

# COMMITMENT REPORT

2023-2024



*Creator of strategic materials,  
we build a sustainable model,  
for our children.*



# MTB Group MANAGEMENT'S MESSAGE



A year has passed since we wrote our first Commitments Report, and it hasn't been without surprises and misunderstandings.

Like the climate, tempers continue to heat up: thirst for power, division, fear, mistrust... and the national context brings no promise of peaceful respite.

And yet ...

All over the country, ideas, initiatives, alternatives, solidarity projects, respect for nature, there are women and men who continue to show that in spite of everything, working to build a different world.

It's a sign that even in the face of adversity, a refusal to give up, a new energy can emerge: a proud, modern France that knows how to overcome clichés and resolutely refuses to claim that "everything was better in the olden days".

A France in which I'm proud to see MTB working to build tomorrow's world, along with many others.

And now you are reading our second Commitments Report, and I can't say how proud I am.

I'm proud of the impetus I've been able to initiate, and of our staff for getting on board, going above and beyond the call of duty.

Proud of this document, written and formatted in-house, a faithful record of our key projects and a reminder of what we've already done... and of course, what still lies ahead.

Everyone busying away on their own piece of the puzzle, without always seeing the end result. This Commitments Report allows us to take a step back and change our perspective, taking in the whole picture.

And in this editorial, on this very first page, I want to show you a tiny corner of the jigsaw: a game-changer that shows that all we're doing is worthwhile.

This year, thanks to Carbone 4, we can confirm that in 2022, our activities as a recycler and manufacturer **AVOIDED APPROXIMATELY 2.1M TONNES CO2E OF EMISSIONS**

into the atmosphere (over the lifetime of the machines sold\*).

Of course, we cannot claim to have painted the entire picture yet, but here at MTB we're convinced that one initiative can trigger transformation, and we aspire to be the model for a different culture in the recycling industry.

We just need to work together, seeing economic and industrial performance as a means (not an end) to the well-being of the entire ecosystem, the preservation of life itself and a healthier future for our children.

Enjoy the read!

*Jean-Philippe*

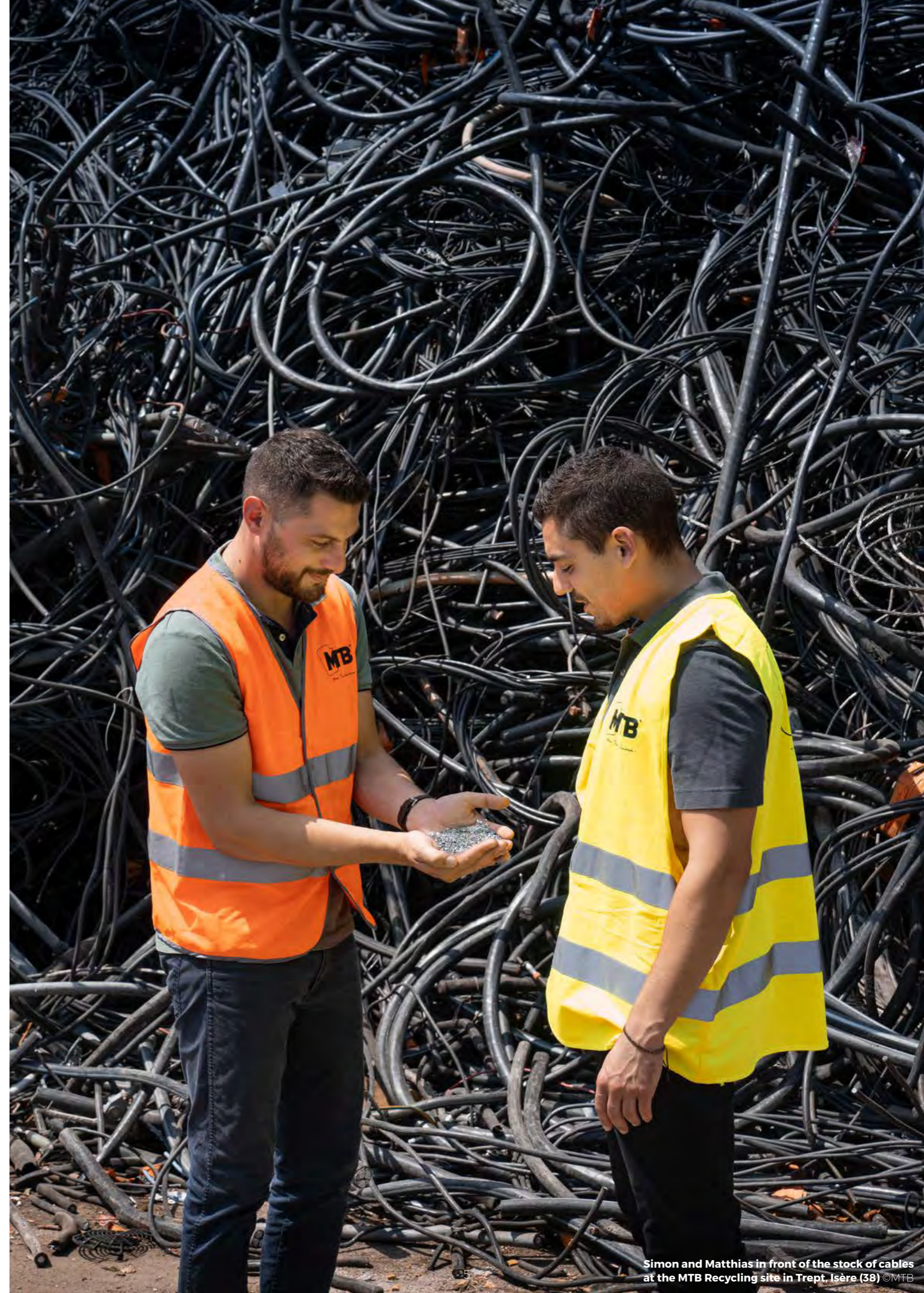


# FOR OUR CHILDREN

\* more details on page 62

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Simon and Matthias in front of the stock of cables at the MTB Recycling site in Trept, Isère (38) ©MTB

# MTB IN BRIEF

## Key figures

**120€ MILLION**  
in sales in 2023

**5 000 MACHINES SOLD**  
since the company was founded

over **40 YEARS'**  
EXPERIENCE

**33 700 TONNES**   
of waste processed in 2023

**7 RECYCLING**  
lines for ferrous metals and plastics

**230 EMPLOYEES** 

**10 KEY WASTE**  
processing sectors

**2,1 Mt CO<sub>2</sub> AVOIDED**  
thanks to the copper recycling machines  
manufactured in 2022 (cf p62)

**29**   
**TRAINEES & WORK-STUDY STUDENTS**  
in 2023

**88 % OF PURCHASES IN FRANCE**   
50 % in our local region

in 2023

## What exactly is a “recycler + manufacturer”?

To respond to environmental, social and ecological emergencies, industry is under pressure to innovate in order to reduce the impact of their products. **Innovations often result in waste that is increasingly complex to process, and this has a direct impact on the recycling market.**

**MTB has been recognised for its unique dual expertise as a recycler and manufacturer for over 40 years**, and is now stepping up its efforts to innovate by investing massively and constantly expanding its range, always with the same objective: creating strategic materials to build a sustainable model for our children.

Finally, by providing technological solutions and services with high added value and low environmental impact for the treatment of complex waste, particularly that containing metals, **MTB is a player on both the ecological transition and circular economy fronts.**

The diversity of our businesses, in-house skills and operational knowledge of the recycler's trade make our solutions particularly relevant and contribute to our international reputation.

The development of our original site in the Isère region, near Lyon, is an ongoing process. The focus there is on efficiency, effectiveness and vision, laying the foundations for recycling plants of the future.

Because we are constantly striving to reduce our environmental impact, **we are optimising our recovery processes to achieve greater recyclability with a zero-waste objective.**



# 1 group, 4 areas of expertise

### DESIGN



### MANUFACTURING



### RECYCLING



### SUPPORT



Scan or click for illustrative clips of MTB's activities

## Positioning

Founded in 1981 in the small town of Trept in Isère, MTB has gradually expanded its facilities and infrastructure to add **a second site in the village of Saint-Chef, 3 km from the original site.**

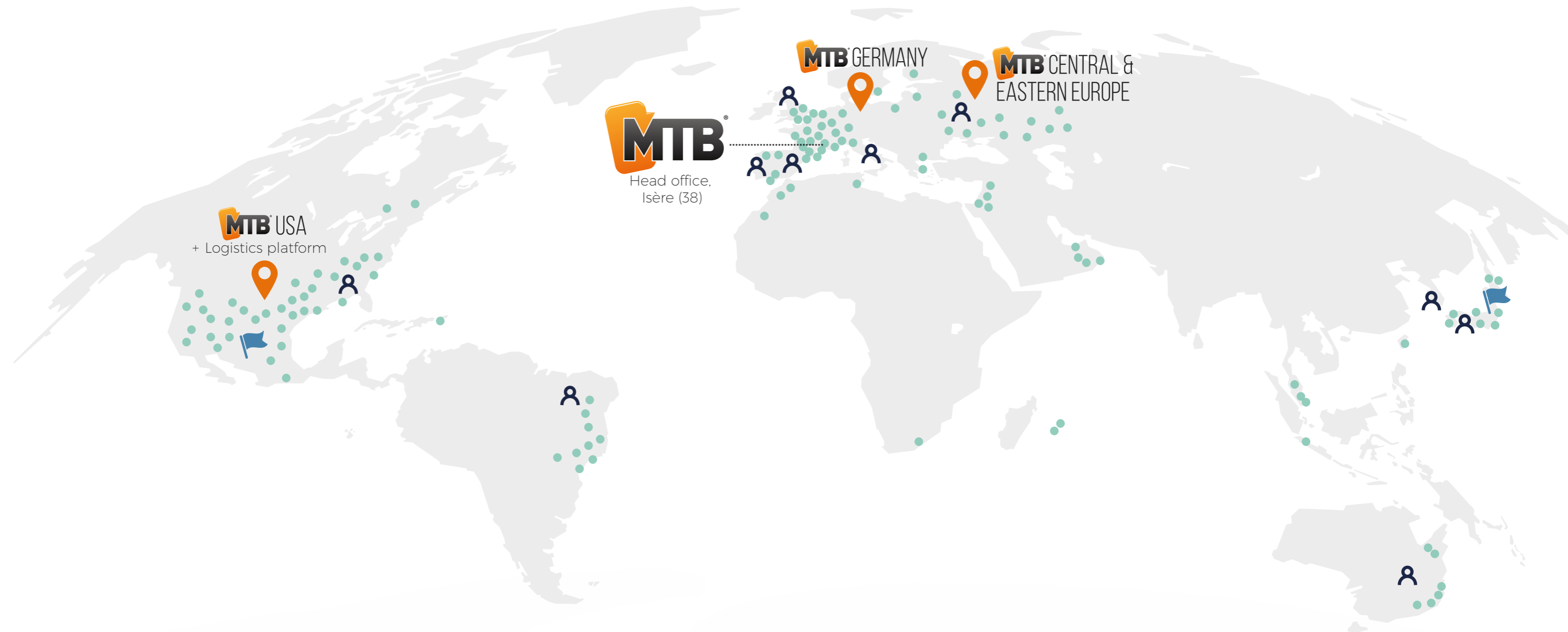
This development has featured a very strong local dynamic, always with the same desire to work with

our ecosystem by promoting **local employment and the skills of the region's human resources.**

The recycling site **processes waste sourced in France and sometimes Europe**, but our **recycling solutions manufactured on the Saint-Chef site are exported all over the world.** This business model follows simple

logic: proximity to the waste source, thus preserving resources by avoiding the shipping of waste around the world. With this in mind, and thanks to a network of local partners, MTB entities have been set up in Europe, the USA and Asia.

On top of that, our reach is extended by MTB representatives who export our range of bespoke compact machines to as many customers as possible.



