



# SUSTAINABILITY Roadmap

Moving forward together

March 2023



We make it **possible**



# MOVING FORWARD...

We are committed to pledges made in Paris in 2015; reducing our emissions and acting sustainably for the planet and for future generations, as defined by the 17 Sustainable Development goals adopted by all United Nations Member States. For Hutchinson we aim to fully meet this engagement.

We believe that companies can contribute to making the world more sustainable in combining the three pillars of Sustainable Development: Social, Economic and Environmental. This roadmap explores the concrete actions we are taking to deliver on these commitments for 2023, 2030 and 2040, including our aim for net carbon neutrality for all scopes and all markets by 2050. Hutchinson will play a leading role in fulfilling this obligation and our roadmap demonstrates how we are becoming part of the solution.

Serving the Green Industries and supporting the transition of the Mobility on land, at sea, and in the air are our main fields of action. We have the technologies, capabilities and global reach to embrace the Electrification and Sustainability challenges and opportunities.

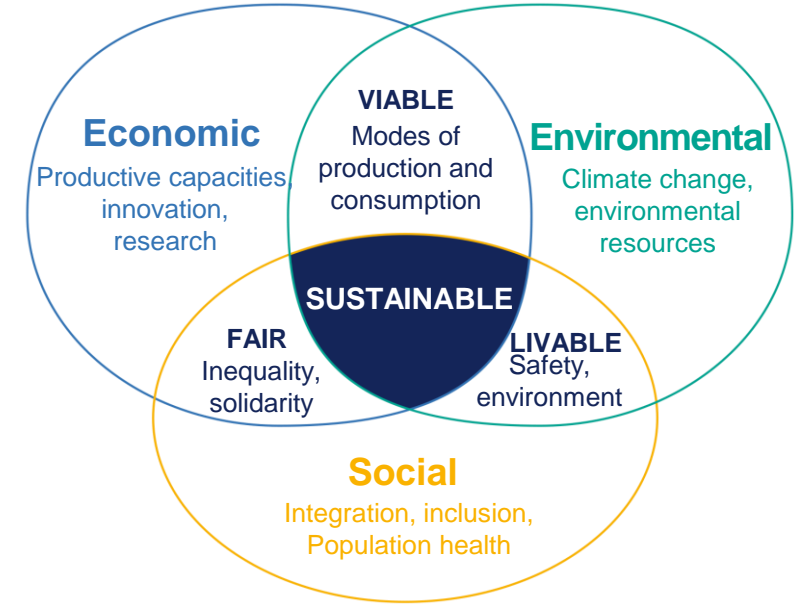
Together with our 40,000 employees, customers, suppliers and all stakeholders, Hutchinson will take actions now to co-create a brighter future for everyone, everywhere.

It's not just a roadmap for us but a roadmap for collective action for a sustainable world.

