CSR REPORT **2026**



STERELA

SMART TECHNOLOGY SOLUTIONS

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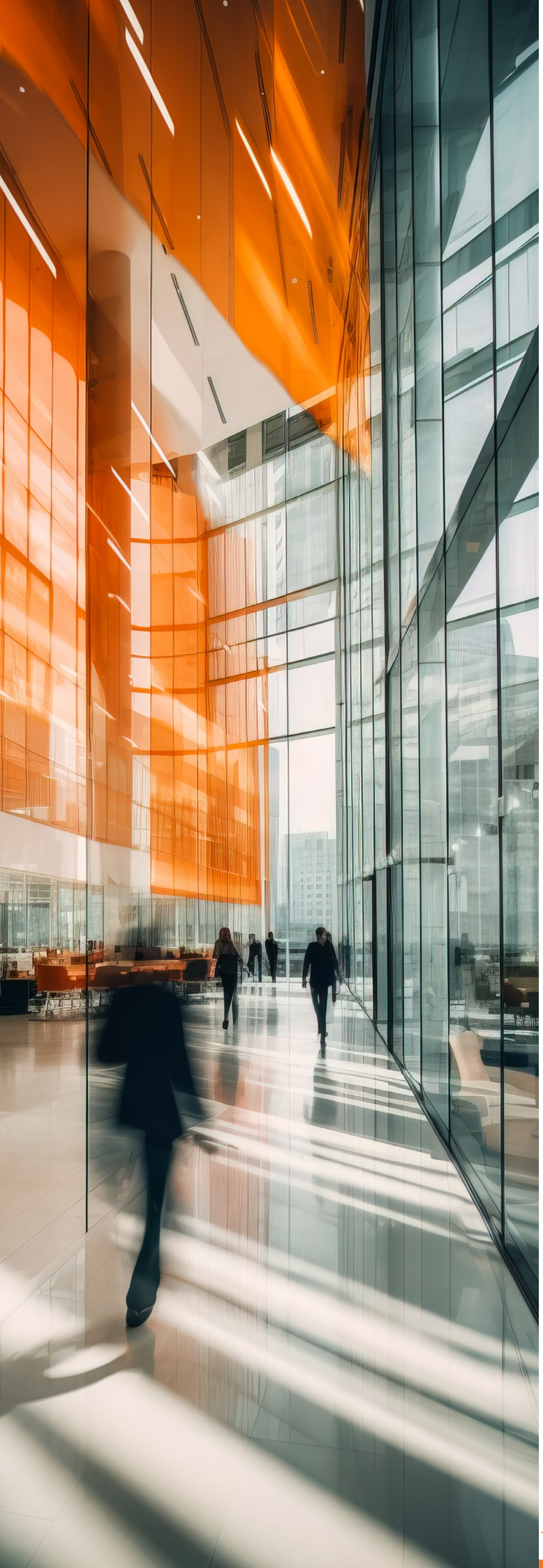
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1 INFORMATION ABOUT THE ORGANISATION





COMPANY OVERVIEW

[Who are we? What is our mission?]

Sterela is a French SME that designs, industrialises, and mass-produces electronic and mechatronic systems operating in harsh environments. These systems are closely linked to the collection, processing, and transmission of data. They are intended for both public and private clients.
STERELA also offers a full range of services, from installation to complete lifecycle support, including full operational maintenance (MCO) throughout the entire lifespan of its products.

[Where do we come from?]

Founded in 1981, STERELA has over 40 years of history, marked by innovation and success achieved thanks to the active involvement of employees in its development.

[Our business sectors and products]

- **Defense:** Provider of live-fire training solutions for armed forces (static and dynamic target systems, and data analysis software).
- **ITS (Intelligent Transport Systems):** Smart traffic management solutions (weigh-in-motion, license plate recognition, vehicle counting).
- **Meteorology:** Solutions météorologiques pour l'observation de surface.
- **Testing:** Dedicated and generic test equipment.

All our products can be tailored to customer needs. They can be designed to operate autonomously or connected to the grid, in outdoor or marine environments.

[Our locations]

Our headquarters and production site are located south of Toulouse.

We also have three regional hubs, enabling us to deploy our activities as close as possible to our customers.

OUR VALUES, OUR AMBITION

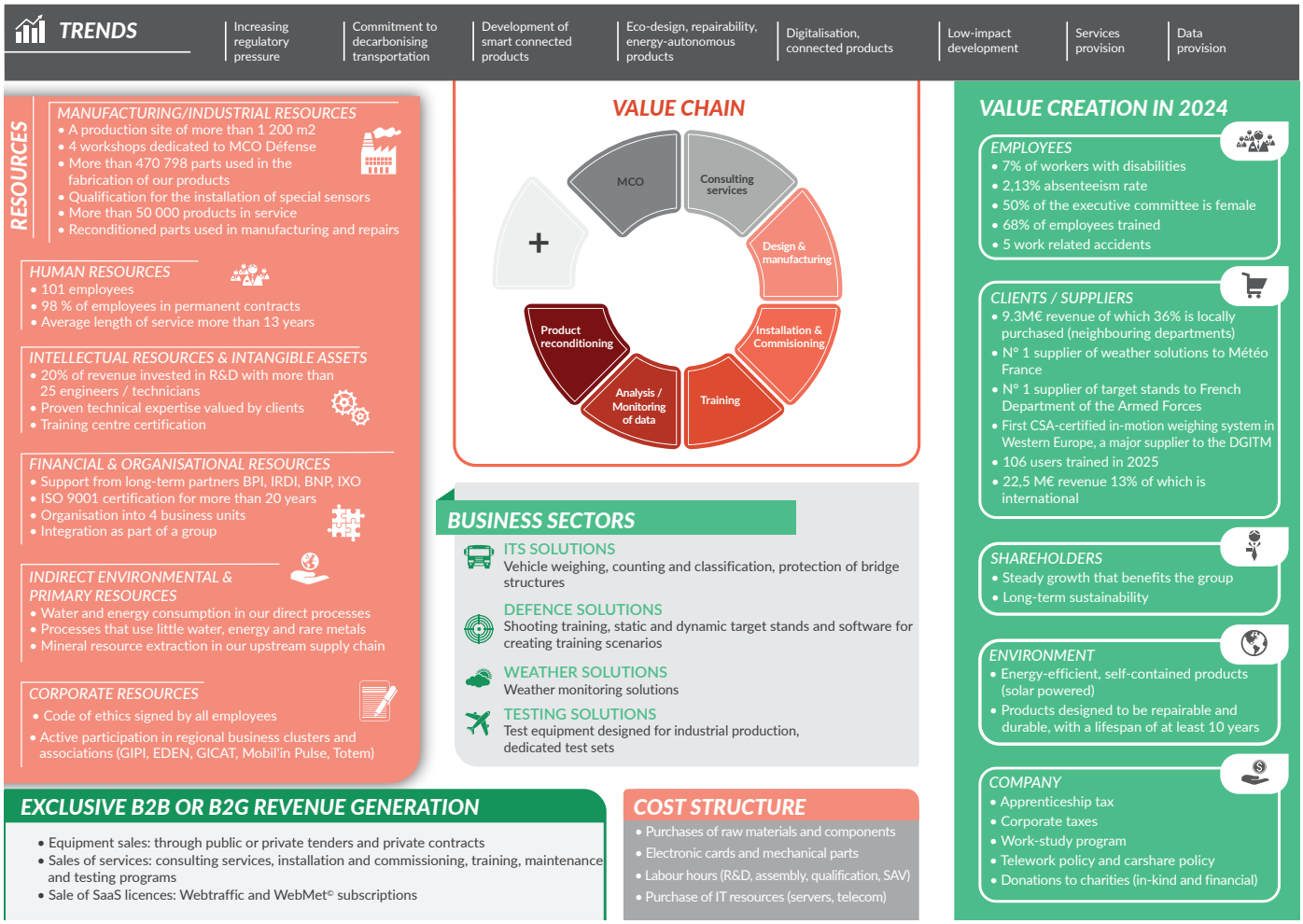
[Our values]