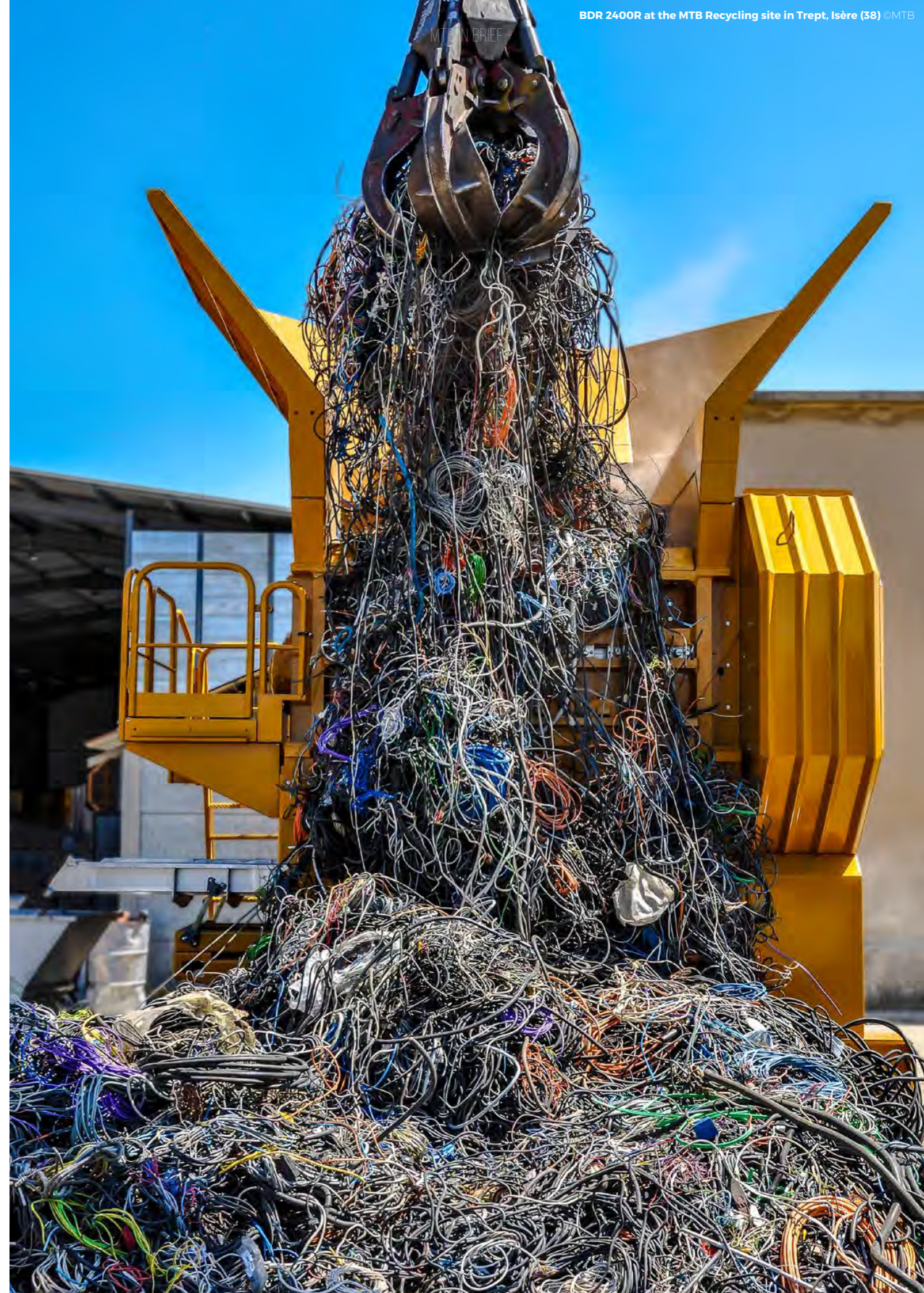
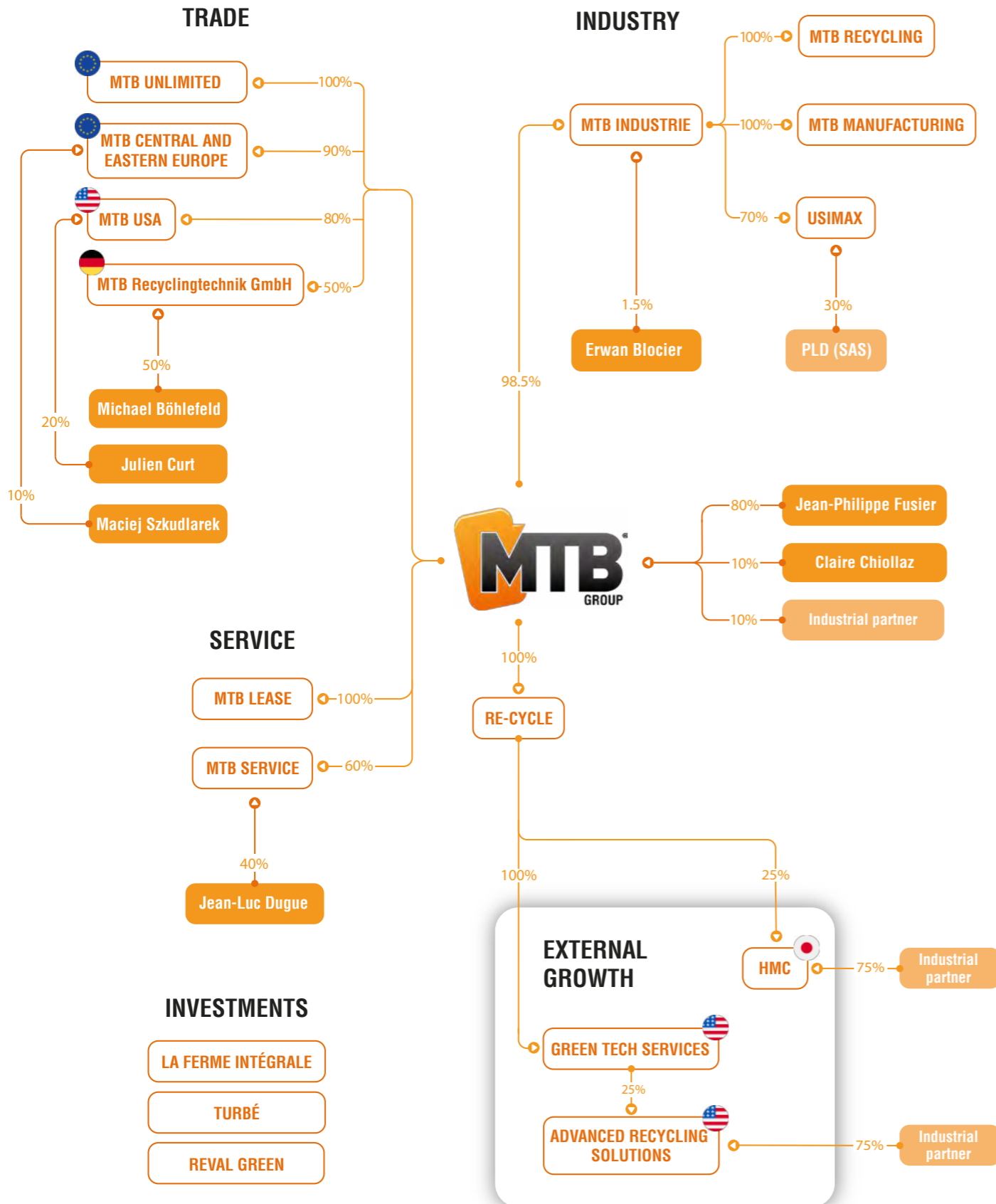
 MTB SUBSIDIARIES

 MTB CUSTOMERS

 MTB REPRESENTATIVES

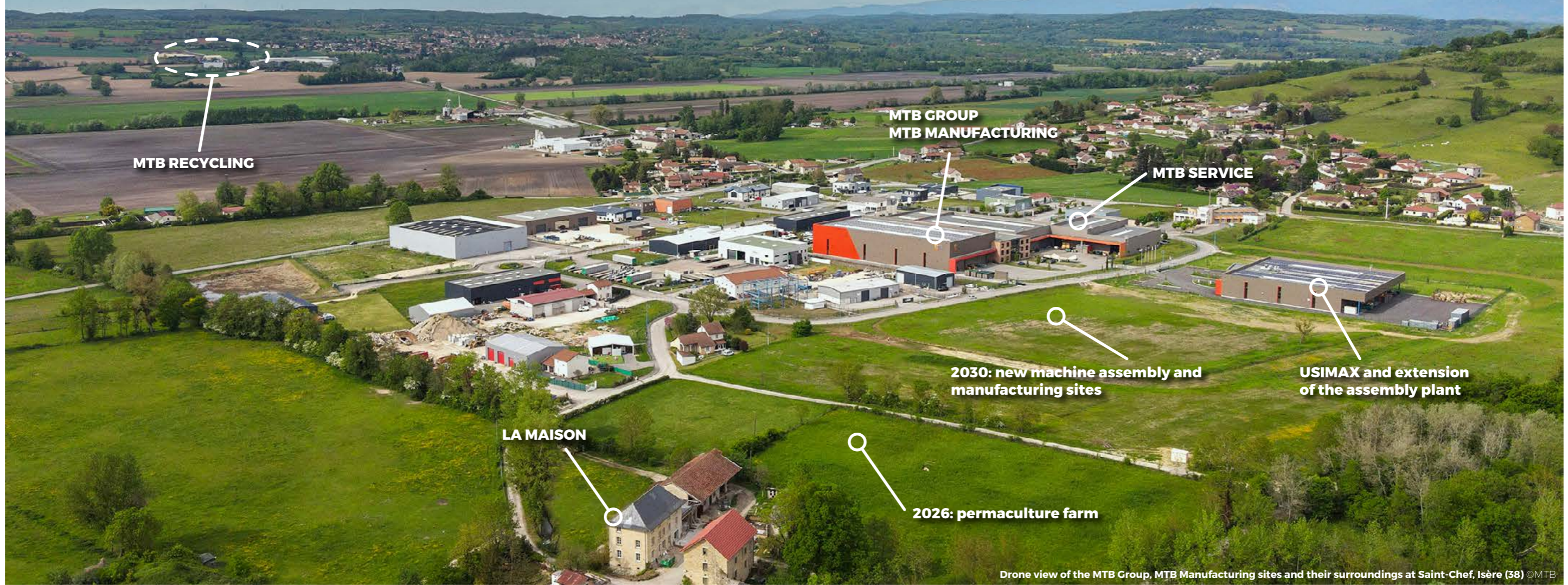
 Taking stakes in recycling companies

# Organisation chart



# THE MTB ECOSYSTEM

200,000 m<sup>2</sup> in the northern part of Isère (Saint-Chef & Trept), home to our current and future infrastructures, that will enable us to pursue the deployment of an ambitious, caring industrial project for the next generation, that we call "For our children".



Drone view of the MTB Group, MTB Manufacturing sites and their surroundings at Saint-Chef, Isère (38) ©MTB

## Staff

<p><b>MTB MANUFACTURING</b> 📍 Manufacturing site</p>	<p>Building recycling solutions</p>	<p>👥 111 people</p>
<p><b>MTB RECYCLING</b> 📍 Recycling site</p>	<p>Generation of recycled raw materials</p>	<p>👥 67 people</p>
<p><b>MTB GROUP</b> 📍 Head office</p>	<p>Production support teams</p>	<p>👥 40 people</p>

<p><b>MTB SERVICE</b> 📍 Head office</p>	<p>Commissioning of MTB equipment</p>	<p>👥 11 people</p>
<p><b>USIMAX</b> 📍 La Manufacture</p>	<p>Rotor machining centre</p>	<p>👥 2 people</p>
<p><b>LA MAISON</b> 📍 Near the head office</p>	<p>Reception area for visitors</p>	<p>👥 3 people</p>



**MTB is committed to**  
and contributes to 11  
**SUSTAINABLE DEVELOPMENT GOALS**



**For prosperity, humanity and the planet, the UN has introduced an action plan called Agenda 2030.**



**Preserving our resources**  
by targeting zero waste



**Being an industrial model**  
that creates the Waouh effect



**Reconnecting with nature**  
to preserve life

# PRESERVING OUR RESOURCES BY TARGETING 0 WASTE

**1. Supplying industry with sustainable raw materials**

**2. Ensuring product quality**

**3. Working on new complex waste**

Through this commitment, we are contributing to the United Nations Sustainable Development Goals.



# 1. SUPPLYING INDUSTRY WITH SUSTAINABLE RAW MATERIALS

Thanks to our (recycler + manufacturer) expertise combination, we are active throughout the supply chain of sustainable raw materials:

- We manufacture recycling solutions that we export all over the world, allowing everyone to turn their waste into raw materials.
- We operate our own recycling solutions on our Isère site and produce raw materials from our recycling lines (copper, aluminum, blackmass, plastic).

## Zero Waste Aluminum

Although **aluminum** is used in many fields, it has a **significant environmental impact**. Producing it eats up a great deal of energy and **contributes to CO2 emissions**. However, **aluminum is also highly recyclable, which reduces its carbon footprint in the long term**.

The extraction and processing of aluminum has a significant environmental impact. However, aluminum scrap can be recycled almost indefinitely without loss of quality: a substantial energy saving compared to producing new metal.

**That's why we recycle aluminum cables.**

In 2007, we added a **new aluminum cable processing line to our recycling facility**.

The cables **come from various sources** (dismantling, production waste), they are **shredded** and then reduced to small shots. The physical characteristics (density, size, shape) of the materials then help **separate** them. At the end of the recycling process, **we recover around 99% pure aluminum**. Plastics are sent to our Zero Waste Plastic line to separate the plastic fractions that remain in the mix. **Our focus is truly on quality, hence the relatively moderate input tonnage**.

Our proven process maximises the recovery of materials from raw cable. The advantage of this technique is that it saves not only non-renewable natural resources, but also the energy required to extract and transform raw materials, using only a dry process.

**9 350 T**  
of aluminum cables  
processed in 2023

**5 088 T**  
of aluminum shot  
produced in 2023

## FOCUS ON ... THE CIRCULARITY OF OUR SHOT

So that **we can recycle in the most virtuous way possible**, we are working in partnership with manufacturers on the circularity of our products: **recycling in a closed loop so that the recycled materials produced can be reused to make new products of equal or higher quality**. This approach ensures that **the material quality is not lost during the various life cycles**.

### THE EXAMPLE OF RTE - TRIMET

As part of a project to replace some of the aluminum cables on its overhead lines, **France's grid network operator, RTE turned to MTB and TRIMET to try and incorporate recycled aluminum from their used cables into the production of new ones**.

The trial took place at the end of 2023. **Cables from the Maurienne valley were dismantled and then transported to the MTB site to be crushed and sorted. The 99.8% pure aluminum granules obtained after MTB's pre-**

**processing were sent to the Trimet site to be remelted with primary aluminum, producing a material suitable for the manufacture of new cables. Once manufactured, these new cables were used to renew part of the French network, particularly in the Corrèze and Maine-et-Loire areas.**

This conclusive trial could therefore lead to the creation of **a truly circular industrial sector in the future**.

## Zero Waste Copper

Copper is an essential metal for energy transition. According to forecasts, demand will increase substantially over the coming years. Copper is used today in many sectors, including electricity and transport, which are major contributors to greenhouse gas emissions. What's more, like aluminum, mining it can have significant environmental consequences.

These impacts raise questions about the sustainability of its use and triggers the need to find more environmentally-friendly alternatives.

The Trept site has a copper cable recycling line as well as an aluminum cable recycling line.

However, as part of the complete refurbishment of our recycling site to create a more natural and eco-efficient working environment, we are adding a modern, versatile copper cable recycling line that incorporates all our latest innovations.

The current line, which has been in service for 12 years, has recycled around 180,000 tonnes of cable over the years.

The renovation was construed from both a material and an operational angle. First of all, we worked on the use of new motors and the best-available techniques (granulators, vacuum system, storage silos,

etc.). Line organisation was also re-thought, with new sequencing and the creation of independent hubs. All these improvements have allowed us to optimise the use of the line, reduce energy consumption and simplify maintenance, while providing better working conditions for operators.

The Zero-waste copper project goes far beyond our company. It is a strategic response to the current and future challenges of the metals market and reinforces our contribution to the circular economy and the re-use of resources in France.

What's more, unlike traditional business, this project is an opportunity for MTB Manufacturing to be present in real time at every stage. All the advantages of being a customer, designer, supplier and user of this Zero-waste copper line!

Processing capacity of  
**35 000 T/year**  
on our new Zero Waste Copper line

### Versatility

A versatile production tool is essential to meet new demands and maximize the recycling rate of waste entering our site, with the aim of zero landfill.

### Interactivity

Digital supervision of our equipment should enable us to better monitor production, anticipate maintenance periods and automate equipment adjustments based on observations.

### Reliability

The robustness of our machines remains our trademark, guaranteeing the longevity of our equipment and reducing the environmental impact of our recycling processes.

