

# EXTRA-FINANCIAL PERFORMANCE REPORT

# 2021



“

Only a sustainable performance will enable us to develop and to meet the expectations of our customers and partners.

”



# 1. INTRODUCTION

## THE PRESIDENT'S MESSAGE

This report is the first extra financial performance report of the MGI Digital Technology Group.



It's published on a voluntary basis. It materializes the commitment of our company and its employees to the best practices of Corporate Social Responsibility (CSR) worldwide.

This report meets two converging objectives: on the one hand, to anticipate the expectations of our clients and partners in terms of extra-financial performance reporting (EPR), and on the other hand, to define a set of indicators related to the challenges of corporate social responsibility (CSR).

This report is the basis of the extra-financial reporting of the MGI Digital Technology Group.

It explains the methodology implemented during its elaboration, and details the 10-priority quantitative and qualitative indicators that we have chosen, in terms of social, societal, ethical and environmental issues. It anticipates the achievement of our Carbon Footprint.

In an uncertain health, security and economic situation, we are convinced at MGI Digital Technology that only a sustainable performance will allow us to develop and meet the expectations of our customers and partners.

**Edmond Abergel**  
CEO MGI Group

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## 2. THE MGI GROUP

### 2.1. PRESENTATION



World leader in digital printing and digital finishing technologies, MGI Digital Technology is a French industrial group created 40 years ago, quoted on the NYSE AlterNet Paris stock market (stock code AMLDG).

MGI Digital Technology develops and markets digital printing and finishing presses, targeting the markets of commercial printing, packaging, adhesive labels, flexible packaging, photo printing, Web to Print and subcontracting.

MGI Digital Technology realizes nearly 90% of its turnover from exports, and has an annual organic growth of about 10%.

The DNA of MGI Digital Technology is based on a recognized technological expertise, the launch of breakthrough innovations and an extremely fast time to market. As such, MGI has received 2 BPI France/OSEO labels «Excellence» and «Innovative Company», as well as about fifty International Industrial Awards.

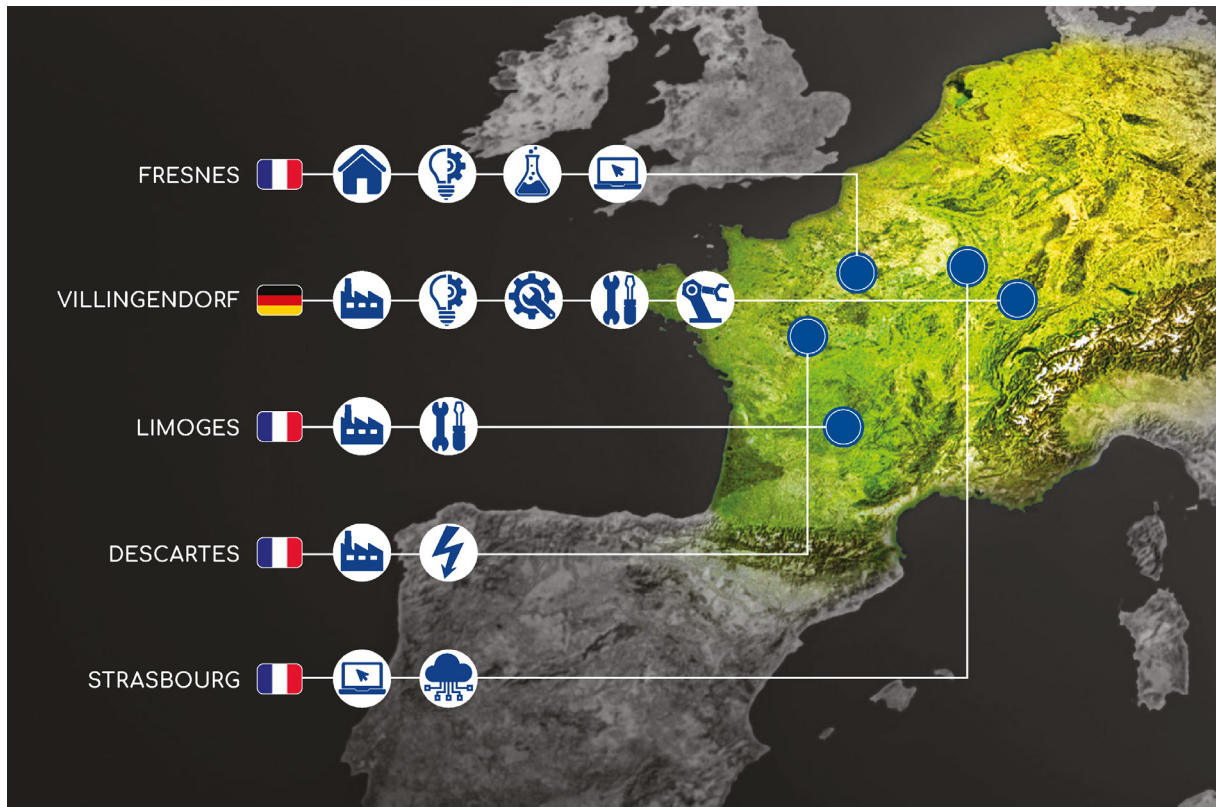
MGI Digital Technology employs 191 people and has 4 industrial sites, that is to say 14320m<sup>2</sup> of factories, located in Fresnes (94), Villigendorf (RFA), Descartes (41) and Limoges (87), and a site dedicated to software innovation in Strasbourg (MGI Labs).



