



TRIMET France

2022 SUSTAINABILITY REPORT

trimet



2022

— Message from the Management

**Our vision:
standing as a responsible,
sustainable and corporate
citizen industry.**

TRIMET is a medium-sized, innovative family-owned company that develops, produces, markets and recycles modern aluminium-based light metal products. In Germany and France, some 2,400 employees cooperate with our customers to make cars more economical, planes lighter, wind turbines and electrical installations more efficient, buildings more modern and packaging more environmentally friendly.

Four aluminium smelters, two recycling plants, four foundries, a sales and marketing department as well as state-of-the-art research and development laboratories: TRIMET offers its customers a wide portfolio of products, ranging from liquid aluminium to aluminium wire rod, billets, rolling slabs and foundry alloys. With an annual production of approximately 785,000 tonnes of aluminium products, we can satisfy almost any need.

We supply our customers with aluminium in all types of formats, quality and alloys, offering short- and long-term supply models and prices. On the global market, we are a reliable and responsive local partner.

We tailor our production to the specific needs of our clients in our plants and deliver in liquid or solid form.

We recycle aluminium, supplying it in the required alloy, format and deadline.

We research and develop new alloys with our clients to improve their products.

We accept our responsibility and stand by our economic, social and ecological goals. Respect for the environment is rooted in the company's philosophy and shared on a daily basis by all staff.



"Given the growing demand for eco-responsible solutions in the sectors of electromobility, renewable energies and energy-efficient buildings, aluminium has become an essential material. Its light weight, solidity, conductivity and corrosion-resistance make it a key element for the development of sustainable products. Here at TRIMET, as a local aluminium manufacturer, we are proud to be contributing to the development of the innovations needed to guide society towards climate neutrality. That is why, for us, sustainable development is a natural and obvious priority, which is reflected in all our decisions, whether they're covering economic, ecological, or social matters.

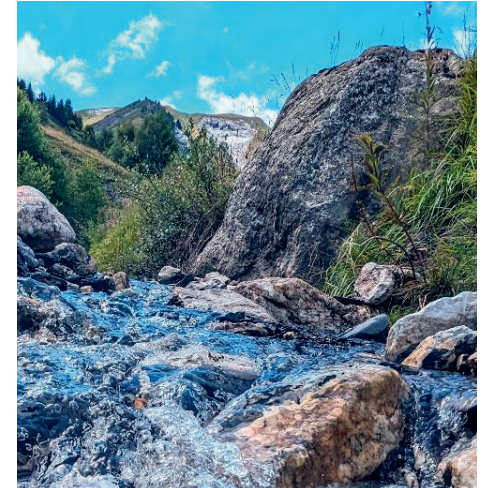
Philipp Schlüter, Chairman of the Executive Committee of TRIMET Aluminium SE and President of TRIMET France



"2022 wasn't an entirely easy ride for us, given the energy crisis which impacted Europe. TRIMET France demonstrated its ability to adapt, and it played its part in energy sobriety efforts which were essential to getting through the crisis. In this challenging environment, our sights remained focused on our CSR strategy, and we implemented multiple improvement initiatives, as shown in this report. Happy reading! »

Loïc Maenner, Managing Director of TRIMET France

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Key figures



 **648**
EMPLOYEES

497 MILLION
EUROS
IN TURNOVER
OVER THE 2021-2022 FINANCIAL YEAR

+120 years
OF KNOW-HOW
AND EXPERTISE



2 
FRENCH
PRODUCTION PLANTS

 **1/3** OF THE ALUMINIUM
PRODUCTION
ALUMINIUM
IN FRANCE



90% OF OUR CLIENTS
ARE BASED
LOCALLY,
WITHIN A 48-HOUR DELIVERY RADIUS

137,782
TONNES OF PRIMARY
ALUMINIUM PRODUCED



+20 years
OF ENVIRONMENTAL
(ISO 14001) AND QUALITY
(ISO 9001) CERTIFICATIONS

5 CERTIFICATIONS
ISO 14001, ISO 45001, ISO 50001,
ISO 9001 AND ASI



Gold Medal
FOR 4 YEARS ON
ECOVADIS CSR



84 **INTERNS AND STUDENT WORKERS WELCOMED**

 **46H** **OF TRAINING**
PER YEAR AND PER EMPLOYEE

90% **OF PRODUCTION BY-PRODUCTS ARE RECYCLED IN THE PRODUCTION PROCESS**

95%  **OF OUR EMPLOYEES TOOK AT LEAST ONE TRAINING COURSE IN 2022**

OUR PRODUCTS CAN CONTAIN UP TO
50% **RECYCLED MATERIAL** 

52% **OF OUR WASTE IS REUSED**

2.56 **TONNES OF CO2 EMISSIONS***
PER TONNE OF ALUMINIUM PRODUCED



* Scope 1 and 2 greenhouse gas emissions measured across the TRIMET France organisational perimeter for 2022 and reported on TRIMET France's production of marketable aluminium.

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Aluminium made in France

TRIMET FRANCE

TRIMET France develops, produces, casts and sells modern, aluminium-based light metal products at two production sites. Approximately 650 employees work with our clients to make cars more eco-friendly, planes lighter, wind turbines and power plants more efficient, buildings more modern, and packaging greener.



"More than 100 years of know-how and expertise"



French aluminium producer for industry



GRI- 102

With two production plants in France, TRIMET France produces primary aluminium for its industrial clients, offering them a wide range of products adapted to their needs: Aluminium wires, alloy ingots, slabs, and T-bars.

Through the electrolysis process, we transform the raw material (alumina and carbon) into aluminium. We smelt this aluminium to obtain wire rod, our speciality, slabs and ingots. We produce alloys adapted to the specific needs of our clients, supplying them in the required formats. Producing approximately 150,000 tonnes of aluminium products each year, the company spans several markets. Our most well-known brands are Almélec®, Conductal® and Mécal®.

Annual production capacity



100,000 tons
of aluminium wire rod



40,000 tons
of alloy ingots



40,000 tons
of rolling slabs



30,000 tons
of T-bars

Two state-of-the art plants, established over 100 years ago

TRIMET France has two production plants: The Saint-Jean-de-Maurienne aluminium smelter in Savoie, one of the first in the world, which was created in 1907; and the Castelsarrasin casthouse in Tarn-et-Garonne, which was established in 1856. They have been showcasing industrial know-how and expertise for more than 100 years. They are constantly reviewing and upgrading their production facilities to guarantee high-quality and competitive products.

As major economic, social and environmental agents in their respective regions, they strive to ensure the sustainability of their activities in the long term, upholding the principles of Corporate Social Responsibility (CSR). Our factories are certified in line with ISO 9001, ISO 14001, ISO 45001, ISO 50001 and ASI — Performance Standard.

The two plants are Classified Installations for the Protection of the Environment (ICPE). The plant in Saint-Jean-de-Maurienne is classified high threshold SEVESO while that of Castelsarrasin is subject to authorisation. TRIMET France also has an alumina unloading station at Marseille-Fos Port.

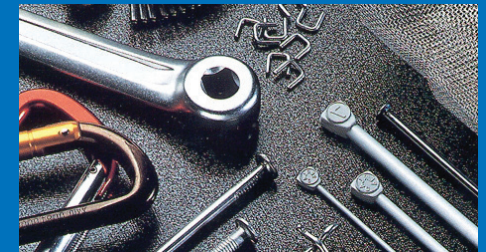
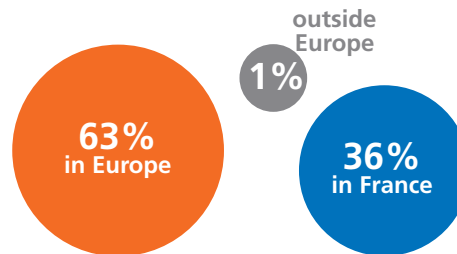
Trimet France is one of the last two primary aluminium producers in France.

Close to our market

90% of our clients are based within a 48-hour delivery radius. Our clients rank proximity as the top satisfaction criterion. We are a reliable and local partner for their supplies.



Our sales



Applications and markets

Our clients use our products to manufacture a wide variety of products destined for power transmission (low, medium and high voltage cables represent 60% of our sales), automotive and aeronautics (30%), and food, pharmaceutical and cosmetics packaging (10%).

The aluminium saga

The Saint-Jean-de-Maurienne plant was one of the first aluminium smelters in the world. It was established in 1907 by the Compagnie des Produits Chimiques d'Alais et de la Camargue (CPCA). In 1921, the company merged with the Société électrométallurgique de Froges (SEMF), founded by Paul Héroult, the inventor of the aluminium production process, when he was only 22 years old. As the Compagnie de Produits Chimiques d'Alès, Froges et Camargue, it dominated and controlled the entire French market. In 1950, the company was renamed Pechiney.

In 2003, Pechiney was absorbed by the Canadian group Alcan, which was taken over in 2007 by the mining group Rio Tinto. In 2013, the Saint-Jean-de-Maurienne and Castelsarrasin plants were purchased by TRIMET Aluminium SE.



Affiliations and networks

TRIMET France is a member of:

- Aluminium France (AF)
- European Aluminium (EA)
- Syndicat Professionnel des Industries Électrométallurgiques et Electrochimiques du Grand Sud (SPIEEGS)
- Union des industries utilisatrices d'énergie (UNIDEN)
- Groupement des Hyper Electro Intensifs français (HEI)

The TRIMET Aluminium SE Group

In 2013, the company became TRIMET France when the TRIMET Aluminium SE family business took over 65% of the capital, with EDF owning 35%.

Founded in 1985, TRIMET is a manufacturer and trader of primary and secondary aluminium. It has 6 production sites, including 4 in Germany (Essen, Hamburg, Voerde and Gelsenkirchen), and 2 in France (Saint-Jean-de-Maurienne and Castelsarrasin), as well as offices in Berlin, Düsseldorf, Turin, Zug, and more.

TRIMET is also a stakeholder in two other German sites (Harzgerode and Sömmerda), as part of a joint venture.

In addition to the 765,000 tonnes of primary and secondary aluminium that it produces itself, TRIMET Aluminium SE trades nearly 250,000 tonnes of aluminium and copper each year. The company employs 2,400 people in Germany and France, and generates a turnover of €1.5 billion.

“

WE GIVE OUR TALENTS
THE TOOLS THEY NEED TO SUCCEED
AS A TEAM.



TRIMET France's multidisciplinary football team won the TRIMET Cup.

”



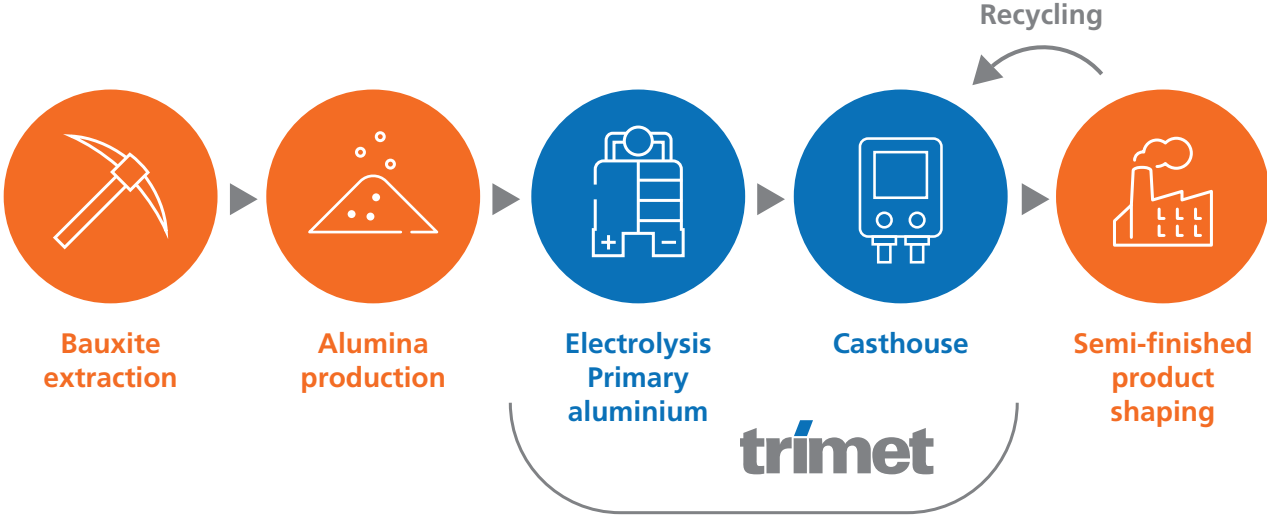
Our aluminium production process



GRI- 102

PROCESS AND SUPPLY

TRIMET France intervenes in two of the key stages in the aluminium production chain.



1

Raw materials

94% of our main raw materials are transported to the Saint-Jean-de-Maurienne plant by train:

- alumina, the basic element of primary aluminium production, extracted from bauxite,
- petroleum coke for the production of anodes, required for the electrolysis process.

They are purchased either from traders or directly from manufacturers. For the most part, they are sourced from countries within the EU.

2

The production of carbon anodes

What makes the Saint-Jean-de-Maurienne plant unique is that it produces all of the carbon anodes that it requires for the electrolysis process itself.

3

The heart of the process: electrolysis

Aluminium is obtained through the reduction of alumina, which is an aluminium oxide.

This reaction needs carbon, a high-intensity electric current, and fluorinated additives. The aluminium thus formed settles at the bottom of the electrolytic cell. It is regularly tapped to be taken to the foundry.

99.5% of the fluorinated gases emitted are treated before their release into the atmosphere, in the Gas Treatment Centre (GTC), using alumina to capture the fluorine. This fluorinated alumina is reused as raw material in electrolytic cells.

Approximately 2 tonnes of alumina, 420 kg of carbon and 13.5 MWh of electricity are used to make 1 tonne of aluminium. CO₂ and fluorinated gas emission is inherent to the process. In addition, the production of each tonne of aluminium generates and emits approximately 2 tonnes of CO₂.

4

The casthouse

The different alloys are supplemented with additives, which bring the required physical and mechanical properties. The mixture is blended and then cast in the form of wire rod, slabs, alloy ingots or T-bars.

5

Recycling

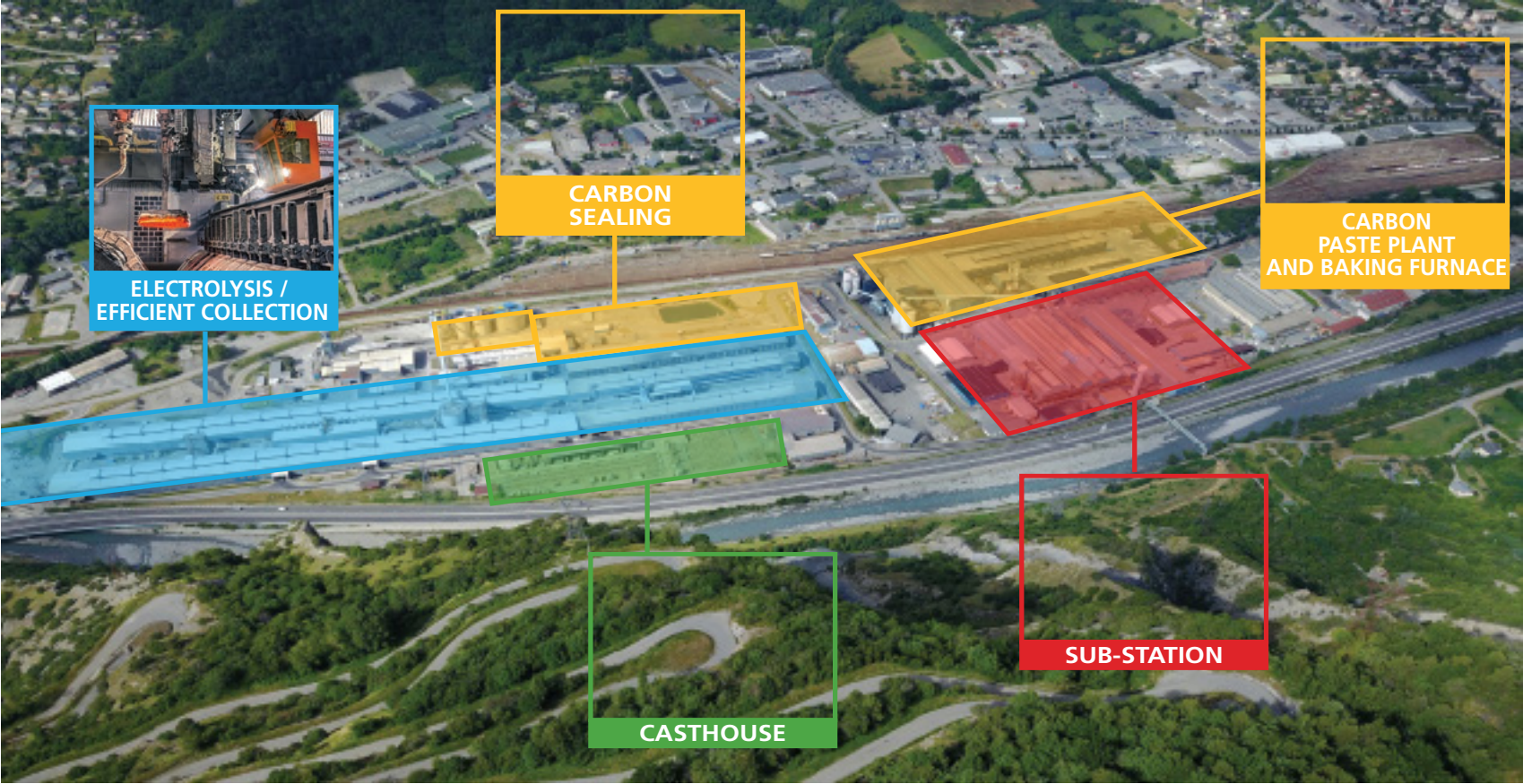
Once it has been produced, the aluminium can be recycled indefinitely, without losing its properties. Recycling uses only 5% of the energy needed to produce the primary metal.