**10 150 T**  
of copper cables  
processed in 2023

**5 071 T**  
of copper shot  
produced in 2023

## 2. ENSURING PRODUCT QUALITY

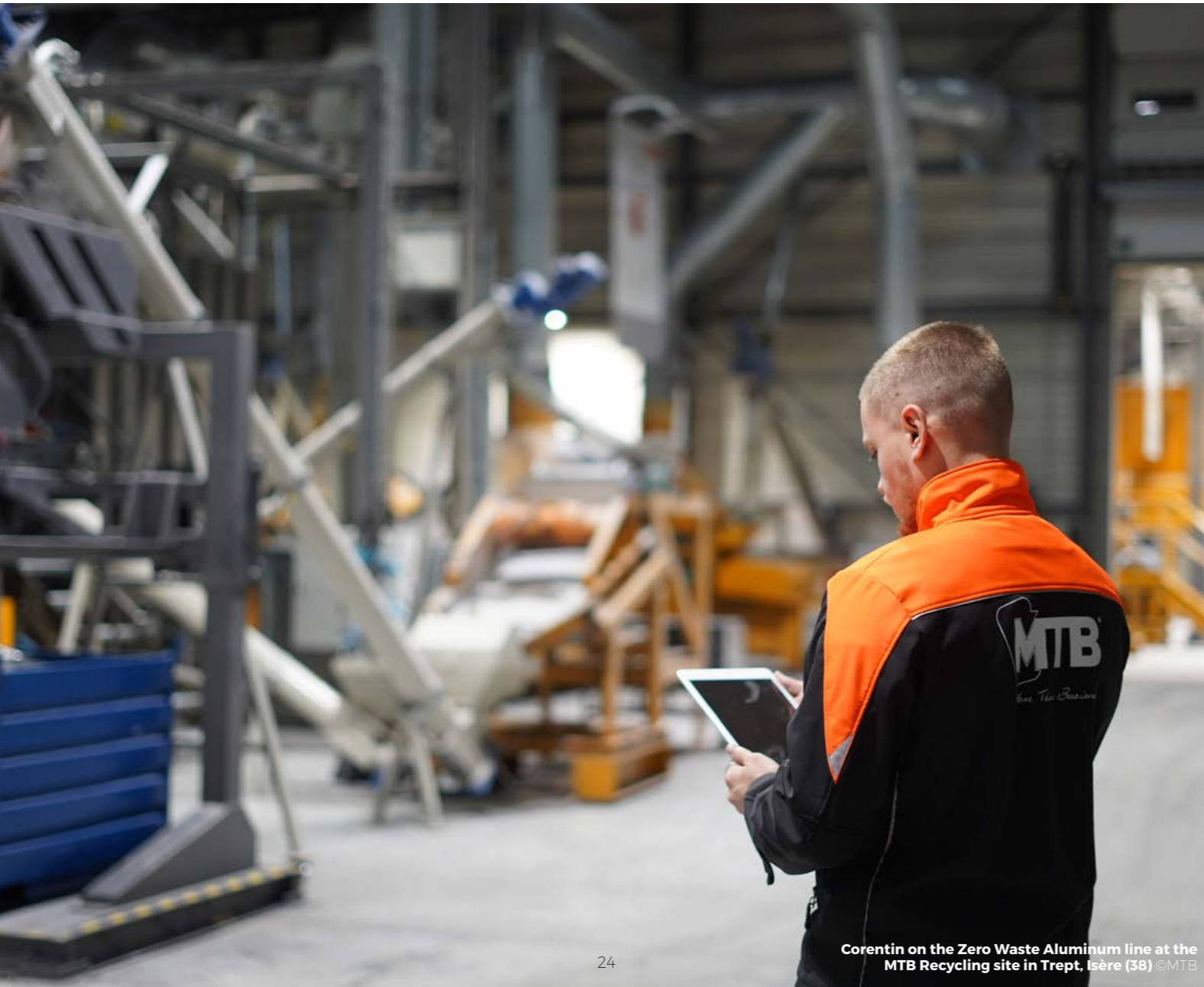
### Traceability and quality control

To meet demand for metals and supply the French and European markets with high-quality secondary raw materials with low environmental impact, the quality of our recycled shot is key.

Hence, the **new tracking system on our recycling site that offers total visibility of the product**, from the collection request to final product shipping. Strict digital and automated tracking is carried out at every key stage. Thanks to the connected weighing and labelling system, we can constantly track the origin, quality and destination of products. **This invaluable tool helps us reach optimum operational performance.**



Scan to see an example of a raw materials analysis



Corentin on the Zero Waste Aluminum line at the MTB Recycling site in Trept, Isère (38) ©MTB



### FOCUS ON ... THE LABORATORY

Sylvain doing his analysis work in the MTB recycling lab in Trept, Isère (38) ©MTB

### The purity analysis of our recycler shot is carried out in 4 steps:

#### 1 Shot sampling

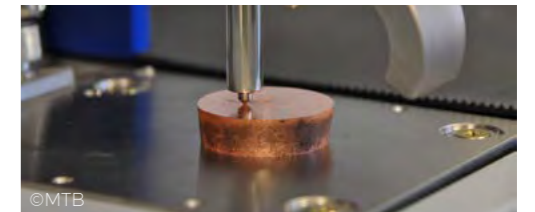
Two sampling methods are used:

- A sampler is placed at the Big-Bag station, extracting a fraction of the outgoing product.
- A sample is taken manually by the operator three times during the filling of the crate or Big-Bag.

#### 3 Pellet analysis

Analysis involves a spectrometer.

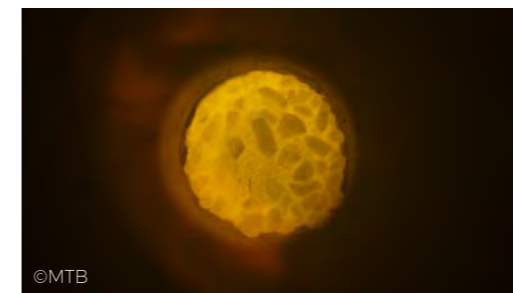
- The pellet undergoes three spectrophotometric impacts to identify its chemical composition.
- The result of the analysis is automatically recorded on our computer system.



©MTB

#### 2 Smelting and machining the sample

The sample is melted and then machined into a pellet.



©MTB

#### 4 Generating a label

Post-analysis, a label is printed containing tracking details (date, Big-Bag/crate number, quality and % of copper or aluminum, weight) as well as the results of the Big-Bag analysis in QR Code format. The label is then placed on the Big-Bag.

# 3. WORKING ON NEW COMPLEX WASTE

## The test center

The question of new complex waste is crucial, as its **management raises a whole range of major environmental, economic and social challenges**. Such waste, often resulting from advanced technologies or modern consumer products, contain not only toxic substances that are difficult to process, but also critical metals that can guarantee sustainability and material independence. By moving into this field, we are encouraging the development of innovative recovery methods that can **transform this waste into useful resources**, thereby reducing its negative impact on the environment. It also helps to raise public and corporate awareness of the importance of reducing resource use and recycling, key elements of a sustainable circular economy.

**At MTB, we have prioritised the processing of complex new waste.** The result is an **eco-innovation department responsible for R&D activities, supported by an industrial-scale test center.**

MTB Recycling's test center is a hub for R&D projects, machine improvements and studies into the recyclability of new waste products.

Every year, around one hundred tests are carried out to identify new types of waste and define bespoke recycling processes.

There are so many different types of product, and

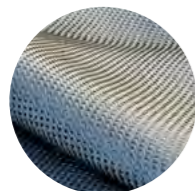
so many different solutions found by our experts. At the same time, the test center is helping to develop new recycling processes (recycling of composites, pre-processing of batteries, recovery of permanent magnets, etc.).

### THE MAIN AREAS OF R&D AT MTB

ELECTRONIC WASTE



COMPOSITE MATERIALS



LITHIUM-ION BATTERIES



SHREDDING



SORTING METALS



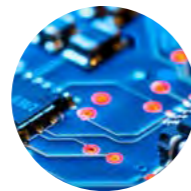
ENERGY RECOVERY/RDF



ROBOTICS



ARTIFICIAL INTELLIGENCE

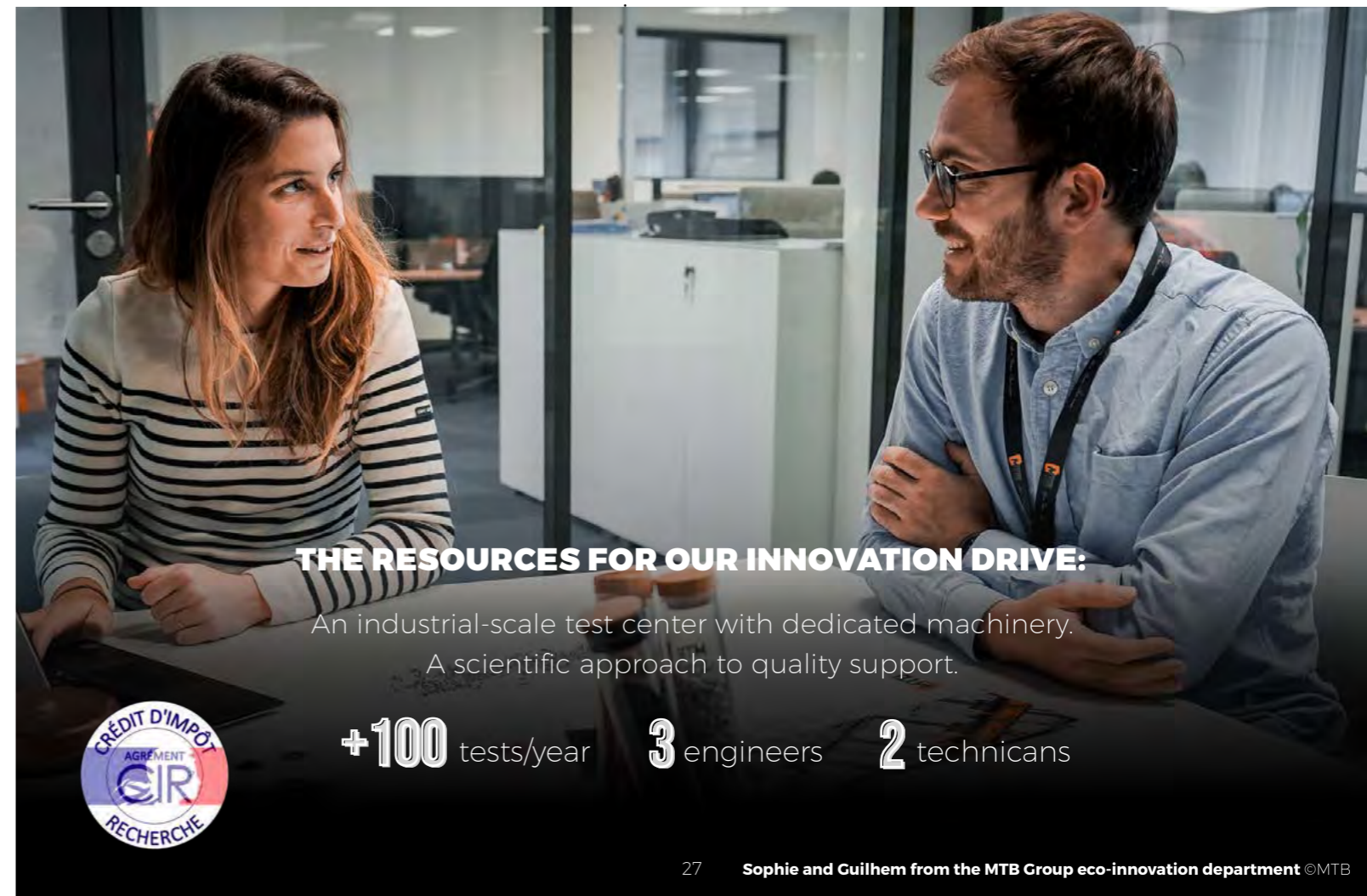
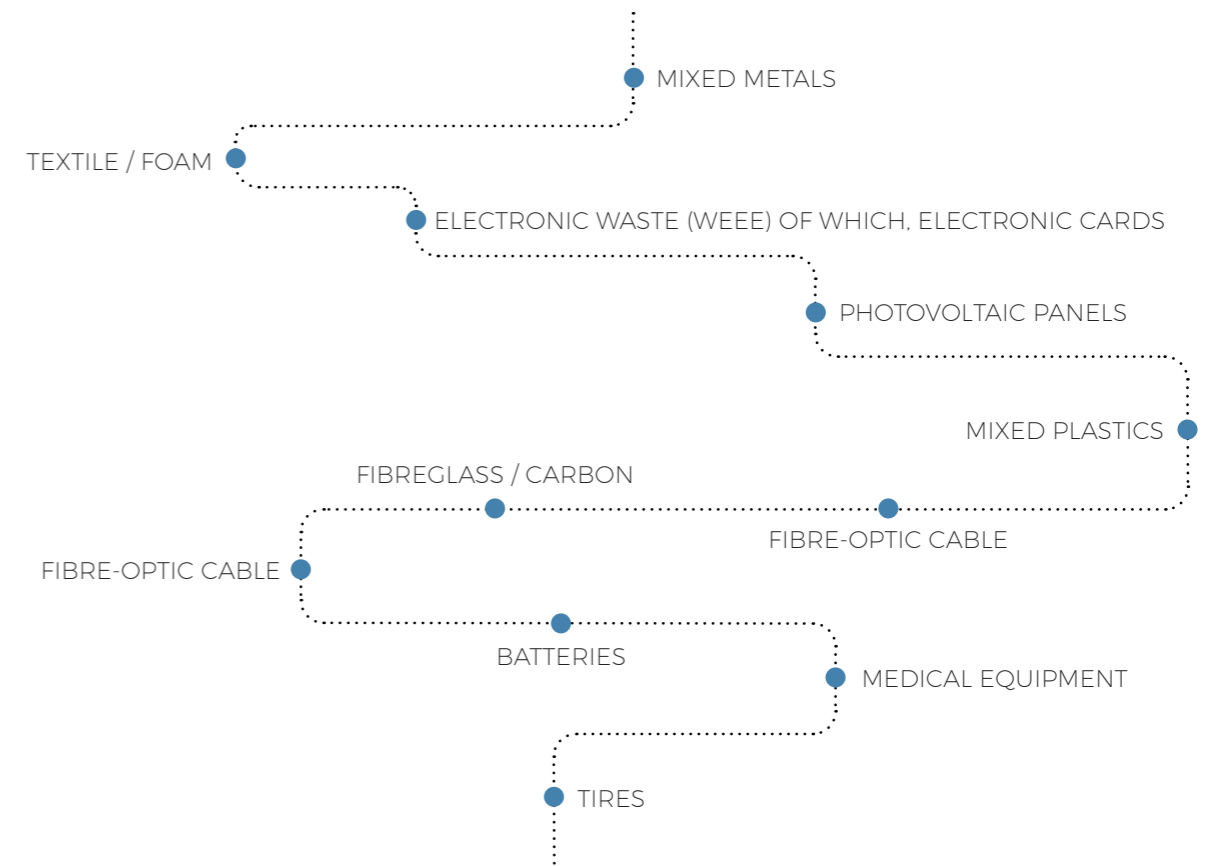


TEXTILES



### THE MAIN CATEGORIES OF WASTE

PROCESSED AT THE TEST CENTER IN 2023:



### THE RESOURCES FOR OUR INNOVATION DRIVE:

An industrial-scale test center with dedicated machinery.  
A scientific approach to quality support.



