



CSR REPORT 2025

Our commitment to a more sustainable and responsible world.

This document details the concrete actions taken by the eXcent group to build a more sustainable and responsible future together.



CSR, a lever for impactful performance

Introduction

At eXcent, CSR is part of a continuous improvement approach and is reflected in our internal actions and solutions that we develop for our clients, in collaboration with our partners and our entire ecosystem.

In 2021, eXcent joined the French Business Climate Convention (CEC), becoming one of the first 30 participating companies. Our Executive Committee and Steering Committee, trained in environmental issues, co-developed the ambitious PlaneXt strategy. Simultaneously, our participation in the Bpifrance x Ademe Decarbonization Accelerator from 2022 to 2024 refined our trajectory towards a low-carbon future.



Launched in 2022 for a period of eight years, PlaneXt embodies our ambition to become a major player in eco-design. This strategic plan aims to reduce our environmental impact, innovate sustainably, and continuously improve the well-being of our employees.

Finally, since 2024, eXcent has been managing its responsible approach through a service dedicated to innovation and CSR, in close collaboration with internal and external stakeholders.

Cap 2030 :

Our CSR strategy is based on the following 4 pillars:



Through this CSR 2025 report, we share the main actions carried out under each of these pillars, which structure our approach and support the achievement of our objectives.



Recognition of our environmental commitment



Decarbonization, a strategic priority followed by reference organizations

At eXcent, we know that every action counts in the fight against climate change. That's **why we've made decarbonization a strategic priority**. This approach is recognized through assessments such as EcoVadis and CDP, which acknowledge our concrete efforts to reduce our impact, control our greenhouse gas emissions, and integrate sustainable practices, both internally and in serving our clients. **Our ISO 9001 and EN 9100** certifications further enhance this approach, guaranteeing reliable and efficient processes.



In 2025, the eXcent Group retained its **silver medal** in its EcoVadis assessment for the fourth consecutive year, placing us in the top 15% of the best-rated companies.

2026: Heading towards ISO 14001 certification

Our QHSE department, in conjunction with stakeholders, is working to obtain ISO 14001 certification, the international benchmark for environmental management. The initial audit took place in May 2026 at our Colomiers and Pujaudran sites.



In 2025, the eXcent group obtained a **B rating from the Carbon Disclosure Project (CDP)**, which reflects our commitment to sustainability and reducing our GHG emissions.

Measuring our carbon footprint

Each year, eXcent measures its GHG emissions within its French scope using the **Carbon Footprint®** method.

2025 marks a structuring step in eXcent's carbon management. It has been marked by a desire to strengthen our governance, the reliability and the use of our carbon data.

The acquisition of the Sweep solution, the updating of calculation methodologies and the work to improve the reliability of the data have made it possible to improve the granularity of our reporting.

This work has also made it possible to **model our carbon trajectory to 2030** and to assess the impact of additional levers of action to be implemented to achieve our decarbonization objectives.



► Key figures 2025

Total: 9185 tCO₂e
Intensity per TFE: 13.3 tCO₂eq/FTE*
Intensity per Rev.: 91.1 tCO₂eq/M€

**Workforce: 693 FTEs for eXcent FRANCE (including contractors)*

In 2025, our carbon emissions amount to **9,185 tCO₂e, of which 94% fall under scope 3.**

This represents an increase of **4.6% compared to 2022 (reference year)** and **2.2% compared to 2024.**

This increase is explained by **a rise in product-related emissions, due to the growth in eXcent's purchases and sales (42% increase in our turnover since 2022).**

In 2026, eXcent will continue and strengthen the actions undertaken to reach its decarbonization trajectory by 2030: eco-design, responsible purchasing, greening of the vehicle fleet.

► Distribution of our broadcasts



65%
products (complete life cycle: from extraction to end of life)



19%
Commuting, business trips for employees



10%
work environment (furniture, etc.)



3%
food



2%
digital



<1%
energy



<1%
waste

Towards sustainable mobility beyond regulatory obligations

One of the key levers identified for reducing our carbon footprint is adopting more responsible modes of transportation. Beyond covering 50% of the cost of public transport passes, the **eXcent group is implementing concrete measures to encourage more sustainable and environmentally friendly modes of transport.**



Sustainable mobility: a consultation ongoing since 2021



Our employees are consulted on commuting issues through surveys, questionnaires, and calls for ideas. Our CSR team analyzes their feedback to improve our initiatives. 2025: we launched a new consultation.

- ▶ **21% of eXcent's vehicle fleet consists of electric and hybrid models**, a figure that is constantly increasing thanks to an ambitious renewal plan.
- ▶ **Electric charging stations** in the private parking lots of eXcent sites for service vehicles, but also for employees' personal vehicles.
- ▶ **Shuttles (minibuses)** to provide transport for employees between Colomiers station and the eXcent Pujaudran site, the site with the largest number of employees and not served by public transport.

