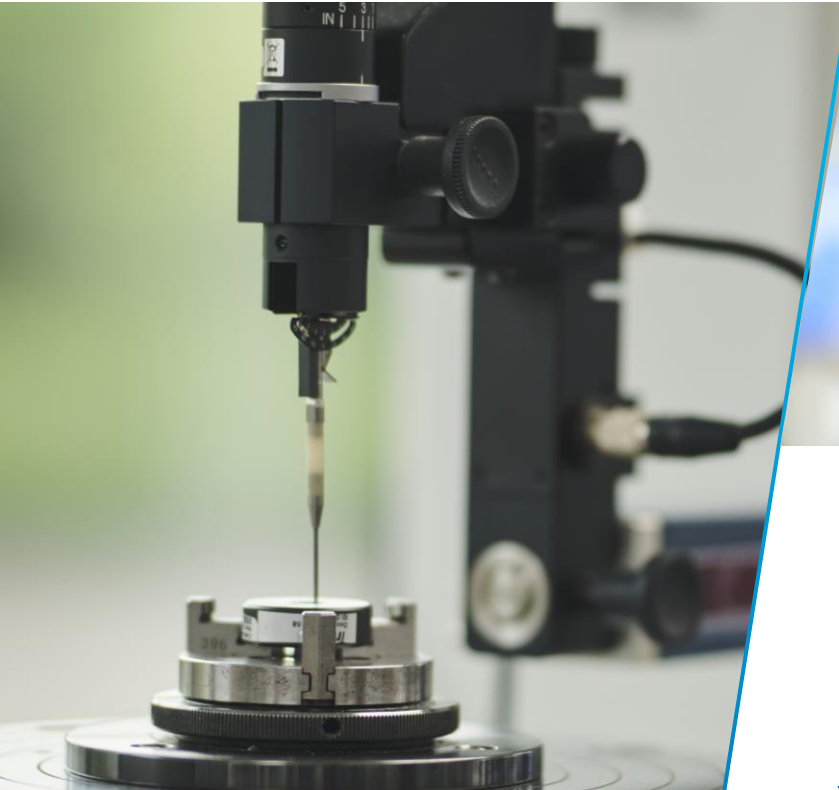


A photograph of two men in a laboratory or industrial setting. They are both looking intently at a piece of scientific equipment. The man on the left is leaning forward, while the man on the right stands slightly behind him. The equipment is a large, cylindrical metal container with a transparent top section revealing internal wiring and components. The background is slightly blurred, showing other laboratory equipment and a window. The overall tone is professional and focused.

*Trescal*

***Environmental,  
Social and  
Governance  
Report***

2024



Improving performance worldwide is at the heart of Trescal's mission. We have a duty of care to our clients and employees to operate responsibly and ethically, whether by ensuring safe working conditions, mitigating our environmental impact or investing back in our communities.

### Our 2023-2024 efforts covered four key areas:

**Baseline scope 1 and 2 assessment worldwide and 55% of purchased electricity from green sources**

Invest in planetary health by minimizing our impact on climate, energy and waste

**Expand engagement surveys to 100% of employees**

Empower our people to build their own exceptional career experiences

**Provide STEM opportunities and funding for students 6-18**

Actively contribute to the communities where we live and work

**Ensure ESG governance at the Board level**

Conduct our business in an ethical manner through proper governance

**We made great strides in lowering our carbon footprint, engaging our employees in Trescal's development and expanding ESG governance at the Board level.**

**We have another exciting year ahead as we continue to drive our commitment forward to achieving sustainable, lasting, positive change.**

Message from Chief Executive Officer, Guillaume Caroit



# Investing in planetary health

As climate change accelerates, we constantly seek to minimize our environmental impact.

In 2023 and 2024, we focused on measuring energy consumption throughout our laboratories and sourcing energy from renewable resources to reduce our carbon footprint.

We have committed to carbon neutrality by 2040.

## 2024 initiatives



### **Measured energy consumption throughout all laboratories**

Baseline scope 1 and 2 assessments supported the development of a carbon neutrality roadmap.



### **Purchased 55% of energy from renewable sources**

Trescal set a target to achieve 85% of total purchased electricity generated by renewable energy by end of 2026.