## 2.2. THE DIFFERENTES ENTITIES OF THE GROUP

MGI Digital Technology's organization is structured in 5 Industrial Excellence Centers, all complementary to each other, located in France and in Germany. Each Excellence Center is specialized in a specific activity, allowing the Group to distinguish itself in terms of Research and Development, design, engineering, industrialization, manufacturing and marketing.

- **MGI FRESNES** - Paris Orly (94) - France  
MGI Fresnes is the Group's headquarters: it hosts the transversal services, an R&D center, a machine assembly factory and the central logistics/shipping department.
- **MGI CERADROP** - Limoges (87) - France  
MGI Ceradrop is specialized in the design and marketing of inkjet printing technologies for printed electronics.
- **MGI DESCARTES** - Descartes (37) - France  
MGI Descartes is dedicated to the assembly of all the electrical components of the presses marketed by the Group, whether it be wiring or electrical cabinets.
- **MGI LABS** - Strasbourg (67) - France  
MGI Labs is the innovation laboratory of the MGI Group, specialized in software solutions, applications and internet services.
- **MGI KÖRA-PACKMAT** - Villingendorf (D) - Allemagne  
MGI Köra-Packmat is a production unit and an R&D center dedicated to the construction of the mechanical elements of the different presses marketed by the MGI Group.





## 2.3. GROUP GOVERNANCE

### BOARD OF DIRECTORS



M. Victor Abergel  
*Chief Operating Officer*  
*Administrator*



Mr Edmond Abergel  
*President*  
*of the Board of Directors*  
*& Chief Executive Officer*



M. Michael Abergel  
*Administrator*



M. Toshitaka Uemura  
*Administrator*



M. Tony Charlet  
*Chief Operating Officer*  
*Administrator*



M. Atsushi Kato  
*Administrator*



M. Kiyo Suhara  
*Administrator*

## INVOLVED ADMINISTRATORS

The realization of this first Extra-Financial Performance Declaration of MGI Digital Technology, on a voluntary basis, materializes more than anything else, the commitment of each member of the Board of Directors, in a perfect consideration of the expectations of the Society towards the Company.

This expectation is high, in terms of the risks it exposes and the opportunities it offers.

In this context, each director of the MGI Digital Technology Group is fully committed to working with the Group's directors and managers, to

support them in their decision making, to question them on their strategy and their social, societal and environmental vision, but also to enlighten them on the importance of new legal obligations and the emergence of new regulations.

Through their commitment, the Group's Directors want to contribute to the implementation of a long-term performance strategy, which is the only way to ensure sustainable development that responds to the expectations of our various stakeholders.





## 2.4. OUR BUSINESS MODEL

### OUR RESSOURCES

#### HUMAN



- 191 women and men
- average age of 38 years
- 7 nationalities
- 1 global business partnership with Konica Minolta

#### FINANCIAL



- 24.9% of 2021 turnover invested in R&D

#### INDUSTRIAL



- 4 factories
- 1 chemical laboratory
- 1 French-German industrial culture
- 14300m<sup>2</sup> of production area
- 1 DNA based on useful innovation

#### SOCIETAL



- 1 purchasing policy
- 1 supplier code of ethics
- 70% of suppliers located in France

#### INTELLECTUAL



- 3 industrial R&D centers
- 1 software innovation laboratory
- 30% of the workforce is made up of PhDs, engineers and senior technicians
- several hundred active patents
- 5 R&D partnerships

#### ENVIRONMENTAL



- 6 environmental commitments
- 1 approach to reducing electricity consumption DiagEcoFlux BPI







## OUR ACTIVITIES

### OUR VISION



To remain faithful to our spirit of innovation and to be a reliable partner for our customers, to provide them every day, high value-added production technologies that respect the environment.

