



SUSTAINABILITY STATEMENT

2024

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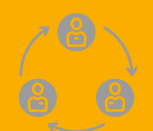
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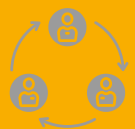
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GENERAL
INFORMATION

GENERAL INFORMATION

1 - GENERAL BASIS FOR THE PREPARATION OF SUSTAINABILITY STATEMENTS

The sustainability statement was prepared in a consolidated format. It encompasses all the Haulotte Group production sites, distribution subsidiaries and logistics hubs, as well as the upstream and downstream value chains, ensuring a holistic representation of the sustainability practices and their impacts.

The scope of consolidation for the sustainability statement is consistent with that of Haulotte's financial statements. This consistency ensures a global understanding of operations and their sustainability implications (the entity located in Russia is excluded from this report).

Reporting period and reference year

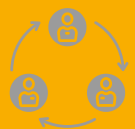
The main sustainability indicators presented are reported on a quarterly basis at entity level, with half-yearly or even annual reporting for indicators of lesser materiality for the Group, or for which data collection is more complex. They are derived from non-financial information systems specific to their field, or from manual reports. Values for the fourth quarter may be subject to estimates in the event of data not being available within the time required for publication. Valuation methods are specified on a case-by-case basis.

The scope of the sustainability report covers all Group-consolidated subsidiaries, unless otherwise specified. The scope covered by the report is stated under each indicator table.

The information is produced by Haulotte at aggregated Group level and by business sector, following the logic of the sectoral breakdown used for financial information, adapted where necessary to be as relevant as possible in the presentation of sustainability information.

None of the information contained in this report has been verified by an external party other than the sustainability auditors.





2 - DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES

The sustainability information was drawn up as part of the first application of the legal and regulatory requirements following the transposition of the European Directive on Corporate Sustainability Reporting (CSRD).

This first year of implementation of the CSRD is marked by many uncertainties. In addition to those inherent to the state of scientific or economic knowledge, and to the quality of the external data used, several interpretations of the texts remain, for which further clarification from standards or regulatory bodies is awaited, notably concerning the sectoral standards for application of the ESRS or the application of the technical criteria of the Taxonomy regulation.

In this sustainability statement, this is particularly the case for:

- uncertainties relating to carbon footprint assessment data, described in detail in chapter 2.2.2. Green House Gas emission
- partial collection of information on data relating to waste decomposition for France (see 6.4. Waste management)
- the lack of data and monitoring indicators on air pollution (see 3 - Air pollution)

The Group has therefore endeavored to apply the normative requirements set by the ESRS, as applicable on the date the sustainability statement was drawn up, on the basis of the information available and within the time frame for drawing up the sustainability statement.

Data on the financial resources allocated to the deployment of actions relating to climate change and the circular economy have not been disclosed in this sustainability report due to the omission of sensitive information tolerated on intellectual property and know-how, as provided for in paragraph 7.7 of ESRS 1 (here R&D capex and opex).

3 - CORRELATION TABLE BETWEEN THE ESRS AND THE GROUP'S CHALLENGES

ESRS	DR DISCLOSURE REQUIREMENTS		MATERIAL ISSUES	PAGE
ESRS 2				
ESRS 2	BP-1	General basis for the preparation of sustainability statements	N/A	4
ESRS 2	BP-2	Disclosures in relation to specific circumstances	N/A	5
ESRS 2	GOV-1	Role of the administrative, management and supervisory bodies	N/A	17 - 20
ESRS 2	GOV-2	Information provided to and sustainability matters addressed by the company's administrative, management and supervisory bodies	N/A	21 - 22
ESRS 2	GOV-3	Integration of sustainability-related performance in incentive schemes	N/A	22
ESRS 2	GOV-4	Statement on due diligence	N/A	22
ESRS 2	GOV-5	Risk management and internal controls over sustainability reporting	N/A	23 - 24
ESRS 2	SBM-1	Strategy, business model and value chain	N/A	10 - 13
ESRS 2	SBM-2	Interests and views of stakeholders	N/A	14
ESRS 2	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	N/A	29
ESRS 2	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	N/A	25 - 28
ESRS 2	IRO-2	Disclosure requirements in ESRS covered by the company's sustainability statement	N/A	Appendix
ENVIRONMENT				
ESRS E1 Climate change	E1-1	Transition plan for climate change mitigation	Adaptation to climate change (E1)	No disclosure in 2024
ESRS E1 Climate change	E1-2	Policies linked to climate change mitigation and adaptation	Adaptation to climate change (E1)	33
ESRS E1 Climate change	E1-3	Actions and resources related to climate change policies	GHG emissions (E1)	37
ESRS E1 Climate change	E1-4	Climate change mitigation and adaptation targets	GHG emissions (E1)	No disclosure in 2024
ESRS E1 Climate change	E1-5	Energy consumption and mix	Energy use (E1)	39
ESRS E1 Climate change	E1-6	Gross scopes 1, 2, 3 and total GHG emissions	GHG emissions (E1)	35
ESRS E1 Climate change	E1-7	GHG removals and mitigation projects financed through carbon credits	GHG emissions (E1)	33
ESRS E1 Climate change	E1-8	Internal carbon pricing	GHG emissions (E1)	33
ESRS E1 Climate change	E1-9	Anticipated financial effects of significant physical and transition risks, as well as potential opportunities linked to climate change	Adaptation to climate change (E1)	Omission of information for the first year
ESRS E2 Pollution	E2-1	Policies related to pollution	Air pollution (E2)	40
ESRS E2 Pollution	E2-2	Actions and resources related to pollution	Air pollution (E2)	No action in 2024
ESRS E2 Pollution	E2-3	Targets related to pollution	Air pollution (E2)	No disclosure in 2024
ESRS E2 Pollution	E2-4	Pollution of air, water, and soil	Air pollution (E2)	40
ESRS E2 Pollution	E2-5	Substances of Concern and Substances of Very High Concern	Non-material	N/A
ESRS E2 Pollution	E2-6	Anticipated financial effects of risks and opportunities linked to material pollution	Non-material	N/A

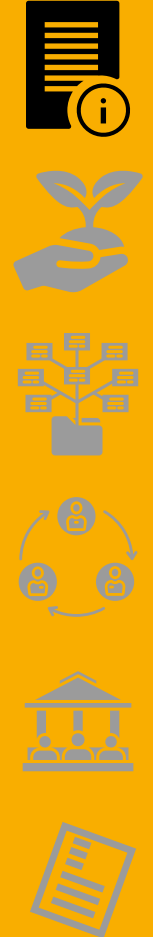
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ESRS	DR	DISCLOSURE REQUIREMENTS	MATERIAL ISSUES	PAGE
ENVIRONMENT				
ESRS E3 Water and marine resources	E3-1	Policies related to water and marine resources	Preservation of water resources (E3)	41
ESRS E3 Water and marine resources	E3-2	Actions and resources relating to water and marine resources	Preservation of water resources (E3)	42
ESRS E3 Water and marine resources	E3-3	Targets related to water and marine resources	Preservation of water resources (E3)	42
ESRS E3 Water and marine resources	E3-4	Water consumption	Preservation of water resources (E3)	41
ESRS E3 Water and marine resources	E3-5	Anticipated financial effects of impacts, risks and opportunities related to water and marine resources	Preservation of water resources (E3)	Omission of information for the first year
ESRS E4 Biodiversity and ecosystems	E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	Biodiversity and ecosystems (E4)	No disclosure in 2024
ESRS E4 Biodiversity and ecosystems	E4-2	Policies related to biodiversity and ecosystems	Biodiversity and ecosystems (E4)	43
ESRS E4 Biodiversity and ecosystems	E4-3	Actions and resources related to biodiversity and ecosystems	Biodiversity and ecosystems (E4)	43
ESRS E4 Biodiversity and ecosystems	E4-4	Targets related to biodiversity and ecosystems	Biodiversity and ecosystems (E4)	No disclosure in 2024
ESRS E4 Biodiversity and ecosystems	E4-5	Impact metrics related to changes to biodiversity and ecosystems	Biodiversity and ecosystems (E4)	46
ESRS E4 Biodiversity and ecosystems	E4-6	Anticipated financial effects of risks and opportunities related to biodiversity and ecosystems	Non-material	N/A
ESRS E5 Resource use and circular economy	E5-1	Policies related to resource use and circular economy	Circular economy - Incoming resources (E5)	47
ESRS E5 Resource use and circular economy	E5-2	Actions and resources related to resource use and the circular economy	Circular economy - Incoming resources (E5)	48 - 50
ESRS E5 Resource use and circular economy	E5-3	Targets related to resource use and the circular economy	Use of resources (E5)	No disclosure in 2024
ESRS E5 Resource use and circular economy	E5-4	Incoming resource flows	Use of resources (E5)	51
ESRS E5 Resource use and circular economy	E5-5	Outgoing resource flows	Waste management (E5)	52
ESRS E5 Resource use and circular economy	E5-6	Anticipated financial effects of the impacts, risks and opportunities related to resource use and the circular economy	Use of resources (E5)	No effects identified in 2024
SOCIAL				
ESRS S1 Company workforce	S1-1	Policies related to the company's workforce	Social dialog (S1)	64 - 67
ESRS S1 Company workforce	S1-2	Processes for engaging with the company's workforce and workers' representatives concerning impacts	Social dialog (S1)	77
ESRS S1 Company workforce	S1-3	Processes to remediate negative impacts and channels for the company's workforce to raise concerns	Social dialog (S1)	77
ESRS S1 Company workforce	S1-4	Actions concerning the material impacts on the company's workforce, and approaches to managing material risks and pursuing material opportunities related to the company's workforce, and the effectiveness of these actions	Social dialog (S1)	No disclosure in 2024

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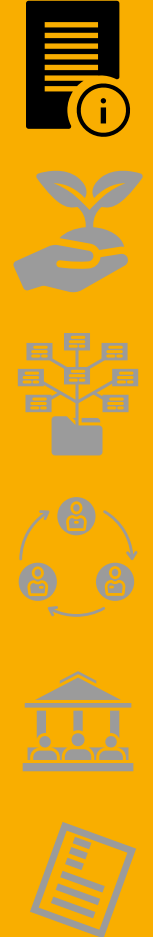
ESRS	DR	DISCLOSURE REQUIREMENTS	MATERIAL ISSUES	PAGE
SOCIAL				
ESRS S1 Company workforce	S1-5	Targets related to managing negative material impacts, advancing positive impacts, and managing material risks and opportunities	Social dialog	No disclosure in 2024
ESRS S1 Company workforce	S1-6	Characteristics of company employees	Social dialog	68
ESRS S1 Company workforce	S1-7	Characteristics of non-employees in the company's workforce	Non-material	N/A
ESRS S1 Company workforce	S1-8	Collective bargaining coverage and social dialog	Social dialog	Omission of information for the first year
ESRS S1 Company workforce	S1-9	Diversity indicators	Diversity and inclusion	71
ESRS S1 Company workforce	S1-10	Adequate wages	Job security and adequate wages	73
ESRS S1 Company workforce	S1-11	Social protection	Social dialog	69 - 70
ESRS S1 Company workforce	S1-12	People with disabilities	Employment and inclusion of people with disabilities	74
ESRS S1 Company workforce	S1-13	Training and skills development indicators	Training and skills development	75
ESRS S1 Company workforce	S1-14	Health and safety indicators	Health and Safety	76
ESRS S1 Company workforce	S1-15	Work-life balance measures	Non-material	N/A
ESRS S1 Company workforce	S1-16	Remuneration parameters (pay gap and total remuneration)	Non-material	N/A
ESRS S1 Company workforce	S1-17	Incidents, complaints and severe human rights impacts	Social dialog	77
ESRS S2 Workers in the value chain	S2-1	Policies relating to workers in the value chain	Health and safety of workers in the value chain	78
ESRS S2 Workers in the value chain	S2-2	Processes for engaging with workers in the value change concerning impacts	Health and safety of workers in the value chain	79
ESRS S2 Workers in the value chain	S2-3	Processes to remediate negative impacts and channels for workers in the value chain to raise concerns	Health and safety of workers in the value chain	79
ESRS S2 Workers in the value chain	S2-4	Actions concerning the material impacts on workers in the value change, and approaches to managing material risks and pursuing material opportunities related to workers in the value chain, and the effectiveness of these actions	Health and safety of workers in the value chain	No disclosure in 2024
ESRS S2 Workers in the value chain	S2-5	Targets related to managing negative material impacts, advancing positive impacts, and managing material risks and opportunities	Health and safety of workers in the value chain	No disclosure in 2024
ESRS S3 Affected communities	S3-1	Policies related to affected communities	Non-material	N/A
ESRS S3 Affected communities	S3-2	Processes for engaging with affected communities about impacts	Non-material	N/A
ESRS S3 Affected communities	S3-3	Procedures to remediate negative impacts and channels for the affected communities to raise concerns	Non-material	N/A
ESRS S3 Affected communities	S3-4	Take action on significant impacts on affected communities, approaches to managing significant risks and pursuing significant opportunities related to affected communities, and the effectiveness of these measures.	Non-material	N/A
ESRS S3 Affected communities	S3-5	Aims related to managing significant negative impacts, promoting positive impacts and managing significant risks and opportunities.	Non-material	N/A

GENERAL INFORMATION



ESRS	DR	DISCLOSURE REQUIREMENTS	MATERIAL ISSUES	PAGE
SOCIAL				
ESRS S4 Consumers and end users	S4-1	Policies related to consumers and end users	Consumer and end-user safety	80
ESRS S4 Consumers and end users	S4-2	Processes for engaging with consumers and end users	Consumer and end-user safety	83
ESRS S4 Consumers and end users	S4-3	Processes to remediate negative impacts and channels for consumers and end users to raise concerns	Consumer and end-user safety	83
ESRS S4 Consumers and end users	S4-4	Actions concerning the material impacts on consumers and end users, approaches to managing material risks and pursuing material opportunities related to consumers and end users, and the effectiveness of these actions	Consumer and end-user safety	81 - 82
ESRS S4 Consumers and end users	S4-5	Targets related to managing negative material impacts, advancing positive impacts, and managing material risks and opportunities	Consumer and end-user safety	No disclosure in 2024
GOVERNANCE				
ESRS G1 Business conduct	G1-1	Business conduct policies and corporate culture	Communication and information for employees (G1)	87 - 88
ESRS G1 Business conduct	G1-2	Management of relationships with suppliers	Supplier relations (G1)	89
ESRS G1 Business conduct	G1-3	Preventing and detecting corruption and bribery	Corruption and bribery (G1)	91
ESRS G1 Business conduct	G1-4	Incidents of corruption and bribery	Corruption and bribery (G1)	94
ESRS G1 Business conduct	G1-5	Political influence and lobbying activities	Lobbying activities (G1)	
ESRS G1 Business conduct	G1-6	Payment practices	Non-material	N/A





4 - SUSTAINABLE STRATEGY

Haulotte is one of the world's leading manufacturers of aerial work platforms. The Group is the European leader and has been designing, building and marketing a wide range of products for over 40 years, the core of which is the aerial work platform.

The Group's main priority is to protect people, drawing on its expertise to produce innovative, environmentally friendly solutions.

The identification and analysis of sustainability issues have led the Group to take its CSR approach forward by integrating these themes into its mission and through a policy that now integrates both quality, safety and the environment and sustainable development.

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4.1. Our business model



Our vision

Let's dare: we get moving, inactivity is our enemy. We seize opportunities by thinking differently and getting out of our comfort zone.

Together: we need to work together and aim for common goals to succeed.

Become: we haven't yet reached our goals, we need to create a new model! We're on the right track and we need to keep going.

Promoting experiences: we aim get a gut reaction from our customers and partners. The customer experience, with the impressions and sensations it leaves, is what they will remember. It starts with the first handshake or phone call. It encompasses all the perceptions customers have when using our machines, solutions and services.

Working at height: our playground, the opportunities we seize, going beyond the aerial work platform.

Most cost-effective: creating a chain of value-added solutions that generate lasting, fruitful partnerships, notably by attracting and retaining customers.

More details on the company's vision, mission, activities, customers, products and workforce (4-Company workforce) are available in Part 1 - Economic information. Sales figures by sector are available in the financial statements (income statement in the Group's consolidated financial statements on page 4 / IFRS 8).

Our mission: taking care of people

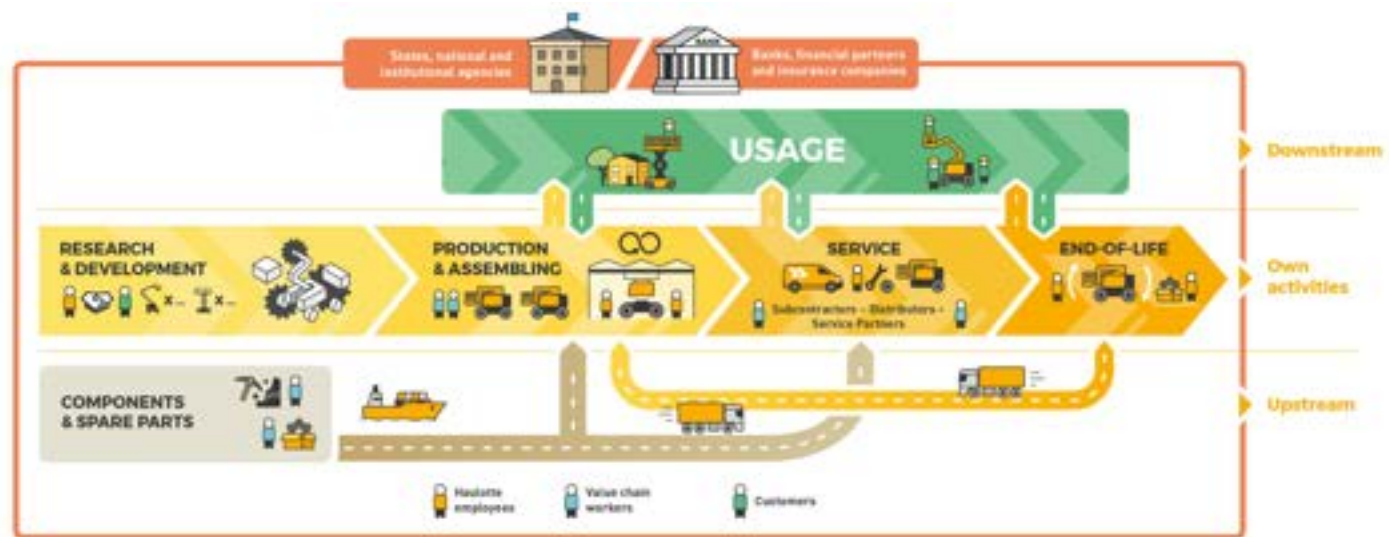
Taking care of our employees Haulotte wants to take care of all its employees in every respect, from safety and employability to well-being at work. These objectives are at the heart of our HR policy. Our values, translated into concrete measures by our employees themselves, clearly illustrate and underline our desire to "Take care". We are convinced that a caring work environment with high standards fosters creativity, initiative, involvement, performance and employee well-being.

Taking care of society Haulotte takes care of society through its employees and partners, but we don't stop there. We design safe products and solutions and were among the first companies to commit to decarbonizing our machines. Step by step, we are advancing along the path towards sustainable development, taking care of our environment, our ecosystem and our company.

Taking care of partners To build a mutually beneficial relationship, we need to take care of our partners as well as our employees. We deliver on our commitments by providing our customers with solutions tailored to their current and future needs. Our ultimate goal is to create a unique customer experience. We do the same with our suppliers, as they contribute to the customer experience and the company's performance.

Our values, the cornerstone of our corporate project, are entirely consistent with our mission.

4.2. Our value chain



Research & development: Research and Development underpins the Group's activities. It enables us to design innovative products that meet customer demand, while complying with the standards set by states, national and institutional agencies. Furthermore, Haulotte makes a point of developing technologies that address the social and environmental issues of today and tomorrow, thus guaranteeing a sustainable and responsible response to market needs.

Supply of components and parts: this includes a variety of industrial partners specializing in different types of components. They supply the materials and parts needed to produce the machines. A large proportion of these components are made of steel.

Production & assembly: production and assembly enable Haulotte to manufacture the machines designed in R&D. With five factories worldwide and one reconditioning center, we use increasingly responsible materials, in line with the responsible purchasing charter signed with the workers in the value chain. These commitments guarantee that our equipment is manufactured in a sustainable manner, while meeting expectations in terms of quality and performance.

Service: Haulotte's Service offer is designed to meet customers' needs throughout the entire service life of their machines. We have a network of after-sales experts on five continents strategically located to ensure fast, local service. In addition to our human support and online tools, we optimize the total cost of ownership. We also offer customized financing solutions. Our distributors and service partners play an essential role in providing localized support and services tailored to the specific needs of each market.

End of life: To promote a circular economy, customers can recycle up to 97% of their machines. In the same vein, they can opt for our "Second Life" offers to extend operation, or sell the equipment to us for reconditioning in our Restart Center, enabling the machine to be refurbished and resold. On average, our machines reach the end of their service life after 15 years of use.

Use: this is the stage during which Haulotte products are used by customers in their operations. This includes the day-to-day use of equipment in construction, logistics and other industries.

4.3. Our QSE & ESG policy



For several years now, the Group has been operating a policy that promotes customer satisfaction and product quality, the health and safety of its employees, and the reduction of its environmental impact.

It was created to support the ISO 9001 (Quality), 14001 (Environment) and 45001 (Safety) certification of our industrial sites to begin with, and then of our distribution subsidiaries.

In 2023, the first ESG vision was created for the Group. It provided a framework for the Group's sustainable development actions. It was communicated for the first time to our stakeholders at several customer events and to all our employees, notably during our sustainable development weeks.

At the end of 2024, work was carried out with the members of the executive committee to merge our QSE policy and our ESG vision.

The aim of this merger is to have a single roadmap for our quality, safety and sustainable development challenges.

This new policy is centered on the Group's mission to **Take care of people** and its extension to take care of **Employees, partners and society**.

These three versions now form the Group's roadmap in terms of QSE and ESG objectives.

It has been drafted taking into account the interests, needs and expectations of all stakeholders.

It applies to our employees, our stakeholders and our entire value chain.

This policy is now implemented throughout the group, and regular communications are disseminated via Haulotte Academy, our e-learning platform. It is available on our intranet for employees and on our website for our stakeholders.

It is reviewed, validated and signed by the members of the executive committee.

The Operational Excellence department and the ESG department are in charge of its communication and deployment throughout the Group.

Due to the change in scope of all the indicators in this report and the change in our policy, it was not possible to set targets for 2024. Precise quantitative targets for each indicator will be defined in 2025, for publication in 2026.

4.4. Our stakeholders

Haulotte maintains regular and constructive dialog with its main stakeholders. The Group created a mapping of the various players based on sectoral analyses and interviews conducted in the various Group entities. This helped identify and classify internal and external stakeholders according to their level of influence and impact on our ESG strategy and our business.

The table opposite summarizes the main forms of dialog with the stakeholders directly required for Haulotte's operation and the stability of our offer. These are stakeholders with whom the group is committed and with whom it cooperates proactively.

For other stakeholders, regular dialog is maintained in a variety of ways corresponding to the stakeholder's activity.

The stakeholder mapping was completed in 2022 based on analyses carried out in entities where a QSE management system is in place. It will be updated whenever a new entity enters the scope of certification, subject to significant change.

As part of its double materiality exercise, Haulotte launched a consultation involving over 20 internal and external stakeholders. This part is described in detail in the chapter explaining the methodology used to carry out the analysis.

Feedback from our stakeholders is taken into account to amend our strategies and plans over time.

Our governing bodies are regularly informed of feedback from our stakeholders (through the various committees).

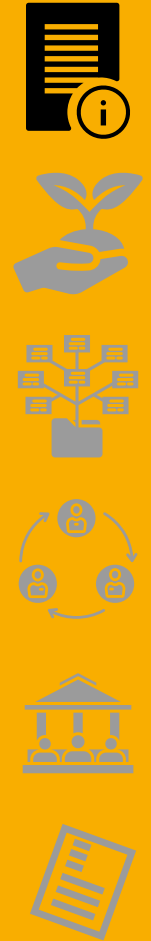


STAKEHOLDERS	MAIN EXPECTATIONS	MAIN FORMS OF DIALOG
EMPLOYEES	<ul style="list-style-type: none"> Job appeal (career development, quality of the tasks, values). Employability and job security. Skills development. Integration of well-being, occupational health and safety. Integration of an environmentally aware, eco-friendly approach. 	<ul style="list-style-type: none"> Frequent information and managerial routines. Intranet. In-house journal/Newsletter. Satisfaction survey. Deployment of values and the collaboration model. Annual development interviews. Safety and Environment Days. Social media.
EMPLOYEE REPRESENTATIVES	<ul style="list-style-type: none"> Compliance with regulations. Listening to demands. Ongoing, transparent and constructive social dialog. 	<ul style="list-style-type: none"> Regular meetings. Consultations. Negotiations.
CUSTOMERS	<ul style="list-style-type: none"> Compliance with regulations. Compliance with product characteristics. Contributing innovative and lasting technical solutions. Value for money. Integration of an environmentally aware, eco-friendly approach. 	<ul style="list-style-type: none"> Satisfaction surveys. Trade shows and exhibitions. Customer events. Responses to questionnaires.
PARTS SUPPLIERS	<ul style="list-style-type: none"> Clear definition of technical specifications. Formal agreement on a price, quantity and time frame, ensuring sufficient financial visibility. 	<ul style="list-style-type: none"> Regular monitoring of suppliers. Responsible purchasing charter. Supplier audits. Partnerships.
BANKS, FINANCIAL PARTNERS AND INSURANCE COMPANIES	<ul style="list-style-type: none"> Long-term view of the strategy. Regular communication, exchange. Profitability and sustainable financial stability. Compliance with regulations. Risk management. 	<ul style="list-style-type: none"> Conferences to present results. Annual management report. Responses to evaluation questionnaires. Press releases.
SERVICE PROVIDERS	<ul style="list-style-type: none"> Long-lasting relations. Mutual trust. 	<ul style="list-style-type: none"> Regular meetings. Responsible purchasing charter. Partnerships. Service contracts.

