and has not identified any emissions related to its main products and assets. It should be noted, however, that most of the current processes used by EPC suppliers to produce ammonium nitrate emit N_2O (nitrous oxide), which is a greenhouse gas. The development of low-carbon nitrate produced using hydrogen is described in section C.1.4.3.b.
- The Groupe publishes information on activities and assets eligible and aligned with the EU Green Taxonomy Regulation in section C.6 of this report.

In July 2022, EPC SA signed a €50M senior financing agreement that includes ambitious ESG criteria for a tranche of €20M. In 2024, the ESG criteria were extended to cover the entire credit agreement, incorporating an additional criterion relating to the reduction of EPC Groupe's greenhouse gas emissions in line with the trajectory set out below. This development reflects the Groupe's commitment to CSR.
EPC Groupe has formalized its GHG reduction targets in terms of an intensity ratio. The greenhouse gas emissions reduction target is applied at Groupe level and therefore to all subsidiaries, including those outside the EU. Extending the scope and applying the targets to all of the Groupe's subsidiaries demonstrates the Groupe's commitment to reducing its overall environmental impact. To take account of the growth in EPC Groupe's business volume, the indicator corresponds to the level of GHG emissions

42 3 5 **Carbon intensity ratio and greenhouse gas emission reduction targets for 2030 (in kg CO_2e per euro of consolidated turnover, all scopes)**



(gross emissions across Scopes 1, 2 and 3, in $kgCO_2e$) calculated in accordance with the French Environment and Energy Management Agency (ADEME) method, expressed in relation to Groupe turnover in euros[1].

4 Committing to adaptation and mitigation issues in the downstream value chain

The Groupe is developing digital methods and solutions to reduce GHG emissions from its operations and the value chain for metal and mineral extraction. These methods and solutions, which form EPC Groupe's digital ecosystem, are designed to assist with the planning of mining operations and the selection of products in order to reduce clients' carbon footprints, from the mining stage right through to the marketing of metals and minerals.
Within its value chain, the Groupe applies its expertise to support climate change adaptation and mitigation efforts, by continuing to draw on its technical expertise in drilling and blasting for complex projects such as tunnels, dams and reservoirs.

C.1.3 Governance

Matters related to greenhouse gas emissions monitoring are primarily managed by the Groupe CSR Department, which has dedicated resources allocated to the monitoring and updating of this data. The CSR Department collects activity data annually to calculate the Groupe's GHG emissions inventory, verifies this data and consolidates it at Groupe level. The data is provided by the subsidiaries, under the supervision of Area Managers.
The Board of Directors is kept regularly informed of these matters through the CSR Committee, whose role is to review this work, particularly as part of the sustainability statement preparation process.
The subsidiaries are implementing various initiatives to reduce their greenhouse gas emissions, with the support of the Groupe. 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. The Global Technical Solutions (GTS) division is responsible for developing digital tools that enable the carbon footprint of operations to be monitored as closely as possible on the ground.

C.1.4 Actions

1 Employee training

In 2025, the CSR Department continued to roll out a collaborative CSR workshop (Fresque) and a training module on EPC Groupe's CSR policy in several subsidiaries, both in France and internationally, in particular to raise awareness of the impacts of climate change. In addition, specific training courses on GHG footprint reporting were also delivered during 2025. Depending on the audience, training sessions focus either on data collection and calculation issues or on the interpretation of GHG emissions data, with the goal of preparing emissions reduction action plans. These training sessions aim to clarify the role each individual can play in contributing to climate change mitigation and adaptation efforts.
As part of the sustainability statement procedure and the presentation of the methodology for collecting the data required to calculate GHG emissions, training on climate issues and the challenges involved in collecting and calculating a GHG footprint was provided to all "carbon" coordinators across the industrial and/or commercial subsidiaries.
The CSR Department also takes part in the Groupe's seminars to raise awareness. In June 2025, at the annual Groupe Convention, organized around the theme "Enabling Mineral Sustainability", the CSR Department presented the initial findings of its work on analysing climate-related physical risks. This presentation was given jointly with the Groupe Safety, Health and Environment Director and the Groupe Industrial Director. A progress report was also presented at the Finance Seminar in October 2025.
In 2024, EPC 2i, the subsidiary responsible for Research and Development activities, took part in *Diag'Ecoconception*. This programme, supported by Bpifrance, included a simplified Life Cycle Assessment (LCA) and two days of training on eco-design principles. In 2025, building on this programme, the Groupe launched the Ecoforce project to develop a comprehensive approach to LCA calculation and reporting for its main products and services. This project brings together employees from EPC 2i and the Groupe, and helps to build expertise on climate issues and the calculation of environmental impacts at the product and service level, including GHG emissions.

1 Turnover as disclosed in the appendix to the consolidated annual financial statements (section 18.1.6 of the URD).

2 Annual GHG footprint update

a. Method

The Groupe's GHG footprint is calculated annually by EPC's CSR Department, covering Scopes 1, 2 and 3 emissions, upstream and downstream. The scope of consolidation applied is that of full financial consolidation.

EPC Groupe publishes its GHG emissions in accordance with the GHG Protocol, in line with ESRS requirements. As previously mentioned, EPC Groupe also monitors its GHG emissions by publishing a carbon intensity ratio, calculated as the ratio of the Groupe's GHG emissions, calculated in accordance with the French ADEME method, to the Groupe's consolidated turnover.

The calculation of the first full GHG footprint, published in the 2022 NFPS, identified the most significant emissions. Consequently, since 2023, the collection of activity data has focused on updating Scope 1 and 2 emissions, as well as the main upstream and downstream Scope 3 emission sources (for the Groupe, inputs and the use of sold products account for 61% and 16% of GHG emissions, respectively, in 2025). The 2025 data collection includes new requirements compared with the 2024 collection template, notably involving a more precise identification of intracompany purchases and sales. Other data, which accounts for less than 10% of the Groupe's GHG emissions, are also taken into account by being updated based on volumetric data or by extrapolation, with the uncertainty level required by the methodology applied.

To standardize data collection, ensure the process remains auditable and guarantee that the objectives outlined above are met, the Groupe rolled out the Toovalu online tool in 2025. This tool enables the Groupe to calculate GHG emissions by prioritizing the entry of primary data, i.e., activity data taken directly from utility bills or metres. GHG emissions are calculated in accordance with the French ADEME method and the GHG Protocol method. The data collection tool includes a mechanism for tracking the uncertainty associated with the data provided. The roll-out of the tool simplifies the data collection and calculation process compared with previous years. In fact, thanks to the tool's preconfigured settings, GHG emissions are calculated instantly when subsidiaries enter their data. In addition, data for 2024 has been imported to enable comparison with historical data. The tool therefore serves several of the Groupe's objectives: improving data reliability, providing training resources for subsidiaries, and simplifying consistency checks carried out by central functions.

The emission factors used to convert raw data into GHG emission figures are primarily those from ADEME's Base Carbone®, or those obtained from other data sources (suppliers, lifecycle assessments, other databases, etc.). The roll-out of the Toovalu tool has provided access to new databases, such as the Ecoinvent database, for example for chemicals. The Groupe wishes to ensure consistency in the emission factor sources from one year to the next.

Scope 3 emissions (upstream and downstream) represent more than 90% of the Groupe's carbon footprint, making the accuracy of supplier emission factors a key concern. To ensure the reliability of input-related emission factors, the Groupe's Purchasing Department works with its suppliers to collect supplier-specific emission factors. In 2025, the Groupe collected a large number of new emission factors from its suppliers.

The entire process and related decisions are documented in an internal technical memo.

b. Calculation of greenhouse gas emissions from operations

The Groupe has developed a forecasting tool to estimate GHG emissions from Urban Mining activity project sites. This file uses emission factors from ADEME's Base Carbone® database and average fuel consumption figures for vehicles and machinery. The tool enables EPC to provide clients with an estimate of the Scope 1 emissions associated with its proposed services.

In 2025, GTS began updating its EEBlast tool. Originally developed in 2008, it is integrated into the EXPLORE™ blasting monitoring platform, within EPC Groupe's digital ecosystem. Updating the calculation methods and emission factors will enable the simulation of GHG emissions from blasting and waste rock removal in mines and quarries prior to blasting. Data modelling enables operators to make informed decisions regarding blasting strategies (design, products) right in the field. The aim is to establish a systematic approach to monitoring the carbon footprint of drilling and blasting operations, and, in particular, to track the reductions in GHG emissions achieved by the Groupe's digital methods and solutions for its clients.

c. Variations: scope and coverage

Data for the Pirobrás subsidiary were collected for the whole of 2025. GHG emissions are accounted for on a pro rata temporis basis between the date of acquisition by the Groupe and 31 December 2025, in order to align the scope of consolidated GHG emissions with that of the Groupe's consolidated revenue.

The roll-out of an online tool for calculating the Groupe's greenhouse gas emissions has improved the exhaustiveness and accuracy of data collection. On the one hand, the configuration of the tool and the employee training at the subsidiaries have enabled

a more granular analysis, leading to the identification of some new emission sources. Furthermore, collaboration with suppliers and access to new emission factor databases have made it possible to obtain emission factors for new data that had not previously been accounted for. This represents an increase of more than 8,000 TCO_2e in the 2025 GHG footprint report.

42 3 1 Total GHG emissions (GHG Protocol)	2024	2025	VARIATION
SCOPE 1 GHG EMISSIONS			
Gross Scope 1 GHG emissions (in tCO_2e)	20,080	26,040	+ 30%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (as %)	0%	0%	
SCOPE 2 GHG EMISSIONS			
Gross location-based Scope 2 GHG emissions (in tCO_2e)	810	1,190	+ 47%
Gross market-based Scope 2 GHG emissions (in tCO_2e)	Not calculated	Not calculated	
SIGNIFICANT SCOPE 3 GHG EMISSIONS			
Total gross indirect (Scope 3) GHG emissions (in tCO_2e)	456,860	502,120	+ 10%
1) Purchased goods and services	300,750	323,720	
2) Capital goods	560	11,690	
3) Fuel and energy-related activities (not included in Scopes 1 and 2)	4,920	6,460	
4) Upstream transportation and distribution	34,030	31,040	
5) Waste generated in operations	440	650	
6) Business traveling	720	60	
7) Employee commuting	0	0	
8) Upstream leased assets	0	0	
9) Downstream transportation	6,260	5,010	
10) Processing of sold products	0		
11) Use of sold products	75,070	84,900	
12) End-of-life treatment of sold products	34,110	34,720	
13) Downstream leased assets	0		
14) Franchises	0		
15) Investments	0		
TOTAL GHG EMISSIONS			
Total GHG emissions (location-based) (in tCO_2e)	477,750	529,350	
Total GHG emissions (market-based) (in tCO_2e)	Not calculated	Not calculated	

Greenhouse gas footprint (GHG Protocol)

42 3 2 Scope 1 GHG emissions. 26 k TCO_2e – **4.9%** of the total emissions

42 3 3 Scope 2 GHG emissions. 1 k TCO_2e – **0.2%** of the total emissions

42 3 4 Scope 3 (upstream) GHG emissions. 377 k TCO_2e – **71.3%** of the total emissions

42 3 4 Scope 3 (downstream) GHG emissions. 125 k TCO_2e - **23.5%** of the total emissions

3 Trajectory and action plan

The identification and structuring of decarbonisation levers, detailed below, will be further developed as the CSR Department's training programme is rolled out. The training includes a dedicated module for designing a GHG emissions reduction action plan. Furthermore, in 2024, the CSR Department joined the fourth cohort of Bpifrance's Decarbonisation Accelerator, a two-year support programme that includes consultancy missions to help formalize the Groupe's transition trajectory and action plan.

a. Scopes 1 and 2

Scopes 1 and 2 represent 4.9% and 0.2% of Groupe emissions, respectively. Subsidiaries are implementing measures to reduce their Scopes 1 and 2:

- By integrating electric vehicles in their vehicle fleets where appropriate, taking into account the country's energy mix and usage. For instance, EPC France has installed electric vehicle charging stations at its Saint-Martin-de-Crau industrial site and in several depots. Similarly, EPC Demosten and EPC Sverige are renewing their vehicle fleets by purchasing electric models and have installed charging stations.
- By using biofuels, which is also a method of reducing Scope 1 emissions and anticipating future methodological changes based on the distinction between CO_2f (fossil) and CO_2b (biogenic). In 2025, EPC France continued to add biofuel-powered trucks to its fleet.
- By implementing measures to reduce energy consumption. For example, an energy audit was conducted at the end of 2024 at the EPC France plant to identify ways to reduce energy consumption. Identified measures include recovering cooling process energy by optimizing production, and a preliminary high-level estimate of the investments needed to implement these actions was carried out. Actions will be implemented shortly, particularly with regard to cooling systems.
- EPC Demosten and EPC Colibri are rationalizing staff travels and have carried out work to improve the energy efficiency of their buildings. EPC Demosten is developing a mobility charter to reduce air travel, promote sustainable transport such as rail, and encourage carpooling.
- By choosing energy-efficient equipment when renewing machinery fleets, as done by EPC Maroc in 2024.

42 4 1 Energy consumption and mix	2024	2025
1) Fuel consumption from coal and coal products (MWh)	0	0
2) Fuel consumption from crude oil and petroleum products (MWh)	93,900	105,200
3) Fuel consumption from natural gas (MWh)	2,800	3,500
4) Fuel consumption from other fossil sources (MWh)	0	0
5) Consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources (MWh)	2,000	2,800
6) Total fossil energy consumption (MWh)	98,700	111,500
Share of fossil sources in total energy consumption	**95%**	**96%**
7) Consumption from nuclear sources (MWh)	3,700	3,200
Share of consumption from nuclear sources in total energy consumption	**4%**	**3%**
8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (MWh)	100	500
9) Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (MWh)	1,200	1,200
10) The consumption of self-generated non-fuel renewable energy (MWh)	0	0
11) Total renewable energy consumption (MWh)	1,300	1,700
Share of renewable sources in total energy consumption	**1%**	**1%**
Total energy consumption (in MWh)	**103,700**	**116,400**

Note: The figures have been estimated based on data collected as part of the Groupe's greenhouse gas footprint report. As such, they carry a high level of uncertainty, but provide useful orders of magnitude. These indicators are published on the assumption that the entire Groupe operates in high climate impact sectors. The energy consumption figures reported are consistent with Scopes 1 and 2 of GHG emissions: power supply for buildings and production facilities, vehicles and trucks in operation, and machinery. Fuel used as a raw material is excluded.

- By signing up exclusively for green electricity contracts, as is the case with EPC Sverige.
- By generating on-site green electricity using solar panels, such as those installed at EPC Mineex and EPC Guinée.
- At the Tour Initiale office tower, where the ADEX and GTS offices are located, an environmental policy has been adopted, including commitments and objectives related to energy management and consumption.

42 4 1 **Energy consumption**

116,400 MWh

42 6 1 **Energy intensity ratio (energy intensity per net revenue[1])**

Total energy consumption from activities in high climate impact sectors per net revenue from activities high climate impact sectors (in MWh/€)

2024 0.21

2025 0.22 (+ 5 %)

42 4 2 **Consumption of electricity, heat, steam or cooling**

7,200 MWh, of which 17% from renewable sources

Consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources

Consumption of electricity, heat, steam or cooling from nuclear sources

Consumption of purchased or acquired electricity, heat, steam or cooling from renewable sources

42 4 3 **Fossil energy consumption**

111,500 MWh

Consumption of fuel from crude oil and petroleum products

Consumption of fuel from natural gas

Consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources

1 Turnover as disclosed in the appendix to the consolidated annual financial statements (section 18.1.6 of the URD).

42 4 4 **Number of subsidiaries generating renewable energy**

42 4 5 **Number of subsidiaries purchasing renewable energy**

42 5 1 **Number of subsidiaries that have introduced initiatives to reduce their energy consumption**

b. Upstream Scope 3

Scope 3, by nature, covers the value chain of the Company's operations and encompasses multiple sources of emissions. With regard to EPC Groupe's main emission sources:

- Regarding inputs, there will be a progressive reduction in the Explosives and Drilling & Blasting activity, 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, notably through the catalytic abatement of N_2O (nitrous oxide). The adoption of these new production techniques by our suppliers has a direct impact on EPC Groupe's scope 3. For example, by sourcing ammonium nitrate from modernized European plants, whose emission factors have been updated accordingly in international databases (such as ADEME's Base Carbone® database), emissions related to inputs increased by only 5% in 2025 compared to 2022, despite a sharp increase in purchase volumes. Technologies are also being rolled out to produce ammonium nitrate with lower carbon emissions ("green" from hydrogen produced using renewable energy, "yellow" from hydrogen produced using nuclear energy, and "blue" using carbon capture). The generalisation of these production methods is enabling EPC not to account for locked-in emissions related to ammonium nitrate sourcing.
- Regarding freight, priority is given to the closest sources of supply and the least carbon-intensive means of transport. For example, an increasing share of EPC Canada's inbound freight is transported by rail, which is less carbon-intensive than road. All deliveries of ammonium nitrate to EPC Sverige are made using trucks running on HVO (second-generation biofuel). 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. Downstream Scope 3

EPC Groupe's downstream Scope 3 primarily comprises emissions related to the use of explosive products, as well as emissions associated with the treatment

12 3 2 **Based on responses to the CSR self-assessment questionnaire: percentage of purchases from strategic suppliers measuring their carbon footprint**

of waste from deconstruction and decontamination activities carried out by the Urban Mining subsidiaries:

- The detonation of explosives products manufactured, sold and/or used by the Groupe releases gases into the atmosphere, including greenhouse gases (mainly CO_2). A significant share of these emissions is linked to the hydrocarbons contained in the products. GHG emissions accounting methods distinguish between fossil CO_2 emissions (CO_2f), which are included in the GHG footprint report, and biogenic CO_2 emissions (CO_2b), which are reported separately. When the fuel is of fossil origin, emissions from combustion are classified as CO_2f. Conversely, when the fuel is responsibly sourced from biomass, emissions from combustion are entirely CO_2b and therefore do not contribute to increasing the GHG footprint. The use of biofuels in explosives product formulations is therefore a lever to reduce the Groupe's downstream Scope 3 emissions related to detonation.
- The methods and solutions within EPC Groupe's digital ecosystem make it possible to optimize the quantity of explosives required for a given level of performance, thereby reducing emissions related to detonation while delivering the same operational outcome for the customer.
- EPC Groupe includes in its downstream Scope 3 the emissions related to waste treatment from deconstruction and decontamination activities carried out by its Urban Mining subsidiaries. Paradoxically, the recycling and the recovery of waste into secondary raw materials contribute to an increase in the Groupe's GHG emissions, as these processes are generally more energy-intensive than other treatments, such as landfilling or incineration. However, further down the value chain, the use of products made from secondary raw materials has a lower carbon impact compared to products made from virgin materials.

4 Committing to adaptation and mitigation issues in the downstream value chain

EPC Groupe's operations help to reduce emissions at the client's site through its methods and digital solutions. The digital ecosystem developed by GTS, a subsidiary of EPC Groupe, enables the digitization of drilling and blasting operations and supports operators in these processes, covering the design of blast plans, the use of explosives, data analysis, and the monitoring and automation of operational reports. Blast optimization, made possible by engineering and technical studies, improves rock fragmentation. This reduces the need for mechanical crushing by mining operators, a highly energy-intensive process often powered by more or less carbon-based energy, depending on the mine's energy mix. Furthermore, simulation studies enable the shape and spread of the piles following blasting to be optimized, taking into account the characteristics of the machinery used for collection. This reduces the time required for shovelling, loading and, therefore, internal transport on the extraction site, optimizing the logistics chain and lowering fuel consumption. Dilution management solutions, which are used in particular in gold and copper mines, reduce the mixing of waste rock with ore. Refineries therefore process less waste rock, which reduces energy consumption for the same amount of metal produced.

For Urban Mining operations, the development of on-site recycling channels supports the growth of urban mining and promotes the use of locally available resources, thereby reducing the carbon impact associated with material transport. By way of example, the emission factor for one tonne of virgin aluminium is 7.8 tonnes of CO_2e, whereas the emission factor for one tonne of recycled aluminium is 0.5 tonnes of CO_2e (i.e., more than 10 times lower[1]). Sorting materials at source and directing them to the appropriate recycling streams therefore helps to avoid emissions in the downstream value chain of Urban Mining operations.

The Groupe is positioned in markets driven by the need for climate change adaptation and the energy transition. For example, in the United Kingdom and France, the EPC-UK and EPC France subsidiaries are involved in drilling operations for renewable energy installations, such as wind and solar farms. EPC France is also involved in the TELT (Turin–Lyon Euralpine Tunnel) project, which aims to build a cross-border rail link, including more than 115 kilometres of tunnels. The Swedish subsidiary EPC Sverige is involved in numerous tunnelling and urban infrastructure projects. The subsidiary EPC Mineex (Senegal) provides drilling and blasting solutions for specialized works such as dams.

1 Emission factors are sourced from ADEME's Base Carbone® (v23.9).

C.2 Preventing and combating pollution

C.2.1 Stakes

1 Summary of impacts, risks and opportunities

The following tables summarize the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year)
M Medium term (1 to 5 years)
L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Remediation and decontamination activities

Material positive impacts	Remediation activities (asbestos removal, lead removal, chemical substances, and other waste) that help clean up living spaces S M L UM DoVC **ACTUAL**
Material negative impacts	Dust and pollution caused by Urban Mining activities S M L UM **ACTUAL** Air pollution from asbestos resulting from improperly handled asbestos removal operations S M L UM **POTENTIAL**
Material risks	Financial, reputational and health risks arising from the improper handling of operations involving hazardous materials, including substances of concern and substances of very high concern: asbestos, lead, hydrocarbons S M L UM **POTENTIAL**
Material opportunities	Opportunities arising from the need to remediate buildings containing asbestos or lead, and soil contaminated by chemicals (metals, hydrocarbons, etc.) or waste (fly-tipping, former landfill sites): a market that remains significant S M UM **ACTUAL** Opportunities arising from new substances classified as hazardous (silica, PFAS, etc.) M L UM **POTENTIAL**

Management of pollution and hazardous substances

Material negative impacts	Risks of spillage and pollution associated with the presence of hazardous substances at storage and production sites: risks to the environment and to workers S M L EDB **ACTUAL**
Material risks	Reputational, legal and financial risks in the event of pollution S M L EDB **ACTUAL** Costs associated with modifications to equipment to reduce potential impacts S M L EDB **ACTUAL**

2 Description of impacts, risks and opportunities

Pollution can have adverse effects on people, whether they work on-site or live in the local community, as well as on the environment and its various components: surface water and groundwater, soil, subsoil, air, flora and fauna, etc.

The remediation of client-owned sites is a core element of the Urban Mining activity (e.g., decontamination, asbestos removal, lead removal, soil remediation). The Groupe's remediation activities therefore have a positive impact on the users of these sites and contribute to the regeneration of former industrial brownfield sites. They enable the removal of substances classified as being of "very high concern", such as asbestos and lead. Furthermore, climate adaptation works on buildings and efforts to limit land artificialization through the regeneration of former industrial brownfield sites represent a financial opportunity for EPC Groupe, as they require prior site decontamination and remediation work. Managing the environmental impacts associated with these remediation activities is therefore a major challenge. Operationally, the term "pollution risk" is used to cover both the potential negative environmental impacts and the resulting financial risks.

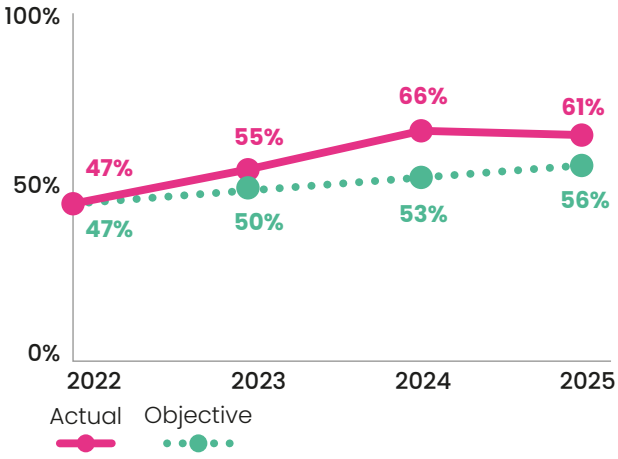
Deconstruction and waste recycling activities arising from these operations, which represent the other core business of Urban Mining, may generate dust and noise (air pollution). These issues mainly concern local residents and are addressed in section D.7 Ensuring dialogue and action in favour of local communities.

In the course of their operations, subsidiaries involved in Explosives Production and Drilling & Blasting activities handle and implement products containing chemical substances. There is therefore a risk of accidental soil contamination (spillage of chemicals, loss of containment, incomplete combustion), which could contaminate water if it comes into contact with the water table, with a risk of seepage into the ground. This risk is managed on an ongoing basis during storage, transport, production and even use,

whether at EPC sites, on the road or at the customer's premises when the products are being used on site. In addition, the detonation of explosives can generate polluting gases, particularly nitrogen oxides (NOx) and carbon monoxide (CO). Pollutant gas emissions are mainly monitored in urban areas and in underground operations. Pollution risks are heightened in the case of suboptimal blasts; blast design (made possible through software solutions developed by the GTS division of EPC Groupe) is therefore a key lever for reducing pollution risks.
As is the case in any activity involving machinery, in either the Drilling & Blasting or Urban Mining activity, there is a risk of accidental soil pollution, especially from hydrocarbons, primarily on clients' sites where the Groupe operates. Beyond the reputational risk for the Groupe, remediation work can result in significant costs, a topic addressed in sections 3.3.11, 3.3.12 and 6.13.1 of the appendices to the consolidated financial statements.
The issue of waste treatment, including hazardous waste treatment, is discussed in detail in section C.5 Promoting the circular economy and waste recovery.

Remediation activities are also governed by industry certifications, such as Qualibat and MASE certifications, which require strict safety protocols.

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



C.2.2 Commitments

As set out in EPC Groupe's Safety, Health and Environment Policy, the Groupe is committed to minimizing its impact on the environment and human health by using natural resources sustainably and prioritizing pollution prevention. In particular, Technical Standard S "Environmental Protection" in the Groupe's SHE Manual sets out specific requirements and measures to prevent and control air, soil and water pollution, and to respond to emergencies (such as accidental spills) in order to protect the environment, human health and natural resources.
Each subsidiary is required to conduct its business in accordance with the principles of EPC Groupe's Safety, Health and Environment Policy and the ISO 14001 environmental management system standard, which covers all environmental challenges, including air, water and soil pollution. In particular, each subsidiary is required to:

- Identify hazardous substances that pose a spill risk.
- Label each hazardous substance clearly and visibly.
- Make spill response kits available at strategic locations.
- Train employees on the risks of spills and the procedures to follow.
- Report any spills.

These requirements apply to both existing and new projects and are regularly audited by the Groupe.

C.2.3 Governance

Pollution 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 Groupe's Safety, Health and Environment Director.
Based on their risk assessments, the subsidiaries implement the necessary concrete actions to prevent pollution risks, including employee training at the time of hiring, but more importantly, in relation to their specific workstations, and the provision of suitable protective equipment. They monitor the relevant indicators.
Given the nature of their core activity, the Urban Mining subsidiaries have dedicated operational teams focused on these matters.

C.2.4 Actions

Technical Standard S "Environmental Protection", which was updated in 2025, was the subject of a presentation for the entire network of "SHE officers" at the Groupe's annual Safety, Health and Environment Department seminar. All of the previously mentioned risks are addressed through numerous pollution prevention and control measures implemented at the subsidiaries, in accordance with Technical Standard S, relevant industry standards and the ISO 14001

standard, including the installation of retention basins, the recovery and treatment of pollutants and other practices.
For the Explosives and Drilling & Blasting activity, EPC Groupe's sites classified as "upper-tier SEVESO" sites, in accordance with the European directive, are required to include in their safety management system the regular declaration and annual monitoring of key pollutants released into the air, water, soil, etc. This also applies to the Groupe's other sites, subject to national-specific regulatory requirements. Actions relating to blast management and quality control are detailed in section D.6 Guaranteeing quality products and services over the long term.
With regard to the Urban Mining activity, EPC Demosten and EPC Colibri are long-standing major players in France, specializing in decontamination, remediation, asbestos removal and lead removal. They support their clients in all their remediation projects on occupied and unoccupied sites, industrial sites and urban areas, as part of rehabilitation and deconstruction work. EPC Demosten can also carry out work on historic monuments such as the Palace of Versailles, where lead removal work was carried out in 2025. They comply with applicable business rules and hold certifications covering environmental aspects.
EPC Groupe has implemented a business continuity management system, certified to ISO 22301, which includes formalized crisis management plans for critical scenarios and regular drill exercises. This enables the Groupe to control and mitigate its impact on the population and the environment in the event of an emergency, such as a major pollution incident.

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

2023	2
2024	0
2025	0

The following indicators could not be reported in accordance with the formalism, accuracy and granularity required by the ESRS: E2-4_02; E2-4_03; E2-4_04; E2-4_05; E2-4_08; E2-4_09; E2-4_10.

C.2.5 Objectives

Zero containment losses of more than 1m³ at industrial facilities (in number of incidents)

Zero environmental fines

Asbestos removal operator, EPC Demosten, France

• FOCUS

Substances of concern in the Explosives and drilling & blasting activity

Stakes

Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year)
M Medium term (1 to 5 years)
L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Management of pollution and hazardous substances	
Material negative impacts	Risks of spillage and pollution associated with the presence of hazardous substances (including substances of concern and substances of very high concern) at storage and production sites: risks to the environment and to workers S M L EDB **ACTUAL**

Description of impacts, risks and opportunities

According to ESRS standards, substances of concern include:

- Substances of very high concern (SVHC), as identified in Annex XIV of the REACH Regulation.
- Certain hazardous substances listed in Annex VI of the CLP Regulation, particularly those posing a risk to human health or the environment.
- Substances that negatively affect the re-use and recycling of materials in the products in which they are present.

