



# Corporate Social Responsibility Actions Report

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My name is Amélie Lecomte, and I have the privilege of leading I-TEN's Corporate Social Responsibility (CSR) activities.

Fundamentally, CSR has been one of I-TEN's core founding principles since its creation. By developing and manufacturing "all-solid-state" energy storage solutions, I-TEN's ambition is to enable a connected world that is also responsible.

We aim for energy management in electronics that is not only efficient and competitive but also material, efficient, environmentally friendly, and rooted in renewable energies!

To nurture and sustain this specific "spirit" within I-TEN, the "InTENables" of CSR (a group of volunteers) work alongside me to drive initiatives focused on governance, social aspects, and, of course, the environment!

Our goal: to drive concrete actions to manufacture responsible products with a specific on sustainability, within an attractive and progressive social environment.

This report marks our first milestone...



**Amélie Lecomte**  
CSR Manager

## PREFACE

The goals of this report are straightforward: to provide a clear understanding of the challenges, progress achieved, and progress still to be made within I-TEN, through the development of roadmaps addressing the three core pillars of CSR: environmental, social, and ethical (governance) aspects.

This CSR Action Report is part of I-TEN's voluntary commitment and will, in time, evolve into a comprehensive Sustainability Report, aligned with the forthcoming European VSME directive (Voluntary Standard for non-listed SMEs). This framework aims to help unlisted small and medium-sized enterprises structure and formalize their sustainability reporting.

The report is based on 2024 indicators and highlights the key facts and milestones of 2025.

It will be released every year in July, covering the results of the previous year.

# Organisation Chart



## Social

Vincent Millot

Floriane Leroux

### Social Pillar Contributor

Carine Frelin Teillon  
CHR



## Governance

Amélie Lecomte

Denis Spitzer

Caroline Rosier

Thomas Frigo



## Environment

Romain Steinville

Fabien Corsat

Thibaud Vial

Mathieu Maubert

Nizar El Majdoubi



## Presentation of the company

### Story of the company



## Company Activity

I-TEN is revolutionizing energy storage through all-solid-state technology and industrial excellence, setting new standards for performance, reliability, and sustainability.

Leveraging a unique nanomaterial synthesis technology, I-TEN designs structured energy storage devices based on ultra-compact Li-ion ceramic electrodes, delivering unrivaled power and paving the way for new applications.

For more information, visit the official website: [www.iten.com](http://www.iten.com).

Billions of connected systems powered by primary batteries are deployed every year, posing a significant ecological challenge. I-TEN addresses this with innovative, robust, and more environmentally friendly all-solid-state energy storage solutions.

### IoT Devices



#### Wireless Sensors

- Smart Labels
- Electronic Shelf Labels Smart Monitoring
- Remote Controls

### Wearables



#### Wireless

- Earbuds Smart Watches Smart Rings AR/MR Glasses Activity Trackers

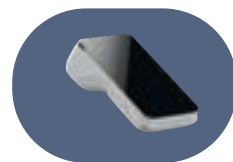
### Healthcare



#### Patient Monitoring

- Hearing Aids Glucometers Smart Pills Endoscopy Devices

### Power Backup



#### Computing IoT

- Payment Terminals Energy Harvesting Home Appliances

# Vision and Commitments



**Vincent Cobée**  
CEO

“ I wish to reaffirm our deep and ongoing commitment to Corporate Social Responsibility (CSR). We have launched a cross-functional CSR initiative that builds upon the actions implemented since I-TEN’s creation in 2011. The environmental dimension is a core component of our DNA. Today, we aim to take this further, with a clear ambition driven by concrete objectives tailored to our market, and anchored in our technology and products. Our ultimate goal is to embed CSR into every function at I-TEN across all its dimensions. Therefore, we are maintaining—and will continue to maintain—a step-by-step approach that is ambitious yet rational, efficient, and pragmatic.



## Environment

Our priority is to improve the Life Cycle Assessment (LCA) of our products, while also measuring our efforts through concrete indicators. We are working on strategies for emission reduction, waste management, and more.

