

2022 CSR REPORT

CONTEXT

PART 1



A word from the CEO

This is the first CSR report published by the Physitek Group. Why this first? Simply to transcribe and show the efforts and commitments made by the group in terms of sustainable development. For years now, we have been implementing environmental, economic and social initiatives, without necessarily communicating or integrating these decisions into a global strategy. This CSR report is therefore a desire to communicate transparently on our challenges, our objectives and the steps we have set for ourselves. It is there to convince our employees, our investors, our partners, customers and suppliers that the Group's development strategy is not limited to economic data but also includes ecological and social impacts. This report concerns the

entire Physitek Group and its French and German subsidiaries: Fondis Electronic, Physitek Devices, analyticon instruments and Servantech for the year 2021. This first edition may be seen as incomplete or insufficiently explicit. The objective here is to take stock of CSR, to establish and prioritise our commitments in order to build, with the contributions of our employees and partners, an action plan to improve and measure the solidity and effectiveness of our CSR strategy year after year.



Eric VANBALINGHEM

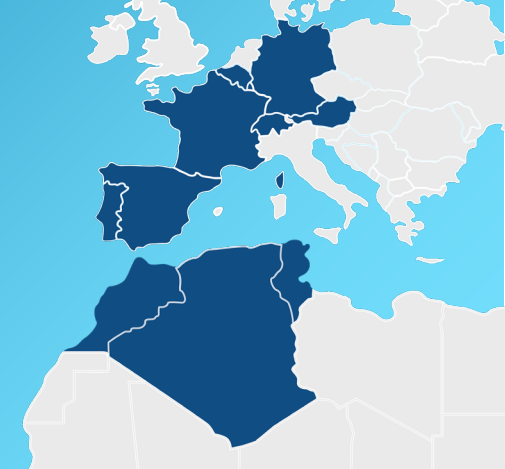
CEO



Corporate Data

Groupe Physitek distributes scientific measurement solutions to professionals in various sectors of activity (real estate diagnostics, recycling, security and industry). Its solutions are distributed in France, Belgium, Luxembourg, Germany, Austria, Spain and North Africa. Initially exclusively a distributor, the group manufactured its first portable X-ray fluorescence spectrometer for the detection of lead in paint in 2016. Our mission: to bring the measuring instrument to the field and make complex analytical techniques easy to use by people who do not necessarily have a basic scientific culture. All this while meeting the challenge of being ever more precise. The values defended by the Group are professionalism, commitment, team spirit and ambition.

France
Belgium
Luxembourg
Germany
Austria
Spain
Switzerland
North Africa



34 millions turnover (2021)



