



GRAVOTECH
E X P R E S S I O N O F T H I N G S

CSR REPORT
2021

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"We are convinced that ambitious CSR commitments and economic performance go hand in hand."

Arnaud Linquette

EDITORIAL

We are pleased to present our 2021 Gravotech CSR report, which highlights the discreet and previously unseen commitment of our Group's employees to these essential issues for our collective future.

Our CSR commitment is expressed from the outset in our values, by the Responsibility we take to make it a long-term one, by the team spirit that unites us around this commitment, by the Excellence of a continuous improvement approach, the customer focus to ensure our PREMIUM positioning, a key lever of our economic performance, and finally by the Respect essential to our way of living together.

We are convinced that ambitious CSR commitments and economic performance go hand in hand. Both are mutually reinforcing, allowing us to maintain our strong commitment to our planet, its resources and its social challenges over the long term.

To this end, we have decided to subscribe to the 17 United Nations Sustainable Development Goals and have implemented initiatives since 2019 described in this report that respond to several of them.

Gravotech's international teams, present in nearly twenty countries around the world, are all mobilized and play a decisive role in sustaining our CSR commitment.

Arnaud Linquette
Group Deputy CEO

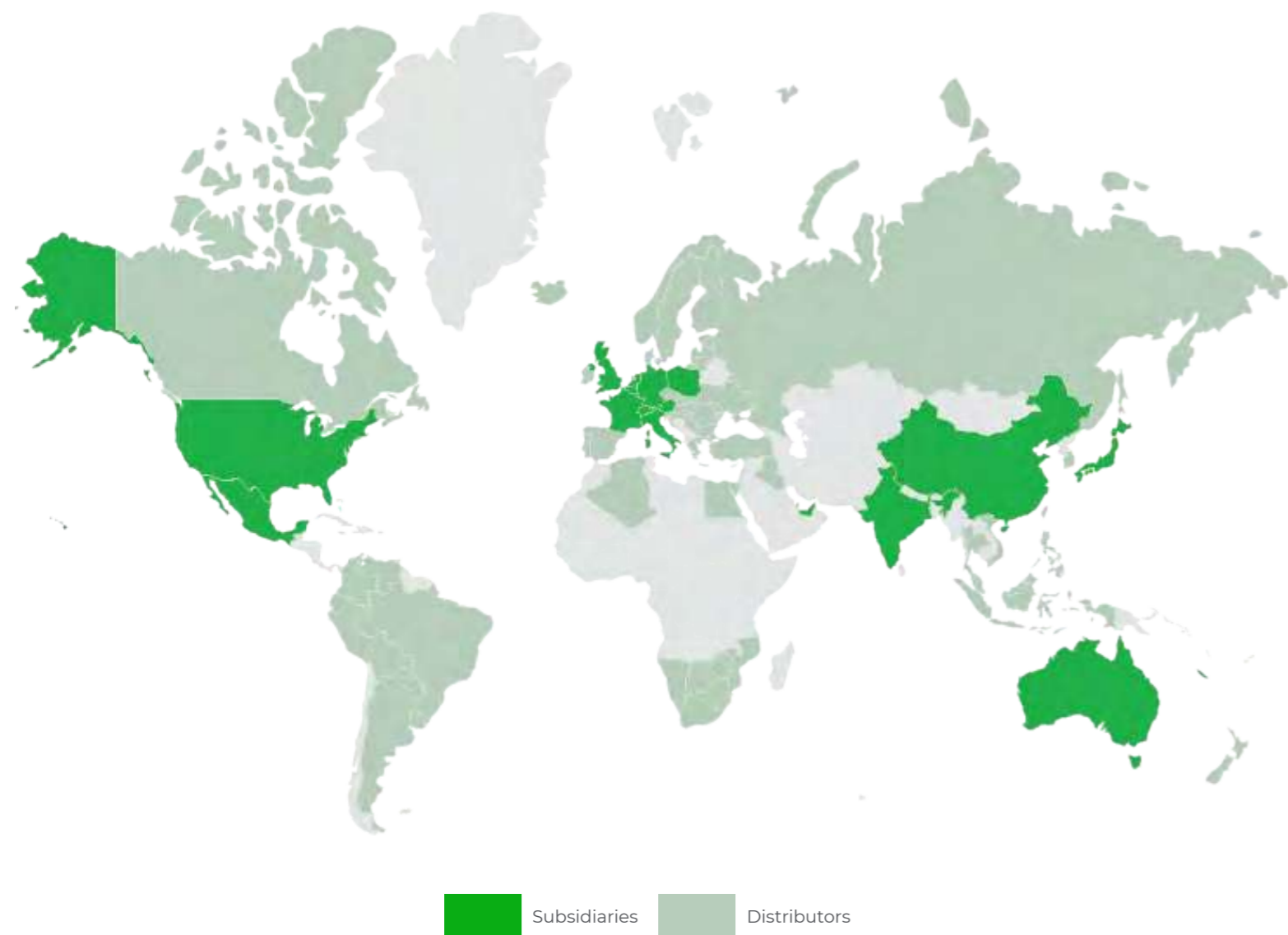
A GLOBAL PRESENCE

Gravotech is a leader in the design, manufacture and distribution of innovative solutions for marking, engraving and cutting.

But Gravotech is much more than that: it is a range of solutions present in more than 100 countries, a research and development center at the cutting edge of technology in the fields of software, laser and mechatronics, an efficient service to accompany its customers on a daily basis, the ISO9001 certification on its main production sites among other international recognitions. The Gravotech Group operates directly in nearly 20 countries in three geographical areas:

- The Americas zone
- The Europe, Middle East zone
- The Asia Pacific region (APAC)

And relies on a network of exclusive distributors in more than 60 countries around the world.



KEY FIGURES



6

Gravotech products are sold every hour



600

collaborators in the world



35

spoken languages



85

Sale turnover: 85% exports



18

subsidiaries and about 175 distributors



200 000

Gravotech engraving and marking solutions worldwide



60 000

customers around the world

THE EVOLUTION OF GRAVOTECH

- 1938 - Creation of New Hermes in the United States (manufacturer of the pantograph engraver and the first portable engraving machine in the United States).
- 1950 - New Hermes sets up in Europe and becomes Gravograph.
- 1970 - Creation of the first engraving materials.
- 1981 - Creation of Technifor in France, manufacturer of industrial marking machines.
- 1982 - Introduction of software control.
- 1985/1986 - Technifor invents dot-peen marking.
- 1995 - Introduction of laser engraving.



