

# CSR

# REPORT 2023



ALTYOR





**W**hen you run a large SME, or now a small ETI like Altyor we are constantly assessing the risk involved in the decisions we make.

Becoming a Mission-Driven Company is the riskiest decision we've taken since Altyor was founded. No longer considering sales growth as a relevant KPI, refusing projects because we don't believe they serve the transition... these are major decisions... and yet, we are only at the beginning of this long transformation into the company of tomorrow, a company that imagines its future while respecting the planet's limits and in the interests of the Living World.

For us, this transformation is certainly a choice, but it seems to us that there was no other. Tomorrow's world will be different, and we need to start preparing for it now by taking care of our environmental impact and acting with the social responsibility that is ours.

This second edition of our CSR report shows what we have put in place at Altyor. There is still a long way to go, but we at Altyor's ComEx, along with all the Altyormates, have the energy we need to reach our goal.



Yanis Cottard  
Altyor CEO



# MEANING IN INNOVATION, RESPONSIBILITY IN ACTION

## Our mission

We, Altyormates, wish to contribute, on our scale, to the ecological and social issues challenging humanity. Our conviction that SMBs hold the power to change our economic models and our production methods urges us to ensure our organization is a player in the industrial transformation.

Convinced of the potential of the men and women who make up our company, we want to use all our know-how to serve progress, to create a sustainable and desirable world.

Our expert and enthusiastic teams are therefore committed to a responsible approach to the design, manufacturing and offer users and customers products that contribute to the ecological and social transition, while limiting the environmental impact of our activity.

Unpretentious but proud of our values, we are determined to embody and inspire a modern industry where social justice, respect for the environment and economic sufficiency prevail over infinite growth, in particular by relinquishing opportunities that do not correspond to our values.

## Our Statutory Objectives

1

### RESPONSABILITY

Eco-design, eco-manufacturing, circular economy: we are committed to minimizing the environmental impact of our products and those of our customers.

2

### CONTRIBUTION

Offer services and expertise for products that contribute greatly to the ecological and social transition, such as ecology, sustainable agriculture, education, wonderment, energy savings and any other area highlighted in the UN Sustainable Development Goals. This means relinquishing projects that do not meet these criteria.

3

### EXEMPLARITY

Create a responsible industrial movement, by inspiring, uniting and educating our ecosystem.

4

### FULFILLMENT

The true foundation of our vision: our organization will endeavour to ensure the fulfillment of each Altyormate in their mission, in all the entities of the group.

Our mission and objectives are enshrined  
in the company's articles of association and are officially binding on us.

# Our 2023 highlights



Altyor becomes a Mission-Driven Company



Altyor becomes a member of the UN Global Compact



Altyor is one of the top 15% CSR performers in its industry

# Our key figures for 2023

**3** entities



Industrial manufacturer  
of smart devices



Specialist in smart  
home & smart building



Distribution of high-tech  
accessories

founded in

**1**

**9**

**9**

**2**

**260** employees



**41** million  
euros  
in sales

**2** operational  
sites



Saint-Cyr-en-  
Val (France)

Shanghai  
(China)



# Our Altyormates at the heart of governance

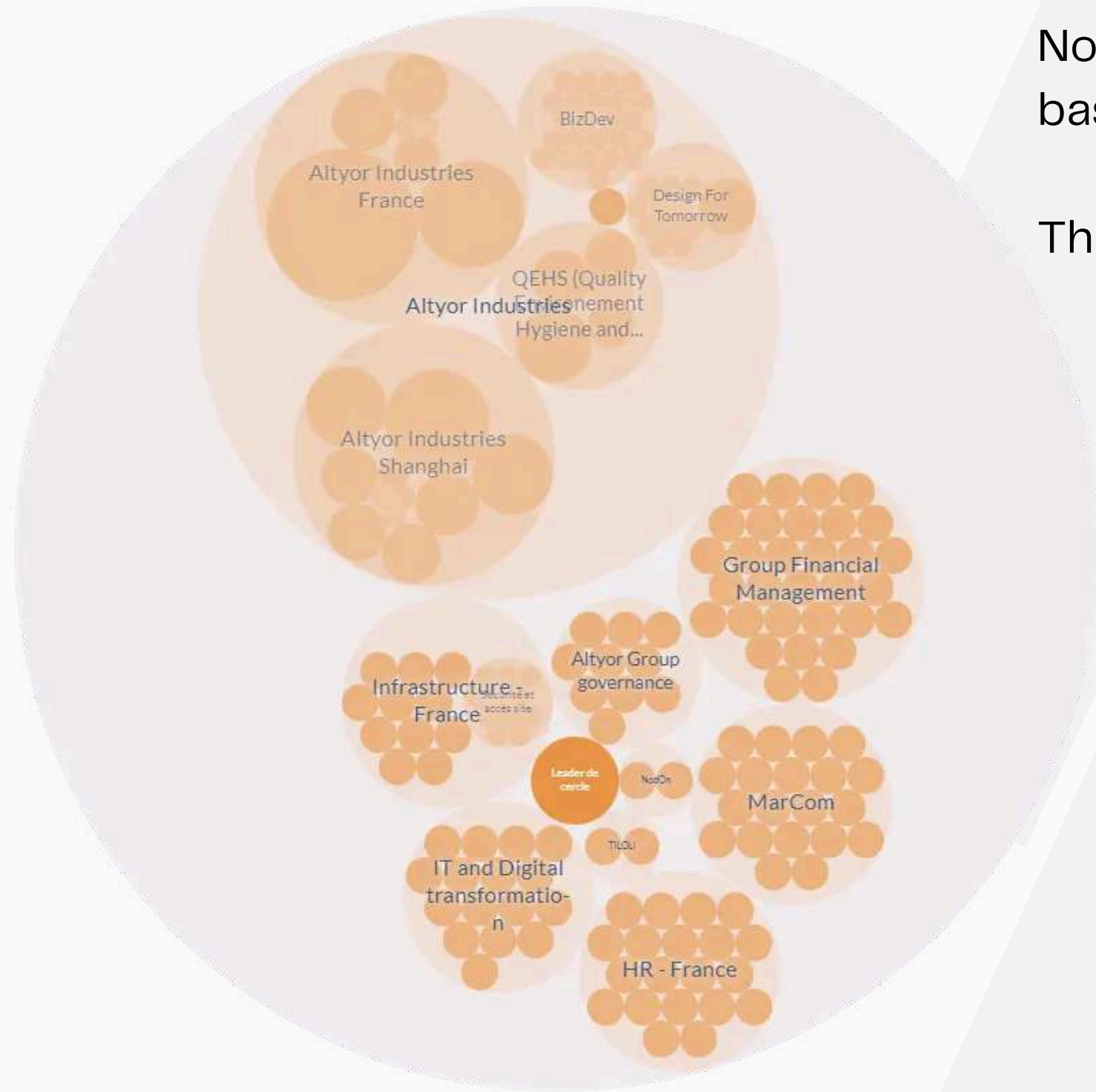
No more skeletal and inflexible organizational charts, Altyor has chosen role-based representation, via a tool called Holaspirit.