### OUR VALUES



Being part of the MGI Group means investing in the success of our clients on a daily basis. Our future depends on the talent of our employees, who share our values of commitment, respect, excellence and initiative.

### OUR STRATEGY



We have determined a global strategy to satisfy our customers and achieve the objectives of our vision and mission. The implementation of this strategy is facilitated by the following 4 levers:

- Global customer proximity
- Operational excellence
- Innovation capacity
- Development of our employees

### OUR OPERATIONAL EXCELLENCE



- Vertical industrial integration
- Unique expertise in the printing / digital finishing market
- 50 Industry Awards - 2 BPI / OSEO Labels

### OUR MISSION



To market eco-responsible production technologies, allowing our customers to differentiate themselves in the commercial printing markets, packaging and web to print markets, by:

- optimizing their industrial processes
- increasing their service offer
- while reducing their costs.

## OUR SUSTAINABLE VALUE CREATION

At MGI Digital Technology, we believe that our growth can only be sustainable if it is based on the creation of value shared by all our stakeholders.

Thanks to the expertise of our employees, our industrial and intellectual capital is based on the strength of our innovation and investment policy, which gives us a major competitive advantage.

Our global commercial coverage and operational efficiency are reflected in our solid financial performance.

This strategy enables us to contribute actively to the daily development of the territories in which we operate, and to the daily lives of their residents. At the same time, the quality of our relationships with our suppliers and partners promotes responsible and ethical collaboration with all actors in the value chain.

Finally, our commitments and actions in the areas of carbon neutrality and the circular economy reflect our commitment to meeting the environmental challenge.

### SOCIETAL



- 5 high-tech industrial sites
- in France and Germany
- 191 highly qualified jobs,
- in the heart of the regions
- 1 Supplier Ethics Charter
- 2.1 M€ of taxes paid, excluding VAT



## HUMAN



- 191 jobs, 95% of which are permanent
- 175 days of training for our customers' technicians
- 433 days of training for operators using MGI technology

## FINANCIAL



- 91% of turnover from international business
- 68% of turnover with Konica Minolta
- 30.7% EBITDA, 20.7% Operating Margin and 14.1% net margin
- 43 million in cash and cash equivalents
- 112 million in equity
- 25% recurring revenue

## ENVIRONMENTAL



- Eco-responsible technologies by nature:
  - Reduction of production waste
  - Elimination of transport of intermediate products
  - Reduction of energy consumption
  - Reduction of raw materials
  - Reduction of the necessary surface, with comparable service
  - Recyclability of the productions made
- UV varnishes and digital hot stamping can be de-inked and recycled according to the Ingede 11 standard
  - Consumables, Green Foil and MGI Evo Varnish
- Energy balance in progress
- Raising awareness of eco-actions among the group's employees



## 2.5. OUR PRODUCTS & SERVICES

Pioneer and leader in digital printing and finishing technologies, MGI Digital Technology develops a 360-degree offer addressing the Commercial Printing, Packaging, Web to Print and Adhesive Label markets.

This offer consists of a triptych associating a range of 9 digital printing and finishing equipments, consumables (varnish and hot foil stamping), and software solutions.

Presse d'ennoblissement numérique bobine-bobine JETvarnish 3D Web



All these solutions are developed and produced in-house, in the 5 Industrial Excellence Centers of MGI digital Technology, located in France and Germany.

Thanks to their digital technology, the printing and finishing equipment of our Group

distinguish themselves from conventional technologies by their eco-responsible nature, by drastically reducing energy consumption, by eliminating consumables and intermediate solvents, as well as disposable tools, plates and screens, by reducing load breaks, set-up times and the use of outsourcing.



From left to right and top to bottom: Octopus Web, JETvarnish 3D One, JETvarnish 3DS et JETvarnish 3D Evo



In 2022, our group innovates once again by launching the first Digital Printing Plant 4.0 in the world with the AlphaJET, allowing to carry out, in a single set-up, the operations of Printing, selective varnish application and hot stamping, on sheets of paper and cardboard in 72x110 format.

The result of 15 years of development and 40 million euros of investment, the AlphaJET is distinguished by its simplicity of use and its capacity to produce packaging and printed matter with very high added value, in record time.





# 3. OUR ESG CHALLENGES

## 3.1. COMPLIANCE WITH INTERNATIONAL BEST PRACTICES

In 2021 we have decided to produce our first extra-financial performance report. This voluntary approach is strategic for the MGI Digital Technology Group: its objective is to materialize our practices in terms of sustainable finance and to formalize our actions in this field.



