



GTT

CSR ROADMAP 2024-2026

TECHNOLOGY FOR A SUSTAINABLE WORLD

February 2024

GTT's pivotal role in overcoming the climate challenges faced by the energy and maritime transport industries

True to its *Raison d'être*, GTT is a key player in **decarbonising the maritime sector**.

*“Our mission is to conceive cutting-edge technological solutions for an **improved energy efficiency**. We bring our **passion for innovation and our technical excellence** to our customers, in order to meet their transformation challenges. The GTT teams are the cornerstone of this mission. Committed and united, we are **determined to contribute to inventing a sustainable world**”.*

The maritime sector (which accounts for around **3% of global CO₂ emissions**) has begun a profound transformation in the name of its energy transition.

GTT's technology has already helped to **halve CO₂ emissions from LNG carriers** in ten years.

The development of **LNG as fuel**, new **digital solutions** and the acquisition of **Elogen**, have also helped to **reduce CO₂ emissions**.

GTT's innovative hydrogen-transport, carbon-capture and alternative-fuel projects have opened up new prospects **for a carbon-free world**.

A 2024-2026 roadmap structured around three axes

With 3 axes, 9 commitments and 24 key indicators, GTT's 2024-2026 roadmap constitutes a management tool that demonstrates the Group's CSR commitment to all its stakeholders.



**Beyond its climate action,
GTT is a responsible employer
and a corporate citizen.**

**This is why the Group decided to
sign up to the UN Global Compact
Principles in 2023.**

Axis 1 – Fighting against global warming

CLIMATE STRATEGY
-
ENVIRONMENT
-
AN INNOVATION DRIVER

Designing technology to help decarbonise the energy and maritime sectors



COMMITMENTS

Reducing the climate impact of our activities

- Setting ambitious targets to reduce our GHG emissions (Scopes 1, 2 and 3). These objectives were submitted for validation to the SBTi
- Improving the carbon footprint of our solutions

Decarbonising maritime transport

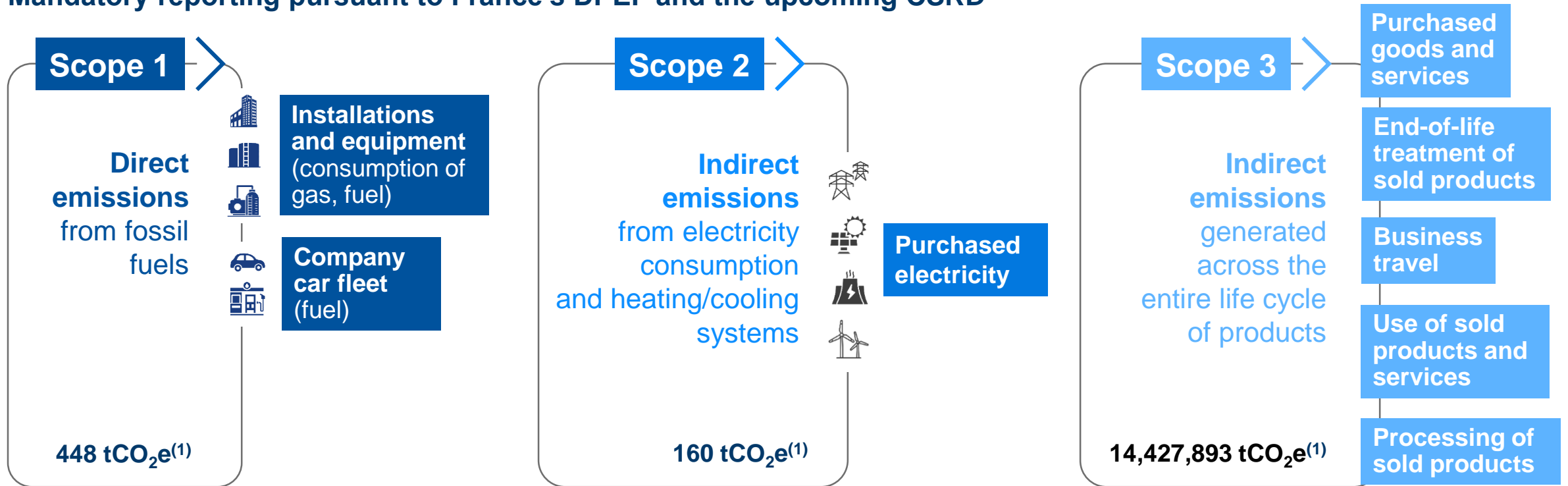
- Developing containment systems for alternative fuels
- Developing digital services to boost energy efficiency