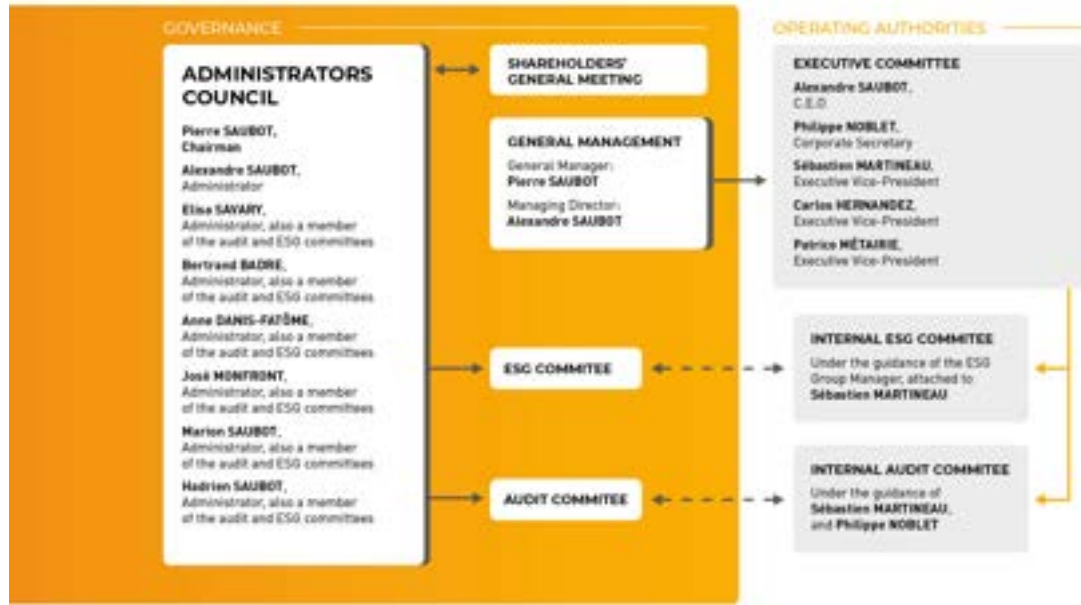
4.5. Our sites

We operate in many regions around the world.





GOVERNANCE OF THE HAULOTTE GROUP



5 - GOVERNANCE

As part of our sustainability approach, corporate governance of our company is an essential lever for ensuring that environmental, social and governance (ESG) issues are at the heart of our strategy. As well as seeking to comply with current standards, we want to establish a governance model that not only creates long-term value, but also aims to ensure the sustainability of our performance while addressing global challenges.

Our management, administrative and supervisory bodies play a key role in the strategic management, decision-making and supervision of sustainability initiatives in close interaction with the operational teams. This organization aims to develop agile and responsible governance, which prioritizes transparency, accountability and integrity.

As far as possible, we strive to make decisions that are consistent with the expectations of our stakeholders while complying with legal and regulatory requirements, particularly when it comes to managing social, environmental and sustainability risks.

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5.1. Board of directors

NAMES OF THE MEMBERS	ROLE ON THE BOARD
Mr. Pierre Saubot	Chairman of the board
Mr. Alexandre Saubot	Director
Mr. Bertrand Badré	Director
Ms. Elisa Saubot	Director
Mr. Hadrien Saubot	Director
Ms. Anne Danis-Fatôme	Director
Mr. José Monfront	Director
Ms. Marion Saubot	Director

Detailed information on the exact composition of the committee is provided in Appendix 2 of the Management Report (% independent directors, ratio of women, training and experience, etc.)



The board of directors is the company's main decision-making body, being at the heart of the definition and monitoring of global strategy, including the sustainability strategy. Under French law and the internal rules it has adopted, our board of directors is responsible for the strategic direction of the company and for overseeing its management. In particular, it is responsible for:

- **Approving the strategy:** The board is responsible for defining major strategic guidelines, including sustainability. It approves company-wide ESG policies and objectives, notably in the areas of reduction of greenhouse gas emissions, diversity, inclusion and respect for human rights.
- **Overseeing the integration of ESG issues:** The board of directors ensures that the environmental, social and governance objectives are integrated into all Group activities. This includes the adoption of concrete measures in the areas of sustainable development, ethics and the fight against corruption.
- **Reporting and transparency:** The board is also responsible for reviewing and approving the various reports, ensuring that they comply with standards and accurately reflect the company's performance.

With regard to the composition of the board, the duration of directors' terms of office and the rules of professional conduct it applies, please refer to the corporate governance report drawn up by the board of directors (Part 1). For a report on the board's activities during the financial year ended December 31, 2024, please refer to section 1.23.3 of the corporate governance report.

Given the importance of sustainability issues and the effective monitoring of the risks to which the Group is exposed, the board of directors has decided to set up two specialized committees:

- On the one hand, an audit committee;
- On the other hand, a ESG committee.

These committees have a supervisory and monitoring role, helping to ensure the transparency and integrity of the company's management.

In view of the company's size and the limited number of its members, the board of directors has reserved the right to form a ESG committee or an audit committee directly.

In any case, the board's supervision of these specialized committees is optimized by the fact that six (6) of the eight (8) board members sit on both the audit and ESG committees.

5.2. Audit committee

All the members of the audit committee have been selected on the basis of their skills, competence and in-depth knowledge of the company's activities and the challenges facing the Group. (please refer to the corporate governance report drawn up by the board of directors, Appendix 2 to the Management Report - sections 1.1.7 and 1.1.9).

NAMES OF THE MEMBERS	ROLE ON THE COMMITTEE
Mr. Bertrand Badré	Chairman of the committee
Ms. Elisa Saubot	Director
Mr. Hadrien Saubot	Director
Ms. Anne Danis-Fatôme	Director
Mr. José Monfront	Director
Ms. Marion Saubot	Director

During the financial year ended December 31, 2024, the company's audit committee met three (3) times.

Agendas are set according to the Group's needs and constraints. The minutes of each meeting are drafted under the responsibility of the chairman of the audit committee and then sent to all the members of the committee. Following each meeting of the audit committee, a report of the discussions and points raised is made available to the members of the board of directors.

Responsibilities of the audit committee

The board of directors has decided to set up a dedicated audit committee, notably to:

- Monitor the effectiveness of the internal control and risk management systems, as well as the internal audits where appropriate, with regard to procedures relating to the preparation and processing of accounting and financial information, without compromising its independence. For further information, please refer to Chapter 12 of Part 1 of the Management Report.
- Issue a recommendation on the Statutory Auditors proposed for appointment by the General Meeting. This recommendation to the board is drawn up in accordance with the regulations. It also makes a recommendation to the board when the renewal of the term of office of the statutory auditor(s) is being considered under the conditions defined by the regulations;
- Monitor the statutory auditors' performance of their duties and take account of the findings and conclusions of the Haute Autorité de l'Audit following audits carried out in application of regulations;
- Ensure that the statutory auditor complies with the conditions of independence in accordance with the terms and conditions set out in the regulations;
- Approve, for public interest entities, the provision of services other than the certification of accounts in compliance with applicable regulations;
- Report regularly to the board on the performance of its duties. It also reports on the results of the work to certify the financial statements, on how this work contributed to the integrity of the financial information, and on the role it played in this process. It informs the board without delay of any difficulties encountered.
- In addition, the audit committee regularly reviews the risk mapping to identify and control the major risks facing the Group. In this process, it benefits from the expertise of the internal audit function, which brings together employees from various operational departments. This collaborative approach gives us a finer, cross-functional view of the issues at stake, facilitating proactive, targeted risk management.

5.3. ESG Committee

The CSR committee's mission is to monitor the Group's CSR approach, particularly in terms of sustainable development, ethical governance and social responsibility. It ensures that these issues are integrated into the Group's practices and strategic decisions. The committee also monitors sustainability information in accordance with legal requirements.

In addition, the ESG committee is responsible for supervision, validating long-term objectives and monitoring CSR performance, in interaction with the internal operational CSR committee, to ensure the consistency and relevance of actions taken.

The operational committee is made up of employees from various departments within the company and was created in 2022 to ensure that ESG (Environment, Social, Governance) issues are taken into account across the full range of the Group's activities.

The role of the internal ESG committee is manifold: it clarifies specific ESG issues according to Group priorities, identifies key success factors, defines operational objectives, and ensures consistency with the company's overall vision. This committee also helps to identify and share with the governing bodies any significant deviations or inconsistencies in relation to the objectives set. The operational CSR committee is thus a key player in the effective implementation of the CSR objectives defined by the governing bodies.

The board of directors' ESG committee bases its work on feedback and information shared by the internal CSR committee. The latter, which is closer to operational reality, provides detailed analyses and reports on progress made in the field, giving the CSR committee a comprehensive, up-to-date view of initiatives and their impact. In turn, the board of directors' ESG committee can challenge and guide the action to be taken, while ensuring a long-term perspective of the ESG issues.

Please refer to the structure of the audit committee, which is organized identically.

During the financial year ended December 31, 2024, the company's ESG committee met twice on the dates listed below:

DATE OF MEETING	NUMBER OF DIRECTORS PRESENT OR REPRESENTED	ATTENDANCE RATE	MAIN ITEMS ON THE AGENDA
March 19, 2024	3/5	60%	<ul style="list-style-type: none"> • Review of the Group's CSR approach and the corresponding indicators • Review of the Group's carbon footprint • Presentation of the main CSR achievements during the 2023 financial year • Review of the Extra-Financial Performance Declaration (EFPD) • Regulatory watch • Update on legislative and regulatory developments and implementation dates: • Taxonomy • CSRD • Review of the Group's CSR approach (internal CSR/QSE/HR policies) and the corresponding indicators • Presentation of the main CSR achievements during the 2024 financial year
September 10, 2024	3/6	50%	<ul style="list-style-type: none"> • Review of double materiality analysis • Review of timetable for drafting the sustainability report • CSR training for internal teams and governance members • Regulatory watch • Update on legislative and regulatory developments and implementation dates

In addition to the roles already explained above with regard to sustainability, the committee is also responsible for:

- Monitoring the process of improving sustainability information;
- Making recommendations where appropriate;
- Monitoring the effectiveness of internal risk management controls;
- Monitoring the performance of the sustainability auditor's assignments and their independence.

The Committee reports on its assignments to the Board of Directors.

5.4. Other bodies

Shareholders' Annual General Meeting

The Shareholders' Annual General Meeting (hereinafter "AGM") is another key element of corporate governance, as it enables shareholders to participate in the company's strategy and management, including its sustainability. The AGM is an opportunity for shareholders to:

- Approve the Group's management (give discharge to CEOs and Deputy CEOs for their respective mandates)
- Vote on sustainability reports, ESG objectives and actions taken
- Approve the financial statements and management report, including the sustainability statement

General Management

The Chief Executive Officer (CEO) and the Deputy Chief Executive Officer (D/CEO) are responsible for implementing decisions made by the board of directors and for the day-to-day operational management of the company, including sustainability initiatives. Responsibilities include:

- **Implementing the ESG strategy:** They oversee the implementation of ESG policies at operational level and ensure that business practices are aligned with the CSR objectives defined by the board of directors
- **Reporting and monitoring ESG performance:** The CEO also monitors ESG objectives, and reports regularly to the board of directors on the progress of these objectives, as well as any necessary adjustments.

They report to the board on their actions.

Executive (COMEX) and operational (COMOP) committees

The Deputy CEO, who also heads the executive committee, works in close collaboration with all executive committee members, to whom all the Group's strategic functions report (Industrial, Finance, Sales, Legal, Risk and Human Resources Departments), in order to make decisions concerning the Group's business.



Alexandre SAUBOT
C.E.O.



Philippe NOBLET
Corporate Secretary



Patrice MÉTAIRIE
Executive Vice-President



Carlos HERNANDEZ
Executive Vice-President



Sébastien MARTINEAU
Executive Vice-President

5.5. Training for governing bodies

One of the missions of the governance bodies is to ensure that its members, managers and employees are aware of the challenges facing the Group. In particular, the company seeks to set up ongoing training programs for its managers and employees to strengthen their understanding of ESG issues. These training courses include modules on:

- Business ethics and governance
- Compliance with ESG and CSRD standards
- Environmental and human rights risk management

On March 05, 2024, most members of the executive committee, the Legal Department and the internal operational ESG committee attended a training course, the main aim of which was to acquire the necessary knowledge of ESG concepts and risks.

As indicated in the corporate governance report drawn up by the board, the company has decided to comply with the recommendation of the Middelnext Code concerning the introduction of a three-year training plan for the members of the board of directors (see 1.1.7 of the report). As a result, the board of directors, in collaboration with the specialist committees, is careful to select training courses that are adapted to the legal developments and the challenges facing the sector.

With regard to the sustainability statement, the results of the double materiality analysis, together with a full presentation of material and non-material IROs, were brought to the attention of the governing bodies.



5.6. Information provided to governing bodies

The information provided to the governing bodies covers a wide range of topics related to sustainability issues, including in particular:

- **ESG risks and opportunities:** The governing bodies receive information on the risks and opportunities generated by ESG issues.
- **Performance indicators:** The main KPIs (Key Performance Indicators) on progress in sustainability are presented to the governing bodies. We strive to select indicators that are in line with our ambitions and the expectations of our stakeholders, and that reflect the results of our actions.
- **Sustainability initiatives and policies:** The governing bodies are kept informed of initiatives taken by the company to promote sustainable and responsible practices, as well as developments in internal policies on corporate governance and social and environmental responsibility.
- **Legislative and regulatory developments:** A regulatory watch is regularly carried out to enable the company to anticipate and integrate the effects of legislative and regulatory changes on its actions as far as possible.

The close links between the governing and operational bodies means that this information can be communicated as regularly as deemed necessary. This feedback is provided by the ESG department.

5.7. Integration of sustainability-related performance into incentive schemes

For the time being, Haulotte has not yet included any criteria linked to its sustainable development objectives in its incentive schemes.

5.8. Statement on due diligence

Haulotte and its entities remain below the thresholds set by the French due diligence regulations adopted in 2017. Nevertheless, we have a long tradition of ensuring that our suppliers and partners respect human and social rights. This attention is based on long-standing relationships and in-depth knowledge of our suppliers, whom we visit regularly and audit if necessary via our in-house teams.

For several years now, we have been progressively deploying a series of measures, described in detail below and in this report, to guarantee their compliance and encourage their best practices. Our supplier due diligence process is structured as follows:

- a whistle-blowing system (described in ESRS section G1-3) that enables any internal or external person to report any abnormal situation
- a responsible purchasing charter (described in the “supplier relations” section)
- a supplier audit system with specific action plans. These action plans are managed with suppliers to ensure that their effectiveness is monitored and to enable regular exchanges with them (described in ESRS S2 Workers in the value chain).

Stakeholders were also involved in carrying out the materiality analysis, and thus in identifying and analyzing the Group’s impacts, risks and opportunities. (described in the “double materiality analysis” section)

5.9. RISK MANAGEMENT AND INTERNAL CONTROLS

Risk management within Haulotte Group is coordinated by the Risk Management Department.

The Risk Management Department has set up a global risk management structure which ensures that risks are identified, assessed, managed and monitored throughout the organization.

Risks have been mapped into 13 areas:

- Business continuity
- Customers
- ESG
- Expenditure management
- Fraud
- Human resources
- Insurance
- IT
- Legal
- Product Safety
- Projects
- Sales
- Supply Chain

Each risk:

- is the subject of a rough quotation, then a ranking by residual risk after implementation of the mitigation plan(s);
- is attached to a macro process and a pillar of Haulotte Group's strategic charter to ensure the alignment of all activities within the Group and the pursuit of shared objectives.

This mapping is updated annually and shared within the Group's internal audit committee.

The mapping is presented to the board of directors' internal audit committee, along with monitoring of the mitigation plans.

The Risk Management Department is in charge of taking out insurance programs to mitigate certain risks by transferring them to insurers. This is the case for the following insurance programs:

- Product liability insurance
- Directors' and officers' liability insurance
- Property damage
- Transported goods
- Cyber Risk
- Fraud

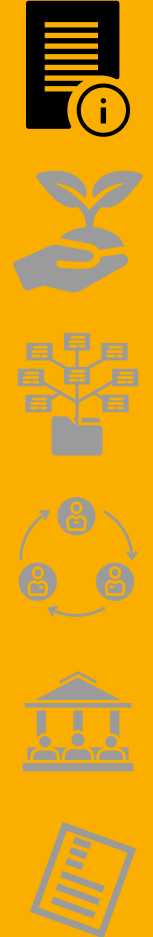
These programs can be consulted on a dedicated Sharepoint, along with the claims declaration process. It enables insured entities to download certificates. The aim is to facilitate exchanges between insured entities within the Group, the Risk Management Department and stakeholders.

Risk culture is promoted throughout the Group, notably through the Yello program (described in the Governance and Business Ethics section). Macro Process 3 "Risk Management" is designed to provide Group entities with the tools they need to identify, assess, manage and monitor risks, as well as manage crises. KPIs have been set up to verify the relevance of the insurance programs in place.

Risk assessment and internal control activities are driven by the internal audit committee under the supervision of the board of directors. Meetings are held at variable intervals depending on the subject, but at least quarterly.

Specific ESG risks are managed by the CSR department through a double materiality analysis, and presented to the internal audit committee, the CSR committee, executive committee members and the board of directors.

GENERAL INFORMATION



6 - DOUBLE MATERIALITY ANALYSIS

In 2024, Haulotte carried out a double materiality analysis on all its production sites, distribution subsidiaries, logistics hubs and all its activities. It was carried out jointly with an external consultancy firm to guarantee robustness and methodology.

This analysis has not yet been fully integrated into the company's overall risk management approach, although some elements have been used to facilitate simultaneous management. This work will be carried out in 2025.

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6.1. Methodology used

The aim of this double materiality analysis is to determine the importance of sustainable development themes from two angles:

- **Impact materiality**, i.e. the negative or positive impacts of the company and its activities on the environment and on its entire value chain. This section takes into account **the magnitude** (criticality scale of the subject), the **extent** (value chain and stakeholders concerned, but also the geographical scope of the impact), the **irremediability** (ability to remedy the negative impact), and **the probability** of the impact. The probability rating includes the concept of expected and actual effects, etc.
- Financial materiality, i.e. the risks and opportunities that environmental, social and governance issues represent for the company's business and value. The criticality scale for risks and opportunities consists of several criteria for assessing the magnitude: **the impact in terms of financial cost** (financial losses), **the impact on the company's image** and on the loyalty and trust of stakeholders on these subjects, and finally **involvement in a criminal and/or regulatory case**. The significance of the risks and opportunities identified was assessed on the basis of probability of occurrence and feedback. This last criterion was taken into account only for real risks and opportunities identified and for which the consequences of the risk or opportunity have been observed over the last three years.

The financial ratings considered for this analysis were aligned with the financial impact scales used for Group risk mapping.

A scale from 1 to 5 was used for each of the rating criteria, with 1 being the weakest and 5 the most important. The maximum rating is therefore 25 for impacts, and a maximum of 50 for financial risks whose consequences have been observed over the last 3 years.

Materiality thresholds were defined to determine whether or not each IRO is material. The impact threshold was set at over 10, and the financial threshold at over 8.

Note: for this first double materiality exercise, opportunities were analyzed from a risk perspective, so the Group has not identified any opportunities.

The materiality analysis was carried out in four stages:

6.1.1. Diagnosis of the present situation

Haulotte identified a list of sustainable development themes by conducting an analysis of the Group's current ESG approach and the various actions and projects already in place, an analysis of its business model and value chain, and sector-specific research on the entire value chain (forward planning, news and association reports) on sector-specific issues. An analysis of the Group's stakeholders was also carried out, with a view to consulting them.

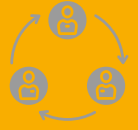
6.1.2. Consultation of internal and external stakeholders

Haulotte launched a consultation involving over 20 internal and external stakeholders. Stakeholders were selected on the basis of the company's value chain to ensure that all players were represented. For the first financial year, we decided to focus on consulting customers, suppliers, banks and insurance companies, and trade associations. This consultation took the form of interviews to gather their expectations regarding the evolution of Haulotte's ESG approach. The aim was also to identify the major trends and weak signals that could impact the Group in the future.

In addition to these external consultations, dialogs were held with internal stakeholders representing various teams and geographical areas within the Group. These internal stakeholders included members of the Human Resources, Legal and Compliance, Quality, Safety and Environment and Finance Departments, as well as managers from production sites and distribution subsidiaries. These internal dialogs were carried out in two parts:

- Individual interviews with certain key functions, in line with our ESG vision,
- A one-day discussion workshop with internal stakeholders to identify and validate impacts, risks and opportunities.

Internal consultations actively took into account the different activities of the Group and its various entities, and across the entire value chain. These discussions enabled the preliminary drafts of the analysis to be completed and critically evaluated, ensuring a robust and comprehensive review process.

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The data from these consultations were used for the double materiality analysis. They proactively presented the topics identified for analysis, and highlighted the areas Haulotte should prioritize. The aim was to ensure that the Group focuses on the most material themes from a sustainable development point of view

6.1.3. Detailed analysis and assessment of impacts and risks

Haulotte then continued its double materiality analysis, taking into account the results of the diagnosis and stakeholder consultation. Complementary studies and guidelines enabled us to understand how sustainability issues impact the company's business in terms of risks and opportunities, and provided detailed information on the financial impact of environmental and social issues on the business model.

Taken together, these factors provided Haulotte with a structured approach to assess the probability, magnitude and nature of the effects of the impacts and risks identified from the standpoint of continued use of or access to resources, as well as the Group's dependence on business relationships. This phase involved assessing the potential financial implications of each impact and risk for Haulotte, considering their likelihood of occurrence, and understanding their potential impact on the company's business, reputation, and prospects in the short, medium and long term. The financial implications were determined in the context of the Group's risk rating thresholds.

No sustainability risk was prioritized over another.

These impacts and risks were then transformed into issues (see table p28). We used the CSRD's thematic ESRS to define the subjects of these issues

6.1.4. Results and presentation

Once the final results had been consolidated, a detailed presentation and explanation of the methodology was given to the executive committee and then to the board of directors. Validation of the methodology and associated results was obtained from these two bodies in September 2024.

This analysis will be reviewed at least once a year.

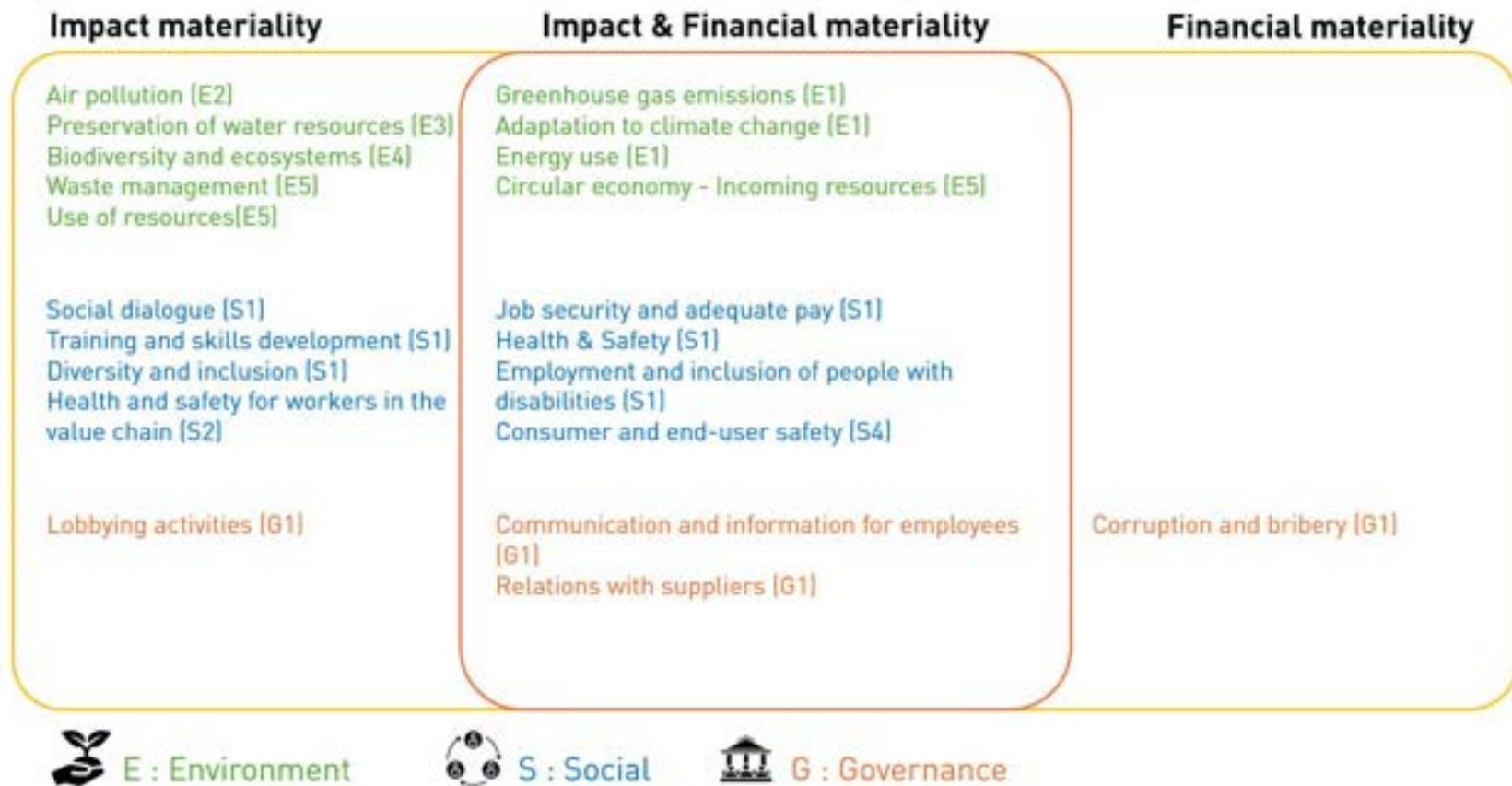


6.2. Material issues

The diagram below shows the material issues for Haulotte. For a complete list of IROs, please refer to the heading of each chapter.

The IROs take into account all activities, the Group's carbon footprint, incoming and outgoing resources, the types of pollution generated by the activity, business relationships and geographical locations. Particular attention has been paid to the geographical locations of the entities, in terms of their exposure to climate adaptation or transition risks, biodiversity risks, water and marine resource management risks, systemic risks, and political and regulatory issues.

