

Sustainability Report 2024



Table of Contents

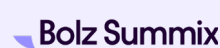
Editorial	3
Who are we?	5
Our International Locations	6
Key Figures	7
Our ESG Methodology	8
Our Ecosystem – Our Value Chain	8
Double Materiality	9
Our Key Issues: Environmental, Social, Economic and Governance	10
Environment	11
Greenhouse Gas Emissions	12
Product Carbon Footprint	13
Energy: Consumption and Efficiency	14
Decarbonizing our Energy to Accelerate the Transition	14
Responsible Management of Water Resources	15
Encouraging Soft Mobility for Our Employees	15
Transitioning to a Cleaner Fleet of Vehicles	15
Creation of a Community of Climate Ambassadors	15
Social	16
One Group, One Unit	17
An Anniversary Celebrated Around the World	18
A Renewed Brand Identity to Assert Our Uniqueness	19
Health, Safety and Working Conditions	19
Our Safety Initiatives	19
Security Advocacy	20
Measuring the Security Climate	20
Maturity Assessment	20
Quality of Life at Work, Social Dialogue	21
Collective Agreements	21
Equality	21
Raising Disability Awareness	21
Sports Challenge – #ConnectedAgainstHunger	22
Skills and Training	23
Code of Ethics	23
Governance	25
A Clear Vision for a Sustainable Future	25
The Objectives of the PULSE 2027 Plan	25
Our Commitment to the United Nations Global Compact	26
Our Contribution to the Sustainable Development Goals	26
A Collective Dynamic Through the Company Convention for Climate	27
Creation of the ESG Committee	28
Strengthening Governance Tools at Our New Sites	28
The Voice of the Forges : When Industrial Heritage Becomes a Living Stage	29
The De Dietrich Association	29
ISO Certifications & Roadmap	30
Best Managed Companies	30
EcoVadis	30
A Responsible and Committed Player in Our Territories	31
Strengthening our Cybersecurity Culture in 2024	31
Funding	32
2024 Scoreboard	32



1. Editorial

PRESIDENT, DE DIETRICH

Jacques Moulin



2025 is a pivotal year for De Dietrich. It marks not only the acceleration of our sustainability strategy, but also the strengthening of our group identity, united around a single name, a shared vision, and a common ambition: to combine industrial performance and long-term responsibility.

Our commitment to sustainability is not an opportunistic or short-term approach. It is the continuation of a history of more than 340 years, during which our company has been able to reinvent itself, innovate, and adapt to its environment to last. It is this ability to survive the centuries that forges our conviction: sustainability is, above all, a condition for sustainability and resilience.

In a world disrupted by ecological, social and digital transitions, we must think more than ever about the long term, anticipate transformations, and act responsibly. This means reducing our environmental footprint, ensuring the safety and development of our employees, anchoring ethics in every decision, and structuring our practices around demanding standards.

This sustainability report reflects these commitments. It also reflects the collective work of our teams, in France and abroad, to structure an ambitious ESG approach, aligned with the most advanced standards and the growing expectations of our stakeholders.

I sincerely thank all those who contribute to making De Dietrich a company that moves forward, innovates, and fully assumes its responsibility towards future generations. – a sustainable company, united by the same identity, and looking to the future.



GROUP HEAD OF ESG AND HSE,
DE DIETRICH

Thomas Metzger



Our responsibility today is clear: to operate within the planet's ecological boundaries—and, where possible, to contribute to their regeneration. This is the essence of the strategic direction we've set for 2030: to transform a historic industrial model into one that is aligned with today's environmental, social, and regional challenges.

This journey is neither simple nor comfortable. It demands that we rethink our habits, question the assumption of perpetual growth, challenge the reflex to always seek the new, and embrace complexity. Above all, it calls for collective action at every level—across our workshops and leadership, and throughout our value chain, from suppliers to customers.

We have already begun this shift in mindset. Our participation in the Business Climate Convention served as a catalyst—sharpening our understanding of the urgent issues we face while also inspiring a hopeful and constructive vision for the future.

This report reflects a deep conviction: that transition cannot be mandated; it must be built through action, consistency, and courage. It represents our commitment to transparency in how we measure and share our non-financial performance.

I am proud to be part of this momentum. And I am confident that through collaboration, the exchange of best practices, and openness to new ideas, we will go even further—because transforming industry to make it compatible with life is undoubtedly one of the greatest and most meaningful challenges of our time.

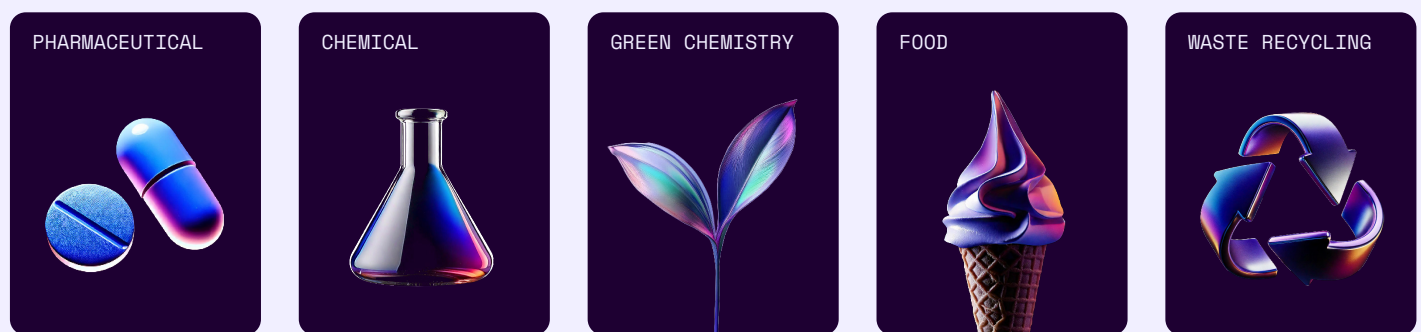


Who are we?

Our Expertise

De Dietrich is the world's leading designer and supplier of systems, process equipment and solutions for the pharmaceutical, food and beverage, green chemistry and chemical industries.

Our Markets



Our Solutions

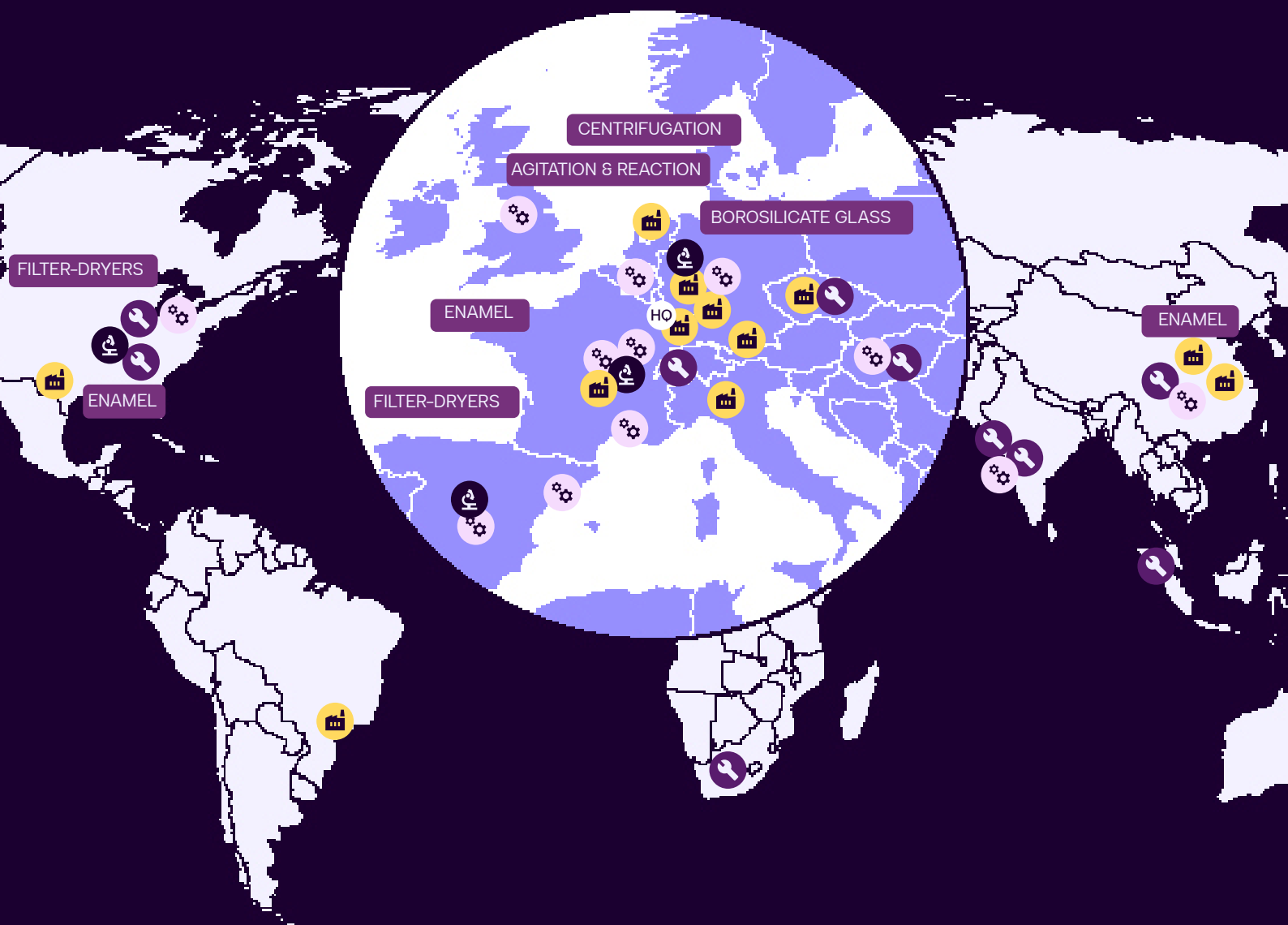
REACTION / AGITATION		FILTRATION / DRYING		DRYING	
CENTRIFUGATION		DISTILLATION		EVAPORATION	
EXTRACTION		POWDER HANDLING AND CONTAINMENT		STORAGE	
COMPONENTS AND ACCESSORIES		PROCESS SYSTEMS		CUSTOMIZED SOLUTIONS	

