

## PROGRESS ON DEPLOYMENT OF THE GROUP CORPORATE SOCIAL RESPONSIBILITY PROGRAM

In 2021, Fives is pursuing its plans to make its activities part of a virtuous approach that creates long-term value. To achieve this aim, the Group has focused its efforts on three major challenges: innovation to serve decarbonization, the digital transformation of the industry and attracting and retaining talent.

Current CSR projects are consistent with these values. All the actions implemented, the results obtained in 2021 and the objectives for 2022 are detailed in the table below.



« In 2021, various crises have shaken the economy and highlighted the absolute necessity of having a strong industry everywhere in the world.

They have been accompanied by a real awareness of the need for the world's major regions to re-internalize their key industries to ensure their own independence and strengthen their industrial and technological sovereignty, while striving to meet the challenges of decarbonization.

That is the context in which Fives is pursuing its major programs: regionalization of trade, digitization and innovation to address the issue of climate change.

And reporting on our actions through the United Nations Global Compact allows us to affirm even more strongly our commitment to "Faire aimer l'industrie". »

Frédéric Sanchez  
Chairman and CEO of Fives

## THE TEN PRINCIPLES of the United Nations Global Compact
























- 1 Support and respect the protection of internationally proclaimed human rights.
- 2 Not be complicit in human rights abuses.
- 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4 Support the elimination of all forms of forced and compulsory labour.
- 5 Support the effective abolition of child labour.
- 6 Support the elimination of discrimination in respect of employment and occupation.
- 7 Support a precautionary approach to environmental challenges.
- 8 Undertake initiatives to promote greater environmental responsibility.
- 9 Encourage the development and diffusion of environmentally friendly technologies.
- 10 Work against corruption in all its forms, including extortion and bribery.

















