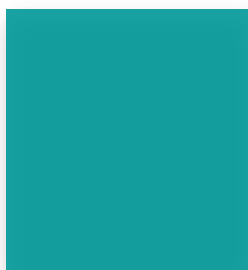




# Extra-financial Report



"Global Design/Local Production"

# 2023

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## The Vignal Group Presentation

### Group mission

Vignal Group strives to become a global actor in the lighting and safety of both on-road and off-road industrial and commercial vehicles, while respecting the environment and regulations and deploying an ambitious Corporate Social Responsibility policy (CSR).

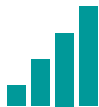


### Key figures



670

Employees



170

Millions in  
turnover



10%

Of employees  
dedicated to  
R&D



Over 20 years

Of CSR Policies

### 100 years' experience



## Facilities : headquarters and subsidiaries



## Markets





## Product ranges



## Group growth

Our group has developed through organic growth and implemented several external-growth operations.

The various acquisitions made have allowed us to develop synergies, enrich our product ranges, extend towards new market segments and reinforce our global presence.



## Foreword

This document is Vignal Group's 2023 "non-financial report".  
However, it is also intended to confirm our support for the United Nations' Global Compact.



Associated with  
the following  
standards:  
  
GRI Disclosures

### Renewal of our support for the United Nations' Global Compact

Mr Secretary General, through this letter, I have the pleasure of confirming the Vignal Group's continued support for the United Nations' Global Pact. As such, we renew our commitment to adopt, support and apply the 10 fundamental principles regarding human rights, labour rights, environmental protection and the fight against corruption within our sphere of influence. We also wish to express to you our desire to further the application of these principles by continuing to integrate them within our company's strategy, its commercial culture and its operating procedures. Please find attached our communication on progress made in 2023.

Kind regards,

### A word from the president



It is often said that school teaches us, our families educate us and work brings us together.

As such, we understand that the role of a responsible company is not simply to create products, services, jobs and added value, but to involve employees and all partners in order to operate together in harmony and preserve our planet.

Within the Vignal Group, we have been committed for over 20 years to a formalised approach to minimising our negative effects on the planet and offering more services to our clients, creating local jobs and improving working conditions in all our factories.

To structure our actions, we have placed CSR at the heart of our strategy. It is in this line that our governance system has been organised.

We follow a product strategy which aims for excellence, energy frugality and recyclability.

Thanks to best-in-class industrial tools located near our clients, our production facilities strive first and foremost to cut out intercontinental transport and offer flexibility to our clients.

As a result of our industrial and human investments, always in the pursuit of excellence, we create local and stable jobs, attracting the best talents from all walks of life.

This commitment offers invaluable support to our global development as part of a sustainable-development model.

Jean-Louis Coutin  
Vignal President

## CSR governance

### COLLECTIVELY DRIVING and creating smart synergies

Vignal's commitment to Sustainable Development is based on governance and commitments that bring together directors at all levels and at the very top levels of the organisation.

#### 1. **EMZ Partners: about our shareholder**

"Our **ESG** values translate the values held by EMZ, reflected in our investment strategy:

- establishing solid partnerships with portfolio companies based on mutual trust and shared governance principles;
  - acting to support management teams in the implementation of their CSR approach with a view to creating inclusive and shared value;
  - integrating not only risk factors but also opportunities linked to non-financial criteria and being able to identify their potential impact on value creation;
  - ensuring that our investment policy has no major negative impact on our portfolio's sustainability;
  - ensuring a process of continuous improvement both internally and in our investment strategy, which must take into account the characteristics of the non-listed market and the size of portfolio companies"
- extract from the EMZ Partners' website.

2. The **Executive Committee** defines the Group's CSR policy and annually evaluates its progress with regard to established objectives.

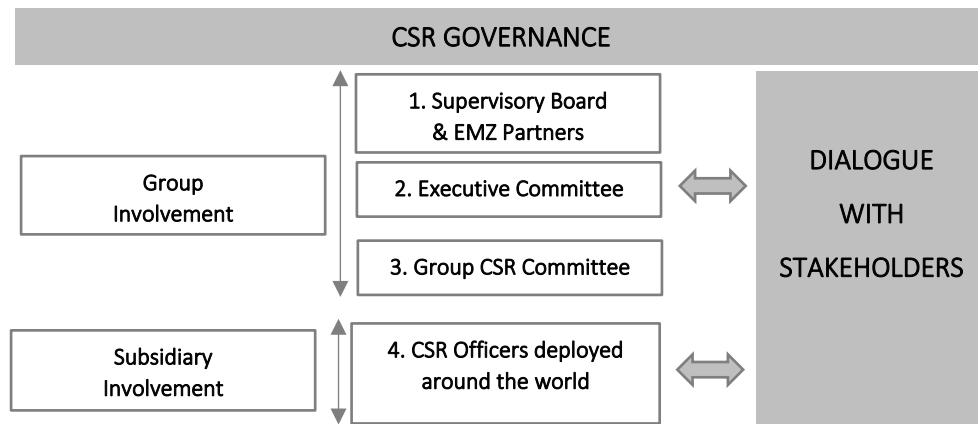
Furthermore, it regularly examines the risks linked to our business model, approves sustainable-development objectives at an organisational level and supervises Environmental, Social and Governance reporting.

3. The **Group CSR Committee** implements the CSR strategy and deploys the 3 commitments of the CSR policy within all Group subsidiaries.

4. **CSR Officers** implement the CSR objectives defined by the Executive Committee within their subsidiaries and report their actions to the Group CSR Committee.