Our Materials and Expertise

	Enamel Controlled manufacturing to ensure premium quality		Glass Highly corrosion-resistant, smooth, and non-porous		Alloy Safety and reliability for demanding applications
--	---	--	--	--	---



Our International Locations



12

PRODUCTION
CENTERS



12

ENGINEERING &
SALES CENTERS



10

SERVICE
CENTERS



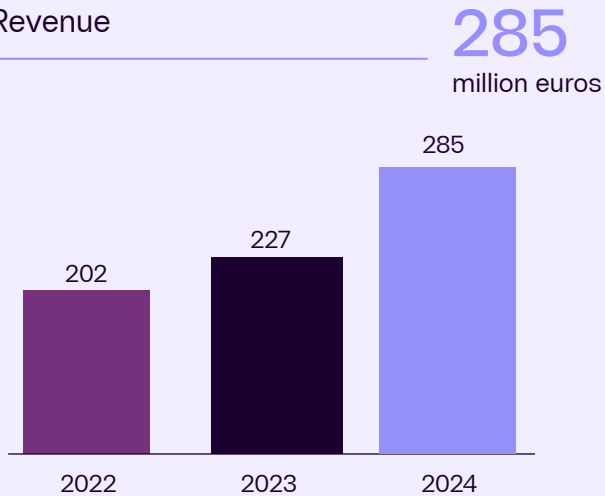
04

TECH LABS
& TEST CENTERS



Key Figures / Highlights

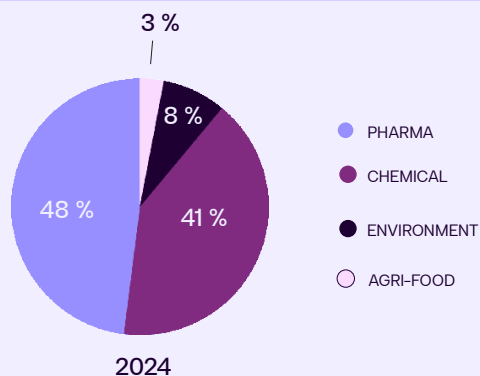
Revenue



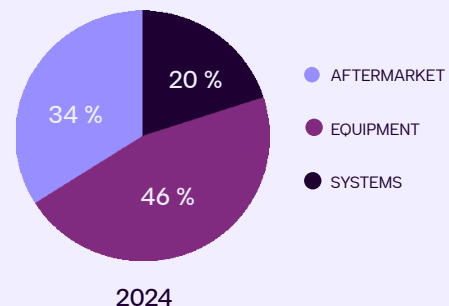
ESG Highlights

- Q1 2024: Safety-themed campaign at all locations.
- May 2024: celebration of the 340th anniversary of the De Dietrich Group.
- May 2024: Awarded the "Best Managed Companies" label for the third year in a row.
- September 2024: obtaining the Ecovadis Silver label on the Zinswiler site.
- September 2024: obtaining the France Chaudronnerie Employer Brand label at the Zinswiler site.
- September 2024: Awarded the Grand Est transformation prize in the "Coup de Cœur" environmental category for the asbestos neutralization project.
- November 2024: ISO 45001 certification of our entity in Hungary and ISO 9001 certification of our entity in Switzerland.
- April 2025: Launch of the PULSE 2027 modernization plan.

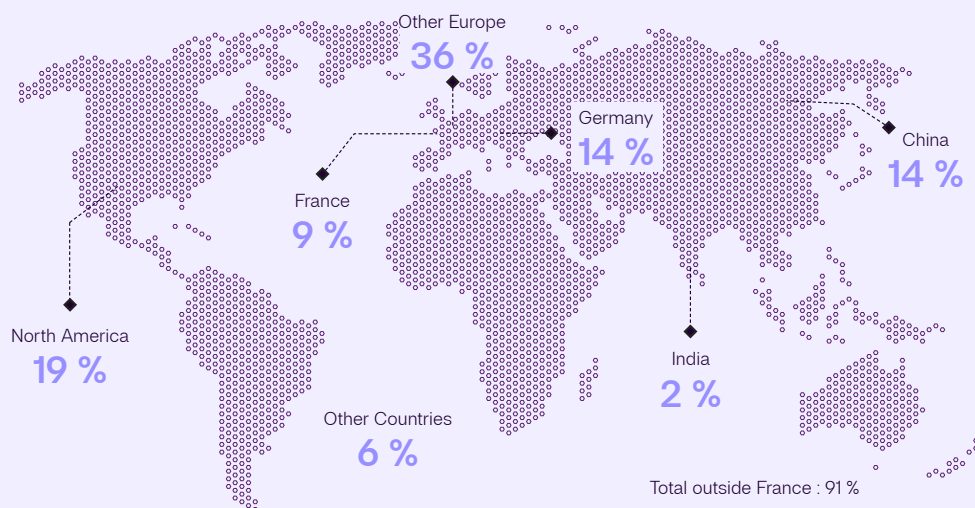
Share of Revenue in Market (%)



Share of Revenue by Activity (%)



Revenue by Region

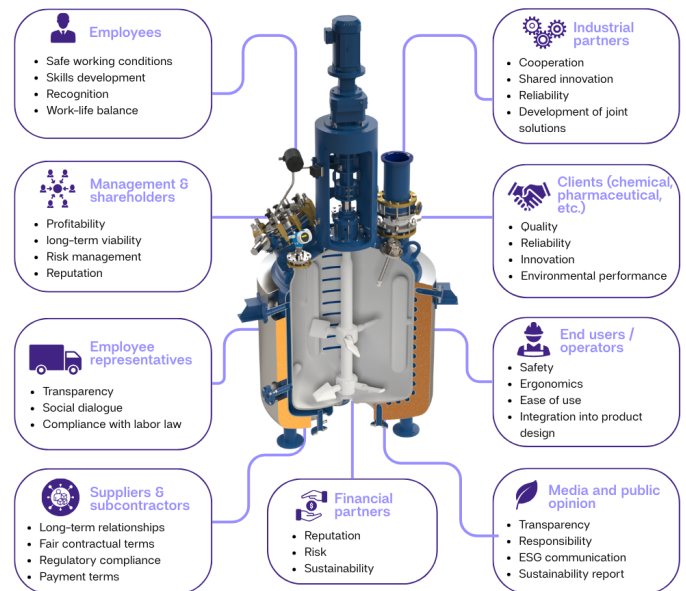




Our ESG Methodology

Our ecosystem – Our value chain

We consider dialogue with our stakeholders to be a key driver of sustainable performance. Our stakeholders have been listed opposite with their main expectations and how De Dietrich contributes to them.



Stakeholder Illustration Infographic

Stakeholder Value Creation Table:

Stakeholders	Key Expectations	De Dietrich's Answers / Value Creation
Employees	Safe working conditions, skills development, recognition, work/life balance	Strong safety culture (Safety Day, golden rules), training, attractive HR policies, reinforced social dialogue
Management & Shareholders	Profitability, sustainability, risk management, reputation	Clear strategic management, certifications (ISO, Eco-Vadis), ESG plan integrated into the transformation strategy
Employee Representative Bodies	Transparency, social dialogue, respect for labor law	Regular meetings, involvement in CSR projects, sharing of social information
Suppliers & Subcontractors	Long-term relationships, fair contractual conditions, regulatory compliance, payment terms	Responsible supplier charter, audits, compliance and security support, compliance with payment deadlines
Industry and Technology Partners	Cooperation, shared innovation, reliability	Joint development of solutions, participation in innovative projects, strong industrial ecosystem
Customers (chemical, pharma, etc.)	Quality, reliability, innovation, environmental performance of equipment	High value-added equipment, low energy consumption, maintenance services, product co-development
End Users / Operators	Safety, ergonomics, ease of use	Consideration in product design, user feedback integrated into continuous improvement
Regulators & Public Authorities	Compliance, reporting, environmental transitions	GHG assessment, climate transition plan, compliance with ISO standards, dialogue with local authorities
Local Authorities	Employment, territorial anchoring, support for the local fabric	Partnerships with schools, clubs, involvement in local CSR networks, maintenance of industrial jobs
ONG, Environmental Associations	Climate commitments, energy efficiency, circularity	Participation in the CEC, integration of planetary boundaries, water reuse, eco-design
Media and Public Opinion	Transparency, accountability, sustainable innovation	ESG communication, sustainability report, external labelling (Best Managed Companies)
Schools, Universities, Research Centers	Sharing of expertise, internships, applied innovation	Hosting interns and work-study students, participation in research projects, skills sponsorship