As part of their operations, subsidiaries in the Explosives and Drilling & Blasting activity produce, purchase, handle and implement some of these substances of concern (or products containing such substances):

Explosives cartridges

• FOCUS BIS

SUBSTANCE USED	CONTEXT	CLASSIFICATION	QUANTITY
Lead azide	An energetic material produced by the Groupe for the manufacture of initiating explosives	Hazardous substance	Approx. 3 tonnes
Lead and its components	May be present in detonators produced, purchased and used by the Group	Substances of very high concern	Approx. 2 tonnes
Nickel powder	May be present in the delay elements of detonators produced, purchased and used by the Group	Hazardous substance	Less than 100 kg
Nitrogen esters	Present in dynamites purchased and used by the Group	Hazardous substance	Approx. 600 tonnes
TNT	May be a component of boosters	Hazardous substance	Approx. 400 tonnes
Sodium thiocyanate	May be a component of emulsions as a sensitizing agent	Hazardous substance	Approx. 200 tonnes
Hydrocarbons	Used as raw materials for ANFO and emulsions; also used as fuel for plants, vehicles and machinery	Hazardous substance	Approx. 16,500 tonnes

Note: The figures have been estimated based on data collected as part of the Groupe's greenhouse gas footprint report. As such, they carry a high level of uncertainty, but provide useful orders of magnitude. As the products are used at clients' sites, it is assumed that the quantities used (that is, the quantities leaving the Groupe's sites) are the same as the quantities purchased or produced (as applicable). It should be noted that the figures for TNT were underestimated in 2024.

In addition, the Groupe uses other hazardous substances that are not covered by the ESRS, including substances classified under physical hazard classes. The Groupe has chosen to also provide information on the main substances and how they are managed.

SUBSTANCE USED	CONTEXT	CLASSIFICATION
Ammonium nitrate	Main raw material in the Groupe's products	Hazardous substance (outside the scope of ESRS)
PETN, RDX, HMX, black powder	Energetic materials used in the manufacture of initiating explosives	Hazardous substance (outside the scope of ESRS)

Originating from pre-existing regulations and covered by standards distinct from the CSRD directive and associated ESRS standards (primarily REACH and CLP), the external inspections carried out by national authorities on these substances in high-risk industries are in addition to the Groupe's own controls. This is particularly the case under the SEVESO III Directive.

The use of substances of concern and hazardous substances presents risks of pollution, particularly to soil and water. The commitments and preventive actions described above apply to the handling and use of substances of concern as defined under the ESRS, as well as to the other hazardous substances mentioned.
Risks and specific measures related to physical hazard classes are detailed in section D.5 Preventing major accidents through process safety.

Commitments

The REACH Regulation (Registration, Evaluation, Authorization and Restriction of CHemicals) is a legal obligation that applies to chemical substances manufactured, imported or placed on the European market.
EPC Groupe is concerned by REACH, both as a downstream user of chemical substances and as a supplier (manufacturer) of chemical substances (mainly in the form of mixtures). The relevant substances are registered with ECHA (European Chemicals Agency).
Chronologically, substances that were imported or manufactured underwent a pre-registration phase in 2008. The registration obligation then came into effect based on quantity thresholds: in 2010, quantities of over 1,000 tonnes per year; in 2013, over 100 tonnes per year; and finally, in 2018, over 1 tonne per year. Since 2018, all newly imported or manufactured substances in quantities above 1 tonne per year must be registered. Therefore, EPC Groupe has had no substances requiring renewal or re-registration, except for newly introduced substances, since 2018.
EPC Groupe develops its own formulations at its Research and Development subsidiary, EPC 2i, which is committed to an eco-design approach aimed at reducing, eliminating or finding alternatives to substances of concern.

Governance

Issues related to REACH compliance are primarily managed by the Groupe Safety, Health and Environment Department, with support from the Groupe Compliance Department.
Subsidiaries are responsible for implementing all necessary actions to properly manage substances of concern and to ensure appropriate information is provided to end-users.

Actions

EPC Groupe's European subsidiaries that purchase chemical substances falling under REACH (such as ammonium nitrate) receive Safety Data Sheets (SDS) from their suppliers, which include key compliance information (e.g., CAS number, EC number, REACH registration number).
The CSR questionnaire for strategic suppliers includes questions on REACH to check compliance. In addition, specific clauses are included in the main supplier contracts.
Subsidiaries also systematically provide SDSs to their clients. These SDSs allow EPC Groupe to inform users not only about the potential presence of substances of concern, but also about physical hazards and appropriate safety measures.
Keen to provide clients with compliant and high-quality regulatory information, EPC Groupe issues its SDSs in a harmonized format and content, in accordance with the REACH Regulation, while taking into account the specificities of each country of operation.
Since November 2025, the Groupe's Safety, Health and Environment Department and the Groupe Compliance Department have been using new software that has enabled a more centralized internal process, ensuring standardization of safety data sheets (SDS) across the Groupe. This software centralizes SDS whilst enabling multilingual management.

Objectives

2026 A half-day training session on SDS for the entire network of "SHE officers", held during the annual seminar organized by the Groupe's Safety, Health and Environment Director.

C.3 Improving water management

C.3.1 Stakes

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year)
M Medium term (1 to 5 years)
L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Water resources	
Material negative impacts	Water consumption for the Groupe's operations and for the production of raw materials purchased by the Groupe S M L UpVC EDB **ACTUAL**
Material risks	Risks of shortages or price hikes for EPC or within its upstream value chain M L UpVC EDB **POTENTIAL**

2 Description of impacts, risks and opportunities

Freshwater is a resource involved in some of the processes of EPC Groupe's activities.
For the Explosives and Drilling and Blasting activity, water is consumed as an input for dissolving ammonium nitrate and other reagents, and is also used as a heat transfer fluid in the cartridge manufacturing process, for cooling matrices and pumps. Depending on the production site and the applicable regulations, water may also be stored to ensure proper operation of the fire safety systems and for steam generation. Water is used as a lubricant in the manufacture of matrix at MEMUs. At storage depots, it is mainly used for cleaning trucks. Some production sites recycle a significant portion of the water they use and have even implemented rainwater collection and storage systems for re-use.

An internal study was conducted by the CSR Department to analyse water consumption volumes across explosives manufacturing plants, explosives storage depots and offices. Data, based on invoices or estimates, was collected from various subsidiaries and consolidated. This study helped identify consumption trends, which may vary depending on each site's specific characteristics (level of activity, production type, modernity of installations, regulatory obligations, climatic conditions, etc.). This initial analysis showed that plants are the largest water consumers, mainly due to fire safety systems and the use of water for cooling pumps or explosives cartridge production lines. Depots consume less water overall, although aggregated consumption is not negligible. Office sites account for the lowest levels of water consumption.
In the Urban Mining activity, water is sprayed to suppress dust during the deconstruction of structures. It is also used to clean equipment and in decontamination showers, helping to ensure employee safety and protect health.
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. As such, water resources, especially in areas of high water stress, may be negatively impacted by the Groupe's operations due to their usage. Conversely, limited local water availability could lead to production stoppages or require the use of more expensive alternative supply systems, and thus constitutes a financial risk. Climate change and demographic trends are increasing this phenomenon in various geographical areas.
The sites where EPC Groupe operates are unevenly affected by water stress, depending on their activity, location and, in some cases, the time of year. The water stress exposure analysis was updated in 2025 as part of the work on physical risks related to climate change. For current risk levels, the study is based on scientific data from Munich Re, which relies on the Aqueduct Water Risk Atlas database developed by the World Resources Institute (WRI) to assess water stress risk. EPC prioritizes its production sites in order to focus on the main areas of water consumption. Three 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 Ammonium Nitrate/Fuel Oil (ANFO), which does not require water. The third site is in Belgium. It should be noted that, according to this tool, the EPC France plant is located in a low water stress area, on the edge of a high water stress area. The Pirobrás production site in Brazil was included in the analysis. This site is located in an area with low water stress.

43 1 1 **Exposure to water stress (production sites)**

19%

Given the handling of hazardous substances (including fuel) and/or chemical products, discharges into water require particular attention. Water pollution risks are addressed in the section dedicated to pollution.

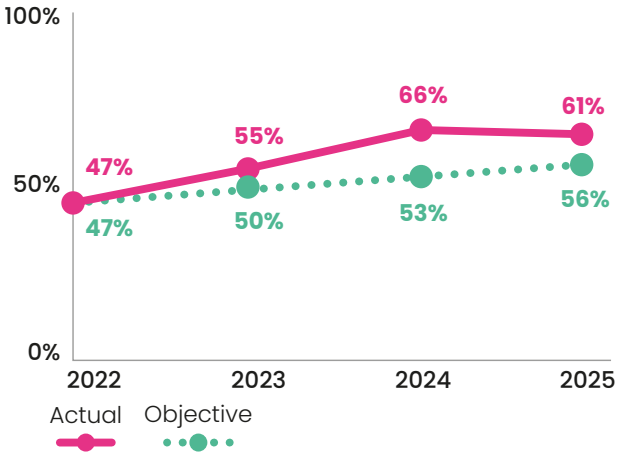
C.3.2 Commitments

To help conserve water resources, EPC Groupe is committed to improving its water management, which also involves ensuring that it does not cause water pollution. These commitments cover all water resources, including oceans and seas.
All employees can draw on the Groupe's Safety, Health and Environment Policy and are expected to understand the role they play in preserving the natural resources required for operations. In particular, Technical Standard S "Environmental Protection" in the Groupe's SHE Manual sets out specific requirements and measures for the sustainable and responsible management of natural resources, including water. 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. Particular attention is given to the sites with the highest water consumption due to the nature of their business and those located in areas of high water stress. In particular, each subsidiary is required to:

- Ensure the responsible and sustainable use of natural resources, including water, by tracking and monitoring relevant indicators (consumption and waste).
- Ensure that no water pollution is caused, by identifying sensitive areas around its sites (watercourses, permeable zones, etc.) and implementing processes for the collection and treatment of wastewater.

These requirements apply to both existing facilities and new projects and are regularly audited by the Groupe.
In particular, as part of the Ecoforce project and the eco-design approach implemented by EPC 2i, the Groupe is engaged in a continuous improvement process to assess and optimize water use across its facilities.

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



C.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 Groupe's Safety, Health and Environment Director. The CSR Department contributes its reporting and analysis expertise in this area. The CSR Committee is responsible for reviewing this work, particularly as part of the sustainability statement review process.
Subsidiaries are required to take the necessary actions to ensure good water management, and to monitor the relevant indicators (water consumption, discharge tests, etc.).
Best practices may be identified and reported during Groupe inspection audits conducted during site visits.

C.3.4 Actions

In 2025, the Groupe's budgeting process incorporated a formalized presentation of ESG and CSR performance. As part of the budget presentations, each subsidiary is required to provide information on its ongoing and planned ESG and CSR actions, as well as on a specific topic selected by the CSR Department. In 2025, subsidiaries therefore presented information on water management. Depending on their specific challenges and operational needs, subsidiaries may, for example, implement actions aimed at preventing

pollution, promoting more efficient use of resources, or enabling the re-use of water in production processes. Depending on the regulations applicable in each country of operation and the nature of the business, EPC Groupe's facilities may be classified as high-risk industries or Installations Classified for the Protection of the Environment. Subsidiaries take steps to ensure that they comply with the water management (consumption and waste) regulations applicable to them. This is essential if they are to retain the operating permits they need to run their businesses. Audits are conducted by the competent authorities to verify facility compliance, and formal notices or fines may be imposed in the event of non-compliance.

The EPC Canada production plant at Lake Bloom (Minerai de Fer Québec – MFQ), for example, was built with a closed-loop water management system. Wash water, snowmelt and discharge water are all directed into floor-level gutters, which are then filtered and re-used in production. This recycled wastewater is used in production trucks to supply the lubrication system (water ring). This process allows the re-use of more than 500,000 litres of water per year, on average.

Certain specific requirements, detailed in a technical standard of EPC Groupe, aim to prevent the risk of Legionella, a hazardous bacterium that can proliferate under certain conditions, particularly in parts of installations likely to contain stagnant water and generate droplets through aerosols.

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

77%

In 2024, EPC France engaged an expert consulting firm to conduct a water audit of its Saint-Martin-de-Crau plant, using SCREEN, a global water cycle audit solution that won an award at the 2024 *Carrefour de l'Eau* Innovation Challenge. The audit, the report for which was issued in Q1 2025, includes technical, operational and managerial evaluations, as well as an action plan aimed at reducing water withdrawals. Areas for improvement were identified following the audit, both in terms of mapping water consumption and optimizing it. For example, solutions for re-using cleaning water and cooling water were proposed. The action plan addresses all aspects of water resource management, namely: understanding, reducing, re-using, managing and enhancing. The actions may be shared with other Groupe subsidiaries to support the roll-out of best practices.

As part of the Ecoforce project and lifecycle assessments, particular attention is paid to water use and to identifying optimization solutions across installations (consumption, recycling, re-use). Following the Groupe's first lifecycle assessment, conducted in 2024 and 2025 as part of the *Diag' Ecoconception*

MEMU (Mobile Explosives Manufacturing Unit)

programme, EPC 2i identified opportunities to reduce water use in production processes.
In 2025, the Groupe further deepened its analysis of its exposure to water stress as part of the assessment of climate-related physical risks (as detailed in section C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change). This analysis covers all Groupe sites and includes short-, medium- and long-term projections based on different IPCC climate scenarios. Current projections are based on the Aqueduct Water Risk Atlas database, while forward-looking projections rely on Munich Re data. The Groupe's resilience plan will therefore include a component dedicated to adapting industrial facilities to the impacts of climate change on water demand and resources.

The following indicators could not be reported in accordance with the formalism, accuracy and granularity required by the ESRS: E3-4_01; E3-4_02; E3-4_03; E3-4_04; E3-4_05; E3-4_06; E3-4_07; E3-4_08.

C.3.5 Objectives

The analysis of exposure to water stress will be further refined in the coming years, in order to implement impactful actions, with a focus on the sites with the highest water consumption and those exposed to high levels of water stress, while taking into account medium- and long-term risk levels under different climate scenarios.

Manufacturing of explosives cartridges, Pirobrás, Brazil

C.4 Committing to preserving biodiversity and ecosystems

C.4.1 Stakes

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year) M Medium term (1 to 5 years) L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Biodiversity and ecosystem services	
Material positive impacts	A significant proportion of undeveloped land within the Groupe's portfolio, enabling the preservation of the size and state of ecosystems S M L EDB **ACTUAL**
Material risks	New regulations that could impose further constraints on subsidiaries' and customers' sites, particularly delays in the granting of operating licences (storage areas, mine openings) S M L EPC DoVC **ACTUAL**
Material opportunities	Opportunities arising from net zero land artificialization targets, which encourage the renovation of developed and unused spaces S M L UM **ACTUAL**

Tree nursery at EPC Côte d'Ivoire

2 Description of impacts, risks and opportunities

While EPC Groupe does not directly exploit biodiversity, the topic is considered important given that its operations can impact the surrounding environment, whether on Groupe-owned sites, leased properties or client-owned premises. Some of EPC Groupe's sites are located in biodiversity-sensitive areas, which is why the Groupe pays particular attention to preserving biodiversity and ecosystems. For example, the Pirobrás site in Brazil is surrounded by rainforest. Biodiversity protection is also an emerging priority for EPC's clients, particularly in the quarrying and mining sectors, where regulations are evolving to place greater emphasis on actual and potential biodiversity impacts as a condition for obtaining or maintaining the permits required to operate a site.

41 1 1 **Number of sites in vulnerable or protected areas**

15

EPC Groupe owns significant land around its production and storage sites. Control over these areas enables the Groupe to operate safely. A preliminary study conducted on a sample of sites in France estimates that built-up areas (buildings, roads and parking areas) account for less than 2% of the total land area. Non-artificialized land therefore constitutes a reserve for biodiversity and ecosystems. In France, the forests owned by the Groupe are managed sustainably to meet ecological constraints and the needs of local communities, while also taking operational requirements into account.

41 5 1 **Number of hectares of forest (in France)**

414 ha

A detailed analysis was conducted to assess the materiality of biodiversity-related risks and impacts across the Groupe's sites. This analysis initially aims to examine the Groupe's explosive and hazardous materials manufacturing and storage activities, which account for approximately 80% of its turnover and the vast majority of its operational sites. It may subsequently be extended to the Urban Mining activity, which is currently present only in France.
EPC Groupe undertook its analysis using the Biodiversity Risk Filter, a tool developed by the specialist NGO World Wildlife Fund. The tool evaluates biodiversity-related risks by analysing both the impacts and dependencies

of the Groupe's activities, drawing on a large international database. The assessment incorporates key data on species, ecosystems, protected areas and pressure factors such as deforestation, habitat destruction and pollution. Several institutions contribute to this enriched global database. Based on the business sector and precise location of each operational site, the tool makes it possible to evaluate both gross risks and potential biodiversity impacts. The analysis considers two types of risk: physical risk, which relates to the company's impact and dependency on biodiversity, and reputational risk, which assesses stakeholders' perception of biodiversity in relation to this sector of activity. It should be noted that the sector selected for the analysis, namely the manufacturing and storage of explosives products and hazardous materials, is classified under "chemical production". This category encompasses industries significantly larger in terms of facility size or which present much higher risks (e.g., the petrochemical sector). It should, therefore, be borne in mind that this choice of industry category reflects a conservative approach.
The analysis shows that overall risk levels (the average of physical and reputational risks) are generally low to moderate for production sites, with the main potential impact on biodiversity being linked to pollution. Some sites located in regions with high media exposure present a higher reputational risk. The measures implemented to prevent and combat pollution are detailed in a dedicated section of this report.
Finally, biodiversity protection may also present an opportunity. The zero net land artificialization (ZAN) target set by the Climate and Resilience Law encourages the redevelopment of disused and built-up areas, which requires dismantling, deconstruction and soil remediation work, all of which are core activities of Urban Mining subsidiaries.

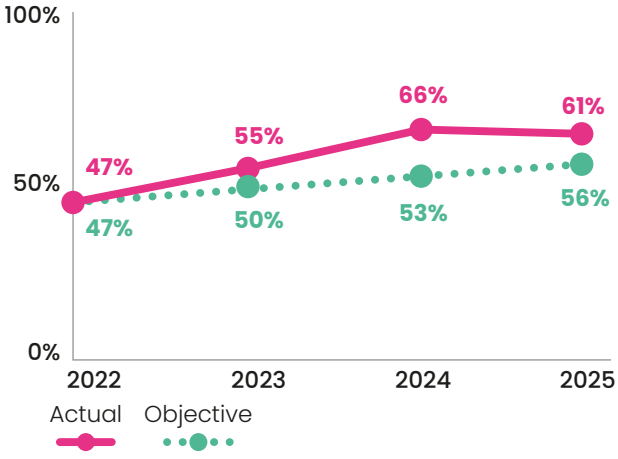
C.4.2 Commitments

All employees can draw on the Groupe'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 Groupe 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. In particular, Technical Standard S "Environmental Protection" in the Groupe's SHE Manual sets out specific requirements and measures to help preserve biodiversity.
Each subsidiary is required to conduct its business in accordance with the principles of EPC Groupe's Safety, Health and Environment Policy and the ISO 14001 environmental management system standard, which covers biodiversity and ecosystem functions. In order to mitigate negative impacts and promote the preservation of local ecosystems at its sites, each subsidiary is notably required to:

- Prioritize chemical substances that do not pose a risk to the environment.
- Reduce or eliminate the use of chemical weed control.
- Promote pollination through natural approaches.
- Protect flora and fauna around its operating sites.
- Support local communities in their environmental protection initiatives.

These requirements apply to both existing and new projects and are regularly audited.

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



In France, the Groupe owns forests managed by forestry professionals (forestry experts or forestry cooperatives), with whom sustainable management plans are established. These plans define the interventions to be carried out over the next 10 to 15 years, based on silvicultural objectives. In this way, the Groupe ensures the long-term development of its forests, in harmony with the other users of the forests, while maintaining control over the operational constraints of its activities. Sustainable forest management supports the development of flora and fauna through forestry practices that preserve ecological balance.

41 5 2 **Percentage of hectares of forest with a sustainable management document (in France)**

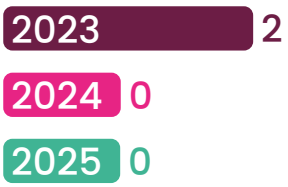
C.4.3 Governance

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 Groupe's Safety, Health and Environment Director. The CSR Department provides its expertise in the assessment and mapping of gross risk, as well as in related reporting. The CSR Committee is responsible for reviewing this work, particularly as part of the sustainability statement review process.
With regard to the forests owned by the Groupe, the Property Management Department sets out the forest management guidelines.
Subsidiaries are required to take the necessary action to preserve biodiversity and ecosystems, and to monitor the relevant indicators.

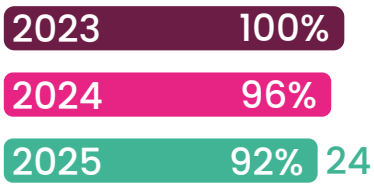
C.4.4 Actions

Depending on the regulations applicable in each country of operation and the nature of the operations, EPC Groupe's facilities may be classified as having potential environmental impacts and therefore subject to specific regulatory frameworks. 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 and inspections are conducted by the competent authorities to verify facility compliance with regulations, and formal notices or fines may be imposed in the event of non-compliance.

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



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



EPC Groupe's environmental policy is shared with employees when they join the Groupe in the form of the Handbook. Furthermore, the Groupe SHE Manual sets out requirements in Technical Standard S (Environmental Protection) designed to better safeguard biodiversity. This standard provides a framework for the implementation of specific actions taken to preserve biodiversity at EPC Groupe sites, for example:

- 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 is being implemented to guarantee the use of management rules that

aim to preserve the forest while enabling timber production. These management guidelines help to ensure ecological balance, whilst taking into account the operational constraints of our activities.

- EPC Colibri has conducted flora and fauna studies on its asbestos waste landfill sites in order to manage its impact on biodiversity. These studies include on-site assessments (species inventory, habitat mapping, identification of wetland areas, etc.) and an evaluation of ecological stakes, along with proposed measures to limit residual impacts.
- On some of its sites, EPC Demosten calls on the services of an environmental scientist upstream of and during its operations with a view to preserving biodiversity. For example, bat boxes were installed to provide alternative roosting sites for bats during a construction project in Rouen.
- In Brazil, the Pirobrás site is located in a rainforest that is home to many vulnerable species. Authorities there carry out regular checks on environmental management, including the status of species. The presence on the site of species such as the "jacu", which is particularly sensitive to pollution, demonstrates the subsidiary's effective management of pollution risks.
- Every year, EPC Belgium grants access to its site for the purpose of conducting a moth survey.
- In 2025, EPC Andina carried out a three-month study to assess the impact of blasting on local wildlife. Noise and vibration measurements were carried out in the habitat of the vizcacha, a local species sensitive to noise, to ensure compliance with noise and vibration limits.
- Subsidiaries can implement sustainable mowing practices to promote biodiversity on their sites. This is the case, for example, with EPC Demosten.

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

11

It is worth noting that, rather than relying on biodiversity offsetting measures, EPC Groupe works upstream in its project planning to avoid impacting areas of high environmental value (such as wetlands or habitats of protected species).

41 4 1 **Number of sites subject to an environmental study**

54

41 4 2 **Percentage of sites in vulnerable or protected areas which have been subject to an environmental study**

100%

C.4.5 Objectives

Given the specific characteristics of each subsidiary, they may define their own objectives, with no ecological threshold applied at Groupe level.

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 containment losses of more than 1m³ at industrial facilities (in number of incidents)

Zero environmental fines

C.5 Promoting the circular economy and waste recovery

The development of the circular economy and waste recovery are at the heart of EPC Groupe's strategic priorities. This section is related to the description of the Groupe's business model (B.3.1) and to the description of the main sustainability objectives to which the Groupe's activities directly contribute (B.3.2).

C.5.1 Stakes

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year) M Medium term (1 to 5 years) L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Waste recovery and circular economy

Material positive impacts	Turning waste into resources is at the heart of the Urban Mining business: sorting waste at source from demolished buildings and infrastructure, with a focus on the circular economy and the recovery of secondary resources S M L UM **ACTUAL**
Material opportunities	Opportunities arising from stricter waste management regulations, which encourage the conversion of waste into secondary resources S M L UM **ACTUAL**

2 Description of impacts, risks and opportunities

EPC Groupe strives to address both incoming and outgoing resource flows by seeking to recover not only the waste it produces but also that of its clients. The concept of waste is inherently paradoxical, as most waste – while representing a potential source of pollution (to water, soil, or air) – is also a resource that can and should be recovered, in line with circular economy principles.

Waste management is a core activity within the Urban Mining activity, including collection, preparation and recovery through specialized 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 recovering unavoidable waste in the form of materials or energy). Waste recovery also represents a significant financial opportunity, as the sale of materials can lower service costs or even generate revenue, for instance, from scrap metal or glass recovered on deconstruction sites. The financial challenge, for a given resource category, lies in collecting, preparing and sorting a minimum volume that ensures economic viability, while meeting the technical specifications required by material collectors (e.g., sorting centres, transfer facilities, industrial clients).

44 11 **Percentage of turnover attributable to the Urban Mining activity**

22%

For the Explosives and Drilling and Blasting activity, the key issue is to prioritize recycling of off-specification products, in order to avoid the generation of waste (whether explosive or not, depending on the stage of the process) that could have a negative impact on health and/or the environment when processed as waste, either internally or via specialized channels. Recycling, where feasible, is a requirement to reduce incoming resource flows and thereby optimize the industrial process. In addition, the sale of bulk matrix, which is transported, applied and sensitized on-site using MEMUs, allows for a significant reduction in packaging compared to the use of cartridges. Purchasing products made from recycled materials, particularly for packaging, helps to reduce the amount of waste and the strain on resources.

42 21 **Tonnes of raw materials purchased**

2023	123,000 T
2024	157,000 T
2025	176,000 T

The table below summarizes the main incoming and outgoing resource flows related to EPC Groupe's activities.

	RESOURCE INFLOWS	RESOURCE OUTFLOWS
Explosives manufacturing	• Ammonium nitrate • Mineral oils and hydrocarbons • Water • Packaging • Other chemical products • Blasting accessories (detonators, detonating cords, boosters, etc.)	• Explosives (emulsion or gel), whose end-of-life corresponds to their use • Off-specification products and packaging, recycled as a priority, when possible under local regulations
Urban mining	• Products, materials or waste, contaminated or not, originating from client sites	• Items intended for re-use (e.g., furniture or equipment recovered from construction worksites) • Waste recycled into materials (e.g., crushed concrete, scrap metal, plaster, glass wool) • Waste recycled into energy (e.g., certain types of wood or plastic) • Non-recoverable waste (e.g., hazardous waste) Note: There are certain types of waste for which there is currently no recycling stream or recovery technique (e.g., certain plastics).

The issues related to incoming resources and responsible procurement are addressed in greater detail in section E.2 Developing our relationships with suppliers by encouraging responsible procurement practices.

C.5.2 Commitments

As set out in EPC Groupe's Safety, Health and Environment Policy, the Groupe seeks to minimize its impact on the environment by using natural resources sustainably. The Groupe places particular emphasis on the development of the circular economy, the supply of secondary raw materials and sound waste management.
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.
EPC Groupe is committed to incorporating an eco-design approach into its Research and Development activities, particularly through its subsidiary EPC 2i. This reflects the Groupe's intention to manufacture both production tools and products that, whenever economically viable, support circularity, increase the circular use rate and reduce reliance on primary raw materials.

C.5.3 Governance

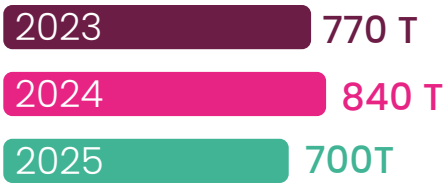
Matters relating to the circular economy, as well as the proper treatment of waste and off-specification products, are primarily managed by the Groupe Safety, Health and Environment Department, notably with the support of the network of "SHE officers" established within the subsidiaries by the Groupe Safety, Health and Environment Director. The CSR Committee is responsible for reviewing this work, particularly as part of the sustainability statement review process.

Subsidiaries are required to take the necessary steps to ensure that waste is properly managed, and to monitor the relevant indicators.
Given the nature of their core activity, Urban Mining subsidiaries have dedicated teams and closely monitor these topics.

C.5.4 Actions

In the Explosives and Drilling and Blasting activity, most waste consists of contaminated packaging. Off-specification products are prioritized for recycling within the production process, ensuring that final product quality is not compromised. Otherwise, they are treated by specialized service providers, with monitoring procedures in place to ensure appropriate downstream treatment. In some cases, particularly to comply with local regulations, the treatment of off-specification products may require incineration, which is carried out in accordance with the Groupe's safety procedures.

44 4 1 **Tonnes of hazardous waste generated by the Groupe's own operations**



44 5 1 **Number of production subsidiaries that recycle off-specification products**

5

In 2024, EPC 2i, the subsidiary responsible for Research and Development activities for the Explosives and Drilling & Blasting activity, took part in *Diag'Ecoconception*. This programme, supported by Bpifrance, included a simplified Life Cycle Assessment (LCA) and two days of training on eco-design principles to help adopt a circular approach.
Subsidiaries also implement actions to reduce the quantity of waste generated and to promote recycling, for example:

- The Special Works branch of EPC France, which is "RSE TP" certified for having achieved a high level of CSR performance by the French National Federation of Public Works (FNTP), has been providing its employees with refillable potable water dispensers since 2024 to eliminate the use of disposable water bottles.
- EPC España purchases ANFO production bags made from 30% to 60% post-consumer recycled (PCR) plastic.
- Pirobrás collects products and materials such as crates, bags and plastic waste, and then works with its suppliers to purchase products made from these recycled materials, thereby creating a circular economy loop.