We recycle 100% of our scrap and our products can contain up to 50% recycled aluminium, either from internal sources (production scrap) or through external recycling channels.

In addition, scrap and manufacturing by-products are 90% recycled in the electrolysis process itself.

OUR INSTALLATIONS

Aerial view of our plant in Saint-Jean-de-Maurienne, covering 37Ha, as well of the Castelsarrasin plant.



OUR TEAMS

Our business is organised into three divisions:
Carbon, Electrolysis, and Casthouses.



CARBON

Production of carbon anodes required for the electrolysis process

80,000 tonnes of anodes per year

Paste plant
Baking furnace
Rodding shop

7 anode formats available



76 PEOPLE



ELECTROLYSIS

Production of primary aluminium by electrolysis

145,000 tonnes of aluminium per year

2 electrolysis series

Modern technology:
60 AP18 cells
120 AP30 cells



160 PEOPLE



CASTHOUSES

Smelting of aluminium products: wire rods, rolling slabs, ingots

155,000 tonnes per year

4 wire machines
1 continuous vertical casting machine of rolling slabs
1 T-bar casting pit
1 ingot chain

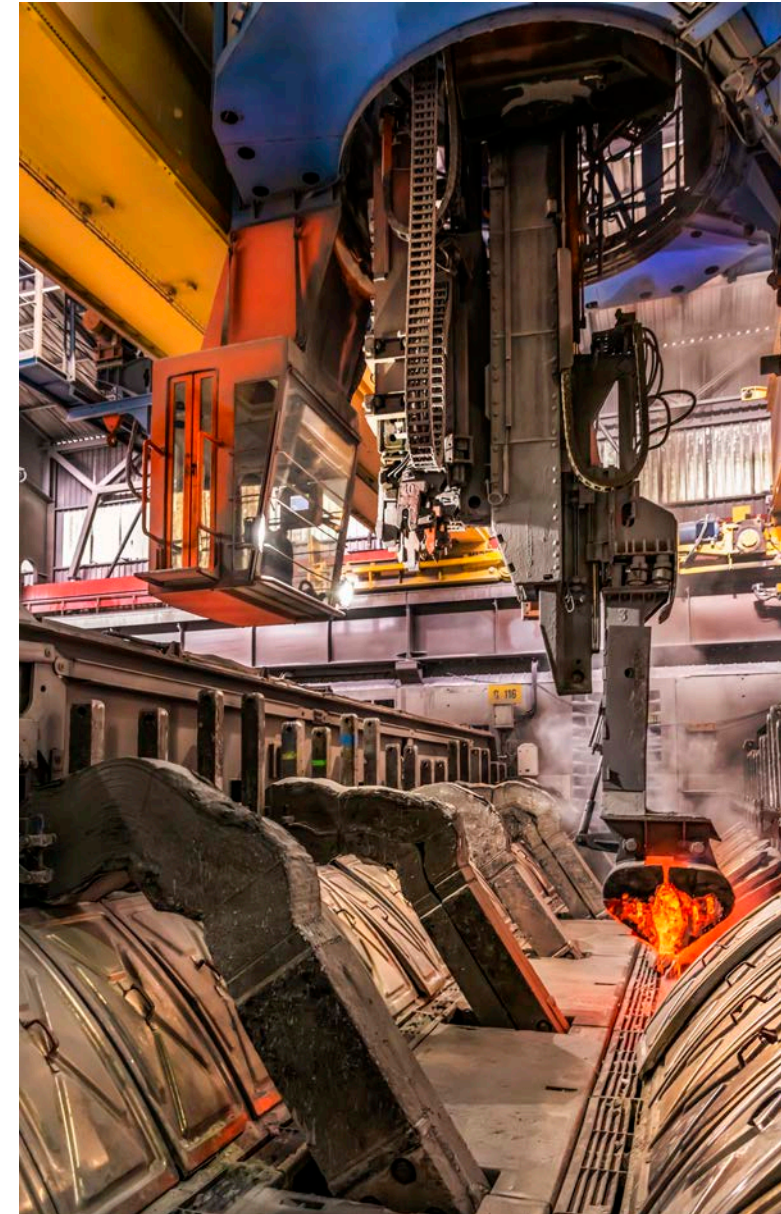


184 PEOPLE

MAINTENANCE AND PRODUCTION SUPPORT TEAMS



228 PEOPLE





GRI- 102

Governance

Responsible corporate governance

For many years now, CSR (Corporate Social Responsibility) has been a central pillar for the TRIMET France Policy, and it is the first of its five strategic focuses.

In 2022, TRIMET France wanted to firmly implant this approach into its organisation, creating a "CSR and Sustainable Development Manager" position, which sits on its Executive Committee. TRIMET France was awarded ASI (Aluminium Stewardship Initiative) certification on 1st April 2022

Since 2021, TRIMET France has been publishing an annual Sustainability Report. TRIMET France also publishes environmental product declarations (EPD) for wires for electronic use — 1000 and 6000 series alloys.

In the aim of opening up dialogues, in late 2022, TRIMET France launched a consultation of its stakeholders, in order to prioritise its CSR challenges, in parallel with its ecosystem.

Far from a constraint, CSR primarily represents an opportunity in an ever-changing world, enabling TRIMET France to open up dialogues and take action. In this regard, it gives the company a long-term vision.

With CSR as the top focus of its governance strategy, TRIMET France is giving itself the means to achieve its ambitions, through various projects targeting energy efficiency, decarbonisation, responsible purchasing, social policies, etc.

Integrity

Committed to its ethical stance, the company has established a procedure to avoid any conflicts of interest. The management systems separate powers in order to reduce risks.

Likewise, the company has set up an anti-corruption management system. 100% of sensitive personnel are trained in anti-corruption issues.



GOVERNANCE DIAGRAM



02



SUSTAINABLE DEVELOPMENT APPROACH AND STRATEGY

Our actions, our choices and our strategy are guided by this ambition: being a **responsible, sustainable and corporate citizen industry**. Sustainable development and our social and environmental responsibility is the **number 1** goal of our policy. They guarantee the existence of our company and the competitiveness of our customers.

Supported by more than a century of history, our two production sites are major economic, social and environmental players in their respective areas. Our ambition is to ensure the sustainability of our business over the long term, based on the principles of Corporate Social Responsibility.

OUR VISION

We assume our role as a responsible, corporate-citizen company, mindful of the sustainable development of its activities and meeting the needs of current and future generations.

Our economic, social and ecological goals are combined to form the company's philosophy, **shared** by all our employees.

We keep all our **stakeholders** informed by regularly communicating about our activities in an open and transparent manner.

We manage our operations, our purchases and our supply chain in an **ethical, responsible and sustainable** way.



Values, principles and codes of conduct

Sustainable Development Goals (SDG)

TRIMET France is committed to assuming its social and ecological responsibility. The company contributes to a sustainable economy. Production and entrepreneurial actions follow the guiding principle of sustainability, as defined by the United Nations in the 17 Global Sustainable Development Goals, and are guided by the following values and goals:

- **Governance according to a strategic objective:** independence from financial markets paves the way for long-term growth and job security.
- **Environmental and climate protection measures:** Ecological sustainable development improves product quality and ensures competitiveness for both clients and the company.
- **Guiding principles focused on workplace safety and protecting human health:** Offering a safe work environment and promoting the health of our staff.

- **This success is the result of staff's efforts:** Flat organisations and a high degree of personal accountability stimulate motivation. The management philosophy creates a trusting atmosphere that encourages goal-oriented, authentic and reliable work.

- **A competitive business model:** A singular supplier offering bespoke aluminium products and services which are market-ready and innovative, combining its stock market expertise, its production know-how, and high-level research.

- **A flexible and reliable partner for its clients:** Consideration of individual needs, short-term delivery, reliability ensured by its local presence.

- **Commitment to the site and social competence:** Training the next generation, creating and retaining jobs, and ensuring integration through professional training and other forms of social commitments.

For responsible aluminium

TRIMET Aluminium SE has been a member of the **ASI (Aluminium Stewardship Initiative)** since September 2019. The ASI sets internationally recognised industry standards that ensure responsible aluminium manufacturing and meet environmental and social sustainability requirements. **TRIMET France has been certified in line with ASI Performance Standard since April 2022.**



In 2015, TRIMET signed up to the **BME code of conduct, a social compliance initiative** of the German Association for Materials Management, Purchasing and Logistics (BME - Bundesverband Materialwirtschaft, Einkauf und Logistik e.V.).



A golden environmental and social achievement

TRIMET France's environmental and social responsibility track record was rewarded with a gold medal from Ecovadis, an independent body that assesses the CSR of businesses. The assessment is based on international standards and covers four areas: the environment, social issues, business ethics, responsible purchasing.

Human rights

TRIMET Aluminium SE has defined and adopted a Code of Conduct relating to human rights and working conditions, specific to the company. This code is applied in all subsidiaries of TRIMET Aluminium SE, including TRIMET France. Incorporating the guiding principles of the United Nations, it brings together basic rules to guarantee respect for human rights towards employees, neighbours of production sites and suppliers.

Precautionary principle

We constantly seek to avoid any possible negative impacts on people or the environment, by applying the precautionary principle. Potential risks and hazards are identified in advance and dealt with as early as possible through environmental analyses or hazard studies.

Our integrated management system allows us to deal with operational risks, personnel and business risks as well as environmental and social risks.



Efficient products and services

By offering high-quality, low-carbon and sustainable products, in other words taking into account all the environmental and social impacts they generate throughout their life cycle, TRIMET France supports its clients in their approach to sustainable development and helps secure the future of the industry. Due to its intrinsic properties (conductivity, lightness, recyclability, etc.) aluminium is by definition a major contributor to ecological transition. As such, the TRIMET France teams are focused on finding innovative solutions, in terms of product and throughout the entire supply chain by preferring the most ecological means of transport (e.g., rail transport) when possible. Finally, the completion of an EPD (Environmental Product Declaration) has made it possible to position TRIMET France's wire range for electrical applications among those with the lowest carbon impact. This ability to meet expectations, to innovate and to ensure a high level of service has built TRIMET France's reputation and contributes to maintaining its position as European leader.



GRI 103

"For us, recycling is an important element in sustainable aluminium production. The development of high-quality alloys with the smallest carbon footprint possible hugely contributes to this."

explains Philipp Schlüter



Environmental and integrated social management

GRI 103

"More than 20 years of ISO 14001 certification"

We use environmental management to improve our performance: Our two production plants have been certified in line with **ISO 14001** for more than 20 years. They are also certified in line with **ISO 45001** for occupational health & safety, **ISO 9001** for quality, and **ISO 50001** for energy management. **We have had ASI Performance Standard certification since April 2022.**



ENVIRONMENT



HEALTH AND SAFETY
AT WORK



QUALITY



ENERGY



CSR

Our Integrated Management System (IMS) keeps track of all of the components of the latest versions of the ISO and ASI standards, with the social, environmental and societal impacts, allowing us to be more effective, more coherent, and more fluid in our organisations. The objective is the continuous improvement of our company's overall performance. This structured and harmonised approach allows us to optimally manage the objectives, challenges, risks, actions and their monitoring, following a context analysis and consultation with our involved parties.

Our management is assessed through annual management reviews and the reviews of the objectives and continuous improvement achieved, in order to guarantee the appropriateness, relevance and effectiveness of the IMS.



CSR CERTIFICATION

ASI is a non-profit organisation covering the entire aluminium value chain. It aims to promote aluminium's contribution to a more sustainable world.

The **Saint-Jean-de-Maurienne** and **Castelsarrasin** sites were officially awarded the certification according to the Aluminium Stewardship Initiative (ASI) performance standard in April 2022. TRIMET France successfully passed this certification with a 100% compliance rate. This means that it meets international requirements for the aluminium sector in terms of ecologically and socially sustainable production, and responsible business management.

"The certification of our French production plants, in compliance with the strict requirement of the ASI, confirm the hard work that we have put into developing sustainably-produced materials.", adds Philipp Schlüter, Chairman of the TRIMET Aluminium SE Executive Committee and Chairman of TRIMET France SAS. "Sustainability is a determining factor for our competitive edge. As a manufacturer of aluminium with a low carbon impact, we're enabling the manufacturing of eco-friendly products, protecting the future of our plants, and contributing to the achievement of the global objectives for protecting the planet. »

Link to our certifications:

<https://aluminium-stewardship.org/wp-content/uploads/2022/05/ASI-Summary-Audit-Report-TRIMET-France-Certificate-189-PS.pdf>

Awareness-raising on CSR and ASI was delivered to all employees.

All training sessions provided an opportunity for highly interactive communication between staff and leaders, demonstrating the major interest of all TRIMET France employees in the topics surrounding CSR.



Responsible purchasing



GRI 204 – 308 - 414

2021-2023 Perspectives Deployment of the code of conduct TRIMET suppliers

In 2022, TRIMET France decided to apply a more ambitious responsible purchasing policy by adopting the TRIMET Aluminium SE Group Supplier Code of Conduct, specific to its line of business. Incorporating CSR criteria, it lays down the social and environmental requirements that the company expects from its suppliers and service providers. They are asked to adhere to the principles set out and to respect them. A process for evaluating their performance on the basis of social and environmental criteria is currently being rolled out.

This is a major development for the company and shows its commitment to sustainable development.

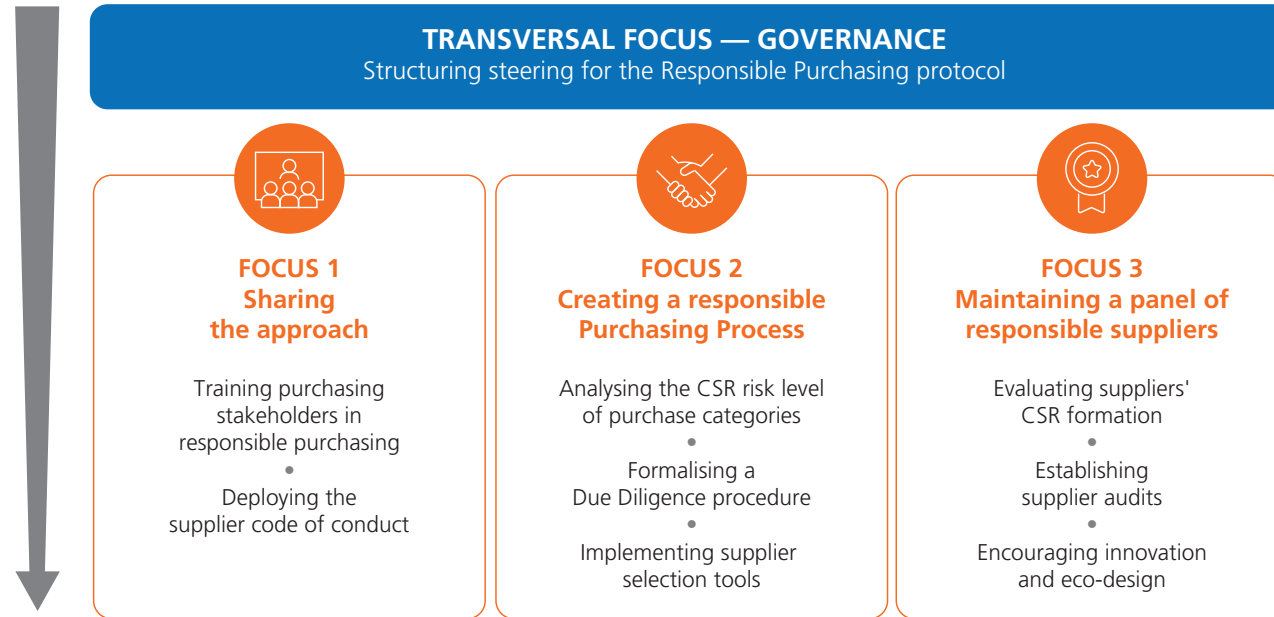
As part of its CSR approach, TRIMET France relies on the implementation of a supply policy that follows the **BME code of conduct** to which the Trimet group adheres. This social compliance initiative set up by the German federation BME (Bundesverband Materialwirtschaft, Einkauf und Logistik eV) is widely recognised in the profession.

"For TRIMET France, Responsible Purchasing means:

- Fine-tuning **purchases of goods and services** to satisfy the company's real needs in order to reduce our **environmental footprint and improve our energy performance** while addressing **social challenges** throughout the supply chain;
- Working together to engage buyers, principals, management and suppliers in a **respectful and equitable relationship**, open to **innovation** and contributing to **sustainable economic performance**;
- Holding ourselves accountable by working on the **life cycle** of our products, including **recycling**, by developing **partnerships** with our **local suppliers** and by regularly reflecting on our purchasing practices, **in the aim of ensuring integrity and transparency**"

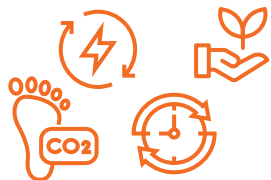


To support the roll-out of this vision, TRIMET France defined a road map, covering a 3-year timeline and 3 key focuses:



TRIMET France implements responsible purchasing by...