They are classified according to impact and/or financial materiality for the related IROs. Therefore, if an IRO is material, so is the issue.



6.3. Material impacts, risks and opportunities and their interaction with the strategy and business model

Haulotte is committed to publishing its material impacts, risks and opportunities in a transparent and responsible manner. No group-specific IRO has been identified. They are all taken from the ESRS themes. The double materiality analysis carried out in 2024 enriched the previous assessments presented in the Extra-Financial Performance Statement, making it possible to identify and assess these factors taking into account both internal operations and the external environment. The results of this analysis are presented on page 27. The company has not identified any current financial effects of the identified IROs.

The Group's strategy, business model and QSE/ESG policy are designed to be responsive and adaptable to themes identified as material for Haulotte. The Group continuously monitors and assesses its impacts and risks, and seizes opportunities in line with strategic objectives.

To ensure that the chosen strategy and model are resilient and sustainable, creating value for stakeholders and reducing risks, the Group will be working in 2025 on a QSE and ESG roadmap, based on the new policy and on the Group's mission according to the three parts below.

SOCIETY



Haulotte has structured its environmental strategy around three major objectives to reduce its ecological footprint and contribute to a more sustainable future.

Reduce the environmental impact of our activities: The company is and will be implementing actions to limit its CO₂ emissions, optimize its consumption of energy and resources, and improve waste management at its industrial sites.

Support customers in their energy transition: Haulotte is developing innovative low-emission solutions, such as electric and hybrid aerial work platforms, while offering services to optimize energy efficiency and equipment maintenance.

Extend the service life of our products and promote the circular economy: The company encourages the repair, recycling and reconditioning of its machines to limit the use of new resources and reduce its overall environmental impact.

Through these commitments, Haulotte affirms its desire to take concrete action for an industry that is more respectful of the environment.

EMPLOYEES



Haulotte places its employees at the heart of its sustainability strategy by committing to three key objectives:

Developing talent: The company invests in training and support for its teams to promote professional development, strengthen skills and encourage innovation.

Ensuring occupational health, safety and well-being: Haulotte implements risk prevention measures, continuously improves working conditions and promotes a healthy, inclusive environment.

Attracting and retaining talent: The company promotes a caring corporate culture, based on diversity, equal opportunities and motivating career prospects in order to attract new talent and strengthen employee commitment.

Through these commitments, Haulotte strives to create a fulfilling and sustainable working environment, where everyone can be fully involved and contribute to collective success.

PARTNERS



Haulotte is committed to strengthening its relationships with its partners by focusing on three key objectives:

Providing quality support to customers and suppliers: The company adopts a global quality approach to support its partners in their activities, guaranteeing reliable services and optimized follow-up.

Offering value-added products and services that are increasingly safer and more sustainable: Haulotte designs innovative solutions that meet performance, safety and environmental requirements to help its customers use their equipment more responsibly.

Ensuring ethical relations with stakeholders: The company places integrity, transparency and responsibility at the heart of its dealings with customers, suppliers and partners, guaranteeing relationships of trust based on sound ethical principles.

By integrating these commitments into its strategy, Haulotte affirms its desire to establish sustainable and responsible partnerships.



ENVIRONMENTAL INFORMATION

Haulotte places the environment at the heart of its sustainability strategy by adopting responsible practices throughout its value chain.

The company is committed to reducing its ecological footprint by developing innovative, environmentally friendly solutions. This is reflected in the reflection around the eco-design of its aerial work platforms, working on the recyclability of its machines and on more energy-efficient technologies.

Haulotte is also working to reduce its CO₂ emissions by launching initiatives optimizing its industrial processes, and improving the energy efficiency of its sites.

In addition, the company is implementing rigorous waste management and proposing offers linked to the circular economy. It has launched studies on biodiversity and water, and is beginning to work with its value chain on CO₂ emissions.

Through these actions, Haulotte affirms its commitment to a sustainable and responsible ecological transition.

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1 - SIGNIFICANT IMPACTS AND RISKS

CLIMATE CHANGE

Climate change mitigation (E1)

Greenhouse gas emissions from our operations, services, value chain and use of our machines

The manufacturing, use and end-of-life stages of aerial work platforms emit GHGs: extraction of raw materials, energy-intensive processes, etc.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Increase in the service life of our products, thereby reducing the greenhouse gas emissions associated with their manufacture

The long service life of our products limits the GHG emissions associated with the production of new machines.

Type: positive impact**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Financial loss linked to new regulatory requirements on greenhouse gas emissions, their price per tonne and associated taxes

There are transition risks associated with moving to a low-carbon economy, such as investment costs. Furthermore, regulations are changing day by day, which can lead to risks in terms of internal organization and unforeseen expenses

Type: financial risk**Value chain**

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Adaptation to climate change (E1)

Social impact of possible closure or relocation of activities due to climate change

An impact has been identified for Group employees in terms of working conditions and job retention in the event of relocation or compulsory site closure due to physical and climatic risks.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Substantial financial loss linked to the closure or relocation of operations due to extreme weather events

There is a risk of site closures/relocations due to extreme weather events, entailing significant financial costs

Type: financial risk**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Energy use (E1)

Energy consumption required for our activity

Our activities require a certain amount of energy, notably gas for the paint lines at our production sites, and electricity.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Energy consumption necessary for the raw materials used to produce our products

Our value chain also consumes energy, particularly for the extraction of raw materials needed for the components we use, such as steel and the rare metals in the batteries used in our machines.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Reduction of energy consumption by extending the service life of our machines

The long service life of our machines helps to reduce the energy required to manage their end-of-life.

Type: positive impact**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Financial loss due to rising energy costs

There is a significant financial risk, notably linked to rising energy costs which have already occurred on a global scale recently but which could occur again in the coming years.

Type: financial risk**Value chain**

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

RESOURCES AND BIODIVERSITY

Pollution (E2)

Air pollution linked to the Group's activities throughout its value chain

The pollution that can result from Haulotte's activities, in particular air pollution due to particles emitted by our machines with thermal combustion engines, by their transport to customers, and also at certain stages in our value chain (mining for example) is material.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Electrification of the Group's product range

Haulotte machines are mainly powered by electricity, which is less polluting for the environment.

Type: positive impact**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ENVIRONMENT

*Water consumption and withdrawals (E3)***Use of water in activities**

The Group's assets are not considered to be major consumers of water, as water consumption depends mainly on the paint lines at production sites. Water management is still part of Haulotte's sustainable development strategy for this reason, and also because of our value chain. In fact, some of the activities in this chain could be present in areas suffering water stress, and thus have an impact.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Biodiversity and ecosystems (E4)***Haulotte's activities contribute to global warming, which has consequences for ecosystems and biodiversity**

The manufacturing, use and end-of-life stages of aerial work platforms emit GHGs: extraction of raw materials, energy-intensive processes, etc.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact on the destruction and degradation of habitats linked to the raw materials used in our products

Destruction and degradation of habitats during the extraction and transportation of ores used in the manufacture of aerial lift platforms (e.g. water pollution, soil pollution). This impact is likely to grow further with the production of electrical machines.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact on habitat destruction and degradation linked to our buildings

Destruction and degradation of habitats during the construction and operation of Haulotte sites (e.g. water pollution, soil pollution).

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Soil degradation and impact and dependence on ecosystem services

Significant soil disturbance and alteration of water flow services, notably through the displacement of large quantities of earth, deforestation and soil artificialization. This can lead to soil erosion, loss of fertility and degradation of farmland as well as an increase in flooding phenomena.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Waste management (E5)***Generation of hazardous waste during operations**

Waste management is a material issue for the Group. Its activities generate a great deal of hazardous and non-hazardous waste.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Lack of control over the end-of-life of our products

Although there are channels for processing ferrous waste and other machine components, Haulotte has no control over the end-of-life of all its machines. End-of-life management is not known, or spare parts may not be processed or reconditioned. Inappropriate disposal of machine waste can affect human health and biodiversity.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

*Circular economy principles (E5)***Products and services linked to the circular economy offered by the Group**

Machine ranges incorporating circular economy principles to limit environmental impact.

Type: positive impact**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Use of recycled parts in the manufacture of our machines

Financial loss if the Group does not increase its share of recycled / reconditioned raw materials, thus failing to meet market expectations and/or customer demands.

Type: financial risk**Value chain**

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

*Use of resources (E5)***Impact of extracting the resources needed to manufacture the spare parts required to produce our machines**

Extracting the resources needed to manufacture the parts used in our machines has an impact on the places where they are extracted, both in environmental and social terms.

Type: negative impact**Value chain**

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2 - CLIMATE CHANGE



SOCIETY

-  Reduce the environmental impact of our activities
-  Support our customers in their energy transition by offering them low-emission products and innovative services
-  Extend the life of our products through a number of innovations and services

The QSE and ESG policy supports all risks and actions related to climate change mitigation and energy.

This part is integrated into the **TAKING CARE OF SOCIETY** section.

The IROs identified mainly concern GHG (greenhouse gas) emissions generated by the Group's activities and also by the use of machines by customers. (see IRO table p31) These are physical risks (see risk management p24)

This is why Haulotte has set itself two main objectives around climate change:

► Reduce the environmental impact of our activities

The main action taken in 2024 to achieve this objective was to carry out a complete carbon assessment for the Group and to establish the reference year for working on the carbon trajectory.

The Group's carbon trajectory and transition plan will be worked on throughout 2025, with the implementation of a specific governance structure, and will be communicated in 2026.

The ISO 14001 certifications of our production sites and certain distribution subsidiaries have been maintained, and numerous actions have been implemented to reduce the impact of our activities.

► Support our customers in their energy transition by offering low-emission products and innovative services

In 2024, we took action to calculate the carbon footprint of each of our machines in response to questions from our stakeholders on this subject.

Furthermore, we offer our customers numerous innovations with added environmental value.

No specific actions or policies have yet been decided with regard to adaptation to climate change.

To date, there are no projects to absorb and/or mitigate greenhouse gases using carbon credits.

To date, Haulotte has no internal carbon pricing system.

2.1. Physical and climatic risks of Group entities

Some of our impacts, risks and opportunities concern adaptation to climate change, and in particular the risks that the Group may impose on its employees in the event of site closures and/or relocations following the increased risk of extreme climatic events.

An analysis of these physical and climatic risks was carried out jointly with our insurers to measure the risk.

The sites are ranked according to four criteria using a dedicated tool from Swiss Ré:

- **earthquakes:** seismic risk is a global map of peak ground acceleration (PGA) in units of g, taking into account the local conditions at the site (i.e. the local geology at the site) at a spatial resolution of 200 meters, which enables a more specific assessment of site risks.
- **the wind:** Wind speed data show 3-second gusts with a 50-year return period. It should be noted that the same wind speed in a winter storm and in a tropical storm region can cause different damage.
- **hail:** The world hail map shows the expected number of days of hail per year with a hailstone diameter greater than 2 centimeters for a 50 km x 50 km area.
- **rainwater flooding:** Swiss Re's Global Rainfall Flood Zones provide high-resolution global information on the extent and frequency of flooding due to extreme precipitation events. Using state-of-the-art methodologies and high-quality field data, flood hazard maps have been modeled to represent direct precipitation, minor channels and flash floods consistently across the globe.

A score from 1 (low) to 10 (very extreme) is then given for these four criteria for each site.

This study is now being analyzed by the Risk Management Department to decide on possible action.

To date, no site has developed an adaptation plan linked to an identified major risk, apart from business continuity plans which exist at all French sites and are currently being rolled out across the Group. What's more, we haven't done this work on our value chain.



2.2. Greenhouse gas emissions

2.2.1. Methodology used

The method used to quantify the Group's carbon emissions complies with ISO 14064-1, the guidelines of the *GHG Protocol* and the Bilan Carbone® methodology of ADEME (Agence de l'Environnement et de la Maîtrise de l'Énergie). It is the subject of a specific methodological framework.

We have no GHG emissions from emissions trading schemes and no biogenic CO₂ emissions across our value chain. We have not used contractual instruments for the sale and purchase of energy.

With regard to the Group's scope of consolidation, all operating entities were taken into account, except for Levanor Maquinaria de Elevacion SA, 90Mundilevação, Scaffold Design & Erection, Seaway Scaffold & Equipment, Telescopelle SAS, Haulotte Services SA de CV and Haulotte Canada. The Russian entity was also excluded from the scope of consolidation. These exclusions are insignificant in relation to Group data.

The emission items taken into account in the Group's carbon footprint are listed by scope in the table below.

Scope 1 and 2

Scope 1	Emissions linked to the production and consumption of fossil fuels: gas consumption for heating and the operation of the paint lines
	Emissions linked to the use of vehicles operated by the company: fuel consumption for the vehicle fleet (company vehicles, mobile technician vehicles, sales vehicles)
Scope 2	Emissions linked to electricity production: operations on entities

Direct greenhouse gas emissions (or Scope 1) are produced directly by the company and come from fixed or mobile installations located within the organizational perimeter and controlled by the organization.

Indirect energy emissions (or Scope 2) are the indirect emissions associated with the production of energy used for the organization's activities. Unlike Scope 1, the greenhouse gas emissions are not geographically produced where the energy is consumed, but where it is produced (nuclear power plants, thermal power stations, etc.).

Scope 2 can be calculated in two different and complementary ways:

- *location-based*: use of average emission factors for electricity consumed by the country or region over one year. These factors are taken from the ADEME database for France and the IEA database for other countries
- *market-based*: using emissions factors from our carbon footprint calculation database of our carbon footprint calculation platform. These are mainly the residual mix of countries from the AIB (for countries outside Europe, a European emission factor has been used, in the absence of more precise data).

Scope 3

	% calculated using primary data
Scope 3 upstream	Manufacture and transport of raw materials and products used in machine construction
	100
	Packaging: purchase of packaging materials for machines and spare parts
	100
	Employees' travel in the performance of their work.
	90
Scope 3 downstream	Employee activities: commuting, meals
	0
	Fixed assets: computer equipment, sites, company vehicles
	100
	Purchases of products and services: day-to-day site operating expenses, such as cleaning, maintenance, communications and office supplies
	100
Scope 3 downstream	Use of products sold: energy consumption (diesel and electricity) during use and transport of customers' machines to their customers
	0
	Waste: waste management and disposal
	100
Scope 3 downstream	Transport of machines to customers and spare parts
	100
Scope 3 downstream	End of machine service life
	0

Scope 3 emissions represent all emissions indirectly produced by the Group's activities which not accounted for in scopes 1 and 2 and linked to the entire value chain. Scope 3 can therefore be "upstream", i.e. emissions that stop when the machine and/or service is delivered. It can also be "downstream": emissions linked to the use, servicing, maintenance and end-of-life of the machine and/or service.

The following items are excluded from the Group's carbon footprint, as they are not applicable to the Group's activity or cannot be significantly influenced by the Group: renewable energy production, steam and cooling purchases, emissions linked to gases with high global warming potential, upstream energy emissions, visitor and customer travel, financial investments and banks, other indirect emissions.

The Group's 2023 carbon footprint serves as a benchmark for monitoring carbon targets.

2.2.2. Group carbon footprint

	REFERENCE YEAR 2023	2024	CHANGE IN 2024 COMPARED WITH 2023	2030 OBJECTIVE
Gross GHG emissions for Scope 1 (tCO ₂ eq)	10,620	8,776	- 17%	In progress
Gross GHG emissions for Scope 2 (location-based in tCO ₂ eq)	5,553	4,440	- 20%	In progress
Gross GHG emissions for Scope 2 (market-based in tCO ₂ eq)	5,059	4,419	- 12%	In progress
Gross GHG emissions for Scopes 1 and 2 (location-based in tCO₂eq)	16,173	13,216	- 18%	In progress
Gross GHG emissions for Scopes 1 and 2 (market-based in tCO₂eq)	15,679	13,212	- 16%	In progress

	REFERENCE YEAR 2023	2024	CHANGE IN 2024 COMPARED WITH 2023	2030 OBJECTIVE
3.1 Purchased products and services	418,911	328,886	- 21%	In progress
3.2 Fixed assets	5,489	4,042	- 26%	In progress
3.3 Emissions linked to fuels and energy (not included in scope 1 or scope 2)	1,900	1,489	- 22%	In progress
3.4 Upstream transport of goods and distribution	8,563	12,536	+ 32%	In progress
3.5 Waste generated	6,471	2,887	- 55%	In progress
3.6 Business travel	2,571	2,370	- 8%	In progress
3.7 Commuting	2,020	3,298	+ 39%	In progress
3.8 Other upstream indirect emissions	0	5,037	N/A	In progress
3.10 Downstream transport of goods and distribution	22,280	16,338	- 27%	In progress
3.11 Use of products sold	3,010,049	2,223,296	- 26%	In progress
3.12 End of life of products sold	104,431	87,045	-17%	In progress
Total gross indirect GHG emissions for Scope 3 (tCO₂eq)	3,582,689	2,687,223	- 24%	In progress

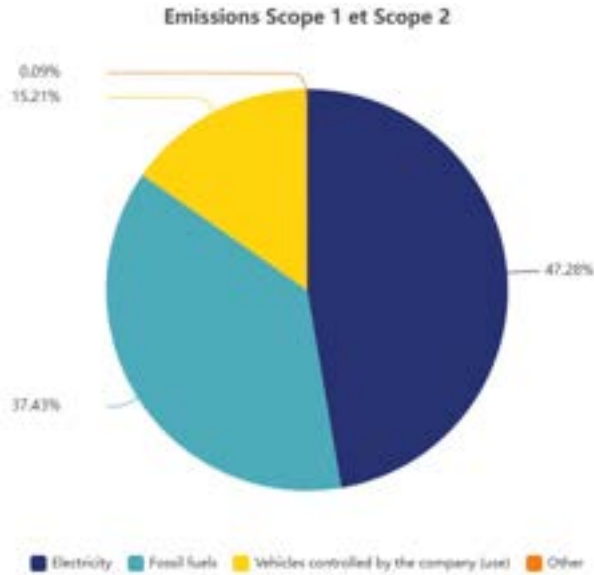
	REFERENCE YEAR 2023	2024	CHANGE IN 2024 COMPARED WITH 2023	2030 OBJECTIVE
Total GHG emissions (location-based in tCO₂eq)	3,598,862	2,700,439	- 25%	In progress
Total GHG emissions (market-based in tCO₂eq)	3,598,368	2,700,435	- 25%	In progress

	2023	2024	%2024/2023
Total GHG emissions per net income (tCO₂eq/€k)	4.70	4.23	- 9%

The reduction between the reference year and 2024 is due in particular to the work carried out on energy consumption at the plants. Improved data collection at our sites also enabled us to refine the results.

Group turnover is shown in the income statement of the Group's consolidated financial statements on page 4.

ENVIRONMENT



Hypotheses

The carbon balance data includes an inherent uncertainty due to the multiplicity of sources of emission factors used and the uncertainties of activity data, in particular concerning the use of the machines sold (see explanation in the 'Scope 3 downstream' section).

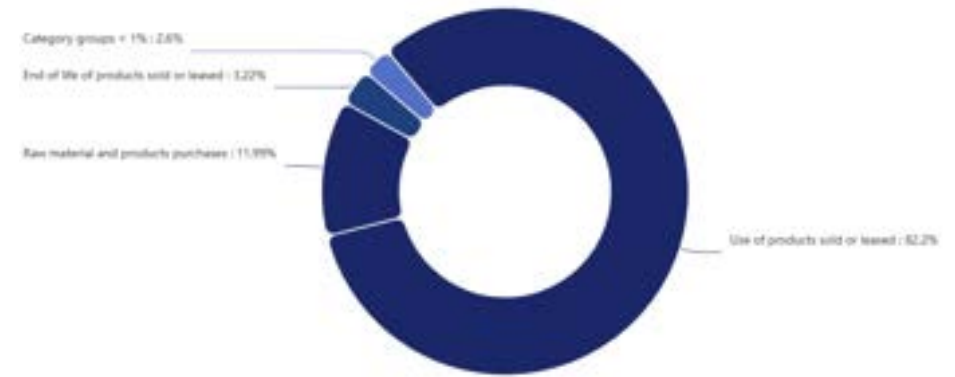
Estimates were made when data was not yet available. Over the next few years, the Group is committed to modifying and improving the reliability of all data and reducing the uncertainties associated with the emission factors used and with the estimates.

2023 was chosen as the reference year, this being the date on which the Group acquired a tool for CO2 emissions accounting.

The emissions factors come from several databases, mainly ADEME, ECOINVENT and IEA.

Scope 1 and 2:

- emissions linked to gas and electricity consumption are based on invoices received by Group entities from the various energy suppliers.
- the calculation of emissions from service and company vehicles was based partly on invoices from the energy suppliers concerned, and partly on the Group's financial tool.



Scope 3 Upstream:

Production of machines and associated raw materials

- each machine produced is associated with its catalog weight.
- the emission factors used are calculated on the basis of the machine's bill of materials, choosing a main material for each last-level component, even in the case of hybrid or multi-material parts.

Scope 3 Downstream

Use of machines sold

- The machine weights used are those obtained from R&D.
- Haulotte is committed to ensuring that these machines last 15 years. Durability tests are carried out with this in mind. A life cycle factor of 15 years is therefore applied to CO2 emissions linked to use.
- The assumption is made that 70% of our machines will be used by our customers over their entire service life.
- Transport of machines sold: we have made assumptions, based on customer data, about the number of kilometres travelled by the machines and also about the number of journeys made in a year.

2.2.3. Carbon governance and decarbonization actions

As mentioned in the introduction, the transition plan is currently being drawn up and will be constructed and steered by a carbon governance structure to be set up in 2025.

The aim of this governance will be to help the Group structure and manage actions to reduce greenhouse gas emissions in line with the carbon trajectory that will be worked on and approved by the executive committee in 2025.

Following the implementation of the carbon footprint audit, a number of actions have already been initiated and are described below

On our scopes 1 and 2

The main actions implemented and to be launched in the coming months concern energy consumption at our sites, particularly our production facilities. In fact, it is at these sites that gas consumption is highest, notably due to the use of paint lines for the parts needed to manufacture the machines. By acting on this consumption, we are acting on half of our CO₂ emissions from scopes 1 and 2.

In 2024, an energy audit was carried out for Haulotte Group SA. The company that carried out the audit highlighted the existing awareness of the energy performance of equipment. The audit, and in particular the measurement campaign carried out, identified areas for improvement in energy performance, and priority actions were identified by the sites concerned to reduce their energy consumption and the associated environmental impact.

Depending on the effectiveness of the actions implemented, these will be rolled out to production sites outside Haulotte Group SA.

Actions will also be implemented on our vehicle fleet, on eco-driving and on raising our employees' awareness of the carbon footprint and associated emissions.

All these actions will be evaluated in 2025 in terms of the reduction of CO₂ emissions. They will form part of our development plan and therefore of our carbon trajectory, which will be communicated in 2026.

On our scope 3

The actions decided for our scope 3 are linked to our main CO₂ emission sources.

As the use of our machines is the main source of CO₂ emissions in our scope 3, we are going to work closely with our customers to find common decarbonization levers.

In 2025, work will also be carried out with our main suppliers to obtain more precise data on emissions linked to the manufacture of the parts needed to produce our machines, particularly steel.

We will also be providing our design office and our teams dedicated to the design of our machines with a decision-making tool that includes the CO₂ emissions associated with the decisions made.

The above actions are not exhaustive, and others are under consideration and will be worked on within the carbon governance structure.

As with scope 1 and scope 2, these actions will be evaluated in 2025 in terms of the reduction of CO₂ emissions. They will form part of our development plan and therefore of our carbon trajectory, which will be communicated in 2026.

2.2.4. Our environmental innovation initiatives

As stated by one of our equipment IROs, a significant proportion of our Scope 3 emissions comes from the use of our machines.

For this reason Haulotte has developed several innovations with added environmental value with the aim of reducing the emissions of its machines linked to their use, and thus helping customers and users to reduce their direct greenhouse gas emissions. By 2025, these innovations will be measured in terms of reduction of GHG emissions.

Other features are being developed so that our customers can obtain even more data on the use of our machines.



While users are working at height, the platforms can remain stationary for several hours during the day. The engines are still running and consuming energy even though they are not being used. The Stop Emission System is a START & STOP system that stops the engine after 90 seconds of inactivity. This technology also stops the hour counter so that only hours worked are counted.



In conjunction with the electrification of our range, Activ Energy Management is an innovation that optimizes the performance and extends the life of machine batteries via a smart charger and centralized water filling solutions. As a result, maintenance efforts are also simplified.



HVO (Hydrotreated Vegetable Oil) is now authorized for use on our diesel machines. The transition from diesel to HVO is an opportunity to significantly reduce CO₂, NO_x (nitrogen oxide) and particulate emissions. Customers are now free to refuel their machine with diesel or HVO100.



SHERPAL is the remote monitoring solution providing our customers with the data they need to increase productivity, optimize operations and grow their business.

Among other things, this solution helps:

- Carry out remote diagnostics and optimize interventions in order to streamline traveling for our customers' technical teams.
- Monitor hazardous behavior by being informed of certain situations. This raises awareness of the risks incurred by users.
- Adopt good energy practices and extend the service life of batteries and engine components. Furthermore, the Energy Management module ensures compliance with servicing instructions.

2.2.5. Energy consumption

ENERGY CONSUMPTION (SCOPE 1 AND 2)	2023	2024
Fuel consumption from natural gas (MWh) - Scope 1	Not measured	32,045
Fuel consumption from coal and coal products	Not measured	0
Consumption of fuels from other fossil sources	Not measured	0
Consumption of electricity purchased or acquired from fossil sources Scope 2	Not measured	5,837
Consumption of heat or cooling purchased or acquired from fossil sources Scope 1	Not measured	0
Total fossil fuel consumption (MWh)	Not measured	37,882
Share of fossil fuels in total energy consumption	Not measured	82,66%
Consumption of electricity purchased or acquired from nuclear sources (MWh) Scope 2	Not measured	4,196
Share of nuclear sources in total energy consumption	Not measured	9,16%
Consumption of electricity purchased or acquired from renewable sources Scope 2	Not measured	3,751
Consumption of self-generated non-combustible renewable energy Scope 2	Not measured	0
Total renewable energy consumption (MWh)	Not measured	3,751
Share of renewable sources in total energy consumption	Not measured	8,19%
Total energy consumption (MWh)	56,281	45,830

FUEL CONSUMPTION (SCOPE 1)	2023	2024
Fuel consumption from crude oil and petroleum products (in l)	874,039	919,210

	2023	2024
Energy intensity (kWh/€k)	73.4	72.28

Group sales are shown in the income statement of the Group's consolidated financial statements on page 4. With regard to the Group's scope of consolidation, only operating entities have been included. This excludes Levanor Maquinaria de Elevacion SA, Mundilevação, Scaffold Design & Erection, Seaway Scaffold & Equipment, Telescopelle SAS, Haulotte Services SA de CV and Haulotte Canada. In addition, the entity in Russia has also been excluded from the scope of consolidation.

