

### RESPONSIBLE PARTNER

Mersen meets the expectation of suppliers, users, partners and other stakeholders across the value chain, driven by a commitment to progress for all and guided by strict ethical principles.

#### ENSURING RESPONSIBLE PURCHASING

- Supplier CSR self-assessment
- 100%** of suppliers in 2022
- Supplier map
- Supplier CSR progress measured through audits and action plans

8  
Economic growth and decent work

9  
Industry, innovation and infrastructure

### LIMITING OUR ENVIRONMENTAL IMPACT

Mersen has a responsibility to limit the environmental impact of its operations, particularly by reducing CO<sub>2</sub> emissions.

#### LIMITING GREENHOUSE GAS EMISSIONS

- Reduce GHG emission intensity by **20%** (vs. 2018)

#### RECYCLING WASTE

- Increase the share of waste recycled to **75%**

#### LIMITING WATER CONSUMPTION

- Reduce water consumption by **10%** (vs. 2018)

6  
Clean water and sanitation

7  
Affordable and clean energy

12  
Responsible consumption and production

13  
Climate action

**CSR**

### HUMAN CAPITAL

Around the world, Mersen strives to help employees, communities and talent grow while paying the utmost respect to human rights, health and safety, and diversity.

#### PROMOTING EQUAL OPPORTUNITY AND DIVERSITY

- Encourage gender diversity in the workplace:
- % women in senior management positions: **25%**
- % women engineers and managers: **> 25%** in 2022
- Improve inclusion of people with disabilities: increase their number **x2**

#### PROMOTING A SOCIAL RESPONSIBILITY POLICY FOR ALL

- Provide social protection with a universal indemnity in the event of death in service
- Standardize profit-sharing schemes
- Adopt a minimum amount of paid leave in all countries

Employee beneficiaries **100%**

3  
Good health and well-being

4  
Quality education

5  
Gender equality

8  
Economic growth and decent work

10  
Reduced inequalities

#### PROMOTING WELL-BEING, HEALTH AND SAFETY AT WORK

- Keep LTIR  $\leq 1,8$  and SIR  $\leq 60$
- Continue prevention efforts: increase the number of management safety visits by **20%**

### ETHICS AND COMPLIANCE CULTURE

Mersen owes its development to a great extent to the trust and confidence that the Group inspires in its stakeholders.

16  
Peace, justice and strong institutions

- Compulsory ethics training for new hires
- Compulsory refresher training every 2 years (individual or theme-based training by site)

- Compulsory cybersecurity training for employees with a personal computer

\* Compared with 2021 figures unless otherwise stated.