- 2006 - Establishment in China (Shanghai).



- 2008 - Creation of the Gravotech group.



- 2012 - First CO2 laser marking galvanometric.



- 2017 - Gravotech labeled "Showcase Industry of the future".



- 2020 - Launch of the new Gravotech brand identity.



- 2021 - Change of its ERP on its French operations



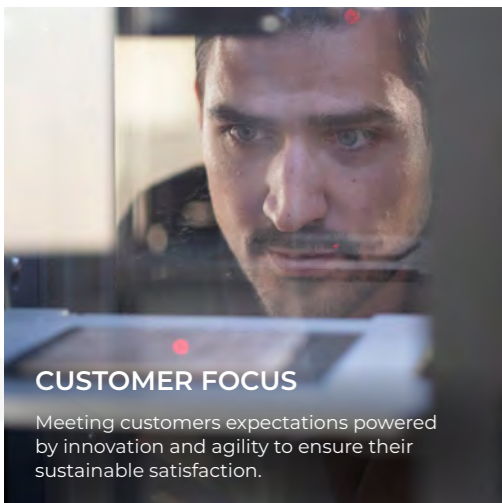
LOCAL GOVERNANCE

GLOBAL ACTS

EHS and CSR are key priorities and an integral part of the management system of the Group's business units. Our Group's CSR Governance aims to share our vision even more widely and to disseminate the underlying values in all its actions. Gravotech guarantees the individual commitment of its employees and partners to ensure regulatory compliance, protect the environment, provide safe working conditions and offer our customers safe products and services, as part of a global approach to continuous improvement.

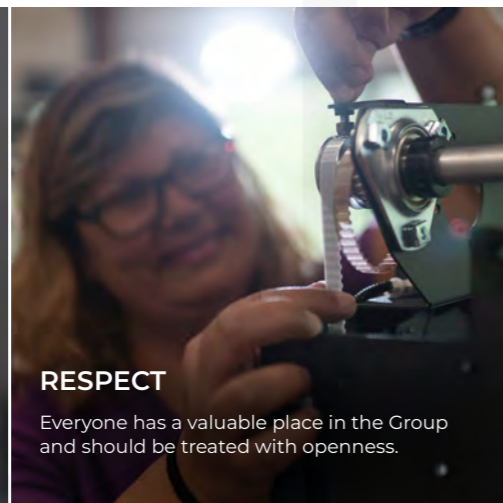
Gravotech's values are a key element of our governance and the cement of our willingness to work together with an open mind and in trust. They help us meet and exceed our customers' expectations, promote courage and transparency in our decision-making, support our premium positioning, and ensure that each individual has a place in the company, while respecting his or her skills and abilities.

OUR VALUES



CUSTOMER FOCUS

Meeting customers expectations powered by innovation and agility to ensure their sustainable satisfaction.



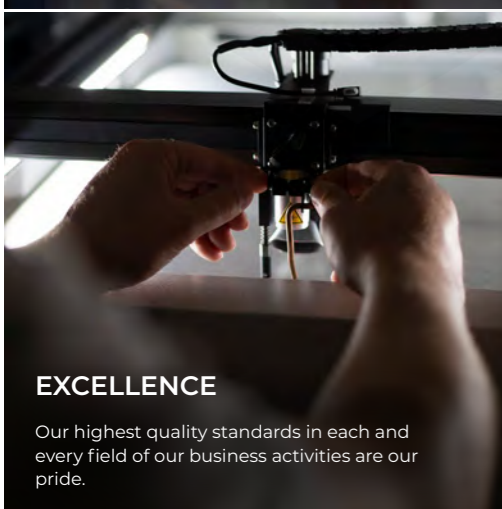
RESPECT

Everyone has a valuable place in the Group and should be treated with openness.



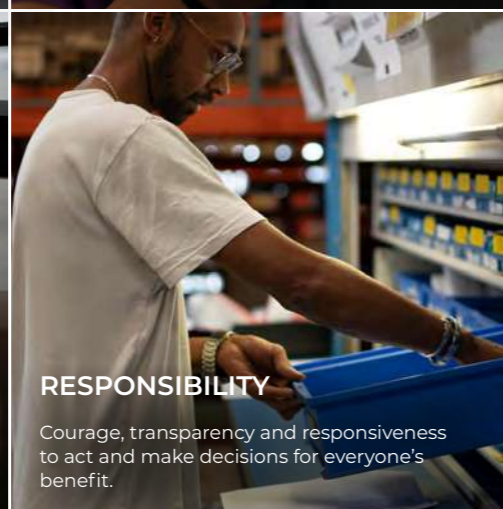
TEAM SPIRIT

Trust-based and open-minded cooperation to achieve collective success.



EXCELLENCE

Our highest quality standards in each and every field of our business activities are our pride.



RESPONSIBILITY

Courage, transparency and responsiveness to act and make decisions for everyone's benefit.



OUR PRODUCTS

OUR MARKETS AND OUR ACTIVITY:

The applications of Gravotech's solutions are intended for a wide variety of markets and sectors of activity:



IDENTIFICATION



PERSONALIZATION



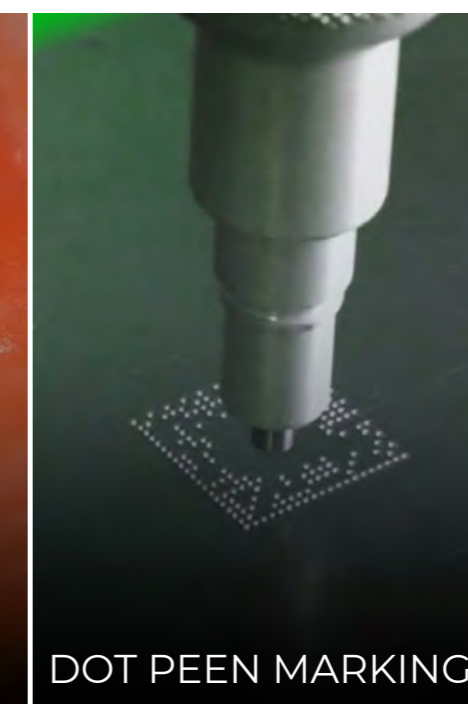
SIGNAGE

OUR TECHNOLOGIES:

The permanent marking solutions offered by Gravotech consist of:



LASER ENGRAVING



DOT PEEN MARKING



ROTARY ENGRAVING

Gravotech solutions are used in a wide range of applications:



IDENTIFICATION AND CODING



TRACEABILITY AND AUTOMATIC
PROOFREADING



STAMP MAKING AND ENGRAVING



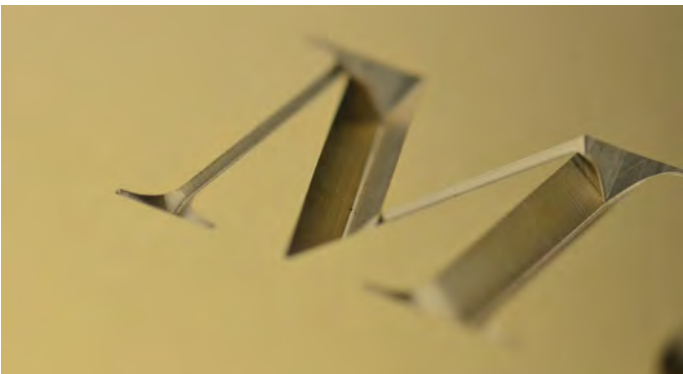
PERSONALIZATION ENGRAVING



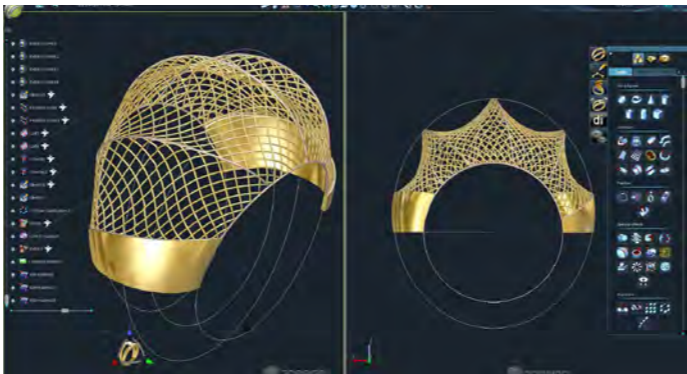
CUTTING AND ENGRAVING OF DISPLAYS AND
MODELS



MACHINING AND CUTTING



BAS-RELIEF ENGRAVING AND TEXTURING

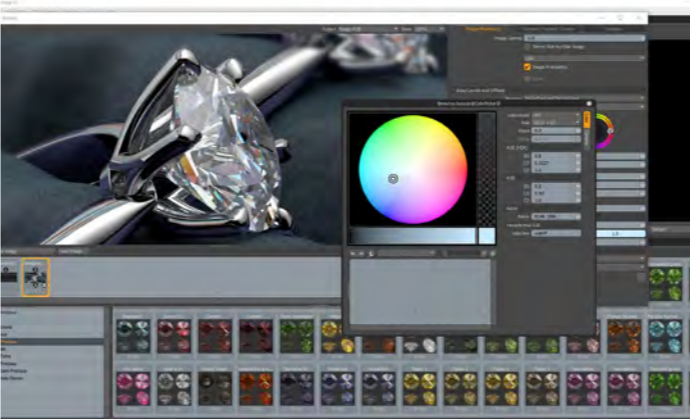


3D MODELING AND DESIGN

OUR ENGRAVING MATERIALS :



OUR SOFTWARE :



- 2D/3D creation and bas-relief;
- To drive engraving and CNC machines;
- Accessible from a computer connected to the Cloud or to an automated production line;
- Customized and personalized.

OUR SERVICES :



- International project management ;
- Application support;
- Installation and technical support;
- Trainings ;
- Maintenance;
- Logistics.

EVENTS OF OUR

CSR APPROACH



AUGUST
2019

All the lighting in the production site in France and part of the production site in the USA are replaced by LEDs.



SEPTEMBER
2019

PEFC certification of our operations in France for our Laser Wood Birch range.



JULY
2020

Gravotech achieves a score of 47 and a Bronze level in the ECOVADIS evaluation.



OCTOBER
2020

Acceleration and formalization of the CSR approach at Gravotech.



NOVEMBER
2020

Publication of our code of conduct anti-corruption and compliance.



DECEMBER
2020

Launch of the digital platform "The Academy".



AUGUST
2021

Gravotech obtains a score of 49% at SAQ 4.0* assessment



JANUARY
2022

Gravotech achieves a score of 52 in the ECOVADIS evaluation.

* The Self-Assessment Questionnaire (SAQ) is designed to be an initial verification of supplier CSR/sustainability performance by all participating DRIVE Sustainability OEMs.

QVT 2021 EVENTS



THE NEWCOMERS' CAFÉ

Setting up of the newcomers' coffee to welcome our newcomers .
They will be accompanied for a few weeks by a Sponsor in the discovery of our group.



HALLOWEEN WORLDWIDE

A drawing contest for the children of the staff in France was organized and many of them took part in the game. A good opportunity to admire the talents and ideas of the children.

Our employees around the world also had ideas for dressing up on Halloween...

TOBACCO FREE MONTH

What if at Gravotech we also quit smoking?

Animations and communication to accompany the Month without Tobacco are deployed on our French sites.



CHRISTMAS ENTERTAINMENT

The children of the staff are involved! Some drawings for Christmas and lots of fun.

Secret Santa : A moment of exchange... of gifts for Christmas, what a good idea ! The teams did not hesitate to take out their best Christmas sweaters for the occasion.



OUR CSR STRATEGY

From 2020 Gravotech has formalized its CSR commitment essential to our governance. In order to better support its initiatives, Gravotech has decided to include this approach in the framework of the charter for sustainable development issued by the United Nations:



A growing number of key initiatives are being deployed to support our strategy in line with the United Nations goals:

Improve safety conditions at work for better health and well-being.

INITIATIVE #03

Implementation of an Academy to support our internal training process.

