

Rencontre du Management Durable :

« *Vers un pilotage de la performance globale des organisations* »



CCIG on Nov.25th 2022

Richard Le Vaillant
Group Industrial Manager
inc. CSR Management





1. METALOR Gp
BUSSINESS OVERVIEW
2. METALOR CSR APPROACH
3. « ENJEUX,
FREINS & OPPORTUNITES »
4. METALOR CSR CHALLENGES



BUSINESS
OVERVIEW



Precision technology provider
with key competences in
chemistry, metallurgy and
materials processing

Metalor Technologies | Who we are

“A global leader in precious metals”

>170

Years of expertise in
precious materials

7

Precious Metals :

Gold, Platinum,
Palladium, Silver,
Rhodium,
Ruthenium, Iridium

US\$ 2.6 Billion

Lease lines with over 15
major banks

3

Business Groups

>5'000

Customers globally

13

Production and R&D
sites globally

>1,500

Employees,
39 nationalities

15

Countries

Trusted partner serving the
top market leaders in each of
our 3 business segments

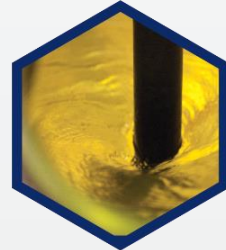
METALOR®
TANAKA

Metalor Technologies | Business structure & markets

METALOR GROUP



REFINING
Business Group



ADVANCED COATINGS
Business Group

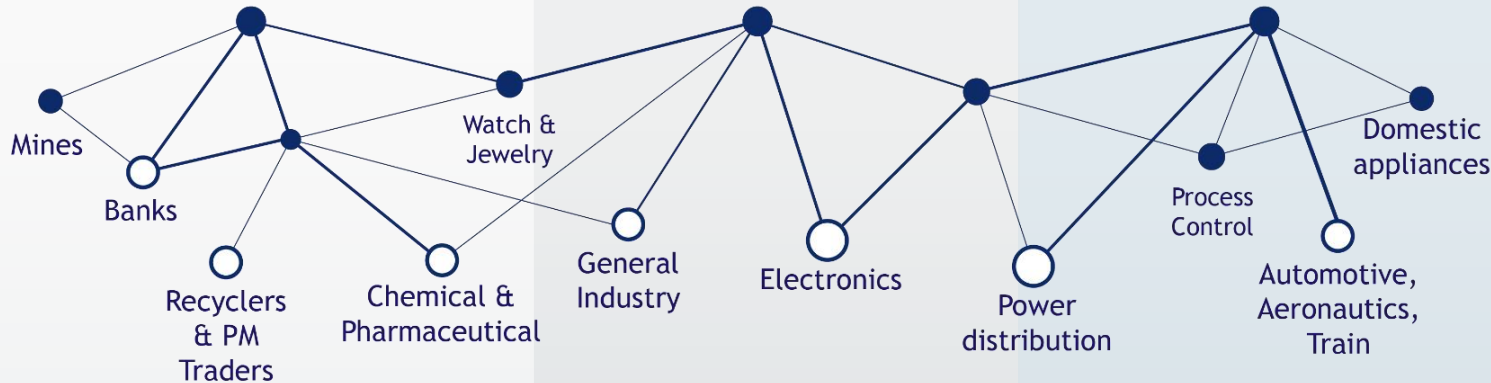


ELECTROTECHNICS
Business Group



TREASURY

Hedging and financing solutions



- Evaluation & refining services
- Bullion & investment products
- Fine metals, alloys & chemicals