46%



54%



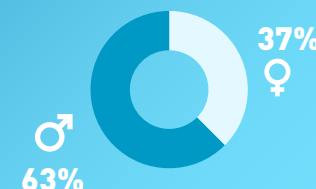
88 coworkers



38



50



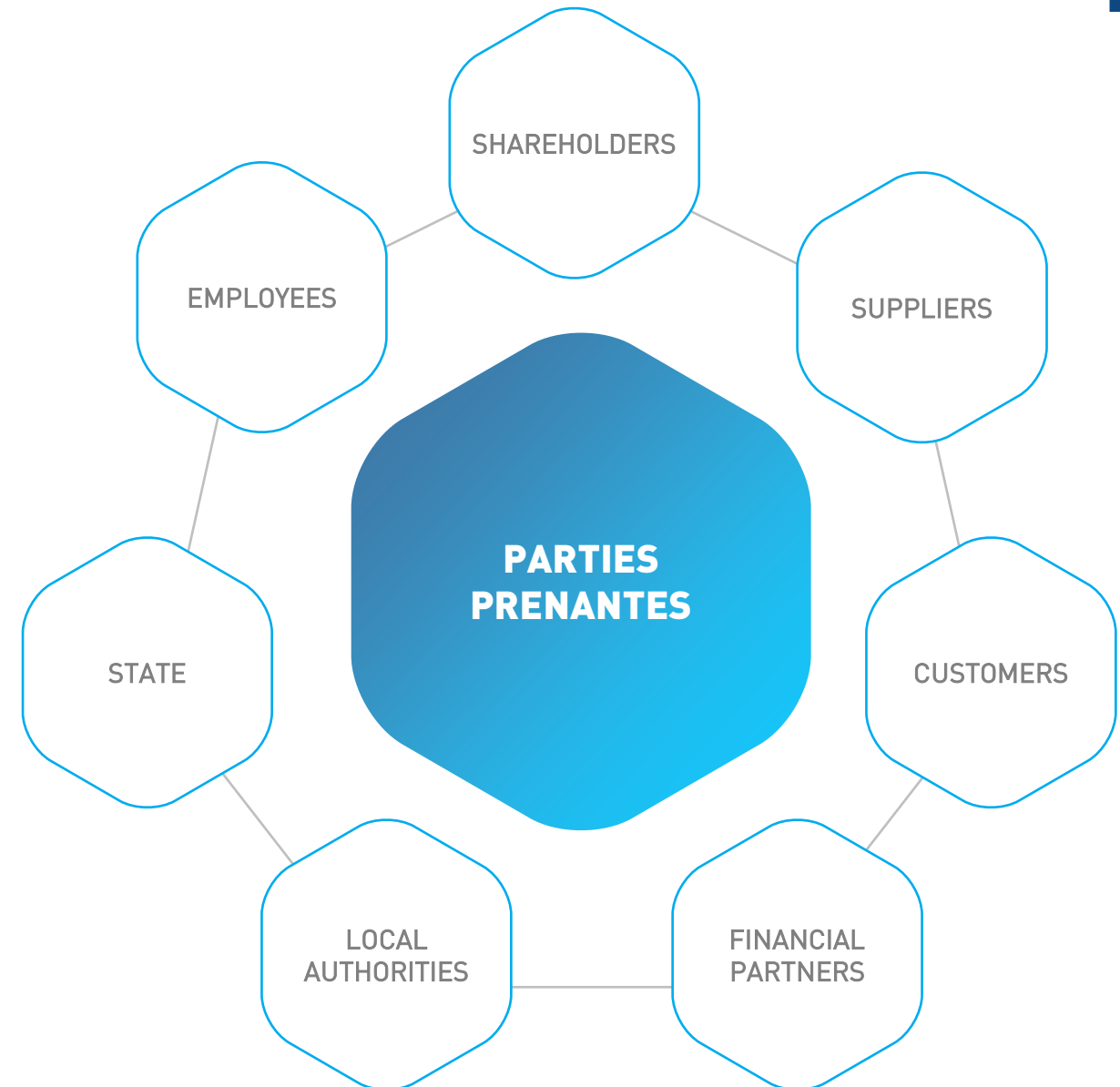
40 years of expertise





Group Ecosystem

The Group partners with various stakeholders. Internal stakeholders are employees and shareholders. External stakeholders are suppliers, customers, financial partners, local authorities and the state.



GOVERNANCE

PART 2

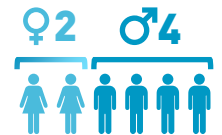


Governance

The Physitek Group is guided by a management committee composed of 6 members: the CEO, the General Manager France, the General Manager Germany, the Administrative and Financial Director, the Sales Director Germany, the Sales Director France. A supervisory board ensures the smooth running of the company. It is composed of 3 members: the CEO, a representative of Andera Acto and an independent administrator.

Management Committee

CEO, french General Manager, german General Manager, the Administrative and Financial Director, german Sales Director, french Sales Director.



Supervisory Board

CEO, a representative of Andera Acto and an independent administrator.





Ethics

One of the Group's values is professionalism. This implies the utmost respect for our clients, with the accuracy of the information provided, the suitability of the offer to their needs, and absolute integrity in our responses to calls for tender.

In addition, the practice of giving gifts to facilitate the work is obviously prohibited. Managers are regularly made aware of this issue,

In 2022, Physitek Group plans to draft its ethical charter based on the following five major principles.

The Group will apply to join the UN Global Compact in 2022. This is a call for companies around the world to align their strategies and operations around 10 principles in the areas of human rights, labour, environment and ethics. Nearly 13,000 companies in 150 countries have signed up. It is the world's largest CSR initiative.

- **Respect Human Rights**
- **Elimination of all forms of forced and compulsory labour**
- **Elimination of discrimination in respect of employment**
- **Respect environment**
- **Act against corruption**



Ethical actions for 2022	
Application to join the UN Global Compact (2022)	
Drafting of the ethical charter	



CSR

CSR organisation at Physitek Group

- Steering by the CEO
- Strategic decisions taken by the management committee
- Operational responsibility given to the Marketing & Communication Manager.

How do we formulate our CSR commitments?

