



[July 2024]

OUR CSR COMMITMENTS

[Corporate Social Responsibility]

for a low-carbon industry and a sustainable development



SUSTAINABILITY

Longevity Aluminium life cycle

Repairability Ecodesign

Proximity **Recyclable**

Ethics Sustainable

Responsible Renewable

Transparency

EXCELLENCE

Transmission Know how skills

Continuous Improvement

Solidarity Team spirit Engineering

Pioneering Commitment

Partnership Manufacturer

Made in France **Audacity**

industry Investment

RESPONSIBILITY

Respect Biodiversity

Accurate lighting Optimization

Smart city Digital Programming

Versatility Pole sharing Accessories

Circular economy

Open systems Non proprietary

Customization

Low-tech

resulting in our "raison d'être" :

Responsible partner for a sustainable & desirable city



Our CSR Strategy Technilum@2025

We are convinced that corporate social and environmental responsibility is a vehicle for the future and collective values.

As a committed industrial player, Technilum bases its entire strategy on strong values, able to carry its CSR ambitions, which are themselves broken down through qualitative and quantitative objectives.

Let's aim for "environmental pre-eminence"!

We are formally committed to 10 of the 17 Sustainable Development Goals defined by the United Nations:



Responsible partner for a sustainable & desirable city

Innovate through high-performance, eco-designed, intelligent and useful products

Improve our production costs and our overall performance both in engineering and in manufacturing

Placing the ecological transition at the heart of our products and our business

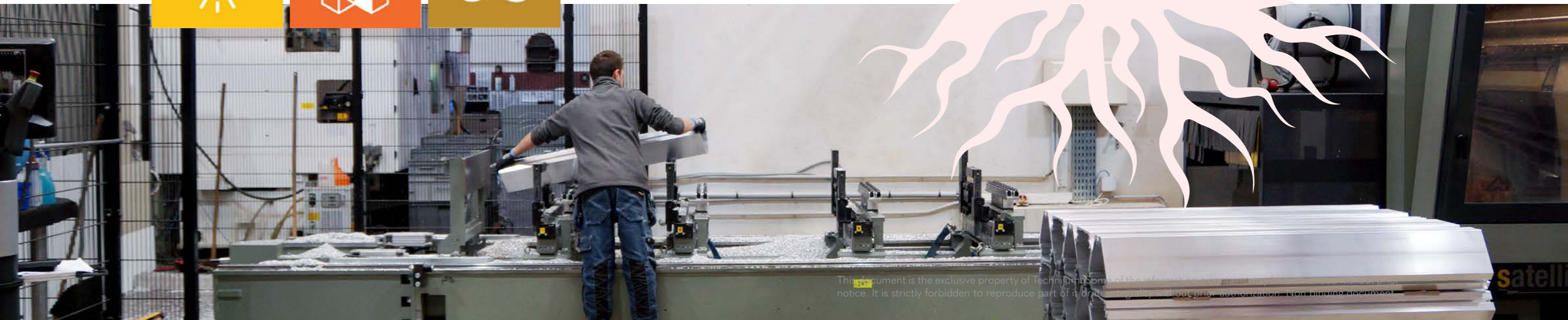
Develop our turnover on dynamic markets mindful of environment and find synergy effect from pooling resources

ENVIRONMENTAL
PRE-EMINENCE

CSR AMBITIONS

**HUMAN CAPITAL
VALORIZATION**

Kindness • Requirements • Performance



POSITIVE DIFFERENTIATION



Develop our turnover in buoyant markets, sensitive to the environment and the pooling of support

- . Become the partner of responsible projects, from an environmental, circular economy, efficiency, sustainability and durability point of view, offering sustainable long-lasting products
- . Seal partnerships and establish ourselves as Smart City experts with innovative, interoperable, scalable, reversible and above all integrated solutions.
- . Increase our international presence, while promoting Made in France / Made in Occitanie.

VALUING OUR HUMAN CAPITAL

Kindness • Demand • Performance

- Attract, retain and grow our teams.
- Be disruptive and attractive, while ensuring the safety, health and well-being of all.
- Combine kindness and performance.