...Introducing new selection criteria from the definition of the requirement



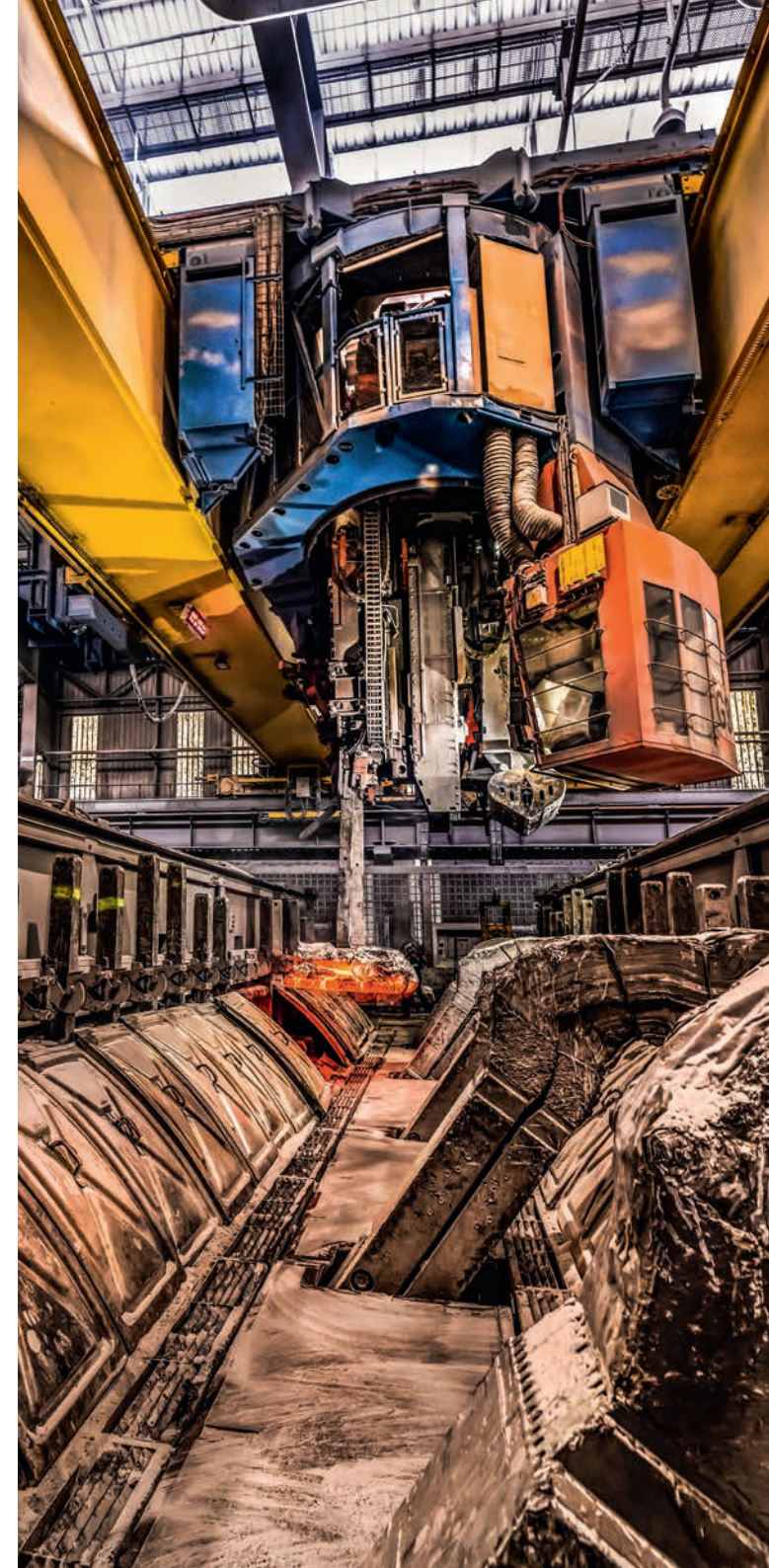
... prioritising the selection of local suppliers

40% of our purchases of goods and services are made within the La Maurienne Valley, and up to 60% are within the Rhône Alpes region.

... By opting for service providers who are also committed to a CSR protocol



80% of our suppliers have signed the Code of Conduct
Société Transports de Savoie labelled with Objectif CO₂



Organisational development

In 2022, TRIMET France sought to firmly anchor the CSR protocol into its organisation by incorporating a new seat dedicated to the topic on its Executive Committee.

It also continued with the deployment of the organisation as an "integrated activity" across all production sectors.

CSR and Sustainability Manager

As part of the work to obtain the ASI certification in late 2021, it was essential for TRIMET France to reflect the strategic importance of the CSR policy in the site's organisational chart.

Delphine Royer, previously the site's Environment Manager and a very active member of the steering committee for the obtaining of the ASI certification, was appointed "CSR and Sustainability Manager" for the site, joining the Executive Committee as part of this new role.

She is namely in charge of coordinating the implementing of TRIMET France's CSR roadmap.



GRI- 102

Integrated activity

In order to make sure that our three production activities are delivering high performances, loop analyses, decisions and their quick and effective implementation are required, integrating all business lines contributing to this activity: Of course, that includes production, but it also includes maintenance, quality, processes, purchasing, engineering, human resources, finance, logistics, continuous improvement, and so on...

Representatives from all of these divisions regularly meet as part of the Executive Committee in order to work together on the priority issues selected.

At the end of 2020, the Electrolysis sector was the first to trial this new operating mode. The trial proved fruitful, and the casthouse initiated the same protocol in September 2021. As planned, the carbon sector also joined them in the protocol in spring 2022.

Currently, the site's 3 sectors are organised around this principle, all whilst adapting the structure to each of their specific requirements.



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E13

E14

E15

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SAS

TOYOTA



Stakeholders



GRI 102

Dialogue with stakeholders plays a central role in identifying relevant topics with regard to sustainable development and in defining the company's strategy. Employees, public authorities, interest groups, local residents and stakeholders and trade unions are all entities whose expectations must have an impact on the organisation's business.

The various stakeholders have been identified and prioritised into 12 separate categories by an in-house working group of company executive. At the end of 2022, we led a consultation with our stakeholders, covering all themes related to CSR.



Dialogue

TRIMET France uses several communication channels to dialogue with its stakeholders, including:

- **annual interviews** with employees,
- **information meetings** and annual exchanges with employees,
- participation in **steering committees** and in **associations**,
- participation in **customer events**,
- "open day" plant visits, for the general public, accessible via registration, every first Friday of the month,
- participation in **job fairs** and in conferences,
- supplier days covering the themes of **safety and CSR**.
- "plant open day" tours, especially for the Fête de la Science or Industry Week.

Working with the local community

TRIMET France is a major employer, particularly in Saint-Jean-de-Maurienne. Aware of the importance of its economic and social role, the company regularly exchanges information with public services and local elected officials. Complaints from neighbours about production facilities regarding noise, dust or odours are rare. The company takes complaints seriously and investigates possible causes in all cases.

The Saint-Jean-de-Maurienne plant is planning to increase its production capacity. The compilation of an environmental authorisation file has made it possible to meet the requirements of the environmental authority and to respond to stakeholders' concerns, via the public survey which was undertaken. Community meetings were organised for elected officials and local environmental associations.





■ Stakeholder consultation

In late 2022, TRIMET France launched a consultation of its stakeholders, with the support of an expert service provider in this field, the aim being to identify priority issues to focus on that perfectly align with the company's ecosystem.

This consultation enabled TRIMET France to prioritise its CSR challenges, in order to define and deploy a fair and precise CSR strategy, based on dialogue.

All stakeholders were invited to take part in a sampling process. Almost 300 people were consulted, including 35 through one-hour interviews, and through an online survey for the 265 others.

Through this process, TRIMET France was able to get a clear and accurate vision of the CSR challenges it faced, through a new materiality matrix which enables it to define and prioritise future actions.



Strong points

- Energy efficiency and flexibility
- Local roots, participation in the development of installation regions
- Sustainable economic performance
- Responsible corporate governance
- Product and customer service performance
- Health & safety of local communities



Points requiring attention

- Consumption of natural resources
- Carbon footprint of the activity and products & anti-global warming measures
- Emissions and discharges associated with the company's activity (water, air, soil, etc.)
- Responsible purchasing & duty of vigilance in the supply chain
- Ethics & promotion of CSR throughout the value chain



Stakes and challenges in terms of sustainable development

Definition of stakes

For TRIMET France, sustainable development challenges revolve around four pillars: the social component, governance, environment, communities and local development. For the company, the **20 stakes identified** are the following :



SOCIAL

- Social dialogue and internal communication
- Compensation and benefits
- Diversity and equal opportunity
- Occupational health & safety and quality of working life
- Training, development and transmission of skills



LOCAL COMMUNITIES AND DEVELOPMENT

- Local presence, participation in territorial development
- Health and safety of local communities



ENVIRONMENT

- Consumption of natural resources
- Carbon footprint of the activity and products & anti-global warming measures
- Energy efficiency and flexibility
- Emissions and discharges related to the company's activity
- Waste management and circular economy
- Impact on biodiversity



GOVERNANCE

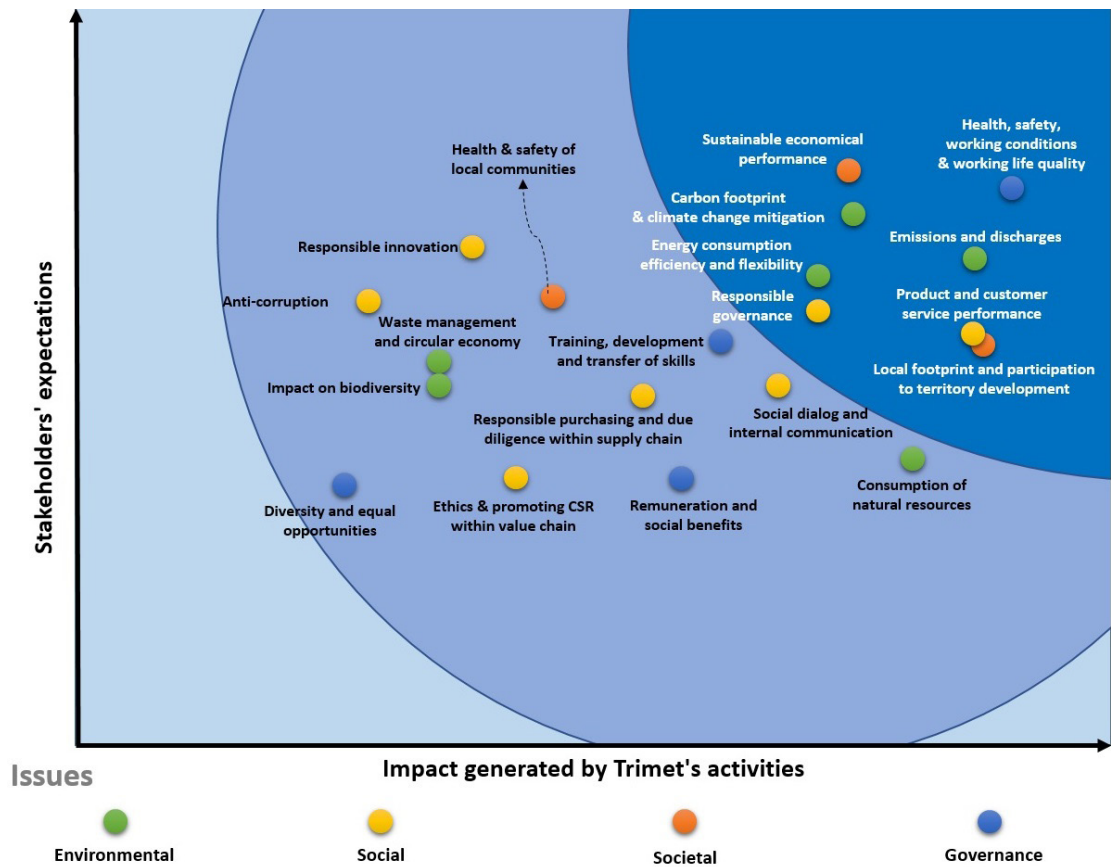
- Responsible corporate governance
- Responsible purchasing and duty of care in the supply chain
- Ethics and promotion of CSR throughout the value chain
- Anti-corruption policy
- Product and client service performance
- Responsible innovations
- Sustainable economic performance



Prioritisation

Following the analysis of the consultation of the stakeholders, the challenges identified have been ranked, on the one hand, by their importance for the stakeholders, and on the other hand, by the impact of the company's activity. The result of this assessment takes the form of a materiality matrix.

It has been based on international standards: ISO 26000 standard, Aluminium Stewardship Initiative (ASI), Global Reporting Initiative (GRI), UN Sustainable Development Goals.



Following this analysis, we particularly focused our efforts on the 8 most impactful stakes. Specific work groups for each issue, including various profiles from within the company, from field operatives to department heads, and from employees with a passion for sustainable development to the mayor of a neighbouring municipality, have allowed us to identify priority topics and projects for the coming months and years, and to bring together as many actors as possible around these subjects.

This collective reflection has enabled us to put together our "CSR road map" for the next 3 years, and below we'll present the key outline.



Responsible corporate governance

In order to gain a better understanding and to respond to the expectations of our various stakeholders, we've launched a transparent and structured consultation process, as we described on the previous pages.



Local presence and participation in territorial development

We want to revise how we get involved with local initiatives, particularly through sponsorships, diversifying the type of activities supported. The development of solutions that facilitate soft mobility across the region will also be an important leverage point.



Occupational health & safety and quality of life at work

Beyond the guarantee that they'll be working in a completely safe environment, which is an essential prerequisite that's not up for discussion for any activity on the site, we want to place Quality of Working Life and Working Conditions at the centre of our endeavours, across all positions within the company.



Product and customer service performance

Getting to know our clients well, identifying their current satisfaction level, as well as their expectations for the future, is the guarantee for long-term business for our sites. In addition to regular visits to our clients, we also led a structured survey that enabled us to better target our priorities of improvement and innovation.

Amongst the expectations identified, increasing our recycling rate has now been marked as a priority. Testing is underway with multiple clients in order to establish recycling loops as part of the circular economy.



Sustainable economic performance

The permanent aspect of the company's economic performance is essential. Multiple actors depend on it, as they depend on the economic activity generated by the company's existence. The company's financial performance is strongly linked to its "extra-financial" performance, particularly in terms of environmental and social aspects.



Emissions and discharges related to the company's activity

Besides CO₂, the production sites discharge other emissions into the atmosphere, such as nitrogen oxides (NOx), sulphur dioxide (SO₂), total fluorine, dust, etc.

Priority has been given to reducing emissions from the smoke generated by casthouse furnaces. In late 2022, we launched a feasibility study, in the aim of identifying the most appropriate technical solution for our context.



Energy efficiency and flexibility

With an annual consumption of more than 2 TWh, TRIMET France makes a strong impact on the electricity grid. The current tension on the French electricity grid are giving us incentive to further develop our current energy flexibility offer. Also, at the end of 2022, we launched a preliminary project aiming to improve our buildings' energy efficiency, or enabling the reuse of lost heat, in collaboration with local municipalities.



Carbon footprint of products and activity

The activity of TRIMET France, and more particularly the electrolysis process, emits CO₂, which contributes to climate change. Subject to the Ecological Transition Agreement, the company is currently working on a decarbonisation road map to integrate into its strategy, in the aim of minimising its carbon impacts.



■ Lyon–Turin railway project Active contribution from the TRIMET site Saint-Jean-de-Maurienne

The entirety of the project and the construction of the cross-border section of the new Lyon–Turin railway, contracted and managed by Tunnel Euralpin Lyon Turin (TELT) with part transferred to SNCF-Réseau, has created a significant impact in the landscape around the TRIMET plant, and is contributing to the sector's re-qualification.

TELT's approach involves paying close attention to sustainability challenges, the environment, and corporate responsibility to local inhabitants and workers on the worksites.

Over the past 4 years, TRIMET has been working in partnership with TELT and the various stakeholders of this project, in order to overcome the common challenges impacting the industrial site; agreements have been established for the rail works, networks, and infrastructure.

The projects and works monitored in partnerships fall under the following scopes:

- Creation of a reinforced dike to secure the site against flooding of the River Arc;
- Groundwater impact analyses and supply of raw materials;
- Studies for the creation of a new rail connection, specifically for the industrial site;
- Relocation of high-voltage power lines and removal of HT pylons connected to the TEN;
- Continued water supply to the industrial site, and limitation of the security impact during the excavation works for the main tunnels;
- Relocation of the departmental route;
- Renovation of the site's fencing;
- Surface area increase for the renovation works and relocation of water networks and discharges.



Removal of a pylon on the site in the aim of laying the electrical cables underground



■ Optimisation of the Saint-Jean-de-Maurienne site's production capacity

Now, the competition in the primary aluminium market is running on a global scale: 65% of aluminium is produced in China.

TRIMET does not have any leverage on the selling price of its aluminium, as this price is set on a daily basis by the London Metal Exchange (LME), reflecting the balance of the offer and the global demand for this metal.

Over recent years, the cost of raw materials has been significantly impacted by geopolitical circumstances, and particularly by American sanctions and customs duties.

Whilst the European Union had 36 aluminium smelters in 1990, TRIMET is one of the only two French plants (out of the 13 plants in France in 1990) which is still operating today in Europe.

To maintain profitability and a sufficient capacity for self-financing, it is absolutely essential that the TRIMET plant continues to improve its production costs over the coming years.

Unable to act on the sale price of its products, one of the main options available to TRIMET is to reduce its fixed production costs, in €/tonne, which can be achieved by a volume effect, created by increasing its production.

It is within this aim that the plant has filed a Unique Environmental Permit Application to increase **its liquid aluminium production to 160,000 tonnes/year**. This capacity optimisation project is the only way to reduce its production costs without entailing a major investment for the site in its current geographic perimeter, and within the limit of technical possibilities.

This permit included:

- The five-year revision of the hazards analysis, integrating the project;
- The update of the environmental impact analysis;
- The update of the site's health & safety risk assessment.

Its review was conducted in late 2020 and in 2021.

The process led to the publication of a new prefectural decree, dated 7th December 2021, authorising us to produce:

- 160,000 tonnes of liquid aluminium per year in the electrolysis sector;
- 172,000 tonnes of solid aluminium in the casthouse sector;
- 300 tonnes of baked anodes per day in the carbon sector;

in compliance with the Best Available Techniques (BAT), and specifying recommendations for the fields of air, water, waste, and major scenarios.