- Commitment,
- A spirit of innovation built on strong technological expertise,
- Team spirit, trust, and mutual support, both internally and with our partners and subcontractors,
- Respect for and satisfaction of our customers through the products and services we deliver.

[Our ambition]

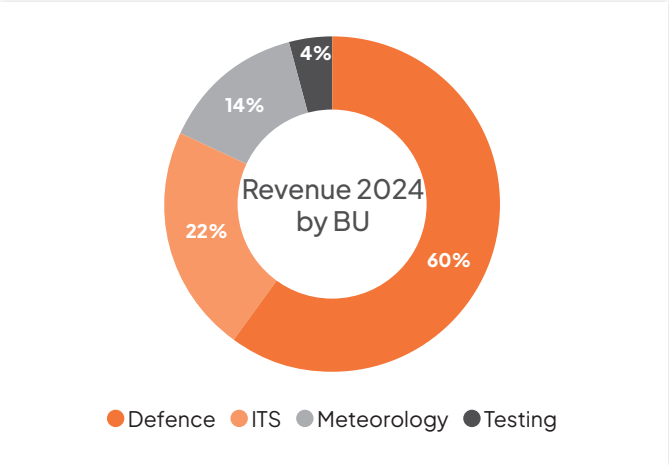
As a technology-driven company, STERELA aims to be recognised in France and internationally for its innovative products, and as an environmentally responsible organisation. It strives to be a key player in its four main areas of activity: Mobility, Defence, Meteorology, and Testing.

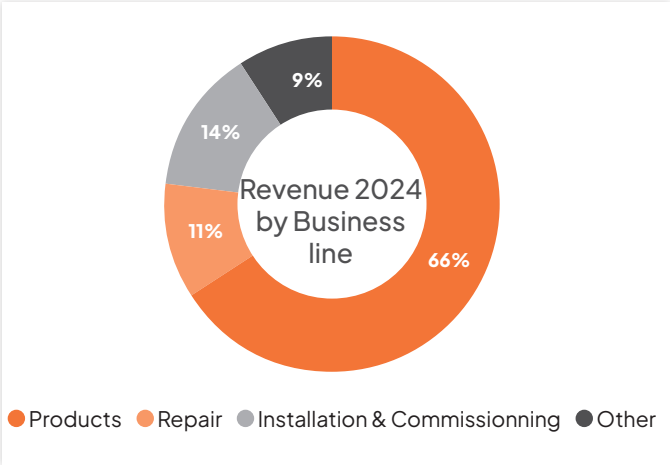
BUSINESS MODEL



[Revenue]

STERELA does not generate any revenue from the fossil fuel sector.
STERELA is in no way involved in the manufacturing, trading, or sale of weapons.
STERELA's 2024 revenue is distributed as follows:





[Geographical breakdown of revenue (2025)]



GOVERNANCE

[Decision-Making Bodies]

[ERMIC Technologies Group]
The ERMIC Technologies Group comprises two SMEs, STERELA and NOVAL.
ERMIC hosts and/or organises activities related to HR, accounting and finance, procurement, R&D, and sales and marketing.
ERMIC produces consolidated financial statements.

[STERELA Management]
STERELA's management sets the company's objectives based on the strategic vision and guidelines provided by the Chairman.
STERELA is led by Christophe Le Flohic.

[STERELA Executive Committee (CODIR)]
The STERELA Executive Committee consists of the CEO, department heads reporting directly to the CEO, and employees with cross-functional roles (HR, finance).
The Committee translates STERELA's strategy into operational action plans and ensures adherence to the company's values.
In 2025, the CODIR consists of 6 men and 4 women, employees of STERELA or the ERMIC Technologies Group.

[An organisation integrating CSR]

To implement corporate social responsibility at all levels of the company, the initiative is driven by general management and coordinated by the Quality/CSR department. We rely on:

- CSR Steering Committee: Meets monthly and includes the Heads of Procurement, HR, R&D, CSR, and 3 volunteer employees. Its role is to define and implement actions to deploy the company's CSR strategy.
- CSR Ambassadors Network: Composed of volunteer employees from different departments, promoting awareness and engagement among staff.
- Dedicated CSR time in the Executive Committee: CSR topics are discussed monthly.

A CSR action plan is monitored monthly by the CSR Committee.

Since 2020, STERELA employees have been regularly informed about CSR actions and issues through a monthly CSR newsletter and activities led by the CSR Ambassadors Network.

CHALLENGES, RISKS, AND OPPORTUNITIES

Since 2020, with the launch of our CSR initiative, the Executive Committee (CODIR) has been regularly made aware of the impacts of our activities and value chain, as well as the mechanisms of climate change:

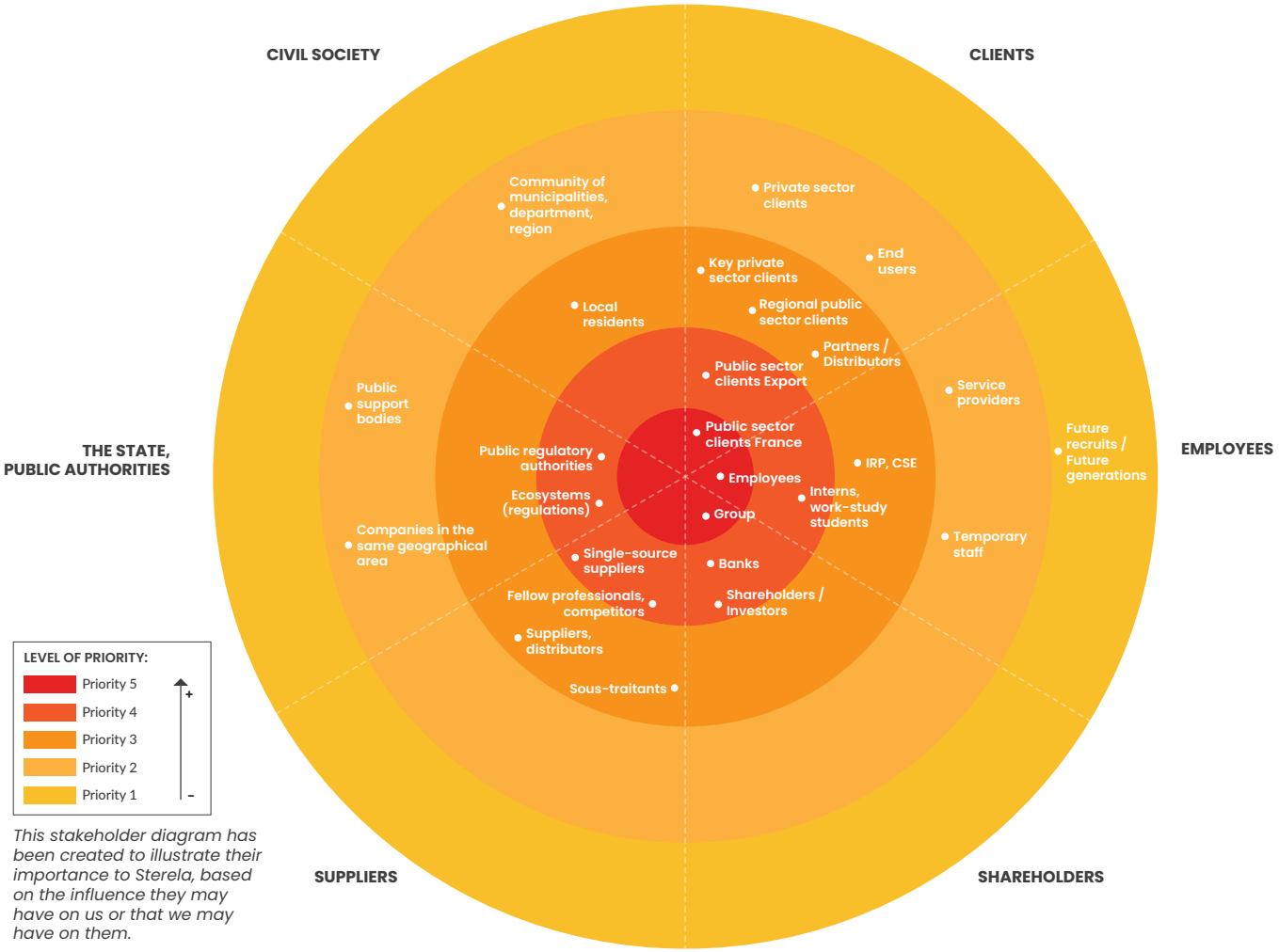
- 2019: Through a CSR diagnostic conducted by Greenflex as part of the "Entreprises de demain" program supported by BPI France.
- 2022: During a Climate Workshop ("Fresque du Climat") on the occasion of our first GHG assessment.
- 2024: During a CODIR meeting fully dedicated to the impacts of our business model and physical and transition risks.

This process allowed us to reflect on the company's challenges, risks and opportunities, and the vulnerabilities of our economic model.
A materiality analysis of these issues has been initiated, guiding a review of the evolution of our business model. The issues considered most relevant for the company are as follows:



ESRS E1	Climate change	Climate change adaptation
ESRS E2	Pollution	Substances of concern
		Substances of very high concern
ESRS E3	Water and marine resources	Water
ESRS E4	Biodiversity and ecosystems	Impacts on the extent and condition of ecosystems
ESRS E5	Circular economy	Resources inflows, including resource use
		Resource outflows related to products and services
		Waste
ESRS S1	Own workforce	Working conditions
		Equal treatment and opportunities for all
ESRS S3	Affected communities	Communities' economic, social and cultural rights
ESRS S4	Consumers and end-users	Information-related impacts for consumers and/or end-users
		Personal safety of consumers and/or end-users
ESRS G1	Business conduct	Corporate culture
		Protection of whistle-blowers
		Management of relationships with suppliers including payment practices
		Corruption and bribery

We have also conducted a review of our stakeholders and their expectations regarding CSR. The next step will be to organise a stakeholder committee to share and discuss the expectations of the different stakeholder groups.



This stakeholder diagram has been created to illustrate their importance to Sterela, based on the influence they may have on us or that we may have on them.

THE PILLARS OF OUR APPROACH / OUR COMMITMENTS

STERELA aims to be a recognised player in France and internationally for its innovative and sustainable products. Our strategy is to address major challenges such as security, climate change, and decarbonised mobility while operating within a responsible framework.
Our CSR initiative has been in place since 2020, supported by the strong commitment of our management team.

[Our commitments are as follows:]

- Putting people at the heart of today's and tomorrow's successes
  - **Axis 1:** Develop human capital, promote well-being at work, and preserve health
  - **Axis 2:** Value diversity and foster inclusion
  - **Axis 3:** Embed ethics into all actions and decisions

- Embedding sustainability into the design of our products, services, offerings, and business models
  - **Axis 4:** Reduce the environmental footprint across the entire product lifecycle
  - **Axis 5:** Offer alternatives to product sales to minimise resource impact
  - **Axis 6:** Ensure the longest possible usage lifespan for our products

- Minimising the environmental impact of our operations
  - **Axis 7:** Reduce water, energy, and consumable usage, and limit waste production
  - **Axis 8:** Promote sustainable mobility
  - **Axis 9:** Commit to sustainable procurement throughout the upstream value chain

1.7 CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

STERELA, through its activities and CSR approach, contributes to the following SDGs:



Good health and well-being
Safeguarding the health and safety of personnel



Descent work & economic growth
Job creation, wage policy



Sustainable cities and communities
Sustainable transport, road traffic analysis systems



Quality education
Training, diversity, work-study schemes, internships



Industry, innovation & infrastructure
Access to weather warning systems, protection of infrastructure



Responsible consumption & production
Eco-design, local procurement policy



Gender equality
Gender equality in the workplace



Reduced inequalities
Profit sharing scheme that benefits workers on lower pay levels



Climate action
Measuring and reducing our environmental impact

EXTERNAL RECOGNITION

STERELA's CSR approach is recognised by our external partners:

We signed the "+ Engagé, + Performant" UIMM Charter in 2023. For this, a UIMM advisor audited our CSR approach and worked with us to develop an action plan.

Below is the maturity diagram of our CSR approach as of April 16, 2024.

STERELA
SMART TECHNOLOGY SOLUTIONS

+ENGAGÉS
+PERFORMANTS

UIMM
LA FABRIQUE DE L'AVENIR

Company Summary and Commitment

Name of the establishment: STERELA
Report No.: UIMMMPO31_202303_004

	Results
Overall Industrial Performance	60,00 / 75
	12,00 / 15
Governance and Strategy	13,00 / 15
Social / HR	12,00 / 15
Product, Market, and Service Development	12,00 / 15
Production and Environmental Impact	12,00 / 15
Business Ecosystem	12,00 / 15

LE COQ VERT

We are also a member of the "Coq Vert" community, led by BPI France, which brings together a network of entrepreneurs committed to the ecological transition.

MANAGEMENT COMMITMENT

« Implementing a CSR approach is, above all, a human-centred initiative and a personal conviction that I wish to share with all STERELA employees and clients.

In this context, we are fully committed to taking environmental considerations into account at every stage of our products' lifecycle - from design to disposal and recycling, including their operational use - always in full transparency with and for our clients.

We also commit to reducing the environmental impact of our activities and those of our clients by implementing concrete actions involving all employees.

Ultimately, having a CSR approach is an opportunity to strengthen a future-ready company where employees can grow, and to define structuring actions that align environmental, social, and economic priorities.»