## Ethic et governance

We are committed to upholding the highest ethical standards in all our operations. This means embedding transparency, integrity, and accountability into our decision-making. This is achieved through a widely distributed and integrated roles and responsibilities matrix, as well as through risk mapping.



## Social & Inclusion

Our goal: employee well-being. We strive to create an inclusive and diverse work environment where everyone has the opportunity to thrive. We support social initiatives and encourage volunteering, through concrete actions that will be detailed in our upcoming CSR report in the coming months.

## Responsible Innovation

We believe in innovation, an intrinsic value at I-TEN and a driver of progress. We are committed to pursuing it responsibly, while fully considering social and environmental impacts.

# Our values

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Innovation lies at the heart of our operations, enabling us to design revolutionary technologies and produce all-solid-state energy storage solutions that offer unrivaled benefits to our customers, while preserving the environment.

At I-TEN, innovation inspires our teams to push their boundaries and embrace creativity, regardless of their field of expertise. Everyone is motivated to rise to the challenges of today and tomorrow.

## Innovation



## Collaboration



At I-TEN, conviviality is not just a word—it is a true philosophy.

The company cultivates a collaborative approach, both internally and externally: teamwork, solidarity, and sharing are essential pillars.

These values not only create a stimulating and enjoyable work environment for employees, but also enable I-TEN to best meet the needs of its customers and partners.

Pride was expressed unanimously and spontaneously: the pride of being part of a human and scientific adventure that places environmental challenges at the very heart of our priorities, with the shared goal of satisfying our customers and enhancing the sustainability of our products.

## Pride



# CSR Strategy

Theme	Aspiration / Ambition	Focus
Environment	To be the leader in responsible energy storage for the electronics market.	Product life cycle improvement
Social	Sustain workplace well-being through a progressive HR policy designed to attract and retain talent.	Embracing values and mission Mobility Disability Diversity Training & Development
Governance	Transparent and effective governance driving efficient overall performance.	Clarify and implement roles and responsibilities, while ensuring information transparency.

Three-year roadmaps, updated annually, provide visibility and a measured yet concrete ambition for the elements detailed above.

# ENVIRONMENT



# Our Environmental Roadmap

## Our objectives

2030



Climate Risk: Manage our CO2 emission trajectory.



Waste: Significantly reduce I-TEN's waste generation per manufactured unit.



Emissions : Achieve zero direct emissions of non-CO2 contaminants into water, soil, and air.



Biodiversity : Ensure I-TEN's industrial expansion involves no new land take and has no impact on flora and fauna.

## Our plan

2024

- Maintain ISO 14001 certification ✓
- Launch Carbon Footprint assessment and Life Cycle Assessment initiatives ✓

### • And Also...

Updating our Travel Policy to promote rail travel, carpooling, and sustainable mobility. ✓

The I-TEN mobility challenge for employees. ✓

Introduction of "Sustainable Mobility Bonuses" for employees using eco-friendly transport modes. ✓

Implementation of remote work. ✓

Implementation of a policy to extend the lifespan of IT equipment. ✓

2025

- I-TEN's Carbon Trajectory and improvement plans
- Consumption intensity reduction plan
- Non-industrial waste treatment improvement plan
- Implementation of monitoring for all emissions

2026 - 2027

- Adhere to the Carbon trajectory and align with COP21 targets
- Renew our ISO 14001 certification
- Achieve the Ecovadis Gold Medal

# Climate Risk Management and Carbon Transition Plan

## OBJECTIVES 2030



Develop and enhance I-TEN's CO2 trajectory as part of its growth, based on Life Cycle Assessments (LCA)\*.

Drive continuous improvement through Carbon Footprint assessments conducted at least annually.

