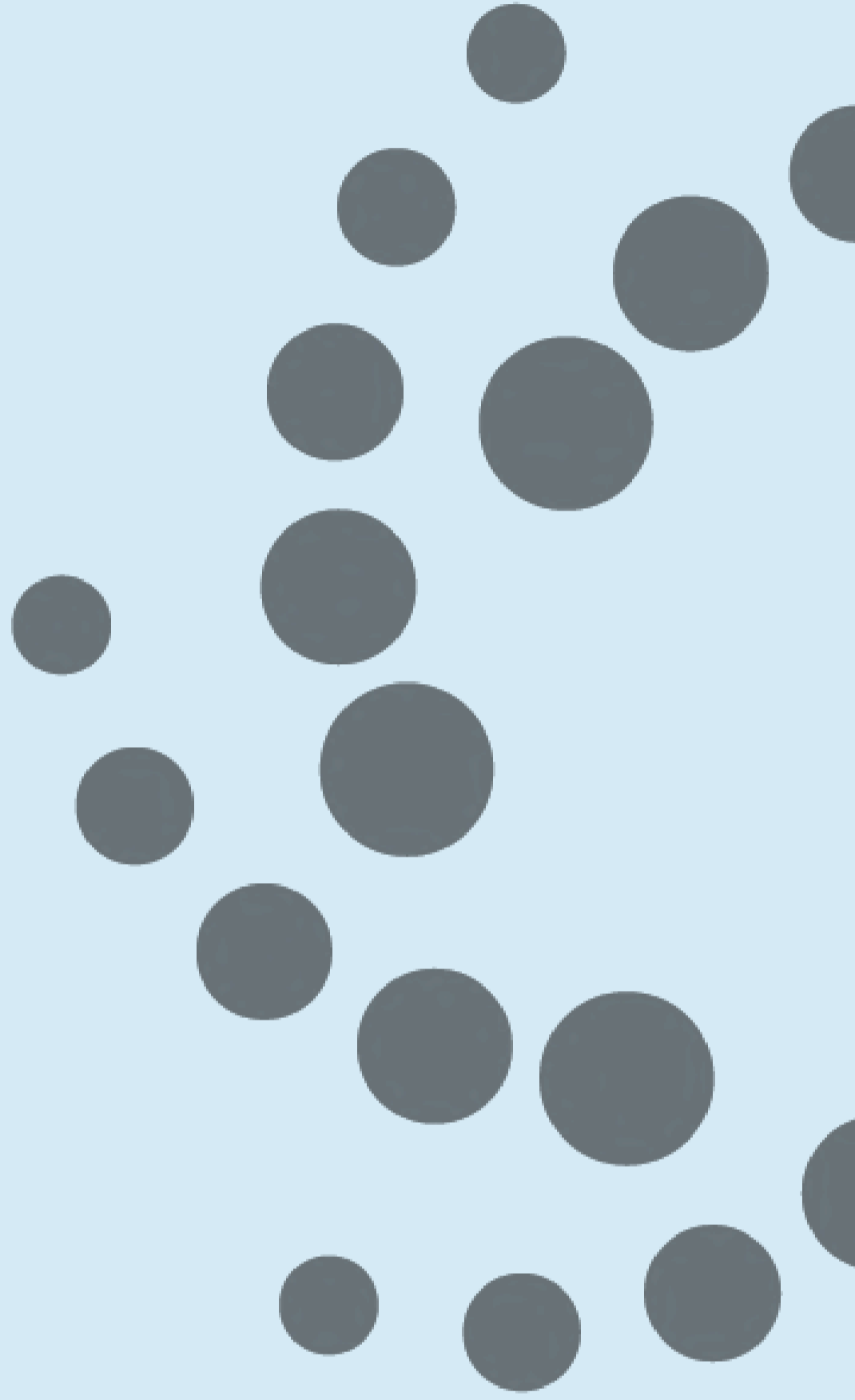




**somater**



# **2025 CSR Report**

*Somater Group*

# Message from Somater Group CEO

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The industry is at a pivotal moment in its history. Societal expectations are evolving, environmental requirements are becoming more stringent, and our customers are seeking partners capable of supporting them through these transformations. For an industrial company like Somater, these challenges are not merely constraints—they are, above all, an opportunity to rethink how we design, produce, and collaborate.

Since the beginning, Somater has been driven by a strong culture of commitment and close relationships with its partners.

Today, this culture encourages us to go further and to structure our approach around a clear vision: to build a more responsible, more transparent, and more sustainable packaging industry.

This ambition is reflected in three commitments that guide all our actions.

**WE DARE**, first and foremost. We dare to transform our business and reinvent polymer packaging.

Eco-design has become a key driver of our innovation. We work alongside our customers to develop packaging that is more efficient, more recyclable, and aligned with evolving regulations. Together, we strive to find solutions that combine industrial performance, functionality, and environmental responsibility.

**WE CARE**, next. Behind every product are people, expertise, and local communities. Our responsibility is to foster an industry that respects its workforce, prioritizes safety, continuously improves its practices, and actively reduces its environmental footprint. Building a high-performing company can only be achieved by taking care of those who bring it to life every day.

Finally, **WE SHARE**. Because trust is built on transparency, we have chosen to structure our commitments through recognized certifications and frameworks. These enable us to measure our progress, strengthen our standards in terms of quality and social responsibility, and share a common vision of progress with our partners.

It is also in line with these three ambitions that a new structuring milestone has been reached this year. We have decided to expand and harmonize our CSR strategy across the entire Somater Group, so that it now covers all 13 of our production sites. This development fully integrates Plastuni Operations as well as the three ANL Packaging sites, which are now part of our shared approach.

This group-wide structuring enables us to strengthen the consistency of our actions, share best practices across our sites, and carry forward a stronger collective ambition in terms of environmental, social, and societal impact.

This CSR report is much more than a snapshot. It reflects a collective dynamic—that of an industrial group that is moving forward, learning, and transforming together with its teams, customers, and partners.

At Somater, we are convinced that the industry of tomorrow will be built on Cooperation, Audacity, Responsibility, and Excellence. It is this conviction that drives our commitment and will continue to inspire all our actions.



**“The industry of tomorrow will be shaped by Cooperation, Audacity, Responsibility and Excellence.”**

*Felix Hubin*  
CEO Somater

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# CSR policy and governance – 2025: a structuring year for our strategy

Since 2020, Somater has been focusing on a formalized CSR policy, structured around performance objectives set for 2025. This initial roadmap has enabled us to firmly embed CSR into our strategic management and fully integrate it into our industrial model.

## **The year 2025 marks the completion of this cycle.**

This five-year review represents a key moment for analysis and consolidation. It allows us to assess the maturity of our organization, the consistency of our CSR governance, the reliability of our indicators, and the effectiveness of the action plans implemented across all our sites.

## **A CSR policy now fully structured at Group level.**

Over the course of this first cycle, our CSR policy has gradually evolved from an entity-driven approach to a consolidated structure at Group level.

In 2025, the Plastuni Operations and ANL Packaging entities are now fully integrated into the Somater Group CSR framework. These entities were already actively engaged in managing their CSR initiatives.

This integration and alignment mark a key milestone in our journey toward greater maturity.

It is built on:

- The harmonization of frameworks and indicators,
- The consolidation of social and environmental data,
- The alignment of local objectives with Group strategic priorities,
- Cross-functional governance involving all departments.

Our CSR policy has thus become a shared framework, ensuring consistency, comparability, and clarity in our commitments.



# CSR policy and governance – 2025: a structuring year for our strategy

Cross-functional governance involving all departments.

CSR governance is driven by General Management, which ensures its strategic vision and long-term alignment.

It is supported by an integrated organization involving all key functions, including General Management, Plant Management, Technical Department, Finance and Human Resources, Supply Chain, Sales, and Innovation & CSR.

This cross-functional approach ensures that CSR is not treated as a standalone initiative, but as a key driver of industrial transformation.

## 2025: from review to building our 2030 ambitions.

This structuring and consolidation work takes place in a context of profound transformation: strengthening regulatory requirements, increasing expectations around decarbonization, and growing challenges related to traceability and the circular economy.

2025, therefore represents a point of maturity: Somater's CSR policy is now fully consolidated at Group level.

It becomes the foundation for a new strategic phase—more ambitious, more structured, and increasingly focused on environmental and industrial performance.

The 2020–2025 review provides a solid basis for defining a new Group trajectory towards 2030.





## **Ambition 1**

**Adopt eco-design  
as the code of conduct  
for our actions**

**#AtSomaterWeDare**



## Our 2025 commitments



100% of product packs are recyclable



50% of packs are made from a polymer alternative to virgin or recycled plastic



30% less material used in our packaging



## ECOTRIBE™

Within our ECOTRIBE™ innovation platform, Somater is actively pursuing the development of eco-design solutions aimed at transforming plastic packaging in a sustainable way.

Our new generations of products are built around three fundamental development commitments:

- Minimizing the use of virgin fossil-based plastics,
- Ensuring the recyclability of our products,
- Promoting refillability to extend the lifetime of packaging.

This approach guides all our developments. It is concretely reflected in solutions that incorporate a higher share of recycled or alternative materials, mono-material structures that facilitate recycling, and lightweighting strategies that reduce environmental impact from the design stage. These innovations are fully aligned with our CSR strategy, which is based on eco-design, source reduction, and supporting our customers in transitioning toward more circular models.