03



ENVIRONMENT

As a responsible company, TRIMET France endeavours to act in a way that supports the environment, by adopting an ARC logic: **Avoid, Reduce, Compensate**.

Not only has it obtained and maintained **ISO 14001** certification for 20 years, as well as **ASI**, the CSR label for the global aluminium industry, TRIMET France is continuing full steam ahead with its commitments to support the environment.

Our plants are **Classified Installations** for the Protection of the Environment (ICPE); the plant in Saint-Jean-de-Maurienne is classified as high-threshold SEVESO, that of Castelsarrasin is subject to authorisation.

The responsible management of our environment and its resources in raw materials and energy is a **priority**. Our processes meet the most **demanding and efficient** standards (Best Available Techniques). Our aluminium has one of the lowest carbon footprints in the world, with 2.56 tonnes of CO₂ emitted per tonne of aluminium produced.

OUR VISION

We contribute to **the fight against the effects of global warming**, through decarbonisation projects, with a strong focus on sustainably reducing the environmental footprint of our sites, by controlling our discharges, in particular air emissions (fluorine, dust, etc.).

We control industrial risks and react to all degraded situations to avoid major incidents. We pay specific attention to the impact of our activities on **local biodiversity**.

As a hyper electro-intensive industry, due to our electrolysis process, we strive to use energy efficiently, by integrating criteria related to **energy performance** in the design, purchase and use of our equipment and infrastructure.

As an electro-intensive consumer with a hyper-stable profile, we make positive contributions to **electricity transport network management** through our active involvement in schemes and systems such as interruptibility, primary reserves, fast reserves, load shedding.

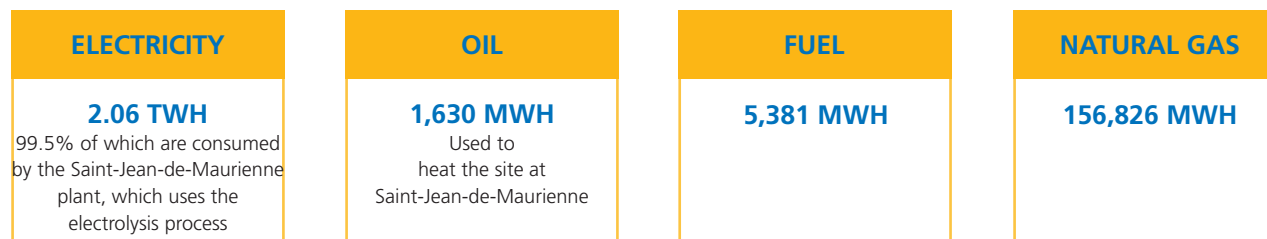


Energy consumption



GRI 302

Energy represents a major challenge for TRIMET France with regard to its total annual consumptions, which amount to 2.22 TWh, distributed as follows:



ENERGIES	2020	2021	2022
ELECTRICITY (MWH)	2,126,610	2,170,334	2,062,789
NATURAL GAS (MWH PCI)	139,064	149,886	156,826
FUEL (MWH PCI)	8,067	2,079	1,630
GASOLINE (MWH PCI)	4,677	5,452	5,381
INTENSITY RATIO (MWH PCI/TONNE)	15.56	15.14	15.21

In 2022, 5 projects linked with reducing energy consumption enabled us to save 3,741 MWh per year across the entire TRIMET France perimeter. This avoids the emission of 246 tonnes of CO₂ into the atmosphere.

As our business is extremely electricity intensive, it has an impact on the electricity grid. Our objective is to reduce our consumption and improve our load shedding capacity in the event of pressure on the electricity grid. The electricity mix that we use is equivalent to the average French electricity mix (0.0520 kg CO₂/kWh PCI)¹. We are working to increase the proportion of renewable energy. For example, we are investing to make production more flexible in order to improve grid stability and thus enable the use of more renewable energy.

Energy Awareness in TRIMET France

In 2022, several training days have been delivered to our employees. During these "feedback days", various topics are covered: Soft mobility, safety, etc. This year was marked by an energy crisis, and the Saint-Jean-de-Maurienne site took time to raise awareness on this topic. These training sessions have benefited more than 250 staff members. These sessions included a discussion on the energy context and good energy-saving practices.

These feedback days also allowed employees to interact with and discuss points of concern, which were then passed on and handled.

Energy crisis

In 2022, Europe and France in particular were impacted by an unprecedented energy crisis. There were multiple causes for this crisis: Increased demand for energy in late 2021, associated with a significant bounce-back post-Covid, the war in Ukraine, which disrupted gas supply chains in Europe, and reduced availability of EDF's nuclear production fleet.

As the price of electricity is indexed based on the price of gas, according to European market regulations, the prices of all energies sky-rocketed. Electricity market prices were multiplied by 20 at certain points in 2022, and gas market prices were increased 10-fold. Thanks to its management strategy for long-term risk coverage, TRIMET France has only been slightly impacted by this crisis in financial terms over 2022.

¹ Source ADEME – Electricity - 2022 - average mix

Focus on the 2022–2023 energy context

The 2022–2023 energy context was shaken up not only by the war in Ukraine, which began in February 2022, but also by the various shutdowns or delayed restarts of nuclear power plants in France. On the one hand, gas supplies from Russia have been strained following various economic sanctions imposed by the European Union. This entailed significant increases in energy costs. On the other hand, the proportion of operational nuclear reactors in France dropped from 73% to 54% over the 2015–2019 period and in 2022 with an all-time low, whereby 2/3 of the fleet was in shutdown. TRIMET France's energy agreement is set to expiry at the end of 2023, and the company is seeking to renew a stable agreement with EDF. Over this period, Trimet has committed to voluntarily reducing its energy consumption in order to enable electricity grid managers to better handle the pressures on the grid. As part of this, the St-Jean-de-Maurienne site made the decision to shutdown its F series, equating to 20% of its electrolysis production capacity.

Temporary shutdown of the F electrolysis series

In October 2022, we made the decision to reduce our production capacity by approximately 20, by temporarily shutting down the 60 cells in the F electrolysis series. This 50 MW decrease in power was initially motivated by the aim to make significant contributions to the national efforts to reduce energy consumption, in order to secure the electricity supply for winter 2022/2023. It was deployed as part of an agreement with our electricity supplier, with the secondary objective of generating value that can be used to secure our electricity supply beyond 2024. The reduced capacity was deployed according to a schedule, which ensured that we would be able to meet all our client commitments. It did not have any impact on employment, as the staff affected were reassigned to other tasks. A large-scale complementary training plan was also launched in parallel. The shutdown of this production line was also used as an opportunity to carry out a large number of maintenance and renovation operations on the 60 electrolysis cells and the line's equipment, especially the crane bridges and the gas treatment centre, as well as the building. These works continued into 2023 and represented a total investment of 15 million euros.



Raw materials



GRI 301

The production of primary aluminium requires raw materials produced by the extraction of ore and residue from petroleum activities. However, aluminium remains an infinitely recyclable material and is increasingly used in our society in the aviation, energy or automotive sectors.

We recycle 90% of our production by-products in the production process (such as: Unused anodes are collected and used in a new production run).

In 2022, 3,663 tonnes of aluminium scrap was purchased outside of TRIMET, representing 2.5% of our total production. 100% of internal production scrap is also remelted.

~90%

of production waste and by-products are recycled in the production process

Raw material consumption

	SAINT-JEAN-DE-MAURIENNE		
	2020	2021	2022
ALUMINA	269,664 tonnes	277,726 tonnes	264,543 tonnes
COKE	56,459 tonnes	56,547 tonnes	56,432 tonnes
COAL-TAR PITCH	13,298 tonnes	12,101 tonnes	12,184 tonnes
RECYCLED ANODES (EXTERNAL ORIGIN)	520 tonnes	954 tonnes	636 tonnes
LIQUID ALUMINIUM (EXTERNAL ORIGIN)	1,308 tonnes	3,778 tonnes	3,752 tonnes
NITROGEN	133,493 m ³	136,853 m ³	118,952 m ³
ARGON	124,048 m ³	139,500 m ³	122,177 m ³
CHLORINE	12.47 tonnes	10.58 tonnes	11.24 tonnes
CAUSTIC SODA	10,510 L	16,630 L	10,530 L

On the Saint-Jean-de-Maurienne site, overall, the consumption of raw materials is proportionally stable.

	CASTELSARRASIN		
	2020	2021	2022
METAL FOR RE-SMELTING FROM SAINT-JEAN-DE-MAURIENNE	7,074 tonnes	5,972 tonnes	6,976 tonnes
...INCLUDING INTERNAL SCRAP SAINT-JEAN-DE-MAURIENNE	1,272 tonnes	2,508 tonnes	2,821 tonnes
EXTERNAL ALUMINIUM SCRAP	557 tonnes	2,149 tonnes	877 tonnes

The slowdown in economic activity led to a reduction in the purchasing of external aluminium waste.

Focus on our raw materials

- Alumina allows us to produce aluminium through electrolysis, and it is the product of bauxite refinement.
- Coke and coal-tar pitch are derivative products of crude oil. With approximately 30% recycled anodes, these 3 components allow us to produce the used anode through electrolysis in order to apply the electrical current.
- Purchasing liquid aluminium enables us to avoid producing it in our electrolysis, and in turn to reduce energy consumption.
- Nitrogen is an inert gas used on our foundry furnace dross, in order to reduce its oxidation.
- Chlorine and argon are used to purify the liquid aluminium. Caustic soda is used to neutralise the chlorine.

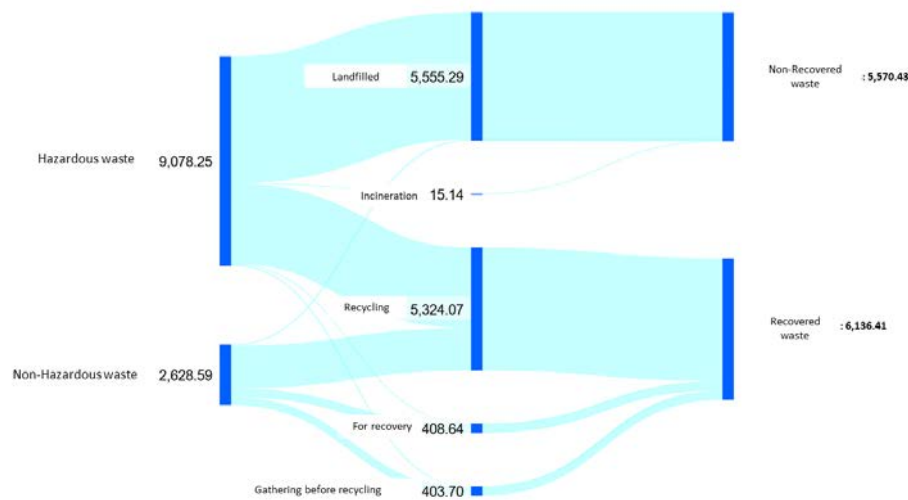
Waste management and recycling



GRI 301 - GRI 306

In 2022, TRIMET France produced 11,703 tonnes of waste, including 11,035 tonnes from aluminium production and 668 tonnes from the 5 flows (cardboard, wood, scrap metal, plastic, and paper). Between 2021 and 2022, the quantity of waste from the 5 flows was reduced by 16%.

Amongst the 11,035 tonnes of waste from the production processes, 78% were classed as hazardous waste and 22% were non-hazardous waste. The graph below represents the various treatment routes. This way, 52% of product was reused in 2022 versus 57% in 2020. This was explained by the closing of our reuse networks for our carbonised linings. TRIMET France is constantly keeping an eye out for new reuse networks



8.4%

hazardous waste from TRIMET France is treated in Germany, equivalent to 986 tonnes. This waste is dross from the foundry furnace, intended for recycling. It is therefore covered by a cross-border waste transfer notification file.

	2020		2021		2022	
	TONNES	%	TONNES	%	TONNES	%
HAZARDOUS WASTE	9,926	76	9,814	75	9,078	78
OF WHICH REUSED	4,264	43	4,680	48	3,511	39
OF WHICH NOT REUSED	5,662	57	5,134	52	5,567	61
NON-HAZARDOUS WASTE	3,161	24	3,279	25	2,625	22
OF WHICH REUSED	2,737	87	2,891	88	2,566	98
OF WHICH NOT REUSED	424	13	388	12	59	2
GLOBAL REUSE RATE	48		52		52	

For several years now, TRIMET has been working with waste service providers to guarantee optimal recycling for non-hazardous waste. Awareness-raising was conducted internally, but improvement initiatives have also been undertaken at our service providers' sorting centres, allowing for more precise recycling at the end of the process.

With regard to hazardous waste, the reuse rate dropped over the course of 2022, due to the prolonged closure of a network that was able to process a high-volume waste flow from the deconstruction of our cells. However, studies were conducted to launch another network and, after several promising test results, the network should be launched in the coming years.





■ Reuse of carbon fines

The process for the production and baking of anodes used in the production of aluminium generates fine carbon dust.

Some of this "clean" dust may be added back into the anode production process. Other lower-quality dust is separated and reused by a client, which recycles it. On occasion, these fines exit the closed circuit and are aspirated by vacuum trucks during special operations or cleaning operations.

Up until now, in this scenario, these fines were discharged either into our scrap anode and butt processing workshop (pre-crushing), or mixed in with sweepings from the site before being discharged.

In both cases, the solution found was not satisfactory:

- At the pre-crushing stage, the fines were mostly found on the floor (the workshop wasn't designed or sufficiently sealed to process such a fine product). The workshop then became dusty and hazardous, so a vicious circle was formed: Aspiration, reintroduction, dust accumulation in the workshop, depositing on the floor, etc.
- In the sweepings, it generated a surplus of non-reused product that went on to be discharged.

With the help of Sodi (a service provider tasked with the industrial cleaning of the site and waste treatment), we planned to transfer this product into big bags after its aspiration. The big bags can then be easily transported to our user client. This way, we eliminate a source of pollution from the pre-crushing workshop and a source of costs (cyclical aspiration of the fines), and we reduce the quantity of waste discharged.

This solution will allow for optimal and specific management of this waste flow.



5-flow recycling

For waste outside of the production process, reuse is prioritised and monitored through the 5-flow recycling.

GIVEN IN TONNES	2020	2021	2022
PAPER/CARD	30	23	6
SCRAP METAL	348	369	314
PLASTICS/DIB	229	260	209
WOOD	152	143	139
TOTAL	759	795	668



Specific smelter management

Some waste requires special attention, in particular spent potlining generated by the deconstruction of stopped electrolysis cells. It contains process residues. Used potlining is stored in a covered building and under a canopy to prevent any dispersion or leaching into the environment. The volume produced annually depends on the number of electrolytic cells renovated over a year. For 2022, the evacuated volume reached approximately 3,466 tonnes, versus 3,137 tonnes in 2021.

Research was conducted to remove our linings from landfill. One of the solutions consists of washing our waste in order to remove the contaminated part, and to then separately treat the contaminated aqueous part and the solid reusable part.

Channels have been found for the recycling of some specific waste:

- PPE
- Cigarette butts

In 2022, our lining reuse channel was closed down and was no longer able to collect our flows. Consequently, our waste had to be sent to landfill, as there was no service provider able to process these elements.

TRIMET France regularly works with channels to find new treatment solutions other than landfill. More than 5 service providers were contacted this year, in order to try to recycle our largest flows (linings, sweepings, and shot peening residues), however, the fluorine contents remain an issue for safe recycling. In 2022, more than €5000 were spent on analyses and testing for the reuse of certain waste.



Aluminium scrap recycling

The increase in the proportion of recycled aluminium in its production runs is a major focus for TRIMET France in the implementation of its decarbonisation strategy. With this approach, 100% of internal production scrap is remelted. The proportion of cast iron from external sources (purchased waste) represents 3.1% of our total production, but we're aiming to increase this through agreements with our key clients, in order to reincorporate their production scraps into our products. TRIMET France is also developing partnerships with re-smelting specialists, allowing us to access a broader panel of scrap on the market.

Aluminium chip compactor

With a slab saw, the Saint-Jean-de-Maurienne casthouse produces aluminium chips, which were previously reused externally. Over the year, we have invested €350k in a chip compactor, allowing us to:

- Internally recycle approximately 100 tonnes of aluminium chips per year;
- Reduce the CO₂ emissions of 7 lorry shipments;



BEFORE



SINCE DEC. 2021

Recycling project for the sealing bolts of our anodes.

In industries like ours, all anodised elements are sealed with hematite cast-iron. This cast-iron, which is found in large quantities on the site, requires a 10% replenishment.

In practice, a "new" iron replenishment was carried out, amounting to 300 tonnes per year. In parallel to this, we scrap numerous bolts due to deformities or wear. These steel parts were collected by our service providers during the stem maintenance.

Based on this finding, with support from an external service provider and following multiple tests, we have constructed a procedure for autonomously producing our cast iron from the steel from the bolts.

The balance sheet

Recycling as many bolts as possible

- Self-sufficiency in hematite cast-iron through recycling bolts
- Discontinuation of new pig-iron purchases in ingots
- Approximately 320 t/year representing savings of around €150k/year

Respect the historic specification "AP"

- Use of additives that are less costly and better quality
- + coke vs graphite: ~€40k/year
- + FeSi: ~€30k/year

Does not downgrade pour efficiency

Does not generate additional dross

A simple formula change...

CONSTITUTION OF A FOUR 4 TONNES CAST IRON FUSION "HISTORIC FORMULA"



One post
1 tonne/start-up
+
Chill moulds
10 tonnes/station
+
Ingots
Supplement 1 tonne/day
+
Corrections

CONSTITUTION OF A FOUR 4 TONNES CAST IRON FUSION "CURRENT FORMULA"



One post
1 tonne/start-up
+
Chill moulds
10 tonnes/station
+
Bolts
45 units/start-up
+
Corrections



Water

Supply and discharges

GRI 303 - GRI 306

Water is used at the Saint-Jean-de-Maurienne and Castelsarrasin plants mainly for cooling in the foundry process. It is used in an open circuit and returned to the rivers adjacent to the sites, respectively the Arc and the Merdailou.