INITIATIVE #05

Promote gender equality within the Group.

INITIATIVE #04

To reinforce our premium positioning by deploying a Total Quality approach in close partnership with our suppliers.

INITIATIVE #01

Recycling equipment to give it a second life and raising awareness throughout the Group of the need to reduce our consumption of resources in order to help combat climate change.

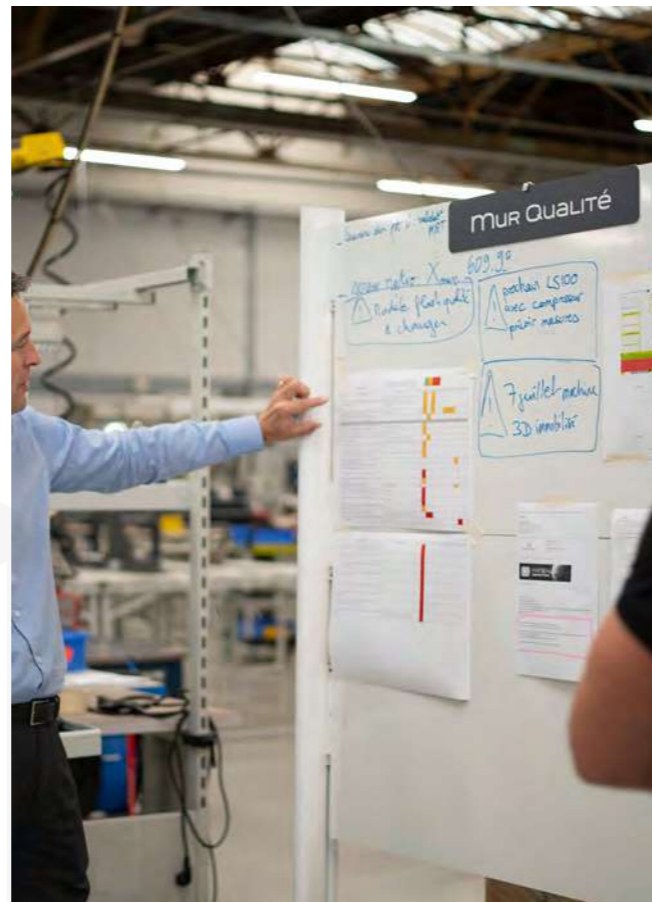
INITIATIVE #02

QUALITY AND INNOVATION

As a leader in many markets in the fields of engraving and permanent marking, Gravotech makes Quality and Innovation two major contributors to its development strategy and customer satisfaction.

We consider that the permanent improvement of the performance of our company as well as our premium quality positioning are the best guarantees to bring to our customers all over the world:

- Compliance with technical and environmental regulations associated with the use of our products,
- The physical integrity of the users of our products,
- The reliability of our products,
- The timely provision of the ordered products,
- The responsiveness and relevance of the services,
- The innovation of our products.



In compliance with the Group's directives and the values uniting all Gravotech employees, our management system is deployed through the following five pillars:

- Customers and Regulations,
- Staff empowerment,
- Robust product,
- Stable process,
- Reliable supply chain.

The success of our management system is based on the voluntary commitment of each of us in our premium positioning.

The continuous improvement of our system will sustain our business, ensure that our customers' expectations are met or even exceeded, and contribute to the satisfaction of our employees and interested parties.



ENVIRONMENT &

SUSTAINABLE GROWTH

To support and animate its formalized CSR approach, Gravotech has drafted the following policy:

CSR POLICY 2022

The areas of EHS (Environment, Health and Safety) and CSR (Corporate Social Responsibility) are key priorities for the Gravotech Group. These areas are an integral part of the management system of all the Group's operational units.

We are particularly careful to act for:

- Ensure full regulatory compliance,
- Protect and preserve the environment,
- To ensure safe and healthy working conditions for our employees.
- To offer premium quality products and services.

In compliance with legal requirements and other EHS and CSR obligations, we are committed to:

- Maintain a Governance that promotes responsibility, our vision and our values at all levels of the company by structuring our CSR approach,
- Limit our impact on the environment and preserve our planet's resources by reducing our electricity and water consumption by 5%,
- Develop and promote social responsibility among our suppliers by implementing a Supplier CSR Charter,
- To provide our employees with a pleasant and safe working environment by reducing the frequency of work-related accidents by 50%,
- Integrate CSR, health, safety and environmental, and ethical considerations into investment decisions, service and product design, and stakeholder transactions,
- Act to positively impact the Sustainable Development Goals set by the United Nations by training our employees.

Continuous improvement, at the heart of our processes, will allow us with the involvement of all to demonstrate the relevance of combining an ambitious search for economic performance with strong CSR commitments.

OUR INITIATIVES

INITIATIVE #01

PREMIUM QUALITY

Deploy Premium Quality in all Group operations.

Deploy Premium Quality in all the Group's operations in order to ensure the highest level of reliability of our engraving solutions and thus avoid all non-value-added operations that could occur in the context of unplanned repairs. The first stage of the deployment consisted in setting up a Quality Wall with several deployment phases.

Deploy the CSR approach with our suppliers by :

- Drafting a responsible and ethical purchasing policy;
- Raising awareness and encouraging our suppliers on the importance of implementing a CSR project;
- Supporting and accompanying the suppliers already involved in the process.

60% of our suppliers have an EHS/CSR policy, 70% have EHS/CSR actions. In 2021, we have prepared the elements to deploy our CSR approach with our most important suppliers. The process will continue in 2022 with the effective launch of support for our suppliers.



