4. SUSTAINABILITY STATEMENT

4.1. GENERAL DISCLOSURES (ESRS 2)

4.1.1. General basis for preparation of sustainability statements (BP-1)

Preamble

Directive (EU) 2022/2464, called the Corporate Sustainability Reporting Directive (CSRD), provides for the disclosure of sustainability information in a separate section of the Directors' report ("sustainability statement"). This sustainability statement replaces the Non-Financial Reporting Declaration (NFRD), which was a requirement since the 2018 financial year.

Dassault Aviation declares that this sustainability statement, containing the sustainability disclosures, forms an integral part of the Directors' report, as required by Article L. 233-28-4 of the French Commercial Code, and has been prepared and written in accordance with the regulatory requirements set out in the ESRS on the one hand, and Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation) on the other, which are applicable on the date of preparation of this first sustainability statement.

The new requirements regarding the structure of the information to be reported for the CSRD, particularly with regard to metrics, make the sustainability statement for the 2024 financial year a new baseline that cannot be understood as a simple continuation of the NFRD from previous financial years.

The scope of the information required by the CSRD differs by its great extent (up to 1,200 data points) and its complexity compared to the NFRD framework. The twelve standards that make up the CSRD (the European Sustainability Reporting Standards, or ESRS) thus required the publication of more than 1,100 clarifications on their interpretation by the European Commission throughout 2024. These clarifications could be further strengthened by standardization or regulatory bodies. By the end of 2024, only 20 of the 30 countries concerned by the CSRD had transposed the directive. German and Spanish undertakings, in particular, are not subject to it for the 2024 financial year.

This sustainability statement was developed by taking into account the information and knowledge available at the date of its drafting and in the context of the first year of application of CSRD-related provisions. There are sources of uncertainty beyond the interpretation of the texts themselves, mostly related to the current state of scientific and economic knowledge as well as to the quality and availability of external data, particularly within the value chain.

Certain information required by the ESRS was not available at the closing of the sustainability statement, notably with reporting processes and tools not mature enough to properly isolate and process the information. The table below lists this information:

ESRS	§ of this sustainability statement	Information
2, E1, E2, E5, S1, S4	n/a	Dassault Aviation is not in a position to evaluate significant operating expenditure (OpEx) and/or capital expenditure (CapEx) carried out specifically for the actions described in this sustainability statement, required under ESRS 2 § 69 (MDR-A) and topical standards. Consequently, this information is not disclosed in this sustainability statement.
2	n/a	Dassault Aviation is not in a position to evaluate the financial effects of material risks and opportunities. Consequently, the information required under ESRS 2 § 48 (d) is not disclosed in this sustainability statement.

E2	4.2.3.5	Dassault Aviation ensures compliance with the REACh regulation and as such maintains a map of substances of concern and informs its customers about the presence of these substances in delivered products. Dassault Aviation is unable to produce the metrics required under Disclosure Requirement E2-5 (substances of concern), which, in addition, are not relevant to the material risk identified following the materiality assessment described in § 4.1.11 of this sustainability statement. Dassault Aviation presents an alternative metric for monitoring this material risk in § 4.2.3.5 of this sustainability statement.
S1	4.3.1.14	Dassault Aviation reports no fatalities due to workplace accidents but is not able to establish a connection between deaths and occupational illnesses.
S1	4.3.1.17	Dassault Aviation is able to evaluate with certainty the information on incidents and complaints required under Disclosure Requirement S1-17 only for the Parent Company. Consequently, this information is provided only for the Parent Company in this sustainability statement.
S2	n/a	Dassault Aviation is able to assess the materiality of the impacts, risks and opportunities related to ESRS S2 topics only for the tier 1 suppliers in its supply chain. The process and results of this analysis are specified in § 4.1.11 and 4.1.12 of this sustainability statement.
G1	4.4.6	Dassault Aviation is able to measure supplier terms of payment with sufficient reliability only for French companies.

The metrics required under Disclosure Requirement E5-4 about the supply of at-risk materials constitute strategic information that would harm Dassault Aviation if published.

For the pay gap between the highest and the median pay (S1-16, § 4.3.1.16), the median is limited to Parent Company wages.

Some estimates may be refined during future reporting periods when more relevant information becomes available. Some estimation methods may also be modified or adapted.

The information gathering process will become gradually more robust over the years and as data collection and analysis tools improve.

Dassault Aviation's internal auditing procedures related to the preparation of sustainability information will be progressively strengthened on the basis of experience gained during the first reporting periods.

Dassault Aviation also plans to periodically review and refine its materiality assessment process in relation to impacts, risks and opportunities associated with its activities.

Information required by Disclosure Requirement BP-1

The scope of this sustainability statement covers all Dassault Aviation ("the Company") activities. This scope is the same as that of the consolidated financial statements (excluding equity associates) defined in Note 2 to the consolidated financial statements of this annual report.

The elements of the value chain covered by this sustainability statement are identified in § 4.1.8.

Some of the information required under the regulatory disclosure requirements governing this sustainability statement is not disclosed for confidentiality reasons provided for under ESRS 1 Section 7.7. Dassault Aviation has not availed itself of the option that allows it to omit any specific information corresponding to intellectual property, know-how or the results of innovation.

4.1.2. Disclosures in relation to specific circumstances (BP-2)

Time horizons

Dassault Aviation has complied with the time horizons set by the CSRD[1] in the context of its sustainability disclosures.

Value chain estimations

This sustainability statement does not include metrics with estimations related to value chain.

Sources of estimation and outcome uncertainty other than value chain estimations

Some quantitative metrics cannot be measured directly by Dassault Aviation and are therefore obtained from public databases, leading to potential measurement uncertainty. The carbon emission factors and energy mix of the different countries are the key metrics affected by this uncertainty (see § 4.2.2.6 and 4.2.2.7).

This uncertainty is amplified by the time lag between the data available in public databases and the reporting year. The appendix of this Directors' report explains how this uncertainty is handled.

Disclosures stemming from other legislation or standards

The disclosure requirements listed below are required by legislation or standards other than the CSRD and are included in this sustainability statement:

- regulatory requirement for gender-balanced representation on Boards of Directors set by Article L. 225-18-1 of the French Commercial Code,
- performance of the energy audit in accordance with the obligation laid down by Article L. 233-1 of the French Energy Code,
- proportion of the Company's headcount covered by an environmental management system in accordance with the standard ISO 14001:2015.

[1] short term: < 1 year; medium term: 1 to 5 years; long term > 5 years

Incorporation by reference

The table below lists the disclosure requirements that have been incorporated by reference.

ESRS	Section	Incorporation by reference
2	4.1.1	Note 2 to the Consolidated Financial Statements
2	4.1.3	§ 1.3 of the Corporate governance report
2	4.1.5	§ 2.2.2 of the Corporate governance report
2	4.1.8	Note 1.5 to the Consolidated Financial Statements
E1	4.2.1.2	Note 2 to the Consolidated Financial Statements
E1	4.2.1.4	Note 15 to the Consolidated Financial Statements
E1	4.2.1.4	Note 4 to the Consolidated Financial Statements
E1	4.2.2.6	Note 15 to the Consolidated Financial Statements
E1	4.2.2.7	Note 15 to the Consolidated Financial Statements
G1	4.4.7	§ 2.2.3. Cyber risks for IT systems

4.1.3. The role of the administrative, management and supervisory bodies (GOV-1)

Dassault Aviation is headed by a Chairman and Chief Executive Officer (Chairman and CEO) and a Chief Operating Officer (COO).

The Board of Directors is composed of the Chairman and CEO and seven other Directors (including one Director representing employees), who are non-executive members. A representative of the Central Economic and Social Committee is invited to attend each meeting of the Board of Directors.

The Chairman and CEO and the COO have been in their respective roles since 2013. They also participate in the management bodies of several Dassault Aviation companies and those of other (listed and unlisted) companies and professional associations in the aerospace sector and the industrial sector more broadly. They are, respectively, Honorary Chairman and Deputy Chairman of GIFAS (Groupement des Industries Françaises Aeronautiques et Spatiales, the French Aerospace Industries Association). The Chairman and CEO is also President of UIMM (Union des Industries et Métiers de la Métallurgie, the French Union of Metallurgy Industries and Trades).

Members of the Board of Directors also have broad experience. They have been Company Directors for several years and all have extensive knowledge of Dassault Aviation and the aerospace sector. Several also hold, or held for many years, offices and positions in CAC 40 and/or SBF 120 undertakings and/or international undertakings (Veolia Environnement, EDF, Capgemini, Accor, Thales, Dassault Systèmes, etc.).

Percentage by gender

Three women currently sit on the Board of Directors, out of a total of seven members (excluding the Director representing employees, in accordance with the law). This equates to a percentage of 43% women, which is above the legal requirement of 40% set by Article L. 225-18-1 of the French Commercial Code concerning gender-balanced representation on Boards of Directors.

Age of Directors

At December 31, 2024, the Directors are aged between 48 and 86 with an average age of 66. This includes the Director representing employees.

Independence of Directors

The three independent Directors out of a total of seven Directors (excluding the Director representing employees) represent 43% of the Board of Directors (which is above the legal requirement of one independent Director). In this aspect, it should be noted that the Parent Company does not refer to the current corporate governance codes issued by Afep-Medef and Middlenext.

Governance of sustainability matters

Dassault Aviation's executives and Directors have responsibilities in committees dealing with sustainability, governance, pay and human resources matters of SBF 120 companies or are Directors or members of various charitable foundations. A detailed description of the offices held by Dassault Aviation Executives and Directors is provided in § 1.3 of the Corporate governance report included in this Annual report.

This expertise, which they have proven at other international companies, gives Dassault Aviation's corporate officers and Directors the ability to address sustainability matters, whether they relate to governance or to social, environmental and societal issues. A list of these matters can be found in § 4.1.4 of this sustainability statement.

Dassault Aviation's CSR Manager, appointed by the Chairman and CEO, oversees the CSR policy of both the Parent Company and its subsidiaries, and the associated reporting requirements. As such, he is responsible for recommending a CSR policy to Executive Management based on the main sustainability matters and for overseeing its application in the relevant departments.

This manager and his team within the Total Quality Management Department (TQMD) relies on a network of CSR officers assigned to each department of the Parent Company and each Dassault Aviation subsidiary.

Depending on the nature of the sustainability matters defined, different entities are responsible for translating the CSR policy into more specific policies as well as actions, metrics and targets. These roles are summarized below, in keeping with the structure of the European Sustainability Reporting Standards (ESRS), which define the disclosure requirements of the CSRD:

- environmental standards (ESRS E1 to E5) are under the responsibility of the TQMD,
- the social standard on own workforce (ESRS S1) is under the responsibility of the Human Resources Department (HRD) and the Ethics and Compliance Department (ECD),
- the governance standard (ESRS G1) on business conduct is under the responsibility of the ECD, the Purchasing Department (PD) and the Financial Department (FD),
- social standards (ESRS S2 to S4) are a cross-functional responsibility.

Executive Management approves the Company's CSR policy and its derivations, and ensures that the relevant entities apply it to their sustainability matters. It defines or approves metrics and targets and tracks key performance indicators. Some metrics are derived directly from the objectives set by the Board of Directors for Executive Management (see § 4.1.5).

The half-yearly meetings of the Board of Directors and the annual general meetings of shareholders mark key milestones in this monitoring process. The Legal Affairs and Insurance Department (LAID) serves as the Company's corporate secretary for these events.

Sustainability matters identified as risks are handled through the same process as other Company risks. The Internal Audit and Risk Department (IARD) evaluates the risk management and internal auditing systems. One of its Director's duties is to report to Executive Management and the Audit Committee on the Company's major risks, the results of the audits and the recommendations made.

The Audit Committee is responsible for monitoring the process for preparing and verifying the sustainability information.

The role of the administrative, management and supervisory bodies in business conduct

Dassault Aviation's management bodies have a zero-tolerance policy on breaches of probity and are committed to strict business ethics governing Dassault Aviation's business conduct.

The Company addresses the risks of corruption and takes appropriate measures to prevent and detect, in France and abroad, acts of corruption or influence peddling in accordance with Law 2016-1691 of December 9, 2016 on transparency, the fight against corruption and modernization of the economy.

Dassault Aviation has chosen to entrust the ECD with the implementation and supervision of the anti-corruption system. As such, the ECD is responsible for identifying, preventing and addressing the compliance risks (reputational, legal and financial) related to the Company's activities by ensuring compliance with regulations and business ethics. The ECD is an independent body that reports directly to the Chairman and CEO.

At the same time, the Risk Committee is involved in the governance of the Company's compliance actions. As such, when reporting on compliance risks to the Executive Committee (EXCOM) and Executive Management, this committee ensures that the compliance policies are defined and implemented, while also monitoring execution of the annual action plans.

Lastly, each legal representative of the Company's subsidiaries and branches is responsible for implementing the Anti-Corruption Code, the Ethical Charter, and the compliance program. As a result, they are responsible, under the leadership of the ECD, for providing the Anti-Corruption Code to all their employees, overseeing their training, informing them of their business ethics duties, and making it clear to them that any violation of the Anti-Corruption Code could lead to disciplinary measures.

4.1.4. Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2)

Sustainability matters can, on the one hand, lead to risks or opportunities for Dassault Aviation; on the other hand, Dassault Aviation can have impacts on society or the environment related to these issues. Some Impacts, Risks and Opportunities (IRO) are considered significant ("material") following the materiality analysis described in § 4.1.11. These material IROs are listed in § 4.1.10.

The issues are material and are dealt with in this sustainability statement when they correspond to one or more material IROs.

Information about material IROs and related issues is provided to Executive Management throughout the year, based on their criticality, and includes in particular:

- The main areas of implementation of the Corporate Social Responsibility (CSR) policy, the actions and resources put in place to address sustainability matters, and the priorities set by Executive Management,
- Critical regulatory developments,
- Significant interactions with stakeholders,
- Major risks through the risk management procedures,
- Key performance indicators.

The Company's CSR policy is based on the main CSR matters and is backed by industry standards and rules. It is built on five pillars:

- Improving the environmental performance of activities and products,
- Offering an attractive and motivating employment model,
- Ensuring a high-quality, safe and healthy work environment,
- Adopting a responsible approach,
- Meeting regulatory requirements and compliance obligations.

In line with the multi-year CSR policy and with the Company's challenges in 2024, a CSR letter, signed by the Chairman and CEO, was circulated to all entities to ask them to focus their efforts on occupational health and safety, the attractiveness of our employment model and talent development, the environmental performance of activities and products and, lastly, the responsible purchasing approach.

The main results achieved in CSR at the end of 2023 and the objectives for 2024 were:

- brought to the attention of Executive Management when preparing the annual report, and to the Board of Directors,
- presented to EXCOM members during the Company's management review,
- brought to the attention of shareholders at their Annual General Meeting.

The Board of Directors meeting of March 5, 2024 appointed the Audit Committee to monitor the process for preparing and verifying the sustainability information.

Progress on the CSR 2024 objectives at mid-year was:

- brought to the attention of Executive Management during preparation for the Board of Directors meeting in July 2024,
- presented during the TQMD management review in July 2024.

The first double materiality assessment in line with CSRD requirements was carried out at the end of 2023. Materiality thresholds were defined in the first half of 2024. The findings were presented to Executive Management in May 2024.

The sustainability-related risks identified in the double materiality assessment are addressed through Dassault Aviation's existing risk management systems.

4.1.5. Integration of sustainability-related performance in incentive schemes (GOV-3)

The principles of the compensation policy for the Chairman and CEO and the COO have been established by the Board of Directors. Their pay consists of a fixed component and a variable component (including performance shares).

10% of this variable compensation includes sustainability performance indicators (see § 2.2.2. of the Corporate governance report).

4.1.6. Statement on due diligence (GOV-4)

Due diligence refers to the process through which undertakings identify, prevent and mitigate the actual and potential negative impacts of their activities on the environment and the populations affected by them, and report on how they address these impacts.

The core elements of due diligence can be found in the following paragraphs of this sustainability statement:

CORE ELEMENTS OF DUE DILIGENCE	PARAGRAPHS IN THE SUSTAINABILITY STATEMENT
(a) Embedding due diligence in governance, strategy and business model	§ 4.1.4 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2) § 4.1.5 Integration of sustainability-related performance in incentive schemes (GOV-3) § 4.1.10 Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)
b) Engaging with stakeholders	§ 4.1.4 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2) § 4.1.9 Interests and views of stakeholders (SBM-2) § 4.1.11 Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1) § 4.2.2.1 Transition plan for climate change mitigation (E1-1) § 4.2.2.3 Policies related to climate change mitigation and adaptation (E1-2) § 4.2.3.2 Policies related to pollution (E2-1) § 4.3.1.2 Policies related to own workforce (S1-1) § 4.3.1.3 Processes for engaging with own workers and workers' representatives about impacts (S1-2) § 4.3.1.4 Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3) § 4.3.2.2 Customer safety policies (S4-1) § 4.3.2.3 Processes for engaging with customers about impacts (S4-2) § 4.3.2.4 Processes to remediate negative impacts and channels for customers to raise concerns (S4-3) § 4.4.1 Business conduct policies and corporate culture (G1-1) § 4.4.2 Management of relationships with suppliers (G1-2)
c) Identifying and assessing adverse impacts	§ 4.1.10 Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3) § 4.1.11 Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)

d) Taking actions to address those negative impacts	§ 4.2.2.1 Transition plan for climate change mitigation (E1-1) § 4.2.2.4 Actions and resources in relation to climate change policies (E1-3) § 4.3.1.5 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions (S1-4) § 4.3.2.5 Taking action on material impacts on customers, and approaches to managing material risks and pursuing material opportunities related to customers, and effectiveness of those actions (S4-4)
e) Tracking the effectiveness of these efforts and communicating	§ 4.2.2.5 Targets related to climate change mitigation and adaptation (E1-4) § 4.2.2.6 Energy consumption and mix (E1-5) § 4.2.2.7 Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6) § 4.3.1.14 Health and safety metrics (S1-14) § 4.3.2.6 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S4-5)

4.1.7. Risk management and internal controls over sustainability reporting (GOV-5)

This double materiality assessment was carried out with the departments that have a good understanding of the interests and views of stakeholders.

The information produced in this sustainability statement has been analyzed and verified by the various contributing departments and, ultimately, by a central team responsible for approving the annual report.

The production of sustainability information will be treated as a Company risk during the next update of the risk map.

4.1.8. Strategy, business model and value chain (SBM-1)

Markets and customer groups/products and services offered

Breakdown of activities

Dassault Aviation's aerospace activities should be understood, first and foremost, in the context of its dual civil–military expertise. The advanced technologies developed for the military activities benefit the civil activities, which in turn generate innovations in production and certification. This means Dassault Aviation can count on complementary markets and is able to reduce its exposure to the economic environment.

The aerospace business has long cycles, as the production period for an aircraft program can often reach 25 years and the operating lifetime can exceed 40 years.

Dassault Aviation's employees are mostly located in France. The rest of the workforce is mainly based in the United States. Details can be found in § 4.3.1.7.

Since 1945, Dassault Aviation has produced more than 5,800 military aircraft and more than 2,700 civil aircraft, for a total of more than 8,500 aircraft, 64% of which have been exported.

In 2024, the revenue breakdown was Falcon 36% (civil aircraft) and Defence 64%.

Dassault Aviation's special role in national sovereignty

A cornerstone of the Fifth Republic, sovereignty[2] is a vital precondition for achieving sustainability objectives.

Dassault Aviation has designed, manufactured and supported all French combat aircraft since 1945. Nearly 3,000 Mystère, Mirage, Jaguar, Alpha Jet, Étendard, ATL and Rafale aircraft have been delivered to the French Air Force and Navy.

Combat aviation is a critical tool for modern warfare. In addition to external operations and homeland defence, since 1964 Dassault aircraft have played a role in an ongoing mission: airborne nuclear deterrence, currently ensured by the Rafale/ASMP-A missile combination within the Strategic Air Forces (Forces Aériennes Stratégiques, FAS) and the Nuclear Naval Air Force (Force Aéronavale Nucléaire, FANu). Along with the Strategic Oceanic Force (Force Océanique Stratégique, FOST), which is equipped with nuclear-powered ballistic missile submarines, the FAS and the FANu are the cornerstone of French defence and the nation's ultimate life insurance policy, as well as a mark of its sovereignty in the eyes of the world.

Dassault Aviation is the only company with the unique and complex know-how to design and integrate high-performance and reliable air combat systems in France. It relies on its experience and mastery of a number of so-called "sovereignty" technologies: stealth; digital solutions; flight controls; specialty and composite materials; aerodynamic, acoustic, infrared and electromagnetic calculation codes; simulation; artificial intelligence; pyrotechnics; etc. These technologies benefit France's entire industrial fabric, with Dassault Aviation at its core.

Dassault combat aircraft are produced by a national industrial ecosystem, made up of several hundred undertakings brought together by Dassault Aviation (prime contractor) and the DGA (project manager). This autonomy ensures that implementation of French combat aircraft cannot be subject to any external constraints. It is a major national defence asset. Only a very small number of countries worldwide have this type of technological and operational sovereignty.

Since 1945, Dassault Aviation has sold as many combat aircraft for export as it has to France. Military exports are one component of our country's strategic relations with its foreign partners. They also ensure the economic balance that France needs to maintain its sovereign defence.

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[2] Sovereignty appears in the very first sentence of the preamble to the Constitution: "The French people solemnly proclaim their attachment to Human Rights and the principles of national sovereignty as defined by the Declaration of 1789, reiterated and supplemented by the Preamble to the Constitution of 1946, and to the rights and duties as defined in the Environmental Charter of 2004."

External sovereignty is defined as what characterizes a state, in other words, effective control over a territory and a population, independence or "non-subjugation" with regard to another state, and the freedom to enter into undertakings with other states. (…) Sovereignty and power are not synonymous: the latter is "the ability of an international actor to impose its will in international relations." (…) France remains a military power, one that has made control of nuclear weapons the "cornerstone" of its defence policy and has scaled its conventional forces accordingly. In today's tense geostrategic environment, military power is not only an advantage of sovereignty, it is one of its prerequisites. (French Council of State, *Sovereignty,* 2024 Annual Report).

Retaining the current ability to design and manufacture high-performance air combat systems, and to provide them to the French forces and their export partners, and maintaining the operational capabilities of this equipment are aspects of sovereignty where Dassault Aviation has a major positive impact in terms of corporate social responsibility. The matter of sovereignty, which has been an important one for decades, is also one of Dassault Aviation's main sustainable opportunities.

Legal and administrative framework for Dassault Aviation's military activities

Linked to the government's foreign and defence policy, the production and export of war materiel are activities:

- strictly regulated by French laws (since the Second World War),
- carried out in accordance with international commitments entered into by France.

Undertakings involved in the manufacture or sale of war materiel may not do business unless they have authorization from the State and are under its control. In the interests of sovereignty, the State has granted authorization to Dassault Aviation for the manufacture and sale of military aircraft. It also grants it export licenses through a robust and strictly enforced procedure.

On that basis, Dassault Aviation:

- has a manufacturing and trade authorization granted by the French Ministry of Armed Forces for a maximum period of five years; the authorization is renewable, if necessary following investigation by the police, gendarmerie and prefecture in the areas where its plants are located,
- cooperates with regular site inspections and document checks carried out by officials from the relevant ministries,
- includes on its Board of Directors a government commissioner appointed by order of the French Ministry of Armed Forces,
- carries out its design and production under the supervision and/or project management of the DGA (Direction générale de l'armement du ministère des Armées – French Defence Procurement Agency).

For exports of war materiel in particular, two general principles apply in France:

- principle of prohibition: arms exports are prohibited, unless an exemption is granted by the State and subject to its control (there is no freedom of enterprise or trade in this respect); the exemption is applied by granting export licenses for war materiel;
- principle of interministerial coordination: the Prime Minister bears ultimate responsibility for export controls.

By law, the State is responsible for the evaluation of France's military customers via a strict authorization process overseen by three regulatory bodies:

- the CIEEMG (commission interministérielle pour l'étude de l'exportation des matériels de guerre – interministerial commission for scrutiny of war materiel exports); the interministerial aspect ensures that export license applications undergo proper scrutiny[3];
- the SGDSN,
- the DGA.

The provisions of Articles L. 2335-1 et seq. of the French Defence Code define the legal framework for authorization.

[3] The CIEEMG examines applications for export and transfer licenses from manufacturers. The Commission, chaired by the SGDSN (Secrétariat général de la défense et de la sécurité nationale – Secretariat-General for Defence and National Security), brings together representatives of the French Minister for Defence, Minister for Foreign Affairs and Minister for the Economy. Where appropriate, favorable opinions expressed by the CIEEMG may be accompanied by conditions, as well as the requirement for a non-re-export clause and an end-use certificate. The Prime Minister's decision, taken on the advice of the CIEEMG, is notified to Customs, which then issues any approved licenses.

Export transactions are examined retrospectively to ensure that they comply with the authorization granted by the CIEEMG. This procedure, which contributes to the robustness of the scrutiny process, includes manufacturers' compliance with any conditions imposed when the export license was issued.

Consequently, the selection and evaluation of military customers, as well as the export of military aircraft manufactured by Dassault Aviation (with the associated after-sales support), are subject to the strict supervision of the French authorities. They have the sovereign power to decide in which countries and under what conditions Dassault Aviation is authorized to enter into a contract with a military customer of the State.

Besides, the Rafale aircraft of the French Air and Space Force and the French Navy contribute to the French nuclear deterrence policy through their ability to deploy the ASMP-A nuclear missile. This capability and this missile cannot be exported, in compliance with France's non-proliferation commitments.

The French Parliament is kept regularly informed of the activities of defence undertakings during parliamentary debates and through the publication of an annual report that addresses the need for transparency.

The French Senate and National Assembly also hold select committee hearings at which defence company executives are asked questions. The CEO of Dassault Aviation thus regularly attends such hearings.

Customers

For combat aircraft, Dassault Aviation's customers are countries, through their governments, government agencies and armed forces.

France is Dassault Aviation's largest military customer, from a historical and quantitative as well as organic standpoint. It is the French government, along with the French Defence Procurement Agency (Direction Générale de l'Armement, DGA) and the French armed forces, that defines, finances and structures the combat aircraft programs.

The Rafale's export customers are France's strategic partner countries. Since 2015, the Rafale has been sold to eight foreign countries. They are, in chronological order, Egypt, Qatar, India, Greece, Croatia, the United Arab Emirates, Indonesia and Serbia.

