  
**NEOTISS**  
HIGH PERFORMANCE TUBE

2024 | 25



**SUSTAINABILITY  
REPORT**



# Table of contents

**03 EDIT**

**14 OUR ANSWERS**

**16 SUSTAINABLE  
MARKETS**

**21  
ENVIRONMENT**

**27  
SOCIAL**

**32  
CSR & OPERATIONAL EXCELLENCE**

# Hugues de Sazilly

President of Neotiss Group

## Neotiss' Commitment

At Neotiss, we embrace a threefold responsibility: economic, social, and environmental.

We are committed to ensuring our company's performance, fostering the development and employability of our employees, protecting our environment, and building a sustainable world. Our vision is based on a cleaner industry. This commitment is reflected in our role in the nuclear sector and the design of more efficient heat exchange systems, reducing resource consumption. Across all our markets, our products and services contribute to a more environmentally responsible industry.

Our concept of Neotiss extends beyond being a company. **Neotiss is an ecosystem where diversity, inclusivity, solidarity, and collective intelligence converge to create a positive impact**, particularly in the regions where we operate.

Our commitment is embodied through **five core values**:

- **Safety**: We always put Safety first.
- **Expertise**: We create value for our partners.
- **Respect**: We care for people and the planet.
- **Innovation**: We innovate to build the future.
- **Excellence**: We pursue excellence.

These values are collective: we live them daily and put them into action through our foundation of trust, built with our employees and stakeholders, ensuring the longevity of our initiatives.

Carbon footprint reduction is also a key objective of our strategy. Today, 64% of our emissions comes from our supply chain. As global partners currently show limited maturity on this front, it is essential that they join us on this journey toward decarbonization...



## EDIT

... This commitment, result of a year of work, is based on an in-depth analysis of our impact and double materiality indicators.

It is structured **around four key pillars**:

- Being a key player in energy transition
- Reducing our environmental footprint
- Enhancing our Operational Excellence
- Attracting, retaining talent, and positively impacting our territories

At Neotiss, our commitment goes far beyond regulatory compliance, client expectations, or quality surveys. It is deeply embedded in our DNA.

This initiative is my personal commitment, and we must do much more. Supported by our Executive Committee and all our employees, **it is a key differentiator and a driver to attract top talent, grow Neotiss, and actively contribute to a more sustainable world!**



# Presentation of our Operational Units



Farid Ajaaoun, VP Europe

Sustainability and Corporate Social Responsibility (CSR) are critical matters for our OU, which manufactures welded tubes for the nuclear activity. This means a strong commitment to reduce our environmental footprint, both in terms of energy consumption & resource and waste management. We implement responsible industrial practices, prioritizing safety, quality, and transparency while ensuring the well-being of our employees. Moreover, CSR drives us to maintain sustainable relationships with our stakeholders and contribute to economic performance while adhering to high ethical standards. These efforts are essential to maintaining trust and meeting the Customer Satisfaction.

Weihong Dai, VP Asia



Sustainability is very important to us since as a group, we not only pursue profits, but also take responsibilities. CSR helps our company win good social reputation, as well enhances our global competitiveness.

Protect environment and put our employees in a safe working condition is key to stay in the market and keep sustainable development.



Ricardo Silva, VP Americas

To me, sustainability means making smart, responsible choices today that protect our environment and communities for tomorrow. Essentially, shaping tomorrow, today! Corporate Social Responsibility is about doing the right thing, not just for profit, but for people and the planet.

At Neotiss Morristown, sustainability and CSR are part of our identity. We're committed to reducing waste, improving energy efficiency, and supporting our local community, because we believe progress should benefit everyone.

Prithish Kumar, India head of Operations



At Neotiss India, we see CSR and sustainability not as obligations, but as opportunities to drive sustainable growth. We strive to operate responsibly by conserving resources, managing waste, and prioritizing employee well-being.

We also actively support local development through education and environmental initiatives. For us, sustainable development is about creating shared value—for our business, our people, and the communities we serve.

# Presentation of our Corporate Team



Vincent Peureux  
Innovation Director

From my point of view, working in a company like Neotiss that places CSR and sustainability at the heart of its strategy is both motivating and meaningful. It creates a strong sense of purpose. It challenges us to think beyond performance alone and to innovate in ways that are also responsible and forward-looking.

Aurélie Albaret  
Legal & CSR Director



When I was proposed to lead to sustainability at Neotiss, I was thrilled. As individuals, we sometimes feel that our impact is limited. At a larger point of view, we can do so much more. Now I feel more engaged and optimistic than ever, ready to face the huge challenges of our society.



Mathieu Lheureux  
Auto & Aero Director

Automotive and aerospace industries face unique challenges in balancing innovation with sustainable practices and processes.

I feel it is the duty of Neotiss to lead these challenges through forefront of technological advancement together with our stakeholders.

Julien Burgué  
Sales & Marketing  
Director



A strong CSR policy builds trust, drives engagement, and ensures sustainable growth. Today it is a must for our employees but also for our clients. At Neotiss, I help align business goals with ethical practices, contributing to a responsible, high-impact strategy that benefits all stakeholders.



Charlotte Chauvel  
Group Chief Financial  
Officer

CSR is a core driver of long-term value. Embedding it into our strategy is essential to remain competitive, resilient, and aligned with the expectations of all our stakeholders.

Ludovic Anagonou  
Director of Operations



I do believe that our responsibility extends beyond our walls: it includes our suppliers, partners who are essential to our sustainable performance. Together, we are building more responsible industrial solutions, focusing on transparency, quality, and reducing our environmental impact. Our ambition is clear: to produce better, with rigor, respect, and commitment, for our customers and for future generations.



