

Corporate Social Responsibility Report 2025-2026



LEANKCO

LEAN THINKING, SMART LINKING



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REPORT'S CONTEXT & OBJECTIVES

This report presents the Corporate Social Responsibility (CSR) approach of the LeankCo Group, an expert in fastening solutions and customer support for the design and industrialization of assembly systems.

It outlines the policies, commitments, actions, and non-financial performance indicators implemented by the company.

The objective of this report is to present, in a transparent and structured manner, the CSR approach designed by LeankCo to:

- support its industrial strategy
- strengthen the management of its environmental and social impacts
- respond to the growing expectations of its clients, partners, and stakeholders

LeankCo's CSR reporting approach is based on the VSME (Voluntary Sustainability Reporting Standard) framework, a voluntary reporting standard designed for industrial SMEs and aligned with the principles of the European Sustainability Reporting Standards (ESRS).

This framework structures non-financial information in a proportionate, relevant, and progressive way, while ensuring consistency with European regulatory requirements.

This report also aims to meet:

- the expectations of LeankCo stakeholders, including industrial customers, contractors, employees, financial partners, and suppliers
- increasing ESG transparency requirements linked to European regulations such as the CSRD and the EU Taxonomy

This report represents a key milestone in formalizing LeankCo's CSR approach and is part of a process of continuous improvement, with the ambition of progressively strengthening:

- data reliability
- action management
- integration of sustainability challenges at the core of its activities

MESSAGE FROM THE PRESIDENT



Our employees,

the primary asset of LeankCo, bring our company to life.

Their commitment, expertise, and well-being at work are at the heart of our CSR strategy.

Deeply committed to providing exemplary working conditions, we strengthen our actions each year in favor of:

- quality of working life
- continuous training
- respect for cultural diversity

so that everyone can thrive and grow with us

Industrial impact

As designers, manufacturers, and distributors of technical assembly components, we have a key role to play in the transition toward more sustainable industry.

Reducing our carbon emissions, eco-designing our products, and collaborating with our customers to develop increasingly environmentally responsible solutions—every decision is guided by a simple principle:

combining industrial and economic performance with positive impact.

I would like to acknowledge the commitment of our teams, partners, and customers, without whom these advances would not be possible.

Together, we demonstrate that technical excellence and societal commitment are not contradictory, but rather two sides of the same ambition: to build a company proud of its heritage and focused on the future.

Eric MASSEBEUF, President LeankCo Group

ABOUT LEANKCO



LEAN THINKING, SMART LINKING



Expert in fastening solutions and customer support for the design and industrialization of assembly solutions.