- ▶ **Bicycle storage facilities** are available to employees at sites owned by eXcent.
- ▶ **Partnerships with the carpooling platforms Blablacar Daily and Karos.** These partnerships result from discussions with business groups in the industrial parks where eXcent is located.
- ▶ **Homeoffice one day per week**, in accordance with the current company agreement. This arrangement helps reduce the carbon footprint associated with daily commutes by private car and limits fatigue and stress related to travel. Note: For employees working on assignment at a client's site, the terms and conditions defined by the client take precedence.

Our travel policy favors trains



The Group Travel policy encourages employees to adopt responsible and sustainable behaviors in their business travel.

In this dynamic, **the Travel department actively raises awareness among eXcent employees about using trains** through several internal channels, including the company's TV screens, broadcasting incentive and educational messages, the intranet with a video dedicated to responsible travel, and the travel service note which formalizes the expected commitments and best practices.

In addition, our employees have the opportunity to **compare the impact of different modes of transport** when making reservations.

The screenshot displays a travel booking interface with a sidebar on the left and a main content area on the right. The sidebar includes options for 'Ajouter un train', 'Voyage 1-Serv.Voyages sur Projet n°20777', and 'Calculer l'impact des transports'. The main content area shows a comparison of CO2 emissions for different transport modes between Saint-Nazaire and Bourges.

Mode de transport	Distance (km)	CO2 emissions (kg CO2e)
TGV - 404 km	404	1,18
Intercités - 404 km	404	3,63
Autocar thermique - 419 km	419	12,3
Covoiturage électrique - 419 km	419	21,7
Voiture électrique - 419 km	419	43,3
Covoiturage thermique - 419 km	419	45,6

Reduce the carbon footprint associated with our infrastructure (energy, IT equipment, waste)



Energy transition of our buildings

The eXcent Group has reached a new milestone with the signing of **new contracts to transition to 100% renewable energy** for our sites. Furthermore, our largest site, located in Pujaudran, is equipped with solar panels and a Smartflower system. By 2025, eXcent had **produced 159,830 kWh thanks to its 633 photovoltaic modules**. Part of this production is used on-site, and the other part is fed back into the grid.

Green IT: extend, repair, reuse

Numerous initiatives have also been underway and in place for several years. We apply a **logic of hardware durability**. For example, defective components are replaced to extend the lifespan of computers. **The average lifespan of IT equipment at eXcent is 6 years**, which is significantly longer than standard hardware lifespans in the professional sector.



Responsible waste management

Our waste management system, common to all our sites, combines **source separation, recycling, and traceability via BSDI, in partnership with SUEZ, VEOLIA, and ECOLOGIC**. Offices, workshops, and cafeterias promote recycling and reuse: battery and cartridge collection points, recycling bins, etc. All unused waste or materials from our projects are sorted to determine if they can be reused.

Include an environmental dimension in our designs

In line with the group's ambition to become an eco-designer, we strive to combine a high level of technical expertise with respect for the environment. In accordance with the principles of ISO 14001, we are committed to **implementing an eco-design approach**. Our objective: beyond reducing the environmental impact of our activities, we aim to offer our clients less impactful industrial solutions.

Our expertise

Through our CSR department and technical teams, we can measure **the greenhouse gas emissions of our designs using the standardized Life Cycle Assessment (LCA) method (ISO 14040 to 14044 standards)**.

The LCA then allows us to identify areas for optimization to reduce the environmental impact of our solutions without compromising their performance. This is a crucial step in informing our decision-making regarding the most relevant options to offer our clients.

► Our methodology

Life cycle assessments (LCAs) are performed using the following tools:

The Open LCA software

- Our internal tool LeXic, developed by our eco-design engineers
- The database: Ecoinvent v 3.11
- The European Commission's Environmental Footprint (EF 3.1) methodology.

The inventory data used is the data available on **2D plans and 3D CAD**, as well as data relating to **suppliers** (transport distance, ...) that we use in the context of our various markets.

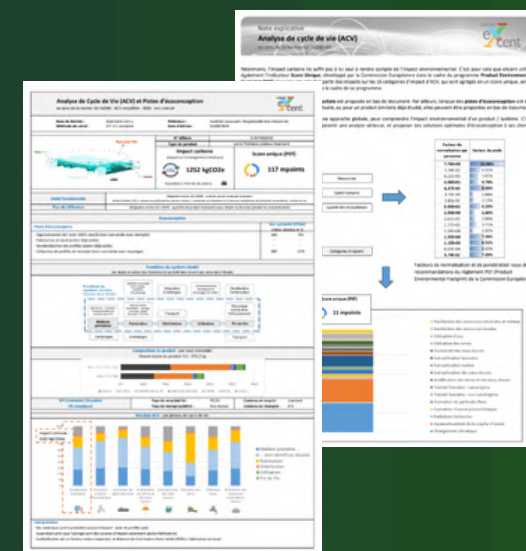
Internal training

eXcent is working to enhance the skills of its employees in the field of eco-design. In addition to the actions already initiated and in place, eXcent is developing a training program on the subject of environmental impact measurement and eco-design.

LCA results cover **a multitude of environmental impacts:**

- **climate change** (also called carbon impact),
- **resource consumption**
- impact on aquatic environments, human health, etc.

eXcent has chosen to model these impacts in the form of the Unique Score, according to the PEF (Product Environmental Footprint) method developed by the European Commission.