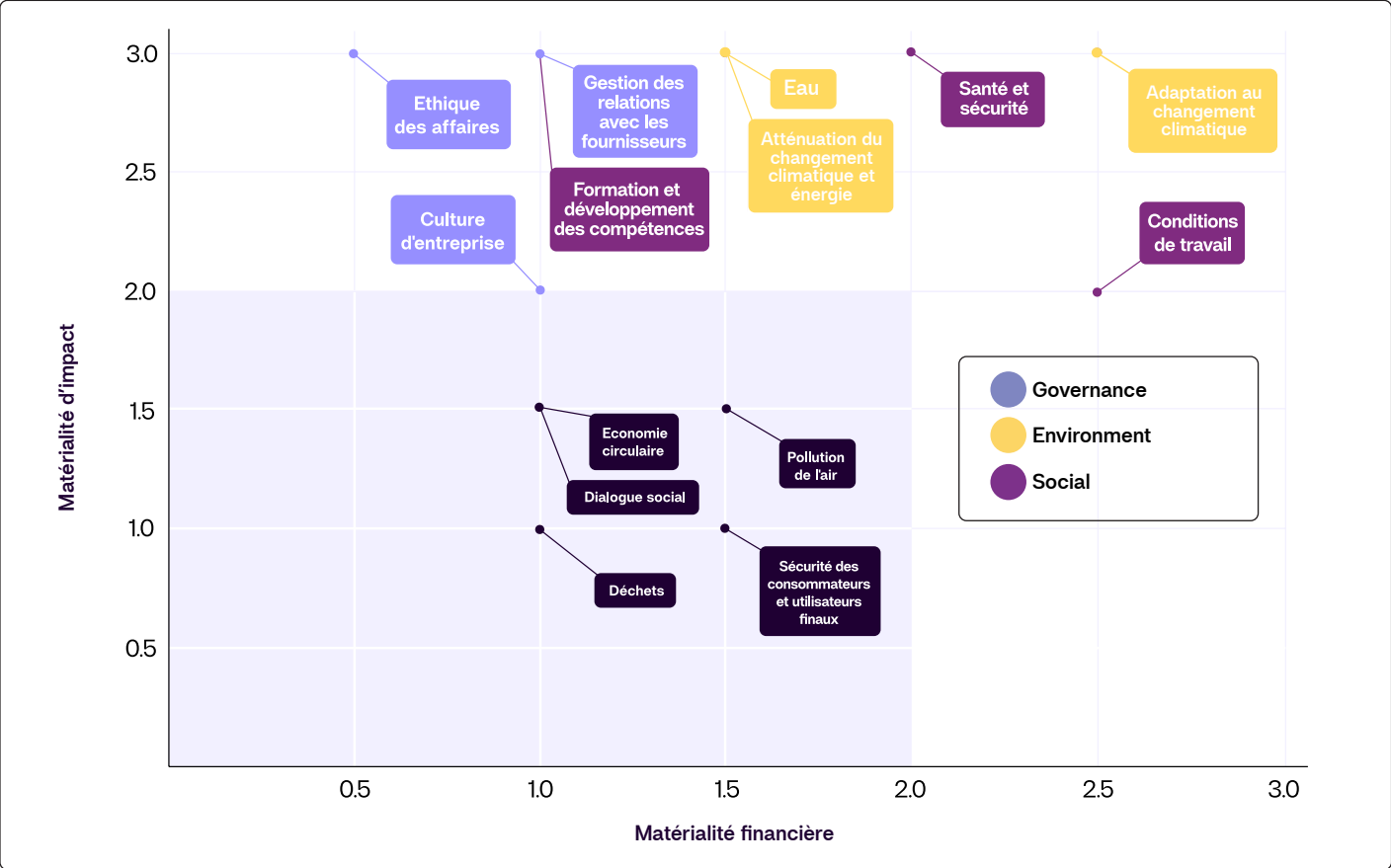
Through these continuous interactions, we seek to build a relationship of trust and generate shared value, aligning our industrial strategy with the economic, social and environmental expectations of our ecosystem.



Double Materiality

As part of our preparation for the European Non-Financial Reporting Directive (CSRD), we conducted a first double materiality analysis in 2024, based on the methodological tools developed by the EFRAG (European Financial Reporting Advisory Group). A multidisciplinary project team has been set up to manage this approach.

We first carried out a systematic review of the sustainability issues as defined in the ESRS standards, in order to select those that we considered relevant and applicable to our business model, our activities, our value chain and our sector. This pre-selection then served as the basis for a phase of in-depth interviews.



Dual Materiality Matrix

A total of 25 semi-structured interviews were conducted with representative internal and external stakeholders: employees, management, customers, suppliers, shareholders, institutional partners and regional stakeholders.

This qualitative approach allowed us to cross-reference the impact perspectives "from the company to the outside" (impact materiality) and those "from the outside to the company" (financial materiality), in accordance with the requirements of double materiality. The results have been consolidated and prioritized to guide our ESG roadmap and structure our future reporting.

The CSRD is a new European regulation that requires companies to publish detailed information on their environmental, social and governance (ESG) impacts. The objective: more transparency and comparability on the sustainability of companies, as well as financial performance.



Our Key Issues: Environmental, Social, Economic and Governance

The double materiality analysis identified a series of ESG issues that were considered to be priorities in terms of their potential impacts on the environment, society and corporate performance.

On the environment side, four themes stood out: climate change mitigation (reduction of greenhouse gas emissions across all scopes), adaptation to climate change (resilience of our sites and supply chains), energy management (energy efficiency and increased use of low-carbon energies), as well as the preservation of water resources (reduction of consumption, reuse, treatment).

On the social front, the priorities identified concern health and safety at work, a historically structuring issue for the group, the development of skills through continuous training, and the improvement of working conditions, in particular through local HR approaches and quality of life at work.

Finally, in terms of governance, three key issues have been identified: business ethics (integrity, compliance, anti-corruption), responsible supply chain management (supplier relations, duty of vigilance), and corporate culture, considered as key components for adhering to the transformations underway.





Environment



Environment

Greenhouse Gas Emissions

In 2023, we carried out our first carbon assessment covering scopes 1, 2 and 3 at our main production sites. This assessment has enabled us to identify the distribution of our emissions according to the different scopes and to better understand the key drivers for action. Indeed, the majority of our emissions come from Scope 3 (93%) and more specifically from the use and end of life of our products (73%).

In 2024, our scope of analysis evolved significantly with the integration of four new entities within the group. A new complete carbon assessment is being carried out, in order to define a consolidated reference year. This new starting point will form the basis of our climate transition plan, with the objective of achieving Net Zero by 2050, in line with the standards of the SBTi (Science Based Targets initiative).