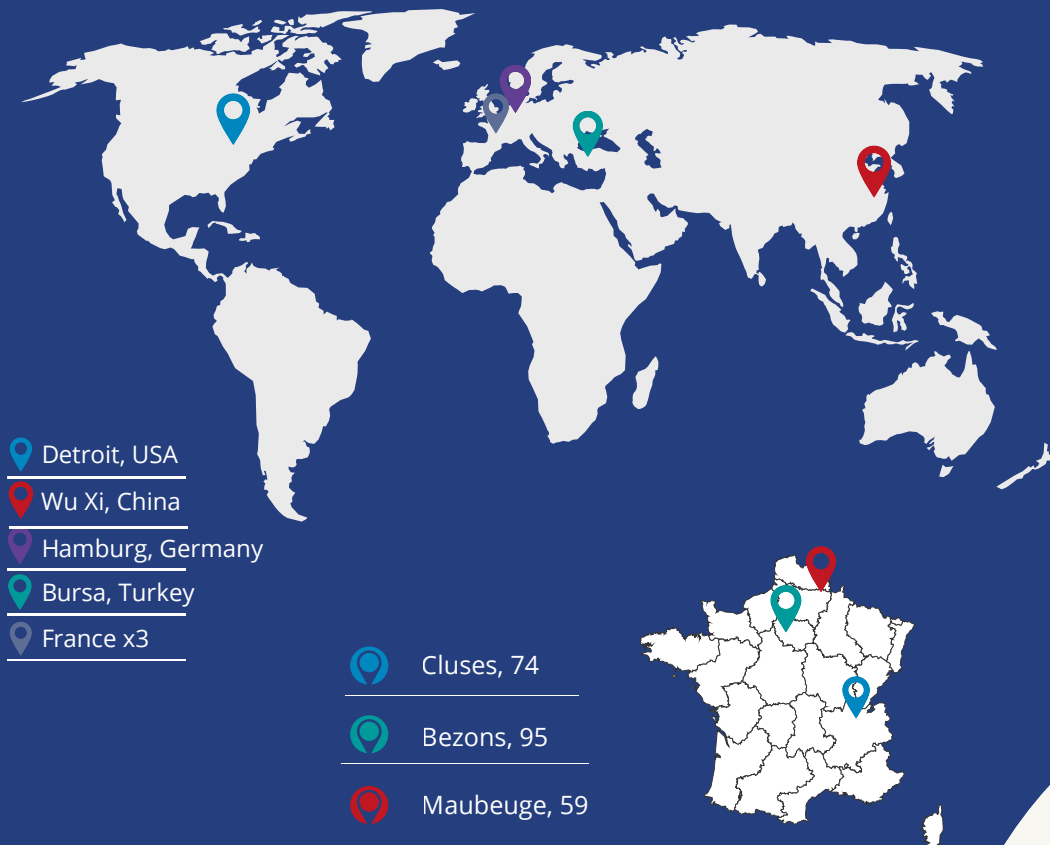
Lean thinking

Operational excellence
Project success
Mastery of production processes



Smart Linking

Fastening expertise
Performance / Reliability
Tailored solutions / designs

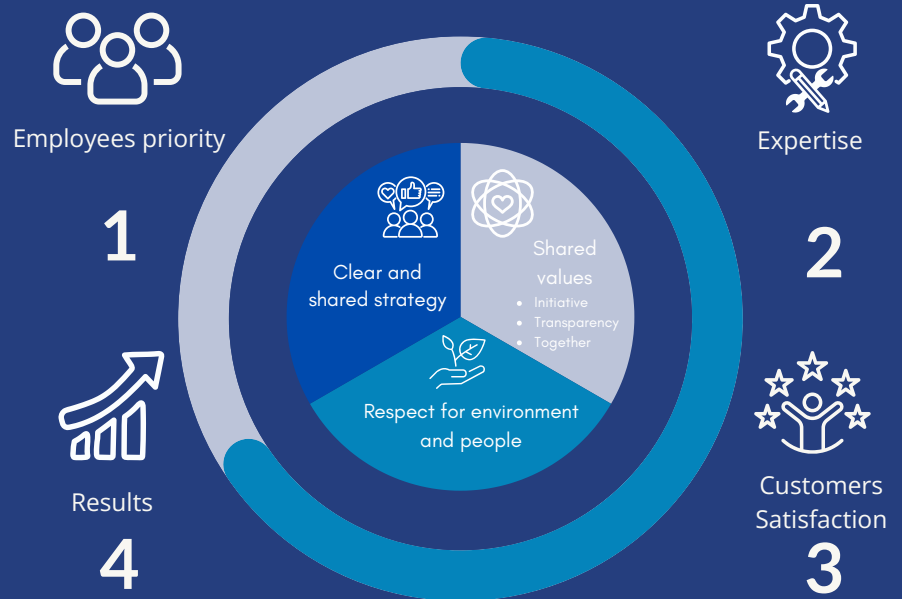


OUR PILLARS

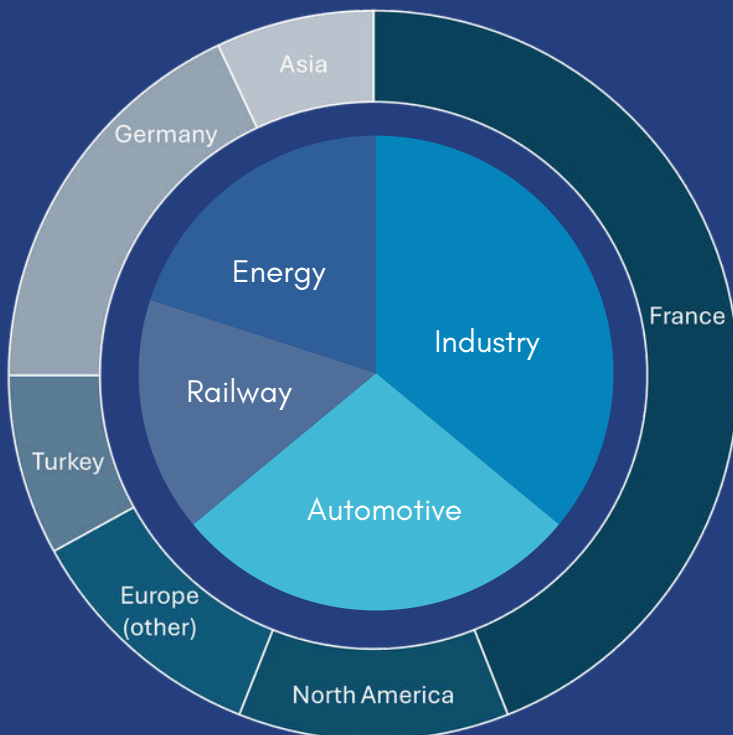
VISION : LeankCo contributes to a sustainable world by connecting advanced industries with reliable solutions.

MISSION : We prioritize the well-being of our teams so they can contribute to the success of our international customers' projects by delivering high-performance fastening solutions.

LeankCo's management approach is based on the principle of symmetry of attention, which is central to our mission.



OUR MARKETS / KEY FIGURES



120
Employees



300 Millions
pcs/year



28 M€
revenue

OUR BRANDS

The brands of the LeankCo Group represent expertise and reliability across a range of fastening products.

