

The background of the entire page is a high-angle, aerial photograph of an airplane's wing and tail fin. The wing extends from the bottom right towards the center, and the tail fin is visible further back, featuring a blue and white striped pattern. The sky is a clear, deep blue, and the ground below is visible as a patchwork of green and brown, indicating a landscape with some water or wetlands.

REPORT OF RESPONSIBILITY SOCIETAL 2025

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Mathieu Pacault

President & CEO

"We must prioritize our actions within the framework of our strategic plan."

Dear partners and stakeholders,

We are pleased to present our Corporate Social Responsibility (CSR) report for 2024, which highlights our significant commitments and achievements in the aerospace sector. This year marked a turning point in our sustainability journey, with remarkable performances in technological innovation, reducing our carbon footprint, and strengthening our ethical practices.

Thanks to the dedication of our teams and close collaboration with our partners, we have successfully integrated more environmentally friendly solutions into our production processes, while maintaining high standards of quality and safety. Our initiatives have significantly reduced our energy consumption and greenhouse gas emissions, while promoting diversity and inclusion within our organization.

As we look toward 2025, we are determined to continue this positive momentum. Our goals for the coming year include investing in greener technologies, continuously improving our environmental and social performance, and strengthening our commitment to responsible governance. We believe this integrated and collaborative approach is essential to building a sustainable future in the aviation industry.

We would like to thank each and every one of you for your continued support and commitment to our CSR initiatives. Together, let's continue to move toward a more responsible and sustainable future.



Presentation of Aries Industries

PRESENTATION OF ARIES INDUSTRIES

Prioritize our actions within the framework of our strategic plan.

ARIES INDUSTRIES, A UNIQUE INDUSTRIAL COMPANY IN THE WORLD

With its strong history and expertise, Aries Industries is the world leader in the manufacture of metal forming presses for the aeronautics industry, and the European leader in the manufacture of hot-formed and drawn aeronautical parts.

The unique combination of these two complementary skills allows the group to meet the needs of its clients at all levels, thus offering tailor-made, turnkey solutions.

A structure on a human scale

The Aries Group has nearly 250 employees and operates two sites in France and the United States. In France, it designs and assembles forming, stretching, and Linear Friction Welding (LFW) machines under the ACB brand through its Press BU. It also manufactures hot-formed parts through its HF/SPF production BU.

In the United States, the group is present through its subsidiary Cyril Bath, where it manufactures hot drawn titanium frames (HSF) for the world's leading aircraft manufacturers.

KEY FIGURES

92M€

turnover

90%



for export

65 000

parts per year

250



employees

400

machines installed
across the world

50



customers served
from rank 1, 2, 3

PRESENTATION OF ARIES INDUSTRIES

Prioritize our actions within the framework of our strategic plan.

MEETING OUR CUSTOMERS' EXPECTATIONS

Our extensive experience in advanced metal forming allows us to meet all our customers' needs. These include companies involved in the manufacturing of parts for aerostructures, nacelles, and engines, and for all types of platforms, including aircraft, helicopters, and the space industry. We offer a range of products and services: construction and installation of metal forming machines (sheet metal stretch forming, profile stretch forming, elastoforming, hot forming, superplastic forming, linear friction welding) and turnkey workshops.

THE GROUP STRUCTURE



OUR TEAM

An organization led by involved and responsible leaders.

The group is organized around three business units, each led by a director, under the coordination of a management committee comprising senior management and the heads of the three entities. This governance ensures consistent and efficient management of all sites and activities.



Mathieu Pacault

President & CEO



François van WESEM

Administrative and
Financial Director



Pascale PERON

Director of Human
Resources



Dominique LESCROART

Director of Press BU



Pierre-Edouard DOSSIN

Director of Aries
Manufacturing BU HF /
SPF



Patrick BRAUN

Director of Aries
Manufacturing HSF/HSS
BU

Each business unit has its own dedicated teams: sales, operations, and engineering, enabling autonomous and specialized management of their activities. Support functions such as Human Resources, IT, and Communications are shared across the group. This organization reflects the wealth of our expertise, with more than 100 different professions mobilizing a wide variety of skills and expertise.

In the production workshops, the teams work shifts, mainly 2x8 and 3x8, in order to ensure the continuity of industrial activity and to meet the performance and responsiveness requirements of the sector.

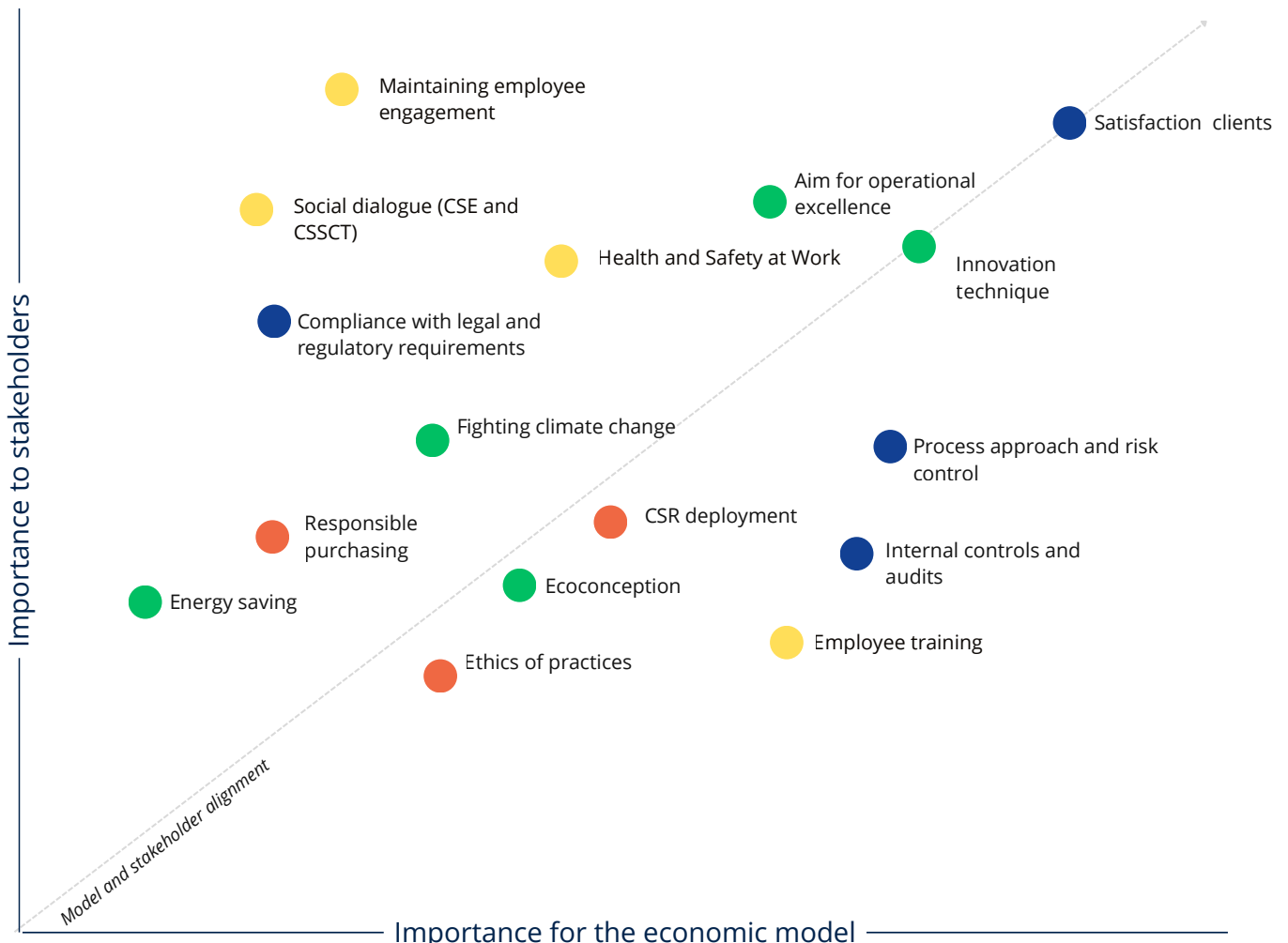
DEFINE OUR CHALLENGES

Prioritize our actions within the framework of our Strategic Plan.

