

# CSR REPORT 2022

## M-extend

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New: in addition to M-extend France and M-extend India, the scope of this CSR report has been extended this year to include two of the Group's other entities: M-extend do Brasil (Brazil) and ManuRob (robotics start-up).





Make fair decisions & act on them coherently

M-EXTEND FRANCE & M-EXTEND INDIA

## DEPLOYMENT OF THE INDUSTRIAL STRATEGY



Protect the climate and our natural resources

M-EXTEND FRANCE

## LOW-CARBON TRAJECTORY



Innovation through partnership

MANUROB

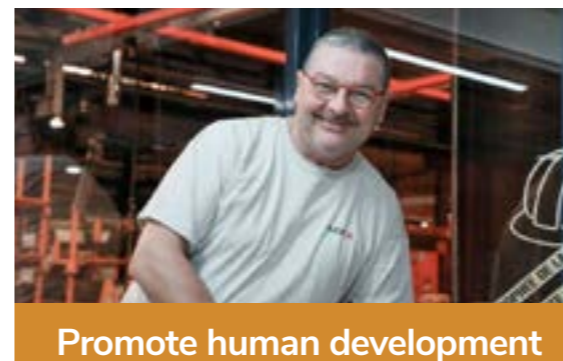
## ROBOTIC ASSISTANCE FOR FARMERS



Take action for a healthy workplace

M-EXTEND DO BRASIL

## SAFETY WEEK











Promote human development

M-EXTEND FRANCE

## FACILITATE VOCATIONAL RETRAINING



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**M-extend is:**

- France's largest tractor loader manufacturer;
- Europe's second largest;
- A family-owned, independent group founded in France in 1951; established on four continents and operating in 64 countries.

**M-extend's mission:**



## To make handling work easier for farmers



Our promise is therefore to make farmers' lives better and easier by developing innovative agricultural handling solutions. With them, we strive to reduce the burden of recurring everyday tasks.

# Editorial

## 2022, A YEAR OF TRANSFORMATION

M-extend continued its transformation in all areas throughout 2022:

- transformation of our corporate brand: our new M-extend identity is now featured on our buildings in Acigné and Loudun, France. And in 2023, Empee and M-braz will become, respectively, M-extend India and M-extend do Brasil;
- commercial transformation: we have established new partnerships with tractor customers and strengthened existing ones, and a new commercial organisation has been created;
- transformation in the direction of greater robotics: the [Loadix robot](#) created by our start-up [ManuRobwas unveiled at SIMA](#). This autonomous robot allows recurring and repetitive agricultural handling tasks to be automated;
- organisational transformation: structuring ourselves as an ETI (intermediate-sized enterprise) by creating a Group Products division and a Group Industrial Transformation division;
- [industrial transformation](#): we created centres of excellence, such as our plant in Loudun, France for compact loaders, and the one in Acigné, also in France, for MX-branded agricultural loaders;
- managerial transformation: to further increase the autonomy of our employees;
- societal transformation: with a strong [climate commitment](#).

Year after year, the Group is transforming in pursuit of its 2027 vision.



Frédéric Martin, CEO of the M-extend Group.

# About us

## THE M-EXTEND GROUP



1114

employees  
(including temporary workers)



€141m

turnover

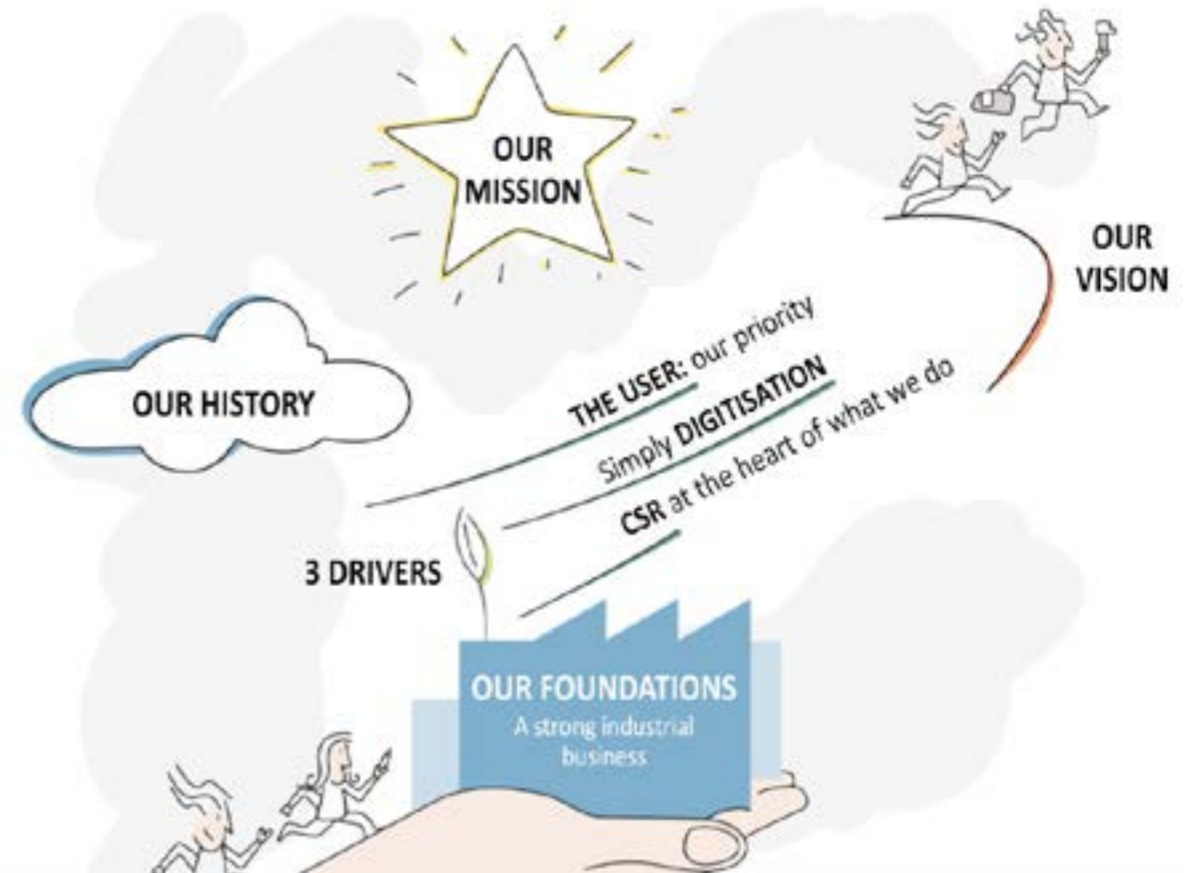


4

production  
sites

## 3 DRIVERS

Building on our mission, in 2017 we described our vision for 2027: to be firmly rooted in our strong industrial business foundations and to forge further success and development via our three drivers.



### THE USER: OUR PRIORITY

In the agricultural tractor handling market, M-extend has made the relationship with users of our products and services its fundamental method of achieving development and innovation in all sectors.

### SIMPLY DIGITISATION

At M-extend, we have successfully leveraged digitisation to simplify, automate and optimise all of our processes.

### CSR AT THE HEART OF WHAT WE DO

CSR is central to our strategy and underpins all M-extend Group approaches and decisions.



# About us

## THE SCOPE OF THIS REPORT

This year, for the first time, we have achieved our ambition of producing an M-extend Group CSR report (France, India and Brazil).

In 2020, the scope covered the Acigné site and, for the first time, the Loudun site, both located in France (following the merger-acquisition of the two French companies Mailleux and Manip').

In 2021, the CSR report included our site in India.

And now, for 2022, the CSR report includes our Brazilian site, along with the [ManuRob](#) robotics start-up located in Cesson-Sévigné, France.