ENVIRONNEMENTAL



SOCIAL



GOVERNANCE

The realization of this extra-financial performance report has been led by a working group that has drawn up a list of various environmental, social and economic issues for MGI Digital Technology, referring to international frameworks and guidelines such as the GRI standards, the ISO 26000 reference, the UN Global Compact and the SDGs.

The UN Global Compact encourages companies to adopt, support and implement, in their sphere of influence, a set of core values in the areas of human rights, labor standards, the environment and anti-corruption.





### 3.2. THE SDG AS A GUIDELINE



source: Organisation des Nations Unies

To guide our ESG assessments, we have chosen to use the SDGs as a reference framework. This approach seems to us to be consistent with our desire to act responsibly and to find opportunities related to our business.



We have linked the seven core issues of the ISO 26000 with a relevant selection of SDGs adapted to our business model.



While the contours of a more sustainable development have given rise to different interpretations, in 2015, all the countries of the world adopted

sustainable development program proposed by the United Nations. This agenda sets out 17 Sustainable Development Goals (SDGs) for 2030, which are intended to treat the main social and environmental issues.

In addition to the fact that they have been adopted by all members of the United Nations, the SDGs have several advantages:

- They set a comprehensive framework on environmental and social issues, applicable to all economies, regardless of their level of development.
- They can be considered as a reference framework on sustainable development issues, not only by States but also by companies and investors.
- For investors, the SDGs have the advantage of questioning the resilience of their assets to ongoing transformations.

### 3.3. THE MAIN RISKS AND OUR OBJECTIVES FOR REDUCING THEM

The Working Group has developed a materiality matrix. This approach is a real decision-making tool that takes into account economic, social and societal issues, as well as environmental issues.

- The methodology is articulated in three steps:
1. A review of the universe of non-financial risks/issues
  2. An assessment and prioritization of the risks/issues for the group
  3. An assessment of the risks/issues for stakeholders

We then prioritized each issue, according to its level of importance on MGI Digital Technology's activity and on our stakeholders: our customers, our employees, our financial partners and our suppliers.

This approach has led us to identify 20 issues which we have analyzed in detail according to:

- The potential of creation and destruction of economic value
- The potential to create social value for our stakeholders
- Our level of maturity on these issues, in order to identify the best priorities for our actions

This materiality analysis allowed us to map the CSR issues of MGI Digital Technology.

Our materiality grid was built internally on the basis of our business expertise and our knowledge of the expectations and requirements of our stakeholders.

#### THE 10 PRIORITY ISSUES FOR MGI

Our strategy and policy are designed primarily to meet the challenges of today and tomorrow.

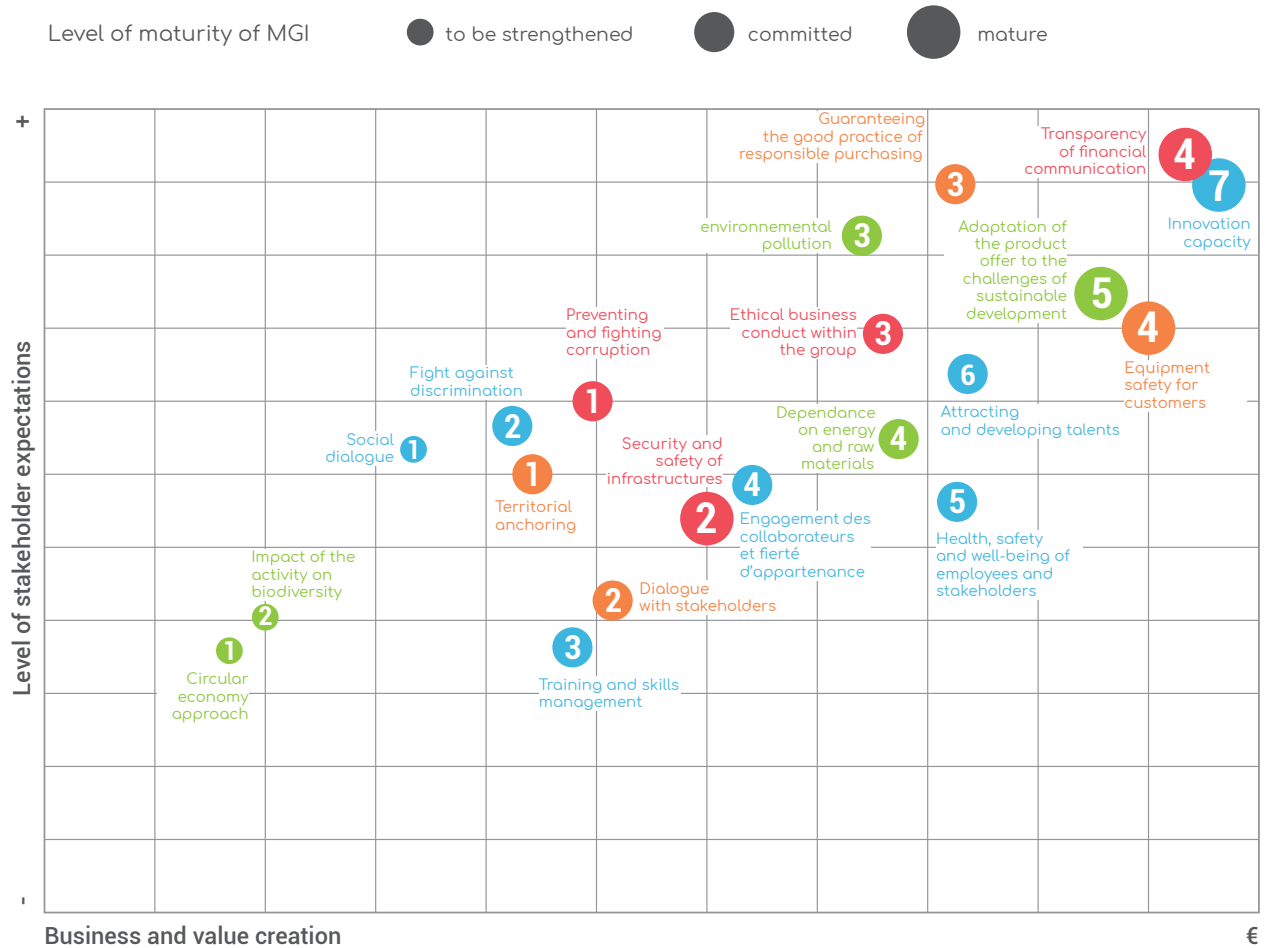
We have identified 10 priority issues classified according to the 4 main chapters (social, environmental, societal and governance) and we have compared them to the 17 Sustainable Development Goals of the UN.