Committed to a sustainable

Industry

World



Julien Burgué

Group Sales &  
Marketing  
Director



Hugues  
de Sazilly

Group President



Ludovic  
Anagonou

Group Operations  
Director

## NEOTISS CSR COMMITTEE



Aurélie Albaret

Group Legal &  
CSR Director



Vincent Peureux

Group Innovation  
& Development  
Director



Farid Ajaaoun

VP France



Gustavo Corredor

France Supply Chain &  
Purchasing Manager



Magali Lemaire

France  
HR Manager

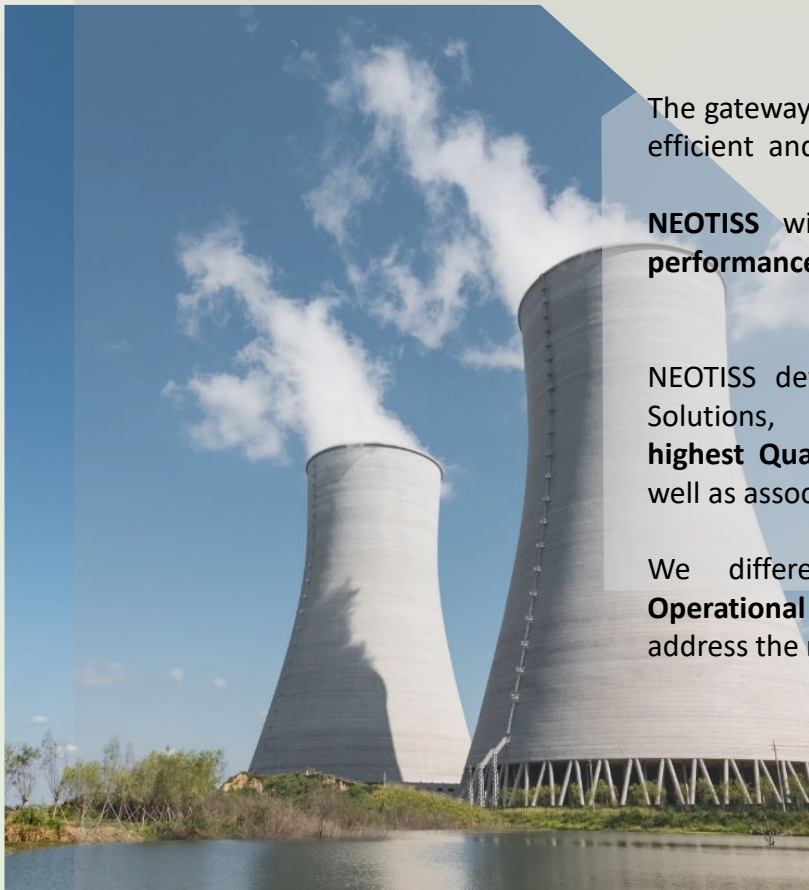
# About Our Company



## Neotiss, a world leader in finned welded tubes



# About Who we are



## OUR VISION

The gateway to a **sustainable** World is through a more efficient and **cleaner** industry.

NEOTISS will be the preferred partner for **high performance heat transfer** solutions.

## OUR MISSIONS

NEOTISS develops and manufactures Heat Transfer Solutions, providing our customers with the **highest Quality of welded and enhanced Tubes**, as well as associated services.

We differentiate ourselves through **Expertise, Operational Excellence** and **Innovation** in order to address the most stringent applications.



# About Our Values

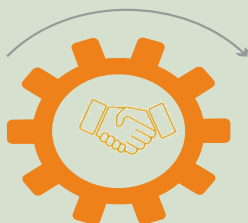
## SAFETY

We always put  
**safety first**



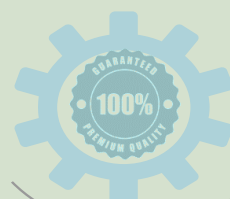
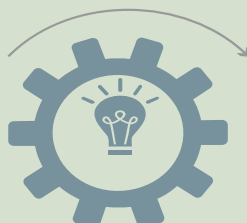
## RESPECT

We care about the  
**people** and the **planet**.



## EXCELLENCE

We pursue  
**Excellence**



## EXPERTISE

We **create value**  
for our **partners**.

## INNOVATION

We **innovate** to build  
the **future**.



# SUSTAINABILITY WITHIN NEOTISS

A journey started long ago and recently structured



## Since Ever

Actions were already implemented without CSR structuration

YESTERDAY

2023

Initial assessment report of Neotiss France by UIMM end 2023



2024

Assessment of double materiality



2024

Sustainability committee created at Group/France level



2024

Carbon footprint of Neotiss France



2025

Establishment of sustainability roadmap



# DOUBLE MATERIALITY ANALYSIS

OUR DOUBLE MATERIALITY ANALYSIS ALLOWED TO IDENTIFY OUR KEY CSR ITEMS...

From most material...

## ISSUES IDENTIFIED AS DOUBLY MATERIAL

- Climate Change Mitigation
- Energy
- Incoming Resources
- Climate Change Adaptation
- Water Withdrawals
- Supplier relations
- Corruption and bribery
- Water consumption

## ISSUES IDENTIFIED AS MATERIAL ACCORDING TO IMPACT MATERIALITY

- Air Pollution
- Whistleblower Protection
- Ocean Discharge
- Engagement and Lobbying
- Water Pollution
- Waste
- Water discharge

## ISSUES IDENTIFIED AS MATERIAL ACCORDING TO FINANCIAL MATERIALITY

- Working conditions
- Outgoing Resources / Products
- Equal opportunities
- Corporate culture

...to less material

- Environment
- Governance
- Social
- Societal



## ... STRUCTURED INTO THREE MAIN PILLARS...



### ENVIRONNEMENT

Significant **environmental issues** across the entire value chain, known and understood by all stakeholders



### SOCIAL

A real consideration of **social issues** in our own operations, in connection with the Group's industrial activity



### GOVERNANCE

A high standard on **ethics in relations**, reflecting the expectations of our stakeholders

## ... AND TO BE CONVERTED INTO CONCRETE COMMITMENTS AND ACTIONS

**Minimize the pressure on the Environment** on our sites and on our Products, in collaboration with our stakeholders in the value chain

**Offer an optimal working environment** to enable the proper **development of each individual**, in collaboration with local stakeholders

**Develop a global CSR culture** within the group, engaging employees and contributing to the group's influence within its value chain

# Carbon Foot-print NEOTISS FRANCE

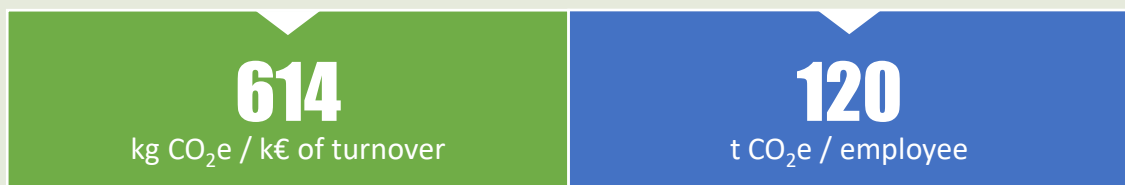


This is the Neotiss France gas footprint impact for the 2023 fiscal year

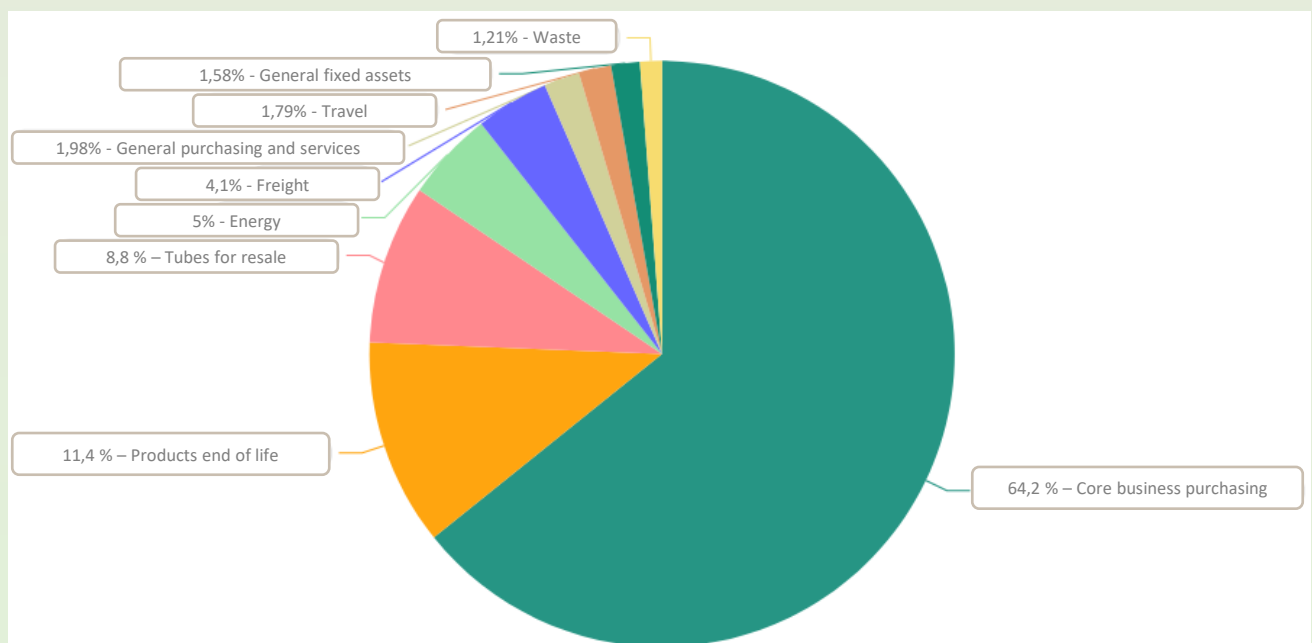
Equivalent to:

