

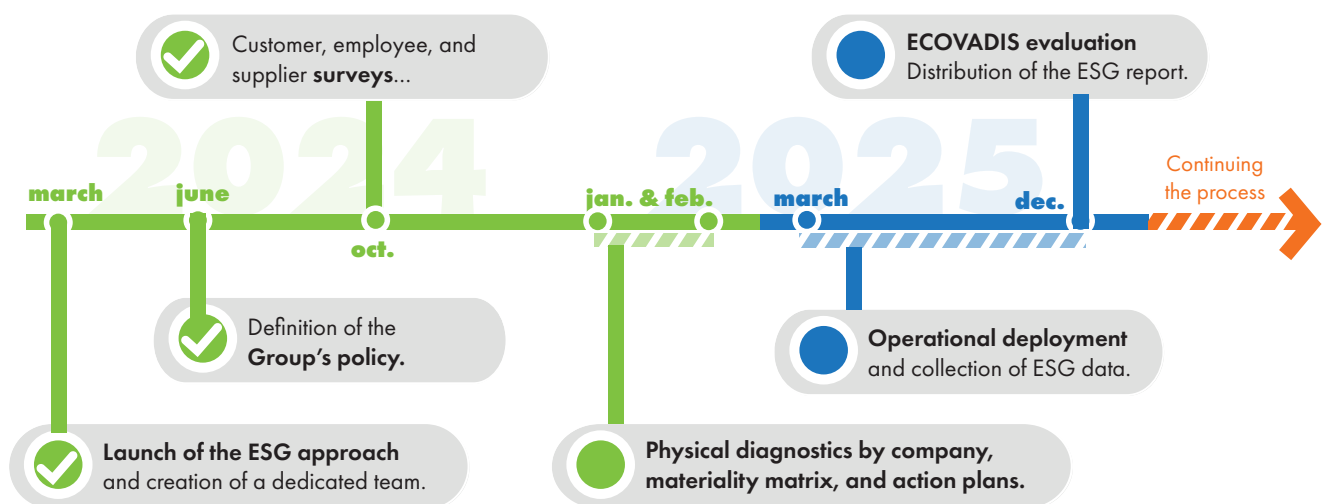
# Environmental, Social, and Governance (ESG) Commitments of the CTELM Group

Companies concerned : MARREL – FOREZ-BENNES – MILTRA PROVENCE – MILTRA PARIS NORD – DECAUVILLE - FOREZ-BENNES HYDRO  
– FOREZ-BENNES SERVICES - FOREZ-BENNES LOIRE – S.N. THOMAZET – Carrosserie de l'IROISE - FASSI France

April 24, 2025,

In March 2024, the CTELM Group's steering committee initiated a global ESG approach covering all its entities. This structuring and meaningful project aims to **reduce the environmental and societal impact of our companies**, while promoting continuous and responsible improvement within the group.

The timeline below outlines the steps already completed as well as those to come, reflecting our concrete commitment to this approach. The goal is to establish a ESG report (Fassi group) in 2025 and obtain an EcoVadis rating by January 2026.



The ESG team has worked to make this approach useful and concrete by involving all our employees. We are convinced that collective involvement is essential to ensure effective implementation. Also, the operational deployment will focus on pragmatic actions aimed at optimizing our processes, improving the daily well-being of our employees, and significantly reducing our environmental impact.

We are committed to contributing to building a more sustainable and responsible future for our employees, partners, and future generations.

Arnaud THIEULIN  
DG CTELM

Pierre-Jean LAFONT  
Pilote RSE CTELM

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## PRODUCT

### **Strengthen quality and safety control systems :**

Develop rigorous control systems to ensure the quality and safety of our products (cranes, hooklifts, and tipper systems) as well as our bodywork operations.

### **Promote sustainable innovation :**

Encourage the development of products and technologies with sustainable characteristics.

### **Protect sensitive data and intellectual property :**

Implement advanced cybersecurity protocols to secure exclusive designs and intellectual property from cyber threats.

## ENVIRONMENT

### **Adopt a zero-waste culture :**

Establish responsible waste management practices and raise awareness among teams about the importance of reducing, reusing, and recycling in all our activities.

### **Reduce environmental impact :**

Minimize our energy consumption and greenhouse gas emissions through the use of renewable energy sources, continuous optimization of our processes, and the adoption of sustainable technologies.

### **Support responsible manufacturing :**

Ensure that our manufacturing practices respect the environment, the rights of local communities, human rights, and the dignity of workers in our supply chain.

## SOCIAL

### **Ensure employee safety and well-being :**

Promote a healthy and secure working environment to guarantee the physical and mental safety of our teams.

### **Invest in talent and skills development :**

Attract and retain talent by offering continuous training opportunities, allowing everyone to develop their skills and thrive professionally.

### **Create an inclusive environment :**

Foster a corporate culture where every employee feels respected, valued, and supported, regardless of their background or role within the organization.