Associated with the  
following  
standards:  
  
GRI Disclosures

## A UNIFIED VISION of our governance



## COMMITMENTS shared with our stakeholders

COMMITMENTS		
Code of Ethics	Responsible-Purchasing Code of Conduct	ISO 14001
CSR Charter	United Nations' Global Compact	IATF 16949
CSR Objectives Management team and employees	Annual CSR reporting (+150 indicators)	Drive Sustainability & CSR Europe

Associated with the following standards:  
GRI Disclosures



## Map of Vignal stakeholders

Vignal strives to exchange views and nourish frank and direct relationships, based on mutual trust, with all stakeholders – be they employees, clients or suppliers.



### Employees/Unions



Ensuring a continuous dialogue with employees and leaders of trade unions and professional organisations in order to develop a quality social climate.

### Clients: industrial manufacturers (on-road and off-road) and distributors



Designing, developing, producing and selling signage, lighting and safety products for sustainable mobility and use.

### Suppliers



Cooperating and co-constructing with respect for competition law and fundamental rights.

### Institutional stakeholders



Creating a dialogue with respect for national, European and international laws and regulations regarding economic, industrial and social aspects.

### Financial community and shareholders



Acting in a spirit of dialogue based on the relevance and transparency of information regarding Group shares and results.

### Territorial stakeholders



Ensuring that the group's development harmoniously co-exists with its territorial ecosystem.

### Financial and non-financial rating companies



Ensuring the recognition of Vignal's commitments, both financially and with regard to social, environmental and societal aspects.

## Managing risks for more effective protection

Vignal's management system seeks to satisfy the expectations of both internal and external stakeholders, while respecting legal requirements and applicable regulations.



It is broken down into specific processes.

Each employee contributes to the continuous improvement of their process in order to develop a sustainable and responsible company. As such, for Vignal, managing risks is an essential factor of the Group's development and staying power.

Associated with the following standards:

GRI Disclosures

205-1(2016)

### CSR/PROJECT RISK ANALYSIS

The Executive Committee monitors CSR impacts. The companies with whom we interact may be subject to various checks – be they environmental, ethical, financial, legal or otherwise – before any new contractual engagement, as well as during or after the end of the relationship.

Our product carbon accounting, carried out at all stages of development, is submitted to our clients to ensure transparency.

The aim of this is to determine the measures our teams can deploy to positively influence the risks identified.

### THIRD-PARTY MANAGEMENT

Vignal hopes to work with people who share the same values and the same culture of integrity, and must protect itself from risks resulting from a failure to respect these values.



Our processes map out all our stakeholders: clients, shareholders, staff, suppliers, subcontractors, etc.

These categories or third parties are analysed in terms of expectations, risks, processes with which they interact, consequences, problem causes and the prevention plan (current situation).

This exercise is focused on the concept of scoring. Various different impacts may be established: low, moderate, significant, high and critical. Said analysis is also carried out under the prism of severity, frequency and detection.

## Our CSR policy and "Global Design/Local Production" strategy

### Voluntary, national and international commitments

**"Vignal has made sustainable development one of its major strategical focuses"**

Emmanuel Magat - Industrial and CSR Director

### The United Nations' Global Compact

In 2015, the Vignal Group expressed its commitment to universal values by joining the United Nations' Global Compact and demonstrating its dedication in terms of corporate social responsibility. The Vignal Group therefore undertook to align its strategy and operations with the 10 principles of the compact regarding human rights, labour rights, the environment and the fight against corruption.

### The Sustainable Development Goals (SDGs)

As part of its CSR commitments, the Group supports the SDGs drawn up by the United Nations. The 17 SDGs constitute a global call to act by 2030 to reduce inequality, make the world better for future generations and ensure that humans live in peace and prosperity. In particular, Vignal has been working hard to contribute to the 6 SDGs listed below.



### The Vignal Code of Ethics – CSR Charter

The Code of Ethics and CSR Charter are the two founding documents of our vision for sustainable development.

In their own way, each specifies the Group's CSR ambitions, as well as the principles and rules that each employee must follow in the exercise of their duties and responsibilities.

These two documents focus on the subjects of human rights, labour rights, the environment and the fight against corruption.



Associated with the  
following standards:

GRI Disclosures

2-26 (2021)

## Over 20 years of CSR policies

**The Group's CSR policy strives to respect people, the planet and organisations, in line with laws and regulations.**

Our CSR policy aims to improve the sustainability of our business model, while maintaining the trust granted to us by our stakeholders with whom we maintain a continual dialogue.

For over 20 years now, CSR has been at the heart of our decisions. Below are a few of the most representative actions taken.

**2000**

ISO 14001 certification, an environmental standard

**2009**

1<sup>st</sup> carbon footprint (scope 1,2,3)

**2013**

1<sup>st</sup> CSR Chart  
1<sup>st</sup> Ecovadis "Gold" CSR rating

**2014**

Strategic plan:  
"Global Design/Local Production"

**2015**

Participation in the United Nations' Global Compact  
Creation of the Group CSR Committee  
1<sup>st</sup> health and well-being barometer

**2016**

New site in Lyon  
Responsible-purchasing policy  
1<sup>st</sup> non-financial report

**2017**

1<sup>st</sup> CMRT conflict-minerals assessment  
Transformation of the Rancate site  
Development of the Mosinee site

**2018**

Opening of the Changzhou site in China  
1<sup>st</sup> supplier CSR audit  
Carbon-footprint/turnover ratio: -40% in 5 years

**2019**

Location of supplies  
Renewal of the Code of Ethics  
1<sup>st</sup> gender-equality index measurement

**2020**

Renewal of the CSR Charter  
Launch of supplier CSR audits  
Ethical Covid-crisis management  
Investments: 6 100% electric injection presses.

