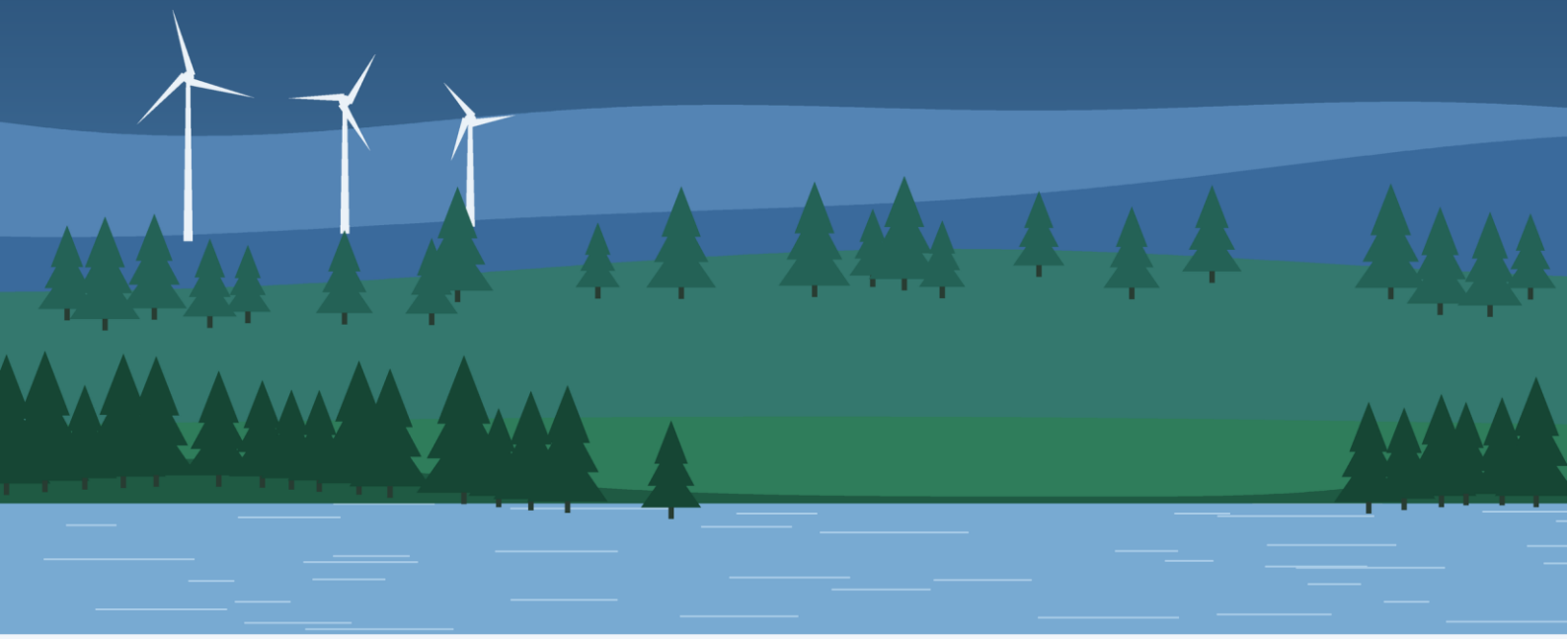
azurea GROUP



Environmental *report*

2025

Targets · Progress · Projects · Carbon footprint

Activity data from 01.01.2025 to 31.12.2025

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About this report

This summary report outlines Azurea Group's environmental approach: our targets, progress at the end of 2025, the projects under way and the main findings of our carbon footprint assessment. It is intended for our employees and for our stakeholders: customers, the Board of Directors and partners.

Scope and sources

Scope: the five entities of the group, namely Azurea Technologie Horlogère SA (ATH), Azurea Microtechnique SA (AM), Azurea Unipessoal Lda (ATP), Azurea Découpage SA (AD) and Azurea Jauges SA (AJ).

Period: calendar year 2025 (01.01 – 31.12.2025), compared with the 2024 baseline year.

Carbon footprint assessment: ClimaMetrix Expert assessments carried out by ecoLive in partnership with myclimate (GHG Protocol, ISO 14064, ISO 14069).

Targets and indicators: register of environmental aspects and objectives ENVI-DO-002-G-01.

Glossary

Term	Definition
tCO2e	Metric tonne of CO2 equivalent: a standard unit that aggregates the effects of various greenhouse gases.
Scope 1	Direct emissions: combustion of fuel oil, fuel for company vehicles, refrigerant leaks.
Scope 2	Indirect emissions from purchased electricity and energy.
Scope 3	Other indirect emissions from the value chain: purchases, energy production, waste, business travel, commuting, downstream transport.
Location-based / market-based	Two methods for calculating electricity emissions: based on the average grid mix, or based on actual purchase contracts (certified renewable electricity).
SBTi	Science Based Targets initiative: an international framework for setting emission-reduction targets aligned with the Paris Agreement.
FTE	Full-time equivalent.
ERA	Energy reference area.
OEL	Occupational exposure limit (VME): reference concentration for air pollutants at workstations.
HCHO	Formaldehyde.

Message from management

Dear colleagues, dear partners,

Precision lies at the heart of our business. We want to apply it with the same rigour to our environmental responsibility: measure, understand, then act.

Azurea Group’s first environmental report marks a milestone. For the first time, we are bringing together the targets, results and projects of our five entities in a single document. It is based on a comprehensive carbon footprint assessment, carried out by an external body according to international standards, and on the regular monitoring of our environmental indicators.

In 2025, the group's greenhouse gas emissions fell by 11.1% compared with 2024. This result is encouraging.

Tangible progress, resulting of the actions taken, has already been made. We can highlight the source of our electricity. Historically, our high-consumption sites in Switzerland have been supplied with renewable electricity; our site in Portugal is now supplied with it too. Wastewater treatment and commuting have also shown improvements.

Our priorities for the coming years are clear: gradually phase out fuel oil, support our teams in moving towards lower-carbon mobility, reach 90% recycling of our waste by 2028, and further improve air quality in our workshops, an issue that directly affects the health of our employees.

These targets can only be achieved with everyone's commitment: through everyday actions, through improvement suggestions coming from the workshops and through the choices we make about how we travel. We are also sharing this report with our customers and partners in a spirit of transparency: it shows our progress, but also the areas where we still need to improve.

I would like to thank everyone who contributes, day after day, to making Azurea a more responsible company.

Yohann Viennet
Group CEO

01 Azurea at a glance

Five entities, one shared direction: reducing our environmental footprint while maintaining the industrial excellence of our watchmaking and microtechnology businesses.