At the start of the project, a quick calculation of the environmental impact serves as a reference to guide the designs.

At the end of the project, a summary report is produced to present the overall impact calculation, the eco-design actions (subject to technical feasibility, validation by the client and integration), as well as the environmental gains obtained.

Developing concrete eco-design solutions

eXcent's eco-design approach aims to reduce the environmental impact of the group and its clients. Our teams innovate to develop future-proof, high-performance solutions with a lower environmental footprint. With several successes and proofs of concept currently under development, eXcent is demonstrating the feasibility of combining impact reduction and business growth in its field.

► Example of an eco-designed project

Let us mention **this achievement involving eco-design and reuse for a major aeronautical contractor** which made it possible to revalue end-of-life lifting columns.

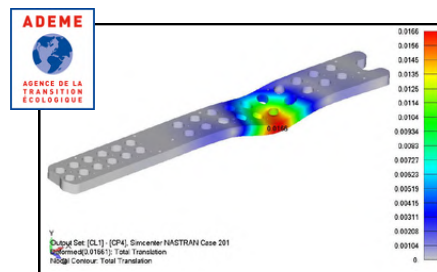
The retrofit operation thus enabled an overall CO2 saving of -56%, and an even greater reduction on other indicators with **a reduction in the Unique Score of -64%!**

The project also presents a balanced financial picture.



► Develop new solutions

In 2024, eXcent was **awarded a Circular Economy Project** grant from ADEME, DREAL, and the Pays de la Loire Region for a project to repurpose materials from industrial waste and use them to manufacture drilling grids for the aerospace industry. eXcent received financial support for this 14-month R&D project.



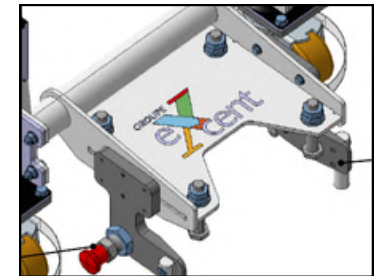
Preparing for the future

eXcent also invests in long-term projects, with the second **CIFRE thesis** supported by the group, on a future topic: **the development of biocomposite solutions.**

The CIFRE thesis (national scheme led by the ANRT - National Research and Technology Agency), tripartite between the HESAM doctoral school university, the CESI Lineact laboratory and eXcent, is entitled: "Environmental assessment and multi-criteria decision for the integration of bio-based composite materials in industrial tools".

eXcent aims to equip itself with **a decision support tool** that can be implemented in projects, and **proofs of concept on structural parts made of epoxy/linen.**

A part from the JacXson, the group's flagship own product, has been identified as a test part.



**Surround
yourself with the
right people to
innovate**

At eXcent, we are convinced that the solutions of the future do not develop in isolation, and that collaboration is essential.

It is with this in mind that an informal group (named **RECO, for Regroupement Ecoconception Ouest**) of ecodesign managers from several industrial companies was created in 2023, co-piloted by the innovation services of eXcent and the CETIH group.

RECO members meet via video conference or on themed days to exchange ideas, find inspiration, and develop joint projects.

Our commitment to **ethics and human rights**



- ▶ eXcent reaffirms its absolute **commitment against all forms of child labor, forced labor, or compulsory labor**. No employee is hired below the legal age requirement, and all employment relationships are based on free and informed consent.
- ▶ We integrate a broader human rights approach, taking into account the direct and indirect impacts of our activities on external stakeholders. This includes **respecting property and land rights**, ensuring that we never contribute to infringements on the land integrity of communities or the local environment.
- ▶ We are also committed to **respecting the right to self-determination of the populations** affected by our activities, with respect for local cultural, social and economic identities.
- ▶ The right to **safety and security** is equally central: the Group ensures that its sites, practices and processes do not generate any unjustified risk to surrounding communities or to the fundamental rights of individuals.
- ▶ All our employees, including members of Management, sign the **eXcent Code of Ethics**. It details our values; respect for laws and regulations aligned with the United Nations Declaration of Human Rights and the International Labour Organization; promotion of diversity, prevention of harassment; protection of personal data; environmental responsibility, health and safety, etc.

Ethics and respect for human rights in our supply chain

Charte RELATIONS FOURNISSEURS ET ACHATS RESPONSABLES

eXcent signed the **RFAR Charter** in 2023 for more ethical and sustainable supplier relationships.



Since 2024, **we have implemented a Supplier and Subcontractor Ethical Charter**, which each of our partners commits to signing. It formalizes clear requirements regarding respect for human rights, labor standards, business ethics, health and safety, and environmental protection.

Our supplier selection process incorporates **criteria related to ethics, human rights, and the environment**. Each partner is assessed and audited through a responsible rating system, and our specifications include our clear commitments to respecting human rights.



La fresque des achats responsables

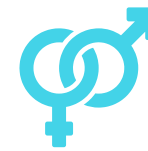
In December 2025, a Responsible Purchasing mural was organized to raise awareness among our buyers about responsible practices in the supply chain.

