

## Séché Environment's individual commitments to act4nature international

### Commitments strengthened from 17 to 30 sites in France and abroad (2023-2027 cycle).

Biodiversity has historically been both a commitment and a strategic approach for the group. Following the previous act4nature International cycle (17 committed sites), and after having conducted a double materiality analysis, Séché group is starting a new 5-year cycle. This commitment makes it possible to strengthen its actions in favor of biodiversity, whether on its sites in France or abroad.

This initiative will be implemented on 30 sites selected based on (i) their ecological potential, (ii) their representativeness of the group's various activities and its international presence, (iii) their voluntarism, characterized by the ability to find a local biodiversity ambassador.

The implementation of this initiative is ensured by a biodiversity ambassador assigned to each site in France and abroad. The ambassadors are employees chosen for their commitment, their dynamism, and their ability to federate around the subject of biodiversity. They are supported by an ecologist from the group (6 in total), as well as with the expertise of expert partners. A specific action plan for each site determines the objectives to be achieved by 2027. This plan, developed by the ambassador and the ecologist, will agree with the stakeholders and site directors who provide the financial resources.



Deployment of our commitments on 30 sites by 2027			
<b>25 of the most important sites involved in France<sup>(1)</sup></b>	Séché Environnement is <b>supported by the National Museum of Natural History (MNHN), the League for the Protection of Birds (LPO), or France Nature Environment (FNE)</b> . The sites will work in collaboration with local nature or land protection associations. <b>Objectives:</b> Deployment of a biodiversity preservation program for 100% of the sites (in or ex situ) - Nearly 100% of employees are aware of biodiversity. - By the end of 2027, the objective is to have a biodiversity footprint at the Group level for activities with the highest land occupancy. In this regard, an indicator is being developed in partnership with LPO, inspired by the IQE of MNHN. This «Séché Ecological Indicator» allows for mapping the evolution of biodiversity and habitats on our sites, with the aim of reducing our impacts.		
<b>5 international sites (with an ecologist assigned)</b>	Among the 5 sites, 3 are newly joining the initiative. They are located in Peru, Spain, Chile, and South Africa (2 sites). Their support and objectives are identical to the French sites: An assigned ecologist supports ambassadors, with the assistance of local partners.		
<b>Commitments</b>	<b>1</b>	<b>2</b>	<b>3</b>
<b>Objectives</b>	Execution of actions according to the site's local challenges, previously diagnosed.	Raising employees' awareness of biodiversity.	Development of a collaborative biodiversity project outside the site, with local stakeholders.
<b>Expected results</b>	<b>Carry out (i) an assessment of the site's ecological potential, defining (ii) relevant actions</b> , which are as follows: (a) creation or restoration of habitats (ponds, hedges, afforestation, wet or dry meadows...); (b) development of micro-habitats and amenities (e.g., piles of dead wood for microfauna and insects, rockeries suitable for reptiles, aromatic spirals, etc.); (c) establishment of differentiated management practices; (d) protection of areas.	<b>Carry out at least 5 awareness activities over a period of 5 years.</b> Develop a communication plan that defines the target audience, the support, the deadline, and the required resources. The challenge is to select tools adapted to our professional requirements, to adapt to the target audience and to mobilize in the most interactive and participatory manner possible (video, exhibition, workshops...).	<b>Create or participate in a project with local stakeholders</b> such as municipalities, associations, companies, schools. The actions can be the creation of a natural space, a discovery trail, an exhibition, a film, a multi-company system for managing green spaces, volunteer days, etc. It should be reflected in a voluntary, technical, material, and financial approach.
<b>Perimeter</b>	30 sites		
<b>Final deadline</b>	2027		
<b>Indicators</b>	Among the following three: - (i) Biodiversity evolution (e.g., fauna/flora inventory) - (ii) Progress rate of actions - (iii) Quality of areas adapted for biodiversity (e.g., occupancy rate).	Among the following three: - (i) Number of people who have been made aware (site) - (ii) Number of people who have been made aware (group) - (iii) Progress rate of actions.	Among the following two: - (i) Number of successful actions - (ii) Rate of progress of actions.
Monitoring and transparency of commitments			
<b>Indicators of group progress audited annually</b>	Over 5 years: • 20% end of 2023 (1st year), • 40% by the end of 2024, • 60% in 2025, • 80% in 2026, • 100% achieved by 2027 (actions conducted for each commitment).		
<b>Audit, financial reporting, and transparency</b>	Séché has subscribed an impact loan, of which biodiversity is one of the 3 criteria. In this regard, an independent third-party organization (OTI) audits each year the rate of progress of the act4nature commitments (described above). <u>Thus, non-compliance with our commitments would result in the application of a penalty applied to the group's interest rates.</u> The publication of the results, as well as the biodiversity footprint calculation, is done annually in the Declaration of Extra-Financial Performance (DPEF).		

Each of the 30 sites is required to undertake 4 actions, spread over at least 2 separate commitments, to allow them to adapt the actions to their biodiversity potential and their local challenges. However, ecologists, who validate the action plans of each site, strongly encourage the implementation of on-site actions, except in cases of impossibility, particularly related to land constraints.

Thus, the success of our commitments will be materialized by the appropriation of the knowledge and challenges of local biodiversity and by the implementation of sustainable actions for nature, in each activity and territory.

1 25 sites out of approximately 60 sites in France, almost entirely industrial (tertiary buildings representing less than 2% of the Group's total surface area).