- the annual emissions of 1070 French people
- 6300 round trips Paris – New York by plane

## Key indicators



## Distribution of emissions



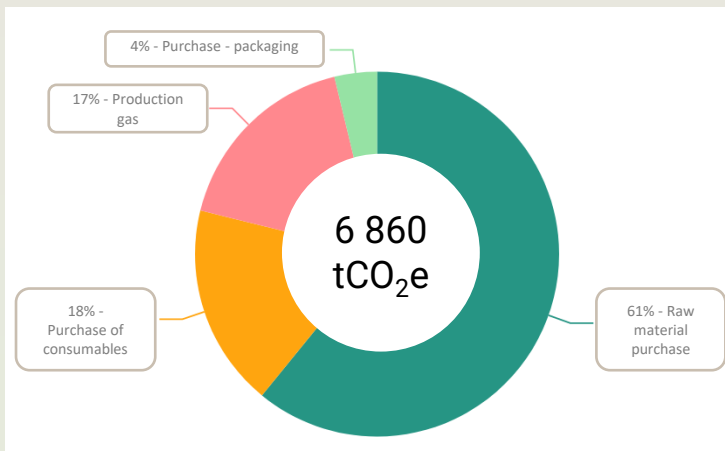
- NEOTISS's Green house Gases (GHG) emissions profile is typical of a manufacturing company: the main concern lies in raw materials (64%) and their end of life (11%).
- The impact associated with the production tool is the second concern with the energy consumed (5%)
- The impact related to the supply chain the third concern (4%)

The uncertainty rate is 12%. NEOTISS is part of a continuous improvement process, the first GHG Balance exercise being used to identify the main issues.