For the Urban Mining activity, the EPC Demosten and EPC Colibri subsidiaries operate on client sites to promote the recovery of collected waste. They play an awareness-raising role by presenting possible solutions for waste prevention and recovery. In line with their operations and in accordance with French regulations, they strictly monitor waste traceability (Trackdéchets for hazardous waste and a waste register for other flows) and ensure the separation of waste types (sorting of 9 streams since January 2025), which are subsequently recovered. EPC Demosten develops and provides clients with resource booklets and removal methodologies to support re-use, thereby ensuring a second life for as many products, equipment and materials from deconstruction as possible. These products, equipment and materials can, in particular, be transferred between different sites to ensure the optimal re-use of available resources. On its construction sites, EPC Demosten works in collaboration with waste management companies and environmental organizations (including Extended Producer Responsibility schemes) for the collection and recovery of construction, furniture, electrical and electronic waste. The subsidiary is also a member of Cyneo, a digital and physical platform specialized in re-use, designed to connect deconstruction supply with construction demand.
These activities support re-use, significantly reducing carbon impact, as well as the preparation and transformation of materials into new raw materials, helping to reduce the extraction of natural resources and contributing to climate change mitigation efforts.

EPC Demosten-specific indicators on the end-of-life of construction waste

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

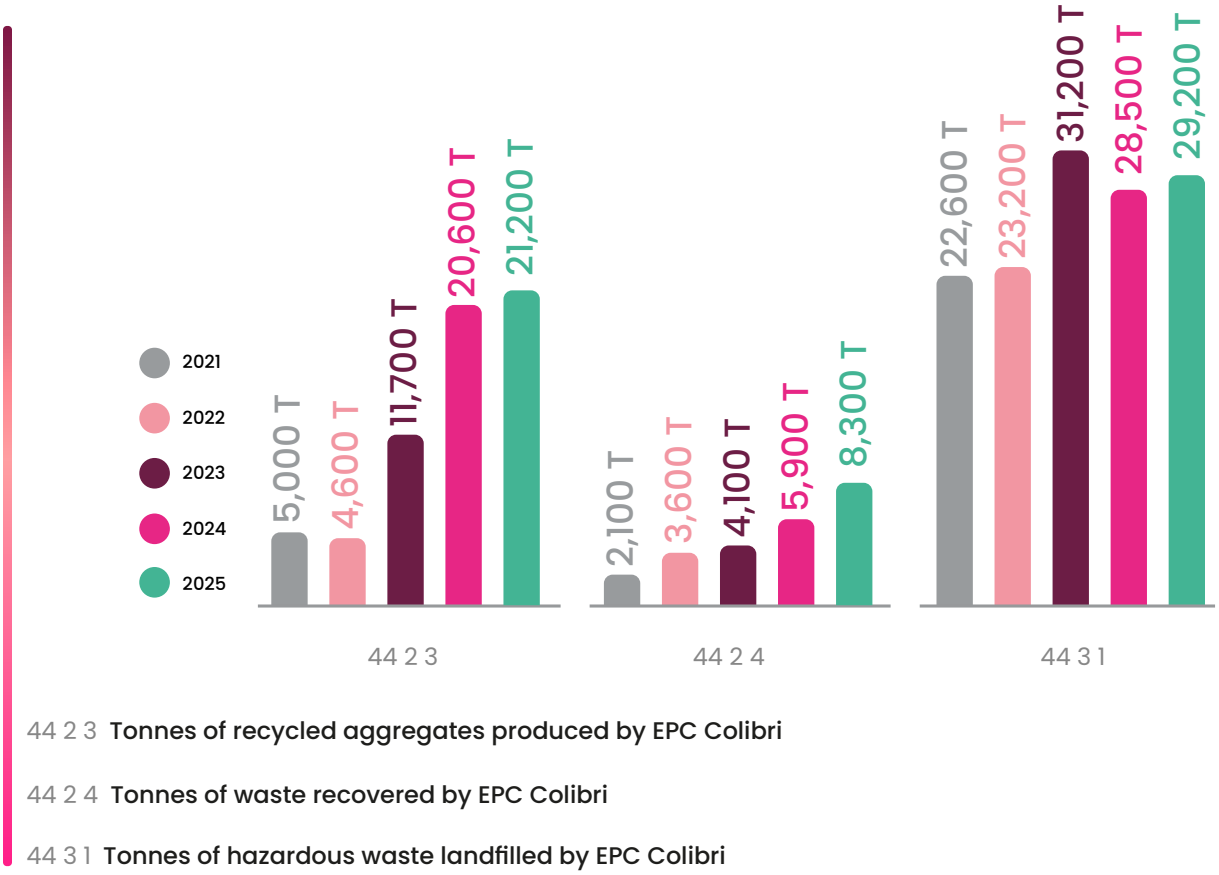
44 2 2 **Tonnes of recyclable waste extracted by EPC Demosten**

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

The subsidiary EPC Colibri offers its clients 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 certification for wood and plaster waste, for example, and a dedicated sorting centre.
- Mobile crushing: concrete from buildings, electricity poles and railway sleepers is either recycled or made available for backfill, for example for underlay, thus contributing to "urban mining".

EPC Colibri-specific indicators on the end-of-life of construction waste



44 2 3 **Tonnes of recycled aggregates produced by EPC Colibri**

44 2 4 **Tonnes of waste recovered by EPC Colibri**

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

The following indicators could not be reported in accordance with the formalism, accuracy and granularity required by the ESRS: E5-4_02; E5-4_03; E5-4_04; E5-4_05.

C.5.5 Objectives

Given the specific characteristics of each subsidiary, they define their own objectives while taking into account the overarching commitments of EPC Groupe.

C.6 Disclosures under Article 8 of Regulation (EU) 2020/852 (EU Green Taxonomy Regulation)

Context

The information provided below is required for non-financial undertakings under Article 2 of Delegated Regulation (EU) 2021/2178 of 6 July 2021, as amended, and is presented in tabular format in accordance with the templates set out in Annex II of the regulation.
The EU Green Taxonomy refers primarily to Regulation (EU) 2020/852 of 18 June 2020 on the establishment of a framework to facilitate sustainable investment. Article 9 of the regulation sets out six environmental objectives:

- Climate change mitigation,
- Climate change adaptation,
- The sustainable use and protection of water and marine resources,
- The transition to a circular economy,
- Pollution prevention and control,
- The protection and restoration of biodiversity and ecosystems.

Delegated Regulation (EU) 2023/2486 of 27 June 2023[1] defines the technical screening criteria for determining under what conditions an economic activity may be considered to make a substantial contribution to the following four environmental objectives:

- The sustainable use and protection of water and marine resources (Annex 1),
- The transition to a circular economy (Annex 2),
- Pollution prevention and control (Annex 3),
- Protection and restoration of biodiversity and ecosystems (Annex 4),

And whether the economic activity does not significantly harm any of the other environmental objectives.

The Delegated Regulation introducing simplifications to the EU Green Taxonomy was adopted by the European Parliament on 17 December 2025 and published in the Official Journal of the European Union on 8 January 2026. As provided for in Article 4 of Commission Delegated Regulation (EU) 2026/73 of 4 July 2025, the Groupe has chosen to continue applying Delegated Regulations (EU) 2021/2178, (EU) 2021/2139 and (EU) 2023/2486, as applicable on 31 December 2025, for the 2025 financial year.

C.6.2 Evaluation and methodology

C.6.2.1 Approach to identifying eligible activities and calculating key performance indicators

It should be noted that the first eligibility analysis covering all environmental objectives was conducted for the 2023 financial year and published in the 2023 Non-Financial Performance Statement. This had been updated for the 2024 financial year and published in the 2024 sustainability statement.
Following the analysis conducted by EPC Groupe's Head Office to assess the eligibility of its operations in relation to the four environmental objectives mentioned above, the following conclusions were reached:

- Neither the delegated acts published from 4 June 2021 onward by the European Commission, nor the work of the Technical Expert Group (TEG) appointed by the Commission, currently make it possible to directly and conclusively link EPC Groupe's activities to those considered as substantially contributing to the objectives of climate change mitigation and climate change adaptation.
- A portion of the Urban Mining activity (namely Deconstruction and Circular Economy) is eligible under the objectives of the transition to a circular economy and of pollution prevention and control. This concerns the subsidiaries EPC Demosten and EPC Colibri, and has been the subject of a detailed analysis to calculate eligibility indicators, as was already done in preparation for the 2023 Non-Financial Performance Statement and the 2024 sustainability statement.

1 of the European Parliament and of the Council establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to pollution prevention and control, or to the protection and restoration of biodiversity and ecosystems and for determining whether that economic activity causes no significant harm to any of the other environmental objectives and amending Commission Delegated Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities.

The economic activities identified in coordination with the relevant operational teams are as follows:

OBJECTIVE AS DEFINED BY THE EU GREEN TAXONOMY	ECONOMIC ACTIVITY	GROUPE SUBSIDIARY	
		EPC DEMOSTEN	EPC COLIBRI
Pollution prevention and control	Remediation of contaminated sites and areas, in particular: Soil decontamination and remediation Material reduction of hazardous substances or products, such as asbestos or lead-based paints §2.4 of Annex 3 to Delegated Regulation (EU) 2023/2486 of 27 June 2023	X	X
Transition to a circular economy	Collection and transport of non-hazardous and hazardous waste §2.3 of Annex 2 to Delegated Regulation (EU) 2023/2486 of 27 June 2023		X
	Sorting and recovery of materials from non-hazardous waste, in particular crushing of concrete and road asphalt §2.7 of Annex 2 to Delegated Regulation (EU) 2023/2486 of 27 June 2023		X
	Demolition and dismantling of buildings and other structures §3.3 of Annex 2 to Delegated Regulation (EU) 2023/2486 of 27 June 2023	X	

The financial information used to establish the eligibility and alignment indicators is based on data from the subsidiaries' information systems at the close of the 2025 financial year. This information was analysed and jointly verified by local and central teams to ensure consistency with the consolidated turnover and CapEx for 2025 and to avoid any double counting of eligible activities in the numerator of the key performance indicators.

1 Turnover key performance indicator (turnover KPI)

The turnover used for the EU Green Taxonomy key performance indicators is subject to various adjustments, particularly to account for intracompany re-invoicing and IFRS 15 adjustments related to the purchase-resale of scrap metal. It consists of:

- Sales of services, itemized by category, and client billing related to the transport/transfer of equipment for crushing and waste management activities.
- Client invoicing and changes in unbilled turnover and income receivable for remediation and demolition activities.

The consolidated turnover of EPC Groupe, which serves as the denominator for the EU Green Taxonomy KPIs, amounts to €539.2 million (turnover as published in the notes to the consolidated annual financial statements (section 18.1.6 of the URD)). The eligible activities account for 19% of this turnover.

2 Capital expenditure key performance indicator (CapEx KPI)

In accordance with the EU Green Taxonomy Regulation, the CapEx denominator includes capitalized additions of property, plant and equipment, intangible assets and acquisitions of rights-of-use assets (as per IFRS 16). In 2025, the denominator amounted to €39.5 million (see section 6.3 of the appendix to the consolidated financial statements (section 18.1.6 of the URD)).
The taxonomy-eligible CapEx corresponds to capital expenditure attributable to the eligible activities presented above and represents 4% of the CapEx KPI. For assets used across several eligible activities that cannot be directly allocated to one specific activity, the capitalized value of the asset was apportioned pro rata to the turnover of the corresponding eligible activities. As was the case in 2023 and then in 2024, the analysis focused on the most significant investments related to the core activities of EPC Groupe's economic activities.

3 Operating expenditure key performance indicator (OpEx KPI)

The OpEx KPI denominator, as defined in point 1.1.3 of Annex I of Regulation (EU) 2020/852 of 18 June 2020, amounts to €27.8 million for the year 2025, representing 6% of the Groupe's operating expenses (total: €474 million). As a result, operating expenditure, as defined in the regulation, is not material to the company's business model. The company is therefore exempt from the obligation to calculate the numerator of the OpEx KPI, in accordance with point 1.1.3.2, and discloses a numerator equal to zero.

C.6.2.2 Approach to identifying aligned activities and calculating key performance indicators

It should be noted that the alignment analysis carried out for the 2025 financial year, and published in this document, is the second such analysis conducted by EPC Groupe.

1 Technical screening criteria

The technical screening criteria (TSC) were reviewed in depth in collaboration with the operational and financial departments of the relevant subsidiaries, with particular attention given to contracts based on progress billing. Biannual meetings are held between the Groupe Finance Department and the subsidiaries concerned to conduct an analytical review of a selection of such contracts, especially with regard to unbilled turnover and/or income receivable. An extract of the remaining contracts is provided by the subsidiaries in order to substantiate the total reported turnover.
Given the number of projects and the diversity of contractual arrangements, the alignment analysis focused on the main sites generating the most significant turnover for economic activities 3.3 "Demolition and dismantling of buildings and other structures" and 2.4 "Remediation of contaminated sites and areas".
For economic activities 2.7 "Sorting and recovery of materials from non-hazardous waste" and 2.3 "Collection and transport of non-hazardous and hazardous waste", the contracts involving brokerage were excluded from the analysis, as EPC Groupe does not hold the full supporting documentation required to demonstrate alignment with all criteria.
As a result of this analysis, it was determined that 14% of EPC Groupe's turnover is aligned with the technical screening criteria.
CapEx alignment was calculated using the alignment percentages for the turnover of the corresponding activities and subsidiaries.
EPC Groupe reports 3% alignment of its CapEx.

2 DNSH (Do No Significant Harm) criteria

A detailed review of the DNSH criteria was carried out and formalized in collaboration with the Groupe's operational departments and CSR Department for each relevant economic activity. This review was based in particular on the fact that EPC Demosten and EPC Colibri conduct their operations in compliance with:

- A strict and closely monitored French regulatory framework
- Management systems, some of which are certified and governed by ISO standards (9001, 14001) or MASE (a French safety, health and environment certification standard)
- Industry-specific certifications related to their activities (e.g., QualiRecycle, Qualibat)

The DNSH criteria, which are specific to each eligible activity, mainly covered:

- Climate change mitigation:
  - No degradation of land with significant carbon stock
  - Calculation of the carbon footprint and setting of GHG emissions reduction targets
  - A strict regulatory framework for an activity carried out exclusively in France and subject to close oversight, which covers current EU laws

- Climate change adaptation:
  - Risk review conducted in 2024 with technical experts, to be further developed
  - Potential risks identified were not considered material for the exercise of the economic activity, particularly due to the fact that the work is carried out on third-party sites and rarely exceeds one year in duration

- Sustainable use and protection of water and marine resources:
  - A strict regulatory framework for an activity carried out exclusively in France and subject to close oversight, which covers matters related to the sustainable use and protection of water and marine resources
  - Existence of certified environmental and quality management systems for certain subsidiaries or branches

- Pollution prevention and control:
  - A strict regulatory framework for an activity carried out exclusively in France and subject to close oversight, which covers matters related to pollution prevention and control
  - Existence of certified environmental and quality management systems for certain subsidiaries or branches
  - Other specific topics, relating, for example, to the economic activity of sorting and recovery of materials from non-hazardous waste, include the existence of emission limit values set in operating permits to ensure that emissions do not exceed BAT emission thresholds

- Circular economy:
  - A strict regulatory framework for an activity carried out exclusively in France and subject to close oversight, which covers matters related to waste sorting and recovery, one of the specialities of the EPC Groupe's Urban Mining activity
  - Existence of certified environmental and quality management systems for certain subsidiaries or branches

3 Minimum safeguards

In accordance with the guiding principles on minimum safeguards described in Article 18 of the Taxonomy Regulation, economic activities that contribute substantially to one of the environmental objectives and comply with the relevant generic and specific Do No Significant Harm (DNSH) criteria must also demonstrate compliance with minimum safeguards. These safeguards require the implementation of procedures aligned with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions referred to in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and its Follow-up; and the International Bill of Human Rights. The economic activities of EPC Demosten and EPC Colibri are carried out in compliance with the principles outlined in this sustainability statement and other sections of the Universal Registration Document, as well as with applicable French regulations. These cover the minimum safeguards related to: human rights (see section D.8 of the sustainability statement); anti-corruption (see section E.1 of the sustainability statement and indicator 13 4 1 in Appendix F.1); taxation (see note 5.10 in the appendix to the consolidated financial statements); and business ethics (see section E.1 of the sustainability statement).

C.6.3 Results

The summary tables by KPI showing the degree of eligibility and alignment by environmental objective, including alignment with each objective for activities that contribute substantially to more than one, are presented below, in accordance with Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023, supplementing Regulation (EU) 2020/852.

SHARE OF TURNOVER / TOTAL TURNOVER

	TAXONOMY-ALIGNED BY OBJECTIVE	TAXONOMY-ELIGIBLE BY OBJECTIVE
CCM (Climate change mitigation)	0%	0%
CCA (Climate change adaptation)	0%	0%
WTR (Water)	0%	0%
CE (Circular economy)	10%	13%
PPC (Pollution)	4%	6%
BIO (Biodiversity)	0%	0%

SHARE OF CAPEX / TOTAL CAPEX

	TAXONOMY-ALIGNED BY OBJECTIVE	TAXONOMY-ELIGIBLE BY OBJECTIVE
CCM (Climate change mitigation)	0%	0%
CCA (Climate change adaptation)	0%	0%
WTR (Water)	0%	0%
CE (Circular economy)	3%	4%
PPC (Pollution)	0%	0%
BIO (Biodiversity)	0%	0%

SHARE OF OPEX / TOTAL OPEX

	TAXONOMY-ALIGNED BY OBJECTIVE	TAXONOMY-ELIGIBLE BY OBJECTIVE
CCM (Climate change mitigation)	0%	0%
CCA (Climate change adaptation)	0%	0%
WTR (Water)	0%	0%
CE (Circular economy)	0%	0%
PPC (Pollution)	0%	0%
BIO (Biodiversity)	0%	0%

The detailed results, presented in accordance with the regulatory templates, can be found in Appendix F.5 of this sustainability statement.

Safety talk prior to the start of operations, EPC Mineex, Senegal

D. Social information

D.1 Supporting employees and improving quality of life at work

D.1.1 Stakes

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year)
M Medium term (1 to 5 years)
L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

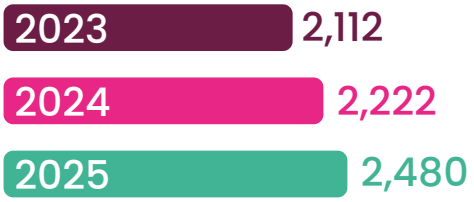
Training and engagement

Material positive impacts	Voluntary collective agreements in certain subsidiaries S M L EPC **ACTUAL**
Material negative impacts	Absence of minimum wages in certain geographical areas, which requires detailed analysis to ensure there are no adverse impacts S M EPC **POTENTIAL**

2 Description of impacts, risks and opportunities

The 2,480 employees who share and embody the values of EPC Groupe are the driving force of the Groupe in more than twenty countries.
In line with its values, the Groupe takes into account the expectations of its employees with regard to the specific demands of their activities (work-life balance, working hours, extended travel, physically demanding roles). It ensures a high level of quality in the workplace and fosters a dialogue to identify actions that best address their needs. This dialogue is based on the principle of employee consultation, particularly through works councils or their equivalents depending on the applicable local legislation. These initiatives are essential to maintaining employee engagement and motivation, thereby helping to avoid the risks associated with an unexpected increase in employee turnover, which could lead to a loss of skills.

2111 **Number of employees (headcount as at 31 December)**[1]



Employee head count in countries where the undertaking has at least 50 employees representing at least 10% of its total number of employees

Depending on the specific needs of each subsidiary, employees may be offered permanent or temporary contracts, on a full-time or part-time basis. Certain subsidiaries, mainly in the Africa Area, may engage independent workers or personnel employed under temporary or staffing agency contracts, in accordance with the applicable local labour regulations. It is these workers who are referred to as "non-employee" workers.
The diversity of contractual models and labour law regulations across the countries where the Groupe operates may present both a financial risk and a potential negative impact for EPC. For this reason, the Groupe relies on qualified local human resources professionals for workforce management.

2112 **Number of non-employee workers**

479

The payment of decent wages is also a key issue for the Groupe, particularly given the geographical diversity of its locations and the varying types and levels of social protection in each country.
The actions described in this section are aimed at mitigating material, actual or potential negative impacts, and at generating positive outcomes for employees.

1 Number of employees excluding joint ventures, as published in section 15.1 of the URD.

D.1.2 Commitments

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.
EPC fosters a trust-based environment, reflecting the Groupe's values, encouraging teamwork while valuing individual contributions and initiatives. As such, EPC is 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 and collective labour agreements relating to the working relationship.

D.1.3 Governance

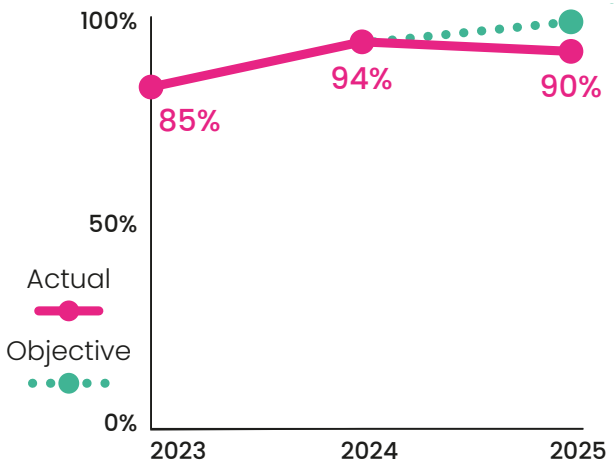
Operational management is carried out at subsidiary or Area level, within the framework of a general policy coordinated at Groupe level by the Human Resources Department.
Subsidiaries are required to establish social dialogue between their Senior Management, Human Resources Department and employees, enabling the escalation of concerns and needs from internal stakeholders. The Senior Management of each subsidiary must ensure that communication channels used to report such concerns and needs are known and effectively used. Depending on the size and organization of the subsidiary and the applicable local regulations, these exchanges may be centralized by the Human Resources function, in coordination with employee representatives, trade unions or works councils, where applicable. These matters are handled by the Senior Management and Human Resources Department of the relevant subsidiaries.

The Groupe Human Resources Department maintains regular contact with its network of HR representatives, particularly during periodic meetings and the annual Human Resources seminar. These sessions provide an opportunity to share updates and key information from each subsidiary, to exchange best practices, to implement action plans on various topics and to ensure that the objectives set are appropriate for both the subsidiaries and the Groupe.
To determine the materiality of the various social issues (positive and negative impacts, risks and opportunities), the Groupe Human Resources Department relies notably on: feedback from the network of HR representatives in subsidiaries; the results of the employee engagement survey conducted in 2024; direct exchanges with stakeholders during on-site visits or Groupe-organized events.
Monitoring and steering of social issues at the level of the EPC Groupe's central departments is mainly the responsibility of the Groupe Human Resources Department, as reflected in half-yearly reports, and the Groupe Safety, Health and Environment Department. The Board of Directors, through its CSR Committee, is responsible for reviewing this work, particularly as part of the sustainability statement review process.

D.1.4 Actions

A monthly employee reporting system was introduced at Groupe level in 2025. An internal information system has been developed to further improve employee monitoring and the reliability of annual reporting. This tool helps to facilitate the onboarding of new employees and the roll-out of training and awareness-raising initiatives.
Every employee who joins EPC Groupe is given a presentation outlining the Groupe's DNA as part of their induction, available in written form as a Handbook. This Handbook traces the Groupe'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 their manager or the Human Resources department. It also includes an introduction to the EPC Groupe whistle-blowing system, which is accessible via the Groupe's website.

22 8 2 **Percentage of employees who have signed the Handbook**



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

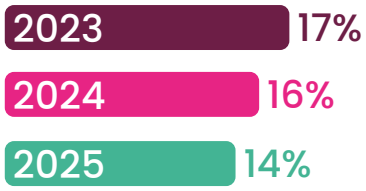
- Employees whose jobs are compatible with teleworking may be able to do so, depending on the subsidiary and its operational needs.
- Employees at the French subsidiaries benefit from the AXA prevention programme, whilst those at EPC-UK and EPC Canada have access to Stimulus Care Services. These two personalized assistance and support programmes are designed to help employees cope with everyday challenges (covering, in total, over 50% of the Groupe's workforce).
- In 2025, one EPC Demosten employee benefited from 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.
- Since 2019, in partnership with Mental Health First Aid England, EPC-UK has trained over 70 people in mental health first aid. More than 30 EPC-UK employees working in 2025 have been trained to support people who may be experiencing mental health issues.

The Urban Mining subsidiaries are adopting a proactive prevention approach to reduce occupational risks and improve difficult working conditions:

- Based on feedback and the suggestions and proposals made by 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 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.

Action for Pink October at EPC Demosten, France

21 2 1 **Employee turnover rate**



21 2 2 **Total number of employees who left the company during the year**

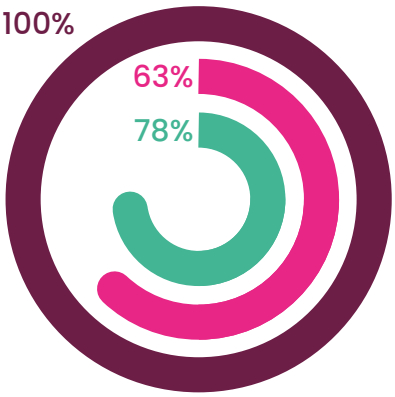
488

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

22

21 7 1 **Rate of absenteeism**

Employees rate



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

21 4 1 **Percentage of employees represented by worker representatives**

21 6 1 **Percentage of employees covered by at least one category of social protection**

COVERAGE OF COLLECTIVE BARGAINING AND SOCIAL DIALOGUE

COLLECTIVE BARGAINING COVERAGE			SOCIAL DIALOGUE
Coverage rate	**Employees – EEA (for countries with >50 employees representing >10% of total employees)**	**Employees – Non-EEA (estimate for regions with >50 employees representing >10% of total employees)**	**Workplace representation (EEA only) (for countries with >50 employees representing >10% of total employees)**
0-19%			
20-39%			
40-59%			
60-79%			
80-100%	France	Africa	France

COVERAGE BY SOCIAL PROTECTION AGAINST LOSS OF INCOME DUE TO MAJOR LIFE EVENTS

COUNTRY	ILLNESS	UNEMPLOYMENT (FROM THE MOMENT THE EMPLOYEE STARTS WORKING FOR THE COMPANY)	OCCUPATIONAL ACCIDENT AND ACQUIRED DISABILITY	PARENTAL LEAVE*	RETIRE-MENT
Australia	Yes	Yes	Yes	Yes	Yes
Belgium	Yes	Yes	Yes	Yes	Yes
Benin	Yes	No	Yes	Yes	Yes
Brazil	Yes	Yes	Yes	Yes	Yes
Burkina Faso	Yes	No	Yes	Yes	Yes
Cameroon	No	No	Yes	Yes	Yes
Canada	Yes	Yes	Yes	Yes	Yes
Chile	Yes	Yes	Yes	Yes	Yes
Côte d'Ivoire	Yes	Yes	Yes	Yes	Yes
United Arab Emirates	Yes	Partial	Yes	Yes	Partial
Spain	Yes	Yes	Yes	Yes	Yes
France	Yes	Yes	Yes	Yes	Yes
Gabon	Yes	No	Yes	Yes	Yes
Guinea	Yes	No	Partial	Partial	Yes
Italy	Yes	Yes	Yes	Yes	Yes
Japan	Yes	Yes	Yes	Yes	Yes
Morocco	Yes	Yes	Yes	Yes	Yes
Peru	Yes	No	Yes	Yes	Yes
United Kingdom	Yes	Yes	Yes	Yes	Yes
Senegal	Yes	No	Yes	Yes	Yes
Singapore	Yes	Yes	Yes	Yes	Yes
Sweden	Yes	Yes	Yes	Yes	Yes

* Maternity, paternity and/or parental leave

Subsidiaries implement local initiatives to promote employee health and well-being. Many subsidiaries, for example, organize breast cancer awareness events as part of Pink October. They also organize sporting events for employees and their families.

The following indicators could not be reported in accordance with the formalism, accuracy and granularity required by the ESRS: S1-10_03; S1-16_02.

D.1.5 Objectives

2026 Creation of an online induction programme for all new Groupe employees (objective carried over into 2026).

2026 Groupe-wide roll-out of HR standards to coordinate practices and initiatives.

D.2 Promoting diversity, equity and inclusion

D.2.1 Stakes

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year) M Medium term (1 to 5 years) L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

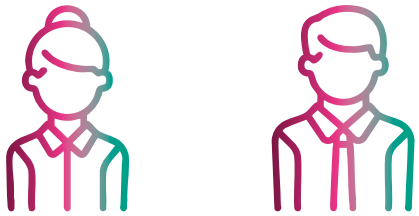
Diversity, equity and inclusion	
Material negative impacts	Traditionally male-dominated professions and a still low proportion of women in the workforce S M EPC **ACTUAL**
Material opportunities	Diverse profiles and equal opportunity are key factors in the Groupe's appeal and in fostering engagement among our teams, whilst also enabling a better understanding of the needs of different markets S M L EPC **ACTUAL**

2 Description of impacts, risks and opportunities

EPC Groupe is convinced that diversity of profiles and career paths, equal opportunities and the quality of employee experience are key factors in the Groupe's creativity, performance, corporate responsibility and attractiveness, and represent a real opportunity. The diversity of our teams around the world also enables us to gain a better understanding of the needs of different markets.
Concrete measures, described in more detail below, are designed to build a corporate culture that is open, inclusive and respectful of the visible and invisible differences that make each individual unique. EPC strives to have a positive impact and to lead by example by promoting this culture within the company through awareness-raising initiatives and regular training.