Conflict mineral management



Supplier CSR Charter

INITIATIVE #02

THE ENVIRONMENT

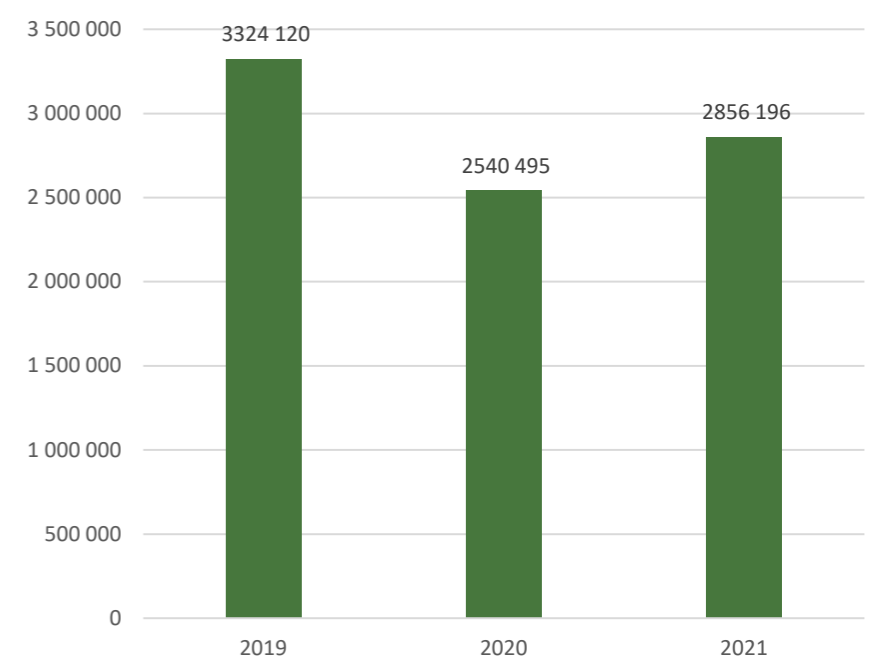
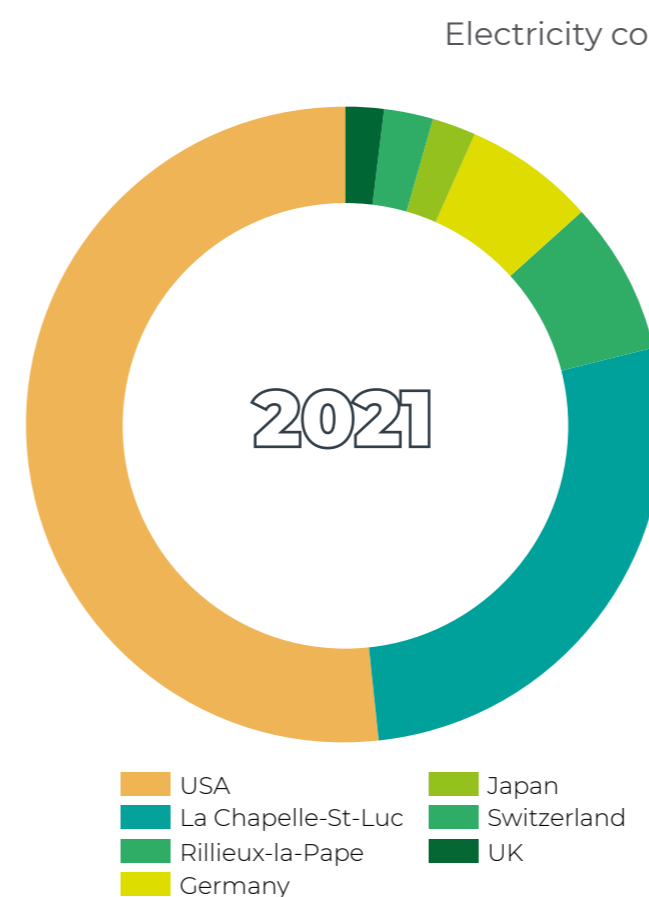
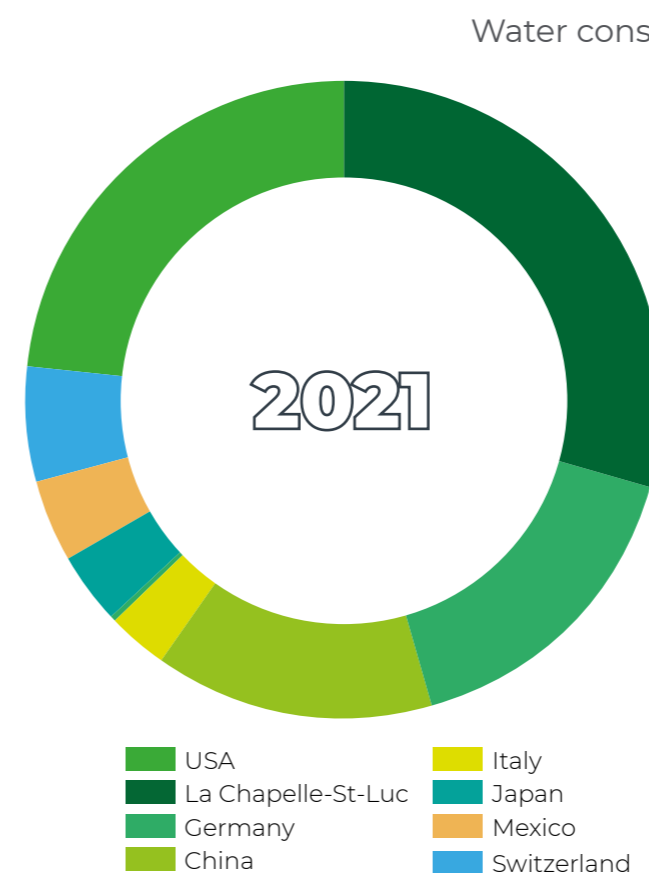
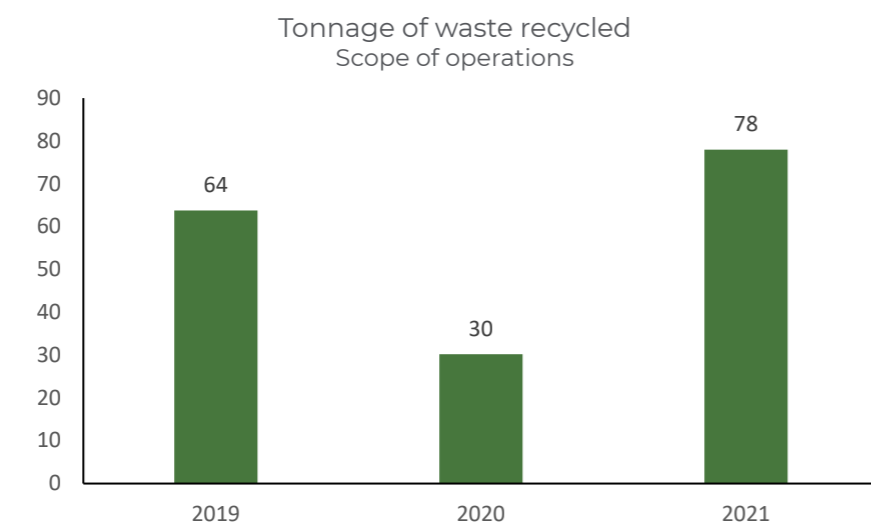
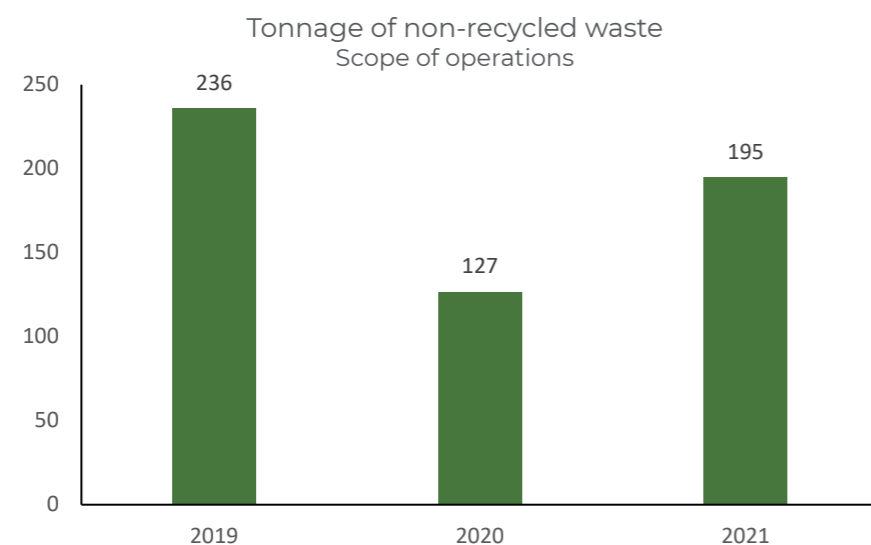
From the end of 2020, but especially in 2021, we have launched a process to recycle.

