NEOTISS
HIGH PERFORMANCE TUBE

SUSTAINABILITY REPORT

2026

NEOTISS
HIGH PERFORMANCE TUBE

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NEOTISS
HIGH PERFORMANCE TUBE

Editorial

Hugues de Sazilly

President of Neotiss Group

At Neotiss, we embrace a threefold responsibility: economic, social, and environmental.
We are committed to ensuring our company's performance, fostering the development and employability of our employees, protecting our environment, and building a sustainable world.

Our vision is based on a cleaner industry. This commitment is reflected in our role in the nuclear sector and the design of more efficient heat exchange systems, reducing resource consumption. Across all our markets, our products and services contribute to a more environmentally responsible industry.

Our concept of Neotiss extends beyond being a company. **Neotiss is an ecosystem where diversity, inclusivity, solidarity, and collective intelligence converge to create a positive impact**, particularly in the regions where we operate. Our commitment is embodied through **five core values:**

- **Safety**: We always put Safety first.
- **Expertise**: We create value for our partners.
- **Respect**: We care for people and the planet.
- **Innovation**: We innovate to build the future.
- **Excellence**: We pursue excellence.

These values are collective: we live them daily and put them into action through our foundation of trust, built with our employees and stakeholders, ensuring the longevity of our initiatives.

Carbon footprint reduction is also a key objective of our strategy**.** The major part of our emissions comes from our supply chain. It is therefore essential that our partners join us on this journey toward decarbonization.

This commitment is based on an in-depth analysis of our impact and double materiality indicators. It is structured around four key streams :

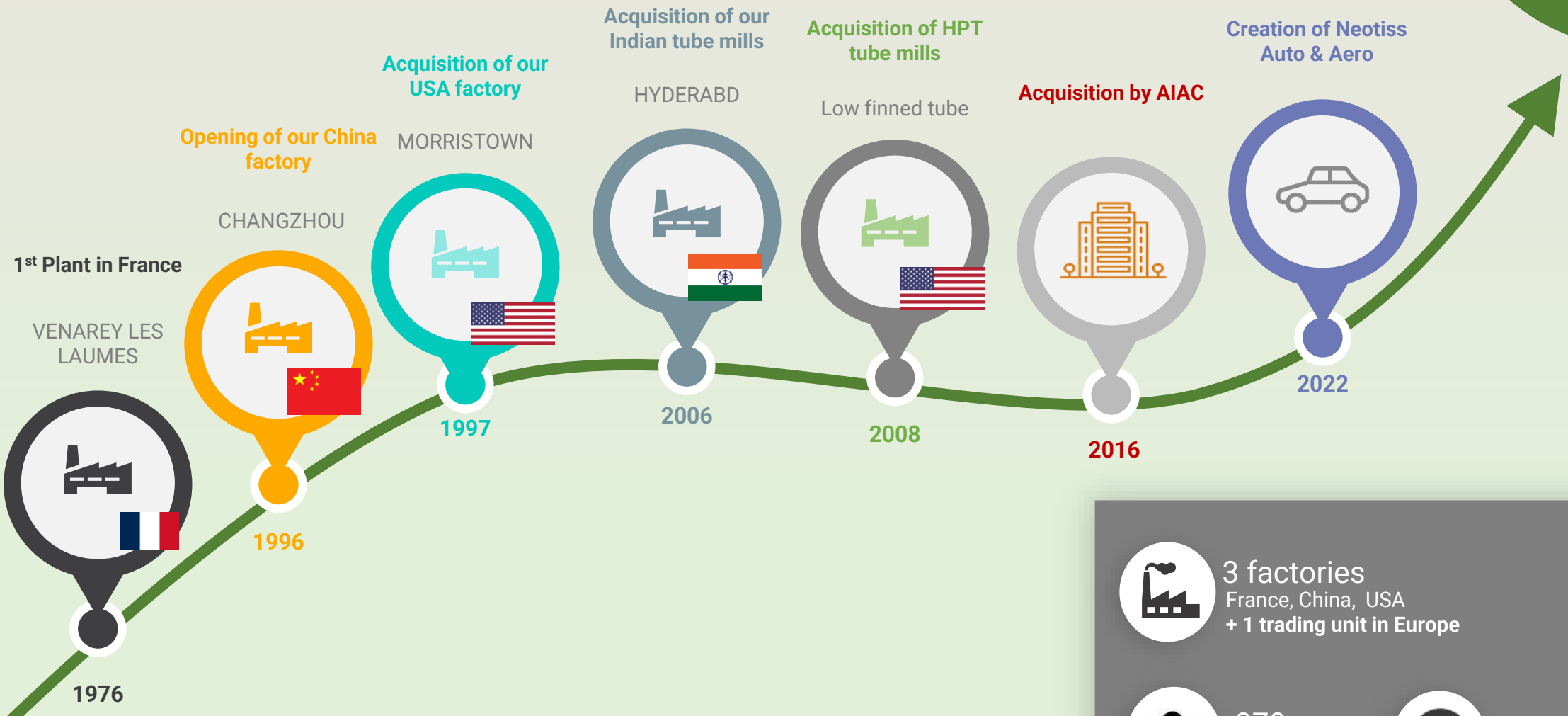
- Being a key player in energy transition
- Reducing our environmental footprint
- Attracting, retaining talent, and positively impacting our territories
- Enhancing our Operational Excellence

At Neotiss, our commitment goes far beyond regulatory compliance, client expectations, or quality surveys.