At the same time, we are accelerating our climate transition by progressively integrating carbon footprint considerations into our product assessments. For our 2030 ambitions, this indicator will become a key component of our scorecard, enabling our customers to measure the environmental impact of their packaging choices and to steer their decisions toward low-carbon solutions.



# Putting refill at the heart of our solutions



In a context of transition toward more sustainable models, refill solutions are emerging as a strong trend in the cosmetics and pharmaceutical sectors. Consumers are increasingly seeking solutions that reduce the use of virgin materials, limit waste, and promote the reuse of packaging—without compromising on hygiene, safety, or user experience.

## 60% Plastic Reduction



Our 500 ml eco-refill, weighing just 11g, enables a reduction of over 60% in plastic use compared to a standard bottle. It incorporates 100% recycled material and is fully recyclable.

Its reduced “easy refill” neck is designed to facilitate refilling—clean, intuitive, and sealable to ensure safety and leak-tightness. The lightweight mini-cap further optimizes its eco-design.



## Reinventing the Use of Our Ultra-Lightweight Bottles



We have further developed the concept of our ultra-lightweight bottle by pairing it with a dedicated holder, improving grip and overall ergonomics.

This rigid support is designed to house our ultra-lightweight retail bottle, enabling consumers to adopt a more durable and responsible usage model—whether using a bottle with a cap or with a pump.

→ Up to 40% material reduction achieved after just two uses of our ultra-lightweight retail bottle combined with its support.

## Reinventing Roll-On Refill Solutions

The roll-on format represents a particularly relevant lever for innovation. Its everyday use and on-the-go nature make it an ideal candidate for efficient and ergonomic refill solutions.

In this context, we have developed two refillable roll-on concepts:

- A refill system based on refilling, where a secondary bottle is used to refill the main roll-on (1),
- A refill system based on replacing the component containing the formula (2).

These solutions extend the lifetime of the original packaging and significantly reduce plastic consumption.



(1) Co-development with our partner Léa Nature



(2) Concept develop by Somater



Lancôme Eco-Refill – Génifique 50 ml  
© Photo: Lancôme

## Génifique 50 ml Eco-Refill

Somater supported L’Oréal in the launch of its rechargeable Lancôme Génifique 50ml product: a system combining a premium glass bottle, designed to be retained over time, with a plastic refill intended to renew only the formula.

This concept reduces material usage while maintaining a high level of aesthetic and technical performance.

# Putting recyclability as our starting point



As part of our eco-design approach, the recyclability of plastic packaging is a key lever for reducing our environmental impact. It is integrated from the design phase, with the objective of promoting solutions that are compatible with existing recycling streams, while ensuring product protection and logistical performance.

Our choices focus in particular on material simplification, limiting the use of complex or non-recyclable plastics, and improving the separability of components.

This approach helps reduce material footprint, facilitates end-of-life recovery, and supports a long-term circular economy model, in line with our industrial requirements and CSR commitments.

## Lightweighted Mono-Material PBL Tubes



At Plastuni Lisses, we develop fully recyclable laminated PBL tube solutions.

Our products, combining a polyolefin-based film with a HDPE shoulder and cap/closure system, result in a mono-material tube that is compatible with European recycling streams.

At the same time, we are working on highly lightweighted films, significantly reducing material consumption while maintaining requirements in terms of mechanical performance, barrier properties, and print quality.

## Premium PET Material and Recyclability

At Plastuni Normandie, we have introduced a new premium material that combines high performance in extrusion blow molding with recyclable PET.

This new material, supplied by Eastman, replaces PETG and enables the recyclability of the final product.

This represents a significant step forward, highlighting Somater's ability to strengthen its position as a premium polymer transformation player, committed to a more responsible plastics industry.



**EASTMAN**

## Carbon Black-Free Black Colorants to Improve Recyclability

At Somater and ANL Packaging, we are working with our partners to validate advanced colorant solutions that enhance the recyclability of the final product. Carbon black is widely used to achieve dark shades, but it can hinder detection in sorting processes.

ANL Packaging, in collaboration with Groupe Loc Maria Biscuits, has developed a 100% recyclable tray for its Gavottes brand. This solution, free from carbon black, is fully detectable in sorting streams and fully recyclable.



Barquette Gavottes  
©Photo : Loc Maria Group

# Recycled and Responsible Materials



In line with our eco-design approach, we are actively continuing the integration of recycled materials and alternatives to fossil-based plastics.

This direction aims to reduce our dependence on virgin raw materials, lower the carbon footprint of our packaging, and promote the circular economy.

We prioritize the use of post-consumer recycled (PCR) plastics whenever technical and regulatory constraints allow, while ensuring that required levels of quality, safety, and performance are maintained.

At the same time, we are evaluating alternative solutions, such as bio-based materials or materials with a lower environmental impact, by analyzing their life cycle, industrial availability, and compatibility with existing end-of-life streams.

This structured approach enables us to combine material innovation, environmental responsibility, and operational requirements, within a collaborative development framework with our customers.

## PCR PBL Tube Range



Plastuni Lisses has launched a new range of laminated tubes incorporating 25% and 30% post-consumer recycled (PCR) content. This achievement reflects a strong eco-design approach: maintaining barrier and industrial performance, integrating PCR material, offering a low-carbon packaging solution, and ensuring product recyclability.

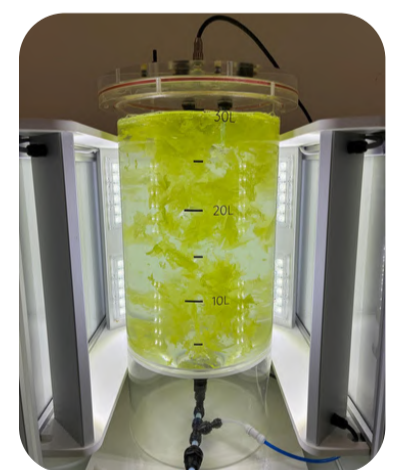
A turnkey solution designed to support our partners in meeting regulatory requirements while fulfilling their CSR commitments.

## ERANOVA – Algae-Based Polymer

We have been actively pursuing our partnership with ERANOVA since 2023. This French company offers a sustainable alternative to fossil-based polymers by incorporating algae-based plastic materials. This innovative solution provides a concrete response to European regulatory developments by reducing the share of fossil-based content in packaging.

Together with our partner NAOS, also committed to a more responsible industry, we had the opportunity to visit ERANOVA's production site near Marseille.

This collaborative approach is fully aligned with the transformation of our industry: embracing innovative solutions, reducing environmental impact, and supporting the transition toward lower-carbon packaging.