Each of our own brands includes:

- Keeping the LeankCo promise
- Expertise in product design and function
- Expertise in product implementation solutions
- A range of standard catalog products
- An ability to offer standard customized products
- The capability to develop custom products
- Customer technical support



DOUBLE MATERIALITY

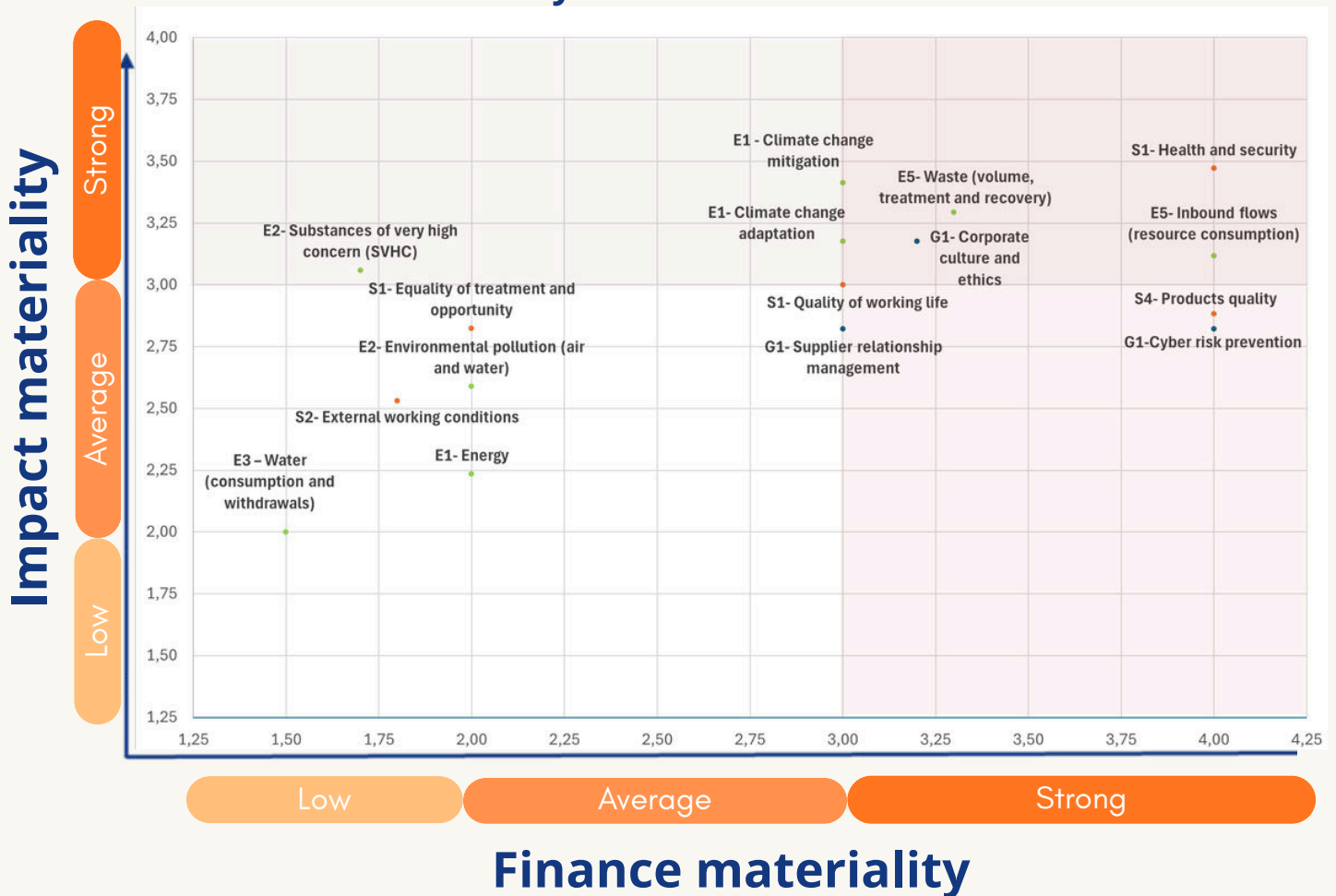


Our double materiality methodology applies the combined logic of:

- impact materiality (the actual or potential effects of the company on people and the environment across the entire value chain), and
- financial materiality (the effects of sustainability issues on financial performance, financial position, cash flows, and access to financing).

Information is considered material if it is significant under either of these dimensions, or both.