**2021**

Integration of Vignal Sesaly  
Ecovadis Gold for French companies  
Muscle warm-up in production  
Introduction of ISO 20400  
Updating of the CSR Charter  
Joining Drive+

**2022**

Integration of Vignal Sarr within the group  
Establishment of Vignal Sesaly in Corbas  
Vignal Changzhou carbon accounting  
Product carbon accounting  
Low-carbon process integration

**2023**

Creation of a new industrial site in Corbas. Installation of solar panels on the Vignal CEA site.  
Continuation of the responsible-energy-consumption plan. Vignal Sarr carbon accounting.  
Creation of the product carbon-accounting model.  
Review of the classification of jobs in metalworking. Launch of the employer-brand project.  
Creation of a company CSR presentation and films.  
CSR exchanges with suppliers (conflict minerals, etc.).

## Our "Global Design/Local Production" strategy

The Groups CSR strategy is based on respect for the planet, people and laws and regulations.

With the agreement of all of our partners, Vignal has decided:

- to eliminate operations that do not offer any added value;
- to eliminate intercontinental transport;
- and to reach the highest standards in quality and responsiveness.

**To achieve these objectives, Vignal has decided to design its products globally and produce them locally.**

To do so, Vignal has continued to develop its industrial tooling and has equipped itself with "Best-in-class" manufacturing factories near its clients, in Europe, North America (Mosinee, Wisconsin) and Asia (Changzhou).

Thanks to R&D teams who represent 10% of the Group's workforce, Vignal offers ambitious technological innovations and new ranges seeking to drastically reduce energy consumption.





## Our CSR strategy broken down into 3 commitments

### Commitment 1: contributing to climate efforts



*"All our teams have been mobilised to ensure that our products and the way in which we make them have a positive impact on our ecosystem and the territories in which we are established.*

*We have defined ambitious and realistic objectives to reduce our carbon intensity: -15% every 3 years.*

*We are innovating to decarbonise our operations and provide our clients with sustainable, low-carbon solutions. For the respect of people and the planet".*

Emmanuel Magat - Industrial and CSR Director

#### Our road maps:

##### Designing and manufacturing sustainable products

- "best-in-class" factories in Europe, the United States and Asia;
- innovative products with a lifespan as long as that of the vehicle;
- a low-carbon strategy thanks to particularly effective LED products;
- global R&D teams trained in eco-design.

##### Reducing CO<sub>2</sub> emissions

- 100% of subsidiaries are ISO 14001 certified;
- carbon footprints have been measured since 2009 on all 3 scopes: lowering our t CO<sub>2</sub>eq ratio by -41% between 2019 and 2022;
- investments in low-consumption buildings and processes;
- anchoring of our "Global Design/Local Production" policy.

## 2023 PERFORMANCE

**100%** of new lights are eco-designed

**-41 %** reduction in our carbon intensity between 2019 and 2022

## Commitment 2: committing to men and women



*"The men and women of our group are passionate, driven by their entrepreneurial spirit. They are Vignal's greatest asset!"*

*Together, we're building Vignal's future. And that's why the "human and ethical" pillar lies at the heart of our CSR strategy.*

*We listen to our employees. We ensure a safe living environment and offer the same opportunities to men and women".*

Nathalie Lachaud - Human-Resources Director

### Our road maps:

#### Sharing a business project

- 100% of staff are aware of the business project;
- sustainable growth policy, a guarantee of job stability;
- ambitious health, safety and working-conditions policy;
- sharing our CSR policy with our stakeholders.

#### Respecting group ethics

- a Group Code of Ethics, the basis of our values;
- participation in Drive Sustainability and the United Nations' Global Compact;
- policy ensuring care for professional gender equality;
- ethical and responsible crisis management.

## 2023 PERFORMANCE

**100%** of employees are aware of the business project

**82.3 %** gender-equality index within the group

### Commitment 3: ensuring a responsible purchasing policy



*"The Responsible-Purchasing Code of Conduct establishes the commitments expected from our Providers with regard to environmental, social, business-ethics and supply-chain control matters.*

*This approach, launched in 2013, is a long-term guarantee and now includes compliance with the Code as a selection criteria, alongside cost, quality, service, innovation and risk control.*

*The Group Purchasing department hopes to base its Responsible Purchases on the principles of ethics, professionalism, transparency and mutual trust.*

*This Code is our framework of reference. It is signed by each of our providers when they begin working with the Group".*

Hervé Richonnier – Responsible-Purchasing Director

#### Our road maps:

##### ➤ Reducing risk in our supply chain

- integration of ISO 20400 guidelines in our strategy;
- creation of the risk matrix and CSR evaluation of our suppliers;
- monitoring of our suppliers practices;
- CSR questionnaire carried out with our suppliers to improve standards.

##### ➤ Localising our supplies

- reducing our intercontinental transport;
- supplies and production as close as possible to our clients to ensure responsiveness and flexibility;
- local redistribution of value;
- responsible employer brand.

## 2023 PERFORMANCE

**100%** of our calls for tender value our CSR criteria

**90%** of suppliers have signed the Vignal Responsible-Purchasing Code

## A committed group

### The United Nations' Global Compact



Vignal Group joined the United Nations' Global Compact in 2015.

Every year, we publish our CoP (Communication of Progress) on the Global Compact site.

In 2023, the United Nations' Global Compact launched the enhanced CoP. We will now move from a narrative format to a standardised questionnaire supported by a digital platform.

This questionnaire will be filled in according to Global Compact guidelines. This is a new step in reaffirming our commitment to the ten principles of sustainable development.

