

**MOBILIS<sup>®</sup>**  
CARE & CARRY

CREATOR OF  
POSITIVE  
IMPACTS



# HUMANLY COMMITTED TO THE FUTURE

Introduction by **BENOÎT JEANNEAU**, President & **MARC FERNANDEZ LADO**, General Manager of MOBILIS® group

“MOBILIS® is above all a story of men and women who share common qualities and values. For 30 years, MOBILIS® has relied on continuous innovation while respecting social and environmental ethics.

Our values are the main principles that frame and guide our day-to-day actions. They are our benchmarks for what is expected of each of us in our professional activities and when we are in contact with our employees, customers, shareholders and business partners.”



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SINCE 1993, we designs and manufactures **protectives cases, computers bags and accessories** to protect and transport mobile devices.

**/// KEY FIGURES 2023**

- 20M€** Turnover
- 7** subsidiaries
- 2** factories in France
- 700** new products per year
- 40%** of our products made with recycled materials
- 85** distributed countries
- 5** tonnes less of plastic per year
- 100** employees
- 54%** of women
- 5** associate employees

# KEY DATES

- 1993**  
MOBILIS® creates the first permanent protective cover for laptops
- 1999**  
1<sup>st</sup> factory in France: cutting, assembly and sewing workshop
- 2008**  
Modernisation of the Méreau factory (18): integration of automatic cutting, laser cutting and CAD
- 2015**  
Integration of 3D modelling and design
- 2019**  
Opening of 2<sup>nd</sup> factory (zero waster) in France: expertise and plastic injection centre  
  
Repatriation of 4 production lines from China to France
- 2021**  
MOBILIS® commits to the United Nations Global Compact
- 2022**  
ECOVADIS evaluation, MOBILIS® ranked in the top 20% of companies in the sector for its CSR management system
- 2023**  
1<sup>st</sup> Carbon assessment



# GOVERNANCE



**All our activities have an impact on the environment; that’s undeniable!  
Fighting climate change is not a mere commercial stance... it’s a duty!**

CSR (Corporate Social Responsibility) permeates every aspect of a company’s organization. That’s why, starting from 2019, MOBILIS® has implemented a sustainable development governance to ensure overall coherence and effectiveness in decision-making.

We have aligned ourselves with international standards such as the United Nations Sustainable Development Goals, ISO 26000, and EcoVadis to construct our governance and action plan.



“ CSR (Corporate Social Responsibility) has always been part of the company’s DNA; however, our objectives were not well formalized with our stakeholders. Drawing on international standards, we have translated our commitments into concrete actions. ”

Louise TOEROEK  
CSR Manager



## SUSTAINABLE DEVELOPMENT GOALS

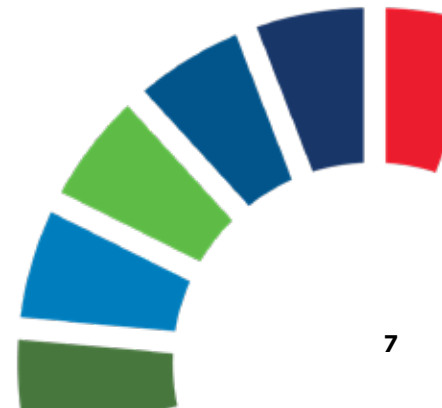
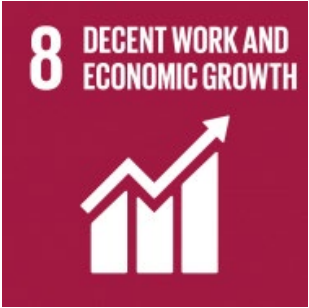
### SINCE 2019

We have transformed its strategy, starting with 7 very concrete actions. Working towards these objectives allows us to innovate, to work locally and sustainably and to offer a custom-made service to our customers and partners.

Discover all our actions throughout the pages



The 17 Sustainable Development Goals were adopted in 2015 by all Member States of the United Nations as part of the 2030 Agenda for Sustainable Development. This agenda outlines a 15-year plan to achieve these goals. Today, they serve as a common thread for all members of society to act positively on humanity and the environment.





EcoVadis is the global standard for CSR assessments. This independent third party currently assesses over 100,000 companies worldwide across more than 200 different sectors, using a unified framework covering four themes: **environment**, **ethics**, **social issues** and **human rights**, and **responsible procurement**.

