

Annual CSR report 2024



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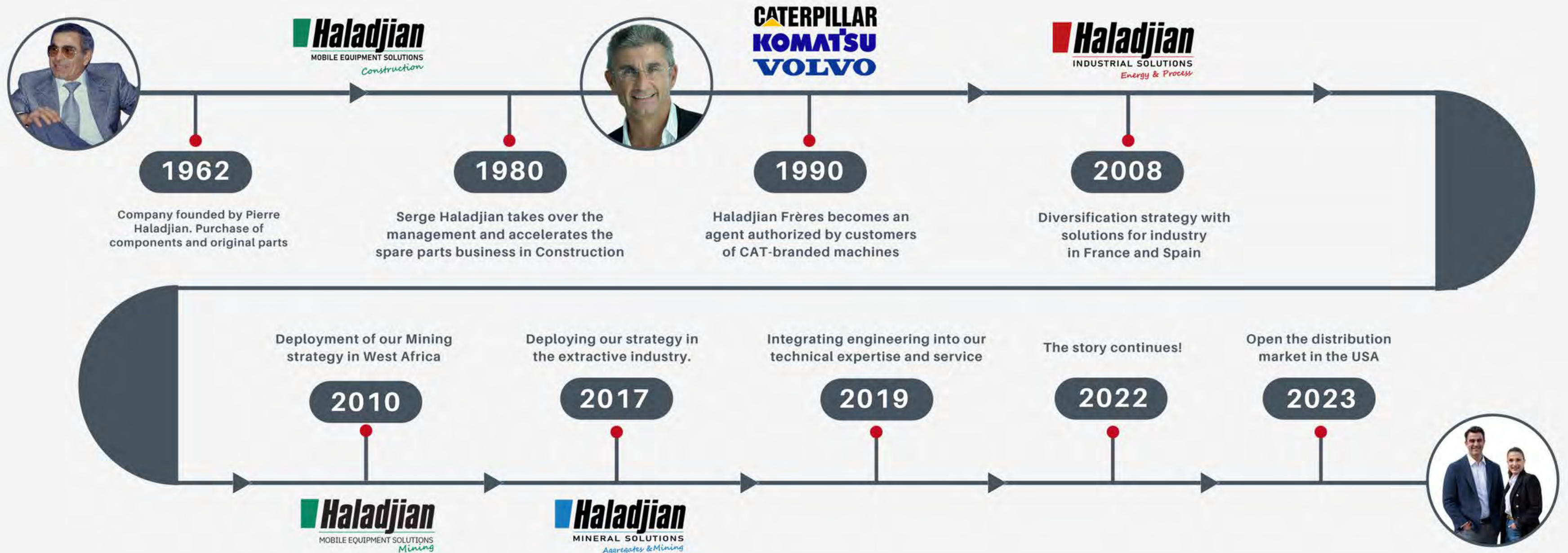
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Ensure the sustainability and efficiency of operations

The Haladjian Group's mission is to be a partner in the sustainable and efficient transformation of its customers' operations.

With 60 years of experience and technical expertise, we develop comprehensive, tailor-made solutions for our customers, enabling them to optimize their processes and increase the availability of their equipment.

A STORY OF COMMITMENT, FOCUSED ON OUR CLIENTS



A MARKET PRESENCE THAT IS CLOSELY ALIGNED TO YOUR CHALLENGES.

With passion, the Haladjian Group strives to give its customers the best valued alternatives to keep their operations sustainable and efficient.



 **Drilling**



 **Extraction**



 **Process**



 **Recycling**



 **Energy & Risks**

OUR VALUES

PASSION

The passion for our trade is what has brought us together for 60 years. Technical culture is in our DNA. It is this inexhaustible energy that pushes us to always go further, satisfaction, understand and achieve.

INNOVATION

We place innovation at the heart of our growth, using this strength to meet new needs, boost markets and transform the way we work. Through collaborative relationships with our stakeholders, we foster creativity and experimentation, encouraging initiative, ingenuity and questioning



HUMANS

Our vision of human relations is based on respect and consideration for people regardless of their background. Respect for commitments, team cohesion and the collective interest are the fundamentals of our family business.

COMMITMENT

Our commitment is based on individual and collective involvement, requiring a spirit of courage, loyalty, solidarity and responsibility. The fulfillment of our mission depends on the mobilization of all our skills and the diversity of our talents to meet the needs of our stakeholders in the long term.

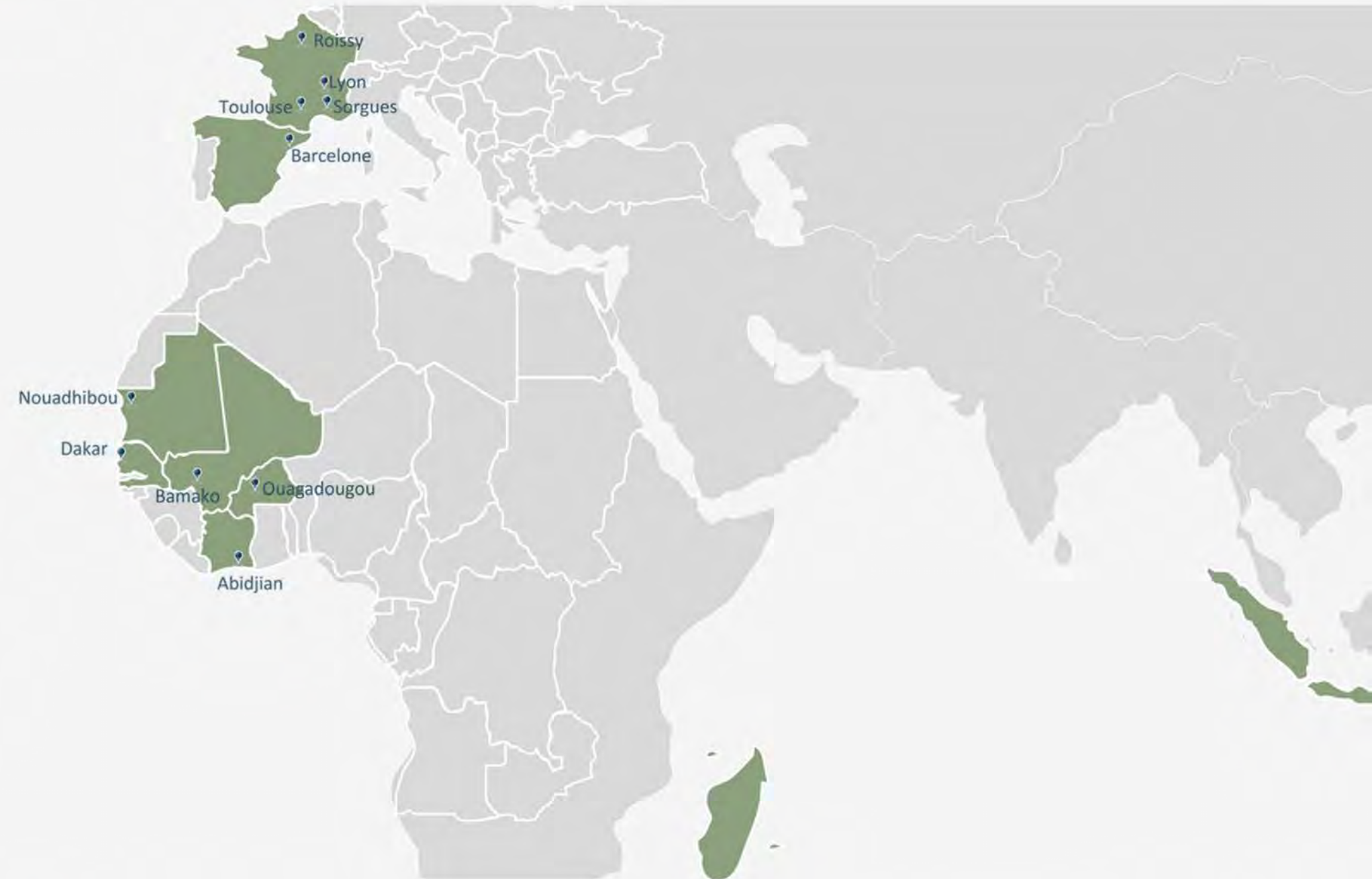
PERFORMANCE

The Group's overall performance is support by a balance between individual and collective performance. We manage our business processes with agility, with the aim of continuously improving our value creation for our stakeholders.

OUR EXPERTISE KNOWS NO BOUNDARIES.

We are strengthening our international presence to provide the best possible support to our customers, wherever they are located. Thanks to our locations and a network of trusted partners, we are able to quickly deliver essential parts, deploy our services in the field, and share our technical expertise in a responsive manner.