Companies are called upon by international organisations (UN, EU) to face the challenges of sustainable development. And to be inspired by these principles to implement them in their strategies. In 2015, at the United Nations General Assembly, the member states adopted a set of 17 global objectives for sustainable development and sustainable enterprise.

The selection of Sustainable Development Goals (SDGs) allows the explanation and prioritisation of CSR commitments.

The members of the CODIR consulted on the Sustainable Development Goals. 5 Sustainable Development Goals (SDGs) were identified as priorities for our company:



FOOTPRINT ENVIRONMENTAL

PART 3



Carbon footprint

Article L 229-25 of the French Environment Code makes it compulsory for legal entities under private law with more than 500 employees to draw up a carbon footprint every four years. The Group is not concerned by this obligation but has undertaken to carry out a carbon assessment for the Fondis Electronic subsidiary for the year 2021, accompanied by the company Helexia.

Electricity	139.44 MWh
Gaz	103.71 MWh
Petrol/gasoil	72 090 €
Water	387 m ³
Hazardous waste	0.41 t
Non-hazardous waste	1.92 t

“

**He who moves a mountain
begins by moving small stones.
-Confucius**





Données d'entrées



Energy : electrical consumption of the building



Excluding energy : no refrigerant leaks



Inputs : purchase & sale of spectrometers, radioactive sources, plastic & metal products, various services (mail, exhibition, designer, etc.)



Direct waste : hazardous waste, all waste, coffee and paper in material recovery



Inbound & outbound freight : inbound & outbound transport, outbound transport & after sales service by truck or plane



Travel : home to work, business travel of leased workers



Fixed assets : machinery & equipment, furniture & other manufactured goods



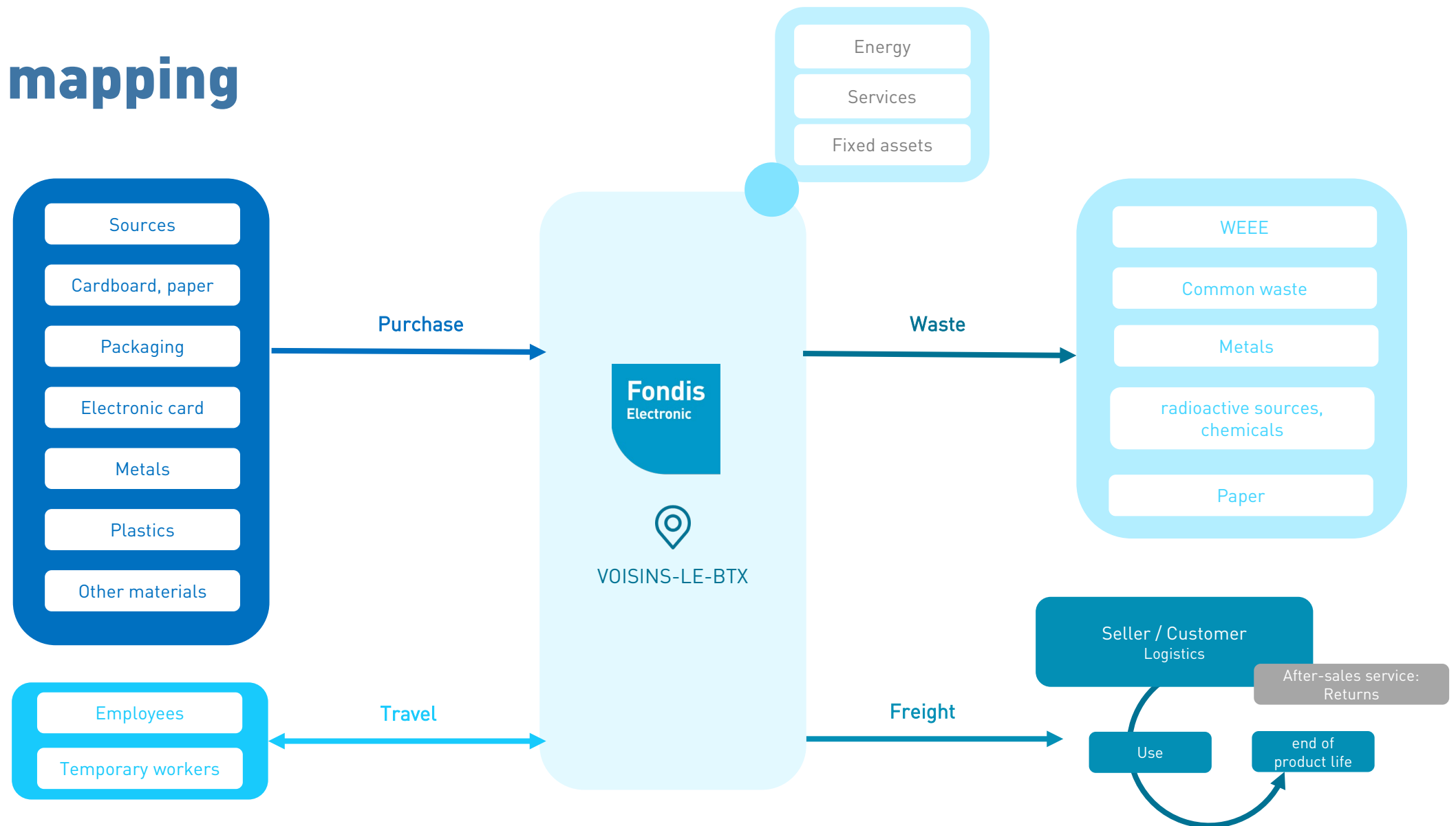
Use : power consumption of devices when recharging