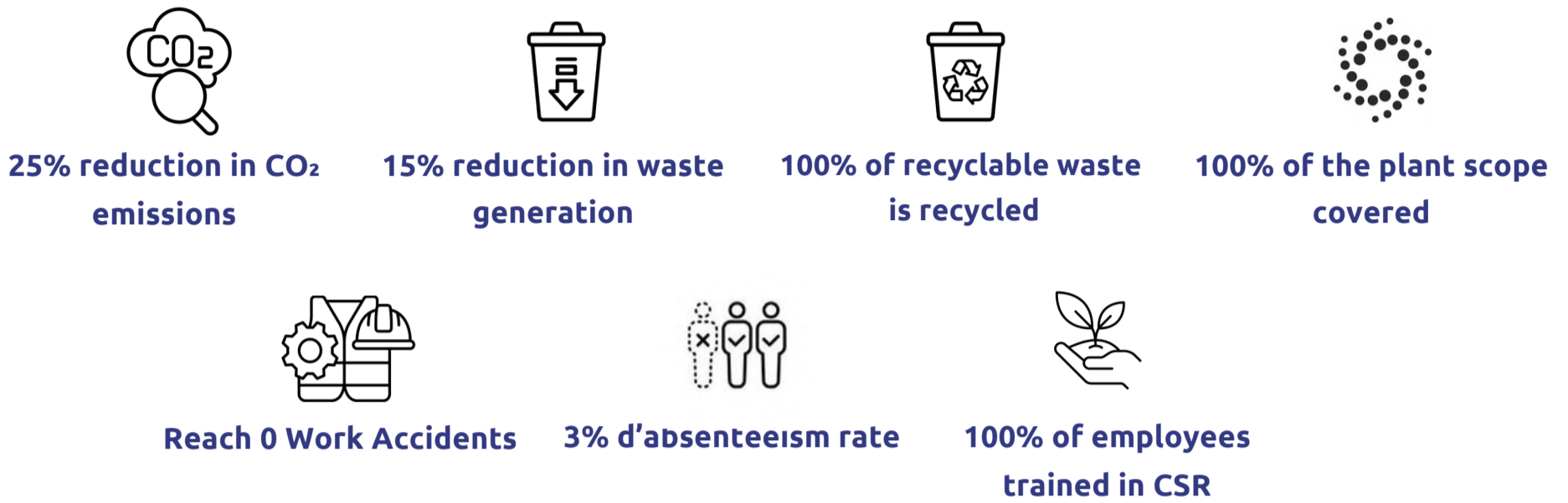
## **Ambition 2**

**Develop responsible human  
and industrial resources**

**#AtSomaterWeCare**



## Our 2025 commitments



## Our environmental responsibility

### Our carbon governance and decarbonization pathway

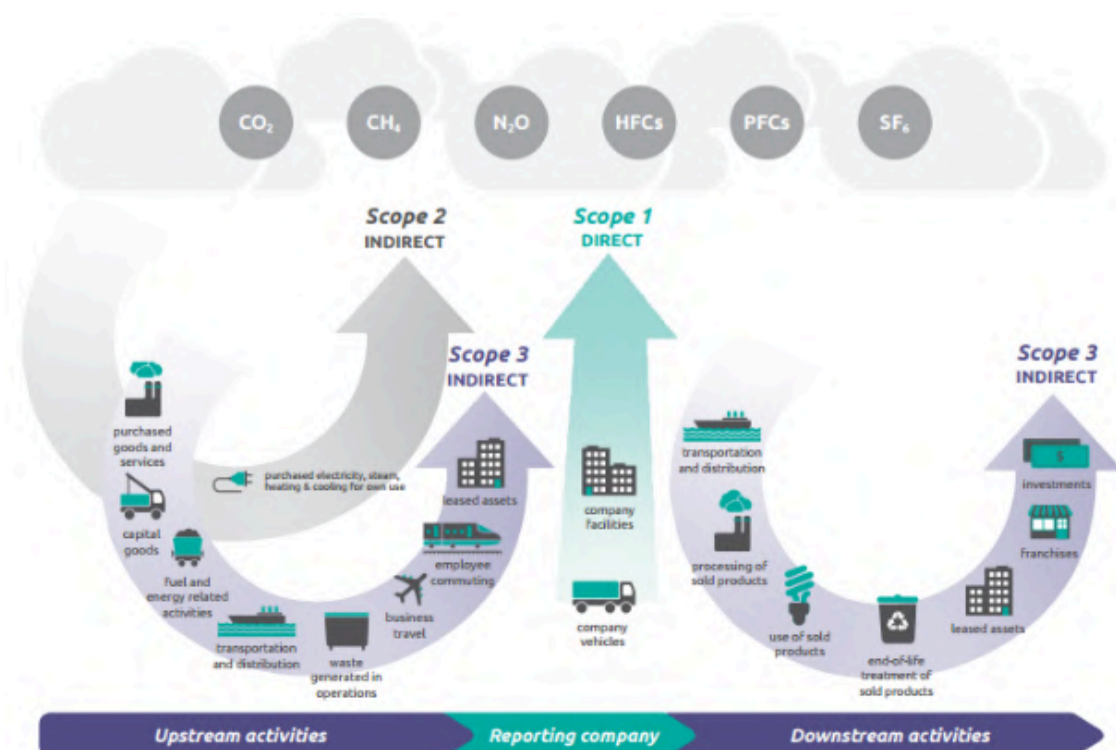
In 2025, Somater is strengthening its climate trajectory through a commitment to the SBTi, enhanced carbon data collection across all sites, and a decarbonization pathway aligned with our Group's industrial strategy.

Our ambition is to have our targets validated by the SBTi in 2026.

All plants have been mobilized to provide the data required for the completion of the Carbon Footprint (Bilan Carbone) version 9, based on the GHG Protocol methodology (energy, refrigerants, travel, raw materials, waste, capital goods).

The main challenges identified across the three scopes for the Somater Group are as follows:

- Reduction of direct emissions (Scope 1): refrigerants, fuels, gas-powered forklifts, etc.
- Reduction of indirect emissions (Scope 2): electricity, photovoltaic energy, heat recovery, etc.
- Reduction of upstream and downstream emissions (Scope 3): raw materials, transport, waste, business travel, etc.



# Our environmental responsibility



Furthermore, the risk analysis conducted across Somater's plants highlights an increased exposure to heatwaves, heavy rainfall, and constraints on electricity supply, with potential impacts on cooling systems, compressed air, and overall energy stability. The measures already implemented (heat recovery, smart energy management, condenser batteries, reinforced maintenance) strengthen the resilience of our facilities.

This analysis is part of the Somater Group's 2025 risk assessment, which clearly integrates climate change-related risks affecting industrial sites.

## Renewal and modernization of our industrial assets to sustainably reduce our carbon footprint

Reducing the Somater Group's carbon impact notably relies on continued investment efforts to modernize and improve the performance of its industrial equipment.



Plastuni Operations photovoltaic park

Somater Group plants are implementing strong energy efficiency initiatives:

- Plastuni Normandie stands out through intelligent control of heating, heat recovery, and an optimized compressor fleet,
- Plastuni Operations is improving its energy intensity through free cooling, the integration of 4,500m<sup>2</sup> of photovoltaic panels, and the use of an NH<sub>3</sub> refrigeration system,
- Somater Coutras is replacing certain hydraulic presses with new-generation, 100% electric models.

The reduction of high global warming potential refrigerants is also progressing:

- Plastuni Normandie ensures bimonthly monitoring of refrigerant leaks.
- Plastuni Operations has commissioned an ammonia (NH<sub>3</sub>) refrigeration system, whose climate impact is virtually zero.
- All Group plants maintain rigorous and enhanced monitoring of equipment condition and preventive maintenance.



NH<sub>3</sub> refrigeration system -  
Plastuni Operations

The modernization of our infrastructure is ongoing:

- Somater Coutras now operates a fleet of 100% electric and hybrid injection presses,
- Andeville has installed heat pumps and recovers heat from its compressors,
- Plastuni Operations is modernizing its equipment and decoration workshop, notably by converting drying processes to LED technology.



Electric machine -  
Somater Coutras

As compressed air is a major energy consumer in industrial environments, its optimization is a key lever for energy efficiency:

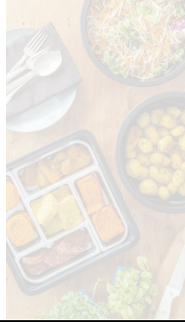
- Plastuni Normandie has implemented comprehensive management, including corrective and preventive maintenance as well as daily monitoring.
- The Somater plants in Theix and Andeville, as well as ANL Wellen, have invested in variable-speed compressors, optimizing consumption based on demand.
- These best practices have a direct impact on reducing electricity consumption.



New compressor -  
ANL Wellen

The transition to high energy performance lighting has been completed across the Group. Since 2025, the sites of Frévent, Coutras, Theix, Andeville, and Savigny are now 100% equipped with LED lighting.

# Our environmental responsibility



## Energy transition of heating systems

The decarbonization of thermal systems is progressing significantly across all our industrial sites, driven by the integration of more energy-efficient solutions and the optimization of usage.

Several concrete initiatives illustrate this transition:

- The ANL Cahors and Somater Andeville sites have installed heat pumps to heat offices and common areas, thereby strengthening their use of low-carbon technologies,
- At the Plastuni Normandie site, workshops are now heated exclusively through heat recovery from industrial processes, significantly reducing external energy needs,



Heat recovery system

- Most of the Group's sites operate without heating in workshops, relying instead on the natural thermal gains generated by equipment and industrial processes,
- The Savigny site combines an air handling unit (AHU) with heat pumps, optimizing both air quality and the energy efficiency of its installations,
- Plastuni Operations carries out rigorous annual monitoring of its fuel oil and propane consumption in order to manage and reduce their use.

Overall, several sites have completely eliminated the use of fuel oil, or retain it only for safety functions, particularly for supplying sprinkler systems.

Offices are mainly heated with electricity or reversible heat pumps. In workshops, the absence of heating or the use of process heat recovery significantly limits energy consumption and reduces the carbon footprint of operations.

These actions fully contribute to our trajectory of emissions reduction and improved energy efficiency across our industrial sites.

## Deployment of renewable energy

The development of renewable energy, particularly photovoltaic systems, is progressing steadily:

- ANL Wellen has been equipped for many years with 2,910m<sup>2</sup> of solar panels.
- This year, Plastuni Operations installed 4,500m<sup>2</sup> of solar panels, covering approximately 6% of the site's energy needs.
- The Marolles and Savigny sites are still in the study phase but are expected to be equipped with solar panels by 2027.

Several sites, such as Plastuni Normandie and Coutras, have launched studies to integrate renewable energy sources, including photovoltaic installations and geothermal solutions. However, some of these projects could not be implemented due to regulatory constraints or refusal of authorization by local authorities.



Solar panels -  
Plastuni Operations

# Our environmental responsibility



## Energy transition of all our transport operations

The transition toward lower-emission internal transport equipment is gradually progressing across all Somater Group sites.

Several plants have initiated the modernization of their forklift fleets, moving toward increasing electrification of material handling equipment.

The ANL Cahors site has developed a fully electric fleet of transport vehicles and AGVs. Across all sites, all or the majority of forklifts are now electric, significantly reducing direct emissions associated with the use of fossil fuels.

Where electrification is not technically feasible—particularly due to constraints related to power, autonomy, or outdoor use—sites retain gas-powered equipment while optimizing their operation through enhanced maintenance, adapted usage cycles, and fleet rationalization.



AGV - ANL CAHORS

Furthermore, to support the transition toward lower-carbon mobility, several sites have installed electric vehicle charging stations, notably:

- at the Boulogne-Billancourt headquarters,
- at the Plastuni Normandie and Plastuni Operations sites,
- at the Marolles and Savigny sites.

Other sites are currently under review for the installation of such equipment.

These infrastructures contribute to reducing emissions related to business travel and encourage the adoption of electric vehicles among employees.



Electric vehicle charging stations  
- Plastuni Operations

# Our environmental responsibility



## Our actions to protect water resources

At Somater, water is primarily used for equipment cooling and occasional cleaning of industrial equipment and facilities.

Our processes and installations are based on closed-loop systems, which significantly limit water withdrawals and ensure controlled consumption.