The advantages are multiple:

- A representation that highlights the roles of each person and more hierarchical relationships
- A better understanding for new employees of each person's role and its content
- Flexibility, allowing new roles or new bodies to be easily created

There are at Altyor:

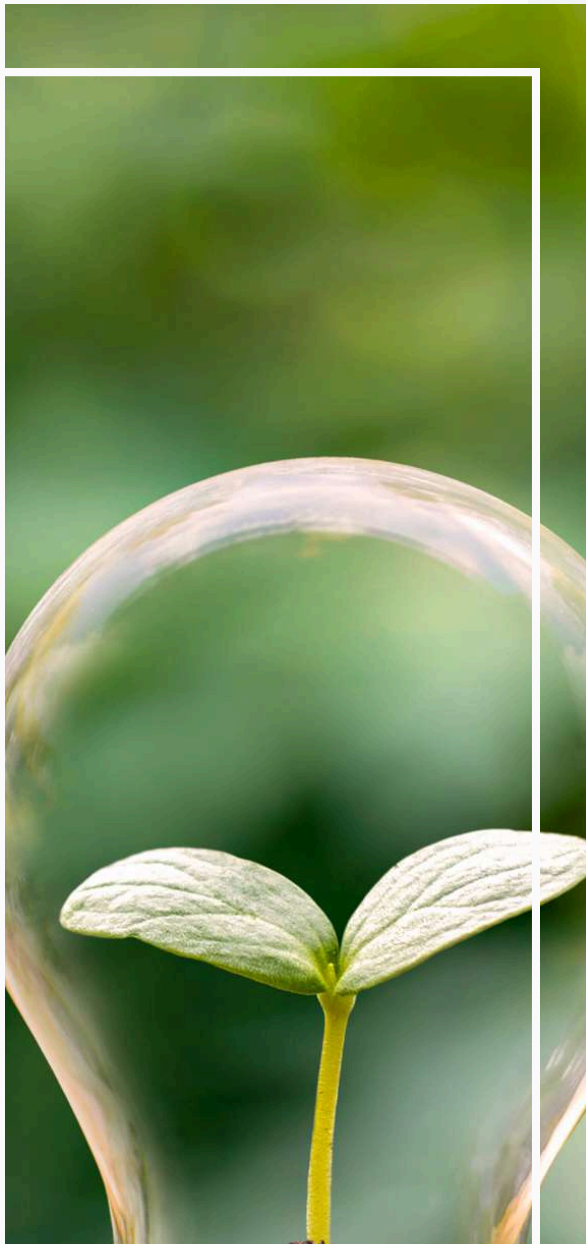
**11** governance bodies represented by employees, managers and partners



# A CSR commitment based on 4 dimensions



**SOCIAL**



**ENVIRONMENT**



**ETHICS**



**SUSTAINABLE  
PURCHASING**

An issue that is shared by all via a CSR Committee made up of person from each area of expertise.



# SOCIAL

The health, safety and well-being of Altyormates is a priority for Altyor.



# SOCIAL

The commitments we have made are based on fundamental principles such as labor rights, encompassing aspects such as health and safety, working conditions, the promotion of structured social dialogue, career management and training.

Additionally, we place particular emphasis on human rights by promoting diversity, equity and inclusion, while actively working to prevent child labor and forced labor.



OUR POLICIES ARE AVAILABLE  
ON [WWW.ALTYOR.GROUP](http://WWW.ALTYOR.GROUP)

## OUR SOCIAL OBJECTIVES

PROVIDING A SECURE WORKING ENVIRONMENT

PROMOTE THE WELL-BEING OF EACH EMPLOYEE

ENCOURAGE SOCIAL DIALOGUE

IMPROVE THE INTEGRATION OF NEWCOMERS

PROMOTE THE INCLUSION OF PEOPLE WITH DISABILITIES

FACILITATE REPORTING IN THE EVENT OF FAILURE

TRANSMITTING OUR KNOWLEDGE

PROVIDE A WORKING ENVIRONMENT FREE FROM DISCRIMINATION AND HARASSMENT

PARTICIPATE IN THE PROFESSIONAL DEVELOPMENT OF OUR EMPLOYEES

BE TRANSPARENT ABOUT WORKING CONDITIONS

1 NO POVERTY



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



# Testimonial from an Altyormate



"Like a machine, the human body needs tuning. Altyor provides us with osteopath sessions, and we're set for another six months with no issues. It's our rejuvenation cure."

**Matthieu**

**SOCIAL**

Statutory objective  
Mission-driven  
Company

4

## PROMOTE THE WELL-BEING OF EACH EMPLOYEE

### 2023 REVIEW

Altyor aims to be a welcoming and caring workplace. To do this, the company puts in place tools and actions to facilitate the professional and personal balance of each employee.

**Here are some examples of actions carried out in 2023:**

**Access to the FILBOOST tool, to help manage stress and concentrate on a daily basis**

**Organization of internal workshops to manage stress and workload**

**Access to an osteopath twice a year on site for individual appointments**

**Training carried out by a naturopath on site to improve your physical well-being and breathing**

**Setting up a listening unit by psychologists/coaches**

**Implementation of the Quality of Life at Work Week challenge with visits from a sports coach for group lessons**

**Delivery of fruit baskets twice a month**

**90.3%** of our employees are satisfied with working at Altyor

### OBJECTIVE 2024

In 2024, we will continue our actions to create a pleasant work space (including the development of the new badminton space) and to organize workshops (breathing, yoga, etc.) to respond to the stress issues intrinsic to our profession.



# Testimonial from an Altyormate



"The integration of ESAT workers truly brings meaning to our work. Yes, it requires specific support to explain and especially reassure them, but it enriches our daily lives even more by providing these individuals with an insight into the professional world." **Philippe & Yann**

## SOCIAL

Statutory objective  
Mission-driven  
Company

4

## PROMOTE THE INCLUSION OF PEOPLE WITH DISABILITIES

### 2023 REVIEW

Since 2021, Altyor has collaborated with ESATs (Work Assistance Establishments) on tasks related to its trades. In 2023, this collaboration was intensified with these persons welcomed on our site, aiming to offer a place for fulfillment and kindness.

**10** ESAT workers in 2023

**1,144** hours worked in 2023

### OBJECTIVE 2024

The collaboration with ESATs will continue in 2024, both for missions on our site and in their establishments. This partnership will be enriched with resume writing, cover letter creation, and interview workshops conducted by our human resources department within these structures.

Also, at the end of the year, we will participate in the Duo Day event, where we welcome people with disabilities for a day to discover our profession, immersed in our company.



## IMPROVE THE INTEGRATION OF NEW ARRIVALS

### 2023 REVIEW

The integration of new Altyormates is a central point of the human resources missions within Altyor. The integration journey has been enriched over the years to guarantee an employee experience that anchors our values and trade.

**90%** completion of the full integration programme for our new arrivals

### OBJECTIVE 2024

This year 2024, we are incorporating a new mandatory training into the integration journey: an awareness of environmental issues and our internal actions (our Design for Tomorrow approach, what is a carbon footprint? ...) Our goal for 2024: to achieve a 100% completion rate of the full journey for all our new arrivals.