What are the benefits of this new report according to the Global Compact?

"The enhanced CoP enables participating companies to:

- **Demonstrate progress** to stakeholders on the Ten Principles and the Sustainable Development Goals in a consistent and harmonised way.
- **Build credibility and brand value** by showing their commitment to the Ten Principles and the Sustainable Development Goals.
- **Continuously improve performance** by identifying gaps, accessing guidance and setting sustainability goals.
- **Compare performance against peers** with access to one of the largest sources of comparable corporate sustainability data".

*Extract from the Global Compact website.*



## Our Environmental, Social and Governance (ESG) commitments

The Group has developed an ambitious CSR policy based on 3 commitments. It has equipped itself with an organisation dedicated to respecting the Planet, People and Laws and Regulations.

Our quantified progress goals are regularly updated.

Vignal carries out an ESG report each year, based on the international standard (GRI).

The Group also responds to client reports, whose questions are dictated by the SAQ 5.0.

Furthermore, the Group has its CSR commitment assessed by independent bodies specialising in these areas (Global Compact, EcoVadis).



### GRI

The *Global Reporting Initiative* is a non-profit organisation that creates guidelines on the way in which organisations can measure their economic, environmental, social and governance performance.



### Active status

As a major initiative, the United Nations' Global Compact encourages companies to respect ten universal principles (human rights, labour rights, environmental protection and the fight against corruption) and to implement 17 SDGs (Sustainable Development Goals).



### Top 1% of lighting companies

EcoVadis is a rating agency that evaluates companies' performance in 4 areas: Environment, Social and Human Rights, Ethics and Responsible Purchasing.



The purpose of this partnership is to work together to improve the social, ethical and environmental performance of automobile supply chains.



### SAQ 5.0

This sustainability assessment questionnaire verifies suppliers' compliance on CSR/sustainability matters through the implementation of management systems. It has been developed by Drive Sustainability.



Creation of an ESG questionnaire with our EMZ shareholder partner. This report is distributed to all our subsidiaries. The questions are aligned with a standard or a national or international report framework officially recognised by the GRI, for example.



## The group's CSR policy actively contributes to the following United Nations' Sustainable Development Goals (SDGs):



### **GOOD HEALTH AND WELL-BEING**

#### **Ensuring healthy lives and promoting well-being for all at all ages**

Vignal implements an ambitious health, safety and well-being at work policy, aiming in particular to reduce occupational accidents, risk situations and musculoskeletal disorders.



### **QUALITY EDUCATION**

#### **Ensuring inclusive and equitable quality education and promoting lifelong learning**

Vignal involves its employees in its development and encourages everyone to take part in professional training. By developing its employees' skills, Vignal promotes their employability in a socially responsible approach.



### **DECENT WORK AND ECONOMIC GROWTH**

#### **Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

Vignal's activities contribute to territorial development through the creation of sustainable jobs and infrastructure and the development of social and environmental projects benefiting local communities.



### **INDUSTRY, INNOVATION AND INFRASTRUCTURE**

#### **Building resilient infrastructure, promoting inclusive and sustainable industrialisation and fostering innovation**

Vignal has a "Best-in-Class" factory policy based on industrial excellence which takes into account the value of low-consumption buildings and processes. Our business model has been made sustainable thanks to massive investments in research and development.



### **RESPONSIBLE CONSUMPTION AND PRODUCTION**

#### **Ensuring sustainable consumption and production patterns**

Vignal ensures a policy of care with regard to the consumption of resources by innovating with sustainable and recyclable products that consume less energy and materials. Products are eco-designed to select more responsible materials and production procedures.



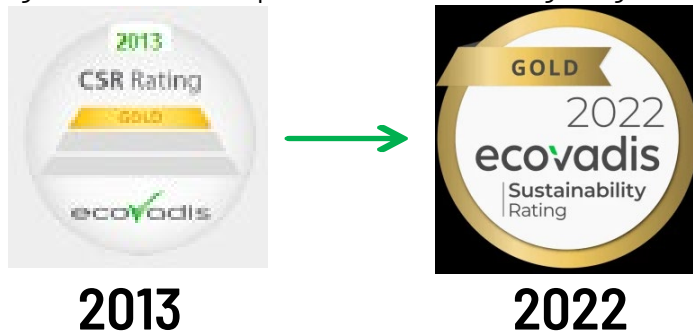
### **CLIMATE ACTION**

#### **Taking urgent action to combat climate change and its impacts**

The Vignal Group's "Global Design/Local Production" strategy allows us to get closer to our clients, through our factories. We are therefore reducing our intercontinental transport and, as a result, our greenhouse-gas emissions. Carbon accounting allows us to steer our low-carbon strategy for the benefit of the planet and people.

## Gold medal awarded by EcoVadis since 2013

In September 2013, Vignal took part in the EcoVadis evaluation for the first time and was awarded a gold medal. In 2022, Vignal reaffirmed its performance, obtaining the gold model once again.



**Since 2013**, Vignal has attested to its leadership in terms of CSR across 4 overarching areas and associated criteria:

### 1. Environment



- . energy consumption
- . greenhouse-gas emissions
- . water
- . biodiversity
- . local pollution
- . raw materials

- . product use
- . product end of life
- . consumer health and safety
- . environmental promotion and services
- . waste.

### 2. Ethics



- . corruption
- . anti-competitive practices
- . responsible information management.

### 3. Social and Human Rights



- . employee health and safety
- . working conditions
- . social dialogue
- . career and training management

- . child labour, forced labour
- . diversity, discrimination and harassment
- . stakeholders' human rights

### 4. Responsible purchasing



- . suppliers' environmental practices
- . suppliers' social practices.