Innovate through high-performance, eco-designed, intelligent and useful products

- . Renew our product approach with a constant concern for eco-design: more refined aesthetics, lighter products, sober and timeless design, maximum reparability.
- . Propose global, turnkey solutions, adapted to uses (design, production, installation assistance,



Improve our production costs and our overall performance in both studies and manufacturing

- . Ensure the sustainability of the company and jobs through maximum efficiency.
- . Limit our carbon footprint as much as possible by reducing both inputs and waste as much



Putting the ecological transition at the heart of our products and our business

- . Train our employees and our customers in a more virtuous approach to our businesses and our sector of activity - Make the ecological transition a real company project.
- . Introduce the environmental dimension into all our offers in order to promote this approach and promote "environmental

[ACTIONS 2023]

ECOVADIS Certification

We were awarded a Bronze medal in April 2021: since then, we have highlighted the strengths noted and addressed all the proposed areas for improvement.

In July 2022: our efforts were widely recognized since we were awarded the Gold medal, which have been maintained in 2023!



Our sustainable commitments

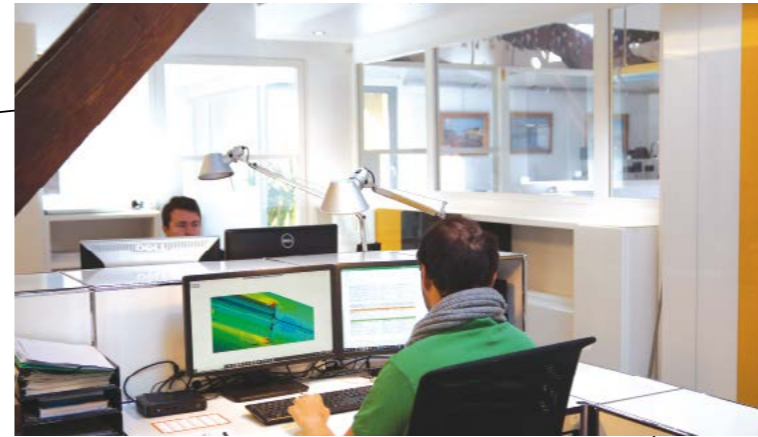
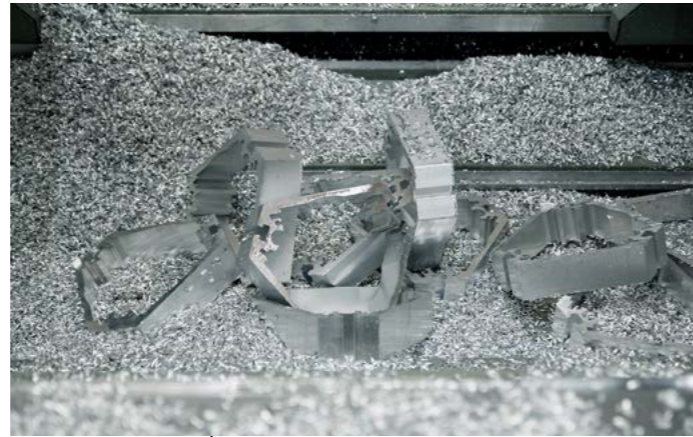
[to minimize our impact throughout the life cycle of our products]

END OF LIFE... 2ND LIFE!

- . Products designed to be easily dismantled
- . Valorization of the sand used by our water jet cutting
- . **Aluminum is 100% recyclable, infinitely**



Zero waste approach



ECO-DESIGN

- . Repairability guaranteed for life
- . Optimal maintenance
- . Versatility and pooling
- . Accurate lighting: energy sobriety and minimal impact on biodiversity (colour temperature, dimming, etc.)
- . **We support our clients to define and respond as accurately as possible to the specificities of each project.**

LONG-LASTING PRODUCTS

- . Aluminum's unequalled longevity
- . Energy efficiency of the proposed solutions: LEDs with long life and low energy consumption
- . Perennial and timeless design
- . **Easy maintenance and repairability guaranteed for life**



RESPONSIBLE SOURCING

- . **Proximity et ethics:** extraction mainly in Norway (hydroelectricity), extrusion in Albi and recycling in Puget-sur-Argens (both South of France)
- . 75% recycled aluminum
- . Low carbon impact (2.4 kg of CO² against 16 usually)
- . Lasting partnerships

