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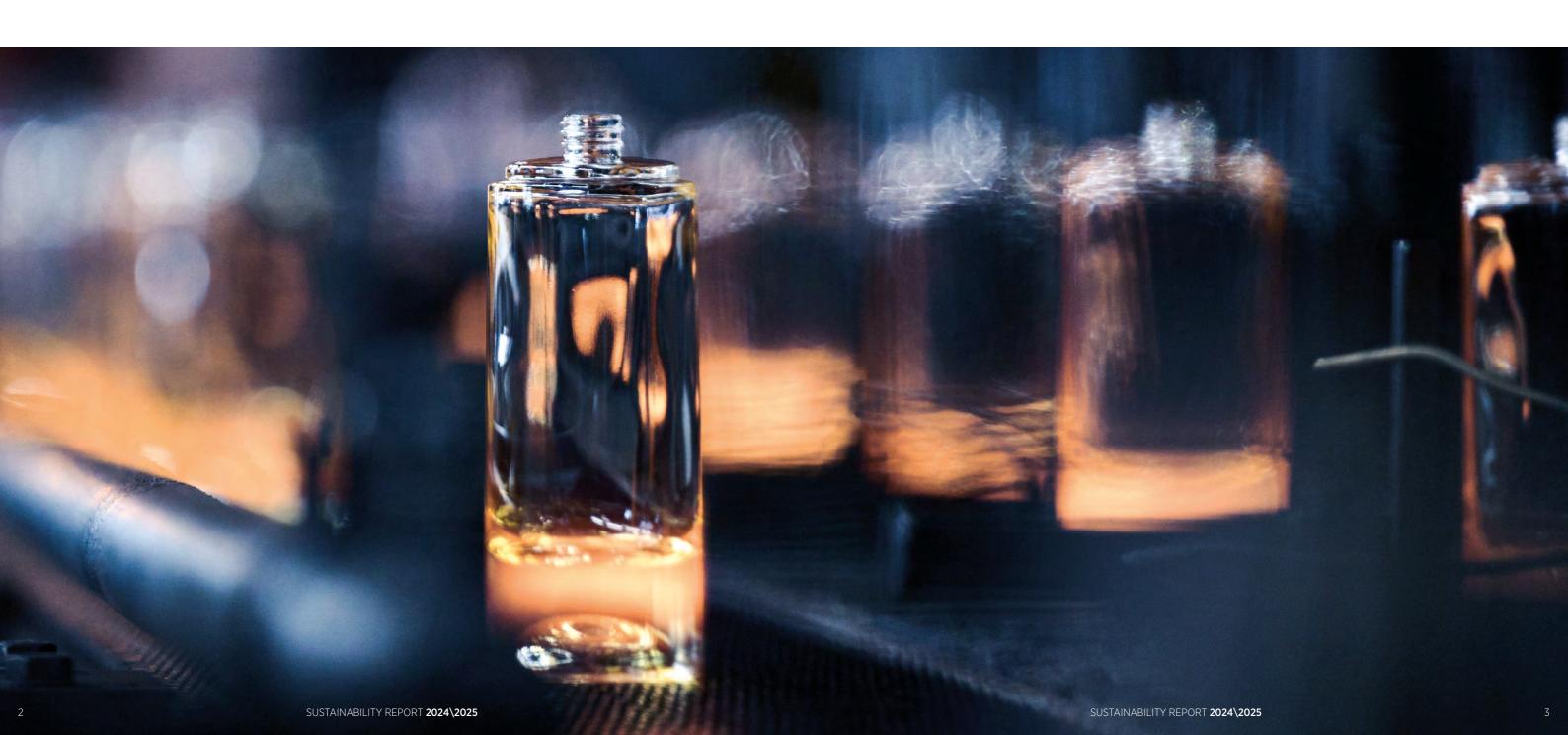
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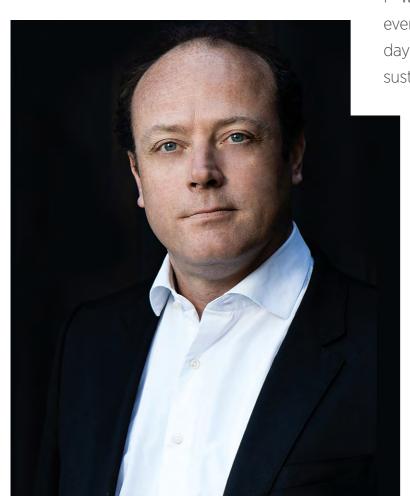
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# **EDITORIAL**

Thomas Riou

Our roadmap "Glass Made to Last" is making great progress, and I would like to congratulate everyone at Verescence for their day-to-day commitment to sustainable, responsible growth.



ecent years have taught us how to navigate a whole new set of challenges, staying firmly on course and developing our ability to anticipate and react. The geopolitical events that have taken place of late confirm the strength of our global presence, particularly in terms of the resilience and agility it brings to our organization.

I am delighted with what we have achieved, and especially what we achieved in 2024, which most notably included a very sharp decline in lost-time accidents (TF1: 1.85). Proof that we are successfully building a true safety culture together, which in turn brings us closer to our ambitious zero-accident target for our plants.

We have also continued to reduce our CO<sub>2</sub> emissions and implemented a plan to limit global warming to 1.5°C, as validated by independent body SBTi in March 2025. Ongoing progress at each of our plants in terms of both industrial performance and energy management is helping to drastically reduce our emissions.

On top of this, our plans to electrify our processes are highly ambitious. We installed our first

electric annealing lehr and began work on the construction of our first electric feeder at Mers-les-Bains in 2024, marking the start of the gradual electrification of equipment at our glass-making sites. Our major investment in the electrification of furnace 6 at Mers-les-Bains is already well underway, with the furnace due to become operational in mid-2026. This extremely innovative project will provide us with a tool unmatched in our field. Our finishing sites also have a role to play in our decarbonization process, with the commissioning of two electric lacquering lines in Spain and France.

Finally, our decarbonization plan also extends to our Scope 3 emissions, accelerating initiatives involving our suppliers with a view to decarbonizing all of our supply chains.

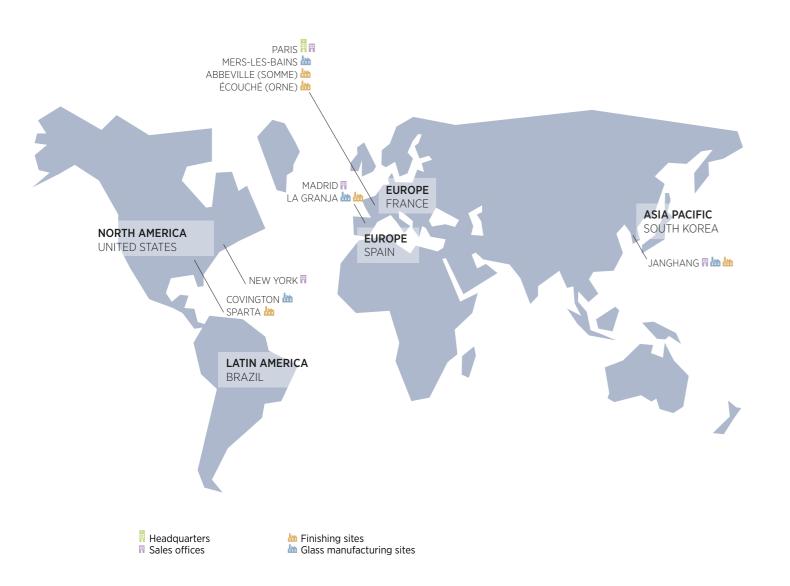
Innovating, anticipating trends and meeting our customers' most demanding requirements form the core of Verescence's commitment, with numerous examples once again highlighted in this sustainability report.

We can be proud of how far we've come, and use that as inspiration to go even further in the years to come.

# WHO WE ARE

# The world leader in luxury bottles

over a century, we have been manufacturing and decorating high-end glass bottles and jars for the biggest brands in the perfume and cosmetics industry. At the cutting edge of innovation, our seven plants in France, Spain, the United States and South Korea allow us to produce as close as possible to our customers. Passionate about our business, we push beyond the limits of our historical know-how to provide high-quality, innovative, and environmentally friendly solutions.



### What we do

GLASS MADE TO LAST.



#### PERFUME AND BEAUTY

We develop bottles and jars that meet the requirements of the biggest names in the beauty world thanks to our expertise in the glass and finishing trades.



#### **INSULATORS**

We design and manufacture glass electric insulators for high-voltage overhead power lines.

# Verescence in figures



1896

DATE OF CREATION



**PRODUCTION PLANTS** WORLDWIDE



SALES **OFFICES** 

#### 2024 PRODUCT PORTFOLIO



PERFUME AND BEAUTY INSULATORS



600M

**BOTTLES PER YEAR** 





OF THE MOST **ADVANCED COMPANIES** WORLDWIDE IN TERMS OF CSR OUT OF THE 130,000 COMPANIES ASSESSED BY ECOVADIS IN 2024



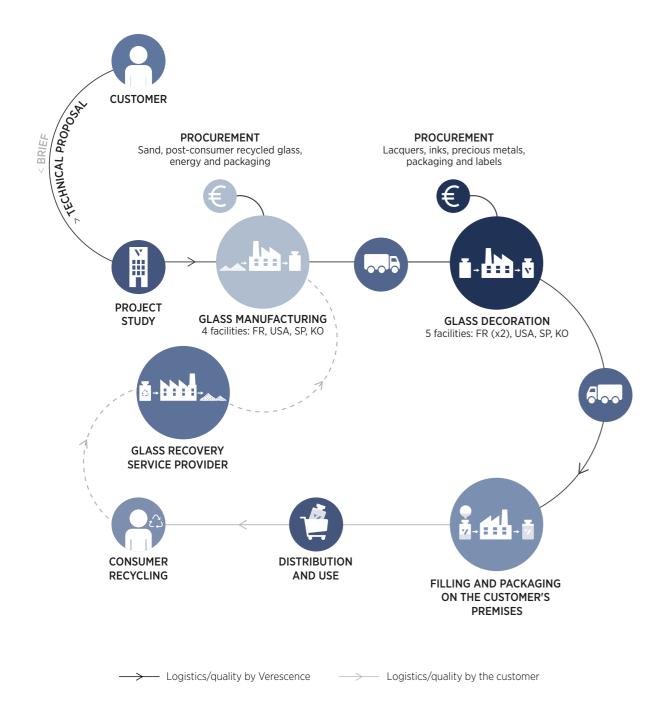
**EMPLOYEES WORLDWIDE** 



**DIRECT CUSTOMERS** 

# VALUE CHAIN

ere at Verescence, we believe that our employees and partners make all the difference: they are the essential resources for perfecting our customers' products.



#### Resources

#### FINANCIAL CAPITAL

#### HUMAN CAPITAL

#### INTELLECTUAL CAPITAL

#### INDUSTRIAL CAPITAL

#### **ENVIRONMENTAL CAPITAL**

691,837 MWh

#### **RELATIONAL CAPITAL**

#### Value creation

#### FINANCIAL IMPACT

€430M

#### **HUMAN IMPACT**

1.85

31.2%

100% of our employees benefit from health insurance and a life insurance policy

#### INTELLECTUAL IMPACT

67.4%

of employees trained

#### INDUSTRIAL IMPACT

148

'lean-specialist' employees to improve performance

#### **ENVIRONMENTAL IMPACT**

Waste

108 kg/tg

CO, emissions (Scopes 1 and 2)

 $0.95 \text{ tCO}_2\text{e/tg}$ 

NOx emissions

5.12 kg/tg

SOx emissions

1.01 kg/tg

Fine particle emissions 0.12 kg/tg

#### **RELATIONAL IMPACT**

0.57%

OTIF (On Time In Full) 95.6%

tg = metric ton of glass

# GOVERNANCE AND SUSTAINABLE PERFORMANCE SYSTEM

### Interview



Alain Thorré
CSR. QEHS & Continuous Improvement Director

#### What is the CSRD

CSRD stands for Corporate Sustainability Reporting Directive.

The notion of CSR is gradually taking shape as a result of events such as the 1992 Rio Earth Summit, the United Nations Conference that outlined the Sustainable Development Goals ratified by 178 states, and regular events that structure CSR strategies around major fields of action.

As is the case with any improvement process, it is vital that the initial situation and its progression be measured. Companies, local authorities and governments have also begun to measure and communicate on these issues.

It soon became necessary to draw up a framework in order to standardize these measurements and enable comparisons between companies, local authorities and governments to be drawn, but also to avoid "green washing" phenomena.

As a result, international standards for measuring and reporting "non-financial" data have gradually been established.

These reporting standards must allow for the following:

- Goals, and the setting of targets for improvement;
- Comparison, through standardized reporting;
- Transparency, with the annual publication of results;
- Governance, with data audited by external bodies and related decisions taken at the highest level of the company.

# How is Verescence preparing for the introduction of the CSRD in 2 years' time?

The first step we took to prepare for the CSRD was to perform a double materiality assessment. From the CSRD perspective, the "material" element is what is important to a company.

A distinction is made between the following:

- ► Financial materiality: what impact does the environment (particularly climate change) have on the company?
- ► Impact materiality: what impact does the company have on the population or the environment?

This double materiality assessment, summarized in a matrix, enables us to identify Verescence's main challenges, which may constitute either risks or opportunities that need to be measured and controlled.

# What are the main changes this directive will bring to Verescence's CSR strategy?

Thanks to its experience in CSR matters, with 8 sustainability reports already published, actions are already in place for the majority of important CSR challenges (> 80%) along with the associated monitoring indicators, so only minor adjustments will need to be made

Some issues will require more precise management, and this will gradually be implemented.

# What opportunities do you see in implementing the CSRD?

First of all, there are the internal opportunities, such as ensuring that key challenges are covered and properly managed. Then there are external opportunities, such as continuing to communicate transparently where all Verescence's non-financial data is concerned with certification from an Independent Third Party (ITP), or informing all stakeholders about these non-financial data and the associated action plans and objectives. Other opportunities include being able to compare ourselves with other companies based on reliable data.

#### Governance at Verescence

erescence set up a Governance Committee and a Sustainable Performance System several years ago for the purposes of implementing its sustainability strategy and ensuring that it is taken into account by all departments at all sites.

# THE GOVERNANCE COMMITTEE, MADE UP OF THE MEMBERS OF THE CSR EXECUTIVE COMMITTEE, AIMS TO:

- Identify and continuously monitor future developments in sustainability;
- Take into account and prioritize expectations and changes of stakeholders (customers, employees, shareholders, suppliers, the State, various sectoral organizations, etc.);
- Analyze and control risks;
- Deploy and enforce the overall strategy;

- Define rules and modes of operation;
- Ensure the proper conduct of Verescence's operations;
- Ensure transparency of information to stakeholders;
- Act in a coherent and united manner to ensure good decision-making at the right level within the organization.