# Testimonial from an Altyormate



“The social dialogue and alert procedure are pillars of harassment prevention. They create a climate of trust and respect, empowering employees to speak out and report abusive behaviors. As a works council representative, we are committed to promoting this dialogue.” **Kevin**

**SOCIAL**

Statutory objective  
Mission-driven  
Company

4

## PROVIDE A WORKPLACE FREE FROM DISCRIMINATION AND HARASSMENT & FACILITATE REPORTING IN CASE OF FAILURE

### 2023 REVIEW

An alert procedure has been in place since April 2023 and is open to both internal and external partners. This form allows for the reporting of all deviations from Altyor policies, such as harassment, discrimination, or corruption. This form is anonymous to guarantee the protection of information.

**0 ALERTS IN 2023**

### OBJECTIVE 2024

After an internal survey in December 2023, 64% of employees declared they were aware of this form. The goal for the year is to communicate even more regularly on this subject.

2024 will also see the appointment of harassment referents in France and China.

## ENCOURAGE SOCIAL DIALOGUE

### 2023 REVIEW

Altyor has a works council representing employees (CRE) in France. This committee of staff delegates includes five employees, as well as Karen Murciano, Human Resources Manager, and Yanis Cottard, Chairman of the Altyor Group.

The strong involvement of the Executive Committee in this CRE helps to advance the company on issues around employee well-being and environmental concerns.

### OBJECTIVE 2024

Altyor intends to develop the works council format for our entity in China, to further improve communication between employees and management.



## Testimonial from an Altyormate



“Something I appreciate at Altyor is the opportunity to train throughout the year to improve skills. Last year, I took an English course to refresh my vocabulary. This year, I attended internal workshops on Priority Management and also participated in HR-focused training offered by the CCI (Chamber of Commerce and Industry) du Loiret. I also attended several webinars. With my 'HR Service' cap, I organize mandatory training for my colleagues such as electrical certification or CACES.”

Tanja

Statutory objective  
Mission-driven  
Company



## PARTICIPATE IN THE PROFESSIONAL DEVELOPMENT OF OUR EMPLOYEES

### 2023 REVIEW

Knowledge transfer is essential at Altyor. For this purpose, employees benefit from training through external organizations as well as through skill sharing among internal colleagues. 2023 was also marked by the launch of a platform gathering all video trainings and materials to ease their access throughout the year.

**85%** of our employees took at least one training course in 2023

### OBJECTIVE 2024

This year, efforts will be focused on enhancing training for managers. Effective management is critical for an organization's success. These training sessions will focus on developing both technical and soft skills. We will actively promote our brand-new internal training platform and select new external trainings on job skills and soft skills for all our employees.

Statutory objective  
Mission-driven  
Company



## TRANSMIT OUR KNOWLEDGE AND OUR VALUES

### 2023 REVIEW

Altyor is committed to acting with the youth. In 2023, we welcomed 8 interns from 9th and 10th grade. Our employees also speak at high schools, IUTs, and Polytech to share their profession and career path. We also participate as jurors at the "second chance school" to guide students without qualifications in their professional journey.

**234** hours dedicated in 2023

### OBJECTIVE 2024

Our commitment will remain just as intense, supported by the 'Exemplary' pillar of our Mission-Driven Company. Interventions in schools on responsible themes, building projects with our secondary cycle interns and always a passion-driven transmission!



# Testimonial from an Altyormate



“Sports are beneficial for health, everyone knows that, but there's also everything sports bring in terms of values, collectiveness, support, and encouragement. A real privileged moment of sharing and cohesion. Personally, I discovered badminton at Altyor when the management had the wonderful idea of installing courts in our warehouse in 2012. Since then, the courts are still there, and activities have diversified; the practice of sports in the company has become a nearly daily routine for some Altyormates.”

**Damien**

## COMMITTING TO HUMANITARIAN AND ASSOCIATIVE CAUSES

### 2023 REVIEW

Altyor demonstrates a strong commitment to associative and charitable causes such as the Parasurfing Federation, the 'Foulées Roses' (French race for the fight against cancer), and the Badminton Federation. Each year, the company offers its employees the chance to sponsor associations by submitting their projects. In 2023, in addition to the regularly supported associations, Altyor also sponsored eight new initiatives proposed by its own collaborators.

# 25 000€

**Amount paid to associations in 2023**

### OBJECTIVE 2024

In 2024, we will reiterate the call for collaborators to submit their association for donation requests.

Additionally, this year, Altyor has decided to support a local project through the Orléans Foundation. The Emoji project, driven by the Foundation, is a program committed to preventing poverty from an early age. A large-scale project to have a significant impact on fighting inequalities from a young age.



# SOCIAL

Statutory objective  
Mission-driven  
Company

# 2

# Key figures

# SOCIAL

AREA 1: SOCIAL	2023	Objective 2024 or National Average	Correspondence with GRI	SDGs
<b>Total employee workforce in FTE</b>	260	average : 383 ( <a href="#">Source Insee: number of employees in industry fabric . equip . elec., electronics, computing . ; fab . Machines in France in 2015</a> )	GRI 2-7 Employees	
<b>Average age of the organization's total workforce in N-1.</b>	40.45 years	National average: 40 years ( <a href="#">Source Insee: average age in industry in France in 2008</a> )	GRI 405-1 Diversity of governance bodies and employees	SDG10
<b>Average number of years spent per employee</b>	5.71 years	National average: 10.3 years ( <a href="#">Source OECD: average length of service in France in 2022 .</a> )	GRI 2-7 Employees	SDG 8
<b>Rate of employee absenteeism within the organization during the financial year.</b>	2.94%	National average: 5.3 % ( <a href="#">Source: barometer on absenteeism in the private sector .</a> )	GRI 401-1 New employee hires and employee turnover	SDG 3
<b>Turnover rate (excluding fixed-term contracts, internships and work-study students)</b>	14.35%	<15%	GRI 401-1 New employee hires and employee turnover	SDG 3
<b>Number of incidents reported under the alert procedure</b>	0	0	GRI 2-26 Mechanisms for seeking advice and raising concerns	SDG 16

# Key figures

## SOCIAL

SOCIAL AREA: Career management	2023	Objective 2024 or National average	Correspondence with GRI	SDGs
Employees who have benefited from training (excluding workers )	85%	>70%		SDG 4
Number of training courses offered to employees over the last 12 months or the last financial year.	39	Trend	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	SDG 4
Average number of training hours completed by an employee within the organization (excluding workers )	12.2 h	National average: <a href="#">22 hours for companies from 50 to 299 in 2018.</a>	GRI 404-1 Average hours of training per year per employee	SDG 4
Share of payroll dedicated to training	0.99 %	The rate of the legal contribution to professional training is 1% of the gross payroll.		SDG 4
Percentage of the workforce having benefited from a performance evaluation and career development interviews (excluding workers )	100 %	100%	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	SDG 4
Number of hires over the last financial year in FTE	34	Trend	GRI 401-1 New employee hires and employee turnover	SDG 1
Share of internal promotions	25%	National average: <a href="#">5% of recruitments in France came from internal mobility in 2019</a>		SDG 4