Pay particular attention and raise awareness on the need to reduce our consumption of resources. Ensure that our waste is recycled as much as possible and that it is disposed of in an environmentally friendly manner.

The year 2020, the year of the pandemic with several confinements of our employees is not representative in terms of indicators. Nevertheless, we note an improvement in the indicators between 2019 and 2021.



Key Indicators Initiative #02



INITIATIVE #03

SECURE EQUIPMENT IN OPERATIONS

Provide our employees with optimum safety when using our production equipment.



Provide our employees with optimal safety when using our production equipment by:

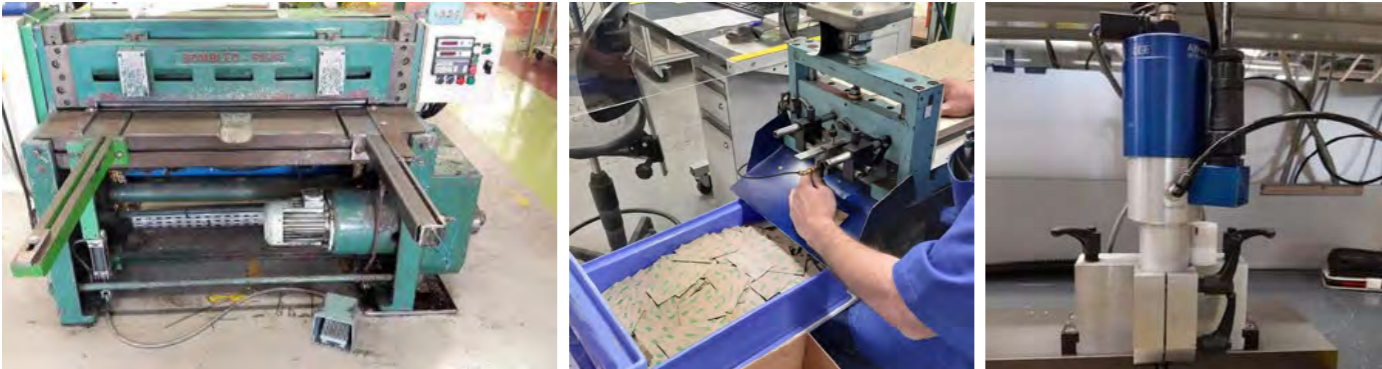
- Establishing a standard for the safety of our production equipment;
- Identifying and evaluating equipment that presents significant risks;
- Implementing multidisciplinary work groups in charge of deploying protection systems for operators.

The safety of our employees in their daily activities and in particular in the use of the machines is an essential concern for Gravotech and we will continue this improvement process until all the machines meet our Group's standards.

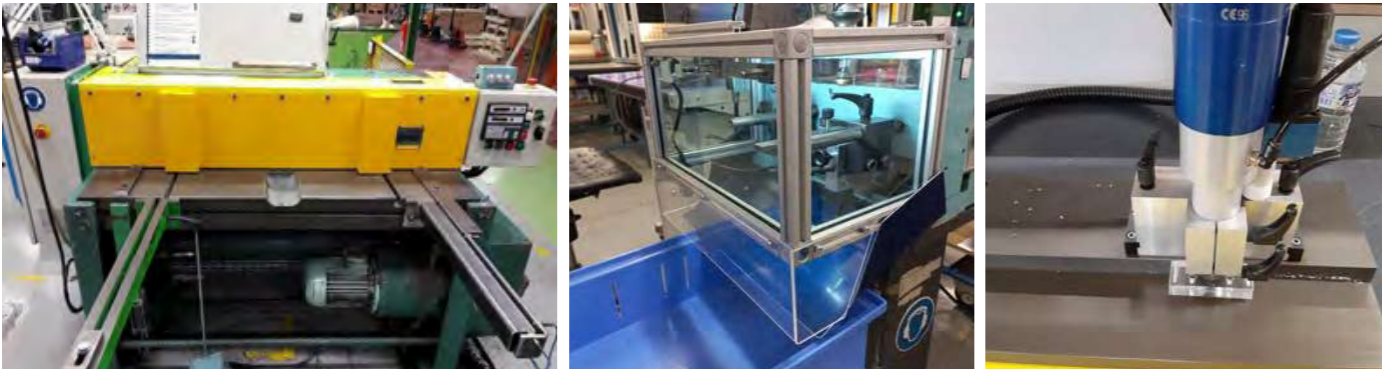
We also initiated safety assessments and actions to improve employee safety in our German and Swiss operations.

