

NON-FINANCIAL REPORT

| 2025



Statement from the CEO

01

“

The Vignal Group has placed corporate social responsibility at the heart of its business model for over twenty-five years. This commitment is deeply ingrained in our culture and spurs us on to combine economic performance, environmental commitment and social responsibility.

In 2025, against a backdrop of increasing expectations, our Group pursued one clear ambition: to strengthen its international position and create sustainable value while sharing it with all its stakeholders.

Our “Global Design / Local Production” model is a key element in balancing innovation, local engagement and control over our environmental footprint. It is based on three core commitments: contributing to climate action, looking after the interests of all our people, and implementing a responsible purchasing policy.

These commitments gave in tangible results.

Between 2022 and 2025, we improved our Carbon intensity by 46% across all three scopes, demonstrating the effectiveness of our low-carbon strategy and our teams’ commitment.

At the same time, optimising our suppliers footprint and increasing integration of our manufacturing activities has allowed us to reduce the average supply distance from 600 km to 460 km, and strengthen the resilience of our value chain whilst minimising our logistical footprint.

Now, more than ever, we are convinced that responsibility is an ongoing process.

I would like to thank all our employees and partners, whose collective commitment enables us to build a Group that is ever more efficient, responsible and sustainable.


Jean-Louis Coutin
Vignal Group CEO



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Over 25 years ago, the Vignal Group decided to look beyond its financial results alone. Every year since then has marked a milestone in the development of our CSR approach. This 2025 report builds on this work and reflects the way our practices on the ground have evolved. Our 11 years of commitment to the United Nations Global Compact remind us of one essential thing: responsibility is not an end goal; it is an ongoing process. Today, this movement is based on three commitments:

- ▶ Contributing to climate action
- ▶ Committing to all our people
- ▶ Implementing a responsible purchasing policy in line with our “Global design / Local production” strategy.

This is how we embody our responsibility in our day-to-day work.

Emmanuel MAGAT
CSR and Industrial Director at Vignal Group

Renewed support for the United Nations Global Compact

Mr Secretary General, I am pleased to confirm 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 2025. Kind regards,

Jean-Louis Coutin
Vignal Group CEO

GOALS & CSR



Vignal Group aims to strengthen its position as a leading global leader in lighting and safety systems for industrial vehicles, whether they operate on- or off-road.

As an international industrial company, Vignal places Corporate Social Responsibility at the heart of its business model and Corporate Mission.

CSR guides our strategic decisions, underpins our governance principles and provides the framework

for all our environmental, social and ethical commitments.

Our approach is based on recognised methodological frameworks. It meets the transparency requirements set by the ESRS and is aligned with the GRI Standards, ensuring the reliability, rigour and comparability of our non-financial information.

The Vignal Group's objective is clear and ambitious: to generate sustainable, responsible value that is shared with all its stakeholders, whilst making a positive contribution to society and the ecosystems within which the Group operates.

KEY FIGURES



HEADQUARTERS AND SUBSIDIARIES



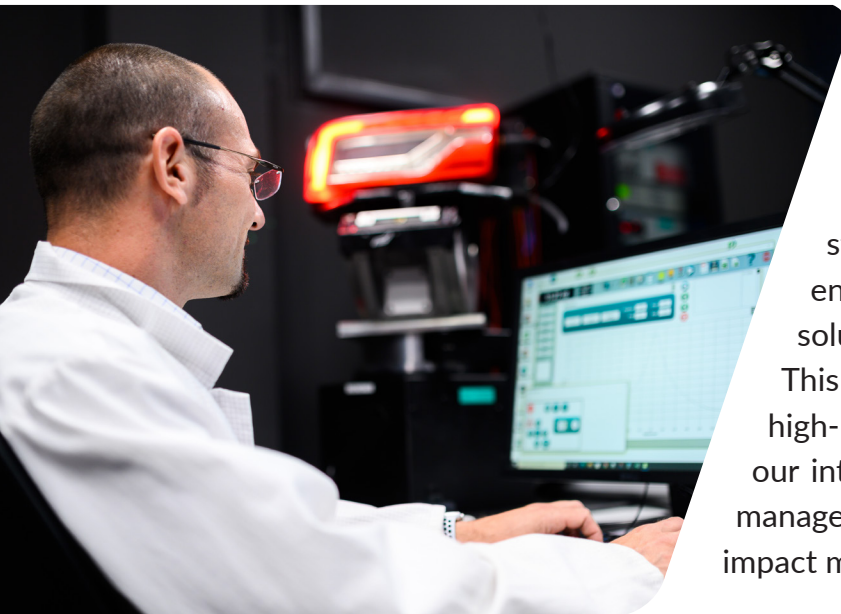
MILESTONES IN OUR CSR TRANSFORMATION

+ 100 years
of experience

+ 25 years
of CSR



STRATEGIC DEVELOPMENT AND POSITIONING



Vignal Group is pursuing a growth strategy that combines organic growth with a targeted acquisitions strategy. These operations have generated significant industrial and commercial efficiency, strengthening our capacity for innovation and enriching our portfolio of high-value-added solutions.

This momentum underpins our positioning in high-potential market segments and strengthens our international presence. It also helps us to better manage our value chain, which is a key issue in terms of impact management and resilience.

Through this expansion, Vignal Group is asserting its status as a leading international player and accelerating the implementation of its long-term vision, which is based on innovation, customer focus, responsible governance and the creation of sustainable, shared value.

INDUSTRIES

Trucks



Trailers



Light commercial vehicles



Road Service



Construction



Mining



Handling



Forestry



Railways



Buses and coaches



Agriculture



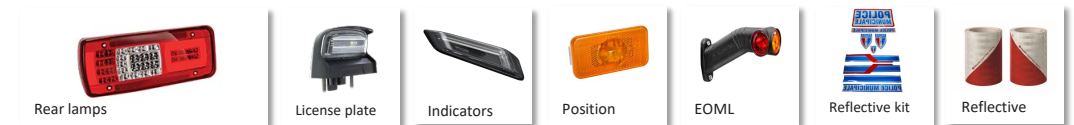
Emergency



PRODUCTS AND EXPERTISE

SIGNALLING

To Be Seen



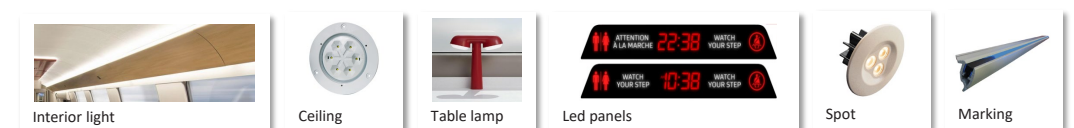
LIGHTING

To See



COMFORT

To Stand out



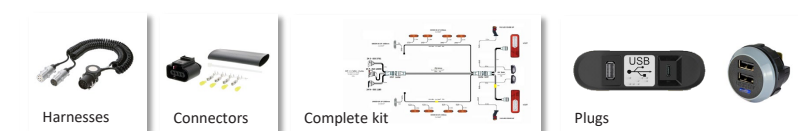
SAFETY

To Warn



ELECTRICS - ELECTRONICS

To Connect - To Communicate



LEADING WITH IMPACT: OUR CSR GOVERNANCE

CSR strategy firmly anchored at the heart of our business model

Standards: ESRS G2 – Sustainable development governance, committees, responsibilities, oversight.
GRI 2 – General disclosures

Vignal Group's commitment to sustainable development is based on governance driven from the very top of the organisation. The management bodies incorporate environmental, social, ethical and compliance issues into the Group's strategic direction.

This governance is reflected in a formalised CSR approach, steered by dedicated committees and integrated into decision-making processes. It relies on coordination between the business divisions, focusing on impact management, risk prevention and continuous improvement.

Our CSR strategy is closely linked to our "Global Design/Local Production" business model, which ensures customer proximity, responsiveness and optimisation of the value chain.



UNIFIED APPROACH TO SUSTAINABLE GOVERNANCE

1

EMZ Partners

“ Our ESG objectives reflect the values held by EMZ, and embodied in our investment strategy:

- ▶ establishing strong partnerships with portfolio companies based on mutual trust and shared governance principles;
- ▶ acting to support management teams in implementing their CSR approach to create 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;
- ▶ being committed to a process of continuous improvement both internally and in our investment strategy, which must consider the characteristics of the non-listed market and the size of companies in our portfolio.”

Extract from the EMZ Partners' website.

