

Sustainability Plan | Year 2025



Evolving together



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Environment

Teknomega strengthens its governance through the progressive adoption of certified management systems, the integration of ESG criteria into decision-making processes, and management training. Regulatory compliance and corporate ethics are fundamental pillars for ensuring transparency, operational continuity, and credibility towards customers and stakeholders.



Social

People's well-being is at the heart of Teknomega's strategy. The company values diversity, promotes equal treatment, and invests in professional growth and workplace safety. Active social initiatives demonstrate a concrete commitment to the community, with particular attention to those experiencing vulnerability.



Governance

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Sustainability Plan

Pillar	Areas of commitment	Goals	Initiatives
 Environment	 Purchasing and supplier management	2 <ul style="list-style-type: none">Knowing the environmental impacts of your productsKnowing the circularity of your products	2 SHORT-TERM
	 Product design and sustainability	1 <ul style="list-style-type: none">Improve the circularity of your products	1 SHORT-TERM 3 MEDIUM-TERM 3 LONG-TERM

Pillar

Areas of commitment

Goals

Initiatives



Promoting transparent employee development

1

- Promote a fair and transparent system of professional growth

6

SHORT-TERM



Social inclusion

1

- Promote an inclusive culture and encourage the inclusion of people from disadvantaged groups

1

MEDIUM-TERM

1

LONG-TERM



Employee safety

1

- Ensure maximum safety in the workplace

2

SHORT-TERM

Pillar	Areas of commitment	Goals	Initiatives
 Governance	 Business process improvement	2 <ul style="list-style-type: none">Progressive construction of a certified integrated governance systemIntegrate certifications into decision-making processes and corporate culture	2 SHORT-TERM 1 MEDIUM-TERM 1 LONG-TERM
	 Responsible Governance	1 <ul style="list-style-type: none">ESG training and governance consolidation	1 SHORT-TERM 3 MEDIUM-TERM
	 International growth	1 <ul style="list-style-type: none">International growth, expansion into France	1 SHORT-TERM 1 MEDIUM-TERM