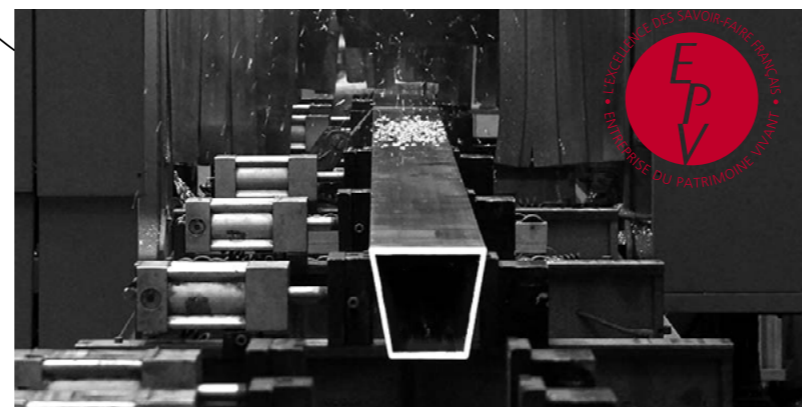
REASONED TRANSPORT

- . Eco-system of partners at the regional level
- . Optimization of delivery rounds
- . Optimization and reuse of protective packaging
- . Fleet of recent vehicles, partly electric
- . **3 times lighter than steel, aluminum reduces environmental transport costs.**



FRENCH MANUFACTURING FACILITIES

- . **100% French Fab (Occitanie)**
- . Strong territorial roots
- . Double-skin bio-climatic building with green roof and maximum automation, located in the heart of 5 hectares of meadows
- . ISO 9001 (Quality) & 14001 (Environment) certified



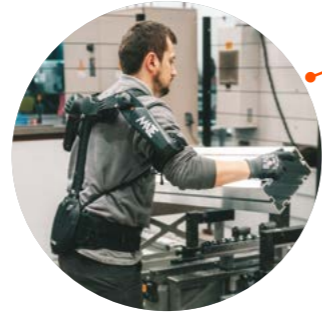
EXCEPTIONAL INDUSTRIAL MANUFACTURING

- . A know-how of excellence maintained and enriched for 50 years, **certified EPV ("French Living Heritage Company" since 2016)**
- . Optimization of inputs
- . State-of-the-art machine park to maximize productivity
- . Reduction and recycling of all waste
- . Maximum dematerialization

Our actions > SOCIAL

EQUALITY AND INCLUSION

Although the overall number of women in the company is relatively low, it should be noted that management and supervisory positions respect parity, including within the Executive Committee - including of course Agnès Jullian, President of Technilum since 1994. The % of disabled workers remains relatively stable, an effort must be made to raise awareness among candidates and integrate them qualitatively. In addition, we regularly work with the ESAT-Association Thierry Albouy (Beziers) for certain subcontracting activities and the ESAT of Montflourès (Vendres) for the laundry of work clothes..



[ACTIONS 2022-2023] Facilitating handling with exoskeletons

Three exoskeletons allow our machinists, fitters and warehouse workers to facilitate the handling of heavy parts, promote good posture and drastically limit potential disorders or pain linked to the repeated carrying of heavy loads.

Shared breakfast to ease communication

A weekly time for discussion around hot drinks, pastries and fruit juices is offered to the team, with rotating speaking engagements to discuss a particular project, news or something new.

Promote exercising

A weekly sports coaching session is offered to employees who can and wish to do so. In 2022 and then in 2023, a team has been formed to participate in the Béziers Urban Trail!

Valuing seniority

With an average seniority of nearly 10 years, Technilum benefits from a solid base of skills and knowledge. Five employees were recognized in 2023 for their more than 20 and 30 years of seniority, during a medal ceremony.

	2023	2022	2021
% of senior employees (+ 55 ans)	11 %	11 %	12.5 %
% of women	25 %	25 %	21 %
% of executive women	60 %	60 %	60 %
% of disabled workers	1.78 %	1.92 %	2.08 %

WELL-BEING AT WORK

Technilum offers a particularly distinctive work environment combining comfort, safety, ergonomics and uniqueness. This promotes a relatively stable turnover and absenteeism rate, well below the average in France. Arrangements have been made, so remote employees whose workstation allows it can benefit from working from home.

	2023	2022	2021
Nb of work-related accidents with leave	0	1*	0
% Absenteeism	2.17 %	3.23 %	1.89 %
% Turnover	10.58 %	9.38 %	7.61 %

*Accident during work commute

TRAINING & TRANSMISSION

Technilum regularly supports work-study students (IT, design, engineering, industrial performance, machining or even marketing communication, etc.): a fantastic way to train and acquire new practices and skills in our team.