As far as Falcon business jets are concerned, the vast majority of Dassault Aviation's customers are companies. Other customers are divided between private buyers on the one hand, and buyers of multi-mission Falcons on the other (multi-mission Falcons are designed to order for governmental, para-governmental or private entities; when they are military in nature, they are subject to the rules of government control mentioned above).

Income[4]

Rafale combat aircraft

The Rafale is known for its outstanding versatility (air-to-air, air-to-ground and air-to-sea missions) and for its upgradeability thanks to continuous improvements that combine technological breakthroughs with user feedback.

The Rafale covers a variety of missions that previously required seven different types of aircraft. It is one of the vectors of French nuclear deterrence.

[4] As specified in Note 1.5 to the consolidated financial statements, IFRS 8 "Operating segments" requires the presentation of information according to internal management criteria. Dassault Aviation's activity relates entirely to the aerospace sector. As a result, all revenue is from this sector.

Falcon business jets and multi-mission aircraft

Falcons are business jets recognized for their handling qualities, operational flexibility, low fuel consumption and innovative solutions. They are "flying offices" designed to deliver optimum performance by achieving significant time savings and providing passengers with an excellent work environment. The current Falcon family has a range of 7,400 km to 13,890 km.

Multi-mission Falcons are aircraft that have been modified for intelligence, maritime surveillance, training, calibration, scientific research, medical evacuation, etc.

Customer support

Dassault Aviation supports around 1,000 military aircraft and 2,100 Falcon jets in service in 90 countries.

Most military aircraft are covered by long-term operational maintenance contracts. Dassault Aviation is responsible for supplying air forces with spare parts, systems, tools, etc.

In the civil sector, Falcons benefit from by the hour support programs, based on users' operational needs, and a global network of certified service centers.

Sustainability matters

Sustainability matters are shown in the table below. They cover all products, services, markets and customers.

Topic	Sustainability matters
National sovereignty	French national defence including nuclear deterrence. Strategic interests related to military export customers. Maintaining strategic competencies in design and manufacturing.
Environment	Reduction in the carbon footprint and energy consumption
	Industrial and pollution risk control
	Materials use and circular economy
Social and societal	Attractiveness and talent retention
	Training and skills management
	Diversity, inclusion and equal opportunities
	Employee health and safety
	Quality of life and working conditions
	Product safety
	Cyber risk control for IT systems
Governance	Business ethics and compliance
	Management of relationships with suppliers

The strategies corresponding to sustainability matters are provided in § 4.1.10.

Business model and value chain

Suppliers (upstream value chain)

For the Rafale, the industrial players are French or conduct their business in France. The DGA is the project manager. Dassault Aviation is the prime contractor with the following original equipment

manufacturers (for complete assemblies of complex systems to be integrated on the aircraft): Thales (radar, avionics, communications) and Safran (engines, landing gears, various systems). The industrial ecosystem built up around these three prime manufacturers represents about 400 undertakings in France.

For the Falcons, Dassault Aviation is the project manager and prime contractor. The main suppliers are located primarily in France, Europe and North America.

Internal functions and production (Company activities)

Dassault Aviation is the architect of complex programs that meet our customers' current needs and future challenges, on time and on budget. It is the prime contractor and the organization that ensures skills synergies.

As an industrial and design architect, the Company supports its customers and partners by managing the entire life cycle of aircraft programs. Dassault Aviation is capable of managing and coordinating complex projects (national and multinational) and assumes responsibility for their success. Dassault Aviation guarantees respect for the system's fundamentals and its development, evaluates the technological challenges, and makes decisions about scope and task-sharing among partners.

In addition, the Parent Company has a very attractive value-sharing program for its employees.

For each program, Dassault Aviation:

- designs and develops the aircraft (or the new standard), by coordinating the partners and sub-contractors, and handles certification by the civil authorities (EASA, FAA) for the Falcons or qualification by the military authorities (DGA),
- ensures industrialization: supplies, purchases, tools, general organization of production,
- manufactures/assembles the airframe and flight controls, integrates all sub-contracted components, conducts the necessary checks and tests at its production and testing sites, negotiates the commercial terms of the sale;
- makes deliveries to government and civil customers,
- provides support for aircraft in operational service, which it handles for customers.

Transport and logistics (upstream and downstream)

Since aircraft are generally delivered to customers at production sites, transport and logistics consist primarily of flows with suppliers and between manufacturing plants.

Spare parts (excluding engine blocks in particular) are shipped to customers or to several dedicated centers around the world.

End-users (downstream)

Military customers. Dassault Aviation equips and ensures the availability of high-performance and reliable fleets of combat aircraft (Rafale, Mirage 2000, Alpha Jet) and multi-mission aircraft (ATL2, special Falcons). These aircraft play a role in their users' national defence.

Civil customers. Falcon business jet customers have a real work tool that allows for flexible and customized routes and safe and discreet travel, bringing passengers as close as possible to their points of departure and arrival and ensuring the best possible conditions so travelers feel fresh on arrival. In addition, these jets already use high proportions of Sustainable Aviation Fuels (SAF).

4.1.9. Interests and views of stakeholders (SBM-2)

Dassault Aviation interacts with many stakeholders. Relationships are maintained through different forms of cooperation in an effort to take each stakeholder's specific interests, needs and expectations into account.

Stakeholder	Expectations	Forms of cooperation
Company	Sovereignty Human rights and compliance Environmental risk control Reduction in negative impacts Support for local initiatives	Public hearings in Parliament External communication Codes of conduct Charitable support (inclusion, humanitarianism and culture) Reservist agreements Teacher ambassadors
Customers	Product and service quality Environmental performance of flight operations	Quality audit Certification and airworthiness monitoring Internal auditing Contractual reviews Customer seminars Trade fairs
Employees	Value Sharing Attractiveness and talent retention Training and skills management Diversity, inclusion and equal opportunities Employee health and safety Quality of life and working conditions	Negotiations and agreements with trade unions Prevention and occupational health services Internal communication HR portal Onboarding days
Shareholders and investors	Financial performance CSR commitments Regulated information	Annual General Meeting Investor meetings Press conferences Financial reporting
Suppliers	Equitable relationships Long-term commitment Terms of payment	Commitment charters (GIFAS, etc.) Digitization and faster payment times, particularly for SMEs
Public and administrative authorities	Compliance with laws and regulations Taxes, duties and contributions	Declarations, audits and controls Meetings with French and European institutions

4.1.10. Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

This table identifies the material impacts, risks and opportunities (IROs) in the value chain, as well as the strategies implemented by Dassault Aviation to develop opportunities, manage impacts and ensure resilience in the face of risks.

Issues	IRO/Description	Horizon	Value chain	Strategies
Sovereignty	Impact: (+) Major contribution to French national defence and its strategic interests Opportunity: Support for the strategic interests of France and its partners	Increase > 5 years Increase > 5 years	Upstream Company activities Downstream	Air force equipment Long-term fleet availability Programs in development Demonstrator programs French and export military sales
Reduction in the carbon footprint and energy consumption	Impact: (-) Contribution to climate change	Decrease > 5 years	Upstream Company activities Downstream	Sector GHG reduction commitments for 2050 R&T Development of a 100% SAF-compatible civilian aircraft Company SAF plan Optimization of air operations Energy saving plan
Industrial and pollution risk control	Risk: Obsolescence related to substance regulations	Increase 1-5 years	Upstream Company activities	Process for anticipating and managing chemical obsolescence
Materials use and circular economy	Risk: Non-availability of raw materials	Increase 1-5 years	Upstream Company activities	Monitoring process Process for anticipating and managing the supply of critical materials
Attractiveness and talent retention	Risk: Difficulty attracting or retaining employees	Stable 1-5 years	Company activities	Recruitment and pay policy Value Sharing
Training and skills management	Risk: Mismatch between employees' skills and the needs of the business	Stable 1-5 years	Company activities	Training, key skills planning
Diversity, inclusion and equal opportunities	Impact: (-) Potential impact on the employee experience	Stable 1-5 years	Company activities	Non-discrimination Professional equality Social inclusion

Employee health and safety	Impact: (-) Potential impact on employees' mental and physical health	Stable > 5 years	Company activities	Occupational health and safety management system
	Risk: Work-related injuries and occupational illnesses	Increase < 1 year		
	Risk: Regulatory non-compliance related to occupational health and safety	Stable 1-5 years		
Quality of life and working conditions	Impact: (-) Potential impact on the employee experience	Stable 1-5 years	Company activities	Striking the right balance between individual and collective performance Agreement on quality of life and working conditions
Product safety	Impact: (-) Impact of an aviation accident	Stable > 5 years	Company activities Downstream	Safety policy Quality assurance Compliance with product regulations Flight and ground safety
	Risk: Aircraft safety failure			
	Risk: Loss of airworthiness and grounding			
Security and safety of data and information systems	Risk: Cyber risk for IT systems	Increase < 1 year	Upstream Company activities Downstream	Cyber-security Audits Protection of assets and data
Business ethics and compliance	Risk: Breach of business ethics	Decrease < 1 year	Upstream Company activities Downstream	Anti-corruption Training Regulatory compliance Duty of care
Management of relationships with suppliers	Impact: (+) long-term commitment, securing sustainable solutions	Increase > 5 years	Upstream	Responsible practices for the selection and treatment of suppliers

Dassault Aviation's strategy and business model take into account the sustainability risks and opportunities associated with its activities. Measures are in place to mitigate the effects of the risks, mainly through compliance with environmental regulations and ethical and compliant business conduct.

Efforts to apply regulations and the investments made in preventive measures aim to protect Dassault Aviation from negative financial effects and make the Company resilient to the material risks it has identified.

All IROs are covered in this sustainability statement through the ESRS, except for Sovereignty, which is dealt with in § 4.1.8.

4.1.11. Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)

General methodology

The study to identify and assess the IROs (double materiality assessment) was overseen by the Company CSR manager, with the assistance of various departments and support from a consultancy firm.

This materiality assessment was carried out through a process aimed at identifying, assessing, prioritizing and monitoring potential and current impacts on people and the environment, as well as risks and opportunities that could have a financial effect on the undertaking.

The materiality assessment follows a systematic approach.

This assessment covered the various environmental, social and governance issues listed in ESRS 1. The Company also analyzed the double materiality of certain more specific matters, such as cybersecurity and sovereignty, on a voluntary basis.

The approach is based on a due diligence process and the Company's risk management framework, and takes into account specific factors that may increase potential negative impacts. The analysis focused on civilian and military activities.

IROs have been identified and positioned throughout the Company's value chain (see value chain description in § 4.1.8.). The IRO identification stage was based on guidelines such as those issued by the Sustainability Accounting Standards Board (SASB). The IROs related to business conduct have been identified globally across all of the Company's activities, regardless of the geographic region. The IROs related to climate change have been identified taking into account the Company's direct and indirect GHG emissions.

In addition, an analysis of the Company's dependencies on the resources (tangible and intangible) that affect it was carried out.

Dassault Aviation did not interview any interested parties outside the Company in this assessment. Their opinion was taken into account through an internal panel of experts recognized in their field. These experts are representative of the selected matters and are in regular contact with stakeholders.

Each matter was assessed against the IROs defined, according to the criteria specified in ESRS 1 (General Requirements of the CSRD):

- for impacts: the severity and likelihood.
  Severity is determined by three criteria. Each criterion is assessed on a four-level scale:
  - scale: Low – Moderate – High – Very High,
  - scope: Limited – Medium – Large – Widespread,
  - irremediable character (only for negative impacts): Easy – Medium – Complex – Impossible.

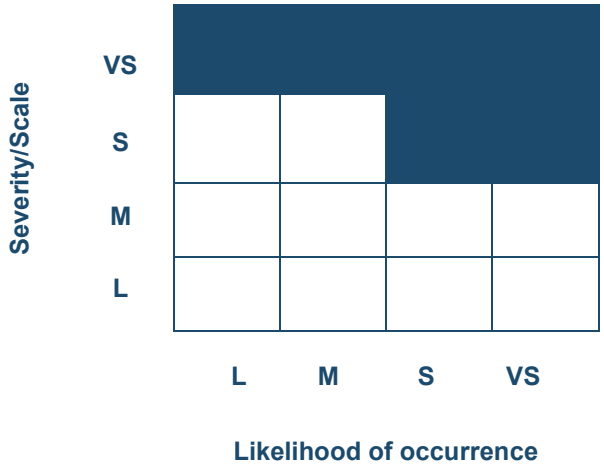
  Each of the four levels is assigned a quantitative value: 1 – 3 – 6 – 10. Severity is calculated as the arithmetic mean of the values assigned to the three criteria.

  When the impact concerns human rights, the likelihood was considered certain so as not to reduce the materiality of the impact.

- for risks and opportunities: the scale and likelihood.

Risks and opportunities were assessed in a collegiate manner with the relevant departments. The impacts were assessed by the competent experts and the results were consolidated with no department-based weighting.

The IROs were positioned according to the matrix used for Company risk management:



L: Low**; M:** Moderate**; S:** Significant**; VS:** Very Significant

IROs positioned in the zone are considered material under the CSRD.

The results of the double materiality analysis were presented to Executive Management.

The changes in IROs were assessed according to the time horizons set by the CSRD (short, medium or long term) and are described in § 4.1.10.

Additional information specific to the environment

Climate change adaptation

- **Physical risk**

This risk is not considered material in the short and medium term. Moreover, the historical data analysis did not indicate such a risk. Despite the occurrence of extreme weather events (tornadoes, severe rainfall, floods, heatwaves), business continuity was not significantly disrupted. However, Dassault Aviation remains vigilant and is continuing to actively monitor the issue. The double materiality analysis could be modified in the light of changes in the climate conditions and the climate scenario analysis.

- **Transition risk**

Outside Europe, the business aviation market is showing no signs of decline in relation to climate matters in the short and medium term. However, the complex European regulatory environment could potentially lead to risks of competitiveness and distortion of competition. After analyzing both risk factors, Dassault Aviation regards transition risks as non-material at present. Just as it does for physical risk, the Company actively monitors this issue, which could lead to its materiality assessment being updated.

Although these risks are identified as non-material in the double materiality analysis conducted for the 2024 financial year, Dassault Aviation plans to update the assessments during the next financial year. The level of exposure is taken into account in the management of Company risks.

Pollution

The double materiality assessment, based on an analysis of the activities carried out at all Dassault Aviation sites and on discussions with stakeholders, did not conclude that the risk of environmental pollution was material.

Conversely, given the increasingly restrictive regulatory environment related to substances, there is a risk that potential short, medium and long-term bans and restrictions could lead to disruptions along Dassault Aviation's entire value chain in the absence of alternative industrially viable solutions. This risk has been identified as material.

Water and marine resources

Currently, all of Dassault Aviation's facilities have sufficient and high-quality access to water resources in order to operate. Most water is used for non-industrial purposes. Efforts have been made for many years to minimize consumption and limit water withdrawals.

Biodiversity

To date, biodiversity loss and the disruption of ecosystems has not affected Dassault Aviation's business continuity. In addition, there is no dependence on raw materials related to this topic. These factors demonstrate that biodiversity is not a material matter for the Company's operations.

Resource use and circular economy

The Company's industrial activities require it to source raw materials or materials processed through the supply chain. Most of these materials have not encountered any production difficulties to date and the aerospace sector represents a small share of the market. However, the situation may be more complex for other materials, particularly in times of geopolitical instability. The risk of non-availability of raw materials has therefore been identified as material at the Company level.

4.1.12. Disclosure Requirements in ESRS covered by the undertaking's sustainability statement (IRO-2)

Disclosure Requirements

The table below provides a list of the disclosure requirements and where they can be found in this sustainability statement.

ESRS	Disclosure Requirements	Section
ESRS 2	General basis for preparation of sustainability statements (BP-1)	4.1.1.
	Disclosures in relation to specific circumstances (BP-2)	4.1.2.
	The role of the administrative, management and supervisory bodies (GOV-1)	4.1.3.
	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2)	4.1.4.
	Integration of sustainability-related performance in incentive schemes (GOV-3)	4.1.5.
	Statement on due diligence (GOV-4)	4.1.6.
	Risk management and internal controls over sustainability reporting (GOV-5)	4.1.7.
	Strategy, business model and value chain (SBM-1)	4.1.8.
	Interests and views of stakeholders (SBM-2)	4.1.9.
	Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)	4.1.10.
	Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)	4.1.11.
	Disclosure Requirements in ESRS covered by the undertaking's sustainability statements (IRO-2)	4.1.12.
ESRS E1	Transition plan for climate change mitigation (E1-1)	4.2.2.1.
	Description of the processes to identify and assess material climate-related impacts, risks and opportunities (IRO-1)	4.2.2.2.
	Policies related to climate change mitigation and adaptation (E1-2)	4.2.2.3.
	Actions and resources in relation to climate change policies (E1-3)	4.2.2.4.
	Targets related to climate change mitigation and adaptation (E1-4)	4.2.2.5.
	Energy consumption and mix (E1-5)	4.2.2.6.
	Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6)	4.2.2.7.
	GHG removals and GHG mitigation projects financed through carbon credits (E1-7)	4.2.2.8.
	Internal carbon pricing (E1-8)	4.2.2.9.
	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities (E1-9)	4.2.2.10.
ESRS E2	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities (IRO-1)	4.2.3.1.

	Policies related to pollution (E2-1)	4.2.3.2.
	Actions and resources related to pollution (E2-2)	4.2.3.3
	Targets related to pollution (E2-3)	4.2.3.4.
	Substances of concern and substances of very high concern (E2-5)	4.2.3.5.
	Anticipated financial effects from pollution-related impacts, risks and opportunities (E2-6)	4.2.3.6.
ESRS E5	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities (IRO-1)	4.2.4.1
	Policies related to resource use and circular economy (E5-1)	4.2.4.2.
	Actions and resources related to resource use and circular economy (E5-2)	4.2.4.3.
	Targets related to resource use and circular economy (E5-3)	4.2.4.4.
	Resource inflows (E5-4)	4.2.4.5.
	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities (E5-6)	4.2.4.6.
ESRS S1	Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)	4.3.1.1.
	Policies related to own workforce (S1-1)	4.3.1.2.
	Processes for engaging with own workers and workers' representatives about impacts (S1-2)	4.3.1.3.
	Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3)	4.3.1.4.
	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions (S1-4)	4.3.1.5.
	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S1-5)	4.3.1.6.
	Characteristics of the undertaking's employees (S1-6)	4.3.1.7.
	Characteristics of non-employees (S1-7)	4.3.1.8.
	Diversity metrics (S1-9)	4.3.1.9.
	Adequate wages (S1-10)	4.3.1.10.
	Social protection (S1-11)	4.3.1.11.
	Persons with disabilities (S1-12)	4.3.1.12.
	Training and skills development metrics (S1-13)	4.3.1.13.
	Health and safety metrics (S1-14)	4.3.1.14.
	Work-life balance metrics (S1-15)	4.3.1.15.
	Remuneration metrics (pay gap and total remuneration) (S1-16)	4.3.1.16.
	Incidents, complaints and severe human rights impacts (S1-17)	4.3.1.17.
ESRS S4	Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)	4.3.2.1.
	Policies related to consumers and end-users (S4-1)	4.3.2.2.

	Processes for engaging with consumers and end-users about impacts (S4-2)	4.3.2.3.
	Processes to remediate material impacts and channels for workers in the value chain to raise concerns (S4-3)	4.3.2.4.
	Taking action on material impacts on workers in the value chain, and approaches to managing material risks and pursuing material opportunities related to workers in the value chain, and effectiveness of those actions (S4-4)	4.3.2.5.
	Targets related to managing negative impacts, advancing positive impacts, and managing material risks and opportunities (S4-5)	4.3.2.6.
ESRS G1	Business conduct policies and corporate culture (G1-1)	4.4.1.
	Management of relationships with suppliers (G1-2)	4.4.2.
	Prevention and detection of corruption and bribery (G1-3)	4.4.3.
	Incidents of corruption or bribery (G1-4)	4.4.4.
	Political influence and lobbying activities (G1-5)	4.4.5.
	Payment practices (G1-6)	4.4.6.
	Statement on cybersecurity specific to the entity	4.4.7.

Disclosure Requirements derived from other legislation of the European Union (EU)

The table below shows the datapoints that derive from other EU legislation as listed in ESRS 2 Appendix B of Annex 1 supplementing Directive 2013/34/EU.

Chapter	Section	Materiality
GOV-1	21d	ESRS 2
GOV-1	21e	ESRS 2
GOV-4	30	ESRS 2
SBM-1	40d	ESRS 2 – not applicable
E1-1	14	Material
E1-1	16g	Material
E1-4	34a	Material
E1-4	34b	Material
E1-5	35	Material
E1-5	37a	Material
E1-5	37b	Material
E1-5	37c	Material
E1-5	37ci	Material
E1-5	37ciii	Material
E1-5	37ciii	Material
E1-5	38a	Material
E1-5	38b	Material
E1-5	38c	Material

E1-5	38d	Material
E1-5	38e	Material
E1-5	40-41	Material
E1-5	42	Material
E1-5	43	Material
E1-6	44-45a	Material
E1-6	44-45b	Material
E1-6	44-45c	Material
E1-6	44-45d	Material
E1-6	53	Material
E1-6	54	Material
E1-6	55	Material
E1-7	56a	Not material
E1-7	56b	Not material
E1-9	66a	Not material
E1-9	66a	Not material
E1-9	66a	Not material
E1-9	66c	Not material
E1-9	67c	Not material
E1-9	69a	Not material
E1-9	69b	Not material
E2-4	28a	Not material
E2-4	28b	Not material
E3-1	9	Not material
E3-1	13	Not material
E3-1	14	Not material
E3-4	28c	Not material
E3-4	29	Not material
SBM-3	16a	Not material
SBM-3	16b	Not material
SBM-3	16c	Not material
E4-2	23c	Not material
E4-2	24b	Not material
E4-2	24c	Not material
E4-2	24d	Not material
E5-5	37d	Not material
E5-5	39	Not material
SBM-3	14fi	Material

SBM-3	14fii	Material
SBM-3	14gi	Material
SBM-3	14gii	Material
S1-1	20a	Material
S1-1	20b	Material
S1-1	20c	Material
S1-1	21	Material
S1-1	22	Material
S1-1	23	Material
S1-3	32c	Material
S1-14	88b	Material
S1-14	88c	Material
S1-14	88e	Not material
S1-16	97a	Material
S1-16	97b	Material
S1-17	103a	Material
S1-17	104a	Material
SBM-3	11b	Not material
S2-1	17	Not material
S2-1	18	Not material
S2-1	19	Not material
S2-1	19	Not material
S2-4	36	Not material
S3-1	16	Not material
S3-1	17	Not material
S3-4	36	Not material
S4-1	16	Material
S4-1	17	Material
S4-4	35	Material
G1-1	10b	Not material
G1-4	24a	Material
G1-4	24a	Material
G1-4	24b	Material

The methodology for identifying the material information to be disclosed on IROs is detailed in § 4.1.11 of this sustainability statement.

Additional information specific to climate change adaptation and workers in the value chain

Outcome of the materiality assessment of climate change adaptation

As explained in § 4.1.11, the results of the double materiality analysis relating to climate change adaptation reveal that the topic is non-material in the short and medium term.

Outcome of the materiality assessment of workers in the value chain

Respect for human rights is a fundamental principle and a prerequisite for respectful, long-lasting business relationships. Many international and national laws require undertakings to respect human rights in their value chains (e.g. the French law on duty of care, the United Nations Guiding Principles, or the EU Corporate Sustainability Due Diligence Directive).

As a result, this is a key matter for all companies. Dassault Aviation is mindful of this matter throughout its relationships with its suppliers, in view of the Company's duty of care and the rules set out in the GIFAS charter on the selection of suppliers respecting human rights (signed by aircraft manufacturers, including representatives of the equipment manufacturers and SMEs that Dassault Aviation works with).

However, most of the industrial players involved in the Company's activities are French or operate in France. The other players are based in North America and Europe (for Falcon products).

Therefore, almost all of Dassault Aviation's tier 1 supply chain is located in countries that have strict human and social rights laws, as well as control and reporting systems, such as France, the United States, Canada and the countries of the European Union.

Consequently, the matter of human and social rights of workers of tier 1 suppliers, although fundamental, is not material in view of the environment of regulatory compliance in which these workers operate.

As specified in § 4.4.2, nearly 500 structural analyses (including respect for human rights), covering 100% of new approved suppliers, were carried out during the 2024 financial year. In this regard, a specific supplier assessment procedure has been implemented to ensure that all of the Company's sub-contractors commit to respect human rights, in particular the ban on child labor.

Dassault Aviation is continuing to enhance its supplier monitoring policy and promote good conduct in the area of human and social rights outside tier 1. For 2025, the Company plans to ensure that its suppliers adhere to its code of conduct, in accordance with its business ethics and practices. To date, no human or social rights violations have been identified among suppliers or brought to the Company's attention.

4.2. ENVIRONMENTAL INFORMATION

4.2.1. EUROPEAN GREEN TAXONOMY

4.2.1.1 Regulatory context

To promote transparency and a long-term vision of economic activities and to direct capital flows toward sustainable investments, the European Union has created a common classification system for business activities to identify economic activities considered sustainable. This system is defined in Regulation (EU) 2020/852 of June 18, 2020 (the "Taxonomy Regulation") and is applicable since the 2022 publication on the 2021 financial statements.

Undertakings must disclose the share of their revenue, capital expenditure and operating expenditure associated with "eligible" (i.e. classified in the European Taxonomy) and "aligned" (i.e. "sustainable") economic activities.

Dassault Aviation's aerospace activity, and specifically the business of aircraft manufacturing, is an eligible activity under Commission Delegated Regulation (EU) 2023/2485, published in November 2023. However, the EU's technical screening criteria do not allow Dassault Aviation's activity to be aligned.

On February 14, 2024, the Parent Company filed an application for annulment before the General Court of the European Union against the delegated regulation providing for the exclusion of business aviation from the EU Taxonomy. Under the terms of this request, the Parent Company seeks the annulment of the exclusion of business aviation from the Taxonomy.

4.2.1.2 Scope of analysis

The revenue, capital expenditure and operating expenditure considered cover all the activities of Dassault Aviation and correspond to the scope of consolidation of the financial statements defined in Note 2 of the financial year 2024 consolidated financial statements.

As a result, the ratio calculations presented below do not take into account the entities over which the Company has joint control or significant leverage, in accordance with the delegated act referred to in Article 8 of the Taxonomy Regulation published on July 6, 2021.

