ASI CERTIFICATION **PERFORMANCE STANDARD**

PRESENTED TO

Saint Jean Industries S.A.S

CERTIFICATE NUMBER	ASI STANDARD	CERTIFICATION LEVEL	ASI ACCREDITED AUDITING FIRM
574	**PERFORMANCE STANDARD (V3.1 2023)**	**FULL CERTIFICATION**	**GUTCERT (AFNOR GROUP)**
	DATE OF ISSUE	DATE OF EXPIRY	CERTIFIED SINCE
	30 JUNE 2026	**29 JUNE 2029**	**30 JUNE 2026**

AUTHORISED BY

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*Validity of this Certificate is subject to continued conformance with the applicable ASI Standard and can be verified at **www.Aluminium-stewardship.org***

CERTIFICATION SCOPE

Production of Aluminium components and subassemblies for automotive, truck, motorcycle, and industrial markets at Saint Jean Industries S.A.S, Belleville en Beaujolais, France.

AUDIT REPORT **PERFORMANCE STANDARD**

OVERVIEW

MEMBER NAME	Saint Jean Industries S.A.S
ENTITY NAME	Saint Jean Industries S.A.S
CERTIFICATION SCOPE	Production of Aluminium components and subassemblies for automotive, truck, motorcycle, and industrial markets at Saint Jean Industries S.A.S, Belleville en Beaujolais, France.
SUPPLY CHAIN ACTIVITIES	• Casthouses • Material Conversion
ASI STANDARD	• Performance Standard V3.1
AUDIT TYPE	• Initial Certification Audit
AUDIT FIRM	GUTcert (AFNOR Group)
AUDIT DATE	• 26 – 29 May 2026
AUDIT REPORT SUBMISSION	• 13 June 2026
AUDIT SCOPE	The Audit Scope covers Production of Aluminium components and subassemblies for automotive, truck, motorcycle, and industrial markets at Saint Jean Industries S.A.S, Belleville en Beaujolais, France. Supply chain activities included in the Audit Scope: • Casthouses • Material Conversion All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.
AUDIT OUTCOME	• Certification
AUDIT METHODOLOGY DECLARATION	The Auditors confirm that: ☑ The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report. ☑ The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous. ☑ The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope. ☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

CERTIFICATION PERIOD	30 June 2026 – 29 June 2029
NEXT AUDIT TYPE	Surveillance Audit
NEXT AUDIT DATE	29 December 2027
CERTIFICATE NUMBER	574

If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: https://Aluminium-stewardship.ethicspoint.com/

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

Saint Jean Industries S.A.S production site, ("the 'Entity"), is the original site of the Saint Jean Industries Group, a foundry established in 1962. Over the years, the site has become a specialist in the production of Aluminium automotive chassis components and is also home to the headquarters of the family-owned Group. Production is about 15 kilotonnes of melted Aluminium and 8 kilotonnes of Aluminium products.

The facility employs around 355 people, the majority of whom are dedicated to production activities. It is located in an industrial area in the suburb of Belleville en Beaujolais (North of Lyon in France). The area under management is approximately 6.1 hectares. The site's key physical features include two buildings, each equipped with a melting furnace, foundry workshops, and forging presses. There are also machining centres and an assembly line and storage and shipping buildings with loading docks. A Natura 2000 reserve, the 'Prairies humides et forêts alluviales du Val de Saône aval', is located approximately five kilometres away.

Key external Stakeholders include the local authorities and the town of Belleville en Beaujolais. Note: The St Jean industries Group has recently entered into negotiations with potential buyers.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of systems, Residual Risk and performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	Medium	High	Medium	MEDIUM
RISKS	Medium	Medium	Medium	MEDIUM
PERFORMANCE	Low	Medium	Medium	MEDIUM
OVERALL		MEDIUM		