The energy data presented here comes from energy supplier invoices. Countries' energy mixes also depend on their suppliers. Where data was not available, assumptions were made based on statistical data available from external studies (like EIA, Energy Information Administration). The Group's activities are included in the categories identified as sectors with a high climate impact. For the time being, the Group is not involved in either renewable or non-renewable energy production and consumption of fuels from renewable sources (including biomass).

2024 was a year of measuring our energy consumption across all our entities, with research into our various sources of consumption. The energy consumption of production plants was a major area of focus, with the installation of dedicated meters, notably on the paint lines. Energy audits were carried out at our main sites (Le Creusot and Reims) and dedicated action plans were implemented.

In addition, an energy coordinator with dedicated training was appointed at Group level, and is responsible for monitoring consumption and the progress of action plans.

3 - AIR POLLUTION



SOCIETY

-  Reduce the environmental impact of our activities
-  Support our customers in their energy transition by offering them low-emission products and innovative services
-  Extend the life of our products through a number of innovations and services

The significant impacts identified concern air pollution. The QSE & ESG policy covers all risks and actions relating to all air pollutants (see IRO table, p31). In particular, it covers our ISO-certified sites, which are implementing specific actions to control and limit the impact of incidents and emergency situations on people and the environment. We currently have no information on our value chain.)

This part is integrated into the **TAKING CARE OF SOCIETY** section.

Haulotte has set itself a main objective concerning pollution:

► Reduce the environmental impact of our activities

All our industrial sites are certified ISO 14001 for the environmental management system. Air pollution risks are mainly present on these sites.

These sites have specific regulations to follow in terms of air pollutant emission levels, particularly on the paint lines. Indeed, local regulations require the monitoring of various air pollutant emissions at defined intervals, in particular emissions of volatile organic compounds (VOCs). The results of these measurements are monitored on site and reported to local government bodies. Specific action plans are put in place where necessary. To date, no action has been taken at the level of the entities concerned or in our value chain.

As regulations differ from country to country, particularly due to differences in measurement methods and the different pollutants to be measured, standardising calculations is complex. We are not in a position this year to publish the quantity of pollution emitted into the air, due to the lack of a system for monitoring and controlling it at group level. We will be working in 2025 to consolidate these already monitored results.

In addition, all our certified sites have emergency situation tests in place, including accidental environmental pollution situations. The teams in place receive regular training, and tests are carried out to ensure that employees are able to act quickly in the event of pollution.

Last but not least, the electrification of our machines has a positive impact on air pollution, as they emit no pollutants when in use.

No other action is currently underway. We will start gathering information on the value chain in 2025 and will implement actions if necessary.

4 - WATER AND MARINE RESOURCES



SOCIETY

-  Reduce the environmental impact of our activities
-  Support our customers in their energy transition by offering them low-emission products and innovative services
-  Extend the life of our products through a number of innovations and services

The QSE and ESG policy supports all impacts and actions related to water and marine resources. The impact comes from the use of water for our activities (see IRO table p31. This part is integrated into the **TAKING CARE OF SOCIETY** section.

Haulotte has set itself a main objective in this area.

► Reduce the environmental impact of our activities

Water consumption is now monitored at all Group sites, and a water risk assessment has been carried out for each entity. No action is in progress this year.

4.1. Water consumption

On our production sites, water is a resource used mainly on our paint lines and for washing machines prior to shipment. At European sites, no water is discharged from paint lines outside property boundaries. At our other sites, the water is treated upstream to remove all traces of pollutants before discharge. All these sites have dedicated meters to monitor consumption and check for leaks.

At our distribution subsidiaries, water is mainly used for cleaning our machines before they are made available to our customers, and for sanitary purposes.

Some subsidiaries, such as our Italian subsidiary, have a dedicated area for indoor, closed-circuit machine cleaning. This means that the water is continuously regenerated and reintroduced into the cleaning circuit.

Production sites and distribution subsidiaries have hydrocarbon separators connected to the cleaning area in order to rid the water of any pollution prior to discharge.

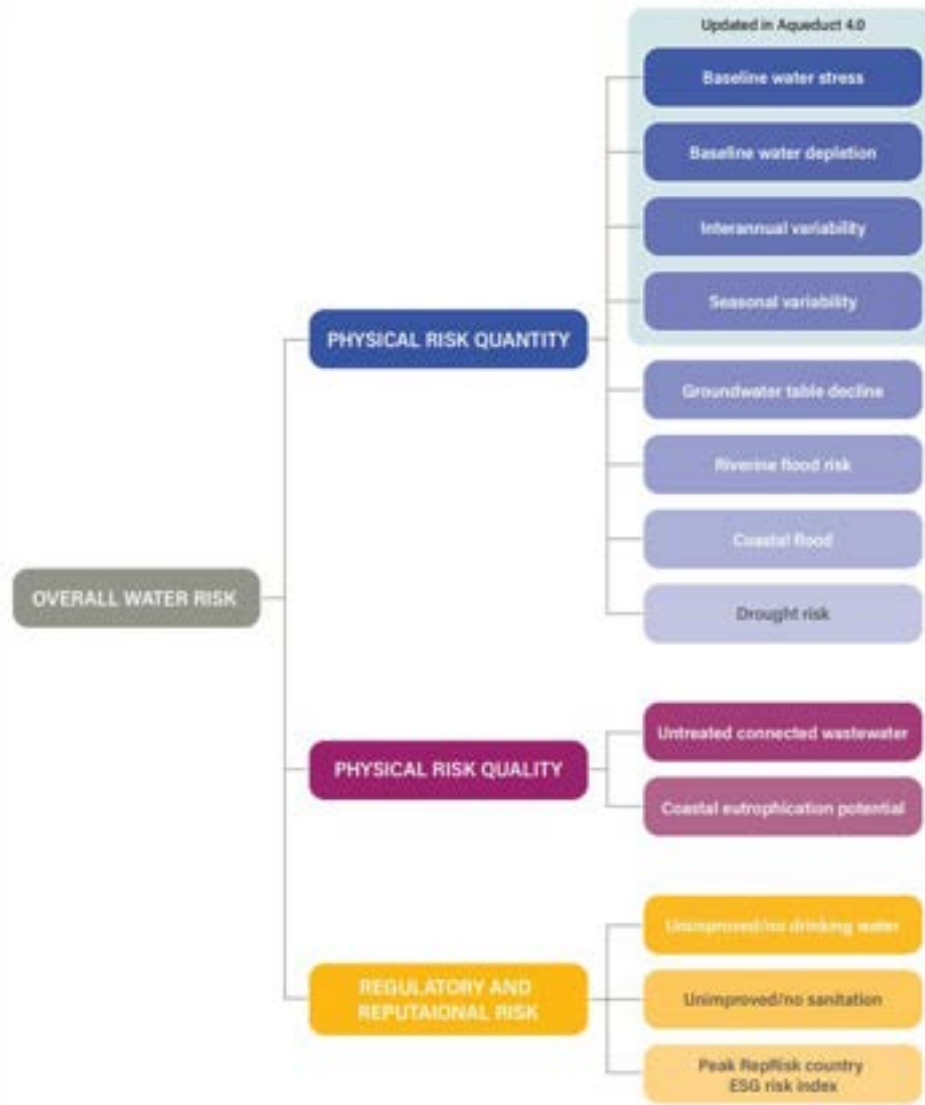
	2023	2024
Water consumption (m ³)	11,173	14,038
Water intensity (m ³ /M€)	0,00015	0,000022

Group sales are shown in the income statement of the Group's consolidated financial statements on page 4. Water data is obtained from water suppliers. We do not have information on the quantity of water recycled, reused and stored.

The increase in water consumption is explained by the detailed recovery of consumption at sites outside Europe, which was estimated in 2023.

As far as the value chain is concerned, we have not taken any action on water management and we are considering the best way to work with the company on this issue.

4.2. Water risk indicator for Group entities



Even though water is not a resource used in large quantities in our activities, in conjunction with our study on biodiversity, we decided to carry out a study on the physical and regulatory risks of water for all our entities.

We used the 13 indicators for water risk linked to human activities defined by the World Resources Institute (WRI) in its Aqueduct 4.0 database. These indicators are categorized into three types of risk: quantitative physical risks, qualitative physical risks, and regulatory and reputational risks.

Thus, for each Group site, we have the hydrography and the 13 indicators for water stress linked to human activities defined by the WRI in its Aqueduct 4.0 database of hydrological studies of mapped catchment areas. For each indicator, the scale runs from 0 to 5. The higher the score, the greater the risk.



RISK LEVEL	NUMBER OF SITES	% OF SITES
Low	21	58%
Low - Medium	17	40%
Medium - High	1	2%
High	0	0%
Extremely high	0	0%

Our ambition is to have no sites in the high and extremely high zone. No targets have been set for water consumption at our sites.

5 - BIODIVERSITY AND ECOSYSTEMS



SOCIETY

-  Reduce the environmental impact of our activities
-  Support our customers in their energy transition by offering them low-emission products and innovative services
-  Extend the life of our products through a number of innovations and services

The QSE and ESG policy supports all the risks and actions related to biodiversity and ecosystems. To date, our policy does not cover the traceability of components raw materials, the social consequences of impacts on biodiversity, or responsible sourcing from areas committed to biodiversity.

This part is integrated into the **TAKING CARE OF SOCIETY** section.

Several biodiversity-related IROs have been identified. (see IRO table p31). Haulotte's activities, GHG emissions and locations can have an impact on biodiversity and ecosystems. For this reason the Group has set itself a main objective in this area.

► Reduce the environmental impact of our activities

The Group is considering the possibility of implementing a dedicated "Biodiversity" policy for its properties, based on the following principles:

- identify priority sites for action, based on the regulatory zones with regard to biodiversity around each site
- calculate the permeable surface area ratio and the biotope area factor of sites defined as priorities
- define 5-year targets in terms of the permeable surface area ratio and the biotope area factor of sites based on the identified action plan.

This policy will focus on the company's contribution to vectors of direct impact on the loss of biodiversity through change in land-use, and the company's impact on the extent and state of ecosystems due to soil sealing, with the following measures at its priority sites:

- implementation of a Land take/Land degradation action plan
- implementation of a Deterioration of habitats/Disruption of protected species action plan

It also takes into account the company's impact on the status of species by integrating the recommendations of the Biodiversity Score, a method developed by Lacen des Territoires and DoTank, based on nationally consistent species (for mainland France).

The Group is also considering including other issues, such as deforestation, if necessary.

5.1. Biodiversity score

The Biodiversity Score method is a tool developed by LaCEN des Territoires to help companies understand, assess and manage the impact of their real estate (their sites) on biodiversity initially. This is the tool that the Haulotte Group decided to use in 2024.

It aims to address a lack of accessible, structured methodology by providing concrete indicators so that companies can integrate biodiversity into their action plans and meet regulatory requirements. Below is a non-exhaustive list of questions that the tool can address:

Are my sites close to a protected or regulated natural area? Do water-related risks threaten the habitability of the areas around my sites? What can I do to reduce water-related risks (drought, flooding, etc.)?

What priority actions should I take to protect biodiversity on my sites? How can I measure the state of biodiversity on my sites and measure the progress made from year to year?

The Biodiversity Score method identifies and prioritizes action to be taken at the most critical sites, providing recommendations for effective action and monitoring progress.

5.1.1. Methodology

The Biodiversity Score is based on an asset common to all companies, whatever their sector of activity: real estate. Starting from the company sites, the approach is designed to be concrete and adapted to the ecological and regulatory challenges of each region. In France, territorial ecological issues are regulated in regional planning, sustainable development and territorial equality schemes (SRADDET), territorial cohesion schemes (SCoT) and local urban planning schemes (PLU).

5.1.2. First step: assess regulatory ecological sensitivity to prioritize sites

Regulatory ecological sensitivity (SER) assesses the proximity of a company's sites to regulated protected areas or areas of high ecological value.

To be able to circulate, species need to find accessible and welcoming environments along the way, where they can feed, sleep and develop. The company's activity, including its main production activity and all ancillary activities (employee travel, site management and maintenance, etc.) can potentially impact surrounding environments and species through all the pollution (chemical, light, noise, radiative, organic) it generates.

Based on the scope of study defined for all Haulotte Group sites, the Biodiversity Score tool will generate a report that maps nearby protected and sensitive natural areas for each site.

Each of these regional, national or global biodiversity zones protects flora and fauna and may have an impact on the regulations in force in the area where the site is located.

5.1.3. Categories of regulated biodiversity zones

Biodiversity zones are taken from official, public and reference databases for France, Europe and the world (see table below).

Thus, for a site located in France, eight categories of biodiversity zones are assessed: Protected Areas (WDPA), Reserves, Wetlands, Biosphere, Nature Parks, Natura 2000, ZNIEFF (Natural area of ecological, faunal and floristic interest) and TVB (green and blue infrastructure). For a site located outside France, a biodiversity zone category is assessed: Protected Areas (WDPA).

BIODIVERSITY ZONE CATEGORIES	BIODIVERSITY ZONES	SOURCES	SER SCOPE OF APPLICATION
WORLD DATABASE ON PROTECTED AREAS (WDPA)	Protected areas	International Union for Conservation of Nature (IUCN)	World / Europe / France
NATURAL LAND AND SEA SITES	Natura 2000	European Nature Information System (EUNIS)	Europe / France
RESERVES	Regional Nature Reserves (RNR) and National Nature Reserves (RNN), Corsican Nature Reserve (RNC), National Park Strict Reserves (RIP)	Réserves Naturelles de France	France
WETLANDS	RAMSAR sites (RAM)	UNESCO	France
BIOSPHERE	Biosphere Reserves	UNESCO	France
NATURE PARKS	Regional Nature Parks (PNR) and National Parks (PN)	Federation of Regional Nature Parks	France
NATURAL LAND AND SEA SITES	Natura 2000 (NAO and NAH)	INPN (French National Inventory of Natural Heritage)	France
NATURAL AREAS OF ECOLOGICAL, FAUNAL AND FLORISTIC INTEREST	ZNIEFF (ZN1, ZN2)	French National Natural History (MNHN)	France
GREEN AND BLUE INFRASTRUCTURES (TVB)	Ecological corridors (CORs and CORI), rivers and wetlands (EAUI and EAUs), Reservoirs of biodiversity (RES)	French national and regional natural history museum (MNHN)	France

5.1.4. Defining site sensitivity

Each site is classified according to its ecological sensitivity, i.e. the distance between the site and biodiversity zones:

- **Very sensitive:** the site is directly located in a biodiversity zone. These sites should be prioritized in the action plan.
- **Sensitive:** the site is in the immediate vicinity (less than 5 km) of a biodiversity zone, so sensitivity is high.
- **Not very sensitive:** the site is located more than 5 km from any sensitive area, so sensitivity is lower

The advantage of this categorization is that if there are several sites, it is possible to prioritize those on which to undertake action in favor of biodiversity.

5.1.5. Second step: measure the proportion of permeable surface areas and surface areas conducive to the development of biodiversity

Defining the regulatory ecological sensitivity of each of its sites is the action chosen by Haulotte for this year 2024.

Having identified the sensitive areas to be prioritized for the company (SER), the second stage generates two key indicators for the selected sites: the proportion of permeable surface areas (Permeable Surface Area ratio, (TSP)) and the proportion of surface areas favorable to hosting and developing biodiversity (Biotope Area Factor, (BAF)).

The **permeable surface area ratio** measures the proportion of permeable surface areas on the site, i.e. areas that allow water to infiltrate (e.g. green spaces or non-concreted ground). The Permeable Surface Area ratio helps companies to identify areas for improvement to promote soil permeability, which can help to reduce flood risk and improve water regulation on site. Managing our permeable surface area ratio is also a question of compliance (data requested in ESRS E4 Biodiversity and ecosystems of the CSRD) and regulations (target of a 50% reduction in the rate of artificialization by 2030 with the 2021 "Climate and Resilience" law).

The **biotope area factor** measures the proportion of surface areas favorable to biodiversity in relation to the total surface area of the site, such as green spaces or natural habitats. This indicator can guide companies in planning measures to improve local biodiversity, for example by increasing green spaces or planting adapted species. It is used by a number of French cities as part of their local urban planning. It is also included in ADEME's method information sheets.

Measuring these indicators enables a company to initiate and steer an approach in favor of biodiversity, starting from initial permeable surface area and biotope area factor levels and aiming for target objectives.

ENVIRONMENT

Defining the regulatory ecological sensitivity of each of its sites is the action chosen by Haulotte for this year 2024. This study will make it possible to prioritize the sites where action needs to be taken.

The scope of the regulatory ecological sensitivity study for the Group is the consolidated scope and all associated buildings.

SENSITIVITY	DEFINITION	NUMBER OF SITES	% OF SITES
Red	Very sensitive: site included in a regulated biodiversity zone (ESRS ID: E4-5-01)	1	3%
Yellow	Sensitive: site close to (<5 km) a regulated biodiversity zone	24	62%
Green	Not very sensitive: site more than 5 km from a regulated biodiversity zone	14	35%

The highly sensitive site is located in France. A more detailed study of the identified site will be carried out in 2025. The study will involve calculating the site's permeable surface area ratio and its biotope area factor.



6 - RESOURCE USE AND CIRCULAR ECONOMY



SOCIETY

-  Reduce the environmental impact of our activities
-  Support our customers in their energy transition by offering them low-emission products and innovative services
-  Extend the life of our products through a number of innovations and services

The QSE and ESG policy supports all risks and actions related to the use of resources and the circular economy

With regard to our value chain, our Responsible Purchasing Charter contains elements that support these circular economy principles (see supplier relations and governance and ethics sections). This includes compliance with local environmental requirements.

This part is integrated into the **TAKING CARE OF SOCIETY** section.

Several material IROs have been identified, including waste sorting, machine end-of-life management, the circular economy principles used in the company, and the use of steel. (see IRO table p31) For this reason Haulotte has set itself two main objectives in this area:

► Reduce the environmental impact of our activities

This section focuses mainly on waste sorting at our production sites and distribution subsidiaries.

In 2024, we began to take stock of the various types of waste produced by all the Group's entities, and to understand how they are treated.

The carbon footprint audit carried out in 2024 also highlighted the importance of steel in the production of our machines, both in terms of quantities and CO2 emissions.

► Extend the service life of our products and promote the circular economy

Regarding the circular economy, in 2024, Haulotte reaffirmed its reconditioning offers to extend the service life of our machines, for our customers or to offer a second life to some of our machines. These are our current actions to meet our material IROs.

No other action is currently underway, particularly concerning our value chain.

6.1. Our actions and offers related to the circular economy

In response to new consumer patterns geared towards the circular economy, Haulotte provides its customers with a number of offers.

In 2024, cumulative turnover from these activities exceeded **8 million euros**.

All these actions and offers are implemented at Group level. They are the only actions currently in place.

6.1.1. Certified used machinery: RESTART BY HAULOTTE

Haulotte has introduced a refurbishment program dedicated to the brand's second-hand machines. The RESTART by Haulotte program is part of an approach that favors more sustainable development: Haulotte's used aerial work platforms are bought back and then refurbished in the RESTART CENTER, the first "manufacturer" reconditioning center for used aerial work platforms in Europe.

With a 3000 m² covered workspace, it capitalizes on high-performance industrial equipment and the technical expertise of the Haulotte teams to extend the service life of the machines.

This program responds to economic and ecological expectations. RESTART by Haulotte provides a financially advantageous alternative and a more virtuous business model, as this program takes an active part in the circular economy. By buying back and repairing used machines, Haulotte is rethinking the life cycle of its machines and extending their service life. Reconditioning is supported by more responsible resource management in order to reduce overall energy consumption.

In 2024, more than **120 machines** (aerial work platforms and forklifts) were refurbished.



6.1.2. Refurbishing our customers' machines: Second Life

Our offers also feature an activity dedicated to the second life of machines, called "Second Life". These reconditioning solutions also extend the service life of our customers' machines. It can range from a simple aesthetic upgrade to the repair and replacement of major parts, or even the addition of new technology. In any event, during these operations, Haulotte takes into account all the latest user safety standards, as well as the latest environmental standards.

In Europe, over **150 of our customers' machines** have had their service life extended by our Second Life offer.

Haulotte 
SECOND LIFE



6.2. Machine recyclability and durability

In 2022, Haulotte began a study on the life cycle of its machines, and calculated a recyclability rate for those that are still on the market.

Recyclability is the theoretical recycling process, irrespective of the existence of recycling channels. The associated recyclability index is calculated solely on the basis of material typology and processing stages. This index is used to take determine the maximum recycling capacity and takes into account all the possible recovery steps in accordance with standard ISO 16714 for earth-moving machinery.

Our machines have a **97%**recyclability rate.

This is an average recyclability rate calculated based on 39 machines from our range.

This figure is now communicated to R&D teams, and will be used to facilitate our eco-design approach which is currently being deployed, in particular when developing new products and services.

As far as the durability of our machines is concerned, all tests are carried out to guarantee **a 15-year service life**.



6.3. Incoming resources

The Haulotte Group uses steel parts in the production of its machines. Since steel makes up a significant proportion of our machines (over 75% of total machine weight), we will only deal with this material here.

As seen in our carbon footprint audit, 11.3% of our CO₂ emissions are linked to the purchase of this raw material.

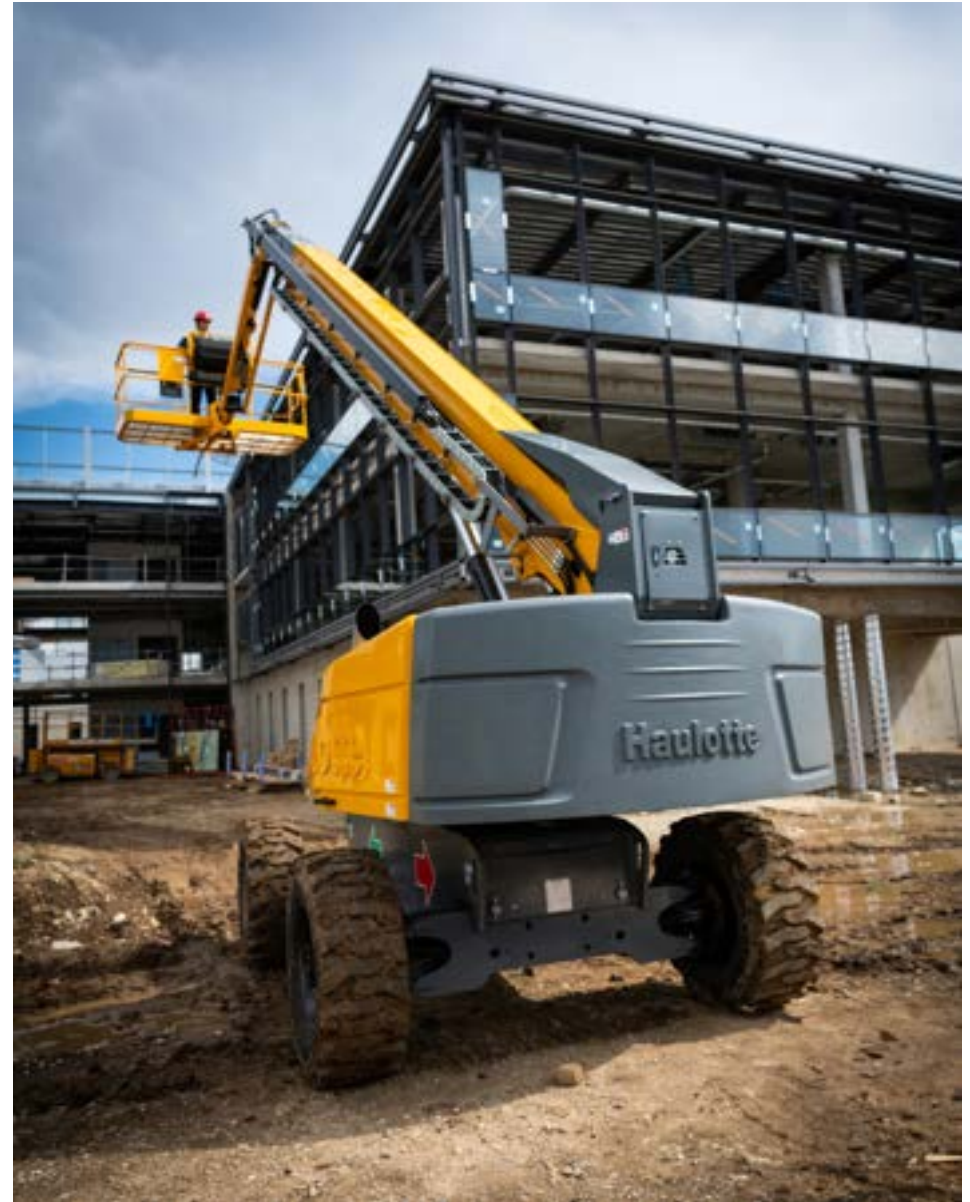
IN TONS	2024
Total weight of steel used	223,532
Of which recycled steel *	67,059

** according to a study by the World Steel Association, new steels contain an average of 30% recycled steel*

In conjunction with our carbon footprint audit, an initiative is planned for 2025 with our steel suppliers to find out exactly how much of the steel we buy is recycled, and the associated CO₂ emissions.

The data presented here is obtained through the monitoring of raw material deliveries by our Purchasing teams. Furthermore, we assume that our share of recycled steel corresponds to the share indicated in the above-mentioned study

No biological materials are used in our machines.



6.4. Waste management

Haulotte strives to control the waste generated at all stages of its activity, on production sites as well as in distribution hubs and subsidiaries.