Combating **discrimination** and promoting **gender equality**



The eXcent group promotes inclusion and ethics through **a code of conduct, an ethical charter, and its societal commitments**, all aligned with the PlaneXt strategic plan and signed by the HR department. An inclusive policy has been established to support the professional development of each employee and create a rewarding and encouraging environment.

To guarantee equal opportunities, the company promotes diversity in recruitment and promotion, while actively preventing discrimination. This is achieved through **transparent evaluation criteria and mandatory training on inclusion and discrimination** in hiring for the HR team and anyone involved in recruitment activities.



91/100

For the fourth consecutive year, eXcent publishes its gender pay equality index - in accordance with the law of September 5, 2018. In 2025, we obtained a score of 91/100, reflecting our commitment to professional equality between women and men.



In addition to all its prevention measures, in the event of discrimination or moral or sexual harassment, harassment and disability liaisons, validated by the CSE, are in place.

Promoting the integration of people far removed from employment

"eXcent is committed to implementing a genuine Employment-Disability policy by remaining attentive to people with disabilities or those wishing to initiate the process of obtaining recognition. Employment-Disability remains a particularly sensitive area of focus for eXcent's values."



Anaïs POURQUIE-KESSAS,
HR Director, eXcent

► Partnerships

- eXcent is a member of the Activator of Progress Employment & Disability community and is in close contact with Agefiph and France Travail.
- In addition, in 2025, eXcent signed a partnership with YMCA Services Occitanie for the professional inclusion of people with disabilities.

► Access to employment

- Publication of our job offers and access to the Agefiph CV database
- Implementation of Disability Liaisons to promote the integration, retention in employment and professional development of people with disabilities.
- Specific and social support: Teleworking agreement (2 days/week instead of 1 day), support & monitoring of specific job arrangements, connection with our partner Malakoff Humanis.

► Internal actions and awareness

- European Week for the Employment of People with Disabilities
- E-learning on inclusion via Social Learn
- Webinars "Inclusion at eXcent"
- Disability awareness and RQTH (Recognition of Disabled Worker Status) with our partner Malakoff Humanis,
- Participation in DuoDay allows us to welcome people with disabilities to discover a profession and exchange our know-how.



3,6%

Employment
rate of people
with disabilities
(2025)



Référentes handicap

Diana PETER COULON

Justine VACHER

Leurs missions

- ✓ Informer, sensibiliser et former afin que chacun puisse mieux comprendre les enjeux du handicap au travail.
- ✓ Développer des réseaux, internes et externes, échanger, partager des bonnes pratiques et renforcer l'inclusion.
- ✓ S'assurer que les dispositifs adaptés soient bien structurés et qu'ils répondent aux besoins de chacun.
- ✓ Accompagner les collaborateurs en situation de handicap en participant à la gestion du suivi administratif et en garantissant le respect de leurs droits.

Les référentes handicap sont de véritables alliés pour faire avancer l'inclusion dans l'entreprise !
Alors, si vous avez des questions ou des idées, n'hésitez pas à les contacter - elles sont là pour vous !

mission.handicap@excent.fr

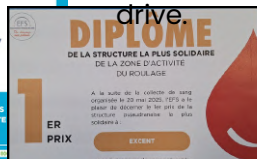
Our support for social and solidarity initiatives

At eXcent, we are committed to supporting local initiatives that strengthen solidarity and create a positive impact in the communities where we operate. Whether it's blood drives, charity tournaments, sporting challenges, or partnerships with associations, we support a variety of projects each year.



Don you sang

On May 20th, eXcent participated, alongside the CCGT and stakeholders from the Pujaudran business park, in a blood drive organized by the French Blood Establishment (EFS). The EFS awarded eXcent the prize for the most socially conscious organization at this



Solidarity Challenge

In May 2025, our employees participated in the IUCT-Oncopole inter-company challenge to support the fight against cancer.



Thanks to their mobilization, eXcent secured 2nd place in kilometers covered 🚴 🚶

Our support for 7 associations

In 2025, eXcent will support 7 applications submitted by our employees in support of associations with very diverse backgrounds:

The Good Atmosphere Committee, to strengthen ties between colleagues.

- Local sports clubs: the Cellier badminton club aiming for the ECOBaD ecolabel, ASM Women's Football, Pétanque Léguevine and Escalar 32.
- B&M Moto Team, to support their environmental and social actions and to enable access to the repair of vintage vehicles, motorcycles and sidecars.



Solidarity Tournament

eXcent alongside Cellier Ligné Union Badminton, which is organizing a Solidarity Tournament on August 30 and 31, 2025. This tournament supports the Lily Cerise & Cie association, which is committed to the prevention and fight against domestic violence.

Developing skills: a strong commitment at the heart of the eXcent group



The eXcent Group places skills development at the heart of its HR strategy, convinced that individual expertise is essential for sustainable performance, innovation, and collective engagement. This commitment is part of our CSR approach and our social responsibility towards our employees.

eXcent has implemented **an ambitious and structured skills management policy**, led by a dedicated training department, in close collaboration with field managers and the human resources department.

Also, in 2025, the eXcent group conducted a study to develop an e-learning platform which will be deployed in 2026 with the partner 360 learning.