**Helene Moreau-Leroy**  
Chairman and CEO



# ... TOGETHER ...



## 17 SUSTAINABLE DEVELOPMENT GOALS set by the United Nations



# ... WITH A LONG TERM VISION ...



# TOGETHER WITH OUR EMPLOYEES, CUSTOMERS AND SUPPLIERS



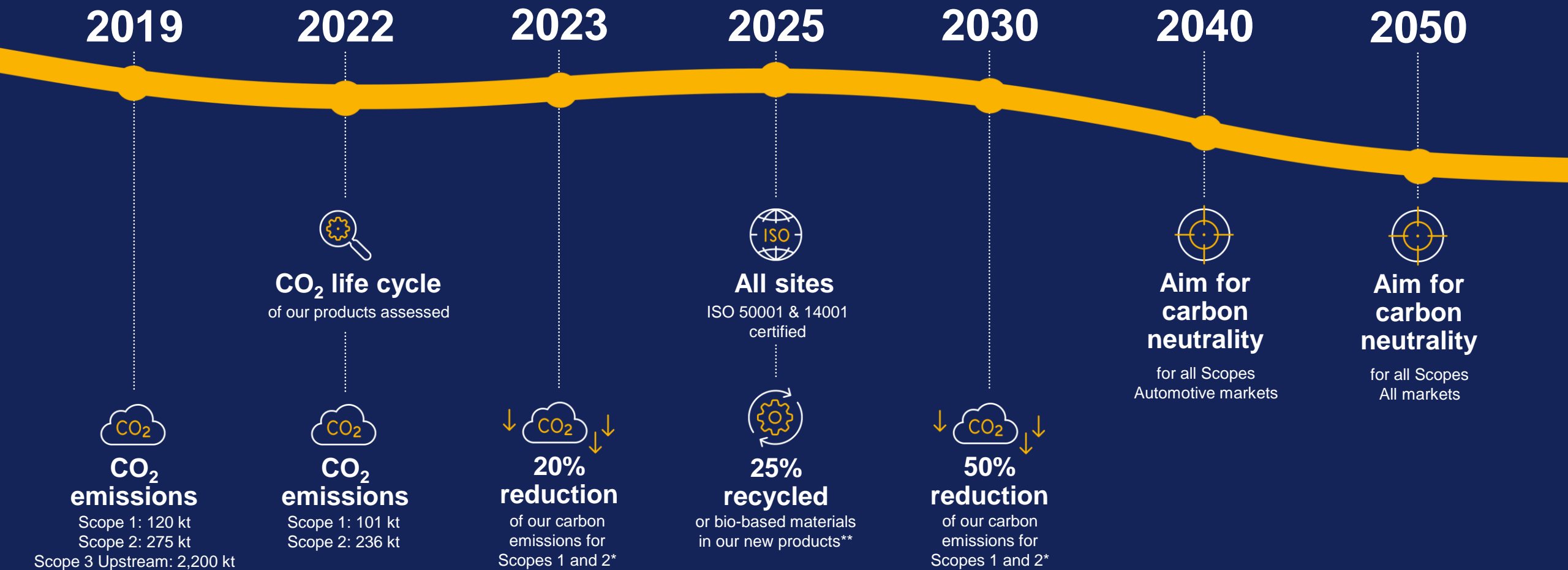
## The whole group onboard



## Close to our customers\*



# OUR PATH TOWARDS CARBON NEUTRALITY



# A HISTORY OF INNOVATION SERVING ALL MOBILITY NEEDS

## Elastic suspension

Pioneer in elastic suspension for vibration dampening

1936



## Primary suspension for Trains

On board the first TGV for passenger comfort

1981



1980



## Hydraulic suspension for engines

Pioneer in hydraulic engine suspension for superior passenger comfort

## Magnetic sensor encoders for Anti Blocking Systems

Pioneer in magnetic sensors for accurate rotational speed measurements

1996



## Cabin fire protection

Pioneer in fireproof materials for thermal & acoustic insulation systems for aircraft and space

2009



2015



## Thermoplastic air conditioning loop

Pioneer for lightweight systems

## Elastic belt for electric vehicles

Auto-tension elastic transmission belt for easy fit and energy saving

2020



## Cooling Module

Automotive all in one thermal management concept. Ultra compact design, energy efficiency, Recyclability.