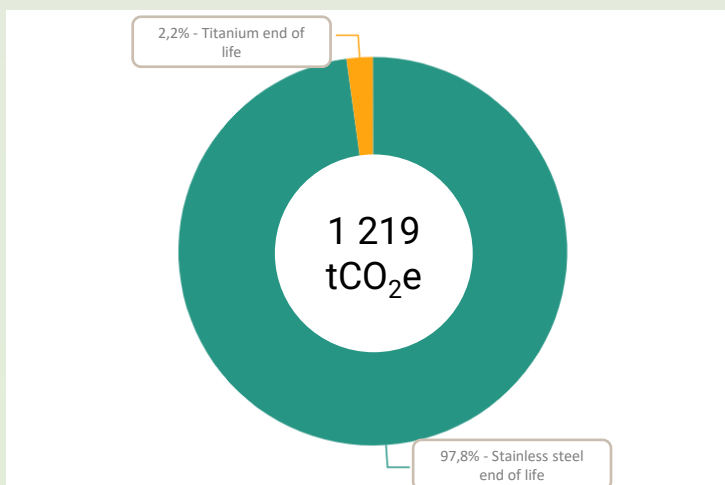


# ANALYSIS

## 1st emission item: Core business purchases (64%)

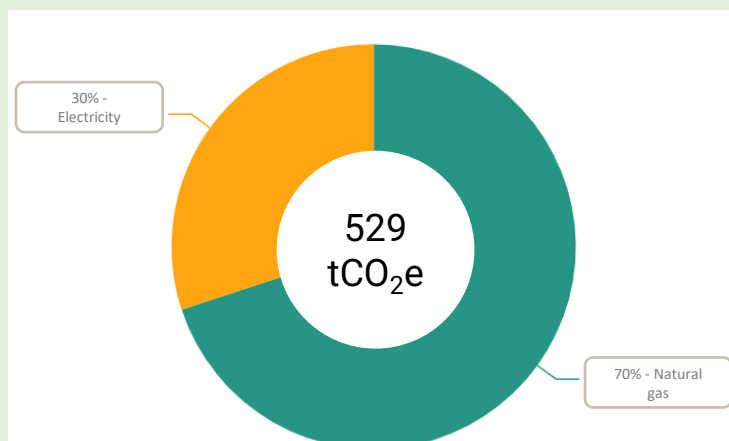


## 2nd emission item: End of life of products (11%)



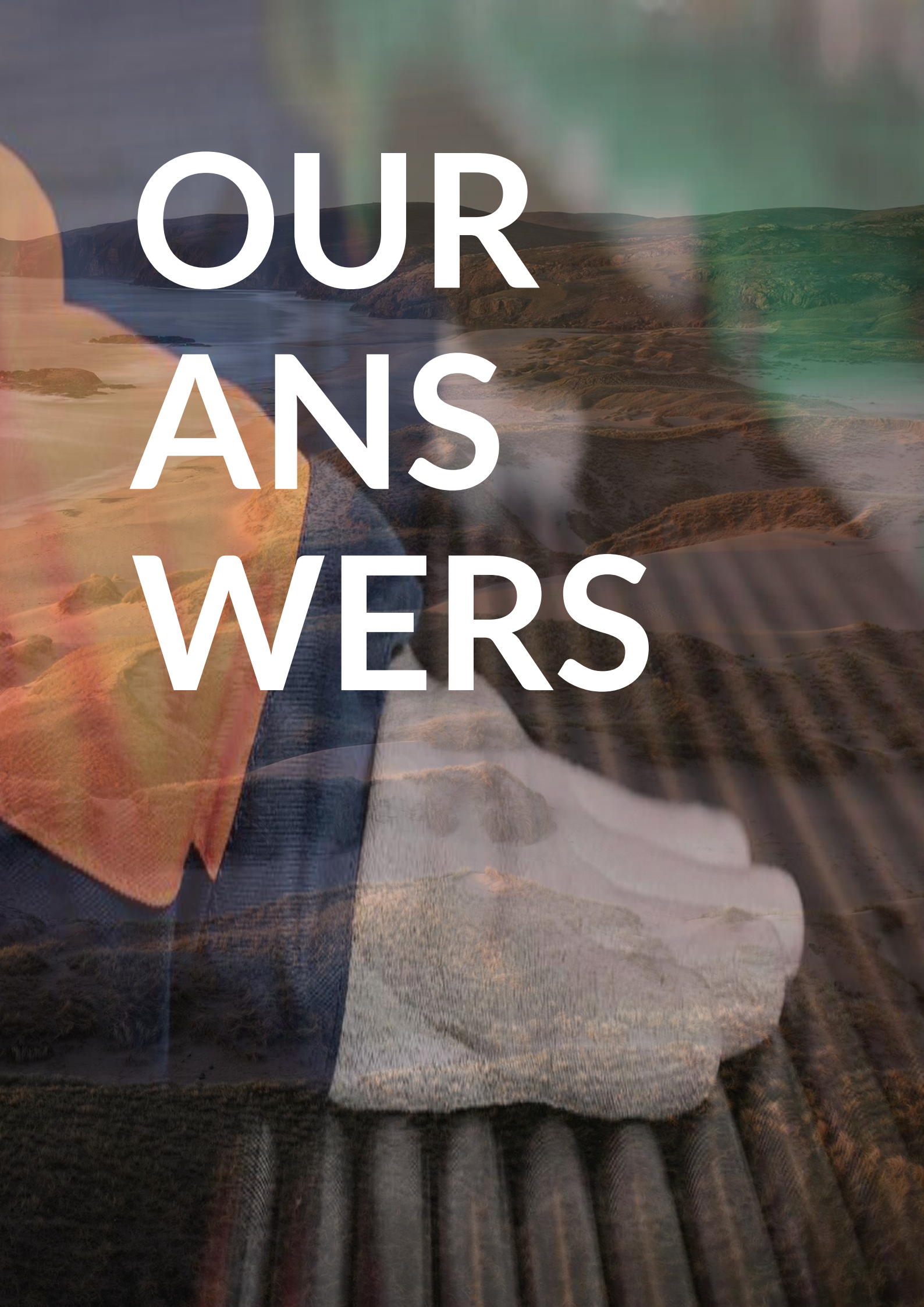
- The **end of life** of products includes emissions related to the **recovery** of metals after their use.
- Emissions are calculated based on the volume of purchases. The emission factor used takes into account the average valuation of metals in France..

## 3rd emission item: Energy (5%)



- Some emissions are related to the consumption of electricity and natural gas.
- While energy consumption is twice as high for electricity, gas accounts for 70% of energy-related emissions. This difference is due to the emission factor 0.24 kgCO<sub>2</sub>e/kWh for gas and 0.05 kgCO<sub>2</sub>e/kWh for electricity

# OUR ANS WERS





# OUR COMMITMENTS

Starting from the  
situation and the  
challenges...

... Here are the responses  
that we bring  
from a strategic and  
operational point of view



## SUSTAINABLE MARKETS

Neotiss is engaged as an actor in  
the transition



## ENVIRONMENT

Neotiss reduces its  
environmental impacts



## SOCIAL

Neotiss cares about the people



## CSR & OPERATIONAL EXCELLENCE

Neotiss relies  
on CSR to  
strengthen  
operational  
excellence





# SUS TAI NABLE MAR KETS

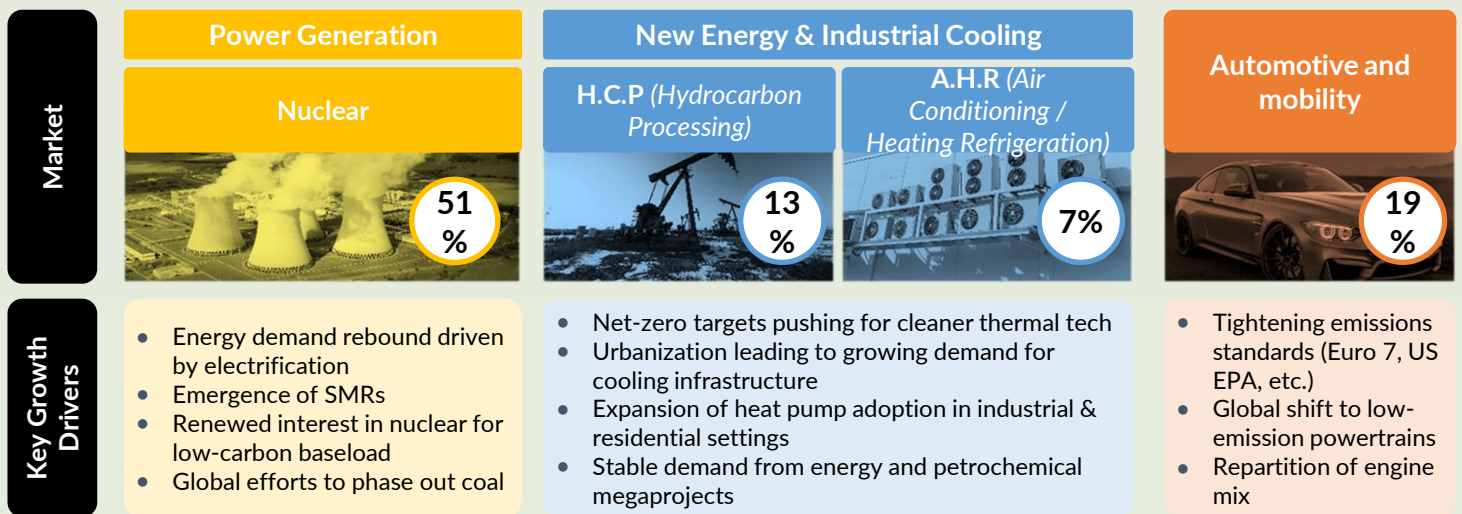


# Neotiss is engaged as an actor in the transition

NEOTISS' DNA is rooted in the energy transition :

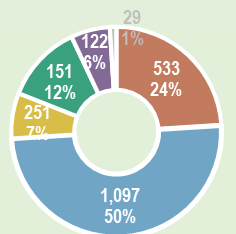
1. The Group was born 50 years ago to serve Nuclear applications
2. Manufacturing Welded Tubes, which manufacturing process is less carbon intensive than Seamless tubes
3. Expert in Finning tubes to improve Heat Transfer and contribute to more energy-efficient, sustainable system design

**Already 80%** of our activity in Markets impacted by the transition



Neotiss **invests 2 M€ per year** on **Innovations & Development**

The Innovation & Development (I&D) teamwork starts by Market Analysis to identify Opportunities where Neotiss Expertises make the difference.



**Budget 2025 (in €k)**

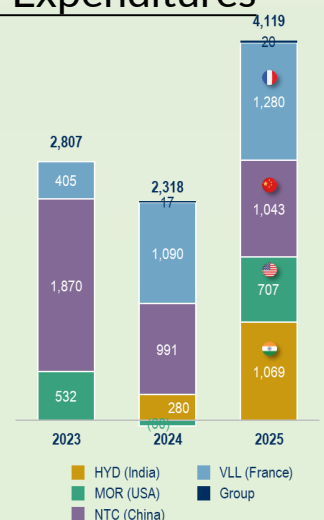
**50%** of our Spend is dedicated to New Product Creation

**24%** of our Spend is dedicated to our Emerging market ("Blue ocean"): new product and new market

For example: Carbon Capture, Blue Hydrogen application ...

Neotiss **invests 3 M€ per year** on **New Capital Expenditures**

Historical & planned CAPEX investments (in €k)...




