



ANNUAL CSR REPORT

CORPORATE SOCIAL RESPONSIBILITY

2024 - 2025

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ABOUT US

We specialize in the design and manufacturing of high-performance industrial thermal solutions, enabling manufacturers across numerous sectors to **recover waste energy**. Thanks to our unique industrial expertise, we contribute significantly to the **drastic reduction of energy consumption** and **the avoidance of millions of tons of greenhouse gas emissions globally**. Our **expertise is focused on compact welded heat exchangers**, through which we provide customized solutions to the **energy, environmental, and food industries**.

Beyond our innovative products, we offer **comprehensive support**, from the initial audit through to final implementation, and provide maintenance and reconditioning of existing equipment.

30+

Years of experience

80+

Countries covered

98%

Export

1000+

Customers

Nexson Group Brands:



This entity is essential for developing the group's presence in the Asian market, ensuring local access to Nexson Group technologies and products.



An expert in plate heat exchangers, it provides specialized know-how and advanced technologies in this specific field, thus complementing the Nexson Group product range.



A company renowned for its expertise in mechanical engineering. Its integration into Nexson Group reinforces the group's technical and engineering capabilities, making it possible to design even more complex and customized solutions.



A WORD FROM THE PRESIDENT

Since the creation of NEXSON Group, our ambition has always been to **design and manufacture high-performance, durable equipment** enabling our clients to **reduce their energy consumption** and **enhance the efficiency of their processes**. This commitment, rooted in our industrial DNA from the very beginning, makes our company a major and responsible player in the energy transition. Over the years, we have **built our reputation on strong values** that guide every decision we make:

- **Adaptability and Agility**, because every customer, every project, and every technical challenge deserves a tailor-made response.
- **Excellence and Expertise**, because precision, quality, and mastery are at the core of our business.
- **Boldness and Proactivity**, which drive us to innovate, anticipate our customers' needs, and continuously improve our methods.
- **Integrity and Transparency**, which form the foundation of trust in our human, commercial, and industrial relationships.

Today, these values are taking on a new dimension through our Corporate Social Responsibility (CSR) approach, which is a continuation of our mission: to produce better, consume less, and act collectively for a sustainable future. However, CSR is not an endpoint: it is a continuous, voluntary, and collective progression. We have chosen to make it a shared commitment, where everyone—management, employees, clients, suppliers, and partners—has a role to play.

Our ambition for the coming years is clear: to make NEXSON Group an **industrial reference where performance, innovation, and responsibility advance in tandem**. Together, let us continue this dynamic of progress and commitment, serving a more sustainable and humane industry.



Charles Bonnafous
CEO of Nexson Group



Because the future of our industry lies in the balance between performance and respect for the planet, we make energy management, resource sobriety, and the durability of our manufacturing the pillars of our ecological commitment.

RECOVERY OF WASTE ENERGY

THANKS TO OUR EQUIPMENT SINCE OUR CREATION

Since its creation, **Nexson Group's** heat exchangers have helped to avoid the emission of:

88 Million
tons of CO₂

representing a **+10 %** increase compared to last year.

SUPPORTING THE SUSTAINABLE DEVELOPMENT GOALS

In 2015, the United Nations adopted the **Sustainable Development Goals (SDGs)**, a universal call to action to **eradicate poverty, protect our planet, and ensure peace and prosperity for all by 2030.**

