



DECLARATION OF CSR PERFORMANCE

GROUPE GMD

YEAR 2023

DPEF- GROUPE GMD - FR

CL1 - PUBLIC

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PREAMBLE



During 2023, the **GMD** Group once again confirmed its strong resilience to crises by once again improving its turnover, financial results and industrial performance, while maintaining the trust of its partners.

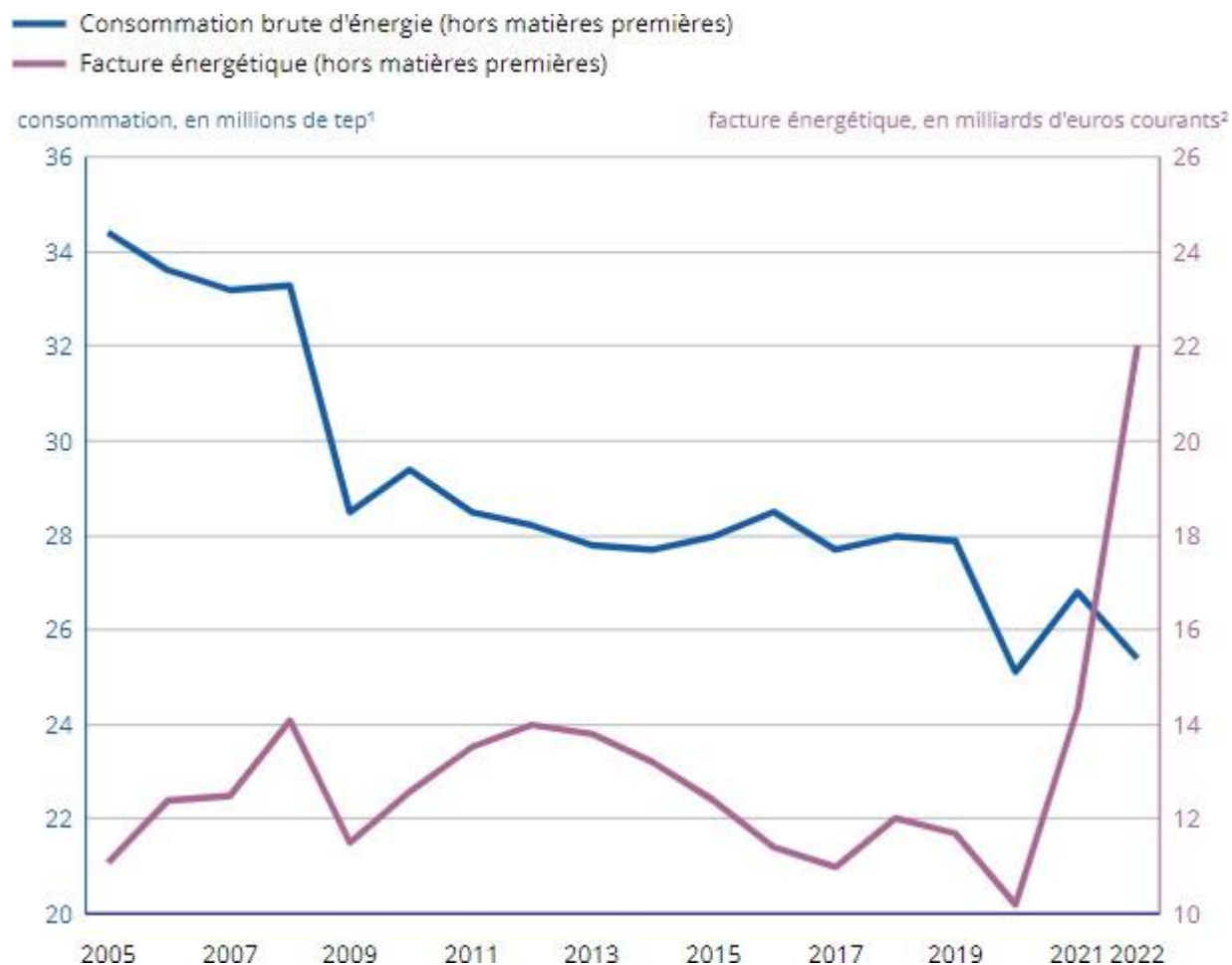
These improved results were obtained in an unfavourable global environment from economic and political perspectives, in which the Group is impacted by:

The gradual end of the crises endured since the Covid-19 pandemic

- A prolonged shortage of semiconductors leading to fractional shutdowns of Manufacturer plants,
- Strong tension in commodities markets causing "historic" price increases as early as the first quarter of 2021,
- Crises related to the different policies of countries in the management of health crises, but also political crises (containment measures, war in Ukraine...) rapidly impacting the global supply chain.

To which have been added

- Uncontrolled global inflation of all production costs (energy, labour, components, etc.) and overheads since the end of 2022. This inflation reached historically high levels in Europe following the start of the conflict between Ukraine and Russia and a tense energy market with very high volatility (+ 54% in 2022 – Source INSEE).



Source INSEE

- An acceleration of the crisis related to the labour market and labour shortages leading to difficulties with recruitment in "Worker" to "Management" populations in many countries.
- Difficulties of the Automotive sector in which the Group operates, a sector strongly impacted by the implementation of environmental policies, and notably in Europe with the decision to end the sale of vehicles that run on fossil fuel from 2035.

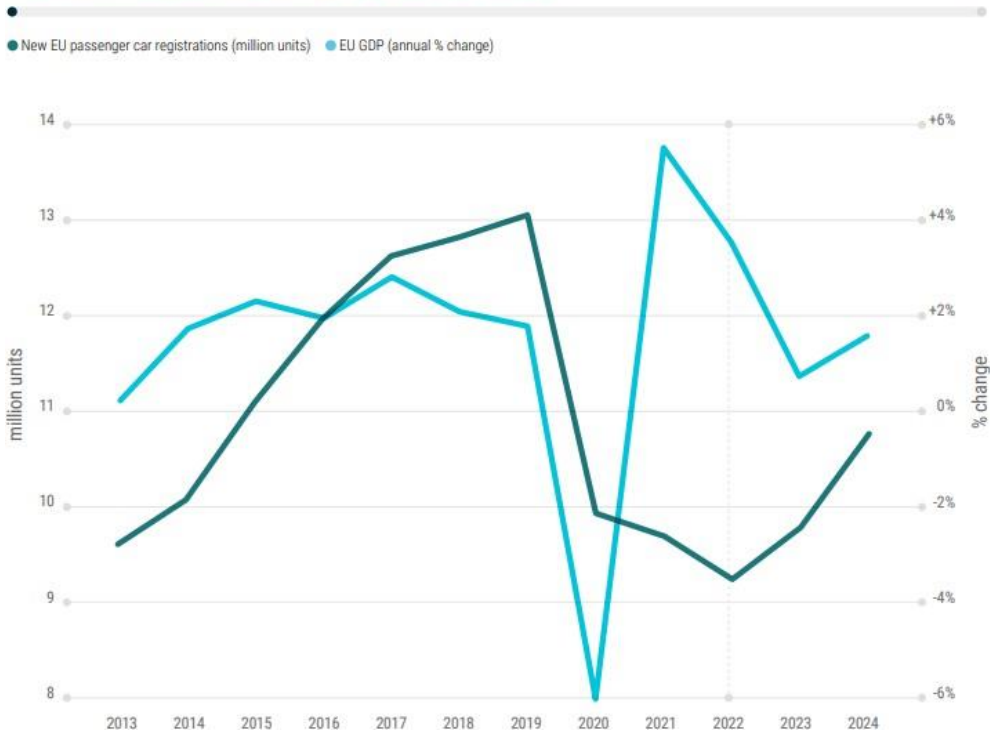
The European market for new vehicle sales (main market in which the GMD Group operates) was up in 2023 (Source ACEA). This increase is supposedly partly due to catching up after of the historic drop in orders in 2022.

However, high inflation in Europe, declining household purchasing power and rising credit rates are weakening this growth.

Meanwhile, though the current economic situation seems to be having an unfavourable impact on new vehicle purchases at the European level, according to projections, economists expect a greater recovery in 2024 with a decrease in inflation (it should fall from 6.5% to 3.5% in 2024 and then to 2.4% in 2025 according to ACEA). This could suggest a better outlook for vehicle sales.

NEW CAR REGISTRATIONS AND GDP IN THE EU

2013 - 2024

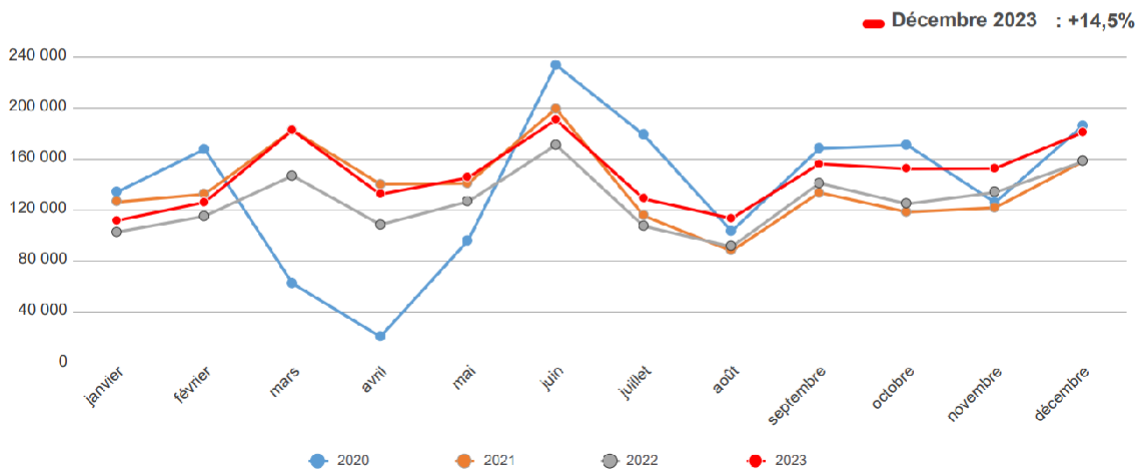


Source: ACEA 2023






This trend is identical in France, where the number of registrations increased sharply on the French market (+14% over the year for private cars) according to the PFA.