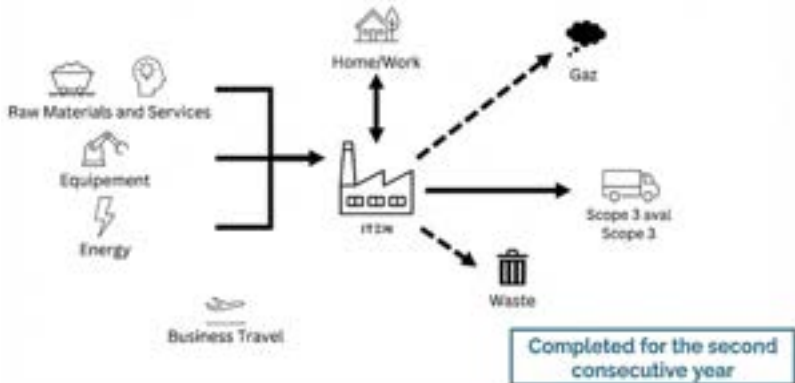
Align with the French Carbon Trajectory established under the COP21 Paris Agreement.\*

## 2024 Actions

- ✓ Train a multidisciplinary team in LCA (Life Cycle Assessment) methodology.
- ✓ Conduct the Life Cycle Assessment of our first product.
- ✓ Conduct the company's 2023 Carbon Footprint assessment and implement the methodological tools for performing future assessments.
- ✓ Implement sustainable mobility policies: Mobility Challenge, Sustainable Mobility Bonus, a new Travel Policy prioritizing rail travel, and the rollout of remote work.

## 2024 Results

### Carbon Footprint



### LCA of I-TEN solutions

Improving the relevance of our model

## 2024 Review

- Implementation of Life Cycle Assessment (LCA) and Carbon Footprint tools, and their in-house management.
- Carbon Footprint: identification of levers to reduce our carbon impact, such as optimizing our energy consumption.\*

# Control of soil, water, and air pollution



## Key Challenges

- Guarantee zero pollutant emissions into soil, water, and air

## Objectives

- 🎯 Measure and control our emissions

## 2024 Results

- ✅ Measurement of aqueous emissions completed, and definition of an action plan to eliminate micropollutants
- ✅ Development of a gas emission measurement plan

# SOCIAL



## Skills development, mobility, disability, and diversity

2024

- Develop the employer brand and the internship/apprenticeship policy (e.g., Élan Vert l'Industrie, "Elles bougent")
- Sustainable mobility policy
- QHSE Roadmap

2025

- Improve workplace safety and well-being
- Develop talent
- Deploy the disability policy and related actions
- Implement and deploy the Diversity and Inclusion policy

2026





- Engagement, employees & partners
- Talent attraction and management
- Inclusive and solidarity events

# Diversity and Inclusion




## Key Challenges

- Diversity and Inclusion
- Inclusive Policy
- Foster workforce diversity as a source of innovation and performance

## Objectives

-  Diversify recruitment sources and develop more inclusive practices.
-  Integrate inclusion into HR policy.
-  Raise awareness among managers and employees regarding disability.
-  Establish partnerships with organizations specializing in the inclusion and employment of workers with disabilities.

## 2024 Results

-  Gender ratio → 35% women
-  Gender Equality Index \* (Labor Code) → 81/100
-  Employment rate of workers with disabilities → 1%



## Key Achievements

Signing of the "Charte des 1000"\*

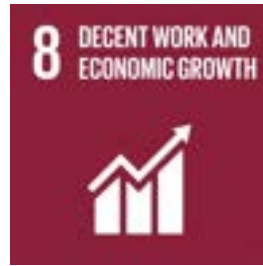


Partnerships with organizations specializing in disability employment

"Resume-free" recruitment during job dating events

Participation in the European Disability Employment Week





# Workplace Well-being, Recruitment, and Onboarding






## Key Challenges

- Recruit to support the company's development.
- Attract and retain talent by balancing improved working conditions with economic performance.

## Objectives

-  Bring in new skills or strengthen existing expertise.
-  Facilitate the welcome and onboarding of new employees.
-  Offer attractive employment conditions (salary, benefits...).
-  Tailor the onboarding process to the new employee's role.

## 2024 Results

-  Recruitment plan completed
-  Implementation of an onboarding process for all new hires
-  10% interns and apprentices

## Key Achievements





- Onboarding process enhanced with new modules (Intellectual Property, Legal...).
- Signing of a company agreement, including the implementation of a Sustainable Mobility Allowance.

