

TESTIA ESG* POLICY

*Environmental, Social and Governance

At Testia, we understand the need for change in how we live and do business. Consequently, **in the next 3 years, our focus is to make significant progress in sustainability and environmental responsibility.** In this respect, through its ESG policy, **Testia has set clear goals in improving on Safety, Integrity and Social & Environmental Responsibility.** They are closely aligned with our overall company mission emphasizing Safety, with our company values emphasizing Integrity, and with our company strategy emphasizing business development in sustainable industries. The purpose of this document is to share **Testia's position on sustainability and environment** with our employees and stakeholders. Our aim is to build a common understanding and a shared responsibility to reach our goals in these matters.

To progress toward our ambition, we are pleased to present our specific 2024 goals embedded in a 3 years path:

SAFETY

“Never compromise on either Employees or Product safety”

Product safety:

3 year path ⇨ Continuously reinforce our culture of prevention

2024 ⇨ Deliver to our GLS target

Implement sampled double-check inspections

Employee safety:

3 year path ⇨ Act at every level to guarantee safety at work

2024 ⇨ Implement Accident Frequency Rate (FR1)

Deploy and harmonize the SMS Part 145 methods

Data safety & privacy:

3 year path ⇨ Align to ISO 27001 standards

2024 ⇨ Establish cybersecurity FMECA and fix major risks

Shift GDPR process from local to group

INTEGRITY

“Stand for integrity in business, leadership and personal ethics”

Business integrity:

3 year path ⇨ Upkeep highest standard of integrity in business relationships

2024 ⇨ Enhance ICSA compliance maturity & meet evolving standards

Leadership exemplarity:

3 year path ⇨ Continuously abide to our culture of integrity across business & organization, and obtain recognition through an international label

2024⇨ Join the United Nations Global Compact (ESG policy & report established)

Work Ethics:

3 year path ⇨ Live to our Values, in particular strive for Excellence in all we do

2024⇨ Set a global ethics and deontology charter for inspectors

SOCIAL & ENVIRONMENTAL RESPONSIBILITY

“Actively participate in improvements for the society and the nature around us”

Diversity & inclusion:

3 year path ⇨ Continue building an inclusive & diverse workplace

2024⇨ Set KPI related to diversity & inclusion across group (man /woman /diverse index, % handicap, % nationalities)

Maintain our position as Airbus group benchmark in France

Environmental footprint:

3 year path ⇨ Reduce our CO2 impact and eventually obtain ISO 14001

2024⇨ Establish the carbon footprint indicator (GHG scope 1 & 2)

Establish the roadmap to ISO 14001

20% hybrid or electric service cars with a target to 100% within 3 years

Renewable business:

3 year path ⇨ Actively expand our footprint in sustainable industries

2024⇨ Secure 2 all new customers in renewable energy industries

This ESG Policy is a living document that will be reviewed periodically to ensure its relevance and effectiveness. Through our collective efforts, we aim to leave a lasting legacy of environmental responsibility for future generations.

Toulouse, 01/02/2024



David Rottembourg
CEO TESTIA