Cooling of molds and equipment represents the main use of water. Thanks to closed-loop systems supplied by chilled water networks or refrigeration units, water is continuously reused, significantly reducing net consumption. The only losses correspond to purges required to maintain circuit quality and to tool changes on machines.

Cleaning operations require only limited volumes of water on an occasional basis. Effluents that may contain pollutants are collected and treated through appropriate channels, in compliance with environmental regulations.

Investments made in recent years to modernize our industrial equipment have improved the efficiency of cooling systems, thereby strengthening overall control of our water consumption. Several sites have also launched structured initiatives to optimize water management. The Frévent site uses a pumping-based cooling system without refrigerants.

At the Marolles site, studies are underway to reuse water from the sprinkler system, with a potential saving estimated at 20m<sup>3</sup> per week.



Water tank installed in 2025  
Somater Mortagne

Finally, compliance with the Industrial Plastic Pellets (IPP) regulation is a key priority for our plants. The prevention plans and containment measures implemented help protect the environment and actively contribute to reducing plastic pollution.

All our French plants are IPP-certified. However, our commitment goes further: our Belgian and Polish sites are members of Operation Clean Sweep, adhering to the same best practices for environmental protection.



OPERATION CLEAN SWEEP  
for our belgium plants

# Our environmental responsibility



## Our actions to preserve biodiversity

Preserving biodiversity is a key priority for the Somater Group, which is committed to integrating ecosystem protection into the management and development of its industrial sites. Through various local initiatives, our plants contribute to supporting wildlife and plant life, notably by creating natural areas, implementing responsible green space management, and limiting activities that may disrupt natural environments.

These actions help restore habitats that are favorable to biodiversity and maintain the ecological balance around our sites. By reconciling industrial activity with respect for living systems, the Somater Group reaffirms its commitment to making a positive contribution to environmental preservation and to the regions in which it operates.

### Wetland area at Plastuni Normandie

As part of its environmental risk management approach and climate change adaptation strategy, the Plastuni Normandie plant has developed a natural wetland area on its site.

This area plays a key role in water regulation by absorbing and slowing excess water during periods of heavy rainfall, thereby helping to reduce the risk of flooding in the nearby river.

Beyond its protective function, this wetland also promotes the development of local biodiversity and reflects the Somater Group's commitment to combining industrial activity with the preservation of natural ecosystems and the resilience of local territories.



Wetland - Plastuni Normandie

### Insect hotels at Plastuni Normandie

As part of its biodiversity initiatives, Plastuni Normandie developed insect hotels on its site in 2024, in partnership with its client NAOS.

These installations aim to encourage the presence of pollinating insects and contribute to the preservation of local ecosystems. The site continues to actively and proudly maintain and monitor these installations to ensure their long-term sustainability and effectiveness.



Insect hotels – Plastuni Normandie

# Our environmental responsibility



## Our actions in support of the circular economy

The Somater Group is strengthening its commitment to the circular economy by structuring all its sites around waste reduction, responsible management, and the optimization of recycling and treatment processes.

This approach also relies on the gradual increase of recycled content—particularly through the integration of PIR and PCR materials—as well as the continuous improvement of packaging recyclability.

Several concrete initiatives illustrate this dynamic:

- integration of recycled materials such as rPET, rPE, and rPP,
- certification and labeling of our materials to ensure better traceability,
- prioritization of low-carbon materials produced in Europe or in the country of transformation,
- optimization of material flows,
- development of eco-design solutions within the ECOTRIBE™ platform.

This strategy is fully aligned with the European PPWR regulation, which sets ambitious targets for packaging recyclability, recycled content integration, and environmental performance.

The Group also complies with the requirements of the AGEC law, particularly regarding transparency on packaging recyclability, reduction of single-use plastics, material traceability, enhanced customer information, and extended producer responsibility.

### The PPWR regulation by 2030



**100% of packaging must be recyclable**



**Mandatory use of recycled materials in plastic packaging. The required percentage depends on the material and the final use of the packaging**



**Reduction in the weight and volume of packaging**

# Our environmental responsibility



## Our actions for responsible waste management

Within its plants, waste management is based on a structured organization designed to ensure regulatory compliance, harmonization of practices, and continuous improvement of environmental performance. In 2025, all sites implement source separation covering all waste streams generated by production, maintenance, logistics, and office activities. Sorting areas are clearly identified, accessible, and equipped with appropriate containers.

Production scrap from plastic materials such as PE, PP, or PET is, whenever technically feasible, reintegrated into the Group's processing operations, particularly in extrusion processes. This reintegration is strictly controlled by quality teams, customer specifications, and internal material traceability requirements.

The various waste streams are directed to approved recycling channels, particularly for plastics, metals, cardboard, and wood. Administrative and food waste also benefit from dedicated channels, including paper-cardboard recycling and WEEE (Waste Electrical and Electronic Equipment) collection.

Hazardous waste is managed in dedicated, ventilated, and secured areas, with containment storage, compliant labeling, and full traceability via the Trackdéchets platform, in accordance with regulatory requirements related to hazardous waste tracking documentation.

Finally, several initiatives strengthen circularity within the supply chain. Plants are developing practices for reusing wooden pallets, including resale of pallets in good condition and reverse logistics systems with certain customers.

In Belgium, for example, the Plastuni Operations and ANL Wellen sites reuse returned pallets, helping to reduce waste, limit the purchase of new pallets, and reinforce circular economy practices within the supply chain.

## Recovery of our production waste

As part of a circular economy approach and its commitment to reducing environmental impact, Somater Group plants have implemented, in partnership with specialized players such as Veolia and Cyclia, on-site plastic waste grinding systems.

This approach makes it possible to prepare materials for recovery while optimizing logistics flows.

By reducing the volume of waste prior to transport, plants limit the number of required shipments and thereby reduce transport-related emissions.

This initiative illustrates the Group's commitment to developing practical solutions to improve waste management, promote plastic recycling, and enhance the environmental performance of its operations.



Grinding of plastic production waste on-site at Somater Savigny

# Our social responsibility



## Health, safety and quality of life at work

The Somater Group continues to strengthen a strong culture of health, safety, and quality of life at work by deploying concrete actions across all its industrial sites. These initiatives aim to prevent occupational risks, improve working conditions, and enhance employee engagement.

The progressive automation of certain repetitive or high-risk operations is a key prevention lever. Automated equipment has been deployed for end-of-line packaging, carton sealing, bag insertion, and palletizing, notably in two plants in 2025. These investments help reduce musculoskeletal disorders (MSDs) and improve workstation ergonomics.



Automated packaging process – ANL Wellen plant

In addition, prevention systems have been strengthened in plants to enhance employee safety: flow circulation and pedestrian pathways have been clearly redefined with floor markings to ensure the safety of employees, visitors, and partners at the Marolles site, and a light projection display system has been implemented at the ANL Poland site to highlight the most sensitive areas.



Light display –  
ANL Poland plant



Redefinition of pedestrian walkways –  
Somater Marolles plant

In 2025, a strengthened health and safety prevention framework was also rolled out, including an interactive safety training program enabling each employee to enhance their knowledge in a consistent and engaging way. The DUERPs (Single Documents for the Assessment of Occupational Risks) were updated across all sites and supplemented with site-specific action plans, incorporating reinforced protocols and procedures.

As part of a broader approach to improving working conditions, all sites organized a dedicated week in 2025 focused on Quality of Life and Working Conditions (QVCT), using tools provided by ANACT (French national agency of work condition improvements). These initiatives included quizzes, educational videos, sports activities, suggestion boxes, and awareness campaigns, particularly around the prevention of musculoskeletal disorders and workplace health.

This initiative was led by the Human Resources department at headquarters to support all plants in implementing this unifying project across the Somater Group.

# Our social responsibility



Health prevention is also a key pillar of the Group's commitment. The Group ensures the protection of employees' health through regular preventive actions. An annual influenza vaccination campaign is offered to voluntary employees, helping to strengthen health prevention.

Beyond health and safety, Somater encourages initiatives that foster team cohesion and engagement. The ANL Belgium site, for example, regularly organizes collective meals prepared by employees, with proceeds donated to a local charity. This solidarity initiative helps strengthen team bonds while supporting local actions.



Group meal organized by the IT team – ANL Wellen

The Group also develops initiatives aimed at promoting employees and industrial professions. Several sites have offered professional photography sessions, enabling employees to obtain high-quality portraits for internal communication, professional profiles, or the promotion of company careers.

Inclusion and openness to younger generations are also key aspects of the Group's social commitment. The ANL Belgium site, recognized as a learning factory, participated in the production of a film dedicated to youth inclusion, presented at a recruitment fair. In addition, several plants regularly open their doors to high school and university students to showcase careers in plastics processing, promote industrial expertise, and encourage vocations in technical fields.

Finally, Somater supports its employees throughout their professional careers.

A training program entitled "Retirement Ahead", scheduled over five days at ANL and delivered internally, will help anticipate career transitions, inform employees about their rights, and support them in preparing for this new stage of life with confidence.

Once again this year, 2025 brought a wonderful edition of the most creative Christmas sweaters and festive outfits.

This convivial moment provides an opportunity to close the year together over a shared meal and a friendly competition celebrating originality. We are very proud to witness and judge everyone's creativity, authenticity, and team spirit.



The Best Christmas Sweater - Somater Mortagne

# Our social responsibility



FeetWeek & Clarins: Award Ceremony

## Every step counts: Plastuni Normandie tops the leaderboard during FeetWeek!

All Somater teams enthusiastically took part in FeetWeek, a solidarity event organized by Clarins in support of the Arthritis Foundation.