21 1 1 Number of employees

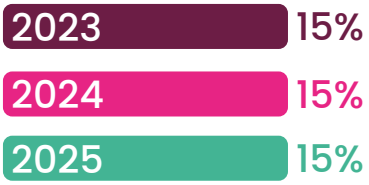
2,480



371 women

2,109 men

22 3 1 Percentage of women in the company



22 2 1 Number of nationalities represented in the Groupe

+50

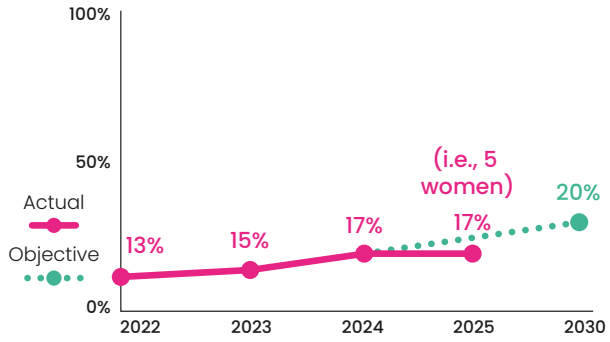
22 4 1 Number of disabled employees

38

EMPLOYEES BY TYPE OF CONTRACT, BROKEN DOWN BY GENDER (AS AT 31 DECEMBER 2025)

	Women	Men	Total
Number of employees (head count)	371	2,109	2,480
Number of permanent employees (head count)	327	1,821	2,148
Number of temporary employees (head count)	44	286	330
Number of employees with a non-guaranteed number of hours (head count)	0	2	2

22 3 2 **Percentage of women in executive positions**



22 3 3 **Percentage of women on the Board of Directors: 5 women out of 9 members**

56%

22 3 4 **Gender pay gap**

-5%

Internal communication campaign to promote diversity, equity and inclusion

D.2.2 Commitments

EPC Groupe is committed to treating all employees fairly and to promoting diversity. The Groupe seeks to build a dynamic, proactive and modern company that upholds respect for individuals and core values such as diversity, inclusion and mutual respect. 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 promotes an open and inclusive corporate culture that recognizes and celebrates diversity in all its forms – including race and ethnicity, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinions, nationality and social background.

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, clients and other persons with whom the Groupe has business relations will not be tolerated under any circumstances.

D.2.3 Governance

A Diversity, Equity and Inclusion Committee (DE&I) has been appointed. It is led by the Groupe's Chairman & Chief Executive Officer and meets 3 times a year. Its role is to ensure that the commitments and actions decided at Groupe level are complied with. It also monitors the pertinence and progress of the indicators that have been put in place. The Board of Directors is kept informed by its CSR Committee, whose role is to review this work, in particular as part of the sustainability statement review process and the preparation for the Board's approval of the EPC Groupe's Diversity, Equity and Inclusion Policy.

To ensure close alignment with local and regional issues, the DE&I Committee includes an operational representative from each Area or activity. Each representative is also identified as the Area's DE&I coordinators, to ensure that the Committee is in touch with the issues on the ground in terms of diversity, equity and inclusion.

D.2.4 Actions

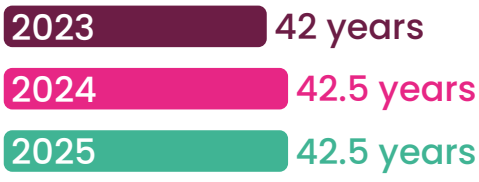
A Diversity, Equity and Inclusion (DE&I) policy was presented to the leadership teams of EPC Groupe subsidiaries in May 2023. This policy lays down quantifiable objectives and is intended to be rolled out across all the Groupe's subsidiaries. Designated coordinators in subsidiaries provide support for the roll-out of the DE&I policy and the implementation of employee awareness initiatives. Their role is also to relay on-the-ground issues related to diversity, equity and inclusion, based on discussions with employees. A communication campaign was carried out in December 2024, focusing on the Groupe's commitments in terms of DE&I. In 2025, a specialized training course was launched on EPC Digital Academy (an internal online training platform). This training course was designed for all employees.
In total, 47 Diversity, Equity and Inclusion coordinators were appointed within the subsidiaries and Areas. Training for EPC Groupe's DE&I representatives is currently under way. The coordinators in each Area will hold regular meetings with the country coordinators to take their challenges into account and pass them on to Groupe level.

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

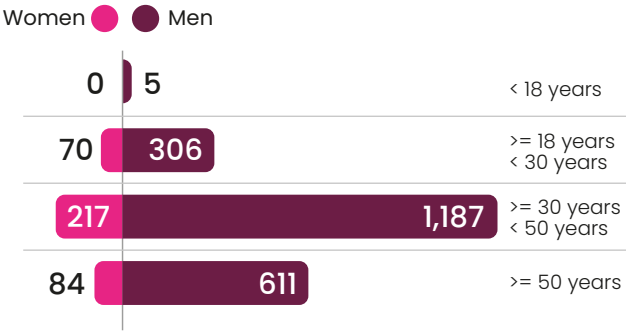
47

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 EPC Groupe's teams around the world, on contracts generally lasting between 12 and 24 months.

22 5 1 **Average age**



Employee age pyramid (headcount as of 31 Dec 2024)



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. For example, EPC France's Special Works branch has undertaken an initiative in collaboration with GEIQ BTP 13 (*Groupement d'Employeurs pour l'Insertion et la Qualification*), an employer group association working in partnership with the French National Federation of Public Works (FNTP), to recruit candidates by setting up a project lasting between 11 and 13 months, offering accredited vocational training programmes (rope access technician, certification for safe driving, etc.). One rope access technician, in particular, was offered a permanent contract at the end of her project. In recognition of its commitment to inclusion and gender diversity, EPC France was awarded the Gender Diversity Prize at the GEIQ Me Up Awards in 2025.

22 7 1 **Number of hours worked under social inclusion contracts (France only)**

+43,000 hours

The Groupe'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 Groupe's ethical values. Employees are reminded of its purpose in the Handbook distributed to them when they join the Groupe. The operation of this scheme is detailed in section E.1 Ensuring ethical business practices.

In 2025, a page dedicated to the Groupe's Diversity, Equity and Inclusion policy was created on the EPC Groupe website, providing a comprehensive overview of the Groupe's commitments. This page also highlights the Groupe's whistle-blowing system, which anyone can use to report incidents of discrimination, including harassment.

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

100%

22 9 1 **Proven incidents of discrimination, including harassment**

6

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

0 €

22 9 3 **Number of reports of incidents of discrimination, including harassment**

10

Every year, EPC Groupe calculates and publishes an equity ratio, in section 13.3 of the Universal Registration Document, comparing the remuneration of executive management with that of employees (for a limited scope: 100% of employees in France).

D.2.5 Objectives

2026 Creation of an online training course for managers on discrimination issues, to encourage inclusive recruitment, creativity and team diversity (objective carried over into 2026).

2030: 20% of management positions held by women.

EPC Mineex operators, Senegal

D.3 Developing competence and engagement

D.3.1 Stakes

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year)
M Medium term (1 to 5 years)
L Long term (> 5 years)

Position in the value chain:

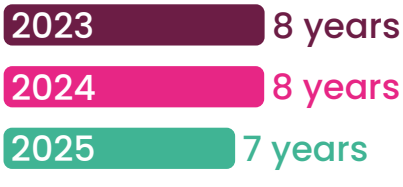
EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Training and engagement	
Material positive impacts	Recruitment for technical roles: Groupe's commitments to skills development S M L EPC **ACTUAL**

2 Description of impacts, risks and opportunities

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, and to maintain their commitment. Keeping employees engaged and motivated is essential to the Groupe's operations, as a high employee turnover rate can lead to a risk of skill loss. 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.

22 6 1 **Average seniority**



EPC Groupe is involved in what are often described as niche activities. 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. There is a risk that employees and workers in the value chain may be insufficiently trained in the specificities and requirements of the Groupe's activities, which could lead primarily to serious safety implications, but also affect the quality of the services provided. As a result, EPC Groupe's employees are trained by the subsidiaries in their specific activities. 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 Groupe employees, all of whom are specialists in their field (drilling, blasting, inspection, safety, 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. The development of this business represents a financial opportunity for the Groupe and supports the training and skills development of workers in the value chain.

D.3.2 Commitments

EPC Groupe fosters innovation, collaboration and opportunities by promoting an agile organizational structure that supports training. The Groupe 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. The Groupe aims to pave the way for the next generation of employees and address a key challenge for its 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 Groupe's needs and the employee's career aspirations. Internal mobility, which is both a source of skill development and a means of fostering engagement, 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.

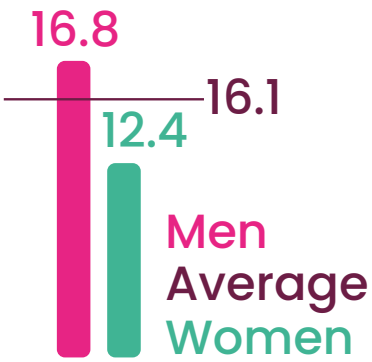
D.3.3 Governance

Operational management is carried out at subsidiary or Area level, within the framework of a general policy coordinated at Groupe 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 Groupe Human Resources Department and the Groupe Safety, Health and Environment Department. The CSR Committee is responsible for reviewing this work, particularly as part of the sustainability statement review process.

D.3.4 Actions

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

23 1 1 **Average number of training hours per employee**



The Groupe's subsidiaries hold annual appraisal interviews that provide a chance for employees and their managers to have an open discussion. 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 objective is to foster dialogue with the Groupe's employees. At this stage, data on the rate of performance and development assessments is not sufficiently reliable to be published, in particular due to the need to account for local regulatory specificities.
Training courses have been deployed on a dedicated system to manage, administer and facilitate employee training and development across EPC Groupe on EPC Digital Academy (the Groupe's online training platform). The aim of this 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, fun content, offering a new vision of training.
The Groupe's Human Resources Department carries out an annual talent review to pinpoint key skills and high-potential employees. It is also an opportunity for subsidiaries and business units to work on succession plans for key roles within the Groupe. Appropriate training programmes are then put in place to support their skills development and prepare for the future replacement of key Groupe personnel.
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 communications. It is a way of preparing and looking ahead to the next generation of employees.

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

215

At the beginning of 2024, EPC Groupe adopted an Internal Mobility Charter, applicable to all subsidiaries, to promote mobility and help break down organizational silos. The Charter enables employees to understand the commitments and operating principles that ensure a smooth and transparent mobility process. A dedicated online platform, Career@EPC, has been

launched to advertise job opportunities and support application processes.
Subsidiaries have signed partnerships with higher education establishments to help students discover the Groupe's businesses and recruit interns and apprentices.

23 3 1 **Number of partnerships with higher education establishments**

33 partnerships in 16 subsidiaries

In June 2024, EPC Groupe conducted its first employee engagement survey, based on a 40-question questionnaire administered by Ipsos, with a participation rate of around 70%. The results reveal both a high level of employee engagement (89% stated they are fully committed to their work) and a high level of satisfaction (87% would recommend EPC as an employer). These results exceed the industry benchmark. In 2025, action plans were implemented, led at subsidiary and Area level and monitored by the Groupe Human Resources Department.

In parallel, several communication initiatives were carried out by the Groupe Human Resources Department: the creation of an HR newsletter for all employees on Groupe HR initiatives, the creation and dissemination of three employee profiles from different regions highlighting their career paths and roles, and communication on the Career@EPC internal mobility platform.

D.3.5 Objectives

2026 implementation of a mentoring programme for early-career employees working in areas of expertise, in order to promote intergenerational exchange and knowledge sharing.

TechWeek, an internal event bringing together around 100 of the Groupe's technicians

D.4 Ensuring the health and safety of our workers

D.4.1 Stakes

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year) M Medium term (1 to 5 years) L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Worker safety	
Material negative impacts	Risks to exposed employees arising from the Groupe's operations, including the production, storage, transport and use of primary and secondary civil explosives, drilling and blasting operations, and operations at demolition and asbestos removal sites S M L EPC **ACTUAL**
Material risks	Financial, reputational and legal risks in the event of occupational illnesses or work accidents S M L EPC **ACTUAL**
Material opportunities	Groupe's long-standing expertise and experience in health and safety, which constitute a competitive advantage S M L EPC **ACTUAL**

2 Description of impacts, risks and opportunities

The men and women who work every day to drive the development of EPC Groupe are a fundamental resource, and their safety has been at the heart of everything it does for 130 years. Health and safety are inextricably linked to all the Groupe's activities, everywhere in the world. This covers accident and injury prevention, workplace well-being, as well as the protection of employees' physical and mental health.

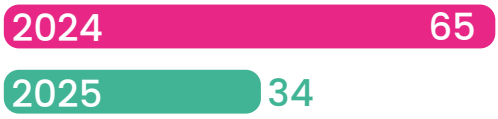
Taking employee health and safety into account is particularly critical in the most exposed environments, for example:

- In Explosives and Drilling and Blasting activities, operators are particularly exposed during underground work (underground mines, tunnels).
- In the Urban Mining activity, operations often involve working at height, co-activity, and exposure to hazardous substances such as asbestos (in the context of decontamination work).

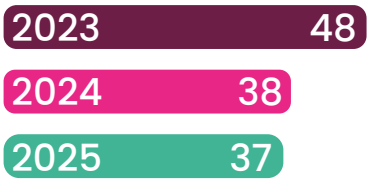
Groupe employees are responsible for demonstrating discipline and strictly complying with the highest safety standards across all subsidiaries worldwide. Promoting the Groupe's safety culture and providing training are key priorities to prevent any serious accidents, which impact employees and represent a significant financial risk for the Groupe. As a global operator in the extractive industry value chain, all individuals within EPC Groupe are expected to demonstrate leadership through exemplary safety behaviour.
Risk management, standards and procedures are essential for meeting clients' demanding specifications and strengthening the Groupe's competitive advantage, particularly when responding to tenders.

Employee indicators

31 3 7 **Number of occupational accidents without lost time**



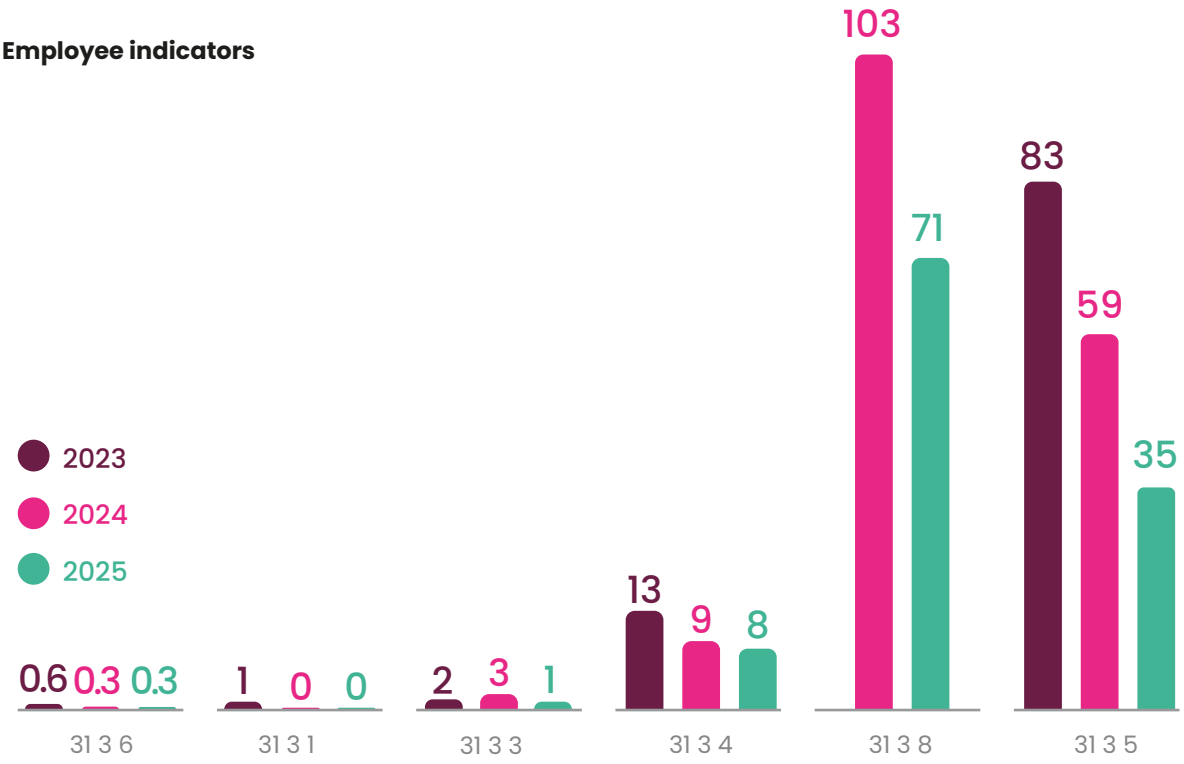
31 3 2 **Number of lost-time accidents**



31 3 9 **Number of days lost as a result of a occupational accidents or occupational illness, or of fatalities due to work-related injuries or work-related ill health**

Approx. 16,500

Employee indicators



31 3 6 Occupational accident severity index (TG1 12 months)

31 3 1 Number of fatal accidents*
*Includes employees on permanent and temporary contracts, as well as external contractors working on Groupe sites

31 3 3 Number of cases of occupational illness

31 3 4 Occupational accident frequency index (TF1 12 months)

31 3 8 Number of recordable occupational accidents

31 3 5 Number of HIPOs

Non-employee indicators

31 3 4 Occupational accident frequency index (TF1 12 months)

16

31 3 8 Number of recordable work-related accidents

39

31 3 7 Number of occupational accidents without lost time

20

31 3 2 Number of lost-time accidents

19

D.4.2 Commitments

In all situations where there are risks, appropriate health and safety standards and procedures are put in place and reviewed regularly to ensure the health and safety of workers.
The rules relating to health and safety in the workplace apply to all Groupe entities. These must be communicated to and enforced among suppliers and subcontractors working on Groupe sites. Guaranteeing a safe and secure environment for its employees, clients and subcontractors is EPC Groupe's number one priority. In addition to complying with the local legal requirements relating to health and safety, which may vary from one country to another, the subsidiaries of EPC Groupe rely on a shared foundation in the form of a Safety, Health and Environment management

system unique to EPC, which applies to all employees. As a result, 100% of Groupe employees are covered by the health and safety management system. This management system is based on the principles of the ISO 45001 (occupational health and safety), ISO 9001 (quality) and ISO 14001 (environmental) standards. It is described in the EPC Groupe Safety, Health and Environment (SHE) Manual, available in the Groupe's main languages, and is structured around the following 4 pillars:

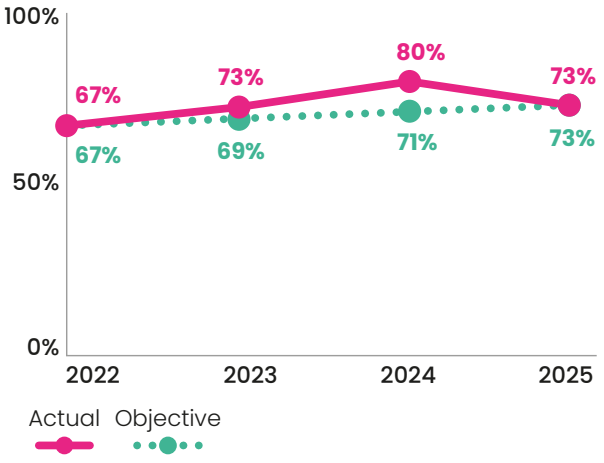
1. **Golden rules:** a golden rule is a key rule that every EPC Groupe employee must comply with. Every employee must be aware of EPC's golden rules, know them and strictly adhere to them. Failure to comply may result in disciplinary action.

2. **Business rules:** specific to certain activities such as drilling and 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. Some examples of the 21 technical standards include: pump safety, road risk prevention and safety reviews prior to commissioning.

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



31 2 2 **Percentage of employees working in industrial and/or commercial subsidiaries with a health and safety certification**

69%

The Groupe's health and safety policy is publicly displayed and communicated to EPC Groupe employees. The content of the Groupe's Safety, Health and Environment management system is regularly reviewed and was updated in August 2025. It can be accessed via the Groupe's IT network devoted to safety, health and the environment, to which every SHE officer in the Groupe has access. This policy formalizes one of the Groupe's core values, "Operating safely", and helps to ensure the safety of employees by providing a regularly updated list of countries to which travel is prohibited.

D.4.3 Governance

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

- A Groupe SHE Management Committee, which meets three times a year. Its role is to define Groupe 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 several times a year to exchange information and review progress, and once a year in person at a dedicated seminar.

The Board of Directors is kept informed through its CSR Committee, whose role is to review this work, particularly as part of the sustainability statement review process.
The Groupe Safety, Health and Environment Department is responsible for updating the Safety, Health and Environment management system, as well as business rules and standards, and for communicating Groupe requirements to all Area Managers. They are responsible for implementing them. The Groupe SHE Department is supported by Area officers, managing a network of subsidiary officers.
The subsidiary managers are responsible for implementing the Groupe's SHE objectives and for applying the requirements of the SHE standards in the subsidiary.

D.4.4 Actions

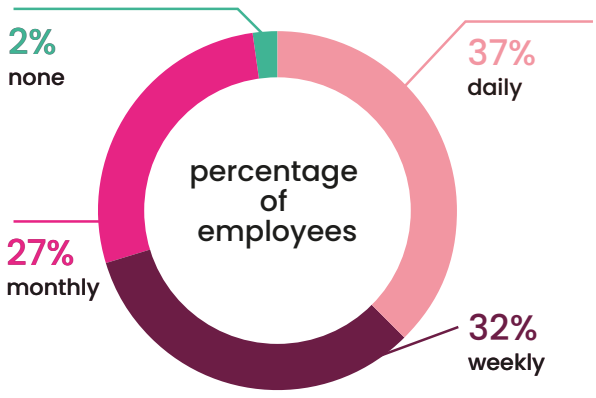
1 Certifications

Many of EPC Groupe's subsidiaries are certified in health and safety, demonstrating their commitment to occupational health and safety, in accordance with two main standards depending on the activity.

- On the one hand, ISO 45001 certification, an international standard that provides a framework for the continual improvement of health and safety management systems, with a focus on preventing workplace injuries and occupational illnesses.
- On the other, MASE certification (Manuel d'Amélioration Sécurité des Entreprises), a French standard used by the Urban Mining activity, which aims to promote safe and sustainable practices by identifying and managing risks specific to each company.

The Urban Mining subsidiaries provide asbestos removal services, which are subject to specific certifications and authorizations, such as the Qualibat 1552 Asbestos Treatment certification. Dedicated teams ensure that appropriate risk assessments and working methods are implemented to protect employees, in particular by providing each individual with suitable personal protective equipment (PPE). These certifications and authorizations are subject to regular audits by the competent authorities.

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



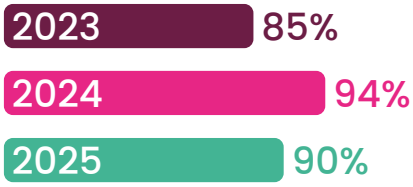
2 Safety talks

All employees regularly take part in safety breaks, awareness-raising meetings and safety talks organized either by the subsidiary or by the Groupe. Groupe and subsidiary management also take part in Safety, Health and Environment breaks, awareness-raising meetings and talks. The commitment of management at both Groupe 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 Groupe's Safety, Health and Environment Policy are presented to employees in the Handbook when they join EPC Groupe. It explicitly states EPC's commitment to "giving all employees the opportunity to express their concerns regarding safety, health and well-being without fear of reprisal". All employees have the authority to stop any activity that presents a risk to themselves or their colleagues in relation to health and safety in the workplace (Stop card, signed by the Chairman & CEO). 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 themselves 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."

One of the prevention zones at EPC Demosten, France

31 1 1 **Percentage of employees formally informed of their right to withdraw**



3 Communicating and sharing best practice

All content on the Groupe's Safety, Health and Environment management system was updated in August 2025.
A SHE newsletter, produced in video format and featuring both performance indicators and best practices, is updated and distributed monthly across the Groupe. Its purpose is to monitor the Groupe's performance in terms of Safety, Health and the Environment.
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 the Environment. This enables SHE officers to share information and capitalize on the wide range of experience within the Groupe. This document has been translated into several languages to ensure that it is widely available.
Improving health and safety performance depends on transparent communication and effective feedback. Therefore, all near-misses and "HIPOs" (short for High Potential Events) 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, in other circumstances, have led to very serious consequences.
In 2025, an initiative was launched to ensure that all Groupe employees take ownership of the Groupe's eight main technical standards. In particular, the technical standard on road risk prevention was presented through a video featured in the March 2025 SHE newsletter and introduced by the CEO of EPC Demosten. This video served as a reminder of the key rules to be followed by all Groupe employees when travelling by road.

4 Risk assessment and training

Training is provided, primarily by the subsidiaries to their employees, to ensure they are competent and able to perform their roles under optimal conditions in terms of safety, health and the environment.
In addition, the Groupe launched an online training platform at the end of 2023, called EPC Digital Academy, to offer training modules on specific safety-related topics.
The SHE officers at EPC Demosten have set up "prevention zones" at their premises. These are rooms featuring realistic simulations of the risks associated with the subsidiary's various activities. These rooms are particularly useful for raising awareness among new employees.

5 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).

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

The methods and tools within EPC Groupe's digital ecosystem are designed to support operators in their drilling and blasting operations, covering the design of blast plans, the use of explosives, data analysis, and the monitoring and automation of operational 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, minimizing 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.
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 health or safety-related problems.

D.4.5 Objectives

Zero accidents.

D.5 Preventing major accidents through process safety

D.5.1 Stakes

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year) M Medium term (1 to 5 years) L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Process safety

Material negative impacts	Risk of major accidents related to the production, storage, transport, and use of primary and secondary civil explosives and hazardous materials, with impacts on people and the environment S M L EDB **ACTUAL**
Material risks	Risks associated with extreme weather events that could compromise existing preventive measures M L EDB POTENTIAL Financial, legal, and reputational consequences in the event of a major accident S M L EDB POTENTIAL
Material opportunities	Engagement with local communities and authorities to promote risk prevention and social acceptance of our operations S M L EDB **ACTUAL** Exemplary process safety that enhances the Groupe's reputation, including among employees S M L EDB **ACTUAL**

2 Description of impacts, risks and opportunities

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 substances that could lead to the occurrence of a major accident. It is essential in order to ensure the safety of operations, demonstrate leadership to stakeholders (including respect for local communities), protect the natural environment and industrial facilities, and maintain business continuity by preserving all necessary permits.
Major accident risk prevention is based on the implementation of approaches grounded in process safety (the design and maintenance of industrial processes), and in operational safety (compliance with instructions by operators). It covers all production line processes, including the storage, transport and use of hazardous materials or explosives.
The objectives of process safety are to:

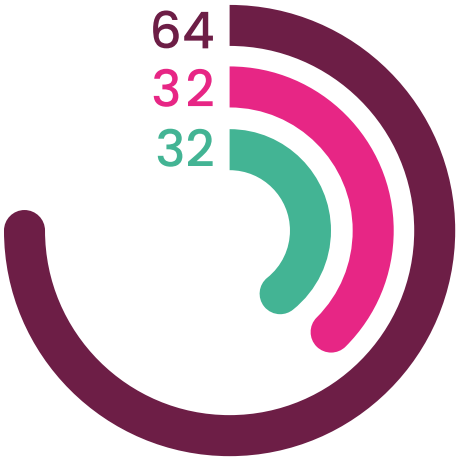
- Take all necessary measures to prevent major accidents involving hazardous substances or explosives during storage, production, transport and implementation operations.
- Limit the consequences of any major accidents for people and the environment.

Due to the nature of their activities involving hazardous substances, industrial sites within the Explosives and Drilling & Blasting activity are exposed to the risk of major accidents, which may have negative impacts on the environment and local populations, and also represent a financial risk for the Groupe.

32 2 1 **Number of at-risk sites**

32 2 2 **Including SEVESO sites**

32 2 3 **Including non-SEVESO at-risk sites**



D.5.2 Commitments

All employees must read and understand the Groupe's policy, vision, objectives and principles and comply with the Groupe's golden rules and requirements.

The Groupe 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 explosives, 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 and explosives is subject to preventive measures to ensure the safety of these operations. In particular, Technical Standard M, "Project Safety Assessments", sets out the steps to be followed to ensure that safety considerations are taken into account throughout the industrial project process, as defined elsewhere.
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 of the details of the rescue team,
- Display of the relevant safety instructions,
- How to react in the event of a fire, explosion or chemical leak,
- Display of the assembly point,
- Display of the necessary telephone numbers.

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

D.5.3 Governance

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

- A Groupe SHE Management Committee, which meets three times a year. 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 in person at a dedicated seminar.

The CSR Committee is responsible for reviewing this work, particularly as part of the sustainability statement review process.
The Groupe Safety, Health and Environment Department is responsible for updating the Health, Safety and Environment management system, as well as business rules and standards, and for communicating the Groupe's requirements to all Area Managers. They are responsible for implementing them. The Groupe SHE Department is supported by Area officers who coordinate a network of officers operating within their Area.
The subsidiary managers are responsible for implementing the Groupe's SHE objectives and for applying the requirements of the SHE standards in their subsidiaries.

D.5.4 Actions

Any new project or improvement to existing facilities is part of a structured project management process. Safety, health, quality, environmental and industrial performance factors are taken into account right from the design stage.
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.
In accordance with Technical Standard M, HAZID (HAZard IDentification) and HAZOP (HAZard and OPerability analysis) safety studies are carried out for all new explosives manufacturing facilities from the design stage. These studies must also be carried out for any significant modifications to an existing production line. Mobile Explosives Manufacturing Units (MEMUs) must be subject to an appropriate safety study in compliance with local requirements. The studies may also include LOPA (Layer of Protection Analysis) sections, which assess the contribution of safety barriers in accident scenarios, or FMEA (Failure Modes and Effects Analysis) sections, which analyse failure modes and their criticality.

32 4 4 **Number of HAZIDs**

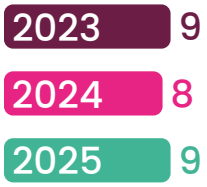
6

32 4 5 **Number of HAZOPs**

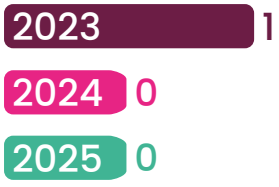
7

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 Groupe subsidiaries, through sharing of experience. This includes, in particular, near-accidents and HIPOs (high-potential incidents), which, under different circumstances, could have led to very serious consequences, as defined in section D.4.4.