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Minor Non-Conformance	The Entity has implemented procedures to monitor Compliance with Applicable Law. There is no Customary Law in metropolitan France. Compliance assessments are well-structured and closely monitored for certain topics, such as the environment. However, assessments for other topics, including Health and Safety, and Human Resources, are less systematic and documented. As a result, the Entity's understanding of its overall compliance status is incomplete.
1.2 Anti-Corruption	Conformance	The Entity has implemented various mechanisms (including an Ethical Charter and a whistleblowing mechanism) to work against Corruption in all its forms, consistent with Applicable Law and international standards. The Entity has not recorded any recent Corruption incidents.
1.3a-e Code of Conduct	Conformance	The Entity has implemented a Group Ethical Charter and a site-based Code of Conduct that address principles relevant to environmental, social and governance (ESG) performance. These documents are regularly reviewed (the last review was in 2026) and have been widely communicated. The Ethical Charter is publicly disclosed at: https://www.st-ji.com/en/sji-group-english/commitments-h-qse/
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has developed, maintains and communicates various Policies, at Group and site-level, which are consistent with the ESG practices of the ASI Performance Standard. These documents are regularly reviewed and updated. The site-level integrated Quality, Energy and Environment (QEE) Policy is available (in French only) at: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/
2.2a-c Leadership	Conformance	The Entity's QHSE and HR Managers have been nominated as ASI Management Representatives to lead the implementation of the Policies. These roles, together with the Communication Manager, communicate the Policies. Adequate resources to implement and improve the Entity's ASI Management System are provided.
2.3a Environmental and Social Management Systems - Environmental	Conformance	The Entity has documented and implemented an Environmental Management System according to ISO 14001 and an Energy Management System according to ISO 50001. These Systems are certified by an accredited certification body.
2.3b Environmental and Social Management Systems - Social	Conformance	The Entity has documented and implemented a Social Management System. While the System is not certified, it contains all the main components of a system consistent with international standards.
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented responsible sourcing Policies, including the Group Purchasing Charter and the QEE Policy. They include a due Diligence process regarding the main suppliers. These Policies are regularly reviewed. The Purchasing Charter is available at: https://www.st-ji.com/en/sji-group-english/suppliers/

CRITERION	RATING	COMMENT
		The Quality, Energy and Environment Policy is available at: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as there have been no Major Changes or New Projects.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there have been no Major Changes or New Projects.
2.7a-f Emergency Response Plan	Conformance	Based on its risk analysis, the Entity has developed site-specific Emergency Response Plans in collaboration with potentially affected Stakeholders (including authorities and Workers' representatives). This is predominantly a crisis unit organisation, but it also includes emergency plans for other events including fire and spills, which are regularly reviewed. Drills are performed. Due to the safety and security risks associated with full public disclosure of the plans, only the authorities and emergency services are informed. Some elements could be released publicly upon request, subject to management approval.
2.8a-d Suspended Operations	Conformance	The Entity has developed, based on its risk assessment, a Business resilience plan that is regularly reviewed (last review in 2026).
2.9a-b Mergers and Acquisitions	Conformance	Mergers and acquisitions are primarily managed at the corporate level, where an ESG Due Diligence process would be activated. It would include consideration of Historical Aluminium Operations. There have been no recent mergers or acquisitions. The Entity's parent company, Saint Jean Industries Group, is currently undergoing a financial debt restructuring that will result in a change of ownership (with a new shareholder). It has entered into negotiations with potential buyers. Due Diligence processes are managed by the potential buyers. The Entity's Works Council and external Stakeholders are informed of some aspects of this process.
2.10a-b Closure, Decommissioning and Divestment	Conformance	There is no current closure, decommissioning, or divestment at the Entity. Should such an even occur, it would be managed at the corporate level, in accordance with French regulations. In such a case, an ESG review process would be undertaken, Stakeholders consulted (e.g., Works Council), and a plan for monitoring Material impacts, including Legacy Impacts, implemented, as required by French regulations.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity has publicly disclosed its governance approach and its Material environmental, social, and economic impacts in its 2026 Sustainability Report, available at: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/
3.2 Non-compliance and Liabilities	Conformance	The Entity has publicly disclosed significant fines, judgments, penalties, and non-monetary sanctions for failure to comply with Applicable Law in its 2026 Sustainability Report, page 15: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/