This proximity allows us to provide personalized support, adapt our solutions to real-world conditions, and guarantee uncompromising operational continuity.



For us, having an international presence is a concrete commitment: to remain available, efficient, and attentive to our customers, wherever they may be in the world.



103 M€ IN REVENUE



**45000
CUSTOMERS**



250 EMPLOYEES

**30 M€ OF
INVENTORY**



**18
COUNTRIES**



C.E.O. REVIEW

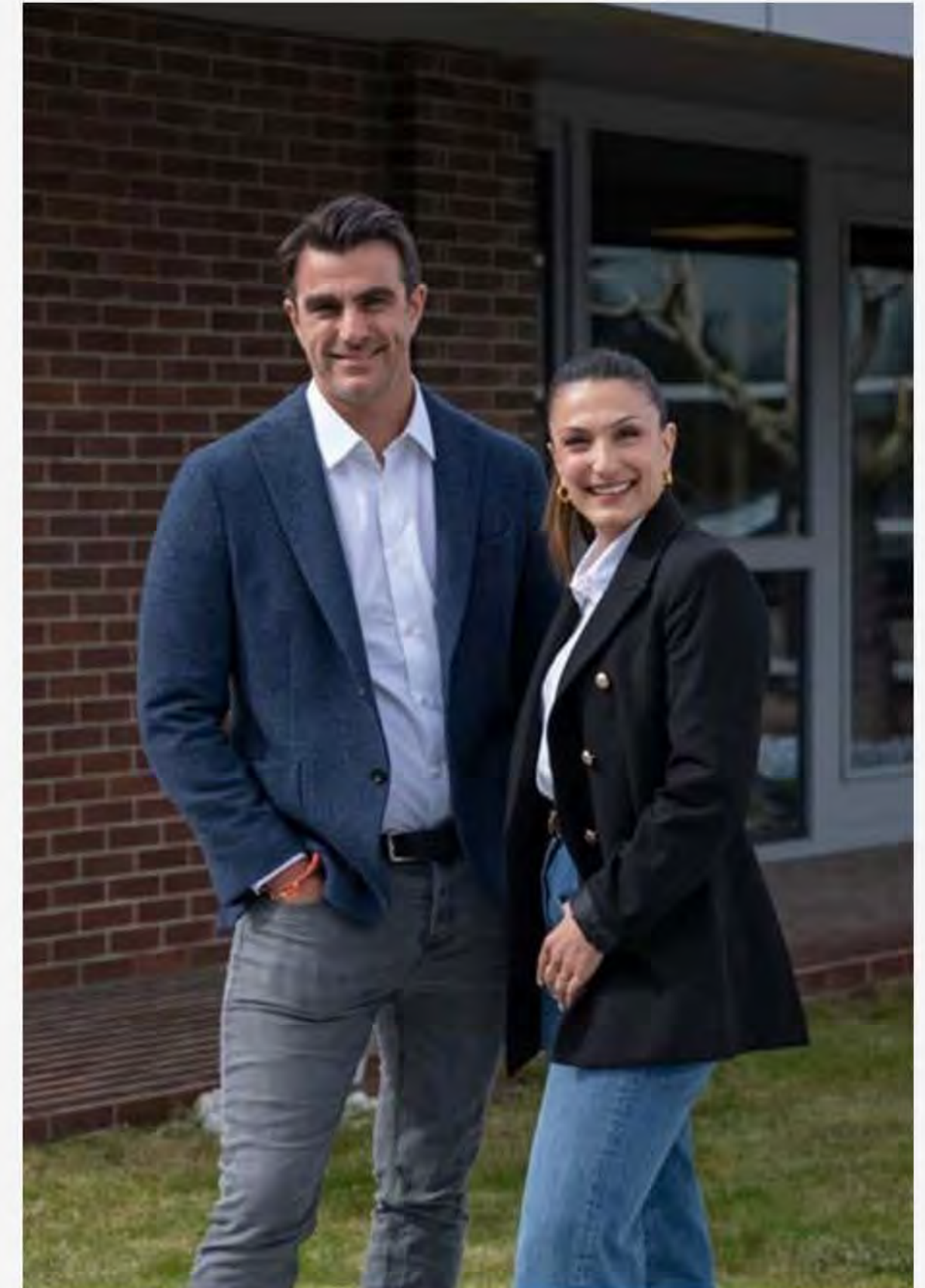
The year 2024 was marked by a historic slowdown in the French market. Thanks to our passion for our activities, the Group was able to seize the opportunity to renew itself, reinvent itself, and bring about real paradigm shifts.

Our family-owned group is fundamentally committed to the long term and considers transmission to be an essential value. As guardians, we must progress, foster innovation, and adapt in order to pave the way for sustainable and inclusive growth.

Over the past two years, we have restructured the group and our operating methods. These changes strengthen our expertise and prepare the company to meet the challenges of tomorrow.

We are passionate advocates for a responsible and committed world and are fully aware of our crucial role in the transition to the future.

Our 60 years of activity are the result of the commitment of our employees and the trust of our partners. Together, we are ready to take on the exciting challenges that lie ahead, turning every obstacle into an opportunity.



DIRECTION BOARD



NELLY HEMMO HALADJIAN

→ CEO - VP BUSINESS OPERATIONS



PIERRE HALADJIAN

→ CEO - VP PRODUCT & BUSINESS DEVELOPMENT



ALEXANDER BITTERLICH

→ CFO



ALEXANDRE HEMMO

→ PURCHASE AND SUPPLY CHAIN DIRECTOR



EMMANUEL THOMASSIN

→ HALADJIAN MOBILE EQUIPMENT CONSTRUCTION DIRECTOR



MATHIEU PRAT

→ HALADJIAN MOBILE EQUIPMENT MINING DIRECTOR



JULIEN PIOT

→ HALADJIAN INDUSTRIAL SOLUTIONS DIRECTOR



ANTOINE MOSCATELLI

→ HALADJIAN MINERAL SOLUTIONS DIRECTOR

A year of deployment



This year marked a key milestone in our development, with the launch of new activities, the exploration of promising markets, and the implementation of strategic growth drivers.

These initiatives reflect our ability to innovate, adapt, and deploy our expertise to meet the challenges of tomorrow.

MEET HALADJIAN RENTAL



2 500 hours
of use



Nearly
200 000
meters drilled



With Haladjian Rental, we provide our customers with drills that are suited to demanding environments and technical applications.

Our two Epiroc T45 and D50 drills enable us to meet our customers' needs without them having to purchase equipment, while guaranteeing reliability, availability, and performance.

Our model is fully in line with a logic of economy of use: it promotes equipment optimization, limits overconsumption of resources, and extends the life of machines through controlled preventive maintenance.

By choosing to rent, our customers benefit from a flexible and responsible solution that combines operational performance and a commitment to sustainability, avoiding the financial commitment of a purchase and the emissions associated with manufacturing a new machine that would ultimately be underutilized.

Haladjian Rental, our maintenance expertise at the service of sustainable and shared performance.