CSR is carried to the highest level by the CEO, who unites all employees around the Group's > vision. He works to ensure that the sustainable development policy and the transformation project are meaningful at all levels of the company.



MANAGEMENT TEAM

The CSR Executive Committee meets every two months with the participation of the Chief Executive Officer to define and validate CSR actions, in accordance with the Group's strategic orientations. Its members are the heads of geographical areas and functional departments.

The operational departments deploy the CSR strategy within all the company's departments and implement actions to achieve the objectives defined by the CSR Executive Committee.

At Verescence, CSR concerns every employee, whatever their position. They actively participate in working groups and part of their variable compensation includes objectives linked to the Group's CSR performance.

# Sustainable Performance System

The Verescence Sustainable Performance System (VSPS) has supported the company's transformations for several years now and enables us to define formal mechanisms (processes, defined structures, management and organizational standards, etc.) with a view to the following:

- **SETTING** performance goals to be achieved for each department, region, site, furnace or Autonomous Production Unit (APU), etc.;
- MEASURING performance at all levels of the organization in a homogeneous way using standard KPIs and shared reporting;
- PERIODICALLY REVIEWING performance (through business reviews, performance meetings, etc.);
- DEFINING AND ENSURING the follow-up of improvement projects (through steering committees, working groups and business line committees);
- VERIFYING compliance with the main standards through an internal audit system.

Verescence has chosen to have its Sustainable Performance System certified by a single organization to ensure homogeneity of requirements and compliance with ISO (International Organization for Standardization) standards, recognized by our customers and stakeholders in the areas of safety, quality, environment, good manufacturing practices (GMPs) for cosmetics, and energy management.

Furthermore, annual assessments by internationally recognized organizations allow Verescence to benchmark itself and improve the following:

- ITS CSR STRATEGY, the relevance of its deployment, and the results obtained and perceived, thanks to EcoVadis evaluations;
- ITS COMMITMENTS AND THE DEVELOPMENT OF ITS PROCESSES regarding the reduction of CO<sub>2</sub> emissions and water management through CDP Climate Change and CDP Water Security.



# **OUR CSR CHALLENGES**

# Methodology note

With regard to CSR, the Verescence Group's Impact, Risk and Opportunity (IRO) management system requires that significant aspects of its activities, value chain, financial situation and image be taken into account. These cover environmental, social and governmental issues, including the various European Sustainability Reporting Standards (ESRS)<sup>1</sup>.

In line with the requirements of the Corporate Sustainability Reporting Directive (CSRD), which will apply to Verescence in the near future, the Executive Committee has to date approved the identification and assessment of 20 sustainability issues, 19 of which are material and outlined opposite.

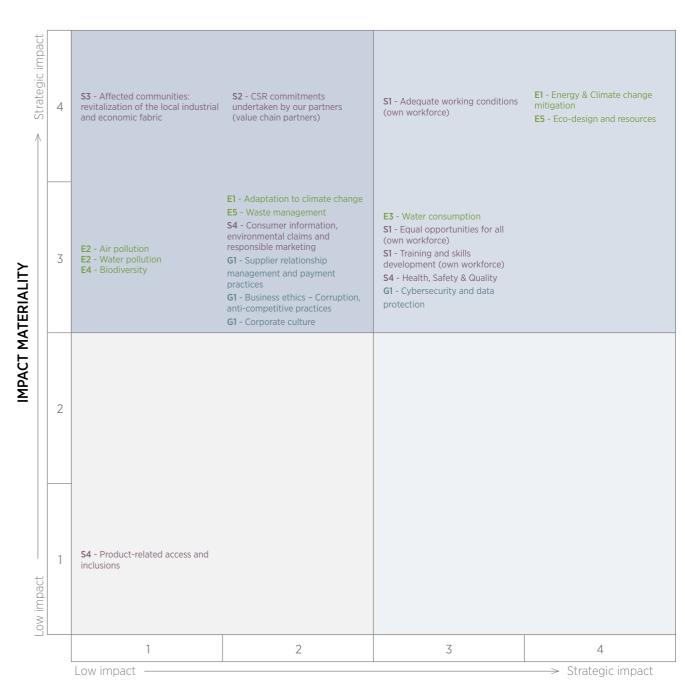
These issues are assessed on the basis of each IRO, which they group according to two factors:

- Financial Impact: 1 = low impact on turnover, operating income, image and likelihood of occurrence; 4 = strategic impact
- Material Impact: 1 = low impact in terms of severity, irreparability, magnitude and frequency of occurrence;
   4 = strategic impact

<sup>&</sup>lt;sup>1</sup>European Sustainability Reporting Standards

CSR POLICY		CUSTAINABILITY ISSUES			
Pillars	Themes	SUSTAINABILITY ISSUES			
People First	Health and safety	S4 - Health, Safety & Quality			
	Well-being at work and recognition	S1 - Adequate working conditions			
	Skills and careers	S1 - Training and skills development			
	Diversity	S1 - Equal opportunities for all			
Act for Society	Local presence, global strength	E1 - Energy & Climate change mitigation (Scope 3)			
Society	Preserving employment at our sites	S3 - Affected communities: revitalization of the local industrial and economic fabric			
	Sustainable procurement	G1 - Supplier relationship management and payment practices			
<b>V</b>		S2 - CSR commitment undertaken by our partners (value chain partners)			
	Business ethics	G1 - Business ethics - Corruption, anti-competitive practices			
		S4 - Consumer information, environmental claims and responsible marketing			
		G1 - Cybersecurity and data protection			
		S4 - Product-related access and inclusions*			
Eco	Quality of service and competitiveness	G1 - Corporate culture (operational, commercial and financial excellence)			
Solutions	Optimizing the environmental impact of our processes	E1 - Energy & Climate change mitigation (Scopes 1 and 2)			
		E1 - Adaptation to climate change			
		E5 - Waste management			
		E3 - Water consumption			
		E2 - Air pollution			
		E2 - Water pollution			
		E4 - Biodiversity			
	Innovation and eco-design	E5 - Eco-design and resources			

\*non-material aspect



#### FINANCIAL MATERIALITY



# CSR STRATEGY IN 3 PILLARS

ur environmental policy is inspired by glass, as a naturally recyclable material. Our entire CSR approach, known as "Glass Made to Last", is centered around our strong values of passion, excellence, respect, and courage, and rests on three fundamental pillars: People First, Act for Society and Eco Solutions. Our ambition and responsibility as a leader is to remain the forerunner and set an example for our employees, our regions, and our customers.

# Verescence and the United Nations Sustainable Development Goals

The "Glass Made to Last" program contributes to achieving 15 of the 17 Sustainable Development Goals (SDGs) set by the United Nations for 2030.





Glass-making and finishing are not easily learned skills. They are based on precise and rare expertise acquired over a long period of time. What's more, they evolve with the arrival of new technologies. Verescence must find a way to maintain its historical skills and adapt to new developments, while guaranteeing safety and wellbeing at work.

- Health and safety
- Well-being at work and recognition
- Skills and careers
- Diversity







Act for

What makes Verescence unique is its status as an international group with a strong local presence. As a leader, we have to set an example and make our actions sustainable so that we contribute positively to the ecosystems around us. We believe that economic and social performance can and must be coordinated jointly.

- Local presence. global strength
- Preserving employment at our sites
- Sustainable procurement
- Business ethics













Glass is a unique material that can be recycled an infinite number of times without any deterioration in its properties. It inspires us to incorporate the environmental imperative as a source of creativity and innovation. We believe that developing more planet-friendly processes and eco-designed products is compatible with the codes of luxury and beauty.

- Quality of service and competitiveness
- Optimizing the environmental impact of our processes
- Innovation and eco-design















# People First

Health and safety Well-being at work and recognition Skills and careers Diversity



1.85

TF1 index for the Group



of investments dedicated to improving working conditions and EHS initiatives



67.4%

of employees received training

225

new employees 341

promotions



32%

women in the Group 31.2%

women recruits 30%

women managers

Health and safety

s an industrial company, the health and safety of the Verescence teams is our top priority. Our goal is clear: to achieve zero accidents and zero occupational illnesses.

# Significant drop in lost-time accidents

The lost-time accident frequency rate (TF1), a key indicator of our commitment to safety, stood at 1.85 in 2024, i.e **half that of 2023**, and remains in line with our target (<2.7).

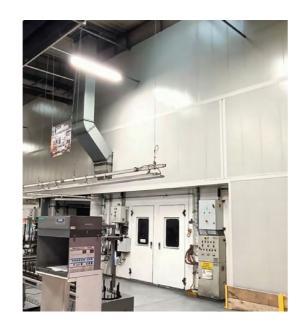
Furthermore, our two US sites have a remarkable track record, with zero lost-time accidents for over 4 years now.

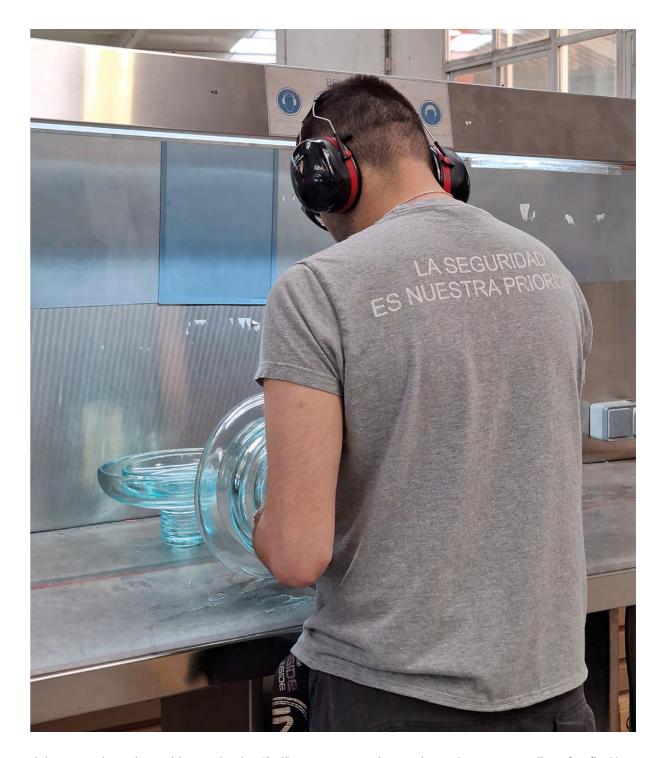
This performance is the result of our ongoing commitment to introducing good safety management practices and developing a strong safety culture focused on prevention and individual responsibility. The various initiatives rolled out across our sites include training programs, internal audits via the GoAudits platform, "Gemba Walks", installation of safety barriers in high-traffic areas, "Stop-Look-Cross" gates at intersections between walkways and lanes reserved for forklift trucks, automatic PPE dispensers (gloves, goggles, etc.) guaranteeing round-the-clock access to protection that meets the requirements of the various workstations, deployment of the Je Vois, J'Agis ("I See, I Act") initiative, and Safety Stop Points (SSPs) triggered for high-risk operations and worksites.

# Improving working conditions

**5.1% of our investment expenditure** in 2024 went on improving working conditions.

In France, our Verescence Somme finishing plant worked with DECIBEL FRANCE, an expert in industrial acoustic engineering, to reduce ambient noise in the lacquering workshop generated mainly by motors and fans. Installing an acoustic wall enabled us to insulate the work area and in





doing so reduce the ambient noise by 12 dB. This initiative has eliminated the need to wear hearing protection at our packing/unpacking stations, resulting in greater working comfort for our employees.

In Spain, meanwhile, robots are now being used to load insulators onto assembly lines for

glass and metal parts, as well as for flocking. This automation has considerably improved our workstation ergonomics, reducing the risks associated with carrying heavy loads and repetitive handling, which can contribute to musculoskeletal disorders.

Health and safety

# Exoskeletons: Preventing MSDs through innovation

# 3 QUESTIONS FOR...

## Gaëtan Hamon

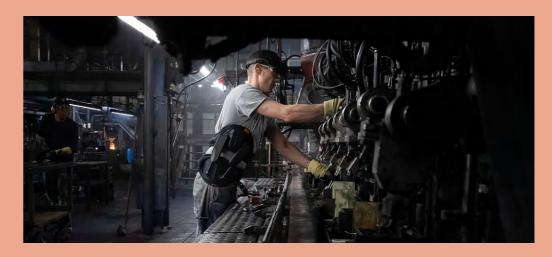
IS-SGP Department Manager Verescence Mers-les-Bains



Since 2024, some of our operators responsible for production changeovers every morning have been wearing exoskeletons to relieve their backs and prevent musculoskeletal disorders (MSDs). This innovative medical device is helping to improve working conditions in production areas and protect the health of our teams.

I Why did you opt for exoskeletons in your department?

Production changeover operations require repetitive movements and awkward postures, as well as the carrying of heavy loads, particularly when handling tools. These movements put great strain on operators' backs, making them a major risk factor for MSDs. So we looked for an innovative solution that would alleviate this physical strain without impacting day-to-day operations. Japet Medical's exoskeletons, designed to support movement while relieving pressure on the spinal column, have proven to be the perfect solution to our needs.



# 2 What feedback have the initial users given after a few months?

The trial phase, conducted in partnership with Japet Medical, allowed us to train our teams in using the equipment correctly. Initial feedback has been very encouraging, with operators feeling immediate relief in their lower backs, particularly when performing the most demanding of tasks. In addition to comfort, users appreciate the ease with which exoskeletons can be positioned and adapted to their working environment. It also sends a strong message regarding the prevention of MSDs, and highlights just how much importance we place on looking after our employees' health.

# Are you planning a wider oll-out to other Verescence departments or sites?

We currently have 4 exoskeletons in use in the IS-SGP department at the Mers-les-Bains site. Based on these initial results, we are looking into the possibility of extending their use to other posts identified as being at risk, notably in the Glass-making and Production departments. The initial investment does, of course, come at a cost, but it is very much in keeping with our policy of preventing accidents and ensuring a good quality of life at work. Ultimately, the aim is to share and discuss these innovative solutions with all Verescence sites with a view to transposing them where they would be of the greatest benefit to the health of our teams.

Well-being at work and recognition

key indicator of our commitment to ensuring a good quality of life at work, our absenteeism rate remained below the 7% mark in 2024, in line with our target.

To help us achieve this, we continue to invest in improving working conditions, including the modernization of our recreational rooms in France and Spain, health and well-being support provided by our doctors, nurses, occupational social workers, physiotherapists and osteopaths, increased internal communication via the Intranet and the inhouse newsletter "Verescence in Action", and, in 2024, the deployment of the "ADP Voice of the Employee" tool in the United States, enabling us to strengthen the commitment of all our employees.

# Guaranteeing a living wage across all our sites

As part of its social responsibility and commitment to respecting fundamental workers' rights,

Verescence is committed to paying **all its employees** a living wage.