With regard to the SDGs, the MGI Group evaluates its contribution on 10 of them which are aligned with the company's strategy.








### 3.4. OUR MATERIAL GRID










SOCIAL AREA	ENVIRONNEMENTAL	SOCIÉTAL	GOVERNANCE
1 Social dialogue	1 Circular economy approach	1 Territorial anchoring	1 Preventing and fighting corruption
2 Fight against discriminations	2 Impact of the activity on biodiversity	2 Dialogue with stakeholders	2 Security and safety of infrastructures
3 Training and skills management	3 Environnemental pollution	3 Guaranteeing the good practice of responsible purchasing	3 Ethical business conduct within the group
4 Employee commitment & feeling of belonging	4 Dépendence on energy and raw materials	4 Equipement safety for customers	4 Transparency of financial communication
5 Health, safety and well-being of employees and stakeholders	5 Adaptation of the product offer to the challenges of sustainable development		
6 Attracting and developing talent			
7 Innovation capacity			



## 3.5. NOS OBJECTIFS CIBLES ET INDICATEURS RETENUS

SOCIAL AREA		
TARGET OBJECTIVES MONITORED	INDICATORS OR ASSOCIATED POLICIES	ODD
Health, safety and well-being of employees and stakeholders	<ul style="list-style-type: none"> <li>• Improvement of working conditions</li> <li>• Occupational risk prevention: number of work-related accidents</li> </ul>	
Attraction and development of talent	<ul style="list-style-type: none"> <li>• Implementation of the People Review tool</li> <li>• Gender equality index</li> <li>• Number of work-study students and interns</li> <li>• Partnerships with ecosystem (incubator school, Fab Lab)</li> <li>• Annual performance reviews</li> </ul>	
Innovation capacity	<ul style="list-style-type: none"> <li>• Percentage of revenue invested in R&amp;D</li> <li>• Awards: labels, awards, competitions, publications</li> <li>• Technological partnerships</li> </ul>	

SOCIETAL AREA		
TARGET OBJECTIVES MONITORED	INDICATORS OR ASSOCIATED POLICIES	ODD
Guarantee the good practice of responsible purchasing	<ul style="list-style-type: none"> <li>• Ethical charter for suppliers</li> </ul>	
Equipment safety for customers	<ul style="list-style-type: none"> <li>• International safety rules in the design and use of our equipment</li> <li>• Mandatory training of technicians for maintenance and servicing</li> <li>• Number of days of training for operators</li> </ul>	