This initiative, both sporty and meaningful, aims each year to mobilize employees around a collective challenge: accumulating as many steps as possible over one week to support research and assist people living with joint diseases.

Thanks to strong engagement and a true team spirit, the Plastuni Normandie plant stood out by reaching the top of the leaderboard, demonstrating the commitment and solidarity of its employees. This outstanding performance was recognized with an award presented by Clarins, celebrating the team's dedication and determination.

Beyond the sporting achievement, this participation fully reflects the values upheld by Somater:

- encouraging well-being and team cohesion,
- supporting meaningful social causes,
- actively engaging alongside its partners.

This unifying event reinforces our conviction that collective initiatives—even simple ones—can have a significant impact, both socially and on a human level.

During the latest operational seminar, the Somater, Plastuni, and ANL teams came together.

It was a valuable opportunity to share the Group's ambitions in terms of economic performance, innovation, quality, supply chain, and CSR, in a spirit of cohesion.

A comprehensive presentation of the Group's strategic CSR ambitions was delivered, highlighting its commitments and reinforcing the importance for all employees to be aware of their ethical, social, environmental, and responsible purchasing responsibilities.

This event also marked the launch of the first edition of the Somater Awards, celebrating team achievements across various areas and recognizing both operational excellence and individual and collective commitment.



Presentation of a Somater Award to the Somater Andeville team by Félix Hubin

# Our ethical responsibility



In 2025, Somater continued to strengthen its ethical responsibility framework by further integrating data protection and business ethics issues into its internal policies and operational practices.

Data protection has now become a core pillar of our governance framework. To regulate the use of digital tools and ensure the confidentiality of sensitive information, the internal IT charter is systematically signed by each new employee upon joining the company. This document formalizes best practices related to data management and security. It has also been enhanced with a section dedicated to the use of Artificial Intelligence in the workplace.

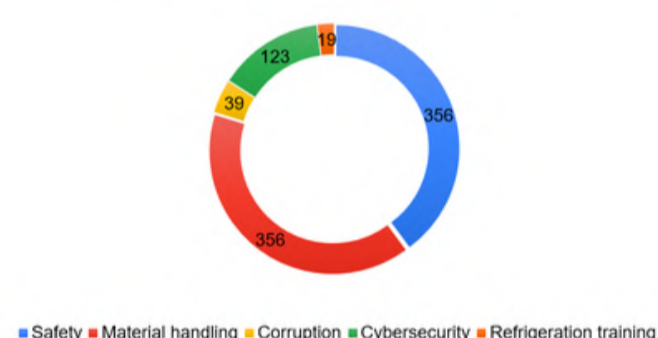
As part of a preventive and awareness-driven approach, a mandatory training program on data security—designed and delivered internally—has been rolled out to employees. This initiative aims to strengthen vigilance and promote a shared culture of information protection across the organization.

At the same time, Somater has structured its anti-corruption framework. In 2025, an anti-corruption risk mapping was developed to identify potentially exposed situations and prioritize associated risks. This analysis serves as a management tool to define and implement appropriate preventive measures.

On this basis, an action plan has been defined, including in particular the implementation of a mandatory anti-corruption training program. This training is intended for all employees interacting with customers, suppliers, or partners.

These training sessions are included in the onboarding package for new hires and are renewed every three years to ensure a sustained level of vigilance and to strengthen the culture of integrity across the Group.

Training completed in 2025



## Whistleblowing procedures

As part of its commitment to responsible and transparent governance, Somater provides its employees and stakeholders with several whistleblowing mechanisms to report any situation that may be contrary to ethics, internal rules, or applicable regulations.

These mechanisms take different forms depending on the history, organization, and culture of each Group site. This approach builds on existing local practices while ensuring the effectiveness and accessibility of reporting channels.

Regardless of the system used, all whistleblowing procedures are based on common principles: confidentiality of reports, protection of whistleblowers, impartial handling of reported cases, and implementation of corrective actions where necessary.

In line with the Group's unified CSR strategy and to ensure clear and centralized access to these mechanisms, all reporting procedures and related guidelines are available on the Group's website: [www.somater.fr](http://www.somater.fr)


This framework helps strengthen the Group's culture of integrity and fosters a working environment based on trust, responsibility, and ethics.

# Our purchasing approach



## CSR assessment of strategic suppliers

We have strengthened the CSR assessment of our strategic suppliers, particularly those related to our raw materials, colorants, and consumables. This approach aims to better understand their level of CSR maturity, identify areas for improvement, and enhance collaboration on the priority issues for Somater.

	<b>PROCEDURE D'ÉVALUATION DES FOURNISSEURS ET DES PRESTATAIRES DE SERVICE</b>		<b>PROCEDURE</b> N° SC_P_ACH_03I
	Date d'application : 15/12/2025		Annule et remplace : SC_P_ACH_03H
			1/5

**SOMMAIRE**

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 D. COMMENT ? ..... 2  
 E. COMMUNICATION SUR LES RÉSULTATS D'ÉVALUATION ..... 4

	Nom	Fonction	Date et Signature
REDACTION	P.PROCHASSON	Coordinateur qualité	11/12/2025 PPR <i>Prochasson</i>
VERIFICATION	A.S. SERIO	Directrice Innovation packaging, CSR et Marketing	12/12/2025 ASS <i>Serio</i>
APPROBATION	A.BOUYGUES	Directeur achats groupe et supply	15/12/2025 ABO <i>Bouygues</i>

DIFFUSION (Pour exécution = E ; Pour information = I)								
NOM/SERVICE	I ou E	Nb ex	NOM/SERVICE	I ou E	Nb ex	NOM/SERVICE	I ou E	Nb ex
Direction générale	I	1	Direction des sites	E	7			
Direction des achats	E	1	Services logistiques Sites	E	7			
Responsables qualité sites	E	7						

**DOCUMENTS ATTACHES**

This initiative led to several key developments in 2025:

- The creation of an internal CSR supplier assessment procedure, now rolled out across the entire Group and being integrated into our procurement governance,
- The introduction of more precise and demanding criteria, particularly relating to:
  - the carbon emissions of delivered products,
  - certifications and ratings (e.g., EcoVadis),
  - material traceability, notably through Transparency-One,
  - social and ethical commitments in line with our Ethics and Code of Conduct charters,
- The formalization of clear expectations for our partners, ensuring a shared understanding of key issues and fostering continuous improvement.

This approach strengthens the alignment between our CSR strategy and our operational practices, while reinforcing relationships with our strategic suppliers.

# Our purchasing approach



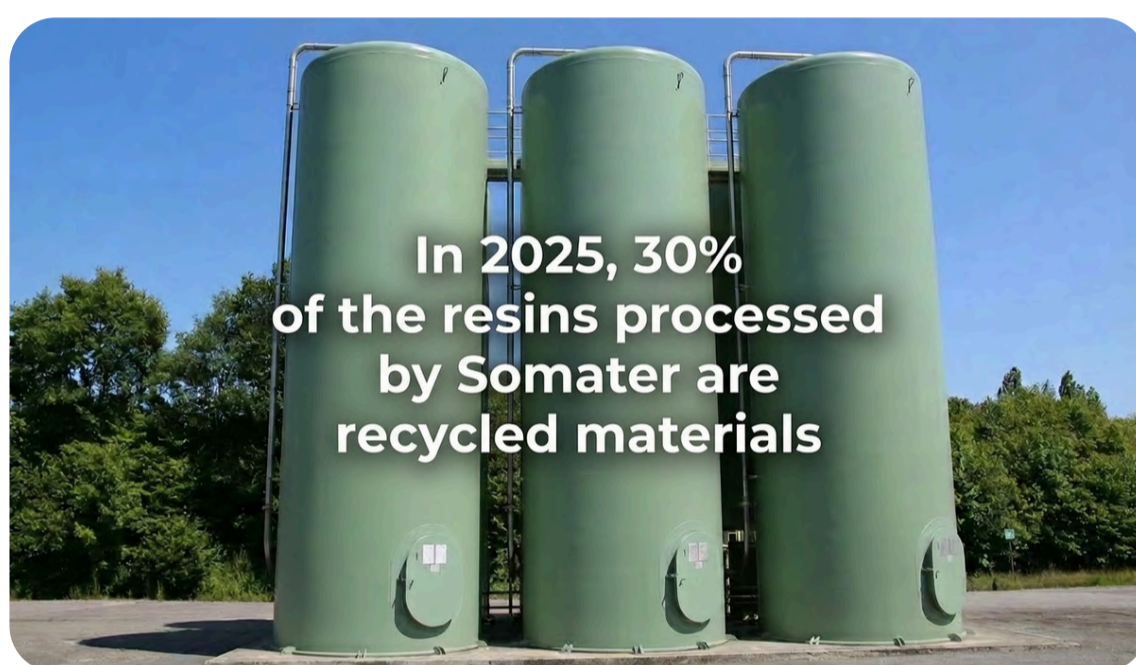
## Progress in responsible sourcing of recycled raw materials

As part of its responsible procurement strategy, Somater continues to increase the integration of recycled raw materials into its sourcing.

This approach aims to comply with the PPWR regulation, reduce the carbon footprint of our packaging, and support the development of circular value chains.

The Somater Group's strategy is to strengthen and secure its supply of PCR and bio-based materials by anticipating growing customer demand. This involves building close partnerships with our strategic suppliers, including the assessment of their CSR practices, verification of recycled material traceability, and the integration of specific criteria into our specifications (carbon footprint, certifications, regulatory compliance, EcoVadis ratings).