2023



# CREATING VALUE THROUGH SCIENCE & TECHNOLOGIES

## INTERNAL NETWORK OF R&D COMPETENCIES

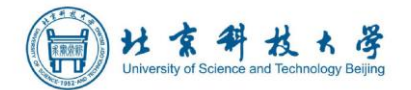


**2,300**  
People



**5%**  
Of our revenue invested  
in R&I

## EXTERNAL NETWORK OF PARTNERS



Multi-material engineering

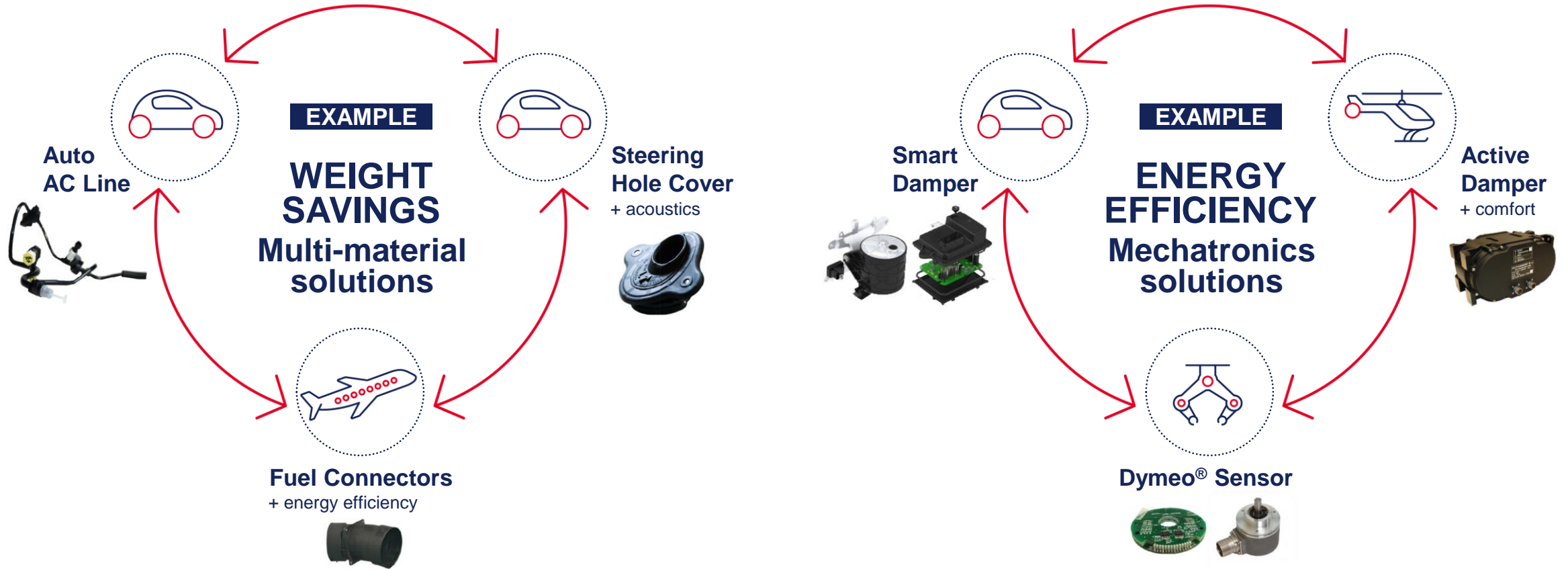
Elastomers, Thermoplastics & Composites

System characterization

Mechatronics & connected systems

Multi-physics modelling

# CONNECTING OUR TECHNOLOGIES TO MULTIPLE INDUSTRY APPLICATIONS



## LEVERAGED EXPERTISE



Multi-material  
Engineering &  
LCA know-how



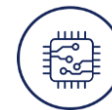
Mechanical  
Engineering



Numerical  
Modelling



NVH\* at  
System Level



Hardware,  
Software,  
& Sensor Design



# CREATING NEW SOLUTIONS TO SUPPORT A LOW CARBON MOBILITY

## Fuel cell vehicles

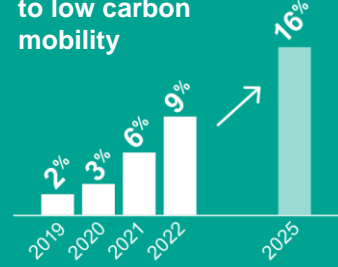
- Hutchinson provide supplier on new fluid transfer solutions



## Composite technologies with function integration

- Connection rods in aircraft
- 30% weight savings

% of sales to low carbon mobility

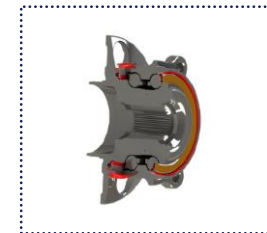


## Battery Casing Seal

- High temperature & fire resistant
- Lightweight



**CO<sub>2</sub> reduction is paramount. Thanks to its multi-expertise and multi-market DNA, Hutchinson has marketed numerous solutions to support a low carbon mobility.**

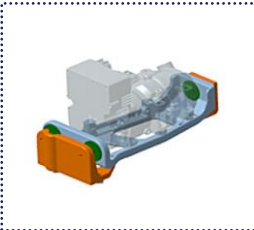
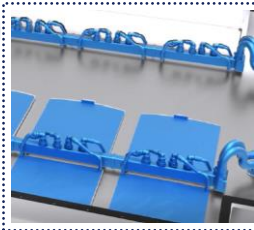
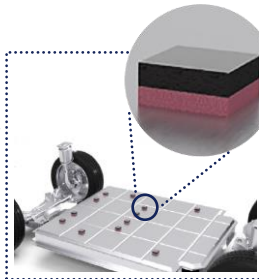


## Low friction wheel bearing torque

- 25% reduction of seal friction torque
- 10% reduction in friction across the entire bearing

## Battery Thermal Spacers in Electrification

- Water tight
- High temperature & fire resistant
- Lightweight



## Mechatronics & connected systems

- Data acquisition systems for predictive maintenance

## Battery Cooling Lines & Connectors

- Light & flexible
- Leak proof design
- Recyclable

## Multiphysics modelling

- Automotive bracket for engine mount
- 60% weight savings

# INNOVATION IN THE CYCLING INDUSTRY

## Circular Economy (short loop)

### Use of recycled materials from tires

- Recycled carbon black



### Use of recycled materials from mainstream products

- Tire reinforcement made from recycled plastic bottles

**We have been producing bicycle tires for decades. Delivering more sustainable products for cyclists is a basic, congruent with the choice of this very low carbon mobility.**

### Limited Edition of Green Tire

- Hutchinson Gridskin smart design allows for significantly reduced environmental impact during manufacturing



### Butyl'UP

- Reuse of recycled Butyl from inner tubes in new products



# INNOVATE WITH PARTNERS TO CREATE A DECARBONIZED WORLD

**TotalEnergies, Eiffage and Vestas**

## Floating windmills

- Quick mooring line connectors



**eCitaro**

## Battery thermal insulation

- Thermal insulation for batteries in electrical buses



**eVTOL partner**

## Acoustic solutions

- Multi-material assemblies for VTOL mechanical and acoustic performance

**Hutchinson is looking for opportunities in low carbon business while supporting our legacy customers in transitioning to low carbon economy.**

## Window thermal insulation

- Eco-designed window seals significantly reducing windows U-value, up to 15%



**Electreon**

## Wireless charging

3 km of road already equipped and more to come

- Wireless charging system of electrical vehicles



# FOSTERING THE CIRCULAR ECONOMY IN DIVERSE ASPECTS



## Use bio-based & recycled materials

- Use Bio-based carbon black, PP/TPV, natural rubber
- Reduce & Reuse plastics waste (PP, overpacking plastic elimination)



## Use Reclaimed rubber

- New compounds with recovered rubber

**We take care of our planet's resources by developing new sustainable materials for our products. This is our path to the circular economy and environmental protection.**

