



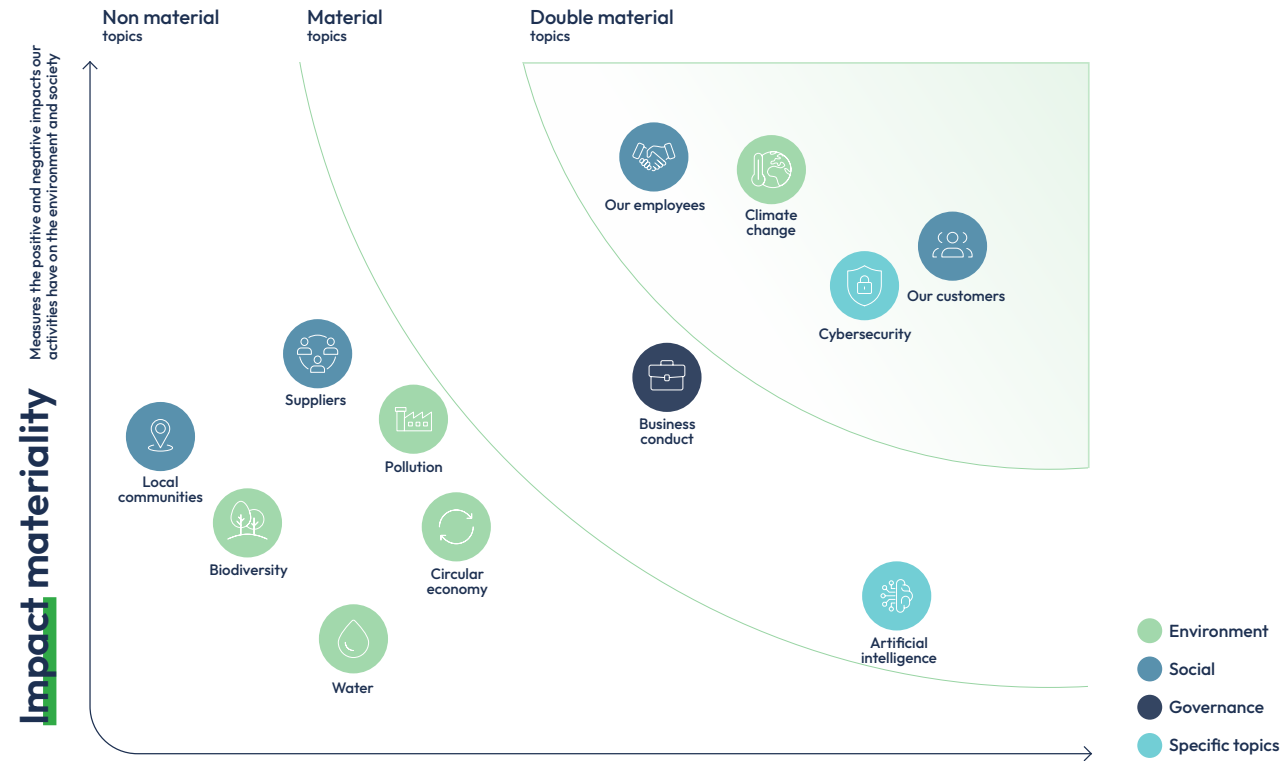
# Our 2025 | non-financial report

## TOWARDS A VOLUNTARY AND EVOLVING SUSTAINABILITY REPORT

Although this report is no longer subject to the NFRD framework (DPEF – Article L225-102-1), the Group has chosen to maintain voluntary non-financial reporting. For this financial year, Apave has retained its existing Key Performance Indicators and its standard reporting structure to ensure continuity in measuring its commitments and consistency with the objectives of the **2022–2025 strategic plan**. This transition year prepares the Group for the publication of a voluntary sustainability report aligned with the CSRD directive and European standards (ESRS).

## DRIVING STRATEGY THROUGH DOUBLE MATERIALITY ANALYSIS (DMA)

In preparation for this shift, the Group conducted its first Double Materiality Analysis in 2025. This voluntary initiative engaged a wide range of stakeholders—including employees, customers, and suppliers—to identify priority issues. This approach allows the Apave Group to prioritise its key challenges by cross-referencing the impact of its activities on its ecosystem with the influence of sustainability issues on its economic performance. This analysis now enables better risk management and helps seize opportunities related to social and environmental challenges. The results of this work are summarised in a double materiality matrix.



The primary findings of this materiality assessment have identified six material topics for the Group and reinforce the relevance of its sustainability strategy. The resulting **double materiality matrix** highlights:

- **Confirmation of fundamentals:** issues related to climate change, our employees, customer relations, and business ethics (three of which are identified as “double material”) confirm the relevance of current strategic pillars.
- **Emerging challenges:** the analysis highlights the importance of two specific

issues: cybersecurity and artificial intelligence (one of which is double material). While these topics are not yet subject to dedicated reporting this year, they are already integrated into strategic planning and will be fully addressed from the next financial year.

These priorities will henceforth guide both strategy and reporting, ensuring that the Group's actions remain aligned with the challenges of its environment.

PILLARS	MATERIAL TOPICS	KEY INDICATORS	SUSTAINABLE DEVELOPMENT GOALS (SDG)
<b>Committed to the health and safety of our employees</b>	Our employees	Work-related accident frequency and severity rates	SDG 3 SDG 8
<b>Committed to providing training on sustainable transitions to 100% of our employees and making them active players</b>	Our employees	% of employees having completed the two mandatory modules: ‘Great Climate System’ and ‘Low-Carbon Transition’	SDG 4 SDG 8 SDG 13
<b>Committed to decarbonising our activities</b>	Climate Change	<ul style="list-style-type: none"> <li>• Total GHG emissions (ktCO<sub>2</sub>e)</li> <li>• Reduction (in % vs 2022) in absolute GHG emissions (Scopes 1, 2, and 3)</li> </ul>	SDG 7 SDG 13
		<ul style="list-style-type: none"> <li>• Carbon intensity, Scopes 1, 2, and 3 (tCO<sub>2</sub>e/€M Revenue)</li> <li>• Reduction (in % vs 2022) in carbon intensity, Scopes 1, 2, and 3 (tCO<sub>2</sub>e/€M revenue)</li> </ul>	SDG 7 SDG 13
		<ul style="list-style-type: none"> <li>• Electricity consumption (MWh / €M revenue)</li> <li>• Reduction (in % vs 2022) in electricity consumption (MWh / €M revenue)</li> </ul>	SDG 7 SDG 13
<b>Committed to equality, inclusion, and the development of all our employees</b>	Our employees	% of women in management positions	SDG 5
		Number of training hours per employee	SDG 4 SDG 8
	Business Conduct	<ul style="list-style-type: none"> <li>• % deployment of ‘Ethics and anti-corruption’ training (subsidiaries)</li> <li>• % deployment of ‘Ethics and anti-corruption’ training (employees)</li> </ul>	SDG 16
<b>Committed to working alongside our customers to help them make a success of their own sustainable transitions</b>	Our customers	<ul style="list-style-type: none"> <li>• Apave ‘Green &amp; Social’ revenue</li> <li>• Apave ‘Green &amp; Social’ revenue growth</li> </ul>	SDG 4 SDG 8 SDG 9 SDG 13



### Work-related accident frequency rate

	2022	2023	2024	2025	2025 TARGET
<b>2022 consolidation scope</b>	5.12	5.18	3.92	4.42	< 3
<b>Annual consolidation scope</b>	5.12	5.18	3.47	3.88	

### Work-related accident severity rate

	2022	2023	2024	2025	2025 TARGET
<b>2022 consolidation scope</b>	0.18	0.25	0.25	0.24	< 0.15
<b>Annual consolidation scope</b>	0.18	0.25	0.22	0.21	

### COMMITTED TO THE HEALTH AND SAFETY OF OUR EMPLOYEES

Safety is an absolute priority for Apave. Whether travelling, working at client sites, or based at the company's own premises, our employees apply the "Safety at Work" principles and practices defined by the Group. This framework helps to foster a rigorous safety culture based on an operational approach and a commitment to continuous improvement.

On a like-for-like basis, the Group Frequency Rate improved, decreasing from 5.12 to 4.42. More active engagement around the Group's

"4 Safety Reflexes" has helped re-establish operational principles regarding vigilance and workplace safety standards. It is also worth noting the very strong mobilisation in recent years regarding the onboarding of new arrivals—whether through recruitment or the integration of employees from newly acquired entities—enabling the rapid adoption of correct safety habits.

The progression of this same indicator based on the Group's annual scope highlights the accretive effect of the entities that joined the Group through external growth between 2022 and 2025.

### 2026 ACTION PLAN

#### OZA Culture (Objective: Zero Accidents)

- ▶ Continuation and reinforcement of Management Safety Visits and safety briefings (toolbox talks).
- ▶ Signature of the "Safety Commitments" charter by every manager, ensuring best practices are shared across their teams.
- ▶ Maintaining the "4 Safety Behaviours" framework, applicable across all global operations.

#### Onboarding and Mentoring

- ▶ Introduction of a specific Safety Induction and mentoring programme, focused on the actual risks faced by new hires.
- ▶ Ongoing mentoring initiatives to encourage the transfer and retention of skills across all generations within the company.

#### Road Risk: a top priority

- ▶ Implementation of specific support measures for the most exposed populations (France scope).
- ▶ An international awareness and engagement campaign held during Safety Month (April).

#### QHSE Steering and Management

- ▶ Expansion of the Integrated Management System (IMS) to steer and monitor QHSE (Quality, Health, Safety, and Environment) performance.

For further details on the Group's commitments, please see p. 100 (of the Integrated Report).

### COMMITTED TO PROVIDING TRAINING ON SUSTAINABLE TRANSITIONS TO 100% OF OUR EMPLOYEES AND MAKING THEM ACTIVE PLAYERS

**Understanding in order to act:** this is the fundamental principle Apave has rolled out to its employees. This approach aims to foster a global awareness of sustainable transition challenges while identifying concrete levers for action to address them effectively.

Launched at the end of 2023, the two mandatory training modules on climate change have been completed by nearly 9,000 employees. Although the 100% target has not yet been reached, we view this result as very positive—particularly in France, where participation rates approached 80% (79.3% for the ASA/AEF/AICF divisions).

While the integration of new entities has impacted the overall participation rate, the underlying trend remains positive.