In 2026, we celebrate our 50th anniversary. Neotiss was born as a consequence of 1973' oil crisis. 50 years later, we are hit by climate change, to remind us daily that we must do more. Our sustainability roadmap is a must for Neotiss' growth. We want to actively contribute to a more sustainable world!

NEOTISS
HIGH PERFORMANCE TUBE

Our history



3 factories
France, China, USA
+ 1 trading unit in Europe

370
Our Employees

80M€+

NEOTISS
HIGH PERFORMANCE TUBE

Who we are

SAFETY

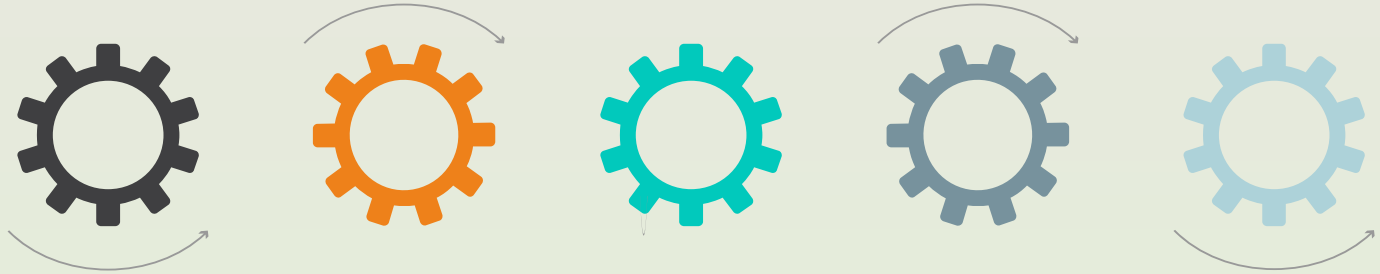
We always put **safety first**

RESPECT

We care about the **people** and the **planet**.

EXCELLENCE

We pursue **Excellence**



EXPERTISE

We **create value** for our **partners**.

INNOVATION

We **innovate** to build the **future**.

OUR VISION

The gateway to a **sustainable** World is through a more efficient and **cleaner** industry.

NEOTISS will be the preferred partner for **high-performance heat transfer** solutions.

OUR MISSIONS

NEOTISS develops and manufactures Heat Transfer Solutions, providing our customers with the **highest Quality** of **welded and enhanced Tubes**, as well as associated services.

We differentiate ourselves through **Expertise, Operational Excellence and Innovation** in order to address the most stringent applications.

Sustainability within Neotiss

Our main steps

Since Ever

Actions were already implemented

but without structuration

Neotiss is a "Societal Native" company, CSR

is part of our DNA

2023

Initial assessment report of Neotiss France

by UIMM (French organization "Union of

Metalworking Industries and Trades")

2024

Assessment of our double materiality,

Assessment of Neotiss's France carbon footprint

Creation of our sustainability committee at

Group/France level

2025

Establishment of sustainability roadmap

& 1rst sustainability report

Implementation of the first CSR

Committee

2026

Reorganize our CSR Committees in order

to involve China & US, definition of new

group processes for CSR

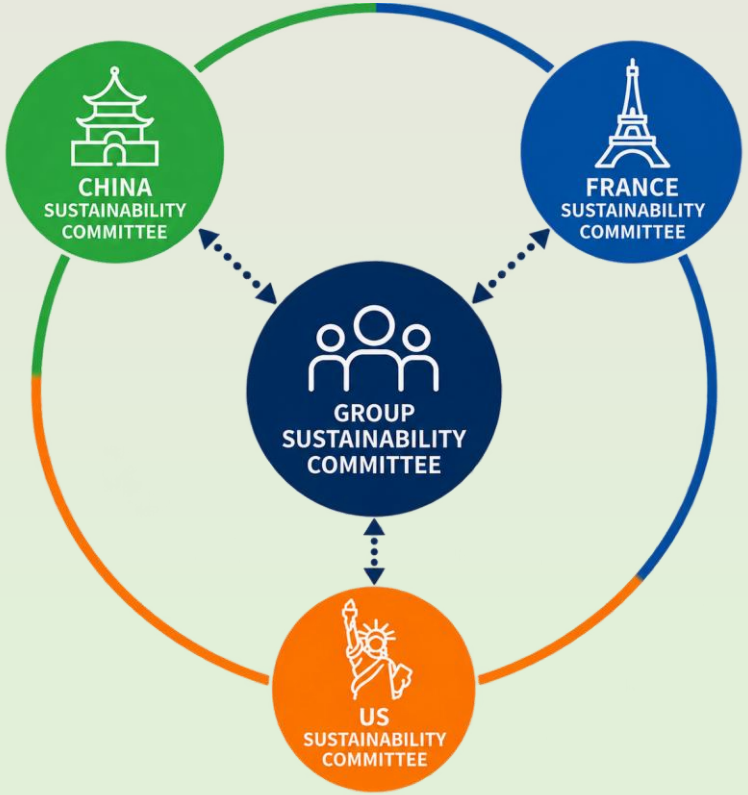
50 Years Moving Forward

Neotiss' group is celebrating this

year its 50' anniversary

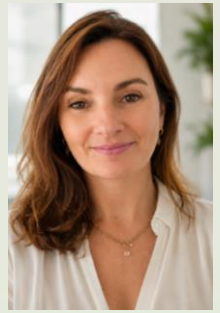
Sustainability within Neotiss

Our CSR Governance



"As individuals, we sometimes feel that our impact is limited. At a larger point of view, we can do so much more. This is the spirit of our sustainability approach at Neotiss'. We are more engaged and optimistic than ever, ready to face the huge challenges of our society."

