
FILING OF THE 2021 UNIVERSAL REGISTRATION DOCUMENT (URD)

66% OF MERSEN'S SALES IDENTIFIED AS "GREEN"

UNDER THE EUROPEAN TAXONOMY

NEW CSR ROADMAP THROUGH 2025

PARIS, MARCH 29, 2022 – Mersen (Euronext FR0000039620 – MRN), a global expert in electrical power and advanced materials, announces that its 2021 Universal Registration Document (French version) has been released and filed in European Single Electronic Format (ESEF) with the French Markets Authority (AMF). It is available on the company's corporate website and the website of the AMF.

The Group has also published its key performance indicators within the meaning of the European "Green Taxonomy" regulation. They highlight that 66% of Mersen's sales and 56% of its capital expenditure contribute to climate change mitigation or adaptation¹. This significant share of sales reflects Mersen's determination to play a role in improving the way we live and protecting the environment and its resources.

In keeping with this vision, the Group is pursuing its CSR commitments. The URD includes a new roadmap laying out the CSR priorities for 2022-2025, following the successful completion of the previous roadmap. These priorities are as follows:

- Reduce the environmental impact of its products and industrial operations. In this respect, the Group is committed to reducing its GHG emissions intensity and its water consumption and to increasing its industrial waste recycling.
- Work with partners already committed to sustainable development or willing to take initiatives in this area. To this end, Mersen will continue its efforts to assess its suppliers and implement improvement plans where necessary.
- Help employees, communities and talent grow while paying the utmost respect to human rights, health and safety, while promoting diversity. The Group has set targets to encourage gender diversity at work and to improve inclusion of people with disabilities, to promote a social responsibility policy for all in all countries and to pursue its efforts to ensure well-being, health and safety at work.
- Inspire confidence in all stakeholders to underpin the Group's development. For example, Mersen has set training targets for ethics and cybersecurity, in order to develop an exemplary ethics and compliance culture.

¹ For definitions, refer to chapter 1 of the URD.

CSR ROADMAP FOR 2022-2025

RESPONSIBLE PARTNER

Mersen meets the expectation of suppliers, users, partners and other stakeholders across the value chain, driven by a commitment to progress for all and guided by strict ethical principles.

ENSURING RESPONSIBLE PURCHASING

- Supplier CSR self-assessment
- 100%** of suppliers in 2022
- Supplier map
- Supplier CSR progress measured through audits and action plans

LIMITING OUR ENVIRONMENTAL IMPACT

Mersen has a responsibility to limit the environmental impact of its operations, particularly by reducing CO₂ emissions.

LIMITING GREENHOUSE GAS EMISSIONS

- Reduce GHG emission intensity by **20%** (vs. 2018)

RECYCLING WASTE

- Increase the share of waste recycled to **75%**

LIMITING WATER CONSUMPTION

- Reduce water consumption by **10%** (vs. 2018)

HUMAN CAPITAL

Around the world, Mersen strives to help employees, communities and talent grow while paying the utmost respect to human rights, health and safety, and diversity.

PROMOTING EQUAL OPPORTUNITY AND DIVERSITY

- Encourage gender diversity in the workplace:
- % women in senior management positions: **25%**
- % women engineers and managers: **> 25%** in 2022
- Improve inclusion of people with disabilities: increase their number **x2**

PROMOTING A SOCIAL RESPONSIBILITY POLICY FOR ALL

- Provide social protection with a universal indemnity in the event of death in service
- Standardize profit-sharing schemes
- Adopt a minimum amount of paid leave in all countries

Employee beneficiaries **100%**

PROMOTING WELL-BEING, HEALTH AND SAFETY AT WORK

- Keep LTIR $\leq 1,8$ and SIR ≤ 60
- Continue prevention efforts: increase the number of management safety visits by **20%**

ETHICS AND COMPLIANCE CULTURE

Mersen owes its development to a great extent to the trust and confidence that the Group inspires in its stakeholders.

10. ANTI-CORRUPTION

- Compulsory ethics training for new hires
- Compulsory refresher training every 2 years (individual or theme-based training by site)

10. ANTI-CORRUPTION

- Compulsory cybersecurity training for employees with a personal computer

* Compared with 2021 figures unless otherwise stated.

The document initially distributed on March 21, 2022 contained an error: 27% instead of 25% of women engineers and managers as a target by 2022.

ABOUT MERSEN

Mersen is a **global expert in electrical specialties and advanced materials** for high-tech industries. With more than 50 industrial sites and 18 R&D centers in 35 countries around the world, Mersen develops **custom-built solutions** and delivers key products for clients in order to meet the new technological challenges shaping tomorrow's world. **For over 130 years, Mersen has focused tirelessly on innovation** to accompany its clients and meet their needs. Be it in wind power, solar power, electronics, electric vehicles, aeronautics, space or countless other sectors, wherever technology is progressing, you will always find a bit of Mersen.

MERSEN IS LISTED ON Euronext PARIS – COMPARTMENT B

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