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**



The IMPACT training campaign was launched in 2024, with the aim of promoting proactive safety and raising awareness of major accident prevention. The Level 1 online module was rolled out in 7 languages via the EPC Digital Academy platform and/or in face-to-face sessions to build a shared culture of process safety. This training is mandatory for all Groupe employees.

Percentage of employees trained in the IMPACT Level 1 module (process safety culture)

approx. 100%

Calculation formula: total number of employees who completed the IMPACT Level 1 training module / total number of employees*
*As the training was rolled out sequentially, the list of employees for each subsidiary was gradually formalized and fixed at various dates in 2024 and during the first half of 2025.

The first part of the Level 2 training was rolled out in several languages and progressively across all Groupe Areas from May 2025. The first module is intended for managers and team leaders involved in the production, storage, transport and use of hazardous materials and explosives products. As of December 2025, 168 out of the 322 employees concerned had completed the training (i.e., over 50%). In parallel, a second module, intended for operators involved in the production, storage, transport and use of hazardous materials and explosives products, is currently under development. It aims to raise practical awareness of their working environment and the prevention of major accidents.

D.5.5 Objectives

Zero major accidents

Zero events where a plant was shut down for more than 24 hours due to an incident.

100% of employees have completed the Level 1 process safety module as part of the IMPACT campaign.

100% of concerned employees have completed the Level 2 process safety module, which is aimed at managers and team leaders, as part of the IMPACT campaign.

D.6 Guaranteeing quality products and services over the long term

D.6.1 Stakes

The Groupe's expertise is inextricably linked to its business model and strategy. This section should be read in conjunction with the description of the Groupe's business model (B.3.1) and the description of the Groupe's position in the metal and mineral extraction value chain (B.3.3).

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year)
M Medium term (1 to 5 years)
L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Client relations and quality/safety of products

Material negative impacts	Use of civil explosives products whose handling must be regulated S M L EDB DoVC **ACTUAL**
	Quality issues that could put operators in danger S M L EDB DoVC **POTENTIAL**
Material risks	Financial, reputational and legal risks in the event of poor quality or inadequate communication regarding the handling of explosives S M L EDB DoVC **POTENTIAL**
Material opportunities	Use of civil explosives products by the Groupe's subsidiaries, ensuring the quality and safety of operations S M L EDB DoVC **ACTUAL**
	Opportunities related to the development of QA/QC services, which, in particular, enable clients to be better informed about performance and impacts within their value chain S M L EDB DoVC **ACTUAL**

2 Description of impacts, risks and opportunities

EPC Groupe is aware that its long-term future depends on satisfied and committed clients, which is why it is doing everything in its power to innovate and provide its clients with high-performance products and associated services of the highest quality, tailored to their specific needs. Guaranteeing quality products and services over the long term thus represents a financial opportunity to develop the Groupe's business and build client loyalty.

Providing clients 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.

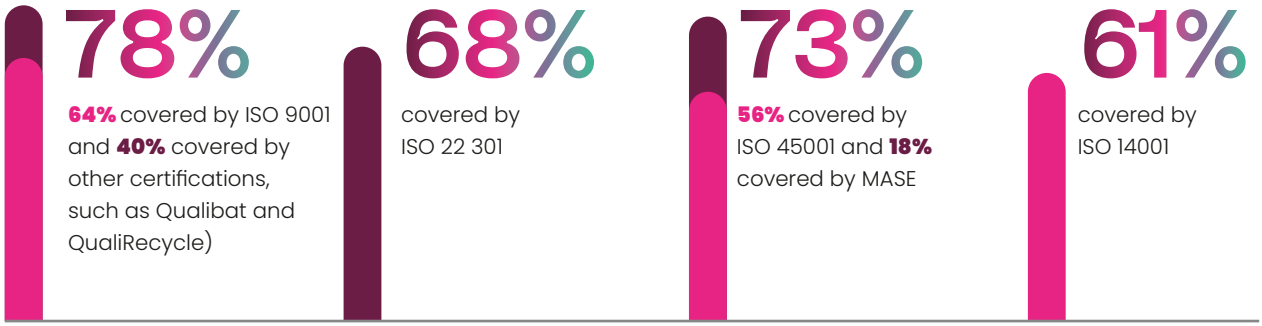
Delivering quality services calls for:

- High-quality production facilities that are maintained, monitored and compliant with clients' needs and expectations, as well as their technical specifications.
- Products of consistent quality whose technical performance characteristics remain stable despite local specificities such as different sources of supply of raw materials or external factors such as climatic conditions.
- Quality assurance and quality control (QA/QC) tools and methods, which are supported by EPC Groupe's digital ecosystem.
- Proven Research and Development expertise and methodologies, centralized within two research centres and constantly aligned with the operational needs of subsidiaries and customers.
- An active intellectual property policy.

Given the distinctive nature of its production facilities, its products and their implementation, the Groupe has developed a comprehensive range of products and services for its clients. The tools and methods included in the QA/QC package facilitate better communication with the client regarding performance improvement and the management of environmental impacts.

Issues relating to product safety are discussed in the section on pollution and hazardous substances (C.2), as well as in the sections on worker safety and process safety (D.4 and D.5).

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



11 1 1 **Percentage of subsidiaries with quality certification**

11 2 1 **Percentage of subsidiaries with business continuity certification**

31 2 1 **Percentage of subsidiaries with health and safety certification**

41 2 1 **Percentage of subsidiaries with environmental certification**

D.6.2 Commitments

Innovation has been part of EPC Groupe's DNA since it was founded in 1893. The Groupe carries out sustained Research and Development into the formulation and optimization of its explosives products. EPC Groupe invents, designs and manufactures its own product ranges (including matrix and cartridge explosives, detonators, boosters and ANFO) and most of its means of production (MEMU[1] trucks and so-called "EMP"[2] plants). This gives it expertise in the quality and safety of the products it sells, as well as in the maintenance of its production facilities, reinforcing its ability to guarantee reliable supply to its clients. 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.

EPC Groupe also invents, designs and develops its own digital ecosystem to provide technological solutions to its mining and quarrying clients. The design of blast plans, the loading of explosives, the mapping of mining fronts, the measurement of vibrations and 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 specialized skills of the various components of the blasting process that conditions its effectiveness and the profitability of the operation. Services relating to the use of explosives products and QA/QC services thus improve performance across the entire value chain downstream of extraction and enable better management of environmental impacts.

D.6.3 Governance

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

The Explosives and Drilling & Blasting activity's subsidiaries have their own technical teams, whether in-house or for the Area. These teams provide support to meet client needs and ensure the quality of the services and products offered. Dedicated teams may be set up for major mining or infrastructure projects. These teams are supported internally by the Research and Development subsidiaries:

- 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. Its mission at Groupe level is to harmonize controls, establish a network of qualified satellite laboratories, coordinate this laboratory community and centralize control data. As such,

1 MEMU: Mobile Explosive Manufacturing Unit.
2 EMP: Euro Modular Plant, which are modular units for producing emulsion, whether explosive or not.

• FOCUS

The challenges facing Urban Mining subsidiaries

Stakes

Urban Mining operations are services that form part of complex value chains.

Commitments

Urban Mining subsidiaries rely on a CSR Policy that reflects the Groupe's values, vision and objectives. This policy has been rolled out across the various departments, including the integrated support functions (administrative and financial, QSHE, purchasing, technical, operations, sales, design office). Firmly believing that lasting relationships are essential to the sustainability of their businesses, the Urban Mining subsidiaries have made long-term client satisfaction part of their CSR Policy.

Actions

EPC Demosten, the deconstruction and remediation subsidiary, is a specialist partner for industrial sites, historic monuments and major urban projects. These activities are part of a specific value chain, and the subsidiary carries out its projects in close collaboration with stakeholders to ensure understanding of and alignment with all parties' requirements and expectations. All EPC Demosten branches are Qualibat-certified (1552 asbestos treatment certification).
In 2023, EPC Colibri, specialised in waste treatment and the 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.

Remediation and demolition works at the Villers-Cotterêts site, France

it is the centralized control, audit and support component of EPC Groupe's mixed organizational model. The Performance department acts as the link with the subsidiaries, which serve as the interface between Research and Development and the operational needs of clients.

- The GTS division is responsible for developing EPC Groupe's digital ecosystem. These are digital tools designed to support operators in their drilling and blasting operations, from the design of blast plans and the implementation of explosives, through to data analysis, as well as in monitoring operations. In particular, these tools enable the automation of operational reports. These operations are services offered by certain Groupe subsidiaries.

D.6.4 Actions

In order to limit the risks arising from a crisis situation and secure supplies for its clients, 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, with regular drills and tests.
A seminar was held again this year 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-pit and underground mines and vibration measurements.
In March 2023, EPC 2i inaugurated its new Development and Testing Park, 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. This Development and Testing Park is intended to be expanded to incorporate new testing facilities in line with the Groupe's Research and Development projects.

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 lifecycle. In 2025, EPC 2i and GTS worked on 35 projects and approved 18 new Research and Development projects. Of the 53 projects currently under way, nearly 65% address issues related to environmental, social and governance (ESG) criteria. For example, EPC 2i is working on a new generation of EMP plants, with objectives related to operational performance, energy efficiency, improved equipment modularity and optimized maintenance. Automation projects are also under way to reduce worker exposure, particularly in demanding environments such as underground mines. EPC 2i is also updating its Deteocalc software to align with the latest scientific data and modern calculation methods. This new version of the software will enable the use of new raw materials for future formulations. For its part, GTS began updating its EEBlast tool in 2025 for the simulation and calculation of greenhouse gas emissions from blasting operations, in both mining and quarrying.

TechWeek, an internal event bringing together around 100 of the Groupe's technicians

11 4 1 **Number of ongoing R&D projects and percentage addressing ESG-related needs**

Since 2025, and as part of the Ecoforce project, EPC 2i teams have been engaged in formalizing eco-design methodologies within R&D activities. Based on lifecycle assessments (LCAs), Ecoforce aims to integrate environmental impacts into decision-making from the earliest stages of Research and Development projects.

D.6.5 Objectives

Decision taken in 2024 to create a network of satellite laboratories at various levels:

Level 1 production quality control on production sites,

Level 2 raw material classification,

Level 3 EPC 2i laboratory, ISO 17025 certified by 2027.

D.7 Ensuring dialogue and action in favour of local communities

D.7.1 Stakes

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year)
M Medium term (1 to 5 years)
L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Relations with local communities	
Material positive impacts	Contributions to the development of local communities when establishing subsidiaries in rural areas S M L EDB **ACTUAL**
Material negative impacts	Nuisances for local communities and residents S M L EPC **ACTUAL** Impacts of the value chain (particularly downstream), over which EPC has little influence S M L DoVC **ACTUAL**
Material risks	Lack of mechanisms for reporting complaints and disputes: risks affecting the continued validity of operating licences S M L EDB **POTENTIAL**
Material opportunities	The satisfaction of local communities, essential for the development of operations (including the recruitment of employees from the communities affected) and the social acceptability of the mines S M L EDB DoVC **ACTUAL**

2 Description of impacts, risks and opportunities

EPC Groupe considers it essential, in line with its commitments and to ensure the long-term viability of its operations, to engage in dialogue with local residents and to take action in support of local communities, whether or not they are located in the immediate vicinity of its operations, and whether or not the site is owned by EPC Groupe. The local presence of EPC Groupe subsidiaries is a clear strength in developing the Groupe's activities. It is important to note that the challenges concern both the local communities situated around EPC-owned sites, such as plants and depots, and those located near client sites, such as quarries and mines.

In the Explosives and Drilling & Blasting activity, EPC Groupe ensures compliance with applicable regulations as well as with safety and security rules, by maintaining near-systematic control over land in the immediate vicinity of its facilities, such as depots and plants. This land control helps limit potential disturbances for surrounding communities. Nevertheless, beyond this perimeter and in compliance with applicable regulations, communities may be present and may be impacted by the subsidiary's activities. Additionally, EPC Groupe subsidiaries may establish a temporary presence and operate at sites owned by actors in its downstream value chain, including clients in quarrying, mining or civil engineering, where operations may have impacts (noise, vibration, dust, etc.). Depending on the site, communities may be located at varying degrees of proximity. The quality of relationships maintained with local communities – some of which may qualify as indigenous peoples within the meaning of ILO Convention 169 – is a vital element in maintaining the social acceptability of extractive activities.

In the Urban Mining activity, potential disturbances such as noise, dust and vibrations may arise, whether near permanent sites such as workshops or at client worksites, depending on their location. It is essential to anticipate and address these impacts for neighbouring residents in order to reduce them as far as possible.

The social acceptability of EPC operations is a critical issue for both the Groupe and its value chains. EPC Groupe may operate indirectly as a supplier to its clients or directly as a subcontractor (as is the case when acting as a para-mining operator). The acceptability of Explosives and Drilling & Blasting operations is inseparable from that of the mine, quarry or public works site; likewise, the acceptability of Urban Mining activities is intrinsically linked to the deconstruction project managed by the client. This social acceptability relies on respect for the rights of indigenous peoples, the civil and political rights of communities and their economic, social and cultural rights. Engagement with local communities – in the broadest sense as presented here – is therefore a key component of acceptability, without which the development and continuity of operations could be called into question and thus represent a financial risk.

D.7.2 Commitments

EPC Groupe applies the United Nations Guiding Principles on Business and Human Rights. Through its commitments across social, environmental and governance matters, as detailed throughout this report, EPC Groupe ensures respect for local communities. In addition, the Groupe is committed to contributing to the public good and creating value in the territories where it operates. This is why it seeks to implement positive-impact initiatives that benefit local communities, taking their needs into account.
To this end, EPC Groupe promotes dialogue with local communities, enabling it to identify the most relevant actions to support local socio-economic development. It is committed to respecting the rights of all communities and strives to minimize any potential negative impacts of its activities.
Subsidiaries contribute to local capacity building and skills development by recruiting employees and temporary workers from local communities, which helps to:

- Develop rare and specialized skills at the local level.
- Foster the economic development of local communities.
- Build trust through a permanent communication channel between EPC and local communities.

The operations in favour of local communities, a few examples of which are presented in this report, are 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 and combat soil erosion, 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. Some subsidiaries produce their own CSR reports, listing the main actions carried out over the year.

D.7.3 Governance

Subsidiaries are responsible for identifying all their stakeholders, including the various local communities, and establishing dialogue with them. This is generally carried out by the Site Manager of the subsidiary, in collaboration with workers from local communities or their representatives, such as mayors, members of local associations or village chiefs and First Nations leaders.
Depending on the country, the activity and the nature and extent of actual or perceived impacts, the frequency of interactions is adapted accordingly, ranging from annual reviews to weekly meetings. Visits and meetings with local communities are organized, in some cases, jointly with the client operating the site, for example at mining sites in Côte d'Ivoire.

Renovation of the Malidé 2 school by EPC Gabon

Requests are then prioritized and selected on the basis of their relevance by the subsidiary Managers and Area Managers, who are responsible for implementing them. The Board of Directors is kept informed through its CSR Committee, whose role is to review this work, particularly as part of the sustainability statement review process.
At certain sites, especially mining operations, the mining operator centralizes dialogue with local communities to improve coordination. In such cases, the subsidiaries implement actions that form part of a development plan overseen by the client's CSR Department or equivalent.

D.7.4 Actions

The relevant EPC Groupe subsidiaries provide financial support for projects benefiting local communities, such as the installation of water wells or the purchase of development-related equipment (e.g., computers). For example, in 2025, the subsidiary EPC Burkina Faso donated cement to support social initiatives aimed at helping local communities. In Gabon, the subsidiary EPC Gabon funded the renovation of the Malibé II Primary School, thereby helping to improve the educational environment.

45 2 1 **Financial contribution to projects for affected communities**

+100 000 €

In 2025, EPC Côte d'Ivoire organized the fourth edition of its inter-village football tournament "Anouanzê", bringing together both women's and men's teams from the 6 villages surrounding its Oko plant. This unifying event, which attracts several thousand participants through sport, fosters cohesion and strengthens ties between villages. Alongside organizing this event, EPC Côte d'Ivoire has built a house for the teachers at Duokro Primary School, with a view to improving their living and working conditions. In previous years, EPC Côte d'Ivoire had already funded the renovation of a primary school's roof and the rehabilitation of a water borehole.
EPC Groupe subsidiaries, particularly in Africa, employ members of local communities, as permanent employees or on temporary contracts, enabling them to receive training and build skills in qualified professions. Purchasing from local suppliers also contributes to improving performance in terms of local content. Finally, the subsidiaries take part in various community-based sporting events organized by their partners, such as the Mining Games in Burkina Faso and the Mining Olympics in Côte d'Ivoire.
EPC Canada and its partner Hy2gen maintain their engagement with the Innu Council of Pessamit to hold discussions about their ecosystem for producing low-carbon ammonium nitrate from renewable hydrogen in Baie-Comeau.
As part of a new mining contract with IAMGOLD, EPC Canada is supporting two First Nations communities in eastern Canada and helping to fund sports and recreational programmes, such as the Mattagami First Nation's annual golf tournament. EPC hired and trained

Building of a house for teachers by EPC Côte d'Ivoire

three employees from First Nations communities to work on this site. All EPC Canada employees working on this site also received training on Indigenous communities.

Whenever EPC Canada plans to build a fixed or modular plant on mining sites, tenders include numerous criteria related to the development of Indigenous communities. These aspects are primarily managed by the mine operators, who establish specific agreements with First Nations communities and then pass on their expectations to their suppliers and subcontractors. In particular, clients encourage the hiring of employees from First Nations communities and local sourcing.

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 committee". 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. EPC Groupe installations classified as SEVESO sites, in accordance with the European Directive, are required to establish and monitor a safety report that includes a description of processes, in particular operating procedures, taking into account, where applicable, available information on best practices and associated disturbances (including noise, visual and odour impacts, etc.).

The Groupe's Property Management Department conducts awareness initiatives with local communities, particularly in France, to ensure social acceptability. Local representatives may, for example, be invited to visit storage sites in France to gain a better understanding of the Groupe's activities. In addition, for sites that include forested land, actions may be carried out with local municipalities as part of forestry work. For example, EPC donated fir trees to a municipality in Calvados in December 2025.

In line with their CSR policies and regulatory obligations, subsidiaries in the Urban Mining activity monitor their impacts (e.g., air and noise pollution) and engage in dialogue with local residents and other stakeholders. Each subsidiary implements initiatives to strengthen its local presence. Subsidiaries notably support associations (sport, research, professional integration, etc.) and take part in sporting events. For example, in 2025, EPC Demosten supported an association helping individuals obtain a driving licence, thereby facilitating access to employment. Employees also volunteered to provide driving training.

EPC Groupe's digital ecosystem, developed by the GTS division, 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 blast 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.

D.7.5 Objectives

Given the specific characteristics of each subsidiary, they may define their own objectives based on feedback received from local communities and their identified needs.

46 11 **Number of severe human rights incidents**

0

46 12 **Amount of fines resulting from severe human rights incidents**

0 €

D.8 Ensuring respect for human rights

D.8.1 Stakes

1 Summary of impacts, risks and opportunities

The following tables summarize the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year)
M Medium term (1 to 5 years)
L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Business ethics and fundamental rights	
Material risks	Associations with companies that do not respect human rights, giving rise to legal and reputational risks for the Groupe S M L UpVC DoVC POTENTIAL

Workers in the value chain	
Material risks	Associations with companies that fail to respect human rights, business ethics or appropriate security measures, thereby exposing the Groupe to legal and reputational risks S M L UpVC DoVC POTENTIAL

2 Description of impacts, risks and opportunities

EPC Groupe employs people on five continents and works with subcontractors and suppliers in the course of its business activities.
As a responsible employer, EPC Groupe, on no account, tolerates human trafficking or 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, EPC Groupe does not, under any circumstances, accept child labour within its own organization or among its subcontractors and suppliers. It is therefore essential to comply with the minimum legal age limit applicable in all the countries where the Groupe 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.
Any failure to comply with these standards could negatively impact the individuals concerned and represent a risk for the Groupe.

D.8.2 Commitments

EPC Groupe has defined seven essential employee rights, which are detailed in its Code of Good Business Practice, available on the Groupe'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.

EPC Groupe adheres to the following ILO Conventions:

- Convention No. 29 on Forced Labour: Adopted in 1930, it prohibits forced or compulsory labour.
- Convention No. 87 on Freedom of Association and Protection of the Right to Organise: Adopted in 1948, it guarantees freedom of association and the right to form trade unions.
- Convention No. 98 on the Right to Organise and Collective Bargaining: Adopted in 1949, it recognizes the right to organize and the right to collective bargaining.
- Convention No. 100 on Equal Remuneration: Adopted in 1951, it aims to eliminate discrimination in remuneration between male and female workers for work of equal value.
- Convention No. 105 on the Abolition of Forced Labour: Adopted in 1957, it seeks to eliminate all forms of forced or compulsory labour.
- Convention No. 111 on Discrimination (Employment and Occupation): Adopted in 1958, it aims to eliminate all forms of discrimination and promote equal opportunity.
- Convention No. 138 on Minimum Age: Adopted in 1973, it sets the minimum age for admission to employment at 15 years, or 14 in certain specific cases.

- Convention No. 155 on Occupational Safety and Health: Adopted in 1981, it aims to promote a safe working environment and strengthen the culture of risk prevention.
- Convention No. 182 on the Worst Forms of Child Labour: Adopted in 1999, it aims to eliminate the worst forms of child labour, including slavery, child trafficking and hazardous work.
- Convention No. 187 on the Promotional Framework for Occupational Safety and Health: Adopted in 2006, it aims to promote and continuously strengthen a culture of prevention in the field of occupational health and safety.

EPC Groupe adheres to the United Nations Guiding Principles on Business and Human Rights:

- The State duty to protect human rights: States have the responsibility to protect individuals against human rights abuses by third parties, including businesses. This involves adopting appropriate laws and policies, ensuring their effective enforcement and providing remedies for human rights violations.
- The corporate responsibility to respect human rights: Businesses have a responsibility to respect human rights throughout all their activities. This means they must avoid causing or contributing to adverse human rights impacts, and seek to prevent or mitigate such impacts. Companies are also expected to address any human rights violations for which they are responsible or to which they contribute.

EPC Demosten operator, France

- Access to effective remedy: States must ensure that victims of human rights abuses linked to business activities have access to effective remedy mechanisms. Businesses also have a responsibility to provide or cooperate in providing remedy where their activities have led to human rights violations.

EPC Groupe follows the OECD Guidelines for Multinational Enterprises, which state that enterprises should fully consider the established policies of the countries in which they operate and take into account the views of other stakeholders. In this regard, enterprises should:

- Contribute to economic, social and environmental progress with a view to achieving sustainable development.
- Respect the human rights of those affected by their activities, consistent with the host government's international obligations and commitments.
- Encourage local capacity building through close cooperation with the local community, including local business interests, while developing the enterprise's operations both domestically and abroad in a manner consistent with sound business practices.
- Encourage the development of human capital, particularly by creating employment opportunities and facilitating employee training.
- Refrain from seeking or accepting exemptions not provided for in statutory or regulatory frameworks in the areas of environmental, health, safety, labour, taxation, financial incentives or other related domains.
- Support and uphold good corporate governance principles and develop and apply good corporate governance practices.
- Develop and apply self-regulatory practices and effective management systems that foster a relationship of mutual trust between enterprises and the societies in which they operate.
- Ensure that employees are aware of the enterprise's policies and comply with them through appropriate dissemination, including training programmes.
- Refrain from discriminatory or disciplinary action against employees who make bona fide reports to management or, where appropriate, to the competent public authorities, concerning practices that contravene the law, the Guidelines or the enterprise's policies.
- Encourage, where practicable, business partners, including suppliers and subcontractors, to apply principles of responsible business conduct consistent with the Guidelines.
- Refrain from any improper involvement in local political activities.

D.8.3 Governance

The Groupe's Board of Directors is committed to taking into consideration all issues relating to respect for human rights. The CSR Committee is responsible for reviewing this work, particularly as part of the sustainability statement review process.
Senior Management, led by the Chairman & Chief Executive Officer 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 Managers, as well as from the network of "SHE officers" appointed in the subsidiaries by the Groupe's Safety, Health and Environment Director.
Four of EPC Groupe's central departments are primarily responsible for monitoring the respect for human rights:

- The Safety, Health and Environment Department.
- The Human Resources Department.
- The Corporate Social Responsibility Department.
- The Purchasing Department.

The Ethics Committee receives and processes reports submitted via the Groupe's whistle-blowing system, including reports concerning human rights violations. The composition, functioning and responsibilities of the Ethics Committee are set out in section E.1 Ensuring ethical business practices.

D.8.4 Actions

EPC Groupe's Responsible Procurement Charter is available on its website and has been shared with its strategic suppliers. The Responsible Procurement Charter includes, in particular, a social component setting out commitments to combat child labour, forced labour and modern slavery. Suppliers are required to comply with ILO conventions and to promote diversity, equity and inclusion.

46 1 3 **Based on responses to the CSR self-assessment questionnaire: percentage of purchases from strategic suppliers with an internal, anonymous reporting procedure**

95%

13 2 1 **Percentage of purchases from strategic suppliers who have acknowledged the Responsible Procurement Charter**

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 (including alerts relating to child labour, forced labour and modern slavery). The operation of the whistle-blowing scheme (confidential reporting, protection of whistle-blowers, and communication of the channel to internal and external stakeholders) is detailed in section E.1 Ensuring Ethical Business Practices.

46 1 1 **Number of severe human rights incidents**

0

46 1 2 **Amount of fines resulting from severe human rights incidents**

0€

46 1 4 **Number of reports of human rights incidents**

0

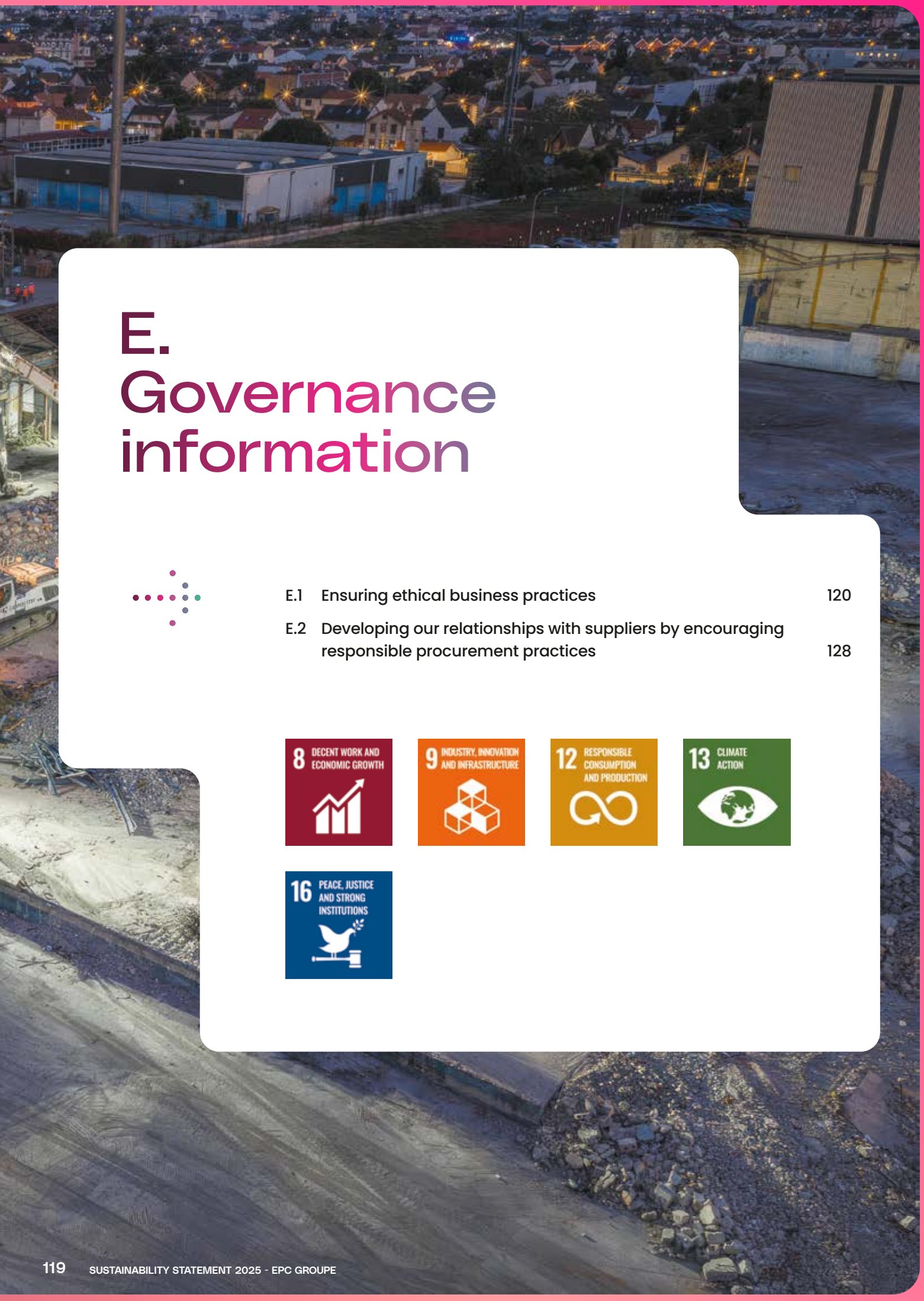
The internal audit system is managed by the Internal Audit Department, which draws up an action plan approved by the Groupe Chairman & CEO. Regular internal audit assignments aim to ensure that the monitoring system complies with organizational requirements, is effectively implemented and kept up to date. These audits are based on interviews, site visits, document reviews and checks on information systems. On the one hand, these missions include audits of compliance with applicable labour legislation; on the other hand, particular attention is paid to the respect of fundamental rights, as set out in the Code of Good Business Practice.
Subsidiaries may implement procedures based on their specific human rights-related risks. For example, subsidiaries in the Africa Area systematically verify the age of heavy goods vehicle drivers employed by the transport providers they use, in order to ensure compliance with minimum working age requirements.

