



# Sustainability report 2020

**FORSEE  
POWER**



## Smart battery systems for a sustainable electromobility

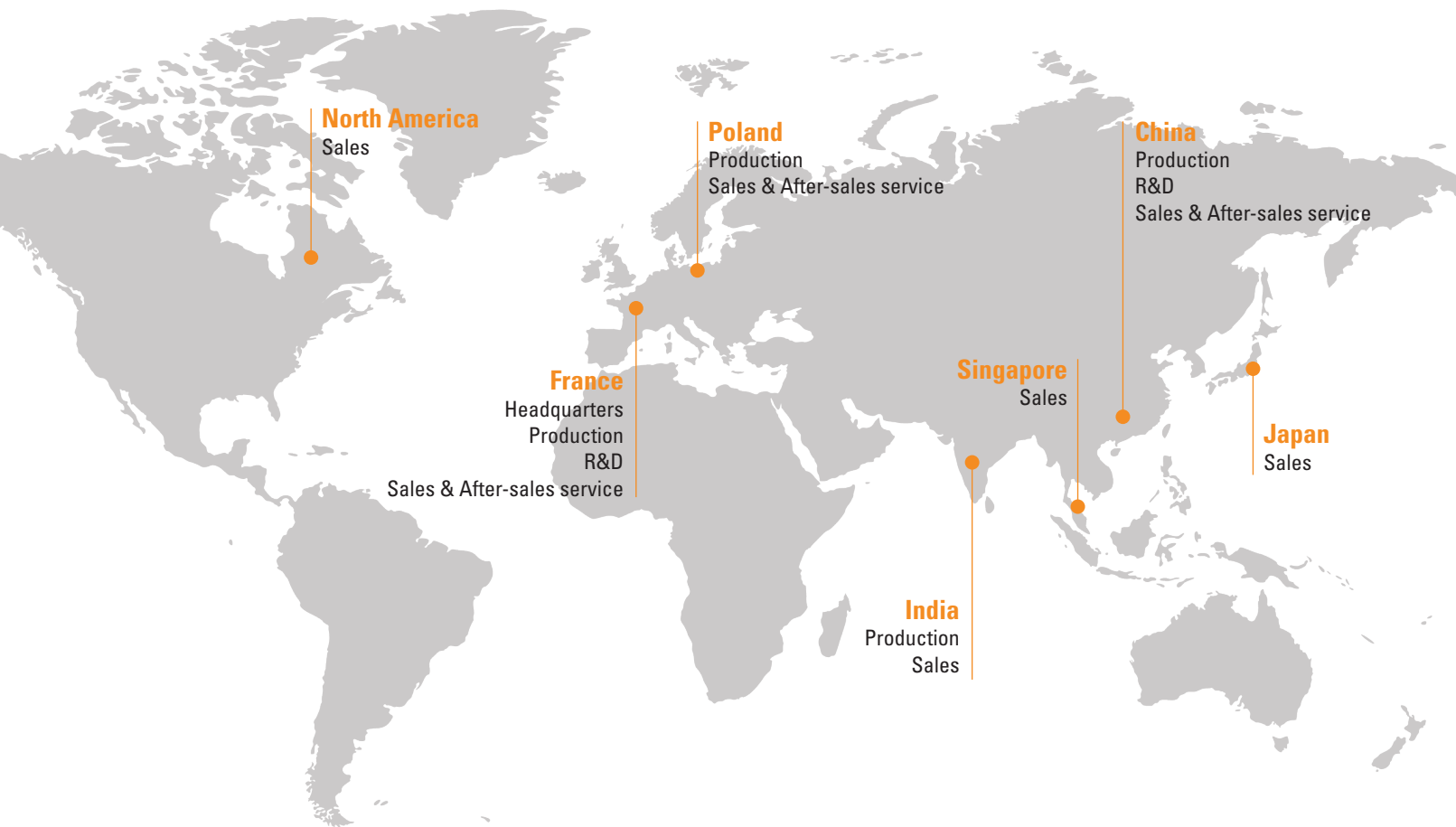
We can mitigate climate change with sustainable, zero-emission electromobility. Forsee Power was created in 2011 with the firm belief that there was a strong need for robust power technology to support the energy transition in the transport markets.

Present in Europe, Asia, and North America, we employ 519 people worldwide and operate 4 production sites and 2 R&D centers. We design, manufacture, and sell smart battery

systems to equip all kinds of vehicles – from 1 to 4 wheels –worldwide, enabling cleaner transport by road, rail, or water.

At Forsee Power, sustainability is at the heart of everything we do. We not only manufacture sustainable products, mitigating transport's impact on the climate, but are also committed to having a positive impact on people and the environment.

