

Testia ESG Policy

(Environmental, Social and Governance)

At Testia, we recognize the evolving demands of sustainable living and business practices. Consequently, **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 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 2025 goals embedded in the 3-years path from 2024 to 2026:

Safety

Our goal: We never compromise on either employees' or product safety

Product safety:

3 year path - Continuously reinforce our culture of prevention

2025 - Deliver to our go-look-see target & deploy inspection double-checks across 12 sites

Employee safety:

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

2025 - Implement Accident frequency rate FR1 indicator across all sites

Data safety & privacy:

3 year path - Align to ISO 27001 standards

2025 - Implement an information security management system: Provide tangible solutions to implement EDR (Endpoint Detection and Response)

2025 - Shift GDPR (data privacy) process from local practice to group process

Integrity

Our goal: We stand for integrity in business, leadership and personal ethics

Business integrity:

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

2025 - Enhance ICSA* compliance maturity & meet evolving standards

(*Airbus' internal control self-assessment)

Leadership exemplarity:

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

2025 - Deliver first ESG report & select an ESG label

Work Ethics:

3 year path - Live to our values, in particular strive for excellence in all we do

2025 - Deploy the Testia global NDT code of ethics, signed by 90 % of NDT qualified staff & set a global written practice policy

Social & environmental responsibility

Our goal: We actively participate in improvements for the society and the nature around us

Diversity & inclusion:

3 year path - Continue building an inclusive & diverse workplace

2025 - Deploy a gender and disability index across entities

Environmental footprint:

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

2025 - Reach 45% hybrid or electric service cars, with a target of 100% by end of 2026, to reduce our CO₂ impact

Renewable business:

3 year path - Actively expand our footprint in sustainable industries

2025 - Secure 2 all-new customers from the renewable energy sector

This ESG policy is a living document that is 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, 07th March 2025

David Rottembourg
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