Targeted, specialized training programs	An internal training opportunity with eXcent Training
We develop training programs customized to meet the specific requirements of the Group's professions, particularly within the technical, industrial, research and development, and engineering sectors. The training program also encompasses management, leadership, and transversal skills to foster accountability, collaboration, and managerial agility. In 2026, eXcent will launch an e-learning platform designed to facilitate ongoing online training for its employees.	To ensure quality, responsiveness, and pedagogical consistency, eXcent depends on its subsidiary, eXcent Training, our training center accredited by Qualiopi. This center specializes in technical training pertinent to eXcent's business sectors, foreign language training with recognized certifications (LanguageCert, CLOE, Linguaskill, Bright Language), as well as operational and strategic management training. We are the sole providers in France of the "Speak Your Mind" method, which emphasizes oral communication by 90% and seeks to enhance conversational fluency in professional contexts. This active learning strategy is especially effective in multicultural settings and international projects.
A continuous process of development and training throughout one's professional career.	A mechanism for enhancing customer loyalty and appeal
eXcent incorporates training within a framework of ongoing skills enhancement. This dynamic is driven by annual performance evaluations and professional interviews (in compliance with legal requirements), enabling the identification of essential skills and individual needs, anticipating changes in roles and internal mobility, and formulating personalized and long-term training plans.	In a context of pressure on technical skills, this HR strategy enables eXcent to enhance the appeal of its employer brand, retain its talent, and effectively address the expectations of new generations of employees who prioritize purpose, development, and continuous training.

Preventing the risk of accidents and psychosocial risks a daily priority

Because the safety and well-being of our employees are essential, we place **risk prevention at the heart of our priorities**. The daily work of our HSE department aims to sustainably reduce the risk of workplace accidents while preventing psychosocial risks.

Through a proactive health, safety, and quality of life at work policy, we take daily action to guarantee a safe, respectful, and fulfilling professional environment. This policy is based on a **Health, Safety, and Environment (HSE) management system certified by the MASE Steering Committee and aims to progress towards ISO 45001 certification**.

► Prevention in the areas of health, safety and well-being at work

Each employee reviews the safety induction booklet, which delineates the primary risks and crucial preventative measures. It encompasses emergency procedures, the utilization of personal protective equipment (PPE), and regulations pertinent to the workshop and office.

Concurrently, **the Health, Safety, and Environment (HSE) manual**, available to all personnel, delineates the regulations and procedures necessary to ensure safety and safeguard health and the environment across all sites. The aim is to attain "zero workplace accidents" through comprehensive risk analysis, training, and stringent oversight. eXcent evaluates and monitors accident indicators documented in the social themes KPI report.

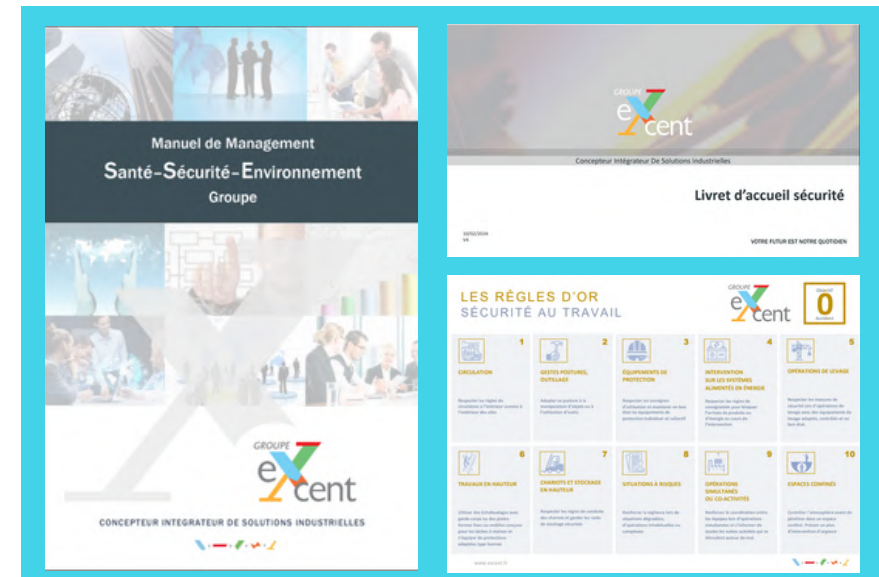
eXcent supplies each contractor engaged on our sites with a **prevention plan** that outlines the safety measures.

Additionally, a **workplace health, engagement, and vulnerability assessment** is performed with employees in collaboration with our partner, Malakoff Humanis.

Ultimately, each employee is entitled to **1 to 3 days of remote work per week**, contingent upon their profile (2 days for individuals with disabilities and 3 days for pregnant employees), fostering stress reduction and the enhancement of autonomy. Additionally, flexible arrival and departure times at the office facilitate an improved work-life balance.