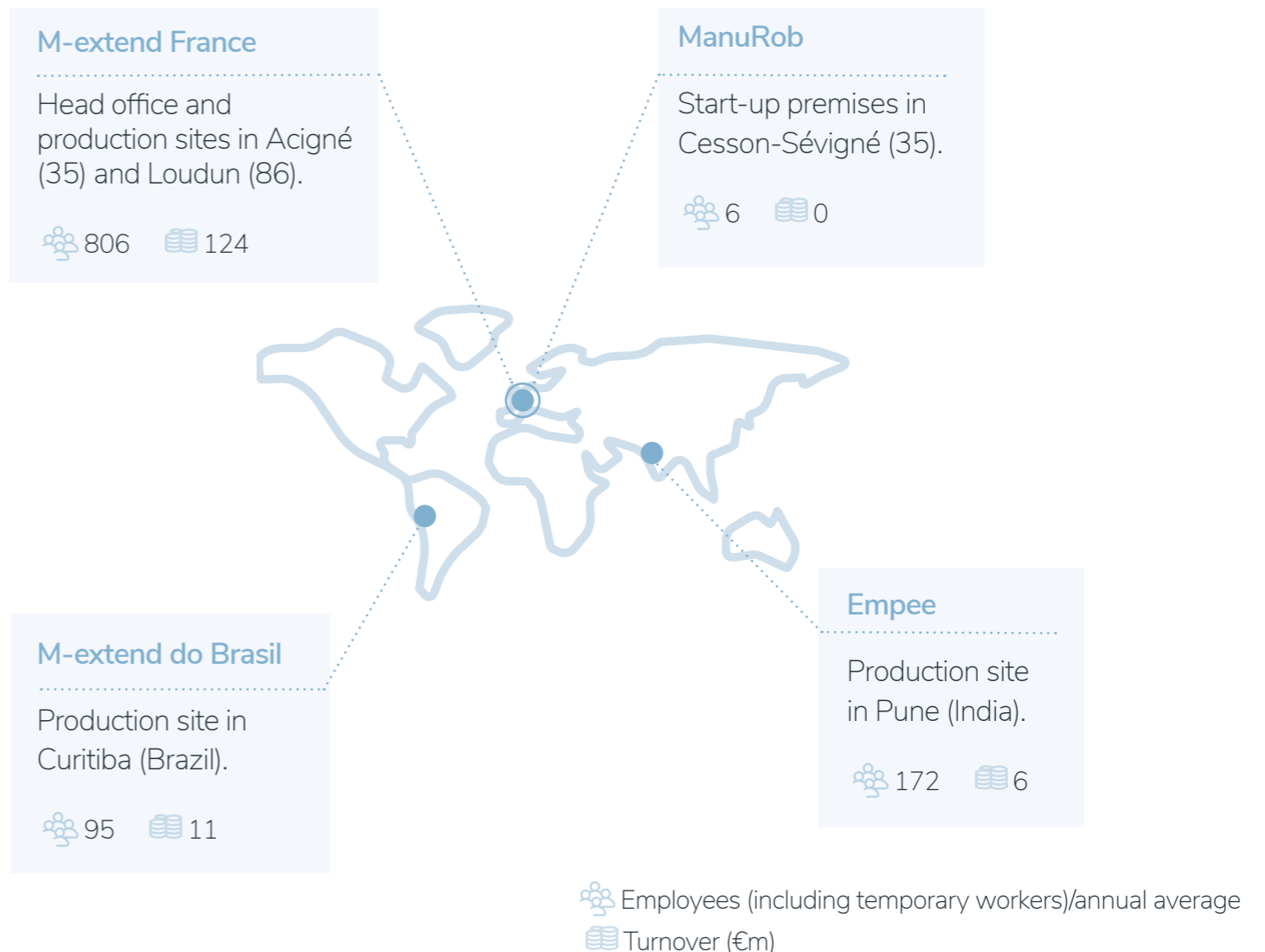
## OVER 70 YEARS OF HISTORY

Our company was founded more than 70 years ago in Acigné, France. From entrepreneurship to industrialisation and internationalisation, discover the history of M-extend in pictures!



Discover our history

## M-EXTEND, AN INTERNATIONAL GROUP







# Governance

Governance in the M-extend Group is implemented by the Board of Directors and the Supervisory Board.

A new organisation was set up in 2022 to ensure operational excellence in each of our activities, to truly place our product and service offering at the heart of the Group, and to continue our transformation towards our 2027 vision. At the centre of this organisation are the new Product, Finance and Industrial Transformation divisions, all of which are cross-functional throughout the Group.

**The Board of Directors** of the M-extend Group comprises three members, each of whom is responsible for a Group strategic axis or "driver" for 2027; namely, CSR, User Experience and Digitisation:

- ① **Frédéric Martin**, CEO and sponsor of the "CSR" driver;
- ② **Franck Mailloux**, Managing Director, Business Units in Construction and sponsor of the "User First" driver;
- ③ **Yannick Rouaud**, Managing Director, Finance and Information Systems, and sponsor of the "Digitisation" driver.

The Board of Directors is responsible for managing the Group, developing the company's strategic plan in association with the Supervisory Board, and ensuring the implementation of this plan.



"M-extend is an independent, family-owned group. We are committed to living and embodying our values on a daily basis, namely responsibility, cooperation and boldness. We say what we do, and above all, we do what we say we will."

Frédéric Martin  
CEO of the M-extend Group

**The Supervisory Board** of the M-extend Group is itself made up of four members:

- ① **Loïc Mailloux**, Chairman of the Supervisory Board;
- ② **Faustine Mailloux**;
- ③ **Rachel Mailloux-Regnault**;
- ④ **Damien Graton**.

The role of the Supervisory Board is to ensure the proper functioning of the company and to oversee its management.





# CSR Strategy

Corporate Social Responsibility (CSR) is at the heart of our strategy. Since 2014, we have been committed to a voluntary and pragmatic CSR approach, initially at the Acigné site in France and, as of 2018, across the whole Group. CSR is now one of the three strategic drivers of the M-extend Group for 2027, along with User Experience and Digitisation.

Our CSR strategy is based on three key elements:

- a vision for 2027 that guides us;
- five pillars that structure our approach;
- ambitions for 2023, with quantifiable objectives, for each of the three businesses: M-extend do Brasil, M-extend France and M-extend India. As the [ManuRob](#) offering is still to be confirmed, the CSR ambitions for the robotics start-up have not yet been defined.



Discover our CSR vision for 2027

## OUR CSR VISION

In preparation for the world of tomorrow, we have defined our vision of a responsible business: in 2027, CSR will be at the heart of the company's strategy and will underpin every approach and decision taken by the M-extend Group;

- the CO<sub>2</sub> emission reduction trajectories will be maintained;
- M-extend's products and services, organisations, workplaces, processes, means of production, modes of transport and the panel of partners will have changed considerably;
- societal and environmental awareness will unite all of our employees;
- collective intelligence will drive the development of M-extend.

## 5 PILLARS

To provide structure for our CSR approach, we have defined five pillars (our ambitions for 2023 are presented at the beginning of each pillar, on the following pages):



### Make fair decisions & act on them coherently

We want to ensure the sustainability of M-extend by tackling social and environmental issues. We run the business in a spirit of transparency and responsibility, encouraging collaboration between each and every one of us.



### Innovation through partnership

We want to develop partnerships with our stakeholders in order to accelerate innovation and transformation in all areas.



### Protect the climate and our natural resources

We are aiming to reduce our carbon footprint, limit our consumption of resources and preserve biodiversity by factoring environmental issues into all of our business initiatives.



### Take action for a healthy workplace

We will continue to focus every day on improving the health of our employees and our customers.



### Promote human development

We want to offer our employees enriching and fulfilling individual career paths and to improve life together within both M-extend and our ecosystem.

# CSR Strategy

## CSR ORGANISATION

The CSR approach of the M-extend Group began in 2014 at the Acigné site. The company was supported at the time by **Cécile Vacher**, a consultant with CSR consultancy firm **Vertuel**, in a role that she continues to perform. Initially, this approach was led by a CSR committee made up of 10 volunteer employees, each representing different professions. Then, in 2018, the company took the bold decision to create the role of Group Head of Sustainability, reporting directly to the Chairman of the Board of Directors; this position is held by **Déborah Gohard**. Project-specific working groups were then formed, consisting of voluntary employees or experts. For example, in 2022 a team worked on the company's low-carbon strategy. Another group of 11 employees, led by our HRD **Florence Valeau**, supports our managerial transformation: this is a major project that has provided over 2500 hours of training since its inception in 2019.

In December 2022, a CSR steering committee was created for M-extend France, comprising nine divisional managers and the Chairman of the Board of Directors. This committee meets every six weeks to ensure that projects are progressing smoothly. Additionally, the body for the strategic drivers (CSR, User Experience and Digitisation), comprising the Board of Directors and the three dedicated leads, meets every two months. This body oversees the proper implementation of the 2027 vision.