We distinguish between two types of waste:

- Non-Hazardous Industrial Waste (NHIW), whose composition is similar to that of household waste and which can be regarded as such. It is not inert or hazardous. It takes the form of offcuts, scraps or packaging, and essentially consists of glass, plastic, metals, rubber, textile, paper, wood, organic animal or plant matter.
- Hazardous Industrial Waste (HIW), which can adversely affect humans and the environment due to one or more of the hazardous properties listed in appendix I of the decree of April 18, 2002. These properties require special precautions to be taken and are subject to tighter administrative control.

Haulotte has established a waste tracking and management mechanism which is geared towards the development of recycling and recovery.

Waste registers are in place at all our French sites.

In 2024, a survey of the waste produced by Group entities was carried out. All entities responded to a questionnaire to find out about the types of waste produced, whether this waste was sorted and treated, and what type of processing was carried out. Detailed quantities by type of waste were not required in this first survey. As regulations differ from country to country, a dedicated tool will be developed in 2025 to quantify how all the Group's waste is treated with details and specifics.

Nevertheless, we have retrieved global data for the Group (for those entities which already track waste), without details of recovery and/or recycling.

IN TONS	2024
Total waste produced	5,304
Total non-recycled waste	1,160
% of waste not recycled	22%

Scope: Europe, Australia, Argentina, Chile, Mexico

The table below shows figures for France only.

IN TONS	2024
Total Hazardous waste (HW)	191
Of which is recovered	163
Preparation for re-use	13
Recycling	121
Other recovering	29
Of which is eliminated	27
Incineration	Not known
Landfill	Not known
Other elimination	27
Total non-hazardous waste (NHW)	1,726
Of which is recovered	1,654
Preparation for re-use	193
Recycling	899
Other recovering	562
Of which is eliminated	72
Incineration	Not known
Landfill	Not known
Other elimination	72
TOTAL TONNAGE OF WASTE GENERATED	1,916
TOTAL TONNAGE OF NON-RECYCLED WASTE	896
Percentage of waste not recycled	46,76%

We are not involved in any other disposal operations and have no information on landfill operations.

As 2024 was the first financial year in which data was collected from all Group entities, action will be taken in 2025 to refine the results, and work will be carried out with our waste recovery service providers know exactly what operations are performed.

No other action on waste is currently underway. Similarly, a target will be set in 2025 for our production waste.



TAXONOMY

1 - CONTEXT

On June 22, 2020, taxonomy regulation (EU) 2020/852 was published in the European Commission's Official Journal. This regulation introduces a new standard for non-financial statements, with a view to promoting sustainable investment.

This regulation was supplemented by additional texts and FAQs which we took into account for the publication of the taxonomy results: Regulation (EU) 2021/2139, defining the technical review criteria for activities under the climate goals, Regulation (EU) 2023/2485, amending Regulation (EU) 2021/2139, Regulation (EU) 2023/2486, environment delegated regulation, FAQs of December 2022 published in the OJ at the end of 2023, FAQs of June 2023 and of December 2023 and FAQs of november 2024.

2 - TAXONOMY OBJECTIVES

The purpose of the European taxonomy is to identify the economic activities of a company that are considered environmentally sustainable. It aims to redirect capital flows towards sustainable investments, integrating sustainability into risk management and promoting transparency in corporate reporting. The regulation stipulates that only economic activities that contribute to one of the six environmental objectives set out can be considered sustainable.

These objectives are listed below:



CLIMATE CHANGE
MITIGATION

CLIMATE CHANGE
ADAPTATION



SUSTAINABILITY AND
PROTECTION OF WATER AND
MARINE SOURCES

TRANSITION TO CIRCULAR
ECONOMY



POLLUTION AND
PREVENTION CONTROL

PROTECTION AND
RESTORATION OF BIODIVERSITY
AND ECOSYSTEMS



3 - TAXONOMY REPORTING PROCESS

The various phases followed by the Group in its taxonomy reporting are described below:



4 - IDENTIFICATION OF TAXONOMY-ELIGIBLE ACTIVITIES

An economic activity is considered eligible for taxonomy if it is described in the delegated acts relating to the six environmental objectives.

Haulotte Group has analyzed all its activities with regard to taxonomy regulations. This analysis was carried out jointly by the Sustainable Development and Finance Departments, supported by Operations. We have identified the following activities as eligible and in keeping with the environmental objectives:

Description of the activity	Objective 1: Climate change mitigation		Objective 2: Adaptation to climate change		Objective 4: Transition to a circular economy	
	Activity described in the taxonomy delegated acts	Reported indicators	Activity described in the taxonomy delegated acts	Reported indicators	Activity described in the taxonomy delegated acts	Reported indicators
Electrical range	3.6 Other low-carbon manufacturing technologies	Turnover	3.6 Other low-carbon manufacturing technologies	Turnover	/	/
		OPEX		OPEX		
		CAPEX		CAPEX		

Decarbonizing transport fleets and infrastructures can clearly be instrumental in climate change mitigation. We should target the reduction in leading sources of emissions by factoring in the need to refocus on less polluting forms of transport and to create infrastructures conducive to clean mobility.

Thus, the entire electric range developed and sold by the Group contributes to reducing greenhouse gases, insofar as the technical choices made are based on non-fossil fuel engines and motors.

We classify this activity under eligible economic activity 3.6 “Other low-carbon manufacturing technologies”. The description of activity 3.6 in Appendix I to the climate delegated act does not contain a clear definition of the term “low-carbon manufacturing technology” and is therefore open to interpretation. In the absence of a definition, Haulotte has defined this expression by referring to the manufacturing of electrical machinery as being eligible for taxonomy for activity 3.6 of Appendix I to art. 8 of the delegated act.

Description of the activity	Objective 1: Climate change mitigation		Objective 2: Adaptation to climate change		Objective 4: Transition to a circular economy	
	Activity described in the taxonomy delegated acts	Reported indicators	Activity described in the taxonomy delegated acts	Reported indicators	Activity described in the taxonomy delegated acts	Reported indicators
SHERPAL remote monitoring solution	3.6 Other low-carbon manufacturing technologies	Turnover	3.6 Other low-carbon manufacturing technologies	Turnover	/	/
		OPEX		OPEX		
		CAPEX		CAPEX		

The “Sherpal” remote monitoring solution is also classified under eligible economic activity 3.6 “Other low-carbon manufacturing technologies”. SHERPAL ensures increased vigilance with respect to maintenance operations, thereby allowing for better control over greenhouse gas emissions (e.g. filter problems), and helps optimize parts renewal, thus contributing to extending the service life of their machines (find out more on page 41).



	Objective 1: Climate change mitigation		Objective 2: Adaptation to climate change		Objective 4: Transition to a circular economy	
	Activity described in the taxonomy delegated acts	Reported indicators	Activity described in the taxonomy delegated acts	Reported indicators	Activity described in the taxonomy delegated acts	Reported indicators
Activities linked to the circular economy (Second Life, Second-Hand, Restart Center)	/	/	/	/	5.1 Repair, refurbishment and remanufacturing	Turnover OPEX

The Group offers activities that meet one of the four new objectives, such as “Second Life”, the reconditioning of machines and sale of second-hand equipment to help extend the service life of machines (these activities are described on page 43). For the 2023 financial year, these activities (“Second Life” and “Second-Hand”) are identified as eligible for the fourth “circular economy” objective. We assign them to eligible economic activity 5.1 “Repair, refurbishment and remanufacturing”.

The activities described in our business model, other than those mentioned above, are not eligible for the taxonomy in the light of regulations and our analysis.

5 - ALIGNMENT OF ELIGIBLE ACTIVITIES ANALYSIS

An activity is considered aligned with taxonomy when it is eligible and meets the following three conditions:

- it makes a substantial contribution to achieving at least one of the six environmental objectives;
- it does not cause significant harm to the other environmental objectives, DNSH principle (Do No Significant Harm);
- it complies with minimum safeguards.

This analysis showed that none of our activities were aligned with the taxonomy due to non-compliance with DNSH pollution.

5.1. Substantial contribution

After identifying which of the Group's activities were eligible for the taxonomy, compliance with the substantial contribution criteria was verified for each eligible activity, as described in the taxonomy delegated acts.

Some activities contribute to both climate change mitigation and adaptation objectives..

CCM 3.6 other low-carbon manufacturing technologies:

The criterion is validated when it can be demonstrated that the manufacturing technologies offer substantial reductions in carbon emissions over their life cycle compared with the best-performing alternative technologies/products/solutions on the market. Haulotte therefore assessed the CO2 emissions of its electric machines by comparing them with their internal combustion equivalent. To date, the assessments carried out have confirmed the substantial contribution made by the electrical products manufactured by the Group.

CE 5.1 Repair, refurbishment and remanufacturing:

The “Second Life” and “Restart Center” activities help extend the service life of machines according to the level of reconditioning chosen by customers (Second Life) or depending on the machine's initial condition (Restart Center). Refurbished machines are accompanied by a certificate of compliance attesting that they comply with applicable regulations after operations. The machines are also accompanied by a sales contract specifying warranty and liability conditions. The Group is ISO 14001 certified, as a result of which regular controls are carried out to ensure compliance with applicable waste management rules. Specialized service providers are selected to handle our waste, and authorizations are checked frequently. Each of the Group's French entities has a complete waste register, detailing the treatment of each waste item and the associated treatment channels. For the other Group entities, treatment is carried out in strict compliance with applicable local regulations. These factors enable us to confirm the substantial contribution of these activities to the circular economy.

5.2. “DO NO SIGNIFICANT HARM” (DNSH) verification

DNSH criteria were analyzed for activities that make a substantial contribution to climate change mitigation. These analyses were carried out to examine the possible existence of substantial harm to other environmental objectives.

DNSH	Description of verification procedures
Climate change mitigation	To comply with these DNSH criteria, the regulations specify that when the activity involves on-site production of heat/cold or cogeneration, including electricity, the direct GHG emissions from the activity must be less than 270 gCO ₂ eq/kWh. The Group cannot yet prove compliance with this DNSH, as a survey of all its entities has not yet been carried out. We are therefore not in a position to align our activities.
Adaptation to climate change	<p>A risk assessment, including physical and climate risks, as well as various ESG risks, was carried out at Group level. Environmental analyses are carried out at our sites, in keeping with the ISO 14001 certification, and include an analysis of the impact of our activities on the external environment, as well as the impact of the environment on our sites and activities. Platforms such as Géorisques, Think Hazard and Google Maps are used in environmental analyses to identify surrounding technological and natural risks. Actions are recorded and planned where necessary for the relevant sites, and regular reviews are carried out by an external body.</p> <p>We also use the adaptation plans of the various municipalities where our entities are located, where such plans exist. For example, the Auvergne-Rhône-Alpes region has transposed the National Climate Change Adaptation Plan (PNACC-II) and set up an action plan to promote alternative risk management methods, support integrated climate change adaptation strategies and promote structured partnerships on a regional scale. As a result, the vulnerability of our activities is assessed in conjunction with the internal audit committee, the internal CSR committee and the QSE teams, using all the tools at our disposal. Insurance providers also help in this respect. The insurers provided us with their analysis of the physical and climatic risks of all our entities. This analysis focuses on wind, flood, earthquake and hail risks</p> <p>The risk analysis did not identify any major risks. To date, no site has developed an adaptation plan linked to an identified major risk, apart from the business continuity plans already defined. Haulotte therefore considers that it meets the DNSH criteria.</p>
Sustainable use and protection of water and marine resources	<p>The Group's activities with an impact on water consumption are the paint lines and machine cleaning. This impact is limited for Haulotte's main activities. An environmental impact assessment was conducted in the production facilities in France, including a water study. Specific measures were put in place in conjunction with local authorities and are regularly monitored as required by prefectural decrees. For facilities outside France, Haulotte has valid operating permits in accordance with local laws and regulations. All the Group's production sites are ISO 14001 certified, demonstrating the absence of any significant impact of our activities on water in the environmental analyses of the sites. A water risk analysis was carried out for all Group entities. This analysis shows that no site is at high or extremely high risk. Haulotte also monitors water consumption to keep it to a minimum.</p> <p>We consider that actions have been implemented, the necessary levers have been activated and Haulotte considers that it meets the DNSH criteria.</p>
Transition to a circular economy	<p>The Group is ISO 14001 certified. As a result of this, regular inspections are carried out to ensure compliance with the applicable waste management rules. Specialized service providers are selected to handle our waste, and authorizations are checked frequently. Each entity has a complete waste register, detailing the treatment of each waste item and the associated treatment channels. Waste is treated in strict compliance with applicable local regulations.</p> <p>The Group therefore considers that it meets the DNSH criteria.</p>
Pollution prevention and reduction	<p>Thanks to its ISO 14001 certification, Haulotte keeps abreast of local regulations on pollution risks and implements ongoing monitoring to reduce and limit its impact. The DNSH criteria for the prevention and pollution control objective require that the activity does not lead to the manufacturing, placing on the market or use of specific substances as specified in Appendix C to the climate delegated act. Haulotte has set up a responsible purchasing charter and a specific supplier and purchasing validation process that takes REACH regulations into account. With this process, suppliers are informed of the regulations applicable to the management of hazardous materials, and undertake to refrain from using the most sensitive substances. Internally, we monitor substances of concern on the basis of information provided by suppliers. In addition, the Group has a process in place for the introduction of new products, making it possible to identify whether a substance of concern is likely to be introduced prior to any use. This process is monitored by the Group's QSE teams.</p> <p>We are unable to align our activities because of the complexity of proving compliance with this DNSH. We are currently working on an action plan to do this.</p>
Protection and restoration of biodiversity and ecosystems	<p>Appendix D requires that an environmental impact assessment or screening be carried out. Where required by law, production facilities located in the EU underwent an environmental impact assessment leading to their authorization to operate. Haulotte's production sites are located in planned industrial areas, in agreement with the local authorities, taking into account the compatibility of the activity with the surrounding ecosystems. In return, the sites and the Group ensure compliance with biodiversity regulations, and follow up on issues identified when building permits for facilities are submitted and in prefectural decrees for sites where they exist, in particular with regard to invasive species.</p> <p>In addition, a study of the locations of our sites has been carried out, and one site has been identified as highly sensitive. An action plan is currently being drawn up. The fact that we have carried out this study that the Group meets the DNSH criteria.</p>

5.3. Compliance with minimum safeguards

Haulotte supports the highest standards of human rights in the conduct of its operations.

The various standards, benchmarks and policies to which the Group adheres are described throughout this report. (QSE/ESG policy, responsible purchasing charter due diligence process, etc.).

Anti-corruption policies and procedures are described from page 92 onwards.

With regard to relations with our suppliers, the policies and procedures in place are described starting on page 90.

As indicated in its Code of Conduct, GroupeHaulotte adheres to the principle of fair competition and refrains from agreements or behaviour that could be construed as anti-competitive. Employees are made aware of these issues, in particular through training on the Code of Conduct, described on page 93.

Finally, no convictions related to these 4 themes were recorded during the 2024 financial year.

6 - TAXONOMY REPORTING RESULTS

The turnover denominator corresponds with the Group's turnover at the end of December 2024, as presented in the consolidated financial statements.

The CapEx denominator corresponds to capital expenditure capitalized on the balance sheet, as well as long-term leases. This includes, among other things, the increase in rights of use for leased assets (IFRS 16) and the increase in tangible assets.

The denominator for OpEx corresponds to the sum of research and development costs and development costs detailed in the consolidated notes, building renovation costs, maintenance and repair costs, and short-term rental contracts. Analysis of these OPEX has led the Group to consider that the amount analysed is not material in relation to the Group's materiality thresholds, as the ratio of 'Taxonomy OpEx denominator' to 'Total Group OpEx' is less than 5%. This, combined with the fact that the Group's activities are not eligible, has led the Group to use the exemption provided for not to calculate the Taxonomy OpEx indicator in greater detail.

ACTIVITIES LINKED TO NUCLEAR ENERGY	
The company conducts, finances or is exposed to research, development, demonstration and deployment of innovative installations for generating electricity from nuclear processes with minimal fuel-cycle waste	NO
The company is involved in, finances or is exposed to the construction and safe operation of new nuclear power or process heat production facilities, in particular for district heating purposes or for industrial processes such as hydrogen production, including their safety upgrades, using the best available technologies	NO
The company is involved in, finances or is exposed to the safe operation of existing nuclear power plants for the production of electricity or process heat, in particular for district heating or industrial processes such as hydrogen production, using nuclear energy, including their safety upgrades.	NO
ACTIVITIES LINKED TO FOSSIL GAS	
The company engages in, finances or is exposed to the construction or operation of facilities for the production of electricity from gaseous fossil fuels.	NO
The company engages in, finances or is exposed to the construction, refurbishment and operation of facilities for the combined production of heat/ cold and electricity from gaseous fossil fuels	NO
The company engages in, finances or is exposed to the construction, refurbishment or operation of heat generation facilities that produce heat/cold from gaseous fossil fuels.	NO



6.1. Turnover

Financial year N	2024			Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly")							Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic Activities (1)	Code (a) (2)	Turnover (3)	Proportion of Turnover, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)					
		€ EUROS	%	EL/AC/NEL 20/100	EL/AC/NEL 20/100	EL/AC/NEL 20/100	EL/AC/NEL 20/100	EL/AC/NEL 20/100	EL/AC/NEL 20/100	YN	YN	YN	YN	YN	YN	YN	%	E	T	

A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover from environmentally sustainable activities (in line with taxonomy) (A.1)		-	0%	NEL	NEL	NEL	NEL	NEL	NEL								47%	E	
Of which Enabling		-	0%														47%	E	
Of which Transitional		-	0%																T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (2)																			
Manufacture of low carbon technologies	CCM 3.8	250 740	39%	EL	NEL	NEL	NEL	NEL	NEL										
Repair, refurbishment and remanufacturing	CE 5.1	8 258	1%	NEL	NEL	NEL	NEL	NEL	EL										
Total (A1+A2)		259 000	40%	EL	EL	NEL	NEL	EL	NEL										

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES			
Turnover of Taxonomy-non-eligible activities		381 003	59%
TOTAL		640 003	100%

	Proportion of turnover/Total turnover	
	Aligned per objective	Eligible per objective
CCM	0%	39%
CE	0%	0%
WTE	0%	0%
CE	0%	1%
PPC	0%	0%
BD	0%	0%

6.2. CAPEX

Financial year N	2024			Substantial Contribution Criteria						DNSH criteria (Does Not Significantly)						Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1) or eligible (A.2)	Category enabling activity (18)	Category transitional activity (19)
Economic Activities (1)	Code (a) (2)	CAPEX (3)	Proportion of CAPEX, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		4,000,000	0%	0% (N/A) (5a)	0% (N/A) (6a)	0% (N/A) (7a)	0% (N/A) (8a)	0% (N/A) (9a)	0% (N/A) (10a)	0%	0%	0%	0%	0%	0%	0%	0%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
CAPEX from environmentally sustainable activities (in line with taxonomy) (A.1)		-	0%	NEL	NEL	NEL	NEL	NEL	NEL								0%	E	
Of which Enabling		-	0%														0%	E	
Of which Transitional		-	0%																T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (a)																			
Manufacture of low carbon technologies (CCPI 3.6)		2,500	0%	EL	NEL	NEL	NEL	NEL	NEL										
A. CAPEX of Taxonomy-eligible activities (A1+A2)		2,500	0%	EL	NEL	NEL	NEL	NEL	NEL										
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CAPEX of Taxonomy-non-eligible activities		19,700	99%																
TOTAL		22,200	100%																

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haulotte.com

Corporate sustainability
reporting directive
2024

SOCIAL INFORMATION

Haulotte integrates an ambitious social approach into its sustainability strategy, placing the well-being, safety and development of its employees at the heart of its commitments. The company ensures safe working conditions by reinforcing risk prevention measures and promoting a safety culture at all levels. It also encourages the development of skills through appropriate training, enabling each employee to progress professionally.

Furthermore, Haulotte is committed to diversity and inclusion, fighting discrimination and promoting equal opportunities. The company also makes a point of establishing ethical and responsible relationships with all its partners and stakeholders.

Through these initiatives, Haulotte affirms its ambition to build a supportive, respectful and sustainable working environment.

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1 - SIGNIFICANT IMPACTS AND RISKS

HUMAN CAPITAL			
<i>Job security and adequate wages (S1)</i>			
Impact on employee employment The Group's multiple locations also have an impact on site activities, given the current geopolitical situation in certain countries. Haulotte also has to anticipate fluctuations in activity to guarantee acceptable job retention.	Type: negative impact		
	Value chain		
	Up-stream	Own activity	Down-stream
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Time horizon		
	Short term	Medium term	Long term
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Risk of employee turnover The Group's many locations mean that it has to ensure that its employees have a working environment and salary that are in line with local standards in the countries.	Type: financial risk		
	Value chain		
	Up-stream	Own activity	Down-stream
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Time horizon		
	Short term	Medium term	Long term
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>Social dialog (S1)</i>			
Lack of staff integration and representation Haulotte carries out its key activities in countries with strict legislation on labor rights. These legislations provide strong guarantees for collective bargaining, and Haulotte must monitor this impact in the event of non-representation of employees.	Type: negative impact		
	Value chain		
	Up-stream	Own activity	Down-stream
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Time horizon		
	Short term	Medium term	Long term
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<i>Occupational Health and Safety (S1)</i>			
Impact on employee health and safety during operations Because of its production sites and its mobile services on customer sites, the company is exposed to health and safety risks. Difficult working conditions, ineffective preventive measures and our cyclical activities could have a significant impact on our employees, and also on temporary workers	Type: negative impact		
	Value chain		
	Up-stream	Own activity	Down-stream
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Time horizon		
	Short term	Medium term	Long term
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Financial risk related to employee health and safety Risk of higher insurance costs (contribution rates) if the company has not taken effective measures to prevent occupational hazards, or even the application of additional charges in the event of an increase in occupational illnesses or serious workplace accidents	Type: financial risk		
	Value chain		
	Up-stream	Own activity	Down-stream
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Time horizon		
	Short term	Medium term	Long term
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>Training and skills development (S1)</i>			
Problems with employee performance and satisfaction due to inadequate or ineffective training The lack of opportunities for skills development and training can lead to a loss of employability and disengagement for some employees	Type: negative impact		
	Value chain		
	Up-stream	Own activity	Down-stream
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Time horizon		
	Short term	Medium term	Long term
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

DIVERSITY, INCLUSION AND DISABILITY			
<i>Employment and inclusion of people with disabilities (S1)</i>			
Failure to meet quotas for people with disabilities Regulatory risk of not meeting employment quotas for people with disabilities in the workforce. A fine must be paid if this proportion is not respected	Type: financial risk		
	Value chain		
	Up-stream	Own activity	Down-stream
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Time horizon		
	Short term	Medium term	Long term
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Diversity and inclusion (S1)</i>			
Diversity within our teams Bias in recruitment, remuneration and career development can lead to a lack of diversity within teams. This can limit inclusion and collaboration. Furthermore, the lack of communication on the subject of disability can make it difficult for people to express themselves about their situation, and create unease in the workplace	Type: negative impact		
	Value chain		
	Up-stream	Own activity	Down-stream
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Time horizon		
	Short term	Medium term	Long term
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
RESPECT FOR THE HUMAN RIGHTS OF WORKERS IN THE VALUE CHAIN			
<i>Health and safety of workers in the value chain (S2)</i>			
Non-compliance with laws and regulations in our value chain There is a risk of possible violations of human rights laws and regulations by our workers in the value chain. Reputational risks may arise from cases of forced labor, child labor or any illegal activity associated with human rights violations	Type: negative impact		
	Value chain		
	Up-stream	Own activity	Down-stream
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Time horizon		
	Short term	Medium term	Long term
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Support for workers in the value chain <p>The Group has set up a number of initiatives to monitor compliance with health and safety standards by workers in the value chain, and to work with the various players involved to continually improve any situations encountered</p>	Type: positive impact <div>Value chain</div> <div>Up-stream <input checked="" type="checkbox"/> Own activity <input type="checkbox"/> Down-stream <input type="checkbox"/></div> <div>Time horizon</div> <div>Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term <input type="checkbox"/></div>
CONSUMERS AND END USERS	
<i>Consumer and end-user safety (S4)</i>	
User safety when using our machines <p>Working at height is a major risk in working life. By their very nature, the machines and services offered by Haulotte enhance the safety of users when working at height. However, if our machines are misused, the impact is there</p>	Type: negative impact <div>Value chain</div> <div>Up-stream <input type="checkbox"/> Own activity <input checked="" type="checkbox"/> Down-stream <input type="checkbox"/></div> <div>Time horizon</div> <div>Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term <input type="checkbox"/></div>
Protecting the privacy of users of our solutions <p>Risk of cyber-attacks and internal data leaks, which could lead to additional costs and a slowdown in business activity</p>	Type: financial risk <div>Value chain</div> <div>Up-stream <input type="checkbox"/> Own activity <input checked="" type="checkbox"/> Down-stream <input type="checkbox"/></div> <div>Time horizon</div> <div>Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term <input type="checkbox"/></div>



2 - THE LET'S DARE PROGRAM AND MEASURING COMMITMENT

Through a dynamic HR/Empowerment policy, disseminated under the “Let’s Dare” program, we develop projects and actions aimed at taking care of our employees.

In essence, and through this programme, our documents and actions are aligned with the relevant internationally recognised instruments, including the United Nations Guiding Principles on Business and Human Rights.

Our 2025 ambition also reinforces these points through two strategic pillars:

- Empowering employees
- Becoming a learning company

Creating an environment conducive to employee commitment

Haulotte, like all companies, has had to deal with an increasingly VUCA (Volatile, Uncertain, Complex and Ambiguous) environment, not to mention upheavals in the digital industry, the arrival of new generations, and tensions on the labor and skills markets.

Creating an environment that fosters **autonomy, empowerment, skills development** and employee **fulfillment** should lead to greater individual commitment. In addition to the effects on overall performance, these include retaining and attracting talent for more sustainable performance.

Employees are more than ever searching for meaning, flexibility, social and environmental commitment, a style of management that would help them grow and become empowered, achieve a better work/life balance, identify with the values upheld by the Company, find transparency and authenticity.

Measuring commitment

Commitment is measured using a systemic approach undertaken in 2017, in particular via actions linked to the commitment surveys which Haulotte conducts at regular intervals with all its employees. Every three years, surveys are carried out on the 14 commitment themes to identify locally, by business line, category, etc. and at group level, the areas for improvement to be implemented, but also to measure the results of the actions implemented since the previous survey.