THE ESSENTIAL PRIORITIES



A materiality matrix is a strategic tool used by companies to identify and prioritize the most important issues for their business and their stakeholders. It allows them to assess the impact of various environmental, social, and economic factors on the company's performance. By cross-referencing these factors with stakeholder expectations, the company can better direct its actions and resources toward the areas that require the most attention. This facilitates decision-making and ensures more responsible and sustainable management, while strengthening transparency and communication with stakeholders.



INVOLVING OUR STAKEHOLDERS

Define a differentiated relational strategy according to the stakeholders.

COMMITMENTS ACCORDING TO STAKEHOLDERS



Actors to satisfy

- Banks
- Shareholders
- DREETS
- Legislator
- Certification bodies

Key players

- Employees
- Competitors
- Clients

Actors to be informed

- Staff representatives
- Customs
- DREAL
- Local authorities
- Neighbors

Actors to be involved

- Commercial Agents
- Sister companies and subsidiaries
- Material suppliers
- Service providers

NOS ENGAGEMENTS

Give meaning and get involved in a common ambition.

SHARED AND CONCRETE COMMITMENTS

Our triple commitment

Beyond its certifications, ACB must demonstrate its responsibility through its commitments to the environment, safety and quality. This responsibility translates into missions, objectives, and action plans. It is the role of the Management to lead the way and be at the forefront of commitment and provision of the resources necessary for our ambition to become a key player in the aeronautics sector.

Preserve the environment

Reduce the environmental impacts of our activities and reduce our carbon footprint.
Strengthen energy management (monitoring energy consumption) and study opportunities for improving our machines and installations in relation to energy management.
Continue to recycle our waste.

Ensure security

Guarantee the physical and psychological integrity of all,
• Provide the material resources to protect the health of all those who work within our company.
• Involve employees and service providers in the search for safe and healthy working conditions.

Strive for excellence

Continuously improve the quality and reduce the costs of our products,
Improve the productivity and competitiveness of our products,
Expand our product catalog.

Managing our commitments

Our commitments to the environment, safety, and quality are translated into quantified objectives or action results. For one reason: to demonstrate and provide proof of our results.
Through our various working sessions, we measure our performance to protect ourselves against any subjectivity and make our decisions on a factual basis.

Our success is collective

It is an exciting project to be part of a company whose ambition is to contribute to the discovery of the world while respecting environmental requirements.
Combining progress and responsibility is a great challenge that we all work towards every day.
Continuously improving, meeting all applicable requirements, being an attractive company... This is what motivates us to achieve our ambition.
I am counting on you, as you can count on me, to succeed together.

ARIES INDUSTRIES
Shaping a better future

ACB GSE Policy - July 2025

A DEFINED POLICY

The best way to clarify our ambition is to put it in writing. By integrating the issues of excellence, the environment, and safety, we ensure the consistency of our actions and the satisfaction of our stakeholders.

QUANTIFIED OBJECTIVES OR DELIVERABLES

Commitments are systematically associated with expectations which take the form of quantified performance objectives or results on the implementation of a project.

THE MEANING GIVEN TO WORK

Defining an ambition involves giving it meaning. We've combined different departments to define our commitments to enable everyone to get involved, understand their contribution and be able to fully commit.

LASTING COMMITMENTS

Civic engagement is proof of concrete values.

THE SUSTAINABLE DEVELOPMENT GOALS (SDG) AND US?

SDG

The ARIES provisions

Concrete objectives



- Partnership with Action Against Hunger

We have a contract with Action Against Hunger and we contribute financially each year to help this association.



- A clear, detailed and disseminated Health and Safety policy
- Provisions for the layout of workstations
- Safety events (Safety Day, running a safety relay group, etc.)
- A Single Professional Risk Assessment Document reviewed regularly,

- Results of the internal investigation
- LED installation
- AT / TF / TG rate
- Absenteeism
- Turn over



- Welcoming work-study students as part of their studies
- A comprehensive training plan for employees and work-study students

- Number of work-study students welcomed each year



- Compliance with official provisions on equal treatment of men and women
- Social with

- Distribution of men and women vs. total workforce
- Distribution of male/female executives



- Decent work and economic growth (DUERP, Instructions to positions, Remuneration policy, Promotion and mobility policy, Profit-sharing agreement, Alert procedures)
- Remuneration policy (Existence of a remuneration scale for fairness of the remuneration policy between low and high salaries, report of the annual negotiations)

- Number of people who have been subject to job mobility
- Amount of bonuses allocated to Environment/Health objectives...
- Evolution of salaries within the company



- Existence of a Research and Development department (Operating instructions for internal projects, CR workshop on eco-design)

- % time spent on internal projects



- Soft mobility / Public transport mobility plan (Bicycle bonuses and reimbursement of part of public transport cards)

- % of staff traveling using soft mobility or public transport.



- Partnership with France Travail for the re-employment of unemployed people
- Cap Emploi Partnership
- School presence

- Number of beneficiaries
- Number of work-study students
- School interventions

CSR CERTIFICATIONS AND RECOGNITION

Respect international standards and have them recognized by trusted third parties.

CERTIFICATIONS: GUARANTEES OF TRUST

ISO certificates play a crucial role in the aerospace industry by ensuring the recognition of quality, environmental, and occupational health and safety standards. Their importance lies in their ability to provide a standardized and impartial framework for evaluating and improving our internal processes. For a sector as sensitive as ours, ISO standards such as ISO 9001 for quality management, and EN9100 for a quality assurance system for the aerospace market, and ISO 14001 for environmental management, ensure that Aries Industries adheres to rigorous and internationally recognized criteria. This impartiality is essential to maintaining the trust of stakeholders, including customers, business partners, and regulators.



Aries Industries has been committed to the ECOVADIS label for several years. The Silver status obtained in 2024 is a valuable recognition that highlights an organization's commitment to responsible and sustainable practices.

This level of accreditation demonstrates the company's ability to integrate respect for the varied expectations of stakeholders, whether customers, employees, suppliers or the local community.

By adopting a holistic approach, the organization demonstrates its commitment to minimizing its environmental impact while maximizing social and economic benefits. This status encourages continuous improvement, encouraging companies to go beyond minimum standards to create a more equitable and sustainable future for all.

COMPLIANCE AND RESPECT FOR REQUIREMENTS

Ensure compliance with applicable requirements; wherever they come from.

INTEGRATE ALL OUR APPLICABLE REQUIREMENTS

Environmental and safety regulatory monitoring

Regulatory monitoring of HSE issues is provided via our partner Tennaxia, which informs us of the regulatory texts to be taken into account in relation to our activities.

The action plans necessary to remain in compliance are carried out in collaboration with the relevant departments.

Social monitoring

In order to ensure compliance with legal obligations, the Human Resources Department relies on the expertise of various contacts: As a member of the UIMM, ARIES benefits from legal monitoring and support for all matters relating to labor law and the collective agreement for the metal industry.

- The payroll manager – an external expert – supports the team to ensure compliance with legal and social obligations

A law firm is called upon in the event of specific problems

Financial control

The audit by our auditors has several objectives in order to verify our performance in different areas:

internal control: discussion around the control stages (monthly closings, review of balance sheet accounts, etc.) with a view to detecting malfunctions with a view to a continuous improvement process

- the certification of our accounts.

Facility security

Regulatory inspections are planned to ensure our compliance with infrastructure safety and work environments. All inspections are reported on, and compliance actions are undertaken, highlighting our effectiveness.

Our ICPE status

Our Nantes site is subject to the Environmental Code. A prefectural operating decree governs our activities and commits us to implementing the necessary controls to operate the site while respecting the environment.



02

Values and ethics

THE GROUP'S VALUES

Beyond words, a common foundation that governs our organization.

DEFINE OUR COMMON BASE OF VALUES

01

Respect for commitment

You can count on me.
I anticipate and alert as quickly as possible in the event of a problem

02

Honesty

I recognize reality and I am transparent.
I contribute to improvement by reporting problems

03

Excellence

I seek to progress and help the company progress to best serve customers and offer them the best products.
I achieve my goals by being involved and responsible.

04

The power to do

I give and/or request the means to act and resolve problems as close to the ground as possible.