98%

satisfaction among respondents to the Occupational Health, Engagement and QWL 2025 diagnostic



HSE manual covers, welcome booklet and golden rules on workplace safety

Preventing the risk of accidents and psychosocial risks a daily priority

► Procedures in case of a confirmed danger or after an accident

Alert and withdrawal in case of Serious and Imminent Danger (SID): To best report an SID, eXcent details the actions to be taken regarding employee health and safety in this specific procedure. This procedure defines the obligations for withdrawal and alerting, the methods for reporting an SID, and the associated recording procedures.

Actions following an accident or hazardous situation: This procedure defines the actions to be taken in the event of an accident, incident, or hazardous situation within the company. It covers reporting, declaration, investigation, and management of serious cases, including individual responsibilities and required documentation. The objective is to prevent the recurrence of such events and ensure the safety of personnel.

Exceeding regulatory limits: eXcent details in this procedure the actions to follow in the event of exceeding the limits for exposure to ionizing radiation. It describes the immediate actions, the measures to be taken, and the responsibilities of each party (employer, occupational physician, Radiation Protection Advisor) in managing these situations and reporting them to the relevant authorities.

► Prevention specific to eXcent activities

Risk Analysis: eXcent has an internal procedure for analyzing risks related to interventions, whether in the workshop or on-site. It details the methodology for identifying hazards and exposures, and defining preventive measures. The objective is to guarantee the safety of people, facilities, and the environment.

Predictive Dosimetric Assessments (PDAs) and Optimization: In addition, eXcent maintains a radiation protection procedure. This procedure classifies operations according to their dosimetric implications and the associated optimization levels. It details the method for developing predictive dosimetric assessments to ensure the safety of interventions.

As a downstream user of chemical substances, eXcent ensures its subcontractors comply with **REACH regulations** to protect health and the environment from the risks associated with these substances. This requirement is included in the accreditation form for all newly listed suppliers.

Strategic positioning of CSR

In 2023, eXcent launched a new eight-year strategic plan, PlaneXt. This plan incorporates ambitious CSR initiatives and aims to make our company a leading player in eco-design by 2030. We are therefore working to reduce our environmental impact, innovate sustainably, and ensure the well-being of our employees across all our activities. Since 2024, eXcent has been managing its responsible approach through a dedicated innovation and CSR department.



► Mapping CSR within our governance

Denomination	Role	Members	Meetings
THE EXEC (Executive Committee)	- Defines the strategy (PlaneXt) and ensures its implementation within the Group. - Coordinates all Functional and Operational Units of the Group.	- CEO - Director of Operations & Development - Chief Administrative and Financial Officer - Director of Operational Performance & Subsidiaries	1 hour every day 3 a.m. on Tuesday
The Executive Committee	- Responsible for ensuring the implementation of the strategy defined within the Executive Committee - Responsible for the financial management of all profit centers - Proactive in defining the commercial strategy for all client accounts	- Executive Committee - Directors of the business unit - Directors of centers of expertise - Regional Directors - HR Director - Purchasing Director - Quality Manager - IT Department Director	- One-week steering committee meeting, 3 times a year - Codir mensuel 2h
The Executive Committee Support	- PlaneXt is being taken into account in the support services roadmaps. - Ensures the proper functioning of support services to meet operational needs - Alert regarding any malfunctions/areas for improvement concerning a profit center	- QHSE Director - HR Director - Information Systems Director - QSE Manager - Head of Innovation & CSR - Responsible Supply Chain - Recruitment Manager - Head of Finance Services - DPO - Responsible communication - Management control manager - Head of Legal Department - HR Manager	2-day co-op meeting, once a year - Codir monthly support 2h
SERVICE INNOVATION & RSE	- Acts as a point of contact on CSR issues, providing support - Proactive in defining the CSR actions to be deployed to achieve PlaneXt's objectives - Analysis, measurement, regular monitoring and reporting of CSR actions - Facilitates working groups with internal and external stakeholders	- Service Manager - Eco-design project manager - Eco-design engineer, PhD student in biocomposites - CSR Project Manager - Innovation Project Manager	Weekly meetings

► A cross-cutting and collaborative CSR

Far from being siloed, CSR at eXcent is based on the synergy of all our departments, mobilized through projects and working groups. Each contributes to our commitments:

- **QSE**: annual CSR assessments, ISO 14001 standards, health, safety, prevention of psychosocial risks.
- **Human Resources**: social actions and disability policy.
- **Profit centers and business units**: designing and integrating solutions for our clients
- **Supply Chain**: responsible purchasing
- **General Resources**: Infrastructure and Energy Performance
- **Legal**: Regulatory monitoring
- **IT** : Green IT
- **Business ethics**
- **Communication** responsable
- **Works council**: well-being at work

To integrate a responsible approach in our supply chain

We consider our suppliers and subcontractors to be essential players in achieving our CSR objectives.

The actions already undertaken, and those to come, aim to strengthen this dynamic in order to accelerate decarbonization and build an ever more sustainable supply chain.

► eXcent, signatory of the RFAR Charter



► 93% of our suppliers are in Europe

eXcent has made the strategic choice to work with local suppliers, within a maximum radius of 50-100km of our agencies to limit the carbon impact and promote local partnerships.

► A Responsible Purchasing Officer within our department Supply Chain.