ENVIRONMENTAL AREA		
TARGET OBJECTIVES MONITORED	INDICATORS OR ASSOCIATED POLICIES	ODD
Adapting the product offer to the challenges of sustainable development	<ul style="list-style-type: none"> <li>Developing eco-designed products that meet our 6 commitments</li> </ul>	 
Environnemental pollution	<ul style="list-style-type: none"> <li>Evo Varnish and Green Foil consumables</li> <li>Ingede 11 certifications</li> </ul>	 
Energy and raw material dependency	<ul style="list-style-type: none"> <li>Investments in building installations to reduce our environmental impact</li> <li>Operation «Diag Eco-Flux» of Bpifrance</li> <li>Carbon assessment for the entire group</li> </ul>	  

GOVERNANCE AREA		
TARGET OBJECTIVES MONITORED	INDICATORS OR ASSOCIATED POLICIES	ODD
Transparency of financial communication	<ul style="list-style-type: none"> <li>Regular audited communication of financial information on the website</li> <li>Prioritization of physical meetings</li> <li>Investor days on our latest innovations</li> <li>Publication of our DPEF</li> </ul>	
Business ethics in the group	<ul style="list-style-type: none"> <li>Ethics and CSR policy</li> <li>Ethics charter for suppliers</li> <li>Ethics and anti-corruption charter for Group employees</li> </ul>	

## 3.6. SOCIAL AREA

### HEALTH, SAFETY & WELL-BEING OF EMPLOYEES AND STAKEHOLDERS

We take great care to ensure that our employees can develop in a healthy, safe and secure working environment.

The improvement of working conditions and the good health of our employees contribute to the sustainability and development of the Group.

The prevention of occupational risks is based on ethical and legal imperatives as well as on economic performance: safety, quality and productivity are linked.

It is reflected in the implementation of the following measures, depending on the site:

- Free hot drink dispensers
- Rest room, refectory
- Kitchen with microwave and refrigerator
- Outdoor areas for rest and meals
- Showers, locker rooms, parking lots and bicycle garage
- Charging stations for electric vehicles available to employees
- Access for disabled people and reserved parking spaces
- Heated, air-conditioned activity area
- Masks, visors, gloves and hydroalcoholic gel
- Each employee whose work requires it has a PPE (Personal Protective Equipment)
  - Safety shoes, pants, fleece, polo shirt
  - Personal protective goggles, protective gloves, ball box, gown
  - First aid kit





In 2021 we reported 4 work-related accidents that did not result in any days of incapacity to work. We have set a target of zero accidents for 2022.

The hours worked used to calculate the severity rate are the theoretical hours worked. The days of absence taken into account in the calculation are counted in working days.

Management will step up the communication of the main safety rules in order to achieve this, and will take appropriate corrective and preventive measures concerning the accidents that occurred during the past year.

No occupational illnesses were reported during 2021.

Absenteeism for the year, excluding paid leave, was 4% in the context of the Covid-19 pandemic. The definition used to calculate the absenteeism

rate is as follows: «hours of absence due to illness, occupational accidents, occupational diseases and disability» / «theoretical hours worked».

For 2022, management has decided to rent and fit out new buildings to accommodate the production and R&D of our Chemicals Department. This new 1,200m<sup>2</sup> building is located close to our headquarters in Fresnes (direct access less than 5 minutes on foot), which will ensure a comfortable working environment for all our teams and reinforce synergies between departments.

The factory will be equipped with high performance materials and will benefit from specific developments guaranteeing an increase in production capacity, automation and will ensure optimal working conditions for our R&D and production engineers in the Chemicals Department.



## TALENT ATTRACTION AND DEVELOPMENT

Most of the Group's value is based on its human capital and its ability to attract, train and retain employees with the skills needed to successfully carry out the projects they are engaged in.

For 2022, management has decided to implement the «People Review» tool, which is aimed at helping employees reveal their potential and ensuring that they have the skills and expertise needed for the future.

We promote diversity and equal opportunity. We recruit our employees according to their skills, their professionalism and their performance.

The MGI Group is committed to promoting equality between men and women in career development, access to training, salaries and positioning within the company. The proportion of women in the Group's workforce at December 31, 2021 was 16.2%. The proportion of managers in the company is 50%. This is equivalent to 50% of women. Our gender equality index for 2021 is 87 points.

To promote attractiveness and participate in the training of the Group's future employees, a special effort has been made to promote work-study programs and internships, and

we are going to strengthen this effort. We will implement a proactive policy with schools to welcome young people on work-study programs and internships in all of the company's businesses. In 2021 we will have 9 interns within the Group.

In 2022 we plan to develop a partnership with a whole ecosystem (school, business incubator, Fab Lab) dedicated to digital printing.