1,430
tCO2e emitted in 2025
location-based, 5 entities

−11.1%
emissions vs 2024
i.e. −177.9 tCO2e

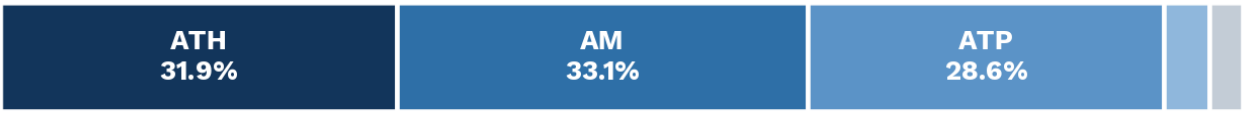
6.4
tCO2e per FTE
intensity per employee

0.115
tCO2e / m² ERA
intensity per floor area

100%
renewable electricity
at all sites since end of 2025

5
entities
ATH · AM · ATP · AD · AJ

Breakdown of 2025 emissions by site



AD 3.7% · AJ 2.6%

Site	Entity	2024 (tCO2e)	2025 (tCO2e)	Change
ATH	Azurea Technologie Horlogère SA	518.4	456.7	**−11.9%**
AM	Azurea Microtechnique SA	537.2	473.0	**−12.0%**
ATP	Azurea Unipessoal Lda	451.0	409.6	**−9.2%**
AD	Azurea Découpage SA	48.0	53.1	**+10.8%**
AJ	Azurea Jauges SA	53.3	37.6	**−29.5%**
Group	**Total**	**1,607.9**	**1,430.0**	**−11.1%**

02 Our environmental approach

Our approach is based on the ISO 14001 standard. Each site identifies its environmental aspects across the entire life cycle: raw material acquisition, production, operation and maintenance, transport, waste management and end of life. Each aspect is assessed against three criteria, each scored from 1 to 4: the company's influence, the magnitude of the impact and the frequency. An aspect is significant when the product of the three scores reaches 20; it is then assigned a target, an indicator and a person responsible for monitoring.

Significant environmental aspects by site

	ATH	AM	ATP	AD	AJ
Air emissions	●	●	●	○	○
Water use	●	●	●	○	○
Energy use	●	●	●	●	●
Discharges to water	●	●	●	○	○
Waste and by-products	●	●	●	●	○
Employee mobility	●	●	●	●	●
Transport / delivery	●	●	●	●	●
Vehicle fuel	●	●	●	●	●
Materials (after-sales, refurbishment)	○	○	○	○	●

● significant aspect (score ≥ 20) ○ not significant

Risks, opportunities and emergency situations

- **Risks:** non-compliance with federal, cantonal or local environmental requirements; discharge of polluted or incorrectly sorted effluents; purchase of materials that do not comply with our customers' REACH/RoHS requirements.
- **Opportunity:** the development of renewable energy, already achieved through a 100% renewable electricity supply across all our sites since the end of 2025.
- **Identified emergency situations:** fire (flammable liquids, heating oil tanks, compressed gases), chemical spills, natural disasters and, at ATH site only, malfunction of the wastewater treatment plants (WWTP). They are covered by each site's business continuity plans (BCP).

Management

Each target has an owner and a person responsible for monitoring. Indicators are collected every six months or annually (invoices, workshop measurements, service provider reports, annual carbon footprint) and consolidated at group level by the QHSE department.

03 Our 2030 targets

The targets are shared across the whole group, with a level of ambition adapted to the size and challenges of each site.

ENERGY

−30% by 2030 · −25% AD, AJ

Reduce the carbon impact of electricity and heat, per million CHF of turnover.

ATH AM ATP AD AJ

EMPLOYEE MOBILITY

−30% by 2030 · −25% AD, AJ

Reduce the carbon impact of commuting, per FTE.

ATH AM ATP AD AJ

TRANSPORT

−30% by 2030 · −25% AD, AJ

Reduce the carbon impact of freight transport, per million CHF of turnover.

ATH AM ATP AD AJ

FUEL

−30% by 2030 · −25% AD, AJ

Reduce company vehicle fuel consumption, in litres.

ATH AM ATP AD AJ

WASTE

90% recycled or treated by 2028

Achieve a recycling or treatment rate of 90% for all waste.

ATH AM ATP AD AJ

WATER CONSUMPTION

−10% by 2028 · ref. 2022

Reduce water consumption per FTE.

ATH AM ATP AD AJ

AIR QUALITY

−50% by 2030 · −30% ATP

Reduce fine particles and formaldehyde (HCHO) compared with occupational exposure limits.

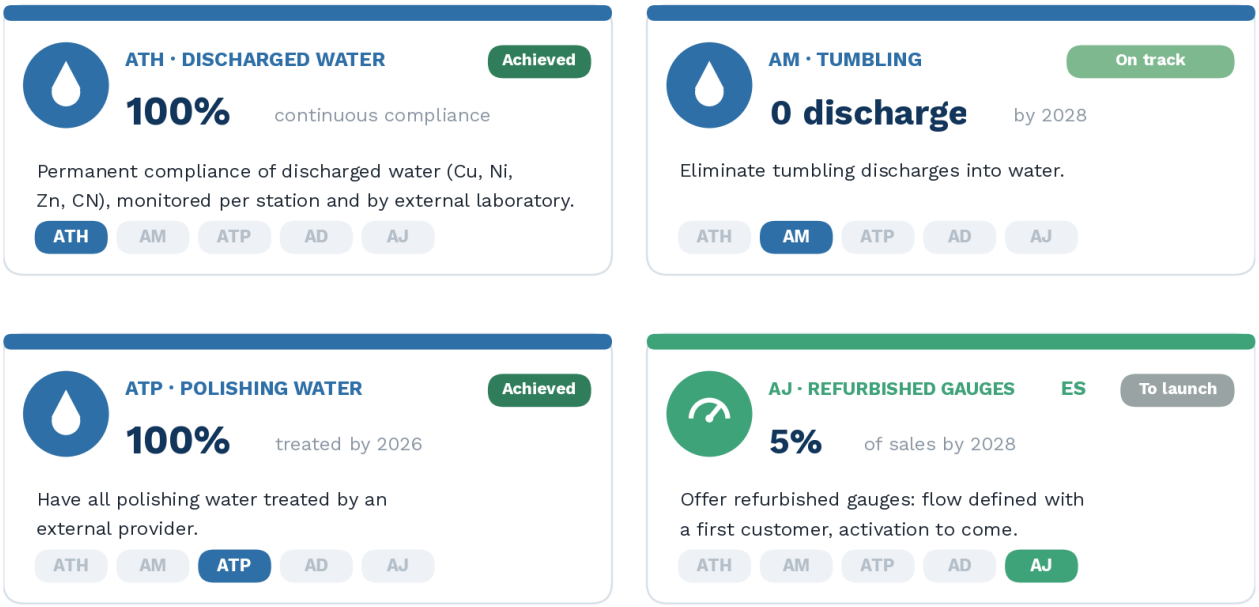
ATH AM ATP AD AJ

LEGEND

- ATH — site concerned, main level of ambition
- AD — site concerned, adapted ambition
- AJ — target not applicable to the site

Site-specific targets

Some sites have set additional targets related to their processes or products.