Christophe Le Flohic, Chief Executive Officer



2 SOCIAL & ETHICS



SOCIAL AND ETHICAL ISSUES

- Motivate and retain employees by providing good working conditions and equitable remuneration
- Remain attractive by adapting to the expectations of future generations
- Ensure health and safety in the workplace

AXIS 1: DEVELOP HUMAN CAPITAL, PROMOTE WELL-BEING AT WORK, AND PRESERVE HEALTH

JOB SECURITY (PERMANENT CONTRACTS)

STERELA has a stable employment policy that limits the use of fixed-term contracts.
Temporary contracts (CDD) or agency work are only used to address short-term activity peaks or to cover long-term absences.

As of December 31, 2024, there were 4 CDDs (2 for temporary workload increases, 1 for parental leave replacement, and 1 apprenticeship contract) out of a total of 103 employees.

EQUITABLE REMUNERATION

STERELA applies the new National Collective Agreement for the Metallurgy Sector and, in 2023, carried out a full job description and grading of all positions. Sterela's pay levels significantly exceed the contractual minimums.

Each year, STERELA conducts the legally required annual negotiations on remuneration, covering actual salaries, working hours, and the distribution of value within the company, as well as gender equality measures, specifically addressing actions to eliminate pay gaps, and the quality of life and working conditions.
Beyond complying with legal obligations, STERELA has a proactive policy of annual general and individual salary increases, ensuring the maintenance of living standards and serving as a motivation lever for its employees.

Average annual salaries (2024):

	Overall total women and men combined	Contractual minimum	%
Executive	**57 342**		
G13–H16	69 387	52 000	33 %
F12	61 213	47 710	28 %
F11	47 813	45 370	5 %
Non Executive	**33 634**		
E10	40 259	33 700	19 %
E9	39 071	30 500	28 %
D8	35 089	28 450	23 %
D7	30 343	26 400	15 %
C6	31 623	25 550	24 %
C5	26 421	24 250	9 %
B4	27 327	23 400	17 %
Overall total	**46 344**		

Year of implementation	Source	Detail	Total increases
2023	NAO 2022 Agreement	General salary increase: 3%; Individual increase: 2,5%	5,5 %
2024	NAO 2023 Agreement	CCN job classification: 2,5%; Individual increase: 2,5%	5 %
2025	NAO 2024 Agreement	General salary increase: 1%; Individual increase: 2%	5 %

STERELA employees have benefited from a profit-sharing agreement since 2001 and from incentive agreements concluded for three fiscal periods, starting in April 2012 (periods: 2011-2014; 2014-2017; 2017-2020; 2020-2023). The latest agreement for the 2024 fiscal year, automatically renewable, was signed on June 14, 2024. These agreements are designed to favour lower-paid employees, with 50% of the bonus distributed proportionally to working time and 50% proportionally to salary.

All employees have access to a family health insurance plan with premium coverage, **with 60%** of the contribution paid by STERELA.

All employees are also covered by a supplementary insurance plan, with benefits exceeding the minimum guarantees required by the collective agreement, regardless of their employment status (executive or non-executive). STERELA covers 80% of the corresponding contributions.

Employees also receive meal vouchers, with a 60% employer contribution. Employees can choose to receive them in paper, digital format, or both.

STERELA employees in employment groups E and above, after one year of service, benefit from a Mandatory Retirement Savings Plan (PERO).
The employer pays 100% of the contributions, distributed as follows:
- 1% on tranche A of the salary;
- 2% on tranche B of the salary.



WORKING HOURS

STERELA accommodates requests for part-time work, allowing employees who wish to do so to achieve a better work-life balance.

Part-time work is always chosen by the employee and is never imposed by the employer.

For employees not under the fixed number of working days per year system, the standard workweek is 36 hours, which entitles them to 6 additional days off per year, to be taken at their discretion.

Any overtime hours worked beyond 36 hours to manage temporary workload peaks are either paid at a higher hourly rate or compensated with time off, at the employee's choice.



TRAINING

STERELA has a continuous training policy throughout employees' professional careers to promote skills development and employee engagement.

A skills development plan is established each year, and STERELA aims to provide at least one training course every three years to each employee (excluding mandatory trainings).

In 2024:
- 87% of employees had completed at least one training course in the past three years.
- Sterela delivered 708.5 hours of training outside of mandatory programs.

STERELA also leverages internal expertise to provide training sessions for its employees.

WORK-LIFE BALANCE AND PRIVACY PROTECTION

Since 2023, STERELA has implemented flexible working hours for employees not under the fixed number of working days per year system. Arrival and departure times are variable, allowing everyone to better balance their personal and professional lives.

Since January 2025, a telework agreement was signed, allowing employees to work remotely one day per week regularly, or occasionally. This measure avoids over 760 kilometres of commuting by car each week.

For production employees, working hours have been organised over 4.5 days per week since 2020 (Friday afternoons are off), with additional flexibility for start times.

Finally, in 2017, STERELA introduced a "right to disconnect" charter to ensure that all employees can fully respect their rest periods.

HEALTH AND SAFETY

STERELA has appointed a Health and Safety Officer to carry out the following actions:

- Establish and update the Occupational Risk Assessment Document (DUERP) in collaboration with the Works Council (CSE). Action plans are monitored with the different department heads.
- Identify and provide the required personal protective equipment (PPE) for each position.
- Implement clearer site signage at the Auterive production facility.
- Monitor mandatory safety trainings (fire safety, First Aid at Work, chemical risks, AIPR, electrical authorisations, CACES, etc.).
- Inventory chemical products and compile a list of employees exposed to these risks.
- Provide workstation safety training.
- Conduct ergonomics and posture training.
- Adapt workstations in collaboration with the occupational health service and/or CAP Emploi.

These preventive measures aim to minimise the risk of workplace accidents.

When an accident occurs, an analysis is conducted jointly with the CSE to identify causes and strengthen preventive actions.

Year	Work accidents resulting in absence from work	Frequency rate	Severity rating
2022	3	21,04	0,32
2023	2	12,77	0,33
2024	4	17,39	0,49



QUALITY OF LIFE AND WORKING CONDITIONS

All STERELA facilities, including the production areas, are heated and air-conditioned to ensure comfortable working conditions. Energy consumption is carefully monitored and minimised (see axis 7 page 26).

Each year, STERELA conducts a Quality of Life and Working Conditions (QVCT) survey with all employees. This internal feedback tool collects anonymous and objective input on employees' perceptions regarding working conditions, organisation, workload, professional relationships, and work-life balance.

This approach supports continuous improvement of workplace well-being, fosters a culture of listening, social dialogue, and co-creation of solutions, contributing to the long-term prevention of psychosocial risks (PSRs) and strengthening the company's social climate.

