

ESG GROUP MANIFESTO

OUR MISSION: ENSURING A HEALTHIER WORLD

Our mission is **to improve people's health** and offer cutting-edge **analytical services** that allow those who interact with our company (our stakeholders) to make informed decisions. We carry out this mission thanks to a **team of experts, close to the territory and committed to the service** of our partners.


COMMITMENTS

At CARSO, our social commitment is part of an ambitious and structured approach to sustainable development. In line with the European CSRD directive, we have defined our priority commitments based on a double materiality analysis.

This approach allows us to identify and understand social, environmental and economic impacts of our activities to create sustainable value for all the entities with which we interact (our stakeholders). Guided by our Mission - **Ensuring a Healthier World** - we embed social responsibility at the heart of our governance, business practices and strategic decisions.

The CARSO Group contributes to 8 of the 17 UN Sustainable Development Goals



 → Indicates strategic Carso axes within UN Sustainable development Goals.

A strategy focused on generating positive impact

Our 7 priority axes have been defined with all our stakeholders. We have made the choice of a focused strategy to maximize the impact of the CARSO Group.



1. Maximizing the positive impact of our analyses on the environment and the health of populations

- E3: Pollution reduction
- S1: Improving of working conditions
- S2: Improving people's health and safety
- G1: Develop a group culture
- G2: Upholding regulations that protect our environment

2. Carry out our analyses by reducing our negative externalities

- E1: Reduction of greenhouse gas emissions
- E2: Starting the transition to a circular economy

OUR COMMITMENTS

CARSO Group is committed to implementing the values of the 10 Principles of **the United Nations Global Compact** in our business strategy, in our daily activities and in our corporate culture. The **CARSO Group's Code of Ethics** details our commitments in this area.

In addition, the Carso Group is specifically committed to:



Reduce our greenhouse gas emissions by 40% by 2030 compared to 2022 (*)



Reduce the weight of waste per sample by 30% by 2030



Enhancing CARSO's contribution to reducing pollution



Reduce the accident frequency rate to 5 events by 2030.

Improve employee satisfaction (+10 Net Promoter Scores - NPS, by 2027)



Going beyond the test report to contribute with a positive impact on people's health and safety.



Engage more than 2,000 employees per year in Group ESG initiatives by 2027.



To represent a technical point of reference to contribute to the evolution of regulations in the analytical sector.

(*) in line with the trajectory of the goal launched by the Science Based Targets SBTi initiatives to limit the rise in the planet's temperature to a maximum of 1.5°C

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