Aurélie Albaret
Legal & CSR Director



Our Governance is structured around several committees, with Legal & CSR Director as the common thread

1/ The **Group Sustainability Committee**, composed of: the President of the Group, the Legal & CSR Director, the Operations Director, the Sales & Marketing Director

The objective of this Committee is to pilot global topics that must be harmonized all over the group.

2/ The **Subsidiaries Sustainability Committees**, composed of: the Legal & CSR Director, the VP of the Entity, the Local referents for CSR, namely the HR and the Supply chain Managers.

Each entity pilots its sustainability topics in accordance with its own needs/activity, in compliance with the group guidelines.

Sustainability within Neotiss

Our commitment in 4 Streams

NEOTISS REDUCES ITS ENVIRONMENTAL IMPACTS

1. Reduce environmental pressures at company sites
2. Eco-design our products
3. Develop a sustainable purchasing policy

NEOTISS RELIES ON CSR TO STRENGTHEN OPERATIONAL EXCELLENCE

1. Engage in a sustainable CSR approach
2. Strengthening the link with the territory

SUSTAINABLE MARKETS → **ENVIRONMENT** → **SOCIAL** → **CSR AND OPERATIONAL EXCELLENCE**

NEOTISS IS ENGAGED AS AN ACTOR IN THE TRANSITION

1. Existing Markets: Strengthen our action in favor of the transition
2. New markets: Capitalizing on opportunities related to the energy transition

NEOTISS CARES ABOUT THE PEOPLE

1. Structure and develop career paths across the group
2. Offer a safe and balanced working environment to our people

I. SUSTAINABLE MARKETS

Neotiss is engaged as an actor in the transition

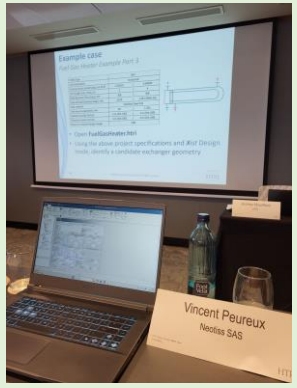
I. A EXISTING MARKETS: STRENGTHEN OUR ACTION IN FAVOR OF THE TRANSITION

NEOTISS' DNA is rooted in the energy transition :

1. The Group was born 50 years ago to serve Nuclear applications
2. Neotiss manufactures Welded Tubes, which manufacturing process is less carbon intensive than Seamless tubes
3. Neotiss is expert in Finning tubes, aiming at improving Heat Transfer and contribute to more energy-efficient, sustainable system design
4. To strengthen their expertise in optimizing heat exchange, heat-transfer fundamentals and applications becomes a mandatory training for all Inno&Dev and Sales employees.

OUR ACTIONS IN 2025 – 2026

- **Training of our Sales Team** : For a sales team, understanding the fundamentals behind heat exchanger design is essential. That's why 3 members of the Neotiss Sales team attended a technical training organized by @GREETh in September 2025, dedicated to the design and dimensioning of heat exchangers.
- **Training on Shell-and-tube heat exchanger design** : Neotiss' team members Vincent Lafitte and Vincent Peureux successfully completed an advanced training course using HTRI Xist® software to upskill and strengthen our overall technical base. They were trained by the HTRI team composed of Andy Mountford, Senior Technical Lead and Shayne Gregson, Lead technical engineer.



HTRI Xist ® Workshop

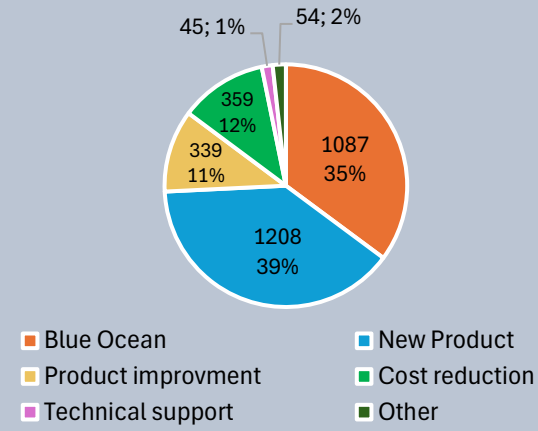
Heat Exchanger World Europe in Rotterdam

UPCOMING ACTIONS IN 2026

- In our Chinese entity, a **2nd round of training will be organized in September 2026** for our sales representatives. Topics are: (i) understand how the HTRI software performs thermal calculations for heat exchangers and (ii) teach people how to select high-efficiency heat exchange tubes.

NEOTISS' INVESTMENT IN INNOVATION & DEVELOPMENT

The Innovation & Development (I&D) teamwork starts by Market Analysis to identify opportunities where Neotiss' expertise makes a difference.



In 2026, Neotiss invested **3,1 M€** on Innovations & Development

Where are we today ?

- 6 employees trained on HTRI Xist® software
- All sales teams in Neotiss are trained by end 2026.

I. B NEW MARKETS: CAPITALIZING ON OPPORTUNITIES RELATED TO THE ENERGY TRANSITION

In a highly competitive environment, it is important for Neotiss to **capture market developments upstream and develop appropriate solutions** to respond quickly to customer needs, through “Initiatives”. The initiative aims at identifying, studying and analyzing product development needs, as part of monitoring market trends and developments.

All product development ideas/information, coming from different markets & covering different industries will be studied in these “initiatives”, to develop new welded rolled tubes by Neotiss.