4.2.1.3 Eligible and aligned activities under the taxonomy

Dassault Aviation has reviewed its activities in all sectors defined:

- in Annexes I and II of the supplementary Taxonomy Climate Delegated Act, including its amended version following the publication of Delegated Regulation 2023/2485,
- in Annexes I to IV of Delegated Regulation 2023/2486 relating to the four environmental objectives.

The addition of aviation in Delegated Regulation 2023/2485 classes the Company's activity as eligible for the objective of climate change mitigation. All of Dassault Aviation's turnover, CapEx and OpEx is attributed to the aircraft manufacturing activity and are therefore 100% eligible, and not aligned with the applicable technical screening criteria. As indicated above, the Parent Company filed an application requesting the annulment of the exclusion of business aviation from the Taxonomy.

The alignment analysis was carried out in accordance with the Taxonomy Regulation on all of the following criteria:

- substantial contribution to one or more of the climate-related objectives and compliance with the technical screening criteria,

- absence of significant harm to other environmental objectives,
- respect for minimum social safeguards (see § Respect for Human Rights in § 4.3.1.2 Policies related to own workforce of this report).

4.2.1.4 Procedures for determining eligibility and alignment ratios

The financial ratios were defined in accordance with the definitions given in Annex I to the Delegated Act of July 6, 2021 and without any change in terms compared to last year.

All revenue is declared as eligible under activity "3.21 Manufacturing of aircraft" (see Note 15 of the consolidated financial statements).

With regard to capital expenditure (CapEx):

- the denominator is taken directly from the Company's IFRS consolidated financial statements (after elimination of intra-group transactions). The scope covered corresponds to the entire scope of the consolidated financial statements, excluding associates and joint ventures accounted for using the equity method. Capital expenditure includes all inflows of property, plant and equipment and intangible assets during the financial year under review, before depreciation, amortization and revaluation, and inflows of property, plant and equipment and intangible assets from business combinations,

- the numerator is equal to the total capital expenditure related to the assets associated with the eligible activity included in the denominator. All CapEx, valued at EUR 374 million and representing 100% of the Company's CapEx [5], is eligible.

With regard to operating expenditure (OpEx):

- the denominator is taken directly from the Company's IFRS consolidated financial statements (after elimination of intra-group transactions). The scope covered corresponds to the entire scope of the consolidated financial statements, excluding associates and joint ventures accounted for using the equity method. The denominator covers direct non-capitalized costs that relate to research and development, building renovation, short-term leases, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of property, plant and equipment that are necessary to ensure the continued and effective functioning of such assets,

- the numerator is equal to the total expenditure related to the eligible activity included in the denominator. All OpEx, valued at EUR 545 million and representing 100% of the Company's OpEx, appear insignificant (<10%) in relation to the Company's total operating expenses [6]. Consequently, the Company considers that the OpEx are immaterial with respect to its business model and its sector of activity[7].

[5] See Note 4 to the Consolidated Financial Statements.

[6] See "Income statement" note to the consolidated financial statements.

[7] Pursuant to Commission Delegated Regulation 2021/2178 of July 6, 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by specifying the content and presentation of information to be disclosed by undertakings subject to Articles 19a or 29a of Directive 2013/34/EU concerning environmentally sustainable economic activities, and specifying the methodology to comply with that disclosure obligation.

4.2.1.5 Proportion of revenue from products or services associated with Taxonomy-aligned economic activities (in EUR millions)

Financial year	2024			Substantial Contribution Criteria							DNSH criteria ('Does Not Significantly Harm')								
Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) Turnover, year N-1	Category (enabling activity) (19)	Category (transitional activity) (20)
A. TAXONOMY - ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
of which Enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	H	
of which Transitional		-	-	-							-	-	-	-	-	-	-		T
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacturing of aircraft	CCM 3.21	6,240	100%	100%	N/EL[8]	N/EL	N/EL	N/EL	N/EL								100%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**6,240**	**100%**	**100%**	N/EL	N/EL	N/EL	N/EL	N/EL								**100%**		
A. Turnover of Taxonomy eligible activities (A.1+A.2)		**6,240**	**100%**	**100%**	N/EL	N/EL	N/EL	N/EL	N/EL								**100%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		-	-																
Total (A+B)		**6,240**	**100%**																

[8] N/EL – not eligible

4.2.1.6 Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities (in EUR millions)

Financial year	2024			Substantial Contribution Criteria								DNSH criteria ('Does Not Significantly Harm')									
Economic Activities (1)	Code (2)	CapEx (3)	Proportion of CapEx (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year N-1	Category (enabling activity) (19)	Category (transitional activity) (20)
A. TAXONOMY - ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
of which Enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	H	
of which Transitional		-	-	-						-	-	-	-	-	-	-	-		T
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacturing of aircraft	CCM 3.21	374	100%	100%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL							100%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**374**	**100%**	**100%**	N/EL	N/EL	N/EL	N/EL	N/EL								**100%**		
A. CapEx of Taxonomy eligible activities (A.1+A.2)		**374**	**100%**	**100%**	N/EL	N/EL	N/EL	N/EL	N/EL								**100%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		-	-																
Total (A+B)		**374**	**100%**																

4.2.1.7 Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities (in EUR millions)

Financial year	2024			Substantial Contribution Criteria								DNSH criteria ('Does Not Significantly Harm')								
Economic Activities (1)	Code (2)	OpEx (3)	Proportion of OpEx (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year N-1 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
A. TAXONOMY - ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
of which Enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	H	
of which Transitional		-	-	-													-		T
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
A. OpEx of Taxonomy eligible activities (A.1+A.2)		-	-	-	-	-	-	-	-								-		
A. OpEx of Taxonomy eligible activities (A.1+A.2)		-	-	-	-	-	-	-	-								-		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES[9]																			
OpEx of Taxonomy-non-eligible activities		545	100%																
Total (A+B)		545	100%																

[9] This expenditure is insignificant (<10%) in relation to the Company's overall operating expenses (see Consolidated income statement). Consequently, the Company considers that the OpEx are immaterial with respect to its business model and its sector of activity. By convention, these OpEx were declared in line B – *Non-eligible activities*.

4.2.1.8 Share of eligibility and alignment of metrics by environmental objective in 2024

	Share of Turnover / Total Turnover		Share of CapEx / Total CapEx		Share of OpEx / Total OpEx	
Activities[10]	Taxonomy alignment	Taxonomy eligibility	Taxonomy alignment	Taxonomy eligibility	Taxonomy alignment	Taxonomy eligibility
CCM	0%	100%	0%	100%		Not material
CCA						
WTR						
EC						
PPC						
BIO						

4.2.1.9 Disclosure of the information referred to in Article 8, paragraphs 6 and 7

Line	Nuclear energy-related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Line	**Fossil gas related activities**	
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using gaseous fossil fuels.	No
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using gaseous fossil fuels.	No
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using gaseous fossil fuels.	No

[10] Activity codes:

- CCM: Climate Change Mitigation
- CCA: Climate change adaptation
- WTR: Water
- CE: Circular economy
- PPC: Pollution
- BIO: Biodiversity

4.2.2. CLIMATE CHANGE (ESRS E1)

4.2.2.1 Transition plan for climate change mitigation (E1-1)

Tackling climate change is a part of Dassault Aviation's Corporate Social Responsability policy. Targets to reduce emissions of greenhouse gases (GHG) have been set for many years and are reviewed periodically.

Dassault Aviation is pursuing its continuous improvement approach and does not have a transition plan for climate change.

4.2.2.2 Description of the processes to identify and assess material climate-related impacts, risks and opportunities (IRO-1)

These processes are described in ESRS 2 § 4.1.11. and have led to the Company's contribution to climate change being identified as material. Additional information specific to climate change adaptation can also be found in that paragraph.

4.2.2.3 Policies related to climate change mitigation and adaptation (E1-2)

The Company's CSR policy is signed by the Chairman and CEO and implemented by the Company's CSR manager. It is publicly available on the Dassault Aviation website. It covers several issues, including "Improve environmental performance of our activities and products." The primary focus of work related to this matter is "Reinforce the low-carbon Company plan consistent with climatic challenges."

This priority is addressed internally within the departments involved in achieving the objectives. Reducing the environmental footprint means factoring Environment, Health and Safety (EHS) requirements into aircraft development programs, into contracts with suppliers and partners, into the search for new processes and materials, into plans for new infrastructure or production facilities, and into the operational support given to customers.

The current policy covers key aspects of this climate component. Dassault Aviation is already well positioned to implement improvements in these areas and will provide details in subsequent sections, such as:

- the energy saving plan, which has an energy efficiency component and a self-generation renewable energy component, covering emissions from industrial and tertiary activities,
- the vehicle allocation policy of Dassault Aviation's French companies,
- the purchase of renewable energy,
- the Quality of Life and Working Conditions Agreement, which covers mobility,
- the SAF (Sustainable Aviation Fuel) plan, covering emissions from the Company's aviation activities and aimed at paving the way for the decarbonization of customers' activities,

This CSR policy is guided by the business sector's common goals and is based on the expectations of internal and external stakeholders. Building on the June 2023 pledge made at the International Paris Le Bourget Air Show, in July 2024 the Chief Technology Officers (CTOs) of Dassault Aviation and six other major aerospace players (Airbus, Boeing, GE Aerospace, Rolls Royce, RTX and Safran) reiterated their support for the 2050 net-zero target for the aviation sector, while also emphasizing the need for scientific advances on the non-CO_2 effects of aviation on climate change.

4.2.2.4 Actions and resources in relation to climate change policies (E1-3)

The Company has been committed to a proactive environmental approach since 2007, relying to that end on the ISO 14001 management standard. All sites of Dassault Aviation Parent Company, the Dassault Falcon Jet facility in Little Rock, and the Dassault Falcon Service facilities in Le Bourget and Mérignac are certified, representing over 87% of the Company's global headcount.

The issues with regard to contribution to climate change are an integral part of this certification, and are therefore treated in accordance with the general principles of an environmental management system. The system is managed, coordinated and facilitated by the CSR Department, which brings all the Parent Company's and subsidiaries' departments into the process of analyzing issues, defining policies, and developing and monitoring the related action plans.

The actions described below help improve Scope 1, 2 and 3 performance. They cover the Company's scope unless otherwise stated in the text when they are applicable only to the Parent Company, one of its subsidiaries or any other scope. Similarly, with regard to the time horizon, actions relating to products or air operations have a medium to long-term objective consistent with aircraft development cycles. For actions related to infrastructure energy and the SAF plan, the mainly short-term horizon is specified in the relevant paragraphs.

- modeling the environmental footprint of aircraft,
- factoring eco-design into the search for innovative technical solutions,
- technological aircraft innovation,
- optimization of methods and processes,
- optimization of aircraft in operation,
- Sustainable Aviation Fuel (SAF),
- energy consumption,
- other GHG emissions reduction actions.

Modeling the environmental footprint of aircraft

The environmental footprint is modeled using a life-cycle analysis (LCA) approach, in accordance with ISO 14040 and ISO 14044, for the Falcon 8X, Falcon 7X and Falcon 2000. The modeling identifies the impact of each stage in the aircraft's life cycle, from the extraction of raw materials to its end-of-life solution. Various metrics are used: the potential for global warming, the depletion of natural resources, the depletion of the ozone layer, the potential for acidification and the eutrophication of water.

These studies show that aircraft use accounts for more than 95% of greenhouse gas emissions over the entire life cycle, while highlighting the significant contribution of the kerosene production phase. On that basis, Dassault Aviation has directed most of its efforts toward improving energy efficiency during the operational phase and promoting the use of sustainable aviation fuels (SAF), while also maintaining projects to improve other environmental aspects, such as the choice of bio-sourced materials in the fittings of Falcon cabins.

The long service life of aircraft (potentially more than 30 years) means that life cycle constraints must be anticipated in the design phase. To achieve this, Dassault Aviation takes an innovative approach, supported by efficient digital industrial processes such as Product Lifecycle Management.

The aircraft sold by Dassault Aviation are repairable throughout their operation and offer significant end-of-life recyclability potential (85%, according to the ISO 22 628 standard defining the calculation methodology for road vehicles, in the absence of a similar standard for aircraft). This is due to the reusable equipment and the materials used (such as aluminum in particular). These benefits associated with the circular economy and the use of natural resources also provide co-benefits for GHG emissions by offering an alternative to manufacturing new equipment from raw materials.

Factoring eco-design into the search for innovative technical solutions

Over the past 40 years, technological progress with regard to engine efficiency, aerodynamics and weight saving has reduced fuel consumption, CO_2 emissions and noise levels from Falcon aircrafts.

The Company is continuing on this path, both in the search for technological innovations and in the optimization of the aircraft in operation.

To support this strategy, the Company has long embraced the goals set in 2000 by the Advisory Council for Aeronautics Research in Europe (ACARE) and participates in European studies that contribute to them, such as the CleanSky program and its successor, Clean Aviation.

In France, Dassault Aviation, as a member of the Civil Aviation Research Council (CORAC), is involved in the studies conducted in that framework. Dassault Aviation is also on the steering committee for the air transport value chain (Article 301 of the French Climate and Resilience Act) and contributed to the publication of the road map for decarbonizing air transport presented to the French government on February 14, 2023.

Technological aircraft innovation

Dassault Aviation is engaged in these European and French initiatives and leads or participates in concept and development studies in conjunction with the entire aviation sector.

These studies relate to:

- reducing the weight of primary structures with new materials and processes (new metal alloys, composites),
- reducing the weight of some complete equipment and components and lowering the "buy to fly ratio," i.e. the ratio between the quantity of materials of a part and the quantity of materials purchased and transported to make it (composite, metal additive manufacturing, thermoplastics, replacement of wired interconnects with printed circuits in flight control equipment),
- consolidation of design and manufacturing principles,
- using sustainable aviation fuels, which must be compatible with fuel systems and engines when blended with conventional kerosene at high percentage levels, with the aim of achieving 100% SAF operation (French VOLCAN and DECARBJ projects).

Optimization of methods and processes

To reduce its environmental footprint, Dassault Aviation is pursuing its efforts to improve the efficiency of its design methods, production processes and maintenance services:

- co-engineering methods are tested and implemented to ensure the best trade-offs between design, production and support,
- the optimization of the entire testing process (new types of instrumentation, processing and data analysis) and the hybridization of simulation models and test data reduce the number of development flight tests and the processing cycle for any adjustments (eSIM simulator on the F10X to limit the need for development flights for human factors),
- advances in digital technology help demonstrate why the aircraft meets the certification criteria.

Optimization of aircraft in operation

Thanks to its longstanding contribution to French (CORAC) and European (SESAR, CleanSky/CleanAviation) research programs, as well as through its own self-funded research, Dassault Aviation is capable of developing and integrating the most advanced technologies in its aircraft to minimize the environmental footprint of the Falcon fleet and in particular its CO_2 emissions: preparation and optimization of flight planning, flight assistance systems such as FalconEye cameras/head up displays, navigation and communication systems.

Dassault Aviation shares best practices and flight optimization recommendations with Falcon fleet operators. The aim is to maximize the environmental efficiency of flight operations. This includes optimizing loads on board, the flight profile in terms of speed and altitude and flight paths.

For optimal flight efficiency, it is also important that aircraft maintenance is carried out according to a set schedule. Dassault Aviation's teams work actively on a daily basis at its maintenance centers around the world to carry out operations which keep Falcon aircraft operating at peak operational and environmental efficiency. The maintenance centers, as Company subsidiaries, are also committed to reducing their carbon footprint in line with the CSR policy. This is achieved through the implementation of energy saving plans targeting the heating and electricity supply of the centers and the use of renewable energy, but also through the gradual introduction of carbon-free maintenance resources, such as electric runway generators and airfield tractors. In that context, Groupe ADP, Dassault Aviation and its subsidiary Dassault Falcon Service signed a five-year agreement to strengthen their decarbonization effort at Paris-Le Bourget airport (distribution and use of SAF, use of electric equipment for ground operations, photovoltaic panels, use of geothermal power for buildings and hangars).

Pilots working for Falcon customers are made aware of these best practices and environmental issues at special meetings or at events organized by Dassault Aviation during international trade shows and forums.

Sustainable Aviation Fuel (SAF)

The use of SAF is a critical lever for the decarbonization of Falcon business jets. To that end, the purpose of the SAF plan is to:

- Seek out sources of supply to operate as many Company Falcon flights as possible with the SAF that is available on the market. The flights targeted are demonstration, training, production, delivery and support flights. Currently, all Dassault Aviation flights departing from Le Bourget and an increasing number of flights to Mérignac and Little Rock (USA) are operated with physical SAF (SAF molecules on board). These are typically SAFs with a 30% to 35% HEFA (hydro-processed ester and fatty acid) blend, produced and distributed by TotalEnergies (operating bases in France) and Neste/Avfuel (USA). These SAFs reduce the carbon footprint of the corresponding flights by about 24%-30%. At the end of 2024, it was still not possible to obtain SAF blends at the maximum allowed under the ASTM standard (50%). Alternative SAF supplies may be utilized depending on availability at the airports used.

- Participate in the various SAF working groups:
  - ASTM: fuel standardization and standard-setting for future fuels, including 100% SAF
  - European Renewable and Low-Carbon Fuels Alliance (RLCF) under the aegis of the European Commission
  - US working group: General Aviation Manufacturers Association (GAMA) Environmental Committee
  - French working groups: SAF Connect, Bureau Français des eFuels (French e-fuels office).

- Take action, at the European level, along with industry associations (EBAA, GAMA, ASD) and SAF suppliers, to establish a flexibility mechanism where, instead of using physical SAF molecules as fuel, it would be possible to purchase SAF certificates, until the production of physical SAF becomes available at all airports used by the business aviation sector. This flexibility will also give those operators that can afford it the option to decarbonize up to 100% of their flight emissions once the mechanism is approved by the EU.

- Encourage Falcon customers to use SAF by sharing Dassault Aviation's experience.

- Prepare for 100% SAF compatibility of aircraft in production by 2030 (ICCAIA commitment): beyond the decarbonization that can be achieved with the SAF currently available, future models need to be able to fly with up to 100% SAF on board. This would reduce the carbon footprint by 80%, if not 90%. To that end, in 2024, Dassault Aviation conducted a ground and flight test campaign using fuel comprising up to 100% molecules produced from the circular economy (waste cooking oil or waste from the meat industry). This campaign was carried out in connection with the work done by CORAC (French Civil Aviation Research Council), as a partnership between the state DGA, industrial companies (Dassault Aviation, Safran, TotalEnergies) and the research institutes involved (IFPEN (French new energies research institute), ONERA (French aerospace lab)). This work helps to:
    - identify and confirm aircraft operability across its entire field of operation, with rates of incorporation gradually scaled up to 100%,
    - collect data to identify and plan any adjustments to design and maintenance to allow for regular use of 100% SAF.

- Contribute to research on non-CO_2 effects related to the use of fossil fuels compared with SAF emissions. The aim here is to participate in the analysis of the potential benefits of the use of SAFs, in particular in terms of reducing fine particle emissions and the resulting formation of condensation trails. On this point, it should be noted that the measurements taken as part of the CORAC study referenced in the previous point are one of the factors helping to improve the knowledge base for non-CO_2 impacts currently being studied at the European level, in particular.

Energy consumption

The Company's activities require the consumption of energy for stationary uses, mainly electricity and gas at the plants, and mobile uses, such as fuels consumed by the road vehicle fleet and aircrafts. The actions implemented cover two main areas: improving efficiency and transitioning to renewable or low-carbon energy.

Just like the other environmental aspects, the energy management system is integrated with the ISO 14001 certified environmental management system. There is currently no plan for ISO 50001 certification.

A network of energy experts, trained in 2022, was set up at the Parent Company level to improve energy performance management and the rollout of improvement actions, particularly those resulting from the regulatory energy audits carried out at the Parent Company's facilitiesfacilities in late 2023.

2022 also saw the launch of the energy efficiency plan. Coordinated by an energy saving manager appointed at Company level and by energy saving advisors at each French facility, the plan focuses on several areas:

- reducing electricity and gas consumption by following government guidance on heating and air conditioning,
- optimizing the energy efficiency of installations and equipments such as technical aeration plants, compressors, datacenters and computer workstations,
- switching from conventional lighting to LED lighting,
- introducing technical energy management and technical building management as standard at all facilitiesfacilities,
- producing renewable energy by installing photovoltaic panels at all facilitiesfacilities where this is technically feasible.

Communication was ramped up to facilitate buy-in and rally all employees behind these goals, both within the Company and outside it.

The first results from this energy saving plan were noted in the consumption readings as of the end of 2022, as a result of the immediate implementation of organizational and behavioral measures. The first technical actions, including the widespread use of LED lighting and the introduction of technical energy management at certain facilitiesfacilities, were implemented in 2023, confirming the positive effects of this plan. The rollout of technical energy management continued in 2024, and work began on the installation of photovoltaic panels. The plan will reach its full potential by 2026 once photovoltaic panels and technical energy management are fully operational at all Parent Company facilitiesfacilities.

The remaining consumption of energy by stationary sources is related to the use of diesel during operational testing of the sprinkler system motor pump units and during the operation of emergency generators.

As for mobile sources, aircraft fuel consumption accounts for the highest volumes, in both the civil and military sectors (ground and flight tests as part of new programs, end of production tests, ferry flights, demonstrations, pilot training, commercial flights). The road vehicle fleet, namely company and service cars, represent another use of fuel.

For both stationary and mobile sources, pursuing energy efficiency is the priority with the goal of reducing the volumes consumed. At the same time, the transition to renewable or low-carbon energy sources is already underway, as illustrated by the use of SAF in the Company's air operations and the ongoing installation of photovoltaic panels. Additional transition actions in 2024 included:

- connecting the new Cergy site to the Cergy district heating network,
- using Hydrotreated Vegetal Oil (HVO) for ground support at the Mérignac and DFS facilities,
- the supply of renewable electricity to French and Little Rock facilities.

Other GHG emission reduction actions

The greenhouse gases taken into account are those covered by the Kyoto Protocol. Their emissions are expressed in metric tons of CO_2 equivalent. Emissions are calculated in accordance with the GHG Protocol.

Greenhouse Gas (GHG) emissions are derived for scope 1 from direct emissions from the Company's air activity, combustion plants, the use of company vehicles and refrigerant leaks.

Scope 1 emissions were down in 2024 compared to 2019, due to the reduction in industrial energy consumption resulting from the launch of the energy saving plan and the continuation of the SAF plan.

The Parent Company has decided to speed up the replacement of its fleet of company and service vehicles above and beyond the regulatory requirements laid down in the French Mobility Orientation Law (Loi sur l'Orientation des Mobilités). The fleet, historically composed of diesel and gasoline vehicles, is thus transitioning toward hybrid and electric vehicles.

At the end of 2024, the share of low-emission electric and hybrid vehicles accounted for 45% of the Parent Company's car fleet.

In parallel with the replacement of the vehicle fleet, electric vehicle charging points have been installed at facilities, in accordance with the French Mobility Orientation Law.

Emissions associated with kerosene combustion are directly related to our aircraft activity. In 2024, more than 750 flights were operated with SAF contributing to a reduction of more than 1,800 tCO_2.

As in previous years, CO_2 emissions reports required for the Emissions Trading Scheme were produced for the Company's aviation business.

Scope 2 emissions from electricity consumption were up in 2024 for location-based due to the significant increase in activity, but sharply lower for market-based due to a contract for the supply of carbon-free electricity at the French and Little Rock facilities.

In accordance with regulatory requirements, the last GHG assessments and energy audits were carried out at eligible facilities in France at the end of 2023.

Dassault Aviation has identified, in collaboration with a firm of experts, decarbonization levers for its indirect emissions that could contribute to its low-carbon strategy.

Use of Falcon products sold

The reduction in fuel consumption and the corresponding carbon footprint is a historic concern of Dassault Aviation.

Falcon aircraft are recognized as being among the least-emitting aircraft on the market with an equivalent range. To go further, many actions are being taken both in the technical and operational fields and in SAF.

Modeling studies of emissions from Falcon aircraft delivered during the year are ongoing, according to the "GHG Protocol" method, taking into account the ramp-up of the SAF. Indeed, given the significant potential for reducing the carbon emissions of these fuels, the progressive use of the different generations of SAF in the air activity of business aviation makes it possible to consider a significant reduction of the carbon footprint over the aircraft lifetime.

In 2024, several responses to calls for tender issued by potential customers led to discussions about Dassault Aviation's CSR performance, and specifically the environmental performance of the products in operation.

Purchases of products and services

This category was quantified using the methodology developed by the IAEG (International Aerospace Environmental Group) as part of the low-carbon plan.

Actions have also been launched to raise the awareness of the supply chain to climate and environmental issues, including through specific contractual clauses and a supplier approval process incorporating environmental aspects.

Dassault Aviation is a signatory to a commitment charter on relations between customers and suppliers in the aviation industry. As such, the Company contributes to the work led by GIFAS (French Aerospace Industries Association) to rally the industry behind the shared goals of reducing the carbon footprint of aviation.

Upstream and downstream freight transport

Logistics platforms contribute to the optimization of transport flows and the associated CO_2 emissions.

Environmental criteria, mainly relating to greenhouse gas emissions and the climate transition, were tightened in the Parent Company's invitation to tender for transport services when it was last revised at the end of 2023. The new service provider selected in 2024 is committed to decarbonization, which ranks it in the top 15% of the best undertakings in the road freight transport sector (EcoVadis rating for 2024).

Business travel

Carbon emissions from business trips were less than in 2019. The use of collaborative tools and videoconferencing is contributing to this decline.

Under the terms of vehicle rental agreements for business trips, electric vehicles must be provided wherever possible, which at the Parent Company level enabled an increase from less than 1% of journeys using electric vehicles in 2022 to 10% in 2024.

Travel to and from work

The Parent Company employee mobility survey conducted during the first quarter of 2022 provided input for the Quality of Life and Working Conditions agreement signed on February 14, 2023 and which now includes a sustainable mobility component. A new mobility survey will be carried out in 2025. This will provide insight into any changes in employee practices.

Several actions implemented under this agreement help mitigate carbon emissions, such as the promotion of three virtuous modes of transport: bicycle, carpooling and low-emission vehicles, while continuing to encourage the use of public transport. The provision of financial incentives in the form of grants to buy bicycles or the installation of bicycle parking and electric vehicle charging infrastructure are some of the examples of what has been achieved under this agreement.

4.2.2.5 Targets related to climate change mitigation and adaptation (E1-4)

As part of its CSR policy and its ISO 14001 certification, Dassault Aviation has set targets for reducing its environmental footprint. The desired performance improvement targets energy consumption, water consumption, air emissions and waste recovery.