Employees appreciate the cross-functional perspective and the clarity of the training content. This is reflected in feedback such as: « *it is very well produced; the content is clear and it provides a strong understanding of the challenges involved.* »

### % of employees having completed the two mandatory modules: 'The Great Climate System' and 'Low-Carbon Transition'

(%)	2022	2023	2024	2025	2025 TARGET
<b>2022 consolidation scope</b>	Launch Q4 2023	13	58	61	100
<b>Annual consolidation scope</b>	Launch Q4 2023	13	52	56	

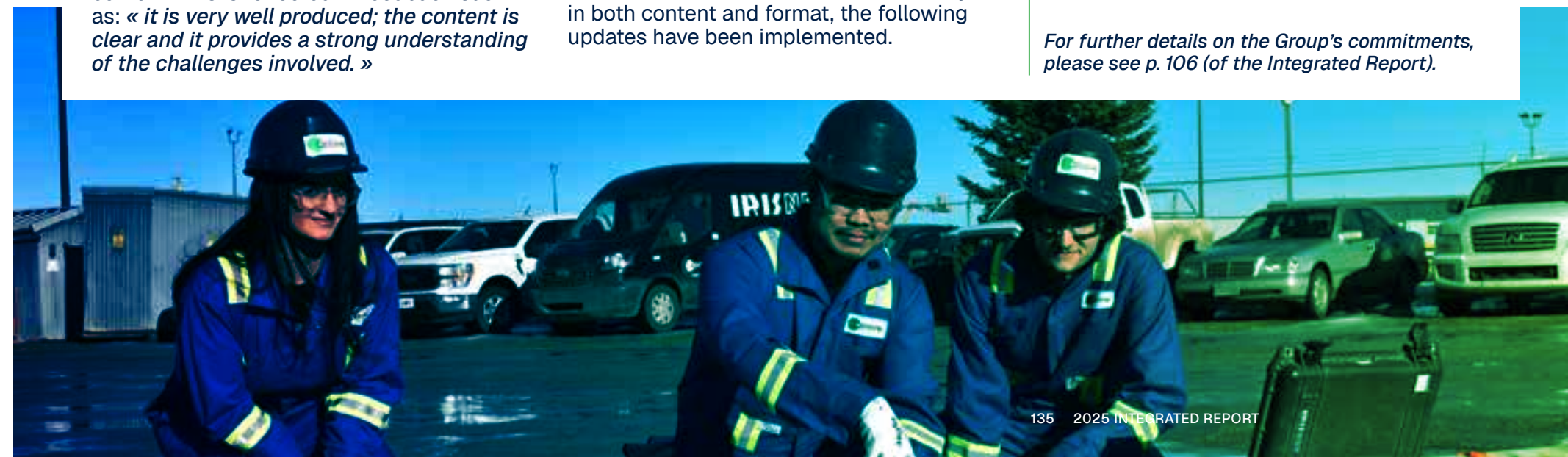
### 2026 ACTION PLAN

Given the positive feedback from a majority of employees, Apave has confirmed its commitment to continuing sustainability training through its dedicated school: Apave Climate School.

Consequently, a new module will be offered each year, designed to be completed during working hours, either individually or as a team. To ensure maximum accessibility in both content and format, the following updates have been implemented.

- ▶ Content focused on the practical application of sustainability within the business environment.
- ▶ Mandatory training integrated into the onboarding process as a foundational introduction to sustainability.
- ▶ Continuation of the communication plan.
- ▶ Reinforced management engagement to drive participation rates.

For further details on the Group's commitments, please see p. 106 (of the Integrated Report).



**COMMITTED TO DECARBONISING OUR ACTIVITIES**

**Measure, manage, and act:** Apave is concretely committed to reducing the carbon footprint associated with the Group's activities. This commitment is demonstrated through the rigorous roll-out of a decarbonisation roadmap dedicated to mitigating the organisation's environmental impact.

Since 2022, the Apave Group has conducted a comprehensive GHG assessment in compliance with the GHG Protocol, measuring Scopes 1, 2, and 3 across the following emission categories:

- 1-1: Direct emissions from stationary combustion sources
- 1-2: Direct emissions from mobile combustion sources
- 1-4: Direct fugitive emissions
- 2-1: Indirect emissions from electricity consumption – Location-Based
- 2-1: Indirect emissions from electricity consumption – Market-Based
- 2-2: Indirect emissions from steam, heat, or cooling consumption
- 3-1: Purchased goods and services
- 3-2: Capital goods
- 3-3: Fuel- and energy-related emissions
- 3-5: Waste generated in operations
- 3-6: Business travel
- 3-7: Employee commuting

The methodology used for this GHG assessment is validated annually by an independent third party which, alongside audits and detailed testing, confirms the reliability and consistency of the results.

Each year, the Apave Group strengthens the reliability of its carbon assessment. By prioritising actual data over spend-based estimates, the Group ensures full transparency regarding the tangible impact of its actions. This approach is supported by a governance framework updated annually according to the following principles.

- ▶ **Scope:** definition of relevant entities and appointment of Data Owners.
- ▶ **Capacity building:** raising awareness

among contributors regarding GHG Protocol requirements and collection methods.

- ▶ **Collection & verification:** retrieval, critical review, and consolidation of raw data.
- ▶ **Analysis:** Calculation of emissions by category and reporting back to entities to launch or continue action plans.

The 2025 GHG assessment is presented using two scopes:

- ▶ 2022 consolidation scope, which allows for the monitoring and measurement of ongoing efforts;
- ▶ annual consolidation scope, which reflects the sustained external growth momentum the Group has pursued since late 2020.

**Total GHG emissions ktCO<sub>2</sub>e and reduction (in % vs 2022) in absolute GHG emissions (Scopes 1, 2, and 3)**

(ktCO <sub>2</sub> )	2022	2023	2024	2025	2025 TARGET
<b>2022 consolidation scope</b>	84.0	79.6	76.6	77.1	< 79.8
<b>Reduction (%) vs 2022</b>		-5%	-9%	-8%	-5%
<b>Annual consolidation scope</b> (annual perimeter)	84.0	79.6	90.7	91.6	
<b>Reduction (%) vs 2022</b>		-5%	+8%	+9%	

**ANALYSIS OF THE 2022 CONSOLIDATION SCOPE**

On a like-for-like basis, CO<sub>2</sub>e emissions decreased by 8% between 2022 and 2025. Although a negligible increase (less than 1%) was observed between 2024 and 2025, this remains marginal and falls within the margin of uncertainty related to emission factors and input data precision.

The reduction in emissions between 2022 and 2025 is driven by several factors:

- ▶ the decrease in our GHG emissions is based on a dual dynamic: a concrete reduction in our consumption and the continuous improvement of our calculation methodology;
- ▶ a major milestone has been reached in the accuracy of the assessment by prioritising physical data (kilometres, litres) over spend-based ratios. Indeed, the commitment of internal stakeholders has made it possible to reduce estimates: missing data, which represented 7% of revenue in 2024, was reduced to 0.4% in 2025. Concurrently, more precise databases for energy were utilised, alongside a methodological change regarding refrigerants. Previously, between 2022 and 2024, the calculation of GHG emissions for refrigerants was based on total purchases of these fluids. However, as these fluids are used in a closed-loop system, only leaks should be included in the emissions cal-

culatation. This explains the significant drop in refrigerant-related emissions observed between 2024 and 2025.

Nevertheless, certain emission categories showed an increase between 2022 and 2025, primarily driven by the following:

- ▶ fuel consumption (Category 1-2): A 16% increase, correlated with the Group's strong organic growth over the period (approximately +20% in revenue);
- ▶ stationary combustion sources (Category 1-1): An increase mainly due to improved data completeness. The integration of new information sources, which were unavailable before 2025, now allows for more exhaustive reporting;
- ▶ purchased goods and services (Category 3-1): An increase of approximately 8% in CO<sub>2</sub>e emissions, resulting directly from the growth in business activities.

**ANALYSIS OF THE ANNUAL CONSOLIDATION SCOPE**

An increase in CO<sub>2</sub>e emissions was observed over the 2022–2025 period. This is logically explained by the Group's external growth strategy: between 2022 and 2025, the acquisition of several dozen entities naturally led to a significant rise in emissions, estimated at 9%. This should be viewed in the context of the Group's overall growth of 47% during the same period.



**Change (in % vs 2022) in carbon intensity (Scopes 1, 2, and 3) tCO<sub>2</sub>e/per €M revenue and per employee**

**2022 CONSOLIDATION SCOPE**

SCOPE 1+2+3	2022	2023	2024	2025	% 2025 vs 2022	CGAR*/yr
tCO <sub>2</sub> e/employee	6.6	6.2	5.8	5.7	-14%	-5%
tCO <sub>2</sub> e/€M revenue	83.0	72.6	66.5	63.8	-23%	-8%

SCOPE 1+2	2022	2023	2024	2025	% 2025 vs 2022	CGAR*/yr
tCO <sub>2</sub> e/per employee	2.2	2.3	2.2	2.2	-2%	0%
tCO <sub>2</sub> e/€M revenue	28.0	27.0	25.6	24.6	-12%	-4%

SCOPE 3	2022	2023	2024	2025	% 2025 vs 2022	CGAR*/yr
tCO <sub>2</sub> e/employee	4.4	3.9	3.6	3.5	-21%	-7%
tCO <sub>2</sub> e/€M revenue	55.0	45.6	40.9	39.2	-29%	-11%

\*Compound Annual Growth Rate

To better evaluate the impact of GHG emissions relative to the Group's activities, an intensity-based analysis has been conducted. This approach allows for the measurement of the impact of emissions across both organic and external growth.

**ANALYSIS**

The intensity results (tCO<sub>2</sub>e per employee or tCO<sub>2</sub>e per €M revenue) allow for the monitoring of CO<sub>2</sub>e emission trends in relation to the significant organic growth the Group experienced over the 2022–2025 period. Overall, a reduction in intensity per employee

and per unit of revenue was observed (decreasing by 14% and 23% respectively) across the entirety of Scopes 1, 2, and 3. This demonstrates that the Group's organic growth is decoupled from the increase in CO<sub>2</sub>e emissions, in contrast to the findings regarding gross emissions. Furthermore, this trend remains consistent when the intensities for Scopes 1+2 and Scope 3 are analysed separately.

On a like-for-like basis, the combined decrease in these two indicators confirms that business growth does not result in a proportional increase in emissions.



**ANNUAL CONSOLIDATION SCOPE**

SCOPE 1+2+3	2022	2023	2024	2025	% 2025 vs 2022	CGAR*/yr
tCO <sub>2</sub> e/employee	6.6	6.2	6.0	5.7	-13%	-5%
tCO <sub>2</sub> e/€M revenue	83.0	72.6	67.2	61.6	-26%	-10%

SCOPE 1+2	2022	2023	2024	2025	% 2025 vs 2022	CGAR*/yr
tCO <sub>2</sub> e/employee	2.2	2.3	2.2	2.1	-6%	-2%
tCO <sub>2</sub> e/€M revenue	28.0	27.0	24.5	22.6	-19%	-7%

SCOPE 3	2022	2023	2024	2025	% 2025 vs 2022	CGAR*/yr
tCO <sub>2</sub> e/employee	4.4	3.9	3.8	3.6	-17%	-7%
tCO <sub>2</sub> e/€M revenue	55.0	45.6	42.6	39.1	-29%	-11%

\*Compound Annual Growth Rate

**ANALYSIS**

The analysis of CO<sub>2</sub>e emission intensity, including the acquisitions made during the 2022–2025 period, also confirms a downward trend. Consequently, the acceleration of the Group's external growth does not result in a rise in emissions; on the contrary, it is accompanied by a reduction in carbon intensity.