+100 tests/year

3 engineers

2 technicians

FOCUS ON ...

# BATTERY RECYCLING



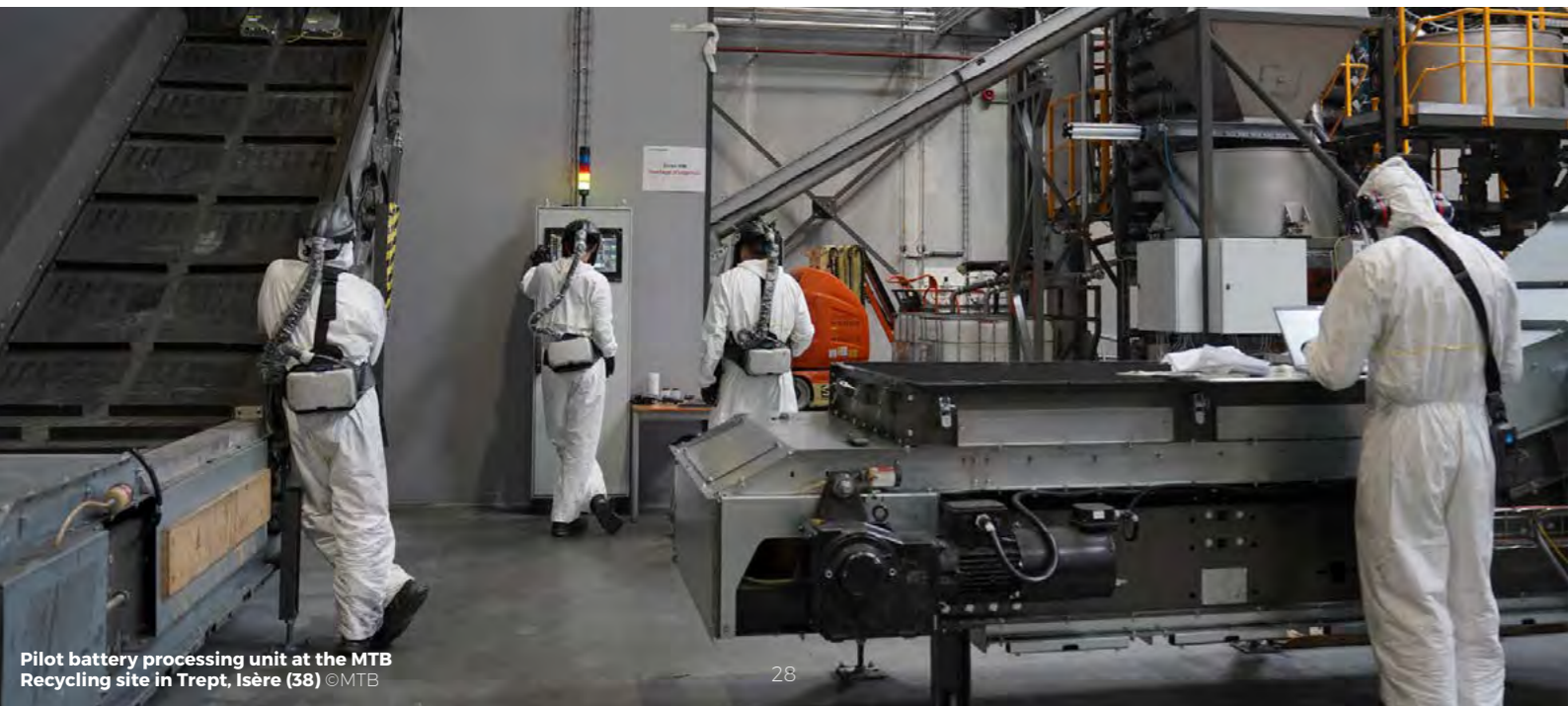
©MTB

## Context

The transport sector is **one of the largest emitters of greenhouse gases**, contributing significantly to global warming. **It is therefore imperative to find sustainable transport solutions to improve quality of life and meet international CO2-emission reduction commitments.** Electric mobility offers a cleaner alternative, reducing air and noise pollution, especially in densely-populated urban areas.

Unfortunately, **the production of lithium-ion batteries for electric vehicles creates a number of major environmental and social problems.** Extracting materials such as lithium, cobalt and nickel requires large amounts of water and chemicals, which can contaminate ecosystems and

affect the health of local communities. In addition, high energy consumption during the production process and waste management at the end of the product life cycle pose further challenges, as used batteries contain not only strategic materials but also toxic substances that need to be handled with care. **It is therefore crucial to develop more sustainable production methods and efficient recycling systems to mitigate these impacts.**



Pilot battery processing unit at the MTB Recycling site in Trept, Isère (38) ©MTB



Pilot battery processing unit at the MTB Recycling site in Trept, Isère (38) ©MTB

## Solution

After several years of research and development, we inaugurated a pilot line at our historic recycling site in Trept in the autumn of 2023 to pre-process lithium-ion batteries by inert crushing with continuous evaporation of the electrolyte.

Currently in the test phase, the aim is to validate the technical feasibility of the process and, at the same time, work on new chemical solutions for batteries before they come to market.

This R&D work is carried out in partnership with key players such as battery manufacturers, eco-organisations and car manufacturers.

## How does our pilot work?

The electrically discharged **battery modules** are shredded into 20 mm fractions in the BVR1200 shredder. **The operation is carried out under nitrogen inerting.** The product is then sent to **the extractor to remove the electrolyte.** An air treatment system processes non-condensables and dust to ensure clean air is discharged.

**The dry product is filtered once to remove initial blackmass.** The remaining product then goes through an aeraulic sorting process to remove the heaviest materials, before passing through a **densifier to break up the particles and release the black mass.** Finally, the product is filtered again, to recover the black mass. The remaining **aluminum, copper and plastic wires** are sorted on densimetric tables.



Antoine, batteries project manager ©MTB

**1 T/h**  
processing capacity

Copper	Aluminum	Electrolyte	Blackmass
			
Other: ferrous, non-ferrous metals and plastics...			

*The unrivalled purity of black mass enables chemists to recover the rare metals it contains.*



©MTB

Present at the Pollutec show, **MTB received the Pollutec Innovation Award 2023 for its pilot unit for pre-processing lithium-ion batteries by inert grinding and continuous evaporation of the electrolyte.**

The Pollutec Innovation Award is an international competition aimed at supporting French and international eco-innovative companies.

## Creating new waste treatment processes

Waste can be recycled, but until the recycling chain is in place, actual recycling is not really effective. To contribute to our 'zero waste' commitment, we are helping to create and sustain new channels for existing and new waste.

This activity is based around a large number of projects on different scales, from European projects with several partners to projects initiated by industrial companies with their own specific constraints.



### REFRESH PROJECT

REFRESH is a European project funded by the Horizon Europe program, which aims to **develop and demonstrate a new circular and intelligent system for improving the recycling of glass fibre-reinforced composites resulting from the dismantling or crushing of wind turbines.**

**REFRESH has nine partners, each specialising in one stage of the wind turbine blade recycling chain:** ETAT9, MTB, GEES, GJENKRAFT, ENECOLAB, CIRCE, CETMA, ACCIONA and TECHNALIA.

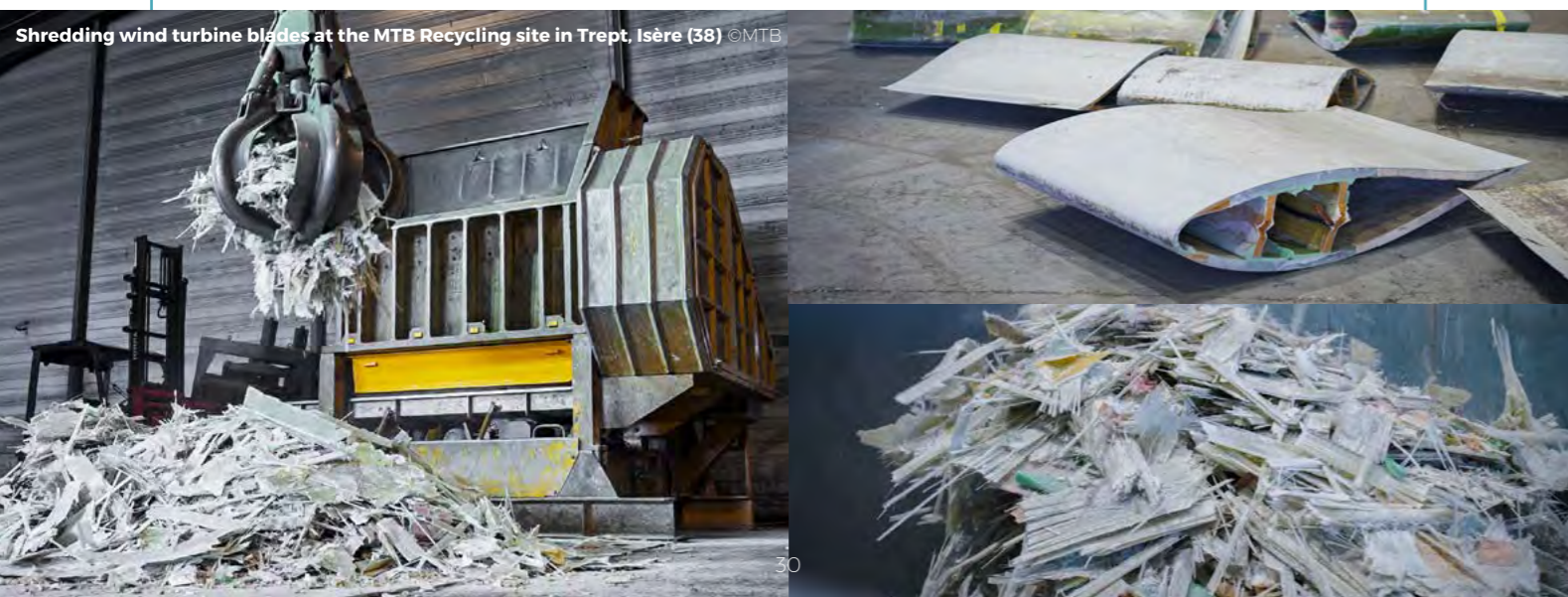
Three avenues are being explored to recycle wind turbine blades: **mechanical recycling, thermal recycling and, finally, design and re-use.**

**In June 2024, we reached the first milestone in the project.** Up to now, the work carried out by MTB has involved **carrying out blade shredding and**

**sorting tests, as well as drawing up plans for a machine adapted to the specific characteristics of this type of waste.**

**The aim of the next stage of the project will be to carry out industrial-scale tests in order to experiment with the entire process.**

Shredding wind turbine blades at the MTB Recycling site in Trept, Isère (38) ©MTB



In September 2023, **Sigma Cabins** asked us to provide an **eco-design service** to give them an overview of the recycling **process for a cable transport cabin**, from dismantling to recycling the sorted materials.

The study was based on three assessments:

#### TECHNICAL

Carrying out trials on the MTB Recycling site to determine technical feasibility and obtain results on the ground.

#### ECONOMIC

Estimation of operational costs for processing and recovery of materials based on trials.

#### ENVIRONMENTAL

Modeling the environmental impact of MTB processes and the recycling value chain.

The results have enabled us to begin to visualise the profile of the cabin recycling industry, and also to develop eco-design recommendations to improve product recyclability.



Esthel, eco-innovation engineer, analyses the aluminum grade using an X-ray gun during the dismantling of Sigma cabins ©MTB





Being an industrial model

# BEING AN INDUSTRIAL MODEL THAT CREATES THE WAOUH EFFECT

**1. Raising awareness and spreading the word**

**2. Supporting meaningful initiatives**

**3. Sharing our model**

Through this commitment, we are contributing to the United Nations Sustainable Development Goals.



# 1. RAISING AWARENESS AND SPREADING THE WORD

## Raising employee awareness



Rolled out voluntarily in 2022 at MTB, **The Climate Fresk workshops for employees continued throughout 2023.**

We believe that the Climate Fresk campaign is of vital importance in the current climate change context. These workshops, based on collective intelligence, **raise employees' awareness of environmental issues and strengthen their commitment to a coherent and effective Corporate Social Responsibility (CSR) strategy.** The Climate Fresk is an educational tool that uses a pack of cards to illustrate the causes and consequences of global warming, based on scientific data in IPCC reports. This helps participants to visualise and understand the complex interactions between human activities and the climate. In addition, **the workshops encourage collaboration and team-building,** as they require participants to work together

to identify and link the different pieces of the climate change puzzle. Finally, the Climate Fresk workshops offer **concrete courses of action that employees can implement in their professional and personal lives,** contributing to collective awareness and behavioural change in favour of a more sustainable future.

**Initially attended by 100% of our managers, three members of staff were then trained to run these workshops in-house for all members of staff.**

Our initial ambition was to train 100% of our employees on a voluntary basis, **but we will be adjusting the workshop format to make it easier to train all our employees.**

Adding the Climate Fresk workshop to our induction programme for new employees means 100% of new recruits will be on board!

**60%** of employees are trained

Including 78% from the MTB Group and MTB Manufacturing.



FOCUS ON ...

## SUSTAINABLE DEVELOPMENT WEEK

In September 2023, the company's communications department rolled out **an internal communications campaign based on the European Week for Sustainable Development and the United Nations Sustainable Development Goals (SDGs).**

Sustainable Development Week is an annual event that runs from 18 September to 8 October. The aim is to promote the 17 Sustainable Development Goals (SDGs) of the United Nations Agenda 2030. As a benchmark for sustainable development, we found that few of our employees were able to explain what these goals were all about. We saw this as an opportunity **to roll out a communication campaign on the topic within MTB, and to show our employees how MTB is contributing to it.**

**We also saw it as a beacon of hope!** Against the depressing backdrop of all kinds of crises, **we felt it was important to show that there is a common framework for sustainable development and that countries and companies are,** despite everything, moving in an increasingly virtuous direction.