# Forsee Power at a glance



2011

creation

519

employees at end 2020

2

R&D centers

4

production sites

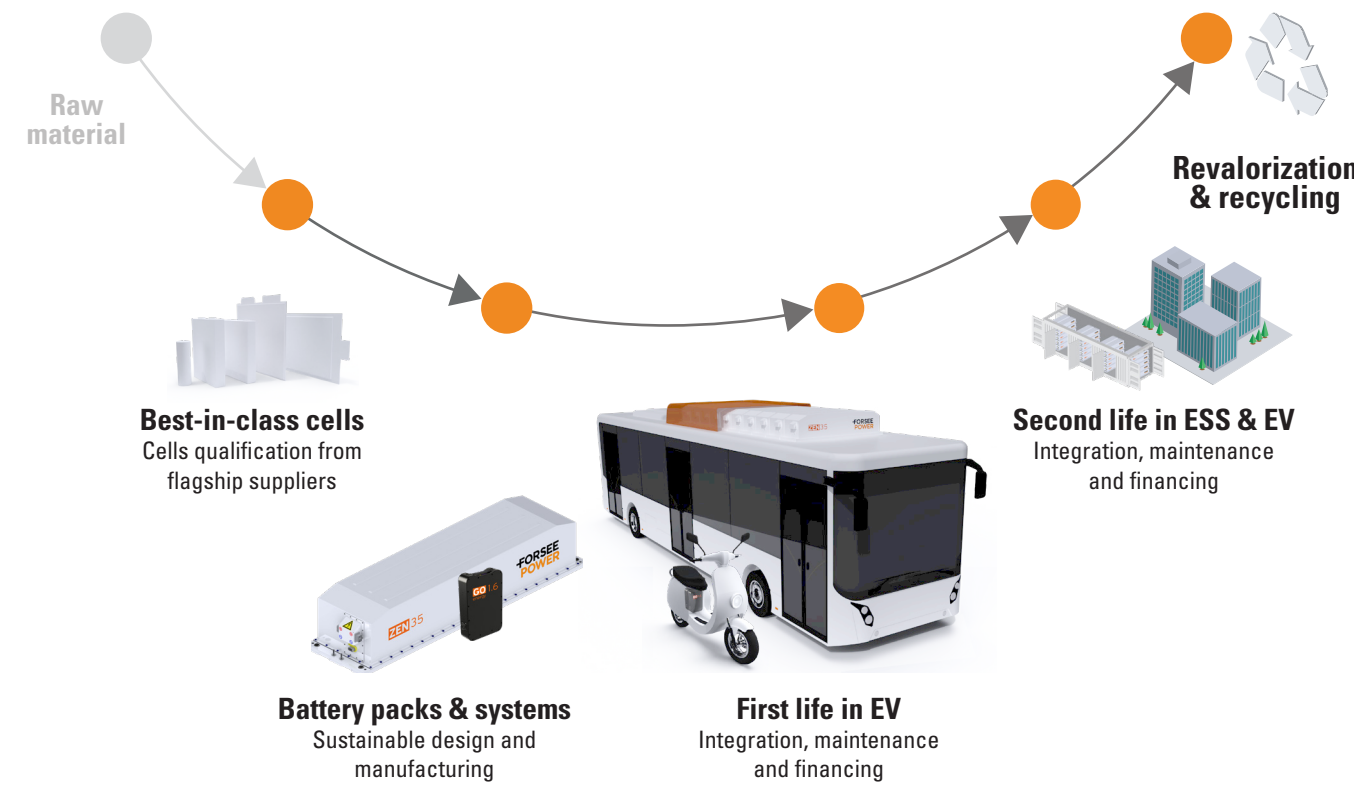
4

repair & maintenance centers

100+

clients

# A sustainable approach across the battery value chain



# The founding principle and 3 areas of focus in our sustainability strategy

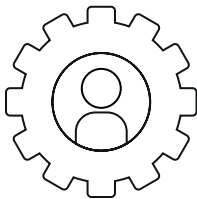
In 2019 Forsee Power started to work on its sustainable strategy, defining key focus areas and a sustainability roadmap towards 2025 including ambitious goals. Throughout 2020, we continued developing our strategy to meet the goals outlined in the report.

Governance is the founding principle based on which the sustainability strategy of Forsee Power has been built. It intends to put in place a robust and transparent system of governance within the company. The role of Governance is to act as an umbrella and actively integrate sustainable development through the 3 areas of focus, in its action plan.

The first area focuses on our actions and contributions to mitigate climate change, through our products and services as well as our supply chain and logistics.

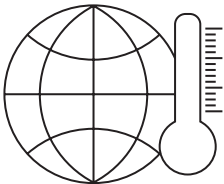
The second deals with people and the value we create everywhere we operate, promoting diversity and a strong health and safety culture.

The third aims at adopting smarter behaviors toward our consumption and waste.



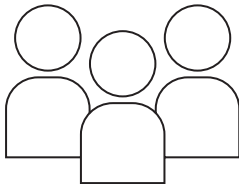
## Governance

Put in place a robust and transparent governance system.  
p.10-13



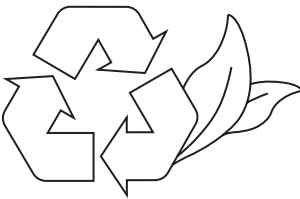
## Climate

Limit impact on global warming.  
p. 14-19



## People

Create value and protect our people, everywhere we operate.  
p. 20-25



## Environment

Adopt smarter behaviors toward our consumption and waste.  
p.26-29



We support the United Nations Sustainable Development Goals and through our operations we contribute to 9 UN SDGs (see table p. 30).