INCREASE THE LIFESPAN OF EQUIPMENT

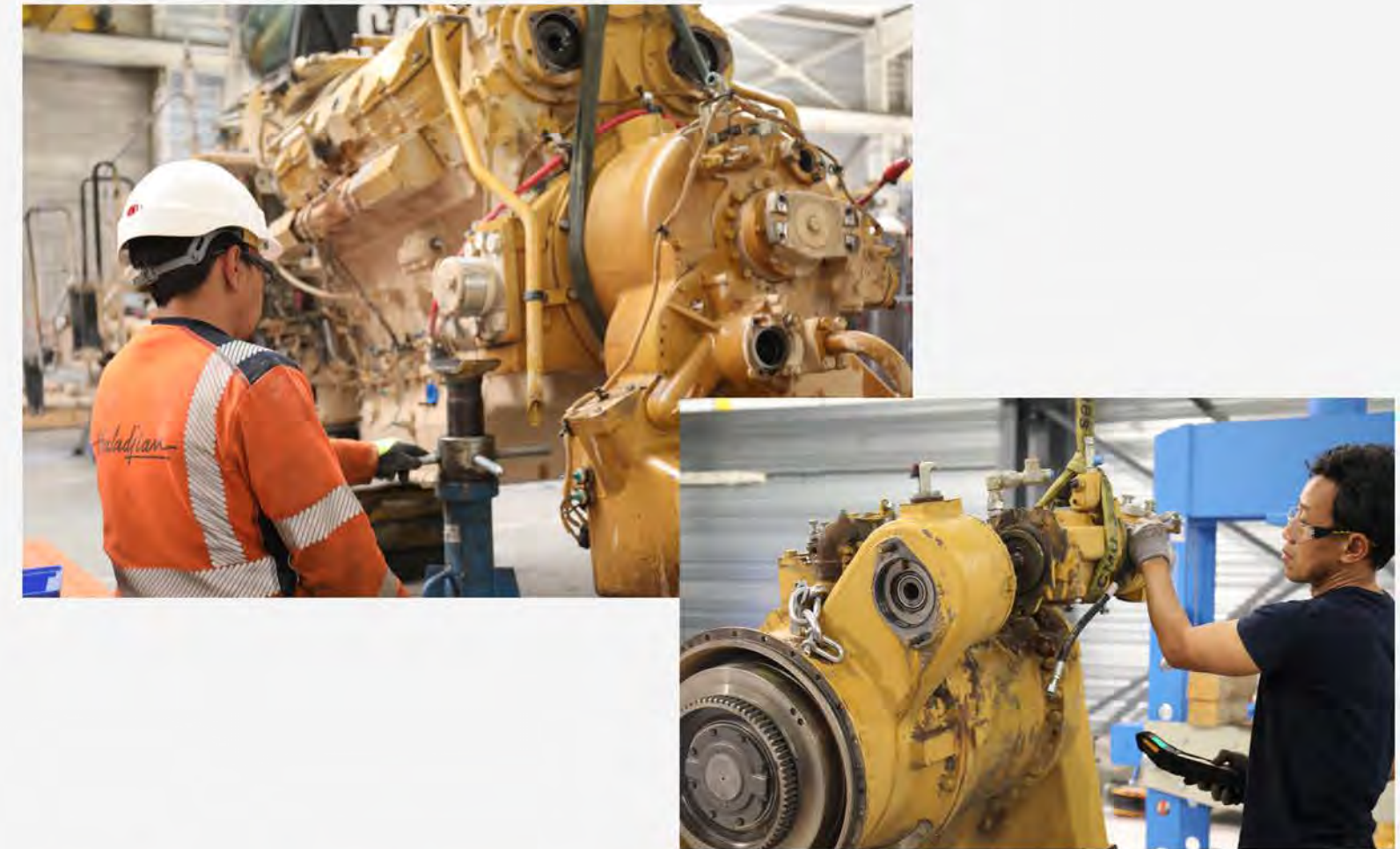
Rebuild: a solution with impacts.

Rebuilding—or remanufacturing—refers to an industrial process of refurbishing used equipment or components to restore them to a level of performance and reliability equivalent to new.

By refurbishing existing equipment or components, rebuilding avoids the production of new materials and, as a result, significantly reduces greenhouse gas emissions associated with raw material extraction, manufacturing, transportation, and assembly.

Rebuilding preserves between 70 and 80% of the total weight of a piece of equipment, representing several tons of metal and technical components that do not need to be remelted, recycled, or replaced.

Rebuilding is a concrete and virtuous response to the CSR challenges facing our sector. Thanks to the technical expertise of our teams—in the reconditioning of components, process equipment, and even complete machines—the Haladjian Group extends the life of equipment while significantly reducing its environmental impact.



In 2024, this business experienced significant growth, confirming our ability to combine industrial performance, competitiveness, and environmental responsibility.

Technical excellence, the driving force behind our commitment to a more sustainable industry.

A FEDERATING PROJECT, SUPPORTED BY ALL OUR EXPERTISE

The refurbishment of a 170-ton KS160 RORH dredger brought together the technical expertise of teams from three of our businesses around a common strategic goal: to breathe new life into a machine that had been commissioned in the 1990s.

After purchasing a machine that was not in working order, we dismantled it at the former owner's site, refurbished the sub-assemblies and brought them up to machine safety standards, so that the machine could be put back into service five months later at our customer's site.

This project drew on the complementary skills of our Construction, Mineral, and Industrial teams.



With this project, our client was able to replace two thermal engines with a 100% electric dredger, thereby switching from:

2 245 gCO₂ / ton produced → 876 gCO₂ / ton produced



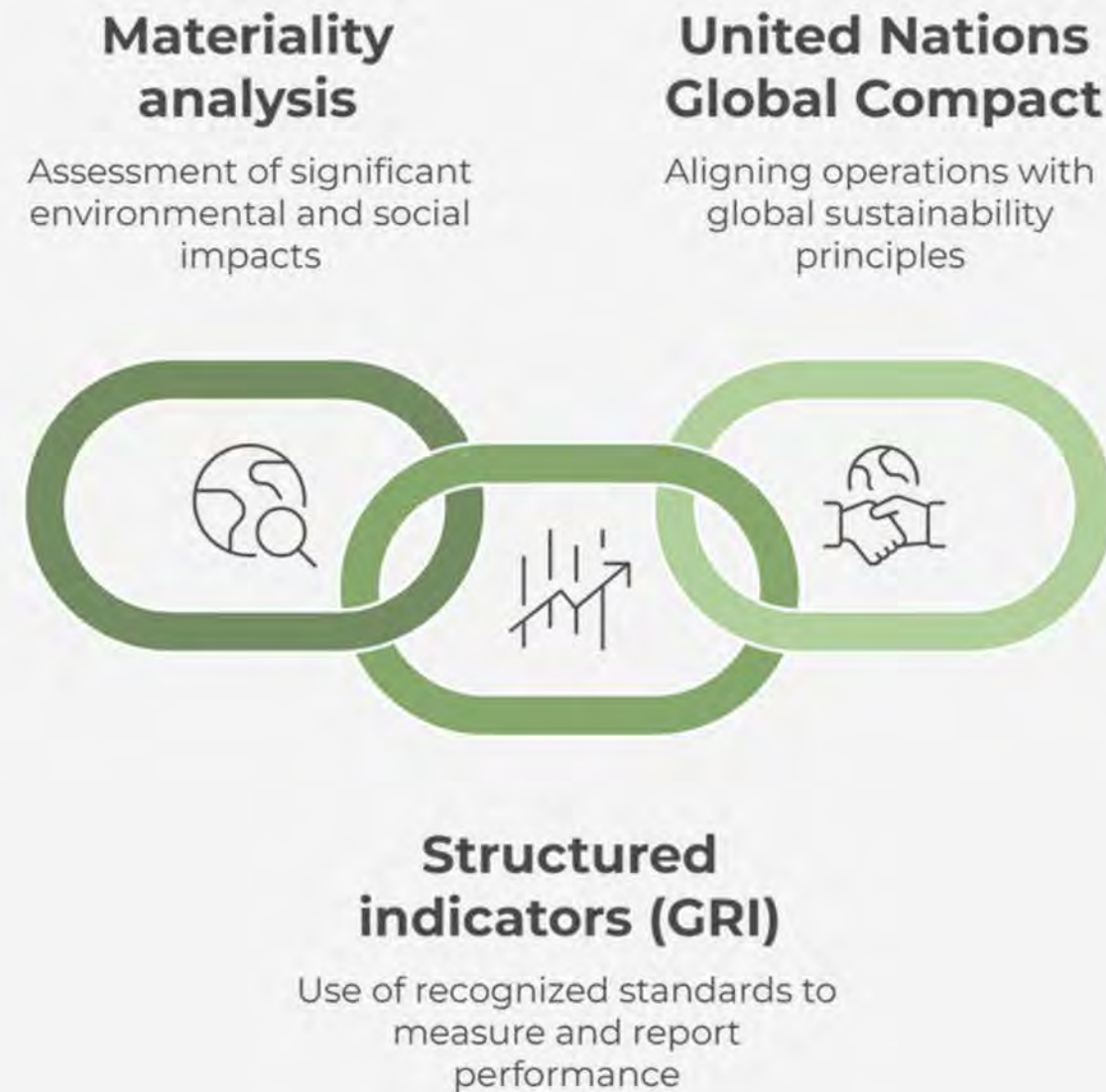
This project perfectly illustrates the collective strength of the group, where the technical expertise of each of our entities combines to deliver agile and reliable solutions.

Our goal: to meet complex technical challenges while reducing our customers' costs and environmental footprint.

GOUVERNANCE RSE

In 2024, we shifted the Group's CSR strategy towards a collaborative approach, proudly involving all our employees in various areas.

The development of our CSR strategy is based on three pillars:



As a committed company, we are proud to adhere to the United Nations Global Compact, strongly affirming our commitment to the ten universal principles relating to human rights, labor, the environment, and the fight against corruption.

Driven by this vision, we are building our strategy to contribute to the United Nations Sustainable Development Goals actively.