For the development of our employees we will reinforce the annual performance reviews. The objective is for each employee to receive constructive feedback on his or her demonstrated performance and to provide clarity on the year's objectives. Clearly formulated objectives allow us to understand the importance of each person's work and also to evaluate the impact of achievements in a quality, transparent dialogue.

We will conduct a satisfaction survey to measure the commitment of our employees and identify areas for improvement and actions to be taken to ensure their loyalty. The engagement rate will focus on pride, satisfaction, recommendation and loyalty to the company.





## INNOVATION CAPACITY

Innovation is at the heart of our strategy. Our Research & Development department develops regularly, and is enriched with more and more advanced skills in computer science, micro-mechanics, electronics, inkjet, chemistry and colorimetry.

We invest 15 to 20% of our annual turnover in R&D, and more than 20% of our staff are engineers.

We are a world leader in digital printing and finishing technologies. We have 40 years of innovation in the graphic arts industry, with nearly 30 generations of equipment. We have received 2 BPI France/OSEO labels «Excellence» and «Innovative Company», as well as about 50 International Industrial Awards.

In 2021 MGI was awarded in two categories at the 9th Digital Label Awards. The competition organized by Etiq & Pack named the Italian printing company Rotocel and the French group Autajon as the winners in two categories: the printers used an MGI JETvarnish finishing press to produce these winning labels.

We developed our own platform and proprietary cloud solutions. We have a site, MGI Cerodrop in Limoges, specialized in the design of inkjet equipment for printed electronics and intelligent 3D printing. Our site in Villingendorf, Germany, MGI Köra-Packmat, specializes in

the manufacture of high precision mechanical assemblies. We have our own laboratory and production facility for our chemistry department. In 2022, the decision was made to invest and increase our production capacity and innovation in this area.

In 2022, we are launching the AlphaJET, the first ever factory 4.0 solution in the digital printing industry. The AlphaJET is a production line that combines printing and finishing operations in a single pass. After 15 years of research and development, the innovations are revolutionary:

- circular production line
- paper transport on suction trays driven by an electromagnetic linear motor
- 5 micron precision
- treatment of rigid supports
- new DuraLink inkjet heads associated with aqueous pigment inks
- 100% digital process...

In 2022, we are launching «Octopus», a revolutionary digital roll-to-roll finishing technology with 4-axis cutting heads, capable of cutting adhesive labels at high speed, according to a fixed or variable pattern.

In the field of printed electronics, we are developing disruptive technologies designed to bring intelligence and functionality to printed matter and packaging.

Finally, we plan to establish technological partnerships with industrialists, schools and training centers, in order to strengthen our capacity for innovation and development.





## 3.7. ENVIRONNEMENTAL AREA

### ADAPTING THE PRODUCT OFFER TO THE CHALLENGES OF SUSTAINABLE DEVELOPMENT

#### ENVIRONMENTAL POLLUTION

We strive daily to develop eco-designed equipment and provide the most environmentally friendly technical and technological solutions. The elimination of plates or screens for selective varnishing or the absence of ozone emissions in the UV drying process are concrete examples of our commitment to the environment.

Throughout the value chain, we integrate the challenges of sustainable development. We develop eco-responsible technologies that meet our 6 commitments:

- Reduction of production waste
- Elimination of the transportation of intermediate products
- Reduction of energy consumption
- Reduction of raw materials
- Reduction of the necessary surface, with comparable service
- Recyclability of the products produced

New societal demands are being imposed on all brands by consumers who are increasingly committed to protecting the planet, and we want to respond to them.

Five years ago, we launched an approach aimed at developing consumables that meet the strictest environmental standards, fully recyclable in the sorting and recycling channels. This approach has enabled us to market in 2021 our Eco Varnish UV varnish and our range of Green Foil. We obtained the Ingede 11 certifications in 2021.

MGI's Green Foil range includes 11 references of matt and glossy hot foils. It is unique because we collect intermediate waste from our printing customers, deink it using our own process, and grind the PET film, which is then resold as raw material to plastics manufacturers.

## ENERGY AND RAW MATERIAL DEPENDENCE

For many years, we have initiated various actions to reduce our impact on the environment.

These actions are the following:

- Replacement of all «neon» lighting with LEDs (factory, office, exterior)
- Installation of strip curtains against the sectional doors in order to reduce heat loss
- Installation of a compressed air unit with a variable frequency drive motor
- Installation of a rigid compressed air network to replace the flexible network in order to limit pressure losses
- Extension carried out, in compliance with the RT 2012 standard
- Installation of a reversible heat pump
- Implementation of waste flow separation with collection by Veolia at weekly intervals
- Europe pallets reused for shipments

In 2021, we have registered for the «Diag Eco-Flux» operation of Bpifrance in order to define optimization paths to reduce our energy, water, material and waste flows.