	2023	2022	2021	2020
Nb of trainig hours	489 h	194 h	227 h	1302 h
% training budget / payroll	8.7 %	1.4 %	2 %	3.3 %
% apprentices	13 %	8 %	9 %	5 %

6 / 56
current employees
were former
interns or
apprentices

[OBJECTIVE 2024] New break area

To encourage informal exchanges, a new area is being tested next to the refectory, with table football, shared library, comfortable seating and hot drinks.



June 2024: a large part of the employees sets down in front of the Belverde, Olivier Vadrot master-piece, manufactured by Technilum.

Our actions > SOCIAL

COMMITTED TERRITORIAL ACTOR

Since its beginnings, Technilum has been committed to bringing Béziers and its region to life and influence. Geographical proximity is therefore an important purchasing criterion, whether regional, French or European.

74 Suppliers/subcontractors in Occitania, representing **44%** of our purchase

96 % of our purchase is made in Europe

79 % of our purchase is made in France

Distribution of the total amount of purchases, in euros, for the year 2023

Regionally :



Nationally:



Internationally:



CULTURAL PATRONAGE

Lézigno is a cultural association whose demanding programming answers questions about the future of the contemporary city, through light and its interferences on architecture, art, design and landscape.

Created in 2006 on the initiative of Agnès Jullian, President of Technilum, the Lézigno Association welcomes artists in residence and offers an annual cycle of conferences and meetings intended for a professional audience: Les "Heureuses Coïncidences".

Since 2018, Technilum has also been an active member of the Mécènes du Sud collective, which provides support to regional artists and raises awareness of contemporary art in businesses.

À la lumière des confidences and Déployer la Vague : in 2019, assistance with the design, production and exhibition of 2 works by the artist Io Burgard, now part of the permanent collection of the Lézigno



56 employees
(full time equivalent)
including **54** en Occitania
by 31/12/2023

[OBJECTIVE 2023-2024] CESAR collective action

Technilum has been selected by the regional Chamber of Commerce to benefit from a support in implementing a responsible purchasing strategy.



Membre actif depuis 2018



Mécénat culturel de Technilum depuis 2006

16 oeuvres d'art acquises
18 artistes soutenus
17 en ans de mécénat

[OBJECTIVE 2024] Work of art tour

Promote the works of art in Lézigno's permanent collection through a document inviting visitors to discover each of them in detail (artist, technique, context, etc.).

Hors Champs: Monumental piece of art by the artist Nathalie Elemento, produced by Technilum and installed in the Lézigno park in 2008 on the occasion of the 3rd edition of Heureuses Coïncidences - one of the first pieces in the permanent collection of the Lézigno Association.



Our actions > ENVIRONMENTAL (1/2)

ENERGY CONSUMPTION

An Eco-FLux Diag audit carried out in 2021 made it possible to identify relevant areas for improvement that will enable us, in the short and medium term, to optimize our energy expenditure. As a result, electricity consumption was significantly reduced in 2023.

Our water consumption generally follows the evolution of our turnover - it should be noted that the watering of landscaped areas has been reduced to a minimum since the summer of 2022.

Gas consumption, on the other hand, increased sharply in 2023 - studies are underway to analyze this increase and, at the very least, contain it.

	2023	2022	2021
Electricity (kilowatt-hour)	316 605 kWh	360 342 kWh	360 679 kWh
Gaz (equivalent kilowatt-hour)	487 980 kWh	268 965 kWh	281 502 kWh
Water (m³)	22 591m³	17 370 m³	19 840 m³



INPUTS AND WASTE

From the beginning, the management of aluminum waste has been our priority, because it is 100% recyclable and infinitely recyclable. This recycling sector being one of the most advanced, we sort and recycle all of it (cuts, filings, etc.). In addition, we try to optimize the cuts (nesting) as much as possible to limit waste.

A significant portion of our waste is linked to the sand used for our waterjet cutting machines. In 2022, we identified a service provider capable of recovering this sand - the tests were conclusive and a procedure was put in place in 2023 in production to recover this sand: 28 tons were able to benefit from a second virtuous life in 2023.

A particular effort remains to be made on paper consumption - the new ERP that will be deployed in 2024 should make it possible to drastically reduce the printing still necessary for everyone's daily work (design office, production, accounting, etc.).

Finally, cardboard is now sorted at source, which will allow more efficient recycling by our service provider.