This dynamic fully supports our ambition to develop more circular solutions and enhance the environmental performance of our products, while securing reliable and sustainable recycled supply chains.



## Promoting local sourcing at plant level

For decentralized purchases carried out directly by Somater plants—such as consumables, transport, pallets, cleaning, or green space maintenance—all sites prioritize a local sourcing policy. Partner providers are mainly located in close proximity, typically within a 100-kilometer radius. This approach helps reduce transport-related emissions, supports the local economy, and enhances responsiveness as well as service quality.

## Inclusive partnerships and responsible sourcing

The Group has long developed partnerships with ESAT/CAT organizations for both short-term and long-term activities such as maintenance, assembly, labeling, or sorting—particularly at ANL Belgium, Somater Mortagne, Plastuni Operations, and Plastuni Normandie.

These initiatives reflect our commitment to integrating social economy actors into our procurement practices and contributing positively to the local ecosystem by promoting the professional inclusion of people with disabilities or those undergoing reintegration.

# Our societal responsibility



## Somater, a committed partner alongside its customers and rooted in its territories

Somater affirms its role as a responsible partner by supporting its customers in the implementation of their social and environmental ambitions. This close collaboration enables the co-construction of practical solutions to accelerate the sustainable transformation of the packaging industry.

Somater's involvement in the Alliance Impliquante, led by its partner NAOS as part of its "Climate & Biodiversity Strategy," illustrates this dynamic. In this context, the Group actively contributed to collective initiatives by sharing its environmental impact reduction levers, particularly to improve the reliability of packaging traceability and support the low-carbon transition of the entire value chain.

At the same time, Somater is engaged in the SOLSO program led by L'Oréal, which promotes inclusion and employability, especially in rural areas and for employees over 50 years old. This commitment reflects the reality of several Group industrial sites, such as Somater Marolles, Somater Frévent, and Somater Mortagne—located in Rural Revitalization Zones (ZRR). Through these sites, Somater actively contributes to local economic vitality, the preservation of industrial employment, and the professional integration of individuals who may be distant from the labor market.

Through these initiatives, Somater demonstrates its ability to build sustainable partnerships with its clients while strengthening its local presence and positive social impact.

## Dialogue with public and regional stakeholders

The Plastuni Normandie site, located a few kilometers from Dieppe, had the honor of welcoming two elected officials involved in industrial and regional issues: Sébastien Jumel and Patrice Martin.

These visits provided an opportunity to discuss the challenges facing the packaging industry, the sector's environmental transition, and the role of industrial sites in maintaining employment and local economic dynamism. They also offered a platform to present the Group's commitments in terms of social and environmental responsibility.

These exchanges help strengthen dialogue with public stakeholders and highlight Somater's role as an industrial player committed to the development of its territories.



Visit to the Plastuni Normandie site by a former elected official

# Our societal responsibility



## Somater Marolles, actively involved during Local Heritage Days

As part of the Local Heritage Days organized at the Mamers sub-prefecture, Somater took part in this event aimed at showcasing the local industrial landscape and strengthening ties between companies and their territories. On this occasion, the company presented a selection of its iconic products manufactured in the Sarthe region, highlighting the industrial expertise developed at the site and its role within the packaging value chain.

This participation provided the public with an opportunity to discover the industrial technologies used in plastic material processing in their region. Visitors were also able to better understand the importance of these activities for the local economy and employment.

By taking part in these open days, Somater reaffirms its commitment to strengthening dialogue with local stakeholders, promoting industry to the general public, and contributing to the attractiveness of the Sarthe region.



Local Heritage Days exhibition in Mamers

## Somater's commitment to being a learning organization

Industry Week is typically the period chosen by Group plants to open their doors to schools, colleges, and reintegration associations. Activities include presentations of industrial careers, immersion in workshops, and discussions with our teams.

Through these initiatives, Somater positions itself as a learning organization, committed to its local communities, supporting youth engagement, and promoting professional reintegration.



Industry Week: Plastuni Normandie opens its doors

## Membership in Plastalliance

During its operational seminar, Somater invited Joseph Tayefeh to raise awareness among teams about the challenges facing the plastics industry and upcoming regulatory developments. This intervention helped strengthen collective understanding of sector challenges and encouraged internal mobilization toward more sustainable solutions.

Somater formalized its membership in Plastalliance in 2025, reaffirming its willingness to contribute to collaborative industry initiatives and to better anticipate sector developments.



# Our societal responsibility



## Local solidarity in support of children

During the end-of-year holiday season, Somater took part in the “Box of Joy” solidarity initiative, led by its partner Archidoc and organized by Prologis. This campaign aims to collect gifts for children from an orphanage in the Silesia region of Poland.

Employees were invited to contribute by preparing gift boxes, which are then distributed to the children. This simple yet meaningful initiative brings moments of joy and smiles while strengthening collective engagement around the values of sharing and solidarity.

Through this type of action, ANL Poland reaffirms its commitment to local initiatives that promote solidarity and support for communities.



The collective effort for the year-end “Box of Joy” initiative

## Donation of IT equipment: combining solidarity and the circular economy

As part of its corporate social responsibility approach, Somater regularly organizes the donation of IT equipment that has become obsolete for internal use but remains fully functional.

This equipment (computers, screens, and peripherals) is entrusted to local associations, which can redistribute it to educational or social organizations, or to individuals experiencing digital exclusion.

This initiative delivers a dual CSR benefit: it helps reduce the environmental footprint associated with electronic waste by extending the lifespan of equipment, while also promoting digital inclusion by improving access to IT tools for those who need them.

Through these donations, Somater embraces a circular economy approach and local solidarity, giving a second life to its equipment while supporting socially impactful initiatives.



Donation agreement for our old IT equipment to local associations

# Our societal responsibility



Somater, more committed than ever to the fight against cancer with Octobre Rose



The fight against breast cancer is a cause to which Somater is deeply committed.

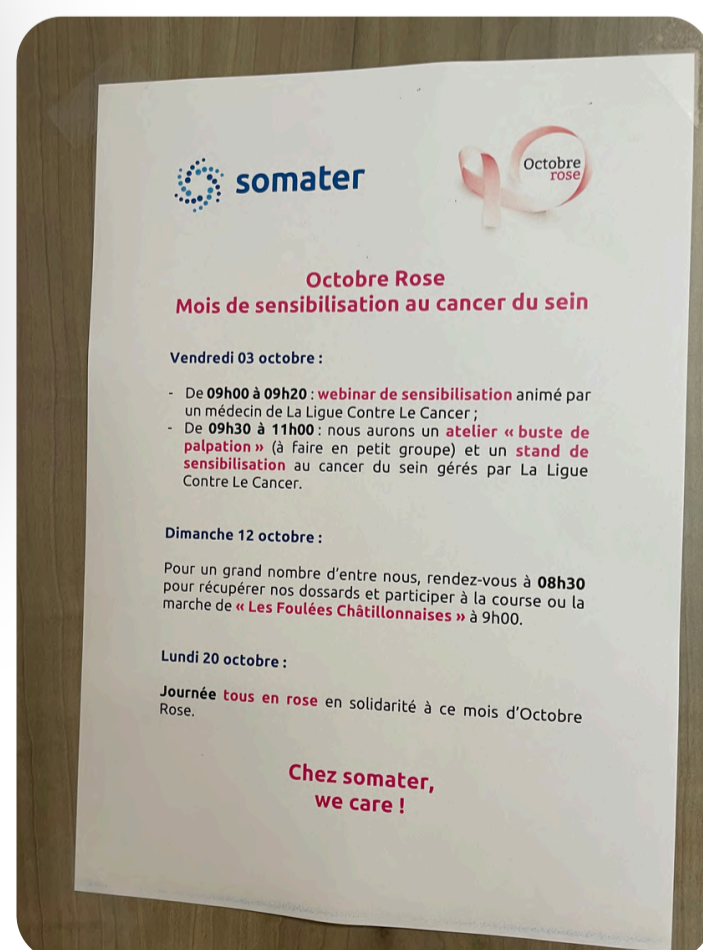
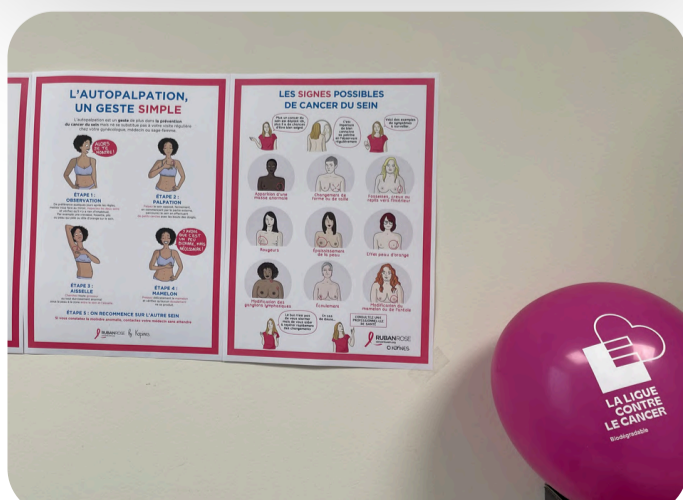
This year, in partnership with Ligue contre le cancer, we deployed a comprehensive 360° awareness and prevention program.