► Buyer awareness and training

2-tonne workshops, Climate Fresk, carbon footprint webinar, Responsible purchasing Fresk.

CSR in our supplier and subcontractor processes

• Selection phase:

NEW

1. Before collaborating with us, suppliers must complete our accreditation form, which now includes environmental and social/human rights criteria to ensure their compliance with our requirements (ethics, human rights, environment). Each response must be supported by documented evidence (e.g., EcoVadis rating, ISO 14001 certificate, charter, etc.).

EE	Exigences Environnementales	
EE1	Le prestataire a mis en œuvre des dispositions Environnementales qui répondent aux exigences du référentiel ISO 14001	Système de management environnementale (Procédure, processus, instruction...)
EE2	Classification Le fournisseur est classé en matière ICPE. Si conforme, quelle rubrique ?	Document d'enregistrement, Type de classification
EE3	Le fournisseur assure la maîtrise des substances et produits dangereux (Reach)	Procédure ou document de gestion des produits dangereux
EE4	Le prestataire mesure son empreinte carbone. Si oui, quelle est la méthodologie utilisée ?	Bilan carbone, méthodologie utilisée
EE5	Le prestataire met en place des actions pour réduire son empreinte carbone.	Politique environnementale, objectifs de réduction, actions de réduction
EE6	Le prestataire met en place des mesures de réduction des déchets de ses emballages et de ses produits.	Politique, actions mises en place (réutilisation, récupération, recyclage), exemples d'actions

Extract from the Authorization Form (environmental requirements section)

- **Contractualization phase:** mandatory signing of our Supplier and Subcontractor Ethical Charter. This charter formalizes our requirements for our supply chain partners, guaranteeing respect for human rights, ethics, the environment, and health and safety. Each supplier and subcontractor commits to signing and adhering to it.

• Supplier specifications:

NEW

From now on, our supplier specifications will include CSR requirements. Our suppliers must demonstrate their commitment to respecting human rights, reducing their environmental footprint, managing waste, controlling carbon emissions, and using recycled or recyclable materials.

- **Monitoring and audit phase:** our Supply Chain department regularly evaluates our partner suppliers. An evaluation form, including a CSR component, allows us to identify strengths, areas for improvement, corrective measures, and action plans.

Extract from the Supplier Evaluation Framework (item: CSR)

RSE / CSR	NOTE OBTENUE /100	Méthodologie support: how to proceed, questions to ask, means of investigation, possible results
our company guarantees the respect of Human and Labor Rights. / Your company guarantees a certain ethics and respect of the environment. / If yes, which measures are implemented? Notre entreprise garantit le respect des droits de l'Homme et du Travail. / votre entreprise garantit une certaine éthique et respect de l'environnement. / Si oui, quelles mesures sont mises en place ?		Ask to see a copy of the company's internal rules, ethics charter or any other document demonstrating a commitment that there is a better than management concerning the respect human and labor rights. Demandez à voir un exemplaire du règlement intérieur, charte éthique ou tout autre document démontrant un engagement. Vérifiez qu'il existe une lettre de la direction s'engageant dans le respect des droits de l'Homme et du travail.
our company is registered in a CSR (Corporate Social Responsibility) process or has an environmental management system and can demonstrate this (document/s). Notre entreprise est inscrite dans une démarche de RSE (Responsabilité Sociale des Entreprises) ou possède un système de management environnementale et peut en attester (document/s/politique).		Ask to see CSR related documents Demandez à voir de l'Environmental Management Manual or environmental charter documents Demandez à voir des documents liés à la RSE Demandez une copie du manuel de management Environnemental ou des documents type charte environnementale
our company has support for continuous improvement in terms of CSR approach, via an organization. / You are certified ISO 14001. / You are regularly evaluated in terms of CSR approach Notre entreprise possède des accompagnements pour une amélioration continue en terme de démarche RSE, via un organisme. / Vous êtes certifié ISO 14001. / Vous êtes évalué régulièrement en terme de démarche RSE		Ask for a copy of the valid ISO 14001 certificate Ask to see an evaluation of the CSR approach (ECOVADIS type, or other) Demandez à voir des documents liés à la RSE Demandez à voir une évaluation de la démarche RSE (Type ECOVADIS, ou autre)
you set up actions aimed at evaluating and knowing the CSR policy of your subcontractors vous mettez en place des actions qui visent à évaluer et connaître la politique RSE de vos sous-traitants		Ask to see documents attesting to an assessment of subcontractors (audit form with a CSR item) Demandez à voir des documents attestants d'une action d'évaluation des sous-traitants (forme d'audit avec un item RSE)

Building a solid and responsible CSR ecosystem

Aware that we cannot act alone, eXcent has built a solid and responsible CSR ecosystem, bringing together public bodies, startups, associations, impact solution providers, and higher education institutions.