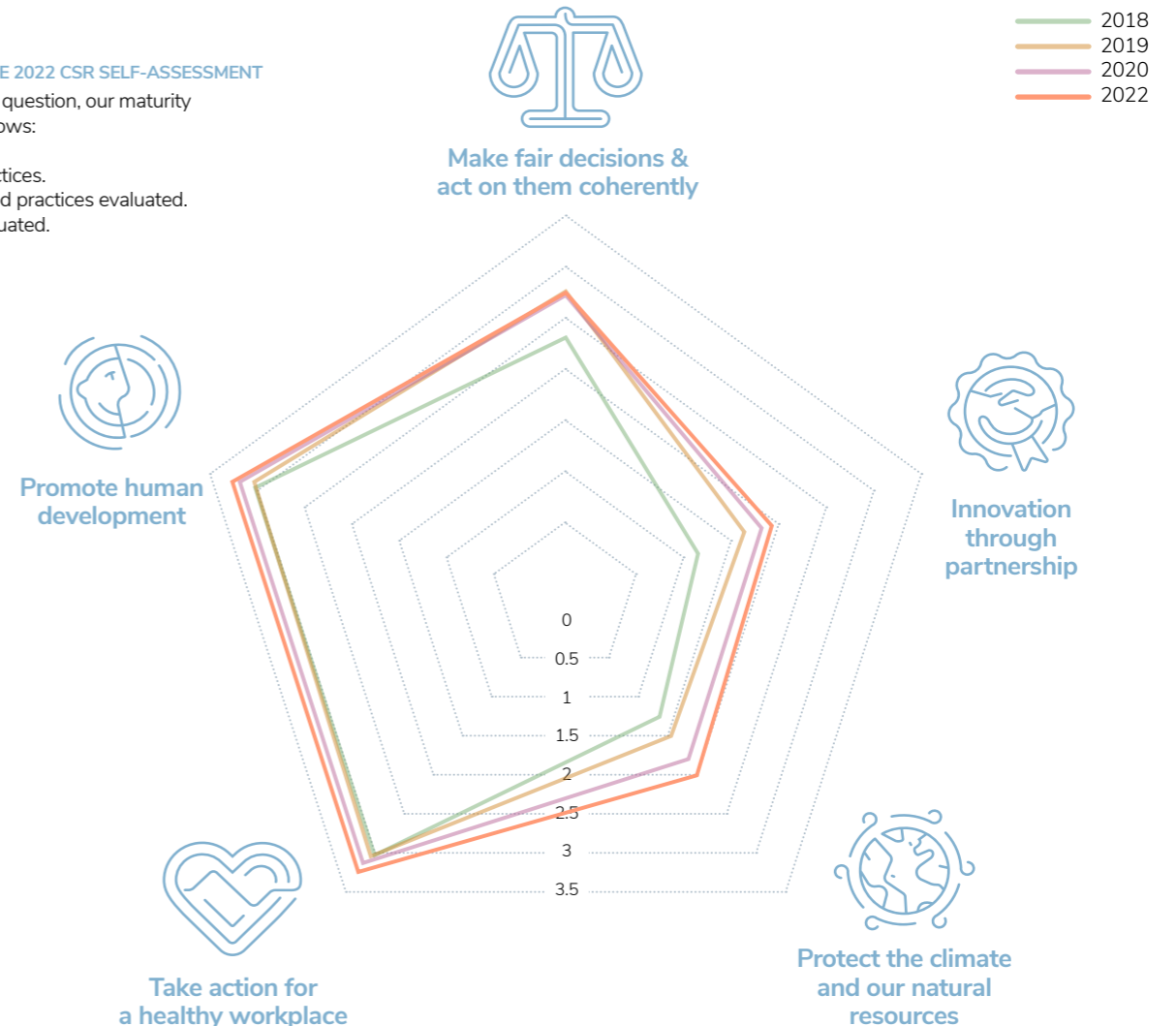
For M-extend India and M-extend do Brasil, it is the sites' commercial and industrial directors who are responsible for leading the CSR approach, in conjunction with the Group's Head of Sustainability.

## CSR SELF-ASSESSMENT

To measure the progress of our CSR approach, we use a self-assessment grid based on the fundamental conventions of the [International Labour Organization \(ILO\)](#), social, environmental and purchasing management norms and some of the best practices of ISO 26000. This grid, which includes 260 questions, was developed by the firm **Vertuel**, with whom we have been working since 2014. Until 2020, an assessment was carried out annually for the Acigné site in France. This exercise was also carried out for all the Group's sites. In 2021, we decided to update it every two years.

### M-EXTEND FRANCE 2022 CSR SELF-ASSESSMENT

Note that for each question, our maturity is assessed as follows:  
 0: no action.  
 1: some good practices.  
 2: in progress, good practices evaluated.  
 3: action plan evaluated.  
 4: performance.







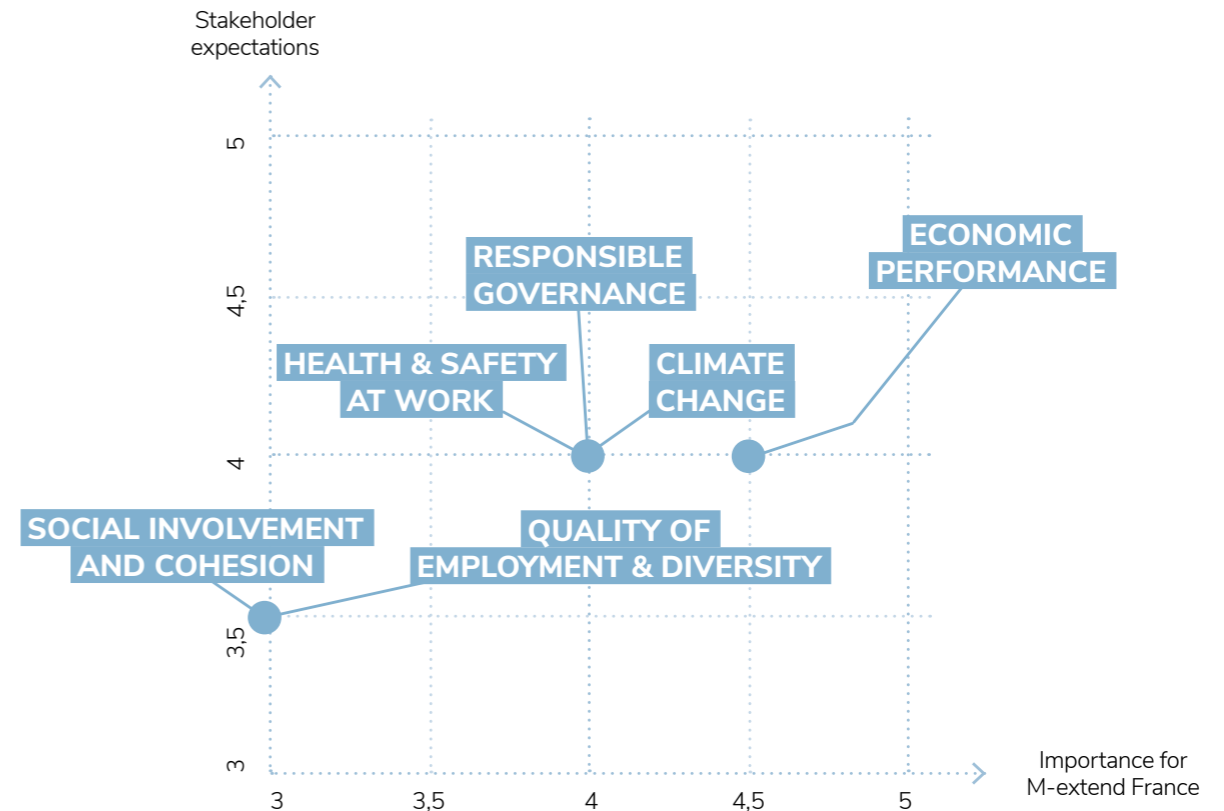
# Our stakeholders and their expectations

## MATERIALITY MATRIX 2022

We maintain regular dialogue with all our stakeholders: customers, employees, suppliers, supervisory board, and institutions. Every year, this dialogue enables us to reassess their expectations. The graph opposite represents their level of expectation in relation to our sustainable development issues, as well as the impact of these issues on our Group. This exercise allows us to determine the most pertinent CSR issues. The measure of our maturity on these issues then guides our choice of priority projects.