# Defining Materiality

Materiality defines issues that can have a significant impact on a business, its activities, and its ability to create financial and extra-financial value for itself and its internal and external stakeholders.

## Methodology

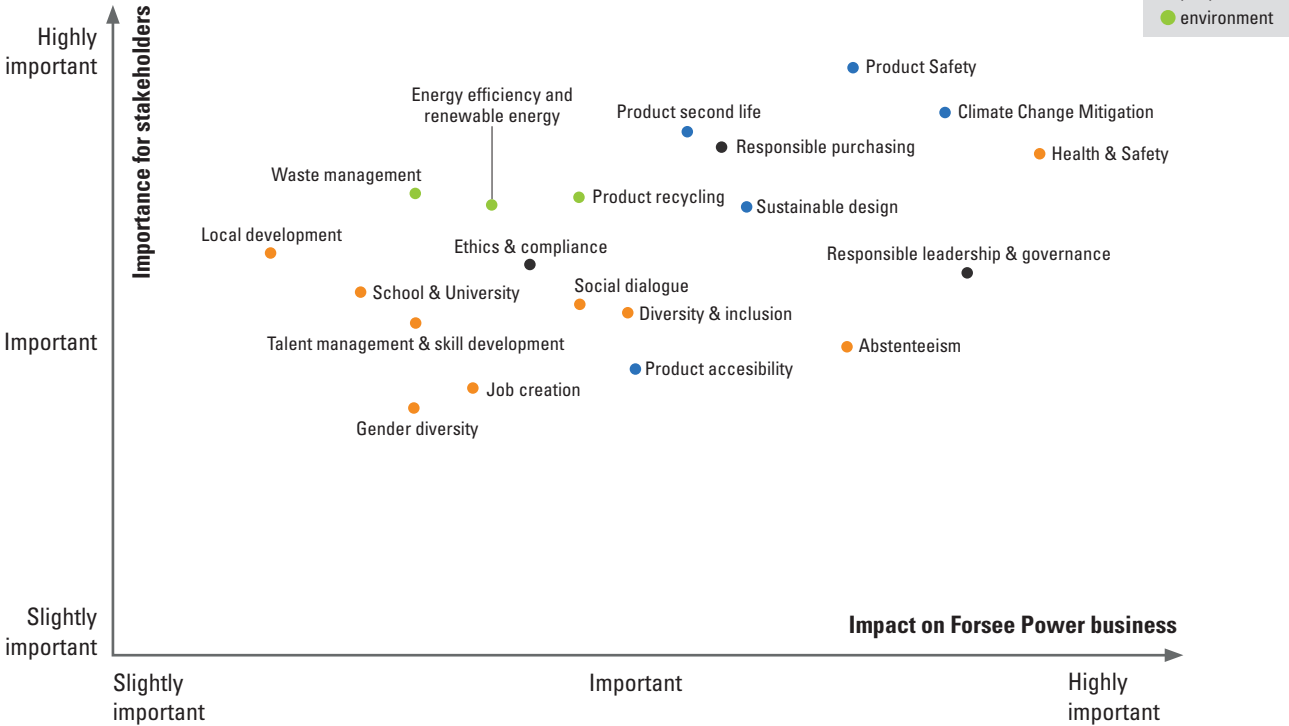
In 2020, we have developed the materiality matrix internally. The process followed the identification of the relevant stakeholders within the Group. The Sustainability team evaluated and selected 20 main points under the 4 major pillars (People, Environment, Climate and Governance), as defined in our sustainability strategy. Thereafter the evaluation took a quantitative turn as we designed a survey in the form of an online questionnaire to be filled by all the relevant stakeholders and executive committee members:

- + The survey included a total of 24 questions under the 4 pillars, and asked the respondents to indicate the importance of each topic to them on a scale of 1 to 5 (from Slightly important to Highly important)
- + A separate questionnaire was formulated to assess the impact of the material issues on the company’s business and the Executive Committee members were asked to rate the impact from a scale of 1 to 5 (from Slightly important to Highly important)
- + The Sustainability team assigned weights to each of the stakeholders for each question to

- ensure a fair and unbiased point of view
- + The online questionnaire was sent to top 100 of our suppliers for the financial year 2020
- + The survey was sent to all employees across the different sites in France, Poland and China.
- + The survey was sent out to our major customers
- + The survey was sent out to our Shareholders and Investors They survey was sent out to the Local Community and Organizations
- + An average quantitative value based on the relevant weights assigned was identified for each focal point as a result of the analysis of the survey.

Finally, review of existing data, internal interviews with committee members and a thorough analysis of the survey results by the Sustainability team led to the creation of the Materiality Matrix. Through the matrix, we try to gain a better understanding of our current state while assessing and aligning our strategies, goals, metrics and reporting on each material issue identified.