CRITERION	RATING	COMMENT
		There has been no significant sanction in recent years.
3.3a-c Payments to Governments	Conformance	Only legal and obligatory payments related to taxes and duties are paid to governments. Financial accounts are publicly disclosed at: https://www.pappers.fr/entreprise/saint-jean-industries-395047426 No financial or in-kind contributions to political parties are made, as disclosed in the 2026 Sustainability Report, page 17: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has implemented various mechanisms to address Stakeholder complaints, grievances, and requests, including a 'whistleblowing' tool on the website, the Works Council, an Ethical Committee, and a psychological support unit. The 'whistleblowing' line is available on the website, under the 'we are here to listen' section: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/ These mechanisms are regularly reviewed and shared with Stakeholders.
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has performed a complete Life Cycle Assessment (LCA) for its most representative Aluminium Product line.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	There is no recent customer request for communication of the Entity's cradle-to-gate LCA. Customers' requests are focused on Greenhouse Gas data and recycled content. It has been verified that accurate data are provided to customers covering these topics.
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity, as there is no design activity on site regarding Aluminium products. Product design is performed by the customer.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has implemented a robust process to minimise Aluminium Process Scrap and targets 100% of Scrap for collection, recycling, and/or re-use. Most Scrap is recycled internally, and that remaining is sent to an external provider for recycling in a closed loop. The Entity uses only one Aluminium alloy and there is no need to segregate the Scrap.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Minor Non-Conformance	The Entity has defined and implemented a recycling strategy, including targets and timelines. The strategy was reviewed in 2026 and is primarily focused on Pre-Consumer products and exploration of Post-Consumer products. However, the strategy has not been disclosed publicly.
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity engages mainly with customers and suppliers at a national/European level to support efforts to increase recycling rates in the automotive markets for their products containing Aluminium (e.g., cradles, chassis/suspension parts, etc.).

CRITERION	RATING	COMMENT
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	The Entity accounts for and publicly discloses its Material Scopes 1-3 Greenhouse Gas (GHG) emissions and energy use annually in its 2026 Sustainability Report, pages 4-6: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/ However, energy and GHG emissions data are not independently verified prior to publication.
5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity – In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a GHG Emissions Reduction Plans	Conformance	The Entity has established a GHG Emissions Reduction Plan and defined a GHG Emissions Reduction Pathway consistent with a 1.5ºC warming scenario, aligned with the ASI methodology.
5.3b-e GHG Emissions Reduction Plans - Targets, review and disclosure	Conformance	The Entity's GHG Emissions Reduction Pathway and Plan address both Direct and Indirect GHG emissions. They are globally consistent with the ASI methodology, with a baseline year of 2025, and an Intermediate Target for 2030. The Entity's Plan and Pathways are publicly disclosed in the 2026 Sustainability Report, page 5: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/ The Entity has established a system to review the Plan and Pathways and to disclose progress against the GHG Emissions Reduction Plan annually.
5.4 GHG Emissions Management	Conformance	The Entity has implemented an ISO 14001/50001 Management System certified by a third party, which incorporates GHG/Energy management. Operational control procedures and regular monitoring are implemented to achieve performance aligned with the GHG Emissions Reduction Plan and targets.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Minor Non-Conformance	The Entity quantifies, monitors, and manages its Emissions to Air within its Area of Influence (limited to the Facility area) according to French regulations and its certified ISO 14001 Environmental Management System. Air emissions are controlled annually at the Facility, according to local regulations and permits. An action plan, regularly reviewed, is implemented to reduce impacts. The Entity has disclosed its air emissions and related action plan in its 2026 Sustainability Report, page 7: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/