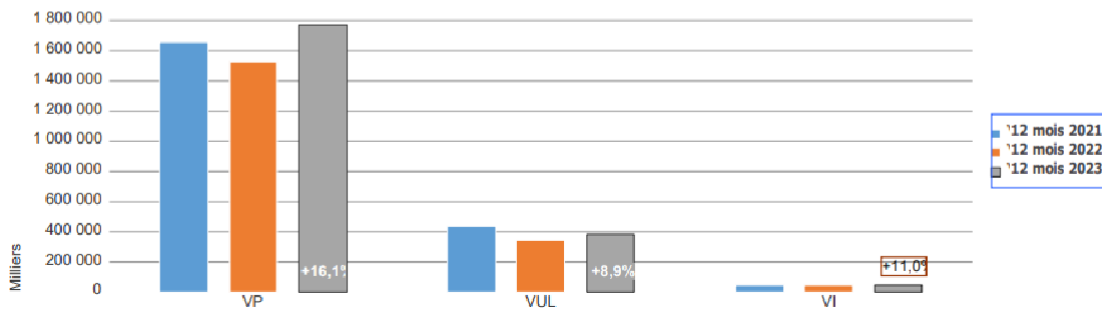
Marché français mensuel (VP) Évolution sur 4 années

France marché 12 mois 2023
1 774 729 unités (+16,1%)



Marché français janvier à décembre 2023

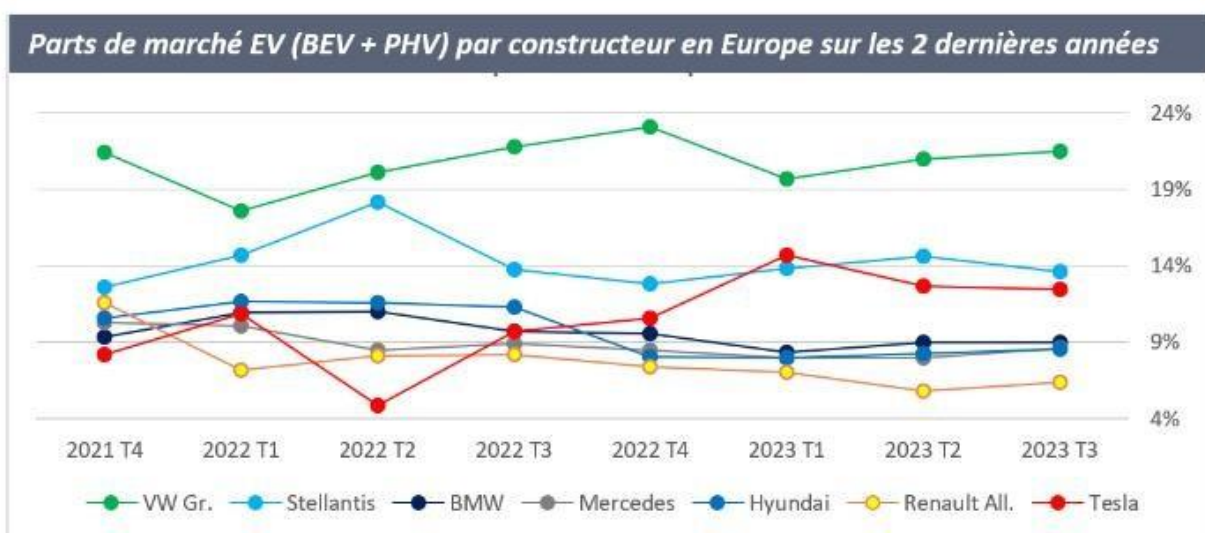
Immatriculations	12 mois 2022	12 mois 2023
 + 	1 877 107	2 153 937
	1 529 035	1 774 729
	348 072	379 208
	44 015	48 877



Source : PFA/AAA DATA

Source: PFA 2023

The increase in market share of vehicles with electric engines (and alternatives) at the expense of vehicles using fossil fuels was strongly confirmed in 2023 and shows the significant shift with which “traditional” car manufacturers are faced, as well as their subcontractors, which includes the GMD Group. However, this sales trend remains to be confirmed in 2024.



Source : Marklines, DGEC, IFPEN

OUR GROUP



Mr. Alain Martineau founded the GMD Group in 1986 at the time of a takeover of a cutting-stamping company in the Eure region.

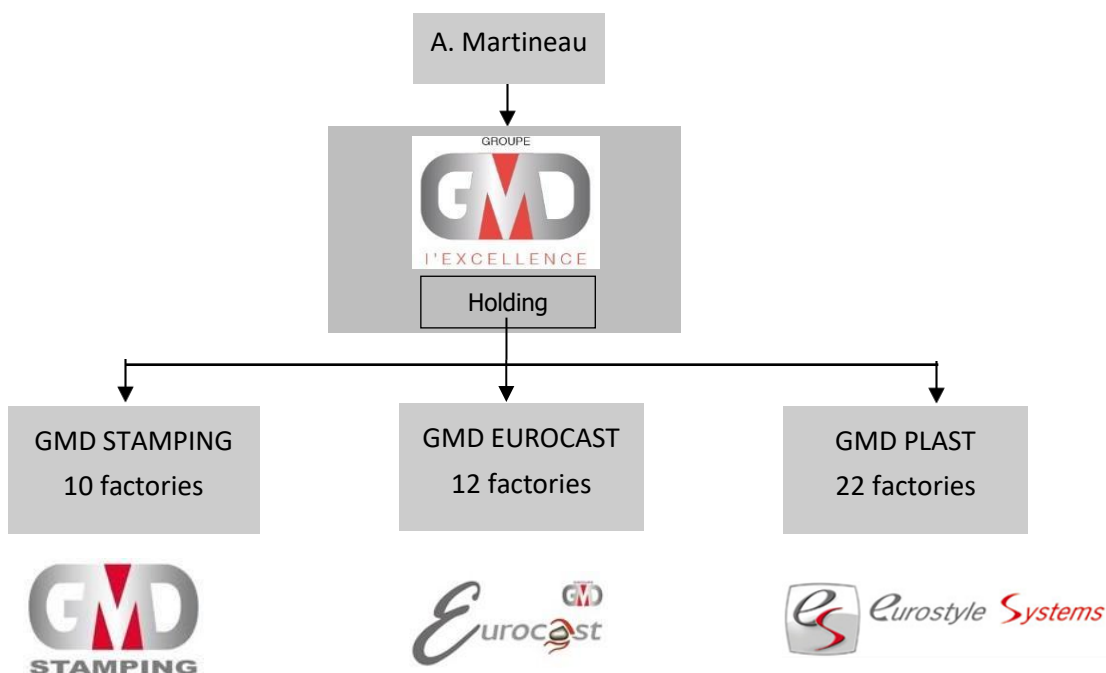
In 10 years, the group increased its turnover 5-fold and had financial partners invest in its capital, with Mr. Martineau maintaining control by holding 66% of the capital.

In 20 years, the Group became specialised in the automotive industry, being referenced by major French manufacturers. It then diversified its offer by developing 4 business divisions: the Stamping Division (PEM), the Foundry Division (PFO), the Plastic & Leather Division (PLS) and the Waterproofing Division (PET). In 2022, the decision was taken to sell the Waterproofing Division.

Today, with more than 900 million euros in turnover, the GMD Group, consisting of its 3 historic divisions, has 47 locations all over the world and more than 5,000 employees.

OUR LEGAL ORGANISATION

The majority of the Group's shares are held by Mr. MARTINEAU, founder of the group.



OUR ORGANIZATIONAL DIAGRAM

Each of the divisions is autonomous to develop its activities under the authority of the President of the GMD Group, and in compliance with the 7i transversal philosophy at GMD:



Distribution of production sites and design offices by country and by Division

	GMD Holding	Stamping Division	Foundry Division	Plastic&Leather Division	Total GMD
Germany			1	3	4
China		1	1		2
Spain				1	1
France	1	7	7	7	22
Hungary			1	1	2
Morocco		1		2	3
Mexico		1	1		2
Portugal			2	1	3
Romania				1	1
Russia				1	1
Slovakia		1		3	4
Czech Republic				1	1
Turkey				1	1
Total	1	11	13	22	47

OUR HUMAN CAPITAL

Distribution of the average number of permanent contracts by country and by division

	GMD Holding	Stamping Division	Foundry Division	Plastic&Leather Division	Total GMD
Germany			92	112	204
China		33	27		60
Spain				70	70
France	10	318	681	817	1825
Hungary			197	385	582
Morocco		625		712	1337
Mexico		136	70		206
Portugal			185	253	438
Romania				25	25
Russia				5	5
Slovakia		111		324	435
Czech Republic				72	72
Total	10	1223	1252	2775	5259

The share of the workforce in France represents 35% of the Group's total permanent workforce. Twenty-six percent of the Group's permanent workforce is in Morocco, 11% is in Hungary and 8% is in Slovakia.

The Plastic&Leather Division employs more than 52 % of the Group's staff.