I am a force for proposals.

05

Team spirit

I am committed to economic performance.

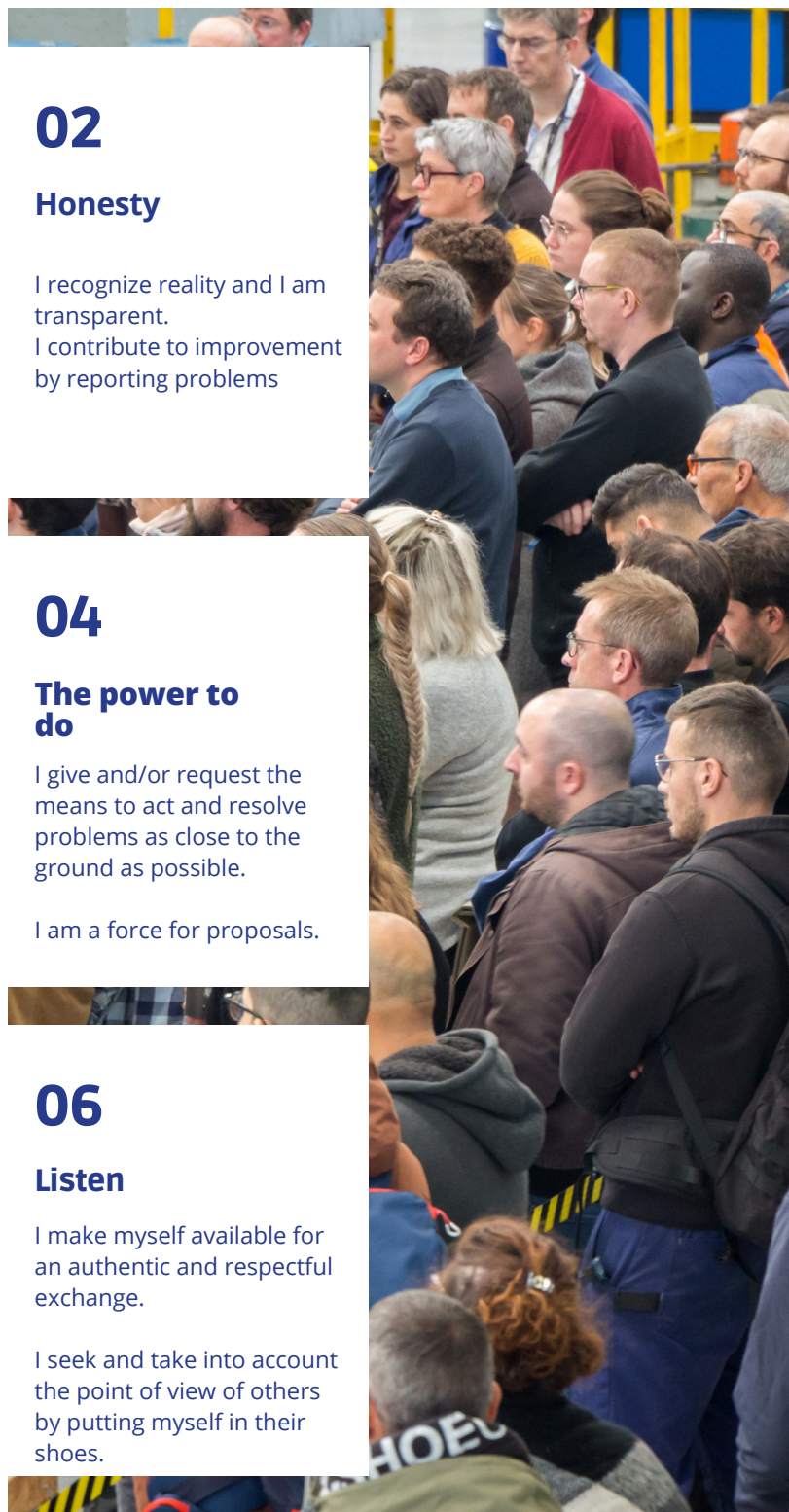
I respect my work, that of others and the reputation of the company.

06

Listen

I make myself available for an authentic and respectful exchange.

I seek and take into account the point of view of others by putting myself in their shoes.



ETHICS

Respecting values requires commitments and concrete actions.

NECESSARY PROVISIONS FOR RESPECT OF VALUES

Awareness, prevention of sexual harassment, morality and sexist behavior.



49

supervisors (members of the CODIR and managers) were trained on the issues of moral and sexual harassment.

The training met everyone's expectations (achievement of objectives), and is operational if needed.

The format with the role-playing exercises satisfied almost the majority of participants.

To finalize the deployment of this awareness, several actions were implemented through employee awareness raising and the appointment of representatives.

However, we have identified areas for improvement in our process:

Continue awareness-raising actions in order to ensure that it is sustainable and known to all employees who join the company

- Define a communication plan and vary the communication media (flyer, intranet, posters)

Ethics in business



100%

sales representatives have signed our ethical charter commitment.

In business, ethics are essential for stakeholder trust. We must act with integrity, provide truthful information, and comply with laws, particularly those against corruption.

Ethics also includes our responsibility to minimize social and environmental impact.

By adopting sustainable practices, ARIES strengthens its reputation and builds lasting relationships, fostering customer loyalty and improved overall performance.



GROUP GOVERNANCE

Company management is built on the basis of bodies that promote decision-making.

OUR STEERING BODIES

Supervisory Board

Goals:

Present the operational and financial results of the month to the shareholder;

Discuss the group's strategic priorities

Frequency: Monthly

Present: shareholder representatives, independent directors, CEO, and CFO.

Executive Committee

Goals :

Share BU news;

Address cross-cutting issues

Frequency: Weekly

Present: the Codir

Deliverable: a report in the form of highlights and action plan.



GROUP GOVERNANCE

Company management is built on the basis of bodies that promote decision-making.



Process	Definition	Frequency	Output data
Group Management Seminar	Collaborative day with ARIES Top managers	Annual	Cohesion! A clear and engaging roadmap for everyone.
Medium-Term Plan	Definition of the strategic objectives of the Group and each BU in the medium term	Annual	3-year roadmap
Budget forecast	Definition of the forecast: order entry, Opex, Capex, HR and Training budget	Annual (+3 reforecasts)	Definition of the quantified budget for each BU
Employee communication	Transmission of information on commercial, HR and security aspects	Quarterly	Information on the achievement of objectives for all employees
Group Management Committee	Reporting of the activities of each department of each BU	Monthly	Monitoring the achievement of objectives and progress of each department
BU Management Committee	Reporting of the week's activities of the departments	Weekly	Tracking successes and blocking points



04

A controlled organization

A PROCESS APPROACH

Knowing the interdependence of business processes is a key to overall performance.

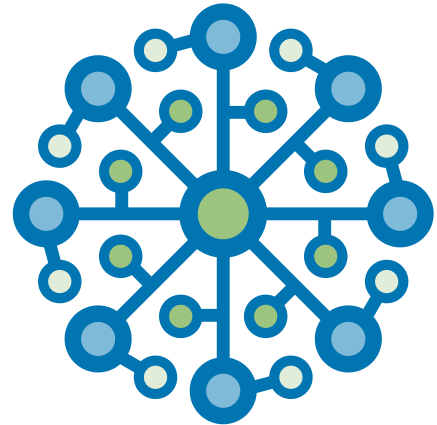
WHAT FOR?

The process approach allows us to visualize all of ARIES' activities as a network of interconnected activities that promote better understanding and optimization of operations.