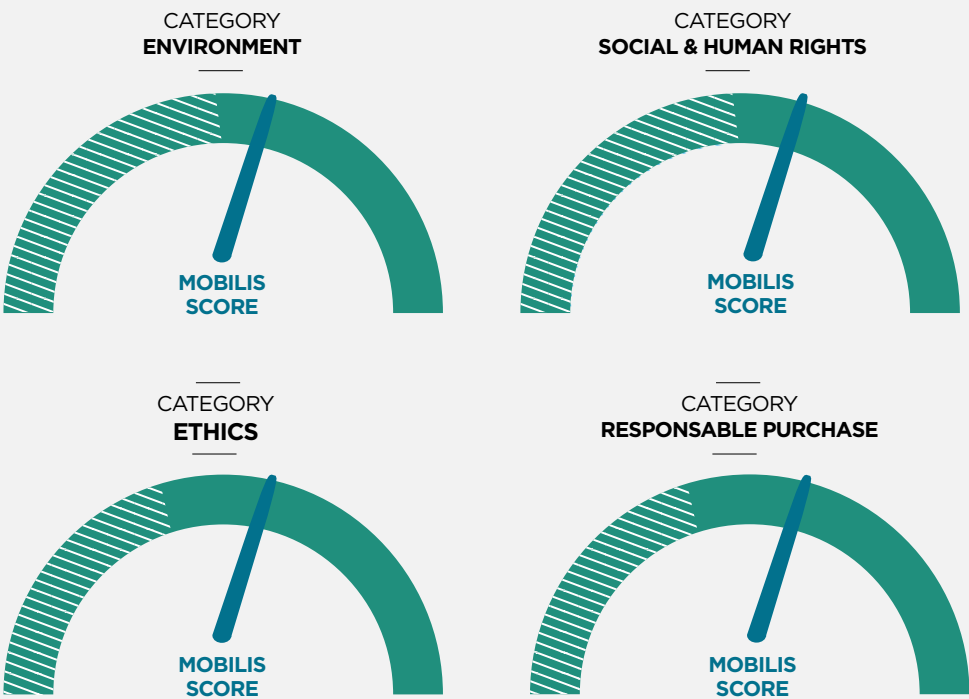
Every year, we work within the framework of continuous improvement of our environmental and social responsibility. **For our actions conducted in 2022, we achieved the Silver medal with an overall score of 60/100.**

MOBILIS' OVERALL SCORE

60/100

OUR ECOVADIS RESULTS BY ACTIONS

INDUSTRY AVERAGE



OUR TOP 5 PRIORITIES

As part of formalizing our strategy, we consulted our stakeholders to consider their expectations in shaping the CSR policy of MOBILIS®. Subsequently, we constructed a materiality matrix to identify and prioritize them

IMPACT BUSINESS  
Increase our positive impact on people and the environment.

INNOVATION, PATENTS & PROPERTY RIGHTS  
Develop innovative products using new technologies created by MOBILIS®.

CUSTOMER RELATIONSHIP  
Supporting our customers and partners with their challenges