2023 results:

- Excellent participation rate of 89%, on a par with 2017 (92%) and 2020 (89%)
- Continuous improvement between 2020 and 2023 on the 56 questions: 43 were up, 8 were stable and 5 were down. (100% of questions had already progressed between 2017 and 2020)
- The average satisfaction rate for each theme is now **63%**

The 2023 highlights are the same as in 2017 and 2020, and continue to progress:

- pride in belonging to Haulotte, pride in products and services, and in the commitment of our teams to customers
- The confidence shown by managers, their accessibility and availability, and the respect they show
- Understanding team goals and objectives, and making good use of skills
- Good cooperation within the team

The most negative points in 2023 are the same as in 2020, but are also improving:

- Remuneration and social benefits
- Link between remuneration and performance
- Cooperation between departments
- Communication

Some points are now significantly above the benchmark indexes:

- Recommendation of Haulotte products and services to friends and family
- Training required to be effective at the workstation
- Encouragement to find better ways of looking at things

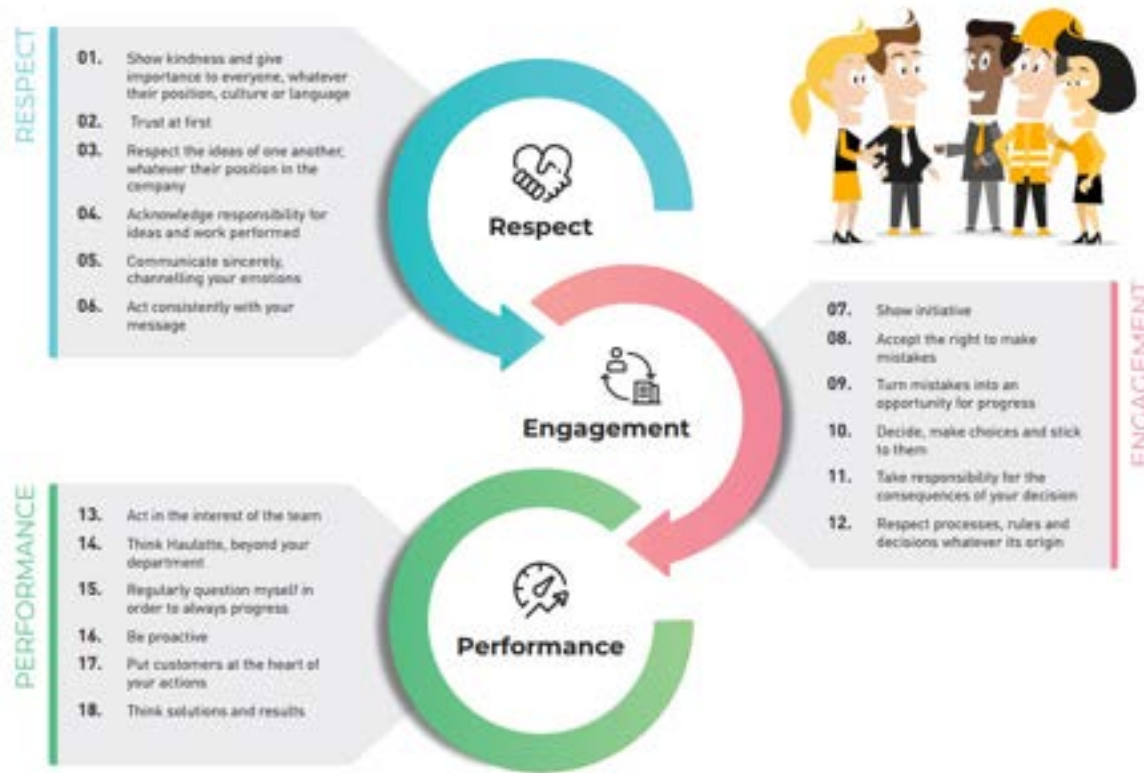
These results are due to actions implemented by each site, department and team as part of our continuous improvement approach.

The results were communicated to all levels of the organization. Each manager with at least five respondents was given access to the analysis platform, so they could work with their teams to identify areas for work and implement improvement action.

All these actions contribute to creating the environment in which we want to work.

3 - OUR CHARTER: A MODEL OF EMPOWERMENT AND COLLABORATION

OUR VALUES



The managerial relationship is a key ingredient in creating a work environment conducive to commitment.

In 2022, 80 employees restructured our Values Charter, created by 100 employees in 2017, converting it into an empowering model made up of our values and practices.

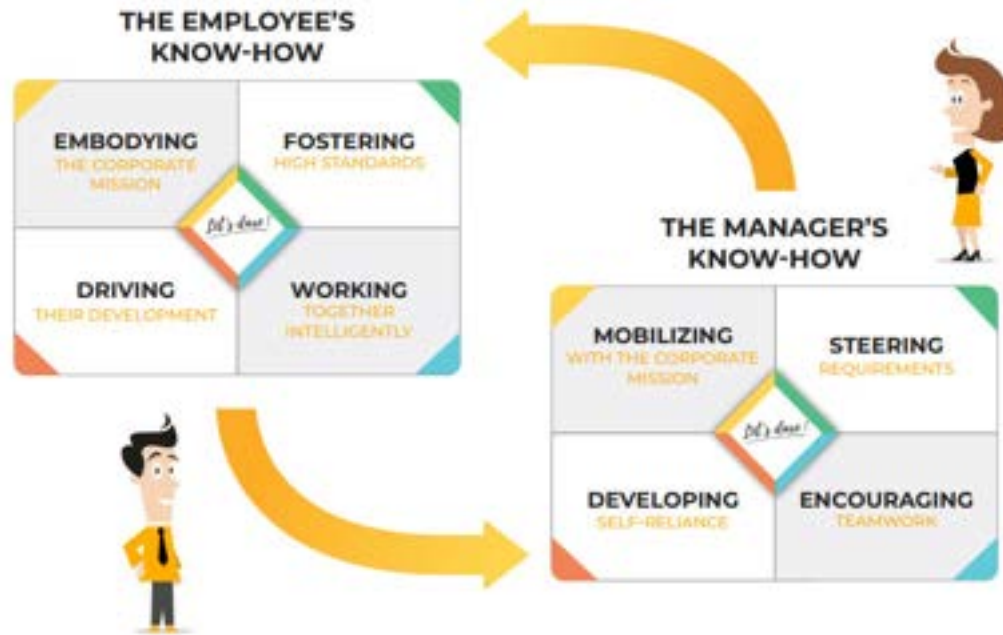
Our values

Respect, Commitment and Performance are broken down into 18 soft skills, which define the observable behavior expected for each Value, in keeping with the company's Mission.

Our practices are built around four pillars:

- The corporate project,
- Exacting requirements,
- Autonomy,
- Cooperation.

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It is a model of co-responsibility, where everyone drives cooperation. Everyone has to embody the values and apply good practices. The managerial relationship is based on the contribution of everyone involved (employee, manager), where everyone is responsible for 50% of the relationship. The manager also collaborates with their own manager.

These four pillars break down into 16 employee skills and 21 managerial skills, all of which are closely interrelated.

To measure the improvement in practices and relationships, 360° barometers are organized, enabling each manager to identify the strengths perceived by their environment, as well as their areas for improvement, thus making sure training and practices can be adapted.

In 2024, our collaborative model was deployed internationally, following roll-out in France in 2023. All Haulotte managers attended a 2-day training session to familiarize themselves with the model, and were helped to present and apply it to their teams in a fun way, by collectively identifying the priority practices to be implemented.

In 2025, all managers will receive training on the tools and concepts associated with the model.

For this corporate project pillar to be implemented, managers must be familiar with the company's Mission, Vision, Values and strategic pillars.

Consequently, this project was cascaded, starting with the operational committee members who presented it to their teams in an interactive format, after which these teams cascaded it in the same format to their own teams and so on, until it covered the whole organization.



This information on strategy continued in 2024, with regular video-conference briefings by the executive committee to present progress on strategic pillars and answer questions raised in this cascading process.

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4 - COMPANY WORKFORCE



EMPLOYEES

-  Developing the talents of our employees
-  Ensure health, safety and well-being in the workplace
-  Attract and retain talent

In addition to the LET'S DARE program, the values charter and the collaboration model, as well as the YELLO program (described in G1), the QSE and ESG policy also supports impacts, risks and actions related to social issues. (see IRO table p62)

The impacts, risks and opportunities identified and linked to our workforce relate to social dialog, job security and skills development. Particular attention must also be paid to working conditions, inclusion and diversity. (see IRO table p62)

For this reason, Haulotte has set itself three main objectives in this area. The initiatives undertaken as part of the engagement survey and the collaborative model serve as benchmarks for many actions and projects. Through a systemic approach, they provide an effective response to the challenges identified, i.e.:

- developing the skills and talent of our employees
- attracting and retaining talent
- ensuring occupational health, safety and well-being

This part is integrated into **TAKING CARE OF EMPLOYEES** section.

All the actions undertaken in 2024 are explained in the following sections.

Some actions have been deployed mainly in France. In 2025, work will be carried out on the full roll-out at Group level, in particular through the introduction of an ethics charter for employees. The charter will cover all aspects of sustainable development.

On the social front, the creation and deployment of a global Group HR policy will be initiated in 2025.

5 - EMPLOYEE CHARACTERISTICS

	BREAKDOWN OF EMPLOYEES BY GENDER AND CONTRACT (YEAR-END HEADCOUNT)							
	2023				2024			
	Men	Women	Other	Not declared	Men	Women	Other	Not declared
Total number of employees	1,319	420	0	0	1,289	385	0	0
Permanent staff (permanent contract)	1,111	345	0	0	1,156	338	0	0
Temporary staff (fixed-term contract)	208	75	0	0	133	47	0	0

	STAFF TURNOVER		
	2022	2023	2024
Number of employees who left the company	220	241	267
% staff turnover	20.20%	15.5%	17.97%

For Haulotte, the notion of employees corresponds to employees over whom Haulotte has a subordinate relationship. We have no non-salaried employees in our workforce.

We have not identified any specific employee exposure risks.

	EMPLOYEES BY REGION	
	2023	2024
EUROPE		
France	677	646
Romania	271	241
Other	145	152
AMERICAS		
United States	311	311
Other	71	77
ASIA-PACIFIC		
China	181	138
Australia	57	54
Other	26	55
TOTAL	1,739	1,674

In the Group's consolidated financial statements, we disclose the average number of employees (p51)



5.1. Coverage of collective bargaining and social dialog (France)

Employees in France are all covered by employee representatives and a collective bargaining agreement. The positive social climate within the group is based on the implementation of constructive social dialog, illustrated by company agreements and Human Resources policies translated into local or harmonized practices, on topics such as quality of life and working conditions and social dialog. (commitment... Let's Dare program...)

The Group's General Secretary is in charge of social dialog with the entities, with the help of the Social Affairs Manager and HR teams.

Haulotte encourages ongoing and constructive dialog between employees, managers, staff representatives and the management. As such, the role of staff representatives elected by the employees is recognized as major. As a result, drawing from a tradition of dialog, a number of collective agreements were negotiated and signed, and continue to be applied within the company in 2024, illustrating the excellent level of discussions within the various bodies and their positive impact on the company's social climate and human environment.

Changes in the agreement on regular telework

With the firm belief that telework is an effective lever to make it easier to combine professional and personal life, reduce the constraints and risks associated with the traveling but also a way of enhancing the attractiveness of Haulotte's social model, the management suggested initiating discussions with social partners on this new way of organizing working time in 2019.

An agreement, signed in December 2022, marked a new development. The parties want to develop telework through flexibility in terms of the number of regular telework days and conditions for taking them, by adding the possibility of taking an extra day during one week per month. At a time of major economic and market challenges and in order to deal with global competition, the management and social partners agree that the quality of exchanges and collaborative work remain critical success factors in project management. This agreement was signed until December 31, 2024, and a commission meeting was held during 2024 to review these new arrangements.

Agreement on quality of life and working conditions and gender equality in the workplace

Diversity and guaranteed working conditions conducive to good quality of work life form the basis for social performance and therefore the company's overall success. In this respect, a company-wide agreement, signed in January 2023 for a 4-year period, aims to promote a balance between quality of life at work, collective performance and the quality of services delivered to customers.

Employee engagement is a condition for achieving the company's ambitions and is at the source of innovation. This engagement depends on a number of conditions, in particular work content, career advancement opportunities, management and working relations.

In keeping with the "Let's Dare Together" change program, the commitments made in this agreement and actions taken are as follows:

- Help our employees better reconcile their work and family responsibilities, in particular through flexibility in working hours or the implementation of carer's leave;
- Create working conditions conducive to the quality of work life, making sure everyone directly contributes to improving their working conditions using the tools of the YELLO program, making work and action more meaningful by adjusting the application of the strategy, and developing quality working relations with the empowering Leadership model;
- Guarantee the right to disconnect;
- Promote a gender-balanced workforce and equal opportunities, from the recruitment process to professional development.

Agreement on the safety challenge

Every year, Haulotte Group SA in France negotiates a safety agreement with quantified targets for each facility in France, to encourage employee involvement in worker health and safety, which is a key element of our corporate policy.

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5.2. Coverage of collective bargaining and social dialog (Group scope)

In 2024, Haulotte took stock for the first time of the various company agreements signed at the level of each of its entities, as well as the number of employee representatives present. The results are shown in the table below:

COVERAGE RATE	COLLECTIVE BARGAINING COVERAGE	SOCIAL DIALOGUE
	EMPLOYEES IN THE EUROPEAN ECONOMIC AREA	REPRESENTATION AT THE WORKPLACE
0-19%		
20-39%		
40-59%		
60-79%		
80-100%	France / Romania	France/Romania

These figures will now be analyzed by the HR teams, so that they can be taken into account and improved if necessary.



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5.3. Diversity and discrimination

	2023	2024
Employees under 30	232	198
Employees between 30 and 50	1,036	1,031
Employees over 50	471	445

GENDER DISTRIBUTION IN TOP MANAGEMENT 2024				
	MEN	WOMEN	OTHER	NOT DECLARED
Total number of employees	1,289	385	0	0
Number of directors	51	5	0	0
%	3.95%	1.29%	0%	0%

For Haulotte, the notion of “Top Management” corresponds to employees with managerial functions.



In France, our agreement on gender equality in the workplace and quality of life and working conditions was signed on January 26, 2023. This agreement provides for the promotion of a better work/life balance, in particular by organizing meetings during normal working hours, promoting carer's leave or organizing distance training sessions.

The purpose of this agreement is also to promote quality working relations by implementing an empowering leadership model, developing collaborative work and becoming a learning company.

A large part of this agreement is also dedicated to promoting a gender-balanced workforce and equal opportunities.

The main actions in terms of recruitment and a gender-balanced workforce include:

- Commitment to diversifying sources of recruitment
- Drafting job postings in a non-discriminatory manner, and adding a sentence reaffirming the company's values, in particular its commitment to equal opportunities between men and women and a gender-balanced workforce
- Putting forward at least one applicant of each gender in every recruitment process whenever possible
- Ensure that recruitment panels include both men and women
- Actions were also selected in terms of actual remuneration:
 - Determine, before job postings are advertised, the pay range for the job and comply with it at the time of hiring, irrespective of gender.
 - Make sure individual raises are granted regardless of gender by carrying out an annual analysis.

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When it comes to the working conditions of pregnant women, it is stipulated that any pregnant employee assigned to production or related production services (unless she already benefits from Flexitime) may ask to leave 15 minutes early at the end of the day. Lastly, parking spaces near the company's entrances have been reserved for pregnant women.

Our Leadership program incorporates the wealth of diversity of profiles within a team and the company, in particular by taking into account elements such as self-knowledge (natural and adapted), our personal characteristics and motivations, but also those of others and the fact that they are bound to differ. The Group uses the AEC Disc Color method for this purpose, and trains all new managers within a year of their arrival.

These differences are a source of wealth for the group, and regarding them as such helps improve interactions, communication and cooperation (for example they teach us that it is preferable to communicate with someone not as we would like them to communicate with us, but rather as they need us to communicate with them).

All managers and a number of employees have therefore been trained in this wealth and diversity needed to create a team.

In France, a point of contact has been appointed by the CSEs on a voluntary basis on each site and they are in charge of combating sexist behavior. They have a preventive role which consists in particular of escalating alerts when inappropriate behavior is identified.



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5.4. Adequate wages

The indicator shows the percentage of employees paid below the adequate wage benchmark. This indicator represents the percentage of employees in all countries where Haulotte Group is present, and is based on the total number of employees on December 31, 2024.

This adequate wage is determined as follows:

Within the European Union:

We have used minimum wages as an indicator of adequate wages, as stipulated in the legislation. In cases where a minimum wage does not exist, an adequate “reference wage” has been used which is not lower than the minimum wage in a neighboring country with a similar socio-economic status, or which is not lower than a common international reference standard such as 60% of the median wage and 50% of the “gross” average wage (AR 73a of publication requirement SI-10).

Outside the European Union:

We have used figures from the work of the Anker Research Institute, the Ankers independent research institute, whose work, limited to developing and emerging countries, is based on its own methodology. To estimate the living wage, they assess the cost of a basic but decent life for a worker and their family. This includes food, housing, health, education, transport, clothing, communications and a margin for precautionary savings. After their initial studies, they update the figures every year, taking inflation into account and readjusting the exchange rate.

When adequate wages are not available, specialized external bases are used.

This is Haulotte’s first financial year concerning the concept of adequate wages. None of our employees is paid less than the reference wage.

REGION	% OF EMPLOYEES PAID BELOW THE ADEQUATE WAGE
EUROPE	
France	0%
Romania	0%
Other	0%
AMERICAS	
United States	0%
Other	0%
ASIA-PACIFIC	
China	0%
Australia	0%
Other	0%



5.5. People with disabilities

For many years, Haulotte has lived up to its obligation to employ disabled workers. Up until now, the main actions focused on job retention. It is now time to deploy actions with a view to increasing the recruitment rate of people with disabilities. Thus, actions have been undertaken such as subcontracting partnerships with ESAT (Work integration social enterprises), workstation adaptations, assistance with AGEFIPH applications (association for the professional integration of people with disabilities) and cooperation with CAP EMPLOI. Reporting procedures have undergone minor changes since 2020. In 2024, employees with disabilities accounted for 3.87% of the workforce, instead of the mandatory 6%.

When it comes to the working and employment conditions of disabled workers, the equal opportunities agreement stipulates that the company must take special care to guarantee the integration of disabled employees without discrimination. The professional integration of newly recruited disabled employees follows exactly the same process as with any other employee. If adjustments must be made or specific equipment must be acquired, a procedure is initiated for this purpose, in conjunction with the relevant bodies and persons, to guarantee successful integration into the job and the working group. To guarantee workplace accessibility, parking spaces near the company's entrances are reserved for disabled workers.

At Group level, 2024 was a year in which an inventory was made of people with disabilities in all Group entities. In 2025, we will be able to refine this result to obtain the percentage of disabled people throughout the group. This will enable us to take action if necessary.

REGION	% OF EMPLOYEES WITH DISABILITIES	
	2023	2024
EUROPE		
France	3.83%	3.87%
Romania	Not measured	0%
Other	Not measured	Disabled workers in three entities
AMERICAS		
United States	Not measured	Presence of disabled workers in one entity
Other	Not measured	0%
ASIA-PACIFIC		
China	Not measured	Presence of disabled workers in one entity
Australia	Not measured	0%
Other	Not measured	0%

** Definition of disabled persons: A disabled worker is any person whose ability to obtain or keep a job is effectively reduced as a result of the impairment of one or more physical, sensory, mental or psychological functions*

SOCIAL

5.6. Training and skills development indicators

In a VUCA (Volatile, Uncertain, Complex and Ambiguous) environment, and faced with the accelerating obsolescence of skills, employee development is a strategic lever for Haulotte. Not only does it contribute to the company's performance, closely linked to the pillars of our collaborative model - "taking an active role in personal development" and "developing autonomy" - but it also contributes to attractiveness and the retention of talent.

Convinced that continuous learning is the key to adapting to changes in our environment, in 2022 we launched a learning company dynamic. This approach aims to strengthen the organization's agility and competitiveness, while promoting the employability of each individual. The aim is to create an ecosystem conducive to knowledge sharing and collective experimentation: learning to solve problems as a group, testing new approaches, drawing inspiration from customers and partners, and guaranteeing an equitable transfer of knowledge.

To achieve this, we rely on a structured and diversified system:

- A digital offering accessible to all, on all media, via Haulotte Academy and LinkedIn Learning
- Employees committed to transmitting knowledge internally and to our customers
- A network of 10 dedicated instructional designers
- Around 15 fast co-development and climate fresco facilitators
- Numerous internal and external speakers, mobilized during Friday Talks and themed events (sustainable development week, well-being in the workplace, artificial intelligence, hackathons, etc.)
- Specialized teams - e-Lab, IT, Yello, Project Management, etc. - that promote a digital culture and priority management, in particular through training courses
- Employees involved in external initiatives, such as La Ruche Industrielle, to open up and learn beyond Haulotte

By cultivating this learning mindset, we build a dynamic and innovative environment together, serving the development of each individual and collective performance.

	2023	2024
% of employees having taken part in annual performance and career development reviews	89%	94%
Average number of training hours per employee	23	21

	MEN	WOMEN	OTHER	NOT DECLARED
Average number of training hours by gender in 2024	22.7	15.9	0	0

SOCIAL

5.7. Occupational health and safety

In 2024, in line with our QSE and ESG policy (see description in 4-3 ESRS 2), we made significant progress in occupational health and safety. Thanks to a series of actions carried out over the last two years and the commitment of all our employees, we have succeeded in significantly improving our results.

	2022	2023	2024
% of employees covered by a safety management system (ISO 45001 certification)	69%	74%	62%
Total number of workplace accidents (with and without sick leave)	81	76	39
Workplace accident frequency rate 1 (permanent and temporary / <i>Specific indicator</i>)	12.60	13.86	6.66
Workplace accident frequency rate 2 (permanent and temporary)	25.52	21.49	11.81
Number of days lost due to workplace accidents	823	921	737
Workplace accident severity rate (<i>Specific indicator</i>)	0.26	0.26	0.22
Number of occupational illnesses recorded for our employees	3	5	4
Number of work-related deaths among Group employees	0	0	0
Number of work-related deaths for external companies working on Group sites	0	0	0

Our efforts focused on several aspects:

▪ Training and awareness:

We strengthened our safety culture by holding quarterly inter-site coordination meetings with our teams of in-house trainers, health and safety coordinators and HR managers. Our priority was to use innovative training and awareness-raising tools to raise the awareness of all our employees. These workshops enabled us to reinforce our safety culture, while at the same time conveying the high standards expected in terms of safety.

▪ Safety Committee:

Our quarterly safety committees bring together all the industrial sites and the Group management to share results and promote inter-site exchanges. This approach is essential if we are to continually improve our practices and speed up the processing of our issues. The active involvement of employees in health and safety initiatives has been encouraged, with the sharing of best practices such as forklift warning lights, workstation analyses with ergonomic cameras, and so on.

▪ Our health and safety maturity matrices:

Our YELLO Operational Excellence program provides robust support to enable each entity to make progress in areas related to health and safety. The progress objective defined by the Group's safety committee commit each site to implementing dedicated action plans.

The year 2024 saw a significant reduction (almost 50%) in workplace accidents at all our sites worldwide. Our frequency rate was also halved compared with the previous year. Furthermore, our results are well below those observed in the metalworking sector.

These results underline our commitment to safety and our success in implementing safe and efficient working practices while striving for excellence and continuous improvement.

The drop in the percentage of employees covered by a management system is explained by a reduction in the workforce at certain certified sites (see page XX).

SOCIAL

5.8. Incidents, complaints and severe human rights impacts

All Group employees have access to a number of channels for reporting any concerns, complaints or breaches of human rights:

- Survey organized every three years
- Annual reviews and professional interviews
- Human Resources teams in place in the entities
 - Human Resources managers at each production site, the head office and the European hub
 - Zone Human Resources Managers for distribution entities
- WhistleB alert system (described in the Governance and Business Ethics section)
- Employee representatives when present on the entities
- Employee managers

We do not have information on the number of concerns and complaints from our employees via these channels, as we do not record them in a dedicated indicator. However, each request is taken into account and dealt with by the people in charge mentioned above. Only alerts issued via the WhistleB tool are included in a dedicated indicator (see page 93 'Prevention and detection of corruption and bribery').

In 2024, no human rights incidents were recorded.

No fines were paid for serious human rights incidents.

In 2024, no incidents of discrimination were recorded.

No fines were paid for discrimination incidents.



6 - WORKERS IN THE VALUE CHAIN



PARTNERS

-  Provide the necessary support to our customers with a global quality approach
-  Offering our customers value-added products and services that are ever safer and more sustainable
-  Ensure that ethics are always at the heart of the way we do business

Our value chain includes:

- upstream, suppliers and partners who provide the goods and services essential to the business
- downstream, the customers and users who support the Group through their purchases
- as well as investors, shareholders or bankers, who provide the capital needed for investment and growth

The QSE and ESG policy supports all impacts, risks and actions related to workers in the value chain. (see IRO table p62)

This part is integrated into the **TAKING CARE OF PARTNERS** section

The impact identified with regard to our workers in the value chain concerns their working conditions. Haulotte has therefore set itself two main objectives in this area:

Provide our customers and suppliers with the necessary support with a global quality approach

Through ISO certification, we ensure that our partners in the value chain progressively take on board our requirements, particularly in terms of health and safety.

Ensure that ethics are always at the heart of our relations with our stakeholders

Our ethical purchasing practices (presented in the Governance and Business Ethics chapter) and the longevity of our partnerships ensure business continuity for our suppliers, guaranteeing continued employment and good working conditions.

We also ensure compliance with regulations and international conventions designed to protect workers. The Group prevents any form of violence or harassment by incorporating these requirements into its charters and codes of conduct, and in case of doubt, initiates a visit or an audit.

SOCIAL

The Group is actively committed to ensuring respect for human and social rights throughout its supply chain, notably through its Responsible Purchasing charter, explained below. This includes the Group's commitments in terms of respect for human rights, as well as all its social commitments under ILO, OECD and UN conventions.

This vigilance is based on long-term relationships with suppliers, regular visits and internal audits.