How to read our targets

Baseline year: 2024 for energy, mobility, transport and fuel; 2022 for water; occupational exposure limits (OEL) for air quality.

Weighting: energy and transport indicators are expressed relative to turnover, mobility and water indicators relative to the number of FTEs. They therefore measure the actual effort, independently of changes in activity.

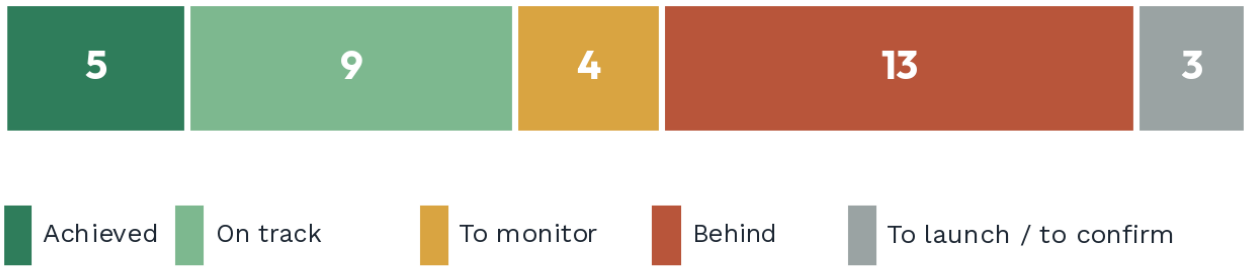
Adapted ambition: the smaller AD and AJ sites aim for −25% instead of −30%; ATP aims for −30% on air quality instead of −50%.

Monitoring: each target has an owner and an indicator collected every six months or annually.

04 Where do we stand?

The dashboard compares, for each site, the 2025 value of the indicator with its 2024 baseline value. The status takes into account the trajectory needed to reach the target by its deadline.

34 targets tracked across the 5 sites — status at end of 2025



Target	ATH	AM	ATP	AD	AJ
Energy (tCO2e/MCHF)	+38%	−58%	+7%	+18%	−49%*
Mobility (tCO2e/FTE)	−17%	+26%	+20%	−12%	+2%
Transport (tCO2e/MCHF)	+4%	−5%	+121%	−100%	+271%
Fuel (litres)	−27%	+77%	−30%	+64%	+9%
Recycling (target 90%)	85%	89%	81%	8%	—
Water (m³/FTE)	+4%	+57%	0%	—	—
Air (particles, HCHO)	Compliant	To be measured	Compliant	—	—
Water discharges (specific)	Compliant	Compliant	100%	—	—
Circularity (gauges)	—	—	—	—	Flow defined

** AJ: decrease due to the fuel oil tank not being refilled in 2025 (see section 09). "—": target not applicable to the site.*

What is progressing

- **Fuel:** 2030 target already reached at ATP (−30%) and almost reached at ATH (−27%, from 5,590 to 4,083 litres).
- **Energy at AM:** carbon intensity more than halved, driven by a 33% drop in heating emissions.
- **Water discharges:** 100% of polishing water treated at ATP, tumbling (trovalisation) discharges compliant again at AM, compliance maintained at ATH.
- **Recycling:** ATP is up from 67% to 81%, ATH is stable at 85%, AM remains close to the target at 89%.

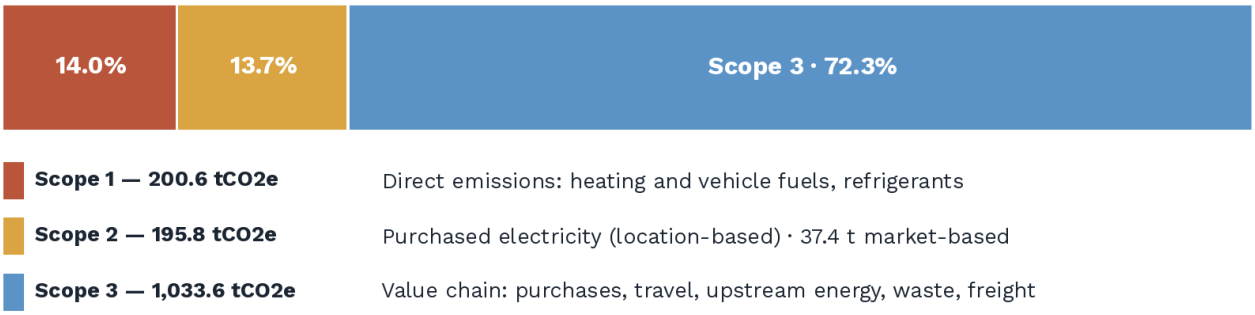
What needs to be strengthened

- **Fuel oil heating at ATH:** heat-related emissions rose by 39% (127 tCO2e). This is the group's main lever for action on scope 1.
- **Air freight:** its use is driving up the transport indicator sharply at ATP and AJ.
- **Vehicle fleets:** consumption is rising at AM (+77%), AD (+64%) and AJ (+9%).
- **Waste at AD:** a recycling rate of 8%, far from the 90% target.
- **Water:** consumption per FTE is rising at ATH and AM.