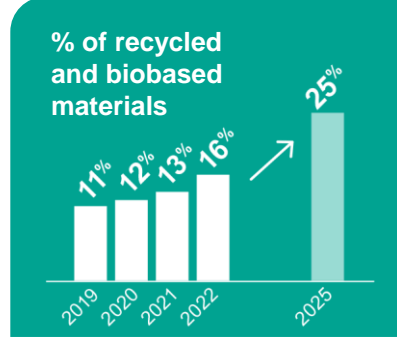
**Recover**

**Recycle**

**Reuse**

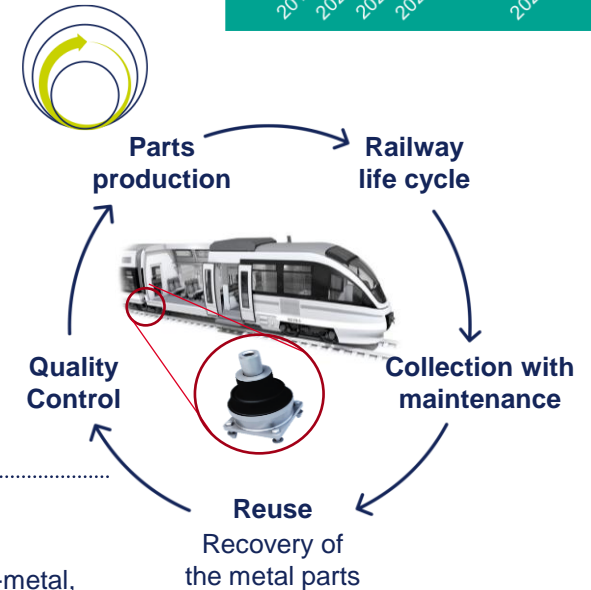
**Biobased**

Natural circular economy by definition



## Extend product lifecycle

- Re-use of the metallic components of railway antivibration elastomer-metal, (CO<sub>2</sub> improvement : 40%)



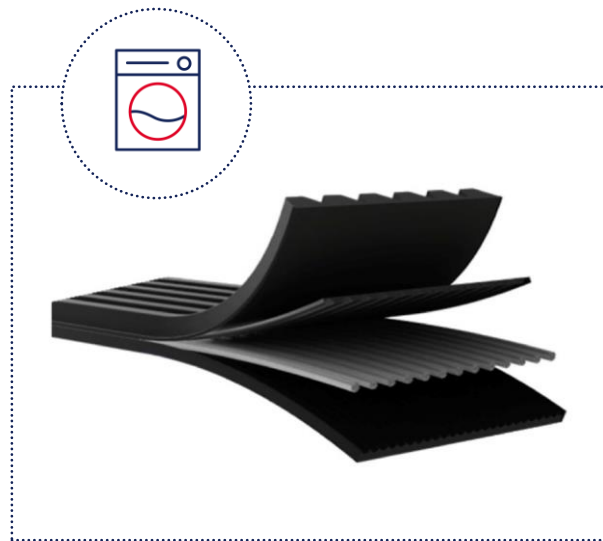
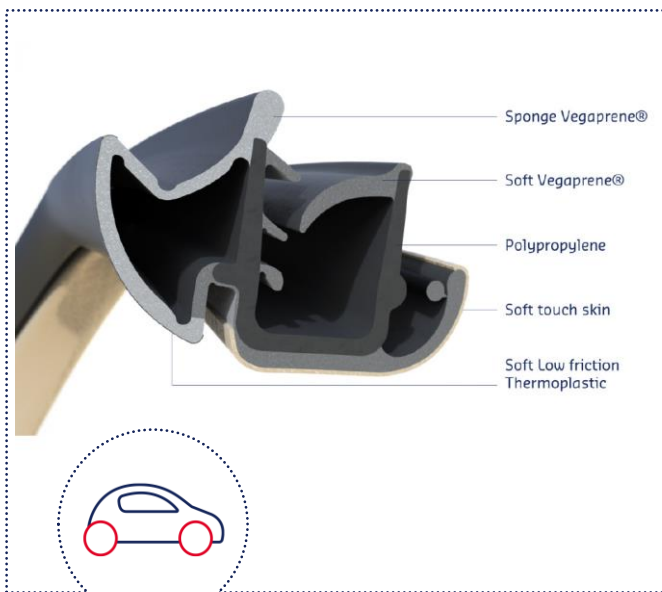
# DEVELOPING SUSTAINABLE PRODUCTS THROUGH ECO-DESIGN

## EXAMPLE

### Full thermoplastic door seal

- 49% lighter vs. metal insert
- 35% CO<sub>2</sub> emission saving
- 100% recyclable

Over 1.5 million pieces sold with 4 premium vehicle programs



OUR TARGET

CO<sub>2</sub> lifecycle assessment of our products serving eco-design purpose

## EXAMPLE

### The “Green Belt” for Household appliances

Same performance & less environmental footprint by design

- 20% weight saving
- 10% CO<sub>2</sub> emission saving
- 25% biobased and recycled material

## EXAMPLE

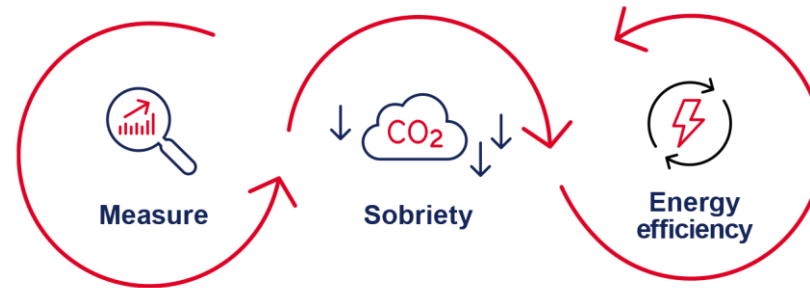
### Dynamic Grommets for automotive door systems