	2023	2022	2021
Déchets totaux (tonnes)	110 t	93 t	138 t
dont aluminium (recyclé à 100%)	22 t	13 t	19 t
Papier consommé (kg)	593 kg	331 kg	178 kg



[ACTIONS 2023]

Sand recycling

A service provider has been identified and a new procedure put in place to recover the sand from our waterjet cutting machines. The key, from 2023, is a drastic reduction in our total waste, and a second life for this sand!

Cardboard sorting at source

We have installed a new sorting bin for all cardboard waste.

Creille-Qui-Pousse : cut-out lighting column allowing a plant to grow inside - a smart alternative to put nature back into the urban spaces.

Le Hedas, Pau (64, France)



Our actions > ENVIRONMENTAL (2/2)

CARBON FOOTPRINT

From eco-design to end of life, including the production and operation of our products, we strive, at every stage, to reduce our carbon impact as much as possible.

Design

- . Favoring mutualisation by pooling services on one support, in order to reduce the structure and networks needed to operate.
- . Limitation of design emergencies and civil engineering needed for installation.

Manufacturing & delivery

- . Main material for manufacturing our products is aluminium: 3 times lighter than steel (ease of transport and installation).
- . Made in France.
- . Selected network of regional and/or CSR-committed suppliers.

Utilisation

- . Low consumption and long-lasting LED luminaires.
- . Integrated sensors to adapt lighting according to needs, lowering energy consumption.

Maintenance & end of life

- . Long lasting products.
- . Maximum reparability & guaranteed continuity of supply (spare part).
- . Interchangeability of parts (access doors, etc.).
- . Easily dismantled structures, made of aluminum, 100% recyclable.



75%
of recycled
aluminum in our
products



5%
Only 5% of energy
is needed for
recycled aluminum
compared to
primary aluminum



Reduced
environmental and
transportation cost



Acier/steel
Aluminium
Reduced carbon
footprint

[ACTIONS 2023] Eco-designed investments!

We regularly invest in our machine park to optimize our production. Operational since the beginning of 2020, the new machining center and the new waterjet cutting machine, with larger dimensions, allow us, for example, to produce a 12-meter MILE column or an 8-meter Creille column in one piece. Zero fitting, 0 reinforcement, 0 glue: less material with an impeccable finish and flawless robustness!

LCA

We have undertaken an internal action to calculate our LCAs (Life Cycle Analysis).

[OBJECTIVE 2024] Carbon footprint evaluation

We have initiated the Diag Décarbon'Action audit to assess our carbon footprint (overall/by product family), in order to establish a targeted reduction action plan.



Example of pooling: the lighting mast also includes road signs and directional signs: fewer materials, less VRD work for a more refined public space.

Boulevard Maisonneuve, Montréal (Canada)



Key assets

MADE IN FRANCE



- . French, family owned company.
- . All Technilum products are designed and manufactured in France (Béziers, Occitanie).
- . Research, design, engineering and manufacturing are integrated.
- . Labeled "Living Heritage Company" since 2016, French Fab and Coq Vert Ambassador.



UNPARALLELED LONGEVITY



- . Our aluminum structures have an unequalled lifespan - aluminum being particularly resistant to corrosion, and benefiting from a natural protection against external attacks (alumina).
- . We guarantee the continuity of supply of all structural parts.
- . We ensure the continuity of supply or search for an equivalent for all electronic elements.

VERSATILITY, SCALABILITY, REPAIRABILITY



- . The assemblies of our lighting structures being weld-free, this facilitates maintenance and allows the replacement of only damaged parts. For example: masthead is preserved while mast is replaced.
- . All inspection doors are strictly interchangeable.