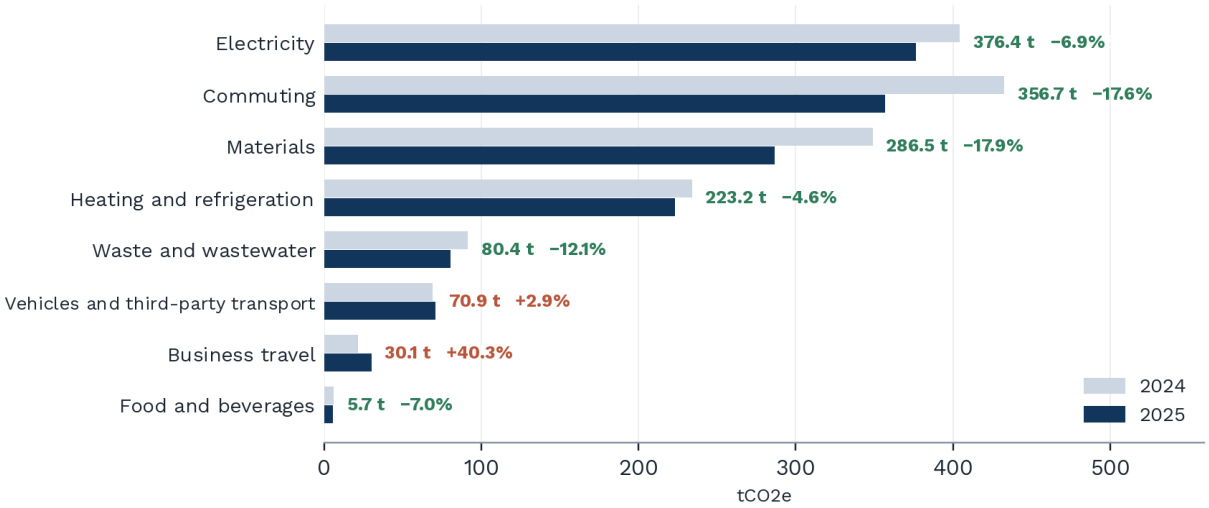
05 Our 2025 carbon footprint

In 2025, the group emitted 1,430.0 tCO2e, compared with 1,607.9 tCO2e in 2024, a decrease of 11.1% (−177.9 tCO2e). As in most industrial companies, the bulk of emissions lies in the value chain (scope 3).

Breakdown by scope

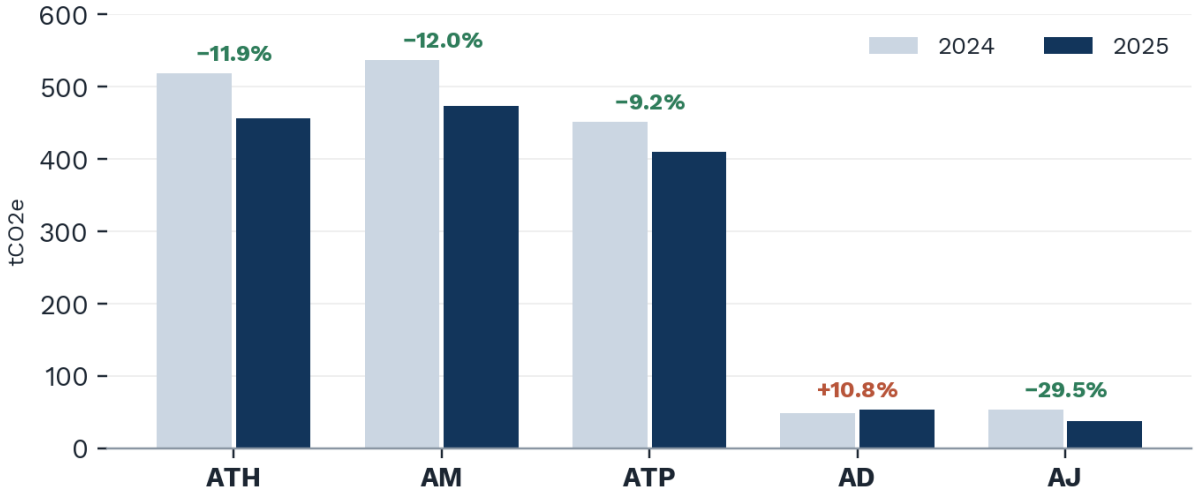


Change by emission category



Four categories account for 80% of our emissions: electricity (26%), commuting (25%), purchased materials, mainly production metals (20%), and heat (16%). The largest decreases concern commuting (−76 tCO2e) and materials (−62 tCO2e). Conversely, business travel increased by 40% and vehicles and third-party transport by 3%.

Change by site



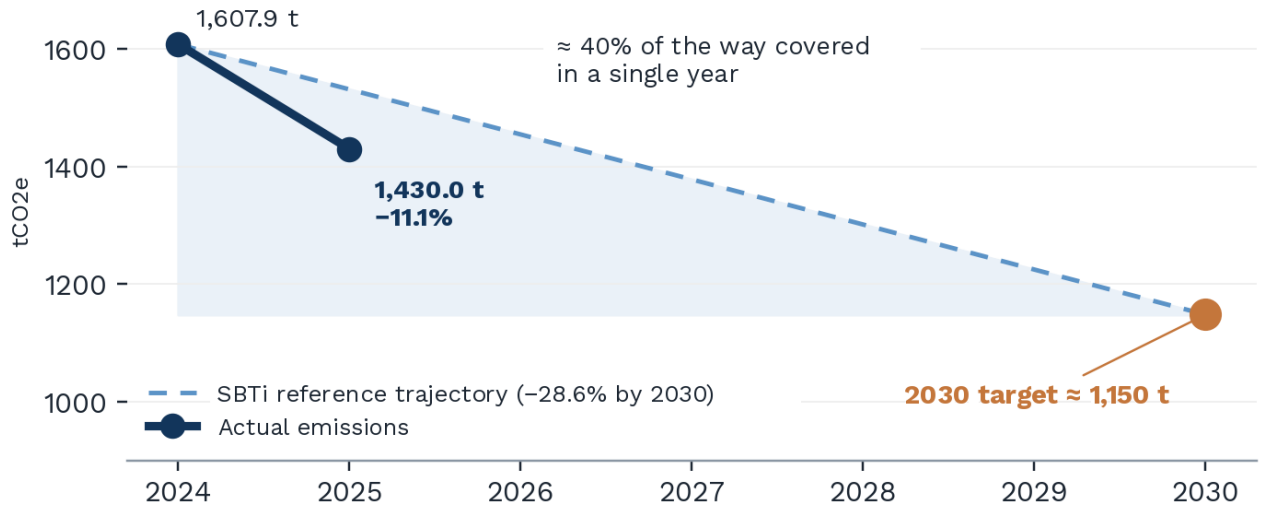
Electricity: two ways of counting

The footprint is presented using the location-based method, which applies the country's average electricity mix. Taking into account our renewable electricity contracts (market-based method), scope 2 falls from 195.8 to 37.4 tCO2e, and the group total from 1,430.0 to 1,208.0 tCO2e.

Most of the remaining difference comes from ATP, which was supplied with 86.8% renewable electricity over 2025. The site switched to 100% renewable electricity at the end of 2025: this difference will disappear in the 2026 footprint.

06 2030 trajectory

ecoLive applied to the 2024 baseline emissions a trajectory aligned with the Science Based Targets initiative (SBTi) and the +1.5 °C goal. It corresponds to a reduction of around 29% by 2030, i.e. a level close to 1,150 tCO2e for the group.



Interpretation

With −11.1% in one year, the group has covered about 40% of the way towards the 2030 target.