| # | Photo | Type de machine | Application | Fréquence d'utilisation | Remarques utilisation | Remarques sécurisation | Remarques JVI |
|---|-------|-----------------|-----------------|-------------------------|---|--|--|
| 1 | | Presse | Coupe Aluminium | Journalière | Pour les plaques moyennes à grande, utilisation du presse flanc (mobile) Pour les petites pièces alu, remplacement du presse flanc par un carter fixe alu léger permettant un nettoyage régulier (léger à retirer) | Sécurisation partie arrière de la machine. Sécurisation intérieure rose sur le côté. Sécurisation bielle sur le côté. Sécurisation des pièces en mouvement devant la machine, au niveau du presse flanc et de la lame de coupe. | Revoir la disposition des machines. En étant assis sur les tables de travail, nous avons les parties mobiles de la presse en mouvement dans notre dos. |
| 2 | | Presse | Coupe Aluminium | 2 fois par mois | Utilisée pour les petites séries lorsque la machine 1 est "réglée" sur une grande série | Sécurisation partie arrière de la machine. Sécurisation intérieure rose sur le côté. Sécurisation bielle sur le côté. Sécurisation des pièces en mouvement devant la machine, au niveau du presse flanc et de la lame de coupe. | Construire l'équipement en production monopolise de la pièce et implique de la sécuriser. Analyser l'intérêt. |
| 3 | | Presse | Coupe Plastique | Journalière | | Sécurisation partie arrière de la machine. Sécurisation intérieure rose sur le côté. Sécurisation des pièces en mouvement devant la machine, au niveau du presse flanc et de la lame de coupe. | Deux presses pour le plastique. Challenger le taux d'utilisation des équipements pour voir si conserver un seul serait possible |
| 4 | | Presse | Coupe Plastique | Journalière | | Revoir position et taille des barrières immatérielles. Sécurisation des pièces en mouvement devant la machine, au niveau du presse flanc. | Analyser la possibilité de couper du Gravofil sur cette machine (actuellement, utilisation d'une cisaille pneumatique dédiée BS) |

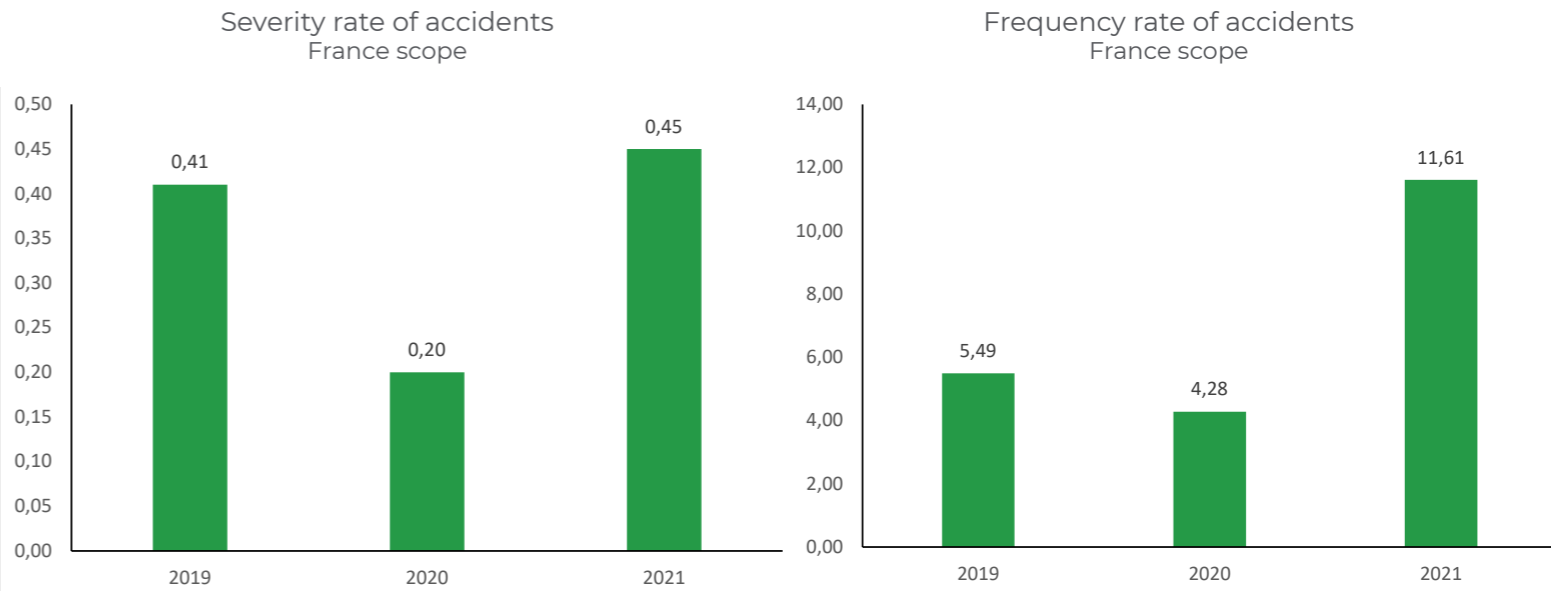
BEFORE MODIFICATIONS



AFTER MODIFICATIONS



Key indicator initiative #03



INITIATIVE #04

PROMOTING GENDER EQUALITY

For several years, Gravotech has implemented a initiative to reduce inequalities.