”

2

Executive Committee

The Executive Committee defines the Group's CSR strategy and ensures that the targets set are met. It also assesses the risks associated with the business model, approves the organisation-wide sustainable development objectives and oversees Environmental, Social and Governance (ESG) reporting. This approach ensures proactive management that is aligned with the Group's sustainability priorities.

3

Group CSR Committee

The Group CSR Committee oversees the implementation of the strategy and ensures that the three commitments set out in our CSR policy are applied across all subsidiaries. In this way, they ensure that the strategy is consistent and integrated worldwide.

4

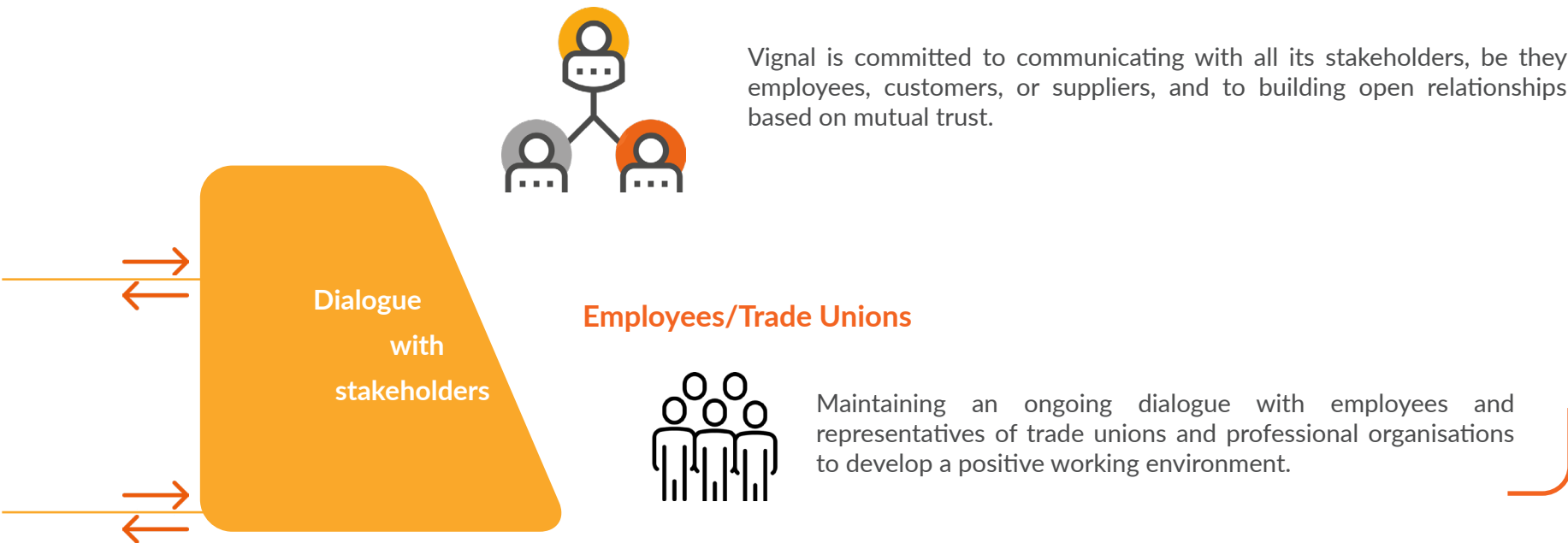
CSR Officers

CSR Officers facilitate the implementation of CSR objectives within their subsidiaries and ensure that regular reports on the actions taken are submitted to the Group's CSR Committee. This way, they help to ensure that the strategy is consistent and effective at an operational level.

UNITY AT THE HEART OF OUR RESPONSIBLE GOVERNANCE



STAKEHOLDER MAP



COMMITMENTS SHARED WITH OUR STAKEHOLDERS

OUR COMMITMENTS

Strategy, governance and certifications: fully in line with the ESRS and the GRI



Industrial manufacturers (on- and off-road) and distributors



Designing, developing, manufacturing and selling signage, lighting and safety solutions to support sustainable and responsible mobility.

Suppliers



Promoting constructive cooperation whilst ensuring compliance with competition law and the protection of fundamental rights.

Financial community and shareholders



Acting in a spirit of dialogue based on the relevance and transparency of the information shared regarding the Group's activities and results.

Institutional stakeholders



Conducting a dialogue with respect for national, European and international laws and regulations in the economic, industrial, environmental and social fields.

Financial and non-financial rating agencies



Promoting and showcasing Vignal's commitments and achievements, both financially and in terms of social, environmental, and societal impact.

Territories



Ensuring that the Group's development interacts seamlessly with its territorial ecosystem.



A zero-tolerance approach to non-compliance

Standards: ESRS G1 – Business Conduct

GRI 3 – Processes for identifying, managing and monitoring ESG risks

Risk management is essential to ensuring sustainable performance in a climate where companies must demonstrate agility and vigilance. At Vignal, it is integrated into all operational and decision-making processes.

The organisation of compliance and risk management relies on the commitment of senior management and the active involvement of staff.

The Executive Committee sets the direction, monitors progress and ensures continuous improvement.

This governance framework promotes informed decision-making, improves risk anticipation and ensures long-term compliance with regulatory, sector-specific and ethical requirements.



Stakeholder due diligence approach

Vignal prioritises long-term relationships with stakeholders who share its values and its culture of integrity.

Before making any commitments, and throughout the course of the partnership, we conduct a systematic partner assessment to ensure their compliance with our ethical, regulatory and environmental standards.

A stakeholder map is regularly updated to identify their expectations, the associated risks, the nature of interactions and the potential impacts. Each category of stakeholder is analysed according to objective criteria using a rating system ranging from "low" to "critical".

This documented approach allows us to prioritise actions to be taken, strengthen risk prevention, and safeguard the long-term viability of our operations and the Group's reputation.

Our CSR policy: vision, commitments and actions

CSR POLICY: FRAMEWORK AND GOVERNANCE

Scope: Vignal Group and all its subsidiaries.

References: The Global Compact, GRI Standards, ESRS, OECD Guidelines, ILO Conventions, UN Guiding Principles.

Purpose and scope

Vignal Group places Corporate Social Responsibility at the heart of its business model.

The CSR Policy sets out the principles and expectations that guide our decisions and practices throughout our value chain, to promote responsible and sustainable development.

It applies to all our employees and extends to our suppliers as part of our responsible purchasing policy.

Governance & responsibilities

- ▶ **The Executive Committee:** incorporates CSR issues into our strategy and investment decisions.
- ▶ **The Group CSR Committee:** oversees the road map, sets targets and monitors performance with the support of the subsidiaries' CSR representatives.
- ▶ **The Operational Departments** (manufacturing, HR, purchasing, QHSE, IT, etc.): implement CSR requirements within their processes.
- ▶ **Group Purchasing:** drives the responsible purchasing policy and oversees supplier assessments.
- ▶ **All staff members** comply with the Code of Ethics and contribute to continuous improvement.

Commitments by pillar

Environment

Our aim: to reduce our environmental impact throughout the life cycle of our products and operations, in line with the Paris Agreement.

Principles & requirements

- ▶ **Compliance:** adherence to applicable laws and standards (REACH, RoHS, waste, energy, noise, water, air, hazardous substances).
- ▶ **Climate & Energy:** measurement and reduction of Scope 1–2–3 emissions, energy efficiency, increased use of renewable energy, and climate risk assessment.

- ▶ **Eco-design & LCA:** systematic integration of eco-design criteria, sustainability, recyclability and the restriction of hazardous substances.
- ▶ **Resources & waste:** resource efficiency, the circular economy (using recycled raw materials), waste management and pollution prevention.
- ▶ **Management system:** compliant with ISO 14001.

Social Issues & Human Rights

Our aim: to ensure a healthy, safe and inclusive working environment that respects human rights at our sites and throughout our value chain.

Principles & requirements

- **Health and Safety:** risk prevention, training, emergency drills, PPE and evacuation procedures, continuous improvement through internal audits and lessons learnt.

Business ethics

Our aim: to act with integrity, prevent corruption, manage conflicts of interest and protect data.

Principles & requirements

- **Code of Ethics:** adherence to rules of conduct, prevention of conflicts of interest, regulated gifts and invitations, compliance with competition law.
- **Anti-corruption:** a ban on any improper payments or undue advantages, traceability and transaction controls.

Responsible purchasing

Our aim: to steer our ecosystem towards sustainable practices through a rigorous yet collaborative relationship with our suppliers.