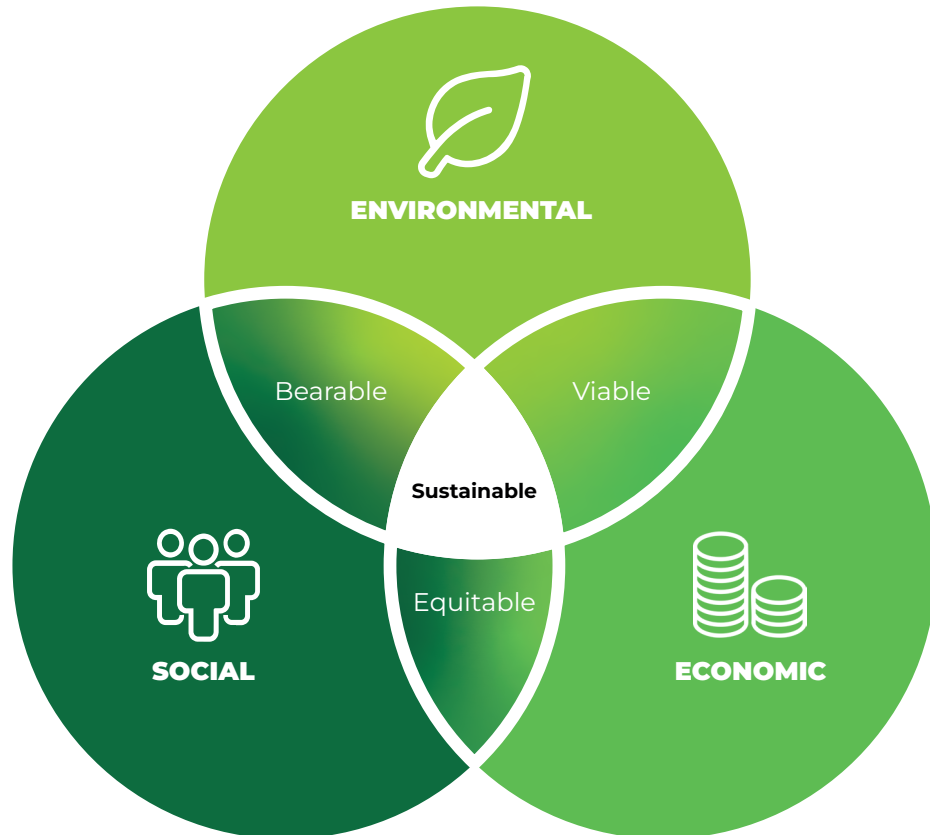
These SDGs are **central to our strategy.** They guide the development of our CSR policy, our initiatives, and our annual objectives. By integrating these global goals, we ensure a **concrete and continuous contribution** to building a more sustainable future.

We are **committed to constantly improving our own sustainability performance.** Furthermore, our mission is to enable our partners and clients to do the same. We achieve this by **providing them with heat exchanger solutions designed for minimal environmental impact.**



OUR CSR COMMITMENTS

Aware of the **social, environmental,** and **economic** issues, we are further consolidating our positive impact. We are committed to respecting and deploying an ambitious CSR policy structured around three pillars, derived from the Sustainable Development Goals (SDGs).



ENVIRONMENTAL

Affordable and clean energy | Responsible consumption and production | Climate action

SOCIAL

Good health and well-being | Quality education | Gender equality

ECONOMIC

Industry, innovation and infrastructure | Decent work and economic growth

ENVIRONMENTAL ISSUES

Carbon emissions avoided
thanks to our heat exchangers

11,24
millions tons of CO₂e

+15 %
compared to last year.

**Carbon footprint
per unit produced**

40
tons of CO₂e

-22 %
compared to last year.

Group carbon footprint

↘ 9 %

greenhouse gas emissions.

Recoverable waste

100 %

of the recoverable waste was
recovered. (cardboard, wood,
metals, etc.).

SOCIAL ISSUES

Workplace accidents
ZERO Accident goal

↘ **15 %**

of the severity rate of workplace accidents.

**Average employee seniority
(Fixed-Term / Permanent)**

4,5
years

for a 14-year-old company, knowing that **46%** of employees were hired after 2021.

Annual employee turnover rate

4 %

demonstrating good employee retention and well-being.

Employee training

88 h

of average annual training time per employee.

ECONOMIC ISSUES

Living wage

96 %

of employees are paid above the living wage threshold according to the Fair Wage Network.

Internal ethical rules

**0
incident**

of non-compliance within the Group's ethical rules.

External ethical rules

100 %

of suppliers and subcontractors complying within Nexson Group's ethical rules.

Insurance and benefits

100 %

of employees are covered by the company's insurance and benefits.