Part of the decrease is explained by lower activity and headcount, particularly for commuting and metal purchases. These gains will only be lasting if they are consolidated by structural measures: phasing out fuel oil, mobility, purchasing and logistics.

07 Our projects

The projects stem from the sites' action plans and from ecoLive's recommendations. Four flagship projects shape our action; the following table presents all projects and the sites where they are carried out.

FLAGSHIP PROJECT · ENERGY

100% renewable electricity

Completed end 2025

All group sites are now supplied with renewable electricity. Electricity accounts for 67% of ATP's emissions.

ATH AM ATP AD AJ

FLAGSHIP PROJECT · ENERGY

Energy audit

Planned

Prepare the phase-out of heating oil: heat and refrigeration account for 212 tCO2e at these three sites.

ATH AM ATP AD AJ

FLAGSHIP PROJECT · AIR

Air measurement campaigns

In progress

PM1, PM2.5, PM10, HCHO and VOC measurements per workshop: the basis for future ventilation systems.

ATH AM ATP AD AJ

FLAGSHIP PROJECT · MOBILITY

Soft mobility programme

2026

Commuting accounts for 25% of the group's emissions (357 tCO2e).

ATH AM ATP AD AJ

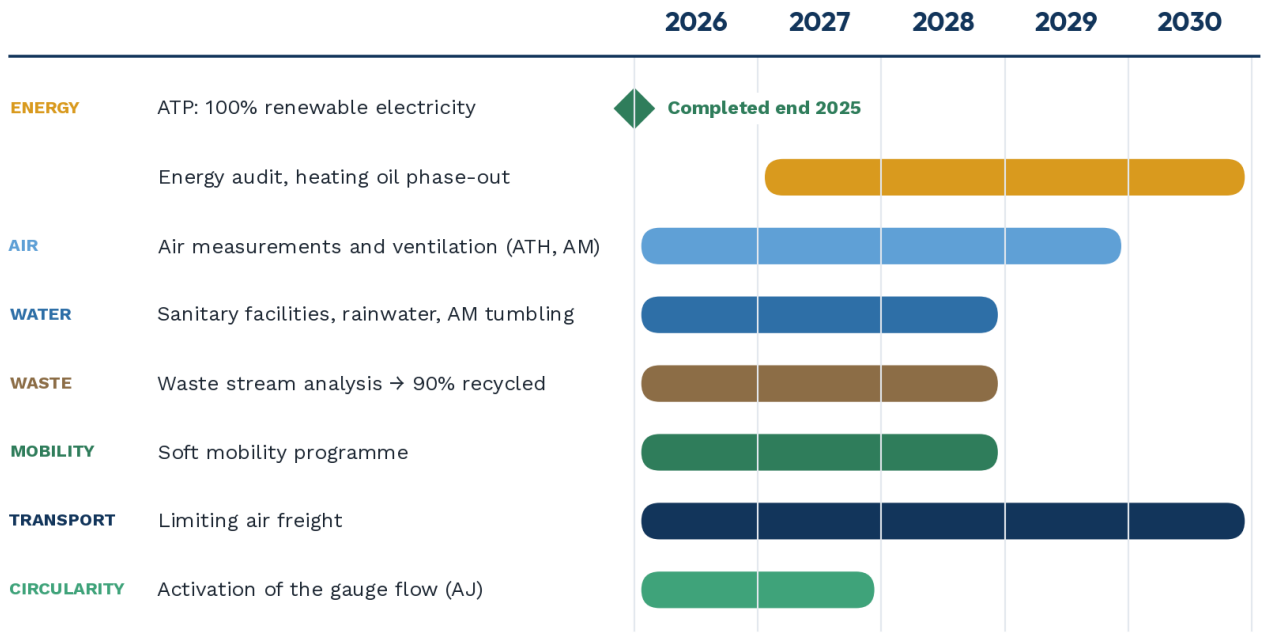
All our projects, site by site

			ATH	AM	ATP	AD	AJ	Status
ENERGY	★	**100% renewable electricity**	●	●	●	●	●	Completed
	★	**Energy audit, heating oil phase-out**	●	●	●	●	●	
		Energy-efficient building lighting	●	●	●	●	●	
AIR	★	**Air measurement campaigns**	●	●	●	●	●	In progress
		New ventilation systems for the UAP	●	●	●	●	●	
		Building air recycling and ventilation	●	●	●	●	●	
WATER		Modification of polishing machines	●	●	●	●	●	
		Upgrade of toilets and washrooms	●	●	●	●	●	
		Rainwater harvesting system	●	●	●	●	●	
		Treatment of tumbling wastewater	●	●	●	●	●	
		External treatment of polishing water	●	●	●	●	●	Completed
WASTE		Waste stream analysis → 90% recycling	●	●	●	●	●	
		Source reduction of hazardous waste	●	●	●	●	●	
MOBILITY	★	**Soft mobility programme**	●	●	●	●	●	
TRANSPORT		Limiting air freight	●	●	●	●	●	
CIRCULARITY		Refurbished gauge flow	●	●	●	●	●	Flow defined

★ flagship project ● site where the action is carried out

08 Roadmap 2026–2030

The roadmap sets out the projects over time. ATP's switch to 100% renewable electricity has been effective since the end of 2025. The first years are devoted to studies, selecting service providers and quick-win actions; structural projects, such as phasing out fuel oil or limiting air freight, will be rolled out through to 2030.



2026 priorities

- Select service providers and launch the studies for ventilation (ATH, AM) and for upgrading sanitary facilities.
- Continue the air measurement campaigns at ATH, AM and ATP sites.
- Define and approve the soft mobility programme, then communicate it to employees.
- Carry out the waste analysis at each site and approve the action plan towards 90% recycling.
- Activate the take-back flow for used gauges with the identified customer (AJ), now that the market study has been completed.

09 Transparency and points of attention

To ensure this report is reliable and comparable from one year to the next, we highlight the following points.