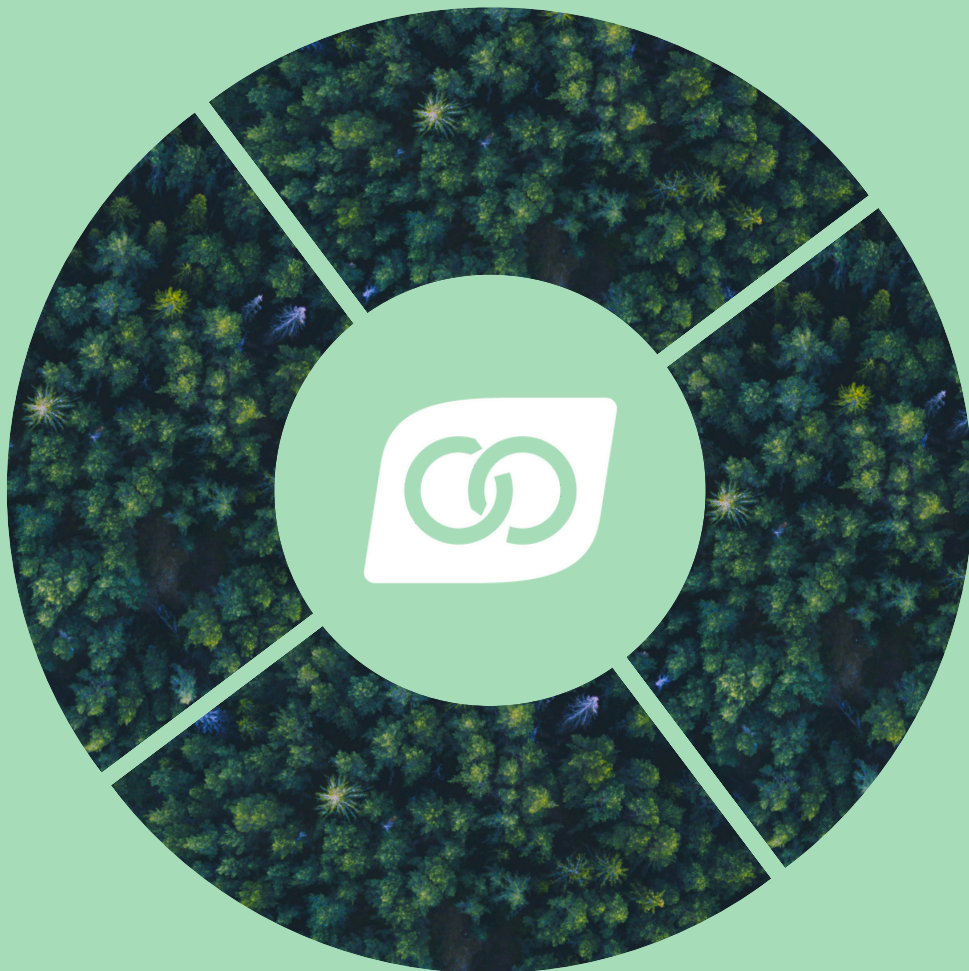
Double materiality assessment matrix LeankCo



Issues identified as material are subject to enhanced monitoring and dedicated action plans.

However, in order to ensure consistency with the VSME framework, all issues are addressed in this report.

ENVIRONMENT



Aware of the environmental impacts associated with bar turning and the manufacturing of industrial fasteners, LeankCo structures its environmental policy around:

- climate mitigation and adaptation
- energy performance
- pollution prevention
- resource management
- waste recovery and valorization

VISION FOR 2030

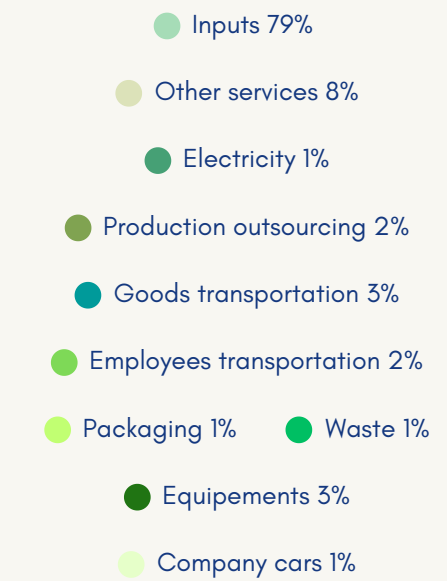
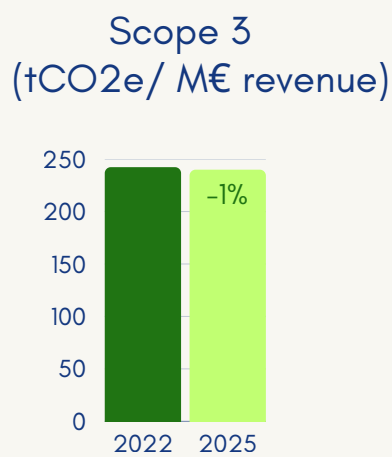
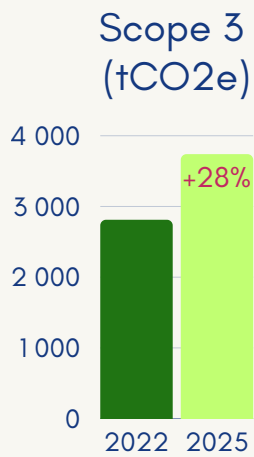
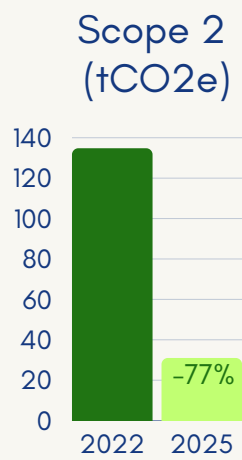
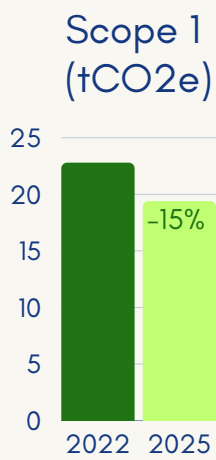
LeankCo has positioned itself as a decarbonization actor in the industrial fastener sector, by:

- prioritizing markets that support the energy transition
- training employees on climate challenges
- highlighting the environmental impact of its products
- offering low-carbon materials to its customers through close collaboration with committed suppliers



CARBON EMISSIONS - MITIGATION

For the year 2025, LeankCo's greenhouse gas emissions (LeankCo France scope) amount to 3,790 tons of CO₂e, distributed across Scopes 1, 2 and 3.