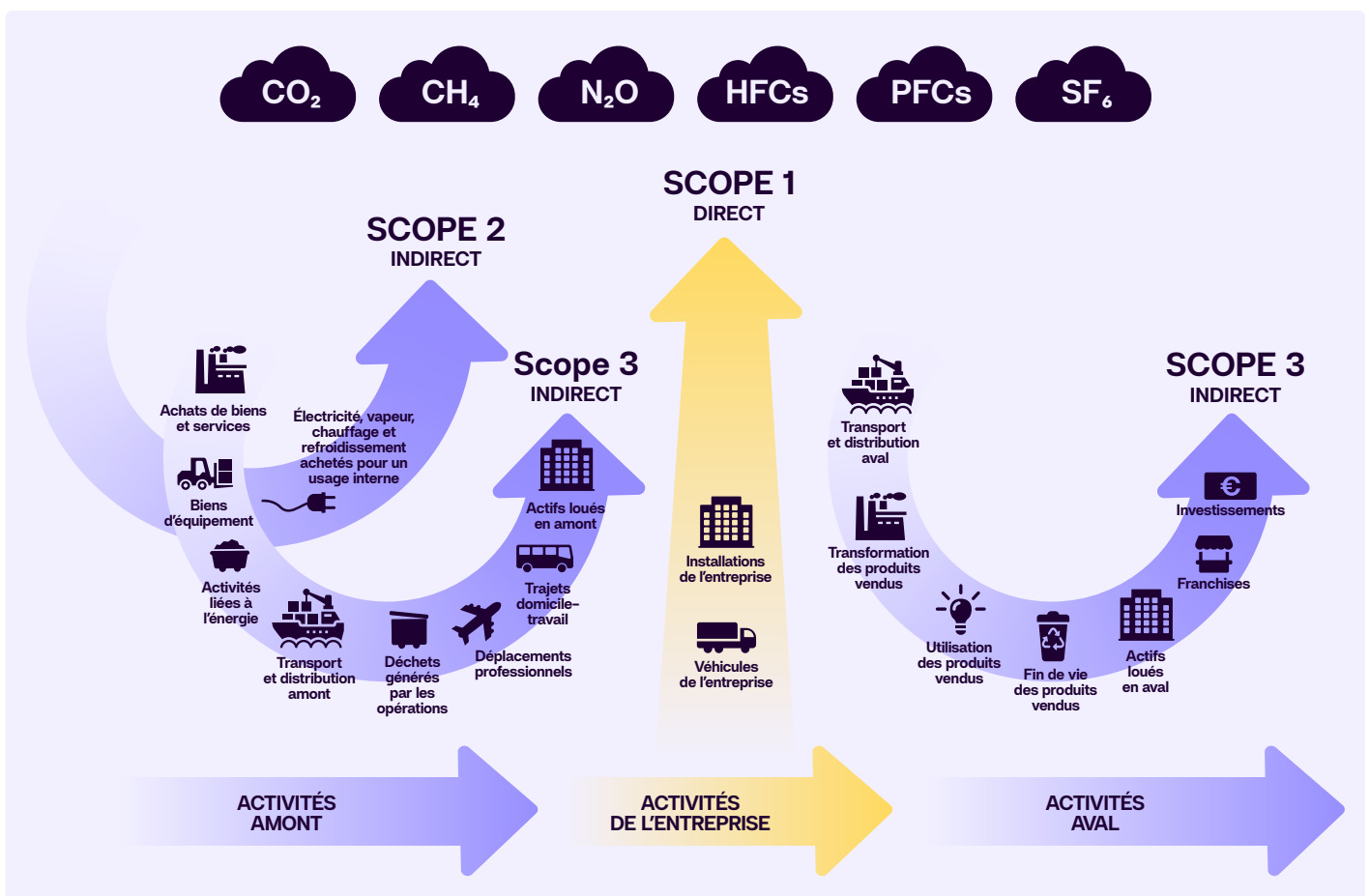


Illustration of the different scopes for the calculation of greenhouse gas emissions



The table below shows our company's carbon footprint for the year 2021, calculated in accordance with the GHG Protocol (Greenhouse Gas Protocol), the international reference methodology for the assessment of greenhouse gas (GHG) emissions.

This balance sheet distinguishes between direct emissions (Scope 1), indirect energy-related emissions (Scope 2), and other indirect emissions in the value chain (Scope 3). The analysis thus

provides a better understanding of the distribution of our carbon impacts throughout the lifecycle of our activities and products, in order to guide our reduction efforts in a targeted manner consistent with our ESG strategy.

Scope	Position	tCO ₂ e
Total Scope 1		14,548.0
Scope 1	1. Direct emissions from stationary combustion sources	4,497.9
Scope 1	2. Direct emissions from mobile combustion sources	9,934.2
Scope 1	3. Fugitive Direct Emissions	115.8
Total Scope 2		11,988.3
Scope 2	1. Indirect emissions from electricity consumption	11,135.4
Scope 2	2. Indirect emissions related to the consumption of steam, heat or cold	852.9
Total Scope 3		362,138.7
Scope 3	1. Products and Services Purchased	70,897.4
Scope 3	2. Energy and Fuel Activities	3,170.1
Scope 3	3. Upstream transmission and distribution	741.6
Scope 3	4. Waste generated by operations	7,700.4
Scope 3	5. Business Travel	430.7
Scope 3	6. Employee commuting	1,518.2
Scope 3	7. Use of Sold Products	275,059.0
Scope 3	8. End-of-life treatment of products sold	2,621.3

Breakdown of our emissions by scope and by item

Product Carbon Footprint

Scope 3 represents a significant part of our total carbon footprint, in particular the category related to the use of the products sold. This reality underscores the importance of acting beyond our own sites, integrating environmental considerations throughout the lifecycle of our equipment. To better control this impact, we are currently working on the implementation

of a product carbon footprint calculator, in order to be able to measure the carbon impact of our equipment more precisely. This initiative responds both to our ambition for continuous progress, but also to a growing market expectation for transparency and environmental responsibility.

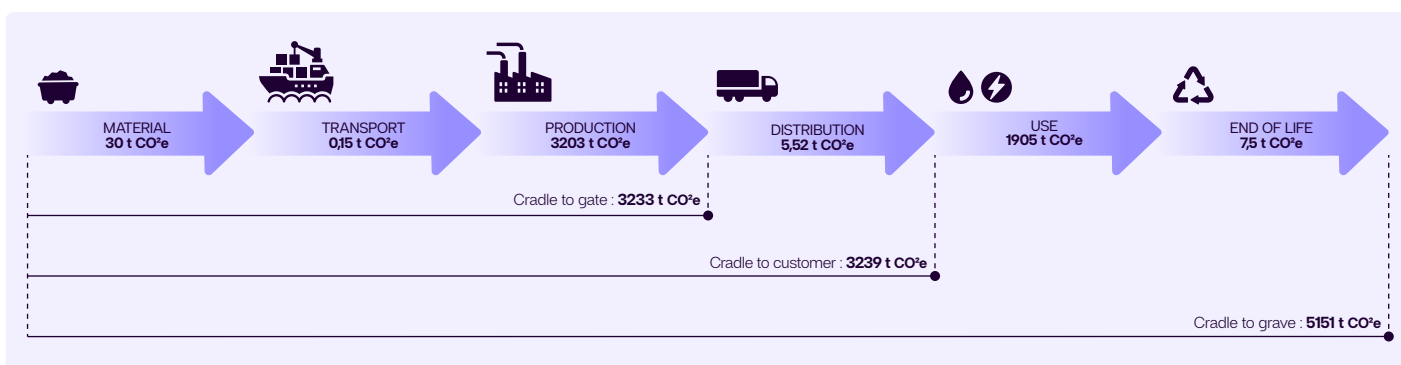


Illustration representing the carbon footprint produced at each stage



Energy: Consumption and Efficiency

As part of our climate strategy, the group is committed to a process of continuous improvement of our energy performance.

This commitment has resulted in the implementation of concrete actions at our industrial sites, ranging from process optimization to the modernization of certain equipment and the implementation of energy management systems. These efforts have enabled us to significantly improve our energy performance, as evidenced by the monitoring indicators set up at the group level.

To support these efforts, we have made several investments over the past three years on our various sites, such as the installation of photovoltaic panels, the modernization of our heating systems, the insulation of buildings (roofs, doors, etc.), and the installation of water recovery systems.

Energy Consumption in GWh	2021	2022	2023	2024
Electricity	29.2	30.3	32.3	34.4
Gas	26.1	19.1	17.9	17.2
Total	55.3	49.4	50.2	51.6
Energy performance index (Total MWh/M€CA)	297.2	281	252	238.8

Perimeter (Zinswiller, Semur-en-Auxois, Wuxi, Mainz, Corpus Christi).

Decarbonizing our energy to accelerate the transition

At the same time, we have made the strategic choice to decarbonize our energy mix, by gradually replacing fossil fuels with electricity, and by sourcing carbon-free electricity where possible. This approach has already borne fruit on several sites: Mainz and Besigheim now use 100% carbon-free electricity, while Semur, Zinswiller and Wuxi have commissioned photovoltaic power plants for self-consumption, thus contributing to local, renewable and controlled energy production. As the Zinswiller and Wuxi sites are "glass lining" sites, they are by nature more energy-intensive and the power plants account for about 5% of their electricity consumption. For Semur, this represents about 20% of this electricity consumption.

Responsible management of water resources

Water has been identified as an environmental issue relevant to our activities. We are carefully monitoring our consumption on all our sites and have already taken action to reduce it. As such, our Corpus Christi site in the United States was the first to be equipped with a storage and reuse system for water from hydraulic tests, with a storage capacity of 10,000 gallons (approximately 37,850 liters), marking an important step towards more sustainable management of this critical resource. The Semur-en-Auxois site also has a similar system. Most recently, our site in Wuxi, China, commissioned a hydraulic test water treatment and reuse plant. This is based on two high-capacity tanks — one of 100 m³ and the other of 60 m³ — designed and manufactured by our teams, allowing for appropriate storage and controlled reintegration of water into our industrial processes.



Hydraulic Test Water Treatment and Storage Plant in Wuxi.



Encouraging soft mobility for our employees

In order to reduce our carbon footprint and promote more sustainable modes of transport, we actively encourage soft mobility among our employees. Several initiatives are in place depending on local specificities: support for public transport in large cities, the "JobRad" program in Germany to promote the use of bicycles, or carpooling solutions between colleagues. These actions help to limit commuting emissions while improving quality of life.

Transitioning to a cleaner fleet of vehicles

We have also undertaken a gradual transition of our company vehicle fleet to hybrid and electric models. Today, nearly one in two vehicles within the group is no longer exclusively thermal, testifying to a concrete dynamic in favor of the decarbonization of our business travel. This evolution will continue as the renewals progress, with the ambition of aligning our vehicle fleet with our environmental objectives.

Regional recognition for our environmental commitment

Our asbestos recycling project was awarded the Grand Est Transformation Prize – Environment category, with a special mention "Jury's Favorite". This award highlights the relevance and impact of our approach, which aims to address a major industrial issue in an innovative and sustainable way, in line with our long-term environmental commitments.