Eco-design including use of Vegaprene®

- 30% weight reduction with TPE
- 45% CO<sub>2</sub> impact improvement (cradle to gate) vs standard rubber grommet



# ROLLING OUT AN ENERGY EFFICIENT ROADMAP AT OUR SITES



ISO 50001 certified sites  
(as a % of the total no. of sites)



**The first step is to implement ISO 50001 energy management certification for all sites; which starts with measuring our consumption, implementing sobriety and energy efficiency.**



**Ingrandes (France), Sousse (Tunisia) & Madrid (Spain)**

**Optimize our monitoring through IoT real time electric consumption**



**All Hutchinson sites**

**Sobriety on sites**

- limit our energy consumption,
- LED lights
- heating
- Insulation.



**Bielsko-Biala (Poland) & Saint-Brieuc & Chateaudun (France)**

**Energy efficiency**

- 80% of the heat from working compressors recover
- cover our needs for heating (Air or Water)
- 20% saving natural gas consumption



**Amiens (France)**

**Heating by groundwater**

- elimination of the gas boiler replaced by a heat pump with water/water exchanger,
- the water used provide from the groundwater



# MOVING TO LOW CARBON ENERGIES

## Solarization

- Install panels on our plants, according to a pluriannual solarization roadmap

### Wuhan plant (China)

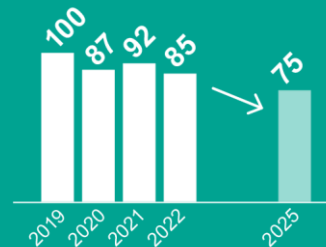
- 3,280 solar panels
- 1,500 MWh produced- 900 T CO<sub>2</sub>/year



## Wind power

- Develop partnerships for existing and future projects to secure long term contracts on renewable power

CO<sub>2</sub> emissions scope 1 and 2 (based 100 in 2019)



**Another step is to reduce the CO<sub>2</sub> content of the energy we use in our plants. We will achieve this goal with the support of TotalEnergies: a world leader in renewable energies.**

## TotalEnergies

- As part of TotalEnergies, a world leader of renewable energies, Hutchinson has access to PPA (Purchase Power Agreements)



## Bio gas

- Explore contracts with biomethane suppliers to replace fossil gas



## Biomass

### Extrema plant (Brazil)

- Fossil gas replaced by biomass to produce process steam



## Solar PV farm

- Contract with existing renewable energy suppliers



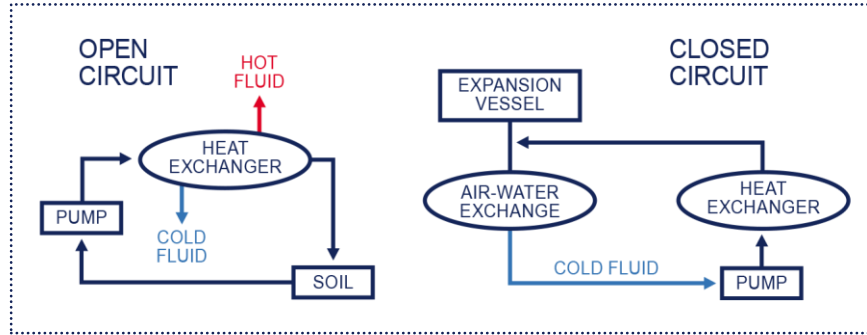
# REDUCING ENVIRONMENTAL IMPACT - WATER



### Monte Alto (Brazil)

#### Water reuse cooling system

- Reuse water discarded after treatment using electrochemical catalysts that do not use chemicals
- Enabling the reuse of 35 m<sup>3</sup>/month
- 15% reduction of water consumption in 2022



### Cernay (France)

#### Investing in innovative equipment to preserve our water resource

- Investment in a closed-circuit cooling system

**CO<sub>2</sub> is paramount, but we address other environmental impacts as well; notably water withdrawal. Hutchinson is committed to reduce the use of this scarce resource.**

### Sousse (Tunisia)

#### Exploitation of recovered water

- Avoid withdrawal of fresh water

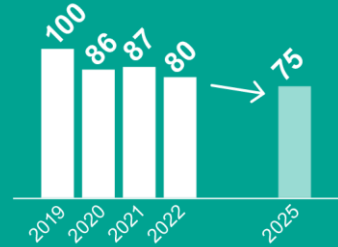


### Casablanca (Morocco)

#### Use water saving kit

- Limit water consumption to the strict minimum by using smart plumbing fixtures

Water withdrawal (based 100 in 2019)





# REDUCING ENVIRONMENTAL IMPACT - WASTE

## IoT to optimize our processes

### Celaya (Mexico)

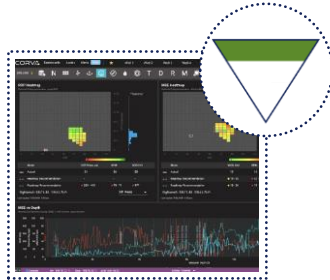
- **Smart extrusion:** AI algorithm improve our extrusion set-up to decrease our scraps