D.8.5 Objectives

Zero serious incidents related to human rights were reported.

Pirobrás operator, Brazil

Deconstruction worksite run by EPC Demosten, Paris area, France



E. Governance information

E.1 Ensuring ethical business practices

E.1.1 Stakes

1 Summary of impacts, risks and opportunities

The following tables summarize the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year)
M Medium term (1 to 5 years)
L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Business ethics and fundamental rights

Material negative impacts	Incidents and cases of corruption S M L UpVC EPC DoVC POTENTIAL
Material risks	Cases of corruption giving rise to legal, reputational and financial risks S M L EPC POTENTIAL
Material opportunities	Ethical business practices that safeguard the Groupe's reputation and its business relationships S M L EPC POTENTIAL

Workers in the value chain

Material risks	Associations with companies that fail to respect business ethics, thereby exposing the Groupe to legal and reputational risks S M L UpVC DoVC POTENTIAL

2 Description of impacts, risks and opportunities

EPC Groupe operates on five continents, in countries with varying degrees of exposure to the risk of corruption. In line with its values, the Groupe 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 applicable to its operations and business relationships. This helps preserve stakeholder trust and avoid value destruction. Any failure to meet these standards could therefore represent a financial risk for the Groupe and may potentially hinder the development of local communities.
Customer expectations regarding business ethics are becoming increasingly important in tender processes and contract renewals, which may provide for unilateral termination of contracts in the event of non-compliance. The Groupe's ability to demonstrate transparency and to show that it is effectively implementing its commitments regarding business ethics is essential to maintaining relationships with clients who are themselves subject to strict cue diligence requirements.

E.1.2 Commitments

Rules of conduct regarding the fight against corruption and influence-peddling applicable to all subsidiaries have been set out in an Anti-Corruption Code and a Policy on Gifts and Invitations, both of which are available on EPC Groupe's public website. Every employee who joins EPC Groupe is given a presentation on the Groupe's DNA as part of their 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 Groupe 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.
Finally, as set out in EPC Groupe's Anti-Corruption Code regarding the whistle-blowing mechanism, and in accordance with the provisions of the law, any employee (including employee representatives) who, in good faith and selflessly – meaning with a genuine belief in the accuracy of their report – discloses a breach or risk of breach of the Code to their line manager or designated compliance officer shall be protected against any form of retaliation.

E.1.3 Governance

The governance and monitoring of the anti-corruption and influence-peddling framework at EPC Groupe central level are primarily the responsibility of the Company Secretariat for Sustainability and Public Affairs, with support from the Groupe Internal Audit function. The Board of Directors pays close attention to this matter and is kept informed by its CSR Committee, whose role is to review this work, particularly as part of the sustainability statement review process. 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 Groupe'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 Groupe's public website, or via any other channel. The Ethics Committee handles reports, including anonymous ones, on all legislative and regulatory matters, including business ethics (fraud and corruption, breaches of competition law, conflicts of interest, etc.) and human rights violations (cases of discrimination and harassment, failure to comply with health and safety regulations, etc.). The Ethics Committee is free to determine how it reviews the various alerts it is required to handle. Its members may work collectively, or they may adopt a two-stage review process. For example:

- Two members may investigate the case and submit it to the third for a final joint decision.
- If, during the review, a member of the Executive Committee is found to be involved, the case will be escalated to the Chairman of the Board of Directors or to a person designated by them.

It is the Groupe's responsibility to take all necessary steps to establish the framework for the Ethics Committee's missions and provide the resources for them to be fully exercised. The Chairman & Chief Executive Officer may also, if he deems it necessary, refer a matter to the Ethics Committee for its opinion. The Groupe'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.

E.1.4 Actions

In 2025, EPC Groupe continued its efforts to strengthen its business ethics framework, in accordance with regulatory requirements and international best practices. The initiatives implemented aim to clarify, structure and improve existing processes, while reinforcing awareness and engagement among employees and partners.

1 Anti-Corruption

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 Groupe employees and managers, regardless of where they carry out their activities. Every employee who joins the Groupe is given a copy of this Code and undertakes to read it and abide by it.
Distribution and agency agreements entered into on behalf of the Groupe's subsidiaries include clauses requiring the parties to comply with the Groupe's Anti-Corruption Code and legislation relating to the fight against corruption and influence peddling, including the Sapin II law.

13 3 1 **Percentage of employees having received the Anti-Corruption Code**

90%

Objective 2025 : 100% of employees

A Groupe-wide map of corruption and influence peddling risks has been drawn up and is being updated to take account of the activities of new subsidiaries. It enables the Groupe to assess the likelihood of exposure to these risks, to evaluate the extent to which these risks are under control and the negative impact on the Groupe should they occur.
Through this approach, the company is committed to maintaining proactive and forward-looking risk management, taking into account emerging or evolving threats. This methodology constitutes a key pillar in ensuring the resilience and sustainability of operations, while aligning practices with the highest standards in risk management.
Actions to raise awareness of the risks of corruption and influence peddling are carried out among employees, particularly when they join the Groupe. 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, this programme was tested with buyers from 10 subsidiaries and the Senior Management, and was subsequently rolled out across several subsidiaries in 2024. An analysis was conducted to better structure

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Institutional affairs

Stakes

Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year)
M Medium term (1 to 5 years)
L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Business ethics and fundamental rights

Material negative impacts	Liaising with the public sector in our capacity as experts in the field to raise awareness of the Groupe's operations and promote the highest standards and norms S M L EPC **ACTUAL**
Material opportunities	Influencing standardisation work relating to the production, storage and use of civil explosives to ensure technical realities are taken into account and the Groupe's best practices are promoted S M L EDB **ACTUAL** Representing the Groupe's interests to downstream players in the metals and minerals value chains to enhance understanding of the Groupe's activities and the impact of explosives on their operations and greenhouse gas emissions S M L EDB DoVC **ACTUAL**

Description of impacts, risks and opportunities

EPC Groupe is a member of various trade associations and professional organizations in several countries and/or participates in their working groups (Middlenext, A3M, OFREMI, ICMM, Copper Mark, SFEPA, FNTP / Synduex). The Urban Mining subsidiaries are active members of the SEDDRe professional association (French Association of Deconstruction, Decontamination and Recycling Companies).
Interest representation activities, whether conducted directly or through trade associations and professional organizations, are subject to strict legal and organizational frameworks.
The Groupe's interest representation activities are limited to the public sphere, where EPC Groupe acts in particular as an "expert" on technical matters related to explosives and drilling and blasting (preparation of position papers, responses to requests, participation in forums and conferences). Given the importance of the regulatory framework governing its activities, the Groupe works with public authorities to contribute to the development and review of standards and regulations. In addition, the Groupe organizes training and awareness initiatives for authorities in various countries, in order to present its activities. The Groupe thus promotes the highest standards and norms.

Commitments

The Groupe is not politically active. There is no interest representation involving political contributions, whether financial or in kind, direct or indirect. This is explicitly stated in section 2.3 of EPC Groupe's Anti-Corruption Code, which specifies that: "The Company does not make payments to political organizations except in exceptional circumstances (e.g., health or safety of an employee)."

Governance

The Company Secretariat for Sustainability and Public Affairs oversees EPC Groupe's interest representation activities.

Actions

EPC Groupe acts as an expert within the public sphere, particularly on regulations related to the planning of explosive production and storage sites, and on the implementation of the Carbon Border Adjustment Mechanism (CBAM), which targets imports of the Groupe's main raw material (ammonium nitrate).
EPC Groupe is registered in the transparency registers of the European Union and its Member States:

- EU Transparency Register (ID No.: 048030953098-10);
- HATVP Agora Register (France) (ID No.: 323267575).

Pirobrás site, Brazil

awareness-raising (Level 1) and training (Level 2) activities related to anti-corruption and the prevention of influence peddling.
In 2025, custom Level 1 e-learning awareness modules were rolled out on EPC Digital Academy, EPC Groupe's online training platform. These modules, designed for all employees, aim to disseminate the fundamental principles of business ethics, anti-corruption rules and the operation of the internal whistle-blowing mechanism. By providing all employees with a shared foundation of knowledge, this initiative helps to standardize and strengthen the compliance culture across the Groupe, while ensuring a better understanding of the issues related to integrity and compliance in professional activities. The Level 2 training sessions, available since the end of 2023, covered 14 subsidiaries, accounting for 57% of the Groupe's consolidated turnover in 2025.
The Policy on Gifts and Invitations applies to all employees of the Groupe'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.
The Groupe 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").
EPC Groupe is a member of the *Cercle Éthique des Affaires* (Business Ethics Circle – CEA). The Compliance Department takes part in CEA events (training courses, practical workshops, conferences) to ensure the highest standards are met.

2 Whistle-blowing mechanism

In accordance with the relevant legislation, those wishing to report concerns have several channels available to them, including internal channels such as the online whistle-blowing platform and traditional reporting channels (line management, trade unions, the Compliance Department, the Human Resources Department, etc.).
Internal and external stakeholders may report any behaviour they consider to be contrary to applicable laws or the Groupe's ethical values through a whistle-blowing mechanism deployed across EPC Groupe and publicly accessible via the EPC Groupe website. This may include, for example, corruption, fraud, discriminatory practices or sexual or moral harassment. Employees are reminded of its purpose in the Handbook distributed to them when they join the Groupe. The reporting channel is operated by an external specialist provider to ensure the confidentiality of the whistle-blower's identity, should they wish to remain anonymous. As part of the Groupe's ongoing efforts to improve access to its whistle-blowing mechanism, the new version of the website has helped strengthen the visibility and accessibility of the online reporting platform. Key information on how the mechanism works and how the confidentiality of the whistle-blower's identity is protected has been summarized on a dedicated page, ensuring better understanding among all stakeholders.

3 Conflicts of interest

In order to prevent and identify risks associated with 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 their actions or decisions in the course of their professional activity, all Groupe employees must report the facts relating to such a situation and seek the opinion of their line management.

4 Internal audit system

The internal audit system is managed by the Internal Audit Department, which draws up an action plan approved by the Groupe Chairman & Chief Executive Officer. 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.

5 Third-party assessment

The assessment of third parties (clients, suppliers, intermediaries, subcontractors, partners, etc.), which consists of determining the risk to which the Groupe 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. Third-party due diligence reports include specific sections on risks relating to corruption, human rights abuses and the environment. 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 Groupe 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).

13 2 1 **Percentage of purchases from strategic suppliers who have acknowledged the Responsible Procurement Charter**

13 2 2 **Percentage of purchases from strategic suppliers who have acknowledged the Anti-Corruption Code**

6 Personal data

The year 2025 was marked by the further structuring of our personal data protection measures. Aware of the challenges linked to managing personal information, EPC Groupe is continuing its efforts to strengthen regulatory compliance and information systems security, in particular:

- To govern the management of personal data, a Personal Data Protection Policy is currently under review. This policy sets out the principles applied to data collection, processing and retention. It aims to ensure transparency for stakeholders and to guarantee compliance with the General Data Protection Regulation (GDPR);
- In line with the GDPR, the record of processing activities for ADEX has been reviewed with operational teams from all departments. In parallel, work is under way to improve the procedure for handling data rights requests, in order to optimize the processing of access, rectification and erasure requests. Lastly, a GDPR awareness campaign was carried out for Head Office managers to further strengthen the protection of personal data;
- Specific compliance support has been introduced at the subsidiary EPC France.

E.1.5 Objectives

2026 Roll-out of e-learning modules on the safe and responsible use of artificial intelligence tools.

2026 Continued efforts to strengthen support for the Groupe's French subsidiaries regarding the GDPR.

2026 Establishment of a network of compliance officers.

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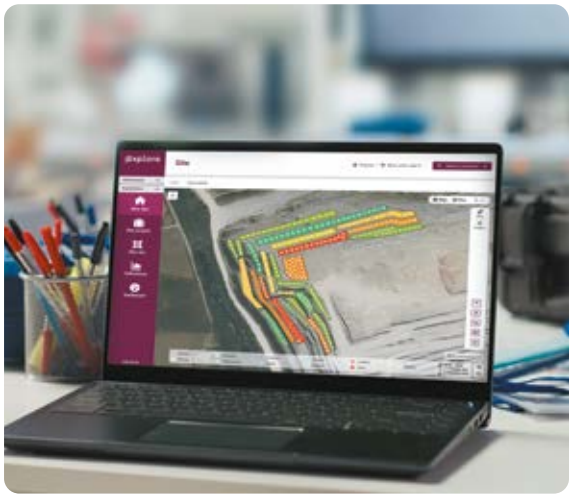
Information security

Commitments

The Groupe's Information Systems Security Policy (ISSP) defines a framework of principles and rules to ensure the protection of employee and Groupe data. Each employee is required to comply with this framework in order to ensure the confidentiality, integrity and availability of information while meeting legal, regulatory and contractual requirements. This policy is based on the practices set out in the ISO/IEC 27002:2022 standard. The policy is reviewed annually or in the event of significant changes in the organization or regulatory environment.
Proper implementation of the Groupe's ISSP is subject to regular internal and/or external controls. These controls may cover both technical and organizational aspects of the Groupe's ISSP, including the annexes applicable to each EPC Groupe entity.
During meetings of the Groupe CISO coordination committee, a review of identified incidents and the corrective actions implemented must be carried out. Where necessary, amendments to the Information Systems Security Policy may be submitted to the Groupe steering committee.



EXPLORE™ software

Governance

Matters relating to information security are overseen by the Groupe Data Strategy and Information Systems Department.

Actions

In 2025, the Chairman & Chief Executive Officer initiated an internal reorganization to create the Groupe Data Strategy and Information Systems Department.
In October 2025, the Chief Data Strategy and Information Systems Officer rolled out the Information Systems Security Policy (ISSP) internally, in order to structure the Groupe's cybersecurity strategy and the protection of its information assets. This policy is based on the implementation of technical and organizational measures to ensure the integrity, availability and confidentiality of information. It defines the responsibility of the CISO to establish and regularly update the mapping of major information security risks. The CISO defines the security action plan in line with the policy and adapted to EPC Groupe's context, based on the risk mapping.
The policy also sets out the management of risks related to information systems security. As part of the implementation of its Business Continuity Management System, EPC Groupe conducted a risk assessment, documented in the "Risk Register", which enabled the identification and quantification of risks. In addition, EPC Groupe carries out a cyber risk analysis based on the EBIOS Risk Manager methodology. The objectives of this risk management approach include monitoring, assessing and approving information security risk levels, while updating controls, procedures and mitigation plans accordingly.
Several initiatives were carried out in 2025 to raise employee awareness of cybersecurity:

- A cybersecurity training course was rolled out on the EPC Digital Academy e-learning platform at the beginning of 2025 for all French subsidiaries of the Groupe. As of December 2025, 90% of the employees concerned, i.e., more than 500 employees, had completed the training. The training was also rolled out in the Asia-Pacific region at the end of 2025. This training will be repeated every two years.
- A cyber threat awareness campaign reached more than 700 employees with a professional email address in October 2025. This campaign highlighted key daily practices to protect personal and Groupe data, including password management, vigilance against phishing attempts and securing equipment.
- In December 2025, a phishing test campaign was conducted by the Groupe. Employees who failed the test were invited to attend targeted awareness training.

Objectives

2026 Launch of the Artificial Intelligence course on EPC Digital Academy.

2026 Continuation of cybersecurity training in Europe and Africa.

TELT construction site, France

E.2 Developing our relationships with suppliers by encouraging responsible procurement practices

E.2.1 Stakes

1 Summary of impacts, risks and opportunities

The following table summarizes the findings of the Groupe's double materiality assessment in relation to this thematic section. The double materiality assessment is presented in section B.3.5 Material impacts, risks and opportunities for EPC Groupe. The methodological aspects are described in section B.4 Information on the materiality assessment process.

Effect expected in the:

S Short term (< 1 year) M Medium term (1 to 5 years) L Long term (> 5 years)

Position in the value chain:

EPC EPC own activities
UM Urban Mining activities only
EDB Explosives and Drilling & Blasting activities only
UpVC Upstream value chain
DoVC Downstream value chain

Responsible procurement

Material risks	The risk of stricter regulations on products purchased by the Groupe, leading to shortages or price hikes M L UpVC EDB POTENTIAL

2 Description of impacts, risks and opportunities

EPC Groupe's purchasing strategy combines operational performance with a responsible approach that creates value for its stakeholders. This section focuses primarily on EPC Groupe's upstream value chain. Working with responsible suppliers helps to ensure a responsible supply chain and upstream value chain, extending beyond the Groupe's direct suppliers.

Purchasing is at the core of the Groupe's activities, whether it involves raw materials, trading products, subcontracting or overheads. Strengthening relationships with suppliers gives the Groupe greater visibility over the upstream value chain and enables the identification of mutually beneficial action on all sustainability issues that can have a positive impact on the environment and communities.

Developing and maintaining strong relationships with our suppliers helps secure supply chains and ensure business continuity, a factor increasingly valued by clients in the context of tendering processes. Conversely, poor relationships with suppliers, which may result from inadequate payment practices, can increase costs for the company and negatively impact the quality of services provided to clients.

Regulations and taxes related to greenhouse gas emissions on certain products purchased by the Groupe represent a significant cost risk. In the European Union, EPC is directly and indirectly affected by the Carbon Border Adjustment Mechanism (CBAM): EPC may be required to pay the tax directly (when importing ammonium nitrate into the European Union), or the tax may be passed on by its suppliers (when European suppliers import ammonia into the European Union to produce ammonium nitrate). The amount of this tax is linked to the carbon price and is therefore inherently volatile. Despite the entry into force of CBAM on 1 January 2026, discussions are still ongoing at the European Union level regarding the possible suspension of the carbon tax on certain products. The long-term implications for the Groupe remain uncertain. The CBAM regulation was negotiated in parallel with the revision of the ETS Directive, which governs the European carbon market. The gradual phase-out of free allowances will be passed on to EPC by its suppliers. These regulations and taxes are expected to drive future procurement of ammonium nitrate towards less carbon-intensive products.

E.2.2 Commitments

The Groupe Purchasing Department promotes collaboration with suppliers who are aligned with the Groupe's values, particularly in relation to sustainability. To this end, the Groupe Purchasing Department relies on three key pillars:

- Its Responsible Procurement Charter, which acts as a CSR Code of Conduct for suppliers.
- Regular assessment of strategic suppliers' social, environmental and ethical practices and commitments, with a self-assessment questionnaire, visits and audits.

Blasting operations on a mine in Senegal

- Training and engagement of employees, primarily Groupe buyers, on sustainability matters in the supply chain. The Groupe Purchasing Department, with the support of the Company Secretariat for Sustainability and Public Affairs, is also monitoring changes to regulations affecting products purchased by the Groupe, particularly those relating to carbon taxation and their implications for EPC and end users.

E.2.3 Governance

Strategic purchasing is managed by the Groupe Purchasing Department through framework agreements that are key to the Groupe's overall performance. These framework agreements include CSR clauses and clauses relating to current carbon regulations, where applicable.
The Groupe Purchasing and CSR Departments define the Responsible Procurement Charter. The Groupe Purchasing Department also ensures its application during the negotiation of framework agreements.
Purchases are initiated by the Groupe's operational subsidiaries. The Groupe Purchasing Department coordinates and supervises this activity. Its main tasks are to implement the Groupe's strategic guidelines, negotiate framework contracts for strategic purchases, coordinate relations with suppliers, and establish rules and procedures. The CSR Committee is responsible for reviewing this work, particularly as part of the sustainability statement review process.
In addition, the Groupe Purchasing Department:

- Holds monthly meetings with the buyers at Groupe subsidiaries,
- Organizes dedicated training sessions on responsible procurement at its annual seminar,
- Regularly visits subsidiaries.

• FOCUS

The challenges facing Urban Mining subsidiaries

Stakes

Purchasing is structured differently for the Urban Mining subsidiaries, which buy more services: equipment hire, subcontracting, transport services for machinery and building waste. The suppliers are smaller and more dispersed.

EPC Demosten worksite, France

Actions

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, by developing framework agreements and CSR clauses.

E.2.4 Actions

1 Responsible Procurement Charter

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

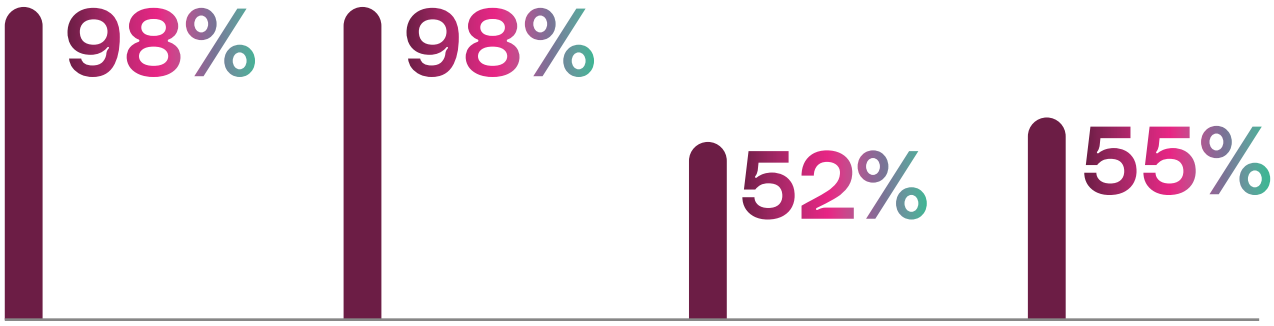
- In terms of social issues, the Charter sets out the requirements for working conditions and human rights. Suppliers must guarantee compliance with the fundamental conventions of the International Labour Organization and support diversity, equity and inclusion.
- In terms of the environment, the Charter 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.

2 Supplier assessment

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. This questionnaire is updated regularly to ensure that its content remains relevant in light of the Groupe's strategic commitments and to take account of changes among strategic suppliers. In 2025, purchases from strategic suppliers cover more than 90% of the Groupe's strategic purchases (i.e., purchases of raw materials and trading explosives products). Of the 20 strategic suppliers, 16 responded to the revised self-assessment questionnaire sent by EPC Groupe in October 2025. The 16 suppliers who responded represent 77% of purchases from strategic suppliers. This questionnaire is an example of the Groupe working with its strategic suppliers to improve the transparency and visibility of the social and environmental impacts of its supply chain. The responses to the questionnaires are shared with the buyers at the subsidiaries, enabling them, for example, to respond to enquiries from their clients.
In 2025, the Groupe Purchasing Department also contacted suppliers of key raw materials to collect their specific carbon emission factors. This enables us to assess the maturity of our suppliers and contributes to the Groupe's ongoing efforts to improve the calculation of greenhouse gas emissions.

Based on responses to the CSR self-assessment questionnaire:



12 3 2 **Percentage of purchases from strategic suppliers measuring their carbon footprint**

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

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

12 3 5 **Percentage of purchases from strategic suppliers assessed by Ecovadis**

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

In addition, the Groupe Purchasing Department and the buyers at subsidiaries regularly visit and audit their key suppliers, including with regard to environmental, social and governance (ESG) issues.

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

3 Buyer training

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

- Sustainability matters are a key part of the Groupe's corporate identity, given its extensive geographical footprint and the land required for its activities, which may affect local 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 Groupe, whenever relevant.

At the Purchasing Seminar held in September 2024, 14 buyers from EPC Groupe subsidiaries received training in responsible procurement practices delivered by a specialized consulting firm. This training enabled them to:

- Identify the main CSR risks associated with the supply chain.
- Familiarize themselves with key tools for integrating CSR into procurement processes.
- Gain a clearer understanding of the contribution of procurement to the Groupe's greenhouse gas emissions footprint.
- Be equipped to implement best practices for more responsible purchasing.

In 2025, the Groupe Purchasing Department and the buyers from the relevant subsidiaries received training on the implications of the CBAM coming into force in the European Union, with the support of the General Secretariat for Sustainability Policy, Public Affairs and Regulatory Affairs.

The following indicators could not be reported in accordance with the formalism, accuracy and granularity required by the ESRS: G1-3_03; G1-3_07, G1-3_08, G1-6_01; G1-6_03; G1-6_04.

E.2.5 Objectives

2026 systematically include CSR criteria in all major calls for tender.

F. Appendices

F.1 List of indicators

Please note that the Health and Safety indicators do not include data from Pirobrás, which will be incorporated into the Groupe's SHE reports from January 2026 (indicators 21 7 1, 31 3 1, 31 3 2, 31 3 3, 31 3 4, 31 3 5, 31 3 6, 31 3 7, 31 3 8, 31 3 9).

REFERENCE		RESULTS			TARGETS		METHOD
#	NAME	2023	2024	2025	2025	2030	DEFINITION AND CALCULATION
11 1 1	Percentage of industrial and/or commercial subsidiaries with quality certification	74%	84%	78% ISO 9001: 64% Other (Qualibat, Qualirecycle): 40%			Turnover of industrial and/or commercial subsidiaries with quality certification / Groupe consolidated turnover
11 2 1	Percentage of industrial and/or commercial subsidiaries with business continuity certification	71%	73%	68% ISO 22 301: 68%			Turnover of industrial and/or commercial subsidiaries with business continuity certification / Groupe consolidated turnover
11 4 1	Number of ongoing R&D projects			53			Number of ongoing REDDOT projects at EPC2i or GTS
12 3 1	Percentage of strategic suppliers responding to the CSR self-assessment questionnaire	66%	76%	77%	70%	90%	Purchases during year n from suppliers who responded to the self-assessment questionnaire (in 2025) / Purchases during year n from 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% (25% for full Scope 3)	99% (21% for full Scope 3)	98% (39% for full Scope 3)			Purchases during year n from suppliers that calculate their GHG emissions / Purchases during year n from suppliers who responded to the questionnaire sent to them in 2025
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%	98%	98%			Purchases during year n from suppliers with a CSR certification / Purchases during year n from suppliers who responded to the questionnaire sent to them in 2025
12 3 4	Based on responses to the CSR self-assessment questionnaire: percentage of purchases from strategic suppliers committed to international CSR initiatives	72%	79%	52%			Purchases during year n from suppliers committed to an international CSR initiative / Purchases during year n from suppliers who responded to the questionnaire sent to them in 2025
12 3 5	Based on responses to the CSR self-assessment questionnaire: percentage of purchases from strategic suppliers assessed by Ecovadis	49%	64%	55%			Purchases during year n from suppliers assessed via Ecovadis / Purchases during year n from suppliers who responded to the questionnaire sent to them in 2025
12 4 1	Percentage of purchases from strategic suppliers audited over the last 5 years	48%	43%	70%	60%	80%	Purchases during year n from suppliers audited within the past 5 years / Purchases during year n from strategic suppliers

REFERENCE		RESULTS			TARGETS		METHOD
#	NAME	2023	2024	2025	2025	2030	DEFINITION AND CALCULATION
13 2 1	Percentage of purchases from strategic suppliers who have acknowledged the Responsible Procurement Charter	66%	76%	77%	75%	90%	Purchases during year n from suppliers who acknowledged the Responsible Procurement Charter, based on the self-assessment questionnaire / Purchases during year n from strategic suppliers
13 2 2	Percentage of purchases from strategic suppliers who have acknowledged the Anti-Corruption Code	66%	76%	77%	75%	90%	Purchases during year n from suppliers who acknowledged the Anti-Corruption Code, based on the self-assessment questionnaire / Purchases during year n from strategic suppliers
13 3 1	Percentage of employees having received the Anti-Corruption Code	85%	94%	90%	100%	100%	Employees present as at 31 December of year n who signed the Handbook / Groupe employees present as at 31 December of year n
13 4 1	Number of convictions for violations of legislation on anti-corruption and acts of corruption	0	0	0	0	0	
13 4 2	Total amount of fines for violations of legislation on anti-corruption and acts of corruption	0	0	0	0	0	
21 1 1	Number of employees	2,112	2,222	2,480			Number of Groupe employees on payroll as at 31 December of year n, including permanent employees (open-ended contracts, open-ended project or site-based contracts), temporary employees (fixed-term contracts, work-study students) and employees on zero-hours contracts
21 1 2	Number of non-employee workers	317	414	479			Number of temporary employees as at 31 December of year n
21 2 1	Employee turnover rate	17%	16%	14%			Total number of employees who left the company voluntarily or due to dismissal, retirement or death in service during year n / Number of Groupe employees as at 31 December of year n Includes the following reasons for departure: resignation, dismissal, redundancy, retirement, end of probationary period, death. A new formula was applied in 2024, in line with the ESRS-recommended methodology, to exclude ends of temporary contracts. Note that 2023 data includes ends of temporary contracts.
21 2 2	Total number of employees who left the company during the year		471	488			Total number of employees who left the Groupe during year n, for any reason.

