

# A CSR strategy driven by growth

Mersen is a global expert in electrical power and advanced materials for high-tech industries.

In March 2023, building on its progress in the semiconductor and electric vehicle markets, Mersen set new medium-term ambitions. New objectives have been established for 2027, supported by a significant investment plan.

The 2027 CSR roadmap reflects the Group's priority commitments, adjusting them to this new horizon and the expected growth.

## OUR KEY COMMITMENTS

**Being a responsible partner**

› Improving social and environmental practices throughout our value chain.

## A FEW 2023 ACHIEVEMENTS

**19 CSR audits** of strategic suppliers.

## OUR COMMITMENTS FOR 2027\*

- Less than 5% of suppliers with a CSR score <25.
- Maintain at least 85% of our external purchases with local suppliers.

**Limiting the environmental impact of our sites**

› Decarbonizing and mitigating our impact on climate change.

**70% recycling rate** of our waste.

- Reduce the intensity of our greenhouse gas (GHG) emissions from scopes 1 and 2 by 35%.
- Increase the share of renewable electricity to 80%.
- Increase the share of waste recycled to 80%.
- Lower water consumption intensity by 15%.
- Draw up a formal water conservation plan for all sites exposed to water stress.

**Developing our human capital**

› Promoting equal opportunities and diversity.  
› Promoting a social policy for all.  
› Developing and consolidating a health and safety culture within the Group.

**100% of employees** benefit from social protection with life insurance.

- Increase by four points the percentage of women engineers and managers (29%).
- Reach 27% of senior management positions held by women.
- Increase by 25% the number of employees with disabilities.
- Standardize profit-sharing schemes.
- Adopt a minimum amount of paid leave in all countries.
- Keep the Lost Time Incident Rate ≤ 1.8 and the Severity Injury Rate ≤ 60.
- Increase the number of management safety visits per employee by 30%.

**Developing a culture of ethics and compliance**

› Adopting ethical rules.  
› Protecting data and IT systems.

**Training of employees**  
90% of targeted employees have received cyber security training.

- Offer ethics training to all employees: compulsory for new hires and every two years for all employees.
- Introduce compulsory cybersecurity training for all employees with a PC.

\*vs 2022