Building a sustainable world

- Developing new containment systems for non-carbon fuels (LH₂)
- Developing green hydrogen/electrolysers
- Other developments (including carbon capture and storage)
- Taking actions to protect the environment and biodiversity

Axis 1 – Climate strategy: Defining the scopes

Mandatory reporting pursuant to France's DPEF and the upcoming CSRD



Scope 4 → **Optional reporting pursuant to GTT's strategy**
Emissions avoided: GTT's contribution to decarbonising its ecosystem; the extent to which customers' carbon footprints are reduced thanks to the Group's products and services

Axis 1 – Reducing the climate impact of our activities

As a responsible company, GTT has established a sustainable, realistic and attainable trajectory to reduce its CO₂ emissions. This trajectory is line with the SBTi targets and has been submitted to the approval of the latter.

Commitment	Sub-commitment	KPI	Reference year	Reference figure	Target	Target horizon	Comments and/or methodology
Reducing the climate impact of our activities	Reducing Scope 1 emissions (trajectory: 1.5°C)	Tonnes of Scope 1 CO ₂ emissions	2021	448	-55%	2033	<ul style="list-style-type: none"> Improving the energy efficient of our buildings, Upgrading corporate car fleet with electric/hybrid vehicles and electric charging stations, Gradually transitioning to electric heating.
	Reducing Scope 2 emissions (trajectory: 1.5°C)	Tonnes of Scope 2 CO ₂ emissions	2021	160	-55%	2033	<ul style="list-style-type: none"> Transitioning to green power purchase agreements
	Reducing Scope 3 emissions (trajectory: WB 2°C)	Tonnes of Scope 3 CO ₂ emissions	2021	12,568,000*	-33%	2033	<ul style="list-style-type: none"> Continuing the development of new low Boil Off Gas (BOG) systems and reliquefaction systems Establishing a commercial strategy that encourages emission reduction measures via the adoption of very low GWP materials Suspending the approval of HFC foams

Scope 3 – Why have we chosen a well below 2°C trajectory?

To take into account constraints linked to business growth, timeline to build a ship and the ecosystem.



*The restricted approach proposed by the SBTi has been retained – Categories 1 and 11 only, are taken into account, that account for 80% of the total SCOPE 3 emissions.

Axis 1 – Decarbonising the maritime sector

In order to support the energy transition, GTT has technological resources that it can harness to develop carbon-free solutions for its customers.

Commitment	Sub-commitment	KPI	Reference year	Reference figure	Target	Target horizon	Comments and/or methodology
Decarbonising the maritime sector	Developing a robust methodology for evaluating GTT's contribution to its customers' decarbonation (Scope 4)	Establishing a methodology for quantifying Scope 4 emissions	2022	N/A	Publishing Scope 4 emissions	2026	<ul style="list-style-type: none"> 2024: Establishing a reliable methodology 2025/2026: Publishing Scope 4 emissions

- **Scope 4** emissions reporting helps overcome the limitations of Scope 3, which does not take into account GTT's contribution to decarbonising its ecosystem: the extent to which customers' carbon footprints are reduced thanks to the Group's products and services.
- These include, for example, carbon capture projects, the MerVent project, hydrogen tanker projects. Diversification activities (LNG as fuel, digital services and Elogen) can also be included.
- To be reliable, **Scope 4** reporting must follow a rigorous methodology and be audited by an external service provider.