REFERENCE		RESULTS			TARGETS		METHOD
#	NAME	2023	2024	2025	2025	2030	DEFINITION AND CALCULATION
21 3 1	Number of subsidiaries with one or more collective bargaining agreements in force	8	20	22			Number of subsidiaries with at least one collective bargaining agreement (including collective labour agreements) in force as at 31 December of year n Note: 2023 data did not include all collective labour agreements, which are a form of collective bargaining.
21 3 2	Percentage of employees covered by collective bargaining agreements	39%	76%	78%			Sum of (% of employees covered by collective bargaining agreements, including collective labour agreements × number of employees in the subsidiary) / Total number of Groupe employees as at 31 December of year n Note: 2023 data did not include all collective labour agreements, which are a form of collective bargaining.
21 4 1	Percentage of employees represented by worker representatives	64%	64%	63%			Number of employees represented by worker representatives as at 31 December of year n / Total number of Groupe employees as at 31 December of year n Worker representatives include union-appointed or elected representatives, and freely elected representatives not under the employer's influence (e.g. Social and Economic Committee (CSE), unions or other employee representation bodies).
21 6 1	Percentage of employees covered by at least one category of social protection	96%	100%	100%			Number of employees as at 31 December of year n covered by at least one form of social protection (unemployment, illness, occupational accident and acquired disability, parental leave or retirement) / Total number of Groupe employees as at 31 December of year n
21 7 1	Rate of absenteeism	3%	3%	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	47	47	1 per subsidiary		Number of Diversity, Equity and Inclusion (DE&I) representatives
22 2 1	Number of nationalities represented in the Groupe	More than 50	More than 50	More than 50			Number of nationalities in the Groupe

REFERENCE		RESULTS			TARGETS		METHOD
#	NAME	2023	2024	2025	2025	2030	DEFINITION AND CALCULATION
22 3 1	Percentage of women in the company	15%	15%	15%			Number of women employed by the Groupe as at 31 December of year n / Total number of Groupe employees as at 31 December of year n
22 3 2	Percentage of women in executive positions	15%	17%	17%		20%	Number of women serving as Area Managers or Subsidiary Managers as at 31 December of year n / Total number of Area and Subsidiary Directors as at 31 December of year n
22 3 3	Percentage of women on the Board of Directors	43%	57%	56%			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	-4%	-3%	-5%			(Total remuneration of women / FTE women) / (Total remuneration of men / FTE men). The figure published in 2024 has been revised.
22 4 1	Number of disabled employees	30 (i.e., 1.4% of employees)	34 (i.e., 1.5% of employees)	38 (i.e., 1.5% of employees)			Number of employees with a recognized disability in the Groupe as at 31 December of year n
22 5 1	Age distribution and average age	42	42.5	42.5			Average age and age breakdown of Groupe employees as at 31 December of year n
22 6 1	Average seniority	8	8	7			Average length of service (in years) of Groupe employees as at 31 December of year n
22 7 1	Number of hours worked under social inclusion contracts (France only)	More than 22,000	More than 22,000	More than 43,000			Number of hours worked in year n under social inclusion clauses (e.g. social/professional integration, social inclusion clauses)
22 8 1	Percentage of employees with access to the whistle-blowing system	100%	100%	100%	100%	100%	Number of employees present as at 31 December of year n with access to the whistle-blowing system / Total number of Groupe employees as at 31 December of year n
22 8 2	Percentage of employees who have signed the Handbook	85%	94%	90%	100%	100%	Number of employees present as at 31 December of year n who have signed the Handbook / Total number of Groupe employees as at 31 December of year n
22 9 1	Proven incidents of discrimination, including harassment	1	0	6	0	0	Number of proven incidents of discrimination, including harassment, during year n
22 9 2	Amount of fines resulting from proven incidents of discrimination	0	0	0	0	0	During year n, total amount of fines, penalties and compensation for damages resulting from incidents and complaints related to discrimination, including harassment
22 9 3	Number of reports of incidents of discrimination, including harassment	0	1	10	0	0	Total number of incidents of discrimination, including harassment, reported during year n

REFERENCE		RESULTS			TARGETS		METHOD
#	NAME	2023	2024	2025	2025	2030	DEFINITION AND CALCULATION
23 1 1	Average number of training hours per employee	15.9 (Women: 14.7 / Men: 16.2)	15.1 (Women: 9.1 / Men: 16.2)	16.1 (Women: 12.4 / Men: 16.8)			Total number of training hours received by employees during year n / Number of Groupe employees as at 31 December of year n
23 3 1	Number of partnerships with higher education establishments	19 partner-ships in 10 subsi-diaries	15 partner-ships in 10 subsi-diaries	33 partner-ships in 16 subsi-diaries			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	213	215			Number of students who worked for the Groupe during the year as part of an internship, apprenticeship or other scheme
31 1 1	Percentage of employees formally informed of their right to withdraw	85%	94%	90%	100%	100%	Number of employees as at 31 December of year n who have signed the Handbook (which includes a notice on the right to withdraw and the Stop card) / Number of Groupe employees as at 31 December of year n
31 2 1	Percentage of industrial and/or commercial subsidiaries with health and safety certification	73%	80%	73% ISO 45001: 56% MASE: 18%	73%		Turnover of industrial and/or commercial subsidiaries with safety certification / Groupe consolidated turnover
31 2 2	Percentage of employees working in industrial and/or commercial subsidiaries with a health and safety certification	70%	73%	69%			Number of employees as at 31 December of year n in industrial and/or commercial subsidiaries with a health and safety certification / Number of employees as at 31 December of year n in industrial and/or commercial subsidiaries In cases of partial subsidiary coverage (e.g. certain branches only), an estimate is made of the number of employees covered.
31 2 3	Percentage of industrial and/or commercial subsidiaries providing PPE to their employees (turnover percentage)	100%	100%	100%	100%	100%	Turnover of industrial and/or commercial subsidiaries supplying PPE to their employees / Turnover of Groupe industrial and/or commercial subsidiaries
31 3 1	Number of fatal accidents	1	0	0	0	0	Number of fatal accidents that occurred in subsidiaries (includes employees, temporary workers and external workers working on Groupee sites) Note that information on external workers is not available for years 2023 and 2024.

REFERENCE		RESULTS			TARGETS		METHOD
#	NAME	2023	2024	2025	2025	2030	DEFINITION AND CALCULATION
31 3 2	Number of lost-time accidents	Employees: 48	Employees: 38	Employees: 37 Temporary workers: 19 Total: 56	0	0	Number of lost-time accidents (employees and temporary workers). A lost-time accident is an accidental event that results in the worker being unable to work on the day following the incident, regardless of whether that day is a rest day, holiday or the day after leaving the company. Note that information on temporary workers is not available for years 2023 and 2024.
31 3 3	Number of cases of occupational illness	2	3	1	0	0	Number of employees with an illness resulting from the working conditions in which they carry out their professional activities (employees only)
31 3 4	Occupational accident frequency index (TF1 12 months)	Employees: 13	Employees: 9	Employees: 8 Temporary workers: 16 Total: 10			Number of lost-time accidents / Number of hours workers are exposed to risks x 10^6 (employees and temporary workers). Note that information on temporary workers is not available for years 2023 and 2024.
31 3 5	Number of HIPOs	83	59	35			A HIPO is a potentially serious event. It is an event that could have had very serious consequences
31 3 6	Occupational accident severity index (TG1 12 months)	0.6	0.3	0.3			Number of days lost as a result of a lost-time accident / Number of hours workers are exposed to risk x 10^3 (employees only)
31 3 7	Number of occupational accidents without lost time		Employees: 65	Employees: 34 Temporary workers: 20 Total: 54	0	0	Number of occupational accidents without lost time (employees and temporary workers). A work-related accident without lost time is an accidental event that requires the victim to be evacuated for medical examination or treatment but does not lead to time off work. Note that information on temporary workers is not available for years 2023 and 2024.
31 3 8	Number of recordable work-related accidents		Employees: 103	Employees: 71 Temporary workers: 39 Total: 110	0	0	Sum of lost-time accidents, including fatal accidents, and occupational accidents without lost time (employees and temporary workers) Note that information on temporary workers is not available for years 2023 and 2024.

REFERENCE		RESULTS			TARGETS		METHOD
#	NAME	2023	2024	2025	2025	2030	DEFINITION AND CALCULATION
31 3 9	Number of days lost as a result of a occupational accidents or occupational illness, or of fatalities due to work-related injuries or work-related ill health			Approx. 16,500			Number of days lost as a result of a occupational accidents or occupational illness, or of fatalities due to work-related injuries or work-related ill health (employees only). Note that information is not available for years 2023 and 2024.
31 4 2	Frequency of safety routines at subsidiaries (percentage of employees)	Daily: 19% Weekly: 49% Monthly: 30% Yearly: 2%	Daily: 18% Weekly: 50% Monthly: 30% Yearly: 2%	Daily: 37% Weekly: 32% Monthly: 27% Yearly: 0%			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	62	63	64			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 Note: the 2023 figure has been corrected.
32 2 2	Number of SEVESO sites	31	31	32			Number of SEVESO sites, including upper tier establishments and lower tier establishments (classified installations for the protection of the environment and sites subject to declaration are excluded). Note: the 2023 figure has been corrected.
32 2 3	Number of non-SEVESO at-risk sites	31	32	32			Number of sites considered industrial risk sites under local regulations (excluding SEVESO) Note: the 2023 figure has been corrected.
32 4 1	Number of HIPOs with process safety implications	9	8	9			A HIPO is a high-potential incident. It is an event that could have led to very serious or catastrophic consequences.
32 4 2	Number of incidents resulting in plant shutdowns of more than 24 hours	1	0	0	0	0	
32 4 4	Number of HAZIDs	5	2	6			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.
32 4 5	Number of HAZOPs	5	6	7			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.
41 1 1	Number of sites in vulnerable or protected areas	14	15	15			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	55%	66%	61% ISO 14001: 61%	56%		Turnover of industrial and/or commercial subsidiaries with environmental certification / Groupe consolidated turnover

REFERENCE		RESULTS			TARGETS		METHOD
#	NAME	2023	2024	2025	2025	2030	DEFINITION AND CALCULATION
41 2 2	Number of subsidiaries not fined for environmental offences	24 (100%)	24 (96%)	24 (92%)	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	12	9	11			Number of subsidiaries that have set up programmes to preserve the environment, biodiversity and ecosystems
41 4 1	Number of sites subject to an environmental study	40	52	54			Number of sites that have already undergone a regulatory or voluntary environmental study. This includes internal studies updated within the framework of ISO 14001.
41 4 2	Percentage of sites in vulnerable or protected areas which have been subject to an environmental study			100%	100%	100%	Number of sites located in vulnerable or protected areas which have been subject to a regulatory or voluntary environmental study / Number of sites located in vulnerable or protected areas
41 5 1	Number of hectares of forest (in France)	414	414	414			Number of hectares of forest owned by the Groupe in France
41 5 2	Percentage of hectares of forest with a sustainable management document (in France)	55%	55%	80%		85%	Number of hectares of forest that have a sustainable management document / Number of hectares of forest owned by the Groupe in France
41 5 3	Percentage of hectares of forest with a sustainable management label (in France)	0%	0%	0%		80%	Number of hectares of forest with a sustainable management label / Number of hectares of forest owned by the Groupe in France
41 6 1	Number of containment losses of more than 1 m3 at industrial facilities	2	0	0	0	0	
42 2 1	Tonnes of raw materials purchased	123,000 T	157,000 T	176,000 T			Purchases of ammonium nitrate, ANSOL, NMA, dynamite, nitric acid, sodium nitrite, caustic soda, acetic acid, calcium nitrate, sodium nitrate, Genamine, aluminium, glass microspheres...
42 3 1	Total GHG emissions	482,000 tCO_2e	478,000 tCO_2e	529,000 tCO_2e			The figures are calculated according to the GHG Protocol methodology, in accordance with ESRS requirements.
42 3 2	Scope 1 GHG emissions	24,000 tCO_2e	20,000 tCO_2e	26,000 tCO_2e			The figures are calculated according to the GHG Protocol methodology, in accordance with ESRS requirements.
42 3 3	Scope 2 GHG emissions	1,100 tCO_2e	800 tCO_2e	1,200 tCO_2e			The figures are calculated according to the GHG Protocol methodology, in accordance with ESRS requirements.
42 3 4	Scope 3 GHG emissions	456,000 tCO_2e	457,000 tCO_2e	502,000 tCO_2e			The figures are calculated according to the GHG Protocol methodology, in accordance with ESRS requirements.

REFERENCE		RESULTS			TARGETS		METHOD
#	NAME	2023	2024	2025	2025	2030	DEFINITION AND CALCULATION
42 3 5	Carbon intensity ratio	1.017	0.996	0.982		0.882	GHG emissions in $kgCO_2e$ (ADEME methodology) / Consolidated turnover in Euros
42 4 1	Energy consumption and mix		103,700 MWh	116,400 MWh			Share of each energy type, based on ESRS classifications The figure published in 2023 was not carried forward, as it was deemed insufficiently reliable.
42 4 2	Consumption of electricity, heat, steam or cooling and share of renewable sources	7,900 MWh, of which 16% from renewable sources	6,800 MWh, of which 18% from renewable sources	7,200 MWh, of which 17% from renewable sources			Internal consumption of electricity, steam, heat and cooling for business activities. Consumption from renewable sources / Total consumption
42 4 3	Fossil energy consumption and mix	176,000 MWh	98,700 MWh	111,500 MWh			Fossil energy consumption related to operations (buildings and machines, controlled cars and trucks)
42 4 4	Number of subsidiaries generating renewable energy	6	7	8			Number of industrial and/or commercial subsidiaries that generate renewable energy
42 4 5	Number of subsidiaries purchasing renewable energy	7	5	6			Number of industrial and/or commercial subsidiaries that purchase renewable energy, including contracts with guaranteed renewable content
42 4 6	Number of subsidiaries that carried out at least one energy audit during the year	2	2	0			Number of industrial and/or commercial subsidiaries that carried out at least one energy audit in year n
42 5 1	Number of subsidiaries that have introduced initiatives to reduce their energy consumption	14	16	16			Number of industrial and/or commercial subsidiaries that have introduced initiatives to reduce their energy consumption
42 6 1	Energy intensity ratio		0.21	0.22			Total energy consumption (in MWh) / Consolidated turnover (in k-Euros)
43 1 1	Exposure to water stress (production sites)	20% (3 production sites out of 15)	20% (3 production sites out of 15)	19% (3 production sites out of 16)			Number of fixed production sites located in areas with high, extremely high or arid water stress levels according to the WRI Aqueduct tool / Total number of fixed production sites (plants and EMP)
43 3 1	Percentage of production subsidiaries with water management initiatives in place	42%	75%	77%			Number of production subsidiaries that have implemented water management actions / Total number of production subsidiaries
44 1 1	Percentage of turnover attributable to the Urban Mining activity, including Deconstruction and Circular Economy	21%	22%	22%			See chapter on the EU Green Taxonomy and regulatory tables
44 2 1	Tonnes of scrap metal recycled by EPC Demosten	33,700	28,000	31,100			Tonnes of scrap metal sold by EPC Demosten

REFERENCE		RESULTS			TARGETS		METHOD
#	NAME	2023	2024	2025	2025	2030	DEFINITION AND CALCULATION
44 2 2	Tonnes of recyclable waste extracted by EPC Demosten	97,700	70,000	84,000			Tonnes of waste sorted by EPC Demosten, excluding hazardous waste
44 2 3	Tonnes of recycled aggregates produced by EPC Colibri	11,700	20,600	21,200			Crushing output by EPC Colibri (excluding mobile crushing)
44 2 4	Tonnes of waste recovered by EPC Colibri	4,100	5,900	8,300			Waste recovery by EPC Colibri
44 3 1	Tonnes of hazardous waste landfilled by EPC Colibri	31,200	28,500	29,200			Hazardous waste landfilled by EPC Colibri
44 3 2	Tonnes of asbestos waste processed by EPC Demosten	11,200	10,500	8,300			Tonnes of asbestos waste delivered to treatment centres by EPC Demosten The figure for 2024 has been revised.
44 4 1	Tonnes of hazardous waste generated by the Groupe's own operations	770	840	700			Tonnes of hazardous waste generated by the Explosives and Drilling & Blasting subsidiaries (contaminated packaging, off-spec products)
44 5 1	Number of production subsidiaries that recycle off-specification products	6	4	5			Number of explosives production subsidiaries that recycle off-spec products (start-up batches, expired products, etc.) Note: from year to year, some subsidiaries may stop recycling if off-spec volumes are negligible.
45 2 1	Financial contribution to projects for affected communities	€60,000	€54,000	€100,000			Amounts paid out for community projects, e.g. drilling wells, repairing roads, donations, funding a school, etc.
46 1 1	Number of severe human rights incidents	0	0	0	0	0	Number of severe human rights incidents affecting company employees in year n
46 1 2	Amount of fines resulting from severe human rights incidents	0	0	0	0	0	Amount of fines, sanctions and compensation resulting from confirmed severe human rights incidents
46 1 3	Based on responses to the CSR self-assessment questionnaire: percentage of purchases from strategic suppliers with an internal, anonymous reporting procedure	100%	100%	95%			Purchases during year n from suppliers with an internal and anonymous whistle-blowing procedure / Purchases during year n from suppliers who responded to the questionnaire
46 1 4	Number of reports of human rights incidents	0	0	0	0	0	Number of reports of human rights incidents

F.2 List of disclosure requirements with which EPC has complied and reference to GRI Standards

The table below sets out the list of ESRS disclosure requirements with which EPC has complied and indicates how these correspond to the disclosures and requirements in the GRI Standards. The alignment between the ESRS disclosure requirements and the GRI disclosures and requirements is based on the GRI-ESRS Interoperability Index published by EFRAG and the GRI in November 2024.

ESRS	DISCLOSURES AND REQUIREMENTS	TITLE OF DISCLOSURE REQUIREMENT	SECTION OF THE SUSTAINABILITY STATEMENT
2	BP-1 (GRI 2-1, 2-2, 2-3, 3-1)	General basis for preparation of sustainability statements	B.1.1 The sustainability statement
2	BP-2 (GRI 2-4, 3-2, 3-3)	Disclosures in relation to specific circumstances	B.1.1 The sustainability statement
2	GOV-1 (GRI 2-9, 2-12, 2-13, 2-14, 2-17, 405-1	The role of the administrative, management and supervisory bodies	B.2.2 Governance (including incorporation by reference to the Universal Registration Document)
2	GOV-2 (GRI 2-12, 2-13, 2-16, 2-24	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	B.2.2 Governance (including incorporation by reference to the Universal Registration Document)
2	GOV-3 (GRI 2-19, 2-20)	Integration of sustainability-related performance in incentive schemes	B.2.2 Governance (including incorporation by reference to the Universal Registration Document)
2	GOV-4 (GRI 2-23)	Statement on due diligence	Not available
2	GOV-5	Risk management and internal controls over sustainability reporting	B.1.3 Process for updating sustainability information B.2.2 Governance
2	SBM-1 (GRI 2-6, 2-7, 2-22, 3-3, 101-1, 201-1,	Strategy, business model and value chain	B.3 Business model and value chain (including incorporation by reference to the Universal Registration Document)
2	SBM-2 (GRI 2-12)	Interests and views of stakeholders	B.3.4 Stakeholder mapping
2	SBM-3 (GRI 3-2, 3-3, 101-5, 101-6, 101-8, 201-2, 303-1, 306-1, 308-2, 413-2, 414-2	Material impacts, risks and opportunities and their interaction with strategy and business model	B.3.5 Material impacts, risks and opportunities for EPC Groupe Stakes section of each sub-section of the sustainability statement
2	IRO-1 (GRI 2-14, 3-1, 101-2, 101-4, 101-5, 101-6, 101-7, 101-8	Description of the processes to identify and assess material impacts, risks and opportunities	B.4 Information on the materiality assessment process F.3 Double materiality assessment
2	IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	F.2 List of disclosure requirements with which EPC has complied
2	MDR-P (GRI 2-23, 2-24, 3-3, 101-1	Policies adopted to manage material sustainability matters	Commitments section of each sub-section of the sustainability statement
2	MDR-A (GRI 3-3)	Actions and resources in relation to material sustainability matters	Actions section of each sub-section of the sustainability statement
2	MDR-M (GRI 3-3)	Metrics in relation to material sustainability matters	Indicators in each sub-section of the sustainability statement F.1 List of indicators
2	MDR-T (GRI 3-3, 303-1)	Tracking effectiveness of policies and actions through targets	Objectives in each sub-section of the sustainability statement F.1 List of indicators

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List of disclosure requirements with which EPC has complied and reference to GRI Standards

ESRS	DISCLOSURES AND REQUIREMENTS	TITLE OF DISCLOSURE REQUIREMENT	SECTION OF THE SUSTAINABILITY STATEMENT
E1	E1-1	Transition plan for climate change mitigation	C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change
E1	E1-2 GRI 3-3, 305 1.2	Policies related to climate change mitigation and adaptation	C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change
E1	E1-3 GRI 3-3, 305 1.2, 305-5, 201-2	Actions and resources in relation to climate change policies	C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change
E1	E1-4 GRI 3-3, 305 1.2, 305-1, 305-2, 305-3, 305-5	Targets related to climate change mitigation and adaptation	C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change
E1	E1-5 GRI 302-1, 302-3	Energy consumption and mix	C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change
E1	E1-6 GRI 305-1, 305-2, 305-3, 305-4	Gross Scopes 1, 2, 3 and Total GHG emissions	C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change
E1	E1-7 GRI 3-3, 305 1.2, 305-5,	GHG removals and GHG mitigation projects financed through carbon credits	Not available
E1	E1-8	Internal carbon pricing	Not available
E1	E1-9 GRI 201-2	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Not available (pursuant to transitional provisions)
E2	E2-1 GRI 305 1.2	Policies related to pollution	C.2 Preventing and combating pollution
E2	E2-2 GRI 3-3, 101-2, 305 1.2	Actions and resources related to pollution	C.2 Preventing and combating pollution
E2	E2-3 GRI 3-3, 303-2, 305 1.2	Targets related to pollution	C.2 Preventing and combating pollution
E2	E2-4 GRI 2-27, 101-6, 305-7	Pollution of air, water and soil	Not available
E2	E2-5 GRI 305-6	Substances of concern and substances of very high concern	C.2 Preventing and combating pollution
E2	E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	Not available (pursuant to transitional provisions)
E3	E3-1 GRI 3-3	Policies related to water and marine resources	C.3 Improving water management
E3	E3-2 GRI 3-3, 303-1, 101-2	Actions and resources related to water and marine resources	C.3 Improving water management
E3	E3-3 GRI 3-3, 303-1	Targets related to water and marine resources	Not available
E3	E3-4 GRI 101-6, 303-3, 303-4, 303-5	Water consumption	Not available
E3	E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	Not available (pursuant to transitional provisions)
E4	E4-1 GRI 3-3, 101-1, 101-2	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	C.4 Committing to preserving biodiversity and ecosystems
E4	E4-2 GRI 3-3, 101-1, 101-2, 101-3	Policies related to biodiversity and ecosystems	C.4 Committing to preserving biodiversity and ecosystems

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List of disclosure requirements with which EPC has complied and reference to GRI Standards

ESRS	DISCLOSURES AND REQUIREMENTS	TITLE OF DISCLOSURE REQUIREMENT	SECTION OF THE SUSTAINABILITY STATEMENT
E4	E4-3 (GRI 3-3, 101-2, 304-3)	Actions and resources related to biodiversity and ecosystems	C.4 Committing to preserving biodiversity and ecosystems
E4	E4-4 (GRI 3-3, 101-1, 304-3)	Targets related to biodiversity and ecosystems	C.4 Committing to preserving biodiversity and ecosystems
E4	E4-5 (GRI 101-5, 101-6, 101-7, 304-1, 304-2, 304-4)	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 (pursuant to transitional provisions)
E5	E5-1 (GRI 3-3)	Policies related to resource use and circular economy	C.5 Promoting the circular economy and waste recovery E.2 Developing our relationships with suppliers by encouraging responsible procurement practices
E5	E5-2 (GRI 3-3, 306-2)	Actions and resources related to resource use and circular economy	C.5 Promoting the circular economy and waste recovery E.2 Developing our relationships with suppliers by encouraging responsible procurement practices
E5	E5-3 (GRI 3-3)	Targets related to resource use and circular economy	C.5 Promoting the circular economy and waste recovery E.2 Developing our relationships with suppliers by encouraging responsible procurement practices
E5	E5-4 (GRI 301-1, 301-2, 306-1)	Resource inflows	In part, in C.5 Promoting the circular economy and waste recovery Certain data are not available (pursuant to ESRS 1 §106)
E5	E5-5 (GRI 306-2, 306-3, 306-4, 306-5)	Resource outflows	C.5 Promoting the circular economy and waste recovery
E5	E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Not available (pursuant to transitional provisions)
S1	S1-1 (GRI 2-23, 2-25, 3-3, 403-1, 403-3, 404-2, 408-1, 409-1)	Policies related to own workforce	D. Social information
S1	S1-2 (GRI 2-29, 3-3)	Processes for engaging with own workers and workers' representatives about impacts	D.1 Supporting employees and improving quality of life at work
S1	S1-3 (GRI 2-25, 2-26, 403-2)	Processes to remediate negative impacts and channels for own workers to raise concerns	D.1 Supporting employees and improving quality of life at work D.3 Developing competence and engagement
S1	S1-4 (GRI 2-24, 3-3, 203-2, 403-9, 403-10	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	D. Social information
S1	S1-5 (GRI 3-3)	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	D. Social information
S1	S1-6 (GRI 2-7, 401-1, 405-1)	Characteristics of the undertaking's employees	D.1 Supporting employees and improving quality of life at work
S1	S1-7 (GRI 2-8)	Characteristics of non-employee workers in the undertaking's own workforce	D.1 Supporting employees and improving quality of life at work

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List of disclosure requirements with which EPC has complied and reference to GRI Standards

ESRS	DISCLOSURES AND REQUIREMENTS	TITLE OF DISCLOSURE REQUIREMENT	SECTION OF THE SUSTAINABILITY STATEMENT
S1	S1-8 GRI 2-30	Collective bargaining coverage and social dialogue	D.1 Supporting employees and improving quality of life at work
S1	S1-9 GRI 405-1	Diversity metrics	D.2 Promoting diversity, equity and inclusion
S1	S1-10 GRI 202-1	Adequate wages	Not available
S1	S1-11 GRI 401-2	Social protection	In part, in D.1 Supporting employees and improving quality of life at work Certain data are not available (pursuant to transitional provisions)
S1	S1-12 GRI 405-1	Persons with disabilities	D.2 Promoting diversity, equity and inclusion
S1	S1-13 GRI 404-1, 404-3	Training and skills development metrics	In part, in D.3 Developing competence and engagement Certain data are not available (pursuant to transitional provisions)
S1	S1-14 GRI 403-8, 403-9, 403-10	Health and safety metrics	D.4 Ensuring the health and safety of our workers
S1	S1-15 GRI 401-3	Work-life balance metrics	Not available (pursuant to transitional provisions)
S1	S1-16 GRI 2-21, 405-2	Compensation metrics (pay gap and total compensation)	D.2 Promoting diversity, equity and inclusion (including incorporation by reference to the Universal Registration Document)
S1	S1-17 GRI 2-27, 3-3, 406-1	Incidents, complaints and severe human rights impacts	D.2 Promoting diversity, equity and inclusion D.8 Ensuring respect for human rights
S2	S2-1 GRI 2-23, 2-25, 2-29, 3-3, 408-1, 409-1	Policies related to value chain workers	D.8 Ensuring respect for human rights
S2	S2-2 GRI 2-29, 3-3,	Processes for engaging with value chain workers about impacts	D.8 Ensuring respect for human rights
S2	S2-3 GRI 2-25, 2-26	Processes to remediate negative impacts and channels for value chain workers to raise concerns	D.8 Ensuring respect for human rights
S2	S2-4 GRI 2-24, 2-25, 3-3, 203-2, 403-7	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	D.8 Ensuring respect for human rights E.2 Developing our relationships with suppliers by encouraging responsible procurement practices
S2	S2-5 GRI 3-3	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	D.8 Ensuring respect for human rights E.2 Developing our relationships with suppliers by encouraging responsible procurement practices
S3	S3-1 GRI 2-23, 2-25, 2-29, 3-3, 411-1	Policies related to affected communities	D.7 Ensuring dialogue and action in favour of local communities D.8 Ensuring respect for human rights
S3	S3-2 GRI 2-29, 3-3, 413-1	Processes for engaging with affected communities about impacts	D.7 Ensuring dialogue and action in favour of local communities
S3	S3-3 GRI 2-25, 2-26, 413-1	Processes to remediate negative impacts and channels for affected communities to raise concerns	D.7 Ensuring dialogue and action in favour of local communities

F.2 APPENDICES

List of disclosure requirements with which EPC has complied and reference to GRI Standards

ESRS	DISCLOSURES AND REQUIREMENTS	TITLE OF DISCLOSURE REQUIREMENT	SECTION OF THE SUSTAINABILITY STATEMENT
S3	S3-4 (GRI 2-24, 2-25, 3-3, 101-2, 203-1, 203-2, 411-1, 413-1)	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	D.7 Ensuring dialogue and action in favour of local communities
S3	S3-5 (GRI 3-3,)	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	D.7 Ensuring dialogue and action in favour of local communities
S4	S4-1 (GRI 2-23, 2-25, 2-29, 3-3	Policies related to consumers and end-users	Not material
S4	S4-2 (GRI 2-29, 3-3)	Processes for engaging with consumers and end-users about impacts	Not material
S4	S4-3 (GRI 2-25, 2-26, 418-1)	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Not material
S4	S4-4 (GRI 2-24, 2-25, 3-3, 203-2, 416-2, 417-2, 417-3, 418-1	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	Not material
S4	S4-5 (GRI 3-3)	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Not material
G1	G1-1 (GRI 2-16, 2-23, 2-24, 2-26, 3-3	Business conduct policies and corporate culture	D.8 Ensuring respect for human rights E.1 Ensuring ethical business practices
G1	G1-2 (GRI 3-3, 308-1, 414-1)	Management of relationships with suppliers	E.2 Developing our relationships with suppliers by encouraging responsible procurement practices
G1	G1-3 (GRI 2-13, 2-16, 2-26, 3-3, 205-1, 205-2	Prevention and detection of corruption and bribery	E.1 Ensuring ethical business practices
G1	G1-4 (GRI 2-27, 3-3, 205-3)	Incidents of corruption or bribery	F.1 List of indicators
G1	G1-5 (GRI 415-1)	Political influence and lobbying activities	E.1 Ensuring ethical business practices
G1	G1-6	Payment practices	Not available

F.3 Double materiality assessment

To ensure transparency towards its stakeholders, EPC Groupe has decided to publish, in an appendix to its sustainability statement, the internal principles and approaches governing the conduct of its double materiality assessment.

F.3.1 Materiality scoring principle

As specified in the ANC guidance, the use of quantitative thresholds is not mandatory, but may be helpful, particularly for large companies. EPC has therefore defined evaluation grids to objectively exclude issues deemed non-material.
Severity, magnitude and likelihood are scored as 0, 1, 4, 7 or 10.

- The materiality scores for positive and negative impacts are calculated as the product of severity × likelihood.
- The materiality scores for risks and opportunities are calculated as the product of magnitude × likelihood.