Since 2020, several actions have been implemented following the surveys, demonstrating the company's ongoing commitment to well-being and PSR prevention:

- Strengthening the training plan to support skill development and employability.
- Improving the annual performance review process for better individual follow-up.
- Renovating common and social spaces to enhance comfort and conviviality.
- Setting up meeting rooms and phone booths to meet confidentiality and collaboration needs.
- Creating bike and motorcycle shelters to encourage sustainable and safe mobility.
- Organising more frequent departmental meetings to improve team cohesion and information flow.
- Increasing transparency around salary reviews to build trust and perceived equity.
- Resuming general information meetings to maintain direct communication between management and teams.
- Strengthening internal communication for more accessible information.
- Implementing flexible working hours to support work-life balance.
- Ouverture d'un portillon piéton vers la gare, facilitant l'accès au site et certains trajets domicile-travail.
- Signing a telework agreement, formalising a now widely adopted practice.
- Deploying the sustainable mobility package to support employees' eco-responsible initiatives.

These initiatives illustrate the company's ability to translate listening into action, placing workplace quality of life at the heart of its CSR strategy.



Management also organises an annual end of year company meal and, together with the CSE, a summer barbecue, strengthening team cohesion.

In 2023, a "Family Day" was organised to introduce employees' relatives to the company and its professions.

The CSE also organises several events each year for all employees, such as bowling, escape games, and chocolate tastings.

Since 2014, there have been only 4 claims submitted to the Labour Court over ten years, the most recent being in 2021.

ONBOARDING AND INTEGRATION

The integration of a new employee is the final phase of the recruitment process and is crucial for building connections and fostering retention.

Every new STERELA employee follows a structured onboarding program, overseen by their department manager. This program includes several mandatory steps:
- Introduction to the company, its culture, and values ;
- Workplace safety training ;
- If needed, meetings with department heads related to the employee's role and responsibilitie ;
- Meeting with the HR department after two months of employment

Additionally, a half-day onboarding session, called "Newcomers' Morning", is organised within the first three months to present the Group, the company's various activities, its organisation, and the CSE social initiatives.

SOCIAL DIALOGUE AND EMPLOYEE BENEFITS

Interactions between the Works Council (CSE) and management are conducted in a constructive and transparent manner. The atmosphere of mutual respect and attentive listening during CSE meetings helps maintain a calm and positive social climate.

Year	Percentage of the total payroll	Amount
2024	0,70%	31 683 €
2025	0,90%	44 857 €

STERELA has a union representative who negotiates company agreements with management.

Since 2023, numerous agreements have been negotiated, including: annual salary negotiations (NAO), gender equality, telework, profit-sharing, exceptional net profit bonuses, employee savings plans, and sustainable mobility allowances.

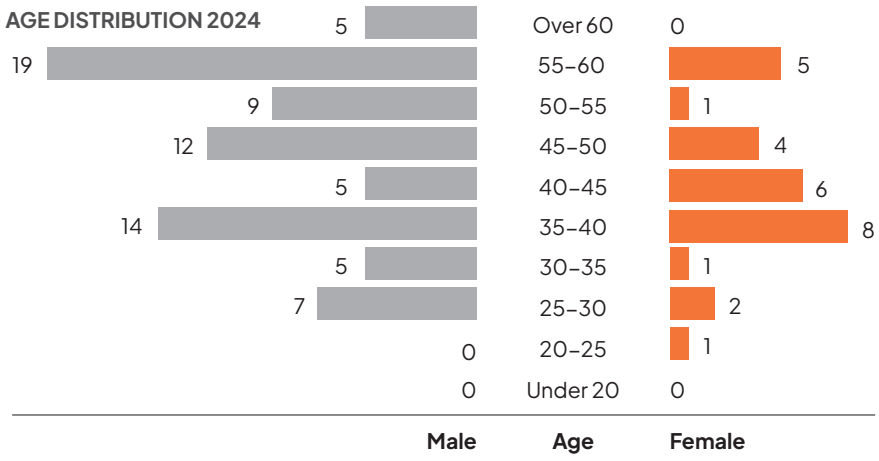
Additionally, the CSE has successfully negotiated an increased social benefits budget, enabling:
- Provision of holiday vouchers to all employees who request them;
- Organisation of company events.

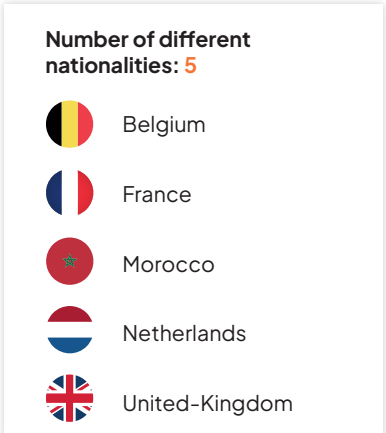
AXIS 2: PROMOTE DIVERSITY AND FOSTER INCLUSION

DIVERSITY

STERELA is committed to a responsible human resources policy that promotes employment and skills development, respects diversity, and ensures equal opportunities.
We ensure that no age group is favoured over another and place strong emphasis on skills transfer between experienced employees and new hires.

In 2024: 27% of employees are women, 28% of employees are considered "experienced" (over 55 years old), 15% of employees are considered "junior" (under 30 years old).





GENDER EQUALITY (F/M)

A first gender equality agreement was signed in 2023 for a one-year period, focusing on three key areas:

Recruitement	Pay equity	Work-life balance

Regarding pay equity, STERELA committed to reducing the gaps observed between average salaries of women and men within the company, supported by a dedicated budget.

For recruitment, STERELA aimed to encourage the hiring of young women, notably through internships and apprenticeships, by communicating with employees who are parents of students from the 9th grade onward.

Concerning work-life balance, full-time employees (excluding production staff and those not under the fixed number of working days per year system) benefited from flexible working hours introduced with the first agreement, helping them better balance professional and personal life.

On April 9, 2025, STERELA management and the union delegation signed a new agreement covering the following topics:

- **Gender equalit:** The same three focus areas as the previous agreement:
  - **Pay equity:** STERELA committed to reducing pay gaps between women and men, with a dedicated 7,000 € annual budget.
  - **Recruitment:** Employees with children up to 13 years old can request flexible working hours on the first day of the school year.
  - **Work-life balance:** Employees with children up to 13 years old can request flexible working hours on the first day of the school year.

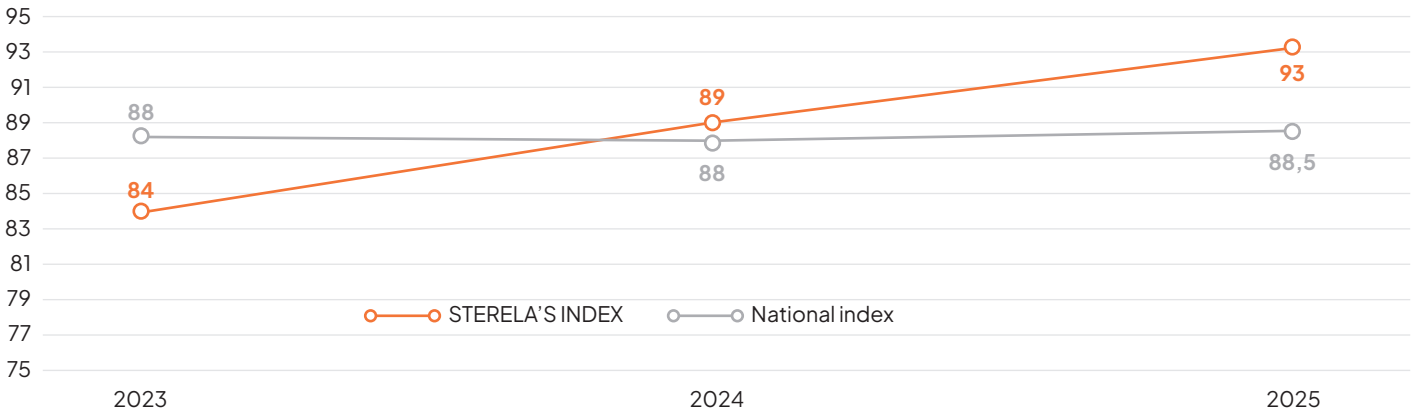
- **Care for Hospitalised Relative" leave:** In the event of unexpected hospitalisation (accident, emergency) of a close relative (child, spouse, parent), employees may take 3 paid working days per year with proof of hospitalisation.