Principles & requirements

- **Framework & implementation:** applying the Code of Conduct for Responsible Purchasing to all service providers and suppliers (signature, distribution, contractual clauses).
- **Climate:** calling on suppliers to measure and reduce their emissions and to align their plans with the Paris Agreement.
- **Compliance & traceability:** REACH/RoHS requirements, mineral due diligence in

- **Fundamental rights:** zero tolerance for child labour and forced labour; non-discrimination; respect for freedom of association; working hours and pay in accordance with regulations.
- **Diversity & Inclusion:** equal opportunities, no harassment, reasonable adjustments, indicator monitoring (disability, etc.).
- **Skills development:** training programme, induction and safety training for new staff, ongoing skills development.

- **Ethics reporting (whistleblowing):** a secure, confidential and accessible internal reporting system, compliant with the applicable law, providing protection for whistleblowers, and ensuring cases are followed up.
- **Data & GDPR:** lawful, transparent and secure processing of personal data (GDPR); 'privacy by design' in processes.

accordance with the OECD Guidance, CMRT/EMRT responses, prohibiting human rights abuses.

- **EUDR/Imported deforestation:** incorporating the requirements of the EU Regulation on deforestation into our supplier requirements (natural rubber, high-risk raw materials, etc.).
- **Assessment & Improvement:** risk mapping, CSR questionnaires, third-party assessments, corrective action plans and targeted audits, suspension/termination in the event of serious non-compliance.

OUR COMMITMENTS TO A MORE SUSTAINABLE MODEL

Corporate Strategy and Group CSR Committee

Vignal's corporate strategy places sustainability at the heart of its vision and reflects the Group's ambition to combine industrial excellence, continuous innovation and responsibility.

This approach is underpinned by a governance framework that ensures the harmonisation, monitoring and regular improvement of the CSR strategy.

The Group CSR Committee meets twice a year and plays a central role in this process. It monitors CSR commitments, assesses the progress of the initiatives each subsidiary

undertakes, and ensures that environmental, social, ethical and responsible purchasing considerations are integrated into everything we do.

It draws on an international network of CSR Officers based in Europe, the United States and China, ensuring consistent and effective implementation at each site.

The link between the Corporate Strategy, CSR governance and the guidelines approved by the Group CSR Committee ensures that corporate social responsibility is firmly embedded at the heart of the Group's strategic decisions.

ESG Reporting and "Drive Sustainability" by CSR Europe

Vignal enhances the credibility and transparency of its sustainability approach through an annual consolidated ESG report presented to the Supervisory Board and the Group CSR Committee. This reporting allows us to monitor the environmental, social and ethical performance of all our sites regularly.

In line with this, and to strengthen its responsible purchasing policy, Vignal is a member of **Drive Sustainability**, the automotive industry's leading partnership dedicated to sustainability. It is led by CSR Europe. This collaboration enables the Group to adopt industry best practices, take part in discussions on common challenges facing the sector, and use recognised tools – such as the SAQ 5.0 questionnaire.

Certifications: ISO 14001 – IATF 16949 – TISAX – ISO 21434

Vignal uses major certifications to shape its approach to sustainable performance and risk management.

ISO 14001 certification confirms that an environmental management system has been implemented across all our sites.

In line with this requirement, **IATF 16949** reinforces the Group's operational excellence by ensuring high standards of quality and reliability.

The same rigorous approach underpins our information security practices: **TISAX** certification confirms that our systems are robust, in line with automotive industry standards.

Finally, **ISO 21434** certification ensures that risks relating to the cybersecurity of embedded systems are managed effectively and enhances the protection of our products.

OUR COMMITMENTS AND SUSTAINABILITY FRAMEWORKS

The United Nations Global Compact

In 2015, Vignal Group reaffirmed its commitment to universal values by joining the **United Nations Global Compact**, the international benchmark for corporate social responsibility.

Since then, the Group has incorporated and promoted the ten principles of the Global Compact into its strategies, policies and operations.

These principles cover four key areas: human rights, labour standards, the environment and the fight against corruption.

Sustainable Development Goals (SDGs)

Vignal reaffirms its commitment to sustainable development by actively supporting the **17 Sustainable Development Goals (SDGs)** set out by the United Nations.

The Group focuses its efforts on the objectives most closely linked to its activities: reducing its environmental footprint, promoting responsible innovation, gender equality and improving working conditions.

Vignal places these issues at the core of its strategy to drive change in industrial practices, develop sustainable solutions and build a more responsible and inclusive growth model.



Code of Ethics – CSR Charter – Code of Responsible Purchasing

The **Code of Ethics**, the **CSR Charter** and the **Responsible Purchasing Code** are the reference documents that set out Vignal's commitment to sustainable development and ethics.

They set out the Group's objectives and the code of conduct that every employee must follow.

The documents cover key issues: respect for human rights, working conditions, environmental protection and the fight against corruption. They ensure responsible and ethical conduct at all levels of the organisation and also apply to our partners, in accordance with the requirements of the Responsible Purchasing Code.

25 YEARS OF PROMOTING SOCIAL RESPONSIBILITY

For more than twenty-five years, Corporate Social Responsibility has been an integral part of the Vignal Group's culture and DNA.

Our CSR policy is based on three pillars: respect for the planet, respect for people, and respect for the legal and regulatory framework.

It has gradually shaped the way we do business and has contributed to the emergence of our "Global Design, Local Production" model.

This section presents a selection of the initiatives we have implemented to meet stakeholders' expectations and the requirements of the European Sustainability Reporting Standards (ESRS).

2000

ISO 14001 certification, an environmental standard.

2009

1st carbon footprint assessment (Scopes 1, 2 and 3).

2013

1st CSR Charter
1st Ecovadis "Gold" rating.

2014

Strategic plan:
"Global Design/Local Production"
Creation of the Code of Ethics
Code of Conduct for Responsible Purchasing

2015

Membership of the United Nations
Global Compact
Creation of the Group CSR Committee
The 1st health and well-being
barometer.

2016

New site in Lyon
Responsible Purchasing Policy
1st non-financial reporting.

2017

The 1st CMRT conflict minerals assessment
Redevelopment of the Rancate site
Development of the Mosinee site.

2018

Site opened in Changzhou,
China
1st supplier CSR audit
Carbon intensity: -40% in 5 years.

2019

Localising our supplies
Revision of the Code of Ethics
The 1st gender equality index.

2020

Revision of the CSR Charter
Roll-out of supplier CSR audits
Ethical management of the Covid crisis
Investments: Six 100% electric injection presses.

2021

Integration of Vignal Sesaly
Ecovadis Gold rating for
French companies
Muscle warm-up during production
ISO 20400 introduced
Drive+ membership.

2022

Integration of Vignal Sarr
Vignal Sesaly transfer to Corbas
Vignal Changzhou carbon footprint
assessment
Product carbon footprint
Low-carbon process integration.

2023

Creation of a new industrial site in Corbas.
Installation of solar panels at the Vignal CEA site
Continuation of the energy-efficiency plan.
Carbon footprint assessment for Vignal Sarr.
Creation of a product carbon
footprint production module.
Launch of the employer brand project
Production of a corporate
presentation and films
CSR discussions with suppliers
(conflict minerals, etc.).

2024

Integration of Vignal Intersignalétic
Eco-design software acquisition
New carbon footprint software
Launch of "Vignal Academy"
CSR Logo creation
Creation of a corporate CSR film.

2025

-46% reduction in
carbon intensity between
2022 and 2025
Expansion of the
Mosinee site (US)
Barycentre Measurement
TISAX certification obtained
Well-being and health
barometer produced.

OUR “GLOBAL DESIGN, LOCAL PRODUCTION” STRATEGY



The Vignal Group’s industrial model is based on global design combined with local production capabilities, in line with the principle of “Global Design, Local Production”.

Our products are designed on a global scale to ensure technological consistency, innovation and performance. They are then manufactured as close as possible to the markets they serve to optimise availability, improve responsiveness and reduce logistical impact.

This model is fully in tune with the Group’s CSR approach and is based on three key areas:

- ▶ Reducing environmental impact, particularly by limiting intercontinental transport and optimising logistics flows;
- ▶ Taking account of social issues, including personal safety, compliance with working conditions and promoting a responsible industrial environment;
- ▶ Regulatory compliance, in line with the applicable international standards across all regions where the company operates.

In line with this, the operational structure aims to eliminate activities that do not add value, to continuously improve processes, and to achieve high standards of quality and responsiveness. This organisation contributes to the model’s overall performance and to the fulfilment of CSR commitments.

To support this strategy and ensure consistent implementation worldwide, the Vignal Group relies on a network of production sites located as close as possible to its markets: in Europe, North America (Mosinee, Wisconsin) and Asia (Changzhou, China).