The year 2020, disrupted by the Covid-19 crisis, is not representative of Dassault Aviation's activities. The year 2019 was therefore chosen as the base year.

Building on the momentum from previous years, Dassault Aviation is maintaining its commitment to continuous improvement. With regard to Scopes 1 and 2 GHG emissions, Dassault Aviation has not set a measurable target in absolute terms for 2025, but is seeking to improve the efficiency of its activities through the improvement initiatives already identified in the following areas:

- Energy efficiency and consumption reduction,
- Fuel switching,
- Electrification,
- Use of renewable energy

Despite the lack of publication of a measurable target in absolute terms for GHG emissions by 2025, the policies and actions undertaken in the context of climate change mitigation are monitored in particular through the carbon metric (see 4.1.5 Integration of sustainability-related performance in incentive schemes) for the Parent Company scope, and in a qualitative manner for subsidiaries through the reporting of energy data and actions.

4.2.2.6 Energy consumption and mix (E1-5)

The Company's activities correspond to NACE code 3030Z – Manufacture of air and spacecraft and related machinery, and Section C – Manufacturing. They are thus considered to be in a high impact climate sector under Commission Delegated Regulation (EU) 2022/1288.

On that basis, energy consumption and energy intensity per net sales are described below.

The energy sources contributing to each of the categories in the following table are described in the methodological appendix (see appendix of this Directors' report).

Energy consumption and mix	Comparative 2019	2023	2024	% 2024/2023
(1) Fuel consumption from coal and coal products (MWh)	0	0	**0**	0%
(2) Fuel consumption from crude oil and petroleum products (MWh)	159,803	117,577	**147,402**	25%
(3) Fuel consumption from natural gas (MWh)	95,263	78,213	**83,945**	7%
(4) Fuel consumption from other fossil sources (MWh)	0	0	**0**	0%
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	41,544	32,965	**36,895**	12%
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	296,610	228,755	**268,242**	17%
Share of fossil sources in total energy consumption (%)	**74%**	**68%**	**69%**	
(7) Consumption from nuclear sources (MWh)	75,703	68,992	**74,233**	8%
Share of consumption from nuclear sources in total energy consumption (%)	**19%**	**20%**	**19%**	
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0	3,249	**8,208**	153%
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	29,410	36,914	**40,391**	9%
(10) The consumption of self-generated non-fuel renewable energy (MWh)	0	279	**255**	-9%
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	29,410	40,442	**48,854**	21%
Share of renewable sources in total energy consumption (%)	**7%**	**12%**	**12%**	
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	**401,723**	**338,189**	**391,329**	**16%**
Total energy consumption excluding kerosene (in MWh)	**247,190**	**223,809**	**241,780**	**8%**

The last two lines of this table summarize energy consumption with and without kerosene. These are the respective contributors to GHG emissions in scopes 1 and 2, and in scopes 1 and 2 excluding kerosene in the table presented in the following paragraph.

Energy intensity per net sales	Comparative 2019	2023	2024	% 2024/2023
Total energy consumption from activities in high climate impact sectors per net gain from activities in high climate impact sectors (MWh/€m)	54.7	70.4	62.7	-11%

Net sales from activities in high climate impact sectors corresponds to total net sales (see Note 15 to the consolidated financial statements).

4.2.2.7 Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6)

GHG emissions and the intensity of these emissions per net sales are shown below, and cover the financial entities consolidated according to the global method (see 4.1.1 of this report).

The methods, main assumptions and emission factors used are detailed in the methodological appendix (see appendix of this Directors' report).

None of the sites have a biomass boiler system, so there are no biogenic CO_2 emissions to report in scope 1.

Since September 2024, electricity consumption at the French sites of the Parent Company, Dassault Falcon Service and Sogitec has been covered by guarantees of origin. Scope 2 emissions are therefore recorded using the location-based and market-based methods. The same applies for the Dassault Falcon Jet site in Little Rock, whose electricity purchases are covered by Renewable Energy Certificates (RECs). These GOs and RECs are supplied in a way that is linked to the electricity supply contracts of the facilities concerned.

GHG emissions and their intensity per net gain (revenue) are presented below, with the exception of scope 3 emissions. This non-publication was decided due to Dassault Aviation's inability to meet the request.

	Retrospective				Milestones and target years	
	Base year 2019	**2023**	**2024**	**% 2024/2023**	**2025**	**2030**
Scope 1 GHG emissions						
Gross scope 1 GHG emissions [tCO_2eq]	57,829	45,661	54,037	18%		
Gross scope 1 GHG emissions, excluding kerosene [tCO_2eq]	20,180	18,516	19,434	5%		
Percentage of GHG emissions from Scope 1, resulting from regulated emission trading schemes (in %)	1.7%	1.6%	ND[11]	ND		
Scope 2 GHG emissions						
Gross location-based Scope 2 GHG emissions (tCO_2eq)	23,236	18,593	20,820	12%	Steadily improving	Steadily improving
Gross market-based Scope 2 GHG emissions (tCO_2eq)	23,236	18,593	8,946	-52%		
Total GHG emissions						
Total GHG emissions (location-based) (tCO_2eq)	81,065	64,254	74,857	17%		
Total GHG emissions (market-based) (tCO_2eq)	81,065	64,254	62,983	-2%		
GHG emissions excluding kerosene						
GHG emissions excluding kerosene (location-based) (tCO_2eq)	43,416	37,109	40,254	8%		
GHG emissions excluding kerosene (market-based) (tCO_2eq)	43,416	37,109	28,380	-24%		

Location-based Scope 1 and 2 emissions excluding kerosene were up 8% at the Company level in line with the increase in activity, and market-based emissions were down 24%. This illustrates the efforts made under the CSR policy to use lower-carbon energy sources.

[11] Not disclosed: GHG emissions resulting from regulated emission trading schemes are audited by an Independent Third-Party Organization, whose conclusion is delivered in March. Consequently, they are not available on the date of issue of this document.

GHG intensity[12] per net sales	Comparative 2019	2023	2024	% 2024/2023
Total GHG emissions (location-based) per net sales ($tCO_2eq/€m$)	11.0	13.4	12.0	-10%
Total GHG emissions (market-based) per net sales ($tCO_2eq/€m$)	11.0	13.4	10.1	-25%

Net sales from activities in high climate impact sectors corresponds to total net sales (see Note 15 to the consolidated financial statements).

4.2.2.8 GHG removals and GHG mitigation projects financed through carbon credits (E1-7)

Dassault Aviation did not undertake any GHG removal or mitigation projects in 2024.

Since 2023, its contribution to the Maubuisson forest project in Val-d'Oise has been in the form of patronage. With the planting of a million trees of thirty different species on an abandoned plain, this 1,340 ha of forest will benefit a population of 100,000 people in seven neighboring communities as well as the twelve million inhabitants of the Ile-de-France region, while helping to remove GHGs.

In 2024, the Company began actively monitoring the potential role of GHG removal projects.

4.2.2.9 Internal carbon pricing (E1-8)

Internal carbon pricing has not been implemented in Dassault Aviation's processes. Nevertheless, a qualitative approach at the Parent Company level that takes environmental criteria into account (including energy consumption and GHG emissions) has been adopted for projects involving changes to or the creation of industrial installations, machinery, activities or new production processes.

4.2.2.10 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities (E1-9)

In accordance with § 137 of ESRS 1 (General Requirements), Dassault Aviation derogates from this disclosure requirement.

[12] Scopes 1 and 2

4.2.3. POLLUTION (ESRS E2)

4.2.3.1 Description of the processes to identify and assess material pollution-related impacts, risks and opportunities (IRO-1)

These processes are described in ESRS 2 § 4.1.11.

4.2.3.2 Policies related to pollution (E2-1)

Regulations on chemicals, such as the EU Regulation concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACh), have a significant impact on aeronautics products and processes qualified to meet airworthiness and reliability requirements. By setting priorities for regulatory compliance and the environmental performance of the products described in the Company's CSR policy, signed by the Chairman and CEO, Dassault Aviation aims to anticipate these constraints by working to replace carcinogenic, mutagenic or toxic for reproduction (CMR) substances and the most problematic products (surface treatments, paints, sealants, adhesives, etc.).

The resources and actions detailed in the following paragraph have been implemented and are monitored through reviews of the processes used by the affected departments.

As this topic is of interest to the entire industry, discussions are ongoing with aerospace undertakings, particularly through the work done by GIFAS in France, the Aerospace and Defence Industries Association (ASD) in Europe, and the International Aerospace Environmental Group (IAEG) internationally. One of the contractual specifications shared with suppliers is that they should take regulations on substances into account and manage obsolescence.

4.2.3.3 Actions and resources related to pollution (E2-2)

For several years, actions have been taken to limit the use of hazardous chemicals and cover the Company's scope of activity.

Regulatory oversight systems have therefore been in place for more than 15 years to identify potential impacts on activities and incorporate regulatory issues into the Company's strategy. Current and future French and European legislation (REACh, Ozone-Depleting Substances (ODS), Persistent Organic Pollutants (POP), F-Gas III on fluorinated gases, RoHS, biocides Prior Informed Consent (PIC), Classification, Labelling and Packaging (CLP), etc.) is regularly analyzed and checked against the substances/mixtures used at the Company level.

As part of its CSR policy, the Company is committed to replacing these substances through substitution plans aimed at developing, qualifying and implementing alternative processes.

Significant investments are being made to research and develop alternative technologies such as: replacements for chromates in corrosion protection, terphenyl in sealants, bisphenol A in epoxy resins or adhesives, lead in electronics, etc. The per- and polyfluoroalkyl substances (PFAS) restriction proposal will also be taken into account in the substitution plan in the coming years.

With the aim of limiting the use of new CMR substances or those affected by a regulation, a process for validating the entry of new chemical products has been in place for more than ten years to advise on new products used in production or maintenance. This makes it possible to select, early on, the least hazardous chemicals for industrial processes and to anticipate regulations so as to avoid the risks of obsolescence in the long term.

Furthermore, in the use phase, the modernization of the machinery fleet and the changes in processes contribute to the optimization of the quantities of chemicals used.

This optimization involves the qualification and deployment of alternative processes such as: replacement of chemical machining by mechanical machining, removal of chromates in surface treatment processes, substitution of chromated paint primers and removal of octylphenols from sealants.

These actions are preventive and address medium- and long-term risks. In the short term, when a supplier announces an obsolescence, immediate actions can be taken such as finding a new source of supply or building up inventories.

At the same time, Dassault Aviation informs its customers about the presence of substances of very high concern in aircraft via REACh – Article 33 declarations and maintenance manuals that specify the substances contained in certain aircraft components (chromates, lead, cadmium, bisphenol A, terphenyl, etc.). The potential risk during specific operations is thus identified, allowing the appropriate measures to be taken, depending on local regulations.

4.2.3.4 Targets related to pollution (E2-3)

Dassault Aviation does not plan to set targets for the production, use or distribution of substances of concern and of very high concern, since this does not allow the associated risks and opportunities to be monitored. The material risk selected using the double materiality assessment is related to the obsolescence of regulated substances and not to the risk of pollution. The policies and actions implemented are therefore focused on anticipating regulations and substituting the most hazardous products.

4.2.3.5 Substances of concern and substances of very high concern (E2-5)

Metrics are used to monitor substitutions, although they do not measure the impact on pollution. Nevertheless, the effectiveness of actions involving the substitution of substances is monitored using progress metrics covering the number of substituted hazardous products and those impacted by REACh. Thus, since 2013, 636 hazardous products have been removed, replaced or are being substituted.

4.2.3.6 Anticipated financial effects from pollution-related impacts, risks and opportunities (E2-6)

In accordance with § 137 of ESRS 1 (General Requirements), Dassault Aviation derogates from this disclosure requirement.

4.2.4. RESOURCE USE AND CIRCULAR ECONOMY (ESRS E5)

4.2.4.1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities (IRO-1)

These processes are described in ESRS 2 § 4.1.11.

4.2.4.2 Policies related to resource use and circular economy (E5-1)

As noted in the "G1-2 Management of relationships with suppliers" paragraph, Dassault Aviation's Purchasing Policy, which was updated by the Senior Executive Vice-President, Procurement and Purchasing at the beginning of the year, aims in particular to secure its supply chain.

4.2.4.3 Actions and resources related to resource use and circular economy (E5-2)

Some of the actions and resources are defined in the "G1-2 Management of relationships with suppliers" chapter. The paragraph below aims to provide more details on raw materials.

Dassault Aviation is structured to identify and monitor all types of non-availability risks, in particular through the following actions:

- Supplier: structural assessment, contractual relationships,
- Technical: obsolescence oversight and monitoring by CINPA (Comité Industriel de Non Pérennité d'Approvisionnement, Industrial Committee on Supply Unsustainability),
- Geopolitical: relationships with government bodies and industry groups (French Ministry of Armed Forces, GIFAS, etc.).

And, regarding the non-availability of raw materials more specifically, Dassault Aviation actively monitors the situation with certain government offices by analyzing our dependence on raw materials supply. It also participates in dedicated working groups, e.g. OFREMI (French Observatory of Mineral Resources for Industrial Sectors).

This oversight informs the purchasing and procurement process in order to meet the production and support needs for Dassault Aviation products.

The combination of the oversight described above and knowledge of the materials used in products allows actions plans to be defined and adapted. When a risk is identified, one or more of the following actions are taken. This approach covers production and support:

- Build up inventories,
- Look for new sources of supply,
- Develop technical solutions:
    - Lower the buy-to-fly ratio,
    - Use additive manufacturing,
    - Redesign and switch materials, for example, from metal to composite components,
- Implement materials recovery and develop circular economy relationships with suppliers.

4.2.4.4 Targets related to resource use and circular economy (E5-3)

A list of at-risk materials has been prepared and the main objective is to control their supply in order to secure production. This list of materials results from internal analyses by Dassault Aviation and the joint work with the State.

4.2.4.5 Resource inflows (E5-4)

As indicated in Chapter § 4.2.4.4, a list of at-risk materials has been identified but is not detailed in this document for the reasons described in § 4.1.1.

4.2.4.6 Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities (E5-6)

In accordance with § 137 of ESRS 1 (General Requirements), Dassault Aviation derogates from this disclosure requirement.

4.3. SOCIAL INFORMATION

4.3.1. OWN WORKFORCE (ESRS S1)

4.3.1.1 Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

The significant IROs (Impacts, Risks, Opportunities) related to the issues concerning the undertaking's workforce have been identified and listed in § 4.1.10 of ESRS 2.

The impacts potentially concern any type of industry. Dassault Aviation has developed a model that bases its economic strength on the individual and collective performance of its teams. Through the policies and actions described in this sustainability statement, Dassault Aviation implements the appropriate measures to reduce potential risks and impacts.

Some risks and impacts are related. Thus, the potential negative impacts on the employee experience can lead to an increased risk of difficulty in attracting or retaining employees; similarly, the risk of workplace accidents and occupational illnesses trends in the same direction as the potential negative impact on employee health.

Thus, the measures taken by the Company simultaneously help reduce risks and potential negative impacts.

The impacts potentially concern all Dassault Aviation employees. Nevertheless, the Company's employees engaged in production, maintenance and aviation operations are more exposed than those engaged in a tertiary activity: occupational health and safety policies specific to those activities have been developed to address prevention.

The workers included in the definition of the concept of employee in § 4.3.1.7 are as follows:

- open-ended contract
- fixed-term contract
- work-study students: professional training contracts and apprentices,
- non-guaranteed hours employees.

The workers included in the definition of the concept of non-employees in § 4.3.1.8 are as follows:

- self-employed people,
- temporary workers,
- interns,
- young people participating in a job shadowing program.

Dassault Aviation is working in defence and advanced technology, a high-stakes industry for national sovereignty. The Company has not identified any risk of forced or compulsory labor in its activities. Dassault Aviation companies do not use child labor. Dassault Aviation's commitments with regard to respect for human rights are detailed in § 4.3.1.2.

4.3.1.2 Policies related to own workforce (S1-1)

The policies described in § 4.3.1.2 are the responsibility of the Human Resources Department of each Dassault Aviation entity, with a common guideline established by the Human Resources Department of the Parent Company.

Attractiveness and talent retention

The Company must differentiate itself to attract the profiles it needs now and in the future, with a strong and unique employer image.

Dassault Aviation's companies invest in preparing the talents who will join after completing their studies or retraining. The Company's policy is thus to pursue diverse types of cooperation with the world of higher education and research, organizations working in employment development and professional retraining, and secondary schools, to give the youngest students an opportunity to learn more about its professions.

Dassault Aviation's companies also establish communication systems that allow them to present their activities, professions and values to as many people as possible.

They develop apprenticeship and internship policies that speak to their high qualitative and quantitative ambitions, with the aim of playing a role in the initial training of future workers, and of building a pool of suitable candidates. Young people on internship or apprenticeship programs know that they are highly likely to be recruited after graduation if this first experience is a success.

The recruitment policy is focused on:

- anticipating skills needs, both qualitatively and quantitatively,
- looking for the right match between the needs and the profiles of the applicants, not only for the position to be filled but also from the perspective of a long-term career path,
- maintaining an intergenerational balance and seeking diversity,
- enhancing the positive image of Dassault Aviation's companies,
- paying particular attention to integrating new hires over several years, a period that is integral to successful recruitment.

Dassault Aviation is committed to attracting talent and keeping its employees highly motivated by offering them stimulating projects along with an attractive compensation policy.

This compensation policy rewards and inspires loyalty among its employees, while adapting to the economic situation and the economic environment to maintain the Company's competitiveness in a highly competitive market.

Dassault Aviation's French companies have a redistribution policy that is fully in keeping with its value-sharing philosophy. They have chosen not to have a share award policy; instead they have opted for a direct contribution to the undertaking's key figures through an attractive redistribution policy. Dassault Aviation's French companies have thus signed profit-sharing opt-out agreements and particularly advantageous incentive agreements, enabling employees to have a share in the profits. In all, 77.4% of Dassault Aviation's employees benefit from these schemes. The amounts awarded over the last five years have represented on average three months' wages for the Parent Company's employees.

These companies also promote employee savings by offering company savings plans with a wide choice of investments, as well as a Company pension plan.

The Company offers all its employees medical cover.

Training and skills management

Individual development of each employee is an essential condition of collective success. Dassault Aviation's companies' policies aim to:

- maintain the highest level of skills by ensuring a match between jobs, skills and needs,
- adapt jobs and skills to changes in technology, the environment and customers' requirements,
- give employees the resources to plan for the future and advance based on the opportunities offered by the undertaking,
- promote intergenerational cooperation and interaction, in particular by ensuring skills transfer and renewal.

Dassault Aviation companies have implemented an employment and career management system to support their strategy and growth by promoting collective and individual skills development.

There are two dimensions to employment and career management:

- at the collective level, the idea is to integrate human resources as a key factor in economic development, and to anticipate and manage projected medium- and long-term career and job trends from a quantitative and qualitative standpoint,
- at the individual level, as far as the employee's professional goals and the Company's operational needs are concerned, the idea is to provide employees, throughout their career, with the resources to advance professionally.

Employment and career management should also contribute to social mobility, a principle that is very important to the Company.

Diversity, inclusion and equal opportunities

Dassault Aviation promotes diversity in the workplace and is highly committed to the principles of non-discrimination. Firmly believing that diversity is a major matter and a performance factor for the undertaking, the Company restates its involvement in preventing discrimination and is committed to promoting equal opportunities and treatment in compliance with national regulations.

This commitment is reflected in the signing of company-level agreements in the following areas:

- professional equality between women and men,
- employment and retention in employment of persons with disabilities,
- careers of staff representatives.

Gender equality at work

Dassault Aviation pursues its policy of developing gender diversity in the Company by implementing specific actions to increase the number of women hired.

Dassault Aviation is facing the issue of fewer women enrolling in initial technical and industrial training courses. The development of scientific and technical careers among women is therefore an important matter.

Dassault Aviation pays attention to the training and development of women's careers, helping to promote them to positions of responsibility, particularly in management and senior management.

Employment and retention in employment of persons with disabilities

Dassault Aviation is continuing its policy of recruitment and retention of disabled people. Dassault Aviation's French Companies all have an agreement on hiring and retaining people with disabilities.

Dassault Aviation is also committed to ensuring that employees with disabilities benefit from the same opportunities for pay increases and career advancement as other employees.

Careers of staff representatives

The Parent Company and Dassault Falcon Service are implementing agreements signed in 2019 on social dialog to facilitate the functioning of union organizations and staff representative institutions. More specifically, those agreements provide a career monitoring mechanism for the careers of staff representatives to ensure equal treatment.

Employee health and safety

Issues related to the health and safety of employees and service providers, and those related to conditions and quality of life at work, are included in the "Ensuring a high-quality, safe and healthy work environment" pillar of the Company's Corporate Social Responsibility (CSR) policy, signed by the Chairman and CEO.

This pillar comprises the three priorities below, which aim to prevent the risks of work-related accidents, occupational illnesses and regulatory non-compliance, and thus to cover the psychological and physical impacts of our activity on the workforce:

- fostering an effective culture of prevention throughout the undertaking,
- continuing to reduce occupational risks and improve working conditions,
- developing quality of life at work and fostering employee well-being.

Quality of life and working conditions

Work-life balance plays a role in development and stability for both employees and the Company. It involves taking actions that offer a range of customizable solutions that consider employees' personal projects and constraints over the course of their career (motherhood, parenthood, family caregiving, personal choices, etc.), while also meeting the undertaking's needs.

Pursuant to the Quality of Life and Working Conditions (QLWC) agreement signed with all the trade unions, the Parent Company is gradually implementing new work-life balance measures.

Working hours also contribute to quality of life at work. Tailoring working hours to accommodate the personal needs of individual employees leads to a more flexible organization and improves shift management within Dassault Aviation's French Companies. All Dassault Aviation companies offer part-time hours, subject to the manager's approval. More than 77% of the Company's headcount benefit from a "working time account" scheme to help employees manage their annual leave.

Respect for human rights

Dassault Aviation addresses the risks related to respect for human rights and commits to respect these rights through its Code of Ethics, its internal structure, and its duty of care plan. This plan details the measures put in place to prevent and mitigate human rights risks, in accordance with international agreements, Law No. 2017-399 of March 27, 2017 relating to the duty of care, and Directive (EU) 2024/1760 of June 13, 2024 on corporate sustainability due diligence.

Dassault Aviation is committed to respecting all national and international laws and regulations regarding human rights, especially as regards occupational health and safety of employees and non-discrimination in the workplace. It acts in accordance with the Universal Declaration of Human Rights, and the provisions of the OECD and the International Labour Organization relating to Human Rights.

Dassault Aviation joined the UN Global Compact in 2003 and adopted the ten principles, including the principle relating to Human Rights.

The Parent Company has a Code of Ethics that reflects these commitments. This Charter is available on the Dassault Aviation website and on the Dassault Aviation Intranet; it is systematically distributed to new hires. The Code of Ethics is also implemented within the Company's subsidiaries, which reference it in their own codes.

This Code embodies the values of respect for human rights and fundamental labor rights and promotes the proper application of essential principles:

- non-discrimination on grounds of origin, morals, sex, sexual orientation, disability, political or religious opinions, trade union membership;
- respect for the individual and his or her private life;
- maintaining a safe working environment and conditions.

The Ethics and Compliance Department ensures that the subsidiaries and foreign offices respect human rights, mainly through level 2 compliance controls relating to the duty of care.

These on-site audits are also an opportunity to meet with the various stakeholders and discuss the issues and risks related to respect for human rights (including the ban on child labor).

The annual meeting of the Duty of Care Committee was held on April 23, 2024, at which time it examined the undertaking's human rights impacts and possible remedial actions.

Lastly, the Ethics and Compliance Department has implemented a system for processing reports of violations of the law and international agreements on human rights with the aim of remedying possible impacts on human rights.

4.3.1.3 Processes for engaging with own workers and workers' representatives about impacts (S1-2)

The Company has an employee relations policy which is built on trust, compromise, and mutual respect.

Trade unions representing the professional interests of employees are present in all French subsidiaries and DFJ Do Brasil. They cover more than 77% of the Company's workforce.

In 2024, 13 agreements and amendments were signed by Dassault Aviation's French companies. They covered topics such as wages, job and career management, quality of life at work, working time and the Company pension plan.

For Dassault Aviation's French companies, 2024 saw the continuation of discussions with social partners regarding the challenges of employment and career management after the rollout of the new branch collective bargaining agreement which was signed in February 2022.

This social dialogue within the Company helps to maintain a climate conducive to the proper functioning of the companies.

Discussions between the different management teams of the French companies and staff representatives take place at meetings of dedicated bodies, namely the Economic and Social Committee (CSE) and the Health, Safety and Working Conditions Committee (CSSCT). The agenda is set beforehand and shared with participants. These meetings are an opportunity for Management to present the undertaking's challenges, its outlook for the future and its major projects while seeking to interact with the staff representatives elected by employees.

The French companies also organize their relationships with the staff representative bodies through an annual agenda setting out the timetable for mandatory and optional negotiations.

Management shares benchmarks, legal analyses and proposals with the trade unions during the negotiation sessions with the goal of finding the best compromise between the undertaking's considerations and the employees' interests.

Monitoring committees that meet several times a year follow up on the Company-level agreements signed by the French companies and trade unions on all the topics under negotiation (agreement on hiring people with disabilities, agreement on employment and career management, etc.). They keep staff representatives informed of the implementation of the signed agreements.

All these interactions are covered in reports distributed to staff.

In 2024, the Parent Company also continued the practice launched in 2022 of arranging half-yearly meetings enabling employees to discuss with their manager what actions could be taken to work together better. More than 1,900 meetings were held in 2024. This long-term approach is part of the agreement relating to quality of life and working conditions.

These channels of communication allow employees to express their views on any issues – particularly those related to work and its organization – that have affected their physical or mental health. These meetings enable solutions to be jointly identified. The Parent Company follows up on the issues raised and the answers found.

To prevent bullying and sexual harassment, sexist behavior, sexual assault and discrimination at work, Dassault Aviation's French companies have introduced internal mechanisms for identifying and dealing with problematic situations (see § 4.4.1).

Formalized procedures have been published, notably at the Parent Company and ExecuJet, covering nearly 75% of employees.

The Parent Company appoints advisors to deal with issues around harassment, disability and quality of life at work, supported by a network of human resources managers. Employees are informed of their identity by any suitable means.