AMBITION by 2050, the LeankCo Group aims to become a recognized contributor to collective carbon neutrality, supporting the low-carbon transformation of the industrial fastener sector in close partnership with customers, suppliers, industry peers, regional ecosystems

LeankCo France aims to become a committed decarbonization actor in the fastener industry by:

- prioritizing **markets and applications supporting the environmental transition** : electric mobility, renewable energy generation, electricity transmission and distribution



- **Promoting the environmental footprint of its products** to customers sourcing **lower-carbon raw materials** through collaboration with suppliers

Emission reduction pathways include:



- **reducing scope 1** through electrification of the vehicle fleet

- **reducing scope 2**, thanks to the favorable evolution of the French electricity mix



- **reducing scope 3** through procurement of low-carbon European raw materials, particularly steel produced through the electric arc furnace process

CLIMATE CHANGE ADAPTATION

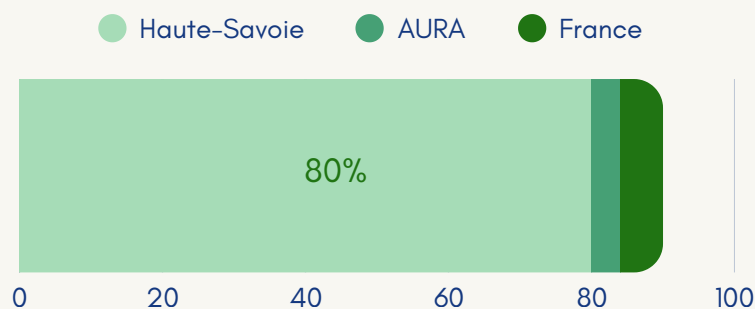
LeankCo has identified and assessed its main climate risks.

A first identified risk concerns disruptions to the supply chain and downstream logistics.

Extreme weather events such as heatwaves, floods or storms may affect supplier production capacity and logistics infrastructure, leading to supply shortages, delivery delays and / or increased costs.

To mitigate these risks, LeankCo **prioritizes local and European sourcing of raw materials**, relying on non-specialized material grades to increase sourcing flexibility and reduce disruption risks.

Origin of LeankCo's supplies



A second risk concerns high temperatures affecting production operations.

The increased frequency and intensity of heatwaves may lead to:

- production shutdowns or slowdowns
- deterioration of industrial equipment performance
- increased employee exposure to heat stress risks
- higher energy consumption.
-

LeankCo has strengthened its cooling systems and can adapt work organization during summer periods, including:

- adjusted working hours
- flexible workdays.

EMPLOYEES ENGAGEMENT

LeankCo involves and trains its employees to understand the mechanisms behind climate change and environmental transformation.



ENERGY

Energy management is a key issue for LeankCo both environmentally and operationally.

The company closely monitors its energy consumption to identify opportunities for reduction and energy efficiency improvement.

Several investments allowed to reduce consumption such as variable-speed compressors, heat pumps and LED lighting system.



POLLUTION AND HAZARDOUS SUBSTANCES

1100% of machines and equipment are equipped with **oil mist extraction systems** generated during machining operations. These systems allow to capture a significant share of emissions at the source, improve air quality within workshops and ensure safe working conditions for employees.

100% of machines and storage areas are equipped with retention tanks to contain fluids and prevent environmental contamination.



INPUTS (RESOURCE CONSUMPTION)

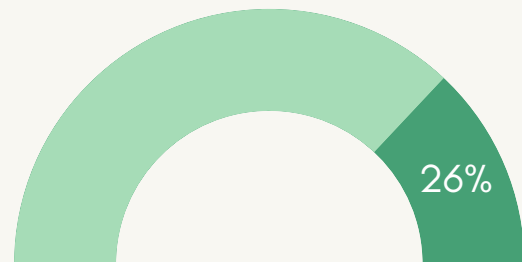
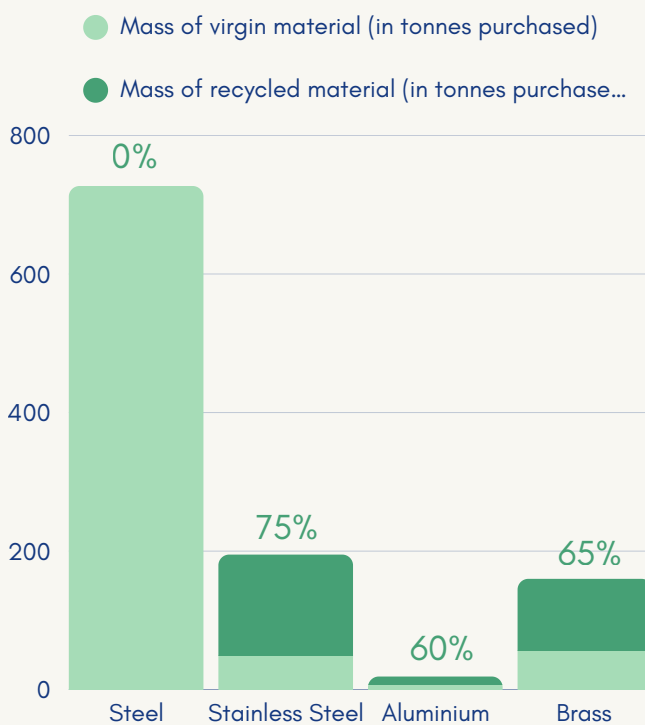
LeankCo operates in an industrial sector requiring significant flows of **raw materials**, particularly metals, directly linked to its precision machining and metal transformation activities.