End of life : disposal of equipment



Flow mapping



Results



Categories of emissions	number	Transmitter station	GHG emissions				
			CO2 (t CO2e)	CH4 (t CO2e)	N2O (t CO2e)	Autres gaz (t CO2e)	Total (t CO2e)
Direct emissions of GHG	1	Direct emissions from stationary combustion sources	0	0	0	0	0
	2	Direct emissions from mobile combustion sources	0	0	0	0	0
	3	Direct emissions from non-energy processes	0	0	0	0	0
	4	Direct fugitive emissions	0	0	0	0	0
		Sous-total	0	0	0	0	0
Indirect emissions associated with energy	6	Indirect emissions linked to the consumption of electricity	2	0	0	0	2
	7	Indirect emissions linked to the consumption of steam, heat or cold	0	0	0	0	0
		Sous-total	2	0	0	0	2
Other indirect indirect GHG emissions	8	Energy-related emissions not included in items 1 to 7	1	0	0	0	1
	9	Purchases of products or services	0	0	0	0	0
	10	Capital goods	24	0	0	0	24
	11	Waste	0	1	0	0	1
	12	Transport of goods	0	0	0	0	0
	13	Business travel	97	0	0	0	97
	14	Inbound leasing assets	0	0	0	0	0
	15	Investments	32	0	0	0	32
	16	Visitor and customer transportation	0	0	0	0	0
	17	Downstream goods transport	28	0	0	10	38
	18	Use of sold products	6	0	0	0	6
	19	End of life of sold products	2	0	0	0	2
	20	Downstream franchising	0	0	0	0	0
	21	Downstream leasing	0	0	0	0	0
	22	Commuting to and from work	41	0	0	0	41
	23	Other indirect emissions	0	0	0	0	0
		Sous-total	231	1	0	10	242





FRANCE

- Collection & treatment of WEEE and chemicals by Chimirec.
- Return of radioactive sources to the supplier for processing.
- Recygo's paper recycling. In 2021, the French site sorted and Recygo recycled 649.6 kg of paper.
- The coffee grounds from the coffee consumption in the relaxation area are used as compost by the employees.
- Reuse of used cardboard as cushioning material by the cardboard shredder.

Waste recycling

GERMANY

- Monitoring the storage and handling of hazardous substances.
- WEEE Register
- Goods logistics, shipping
- Waste disposal





2022 Action Plan

SDG	Actions
12	Establish a sustainable purchasing policy towards suppliers
7	Replace part of the current vehicle fleet with electric or plug-in hybrid vehicles
12	Establish a policy for when to use video conferencing and when to use live visits
12	Encouraging carpooling with the sustainable mobility package
12	Raising awareness of eco-driving among sales staff
7	German site switches to 100% renewable electricity



SOCIAL FOOTPRINT

PART 4

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Alone we go faster, together we go further