A living wage covers the basic needs of the individual and their family (housing, food, health, education, transport, etc.).

This commitment includes the following:

- Compliance with legal and standard minimum wages;
- Continuous monitoring to ensure that the remuneration paid provides a decent standard of

living across all of the regions and cities where we operate.

This principle applies to all of our employees, as well as those employed by our subcontractors and strategic partners, in order to reduce poverty, support the local economy and promote fair working conditions throughout our value chain.

As part of our efforts to assert our commitment, we have undertaken a certification process with the **Fair Wage Network**, an NGO specializing in the assessment, promotion and implementation of fair wages,

in accordance with a rigorous methodology based on international standards (ILO, UN, etc.). This initiative is part of our drive for continuous improvement, in response to the growing expectations of our employees and customers alike when it comes to social responsibility.

FOCUS

#### Celebrating the 15th CSR Week

From June 3-7, 2024, all Verescence sites around the world celebrated CSR Week, an event that has become a key dat in the company's calendar.

Production is adapted over the course of the week to enable all of our employees to take part in training and awareness-raising activities. One of the highlights is a speech given by the Group's General Management to all our teams, looking back at the past year and rallying everyone to implement our CSR strategy. This edition of the event saw our teams and stakeholders actively participate in various stands, including fire extinguisher training, first-aid, blood donation, stress management workshops and escape games relating to waste sorting, as well as fun workshops designed to raise awareness of energy, alcohol, disability and our eco-design tools.



# Skills and careers

mproving our employees' skill sets is a top priority where the Verescence HR policy is concerned.

#### Skills transfer at Verescence

There is no specific academic training for careers in the glass industry, meaning that Verescence's unique, world-renowned expertise is passed on solely through its glass and finishing schools.



2025 awards ceremony

Every year, we launch calls for applications to enroll on our vocational training courses (cold end production line operator, hot end operator, etc.).



Class of 2024 Verescence France work-study students

We are committed to the transfer of skills and to supporting young people in their professional integration, and have hosted over 100 interns and work-study students at our plants,

offering them stimulating, formative and meaningful placements.

#### Verescence Academy



"White Belt" continuous improvement training, South Korea

In 2024, **67.4% of our employees** received training in group sessions and through individual coaching on role-specific topics

such as management, harassment and discrimination awareness, software, languages, etc. We have also developed a series of e-learning modules in recent years, enabling us to train a

larger number of employees on key issues such as CSR, cybersecurity, combating corruption and good manufacturing practices.

Since 2021, our "Lean Specialist" program, which is structured into four levels (White, Yellow, Green and Black), has provided our employees with the tools and methods they need to independently

implement projects aimed at improving performance levels across our sites.

**148 people** around the world completed these training courses in 2024.

# Internal and international mobility: the strength of a group

We offer various internal and international mobility opportunities, enabling our employees to develop their skills and enrich their expertise.

#### TALENT TESTIMONIAL

#### Héctor Pérez

Cold End Sector Specialist Verescence Covington



"I've been with Verescence for about twenty years now. I started out as a packer while also studying mechanics alongside to enable me to develop my skills and progress professionally. For years now I've seen my colleagues at Verescence La Granja set off on short or long-term assignments at other Group sites, and it's something that had always been in the back of my mind. So when the opportunity to move across the Atlantic presented itself in July 2024, I jumped at the chance. It's been an incredible experience for me and my family! What I love about my work is this motivation to excel myself and learn something new every day. How would I describe Verescence in a nutshell? COMMITTED".

#### Diversity

he cultural and generational diversity of our teams is an influential factor in our success. Verescence is also working to feminize the industry, which has historically been largely male-dominated.

Women accounted for 32% of our total workforce in 2024, and held 30% of managerial positions. These figures are higher than the average for the industrial sector in France, where women account for just 28.5% of the workforce and hold less than 20% of management positions, according to INSEE¹.

#### Women at Verescence

This commitment to feminizing the industry inspired the creation of the *Verescence au Féminin* event designed to bring women Verescence employees and customers together for an evening to

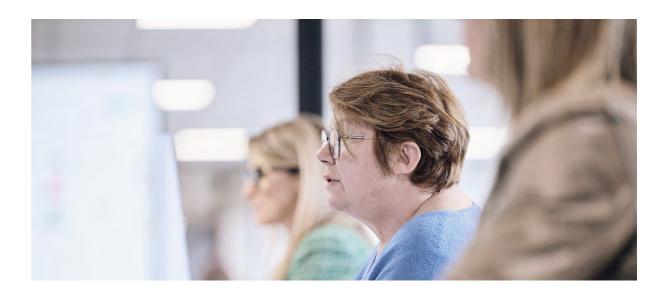
# share thoughts and ideas on their careers and inspire one another.

The 4<sup>th</sup> edition of the event was held in Paris on October 9, 2024, and saw some fifty or so participants attend a talk delivered by philosopher and writer Julia de Funès on the theme of "Rethinking management".







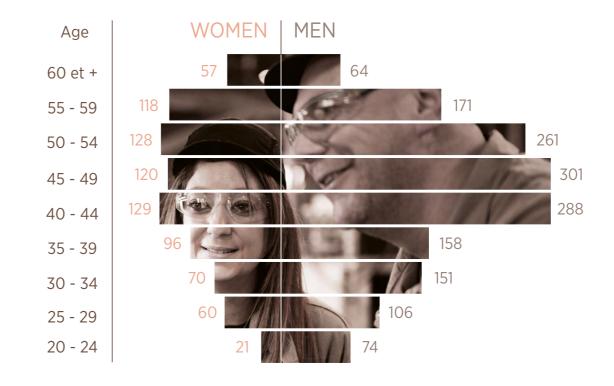


# Professional equality index

Verescence pursues a proactive policy of **professional equality between women and men**at all its sites.

In France, this was reflected in a professional gender equality index of 89/100 in 2025 (2024 data). This score was calculated based on five criteria, namely pay, pay raise and promotion gaps, the percentage of female employees receiving a raise after maternity leave, and the number of women among the company's ten highest earners.

#### BREAKDOWN OF GLOBAL WORKFORCE BY AGE BRACKET



# Act for Society

Local presence, global strength

Preserving employment at our sites

Sustainable procurement

Business ethics



Sustainable procurement

97.3%

local purchases

€231M

of purchases within an ecosystem of some 1,610 active suppliers

100%

of the suppliers listed on the CSR1\* panel have signed the CSR charter



recognized as a "SUPPLIER ENGAGEMENT LEADER 2024"



reserving employment at our sites

76

employees enrolled on a range of courses leading to qualifications or diplomas

300+

students introduced to our businesses as part of Industry Week



Business ethic

97%

of at-risk employees trained in fighting corruption

81.6%

of at-risk employees trained in information security

\*Suppliers with a significant effect on Verescence's CSR impact

Local presence, global strength

ur vision is to stay as close as possible to our customers and make an active contribution to the development of the regions in which we operate, while also capitalizing on the strengths of an international group. In France, Spain, the United States and South Korea, we rely on the strong autonomy of our sites to ensure agility and operational excellence, with the support of the Group's various departments to provide complementary expertise and share best practices, particularly where CSR is concerned.

# Customer proximity and global service

Our international development strategy is based on having industrial and commercial sites as close as possible to our customers' packaging sites.

Over and above the environmental benefits, this proximity allows us to offer them local support while also enabling them to benefit from the power of an international group. Our global presence means we are able to launch the same product simultaneously from several production sites, guaranteeing our customers a secure supply.

We offer the same glass compositions and finishing techniques, meaning that best practices can be shared across the group. The first COLOR'in line, a patented finishing process, was launched at our Sparta site in the US in 2024 thanks to the transfer of expertise from our Verescence Somme site in France.



### One Verescence: Verescence Pacific strengthens the VSPS

The Verescence Sustainable
Performance System (VSPS)
has underpinned the company's
transformations for several years

establishing formal mechanisms such as processes, defined structures, and management and organizational standards.

Our Korean subsidiary, acquired in 2021, has been supported by the Group's experts as it gradually

incorporates the system. A new milestone was reached in 2024 with the launch of several continuous improvement projects, notably focusing on improving the "Pack to Cut" where bare glass is concerned and reducing changeover times on their screen printing machines.



FOCUS

# Solidarity in action across all our territories

Our sites once again rallied to support local communities in 2024.

In Spain, for example, our La Granja site supplied aid equipment to the *Protección Civil* civil defense service and the San Ildefonso council following the floods that hit the Valencia region. In South Korea, meanwhile, our employees distributed charcoal briquettes and foodstuffs to disadvantaged families. In France, Verescence has been awarded the *Employeur partenaire des sapeurspompiers* ("Firefighters' Employer Partner") certification in recognition of the availability agreement put in place to enable our volunteer firefighter employees to reconcile their working lives with their

civic commitment. Last but not least, our teams in the United States took part in the Marine Corps Reserve Force's "Toys for Tots" initiative, providing toys for families in need. All of the initiatives undertaken by our various sites in 2024 are detailed in the appendix to this report.



2 SUSTAINABILITY REPORT 2024\2025

Preserving employment at our sites

he attractiveness of our businesses and the territories where we operate contributes to the sustainability of our company.

# Raising the level of training in our employment areas

Faced with a shortage of skilled workers, Verescence has made training for temporary workers and job seekers the main focus of its recruitment efforts.

In France, our QUALIOPI-certified training center in Mers-les-Bains has trained 770 job seekers as packer-sorters since the training module was created in 2021.

We are committed to regularly integrating new operators into our teams on permanent contracts and giving them the opportunity to improve their employability if they so wish. The packersorter post is a gateway to other roles within our company, thanks to vocational qualifications such as the CQP ("Professional Qualification Certificate") or and the TP ("Professional Diploma").



# Enhancing the value of our businesses and our territories



In France, Verescence is involved in the *Territoires d'Industrie* initiative, which aims to **bring local elected officials and industrialists together** to find solutions to the challenges facing industrial companies on a local level.

One of our priorities is to make our glass and finishing professions more appealing to young people. Our collaboration with schools enables us to invite 300 students every year to visit our plants during Industry Week, the aim being to create vocations and to introduce our trades and the training available to enter them.

FOCUS

# A Verescence bottle showcased at the Elysée Palace

On October 26 and 27, 2024, the *Grande Exposition du Fabriqué* en France ("Great Made in France Expo") once again took over the Élysée Palace, attracting over 10,000 visitors to discover the expertise that is one of our regions' greatest assets.

Launched in 2020 under the impetus of the President of the Republic, the event showcases iconic products of French industry from all of France's mainland and overseas departments.

Of the 2,200 entries received, only 122 products were selected for this 4<sup>th</sup> edition. Verescence proudly represented the Somme department with the iconic H bottle of Terre d'Hermès, produced at our Mers-les-Bains plant.

"Having represented the Orne department in 2021, Verescence was proud this time to be showcasing the Somme, with one of the world's most unique skills: luxury bottle production. The general public is still all too unfamiliar with this French specialism and its close ties to the Glass Valley region, so this was a great opportunity to showcase glass as a sustainable and infinitely recyclable material", explains Hélène Marchand, General Manager Verescence France.



Preserving employment at our sites

FOCUS

# Verescence: a committed player in the European beauty and personal care value chain

Verescence is a member of competitiveness cluster Cosmetic Valley, which also coordinates the perfume and cosmetics industry in France, the world's leading cosmetics exporter.

Verescence plays an active role on various industry committees, representing the voice of glassmakers before French public authorities on strategic issues such as ecological transition, competitiveness and employment.

On a European scale, Verescence is a member of The Value of Beauty Alliance, launched in January 2024, which aims to ensure that the entire beauty and personal care value chain, from raw material

producers to packaging manufacturers and major cosmetics multinationals, is taken into account by policymakers and recognized as a strategic sector for the European Union's society and economy. On March 18, 2025, Verescence attended the alliance's annual event in Brussels to continue the dialog initiated with European institutions and ensure that the various regulations in force allow the beauty and personal care sector to remain a world leader.





Sustainable procurement

Business ethics

ur approach is based on local procurement to support very small and small and mediumsized enterprises (VSEs and SMEs) in the areas in which we operate, reducing our carbon footprint and developing resilient supply chains.

FOCUS

#### Supplier CSR Days 2024

In 2024, Verescence organized two new editions of its Supplier CSR Days, the 4<sup>th</sup> in France and the 3<sup>rd</sup> in Spain, bringing together 170 participants from 83 strategic suppliers.

In addition to discussing our CSR approach, these days are a chance for our suppliers to better understand our customers' expectations. This year, the Shiseido Group shared its vision of responsible beauty and the priorities it aims to achieve through its roadmap, including the importance of improving traceability and transparency within value chains.

New features of this 2024 edition included a series of practical workshops led by external speakers and aimed at accelerating our suppliers' implementation of CSR projects such as photovoltaic solutions, subsidy schemes and energy saving certificates, the TRASCE (TRaceability Alliance for Sustainable CosmEtics) project, carbon assessment, and funding solutions.



matters of top priority for Verescence. To this end, a Compliance Committee overseen by our CEO meets every two months, or as required, to address and monitor ethical issues.

against

usiness ethics and the fight

corruption

remain

Targeted training to prevent corruption and strengthen cybersecurity



Since 2017, we have set up **an online training course on preventing corruption** for all employees considered to be "at risk".

This includes all those who come into contact with third parties as part of their roles. The course aims to make our employees aware of the risks associated with corruption, provide them with the tools to prevent it, and encourage them to report any suspicious situations.

In 2024, we launched a new version of the course that was **taken by 559 employees worldwide** with a participation rate of 97%.

We have simultaneously stepped up our employees' ongoing training in cybersecurity, and will be launching a new campaign in 2025 with the dual aim of raising employee awareness of cybersecurity risks and ensuring that the essential cybersecurity rules are properly understood.

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# Eco Solutions



nnovation and eco-design

83%

of bottles worldwide produced from PCR\* glass

\*Post-consumer recycled glass



Optimizing the environmental impact of our processes

87.1%

of waste recycled

98%

of water recycled

-56.2%

water withdrawals since 2016

-21.5%

CO<sub>2</sub> emissions (Scope 1 and Scope 2) since 2016

## CDP AA-

in the fight against climate change and water management

100%

of our sites ISO 14001 certified (environment) and 3 glass-making sites ISO 50001 certified (energy management)



Validation of our target to reduce CO<sub>2</sub> emissions by 63.7% between 2019 and 2034 in line with the 1.5°C trajectory

40

Quality of service and competitiveness

Optimizing the environmental

impact of our processes

Innovation and eco-design

Quality of service and competitiveness

ur customers expect products of an exceptional quality, often combined with intricate and bold designs. This is why we are committed to continuously improving our industrial performance and simplifying our flows, in order to guarantee the quality our customers expect while also reducing our environmental footprint.