### Wuhan (China)

- **Smart mixing:** AI algorithm improve our mixing processes

### Chateau-Gontier (France)

- **Smart moulding:** new design to outstanding geometric



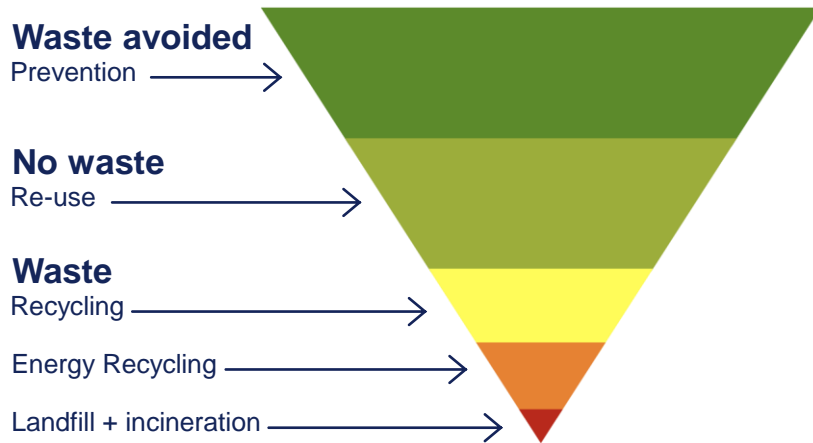
### Armiñón (Spain)

## Eliminating overpackaging in the supply chain

- Elimination of overpackaging reducing the quantity of cardboard used



**We limit our environmental impact by reducing waste to its lowest possible level. We create value, and avoid landfill, by giving a second life to materials, and recycling our waste.**



### Briare (France)

## Giving production waste a second life

- 200 T of waste is collected every 2 months by a soft floor manufacturer



### Żywiec (Poland)

## Recycle of plastics scrap

- New loops for the collection & regeneration of high-performance polymers while minimizing CO<sub>2</sub> emissions



### Bielsko-Biała (Poland)

## Setting up intuitive waste management adapted to Hutchinson's activities

- Selective sorting



# ACTING WITH OUR SUPPLIERS (1/2)

With upstream scope 3 emissions estimated to be five times the total Hutchinson Scope 1 & 2, Hutchinson is committed to engage all suppliers in greenhouse gas management and align their action with the industry trend: carbon neutrality commitment, renewable electricity, circular economy, life cycle analysis and fair governance.

These requirements have been set up in 2021 with short term goals and are monitored on a regular basis to achieve a premium performance in the long term.

## 5 requirements to fulfil



**Carbon neutrality**



**Renewable electricity**



**Circular economy**



**Life cycle analysis**



**Governance**

## Short-term objectives

Flow down Hutchinson expectations to our supply base



Get suppliers commitment

Integrate our requirements in the purchasing strategy



Monitoring through data and KPIs

## Long term objectives

### Scope 3 upstream as defined by GHG protocol

1. Purchased goods and services
2. Capital goods
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)
4. Upstream transportation and distribution
5. Waste generated in operations
6. Business travel
7. Employee commuting
8. Upstream leased assets

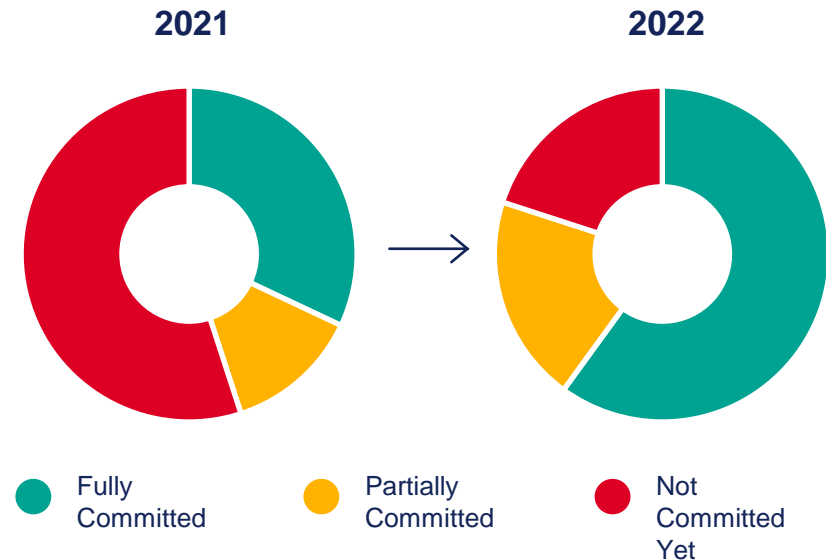


A compliant supply base



# ACTING WITH OUR SUPPLIERS (2/2)

## Suppliers' sustainability commitment is moving forward



In 2022, the proportion of our main suppliers fully committed to our 5 sustainability axes have moved from 31% to 55%, 20% are now partially committed.

Our ambition is to achieve 100% commitment in the short term.