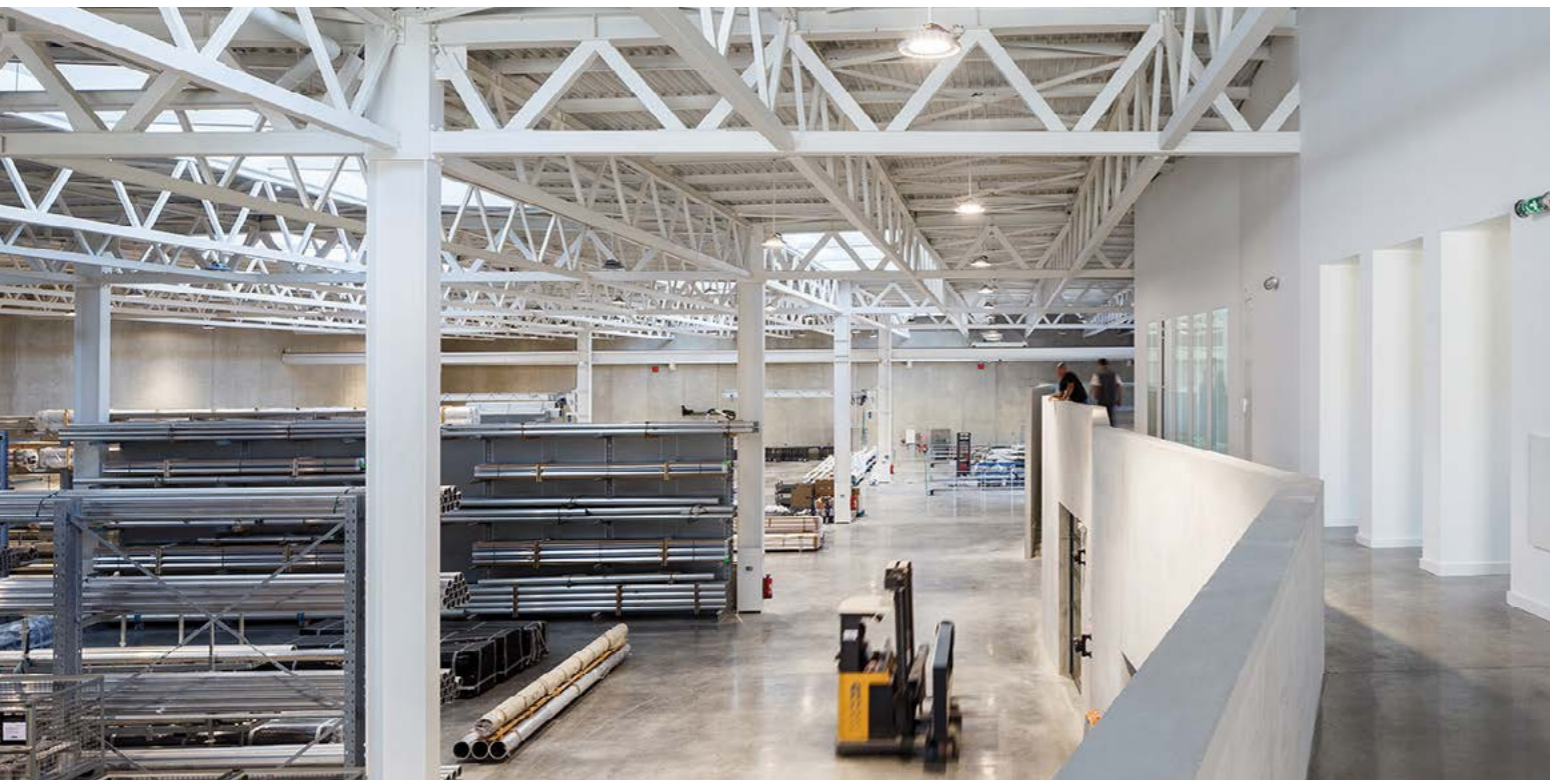
Lézigno, exemplary production facilities

Established since 1999 in Lézigno, a former rehabilitated wine estate, the Technilum® head office and production facility is an excellent example of the conversion of a historical heritage into industrial workshops and offices. A new building (NBT) came to enlarge the whole in 2017, in the continuity and the respect of the existing one.

This extension has opened up new opportunities for the company, the main objective being to develop its turnover and improve its productivity. This bet on the future is also an opportunity to go against the current trend of industrial sectors that are increasingly outsourcing their manufacturing. Our determination is strong: to produce 100% French.



Our production site is certified ISO 9001 (Quality) since 2008 & ISO 14001 (Environment) since 2011.



