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UPERIO
High perspectives

PURPOSE BOOKLET

AIM HIGHER TO REACH FURTHER



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UPERIO was formed from the Matebat and Arcomet groups in 2018, and now draws on their combined expertise to offer our customers outstanding services to boost their construction site productivity.

Our mix of comprehensive geographical coverage, a diverse and readily available fleet of construction cranes and accessories, and highly professional teams provides the flexibility and responsiveness needed to find optimum solutions for even your most complex construction projects.

On the basis of our dynamic growth internationally, our ambition is to establish our Group as the benchmark for building crane hire, services and accessories.

Given the impact of construction activities on the environment, we are determined to ensure that our growth is sustainable growth. In 2019 we therefore undertook a materiality analysis together with our stakeholders, aimed at identifying the key issues facing us. This led to the initiation in 2021 of a reflection process with our employees on our contribution to our society, and the specific forms that contribution will take.

We are proud to share with you the results of these efforts, which place Societal Responsibility right at the centre of UPERIO's strategy, and define the foundations underpinning our Group's growth. This phase in our development is set to play a key role in creating our structure, defining the culture that unifies our subsidiaries across their geographical and historical differences (the "UPERIO Way"), and establishing a resolute commitment to sustainable development.



Philippe Cohet
CEO of the UPERIO Group

A WORD FROM OUR SHAREHOLDER TOWERBROOK

As a company focused on clearly defined objectives, Towerbrook is committed to the responsible management of its portfolio. We realise that success in five or ten years' time and into the longer-term future will depend on building greater resilience into our activities.

Towerbrook's acquisition of Uperio in mid-2021 represented a major turning point for the Group, prompting an in-depth reflection on what it means to be a truly sustainable business, creating growth not just for its shareholders and customers but for all its stakeholders.

Accordingly, an ambitious ESG (Environment, Social, Governance) roadmap has been prepared as an integral part of the corporate strategy to further strengthen the Uperio Group's premium position. By advancing its ESG objectives, Uperio aspires to become the leader and the benchmark among its peers and across the sector as a whole.

The ESG agenda is now in the implementation phase. The journey has got off to a good start, and is structured around our various stakeholders: our people, our partners, customers and suppliers, the planet, and the company. All members of the management team are focused on this essential mission, to drive faster progress towards achieving the significant and substantial sustainability objectives that have been set down for the company's activities.

As chairman of the ESG Committee, I am excited about the changes that lie ahead, and by the energy and commitment displayed by UPERIO management and personnel operating around the world. Towerbrook is delighted to be part of this transformation, which marks a significant phase in the company's history.



Eric Etchart
Chair of the ESG Committee

4 KEY QUESTIONS WE ARE ADDRESSING WITH OUR COMMITMENTS:

- / WHAT DIFFERENTIATES UPERIO FROM OUR COMPETITORS?
- / WHAT ARE UPERIO'S CORE BELIEFS?
- / WHAT ACHIEVEMENTS WILL WE BE PROUD OF IN TEN YEARS' TIME?
- / HOW DOES UPERIO CONTRIBUTE TOWARDS BUILDING A BETTER WORLD?



Any construction project is both a collaboration between many different actors and a piece of the future. Our cranes and equipment and our teams are therefore a vital element in the world of tomorrow.

Through the example we set and our capacity to innovate and to inspire other actors, we aspire to establish UPERIO as a driving force for the transformation of our sector, and to define as our purpose statement **"rise together to build a better world"**.

As well as alluding to the specific nature of our business activity, the concept of "rising together" embodies our determination to raise the level of UPERIO's global performance ever higher, with every passing day. Along with the commitment of all our teams to continuous improvement and innovation, that performance standard will be based on the formulation of action plans to enable us to continue to make progress, walking hand in hand with our external stakeholders.

By drawing on the energy and determination of everyone involved, we will therefore make a real contribution towards faster progress towards addressing social, societal and environmental issues in our sector of activity, and deliver on our commitment to build a better world.