# Key figures

## SOCIAL

SOCIAL AREA: Health and safety	2023	Objective 2024	Correspondance with GRI	SDGs
Number of fatal accidents at work in the last 12 months or in the last financial year	0	0		SDG8
Number of cases of occupational illness recorded and recognised within the organisation.	0	0	GRI 403-9 Work-related injuries	SDG8
Lost time injury frequency rate	8,32/1,000,000	0	GRI 403-9 Work-related injuries	SDG8
Severity rate of accidents at work	0,0395/1,000	0	GRI 403-9 Work-related injuries	SDG8

SOCIAL AREA: Social dialogue	2023	Objective 2024	Correspondence with GRI	SDGs
Total number of incidents and legal actions related to non-compliance with labor laws	0	0		
Share of employees covered at establishment level by worker representatives	91% (France)	N / A		SDG8
Share of employees covered by a collective agreement	73% (France)	N / A		SDG8

# Key figures

# SOCIAL

SOCIAL AREA: Inclusion and equity	2023	Objective 2024 or National Average	Correspondence with GRI	SDGs
Percentage of employees made aware of the subject of discrimination	100%	100%	Percentage of employees made aware of the subject of discrimination	
Number of incidents reported as part of the alert procedure	0	0	GRI 2-26 Mechanisms for seeking advice and raising concerns	SDG16
Share of women in FTE	57,53%		GRI 405-2 Ratio of basic salary and remuneration of women to men	SDG5
Share of women in executive bodies	37.31%		GRI 405-1 Diversity of governance bodies and employees	SDG10
Pay gap between women and men (all jobs combined)	16.2% (France)	National average: 14.8% <a href="#">Average salary and working time gaps between women and men in the private sector in 2021</a>	GRI 405-2 Ratio of basic salary and remuneration of women to men	
Share of employees with disabilities who held management positions (excluding the board of directors) during the last 12 months or the last financial year.	0%	Trend	GRI 405-1 Diversity of governance bodies and employees	SDG10
Share of the organization's employees who were disabled out of the entire workforce during the last 12 months or the last financial year.	0%	Trend	GRI 405-1 Diversity of governance bodies and employees	SDG10



# ENVIRONMENT

Altyor is committed to reducing its environmental impact, both in terms of its activity and the products the company manufactures and distributes.

Our strategy to reduce our environmental impact is outlined both at the company level and at the products level.



OUR POLICIES ARE AVAILABLE ON  
[WWW.ALTYOR.GROUP](http://WWW.ALTYOR.GROUP)

# ENVIRONMENT

## OUR ENVIRONMENTAL OBJECTIVES

### RELATED TO THE ENVIRONMENTAL MANAGEMENT OF THE COMPANY

- Train our Altyormates & partners on climate issues
- Conduct our annual GHG report
- Reduce the energy consumption of our buildings
- Reduce the consumption of our IT infrastructures
- Opt for the least CO2-consuming modes of goods and personnel transportation
- Optimize waste management

### RELATED TO THE ENVIRONMENTAL MANAGEMENT OF PRODUCTS

- Select projects with a low environmental impact or contributing to a positive social and environmental impact
- Eco-design products
- Develop our recycling loops
- Promote our refurbishment loop
- Develop our own products with reduced impact



# Testimonial from an Altyormate



At Altyor, we focus on reducing our carbon footprint, particularly through our commitment to our Scope 3. Working with our suppliers is central to our approach, underscoring our belief that environmental impact can only be reduced collectively. Awareness is also a key pillar, whether it's internally where we train and inform our teams, or externally where we share our vision through presentations or conferences. It's truly fulfilling to be part of a company that places social and environmental issues at the heart of its commitment" **Bastien**

## ENVIRONMENT

Statutory objective  
Mission-driven  
Company



### CONDUCT OUR ANNUAL GHG REPORT

#### 2023 REVIEW

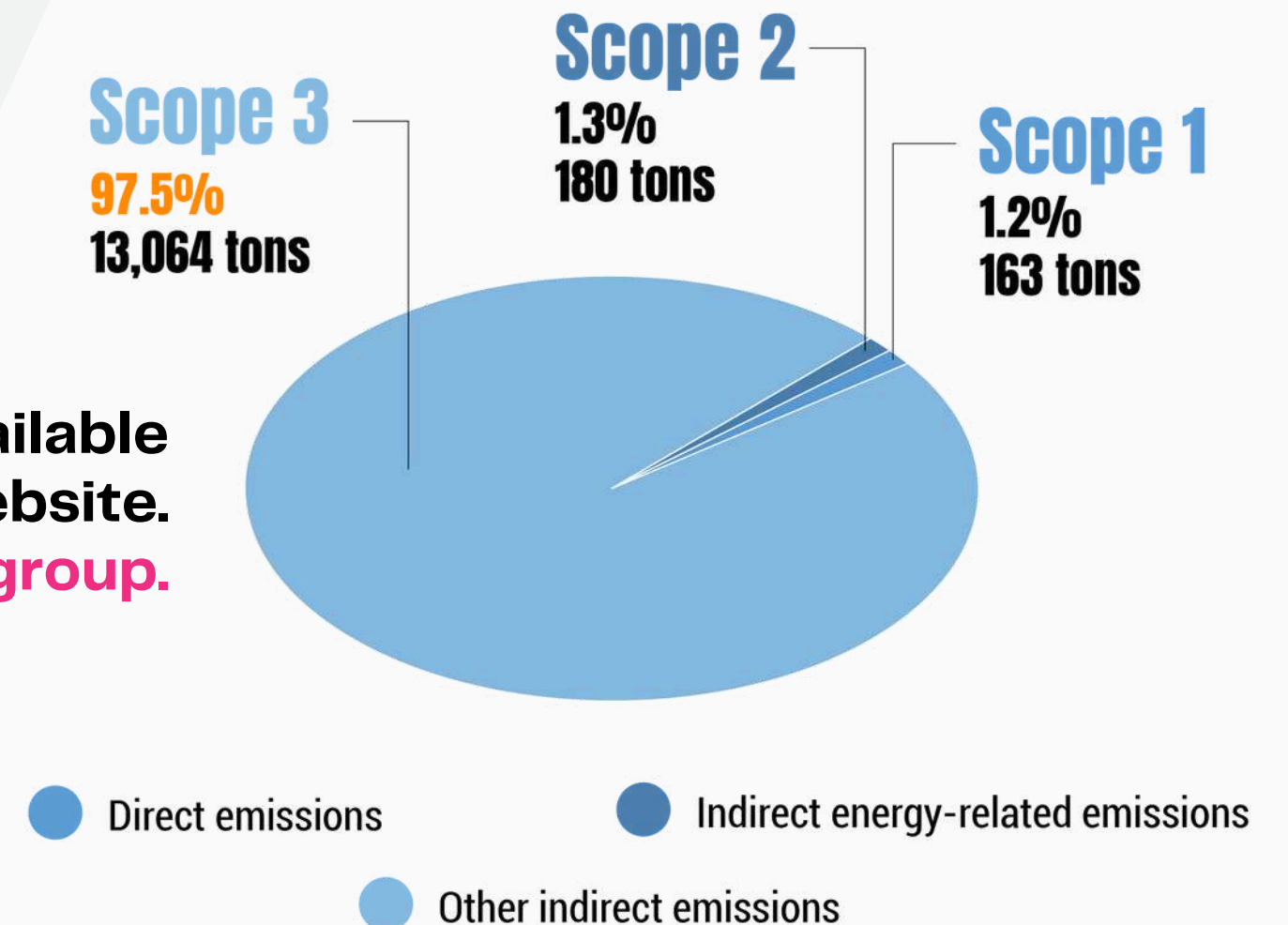
In 2023, Altyor participated in the Decarbonation Accelerator, operated by Bpifrance. Our 2021 carbon footprint and this participation allowed us to develop our low-carbon strategy and thus define our objectives by 2030:

**42% in scopes 1 and 2**  
**25% in scope 3**

#### OBJECTIVE 2024

2024 will mark the year-by-year, emission post-by-emission allocation of our carbon footprint reduction trajectory.