FRENCH MANUFACTURING  
Continue to bring over production to our 2 French plants

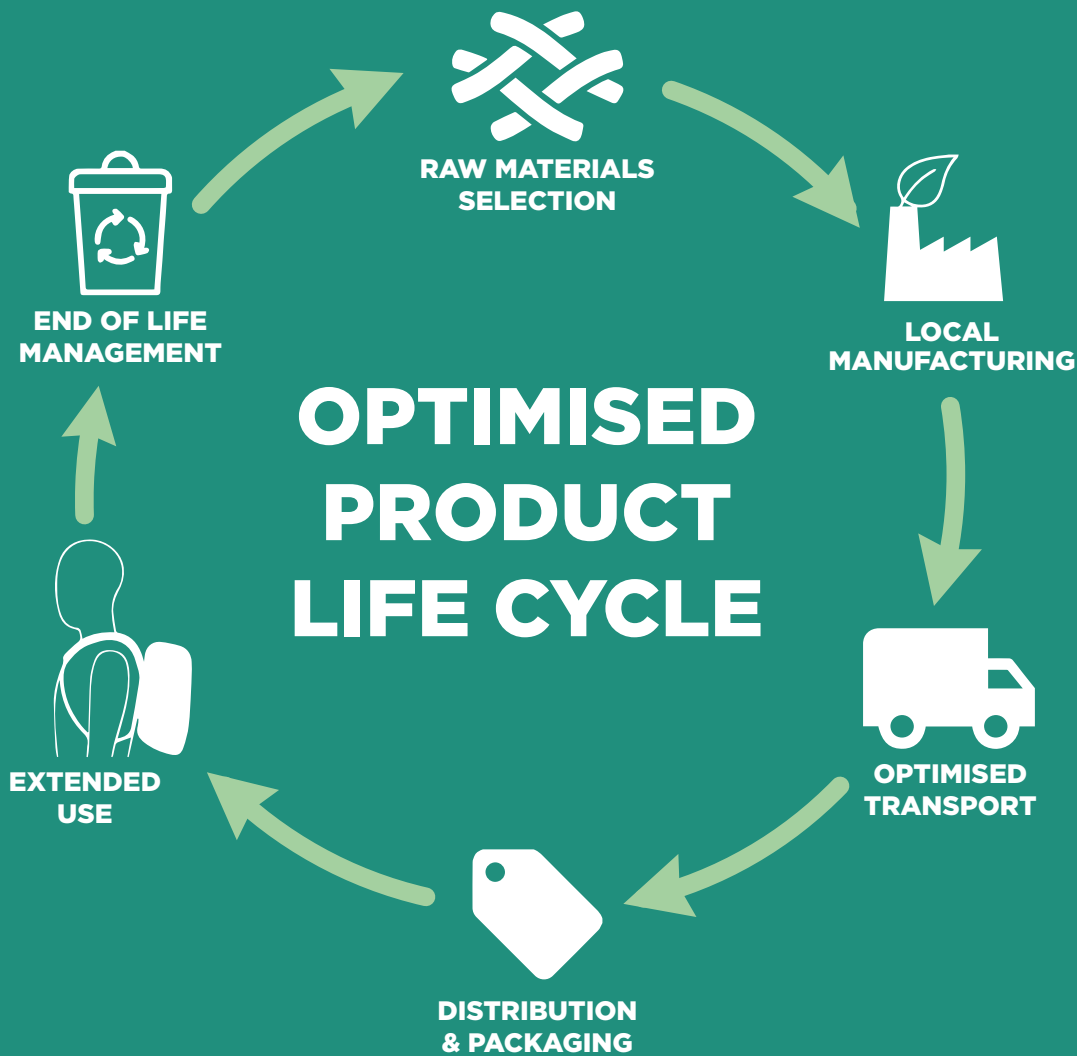
HEALTH, SAFETY & QUALITY OF LIFE  
Helping to provide a healthy working environment.



ENVIRONMENT

OUR  
ECO  
DESIGNED  
PRODUCTS

At MOBILIS®, we ensure the virtuousness of our products throughout their life cycle. We analyze each stage, from design to end-of-life, to optimize our environmental impact to the fullest.



PRESERVE OUR RESSOURCES



ENERGY

Every day, MOBILIS® makes industrial and technical choices guided by the need to **reduce** and **avoid** hydrocarbon consumption and to use **clean** and **renewable energy**.

Our **local production**, in Haute-Savoie and Centre-Val-de-Loire, means we can **control** our equipment and opt for production machinery that is definitely «clean», with no **fossil fuels** and no **harmful emissions**.

**ZERO**

WASTE  
IN ANNECY'S  
FACTORY

**-15%**

ELECTRICITY  
CONSUMPTION IN KWH  
COMPARED TO 2021.

WATER

We prioritize responsible water usage, which is why **our manufacturing processes do not require water usage**.

Our headquarters and factories are located in France, allowing us to ensure the preservation of resources and actively combat pollution.



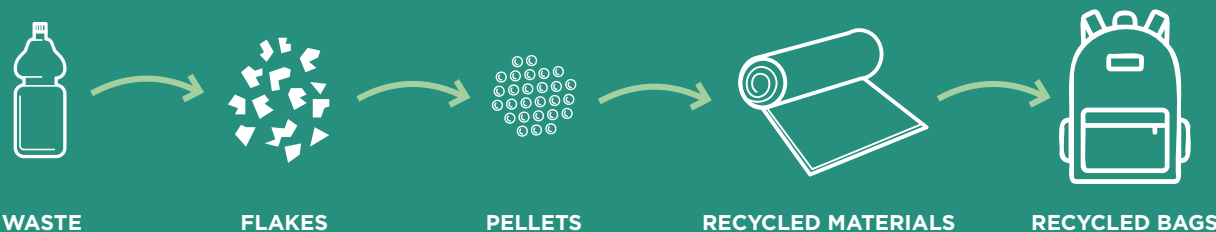


## CHOOSING SUSTAINABLE RAW MATERIALS

For the past 3 years, we have been working on the redesign and eco-design of our products. We incorporate recycled raw materials into all our products whenever possible.