The total water supply for TRIMET sets is distributed as follows:

SUPPLIES (M³)	2020		2021		2022	
	SAINT-JEAN-DE-MAURIENNE	CASTELSARRASIN	SAINT-JEAN-DE-MAURIENNE	CASTELSARRASIN	SAINT-JEAN-DE-MAURIENNE	CASTELSARRASIN
SURFACE WATER	5,924,350	118,851	6,575,957	121,745	5,904,884	126,501
GROUNDWATER	2,201,680	0	2,632,760	0	2,698,241	0
DRINKING WATER	84,138	651	29,670	538	31,633	741
OTHER WATER SOURCES	1,314,000	0	1,312,434	0	427,228	0
TOTAL	9,524,168	119,502	10,550,821	122,283	9,061,986	127,242
	9,643,670		10,673,104		9,189,228	
DISCHARGES (M³)	9,429,967	110,531	10,521,151	113,223	9,061,986	113,184
	9,540,498		10,634,374		9,175,170	

In the foundry workshops, evaporation is one of the uncontrollable variables of the process. The Saint-Jean-de-Maurienne site is continuing with its work to identify additional water sources in the network, as part of an aim to decrease the volumes drawn from and discharged into the environment.



■ Water: A resource under increasing surveillance

Over the summer of 2022, France suffered from abnormal droughts. Certain areas in France, and Corsica in particular, completely ran down their water reserves.

Aware of this challenge and supported by the DREAL, TRIMET France has ensured that it is adopting the right behaviours in period of drought, in order to preserve its water resources.

Our Prefectoral Decrees guide us in the various actions and the different criticality thresholds regarding water resource management. Nevertheless, water reduction initiatives or closed-circuit operations will need to be implemented in the coming years.

These initiatives will be extensively addressed across production, maintenance, and the environment department.



Effluents

According to the water monitoring plans for each site, the quality of the effluents is regularly monitored. The summary of the 2020 and 2022 annual flows is presented below:

Monitoring parameters for our Water Surveillance Plan

These total flows meet the requirements of prefectural decrees of the two sites with a compliance rate of more than 93%. Globally, we have observed stability in the monitored elements, with the exception of:

For Saint-Jean-de-Maurienne:

Overall, we have remained stable in terms of our environmental emissions, with a downwards trend for PAH (polycyclic aromatic hydrocarbons). These PAH were subject to a technical-economical analysis in the aim of reducing our environmental emissions. New elements are now tracked following our water surveillance plan on the Saint-Jean-de-Maurienne. The plant submits these elements each year to GEREP.

For Castelsarrasin:

The results are always much lower than the maximum thresholds. The fluctuation observed on the Al was associated with the sampling, with no process cause identified.

	2020		2021		2022	
	SAINT-JEAN-DE-MAURIENNE (KG)	CASTELSARRASIN (KG)	SAINT-JEAN-DE-MAURIENNE (KG)	CASTELSARRASIN (KG)	SAINT-JEAN-DE-MAURIENNE (KG)	CASTELSARRASIN (KG)
ALUMINIUM AND ITS COMPOUNDS	7,138.0	32.1	3,872	17.5	5,197.0	83
BENZO(A)PYRENE	0.8		0.4		0.4	
BENZO(B)FLUORANTHENE	0.7		0.4		0.6	
BENZO(G,H,I)PERYLENE	0.7		0.4		0.4	
BENZO(K)FLUORANTHENE	0.5		0.9		0.2	
INDENO(1,2,3-CD)PYRENE	0.5		0.4		0.3	
FLUORANTHENE	2.3		0.9		0.5	
FLUORIDES	9,215.3		8,987.8		7,684.1	
ZINC AND ITS COMPOUNDS	59.0		175		143.8	
SUSPENDED MATERIALS	120.7	808.2	96.5	2,038	96.2	1,006.08
HYDROCARBONS		205.6		5.5		6.29
IRON	5,202.0	30.9	2,463.0	29.6	2,572.2	125.76
NICKEL AND ITS COMPOUNDS	20.0		29.0		24.4	
CHROMIUM					22.7	
AOX					144.4	
DBO5					15,909.0	
LEAD					9.9	
ANTHRACENE					2.9	
ST-DCO					45,425.2	
NAPHTALENE					0.1	
BENZENE					1.2	
TOLUENE					1.2	
NO2-					136.3	
NO3-					10,155.1	
TOTAL PHOSPHOROUS					1,282.5	
XYLENE					3.7	
TRIBUTTIN+					0.0	
DEHP					7.1	
IRON, ALUMINIUM AND ITS COMPOUNDS					10,078.8	
MANGANESE					293.1	
CYANIDES					210.1	
ARSENIC					21.0	
HEXALVENT CHROMIUM					42.0	
COPPER					415.0	
TETRAOCHLOROETHYLENE					1.3	



Bodies of water affected by the activity

In Saint-Jean-de-Maurienne, the sampling from the groundwater, collected for purposes of installation security, may have an impact on the groundwater of Les Alluvions de l'Arc en Maurienne (reference FRDG308) and on the River Arc, which borders the site (body of water "Arc du Rau d'Ambin à l'Arvan, la Valoiette et le ravin de Saint Julien" codified FRDR361b — Surface area: 72 Drainage basin: 2078 km²). At Castelsarrasin, the water supply required for the activity may impact the Canal latéral de la Garonne as well as the alluvial body of water called "Calcaires de l'Entre Deux Mers du bassin versant de la Garonne" codified FRFG068 (Surface area: 639 km²).

Concerning effluents or run-off, the Arc body of water, codified FRDR358, can be impacted by the activity of the Saint-Jean-de-Maurienne site, and the alluvial body of water called "Calcaires de l'Entre Deux Mers du bassin versant de la Garonne" by that of Castelsarrasin.

The two sites are subject to a monitoring plan for their water discharges drawn up according to the specifications of the prefectural orders.

Controlled accidental spill

In 2022, there was an environmental incident in connection with a significant spill on the Saint-Jean-de-Maurienne site.

A volume of approximately 88 grams of soluble oil, which is used on the thermal treatment installation for wire coils in the foundry sector, was accidentally discharged into our wastewater. An emergency unit was immediately launched, and the valves of the holding tank at the site's discharge point were also closed instantly. An investigation was conducted, leading to technical and organisational actions to avoid another incident occurring in future.

Given the biodegradable nature of this oil, the government granted authorisation for controlled discharge into the natural environment, with daily monitoring, with no damages caused to the natural aquatic environment.

Carbon Footprint



GRI 305

TRIMET France conducts a Greenhouse Gas Emissions Report (BEGES) each year. This report publishes the quantity of greenhouse gases emitted, generated by the business, either directly (Scope 1) or indirectly (Scope 2). The greenhouse gases included for this calculation are CO₂, CH₄, N₂O, HFC, PFC, SF₆.

Emissions are ordered according to predefined categories called “emission positions”. This classification makes it possible to identify the sources of emissions where the carbon footprint is most significant, and to steer the policy and actions to be taken to reduce emissions.

There are two types of emissions

- **Direct emissions** (Scope 1) are mainly related to:
 - The consumption of anodes in electrolysis to allow the alumina reduction reaction
 - Anode effects
 - The combustion of natural gas for baking anodes and for the casthouse sector.

In 2022, they represented **268,319 tCO₂eq** (tonnes of CO₂ equivalent). The Saint-Jean-de-Maurienne site accounts for more than 99% of emissions. CO₂ is the main gas emitted, representing 95% of SCOPE 1 emissions.

- **Indirect emissions** (Scope 2) are related to energy consumption. In this case, this covers the electricity required for electrolysis and the operation of all of the equipment on the two sites.

In 2022, they represented **107,265 tCO₂ eq**.

		2020	2021	2022
	INDIRECT EMISSION	TCO ₂ EQ EMISSIONS		
DIRECT EMISSIONS (SCOPE 1)	COMBUSTION	32,934	35,379	34,270
	COMBUSTION ENGINE	257	1,747	1,720
	NON-ENERGY PROCESSES	266,847	251,932	232,251
	FUGITIVE EMISSIONS	224	129	79
	SUBTOTAL	300,262	289,187	268,319
INDIRECT EMISSIONS (SCOPE 2)	ELECTRICITY CONSUMPTION	127,384	123,486	107,265
TONNES OF CO₂ EMITTED PER TONNE OF ALUMINIUM PRODUCED (SCOPE 1 + SCOPE 2)		2.92	2.70	2.56

Between 2021 and 2022, emissions were reduced due to a slowdown in economic activity. The calculation method was changed between 2021 and 2022.

Decarbonisation

Decarbonisation is a challenge that TRIMET France has included in its objectives and its commitments. This procedure is being established in parallel to the regulations and political commitments applicable in France.

In November 2022, the French President launched a greenhouse gas emission reduction protocol for the industrial sphere. For this, he appointed the top 50 GHG emitters in France to undertake concrete actions to combat their emissions.

TRIMET France ranked #44 in this list of industrial sites, and is working in collaboration with the government and public bodies to identify the most appropriate and effective actions to be taken.

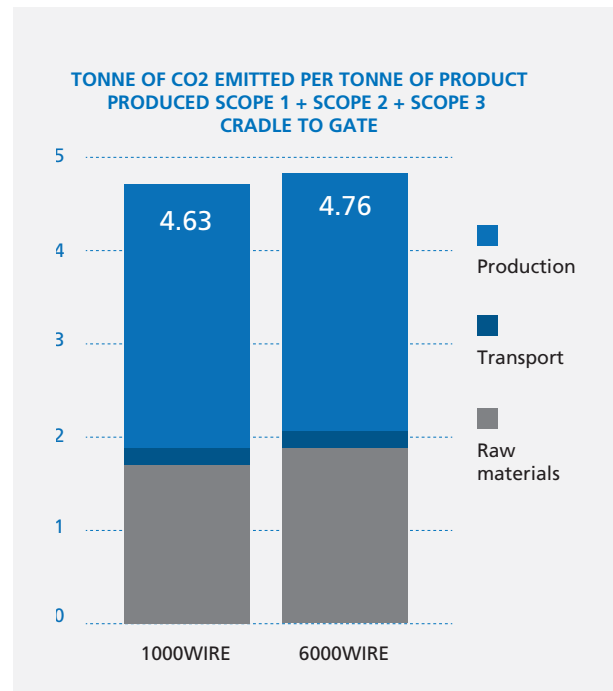
The actions to be taken will be focused on SCOPE 1, which covers direct emissions linked with aluminium production processes.



Environmental product declaration (EPD)

TRIMET France has conducted Life Cycle Assessments (LCA) for two of its products: aluminium wires for electrical application 1000 and 6000 series alloys. These LCAs are based on international standards (ISO 14040 and 14044) taking into account the scope from the extraction of raw materials through for example works products.

This environmental product declaration (EPD) makes it possible, among other things, to determine the carbon footprint of these 2 products (Scope 1 + Scope 2 + Scope 3).



One of the lowest carbon footprints in the world

The manufacture of our aluminium emits 2.56 tons of CO² per tonne of aluminium produced (Scope 1 + Scope 2). The ASI standard requires fewer than 8 tonnes of CO per tonne of aluminium produced on the same scope.

For example, in China, aluminium plant emissions are 7 times higher than those of our site.





STEIN HEURTEY
EVRY FRANCE

PROCES
EN ATTENTE
DE TRAITEMENT
FINISSAGE

← RECHARGEMENT BOÎTE AUTOMATIQUE

REPROCESSEZ
EN BOÎTE N°



Other air emissions



GRI 305 - 307

Besides CO₂, aluminium production discharges compounds into the atmosphere. Air emissions from our factories are monitored and regulated, as provided for in the prefectural operating order for each site. In 2022, these emissions represented:

	2020	2021	2022
SUBSTANCES	TRIMET FRANCE		
NITROGEN OXIDES (NOX)	228 tonnes	157 tonnes	174 tonnes
SULPHUR OXIDES (SOX)	1,724 tonnes	1,698 tonnes	1,671 tonnes
POLYCYCLIC AROMATIC HYDROCARBONS (PAH)	10 kg	14 kg	2 kg
FLUORINE (F)	81 tonnes	79 tonnes	69 tonnes
SUSPENDED PARTICLES (SP)	169 tonnes	144 tonnes	127 tonnes
CARBON MONOXIDE (CO)	9,171 tonnes	10,672 tonnes	15,642 tonnes
PERFLUOROCARBONS (PFC)	5.4 tonnes	2.1 tonnes	1.6 tonnes

The Saint-Saint-Jean-de-Maurienne site represents **99%** of these emissions.

Ozone layer

The air conditioning system at the Saint-Jean-de-Maurienne site accidentally caused gas leaks that had an impact on the ozone layer. In 2022, these fugitive direct emissions of ozone-depleting substances (ODS) represented (gas R134a, 513a and SF6) 78.5 tonnes of CO₂ equivalent versus 129 tonnes in 2021, equating to a 61% reduction. As soon as a leak is observed, the service provider in charge of maintenance intervenes to repair it.



■ Optimisation of the B010 filter to improve its efficacy and filtering capacity

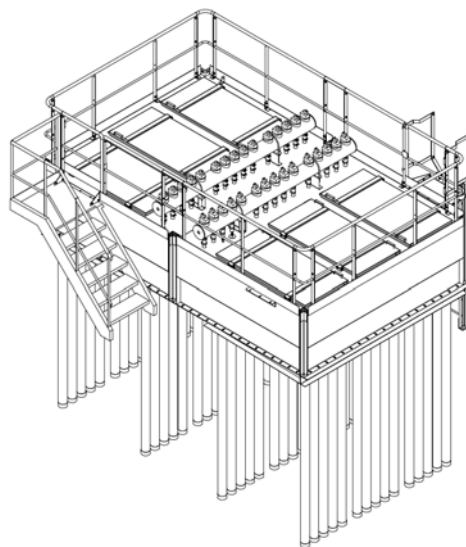
In September 2022, as part of a project aimed at improving the pre-crushing workshop's efficiency in collecting anode butts and scraps, the decision was made to upgrade its filter.

For this, the workshop's filtration capacity was increased:

- In order to increase the filtering surface area, the filter was raised by approximately 1 metre, and the filtration media were replaced, switching from rectangular pouches to longer, cylindrical filtration sleeves.
- In order to ensure better de-clogging of the new sleeves installed, the sleeve technology was replaced, switching from counterflow de-clogging (motor/fan and cymbal) to compressed air de-clogging (supplied with air from the de-clogging ramp and 30 solenoid valves).

- Lastly, in order to improve the regulation of the suction rate, to allow for 2 operating modes (normal and boosted), and to reduce the filter's consumption, a variator was added and the motor was replaced.

These changes allowed for a 16% increase in the workshop's processing capacity, depending on the operating mode.



■ Efficient collection of residue vapours in the paste plant

Given the use of coal-tar pitch in the anode production process, the atmosphere in the paste plant is polluted by Polycyclic Aromatic Hydrocarbons (PAH). A working group (SSE, production, maintenance, CSSCT) was launched to determine the zones to be treated as priority, depending on the significance of the residue steam emissions.

An initial phase was completed, consisting of improving the efficient collection at the K020 filter outlet, on the transfer hopper side, revising the seal for the efficient collection of the F vibratory press, and balancing out the aspiration network.





GRI 304

Biodiversity and natural environments

TRIMET France's two sites, bringing together administrative, production and manufacturing activities, are located in urban areas. In order to better integrate biodiversity into its environmental approach, TRIMET France has commissioned an ecological research firm with a survey in 2021. It consists in drawing up an inventory, better evaluating the impact of its activities on biodiversity, in order to define a relevant action plan.

TRIMET's industrial activity is likely to have an impact on ecosystems and biodiversity, due to atmospheric emissions, discharges into waterways, noise and night light. However, given the largely impermeable surfaces of the sites, the impacts on biodiversity are considered to be low.

Saint-Jean-de-Maurienne

Within a radius of 20 km, there are 29 ZNIEFFs, 9 Natura 2000 sites, 7 protected sites (biotope protection orders) and two national parks.

Air emissions, atmospheric fallout and water discharges are monitored and managed via separate monitoring plans on a daily, monthly, half-yearly and/or annual basis. The industrial processes as well as the plan to increase the site's production capacities have no impact on the reduction of species or on the transformation of the habitat because most of the areas considered are already impermeable.

No significant direct or indirect impact on protected areas and areas of interest for biodiversity can be identified in the current state of knowledge. Other monitoring and environmental studies are necessary to identify and assess the impact of emissions and discharges on terrestrial and water ecosystems (bio-monitoring of the Arc's water, atmospheric fallout, study on the migration of fluorine in ecosystems, etc.).



Castelsarrasin

The site is located along the Canal des Deux Mers, close to two Natura 2000 zones, two ZNIEFF, and a protected site (biotope protection order), which are all within a 10 km radius of the site.

Water discharges have been monitored since 2010. The results meet the standards for the most part. Noise pollution from the site is included in the noise emitted by the activity zone which hosts the Castelsarrasin site.

The current regulatory monitoring defined by the prefectural operating order as well as the field investigation lead to the conclusion that the impact of the activity on the surrounding ecosystems is relatively low. No significant direct or indirect impact on protected areas and areas of interest for biodiversity can be identified in the current state of knowledge (environmental monitoring).

Jachère living spaces

TRIMET France has defined the perimeters around its Saint-Jean-de-Maurienne in such a way as to promote biodiversity.



A no-harvest zone which is conducive to the proliferation of pollinating species has been identified and protected in Jachère.