### **Opened first energy- independent laboratory**

Trescal opened a laboratory in Toulon, France, whose electrical needs are entirely sourced via solar panels. Electric vehicles are also charged via the same solar panels.



# Empowering employee and community

We ensure the objectivity, fairness, and transparency of our compensation policies. In 2024, we implemented profit-sharing plans for our major geographies so that employees can own the Trescal adventure. Moreover, we requested feedback from 100% of our employees via a worldwide engagement survey.

Our digital Learning Management platform supports comprehensive training to enhance employees' employability and develop talent.

## 2024 initiatives



### **Implemented profit-sharing plans for 50% of employees**

We offer profit-sharing plans in Brazil, South Korea, Norway, Spain, Benelux, Denmark, Norway and France. Salary increases are awarded based on merit, individual performance, tracked through regular personal interviews.



### **Enhanced employee development with Trescal Institute**

Our Learning Management System offers training initiatives for in-house and external purposes via a digital platform.

We encourage line managers to provide coaching and mentoring support.



### **Maintained low absenteeism rates at 0.4% for workplace accidents**

In 2024, absenteeism due to sickness remained steady at 2%, with no visible increase year on year.

The absenteeism rate from workplace accidents stands at approximately 0.4%.

# Committing to thoughtful governance

Compliance with regulations and ethical behavior are key pillars at Trescal. We implemented a global anti-corruption training program to ensure ethical and respectful behavior for 100% of our employees.

A Sustainability Champion was appointed at Board level to ensure governance of ESG topics at the highest level.

## 2024 initiatives



### **Deployed ethics training programs for 100% of employees**

We implemented a global anti-corruption training program. Nearly 100% of employees have been trained, ensuring effective systems to prevent fraud, maintain transparency and uphold ethical standards across all operations.

All cases reported to the Integrity Line were fully investigated and followed by corrective action plans where necessary.



### **Reinforced public ESG Communication**

A comprehensive ESG section of the website was published to cover each topic of ESG and how Trescal contributes to consuming less resources.

We created a proposal template for clients with a dedicated ESG section to transparently communicate with these stakeholders.



### **Established a global Business Continuity Management system**

Business Continuity Plans have been designed based on ISO 22301's good practices. They were tested in our largest geographies.

We prioritize cybersecurity with a sound Management System inspired by the ISO 27001 standard.



# 2025 Key Commitments

## *Reduce our environmental footprint and emissions*



Purchase 75% of energy from renewable resources



Install solar panels at new build labs



Ensure all new short-distance vehicles are low emission

## *Boost inclusion and diversity, support employee development and expand on our social charity sponsorship*



Have 10% of staff participate in STEM



Implement action plans based on the engagement survey findings



Roll out Diversity & Inclusion workshops for managers

## *Fulfill our commitment to adhering to safe and ethical working practices*



Harmonize customer satisfaction management via Net Promoter Score



Report in line with CSRD



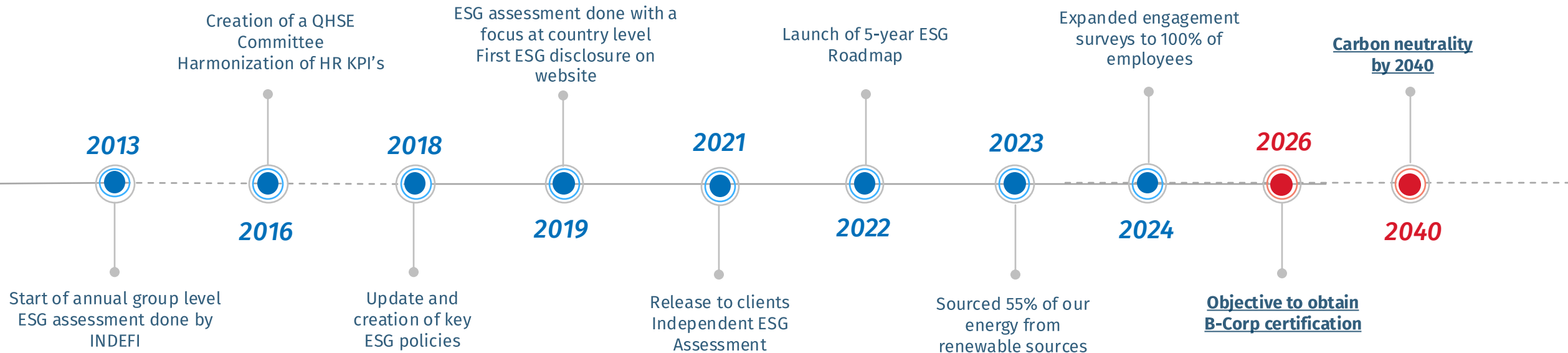
Commit to Science Based Target initiative