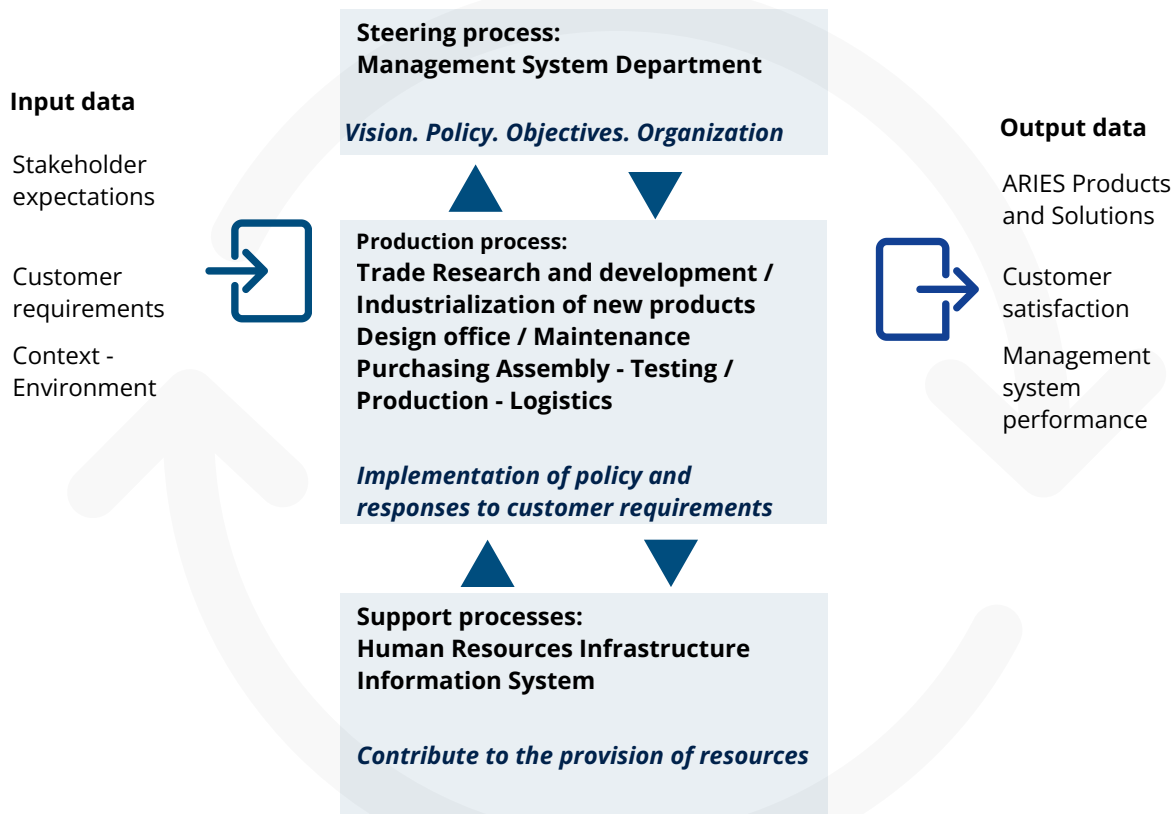
Benefits include improved organizational and operational efficiency through the reduction of silos and improved communication between different functions. This leads to better resource management, reduced errors, and continuous improvement in the quality of products and services.

Furthermore, this approach aims to satisfy all our stakeholders.

Finally, our process-based approach fosters a culture of employee empowerment and engagement, as everyone better understands their role in the overall value chain. These benefits are particularly crucial in our sector (aeronautics), where quality, safety, and regulatory compliance are of paramount importance.



A clear map



A PROCESS APPROACH

Knowing the interdependence of business processes is a key to overall performance.

OUR 5-STEP PROCESS MANAGEMENT

Each process pilot defines himself as a true intrapreneur. He analyses the environment in which he operates, sets his ambition, materialises it into objectives, defines his action plan, ensures the availability of resources and learns from each project to continuously improve.

Context analysis

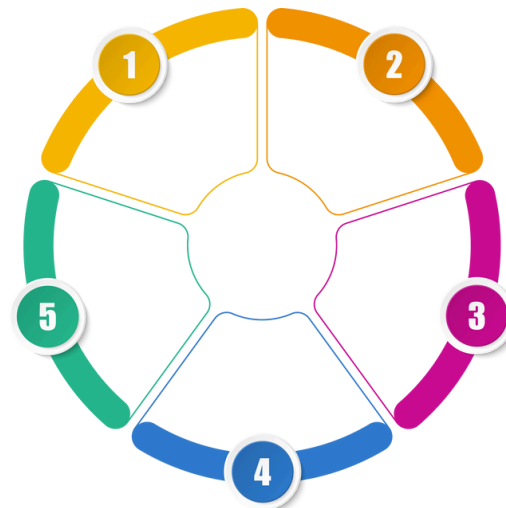
Using SWOT or PESTEL type matrices, each pilot analyses the context specific to their activity

Ambition and objectives

Every process must be defined in terms of its purpose and then translated into quantified objectives.

Systematic feedback

Each project is analyzed and studied to implement best practices and correct operational gaps. Integrated into our management system, the organization is constantly updated.



A sequenced action plan

To achieve their objectives, each pilot defines their action plan by specifying the deadlines, the actors, the expectations, etc. in a precise manner.

Mandatory mastery elements

The QSE department carries out regular process reviews to ensure that:

the indicators allow a factual view of performance,

- the organizational rules are well defined (procedures, instructions to the post, etc.)
- the working environment is suitable,
- hardware and software meet the needs,

human capital is sized to meet the purpose of the process

- the process is animated through regular rituals

AN ORGANIZATION UNDER SURVEILLANCE

Monitoring tools and bodies ensure knowledge of our performance and the correction of deviations.

Control, measuring and testing equipment



The measuring instrument fleet is kept up to date to guarantee product conformity: dimensional, roughness, 3D study... all equipment is checked and calibrated according to an annual plan.

Management reviews



Management reviews are required by certifications. Annually, a performance review is conducted and the ARIES management system is evaluated for its effectiveness.

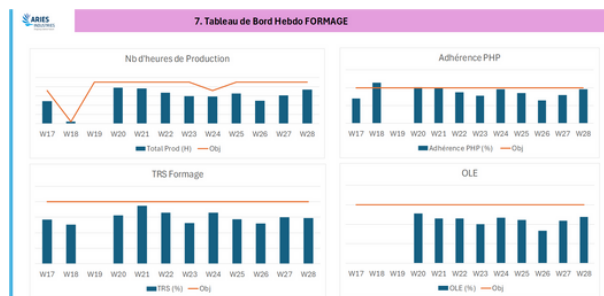
Critical internal and supplier audits

GRILLE EVALUATION FOURNISSEURS							
ISMER :	Date : 21/05/2025						
MINISTRE :							
2D :	Mme PAGE, Mlle LUCAS						
Situation actuelle et Objectif							
	Date : 21/05/2025 Date : 21/05/2025 Date : 21/05/2025 Date : 21/05/2025						
REMER :	1	2	3	4	Points forts	Points à améliorer	Risques
W DE :					- Presence in several countries according to the needs of the customers	The required PPE is not specified at the workstations.	
I / Processus cartographie par site			X		- Proposed a global hydraulic solution : 50% cylinder, 50% HPU	DEI RCs are not placed on retention trays in the workshop (as they are there temporarily).	
- Développement I					- Certification ISO9001, ISO14001, ISO45001		
HSE / Certification					- Free drills and spill response exercises are conducted.		
s- Plan d'Action -							
Suivi - Objectifs factuel client et					- Cost of the non-conformance vs turnover : target TC 1/2024 : 0.57%	- Respect of the delivery time 2024 : 63% on time AOB : 32% on time, one week 37%	No root analysis causes of the del
						- Customer satisfaction : no indicator, performance evaluated through the feedback from customers	No action identified time performance Risk : no improvement whereas this aspect
						- No indicator about the suppliers performance (quality and delivery	→ Analyze the to define the action

Audits are carried out internally or via external consultants in order to verify the compliance of the company's practices with regulatory requirements and stakeholder expectations.

We carry out 14 annual internal audits and 6 supplier audits (critical)

Performance indicators



Each process establishes a monthly dashboard of its performance and management.

Beyond the figures compared to the objectives, we are attentive to the trends which give us more information on our continuous improvement approach.

A PRIORITY: CUSTOMER SATISFACTION

Meeting our customers' expectations is our priority!

THE ESSENTIAL VOICE OF THE CUSTOMER

Customer satisfaction is a priority for Aries Industries. We measure customer feedback through questionnaires aimed at improving project management and products. Our project managers also ensure deadlines are met and the quality of work on our machines is maintained.



- Satisfied customers for the Press BU.