For a fortnight, we shared with our employees, visitors and partners the 17 UN Millennium Development Goals to which MTB is contributing and will continue to do so, and the practical steps we are taking to reduce our ecological footprint, protect biodiversity, promote responsible innovation and strengthen our partnerships.

Around thirty posters were displayed around the sites (offices, meeting rooms, workshops, recycling lines, etc.) so that everyone could get to grips with the subject.

Each poster was accompanied by a small insert detailing the actions taken and a QR code linking to the Agenda 2030 website to encourage everyone to find out more. In addition, the campaign was accompanied by social media coverage to heighten impact.

**We're proud to have been part of this global drive to raise awareness and mobilise society around environmental and social issues, to help build a more sustainable future for everyone!**



## Raising awareness among our visitors

**1 642** visitors in 2023, including **300** students.

For several years now, we have regularly hosted school visits on our premises. Whether they are from primary school, secondary school or university, our aim remains the same: to give the younger generations who visit us the opportunity to discover the world of recycling and the different professions involved, while placing our activity in the more global context of the climate crisis and diminishing resources.

Because learning and understanding are the first calls to action, we are committed to passing on our knowledge of recycling, the circular economy, climate and the environment to our young visitors.

### A WORD FROM Mr. Cabanes

Headmaster and teacher at Saint-Chef school (Isère).

These visits provide a concrete link between the content of the Ecology and Sustainable Development syllabus taught in Cycle 3 and the realities in the field. The content covered during the visit is relevant for primary-school children and helps them to understand the different stages of industrial recycling.

The welcome from the staff was remarkable, and the children also appreciated the Director's contribution. The principle of exchange with the workers made this visit accessible and interactive.

Lastly, the positive and caring atmosphere that prevailed throughout the visit demystified the world of business, which is now certainly less vague in our pupils' minds. »

What's more, it provides an insight into the world of industry that is never covered in primary school. It gives pupils a glimpse into the world of work, and maybe even trigger career choices.

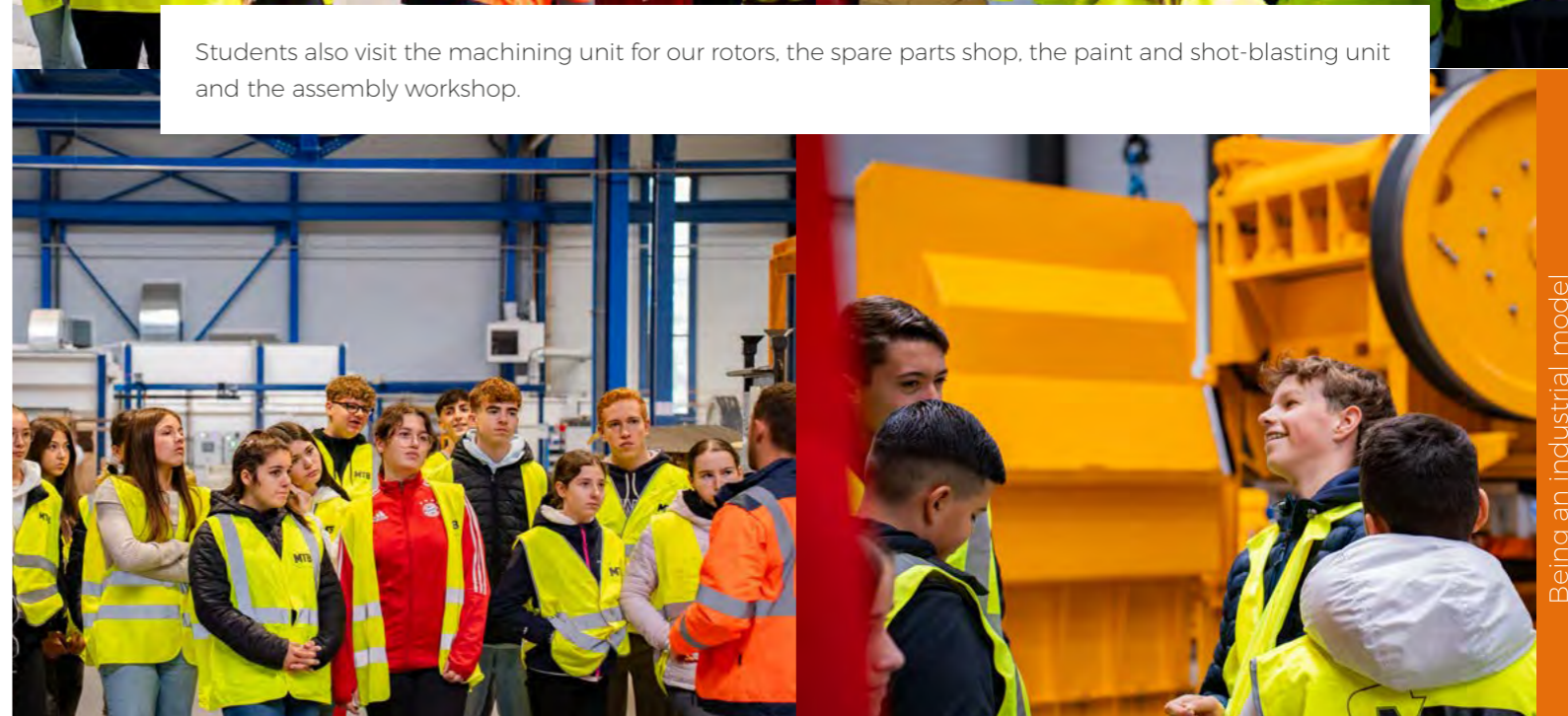


©MTB

At our MTB Recycling site, students visit our aluminum cable recycling line and our pilot line for recycling electric vehicle batteries.



Students also visit the machining unit for our rotors, the spare parts shop, the paint and shot-blasting unit and the assembly workshop.



We then run a twenty-minute quiz on the issues of global warming and the depletion of resources, which allows us to tackle these complex subjects in a fun and relaxed way. The materials used are adapted to school level.



# 2. SUPPORTING MEANINGFUL INITIATIVES

## Map of sponsorship initiatives in 2023

Every year, MTB is committed to various organisations to help them achieve their objectives. These organisations are chosen according to our desire to invest in the future of generations to come.

### CHILDREN AND SPORTS ASSOCIATIONS

**Rugby Club of Saint-Marcel**

**Basketball Club of Saint-Chef**  
Purchase of gourds.

**Football Club of Trept**  
Visibility panels around the stadium.

**Football Club of Saint-Chef**  
Participation in the purchase of a car-sharing vehicle and visibility signs around the stadium.

**Inter-company soccer tournament in Trept**

**School Rugby World Cup**



### HEALTH, CHILDREN WITH DISABILITIES

**Medicoeducational Institute of Bourgoin-Jallieu**

Financial sponsorship for therapeutic gardening workshops for disabled children.



### ENVIRONMENT AND ECOSYSTEMS

**Hiking in Trept (RTT)**  
Financial sponsorship and loan of garbage cans.

**Professional skier Gaëtan Gaudissard**  
Financial support to help him realize his sporting exploits for awareness-raising purposes (films).

**Team for the Planet**  
Purchase of shares in TFTP.



### SOLIDARITY AND AWARENESS

**Elite Chocolate**  
Financial sponsorship to support women cocoa producers in Colombia.

### TERRITORY

**The Saint-Chef eco-gardens**  
Financial participation for tree planting.

**Bourbe Entreprises Environnement**  
Membership of the association.

**L'Isle en Scène festival**  
Financial sponsorship to support this local cultural initiative.

**Police Force of Crémieu**  
**St-Chef and Trept fire departments**



### SCHOOLS AND VISITS

**School visits**  
Participation in school trips for children visiting MTB.

**School funds association of Trept**  
Financial contribution to the organization of a nature class for the Dolto school.

**Villemoirieu school complex**  
Financial contribution to educational projects at Lycée Paul Claudel and Collège Jean-Paul II.

### INNOVATION

**ARECE x Ecole Centrale Electronique**  
Support for a student engineering project on an autonomous vehicle incorporating AI.

## A WORD FROM **Gaëtan Gaudissard** a committed professional skier

### Why did you choose MTB?



I was looking for a partner outside sport who would be in line with my personal convictions and what I share in my achievements to support me in my projects.

I discovered MTB through their work with the CEC (Climate Enterprise Convention). And when I looked in more detail at their commitments, the link with my work was obvious: values!

For me, being a sponsored athlete means embodying a money-making model. And having a partner like MTB allows me to break away from that model a little and really find meaning in what I do.



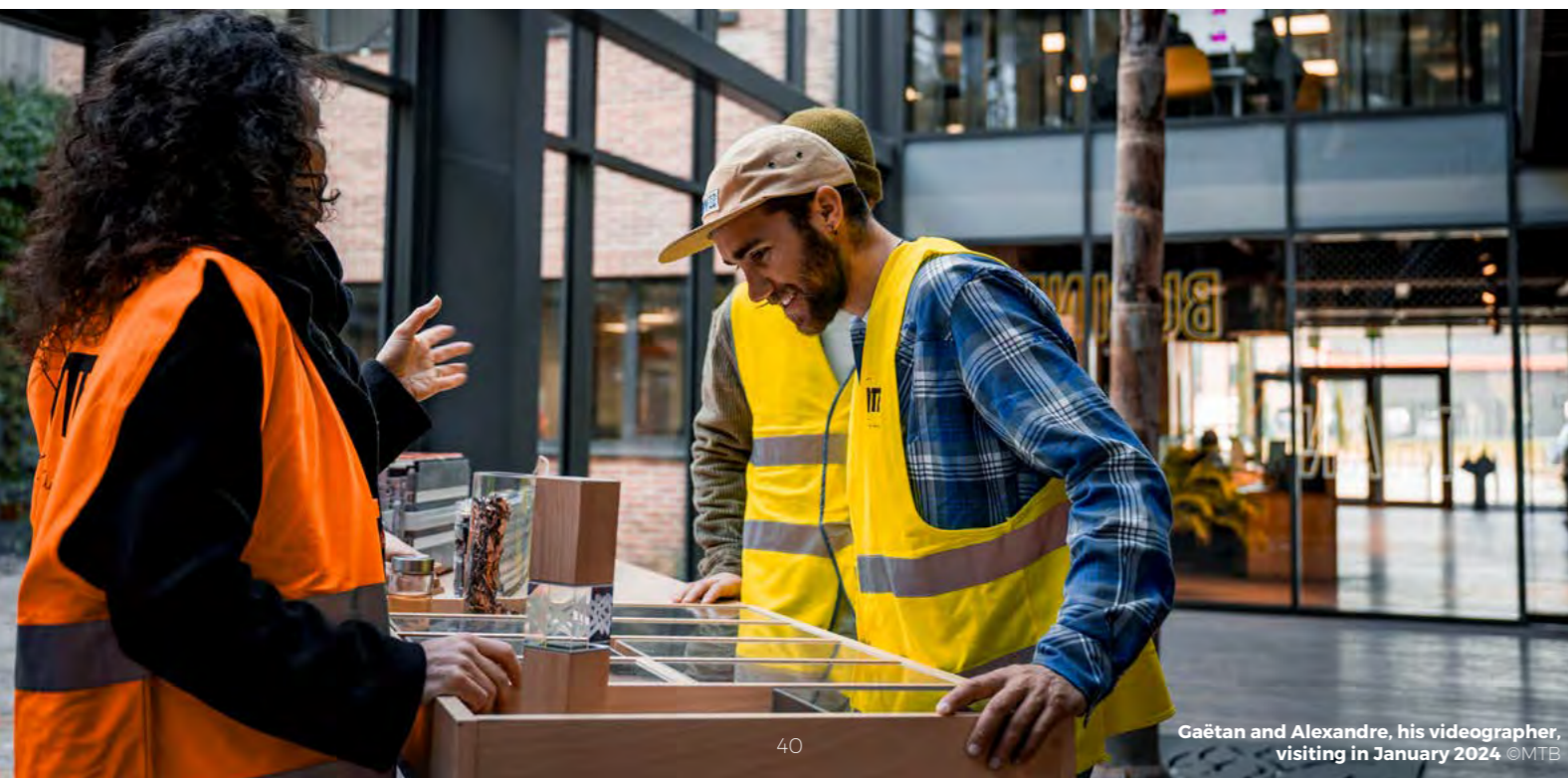
©MTB

### Through our partnership, you came to visit the company and showed us your film, Chimères. What did you think of the visit?

I thought I'd be walking into a conventional company with lots of know-how, and that's exactly what it is! But I also discovered a company bursting with people skills and values based on equality. And one making a huge commitment to saving our planet's resources.

### Finally, what sticks with you when you think about our collaboration?

I'm someone who personifies the consumption of mountain products. So together we're trying to promote a different way of thinking about mountain activities: more meaning, more specific to each individual. Reclaiming the space around us, familiarising ourselves with it and understanding it, so that we can enjoy it to the full. »



He's here!