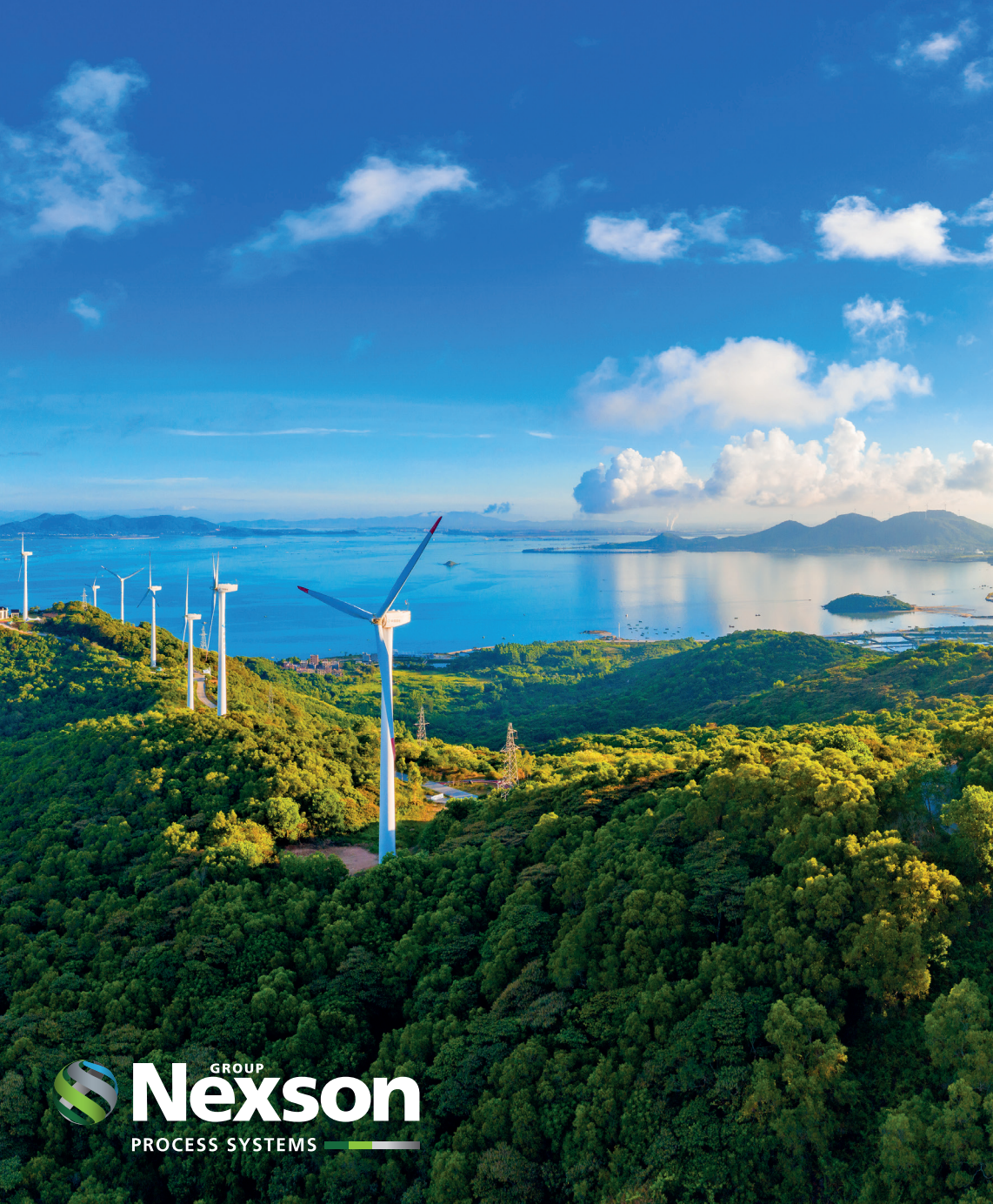
ecovadis SCORE



EcoVadis is the world's largest independent sustainability rating company, with a network of over **150,000 companies evaluated since its creation in 2007**. EcoVadis's sustainability scorecards provide a detailed **analysis of a company's environmental, social, and ethical practices**.

EcoVadis certification, with medals ranging from **Bronze to Platinum** based on the score obtained on the scorecards, sets the standard for sustainability and is **globally perceived as a recognized label**.





A MORE SUSTAINABLE FUTURE

At the end of this year of commitment, we observe a significant evolution in **how CSR issues are addressed** within our Group, and a genuine awareness across all our employees.

NEXSON Group continues to demonstrate its growing involvement and a real determination to **actively contribute to the continuous improvement** of our practices.

The completion of our first carbon footprint assessment marked a major milestone, enabling us to **better understand the impact of our activities** and compare it with the ecological benefit of the heat exchangers we design, which **prevent the release of million of tons of greenhouse gases**. Concurrently, notable social advances have been implemented, with a specific focus on safety, training, and Quality of Life at Work (QLW).


This progress constitutes a solid foundation to pursue our approach. In the coming years, we will continue to **focus our efforts on energy performance**, supporting our clients with increasingly efficient solutions, while also optimizing our own consumption and investing, among other things, **in a fleet of photovoltaic panels**.

Finally, in a gesture that is both symbolic and concrete, **we will initiate a tree-planting program** designed to promote CO₂ capture and to permanently embed our actions within a **logic of compensation and environmental preservation**.

Together, we confirm our ambition: to continue making **our company an exemplary, responsible, and forward-looking industrial player on a global scale**.



Arnaud Lepresle
QHSE Manager & CSR Officer



GROUP Nexson
PROCESS SYSTEMS

Our commitment to future generations.