OUR ACTIONS IN 2025 – 2026

- **Integrate CSR dimension into our development process** : Each initiative is evaluated along 3 key dimensions: **Business Case, Technical Feasibility, and Corporate Social Responsibility** (CSR). The CSR analysis evaluates the social, environmental, and ethical impacts of the Initiative to ensure it creates positive value beyond financial returns. It provides decision-makers with insights on sustainability, community impact, and responsible practices.
- **Training on CSR criteria** : All sales and innovation teams have been trained on new CSR criteria before implementing this revision of procedure.
- **Identification of new customers related to the energy transition** : Neotiss Inc. has implemented Lunch & Learn sessions with prospective customers at least once per quarter to identify new initiatives linked to nuclear, liquified natural gas (LNG) and energy efficiency especially in the USA and in Canada.

Environmental	
Reduced CO2 footprint in production	0. No CSR alignment 1. Basic Effort 2. Good practices 3. Strong alignment
Sustainable or recyclable raw materials	
Improvement of energy efficiency in use	
Lifecycle or end-of-life	
Raw material Transport	
Social	
Worker health and safety	0. No CSR alignment 1. Basic Effort 2. Good practices 3. Strong alignment
Employee skills development	
Inclusive & diverse project team	
Societal	
Sustainable markets	0. No CSR alignment 1. Basic Effort 2. Good practices 3. Strong alignment
Local/regional economic impact	
Regulations or ethics	

Integration of CSR in our development process

UPCOMING ACTIONS IN 2026

- Sales and Inno&Dev teams will be trained on heat exchangers in low carbon fuels and processes by IFPEN in Q1 2027, the French National Institute for research and training on new energies.

Where are we today ?

- Based on our works, we have identified the following emerging markets where Neotiss solutions can serve the transition: ammonia co-burning, hydrogen, electric steam boiler, biofuel, liquid cooling solutions for datacenters .

10%

Growth ambition per year in the New Markets identified for the Energy Transition

40%

Of Group’s turnover realized in the Nuclear Sector

II. ENVIRONMENT

Neotiss reduces its environmental impacts

II. A REDUCING ENVIRONMENTAL PRESSURES AT COMPANY SITES

While our activity does not incur major environmental matters, Neotiss is aware that a **sustainable economic activity implies that all stakeholders must play their part** and reduce their environmental impact.

Our entities are currently handling these topics, aiming at reducing their consumptions/emissions. However, in order to be able to elaborate a real global strategy in this regards, Neotiss will first need to gather **relevant and comparable data**.

OUR ACTIONS IN 2025 – 2026

- **Waste management at Neotiss France** : To ensure effective tracking of our waste, a waste management system has been created to monitor waste processing based on the type of waste and its recyclability. Today, **69% of our waste is recycled**.
- **Reporting of Neotiss Inc.'s energy and waste :** We aim at reducing our energy consumption and our solid waste production by encouraging our suppliers to limit packaging waste on raw materials and through new recycling initiative started by HR in 2026.
- **Retrofit of all light fixtures of Neotiss Inc.** : Investment made to upgrade all light fixtures on site with LED lighting to **reduce 25 000 kwh per month** of energy consumption calculated on power reduction ratings on our plant consumption.
- **Smart Monitor for electricity, water and gas at Neotiss Tube Changzhou**: Smart electricity, water and gas flow meters have been installed in our unit which allows the Maintenance Department to monitor consumption on each production line at any time via an app. This enables them to detect anomalies immediately, analyze and address them promptly.
- **Heat recovery at Neotiss France** : Neotiss France implemented heat recovery from its compressors to redistribute it to the workshop area and reduce our energy consumption

Smart monitoring of our plant electricity, gas and energy consumption

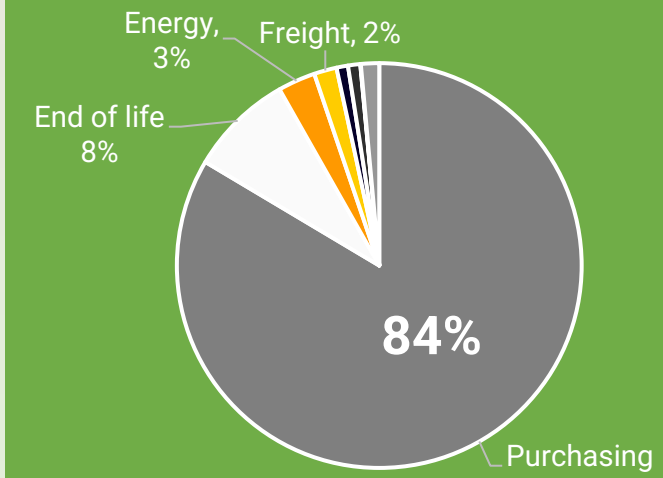
UPCOMING ACTIONS

- Neotiss France plans an **energy audit by the end of 2026** to identify actions to reduce gas consumption.
- Neotiss Inc. will be implementing a **carbon footprint assessment of its 2026 emission** to evaluate the impact of its activities.

NEOTISS FRANCE'S CARBON FOOTPRINT ASSESSMENT IN 2025

21 499

tCO_2e



- **84%** of GHG emissions are linked to the **purchasing of titanium** (70%) and **stainless steel** (25%) undermining the importance of collaboration with our suppliers
- **75%** of energy emissions are mainly linked to **natural gas consumption**.

II. B DEVELOP A SUSTAINABLE PURCHASING POLICY

We know from Neotiss France' carbon footprint that **84% of our carbon emissions come from our purchasing**. Therefore, if we want to change things and have a real impact on our carbon emissions, our main actions must focus on our purchasing.

To put our environmental commitment into action, **we will prioritize suppliers who share our goals.** We will assess their carbon footprint alongside their economic and operational performance.