The legal protection afforded to whistleblowers ensures that they can have confidence in the mechanisms put in place.

4.3.1.4 Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3)

The Company's employees have multiple channels to report their concerns. Their first option is their manager, whose role is to support their team, and members of the Human Resources (HR) function.

As part of the social dialogue, staff representatives also report any concerns employees may have to Management.

Within the Parent Company, meetings are arranged to enable employees to discuss with their manager and as part of a working group the difficulties they encounter in their jobs. This participatory resolution process takes a collaborative approach to addressing a number of concerns.

Mediation procedures exist to resolve disputes between employees, whether or not they report to the same manager. This mediation role is most often performed by members of the HR function.

When communication channels are not able to resolve and end disputes, employees can refer the matter to an outside third party for resolution and, if necessary, remediation (courts, administrative bodies, defenders of rights, etc.).

Lastly, to prevent bullying and sexual harassment, sexist behavior, sexual assault and discrimination at work, Dassault Aviation's French companies have introduced internal mechanisms for identifying and dealing with problematic situations.

Communications are sent out regularly to remind employees of the channels available to them.

4.3.1.5 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions (S1-4)

These actions are monitored by the various HR competence centers that implement them.

Attracting and retaining talent

As part of their talent attraction and retention policy, Dassault Aviation's companies:

- support students during their studies through internships, work-study programs and France's international business volunteer program (VIE – Volontariat International en Entreprise),
- participate in consultations on how to adapt curricula to the medium and long-term needs of the aviation industry. These consultations are carried out within professional bodies such as the Groupement des Industries Françaises Aéronautiques et Spatiales (GIFAS), and with educational institutions and organizations (engineering colleges, universities, vocational high schools),
- encourage their staff to take part in vocational or multidisciplinary courses and examination boards and to supervise technical projects,
- make their recruiters available to educational institutions several times a year to prepare future graduates for recruitment interviews,
- promote an awareness of the Company's business lines by organizing meetings (forums, Company presentations, etc.) and visits to sites for pupils, students and their advisors (teachers, career counselors, principals, etc.). Targeted actions for middle school and high school students have been carried out to foster diversity within technical and scientific professions.

The Dassault Aviation Parent Company contributes to the general skills development of future technicians, engineers and researchers by creating or participating in teaching and research chairs. This takes the form of financial support, which the Company supplements with the participation of experts in the development of educational and research projects for the benefit of the academic and scientific community.

Given the significant need to recruit manufacturing staff for the Parent Company, in 2024 it continued the training programs set up in 2022 with external bodies to "build skills" and support people undergoing retraining with professional certification in metallurgy at the end of the course (CQPM – *Certificat de Qualification Paritaire de la Métallurgie*). The School of Mechanics, created in April 2023 at the Argonay site, added a new training course in May 2024 on equipment assembly. It is fully customized and individualized (one tutor for each trainee) but also allows students to obtain a CQPM certificate.

In 2024, DABS continued its partnership with the Geneva Chamber of Commerce and Industry. This enables it to participate in the "MACH 147" project, aimed at meeting the needs of aerospace maintenance undertakings in French-speaking Switzerland. It resulted in the creation, in Geneva, of the first Part-147 training center approved by OFAC (*Office fédéral de l'aviation civile* – the Swiss Federal Office of Civil Aviation) for French-speaking Switzerland.

Actions undertaken in India

The Indian government-approved Dassault Skill Academy was created in 2018 to develop new training courses in India for the aviation industry. It was designed to be a two-year training course equivalent to the French professional aviation diploma (Baccalauréat professionnel aéronautique). Since the start of the 2019/2020 school year, the training has been based in a public high school in Nagpur (Maharashtra State). The high school teachers were trained by French teachers and are now qualified to take over. Building on this success, the project was then rolled out in two new professional high schools in the state of Maharashtra. Since then, all graduates have been recruited by various aviation undertakings in Maharashtra and Telangana. In 2024, 80 students attended the training course at these three vocational high schools.

In 2023, the Indian government signed a partnership agreement with our subsidiary in India for the creation of the "Dassault Aviation Center of Excellence for Aeronautical Vocational Training" within the National Skill Training Institute in Kanpur (state of Uttar Pradesh). This center of excellence prepares future Indian teachers for the widespread roll-out of this training. In 2024, nine students were enrolled in the vocational instructor training program.

Communication and onboarding actions

To enhance its employer brand image, Dassault Aviation has bolstered its presence on social media and become more vocal about its recruitment needs, increasing the number of actions to be more visible at a national and local level.

In 2024, the Parent Company once again featured in the Top 5 of the Universum France ranking of the 130 best places to work, across all sectors, according to engineering students. It was also ranked number one in the "Aerospace, rail, naval" sector of the Statista rankings for the economics magazine Capital (out of 39 undertakings ranked in the sector).

Despite ongoing pressures on the job market in 2024, the Company continued recruiting by seeking the best match between work loads, headcount and skills requirements.

To facilitate the integration of their new hires, Dassault Aviation's companies have put in place programs that explain their business, set-up and operation.

In 2024, the Parent Company brought together nearly 700 new hires from all its facilities by holding six "Journées Envol" (Take-off Days) to give them a better understanding of the Company's challenges, the characteristics of its civil and military customers, and its activities, from design to support. These days, introduced by the CEO or the COO and with presentations from members of the Executive Committee and one of our test pilots, are very popular (93% satisfaction rate).

The Dassault Defence Academy presents the geopolitical context, France's defence policy, the structure of the French armed forces and the role of the military in Dassault Aviation's DNA. In 2024, close to 230 employees took part.

Before these programs, new hires at the Parent Company are invited to a welcome day on their very first day and subsequently attend local onboarding seminars. They also have individual welcome check-ins with an HR officer in their first few months on the job.

DFJ invites all new employees and interns to take part in the "Welcome to Dassault Falcon Jet Passport" program. This program provides access to a LinkedIn Learning platform where employees have access to courses taught by industry experts, covering sales, innovation and technology subjects.

In 2024, DABS introduced digital tools, such as Talentsoft, into its onboarding policy. This new approach aims to clarify roles and responsibilities, while establishing contact as soon as the employment contract is signed to facilitate the employee's integration. This process is structured around a 4-step model: 4 hours, 4 days, 4 weeks and 4 months, with regular check-ins with the manager.

Recruitment and onboarding actions are essential. They help prepare for the future and facilitate the intergenerational transfer of skills.

Actions with regard to attractive pay and benefits

In order to reduce the risk of talent loss, the Company monitors the market to ensure that its wages and benefits are attractive. An organization has been set up to verify application of the rules on pay.

With the same goal, and in a bid to maintain a high level of motivation through team building among employees, Dassault Aviation's French companies paid more than EUR 32 million in 2024 (i.e. more than 5% of the payroll) to the Economic and Social Committee, allowing employees to benefit from various social and cultural activities. The budget will also fund various sports associations for the benefit of all employees who want to play sports or do physical exercise.

Training and skills management

Actions with regard to vocational training

These actions reduce the potential risk of loss of skills.

They provide an opportunity to boost employee motivation and employability.

Dassault Aviation's companies continue to develop distance learning in the skills development plan. These measures also address the constraints of geographical dispersion and optimize future skills development for employees. The initiatives took into account the operational needs of the Dassault Aviation's companies, the development of the roles and technologies, and individual development preferences.

DFJ also relies on a tuition assistance plan to enable its employees to join a higher education program that will develop their skills. This program, directly related to the position held by the employee, reflects his or her career development prospects.

- Skills Conservatory and support for digital tools

The Parent Company continues to roll out and maintain the range of training courses for professions such as process planners and assemblers. The Inspector program was in development at the end of 2024. These offerings are supplemented by the PASS program, which supports the development of specialist vocational knowledge. The program is designed by the facilities to make skills development for newly hired colleagues more effective. Thus, an Assembler PASS has been rolled out at Martignas, while a Layout Fitter PASS was created at Mérignac. Moreover, the functional business lines also have targeted courses covering business-specific issues, such as the Purchasing Passport and the Supply Chain Academy. The latter focuses on synergies between all vocations concerned. It aims to create and provide courses for supply chain jobs by skill level (beginner to expert) with a tutoring component (about thirty tutors are selected and trained on tutoring techniques) and a classroom training session component. Some training courses are multi-trade to promote an understanding of each person's role. Training content is also available online: microlearning, memos, and operating procedures for the tools, including the SAP software.

- Strengthening the Company's management

Strengthening its management is a priority for the Company, which guides the development of its managers throughout their career. The Dassault Institute has continued to hold training courses at the Parent Company. In 2024, 1,730 managers or future managers took these courses.

The management program has expanded in two ways:

– management performance training continued in 2024. It is offered to N+1 of the targeted managers to give them the tools for discussions conducive to their management.

– in 2024, about twenty managers representing different departments developed a Management Charter, with the help of the HR Department's Change Management division. To do so, they relied on their management experience while remaining true to Dassault Aviation's culture.

The Management Charter outlines the managerial actions to be taken and the behaviors to adopt. It will be a valuable tool for future managers to help them understand what is expected of them and the responsibilities associated with their role. It can be used to select managers who know how to embody the values illustrated, and to provide support that will lead to progress on its various priorities.

The communication and rollout plan for the Charter was launched at the end of 2024.

In 2024, DABS finalized the "Shaping Our Future" managerial training course, which involves bringing all its managers in for hands-on workshops that cover six topics (the manager's role, manager/coach, difficult interviews, situational leadership, non-verbal communication, delegation).

Sogitec has strengthened its managerial culture by creating its guidelines for managerial best practices and offering a training course (6th session in 2024) on facilitating communication (by implementing a visual management system). The management community, established in 2023, meets regularly for workshops, as well as on the collective annual seminar day.

Actions with regard to skills management

These actions boost employees' skills by helping them map out a career path, and thus strengthen their employability and motivation.

Since January 1, 2024, as part of its efforts to implement the new branch collective bargaining agreement, Dassault Aviation's French companies have had guidelines for vocational families, professions and jobs that is accessible to all employees.

This framework forms the basis of the employment and career management work. It consists of:

- a shared and structured representation of the families, professions and jobs,
- a common shared language for employment management,
- a communication tool for professions and jobs, both internally and externally.

The framework consists of a definition of each family, and a description of each profession and each job.

This framework also encourages the formalization of career paths to give employees visibility based on operational needs and their own aspirations.

The Company intends to take a forward-looking approach to jobs and skills in order to maintain and sustain its technical expertise while also remaining competitive. This approach makes it possible to:

- plan for employment, both quantitatively and qualitatively,
- anticipate needs related to the workload, changes in the age pyramid, and technical and technological developments in the aerospace industry,
- transmit knowledge and promote the undertaking as a learning enterprise.

In 2024, the company Sogitec supplemented its approach with a catalog of key technical competencies, in particular for the simulation professions. This allows it to identify its needs and the corresponding actions (in terms of recruitment and determining the target headcount, transfers, training, etc.).

Diversity, inclusion and equal opportunities

The actions described below show how the Company takes diversity into consideration to improve employee well-being.

Actions on gender equality

Various actions are aimed at girls in middle school and high school to encourage them to take vocational courses relevant to the aviation sector; the Parent Company is a founding member of the association "Elles bougent" ("Girls on the Move").

A signatory since 2022 to the "Féminisons les métiers de l'aéronautique et du spatial" ("Women in the aeronautics and space industry") charter, in 2024 the Parent Company took part in initiatives launched by the organization Airemploi to showcase career opportunities in the aviation industry and debunk stereotypes and prejudices. By signing the charter, it underlines its commitment to gender diversity within the industry.

Dassault Aviation's French companies all have an agreement on gender equality and equal pay. Priority is given to initiatives to recruit women in all professional categories and to support their career development so that they can go on to hold positions of responsibility.

Actions on employment and retention in employment of persons with disabilities

Regular communication actions are carried out, particularly with the academic community, local organizations for the employment of disabled people and disability-friendly undertakings. Dassault Aviation's companies participate in specialized forums and organize awareness-raising actions with employees and recruiters.

The Parent Company is a member of the association Hanvol, which offers a unique training scheme for the return to work of disabled people with diverse backgrounds and skills but a shared goal: to work in the aerospace sector.

Concrete measures are being taken to modify workstations and to facilitate and encourage formal recognition of the status of employees with disabilities and renewal of that recognition. The Company relies on cooperation between its HR teams, medical professionals from prevention and occupational health services, environment, health and safety (EHS) staff and ergonomists to institute the necessary actions and arrangements to retain employees with disabilities.

Sogitec makes scheduling accommodations to facilitate the retention of employees with disabilities, and grants paid leave so employees can go on their own behalf or with a relative (child or spouse) for medical check-ups and follow-ups relating to their disability.

Actions on the careers of staff representatives

In addition to the system for monitoring the careers of staff representatives to ensure equal treatment, Dassault Aviation's French companies give employee representative institutions many additional resources compared to those provided for by law.

Employee health and safety

The actions below reduce the risk of work-related accidents and occupational illnesses, as well as regulatory non-compliance. They counteract the impacts on physical and mental health that such accidents and illnesses may have on people.

Actions on strengthening an effective culture of prevention

The practices and tools that promote proactive management of occupational health and safety continue to be implemented, along with the training and awareness-raising of those involved in prevention.

Since 2022, the Parent Company has had a fully operational environment, health and safety (EHS) training course for new managers, consisting of four modules. Moreover, EHS aspects are being gradually incorporated into vocational training courses so that they can be applied in practice.

As of the end of 2023, a managerial roadshow including EHS aspects is being rolled out to all facilities to improve daily good practices.

In addition, the Parent Company has designed EHS management guidelines built around four levels of maturity, in line with the ISO 45001 and ISO 14001 standards, with level 1 corresponding to basic proficiency and level 4 to operational excellence. At the end of 2024, six Parent Company facilities, representing 81% of staff, had achieved, or were very close to achieving level three status. Action plans remain underway at the other facilities.

Actions on reducing occupational risks and improving working conditions

Controlling the risk of workplace accidents and occupational diseases means reducing physical and chemical risks.

Actions to manage chemical risk are ongoing. In 2024, the Parent Company continued with efforts to provide additional collective protection, such as the installation of extractor hoods and equipment for composite material work, and the improvement of local extraction systems.

Efforts continued to make working at height safer, both in production and at testing installations.

Quality of life and working conditions

The actions described below show how the Company harnesses quality of life and working conditions to improve employee experience and satisfaction.

Actions on ergonomics and working conditions

To promote a culture of ergonomics and ensure that ergonomic considerations are factored into new projects and programs, training courses are held. Moreover, 98 ergonomics officers have been trained across all the Parent Company's sites.

Ergonomics are taken into account in the industrialization phase via a specific "EHS/ergonomics" training module delivered by the Parent Company's skills conservatory; this is an integral part of the vocational course for process planners and toolmakers. A total of 72 employees have been trained since it was set up in 2021.

Lastly, a network of 13 trainers specializing in risk prevention during physical activities and in body posture and movement provide training at the Parent Company's facilities. In 2024, 220 employees attended these training courses, learning about what actions they can take to prevent musculoskeletal disorders.

At the same time, the workplace transformation to take better account of ergonomics continued in 2024, focusing on:

- reducing the risk of accidents linked to manual load handling by purchasing suitable equipment (trolleys, stacker trucks, lifting platforms, hoists, motorized doors, etc.), reorganizing storage facilities, and redesigning tools to make them more lightweight,
- addressing the causes of musculoskeletal disorders (setting up and equipping workstations, workbenches and desks so that they can be raised, lowered and/or reclined, using pivotable tripods, testing and buying exoskeletons for the thumb, neck, back and arms/shoulders, purchasing 3D additives that are positioned on hand tools to reduce muscle activity and vibrations),

- The reduction of noise pollution in shared offices: provision of active noise-reduction headphones (6,000 employees to be equipped over three years – 2023/2025),
- accommodating disabilities; adapting workstations, purchasing suitable equipment, etc.

Actions on preventing psychosocial risks

A renewed focus has been placed on psychosocial risks. In 2021, the Parent Company introduced a system for assessing collective psychosocial risks in the workplace in order to gauge the risk and take the necessary corrective measures.

When the Quality of Life and Working Conditions agreement was renegotiated and signed on February 14, 2023, the Parent Company undertook to introduce a new mechanism in 2025 to assess psychosocial risks for each employee of the undertaking. Specific support will be offered to managers to analyze the results of this assessment and launch any necessary action plans.

The system supplements the detection and monitoring of individual psychosocial risks carried out by internal or inter-company occupational health services.

The Parent Company has an agreement in place with the Psychological Support and Resources Institute (IAPR), which offers a listening and support system for employees who are victims of workplace stress and psychological trauma.

In 2024, the Parent Company held a training session for managers on preventing sexual harassment and sexist behavior. In all, 66% of managers have completed the training. It is currently being rolled out to all employees.

At DABS, the vast majority of the HR department has been trained on how to coach employees through their issues and the entire department will soon be trained on mental health first aid using ENSA (the Swiss version of the Australian Mental Health First Aid program).

Actions on medical monitoring of employees

Dassault Aviation has autonomous occupational health services or assistance programs at all of its sites.

Employees in high-risk positions or who are expatriates or on mission receive specific monitoring and specialized additional support. This includes more regular medical check-ups and additional examinations paid for by the Company.

Prevention and awareness campaigns, local or Company-wide, are organized, periodically or occasionally, on a variety of themes, professional or public-health related:

- influenza (awareness campaign and free vaccinations),
- heat wave-related risks,
- low back pain and injuries from carrying heavy loads,
- help with addiction (tobacco, alcohol, psychotropic products, games, cyberdependency),
- food hygiene,
- psychosocial risks,
- cardiovascular diseases,
- organ donation,
- sleep disorders,
- cancer.

A cancer prevention campaign was launched in March/April 2024 with talks on the topics of "cancer and employment" and "cancer and health." Events have been held at most of the Parent Company's facilities to raise employees' awareness of prevention.

Actions on the quality of life at work and work-life balance

The Company has long encouraged a work/life balance.

Some Dassault Aviation companies provide access to inter-company day care facilities.

Since 2021, the Parent Company has implemented a digital and physical corporate concierge scheme, offering employees local services that are readily accessible and that help them manage personal tasks. The services available are regularly updated to meet employees' needs. Since 2024, the digital concierges have rolled out one-off physical onsite services.

In terms of societal challenges, mobility is also a matter of concern for employees. The Parent Company has introduced a sustainable mobility scheme, through which the undertaking contributes up to EUR 200 toward the purchase of a manual or electric bicycle. Since implementation, 584 bonuses have been paid through this scheme. The Parent Company's facilities are improving their infrastructure to accommodate bicycles and ensure their safe use.

4.3.1.6 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S1-5)

The Company does not currently have any targets that have been set for it as a whole, as each Dassault Aviation company has its specific objectives based on its own characteristics.

4.3.1.7 Characteristics of the undertaking's employees (S1-6)

The Company's development is based on the quality and commitment of its people. They are its main source of wealth. This principle is enshrined in the Code of Ethics.

Total number of employees

Enrolled headcount *(open-ended contracts + fixed-term contracts + non-guaranteed hours contracts)*	**Headcount as at 12/31/2024**
Dassault Aviation, Parent Company	10,416
Dassault Falcon Jet	2,412
Dassault Falcon Service	568
ExecuJet	495
DABS	396
Sogitec	302
Total	**14,589**

The figures shown reflect the number of employees present as of December 31 of the year in question (headcount). The number of employees who had left as of December 31 is deducted. Each employee counts as 1.

Breakdown of employees by gender	Number of employees (head count)
Female	2,779
Male	11,810
Total employees	**14,589**

Women accounted for 22.2% of hires in 2024.

Breakdown of employees by country	Number of employees (head count)
France	11,286
USA	2,380
Rest of world	923
Total employees	**14,589**

Breakdown of employees by contract type, broken down by gender then by country

By gender

FEMALE	MALE	TOTAL
Number of employees		
2,779	11,810	14,589
Number of permanent employees (headcount on open-ended contracts)		
2,656	11,475	14,131
Number of temporary employees (headcount on fixed-term contracts + temporary employees)		
123	335	458
Number of non-guaranteed hours employees		
0	0	0
Number of full-time employees		
2,526	11,628	14,154
Number of part-time employees		
253	182	435

By country

FRANCE	USA	Rest of world	TOTAL
Number of employees			
11,286	2,380	923	14,589
Number of permanent employees (headcount on open-ended contracts)			
10,872	2,379	880	14,131
Number of temporary employees (headcount on fixed-term contracts + temporary employees)			
414	1	43	458
Number of non-guaranteed hours employees			
-	0	-	0
Number of full-time employees			
10,870	2,377	907	14,154
Number of part-time employees			
416	3	16	435

Nearly 97% of the Company's employees are on open-ended contracts.

Hirings

Number of hirings *(open-ended contracts + fixed-term contracts + work-study contracts + non-guaranteed hours contracts)*	**2024**
Total	2,394

Employees leaving the company

Number of people leaving the Company *(all reasons combined)*	**2024**
Total	1,366

Turnover rate *(all reasons combined)*	**2024**
Total	10.1%

The turnover rate, as defined in the CSRD, corresponds to the ratio between the number of employees who left the undertaking during the reporting period and the headcount at the start of the period.

All departures during the financial year (from January 1 to December 31 inclusive) are taken into account for the calculation. It includes employees who have:

- resigned,
- reached the end of their fixed-term contract,
- reached the end of their probationary period (decided either by the employer or the employee),
- retired,
- died,
- been made redundant,
- been dismissed,
- had their contract terminated,
- left for other reasons.

Note that the resignation rate is 2.9% for Dassault Aviation and 1.1% for the Parent Company.

4.3.1.8 Characteristics of non-employees (S1-7)

In accordance with § 137 of ESRS 1 (General Requirements), Dassault Aviation derogates from this disclosure requirement.

4.3.1.9 Diversity metrics (S1-9)

Distribution of employees by age group

Age group	Number of employees (head count)
under 30 years old	2,250
30-50 years	7,691
over 50 years old	4,648
Total employees	**14,589**

Gender distribution at top management

	In number	In percentage
Female	31	10.3
Male	269	89.7
Total	**300**	

In the light of the provisions of the CSRD, we consider top management to be the employees in categories H16 and I of the metalworking industry collective bargaining agreement of February 7, 2022. This definition applies to all of Dassault Aviation's French companies.

For foreign subsidiaries that are not subject to the French provisions of the metalworking industry collective bargaining agreement, top management is considered to be executives in the highest management roles, particularly regarding their level of responsibility, pay and freedom to manage their working time.

4.3.1.10 Adequate wages (S1-10)

All Company employees are paid an adequate wage, in line with applicable benchmarks.

The average annual pay of Dassault Aviation employees in 2024 was EUR 63,499.

The average annual pay of Dassault Aviation's French Companies, including profit-sharing and incentives, was EUR 73,399.

4.3.1.11 Social protection (S1-11)

In accordance with § 137 of ESRS 1 (General Requirements), Dassault Aviation derogates from this disclosure requirement.

4.3.1.12 Persons with disabilities (S1-12)

At the end of 2024, Dassault Aviation employed 713 disabled workers, accounting for 4.9% of its headcount.

Because this category accounts for 7.6% of their workforce, Dassault Aviation's French companies meet the statutory requirement according to which disabled people must make up at least 6% of the total headcount.

4.3.1.13 Training and skills development metrics (S1-13)

In accordance with § 137 of ESRS 1 (General Requirements), Dassault Aviation derogates from this disclosure requirement.

4.3.1.14 Health and safety metrics (S1-14)

In accordance with § 137 of ESRS 1 (General Requirements), Dassault Aviation derogates from this disclosure requirement for:

- the percentage of own workers covered by a health and safety management system for non-employees,
- the number of work-related accidents for non-employees,
- the number of occupational illnesses,
- the number of days lost.

	Percentage of own workers covered by a health and safety management system
Employees	100%

Work-related accidents (with or without lost time)	**In number**	**Frequency rate**
Employees	265	11.9%

This metric concerns employees (open-ended contracts, fixed-term contracts, work-study contracts and non-guaranteed hours contracts) working at the Company during the year.

	Number of fatalities as a result of work-related accidents	**Number of fatalities as a result of occupational illnesses**
Employees	**0**	The Company is not able to establish a connection between the fatality and the occupational illness.
Other on-site workers	**0**	
Total	**0**	

4.3.1.15 Work-life balance metrics (S1-15)

In accordance with § 137 of ESRS 1 (General Requirements), Dassault Aviation derogates from this disclosure requirement.

4.3.1.16 Remuneration metrics (pay gap and total remuneration) (S1-16)

Gender pay gap

This gap is 6.8% for Dassault Aviation; it is calculated as follows:

((average gross annual pay level of male employees) - (average gross annual pay level of female employees))/average gross annual pay level of male employees x 100

Dassault Aviation is mindful of equal treatment for women and men in its compensation and promotion policies. The French companies have a compiled gender equality score of 88 out of 100. This is well above the regulatory threshold of 75.

For the Parent Company, this gap is 3.8%. The study carried out by the firm LHH shows that, with equivalent profiles (classification, age, experience, seniority, sector and position), there is no significant difference between the wages of men and women.

Pay gap between highest and median pay

This gap is 95.5, which is calculated as follows:

Annual remuneration of Dassault Aviation CEO/median annual total remuneration of Dassault Aviation Parent Company (excluding corporate officers)

4.3.1.17 Incidents, complaints and severe human rights impacts (S1-17)

The details of the single internal whistleblowing procedure are described in § 4.4.1 of this sustainability statement. The data compiled comes from the annual performance dashboard for whistleblowing reports produced by the Ethics and Compliance Department for the Parent Company.

Reason for report	**Number of reports for the year 2024**
HR-related non-compliance (harassment, sexist behavior and discrimination)	14
Human rights non-compliance	0
Total instances of non-compliance	**14**

Reason for fines, sanctions, penalties and compensation	**Amount of fines, penalties and compensation for the year 2024**
HR incidents and complaints (harassment, sexist behavior and discrimination)	0
Identified cases of severe human rights incidents	0
Total amount of fines, penalties and compensation	0

4.3.2. CONSUMERS AND END-USERS (CUSTOMERS – ESRS S4)

4.3.2.1 Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

Dassault Aviation designs and manufactures military and business aircraft and provides its customers with operational support solutions. All Company entities are committed to ensuring that customers are able to fulfill their missions safely and with peace of mind. Customer safety always comes first.

The material IROs identified and listed in § 4.1.10 of ESRS 2 are summarized below:

- the negative impacts of an accident that could affect passengers or people on the ground,
- the risks of a safety defect,
- the risks of loss of airworthiness or grounding.