OUR ECONOMIC DATA

Breakdown of turnover by division

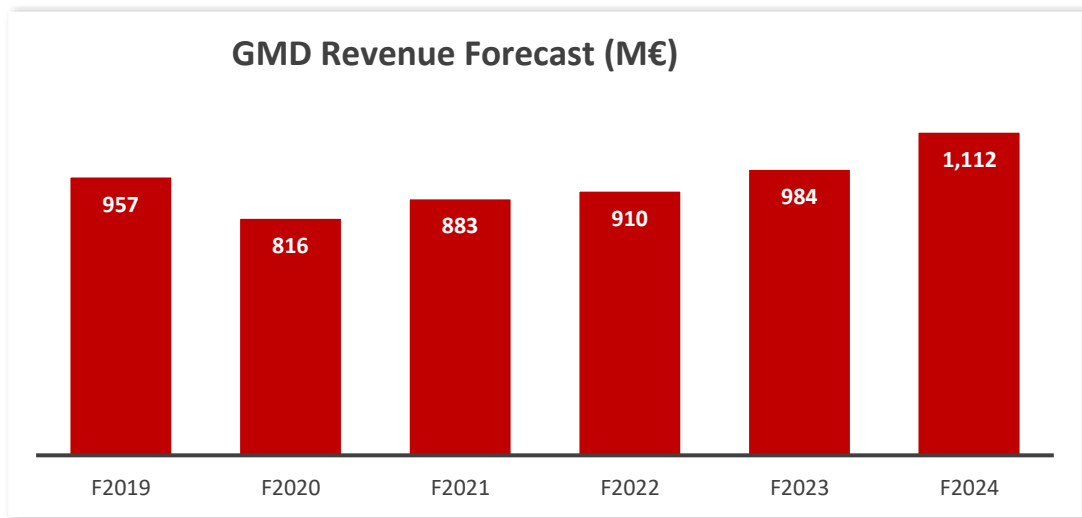
Division	Turnover 2020 M€	Turnover 2021 M€	Turnover 2022 M€	Turnover 2023 M€
Stamping Division	146	160	195	221
Foundry Division	268	293	338	369
Plastic&Leather Division	340	372	377	394
Total	816	883	910	984

Annual turnover was higher, in price and volume, by 74 M€ compared to last year (+8.2%).

The increase in our turnover is one of the consequences of increases the prices of raw material, sharp increases in energy prices in France, Germany and the countries of Eastern Europe and also general global inflation which have resulted in commercial renegotiations on our selling prices.

OUR OUTLOOK

Our outlook for 2024 takes into account a slight increase in our activities in an automotive sales market that is still strongly subject to the impacts of high inflation and regular supply disruptions affecting the global economy, but also to the uncertainties related to growth of the electric motor vehicle market in Europe.



Thus, after four years of growth, the GMD Group, driven by the development of its subsidiaries abroad, aims, once again, to increase its volumes and turnover in the 2024 financial year.

IDENTIFICATION OF OUR RISKS



METHODOLOGY FOR SELECTING THE MAIN RISKS

Risk identification relies on:

- The **business model**,
- The **list of themes** of II of Article 2 of the decree of application (2017-1265 of 9 August 2017)

<p>Informations sociales</p> <ul style="list-style-type: none"> • Emploi • Organisation du travail • Santé et Sécurité • Relations sociales • Formation • Egalité de traitement • Lutte contre la corruption ❶ ❷ • Droits de l'homme ❶ <p>❶ : pour toute société dont les titres sont admis aux négociations sur un marché réglementé ❷ : Loi sapin 2</p>	<p>Informations environnementales</p> <ul style="list-style-type: none"> • Politique générale en matière environnementale • Pollution • Economie circulaire • Changement climatique (gaz à effet de serre, ...) • Protection de la biodiversité
	<p>Informations sociétales</p> <ul style="list-style-type: none"> • Engagements sociétaux en faveur du développement durable • Sous-traitance et fournisseurs • Loyauté des pratiques : mesures prises en faveur de la santé et la sécurité des consommateurs

completed by the 17 United Nations Sustainable Development Goals.



- The collection of **management** data used by the 3 divisions of the GMD Group

For the development of this new declaration of CSR performance, the approach retained was initially to compare the CSR risk analyses carried out by major players in the automotive industry in the context of GMD.

In a second phase, each of the divisions, through its business areas, was again approached to challenge the list of environmental, social and societal risks identified during development of the DPEF 2023, as well as their assessments. This list was validated by the General Managers of the Divisions. The collectors of the indicators are the QHSE Directors of the divisions.

The DPEF for the 2023 financial year has been validated by the President of the Group.

For risk assessment¹, each of these was reassessed from 1 to 5 based on two approaches (see methodological note for more details)

- *Impact of CSR risk: (d) = (a) x (b) x (c)*
 - (a) Financial impact for the company
 - (b) Impact on company reputation
 - (c) Impact on business continuity
- *Likelihood of occurrence of CSR risk: (e)*

$$\underline{\underline{CSR\ risk\ weight = (d) \times (e)}}$$

This validation process ensures that stakeholders are taken into account by the expertise of the business areas of the divisions.

In fact, stakeholders have been involved by the various customer certifications (ECOVADIS, CDP) and by the supplier audits deployed at the divisions.

RISK ANALYSIS AND POLICY REVIEW

The consolidation of the reviews done with the assistance of the business departments of the 3 divisions is summarised in a single document, "CSR Risk Analysis" and makes it possible, according to the classification of decree of application 2017-1265 of 9 August 2017, to group the identified CSR risks with their respective assessments.







This study identifies 32 risks distributed as follows:







- 7 Environmental risks
- 8 Societal risks
- 17 Societal risks





By application of the evaluation and selection rules, 9 CSR risks with a weight greater than 100 constitute the basis for the 2023 financial year. They are associated with issues driving the CSR policies of each of the 3 GMD divisions, which applies them in their strategic plan through indicators.

¹ see note on methodology

RISK MAPPING

ENVIRONNEMENT						
Intitulé du Risque	Enjeux matériels	Cotation du risque > 100	Stratégie de maîtrise du risque	Indicateur	Objectifs	Contribution ODD
Non adaptation des activités de GMD aux conséquences du changement climatique	Emission des GES générés par l'activité	256	Maîtriser les sources d'émission de GES	Emission CO2e	Neutralité carbone 2050	 
Epuisement des ressources en raison d'une exploitation irraisonnée	Augmentation des énergies	144	Déployer la norme ISO 50001	Consommation énergie	Baisse de la consommation énergie	 
Epuisement des ressources en raison d'une exploitation irraisonnée	Surexploitation de l'eau par le Pôle Fonderie	144	Réduire et optimiser les consommations d'eau	Consommation eau	Baisse de la consommation d'eau	 

SOCIAL						
Intitulé du Risque	Enjeux matériels	Cotation du risque > 100	Stratégie de maîtrise du risque	Indicateur	Objectifs	Contribution ODD
Manque d'attractivité et non rétention des talents	Attractivité et rétention des talents	192	Développer de nouvelles techniques de recrutement	Taux de sortie	Réduire le nombre de départs volontaires	 
Gestion inadaptée des compétences et des connaissances	Transmission des compétences et connaissances	144	Développer les formations techniques	Nb hrs de formation / salarié (PFO)	Augmenter le nombre d'heures de formation / salarié	 
Dégradation des conditions de santé et de sécurité des collaborateurs	Prévenir toute maladie professionnelle ou accident du travail dû à l'activité	192	Déployer la norme 45001	TF et TG (TOUS)	Améliorer la sécurité des salariés	 

SOCIETAL							
Caractérisation du risque	Matérialité sociale et environnementale	Cotation du risque > 100	Stratégie de maîtrise du risque	Indicateur	Objectifs	Objectifs	Contribution ODD
Dépendance non maîtrisée vis-à-vis des parties prenantes	Diversification des clients	135	Développer le panel clients	Taux de Diversification (TOUS)	Augmenter le CA autre que RSA et Stellantis		 
Dépendance du chiffre d'affaires des motorisations thermiques	Sortie des véhicules polluants	128	Développer les pièces pour véhicules propres	% CA lié à la motorisation Thermique (PFO)	Réduire la part du Thermique		 
Instabilité de la fiabilité des fournisseurs	Eviter toute rupture de la supply chain	108	Fiabiliser la Supply Chain	Taux de service fournisseur matières/composants (TOUS)	Augmenter le nombre de commandes ok		

As was the case last year, each of the divisions addresses the CSR issues identified above in its strategic plan.

MANDATORY INFORMATION (Article L225-102-1)

Circular economy

Among the activities relating to the circular economy, the GMD group is already committed:

- To the recovery of a significant part of its waste.

Within the Plastic&Leather division, the specific management of polypropylene waste contributes to maximum recyclability of the raw material consumed, to the extent possible (recycling of production output involving textiles and PP is impossible).

- To the recycling of materials.

The Foundry division, by reintroducing the injection waste into the melting columns by the very nature of its process, thus makes it possible to recycle 100% of such waste. For the other divisions, depending on the product requirements defined by the customers, opportunities are studied.

Collective agreements

Most sites have entered into a collective profit-sharing agreement, thereby having an impact on economic performance. Gender equality agreements are also established annually on a case-by-case basis during mandatory annual negotiations. Similarly, local hardship agreements are approved.

Diversity and combating discrimination

Diversity, through talent management, is one of the CSR issues identified within GMD. Through appropriate human resources policies, the deployment in France and abroad of the forward-looking management of employment and skills (GPEC), the GMD group is committed to the development of staff diversity. Thus, our actions aim to eliminate any discriminatory treatment. All job offers are written so as not to exclude any applicant, by mentioning that these positions are open without discrimination on grounds of gender, race and/or disability, allowing for inclusion and diversity.

We support the launch phases of new installations by sending division experts to local teams. The recruitment of teams from the local population is a key issue in order to have the company recognised as a key player in the social fabric.

Disability

The GMD Group attaches importance to meeting its commitments to the employment of people with disabilities. Opportunities are used to promote the employment of people with disabilities at all GMD Group sites. For example, when this situation arises, we make every effort to ensure that the employees concerned are able to keep working (adjustments to workstations).