- **Combating discrimination, sexist behaviour, harassment, and workplace violence**
- **Professional inclusion and retention of employees with disabilities**

The agreement reaffirms the actions and commitments of the signatories on these points.

STERELA's gender equality index reached 93 in 2025 (for the 2024 period), showing improvement since 2023.

Gender equality index from 2023



In 2024, salary gaps between women and men by category were below 5%.

Average annual salaries (2024):

	WOMEN	MEN	GAP
Executive	55 549	57 880	4,20%
Non executive	32 971	33 933	2,92%

DISABILITY

STERELA's recruitment policy ensures equal opportunities and job suitability by selecting employees based on skills, experience, and interpersonal qualities.

For many years, STERELA has complied with the legal obligation to employ people with disabilities and even exceeds the regulatory 6% threshold.

STERELA integrates employees with disabilities and works closely with the occupational health service and Cap Emploi to adapt their workstations.

Employees in a situation of disability

7,2 %

2024

and the company conducted 6 workstation assessments to ensure they can work under optimal conditions.

PSYCHOSOCIAL RISKS (PSRS)

STERELA has, within the CSE, a referent for harassment and sexist behaviour. Two CSE members are specifically trained to support employees who may encounter harassment or sexist incidents.

Regular QVCT surveys serve as an effective tool for managing psychosocial risks (PSRs). They help identify potential risk factors, monitor their evolution over time, and measure the effectiveness of preventive actions. Survey results are shared with management, employee representatives, and managers to develop targeted and practical action plans tailored to real workplace conditions.

The most recent survey showed a decrease in employee-reported stress levels.

Prevention of psychosocial risks also involves training managers to recognise and address these issues effectively.

AXIS 3: EMBED ETHICS IN ALL OUR ACTIONS AND DECISIONS

ETHICS CHARTER

Every STERELA employee signs an Ethics Charter upon hiring. Sterela's commitments are as follows:

- Respect for people and diversity, as well as compliance with labour law and international trade regulations.
- Conducting business with loyalty and integrity, while respecting all applicable laws and regulations.
- Respect for the environment.

STERELA has also published a Code of Ethics and an alert procedure.

The contact email for ethical reporting is: alerte.ethique@sterela.fr

SUPPLIER RELATIONS

STERELA works with **two types of suppliers**:

- **Subcontractors,** who manufacture STERELA-specific parts according to our plans. These include suppliers of mechanical components (sheet metal, machining, foundry) and electronic boards. With our subcontractors, we prioritise partnerships and mostly select suppliers in France to foster proximity and trust. In 2024, 92.8% of our subcontracted parts came from France.
- **Suppliers of standard parts** (sensors, electronic components, motors, enclosures, etc.). Here too, we favour French sourcing (82.7% of our parts), although we recognise that the production of some components, especially electronics, is primarily in Asia.

When approving our subcontractors, they are systematically required to sign our Supplier Ethics Charter to ensure alignment with STERELA's values.
STERELA is locally rooted and contributes to the economic activity of its region: 36% of purchases are made with suppliers in neighbouring departments. We focus on building long-term, sustainable relationships with our suppliers, for example, all of our top five suppliers have been working with Sterela for over 15 years.

CUSTOMER AND USER RELATIONS

STERELA is committed to maintaining transparent and constructive relationships with its clients and users.

In its client interactions, STERELA adheres to principles of anti-corruption, fair competition, responsible behaviour, and respect for intellectual property rights.

The company ensures accurate information, honest, transparent, and efficient commercial and contractual processes, and promotes sustainable consumption. This includes pre-sales dialogue to answer client questions, clear technical information and offers, accessible general terms and conditions, and unambiguous orders.

STERELA provides all clients with clear user manuals and offers training on the use of all its products.

STERELA is registered as a training organisation under the registration number 73310630231.
A customer complaint management system is in place to ensure prompt and effective handling:

- After-sales service for any product malfunctions during or after the warranty period.
- Customer service or commercial service for general complaints about business operations, with complaints processed by the Quality department

STERELA commits to providing a first response to clients within one week.

Personal data protection:
STERELA has established a personal data processing register and provides stakeholders with access to the relevant processing records. Personal data processed mainly includes professional contact information and is necessary to maintain contractual relationships.

Clients can request modification or deletion of their personal data by contacting: info@sterela.fr



3 SOCIETAL / ECONOMIC



SOCIETAL AND ECONOMIC ISSUES

- Job creation in the local area
- Enhancing STERELA's brand image
- Better understanding of clients' CSR expectations
- Transition toward a service- and functionality-based economy

STERELA's commitment to corporate social responsibility (CSR) actively contributes to the economic and social development of its region. The company supports the creation of sustainable local jobs, fostering local economic dynamism and maintaining skills within the territory. This involvement also strengthens Sterela's brand image, highlighting its position as a responsible, innovative, and locally rooted company.

Moreover, implementing a structured CSR strategy enables a better understanding of clients' societal and environmental expectations, improving dialogue quality and ensuring that offerings align with expressed needs. Finally, STERELA is engaged in the transition toward a functionality-based economy, prioritising use, value and overall performance rather than mere product sales, within a sustainable and circular perspective.

CREATION OF VARIED JOBS

STERELA is located south of Toulouse (Pins-Justaret and Auterive) and contributes to the development of the local employment area beyond the Toulouse metropolitan region.

Thanks to the diversity of its activities, STERELA offers a wide range of varied jobs to a broader population choosing to live in rural areas.

Each year, STERELA provides numerous observation internships for 15 years old and 16 years old students from nearby schools.

Additionally, STERELA supports the local training ecosystem by offering apprenticeships and internships, helping to develop skills and employability in the region.

List of internships in 2024::

Service	Start date	End date	Duration (Business days)	Diploma prepared
Electronis design	02/05/2024	31/08/2024	83	Master's degree
All	16/12/2024	20/12/2024	5	End of middle school
Test design	27/05/2024	21/06/2024	20	Professional bachelor's degree in aeronautics
All	16/12/2024	20/12/2024	5	End of middle school
Project management	29/04/2024	07/06/2024	26	Preparatory class in science
Software design	17/06/2024	09/08/2024	39	Master's degree

List of Work-Study Programs (Alternances) 2024

Service	Start date	End date	Duration (years)	Diploma prepared
Technical Assistance	07/08/2023	31/07/2024	1	Engineer, mechanical and automatic speciality
Quality	02/09/2024	08/09/2026	2	Master's degree management and administration of companies - Quality, Safety, Environment

SPONSORSHIP: "LE CŒUR DES ENTREPRISES"

Since July 2025, STERELA has joined the collective "Le Cœur des Entreprises", which works to combat social precariousness by enabling employees to participate in volunteer activities for various local associations.