# Agility and operational excellence

Here at Verescence, our customers are our top priority, and excellence means providing them with a growing range of services and increasing value. The OTIF (On Time-In Full) factor, which measures our ability to deliver orders on time and in full, is a key indicator of this performance.

# Our **OTIF rose by 4 points** to 95.6% in 2024.

This ability to meet our commitments relies largely on our industrial agility, which enables us to respond quickly to even the most complex of customer requests.



This agility was something that the Avon group was keen to recognize by presenting us with the "Agile Supplier" award at a ceremony held at their headquarters in Poland on June 5, 2024.

# Digitizing production: innovative projects in action

Verescence is continuing its digital transformation with the installation of a state-of-the-art MES (Manufacturing Execution System) at all of its finishing sites. The system is connected to the equipment at our Autonomous Production Units (UAP) and gathers real-time performance and quality data to enable us to improve industrial efficiency and reduce breakage rates—a major factor in reducing our carbon footprint. The system is already up and running in France and Spain and was piloted at our Sparta site in the US in 2024, with full roll-out scheduled for the second half of 2025.

In keeping with this approach, Verescence has been using the Fabriq tool to digitize performance management at our sites since early 2024. All performance point dashboards for our French and Spanish plants have now been introduced, along with several dashboards for the Continuous Improvement pillars. The roll-out will continue in 2025 with our two US sites and the integration of audit routines scheduled for 2026 across all sites.



**FOCUS** 

#### La Nuit du Verre 2024: digitization and artificial intelligence at the heart of the debate

The 3<sup>rd</sup> edition of *La Nuit du Verre* ("Glass Night"), organized by Glass Valley, the world's leading luxury bottle cluster, incorporating over 60 companies and nearly 12,000 employees between Normandy and Hauts-de-France, was held in Paris on December 3, 2024.

The event was attended by over 150 professionals, who came together to discuss the major technological transformations taking place in our sector. Verescence's Chief Information & Digital Officer, Jean-Michel Gorand, took part in a

round-table discussion on digitization and artificial intelligence in the glass industry, highlighting key projects to optimize the energy and industrial performance of our sites (technical energy management, digital visual management, etc.).



Optimizing the environmental impact of our processes

VERESCENCE

GLASS MADE TO LAST.

lass is a material with a bright future, and Verescence aims to produce responsibly by significantly decarbonizing its activities, controlling its energy, water and raw material consumption, and reducing its waste.

# Controlling our energy consumption

Verescence has introduced energy-saving plans across all of its sites with the aim of significantly reducing its gas, fuel oil, and electricity consumption.

Our efforts to reduce energy consumption resulted in **energy** savings of **4,205 MWh** in 2024.

This performance was due notably to the gradual deployment of Energy Management Systems (EMSs) across all of our sites, making it possible

to accurately monitor the energy consumption of each piece of equipment and detect anomalies in real time.

Initiatives such as LED lighting in buildings, improved insulation in our workshops, warehouses and roofs, use of destratifiers to reduce the need for heating, limiting the use of compressed air, optimizing our compressors and recovering waste heat from feeders also contribute to this performance.

Furthermore, incorporating external cullet from household recycled glass (PCR) into our compositions helps reduce the energy consumption required for melting.



Verescence Sparta: 5,600 m<sup>2</sup> of roofing insulated in 2024, generating an anticipated energy saving of 10-15%.



In 2024, **10,094 tonnes of PCR cullet** were used to replace natural raw materials, including sand.

For each additional 10 points of cullet, a furnace requires 2.5% less energy and  ${\rm CO_2}$  emissions are reduced by 5%\*. Which is why Verescence aims to have PCR glass account for 100% of its worldwide production by the end of 2025.

Verescence has the level of PCR cullet contained in its compositions annually certified by an independent third party according to the calculation method defined by the European Federation of Packaging Glass (FEVE).

The use of PCR glass in the manufacturing of Infinite Glass 20 and Infinite Glass 40 sold are over 20% and 40% ( $\sqrt{}$ ) respectively.



\*FEVE 2024 decarbonization report

Optimizing the environmental impact of our processes

#### Our commitment to reducing our CO<sub>2</sub> emissions

Our total greenhouse gas emissions for Scopes 1 and 2 amounted to 128,008 tonnes CO<sub>2</sub>eq in 2024, due primarily to our furnaces, lehrs, feeders and bottle fire polishing operations. Verescence has embarked on an ambitious decarbonization roadmap, based on a target validated by the Science Based Targets initiative (SBTi) and in line with that of the Paris Agreement aimed at limiting global warming to 1.5°C above pre-industrial levels, as part of its efforts to drastically reduce its emissions.

By 2034, **Verescence will have** reduced its emissions by 63.7% compared with 2019 where Scopes 1 and 2 are concerned.

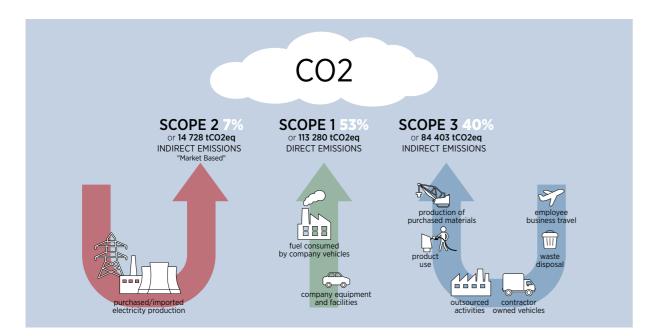
This commitment is supported by major investment in electrifying the technologies and

industrial equipment used at our sites. In 2024, we replaced a gas-powered lehr with a 100% electric annealing lehr at our Mers-les-Bains site, reducing our emissions by 192 tonnes CO<sub>2</sub>eq per year.

We have also launched a project to rebuild furnace 6, scheduled for completion in 2026, using a hybrid technology developed by our partner Fives. At the same time, Verescence is continuing its efforts to decarbonize its decoration activities with the launch of two new electric lacquering lines in Spain and France and the installation of electric lehrs and infra-red tunnels.



Launch of a new electric lacquering line in Spain



Scopes 1 and 2: direct and indirect CO<sub>2</sub> emissions related to bottle manufacturing Scope 3: indirect CO<sub>2</sub> emissions linked to production-related activities

### Water: the "Dry Plant" goal

Verescence is continuing its efforts to achieve "dry plant" status and in doing so prioritizing those sites at high risk of water stress. This goal will only be achieved once 100% of the sites' water requirements are met using reused water, with losses limited to the inevitable evaporation that occurs in our sector of activity.

A lamellar decanter was consequently installed at the La Granja site in 2024 to treat wastewater generated by insulator production.

This new piece of equipment enables the site to reuse 1,800 m³ of water each month to feed the insulator manufacturing process in a closed circuit.

Similarly, the water used to cool the oxygen station pumps at the Covington site, which was previously discharged into the public sewage system, is now diverted to our cooling towers. This system saves 14,000 m<sup>3</sup> of water per year and bring the volume of water discharged for industrial use down to zero.



Lamellar decanter at La Granja

# Managing our waste



All around the world, our plants aim to limit the net cost of waste management by reducing the volume of waste generated and maximizing sorting efforts to recover it more effectively.

In 2024, with treatment costs rising sharply, the net cost of our waste was reduced by 44% and 87.1% of our waste was recycled,

thanks notably to the following:

- Increased use of reusable or recyclable pallets and thermoformed trays;
- Improved paper and cardboard recycling;
- Replacement of the acid-etching process with the lacquering process;
- Reduced electrostatic filter dust treatment thanks to a more favorable energy mix;
- Reduced electrochemical and rinsing liquid waste from our increasingly efficient mold washing stations.

# Innovation and eco-design

hrough our "4R&D" approach, REDUCE, REUSE, RECYCLE, REPLACE and DISRUPT, we aim to offer our customers luxury packaging that meets both the codes of the beauty industry and the environmental challenges at play.

# PPWR: What are the implications for luxury bottles?

3 QUESTIONS FOR...
Samuel Joachim

INPD Director Verescence



With the PPWR (Packaging and Packaging Waste Regulation) redefining European expectations and obligations where packaging is concerned, companies in the perfume and cosmetics industry need to rethink the design of their packaging to use more sustainable materials and reduce the volumes of waste they generate.

# 1 What are the main objectives of the PPWR regulation?

This is new European regulation concerning packaging and packaging waste that aims to standardize and reinforce packaging requirements throughout the European Union. Replacing the 1994 directive, it now applies to all packaging types, including cosmetics packaging. The regulation was adopted by the European Parliament on January 22, 2025, came into force on February 11, 2025, and will apply to packaging sold as of 2030.

# 2 Which sections of the regulation apply to glass packaging?

There are two main sections of the regulation that apply to primary glass packaging. The first, regarding minimization, aims to reduce the amount of packaging entering the market. This includes optimizing its size and weight while preserving its effectiveness when it comes to protecting and transporting products. The second part, regarding recyclability, requires glass packaging to be designed in such a way that it can be easily recycled at the end of its life cycle to encourage the reuse of materials. Unlike plastics, soda-lime glass already benefits from the support of an efficient and

well-established recycling network in Europe. According to Close The Glass Loop, 80.8% of glass packaging in Europe is currently collected for recycling, making it one of the most efficient materials in this respect. The aim is to achieve 90% by 2030.

# 3 How does Verescence help its customers comply with PPWR requirements?

Verescence has been working on these issues for several years now by offering its customers a number of tools for ecodesigning premium, sustainable bottles. For minimization purposes, the LCA tool created by Verescence in collaboration with EVEA back in 2017 compares various weight solutions for glass packaging and measures their environmental impact. Furthermore, the Glass Score can be used to assess a bottle's weight reduction and is systematically shared with customers. With regard to recyclability, Verescence drew up a set of guidelines in collaboration with a sorting center with a view to raising customer awareness of the impact of certain decoration options on recyclability. Finally, Verescence plays an active role in the Cetie's Design for Recycling group aimed at establishing a common protocol for all European glassmakers.

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# Innovation and eco-design

# Neuroscience: how design influences product perception

We will be increasingly called upon over the coming years to respond to the equation of lighter glass bottles and less impactful decoration options while maintaining the desirability of luxury bottles.

With this in mind, Verescence launched an initial study in partnership with the University of Leuven in Belgium in 2024 to examine the impact of the visual complexity of engraving on consumer perception through a series of neuromarketing studies.

Neuroscience provides scientific answers to marketing questions concerning bottle weight, design, finishing and decoration. In practical terms, this initial study demonstrated the benefits of a more sophisticated engraved design on our standard model, the Bowie 100ml bottle, in favor of a stronger premium perception and greater perceived value.



# Premium make-up: the age of glass

As part of our efforts to meet our customers' growing demand for the "glassification" of packaging, Verescence offers a series of make-up formats to meet different needs.

Verescence developed two new glass make-up bottles in 2024: the KALI and the IVY.



The KALI is a 7.5ml bottle developed in partnership with Axilone, which designed the 100% aluminum cap and stem and offers a range of applicators, meaning that the bottle can be adapted to a variety of markets, including liquid lipsticks, lip oils, glosses and liquid eyeshadows, as well as targeted eyecare products and concealers.

The glass and aluminum format offers consumers an **ultra-premium**, **100% recyclable packaging** solution.

The IVY is a 10ml bottle developed in partnership with HCP Packaging for the mascara market. The impermeability of the glass ensures optimal preservation of the formula over time, while its sleek design and thick glass base give it a very elegant appearance. The bottle is also compatible with a whole host of decoration techniques including lacquering, screen printing, hot stamping or even COLOR'in.

The IVY contains 20% post-consumer recycled (PCR) glass and is **100%** recyclable.





On the foundation front, **Verescence developed a refillable format** for the Armani brand (L'Oréal Luxe) in 2024.

Like the facial skincare market, the foundation market is also moving more towards refillable formats. In this case, our customer has chosen to premiumize the product by designing a luxurious outer glass bottle paired with a minimalist plastic refill. The bottle features an intuitive and elegant refill system that allows the consumer to insert and remove the refill with great ease.

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# Innovation and eco-design

# Predictive maintenance for insulators: the Xpertise service



We produce glass insulators, the "disk-shaped" insulating parts used on high-voltage lines, at our Spanish site. As part of our efforts to help our customers reduce CO<sub>2</sub> emissions and the additional costs associated with overly frequent cleaning or electrical bypasses caused by a lack of maintenance,

La Granja Insulators has developed an innovative preventive maintenance service using AI in partnership with the Electric Power Research Institute (EPRI).

We install sensors on the towers that determine the optimum time to clean the insulators based on weather conditions and leakage current measurements, helping to ensure 100% efficiency. This provides our customers with an optimized, site-specific maintenance plan. A new Xpertise project was launched in 2024 to optimize the construction of a future power line.