Actions to promote the Nation-army bond and support enlistment in the reserves

With regard to promotion of the Nation-Army bond and support for enlistment in the reserves in France, in accordance with Article L3142-89 of the Labour Code, an employee who is part of the operational military reserve or that of the national police benefits from an unpaid leave of absence of a minimum annual duration of ten days.

Excluded Themes

Because of the activities of the GMD Group, certain themes of article L225-102-1 were not considered relevant: the fight against food insecurity, respect for animal welfare and societal commitments in favour of responsible, fair and sustainable food as well as the fight against food waste and the promotion of physical and sporting activities. However, the GMD group associates itself with the local initiatives undertaken by its partners. When we use collective dining services, we are particularly vigilant about respect the rules relating to food waste.

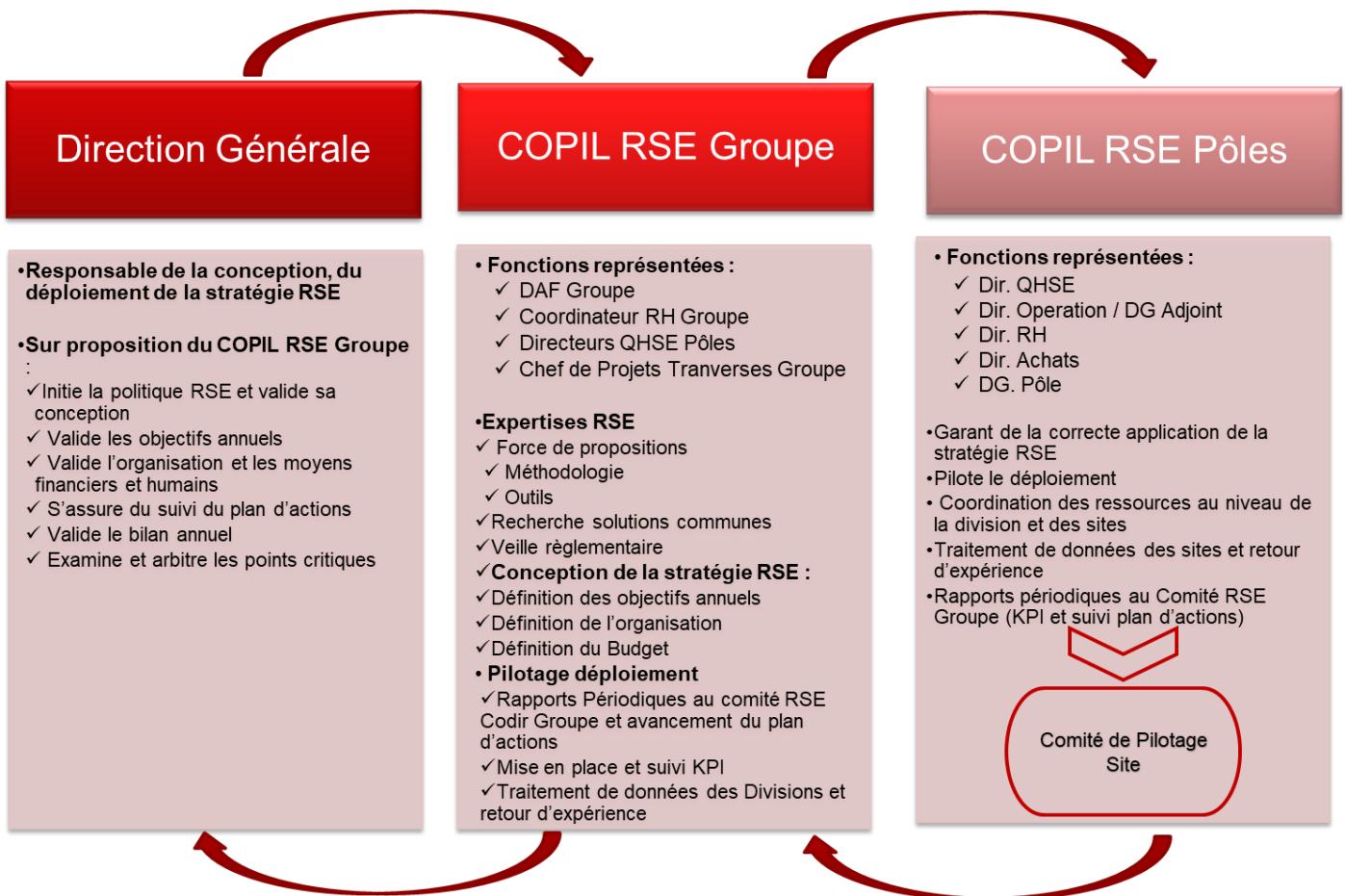
OUR CHALLENGES



According to our risk mapping, 3 types of risks have been identified:

- Environmental
- Social
- Societal

The GMD Group has put a CSR organisation in place starting from the governing body of our Group, to be deployed at site level:



The strategy decided involves:

- Standardising practices
- Extending best practices from each of the divisions to the entire Group
- Implementing action plans to reduce GHG emissions and reduce energy consumption
- Deployment of ISO 14001 certifications for all Foundry and Plastic&Leather divisions and for French sites concerning the stamping division
- Deployment of ISO 50001 certifications at the Foundry and Plastic&Leather divisions.

OUR ENVIRONMENTAL CHALLENGES

⇒ **Reduce our GHG emissions until total decarbonisation by 2050:**

Reducing our GHG emissions is closely linked to our management of energy resources. We are working in this direction to limit our impact on the environment, and more specifically on climate change.

The control of resources is among the responsibilities of the company and of everyone to continue to evolve in a sustainable way. To do this, we have deployed a group environmental charter setting out our objectives in order to harmonise our practices and our responsibilities towards the environment.

Division by division, we continue to implement actions to reduce our carbon footprint on our environment.

GUIDELINES 2023 / 2024 Reduction of GHG emissions and energy consumption

GROUP: Continue to reduce GHG emissions throughout the Group by stating our commitments in a common charter, and development focused on the challenges faced by each of the divisions.

STAMPING	FOUNDRY	PLASTIC&LEATHER
<ul style="list-style-type: none"> - Implementation of an Energy Management System - Establishment of a monthly Energy Management Committee since September 2022. - Development and promotion of CSR communication with our partners - ISO 14001 certification has been obtained for all French sites. We are committed to deploying this approach at our sites abroad - Implementation of a global plan to reduce energy consumption with all sites and ISO 50001 certification of its most important production site at the end of 2024. - Reduction in exceptional transport - Implementation of a "green value chain" approach with our suppliers (recycled materials, renewable energy, local partners) 	<p>Implementation of an Energy Management System with deployment of ISO 50001:</p> <ul style="list-style-type: none"> - Inventory of significant energy uses - Implementation of rationalised action plans (optimisation of the existing, communication and awareness of staff, modernisation of equipment with energy / environment criteria <p>This management system applies for the reduction of CO₂ emissions for scopes 1 and 2</p> <ul style="list-style-type: none"> - Action plan for reduction of exceptional transport - Integration of environmental objectives into the Quality Management System in order to improve energy performance and reduce water consumption at the Division level. 	<ul style="list-style-type: none"> - Deployment of ISO 50001 certification until the certification of all sites at the end of 2024 - Action plans for the reduction of energy consumption continue to be deployed at each of the sites - Studies have been launched to switch to renewable energies (photovoltaic type) where possible - The change to recycled raw materials has been initiated with our customers

The scope of data collection in 2023 has evolved compared to that of 2022. Our contribution on upstream transport has been taken into account.

The methodology applied is the number of outward kilometres multiplied by the number of tonnes transported, including for maritime transport.

Only raw material supplies (steel for the stamping division, aluminium for the foundry and plastic division for the Plastic&Leather division) are taken into account.

Our objectives

In order to determine targets for the reduction of GHG emissions, we have identified, according to the divisions, 2 types of GHG emissions on which we can act as quickly as possible, even if they do not contribute the most for each of the divisions:

- Foundry and Stamping Divisions: reduction of our gas and electricity consumption.
 - o Regarding the Foundry Division, this objective does, in fact, apply to the item of the division that contributes the most.
 - o Regarding the Stamping Division, this objective was selected, not because of the significance of its contribution, but because of the levers at our disposal for taking action. In fact, the item that contributes the most for this division is the purchase of steel. However, we have very little leverage for technical constraints (different mechanical properties of recycled steel).
- Plastic&Leather division: increase in the share of use of recycled plastic in Propylene Polymers (PP). Our risk analysis identified the use of new PP as the item that contributed the most. However, due to technical constraints (appearance of parts made of Recycled PP currently refused by our customers), we are encountering significant obstacles to replacing New PP with Recycled PP. Nonetheless, we continue to explore the possibilities of replacing New PP with Recycled PP in partnership with our customers, which would lead us to significantly reduce our GHG emissions.

The reference year is 2020 except for the objective of the Plastic&Leather division, which is 2021 due to the difficulty of collecting this indicator.

Division	Horizon of objectives for the reduction of GHG ²	Evolution of the ratio of greenhouse gas emissions related to natural gas/ turnover				Evolution of the ratio of greenhouse gas emissions related to electricity / turnover			
		Objective	Results 2021	Results 2022	Results 2023	Objective	Results 2021	Results 2022	Results 2023
Stamping	2030	-10%	+22%	-37%	-43%	-10%	+ 62 %	+ 53 %	+ 31 %
	t. CO2 eq/ k€		0.01	0.006	0.005		0.031	0.029	0.025

The target we had set for GHG emissions from gas consumption was largely attained since we have reduced our emissions / turnover by 43% compared to 2020 by changing our types of heating.