Our results show the Group's will to develop responsible practices in terms of technology, management and the supply chain, while remaining committed to protecting the environment.

For example, the French subsidiary VIGNAL SYSTEMS has been named one of the **Top 1%** companies evaluated by EcoVadis in its sector.



## 2023 highlights

### 2023: creation of a new industrial site: major project for the group's growth

#### Increasing our synergies and production capacity

2023 has been marked by a major project for the Group's growth.

Vignal is increasing its production capacity through the construction of a new building adjoining its headquarters, named "Corbas 2".



The aim of this new construction is to welcome the teams of Vignal Sesaly in the same area as Vignal Systems. This will facilitate potential synergies and increase the production capacity of these two sites, and for the Group as a whole.

The new site will welcome all laboratory activities (physico-chemical, photometric and sound tests) and electronic validation (tests, manufacture of pre-production cards).

The space dedicated to 3D printing represents a huge step forward in the pooling of Vignal Group R&D, injection and production needs.

Vignal Sesaly manufacturing and warehousing facilities will occupy half of the Corbas 2 building. The second half (2450 m<sup>2</sup>) will be available for future growth.

#### A building designed to respect CSR policies

This building will be heated and cooled by heat pumps and meets the requirements of the RT2012 regulation, ensuring very high insulation levels.

It will also be possible to install solar panels on the building's roof, while the building will be fully protected against fire risk by a sprinkler system.



The building will be well lit thanks to large lighting columns in operational areas, with UV filtering to avoid overheating the workshop. Open spaces will be equipped with acoustic slabs to improve working comfort.

An ambitious and meaningful project for the people of Vignal in terms of innovation and job creation.

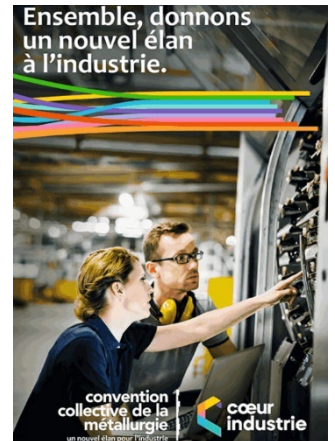
## Launch of works on the new classification for metalworking jobs in France



After 5 years of negotiation, the French metalworking sector has unveiled a new collective bargaining agreement.

*"The aim of these works is to build a socially and financially fairer contractual framework to boost the industry's excellence".*

The HR teams on our Vignal Systems, Vignal ABL, Vignal Sesaly and Vignal Sarr sites have also examined the job descriptions of all employees and produced new evaluations.



Associated with the following standards:

ILO C155 - Occupational Safety and Health Convention 1981 (No. 155);  
GRI Disclosures 2-23-c, 2-23-d, 2-23-e (2021)

And to get ready by January 2024, the teams have:



**1 . Communicated**



**2 . Redrafted job descriptions**



**3 . Presented the job description to the**



**4 . Evaluated jobs**



**5 . Informed each employee of their job's classification**



## Development of our employer brand



Recruiting and retaining talents is a decisive factor for Vignal, as for many companies.

That's why, in 2023, Vignal has put a great deal of work into its employer brand.

A strong employer brand represents a real asset for attractiveness, employee retention and staff motivation.

As such, we have carried out strategic reflection, placing the employee at the heart of our concerns to create an **understandable and distinctive identity** – including in the digital world.

Various focuses have been defined:

- **Identifying what unites and mobilises us internally:** shared culture, sources of pride, etc.
- **Defining our greatest factors of attraction:** reputation, values that align with those of candidates sought, innovative dynamic, transformation challenges, etc.
- **Focusing on the employee experience:** defining recruitment and working-life journeys within the organisation, etc.
- **Making employees Vignal's first ambassadors:** internal communication of key messages, opportunity to become company-recommendation representatives for employees who so wish, etc.



**"Boosting the value of our employer brand to show the world Vignal's internal treasures"**





## CSR communication: creation of short company-CSR films

Though our website already presents our CSR strategy in writing, in 2023, we tried out a new format: video.

Video is often presented as a fun way of delivering messages capable of reaching a wide audience: future candidates, schools, employees, suppliers, institutions and more.

As such, two new videos are now available on our website.

The first explains our three commitments:

- Contributing to climate efforts
- Committing to men and women
- Ensuring a responsible-purchasing policy.

Giving even more  
visibility  
to our CSR  
actions and commitments



Emmanuel Magat – Industrial and CSR Director  
January 2023

And the second video further details the content of our first commitment:

- our R&D teams are trained in **eco-design**
- our products are designed to **last** for the vehicle's entire lifespan
- product **carbon accounting** is carried out during development phases
- all our production facilities are **integrated**
- we are investing in **low-consumption** buildings and processes.



100%  
ISO 14001-certified  
sites



Carbon accounting  
across all 3 scopes  
since 2009



Our aim:  
to lower our carbon intensity  
by 15% every 3 years

This video was published on social media on 2 June 2023 to celebrate **World Environment Day on 5 June 2023**, in partnership with the United Nations, an organisation we have supported since 2015.

## Opening Vignal's doors to younger generations

Company visits allow young students and school children to discover our business model.

It is our societal responsibility to create links between schools and the world of business.

We all stand to gain!