Being an industrial model

## Our partnerships for 2024

# CLEANING EVEREST 2024

In 2019, MTB partnered a clean-up expedition on Mustagh-Ata (alt. 7546m, China) led by Breffni Bolze. **This year, we have renewed our partnership with the Mountain Wilderness association for a 3-week expedition across the Himalayas.**



The project had three main objectives:

- **Cleaning up the Everest Trek in April 2024**  
The legendary route to Everest base camp  
50,000 tourists per year, of all nationalities
- **Cleaning and climbing Ama Dablam (alt. 6800 m) in May 2024**  
One of the 4 most beautiful peaks in the world  
Considered the Holy Grail by many mountaineers
- **Recycling waste in a new waste sorting center**  
Built by the Grenoble-based "Tri-Haut pour l'Everest" association  
At Pangboche (alt. 4000 m), the last inhabited village before the Everest base camp



Breffni Bolze and his guide at the summit of Ama Dablam ©Breffni Bolze



Dominique Steiler's conference in July 2024 ©MTB

## THE RESULTS OF THIS EXPEDITION

# 250 kg

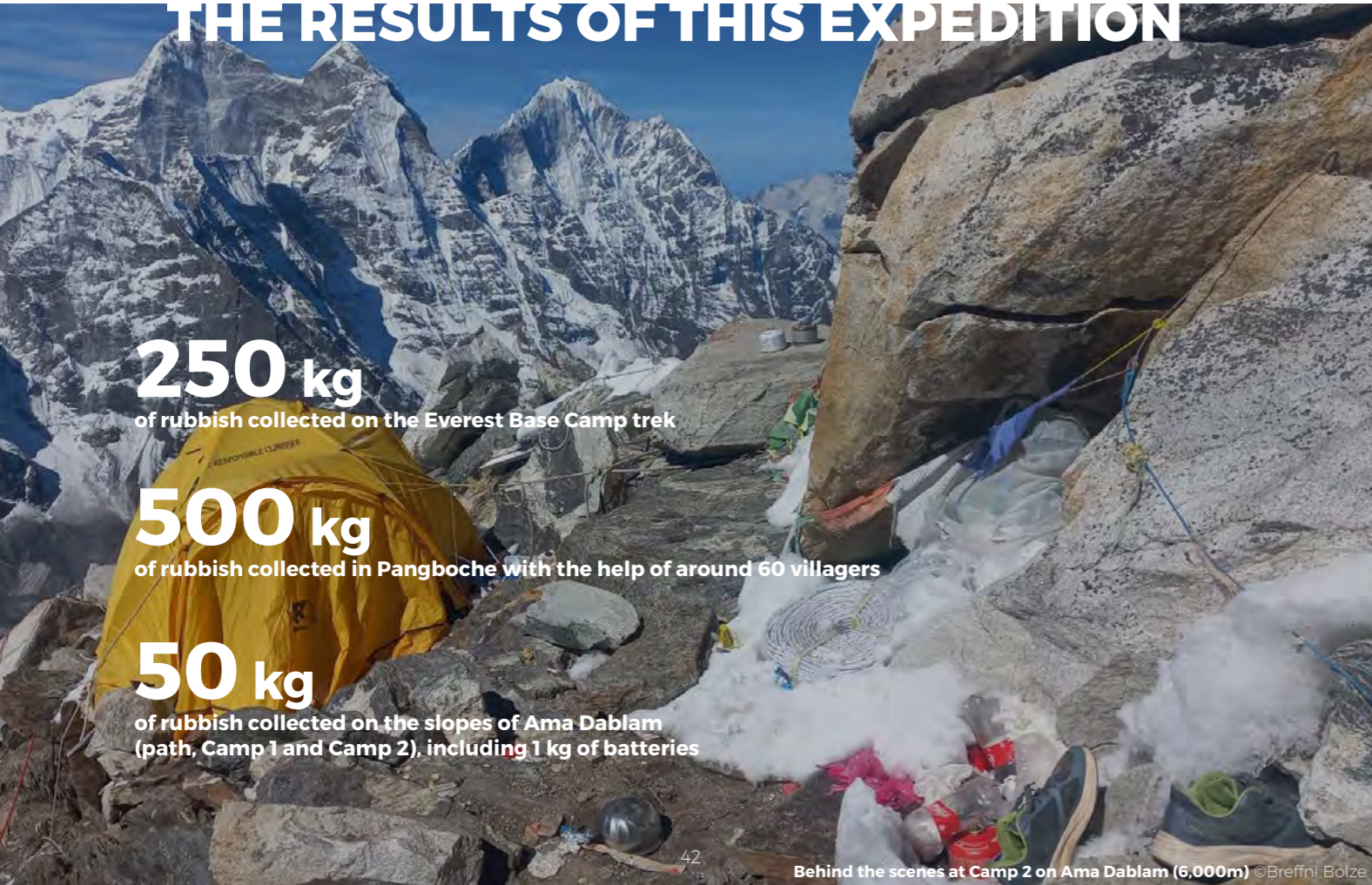
of rubbish collected on the Everest Base Camp trek

# 500 kg

of rubbish collected in Pangboche with the help of around 60 villagers

# 50 kg

of rubbish collected on the slopes of Ama Dablam (path, Camp 1 and Camp 2), including 1 kg of batteries



Behind the scenes at Camp 2 on Ama Dablam (6,000m) ©Breffni Bolze

## THE UNESCO CHAIR FOR A CULTURE OF ECONOMIC PEACE



In these uncertain and troubled times, when everything is a reason to tear and divide, **we have decided to provide financial support to the UNESCO Chair for a Culture of Economic Peace for the period 2024-2026.**

Economic Peace is a commitment to peace and the preservation of the living world. It is a virtuous alternative to a business model based on hyper-competition, exacerbated individualism and the single-minded pursuit of profit. **Companies have the mission of contributing to the common good by strengthening the social fabric of our societies. It puts performance and profit in their rightful place, as a means to an end rather than an end in and of themselves.**

In July 2024, we had the great pleasure of welcoming the Chair, **Dominique Steiler**, a former fighter pilot officer, with a PhD in management and is now a professor/researcher.

**He came to meet all our staff to talk about his career and the concept of Economic Peace, communicating his thoughts and very concrete examples of Economic Peace.**

MTB is committed to implementing a different and respectful way of doing things. We will continue along this path of Economic Peace and we spread the word as widely as possible among our employees and external stakeholders!

# 3. SHARING OUR MODEL

## Partnerships and public affairs

We feel that promoting our model and commitments will help the recycling industry and the recycling world move forward: **we are actively involved through major participations in both the public and private domains.**

In the **public space**, we take part in **national and regional working groups, contributing our expertise on recycling and strategic metals.** More specifically, we have contributed to work-groups organised by the ecological planning secretariat, the territorial development committee and a local industrial agency called "Territoires d'Industrie".

We also collaborate with associations such as "Bourbre entreprise environnement", which works to preserve local natural resources along the Bourbre river.

In the **private sector**, we work with financial institutions such as BPI and industry groups such as CETIM, Axelera, FEDEREC and EuRIC. We are also involved with NGOs such as SYSTEXT to support more sustainable practices in metal mining and urban mining.

**This network heightens our impact in the field of recycling and resource management.**



Jean-Philippe (Chairman and CEO MTB Group) during a visit to the sites ©MTB

### TRADE UNIONS AND PROFESSIONAL SECTORS



### ACADEMIC AND TECHNICAL WORLD



### EMPLOYER BRAND AND VALUES



### PUBLIC ADMINISTRATIONS



Being an industrial model



## FOCUS ON ... A DAY OF DISCUSSIONS WITH OUR FINANCIAL PARTNERS

**There's nothing conventional about MTB's business model.** The company's strategic development choices often run counter to a "business as usual" vision. Each investment is preceded by the question: **"Will this contribute to building a viable future for our children?"** Not to say that profit is not a condition: it is an angle we explore, but as a means to an end rather than an end in and of itself. But this stance often means ROI and profits are further down the line, so short-term gain is no longer the sole priority. What's more, the company has been built around a strong family and local history, which is why Jean-Philippe Fusier has not brought in shareholders at the expense of the project, the company's raison d'être.

**These choices condition what we do. We have to build this extraordinary model hand in hand with our financial partners.** They need to understand and believe in our project as much as we do. Without them, the project doesn't work.

This year, to strengthen the ties we have with our partners, we invited them to a day of meetings, discussions and visits. This gave them an insight into the scale of the project they support. Ahead of the traditional presentations of our results and outlook, we had a series of presentations to help them understand current and future financial information.

Looking at things from their own viewpoint, Romain Ferrari (Member of the Management Board of Serge Ferrari Group), Aymeric Turbé (Director of Turbé) and Gabriel Faysse (Co-founder of La Ferme Intégrale) graced us with their knowledge, experiences and solutions to the major challenges of our time: the climate and social emergency.



Since one of the consequences of climate disruption is a drop in agricultural yields and, ultimately, famine, **Gabriel Faysse** spoke to our financial partners about the importance of developing new, sustainable and innovative agricultural practices to meet the climate emergency.

La Ferme Intégrale uses a model based on regenerative agriculture, renewable energies, short circuits and rational water management.

**Romain Ferrari** took the floor to prepare the audience for the scale of the task awaiting them under the Corporate Sustainability Reporting Directive. As investors, banks will now be required to assess and disclose how their investments affect the environment and society, which could influence banks' investment and lending decisions. For example, they could opt to finance more sustainable projects and be less inclined to support polluting industries.



©MTB



©MTB

Finally, **Aymeric Turbé**, whose company has been supplying us for many years with the conveyors we use to transport the materials in our recycling units, spoke of the importance of short-circuit operations in collaboration with trusted partners. In his view, links, human contact and cooperation are the keys to growing together and bringing our respective business projects to a successful conclusion.

To illustrate these opening speeches, they got a sneak preview tour of our new lithium-ion battery recycling pilot line and saw how, **thanks to their support, we are contributing to Europe's resilience in critical and strategic metals.**

Ultimately, the aim of these meetings is simple: **to prove to our financial partners that we can do business differently, by defending causes that we believe to be just. In this way, we hope to instil in them the idea of an economy that is kind to our children's future.**



# RECONNECTING WITH NATURE TO PRESERVE LIFE

Through this commitment, we are contributing to the United Nations Sustainable Development Goals.



**1. Protecting our employees**

**2. Preserving our climate**

# 1. PROTECTING OUR EMPLOYEES

## Health and safety

Employee health and safety is a priority here at MTB. Our mission for the coming years is to scale-up an integrated safety culture, in order to create a working environment where safety is intrinsically linked to MTB's identity and values, thereby reducing accidents and improving internal safety procedures.

We want to foster this corporate culture by adopting common practices and a shared understanding of the risks associated with our activities, while at the same time getting our employees on board.

To achieve this objective, we worked on three pillars: technical aspects, our safety management system and the human and organisational angle.

### 1. Technical aspects

The strengthening of the General Services team, which supports the QHSE team, means that we can be more involved in technical issues.

Effective safety requires good equipment: the replacement of earplugs with moulded ear protectors is part of this approach. Rolled out in 2024 for production and assembly operators, the replacement of earplugs will continue through to the end of the year, meaning greater comfort and better noise protection for employees.

**70 new moulded earplug users.**

### 2. The safety management system

Alongside the work carried out to improve safety procedures and reporting, particular attention has been paid to employee training and awareness-raising.

## FOCUS ON ...

### THE SAFETY CHALLENGE

At the initiative of the QHSE department, a safety challenge was launched in 2023 and continues to be rolled out around new themes such as traffic, noise and fire risk via training workshops and new tools (video content, etc.).

In 2024-2025, our QHSE department will be focusing on gestures and postures and continuing its work on the wearing of PPE.

**90%** of employees have attended at least one awareness-raising course. This represented a total of around 200 hours in 2023.



## RAISING EMPLOYEE AWARENESS AS REGARDS LIFE-SAVING TECHNIQUES

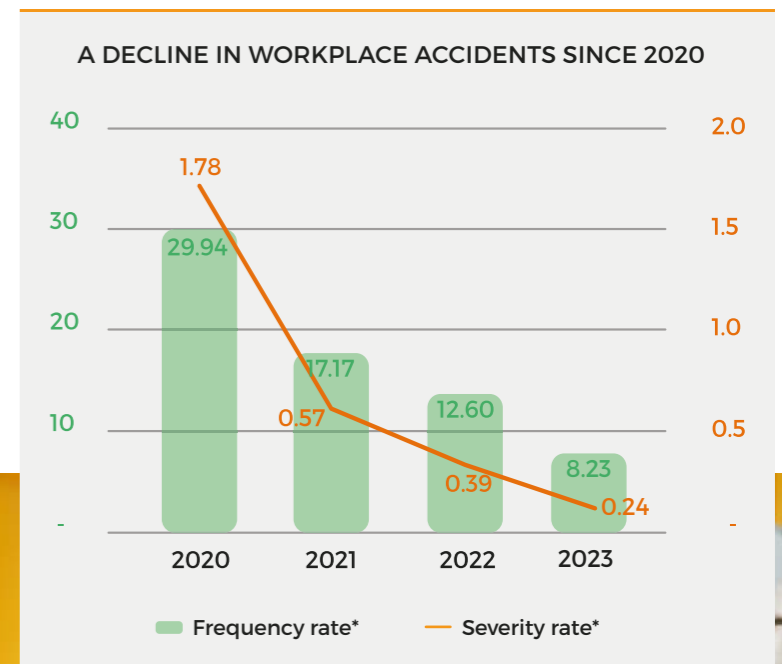
First aid awareness training was also offered to non-workplace first-aiders to familiarise them with "life-saving gestures". On a voluntary basis, 45% of eligible workers voluntarily signed up and attended the workshop. By the end of 2024, it is estimated that more than 70% of employees will have been trained.



3,200 hours of training were delivered to employees on a wide variety of subjects: first aid, handling, fire, specific risks, etc.

### 3. The human and organisational factor

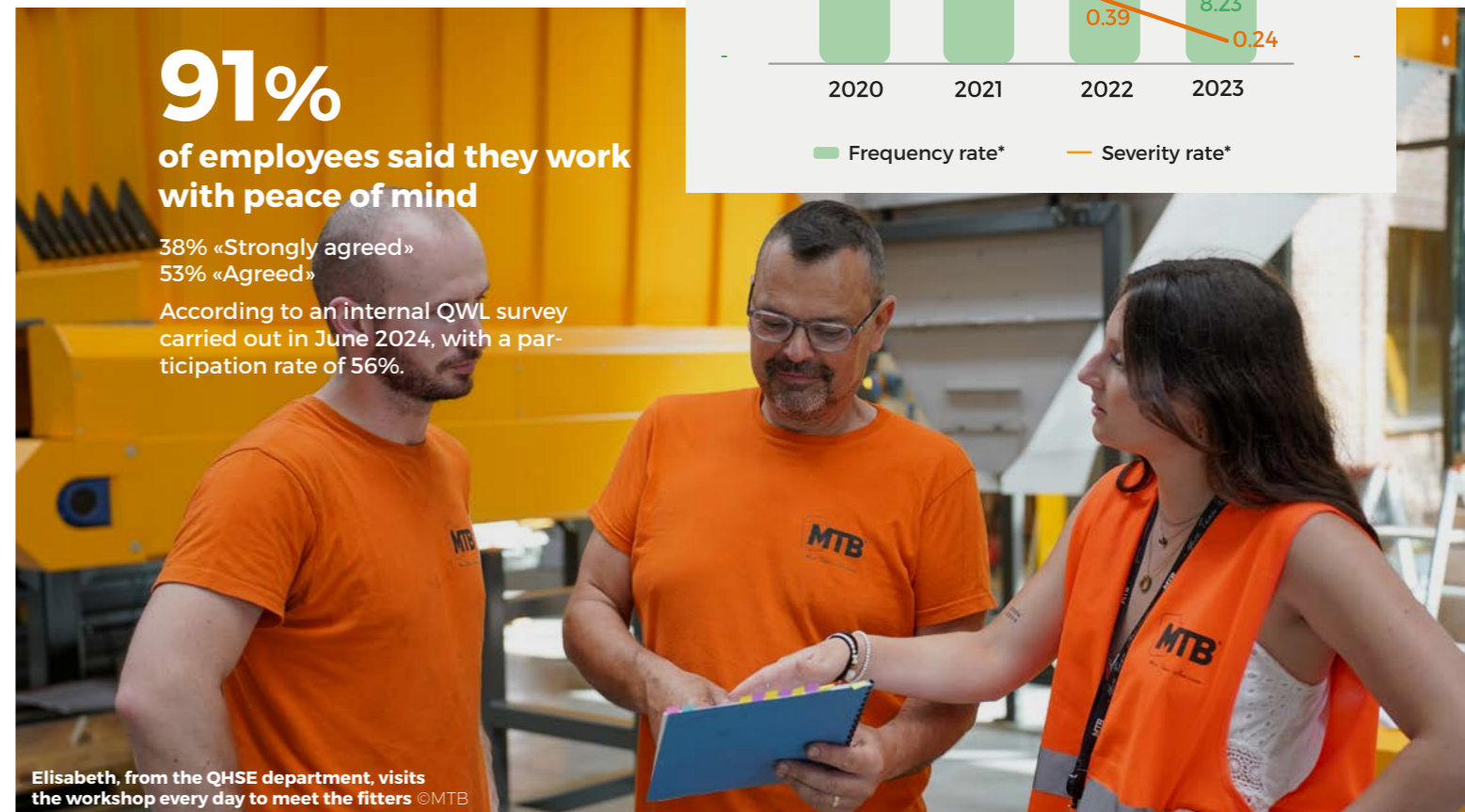
The strengthening of the QHSE team in 2023 has meant greater presence on the ground. Daily exchanges help to strengthen the links between the employees and the QHSE department and make it easier to pass information on.