**More than 70%** of our Investments are dedicated to apply our Strategy, follow markets needs and decrease our carbon footprint.

For example : increase our capacity in finning (more efficient solutions)

# NEOTISS ENGAGED AS AN ACTOR IN THE TRANSITION

## Goal 1

### Existing Markets: Strengthen our action in favor of the transition

Actions for 2025	Means over 2025	Achievements
<p>Group: Maintain a minimum distribution of our turnover in the Nuclear sector (60% in France)</p> 	<ul style="list-style-type: none"> <li>• 1 nuclear sales representative in each zone)</li> <li>• Qualified products for condenser, heater, and MSR in all zones.</li> <li>• Remain the benchmark supplier for main end customers (BtoB).</li> <li>• Remain the leader in MSR.</li> <li>• Presence in nuclear events and associations (WNE, PFCE, etc.).</li> </ul>	<ul style="list-style-type: none"> <li>• Project completed for the 1st SMR in the World (Darlington –Canada)</li> <li>• Capex for a MSR line done in 2024 in Neotiss China</li> <li>• Member of the Gifen board 2022-2025</li> <li>• Certification ISO 19443 on-going for Neotiss France</li> <li>• In Nov 2025, Neotiss will participate in World Nuclear Exhibition in Paris.</li> </ul>
<p>Group: Promoting welded tubes versus seamless ones (at the technical level and at the carbon footprint level)</p>	<ul style="list-style-type: none"> <li>• Get additional information from our suppliers</li> </ul> <p>Subsequent actions will be considered in 2025 or 2026:</p> <ul style="list-style-type: none"> <li>• Create a brochure</li> <li>• Third-party certification (CIRAIG)</li> <li>• Promotion: Participation in conferences and visits to concerned clients</li> </ul>	<ul style="list-style-type: none"> <li>• Questionnaire to suppliers launched in 2025 (cf Environmental part below)</li> </ul>
<p>France: Strengthen our expertise in optimizing heat exchange</p>	<ul style="list-style-type: none"> <li>• Training of 3 sales people in France on heat transfer in 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Internal training has been realized, and external training contemplated for S2 2025</li> </ul>




# NEOTISS ENGAGED AS AN ACTOR IN THE TRANSITION



## Goal 2

## New markets: Capitalizing on opportunities related to the energy transition

Actions for 2025	Means over 2025	Achievements
<p>Group: Integrate a CSR dimension into the Initiatives / Development process in order to detect market trends - virtuous practices / products / suppliers: criteria to be developed according to the type of project concerned</p>	<p>Introduce a systematic CSR assessment into the analysis phase of the initiative process (pre-project) using a CSR analysis grid (e.g. waste reduction, resource optimization, ethical criteria, eco-design...) to answer the question: Is Neotiss' solution CSR-oriented? and to address the need to:</p> <ul style="list-style-type: none"> <li>• monitor innovations, markets, and regulations in terms of sustainable development.</li> <li>• consult stakeholders (customers, investors, institutions) on their CSR expectations of Neotiss.</li> <li>• train Development teams on CSR criteria so that they become a reflex in decision-making</li> </ul>	<p>Process initiatives is being adjusted in order to reflect this objective. This will be done over S2 2025</p>
<div> <h3>STEPS OF THE INITIATIVE PROCESS</h3> <div> <div> <b>01</b>  <b>CAPTURE</b>  Initial phase of collecting information </div> <div> <b>02</b>  <b>FORMALIZE</b>  Structuring of the captured idea </div> <div> <b>03</b>  <b>MATURE</b>  Deep business and technical feasibility assessment </div> <div> <b>04</b>  <b>GATE 0 - GO/NO-GO</b>  Validate the interest before switching to project mode </div> </div> </div>		
<p>Group: Growth ambition (+10% per year) in the New Markets identified for the Energy Transition</p> 	<ul style="list-style-type: none"> <li>• Initiatives process to structure development projects</li> <li>• Individual Sales objective focused on new markets</li> <li>• Strengthening HTRI skills</li> </ul>	<ul style="list-style-type: none"> <li>• Market penetration in Carbon Capture, Hydrogen, Thermal solar with client acquisition in 2024/2025</li> <li>• 1 HTRI expert in all entities</li> </ul>

# NEOTISS ENGAGED AS AN ACTOR IN THE TRANSITION

## Goal 3

## Transparency on the CSR commitments of Neotiss

Actions for 2025	Means over 2025	Achievements
Obtain Ecovadis certification for Neotiss France in 2025	<ul style="list-style-type: none"> <li>Ecovadis to be subscribed/filled in</li> </ul>	In progress
Group: Communicate regularly on Neotiss' CSR commitments and roadmap	<ul style="list-style-type: none"> <li>Define a coherent and structured CSR communication plan</li> <li>Integrate our stakeholders into our CSR strategy</li> <li>Choose the right tools and communication media to promote your CSR commitment</li> <li>Communicate your CSR policy through a robust report</li> </ul>	Neotiss is issuing in 2025 its first sustainability report Communication of this report will be promoted internally and externally



### ATTESTATION DE DÉLIVRANCE DE LA CHARTE D'ENGAGEMENT RSE

de l'Union des Industries et Métiers de la Métallurgie (U.I.M.M.) à

**NEOTISS**

ZI Rue Marthe Paris  
21150 VENAREY LES LAUMES

Cette attestation est l'expression de l'engagement de l'entreprise en RSE selon le référentiel RSE de l'UIMM soutenant une approche de Performance Globale Industrielle.

Elle est décernée à l'issue de l'évaluation initiale niveau 1 en date du 04/10/2023 réalisée sur site par un conseiller référencé par l'UIMM et circonscrite par un rapport établissant une synthèse et les résultats (rapport n° rapport n°UIMMCOO21\_202306\_017)

Cette attestation est délivrée pour une durée de 3 ans avec l'engagement de NEOTISS à mettre en œuvre les actions de progrès retenues lors de l'évaluation sous réserve de la réalisation d'un entretien de suivi au cours de la deuxième année suivant l'obtention de la charte.

Fait à Dijon, le 17/11/2023

Le Président de l'UIMM

M. Éric TRAPPIER

Le Président de L'UIMM Côte d'Or

Mme. Véronique GUILLOIN



NEOTISS France is also engaged with its professional organization (UIMM) in a path of overall industrial performance with CSR as central axis.





The background is a photograph of a green field with tall grass. A single stalk of grain is in sharp focus in the center, while the rest of the field is blurred, creating a sense of depth. The overall color palette is various shades of green.

# ENVI RON MENT

# Neotiss reduces its environmental impacts

NEOTISS is committed to reduce its environmental impacts:

1. Each site has a roadmap to reduce its energy consumptions
2. Innovation & Development and Industrialization Teams develop product using eco-design rules and process.
3. Neotiss Purchasing Policy enhance sustainable practices and assess raw material impact before selecting suppliers.

## Actions already done to reduce our energy consumptions

Since 2023, we have started to replace equipment's to save electricity.