With a view to continuous improvement and in order to enhance the transparency of its non-financial performance, the Group is gradually structuring its CSR reporting according to two complementary standards:

- The VSME (Voluntary Sustainability Disclosure Standard for Small and Medium-sized Enterprises) standard, Europe
- The GRI (Global Reporting Initiative) standard, international.

This dual approach will ultimately enable us to ensure the regulatory compliance of our reporting and meet the expectations of our international stakeholders.

Together, our ability to anticipate change and take action will shape the future of the Group.

People are the core of our performance

Our performance is based above all on the commitment, expertise, and well-being of our employees and stakeholders.

As part of our CSR approach, we place people at the heart of our strategy, ensuring we offer a safe, inclusive, and fulfilling work environment.

SOCIAL RESPONSIBILITY AND HUMAN COMMITMENTS

The Haladjian Group's activities have an impact on our entire value chain, particularly on our employees, whether they work in production, on construction sites, in customer service, or in support functions. This social responsibility also extends to the employees of our suppliers and subcontractors, as well as to the end users of our equipment, primarily our customers.

Aware of these issues, the Group is continuously strengthening its vigilance in the area of human rights, with a particular focus on identifying, preventing, and remedying potential negative impacts on individuals.

Human rights risks within the Group are managed by dedicated policies and systems, covering in particular occupational health and safety, employee well-being, anti-discrimination, and responsible human resources management.

Finally, the Group also strives to identify levers that can amplify its positive impact on human rights, placing people at the heart of its management practices and operations.

		Impacts on <u>our workforce</u>
HEALTH & SAFETY	-	Our activities may have potential negative impacts on the health and safety of all employees, whether internal or external. Our indicators show that those responsible for handling, using, or maintaining equipment are most at risk of injury. These activities involve risks ranging from health problems and minor or serious injuries to fatal accidents.
	+	The Group is committed to continuous improvement in safety, systematically recording all accidents and incidents, including the most minor ones, for analysis. Risk analysis, based on severity, frequency, and the number of people exposed, enables prevention measures to be prioritized. Measures are targeted according to the activities or sites concerned, and their effectiveness is assessed so that they can be adjusted if necessary.
INCLUSION, COMMITMENT, AND PROFESSIONAL DEVELOPMENT	-	A deteriorated working environment, caused by a lack of recognition, discrimination, or inappropriate behavior, can undermine employee engagement and increase the risk of turnover. This can lead to a loss of key skills, a decline in collective performance, and a direct material impact on the Group's human resources management.
	+	The Group places skills development at the heart of its HR policy, drawing on a diverse range of training opportunities. The aim is to strengthen commitment and performance and to perpetuate our technical expertise. This support is part of an overall approach to professional development, including internal promotion, mobility, individualized career support, and accessibility of our positions to people with disabilities.

SAFETY, A PRIORITY WITHIN THE GROUP.

This commitment is reflected in the implementation of prevention procedures, ongoing training for teams, and regular monitoring of work situations.

This year, we have undertaken a complete overhaul of our safety induction programs and new employee orientation process in order to better structure the integration of new employees and raise awareness of risks as soon as they arrive on site. Our operators receive regular training in job-specific procedures, the use of personal protective equipment (PPE), and instructions specific to their environment.



In line with the Group's human growth, and with the aim of further refining our risk analyses, we now incorporate criteria such as the size of the population exposed to risk, in order to better prioritize and plan the actions to be implemented in close collaboration with our occupational health department.

KPI's	2023	2024
Number of accidents	6	5
Number of incidents	4	2
Frequency rate	13.40	10.91
Severity rate	0.76	0.79
Safety points achieved	80%	82%

Safety briefings provide us with an opportunity to reinforce best practices, compare them with real conditions in the field, and encourage direct discussions with teams about possible improvements.



- Regular site visits are conducted in order to:
- assess the practical application of instructions,
 - identify risky situations,
 - adjust preventive measures based on actual conditions.

SKILL DEVELOPMENT: A FACTOR IN ENGAGEMENT

As a family-owned group committed to passing on our expertise, we place human investment at the heart of our strategy. Training and professional support for our employees are essential levers for perpetuating our know-how, supporting skills development, and understanding new technologies in order to ensure operational continuity in demanding technical environments.

Aware that the Group's wealth lies above all in its teams, the Group develops training programs tailored to each profession and each stage of a career. Whether in technical skills, safety, management, or personal development, these programs aim to strengthen autonomy, professional mastery, and versatility.

KPI's - Learning				2024
Average number of training hours per employee				4
Number of HALACADEMY e-learning training modules				210
KPI's - Evolution				2024
Number of Level UPs for our employees				10
KPI's - Seniority	CODIR	CADRE	NON CADRE	GLOBAL
Average seniority (years)	16	13	9	10
Average ages (years)	46	48	41	44



This commitment to professional development is also part of a broader goal: to foster long-term employee engagement by offering them opportunities for advancement, clear benchmarks, and a rewarding work environment. Individualized support, opportunities for internal promotion, and assistance for young talent and employees undergoing reconversion are all evidence of this ambition to help employees grow alongside the company.

Passing on knowledge, promoting progress, and giving meaning to each career path: this is how the Haladjian Group, together with its teams, builds sustainable performance based on expertise, trust, and collective commitment.

TRANSMITTING OUR EXPERTISE AND VALUES

For several years now, the Haladjian Group has been involved in a partnership with the Vaucluse rugby team, ASBC.

This support goes far beyond simple sponsorship: it reflects a shared desire to convey common values such as team spirit, commitment, solidarity, and pushing oneself to excel—principles that we also cultivate in our daily professional lives.



This partnership also serves as a bridge between the worlds of sports and business. By facilitating the hiring of certain players within the Group, we help them establish themselves professionally in the region, while integrating profiles that embody rigor, adaptability, and cohesion. It is a concrete way to showcase our professions and perhaps spark a passion for the technology that defines us.

DIVERSITY WITHIN THE GROUP

The Group firmly believes that a company's wealth lies in the diversity of its employees' backgrounds, talents, and sensibilities. We strongly believe that every person, regardless of age, origin, gender, disability, or life experience, should have access to the same opportunities for employment, advancement, and recognition.

This commitment to equal opportunities is defined through fair HR practices, transparent recruitment processes, and a particular focus on inclusion in our teams at all our sites.

Among the concrete actions implemented, the Haladjian Group is actively committed to helping employees facing illness remain in employment, a commitment recognized by the award of the Cancer@Work label – first star. Convinced that a health journey should in no way compromise a career path, we deploy personalized support systems, combining kindness, listening, and adaptation of working conditions, in order to guarantee continuity of activity that respects each individual's experience.

KPI's- Handicap	BOETH	ECAP
Haladjian CORP	13.26	0
Haladjian Mobile Equipment	2.75	0
Haladjian Mineral Solutions	0	4.94
Haladjian Industrial Solutions	1.5	0



In addition, the Group regularly organizes awareness-raising initiatives on disability and inclusion for all its employees. These opportunities for discussion and training aim to remove barriers, break down stereotypes, and develop an inclusive culture at all levels of the organization. We are also involved in national initiatives such as DuoDay, welcoming people with disabilities for a day of immersion alongside our teams.

This type of initiative not only promotes skills and potential but also strengthens social ties and changes perceptions of disability in the workplace. These actions are part of our ongoing commitment to take concrete action to promote professional inclusion and make it a reality.

SOCIAL RESPONSIBILITY AND HUMAN COMMITMENTS

The Haladjian Group also includes individuals involved throughout its value chain in its vigilance approach. This includes the employees of its suppliers, their subcontractors, and partners.

Aware of this challenge, the Haladjian Group is committed to continuously strengthening its vigilance approach throughout its value chain. This involves identifying, preventing, and, where necessary, remedying potential negative impacts on people, whether direct or indirect.

The growing complexity of our supply chains, combined with the diversity of the regulatory, social, and cultural contexts in which we operate, requires increased vigilance at every link. This approach will be developed in a structured and progressive manner over the coming years in order to better anticipate, prevent, and control human rights risks.

Beyond risk management, the Haladjian Group also seeks to activate levers that generate positive impacts on human rights by collaborating responsibly with its partners and promoting ethical, fair, and sustainable practices throughout the value chain.

		Impacts on the <u>value chain</u>
HEALTH & SAFETY	-	The Group's activities may have potential negative impacts on people's health and safety throughout the value chain, particularly in geographical contexts where human rights are less protected or insufficiently regulated. These risks concern both working conditions and respect for the fundamental rights of our partners', suppliers' and subcontractors' employees.
	+	The Group works with suppliers, some of whom are long-standing partners with whom it has forged lasting relationships based on trust, transparency, and technical collaboration. These partnerships help to strengthen dialogue and ensure that our mutual expectations are taken into account.
	+	The structure of our reverse engineering service is a key lever for strengthening our capacity for analysis and setting requirements for critical components in the medium and long term. This approach will enable us to better assess our suppliers' social practices, select more responsible partners, and contribute to improving working conditions throughout our supply chain through a ripple effect.