The data confirms a robust decarbonisation trajectory. Carbon intensity relative to revenue recorded a notable decrease of 26% between 2022 and 2025, while intensity per employee decreased by 13%.



### COMPARISON: 2022 consolidation scope vs. annual consolidation scope

INDICATOR	2022 CONSOLIDATION SCOPE	ANNUAL CONSOLIDATION SCOPE (with acquisitions)	VARIANCE / OBSERVATION
Intensity per employee	5.7 tCO <sub>2</sub> e	5.7 tCO <sub>2</sub> e	Identical. The increase in the number of employees has not reduced the intensity.
Intensity per €M revenue	63.8 tCO <sub>2</sub> e	61.6 tCO <sub>2</sub> e	Stronger in actual terms (-3%). The global scope is outperforming the historic scope alone.

### Electricity consumption in MWh/€M revenue

(MWh/€M revenue)	2022	2023	2024	2025	2025 TARGET
2022 consolidation scope	19.9	14.8	12.3	10.9	< 18.9 (-5%)
Annual consolidation scope	19.9	14.8	11.9	11.7	

The electricity consumption indicator is used to manage the effectiveness of the action plans implemented across the Group. It highlights the impact of both optimisation measures (real estate, behaviour) and the decarbonisation of the energy mix (photovoltaic panels), while demonstrating the increasing energy sobriety of our sites. A marked downward trend is visible across both rows of the table between 2022 and 2025:

► **2022 consolidation scope:** the figures dropped from 19.9 to 10.9 (a decrease of approximately 45%). This positive trend demonstrates the effectiveness of the numerous actions led by our teams: a wide range of initiatives, the increasing buy-in from employees and management, and the significant mobilisation of the Real Estate and Procurement teams.

► **Annual consolidation scope:** the figures also show a decrease, falling from 19.9 to 11.7 (a reduction of approximately 41%).

#### 2026 ACTION PLAN

- Increase real-time monitoring of consumption to establish it as a daily operational indicator for Apave Group managers.
- Measure the impact of actions on the decarbonisation trajectory (particularly regarding the new fleet policy and electric vehicles).
- Focus on the procurement stream and supplier engagement.
- Prepare the SBTi (Science Based Targets initiative) trajectory for the Group.



### COMMITTED TO EQUALITY, INCLUSION, AND THE DEVELOPMENT OF ALL OUR EMPLOYEES

To build a sustainable future, Apave relies on teams whose diversity and complementary expertise constitute a fundamental asset. This collective strength is nurtured through continuous investment in training, ensuring the ongoing update of technical skills and supporting professional career paths in the face of tomorrow's challenges.

#### Diversity and Inclusion

Convinced that gender balance is a lever for sustainable performance and human capital, the Group is acting with determination to increase the representation of women in its technical and management roles. We are intervening at every stage of the professional journey, from schools to internal promotion. The Group is continuing its multi-year initiatives to increase the number of women in managerial positions, which has enabled the Group's historic entities—particularly in France—to achieve their 2025 targets. For entities integrated more recently, which often come from sectors or geographies that are less advanced in terms of gender balance, action plans are currently being rolled out.

#### % of women in management positions

(%)	2022	2023	2024	2025	2025 TARGET
2022 consolidation scope	23.4	24.6	25.4	27.2	27
Annual consolidation scope	23.4	24.6	25.2	26.5	

Although results are taking longer to materialise, the commitment to change remains steadfast.

Apave is deploying an ambitious action plan to promote gender balance within its management. This commitment is supported by a professional equality agreement applicable in France, a targeted action plan in Spain (*Plan de Igualdad*), and focused awareness campaigns, particularly those combating sexism and discrimination. To durably transform its culture, the Group is taking proactive steps to enable women to access management positions, placing equity at the heart of its priorities: recruitment, promotion, training, and remuneration. Key actions in 2025 included:

- systematic implementation of gender-balanced shortlists for every promotion or recruitment of the Group's key managers;
- training for recruitment stakeholders (recruiters and managers) on the importance of gender balance and the risks associated with cognitive bias;
- ensuring a balanced gender representation across all internal and external communication materials;
- detailed analysis and targeted salary adjustments for certain female employees within the France scope, allowing us to



confidently prepare for the application of the Pay Transparency Directive.

In 2025, the percentage of female managers rose by one point to reach 26.5%.

Furthermore, Apave achieved a score of 94/100 on the 2025 Equality Index (Apave Economic and Social Unit - France), with improved results in pay gaps.

- Pay gap: 39/40 (up from 38/40 in 2024)
- Individual pay rise gap: 20/20
- Promotion gap: 15/15
- Percentage of employees receiving a pay rise upon return from maternity leave: 15/15
- Number of employees of the under-represented sex among the 10 highest earners: 5/10

For further details on the Group's commitments, please see p. 108 (of the Integrated Report).

## 2026 ACTION PLAN

Under the new AMPLIFY strategic plan, the management of gender balance is evolving: the benchmark indicator will now focus on the proportion of women within the Group's total workforce. This approach aims to increase female representation across all teams to build a pipeline for the future gender balance of management. To maintain our momentum in increasing women in management—which remains a priority for Apave—the progress of our action plans will continue to be monitored with a clear commitment to promoting women into managerial roles.

The strategy is structured around several key pillars:

- ▶ continuation of the initiatives launched in 2025 to prepare future female managers;
- ▶ particular focus on remuneration in countries where the Pay Transparency Directive will be applicable;
- ▶ alignment of the gender balance policy with local and cultural contexts, as well as the sector-specific characteristics of each entity within the Group.



## Skills Development

### Number of training hours per employee

(hours)	2022	2023	2024	2025	2025 TARGET
<b>2022 consolidation scope</b>	27.5	26.8	21.7	24.1	> 20
<b>Annual consolidation scope</b>	27.5	26.8	23	22.2	

Apave continuously invests in the expertise of its employees to guarantee their proficiency and support their career progression. Following the training peaks of 2022 and 2023 (driven by tool launches, management training, and the development of onboarding modules), training volume has stabilised. However, it remains slightly above the target of 20 hours per year per employee, encompassing both technical (represents approximately 2/3 of all training) and cross-functional training. Through its internal organisation, Campus, the Group deploys a comprehensive offering that combines technical expertise, safety, and soft skills (management, CSR, ethics). This educational approach is complemented by on-the-job learning, a culture of mobility, and continuous feedback. To harmonise this momentum, a common skills framework has been structured around four priorities.

- ▶ Boosting training efforts by increasing the average number of hours per employee.
- ▶ Promoting voluntary development beyond mandatory training alone.
- ▶ Encouraging international openness through foreign language learning.
- ▶ Strengthening soft skills and interpersonal qualities, which are essential to the excellence of our professions.

*For further details on the Group's commitments, please see p. 120 (of the Integrated Report).*

## 2026 ACTION PLAN

Employee training remains a primary objective of the Group's 2026–2030 strategic plan, directly supporting its ambition to **“become a global leader in industrial and operational risk management, recognised for the excellence of its expertise.”**

Expertise at Apave is multi-faceted: it encompasses the technical expertise of our 12,000 engineers and technicians, as well as managerial, financial, customer relations, and commercial expertise. The training programme is also evolving to better balance the development of both technical “know-how” and interpersonal “soft skills.”

Consequently, for 2026, the objective is to build on the efforts of recent years according to the following principles:

- ▶ recurring technical training remains the priority for ensuring both technical and professional expertise;
- ▶ The integration of Artificial Intelligence—an increasingly important issue (as identified in the double materiality matrix)—is a major focus to support the evolution of professional practices;
- ▶ increasing the proportion of soft skills within training pathways to complement the technical foundation.

## Business ethics and anti-corruption

The Group reports a highly positive outcome with a 100% rollout rate for ethics and anti-corruption training, covering all subsidiaries and employees within the 2022 consolidation scope.

This success is driven by the momentum of the “Safety 360°” campaign launched in 2025, as well as several other initiatives led this year.

- ▶ Systematic integration of the ethics and anti-corruption training module into the onboarding process for all Group subsidiaries, available in multiple languages.
- ▶ Standardisation of the integration process for companies joined through external growth (including the appointment of a Director of Integrations) to ensure compliance with mandatory training.
- ▶ Rollout of an “Ethics and Anti-corruption” quiz to all employees.
- ▶ Improved reliability of workforce data, following an extensive census conducted across new entities and the Apave International division.

Employee buy-in is evidenced by a satisfaction score of 8.2/10, reflecting the high quality of the content.

For many years, the Apave Group has deployed a proactive global anti-corruption strategy. Its compliance programme is strictly aligned with the requirements of the Sapin II law and applies to all subsidiaries due to its extraterritorial reach. This framework is based on public documentation, accessible

### % deployment of ‘Ethics and anti-corruption’ training (subsidiaries)

(%)	2022	2023	2024	2025	2025 TARGET
<b>2022 consolidation scope</b>	77	80	86	100	100
<b>Annual consolidation scope</b>	77	80	90	98	

### % deployment of ‘Ethics and anti-corruption’ training (employees)

(%)	2022	2023	2024	2025	2025 TARGET
<b>2022 consolidation scope</b>	88	91	93	100	90
<b>Annual consolidation scope</b>	88	91	90	100	

to all third parties via the Group website, including:

- ▶ a Code of Ethics defining our core values;
- ▶ an Anti-corruption Code detailing our rules of conduct;
- ▶ a Whistleblowing Procedure ensuring the protection of whistleblowers. To guarantee efficiency and transparency;
- ▶ the entire programme is subject to an annual audit by an Independent Third-Party Body (ITPB).

In 2025, 5 audits and 32 investigations were conducted. For further details regarding the Group's anti-corruption commitments, please refer to the “Vigilance Plan” section.

*For further details on the Group's commitments, please see p. 126 (of the Integrated Report).*

## 2026 ACTION PLAN

For 2026, the objective is to consolidate the excellent results achieved to date and to harmonise practices across the entire Group.

- ▶ Continued integration of new entities to ensure the application of ethical standards throughout the entire scope.
- ▶ Finalisation of the multilingual rollout of the onboarding process to cover 100% of employees, regardless of their geographical location.
- ▶ Redesign of the “Ethics and Anti-corruption” training module to provide updated, dynamic content that aligns with current challenges.
- ▶ Rollout of specific codes of conduct and training for Apave North America, tailored to local business and HR requirements.