OTD (On Time Delivery) de ARIES MANUFACTURING Nantes (France)



OTD (On Time Delivery) de ARIES MANUFACTURING Monroe (US)

5 criteria taken into account

Meeting delivery deadlines is crucial in the aviation industry. Assessing satisfaction with on-time performance helps identify logistical issues and take steps to improve efficiency.



Product Quality: Evaluating customer perceptions of quality is crucial in the aerospace industry. This includes parts reliability, durability, and performance. Proper evaluation helps identify needed improvements and build customer confidence.



After-sales service is essential in the aerospace industry. Evaluating customer satisfaction with this service ensures they receive maintenance and repair assistance, thus influencing their long-term loyalty.



Communication and Transparency: Clear communication with customers is essential for building trust. This includes the ordering process, delivery updates, and handling issues or delays.



Value for money is critical for customers, who evaluate products based on their cost and perceived benefits. Understanding this perception can help adjust pricing strategies and improve product offerings.



05

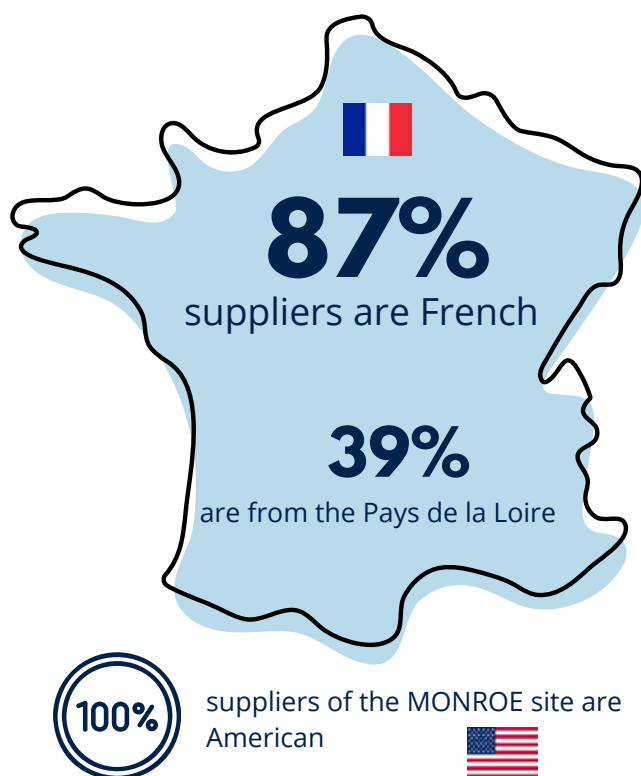
Responsible purchasing



PURCHASES AND RESPONSIBILITIES

Surround yourself with reliable partners and create a lasting relationship.

LOCAL SUPPLIERS



Responsible purchasing is a purchasing practice that integrates social, environmental, ethical and economic criteria into the supplier and product selection process.

For this reason, Aries Industries questions its suppliers on the aspects of Safety, Environment and Social Responsibility through a form sent during the evaluation meeting.

It asks for the supplier's best practices in terms of potential environmental pollution, resource consumption, and whether it undertakes actions in terms of its carbon footprint assessment.

Adopting an industrial purchasing policy that favors national providers has several significant advantages.

First, it supports the local economy by promoting job creation and the development of national businesses. By reducing transport distances, such a policy can also reduce carbon footprints and logistics costs.

Additionally, working with local providers facilitates communication and strengthens business relationships, which can lead to better responsiveness and increased personalization of services.

Finally, encouraging domestic purchasing can help build economic resilience by reducing dependence on foreign suppliers and ensuring greater stability in the face of fluctuations in the global market.

Excerpt from the SEO questionnaire

ACB
Aries Industries
Company

100P-M2-55

QUESTIONNAIRE ENVIRONNEMENT / SECURITE

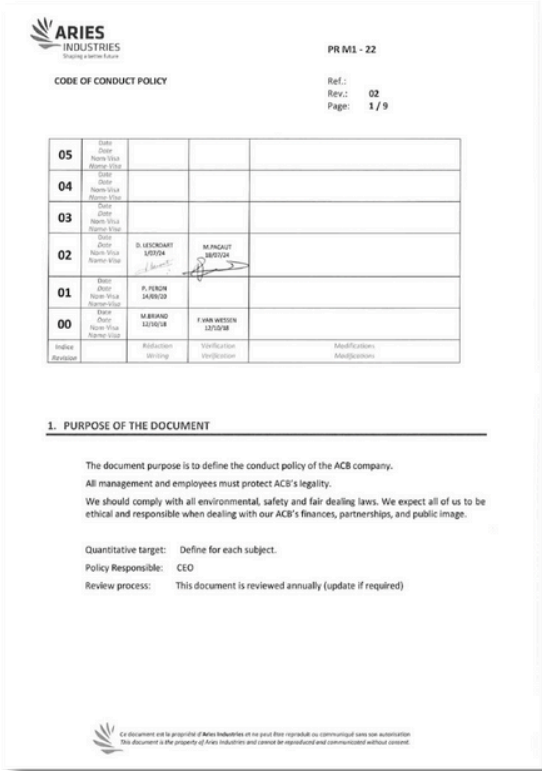
IDENTIFICATION	
Questions	Réponses
Raison sociale	
Activité générale	
Produits fabriqués	
Effectif de l'entreprise	
Êtes-vous certifiés ou évalués :	
ISO 9001 (Management de la qualité)	☐ OUI ☐ NON Si en cours, précisez la date :
EN 9100	☐ OUI ☐ NON Si en cours, précisez la date :
ISO 14001 (Management de l'environnement)	☐ OUI ☐ NON Si en cours, précisez la date :
ISO 45001 (Management de la sécurité)	☐ OUI ☐ NON Si en cours, précisez la date :
MASE (Manuel d'Amélioration Sécurité des Entreprises)	☐ OUI ☐ NON Si en cours, précisez la date :
ISO 26001 (Responsabilité sociale des Entreprises)	☐ OUI ☐ NON Si en cours, précisez la date :
Avez-vous réalisé le Bilan carbone de vos activités	☐ OUI ☐ NON Si en cours, précisez la date :

VALUE CHAIN AND PURCHASING

Surround yourself with reliable partners and create a lasting relationship.

ADOPT ETHICAL RELATIONSHIPS

Aries focuses on a limited number of suppliers that it considers to be preferred partners.



CODE OF CONDUCT: expectations for a partnership of values

Excerpt from the introduction to the supplier code of conduct

The ARIES INDUSTRIES Group is committed to operating in compliance with the laws and regulations applicable to its activity.

We strive to develop a responsible purchasing/business approach, which is fully in line with our commitment to acting ethically and with integrity. Of course, we expect the same commitment from our business partners and aim to develop fair, transparent, honest, and sustainable business practices with them.

This "Supplier Code of Conduct" clearly sets out our expectations in this area and reaffirms that social and ethical responsibility is at the heart of our business relationships.

Compliance with the principles set out in this Code is an essential criterion for selecting and maintaining our business partners. We expect each supplier to understand, adhere to, and implement them with a shared goal of performance and shared value.



06

Working conditions

WORKING CONDITIONS

Create a secure working environment that involves employees.

ENSURE A HEALTHY AND SAFE ENVIRONMENT

Discussions were conducted to understand absenteeism (employee support, continuity of communication). A dedicated action plan was implemented, with the first visible effects in 2024, since we have significantly reduced our absenteeism rate.

“**Stabilize, retain, recognize and develop**”



Absenteeism rate
in 2024

5.09%

↘ **8.3% in 2023**

Turn over

5%

↘ **Decrease between
2023 and 2024**

EMPLOYEES CONSULTED

Every two years, a social assessment survey is conducted. The following items concerning QVT are assessed.

Our objective is to develop action plans with managers to further improve these results and achieve our objective of 80% satisfaction.

4 themes in the survey

- Taking into account hygiene and safety at the workplace,
- An environment conducive to work efficiency,
- The feeling of serenity at work,
- recognition of the work done.

Satisfaction BU Press

↗ **86%**
79.25% in 2022

Satisfaction BU Parts

↗ **74.5%**
61% in 2022

Pride of belonging

↗ **97%**
78% in 2022

WORKING CONDITIONS AND OHS*

Create a secure working environment that involves employees.