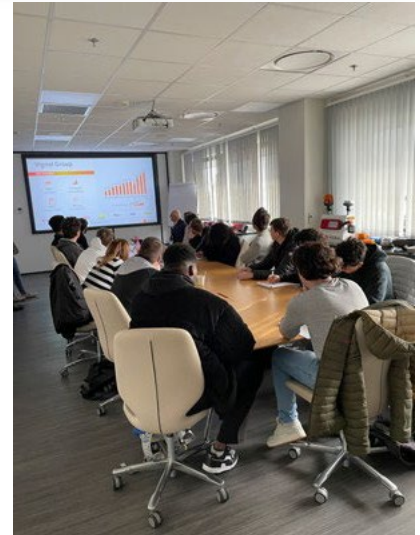
During a visit, we present our different trades and innovations in order to strengthen young people's interest in jobs in the industry.

For this new generation, it is important to meet professionals passionate about their work and to introduce them to an industrial landscape which until now has remained unknown for some.

For example, we have welcomed a class of students from the Saint-Etienne Higher Institute of Technology, specialising in physical measurements. They were able to see for themselves the challenges we face and the great wealth of our work.

They also had the chance to obtain advice for their professional future and to understand how far they still have to go.

**"For this new generation,  
it is important  
to meet professionals passionate  
about their work"**



For Vignal, these visits also make it possible to identify the talents of tomorrow and to offer internships or assignments in our laboratories or design offices.

This new generation is being trained not just in technology, but also in corporate codes.

These meetings have been highly enriching, for both them and us. Together, we make for a winning combination!

**School/Business: a winning combination!**

## Responsible energy consumption: Vignal in action!



*"Energy-saving measures will be essential to guarantee our energy independence and to achieve our goal of carbon neutrality.*

*The success of the "responsible energy consumption" plan depends on our collective responsibility: each actor must apply their action plan to reduce their consumption by 10% by 2024".*

**Agnès Pannier-Runacher** – Ministry of Energy Transition – French government

At the French government's request, Vignal has mobilised its forces to do its bit.

As such, subsidiary presidents were asked to define their action plans in order to contribute to this collective momentum: lowering our energy consumption by 10%.

***"A culture of responsible energy consumption has been firmly established at Vignal for many years now"***

**Emmanuel Magat**  
Industrial and CSR Director

### On which specific subjects have we been working?

- investments in low-consumption processes: "full electric" plastic injection presses, reducing their consumption by 60%, energy-recovery surface treatment process, etc.
- carrying out insulation operations in our buildings;
- applying new heating and air-conditioning rules;
- lowering our lighting costs and switching to LEDs. The implementation of presence-detection systems or daytime lighting optimisation;
- installation of solar panels: self-production of 67% of Vignal CEA's electric consumption;
- optimising our production areas, etc.

We are convinced that we must change our habits at a deep and structural level.

This "responsible energy consumption plan" is a response to the energy and climate crises that we have faced. In addition, energy also has a direct impact on companies' competitiveness.

We all stand to gain.

As such, we remain in line with our CSR policy: respecting people, the planet and laws.



## Vignal CEA in Rancate – Switzerland

### Installation of solar panels

**Vignal CEA is the first group site to produce and consume its own local, green energy**

What is the energy situation like in Switzerland?

*"Switzerland produces energy thanks to nuclear, hydraulic and wind power.*

*However, the country is not yet self-sufficient, as it buys energy from France in winter.*

*The reduction in French energy production due to nuclear-plant maintenance has led the Swiss government to raise awareness within the community of the pursuit of green energy sources, a call to which Vignal CEA has responded.*

*Vignal CEA has a highly verticalised production cycle. Energy plays a key role and it is our responsibility to reduce our impact on the environment by producing local, green and virtuous energy".*

Michelle Bellù - President of Vignal CEA – Switzerland

This photovoltaic system covers almost the entire roof surface, representing almost 4,000 square metres.



Thanks to its solar self-consumption, Vignal CEA is contributing to environmental preservation. This solar installation promotes the reduction of CO<sub>2</sub> emissions and polluting waste, as well as the preservation of natural resources.

Associated with the following standards:

GRI Disclosures

Associated with: GRI Disclosure 201-2-a-iv (2016)

*"Surplus solar energy during the day and weekends will be sold to the grid, with the possibility of installing accumulators to be able to use said energy during night-time working hours.*

*The aim is to make us independent in terms of energy and to have a positive impact through the use of a "green" energy".*

Lorenzo Turozzi - Quality, Environment and CSR Officer - Vignal CEA – Switzerland

## 2023 Results

**Self-production of 60% of the site's annual electrical consumption**

## Group carbon accounting

Contributing to carbon neutrality by 2050 requires the control of greenhouse-gas emissions across the entire value chain.

All Vignal subsidiaries are committed to ensuring their sustainability. To help us reduce our environmental footprint, we measure our greenhouse-gas emissions.

As such, under the aegis of the Industrial and CSR Director, Vignal Group has carried out carbon accounting over scopes 1, 2 and 3 from the outset.

**Contributing to the  
European Green Deal's goal of  
carbon neutrality by 2050**

Associated with the following  
standards:

GRI Disclosures

Associated with: CDP C6.1  
2022, CDP C6.3 2022, CDP C6.5  
2022; GRI Disclosures 305-1,  
305-2, 305-3 (2016); ISAR B.3.1;  
ISAR B.3.2

**SCOPES  
1 and 2**

These correspond to all direct and indirect greenhouse-gas emissions: heating, company cars and energy consumption.

**SCOPE  
3  
Upstream**

This includes greenhouse-gas emissions generated before the production phase: fixed assets, employee travel, incoming material and upstream shipping.

**SCOPE  
3  
Upstream**

This includes all greenhouse-gas emissions related to the use of lights once fitted on vehicles and until the end of their lifespan.