THE SUPPLY CHAIN, THE CORE OF OUR CHALLENGES

At the heart of the Haladjian Group's operations, the supply chain is much more than just a logistical lever: it is a strategic pillar of our organization and our performance. Present at every stage, it determines our ability to meet our customers' expectations, ensure the quality of our solutions, and maintain our competitiveness.

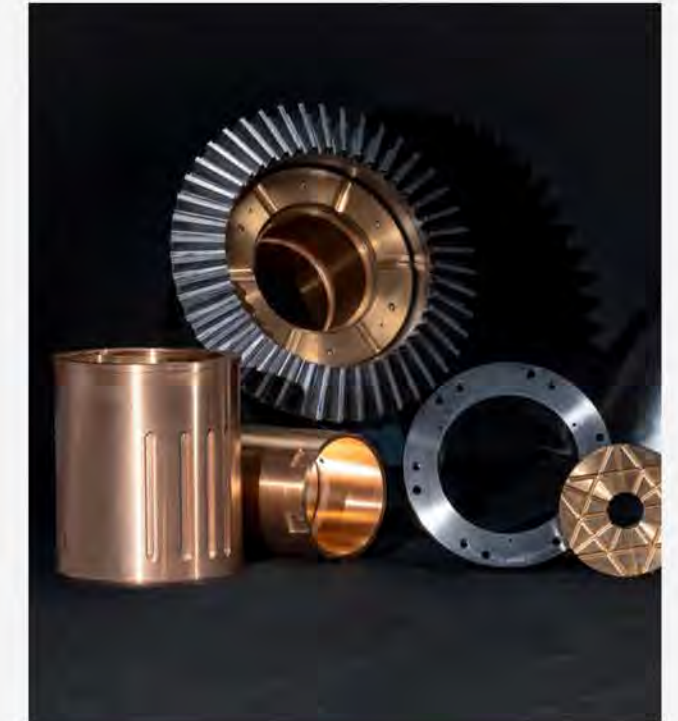
The diversity of our suppliers, located in Europe and internationally, allows us to benefit from specific know-how and recognized technical expertise. This diversity, combined with the geographical and sectoral complexity of our supplies, requires increased vigilance to ensure respect for human rights, safety at work, and exemplary ethical practices.

The main challenges identified include:

- Lack of **traceability** at certain levels of subcontracting exposing us to risks of forced labor, child labor, non-compliant wages, and excessive working hours.
- Hazardous **working conditions** at certain suppliers outside the EU (lack of protective equipment, poor safety culture).
- **Ethical risk** related to corruption, favoritism, or money laundering in areas with low regulatory transparency.

In the short and medium term, our strategy aims to strengthen social and environmental responsibility within our supply chain.

We plan to systematically include social and ethical clauses in contracts with our strategic suppliers, to standardize annual CSR assessments based on internally defined rating criteria, and to conduct targeted audits of partners deemed critical.



At the same time, the dissemination and signing of our ethical charter will be made mandatory for all suppliers, in order to firmly establish our requirements in terms of human rights and responsible practices.

By integrating social, ethical, and environmental criteria into our purchasing processes and partner selection, we will make our supply chain a strategic lever for **protecting people, promoting fair working conditions, and contributing** to the United Nations Sustainable Development Goals.

TRANSMISSION WITHOUT BORDERS

Transmitting expertise and training to customer technicians

As part of our commitment to skills transfer and the development of local expertise, Haladjian Mobile Equipment organized a welding training and certification program in West Africa for our customers' technicians working in the mining sector.

Led by our specialist trainers, this session was held in Dakar, Senegal, and combined practical preparation, intensive training, and a final assessment. Participants were trained in the welding processes most commonly used in mining equipment maintenance (SMAW, FCAW, GMAW), in accordance with international standards and regulations.

Each technician has obtained 12 certifications issued by Bureau Veritas, attesting to their ability to perform maintenance and repair work on critical parts such as buckets and blades, with a high level of quality and safety.



By training our customers' teams, we strengthen their technical skills, extend the life of their equipment, and support the development of local industries.

COMMITMENT TO THE LYON-TURIN TELT PROJECT

As part of the TELT Lyon-Turin rail infrastructure project, the Haladjian Group has mobilized all its expertise to contribute to the safety of Europe's largest construction site.

Over a period of four months, our teams equipped **126 machines** with cutting-edge technological solutions, meeting essential prevention and protection requirements. Artificial intelligence cameras, capable of detecting pedestrians in danger zones in real time, enabled operators to be alerted immediately and accidents to be effectively prevented. 360° vision systems eliminated blind spots, giving drivers optimal visibility and better control when maneuvering in sensitive areas.

This expertise and capacity for innovation have been recognized at the national level: our involvement in the TELT project earned us a place as **finalists in the Service Innovation Award**, organized by Chantiers de France and the DLR Federation.

This distinction **confirms our role as a committed player in the safety** of people and machines, while supporting projects with a strong environmental and societal impact.



Committing to protecting the environment

Our responsibility is also reflected in the preservation of resources and the reduction of our environmental footprint throughout our value chain.

As part of our CSR approach, we place ecological transition at the heart of our strategy, promoting energy efficiency, the circular economy, and the prevention of impacts related to our activities.

RESPONSABILITÉ ENVIRONNEMENTALE

The Haladjian Group's activities have an environmental impact across our entire value chain, from our internal operations to the end use of our products by our customers. This impact relates in particular to energy consumption, greenhouse gas emissions, and waste generated by our logistics and distribution activities.

Aware of these issues, the Group can now use its carbon footprint to measure, monitor, and guide its emissions reduction actions. This approach allows us to identify the areas with the highest emissions and prioritize actions, both internally and with our partners.

Waste management is also a major focus of our environmental responsibility. We are implementing practices aimed at reducing, sorting, and recycling the waste generated by our activities, while optimizing our logistics processes to limit the volume of packaging and promote the use of more responsible solutions.

Finally, the Haladjian Group seeks to amplify its positive impact by working with its suppliers, customers, and other stakeholders to promote environmentally friendly practices and integrate sustainability criteria into the selection of products and solutions distributed.

