

# Sustainability policy

**As an expert in battery systems for sustainable electromobility and a leader in our markets, Forsee Power places people and the planet at the heart of its sustainability policy.**

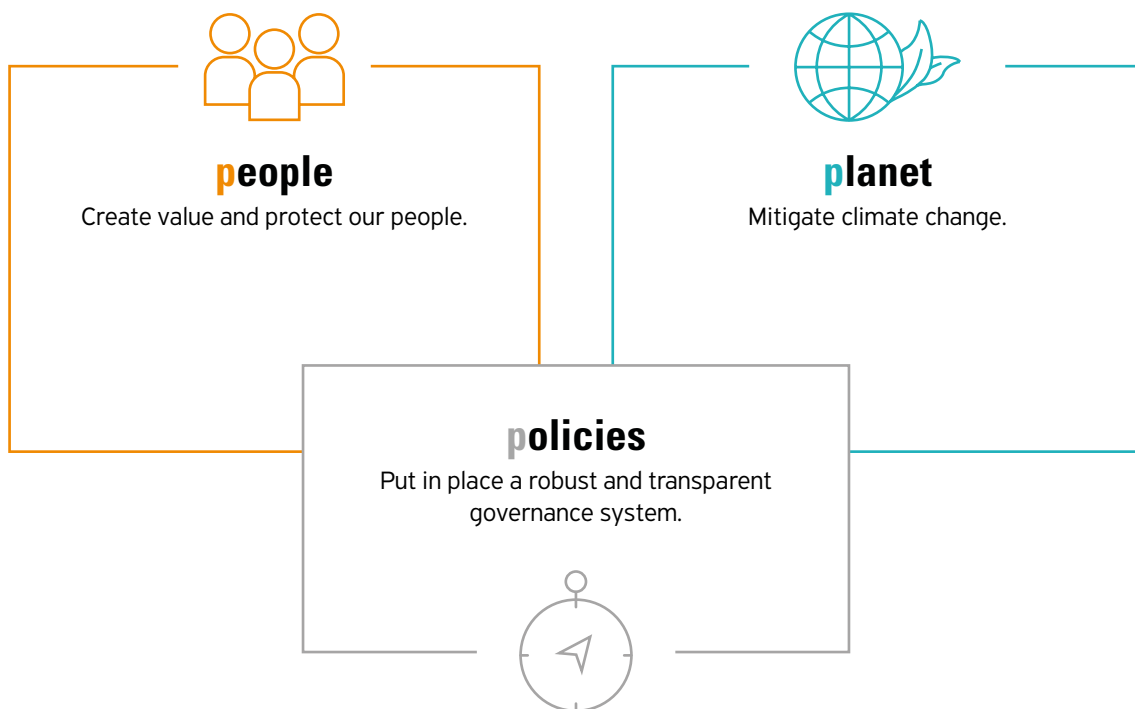
“ Forsee Power’s vision is to mitigate climate change with sustainable, zero-emission electromobility. The Sustainability Department supports the Group’s vision, with the mission to strengthen its sustainability, while making a positive impact for people and the environment.

We are a signatory of the United Nations Global Compact since 2020: Forsee Power is committed to its 10 principles, and we submit annually communication on our progress. As part of our transparency approach, we communicate on an annual basis on our ESG performance and our contribution to the UN Sustainable Development Goals through our sustainability reports and our non-financial performance statements.

Therefore, to support change towards a sustainable positive impact, our commitments are based on the 3 pillars of ESG (Environment - Social - Governance): people, planet and policies. This commitment is translated into an ambitious roadmap, *IMPACT 2030*, made of 20 Key Performance Indicators. And the Group’s decarbonation commitments are approved by the Science-based target Initiative.



Sophie Tricaud,  
Vice President, Corporate Affairs and Sustainability



## Our commitments around 3 pillars

### 01

#### People: create value and protect people

- Promote an inclusive work environment that values diversity and respect.
- Guarantee a good social climate by developing a balanced and constructive social dialogue.
- Provide a working environment that ensures the health and safety of our employees, by preventing and reducing the associated risks.
- Enable the professional development of our employees at every stage of their career within the company, in particular through integration, training, career development and skills enhancement.

### 02

#### Planet: mitigate climate change

- Contribute to the decarbonisation of our activity, by calculating our carbon footprint and then reducing our greenhouse gas emissions.
- Prevent pollution and improve air quality by equipping vehicles with Forsee Power batteries.
- Optimise our energy consumption and transition to renewable energy.
- Reduce our waste and optimise its management by exploring the best recycling and reuse solutions.
- Limit the environmental impact of our products by improving eco-design.
- Develop uses for our products' second life in order to extend their life cycle and limit their environmental impact.
- Implement measures to prevent water resource contamination on our production sites and work towards reducing our water consumption across all our facilities.
- Promote the preservation and restoration of surrounding biodiversity at our production sites, thereby fostering harmonious coexistence between our industrial activities and nature .
- Preserve water resources by reducing water use by employees by promoting good practices, by preventing any risk of water pollution related to our activities; by promoting water reuse and recovery (rainwater harvesting) whenever possible
- Protecting biodiversity considering the preservation of local fauna and flora in the management of our sites, preserving green areas and limiting soil artificialization and raising awareness among our employees about the importance of biodiversity.

### 03

#### Policies: put in place a robust and transparent governance system

- Ensure the integration of ethical, environmental and social issues into strategy, policies and decision-making processes through a robust ESG governance.
- Assessing our non-financial performance via rating agencies, enabling transparency towards our stakeholders.
- Continuously improve our ESG performance by defining sustainability roadmaps with ambitious quantitative targets.
- –Develop sustainability within our value chain, including through more responsible purchasing and supply chain.
- Foster a culture of honesty, integrity and respect by ensuring business ethics and fighting corruption.
- Guarantee the protection of our data and train our employees in cyber security issues.
- Ensuring compliance with the obligations encountered by our products and our sites, through the implementation of regulatory monitoring.