Source: UNGC







The value of sharing principles

Commitments	Group's objectives	Program and action plans	Level of maturity at end-2021	Achievements at end-2021	2022 Achievements
 Minimizing the environmental footprint of Fives and its customers	Reduce our sites' environmental impacts: GC7 - GC8   	<ul style="list-style-type: none"> <li>Support all our industrial sites towards ISO 14001 certification</li> <li>Reduce the Group's Scope 1 and 2 CO<sub>2</sub> emissions by 30% by 2030</li> </ul>	 	<ul style="list-style-type: none"> <li><b>Certification program for the Group's industrial sites:</b> <ul style="list-style-type: none"> <li>- 77% of the Group's industrial sites ISO 14001-certified</li> <li>- 48 sites of all types ISO 14001-certified within the Group</li> </ul> </li> <li><b>Climate strategy:</b>  <b>Carbon footprint:</b> <ul style="list-style-type: none"> <li>- Group: Calculation of the carbon footprint for scope 1 and 2, for all subsidiaries included</li> <li>- Operational: Supporting the Group's most emissive subsidiaries in defining an action plan to reduce their CO2 emissions from their scopes 1 and 2.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Develop a tool for calculating the carbon footprint (all scopes combined) and provide it to the subsidiaries:               <ul style="list-style-type: none"> <li>- Train all contacts in the calculation methodology developed by the GHG Protocol</li> </ul> </li> <li>Raising awareness and training the relevant profiles to take into account the environmental challenges of their businesses (sales, purchasing, logistics, HSE, etc.)</li> <li>Refine the calculation of the Group's carbon footprint on its upstream and downstream scope 3</li> <li>Define a reduction target for CO2 emissions in scopes 1 and 2 for all Fives subsidiaries</li> <li>Pursue the work carried out in terms of environmental management at our sites</li> </ul>
	Improve the environmental performance of our customers: GC7 - GC8 - GC9   	<ul style="list-style-type: none"> <li>Help subsidiaries to integrate environmental criteria into their design processes</li> <li>Enhance and develop services that extend the life of our products and clients' equipment</li> </ul>	 	<ul style="list-style-type: none"> <li><b>Obtaining the Solar Impulse label for four of our Fives solutions:</b> <ul style="list-style-type: none"> <li>- SmartLine, an already multi-distinguished digital solution for steel processing,</li> <li>- H.R.A.<sup>™</sup> (Heat Recovery Area), a solution in line with the environmental challenges of glass production</li> <li>- AMELIOS Suite,</li> <li>- VirtuTM OptiScale.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Definition of the Group's new roadmap structured around 2 axes :</b> <ul style="list-style-type: none"> <li>- To be recognized by our customers for the environmental benefits of our solutions</li> <li>- Develop new solutions in both historical and new markets</li> </ul> </li> <li><b>Innovation : Hydrogen project :</b> <ul style="list-style-type: none"> <li>- Mobilization of the Innovation department around hydrogen and its use in industry.</li> </ul> </li> </ul>
	Apply our expertise to Climate Change and Circular Economy: GC7   	<ul style="list-style-type: none"> <li>Adapt our solutions to meet these challenges</li> </ul>		<ul style="list-style-type: none"> <li><b>Solutions to decarbonize the industry: highlighting low-carbon solutions by Activity:</b> <ul style="list-style-type: none"> <li>- CEMENT: Ongoing development of a complete solution for the calcination of clay in suspension: enabling a reduction of up to 40% in carbon emissions from cement. We are also developing a recycling solution for deconstruction concrete.</li> <li>- GLASS: Commercialization of an all-electric kiln with zero emissions from combustion.</li> <li>- ALUMINIUM: Development of several digital solutions to improve the performance of the electrolytic process of aluminium production</li> </ul> </li> </ul>	
 Being a responsible economic actor	Promote fair market behaviour: GC10 	<ul style="list-style-type: none"> <li>Define the new Group compliance roadmap</li> <li>Promote social responsibility in our commercial offer</li> </ul>	 	<ul style="list-style-type: none"> <li><b>Business ethics:</b> <ul style="list-style-type: none"> <li>- Communication of the new gifts and invitations policy to all employees.</li> </ul> </li> <li><b>Enhancing the value of the non-financial rating for our clients:</b> <ul style="list-style-type: none"> <li>- Improvement of the rating with a Confirmed (Gold) level, 71/100, top 3% of the panel of 35,000 companies rated by EcoVadis in 2021.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Business Ethics:</b> <ul style="list-style-type: none"> <li>- Definition of an ethical behavior guide:               <ul style="list-style-type: none"> <li>The Fives Business Ethics Charter sets out the general framework for the professional behavior of each of the Group's employees. This ethical behavior guide details the methods of application and gives examples of situations in which it can be applied.</li> <li>- Creation of e-learning training materials on corruption, anti-competitive practices, etc. available on the digital HR platform: Fives&amp;Me. This training will be mandatory for all new employees.</li> </ul> </li> <li><b>Internal control:</b> <ul style="list-style-type: none"> <li>- Review of the Group's major risk mapping with an external consultancy firm.</li> </ul> </li> </ul> </li> </ul>
	Deploy a "Responsible Purchasing" approach: GC1 – GC2 – GC3 – GC4 – GC5 – GC8 – GC10 	<ul style="list-style-type: none"> <li>Place CSR at the heart of the purchasing process</li> </ul>		<ul style="list-style-type: none"> <li><b>Purchasing:</b> <ul style="list-style-type: none"> <li>- Launch of the new CSR Charter for suppliers and subcontractors to all Group subsidiaries.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Purchasing:</b> <ul style="list-style-type: none"> <li>- Development of an SRM tool to monitor and qualify suppliers, including social and environmental indicators.</li> </ul> </li> <li><b>Logistics:</b> <ul style="list-style-type: none"> <li>- Development and providing of a calculation and decision support tool based on the CO2 impact of logistics choices.</li> </ul> </li> </ul>

 Non-deployed topic
  Emergent
  In construction
  Defined, with deployment in progress
  Fully deployed