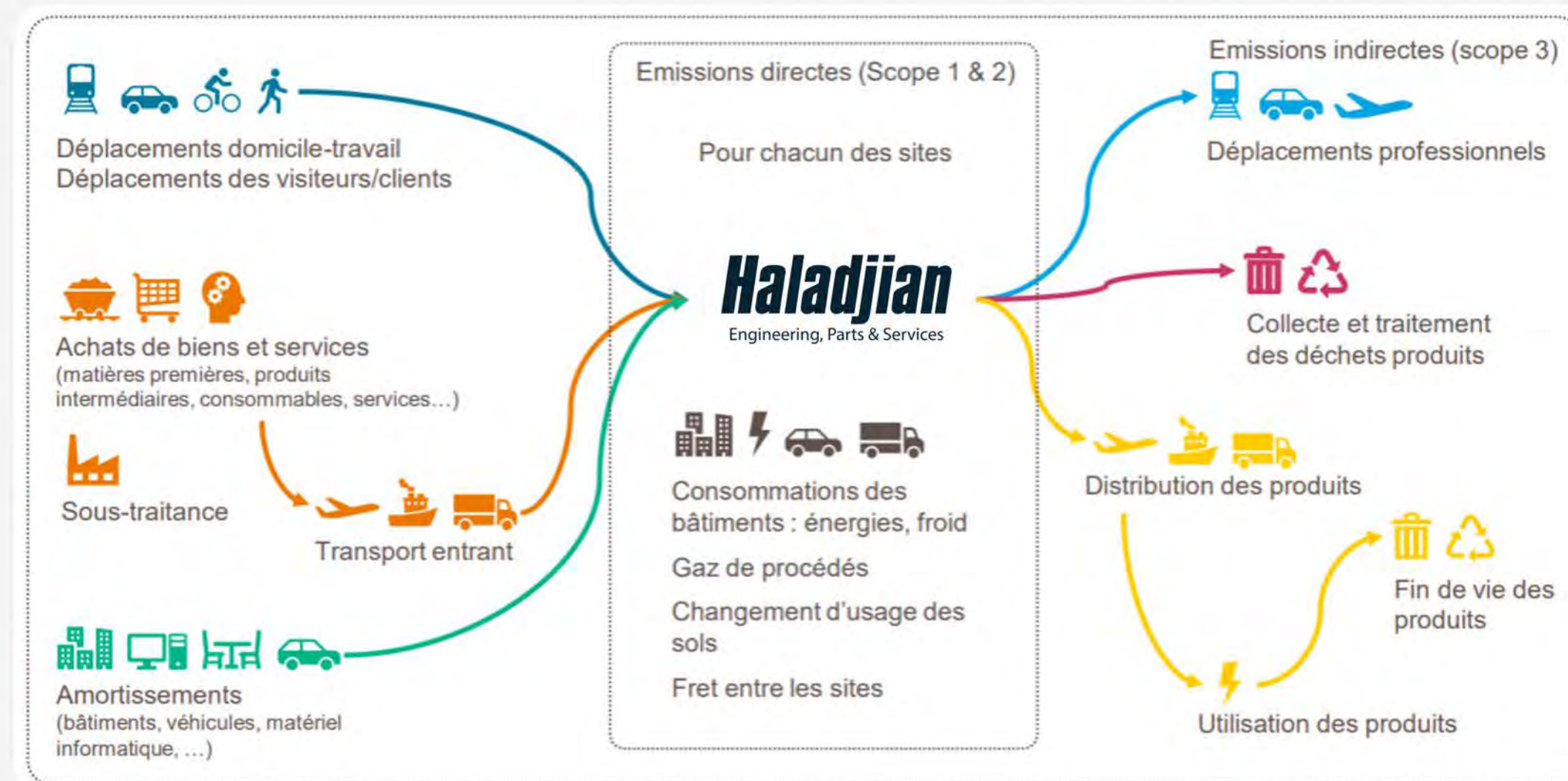
		Environmental impacts
EMISSIONS POLLUTION	-	As a distributor, the logistics management of the products sold generates waste, particularly from packaging, packing, and handling operations. Aware of this issue, the Group is implementing measures to reduce, sort, and recycle this waste, and is favoring more responsible packaging solutions in order to limit the environmental impact of its logistics activities.
	-	The end use of our distributed products, particularly in the construction sector, involves the consumption of energy and fossil fuels, generating greenhouse gas emissions and contributing to climate change. Aware of this challenge, the Group is developing solutions to offer its customers products that limit these impacts throughout the equipment's life cycle.
OPPORTUNITIES	+	Demand for low-emission equipment and sustainable solutions is expected to grow in the coming years, offering opportunities to develop our eco-friendly product ranges and increase their share of our sales.
RISK	-	Risk related to regulatory approval delays: Lengthy approval procedures for certain solutions with low environmental impact may delay their market launch, limiting our ability to respond quickly to customer expectations and develop our offering in high-demand segments.

THE FIRST STEP TOWARDS LOW-CARBON TRANSITION

In 2024, the Haladjian Group took a major step forward in its environmental approach by conducting its first carbon assessment, covering scopes 1, 2, and 3. This assessment, conducted with the support of BPI as part of its Décarbon'Action program, covers all of our activities in 2023 and already includes 80% of our operational scope.

This assessment is the starting point for our low-carbon trajectory. It gives us a clear picture of our main sources of emissions and the levers we can use to reduce them.

Our short-term ambition is to achieve 100% coverage of our activities within two years and to improve the reliability of the data used in our carbon assessment. To this end, we are working closely with our suppliers and partners to move from estimated data to measured data, thereby enhancing the accuracy and relevance of our actions.



By conducting this first carbon assessment, the Group reaffirms its commitment to combining operational performance with environmental responsibility, and to resolutely embracing the transition to a low-carbon future in line with SBTi targets.

GROUP CONSOLIDATED RESULTS



Analysis of the GHG balance sheet results shows that most of our emissions come from our purchases of raw materials, particularly steel.

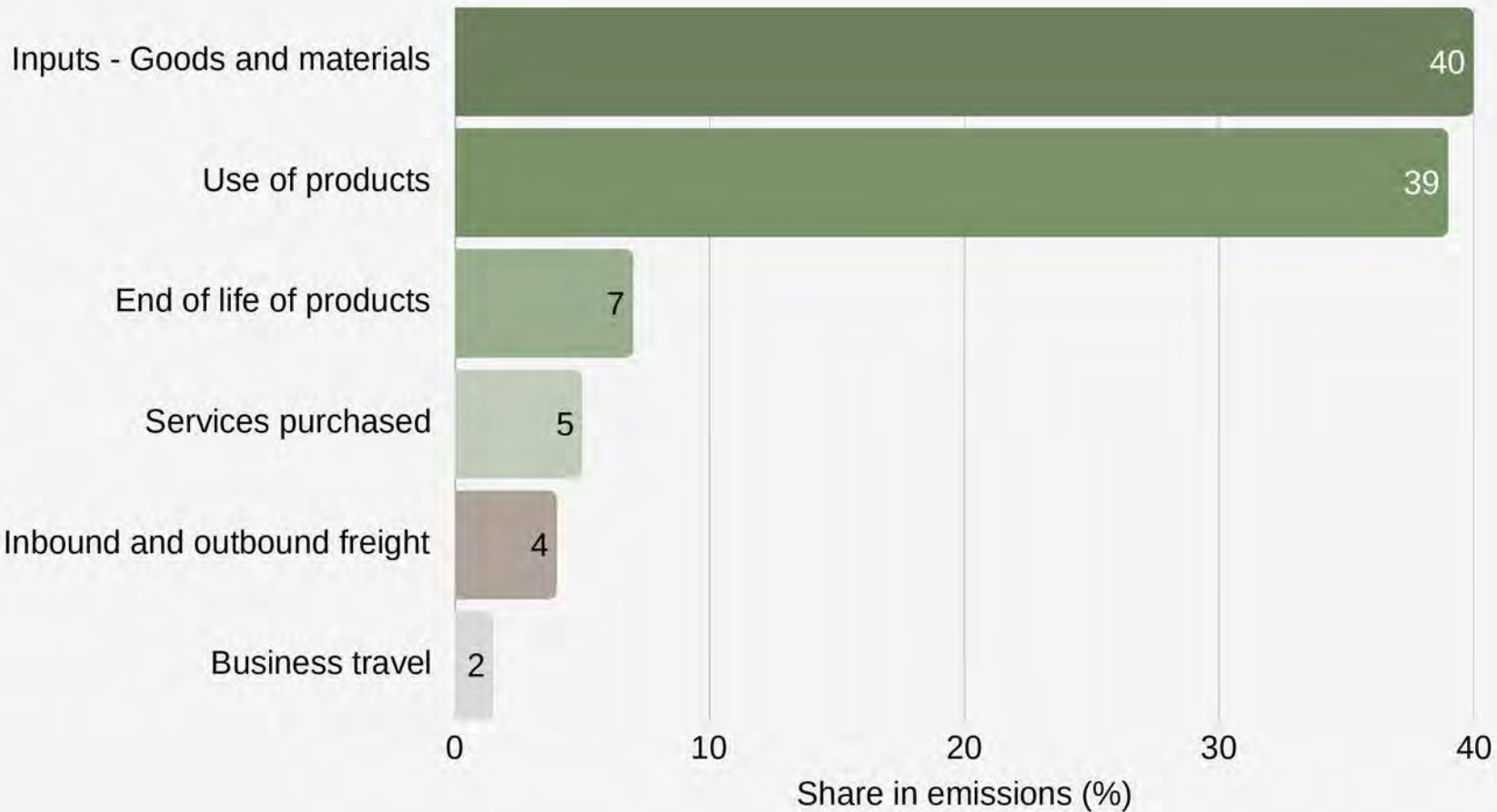
In 2023, we sourced approximately 6,500 tons of steel, which alone accounted for nearly 70% of emissions in this category, or approximately 27% of the Group's total emissions. Galvanized steel accounts for 9% of emissions, as do plastics, mainly polyethylene (PE), polypropylene (PP), and rubber, which account for 12% of emissions in this category.

These figures will be refined in the coming years by including the share of raw materials from recycling, which has a significantly lower carbon impact.

This breakdown confirms that decarbonizing our raw material supply chain and the reuse model through rebuild will be two major levers in reducing our overall carbon footprint and that of our customers.

Another significant portion of emissions comes from the use of the components we distribute. The fuel consumption of our customers' fleets of vehicles, such as GNR, generates direct emissions linked to the end use of our products.

This reality reinforces our conviction that reducing impacts during the use phase is a major challenge in our low-carbon trajectory. True to our role as a technical partner, we are committed to supporting our customers in finding and adopting relevant solutions to reduce their fossil fuel consumption and associated emissions.



ENERGY PERFORMANCE CONTROL AND OPTIMIZATION

The Group considers energy management to be one of the cornerstones of its performance and environmental responsibility. Aware of the impact of our consumption on our GHG emissions, we have been implementing measures for several years to improve the energy efficiency of our sites, operations, and vehicle fleet.