2

It was considered more relevant this year to monitor the evolution of the ratio of GHG emissions to the level of activity, rather than the evolution of GHG emissions in t. eq. CO₂. The 2021 results have therefore been recalculated to ensure comparability of the data.

We can also note that the evolution of the GHG ratio concerning electricity was particularly notable in this year of 2023: in fact, the energy reduction policies applied in the stamping division have borne fruit.

Division	Horizon of reduction objectives for GHG ³	Evolution of the ratio of greenhouse gas emissions related to natural gas/ turnover				Evolution of the ratio of greenhouse gas emissions related to electricity / turnover			
		Objective	Results 2021	Results 2022	Results 2023	Objective	Results 2021	Results 2022	Results 2023
Smelting	2030	-20%	-3%	-18%	-27%	-15%	-12%	-11%	-21%
	t. CO2 eq/ k€		0.098	0.084	0.07		0.063	0.064	0.057

The targets we had set for GHG emissions from gas and electricity consumption were largely attained, since we reduced our emissions / turnover by 26% and 21%, respectively, compared to 2020.

Division	Horizon of reduction objectives of GES	Evolution of the ratio of greenhouse gas emissions related to the use of new and recycled PP/ Turnover _{[RPF10][LH11]}			
		Objective	Results 2021	Results 2022	Results 2023
Plastic&Leather	2025	-15%	NA	1%	-2.5%
	t. CO2 eq / k€		0.1581	0.16	0,15
		Use share of recycled plastic (tonnes) / to all plastic used (tonnes)			
	2025	25%	11.45%	14.02%	16.15%

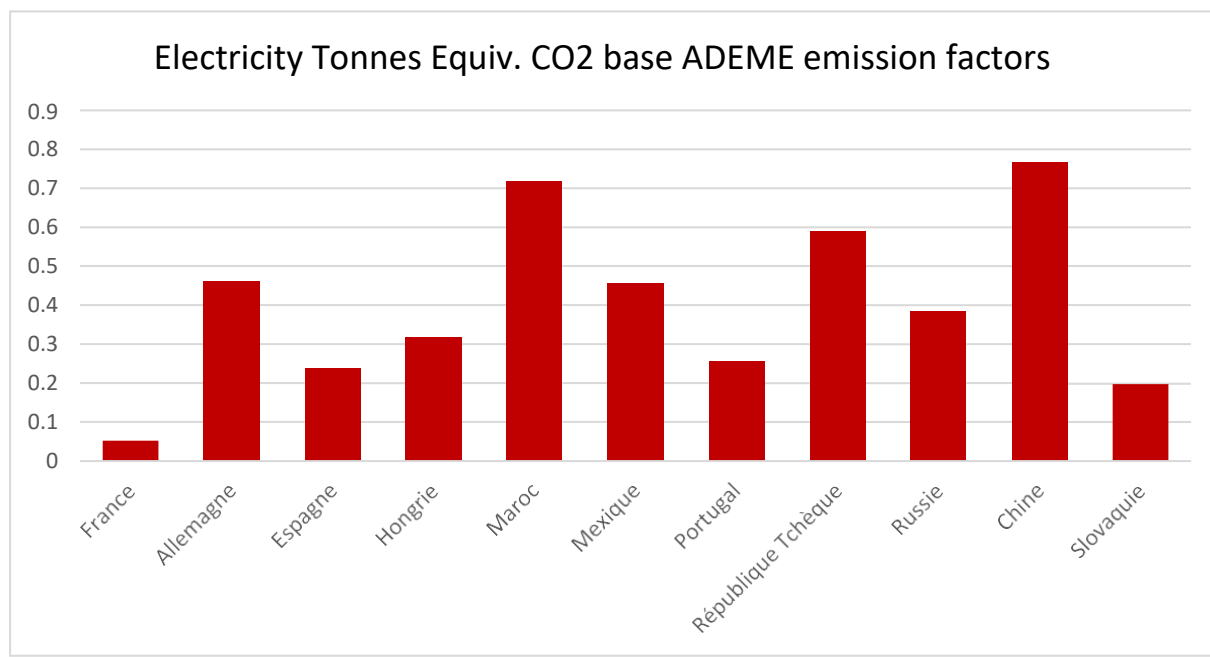
It should be noted that the horizon is different depending on the divisions: in fact, since each of the divisions has different activities, the levers can be more or less complex to set up or have a different effect.

We need to put these targets into perspective with the CO₂ emission factors related to the establishment of production sites (France or foreign countries). In fact, for the same electricity consumption, the calculation of CO₂ emissions will be multiplied by 0.06 to 0.77 depending on the geography of the sites.

³

It was considered more relevant this year to monitor the evolution of the ratio of GHG emissions to the level of activity, rather than the evolution of GHG emissions in t. eq. CO₂. The 2021 results have therefore been recalculated to ensure comparability of the data.

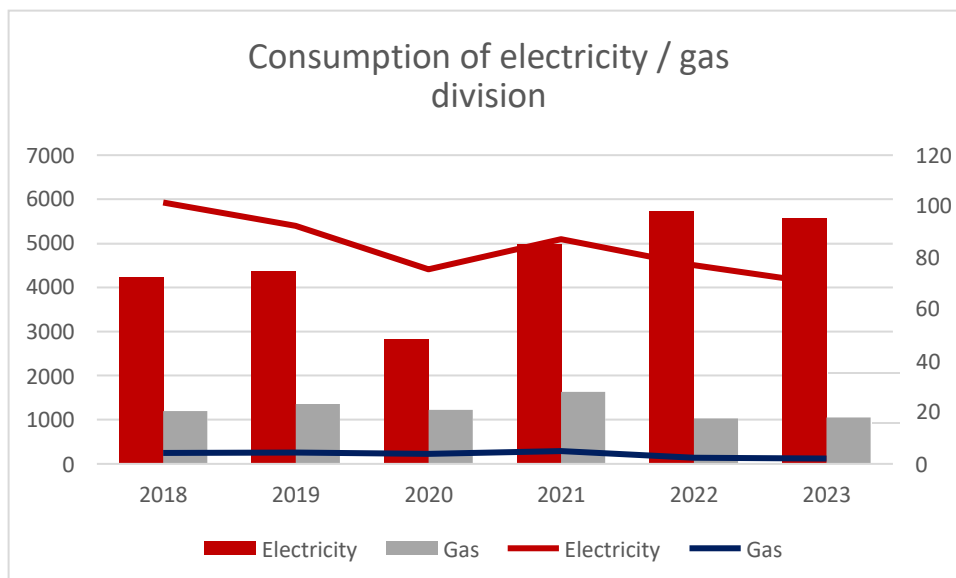
As our business model is international development, this objective is particularly ambitious. In fact, the emission contribution per country of the ADEME database is particularly eloquent and demonstrates the T_{éq} CO₂ emission of some particularly countries (China, Morocco, Germany) that contribute heavily.



Stamping Division:

Stamping Division	Objectives 2030	Unit	2020	2021	2022	2023
Electricity	-10%	t. eq. CO ₂	2,815	4,987	5734	5572
Electricity		kWh / k€	75.586	87.29	77.24	69.81
Gas	-10%	t. eq. CO ₂	1,227	1,632 ⁴	1,032	1054
Gas		m ³ / k€	3.90	4.94 ³	2.41	2.053

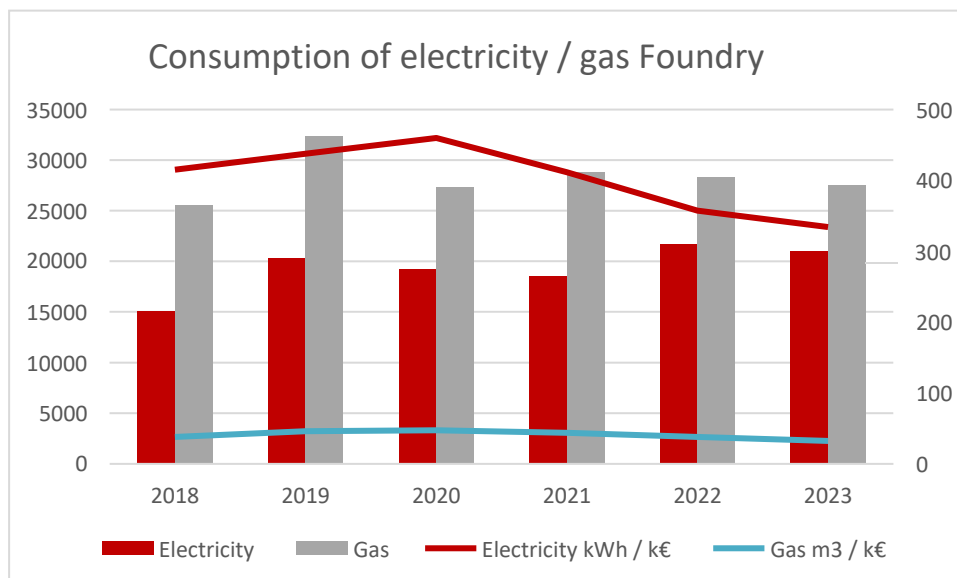
⁴ In 2022, the division made the calculation methods for the measurement of emissions related to gas consumption more reliable. Emissions and ratios from 2018 to 2021 have been recalculated to ensure comparability of the data.



Regarding electricity consumption, it decreased compared to 2022 despite greater activity in 2023. The consumption ratio between kWh and the ratio of turnover is very encouraging since it decreased by 10% compared to 2022.