## Carbon-emission scopes

**SCOPE  
3  
Upstream**

**Emissions  
involved in  
production**

**2%**



**SCOPES  
1 and 2**

**Vignal  
product  
manufacture**

**1%**



**SCOPE  
3  
Upstream**

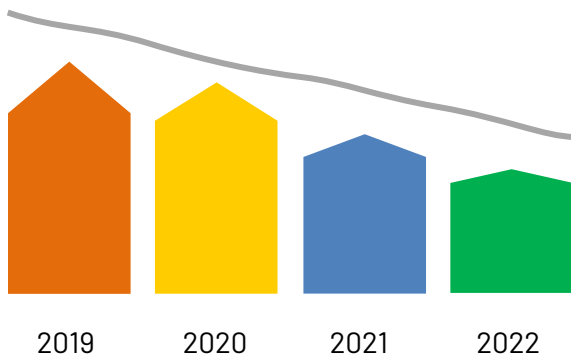
**Use  
of Vignal  
lights**

**97%**





## Our results in 2022



**-41%**

reduction in our carbon  
intensity  
between 2019-2022

[t CO<sub>2</sub> eq/€K turnover]

## The levers of our low-carbon strategy

### TECHNOLOGY & INNOVATION

LEDs  
Innovative and  
sustainable products  
Eco-design

### POLICIES

"Global Design/Local  
Production"  
Localisation policy  
ISO 14001

### "BEST-IN-CLASS" FACTORIES

Low-consumption  
buildings and  
processes  
Lean production



## Product carbon accounting

### Vignal PICC: "Product Integral Calculation of Carbon footprint"

In 2023, Vignal created **an innovative tool** offering an exhaustive, precise and quick calculation of **products' carbon emissions** across the 3 Scopes (1,2,3).

It also takes into account the level of products' localisation and recyclability.

**This tool offers a quick comparison between two product-design options**

**And very quickly offers possible focuses for optimisation**

This firmly distinguishes us from our competitors, before clients with the highest standards.

***"From now on, our designers will have access to all data for design choices, allowing them to control the product's carbon footprint".***

Emmanuel Magat – CSR and Industrial Director – July 2023

This project responds to four strategic focuses:

- **ETHICS:** Vignal is playing its part in the fight against climate change.
- **COMPETITIVE:** product carbon accounting is presented to clients, representing a lever for competitiveness.
- **REGULATORY:** we go beyond international obligations.
- **EMPLOYER BRAND:** talents proud to be part of the Vignal team.

It also concerns all product ranges; signage, lighting and vehicle safety, across the 3 continents in which we operate (Europe, America and Asia).

**This collaborative project is a major step forward in our CSR approach**

It involves a wide spectrum of employees (designers, project managers, salespersons, etc.), as well as certain stakeholders (clients, etc.).

Training in the tool's use allows teams to get to grips with it, while explanatory modules anticipate the tool's update in years to come.

## Eco-design

The eco-design approach is deployed by the group's Project Department.

From the design stage onwards, it consists of reducing the product's environmental impact, while respecting existing technical constraints.

Vignal focuses on important priorities identified in the value chain.



Extending  
product  
lifespans



Optimising  
technological  
energy  
efficiency



Reducing  
product  
weight



Using  
low-consumption  
processes

## Safety above all else!

### Implementation of weekly "Safety Flashes"

Their purpose is to raise the team's awareness of safety/accident and incident prevention matters.

This document relays information to operators upon each shift change, as well as to facility staff.

The Safety Flash project forms part of the Vignal Group's work to implement and maintain the principle of "shared vigilance" in the long term.

Shared vigilance is the principle by which we understand that my colleague's safety is as important as my own safety.

Developing our dual-vigilance culture is important. This makes it possible to sustainably reduce our accidentology and become an exemplary company in the field of occupational safety.

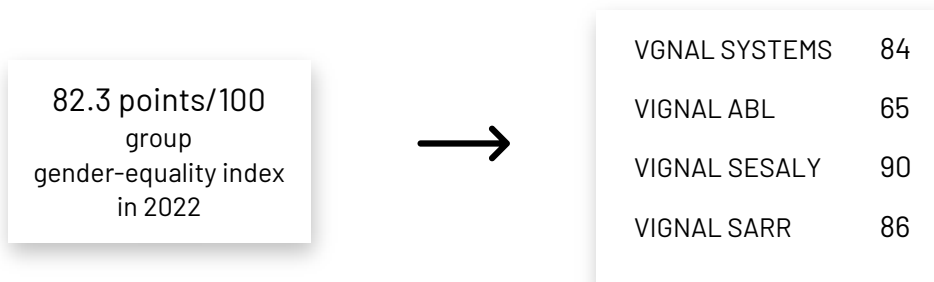
**MA SÉCURITÉ, CELLE DES AUTRES : MA PRIORITÉ**



## 2022 professional gender-equality index

Vignal is working to improve equality between men and women with regard to pay, training, career progression and work-life balance.

Our French subsidiaries' results are expressed in points out of 100 below:



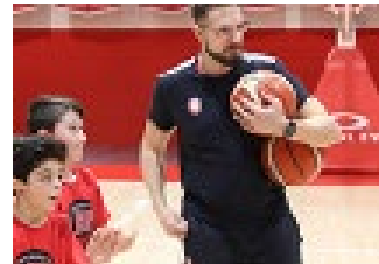
But "committing to men and women" also means ...



**Certified training  
for our operators**



**Muscle warm-up sessions  
for production teams**



**Series of portraits in "Vignal News",  
the group's internal newspaper**



**A corporate project that brings us all**



**Well-being and health surveys**



**Sporting challenges**

**SAINTE  
LYON**

## Responsible purchasing

*"The Purchasing Department must be aware of the risks arising from its supply chains, such as those concerning human rights, resource constraints or corruption"*

### Recognising our exposure to CSR risks

Vignal regularly carries out a map of CSR risks in its supply chain. We develop our vigilance plan according to the risks identified and the countries to be audited.