Materiality matrix



- Responsible leadership & Governance:** Establish a robust and transparent governance system
- Ethics & Compliance:** Improve business ethics and compliance
- Responsible purchasing:** Build a responsible and sustainable supply chain
- Climate mitigation:** Achieve climate mitigation, zero-emission mobility and reduction in carbon footprint
- Sustainable design:** Encourage product innovation through Eco-design
- Product safety:** Improve safety standards for product use
- Product second life:** Adopt the circular economic approach through second life applications of batteries
- Product accessibility:** Increase access to electromobility through financing solutions (battery rental)
- Job creation:** Improve attractiveness as an employer and recruit more talent
- Diversity & Inclusion:** Encourage a diverse and inclusive workplace
- Local development:** Facilitate local economic development
- Absenteeism:** Reduce absenteeism and LTIs (Lost-Time due to Injury)
- School & University:** Encourage youth participation programs
- Social dialogue:** Promote dialogue with our employees and other stakeholders
- Health & Safety:** Promote a healthy and safe work environment to achieve operational excellence
- Talent management & Skill development:** Retain talents through skill development and training
- Gender diversity:** Promote gender diversity within the organization
- Product recycling:** Adopt recycling and revalorization practices for our products
- Waste management:** Reduce waste by efficient production and decreased consumption
- Energy efficiency & Renewable energy:** Promote consumption of renewable energy



Cybersecurity training is a key component of our governance strategy.

GOVERNANCE

# Put in place a robust and transparent governance system

Forsee Power identified the founding principle of our Sustainable strategy – Governance, an institutional framework based on global ethics that will ensure effective leadership and a robust system.

**So, what can a transparent and strong Governance system do?** It can positively impact the company’s strategy and vision for the future, help increase board level accountability and improve external disclosure.

## Our vision towards a sustainable future

We have established a framework which recognizes all the elements required for a sound approach to governance and responsibility. The Executive committee, comprised of senior executive members and led by the CEO, uses this framework to set and monitor responsible objectives, identify opportunities for improvement and ensure that all activities are aligned with the business standards.

The executive committee determines the Sustainability strategy of the company. It sets up objectives and goals for each year and

formulates the business plan that specifies key developments towards the strategic objectives aimed at achieving the 2025 goals; it also reviews the Sustainability performance of the company twice a year. Further, the company engages with external and internal stakeholders to evaluate the relevant financial, ethical, environmental, and social issues that may have an effect over Forsee Power’s operations.

## Supplier code of conduct

One of the goals of the 2025 Roadmap was formulating the Supplier code of conduct and we are happy to have achieved this goal. In June 2020, the code of conduct was published and circulated to all the Forsee Power suppliers. The primary objective is to ensure strict adherence and compliance to the code which includes a set of principles that are aligned with Forsee Power’s sustainable objectives in the fields of labor and human rights, environment, and governance.

## Business ethics

To achieve an ethical, transparent, and responsible work environment, Forsee Power put together several regulations and

In 2020, the Group’s IT Policy was revised and a training program on cybersecurity has been initiated.



### EcoVadis rating

We have received the “Silver” EcoVadis rating for our commitment and performance in terms of Corporate Social Responsibility (CSR). This rating puts Forsee Power in the top 25% among the companies assessed by EcoVadis and in the top 9% among its peers. We obtained an overall rating of 60/100 with the following break-down: Environment - 70/100; Social and Human rights - 60/100; Ethics - 50/100; and Responsible purchasing - 40/100.

Established in 2007, EcoVadis is the largest and most trusted provider of supply chain sustainability ratings. EcoVadis evaluates the policies and actions of companies, as well as the reports they publish on the environment, social and human rights, ethics, and responsible purchasing.

guidelines in place for employees and other external stakeholders. The Business Code of Conduct is handed out to all the employees across our offices in France, China, Poland, and India. It is mandatory for all the employees to sign and comply with the code of conduct. We believe that it not only serves as a set of internal policies and procedures but also as an external statement of corporate values and commitments.

Throughout the year, we also formulated and communicated several other regulations like the anti-corruption policy, the IT security policy and put in place procedures to protect personal and sensitive data.

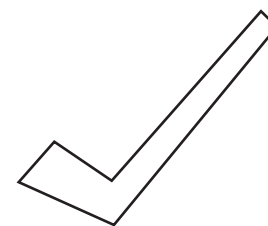
### External audits and ESG assessment

At Forsee Power, anti-corruption and transparency is critical to our work environment. In order to ensure overall effectiveness of internal procedures, external audits were conducted for the year 2020.

Yearly, Forsee Power is assessed on its environmental, social and governance (ESG) practices and performances by its shareholders bpiFrance and Eurazeo as well as by customers upon request.

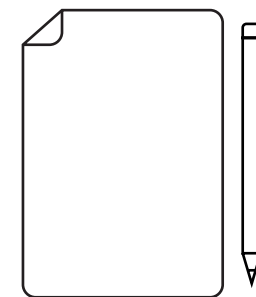
In 2020, we went through the EcoVadis Corporate Social Responsibility assessment process for the first time and received a Silver Medal, placing us in the top 9% among peer companies.