### WHY USE RECYCLED MATERIALS?

New materials generally come from petroleum-based substances. Using recycled raw materials reduces the use of this resource, replacing it with waste (plastic waste: bottles, fishing nets, toys, etc.) which is then transformed into a raw material.



The proportion of **recycled materials** is expressed as a % of the total mass of the product.

# 40%

OF OUR PRODUCTS INCORPORATE BETWEEN 20% TO 90% RECYCLED MATERIALS  
**OBJECTIVE FOR 2024 -> 50%**

In our selection of materials, we ensure their origin and composition through labels.

All our recycled materials are **GRS (Global Recycled Standard)** certified. This label enables us to trace the origin of recycled materials and ensure that they are woven from reprocessed waste.



We also pay special attention to the composition of our materials to ensure they do **not contain harmful chemicals to human health.**

## MANUFACTURE LOCALLY

Since our inception, we have strived to internalize our manufacture and advance our areas of expertise.

We are the only company in the computer accessories sector with our own factories based in France.

In the long term, we aim to bring over the production of many products to France to be closer to our main distributors and European customers, minimize our carbon footprint, and support local development.



# 50%

OF OUR PRODUCTS ARE MANUFACTURED IN OUR FACTORIES IN FRANCE



### 1 PLASTIC INJECTION FACTORY

Manufacturing single-material and 100% recyclable protective cases.



### 1 MANUFACTURING FACTORY

Cutting, sewing, and assembly of textile cases & **repairability service**

## MANUFACTURING 100% RECYCLABLE PACKAGING

In 2019, we made the decision to eliminate all non-essentials plastics from our packaging in favor of **100% recyclable cardboard packaging**, without **non-essential plastics** and printed with **vegetable-based inks**. We also redesigned our packaging to reduce their volume by half. This allows us to further optimize our transportation, avoid transporting empty space, and consequently reduce the carbon footprint of our products.



# 5 TONNES

# OF PLASTIC

# SAVED EACH YEAR





Volume (kg)  
transported  
internationally



By air  
10%



By sea  
90%

### INTERNATIONAL TRANSPORTS

We primarily opt for **maritime transportation**, despite being slower; it remains significantly less emissive than air transportation.

### EUROPEAN TRANSPORTS

We primarily opt for **maritime transportation**, despite being slower; it remains significantly less emissive than air transportation.

## OPTIMISING OUR TRANSPORTS

For several years now, we have been working on optimizing the transportation of our products. We have **redesigned the packaging and conditioning of all our solutions** to minimize empty space during transport.

- ✓ We have **eliminated unnecessary packaging** for our exclusively B2B products. These packagings indeed consume space during transportation.
- ✓ We have **reduced the volume by half**, thereby **decreasing the carbon footprint** of our products.
- ✓ We also monitor the filling rate of our containers to strive for an efficiency **rate of 100%**.

VOLUME REDUCED  
BY HALF  
+  
100%  
FILLING RATE  
=  
CARBON  
FOOTPRINT  
REDUCTION



## MANAGING & REUSING OUR WASTE

We have introduced selective sorting in the offices and partnerships with local companies responsible for collecting and recycling our waste.



**407 KG**  
OF RECYCLED PAPER  
AND CARDBOARD



**132 KG**  
OF GLASS  
WASTE

We have implemented sorting in the offices and established partnerships with local companies to handle the collection and recycling of our waste.



## ZERO WASTE FACTORY

### ANNECY

**Our plastic injection factory** has been designed to move towards a **zero waste facility**

**In 2022: 100% of our raw material waste** is reintegrated into our production process. The only waste comes from operational activities (packaging, cleaning products, etc.).

### MEREAU

The **cutting, assembly, and sewing** of products currently generate 300 m<sup>3</sup> of waste per year. We engage a third-party company for the reprocessing.