A large-scale construction site at sunset. Several tall, conical concrete structures are under construction, with cranes positioned around them. The sky is a mix of orange, red, and purple, reflecting on the water in the foreground.

RISE
TOGETHER
TO BUILD
A BETTER
WORLD

In translating our purpose statement into the compass guiding our activities, we have identified 5 focuses of commitment towards our stakeholders. These form the foundations of the roadmap that we will collectively pursue in order to reduce our impacts and to shift the baselines in our sector of activity.

FOR OUR PEOPLE

We commit to offering the women and men working for UPERIO a work environment that supports their personal fulfilment, enabling them to grow in competence and confidence through the availability of in-house opportunities and real career development options. We create conditions that enable our people to make a real difference at the workplace.

FOR OUR PARTNERS AND CUSTOMERS

We commit to maintaining a high level of satisfaction through the continuous improvement of our current processes and the integration of innovations and new technologies, observing compliance and ethical standards at all times. We aim to help our customers boost their productivity and to inspire our suppliers.

FOR THE REGIONS IN WHICH WE OPERATE

We commit to minimising the environmental impacts of our branches and from the operation of our cranes, both on our worksites and during crane movements from one site to another. By building closer relationships and collaboration with local bodies, we also aim to play an active part in enhancing the quality of life in the regions.

FOR THE PLANET

The worrying situation of our planet and its resources call for a general mobilisation, particularly in the construction sector, given its major impact on our collective environment. UPERIO Group aims to play an active part in the environmental transition, by committing to measuring and reducing the environmental footprint of all our operations, and encouraging change in our partners' practices.

FOR OUR SHAREHOLDERS

We are committed to delivering sustainable growth that respects the interests of all our stakeholders and is consistent with the commitments given by our shareholders.



OUR PURPOSE STATEMENT BECOMES THE GUIDING COMPASS FOR OUR TRANSFORMATION JOURNEY

5 PILLARS:

people, partners, communities and regions, planet and shareholders

10 COMMITMENTS

setting out the dimensions by which UPERIO's performance will be assessed over the next three years. As an international actor, we also want our commitments to be tied to universally accepted and sustainable benchmarks – which is why they are also linked to the United Nations Sustainable Development Goals (SDG).

3 OVERARCHING PRINCIPLES UNDERPINNING OUR COMMITMENTS

- We share our vision & values transparently, welcome open and constructive dialogue, celebrate success and share best practices across the entire Group.
- Within our ecosystem, we generate an awareness of social & environmental issues as the basis for better-informed choices and high-quality partnerships.
- We take action to reduce internal and external risks and to save costs.

These commitments and principles are tracked by a robust ESG roadmap.

SUSTAINABLE DEVELOPMENT GOALS (SDGs)

With our ambitious roadmap, UPERIO is making a direct contribution towards 7 SDGs: 3, 4, 8, 9, 11, 13, 17



Ensure healthy lives and promote well-being for all at all ages



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation



Make cities and human settlements inclusive, safe, resilient and sustainable



Take urgent action to combat climate change and its impacts



Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development

The 2030 Agenda for Sustainable Development adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its centre are 17 Sustainable Development Goals (SDG), which represent an urgent call to action for all countries – both developed and developing – in a global partnership. All stakeholders are called upon to contribute: governments, civil society, businesses, investors and citizens.