**2024 Grand Est Environment Prize Trophy –
Jury's Favorite**

Creation of a community of climate ambassadors

As part of our modernization plan, we have launched a community of climate ambassadors, made up of seven committed employees whose mission will be to raise awareness and mobilize our teams around the world on climate and environmental issues.

This initiative is an integral part of our collective transformation and awareness strategy.

We thank these ambassadors for their valuable commitment, which will help strengthen our culture of ecological transition throughout the group.



The Climate Fresk Workshop at Bolz-Summix

« Participating in the Climate Fresk was a real shock to me. This has given me a better understanding of the systemic issues of climate change and the urgency of integrating sustainability into the core of our strategy. »

**DIRECTOR,
DE DIETRICH
GERMANY,
WANGEN**





Social



Social

One Group, One Unit

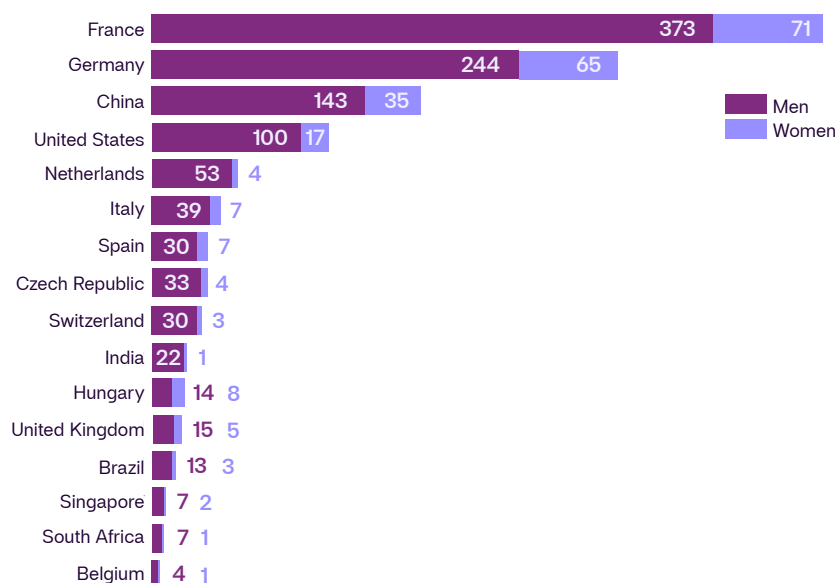
« To integrate is not to standardize, it is to unite around a common sense to give birth to a stronger culture. »

Géraldine Lyonnard

DIRECTOR, HUMAN RESOURCES, DE DIETRICH GROUP



Workforce by Country 2024



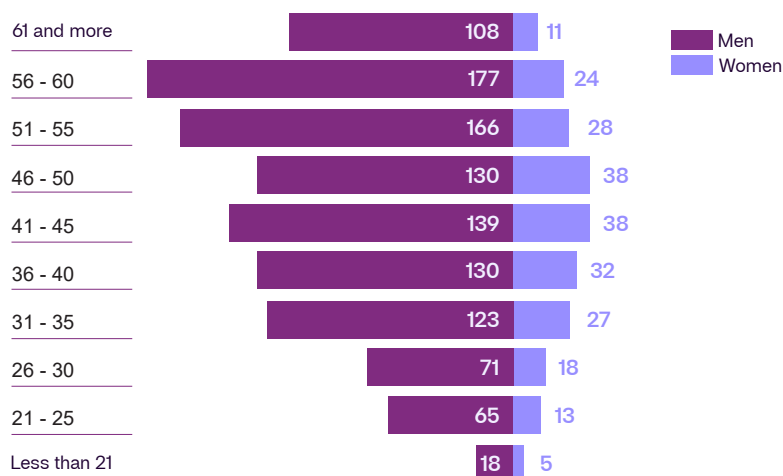
We currently have 1,361 employees in 16 countries, with a significant presence in France (444 employees), Germany (309) and China (178), which are our three main employment areas.

Our overall workforce consists of 234 women (17%) and 1,127 men (83%). This proportion, although there is room for improvement, is in line with the average for companies in the metallurgical sector worldwide. We remain committed to concrete actions to promote gender diversity in all our locations.

The geographical diversity of our organization reflects our international industrial footprint and fuels the wealth of skills and cultures within the group.

74% of our workforce is in Europe.

Population Pyramid 2024



We rely on a solid intergenerational structure, as evidenced by our age pyramid. The average age of our employees is 45 years old and their average seniority is 12.8 years, reflecting their commitment and their lasting attachment to our company.

With 25% of our employees over the age of 56, we are actively anticipating the challenges of renewing skills: replacement plans are clearly identified to ensure a smooth and structured transfer of know-how.



An anniversary celebrated around the world

In 2024, we celebrated 340 years of De Dietrich, a historic milestone marked by events at all of our locations around the world. These convivial moments have made it possible to bring our teams together around our common history, to promote local talent and to strengthen the sense of belonging to a company with a unique industrial heritage. These celebrations illustrated our ability to combine tradition and innovation, and to bring our corporate culture to life beyond borders.



Celebration of 340 years in Zinswiller



340th Anniversary Celebration, Wuxi, China



A renewed brand identity to assert our uniqueness

As an extension of this collective dynamic, we have embarked on a complete overhaul of De Dietrich Process Systems' visual identity, including the launch of a new logo. This strategic development aims to better assert our positioning, to clearly differentiate ourselves from our competitors, but also to distinguish ourselves from other entities still bearing the De

Dietrich name. This change reflects our desire to unite our teams around a strong, unified and forward-looking brand, while remaining true to our roots.



Health, safety and working conditions

The safety of employees remains a fundamental issue for De Dietrich and is a pillar of our social responsibility. In 2024, our lost-time accident frequency rate was 9.58, which is significantly lower than the average for the metallurgical industries (15). This result reflects the actions put in place in terms of prevention, but remains below our objectives. A total of 14 lost-time accidents were recorded over the year.

Nevertheless, the severity of these accidents is tending to decrease: the severity rate is 0.19, which is about five times lower than that of the metallurgical industries (1), confirming that the accidents that occurred were less severe than in the past. In 2024, 286 days of sick leave were recorded, which is also much less than in previous years.

The sustainable reduction of accidents and their impact remains at the heart of our commitment to an ever safer working environment.

Safety indicators (frequency rate)	2021	2022	2023	2024
Number of lost-time accidents at work	13	7	13	14
Lost-time injury frequency rate	9.52	4.88	8.82	9.58
Number of days lost	811	422	438	286
Severity rate of occupational accidents	0.59	0.21	0.3	0.19

Perimeter (Zinswiller, Semur-en-Auxois, Wuxi, Mainz, Corpus Christi).

Our safety initiatives


All our sites have implemented concrete actions to improve the safety of our employees, including work, new personal protective equipment, new machines, etc.



Safety Advocacy

The Safety Advocacy program invites each manager and supervisor to formalize a personal pledge of the reasons for their commitment to safety, illustrated by concrete examples from their daily professional life.

To date, more than 150 security pledges have been consolidated, reflecting a strong and collective commitment.



SCHACHT Isabel
Head of Finance & Administration

Safety Slogan:
« Better safe than sorry »

DOS	MY SAFETY PLEDGE	DON'TS
<ul style="list-style-type: none">• I will actively ensure a safe environment in my area and beyond• I will also take care of the mental health of my employees• I will report unsafe situations or risks to the relevant departments• I will support my colleagues to increase safety and enforce rules• I will lead by example		<ul style="list-style-type: none">• I will never ask anyone to take an unsafe shortcut• I will not look away, even if it means extra work• I will not accept excuses when it comes to safety

De Dietrich

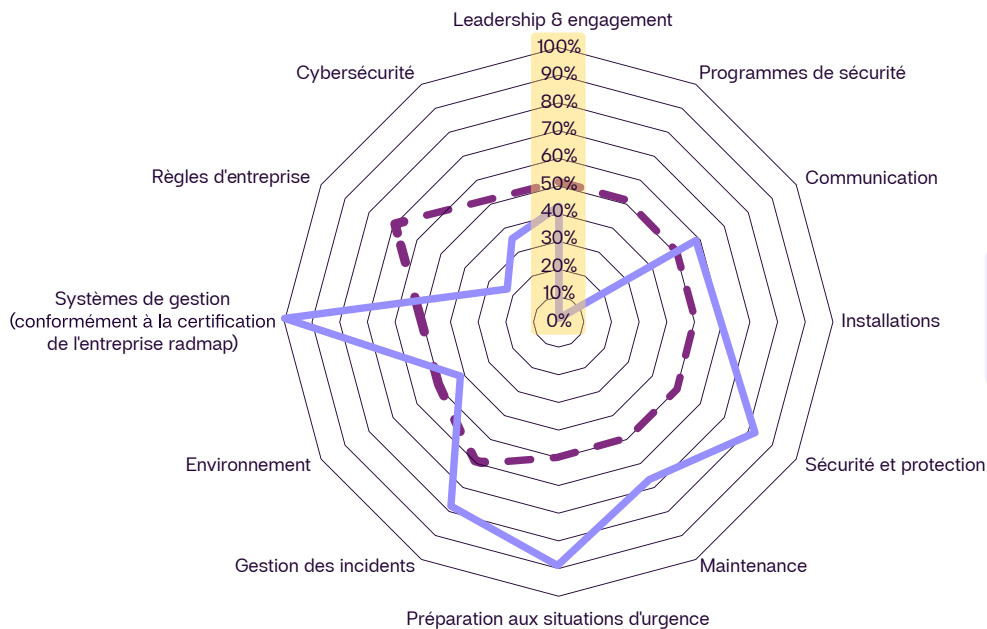
Illustration of a security pledge

Measuring the security climate

In addition, convinced that safety performance is closely linked to the perception of the security climate, in 2024 we launched a first wave of the Safety Climate Survey based on the Nosacq-50 model, developed by Scandinavian universities. This robust model makes it possible to assess in detail the safety culture perceived by employees. Six of our sites have already participated in this survey, and the rest will be integrated into the program in 2025. The first results of these sites already show us an interesting level of maturity.