## 91% of employees said they work with peace of mind

38% «Strongly agreed»  
53% «Agreed»

According to an internal QWL survey carried out in June 2024, with a participation rate of 56%.



Elisabeth, from the QHSE department, visits the workshop every day to meet the fitters ©MTB

\* Frequency rate: ratio between the total number of accidents (in the workplace) resulting in death or total inability to work of at least one day (excluding the day of the accident) and the number of hours of exposure to the risk, multiplied by 1,000,000.

\* Severity rate: ratio between the number of calendar days actually lost as a result of accidents at work (in the workplace) and the number of hours exposed to the risk, multiplied by 1,000.

## Well-being

# 94%

of employees said they feel attached to MTB

65% «Strongly agreed»  
29% «Agreed»

According to an internal QWL survey carried out in June 2024, with a participation rate of 56%.

# 96%

of employees said they enjoy their working environment

76% «Strongly agreed»  
20% «Agreed»

According to an internal QWL survey carried out in June 2024, with a participation rate of 56%.

# 3.18%

absenteeism rate in 2023

An average annual absenteeism rate of 5% is considered satisfactory.

# 10.2%

employee turnover rate in 2023

Employee loyalty confirmed by a turnover rate considered "moderate".

## FOCUS ON ...

### OUR INDUCTION PROGRAMME

During their first week at MTB, our new arrivals follow a particularly comprehensive onboarding programme and meet a number of different people:

- Human Resources department: personalised welcome
- QHSE Department: health and safety
- Head of communications and marketing: company history and values
- IT department: getting to grips with our digital tools
- General Services Manager: visit to Manufacturing and presentation of the facility
- Head of testing: visit to the Recycling Centre and presentation of the equipment

Our induction programme helps to **create a sense of belonging to encourage team cohesion**. What's more, it helps **to pass on the company's values and culture, thereby fostering support for our corporate project**.



**Jimmy Barbosa**  
Project Manager  
General Services



*Overall, I really enjoyed the induction programme, particularly the emphasis on the history of the company and its development plans. The visits to the Trept and Saint Chef sites were comprehensive and was a chance to meet the various departments.*

*As well as the explanations given by the various people involved in the induction process, the support materials provided (eg: the safety booklet and newsletters on MTB's history and product ranges), were a real bonus! All these resources and the kindness of everyone we met helped us to feel welcome from the moment we arrived.*

*In conclusion, I appreciated the quality of the induction programme and found it to be a great way of getting to know the company and the people involved, and getting a handle on the project."*

“ I'm proud to work for a great company like MTB, coming to work has real meaning for me! »

“ I'm very happy to be part of this group, I understand and share the management's vision. »

“ MTB takes care of its employees. The 4-day week is a good example of this. It's been a real benefit; giving us more personal time and means I can be there for my family at weekends. »

Citations from the comments section of an internal QWL survey carried out in June 2024, with a participation rate of 56%.



## The quest for work-life balance

MTB has always espoused the win-win model, internally and externally. As the company develops, grows and flourishes, so do its employees.

**As society changes, so must companies review and adapt their business models.** Accompanying the transition to a more peaceable society means **providing the conditions that allow employees to work in a way that is aligned with their lifestyles, while respecting the needs of the company.**

All of this means that the working week needs **to be organised with flexibility in mind.** Today, more than ever, we need to create value by adapting schedules to a range of external factors (climate, energy, social,

economic, diplomatic, etc.). **Flexitime and the 4-day week are key factors of the agility of the modern, sustainable company.**

More corporate flexibility, **more "me" time** (self, health, family, friends) **contribute to the serenity and performance of each individual** and opens up a new dynamic for employee and company alike.

Hence MTB's experiment with flexible working hours and a 4-day week over the past two years. **This experiment required more than a year's work by our teams, particularly HR, to find an organisation that would ensure full business continuity.**

After a year's testing, **the experiment still requires adjustments.** The challenge is to find the right balance that enhances the well-being of our employees while improving the overall efficiency of the company.

## FOCUS ON ... The benefits of the 4-day week

### For the employee:

- Rethinking lifestyles by reducing daily impact.
- Increasing purchasing power:
  - More time to consume better
  - Reduced journey times
  - Reduced childcare costs
- Building careers with peace of mind. The work/life balance is improved, so there's no need to wait until retirement to "enjoy" it.
- Living better, slower and more healthily.

### For the company:

- Improving working methods by encouraging information sharing and dissemination and the documenting of procedures, etc.
- Implementing more rigorous organisation and limiting time-wasting (shorter meetings, travel time, etc.)
- Ensuring employees disconnect to enhance performance
- Reducing absenteeism.

**94%**

of employees testing the 4-day week say they are satisfied with the new organisation.

79% «Very satisfied»  
15% «Satisfied»

According to an internal QWL survey carried out in June 2024, with a participation rate of 56%.

**91.4%**

of employees involved in the 4-day week say they find the link with their team satisfactory.

52.4% «Very satisfied»  
39% «Satisfied»

According to an internal QWL survey carried out in June 2024, with a participation rate of 56%.



**Réfa Pamir**  
Mechanic fitter



*I was immediately motivated to try the 4-day week. I get an extra day, meaning I can get things done without rushing around!*

*I can devote more time to my passion, car repairs!*

*It took a bit of getting used to at first, but now it's working! I'm just as efficient and it motivates me to be productive during the week.*

*Everyone should try it; it's a real time-saver!  
I'm really happy. »*

## Training and development

At MTB, **we encourage internal mobility**, whether that means a new job or new responsibilities. This approach is particularly favoured for the positions of coordinator and manager: 70% of vacancies have been filled internally.

Internal mobility at MTB is accompanied by a **career path to guide employees in their new roles**, encouraging the development of their skills.

**This whole approach helps to retain talent within the organisation.**

**8** people moved up in 2023

Including 6 transfers to coordinator, manager and project manager positions.

**84%** of employees say they think the company can offer them career development opportunities

38% «Strongly agree»  
46% «Agree»

According to an internal QWL survey carried out in June 2024, with a participation rate of 56%.

**Training work-study students is a good way passing on know-how and supporting local development.**

To make the most of their experience in the company, we have set up targeted **training courses for future tutors**, to provide the best possible support for these sandwich course students on their career path. The courses help tutors acquire the techniques and tools to guide their work-study students.

We have also set up a **special programme for Year 10 trainees to help them discover the diversity of the professions within the company.** This initiative introduces young people to the workings of the company, **strengthens links between generations and showcases our employees and their professions.**



**17** sandwich course students in 2023, of which, 8 in higher education and 9 new recruits.

**3** students hired in 2023 after their work experience period (work placement or sandwich course)

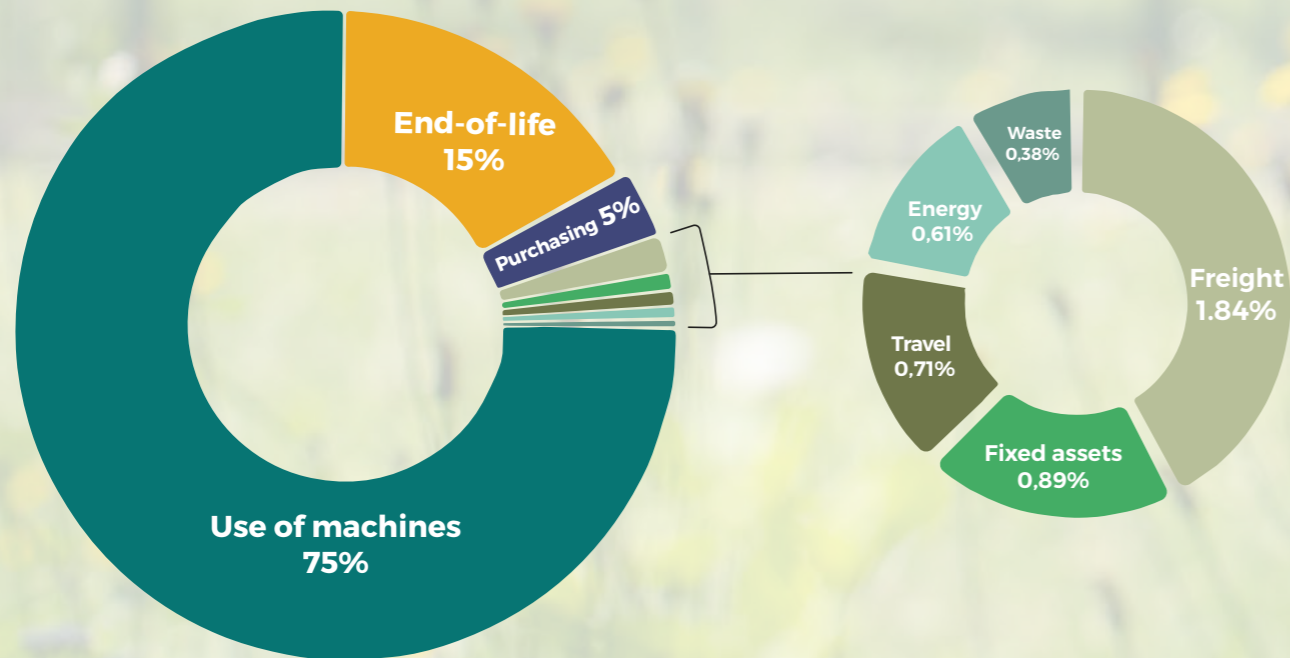
Elisabeth, Maxence and Martin at the MTB Recycling site in Trept, Isère (38) ©MTB

## 2. PRESERVING OUR CLIMATE

### Reducing our carbon footprint

Calculated in 2023, our carbon footprint (for the year 2022) amounts to:

**144 532 t éq. CO<sub>2</sub>**



## MTB IS COMMITTED TO REDUCING BY 30% the CO2 impact of its solutions by 2030

For each area of emissions, we have set up working groups made up of staff from different departments to gather as many points of view as possible and find the best possible ways of reducing them.

### Reduction options and actions:

#### Use of machinery: 108,379 tCO2eq.

Emissions arising from use of our machines on customer sites throughout their life cycle, according to the country's energy mix.

- **Motors:** for machines requiring substantial installed power, we use the best available technology: the synchronous motor.
- **Machine design:** we are working on energy loss during machine operation (reducing friction, limiting heat build-up, reorganising blades, etc.).
- **Customer support and service:** regular visits to diagnose and carry out preventive maintenance operations. Deployment of an intelligent platform (MyMTB) to help customers manage their equipment (settings and optimisation).



#### End of life: 22,559 tCO2eq.

Emissions from the end-of-life processing of machinery, of recycled raw materials sold and from everyday waste.

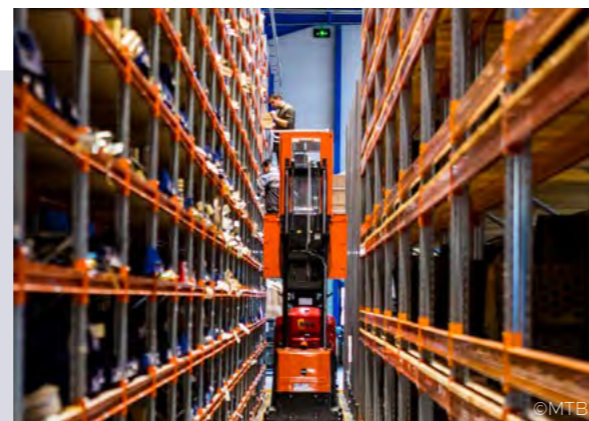
- **Product circularity:** identifying a material recycling channel for PEX (cross-linked polyethylene).
- **Machine retrofitting**
- **30% reduction in Big-Bag waste (single use):** reusable containers to transport shot.
- **Systematic reduction in landfill year-on-year.**



#### Purchases: 7,782 tCO2eq.

Emissions linked to MTB purchases: metals, screws, parts of all kinds, office equipment, canteen, future packaging.

- **Questions and discussions** with our suppliers about the materials they supply.
- **Reducing the quantities of materials** used to produce our machines.
- **Massification, pooling needs and challenging uses** in order to limit the volume and frequency of orders.
- **Limiting the use of communications materials:** useful products, made locally and sustainably, in the right quantities... (glass bottles, 196-page notebooks, refillable pens, etc.).



#### Inbound and outbound freight: 2,617 tCO2eq.

Upstream, we account for emissions generated by the transport of materials and parts from suppliers for machines (Manufacturing) and by recycling waste. Downstream, we account for emissions generated by the transport of machines and recycled raw materials to customers.

- **Benchmarking and discussions around carriers.**
- **Prioritising low-carbon transport:** considering the use of electric lorries on certain recurring routes.
- **Optimising parts shipping:** creation of tools (checklists) to limit the urgent transport of parts, which often relies on highly carbon-intensive means of transport.



#### Fixed assets: 1,295 tCO2eq.

Emissions generated by the manufacture of durable goods used by MTB: buildings, car parks, roads, canteen, recycling machinery, IT equipment (computers, screens, photocopiers, etc.), company vehicles.

- **Planting vegetation on sites.**
- **Extending the lifespan** of our IT equipment as far as possible to limit replacement.
- **Car fleet:** replacing part of the car fleet by purchasing rather than leasing to extend vehicle service life.



#### Travel: 1,020 tCO2eq.

Emissions generated by travel by MTB visitors/customers and by MTB employees during their home-work journeys and business trips.