In this section 4.3.2.:

- the disclosures only cover customers in the civil sector for confidentiality reasons;
- given the nature of Dassault Aviation's activities, the term "customers" replaces the terms "consumers and end-users" used in the CSRD.

4.3.2.2 Customer safety policies (S4-1)

Dassault Aviation's commitment to putting safety first was reiterated at the end of 2024 in a letter from the Chairman and CEO sent to all departments.

A dedicated organizational structure allows safety to be monitored across all aspects of the Company's activities, from design, production and operational support to maintenance of aircraft in service and flight operations.

This organizational structure is based on:

- an independent Executive Aviation Safety Officer reporting directly to the Chairman and CEO,
- a Safety Management System (SMS) that meets the highest international standards for the identification and management of flight safety risks,
- the corporate culture and certifications obtained for the design, production and maintenance of civil and military aircraft.

Dassault Aviation's SMS is integral to its policy of continually improving the safety of its civil and military aircraft, with targets set annually. It also reinforces the safety culture throughout the Parent Company and its subsidiaries.

Working groups from industry associations (ASD, GAMA, AIA, AIAB, AIAC)[13] have developed a standard (SM-0001) for the implementation of a safety management system in accordance with ICAO (International Civil Aviation Organization) Annex 19. The SMS was implemented at Dassault Aviation in accordance with the SM-0001 recommendations.

The SMS underpins the fundamentals of aircraft certification and airworthiness monitoring. As part of the design certification complying with EASA Part 21 regulatory requirements (Regulation (EU) No 748/2012), Dassault Aviation's design assurance system allows certification activities to be carried out

[13] ASD: European Aerospace, Security and Defence Industries
GAMA: General Aviation Manufacturers Association
AIA: Aerospace Industries Association
AIAB: Aerospace Industries Association Brazil
AIAC: Aerospace Industries Association Canada

in relation to the various Falcon models, together with the related airworthiness monitoring. The main purpose of certification is to ensure that the aircraft design complies with the technical regulations of certification (e.g. CS25) to guarantee that the aircraft is airworthy, i.e. able to fly in acceptable safety conditions. Airworthiness monitoring helps ensure that the aircraft in service remain airworthy. For the Falcon, these activities are carried out in close coordination with the EASA (European Union Aviation Safety Agency), the lead certification authority.

4.3.2.3 Processes for engaging with customers about impacts (S4-2)

Interaction on actual impacts

In the event of an accident or serious incident involving a Falcon in service, the procedures to manage the situation are as follows.

Any Dassault Aviation employee who is informed of or witnesses an accident or a serious incident involving a Falcon in service must immediately alert the Customer Service Department.

The management teams of undertakings having their registered office or principal place of business in France and involved in the design, manufacture or maintenance of aircraft must immediately inform the technical investigation authority of any accident or incident involving these aircraft, as soon as they have knowledge of the event and regardless of where it occurred.

Only the technical investigation authorities are authorized to share details of the investigation and its progress with the parties involved (Dassault Aviation, EASA, etc.) and customers, and to make this information public.

The Flight Safety Department is responsible for liaising with the technical investigation authorities.

The Technical Certification Department is responsible for liaising with the certification authorities. As the type certificate holder, Dassault Aviation is required to report the accident or serious incident to the certification authorities.

The Civil Aircraft Department is responsible for liaising with Falcon customers and operators, and in particular with the owner of the aircraft involved in the accident, without disclosing details of the investigation.

Engagement on potential impacts

During the operational life of aircraft, customers also inform the Customer Service Department of unusual events they encounter, other than major incidents and accidents.

Events to be reported to the authorities are handled by Dassault Aviation, which prepares a report and decides on the information to be shared. The role of the Technical Certification Department is to notify the authorities (EASA, as lead authority) and give an account of any significant incident, establish its impact on airworthiness and propose any necessary corrective actions.

Prior to the sale, customers may have specific questions about safety issues. If so, all the departments mentioned intervene in support of the Civil Aircraft Department. The dual nature of the Company's activities, expertise, technologies and processes are also emphasized, where appropriate.

The Civil Aircraft Department is responsible for liaising with Falcon customers and operators.

4.3.2.4 Processes to remediate negative impacts and channels for customers to raise concerns (S4-3)

Depending on the severity of the impacts or risks, two procedures are possible: a technical investigation or a judicial investigation. It falls to the competent authorities, rather than Dassault Aviation and/or the customer, to initiate the relevant procedure.

Technical investigation (or safety investigation)

Governments must launch a technical investigation, or safety investigation, in the event of a civil aviation accident occurring on their territory. A "lead investigator," responsible for conducting the technical investigation, is appointed within the investigation authority of the country concerned. The country of the operator, the country of registration, the country of the aircraft manufacturer or the manufacturer of certain equipment, or even countries whose nationals are among the victims, may participate in the investigation by appointing an "accredited" representative.

The sole aim of the technical investigation is to improve safety. It concludes with a report which contains safety recommendations, where applicable.

Within Dassault Aviation, in the event of an accident involving a Falcon, an Accident Management Committee (AMC) composed of pre-appointed members meets in order to manage the situation and take the necessary decisions. The basic principles are to ensure:

- a well-defined, stable organization, with teams composed of managers appointed and recognized as such by Dassault Aviation according to the type of event,
- the implementation of procedures known to all involved,
- the escalation of information to the AMC, which handles the crisis,
- periodic reports for Executive Management,
- control over the negative impacts, including excessive media coverage, so that the situation can return to normal as soon as possible,
- external and internal communication that is factual, measured and appropriate, as well as being proactive.

Through the AMC, Dassault Aviation takes the necessary steps to try to establish the causes of the accident or incident and define, if necessary, the preventive or corrective measures to prevent the event from occurring again, and to maintain the airworthiness of the fleet in agreement with the certification authorities:

- by offering technical assistance to the technical investigation authority, usually the BEA (*Bureau d'Enquêtes et d'Analyse pour la sécurité de l'aviation civile* – French Office of Investigation and Analysis for Civil Aviation Safety), in case a technical investigation is opened,
- by conducting investigations directly using the Company's resources if the authority in charge of the technical investigation allows it or if no technical investigation is opened.

In any event, the regulations on technical investigations limit the amount of initiative that Dassault Aviation can take. The manufacturer must report any accident or serious incident to the investigation authority and remain on hand to provide it with technical expertise, taking care not to divulge information about the investigation.

Judicial investigation

Dassault Aviation does not define the remediation procedure. The purpose of the judicial investigation is to determine any fault or liability, which could lead to a criminal conviction and compensation for victims and their relatives. This comes under national law, so the conditions vary considerably from one country to another.

In some countries, the judicial investigation only commences at the end of the technical investigation. In the majority of countries, however, the judicial investigation and the technical investigation are conducted in parallel by different authorities. The judicial investigation may also take precedence in some cases and impede the technical investigation by prohibiting access to recorders or other equipment.

4.3.2.5 Taking action on material impacts on customers, and approaches to managing material risks and pursuing material opportunities related to customers, and effectiveness of those actions (S4-4)

As described in § 4.3.2.2, a dedicated organizational structure, underpinned by the SMS, facilitates the implementation of the safety policy.

The SMS represents a methodical approach to safety management (in the sense of aviation safety) that involves all entities (design, production, operational support, maintenance of aircraft in service, flight operations) and the entire value chain. It includes the organizational structures, responsibilities, policies and procedures necessary to identify the risks associated with aviation activities and keep them at an acceptable level.

Dassault Aviation is committed to all aspects of safety in accordance with the applicable regulations, with a view to continuous improvement:

- by fostering and maintaining a positive safety culture, taking into account the human and organizational factors,
- by enabling all employees to be proactive in reporting perceived threats to safety as part of a "just culture," with the option of remaining anonymous,
- by drawing attention to safety as the primary responsibility of managers,
- by striving for maximum proactivity through the identification of safety risks in all of Dassault Aviation's activities,
- by supporting change management from a safety point of view, where necessary,
- by applying these principles to Dassault Aviation's suppliers, sub-contractors and partners.

EASA assessed this process in 2024.

Dassault Aviation also holds the necessary design, production and maintenance certifications to conduct the Company's activities. These certifications are subject to ongoing monitoring by the airworthiness authorities that have issued them:

- the French Civil Aviation Authority (DGAC),
- the European Aviation Safety Agency (EASA),
- the Federal Aviation Administration (FAA).

The Parent Company and its subsidiaries DFJ and DFS are EN 9100, ISO 9001 and ISO 14001certified. Audits conducted in 2024 by outside organizations confirmed the compliance of Dassault Aviation's management systems with the requirements of the standards.

4.3.2.6 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S4-5)

In line with EASA recommendations following the 2024 audit, specific goals have been set from 2025 in order to improve the SMS:

- ensure training of all employees in Safety and SMS,
- intensify the promotion of Just and Fair Culture, awareness of human and organizational factors by integrating the limitations of human performance,
- check the implementation of the Safety approach in the supply chain among suppliers identified as critical,
- establish a summary of the Safety risks of Dassault Aviation's most critical activities.

4.4. GOVERNANCE (ESRS G1)

4.4.1. Business conduct policies and corporate culture (G1-1)

Through its Ethical Charter, Dassault Aviation asserts the values that federate the actions of all its employees. This charter also sets out codes of conduct that the Company applies with its customers, partners, suppliers and sub-contractors. It is supplemented by an Anti-Corruption Code and a Supplier Code of Conduct – which will be rolled out in 2025 – describing real-life situations.

Observing strict ethical standards, Dassault Aviation commits to acting in accordance with the Convention of the Organization for Economic Cooperation and Development (OECD), the United Nations Convention and national laws.

In addition, the Parent Company is a signatory to numerous international commitments on the prevention of corruption (Global Compact, Common Industry Standards, Global Principles). It is also a member of several associations and forums on business ethics and corporate responsibility at the national, European and international levels (see website www.dassault-aviation.com, Ethics section). The Parent Company is a member of the IFBEC (International Forum on Business Ethical Conduct) and adheres to the standards of the ASD (AeroSpace and Defence Industries Association of Europe) with a view to maintaining its anti-corruption system at the highest level.

Business conduct policies

Dassault Aviation is implementing a global business conduct policy that includes a range of mechanisms, such as programs for anti-corruption compliance programs, the duty of care, export control, trade compliance, the General Data Protection Regulation (GDPR) and business ethics. The Dassault Aviation Business Conduct Policy aims to identify, prevent and address the compliance risks (reputational, legal and financial) related to the Company's activities by ensuring regulatory compliance.

More specifically, Dassault Aviation is implementing an anti-corruption system as provided for in Law No.°2016-1691 of December 9, 2016, known as Sapin 2. The Company also ensures compliance with the duty of care (human rights) provided for in Law No.°2017-399 of March 27, 2017, in relation to Corporate Social Responsibility (CSR). In addition to compliance with export control and anti-money laundering measures, Dassault Aviation is also implementing the GDPR and artificial intelligence (AI) governance, in cooperation with the Data Protection Officer (DPO).

The Ethics and Compliance Department ensures the overall consistency of the compliance system and is responsible for the conduct of these policies.

There are several levels to the operational organization of business conduct risk control:

- the Ethics and Compliance Department, created in 2021, which reports directly to the Chairman and CEO and defines and monitors the compliance programs,
- the network of compliance officers at the subsidiaries and branches, to better identify, prevent and remedy compliance risks under the functional authority of the Ethics and Compliance Department. This network brings together a dozen compliance ambassadors around the world,
- the Audit and Risk Department , which evaluates the Company's business conduct policy.

Dassault Aviation promotes a corporate culture through its Code of Ethics, Anti-Corruption Code and Supplier Code of Conduct (which will be rolled out in 2025). Numerous internal compliance communications are provided to all its employees at the foreign sites and offices. This system is reinforced by the network of compliance ambassadors at the subsidiaries and in the different departments and by training and awareness-raising actions (e-learning). Lastly, Dassault Aviation's business conduct policy also concerns stakeholders, namely its customers, partners, suppliers and sub-contractors, in particular via the anti-corruption code, third-party assessments, informational notices relating to personal data, etc.

The implementation of business conduct policies involves monitoring and processing reports received under Dassault Aviation's internal whistleblowing procedure, as well as implementing export control/sanctions compliance. The Ethics and Compliance Department makes sure that compliance procedures are properly implemented within the Company through its level 2 controls, resulting in annual campaigns. These policies are also subject to level 3 controls carried out by the Internal Audit and Risk Department.

The compliance program deployed by Dassault Aviation and its subsidiaries demonstrates its commitment to effectively fighting corruption and influence peddling and to promoting its business integrity model.

Internal whistleblowing procedure for business conduct

Since the entry into force of Law No. 2022-401 of March 21, 2022, known as the "Whistleblower" law, Dassault Aviation has implemented a single internal whistleblowing system that can be used to identify, report and review all incidents of non-compliance. The Internal Whistleblowing Procedure, which allows employees and external contractors to report any breach of the Code of Ethics and Anti-Corruption Code, has therefore been extended to the reporting of any crime or offense, including human rights abuses.

More specifically, these situations of non-compliance concern:

- any act contrary to the Anti-Corruption Code (Law of December 6, 2016, or Sapin 2): corruption, influence peddling, unlawful taking of interest;
- any serious breach of human rights, including sexual assault or discrimination, fundamental freedoms, human health and safety, and the environment (whistleblowing system in the vigilance plan under the law of March 27, 2017 on the duty of care);
- any breach by the employer of specific worker safety and protection obligations (Article L. 4121-1 of the French Labor Code);
- any crime or offense;
- any conduct or situation that is contrary to the internal regulations of the undertaking.

The Ethics and Compliance Department, as an independent body and the only recipient of the alerts, is responsible for receiving and processing internal whistleblowing reports within seven days of the date the report is made, before forwarding the report to the relevant departments for investigation. The whistleblower will be given an initial update on the status of the investigation within three months.

For this purpose, a dedicated generic email address with an encryption system guaranteeing confidentiality, as well as a hotline, is available to all employees and internal and external stakeholders.

Whistleblowers are protected through the procedural guarantees provided for by law and expressly included in the internal whistleblowing procedure: a single secure channel for collecting alerts; the confidentiality of all interactions occurring under the procedure and of the whistleblower's identity; no disciplinary measures or retaliation taken against whistleblowers for making a report; and the protection of whistleblowers' personal data within the meaning of the GDPR.

Employees are made aware of this system through various internal communications, memos summarizing the key points of the internal whistleblowing procedure, "fact sheets" provided to all new hires, direct access to the procedure on the intranet and on the website, and motion design videos that illustrate this system in an entertaining and educational way.

In addition to instilling this internal whistleblowing culture within the undertaking, the Company educates its employees through training and awareness-raising sessions and also offers an e-learning course. Human Resources (HR) managers responsible for conducting investigations receive training in the form of practical workshops (two sessions in 2024). General awareness-raising also takes place in the form of compliance training for the various departments and foreign offices.

In financial year 2024, no acts of corruption or influence peddling were brought to the attention of the Ethics and Compliance Department, and no fines were imposed on Dassault Aviation on that basis.

Training policy regarding business conduct

The Ethics and Compliance Department is tasked with employee training and awareness. This includes implementing, across Dassault Aviation, the anti-corruption system provided for in the law of December 9, 2016 (Sapin 2), a duty of care plan provided for in the law of March 27, 2017, and the GDPR.

The Ethics and Compliance Department follows a risk-based approach and implements its training program according to employees' risk profiles:

- For the most exposed personnel, specific training sessions are planned to teach them practices for preventing the risks of breaches of probity, or those related to the duty of care based on the specific nature of their jobs (buyers, sellers, representatives from foreign offices, etc.). These sessions are held with the relevant departments and must allow the fundamental principles of the Sapin 2 Law and business ethics issues to be acquired based on concrete situations targeted by the risk scenarios.

  During 2024, all the functions identified as at risk by the Ethics and Compliance Department were covered by these specific training sessions.

  Percentage of employees trained per population identified as "at risk":

Function	Employees "at risk" trained
First line suppliers contact	49%
First line customers contact	74%
Internal alert referents	82%

- For the least exposed personnel, awareness sessions are planned to reach a larger number of employees on compliance issues and the related policies, while emphasizing practical examples and questions.

These training and awareness sessions are held every year and every two years, respectively. Sessions last approximately 1.5 hours and 45 minutes, respectively.

In addition, "compliance passport" training courses were rolled out in 2024:

- Expatriate passports: intended for all expatriate employees in foreign offices, these sessions (last passport on September 12, 2024) aim to train staff embarking on an expatriate assignment

at a Dassault Aviation office. The program covers compliance in general as well as the specific characteristics of the country (gifts and entertainment, child labor, etc.).

- New hires passport: for all new hires at the Saint-Cloud site, these two-hour training sessions (*last session on December 19, 2024*) are intended to provide all new employees with the compliance basics they will need to perform their duties at Dassault Aviation.

In order to meet the requirement to train all Dassault Aviation employees, the Ethics and Compliance Department has developed two e-learning modules, one on Sapin 2 (anti-corruption) and one on the GDPR (data protection). Since their launch, these e-learning modules have reached 3,611 employees in the case of Sapin 2, and 3,322 employees in the case of the GDPR. They are entertaining tools to validate knowledge.

Lastly, Dassault Aviation launched its "Ethics Day" on May 13, 2024. Various experts (specialized attorneys and compliance officers) in anti-corruption and duty of care programs shared diverse and insightful perspectives on challenges such as compliance best practices. This event gave Dassault Aviation employees an opportunity to interact with the various speakers. This first "Ethics Day" was inaugurated by the Chairman and CEO and underscored the Executive Management's commitment to promoting a compliance culture across the entire organization.

4.4.2. Management of relationships with suppliers (G1-2)

Due to the specific features of its sector of activity, and in accordance with its purchasing policy, Dassault Aviation is committed to sustainability processes with its partners.

Dassault Aviation's purchasing policy, which was updated by the Senior Executive Vice-President, Procurement and Purchasing at the beginning of the year, aims in particular to secure its supply chain.

This securing is based on a structural assessment of suppliers. This assessment is performed when referencing or monitoring a supplier to ensure that it is maintained in compliance with the guidelines.

The procedure has been in place since 2007. It has been changed to include the provisions relating to the "Sapin 2" and "duty of care" laws and, more recently, cyber-security challenges.

To allow the referencing of a supplier, a structural assessment consists of five components:

- financial health, social criteria,
- security,
- cyber-security,
- management of health, safety in the workplace, the environment and chemical products,
- Compliance (anti-corruption, human rights and fundamental freedoms).

Supplier monitoring, which takes into account these same themes, is performed regularly through semi-annual campaigns, or when a significant event occurs.

For example, the Parent Company carried out almost 500 structural analyses including 100% of new suppliers approved in 2024, in particular small and medium-sized enterprises (SMEs). The summary of these structural analyses is included in the Purchasing Department's management review.

The purchasing policy includes reducing the carbon footprint of the supply chain. Details can be found in § 4.2.2.3 and 4.2.2.4.

For several decades, the Parent Company has worked with and supported a broad network of aerospace companies and contributes to the development of various SMEs. The very nature of the products and the related services entails a long-term relationship with its suppliers.

Around 85% of the Parent Company's suppliers are French.

Against the backdrop of an economic crisis, the Parent Company continues to provide this support:

- by helping, under the aegis of GIFAS, to monitor the actions implemented within the framework of the "Charter of commitment on customer and supplier relations within the French aeronautics sector,"
- by participating, under the aegis of MINARM (French Ministry of the Armed Forces), in actions to support undertakings in the defence technological and industrial base.

  For the record, the Parent Company is a signatory to the SME Defence Pact membership agreement with the French Ministry of the Armed Forces. The Parent Company signed an update to this agreement in mid-2024, underlining its commitment to advancing French SMEs, intermediate-sized enterprises and startups in the Defence sector, and to strengthening good business practices,
- by continuing to support its suppliers, focusing on financial aspects such as payment times and taking into account – on a case-by-case basis and in particular for SMEs – measures adapted to the economic difficulties suppliers are experiencing.

These various support actions (within the framework of the GIFAS Charter and the SME Defence Pact) are evaluated by GIFAS, with the SME Pact Observatory, and by MINARM, respectively.

Dassault Aviation has a legal obligation to meet supplier payment terms. The Company must comply with these terms to ensure fair and sustainable business relationships.

Through the various agreements and charters listed above, Dassault Aviation expresses its support for the aerospace sector by applying payment terms best practices, including in times of crisis.

In addition to players in the French aerospace sector, the Company complies with the contractual payment terms with all its suppliers, in line with the payment terms disclosed in § 4.4.6.

In addition to complying with legislative time frames, Dassault Aviation strives to reduce these times by introducing electronic invoicing, among other measures.

A special effort is made for all Purchasing Department staff through the "Purchasing Passport" training course, which addresses the fundamentals of the purchasing function, in particular how to manage supplier relationships. Other specific training courses are also offered, for example, on ethics, safety, etc.

4.4.3. Prevention and detection of corruption and bribery (G1-3)

For many years, Dassault Aviation has implemented strict internal procedures to prevent corruption and ensure the integrity, business ethics and reputation of the Company in its industrial and commercial relations.

Pursuant to Law No. 2016-1691 of December 9, 2016, the "Sapin 2" law, concerning the fight against corruption and modernization of the economy, Dassault Aviation supplemented and strengthened its process to prevent and detect corruption and influence peddling at the level of both the Parent Company and its subsidiaries under the leadership of the Chairman and CEO who promotes a zero-tolerance policy.

The Ethics and Compliance Department is tasked with implementing and auditing procedures related to the fight against corruption and influence peddling, which are deployed as follows:

- Risk maps on the fight against corruption and influence peddling have been developed and deployed within the Company in consultation with the various operational units and are regularly updated. These risk maps are designed to identify, analyze and prioritize the risks of Dassault Aviation's exposure to corruption and influence peddling, taking into account internal processes, risk factors, the nature of the civil and military activities, and the geographical areas in which the undertaking operates. These maps serve as the basis for the Company's compliance policy and have led Dassault Aviation to strengthen existing anti-corruption procedures.

- At the same time, the Anti-Corruption Code, which was updated in 2024, defines and illustrates, using practical examples and scenarios, the different types of employee behavior to be proscribed as likely to constitute acts of bribery or influence peddling. It is integrated into the internal rules of Dassault Aviation's various sites. Any violation is therefore punishable. This Code will be supplemented in 2025 with a Supplier Code of Conduct, which will strengthen ethical values and best practices in business relationships.

- A single system for handling reports of instances of non-compliance has been put in place, and allows any employee to report any violation of the Anti-Corruption Code. This is the internal whistleblowing procedure for business conduct.

- The Ethics and Compliance Department has a robust business conduct training program, with specialized anti-corruption training for high-risk groups and Sapin 2 awareness sessions for all departments. A mandatory e-learning module has also been rolled out and aims to reach all employees, just like the new hires passport.

- The Ethics and Compliance Department has strengthened its procedures for evaluating the situation of customers, suppliers, sub-contractors and consultants in the light of the risk mapping. Before the Company agrees to do business with them, special committees are tasked with validating the various stages to ensure that they comply with its business ethics.

- Special internal and external accounting control procedures intended to ensure that the books, ledgers and accounts do not mask acts of corruption or influence peddling are deployed within the Financial Department. This reinforces the existing procedures carried out by the Ethics and Compliance Department.

- Throughout the 2024 financial year, the Ethics and Compliance Department performed level 2 controls on: procedures for evaluating suppliers and first-tier subcontractor, civil aircraft customers and consultants; accounting procedures and expense reports in association with the Financial Department; gifts in conjunction with the Communication Department; and internal investigations with HR. These controls confirmed that evaluation procedures covering the Sapin 2 Law had been put in place and were working.

The Chairman and CEO receives briefing notes which are used, together with the annual review, to inform the administrative, management and supervisory bodies and update them on the outcome of the Ethics and Compliance Department's actions, as specified above. The compliance program was also presented to the members of the Executive Committee.

An "ethics and compliance" page is available on the Parent Company's Intranet site. It outlines the policy on business ethics, provides details of contacts within the Ethics and Compliance Department, and gives a list of reference documents (in French and English), including the Anti-Corruption Code and the Internal Whistleblowing Procedure.

A page dedicated to ethics and compliance is also accessible on Dassault Aviation's website.

4.4.4. Incidents of corruption or bribery (G1-4)

The Company has not been convicted of any offense.

4.4.5. Political influence and lobbying activities (G1-5)

Pursuant to the provisions of the law of December 9, 2016, Dassault Aviation reports its lobbying activities to the National Digital Register of Lobbyists, which is maintained by the HATVP (*Haute Autorité pour la transparence de la vie publique* – French High Authority for Transparency in Public Life):

- To raise awareness of aerospace issues among public actors,
- To raise awareness of export issues among public actors.

This register is available for public consultation.

On that basis, Dassault Aviation is a member of various professional bodies in the aerospace and metallurgy sectors: *Cercle de l'Industrie*, CIGREF (*Club Informatique des Grandes Entreprises Françaises*), GIFAS, MEDEF (*Mouvement des Entreprises de France*) INTERNATIONAL, UIMM (*Union des Industries et Métiers de la Métallurgie*).

The only people who engage in lobbying activities for the Company are clearly designated by its Executive Management and act in accordance with compliance and business ethics. Patronage and sponsorship actions are subject to a dedicated procedure monitored by the Ethics and Compliance Department.

Dassault Aviation also contributes to discussions and work within other groups such as the AFEP (*Association Française des Entreprises Privées*), France Industries, IAEG (International Aerospace Environmental Group), EBAA (European Business Aviation Association), ASD (European Aerospace, Security and Defence Industries), etc. They summarize the industry's views on existing or future regulations in position papers, which are sent to the relevant authorities where necessary.

These contributions may concern various topics related to the material IROs covered in this sustainability statement. The aim is to share information and work on reducing negative impacts, mitigating risks and capitalizing on positive impacts and opportunities.

4.4.6. Payment practices (G1-6)

In application of the law, Dassault Aviation implemented the necessary procedures to assure payment to its suppliers within the legal time frames and has already begun digitizing the process.

Dassault Aviation uses IT solutions to manage and pay invoices. These include the ERP (enterprise resource planning) system, which covers almost all of the Company's purchases. Using its PtoP (procure-to-pay) module, this system helps manage invoice flows, from creating a new supplier record and requisitioning purchases and advances to paying invoices.