Axis 1 – Building a sustainable world

With a view to building a sustainable world, GTT is supporting the energy transition by fostering the development of new activities that are compatible with a carbon-free future as part of responsible-innovation drive. As well as fighting against global warming, GTT will implement new initiatives to make a greater contribution to biodiversity and the environment.

Commitment	Sub-commitment	KPI	Reference year	Reference figure	Target	Target horizon	Comments and/or methodology
Building a sustainable world	Contributing to a zero-carbon world	Rate of patents filed in carbon-free energy*	2022	19%	28%	2026	<ul style="list-style-type: none"> Patents filed in carbon-free energies over the year as a percentage of the total number of patents filed over the year
	Biodiversity & Environment	Number of actions taken to help protect biodiversity and the environment	2022	1	3	Annual	<ul style="list-style-type: none"> Innovation for a ballast-free vessel Treatment and maintenance of the pond at GTT's headquarters Internal challenge to reduce paper consumption Creation of a storage centre for hazardous materials

*Elogen/NH₃/LH₂/CO₂capture

Axis 2 – A responsible employer

Fostering development and commitment among teams



COMMITMENTS

Ensuring the health and safety of teams

- Group safety culture

Developing skills and promoting talent

- Encouraging employee training
- Incorporating CSR topics into training plans
- Promoting talent

Fostering diversity and well-being

- Gender equality
- Quality of life and working conditions: Raising awareness about psychosocial risks and work-life balance
- Disability inclusion

Axis 2 – Health and safety

It is the Group's responsibility to identify potential hazards and risks at each of its sites through a near-miss detection policy, and to implement corrective actions.

Commitment	Sub-commitment	KPI	Reference year	Reference figure	Target*	Target horizon	Comments and/or methodology
Ensuring the health and safety of our teams		0 fatality	2022	0	0	Annual	
		No. of workplace accidents with lost time injury	2022	4	3	Annual	
		Frequency rate of workplace accidents	2022	3.75	<2.65	Annual	

The current framework will be strengthened via several initiatives, in particular by:

- Extending the golden rules to the entire Group.
- Organising a safety day to enshrine Health and Safety culture within the GTT Group (on World Safety Day).
- Incorporating safety routines into management practices to increase employee vigilance.

Axis 2 – Skills development

Training is a major objective to support the growth of GTT and the development of its employees.

Commitment	Sub-commitment	KPI	Reference year	Reference figure	Target	Target horizon	Comments and/or methodology
Developing skills and promoting talent	Setting up training and awareness-raising actions	CSR training/awareness-raising for the ExCo and managers	2022	0	100%	2026	<ul style="list-style-type: none"> 100% ExCo by 2024 100% managers by 2025/26
		Number of training hours per employee	2022	N/A*	≥10	Annual	<ul style="list-style-type: none"> Group indicator, excluding mandatory training
	Career management policy to foster employee development and promote talent	Internal mobility/filled posts (as a %)	2022	23%	30%	2026	<ul style="list-style-type: none"> Permanent positions filled
		People review as % of eligible population	2022	95%	≥90%	Annual	<ul style="list-style-type: none"> One people review every year

*Group indicator not available

Two main axes:

- A training policy focused on proactive skills management to prepare for the future.
- A recruitment policy with two axes: internal mobility and external recruitment supported by our employer brand.

Axis 2 – Gender equality

Gender equality at work and the representation of women within GTT is at the heart of an ambitious policy set against the backdrop of the engineering sector’s low proportion of female employees.

Commitment	Sub-commitment	KPI	Reference year	Reference figure	Target	Target horizon	Comments and/or methodology
Fostering diversity and well-being	Gender equality	Proportion of female employees	2022	21%	>25%	2033	• Awareness-raising among the ExCo, then managers
		% of women hired	2022	31%	>35%	2033	
		Proportion of women on the ExCo	2022	29%	>40%	2030	• In accordance with the 2030 quota set by the French Rixain law (<i>loi Rixain</i>) for companies with a headcount of 1,000 or more for a third consecutive financial year
		Female representation in management positions	2022	N/A	≥25%	2033	

- The goal is to increase female representation at GTT at a time when there is a particularly low proportion of women in engineering schools, and to then allow them to develop their skills and progress into management positions.
- To this end, the Group has committed to ambitious ten-year targets.