**COMMITTED TO WORKING ALONGSIDE OUR CUSTOMERS TO HELP THEM MAKE A SUCCESS OF THEIR OWN SUSTAINABLE TRANSITIONS**

In response to the accelerating challenges of the ecological, climate, energy, and digital transitions, new risks are emerging that demand rigorous identification, prevention, and management. The Apave **Green&Social** range of services embodies this ambition. Apave is continually strengthening its expertise and know-how in key areas such as the environment, occupational health and safety, climate and decarbonisation, as well as specific topics like sustainability reporting (CSR).

**Green & Social**

(€M)	2022	2023	2024	2025	2025 TARGET
<b>Green&amp;Social revenue</b> (annual consolidation scope)	228	303	434	505	Growth equal to or greater than the Group's organic growth (achieved).

**RESULTS FOR ALL SOCIAL AND ENVIRONMENTAL INDICATORS**

INDICATORS	SCOPE	2022 RESULTS	2025 RESULTS (2022 consolidation scope)	2025 RESULTS (2025 consolidation scope)
<b>Committed to the health and safety of our employees</b>				
Accident Frequency Rate	Group	5.12	4.42	3.88
Accident Severity Rate	Group	0.18	0.24	0.21
Safety training hours per employee	Group	5.71	5.72	5.06
Number of ISO 45001 certified Apave sites	Group	133	125	143
<b>Committed to providing training on sustainable transitions to 100% of our employees and making them active players</b>				
% of employees having completed the two mandatory modules: "The Great Climate Systems" and "Low-Carbon Transition"	Group	Rollout: Q4 2023	61%	56%
Number of people trained in Responsible Driving during the year	Apave SA, Apave Exploitation France, and Apave Infrastructures et Construction France Divisions	479	412	412
<b>Committed to decarbonising our activities</b>				
Total GHG emissions (ktCO <sub>2</sub> e)	Group	84.0	77.1	91.6
Reduction (in % vs 2022) in absolute GHG emissions (Scopes 1, 2, and 3)	Group		-8%	9%
Carbon intensity (Scopes 1, 2, and 3) in tCO <sub>2</sub> e / €M revenue	Group	83	63.8	61.6
Change (in % vs 2022) in carbon intensity (Scopes 1, 2, and 3) in tCO <sub>2</sub> e / €M revenue	Group		-23%	-26%
Electricity consumption in MWh / €M revenue	Group	19.9	10.9	11.7
Reduction (in % vs 2022) in electricity consumption in MWh/€M revenue	Group		-45%	-41%
Total Scope 1 GHG emissions (ktCO <sub>2</sub> e)	Group	25.2	28.6	31.0
Total Scope 2 GHG emissions (ktCO <sub>2</sub> e)	Group	3.2	1.2	2.6
Total Scope 3 GHG emissions (ktCO <sub>2</sub> e)	Group	55.6	47.3	58.0
Carbon intensity, Scopes 1 & 2 (tCO <sub>2</sub> e / €M revenue)	Group	28.0	24.6	22.6
Carbon intensity, Scope 3 (tCO <sub>2</sub> e / €M revenue)	Group	55.0	39.2	39.1
Carbon intensity, Scopes 1, 2, and 3 (tCO <sub>2</sub> e / employee)	Group	6.6	5.7	5.7
Gas consumption / revenue (MWh/€M)	Group	6.2	5.3	4.6
Fuel consumption / revenue (litres/€k)	Group	9.1	9.4	8.2
Low-emission vehicles (Crit'Air 0 or 1 categories)	France	10%	83%	83%
EcoVadis supplier ratings (Gold or Platinum within Top 123)	France	22%	54%	54%

## RESULTS FOR ALL SOCIAL AND ENVIRONMENTAL INDICATORS

INDICATORS	SCOPE	2022 RESULTS	2025 RESULTS (2022 consolidation scope)	2025 RESULTS (2025 consolidation scope)
<b>Committed to gender equality and the development of all our employees</b>				
Average number of training hours per employee (hrs/employee)	Group	27.5	24.1	22.2
% of women in management positions	Group	23.4%	27.2%	26.5%
% of deployment of "Ethics and anti-corruption" training (subsidiaries)	Group	77%	100%	98%
% of deployment of "Ethics and anti-corruption" training (employees)	Group	88%	100%	100%
% of employees having completed the "Ethics and anti-corruption" training	Group	n/d	87%	81%
"SpeakUp" engagement rate	Group	50 %	n/a (biennial campaign)	n/a (biennial campaign)
Gender Equality Index	ESU	93	94	94
Proportion of women on the Executive Committee	Group	30.0%	27.3%	27.3%
Proportion of women on the Group Board of Directors	Group	31.3%	33.3%	33.3%
% of employees with disabilities	Europe	2.6%	3.1%	3.0%
Workforce breakdown by seniority (% <6 years)	Group	52.9%	53.5%	55.5%
Workforce breakdown by seniority (% 6-15 years)	Group	22.6%	22.7%	22.8%
Workforce breakdown by seniority (% >15 years)	Group	24.6%	23.8%	21.7%
Workforce breakdown by age (% <35 years)	Group	31.4%	29.5%	30.7%
Workforce breakdown by age (% 35-55 years)	Group	54.1%	54.1%	53.6%
Workforce breakdown by age (% >55 years)	Group	14.5%	16.4%	15.7%
Workforce by gender (% female)	Group	26.7%	27.8%	26.8%
Percentage of permanent contracts	Group	87.7%	90.6%	90.6%
Average gross annual salary (€)	France	40'338	43'314	42'611
Absence rate	Group	2.04%	0.55%	0.47%
Employee turnover	Group	25%	12.5%	14.0%
Number of Health, Safety & Working Conditions Committee meetings	ESU	35	13	13
Number of meetings with Employee Representative Bodies	ESU	200	201	201

n/d : not defined  
n/a : not applicable  
ESU: Economic and Social Unit

## RESULTS FOR ALL SOCIAL AND ENVIRONMENTAL INDICATORS

INDICATORS	SCOPE	2022 RESULTS	2025 RESULTS (2022 consolidation scope)	2025 RESULTS (2025 consolidation scope)
Collective agreements signed	ESU	11	7	7
<b>List of collective agreements signed in 2025:</b>				
▶ Work-Life Balance Agreement within Apave ESU				
▶ Time Savings Account Agreement (Compte Épargne Temps) within Apave ESU				
▶ Professional Gender Equality and Anti-Discrimination Agreement within Apave ESU				
▶ Amendment No. 1 extending the Agreement on the Management of Jobs, Professional Career Paths, and Gender Diversity in the Workplace				
▶ Amendment No. 1 to the Profit-Sharing Agreement within the Apave Economic Interest Group (ESU) 2023-2025				
▶ Cost of Living Allowance Agreement (French Overseas Territories) within Apave ESU				
▶ Carer Support Agreement (Proches Aidants) within Apave ESU				
Number of apprentices for the year	France	377	536	544
Training revenue (€k)	Group	156,800	183,323	220,623
Number of employees trained in Fraud Risk (since 2021)	France	2,456	6,425	6,433
Number of students trained via the Apave Apprentice Training Centre (Camas)	Group	1,805	1,824	1,824
% of employees who received at least one training session during the year	ESU	82.9%	88.1%	88.1%
Training expenditure as a % of total payroll	France	4.38%	1.37%	1.37%
<b>Committed to supporting our clients in achieving their sustainable transitions</b>				
Apave "Green&Social" revenue (€M)	Group	228	n/d	505
Annual organic growth of Apave "Green&Social" revenue	Group		n/d	+9%
Growth in "Green&Social" revenue	Group		n/d	+16%
Number of new certification labels launched	Group	3	4	4
Number of Group-certified organisations	Group	278	3,377	3,377
Number of trainees trained	Group	415,000	501,178	652,178
Apave Certification revenue (€k)	Group	3,735	4,766	4,766





# Appendices

- Appendix #1 ● Methodological note on non-financial reporting P.150
- Appendix #2 ● The European green taxonomy P. 151
- Appendix #3 ● Due Diligence Plan P. 159
- Appendix #4 ● Report from the independent third party P. 167

## Appendix#1 / METHODOLOGICAL NOTE ON NON-FINANCIAL REPORTING

The Apave Group's non-financial report presents data for the 2025 calendar year.

The scope of the Key Performance Indicators is aligned with the Apave Group's financial consolidation scope. Excluded from this scope are acquisitions made within the last 18 months (for illustration, the Apave North America division is not consolidated in 2025), disposals, and real estate investment companies (Sociétés Civiles Immobilières). The consolidation scope for supplementary social and environmental indicators is also specified on a case-by-case basis.

Data collection for the non-financial report relies on multiple sources, including integrated information systems as well as monitoring statements and consolidated reports. Data collection was complete for 99% of the relevant entities, representing 98% of the total workforce.

The data consolidated in this report is subject to an internal control process in addition to external verification by an Independent Third-Party Body (ITPB). This process includes:

- ▶ defining calculation methods for each indicator;
- ▶ identifying data sources;
- ▶ data governance based on "Data Owners" and clearly established collection and consolidation processes;
- ▶ consistency checks of the data collected and, where applicable, between different indicators;
- ▶ verification of documentary evidence (contracts, audits, certifications, financial reports).

The double materiality analysis, calculation methods, scope determination, and data collection processes are detailed in the methodological documents: "2025 Apave Group Double Materiality Methodological Note" and "2025 Non-Financial Report KPI Methodology" available upon request from the Group Sustainability Department.

The corporate departments involved in the report are as follows:

- Strategy Department
- Sustainability Department
- Human Resources Department
- QHSE Department (Quality, Health, Safety & Environment)
- Compliance Department
- Procurement Department
- Real Estate Department
- General Secretariat
- Technical Department
- Finance Department
- Legal Department
- Communications Department

## Appendix#2 / THE EUROPEAN GREEN TAXONOMY

### CONTEXT

In accordance with the legal framework, and specifically the "Stop the Clock" Directive published in the OJEU on 16/04/2025 and transposed into French law (the "DDADUE law") on 30/04/2025—which postponed the entry into force of the CSRD—Apave is not currently subject to mandatory reporting under the CSRD or the Taxonomy Regulation (EU Regulation 2020/852).

The Taxonomy information presented below is published on a voluntary basis. It follows, as far as possible, the methodology defined by Commission Delegated Regulation (EU) 2021/2178, as amended by Delegated Regulation (EU) 2026/73 of 8 January 2026, and the technical screening criteria specified by Delegated Regulations (EU) 2021/2139 and 2023/2486.

The Taxonomy Regulation establishes a harmonised classification framework across the European Union, aimed at identifying economic activities qualified as sustainable. This classification is based on six environmental objectives defined in Article 9 of the text, namely:

- ▶ climate change mitigation;
- ▶ climate change adaptation;
- ▶ sustainable use and protection of water and marine resources;
- ▶ transition to a circular economy;
- ▶ pollution prevention and control;
- ▶ the protection and restoration of biodiversity and ecosystems.