### We contribute to the UN SDGs



## Done

the Supplier code of conduct was created and distributed to all the key suppliers of Forsee Power.



## 76.6%

of suppliers have already signed the Supplier code of conduct.

### WE SUPPORT



## Signatory

Forsee Power is signatory of the United Nations Global Compact.





In 2020, Forsee Power set up a factory in India to accompany the country's energy transition. The FAME 2 national plan toward electromobility has a strong focus on light electric vehicles, including two and three wheelers.

**-383 286  
tons of CO<sub>2</sub>**

is the total emissions avoided over the lifetime of the vehicles sold in 2020 equipped with Forsee Power batteries.

## CLIMATE

# Limit impact on global warming

Transport is responsible for more than 25% of greenhouse gas emissions. While each transport segment or country has its own agenda, since the Paris Agreement, stakeholders have been taking more and more stringent measures to mitigate climate change. In 2019, India launched the FAME 2 government plan to boost electric transport in the country that counts more than 20 million two-wheelers. Later that year, Europe presented the Green Deal, which sets targets for reducing transport CO<sub>2</sub> emissions by 90% by 2050.

Owing to the international health crisis, car sales plummeted worldwide between January and April 2020. However, despite the crisis electric cars remain a bright spot and electric car sales in the largest European car markets (France, Germany, Italy and the United Kingdom) were about 90% higher in the first quarter of 2020, than they were the year before.

2020 is the target year of the European Union's CO<sub>2</sub> emissions standards, which limit average CO<sub>2</sub> emissions per kilometer driven of new car sales with 100% compliance from 2021 which was a major reason behind rising EV sales in the EU.

As Joe Biden emerged victorious over Donald Trump in the US presidential race held in November 2020, this will mean new avenues for growth for renewable energy. Indeed, tackling climate change had been an important part of his election campaign and the incumbent president committed to spend \$2 trillion on clean energy, re-join the Paris Agreement and achieve net-zero emissions by 2050.

In September 2020, President Xi Jinping of China announced that the country will strengthen its 2030 climate target (NDC), peak emissions before 2030 and aim to achieve carbon neutrality before 2060. Further, China's COVID-19 response constituted of a green recovery plan, and it remained committed to an escalated penetration of electric vehicles and renewable energy systems in its economy.

These are tremendous opportunities for Forsee Power to contribute to limiting impact on global warming, through innovative products and services, and through responsible corporate behaviors.

Worldwide, we partner with manufacturers to accelerate the energy transition with zero-emission solutions.



## Did you know?



### Forsee Power is a world leader in batteries for FCEV heavy vehicles

Hydrogen hybrid vehicles are equipped with batteries, it is a prerequisite. The fuel cell, powered by hydrogen tanks, produces electricity that powers the electric motor. Hydrogen is therefore the main source of fuel for the vehicle. The batteries, charged by the electricity from the fuel cell, make it possible to generate additional energy during sudden variations in load (acceleration or climbing on a steep slope). The vehicle is driven either by the battery or by the fuel cell or both to obtain more power. FCEV is another zero-emission solution as the vehicle will only emit water vapor.

With our range of high-power batteries, we are equipping several European manufacturers including an exclusive contract with Wrightbus – the world leader in hydrogen buses – CaetanoBus and the Energy Observer.

### Innovating efficient and sustainable technologies, helping our customers and cities reduce their carbon footprint

The transition to electromobility only makes sense if the battery systems are sustainable and sustainability is a key driver in our R&D efforts. Based on 25+ years of battery expertise, we develop technologies to answer any power and energy need, for a bus as for a scooter. Eco-design is at the heart of product innovation, setting targets for longer life cycles, higher performance, and higher safety standards. This is made possible through a deep and broad combination of engineering expertise at every step of the process, including electrochemistry and cells testing, electronics, mechanical and thermal design, modelization and pack testing.

### Extending the battery life cycle with second life applications

Did you know that at the end of their first life in vehicles, battery systems still have 80% of their energy capacity after 10-15 years? The Forsee Power team develops batteries with a circular-economy approach, ensuring that the mechanical and electrical design enables an easy integration into containers. Thus, another life can take place in a vehicle with less ambitious operations. It can also be used in stationary storage applications to optimize smart grid or to create an autonomous storage system coupled with renewable

energy production such as solar panels or turbines.

### Offering financing solutions to accelerate the energy transition in transport

The total cost of ownership (TCO) of electric buses has been competitive with thermal vehicles since 2018. However, the cost of the electric vehicle itself is still more expensive than ICE's and it sometimes makes it more difficult for cities to transition to zero emission mobility.

Thus, Forsee Power offers battery rental solutions. The financing can also extend to the vehicle and the charging infrastructure and includes maintenance, warranties, and the management of batteries' second life or end of life. Just what cities need to accelerate their transition to clean public transport!

### Taking actions to reduce our own carbon footprint

Battery pack assembly represents less than 25% of the battery's carbon footprint (excluding product use). If we have limited impact on the overall carbon footprint, we still have a role to play and are taking action to reduce our own footprint.