CRITERION	RATING	COMMENT
		Note: Only 2024 results have been disclosed, as 2025 results are currently being disputed. This discrepancy has been communicated to the authorities. However, disclosure of the results of the air emissions monitoring are incomplete as there is no disclosure of the flow results and only limited details are provided on the action plan and compliance.
6.2a-g Discharges to Water	Conformance	The Entity quantifies, monitors, and manages its Discharges to Water within its Area of Influence (limited to the Facility area) according to French regulations and its certified ISO 14001 Environmental Management System. Discharges to Water are made according to local regulations and permits. An action plan, regularly reviewed, is implemented to reduce impacts. The Entity reports its Discharges to Water in the 2026 Sustainability Report, page 10: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/
6.3a-g Assessment and Management of Spills and Leakages	Minor Non-Conformance	The Entity has implemented a Management System, including emergency, monitoring, and communication procedures, to manage major risks of Spills and Leakage. This System is ISO 14001 certified. Periodic risk assessments of the major risks of Spills and Leakage are undertaken and the Entity has implemented management plans, which are regularly reviewed, to prevent, detect and remediate Spills and Leakages. Due to the safety and security risks associated with full public disclosure of the plans, only the authorities and emergency services are fully informed. Some elements could be released upon request, subject to management approval. However, the Audit identified two instances of insufficient operational control of Spills/Leaks In both cases, the environmental impacts were very limited and were contained within the Facility.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity has implemented procedures to disclose the volume, type, and potential impact of significant Spills immediately after an incident. It has also established a process for the public disclosure of significant incidents (including Spills), Impact Assessments, and remediation actions. No significant Spills have been recorded since 2025. The Entity discloses information on significant Spills in the 2026 Sustainability Report, page 11: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/
6.5a-c Waste Management and Reporting	Conformance	The Entity has implemented a Waste management system as part of its certified ISO 14001 Management System. The Entity's Waste strategy has been developed in accordance with the Waste Mitigation Hierarchy. Waste management is implemented according to French regulations. The Entity has assessed the impacts of its Waste on human health and the environment in its health and safety risk assessment and environmental analysis. The Entity annually reports on the quantity of Hazardous/Non-Hazardous Waste and waste disposal methods in the 2026 Sustainability Report, page 12: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.

CRITERION	RATING	COMMENT
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Minor Non-Conformance	The Entity seeks to maximise the recovery of Aluminium contained in Dross and Dross residues, using an external refiner. There is no landfilling of Dross residues. All Dross residues are recovered as confirmed by waste tracking documents. However, Dross is not stored in a covered area, creating a risk of leachate formation.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity undertakes an annual risk assessment of water consumption as part of its environmental analysis. The Area of Influence is limited to the Facility. The assessment concluded that the water consumption presents a low level of risk. Water consumption is strictly monitored. By 2025, the Entity had achieved a 30% reduction compared to 2023 levels. The risks, water withdrawal and use by source and type, and the water management plan with time-bound targets are disclosed in the 2026 Sustainability Report, pages 8–10: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity, as water-related risks are identified as low.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has assessed risks to, and potential impacts on, Biodiversity and Ecosystem Services from land use through its ISO 14001-certified environmental risk assessment. The Area of Influence is limited to the Facility. The Facility's environmental study shows no Material impacts on Biodiversity or Ecosystem Services.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as the identified risks and potential impacts are assessed and documented as low.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as the identified risks and potential impacts are assessed and documented as low.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, no Priority Ecosystem Services have been identified.
8.4 Alien Species	Conformance	The Entity proactively prevents the accidental or deliberate introduction of Alien Species through on-site monitoring and preventive measures, such as fumigation.
8.5a-b Commitment to 'No Go' in World Heritage Properties	Conformance	The Entity is not located near any World Heritage Properties (https://whc.unesco.org/fr/list). There are no current or future projects that could impact World Heritage Properties.

CRITERION	RATING	COMMENT
8.6a-d Protected Areas	Conformance	The Entity has determined that there are no Protected Areas within its Area of Influence, which is limited to the Facility area. The closest Protected Area is a NATURA 2000 site, located five kilometres away (Prairies humides et forêts alluviales du Val de Saône aval).
8.6e Protected Areas – Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Minor Non-Conformance	The Entity commits to respecting Human Rights and observing the UN Guiding Principles on Business and Human Rights and has documented this commitment in gender-responsive documents including the Group Purchasing Charter, Group Ethical Charter and Social Policy (https://www.st-ji.com/en/sji-group-english/suppliers/) and the site-level Social Policy. These documents are reviewed at least every five years and in case of significant change or indication of a control gap. The Entity has implemented a gender-responsive Due Diligence process to assess, prevent, mitigate, and account for its current and potential impacts on Human Rights. The Due Diligence process takes into account Legacy Impacts and is regularly reviewed. The mapping and consultation of Stakeholders are included in the process. There is no recent case of having caused or contributed to adverse Human Rights impacts on-site or within the supply chain. However, even though the risk appears limited, the Due Diligence process has not yet been implemented for the Entity's temporary employment agencies or the cleaning company.
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has implemented the Code of Conduct, Social Policy, and internal rules that prohibit all forms of Discrimination, including based on gender. The Entity implements a program promoting gender equity and women's empowerment, which addresses barriers to professional development, Discrimination, Violence, and Harassment. The program is reviewed at least every five years and in case of significant change/indication of control gap. Women interviewed during the Audit confirmed the Entity's commitment to women's rights. The Entity publicly discloses the effectiveness of the measures taken to promote gender equity in its 2026 Sustainability Report, page 13: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples present in the area (North of Lyon in France).
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples present in the area (North of Lyon in France).