Several targeted initiatives were carried out as part of a clear objective: raising awareness and helping to better detect early signs of cancer:

- The Ligue contre le cancer organized an informational webinar for our teams, led live by a certified physician, enabling constructive and meaningful discussions on this critical topic.
- This prevention session was also fully broadcast across our plants in common areas.
- Still in partnership with the Ligue contre le cancer, a workshop dedicated to self-examination and screening was held on our premises.
- Pink ribbons were distributed to all employees and temporary staff as a symbol of support and a reminder of the importance of this awareness campaign.
- Somater sponsored jerseys and registrations for local charity walks and runs.

Beyond individual prevention, these initiatives strengthen collective mobilization around a major public health issue and illustrate our commitment to supporting meaningful social causes by creating spaces for dialogue, solidarity, and engagement within our workplaces.

We are very proud of the involvement and dedication of our teams in supporting this cause.



A few examples of actions implemented

# Our societal responsibility



As a continuation of our awareness initiatives carried out during Octobre Rose, we are proud of the participation of our plant teams in locally organized charity runs and walks.

These initiatives brought together many employees around a shared cause, promoted physical activity, and raised awareness of the importance of breast cancer screening. Beyond the sporting aspect, this collective mobilization reflects the strong spirit of commitment and solidarity that drives our teams across all our sites.



The Boulogne-Billancourt teams at the "Foulées Châtillonnaises" event



The ANL Cahors teams at "La Cadurcienne"



The Plastuni Normandie teams at the "Marche d'Offranville"



The Somater Andeville teams at "Andeville en marche"



The Somater Marolles teams for "Les Roses Fertoises"



The Somater Mortagne teams at "Elles de l'Orne"

A close-up photograph of a scientist wearing a white hairnet and red-rimmed glasses, focused on examining a small vial held in their gloved hand. The background is a blurred laboratory with various pieces of equipment and bright overhead lights.

## **Ambition 3**

**Measure and share our  
approach to guarantee its  
effectiveness**

**#AtSomaterWeShare**



## Our 2025 commitments



**Commit to transparent communication**



**Assess our CSR performance through external ratings**



**Commit the company to CSR certification schemes**

## Our voluntary commitments to CSR recognition and certification initiatives

In a context where expectations regarding CSR transparency continue to grow, Somater has chosen to voluntarily engage in several recognized certification and labeling initiatives.

These structured commitments reflect our ambition to go beyond regulatory requirements by relying on demanding frameworks to manage, assess, and continuously improve our practices. As true guarantees of transparency and credibility, these labels and certifications enable us to measure our performance, strengthen the trust of our stakeholders, and embed our actions within a long-term trajectory of responsible progress across all our activities.



**Transparency-One**

### **Commitment to traceability and membership in Transparency-One**

Since 2025, Somater has been a member of Transparency-One, a leading platform dedicated to supply chain transparency. This commitment reflects our determination to better understand and control the origin of our products and raw materials by strengthening traceability across all our suppliers.

By leveraging this tool, Somater reinforces its CSR approach by increasing visibility over its partners, identifying potential risks, and promoting responsible practices throughout the value chain.

This collaborative initiative with our customers and suppliers is a key lever to ensure that our products meet their ethical, social, and environmental requirements.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

### **Somater commits to decarbonization alongside the Science Based Targets initiative**

In July 2025, Somater strengthened its climate commitment by joining the Science Based Targets initiative (SBTi). Through this approach, the Group commits to defining a greenhouse gas emissions reduction pathway aligned with scientific recommendations and the objectives of the Paris Agreement.

Somater aims to have its decarbonization targets validated by 2026, marking a key milestone in structuring its climate strategy. This commitment reflects our determination to embed our activities within a low-carbon trajectory, in line with customer expectations and global environmental challenges.

# Our CSR assessment and certification



EcoVadis is an organization that assesses corporate social responsibility (CSR) through an annual rating of companies worldwide, including more than half of the CAC 40.

It evaluates the four main pillars of CSR: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

In 2025, Somater was awarded the Gold medal, with a score of 82/100.



CDP (Carbon Disclosure Project) is an independent organization that evaluates companies' environmental performance.

In 2025, Somater achieved a B rating for the third consecutive year across all its French plants.



In 2025, Somater became a member of Transparency-One, a platform that enables supply chain transparency through the sharing and control of the origin of our products and raw materials with our suppliers.



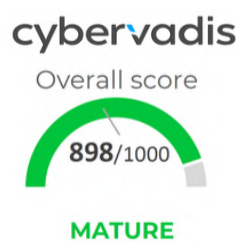
The MORE 2025 label, awarded by Polyvia and European Plastics Converters, highlights the positive impact of our CSR policy and our commitment to integrating recycled raw materials into our production processes. It also contributes to promoting the image of an industry that is mindful of sustainable development and firmly committed to responsibility.

This recognition in 2025 reinforces our objective to reduce the share of virgin raw materials in our portfolio compared to 2020 levels.



The United Nations Global Compact is a charter that commits member companies to respect the ten principles established by the United Nations in the areas of human rights, labor standards, environmental responsibility, and anti-corruption.

Somater has been a participant since 2022 and renewed its commitment in 2025.



The objective of this assessment is to obtain a clear overall view of the company's cybersecurity performance, based on four key areas: identify, protect, detect, and respond.

Somater is very proud of its progress in 2026, achieving a score of 898/1000, compared with 719/1000 in 2024.

The next assessment is scheduled for 2028.



This certification ensures the traceability of renewable raw materials throughout the entire supply chain and guarantees the food-grade quality of the polymers used.

In 2025, our sites renewed their commitment to ISCC PLUS.



Audit Décret 2021-461: Audit assessing the compliance of the system implemented by the company to meet the requirements of the AGECE law regarding the prevention of risks related to plastic pellet pollution in an industrial environment.






Plastuni Normandie awarded its second "Léopard" label in 2024 (valid for three years). This CSR label, granted by the Normandy Region, recognizes the commitment of AEO members in implementing collective actions in support of sustainable development.

# Our CSR indicators

## Ambition 1

## Adopt eco-design as the code of conduct for our actions

PERIMETER						
<b>Follow-up indicators</b>			<b>2020</b>	<b>2022</b>	<b>2024</b>	<b>2025</b>
<b>Lightening</b>	Change in tonnages processed for innovation and renovation project vs 2020 (%)		-9%	-12%	-16%	-16%
	Number of developments in eco-refill		1	3	3	4
<b>Alternative Materials</b>	Tonnage of recycled material / tonnage of purchased material - excluding laminated material (in %)		8%	12%	27%	29%
	Tonnage of biobased material / tonnage of material purchased (%)		<1%	<1%	<1%	<1%
	Tonnage of "other polymer" / tonnage of purchased material (%)		<1%	<1%	<1%	<1%
<b>Recyclability</b>	Number of single-material tubes / number of tubes produced (in %)		<1%	10%	10%	10%
	PBL tonnage / PBL tonnage + ABL (in %)		40%	55%	60%	60%
	Number of new products benefiting from recyclability accreditation		1	2	3	3




PERIMETER					
<b>Follow-up indicators</b>			<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Materials &amp; Recyclability</b>	Tonnage of recycled material / tonnage of purchased material (in %)		3%	4%	5%
	Rate of recyclable products		80%	90%	90%

PERIMETER					
<b>Follow-up indicators</b>			<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Materials &amp; Recyclability</b>	Tonnage de matières recyclées / tonnage de matières achetées (%)		9%	11%	12%
	Rate of recyclable products		70%	75%	80%

# Our CSR indicators

## Ambition 2

## Develop responsible human and industrial resources

PERIMETER					2020	2022	2024	2025
<b>Follow-up indicators</b>								
<b>CO2 emissions</b>	CO2 emitted in teq.CO2				17 060*	64 647	53 090	46 528
	teq.CO2 purchases				-	36 364	25 091	28 650
	teq.CO2 upstream freight				-	2 658	4 057	985**
	teq.CO2 downstream freight				-	2 392	1 540	1 198
<b>Energy</b>	Electricity consumption in kwh				44 155 488	44 038 695	34 865 261	30 472 175
	Gas consumption in kwh				680 676	660 256	720 477	733 385
<b>Water</b>	Water consumption in m³				4733	5583	3659	4 236
<b>Material Consumption</b>	Material consumption (including laminate) in t				8410*	13 503	14806	12721
	Tonnage of recycled material (excluding laminate) in t				633*	1 620	3 855	3 015
<b>Waste</b>	Rate of waste incinerated				32%*	17%*	9%	12%
	Rate of waste recycled or reused				68%*	83%*	91%	88%
<b>Recycling / Reuse</b>	Quantity of recycled cardboard in t				44*	29*	178	224
	Quantity of recycled paper in t				4*	1*	1	1
	Quantity of recycled wood in t				56*	50*	10	12
	Quantity of wood reused in t				-	-	35	0
	Quantity of recycled metal in t				-	-	36	209
	Quantity of recycled plastic in t				-	-	2 228	2 307
	Total quantity of waste collected by an external service provider in t				886*	766*	2 696	2 753
<b>Health and Security</b>	Number Work Accidents				10	7	10	11
	Absenteeism rate				7%	7%	6%	8%
<b>Qualification and recruitment</b>	Gender parity				48%	48%	44%	44%
	Training plan progress rate				100%	100%	100%	100%
	No. of employees trained in antiharassment				*	*	30	35
	No. of employees trained in the fight against corruption				*	*	104	143
<b>Responsible Management</b>	No. of employees assessed during year/ average workforce				100%	100%	100%	100%
	No. of employees trained in CSR/ average workforce				6%	6%	7%	7%