Axis 2 – Disability inclusion

GTT is committed to promoting diversity and respect for others among its employees. The multicultural dimension of the Group, which employs more than ten different nationalities, contributes to its wealth. The Group wishes to be a responsible employer, by carrying out actions to support universal access to employment. As such, adopting a disability inclusion action plan is an important next step.

Commitment	Sub-commitment	KPI	Reference year	Reference figure	Target	Target horizon	Comments and/or methodology
Promoting diversity and well-being	Inclusion	Adopting and implementing a disability inclusion plan	2022	N/A	Adopting a disability inclusion plan	2026	<ul style="list-style-type: none">Design of the action plan to be finalised in 2024/2025

Axis 2 – Well-being at work

Quality of life and working conditions are key to helping employees flourish and ensuring their well-being. Training to raise awareness about social risks will be organised for all Group managers.

Commitment	Sub-commitment	KPI	Reference year	Reference figure	Target	Target horizon	Comments and/or methodology
Fostering diversity and well-being	Well-being at work	Psychosocial risk prevention training	2022	N/A	Awareness raised among 100% of ExCo and 100% of managers	2026	<ul style="list-style-type: none"> ExCo in 2024 Managers in 2026
		Work/life balance survey Satisfaction level (%)	2022	N/A	>70%	2026	<ul style="list-style-type: none"> One survey every two years; the next in 2024

Axis 3 – A corporate citizen

Helping to create a responsible value chain



COMMITMENTS

Acting with integrity

- Fighting corruption
- Employee assimilation of the code of ethics
- Adhering to national and international standards (UN Global Compact)

Promoting responsible practices across the value chain

- Responsible purchasing/Supplier and Partner Code of Conduct
- Supplier accreditation

Making a positive impact on communities

- Supporting local territories and associations

Axis 3 – A corporate citizen

GTT places ethics and integrity at the center of the principles that govern the conduct of its activities. These principles are for everyone, whatever their role in the Group, a reference in terms of behaviour and action, whether individual and collective.

Commitment	Sub-commitment	KPI	Reference year	Reference figure	Target	Target horizon	Comments and/or methodology
Acting with integrity	Fighting corruption	Rolling out a uniform ethical framework across the Group	2022	N/A	Fostering a Group-wide culture of integrity	2026	<ul style="list-style-type: none"> Rolling out a Group anti-corruption communication plan Implementing a Group ethics charter Enhancing the Group awareness-raising and training programme
		Continuous improvement of the Ethics and Compliance programme	2022	N/A	Group action plan 100% implemented	2026	<ul style="list-style-type: none"> Priority action plan based on 2023 risk mapping Supporting our subsidiaries Implementing an appropriate monitoring policy
Promoting responsible practices across the value chain	Responsible purchasing	Proportion of suppliers who have signed the Supplier and Partner Code of Conduct	2022	0	100%	2026	<ul style="list-style-type: none"> Excluding administrative bodies (tax authorities etc.)
Making a positive impact on communities		Number of social actions carried out in response to a local need	2022	1*	3	Annual	<ul style="list-style-type: none"> Develop education initiatives in the Vallée de Chevreuse in France as a priority Local actions in China and/or Korea to be identified Approved budget of 50,000 euros for 2024

- GTT was awarded first prize in the Privacy Policy category in the Transparency Awards Ethics & Compliance 2023 organised by Labrador Ethics and ComplianceGroup, which assessed the transparency of ethical and compliance information published by SBF 120 companies according to 114 criteria.