The 12 Golden Rules of Safety



Our approach to health and safety at work is based on strict rules, shared by all employees.

Examples of golden rules



“Safety is everyone's responsibility”



0 accident in the last 18 months at AM Monroe (US)



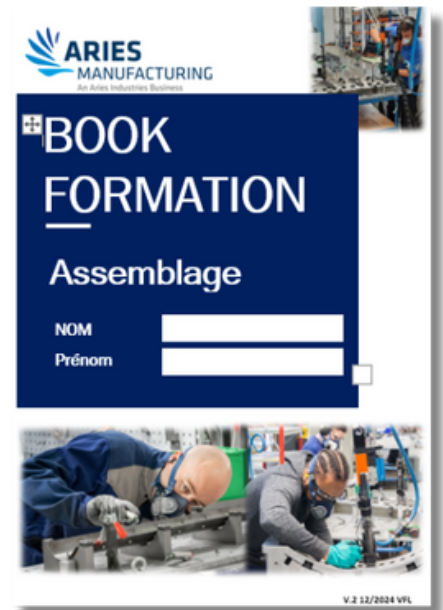
*Health and Safety at Work

WORKING CONDITIONS

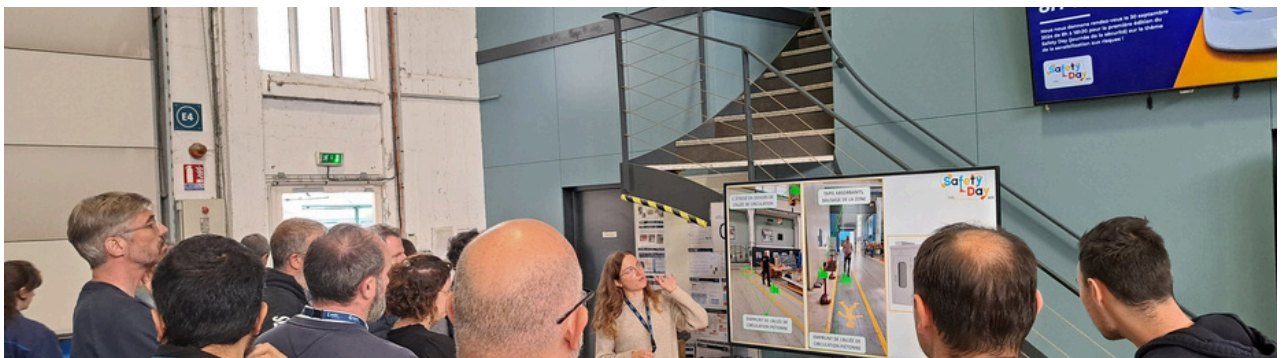
Create a secure working environment that involves employees.

SECURITY AND INTEGRATION: A COMPULSORY COURSE

In 2024, we developed an onboarding process for new operators. The "book" allows us to assess employees' technical skills and knowledge of Health, Safety, and Environment. Checkpoints are scheduled at various stages of onboarding.



“
Our ambition? To reduce safety incidents among new arrivals by 30% (0 to 6 months)
”



SAFETY DAY

The first edition of Safety Day took place on September 30, 2024 at our Nantes site.

The objective?

Raise awareness and develop a safety culture among all employees.

The 230 employees of Aries Industries took advantage of a whole day to learn about the risks present on the site.



Several activities and workshops were organized during the day in the format of risk hunting. Congratulations to all the employees who participated in the projects and to the service providers for the success of this day. 🌟



07
Environment

OUR COMMITMENTS TO THE ENVIRONMENT

Carry out actions within our reach to reduce the carbon footprint of our activities

THE CARBON FOOTPRINT

Aries Industries has been conducting a carbon audit of its activities across all scopes since 2021. This data has allowed us to define a scope of action:

1. Transport

Emissions related to transport (upstream and downstream) are low across our entire carbon footprint (2% in 2024) but can vary significantly from one year to the next (730TCO₂eq in 2023 compared to 313TCO₂eq in 2024) depending on the weight and installation location of the machines sold.

• The use of our machines at our customers' premises

The energy performance of the machines sold remains a strategic focus for the decarbonization of the Aries Industries group.

The emissions linked to the energy consumption of our machines put into operation at our customers' premises in 2024 (54% of the group's total carbon footprint) must be considered through the prism of the calculation method.

The latter includes in one go in the carbon footprint, 20 years of electricity consumption of the machine based on its maximum power and the tCO₂eq/kWh emission factor of the country of installation.

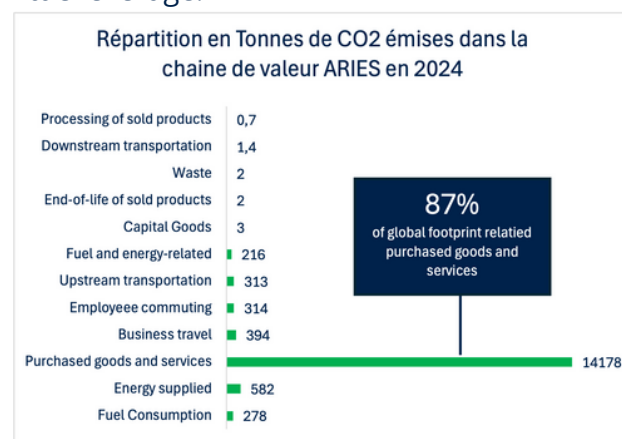
Within the group, the carbon footprint, excluding the use of goods sold, is also observed across each entity.

The Nantes site (60% of the carbon footprint) and the Monroe site (40%) do not have identical activities and therefore do not have the same priority actions to reduce their carbon footprint.

• Purchases of Goods and Services

In 2024 our scope 3 represents approximately 95% of our carbon footprint, including 85% in the purchase of goods and services.

The titanium alone that we purchase for our parts production sites in Monroe and Nantes represents 71% of emissions in this category, thus constituting a strategic axis of our decarbonization, but over which we have little leverage.



• Energy consumption

Improvements are still expected with the project to implement infrastructure to reduce heated volumes while improving staff comfort.

Since 2021, our scope 1, mainly linked to our gas consumption, has reduced by half thanks to the implementation of Centralized Technical Management in 2022 on the Nantes site allowing the control of workshop heating gains (-57%).

OUR ENVIRONMENTAL MANAGEMENT

Analyze our environmental impacts in order to prioritize our actions.

A SITE UNDER PREFECTORAL DECREE

Aries Industries' activities in Nantes require a prefectural decree in order to operate. The site is an Environmentally Classified Facility, subject to registration, and must meet various government requirements in order to comply with its operating decree.

ENVIRONMENTAL ANALYSIS TO DEFINE OUR PRIORITIES



1 Analysis of our activities and their environmental impacts

All our activities are analyzed to understand their impact on the environment and measure their criticality.

The use of resources, emissions into the air, into the soil, noise, occupation of space... all environmental aspects are reviewed.



2 Prioritization of actions

Based on the criticality measurement, we have determined 3 Significant Environmental Aspects on which we are working in multidisciplinary teams.



3 Organization of working groups

Actions are planned in our environmental program



4 Performance measurement

Our actions must be proven and achieve the expected results. We are creating a measurement system that ensures a factual approach to a positive impact on the environment.



= effectiveness of the environmental management system

OUR ENVIRONMENTAL MANAGEMENT

Analyze our environmental impacts in order to prioritize our actions.

OUR SIGNIFICANT ENVIRONMENTAL ASPECTS

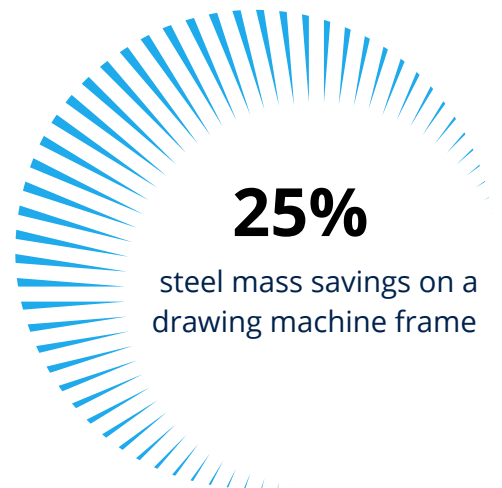
Limit the depletion of natural resources

Our actions to limit our impact on resource depletion: Controlling consumption by installing meters on the machines to monitor water and electricity consumption per machine. Data from these meters is recorded on a Centralized Technical Management system that issues alerts when consumption exceeds the set thresholds.