Invoices are paid within the applicable legal time frames based on the supplier category. Payment terms are calculated from the date the invoice is received. Invoices are received in paper form or electronically.

Dassault Aviation's French subsidiaries apply the standard statutory payment terms of 45 days from the end of the month of invoice. This represents 82% of the Company's invoices that were paid during the financial year. 88% of these invoices were paid on time. Some invoices may be paid after the statutory term if the information on the invoice is incorrect or in the event of a dispute with the supplier, thereby lengthening the processing time. Dassault Aviation is taking steps to reduce this processing time.

In financial year 2024, the average term of payment of the Company's French subsidiaries was 42 days, compared with the average statutory payment terms of 55 days. Dassault Aviation's French subsidiaries thus pay their suppliers on average 13 days before the statutory payment date.

To support small and medium-sized enterprises (SMEs), specific measures are taken to pay before the legal deadline. The Parent Company thus pays SMEs on average 16 days before the statutory payment date. In financial year 2024, 95% of invoices were paid on time.

There are no ongoing legal proceedings relating to late payments.

4.4.7. Statement on cybersecurity specific to the entity

The double materiality analysis described in ESRS 2 § 4.1.11 confirmed the materiality of the risk of cyberattack for Dassault Aviation, and the underlying risks concerning the data of its customers, suppliers and employees.

As this topic is not covered by the CSRD standards, it is the subject of this entity-specific disclosure in accordance with Section 10.1 of ESRS 1.

The context and the measures put in place by Dassault Aviation regarding cybersecurity risk are described in § 2.2.3 Cyber risks for IT systems of the Directors' report.

More detailed information on the policies, actions, targets or metrics in place will not be disclosed for confidentiality reasons.

5. DASSAULT AVIATION, PARENT COMPANY

5.1. Activities

The activities of Dassault Aviation (Parent Company), particularly in the area of programs development, Research & Development, and production, have been presented to you within the framework of Dassault Aviation's activities.

5.2. Results

5.2.1. Order Intake

Parent Company order intake in 2024 was **EUR 9,624 million**, compared with EUR 6,734 million in 2023. **Export** order intake represented **90%**.

Changes were as follows, in millions of euros:

	2024	2023	2022
Defense	**7,770**	5,717	15,377
Defense Export	*6,919*	*3,059*	*13,855*
Defense France	*851*	*2,658*	*1,522*
Falcon	**1,854**	1,017	2,483
Total order intake	**9,624**	6,734	17,860
% Export	**90%**	61%	90%

The order intake is composed entirely of firm orders.

Defense programs

In 2024, **Defense order intake** totaled **EUR 7,770 million** compared with EUR 5,717 million in 2023.

The **Defense Export** figure was **EUR 6,919 million** in 2024, versus EUR 3,059 million in 2023. In 2024, 30 Rafale were ordered (18 by Indonesia, 12 by Serbia) compared to 18 Rafale ordered by Indonesia in 2023.

The **Defense France** share amounted to **EUR 851 million** in 2024, compared with EUR 2,658 million in 2023. This decrease is mainly explained by the 42 Rafale from the fifth batch ordered in 2023.

Falcon programs

In 2024, **26 Falcon orders** were recorded, compared with 24 in 2023. Order intake totaled **EUR 1,854 million** versus EUR 1,017 million in 2023. The increase is notably due to the number of aircraft and a favorable product mix.

5.2.2. Net Sales

Net sales in 2024 totaled **EUR 5,447 million**, versus EUR 4,101 million in 2023. **Export** represented **64%**.
Changes were as follows, in millions of euros:

	2024	2023	2022
Defense	**3,918**	2,917	4,778
Defense Export	*2,048*	*1,516*	*3,607*
Defense France	*1,870*	*1,401*	*1,171*
Falcon	**1,529**	1,184	1,527
Total net sales	**5,447**	4,101	6,305
% Export	**64%**	64%	81%

Defense programs

21 Rafale (14 France and 7 Export) were delivered in 2024. 13 Rafale (11 France and 2 Export) were delivered in 2023.

Defense net sales in 2024 was **EUR 3,918 million** versus EUR 2,917 million in 2023.

The **Defense Export** share was **EUR 2,048 million** versus EUR 1,516 million in 2023. This increase is largely due to the delivery of 7 Export Rafale, whereas 2 Export Rafale were delivered in 2023.

The **Defense France** share was **EUR 1,870 million** versus EUR 1,401 million in 2023. This increase is notably due to the delivery of 14 Rafale aircraft compared with 11 Rafale aircraft in 2023 and to higher invoicing for development work.

Falcon programs

31 Falcon were delivered in 2024, compared with 24 in 2023.

Falcon net sales for 2024 was **EUR 1,529 million** versus EUR 1,184 million in 2023. The increase is primarily due to the number of Falcon aircraft delivered (31 vs. 24).

5.2.3. Backlog

The backlog of the Parent Company as of December 31, 2024 was **EUR 38,164 million**, compared with EUR 33,926 million as of December 31, 2023.

Change in the backlog is as follows, in millions of euros:

As of December 31	**2024**	2023	2022
Defense	**33,873**	30,021	27,222
Defense Export	*25,932*	*21,062*	*19,519*
Defense France	*7,941*	*8,959*	*7,703*
Falcon	**4,291**	3,905	4,015
Total backlog	**38,164**	33,926	31,237
% Export	**76%**	70%	71%

The backlog as of December 31, 2024 consists of the following:

- **Defense Export**: **EUR 25,932 million** versus EUR 21,062 million as of December 31, 2023. This figure mainly includes 164 Rafale compared with 141 Rafale in the Defense Export backlog as of December 31, 2023.
- **Defense France**: **EUR 7,941 million** versus EUR 8,959 million as of December 31, 2023. This figure mainly comprises 56 Rafale (vs. 70 at the end of December 2023), the support contracts for the Rafale (Ravel), Mirage 2000 (Balzac), ATL2 (Ocean) and the Alpha Jet (Alphacare), the Rafale F4 standard and the order for phase 1B of the FCAS demonstrator.
- **Falcon** (including the Albatros and Archange mission aircraft): **EUR 4,291 million** versus EUR 3,905 million as of December 31, 2023. It includes notably 79 Falcon, compared with 84 as of December 31, 2023.

5.2.4. Net Income

Net income for 2024 was **EUR 685 million**, compared to EUR 435 million in 2023.

In 2025, employees will receive EUR 196 million on 2024 profit-sharing and incentive plans (excluding related tax), of which:

- profit-sharing: EUR 176 million (vs EUR 42 million with the application of the legal formula),
- incentive plan: EUR 20 million.

These figures account for 31% of salaries in 2024. With the 20% employer's tax, profit-sharing and incentives amounted to EUR 235 million, or 34% of the Parent Company's 2024 net income.

5.2.5. Allocation of Earnings

If you approve the accounts for fiscal year 2024, we propose that you allocate the net earnings for the year of EUR 684,862,371.94, plus retained earnings from previous fiscal years, i.e., EUR 2,956,391,468.98, less the dividends applied to shares other than treasury shares(*), to the retained earnings balance.

(*) The amount of dividends which, in accordance with the provisions of the fourth paragraph of Article L. 225-210 of the French Commercial Code, may not be paid to the treasury shares held by the Company, will be reallocated to the retained earnings account.

5.2.6. Five-year Summary

The Dassault Aviation five-year summary is shown in Note 32 to the annual financial statements.

5.2.7. Tax Consolidation

Our Company opted for the tax consolidation scheme in 1999. As of January 1, 2012, the tax consolidation scope of Dassault Aviation includes Dassault Aviation, Dassault Aéro Service and Dassault Aviation Participations. A tax integration agreement, tacitly renewable for five-year periods, was signed with these companies.

5.3. Risk Management

The risks and uncertainties to which the Company is exposed are the same as those outlined regarding Dassault Aviation in Section 2 "Risk factors" above, since the Parent Company plays a predominant role within the scope of consolidation.

5.4. Terms of Payment

In application of the law, Dassault Aviation implemented the necessary procedures to assure payment to its suppliers at EOM (End-Of-Month) +45 days. The composition of unpaid past-due supplier invoices received by the balance sheet date was as follows (in millions of euros, VAT excluded):

Late payment tranches	1 to 30 days	31 to 60 days	61 to 90 days	91 days and over	Total
Number of invoices involved			1,590(*)		
Total amount of invoices involved (before VAT)	6.80	2.51			9.31
% of the total amount of purchases excluding tax for the year	0.13%	0.05%			0.18%

(*) 2,780 invoices for EUR 22 million excluded as related to disputes

Contractual payment terms: EOM + 45 days.

The composition as of December 31, 2024 of unpaid past-due invoices issued by the closing date was as follows (in millions of euros, VAT excluded):

Late payment tranches	1 to 30 days	31 to 60 days	61 to 90 days	91 days and over	Total
Number of invoices involved			10,830		
Total amount of invoices involved (before VAT)	63.7	50.3	80.4	95.5	289.9
% of FY net sales (before VAT)	1.17%	0.92%	1.48%	1.75%	5.32%

Payment terms: defined in the General Purchasing Conditions

5.5. Shareholder Information

5.5.1. Capital Structure

As of December 31, 2024, the share capital of the Company is EUR 62,876,448.80. It is divided into 78,595,561 shares, each with a par value of EUR 0.80.

The shares are listed on the regulated "Euronext Paris" market in Compartment A, International Securities Identification Number (ISIN): FR0014004L86. They are eligible for the Deferred Settlement Service (SRD). Following the increase in its free float, in 2016 Dassault Aviation joined the following stock market indices: Sociétés des Bourses Françaises 120 (SBF 120) and the Morgan Stanley Capital International World (MSCI World).

Pursuant to Law No. 2014-384 of March 29, 2014, seeking to reconquer the real economy, and since April 3, 2016, shares issued by the Company and held in a registered account for two years or more are entitled to double voting rights.

The Company's bylaws do not include any restrictions on the exercise of voting rights or on the transfer of shares.

There has been a statutory obligation to provide information on the crossing of ownership thresholds. This applies to any fraction held that is equal to or greater than 1% of the capital and voting rights of the Company, and any multiple of that percentage, which exceeds or falls below those thresholds. This information is not required for threshold crossings of 1% above 50% of the capital or voting rights.

No shareholder has special control rights. In particular, there is no shareholding system offering employees specific control.

As of December 31, 2024, the shareholding of Dassault Aviation is as follows:

Shareholders	Number of shares	%	Exercisable voting rights[2]	%
GIMD	51,960,760	66.11%	103,921,520	79.74%
Float	17,962,449	22.85%	18,129,342	13.91%
Airbus SE	8,275,290	10.53%	8,275,290	6.35%
Treasury shares [1]	397,062	0.51%	0	0.00%
TOTAL	78,595,561	100.00%	130,326,152	100.00%

[1] shares recorded in the "fully registered shares" account, without voting rights.

[2] Pursuant to the "Florange" Law, and in the absence of contrary provisions in the bylaws of Dassault Aviation, shares held in a registered account for more than two years are entitled to double voting rights.

Direct or indirect shareholdings in the Company of which it is aware, pursuant to Articles L. 233-7 and L. 233-12 of the French Commercial Code, are shown in the table above.

As of December 31, 2024, 26,038 shares (0.03% of the capital) were held by one of the corporate investment funds whose members are current or former employees of the Company.

5.5.2. Information on Capital, Shareholders and Voting Rights

The General Meeting has not agreed to delegate any authority or powers to the Board of Directors regarding capital increases.

The Company has not issued any securities representative of its current capital.

The Company did not create any stock options in 2024.

The General Meeting of May 11, 2021 authorized the Board of Directors to allocate, in one or more stages, free existing shares of the Company (to the benefit of Company employees or certain employee categories it may determine, and to the benefit of eligible corporate officers of the Company).

This authorization, valid for a period of 38 months from the General Meeting, concerned a maximum of 278,000 shares [(1)] representing 0.33% of the capital as of May 11, 2021. It states that the Board of Directors shall determine the identity of the beneficiaries of such allocations and, as required, the conditions and the criteria for allocating the shares, as well as the vesting and lock-in period of those shares.

[(1)] proforma, following the 10-for-1 stock split

Pursuant to this authorization (see Table 6 of the Corporate governance report), on March 5, 2024 the Board of Directors decided to award 13,000 performance shares to the Chairman and Chief Executive Officer and 8,000 performance shares to the Chief Operating Officer.

These shares will become vested (between 0% and 114%) provided the following performance criteria are met:

- adjusted consolidated operating margin,
- two aspects of corporate social responsibility, namely:
  - feminization,
  - the low-carbon plan,
- qualitative assessment of individual performance.

In addition, the same Board Meeting defined the following other conditions:

- a one-year vesting period, ending on March 4, 2025 (evening),
- presence in the workforce at the end of the vesting period,
- a one-year holding period for beneficiaries, starting from March 5, 2025, and ending March 4, 2026,
- from March 5, 2026, the retention of 20% of those shares for the duration of their term of office.

5.5.3. Securities Transactions by Corporate Officers

The securities transactions executed in 2024 by corporate officers consisted of the acquisition of performance shares voted by the Board of Directors on March 5, 2024 (see Corporate governance report).

No other acquisition or sale of Dassault Aviation shares was declared by corporate officers to the Company or to the French Financial Markets Authority (Autorité des Marchés Financiers). Such transactions, when they occur and subject to their amount, must be reported to the French Financial Markets Authority (Autorité des Marchés Financiers) and the Company, pursuant to the provisions of Article L. 621-18-2 of the French Monetary and Financial Code and Articles 223-22-A et seq. of the French Financial Markets Authority (Autorité des Marchés Financiers) General Regulation.

5.5.4. Shareholders' Agreements

There is no shareholders' agreement between Groupe Industriel Marcel Dassault (GIMD) and Airbus SE.

However, the following two agreements are in place:

Agreement between the French State, Airbus SE and Airbus SAS

Pursuant to Article L. 233-11 of the French Commercial Code, the Company has been informed by the French Commissioner of State Holdings that on June 21, 2013, the French State signed a shareholders' agreement with Airbus SE and Airbus SAS that established concerted action with respect to Dassault Aviation. This agreement provides as follows:

- Airbus may exercise its voting rights in General Meetings following consultation with the French State,
- the French State is granted the right of first refusal and the right of first offer should Airbus seek to dispose of all or part of its shares in the stock of Dassault Aviation.

Airbus SE, which also signed the agreement, is bound by these commitments.

Agreement between the French State and GIMD

In application of Article L. 233-11 of the French Commercial Code, the Company was informed by GIMD that, on November 28, 2014, the French State signed an agreement with GIMD, which would enter into force on December 2, 2014. The purpose of this agreement is to confer on the French State preemptive rights in case of transfer of Dassault Aviation shares by GIMD that would drop below the 40% threshold in Dassault Aviation capital, and in case of any subsequent shares transfers below this threshold.

This agreement does not constitute a concerted action between the French State and GIMD, each remaining at total liberty to manage its shareholding and exercise its voting rights.

These two agreements have no impact on the Company's governance.

GIMD holds the majority of the capital and voting rights in Dassault Aviation.

5.5.5. Treasury Shares

Share buybacks

The share buyback authorization approved by the General Meeting of May 16, 2023 and implemented by the Board of Directors on May 16, 2023 continued into the first half of 2024.

To allow Dassault Aviation to continue to trade its own shares on the market or off-market, the General Meeting of May 16, 2024 resolved to implement a new share buyback authorization, identical to those implemented since 2014, under similar conditions to the 2023 program. At its meeting of July 23, 2024, the Board of Directors implemented this new share buyback authorization and delegated powers to the Chairman and Chief Executive Officer to conduct any transaction under the conditions set by the Annual General Meeting.

This new authorization is valid for a period of 18 months from May 16, 2024 (i.e. up to and including November 15, 2025). This new authorization entered into force on July 23, 2024 and terminated, as of the same date, the share buyback authorization previously given by the General Meeting on May 16, 2023, for the unused portion.

This share buyback is in compliance with the provisions of Articles L. 22-10-62 et seq. of the French Commercial Code and European Regulation 596/2014 of April 16, 2014.

This share buyback authorization may be used by the Board of Directors for the following objectives:

- to cancel shares in order to increase the profitability of shareholders' equity and earnings per share,
- to transfer or allocate shares to employees and corporate officers of the Company and/or of affiliated companies under the terms and conditions stipulated by law, particularly in case of the exercising of stock options or allocating existing free shares, or transferring and/or subscribing for existing shares as part as an employee stock ownership scheme,
- to stimulate market activity or increase the liquidity of Dassault Aviation shares through an investment services provider under a liquidity contract compliant with an ethics charter recognized by the French Financial Markets Authority (Autorité des Marchés Financiers),
- to retain the shares with a view to subsequent use, to remit them as payment or in exchange, including as part of any external growth transactions, for up to 5% of the share capital,
- to remit the shares upon exercise of rights attached to debt securities convertible to Dassault Aviation shares,
- to implement any market practice that would be recognized by the law or by the French Financial Markets Authority (Autorité des Marchés Financiers).

The acquisition, disposal or transfer of shares as described above may be carried out by any means compatible with applicable law and regulations, including as part of a negotiated trade.

The authorization given by the General Meeting on May 16, 2024, to the Board of Directors entitles Dassault Aviation to buy its own shares, up to a limit of 10% of its capital, for a unit price capped at EUR 220 exclusive of acquisition costs (compared with EUR 200 in 2023), subject to adjustments linked to corporate actions, particularly through the incorporation of reserves and the allocation of free shares and/or stock split or reverse stock split.

The maximum amount to be used to buy back the Company's shares is EUR 1,736,939,820 based on the number of shares outstanding on the date of the decision; this condition is combined with the condition for a 10% cap on the Company's capital.

The General Meeting conferred all powers to the Board of Directors, with an option to subdelegate in the cases authorized by the law, to decide to act on this authorization, place any stock market or off-market orders, sign any agreements, draw up any documents including information documents, set the terms for the Company's market or off-market dealings, as well as the terms and conditions for acquisition and disposal of shares, file any declarations, including to the French Financial Markets Authority (Autorité des Marchés Financiers), set the terms and conditions protecting, where necessary, the rights of the holders of securities giving access to the capital, of options to subscribe for or buy shares, or of rights to allocate performance shares in accordance with legal, regulatory or contractual provisions, fulfill any formalities and, in general, do whatever is necessary to complete such transactions.

The General Meeting also conferred all powers to the Board of Directors if the law or the French Financial Markets Authority (Autorité des Marchés Financiers) were to extend or add to the objectives authorized for the share buybacks, in order to bring to public attention, within applicable legal and regulatory terms and conditions, any amendments with regard to these objectives.

The buyback by Dassault Aviation of its own shares in 2024 related to:

- 669,094 shares acquired between January 1, 2024 and July 23, 2024 under the authorization approved by the General Meeting of May 16, 2023,

- 198,527 shares acquired between July 24, 2024 and December 31, 2024 under the authorization approved by the General Meeting of May 16, 2024,

In 2024, these 867,621 shares (1.10% of the share capital at December 31, 2024) were acquired at an average share price of EUR 178.56, or a cumulative gross amount of EUR 154,925,458.56. Trading fees amounted to EUR 108,447.80.

Taking into account the allocation in 2024 of a total of 43,531 shares (0.05% of the share capital) to the Chairman and Chief Executive Officer and to the Chief Operating Officer as 2023 performance shares, the balance of shares acquired under a previous authorization and set aside for the distribution of performance shares and the potential arrangement of a liquidity contract to stimulate the market or ensure the liquidity of the stock through an investment service provider was 198,535 shares.

In order to allow the Company to trade in its own shares at any time, on March 4, 2025, the Board of Directors proposes to the General Meeting of May 16, 2025, that a new share buyback authorization be launched with a maximum price per share fixed at EUR 270, other conditions remaining unchanged (Resolution 11).

Pursuant to the provisions of Articles L. 225-211 and R. 225-160 of the French Commercial Code, the Company maintains registers of the purchase and sale of shares acquired and sold in the context of its share buybacks.

Cancellation of shares through a capital reduction

Under the authorization given by the General Meeting of May 16, 2023, the Board of Directors in its March 5, 2024 meeting canceled 1,850,554 shares (2.29% of the share capital) acquired under the share buyback authorization approved by the General Meeting of May 16, 2023 and which had been allocated for cancellation.

On May 16, 2024, the General Meeting authorized the Board of Directors, on the same terms as the authorizations granted since 2019, to:

- reduce its share capital by way of cancellation, in one or more stages, of all or some of the shares acquired by the Company under a share buyback authorization, limited to 10% of the capital per 24-month period,
- allocate the difference between the buyback value of canceled shares and their nominal value to premiums and available reserves.

To this end, the General Meeting has granted all powers to the Board of Directors to set the terms and conditions for any capital reductions consecutive to any cancellation operations decided upon.

This authorization was given for a period that expires at the end of the Annual General Meeting called to approve the financial statements for the year ended December 31, 2024.

Under this new authorization, the Board of Directors decided on July 23, 2024 to cancel 356,251 shares (0.45% of the share capital) acquired under the share buyback authorization given by the General Meeting of May 16, 2023 and which had been allocated for cancellation.

In order to allow the Company to reduce its share capital at any time, the Board of Directors, at its meeting of March 4, 2025, recommends to the General Meeting of May 16, 2025 that it authorize the Board to reduce the Company's share capital by the cancellation of shares purchased or to be purchased under a share buyback authorization (Resolution 12).

Treasury shares as at December 31, 2024

As of December 31, 2024, the Company held 397,062 of its own shares (0.51% of the share capital) with a par value of EUR 0.80, for a gross purchase value of EUR 55,554,796.78.

Of these 397,062 shares, 198,535 were allocated for the distribution of performance shares and the potential arrangement of a liquidity contract and 198,527 shares were allocated for cancellation.

5.5.6. Significant Agreements entered into by the Company

The Company did not enter into any major agreement that would be amended or automatically terminated in the event of a change in control of the Company.

However, in such a case, the National Defense contracts entered into with the French State would be reexamined by the French Ministry of Defense, which could require that all or some of these contracts be transferred to another French company for reasons of national interest.

There is no agreement offering compensation for:

- members of the Board of Directors, should they resign or be dismissed,
- for employees, should they resign or are dismissed without real and serious cause or if their employment is terminated due to a public tender offer, beyond the provisions of the collective bargaining agreement.

6. PROPOSED RESOLUTIONS

The resolutions submitted for your vote relate to the following points:

6.1. Resolutions for the Ordinary General Meeting

Approval of the annual and consolidated financial statements

You are first asked to approve the annual financial statements of the Parent Company (Resolution 1), which show a net income of EUR 684,862,371.94, and the consolidated financial statements, which show a consolidated net income of EUR 923,824 thousands for the year ended December 31, 2024 (Resolution 2).

These financial statements were approved by the Board of Directors at its meeting on March 4, 2025, after prior examination by the Audit Committee, and were the subject of unqualified reports from the Statutory Auditors, included in the 2024 Annual Report.

Allocation and distribution of the Parent Company's profit

It is proposed that the net income for the year, increased by the retained earnings from previous fiscal years, constituting a distributable total of EUR 3,641,253,840.92, be allocated to the distribution, for fiscal year 2024, of a dividend of EUR 4.72 per share, with the balance being carried forward (Resolution 3).

The dividend would be paid on May 22, 2025.

Approval of the compensation elements paid or allocated during the 2024 fiscal year

In accordance with Article L. 22-10-34 I and II of the French Commercial Code, you are asked to approve the elements mentioned in Article L. 22-10-9 I of the Commercial Code, comprising the compensation paid to all Directors (Resolution 4), as well as the aforementioned elements concerning the Chairman and Chief Executive Officer, Mr. Éric Trappier, and the Chief Operating Officer, Mr. Loïk Segalen (Resolutions 5 and 6), for the year ending December 31, 2024.

These elements are presented in paragraph 2.1 of the Corporate Governance Report.

Approval of the 2025 compensation policy

Pursuant to Article L. 22-10-8 II of the French Commercial Code, the Board of Directors submits the 2025 compensation policy for the Directors (Resolution 7), the Chairman and Chief Executive Officer (Resolution 8) and the Chief Operating Officer (Resolution 9) to the General Meeting for approval.

These elements were approved by the Board of Directors on March 4, 2025 and are presented in paragraph 2.2 of the Corporate Governance Report.

Approval of the new lease agreement between Dassault Aviation Parent Company and GIMD for the Seine Rive Ouest building in Saint-Cloud

The commercial lease between the Company and Groupe Industriel Marcel Dassault (GIMD) for the Seine Rive Ouest building in Saint-Cloud expires on July 9, 2025.

After having read the special report of the Statutory Auditors on the related-party agreements referred to in Articles L. 225-38 et seq. of the French Commercial Code, the General Meeting is called upon to approve the new 9-year lease, with the possibility of termination every three years, concluded between the Company and GIMD.

This lease was authorized by the Board of Directors on July 23, 2024 and signed on January 7, 2025 with effect from July 10, 2025 (Resolution 10).

This lease is in the corporate interest of Dassault Aviation Parent Company, as the Company needs office space for its employees.

Authorization to be given to the Board of Directors to allow the Company to trade in its own shares

Companies whose shares are admitted to trading on a regulated market are authorized to buy back their own shares if they have been authorized to do so by the General Meeting of Shareholders.

Under the provisions of the French Commercial Code, in particular Articles L. 22-10-62 et seq., and European Regulation No. 596/2014 of April 16, 2014, we propose that you once again authorize the Board of Directors to implement a share buyback program for a period of 18 months (Resolution 11).

This share buyback program would enable the Company to:

1) cancel shares in order to increase the profitability of shareholders' equity and earnings per share (subject to the adoption of Resolution 12),
2) to transfer or allocate shares to employees and corporate officers of the Company and/or of affiliated companies under the terms and conditions stipulated by law, particularly in case of the exercising of stock options or allocating existing performance shares, or transferring and/or subscribing for existing shares as part as an employee stock ownership scheme,
3) to stimulate market activity or increase the liquidity of Dassault Aviation shares through an investment services provider under a share liquidity contract compliant with an ethics charter recognized by the French Financial Markets Authority (Autorité des Marchés Financiers),
4) to retain the shares with a view to subsequent use, to remit them as payment or in exchange, including as part of any external growth transactions, for up to 5% of the share capital,
5) to remit the shares upon exercise of rights attached to debt securities convertible to Dassault Aviation shares,
6) to implement any market practice that would be recognized by the law or by the French Financial Markets Authority (Autorité des Marchés Financiers).

The Board of Directors could carry out the buyback of Dassault Aviation shares within the legal limit of 10% of Dassault Aviation's capital.