Article 8 of the Regulation mandates the inclusion of this information in the management report, specifying the proportion of revenue, capital expenditure (CapEx), and operating expenditure (OpEx) associated with eligible and aligned activities.

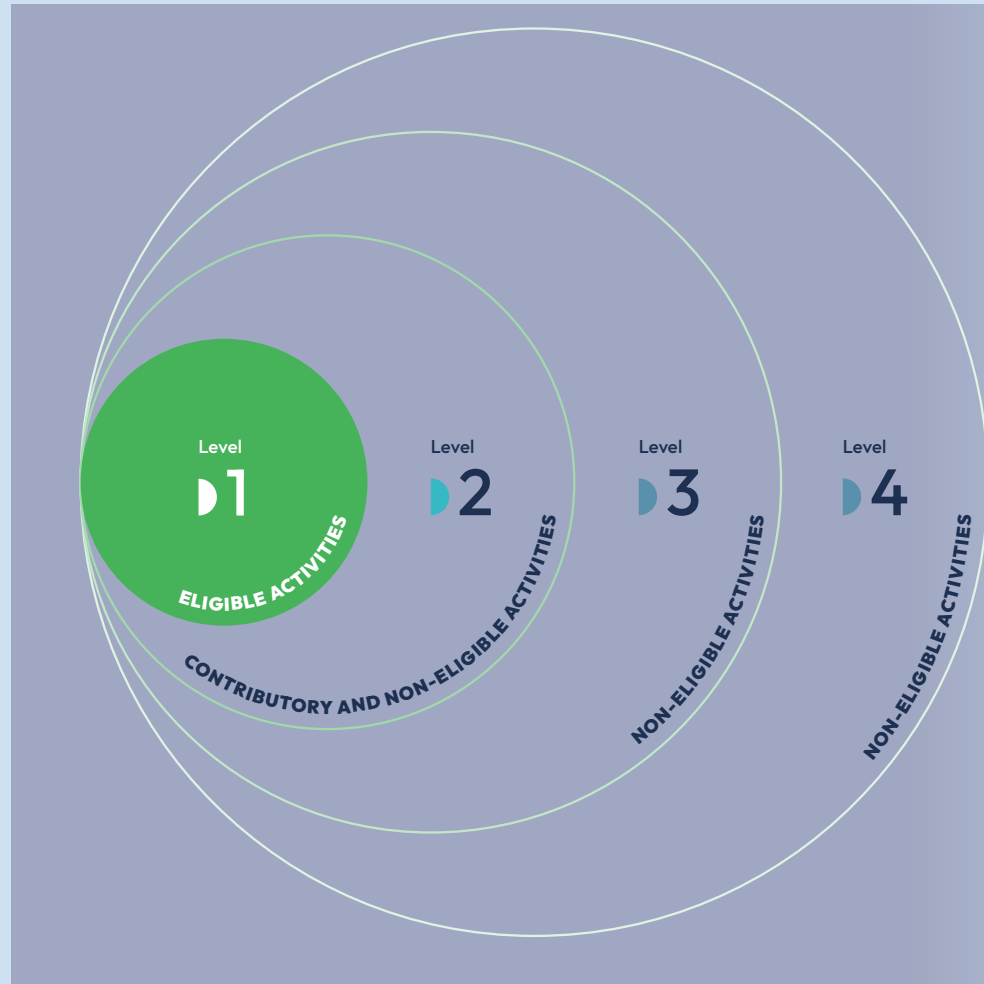
The assessment of eligible activities is based on the analysis of the annexes to the delegated acts of the Regulation, as well as on the recommendations of the TIC Council, the international association representing the Testing, Inspection and Certification (TIC) sector.

### REPORTING SCOPE

In continuation of the 2024 reporting exercise, and to ensure full data comparability, the scope of Apave's Taxonomy reporting remains focused on the entities with the most mature data reporting processes:

- Apave SA
- Apave Exploitation France
- Apave Infrastructures et Construction France
- CERTIFER
- The four real estate entities: Apave Parisienne SAS, Apave Nord-Ouest SAS, Apave Alsacienne SAS et Apave SudEurope SAS

The coverage rate of Apave's Taxonomy disclosure represents 64% of revenue and 52% of CapEx, based on the 2025 consolidated non-financial reporting scope.



**Level 1**

TIC services mentioned in the Delegated Acts

- ▶ **Level 1a:** explicitly mentioned services
  - > Audits related to the energy performance of buildings (9.3)
  - > Inspection of railway transport infrastructure buildings (6.14)
- ▶ **Level 1b:** services associated with eligible activities, through technical consulting or testing and technical analysis services

**Level 2**

TIC services associated with enabling activities but not explicitly mentioned in the Delegated Acts

**Level 3**

TIC services not mentioned in the Delegated Acts despite their contribution to EU environmental objectives

**Level 4**

TIC services that do not contribute to EU environmental objectives

**ELIGIBILITY OF ACTIVITIES**

According to the guide provided by the TIC Council—the international industry federation for the TIC sector—services are classified into four eligibility levels under the EU Taxonomy Delegated Acts.

- ↳ **Level 1:** TIC services mentioned in the Delegated Acts, and therefore Taxonomy-eligible.
- ↳ **Level 2:** TIC services associated with enabling activities but not explicitly mentioned in the Delegated Acts, and therefore not Taxonomy-eligible.

↳ **Level 3:** TIC services not mentioned in the Delegated Acts despite their contribution to EU environmental objectives, and therefore not Taxonomy-eligible.

↳ **Level 4 :** Services that do not contribute to EU environmental objectives, and therefore not Taxonomy-eligible.

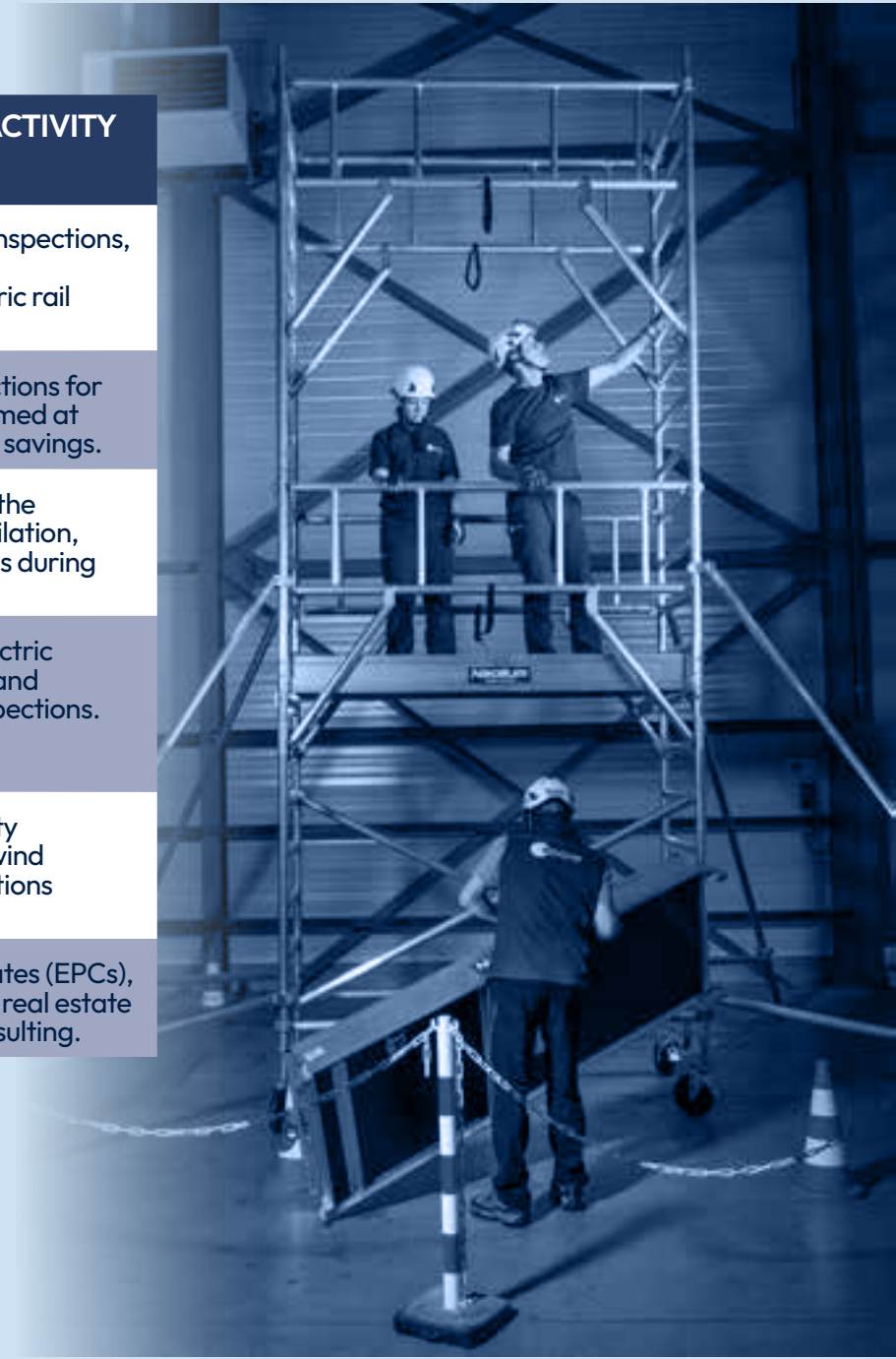
Only Level 1 activities—which are material for Apave and explicitly mentioned in the Delegated Acts—are taken into account. *(See table opposite).*

**LEVEL 1 ACTIVITY CATEGORIES**

ECONOMIC ACTIVITY REF.	ECONOMIC ACTIVITY	DESCRIPTION OF APAVE ACTIVITY
CCA 6.14	Infrastructure for rail transport	Technical inspections, safety inspections, component testing, and asset management specific to electric rail infrastructure.
CCM 7.2	Renovation of existing buildings	Compliance and safety inspections for energy renovation projects aimed at achieving at least 30% energy savings.
CCM 7.3	Installation, maintenance and repair of energy efficiency equipment	Inspection and verification of the performance of heating, ventilation, lighting, and insulation systems during installation or maintenance.
CCM 7.4	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Compliance verification of electric vehicle charging installations and regulatory commissioning inspections.
CCM 7.6	Installation, maintenance and repair of renewable energy technologies	Technical assistance and safety inspections for photovoltaic, wind turbine, or heat pump installations integrated into buildings.
CCM 9.3	Professional services related to energy performance of buildings	Energy Performance Certificates (EPCs), regulatory energy audits, and real estate decarbonisation strategy consulting.