DOUBLE MATERIALITY MATRIX

Vignal Group contributes to its shareholder’s ESG reporting via a collaborative ESG reporting platform (Apiday), designed to consolidate non-financial data in line with European and international regulatory requirements. This mechanism helps to ensure that information is comparable and verifiable.

Our consolidated data, combined with data from our sector, enables us to identify and prioritise

impacts using a **double materiality approach**, covering environmental and social issues as well as their implications for the business model.

Based on this materiality analysis, Vignal Group is continuing to pursue and strengthen its CSR strategy, which is centred on three commitments: contributing to the fight against climate change, supporting everyone who works with us, and implementing a responsible purchasing policy.

Double materiality matrix from the Apiday ESG platform



Our CSR strategy broken down into 3 commitments 04

1 Commitment Contributing to climate action

“ All our teams have been mobilized 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:

We are innovating to decarbonize our operations and provide our clients with sustainable, low-carbon solutions. Out of respect for people and the planet.

”

Our road maps:

- **Designing and manufacturing sustainable products**
- ▶ "Best-in-class" factories in Europe, the United States and Asia;
 - ▶ Innovative products designed to last as long as the vehicle itself.
 - ▶ Carbon footprint assessments as early as the development phase to optimize the design.
 - ▶ Global R&D teams trained in eco-design.
- **Reducing CO2 emissions**
- ▶ 100% of subsidiaries ISO 14001-certified, ensuring a structured environmental management system.
 - ▶ Targeted investment in low-energy buildings and processes, to achieve a sustainable energy footprint reduction.
 - ▶ Significant investment to strengthen the "Global Design/Local Production" strategy, at the heart of the Group's industrial model.
 - ▶ An annual carbon footprint assessment (3 scopes) carried out since 2009, monitored using dedicated software to manage the carbon reduction trajectory.

2025 PERFORMANCE

100% of new lights are eco-designed
-46% of our carbon intensity between 2022 and 2025

Emmanuel MAGAT
CSR and Industrial Director



A LOOK BACK AT 2025: CONTRIBUTING TO CLIMATE ACTION

Energy efficiency: a long-term commitment

Aware of the role we must play, Vignal is implementing practical measures across the group to promote energy efficiency.

Measures to help manage our energy consumption

Temperature level control: We define and implement thermal guidelines across all our industrial sites to ensure we use energy responsibly.

Building lighting: All our sites are fitted with LED lighting, and the lights switch off automatically as soon as the areas are unoccupied.

Energy performance assessment: We carry out regular assessments of our buildings to identify areas for improvement, particularly roof insulation.

Monitoring and managing consumption: We are rolling out measurement and monitoring tools that let us track our energy consumption in real time and optimise our management of it.

Measures to promote energy efficiency

More energy-efficient technical solutions: We invest in equipment and processes that reduce our energy consumption, including electric presses that deliver electricity savings of up to 60%.

New-generation heating systems: We are modernising our facilities by installing heat pumps and solar panels, thereby helping to generate cleaner energy and reduce our energy dependence.

Measures to promote sustainable mobility

Soft mobility: We are developing infrastructure that promotes alternative modes of transport, in particular dedicated parking facilities for bicycles and motorbikes. We are also gradually renewing our fleet with low-emission vehicles and negotiating with bus companies to secure more regular services to our industrial sites.

Business travel: We optimise journeys by combining trips and eliminate unnecessary ones. We have drawn up travel guidelines and advise employees to travel by train and only use air travel when the journey time by rail exceeds five hours for a single trip.

We continue of our partnership with Drive Sustainability

In 2025, we reaffirmed our commitment to Drive Sustainability, the **international initiative led by CSR Europe**, of which we have been a long-standing partner.

Through this collaboration we align ourselves with the key players in our sector around four priority

road maps: sustainable raw materials, employee well-being, carbon neutrality and a circular value chain.

Our continuing participation in this initiative, reaffirms our commitment to working together to create a more ethical and resilient industry.

Mosinee: serving teams and customers



In 2025, the Mosinee site (USA) underwent a major expansion following a significant investment

aimed at **doubling its production capacity** and accommodating new production lines.

This development also contributes to our CSR commitment by strengthening our local presence, bringing our operations closer to our customers and supporting the **socio- economic development of local communities**.

A globally recognised industrial model

Vignal ABL USA had the honour of taking part in a prestigious event organised by Caterpillar to recognise suppliers who had achieved the highest levels of performance over the course of the year.

Selected from among nearly 800 suppliers worldwide, Vignal ABL has been recognised for its ability to **manufacture on three continents**, thereby minimising intercontinental transport and helping to reduce its environmental footprint.



Distributing value across our sites



In 2025, the 'Systems' division was relocated to a new nearby building constructed in 2024. The aim here is to facilitate the development of our industrial capacity.

Vignal ABL: major advances in energy saving

The Caen site has embarked on an ambitious energy-saving programme.

This strategy has resulted in significant reductions:

- ▶ **30% reduction in electricity consumption**
- ▶ **54% reduction in gas consumption.**

These results are the outcome of several initiatives:

- ▶ We optimised the powder coating process, reducing energy consumption by 50%.

- ▶ We enhanced control of the heating and gas regulation systems.
- ▶ We optimised the operation of the vacuum metallising chambers, the main source of electricity consumption.

These initiatives demonstrate our teams' and subsidiaries' commitment to the energy transition.

Vignal CEA: A year of solar power generation

In 2025, Vignal CEA completed its first year of generating electricity from its solar power installation.

Over this period, the CEA's solar power generation accounted for **67% of its annual consumption**.

This report confirms Vignal CEA's contribution to our energy transition and illustrates the growing role of renewable energy in the operation of our industrial sites.



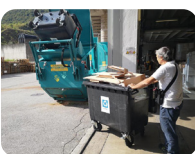
Recycled materials: supporting a circular economy

The circular economy is now a key issue for our entire sector, and our customers are increasingly asking us to incorporate recycled materials into our products.

Vignal is already ahead of the game and has been pursuing this approach for several years: the

plastic most widely used in our factories contains **70% recycled plastic**. Our R&D teams are working closely with our customers to accelerate the incorporation of recycled materials and enhance the environmental performance of our products.

Cardboard reused as a resource



Cardboard packaging waste presents a challenge.



Vignal CEA has invested in a practical solution: a machine designed to **recycle cardboard**. It lets us turn discarded cardboard boxes into reusable packaging material, which is used as protective padding when we dispatch our finished products.

This approach allow us to reduce our use of new packaging and is helping us to manage our resources sustainably.

A greener fleet

We are continuing the gradual decarbonisation of our vehicle fleet, in line with our targets for reducing emissions associated with our operations.

Company vehicles are now predominantly **electric or hybrid**, illustrating the ongoing transition towards low-carbon transport.

To assist this transition, our staff have access to charging points powered by renewable energy wherever possible, including at the CEA Vignal site in Switzerland, which is equipped with green charging infrastructure.

These investments help to reduce our carbon footprint and facilitate the adoption of sustainable mobility solutions.

Cutting down on plastic – Using more reusable items



As part of our efforts to reduce waste and limit the use of single-use plastic, one of our meeting rooms has been refurbished to include a functional and sustainable kitchen area.

It is now equipped exclusively with **reusable** tableware (glasses, cups, etc.) and a water supply system that no longer relies on plastic bottles.

This initiative helps to reduce the amount of waste generated by drinks consumed at internal meetings and events and demonstrates our commitment to incorporating more responsible practices into our working environments.



FOCUS - Carbon footprint

COMMITMENT TO CARBON NEUTRALITY

Standards: *ESRS E1 – Climate Change.*
GRI 305 – Emissions.

Achieving carbon neutrality relies on a system for managing greenhouse gas emissions across the entire value chain to comply with the ESRS E1 – Climate Change standard.

The Vignal Group is, therefore, implementing a coordinated approach across all its entities to identify, measure and manage its climate impacts.