**Objective for 2024: Implement recycling or reusing of our raw material waste.**



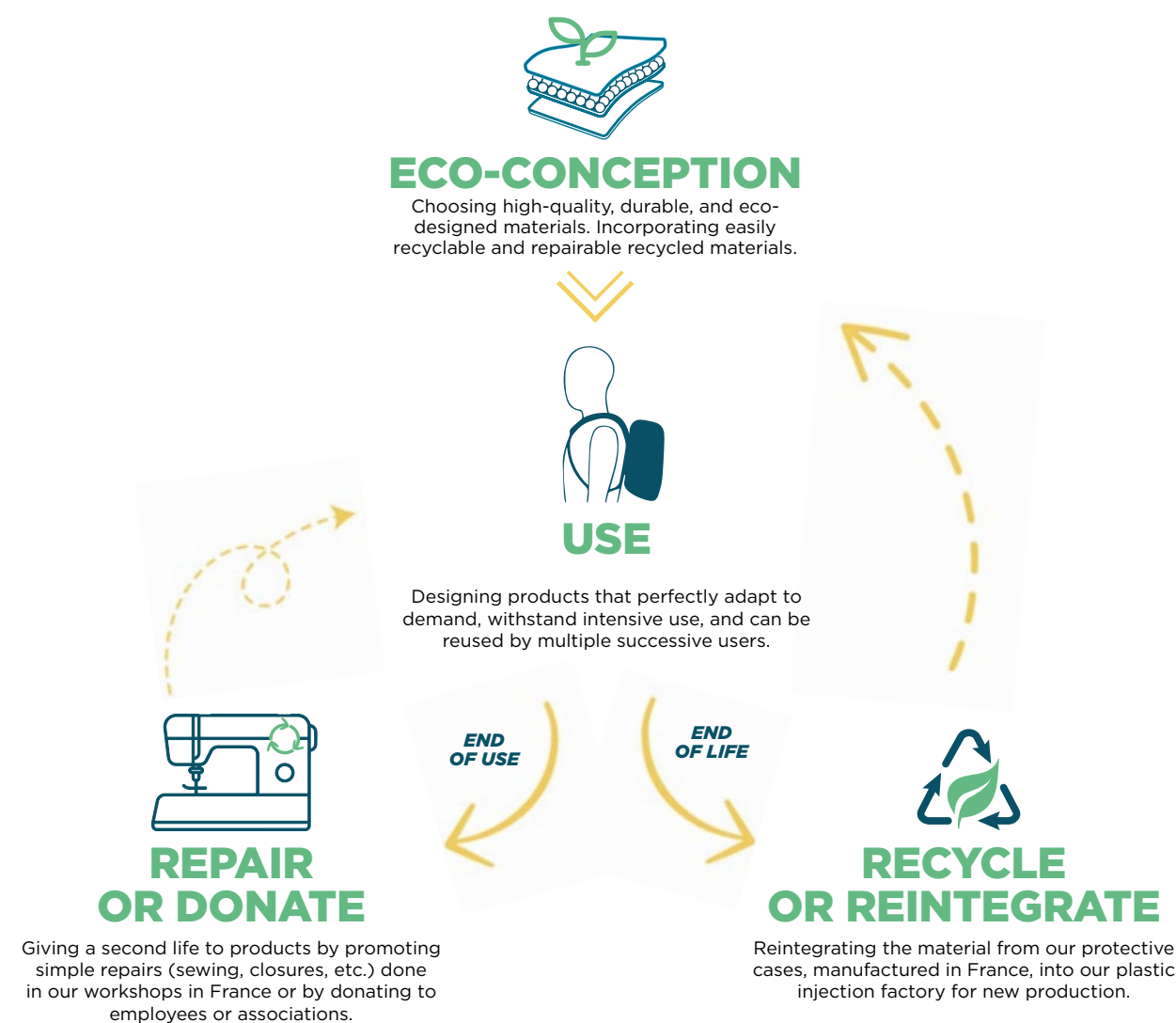


## ADOPTING A CIRCULAR ECONOMY

Our primary activity is **manufacturing protective accessories** to **extend the lifespan of computer devices**, allowing them to be used for as long as possible. Therefore, it is evident for us to go further in our production strategy by adopting a business model that considers the environmental impact throughout the **product's life cycle, up to the management of its end-of-life**.

Unlike traditional «throwaway» or simple recycling economy models, the concept of a circular economy aims to **create a continuous cycle by reintegrating waste into the production process or by providing a second life to products through reuse or repair**.

This is the system we have chosen to adopt.