# Skills, Training, and Reviews




## Key Challenges

- Assess performance against set objectives.
- Promote internal career advancement and support skills development.

## Objectives

-  Assess performance: Annual Reviews & People Reviews
-  Identify skills, aptitudes, and career aspirations
-  Promote internal mobility to retain talent
-  Support skills development, particularly through training

## 2024 Results

-  Annual Performance Reviews completed
-  Career Development Reviews completed (legal requirement)
-  Average of 2 training days per employee per year

## Key Achievements

- Implementation of workload assessments for executives on fixed-day contracts (work-life balance)
- Offer of conversational English classes

# GOVERNANCE



# Our Governance roadmap

## Deploy managerial excellence and strengthen transparency.

2024

- Propose a Roles and Responsibilities Matrix
- Propose a CSR Governance structure
- Organize "Skip Level" meetings

2025

- Deploy the Roles and Responsibilities Matrix
- Strengthen transparency with the Social and Economic Committee (CSE)
- Establish regular employee meetings held at least twice a year
- Presentation and monitoring of roadmaps to the Board of Directors

2026

- Develop and implement KPIs to assess transparency practices and corporate culture surveys.
- Deploy a Compliance Letter.

# Governance and Ethics: Ethics, Fair Business Practices, and Responsible Purchasing

## Ethics and Responsible Purchasing

### Key Challenges

- Raise awareness and train
- Formalize and communicate
- Ensure supplier compliance with our ethical and CSR commitments



### Objectives

- 🎯 Develop a Responsible Purchasing Charter and an action plan with KPIs
- 🎯 Adherence to ethical standards
- 🎯 Grow while upholding our values and ethical and CSR principles

### 2024 Results

- ✅ Number of ethical complaints and sensitive alerts (whistleblowing register): 0
- ✅ Communication of the Code of Conduct to I-TEN employees: 100%
- ✅ Convictions and fines: 0
- ✅ Annual review and approval of CSR roadmaps by the Board of Directors

### Key Achievements





- Ethics training for the most exposed roles (approx. 30 people)
- Creation and distribution of our Code of Conduct
- Creation and distribution of our Supplier Code of Conduct

# Cybersecurity and Sensitive Data Management




## Key Challenges

- Compliance with laws and regulations
- Protect the company and its employees

## Objectives

-  GDPR Compliance
-  Train employees on confidentiality
-  Implement a framework: Information Security Policy
-  Build a solid foundation of robust rules and strong safeguards

## 2024 Results

-  GDPR training launched
-  Archiving policy in progress
-  Confidentiality training rolled out

## Key Achievements

- Formalization of existing security measures is underway
- Measures to ensure confidentiality have been deployed

# CERTIFICATIONS AND ASSESSMENTS



## Certification ISO 14001

ISO certification is a quality standard. It helps companies better manage their services, products, and processes to meet expectations.. Issued 2023-31-08 and valid until 2026-30-08

01.



## Ecovadis Assessment

The EcoVadis solution assesses CSR performance. It rates companies on ethics, environment, labor & human rights, and sustainable procurement. (Assessment in progress)

02.

## **Voluntary Standard for non-listed SMEs**

The Voluntary Standard for non-listed micro-, small- and medium-sized undertakings (VSME) is a European sustainability reporting standard established to help micro-enterprises and SMEs better understand and communicate their Environmental, Social, and Governance (ESG) impact. These standards are an integral part of the Corporate Sustainability Reporting Directive (CSRD), adopted by the European Union to strengthen the transparency of corporate sustainability practices and guide companies toward a greener and more inclusive economy. Unlike the ESRS (European Sustainability Reporting Standards), the VSME standard is voluntary, not mandatory. Source: [portail-rse.beta.gouv.fr](http://portail-rse.beta.gouv.fr)

## **Ecologic Transition Award**

The Ecological Transition Award rewards the best final-year projects or theses, the subject of which relates to fields linked to Veolia's expertise: water, energy, recycling, and waste recovery. Source: [veolia.com](http://veolia.com)