**Scope 1:** In France, we completed the installation of the new state-of-the-art insulation system in the Chasseneuil-du-Poitou factory. Insulation is done according to RT 2012 standards to limit consumption for

heating and air conditioning, which ensures a significant reduction in the company's carbon footprint, does not eject polluting molecules and there is no combustion like in oil or gas radiators. The structure also benefits from optimum day light access to limit use of artificial light.

**Scope 2:** We encourage zero-emission transport among our employees. In China, we offer a shuttle service. In Europe, more and more employees are commuting by bike, especially in Paris.

With the international health crisis and the lockdown, home offices became the new normal! Forsee Power adapted to the unprecedented circumstances and arranged for teleworking and provided guidelines on working from home for its employees. Limiting transport, teleworking is another way to reduce our Scope 2 emissions.

**Scope 3:** Cells to make our battery systems are shipped to Forsee Power manufacturing sites from Japan, South Korea and China mainly. They represent most of the weight of total sourced components and are a significant contribution to Scope 3 emissions.

As part of our 2025 roadmap, we are committed to optimizing shipping using road, rail, and water transport, which are less energy intensive than air transport. In order to achieve the goal for 2025, that is reduce rate of air transport among purchasing transport - The Railway Shipping Project, a new initiative by Forsee Power, is looking to adopt freight transportation using railway from South Korea (and China in the future when local regulations allow

transport of hazardous nature components) for the upcoming years. However, the hazardous nature of the cells, the administrative burden and the related costs are challenges we must tackle in order to successfully achieve this goal.

### We contribute to the UN SDGs





## Contributing to reducing emissions and improving work conditions in the construction and agriculture industries

Committed to mitigate climate change with zero-emission solutions to power mobility, Forsee Power has made off-highway vehicles a key area of development. The electrification of this market is expected to multiply by 7 in the next 7 years<sup>1</sup> and will have a great impact on people and the environment. Indeed, the battery is not just about reducing CO<sub>2</sub> emission; it also improves overall health conditions at work as it does not emit any noise or vibration. It will forge the path to revolutionize the health and well-being of millions of workers worldwide.

1. Markets and Markets 2019

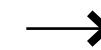
## Our smart battery systems life cycle



100%

10-15 ans

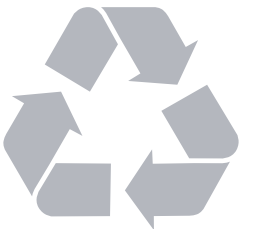
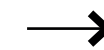
Première vie



80%

10+ ans

Seconde vie



>50%

Fin de vie





First-aid training at the Chinese plant in Zhongshan.

**43%**

is the proportion of women at Forsee Power.

**19**

nationalities in 7 countries.

**519**

employees at end of 2020.

## PEOPLE

# Create value and protect our people, everywhere we operate

Founded in 2011, Forsee Power is present in 7 countries and employs 519 people. Since it was founded, the whole company has been transforming at a very fast pace, welcoming people from different backgrounds, sharing the same vision for sustainable, zero-emission mobility.

Every year since 2017, we have conducted a global employee survey to assess the satisfaction of our employees and we develop improvement plans for each site to better answer needs.

### Recruiting and developing people

In 2020, we recruited 72 permanent employees, mostly at our production site in Poitiers, France, that started operations in 2018 and is still growing. We recruit people so they can stay with us for the long term. Thus, we look for personalities first. Then, we provide the right training to operate our production line, with a strong focus on electrical authorization.

### Promoting diversity and inclusion

We make sure we offer an inclusive workplace, valuing diversity and respect—

the first Forsee Power value—at all levels. Diversity is a guiding principle in our human resources policy. We believe in balancing genders, ages, origins, and levels of education to build a strong corporate culture reflecting the society. To that end, during the year we promote the employability and integration of women, seniors, young graduates, and disabled individuals through international days as well as internship programs, mentorship programs and partnerships with schools and universities.

### Developing the social dialogue

At every site we regularly engage in social dialogue with employees and are attentive. Since 2017, we have organized an annual Global Employee Survey that reached 86.5%-participation level in 2020 and a satisfaction rate of 62.8%. Poland reached 100% participation rate and efforts were made in France to increase participation at the production plant, with a specific on-site communications campaign.

The satisfaction rate has lowered primarily due to the COVID-19 crisis and the drastic effect it had on people's morale and the





1. **First aid training:** In July, 120 Chinese employees participated in the first aid training. It was organized by the HSE manager and the operations manager. The training consisted of theoretical and practical exercises.
2. **Firefighting training in France:** In September, employees at the headquarters in France took part in "first responder" training. The trainee fire-fighters will be the first on the scene if a fire breaks out in the premises. They know how to put out fires that have broken out and safely evacuate employees.
3. **Emergency burn station:** xxxx.

reduction in face to face meetings and discussions.

In Poland, there are meetings 2 to 3 times a year, gathering all employees. In China, quarterly meetings are held with the representatives of the labor union.