**764**  
PRODUCTS REPAIRED  
IN 2023

**2,5**  
TONNES OF RECYCLED  
PLASTIC

## COLLABORATORS



## ACT FOR INCLUSION & EQUITY FOR ALL

Not leaving anyone behind in the recruitment of our talents is the strength of MOBILIS®. Candidates are solely judged based on their **personality** and **skills**, independent of their age, gender, disability, ethnic background, origin, religion, economic status, etc.

## KEY FIGURES 2023

**54%**  
OF WOMEN

**65%**  
PERSONS UNDER  
45 YEARS OLD

**93%**  
PERMANENT  
EMPLOYMENT

**7%**  
VULNERABLE  
WORKERS

**4%**  
APPRENTICESHIP  
CONTRACTS

**7%**  
SILVER MEDALS OF  
HONOR FOR LABOR  
(20 years of work)



## ENSURE THE HEALTH & SAFETY OF EVERYONE

We pay special attention to the safety and health of our employees, especially within our two manufacturing factories where risks are more prevalent.

A risk assessment has been conducted and is updated annually to ensure that every new arrival and employee is informed about potential hazards.

Subsequently, they are trained on the measures in place, such as:

- ✓ Supply of personal protection equipment and supplies
- ✓ Handling procedures
- ✓ Stress and noise prevention studies...
- ✓ Safety instructions



Over the last 3 years, we have recorded **only one non-serious accident** at work. In other words, it did not result in any subsequent time off work.



## 2023 PREVENTION MSD

We will be launching a preventive health programme for employees working in our factories. Initially, this will involve warm-up exercises before starting work to **prevent pain and the risk of musculoskeletal disorders (MSDs)**.

## DEVELOPING SKILLS

Since 1993, we have consolidated internal and local expertise. We promote apprenticeship to train young talents and support the development of our employees within the company through training and annual individual assessments.

4

EMPLOYEES PROMOTED

50

HOURS OF TRAINING

2

FIXED-TERM CONTRACTS CONVERTED TO PERMANENT CONTRACTS



## STRENGTHEN COHESION

We are present in **several territories** with a headquarters and a factory in Annecy, a factory in Méreau, and commercial offices in Île de France, Germany, Italy, Spain, and England.

It is, therefore, crucial for MOBILIS® to create **moments of cohesion** and gather everyone together several times a year. These moments allow for **conveying key messages, presenting projects, integrating new arrivals, engaging in discussions, and participating in team-building activities** to foster a sense of belonging within the company for all.

Our seminars place particular emphasis on **CSR communication**, highlighting the sharing of completed actions, progress, and company objectives.

## IMPROVING QUALITY OF WORK LIFE

For several years, we have been offering a flexible work schedule to everyone through flexible hours and telecommuting days. The Annecy headquarters provides a gym with equipment available to all. During our seminars, we also include workshops on Quality of Work Life (QWL) such as health questionnaires and ergonomics training for workstations.

Results of the health questionnaire offered to all employees (SCORE OUT OF 10) :



DYNAMISM



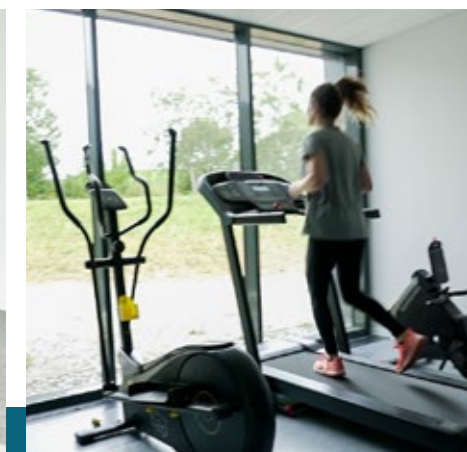
HEALTH



WELL-BEING



Regularly offered **massage** sessions.



**2 gyms** accessible at the Annecy headquarters and in Courbevoie.



Home office **days**





# 25,000 Km cycled

## PROMOTE SOFT MOBILITY

Since 2021, we provide our employees with a **fleet of electric-assisted bicycles**.

Each employee commits to completing 50% of their work commutes by bike and has the option to use it for personal purposes, either during the week or on the weekend.

Around ten employees have a dedicated VAE to replace their car on their daily home-to-work commutes.



“To cycle to the office, I have a 17 km one-way journey. It takes me about 40 minutes to cover this distance. By car, it takes me between 20 and 30 minutes (depending on traffic jams...). Riding the bike and getting some fresh air puts me in a very good mood before going to work! It's a considerable advantage: no traffic jams, the travel time is always the same, and I feel in better shape!”