More generally, we want to share our values with our suppliers and intend to take it in consideration in our supplier's selection.

OUR ACTIONS IN 2025 – 2026

- **Development a sustainable purchasing policy** : Neotiss is currently formalizing a sustainable purchasing policy regarding CSR aiming to help and guide its employees and stakeholders on how to behave regarding CSR topics. This Policy will be signed and sent to all Neotiss suppliers.
- **Evaluate the CSR performance of our suppliers** : In 2026, Neotiss has developed a **CSR and CO2 questionnaire** to evaluate the performance of its raw material suppliers, CAPEX and freight forwarders,. This evaluation will help us understand the impact of our suppliers and define a dedicated action plan regarding sustainable purchasing.
- **Supplier CSR Commitment Letter** : Neotiss Tube (Changzhou) involved its suppliers in CSR management by sending them a CSR commitment letter signed by the key suppliers. It includes an audit once a year to assess CSR practices and action plans to improve them.

UPCOMING ACTIONS IN 2026

- **Deployment of the sustainable Supplier Selection** : In accordance with our Code of Conduct (to come) and sustainable purchasing policy (also to come), Neotiss will update its supplier selection processes in order to incorporate the CSR impact of the purchased product as well as the supplier's carbon commitment.

96%

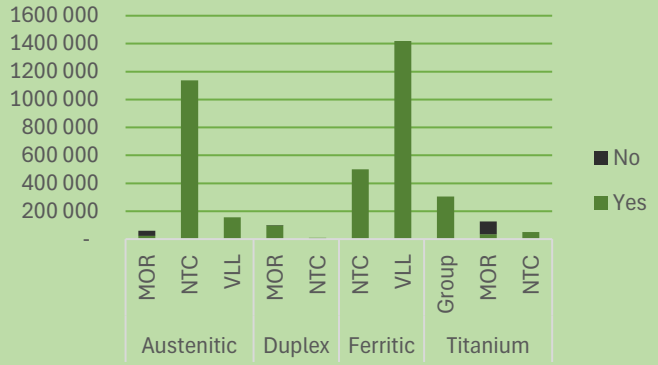
Of our key suppliers answered to our CO2 footprint questionnaire

2 out of 4

Titanium Suppliers have a plan on CO2 impact reduction

NEOTISS' CO2 FOOTPRINT QUESTIONNAIRE

96% of our key suppliers answered to our CO2 footprint questionnaire



4 criterias will be integrated **in the supplier selection**:

- Average rate of recycled content used in your strip production
- Average tonnage of CO_2 emitted per ton of strip produced
- Initiatives underway to reduce your CO_2 emissions
- Commitments or certifications in terms of reducing carbon emissions

Where are we today ?

- 20 suppliers' responses out of 24 to our CO2 footprint questionnaire
- 7 key suppliers signed a CSR Commitment letter towards Neotiss Tube Changzhou.

II. ECO-DESIGN ALL OF OUR PRODUCTS

Eco-design enables NEOTISS to **integrate environmental considerations from the earliest stages of product development**. It aims at reducing environmental impacts throughout the product life cycle by optimizing the use of raw materials, energy, manufacturing processes, transportation and end-of-life solutions. For NEOTISS, eco-design also means **developing high-performance heat transfer solutions** that can contribute to more efficient and compact industrial systems.

By combining environmental performance, technical expertise and customer needs, eco-design supports both our sustainability commitments and our long-term competitiveness.

OUR ACTIONS IN 2025 – 2026

- **Improve usage of transportation boxes** : Neotiss has been using **returnable packaging for EDF for more than 20 years**. For the United States, Neotiss Inc. is researching solutions to review the potential of returnable packaging with customers to reuse our packaging and reduce packaging wastes. We have already identified customers interested by this solution and will be working with our suppliers on quoting and sizing on the boxes.
- **Evaluation of the carbon footprint of our products:** As part of our engagement to our customer, Neotiss Tube (Changzhou) calculated the **carbon footprint of auto project as part of the Carbon Border Adjustment Mechanism**. This evaluation enabled NTC to identify emission reduction opportunities to improve the product and its environmental impact.
- **WNE Innovation Awards** : Neotiss was nominated for the **WNE Innovation Awards 2025** in the category «Optimizing Construction Costs and Lead Times», alongside leading players in the global nuclear industry.

World Nuclear Exhibition 2025

Our reusable transportation boxes

UPCOMING ACTIONS IN 2026-2027

- **Training on the use of HTRI carbon footprint module :** During HTRI assessments for our clients, we also train our employees to use the carbon footprint module to provide an additional differentiating criteria in the different design options proposed (which considers energy efficiency and compactness criteria).

III. SOCIAL

Neotiss cares about the people

III. A STRUCTURE AND DEVELOP CAREER PATHS ACROSS THE GROUP

Our policy is to prioritize **internal promotion**, which means **providing training** to ensure we have qualified personnel in every position. A succession plan is built.

Besides, whenever we hire externally, our **HR policy** promotes the recruitment from the employment area and to give **equal chances to all individuals**.

OUR ACTIONS IN 2025 – 2026

- **Links with local organizations to facilitate employment** :
  - Neotiss France implemented dedicated job datings and on-site evaluation of pre-selected candidates to identify potential newcomers. Neotiss France held 3 meetings since January 2026, with around **25 candidates each session, which resulted in 5 people being recruited**.
  - Neotiss Inc. participated in a job fair hosted by American Job Center in Jefferson County for High school advanced manufacturing students by touring their facility on September 15 for the 50th Birthday.
- **Improvement of the onboarding process** : Neotiss France onboarding process has been improved with the addition of a discovery report to point out positive and negative practices, mandatory interviews with the manager and the HR team during the probation period. It will be deployed for newcomers in the next months.
- **Mapping of skills and responsibilities** : Neotiss France has done a full mapping of skills and responsibilities with all functions with a final stage for completion by end 2026
- **Succession planning** : To identify training gaps, assess critical positions and development plans, Neotiss Inc. sent our training survey to employees to identify training requests, improve training options and adapt the training budget.