For industrial & financial markets

- PM salts and electrolytes
- PM flakes and powders

For electroplating, conductive inks & photovoltaic applications

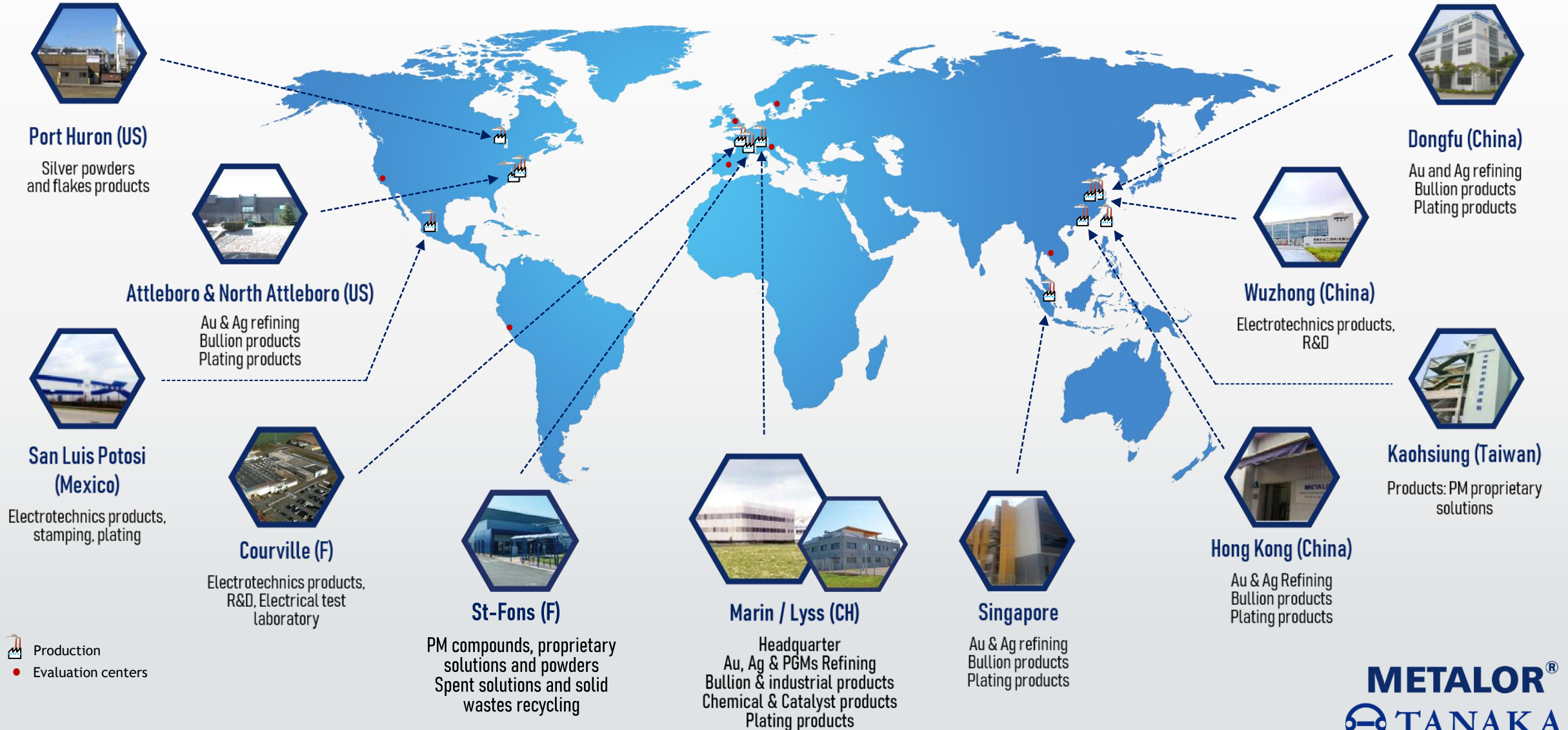
- Silver based strips and wires
- Rivets & tips
- Assemblies

For breakers, contactors, relays, switches, fuses and sensors

- 24h / 5 days a week trading
- More than 250 MUSD cash
- Tailor-made solutions

Trading desks in CH, US, HK & China

Metalor Technologies | Our global network, sustainably located





CSR
APPROACH

Carroll's Pyramid of Corporate Social Responsibility (CSR)

Carroll's "pyramid of CSR" is perhaps the most well-known model of CSR. It shows the different expectations society has of an organization at any given time and helps characterize the nature of businesses' responsibilities to society.



/ METALOR

No ROI \$

More than Compliance. ROI \$

Ethics ≠ Compliance

Compliant ~ 100%

Financials & Cash >> 0 !

4



PILLARS

To measure and manage progress in sustainability, Metalor's CSR-approach is structured on four pillars:

- > OUR SUPPLY CHAINS
- > OUR SOCIAL AND ECONOMIC CONTRIBUTION
- > THE ENVIRONMENT
- > OUR PEOPLE



PILLAR 1



OUR COMMITMENT TO A TRANSPARENT AND RESPONSIBLE SUPPLY CHAIN

We are working to ensure that all our supply chains are fair, sustainable, and transparent. For many years, we have been building long-term relationships with our suppliers as we believe that partnering and collaborating are essential to guarantee the success of our responsible sourcing commitment. Traceability and transparency are essential to ensure a fair and sustainable supply chain and to mitigate any potential issues. We expect our Business Partners to address this with equal care.