Aware of the challenges associated with resource use, LeankCo actively pursues a **circular economy** approach, both in:

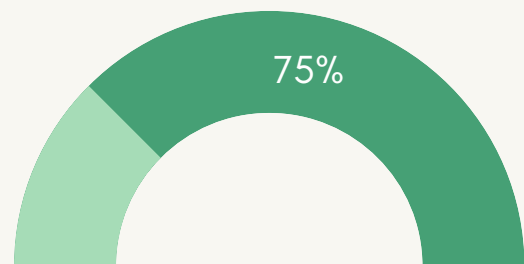
- raw material sourcing
- waste management.
-

Whenever possible, the company prioritizes **recycled raw materials**, helping reduce the extraction of virgin resources.

All metal waste generated by operations is systematically sorted by type and recycled through specialized channels.



% of recycled material 2025



Objective % of recycled material 2030

WASTE (QUANTITY, TREATMENT AND VALORIZATION)

LeankCo **recycles all waste** generated by its operations.

- **Metal waste** : 100% of metal waste is recovered through recycling channels and reused as raw material (steel, aluminum, stainless steel, brass).
- **Oil** : Oil mist generated during machining is collected by two centralized systems and reinjected into the internal network.

Indicators	2025	Objective 2030
Recycled metal waste (tonnes)	697	100% recycled
Dangerous waste (tonnes)	10,2	100% controlled supply chain
Non- dangerous waste (tonnes)	13	-
Total waste (tonnes)	710	-
Total waste intensity (t/€m revenue)	44,9	-

LeankCo prioritizes investments that limit the purchase of consumables and reduce waste production by choosing durable, reusable and washable solutions.

The installation of a parts washing equipment with modified alcohol and with an integrated distiller reduced solvent consumption by 87%.

SOCIAL PERFORMANCE



Human capital is a strategic asset.

LeankCo’s social policy is based on health and safety, quality of working life (QWL), equity, skills development within a context of labor shortages in industrial professions.

LeankCo’s ambition is to establish and maintain a **responsible, safe, inclusive working environment that respects human dignity**, while ensuring strict compliance with:

- international standards
- French regulations
- stakeholder expectations (clients, employees, partners)

HEALTH AND SAFETY

Health and safety at work are a priority material issue, due to their direct impact on:

- employees’ physical and psychological integrity
- industrial performance continuity
- operational and legal risk management

They are therefore a key driver of long-term sustainable value creation.

Indicators LeankCo France	2023	2024	2025	Objective 2030
Workplace accidents	2	0	7	1
Worked hours	95 163	94 248	99 774	N/A
Lost days	17	240	449	90
Frequency rate	21,02	0	50,11	17,5
Severity rate	0,18	2,55	4,5	1
Indicators LeankCo France 1	2023	2024	2025	Objective 2030
Workplace accidents	1	0	3	0
Worked hours	35 736	38 497	31 019	N/A
Lost days	25	0	101	30
Frequency rate	27,98	0	96,71	17,5
Severity rate	0,7	0	3,26	1

QUALITY OF WORK LIFE

All employees across the group assess their quality of work life and working conditions through a **quarterly survey** based on 6 criteria:



Autonomy

Ability to take initiative and make decisions



Work relationships

Quality of interactions within teams and with management



Reasonable workload

Balance between productivity and well-being



Interest in tasks

Meaning and motivation at work



Work standards

Clarity of processes



Resources

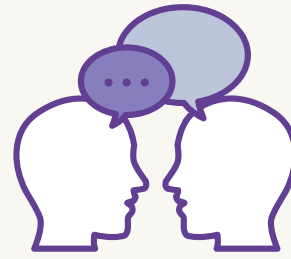
Tools and available means

Engagement
score
2025
80,9%



A VIRTUOUS APPROACH

A Nonviolent Communication (NVC) training program is deployed to all employees to strengthen professional relationships and a better day-to-day collaboration.



It aims to develop active listening skills, clear expression of needs and constructive conflict management. The content of this training is a mix of methods and application in the work environment.

This training contributes to prevent conflicts, improve the workplace climate and strengthen the team cohesion. It is part of a global effort to enhance interpersonal skills and collective performance.

EQUITY AND DIVERSITY

Diversity, equity, and inclusion are structuring challenges for the company, as they directly contribute to workplace climate quality, employee engagement and collective ability to cooperate and innovate.



Although not classified as strictly material, these topics are key levers for talent attraction and retention, managerial performance and medium- and long-term value creation.