Job fair in France and in the US

Where are we today ?

Our HR policy give equal chances to all individuals.

	2025	2026
Average Age	42	42
Average seniority in years	12	12
% Female employees	25%	30%

NEOTISS FRANCE'S TRAINING WEEK

The **Training Week** combined courses delivered by in-house subject matter experts with training provided by carefully selected external organizations with a focus on **Internal Technical Training**. For each course, the following requirements were established :

- A detailed training program with detailed training materials
- Learner assessments were conducted to evaluate knowledge acquisition.
- Attendance records were completed for every training session.

During this training week :

- **15 training courses** were delivered covering technical skills, organizational knowledge, continuous improvement, health and safety, information technology, and human resources
- **1 710 training hours to 30% of the employees**

III. B OFFER A BALANCED WORKING ENVIRONMENT TO OUR PEOPLE

Our people are at the heart of NEOTISS' performance and long-term development. We aim to provide a **working environment where employees feel not only safe** (which is obviously our main duty to our employees and their families), but also **respected, listened to and recognized** for their contribution.

By maintaining **safety** and by creating a **supportive and balanced workplace**, we aim to foster engagement, strengthen our collective performance and build long-term relationships with our employees.

OUR ACTIONS IN 2025 – 2026

- **Noise reduction in our Workshop** : Neotiss Tube (Changzhou) has installed a soundproof room on the polishing machine to reduce noise and avoid health impacts on the 60 people working in the Workshop.
- **Improvement of the Health, Safety and security at site level** : In Neotiss Inc. we organize bi-weekly safety walks and monthly safety visits with employees. We also encourage employees to report near misses and safety-related suggestions.
- **Employee appreciation Survey** : Neotiss Inc. deployed a survey to understand employee's satisfaction on social practices. We are proud that **97% of respondents were satisfied or very satisfied working at Neotiss**. The survey enabled us to implement an action plan with the main feedbacks such as improving communication, benchmarking wages and increasing the shift premium to ensure our competitiveness.
- **Recognition of our employees** : To reward employees for their work and engagement, Neotiss Inc. developed an award program to recognize an Employee of the quarter with a frame with their name in the lobby of the break room and a reward (gift card or day of vacation).
- **Award scholarship to employees' children who gain admission to undergraduate programs at universities** : In China, only 40% of students can get the admission from universities. Neotiss Tube (Changzhou) wants to recognize its employees with **4 students obtaining scholarships**.
- **Creation of a Code of Conduct** : Neotiss is currently formalizing a Code of Conduct aiming to help and guide its employees on how to behave regarding CSR topics with recommendations and solutions to be applied in various situations.

Soundproof Room

Employee of the Quarter

Scholarship for admission to university

NEOTISS' ADHESION TO SOCIETAL NATIVE

Societal Native is an association of executives from small and medium-sized enterprises (SMEs) who want to **take back control over how companies' social commitment** is measured, valued, and shared.

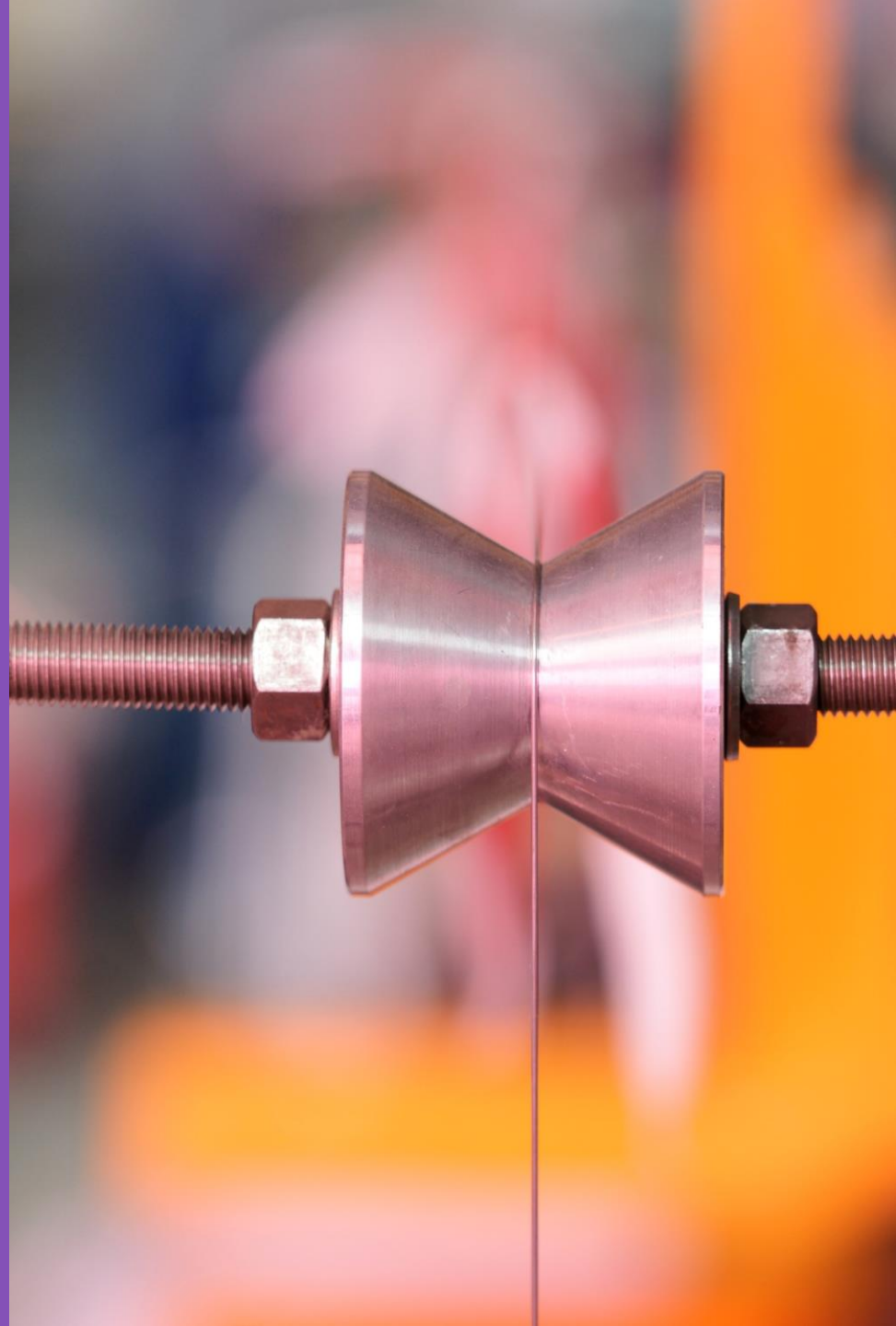
Their engagement to create an environment that fosters personal and collective growth in all its dimensions. Neotiss is one of its founding members and participates in monthly meetings to develop the association.