One of our 2023 ambitions is to set up a CSR committee representing all our stakeholders. It was with this in mind that we organised a round table in 2021, at the Acigné site in France, with 12 guests: a farmer, a dealer, a supplier, an employee, a finance partner, a school, elected representatives, etc. We presented our CSR report to them and listened to their reactions.

In 2022, we organised [Open Days](#) events for our employees and their families, a morning with stakeholders from institutions, and a day with our suppliers. Each time we presented our CSR strategy, including our climate strategy, and listened to the reactions.





## Make fair decisions & act on them coherently

We run M-extend in a spirit of transparency and responsibility, encouraging collaboration between each and every one of us. Our economic development must preserve the world in which we live and that of future generations.

It is therefore our responsibility to make the fairest and most balanced decisions possible with regard to our purpose of "Making handling work easier for farmers", the economic development of our company, as well as social and environmental issues and the interests of our stakeholders.

It is also our job to ensure the collective ownership and application of these decisions by everyone within the company.



Make fair decisions & act on them coherently

# Our 2023 ambitions



M-EXTEND DO BRAZIL



M-EXTEND FRANCE



M-EXTEND INDIA





#### M-EXTEND FRANCE & M-EXTEND INDIA

## DEPLOYMENT OF THE INDUSTRIAL STRATEGY

Produced in 2019, the Group's industrial strategy envisages the manufacturing of each product range at a single site, supporting local employment. The purpose of this is to respond to new markets (contract signings with tractor manufacturers [Kubota](#) in 2021 and [Mahindra](#) in 2022, renewal with [Iseki](#) France in 2021), and industrial safety, quality and CSR issues. In 2022, the transformation of our production plants continued: in France, our "Green Spaces" product ranges were transferred from Acigné to Loudun, production capacities were increased and performance was improved; in India, a new production site was created. This transformation will continue for another three years.

### LOUDUN, SPECIALISING IN "GREEN SPACES" PRODUCTS

The transfer of all "Green Spaces" activities from the Acigné site to the Loudun site will be completed in 2023. To this end, 25 new employees were recruited for Loudun in 2022. Furthermore, 2.5 million euros were invested in strategic equipment in 2021-2022: a paint line, a laser cutting machine, a machining centre, and welding and assembly stations.

### NEW PRODUCTION SITE IN INDIA

Signing the contract, in February 2022, with tractor manufacturer [Mahindra](#) for the supply of 2000 loaders, required an expansion of production. Therefore, in September 2022, M-extend India moved to a new 15,000 m<sup>2</sup> site, not far from the previous one (in Chakan, near Pune). One million euros were invested to develop a variety of stations: cutting, folding, welding, painting and assembly. Recruitment is ongoing: 68 people joined in 2022, and 76 vacancies are open in 2023.

# €2.5m

invested in 2021-2022 in **strategic equipment** at Loudun, France.

# 25

**employees recruited** at Loudun, France.

# 15,000 m<sup>2</sup>

surface area for the **new site** in Chakan, India.

# €1m

invested in **numerous stations** at Chakan, India.

# 68

**employees recruited** at Chakan, India.





M-EXTEND FRANCE

## FIRST WORKSHOPS WITH COLLEGE STUDENTS



In the first quarter of 2022, we met trainers of future farmers, and in October, we organised workshops with their students for the first time. In cooperation with Lionel Cornée, a trainer from the [Saint-Aubin-du-Cormier agricultural college](#) (35), two one-hour workshops were conducted with volunteer students, concerning a planned digital sales support tool for our products. Following scenarios prepared in advance, students assumed the role of prospective customers wishing to acquire agricultural equipment. Feedback from the college was positive. In the words of **Lionel Cornée**, "These workshops provided students with an insight into the jobs that exist with equipment manufacturers, and showed them that agricultural equipment also involves innovative projects". For our part, the conclusions from these workshops confirmed other trends and studies carried out. Working with future users of our products has allowed us to better understand their expectations and requirements when choosing agricultural equipment. We are planning to team up with the college again in 2023 for the next part of the project!

M-EXTEND FRANCE

## CO-CREATION OF THE LOW-CARBON STRATEGY WITH EMPLOYEES

In 2021, aware of the urgency of climate issues, the Board of Directors launched the Group's "low-carbon strategy" project, following the new method developed by ADEME, "[ACT step-by-step](#)". Rather than defining this low-carbon strategy with the directors and department heads, the Board of Directors wanted to set up the project team using volunteer managers and executives. The call went out in October 2021. Nine employees were selected from three continents, each representing a core business of the company. In the first half of 2022, they contributed to drafting the company's [low-carbon strategy](#). Now that the strategy has been produced and the action plans are underway, the team has the right to use its own initiative to alert the Head of Sustainability or the Board of Directors in the event of any inconsistency. They will receive a progress report every year.

### TESTIMONIAL

"The creation of the low-carbon strategy by volunteers in various positions within the Group has enabled ambitious proposals to emerge, which have been heard by senior management. This has allowed us all to contribute to a more responsible future for the company, in line with our personal values."

**Guillaume Fanene**, Robotics Project Manager and member of the low-carbon team.

\* ACT for "Assessing Low-Carbon Transition", i.e. assessment of the low carbon transition.



Watch the videos

### M-EXTEND FRANCE

## OPEN DAYS AT THE ACIGNÉ SITE



#### STAFF OPEN DAY

- **1750 employees** and family members welcomed on 18 September 2022.
- **1 CSR stand** presented our actions and gathered their opinions.
- **3 stands for testing products** as farmers would.

#### SUPPLIERS DAY

- **50 suppliers** welcomed on Wednesday 21 September 2022.
- **1 CSR workshop** of 30 minutes presented our low-carbon strategy.

#### INSTITUTIONS OPEN DAY

- **30 institutions** welcomed on 23 September 2022.
- **2-hour presentation** on M-extend France and our low-carbon strategy.

### M-EXTEND FRANCE AND M-EXTEND INDIA

## QUALITY-RELATED OBJECTIVES

The increasing requirements of our customers, along with [the industrial transformation](#) of our Loudun (France) and Pune (India) sites, have led us to set up a new Quality organisation for these sites.

#### LOUDUN, ISO 9001 CERTIFIED FOR THE FIRST TIME

As the Acigné site has been ISO 9001 certified since 2006, it was only natural for us to choose this same approach for Loudun. After conducting an inventory in 2021, and recruiting two technicians working in Quality in January and October 2021, the Loudun teams defined and implemented their action plan. Consequently, in recognition of the work carried out, M-extend France obtained ISO 9001 certification for its two sites in June 2022! **"The implementation of ISO 9001 has unified the site's various departments and reinforced the foundations of our industrial system. I very much appreciate the huge contribution made by our employees"**, said **Philippe Batty**, Director of the Loudun site.

#### A NEW QUALITY SYSTEM FOR M-EXTEND INDIA

In India, a new Quality system is in development. The aim is to obtain ISO 9001 certification by the end of the first half of 2023. To prepare for this, starting in 2022, significant changes have been made: site restructuring, reorganisation of activities, redefinition of responsibilities, coordination and management of performance. In order to develop the culture of Quality and support the teams through these changes, a Systems technician was recruited in November 2022. A Quality manager is also being recruited.

## METRICS

	2022			2021			2020		
	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA
Turnover (€m)	10.7	124.1	5.6*	9.05	110.1	4.1	5.03	95.9	2.5
Loaders delivered	832	11,915	324	1193	11,864	251	850	10,191	213
Number of minor accidents (monthly average)	/	76	/	/	87	/	/	89	/

\* Increased subcontracting for M-extend France.



## Innovation through partnership

We need to join forces and work together if we are to innovate and respond to current social and environmental issues!

It is therefore our responsibility to bring together all internal and external skills to find technical and product innovations that are more respectful of human beings and the environment. This applies to the entire life cycle of our products: from the extraction of raw materials to their manufacture and recycling.

Our design office is constantly on the lookout for ways to develop our products and imagine those of tomorrow. To do this, we work closely with our suppliers, users and local higher education institutions.