The Saint-Jean-de-Maurienne site has established an agreement with its green space maintenance provider in the aim of promoting biodiversity:

- Identification and preservation of protected spaces
- Identification and elimination of alien invasive species, such as Japanese knotweed.
- Reasonable harvesting, etc.

Installation of bird feeders and insect hotels

The Saint-Jean-de-Maurienne site has installed bird feeders and insect hotels to promote the settling of local species.



Training in preventing and handling the site's major risks

For several years now, we've maintained a trusting relationship with firefighters, based on close collaboration between our teams.

Each year, we organise meetings through site visits or the completion of major accident management exercises, to train our on-call supervisors and to allow the emergency services to practice in the specific context presented by our industrial site.

These field exercises systematically provide return of the experience, which allows us to share the strong points and areas for improvement in order to, if necessary, boost our mutual efficacy.



04



SOCIAL

At TRIMET France, we promote **social dialogue** with representative parties and through working groups with employees. Our staff are **committed and competent**. Their involvement undeniably contributes to the **success** of the company.

We believe that gender equality, a generational mix, process simplification, internal communication, and autonomy development are all important factors which promote **quality of working life**, and in turn the commitment of teams in their daily work.

We highlight the **values** of respect, team spirit, rigour, and recognition, in all our daily actions.

OUR VISION

We put out all stops to:

- **Guarantee the strong** commitment of our staff, creating an environment where everyone is autonomous, responsible and responsive.
- **Protect staff health**, eliminate hazards and reduce health, safety and environmental risks for all those involved in the business. We aim for zero injuries.
- **Consult and involve** staff in occupational health and safety procedures, thus enabling them to commit to their own safety and that of their colleagues.

We develop staff's **skills** through a dedicated training plan, and our **Cap'Alu training centre**. We listen to our employees to improve their quality of life at work.

We are involved in **local associative life** and our plant in Saint-Jean-de-Maurienne **opens** to the public once a month.

Employment



GRI 401

A stable workforce and jobs

In December 2022, TRIMET France had 648 employees, including 615 at the Saint-Jean-de-Maurienne site and 33 at the Castelsarrasin site, along with 50 temporary employees. The recruitment rate (number of new employees over the year/total workforce) is 4.16% and the staff turnover rate is 5.44%, which indicates good stability and a good level of staff satisfaction. The benefits provided by the company and its values contribute to this.

Benefits for our employees



Welfare

Coverage in the event of illness or maternity (maintained salary), invalidity (allowance), death or total permanent invalidity (annuity for the spouse and for the education of the children)



Health

Supplementary medical insurance to refund medical expenses



Profit-sharing

Profit-sharing agreement and company savings plan



End of career

Early retirement accompanied by an indemnity equal to 65% of the reference salary



Pensions

Pensions higher than the Chemicals industry's collective agreement



Works council

Financing of the works council: Operation and social works

Human rights

TRIMET France is committed to upholding human rights as described by the United Nations International Labor Organization in its Declaration on Fundamental Principles and Rights at Work and in the United Nations Guiding Principles on Business and Human Rights. It anchors these principles in its code of conduct, which defends the rights of its staff:

- health and safety in the workplace;
- pay,
- working hours,
- qualification,
- right to privacy and personal data protection,
- protection against discrimination and harassment
- freedom of association and the right to collective bargaining
- prohibition of forced labour,
- prohibition of child labour.



■ Promotion of work-study programmes and internships

In 2022, TRIMET France took on 84 student workers and inters, across multiple technical and support divisions.

Work-study programmes are a career route which is becoming increasingly popular, training up the new workforce of tomorrow, which is why, in 2022, the TRIMET Saint-Jean-de-Maurienne site launched a visit programme with vocational colleges in the valley, particularly those offering maintenance courses.

Open day visits were organised to present industrial maintenance careers to college students on electrical maintenance courses (MELEC). The aim of these visits was to introduce the college students to our industrial maintenance career opportunities, by showing them our work environment and our activities, as well as letting them discover our workshops, to encourage them to consider joining a work-study within our company. These visits may be extended to other colleges in the department, depending on our needs.

■ A platform for jobs

For a few years now, societal, environmental, and technological changes have considerably shaken up and developed the challenges surrounding company attractiveness and employee loyalty. Candidates are becoming increasingly selective regarding the organisations they want to work with, creating a need for HR marketing and employer brand image optimisation.

We've chosen to work with a recruitment platform which is an interesting tool for business' HR marketing, as it offers:

- **Increased visibility:** A database featuring a broad audience, using algorithms to target the people most likely to be interested in the jobs available;
- **Precise profile targeting:** Candidates' skills, experience, and soft skills maximise the chances of finding qualified employees and reducing recruitment costs;

- **Boosted brand image:** Presentation of the company, its history, its culture, and its social benefits.
- **Simplified management of the recruitment process:** Application management, interview scheduling, and communication with the candidates





■ Anti-corruption policy

For several years now, TRIMET France has been using the Code of Conduct from the AMMPL association (Association of Materials Management, Purchasing, And Logistics), which provides a guide to the rules to follow regarding anti-corruption measures, conflict-of-interest prevention, and antitrust laws. In addition, the company is developing an awareness-raising and training protocol on the theme of anti-corruption measures. These modules, mostly designed in an online training format, aim to define the legal framework for anti-corruption measures, to explain how to identify situations of corruption, and to share the good reflexes for acting in compliance with the Sapin 2 Law.



■ Your ideas: Our slogans

Each employee is an ambassador for safety here at TRIMET. In this role, is there anything better than directly taking part in the company's communication campaigns?

For this, a big competition was organised to give each and every employee an opportunity to put forward their slogan ideas, in the aim of selecting the most effective and striking.

After a few weeks of reflection, more than 200 ideas were submitted to our judging panel, each one more creative than the last. The judges were asked to pick 5 winners. In the end, 20 slogans were selected, as there were just so many creative suggestions to choose from! Some were solemn, some were comic, but they all carried a unique message, which is particularly adapted to our working environments.

Well done to Nicolas Raveaud, Maxime Bernard, Loïs Rageade, Dominique Cance, Elie Bidon, Julie Bouisset, Jean-Claude Garcia, Jérémie Paulus, Alice Gonther, Romain Didier, Loïc Zoeller, Frédéric Lacroix, Alexandre Raffi, Gilles Deleglise, Claude Brochier, Patrice Jacob, Arsène Magnin, Philippe Gayrard, and Xavier Berne for their inventive and evocative ideas. The winners won a barbecue, and everyone who took part was given an apron.

The messages were then turned into banners that were displayed on the walls around the plants. Today, they're a daily presence for our teams and are helping to develop safety here at TRIMET.

Thank you to all of the participants for this incredible team effort, all in the name of our safety.





Health and safety at work



GRI 403

The health and safety of our employees is our priority. We want to offer our staff an environment where they are happy to work, in complete safety and in healthy conditions. Our major objective is to avoid any occupational accidents. We continuously seek to identify possible improvements and implement them through appropriate measures. Indicators inform us about the state and progress of occupational health and safety.

PERFORMANCE INDICATORS	2021	2022
ACCIDENTS WITH SICK LEAVE per million hours worked (TRIR)	7.2	9.3
Accidents declared per million hours worked (TRIR)	11.1	13.9
Severity Rate (TG)	0.45	0.53
Average absenteeism rate, in reduction despite the persisting Covid-19 crisis	6.7%	6.3%
WORK-RELATED DEATHS.	0	0
OCCUPATIONAL ILLNESSES	1	2

The Health, Safety and Working Conditions Commission (CSSCT) monitors employee health, prevents occupational risks and improves working conditions. Its representation is organised at company level, as well as in each sector, in each workshop.



GRI 404

Training and career opportunities

Training of new talents

Every year, TRIMET France recruits new talents and train them in its trades. Internships and work-study programs are key steps to starting a career. This pool represents a fantastic asset for the company, and ensures that it benefits from continuous skill renewal. 84 interns and student workers were welcomed into the company in 2022, across our two sites.

Individual interviews and career opportunities

Every employee of TRIMET France benefits from an individual performance interview each year, aimed at taking stock of the achievements of the past year, and setting the objectives to be achieved the following year.

Continuing education

In 2022, more than 27,100 hours of training were dispensed to 587 of our employees (29,370 hours in 2021 dispensed to 530 employees. This meant that **95% of our employees received training** This represents an average of 46 hours' training per year and per employee.

	IN 2021		IN 2022	
	Number of individuals trained	Average No. of hours of training per year and per employee	Number of individuals trained	Average No. of hours of training per year and per employee
SUPERVISORS AND SIMILAR	47	26	59	31
TECHNICIANS & MA	107	25	86	25
OPERATORS	376	68	442	52
TOTAL	530	55	587	46

Cap'Alu: learning at the heart of TRIMET France

Cap'Alu is an internal training centre for the Saint-Jean-de-Maurienne plant, developed to train individuals who want to learn the skills for a production or maintenance job. The training centre is ran in collaboration **with the Pôle Formation Savoie de l'Union des Industries de Savoie (CFAI et AFPI) and Pôle Emploi**. Supervised by certified trainers and factory teams, apprentices receive quality training, combining theory and practice, within the factory itself. A business school specific to our work. Evidence of its success: Almost 92% of Cap'Alu students obtain their diploma and 100% are recruited on permanent contracts within our company.

The initiative was rewarded in 2015 with the special industry prize from the Institut Confluences.





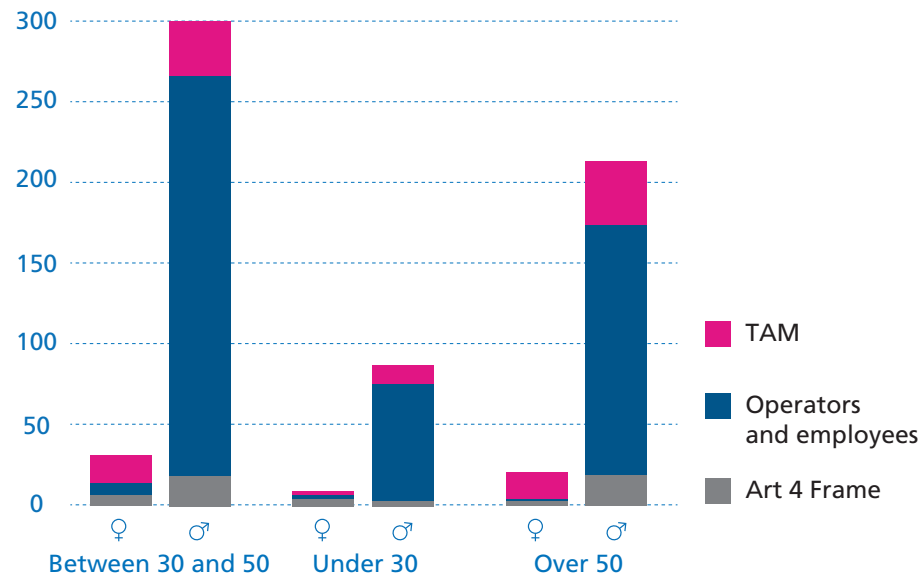
Diversity & equal opportunities



GRI 405

We are committed to providing everyone with equal opportunities, regardless of their gender or origin. The industry, and the aluminium industry in particular, is attracting a growing number of women, even if they remain under-represented in our sector.

WORKFORCE BY AGE, GENDER, AND PROFESSIONAL CATEGORY



Proportion of women

Historically, not many women are found in the aluminium industry. However, the industry offers wonderful career opportunities. Within TRIMET France, women represent 9% of the workforce. For equivalent positions, there is no pay gap between women and men. Convinced that diversity is an asset and a performance factor, we want to increase the proportion of women within our company. This is why a dedicated commission was set up in 2021 to reflect on possible leverage points for this.

80%
The gender equality index in 2022

16
nationalities represented at TRIMET France

Environmental of women

■ The standpoint of two female TRIMET France employees

“ I'm a methods and reliability engineer here at TRIMET. I find technical or methodological solutions to improve the operating rate of the installations and equipment used in my sector, in order to reduce production shutdowns, costs and repair times, as far as possible. Sometimes, I'm also required to manage the team when my manager is off.

Being a woman has never been a hindrance to me in my day-to-day work. If you ask me, TRIMET encourages all its employees in the same way, there's no discrimination or favouritism at all. All employees have the same rights, whether it's in terms of opportunities for training or promotions, for example.

Since I started working for TRIMET, I've been supported and encouraged by my line managers, who let me take the lead and manage when they're not in. I feel that I've really found my place and fitted into the team well. ”

“ TRIMET France encourages employees by showcasing skills and initiative. Whether you're a man or woman, there's nothing to stop you developing your career or progressing through the ranks of the management teams. I work in the slabs process engineering position. I'm in charge of the technical side of slabs production: From the creation of the pouring parameter to the sawing step and the packaging of the final product.

My daily work consists mainly of two aspects:

- A field aspect, for adjusting the casting requirements to make sure that they're optimal, managing day-to-day issues and supporting the teams;
- then, there's a more "office-based" aspect, where I work on future projects and machine investments, consumable requirements (to optimise and structure needs), the development of new products according to client requirements, and the adjustment of current processes to increase product quality.

As a woman, there were certain obstacles that I encountered more when I first arrived in the company. There were times when people tended to test my legitimacy in the position, perhaps more than they would have if I were a man. Once you get past that initial stage, you're accepted. Age is another factor that comes into play as an obstacle for trust, amongst other elements. I was just 24 years old when I joined, and most people in the workshop were older than me, so it was obviously harder to make sure my voice

was heard. Now, I no longer feel like that in my daily work, and I feel that I've been fully integrated into the team. ”

■ The recruitment standpoint

“ In the Casthouses sector, two engineers occupy positions with major technical components (Wire Assurance Supervisor and Slabs Assurance Supervisor), and which also have significant transversal managerial aspects, with a field management role.

When recruiting for management positions, the interview is a really important step for me. Of course, I'm looking for skills but, above all, I'm looking for driven individuals who are going to bring some real added-value to the team. In this sense, men and women are really on equal footing for me.

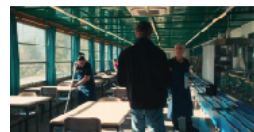
Whilst there may be fewer opportunities for changing position than there is in a big group, what we do have is a huge number of opportunities to get involved with exciting new projects (digitalisation, developing new alloys, recycling, etc.), and they're open to both men and women! ”



■ Refurbishment of the company canteen

In the coffee area of the company canteen, there's a new display composed of photos and a poster for the film "La Nuit du 12", directed by Dominik Moll and winner of no fewer than 6 Césars in February 2023. One of the film's key scenes was filmed in our canteen before its refurbishment, with the participation of canteen employees, as actresses and extras. Dominik Moll selected this location for his thriller as he found it to be "striking". You can discover it through the photos opposite.

During summer 2022, major refurbishment works were carried out in the company canteen on the Saint-Jean-de-Maurienne site. These works were led by the Engineering & New Works Department, at the joint request of the Working Council and the Human Resources Department. The aim was to enable the many employees and retired employees of TRIMET and Rio Tinto LRF to share a good break over lunch in a modern, welcoming, and social environment, which is brighter, less noisy, and at a well-regulated temperature. It's safe to say, it was a successful mission as the canteen now welcomes approximately 200 people each day. The canteen team has thus been able to enjoy an improved working environment.



■ Showcasing the 2020, 2021 and 2022 medallists

After 2 long years of Covid-19, which meant that the company was unable to celebrate the medal-winners with the sense of community that really makes this ceremony extra-special, we decided to organise three ceremonies at the Château des Comtes de Challes in Challes les Eaux, to showcase and celebrate the employees who have accumulated 20, 30 or even 25 years of service. 90 medallists were invited to take part, along with staff representatives and members of the Executive Committee. This social occasion is always a much-loved event, with the official presentation of the medals and diplomas. It's also an opportunity for TRIMET France to look back on the career of each of its employees, and to acknowledge their contribution to the company's success.



Communities and local development



GRI 203

Two plants rooted in their territory

Operating for more than 100 years, the Saint-Jean-de-Maurienne and Castelsarrasin plants have deep, deep roots in their regions. TRIMET France is a major employer and social and economic player, particularly in Saint-Jean-de-Maurienne. The Maurienne valley used to be called "Aluminium Valley". It was and still is a major aluminium production centre. It has made its impression on landscapes, jobs and lifestyles. Aware of this local presence and this responsibility, TRIMET France is committed to supporting the local community and associative life by financing actions of social utility.



Discovery of the factory and trades

All year round, TRIMET France's Saint-Jean-de-Maurienne plant opens its doors to the general public and school pupils, giving them a change to discover its site and its production through various events:

On the 1st Friday of every month, we organise a "Plant Open Day". Visitors spend the morning on a grand tour of the plant, guided by our teams. They'll discover how aluminium is produced, the jobs available at the plant, and the people working

in the industry. On an individual or group (12 people max.) basis, people can register at the following email address: info@trimet.fr

We also open our doors to mark Industry Week and the Fête de la Science; people can register directly with the organisers for these annual events.

In 2022, 80 school pupils, locals from the Maurienne Valley, retired workers or industrial tourists had the opportunity to come and visit us, although health & safety restrictions prevented us from organising as many events as we'd have liked during the first quarter of 2022. The company is also committed to showcasing its trades and careers to candidates and the future generation of employees in the region by participating in the Carrefour des métiers and recruitment forums.





■ La Maurienne va vous surprendre

On Thursday 17 November 2022, the sports and cultural hall in Saint-Julien Montdenis, hosted the second edition of the "*La Maurienne va vous surprendre*" event. This event was first started by the Dauphiné Libéré (a regional newspaper), and is organised with the cooperation of inter-municipality associations and industrial figures from around the region. As TRIMET France considers its local roots to be of the utmost importance, it has actively participated in the event since its creation.