\*Plastuni Normandy scope only

\*\* Change in calculation methodology

# Our CSR indicators

## Ambition 2

## Develop responsible human and industrial resources




PERIMETER		plastuni			
Follow-up indicators		2022	2023	2024	2025
CO2 emissions	CO2 emitted in teq.CO2	-	12 391	18 350	11 588
	teq.CO2 purchases	-	6 480	7 684	6 172
	teq.CO2 upstream freight	-	-	-	-
	teq.CO2 downstream freight	-	359	393	347
Energy	Electricity consumption in kwh	7 224 566	7 419 501	7 741 261	6 472 127
	<i>*of which renewable energy produced on site</i>	-	-	-	370 614
	Gas consumption in kwh	-	-	-	-
Water	Water consumption in m <sup>3</sup>	904	1921	2734	967
Material Consumption	Tonnage of reincorporated material in t	1 119	1 116	1 197	1 016
	Tonnage of recycled material in t	173	124	165	175
Waste	Rate of waste incinerated	9%	9%	8%	7%
	Rate of waste recycled or reused	91%	91%	92%	93%
Recycling / Reuse	Quantity of recycled cardboard in t	77	91	95	64
	Quantity of recycled wood in t	61	16	56	42
	Quantity of recycled metal in t	41	40	39	53
	Quantity of recycled plastic in t	324	334	449	310
	Total quantity of waste collected by an external service provider in t	557	523	698	530
Health and Security	Number Work Accidents	5	5	2	1
	Absenteeism rate	4%	4%	3%	3%
Qualification and recruitment	Gender parity	29%	24%	23%	16%
	Training plan progress rate	91	51	40	62
	No. of employees trained in antiharassment	0%	2%	5%	5%
	No. of employees trained in the fight against corruption	0%	2%	5%	10%
Responsible Management	No. of employees assessed during year/ average workforce	100%	100%	100%	100%
	No. of employees trained in CSR/ average workforce	0%	6%	10%	10%
	IT security audit frequency	1	1	1	1


PERIMETER		ANP		
Follow-up indicators		2023	2024	2025
CO2 emissions	CO2 emitted in teq.CO2	61 615	61 750	63 352
	teq.CO2 purchases	39 613	31 971	30 195
	teq.CO2 upstream freight	2 036	4 056	983
	teq.CO2 downstream freight	3 750	1 740	1 249
Energy	Electricity consumption in kwh	32 743 035	31 413 130	32 240 959
	<i>*of which renewable energy produced on site</i>	736 040	629 521	718 462
	Gas consumption in kwh	1 324	1 118	1 212
Water	Consommation Eau en m3	13 139	11 556	7 622
Material Consumption	Tonnage of reincorporated material in t	4 461	4 002	3 786
	Tonnage of recycled material in t	6 126	5 858	5 061
Waste	Rate of waste incinerated	18%	17%	15%
	Rate of waste recycled or reused	82%	83%	85%
Recycling / Reuse	Quantity of recycled cardboard in t	49	38	38
	Quantity of recycled wood in t	24	18	23
	Quantity of recycled metal in t	135	60	139
	Quantity of recycled plastic in t	1 597	1 214	1 424
	Total quantity of waste collected by an external service provider in t	2 027	1 604	1 911
Health and Security	Number Work Accidents	5	2	1
	Absenteeism rate	4%	3%	3%
Qualification and recruitment	Gender parity	24%	26%	30%
	Training plan progress rate	146	160	168
	No. of employees trained in antiharassment	5%	8%	80%
	No. of employees trained in the fight against corruption	2%	8%	15%
Responsible Management	No. of employees assessed during year/ average workforce	100%	100%	100%
	No. of employees trained in CSR/ average workforce	0%	1%	5%
	IT security audit frequency	1	1	1


# Our CSR indicators

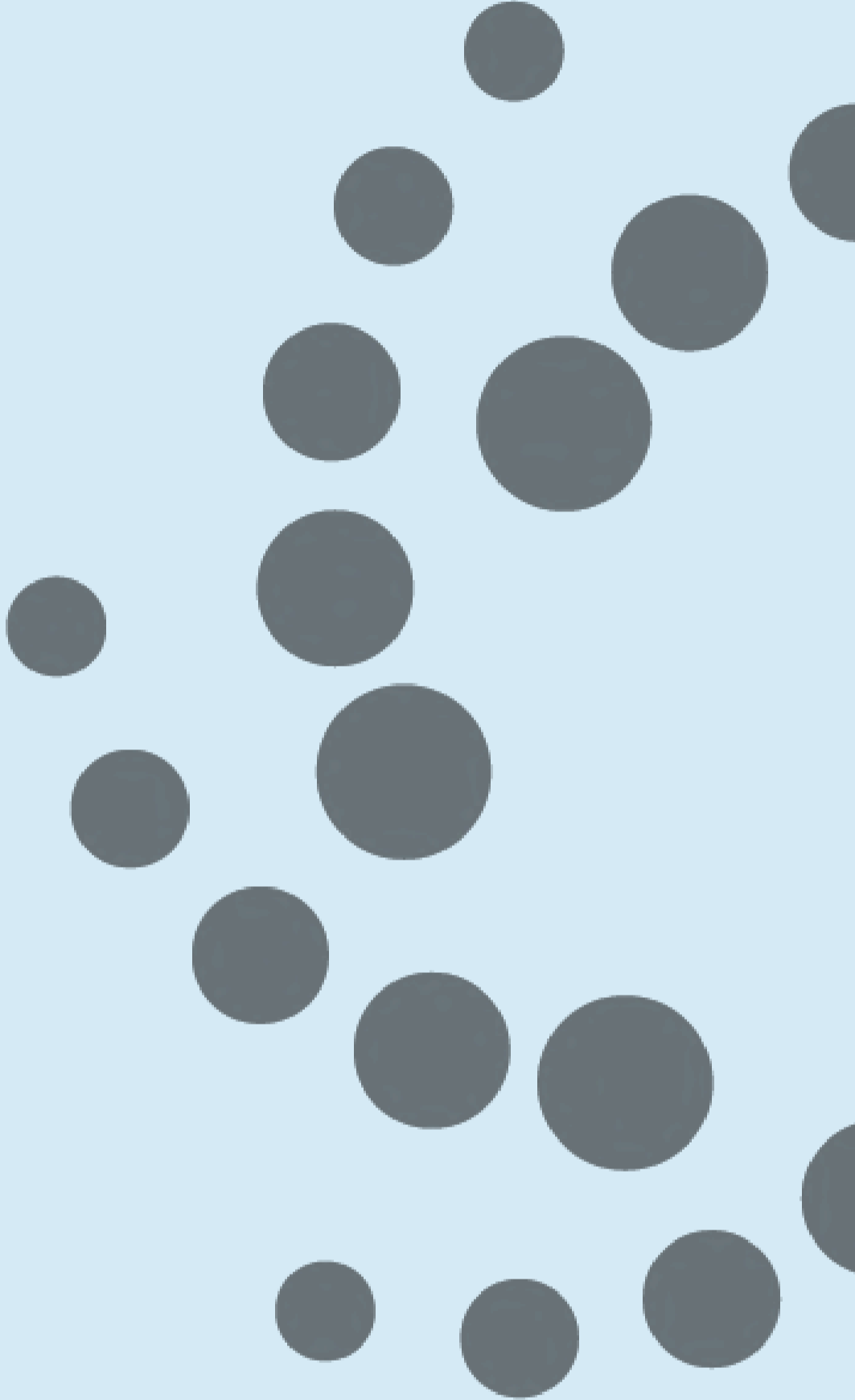
## Ambition 3

## Measure and share our approach to guarantee its effectiveness

PERIMETER					2020	2022	2024	2025
Follow-up indicators								
Scoring /Ratings	Annual change in CDP rating				C	B	B	B
	Annual change in Ecovadis rating				Silver	Gold	Gold	Gold
	No. of CSR supplier assessments				5	15	26	37
	No. CSR assessments from customers				7	7	12	12
Certification / Labeling	Obtaining the MORE label per factory				2	2	8	8
	Global compact				-	Signed	Committed	Committed
	Audit Decree n°2021-461				0	1	9	9
Internal commitments and initiatives	Participation in social and environmental causes				1	2	16	16
	Internal initiatives on societal issues				-	1	7	7
	Member of partner associations				-	1	2	2

PERIMETER								
Follow-up indicators					2022	2023	2024	2025
Scoring /Ratings	Annual change in Ecovadis rating				-	Silver	Silver	Silver
	No. of CSR supplier assessments					3	6	12
	No. CSR assessments from customers				-	2	2	3
Certification / Labeling	Global compact				-	Signed	Committed	Committed
Internal commitments and initiatives	Participation in social and environmental causes				4	4	4	4
	Internal initiatives on societal issues				2	2	2	2
	Member of partner associations				2	2	3	3

PERIMETER								
Follow-up indicators					2022	2022	2024	2025
Scoring /Ratings	Annual change in Ecovadis rating				-	Silver	Silver	Silver
	No. of CSR supplier assessments				-	2	6	10
	No. CSR assessments from customers				-	4	8	12
Certification / Labeling	Global compact				-	Signed	Committed	Committed
	Audit Decree n°2021-461				0	1	1	1
Internal commitments and initiatives	Participation in social and environmental causes				5	5	5	5
	Internal initiatives on societal issues				2	2	2	3
	Member of partner associations				8	8	9	9



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