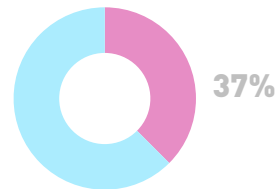
Employee social footprint

Indicators

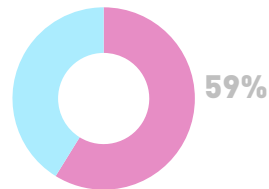
MALE/FEMALE PARITY



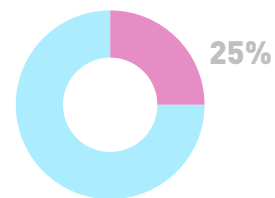
Workforce



Manager



10 highest salaries



OTHER INDICATORS

+ 8

Hiring

- 7

Departures

+ 1

Net job creation



TRAINING



32%
Salariés
formés



17 000 €



SHAREHOLDERS



Outside Management

Direction

Actions in 2021

- A monthly newsletter to inform employees of company news
- Occasional competitions to create links between employees.
- An event to thank employees with 10 and 20 years of service





Engagement at the heart of our CSR strategy

Employee engagement and well-being are linked. The better they feel at work, the more engaged they are.

To measure engagement, the Net Ambassador Score (NAS) can be used. To determine this, all employees are asked the question "Would you recommend working at the company?" 9 and 10 are ambassadors, 7 and 8 are passive and 1, 2, 3, 4, 5 and 6 are detractors. A NAS is considered: Acceptable between 1 and 9, Good between 10 and 29, Very good between 30 and 49, Excellent from 50 onwards. Employees only give their answers anonymously and the NAS gives an overall temperature, not an individual one. The question was put to all Group employees via a form sent on 29/03/2022. The results were published on 08/04/2022, with 84% of respondents.



27,03%

GOOD !

TO IMPROVE THIS SCORE

- **The meaning given to each worker**
- **Recognition**
- **Autonomy**
- **Increase in skills**
- **A social environment where employees can interact outside of work**

Actions are in line with these pillars of commitment and the SDG priority defined above.





Action plan

SDG	2021 Actions
3	Installation of a table soccer
3	Monthly newsletter on internal information
3	Contests
3	Thank you for 10 and 20 years of service
SDG	2022 Actions
1	Promote women within the company through portraits to be posted on the company's social networks
1	Mentoring program
3	Implementation of an internal social network Steeple
3	Organization of a meeting event between the French and the Germans
3	Communicate internally on the company's successes (good news wall, success trophy)
3	Increase employee training
3	Set up internal workshops / demo days (this system already exists in Germany, it can be duplicated in France).
3	Intervention of inspirational speaker on the theme of surpassing oneself



Social footprint citizens

SDG	2021 actions
3	Collaboration with the ESAT of Trappes (subcontracting, catering services, decoration)
3	Participation of French subsidiaries in the Solidarity Race organized by Special Olympics
SDG	2022 actions
4	Identify & get involved in an association related to the subject Quality education
3	Renewing collaborations in partnership with ESATs
3	Renew our participation in the Special Olympics Challenge
4	Strengthen the support of trainees and apprentices
4	Engage in local student orientation assistance



CSR commitments

In line with the chosen sustainable development goals, here are the Group's CSR commitments



1- Gender equality

Ensure gender
equality



2-Ecoresponsible

Responsible
consumption and
production



3-Wellness

Improving the well-
being of employees



4-Training

Promote lifelong learning
opportunities
throughout life

Commitments concerned	2022 action plan
1,2,3	Apply for the Global Compact
1,2,3	Drafting the ethical charter
3	Set up an internal social network Steeple
3	Organize a meeting event between the French and the Germans
3	Communicate internally on the successes of the company's employees (e.g.: good news wall, success trophy)
3	Organize demo days to promote the work of employees
3	Improve employee training
3	Set up internal workshops (duplicate the German model in France)
3	Renew the actions with the ESAT
3	Renewing the challenge with Special Olympics
3	Inspirational speaker's intervention
4	Identify and get involved in an association related to the subject Quality education
4	Strengthen the support of the company's trainees and apprentices
4	Engage in local student orientation assistance
1	Promote women within the company through portraits to be posted on the company's social networks
1	Create a mentoring program
2	Replace a portion of the current vehicle fleet with electric or plug-in hybrid vehicles
2	Switching to 100% renewable electricity in Germany
2	Establish a sustainable purchasing policy for suppliers
2	Establish a policy for when to use video conferencing and when to use live visits
2	Encourage carpooling through, for example, the sustainable mobility package
2	Raising awareness of eco-driving among sales staff
3	Sanctuarize a slot in the President's agenda (2 hours every 2 months) where everyone can freely ask him structuring questions or bring up subjects that are important to him.

END