The maximum buyback price would be set at EUR 270 per share excluding acquisition costs (compared to EUR 220 in 2024). Taking into account the number of shares comprising the capital as of December 31, 2024, minus the shares canceled as part of the capital reduction decided by the Board of Directors on March 4, 2025, the maximum number of shares that can be repurchased is 7,839,703, i.e. a maximum amount of EUR 2,116,719,810, this condition being combined with that of the cap of 10% of the Company's capital.

This authorization would come into effect as of the next Board of Directors meeting that would decide on the implementation of this new share buyback authorization, on which date the unused portion of the share buyback previously authorized by the General Meeting on May 16, 2024 would end.

6.2. Resolutions for the Extraordinary General Meeting

Authorization to be given to the Board of Directors to reduce the Company's share capital by canceling shares purchased or to be purchased

In accordance with the provisions of Article L. 22-10-62 of the French Commercial Code, a proposal is made to the General Meeting to authorize the Board of Directors, with the option to sub-delegate, to:

- reduce its capital by way of cancellation, in one or more stages, of all or some of the shares acquired by the Company under a share buyback program, limited to 10% of the capital per 24-month period,
- allocate the difference between the buyback value of canceled shares and their nominal value to premiums and available reserves.

This new authorization would be given for a period that expires at the end of the General Meeting called to approve the financial statements for the year ended December 31, 2025 (Resolution 12).

As of May 16, 2025, it would render ineffective, for the portion not yet used, the authorization of the same nature granted by the General Meeting of Shareholders on May 16, 2024.

Extension of the term of the Company

The term of the Company is due to expire on July 13, 2027.

It is proposed that this duration be extended by 99 years from the date of the General Meeting, i.e. until May 16, 2124, and that Article 5 of the Articles of Association be amended accordingly (Resolution 13).

Miscellaneous amendments to the Articles of Association to ensure alignment with laws and regulations

We hereby propose that the Articles of Association be updated to reflect changes in laws and regulations, in particular Law no. 2024-537 of June 13, 2024, known as the "Attractiveness Law" (Resolution 14).

In particular, these amendments concern

- participation in the deliberations of the Board of Directors by means of telecommunication, which has been made possible for all Board decisions, without the need for express provision in the Internal Regulations. The Articles of Association or Internal Regulations may stipulate that certain decisions cannot be made during a meeting held using means of telecommunication (Article 16, paragraph 6 of the Articles of Association),

- the legal authority of the Board of Directors to bring the Articles of Association into compliance with the law and regulations, without the need for prior delegation from the Extraordinary General Meeting. Any amendments to the Articles of Association will, as before, have to be ratified by the next Extraordinary General Meeting (Articles 19 and 34 of the Articles of Association).

- the provisions relating to the participation of shareholders in General Meetings by means of telecommunication (Article 29 of the Articles of Association),

For the sake of clarity, the current paragraph 8 of Article 29 would also be moved within the same article.

- abstentions expressed via a voting form or resulting from a lack of any indication of a vote, which are no longer considered to be votes cast (Article 31, paragraph 5 of the Articles of Association).

7. OUTLOOK

Our objectives for 2025 are to:

- deliver Rafale and Falcon according to our planning,
- respect the deadlines and costs for military and Falcon developments,
- prepare for the future of the Rafale with its combat drone accompanying the F5 standard, and for the post-Rafale era with the NGF,
- support and availability of our aircraft: maintain the satisfaction level of our military customers and regain a leading position in business aviation support rankings,
- continue Export Rafale prospecting and Falcon sales,
- accelerate Make in India,
- continue our recruitment efforts, the integration of new hires, and our actions aimed at reducing our environmental impact.

2025 Guidance

We forecast an increase in net sales for 2025 compared to 2024 in the range of EUR 6.5 billion (of which deliveries of 40 Falcon and 25 Rafale).

This guidance for 2025 excludes any impact from the potential implementation of new tariffs in the United States and possible European countermeasures.

This Directors' Report may contain forward-looking statements which represent objectives and cannot be construed as forecasts regarding Dassault Aviation's results or any other performance indicator. The actual results may differ significantly from the forward-looking statements due to various risks and uncertainties, as described in this report.

APPENDIX
TO THE DIRECTORS' REPORT

Audit and consolidation of the sustainability statement

Each published metric is subject to a reporting protocol detailing the definition of the metric, the scope and the calculation methodology. Metrics are calculated on the basis of a calendar year (from January 1 to December 31).

Taking into account the mode of data gathering and the locations of the subsidiaries, the reporting scope may vary according to the metrics. Certain metrics cannot be consolidated due to the differences in regulations between the countries.

Within the framework of ISO 14001 certification, reporting procedures for environmental metrics are applied by the Parent Company.

§ 4.1. General disclosures (ESRS 2)

§ 4.1.5. Integration of sustainability-related performance in incentive schemes (GOV-3)

The carbon metric (see 4.1.5 Integration of sustainability-related performance in incentive schemes) aims to compare the Parent Company's GHG emissions over time by comparing year n emissions at constant heating conditions and hours worked versus year n-1. The components of this calculation are as follows:

- scope 1 GHG emissions (heating gas, gas excluding heating, other fuels from stationary sources, fuel used by on-road vehicles and refrigerant leaks),
- scope 2 GHG emissions (electricity and district heating network),
- hours worked (Parent Company staff, temporary workers and on-site sub-contractors),
- Unified Degree Day (UDD) provided by *Météo-France*,
- heated volumes.

Heating-related emissions (heating gas and district heating network) are compared at constant heating conditions via the ratio TCO_2/UDD.m^3, while non-heating emissions are compared at constant operating conditions via the ratio TCO_2/hours worked versus year n-1.

This carbon metric is calculated monthly.

§ 4.2.2. Climate change (ESRS E1)

The environmental metrics and the associated generation methods are subject to descriptive methodological procedures both for the Parent Company and for its subsidiaries.

These procedures are included in the documentation guidelines of the Parent Company and distributed to the various entities contributing to the generation of these metrics.

The year 2020, disrupted by the Covid-19 crisis, is not representative of the Company's activities. The year 2019 was therefore chosen as the reference year.

The balances are produced per calendar year and consolidated, when the data so allows, on invoices and meter readings for the period from January to December. Unavailable information relating to the last months of the year is estimated by comparison with the equivalent months of the previous year or based on the average for the same month of the last three years, or by any other relevant method determined by the data manager.

Since 2024, DABS UK has occupied only part of its original building, which it now shares with another undertaking. Energy consumption is not broken down by undertakings, so the 2023 data was used to make a proportional area-based estimate for 2024. This estimate was made because of the immateriality of the emissions from this facility. In 2023, GHG emissions from DABS UK accounted for less than 0.5% of the Company's emissions.

The data for year n-1 are likely to change in the report for year n, after:

- receiving the actual data, which will replace the estimated data,
- updating an emission factor during year n,
- updating the breakdown of energy sources necessary for electricity generation in year n.

§4.2.2.6. Energy consumption and mix (E1-5)

The breakdown of electricity, heat, steam and cooling consumption purchased or acquired from fossil, nuclear and renewable sources is obtained from the energy mixes

- of electricity production by country, which is obtained from the International Energy Agency (IEA) website. With the exception of the United Arab Emirates, Malaysia and South Africa, whose data is from 2022, this is from 2023 for the countries in which our facilities are located,
- and the 2023 energy mix of Cergy's heating network, as disclosed by the network operator.

The consumption of kerosene for maintenance activities is calculated on the basis of the purchased, non-reinvoiced fuel.

The consumption of kerosene for production activities includes both civil and military aircraft.

Energy consumption data are broken down into the categories below, each of which may consist of several contributors:

Energy consumption and mix	Definition of contributors
(1) Fuel consumption from coal and coal products (MWh)	Not applicable
(2) Fuel consumption from crude oil and petroleum products (MWh)	- Heating oil and diesel from stationary combustion sources - LPG from stationary combustion sources - Kerosene and the kerosene part of flights using SAF - Fuel from mobile sources
(3) Fuel consumption from natural gas (MWh)	Natural gas from stationary combustion sources
(4) Fuel consumption from other fossil sources (MWh)	Not applicable
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	- The fossil fuel part of the electricity mix of countries in which the Company operates - The fossil fuel part of the district heating network
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	/
Share of fossil sources in total energy consumption (%)	/

Energy consumption and mix	Definition of contributors
(7) Consumption from nuclear sources (MWh)	The nuclear part of the electricity mix of countries in which the Company operates
Share of consumption from nuclear sources in total energy consumption (%)	/
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	The biomass part of flights using SAF
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	- The renewable part of the electricity mix of countries in which the Company operates - The renewable part of the district heating network
(10) The consumption of self-generated non-fuel renewable energy (MWh)	Self-generation from photovoltaic panels
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	/
Share of renewable sources in total energy consumption (%)	/

§ 4.2.2.7. Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6)

The calculation of scope 1 GHG emissions related to aviation operations considers all aircraft fuels as kerosene and applies the kerosene combustion emission factor (3.16 kg CO_2/kg or 2.54 kg CO_2/L), from which the CO_2 gains calculated using the SAF reduction factor used are subtracted. This reduction factor is the product of the blend rate and the 100% SAF gain provided by the SAF supplier.

The calculation of scope 2 GHG emissions is separated into location-based and market-based emissions. Market-based emissions take into account nuclear, solar or hydroelectric power supply contracts, whose scope 2 emissions are considered to be zero.

The emission factors used come from several sources:

- the majority are from ADEME's *Base Empreinte*,
- but also the electricity emission factor in the USA is from the Environmental Protection Agency,
- and "*Data Page: Carbon intensity of electricity generation," part of the following publication: Hannah Ritchie, Pablo Rosado and Max Roser (2023) – "Energy." Data adapted from Ember, Energy Institute. Retrieved from https://ourworldindata.org/grapher/carbon-intensity-electricity [online resource]* for other electricity emission factors by country. These emission factors do not specify the breakdown of GHG flows between upstream (scope 3) and combustion. To be conservative, we are therefore reporting all emissions associated with these factors in scope 2.

§ 4.3.1. Own workforce (ESRS S1)

The social data of this sustainability statement is based on fact sheets and methodology sheets that form the basis for Dassault Aviation's social data reporting guidelines, in force in 2024. The defined metrics are in compliance with national regulations.

The following details are given for the following metrics:

§ 4.3.1.7. Characteristics of the undertaking's employees (S1-6)

The turnover rate, as defined in the CSRD, corresponds to the ratio between the number of employees who left the undertaking during the reporting period and the headcount at the start of the period.

All departures during the financial year (from January 1 to December 31 inclusive) are taken into account for the calculation. It includes employees who have:

- resigned,
- reached the end of their fixed-term contract (if a fixed-term contract is renewed, the number of people leaving the Company increases)
- reached the end of their probationary period (decided either by the employer or the employee),
- retired,
- died,
- been made redundant,
- been dismissed,
- had their contract terminated,
- left for other reasons.

§ 4.3.1.13. Persons with disabilities (S1-12)

In accordance with the CSRD, the number of persons with disabilities declared is based on the legal definition in force in the country where the employee's undertaking is located, namely:

- South Africa > Employment Equity Act
- Brazil > Law on the Inclusion of Persons with Disabilities (Law no. 13,146/2015, *Lei de Inclusão da Pessoa com Deficiencia*)
- USA > The Americans with Disabilities Act (ADA)
- France > Article L. 5212-13 of the Labor Code
- Portugal > Basic Law on the Rights of Persons with Disabilities (Law 38/2004)
- United Kingdom > Equality Act 2010
- Switzerland > Law on invalidity insurance benefits

Note that there are no employees declared as disabled in Australia, Belgium, the United Arab Emirates, Malaysia and New Zealand.

§ 4.3.1.14. Health and safety metrics (S1-14)

Work-related accidents = a sudden accidental event leading to injury (physical or mental) as a result of being exposed to a risk present while the employee was carrying out a task specific to their professional activities organized by the undertaking.

→ professional activities account for all the actions that an employee carries out on behalf and in the interest of the undertaking.

<u>Work-related accidents connected to professional activities that are not included:</u>

- accidents related to a pre-existing and non-work-related illness (for example heart attacks, epilepsy),
- accidents that occur while a person is on a business trip if, at the time of the accident, the person was not engaged in professional activities in the employer's interest (e.g. falling in the shower),
- accidents that occur while the worker is working from home (remote work) and if the worker, at the time of the accident, was not engaged in professional activities from home; or if the accident is not directly related to carrying out such activities,
- an accident during recreational/sporting activities (activities organized by the Social and Economic Committee, birthday celebrations, a walk after eating),
- an accident in a parking lot of the undertaking while accessing or leaving the workplace or cafeteria,

- specific note for work-related accidents without lost time: external medical examinations (such as x-rays or eye examinations) that do not result in reported injuries are not recorded as work-related accidents.

Work-related accidents with or without lost time that are related to the activity and require treatment beyond first aid are recorded.

Relapses related to a single accident are not recorded.
An accident of an employee who left the Company during the year is recorded.

Note that:
- for 2024, this metric concerns employees (open-ended contracts, fixed-term contracts, work-study contracts and non-guaranteed hours contracts) working at the Company during the year;
- this metric is not mature for temporary workers in 2024.

§ 4.3.1.16. Remuneration metrics (pay gap and total remuneration) (S1-16)

- Gender pay gap: the pay taken into account is the average annualized wage (base salary for December + possible seniority bonus x 12 or 13 according to the Company's pay policy) of all active employees on 12/31, excluding corporate officers, apprentices and those on professional training contracts. Departures on 12/31 are excluded.
  For part-time employees, full-time base salary is taken into account.

- The difference between the highest and the median pay is calculated on the basis of the annual total remuneration of employees active on 12/31.
  The highest pay takes into account cash benefits, benefits in kind and long-term incentives.
  The median wage takes into account:
  - annualized wage + any seniority bonus,
  - optional and mandatory profit-sharing arrangements.

The sustainability statement includes Dassault Aviation's policy on gender equality and equal pay, which the Board of Directors is required to deliberate under Article L. 225-37-1 of the French Commercial Code.

§4.4. Governance (ESRS G1)

§4.4.6. Payment practices (G1-6)

Supplier terms of payment relate to Dassault Aviation's French companies and are calculated over the entire year.

Report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852

Year ended December 31, 2024

To the General Meeting of Dassault Aviation,

This report is issued in our capacity as statutory auditor of DASSAULT AVIATION. It covers the sustainability information and the information required by Article 8 of Regulation (EU) 2020/852, relating to the year ended December 31, 2024 and included in section 4 "sustainability statement" of the Directors' report.

Pursuant to Article L. 233-28-4 of the French Commercial Code, DASSAULT AVIATION is required to include the above mentioned information in a separate section of the Directors' report. This information has been prepared in the context of the first time application of the aforementioned articles, a context characterized by uncertainties regarding the interpretation of the laws and regulations, the use of significant estimates, the absence of established practices and frameworks in particular for the double-materiality assessment, and an evolving internal control system. It enables to understand the impact of the activity of the group on sustainability matters, as well as the way in which these matters influence the development of the business of the group, its performance and position. Sustainability matters include environmental, social and corporate governance matters.

Pursuant to Article L.821-54 paragraph II of the aforementioned Code our responsibility is to carry out the procedures necessary to issue a conclusion, expressing limited assurance, on:

- compliance with the sustainability reporting standards adopted pursuant to Article 29 ter of Directive (EU) 2013/34 of the European Parliament and of the Council of 14 December 2022 (hereinafter ESRS for European Sustainability Reporting Standards) of the process implemented by DASSAULT AVIATION to determine the information reported, and compliance with the requirement to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code;
- compliance of the sustainability information included in section 4 of the Directors' report with the requirements of A L. 233-28-4 of the French Commercial Code, including ESRS; and
- compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852.

This engagement is carried out in compliance with the ethical rules, including independence, and quality control rules prescribed by the French Commercial Code.

It is also governed by the H2A guidelines on "Limited assurance engagement - *Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852*".

In the three separate sections of the report that follow, we present, for each of the sections of our engagement, the nature of the procedures that we carried out, the conclusions that we drew from these procedures and, in support of these conclusions, the elements to which we paid particular attention and the procedures that we carried out with regard to these elements. We draw your attention to the fact that we do not express a conclusion on any of these elements taken individually and that the procedures described should be considered in the overall context of the formation of the conclusions issued in respect of each of the three sections of our engagement.

Finally, where deemed necessary to draw your attention to one or more disclosures of sustainability information provided by DASSAULT AVIATION in its Directors' report, we have included an emphasis of matter paragraph hereafter.

Limits of our engagement

As the purpose of our engagement is to express limited assurance, the nature (choice of techniques), extent (scope) and timing of the procedures are less than those required to obtain reasonable assurance.

Furthermore, this engagement does not provide guarantee regarding the viability or the quality of the management of DASSAULT AVIATION, in particular it does not provide an assessment, of the relevance of the choices made by DASSAULT AVIATION in terms of action plans, targets, policies, scenario analyses and transition plans, which would go beyond compliance with the ESRS reporting requirements.

It does, however, allow us to express conclusions regarding the entity's process for determining the sustainability information to be reported, the sustainability information itself, and the information reported pursuant to Article 8 of Regulation (EU) 2020/852, as to the absence of identification or, on the contrary, the identification of errors, omissions or inconsistencies of such importance that they would be likely to influence the decisions that readers of the information subject to this engagement might make.

Any comparative information are not covered by our engagement.

Compliance with the ESRS of the process implemented by DASSAULT AVIATION to determine the information reported, and compliance with the requirement to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code

Nature of procedures carried out

Our procedures consisted in verifying that:
- the process defined and implemented by DASSAULT AVIATION has enabled it, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability matters, and to identify the material impacts, risks and opportunities, that lead to the publication of information disclosed in section 4 of the Directors' report, and
- the information provided on this process also complies with the ESRS.

We also checked the compliance with the requirement to consult the social and economic committee.

Conclusion of the procedures carried out

On the basis of the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by DASSAULT AVIATION with the ESRS.

Concerning the consultation of the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code we inform you that as of the date of this report, this consultation has not yet been held.

Emphasis of matter

Without qualifying the conclusion expressed above, we draw your attention to the information provided in paragraph "4.1.1. General basis for preparation of sustainability statements (BP-1)" and "4.1.12 Disclosure Requirements in ESRS covered by the undertaking's sustainability statement (IRO-2)" in the Directors' report describing the impossibility encountered by DASSAULT AVIATION to assess, in its

supply chain, the materiality of the impacts, risks and opportunities associated of worker in the value chain (ESRS S2) besides its tier 1 suppliers.

Elements that received particular attention

We present below the elements that have been the subject of particular attention on our part concerning the compliance with ESRS of the process implemented by DASSAULT AVIATION to determine the information published.

- **Concerning the identification of stakeholders**

Information on the identification of stakeholders is given in paragraph "4.1.9. Interests and view of stakeholders (SBM-2)" of the Directors' report.

We have taken note of the analysis carried out by DASSAULT AVIATION to identify :
- stakeholders, who may affect or be affected by the entities within the scope of the information, through their direct or indirect activities and business relationships in the value chain
- the main users of sustainability statements (including the main users of financial statements)

We spoke to the Group's CSR department and the people we considered appropriate, and inspected the available documentation.

Our procedures included the following:
- assess the consistency of the main stakeholders identified by DASSAULT AVIATION with the nature of its activities and its geographical location, taking into account its business relationships and value chain;
- exercise our critical faculties to assess the representative nature of the stakeholders identified by DASSAULT AVIATION;
- assess the appropriateness of the description given in paragraphs "4.1.9. Interests and views of stakeholders (SBM-2)" and "4.1.11. Description of procedures to identify and assess material
- impacts, risks and opportunities (IRO-1)" of the Directors' report, particularly with regard to the procedures implemented by DASSAULT AVIATION to collect the interests and viewpoints of stakeholders.

- **Concerning the identification of impacts, risks and opportunities ("IRO")**

Information relating to the identification of impacts, risks and opportunities is provided in paragraph "4.1.11. Description of procedures to identify and assess material impacts, risks and opportunities (IRO-1)" of the Directors' report.

We have read the process implemented by DASSAULT AVIATION concerning the identification of actual or potential impacts (negative or positive), risks and opportunities ("IROs") in relation to the sustainability issues mentioned in paragraph AR 16 of the "Application requirements" of ESRS 1 as well as those specific to DASSAULT AVIATION, as presented in the aforementioned paragraph, and in paragraph "4.1.8. Strategy, business model and value chain (SBM-1)" and "4.4.7. Statement on cybersecurity to the entity" of Directors' report.

In particular, we appreciated the approach adopted by DASSAULT AVIATION to determine its impacts and dependencies, which may be a source of risks or opportunities.

We also assessed the completeness of the activities included in the scope used to identify IROs, notably by taking into account the activities of non-consolidated subsidiaries.

We have read the mapping of identified IROs of DASSAULT AVIATION, including in particular a description of their breakdown within the Group's own activities and value chain, as well as their time horizon (short, medium or long term), and assessed the consistency of this mapping with our knowledge of DASSAULT AVIATION.

- **Concerning the assessment of impact materiality and financial materiality**

Information relating to the assessment of impact materiality and financial materiality is mentioned in paragraph "4.1.11. Description of the procedures to identify and assess material impacts, risks and opportunities (IRO-1)" of the Directors' report.

Through interviews with the Group's CSR department and inspection of available documentation, we have reviewed the impact materiality and financial materiality assessment process implemented by DASSAULT AVIATION, and assessed its compliance with the criteria defined by ESRS 1.In particular, we have assessed the manner in which DASSAULT AVIATION has established and applied the information materiality criteria defined by ESRS 1, including those relating to the setting of thresholds, to determine the material information published:

- indicators relating to material IROs identified in accordance with the relevant ESRS thematic standards;
- entity-specific information.

Compliance of the sustainability information included in section 4 of Directors' report with the requirements of Article L.233-28-4 of the French Commercial Code, including the ESRS.

Nature of procedures carried out

Our procedures consisted in verifying that, in accordance with legal and regulatory requirements, including the ESRS:

- the disclosures provided enable an understanding of the general basis for the preparation and governance of the sustainability information included in section 4 of the Directors' report, including the basis for determining the information relating to the value chain and the exemptions from disclosures used;
- the presentation of this information ensures its readability and understandability;
- the scope chosen by DASSAULT AVIATION for providing this information is appropriate; and
- on the basis of a selection, based on our analysis of the risks of non-compliance of the information provided and the expectations of users, that this information does not contain any material errors, omissions or inconsistencies, i.e. that are likely to influence the judgement or decisions of users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified material errors, omissions or inconsistencies regarding the compliance of the sustainability information included in section 4 of the Directors' report, with the requirements of Article L.233-28-4] of the French Commercial Code, including the ESRS.

Qualification

As indicated in paragraph "4.2.2.7. Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6)" of the Group management report, DASSAULT AVIATION has decided not to publish information relating to greenhouse gas emissions from scope 3. This lack of information does not comply with the publication requirements of ESRS standard E1 and in particular E1-6.

Emphasis of matter

Without qualifying the conclusion expressed above, we draw your attention to the information provided paragraph "4.1.1. General basis for preparation of sustainability statements (BP-1)" in the Director's report, which lists the information required by the ESRS standards which, notably due to the lack of maturity of the Group's reporting processes or tools in the context of the first year of application, is not available (in particular in relation to pollution indicators) or is only available on a partial scope, and which is listed in the same paragraph.

Elements that received particular attention

We hereby present to you the elements to which we have paid particular attention concerning the compliance of the sustainability information included in section 4 of the Group management report with the requirements of article L.233-28-4 of the French Commercial Code, including the ESRS.

- **Information provided in application of environmental standards (ESRS E1 to E5)**

Information published in relation to climate change, and in particular greenhouse gas emissions, is mentioned in section "4.2.2. Climate change (ESRS E1)" of the Directors' report.

Our procedures consisted in particular in :
- on the basis of interviews conducted with the Group's CSR management and the persons concerned, in particular the Group Environment Coordinator, we assessed whether the description of the policies, actions and targets implemented by DASSAULT AVIATION covers the following areas: climate change mitigation and adaptation;
- assessed the appropriateness of the information presented in paragraph "4.2.2. Climate change (ESRS E1)" of the environmental section of the sustainability information included in the Group management report and its overall consistency with our knowledge of DASSAULT AVIATION.

- **Information provided in application of social standards (ESRS S1 to S4)**

The information published concerning the company's workforce is given in section "4.3.1. Own workforce (ESRS S1)" of the Directors' report.

With regard to the verification of the indicators presenting the characteristics of the Group's employees, as well as the indicators for diversity, living wages, pay gaps, employment of disabled persons, and health and safety, our procedures consisted in particular in :
- on the basis of interviews with the Group's CSR department and the persons concerned, in particular the Human Resources department, obtaining an understanding of the process for collecting and compiling the information published and the internal control and risk management procedures implemented by DASSAULT AVIATION to ensure the compliance of the information published, it being specified that we did not test the design or operational effectiveness of these controls;
- evaluate the social data collection and compilation process in order to assess the completeness and accuracy of the information collected, and implement procedures to verify the correct consolidation of this data;
- verify the arithmetical accuracy of calculations used to establish published information;
- reconciling, on a test basis, the underlying data with supporting documents;
- assess the appropriateness of the information presented in section "4.3.1. Own workforce (ESRS S1)" and its overall consistency with our knowledge of DASSAULT AVIATION.

Compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852

Nature of procedures carried out

Our procedures consisted in verifying the process implemented by DASSAULT AVIATION to determine the eligible and aligned nature of the activities of the entities included in the consolidation.

They also involved verifying the information reported pursuant to Article 8 of Regulation (EU) 2020/852, which involves checking:

- the compliance with the rules applicable to the presentation of this information to ensure that it is readable and understandable;
- on the basis of a selection, the absence of material errors, omissions or inconsistencies in the information provided, i.e. information likely to influence the judgement or decisions of users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies relating to compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

Elements that received particular attention

We determined that there were no such items to disclose in our report.

Neuilly-sur-Seine and Paris La Défense, March 14, 2025

Statutory auditors

PricewaterhouseCoopers Audit	FORVIS MAZARS SA
Edouard Demarcq	Erwan Candau

This is a free translation into English of the statutory auditors' report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 202/852 of the Company issued in French and it is provided solely for the convenience of English speaking users.

This report should be read in conjunction with, and construed in accordance with, French law and H2A guidelines on "*Limited assurance engagement – Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852*".