

Labor and Human Rights Policy

EXOSENS is a high-tech company, with more than 85 years of experience in detection, imaging and light technologies for a safer world. Today, it offers its customers detectors and detection solutions: its power tubes, digital cameras, neutron & gamma detectors, scientific detectors and intensifier tubes allow to respond to complex issues in environments extremely demanding by offering tailor-made solutions to its customers.

The purpose of this policy is to express our desire to provide our employees with an environment in which they feel safe and protected. On a daily basis, we want them to evolve in conditions that correspond to our values: trust, respect, team spirit, entrepreneurial spirit and passion. To do so, we are committed to a set of essential topics that guarantee their security and protection, equality and evolution.

1 Scope

This policy applies to all employees of EXOSENS Group companies. This document is checked and, if necessary, updated at least once a year.

To quantify our commitments and measure our progress, we comply with the reporting standards set up in the European Corporate Sustainability Reporting Directive (CSRD). Based on Exosens double materiality matrix, we have established the list following European Sustainability Reporting Standards (ESRS) that are material for the Group (please refer to the Extra-Financial Reporting Procedure).

2 Human rights, Child Labor and Human Trafficking

EXOSENS is fully aware of the importance of respecting human rights and preventing human rights violations both within the group and along the supply chain.

We commit to respect fundamental labor rights, including the prohibition of child labor, forced labor, corporal punishment, and harassment. We also prohibit all form of discrimination such as discrimination based on race, religion, national origin, social origin, sexual orientation, physical characteristics, handicap... All employees must be treated with dignity and respect, and for this reason, we strive to provide safe, hygienic working conditions that comply with applicable laws and regulations.

3 Employee health and safety

At EXOSENS, the well-being and safety of our employees, subcontractors and temporary workers are at the heart of our HR policy. This commitment is not only a moral obligation, but also a strategic cornerstone that fundamentally influences the performance and productivity of our organization.

We know that employees may face a variety of physical and mental health challenges resulting from inadequate equipment, unsafe work practices or exposure to hazardous substances. EXOSENS is committed to creating a work environment that puts safety and support at the top of its priorities, making every effort to eliminate these

risks. This commitment is evident in our ongoing efforts to assess and improve equipment, establish and adhere to best practices, and proactively mitigate risks associated with harmful substances and workplace hazards.

Health and safety also fuel our Corporate Social Responsibility Strategy as we took two strong commitments in this respect:

- Protecting the well-being of our employees requires early recognition and intervention when it comes to potential sources of psychological stress. For this reason, by 2025, our goal is that at least 80% of our managers receive comprehensive training on the identification and management of psychosocial risks.
- In addition, we are actively working on the topic of reducing the frequency and severity of work-related injuries. These indicators are tracked at the sites and we want to address them at the group level to better understand and manage these potential risks. To assess our progress, we will closely monitor key performance indicators related to the effectiveness of our security measures and programs. Our ultimate goal is to significantly reduce these indicators, creating a safer and healthier work environment for all EXOSSENS employees.

4 Human Capital – Career Management and Training

At EXOSSENS, we are committed to managing careers and talent, continuing education and maintaining our human capital.

Participating in the career development of our employees is important to us, and we believe it is essential that all members of our teams clearly understand their roles, expectations and professional development paths. This includes performance evaluations to provide feedback on their work and to create a space to discuss their career aspirations and potential. These assessments are a valuable tool for identifying strengths and areas for improvement to help employees achieve their career goals.

Our engagement to continuous learning and skills development is fundamental. We want to enable our employees to progress continuously by offering qualitative training. We believe that investing in the growth and skills of our teams not only enhances their potential, but also contributes to the overall success of the Group.

All these efforts collectively contribute to nourishing our human capital, the vital force of our company. By monitoring the percentage of our workforce that receives regular performance and career development reviews, we are ensuring that our commitment to its development is not limited to words – it is a tangible and integral part of our HR strategy. At EXOSSENS, we are deeply committed to building a dynamic and talented workforce that not only promotes individual growth, but also the collective success of our organization.