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# **APPENDICES**

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CSR dashboard

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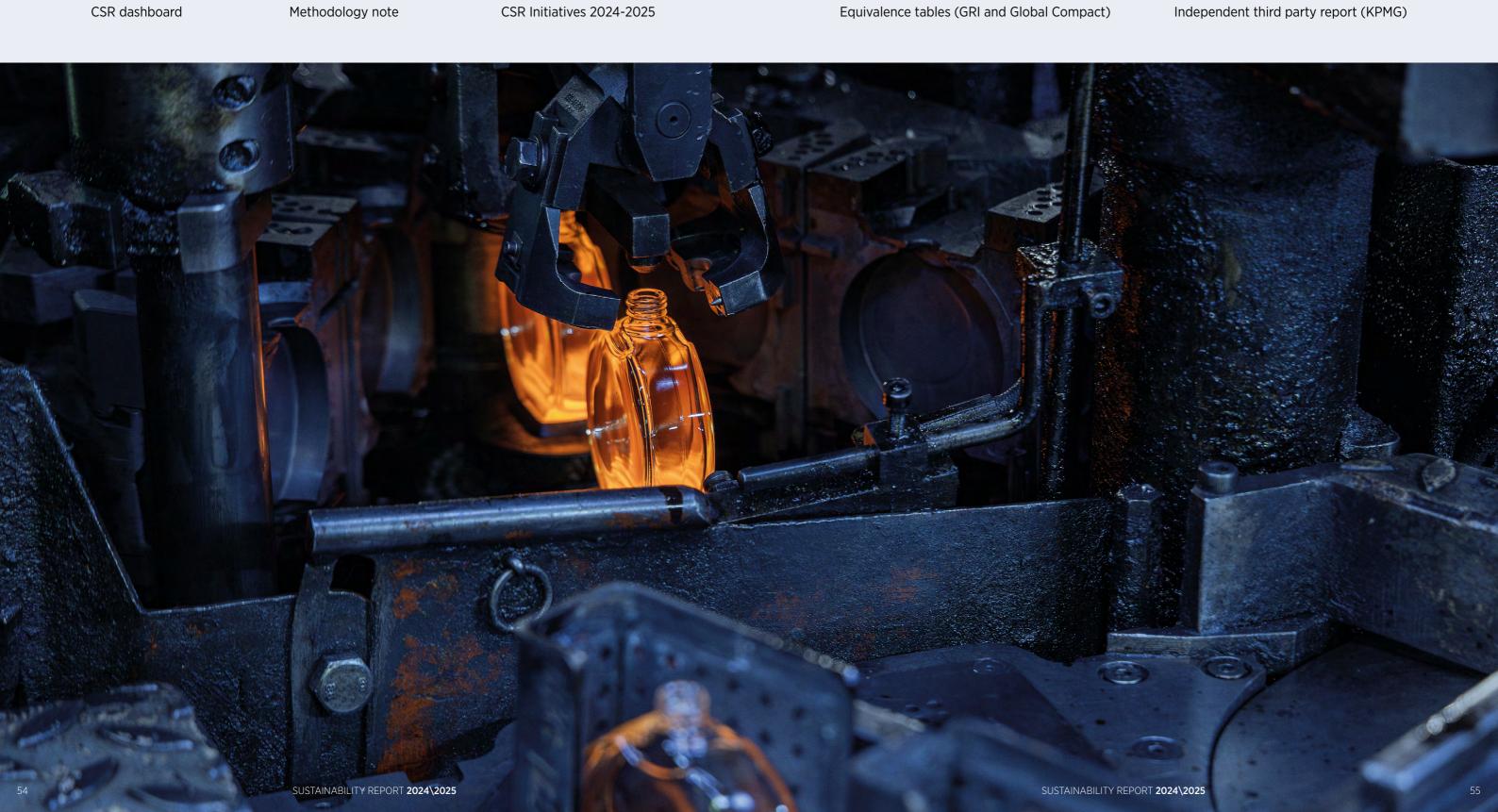
CSR Initiatives 2024-2025

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Equivalence tables (GRI and Global Compact)

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Independent third party report (KPMG)



#### GLASS MADE TO LAST.

# CSR dashboard

The dashboard below gives a brief overview of the group's progress with respect to each of the three pillars of the "Glass Made to Last" program. Details of the figures and progress with respect to each commitment are given in the main body of this report.

PILLAR	SDG	THEME	KPI	UNIT	2022 RESULTS REMINDER	2023 RESULTS REMINDER	2024 RESULTS	2025 OBJECTIVES
People First	3 mentione	Health & safety	Lost time accident frequency rate (TF1)	Rate	4,34 (√)	3,61 (√)	1,85 (√)	<3
	- <b>W</b> •		Lost days due to work accidents with sick leave*	Days	1 019	1 524	1 334	-5% vs N-1
	4 men	Well-being at work and recognition	Investments allocated to improving working conditions and EHS initiatives vs. Total Investments	%	12,7% (√)	6,31% (√)	5,14% (√)	≥2%
	5 <b></b> <b>©</b>		Absenteeism rate (includes the number of lost days due to work accidents with sick leave)	%	7,9% (√)	6,76% (√)	6,79% (√)	7%
			Number of salaries paid above the Living Wage*	%	-	-	100%	100%
		Skills and careers	Number of trained employees vs. Number of employees	%	60,3% (√)	70,9% (√)	67,4% (√)	>70%
			Number of promotions	Number	234 (√)	224 (√)	341 (√)	>5% of the workforce
		Diversity	Percentage of female managers	%	29,39% (√)	30,34% (√)	30,04% (√)	>30%
			Percentage of female recruits	%	51,96% (√)	39% (√)	31,2% (√)	>35%
		1					<u> </u>	
Act for Society	8 ==== 8 <b>M</b>	Local presence, global strength	Local purchases vs. Purchasing volume	%	96,9% (√)	97,17% (√)	97,3% (√)	>97%
<b>*</b>	10 ************************************	Preserving employment at our sites	Number of qualification approaches	Number	82 (√)	83 (√)	76 (√)	>2% of the workforce
	16 AND THE STREET	Sustainable procurement	Number of suppliers that have signed the CSR Charter vs. Number of suppliers listed on the Verescence CSR1 panel (suppliers with a significant effect on Verescence's CSR impact)	%	100% (√)	100% (√)	100% (√)	100%
	17 ===	Business ethics	High-risk employees trained and qualified on corruption risks vs. Total workforce		97,9% (√)	98% (√)	97% (√)	100%
			High-risk employees trained and qualified on information security vs. Total workforce	%	89% (√)	93% (√)	81,6% (√)	100%
Eco	6 menum T	Quality of service	On Time In Full delivery rate (OTIF)	%	88% (√)	91% (√)	95,6% (√)	97%
Solutions		and competitiveness	Customer complaint rate	%	0,84% (√)	0,56% (√)	0,57% (√)	0,55%
		Innovation and eco-design	Number of commercial offers issued and accompanied by an LCA	Number	57 (√)	28 (√)	78 (√)	82
	***		Rate of glass bottles produced with PCR glass	%	55% (√)	77% (√)	83% (√)	85%
	12 ===	Optimizating the environmental impact of our processes	CO2 emissions (Scope 1: Direct GHG; Scope 2: Energy Indirect GHG)	t/tg	1,02 (√)	1,03 (√)	0,95 (√)	0,92
	13 ==		CO2 emissions (Scope 3)	t/tg	0,54 (√)	0,67 (√)	0,63 (√)	0,62
			NOx emissions for glass manufacturing sites	kg/tg	1,78 (√)	5,2 (√)	5,12 (√)	<6
	14 #		SOx emissions for glass manufacturing sites	kg/tg	1,18 (√)	1,83 (√)	1,01 (√)	<2
	15 🛼		Fine particle emissions for glass manufacturing sites	kg/tg	0,103 (√)	0,155 (√)	0,12 (√)	<0,2
			Water withdrawal per metric ton of glass	m³/tg	2,34 (√)	2,56 (√)	2,39 (√)	2,06
			Recycled water vs. Water needs	%	98,13% (√)	98,08% (√)	97,99% (√)	>98%
			Water consumption vs. Water needs (Losses vs. Water Needs)	%	0,91% (√)	0,58% (√)	1,14%1	1,10%
			Total quantity of waste per ton of glass drawn	kg/tg	159 (√)	155 (√)	108 (√)	100
			Hazardous waste*	t	1 762	1 838	1 318	<10% of total waste
			Non-hazardous waste*	t	23 854	21 875	13 130	≥ 90% of total waste
			Waste recycling rate	%	90,82% (√)	90,58% (√)	87,11% (√)	>90%
			BOD5 - Biochemical Oxygen Demand over five days	kg/tg	-	0,15 (√)	0,004 (√)	<0,1
			COD - Chemical Oxygen Demand	kg/tg	-	0,53 (√)	0,023 (√)	<0,2
			TSS - Total Suspended Solids	kg/tg	_	0,44 (√)	0,017 (√)	<0,1

 $<sup>(\</sup>surd)$  Data verified with a reasonable level of assurance by KPMG  $^{\rm 1}{\rm Limited}$  level of assurance

<sup>\*</sup>Data not verified by KPMG

tg = metric ton of glass

#### GLASS MADE TO LAST.

# Methodology note

Elements of methodology on the published indicators.

#### Scope

All entities consolidated by the Group. Reporting period: 01/01/2024 to 12/31/2024

#### **Exclusion**

Verescence is not concerned with the following themes and therefore does not report any results or initiatives on these subjects:

- fighting food waste
- fighting food insecurity
- respect for animal welfare
- responsible, fair, and sustainable food
- the national-army link and engagement in reserves

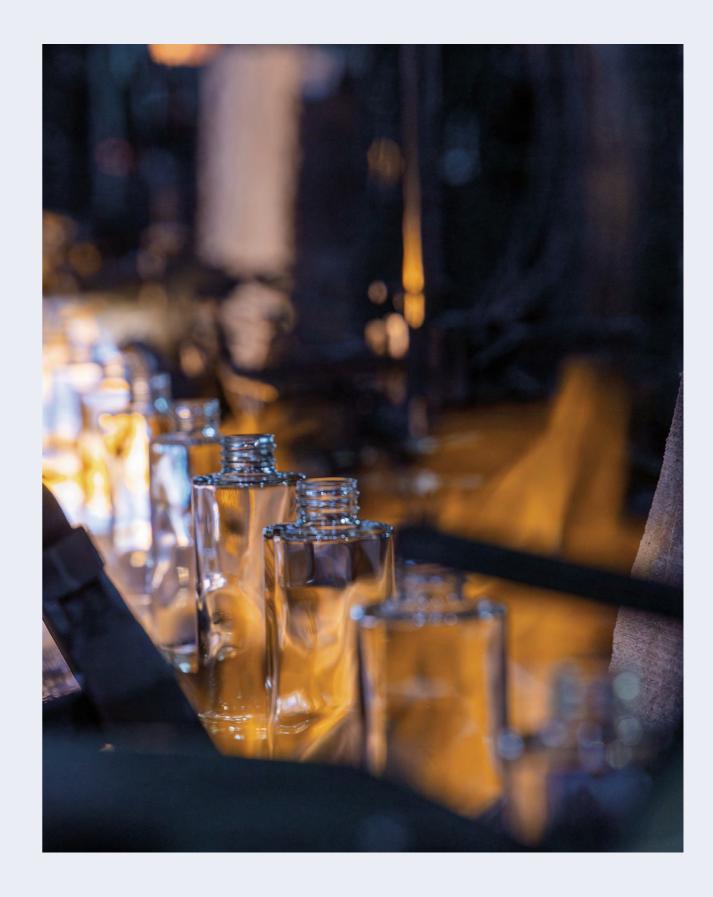
	FREQUENCY	INDICATORS	UNIT	DEFINITIONS / CALCULATION
People First	Monthly	Lost time accident frequency rate (TF1)	Rate	[(Sum of accidents with lost time declared in the financial year to local authorities – Sum of accidents with lost time invalidated by local authorities in the financial year or previous financial years) / Number of hours worked]*1,000,000  Note The frequency rate takes into account Verescence staff and does not include temporary staff (the contracts taken into account are: CDI, CDD, professional contracts, apprenticeship contracts).
	Monthly	Lost days due to work accidents with sick leave	Days	Total lost days due to reported work accidents with sick leave during the fiscal year  - Total lost days recorded for work accidents with sick leave invalidated by local authorities during the current or previous fiscal years  Note The accounting of lost days due to work accidents with sick leave includes  Verescence staff only and excludes temporary workers and interns (the contracts considered are: permanent contracts, fixed-term contracts, professional training contracts, and apprenticeship contracts). Lost days due to occupational illness are not included.
	Annual	Investments allocated to improving working conditions and EHS initiatives vs. Total Investments	%	[Sum of Investments allocated to improving working conditions and EHS initiatives in K€ / Total CAPEX in K€ ]*100
	Monthly	Absenteeism rate (includes the number of lost days due to work accidents with sick leave)	%	[Sum of hours of absence (TI) / Sum of theoretical hours worked]*100
	Every two years	Number of salaries paid above the Living Wage	%	Number of salaries assessed by Fair Wage Network as equal to or above the Living Wage in the regions where they were paid  Note The accounting of salaries paid above the living wage includes all Verescence staff and excludes temporary workers and interns.
	Annual	Number of trained employees vs. Number of employees	%	[Sum of employees who have completed training / Sum of employees]*100  Note Definition of training: 1 hour minimum, in any form (face-to-face or e-learning).  Conferences, meetings and other types are excluded. Training delivered to temporary workers and subcontractors is not included. All employees who have completed more than one hour of training in the year are counted, regardless of the duration and number of training modules completed.
	Annual	Number of promotions	Number	Number of promotions  Note Promotions can be changes of profession, position or coefficient.  These changes are visible on payroll endorsements.  Promotion is the move to a higher classification or coefficient level visible on the payroll.  During a change of profession, the promotion is the subject of an amendment.  A change of profession or position is not necessarily accompanied by a salary increase (the case of moving from a 5x8 position to a day position, for example).  If a person is promoted 2 times in the exercise, they will be counted 1 time.  The promotion is taken into account in the month of the change of title or coefficient recorded by the payroll.
	Annual	Percentage of female managers	%	[Number of female managers on permanent contracts / Sum of male + female managerial staff ]*100  Note This indicator concerns the number of women with socio-professional status likely to be in charge of employees or justify a management position in the company.
	Annual	Percentage of female recruits	%	[Sum of female recruits on permanent contracts / Sum of total male + female recruits]*100 <b>Note</b> This indicator only includes recruits on permanent contracts.

			1	recorded by the payroli.
	Annual	Percentage of female managers	%	[Number of female managers on permanent contracts / Sum of male + female managerial staff ]*100  Note This indicator concerns the number of women with socio-professional status like to be in charge of employees or justify a management position in the company.
	Annual	Percentage of female recruits	%	[Sum of female recruits on permanent contracts / Sum of total male + female recruits]*1  Note This indicator only includes recruits on permanent contracts.
	FREQUENCY	INDICATORS	UNIT	DEFINITIONS / CALCULATION
Act for Society	Annual	Local purchases vs. Purchasing volume	%	[Sum of the purchasing turnover realized in the processing country (K€) / Sum of the entity's total purchasing turnover (K€)1*100  Note Local purchases are defined by the supplier's location and the provision of services or materials from the following locations:  — France and Spain: country of transformation + bordering countries  — USA: USA only  Purchases from Verescence Pacific are excluded from the scope.  Purchases related to the Insulators activity are also not included in the scope of this indica
	Monthly	Number of qualification approaches	Number	Number of people enrolled in training courses leading to qualifications or diplomas <b>Note</b> This number is monitored monthly in all foreign countries and in France (Verescence France, Verescence Orne and Verescence Somme). These are professionalization contracts, apprenticeship contracts and professional titles. If a person is registered for several diploma courses, it will only be counted once.
	Annual	Number of suppliers that have signed the CSR Charter vs. Number of suppliers listed on the Verescence CSR1 panel (suppliers with a significant effect on Verescence's CSR impact)	%	[Number of suppliers that have signed the CSR Charter / Number of suppliers listed the Verescence CSR1 panel]*100  Note Suppliers of Verescence Pacific are excluded from the scope.
	Annual	High-risk employees trained and qualified on corruption risks vs. Total workforce	%	[Sum of the high-risk employees trained and qualified on corruption risks, anticomper practices vs. total high-risk workforce] "100  Note The following people, known as "high-risk employees", are eligible for this type of train 1) All executive staff worldwide, including various departments (Excom, sales, purchastinance, etc.)  2) "Non-executive" populations are included, but are considered at risk given their function, namely the Accounting/Payroll, HR, R&D, Sales Assistants, Purchasing, and anyone in contact with third parties as part of their function  3) Any newcomer falling under 1) or 2)  This indicator is centralized, and all relevant populations within subsidiaries are identifiable. Individuals who have left the company during the year are included in the indicator calculation.
	Annual	High-risk employees trained and qualified on corruption risks vs. Total workforce	%	[Sum of the high-risk employees trained and qualified on information security vs. to high-risk workforce]*100  Note The following people, known as "high-risk employees", are eligible for this type of train 1) All executive staff worldwide, including various departments (Excom, sales, purchasing, finance, etc.)  2) "Non-executive" populations are included, but are considered at risk given their function, namely the Accounting/Payroll, HR, R&D, Sales Assistants, Purchasing, and anyone in contact with third parties as part of their function  3) Any newcomer falling under 1) or 2) This indicator is centralized, and all relevant populations within subsidiaries are identifiable. Individuals who have left the company during the year are included in tindicator calculation.