PILLAR 2



OUR RESPONSIBILITY TO THE ECONOMY AND SOCIETY

We contribute to sustainable economic and social development. We work to ensure that Metalor's business practices contribute to the company's growth objectives as well as to long-term economic growth and social prosperity. We adapt our CSR activities to meet local needs and work to ensure that they generate positive benefits for the company and the community.

At local level: we seek to create conditions that allow people to access quality jobs that stimulate the economy. The majority of our employees are local residents, contributing to regional economic growth.

PILLAR 3



OUR RESPONSIBILITY TO THE ENVIRONMENT

We take our responsibility towards the environment and sustainability very seriously. We work to lessen the environmental impact of our business practices both at group level, through shared and centrally monitored objectives, and locally by harnessing opportunities for improvement at our individual sites. We also expect our suppliers to meet the same standards of environmental responsibility. For example, precious metal waste produced at our refining plants is processed on-site.

PILLAR 4



OUR RESPONSIBILITY AS AN EMPLOYER

We are an employer with a strong sense of responsibility. In addition, we believe that the skills and expertise of our employees are vital to the long-term success of our company. Our responsibility as an employer covers: Work-life balance - Health and well-being - Training and development - Diversity and inclusion.



Metalor CSR Report :

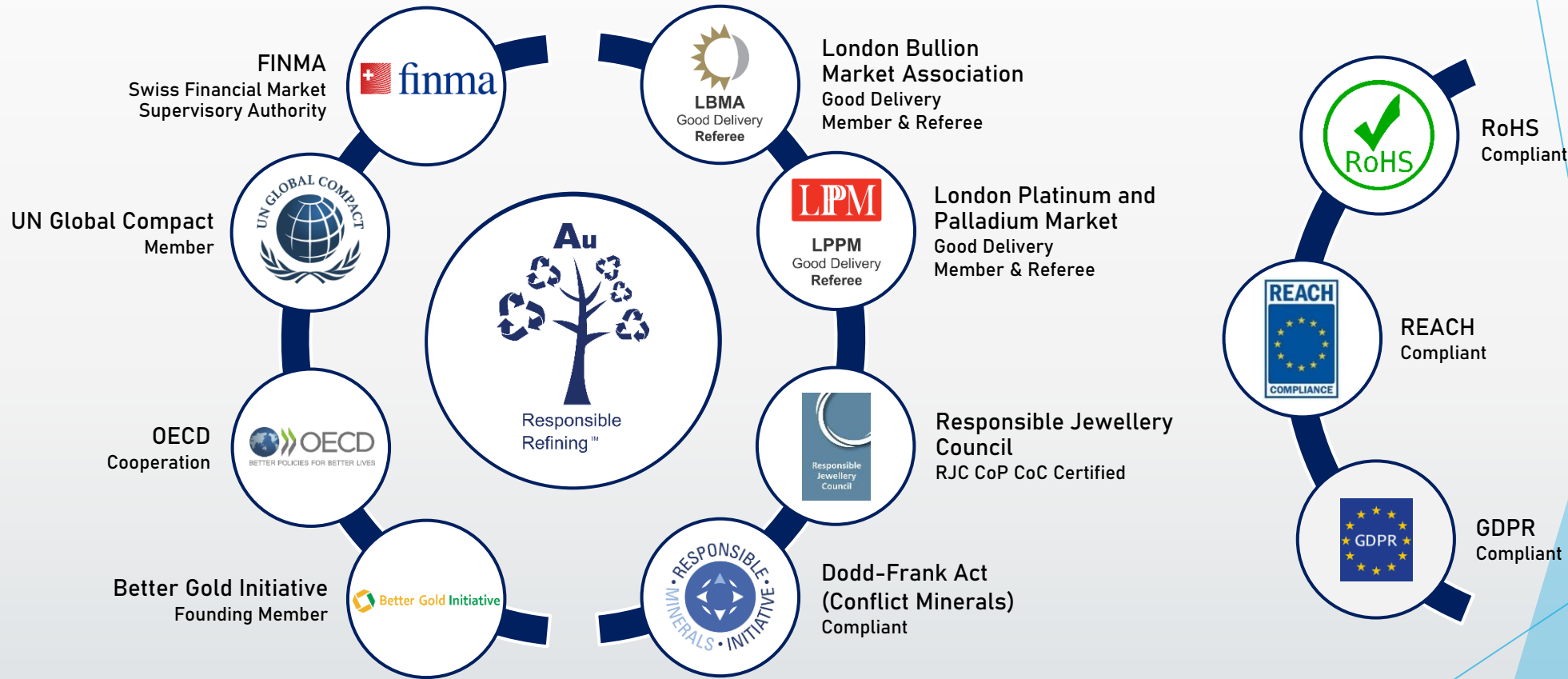
- Publication of 2 CSR reports
- CSR report on our website : <https://metalor.com/corporate-social-responsibility/csr-report/>