Innovation through  
partnership

# Our 2023 ambitions



M-EXTEND DO BRAZIL



0%

PROGRESS MADE

100%

n°4 - SENAI partnership to develop Lean Manufacturing skills



M-EXTEND FRANCE



0%

PROGRESS MADE

100%

n°5 - CSR partnerships formed with 20% of our suppliers



n°6 - Development of a new and better CSR offering (products and services: ecodesign, reconditioned spare parts, etc.)



n°7 - Development of R&D partnerships

SIX PARTNERSHIPS IN 2022

M-EXTEND INDIA



0%

PROGRESS MADE

100%

n°5 - Development of a new and better CSR offering

CANCELLED

Priority project: new production site following the signing of a contract with a tractor manufacturer.

n°6 - Development of an R&D partnership

0%





**MANUROB**

# ROBOTIC ASSISTANCE FOR FARMERS

Convinced that robots can also make handling work easier for farmers, the M-extend group created the start-up [ManuRob](#) in 2018. And in 2022, at [SIMA\\*](#) in Paris, ManuRob presented its [Loadix](#) robot for the first time!

## LOADIX, A ROBOT WITH UNIQUE FEATURES

Loadix is a versatile, electric robot that can perform a wide range of handling tasks in the farmyard: daily, time-consuming, repetitive and low-value-added tasks such as feeding livestock, scraping passages, loading anaerobic digesters or sweeping yards.

What's so special about it? It requires no human intervention! Fully autonomous, it selects the right tool for each task.

## AN INNOVATIVE METHODOLOGY

Placing the user at the centre of its approach, ManuRob adopted the [Lean Startup](#) methodology: build a beta version, expose it to users in order to obtain feedback; improve the product; repeat until optimal product/customer suitability is found. ManuRob has also used Agile methods for greater flexibility and speed: accordingly, the project was split into several phases, or technological building blocks, known as sprints.

The start-up has also established a number of partnerships with specialist companies and research institutions. These partnerships quickly provided the project with expertise. Thanks to the Loadix programme, the M-extend group is now experimenting with new innovative working methodologies that can be used for future projects.

**ManuRob**  
KEY MILESTONES

### 2019

First partnerships established and first trials conducted, with farmers and in realistic conditions.

### 2020

Robot concept supported by initial results.

### 2021

First robotic trials conducted in situ on a test farm.

### 2022

Presentation of the Loadix prototype at SIMA\* in Paris.

\* International Agricultural Machinery Trade Fair.



#### M-EXTEND FRANCE

## PARTICIPATING IN THE DIGITAL TRANSFORMER CHALLENGE

"How can we collect and leverage user data to make handling work easier for farmers, while continuing to develop the company's CSR commitment?" This is the question that M-extend France put to 70 students during the fifth edition of the [Digital Transformer Challenge](#), organised by the [University of Rennes 1](#) at the end of January. This challenge exposed multidisciplinary teams of students to real-world digital transformation issues, submitted by business leaders, and required them to compete with each other to come up with innovative solutions.

Thirteen students were divided into three teams to work on this topic, which is pertinent to the Group's three priority strategic areas (or drivers): users, digital and CSR. M-extend France's participation in this event, for the first time, had a dual purpose: to obtain input from a fresh perspective and from a variety of skillsets (digital, law, economy, philosophy, IT, etc.) in order to stimulate innovative proposals.

#### TESTIMONIAL

"These two days of supporting and listening to the students are as rewarding for them as they are for us. This challenge allows them to work on realistic problems and prepares them for the delicate exercise of pitching. Well done and thank you to the University of Rennes 1 for an event full of wonderful encounters."

**Déborah Gohard**, Head of Sustainability.

#### M-EXTEND FRANCE

## WORKING TOWARDS PROCESS INNOVATION

To accelerate the Group's industrial transformation, a Process Innovation Manager role was created in September 2022. The successful candidate was **Pierre Hédan**, a 25-year-old engineer who had already been at M-extend for five years on a block-release basis. He says:



"We need to be curious and bold, constantly on the lookout for technological developments in our world, to identify new potential and to grow together with our partners to achieve our goals. With them, we can meet the challenge of the green transition with creativity and innovation."



#### M-EXTEND FRANCE

## COMMERCIAL PARTNERSHIP WITH BELGIAN MANUFACTURER ROBERT

At the [International Agricultural Machinery Trade Fair \(SIMA\) 2022](#), which took place from 6 to 10 November at the Paris Nord Villepinte Exhibition Centre, M-extend and its MX brand unveiled their commercial agreement with Belgian manufacturer [Robert](#), a company renowned for some 50 years for its expertise and know-how in the mixing and distribution of fodder, straw blowing and sweeping. Thanks to this partnership, the MX brand is extending its equipment offer with a new range of silage and fodder distribution buckets that are particularly suitable for grass.



### M-EXTEND FRANCE

## THREE EXAMPLES OF COOPERATION WITH TRACTOR MANUFACTURERS

1. In 2022, M-extend France continued and bolstered its collaboration with its tractor partners. Firstly, a Kaizen workshop was conducted in partnership with teams from [Kubota](#), the Japanese agricultural machinery manufacturer, at workstations on the Acigné site. This small-step continuous improvement method evolved in Toyota's factories in Japan during the 1950s. Specifically, this workshop has led to improved workstation ergonomics and made it easier for preparers to do their jobs, reducing both fatigue and preparation time. The lessons learned will also be used to improve workstations at our other sites.
2. Next, we integrated our handling equipment into several tractors, including the CLAAS ELIOS, the CASE IH Luxxum, the Kubota M5 and the ISEKI TM. Conducted in close cooperation with our tractor manufacturer customers, these tests allow us to fine-tune the ergonomics and performance.
3. And finally, M-extend France has also approached several new players in the field of electric tractors. Working closely with them, our engineering teams are studying ways of adapting our handling solutions to their zero-emission tractors.

### M-EXTEND DO BRASIL

## LEAN MANUFACTURING WITH SENAI



In order to improve its production system and increase the skills of its teams, M-extend do Brazil has entered into a partnership with [SENAI](#) (National Service for Industrial Training). Their association started in November 2022 with the training of three employees in Lean Manufacturing: Carlos Serverini, a welder, **Floriano Marcelino**, an assembler, and **Willian Mudryk**, a machining operator. Originating in Japan, at Toyota, this method focuses on "waste-free management": no overstock, no waiting times, etc. This training initiative is complemented by a case study conducted up to March 2023, that has enabled a diagnosis of not only the strengths, but also the potential areas for improvement of the Brazilian production system. This partnership will enable teams to become more involved in improving the quality of products and services, and in the safety and productivity of internal processes over the coming years.

## METRICS

	2022			2021			2020		
	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA
Number of R&D partnerships	1	6	0	1	5	1	2	5	1
Number of CSR partnerships with suppliers	0	1	0	0	1	1	0	1	1
Number of employees enrolled in a trade association	2	15	0	2	15	0	2	/	0
Number in training/reskilling	4	17	0	3	14	0	3	10	0



## Protect the climate and our natural resources

It is our responsibility to contribute to combating climate change, as well as to preserving biodiversity and the limited resources of our planet.

Faced with the scarcity of natural resources and the environmental impact of their removal, we must optimise the use of resources related to our activities, reduce waste at the source, sort it better and recover it better so that it becomes a new resource.





Protect the climate and our natural resources

# Our 2023 ambitions



## M-EXTEND DO BRAZIL



n°5 - 3% reduction in steel scrap (compared to 2022)

0% PROGRESS MADE 100%

TO BE CALCULATED AT THE END OF 2023

n°6 - 10% energy savings (compared to 2022)

TO BE CALCULATED AT THE END OF 2023

## M-EXTEND FRANCE



n°8 - 20% energy savings compared to 2014

0% PROGRESS MADE 100%

ACIGNÉ

n°9 - 10% reduction in greenhouse gas emissions linked to freight and employee travel compared to our 2018 carbon footprint

2021 carbon footprint data: greenhouse gas emissions down 9% per employee

n°10 - Ecodesign approach systematically applied to new product ranges

n°11 - 10% reduction in non-hazardous waste compared to 2019

ACIGNÉ

n°12 - 20% reduction in hazardous waste compared to 2019

ACIGNÉ

n°13 - 100% of waste (excluding steel) recovered

ACIGNÉ

## M-EXTEND INDIA



n°7 - 30% reduction in paint consumption based on 2019 volume

0% PROGRESS MADE 100%

2022 DATA NOT CALCULATED



## M-EXTEND FRANCE

# LOW-CARBON TRAJECTORY

It is both our duty and our responsibility to play our part in limiting global warming to 1.5°C. In 2022, we were guided by the [Science-Based Targets](#) method when setting our three main objectives for reducing our CO<sub>2</sub> emissions between now and 2030 (compared to 2021):

### OBJECTIVE N° 1

#### Reduce by 38%

CO<sub>2</sub> emissions generated by our energy consumption: gas, electricity and fuel

Scopes 1 and 2

### OBJECTIVE N° 2

#### Reduce by 48%

per "equivalent loader"\* the CO<sub>2</sub> emissions generated outside our sites

Scope 3: freight, employees' home-to-work travel, construction, equipment and waste

### OBJECTIVE N° 3

#### Reduce by 48%

per "loader equivalent"\* the CO<sub>2</sub> emissions generated by our products' raw materials

Scope 3: extraction and processing of raw materials including steel, end of life of loaders



The project team presents the low-carbon strategy to the Supervisory Board.