**Our carbon footprint is available on our website.**  
[www.altyor.group](http://www.altyor.group)



Data for 2021

# Testimonial from an Altyormate



“In 2021, we conducted an EcoFlow\* Diagnostic that allowed us to implement paths towards our ecological transition. In 2 years, we managed to reduce our electricity consumption by 25%! I'm proud to have rallied my colleagues to this path. These initial actions make me realize that we are heading in the right direction to reduce the environmental impact of the company and individuals.” **Frédéric**

\*an initiative by ADEME and Bpifrance

## REDUCE THE ENERGY CONSUMPTION OF OUR BUILDINGS

## ENVIRONMENT

Statutory objective  
Mission-driven  
Company



### 2023 REVIEW

In 2023, Altyor continued its actions to reduce the consumption of its site in France:

- Replacement of warehouse lighting with LED tubes (3000m<sup>2</sup>)
- Zoning of lighting and building automation
- Optimization of heating management in the storage area
- Removal of energy-consuming heating devices
- Connection of heating to Outlook calendars
- Automation of heating in meeting rooms

**-25%**

**energy consumption in 2023 (vs 2022)**



### OBJECTIVE 2024

Our actions will continue in 2024 with:

- the replacement of office lighting by LED lighting (784m<sup>2</sup>)
- a renewable energy project
- improvement of insulation in the Tiloli picking space
- implementation of an action plan for the China site

## REDUCE THE CONSUMPTION OF OUR IT INFRASTRUCTURES

### 2023 REVIEW

In 2023, the digital footprint of our infrastructures was measured, allowing us to prioritize our actions. Here are the actions implemented in 2023:

- optimization of websites (altyor.group)
- removal of physical handsets and switch to IP
- implementation of the unique business card in recycled material
- removal of unused static websites

The year was also marked by strong awareness among employees on good digital practices (deleting heavy files, minimizing emails in favor of Teams..)

### OBJECTIVE 2024

Awareness and website optimization will be two major themes of the year 2024.

# Testimonial from an Altyormate



“When implementing the ecological transition contribution, we were surprised by the positive feedback from a majority of our clients. We witnessed a significant increase in the anticipation of shipments. The volume of our air shipments remains high, but now it entails smaller volumes and primarily true emergencies.” **Julie**

## ENVIRONMENT

Statutory objective  
Mission-driven  
Company



### OPT FOR LESS CO2-CONSUMING TRANSPORTATION MODES

#### 2023 REVIEW

##### For our clients

To discourage the use of air transport, Altyor has put in place a financial incentive: the equivalent of 25% of the air transport price is added to the transport cost and fully allocated to funding positive impact projects.

**12 277€** donations as part of our contribution

##### For our employees

Altyor encourages employees' soft mobility through the implementation of the Sustainable Mobility Package (Forfait Mobilités Durables) to promote carpooling and cycling use.

#### OBJECTIVE 2024

Initiated in mid-2023, the financial incentive to reduce air transport use will continue with the goal of further decreasing its usage.

The amount of donations from 2023 will be given to associations committed to the ecological and social transition.

### OPTIMIZE WASTE MANAGEMENT

#### 2023 REVIEW

In 2023, three important actions were implemented:

- the purchase of a cardboard recovery machine, transforming it into stuffing for shipments. This allowed us to significantly reduce cardboard waste and to proscribe all plastic bubble wrap
- implementation of a composting system
- improved sorting of general waste and better valorization of waste

**-40%** of non-hazardous industrial waste in 2 years

#### OBJECTIVE 2024

Our 2024 objective is to continue to improve the sorting of our general waste. and its valorization. For this, we will select an engaged partner for optimal valorization of our waste.

**-40%** of cardboard waste in 1 year



# Testimonial from an Altyormate



"Altyor is resolutely committed to environmental and industrial transition. This position, which implies making renunciations, creates new medium and long-term opportunities that are aligned with our values. Implementing our customers' hardware innovations already makes obvious sense. Determining collectively and objectively the projects that meet this commitment adds a deep complementary meaning and instils in our partners, suppliers and customers the audacity to push back the established limits." **James**

## ENVIRONMENT

Statutory objective  
Mission-driven  
Company

2

### SELECT PROJECTS THAT HAVE A LOW ENVIRONMENTAL IMPACT OR CONTRIBUTE TO A POSITIVE SOCIAL AND ENVIRONMENTAL IMPACT

#### 2023 REVIEW

Since 2022, Altyor has implemented a project qualification grid based on criteria aligned with our values: sectoral and product impact on the ecological or social transition, eco-design approach of the project leader, etc. This grid is completed by a committee made up of members of the executive committee and the sales team. In 2023, 40 projects were submitted to the committee, 7 of which were rejected.

**7** projects rejected as part of our strategy of opting out

#### OBJECTIVE 2024

Renunciation is a strong aspect of our commitment and will be pursued in 2024. With our positioning as a Mission-driven Company, the aim is to reduce this figure through explicit communication, which will make it possible to receive projects aligned with our values.





# Testimonial from an Altyormate



"As an engineer at Altyor, eco-design has become second nature, part of the way we do business. The 'Eco-design checklist', created by the dedicated Design for Tomorrow team, is our tool of choice, guiding us along our eco-design path. However, convincing our customers of the importance of this approach remains a daily challenge." **Romuald**

## ENVIRONMENT

Statutory objective  
Mission-driven  
Company



### ECO-DESIGN PRODUCTS

#### 2023 REVIEW



Design for Tomorrow is our eco-design and eco-manufacturing approach, created in 2020 to formalise our expertise around 4 key areas: durability and reparability, energy optimization, product and packaging sobriety and the circular economy. Our mechanical and electronic design offices are trained and build expertise to eco-design our customers' products.

**100%** des ingénieurs formés à l'éco-conception

#### OBJECTIVE 2024

From 2024, a new directive will be in force within our mechanical engineering design office: any product we design must be made from recycled materials. Opting for new, so-called virgin materials will require an exceptional request for exemption

#### DURABILITY & REPARABILITY

Our Ecodesign experts develop products that last and whose design allows for easy repair.



#### ENERGY OPTIMIZATION

Optimizing power consumption focuses on selecting the technologies that are relevant to the product's use, no more, nor less.