A structured system has been put in place to reinforce the monitoring of compliance and responsible practices. It consists of a responsible purchasing charter, including the notion of human rights, an assessment tool incorporating CSR and Health and Safety criteria, and an audit-based control system. These measures enable rigorous monitoring, while leaving subsidiaries free to organize their own audits.

The assessment criteria are as follows:

- Health and Safety (policy, risk assessment, accident management, etc.)
- Environment (policy, carbon footprint, waste management, etc.)
- Ethics (fight against corruption, fight against modern slavery)
- Business continuity
- Information Systems Security

As a result, in 2024, **116** suppliers were designated as priority suppliers for performance of the CSR assessment. **87** have done so.

These assessments were supplemented by **62** field audits, to verify all the information provided during the assessment.

The responsible purchasing charter is described in greater detail in the Governance and Business Conduct section.

Our purchasing and procurement teams maintain daily contact with our suppliers. In addition, we make regular visits to their production sites. Our WhistleB alert system, is available on our website, accessible to all, and described in our Responsible Purchasing Charter. It provides a confidential channel for employees and all external stakeholders to report any violation of the code of conduct, applicable legislation or any action not in line with respect for people. This channel ensures that any negative impact can be quickly identified and dealt with by the relevant teams (described in the Governance and Business Ethics section).

The effectiveness of our policies and actions is measured by the absence of controversies detected in the case of suppliers, and by the absence of reports of human and social rights issues via our whistle-blowing channel. We did not have any in 2024.

To find out more about customer relations, see Consumers and End Users (ESRS S4).

To find out more about supplier relations, see Supplier Relations (ESRS G1).



7 - CONSUMERS AND END USERS



PARTNERS

-  Provide the necessary support to our customers with a global quality approach
-  Offering our customers value-added products and services that are ever safer and more sustainable
-  Ensure that ethics are always at the heart of the way we do business

The QSE and ESG policy supports all impacts, risks and actions related to workers in the value chain. (see IRO table p62) This part is integrated into the **TAKING CARE OF PARTNERS** section. This policy and the related measures take into account respect for the human rights of consumers and end users.

The main impact identified concerns the safety of our users. Furthermore, given the world we live in, data protection is also a definite financial risk for the Group. Haulotte has set itself two main objectives:

Provide our customers and suppliers with the necessary support with a global quality approach

A quality approach has been in place within the Group's production sites for several years, with ISO 9001 certifications. This approach has now been extended to our distribution subsidiaries. It allows us to put customer satisfaction at the heart of our concerns.

The customer satisfaction indicator we monitor on a monthly basis is the average intervention rate, or warranty rate. It is used to calculate the breakdown percentage of machines under warranty. The lower this indicator is, the more reliable our machines are over the first few years. Reliability is of great importance to us, guaranteeing our customers' satisfaction.

Since 2024, the Group's marketing teams have deployed a periodic NPS (Net Promoter Score) measurement, which provides us with a measure of our customers' loyalty to the products and services we offer.

Customer satisfaction is also measured regularly by all teams in direct contact with customers. Thus, sales representatives, mobile technicians and call center teams receive feedback, comments, improvement suggestions and complaints, and deal with them promptly. Satisfaction is therefore measured regularly in the Group's entities.

Offer our customers value-added products and services that are increasingly safer and more sustainable

Solutions and innovations to ensure the safety of our users are already in place and are developed on a regular basis.

The Group's Marketing and Quality teams are always ready to listen to our customers and respond to their questions and needs.

The Group is actively committed to ensuring that its customers' human and social rights are respected through ILO, OECD and UN conventions.

7.2. Organization focused on user safety



For users to be able to work safely on Haulotte aerial work platforms, it is essential that they are maintained in accordance with the instructions in the manuals, and that our customers are aware of the safety campaigns launched by Haulotte. For this reason Haulotte has put simplified procedures in place, with a digital toolbox, to facilitate access to safety-related information.

“Safety first” has been Haulotte’s motto since the company was founded. Haulotte introduced procedures for analyzing problems reported by customers a long time ago, to ensure our machines are always used under optimal conditions of safety. This can lead to the launch of safety campaigns where appropriate.

Since 2019, we have used digital tools to make the lives of machine owners easier. Haulotte has developed a “Safety Web” digital platform where customers can easily identify themselves and register a machine they have just bought, flag up a problem or check whether a safety campaign is running in respect of the machine in question.

The user enters the machine’s serial number on the “haulotte.com” website to get technical information on any safety campaigns that may be in operation.

Subscribing customers can go to MyHaulotte.com and view technical information on their machine fleets and safety campaigns.

When searching for a spare part on the dedicated website, the requester will also be automatically informed of any safety campaigns by entering the machine’s serial number.

From design to After Sales Service, the safety factor is an integral part of every stage in the life of a Haulotte machine. The product safety department is involved in the work of the design offices, from machine design to training in safety processes for department heads around the globe.

Every month, our product safety committee analyzes requests from the plants’ quality departments and incident reports from around the world to decide whether campaigns should be launched to optimize the use and safety of our machines.

7.3. Innovations focusing on safety

Working at height is a major risk in working life. In France, for example, falls from height are the third most common cause of work-related fatalities and permanent disability (source: French Ministry of Labor, Health and Solidarity). By their very nature, the machines and services offered by Haulotte enhance the safety of users when working at height. However, there is still a risk.

For this reason, Haulotte is always on the lookout for new innovations in user safety.

The technologies, features and innovations made available to date include:



This bar, available on our articulated and telescopic machines, reduces the risk of crushing the operator. If in danger, the operator is pushed against the bar and the machine automatically stops. The safety range of motion protects the operator. This bar is integrated into the protective cover of the upper console.



Loading and unloading a machine from a truck can be a delicate procedure, especially in conditions of limited visibility, such as at dusk or sunrise. Our fully integrated system illuminates the control consoles and the machine's operating area. This enables the operator to carry out loading and unloading maneuvers in complete safety.



FASTN is the first active, universal anchoring system for aerial work platforms. This innovation combats one of the leading causes of fatality on aerial work platforms, emits audible and visual alerts when the operator is not attached to the system, and provides key data for safety management.



Secondary Guarding System (SGS): Haulotte has developed a new crush prevention system for its COMPACT range of scissors. This system uses LIDAR technology to monitor the driver's position and movements in real time. The system cuts off all machine movements if the driver suddenly approaches the upper console.

SOCIAL

7.4. Listening to customers

Dialogue with customers is measured using 2 tools, the Customer Satisfaction Survey (CSS) and the Net Promoter Score (NPS). The quality of this dialogue is measured by the results of these 2 tools, by the analysis carried out by the Quality and local teams, and by the actions taken. The frequency with which they are carried out ensures that the quality of the dialogue improves.

Customer Satisfaction Survey

Every three years, Haulotte conducts a large-scale Customer Satisfaction Survey, with the help of a specialist firm. The objective of this survey is to measure the satisfaction and loyalty of Haulotte's customers and compare the trend with the previous survey, while also identifying customer expectations and the points of satisfaction to be measured.

In 2023, 32% of the customer database was surveyed.

The overall satisfaction score in 2023 was **7.48/10**. It was 7.85/10 in the previous survey conducted in 2019.

This decline can be explained in part by the fact that 2023 was marked by a lack of spare parts available for our machines, as a result of which deliveries were sometimes delayed compared with forecasts, especially at the beginning of the year. These delays improved significantly during the year, and are still improving.

All our teams are now engaged in a detailed analysis of the results of this survey, in order to identify the levers for action to best satisfy all our customers. Our YELLO Operational Excellence program provides the tools that will help carry out this analysis and monitor commitments.

This survey also yielded other findings.

Overall, Haulotte is perceived as “a manufacturer you can work with in complete confidence and transparency” and “a manufacturer of quality machinery”. Our distributors are also very satisfied with the overall quality of our machines and solutions, and very satisfied with the value creation and innovations on offer.

Net Promoter Score (NPS)

The Net Promoter Score (NPS) stands out as a key barometer of customer loyalty and satisfaction, playing a key role in assessing their propensity to recommend our company's services or products. This simple yet powerful metric transcends simple satisfaction measurement, providing precise insights into a company's growth potential through the prism of the customer experience. Indeed, a high score signals a satisfied and committed customer base, predicting an upward trajectory for the company.

Beyond the question asked: “On a scale of 1 to 10, how likely is it that you would recommend our brand to a friend or colleague?”, the questionnaire is accompanied by other questions that help determine various elements needed to understand our customers' satisfaction. These questions are determined by the results of the triennial Customer Satisfaction Survey.

Action plans are also in place to significantly improve our results. For example, specific meetings with customers by our sales staff, and longer availability times for our technical experts have been introduced.

Since 2023, Haulotte has worked hard to improve customer satisfaction. This is demonstrated by the result of the first NPS survey in 2024, which shows a 132% increase on the 2023 result.



7.5. Data protection

Compliance with personal data protection regulations

Since the entry into force of the GDPR in May 2018, the Haulotte Group has conducted a compliance audit in conjunction with IBM. This audit was used to map out the risks associated with the management and protection of personal data held by Haulotte, and establish an action plan to ensure sustained compliance with the regulation.

To date, the Haulotte group does not trade in personal data entrusted to it. Haulotte secures the consent of the person entrusting their personal data, makes sure said data is used solely for the purposes described and is correctly retained. Haulotte may return or destroy the holder's personal data, on their express request. This compliance also involves informing and training the departments in charge of processing personal data, as carried out in 2020, and, subsequently, helping said departments update the record of processing operations.

Number of security flaw incidents reported to CNIL

Although the business community was strongly affected by targeted attacks, no incident relating to security or damage to the integrity of the Haulotte Group's information systems was reported to CNIL.

Data: the challenge for 2025

By establishing clear standards and procedures for data collection, storage and access, a company can guarantee the integrity, confidentiality and availability of its crucial information. In the industrial context, where massive amounts of data are generated on a daily basis, solid governance helps minimize potential errors, improve data quality and reinforce regulatory compliance. By implementing effective data governance, a company can prevent cyber-attacks and leaks of sensitive information, thus helping secure its operations.

At Haulotte, we are making progress every day to put in place the processes needed to manage the entire data life cycle within our information systems. The aim is to formalize the collection, cleansing, securing, backup and deletion of obsolete data. The aim is to integrate these processes into all operational teams.

In 2023, we introduced customer data governance as part of the implementation of our CRM tool. With the help of this tool, business processes for collecting customer data were formalized and unified. In addition, the centralization of data within a certified IT tool has enabled data to be secured and monitored.

We also trained approximately one hundred Haulotte employees in reporting tools (PowerBi). We made employees aware of the challenges of data quality, accessibility and sharing.

To measure data quality within our company, we produced a number of monitoring reports. In 2024, which improved the quality of spare parts data, with the addition of many missing pieces of information. We realigned data between two information systems that did not communicate automatically.





INFORMATION ON GOVERNANCE AND BUSINESS CONDUCT

Haulotte adopts responsible and transparent governance to ensure the ethical and sustainable management of its activities. The company is founded on key principles such as integrity, transparency and regulatory compliance. It implements internal and external control systems to limit risks and ensure informed decision-making in line with its environmental and social commitments.

Haulotte also fosters open dialog with its stakeholders, including employees, customers, suppliers and shareholders, in order to integrate their expectations into its sustainable development strategy. The company strives to promote balanced corporate governance by ensuring diversity within its management bodies, and by reinforcing its commitment to business ethics and the fight against corruption.

Through these actions, Haulotte affirms its desire to reconcile economic performance, social responsibility and environmental commitment.

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1 - GOVERNANCE AND BUSINESS CONDUCT - SIGNIFICANT IMPACTS AND RISKS

CORPORATE CULTURE

Employee communication and information (G1)

Communicating company performance to employees

Difficulty in transmitting information to all employees due to the Group's worldwide presence

Type: negative impact

Value chain

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Implementation of Operational Excellence and Leadership programs by and for employees

Launch of the YELLO operational excellence program and a Leadership program for managers to engage employees in a co-creation and bottom-up approach

Type: positive impact

Value chain

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Transparency of information communicated to employees

The changing role of the company and the place of work in society has led to a shift in employees' expectations of greater transparency on the part of governing bodies, and clear communication of the company's financial and non-financial objectives and outlook. If these expectations are not taken into account, there is a risk of employee disengagement, which can lead to turnover, loss of trust and lack of productivity

Type: financial risk

Value chain

Up-stream	Own activity	Down-stream
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

BUSINESS ETHICS

Corruption and bribery (G1)

Preventing and detecting corruption and bribery

The construction sector is globally exposed to risks related to bribery, corruption and anti-competitive practices. There is a potential risk of legal sanctions, financial losses and damage to Haulotte's reputation

Type: financial risk

Value chain

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Lobbying activities (G1)

Group influence within professional organizations

The Group's lobbying activities serve primarily to demonstrate its commitment to responsible practices and the implementation of policies in line with its undertakings, particularly with regard to the environment.

Type: positive impact

Value chain

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

RESPONSIBLE PURCHASING

Supplier relations (G1)

Integrating our suppliers into our business model

Financial risk in the event that Haulotte does not take into account changes in its value chain (scarcity of raw materials, regulatory changes, etc.) and in particular in terms of dependence on materials based on risky raw materials

Type: financial risk

Value chain

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Supplier audits based on CSR criteria

As an assembler, Haulotte has a vast network of suppliers. Haulotte has the opportunity to positively influence its entire value chain by mitigating environmental and social risks through the following audits

Type: positive impact

Value chain

Up-stream	Own activity	Down-stream
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Time horizon

Short term	Medium term	Long term
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2 - THE YELLO PROGRAM

YELLO is the operational excellence program launched by Haulotte at the end of 2020. It has been identified as a positive impact for the “Corporate Culture” section.

Unlike many operational excellence programs, it is not based on standards but chooses to put people at the center of the system. The goal is to create a dynamic to ensure employee engagement so that employees can embrace the approach and become actively involved in the change process. Rather than imposing a group standard, the program is consistent with a “bottom-up”, co-creation approach, as employees themselves determine their new way of working through the construction of a common framework.

In addition, everyone can evaluate their level of progress in a given practice by using maturity matrices developed by employees. The YELLO approach is one of the three pillars that drive the group's strategy. In addition, the Group's quality, safety and environment approach is integrated and managed as part of this operational excellence program.



Deployment of business lines

The YELLO program gives the opportunity to set up business lines, made up of groups of experts in the business in question and led by their Champions. Its role is to build, maintain and document the reference framework by compiling good practices, and generally to drive the business lines forward across all the entities, making it more mature, more effective and more efficient.

2024 was marked by the creation of a health and safety department bringing together the key players in the business (in particular: health/safety/environment coordinator, human resources managers). Two coordinations took place during the year, enabling us to share practices, define safety standards and help the various sites to progress in terms of maturity and performance.

Operational excellence

“Green Belt” is an internationally recognized certified training course designed to teach the principles and tools of Six Sigma, an effective method for managing improvement projects based on the DMAIC approach (Define, Measure, Analyze, Improve, Control).

In the 2024 financial year, projects already underway and certified “Green Belt” remained active and monitored to maintain their effectiveness. In addition to these existing projects, nine new major projects have been launched at three of our industrial sites, all with the aim of involving all employees in the management and continuous improvement of performance.

The results obtained on these projects have enabled eight new pilots to receive “Green Belt” certification, joining the pool of people committed to this certification at Group level since 2022.

Testimonies: “This new Six Sigma project focused on the Group's strategic challenges confirms the power and effectiveness of the DMAIC (Define, Measure, Analyze, Improve, Control) methodology.

Establishing statistical evidence has enabled us to break paradigms, to act on the real causes of the problem and to achieve concrete, lasting results over time. Another key success factor was the involvement of employees throughout the project, and their ownership of the control plan that makes performance sustainable.”

3 - QUALITY, SAFETY AND ENVIRONMENTAL MANAGEMENT SYSTEM

1 HEADQUARTERS - 288 employees

5 FACTORIES - 795 employees

4 SUBSIDIARIES - 150 employees

1 SPARE PARTS HUB - 35 employees



The YELLO program allows Group employees to decide how they want to work today and in the future, through the use of maturity matrices. The maturity matrices created by the company's various business units make up our dynamic reference framework, which in turn forms the basis of our QSE management system.

Through the roll-out of the YELLO program, a new global quality dynamic has been implemented throughout the Group, and a new organization and new tools have been deployed in order to:

- Improve the process for handling customer complaints, from detection to measuring the effectiveness of corrective action taken,
- Improve communication and cross-functional exchanges between our various entities,
- Improve the reliability of our machines and reduce the number of warranty claims,
- Increase customer satisfaction.

4 - SUPPLIER RELATIONS



PARTNERS

-  Provide the necessary support to our customers with a global quality approach
-  Offering our customers value-added products and services that are ever safer and more sustainable
-  Ensure that ethics are always at the heart of the way we do business

The QSE and ESG policy covers all the impacts, risks and actions associated with our relationships with suppliers. (see IRO table p86)

This part is integrated into the **TAKING CARE OF PARTNERS** section.

The financial risk identified concerns the inclusion of our suppliers in our business model. Haulotte has set itself one main objective:

Provide our customers and suppliers with the necessary support with a global quality approach

As part of our push toward sustainable development and continuous progress, the Haulotte Group seeks to constantly encourage our entire value chain with all our employees and partners to take responsibility. The group's key values - respect, commitment and performance, - act as our guide in the constant quest for actions that favor our social, ethical and environmental commitments.

Through the Responsible Purchasing Charter, which is systematically proposed to all our suppliers, the Group shares its commitments with its suppliers, and therefore partners, which are fully in line with its corporate social responsibility (CSR) policy, combining social and environmental responsibility.

It is of the utmost importance that the group's commitments described in this Charter are adopted and observed by all our partners in order to ensure our approach is as efficient and consistent as possible. The Group expects its suppliers to:

- Comply with national, European and international legislation on corporate responsibility,
- Make every effort to pass on equivalent arrangements to their own partners.

GOVERNANCE

Risks relating to the Group's supply chain could be linked to our suppliers' practices in terms of human and social rights or non-compliant environmental standards (child labor, forced labor, health and safety, toxic emissions, pollution, destruction of ecosystems).

They could have legal or reputational consequences, destabilize supply or increase costs.

Conversely, by sourcing from suppliers who respect human rights and the environment, we ensure control of our value chain, contributing to our good reputation and earning the trust of our business partners.

Responsible purchasing

Nurturing quality relationships with our partners, be they suppliers, customers or any other stakeholder, is part of our day-to-day practices. Together with the purchasing departments, subsidiary managers are responsible for relations with our suppliers. Our suppliers are one of our most important stakeholders.

Our business conduct is based on the principles of transparency and ethics. We are pursuing our commitment to developing a demanding corporate social responsibility policy and formalizing the ethical behavior expected of all our stakeholders, notably through our responsible purchasing charter.

Responsible purchasing charter

Our responsible purchasing charter, drafted in 2021 and available in several languages via our website, covers the following five aspects in our relations with our suppliers: social commitments (child labor, forced labor, modern slavery, discrimination, harassment and occupational health and safety), ethical commitments (anti-corruption, data management and governance and fair competition) and environmental commitments.

All the management teams of our entities are now deploying this responsible purchasing charter with their suppliers, whether for spare parts or overheads.



5 - PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY



PARTNERS

-  Provide the necessary support to our customers with a global quality approach
-  Offering our customers value-added products and services that are ever safer and more sustainable
-  Ensure that ethics are always at the heart of the way we do business

As with all our ethical commitments, the fight against corruption and bribery is of paramount importance to our Group.

In order to act ethically, transparently and with integrity, we have put in place a set of procedures to prevent, detect and deal with corruption risks within our organization. These actions are designed to ensure that all our activities comply with local and international anti-corruption legislation, as well as with our corporate governance standards.

Our Group has drawn up an anti-corruption policy that reflects the commitment of our management and is based on the following pillars: The QSE/ESG policy supports this risk of corruption and bribery. This risk is included in **TAKING CARE OF PARTNERS** (see IRO table p86)

5.1. Corruption risk mapping

The Risk Management department is responsible for mapping corruption risks. During the 2024 financial year, work began on overhauling the risk matrix in order to update it in its entirety.

Our risk mapping aims to identify, assess and prioritize corruption risks specific to our organization based on our activities and the constraints the Group faces. This analysis takes into account the specific features of our operations:

- The business sector
- The nature of the third parties we work with
- The countries in which our stakeholders are located (geographical zones based on Transparency Agency rankings)
- The type of relationships we maintain with our stakeholders
- Our key processes and practices

This enables us to target the most vulnerable areas and implement appropriate preventive measures.

We consider regular risk assessment to be essential for adjusting policy in line with internal and external developments; this is why the figures used to assess risk are revised from time to time (as far as possible on an annual basis).

5.2. An anti-corruption code of conduct

Haulotte Group has opted to adopt an anti-corruption code of conduct, enabling the company to reassert its commitment to conducting its business according to the highest ethical standards, in accordance with all its applicable legal obligations. This code is based on the anti-corruption code proposed by Middlednext. It forms an integral part of the company's internal regulations and applies to all employees. It describes the procedures and behavior expected of employees with regard to the various forms that corruption can take (gifts and invitations, donations to associations), as well as other essential practices such as managing conflicts of interest. It is reviewed regularly and was last updated in September 2024. It can be consulted on the company's intranet and at www.haulotte.com.

As indicated in our previous extra-financial report, the 2024 financial year was the subject of extensive reflection in order to make this code applicable to all Group entities. The project to expand its application was launched and continued in the 2024 financial year. It is scheduled for completion in the 2025 financial year.

The code is coupled with appropriate training to raise employees' awareness of the risks of corruption. It will be made available to all employees in 2025.

5.3. Training and awareness-raising

Conscious that awareness-raising and training are essential to prevent corruption risks, in 2022 we set up an e-learning training course on our in-house training platform "Haulotte Academy" for all Group employees.

To be more precise, until 2024, training was only compulsory for employees most exposed to risk situations in the France scope (Haulotte Group and Haulotte France), in particular those involved in financial transactions (executive committee and Finance) and/or in relation to strategic partnerships (executive committee and sales), i.e. one hundred and twenty-eight (128) employees. Nevertheless, the training course remained open to other employees who could voluntarily enroll.

During the 2023 financial year, a review was launched to broaden the scope of this training. This process was continued in the 2024 financial year, when it was decided that all employees should take the training course.

In fact, it was not deemed relevant to define a population particularly exposed to corruption risks within the Group, as we believe that, whatever the hierarchy or function, every employee can potentially be exposed to such risks. We have deliberately chosen not to associate exposure to corruption with notions of hierarchy or functions deemed "at risk", since in the course of their responsibilities, all members of the Group may come into contact with sensitive situations.

In addition, we aim to raise awareness of these issues among all our employees, in order to maintain a high level of ethics at all levels of the organization. This approach aims to reinforce collective vigilance and ensure that the fight against corruption and bribery is a priority shared by all, regardless of status or function. Thus, whereas one hundred and twenty-eight people had been identified as being particularly exposed to the risk of corruption, now all Group employees, i.e. some 1,700 individuals, are targeted. Since this decision was taken at the end of the 2024 financial year, extensive deployment of this training program has recently begun, and is divided into two stages:

- Training for all French employees, representing 39% of the Group, to begin in the 2024 financial year
- Training for all subsidiary employees in the first half of the 2025 financial year

The training program is currently being deployed.

We would therefore draw your attention to the fact that the indicator relating to the completion of training by employees is not relevant. The full impact of this initiative will be measurable from the 2025 financial year, when the training roll-out will have had its full effect.

People covered by training on 12/31/2024		People who have actually completed the training course on 12/31/2024	
Target population	Percentage (%)	In numbers	Percentage (%)
648	100% (France)	189	29%

GOVERNANCE

This training covers the essential aspects of the fight against corruption and bribery. It is divided into four (4) parts, each of which systematically includes a quiz to check that the objectives have been achieved:

TITLE	CONTENTS	RELATED OBJECTIVES
I-Definition of corruption	Educational content and quiz	Understand what corruption is and how it manifests itself. Identify behaviors and actions that constitute corruption.
II-Forms of corruption	Training content divided into 6 sub-sections, each comprising practical exercises	Recognize the different forms of corruption (bribes, embezzlement, favoritism, etc.). Learn to detect signs of corruption in various professional situations.
III-Good practices to adopt including:	Pedagogical content with the need for the learner to:	Familiarization with the principles and rules of the organization's anti-corruption code. Know how to apply these principles to one's job. Understand the importance of whistle-blowing channels for reporting corruption. Know how to use these channels effectively.
IV-Penalties incurred for acts of corruption	Pedagogical content	Know the legal and disciplinary penalties for corruption. Understand the professional and personal consequences of acts of corruption.
Final overall questionnaire testing the knowledge acquired		

To validate the course, trainees need to achieve at least 80% correct answers in the final questionnaire.

Training is part of the induction process for employees joining the company.

In addition to this training, regular communications are also sent out to remind people of the risks, good practices and procedures to be followed. Their aim is to reinforce employees' vigilance and their ability to detect and report suspicious behavior.

5.4. A whistle-blowing system

To promote transparency and provide our employees with a secure means of reporting any suspicious practices, we have set up internal whistle-blowing channels. This whistle-blowing system is a fundamental element of our commitment to a culture of transparency, responsibility and respect for our Group's ethical values. It is accompanied by a whistle-blowing procedure (including whistle-blower protection, enabled by the tool) to guide employees in whistle-blowing. This system enables our employees to report any conduct contrary to the values promoted by the Group in complete confidence and transparency:

- To their manager, the HR department or the Group Ethics Officer
- And/or, if they wish to remain anonymous, via the messaging system set up with our external service provider WhistleB.

Reports are examined rigorously, within a maximum of 20 days, and internal investigations are carried out, subject to the availability of sufficient information to assess the situation, qualify the facts and, if necessary, take appropriate action. The handling of whistle-blower reports is governed by a formal procedure validated by management. It defines the steps involved in handling whistle-blower reports, the people responsible at each stage, and the possible outcomes of the investigation. Within this framework, the investigation is carried out under the supervision of the Ethics Officer, who, depending on the type of report received, calls on the services of the relevant departments to carry out the investigations. A clear separation of duties is respected throughout the process: information gathering and analysis are entrusted to separate people from those in charge of validating the conclusions. At the end of the investigation, the Ethics Officer centralizes and presents the actions taken and the information gathered, then proposes a preliminary classification (indicating whether or not the report seems admissible) to the Group's General Secretary. The latter, after reviewing the results, selects the definitive classification and communicates it to the member of the Executive Committee to whom the offending person reports, or, failing that, to the Deputy Chief Executive Officer, for consultation.