Regarding the first objective, this actually equates to a 60% reduction in our CO<sub>2</sub> emissions per equivalent loader (factoring in growth forecasts). So this is a huge leap that we must make to reduce our direct emissions. However, our "Energy Saving" working group was able to verify its feasibility in advance. The main actions to be taken are to:

- develop our painting process;
- achieve energy savings (processes, management, organisation, restraint);
- switch to LED lighting in all our production units;
- gradually replace our gas boilers with lower-emission energy;
- continue to transition our fleet to zero-emissions vehicles;
- produce solar PV energy.

Regarding the other two objectives, our work in 2022 has not yet enabled us to verify their feasibility. The objectives are all the more ambitious since they cannot be achieved without the cooperation of our stakeholders: employees, suppliers and customers. The priority for 2023 is therefore to further study their feasibility. Without waiting for the results of this study, we nevertheless decided to work with a freight decarbonisation expert and to establish partnerships with our customers and suppliers to reduce our joint emissions.

\* Loader equivalent = T412 loader + Multipurpose bucket implement + weight + bracket + control = 2500 kg (2018 LCA study).

### FROM THE CEO

"We have integrated these CO<sub>2</sub> emissions reduction targets into our corporate strategy. This is not only a priority for us, but also an opportunity to transform our operations: the low-carbon strategy encourages us to rethink the way we work and to innovate. From 2023, low-carbon projects have been selected for our core businesses: design, purchasing, supply chain, commercial and industrial."

**Frédéric Martin**, Chairman of the Board of Directors.





#### M-EXTEND FRANCE

## A GOLD-AWARD "MOBIL'EMPLOYEUR"

M-extend France, for its Acigné site, is the first business in the area to have been awarded the gold-level "Mobil'employeur" label by [Rennes Métropole](#). This label, obtained on 22 August 2022, was awarded in recognition of the Acigné site's mobility plan and the numerous initiatives implemented around car sharing, cycling and teleworking (up to 2 days per week).

#### NEW IN 2022: CAR-SHARE CAFÉS

The increase in fuel costs in early 2022 provided an incentive for car sharing. So between March and June 2022, we introduced a new break-time initiative designed to facilitate the networking of interested employees: car-share cafés. **Hélène Hublin**, a trainee in the CSR programme, and the mobility ambassadors made themselves available to answer employees' questions and enrol them in the schemes. A total of 92 employees became car sharers, with another 69 intending to do so.

#### THE "MOBIL'ACTEURS" CHALLENGE

In September 2022, for the third time, we took part in the "[Mobil'acteurs](#)" challenge organised by [Rennes Métropole](#), which brought together 3300 participants from over 330 organisations. Twelve M-extend France teams, totalling 56 employees, engaged in 15 days of action and managed to save 1138 kg of CO<sub>2</sub> in the process! It should be noted that participation doubled compared to 2019.

#### M-EXTEND DO BRASIL

## OPTIMISING PAINT CONSUMPTION

A paint consumption monitoring indicator was created in July 2022 at the M-extend do Brasil site. The paint team was actively involved in improving this process: they suggested, for example, reviewing the order of parts to be painted based on their colour, in order to avoid waste-generating paint changes, as well as the use of different spray nozzles (for both large and small parts). Thanks to this action, by the end of the year, paint consumption was down 5% in comparison with the first half of 2022.





M-EXTEND INDIA

## WASTEWATER TREATMENT PLANTS TO RECYCLE WATER

India is one of the countries where water stress is most problematic, making it very difficult for part of the population to access water, particularly drinking water, owing to a lack of sanitation systems. Wastewater is often discharged into rivers without treatment. This is particularly the case in Chakan, where our factories are located. So we took advantage of our move to a new building in late 2022 to create a wastewater treatment plant there in October. It treats 5000 litres of water per day and has the capacity to treat up to 20000! The treated water, rendered drinkable, is then used in the building's sanitary facilities (particularly tap water).

A second treatment system, created in November, treats sanitary wastewater, which is then used to water the green spaces of the site.

M-EXTEND FRANCE

## A NEW PAINT COATING PROCESS

The three main objectives of the coating process modernisation work, carried out between 2021 and 2022 in Unit 2 in Acigné, were to increase production capacity, improve paint coating quality, and significantly reduce the environmental impact of this activity.

Focus on a few key figures:

The dipping process, which used solvents, was decommissioned and replaced with solvent-free powder-coating booths. Emissions of VOCs\* into the atmosphere were thereby reduced by a factor of 10.

The amount of paint sludge (hazardous waste) was cut by a factor of 6.4 in 2022, to only 1.5 tonnes.

Thanks to a new recycling system, paint powder waste was reduced by 50%, despite the increased quantities applied (two coats of powder paint, compared to just one previously).

Furthermore, curing times and temperatures have also been reduced, leading to a reduction in gas usage. In 2023, these energy savings will be measured.

\*Volatile organic compounds released by solvents.







## METRICS

	2022			2021			2020		
	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA
Annual gas consumption (GWh)	0.16	12.5	0	0.24	13.2	0	0.3	11.1	0
Gas consumption per loader (kWh)	188	1047	0	198	1113.8	0	327	1090.5	0
Annual electricity consumption (GWh)	0.78	8.6	1.79 <sup>a</sup>	1.05	8.2	0.84	0.73	7.3	0.59
Power consumption per charger equivalent (kWh)	918	719	1255 <sup>b</sup>	866	691	240	852	716	160
Energy consumption per charger equivalent (kWh)	1130	1766	1255 <sup>b</sup>	1081	1805	3339	1188	1807	2751
Steel scrap (recycled or reused) (t)	322	2872	778	407	3388	549	356	3234	520
Steel scrap per loader equivalent (kg)	387	241	543	341	286	370	419	317	574
Tonnage of non-hazardous waste, excluding steel (t)	40 <sup>e</sup>	301	1.55 <sup>c</sup>	56 <sup>a</sup>	316	0.24	51 <sup>a</sup>	401	0.25
Non-hazardous waste, excluding steel, per loader (kg)	/	25	/	/	27	/	/	39	/
Tonnage of hazardous waste (t)	34	89	5.4	31	114	3.1	35	91	3.1
Hazardous waste per loader (kg)	41	7.5	/	26	9.6	/	41	8.9	/
Steel scrap reused in our products	0	12%	/	0	8%	/	0	12%	/
Waste, excluding recovered steel (material or energy)	/	96% <sup>d</sup>	/	/	87%	/	/	/	/
Water consumption (m <sup>3</sup> )	/	3176	370	/	2200	250	/	2708	200
Number of regular or occasional teleworkers	0	178	45	0	153	10	0	/	/
Scope 1 and 2 carbon emissions (t CO <sub>2</sub> e)	/	3670	/	/	/	/	/	/	/
Scope 3 carbon emissions, excluding use of products (t CO <sub>2</sub> e)	/	73,403	/	/	/	/	/	/	/

M-extend do Brasil and M-extend India subcontract in ways that M-extend France does not: comparisons of environmental performance are therefore difficult to analyse. Work will be carried out in 2023-2024 to improve the collection and use of data in order to facilitate analysis.

<sup>a</sup> Increase linked to tests carried out at the new production facilities and the increase in building size (LED lighting).

<sup>b</sup> Loader equivalent = global turnover/sales price of 1 loader (note that one part of the activity is loader production for the local market, the other being the subcontracting of implements for M-extend France).

<sup>c</sup> Increased wood waste.

<sup>d</sup> Data for the Acigné site.

<sup>e</sup> The data in tonnes is not available: the figure given is the number of non-hazardous waste bins collected by the waste service provider.





## Take action for a healthy workplace

Our responsibility is twofold:

1. to provide healthy and safe working conditions for our employees. This is our priority. Fundamentally, our accident risk prevention approach is based on a participatory approach that puts employees at the heart of preventive initiatives. It is carried out on a daily basis by our operational managers. In parallel, other operations are carried out each year to adapt workstations and improve working conditions;
2. to market ergonomic products for the benefit of users, in line with our raison d'être: "Making handling work easier for farmers". This is achieved through research into the ergonomics of our products, improving their functionality and simplifying their use.