Employees have access to a wide range of missions, which they can join according to their availability and interests.

If a mission takes place during working hours and requires the employee to take leave, STERELA has established a matching leave policy: half a day of "solidarity leave" is granted to any employee who takes half a day of leave for a mission, once per year.

INTERACTIONS WITH PROFESSIONAL NETWORKS

As part of its CSR approach, STERELA is committed to strengthening its presence within the professional ecosystem by actively participating in numerous sector networks.
Our involvement in organisations such as UIMM, GICAT, GIPI, EDEN, Prometeo, ISWIM, and ATEC demonstrates our commitment to contributing to collective innovation, sharing best practices, and promoting sustainable development.
These regular interactions allow us to enrich our thinking, foster virtuous collaborations, and promote a responsible growth model that benefits our partners, clients, and society.

AXIS 5: OFFER ALTERNATIVES TO PRODUCT SALES TO MINIMISE RESOURCE IMPACTS

The reflection initiated on our business model has led us to explore alternative offerings.

Since 2022, under a 10-year contract with the French Ministry of Armed Forces, we have been offering refurbished products. These items, taken out of use by the French Army, are restored to full working condition for alternative uses. By refurbishing existing products instead of manufacturing new ones, we significantly reduce resource consumption.

We are considering expanding these alternative offerings to STERELA's other business sectors.

AXIS 9: COMMIT TO SUSTAINABLE PROCUREMENT ACROSS THE ENTIRE UPSTREAM VALUE CHAIN

Our CSR commitment extends to our sphere of influence, which is why we are engaged in sustainable procurement to mobilise our upstream value chain.

The entire STERELA Purchasing Department received training in responsible purchasing in 2024. The approach involves methodically identifying priority actions by evaluating economic, social, and environmental aspects.

Following this training, the first procurement category addressed was packaging. This initiative led to a reduction in packaging volumes, resulting in economic savings, lower transport weight, and reduced raw material consumption for both products and packaging. The annual savings amount to €29k and 202 tCO_2e.

We share our values and CSR commitments with our main Tier-1 suppliers and encourage dialogue on responsible procurement and opportunities for improvement.

Finally, we are careful in selecting articles and components, favouring RoHS-compliant electronic components and certified or labelled products for paper, office supplies, and cleaning materials.

4 ENVIRONMENTAL



ENVIRONMENTAL ISSUES

- Understand and minimise our environmental impacts
- Reduce waste generation
- Develop environmentally friendly products
- Adapt the business model to climate change

STERELA completed its first carbon footprint assessment in 2023, based on 2022 data, which allowed us to identify the major impacts of our activities.
The total emissions for 2022 amounted to 1800 tCO_2e, covering Scopes 1, 2, and 3, distributed as follows:

- Scope 1 : 212 T CO^2
- Scope 2 : 9 T CO^2
- Scope 3 : 1555 T CO^2

Our carbon footprint report is published on the ADEME website:
(https://bilans-ges.ademe.fr/bilans/consultation/e5c017c8-5f62-47db-9f4d-c1346a1e49e8/fiche-identite)

AXIS 4: REDUCE THE ENVIRONMENTAL FOOTPRINT ACROSS THE ENTIRE PRODUCT LIFECYCLE

In 2021, we took our first steps in eco-design, supported by the Eco-Design Hub, by conducting a simplified life cycle analysis on one of our flagship products to understand its environmental impacts. From this, we established initial eco-design criteria that we now incorporate into our developments.
By 2025, all project managers, business leads, and engineers had been trained in eco-design. We are currently working to define and implement a methodology and tools to systematically integrate eco-design into all new developments.

Our products are often designed to be energy-autonomous, making them lightweight and energy-efficient, thereby minimising resource consumption.
Additionally, our repair and after-sales service teams regularly use recovered parts, further reducing resource use.

Finally, in line with the Electrical and Electronic Equipment sector regulations, we are developing a prevention and eco-design plan in collaboration with our eco-organisation, Ecosystem.



AXIS 6: ENSURE THE LONGEST POSSIBLE PRODUCT LIFESPAN

We have implemented an obsolescence management process to ensure our customers get the longest possible lifespan for our products.

For example, we still provide annual calibration for aerospace tools worldwide that were designed in the 1990s (A30TRS and A31TRS).

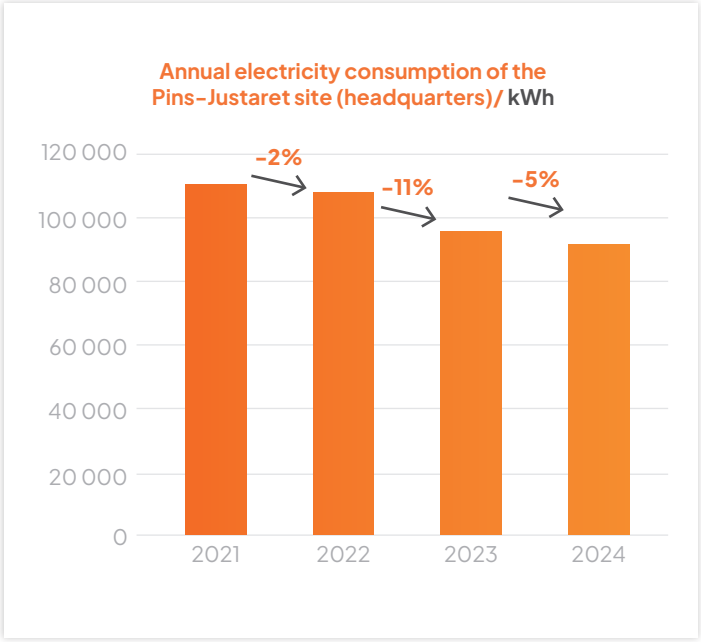
When our products reach the end of their life, some references can be refurbished and resold. We plan to expand the number of products eligible for refurbishment.
Finally, if a product cannot be repaired or refurbished, it is taken care of by our eco-organisation, Ecosystem, which handles dismantling, recycling, and treatment of products that have become waste.

AXIS 7: REDUCE WATER, ENERGY, AND CONSUMABLE USE, AND MINIMISE WASTE PRODUCTION

ENERGY

Our direct energy consumption is low, as our production does not involve heavy industrial processes - we focus mainly on cabling and integration.
At our headquarters, energy use is primarily for heating and air conditioning. While employees are regularly encouraged to adopt energy-saving behaviours, our ability to significantly reduce consumption is limited because we do not own the site.
At our production site, shared with NOVAL, the facilities are more recent and better insulated, which helps minimise energy use. Additionally, a photovoltaic power system provides approximately 43% of the site's electricity.

Overall, Sterela's electricity consumption continues to decrease thanks to ongoing employee awareness initiatives and efficient energy practices.