CCA: Climate change adaptation  
CCM: Climate change mitigation

Although certain activities performed by third-party inspection bodies support environmental objectives, they are considered non-eligible for 2025 reporting under current EU Taxonomy Regulations.





## ACTIVITY ALIGNMENT

In accordance with Article 3 of Regulation (EU) 2020/852, an economic activity is classified as environmentally sustainable (aligned) when it meets the following cumulative criteria:

- ▶ **SC (Substantial Contribution):** it contributes significantly to one or more of the six environmental objectives (pursuant to Articles 10 to 16), in compliance with the technical screening criteria defined by the Commission.
- ▶ **DNSH (Do No Significant Harm):** it does not significantly harm any of the other environmental objectives, in accordance with Article 17.
- ▶ **Minimum Safeguards:** it is carried out in compliance with the minimum safeguards provided for in Article 18 (OECD, UN, and ILO principles regarding human and labour rights).

## 2025 REPORTING METHODOLOGY

Taxonomy reporting is spearheaded by the Sustainability Department, supported by the Finance Real Estate, and Technical Departments, and validated by the Sustainability Steering Committee (SteerCo). This cross-functional collaboration enables the annual updating of methodologies, the refinement of data collection procedures, and the management of the phased expansion of the reporting scope as part of a continuous improvement approach.

The reporting criteria used for this period are as follows:

- **financial indicator scope.** The report details the proportion of revenue, capital expenditure (CapEx), and operating expenditure (OpEx) associated with Taxonomy-eligible and Taxonomy-aligned activities;
- **prevention of double counting.** When an activity simultaneously meets the criteria for both Climate Change Mitigation (CCM) and Climate Change

Adaptation (CCA), it is prioritised under the Mitigation objective. This rule ensures the uniqueness of the sustainable share calculation;

- **eligibility thresholds.** In accordance with the sectoral approach, the eligibility analysis is performed based on Level 1 (L1) activity categories;
- **substantial Contribution (SC) Alignment:**
  - substantial contribution criteria for the activities with which the TIC service is associated apply directly to the TIC activities,
  - validating substantial contribution criteria requires specific technical data held by a large number of clients. The complexity of this data collection limits the ability to justify alignment for all assignments. Consequently, as a precautionary measure, only activities that do not present additional substantial contribution criteria (or where compliance is intrinsic to the service) are recorded as aligned in this report.
- **Do No Significant Harm (DNSH).** In accordance with Article 17 of the Taxonomy Regulation, the Group ensures that eligible activities do not significantly harm any of the other environmental objectives:
  - pursuant to European Commission guidance (FAQs of 19 December 2022), DNSH requirements are applied only when they are directly relevant to the nature of the control and inspection services provided,
  - the Group applies the Appendix A criteria relating to climate change adaptation across all reported activities,
  - No activity is considered aligned if it breaches the performance thresholds defined for the five other environmental objectives.
- **minimum safeguards.** Pursuant to Article 18 of the Taxonomy Regulation, the Group ensures that its activities are conducted in compliance with international standards. This compliance is based on four fundamental pillars.
  - **Human Rights and Due Diligence:** the Group ensures

respect for fundamental rights across all its subsidiaries and its value chain. This approach is based on the Vigilance Plan and internal policies regarding working conditions and personal protection (refer to the dedicated sections of this report).

- **Ethics and Anti-corruption:** business integrity is governed by a Code of Ethics and an Anti-corruption Code. These are supplemented by a Whistleblowing Procedure allowing for the reporting of any breaches of conduct.
- **Tax Ethics and Fair Practices:** the Group is committed to complying with the tax regulations in force in all countries where it operates and promoting healthy and fair competition in its markets.
- **International Frameworks:** activities are carried out in consistency with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the fundamental conventions of the International Labour Organization (ILO).
- As of the 2025 financial year-end, the Group has not been subject to any major convictions that would call into question its compliance with these minimum safeguards.

As a reminder, the scope of Apave's Green Taxonomy reporting includes the Group's three main French entities (Apave SA, Apave Exploitation France, and Apave Infrastructure et Construction France/AICF), the four real estate entities, and the CERTIFER division.

In contrast to international IFRS standards, the total revenue used to calculate Taxonomy indicators is established in accordance with French accounting standards (French GAAP).



## EU GREEN TAXONOMY: 2025 RESULTS

Financial Year	2025												
KPI	Total (€M)	Proportion of Taxonomy eligible activities	Taxonomy aligned activities (€M)	Proportion of Taxonomy aligned activities	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Not assessed activities considered non-material	Taxonomy aligned activities in previous financial year (N-1) (€M)	Proportion of Taxonomy aligned activities in previous financial year (N-1)
Revenue	947.9	8.4%	77.5	8.2%	2.3%	5.9%	0%	0%	0%	0%	0%	n/d	n/d
CapEx	31.3	1.6%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	100%	n/d	n/d
OpEx	44.9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	100%	n/d	n/d

n/a : not applicable, n/d : non defined

## REVENUE

Total revenue is extracted from the Group's management system, ensuring the traceability of all reported figures. To determine the precise revenue for each Taxonomy-eligible service, data is extracted from the internal billing systems of certain entities.

The eligibility of each service is assessed by the Technical and Sustainability Departments based on the nature of the service, the client's sector of activity, and the specific asset involved.

The eligibility and alignment criteria applied are those defined in the industry guidelines (TIC Council Taxonomy Guidelines, 03/07/2023).

### SHARE OF TOTAL REVENUE: ELIGIBILITY AND ALIGNMENT - 2025 FINANCIAL YEAR

	2025 AMOUNT (€M)	%	2024 AMOUNT (€M)	%
<b>TOTAL revenue</b>	947.9	100%	875.1	100%
<b>TOTAL Taxonomy-eligible revenue</b>	79.3	8.4%	75.0	8.6%
<b>TOTAL Taxonomy-aligned revenue</b>	77.5	8.2%	n/d	n/d

n/d : non determined



### SHARE OF TOTAL REVENUE - 2025 FINANCIAL YEAR (ELIGIBILITY & ALIGNMENT BY ACTIVITY)

Reported KPI (revenue/CapEx/OpEx) / Fiscal Year N	2025 Revenue	Environmental objective of Taxonomy aligned activities						Proportion of Taxonomy aligned in Taxonomy eligible				
		Taxonomy eligible aligned Revenue (%)	Taxonomy aligned Revenue (€M)	Taxonomy aligned Revenue (%)	Climate change mitigation	Climate change adaptation	Water		Circular economy	Pollution	Biodiversity	
<b>Infrastructure for rail transport</b>	CCA 6.14	5.9%	55.8	5.9%	0%	5.9%	0%	0%	0%	0%	0%	100%
<b>Installation, maintenance and repair of energy efficiency equipment</b>	CCM 7.3	0.4%	3.7	0.4%	0.4%	0%	0%	0%	0%	0%	0%	95.1%
<b>Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)</b>	CCM 7.4	0.1%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Installation, maintenance and repair of renewable energy technologies</b>	CCM 7.6	0.6%	4.7	0.5%	0.5%	0%	0%	0%	0%	0%	0%	90.6%
<b>Professional services related to energy performance of buildings</b>	CCM 9.3	1.4%	13.2	1.4%	1.4%	0%	0%	0%	0%	0%	0%	100%
<b>Total of alignments by objective</b>					2.3%	5.9%	0%	0%	0%	0%	0%	
<b>Total revenue</b>		8.4%	947.9	8.2%	2.3%	5.9%	0%	0%	0%	0%	0%	97.7%

## CapEx

Total CapEx is defined as 2025 additions to tangible and intangible fixed assets.

Investments made to comply with the “Décret Tertiaire” (Tertiary Decree related to energy efficiency in buildings), as well as those related to low-carbon mobility and renewable energy, are classified as capital expenditure (CapEx) and are Taxonomy-eligible.

### Breakdown of CapEx

CapEx	2025 AMOUNT (€M)	%	2024 AMOUNT (€M)	%
7.2 Renovation of existing buildings (Tertiary Decree)	0.1	0.2%	0.1	0.3%
7.3 Installation, maintenance and repair of energy efficiency equipment (Tertiary Decree)	0.1	0.2%	0.9	2.5%
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings) (Soft mobility)	0.4	1.2%	0.2	0.5%
<b>Total eligible CapEx</b>	<b>0.5</b>	<b>1.6%</b>	<b>1.2</b>	<b>3.2%</b>
<b>Tangible fixed assets</b>	<b>3.4</b>	<b>10.8%</b>	<b>10.6</b>	<b>28.9%</b>
<b>Intangible fixed assets</b>	<b>27.9</b>	<b>89.2%</b>	<b>25.9</b>	<b>71.1%</b>
<b>Total CapEx</b>	<b>31.3</b>	<b>100%</b>	<b>36.5</b>	<b>100%</b>

As the CapEx eligibility share is below the 10% threshold set by Regulation (EU) 2026/73, the Apave Group has applied the exemption provided for in Article 2 (paragraph 2) and is therefore exempt from performing an alignment assessment for these economic activities.

## OpEx

The definition of operating expenditure (OpEx) under the EU Taxonomy is strictly limited by the regulatory framework (Annex I, section 1.1.3.1 of Delegated Regulation (EU) 2021/2178). It does not cover all accounting operating expenses but is restricted to non-capitalised direct costs related to Research and Development (R&D), asset repair and maintenance, and short-term lease contracts.

For the 2025 financial year, the Group conducted an analysis of its operating expenditure based on this scope. The main items identified relate to:

- ▶ asset maintenance;
- ▶ lease contracts excluded from IFRS 16 (in accordance with the French GAAP framework applied by the Group in 2025).

### Breakdown of OpEx

OpEx	2025 AMOUNT (€M)	2024 AMOUNT (€M)
<b>Asset maintenance</b>	<b>23.2</b>	<b>17.0</b>
<b>Lease contracts</b>	<b>21.7</b>	<b>15.6</b>
<b>Total OpEx</b>	<b>44.9</b>	<b>32.7</b>

At the end of this reporting period, operating expenditure (OpEx) meeting the Taxonomy definition amounted to €45 million for the 2025 financial year. These expenses represent 4.6% of the Group's total operating costs (€963 million) and are considered non-material in relation to Apave's business model.

Consequently, the Group is not required to calculate the eligible and aligned proportions for this indicator. This expenditure will not be reported, in accordance with Section 1.1.3.2 of Annex I of Delegated Regulation (EU) 2021/2178.

## Appendix#3 / DUE DILIGENCE PLAN



This chapter of the report aims to meet the requirements of French Law No. 2017-399 of 27 March 2017 on the duty of care of parent companies and contracting entities with regard to the identification of risks and the prevention of serious infringements of human rights and fundamental freedoms, the health and safety of persons, and the environment, resulting from their activities, those of their subsidiaries, and those of subcontractors or suppliers with whom they have an established commercial relationship.