Take action for a healthy workplace

# Our 2023 ambitions



## M-EXTEND DO BRAZIL



0%

PROGRESS MADE

100%

n°7 - Annual campaign on health and safety at work (ergonomics, road safety, etc.)



n°8 - 60% reduction in the frequency of workplace accidents compared to 2022

TO BE CALCULATED AT THE END OF 2023

## M-EXTEND FRANCE



0%

PROGRESS MADE

100%

n°14 - Creation of an ergonomics and safe use schedule for loaders

AMBITION POSTPONED TO 2025

n°15 - Decrease in physical demands and optimisation of the ergonomics of workstations being renewed or refurbished during the industrial transformation (90% of workstations)

METRIC UNDER CONSTRUCTION

n°16 - 30% reduction in the frequency of workplace accidents (lost-time accidents, temporary and permanent staff) compared to 2019



Target exceeded, with a 40% decrease in frequency.

## M-EXTEND INDIA



0%

PROGRESS MADE

100%

n°8 - Annual medical check-up for employees



n°9 - Accident analysis: halve the frequency of accidents compared to 2019



Accidents were reduced by 70% between 2019 and 2022.



### TESTIMONIAL

"The most striking presentation for me was that of the operator who lost both hands in an accident at work. It reminds you every day that we have families waiting for us at home and that we need to work safely!"

Eduardo Silva, supply chain analyst.

### M-EXTEND DO BRASIL

## QUATRO BARRAS SAFETY WEEK

In August 2022, after two years of restrictions due to the Covid-19 pandemic and an increase in the rate of accidents, we handed over the national Internal Workplace Accident Prevention Week (SIPAT) event, the theme of which was "I believe in change", to our Quatro Barras site in the State of Paraná.

The purpose of this was to renew employees' awareness of safety and accident prevention. Throughout the week, lectures were held on a variety of topics, such as "Taking care of your hands". Educational games were also offered. For example, in the "Attention Game", participants had to complete a task while being regularly disturbed by a colleague, to show the loss of attention this creates. We look forward to seeing you in 2023 for the next SIPAT week!

### M-EXTEND FRANCE

## ERGONOMIC WORKSPACE ANALYSIS

One of our ambitions in health and safety is to reduce the physical constraints for Acigné and Loudun operators at their workstations, particularly in order to minimise musculoskeletal disorders (MSDs). First step: assess the ergonomics level at each station. In September 2022, for the first time, two specialist companies selected by **Benoît Texier**, head of methods, conducted an ergonomics study on an assembly station in Unit 3 in Acigné. This work will continue in 2023: key workstations and other sensitive positions identified by employees in the 2021 climate at work survey and by the occupational health team will also be assessed. The workstations will then be modified accordingly.

### M-EXTEND FRANCE

## ACIGNÉ SAFETY TRAINING

In 2022, 17 production managers in Acigné were trained in leading 15-minute toolbox talks. This training, which focuses on realistic situations and is led by our partner [PREVANCE](#), aimed to provide managers with the right methodology to facilitate these safety briefings. How do I convey a strong message? How can I encourage the participation of my teams and generate vibrant dialogue? How can I be both relaxed and effective during the briefing?

After the two days of training and four months of practical application, the results have been very positive. Managers compete for the best ideas to suggest impactful themes to their teams; they take pleasure in leading these toolbox talks and, most importantly, team members participate, react and offer solutions.



M-EXTEND FRANCE

## NEW BUMPER FOR INCREASED SAFETY

The MX brand supplies weights that attach to the front or rear of tractors and act as counterweights. In December 2022, a new product line, greatly anticipated by agricultural contractors and the Agricultural Equipment Users Cooperatives (CUMA), was added to its catalogue: the [MULTIBUMPER](#). The new 150 kg modular block with a customisable design makes the MULTIBUMPER a combined front weight, bumper and toolbox. By emphasising the dimensions of the tractor and trailer, thereby avoiding any risk of collision or underrun, it increases the safety of everyone on the road, both the tractor driver and other road users.



M-EXTEND FRANCE

## OCCUPATIONAL HEALTH

At Acigné in 2022, numerous occupational health initiatives were organised for our employees, in partnership with specialists:

### Understanding sleep

95 shift-workers attended a 30-minute workshop in September led by a relaxation therapist specialising in sleep, in partnership with the insurer [AESIO](#) Mutuelle.

### Nutrition and shift-working

222 volunteers received practical advice during 30-minute workshops, organised throughout the year, designed and led by students from the [Rennes Institute for Nursing Training](#).

### Smoking cessation

Starting in October for a period of three months, five smokers were supported by a smoking cessation nurse from the [Saint Laurent clinic](#).

### Get moving at work

In late September, 15 employees took part in a connected challenge promoting physical activity, in partnership with insurer [AESIO](#) Mutuelle.

### Movement and posture

231 employees attended the 2-hour training sessions provided by our company nurse, Catherine Mayeur, which were scheduled throughout the year.



### M-EXTEND FRANCE

## 5S WORKSHOPS

In 2022, the continuous technical improvement department in Unit 3 at Acigné ran 5S workshops (Sort, Straighten, Shine, Standardise, and Sustain) for three work areas: loader assembly, front-linkage and bracket paint-line hanging, and hydraulic package preparation. **Vincent Gallais**, continuous improvement manager, and his team of five, ran these workshops as working groups involving the production teams, more often than not on the shopfloor. A 5S workshop begins with a training session and continues with an initial exercise to identify and remove any unnecessary items in the working area. A noticeboard was used to communicate internally about the 5S initiatives and their progress. As a result, the working areas are both tidier and better ventilated, and work-related accidents at the site have been reduced from 15 to 8 in one year!

BEFORE



AFTER



### M-EXTEND FRANCE

A fatal accident occurred at the Acigné site in October 2022. The victim was a temporary worker who was working on a building site for a service provider. This tragic event has led us to further strengthen the requirements of our accident prevention and safety strategy for external partners.

## METRICS

	2022			2021			2020		
	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA
Frequency of accidents with and without lost time (employees and temporary staff)	83	28	10	39	37	17	/	39	18
Severity rate for employees	1	0.45	0	1	0.51	0.13	0	0.44	0.03
Number of occupational illnesses identified during the year	0	1	0	0	1	0	0	3	0
Number of hours of mandatory safety training provided	/	5684	/	24	2463	/	0	1360	/
Number of hours of non-mandatory safety training provided	1226	1091	348	776	618	0	392	/	0

M-extend India achieved excellent safety results in 2022, with a severity rate of zero and a frequency rate of 10, which is very low.

In 2023-2024, the methodologies for calculating and collecting data will be analysed, in order to confirm the analogy between our three production sites for all social and environmental indicators.





## Promote human development

Our responsibility is to invest in the development of our employees and territories. We favour permanent employment to enable employees to better plan their lives in the medium and long term, while maintaining the flexibility to deal with market fluctuations. We develop their skills through training or internal mobility to support the company's growth and transition and to control the entire chain, from design to delivery. This enhances the employability of employees who advance.

Finally, we act on the different factors that determine quality of life at work, namely management, company culture, working environment, work-life balance and equal opportunities. Because this is a source of engagement and wellbeing for our employees.



## Promote human development

# Our 2023 ambitions



### M-EXTEND DO BRAZIL



0% PROGRESS MADE 100%

n°9 - Individual professional review for white-collar workers, at least every two years



n°10 - 100% of staff to have taken part in at least one training course in the last two years



### M-EXTEND FRANCE



0% PROGRESS MADE 100%

n°17 - 70% of staff enjoy coming to work



n°18 - Percentage of temporary workers limited to 20% in production

AMBITION POSTPONED TO 2025

n°19 - Individual professional review for all staff, at least every two years



n°20 - 100% of employees to have taken part in at least one training course in the last three years



n°21 - Definition of a Group social policy: complementary health, life/illness insurance, holidays, maternity leave, etc.



n°22 - Definition of a sponsorship policy



n°23 - Onboarding of 19 apprentices (16 in Acigné and 3 in Loudun)



### M-EXTEND INDIA



0% PROGRESS MADE 100%

n°10 - Individual professional review for all staff, at least every two years



n°11 - A preventive health and safety campaign every year (ergonomics, road safety, etc.)



n°12 - Definition of a social policy for Empee



n°13 - Develop the employability of at least four people each year, including two with no work experience





## M-EXTEND FRANCE



# FACILITATE VOCATIONAL RETRAINING

As an employer, M-extend France strives to promote the human development of its employees, particularly by supporting them to pursue their vocational retraining projects. In 2022, we therefore focused on two main mechanisms:

### 1 - VOCATIONAL RETRAINING VIA THE PROFESSIONALISATION CONTRACT:

In 2022, three apprenticeship students obtained qualifications that allowed them to change career path. The example of one of our M-extend France employees perfectly illustrates the success of retraining via the professionalisation contract. Initially a designer of industrial products, but with a keen interest in information technology, he first joined the company as a trainee, before opting to pursue retraining via a 24-month professionalisation contract in order to turn his passion into his profession. He was then recruited as a permanent employee at M-extend France as head of an IT department.