# ESG Roadmap 2024 – 2028

	Principles of Governance	Planet	People	Public
Ambition	Conduct our business in an ethically responsible manner and ensure oversight through proper governance	Invest in planetary health by minimizing our impact on climate, energy and waste	Empower our people to build their own exceptional career experiences	Actively contribute to improve the communities where we live and work
Targets	100% of leadership, employees and subcontractors commit to ESG Roadmap	Achieve carbon neutrality by 2040	Equal opportunities for advancement to 100% of our employees	Contribute financials and employee time to our communities
2024	<ul style="list-style-type: none"> <li>Have 100% of workforce trained on Code of Conduct</li> <li>Have 100% of key subcontractors commit to QHSE Charter</li> <li>Harmonize customer satisfaction management via NPS</li> </ul>	<ul style="list-style-type: none"> <li>Source 55% of energy from renewable resources</li> <li>Installation of on-site solar power at selected sites</li> <li>Ensuring 100% leased vehicles are low emission</li> </ul>	<ul style="list-style-type: none"> <li>Launch Code of Conduct &amp; Ethics training</li> <li>Expand employee surveys to 100% of our geographies</li> <li>Track Diversity statistics</li> <li>Implement Talent management cycle to 70% of the employees</li> </ul>	<ul style="list-style-type: none"> <li>Have 100 employees participate in STEM</li> <li>Launch local STEM initiatives in 5 countries</li> </ul>
2025-2026	<ul style="list-style-type: none"> <li>Obtain 100% technician acknowledgement of Technical Ethic Charter</li> <li>Have 100% of subcontractors commit to QHSE Charter</li> <li>Commit to Science Based Target initiative</li> <li>Report in line with CSRD</li> </ul>	<ul style="list-style-type: none"> <li>Source 85% of energy from renewable resources</li> <li>Ensure all new short-distance vehicles are low emission</li> </ul>	<ul style="list-style-type: none"> <li>Introduce Gender diversity KPI's</li> <li>Implement Talent management 100% of employees</li> <li>Roll out Diversity &amp; Inclusion workshops for the managers</li> <li>Implement action plans based on the engagement survey findings</li> </ul>	<ul style="list-style-type: none"> <li>Have 10% of staff participate in STEM</li> <li>Ask employees to nominate local initiatives for consideration, create a "participatory" community budget</li> <li>Allow 1 day PTO for local community initiative</li> </ul>
2027-2028	Obtain B Corp certification	<ul style="list-style-type: none"> <li>Source 85% of energy from renewable resources</li> <li>Reduce energy usage by 30%</li> <li>Optimize business travel and encourage alternative commuting</li> </ul>	<ul style="list-style-type: none"> <li>Define global standards for Technical Career ladder</li> <li>Roll out D&amp;I training for 100% of employees</li> <li>Document in policies and standards HR processes</li> <li>Sponsorship program for High Potential women</li> </ul>	<ul style="list-style-type: none"> <li>Have 20% of staff participate in STEM</li> <li>Create Trescal Foundation</li> </ul>

# Trescal ESG milestones







# We base our initiatives around the United Nation's Sustainable Development Goals

Environmental Social  
and Governance Report



An ESG audit was conducted by Ethifinance, an independent company, committed to working with leading organizations to achieve change with pace and at scale.

This assessment covers Trescal worldwide, in over 300 laboratories on every continent.

It covers the practices in place at Trescal as of July 2024. It is available upon request at [communication.group@trescal.com](mailto:communication.group@trescal.com)



# ***Thank you***

***Learn more about our commitments***