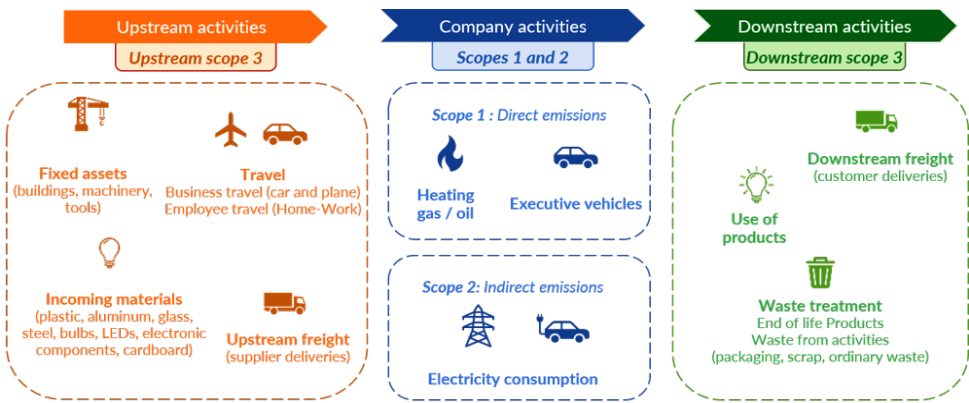
The Group has been carrying out an annual consolidated carbon assessment since 2009. It is based on a methodology aligned with the GHG Protocol, covering Scope 1, 2 and 3 emissions,

This framework forms the basis for the quantitative indicators under ESRS requirement E1-6 (GHG emissions) and enables the main sources of emissions to be identified across the entire value chain.

It also supports action plan and associated reduction target monitoring (ESRS E1-3 and E1-4), and assessment of the Group’s decarbonisation trajectory.

The carbon footprint is a key management tool here, ensuring data reliability, comparability over time and the transparency of the information provided to stakeholders.

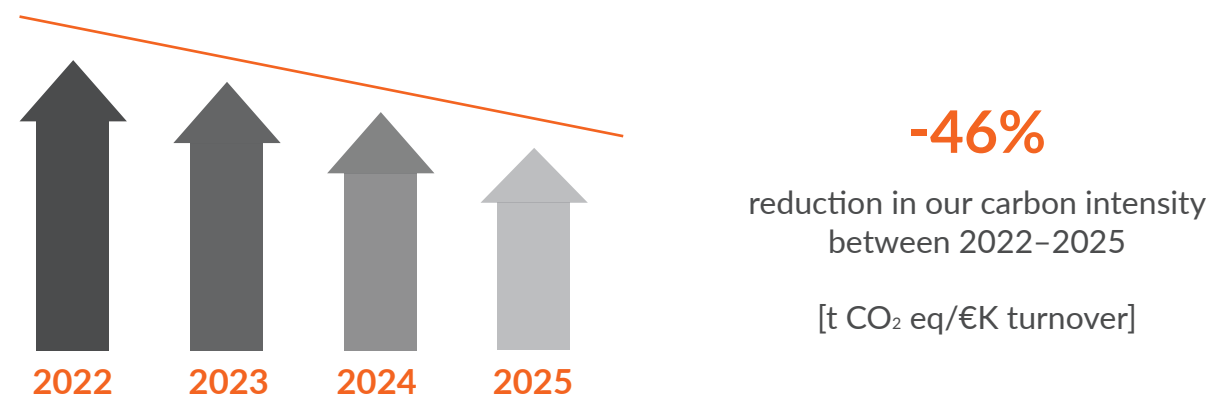
THE CARBON SCOPES



SCOPE RESULTS



CHANGES IN THE GROUP'S CARBON FOOTPRINT FROM 2022 TO 2025



OUR LOW-CARBON STRATEGY LEVERS

TECHNOLOGY & INNOVATION

Optical efficiency: making the best use of 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

OPTIMISED OPTICAL SOLUTIONS

100% of our product developments are LED-based.
These products are eco-designed to minimise their environmental impact.
Their service life must be as long as that of the vehicles.

- ▶ using recycled materials;
- ▶ using reliable, long-lasting components;
- ▶ product recyclability.

These measures limit the use of virgin materials and reduce energy consumption.

Our opto-electronic and mechanical designers pay particular attention to:

- ▶ selection and effective operation of LEDs;
- ▶ optimal use of luminous flux;
- ▶ thermal regulation, vibration resistance, watertightness, etc, to extend the product's service life;

Vignal is, therefore, applying environmental performance targets to drive innovation within the Group.

The sharp fall in Scope 3 carbon emissions confirms our product designs' effectiveness.

2

Commitment Committing to all our people

”

The people who work for our group are passionate and 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 environment and offer the same opportunities to all genders.

“

Our road maps:

Sharing a business project

- ▶ 100% of our staff are informed about and involved in the company's strategy.
- ▶ A sustainable growth policy, a guarantee of job stability.
- ▶ An ambitious health, safety and working-conditions policy;
- ▶ Employee participation in the Vignal Academy promotes skills development and continuous improvement.

Respecting group ethics

- ▶ A Group Code of Ethics, the foundation of our values and responsible practices.
- ▶ Membership of the United Nations Global Compact and Drive Sustainability, reaffirming our international commitments.
- ▶ An active policy promoting gender equality in the workplace.
- ▶ Ethical and responsible crisis management.

2025 PERFORMANCE

100% of employees were made aware of the business objectives
92.3 gender-equality index within the group

Nathalie LACHAUD

Head of Human Resources



A LOOK BACK AT 2025: COMMITTING TO ALL OUR PEOPLE

Structuring and rolling out the use of AI across the Group



Artificial intelligence is ushering in a new phase of transformation in areas previously reserved for humans: analysis, critical thinking and the ability to anticipate.

It marks the dawn of an era in which human intelligence is enhanced by ever more powerful digital tools.

At Vignal, this **development forms part of our corporate strategy**.

An operational framework has been established to ensure that the roll-out creates value: identifying relevant use cases, validating solutions and supporting teams through the changes.

Our roadmap draws on our business units' expertise to integrate these technologies into our information systems.

The aim is twofold: to enhance operational efficiency and to improve the quality of our decision-making processes.

Now this initiative is gaining momentum across all our subsidiaries and is gradually being integrated into all our activities, confirming the pivotal role of artificial intelligence in the evolution of our organisation.

Key findings from our barometer: a united and committed community

Vignal Systems is committed to the continuous improvement of quality of life at work and conducted its internal survey, entitled "**Barometer – Health and Well-being at Work**" this year.

This initiative demonstrates the subsidiary's commitment to regularly assessing its employees' perceptions to guide its preventative and support measures.

The results reveal a particularly positive trend. They confirm what the company sees every day:

committed teams who value a respectful and meaningful working environment.

Employees express a strong sense of belonging and a genuine pride in contributing to the growth and performance of Vignal Systems.

In line with this, Vignal Systems is stepping up its preventative measures and managerial support to maintain a working environment that fosters individual commitment and collective success.

77%

of employees consider their state of health to be good.

81%

consider their work-life balance is satisfactory.

83%

say they are proud to work at Vignal.

89%

feel well supported by their colleagues, which is a sign of great solidarity and a strong team spirit.

78%

fully embrace the Corporate Strategy, which creates a powerful collective momentum centred on our ambitions.

Vignal is TISAX-certified



Vignal is now TISAX-certified, recognition of its high level of expertise in **information security**.

The certification applies to several of the Group's subsidiaries: Vignal Systems, Vignal ABL, Vignal ABL USA, Vignal Sesaly and Vignal CEA.

To meet these high standards, Vignal has implemented an Information Security Management System (ISMS) based on a number of fundamental principles: management commitment, an Information System Security Policy (ISSP) and a formalised, shared IT charter.

This approach reflects the company's responsibility to protect its information and to ensure data security for all its stakeholders.

Vignal Academy: training and bringing people together

Vignal is pursuing a growth strategy based on the acquisition of new entities and the gradual integration of their expertise.

This means attracting new talent and standardising practices are essential to support this momentum.

In 2025, the roll-out of **the '6 Axes' school** helped to strengthen the shared vision and standardise working methods within the group.

At the same time, the Vignal Academy has updated its visual identity by adopting a new logo which reflects its modernisation and its role in skills development.



Vignal ABL: reinforcing the safety culture

As part of its accident prevention policy aimed at achieving zero accidents, Vignal ABL organised an awareness-raising campaign focusing on **health and safety at work**.

Presented in the form of a life-size snakes and ladders game, this innovative initiative provided an educational way of addressing several key topics: fall prevention, addiction awareness, operating machinery, and electrical and chemical hazards.

This is part of Vignal ABL's continuous improvement programme, which is designed to strengthen the safety culture and involve all employees in the prevention of workplace risks.



Vignal Sesaly: learn how to save lives!



The Management Committee at Vignal Sesaly took part in a training session on **life-saving techniques**, led by a first responder from the Rhône (France).

This session combined theoretical instruction with practical exercises. Participants learned essential first-aid skills including chest compressions, the use of a defibrillator, and a number of other first-aid techniques.

This initiative reinforces Vignal Sesaly's prevention measures and strengthens the management teams' ability to respond effectively in emergency situations,

where every second counts.