### 2 - COLLECTIVE OPERATIONAL PREPARATION FOR EMPLOYMENT (POEC), IN PARTNERSHIP WITH JOB CENTRES AND THE UNION OF METALLURGICAL INDUSTRIES AND PROFESSIONS (UIMM):

We are also committed to a local partnership with [job centres](#) and the [UIMM](#) promoting collective training initiatives for job seekers. In 2022, M-extend France was instrumental in the launch of two POEC initiatives, helping support nine people to obtain a professional qualification as a welder or fitter. Each of the trainees attended nearly 400 hours of theoretical training and completed two weeks of work placement before signing an employment contract with M-extend France. According to **David Tribodet**, business adviser at the Rennes Nord job centre, "these initiatives help meet both the requirements of industry and jobseekers' need for support".

## M-EXTEND FRANCE

# WHAT WERE THE OUTCOMES OF THE 2021 CLIMATE AT WORK SURVEY?

The last climate at work survey was conducted in late 2021. The results were very positive (84% of respondents would recommend their company to others, and 83% said they enjoy coming to work), and have led to two outcomes in 2022:

**1** - The creation of a participatory working group, led by Florence Valeau, Human Resources Director, bringing together 10 employees with varied careers, including four production team members. Their purpose is to identify ways to make improvements in the following four areas: involvement of the night shift, inter-team relations, combating stress and pain, and the working and material environment;

**2** - Reflections within the production teams: several managers used the results of this survey spontaneously and autonomously as a starting point for the collective preparation of a plan to improve working conditions.



#### M-EXTEND FRANCE

## CITIZENSHIP TRAINING

One of our ambitions is that 100% of M-extend France employees benefit from at least one training course every three years (in addition to mandatory training). To achieve this, we have developed a number of so-called "citizenship" training courses, open to all:

- in early June 2022, two health and safety days for our field sales staff, with a workshop to raise awareness of bullying, sexual harassment and sexist behaviour (10 participants), an introduction to first aid (13 participants) and training on road safety risks (11 participants);
- road safety risk awareness training, organised in September 2022, focused on the use of new technologies when driving (9 participants);
- an introduction to first aid, offered in October 2022 (15 participants);
- [Voltaire](#) spelling certification (14 participants);
- A workplace personality assessment: to facilitate workplace relations through improved self-knowledge and an awareness of the diversity of personalities (10 participants).

In total, 92% of employees received training in 2022. Most of these training courses will be repeated in 2023, and new ones will be offered by the HR department (Introduction to Digital, "Climate Fresk" game workshops, etc.).



#### M-EXTEND FRANCE

## CQPM: 100% SUCCESS RATE

Having attended a 17-day training course provided by the Union of Metallurgical Industries and Professions ([UIMM](#)), before producing a dossier on the theme of continuous improvement and undergoing an oral examination in May 2022, five leaders from the Acigné site obtained their Joint Qualification Certificate in Metallurgy (CQPM). Well done to them! The company takes great pride in seeing its employees grow and thrive.

#### M-EXTEND FRANCE

## IMPROVED WORKING CONDITIONS IN ACIGNÉ

The renovation of the U1 building in Acigné gathered pace in 2022. This involved the modernisation of 200 linear metres of facade by replacing the cladding and doors on the north and east of the building. Acoustic insulation, using high-performance materials, was the main focus of this project. This plant being located in a residential area, the aim was to protect the peace and wellbeing of local residents. Noise level measurements were taken by an acoustic engineering company before and after the work, and these have confirmed the effectiveness of the insulation. Further improvements have resulted from this new outer shell:

- better thermal insulation, thus providing enhanced employee comfort and energy savings;
- more natural light through the extensively glazed facades, resulting in more pleasant working conditions.

From 2023, renovation of the building's cladding and roof will continue on the west facade.





### M-EXTEND DO BRASIL

## EMPLOYEES VISIT THE AGROLEITE TRADE SHOW

The Agroleite trade show in Brazil is an annual showcase of dairy production technologies in Latin America. It takes place in August in the city of Castro (State of Paraná), the national milk capital. For the first time, M-extend do Brasil organised a visit for its employees on 22 August. Around 50 members of staff had the opportunity to discover the latest agricultural machinery and meet with farmers, thus allowing them to get closer to the users of our products. During their visit, they also enjoyed a presentation of MX products by sales technician **Marcelo Abreu**.

### TESTIMONIAL

"Meeting with users of MX products is very rewarding. I hope to be able to take part in this type of event more often."

**Ademir Ketes**, machinist at the M-extend do Brasil site.

## METRICS

	2022			2021			2020		
	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA	M-EXTEND DO BRASIL	M-EXTEND FRANCE	M-EXTEND INDIA
Contract staff as of 31/12	86	677	/	96	629	/	73	595	/
Total workforce (including temporary staff)	86	806	241	96	773	172	73	/	145
Net job creation (fixed-term and permanent staff)*	0	41	15	23	38	9	/	/	7
Temporary workers in production	0	28%	81%*	0	32%	55%	0%	/	36%
Rate of access to training (including mandatory training)	100%	90%	36%	47%	83%	3%	32%	/	7%
Number of workers trained	86	607	87	45	522	5	24	314**	10
Employees who have accessed at least one training course in the last 3 years (excluding mandatory training)	/	92%	/	/	94%	/	/	92%	/
Number of apprenticeship contracts and professionalisation adaptations	4	17	0	3	14	0	3	9	0
Employment rate of people with disabilities	/	data not yet available	0.0%	/	5.6%	0.0%	/	4.7%	0
Rate of women in the workforce	6%	12%	2%	5%	11%	1%	7%	/	0.7%
Number of trainees	0	57	2	0	26**	2	0	10**	1
Professional equality index	/	88%	/	/	82%	/	/	/	/

\* Increase in the number of temporary workers in production due to the increase in activity and a desire for greater flexibility.

\*\* Data for the Acigné site.



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Communications material produced with an ecodesign approach, considering and optimising the impacts on the various phases of its life cycle:



#### DESIGN

Optimisation of the dialogue between the designer, author and customer through the use of a shared file in order to limit data transit (1 MB sent by email = 19g eqCO<sub>2</sub> [source ADEME](#)).



#### MATERIALS AND ENERGY

Choice of a non-physical material (annual obsolescence of the contents) in order to limit the consumption of resources (wood, water, etc.) and energy.



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#### DISTRIBUTION

As anticipated in the design phase, particular attention was paid to the number of copies of this document to be sent out, as its weight accounted for the bulk of the environmental impacts. Vector illustrations, precise framing and processing of photographs, and external links for enriched content have reduced the weight of the document by 8% and the average weight per page by 36%:

- 2020 CSR report/31 pages: 2.8 MB/53.2g eqCO<sub>2</sub>
- 2021 CSR report/45 pages: 2.6 MB/49.4g eqCO<sub>2</sub>
- 2022 CSR report/37 pages: 2.3 MB/43.7g eqCO<sub>2</sub>



#### USE

Graphics work on ergonomics: clean design, well-spaced layout, coloured segmentation, navigation banner and external links for enriched content to improve the user experience.

Access by URL preferred to sending attachments by email in order to reduce data transit and their GHG emissions, limited in time in order to also reduce energy consumption related to server storage.

More information is on this 626 KB pdf: [Ademe: The hidden face of digital](#).



#### EVALUATION

For the purposes of continuous improvement, your feedback is important to us. Please share it with us via [this short online survey](#):



What did you think of this CSR report?



Making handling work  
easier for farmers