150 K€ have been spent to replace plant lightning.

Year	OU	What	K€
2023	NTC	Replace Plant Lighting LED	30
2023	MOR	Replace Plant Lighting LED	66
2024	VLL	Replace Plant Lighting LED	52
2025	HYD	Energy Monitoring System	4

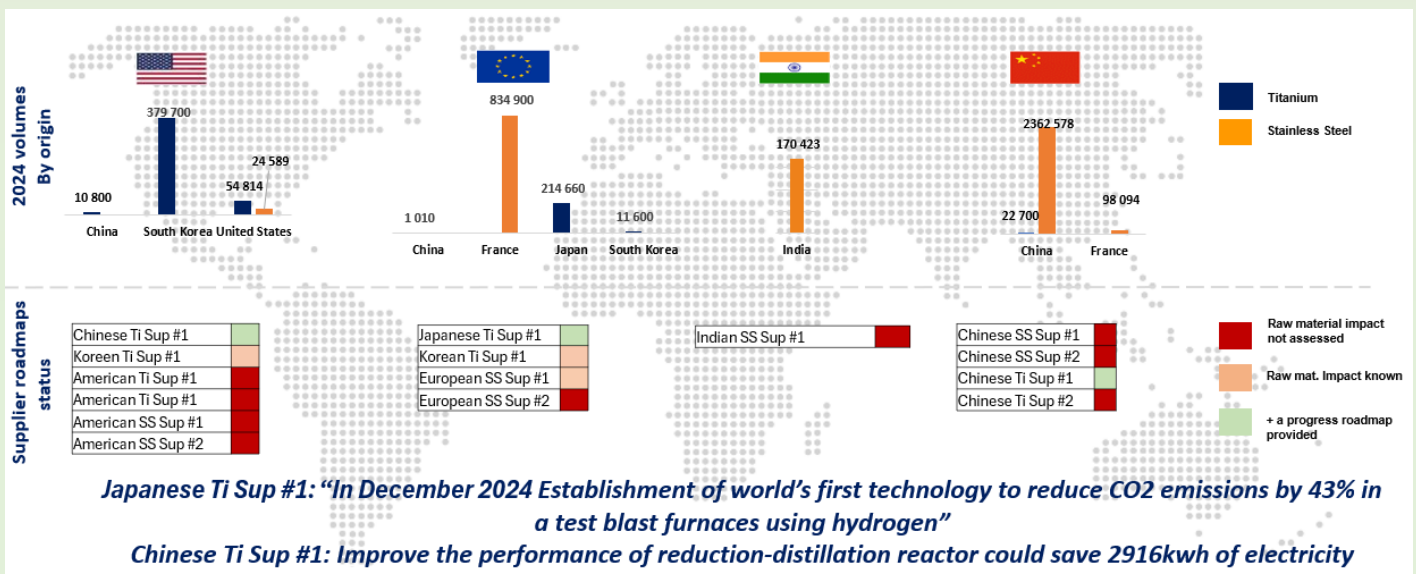
## Impact of the New laser line in Neotiss France

In 2024, a new welding technology was installed in Venarey Les Laumes considering also the environmental impact:

- use of helium and nitrogen is simply avoided ( 1 ton equivalent CO2 per year)
- and 80% less electricity (110 000 Kw/year (3 tons equivalent CO2/year)



## Current Impact of Neotiss Purchases



Raw material purchasing represents 64% of our impact. The works have started to know the quantity of CO2 per tons of raw material delivered and get from our suppliers a progress roadmap. This topic is considered in our Supplier Selection decision. The maturity of our panel is quite low but with significant progress.



# NEOTISS REDUCES ITS ENVIRONMENTAL IMPACTS

Goal 1	Reducing environmental pressures at company sites
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Actions for 2025	Means over 2025	Achievements
France: Conduct an energy assessment and commit to a consumption reduction plan (e.g., natural gas) through financing +Equip the plant with a Building Management System (BMS)	Monitoring of the factory's BMS and implementation of a gas consumption monitoring indicator targeting a 15% reduction in consumption at mid term.	French factory has implemented monthly monitoring of the GTB for gas consumption
France: Define and apply eco-actions at the factory and office level (lighting, electricity)	Identify priority issues for the company's premises and the eco-friendly practices to be implemented.	Topics identified in priority: <ul style="list-style-type: none"><li>• Twilight switches have been implemented outside the plant</li><li>• Follow up of the water consumption per zone in order to assess the savings possibilities</li><li>• Compressed air leak in the shop floor of the plant: detection survey implemented since 2024 to identify and treat the leaks . Objective=reduce the consumption of 2000m3 , which will reduce our carbon footprint of 5t CO2 (0,25kg CO2/m3)</li></ul>




*It is with small gestures that we begin great actions*

# NEOTISS REDUCES ITS ENVIRONMENTAL IMPACTS

## Goal 2


### Eco-design all of our products

Actions for 2025	Means over 2025	Achievements
Group: During HTRI assessments for our clients, use the carbon footprint module to provide an additional differentiating criteria in the different design options proposed (which takes into account energy efficiency and compactness criteria)	Train ourselves in the use of the HTRI carbon footprint module in S2 2025	Planned in S2 2025
France: Confirm the replacement of CO2 laser equipment with fiber lasers on line 12 in 2026, eliminating hydrogen consumption	Obtain an economic/ecological return from line 3 	Laser line 3 study completed. The switch to fiber laser allows an 80% reduction in dissipated power, the amount of hydrogen used to cool the part after welding is also reduced by 80% According to the study in AMJE book 1, the power consumption of a CO2 laser is 88.7 Mwh/year and this drops to 18.7 Mwh/year with fiber laser

# NEOTISS REDUCES ITS ENVIRONMENTAL IMPACTS

Goal 3

Develop a sustainable purchasing policy (1/2)

Actions for 2025	Means over 2025	Achievements
<p>France: Review the purchasing policy (integration of criterias on raw materials, recycling rate)</p> <div><p>SUSTAINABLE PURCHASING</p></div>	<ul style="list-style-type: none"><li>• Develop a benchmark to rate suppliers based on their CSR performance: Raw Material Supplier Database (Professional tool or Excel spreadsheet to be determined)</li><li>• Review the supplier selection process to incorporate the impact of the purchased product as well as the supplier's carbon commitment: Update the Supplier Selection Sheet</li></ul>	<p>FOCUS 2025 on raw materials:</p> <ul style="list-style-type: none"><li>• Environmental impact questionnaires completed for raw materials</li><li>• Questionnaires sent to 100% of suppliers (half of them already replied and the other have been re-contacted)</li><li>• Targets to be reviewed after compiling the inventory S2 2025</li><li>• Supplier selection process: adjustment in progress. CSR criteria will be integrated.</li></ul>
<p>France: Promote recycled incorporation rates in calls for projects</p>	<p>Request from suppliers to precise in their technical offers the percentage of recycled material</p>	<p>Process will be integrated for the next requests for quotation in S2 2025</p>

Mid-term objective with our European suppliers:

to move from 85% recycled stainless steel  
to 90% recycled stainless steel  
on a majority of grades by end 2028





# NEOTISS REDUCES ITS ENVIRONMENTAL IMPACTS

Goal 3

Develop a sustainable purchasing policy (2/2)