## Our 2021/2022 achievements

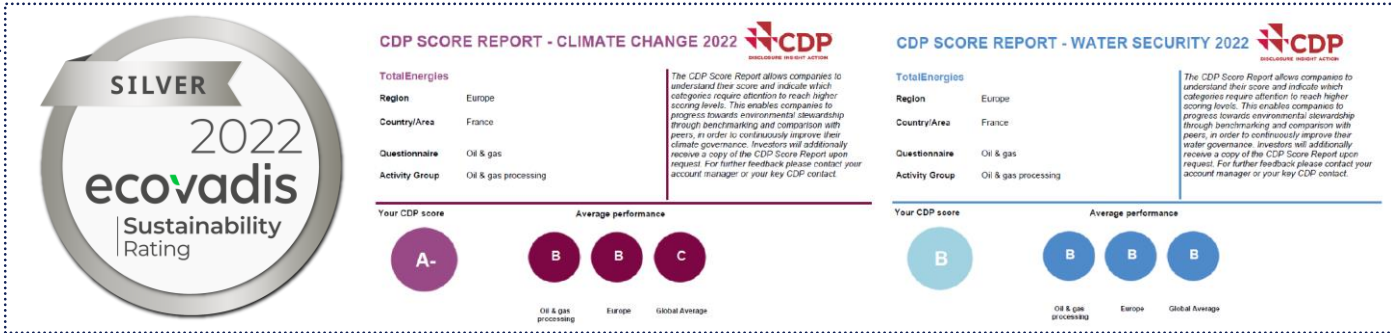
- Training of our purchasing community on sustainability challenges.
- Update of our documentation to introduce sustainability principles & requirements.
- Organization of a Supplier Day mainly focused on sustainability.
- Suppliers assessment of their maturity level and roadmaps.



# SUPPORTING OUR AMBITION WITH STRONG AND FAIR GOVERNANCE

## Recognized certifications

- ECOVADIS (With TotalEnergies Refining & Chemicals)
- CDP Climate & Water
- C2C (Material Health)



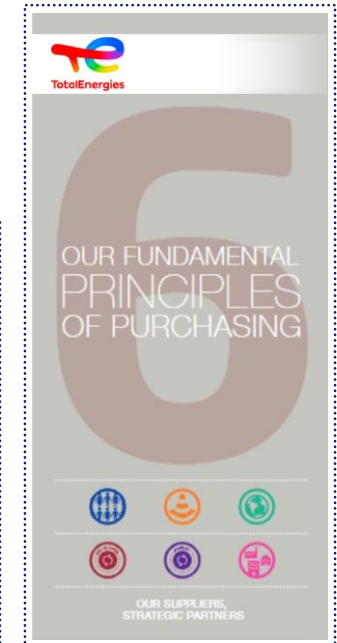
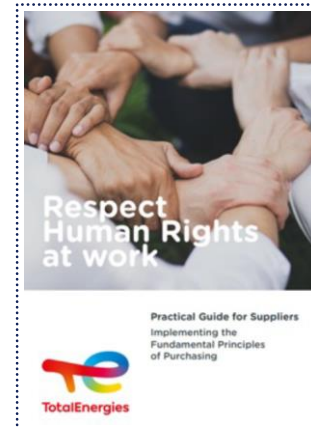
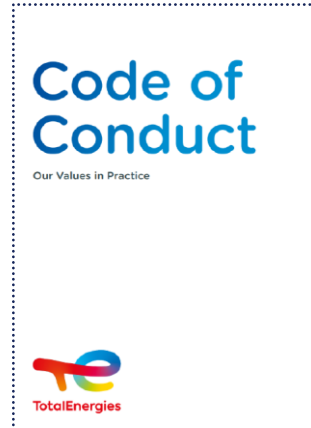
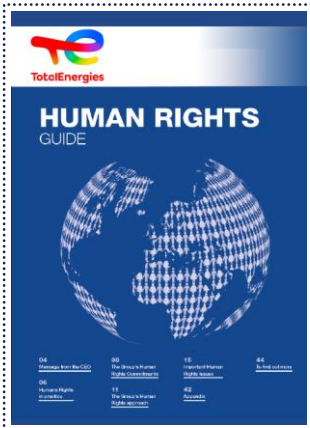
**Our governance is based on the fundamental principles of our parent company TotalEnergies. Performances and certifications are consolidated with the Refining and Chemical Branch.**

## Safe materials

- Certification C2C Material Health for buildings seals (VEGA 7011)

## Business Ethics

- Our references documents



# PROMOTING OUR FUNDAMENTALS (HEALTH, SAFETY)

## Chemical regulations compliance

- Being compliant to chemical regulations: a must in our business



## Safety: For Me, For You, For All

- The Motto of the Company



PLANDO CHECKACT

## SAFERING

- The formal Safety management system
- 100% of our sites are evaluating according to "SAFERING" standard and/or ISO 45001 certified

**Employee safety is fundamental for Hutchinson; with a proven record of TRIR\* < 1 since 2015. We promote a safe and healthy workplace daily with updated initiatives.**

Safety at Work

## The 12 Golden Rules



## The Golden Rules

- A memento to check every day my commitment to safety



## World Day For Safety

- A dedicated moment to reinforce the safety culture

# TRANSFORMING WITH OUR PEOPLE

## Diversity, equal opportunity & inclusion

- Caring for the diversity in our recruitment and promotions
- Promoting strong local executive teams to manage our plants worldwide
- Women will represent 25% of the High Potential employees and 30% of the local Management Committees by 2027,