#### PRODUCT & PACKAGING SOBRIETY

Our engineering teams strive for product and packaging sobriety to design products with a reduced carbon footprint.



#### END-OF-LIFE MANAGEMENT

End-of-life is an integral part of the product life cycle that must be anticipated as early as possible and managed intelligently.



# Testimonial from an Altyormate



"Working in the management of the post-consumer recycling loop is an exciting and demanding challenge. It's a source of pride to help create a recycled material with virtually zero pollution. What's more, we're seeing growing interest from our customers and management who are encouraging and pushing this approach. The next big step will be to get our ecosystem to accept that recycled material is just as valuable as virgin material." **Youen**

## ENVIRONMENT

Statutory objective  
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### DEVELOPING OUR RECYCLING LOOPS

#### 2023 REVIEW

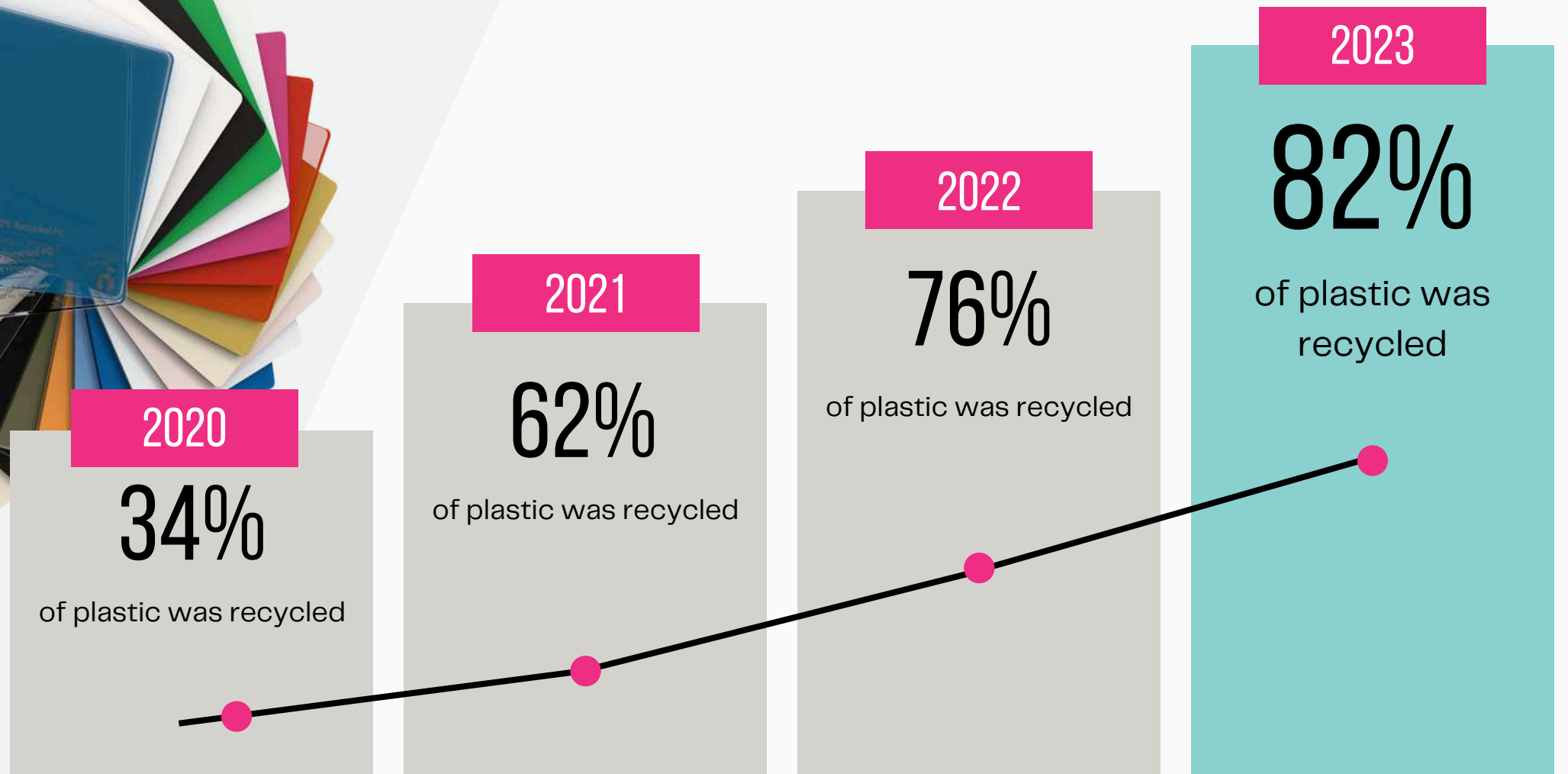
For over 10 years, Altyor has built up expertise in the use of recycled materials. The proportion of recycled material is steadily increasing, thanks to the integration of new projects and the awareness of new customers.

**82%** of plastic used was recycled plastic in 2023

#### OBJECTIVE 2024

Two major areas of action are planned for 2024:

- Obtain UL V0 certification for fire-resistant materials, thereby further increasing our consumption of recycled plastic.
- Develop the regeneration loop in China to use the material locally



# Testimonial from an Altyormate



"At Tiloli, we're integrated into Altyor's global strategy, and we have considerable leverage thanks to our own MW brand. It gives us a great deal of freedom in terms of product design, with the aim of limiting our footprint as much as possible. Today, MW is positioned as a major international player in recycled material covers." **Florian**

## ENVIRONMENT

Statutory objective  
Mission-driven  
Company



### DEVELOP CLEAN PRODUCTS WITH LOW ENVIRONMENTAL IMPACT

#### 2023 REVIEW

NodOn and Tiloli are our two subsidiaries that manufacture their own products.

NodOn, a smart building and smart home specialist, offers a range of products to make homes and buildings more efficient, comfortable and energy-efficient. In 2023, NodOn began marketing all its products in recyclable single-material packaging.

Tiloli, through its MW brand, develops computer covers. These covers are 99% made from recycled materials (RPET, polyurethane shape memory). In 2023, MW sold 55,000 recycled covers, representing a reduction of 47 T of CO2 eq.

**-56%** CO2eq emissions thanks to the use of recycled material in MW covers



#### OBJECTIVE 2024

In 2024, MW plans to market its 3rd collection of covers and 2 iPad folios made from recycled materials.

On the NodOn side, 3 major actions will take place:

- reindustrializing production of certain products to our unit in France
- switching to recycled plastic for eligible products
- creating a range of reconditioned products



# Testimonial from an Altyormate



"You can turn the equation on its head. The best way to (very) significantly reduce the impact of an electronic product is to maximise its lifespan, and above all its useful life/service rendered. Our refurbishment and reconditioning services enable us to do just that, and we want this to become a strategic priority for Altyor."