## **Life Cycle Assessments (LCA)**

A Life Cycle Assessment (LCA) is an environmental assessment method used to measure, in a standardized and multi-criteria manner, the environmental impacts of a good or service from raw material extraction to its end-of-life (landfilling, incineration, recycling, etc.). It takes into account intermediate stages: manufacturing, transport, distribution, use, and maintenance. Unlike a Corporate Social Responsibility (CSR) approach, the focus here is not on the impact of the company as a whole, but on that of a specific good or service. Source: [achats-durables.gouv.fr](http://achats-durables.gouv.fr)

## **GDPR**

The General Data Protection Regulation (GDPR) is a European regulatory text that harmonizes rules for the processing of personal data throughout the European Union. Entered into application on May 25, 2018, it strengthens and complements the French "Informatique et Libertés" law of 1978, updated by the law of June 20, 2018, regarding personal data protection. Source: [economie.gouv.fr](http://economie.gouv.fr)

## **Carbon Footprint**

The Carbon Footprint is a method for calculating greenhouse gas emissions. Established by ADEME (the French Agency for Ecological Transition), it allows an organization to account for the effects of all greenhouse gases (carbon dioxide, methane, etc.) produced by its entire activity. The result is expressed in tonnes of CO<sub>2</sub> equivalent, which allows for monitoring, comparing, and steering emission control. Source: [culture.gouv.fr](http://culture.gouv.fr)

## **Carbon Trajectory**

A Carbon Trajectory is a plan or scenario describing the projected reduction of greenhouse gas (GHG) emissions linked to activities. The objectives are thus to achieve carbon neutrality (emitting only as much GHG as can be absorbed) or to reduce emissions. Source: Hellocarbo.com

## **Paris Agreement**

Paris Agreement: A legally binding international treaty on climate change. It was adopted by 196 Parties at COP21 in Paris, France, on December 12, 2015, and entered into force on November 4, 2016. It aims to limit global warming to "well below 2°C" compared to pre-industrial levels, and to pursue efforts to limit the increase to 1.5°C. Source: unfccc.int

## **Cop 21**

COP21 (21st Conference of the Parties to the United Nations Framework Convention on Climate Change) was held in Paris from November 30 to December 12, 2015. It resulted in the Paris Agreement, the first universal and legally binding climate deal, aiming to keep global warming well below 2°C and to pursue efforts to limit it to 1.5°C. Source: ecologie.gouv.fr

## **Industrial Waste**

The term "industrial waste" refers to all waste generated by businesses. Today, the term "Economic Activity Waste" (or DAE in French) is preferred, as it better reflects the diversity of the producing sectors. Source: endless.fr

## **Powency**

Our Powency© product range is specifically designed to meet the energy needs of wireless sensors, while also serving as a standard energy storage element to back up architectures in the event of power loss. Offering a capacity of up to 10 mAh, I-TEN's Powency© component family leverages its unique high power density to deliver high peak currents in an SMD (Surface-Mount Device) format. Source: iten.com

## **Gender Equality Index**

The Gender Equality Index was established by the Act of September 5, 2018. It allows the companies concerned to measure pay gaps between women and men and highlights areas for improvement where action is needed when these disparities are unjustified. Source: economie.gouv.fr

# INDEX

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## **Charte des 1000**

The new "Charte des 1000" (Charter of 1000 companies) for inclusion and employment signals a shared commitment to mobilizing businesses for a more inclusive territory. Every company, of every size and sector, can commit alongside us to develop actions facilitating employment for the most vulnerable individuals: long-term job seekers, beneficiaries of the RSA (Active Solidarity Income), young people from priority neighborhoods, etc. Source: maison-lyon-emploi.fr

## **Ordinary Waste**

A "non-hazardous waste" (formerly known as "ordinary waste") is, for all European Union Member States, a category of waste meeting the following definition: waste that displays none of the hazardous properties listed in Annex III of Directive 2008/98/EC of the European Parliament and of the Council of 19 November 2008 on waste. Source: actu-environnement.com

## **ISO 14001 Certification**

ISO 14001 is the international standard that specifies requirements for an Environmental Management System (EMS). It helps organizations improve their environmental performance through more efficient use of resources and waste reduction. Source: certification-qse.com