#### VERESCENCE

	FREQUENCY	INDICATORS	UNIT	DEFINITIONS / CALCULATION
Eco Solutions	Monthly	On Time In Full delivery rate (OTIF)	%	Number of deliveries in time and quantity / Number of deliveries  Note A delivery is considered as being "on time" if it is delivered on the date requested in the customer's order. Delivery in full means that there is no difference between the quantities requested and the quantities delivered (+/- thresholds agreed in each region with our customers). This number can be obtained either through Verescence's direct measurement of factory delivery lead times, or through the measurement of Customer OTIFs, which will be weighted by the number of deliveries made each month.
	Monthly	Customer complaint rate	%	[Sum of customer complaints accepted / Sum of lots delivered]*100  Note Customers of Verescence Pacific are excluded from the scope.
	Annual	Number of commercial offers issued and accompanied by an LCA	Number	Sum of commercial offers issued with an LCA (life cycle analysis) whether they are lost, won, in progress or abandoned
	Annual	Rate of glass bottles produced with PCR glass	%	[Sum of bottles produced with PCR glass in year n (t)/Sum of bottles produced in glass in year n (t)]*100  Note in Europe, Verescence's PCR glass offering includes Verre Infini* 20 and Verre Infini* 40, incorporating 20% and 40% post-consumer recycled glass, respectively. In the USA, the use of PCR glass in the manufacturing of our bottles has reached a level above 10%, which is the threshold at which our bottles are considered to be made with PCR glass. In South Korea, the 20% threshold has been reached since October 2024; therefore, Verre Infini* 20 is also offered there.
	Monthly	CO2 emissions (Scope 1: Direct GHG; Scope 2: Energy Indirect GHG)	t/tg	Estimated quantity of CO2 emissions to produce one metric ton of glass Total quantity of estimated CO2 (t CO2) / Quantity of glass drawn (t)
	Annual	CO2 emissions (Scope 3)	t/tg	Total Scope 3 CO2 emissions calculated according to the GHG Protocol guidelines for each applicable chapter related to Verescence's activities
	Annual	Atmospheric emissions (NOx / SOx / fine particles) for glass manufacturing sites	kg/tg	Mass of atmospheric emissions (NOx, SOx or fine particles) in kg for glass manufacturing sites / Quantity of glass drawn (ton)
	Monthly	Water withdrawal per metric ton of glass	m³/tg or kcols	Total water withdrawn for one ton of pulled glass (Glass manufacturing plant) or 1000 of decorated bottles (Decoration plant)  Total quantity of water (m3) / Quantity of pulled glass (ton) or kcols
	Quarterly	Recycled water vs. Water needs	%	[Total industrial water recycled) / Total water needs for industrial use]*100
	Quarterly	Water consumption vs. Water needs (Losses vs. Water Needs)	%	[Total water consumption (Withdrawals - Discharges) / Total water needs]*100
	Monthly	Total quantity of waste per ton of glass drawn	kg/tg	Sum of hazardous waste and non-hazardous waste (kg) / Quantity of glass drawn (t)  Note in Europe, a nomenclature makes it possible to differentiate hazardous waste from non-hazardous waste based on codes confirmed by the treatment provider in tracking slips. Elsewhere, local legislation defines the category of hazardous waste and imposes specific treatment.
	Monthly	Hazardous waste	t	Total hazardous waste in tonnes  Note In Europe, a classification system distinguishes hazardous waste from non- hazardous waste using codes confirmed by the treatment provider in tracking forms.  Elsewhere, local legislation defines the category of hazardous waste and requires specific treatment.
	Monthly	Non-hazardous waste	t	Total non-hazardous waste in tonnes  Note In Europe, a classification system distinguishes hazardous waste from non- hazardous waste using codes confirmed by the treatment provider in tracking forms.  Elsewhere, local legislation defines the category of hazardous waste and requires specific treatment.
	Monthly	Waste recycling rate	%	Percentage of recycled, reused or recovered waste [Quantity of recycled, reused or recovered waste (t) / Total quantity of waste (t)]*100  Note In Europe, waste treatment is based on a nomenclature which specifies, depending on the destination of the waste, a code confirmed by the treatment provider.
	Annual	BOD5 - Biochemical Oxygen Demand over five days per ton of glass pulled	kg/tg	[∑η [(DB05_(mg02/l) x 10^-3] x Volume of wastewater discharged (m3)] / Volume of pulled glass (t) where n is the number of glass production or finishing sites.  Note This BOD5 measures the amount of biodegradable organic matter contained in the discharged water. This biodegradable organic matter is assessed through the oxygen consumed by microorganisms involved in natural purification processes. This parameter is expressed in milligrams of oxygen required over five days to degrade the organic matter contained in one liter of water. Each site measures this at least once a year or more frequently depending on local regulations; the average value is then used for the reporting year.
	Annual	COD - Chemical Oxygen Demand per ton of glass pulled	kg/tg	$\begin{split} & [\text{DD} \ [(\text{DCO}\ (\text{mgO2/l}) \times 10^{-}3] \ x \ Volume \ of \ wastewater \ discharged \ (m3)] \ / \ Volume \ of \ pulled \ glass \ (t) \ where \ n \ is the number \ of \ glass \ production \ or \ finishing \ sites. \\ & \textbf{Note} \ COD \ represents \ the \ amount \ of \ oxygen \ needed \ to \ oxidize \ all \ the \ organic \ matter \ in \ the \ wastewater. This \ value \ is \ obtained \ by \ reacting \ water \ samples \ with \ a \ strong \ oxidizing \ agent \ (potassium \ dichromate) \ and \ is \ expressed \ in \ milligrams \ of \ oxygen \ per \ liter \ of \ water. Each \ site \ measures \ this \ at least \ once \ a \ year \ or \ more \ frequently \ depending \ on \ local \ regulations; \ the \ average \ value \ is \ then \ used \ for \ the \ reporting \ year. \end{aligned}$
	Annual	TSS - Total Suspended Solids per ton of glass pulled	kg/tg	$ \left[\sum n \left[(MES\_(mg/l) \times 10^{-3}\right] \times Volume \ of \ wastewater \ discharged \ (m3)\right] / \ Volume \ of \ pulled \ glass (t) \ where \ n \ is the number of glass production or finishing sites.                                    $

tg = metric ton of glass



### CSR Initiatives 2024-2025

The implementation of Verescence's CSR policy by site and the sharing of best practices constitute the foundation of our continuous improvement approach. The listed initiatives are not exhaustive and evolve continuously. Period covered from 01/01/2024 to 31/03/2025.



#### 2024-2025 initiatives

standardized at group level and applied at all sites







#### Health and Safety

#### MANAGEMENT

- Health and Safety targets have been set for the Group and applied to all sites. They form part of the individual objectives set for all members of Management.
- Establishment of a platform for sharing best practices in safety management among subsidiaries.
- Development of internal safety audits on the GoAudits platform.

# Well-being at Work and Recognition

#### MANAGEMENT

- Expression groups implemented across all sites to define and implement actions aimed at improving working conditions and activity organization within units.
- Sharing of all CSR initiatives implemented by each site on a collaborative platform structured around our CSR strategy.

#### RECOGNITION OF PERFORMANCE

- Group process for evaluating executive performance through 'People Success': setting objectives, performance review, salary review, and year-end review.
- Review of responsibility levels for group manager roles to ensure internal equity in terms of compensation and visibility of career paths.
- Launch of a "living wage" analysis with a view to Fair Wage certification.

#### INTERNAL COMMUNICATION

- CSR E-learning: worldwide distribution to connected teams to share Verescence's strategic sustainability approach.
- Organization of a global CSR day across all sites to present and share with employees the CSR challenges and impacts within Verescence.
- HR intranet site in each region and for all sites: communication of policies, company agreements, public provisions (collective agreements), staff movements (hires and departures), job offers, and practical information (health insurance guidelines, benefits).
- Publication for the group and at all sites of our corporate newspaper
   'Verescence in Action' which includes a CSR section.
- Integration of company values
   (Passion, Courage, Respect, Excellence)
   in HR processes (recruitment, mobility, promotion, performance evaluation).

#### Skills and Careers

#### HUMAN RESOURCES AND CAREER MANAGEMENT

- HR policy defined at the Group level and rolled out across sites responsible for recruitment and staff management.
- Internal and international mobility is encouraged when meeting new hiring needs.
- Recruitment of International
   Volunteers in Business (VIE) for the
   USA.

- An international body bringing together the country HR departments manages HR actions (recruitment, mobility, training, etc.).
- HR monitoring indicators (KPIs) have been reviewed and adopted for all sites

#### **EMPLOYEE TRAINING**

- Every new arrival (temporary worker, permanent employee, intern) receives Health, Safety, and Environment training, which must be validated before they start work.
- E-learning modules in various areas
   (Good Manufacturing Practices, CSR, cybersecurity, and anti-corruption).
- Training dedicated to the Verescence Sustainable Performance System with different levels: white, yellow, green,

#### Diversity

#### MANAGEMENT

- —The HR policy is consistent with the ethical charter included in the common provisions (notably the internal regulations in France).
- Encouragement of gender diversity in technical and managerial fields during recruitment and promotion phases.



#### VERESCENCE Mers-les-Bains FRANCE

#### Health and Safety

### IMPROVEMENT OF INFRASTRUCTURES / PPE

- Monitoring the use of tools and equipment during interventions on glass forming machines (IS machines), ensuring employee safety during highrisk operations.
- Risk reduction during lubrication through an automatic lubrication system.
- Improved working conditions:
   cooling bandanas, nonflammable
   sweatshirts, polar wools (cold end),
   installation of fans at all workstations
   (cold and hot ends), provision of saline
   water (heatwave and cold weather
   plans), waste heat recovery and air
   destratification, adiabatic fans at the
   hot end.
- CNC lathe for the mold shop: more automation, fewer manual adjustments.
- New industrial rack modifications for the mold chamber: reduced heavy load handling.
- Operational automatic packing line (reducing musculoskeletal disorders).
- Monitoring of the MSD approach stages in collaboration with CARSAT, employee representative bodies, and medical services.
- Improved fire protection across the
- Installation of fire detection systems on two hooding machines.
- Renewal of IS machine fleet:
   ergonomic improvements, enhanced safety.
- Completion of LED lighting for better visibility.
- Improved fire protection for IS machines.
- Renewal of forklift fleet.
- Installation of noise-reducing grinders in the mold shop.
- Self-propelled pallet truck for improved handling of heavy equipment.
- Installation of guardrails between

pedestrian paths and forklift traffic zones.

- Update of PPE signage by zone.
- Implementation of a visual warning signal (RedLine) on cold end and logistics forklifts.
- Purchase of 2 additional exoskeletons for IS-SGP staff.
- Filling of 150 potholes on forklift and unloader paths (Logistics and Glass Production).
- Refurbishment of floor markings in logistics areas.

#### **EMPLOYEE TRAINING**

- HSEE (Hygiene, Safety,
   Environment, and Energy) training for all new hires, across all job categories.
- Nearly 3,100 hours of HSEE training in 2024.
- Training of a new Prevention OfficerProfessional Title "Prevention and
- Training of 13 new "Second Intervention Team Members."

Safety Officer."

- Continued partnership with SDIS
   80 for "Fire House & Gas Platform" training for internal firefighters.
- Occupational Health Nurse certified as "Workplace First Aid Trainer."
- Initial and refresher training for over
- 60 employees in "Workplace First Aid."

   Integration of the Energy Referent into the Proréfei training program (focused on energy efficiency in indicators and expenses to training program).
- industry and complex tertiary sectors).

   Over 60 employees trained on fluid lockout/tagout procedures according to current standards.
- EHS team awareness on proper administrative and legal handling of work accident and occupational illness
- EHS Engineer trained as Level 2
   Radiation Protection Competent
   Person (PCR).
- Training for CSSCT members for companies with over 300 employees.
- Generalization of safety onboarding for external companies (digital onboarding via Didactum).
- Organization of a half-day for Clients
   / External Companies with safety talks
   and drafting of the annual PDP.

#### MONITORING

- Complete overhaul of the occupational risk assessment document, integrating human prevention measures.
- Safety audits of production lines using the GoAudits app.
- Implementation of monitoring for exposure to hazardous chemical agents per Articles R4412-149 (mandatory OELs) and R4412-150 (indicative OELs).
- Monitoring of vertical and horizontal impacts on forklifts.
- Noise exposure measurements.
- Dangerous situation reporting file (RSD) for resolving risky situations and near misses.
- Implementation and facilitation of a safety cross on the Fabriq app.
- Proposal of a new GoAudits checklist (including Cellar).
- Overhaul of chemical risk assessment
- Overhaul of lockout/tagout form and user training.

#### MANAGEMENT

- Recruitment of a nurse.
- New administrative approval from DREETS officially recognizing Verescence's autonomous occupational health service.
- Extension of approval for Autonomous Occupational Health Service for VS.
- Hiring of an Engineer & Apprentice in the EHS Department, plus 2 Prevention and Safety Officers.
- Fire evacuation drill for the administrative area.
- Creation of an Energy Unit.
- Conversion of a fixed-term contract to permanent for the EHS Engineer position.

#### COMMUNICATION

- Regular CSR engagement: bimonthly safety and environmental messages.
- Dissemination of HSEE news in the site's "Verescence in Action" newsletters.
- Sharing of health, environment, energy, consumption, and housing tips on screens in break rooms.
- Daily indicators on Fabriq.

- Flu vaccination campaign.
- Employee awareness campaigns on topics such as "Fire Safety / Use of Extinguishers," "Different Disabilities / RQTH," "Waste Sorting," and "Energy Management" during CSR days.
- "Pink October": walk in Mers-les-Bains / fundraising for the League Against Cancer.
- Blood donation drive organized with the French Blood Establishment (EFS) for volunteer employees.
- World Autism Awareness Day: partnership with Les Maisons de Vincent.