Improvement plans are being extensively discussed throughout the group and will be implemented soon. In December 2020, a meeting was set up with the representatives of the employees at Ivry and Chasseneuil in order to discuss the quality of life at work or QVT, the environment in the firm and the issues faced by the employees. As a result of the discussion, a commission has been set up which is going to regularly address the problems and offer proposals and solutions. China plans to hold more trainings on Leadership and Supervision in the upcoming year.

## Building a strong health, safety and environment (HSE) culture

The health and safety of our people and stakeholders is our number one priority. As a young company operating in a quite new industry, we place a strong emphasis on training material and programs to develop a culture of operational excellence that goes beyond the workplace. At all sites, we run an HSE program with monthly activities backed by poster campaigns to reinforce communication. In Poland, trainings were

provided for ISO standards, soldering and general operations.

Owing to the health crisis, a lot of trainings in France were cancelled or it was not feasible to organize them. However, we have set ground for 2021 and plan to increase the number of trainings throughout the group. A total of 330 employees throughout the Group were represented in the Health and Safety committees for 2020. provided for ISO standards, soldering and general operations.

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## We contribute to the UN SDGs





4. May 8 International Women's Day is celebrated at all sites to promote gender diversity and equality.
5. From September to December 2020, a project contest for the interior design of the factory in France was organized with a class of students at the Ecole de Design de Nouvelle Aquitaine in France.



## Zero

Zero Accidents at Chasseneuil-du-Poitou: On 2 July, the employees of the Chasseneuil-du-Poitou site celebrated 107 days without an occupational accident with work stoppage. Awareness messages conveyed by HSE accompanied by regular poster displays in the production area have had a positive impact on employee behavior (wearing of PPE, traffic areas, handling rules)



## 86.5%

is the participation rate to the 2020 Global Employee Survey.

## Success story



“The management committee of the French factory is made up of 7 members, including 3 women. This parity is a guarantee of success for the management team and makes it possible to project situations or events from different perspectives to better understand them and then act. Finally, this parity of the management committee also makes it possible to erase the cultural differences that can still be encountered today in the industrial environment, such as managerial or salary discrimination.

Wanting parity is a first step. Getting it is another. It is not always easy to achieve parity in some functions, because the diversity of candidates is not systematic. It took us 3 years to achieve this balance by working with HR on the selection process and the attractiveness of our sector.

However, the diversity of the functions represented within the management committee makes it possible to obtain parity, for an efficient, efficient and dynamic management committee.

by working with the Director of Human Resources on the selection process and the attractiveness of our sector.

However, with the diversity of the functions represented within the management committee, it is ultimately possible to obtain parity for an efficient, efficient and dynamic management committee.”

**Arnaud Quatannens**, Site Director in Poitiers, France





We co-develop reusable and packaging-free solutions with our customers (here in blue, the racks used by Heuliez Bus) to eliminate waste in our logistics processes.

73%

of waste was reused or recycled in 2020.

## ENVIRONMENT

# Adopt smarter behaviors toward our consumption and waste

A sustainable industry should produce little to no waste or greenhouse gases. From procurement to deliveries, in the office or at the production site, we aim at reducing our environmental footprint.

### Developing management procedures

Measuring, managing, and reducing our environmental impact are essential steps in being a responsible corporate player.

Progressively, we are implementing robust management systems across the organization. Of our 4 manufacturing sites, 2 (Zhongshan in China and Wroclaw in Poland) are ISO140001-certified. France will complete the certification process in 2021.

### Reducing our consumption and improving energy efficiency of our facilities

Forsee Power employees are keen to reduce single-use consumption and challenge management to take positive actions. Everywhere we operate, we endeavor to eliminate the consumption of single-use material. While China had already banned single-use plastics year ago, in 2020 we have taken similar action in France and in Poland.

In June 2020, to eliminate consumable plastics, washable and indefinitely reusable water bottles and cups featuring the Forsee Power logo was distributed to all the employees in France and Poland.

In September, Forsee Power exhibited at the Sido robotics tradeshow in a paper-free way. For the first time since the creation of the Group, visitors were offered a “paperless” show: marketing materials (brochures, product sheets) were dematerialized and downloadable via QR codes, setting the trend for future events.

We have also reduced digital waste by using less cloud storage and digitizing company documents so that anyone can access them through our intranet site, from a computer or a smartphone, including operators. By sharing documents instead of storing multiple versions on our servers, we can decrease energy use in server rooms. Overall, we are digitalizing communications and limiting printing through code-based identification on the machines. A stop emails campaign was also run globally on screensavers and in the employee magazine.



While our production does not require water in the process, we have identified an increase in water consumption at the Zhongshan facility in China this year, due to a fault in the underground pipelines, which has hence been investigated and fixed. The water consumption has also increased due to plants around the factory.

Operating machines and charging our battery systems prior to delivering to our customers can be intensive in electricity consumption so we are mindful to develop the use of more renewable energy. As part of our 2025 sustainability roadmap, we have set a goal of 50% renewables in our energy consumption.