HIGH ENVIRONMENTAL QUALITY

- . The NBT is a double-skin bio-climatic building with a green roof, drastically limiting temperature differences (summer / winter)
- . Maximum automation (light, heating, ventilation, doors...)
- . Located in the heart of 5 hectares of meadows



STATE-OF-THE-ART INDUSTRIAL EQUIPMENT

- . 2 machining centers, 5 axis UGV (Satellite XL / Emmegi)
- . 1 machining center 4 axis / milling center (Huron VX10 Siemens 810 D PCU 50)
- . 1 machining center 4 axis (CU WELE A1165)
- . 2 very high pressure water jet cutting machines (useful dimensions: 8x2 m, 4x2 m)
- . 3 CNC lathes (Pinacho Taurus 310, MAZAK NEXUS 350, SOMAB 336 IPHAMA)
- . 1 Programmable and automated gluing robot (UNIVERSAL ROBOT)
- . Laser marking (SIC MARKING)
- . 1 ESD (ElectroStatic Discharge) room dedicated to the implementation of electronic components, in a controlled atmosphere
- . 3 dynamic MODULA storage





The sustainable choice for aluminum

LIMITED CARBON FOOTPRINT

- . Aluminum is a 100% recyclable material and infinitely, without loss of its intrinsic qualities. It is one of the most developed recycling sectors and all our waste is fully treated and revalued.
- . Our aluminum is itself composed of 75% recycled aluminum.
- . Aluminium releases 20% less CO₂ than steel during its first manufacture and emits 50% less during its recycling.
- . Its relatively low melting temperature (660°C) allows significant energy savings during its recycling (5% of the energy required for its first formation).
- . The water requirements for the manufacture of a ton of aluminum are around 1.5m³/T when 6m³/T are needed to obtain the same mass of steel.
- . Finally, due to its lightness (3 times lighter than steel), aluminum helps to limit the environmental cost of transport.