5 Diversity, Equity & Inclusion

5.1 Our commitments

At EXOSSENS, we value the principles of diversity, equity and inclusion. We appreciate the strength that comes from the diverse backgrounds, unique experiences and distinct perspectives that each member of our teams brings to the table. As we strive for excellence, our unwavering commitment is focused on ending discrimination and all forms of workplace abuse.

Our journey towards a harmonious and inclusive workplace has been guided by the implementation of policies and practices that uphold the ideals of diversity, equity and inclusion. We believe these values are key to a dynamic workforce, innovation and success.

The prevention of discrimination, whether based on factors such as race, gender, age or any other characteristic, is very important at EXOSSENS. By creating a safe and supportive space for our employees, we ensure that we provide them with a work environment in which they feel comfortable and listened enough to fully contribute to the success of our company.

In addition, our commitment extends to countering cases of sexual harassment and bullying, ensuring that every employee feels not only valued, but also protected. Together, we are committed to creating a workplace where every voice resonates, every talent is recognized and every person is treated with the utmost dignity and respect.

5.2 Gender diversity in workforce

As part of our corporate social responsibility (CSR) strategy, EXOSSENS recognizes the importance of breaking down prejudices that can still hinder women's career advancement. In keeping with our commitment to gender equality and diversity, we have set a goal that women make up 30% of our Group executive committee. This proactive step aims to initiate transformative change at the highest levels of our organization.

In addition, we are committed to transparent reporting of the overall percentage of women in our workforce. This reflects our unwavering commitment to an inclusive workplace, free from gender discrimination. At EXOSSENS, we aim to create a work environment that defends gender equality by recognizing, encouraging and celebrating the skills and experiences of all individuals.

By addressing gender diversity in our workforce, we strive to foster an organizational culture that values and respects each employee's unique talents and experiences. In this way, we actively participate in creating positive changes for a more equitable future.

6 Working conditions

At EXOSSENS, we strongly believe in creating a thriving work environment that not only supports professional development, but also emphasizes maintaining a work-life balance. Our commitment is to cultivate a work environment where our employees can find a harmonious balance between their personal and professional lives.

We guarantee fair and just working conditions and working hours in accordance with national and international regulations and laws and some sites already have the option of remote-work.

7 Employee Engagement

The commitment of our employees is very important to us, aware of its impact on productivity and innovation, and therefore on our overall success. We are firmly committed to maintaining a culture of engagement, and aim to exceed the 70% employee engagement threshold by 2027 through a company-wide survey. To achieve this, we are committed to fostering dialogue with our employees, by valuing their comments and ideas.

We strongly believe that by investing in our team members, we will continue to propel our organization to new heights of success. Together, we can realize our vision of a committed, motivated and empowered workforce.

8 Social Dialogue

At EXOSSENS, we focus on fostering a culture of engagement, and the fundamental role of open and constructive dialogue in our employee relations is at the heart of this approach. We believe that effective communication between our organization, our employees and the unions is of paramount importance. The principle of "social dialogue" is deeply rooted in our HR policy. In the same approach, we strive to promote freedom of association and collective bargaining within EXOSSENS.

Our qualitative objective in this context is to ensure that the voice of each individual is not only heard, but also considered effectively. We are committed to creating an environment where dialogue flows in both directions, making it a two-way street where feedback and ideas are welcome, and actively considered and integrated into our policies and practices.

These agreements underscore our commitment to transparent, respectful and mutually beneficial terms and conditions of employment. We believe that effective social dialogue, facilitated by employee representatives and collective unions, is an integral part of creating a workplace that fosters collaboration, trust, and a culture of improvement.

Each Exosens employee shall be informed of this policy and agree to implement it as part of their professional activities within Exosens.

Approved by Jérôme Cerisier, CEO EXOSSENS Group