Following this registration in the «Diag Eco-Flux» operation, an analysis was carried out in 2021 and a report was issued at the beginning of 2022. Recommendations were formulated and we will study the best practices and if necessary the investments to be implemented to reduce our energy dependence.





## 3.8. SOCIETAL AREA

### TO GUARANTEE THE GOOD PRACTICE OF RESPONSIBLE PURCHASING

In order to carry out our business, we work with suppliers who have their own supply chains and subcontractors. We are aware that all these actors can have a negative impact on our business and can engage our own responsibility in terms of corporate social responsibility and human rights.

In the Group, we conduct our business with integrity and adopt the highest standards of Ethics and Corporate Social Responsibility on a daily basis, which we consider to be one of the major elements of Excellence. These standards are designed to foster sustainable growth and a better future for our customers, employees and suppliers.

We are committed to working with suppliers and contractors who share our ethical values and way of doing business.

In order to ensure that our suppliers and subcontractors meet the highest standards of responsibility and integrity, we developed our «Supplier Ethics Charter» in 2021, organized around 18 themes.

We are asking our suppliers to commit to our «Supplier Ethics Charter» and to apply these values and principles within their own supply chain.

In 2022, we plan to reinforce this principle by more strictly monitoring compliance with the Charter's principles. The commitment of our suppliers will be a determining condition for their referencing.





## SAFETY OF THE EQUIPMENT FOR THE CUSTOMERS

Our customers are at the heart of our challenges and concerns. We have a constant desire to innovate, in order to provide them the most appropriate solutions for constantly changing markets.

Our equipment meets international safety regulations in its design and use. We are constantly striving to make the necessary improvements and are constantly listening to feedback on the use of our equipment by our customers.

The mandatory training of technicians working on our technologies allows us to remind them of the safety rules in the preventive and curative maintenance of our equipment. We have a documentary database on maintenance and servicing procedures, including manuals and associated videos. In 2021, we provided 175 days of training to our distributors' technicians.

Safety also means that our equipment must be used by the operators in a safe manner. Our customer service department provides operator training to assist our customers in the proper use of our equipment and its safe handling.

In 2021, 433 days of operator training were provided to users equipped with our technologies.



# BUSINESS ETHICS

## 3.9. GOVERNANCE AREA

### TRANSPARENCY OF FINANCIAL REPORTING

Beyond the essential meetings related to the rules of a listed company, we are committed to explaining and clearly defining our strategy and our business model.

We believe it is important to position our company in a market context and to maintain regular communication of information.

To do so, we have decided to improve the ergonomics and access to our website. It contains all the financial documents and everything that promotes the understanding of our strategy, our business model, and our long-term value creation.

Our website also allows you to discover the markets we address, our range of products and equipment, our innovations, our industry awards, our events calendar, our blog, our press releases...

We are constantly seeking to meet our partners in order to know them better and we privilege physical meetings with analysts and investors as much as possible.

In October 2021 we organized an «investor day» dedicated to our latest technology, AlphaJET. We received 20 participants with whom we discussed the strategy and business model of AlphaJET and the creation of long-term value for the Group.

The guests were able to appreciate the quality of the discussions and see the AlphaJET in a production environment at our partner Konica Minolta. This type of meeting is a privileged moment for us, during which we can explain our value creation, our ability to respond to our customers' challenges and the sustainability of our model.

In 2022, we have decided to define and publish our relevant ESG indicators in relation to our Group's key issues in our business sector. ESG issues are a key element in our development and sustainability. It allows us to adapt to industry, regulatory and market changes. We anticipate and integrate into our thinking the evolution of technology, environmental, social and economic issues, as well as events like Covid-19.



## BUSINESS ETHICS IN THE GROUP

We maintain the highest standards of ethics and corporate social responsibility on a daily basis. We consider these standards as one of the major elements of Excellence.

These standards are designed to foster sustainable growth and a better future for our customers, partners, employees and suppliers.

We are committed to working with suppliers and subcontractors who share our ethical and corporate values.

Business ethics are a crucial element of the operational excellence that the Group aims to achieve. Ethical behavior is the foundation of the company's reputation and conditions its sustainability.

We are committed to acting ethically and with integrity in all our business relationships and transactions.

In 2021 we have established a supplier ethics charter.

For 2022 we have decided to establish an ethical and anti-corruption charter which will describe and illustrate the expected behaviors of MGI Group employees.



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