## SET COLLECTIVE CHALLENGES

In Annecy, we are surrounded by beautiful and towering mountains, **the Alps being the birthplace of MOBILIS\***, its main residence, and undoubtedly what makes it unique in the IT universe. In Christmas 2021, Marc Fernandez, the CEO, set an **ambitious challenge for all employees**: to climb together to an **altitude of over 4000m** in 2022.

A team of **10 volunteers** was selected through physical tests to take on this challenge, which is both **individual and collective**. Men and women from all departments, at all hierarchical levels, and from all walks of life. Each with very different individual goals for this adventure: getting back into sports, getting closer to nature, pushing their limits, rejuvenating, surpassing themselves... but all with a common goal for success: the collective strength of the group as an ally!

The physical preparation lasted for 4 months, with **intensive weekly training**, regular **physical tests**, and a weekend of acclimatization at high altitudes. In June 2022, the team reached **the summit of Grand Paradis**.

# 4061m

GRAND PARADIS  
JUNE 2022



# 4

MONTHS OF  
TRAINING

# 10

PARTICIPANTS

# 2101

METERS OF  
ELEVATION

# 2

ASCENSION  
DAYS

# RESPONSIBLE PURCHASING

Responsible purchasing refers to the procurement of goods or services from a selected supplier or service provider to minimize environmental and societal impacts and promote ethical practices and human rights.

We implement a responsible policy for all types of purchases: from third-party service providers, suppliers of materials and parts, to internal purchases such as office supplies or computer equipment.



## ENGAGING ALL OUR PARTNERS

We work with a large number of service providers and suppliers in France as well as abroad. We must have a guideline for business management. We have drafted and shared an **ethical charter** with our partners.

This charter includes our commitments regarding the choice of suppliers abroad. Indeed, when selecting partners in Asia, we seek companies with labor standards close to European standards.

To do this, we rely on the AMFORI-BSCI audit program, ensuring the implementation of a code of conduct based on 11 principles.

## 11 PRINCIPLES



**Freedom of association and the right to collective bargaining**



**Ethical business behavior**



**No child labor**



**Fair remuneration**



**Decent working hours**



**No precarious employment**



**Health and safety at work**



**No discrimination**



**Environmental protection**



**Special protection for young workers**



**No forced labor**

**amfori @ BSCI**  
Trade with purpose





## CHOOSING LOCAL PARTNERS

We are a French company and has decided to keep our head office and to keep as much of our production as possible in France.

**50% of our turnover is generated in France.**

This approach is part of a human but also an environmental commitment: **to produce as close as possible to the place of consumption with local partners.**

Our two factories in France and our headquarters in Annecy enable us to develop a network of local partners for the manufacturing of our products, the choice of materials, office and factory equipment, supplies, packaging, and even the selection of goodies or client gifts.

For subcontracting activities, we also collaborate with reintegration workshops and local ESATs (Establishment or Service for the Assistance of Disabled Workers).

## PROMOTING SUSTAINABLE DIGITAL USAGE

Today, **80% of the environmental impact of computer equipment is linked to its manufacturing.** The challenge of sustainable digital practices is to avoid producing equipment by **extending its lifespan as much as possible.**

The genesis of MOBILIS® is to protect computer devices **to maximize their lifespan.** For 30 years, we have been educating our partners on the importance of properly protecting their equipment both **during use and during transportation.**

80%

of the resources used are linked to the manufacture of devices (PCs, tablets, smartphones)



ZERO

BREAKAGE OF  
SMARTPHONES, PCs,  
TABLETS OF EMPLOYEES FOR  
THE PAST 2 YEARS

OUR DEVICES LAST  
3 YEARS  
LONGER

THAN THE AVERAGE  
FOR COMPANIES

### WE ARE OUR OWN EXAMPLE!

100% of the mobile digital devices provided to our employees are equipped with a **protective case**, a **screen protector**, and a **carrying bag** tailored to the individual's needs. We have had a **breakage rate of 0% for the past 2 years!**

In case of malfunction, we prioritize repair over purchasing a replacement device. Thanks to these actions, we keep our devices on average **2 to 3 years longer than the average for other companies.**

We have also implemented a **second-life program** by donating end-of-first-life devices to employees.

# CUSTOMER RELATIONS

We owe our partners and clients **respect, fairness, professionalism,** and exchanges conducive to the fulfillment of each individual.