Health, safety and the working environment

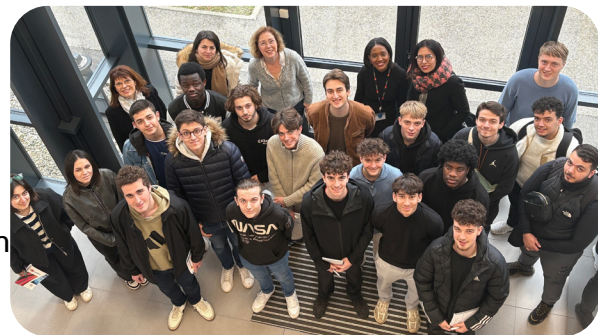
In 2025, **numerous improvement projects** were carried out at our sites.

These have helped to streamline workflows, minimise unnecessary travel, improve workplace safety and reduce repetitive tasks. They have also helped to improve the thermal management of buildings and to create more welcoming dining areas.

All these initiatives form part of an ongoing commitment to improving working conditions and looking after our staff.



Developing the talent of tomorrow



Vignal is supporting the **launch of a Vocational Baccalaureate and a BTS in Photonics** by providing students with the equipment and lighting systems they need for their practical work.

In addition to this practical support, Vignal is stepping up its commitment to the academic world by offering work placements and work-study schemes, allowing students to

gain an understanding of the industrial and technological realities of the sector.

Through these initiatives, Vignal is helping to support young people's entry into the labour market and help them develop skills in technical sectors.

'Spotlight on our jobs'

To highlight the wealth and diversity of expertise within the Group, Vignal has launched the video series "Spotlight on our jobs".

Each video, shared on our social media channels, gives a voice to one of our staff members, who talks about their career path, their responsibilities and their day-to-day work.

Through these genuine testimonials, the Group highlights the diversity of its business areas: industrial, technical, commercial and support.

With "Spotlight on Our Jobs", the Group is reaffirming its goal to place **people at the heart of its development** and to strengthen the collective dimension of its growth strategy.

Scan me!

Watch the job profile videos



At the heart of the region: VIGNAL Systems



Vignal Systems welcomed the Mayor of Corbas for a tour of its site.

During the meeting, the Mayor praised the quality of our production units, office spaces and laboratories, highlighting the high standards and modernity of our facilities.

The Mayor also reaffirmed his support for Vignal Systems, noting the important role the company plays in **the local economy**.

As the municipality's largest private employer, Vignal Systems makes a significant contribution to the region's vitality and appeal.

Celebrating together: a key expression of our identity

Our teams organise social events at our sites, whether it's to celebrate the completion of improvement projects or to mark the start of the summer season.

These opportunities to come together foster team spirit and encourage interesting discussions between staff members, regardless of their role, department or position within the organisation.

As genuine drivers of social cohesion, these initiatives help to promote a corporate culture based on closeness and collaboration.



Vignal Group supports 'Courir pour Elles'

The Vignal Group took part in the charity event **Courir pour Elles** at Miribel Jonage Park near Lyon, dedicated to the fight against women's cancers.

Alongside the many participants, several of the Group's staff members joined forces to offer their support to women affected by the disease.

This initiative reflects our teams' commitment to social causes and health.



Pink October: a collective commitment to breast cancer prevention



In October, our teams got together, wearing a touch of pink to show their support for the battle against breast cancer.

This symbolic gesture, shared on our websites, served as a reminder of the importance of prevention and raising awareness.

In addition to this campaign, Vignal Group has provided practical support by contributing to **the Ruban Rose charity**.

This approach underlines our commitment to supporting causes that are meaningful to our staff and to society.

Charity Collection – Vignal ABL US

Vignal ABL US collected 231 lbs of non-perishable food items for the **Community Centre of Hope**, a charity based at a church in Mosinee.

This food provided practical support to residents in need, particularly during Thanksgiving, which is an important celebration in the United States.

This is one of the projects led by the new Vignal Mosinee Charitable Committee.



United in our efforts: Paladru Lake Triathlon

The Vignal Group took part in the Paladru Lake Triathlon (France), where our teams rose brilliantly to a particularly demanding challenge: A 1,700-metre swim, an 80-kilometre cycle and a 17-kilometre trail run.

They endured over six hours of exertion with one shared goal: **to cross the finish line together**.

Sticking together from start to finish, they tackled one challenge after another. Exhausted but proud, our staff powerfully demonstrated the team spirit and solidarity that characterise Vignal.



Vignal, winner of the 2025 Best Corporate Performance Award



Vignal Systems and Vignal Sesaly took part in the SaintÉlyon, an iconic sporting event that brings together thousands of runners at a night event.

Our staff took part in one of the four distances on offer: 13 km, 24 km, 45 km or 80 km.

Everyone had their own goal: a personal quest, the challenge of a team project, or the desire to experience the thrill of a legendary race.

This collective commitment enabled Vignal to stand out by winning the **Best Corporate Performance Award**.

Promoting well-being through green spaces

New plantings at the reception areas and on the terraces of our industrial sites are now bringing greenery and a welcoming atmosphere to the spaces frequented by our staff.

As well as their aesthetic appeal, these features promote well-being and relaxation.

This initiative therefore improves **quality of life at work** and creates a harmonious working environment for everyone.



FOCUS- 2025 Gender-Equality Index

“ Antonio Guterres – Secretary-General of the United Nations
Gender equality and the empowerment of women and girls are the real challenges of our time and the greatest challenge the world faces in terms of fundamental rights. ”

Gender equality in the workplace is a key focus for the Vignal Group.

This approach is reflected in the results of the Gender Equality Index, which show steady progress: scoring 82.4 out of 100 in 2023, the Index rose to 91.8 out of 100 in 2024 and then to 92.3 out of 100 in 2025, which illustrates the effectiveness of the measures taken.

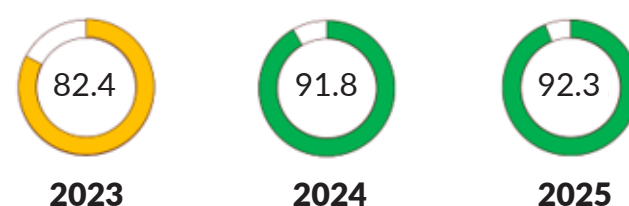
This approach is underpinned by a Group HR policy that focuses on pay equity, equal career progression, access to leadership roles and a commitment to addressing individual circumstances.

With a score of over **92/100**, the Vignal Group ranks **above the national average**, which stands at around 88 to 89/100 for French companies, including those in industrial sectors such as metalworking.

These results are consistent across the Group's various subsidiaries: Vignal Systems (94/100), Vignal ABL France (84/100), Vignal SARR (95/100), Vignal Sesaly (92/100) and Vignal CEA (94/100).

The CEA site in Switzerland compiled its first Professional Equality Index in 2025, achieving a score of 94 out of 100.

These indicators contribute to the Group's social reporting and form part of the CSRD requirements, in line with ESRS S1, which focuses on employees as a key driver of sustainable performance.



3

Commitment: Ensuring a responsible purchasing policy

“ The Responsible-Purchasing Code of Conduct establishes the commitments expected from our Providers regarding 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 sets out our reference framework It is signed by each of our providers when they begin working with the Group. ”

Our road maps:

Reducing risk in our supply chain

- ▶ Incorporating the ISO 20400 standard guidelines into our purchasing strategy.
- ▶ Developing risk matrices and CSR assessments for our suppliers.
- ▶ Stronger oversight of purchasing practices among our partners
- ▶ Using selection criteria based on a CSR Score to assess and select our suppliers.

Localising our supplies

- ▶ Production as close as possible to our customers to ensure responsiveness, flexibility and a local service.
- ▶ Localised sourcing helps to reduce long-distance transport and minimise logistical, geopolitical and health risks.
- ▶ Increasing use of recycled materials in our industrial processes.
- ▶ Local value creation in the regions where we operate.

2025 PERFORMANCE

100% of our tenders promote our CSR criteria
90% of our suppliers have signed the Vignal Responsible-Purchasing Code

Hervé RICHONNIER
Purchasing Director



A LOOK BACK AT 2025: ENSURING A RESPONSIBLE PURCHASING POLICY

An agile and resilient business model

Our business model, based on “**global design and local production**”, is a key factor in securing our supply chain.

The proximity of our industrial sites to our markets improves our operational agility and increases our ability to cope with geopolitical, health-related or environmental disruptions.

This industrial structure forms part of our **responsible purchasing** approach, by promoting shorter, more tightly controlled supply chains that are less exposed to risk.