Commitments	Group's objectives	Program and action plans	Level of maturity at end-2021	Achievements at end-2021	2022 Achievements
 Being a responsible employer	<p>Preserve the health and safety of the women and men working for Fives: GC1 – GC2 – GC4 – GC5</p>  	<ul style="list-style-type: none"> <li>• <b>Continue the Group Safety Ambition program:</b> <ul style="list-style-type: none"> <li>- Reduce the accident frequency rate to 2.5 or below</li> <li>- Reach 0 severe accidents</li> <li>- No fatality (including subcontractors)</li> <li>- Reinforce the safety culture on customer sites</li> </ul> </li> <li>• <b>Ensure the management of the medical and safety assistance program for the travel abroad of the Group' employees:</b> <ul style="list-style-type: none"> <li>Train and support Group companies to prevent and limit the risks to which their employees could be exposed during abroad professional missions on Fives sites or at the customer's site</li> </ul> </li> <li>• <b>Define an Health and Well-being at Work program to prevent accidents and work related illnesses</b></li> </ul>	    	<ul style="list-style-type: none"> <li>• <b>Safety results:</b> <ul style="list-style-type: none"> <li>- a lost-time frequency rate that increases slightly of 2.92,</li> <li>- a steady severity rate of 0.10</li> </ul> </li> <li>• <b>Health crisis:</b> <ul style="list-style-type: none"> <li>- Strong mobilization of teams to protect the health and guarantee the safety of all employees, as part of the continuity of activities in the context of the COVID-19 crisis.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Update of the Group Safety Ambition program:</b> <ul style="list-style-type: none"> <li>- Construction of the Health &amp; Safety 2023 roadmap</li> <li>- Definition of an associated action plan to achieve the chosen objectives</li> </ul> </li> <li>• <b>Improved reporting of incidents</b> <ul style="list-style-type: none"> <li>- Development of a digital application for the safety service allowing a risk analysis before the task, direct feedback of incidents...</li> </ul> </li> </ul>
	<p>Promote diversity and guarantee equal opportunity: GC6</p>    	<p><b>Promote diversity and raise awareness of non-discrimination</b></p> <ul style="list-style-type: none"> <li>• <b>Gender equality in the workplace and equal opportunity:</b> <ul style="list-style-type: none"> <li>- To encourage, develop and enhance the place of women at Fives and support their career path</li> <li>- Make our organizations attractive and encourage employees to be ambassadors for the Group to external stakeholders (schools, technical and scientific partners, etc.)</li> </ul> </li> <li>• <b>Professional integration of young people:</b> <ul style="list-style-type: none"> <li>- Increasing the number of young people, including those from the disadvantaged areas, who will be able to discover the company and the industry</li> <li>- Ongoing and strengthening of the system to attract and train young talent</li> </ul> </li> <li>• <b>Employment of people with disabilities:</b> <ul style="list-style-type: none"> <li>- Promote access to employment and secure the professional careers of people with disabilities within the Group</li> <li>- Reinforce collaboration with the adapted and protected sector (EA/ESAT in France)</li> </ul> </li> </ul>	     	<ul style="list-style-type: none"> <li>• <b>Deployment of the Women@Fives program</b> to encourage and support female talent with 3 main objectives:             <ul style="list-style-type: none"> <li>- Strengthen the development of women's careers and help female employees to progress to positions of responsibility within the Group's organizations</li> <li>- Promote their careers and skills by giving them a voice</li> <li>- Attracting and recruiting other female profiles, in particular through a network of internal ambassadors.</li> </ul> <b>Results:</b> <ul style="list-style-type: none"> <li>- 18% of new hires (all contracts combined) are women (+2 points compared to 2020)</li> <li>- Women represent 17% of new hires on permanent contracts (+3 points compared to 2020)</li> <li>- In 2021, 10 women were able to follow the Women in Leadership program as part of a personalized career path</li> </ul> <b>Actions by geographic zone:</b> <ul style="list-style-type: none"> <li>USA: creation of a network of ambassadors</li> <li>China: setting up a mentoring project</li> <li>Europe: promotion of Fives' businesses to middle school, high school and university students</li> </ul> </li> <li>• <b>Female-to-Male Proportion:</b> <ul style="list-style-type: none"> <li>- 16% women among employees</li> <li>- 18% of women on management committees</li> </ul> </li> <li>• <b>Professional integration of young people:</b> <ul style="list-style-type: none"> <li>Commitment in the commitment plan "La France, une chance" mainly for the benefit of young people in the City's Priority Neighborhoods (QPV). Ongoing partnership in France with the Nos Quartiers ont des talents (NQT) association.</li> </ul> </li> <li>• <b>Youth welcome at Fives:</b> <ul style="list-style-type: none"> <li>In France :               <ul style="list-style-type: none"> <li>- 114 trainees and work-study students at the end of the program</li> <li>- 41% of them were offered a contract, 93% accepted.</li> </ul> </li> </ul> </li> <li>• <b>Prevention of discrimination:</b></li> </ul>	<ul style="list-style-type: none"> <li>• Definition of a new <b>Group Diversity Charter</b> in line with the CSR policy and the Group's new "Raison d'être": Faire aimer l'industrie - Industry can do it.</li> <li>- Development of a french disability inclusion program</li> <li>- Reinforcement of training courses and modules on non-discrimination and harassment.</li> <li>• <b>Women@Fives program:</b> <ul style="list-style-type: none"> <li>- Strengthening the Women in Leadership program in the context of personalized career paths.</li> </ul> </li> <li>• Reinforcement of the youth reception system to increase the capacity to receive interns and work-study students in Group companies in France and abroad.</li> </ul>

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