Actions for 2025	Means over 2025	Achievements
<p>France: Formalize an environmental policy on transport: use of rail, type of maritime flow, certified carrier, etc.</p> <div><p>SUSTAINABLE PURCHASING</p></div>	<ul style="list-style-type: none"><li>• Identify the different options</li><li>• Evaluate transportation needs in terms of volume, weight, distance, and timeframes.</li><li>• Request and compare quotes.</li><li>• Recommend the approach to your suppliers and highlight it in your communications.</li></ul>	<p>In progress : Action towards our transportation and logistics suppliers to seek for label “objective CO2” and evaluate associated rates.</p>
	<ul style="list-style-type: none"><li>• Study for carriers the breakdown of freight for road and rail. Observe whether other routes are possible that would lengthen rail while shortening road.</li></ul>	<p>After analysis, the kind of transportation is driven by the supplier / customer / project: mainly trucks (for projects within Europe) or sea (for transportation outside Europe).</p> <p>Therefore, our options are limited and rail cannot be considered for delivering our customers.</p> <p>However, rail option is studied for the purchase of raw material (titanium) from Asia. This will be further investigated over S2 2025 for some suppliers.</p>



# SO CIAL

A woman with curly hair, wearing a bright blue blouse and a dark skirt, stands in the center of the frame, smiling and gesturing with her hands as if in conversation. She holds a black folder or book under her left arm. To her left, two men are seated at a desk. The man in the foreground has a beard and is wearing a dark blue shirt and tan trousers. The man behind him has short brown hair and is wearing a checkered shirt. They are both looking towards the woman. On the right side of the frame, the back of a woman's head and shoulders are visible as she sits at a desk with a computer monitor. The background is a bright, modern office space with several desks, computer monitors, and a wall covered with numerous small, colorful photographs or posters. The overall atmosphere is professional and collaborative.








# Neotiss cares about the people

NEOTISS is committed to its people (and vice versa):

1. Structure and develop career paths across the group
2. Offer a balanced working environment to our people

## Equal chances

Our HR policy promote the recruitment from the employment area and to give equal chances to all individuals.

	SAS	VLL	MOR	HYDR	NTC	Group
<b>Workforce demographics</b>						
Average age	43	43	70	41	41	42
Average seniority (years)	7	13	14	14	11	12
% Female employees	21%	25%	13%	3%	40%	25%
<b>HR efficiency / stability</b>						
Absenteeism rate	0,0%	5,0%	1,1%	7,0%	3,3%	3,8%
Turnover rate	0,0%	1,1%	14,3%	4,0%	4,6%	5,1%

## Ethics charter

From the very beginning and further reinforced in 2022 with the definition of our five core values, a strong Ethics Charter has been implemented across the Group. Ethics is a fundamental responsibility shared by all, at every level and in every country, without exception.

Our Charter covers key areas such as fraud prevention, protection of confidential information, respect for individuals, respect for suppliers, environmental responsibility, and the protection of whistleblowers. We actively promote a culture of openness, encouraging employees to raise genuine concerns without fear.

[https://neotiss.com/images/media/Social\\_Responsibility/Ethics\\_charter\\_Neotiss\\_ENG\\_v11022021.pdf](https://neotiss.com/images/media/Social_Responsibility/Ethics_charter_Neotiss_ENG_v11022021.pdf)

## Training Plan

Our policy is to prioritize internal promotion, which means providing training to ensure we have qualified personnel in every position. A succession plan is built.

For white-collar roles, our primary focus—particularly for the Sales and Innovation teams—is to strengthen expertise in heat transfer. The Neotiss Group also supports external academic training and makes use of work-study programs, depending on opportunities available in each country.

For blue-collar roles, a major priority is the development of multi-skilling and skills matrices.

Our 4 key operational positions are:

- Welding Line Pilot
- Finning
- Bending
- Non-Destructive Testing (NDT)

## Charity

Each year, our company supports a variety of impactful organizations. Through these donations, we reaffirm our commitment to solidarity, social responsibility, and meaningful community spirit.



# NEOTISS CARES ABOUT THE PEOPLE

## Goal 1

## Structure and develop career paths across the group 1/2

Actions for 2025	Means over 2025	Achievements
<p>France: Approach local organizations (France Travail, Montbard agglomeration, etc.) in order to offer programs facilitating access to employment within the area</p> 	<ul style="list-style-type: none"> <li>• Identify the company's needs in terms of employment and skills</li> <li>• Identify, contact, and meet with relevant local organizations such as France Travail Montbard and the Montbard metropolitan area</li> <li>• Prioritize the communication of job openings in the employment area: via the metropolitan area's notice boards for example</li> </ul>	<ul style="list-style-type: none"> <li>• Neotiss has organized meeting with local job seeker people in the context of job datings and visit of Neotiss site. This is a way to support the employment in the area and allowed us to recruit 3 new employees.</li> <li>• Local authorities have allowed Neotiss to communicate through it and promote local hiring</li> </ul>
<p>France: Know everyone's role</p>	<ul style="list-style-type: none"> <li>• Recruit a work-study or fixed-term contract responsible for mapping the jobs and skills of all Neotiss subsidiaries.</li> <li>• Create a mapping for each subsidiary.</li> <li>• Formalize the group's overall mapping.</li> <li>• Implement a GPEC (Forward-Looking Job and Skills Management Plan)</li> <li>• Analyze the gaps between mapping and Neotiss's job and skills needs.</li> <li>• Based on this analysis, launch a training, recruitment, retraining, or other plan to meet the identified needs.</li> </ul>	<p>In progress:</p> <ul style="list-style-type: none"> <li>• Priority on key positions (MOD) to be extended across the entire site</li> <li>• Talent mapping and succession planning for management committees</li> <li>• 100% positive responses to HR meeting requests following follow-up interview</li> </ul>



# NEOTISS CARES ABOUT THE PEOPLE

## Goal 1

## Structure and develop career paths across the group 2/2

Actions for 2025	Means over 2025	Achievements
France: Continuing education: train employees, in collaboration with local stakeholders, to increase their versatility	<ul style="list-style-type: none"> <li>• Define periods of reduced activity during which to provide training</li> <li>• Organize an internal hackathon to identify internal training courses to develop</li> <li>• Define the necessary job-specific training courses by position</li> <li>• Identify a training development tool- Produce the content for initial job-specific training</li> <li>• Structure a training process for all new employees</li> <li>• Offer to provide training to clients</li> </ul>	<p>Training week should be implemented on S2 2025</p> 
France: Facilitate the professional integration of vulnerable populations (people far from employment, people with disabilities, etc.).	<ul style="list-style-type: none"> <li>• Establish partnerships with local associations and/or organizations (ESAT for people with disabilities, etc.).</li> <li>• Publish job openings through specialized recruitment channels and partners.</li> <li>• Train managers and supervisors to support new employees.</li> <li>• Facilitate integration by offering training and induction activities.</li> <li>• Conduct regular monitoring and adjust actions as needed.</li> </ul>	<ul style="list-style-type: none"> <li>• Partnership with local associations already existing and reflection in progress for further development</li> <li>• Onboarding process currently being redesigned</li> <li>• “HR café sessions” are being introduced for managers to facilitate understanding of HR topics</li> </ul>