Démarche
Zéro déchet



100%
de nos déchets
aluminium sont
recyclés



75%
of recycled
aluminum in our
products



5%
only 5% of
energy needed for
recycled aluminum
compared to
primary aluminum



Reduced
environmental and
transportation cost



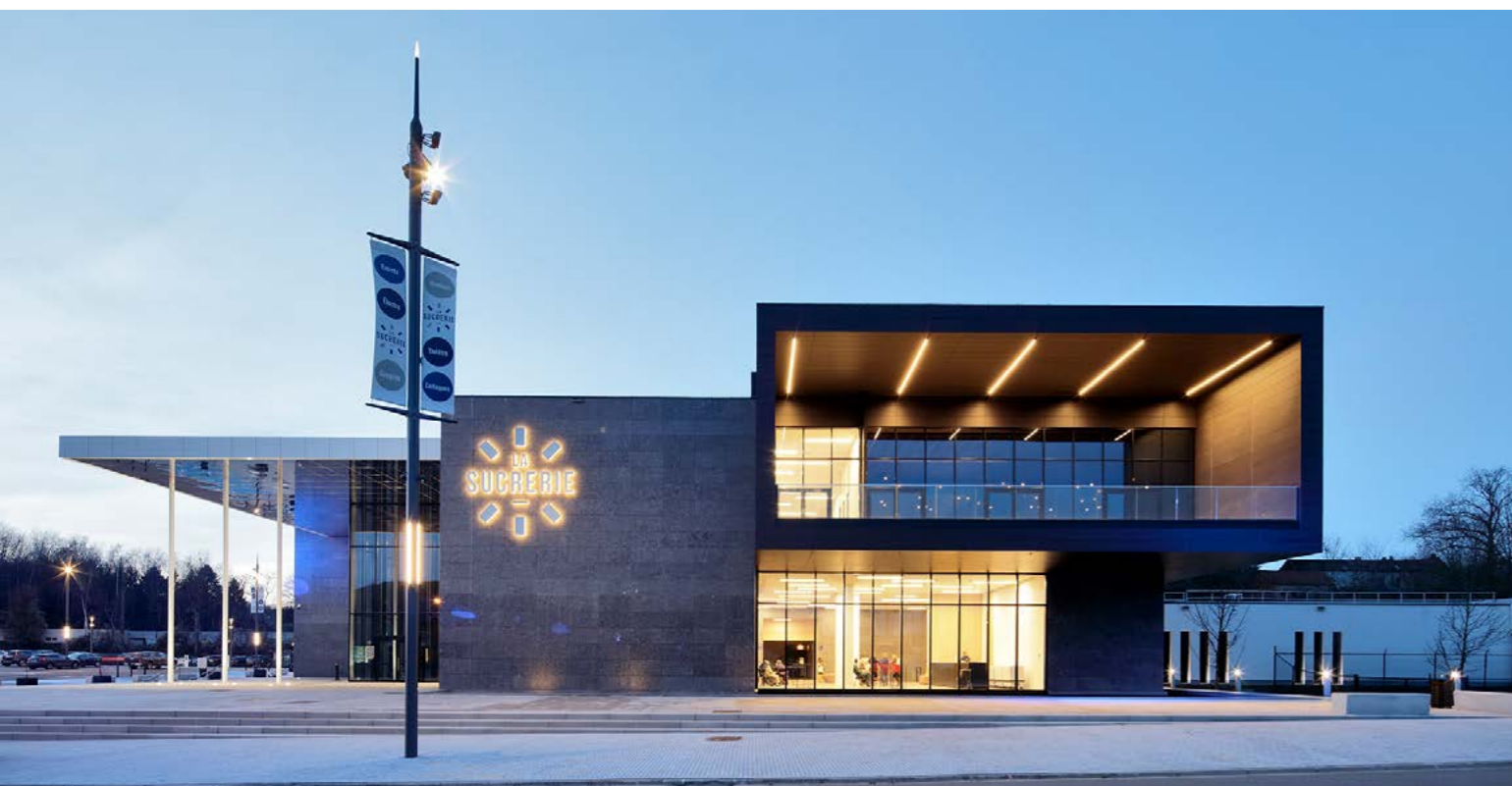
Reduced carbon
footprint

UNEQUALLED LONGEVITY

- . A noble material, aluminum is particularly resistant to corrosion, even in sensitive environments (city centers, maritime environments, ski resorts, extreme climates).
- . It has invisible natural protection: alumina, which forms on contact with oxygen, creating a uniform barrier against external aggression.
- . Maintenance is easy and, even powder-coated or anodized, on-site machining is occasionally possible.
- . The access doors of Technilum's City-Module pokes are interchangeable because they are rigorously reproducible, with Helicoil[®] (added threads) guaranteeing the disassembly or adjustment of assemblies requiring it.
- . Manufacturing without functional welding, mechanical or bonding assemblies to aeronautical industry standards: everything is designed for long-lasting and high-quality installations.

ENDLESS DESIGN OPPORTUNITIES

- . Combined with ingenious design, aluminum not only allows for diverse functionalities, but also an unparalleled refinement of details and shapes, combined with perfect finishes.



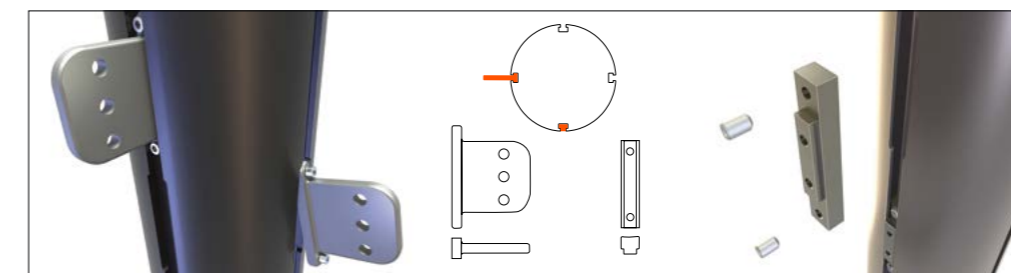
Accessorization: the art of pooling services

VERSATILE URBAN LIGHTING

- . Making the city safer, more pleasant, more sustainable, more agile and more inclusive: urban developments must meet these requirements.
- . Technilum lighting structures are scalable and multi-functional: they adapt to uses and the environment.
- . A large part of our range includes external technical grooves, which can be equipped with accessories. The technical rail system facilitates the fixing and adjustment of projectors and accessories on site: it is therefore easy to adapt public equipment according to uses and times.
- . This pooling thus drastically limits emergencies, for a more peaceful public space, and limited implementation costs.

BOTH HIGH AND LOW-TECH

- . Whether they are connected (CCTV, sound system, Wi-Fi, dynamic signage, etc.) or "low-tech" (signage, litter bin, tablets, etc.), the accessorizing possibilities are endless.



[OBJECTIVE 2024]

Calculation widget

We are working on a "calculator" project to assess the gains (financial, environmental) "before/after" mutualization.



Certifications / Labels



depuis 2008 (ISO 9001)
2011 (ISO 14001)



Marquage CE Mâts EN40
Norme d'éclairage EN13201



depuis 2016



depuis 2022

Adhésions





Acteur responsable de la ville durable & désirable
Responsible player for sustainable and desirable cities



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