Consumption of our on-site operations

In line with the regulatory deadlines of the tertiary decree and in alignment with our operational cost management, our equipment renewal and facility refurbishment initiatives have improved the ratio between consumption growth and business growth (revenue) at our Sorgues and Chasse-sur-Rhône sites, and **reduced consumption in absolute terms** at our Toulouse and Bram sites.

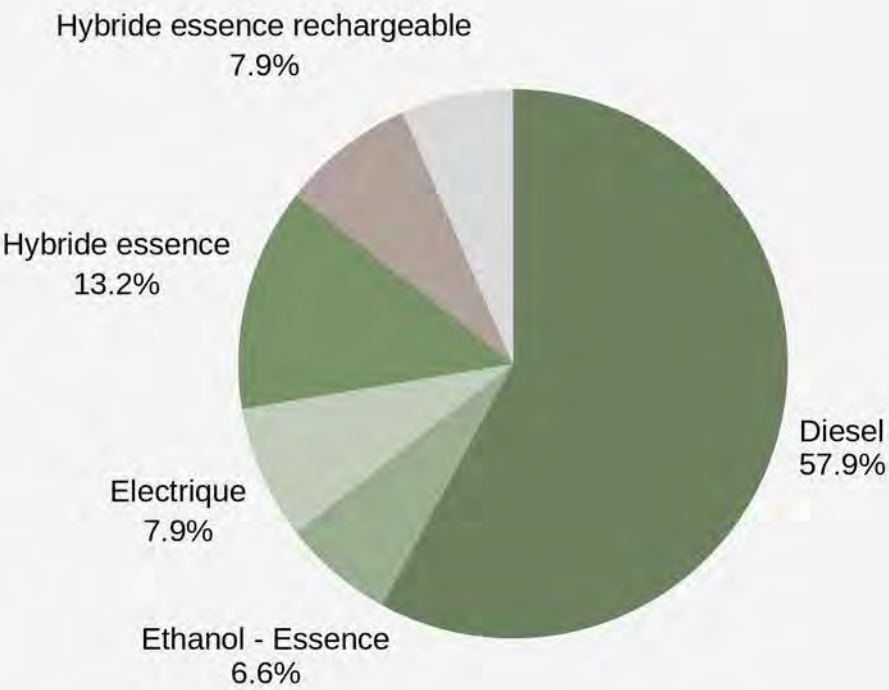
Our objectives are now to sustain our efforts by continuing to renew our energy-intensive equipment and to be able to produce renewable energy in order to consume part of our production ourselves.

KPI - Electricity consumption (kWh)	2022	2023	2024
Sorgues	727 300	736 537	761 135
Toulouse	117 780	108 268	100 721
Bram	47 312	41 904	36 709
Chasse sur Rhône	75 090	78 421	82 887
Roissy	6 500	6 149	6508
Share of renewable energy	0	0	0

Transition and sustainable fleet management

In recent years, the Group has accelerated the transition of its fleet, favoring hybrid and electric vehicles in order to reduce its emissions and fossil fuel consumption.

Employees receive training in eco-driving and the optimal use of these vehicles, supplemented by regular road safety campaigns to promote responsible and safe driving.



Energy distribution across the VP fleet



Change in average theoretical emissions for the fleet (in gCO2e per km)

This transition is accompanied by measures to motivate our employees to make the transition themselves, such as the installation of charging stations at our sites and the head office's participation in the carpooling scheme offered by the Sorgues les Comtat community of municipalities.

WASTE FROM OUR ACTIVITIES

Since the beginning of its activities, the Group has undertaken waste management and sorting. We consider that every day is a new opportunity to go further in reducing, recovering, and reusing waste. Our approach is part of a process of continuous improvement and transition to a circular economy.

KPI - Déchets générés en tonne (t)		2023	2024
Metals	Material recovery	97	112
Paper - Cardboard	Material recovery	34	23
Plastic film	Material recovery	Non trié	1.34
Pallet wood	Reuse	Non mesuré	14
Other wood	Energy recovery	60	55
Total non-hazardous waste		113	221

The circular economy is gradually being integrated into our supply chain, thanks in particular to a new partnership with our wood waste management provider. Broken pallets from our business are now recovered, repaired, and then reintroduced into our operations to be reused in future deliveries, giving them a second life within our own circuit.



Our mechanical operations generate hazardous waste such as oils, soiled rags, filters, etc.

In the last quarter, all our workshops were equipped with washable rags of different qualities in order to combine cleaning quality with waste reduction.

That's one less piece of waste to incinerate!



KPI - Hazardous waste generated in tons (t)		2023	2024
Hazardous waste	Energy recovery	5.55	4.24
including Soiled rags	Incineration	1.55	1.34
including Black oil	Oil regeneration	3.56	3.87

We have seen an increase in our non-hazardous waste in 2024, particularly metals, which can be explained by our new Rebuilt activities, where parts that cannot be reused because they are too damaged become waste for us.

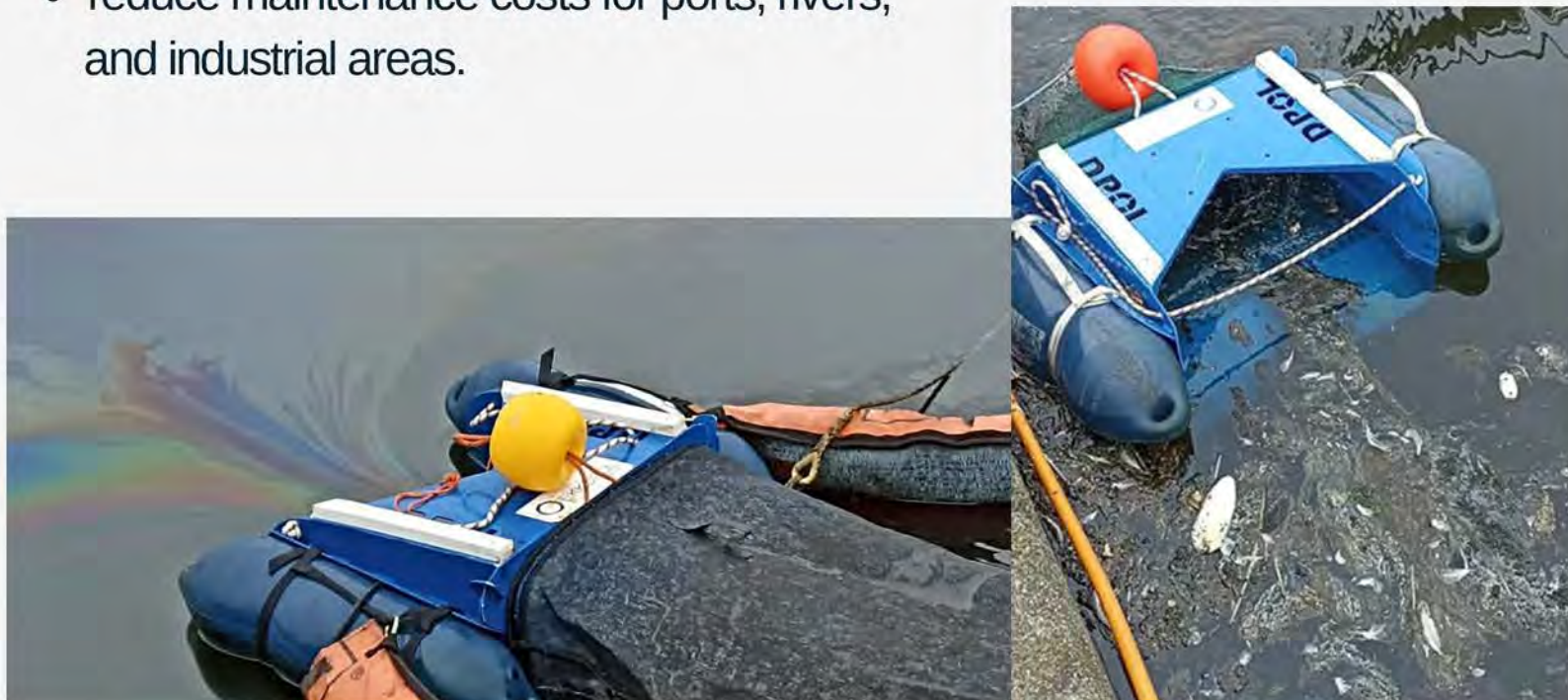
Our short-term goal is to successfully measure the reuse of our cardboard boxes, particularly for packaging and supplier crates. In the long term, the goal is to reduce the amount of final waste and promote reuse.