A score of 0 always corresponds to an issue that is not applicable to the Groupe (for example, there are no impacts, risks or opportunities related to the extraction of marine resources, given the nature of the Groupe's business).
The scoring scale from 1 to 10 helps reveal standard deviations and highlight the most material issues, particularly for consolidation and visual representation purposes. Given the wide range of topics and data sources involved, the use of 4 scoring levels allows the identification of major trends while keeping the rating system simple.

a. Likelihood

Likelihood is assessed for positive impacts, negative impacts, risks and opportunities.
To simplify the evaluation grid, actual and potential effects are referenced in the same scoring system. A score of 10 (maximum) is assigned when effects are already occurring and recurrent:

- 1 corresponds to a possible but highly unlikely effect
- 4 corresponds to a rather likely effect
- 7 corresponds to a likely or very likely effect
- 10 corresponds to an effect that is already real and recurrent

b. Severity of positive impacts

Severity is scored as 1, 4, 7 or 10.
Scale and scope are assessed qualitatively to determine a severity score for the positive impact. The severity score is evaluated holistically, taking into account the following levels:

SEVERITY LEVEL	SCALE	SCOPE
1	Very limited to limited	Very limited to limited
4	Limited	Moderate
	Moderate	Limited
7	Moderate	Significant
	Significant	Moderate
10	Significant	Significant

c. Severity of negative impacts

Severity is scored as 1, 4, 7 or 10.
Scale, scope and irremediable character are assessed qualitatively to determine a severity score for the negative impact. The severity score is evaluated holistically, taking into account the following levels:

SEVERITY LEVEL	SCALE	SCOPE	IRREMEDIABLE CHARACTER
1	Very limited to limited	Very limited to limited	No
4	Limited	Moderate	No
	Moderate	Limited	No
7	Moderate	Significant	Yes
	Significant	Moderate	Yes
10	Significant	Significant	Yes

As recalled in EFRAG's Implementation Guidance 1, paragraph 118 ("Any of the three characteristics of severity can make an impact severe, but often the characteristics are interdependent. Irremediable character could impact severity by increasing its scale. In turn, it is often the case that the greater the scale or the wider the scope of an impact, the harder it is to remediate, albeit a case-by-case assessment is to be performed in order to conclude if any of the three characteristics can make the impact severe."), the three factors are often interdependent, which is why they are not evaluated individually.
In the case of potential negative human rights impacts, the ESRS specify that "the severity of the impact takes precedence over its likelihood" (ESRS 1 §45). Accordingly, in line with these principles, it is assumed that the severity score must be equal to or greater than the likelihood score.
The ESRS do not explicitly define the scope of human rights but refer to the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and its Follow-up. EPC therefore addresses human rights in the following sub-topics:

- Protection of whistle-blowers (G1)
- Certain sub-subtopics under the subtopics "Working conditions", "Equal treatment and equal opportunities for all", and "Other work-related rights" (S1, S2) (e.g., forced labour, child labour, decent wages, etc.)
- Communities' economic, social and cultural rights (S3)
- Communities' civil and political rights (S3)
- Rights of indigenous peoples (S3)

It should be noted that not all of the impacts, risks and opportunities described in these subtopics and sub-subtopics are necessarily directly related to human rights. In this case, the rule mentioned above does not apply.

d. Magnitude of risks and opportunities

Magnitude is assessed in accordance with the rules established for risk evaluation under the Groupe's business continuity management system:

- 1 corresponds to a financial impact (i.e., an effect on turnover) between €25k and €250k
- 4 corresponds to a financial impact between €250k and €1m
- 7 corresponds to a financial impact between €1m and €5m
- 10 corresponds to a financial impact above €5m

e. Other dimensions

In accordance with ESRS 1 §77, the following timeframes are adopted from the end of the reporting period:

- Short term: an effect expected within less than one year
- Medium term: an effect expected within 1 to 5 years
- Long term: an effect expected in more than 5 years

F.3.2 Key assumptions of the methodology

EPC Groupe has made a number of assumptions in line with the principles of the ESRS and the EFRAG guidance. In particular, EPC has made the following choices:

- EPC Groupe has sought to highlight its specific topics within the sustainability matters listed in AR 16 of ESRS 1, notably by organizing them under the heading "EPC-specific matters" rather than adding new rows to the evaluation matrix. This approach makes it easier for internal experts to carry out reviews (as it is tailored to their areas of expertise and authority).
- EPC has chosen to start from the sustainability matters themselves, rather than from the company's value chains and activities. The Groupe considers that its activity experts are more familiar with the company's activities and value chain than with the full range of sustainability matters. By starting from the AR 16 list, the Groupe ensures that no sustainability matter is overlooked in the assessment, without risking the omission of any part of the Groupe's business activities.
- The double materiality assessment, while intended to be objective, still involves a significant degree of subjectivity. In fact, it is not always possible to provide comprehensive documentation; scoring is based on the expertise and experience of internal experts. A clear explanation of the methodology, led by the CSR/ESG Department, ensures consistency in the responses.
- The concept of double materiality, the associated terminology and the evaluation tool require in-depth training for experts to ensure that reviews are meaningful.
- The difference in granularity between the sustainability matters to be assessed by the Groupe (as per the table in AR 16 of ESRS 1) and the data points of the topical ESRS standards complicates reconciliation during gap analyses. The notion of materiality of information therefore becomes fundamentally important.

F.3.3 List of sustainability matters assessed

EPC assesses itself against all topics, subtopics and sub-subtopics listed in AR 16 of ESRS 1 (sustainability matters). The assessment is carried out for each of the main activities: on the one hand for the Explosives and Drilling & Blasting value chain, and, on the other hand, for the Urban Mining value chain.
To facilitate internal expert review, understanding and integration into the graphical representation, the Groupe subsequently classifies the ESRS 1 sustainability matters into "EPC-specific matters". In particular, this enables the Groupe to provide both internal and external stakeholders with a simplified graphical representation of the results of the double materiality assessment. The scenarios are as follows:

- If no issue is specific to EPC within a topic, the EPC matter bears the same or a similar name to the corresponding ESRS matter:
  - Biodiversity and ecosystem services (ESRS E4);
  - Consumers and end-users (ESRS S4);
  - Relations with local communities (ESRS S3);
  - Water resources (ESRS E3);
  - Workers in the value chain (ESRS S2).

- If a topic includes subtopics or sub-subtopics of particular importance to the Groupe, these are isolated and sometimes renamed more specifically:
  - Climate change adaptation (subtopic, ESRS E1);
  - Climate change mitigation (subtopic, ESRS E1);
  - Diversity, equity and inclusion (subtopic, ESRS S1);
  - Energy efficiency (subtopic, ESRS E1);
  - Training and engagement (selection of subtopics, ESRS S1);
  - Client relations and quality/safety of products (selection of sub-subtopics, ESRS S4) – specific to the Explosives and Drilling & Blasting value chain;
  - Process safety (sub-sub-topic, ESRS S3) – specific to the Explosives and Drilling & Blasting value chain;
  - Worker safety (sub-sub-topic, ESRS S1);
  - Waste recovery and circular economy (subtopics, ESRS E5).

- If, in EPC's operations, subtopics and sub-subtopics from different ESRS topics are addressed together, they may be grouped into a single specific matter:
  - Responsible procurement: includes one subtopic from ESRS E5 and one from ESRS G1;
  - Business ethics and fundamental rights: includes subtopics from ESRS G1, ESRS S1 and ESRS S2.

- Finally, if a topic is highly material for the Groupe but for different reasons across the Explosives and Drilling & Blasting value chain and the Urban Mining value chain, the topic is split into two distinct matters:
  - Remediation and decontamination activities (ESRS E2, for the Urban Mining value chain): refers mainly to remediation and decontamination activities performed by Urban Mining subsidiaries;
  - Management of pollution and hazardous substances (ESRS E2, for the Explosives and Drilling & Blasting value chain): refers to pollution that could result from the specific activities of the Explosives and Drilling & Blasting subsidiaries.

F.3.4 List of material IROs

The table below presents the groupings and the results of the double materiality assessment for each sustainability matter.

TOPIC	SUBTOPIC	SUB-SUBTOPIC	MATERIALITY	EPC-SPECIFIC MATTER
Climate change	Climate change adaptation		Material	**Climate change adaptation**
	Climate change mitigation		Material	**Climate change mitigation**
	Energy		Material	**Energy efficiency**
Pollution	Pollution of air		Material	**Explosives and Drilling & Blasting: Management of pollution and hazardous substances**
	Pollution of water		Material	
	Pollution of soil		Material	**Urban Mining: Remediation and decontamination activities**
	Pollution of living organisms and food resources		Not material	
	Substances of concern		Material	
	Substances of very high concern		Material	
	Microplastics		Not material	
Water and marine resources	Water	Water consumption	Material	**Water resources**
		Water withdrawals	Material	
		Water discharges	Material	
		Water discharges in the oceans	Not material	
	Marine resources	Extraction and use of marine resources	Not material	
Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Climate change	Not material	**Biodiversity and ecosystem services**
		Land-use change, fresh-water-use change and sea-use change	Material	
		Direct exploitation	Not material	
		Invasive alien species	Not material	
		Pollution	Not material	
		Others	Not material	
	Impacts on the state of species	Species population size	Not material	
		Species global extinction risk	Not material	
	Impacts on the extent and condition of ecosystems	Land degradation	Material	
		Desertification	Not material	
		Soil sealing	Not material	
	Impacts and dependencies on ecosystem services		Not material	

TOPIC	SUBTOPIC	SUB-SUBTOPIC	MATERIALITY	EPC-SPECIFIC MATTER
Circular economy	Resources outflows related to products and services		Material	**Waste recovery and circular economy**
	Waste		Material	
	Resources inflows, including resource use		Material	**Responsible procurement**
Own workforce	Working conditions	Health and safety	Material	**Worker safety**
		Secure employment	Material	**Training and engagement**
		Working time	Not material	
		Adequate wages	Material	
		Social dialogue	Not material	
		Freedom of association, the existence of works councils and the information, consultation and participation rights of workers	Not material	
		Collective bargaining, including rate of workers covered by collective agreements	Material	
		Work-life balance	Not material	
	Equal treatment and opportunities for all	Training and skills development	Material	
		Gender equality and equal pay for work of equal value	Material	**Diversity, equity and inclusion**
		The employment and inclusion of persons with disabilities	Not material	
		Measures against violence and harassment in the workplace	Not material	
		Diversity	Material	
	Other work-related rights	Child labour	Not material	**Business ethics and fundamental rights**
		Forced labour	Not material	
		Adequate housing	Not material	
		Privacy	Not material	

TOPIC	SUBTOPIC	SUB-SUBTOPIC	MATERIALITY	EPC-SPECIFIC MATTER
Workers in the value chain	Working conditions	Secure employment	Not material	**Workers in the value chain**
		Working time	Not material	
		Adequate wages	Not material	
		Social dialogue	Not material	
		Freedom of association, including the existence of works councils	Material	
		Collective bargaining	Not material	
		Work-life balance	Material	
		Health and safety	Material	
	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Not material	
		Training and skills development	Not material	
		The employment and inclusion of persons with disabilities	Not material	
		Measures against violence and harassment in the workplace	Not material	
		Diversity	Not material	
	Other work-related rights	Child labour	Material	**Business ethics and fundamental rights**
		Forced labour	Material	
		Adequate housing	Not material	
		Water and sanitation	Not material	
		Privacy	Not material	
Affected communities	Rights of indigenous peoples	Free, prior and informed consent	Material	**Relations with local communities**
		Self-determination	Material	
		Cultural rights	Material	
	Communities' civil and political rights	Freedom of expression	Material	
		Freedom of assembly	Material	
		Impact on human rights defenders	Not material	
	Communities' economic, social and cultural rights	Adequate housing	Material	
		Adequate food	Material	
		Water and sanitation	Material	
		Land-related impacts	Material	
		Safety-related impacts	Material	**Explosives and Drilling & Blasting: Process Safety** **Urban Mining: Relations with local communities**

TOPIC	SUBTOPIC	SUB-SUBTOPIC	MATERIALITY	EPC-SPECIFIC MATTER
Consumers and end-users	Information-related impacts for consumers and/or end-users	Privacy	Not material	**Consumers and end-users**
		Freedom of expression	Not material	
		Access to (quality) information	Material	**Explosives and Drilling & Blasting: Client relations and quality/ safety of products**
	Personal safety of consumers and/or end-users	Health and safety	Material	**Urban Mining: Consumers and end-users**
		Security of a person	Not material	**Consumers and end-users**
		Protection of children	Not material	
	Social inclusion of consumers and/or end-users	Non-discrimination	Not material	
		Access to products and services	Not material	
		Responsible marketing practices	Not material	
Business conduct	Management of relationships with suppliers including payment practices		Not material	**Responsible procurement**
	Corporate culture		Not material	**Business ethics and fundamental rights**
	Protection of whistle-blowers		Not material	
	Animal welfare		Not material	
	Political engagement and lobbying activities		Material	
	Corruption and bribery	Prevention and detection including training	Material	
		Incidents	Material	

F.3.5 Simplified graphical representation of the double materiality assessment

On completing the assessment of the Explosives and Drilling & Blasting activity and the Urban Mining activity, EPC calculates averages to produce a simplified matrix. The materiality scores of each EPC-specific matter are weighted according to the share of each activity in the Groupe's turnover, in order to obtain Groupe-level materiality scores. 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 the opportunities to the financial materiality score, i.e., the proportion of the materiality score attributable to the opportunities out of the total financial materiality score. The contribution is considered low if the share of opportunities is less than 40%, balanced if the share is between 40% and 60% and high if the share is greater than 60%.
For example, for the "Relations with local communities" issue, the materiality score for opportunities accounts for 77% of the financial materiality score.

F.4 List of data points in cross-cutting and topical standards that derive from other EU legislation

DISCLOSURE REQUIREMENT AND RELATED DATA POINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	SUSTAINABILITY STATEMENT REFERENCE
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator no. 13, Table #1, Annex I		Delegated Regulation (EU) 2020/1816, Annex II		B.2.2 Governance Indicator 22 3 3 Percentage of women on the Board of Directors
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		B.2.2 Governance
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator no. 10, Table #3, Annex I				Not available
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator no. 4, Table #1, Annex I	Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Table 1: Qualitative information on environmental risk and Table 2: Qualitative information on social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator no. 9, Table #2, Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator no. 14, Table #1, Annex I		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	In part, in section C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change

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List of data points in cross-cutting and topical standards that derive from other EU legislation

DISCLOSURE REQUIREMENT AND RELATED DATA POINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	SUSTAINABILITY STATEMENT REFERENCE
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change alignment metrics Credit quality of exposures by sector, issue, and remaining maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g) and Article 12.2		Not applicable
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator no. 4, Table #2, Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change-related transition risk: alignment indicators	Delegated Regulation (EU) 2020/1818, Article 6		C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change Indicator 42 3 5 Carbon intensity ratio
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator no. 5, Table #1 and Indicator no. 5, Table #2, Annex I				C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change Indicator 42 4 3 Fossil energy consumption and mix
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator no. 5, Table #1, Annex I				C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change Indicator 42 4 1 Energy consumption and mix
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator no. 6, Table #1, Annex I				C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change Indicator 42 6 1 Energy intensity ratio

F.4 APPENDICES

List of data points in cross-cutting and topical standards that derive from other EU legislation

DISCLOSURE REQUIREMENT AND RELATED DATA POINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	SUSTAINABILITY STATEMENT REFERENCE
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators no. 1 and no. 2, Table #1, Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change alignment metrics Credit quality of exposures by sector, issue, and remaining maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change Indicator 42 3 1, 42 3 2, 42 3 3, 42 3 4
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator no. 3, Table #1, Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate Change Transition Risk: Alignment Indicators	Delegated Regulation (EU) 2020/1818, Article 8(1)		C.1 Measuring and reducing our greenhouse gas emissions and building resilience to climate change Indicator 42 3 5 Carbon intensity ratio
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not available
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Annex II Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816		Not available
ESRS E1-9 Breakdown of monetary amounts by acute and chronic physical risk, paragraph 66(a) ESRS E1-9 Location of significant assets exposed to material physical risk, paragraph 66(c)		Article 449a Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47, template 5: Banking book — Physical risk associated with climate change: exposures subject to physical risk			Not available
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c)		Article 449a Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraph 34, template 2: Banking book — Climate change transition risk: Loans secured by real estate — Energy efficiency of collateral			Not available

DISCLOSURE REQUIREMENT AND RELATED DATA POINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	SUSTAINABILITY STATEMENT REFERENCE
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Not available
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator no. 8, Table #1, Annex I; Indicator no. 2, Table #2, Annex I, Indicator no. 1, Table #2, Annex I; Indicator no. 3, Table #2, Annex I				Not available
ESRS E3-1 Water and marine resources paragraph 9	Indicator no. 7, Table #2, Annex I				C.3 Improving water management
ESRS E3-1 Dedicated policy paragraph 13	Indicator no. 8, Table #2, Annex I				C.3 Improving water management
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator no. 12, Table #2, Annex I				Not material
ESRS E3-4 Total water recycled and re-used paragraph 28 (c)	Indicator no. 6.2, Table #2, Annex I				Not available
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator no. 6.1, Table #2, Annex I				Not available
ESRS 2-SBM3 – E4 paragraph 16 (a) i	Indicator no. 7, Table #1, Annex I				C.4 Committing to preserving biodiversity and ecosystems
ESRS 2-SBM3 – E4 paragraph 16 (b)	Indicator no. 10, Table #2, Annex I				Not material
ESRS 2-SBM3 – E4 paragraph 16 (c)	Indicator no. 14, Table #2, Annex I				Not material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator no. 11, Table #2, Annex I				C.4 Committing to preserving biodiversity and ecosystems

DISCLOSURE REQUIREMENT AND RELATED DATA POINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	SUSTAINABILITY STATEMENT REFERENCE
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator no. 12, Table #2, Annex I				Not material
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator no. 15, Table #2, Annex I				Not material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator no. 13, Table #2, Annex I				Not material
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator no. 9, Table #1, Annex I				C.5 Promoting the circular economy and waste recovery Indicator 44 4 1 Tonnes of hazardous waste generated by the Groupe's activities
ESRS 2 SBM-3 – S1: Risk of incidents of forced labour paragraph 14 (f)	Indicator no. 13, Table #3, Annex I				D.8 Ensuring respect for human rights
ESRS 2 SBM-3 – S1: Risk of incidents of child labour paragraph 14 (g)	Indicator no. 12, Table #3, Annex I				D.8 Ensuring respect for human rights
ESRS S1-1: Human rights policy commitments paragraph 20	Indicator no. 9, Table #3 and Indicator no. 11, Table #1, Annex I				D.8 Ensuring respect for human rights
ESRS S1-1: Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		D.8 Ensuring respect for human rights
ESRS S1-1: Processes and measures for preventing trafficking in human beings paragraph 22	Indicator no. 11, Table #3, Annex I				D.8 Ensuring respect for human rights
ESRS S1-1: Workplace accident prevention policy or management system paragraph 23	Indicator no. 1, Table #3, Annex I				D.4 Ensuring the health and safety of our workers

F.4 APPENDICES

List of data points in cross-cutting and topical standards that derive from other EU legislation

DISCLOSURE REQUIREMENT AND RELATED DATA POINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	SUSTAINABILITY STATEMENT REFERENCE
ESRS S1-3: Grievance/ complaints handling mechanisms paragraph 32 (c)	Indicator no. 5, Table #3, Annex I				E.1 Ensuring ethical business practices
ESRS S1-14: Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator no. 2, Table #3, Annex I		Delegated Regulation (EU) 2020/1816, Annex II		D.4 Ensuring the health and safety of our workers Indicators 33 3 1, 31 3 2, 31 3 4, 31 3 7, 31 3 8
ESRS S1-14: Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator no. 3, Table #3, Annex I				D.4 Ensuring the health and safety of our workers Indicator 31 3 9 Number of days lost due to occupational accidents and illnesses, or deaths resulting from occupational accidents and illnesses
ESRS S1-16: Unadjusted gender pay gap paragraph 97 (a)	Indicator no. 12, Table #1, Annex I		Delegated Regulation (EU) 2020/1816, Annex II		D.2 Promoting diversity, equity and inclusion Indicator 22 3 4 Gender pay gap
ESRS S1-16: Excessive CEO pay ratio paragraph 97 (b)	Indicator no. 8, Table #3, Annex I				D.2 Promoting diversity, equity and inclusion, by reference to the Universal Registration Document
ESRS S1-17: Incidents of discrimination paragraph 103 (a)	Indicator no. 7, Table #3, Annex I				D.2 Promoting diversity, equality and inclusion Indicator 22 9 1 Proven incidents of discrimination, including harassment and 22 9 3 Number of reports of incidents of discrimination, including harassment
ESRS S1-17: Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator no. 10, Table #1 and Indicator no. 14, Table #3, Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		D.8 Ensuring respect for human rights Indicator 46 1 1 Number of severe human rights incidents

F.4 APPENDICES

List of data points in cross-cutting and topical standards that derive from other EU legislation

DISCLOSURE REQUIREMENT AND RELATED DATA POINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	SUSTAINABILITY STATEMENT REFERENCE
ESRS 2 SBM-3 – S2: Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators no. 12 and no. 13, Table #3, Annex I				D.8 Ensuring respect for human rights
ESRS S2-1: Human rights policy commitments paragraph 17	Indicator no. 9, Table #3 and Indicator no. 11, Table #1, Annex I				D.8 Ensuring respect for human rights
ESRS S2-1: Policies related to value chain workers paragraph 18	Indicators no. 11 and no. 4, Table #3, Annex I				D.8 Ensuring respect for human rights
ESRS S2-1: Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator no. 10, Table #1, Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		D.8 Ensuring respect for human rights
ESRS S2-1: Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		D.8 Ensuring respect for human rights
ESRS S2-4: Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator no. 14, Table #3, Annex I				D.8 Ensuring respect for human rights Indicator 46 1 1 Number of severe human rights incidents
ESRS S3-1: Human rights policy commitments paragraph 16	Indicator no. 9, Table #3, Annex I and Indicator no. 11, Table #1, Annex I				D.8 Ensuring respect for human rights
ESRS S3-1: Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Indicator no. 10, Table #1, Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		D.8 Ensuring respect for human rights
ESRS S3-4: Human rights issues and incidents paragraph 36	Indicator no. 14, Table #3, Annex I				D.8 Ensuring respect for human rights Indicator 46 1 1 Number of severe human rights incidents

DISCLOSURE REQUIREMENT AND RELATED DATA POINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	SUSTAINABILITY STATEMENT REFERENCE
ESRS S4-1: Policies related to consumers and end-users paragraph 16	Indicator no. 9, Table #3 and Indicator no. 11, Table #1, Annex I				Not material
ESRS S4-1: Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator no. 10, Table #1, Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Not material
ESRS S4-4: Human rights issues and incidents paragraph 35	Indicator no. 14, Table #3, Annex I				D.8 Ensuring respect for human rights Indicator 46 1 1 Number of severe human rights incidents
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator no. 15, Table #3, Annex I				E.1 Ensuring ethical business practices
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator no. 6, Table #3, Annex I				E.1 Ensuring ethical business practices
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator no. 17, Table #3, Annex I		Delegated Regulation (EU) 2020/1816, Annex II		E.1 Ensuring ethical business practices Indicators 13 4 1 and 13 4 2
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator no. 16, Table #3, Annex I				E.1 Ensuring ethical business practices

F.5 Regulatory tables related to the EU Green Taxonomy

Disclosure of the information referred to in Article 8, paragraphs 6 and 7, in accordance with Annex III of Commission Delegated Regulation (EU) 2022/1214 of 9 March 2022 amending Delegated Regulation (EU) 2021/2139 as regards economic activities in certain energy sectors, and Delegated Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities.

ROW	NUCLEAR ENERGY RELATED ACTIVITIES	YES/NO
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using the best available technologies.	NO
3.	The undertaking carries out, funds or has exposure to the safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	FOSSIL GAS RELATED ACTIVITIES	**YES/NO**
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2025

FISCAL YEAR N	2025			SUBSTANTIAL CONTRIBUTION CRITERIA						DNSH CRITERIA ("DOES NOT SIGNIFICANTLY HARM")									
Economic activities (1)	Code (2)	Turnover (3)	Proportion of Turnover, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		(in € million)	*%*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*%*	*E*	*T*
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Demolition and dismantling of buildings and other structures	CE 3.3	50.7	9%	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	8%		
Remediation of contaminated sites and areas	PPC 2.4	21.1	4%	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4%		
Collection and transport of non-hazardous and hazardous waste	CE 2.3	3.1	1%	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0%		
Sorting and material recovery of non-hazardous waste	CE 2.7	1.1	0%	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0%		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**76.1**	14%	0%	0%	0%	4%	10%	0%	Y	Y	Y	Y	Y	Y	Y	**12%**		
Of which enabling		-	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		-	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*										
Demolition and dismantling of buildings and other structures	CE 3.3	18.0	3%	N/EL	N/EL	N/EL	N/EL	**EL**	N/EL								5%		
Remediation of contaminated sites and areas	PPC 2.4	12.6	2%	N/EL	N/EL	N/EL	**EL**	N/EL	N/EL								2%		
Collection and transport of non-hazardous and hazardous waste	CE 2.3	0.3	0%	N/EL	N/EL	N/EL	N/EL	**EL**	N/EL								0%		
Sorting and material recovery of non-hazardous waste	CE 2.7	0.0	0%	N/EL	N/EL	N/EL	N/EL	**EL**	N/EL								0%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**30.9**	**5%**	0%	0%	0%	2%	3%	0%								**8%**		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		**107.0**	**19%**	**0%**	**0%**	**0%**	**6%**	**13%**	**0%**								**20%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		432.2	81%																
TOTAL		**539.2**	**100%**																

RESPECTING THE ENVIRONMENT

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2025

FISCAL YEAR N	2025			SUBSTANTIAL CONTRIBUTION CRITERIA							DNSH CRITERIA ("DOES NOT SIGNIFICANTLY HARM")									
Economic activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		(in € million)	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Demolition and dismantling of buildings and other structures	CE 3.3	0.9	2%	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2%		
Remediation of contaminated sites and areas	PPC 2.4	0.1	0%	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1%		
Collection and transport of non-hazardous and hazardous waste	CE 2.3	0.5	1%	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	3%		
Sorting and material recovery of non-hazardous waste	CE 2.7	0.0	0%	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1%		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**1.6**	**3%**	0%	0%	0%	0%	3%	0%	Y	Y	Y	Y	Y	Y	Y	**7%**		
Of which enabling		-	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		-	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Demolition and dismantling of buildings and other structures	CE 3.3	0.3	1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								2%		
Remediation of contaminated sites and areas	PPC 2.4	0.1	0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0%		
Collection and transport of non-hazardous and hazardous waste	CE 2.3	0.1	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0%		
Sorting and material recovery of non-hazardous waste	CE 2.7	0.0	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**0.5**	**1%**	0%	0%	0%	0%	1%	**0%**								3%		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		**2.0**	**4%**	**0%**	**0%**	**0%**	**0%**	**4%**	**0%**								**9%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		37.4	96%																
TOTAL		**39.5**	**100%**																

RESPECTING THE ENVIRONMENT

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2025

FISCAL YEAR N		2025	SUBSTANTIAL CONTRIBUTION CRITERIA							DNSH CRITERIA ("DOES NOT SIGNIFICANTLY HARM")									
Economic activities (1)	Code (2)	OpEx (3)	Proportion of OpEx, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		(in € million)	*%*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*%*	*E*	*T*
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0.0**	**0%**														**0%**		
Of which enabling		-	0%														0%	E	
Of which transitional		-	0%														0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*										
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**0.0**	**0%**	0%	0%	0%	0%	0%	0%								**0%**		
A. OpEx of Taxonomy-eligible activities (A.1+A.2)		**0.0**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**								**0%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		**27.8**	**100%**																
TOTAL		**27.8**	**100%**																

EPC Mineex operators preparing a blast, Senegal

Emergency work to secure the dome of Saint-Hilaire-de-Chaléons Church carried out by EPC Demosten, France

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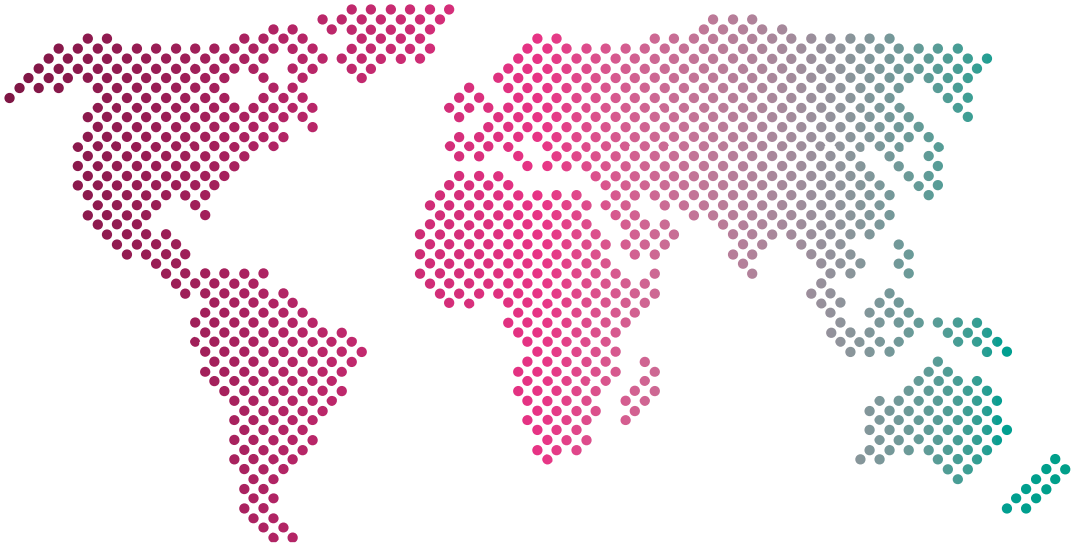

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SUSTAINABILITY STATEMENT 2025