Gas consumption increased somewhat but the ratio of consumption / turnover decreased by 15%.
Foundry Division:

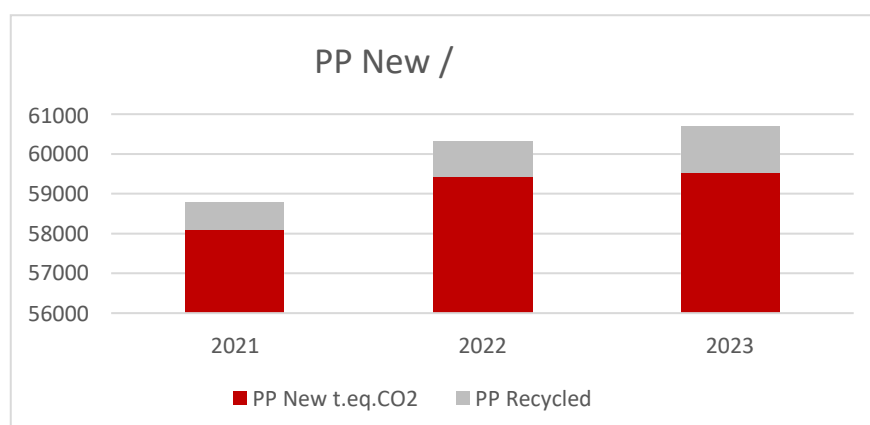
Foundry Division	Objectives 2030	Unit	2020	2021	2022	2023
Electricity	- 20 %	t. eq. CO ₂	19,263	18,511	21710	20,963
Electricity		kWh / k€	459.85	411.48	357.40	333.97
Gas	-15%	t. eq. CO ₂	27,300	28,827	28,275	27,534
Gas		m ³ / k€	47.35	43.8	37.99	32.17



Despite the significant consumption of these energies (constant furnace temperatures) by our process, gas consumption is decreasing. In fact, the kWh/k€ ratio decreased significantly in 2023 compared to 2022 and is now below the level of consumption in 2018.

Plastic&Leather Division:

Plastic&Leather Division	Objectives 2025	Unit	2021	2022	2023
PP New	- 25 %	t. eq. CO ₂	58094	59436	59532
		T / k€	0.078	0.079	0.076
PP Recycled		t. eq. CO ₂	688	892	1164
		T / k€	0.01	0.013	0.015

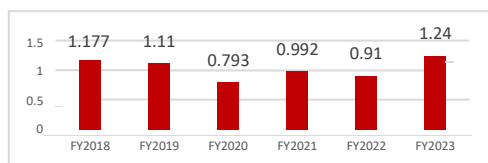


We see, again this year, a slight increase in the proportion of use of this material from recycling and proportionally reducing our GHG emissions.

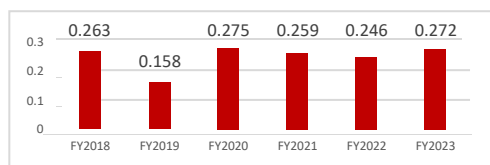
Our GHG emissions

It is brought to the reader's attention that the results of 2023 cannot be compared with previous years. In fact, the scope of reporting has been expanded by taking into account data that was not reported in previous years, notably upstream transport.

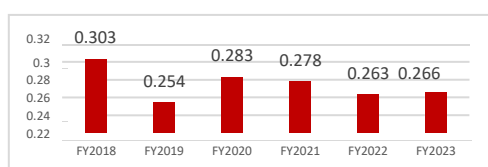
Stamping Division	2020	2021	2022	2023
Tonnes eq CO₂/ k€	0.793	0.992	0.910	1.107



Foundry Division	2020	2021	2022	2023
Tonnes eq CO₂/ k€	0.275	0.259	0.246	0.272



Plastic&Leather Division	2020	2021	2022	2023
Tonnes eq CO₂/ k€	0.283	0.278	0.263	0.266



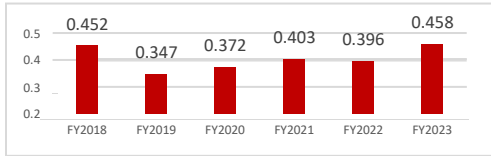
Our Group results:

Our key indicator: Measuring our emissions in tonnes of CO₂ equivalent/ activity in k€⁵

GMD Group	2020	2021	2022	2023
Tonnes eq CO₂/ k€	0.372	0.403	0.396	0.458

The explosion of our CO₂ emissions/k€ is notably explained by the acknowledgment, for the first year, of upstream transport of raw materials for each of the divisions.

⁵ See Note on methodology



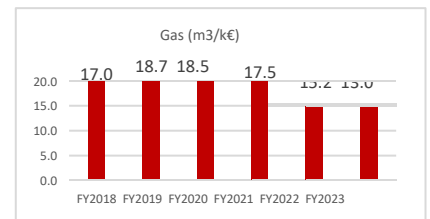
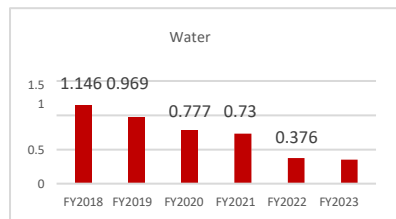
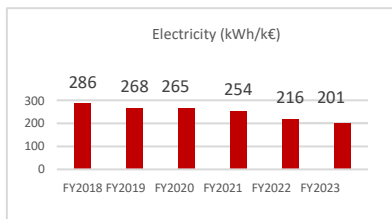
⇒ Reduce our energy consumption:

Controlling our energy consumption is a strategic challenge to improve our competitiveness and preserve environmental resources.

Our key indicator: Energy consumption (electricity, water and gas) / activity in k€

	Unit	2020	2021	2022	2023
Electricity	Kwh / k€	265.42	254.241	216.458	201.495
Water	m3 / k€	0.777	0.730	0.376	0.352
Gas	m3 / k€	18.485	17.508	15.217	13.002

All the measures mentioned above show that we have, again this year, managed to control the consumption of our energy



WELL-BEING AT WORK:

GUIDELINES 2023 / 2024 Human Resources Development		
GROUP: Ensure a better working environment for our current and future employees by continuing to develop the actions implemented in the various divisions in 2023		
STAMPING	FOUNDRY	PLASTIC&LEATHER
<ul style="list-style-type: none"> - Be particularly attentive to the needs of our employees - Set up biennial interviews for all employees - Identify skills and assess them with implementation of a pyramid of skills and evaluation - Enhance safety at our sites - Raise our employees' awareness of safety by developing specific trainings - Continue development of GPEC - The ISO 45001 certification of our most important site has made it possible to implement an encouraging approach that will be duplicated at our other sites 	<ul style="list-style-type: none"> - Enhance our outward visibility and communication - Strengthen support for newcomers - Reinforcement of safety: ISO 45001 deployment - Set-up of a recruitment unit dedicated to the Division - Implementation of a back-up process at the HR management level - Continue the process of pairing a new arrival with a future retiree in order to anticipate the loss of skills - Develop the ISO 45001 certification at all the sites of the Foundry Division 	<ul style="list-style-type: none"> - The onboarding procedure for new employees has been reviewed and improved - Reduce and anticipate departures by implementing action plans after analysis of the causes of departure and dissemination of RETEX to all the sites of the division - Enhancement of our safety prevention: <ul style="list-style-type: none"> - Systematic analysis of causes of a job-related accident - Establishment of HSE rounds at the factory by CODIR Sites - Implementation of 10 safety rules - Deployment of branch safety standards - Safety is declared priority 1 at the Division in 2023

⇒ Retention of our talent while also attracting new talent

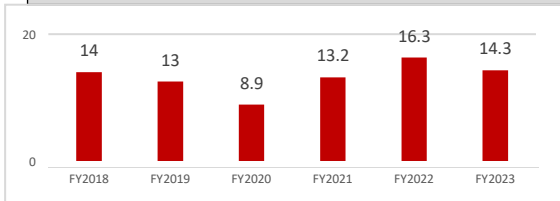
Talent management is essential to retain employees, maintain a high level of business skills and promote the integration of newcomers.

We need to come up with new approaches to attract new talent coming from different backgrounds.

Our key indicator: The number of employee-initiated departures/ number of permanent employees.

Rate of departure	2020	2021	2022	2023
nb of voluntary departures / nb of permanent workers	8.9%	13.2%	16.3%	14.3%

The results of 2023 are encouraging: our various policies implemented over several years are bearing fruit.

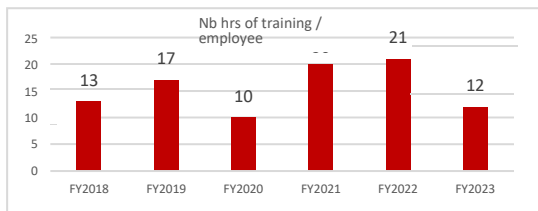


⇒ Matching the skills and knowledge of our employees

Consolidating human capital is a key challenge for our group as well as to ensure an increase in skills and diversification of our employees.

Our key indicator: The number of hours of training / number of permanent employees
This data only concerns the Foundry Division.

	2020	2021	2022	2023
nb of hours of training / nb. permanent contracts	10	20	21	12



This decline in training can be explained by a lack of support at the state level and by a resumption of activity that seems to mobilise our staff full-time. So it was complex to free up time for training.

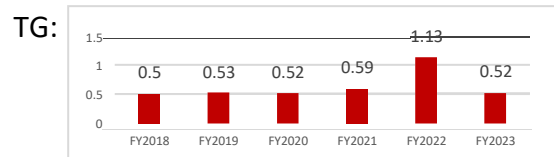
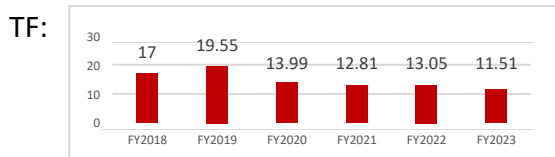
⇒ Ensuring that our industry does not harm the health of our employees:

In order to contribute to the well-being of our employees and to the exercise of their professional activity in complete serenity, we have developed an active approach to prevention. The GMD Group also wants to preserve the integrity of each of its employees.