UPERIO OFFERS
INTEGRATED PERFORMANCE



PEOPLE	PARTNERS	COMMUNITIES & REGIONS	PLANET	SHAREHOLDERS
<p>Safety first, every time, for every employee</p> <ul style="list-style-type: none">Have the sector's best performance indicators for workplace safety within 2 to 3 yearsDevelop a safety culture within our teams <p><u>Sample target</u> 100% of new staff have completed safety training</p> <p>Promote employee well-being and development</p> <ul style="list-style-type: none">Ensure that every employee develops a high level of competenceEnhance employee well-beingCater for employee career development <p><u>Sample target</u> 100% of staff complete at least 2 days' training per year</p>	<p>Compliance and beyond at all times</p> <ul style="list-style-type: none">Promoting business ethics and anti-corruption <p><u>Sample target</u> 100% of staff have completed business ethics training</p> <p>Supplier of quality solutions focused on operational excellence</p> <ul style="list-style-type: none">Ensure a high level of customer satisfactionDevelop productivity solutions for our customersImprove the service component of the customer experience and digital innovation <p><u>Sample target</u> 80% of satisfied customers</p> <p>Responsible supply chain</p> <ul style="list-style-type: none">Audit of suppliers & inclusion of ESG criteria in the supplier selection process <p><u>Sample target</u> 100% of suppliers have signed the code of conduct</p>	<p>Promote a positive image with cranes and depots with aesthetic characteristics beyond the expected standard</p> <ul style="list-style-type: none">Cranes: integrated as part of the surrounding environmentDepots: clean and tidy; storage facilities; appearance, etc <p><u>Sample target</u> 100 cranes reconditioned after 5 years of service</p> <p>Through our local contribution and regional presence</p> <ul style="list-style-type: none">Contribute positively to our regions through close cooperation with local stakeholders <p><u>Sample target</u> 1 day off/employee on full pay to work for a local group or organisation</p> <p>By becoming a more attractive employer</p> <ul style="list-style-type: none">Establish a training skills certification programme recognised by the authorities <p><u>Sample target</u> 100% of technicians have completed a training programme</p>	<p>Optimise our carbon footprint</p> <ul style="list-style-type: none">Reduce Uperio's greenhouse gas emissions <p><u>Sample target</u> Maximum of 40000 km/employee/year</p> <p>Better waste management</p> <ul style="list-style-type: none">Organise systematic sorting, processing, and upcycling of waste and sharing of best practices within the Group <p><u>Sample target</u> 1 5S audit/site/year including an assessment of waste management</p> <p>Better water management</p> <ul style="list-style-type: none">Improve water management by prioritising recycling, reduction strategies and high consumption activities <p><u>Sample target</u> Carry out a study to identify water consumption improvements and objectives</p>	<p>Build a shared culture and processes with the "Uperio Way"</p> <ul style="list-style-type: none">Implement a sustainability culture among middle managers and all staffAlign acquisition decisions with ESG criteria <p><u>Sample target</u> Online ESG training module available to all & pre- and post-acquisition ESG audit</p>

OUR COMPASS FOR BUILDING A BETTER WORLD

PEOPLE
Provide a work environment that is welcoming and conducive to career development

- Safety first
- Employee wellbeing

SHAREHOLDERS
Priority for sustainable growth

- Shared culture
- Optimised processes

PLANET
Increased efforts to reduce our environmental impact
Reduce carbon footprint

- Better waste management
- Better water management

PARTNERS
Aim for global performance

- Compliance and beyond
- Supplier of quality solutions
- Responsible supply chain

COMMUNITIES & REGIONS
Contribute to the regions where we operate

- Promote a positive image
- Contribute to regions

INVOLVEMENT
AT ALL LEVELS OF
THE ORGANIZATION

ESG GOVERNANCE AND MANAGEMENT

Board of Directors
Approves goals and indicators and monitors their proper implementation, mainly through a dedicated purpose committee

The Board's ESG committee
Made up of the members of the executive committee and functional departments, the ESG committee is responsible for coordinating and advancing the process within the Group

Executive committee
Decides on and monitors the allocation of resources

ESG Network (with on-site representatives who monitor local implementation)
Supports the objectives at the highest level of the Group

ESG-specific working groups (project management)
Lead specific projects with the coordination of the ESG manager

Key governance instances
The head of ESG attends the Group's key governance instances as needed to define, update, and implement the roadmap.

External stakeholder panel
The head of ESG, attends external meetings or participates in external/peer events in line with