	NUMBER OF REPORTS RECORDED	TYPE OF REPORT	PROCESSING TIME	REPORT STATUS
In 2024	0	N/A	N/A	N/A
In 2023	1	Corruption	3 days	Resolved

A report is also made to the Audit Committee as part of the company's annual review of the overall risk mapping.

This whistle-blowing system is also made available to all our stakeholders on our website to encourage them to report any behavior that is not in line with the values we uphold.

5.5. Internal control procedures

Internal control procedures are designed to detect and prevent acts of corruption. They include regular audits, accounting verifications and compliance checks. These mechanisms enable anomalies to be identified quickly and corrective action taken. For further information in this respect, please refer to Chapter 12 of Part 1 of our Management Report, entitled *"Main features of the Company's internal control and risk management procedures"*.

The Group applies its "Ten Golden Rules", which provide a framework for its activities and serve as a basis for internal controls. In particular, they lay down the principles to be followed with regard to incurrence of expenses, deal approval and risk management.

5.6. An assessment of our stakeholders

We recognize that working with reliable third parties significantly reduces the risk of corruption. Also, the assessment of partners, suppliers and other third parties is crucial to ensure that they comply with the organization's anti-corruption standards. This assessment may include checks on their track record, reputation and ethical practices. As an assembler, we put particular emphasis on our relationships with our suppliers, requiring from them:

- absolute adherence to our values and their commitment by the signature of a responsible purchasing charter (cf. 4 of part 12 of this report);
- information on their ethical practices, in order to identify potential weaknesses and act accordingly. Please refer to section 4 of part 12 on our relations with suppliers for further information in this regard.

6 - PROVEN CASES OF CORRUPTION OR PROVEN PAYMENT OF BRIBES

We would like to inform you that the Group has not recorded any cases of corruption or payment of bribes in the past year.

As part of our commitment to maintaining a high level of accountability and transparency, we will continue to closely monitor all activities that may present corruption risks, and remain determined to act proactively to avoid any deviation. In the event of a report or suspicion, we undertake to carry out in-depth investigations and take the necessary corrective measures, in accordance with the principles of transparency and rigor, in line with our values and the internal procedures applied within the Group (referred to in previous chapters).

We remain vigilant and fully committed to preventing the risks of corruption, to guarantee the integrity of our Group and the trust of our stakeholders.

	IN 2024	IN 2023
Number of corruption convictions	0	0
Fines for violations of anti-corruption and bribery legislation	0	0

7 - LOBBYING ACTIVITIES

Through its worldwide presence, Haulotte and its employees, actively participate in several professional associations on topics related to the Group's business under the supervision of entity and zone managers.

Regular presentations are made to the executive committee, to keep them abreast of the work and issues addressed by these associations. They also decide on employee participation in these associations.

In 2024, the highlight was the creation of the CAMD (Community of Sustainable Equipment Players), of which Haulotte is a founding member.

CAMD, incorporated as an association under the French Law of 1901, is the fruit of a year's reflection and collaboration between renowned companies such as Bouygues Construction, Colas, Eiffage, JCB, Kiloutou, Manitou Group, NGE, Salti and Volvo Group.

Under the chairmanship of the CEO of Kiloutou, CAMD has adopted a collegiate governance representative of equipment manufacturers, hire companies and building and public works companies.

This structure will coordinate efforts towards five key objectives:

- Provide concrete solutions and support cross-industry projects.
- Build a knowledge base and a common decarbonization trajectory.
- Increase the visibility of the equipment sector and its role in building and public works transitions.
- Work alongside trade federations to defend the convictions of a sustainable industry.
- A shared vision and ambition for decarbonizing the industry.

The operational committee, comprising representatives of the ten member companies, will oversee the implementation of these objectives and organize key events such as the next Sustainable Equipment Meetings (Rencontres du Matériel Durable).

CAMD is committed to pooling efforts, skills and best practices to accelerate the environmental transformation of the industry.



CAMD

Communauté des acteurs
du matériel durable



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IRO-2_01 Appendix B: List of data points provided for in the transversal and thematic standards deriving from other Union legislative acts

This appendix is an integral part of ESRS 2. The following table shows the data points referred to in ESRS 2 and the ESRS theme resulting from other Union legislative acts.

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	HAULOTTE	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Material	Indicator No. 13 Table 1 in Appendix 1			Commission Delegated Regulation (EU) 2020/181627, Appendix II
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)	Material				Delegated Regulation (EU) 2020/1816, Appendix II
ESRS 2 GOV-4 Statement on <i>due diligence</i> paragraph 3	Material	Indicator No. 10 Table 3 in Appendix 1			
ESRS 2 SBM-1 Involvement in activities related to fossil fuel paragraph 40 (d) i	Non-material	Indicator No. 4 Table 1 in Appendix 1	Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/245328 Table 1: Qualitative information on environmental risk and Table 2: Qualitative information on social risk	Delegated Regulation (EU) 2020/1816, Appendix II	
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Non-material	Indicator No. 9 Table 2 in Appendix 1		Delegated Regulation (EU) 2020/1816, Appendix II	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Non-material	Indicator No. 14 Table 1 in Appendix 1		Delegated Regulation (EU) 2020/181829, Article 12(1) Delegated Regulation (EU) 2020/1816, Appendix II	
ESRS 2 SBM-1 Involvement in activities related to tobacco growing and production paragraph 40 (d) iv	Non-material			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Appendix II	
ESRS EI-1 Transition plan to achieve climate neutrality by 2050 paragraph 14	Material but not available in 2024				Regulation (EU) 2021/1119, article 2(1)
ESRS EI-1 Undertakings excluded from Paris-aligned benchmarks paragraph 16 (g)	Non-material		Article 449a Regulation (EU) n° 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2	
ESRS EI-4 GHG emission reduction targets paragraph 34	Material	Indicator No. 4 Table 2 in Appendix 1	Article 449a Regulation (EU) n° 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment indicators	Delegated Regulation (EU) 2020/1818, article 6	
ESRS EI-5 Energy consumption from fossil sources disaggregated by source (only high climate impact sectors) paragraph 38	Material	Indicator No. 5 Table No. 1 and Indicator No. 5 Table 2 in appendix 1			

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DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	HAULOTTE	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE
ESRS E1-6 Gross scope 1, 2, 3 and Total GHG emissions paragraph 44	Material	Indicators No. 1 and 2 Table No. 1 in appendix 1	Article 449a; Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, articles 5(1), 6 and 8(1)	
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Material	Indicator No. 3 Table 1 in Appendix 1	Article 449a; Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment indicators	Delegated Regulation (EU) 2020/1818, Article 8(1)	
ESRS E1-7 GHG removal and carbon credits paragraph 56	Material				Regulation (EU) 2021/1119, article 2(1)
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66	Material but not available in 2024			Delegated Regulation (EU) 2020/1818, Appendix II Delegated Regulation (EU) 2020/1816, Appendix II	
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a)	Material but not available in 2024		Article 449a; Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book: Physical risk linked to climate change: Exposures subject to physical risk		
ESRS E1-9 Location of significant assets at material physical risk 66 (c)	Material but not available in 2024				
ESRS E1-9 Breakdown of the book value of its real estate assets by energy-efficiency classes paragraph 67 (c)	Material but not available in 2024		Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book – Climate change transition risk: Loans secured by real estate - Energy efficiency of the collateral		
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69	Material but not available in 2024			Delegated Regulation (EU) 2020/1818, Appendix II	
ESRS E2-4 Amount of each pollutant listed in Appendix II of the E-PRTR (European Pollutant Release and Transfer Register) regulations emitted into the air, water and soil, paragraph 28	Non-material	Indicator No. 8 Table No. 1 in appendix 1 and Indicator No. 2 Table No. 2 in appendix 1 and Indicator No. 1 Table No. 2 in appendix 1 and Indicator No. 3 Table No. 2 in appendix 1			
ESRS E3-1 Water and marine resources paragraph 9	Material	Indicator No. 7 Table 2 in Appendix 1			
ESRS E3-1 Dedicated policy paragraph 13	Material	Indicator No. 8 Table 2 in Appendix 1			
ESRS E3-1 Sustainable oceans and seas paragraph 14	Non-material	Indicator No. 12 Table 2 in Appendix 1			
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Non-material	Indicator No. 6.2 Table 2 in Appendix 1			
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Material	Indicator No. 6.1 Table 2 in Appendix 1			

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DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	HAULOTTE	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE
ESRS 2- IRO 1 - E4 paragraph 16 (a)	Material	Indicator No. 7 Table 1 in Appendix 1			
ESRS 2- IRO 1 - E4 paragraph 16 (b)	Material	Indicator No. 10 Table 2 in Appendix 1			
ESRS 2- IRO 1 - E4 paragraph 16 (c)	Material	Indicator No. 14 Table 2 in Appendix 1			
ESRS E4-2 Sustainable land/agriculture practices or policies paragraph 24 (b)	Material	Indicator No. 11 Table 2 in Appendix 1			
ESRS E4-2 Sustainable oceans/ seas practices or policies paragraph 24 (c)	Non-material	Indicator No. 12 Table 2 in Appendix 1			
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Material	Indicator No. 15 Table 2 in Appendix 1			
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Material	Indicator No. 13 Table 2 in Appendix 1			
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Material	Indicator No. 9 Table 1 in Appendix 1			
ESRS 2- SBM3 - S1 Risk of incidents of forced labor paragraph 14 (f)	Material	Indicator No. 13 Appendix I, Table 3			
ESRS 2- SBM3 - S1 Risk of incidents of child labor paragraph 14 (g)	Material	Indicator No. 12 Appendix I, Table 3			
ESRS S1-1 Human rights policy commitments paragraph 20	Material	Indicator No. 9 Table No. 3 and Indicator No. 11 Table No. 1 of appendix I			
ESRS S1-1 <i>Due diligence</i> policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8, paragraph 21	Material			Delegated Regulation (EU) 2020/1816, Appendix II	
ESRS S1-1 processes and measures to prevent human trafficking paragraph 22	Material	Indicator No. 11 Appendix I, Table 3			
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	Material	Indicator No. 1 Appendix I, Table 3			
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	Material	Indicator No. 5 Appendix I, Table 3			
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Material	Indicator No. 2 Appendix I, Table 3		Delegated Regulation (EU) 2020/1816, Appendix II	
ESRS S1-14 Number of days lost to injuries, accidents, death or illness paragraph 88 (e)	Material	Indicator No. 3 Appendix I, Table 3			
ESRS H1-16 Unadjusted gender pay gap paragraph 97 (a)	Non-material	Indicator No. 12 Appendix I, Table 1		Delegated Regulation (EU) 2020/1816, Appendix II	
ESRS H1-16 Excessive CEO pay ratio paragraph 97 (b)	Non-material	Indicator No. 8 Appendix I, Table 3			
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Material	Indicator No. 7 Appendix I, Table 3			
ESRS S1-17 Non-compliance with UN guidelines on business and human rights and OECD paragraph 104 (a)		Indicator No. 10 Table No. 1 and Indicator No. 14 Table 3 of Appendix I		Delegated Regulation (EU) 2020/1816, Appendix II Delegated Regulation (EU) 2020/1818 art 12(1)	

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DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	HAULOTTE	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE
ESRS 2-SBM3 - S2 Significant risk of child labor or forced labor in the value chain paragraph 11 (b)	Material	Indicators No. 12 and No. 13 Table 3 of appendix I			
ESRS S2-1 Human rights commitments paragraph 17	Material	Indicator No. 9 Table No. 3 and Indicator No. 11 Table 1 in appendix 1			
ESRS S2-1 Policies related to workers in the value chain paragraph 18	Material	Indicator No. 11 and No. 4 Table 3 in appendix 1			
ESRS S2 -1 Non-compliance with UN guidelines on business and human rights and OECD guidelines paragraph 19	Material	Indicator No. 10 Table 1 in Appendix 1		Delegated Regulation (EU) 2020/1816, Appendix II Delegated Regulation (EU) 2020/1818, art. 12(1)	
ESRS S2 -1 <i>Due diligence</i> policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8, paragraph 19	Material			Delegated Regulation (EU) 2020/1816, Appendix II	
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Material	Indicator No. 14 Table 3 in Appendix 1			
ESRS S3-1 Human rights commitments paragraph 16	Non-material	Indicator No. 9 Table No. 3 in appendix 1 and Indicator No. 11 Table No. 1 in appendix 1			
ESRS S3-1 Non-compliance with UN guidelines on business and human rights, ILO principles or and OECD guidelines paragraph 17	Non-material	Indicator No. 10 Table 1 in Appendix 1		Delegated regulation (EU) 2020/1816, appendix II Delegated regulation (EU) 2020/1818, art 12(1)	
ESRS S3-4 Human rights issues and incidents paragraph 36	Non-material	Indicator No. 14 Table 3 in Appendix 1			
ESRS S4-1 Policies related to consumers and end users paragraph 16	Material	Indicator No. 9 Table No. 3 and Indicator No. 11 Table No. 1 in appendix 1			
ESRS S4-1 Non-compliance with UN guidelines on business and human rights and OECD guidelines paragraph 17	Material	Indicator No. 10 Table 1 in Appendix 1		Delegated regulation (EU) 2020/1816, appendix II Delegated regulation (EU) 2020/1818, art 12(1)	
ESRS S4-4 Human rights issues and incidents paragraph 35	Material	Indicator No. 14 Table 3 in Appendix 1			
ESRS G1-1 United Nations Convention against Corruption, paragraph 10 (b)	Non-material	Indicator No. 15 Table 3 in Appendix 1			
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Material	Indicator No. 6 Table 3 in Appendix 1			
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Material	Indicator No. 17 Table 3 in Appendix 1		Delegated Regulation (EU) 2020/1816, Appendix II	
ESRS G1-4 Anti-corruption and bribery standards paragraph 24 (b)	Material	Indicator No. 16 Table 3 in Appendix 1			

Report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852

(Year ended December 31, 2024)

This is a translation into English of the statutory auditors' report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852 of the Company issued in French and it is provided solely for the convenience of English speaking users.

This report should be read in conjunction with, and construed in accordance with, French law and the H2A guidelines on "Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852".

This report is issued in our capacity as statutory auditor of Haulotte group SA. It covers the sustainability information and the information required by Article 8 of Regulation (EU) 2020/852, relating to the year ended December 31, 2024 and included in part 6 « Sustainability Statement » of the group management report.

Pursuant to Article L. 233-28-4 of the French Commercial Code, Haulotte group SA is required to include the above mentioned information in a separate section of the group management report. This information has been prepared in the context of the first time application of the aforementioned articles, a context characterized by uncertainties regarding the interpretation of the laws and regulations, the use of significant estimates, the absence of established practices and frameworks in particular for the double-materiality assessment, and an evolving internal control system. It enables an understanding of the impact of the activity of the group on sustainability matters, as well as the way in which these matters influence the development of [its business, performance and position - in the case of a group the business of the group, its performance and position]. Sustainability matters include environmental, social and corporate governance matters.

Pursuant to Article L.821-54 paragraph II of the aforementioned Code our responsibility is to carry out the procedures necessary to issue a conclusion, expressing limited assurance, on:

- compliance with the sustainability reporting standards adopted pursuant to Article 29 b of Directive (EU) 2013/34 of the European Parliament and of the Council of 14 December 2022 (hereinafter ESRS for *European Sustainability Reporting Standards*) of the process implemented by Haulotte group SA to determine the information reported, and compliance with the requirement to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code;
- compliance of the sustainability information included in part 6 « Sustainability Statement » of the group management report with the requirements of AL. 233-28-4 of the French Commercial Code, including ESRS; and
- compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852.

This engagement is carried out in compliance with the ethical rules, including independence, and quality control rules prescribed by the French Commercial Code.

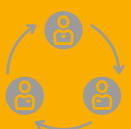
It is also governed by the H2A guidelines on "Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852".

In the three separate sections of the report that follow, we present, for each of the sections of our engagement, the nature of the procedures that we carried out, the conclusions that we drew from these procedures and, in support of these conclusions, the elements to which we paid particular attention and the procedures that we carried out with regard to these elements. We draw your attention to the fact that we do not express a conclusion on any of these elements taken individually and that the procedures described should be considered in the overall context of the formation of the conclusions issued in respect of each of the three sections of our engagement

Finally, where deemed necessary to draw your attention to one or more disclosures of sustainability information provided by Haulotte Group SA in the group management report, we have included an emphasis of matter paragraph hereafter.

Limits of our engagement

As the purpose of our engagement is to express limited assurance, the nature (choice of techniques), extent (scope) and timing of the procedures are less than those required to obtain reasonable assurance.



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Furthermore, this engagement does not provide guarantee regarding the viability or the quality of the management of Haulotte group SA, in particular it does not provide an assessment, of the relevance of the choices made by Haulotte group SA in terms of action plans, targets, policies, scenario analyses and transition plans, which would go beyond compliance with the ESRS reporting requirements.

It does, however, allow us to express conclusions regarding the entity's process for determining the sustainability information to be reported, the sustainability information itself, and the information reported pursuant to Article 8 of Regulation (EU) 2020/852, as to the absence of identification or, on the contrary, the identification of errors, omissions or inconsistencies of such importance that they would be likely to influence the decisions that readers of the information subject to this engagement might make.

Any comparative information that would be included in the group management report are not covered by our engagement

Compliance with the ESRS of the process implemented by Haulotte group SA to determine the information reported, and compliance with the requirement to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code

Nature of procedures carried out

Our procedures consisted in verifying that:

- the process defined and implemented by Haulotte group SA has enabled it, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability matters, and to identify the material impacts, risks and opportunities, that lead to the publication of information disclosed in part 6 « Sustainability Statement » of the group management report, and
- the information provided on this process also complies with the ESRS

We also checked the compliance with the requirement to consult the social and economic committee.

Conclusion of procedures carried out

On the basis of the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by Hal with the ESRS.

Concerning the consultation of the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code we inform you that as of the date of this report, this consultation has not yet been held.

Elements that received particular attention

The elements to which we paid particular attention concerning the compliance with the ESRS of the process implemented by Haulotte group SA to determine the information reported are presented below.

Concerning the identification of stakeholders

Information on the identification of stakeholders is provided in the section 4.4 « Our stakeholders » in Note « General information » in part 6 « Sustainability Statement » of the group management report.

We reviewed the assessment carried out by the entity to identify

- stakeholders, who may affect or be affected by the entities within the scope of the disclosures, through their activities and direct or indirect business relationships in the value chain;
- the primary users of the sustainability statements (including the primary users of the financial statements).

We spoke to management and other persons we deemed appropriate and inspected the documentation available. Our audit procedures mainly consisted in:

- assessing the consistency of the main stakeholders identified by the entity with the nature of its activities, taking into account its business relationships and value chain;
- critically assessing the representative nature of the stakeholders identified by the entity;
- assessing the appropriateness of the description given in the section 4.4 « Our stakeholders » in Note « General information » in part 6 « Sustainability Statement » of the group management report, in particular with regard to the procedures put in place by the entity for gathering information on the interests and views of stakeholders.

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Concerning the identification of impacts, risks and opportunities

Information relating to the identification of impacts, risks and opportunities is provided in the section 6.1 « Methodology used » in Note « General information » in part 6 « Sustainability Statement » of the group management report.

We have reviewed the entity's process for identifying actual and potential impacts (positive and negative), risks and opportunities ("IROs") in relation to the sustainability issues set out in paragraph AR 16 of ESRS 1 "Application requirements" and, where applicable, those specific to the entity.

In particular, we appreciated the approach implemented by the entity to determine its impacts and dependencies, which can be sources of risks or opportunities, especially the dialogue established, if applicable, with the stakeholders.

We reviewed the map drawn up by the entity of IROs identified, including a description of their distribution in the entity's own operations and value chain, as well as their time horizon (short, medium or long term), and we assessed the consistency of this map with our knowledge of the entity and, where applicable, with the risk analyses carried out by group entities.

We assessed:

- the approach used by the entity to gather information on subsidiaries;
- the way in which the entity considered the list of sustainability topics listed in ESRS 1 (AR 16) in its assessment;
- how the entity took into account the real and potential impacts, risks, and opportunities identified by the entity with the available sectoral analyses;
- how the entity took into account the current and potential impacts, risks, and opportunities identified by the entity;
- how the entity took into account the different time horizons, particularly with regard to climate issues;
- whether the entity has taken into account the risks and opportunities that may arise from both past and future events due to its own activities or its business relationships, including the actions taken to manage certain impacts or risks.
- whether the entity has taken account of its dependencies on natural, human and/or social resources in identifying risks and opportunities.

Concerning the assessment of impact materiality and financial materiality

Information relating to the assessment of impact materiality and financial materiality is provided in the section entitled 6.1 « Methodology used » in Note « General information » in part 6 « Sustainability Statement » of the group management report.

Through interviews with management and inspection of the available documentation, we obtained an understanding of the impact materiality and financial materiality assessment process implemented by the entity, and assessed its compliance with the criteria defined by ESRS 1.

In particular, we assessed the way in which the entity has established and applied the materiality criteria defined by ESRS 1, including those relating to the setting of thresholds, in order to determine the material information disclosed in respect of indicators relating to material IROs identified in accordance with the relevant topical ESRS

Compliance of the sustainability information included in the part 6 "Sustainability Statement" of the group management report with the requirements of Article L.233-28-4 of the French Commercial Code, including the ESRS

Nature of procedures carried out

Our procedures consisted in verifying that, in accordance with legal and regulatory requirements, including the ESRS:

- the disclosures provided enable an understanding of the general basis for the preparation and governance of the group;
- sustainability information included in the part 6 « Sustainability Statement » of the group management report, including the basis for determining the information relating to the value chain and the exemptions from disclosures used;
- the presentation of this information ensures its readability and understandability;
- the scope chosen by Haulotte group SA for providing this information is appropriate; and on the basis of a selection, based on our analysis of the risks of non-compliance of the information provided and the expectations of users, this information does not contain any material errors, omissions or inconsistencies, i.e., that are likely to influence the judgement or decisions of the users of this information.

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Conclusion of procedures carried out

Based on the procedures we have carried out, we have not identified material errors, omissions or inconsistencies regarding the compliance of the sustainability information included in part 6 « Sustainability Statement » of the group management report, with the requirements of Article L.233- 28-4 of the French Commercial Code, including the ESRS.

Emphasis of matter

Without qualifying the conclusion expressed above, we draw your attention to the information provided in the section 2 entitled « Disclosure in relation to specific circumstances » of the note « General information » which describes in the context of the first application of the CSRD, the following points are mentioned:

- The sources of uncertainties for Haulotte Group SA in estimating scope 3 greenhouse gas emissions are detailed in the "Hypotheses" of section 2.2.2 "Group Carbon Footprint" in the "Environmental Information" note.
- The reasons why certain data related to air pollution and types of waste could not be published in section 3 "Air Pollution" and section 6.4 "Waste Management" in the "Environmental Information" note.

Elements that received particular attention

The elements to which we paid particular attention concerning the compliance of the sustainability information included in the part 6 « Sustainability Statement » of the group management report with the requirements of Article L.233-28-4 of the French Commercial Code, including the ESRS, are presented below.

Information provided in application of environmental standards (ESRS E1 to E5)

Information disclosed in the greenhouse gas emissions statement is provided in section 2.2 « Greenhouse gas emissions » of note « Environmental information » in the part 6 « Sustainability Statement » of the group management report.

The elements to which we paid particular attention concerning the compliance of this information with the ESRS are presented below :

- We assessed the consistency of the scope used to assess greenhouse gas emissions with the scope of the consolidated financial statements and the upstream and downstream value chain;
- We reviewed the greenhouse gas emissions inventory protocol used by the entity to draw up its greenhouse gas emissions statement, and we assessed how it was applied to a selection of emissions categories and sites;

- With regard to Scope 3 emissions, we assessed :
 - ▶ inclusions and exclusions justifications of the different categories and the transparency of the information provided in this regard,
 - ▶ the process for gathering information and;
- We assessed the appropriateness of the emission factors used and the calculation of the relevant conversions, as well as the calculation and extrapolation assumptions, taking into account the inherent uncertainty related to the state of scientific or economic knowledge and the quality of the external data used;
- For physical data (such as energy consumption included for scope 1 and 2), we reconciled the underlying data used to draw up the greenhouse gas emissions statement, together with the supporting documents, using sampling techniques;
- With regard to the estimates which we considered to be key estimates used by the entity to prepare its greenhouse gas emissions statements :
 - ▶ through interviews with management, we reviewed the methodology used to calculate the estimated data and the sources of information on which these estimates are based,
 - ▶ we assessed whether the methods were applied consistently or if there have been any changes since the previous period, and if these changes are appropriate;
- We checked the mathematical accuracy of the calculations used to establish this information.

Compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852Nature of procedures carried out

Our procedures consisted in verifying the process implemented by Haulotte group SA to determine the eligible and aligned nature of the activities of the entities included in the consolidation.

They also involved verifying the information reported pursuant to Article 8 of Regulation (EU) 2020/852, which involves checking:

- the compliance with the rules applicable to the presentation of this information to ensure that it is readable and understandable;
- on the basis of a selection, the absence of material errors, omissions or inconsistencies in the information provided, i.e. information likely to influence the judgement or decisions of users of this information.

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Conclusion of procedures carried out

Based on the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies relating to compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

Elements that received particular attention

The elements to which we paid particular attention concerning compliance with the disclosure requirements under Article 8 of Regulation (EU) 2020/852 are presented below.

▪ Key performance indicators and accompanying information

Key performance indicators and accompanying information are included in note « Taxonomy » in the part 6 « Sustainability Statement » of the group management report.

With regard to total Turnover CapEx and OpEx (denominators), presented in the regulatory templates, we verified the reconciliations performed by the entity with the accounting data used to prepare the financial statements and/or data in connection with accounting such as, in particular, cost accounting and management reports.

Lastly, we assessed the consistency of the information included in note « Taxonomy » in the part 6 « Sustainability Statement » of the group management report with the other sustainability information in said report.

Lyon, April 30, 2025

The statutory auditors (French original signed by)

PricewaterhouseCoopers Audit

BM&A

Mathieu Moussy

Alexis Thura