For the Machinery BU, supplies are only made to order, thus not generating stock.

- An Eco-Design approach is also in place to reduce the quantity of raw materials (for example, steel in machine frames) or to use more energy-efficient components (hydraulic pump).

For the parts BU, manufacturing orders are launched based on machine heating times in accordance with the considerations made for energy efficiency, the cutting of raw materials is also considered in order to have optimal nesting.



Fight against noise pollution

In order to control our noise pollution, a three-yearly inspection is carried out as regulated by our ICPE industry status subject to registration. The last inspection was carried out in 2024 and highlights our compliance with the defined thresholds.



ECO-RESPONSIBLE AT THE OFFICE

Acting for the environment every day.

WASTE SORTING



The waste sorting policy and the partnership in place with its service providers allow the company to highlight an improvement in the treatment of its waste since we have achieved a rate of 93% of recycled waste.

Workshops and offices are made aware of this impact on the environment.

In 2025, it is planned to improve waste sorting by providing new means for production and by providing even more clarity on the nature of waste with a communication campaign.

SOFT MOBILITY



A teleworking charter has existed since 2022 and offers employees the opportunity to work from home two days a week to reduce the impact of travel. The provision of IT tools allows for remote meetings.

The salary policy contributes 70% of expenses related to the use of public transport, and encourages soft mobility by rewarding its employees with an allowance linked to the number of bicycle trips. These commitments translate into public transport use by 27% of the workforce, and the number of cyclists is steadily increasing, reaching 38 by 2024.

ECO-RESPONSIBLE AT THE OFFICE

Acting for the environment every day.

DEMATERIALIZATION

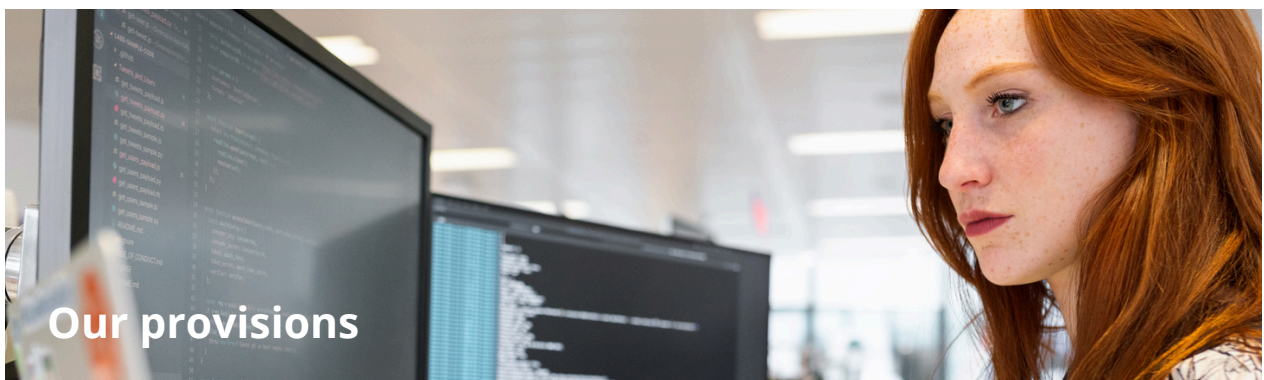


Good environmental practices in the office are presented at different times in the employee's life during their integration and not through regular reminders.

Employees are made aware of the temperature of the premises, whether in winter or summer, in relation to the use of heaters or air conditioners.

- The IT department also presents its requirements regarding the switching off of computer equipment, limited printing to what is necessary in black and white and double-sided.
- Dematerialization also contributes to efforts to reduce printing.

REMOTE WORK



We have a two-day-per-week teleworking agreement. The goal is to allow everyone to avoid traveling and benefit from focused work time.

Our video conferencing solutions are deployed for our meetings and sales interviews.

COMMITMENTS TO THE ENVIRONMENT

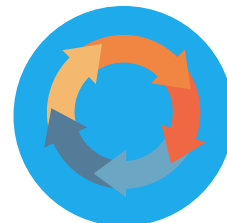
Act in favor of the environment through voluntary actions.

ACTIONS FOR THE ENVIRONMENT



Employee involvement in the project:
with creation of a visual identity
Partnership with local farmers for the
establishment of an AMAP in 2025

- Consideration of the development of
bicycle zones to encourage their use



Registration in the reusable box approach with
AIRBUS

Thanks to this program, we are as close as
possible to the expectations of the AIRBUS
customer to integrate our approaches

AIRBUS

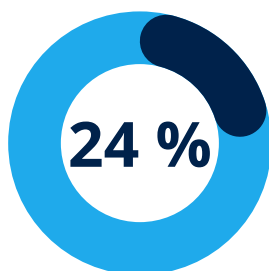


8 Steering Committees conducted in 2024 to
share the progress and prioritization of
environmental actions
6 internal Climate Fresco workshops (58 people)

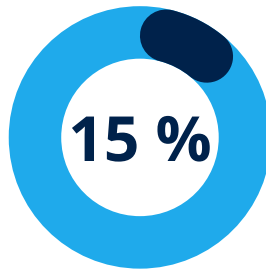


Work on sheet metal interlocking to make better
use of our raw material
Approach to Life Cycle Analysis (LCA) / Eco-design
of HF presses Reduction in the need for steel with
lighter frames.

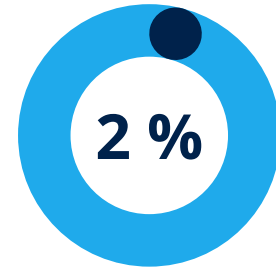
“
**Our goal by 2035: LCA of all our
machines**
”



**compressor
consumption savings**



**Reducing energy
consumption of machines
linked to eco-design**



**sheet metal scrap in 2024
compared to 11.31% in 2023**



Social

SOCIAL PERIMETERS

The scope of our actions allows us to address all components of human capital.



ACTIVITIES

- Social and pay
- Recruitment
- Individual and professional development interviews
- Internal and external training
- Quality of life at work and loyalty
- Internal mobility and career management
- Diversity and social inclusion

WE INVEST IN HUMAN CAPITAL

Human capital is a valuable asset for us, and it is essential to constantly enrich it to remain competitive and innovative. Continuously acquiring new skills is crucial, as it allows employees to adapt to technological developments and changing market demands. Regular training programs and internal development workshops facilitate the acquisition of new skills. Furthermore, offering opportunities for advancement within ARIES Industries represents a motivation to further invest ourselves, while ensuring the retention of our talents. Thus, by investing in the development of our human capital, we ensure not only sustainable performance, but also a dynamic and enriching work environment.

A 5-AXIS SOCIAL POLICY

The scope of our actions allows us to address all components of human capital.

Employment as a priority

Recruitment and retention strategies include internal mobility, referrals, the development of work-study programs and apprenticeships, as well as the use of traditional sources such as France Travail and recruitment agencies. These initiatives aim to offer opportunities to employees, reward those who recruit through their networks, and strengthen the connection between education and the professional world.

Health and well-being

The occupational health and safety policy is jointly managed by Human Resources and the Quality, Safety, and Environment department. Each year, the Single Occupational Risk Assessment Document (DUERP) is revised to reduce risks and ensure a safe and healthy working environment, taking psychosocial risks into account. Safety Days are also organized to raise employee awareness of risks and best practices.

Salaries and benefits

Aries's compensation policy values skills, personal commitment, and the sharing of collective value, promoting internal mobility. To attract and retain talent, Aries offers a Company Savings Plan, profit-sharing and incentive agreements that include safety and environmental criteria, a teleworking agreement, and sick leave for children. Employees are ambassadors of the company's employer brand.

The meaning given to work

Each employee's responsibilities are defined in their job description, which serves as a reference for everyone. The company values information regarding its policy, strategy, and current events. Annual reviews between employees and managers allow for a review of the past year, to align everyone with the strategy, and to personalize expectations. An annual communication plan describes the company's rituals and uses various channels to inform and share information. Monthly exchanges with social partners, such as the CSE and unions, ensure that employee interests are taken into account, thus strengthening social dialogue.