# Well-being at Work and Recognition

- Specific working group on the IS/
   SGP department regarding heavy load handling.
- Working group on musculoskeletal disorders (MSDs) with the Cold End team.
- Implementation of mold handling improvements in the mold shop.
- Expression groups in the Cold End and mold shop sectors.
- Support from a social worker (60% FTE).
- Organization of a ceremony for awarding work medals and retirement celebrations.
- Site visits to VO & VS for employees.
- Creation of job videos to promote our professions.
- Industry Week: visits and job presentations to 200 middle school, high school, and university students from the Hauts-de-France and Normandy regions.
- Participation in job and apprenticeship fairs to promote our professions.
- Organization of events (Christmas,
   Easter, International Women's Day,
   Pink October, World Autism Awareness
   Day): activities and gifts.
- Monthly employee "Pti'Dej" (breakfast) events.

#### SOCIAL DIALOGUE

 Negotiation of a new amendment to the 2022-2024 profit-sharing agreement.

- Negotiation of a salary agreement.
- Launch of negotiations on Employment and Career Path Management (GEPP).

#### Skills and Careers

#### CAREER MANAGEMENT

- Partnerships with top schools (École de Chimie de Lille, École de Céramique et Mécatronique de Limoges, INSA, etc.): hosting interns and apprentices.
- Deployment of a DOJO at the Hot
   End to ensure continuous training and
   regular review of standards.

#### **EMPLOYEE TRAINING**

- 2024 Skills Development Plan: nearly 26,000 training hours completed in 2024.
- Creation/adaptation of training modules based on job, technical, and organizational changes.
- Nearly 50 employees enrolled in a qualifying program in 2024 through Professionalization Contracts, Apprenticeships, or the Skills Development Plan.
- 29 permanent employees earned a diploma in 2024 (TP TPI, CQPI CEI, Black Belt, Industrial Performance Manager, etc.).
- Diploma award ceremony.
- Verescence "Belt" certification training programs.
- Renewal of the Qualiopi certification for the training center.
- Nearly 4,000 hours of "Packer-Sorter" training for job seekers.
- Hosting of interns.

#### Diversity

- 2025 Gender Equality Index (based on 2024 data) for Verescence France: 85/100.
- Job adaptation and dialogue with occupational health for employees with permanent or temporary disabilities: provision of an electric cart for an employee with mobility issues, 3 job reassignments following unfitness.
   Completion of the "Inclusive Glass"
- Completion of the "Inclusive Glass
  Valley" initiative to reintegrate job
  seekers and people in difficulty.
  Verescence's participation in the first

"Glass Valley" employment forum.

# VERESCENCE Orne FRANCE

#### Health and Safety

### IMPROVEMENT OF INFRASTRUCTURES / PPE

- Study of technical solutions to reduce noise in the lacquering workshop.
- Continued improvement of working conditions at sorting stations, including lighting control and adjustable-height tables.
- Ergonomic studies conducted on screen-printing packing stations, digital screen-printing machine operation, and lacquer preparation, with associated action plans
- Improvement in the management and monitoring of personal protective equipment (PPE) consumption.
- Expansion of the electric lift table fleet.Installation of robots (reducing
- physical strain).Use of a cobot for accessory
- placement on a gluing line.

   Study for the integration of additional cobots.
- Reduction in medical treatments following the introduction of thin cutresistant gloves and bump caps across the site.
- Installation and expansion of new ambient air cooling systems in workshops.
- Optimization of the MES system to reduce administrative tasks for operators.
- Creation of new social facilities (changing rooms).
- Extension of the lacquering building to include offices and social areas.
- Expansion of the Gluing workshop with the creation of an office for the management team.
- Securing the shared pedestrian/ forklift area at the receiving dock.
- Complete refurbishment of indoor pedestrian walkways.
- Complete refurbishment of outdoor pedestrian, forklift, and vehicle traffic flows.

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- Implementation of of a visual warning signal (RedLine) on forklifts to improve visibility.
- Study to continue securing the front of the site.
- Securing the rear of the site.
- Shutdown of the acid-etching activity: preparation of buildings to accommodate a new activity.

#### **EMPLOYEE TRAINING**

- Training and deployment of a safety culture called "I See, I Act."
- Implementation of "Posture and
   Movement" training with the site nurse.
- Training on stretching and muscle warm-ups for certain production lines.
- Collaboration with local schools:
   robotics vision degree at Flers
   / Lemonnier Institute, BTS in
- electrotechnics at Condé, engineering degree with ITII in Caen and Mézeray high school in Argentan.
- Improved onboarding training for temporary workers, notably with the arrival of an on-site staffing agency (first safety induction by the agency, second by Verescence Orne).
- Risk awareness through the game
   "Jeux risque Rien" and an Escape
   Game.
- Fire training: "Use of Fire Extinguishers."
- Management tools training for the extended CODIR.
- Refresher training for First Aid
   Responders (SST) on specific topics led
   by the site nurse.
- Awareness of risks related to operating electric pallet trucks for relevant staff, aiming to obtain driving authorization.
- Training of technical intervention teams to strengthen response in case of fire outbreak.
- Training of new hires on the organization of the Internal Emergency Plan (POI).

#### MONITORING

- Field audits: Gemba Walks & 6SE using the GoAudits system.
- ISO 14001 & 45001 audits.

- Noise exposure measurements.
- Ambient air measurements for certain chemical substances.
- Monitoring of vertical and horizontal impacts on forklifts.
- Daily monitoring of safety and environmental events via the Fabriq digital tool.

#### MANAGEMENT

- Fire evacuation drill for the entire operational plant.
- Implementation of an "altered vigilance" procedure.
- Hiring of an EHS apprentice to work on updating the risk assessment document.
- Implementation of two types of management training via external providers: for CODIR and N-1, and for frontline managers.
- Implementation of individual coaching via external providers following role changes.
- Deployment of the Fabriq digital tool: action plan management, performance indicator tracking, decision-support tools.
- Organization of team-building and off-site activities for all departments to collaboratively define the 2025 roadmap.
- Deployment of a digital tool for occupational health and safety risk assessment.

#### COMMUNICATION

- Distribution and display of safety and environmental messages.
- Flu vaccination campaign.
- Participation in various events during
   Pink October (walk, posters, quizzes in the plant, presence of the Cancer League): annual awareness campaign for breast cancer screening and fundraising for research.
- Participation in various events during Movember: annual awareness campaign for prostate cancer and fundraising for research.
- On-site blood donation for volunteer employees.
- Intervention by a doctor on tobacco/ alcohol addiction.

- Establishment of discussion groups between management and employees.
- Employee awareness on International Women's Day: photo and video portraits of women at Verescence Orne.
- Hosting of over 150 students during Industry Week.

# Well-being at Work and Recognition

- External visits to promote presenteeism: VS and Mers-les-Bains sites, and a client's industrial site.
- Presence of a social worker twice a month
- Presence of an osteopath twice a month to relieve employees exposed to repetitive movements.
- Events throughout the year:
- Easter chocolate: contest to guess the weight of a chocolate structure
- King cake celebration
- Christmas event: contest and shared break with hot drinks for employees.

#### SOCIAL DIALOGUE

- Negotiation of a salary agreement.
- Quality of Work Life Commission.
- Negotiation of a new career path framework.
- Opening negotiations on fixed working days agreement.
- New agreement on seniority bonus (new 17% bracket).

#### Skills and Careers

#### CAREER MANAGEMENT

- Establishment of individual career and development plans for all employees.
- Working group on company attractiveness and employee retention.
- Repositioning commission: analysis of gaps between career paths and actual situations.
- Initiative with an external organization to redesign job-based career paths.
- Working group for specific repositioning of employees following the shutdown of the acid-etching activity.

- Working group on job management related to the arrival of the new lacquering line.
- $-\,$  100% completion of professional and annual reviews.
- Increased integration of interns and apprentices on site.

#### **EMPLOYEE TRAINING**

- Training of 2 employees in CQP
   Maintenance (industrial maintenance technician).
- Consideration of implementing a CQP Leader program.
- Monitoring of GMP (Good Manufacturing Practices) training.
- Simplification of hot and cold training evaluations.
- 84% of employees received at least one training action.
- Hosting of apprentices and interns.
- Creation of a Training Manager position and an internal trainer.
- "Belt" certification training.
- Relaunch and structuring of jobspecific training: screen printing fundamentals, line operation, quality referent.
- Periodic cybersecurity training and reinforcement for specific departments.
- Certified foreign language training.
- Training on Fabriq and MES digital tools.

#### Diversity

- -2025 Gender Equality Index (based on 2024 data): 89/100.
- The Quality and Human Resources
   Department is led by a woman.
- Two autonomous production units are managed by women.
- Frontline management is handled by6 women out of 9 available positions.
- Participation in regional job and apprenticeship forums.
- Consideration of implementing a new recruitment method by simulation in partnership with France Travail: MRS.
- Partnership with a sheltered employment organization (ESAT) for general maintenance work.

#### VERESCENCE Somme FRANCE

#### Health and Safety

#### IMPROVEMENT OF INFRASTRUCTURES / PPE

- Employees exposed to noise are equipped with individual hearing protection, and those highly exposed are provided with custom-molded earplugs.
- Installation of a noise-reduction wall on UAP4 and removal of hearing protection requirements at packing and unpacking stations.
- Extension of the lacquering building to create a break room, a room for our cleaning service provider, and a filter storage room to improve working conditions and eliminate fire hazards.
- Installation of additional lift tables and semi-electric pallet trucks at unequipped stations.
- Deployment of additional lighting in high-risk outdoor areas.
- Installation of new collaborative robots (cobots).
- Installation of guardrails on one of our lacquering lines to secure work at height.
- Installation of adiabatic cooling systems on UAP3 and on lines 1 and 2 of UAP4 to mitigate summer heat.
- Purchase of a new pallet hooding machine with an integrated strapping module.
- Securing of Dock No. 4 with a wheel chock and a high-force jack stand.
- Review of traffic flow around the parking area to ease entry and exit.
- Implementation of noise-reduction solutions on stations equipped with Corona and Taifun Clean systems.
- Installation of a visual warning signal (RedLine) on forklifts to mark their movement zones.
- Replacement of material transport carts on UAP4.
- Expansion and renovation of the factory cafeteria.

- Replacement of a manual sectional door with a motorized one to reduce postural strain.
- Replacement of polycarbonate roof panels to prevent fall risks and improve ambient lighting.
- Replacement of the fire control panel and addition of an alarm relay module in the maintenance offices.
- Securing of all doors and deployment of badge access on specific entry points.
- Improvement project for filter changes on lacquering lines to enhance worker posture.
- Installation of fire detection on compressors and connection of optical detection to a single control panel.
- Refurbishment of two electrical transformer stations.
- Replacement of the electrical delivery station.
- Replacement of a pedestrian fire door.Relocation of the sprinkler system
- for lacquering line 3 to the ceiling.

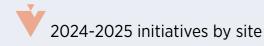
   Separation of the smoke extraction network for lines 1 and 2 from the rest
- of the zone.

   Installation of a general emergency stop system visible by lacquering line.
- Installation of an access staircase to elevated areas of line 2.
- Refurbishment of the lacquering parking lot and marking of outdoor parking spaces.

#### EMPLOYEE TRAINING

- Safety training provided to all employees, including new hires and temporary workers.
- "PCS1" training for future retirees.
- Practical scenarios during safety training to improve responsiveness in dangerous situations.
- Two-day on-site onboarding for temporary workers.
- "Harassment referent" training.— Specialized external training on
- "Chemical Risks" for staff in regular contact with products.

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#### MONITORING

- Field audits: Gemba Walks & 6SE using the GoAudits system.
- EHS audits.
- Creation of the Risk Assessment
   Document (DUERP) in Access with
   Power BI consultation available to
   employees.
- Chemical exposure measurements.
- Acoustic exposure measurements.
- Vibration exposure measurements for forklift operator stations.

#### **MANAGEMENT**

- Fire evacuation drill for the entire operational plant.
- Deployment of a crisis management plan including physical drills, fire drills, and environmental drills.
- Continuation of "Well-being at Work" expression groups.
- "BANKO" safety animation focused on identifying, centralizing, and correcting risk situations.
- On-site presence of an occupational physician two days per week.
- Hiring of an EHS apprentice to work on updating the risk assessment document and improving EHS communication at the plant.

#### COMMUNICATION

- Distribution and display of safety and environmental messages.
- Distribution of EHS Flash Info updates.
- Welcome booklet provided to new hires.
- Occupational Health & Safety(OHS) topics featured in the internal newsletter "Verescence in Action."
- Daily review of safety indicators during performance reviews.
- Organization of on-site blood donation days.
- Campaigns conducted for "Pink October," "Movember," and "Dry January."

# Well-being at Work and Recognition

 Presence of a physiotherapist twice a month.

- Presence of a social worker two to three times a month.
- Deployment of the MES
   (Manufacturing Execution System)
   to reduce administrative tasks for operators.
- Installation of a soundproof wall to improve working conditions for team members in the lacquering workshop.
- Organization of a ceremony to award work medals and celebrate retirements.
- Appointment of two new harassment referents.
- Site visit to Mers-les-Bains for employees from VS.
- Organization of events (Christmas, Easter, May 1st, etc.): activities and gifts.
- Monthly on-site presence of the CSP Payroll contact to address payrollrelated issues.
- New visual identification of UAPs and production lines (display panels).
- Creation of job videos to promote our professions.
- Employee participation in job and apprenticeship fairs to promote our professions.
- Monitoring of psychosocial risks through the "MET: Well-being at Work" working group.

#### SOCIAL DIALOGUE

- Negotiation of a new 2023-2025 profit-sharing agreement.
- Negotiation of a new career path framework.
- Negotiation of a salary agreement.
- Negotiation of a fixed working days agreement.

#### Skills and Careers

#### **CAREER MANAGEMENT**

- Skills management through career paths and associated multi-skills grids.
- Development of partnerships with grandes écoles (École de Chimie de Lille, INSA, UTC, etc.): hosting of interns and apprentices.
- Internal trainer certified in CCPI "Delivering Internal Training."

#### **EMPLOYEE TRAINING**

- Hosting of apprentices and interns.
- Basic office software training offered to interested employees.
- Qualification training offered to temporary workers for line operation roles (CQP CEI).
- "Belt" certification training.
- Training in pallet truck handling for temporary workers.
- Team-building training to strengthen cohesion and team spirit through a fun approach.
- 5,342 training hours completed in 2024; 84% of employees trained in 2024.

#### Diversity

- 2025 Gender Equality Index (based on 2024): 94/100.
- $-\,40\%$  of the management committee are women.
- The person in charge of recruitment completed the "Recruit Without Discrimination" training.
- Partnership with a sheltered employment organization (ESAT) for general maintenance work.
- Continued collaboration with
   Humando, Pôle Emploi, EPIDE, and the
   Local Mission.
- CV-free recruitment through MRS: simulation-based recruitment method in partnership with Pôle Emploi.
- Participation in regional job and apprenticeship forums.