FORWARD-LOOKING PARTNERSHIPS

As part of its commitment to preserving natural resources, **Haladjian Industrial Solutions** has partnered with EKKOPOL to distribute the DPOL® floating skimmer, an innovative piece of equipment designed to collect waste and hydrocarbons in aquatic environments.

Developed with an environmentally friendly approach, this solution makes it possible to:

- eliminate floating pollutants such as plastics, hydrocarbons, and other contaminants,
- respond quickly in the event of accidental leaks or spills,
- preserve marine and river ecosystems in the long term,
- reduce maintenance costs for ports, rivers, and industrial areas.



DPOL® equipment at the port of Les Sables d'Olonne

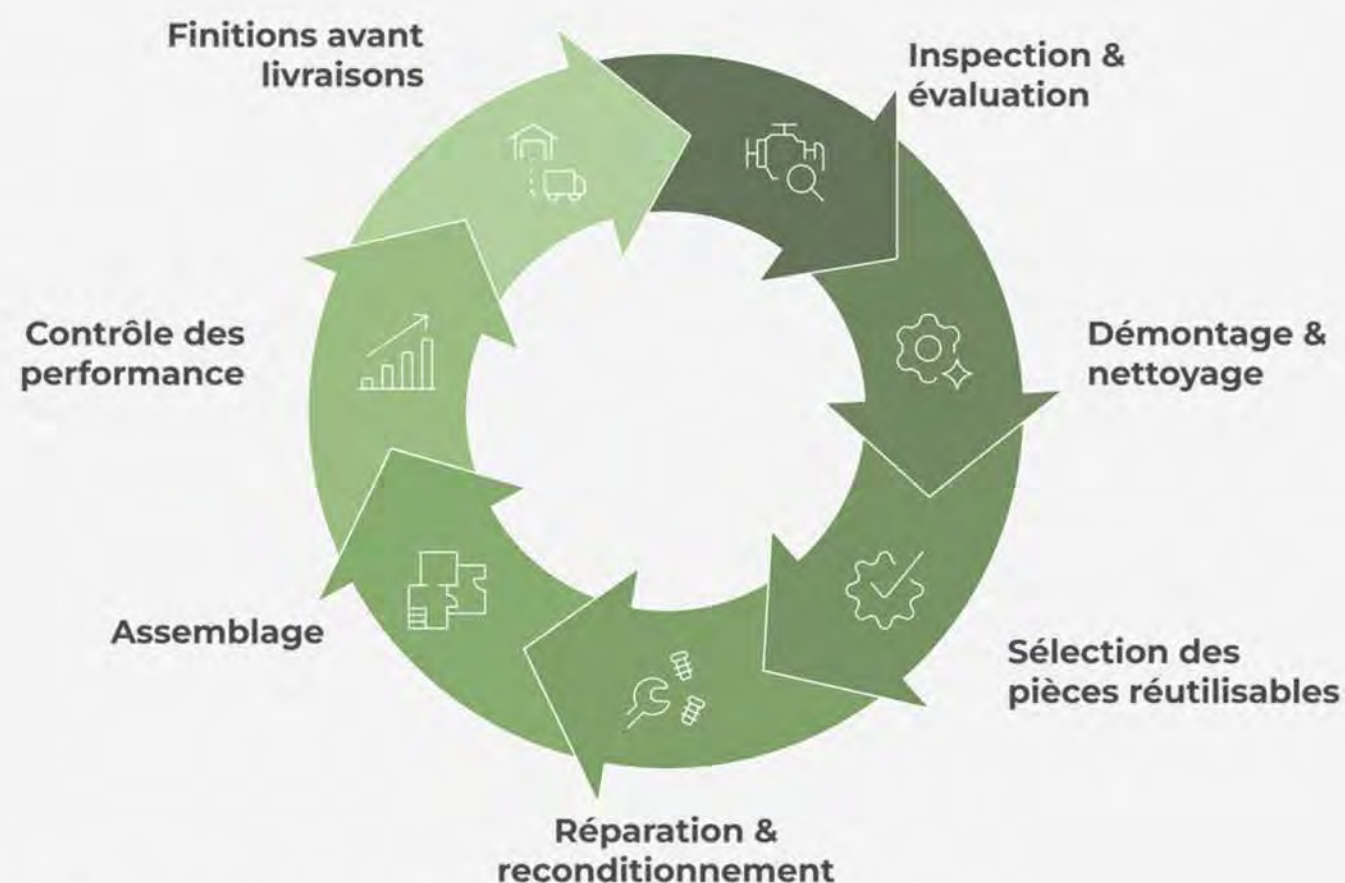
Beyond supplying products, **HALADJIAN Industrial Solutions** supports its customers in implementing prevention plans, training teams, and choosing solutions tailored to their operational constraints. This commitment has two objectives: to protect people and facilities while sustainably preserving natural resources and ecosystems.

By combining technical excellence with environmental responsibility, HALADJIAN Industrial Solutions fully **embodies the Group's vision: to provide high-performance solutions that serve both operational efficiency and the planet.**

COMPONENT REBUILD CENTERS

The Group relies on two Component Rebuild Centers (CRC), located in Sorgues (France) and Ouagadougou (Burkina Faso), which are true centers of technical expertise dedicated to the refurbishment of major components for our sectors.

These CRCs are designed to **improve equipment availability, reduce operating costs, and offer our customers a reliable and sustainable technical solution as an alternative to purchasing new parts**. They are fully in line with our industrial strategy of providing high-level technical support, coupled with a long-term vision of machine maintenance.



In 2024, our teams refurbished **more than 50 components**, 14% of which were destined for our international mining customers and 86% for the French market. Some of these components were **also integrated into complete machines reconditioned** in our workshops.



This performance is based on harmonized procedures between our two sites, technically equipped workshops, and rigorous management using indicators that are analyzed at each stage of the process.

The result? **No customer complaints on the 50 components delivered** and put into operation at our customers' sites.

Our priority remains unchanged: to offer a high level of quality and reliability, with customer satisfaction as our constant requirement.

ACCOMPAGNER, FORMER, PROMOUVOIR

HALADJIAN Industrial Solutions, formerly Haleco, puts its expertise to work in protecting the environment by developing comprehensive ranges designed to control and secure operations involving the management of waste, fluids, energy, and effluents.

Through its value proposition, Haladjian Industrial Solutions (HIS) makes it a point of honor to support its customers in developing the skills of their teams. Through its awareness sessions, HIS imparts operational expertise: mastery of equipment and adoption of good habits to secure operations, reduce environmental risks, and stimulate innovation on a daily basis.

This approach is based on realistic scenarios, practical workshops, and interactive discussions, transforming training into a real lever for sustainable performance for client organizations.

RESPONSE TO A SPILL



More than
1 000
collaborateurs clients
sensibilisés



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Our KPI's



SOCIAL		
Age distribution	<29 ANS	15.6 %
	30<39ANS	8.8 %
	40-49ANS	24%
	50-59 ANS	26%
	> 60ANS	25.6 %
Seniority	<1an	4.8 %
	1-3ans	30.4 %
	4-6ans	18.8 %
	7-9 ans	8%
	>10ans	38%
Gender distribution	Global	68% H - 32% F
	CODIR	89% H - 11% F
	Managers	84% H - 16% F
	Non-managers	83% H - 17% F
Social dialogue	Percentage of employees represented	8,00%
	Number of CSE meetings	6
Handicap	% of employees with disabilities	6,96%
Accident statistics	Number of accidents	5,00
	Number of incidents	2,00
	Frequency rate	10.91
	Severity rate	0.79

Work cycle	Number of employees on a daily flat rate	54
	Number of employees at hourly rate	196
Type of contract	% permanent contract	92,40%
	% fixed-term contract	1,20%
	% temporary worker	0,80%
	% work-study / intern	4,40%
ENVIRONNEMENT		
GHG emissions	Scope 1 GHG emissions	436 tCO ₂ e
	Scope 2 GHG emissions	33 tCO ₂ e
	Scope 3 GHG emissions	51 503 tCO ₂ e
	Theoretical fleet emissions	105 gCO ₂ e
Waste	Total volume of waste generated	221 tonnes
	Waste material recovery rate	60%
	Volume of hazardous waste	4.24 tons
Energy	Total energy consumption	987 960 kWh
	Share of renewable energy	0%

The report covers 100% of the group's workforce for the period from January 1, 2024, to December 31, 2024.

Any questions about the report?

Contact us at:

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Got an idea or a project?

Let us know at:

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Want to find out more?

Visit our website:

www.haladjian.com

Check out our Ecovadis rating!



Haladjian

Engineering, Parts & Services