WATER

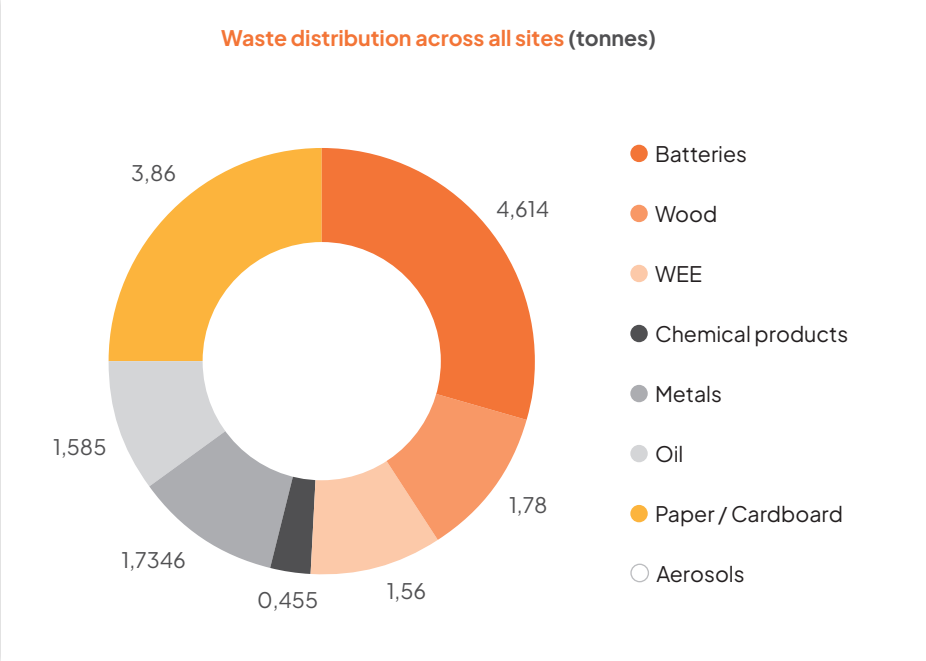
STERELA's water consumption is limited, as our activities do not require large volumes of water. The main uses are sanitary facilities and minimal cleaning operations at the production and office sites.

We implement good practices to reduce water use, such as monitoring consumption, promoting awareness among employees, and ensuring that any water use is efficient and responsible.

No significant water-intensive processes are involved in our operations, which naturally keeps our water footprint low.

WASTE

We maintain an annual waste register, with the breakdown presented below.
The volumes of waste managed by the municipality (packaging and residual household waste) are difficult to estimate and have therefore been excluded from the chart below:





All of our waste is sorted and processed through the appropriate channels in compliance with the Environmental Code.

The high volume of batteries is explained by our contract for the maintenance of shooting training equipment for the French Army, under which we manage the end-of-life of these products.

Our membership in Eco-System ensures the treatment and recycling of our Electrical and Electronic Equipment Waste (EEE/WEEE) as well as that of our clients, generated by our products.

For office, production, and installation waste, we implement systematic sorting according to appropriate streams, prioritising recycling whenever possible.

Finally, all personnel working on installation sites are trained in environmentally responsible practices, and a guide for managing construction and installation waste is provided to support proper handling

FUEL

For employees who travel regularly, STERELA maintains a fleet of modern, high-quality vehicles to ensure staff safety while complying with the latest environmental standards for greenhouse gas emissions.

In addition, we have introduced an electric vehicle for inter-site shuttles, replacing a previously used vehicle that was functional but more polluting.

PACKAGING MATERIALS

To reduce the use of new raw materials and minimise our packaging waste, we recover packaging materials from incoming products and reuse them as cushioning for products we ship - either directly or after padding the packaging boxes.

This practice has significantly reduced our purchases of bubble wrap and other single-use materials, contributing to both environmental and economic savings:

	2022	2023	2024
Number of rolls of bubble wrap	11	3	2

We are also working to reduce the weight of our packaging, particularly by eliminating wooden reinforcements in our boxes.

Additionally, we strive to minimise the use of plastic wrap in our packaging.

AXIS 8: PROMOTE SUSTAINABLE MOBILITY

STERELA encourages employees to reduce the environmental impact of commuting through the Sustainable Mobility Allowance (Forfait Mobilités Durables).

This program provides an annual bonus for using carpooling or cycling for commuting:
- €500 for 100 days of use
- €400 € for 75 days of use
- €300 € for 50 days of use

In 2024, 9 employees benefited from the Sustainable Mobility Allowance, for a total of €4,700. STERELA aims to increase this number to 12 employees by 2026, reinforcing its commitment to sustainable commuting practices.

5

CSR INDICATORS



Indicator	Unit	Value
ENVIRONNEMENT		
Date of the last measure of greenhouse gas emissions	Year	2024
Total emissions Scope 1	tCO2e	212
Total emissions Scope 2	tCO2e	9
Total emissions Scope 3	tCO2e	1 555
Total electricity consumption	MWh	151,41
Total energy consumption	MWh	151,41
Total renewable energy consumption	MWh	26,4
Amount of self-generated energy consumed	MWh	19
Total amount of energy generated	MWh	19
Amount of renewable energy generated	MWh	19
Proportion of turnover attributable to the fossil fuels sector	%	0
Amount of pollutants discharged into water	tonnes	0
Annual water consumption	m3	453
Total quantity of waste produced	tonnes	117,22
Total quantity of non-dangerous waste	tonnes	84,99
Quantity of waste recycled	tonnes	19,16
Quantity of dangerous waste	tonnes	9,99
Quantity of radioactive waste	tonnes	0
SOCIAL		
Number of permanent employees (full-time equivalents (ETP)) 31/12	ETP	98
Number of non-permanent employees (full-time equivalents (ETP)) 31/12	ETP	4
Total number of voluntary or involuntary departures	ETP	7
Number of discrimination cases currently being processed	Nb	0
Number of women with permanent contracts (CDI)	ETP	29
Percentage of women in management positions	%	21
Number of employees with handicap	ETP	7
Number of juniors in the company (under 25 years old)	ETP	1
Number of seniors in the company (over 55 years old)	ETP	29
Number of members of the Executive Committee and Direction	Nb	10
Number of female members of the Executive Committee and Direction	Nb	5
Gender equality index	%	93
Share of employees with handicap	%	7,17
Average gross annual salary of male employees in the company (based on a 35-hour working week – including fixed and variable pay)	€	47 425
Average gross annual salary of female employees in the company (based on a 35-hour working week – including fixed and variable pay)	€	43 391
Percentage of women amongst the 10 best paid positions in the company	%	20
Average unadjusted pay gap (fixed and variable) between men and women	%	1
Total number of hours of employee training	h	981,50
Average number of hours of training per employee	h/employee	10,02
Number of employees having followed at least one day of training	ETP	68,00
Training budget as a percentage of the total payroll	%	0,95
Percentage of employee shareholders (as a percentage of the company's workforce)	%	4,2 %
Percentage of capital held by non-executive employees	%	2,9 %
Number of work days lost due to injuries, accidents, deaths or illness	days	85
Absenteeism rate	%	2,13
Workplace accident rate	Tx	17,39
Severity rating of workplace accidents	Tx	0,49
Total number of work-related deaths	Nb	0
Total number of accidents in the workplace	Nb	5