## Social dialogue

- One monthly meeting of employee representative bodies at all its sites\*
- Existence of an European Representative Body



## Quality of life at work

- Promote a flexible modern and attractive work organization for our employees while combining collective efficiency and technical constraints in a safe working environment
- Organize and develop teleworking with clear rules, when possible

## Training & Skills development



- Anchor training culture to develop skills through on-site, remote and on the job training through an efficient HR Information System
- by 2027, 95% of people worldwide will receive a minimum of one training session per year

## Our employees are at the heart of our performance, our joint success relies on their engagement and well being.



## Engagement of our employees

- Listening to our employees is key to achieve our sustainability journey.
- Our employees are surveyed every two years about the company's future and their engagement at work (2022 score : 71%)
- Build on our employee survey to continuously improve a positive engagement level

## Parenthood

- Fair approach to parenthood within the professional life
- By 2027, 100% of women or first parent going on maternity leave will have at least 14 weeks of leave with their basic salary maintained at 100% over this period
- Fair return after maternity leave



## Care & Social Protection

- Ensure a living wage and quality social protection for all our employees, regardless of their location
- by 2027, 80% of our entities will offer a medical check-up every 2 years,
- by 2027, 100% of our employees will be covered by a death insurance equivalent to 2 years' salary

\* In accordance with local social laws.



# FOSTERING AWARENESS AND TRAINING



## Raise employees' awareness on ISO 50001 & Energy efficiency

- Digital tool to share our best practices
- Empowerment of the teams: example of Łódź 2
- Eco-gestures campaign: example Joué-Les-Tours



## Raise employees' awareness to climate change and other sustainability challenges

- 10 e-learning posted on intranet addressing sustainability challenges
- Deployment of the Climate Fresk: >1000 people trained
- Sustainability challenges included in the Onboarding process for new employees

## Sustainability starts with awareness and training of our employees. We have designed a set of various trainings for beginners and experts to improve the knowledge of everyone and make sense to all.

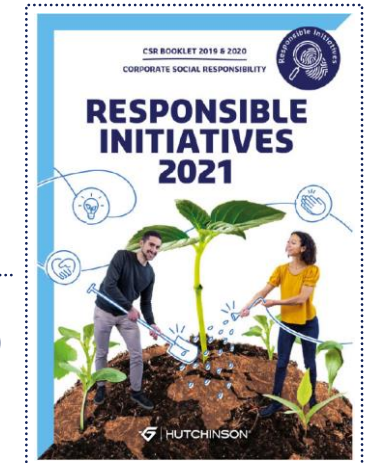
### Encourage innovation mindset

- Challenges and Awards organized throughout the company
- Innovation Camp

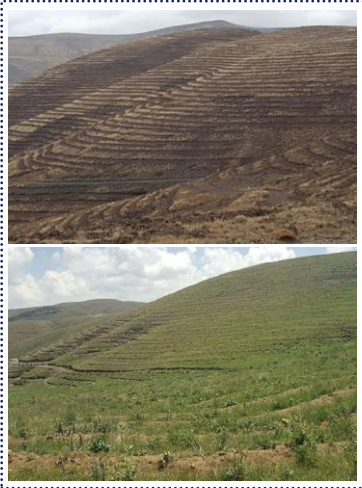


## Raise employees' awareness with responsible initiatives (environment, care, energy, water)

- More than 300 actions recorded every year



# PROMOTING LOCAL INITIATIVES



## Izmir (Turkey)

### Nearly 500 young trees have been planted

- Thus, every time a Hutchinson employee has a birthday, a shrub to be planted by the foundation on the employee's behalf



## Braşov (Romania)

### Supporting charities via an action for nature

- The site thus contributed to the development of the green area of the association "Speranța Pentru Copii" (hope for children) by supplying and planting trees and planting them with a team of Hutchinson's volunteers

**Our sustainability journey continues via numerous local initiatives, such as sharing our commitment, caring for the local biodiversity resources and the people in our local communities.**



## Moirans & Briare (France)

### A sheltered workshop for personal development of disabled staff

- Moirans workshop accommodates 5 to 10 employees each day
- The 18 users currently represent 24% of the Briare factory's daily workforce



## Łódź 2 (Poland)

### Creating team cohesion through planting of shrubs for biodiversity

- 50 employees joined forces to plant "Paulownias" which can capture 10 times more CO<sub>2</sub> and release 4 times more Oxygen than an ordinary tree

## Monte Alto (Brazil)

### Making children aware of tree planting

- 20 trees were planted with schools thanks to collecting of dried seeds

## (Eastern Europe)

### Mobilization of teams for Ukrainian refugees

- Hutchinson teams have taken the initiative to help Ukrainian refugees by donating to the Polish Red Cross and also volunteering at the border to provide help



# LET'S MOVE FORWARD TOGETHER

Employees, customers, suppliers and all stakeholders have a shared responsibility to achieve carbon neutrality, more circular economy, fair and inclusive governance and preserve biodiversity.

Let's join forces to continue designing innovative solutions and comprehensive renewed business models to shape a sustainable mobility.

**TOGETHER**, we can meet that challenge.





Hutchinson employees fully support this sustainability roadmap

