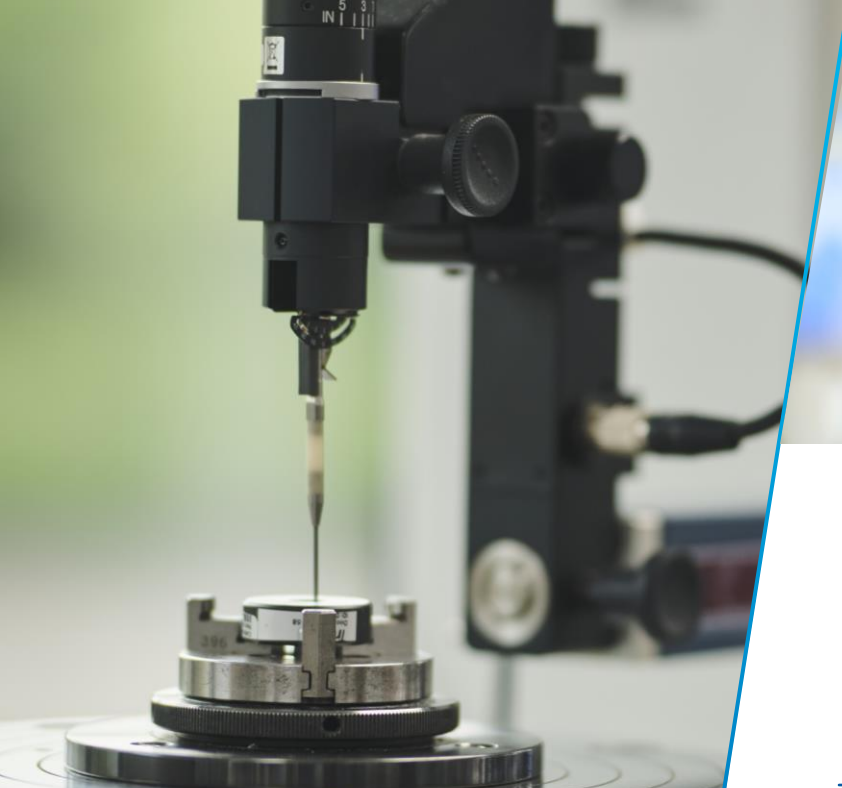


A photograph of two men in a laboratory or industrial setting. They are both looking intently at a piece of scientific equipment. The man on the left is leaning forward, while the man on the right stands slightly behind him. The equipment is a large, cylindrical metal container with a transparent top section revealing internal wiring and components. The background is blurred, showing other laboratory equipment and a bright, possibly windowed area. The overall tone is professional and focused.

Trescal

***Environmental,
Social and
Governance
Report***

2025



Improving performance worldwide is at the heart of Trescal's mission. We have a duty of care to our clients and employees to operate responsibly and ethically, whether by ensuring safe working conditions, mitigating our environmental impact or investing back in our communities.

Our 2025 efforts covered four key areas:

Baseline scope 1 and 2 assessment worldwide and 65% of purchased electricity from green sources

Invest in planetary health by minimizing our impact on climate, energy and waste

Expanded engagement surveys to 100% of employees

Empower our people to build their own exceptional career experiences

Formalized global succession pipeline and employee integration

Nurture talent spanning from Branch Managers to Global Executive Leadership

Ensure ESG governance at the Board level

Conduct our business in an ethical manner through proper governance

We made great strides in lowering our carbon footprint, formalizing the global succession pipeline, and reinforcing our Business Continuity principles.

We have another exciting year ahead as we continue to drive our commitment forward to achieving sustainable, lasting, positive change.

Message from Chief Executive Officer, Guillaume Caroit

Investing in planetary health

As climate change accelerates, we constantly seek to minimize our environmental impact. We focus on measuring energy consumption throughout our laboratories and sourcing energy from renewable resources to reduce our carbon footprint.

We have committed to carbon neutrality by 2040.

2025 initiatives



Estimated energy consumption throughout all laboratories

Baseline scope 1 and 2 assessments supported the development of a carbon neutrality roadmap.



Purchased 65% of energy from renewable sources

Trescal set a target to maintain 65% of total purchased electricity generated via renewable energy by the end of 2026. Our target is inclusive of acquisition growth and takes into consideration the geopolitical climate.



Renewable Energy Strategy: Solar Power Implementation

Trescal Portugal has installed two solar power panels on the newest purpose-built laboratory, enabling both internal energy consumption and the sale of surplus electricity to the national grid.



Empowering employees

We transformed employee feedback into strategic action through our unified Vision, Mission, and Values framework. In 2025, we established a Global Succession Pipeline alongside a standardized HR Post-Merger Integration process to protect our employees and culture. Moreover, we formalized our talent management cycle to drive long-term retention.