- **Renewal of the fleet of electric vehicles** to include vehicles with greater range (100% electric vehicles rather than hybrids).
- The Balcons du Dauphiné Community of Communes has **set up a car-sharing platform.**
- **Switch to a 4-day working week:** one return journey less per employee.



#### Energy consumption: 880 tCO2eq.

Emissions generated by company vehicle and machinery fuel consumption, and by infrastructure usage (gas, electricity, air conditioning, etc.).

- **Creation of tools to monitor and analyse energy consumption.**
- **Audit of the site to identify initial quick wins:** work on the compressed air plants.
- **Optimisation of lines to limit internal logistics at the MTB Recycling site.**



## FOCUS ON ... ENERGY

# 4 800 MWh

Total consumption on our sites in 2023

# 545 MWh

Solar production in 2023

# 51 %

Self-sufficiency on the Saint-Chef site thanks to solar panels

The actions implemented by the Energy group and rolled out in 2023 have not significantly reduced energy consumption. However, in partnership with the IT department, an energy management system is currently being deployed. In particular, this involves introducing energy performance indicators and new tools to monitor energy expenditure and enable us to make the best possible decisions about consumption.

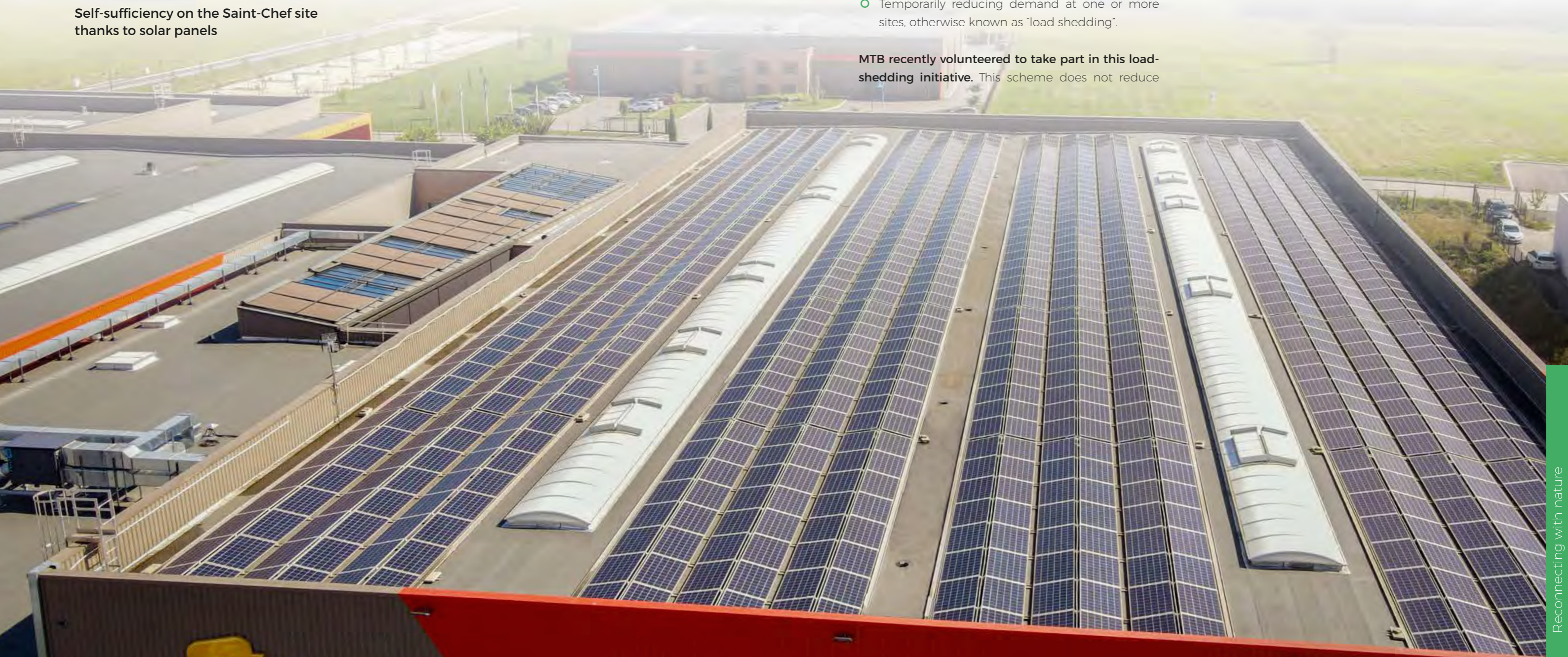
**For the French electricity network to run smoothly, the balance between production and consumption has to be just right.** Several actions can be taken to offset the high demand for energy at peak times and avoid outages:

- Activating production methods that emit large quantities of greenhouse gases
- Importing electricity production from neighbouring countries (with a more carbon-intensive mix)
- Temporarily reducing demand at one or more sites, otherwise known as "load shedding".

**MTB recently volunteered to take part in this load-shedding initiative.** This scheme does not reduce

annual consumption, **but it does help to make the grid more flexible, a key factor in the success of the ecological transition** and in achieving carbon neutrality by 2050. A more flexible electricity network means we can **better manage production contingencies, peak consumption, network constraints and better integrate renewable energies into the overall mix.**

During shutdown periods, production on the Recycling site is reorganised around core tasks such as maintenance, inventory-taking, etc.



## Avoided emissions

In 2022, we worked on calculating our carbon footprint (our A pillar). **This year we calculated our avoided emissions to understand and grasp the scale of our climate impact.**

We chose to work with **Carbone 4** to calculate the avoided emissions from our copper business: from the shot produced at our recycling site to the manufacture of machines used to process cables containing copper.

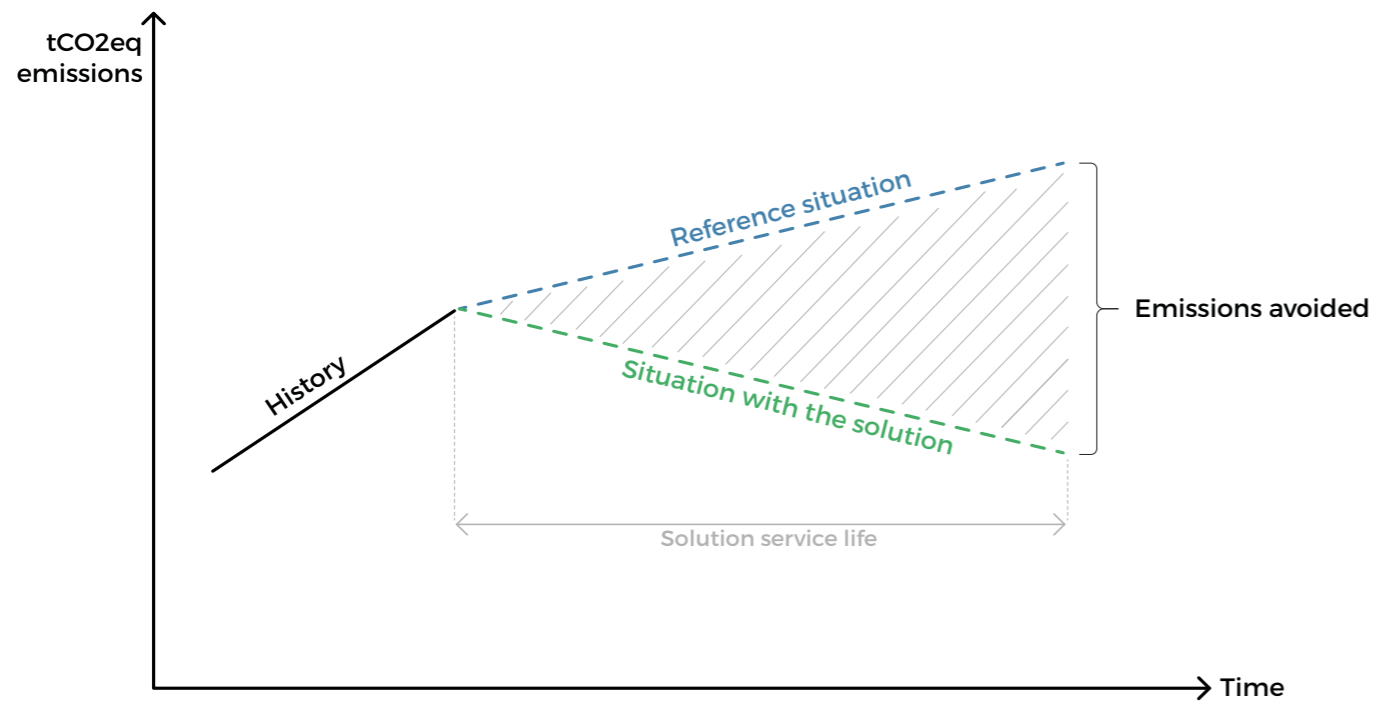
**?** Avoided emissions, also known as "Scope 4", represent reductions in greenhouse gas (GHG) emissions achieved by an organisation's activities, products or services, but outside the direct scope of its activity. For example, this may include emission reductions achieved through the sale of less polluting products or services, in place of higher-emission alternatives. These avoided emissions are important because **they contribute to global carbon neutrality by offering more sustainable solutions.**

The general methodology for calculating avoided emissions relies on three key stages:

**1/ Define and calculate emissions in the reference scenario**

**2/ Calculate emissions in the situation with the chosen solution**

**3/ Calculate the difference in emissions between the two**



After having Carbone 4 calculate the emissions from our copper business, we applied their certified calculation method to our aluminum business.



# RESULTS



The calculation of our avoided emissions for our copper recycling machines was carried out in 2023 based on 2022 data.



# WHAT DOES THE FUTURE HOLD?



MTB management has been **aware of the scale of the climate crisis** for more than a decade. There's a strong temptation to give in faced with the scale of the problem. More than ever, people might feel powerless and be tempted to retreat.

But at MTB, **we refuse to accept this possibility**. Within our teams, our aim is clear: **to change attitudes by setting an example, to show that it's possible!** We know that we have a duty to propose solutions and to get as many people on board as possible.

## The result of that ambition is Mission 2025.

Mission 2025 is a **4-year internal action plan** aimed at creating a balanced and caring ecosystem to develop sustainable and collective solutions for our children. The plan has already given rise to a multitude of actions, which are described in this report and in that of last year.

In the face of intensifying environmental, social and economic crises, **we need to go further**: accelerate awareness and action.

So, in 2024, from the Mission 2025 internal action plan, the **"Pour Nos Enfants" (For our children) initiative was born**. Through this platform, which is aimed at everyone, **MTB wants to embody the change in society that we all need to work towards to ensure a sustainable and desirable future for our children**.

The Pour Nos Enfants website is an interactive showcase for all MTB's environmental initiatives.

The ambition of Tomorrow, For Our Children, is to

create a legal structure to inspire and raise awareness on a wider scale by making resources available, sharing initiatives, networking and, of course, continuing our efforts to support local, sustainable and resilient initiatives.



**Scan or click to find out about Pour Nos Enfants**

# MONITORING INDICATORS

## PRESERVING OUR RESOURCES BY TARGETING ZERO WASTE

INDICATORS	2022 DATA	2023 DATA	OBJECTIVE
Number of recyclability studies	4		Supporting more and more manufacturers in their eco-design projects
Number of waste types treated during trials	6	10	
Number of trials carried out	100	130	
Percentage of customers satisfied with the trials: MTB "fully" met their expectations <sup>1</sup>	60		80 for 2024
Percentage of customers satisfied with the trials: MTB "partially" met their expectations <sup>1</sup>	20		20 for 2024

## BEING AN INDUSTRIAL MODEL THAT CREATES THE WAOUH EFFECT

Percentage of employees aware of the Climate Fresk	30	60	100% by 2024
Number of hours of machine training		1718	
Number of visitors	1845	1642	Sharing our industrial model with as many people as possible
Percentage of French supply	87	88	Constant
Percentage sourced in Auvergne-Rhône-Alpes	50	49	Constant
Number of jobs created in Auvergne-Rhône-Alpes during the year	40	22	Constant
Amount spent in Auvergne-Rhône-Alpes during the year (€m)	19	11.5	15 million € in 2024

## RECONNECTING WITH NATURE TO PRESERVE LIFE

Percentage of energy self-sufficiency thanks to solar panels at the St-Chef site	50	51	60
CHG emissions - tCO2eq	144 532		-30% per work unit by 2030
Percentage of employees working with peace of mind <sup>2</sup>	88	91	More than 90%
Accident frequency rate	12.6	8.23	Maximum reduction
Accident severity rate	0.39	0.24	Maximum reduction
Hours devoted to safety awareness	250	3200	1000
Percentage of people who think MTB can help them develop within the company <sup>2</sup>	92	84	Constant
People who changed jobs during the year	11	8	Encouraging internal mobility
Number of sandwich course students and trainees taken on during the year	3	3	Offer as many work-study students as possible the opportunity to develop within MTB.
Number of sandwich course students renewed for further study during the year	2	8	
Percentage of people attached to MTB <sup>2</sup>	93	94	100
Staff turnover experienced (as a percentage) during the year	4.35	0.88	Maximum reduction
Staff turnover rate (percentage)		10.2	Constant
Percentage of people who appreciate their working environment <sup>2</sup>	92	96%	100
Emissions avoided thanks to our production of recycled aluminium shot	25 830 t CO2	28 137 t CO2	Produce more and more recycled shot to replace high-carbon raw materials
Emissions avoided thanks to our production of recycled copper shot	3 900 t CO2	4 136 t CO2	
Emissions avoided thanks to our work as a manufacturer of machines for recycling copper cables (calculated over the lifetime of the machine).	2.1 M t CO2		Manufacturing more and more recycling machines

<sup>1</sup> : According to a customer satisfaction questionnaire sent out at the end of each trial.

<sup>2</sup> : According to a Quality of Life at Work questionnaire carried out in June 2024.

## PRODUCTION

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### EXTERNAL RESOURCES

Planning a Climate Fresk:  
<https://fresqueduclimat.org/organisations/>

Carbon footprint calculation consultancy: Impakt. <https://www.impact.io/>

Carbone 4, the consultancy that helped us calculate our avoided emissions: <https://www.carbone4.com/contact>

Energy metering plan support agency: IDDO Au fil de l'énergie.  
<https://www.linkedin.com/company/iddo-au-fil-de-l-energie/>

Dominique Steiler, holder of the UNESCO Chair for a Culture of Economic Peace:  
<https://www.linkedin.com/in/dominiquesteiler/>

First aid training organisation: Institut National de Recherche et de Sécurité pour la prévention des accidents du travail et des maladies professionnelles.  
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