It also lets us reduce our logistics footprint measurably, lessen our reliance on sensitive areas and strengthen our resilience by prioritising local or regional suppliers.

‘Supplier Barycenter’ – geographical analysis of our suppliers’ locations



Localising our suppliers is one of the cornerstones of our “Responsible Purchasing” road map.

To provide an objective basis for this approach, Vignal has developed a **Supplier Barycenter** which measures the average distance travelled by our components to each of our industrial sites.

This tool provides an accurate analysis of the logistics footprint associated with our supply chains.

It represents a crucial step towards improving our supply chain’s resilience, optimising our logistics processes and reducing our operations’ environmental impact.

CSR risk mapping

Vignal regularly maps the CSR risks within its supply chain to identify priority areas for attention.

This analysis has two dimensions:

- ▶ country risks associated with the regions where our suppliers are based (social, environmental, regulatory and geopolitical),
- ▶ and the specific characteristics of each purchasing category, such as the criticality of components or the level of dependency.

On this basis, a **targeted monitoring plan** is being implemented, focusing monitoring activities on areas where the risks are highest.

This approach ensures proactive risk management in our supply chain.



Integrating CSR Criteria into Supplier Relations

Our supplier selection process now incorporates **CSR criteria** to improve how we manage our purchasing risks and optimise our supplier base’s overall performance.

Our assessment is based on several key indicators: level of cybersecurity maturity, financial strength, the degree of supplier-buyer dependency, and the barycentre analysed using the geographical location of our suppliers.

This analytical framework enhances our ability to map risks, anticipate potential disruptions and secure our supply chains.

We therefore prioritise partners who can demonstrate responsible governance and a measurable commitment to ethical, social and environmental considerations, in line with the principles set out in our “Responsible Purchasing” road map.

Assessing our suppliers’ maturity



To assess our suppliers’ CSR maturity and work with them to make progress, Vignal is introducing a dedicated **questionnaire** and is rolling it out to its strategic partners.

This initiative aims to encourage constructive dialogue, identify priority areas for improvement and support our suppliers in adopting practices that are in line with our CSR standards.

By incorporating these findings into our purchasing process, Vignal is strengthening its ability to select committed partners and to manage the non-financial performance of its supply chain.

This tool enables organisations to assess their level of commitment across key areas: environmental management, ethical practices, social conditions, governance and risk management.

Responsibly sourced minerals: a requirement we share with our suppliers

Extracting certain minerals in areas affected by armed conflict requires greater vigilance regarding their origin.

To prevent any risk of sourcing minerals from high-risk areas, Vignal requires its suppliers to declare the origin of the minerals used and to certify that they do not come from sensitive supply chains.

To reinforce this approach, Vignal draws on the international system developed by the **Responsible Minerals Initiative (RMI)**, which provides a framework for tracing the relevant minerals and assessing smelters’ level of compliance.

This approach helps to promote responsible purchasing practices within our supplier ecosystem.



Speeding up the incorporation of recycled materials



The circular economy has now emerged as a key issue, and our customers are calling for increased use of recycled materials in the design of our products.

Vignal, anticipating this trend, has been running a programme to incorporate recycled materials for several years now.

Our most widely used plastic material contains between **60 and 70% recycled plastic**, without compromising on mechanical performance or regulatory compliance.

Our teams are working closely with our customers to build on this momentum and optimise formulations and injection moulding processes, so that we can integrate recycled materials more quickly.

At the same time, our teams are focused on ensuring that our products are robust, durable and environmentally compliant, thereby maintaining a constant balance between material innovation and performance requirements.

A product made from 80% recycled materials



Vignal CEA in Switzerland has designed a fire extinguisher cabinet made from **80% recycled materials**.

In this optimised design, the wall thickness has been reduced, which significantly reduces the number of raw materials required without compromising the robustness of the product.

Another key innovation is its stackable design, which allows for compact storage and easier transport.

This feature reduces the number of logistics journeys, minimises the associated carbon footprint and therefore contributes to a measurable reduction in greenhouse gas emissions.

This development illustrates Vignal's commitment to designing more sustainable products, combining technical performance, efficient use of materials and reduced environmental impact throughout the entire life cycle.



FOCUS: SUPPLIER BARYCENTER – an objective view of the geographical footprint of our supply chain

The Supplier Barycenter is a strategic indicator developed by the Vignal Group to measure and manage the geographical footprint of its supply chain.

Expressed in kilometres, it represents the average distance travelled by components between suppliers and the Group's sites. It is calculated using a weighted method that reflects logistics flows.

This **innovative indicator** provides an insight into the performance and resilience of our value chain. It helps to identify purchasing opportunities, reduce the environmental impact of transport and inform decisions about sourcing.

The integrations carried out in recent years demonstrate the value of this approach. For Vignal Systems, the barycentre of its supply chain, which was already within a 600 km radius thanks to long-standing efforts to prioritise local supply sources, has been reduced to 460 km. This further reduction of nearly 23% demonstrates the effectiveness of our industrial strategy and confirms the value of the barycentre as an indicator for managing the localisation of our supply chain.

The Supplier Barycenter forms part of the Group's **"Global Design, Local Production"** strategy, which aims to balance industrial competitiveness, proximity to suppliers and security of supply.

SUPPLIER BARYCENTER: the geographical footprint of our supply chain



COMMITMENT TO THE UNITED NATIONS GLOBAL COMPACT

Since joining the United Nations Global Compact in 2015, the Vignal Group has submitted its annual Communication on Progress (COP), which is published on the Global Compact platform.

We participate in the activities and follow-up meetings organised by the Global Compact. The 10 principles relating to human rights, labour standards, the environment and the fight against corruption are embedded in our management practices, our internal policies and our external communications.

To mark our 11th year of membership, Vignal is reaffirming its commitment to acting in a responsible, transparent and measurable manner, in line with the expectations of the Global Compact and international standards for non-financial reporting.

Our CSR strategy is centred on seven Sustainable Development Goals (SDGs), selected for their relevance to our industrial activities and their alignment with our values. They guide everything we do, particularly in the following areas:

- ▶ **Ethical governance and compliance**, with a particular focus on preventing corruption and ensuring respect for human rights throughout the supply chain.
- ▶ **Environment**, including reducing our emissions and improving our energy efficiency.
- ▶ **Social responsibility**, through health and safety at work, skills development, and the quality of life at work.
- ▶ **Responsible purchasing**, in line with sustainable supplier management and risk control.

Guided by these commitments, Vignal is further structuring its CSR activities to increase their impact, strengthen their monitoring and meet the growing expectations of our stakeholders.



THE UNITED NATIONS GLOBAL COMPACT - TEN PRINCIPLES



HUMAN RIGHTS



LABOUR RIGHTS



ENVIRONMENT



ANTI-CORRUPTION

OUR ESG COMMITMENTS

Vignal Group has implemented a CSR policy based around three major commitments:

- ▶ Protecting the planet
- ▶ Respecting people
- ▶ Compliance with laws and regulations.

To ensure rigorous monitoring of its progress, Vignal produces an annual CSR report in accordance with the Global Reporting Initiative (GRI) international standards.

This reporting allows us to measure the impact of the actions we take and to adjust our strategies if necessary.

At the same time, the Group meets its customers' specific requirements using standardised questionnaires such as SAQ 5.0.

Finally, to ensure objectivity and reinforce the credibility of its commitments, Vignal has its CSR performance assessed by independent organisations, including the Global Compact and EcoVadis.



Vignal produces an annual report in accordance with the GRI standards. The Global Reporting Initiative sets out guidelines to enable companies to report on their economic, environmental, social and governance performance.



Active status. Vignal has been a signatory to the United Nations Global Compact since 2015, adheres to the ten universal principles and contributes to seven SDGs linked to its industrial ecosystem.



Vignal has held a Gold rating from EcoVadis since 2013; EcoVadis assesses companies' performance across four areas: the environment, social and human rights, ethics, and responsible purchasing.



Vignal and Drive Sustainability have partnered to work together to improve the social, ethical and environmental performance of automotive supply chains.



Vignal completes the sustainability assessment questionnaire developed by Drive Sustainability. This questionnaire assesses suppliers' compliance with CSR principles through the implementation of management systems.



Vignal is carrying out an ESG survey with its shareholder partner, EMZ. This reporting system is being rolled out across all our subsidiaries. The questions are aligned with an officially recognised national or international reporting standard or framework, such as the GRI.

GOOD HEALTH AND WELL-BEING

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

3

GOOD HEALTH AND WELL-BEING

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

GENDER EQUALITY

Achieve gender equality and empower all women and girls

5

GENDER EQUALITY

Vignal is committed to actively promoting the role of women within the company and encouraging their progression into engineering and management roles, as well as into operational and executive positions.