For several years, Gravotech has been implementing an initiative to reduce :

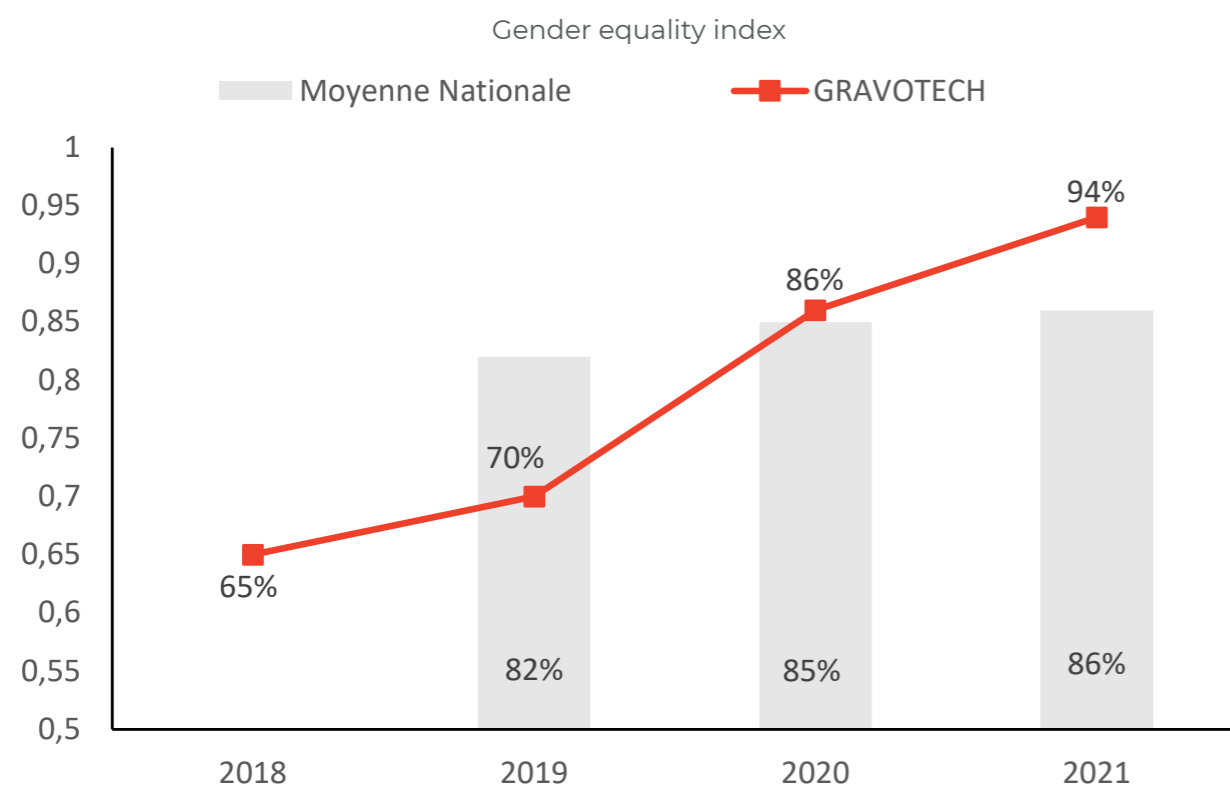
- Gender inequalities,
- Salary inequalities for identical positions.

To measure this initiative Gravotech has been using since 2018 in France the Gender Equality Index published by the Ministry of Labor, Employment and Inclusion.

We note with satisfaction since 2018 a positive evolution of the professional equality index between men and women.



Key indicator initiative #04



INITIATIVE #05

SUPPORT TRAINING IN THE GROUP CREATION OF AN ACADEMY

The Academy's deployment



What is the Academy for?

- Develop employees' skills to increase company performance and operational excellence
- Build employee loyalty and make the company more attractive by contributing to the employer brand
- Optimize the integration of new employees to make them operational more quickly
- Reduce costs and risks for the company (Compliance, security...)

SOME FIGURES



USERS

597
in December 2021
vs
130
in December 2020
+ **467** users in 1 year
(+459%)

Objective : 600



MODULES

31
in December 2021
vs
15
in December 2020
+ **16** modules in 1 year
(+206%)

Including 4 training courses and 2 courses with links to free training on other learning platforms.



SUCCESS

90,91%
of the modules used
vs
86 %
in Q1
(+4%)

Objective : 90%



Integration course



Compliance course



Safety course



Quality course



CSR course



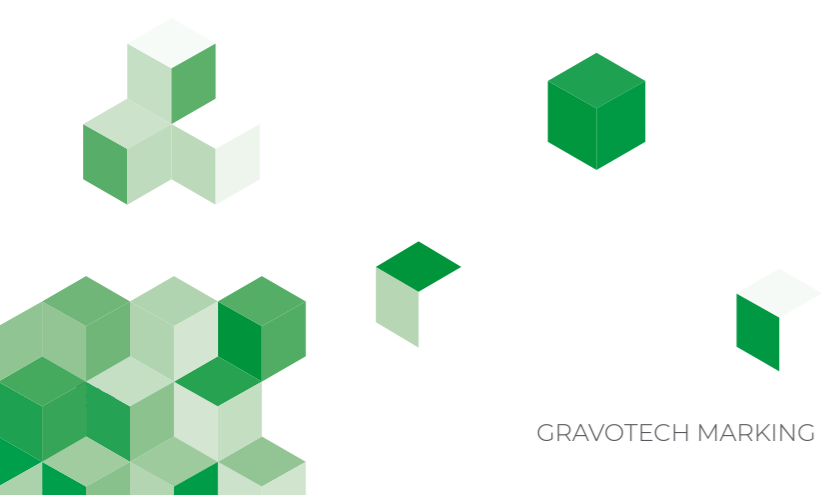
Professions / Products path



HR Tools course



Marketing Tools Course



LABELS AND CERTIFICATIONS

Gravotech Marking is proud of its labels and certifications that reward our actions in favor of sustainable development and customer satisfaction.



Gravotech labelled "Industry of the Future Showcase" in 2017.



Gravotech has been assessed at the Bronze level since 2020 for its CSR approach.



Gravotech has been ISO9001:2015 certified for its engraving solutions design and manufacturing activities for over 10 years.



Gravotech evaluated at 49% according to SAQ 4.0, for its CSR approach.



Gravotech is PEFC certified since 2019 for its range of engrave Laser Wood Birch.
(CDC #: BV/CdC/7287357)



Rillieux-la-Pape



La-Chapelle-Saint-Luc



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