OUR SUSTAINABLE SUPPLY CHAIN

Metalor Technologies | Compliant Business Practices

“Responsible Products and Services”



Metalor Supply Chain Due Diligence Policy

Strict Internal Customer Management Processes (KYC)

Products and Services compliance



METALOR[®]
 **TANAKA**

“ ENJEUX
FREINS & OPPORTUNITES “

ENJEUX :

- Responsabilité sociale & sociétale
- Transparence / Business Metalor
- Conformité réglementaire
- Réponse aux demandes clients
- Elaboration d'un rapport RSE exhaustif et Certifié
- Ethique
- & Economique

FREINS :

- CSR = Activité/Charge supplémentaire, « Cash Eater » et encore « Nice to have »
- Σ Priorités : \$ + Légale + Ethique + Philanthropique
- Hétérogénéités mondiales / Réglementations, Objectifs, Incitations ... (COP 27 - Nov.2022 !?)
- Moyens : \$, investissements lourds, RSI longs
- Temps : Lenteurs politiques et administratives
- Incompréhensions : -50% en 2030, Neutralité Carbone en 2050, Scopes 1-2-3 AM/AV...
Electrique/Thermique/Hydrogène ... vs CO2 total,
- Intérêts (ou avis) personnels vs collectifs

ENJEUX :

- Responsabilité sociale & sociétale
- Transparence / Business Metalor
- Conformité réglementaire
- Réponse aux demandes clients
- Elaboration d'un rapport RSE exhaustif et Certifié
- Ethique
- & Economique

OPPORTUNITES :

- Prise de conscience Morale ou/et Economique ou/et Politique
- Evolutions climatiques & Environnementales visibles
- Evolution des mentalités BB, X, Y & Z
- Effets post-Covid → Changements sociologiques
- Géopolitique → Indépendance vs Mondialisation
- Offre «RSE» croissante : Produits & Sces
- Economique : \$ Energies ↗, RSI ↘
- CSR : « Nice to Have » → « Must Have »
- Tanaka : Actionnaire Metalor depuis 2016. Convaincu et engagé depuis 2010 dans une démarche RSE. Vision long terme.



METALOR CSR CHALLENGES



METALOR CSR CHALLENGES:

1. « **Our Commitment to a Transparent and Responsible Supply Chain** » :
 - Continuous improvement : Update, Upgrade, Compliance and Transparency
2. « **Our Responsibility to the Economy and Society** » :
 - Industrial development inc. Sustainable development
 - More Philanthropic
3. « **Our Responsibility to the Environment** » :
 - CO2 inc. Scope 3 (per customer)
 - PV projects for -10 -15% CO2 and Gas réduction for -5% CO2 (Scopes 1&2)
 - Energy audits and actions plans per site to reach a global -30% CO2 (or more vs -50%)
 - Financing of external projects for CO2 Reduction to reach -50% CO2 in 2030
 - Financing of external projects for CO2 Compensation to reach Carbon Neutrality in 2050
4. « **Our Responsibility as an Employer** » :
 - RH : Action plan focusing on Work-life balance, Health and Well-being, Training & Development, Diversity & Inclusion
 - H&S : Continuous improvement for 0 accident, Working conditions improvement

Data :

- CO2 (Scopes 1&2) : 22'500 tons
- CO2 (Scope 3) : To be defined
- Electricity : 45.7 GWh
- Gas : 26.9 GWh
- Water : 164'000 m³
- Chemicals : 9'000 tons
- Chemical waste : 1'280 tons
- Other Waste : 4'540 tons

Metalor Technologies | A Success story

A CSR APPROACH UNDER WAY