# NEOTISS CARES ABOUT THE PEOPLE

## Goal 2

## Offer a balanced working environment to our people

Actions for 2025	Means over 2025	Achievements
France: Capitalize on informal moments to offer regular training/awareness sessions (safety quarter-hour sessions, etc.)	<ul style="list-style-type: none"> <li>Weekly employee meeting at each shift change</li> <li>Health &amp; Safety questionnaire completed monthly and monitored by the HR</li> </ul>	<ul style="list-style-type: none"> <li>Meetings every Monday morning at production level</li> <li>The HSE audits conducted weekly (at different locations depending on the department) also include open questions for employees about their positions.</li> </ul>
France: Organize a 5-a-side (football) tournament with the neighboring company every 2 weeks	Appoint a volunteer to organize: Schedule bi-monthly slots fitting employees' schedules , Contact the neighboring company , Communicate with employees.	planned for S2 2025
France: Identify positions requiring heavy lifting	<ul style="list-style-type: none"> <li>Define heavy lifting criteria based on regulations</li> <li>List the company's workstations and identify those that require the lifting of heavy loads</li> <li>Observe and analyze the actual working conditions for each identified workstation</li> <li>Consult employees on tasks requiring the lifting of heavy loads and the difficulties encountered (fatigue, risks, accidents)</li> </ul>	<ul style="list-style-type: none"> <li>The identified positions are the checkout for certain lines</li> <li>Employees have been consulted through audits.</li> <li>Neotiss France therefore decided to invest in two forklifts.</li> </ul>





# CSR & Opera tional Excell ence

# Neotiss relies on CSR to strengthen operational excellence

NEOTISS is committed to long-term and sustainable development, therefore:

1. Economic Performance is our First Responsibility, We are committed to develop our entities, positively impact our environment, and fulfilling our tax obligations.
2. Excellence is a transversal pillar that underpins our entire CSR approach. It drives our efforts across all areas, ensuring ambition and continuous improvement.

## New process implemented

Since 2022, we have implemented best of breed of process to improve such as : QRQC, S&OP, Project Management, Lean Manufacturing...



## Capex for Safety and Quality

In 3 years, **more than 1M€** have been spent on safety and quality.

Year	OU	What	K€
2023	NTC	EHS actions on Auto + power	148
2023	VLL	Open space creation (offices and Lab)	134
2024	NTC	Ammonia system, Gas tank, smook detection, hydrogen	22
2024	NTC	Ground, forklift, typhoon	55
2024	MOR	Non Destructive test improvements	61
2024	VLL	Safety capex (forklift, height protection,...)	54
2024	VLL	Replacement of UT supervision, mixer, polishing machine	51
2024	NTC	Industry 4.0 on Power Line and Auto	40
2025	NTC	Industry 4.0 on Power Line and Auto	38
2025	MOR	Industry 4.0 on Mill 1 and 4	50
2025	MOR	Electronic Door Locks, general and safety zone	99
2025	MOR	Security Surveillance System	46
2025	NTC	EHS	30
2025	NTC	Full traceability of tube	47
2025	VLL	General improvements	20
2025	VLL	Safety on production lines	60
2025	VLL	Roof safety	35

## Roadmaps

In order to continue to progress in maturity and excellence, our roadmaps are reviewed as part of our STRAP process. We are supported by our customers, and we also benefit from the French Nuclear Association GIFEN. As a key supplier of EDF, we are selected in their Supplier Development Program and committed to their Excell Plan.

Our **Industry 4.0** Program develop worldwide will contribute to the efficiency of production processes through smart automation and real-time data analytics. It also fosters innovation by integrating advanced technologies on our lines.



## Neotiss Certifications

Neotiss' certifications reflect our **long-standing commitment to operational excellence**, respect for our people and safety, and responsibility regarding the environment

All Operational Units are **ISO certified** and more.

Site and certifying body	Quality management ISO 9001:2015		Environmental management ISO 14001:2015		Health & safety ISO 45001:2018		Automotive quality IATF 16949:2016	
	Country	OU	Country	OU	Country	OU	Country	OU
AFNOR <sup>(1)</sup>	FR	VLL	FR	VLL	FR	VLL	FR	NTC
	FR	Auto & Aero	FR	NTC	FR	NTC	FR	HYD
	FR	HYD	FR		FR		FR	
	FR	MOR	FR		FR		FR	
URS <sup>(2)</sup>	FR	NTC						
TÜV SÜD <sup>(3)</sup>	FR							
BV <sup>(4)</sup>	FR							

# NEOTISS RELIES ON CSR TO STRENGTHEN OPERATIONAL EXCELLENCE

## Goal 1

## Engage in a sustainable CSR approach 1/2

Actions for 2025	Means over 2025	Achievements
Group: Develop an internal organization on CSR: Permanent CSR Committee (formalized organization chart)	<ul style="list-style-type: none"> <li>• Appoint a member of management as a "Sponsor" of the CSR strategy</li> <li>• Create CSR Committee</li> <li>• Include Directors &amp; Managers in the CSR Committee</li> <li>• On a voluntary basis, invite key employees (with strong awareness of the issue, staff representative, etc.) to join the CSR Comitee</li> <li>• Allocate the necessary time in the CSR committee members' schedules to structure the CSR approach</li> <li>• Plan to adapt the job descriptions of the people involved to reflect the implementation</li> </ul>	<p>Neotiss SAS:</p> <ul style="list-style-type: none"> <li>• Legal Director as the sponsor.</li> <li>• Establishment of the CSR Committee comprising Directors &amp; Managers of corporate and French subsidiary involved in sustainability. All were volunteers!</li> </ul> <p>Neotiss France: Under discussion at the level of Neotiss France and its stakeholders</p> <p>Job descriptions to be adjusted</p>
Group: Organize quarterly CSR Steering Committee meetings with an agenda and objective adapted to each one	<ul style="list-style-type: none"> <li>• Define a quarterly meeting schedule for the CSR steering committee to:</li> <li>• Identify and share new CSR topics and solutions</li> <li>• Develop and monitor the progress of the personalized CSR action plan</li> <li>• Track the achievement of objectives and define the next steps</li> </ul>	Planning and organization established at Corporate level



# NEOTISS RELIES ON CSR TO STRENGTHEN OPERATIONAL EXCELLENCE

## Goal 1

## Engage in a sustainable CSR approach 2/2

Actions for 2025	Means over 2025	Achievements
France: Share the company's values, vision and objectives in job offers and/or on recruitment platforms	<ul style="list-style-type: none"> <li>• Formalize the company's values, vision, and objectives</li> <li>• Communicate the values, vision, and objectives defined internally through postings and announcements</li> <li>• Update job postings to reflect the company's values, vision, and objectives</li> </ul>	Realized over 2025



We realized that our people are very committed to make Neotiss grow in sustainability.

This is not just another task, but a real team challenge that means a lot to each of us.



Now that we have started to launch such organization in France we wish to spread it over the whole group!

# NEOTISS RELIES ON CSR TO STRENGTHEN OPERATIONAL EXCELLENCE

Goal 2	Strengthening the link with the territory
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Actions for 2025	Means over 2025	Achievements
France: Participate in the economic, tourist and ecological development of the basin: "Green Valley"	UIMM Partnership and Integration in Metal Valley	Discussions in progress