ESG rating – GTT’s growing recognition as a virtuous player in the energy transition



Rated “B” – 2022

- An improved rating that highlights **GTT’s proactivity in terms of managing its climate impact**



Rated “BBB” – June 2023



Rated 67/100 – October 2023

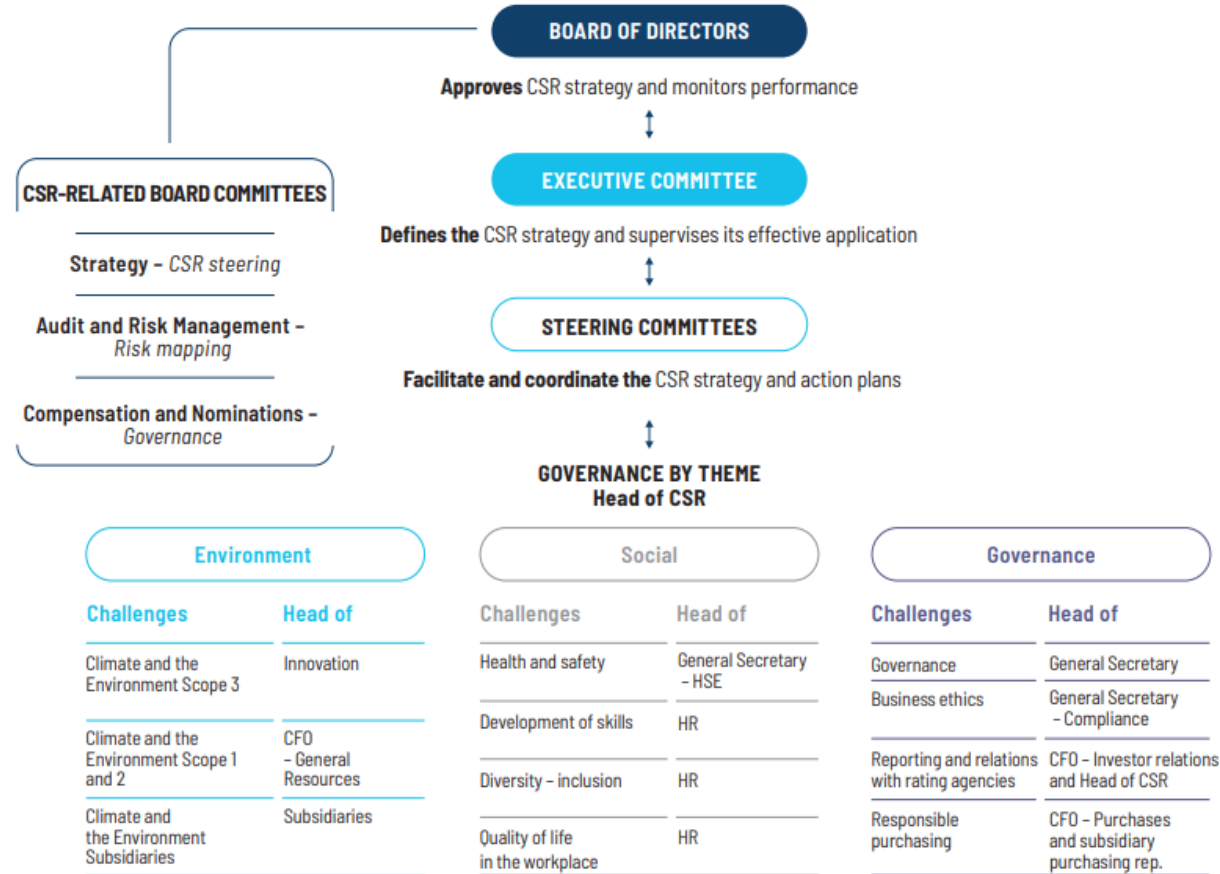
- A **5-point improvement in the rating since 2022**
- GTT outperforms its benchmark (energy sector)



Rated 18.8 – Low risk
October 2023

- Ranked 7th out of 105 in the energy services sector

Strengthened CSR governance in 2023





CSR ROADMAP 2024-2026

TECHNOLOGY FOR A SUSTAINABLE WORLD

February 2024