LeankCo promotes a respectful, inclusive and fair working environment enabling the expression of skills and perspectives.

This approach follows a continuous improvement trajectory, aligned with stakeholder expectations and ESRS guidelines

It contributes to trust reinforcement , organizational resilience and sustainable performance.



Indicators	2025 LeankCo group		Objective 2030
Equal access to management positions within the governing body (Supervisory Board) – Workforce breakdown (F/M)	1/4		Ensure equal access to management positions
Indicators	2025 LeankCo France (Cluses)	2025 LeankCo France 1 (Bezons)	
Equal access to management positions (number of female managers / total female workforce)	13,70%	11,10%	Ensure equal access to management positions
Equal access to management positions (number of male managers / total male workforce)	10,40%	27,30%	Ensure equal access to management positions
Employees with disabilities	3,24 for a requirement of 3	1 for a requirement of 1	Continue to comply with the employment requirement for people with disabilities
Prevention training	-	Training in proper handling techniques and posture	Implementation of preventive actions through e-learning modules and workplace awareness (use of PPE, housekeeping within the workshop, etc.)
Gender breakdown (F/M) Managers / non managers	Women Manager: 22,2% Male Manager: 26,3%	Women Manager:15,0% Male Manager: 30,0%	Equality
Number of employees of the underrepresented gender among the 10 highest-paid employees	2	4	

ETHICS



Governance and ethics are fundamental pillars of sustainable performance, ensuring quality of decision-making, risk management and stakeholder trust.

LeankCo is evolving its practices to strengthen transparency, decision traceability and clarity in arbitration.

Sustainability criteria are gradually integrated into governance bodies and strategic management processes to align economic performance with social responsibility.

Necessary human, financial, and organizational resources are allocated to ensure effective implementation of commitments and the achievement of objectives.

A Supplier Quality Manual including a code of conduct, internal control systems and whistleblowing mechanisms allow to ensure the long-term integrity, compliance and responsible value creation.

Indicators	2025	Objective 2030
Perimeter	LeankCo group	
Information security incidents	0	0
GDPR alerts / Ethics	0	0
% of employees trained in ethics	24%	80%
Convictions / fines for violation of anti-corruption laws & bribery	0	0

WHISTLEBLOWING MECHANISM



LeankCo has implemented a confidential reporting system allowing employees, partners, or third parties to report, without fear of retaliation illegal practices, unethical behavior, violations of internal policies or fundamental rights (e.g., corruption, fraud, harassment, discrimination, health and safety breaches).

This system helps to prevent legal, social and reputational risks, to protect individuals and to strengthen trust in governance mechanisms.

Its objectives are to:

- detect and prevent risks
- protect stakeholders
- ensure regulatory compliance

CYBERSECURITY

Cybersecurity is a strategic issue, directly linked to business continuity, protection of sensitive data and operational reliability.

In a context of increasing digitalization and cyber threats, LeankCo deploys an integrated approach combining governance, technical measures, internal procedures and employee awareness.



The objective is to ensure system integrity, data confidentiality and the availability of critical tools. By continuously strengthening its information security system, LeankCo reduces operational risks, legal exposure, reputational risks and reinforces stakeholder trust.

Indicators	2025	Objective 2030
Perimeter	LeankCo France (Cluses)	
Security incidents that resulted in a loss or unavailability of information	0	0
Remediation rate	N/A	100%
Users aware of cyber risk	100%	95%
Prevention; Active Directory scans, risk exposure audits	8	10



RESPONSIBLE PURCHASING AND VALUE CHAIN



EXTERNAL WORKING CONDITIONS

In a logic of risk management and alignment with international standards. Our group expects strict compliance with fundamental human rights, including the prohibition of forced labor and child labor, freedom of association, and non-discrimination.

Partners must ensure safe and healthy working conditions, in accordance with local regulations on health, safety, and working hours.

At **LeankCo**, supplier relationships are managed through a long-term partnership approach, based on compliance, transparency, and continuous improvement.

This approach is supported in particular by the **Supplier Quality Manual**, used as a reference document to formalize the company's quality requirements, while also integrating a **Code of Ethics** and social and environmental responsibility commitments.

This framework enables alignment of partner practices with LeankCo's expected standards, from the qualification phase through performance monitoring and contract renewal.

By structuring its supplier relationships around this common framework, LeankCo secures its supply chain, prevents non-compliance risks, and supports the CSR maturity development of its strategic suppliers.

This approach strengthens value chain resilience, builds stakeholder trust, and fosters long-term responsible value creation.

Indicators	2025	Objective 2030
Adherence rate of strategic suppliers to the CSR requirements of the Supplier Manual	14%	80%
Self Audits / strategic supplier visits	14%	50%
Invoices received not paid at the closing date of the fiscal year whose term has expired (% of purchase turnover)	0,00%	0,10%

LOCAL COMMUNITIES



MENTORING



LeankCo demonstrates its strong local roots through active involvement in local communities, notably through the personal commitment of its CEO within the Réseau Entreprendre 74, where he contributes to mentoring business leaders and supporting project leaders.

SPONSORSHIP

LeankCo is an industrial group operating across a diverse range of sectors, including land transportation, energy, and industrial equipment. LeankCo derives its legitimacy and operational excellence—recognized by its clients—from the quality of its teams, which are predominantly composed of technicians and engineers.