The indicators in place (Frequency Rate and Severity Rate) allow us to measure the actions put in place and to be put in place, in order to improve our prevention policy.

Our key indicator: Rates of Frequency (TF) and Severity (TG)

	2020	2021	2022	2023
TF	13,99	12.81	13.03	11.51
TG	0.52	0.59	1.13	0.52



SUSTAINABILITY OF OUR INDUSTRY

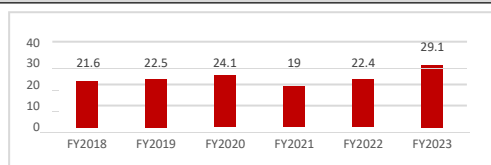
2023 / 2024 GUIDELINES Commercial and Purchasing Policy		
GROUP: Reduce the preponderance of our main customers (customers – product types – suppliers)		
STAMPING	FOUNDRY	PLASTIC&LEATHER
<ul style="list-style-type: none"> - Strengthening of the sales force (Morocco, Slovakia and Mexico) - Prospect for new customers - Build loyalty on our Supply Chain - Continuation of the annual and individual rating of each strategic supplier: all C-ranked suppliers in 2022 were audited in 2023 - Systematic audits of new suppliers - Study and monitoring of our suppliers' CSR reports - Mandatory continuity plan for each of our suppliers - Dual sourcing of our strategic suppliers 	<ul style="list-style-type: none"> - Strengthening the sales force - Development of our German-speaking and Scandinavian contacts including Heavy Vehicles - Development of our partnerships on electric vehicles: start of consultations on structural parts and electric engines - Build loyalty on our Supply Chain - Integration into the Procurement Management Process: <ul style="list-style-type: none"> - Supplier audits schedule - Follow-up action plan following audits - Rating and classifications by division purchasing department - Study and monitoring of our suppliers' CSR reports 	<ul style="list-style-type: none"> - Strengthening the sales force - Development of our German-speaking and American contacts - Build loyalty on our Supply Chain: <ul style="list-style-type: none"> - Continuation of management of logistics incidents - Training of Procurement Quality Technicians in logistics audits for non-performing suppliers - Study and monitoring of our suppliers' CSR reports

⇒ Reduce dependence on certain customers.

In order to maintain the sustainability of our business, we need to reduce dependence on dominant customers by diversifying our markets, products and offerings. We respond to manufacturers other than our historical customers and we adapt to different requests

Our key indicator: Turnover outside Renault and Stellantis in k€/our activity in k€

	2020	2021	2022	2023
Turnover excluding PSA and RSA / Activity k€	24.1%	19.0%	22.4%	29.1%



⇒ Reduce the share of diesel power in our industry:

In order to anticipate changes in automotive markets (emergence and development of electric vehicles, hybrids), we must reduce our share of production in the industry for combustion engines and develop our know-how for so-called clean batteries and motors. Unfortunately, the solicitations of customers of the foundry division experienced a resurgence in 2023 in spare parts for combustion vehicles.

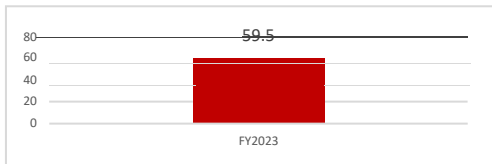
Evolution of the automotive market has led us to review the relevance of this indicator: we have decided to take into account all combustion vehicles and not only diesel vehicles.

Our key indicator: Turnover at 100% combustion / our activity in k€⁶

	2023
applications 100% private vehicle combustion / activity k€	59.50%

Only the Foundry division is concerned here.

⁶ See Note on methodology



Given the evolution of the indicator, it is impossible for us to compare previous years with this new result

⇒ **Building loyalty among our suppliers** by setting up a rating system, auditing our suppliers to validate their ability to meet our requests.

Regarding data collection, each of the divisions is consolidated. Group consolidation is impossible here given the different realities (see note on methodology).

Our key indicator: supplier service level (number of compliant orders/ number of total orders)






Service level Suppliers	2020	2021	2022	2023
Stamping Division	-	96%	94%	96%
Foundry Division	97%	95%	95%	94%
Plastic&Leather Division	86%	94%	94%	85%

[RPF15][LH16]





OUR 2023 PERFORMANCE



Interpretation of our results: the 2023 results are compared with those of 2022 (almost equivalent activity)

 Change in performance < 25%	 Change in performance = at year N-1
 Change in performance < between 0 and 25%	 Change in performance > between 0 and 25%
	 Change in performance > 25%

GHG emissions	
Electricity consumption / k€	
Gas consumption / k€	
Water consumption / k€	
Rate of departure	
Number of hours of training per employee	

Rate of frequency:	
Rate of Seriousness	
Rate of diversification	
Rate of dependence on fossil fuels	No comparison is possible between 2023 and previous years
Supplier service levels	

NOTE ON METHODOLOGY



Our business model has been developed as follows:

- Analysis of our organisational structure and strategic needs
- Identification of our stakeholders and analysis of their expectations
- Contribution of our organisation to our stakeholders and their interactions.

The business model has been validated by our President.

For the consolidation of the 2023 financial year, the scope of consolidation of the companies constituting the GMD Group is as follows:

Company	Activity	FY2023 Consolidation	Comments
GMD	Holding	Yes	Consolidates the activities impacted by Suresnes and Vaulx-En-Velin Holding – Only for TURN OVER and Training indicators
MDS ABELE	Production	Yes	
W. ABELE GMBH	Offices	Yes	Integrated into consolidation of the MDS ABELE production site
ABELE U KASSE	Offices	Yes	Integrated into consolidation of the MDS ABELE production site
ANGAO	Production	Yes	Only GMD Stamping activity is taken into account The Eurocast Angao (CN) site is excluded from consolidation due to its low production capacity compared to the other sites in the division. Regarding calculation of the turnover, the permanent staff of stamping and the foundry are taken into account
EUROCAST AVEIRO	Production	Yes	
EUROCAST BRIVE	Production	Yes	
EUROCAST CHATEAUROUX	Production	Yes	
EUROCAST CHUY MARIA	SCI (Property Management Company)	No	
EUROCAST DELLE	Production	Yes	
EUROCAST LYON	Production	Yes	
EUROCAST MEXICO	Production	Yes	
EUROCAST PORTUGAL VIANA	Production	Yes	
EUROCAST REYRIEUX	Production	Yes	
EUROCAST THONON	Production	Yes	
EUROSTYLE SYSTEMS	Technical Centre	Yes	Consolidated with the Eurostyle division and commercial offices, for social and societal KPIs
EUROSTYLE SYSTEMS TECH CENTER GMBH	Technical Centre	Yes	Consolidated with Eurostyle Systems Wursburg
EUROSTYLE SYSTEMS BANOVCE	Production	Yes	
EUROSTYLE SYSTEMS BONYHAD	Production	Yes	
EUROSTYLE SYSTEMS CHATEAUROUX	Production	Yes	

EUROSTYLE SYSTEMS TACHOV	Production	Yes	Only Departure rate and TF/TG KPI. Production only started in 2023.
EUROSTYLE SYSTEMS TURQUIE	Production	No	Production only starts in 2024 – creation of the company at the end of 2023
EUROSTYLE SYSTEMS DEUTSCHLAND	Sales Office	Yes	Consolidated with the Eurostyle division and commercial offices, for social and societal KPIs
EUROSTYLE SYSTEMS ESPANA	Production	Yes	
EUROSTYLE SYSTEMS KLIN	Production	Yes	
EUROSTYLE SYSTEMS KOREA	Sales Office	Yes	Consolidated with the Eurostyle division and commercial offices, for social and societal KPIs
EUROSTYLE SYSTEMS KOSICE	Sales Office	Yes	Consolidated with the Eurostyle division and commercial offices, for social and societal KPIs
EUROSTYLE SYSTEMS LIPTOVSKY MIKULAS	Production	Yes	
EUROSTYLE SYSTEMS MELLOUSSA	Production	Yes	
EUROSTYLE SYSTEMS MOLINGES	Production	Yes	
EUROSTYLE SYSTEMS PORTUGAL	Production	Yes	
EUROSTYLE SYSTEMS ROUMANIE	Production	Yes	Consolidated with the Eurostyle division and commercial offices, for social and societal KPIs
EUROSTYLE SYSTEMS SENS	Production	Yes	
EUROSTYLE SYSTEMS TANGER	Production	Yes	
EUROSTYLE SYSTEMS VALENCIENNES	Production	Yes	
GMD CAST HUNGARY	Production	Yes	
GMD EUROCAST	Holding	Yes	Consolidated with the EUROCAST REYRIEUX site hosting the Holding
GMD PLAST	Holding	Yes	Consolidated with the Eurostyle division and commercial offices, for social and societal KPIs
GMD METAL TANGIER	Production	Yes	
GMD STAMPING	Holding	Yes	Consolidated with the GMD STAMPING VERON site hosting the holding company
GMD STAMPING MEXICO	Production	Yes	
KIMS	Production	Yes	Included in ANGAO's consolidation
LS INDUSTRIE	Production	Yes	
LUCHARD	Production	Yes	
MOTOKOM	Production	Yes	
MOTTAZ	Production	Yes	
RMC	Technical Centre	Yes	Consolidated with the GMD STAMPING VERON site hosting the technical centre
EUROSTYLE SYSTEMS WURSBURG	Production	Yes	
SCI SAINT CLEMENT	SCI (Property Management Company)	No	SCI without turnover or staff
VERON	Production	Yes	

The period of consolidation of CSR performance reporting is defined by that of the Financial Year. In the event that the evaluation of a performance indicator is not possible through direct access to records covering the tax period, the valuation of the performance indicator is annualised based on records with a coverage period closest to the period under consideration.