CRITERION	RATING	COMMENT
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples present in the area (North of Lyon in France).
9.5a Cultural and Sacred Heritage – Identification	Conformance	The Entity has determined that there are no sacred or cultural heritage sites or values located nearby, according to both the Monumentum website (https://monumentum.fr) and the World Heritage list.
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples present in the area (north of Lyon in France)
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as it is located in an industrial zone and does not have any New Projects or Major Changes that require resettlement.
9.7a-h Affected Populations and Organisations	Conformance	The Entity is committed to respecting the legal and customary rights and interests of Local Communities. No complaints from neighbours have been received and no Material impact/risks on the communities identified. As a result, no specific action plan has been defined. The Entity has established a community engagement approach and supports Local Communities through various partnerships regarding sports and education initiatives. This includes various mechanisms that exist to discuss with Local Communities and their representatives.
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	The Entity has established a sound Management System to avoid any involvement in armed conflict or Human Rights abuses, which includes a clear Policy documented in its Purchasing Charter and supplier management manual, defined responsibilities and allocation of resources within the Procurement team, a documented Due Diligence process, the collection of supplier information through a supplier questionnaire, and a Grievance Mechanism.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity has implemented a Due Diligence process that includes the identification and assessment of Conflict-Affected and High-Risk Areas (CAHRAs) risks in its supply chain. Risks have been assessed for all main suppliers, taking into account the responses to the questionnaires sent to these suppliers, as well as the ASI Certification Status of the Aluminium suppliers.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity has implemented a Due Diligence process that includes the way to respond to identified CAHRAs risks in its Aluminium supply chain. As no red flags were identified in 2026, a mitigation plan is not currently required.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity's Due Diligence processes were included in the scope of this ASI Performance Standard Certification Audit and address this requirement.

CRITERION	RATING	COMMENT
9.8e Conflict-Affected and High-Risk Areas – Report annually	Minor Non-Conformance	The Entity reports annually on its supply chain Due Diligence, refer to the 2026 Sustainability Report, page 15: https://www.st-ji.com/saint-jean-industries-accueil-porteur-de-solutions-innovantes/implantations-saint-jean-industries/sji-sas/. However, there are no details given about the method and the results of the Due Diligence activities performed.
9.9 Security practice	Conformance	The Entity's security activities are carried out by two employees under the management of the Human Resources team. These employees are trained on the Code of Conduct and are not armed. No complaints related to the security practices have been received, as confirmed during the Audit.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity respects the Freedom of Association and the right to Collective Bargaining. The Entity participates in good faith in its implementation. Decisions to join a Labour Union are made solely by the Worker. Labor Unions are free to organise, elect their representatives and collectively bargain on behalf of their members. Interviews with managers, Workers and Workers representatives have confirmed these elements.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable, as the right to Freedom of Association and Collective Bargaining are not restricted in France.
10.2a Child Labour	Conformance	The Entity strictly prohibits Child Labour that is not in accordance with Applicable Law and conventions of the International Labour Organisation, as documented in its Social Policies and Purchasing Charter. The Entity has not identified any red flags regarding Child Labour in its supply chain.
10.3a-c Forced Labour	Minor Non-Conformance	The Entity strictly prohibits Forced Labour, as documented in its Social Policies. The Entity has implemented practices to prevent any direct or indirect practices related to Forced Labour, including Debt Bondage, Human Trafficking, and retention of identity papers. Interviews and site inspection confirmed that there are no Forced Labour or related practices at the Facility. A Due Diligence process regarding Forced Labour is also implemented regarding suppliers. However, the Entity has not yet publicly disclosed a Modern Slavery Statement detailing the actions to address modern slavery.
10.4a-c Non-Discrimination	Conformance	The Entity has documented its commitment to equal opportunities and zero tolerance to Discrimination in its Social Policy. Job appraisals are performed during annual performance reviews with objective criteria. Differences are analysed periodically with the Workers' representative to correct potential discrepancies. The Entity promotes a culture of non-Discrimination through various communications. Interviews with Workers and the Works Council confirmed the Entity's commitment to ensuring equal opportunities