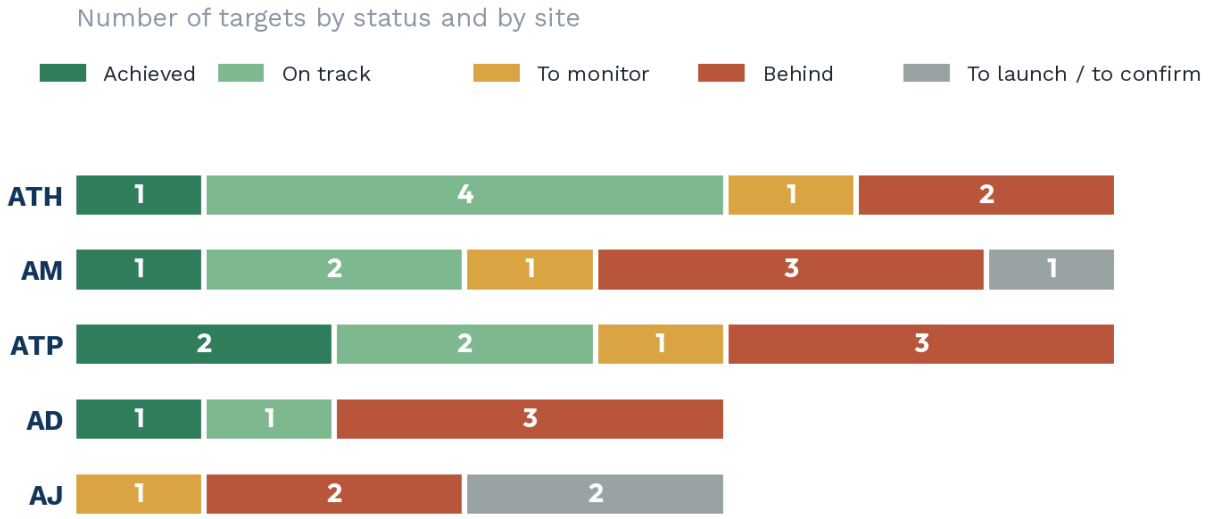
- **Lower activity:** Part of the 2025 reduction is due to lower activity and headcount, not to structural measures. Indicators weighted by turnover or per FTE make it possible to track the actual effort.
- **Heating at AJ:** The heating oil tank was not refilled in 2025, as the 2024 supply covered consumption. As the footprint accounts for purchases, the 49% decrease in the energy indicator does not reflect an equivalent decrease in actual consumption, which is not known.
- **Per-FTE indicators:** At AM and ATP, the mobility indicator per FTE is rising, while commuting emissions are falling by 23 to 25% in absolute terms: the effect of the lower headcount on the indicator needs to be monitored.
- **Recycling rates:** The rates presented are those in register ENVI-DO-002-G-01 (recycled or treated volume / total volume). They may differ from the rates published by ecoLive, which are calculated using a different definition.
- **Business travel:** Up 40% at group level, particularly at AM (from 1.0 to 16.5 tCO2e). At ATP, the decrease is partly due to a more accurate calculation method for air travel.

10 Site profiles

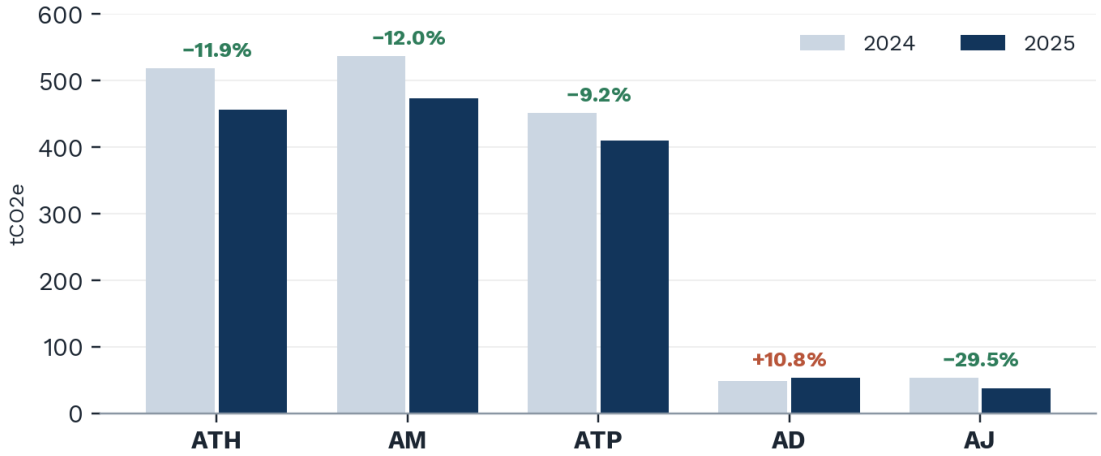
Each profile presents, on one page, the site's carbon footprint, its main emission categories and how they have changed, progress on its targets and its 2026 actions.

Progress on targets by site

The figure in each segment is the number of the site's targets with that status.



Emissions by site



ATH

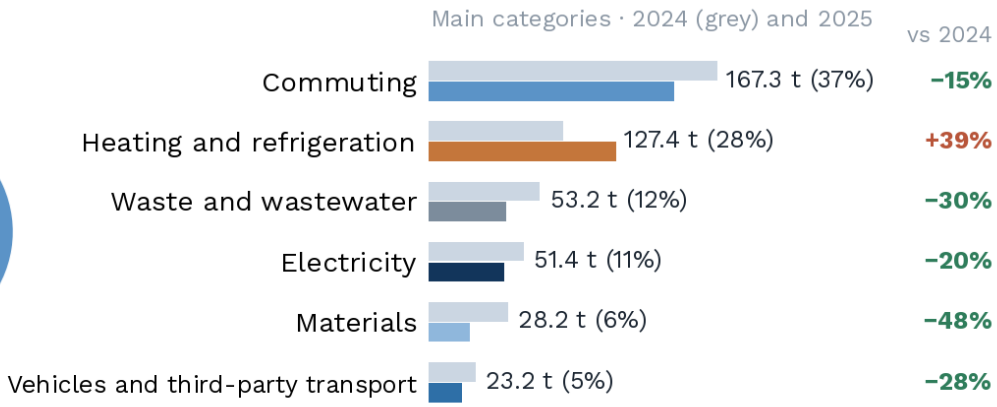
Azurea Technologie Horlogère SA

Site profile · 2025 footprint, targets and actions

456.7 tCO2e

−11.9% vs 2024 (518.4 t)





Reading the footprint

- Commuting remains the largest emission category (36.6%), down 14.8%.
- Heat, generated with fuel oil (349 MWh), rose by 39% to 127 tCO2e: this is the site's main challenge.
- Electricity consumption, 100% renewable, fell by 20% (from 1,616 to 1,285 MWh). Materials (−48%) and waste (−30%) also fell sharply.