**Thomas**

## ENVIRONMENT

Statutory objective  
Mission-driven  
Company



### PROMOTE OUR REFURBISHMENT LOOP

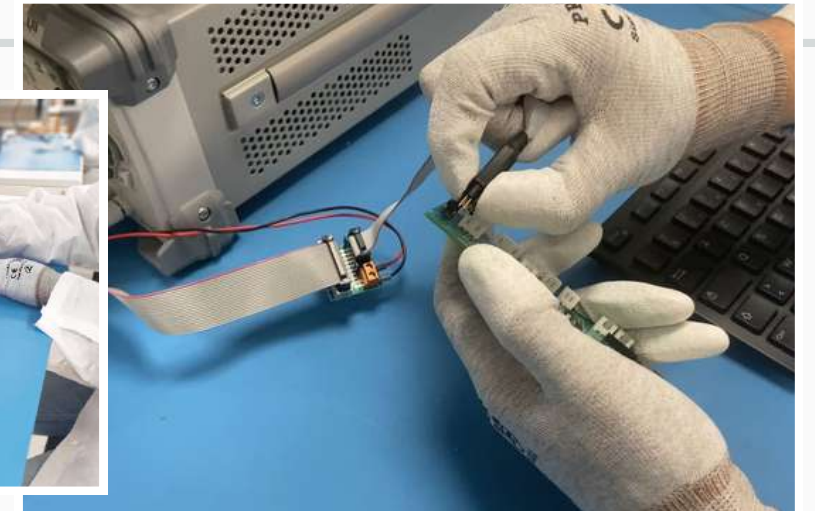
#### 2023 REVIEW

In 2023, the Altyor refurbishment loop was born. Our aim is to recover customers' products, refurbish them and give them a second life.

**24 711** refurbished products in 2023

#### OBJECTIVE 2024

Our objective for 2024 is to develop our loop with our customers. To achieve this, we will systematically include the cost of refurbished products in every product estimate. The aim of this initiative is to encourage our customers to adopt a business model based on sustainability right from the start of development.



Altyor gets the product back



Altyor carries out the upgrading



Altyor returns products



# Key figures

# ENVIRONMENT

AREA 2: ENVIRONMENTAL MANAGEMENT IN COMPANY	2023	Objective	Correspondence with GRI	SDGs
Scope 1 GHG emissions	163 tonnes CO2e (2021)	-42% by 2030	GRI 305-1 Direct (Scope 1) GHG emissions	SDG 3
Scope 2 GHG emissions	180 tonnes CO2e (2021)		GRI 305-2 Indirect energy (Scope 2)	SDG 3
Scope 3 GHG emissions	13,064 tonnes CO2e (2021)		-25% by 2030	GRI 305-3 Other indirect (Scope 3)
Total energy consumption	479.86mWh	-5% in 2024 -15% by 2030	GRI 302-1 Energy consumption within the organization	SDG 11
Total renewable energy consumption	0	Trend	GRI 302-1 Energy consumption within the organization	SDG 7
Total water consumption	9910m3	Trend	GRI 303-3 Water withdrawal	SDG 11
Total weight of hazardous waste	0.54 tonnes	Trend	GRI 306-3 Waste generated	SDG 3
Total weight of non-hazardous waste	15.01 tonnes	Trend	GRI 306-3 Waste generated	SDG 3
Total weight of waste recovered	7.5 tonnes	Trend	GRI 306-4 Waste diverted from disposal	SDG 11
Total weight of WEEE placed on the market	0.032 tonnes	Trend	GRI 306-3 Waste generated	SDG 11
Total weight of EEE placed on the market	24.55 tonnes	Trend	GRI 306-3 Waste generated	SDG 11
Number pollution accidents	0	0		SDG 8
Share of sites/operations located in or near areas sensitive to biodiversity	0	0	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SDG 8

# Key figures

# ENVIRONMENT

AREA 2: PRODUCT ENVIRONMENTAL MANAGEMENT	2023	Objective 2024	Correspondence with GRI	SDGs
Percentage of engineers trained in eco-design	100%	100%		SDG 12
Number of products with a Life Cycle Analysis carried out in 2023	4	100% of products in development		SDG 12
Number of products with a Design for Tomorrow index produced in 2023 (excluding Tiloli )	7	100% of products in development		SDG 12
Quantity of new projects integrating recycled material	1	>5		SDG 12
Percentage of recycled plastic material used (% recycled material over % injected material)	82%	>75%	GRI 301-2 - Recycled input materials used	SDG 12
Number of products taken back and refurbished as part of a rework	24,711	Trend		SDG 12
Rate of end-of-life products having undergone dismantling (for recycling)	No data	90%		SDG 12
Number of products taken back and refurbished as part of the reconditioning loop	0	Trend		SDG 12
Number of customer returns following health and safety incidents	0	0		



# ETHICS

Altyor is committed to the fight against corruption and mismanagement of information.

Corruption and mismanagement of information are among the challenges of a CSR policy. Altyor is therefore committed on these fronts in order to guarantee ethical and responsible business management.



OUR POLICIES ARE AVAILABLE ON  
[WWW.ALTYOR.GROUP](http://WWW.ALTYOR.GROUP)

## OUR ETHICS OBJECTIVES

RAISE THE AWARENESS OF OUR ALTYORMATES ON THE REFLEXES TO HAVE IN TERMS OF INAPPROPRIATE GESTURES LINKED TO CORRUPTION, AS WELL AS CYBER ATTACKS.

ASSESS RISKS AND TAKING ACTION TO CONTROL THEM



# Testimonial from an Altyormate



For a small ETI like ours, corruption is a distant subject, but writing the map with each stakeholder made it possible to realise the potential risks that could affect us, and the actions already put in place. It's satisfying for us to realise that our processes are secure, and a reminder not to take this subject lightly." **Marion**

## ETHICS

Statutory objective  
Mission-driven  
Company



### RAISING AWARENESS OF OUR ALTYORMATES

#### 2023 REVIEW

At Altyor, training and awareness-raising sessions are held once a year to remind and re-explain the ins and outs of our CSR policies. In particular, the subjects of discrimination, harassment and corruption are addressed. In addition, each new Altyormate is given a special CSR session as part of their induction programme.

**100%** employees trained in corruption  
**100%** employees trained in information security

#### OBJECTIVE 2024

We will continue our regular communications to raise employee awareness of cyber security and corruption, in particular.



### ASSESS RISKS AND TAKING ACTION TO CONTROL THEM

#### 2023 REVIEW

This year, we strengthened our commitment to the fight against corruption by drawing up our risk map. This enabled us to assess the departments at risk, analyse the measures in place, and determine whether further action was required. The results indicate that most of our risks are secure, but awareness-raising is important for some of the more exposed functions.

#### OBJECTIVE 2024

A risk map will be drawn up for our information security. We will also carry out several phishing test campaigns to evaluate our processes.

# Key figures

# ETHICS

AREA 3: ETHICS	2023	Objective	Correspondence with GRI	SDGs
Percentage of employees trained in business ethics issues	100%	100%	GRI 205-2 Communication and training about anti-corruption policies and procedures	SDG 16
Number of violations of the Code of Ethics / main CSR policies (social law, fight against corruption, etc.)	0	0	GRI 205-3 Confirmed incidents of corruption and actions taken	SDG 16
Number of incidents reported as part of the alert procedure	0	0	GRI 2-26 Mechanisms for seeking advice and raising concerns	SDG 16
Number of confirmed corruption incidents	0	0	GRI 205-3 Confirmed incidents of corruption and actions taken	SDG 16
Number of confirmed information security incidents*	1	0		SDG 16

\*incident linked to an external partner but with no major consequences for Altyor



# SUSTAINABLE PURCHASING

Altyor is committed to responsible and sustainable purchasing, which requires a policy of control and commitment.