The LeankCo Group promotes:

- Initiative within its teams, autonomy, and professional development through continuous training
- Transparency and rigor, grounded in science, facts, and data
- Teamwork and collective intelligence

Committed to contributing, through its actions, to both maintaining and strengthening:

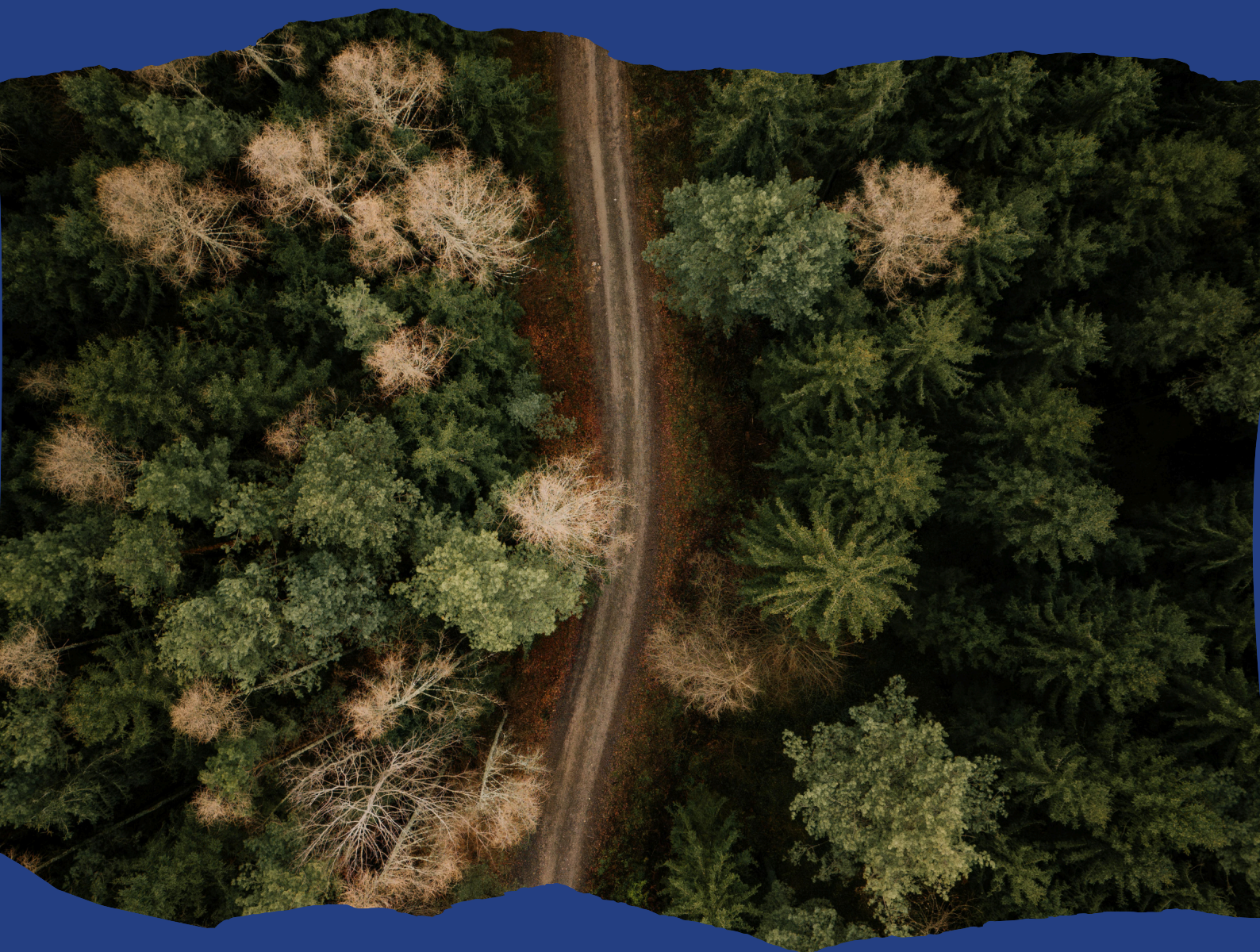
- Human progress through science
- A high level of excellence in scientific and technical higher education, particularly through preparatory classes and top engineering schools
- The attractiveness of industry and its contribution to France's GDP
- Social mobility, which supports social cohesion both at the national level and within the company

LeankCo supports Fondation de l'Ascension Sociale and, each year, helps a talented young individual from modest or disadvantaged backgrounds to achieve their professional ambitions through higher education in scientific and technical fields. This support includes mentorship and funding for up to six years of scholarships—from the final year of high school, through preparatory classes, to the completion of an engineering degree.



ROADMAP 2026-2028

- Accelerate the decarbonization of industrial operations, particularly by increasing the procurement of steel produced via electric arc furnace processes, thereby raising the share of recycled materials
- Strengthen the policy of developing technical and managerial skills across the Group
- Systematize the application of CSR criteria in the selection and management of supplier panels



For more information about our CSR approach, please contact Caroline PHILIZOT, caroline.philizot@leankco.com



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