### 1 The Group's Due Diligence Committee

A due diligence committee was established for the Group in January 2020.

It comprises the Secretary General, members of the Group Audit and Compliance Committee, the Head of Internal Control, the Head of Sustainable Development and the Head of QSSE.

The committee's remit was defined by the Group's Executive Management following consultation with the Board of Directors. Namely:

- ▶ to draw up the Apave Group's vigilance plan;
- ▶ disseminate the vigilance plan to the Apave Group's stakeholders;
- ▶ monitor the implementation of risk mitigation and prevention measures;
- ▶ adapt the vigilance plan to new risks that the Group's entities may face;
- ▶ through its members, to ensure continuous monitoring and appropriate action in the event of a specific risk situation.

This committee reports to the Group Chief Executive Officer.

It reports annually on its activities to the Board of Directors.

### 2 The Group's vigilance plan

The Apave Group's vigilance plan is based on its commitments regarding the protection of people (health and safety) and human rights, and the preservation of the environment.

These commitments have been extended to all employees as well as to third parties who interact with the Group's entities through:

- ▶ this integrated report;
- ▶ the Health, Safety and Environment Policy and the Group HSE Manual;
- ▶ the Code of Ethics;
- ▶ the Anti-Corruption Code;
- ▶ the Security Management Manual;
- ▶ the Personal Data Protection Policy;
- ▶ the procedure for reporting concerns;
- ▶ the Responsible Procurement Charter;
- ▶ the Sustainable Development Strategy.

The scope of this vigilance plan is the same as that of the non-financial report.

The vigilance plan comprises the following five measures:

1. A **risk mapping** exercise designed to identify, analyse and prioritise risks;
2. **Procedures for regularly assessing the situation of subsidiaries, subcontractors or suppliers** with whom an established commercial relationship is maintained, in light of the risk mapping;
3. **Appropriate measures to mitigate risks or prevent serious breaches**;
4. An **alert mechanism and system for collecting reports** relating to the existence or materialisation of risks;
5. A **system for monitoring the measures implemented and assessing their effectiveness**.

## 2.1 Risk mapping ↴

The risk mapping covered by the duty of care is based on:

- ↳ ethical and anti-corruption risk mapping;
- ↳ Apave's major risk mapping;
- ↳ the ESG risk mapping updated with the double materiality analysis;
- ↳ personal data protection mapping;
- ↳ mapping of countries at risk in terms of security;
- ↳ internal audits (Health, safety, processes, ethics, security, GDPR, Quality, etc.);
- ↳ ethical reporting;
- ↳ feedback from the implementation over several years of the Group's various policies, codes and manuals;
- ↳ external assessments.

Risks were identified using an approach covering three themes.

● **The environmental impacts of Apave's activities;** for the Group, these include:

- ↳ greenhouse gas (GHG) emissions, *see the non-financial report*;
- ↳ energy consumption: *see the non-financial report, see the non-financial report*;
- ↳ specific forms of pollution: the storage of radioactive sources poses a risk of accidental pollution in the event of loss, misuse or theft, as well as the collection and treatment of hazardous waste; this also concerns risks associated with soil analysis activities.

● **Health and safety**

- ↳ Safety: *see the non-financial report*.
- ↳ Health: ergonomics, psychosocial risks, etc.
- ↳ Working conditions: these are localised risks where Apave employees may be faced with difficult working and travel conditions (extreme temperatures, accommodation, etc.)

● **Human rights**

- ↳ Data protection: information systems are sometimes vulnerable in certain countries against a backdrop of increasing cyber threats; vocational training is a sector that handles personal data.
- ↳ Security: Apave's operational areas are sometimes located in high-risk territories.
- ↳ Discrimination, violation of dignity: in some territories, discrimination can take the form of sexism, homophobia, racism, etc.; this also covers issues of harassment.
- ↳ Freedom of association and expression: some regimes severely restrict trade union freedom or employees' freedom of expression.
- ↳ Freedom of movement: in certain areas, some people are sometimes restricted in their movements.
- ↳ Use of suppliers and subcontractors who may not respect human rights in the performance of our activities.

These are assessed according to their frequency, severity and level of control, which has enabled them to be classified into four levels:

- Green: minor
- Yellow: moderately critical, or controlled
- Orange: very critical
- Red: major (risk requiring an action plan)

The results of this analysis are summarised in the table on page 162.



APAVE GROUP <sup>1</sup>											
THEME	RISK	North Africa	Sub-Saharan Africa	Asia	India	Middle East	Europe (excl. France)	America	Oceania	France	Service providers & subcontractors
Environment	GHG										
	Energy										
	Specific pollution		(sources NDT, soil)	sources NDT	sources NDT	sources NDT	sources NDT	sources NDT		sources NDT	soil
Protection of people	Security		(except Oil&gas: low)			(Oil&gas level)					
	Occupational health			sources and IR*	sources and IR*	sources and IR*	sources and IR*	sources and IR*		sources, chemical risk	Chemical risk
	Housing and working conditions						Spain				
Human rights	Data protection										
	Safety										
	Discrimination										
	Freedom of association and expression										
	Freedom of movement										

\* IR: Ionising Radiation (exposure)

<sup>1</sup> **North Africa:** Morocco, Tunisia  
**Sub-Saharan Africa:** Angola, Benin, Burkina Faso, Cameroon, Côte d'Ivoire, Guinea, Madagascar, Mali, Mauritius, Senegal, Chad  
**Asia:** South Korea, China, India, Indonesia, Japan, Malaysia, Singapore, Thailand, Vietnam  
**Middle East:** Oman, United Arab Emirates, Qatar, Kuwait, Saudi Arabia

**Americas:** Brazil, Canada, United States, British Guiana  
**Europe (excluding France):** Germany, Austria, Belgium, Croatia, Denmark, Spain, Italy, Macedonia, Norway, the Netherlands, Poland, Portugal, United Kingdom, Slovenia, Sweden, Switzerland, Turkey  
**Oceania:** Australia, New Caledonia

4 risk levels  
 Minor  
 Moderately critical  
 Very critical  
 Major (risk requiring an action plan)

## 2.2 Action plan<sup>1</sup>

Review of actions under the 2025 vigilance plan for “highly critical” risks

### ● GHG and energy

↳ Finalisation of the 2022–2025 CSR strategy and preparation of the Group’s new sustainability strategy for 2030, including a section on reducing greenhouse gas emissions from our travel and procurement, and another on energy efficiency at our sites: completed.

↳ Short-term decarbonisation pathway (2030) completed, to be updated in 2026 to incorporate new entities, with a view to submitting it for SBTi validation in 2027.

### ● Personal data protection outside Europe

↳ Appointment of nine new DPO representatives.

↳ Consolidation of the regulatory mapping to develop the action plan by international subsidiaries.

↳ Roll-out of the strategy and harmonisation of tools and procedures.

### ● Security

↳ Security audits, premises protection plan with roll-out of the ISOS resilience programme (staff safety in Africa) implemented in: Morocco, Cameroon and Côte d’Ivoire.

↳ Security audits, premises protection plans: Poland (3 sites), Italy (4 sites), Apave UK Ltd (3 sites), Scotland PIM and PPL Training (6 sites), South Korea.

### 2026 action plan for “highly critical” risks

#### ● Personal data protection, including outside Europe

↳ Training and skills development for DPO representatives in high-risk subsidiaries (training activities, entities with a large number of in-house staff).

↳ Analysis of regulations relating to Artificial Intelligence and implementation of recommendations across entities.

↳ Securing and monitoring the subcontracting chain and suppliers handling personal data.

● **Security:** security audits and plans in Houston, Edmonton, Ivory Coast, Kuwait, Dubai and Saudi Arabia

● **Discrimination** in the Middle East and sub-Saharan Africa; freedom of association and expression

↳ Continuation of ethical audits.

↳ Posters promoting codes of ethics.

↳ Refresher training campaign on ethics (e-learning).

● **Freedom of association and expression (Asia region):** overhaul of the ethical audit programme for the Asia region in light of the Group’s developments in this region.





### 2.3 Assessment of subsidiaries ↴

#### ● Internal audits

The Group's subsidiaries are regularly audited by four bodies:

- ↳ the QSSE function, which carries out audits covering, amongst other things, ethics, fraud, relations with subcontractors, environmental protection and the health and safety of personnel;
- ↳ the Audit and Compliance Committee, which ensures the proper implementation of and compliance with ethical and anti-corruption procedures;
- ↳ the Security Department, which conducts audits of Group entities to ensure that safeguards are in place against physical, climatic and logistical threats;
- ↳ the Internal Audit and Control Department, which ensures compliance with all Group policies.

These bodies conduct audits directly but also rely on networks of managers and correspondents (HSE, Compliance, Security and Internal Control) who carry out first-level checks and/or audits within their entities and process reviews.

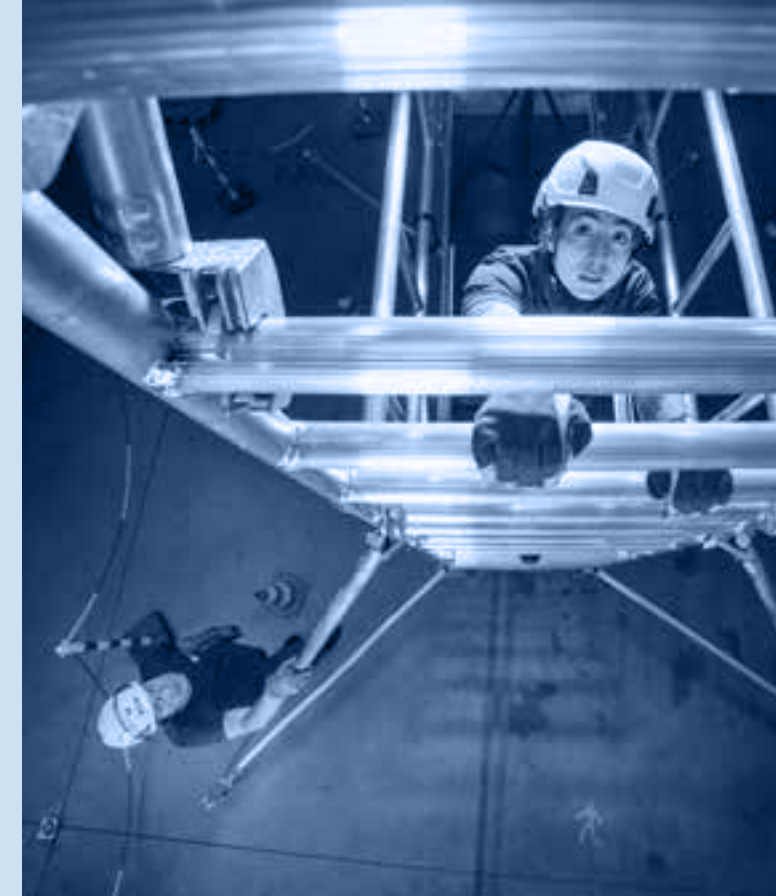
Depending on the scope of each of these bodies, where possible, the action plan linked to the vigilance plan is incorporated into their audit checklists.