Our results allow us to monitor our suppliers' CSR performance and to support them.

We are also improving our decision-making.

Associated with the following standards:

GRI Disclosures

2-23-e, 3-1 (2021)

### Being better prepared for crises

Our approach has been made dynamic thanks to a risk-management process carried out every day, and fortnightly "Material Committees". It is important to pick up on signals within our sector.

Our aim is to make our supply chain better prepared for future crises and, as a result, more resilient.

Thanks to our strategy of designing globally and manufacturing locally, we remain close to our clients.

This proximity allows us to be responsive, to reduce our transport CO<sub>2</sub> emissions and to support local employment.

### "Conflict minerals"

UN reports have presented concerns regarding the social and environmental impacts of gold, tin, tantalum, tungsten, cobalt and mica extraction.

Our goal, in accordance with the United Nations' Sustainable Development Goals, is to participate in the elimination of child labour and forced labour, contribute to communities' sustainable development and respect human rights.

Furthermore, Vignal asks its providers:

- to declare their conflict minerals for the products they supply us, by filling in the CMRT report for tin, tantalum, tungsten and gold, and the EMRT report for cobalt and mica;
- to implement corrective measures in case of proven risks and to communicate their diligence measures if required.



## Continuing our partnership with "Drive Sustainability"

### Co-creating innovative projects

#DriveSustainability



We maintain a regular dialogue with our stakeholders in all countries in which we are present. This dialogue is a lever for the creation of links, innovation and added value.

For the last three years, we have joined BMW, Daimler, Fiat, Ford, Honda, Jaguar, Scania, Toyota, Volkswagen, Volvo Group and many others under the coordination of CSR Europe.

This partnership is based on 3 principles:

- stakeholder commitment;
- transparency;
- benefiting from and sharing best practices.

Together, we work to develop a common approach to our supply chain's sustainability.



The principles on which we are committed to making progress with our clients are listed below.



### Sustainable supply chain

Collaborating to improve supplier sustainability



#### Sustainable raw materials

Responsibly sourcing of raw materials



#### Employee well-being

Ensuring that the employees of our supply chain are well-treated and made aware of their responsibilities



#### Carbon neutrality

Striving to achieve a carbon-neutral supply chain



#### Circular supply chain

Promoting the circular use of resources in our value chains

## Vignal Group KPIs



### Social



G4-LA6  
ACCIDENTS AT WORK

G4-LA1  
STAFF TURNOVER RATE

		2020	2021	2022
Accident frequency rate	%	11.3	15.0	12.8
Accident severity rate	%	0.52	0.54	0.50
Permanent-staff turnover	%	7.4	11.7	13.7
% women recruited	%	47	44	50
Gender-Equality Index.	Base 100	84.5	85.0	82.3

### Environment



G4-EN18  
GREENHOUSE-GAS EMISSIONS

G4-EN3  
ENERGY CONSUMPTION

G4-EN23  
WASTE

		2020	2021	2022
Carbon footprint (Base 100 in 2019)	t. eq. CO <sub>2</sub> /€K	98.8	65.5	59.2
Electric consumption	kWh/€K	49.4	35.3	37.8
Gas consumption	kWh/€k	27.6	20.0	16.7
Water consumption	m <sup>3</sup> /€k	0.043	0.030	0.037
Non-dangerous waste	kg/€K	1.91	1.19	1.28
Plastic waste	kg/€K	0.71	0.53	0.51
Cardboard waste	kg/€K	1.50	0.97	1.19

## Governance



	2020	2021	2022
% of subsidiaries having carried out their company plans and ensured their communication		100	100

## Responsible purchasing



G4-HR10  
SUPPLIER HUMAN-RIGHTS CRITERIA

G4-LA14  
SUPPLIER JOBS CRITERIA

G4-LA14  
SUPPLIER ENVIRONMENTAL CRITERIA

	2020	2021	2022
% suppliers having signed the CSR Charter	92%	92%	90%
% of suppliers having answered the CSR questionnaire	86%	82%	82%

## Annexes

### **The Vignal spirit**

Vignal was created in 1919.

Today, Vignal brings together industrial subsidiaries in France, Switzerland, the United States and China.

Their success is based on our CSR values, which drive their actions and allow them to progress year on year.

Vignal has made sustainable development one of its strategic focuses. It is therefore only natural that Vignal is now offering its contribution to the 10 principles of the United Nations' Global Compact.

### **The 10 principles of the United Nations' Global Compact**

#### **Human rights**

Support and respect the protection of internationally proclaimed human rights.  
Businesses should make sure that they are not complicit in the human rights abuses.

#### **Labour rights**

Uphold the freedom of association and the effective recognition of the right to collective bargaining.  
Eliminate all forms of forced and compulsory labour.  
Ensure the effective abolition of child labour.  
Eliminate discrimination in respect of employment and occupation.

#### **Environment**

Support a precautionary approach to environmental challenges.  
Undertake initiatives to promote greater environmental responsibility.  
Encourage the development and diffusion of environmentally friendly technologies.

#### **Anti-corruption**

Work against corruption in all its forms, including extortion and bribery.

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Extra-financial Report 2023  
CoP 2023 – United Nations' Global Compact  
Industrial and CSR Department  
Vignal Group – December 2023

Headquarters:  
Vignal Group  
19 Avenue du 24 Août 1944  
69960 Corbas – France

Website:  
[www.vignal-group.com](http://www.vignal-group.com)

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