Through this campaign, the Dauphiné Libéré selects and showcases 25 businesses, associations, and farms from the La Maurienne regions, across 5 categories. Then, over 5 weeks, readers can discover these 25 participants through articles and videos published by the newspaper, presenting their business. During this period, readers can then vote to select the business/association which, in their opinion, deserves to be showcased the most. This vote, combined with the votes of the five municipal communities, leads to a ranking being established.

As an industrial partner of this event, TRIMET France participates as a sponsor for the "Industry & Innovation" category. This reflects TRIMET France's interest in developing the local industrial network and how it hopes to bring new dynamics to sustainability and energy performances in the region, through this campaign.

Lastly, following this second edition of the event, the trophy for the "Industry & Innovation" category was awarded to Stéphane Jacquemmoz from Jacquemmoz by Hervé Genon, Community President of the municipalities of Porte-de-Maurienne, and Ayoub El Houmaïri, the TRIMET France representative.



■ Open day for the Fête de la Science



As part of the 2022 Fête de la Science, TRIMET France organised a "plant open day" tour, with a special twist. Once the 15 visitors were kitted out, they were given a presentation on the group and the TRIMET Saint-Jean-de-Maurienne site. They were then led around each production sector, to show them our trades and our installations. However, unlike our usual "plant open day" tours, visitors had the opportunity to visit the lab, where our teams explained the controls that they regularly carry out (quality, gas emissions, etc.). They were also able to watch chemical handling operations, which are done to control rates of atmospheric emissions of fluorinated discharge.

Sports sponsorship

As it does each year, TRIMET France renewed its sponsorship agreements in 2022.

As a reminder, a sponsorship agreement is an agreement signed between a company and a person or organisation. The company provides financial support to the organisation which, in exchange, promotes the brand according to the terms and conditions agreed. Through such agreements, TRIMET France has sponsored around 15 sports and cultural associations and charities this year. The aim is to continue to support sports and cultural initiatives within the Maurienne Valley.



Participation in a photo exhibition on the industry in the Quercy-Gascogne business catchment area.

The TRIMET Castelsarrasin plant took part in a photography project entitled "Made in chez nous" which was aimed at showcasing and capturing all of the diversity and expertise of the industrial businesses within the Castelsarrasin-Moissac region through images.

During this project, the photographers were tasked with highlighting the economic dynamics of our businesses, whether they're small or large, independent and family-run or part of big international groups. It's important to remind our fellow citizens that these businesses generate numerous jobs, both directly and indirectly, and represent a major asset for the future of our region.

Beyond the documentary aspect, this project aimed to present our businesses through an aesthetic and often spectacular perspective, featuring industrial activities that use cutting-edge technologies and the incredible expertise of the men and women who work day in and day out, contributing to the success of our businesses. This project, initiated before the onset of the Covid-19 pandemic, finished with a final exhibition in MOISSAC in 2022



Donations

For yet another year, TRIMET France is perpetuating a long tradition which is held dear to the culture within the TRIMET Group: Providing local support to an institution devoted to helping the sick and their families, or which contributes to helping those in difficulty.

On each of its sites, TRIMET chooses to donate money to charitable causes rather than giving gifts to its partners or clients at the end of the year.

In 2022, €3,000 were donated to the *Les Restos du Cœur* charity.

Awareness-raising on Soft Mobility

In 2022, the Saint-Jean-de-Maurienne plant used its training days to raise employee awareness of the challenges of Soft Mobility. Aware that commutes constitute a significant share of greenhouse gas emissions in the valley, the company has hosted 5 stands promoting car-sharing or active transport options. During these events, the *Agence Eco mobilité Savoie Mont Blanc* came to answer the various questions and observations of our employees.

As part of its Employer Mobility Plan, the site wanted to promote active modes of transport by making access to the site safer through the creation of a cycle path and pavements. Another initiative is also aiming to expand the bike store, including electric bike charging terminals.





GRI INDEX

General information

GRI STANDARD	TITLE	DATA OR REFERENCE IN THE DOCUMENT	PAGE
ORGANISATIONAL PROFILE			
102-1	Name of the organisation	TRIMET France SAS	
102-2	Activities, brands, products and services	See Chapter 1 - TRIMET France	7 to 17
102-3	Geographical location of the headquarters of the organisation	73300 Saint-Jean-de-Maurienne - France	
102-4	Geographical location of the industrial sites	See Chapter 1 - TRIMET France	9
102-5	Capital and legal form	Simplified joint-stock company with a capital of €57 million. TRIMET Aluminium SE holds 65% of the shares of TRIMET France, and EDF holds 35%.	
102-6	Markets served	See Chapter 1 - TRIMET France	9
102-7	Size of the organisation	Over the 2021–2022 financial year — See key figures Net sales: €497,821,207 Balance sheet total: €445,509,060 including €337,828,164 of equity	4 and 5
102-8	Information about employees and other workers	See Chapter 4 - Social	
102-9	Organisation supply chain	See Chapter 1 - TRIMET France	67 to 79
102-10	Significant changes to the organisation and its supply chain	See Chapter 1 - TRIMET France	28

102-11	Consideration of the precautionary principle or preventive approach	See Chapter 2 - Sustainable Development approach and strategy	19 to 21
102-12	Charters, principles and other initiatives to which the organisation subscribes	See Chapter 1 - TRIMET France	19 to 22
102-13	Membership of professional associations	Aluminium France, European Aluminium, Syndicat Professionnel des Industries Électrométallurgiques et Electrochimiques du Grand Sud (SPIIEGS), Union des Industries utilisatrices d'énergie (UNIDEN), Groupement Hyper Electro Intensifs français (HEI)	
STRATEGY			
102-14	Statement from the most senior decision maker	See Message from the Management	1
ETHICS AND INTEGRITY			
102-16	Values, principles, standards and codes of conduct	See Chapter 2 - Sustainable Development approach and strategy	19
GOVERNANCE			
102-18	Governance structure	See Chapter 1 - TRIMET France - Governance	16 and 17
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	See Chapter 2 - Sustainable Development approach and strategy	30
102-41	Collective agreements	Collective agreements apply to 100% of employees. This does not apply to board members, general managers and non-tariff employees.	
102-42	Identification and selection of stakeholders	See Chapter 2 - Sustainable Development approach and strategy	30 to 37
102-43	Stakeholder engagement approach	See Chapter 2 - Sustainable Development approach and strategy	30 to 37
102-44	Major issues and concerns raised	See Chapter 2 - Sustainable Development approach and strategy	30 to 37

REPORTING PRACTICES

102-45	Entities included in the consolidated financial statements	Trimet France (Saint-Jean-de-Maurienne and Castelsarrasin plants)	
102-46	Definition of report content and scopes	See Chapter 2: Sustainable Development approach and strategy	19 to 22
102-47	List of relevant issues	See Chapter 2: Sustainable Development approach and strategy	34 to 37
102-49	Changes relating to reporting	None	
102-50	Reporting period	2022	
102-51	Date of most recent report	2021 Report published in September 2022	
102-52	Reporting cycle	Annual	
102-53	Contact address for any queries regarding the report	durable@trimet.fr	
102-54	Reporting statement in accordance with GRI standards	Report prepared in accordance with GRI standards: essential compliance option	
102-55	GRI content index	This table	
102-56	External audit	No	

MANAGERIAL APPROACH

103-1	Explanation of the relevant issue and its scope	See Chapter 2: Sustainable Development approach and strategy	34 to 37
103-2	The managerial approach and its components	See Chapter 2: Sustainable Development approach and strategy	19 to 22
103-3	Evaluation of the managerial approach		24 to 25

Economics

GRI STANDARD	TITLE	DATA OR REFERENCE IN THE DOCUMENT	PAGE
ECONOMIC PERFORMANCE			
202-1	Direct economic value generated and distributed	2022 Key Figures	4
202-4	Public financial aid	See Chapter 3 - Environment - Examples of our projects	59 and 61
INDIRECT ECONOMIC IMPACTS			
203-1	Investments in infrastructure and patronage	See Chapter 4: Social	78 and 82
PURCHASING PRACTICES			
204-1	Proportion of spending with local suppliers	See Chapter 2 - Sustainable Development approach and strategy - Responsible purchasing	9,26,27
FIGHT AGAINST CORRUPTION			
205-1	Business assessed in terms of corruption risk	See Chapter 1 Trimet France - Governance	17 and 71
205-3	Confirmed cases of corruption and measures taken	None	
ANTI-COMPETITIVE BEHAVIOUR			
206-1	Legal actions against anti-competitive behaviour and anti-trust practices	None	

Environment

GRI STANDARD	TITLE	DATA OR REFERENCE IN THE DOCUMENT	PAGE
RAW			
301-1	Materials used by weight or by volume	See Chapter 3: Environment - Raw materials	44
301-2	Recycled materials used	See Chapter 3: Environment - Raw materials	44 to 49
301-3	Recovered products and packaging materials	See Chapter 3 - Environment - Raw materials	48
ENERGY			
302-1	Energy consumption within the organisation	See Chapter 3 - Environment - Energy	42 and 43
302-3	Energy intensity	See Chapter 3 - Environment - Energy	42 and 43
302-4	Reduction of energy consumption	See Chapter 3 - Environment - Energy	42 to 43
WATER			
303-1	Water abstraction by source	See Chapter 3 - Environment - Water	52 and 55
303-2	Water sources heavily affected by water abstraction	See Chapter 3 - Environment - Water	54
303-3	Water recycling and reuse	See Chapter 3 - Environment - Water	53
BIODIVERSITY			
304-1	Owned, leased or managed industrial sites located in or bordering protected areas and biodiversity-rich areas outside protected areas	See Chapter 3 - Environment - Biodiversity and natural environments	62 to 64
304-2	Significant impacts of activities, products and services on biodiversity	See Chapter 3 - Environment - Biodiversity and natural environments	62 to 64

304-4	IUCN Red List and National Conservation List species whose habitats are located in areas affected by operations	See Chapter 3 - Environment - Biodiversity and natural environments	62 to 64
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EMISSIONS

305-1	Direct GHG emissions (Scope 1)	See Chapter 3 - Environment - Carbon Footprint	56 to 59
305-2	Direct GHG emissions (Scope 2)	See Chapter 3 - Environment - Carbon Footprint	56 to 59
305-3	Indirect GHG emissions (Scope 3)	See Chapter 3 - Environment - Carbon Footprint	56 to 59
305-4	GHG emission intensity	See Chapter 3 - Environment - Carbon Footprint	56 to 59
305-5	Reduction of GHG emissions	See Chapter 3 - Environment - Carbon Footprint	56 to 59
305-6	Emissions of ozone-depleting substances (ODS)	See Chapter 3 - Environment - Other air emissions	60
305-7	Emissions of nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	See Chapter 3 - Environment - Other air emissions	60

EFFLUENTS AND WASTE

306-1	Water flow by quality and destination	See Chapter 3 - Environment - Water	52 to 55
306-2	Waste by type and disposal method	See Chapter 3 - Environment - Waste and recycling	46 to 47
306-3	Significant spills	See Chapter 3 - Environment - Water	52
306-4	Transportation of hazardous waste	See Chapter 3 - Environment - Waste and recycling	55
306-5	Bodies of water affected by spills and/or run-off	See Chapter 3 - Environment - Water	55

ENVIRONMENTAL COMPLIANCE

307-1	Non-compliance with environmental laws and regulations	See Chapter 3 - Environment - Other air emissions	60
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ENVIRONMENTAL SUPPLIER EVALUATION

308-1	New suppliers analysed using environmental criteria	See Chapter 2 - Sustainable Development approach and strategy - Responsible purchasing	26 to 27
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Social

GRI STANDARD	TITLE	DATA OR REFERENCE IN THE DOCUMENT	PAGE
EMPLOYMENT			
401-1	New employee hires and employee turnover	See Chapter 4 - Social - Employment	67
EMPLOYEE/MANAGEMENT RELATIONS			
402-1	Minimum notice periods for operational changes	A major change in the organisation of work has a notice period of at least 7 days before being applied.	67 and 68
HEALTH AND SAFETY AT WORK			
403-1	Worker representation on formal health and safety committees involving both workers and management	See Chapter 4 - Social - Occupational safety and health	70
403-2	Types of work-related accidents and rates of work-related accidents, occupational illnesses, days lost, absenteeism and number of work-related deaths	See Chapter 4 - Social - Occupational safety and health	70
403-3	Workers with a high incidence rate and risk of occupational diseases	See Chapter 4 - Social - Occupational safety and health	70
403-4	Health and safety issues subject to formal agreements with unions	Our profit-sharing agreement includes a component indexed to the site's safety performance.	70
TRAINING AND EDUCATION			
404-1	Average number of training hours per year per employee	See Chapter 4 - Social - Training	73
404-2	Employee upskilling programmes and transition assistance programmes	See Chapter 4 - Social - Training	73
404-3	Percentage of employees receiving regular performance and career opportunity reviews	See Chapter 4 - Social - Training	72

DIVERSITY AND EQUAL OPPORTUNITY			
405-2	Ratio of base salary and remuneration of men and women	See Chapter 4 - Social - Diversity and equal opportunity	75 and 76
SOCIAL SUPPLIER EVALUATION			
414-1	New suppliers analysed using social criteria	See Chapter 2 - Sustainable Development approach and strategy - Responsible purchasing	26 and 27
PUBLIC POLICIES			
415-1	Political contributions	Public policies: TRIMET France does not make any payments to political parties	
SOCIO-ECONOMIC COMPLIANCE			
419-1	Non-compliance with social and economic laws and regulations	None	

Masthead

Publication

This TRIMET France Sustainability Report covers 2022. The objective is to meet the expectations of the company's stakeholders by communicating transparently on how the CSR strategy is integrated into the business and to highlight the results.

This report follows the guiding principles of the Global Reporting Initiative (GRI). The following principles were respected in its drafting: the consideration of stakeholders, the context of sustainable development, materiality, completeness.

To draft it, an internal working group was set up for defining the scope and the main issues, for defining the stakeholders to create the materiality matrix, and finally, for collecting and formatting the necessary data.

This report was drafted by:

Nicolas Archenault,

Metal Management, Sales & Marketing

Camilia Berrada

Communications Intern

Alexandre Boucher,

Environment prevention officer

Dominique Cance,

Castelsarrasin Site Director

Ayoub El Houmairi

Head of the Purchasing — Supply Chain Department

Jean-Claude Garcia,

Head of the integrated management system

Loïc Maenner,

Managing Director

Delphine Royer,

CSR — Sustainable Development Manager

Damien Vouillon,

Head of the Quality and Operational Performance Department

Graphic design and layout:

Anne-Sophie Massip - an-so.fr

Photo credit:

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The following people contributed to our success:

ABACCUCCIO DAVID	BARD ERIC	BEYTOUT PIERRE	BOUVIER CLAUDE	CHENAH TOUFIK	DALLA-COSTA PATRICK
ABADDAR ABDELKADER	BARENTIN FABRICE	BIDON ELIE	BOZON FREDDY	CHRISTIN LOIC	DAMIANI FRANCOIS
ABADDAR SALIM	BASILE PAUL	BIENVILLE ANNE-BENEDICTE	BRAZ TONI	CHRISTIN FLAVIEN	DAOUD MOHAMED
AHARCHI SAID	BASTAERT CHRISTOPHE	BIGNON THIERRY	BRIN RAPHAEL	CIFANI FABRICE	DAOUDI MOUAD
AILI DOMINIQUE	BATTARD PHILIPPE	BIRECHE ADAM	BRIN SOPHIE	CIUFFINI GAETAN	DARMEZIN CEDRIC
AIME PIERRE	BATTISTELLA PATRICE	BIRECHE CEDRIC	BROCHARD REMI	CLARAZ_BONNEL SIMON	DARSCH THIERY
AJOUAOU FAISAL	BATTISTELLA FABIEN	BIZOUX ERIC	BROCHIER CLAUDE	CLARAZ-BONNEL ALEXANDRE	DARSCH JOANIE
ALBRIEUX MICHAEL	BECCAUD MICHEL	BIZOUX PASCAL	BROQUIN DAVID	CLAUSTRES PATRICE	DARSEL RAYAN
ALEO ROBERTO	BEJAOUI FAOUZI	BLAIX PATRICE	BROUSSE LYDIE	CLAVEL GABRIEL	DASCALU FLORIN
ALEX GUILLAUME	BELAROUCI MILOUD	BLANQUAERT GEOFFREY	BRUN GUILLAUME	CLEMENT JEAN-MARIE	DASSE VALENTIN
ALI_MADI IBRAHIM	BELEMRABET FARID	BOCH PASCAL	BRUNATTO PHILIPPE	COCHET CHRISTOPHE	DE_ALMEIDA_MOREIRA_BAUDEL
ANDRE JOEL	BELGHAZI FARID	BODET JEROME	BUFFARD MELANIE	COGNET JEREMY	CARLOS
ANDRE JULIEN	BELHADI YOUSSEF	BOILEVIN STEPHANE	BURTIN LAETITIA	COHENDET RAPHAEL	DE_BONA SEBASTIEN
ANGELO FERNANDO	BELLEMIN PASCAL	BOIS PASCAL	BURY PIERRE	COHENDET PATRICK	DE_FARIA_COITO ALEXANDRE
ARCHENAULT NICOLAS	BELLET PATRICE	BOIS GILLES	CABRAS STEVE	COLSE OLIVIER	DE_FAZIO IOLANDO
ARGENTIER ROMAIN	BELLISSIMO JULINE	BOIS NOEL	CADOUX FRANCK	COMBAZ JEAN-CLAUDE	DE_LEON LUC-AURELIEN
ARLE PHILIPPE	BELLISSIMO NICOLAS	BOIS FLORIAN	CANCE DOMINIQUE	COMBET ROMAIN	DE_MONTGOLFIER LOIC
ARMATI MICHELE	BELLITTO LAURENT	BOIS THEO	CANZANO GREGORY	COMBET FABIEN	DE_RUFFRAY ERIC
ARNAUD EMMANUEL	BELLOT LAURENT	BONOT ROMAIN	CANZANO YOAN	COMPASSI PAUL	DE_SOUSA MANUEL
ARROUGE CHRISTOPHER	BELLOT ANTHONY	BONTROND ERIC	CARBALLEDA MARIO	CONSTANT KEVIN	DECHALOU LOIC
ASSIER JEAN-LUC	BEN_SAID OMAR	BORCZYK PIERRE	CARRASQUER ANNE-MARIE	CONSTANTIN HERVE	DEFFAF ABDELMALEK
ASTIASARAIN PAUL	BENAISSA NOREDDINE	BORJON DAVID	CASTRIGNANO JEAN-CHRISTOPHE	CONSTANTIN GAETAN	DEHIL HAOUAS
AUBRY CHRISTINE	BENBERNOU BOUASRIA	BOUCHARA ADRIEN	CAZANOVA REMI	CONSTANTIN GREGORY	DEIANA ODRAN
AUBRY SEBASTIEN	BENCHINA TOUFIR	BOUCHE MICKAEL	CHABERT CYRIL	CORREIA CARLOS	DELEAN MAURICE
AURRAN RICHARD	BENEDETTO GERALD	BOUCHER ALEXANDRE	CHAIX CEDRIC	CORVI KEVIN	DELEGLISE JEROME
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AY DJAMEL	BENSADI JEAN-MARC	BOUHEDJA ZOHEIR	CHAIX AURELIEN	COURTAUD ANTHONY	DELEGLISE DAVID
AYADI MELIK	BENSADI THIERRY	BOUISSET JULIE	CHALENDARD JONATHAN	COURTAUD CHRISTOPHE	DELL_OLIO FRANCOIS
BA ALASSANE	BENSADI MAXIME	BOUKAICH BOUCHTA	CHAMBEROD ROMAIN	COURTES LAURENT	DELLACHA JACQUES
BACARIA MAXIME	BENSEHIL MOUJHEID	BOUKICH NOUREDDINE	CHAMORAND KEVIN	COUSIN PHILIPPE	DELLUGAT JOEL
BACARIA YANNICK	BERKOUKECH ABDELSALEM	BOUKICH CHAHID	CHAMORAND BENJAMIN	COUTAZ THIERRY	DEMANGE PIERRE
BAGCI YUSUF	BERNARD JULIEN	BOUKICH RACHID	CHANTRAN HUGUES	COUTO_BERNARDINO PAULO	DEROO STEPHANE
BAGNEAUX FLORIAN	BERNARD MAXIME	BOULAMJOUJ SOFIAN	CHAPPELLAZ STEPHANE	CROCE PHILIPPE	DEVILLE_DUC BENOIT
BALDI NICOLAS	BERNARDINI JEAN-LOUIS	BOULAMJOUJ MOHAMMED	CHAPPELLAZ ANTHONY	CUGNO FABRICE	DEWAELE HARRY
BALMON TANGUY	BERNE XAVIER	BOURBON JOHANN	CHARKOFF SEBASTIEN	CURCIO AURELIEN	DI_DONFRANCESCO LAURENT
BARBERA RICHARD	BEROUD DAMIEN	BOURDEAU MICHEL	CHARRA PIERRE-YVES	DA_COSTA DANIEL	DIARBI SIDI_BEN_BRAHIM
BARBIER MICHEL	BERRADA CAMILIA	BOUSBA MALEK	CHARVIN MICKAEL	DA_COSTA JEAN	DIAS MANUEL
BARBIER MICKAEL	BERTHELET RAPHAEL	BOUSSARIE NICOLAS	CHARVOZ FREDERIC	DA_SILVA EMMANUEL	DIDIER NICOLAS
BARBIER STEPHANIE	BERTHELOT MICHEL	BOUSSARIE GUILLAUME	CHATEAU XAVIER	DA_SILVA-ANDREAGGI LEANDRO	DIDIER ROMAIN
BARBON ANTHONY	BERTOLO THIERRY	BOUTAOUI RADOUANE	CHATEL DAVID	DALGE MARLENE	DIERNAZ MICHEL
BARD STEPHANE	BEYTOUT MARTINE	BOUTAOUI SOFIANE	CHAUMAZ PASCAL	DALI YOAN	DIERNAZ MARCEL

DO_NASCIMENTO PEDRO	ETIENNE BENJAMIN	GARET MARC	GUYGNIEC FABRICE	LAFFITTE-RIGAUD GILBERT	MAENNER LOIC
DOLCE DOMENICO	EXCOFFIER ERIC	GARNIER REMY	HALLAK ROMAIN	LALLEMAND JONATHAN	MAGNIN ARSENE
DOMINJON DAMIEN	EXCOFFIER ENZO	GASPARINI DYLAN	HAOULI AHMED	LAMALLAM HASSAN	MALLAHI ABDELJEBBAR
DOMPNIER RICHARD	EXCOFFIER BENJAMIN	GAUDIN FRANCK	HECTOR RANDY	LAMALLAM SAID	MALLAHI MUSTAPHA
DONAZZOLO ELODIE	EXTRASSIAZ BAPTISTE	GAUTHIER CHRISTOPHE	HERGAULT CHRISTIAN	LAMBERT ROMAIN	MANDARA LUDOWIC
DONAZZOLO MARTINE	FACIN MICHEL	GAY RAPHAEL	HOEPPE FREDERIC	LANDAIS YANNICK	MANOURY MARIE
DOS_SANTOS CESARIO	FALLER BRUNO	GAYRARD PHILIPPE	HONORE BAPTISTE	LANTENOIS JULIEN	MARCELLO MELVINE
DOUDOU FAHIM	FALQUET ROLAND	GENERO PATRICE	HORN THIERRY	LAPERROUSE THIBAUD	MARCHAND LAURENT
DOUDOU RABAH	FARAGO DOMINIQUE	GENIN DENIS	HUMBERT SEBASTIEN	LARGERON YVES	MARCHETTI ALEXIS
DOUDOU DJAMEL	FARDEAU SYLVAIN	GERMAIN CHRISTY	ILTIS CHRISTOPHE	LARGUET DJAMEL	MARCOTTI ALEXANDRE
DOURI MOHAMED	FASANI MARC	GERVASONI CHRISTOPHE	IMBEMBO BENJAMIN	LARGUET BRAHIM	MARIDET ALEX
DOUR OLIVIER	FATHALLAH_ABOUFARS MOHAMED	GHANI HICHAM	INFANTI RUDY	LARQUEMIN CHRISTOPHE	MARIVINGT ETIENNE
DOYENNEL SOPHIE	FAUQUETTE ALAIN	GIACONE ANTHONY	INGELAERE OLIVIER	LARQUEMIN_EDDY	MARMI FREDERIC
DREANO GAEL	FAVERGEAT LIONEL	GILBERT-COLLET LILIAN	ION PETRICA	LARUELLE VIVIEN	MARQUES BRYAN
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DUC STEPHANE	FAY-CHATELARD DAVID	GIRARD CHARLES-PAUL	JACKOWIAK NICOLAS	LAUTON VINCENT	MARTINEZ DOMINIQUE
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DUC VALENTIN	FENAROLI WILLIAM	GIRAUD JEREMY	JACQUET ALEXIS	LEFRAY ARNAUD	MASSAMBA WILLIAM
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DUHAMEL FLORIAN	FIGAROL DIDIER	GODET HERVE	JEACOMINE OLIVIER	LEMONS PAULO	MASSAT CHRISTOPHE
DUHOO STEPHANE	FISSET LAURENT	GONCALVES_DIAS JOSE	JEACOMINE FABRICE	LENTZ PIERRE	MASSAT EVA
DUPRAZ DAMIEN	FLEURY MAREC	GONTHIER ALICE	JEACOMINE JIVAKE	LEON DAVID	MENEGAZZI MICKAEL
DUPRAZ SEBASTIEN	FLEURY MAXIME	GONTHIER FABIEN	JEACOMINE TIFFENE	LESAUNIER LAURENT	MERCURI FABRICE
DUPRAZ ALEXIS	FORATO FRANCK	GONTHIER RAPHAEL	JOBERT RAPHAEL	LHUISSIER JEREMIE	MERCURI JULIEN
DUPRAZ SIMON	FOSSOUX PIERRE	GOUAGOUT CHRISTIAN	JOET JULIEN	LIGONESCHE NICOLAS	MERLOZ CEDRIC
DUPUY KENY	FOURNIER KILLIAN	GRADEL JEREMY	JULLIARD BENOIT	LIOTHAUD NICOLAS	MERME ANNE-CHRISTELLE
DURAND GILLES	FOURNIER DENIS	GRANACHER OLIVIER	JUNET DOMINIQUE	LISA FABIENNE	MESTRALLET CEDRIC
DURIEUX SYLVAIN	FOURQUEMIN EMILIE	GRANGE RAPHAEL	KAHHOUDI WAHID	LIVERNEAUX DENIS	METRAL JEAN-FRANCOIS
DURIEUX ROMAIN	FRANCISCO PHILIPPE	GRANGE HERVE	KAHIA KARIM	LONGUET FREDERIC	MEZOUAR FREDERIC
DUSSUEL CEDRIC	FRASSE-SOMBET THIERRY	GRENOUILLER NICOLAS	KAYA HUSEYIN	LOPEZ NADEGE	MILLERET PATRICK
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EBERLIN EDMOND	FRETY FLORENT	GROS CEDRIC	KECHEROUD OUAHEB	LOUVION ISABELLE	MILLIEX GUILLAUME
ECOLIVET KAREN	FRISCOURT STEPHANIE	GUEDON JULIEN	KRACHEWSKI REMI	LOVATO FABIEN	MINGUET CHRISTOPHE
EDUARDO-PEDONE LUDOVIC	GADEN WILLIAM	GUEFFAF YACINE	LA_RUSSA CYRIL	LUCIA JOSEPH	MINUTTI ISABELLE
EL_HOUMAIRI AYOUB	GADEN STEPHANIE	GUENARD FABRICE	LABRO JEROME	LUCIA DOMINIQUE	MIRTO SEBASTIEN
EL_MESSAOUDI IMAD	GAILLIARD ERIC	GUERARDEL ALEXIS	LABRO JOHAN	LUCIA ALEXIS	MOARAF ABDELGHANI
EL_MESSAOUDI MUSTAPHA	GALLONNIER FRANCK	GUGLIELMI HERVE	LACOSTE FRANCOIS	LUSSIEZ JUDICAEAL	MOHRA NORA
EL_MESSAOUDI MARZOUK	GALLORO GREGOIRE	GUICHARD ANTHONY	LACOTTE SEBASTIEN	MAAMRI DERRADJI	MOISSON KARINE
ET_TALHI ABDELLAH	GARCIA JEAN-CLAUDE	GUIZARD MAGALI	LACROIX FREDERIC	MADOE STEPHANE	MOLBERT PIERRE-LAURENT

MOLLARET-CONSTANTIN MAXIME	PALLARES MICKAEL	RADENNE BRYAN	ROUZAUD JOSEPH-VICTOR	TAIR HOCINE	VERNAVY ELIE
MONACIS JOSEPH	PALMANO LAURA	RAFFI ALEXANDRE	ROUZAUD ADRIEN	TEODORO JESSICA	VERNEY ADRIEN
MONDET FRANCK	PANINI PATRICE	RAFTANI HASSAN	ROYER DELPHINE	TERPEND-ORDACIERE LUCILE-ANNA	VEYRAT THIERRY
MONDET STEPHANE	PARIZET DJESSY	RAGEADE DAMIEN	RUGGIERI GABRIEL	TESSITORE PHILIPPE	VIAL LUDOVIC
MORALES FRANCK	PASQUIER NICOLAS	RATEL OLIVIER	SACCOMANDI MORGAN	THIMEL FRANCOIS-XAVIER	VIALLET VINCENT
MORALES LUC	PASQUIER ERIC	RATEL BENOIT	SALAMITO YVAN	THOMAS CEDRIC	VIARD PATRICK
MORARD THOMAS	PASQUIER ANTHONY	RATEL SEBASTIEN	SALOMON BERNARD	THOMAS JEAN-GABRIEL	VILLA MARC
MOREL KEVIN	PASQUIER SEBASTIEN	RATEL NICOLAS	SANTARELLI MICHEL	THOMAS-GOMES ALEXANDRE	VILLARD NICOLAS
MORENO MARTIAL	PATOUILLARD THOMAS	RATEL PATRICK	SANTOS VINCENT	THOMASSET GERARD	VINCENT PASCAL
MOTTARD JEROME	PATUSSO JESSON	RATEL FELIX	SARRET HERVE	TOGNET MIKAEL	VINCENT FRANCK
MOULIN BARBARA	PATUSSO NICOLAS	RATEL ANDY	SASSO PASCAL	TOMASSI ANNE-GAELLE	VINIT DAMIEN
MUSCARA GUY	PELLEGRINI KARINE	RAVAUX PASCAL	SASSO ANTHONY	TONIOLO FRANCOIS	VIONNET STEVEN
MUSCARA NICOLAS	PERALDO GILBERT	RAVEAUD NICOLAS	SAVOYE CLAUDE	TORREGROSA CECILE	VLACHOU PARASKEVI
MUSCARA ANTHONY	PERINET KEVIN	RAYMOND JEROME	SCHUMMERTZ JOSE	TORREGROSA ERIC	VOUILLON DAMIEN
MUSOLINO VINCENT	PERRIERE JEAN-LOUIS	REFFET LAURENT	SEHIER REMI	TORRI FREDERIC	WANTELET THIERRY
MUSSINI PHILIPPE	PERRIN NICOLAS	RENAUX SYLVAIN	SEKHRAOUI BELKHIRI	TOSI JEAN-FRANCOIS	WANTELET YOANN
NAGI STEPHANE	PETOU D PASCAL	RESSANT DAMIEN	SERAIN CHRISTOPHE	TOURNAY JEROME	WARIN STEVEN
NAHIM PHILIPPE	PETRACCARO VINCENT	REVIGLIO FREDERIC	SERAIN GEORGES	TOURNET PIERRE	WAWRZYNKIEWIEZ DOMINIQUE
NAR MATHIEU	PETRACCARO THIERRY	REY JEROME	SERAGENT LIONEL	TOYE ALEXIS	YAKHLAF MOHAMED
NATALE JEREMIE	PICTON FREDERIC	RIBEIRO_MATOS PAULO	SERMET STEPHANIE	TOYE PATRICK	YENGE DIEUDONNE
NDIAYE IBRAHIMA_KHALIL	PIERON PAULINE	RICHARD TEDDY	SERRANO HUMBERTO	TRACOL PEGGY	YIGIT SELIM
NICOLAI LIONEL	PINEL CHRISTIAN	RIGAUD FRANCIS	SEVINC OZKAN	TRIBALLI MICKAEL	ZANARDI MARINE
NICOLLE CHRISTOPHE	PINEL YOANN	RIONDET_GROS THEO	SICOLI_PICASSO KELLIAN	TROCCAZ PIERRE-LOUIS	ZAVAGLIA PATRICK
NICOLLE ALEX	PINET STEPHANE	RIOT ALEXANDRE	SIJARIC ARSLAN	TRUCHET PIERRE-YVES	ZERLA SEBASTIEN
NICOLLE SULLIVAN	PINOT ERIC	RIRI KADER	SILVY FABIEN	TRUCHET PATRICK	ZOELLER LOIC
NIKOLIC NIKOLA	PITHOUD JORDAN	ROBIN ARTHUR	SILVY LAURENT	TRUCHET FREDERIC	
NORAZ DAVID	PIZZANELLI CLAUDETTE	ROCHE JEAN-SEBASTIEN	SIMON CLAIRE	TRUCHET CEDRIC	
NOVEL-CATIN CEDRIC	PLAISANCE LUDOVIC	RODRIGUEZ_ALZUETA ANTONIO	SIMOND DAVID	VALET JEAN-LOUIS	
NUER BRIGITTE	PODEVIN DOMINIQUE	ROLLET GILLES	SIOUDA ISHAK	VALET ANDY	
OLIA DANIELE	PODIGORA MAXIME	ROLLET GENEVIEVE	SONZOGNI NADINE	VALLOIRE CHRISTOPHE	
OLIVA GIUSEPPE	PODIGORA MATTEO	RONCI MICHAEL	SOUICI ABDELGHANI	VALZOLGHER MARIE	
OLIVA_RODRIGUEZ LAZARO_YUSEL	POIRIER GREGORY	ROSA FRANCK	SOURNAC ALEXIS	VANDI CHRISTINE	
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OLIVIER PASCAL	PONDROM GUILLAUME	ROSSAT SEBASTIEN	STANIK JONATHAN	VARESANO JIMMY	
OULKAYMA AZIZ	PRAJOUX JULIEN	ROSSAT NANS	STASIA FABIEN	VASSEUR GILLES	
OUSTRY PASCALE	PRAT CLAUDINE	ROSSERO ERIC	STASIA ROMAIN	VELY BRUCE	
OUSTRY ERIC	PRUVOST CHRISTIAN	ROSSERO FREDERIC	STAWIARSKI JEAN-FRANCOIS	VERDET AURELIEN	
PACCHIOTTI JEAN-FRANCOIS	PRUVOT XAVIER	ROSSI STEVE	STEILEN DAMIEN	VERDIER LAURENT	
PACUSZKA PIERRE	QUENTIN RENAUD	ROSSI SEBASTIEN	STRAZZANTI SANTINO	VERGNAUD LILIAN	
PALAYER JEROME	QUEZEL-GUERRAZ DENIS	ROUDET CELINE	STRIPPOLI CLAUDINE	VERGNIOL_ FREDERIC	
PALERMO MARIO	RABARTIN EMERIC	ROUX JULIEN	SUPPO AICHA	VERNA LUCA	

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TRIMET France
Rue Henri Sainte Claire Deville
CS 30114
73302 Saint-Jean-de-Maurienne Cedex