Maturity assessment

Finally, in order to manage the HSE maturity of our sites in a structured way, we have deployed an internal assessment tool based on 44 indicators divided into 12 key themes. This tool allows us to identify both the areas of excellence and the areas for improvement, in a logic of convergence of safety practices at the group level. In 2025, all major production sites will be evaluated as well as some assembly sites. We will continue to deploy the tool in 2026.



Graph representing the results of the evaluation of a security matrix

« The HSE maturity assessment gave us a clear vision of our strengths and areas for improvement. It's a great tool to align teams and focus our efforts where they're really needed to improve safety and sustainability at our site. »

Markus Oswald
HEAD OF QHSE, DE DIETRICH GERMANY,
BESIGHEIM





Quality of life at work, social dialogue

At De Dietrich, quality of life at work and social dialogue are essential elements of performance and collective commitment. Aware that professional fulfilment requires listening and recognition, we ensure that we maintain a regular and constructive dialogue with staff representatives and all employees. Our HR actions are part of a logic of proximity, with local initiatives adapted to the realities of each site. For example, annual development interviews help to understand everyone's wishes and build a motivating career path.

Finally, aware of the challenges of work-life balance, we have set up a teleworking system accessible to all eligible employees, on all the group's sites. This policy aims to promote a more flexible and inclusive organization of work, adapted to different personal and professional contexts, while maintaining a high level of collective performance.

In France, we have also trained all our supervisors in the prevention of psychosocial risks.

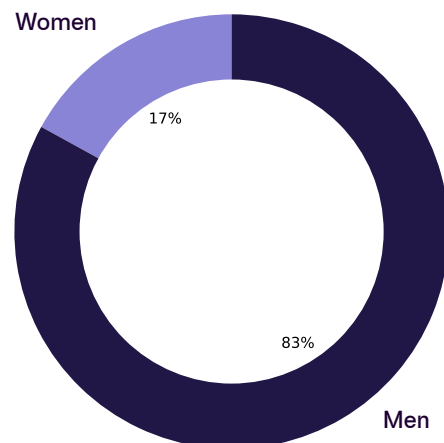
Collective agreements

In 2024, we signed seven collective agreements within De Dietrich S.A.S, in particular on professional equality and the recognition of versatility and multicompetence.

Equality

Promoting diversity and professional equality is a strong commitment of the Group. As part of PULSE 2027, we have set ourselves the goal of increasing the number of women in managerial positions by one third within three years, in order to actively contribute to a better gender balance in the industry. Beyond this quantified ambition, we pay particular attention to equal opportunities in our recruitment and professional development processes. We reject all forms of discrimination and work to create an inclusive work environment, where every talent, regardless of their background or profile, can flourish and find their place. Diversity is an asset that we seek to cultivate every day and one that is critically related to performance, innovation and cohesion.

Overall Distribution by Gender (%)



- Women account for 17% of the total workforce
- 13.2% employee turnover rate

Raising disability awareness

We support our employees in their efforts to obtain recognition of the status of disabled worker (RQTH), in order to guarantee a work environment adapted to each person and to remove any obstacles to inclusion.

As part of the European Week for the Employment of People with Disabilities (SEEPH), we organized a "Handi Challenge" to address the theme of disability in a fun way while allowing the teams to learn more.

The tournament of the game "handi-pursuit" took place from November 18 to November 22, 2024 and saw 16 teams from different departments compete.

We concluded these insightful meetings on the theme of disability by celebrating the team that triumphed in the final!





Sports Challenge – #ConnectedAgainstHunger

As part of our commitment to solidarity and inclusion, De Dietrich enthusiastically participated in the "Connected Against Hunger" sports challenge, organized by Action Against Hunger. This initiative, which is open to all our employees, brought together 63 participants in seven international teams in 2024. Thanks to the motivation and collective energy of our teams, we are proud to have taken 3rd place overall, for the third consecutive year on the podium. Our group performance in this initiative testifies to our team spirit, intercultural cohesion and desire to contribute to a more equitable world.

Our participation has made it possible to finance three months of care for 70 children, and the financing of seven water pumps, thus directly contributing to access to water and health for the most vulnerable populations. This challenge embodies the values of inclusion, solidarity and diversity that we carry within our company. We look forward to repeating the experience next year. A huge thank you to all those who participated in or supported this great initiative!



Participation in the Connected Challenge of Action Against Hunger

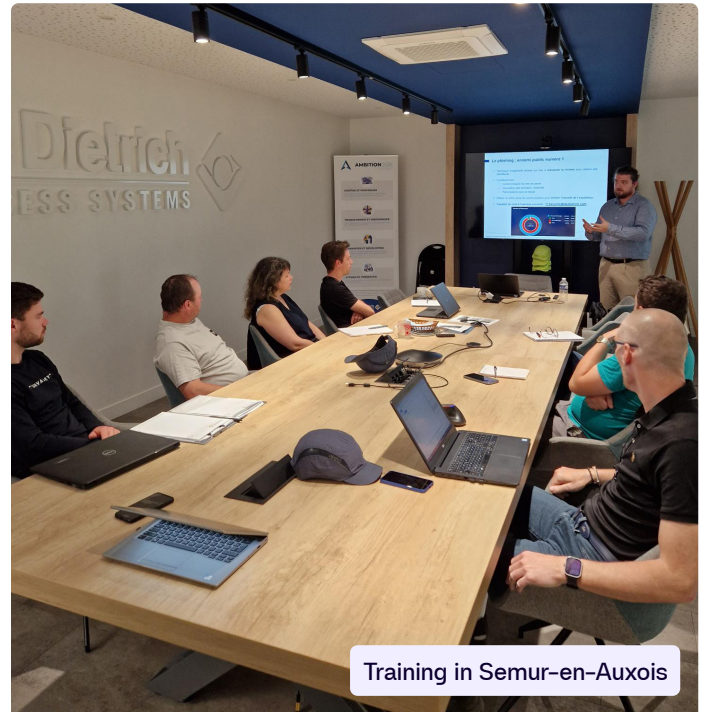


Skills and Training

Skills development is an essential factor to strengthen our performance and attractiveness. In France, since 2022, we have been rolling out managerial training workshops allowing executives and managers to register and discuss various topics with each other. (e.g. stress management, interviews, difficult situations, how to become a manager coach, etc.). In 2024, we launched 360Learning, an interactive and collaborative platform for everyone to train and share their expertise. This tool reinforces our culture of continuous learning and supports the development of teams' skills. Deployed in France in 2025, it will be gradually extended internationally from 2026.

For example, in 2024, at De Dietrich S.A.S, we carried out 133 training actions divided into four main themes:

- **Compliance:** mandatory training for the performance of certain missions (CACES, authorizations, etc.) or imposed on the company (standards, labor code, etc.)
- **Adaptation to the job:** short training courses focused on upgrading skills or acquiring new minimal skills
- **Leadership/skills development:** long training courses for acquisition of new skills (e.g. languages, management)
- **Professionalization:** aiming to obtain a diploma (work-study contract) or a Joint Certificate of Qualification in Metallurgy (CQPM).



Training in Semur-en-Auxois

Code of Ethics

We have taken advantage of the group's new identity to update our code of ethics. Each new employee is systematically trained on arrival. This code outlines our ethical principles that are listening, respect, integrity and transparency. They define how we live together, shape our culture, build our reputation, and contribute to workplace well-being. Reminders are then organized by the subsidiaries. For example, a quiz is organized twice a year in China.





Governance



Governance

A modernization plan that integrates our sustainability challenges



Matthieu Gueanno

DIRECTOR, PERFORMANCE
OPERATION,
DE DIETRICH GROUP

« Our Pulse 2027 modernization plan fully integrates ESG issues, placing them at the heart of the many projects undertaken to

sustainably transform our company — a transformation made possible thanks to the voluntary mobilization of our employees. »

A clear vision for a sustainable future

Our sustainability approach is based on a strong conviction: we have a role to play in the transformation of industrial models towards more responsible and resilient practices. Our ESG strategy is built around three pillars:

- Environment: reduction of our carbon footprint, better management of resources, renewable energy, reuse.
- Social: well-being and safety of employees, inclusion, territorial anchoring.
- Governance: ethics, transparency, compliance, continuous improvement.