UPCOMING ACTIONS IN 2026

- **Improve Quality of life at work**: Every year, we survey our employees on how we can improve quality of life at work, and we have an ongoing action plan based on their feedback

IV. CSR AND OPERATIONAL EXCELLENCE

Neotiss relies on CSR to strengthen operational excellence



IV. A ENGAGE IN A SUSTAINABLE CSR APPROACH

Neotiss strongly believes in the **"small steps method"**. We know that the path towards a more sustainable activity goes necessarily through economic constraints/needs, and is therefore driven by common sense, rigor and long terms actions.

Any efficient policy must be embraced by our people and by our stakeholders. This is why we have started in 2025 by sharing our first CSR report, with the objective of communicating clearly every year on our actions and our strategy.

It is only together, with common efforts, that we can really make a difference.

OUR ACTIONS IN 2025 – 2026

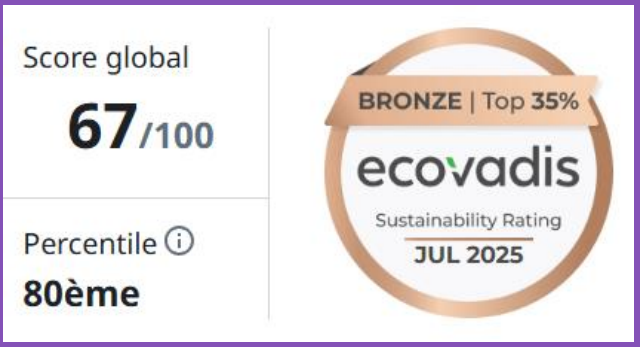
- **Organization of our CSR committees** : Neotiss has developed a CSR governance with one CSR committee per entity and one committee for the group with quarterly **CSR meetings to implement our CSR action plan**. Each committee is animated by our Legal and CSR director. All members have allocated time in their schedules to structure the CSR approach.
- **Integration of CSR Criteria in the remuneration**: At Neotiss, our President and our Executives have 5% of their bonus based on their contribution to the CSR Roadmap.
- **Training on CSR** : In Neotiss Tube (Changzhou), a member of the CSR committee chose to participate in a CSR training to strengthen her knowledge and be more involved in CSR management within the company.
- **CSR Communication to our stakeholders** : At Neotiss Inc., we communicate our CSR practices regularly through **monthly leadership reviews and employee updates**. Internally, our focus is on employee awareness, engagement, and accountability. Externally, we communicate through customer interactions, and surveys.

ISO 9001:2015 · ISO 14001: 2015 · OHSAS 18001 · ISO/TS 16949:2009

Our plant certification

UPCOMING ACTIONS IN 2026

- Improve EcoVadis evaluation of Neotiss France and target a **EcoVadis Silver** medal France.



NEOTISS France has been awarded the **EcoVadis Bronze Medal**, placing the company among the **top 35 % of companies worldwide assessed by EcoVadis** for their sustainability performance.

This recognition reflects NEOTISS's ongoing actions to **reducing its environmental footprint, promoting responsible business practices, supporting its people and communities, and driving sustainable growth**.

This milestone strengthens NEOTISS's commitment to continuously advancing its sustainability journey and integrating responsible practices across its operations.

IV. B STRENGTHENING THE LINK WITH THE TERRITORY

NEOTISS' long-term development is closely connected to the communities and territories where we operate.

By building partnerships with local schools, employment organizations, nonprofits and community organizations, we aim at **supporting local employment, inclusion and skills development**. These relationships also help us **strengthen our local roots and contribute positively to the economic and social development of our communities**.