CRITERION	RATING	COMMENT
		and non-Discrimination. There has been no recent case of Discrimination recorded.
10.5 Communication and engagement	Conformance	The Entity has an open and inclusive communication process between management, Workers, and their representatives. There are mechanisms for Workers to raise concerns, to report non-conformities, and to suggest improvements.
10.6a-g Violence and Harassment	Conformance	The Entity has implemented Social Policies and internal rules, in consultation with Workers and their representatives regarding Violence and Harassment. It prohibits violations of the physical or moral integrity of anyone, such as insults, humiliation, or sexual Harassment. The Policies are regularly reviewed, at least every five years and in case of significant change or indication of control gap. The Group Social Policy is disclosed at: https://www.st-ji.com/en/sji-group-english/commitments-h-qse/ Violence and Harassment risks are included in the Entity's risk assessment. The Entity provides regular information on Violence and Harassment risks and prevention/protection measures. No recent significant case of Violence/Harassment has been reported.
10.7a-d Remuneration	Conformance	The Entity ensures that Workers have a written and understandable work contract. Wages are defined by French regulations, the National Collective Bargaining Agreement for the Metallurgy Industry, and company agreements. Wages exceed the legal minimum standard and respect the industry minimum standard. The Entity makes monthly wage payments according to French regulations in a punctual manner. All Workers receive payslips with payment details. The Entity pays a premium of at least the equivalent of 25% for work exceeding 35 hours per week as defined by French law.
10.8a-c Working Time	Conformance	The Entity complies with French Applicable Law and the National Collective Bargaining Agreement for the Metallurgy Industry on Working Time, Overtime working hours, public holidays and paid annual leave. A Company agreement regarding Working Time is established. A time management system is implemented to follow up on Overtime working hours and paid leave. The Entity ensures Workers receive an average of one day off per seven-day period and a less than eight-hour workday on average over a six-month period, as confirmed via the time management system.
10.9a-b Informing Workers of Rights	Conformance	The Entity regularly informs Workers of their Rights through onboarding, communication channels, and the Human Resources team. Workers' representatives are also an important relay of information for Workers about their Rights. The right to Freedom of Association and Collective Bargaining is not restricted by law in France.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has documented and implemented an Occupational Health and Safety (OH&S) Management System. The System is not certified, however, it contains the main components of a system consistent with international standards. The Management System is applicable to all Workers and Visitors.

CRITERION	RATING	COMMENT
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Minor Non-Conformance	The OH&S Management System is reviewed quarterly via Health and Safety reviews and more comprehensively annually, also taking into account any significant changes or indications of a control gap. Various leading and lagging indicators of the OH&S Management System are reviewed annually. The public disclosure of these indicators, as well as the comparative analyses of performance with peer businesses and leading practices are detailed in the 2026 Sustainability Report, pages 14-16: https://www.st-ji.com/en/sji-group-english/locations/sji-sas/ However, the disclosure does not include OH&S leading indicators.
11.2 Employee engagement on Health and Safety	Conformance	The Entity provides Workers with various mechanisms to discuss and participate in the resolution of OH&S issues with management, including a joint Health and Safety Committee for Workers.

ASI LIMITATION OF LIABILITY DISCLAIMER

DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	30 June 2026	Initial Certification Audit - Full Certification