**Managing waste and improving recycling rates**

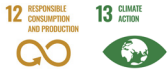
Our objective is to recycle everything that can be. Our goal is 100%. To achieve that goal, we must engage with the right recycling partners, assessing recycling and revalorization methods to fit our needs.

To reduce our environmental footprint, we should also aim at reducing production waste. Thus, we have set a roadmap to favor purchases with less packaging and potential waste, explore reuse options and also work with our suppliers and customers to optimize packaging material.

Finally, sorting waste is a key factor in recycling efficiency, and we have organized waste sorting within the production area at most sites, so we ensure a smooth process to guarantee successful results.

Following local regulations, the recycling of lithium cells and batteries is handled by dedicated partners. In France revalorization rate at our partner reached 70.7% in 2018. This figure is improving every year.

**We contribute to the UN SDGs**

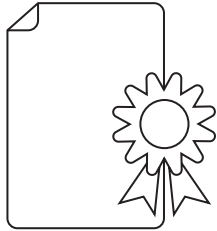


Forsee Power went paper-free for the first time, at Sido tradeshow visitors were offered a “paperless” show: marketing materials (brochures, product sheets) were dematerialized and downloadable via QR codes.



**0 plastic**

all sites have adopted a zero single-use plastic policy



**ISO 14001**

our Polish and Chinese sites are certified.



This year, 99.98% of waste was successfully recycled in China bringing us close to the goal of achieving 100% recycling and revalorization rate in 2025.

Except the Total Dirty packaging waste, which is collected by the factory community to be disposed of, all the manufacturing waste is recycled at the local Waste Recycling station. Further, dangerous wastes are disposed of by a certified third-party. For cell/battery waste, a qualified company is asked to decompose the waste. The waste mainly consists of cells as the factory rarely ships waste batteries to protect design intellectual property.

# Alignment of Forsee Power’s sustainability strategy to the UN Sustainability Development Goals (SDG)

Sustainable Development Goals		3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Definition		Ensure healthy lives and promote well-being for all at all ages	Achieve gender equality and empower all women and girls	Ensure access to affordable, reliable, sustainable and modern energy for all	Promote inclusive and sustainable economic growth, employment and decent work for all	Build resilient infrastructure, promote sustainable industrialization and foster innovation	Make cities and human settlements inclusive, safe, resilient and sustainable	Ensure sustainable consumption and production patterns	Take urgent action to combat climate change and its impacts	Promote just, peaceful and inclusive societies
Climate	Innovating efficient and sustainable technologies			●		●	●		●	
	Extending the battery life cycle with second life applications							●	●	
	Offering financing solution to accelerate the energy transition			●					●	
	Taking actions to reduce our own carbon footprint						●	●	●	
People	Recruiting and developing people		●							●
	Promoting diversity and inclusion		●							●
	Building a strong HSE culture	●								
	Ensure social dialogue				●					●
Environment	Reducing our consumptions							●	●	
	Managing waste & recycling							●		
Governance	Ensuring business ethics		●		●			●		●
	Defining a sustainable supply chain	●	●		●		●	●		●
	Assessing ESG performance	●	●	●	●	●	●	●	●	●

# Forsee Power 2025 Sustainability roadmap

Main objective	Key Performance Indicator	2019	2020	2025 goal
People Reduction in absenteeism and accidents at work	1. Absenteeism rate	5.8%	4.49%	3.8%
	2. Injury frequency rate	12.49	5.9	0
People Better representation of women in the organization	3. Rate of women on the Board	0%	0%	30-70%
	4. Rate of women on the management committees	20%	26%	40-60%
Governance More responsible purchasing management	5. Implement a Supplier Code of Conduct Policy	no	available	available
	6. Rate of production components' suppliers who signed the policy	-	76.6%	100%
Environment Better consumption and better recycling of waste	7. Weight of waste / kWh produced	0.28kg	1.75kg*	0.20kg
	8. Rate of waste sent to recycling or revalorization (excluding organic)	76%	73%**	100%
Climate Reduction of CO <sub>2</sub> emissions	9. Rate of air transport among purchasing transport (weight)	-	27.69%	5%
	10. Share of renewable energy in energy consumption	13.56%	15.61%	50%

\* Changes in supply chain, impact of COVID-19 pandemic on logistics and default in 2019 reporting explain the sharp increase in 2020. Improvements plans have been defined to tackle the issue in 2021.

\*\* With the onset of the COVID-19 pandemic in March and the subsequent lockdown, a lot of recycling options were not functional, which was a contributing factor for reduction in the percentage of waste recycled in France and Poland.

# Forsee Power

Forsee Power is an industrial group specializing in smart battery systems for sustainable electric transport (LEV, trucks, buses, off-road, trains, marine vessels), and for industrial devices through its Industrial Tech activity (medical devices, robotics, security).

A European leader and a major player in Asia and in North America the Group designs, assembles and supplies energy management systems based on the most robust cells available on the market as well as provides installation, commissioning and on-site or remote maintenance.

Forsee Power also offers financing solutions (battery rental) and second life solutions for transport batteries.

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