Our long-term objective is to achieve carbon neutrality by 2050, in line with the criteria of the Science-Based Targets initiative (SBTi).

These themes are fully integrated into the action plan of our "Pulse 2027" strategy. Covering the period from 2025 to 2027, our new modernization plan aims to achieve several key objectives, defined by the company's management in line with our new context:



The objectives of the PULSE 2027 plan

As a true "action plan of our strategy", the PULSE 2027 plan is composed of 39 projects responding to the strategic intentions defined by the management, and structured around three pillars representing our main areas of work:

- **Market:** Supporting our customers through our new dimension
- **Performance:** Together, let's improve and modernize our practices
- **Social Commitment:** Building Our "Best Place to Work"



Our commitment to the United Nations Global Compact

As a member of the United Nations Global Compact since 2021, we annually reaffirm our commitment to its 10 principles relating to human rights, labor standards, the environment and the fight against corruption.

This framework provides a solid basis for steering our action in a manner consistent with the broad universal principles. The renewal of our commitment illustrates our desire to move forward in complete transparency and to continuously evolve our practices.



Our contribution to the Sustainable Development Goals

Our roadmap is also in line with the Sustainable Development Goals (SDGs) defined by the UN. Several of our actions contribute directly to these goals, including:



Prevention programs (Golden Safety Rules), safety days, actions on MSDs and mental health.



Commitment to professional equality. Signing of gender equality agreements. Awareness-raising actions and monitoring of indicators (equality index).



Reuse of water from hydraulic tests in our workshops. Monitoring of consumption and discharges.



Solar energy production at several sites (France, China, Spain). Energy efficiency plan (ISO 50001). Deployment of charging stations and electric fleet.



Safe and fair working conditions. Implementation of a comprehensive health and safety management system (ISO 45001). Skills development plans. Responsible governance. Strong local presence.



Design of equipment for green chemistry and pharmacy. Sustainable innovation, eco-design, internal tool for calculating product carbon footprint.



Commitment to the circular economy. Reduction of industrial waste. Equipment reconditioning. Supplier awareness through the Responsible Purchasing Charter. ISO 5001 certification program.



Target of reducing GHG emissions by 30% by 2026. Climate transition plan aligned with the Net-Zero 2050 objective. Complete carbon audit on 100% of sites. ISO 14001 certification program.



Active partner of the Convention des Entreprises pour le Climat (CEC), of the Climaxion program (ADEME/Grand Est). Collaboration with stakeholders (customers, communities, NGOs, etc.).



A collective dynamic through the Business Convention for Climate

In 2024, De Dietrich joined the Bourgogne Franche-Comté Business Climate Convention, a nine-month program bringing together leaders committed to transforming their business models in light of contemporary environmental challenges. As part of this initiative, Frédéric Guichard and Thomas Metzger developed a roadmap toward a regenerative economy, guided by consideration of planetary boundaries. This roadmap is available on the CEC website.

This collective effort has profoundly informed our strategic thinking. The identified challenges were integrated into our Ambition 2026 modernization plan starting in 2024, then consolidated in our PULSE 2027 roadmap. This approach structures our actions towards a sustainable industrial model that is resource-efficient, resilient to climate risks, and aligned with long-term imperatives.

We choose:

- Frugality, by prioritizing maintenance, leasing, and refurbishment rather than systematically producing new equipment.
- Cooperation with our customers, suppliers, and regions to co-design tailored, reliable, and efficient solutions.
- Regenerative innovation, serving waste recycling, eco-design, and more sustainable chemical processes.
- Governance aligned with planetary boundaries, with a structuring ESG committee and the integration of ESG criteria into managerial decisions and incentives.
- Mobilization, by involving our employees through awareness-raising, training and local engagement initiatives.

CEC Participants:



Frédéric Guichard

EXECUTIVE DIRECTOR, DEVELOPMENT,
DE DIETRICH GROUP



Thomas Metzger

MANAGER, ESG AND HSE, DE DIETRICH GROUP





ESG (Environmental, Social and Governance)
HSE (Health, Safety, Environment)

Creation of the ESG Committee

This year marks a major milestone: the establishment of an ESG (Environmental, Social, Governance) committee. This founding act reflects our desire to structure and expand our sustainable commitments, placing them at the heart of the Group's strategy.

Under the responsibility of the Group's management, the ESG Committee plays a supervisory and recommending role. Its mission is to define the company's major ESG orientations, to monitor the milestones set, and to ensure that the actions undertaken are consistent with our overall strategic vision. Its main missions are:

- Strategy: ensure the integration of ESG issues into the Group's strategy,
- Roadmap: manage the progress of the ESG plan according to a defined schedule,
- Reputation and risk management: monitoring ESG risks and associated reputational issues,
- ESG performance: analyzing ESG indicators and evaluating the Group's results,
- Reporting and communication: contribute to the quality of our extra-financial reporting and external communications. The ESG Committee makes recommendations on all matters within its mandate.

The ESG Committee meets at least twice a year and reports on its work to the Group Executive Board.

Its creation is a decisive step forward for our governance. It affirms our ambition: to make sustainable development a driver of overall performance, resilience and transparency for all our stakeholders.



Thomas Metzger
MANAGER, HSE AND ESG,
DE DIETRICH GROUP

ESG Committee Members

- Thomas Metzger, Chairman of the ESG Committee
- Géraldine Lyonnard, Director, Human Resources, De Dietrich Group
- Anaëlle Bund, Head of Legal, De Dietrich Group
- Matthieu Guegan, Director of Operational Performance, Dietrich Group
- Markus Oswald, QHSE Manager, De Dietrich Germany, Besigheim
- Isabel Schacht, Head of Finance, De Dietrich Germany, Wangen
- Stéphane Garnier, Director, Asia Division, De Dietrich Group
- Matt Wease, Chief Operating Officer, USA

Strengthening of governance tools at our new sites

As part of our governance strategy, we have deployed the essential Group tools and policies to ensure responsible and compliant management at our new sites. This includes our code of ethics, the updating of the registers of personal data processing within the framework of the GDPR, the Group security rules, the IT charter, as well as our General Terms and Conditions of Sale (GTCS) and whistleblower protection measures. These tools are put in place to ensure that all of our sites, around the world, comply with the principles of

transparency, security and compliance with legal and ethical standards. They provide a common framework for promoting a culture of integrity and accountability within the group. In addition, we will continue to deploy other tools and strengthen these practices to solidify our corporate culture and strengthen the group's common identity, thus guaranteeing a strong and shared unity across all our entities.



The Voice of the Forges: when industrial heritage becomes a living stage

In the heart of the Northern Vosges nature reserve, where our Group's industrial history began in 1685, new voices resonate today. "La Voix des Forges" ("The Voice of the Forges"), an association founded in 2020 by Céline Mellon – an opera singer and descendant of Amélie de Dietrich – embodies a singular renaissance of this heritage. Its ambition: to enhance the heritage of the Jaegerthal forges through artistic creation, combining cultural standards, ecological commitment and social inclusion.

Every summer, the ruins of this old forge, whose activity has punctuated local life for nearly three centuries, become the scene of a daring and participatory festival. This place steeped in history, where the Dietrichs blew their first blast furnaces in the seventeenth century, now welcomes high-level artists, residents, associations and public partners around original, accessible creations rooted in the territory.

This artistic and civic approach, deeply rooted in the principles of sustainable development, is fully in line with the objectives of the European Green Deal.

By reinvesting this industrial site with a cultural and humanist vision, "The Voice of the Forges" illustrates how a place of remembrance can become a driver of transition – ecological, social and cultural. An inspiring example of heritage ecology, at the service of a more sustainable and unifying future.



The De Dietrich Association

The De Dietrich Association under local law has been recognized as a public utility for its mission since 1996. She owns all the archives donated to her by the company, by the family and by multiple donors. The private collection it represents is rich and original because it dates back to the thirteenth century and covers the variety of subjects covered by more than three centuries of existence: politics, industry, spirituality, social and science. The mission of the association is to manage this collection and to make it accessible to as many people as possible and especially to researchers from all over the world who find in it a unique example of local continuity in the great national and European history.

Most of the archives are located at the Reichshoffen Castle.

In 2024, two half-days of integration of new employees took place at the castle. During these convivial moments, Henri Mellon had the opportunity to present the archives and history of the De Dietrich family, thus strengthening the company culture.





ISO Certifications & Roadmap

Aware of the structuring role of international standards in the continuous improvement of our performance, we have defined a strategy for the gradual deployment of ISO certifications on all our industrial sites. This roadmap aims to ensure the harmonization of our practices in terms of quality (ISO 9001), safety (ISO 45001), environment (ISO 14001) and energy management (ISO 50001).

A consolidated overview of our current certifications is presented below in the form of a table, allowing you to visualize the level of progress of each site.