#### ● External audits

The Group's ethical compliance system is audited annually by an independent third-party body.

The Group's subsidiaries are audited on a very regular basis by independent third-party bodies in order to maintain or obtain the certifications and accreditations necessary for their activities.

All new acquisitions are subject to prior financial, legal and ethical due diligence.



### 2.4 Assessment of suppliers and subcontractors ↴

Given the nature of Apave's activities, the risk associated with subcontracting and suppliers is relatively minor, and purchases play a limited role in the delivery of Apave's services. However, specific measures are implemented that incorporate elements of the due diligence plan.

Measures implemented and monitored:

- ↳ through its 'Responsible Procurement Charter', Apave sets out the social and environmental criteria taken into account when selecting its suppliers. This framework has been strengthened with the introduction of an "Apave Supplier Relations Charter", signed between Apave and its main suppliers and subcontractors (turnover >€50k), which formalises their mutual commitments taking into account environmental and social criteria;

- ↳ since 2019, Apave has been working with the independent service provider ECOVADIS to assess its top 500 suppliers in terms of sustainability and social responsibility;
- ↳ of expenditure incurred in France, 51% is with suppliers holding the Ecovadis label;
- ↳ of expenditure with Ecovadis-assessed suppliers, 54% is with Platinum and Gold-rated suppliers, and 46% with Silver and Bronze-rated suppliers;
- ↳ Apave has entered into a contract with the service provider Provigis to collect a set of 'regulatory' documents from its suppliers and to have those deemed critical complete and sign an ethics questionnaire in accordance with the Sapin II Act;
- ↳ of the 2,636 suppliers with expenditure exceeding €5,000, 82% have up-to-date regulatory documents, 55% have provided proof of civil liability insurance, 52% of the relevant service providers have completed the Sapin II Act ethics questionnaire, and 60% of the relevant service providers have signed the Apave Supplier Relations Charter;
- ↳ with regard to safety, Apave ensures that subcontractors comply with the Health and Safety rules defined by the Group, whilst the subcontractors remain responsible for their own safety. The safety instructions and safety campaigns that Apave carries out for its employees are communicated to the relevant subcontractors.

### 2.5 Whistleblowing and reporting mechanism ↴

As part of the Group's Compliance Programme, Apave has established a system for collecting reports of incidents, conduct or situations that contravene the Group's Code of Ethics and Anti-Corruption Code. This system operates via a secure platform managed by a trusted third party responsible for collecting reports to ensure their independent and effective handling. It

is systematically extended to all of the Group's new acquisitions.

This system covers all matters falling within the scope of the Duty of Care Act.

It is accessible to all employees as well as to all stakeholders. The procedure is available online on our website:

<https://www.apave.com/fr-FR/Le-Groupe/Nos-valeurs>

### ③ Monitoring of the due diligence plan

The due diligence committee is responsible for ensuring that due diligence measures are implemented and for assessing their effectiveness.

Once a year, the vigilance committee conducts a preliminary review to verify the implementation of the action plan linked to the vigilance plan.

Members of the vigilance committee are notified of any new acquisitions of entities or overseas operations, or any other significant events within the Group, in order to assess the impact and risks.

The vigilance plan is updated at least once a year, when the annual integrated report is published, taking into account new risks, activities or operations.



## Appendix#4 / REPORT FROM THE INDEPENDENT THIRD PARTY

### Limited assurance report on voluntarily disclosed ESG information

Financial year ended 31 December 2025

#### TO THE SHAREHOLDERS

In our capacity as statutory auditors registered on List II of the H2A (the French High Authority for Audit) and authorised to certify sustainability information, we have performed procedures to provide a limited assurance conclusion on the ESG information voluntarily prepared by the Apave Group (hereinafter “the Entity”) for the financial year ended 31 December 2025. This information, presented in the document attached to this report (hereinafter the “Extra-Financial Report”), has been prepared in accordance with the ad hoc reporting criteria defined and adopted by the Entity (hereinafter the “Reporting Framework”).

Our work does not cover information relating to prior periods, nor is it our responsibility to express an opinion on whether the Extra-Financial Report as a whole complies with other frameworks (such as ESRS, VS, etc.).

#### Limited assurance conclusion

Based on the work we have carried out, as described in the section ‘Nature and Scope of Work’, and the evidence obtained, nothing has come to our attention that causes us to believe that the Information has not been prepared, in all material respects, in accordance with the Reporting Framework.

#### Comment

Without calling into question our conclusion above, we draw your attention to page 131 of the Integrated report (the first page of the Extra-Financial Report), which states that the Information has been prepared on a voluntary basis and in accordance with the Reporting Framework. As such, this Information does not constitute reporting prepared in accordance with ESRS standards, the VS standard, etc.

#### Preparation of the Information

The absence of a generally accepted and commonly used reference framework or established practices upon which to rely for assessing and measuring ESG information, allows for the use of different yet acceptable measurement techniques. This may affect comparability with other entities and over time. Consequently, the Information must be read and understood with reference to the available Reporting Framework, the key elements of which are presented in the Extra-Financial Report.

#### Inherent limitations in preparing the Information

As noted in the Extra-Financial Report, the Information may be subject to inherent uncertainty due to the current state of scientific knowledge and the quality of external data used. Certain information is sensitive to the

methodological choices, assumptions and/or estimates used in its preparation.

Regarding forward-looking information, which is by nature uncertain, actual future results may differ significantly from the projections presented in the Extra-Financial Report.

#### Responsibility of the Entity

The Information has been prepared under the responsibility of Management, whose responsibilities include:

- ▶ selecting or establishing appropriate criteria for the preparation of the Information (i.e. the Reporting Framework);
- ▶ preparing the Information in accordance with the Reporting Framework; and
- ▶ designing, implementing and maintaining such internal controls as it deems necessary to ensure the Information is free from material misstatement, whether arising from fraud or error.

#### Responsibility of the sustainability auditor

It is our responsibility to:

- ▶ plan and perform the work to obtain limited assurance that the Information has been prepared, in all material respects, in accordance with the Reporting Framework and is free from material misstatement, whether due to fraud or error;
- ▶ form an independent conclusion based on the work carried out and the evidence obtained;
- ▶ communicate our conclusion to the Entity’s management.

As it is our responsibility to form an independent conclusion on the Information as prepared by Management, we cannot be involved in the preparation of said Information, as this could compromise our independence.

#### Independence and quality control

Our independence is defined by the provisions of the French Commercial Code and the Code of Ethics for statutory auditors. This is based on compliance with the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional conduct.

Furthermore, we have designed, implemented and maintained a quality management system including policies and procedures aimed at ensuring compliance with ethical rules, professional standards, applicable laws and regulations, as well as the professional guidelines of the Compagnie Nationale des Commissaires aux Comptes (CNCC - National Association of Statutory Auditors) relating to this engagement.

#### Nature and scope of the work

We planned and performed our work, described below, taking into account the risk of material misstatement of the Information. Within the scope of our limited assurance engagement and based on our professional judgement, we:

- ▶ obtained an understanding of the Entity and its environment, including the internal control aspects relevant to the preparation of the Information;
- ▶ assessed the appropriateness of the Reporting Framework in terms of its relevance, completeness, reliability, impartiality and understandability, taking industry best practices into account;
- ▶ reviewed the internal control procedures implemented by the Entity to ensure the Information complies with the Reporting Framework;
- ▶ assessed whether the methods used by the Entity to prepare the Information are appropriate in light of the Reporting Framework and, where applicable, assessed the relevance of any changes in methods and assumptions;

- ▶ verified that the Information was prepared based on the scope specified in the Reporting Framework;
- ▶ selected the information we considered most significant, based on our professional judgement, for which we:
  - performed analytical procedures to verify the consistency of changes and, where necessary, requested explanations from Management regarding any unusual items identified,
  - conducted detailed testing on a sample basis or using other selection methods, to verify the correct application of calculation methods and assumptions described in the Reporting Framework, and reconciled underlying data with supporting documents,
  - for estimates, reviewed the calculation methods used for estimated data. We assessed the appropriateness and correct application of these methods, as well as the suitability of the information sources used.
- ▶ assessed the overall consistency of the Information in relation to our knowledge of the Entity.

We consider that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

The procedures performed as part of a limited assurance engagement are less extensive than those required for a reasonable assurance engagement conducted in accordance with the professional guidance of the CNCC and the International Standard on Assurance Engagements (ISAE) 3000 (Revised); a higher level of assurance would have required more extensive verification work.

#### **Background and responsibilities**

This report has been prepared for your attention in the context set out in the first paragraph and must not be used, distributed or quoted for any other purpose.

We are not liable to, and accept no responsibility towards, any third party. Arthaud & Associés shall not be held liable

for any damage, loss, cost or expense arising from the execution of the financing project, or resulting from wilful misconduct or fraud committed by the directors, officers or employees of your company.

This report is governed by French law. The French courts have exclusive jurisdiction over any dispute, claim or disagreement that may arise from our engagement letter or this report, or any related matter.

Each party irrevocably waives its rights to object to proceedings brought before these courts, to claim that the proceedings have been brought before an incompetent court, or that these courts lack jurisdiction.

Tassin-La-Demi-Lune, 22 May 2026,

#### **Arthaud & Associés Audit**

Olivier Arthaud

Cédric Jacquet



Publishing Director: Emmanuelle Brunet | Managing Editor: Mélanie Desternes | Editing team: Stéphanie Mathis, Patricia Ferreira, Aurélien Couderc, Nabil El-Hadri, Lucie Perroys, Communication | Design and production:  SPÉCIFIQUE - www.specifique.com | Photos credits: Jean-Paul Cotte, Jean Nicholas Guillo/REA, SCG, Sopemea, Seitech, Aktio, Apave, Christophe Viseux, Alain Doucé, Nicolas Cugnart, Noeim, Julien Decoignac, Apave North America, Easy Cash, LISI, Ma Boussole Aidants, Joseph Melin/REA, Norske Skog, Petit Forestier, Bordeaux Métropole, Mathieu Douhaire, REA, JT Jeeraphun/Adobestock, Yulia/Adobestock, Brennhilis, Terminaux Normandie, Cerifier, Plasser & Theurer, Luxtram, Vincent Hoel, Claude Cruells, Xavier Hacquard, IZADAGENCY, ©GOKU, Le Maine Libre Yvon Loue, Daher, Albertazzi, ND Studio, SEN'EAU, Cerema | Illustration: Leonel Lopes.