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialisation and encourage innovation

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Vignal has a “Best in Class” factory strategy based on industrial excellence, that combines the enhancement of its facilities with the optimisation of energy-efficient processes. This model is part of a long-term strategy, underpinned by massive investment in research and development.

CLIMATE ACTION

Take urgent action to combat climate change and its impact

13

CLIMATE ACTION

The Vignal Group’s “Global design/Local production” strategy allows us to get as close as possible to our customers through our nearby factories, significantly reducing intercontinental transport and, consequently, our greenhouse gas emissions. Carbon assessments guide our low-carbon strategy for the benefit of the planet and all its inhabitants.

QUALITY EDUCATION

Ensuring inclusive and equitable quality education and promoting lifelong learning

4

QUALITY EDUCATION

Vignal involves its employees in its development and encourages them to take part in professional training. By helping them develop their skills, the Group enhances their employability as an integral part of its social responsibility approach.

DECENT WORK AND ECONOMIC GROWTH

Ensure and promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all throughout their lives

8

DECENT WORK AND ECONOMIC GROWTH

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

RESPONSIBLE CONSUMPTION AND PRODUCTION

Establishing sustainable consumption and production patterns

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Vignal pursues a policy that takes care to minimise resource consumption by developing sustainable, energy-efficient products that make greater use of recycled and recyclable materials. Our products are eco-designed to prioritise more sustainable materials and production processes.

For over 25 twenty-five years, Vignal has placed corporate social responsibility at the heart of its business model. Long before the rise of non-financial assessments, the group had already structured its practices around a sustainable and rigorous approach.

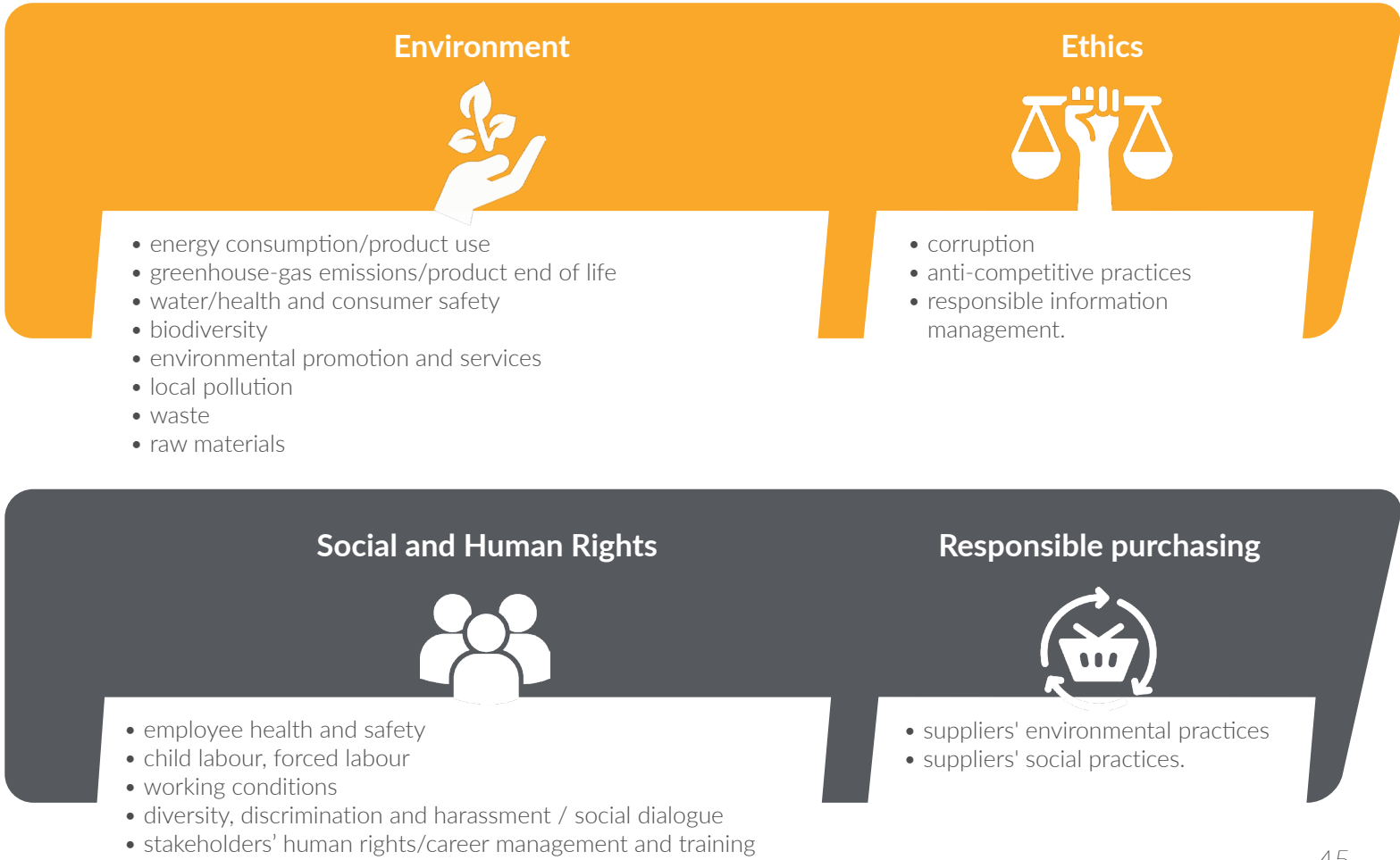
Vignal undertook the EcoVadis assessment for the first time in 2013 as part of this long-standing commitment. The group was then awarded the gold medal, an honour that confirmed the quality of the work they had doing for many years. Almost ten years later, in 2021, this award has once again been presented, demonstrating the consistency and maturity of the group’s CSR approach.

EcoVadis acts as a rigorous barometer, reflecting the quality and ambition of our initiatives. Vignal remains committed to following its CSR roadmap with conviction and humility, staying true to its philosophy of continuous improvement.



For example, Vignal Systems in France is now ranked amongst the top 1% of companies in its sector according to EcoVadis, a distinction that demonstrates the strength of the group’s collective commitment and strategic consistency regarding corporate social responsibility.

Ecovadis’ assessment criteria:



ESG alignment (SDGs – ESRS – GRI)

SOCIAL

		2023	2024	2025	SDG	ESRS	GRI
Accident rate	%	14.1	18.9	17	SDG 8	ESRS S1	GRI 403
Accident severity rate	%	0.66	1.09	0.87	SDG 8	ESRS S1	GRI 403
Turn over (permanent contract)	%	6.3	13.5	13.9	SDG 8	ESRS S1	GRI 401
% women recruited	%	47	35	41	SDG 5	ESRS S1	GRI 405
Working Gender-Equality Index.	Points/100	82.4	91.8	92.3	SDG 5	ESRS S1-12	GRI 405-2

Environment

		2023	2024	2025	SDG	ESRS	GRI
Carbon footprint	t.eq.CO ₂ /€k	6.11	3.97	3.71	SDG 13	ESRS E1	GRI 305
Power consumption	kWh/€k	37.8	36.6	43.9	SDG 7	ESRS E1	GRI 302
Gas consumption	kWh/€k	13.2	11.9	9.5	SDG 7	ESRS E1	GRI 302
Water consumption	m ³ /€k	0.033	0.038	0.039	SDG 6	ESRS E3	GRI 303
Non-hazardous waste	kg/€k	1.28	1.58	2.56	SDG 12	ESRS E5	GRI 306
Plastic waste	kg/€k	0.56	0.56	0.63	SDG 12	ESRS E5	GRI 306
Cardboard waste	kg/€k	1.00	0.97	1.16	SDG 12	ESRS E5	GRI 306

ESG alignment (SDGs – ESRS – GRI)

Governance

		2023	2024	2025	SDG	ESRS	GRI
% of subsidiaries that have implemented their plan and ensured their communication	%	100	100	100	SDG 8	ESRS S1,	GRI 2-23,
					SDG 16	G1	GRI 2-24

Responsible purchasing

		2023	2024	2025	SDG	ESRS	GRI
% suppliers having signed the CSR Charter	%	90	90	90	SDG 12	ESRS G1, S2	GRI 308 GRI 414
% of suppliers having answered the CSR questionnaire	%	90	90	90	SDG 12	ESRS G1, S2	GRI 308 GRI 414

Non-Financial Report 2025
COP 2025 – United Nations Global Compact
CSR and Industrial Operations
Vignal Group - July 2026

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