The variability basis is derived from the financial consolidation of the entities, in order to reflect the activity vis-à-vis external customers of the latter in terms of production and service. The financial consolidation is defined as follows:

The entire process is described by an internal GMD procedure.

Evaluation of risks.

Risk assessment grid used to determine the weight of risks:

IMPACT					PROBABILITE D'OCCURRENCE		
Note	Niveau	Financier	Réputation	Continuité de l'activité	Note	Niveau	Exposition
5	Très élevé	"25%" CA jour. < X	<ul style="list-style-type: none"> La couverture médiatique internationale a fortement et négativement impacté l'image du Groupe. Litiges importants 	<ul style="list-style-type: none"> Perte importante d'activité/part de marché, mettant éventuellement en péril l'entreprise. Perte majeure de clients. Perte de partenaires industriels et commerciaux. Arrêt prolongé de toute l'activité 	5	Certain	<ul style="list-style-type: none"> Les risques sont très certains dans le pays où l'entité opère (indice DH, Ethique fort) Phénomène confirmé dans la plupart des circonstances S'est produit au cours de la dernière année au sein de l'organisation
4	Elevé	"10%" CA jour. < X < "25%" CA jour	<ul style="list-style-type: none"> Couverture médiatique nationale ayant un impact négatif mais pouvant être gérée avec un plan de communication efficace. Litiges significatives / pénales 	<ul style="list-style-type: none"> Perte de part de marché, Perte de clients Perte de partenaires industriels et commerciaux Arrêt temporaire de toute l'activité 	4	Très probable	<ul style="list-style-type: none"> Les risques sont très importants dans le pays où l'entité opère (indice DH, Ethique fort) Phénomène attendu dans la plupart des circonstances S'est produit au cours de la dernière année au sein de l'organisation
3	Moyen	"2,5%" CA jour. < X < "10%" CA jour	<ul style="list-style-type: none"> Couverture médiatique locale avec un impact négatif limité sur l'image de marque Litiges importants / civils 	<ul style="list-style-type: none"> Perte limitée de part de marché. Perte d'un client. Perte d'un partenaire industriel ou commercial. Arrêt temporaire d'une partie de l'activité 	3	Probable	<ul style="list-style-type: none"> Les risques sont importants dans le pays où l'entité opère (indice DH, Ethique élevé) Le phénomène peut survenir à tout moment Déjà survenu dans l'entreprise
2	Faible	X < "2,5%" CA Journalier	<ul style="list-style-type: none"> Couverture médiatique limitée Litiges limités 	<ul style="list-style-type: none"> Perte limitée de part de marché Aucune perte de clients Aucune perte de partenaires industriels et commerciaux Mise en demeure sans impact activité Perturbation production sans impact client 	2	Possible	<ul style="list-style-type: none"> Les risques sont envisageables dans le pays où l'entité opère (indice DH, Ethique modéré) Le phénomène peut survenir à tout moment Déjà survenu dans des entreprises du même secteur
1	Non applicable	Un risque identifié pourrait ne pas avoir d'impact sur une typologie particulière			1	Très improbable	<ul style="list-style-type: none"> Les risques sont minimes dans le pays où l'entité opère (indice DH, Ethique faible) Le phénomène ne devrait pas se produire dans la plupart des circonstances. Ne devrait pas se produire ou se produire de façon limitée dans le secteur. Aucun événement signalé dans l'entreprise ou les entreprises du secteur.

Just like for the last declaration, CSR risks whose total weight is greater than or equal to 100 are taken into account for this declaration of CSR performance.

GHG emissions.

To ensure the production of goods and services delivered to its customers, GMD implements manufacturing and development processes using natural energy resources, electricity, but also raw materials and services.

In 2023, the collection of data on upstream transport chartered by suppliers is reported for the first time. These data are reported in the freight transport category. For transport chartered by the GMD Group, the data is reported in the Purchase of Services category.

The GHG consolidation is based on the model proposed by the Agence de l'Environnement et la Maîtrise de l'Energie Française (ADEME). For each division, the emission items are evaluated in terms of applicability and integration schedule.

The emission coefficients are those available in the ADEME database as of 31 January 2024. The scope of collection is identical to that of the 2022 DPEF.

For the reader's complete information, analysis of the representative items is done each year at the level of each of the divisions. Only the so-called significant items are reported and differ according to the activity of the divisions (excluding the transport category mentioned above).

The data collected are the following:

Data	Holding GMD	Stamping Division	Foundry Division	Plastic&Leather Division
Natural gas	No	Yes	Yes	Yes
Electricity	No	Yes	Yes	Yes
Industrial refrigeration	No	No	Yes	Yes
Treatment of waste water	No	Yes	No	No
Upstream freight transport	No	Yes	Yes	Yes
Passenger air transport	No	Yes	No	No
Purchases of goods				
Wood	No	Yes	No	No
Paper - Cardboard	No	Yes	Yes	Yes
Plastics	No	No	No	Yes
Metals and metal products	No	Yes	Yes	No
Water treatment and distribution	No	Yes	Yes	No
Buildings, structures and roads	No	Yes	Yes	Yes
Purchases of services - Insurance	Yes	No	No	No
Purchases of services – Warehousing and Ancillary Transport Services	No	Yes	No	No
Purchases of services – Catering and standard diet	No	Yes	No	No
Purchases of services – Inland waterway and maritime transport	No	Yes	No	No
Purchases of services – Ground transport	No	Yes	No	No
Industrial machinery and equipment	No	Yes	Yes	Yes
Waste treatment	No	Yes	Yes	Yes

Scope of application:

Stamping Division	Foundry Division	Plastic&Leather Division
Yes	Yes	Yes

Energy consumption.

The overexploitation of natural resources, the increase in energy prices induced by the increase in demand, will lead GMD to expose itself to supply disruptions and reduce its profitability. Within the GMD group, the most used forms of energy are gas, water and electricity. It is specified that the type of gas taken into account is natural gas (propane and butane gas are excluded from this scope).

Acknowledgment of these forms of energy depends on the divisions, and follows the following program:

Energies	Units of measurement	Stamping Division	Foundry Division	Plastic&Leather Division
Gas	m ³			FY2023
Water	m ³			FY2023
Electricity	kWh			FY2023

Scope of application:

Stamping Division	Foundry Division	Plastic&Leather Division
Yes	Yes	Yes

Rate of departure.

Attracting and retaining talent are important levers to support GMD's development and competitiveness. Measuring the staff retention rate and skills makes it possible to understand the situation and address the appropriate actions.

This measurement takes into consideration the voluntary departures (contractual terminations, resignations) of permanent staff, compared to the permanent workforce and fixed-term contracts > 12 months as of 31 December 2023.

Scope of application:

Stamping Division	Foundry Division	Plastic&Leather Division
Yes	Yes	Yes

Number of hours of training per employee.

In the context of an ageing population, GMD is exposed to large waves of retirements and to a risk related to the transmission of knowledge and skills of senior experts. The number of hours of training per permanent and fixed-term employee > 12 months present on 31/12/2023, makes it possible to gain value from the effort made to meet the needs of employees to conduct their activities, but also to adapt the organisation.

This review is established for permanent staff.

Scope of application:

Stamping Division	Foundry Division	Plastic&Leather Division
No	Yes	No

Rates of Frequency (TF) and Severity (TG).

In the framework of performance of their activities, employees are required to frequently perform manual operations, which can be dangerous and/or repetitive (MSDs, work-related accidents, work-related diseases, psychosocial risks). Similarly, working conditions and stressful situations are sources of risk.

Such conditions directly affect the health and safety of employees.

The frequency rate is the number of lost-time accidents per 1,000,000 working hours. The FR is consolidated for permanent staff and temporary staff for the 2023 financial year.

The severity rate is the number of days compensated (calendar days not worked: extreme dates of work stoppages. The initial day of the stoppage of work is not taken into account) for 1,000 hours of work. The SR is consolidated only for permanent staff.

Scope of application:

Stamping Division	Foundry Division	Plastic&Leather Division
Yes	Yes	Yes

Supplier service levels.

Absence or delay by suppliers in providing materials or components used in the manufacture of GMD products can lead to logistical disruptions for customers.

The supplier service level measures the number of orders received compared to the number of orders requested, in accordance with the agreed purchase conditions (incomplete or late order).

Only orders relating to materials and components included in the nomenclature of products delivered to GMD's customers are taken into account.

Given the different realities depending on the divisions (heterogeneous tools), it is noted that the consolidation of data is done using elements collected from separate perimeters. It is, therefore, very complex to draw any relevant analysis. The published data is therefore not consolidated at the Group level, but only division by division. We inform the reader that for this indicator the GMD METAL TANGER subsidiary of the stamping division is excluded from the scope.

Scope of application:

Stamping Division	Foundry Division	Plastic&Leather Division
Yes	Yes	Yes

Rate of diversification.

Economic dependence on majority customers is a major risk to a societal commitment to sustainable business activities.

The diversification rate is defined as the ratio of turnover excluding majority customers (Stellantis & RSA) compared to overall activity.

Scope of application:

Stamping Division	Foundry Division	Plastic&Leather Division
Yes	Yes	Yes

Rate of dependence on fossil fuels.

Changes in regulations on pollutant emissions are leading to a redistribution of the share of motor energies for personal vehicles (PV).

Dependence of the industrial activities on the combustion engine PV market is a risk for sustainability of the company. The rate of dependence on Combustion engines measures the share of turnover generated for 100% of applications for combustion engines for PV, compared to the total consolidated turnover.

At the time of establishment of the risk mapping, it appeared that this risk was only crucial for the foundry division. The data from previous years relate only to the share of diesel energy, so the evolution comparison cannot be done.

Scope of application:

Stamping Division	Foundry Division	Division Plastic&Leather
No	Yes	No



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