To further align our success with our people, we expanded our profit-sharing plan to Southern Europe so our workforce continues to own the Trescal adventure.

2025 initiatives



Transformed engagement survey insight into action plans

We introduced Vision, Mission, and Values to anchor all initiatives within a unified cultural framework.

We developed a management training program and communication training for N-1 leaders to standardize leadership development. As a pilot program, we created technical career pathways in the US to foster specialized talent.



Formalized global succession pipeline and employee integration

Our global succession pipeline identifies and nurtures talent spanning from Branch Managers to Global Executive Leadership.

We implemented a standardized Global HR Post-Merger Integration (PMI) framework. As Trescal continues to expand, new team members are integrated into our operations with consistency and people-first focus to safeguard our organizational DNA.



Increased employee retention to 89.9%, up 3% from 2024

We implemented a talent management cycle that brings meritocracy to professional growth.

Annual performance and merit reviews ensure that individual contributions are recognized and rewarded through salary increases.

We expanded our profit-sharing program to Southern Europe. Our international FCPE was subscribe above target, strengthening the employees' alignment to the company's goals.

Safe & healthy work place

At Trescal, we are dedicated to providing reliable and accurate calibration services while prioritizing the health, safety, and environmental protection of our employees, clients, and the communities in which we operate

We prioritize the safety and well-being of our employees. We will maintain a safe working environment by identifying and mitigating hazards, providing proper training, and promoting a safety-first culture.

2025 initiatives



Policies & Standards

Laboratories must demonstrate their competence & conformity to ISO/IEC 17025 requirements to ensure the objectivity, reliability and reproducibility of our data. Data integrity is paramount and guarantees that we provide traceable services for our customers. They help ensure that our employees work in health, safe environments.

We expect our suppliers and service providers to adhere to the same high health and safety standards.



Performance Monitoring & KPIs

Our HSE objectives are measured and reported every month to senior management. KPIs include Lost Time Accidents and Non-Lost Time Accidents and near miss.

Health and Safety alerts are communicated to the QHSE leadership team and displayed on awareness boards to support continuous improvement and help prevent future incidents.



Audits & Compliance

Every laboratory is audited yearly to ensure they meet quality, health & safety and environmental standards.



Committing to thoughtful governance

Compliance with regulations and ethical behavior are key pillars at Trescal. In this respect, our Ethics Committee, chaired by a member of the Executive Management, reflects the strong commitment of the Group's leadership and supports our values of Absolute Integrity. We apply a strict zero-tolerance approach to any form of misconduct.

We strengthened our global ethics and anti-corruption program, supported by mandatory training deployed to all employees.

2025 initiatives



Reinforcing Our Ethical Governance

Trescal strengthened its ethics and compliance program to prevent fraud, corruption, anti-competitive practices and any breach of integrity.

We updated our corruption risk mapping, reinforcing our overall prevention approach.

We deployed a Personal Data Protection Policy, and its data privacy practices were rated "Mature" in the CyberVadis assessment.



Building a Culture of Integrity

85%+ of employees completed Trescal's online ethics and anti-corruption training, and 10 advanced sessions were delivered to the most exposed employees by lawyers and compliance specialists.

Group-wide communications were shared throughout the year, including messages from the CEO and the Group Deputy CEO on the International Anti-Corruption Day, reaffirming Trescal's zero-tolerance expectation.



Promoting our Speak-Up culture

Trescal continued to promote its confidential Integrity Line (<https://trescal.integrityline.app/>) encouraging employees and stakeholders to speak up.

All reports were fully investigated and no serious issues were identified.



Securing business continuity

Cybersecurity and business continuity are strategic priorities at Trescal. The Group strengthened its capabilities through a new cybersecurity strategy and a Global Information Security Management System. Key certifications have progressed across Europe, while enhanced Business Continuity principles and large-scale testing have ensured the protection of operations, employees and clients.

2025 initiatives



New information security strategy

Trescal hired a Group CISO to define the 3-year cybersecurity roadmap and coordinate global implementation.

The roadmap protects Trescal, employees and clients' digital assets while positioning the Group as a market leader in cybersecurity. This roadmap is now used as the baseline that can be implemented globally to avoid "reinventing the wheel".



Global Information Security Management System improvements

Trescal realigned its Global Information Security Management System (GISMS) to mitigate cyber risk and ensure compliance.

We achieved ISO 27001 certifications in Benelux and Spain, and completed a TISAX assessment in Germany.

AirCyber assessment is planned for France in 2026, alongside a global ISO27001 rollout through 2027.



Enhanced Business Continuity Principles

Trescal reinforced its Business Continuity Management by updating Group BCP policies and appointing a Business Continuity Manager.