The **close and lasting relationship** with our clients, regardless of their projects, is a fundamental value for us. It is characterized by special attention both in the **quality of products** we provide and in the follow-up of their projects, their **ethical values**, and their **awareness** of environmental impact.

Our **benevolence** starts from the very conception of the products, and it is the very essence of the accessories we manufacture. Every day, our teams work to **improve the use** of computer devices, making them lighter to carry and more transparent in everyday life. This way, we contribute to **reducing the risks of accidents, injuries,** or **musculoskeletal disorders.**



Visit from our partner Econocom at our head office in Annecy.  
On the programme: discovery of our business know-how and our factory.

## PROTECTING THE HEALTH OF OUR CUSTOMERS

We pay particular attention to the well-being of our consumers both in the very essence of the **usefulness** of our products and in their manufacture.



To ensure the **safety of our products**, we comply with the REACH regulation, which regulates the authorization and restriction of certain chemical compounds in Europe. All our finished products undergo **rigorous testing** by an independent laboratory to exclude materials containing any of the 235 substances potentially carcinogenic, mutagenic, toxic to reproduction. This list of substances is updated and monitored every 6 months.

## INSPIRE & RAISE AWARENESS

All our actions make sense only when they are shared, understood, and continued by our stakeholders. Our **moral obligation** is to **raise awareness** among the people we interact with every day.

For the past 3 years, we have been sharing our knowledge during each seminar. Three times a year, we train our employees in CSR (Corporate Social Responsibility) and raise awareness about the actions taken by MOBILIS®.

We are convinced that they are the **best advocates for these messages among our partners.**

«I do my part, and  
my example inspires others»  
Legend of Petit colibri



## PRIORITISE PROXIMITY

Our goal for the past 30 years has been to **support our partners** at every stage of their project and beyond.

To respond qualitatively to demands, we have chosen to have **a large sales force** and internalized support services. This way, we remain close and **attentive to every need**: custom development, after-sales service issues, personalized communication, assistance during meetings, and more.





# SUMMARY OF OUR ACTIONS & FUTURE PERSPECTIVES

	OUR ACTIONS IN 2023	OUR FUTURE GOALS
<b>GOVERNANCE</b>	<ul style="list-style-type: none"> <li>• Adherence to the Global Compact (SDGs)</li> <li>• EcoVadis Evaluation: 60/100</li> </ul>	<ul style="list-style-type: none"> <li>• Renewal of Global Compact Membership (SDGs)</li> <li>• Improvement in EcoVadis score</li> <li>• Formation of new partnerships</li> </ul>
<b>ENVIRONMENTAL IMPACT</b>	<ul style="list-style-type: none"> <li>• 15% reduction in electricity consumption compared to the previous year</li> <li>• 40% of products incorporate recycled raw materials</li> <li>• 100% recyclable packaging</li> <li>• Zero waste factory</li> <li>• Halved the volume of transported products</li> </ul>	<ul style="list-style-type: none"> <li>• 50% of products incorporating recycled raw materials</li> <li>• First Carbon Footprint Assessment</li> <li>• Program for recovery, recycling, and reuse of products</li> <li>• Expanded waste sorting and collection</li> <li>• Replacing part of the car fleet with hybrid cars</li> </ul>
<b>EMPLOYEES</b>	<ul style="list-style-type: none"> <li>• Integration of QWL (Quality of Work Life) theme in seminars</li> <li>• Implementation of a QWL questionnaire</li> <li>• Massage sessions</li> <li>• Homeoffice days</li> <li>• Training for 6 individuals</li> </ul>	<ul style="list-style-type: none"> <li>• Health and safety program at Méreau - Warm-up &amp; stretching</li> <li>• New training programs and skill development</li> <li>• Fleet renewal of electric bikes</li> </ul>
<b>RESPONSIBLE PURCHASING</b>	<ul style="list-style-type: none"> <li>• Selection of local partners for Made in France products</li> <li>• Protection of our IT devices</li> </ul>	<ul style="list-style-type: none"> <li>• More regular monitoring of amforibsci audits</li> <li>• Purchase of refurbished devices</li> </ul>
<b>CUSTOMERS RELATIONS</b>	<ul style="list-style-type: none"> <li>• Sensitization of sales force &amp; partners</li> <li>• Testing and certification of product safety</li> </ul>	<ul style="list-style-type: none"> <li>• Sharing best practices</li> </ul>