Targets and progress

Target	Indicator	2024	2025	Change	Status
Fine particles and HCHO: −50% by 2030	PM, HCHO, TVOC	—	Compliant	Measures in place	On track
Water: −10% by 2028 (ref. 2022)	m³/FTE	26.4	27.4	+4%	Behind
Energy: −30% by 2030	tCO2e/MCHF	4.64	6.39	+38%	Behind
Quality of discharged water	Cu, Ni, Zn, CN	Compliant	Compliant	—	Achieved
Recycling: 90% by 2028	% recycled	84.9%	85.3%	+0.4 pp	On track
Mobility: −30% by 2030	tCO2e/FTE	1.71	1.41	−17%	On track
Transport: −30% by 2030	tCO2e/MCHF	0.264	0.274	+4%	To monitor
Fuel: −30% by 2030	litres	5,590	4,083	−27%	On track

2026 actions

AIR
UAP ventilation: study and budgeting (brass, then steel and PRD)

AIR
Half-yearly air measurement campaigns per workshop

WATER
Upgrade of toilets and washrooms, then rainwater harvesting system

ENERGY
Energy audit to prepare the heating oil phase-out

MOBILITY
Roll-out of the soft mobility programme

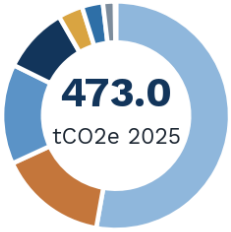
WASTE
Analysis of discharged waste to reach 90% recycling

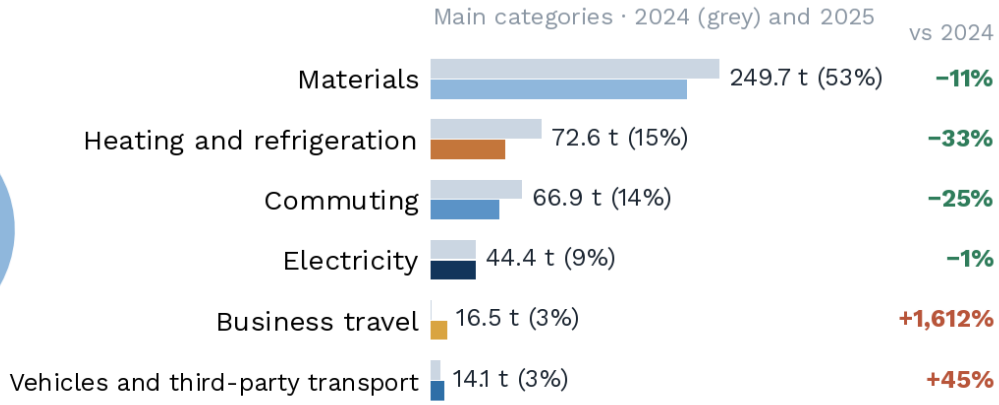
AM Azurea Microtechnique SA

Site profile · 2025 footprint, targets and actions

473.0 tCO2e

−12.0% vs 2024 (537.2 t)





Reading the footprint

- Materials, mainly production metals, account for 52.8% of the site's emissions (249.7 tCO2e), down 11%.
- Heat (fuel oil, 200 MWh) fell by 33% and commuting by 25%.
- Points of attention: business travel rose from 1.0 to 16.5 tCO2e, waste from 1.6 to 8.1 tCO2e, and vehicles increased by 45%.

Targets and progress

Target	Indicator	2024	2025	Change	Status
Fine particles and HCHO: −50% by 2030	PM, HCHO, TVOC	—	To be measured	—	To be launched
Water: −10% by 2028 (ref. 2022)	m³/FTE	2.85	4.48	+57%	Behind
Energy: −30% by 2030	tCO2e/MCHF	22.14	9.41	−58%	Achieved
Eliminate tumbling (trovalisation) discharges by 2028	Outlet analyses	Non-compliant	Compliant	Improvement	On track
Recycling: 90% by 2028	% recycled	93.2%	89.4%	−3.8 pp	To monitor
Mobility: −30% by 2030	tCO2e/FTE	1.95	2.46	+26%	Behind
Transport: −30% by 2030	tCO2e/MCHF	0.874	0.830	−5%	On track
Fuel: −30% by 2030	litres	999	1,771	+77%	Behind

2026 actions

AIR
Measurement of particles and HCHO, then air recycling and ventilation

ENERGY
Energy-efficient building lighting

ENERGY
Energy audit to prepare the heating oil phase-out

WATER
Analysis of outlet water and conditioning of tumbling wastewater

WATER
Analysis of water consumption and renovation of toilets

WASTE
Recycling material balance and identification of levers

ATP

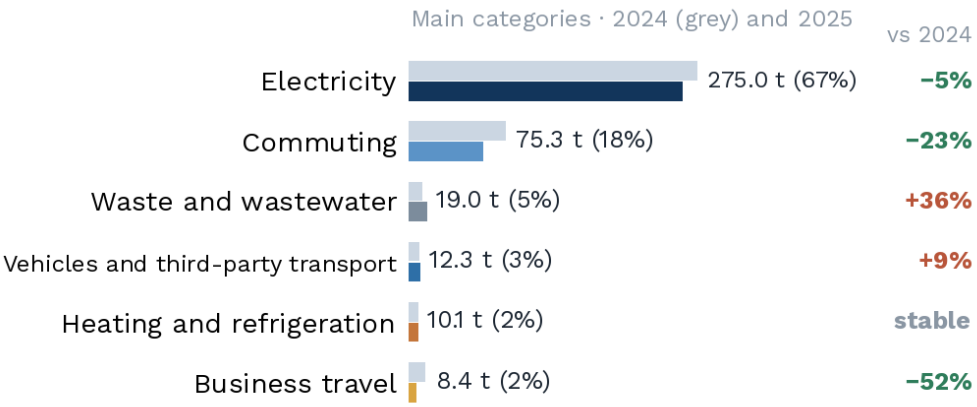
Azurea Unipessoal Lda

Site profile · 2025 footprint, targets and actions

409.6 tCO2e

−9.2% vs 2024 (451.0 t)





Reading the footprint

- Electricity accounts for 67% of the site's emissions (1,025 MWh). The site switched to 100% renewable electricity at the end of 2025; over 2025, the renewable share was 86.8%, i.e. a scope 2 of 36.2 tCO2e market-based compared with 161.0 location-based.
- Commuting fell by 23%, thanks to a 24% reduction in distances travelled. Business travel was halved.
- Points of attention: refrigerant losses (10.1 tCO2e), hazardous waste (+36%) and air freight (7.2 tCO2e).