# SUSTAINABLE PURCHASING

Altyor's supply chain is rich in diversity and therefore requires a policy of control and commitment. Our purchases of materials, electronic components and finished products are therefore subject to the quest for responsible and sustainable management.



OUR POLICIES ARE AVAILABLE ON  
[WWW.ALTYOR.GROUP](http://WWW.ALTYOR.GROUP)

## OUR SUSTAINABLE PURCHASING OBJECTIVES

COMMIT ALL OUR SUPPLIERS TO A SOCIALLY AND ENVIRONMENTALLY RESPONSIBLE APPROACH

SUPPORT OUR SUPPLIERS IN DEVELOPING THEIR ENVIRONMENTAL AND SOCIAL CAPABILITIES

CONTROL OUR SUPPLY CHAIN FOR ELECTRONIC COMPONENTS

PROMOTE DIVERSITY AMONG OUR SUPPLIERS

1 NO POVERTY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



# Testimonial from an Altyormate



"Supplier Day has created a new relationship with our suppliers. Commitment has been strengthened with a common goal that goes far beyond the standard needs of a customer-supplier relationship." **Michaël**

# SUSTAINABLE PURCHASING

Statutory objective  
Mission-driven  
Company



## COMMIT ALL OUR SUPPLIERS TO A CSR APPROACH

### 2023 REVIEW

In 2023, the first supplier day with our Chinese strategic suppliers took place. The day was devoted to presenting our approach and our commitments as a Mission-Driven Company. The discussions were enriched by testimonials, a close-up on life cycle analysis and discussions on concrete environmental and social actions.

**85%**

**strategic suppliers found the event very useful for our cooperation**

### OBJECTIVE 2024

In 2024, a special supplier day will be held for strategic suppliers in France. The aim is to involve our French suppliers in the ecological and social transition.



# Testimonial from an Altyormate



"Sustainable purchasing is a significant element in achieving sustainable development objectives. At Altyor, they are at the heart of our purchasing strategy. We do not hesitate to make bold choices, and we are building a virtuous purchasing roadmap with which we involve our ecosystem." **Laurent**

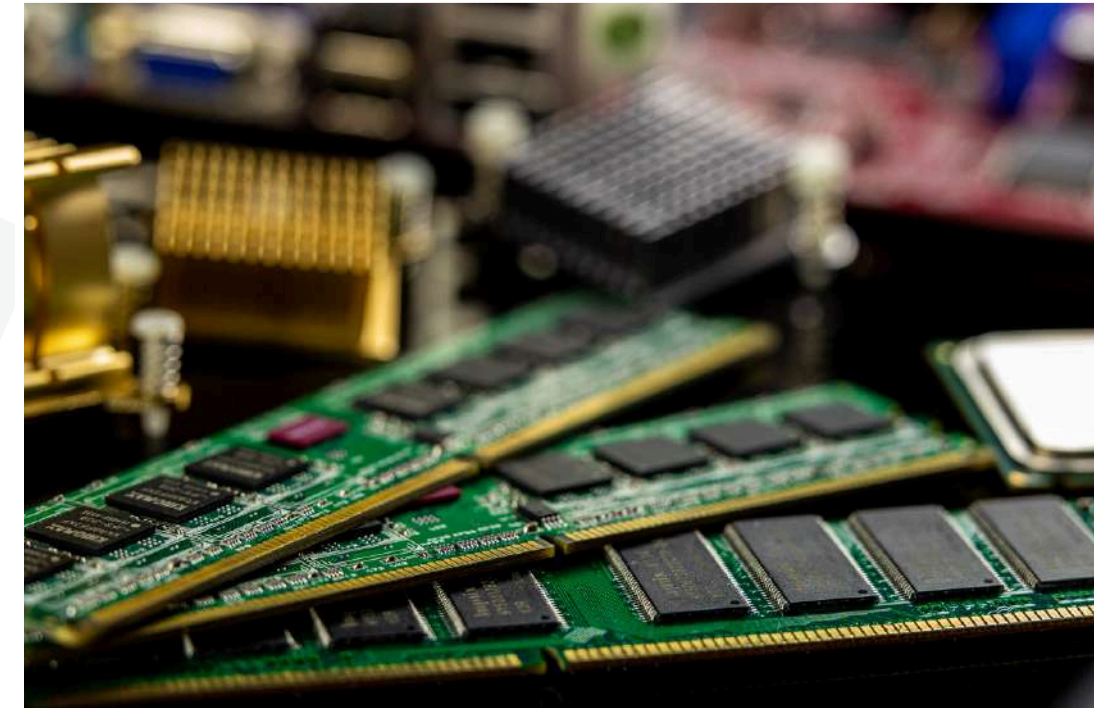
## SUSTAINABLE PURCHASING

Statutory objective  
Mission-driven  
Company

3

### SUPPORT OUR SUPPLIERS IN A CSR APPROACH

From 2024, Altyor will offer a CSR pathway to support our suppliers and grow together on our social and environmental commitments.



### CONTROL THE SUPPLY CHAIN OF OUR ELECTRONIC COMPONENTS

#### 2023 REVIEW

Altyor has implemented a Mineral Conflict procedure. The aim of this procedure is to control and validate the choice of components (and their declared origin) at each stage of product design.

#### OBJECTIVE 2024

2024 will see the implementation of this procedure and feedback. Our aim is to monitor and control the quality of our purchases of electronic components.

# Key figures

# SUSTAINABLE PURCHASING

AREA 4: SUSTAINABLE PURCHASE	2023	Objective 2024	Correspondence with GRI	SDGs
Percentage of buyers who have received CSR training	100%	100%		
Percentage of strategic suppliers having signed the Supplier Code of Conduct (SRMA)	84.62%	95%	GRI 308-1 New suppliers that were screened using environmental criteria GRI 414-1 New suppliers that were screened using social criteria	SDG 12
Percentage of strategic suppliers responding to our CSR survey in 2023	65.38%	90%	GRI 308-1 New suppliers that were screened using environmental criteria GRI 414-1 New suppliers that were screened using social criteria	SDG 12
Percentage of strategic suppliers (with requalification audit) having been audited on site with CSR criteria in 2023	0%	100%	GRI 308-1 New suppliers that were screened using environmental criteria GRI 414-1 New suppliers that were screened using social criteria	SDG 12
Proportion of relevant direct suppliers that have adopted and implemented a conflict minerals policy	96%	100%		SDG 16
Percentage of audited/evaluated suppliers involved in corrective actions via our CSR supplier route	0%	100%		
Percentage of own products with an environmental commitment (recycled material, 100% recyclable packaging, etc.)	92,81%	95%		SDG 12
Percentage of products put on the market with an environmental commitment (recycled material, 100% recyclable packaging, etc.)	16,01%	Trend		SDG 12

# WWW.ALTYOR.GROUP

FOLLOW ALTYOR'S CSR ACTIONS ON LINKEDIN



ALTYOR