BCP tests were conducted in six key countries. Roll-out of new BCP guidelines is planned across major countries in 2026 and 2027.



2026 Key Commitments

Reduce our environmental footprint and emissions



Purchase 65% of energy from renewable resources



Install solar panels at new purpose-built labs



Focus on procurement of low emission fleet

Boost inclusion and diversity, support employee development and expand on our social charity sponsorship



Have 10% of staff participate in STEM



Implement action plans based on the engagement survey findings



Measure employee engagement with second global survey

Fulfill our commitment to adhering to safe and ethical working practices



Harmonize customer satisfaction management via Net Promoter Score



Report in line with CSRD

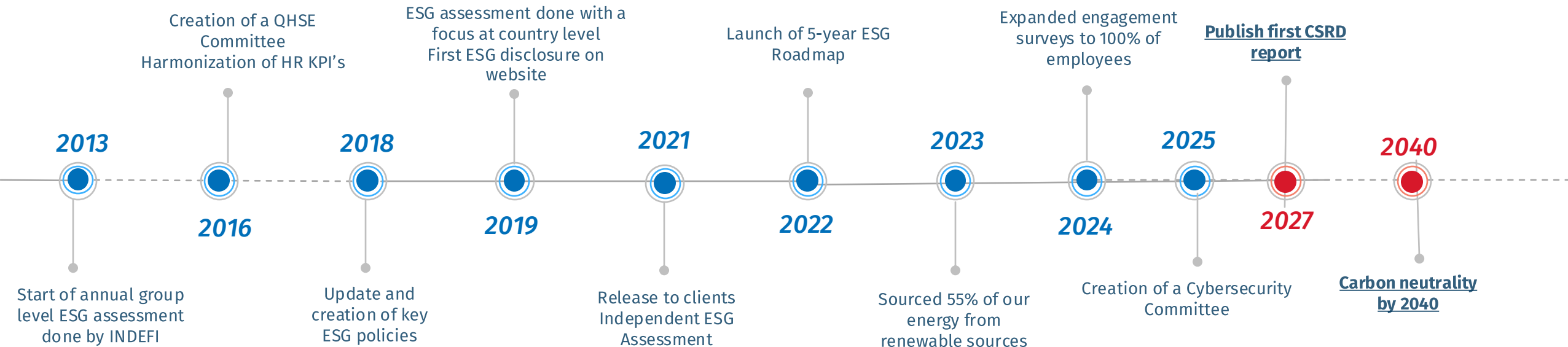


Achieve ISO 27001 certification for 9 countries

ESG Roadmap 2025 – 2028

	Principles of Governance	Planet	People	Public
Ambition	Conduct our business in an ethically responsible manner and ensure oversight through proper governance	Invest in planetary health by minimizing our impact on climate, energy and waste	Empower our people to build their own exceptional career experiences	Actively contribute to improve the communities where we live and work
Targets	100% of leadership, employees and subcontractors commit to ESG Roadmap	Achieve carbon neutrality by 2040	Equal opportunities for advancement to 100% of our employees	Contribute financials and employee time to our communities
2025	- Integrate 100% of new acquisitions into the Trescal Ethics & Compliance program - Harmonize customer satisfaction management via NPS	- Source 65% of energy from renewable resources - Installation of on-site solar power at selected sites	- Expand employee surveys to 100% of our geographies - Track Diversity statistics - Implement Talent management cycle to 70% of the employees	- Have 100 employees participate in STEM - Launch local STEM initiatives in 5 countries
2026-2027	- Have 100% of most exposed employees and new joiners trained on the Code of Conduct - Achieve ISO 27001 certification for 29 countries	- Source 70% of energy from renewable resources - Optimize business travel and encourage alternative commuting	- Introduce Gender diversity KPI's - Implement Talent management 100% of employees - Relaunch Employee Survey and work on action plans - Implement management training in key geographies	- Have 10% of staff participate in STEM - Ask employees to nominate local initiatives for consideration, create a "participatory" community budget - Allow 1 day PTO for local community initiative
2028	- Report in line with CSRD - Achieve ISO 27001 certification for all countries and new acquisitions.	Source 75% of energy from renewable resources	- Define global standards for Technical Career ladder - Roll out D&I training for 100% of employees - Document in policies and standards HR processes - Sponsorship program for high potential women	- Have 20% of staff participate in STEM - Create Trescal Foundation

Trescal ESG milestones





**We base our initiatives
around the United
Nation's Sustainable
Development Goals**



This assessment covers Trescal worldwide, in over 160 laboratories on every continent.

It covers the practices in place at Trescal as of March 2026. It is available upon request at communication.group@trescal.com



Thank you

Learn more about our commitments