Targets and progress

Target	Indicator	2024	2025	Change	Status
Fine particles and HCHO: −30% by 2030	PM, HCHO, TVOC	—	Compliant	Measures in place	On track
Water: −10% by 2028 (ref. 2022)	m³/FTE	1	1	0%	To monitor
Energy: −30% by 2030	tCO2e/MCHF	60.0	64.3	+7%	Behind
100% of polishing water treated by 2026	Supplier certificate	—	100%	Achieved	Achieved
Recycling: 90% by 2028	% recycled	67.1%	80.9%	+13.8 pp	On track
Mobility: −30% by 2030	tCO2e/FTE	1.41	1.69	+20%	Behind
Transport: −30% by 2030	tCO2e/MCHF	1.60	3.53	+121%	Behind
Fuel: −30% by 2030	litres	350	245	−30%	Achieved

2026 actions

AIR
Air measurement campaigns (OEL) per workshop

WATER
Awareness-raising and upgrade of washrooms and toilets

WATER
Continued external treatment of polishing water

WASTE
Analysis of waste and recycling with the service provider

TRANSPORT
Limiting the use of air freight

MOBILITY
Roll-out of the soft mobility programme

AD

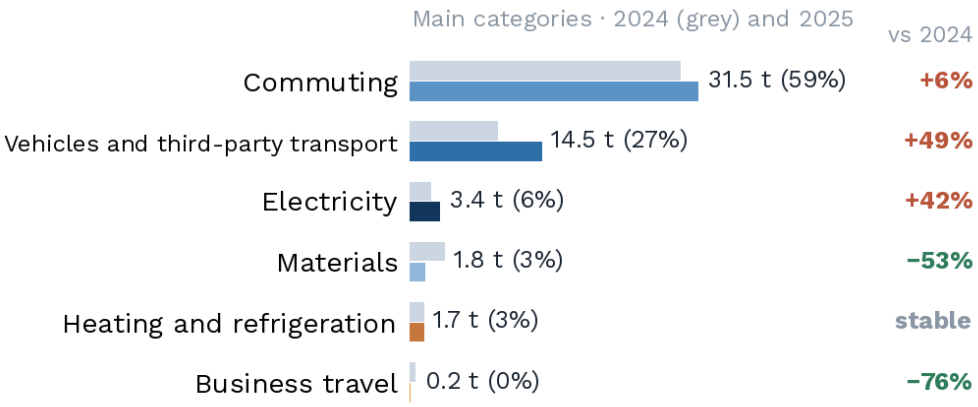
Azurea Découpage SA

Site profile · 2025 footprint, targets and actions

53.1 tCO2e

+10.8% vs 2024 (48.0 t)





Reading the footprint

- AD is the only site whose emissions increased (+10.8%).
- Commuting accounts for 59% of emissions, with 100% combustion-engine cars. Fleet fuel consumption rose from 1,970 to 3,237 litres (+64%).
- Electricity consumption, from renewable sources, rose by 42% (from 60 to 86 MWh). The waste recycling rate is 8%.

Targets and progress

Target	Indicator	2024	2025	Change	Status
Energy: −25% by 2030	tCO2e/MCHF	1.67	1.97	+18%	Behind
Recycling: 90% by 2028	% recycled	23.8%	8.2%	−15.6 pp	Behind
Mobility: −25% by 2030	tCO2e/FTE	3.29	2.88	−12%	On track
Transport: −25% by 2030	tCO2e/MCHF	0.056	0	−100%	Achieved
Fuel: −25% by 2030	litres	1,970	3,237	+64%	Behind

2026 actions

ENERGY

Annual measurement of carbon impact and costing of levers

WASTE

Analysis of waste and recycling solutions with service providers

MOBILITY

Soft mobility programme, a priority for this site

FUEL

Analysis of vehicle fleet usage

AJ

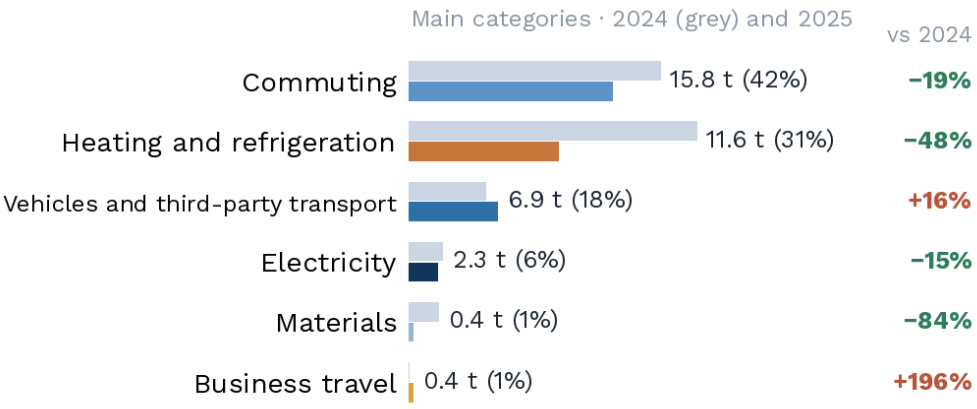
Azurea Jauges SA

Site profile · 2025 footprint, targets and actions

37.6 tCO2e

−29.5% vs 2024 (53.3 t)





Reading the footprint

- Emissions fell by 29.5%, but the decrease in heat (from 22.3 to 11.6 tCO2e) is explained by the fuel oil tank not being refilled in 2025: it is therefore not yet confirmed.
- Commuting accounts for 42% of emissions, with 100% combustion-engine cars.
- Fleet petrol consumption rose from 1,295 to 1,412 litres; air freight appeared in 2025. Electricity fell by 15%.

Targets and progress

Target	Indicator	2024	2025	Change	Status
Energy: −25% by 2030	tCO2e/MCHF	9.26	4.72	−49%*	To be confirmed
5% of sales from refurbished gauges by 2028	% of orders	0%	0%	—	To be launched
Mobility: −25% by 2030	tCO2e/FTE	1.82	1.86	+2%	To monitor
Transport: −25% by 2030	tCO2e/MCHF	0.078	0.289	+271%	Behind
Fuel: −25% by 2030	litres	1,295	1,412	+9%	Behind

** Decrease due to the fuel oil tank not being refilled in 2025; actual consumption not known.*

2026 actions

CIRCULARITY

Activation of the refurbished gauge flow with the identified customer

ENERGY

Monitoring of actual heating oil consumption and energy audit

MOBILITY

Soft mobility programme

TRANSPORT

Limiting the use of air freight

11 Methodology

Greenhouse gas assessments are prepared by ecoLive, in partnership with the myclimate foundation (ClimaMetrix Expert tool). They follow the GHG Protocol and the ISO 14064 and ISO 14069 standards. Emission factors come from myclimate Release 1.0, based on ecoinvent, and from IPCC methods (100-year GWP). Scope 1 and 2 emissions are accounted for using the operational control approach.

Each result is associated with a level of accuracy that depends on the quality of the activity data (measured, calculated or estimated) and of the emission factors. Scopes 1 and 2 are generally very accurate; scope 3 less so, particularly commuting and purchases, where uncertainty is around 26 to 33%.

Contact: Azurea Group QHSE department.