Standards	Zinswiller (FR)	Semur-en-Auxois (FR)	Mainz (DE)	Wuxi (CN)	Jongia - Leeuwarden (NE)	Heinkel - Besigheim (DE)	Budapest (HU)	Bolz - Wangen im Allgäu (DE)	Comber-Carugate (IT)	Bubendorf (CH)	Dijon (FR)	Barcelona (SP)
ISO 9001	X	X	X	X	X	X	X	X	X	X	X	X
ISO 14001				X		X		X				
ISO 45001	X	X	X	X			X		X			
ISO 50001	X			X								

Best Managed Companies

Companies are evaluated by a jury of independent professionals on various criteria, whether it is their financial performance, their strategy, their CSR policy or their ability to innovate. De Dietrich is one of the 19 French companies awarded the Best Managed Companies label for the 2024 edition.

This label of excellence for French companies has been obtained for the third consecutive year by De Dietrich.



Thomas Metzger and Fabrice Vamur at the Best Managed Companies 2024 ceremony

EcoVadis

As part of our commitment to corporate social responsibility, several De Dietrich entities have been assessed by EcoVadis, one of the most recognized standards for assessing corporate CSR practices. This independent platform analyzes the performance of organizations according to four axes: environmental, social and human rights, ethics, and responsible purchasing. In 2024, four of our sites were evaluated: our Zinswiller site was awarded the silver medal, demonstrating an advanced performance in terms of sustainable development. The sites of Carugate (Italy) and Mainz (Germany) were awarded the bronze medal, while the site of Wuxi (China) was recognized with the status of Committed, marking its entry into the process. These results provide a solid basis for initiating a dynamic of continuous improvement at the group level.





A responsible and committed player in our territories

We have always been committed to being a responsible and committed player in the territories where we operate. In this dynamic, we have decided to set up sponsorship committees on our French sites as a first step, in order to be able to support local causes that have a positive impact on our communities. This initiative allows us to strengthen our territorial anchoring and to actively contribute to social, environmental and cultural projects.

For example, we have contributed to the opening of a "Café Joyeux" in Strasbourg, by providing significant financial support. The concept of "Café Joyeux" is based on the professional integration of people with mental or cognitive disabilities, by offering them a caring and inclusive working environment in café-restaurants where the welcome is as warm as their social approach. Thanks to this café, six happy team members were able to access a permanent contract, facilitating their integration into professional and civilian life.



The team at Café Joyeux in Strasbourg



Strengthening our cybersecurity culture in 2024

In 2024, we paid particular attention to cybersecurity, raising awareness and training all our employees at our French sites (Zinswiller, Semur, Dijon, Schiltigheim). At the same time, we carried out nine phishing campaigns on our sites around the world, in order to test the vigilance of our teams in the face of these threats. The results have been encouraging, especially when compared to other industrial companies of similar size. Every time someone was phished, we took care to inform them and make them aware of the mistakes to avoid. In addition, at the end of the year, all our employees received a booklet entitled "The Essentials of Cybersecurity", aimed at strengthening their vigilance and promoting good practices on a daily basis.

The essentials of the CYBERSECURITY



Cybersecurity Booklet



Funding

For several years, De Dietrich has been implementing an ESG-indexed debt financing mechanism, thus fully in line with recent developments in the financial sector in favor of a more sustainable economy. This system is based on two key indicators: the performance in terms of occupational safety and the energy efficiency of our industrial operations. Specific, measurable and verifiable progress trajectories have been defined for each of these indicators, with rigorous monitoring throughout the funding period.

This approach illustrates our desire to make sustainability a driver for competitiveness and transformation, by aligning our operational commitments with the expectations of our stakeholders, including our financial partners. By integrating ESG objectives into the very structure of our financing, we strengthen the coherence between our development strategy and our social and environmental impacts.

This approach is also in line with the broader framework of the European Green Deal, which aims to direct capital flows towards sustainable activities through the European Green Taxonomy and the development of sustainable financial products. By adopting financing mechanisms aligned with these principles, De Dietrich anticipates the growing demands for transparency and accountability, while actively contributing to the transition to a low-carbon, more resilient and inclusive economy.



« Linking our financing to ESG criteria means aligning financial performance with commitments to responsible and sustainable growth. »

Frédéric Burg

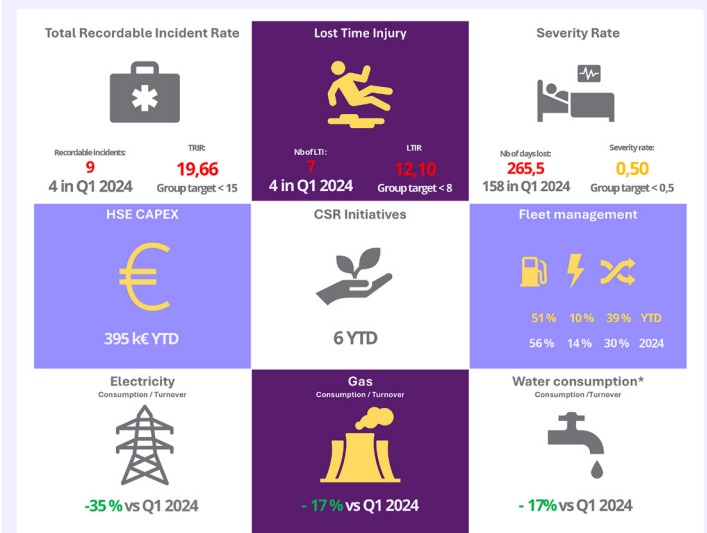
CHIEF FINANCIAL OFFICER, DIRECTOR OF CENTRIFUGATION AND MIXING ACTIVITIES, DE DIETRICH GROUP

2024 Scoreboard

Our quarterly ESG scoreboard reflects De Dietrich's commitment to full transparency on our environmental, social and governance performance. This management tool allows us to monitor the evolution of our key performance indicators in a regular and structured way, in line with our defined improvement trajectories. It provides an essential basis for dialogue with our stakeholders, in particular our financial partners, in a context where access to finance is increasingly conditional on the robustness of companies' ESG commitments.

This level of transparency is fully in line with the growing requirements of the European regulatory framework, in particular those stemming from the Corporate Sustainability Reporting Directive (CSRD) and the green taxonomy. Through this system, we anticipate the market's expectations in terms of non-financial reporting and we affirm our desire to report, clearly and regularly, on the real contribution of our activity to the sustainable development objectives, both at the Group level and in the territories in which we operate.

In line with our sustainability strategy, this dashboard helps to feed into the sustainable financing mechanisms we have put in place and to strengthen the integration of ESG criteria into our operational and financial management.



ESG/HSE Dashboard

De Dietrich is the global leader in the design and supply of systems, process equipment, and solutions for the pharmaceutical, food, green chemistry, and chemical industries.

De Dietrich SAS
Immeuble Le Belem
Espace Européen de l'Entreprise
5, rue de Lisbonne - CS 70009
67012 Strasbourg Cedex
www.dedietrich.com

Afrique Du Sud
Dunswart
Tél. +27 11 918 4131
info.sa@dedietrich.com

Allemagne
Mainz
Tél. +49 6131 9704 0
info.mainz@dedietrich.com

Besigheim
Tél. +49 7143 9692 0
info@heinkel.com

Wangen
Tél. +49 7522 9162 0
info@bolz-summix.com

Benelux
B - Heverlee-Leuven
Tél. +32 16 40 5000
info.be@dedietrich.com

Bésil
São Paulo
Tél. +55 11 2703 7380
info.br@dedietrich.com

Chine
Wuxi
Tél. +86 510 6696 7506
info@dedietrichchina.com

Espagne
Barcelona
Tél. +34 93 292 0520
info.es@dedietrich.com

Madrid
Tél. +34 91 855 45 13
info.es@dedietrich.com

États Unis
Mountainside, NJ
Tél. +1 908 317 2585
sales@ddpsinc.com

Corpus-Christi, TX
Tél. +1 361 265 9900
sales@ddpsinc.com

Charlotte, SC
Tél. +1 908 317 2585
sales@ddpsinc.com

Swedesboro, NJ
Tél. +1 856 467 3399
sales@ddpsinc.com

France
Zinswiller
Tél. +33 3 88 53 23 00
sales@dedietrich.com

Semur-en-Auxois
Tél. +33 3 80 97 12 23
info.semur@dedietrich.com

Dijon
Tél. +33 3 68 14 79 00
info-pgs.fr@dedietrich.com

Grasse
Tél. +33 3 68 14 79 00
info-pgs.fr@dedietrich.com

Hongrie
Dunaharaszti
Tél. +36 1 426 7006
info.hu@dedietrich.com

Inde
Thane, Maharashtra
Tél. +91 98 19287276
sales@dedietrich.co.in

Irlande
Tél. +35 361 366924
info.ie@dedietrich.com

Italie
Agrate Brianza (MB)
Tél. +39 039 9611 100
info@comberit

Pays-Bas
Leeuwarden
Tél. +31 0 58 2139 715
info@jongia.com

République Tchèque
Chlumec nad Cidlinou
Tél. +420 495 484 557
info.cz@dedietrich.com

Royaume-Uni
Stone
Tél. +44 1785 609 900
info.uk@dedietrich.com

Singapour
Singapour
Tél. +65 68 61 12 32
info.sg@dedietrich.com

Suisse
Bubendorf
Tél. +41 61 925 11 11
info.ch@dedietrich.com