OUR ACTIONS IN 2025 – 2026

- **Quality, Organization and Governance** : Neotiss engagement is to achieve **zero repeat supplier quality claims for the same root cause** through robust root-cause analysis and corrective action effectiveness. We proactively manage supplier quality performance to limit the number of supplier quality claims. Today, we work through long term corrective actions with suppliers that have repeat issues.
- **Finance Leaders Awards** : Neotiss has been recognized in the **"Transformation & Reorganization / PMI" category** during the Convergence Strategy and Finance Summit to acknowledge its transformation over the past months as well as the commitment of the teams driving this change and supporting the company's continued growth.
- **Partnerships with local schools, nonprofits and community organizations such as :**
  - **Holston Home for Children**, helped by Neotiss Inc., which serves adults with intellectual and developmental disabilities through a program called Hope & Thrive Academy.
  - Work-based support program for people with disabilities for the maintenance of Neotiss France's site (4 recurring employees) and one-time services for catering or small printing jobs with four different structures since 2017.
- **Some of our managers volunteer to teach courses related to their areas of expertise**:
  - At **Lycée Eugène Guillaume**, in collaboration with Gretta 21, in Montbard, our head of Production is teaching Non-Destructive Testing
  - At **Centrale-Supelec Master in Paris**, our Group Head of Operation is teaching Project Management.

Finance Leader Awards

Managers volunteering to teach courses related to Neotiss expertise

Managers volunteering to teach courses related to Neotiss expertise

NEOTISS FRANCE'S PARTNERSHIP

Joining the Union Of Metallurgy Industries (UIMM) and the Metal Valley allows Neotiss and other industrial companies in the region to **pool their resources and visibility to promote careers in the metalworking industry and develop local and regional partnerships**. By becoming part of a structured professional network, Neotiss can exchange ideas and best practices while benefiting from shared expertise and local contacts that can support its growth ad enhance its appeal.

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Conclusion

MOVING FORWARD, STEP BY STEP

At Neotiss, we believe that sustainability is a journey, built through **continuous and practical progress**.

Over the past few years, **we have established the basis of our sustainability**: defining our priorities, strengthening our governance, developing concrete actions and involving more people across the Group.

We are now **building the framework that will guide our future actions**. Our Code of Conduct, Sustainable Purchasing Policy and other common standards will help us turn our commitments into clear principles and consistent practices across Neotiss.

We believe that sustainability cannot simply be imposed on an industrial activity. It must be built step by step and embraced by our teams, with the support and direction of CSR Committees. Our role is to set a clear path, provide common standards and measure progress; our collective responsibility is to bring them to life in our daily activities.

We know that there is still much to do. **Our ambition is to keep moving forward every year, strengthen what we have built, measure our progress and gradually raise our ambitions**.

Small steps. Clear direction. Collective action. Lasting progress.

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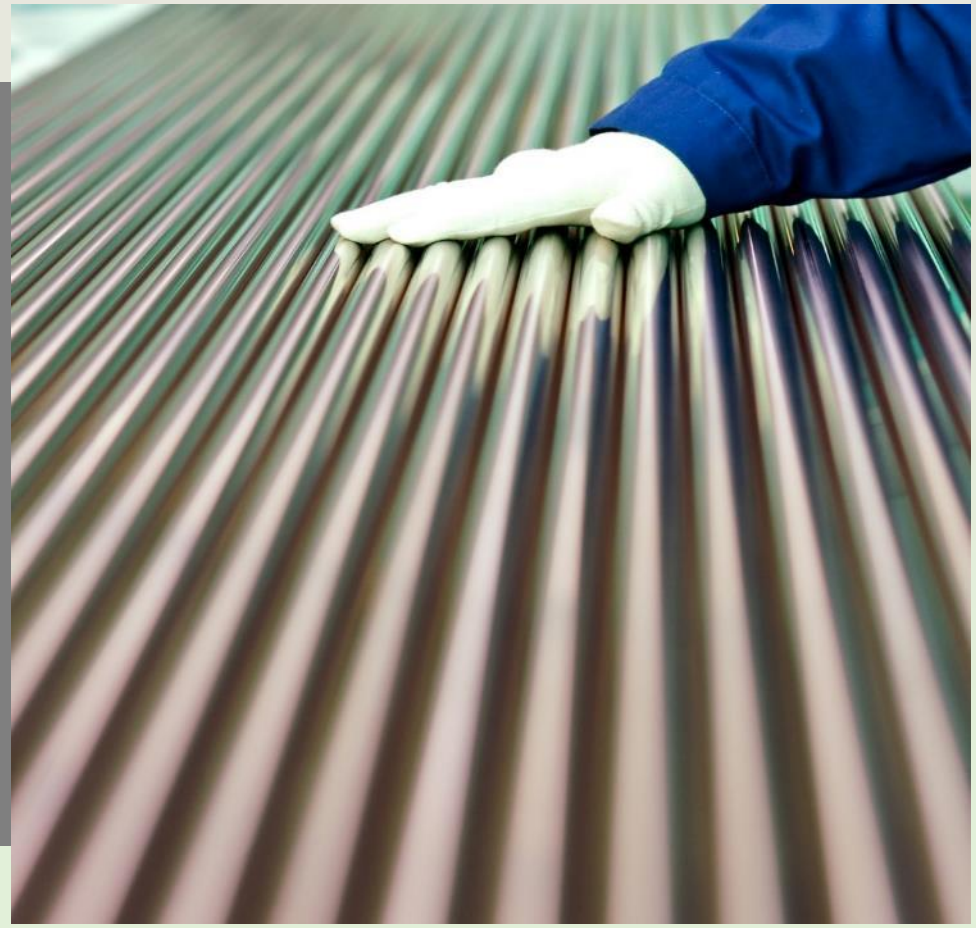

GET IN TOUCH

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THANK YOU

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