The development of skills and knowledge

Capital requires investment; we invest!

Each year, our continuing education plan is defined to ensure the ongoing updating of qualifications as well as the maintenance and development of skills and knowledge.

Our training policy focuses primarily on professional skills. As such, we have expert in-house trainers responsible for developing our teams' technical skills. This is also an investment in time and personnel that we wish to continue because it both enhances the value of our trainers and develops our knowledge base.



HUMAN CAPITAL DATA

Factual analysis of our social policy

EMPLOYMENT DYNAMICS IN AN UNCERTAIN CONTEXT

70

Permanent and fixed-term contracts

90%

successful trial periods

10

Alternates From CAP to
future engineer

87%

implementation of the
training plan

5%

turnover rate

25

Interns

89%

Gender Equality Index

DIALOGUE SOCIAL

Social dialogue is an essential component for the support and involvement of all.

THE CSE

The Social and Economic Committee meets monthly with representatives of Management.

The agenda includes the company's economic situation: the status of orders received, a progress report on business and production, and the evolution of the workload of each department are presented by Management.

A review of HSE events is also announced; the agenda may be supplemented by current topics.

CSE representatives can also be informed or consulted on specific subjects during extraordinary CSE meetings.

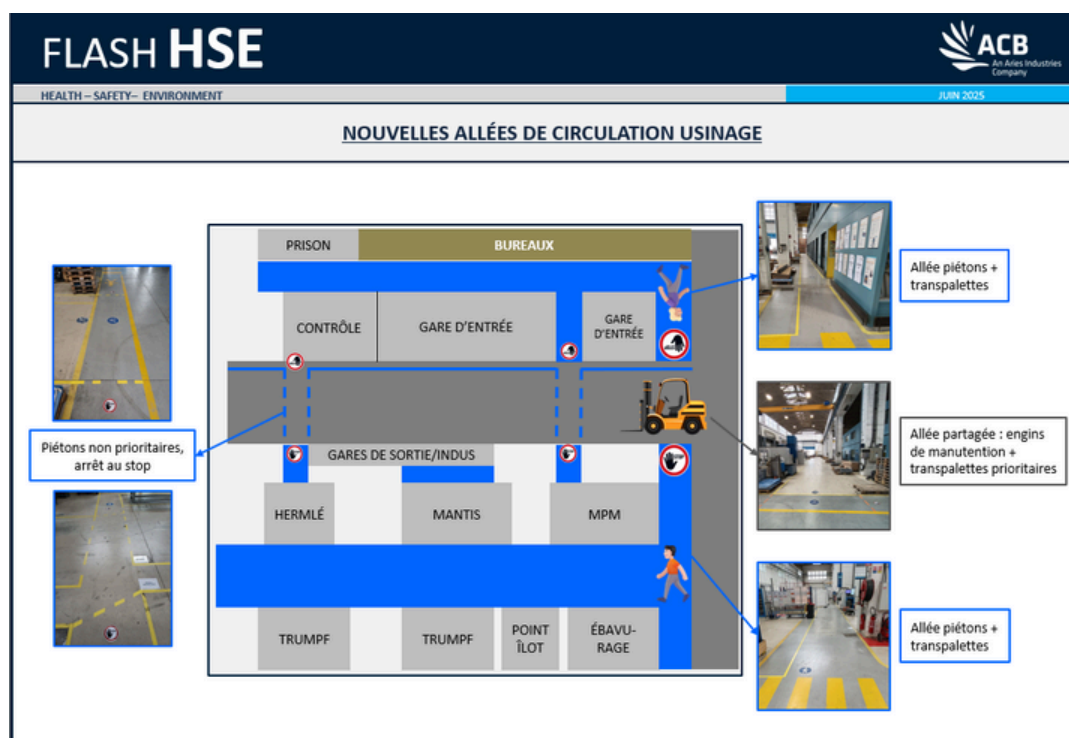


THE CSSCT

The Health, Safety and Working Conditions Commission, made up of elected officials, Management and representatives of the HSE and Infrastructure departments, meets quarterly.

HSE results are presented there, such as accident rates and the progress of action plans to improve working conditions.

The elected officials present a workshop tour of potentially risky situations, this exercise allows us to continue the continuity of our improvement actions.



CONVIVIALITY

Getting together for moments of sharing is important!

25 years of ARIES INDUSTRIES at PUY du FOU

(LinkedIn excerpt from 2024)

To celebrate this 25th anniversary, Aries Industries invited its employees to Puy du Fou on June 14.

More than 200 employees were there!

Historical point: 25 years ago, ACB and Cyril Bath Company left the Alstom group to found Aries Industries.

For this occasion, our American colleagues traveled specially to celebrate this anniversary. It was a wonderful opportunity to strengthen international ties and discuss future projects.



A ritual for our employees in the USA,

Every two months, the teams get together to spend some time outside the company, for example on a green!

Family Day at Aries Industries

(LinkedIn excerpt from 2024)

Every year, we invite the families of all our employees to our Nantes site.

Visitors were able to enjoy a complete tour of our workshops to immerse themselves in the working world of our employees and learn more about the world of industry.

Food truck, games for young and old, and many activities were there!

We offered each visitor an engraved beluga, made by our machining experts.





CHALLENGE
CONTRE LA
FAIM / 2024

CHALLENGE
CONTRE LA FAIM
350

09 Citizenship

INITIATIVES AND COMMITMENTS

The company also aims to be a responsible citizen. This is also one of its reasons for being.

THE P'TITS DOUDOUS ASSOCIATION

The association "Les P'tits Doudous", created in 2017 by nurses, nurse anesthetists and anesthetist doctors, aims to carry out actions to improve the experience of the child and their parents during a surgical procedure.

In this context, the association is committed to a participation project, alongside the Nantes skipper Armel Tripon in a sporting, social, supportive, high-performance and eco-responsible adventure.

Objective: Vendée Globe 2028!

The boat – an IMOCA fresh from the shipyard – will be in the Association's colours and built from recycled materials, in an eco-responsible spirit, notably by using existing moulds to halve the carbon footprint, using carbon downgraded by aeronautical companies.

Based on this principle, the hardware will be made using recycled titanium, from hospital titanium recovered by the "Les P'tits Doudous" associations and from titanium supplied by Aries Industries. Indeed, we have committed to supplying 5 tons of titanium, from the cutting scraps of the sheets intended to produce our aeronautical parts.

Beyond this in-kind contribution, in the form of a titanium donation, various opportunities will be offered to everyone to be informed about this project and to actively participate in supporting the "Les P'tits Doudou" association.

A collection point is positioned within the factory in order to begin storing the titanium before its shipment to the company which will be responsible for remelting the titanium before its final use.



INITIATIVES ET ENGAGEMENTS

The company also aims to be a responsible citizen. This is also one of its reasons for being.

ACTION AGAINST HUNGER

(excerpt from LinkedIn publication from 2024)

Unity is strength!

On Friday, October 18, 2024, the Aries Industries teams (39 people) mobilized to carry out the challenge against hunger, organized by ACTION AGAINST HUNGER, at the Grand Blottereau park in Nantes.

The principle was simple:

Each employee could choose from 5 activities: walking, zumba, yoga, football and running.

For 1.5 hours, for each step completed, the company donated €10 to Action Against Hunger:

- Running or walking tour
- 6 minutes to practice Zumba, Yoga or Football

This moment of sharing, conviviality and solidarity will contribute to the development of humanitarian missions, set up by the association, in order to ensure Food Security for all.





Thanks

Aries Industries is fully committed to ensuring the satisfaction of all its stakeholders. We pride ourselves on designing sustainable solutions that meet our customers' expectations, while integrating a continuous improvement approach. Our commitment to research and development demonstrates our desire to create a better future and strengthen the trust of our partners, employees, and customers. We firmly believe that our actions have a significant impact on social, environmental, and governance issues. When it comes to quality, we strive to exceed established standards, while our responsible purchasing policies aim to support ethical and sustainable practices.

Aries Industries is a responsible company, concerned about its environment in every sense of the word.

Aries Industries

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