Evaluation,
benchmark

ecovadis

CDP



Environment



- Participation in 2021 in the first edition of the Business Convention for the Climate



- Participation in the BPI and ADEME Decarbonization Accelerator in 2023/2024



- Member of the BPI Green Rooster community to act on the ecological transition



- Partnership with the startup Blablacar Daily to promote carpooling among our employees



- 2025: Partnership with the startup Karos to promote carpooling among our employees



- 2025: our carbon footprint via the Sweep software developed by the Montpellier-based startup



- Facilitating Climate Fresk workshops for our employees



- 2-Tonne workshop facilitation for our employees

Reuse



Ecoconception



Responsible purchasing



Social solidarity



Associations



Infrastructure,
Green IT



- Subscribing to new contracts to switch to 100% renewable energy



- French non-profit eco-organization approved for the collection and recycling of our Waste Electrical and Electronic Equipment (WEEE)



CSR INDICATORS

Pillars 1 and 2: Environmental indicators

Regulatory positions			2022 (tCO2e)	2023 (tCO2e)	2024 (tCO2e)	2025 (tCO2e)	Variation 2022 - 2025
SCOPE 1	1. Direct GHG Emissions	Direct emissions from stationary combustion sources	36,17	38,54	23,12	31,42	-13,13%
		Direct emissions from mobile combustion sources	394,46	377,23	304,71	307,1	-22,15%
		Direct process emissions (non-energy)					
		Direct fugitive emissions	61,63	59,28	64,8	66,34	7,64%
		Emissions from biomass (soils and forests)	17,5	17,48	17,48	19,47	11,26%
SCOPE 2	2. Indirect Energy-Related Emissions	Indirect emissions from electricity consumption	44,27	45,35	50,31	49,97	12,88%
		Indirect emissions from non-electricity energy consumption					
SCOPE 3	3. Indirect Transport-Related Emissions	Upstream freight transport	111,05	115,6	114,82	132,48	19,30%
		Downstream freight transport	252,3	264,81	278,19	313,62	24,30%
		Employee commuting	1 158,52	1 088,31	1 124	1 123,39	-3,03%
		Visitor and customer travel					
		Business travel	261,54	296,87	355,75	291,11	11,31%
	4. Indirect Emissions from Purchased Products	Purchased goods (incl. former item 8)	3992,21	3 896,49	3 869,27	4394	10,06%
		Capital goods	544,35	458,06	495,89	478,25	-12,14%
		Waste management	21,49	26,2	22	28,21	31,27%
		Upstream leased assets (15)					
		Purchased services	433,7	807,72	869,19	433,38	-0,07%
	5. Indirect Emissions from Sold Products	Use of sold products	180	60	60	7,32	-95,93%
		Downstream leased assets					
		End-of-life treatment of sold products	951,39	1 045,23	1 026,44	1 189,59	25,04%
		Investments					
	6. Other Indirect Emissions	Other indirect emissions	319,16	313,5	313,47	320,02	0,27%

Pillar 3: Health, safety, and QWL indicators

	2021	2022	2023	2024	2025
TF1 Frequency Rate AAA x 1,000,000 /hours worked	1,03	0,99	1,98	4.77	2,85
TF2 Frequency Rate (AAA+ASA) x 1,000,000 / hours worked	2,05	2,96	6,91	6.68	9,51
Severity Rate Number of days lost x 1000 / hours worked	0,004	0,043	0,013	0.356	0,058
eXcent France Employees	607	630	630	652	654
Number of hours worked	975 449	1 012 410	1 012 410	1 047 764	1 051 246
Number of accidents resulting in lost time (AAA) * excluding travel accidents	1	1	2	5	3
Commuting accident	3	6	2	1	3
Number of non-lost-time accidents (NLTAs)	1	2	5	2	7
Number of days lost (following workplace accidents)	4	44	13	373	61
Number of occupational diseases				0	0
Number of first aid cases	6	6	4	8	2
Number of fatal accidents	0	0	0	0	0
Satisfaction rate with the Occupational Health, Engagement and QWL Diagnostic 56% participation rate, representing 348 participants out of 626 employees surveyed.	NA	NA	NA	NA	98%

Pillar 4: Responsible purchasing indicators

Ethical charter for suppliers and subcontractors

	2022	2023	2024	2025
Total number of suppliers	/	632	851	886
Number of signatories to the Charter (cumulative)	/	76	178	254
% of signatories to the Ethics Charter	/	12%	21%	29%

Number of European suppliers

	2022	2023	2024	2025
Total number of suppliers	/	632	851	886
Number of European suppliers	/	591	770	769
% of European suppliers	/	94%	90%	87%

Note: The proportion of suppliers outside Europe is explained by eXcent's international presence and its activities outside Europe.

Supplier evaluation

	2022	2023	2024	2025
Total number of suppliers	/	632	851	886
Number of supplier evaluations carried out via authorization form with CSR criteria	/	/	26	48
Number of supplier CSR assessments carried out via CSR Sweep questionnaire	/	/	/	/
Number of suppliers having undergone an on-site audit (cumulative)	/	/	14	29

Raising awareness and training buyers on CSR issues

	2022	2023	2024	2025
Number of buyers within the Purchasing / Supply Chain department	6	8	10	14
Number of buyers within the Purchasing / Supply Chain department made aware of and trained in CSR issues	4	6	10	14
% of buyers aware of CSR issues	67%	75%	100%	100%



For any further information, contact our CSR department
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