#### VERESCENCE La Granja SPAIN

#### Health and Safety

### IMPROVEMENT OF INFRASTRUCTURES / PPE

- New changing rooms and cafeteria in the decoration plant.
- New robots installed in the assembly department to depalletize insulators (ergonomic improvement).
- Replacement of a wrapping machine with new technology that does not use

gas (fire risk reduction).

- Deployment of cobots in the decoration plant.
- New crane to safe storage of spare parts in the decoration plant.
- Safety doors for pedestrians.
- Improved filtration of lacquering lines.
- Cameras to monitor furnace wear.
- Installation of a sprinkler system for machine 12.
- New generation IS machine on line 11.
   Improved consumption and industrial performance.
- New electric feeder mechanism.
- Visual alerts on the feeder platform to prevent employee presence nearby and reduce risks.
- Finish goods warehouse new roof to improve working conditions (light & insulation).
- New high-power transformer.
- Replacement of dimensional destructive tests for insulators by automatic vision calibration.
- Improved secure access to the plant.
- Improved safety fencing.

#### **EMPLOYEE TRAINING**

- Training of emergency response teams in the use of fire hoses.
- Deployment of experienced technicians to the United States to support project rollout and training.
- Safety training for forklifts, lifting devices, defibrillators, electrical risks, etc.
- Strengthening of the emergency first aid team with more people trained in the use of defibrillators.

#### MONITORING

- Measurement of dust levels (crystalline silica) and other chemicals across the site.
- Chemical measurements in the decoration plant (Volatile Organic Compounds).
- $\boldsymbol{-}$  Noise measurement throughout the plant.
- Deployment of GoAudits for internal safety and 5S audits.
- Deployment of the MES software in the decoration plant.

- Integration of safety into Fabriq.

#### MANAGEMENT

- Implementation of daily tours to monitor plant safety: new safety audits in GoAudits.
- Safety roadmaps focused on behavior and management.
- "Face to Face" project: quick plant visits by management focused on safety, 5S, etc.
- Standardization of 5S, with zonebased responsibility.
- Safety groups by department.
- TF1 roadmap for a culture of safety excellence.
- Strengthening of the EHS team.
- Special audit of working-at-height equipment and new, safer ladders.
- Hot Work Permits app.
- Integration of safety into Fabriq.

#### COMMUNICATION

- Weekly safety messages.
- Information board to report accidents.
- Creation of safety videos.
- Safety awareness campaigns.R&D bulletin on insulators and TechDay.
- Periodic general information meetings with all employees.
- Communication webinar on cancer and healthy lifestyle habits.
- Home fire prevention training for workers during CSR week.
- New web page on insulators.

# Well-being at Work and Recognition

- Monthly general information meeting with all employees.
- Health campaign: weekly fruit distribution to encourage healthy eating habits among employees.
- Suggestion box for employees to propose improvements related to workstations, safety, quality, etc.
- Special event for employees with 25 years of service.
- Christmas contest: drawings by employees' children for the 2024 and 2025 calendar.

- Collaboration with the "Grupo de Empresa" for various social activities, including the Christmas dinner, involving both active and retired staff.
- Physiotherapy service.
- Organization of team-building events with management and local managers.

#### SOCIAL DIALOGUE

- Launch of a social climate survey.
- Negotiation of salary increases and bonuses under the collective agreement.
- Negotiation of the new 5X8
   agreement for the perfume sector,
   hot end insulators, and the assembly department.
- Bi-monthly coffee break with the General Manager and HR.

#### Skills and Careers

#### CAREER MANAGEMENT

- Management of Workers' skills
   through professional programs and
   associated multi-skills competency
- Several worker transfers to the United States; various internal mobility opportunities or promotions.
- Technical Professional Diploma for workers without this training certification (in collaboration with the Junta de Castilla y León): 29 people trained in 2024.
- Work-study vocational training programs in collaboration with the public administration (10 people).
- Internal promotions through exams.
- New agreements with the University and professional schools.

#### **EMPLOYEE TRAINING**

- Language training.
- Implementation of an online training platform for employees, in collaboration with Randstad.
- Management training for managers, high-potential employees, and team leaders
- Preparation and training on the LGBTQIA+ protocol.
- Gender equality training.



- Professional training for operators.
- Numerous training hours for drivers,feedermen, decoration operators, etc.Training on QRQC management
- Training on QRQC management tools.
- White belt and yellow belt training.
- Periodic online cybersecurity training.
- —Safety training for Unions representatives for Safety Committee.

#### Diversity

- Partnerships with local schools to promote youth integration.
- Partnerships with the FES for the integration of soldiers.
- Update of the Diversity Plan for launch in 2025.
- Strengthening of partnerships with local and national organizations (French Chamber of Commerce in Spain, AMEC, Federación Empresarial Segoviana, etc.).

#### VERESCENCE Covington

#### Health and Safety

#### IMPROVEMENT OF INFRASTRUCTURES / PPE

- CMMS system in Fiix with preventive maintenance operations.
- Mandatory wearing of safety caps in the hot end.
- Installation of robots to pack bottles to reduce injuries from repetitive movements
- Addition of automatic wrapping machines to reduce injuries related to repetitive movements.
- New ventilation devices to reduce silo dust during unloading.
- Repair and re-insulation of the furnace vault.
- Purchase of manual lift tables to reduce strain from lifting waste bins.
- Improved identification of cold end walkways.
- Improved protections around cold

end auto-packers with emergency stops.

- Installation of a deluge system for IS machine 514.
- Addition of safety barriers to the walkway near the QA lab areas and QA office.
- Replacement of anti-fatigue mats.
- Installation of LED lights above the hot end stairs leading to the basement and up to furnace level.
- Installation of signs indicating ramp use on the basement stairwell.
- Cleaning of all IS machines and surrounding structures with dry ice to reduce fire risk.
- Installation of an OSHA-compliant ramp for people with disabilities near the accessible parking spaces at the main entrance.
- Replacement of remote safety switches for large propane installations.

#### **EMPLOYEE TRAINING**

- Quarterly safety shoe inspections.
- Trainer responsible for onboarding new hires.
- Monthly safety meetings.
- Annual CPR training for emergency response teams.
- LOTO refresher training for maintenance.
- Glass leak training for all furnace technicians and hot end team leaders.
- Addition of an extra forklift trainer.
- Energy training as part of the ISO50001 audit program.

#### **MONITORING**

- Gemba Walks added to the GoAudits system.
- Hot End, Cold End, and 5S audits added to GoAudits.
- The CMMS system includes a standard requirement for equipment safety, in line with our lockout/tagout policy.
- Safety inspection of all ladders and pressurized equipment.
- Addition of new instructions and training for the propane vaporizer system.
- Additional sensors added to the fire protection system in the basement electrical room.

#### MANAGEMENT

- Safety observation cards for "near misses" to report potential safety issues.
- Safety efforts also recognized
   through the "Pride Incentive" program.
- Integration of the Safety team into Gemba Walks, scheduled twice a week on site.
- GoAudits updated to include GMPrelated elements.
- Frequency of safety observation cards added to the employee bonus plan
- Annual safety slogan program.
- Installation of a PPE vending machine.

#### COMMUNICATION

- Weekly updates displayed on screens at the employee entrance.
- Information board to report accidents.
- Posting of best practices and safety alerts on team boards.
- Employee of the Month displayed on the central communication board.
- Traffic light at the main entrance to alert arriving staff of major safety issues.
- Safety signs at key pedestrian crossings, reminding people to stop and check for traffic.

# Well-being at Work and Recognition

- Organization of a health information day and meetings with a doctor.
- Monthly general information meeting with all employees via Teams.
- Information note on important events sent with salaries.

#### Skills and Careers

#### CAREER MANAGEMENT

- Management of Workers' skills through professional programs and associated multi-skills competency grids.
- Display of career opportunities on all employee information boards.
- Bonus scheme to encourage recruitment.

 Salary review for all positions to support career progression toward skilled roles.

- Revision of the recruitment strategy in favor of an on-site program with agency representatives working 100% at the Covington site.
- Implementation of a "red carpet"
   program to facilitate the onboarding of newly hired staff: welcome kit, sponsor, etc

#### EMPLOYEE TRAINING

- Offer of online training: courses on the technical use of computer software.
- Local organization of seminars/
   conferences based on needs, particularly
   on the use of specific medical equipment
   for emergency response.
- Technical training for maintenance staff provided at a local university.

#### Diversity

- All managers and supervisors have received training on equal employment opportunities and combating discrimination and harassment in the workplace.
- Partnerships with local schools to promote youth integration.

# VERESCENCE Sparta

#### USA

#### Health and Safety

### IMPROVEMENT OF INFRASTRUCTURES / PPE

- Preventive maintenance program using a new CMMS (Computerized Maintenance Management System).
- Renovation of access doors.
- Lacquering line improvement project:
- Improved cooling of bottles at the end of the lacquering lines.
- Control of lacquer overspray on the lacquering lines / improved air circulation system: reduced exposure to lacquer dust to ensure better

working conditions.

- New 5S project to improve site signage.
- Health awareness project
   (healthier choices in the break room, encouragement of physical activity).
- Overhaul of the entire security camera system.
- Roof replacement in one area of the plant.
- Installation of pedestrian walkways.
- Installation of LED lights on lehrs to strobe when the lehr is set to high temperature.
- Addition of signage at the rally point to break employees into groups for easier headcount.
- Controlled access system currently being installed.

#### **EMPLOYEE TRAINING**

- Weekly distribution of health and workplace safety information to employees.
- LOTO refresher training for maintenance.
- Annual CPR training for emergency response teams.
- Recertification of employees using forklifts.
- Training on ISO standards.Confined space training for relevant

# employees. MONITORING

- 100% of audits and Gemba Walks conducted via the GoAudits platform.
- Continuation of the preventive maintenance program.
- Third-party review of AEDs (defibrillators), eyewash stations, and fire-fighting equipment.

#### MANAGEMENT

- Safety observation cards for "near misses" to report potential safety
- Safety efforts also recognized through the "Pride Incentive" program.
- Review of observation cards during the monthly CSC meeting.
- Monthly display of safety statistics.
- Annual safety slogan program.

#### COMMUNICATION

- Improved floor markings.
- Weekly updates on display screens at the employee entrance.
- Update of the main corridor information board with recent safety
- Installation of a Safety Status Stop
- Floor painting in some areas of the plant to designate forklift/pedestrian areas/walkways.
- Installation of safety lights in the warehouse area to warn of approaching forklifts.

## Well-being at Work and Recognition

- Interactive communication session with employees on working conditions.
- Healthier food options in the staff cafeteria.
- Prevention campaign to promote a healthy mindset.
- Improvement of the Heating,
   Ventilation, and Air Conditioning
   (HVAC) system in the lacquering area and laboratory.
- Improved packaging for better ergonomics.
- Creation of an outdoor break area with picnic tables to promote employee well-being.

#### Skills and Careers

#### CAREER MANAGEMENT

recruitment

 Management of Workers' skills through professional paths and associated multi-skills competency grids.

- Display of career opportunities on all

- employee information boards.Bonus scheme to encourage
- Salary review for all positions to support career progression toward skilled roles.
- Evolution of the temporary staffing program: deployment of a structure with agency representatives working 100% on-site at Sparta.
- Deployment of the "red carpet" program to facilitate onboarding of newly hired staff: welcome kit, sponsor, etc.

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#### **EMPLOYEE TRAINING**

- Offer of online training: courses on the technical use of computer software.
- Local organization of seminars/ conferences based on needs, particularly on the use of specific medical equipment for emergency response.
- Implementation of an evaluation for all temporary workers using the 30-60-90 day method to support their transition to permanent roles.
- Annual CPR training.
- Recertification of employees using forklifts.
- Confined space training for relevant employees.

#### Diversity

- All managers and supervisors have been trained on equal employment opportunity and the prevention of discrimination and harassment in the workplace.
- Improved career advancement opportunities by posting job openings internally to promote transparency and fairness, and prioritize engagement of the local workforce.
- Off-site team workshop for all
   CODIR members to better understand personality traits and how to interact effectively with others, aimed at improving communication.

#### VERESCENCE Pacific SOUTH KOREA

#### Health and Safety

## IMPROVEMENT OF INFRASTRUCTURES / PPE

- Implementation of a noise protection program and purchase of custom hearing protection to reduce exposure to noise (twice a year).
- Standardization of lubrication tool lengths and practices for safe machine operation.
- Employee health and workplace

hygiene monitored by nurses, hygiene specialists, and doctors through regular visits.

- Definition of required protective equipment for each work area and display of best practices.
- Improvement of the maintenance department's workshop and break area.
- Repair of roofs and walls to prevent leaks.
- Installation of additional bumpers to prevent accidents caused by internal vehicle traffic.
- Securing of the loading area through organization and cleaning of the warehouse.
- Inspection and repair of air conditioners to ensure a comfortable working environment.
- Replacement of the operating platform at the wastewater treatment station to prevent falls.
- Replacement of damaged automatic doors.
- Installation of stair ramps in the plant.
- Implementation of safe walkways for roofing operations in the plant.
- Installation of a deluge system for IS machines to prevent fire spread.
- Purchase of a blood pressure
  monitor to improve worker healthcare.
  Strengthening of the fire response
  system by linking fire shutters and

#### EMPLOYEE TRAINING

rapid doors.

- Emergency response training through disaster simulation drills for each process (hydrofluoric acid leak, molten glass leak, confined space work, natural disasters, etc.).
- Joint training with the fire department (mobilization of fire trucks, chemical transport vehicles, and rescue vehicles).
- Training on fire prevention measures, including use of extinguishing equipment, first aid, patient evacuation, and reporting.
- Annual CPR and AED (Automated External Defibrillator) training.

- LOTO training for maintenance.
- Training from specialized institutions to enhance supervisors' safety management skills.

#### MONITORING

- Monitoring of the effectiveness of site evacuation systems, such as the ventilation system.
- 1,4,4,4 safety inspection (1st day of the month: check presence/wear of safety devices; 4th day: general safety inspection; 14th day: pinch point safety inspection; 24th day: fall hazard safety inspection).
- Monthly inspection of fire extinguishers, protective equipment, and AED condition to detect any anomalies.

#### MANAGEMENT

- Development and implementation of a health and safety management system in accordance with the Severe Disaster Punishment Act.
- Recording and evaluation of nearmisses.
- Risk analysis related to chemicals and material factors.
- Inspection and management to ensure fire safety in the energy storage system.
- Monthly statistics on incident rates and their management.

#### COMMUNICATION

- Publication and display of health and safety management policies on site bulletin boards, intranet, and meeting rooms.
- Emphasis on publications related to health and safety issues, such as unsafe behaviors, legal changes, and the importance of wearing protective equipment.
- Monthly joint site inspection (Safety Leadership Tour) by employers, unions, and partner company leaders to review health and safety matters.
- Monthly communication of health and safety performance to all employees.
- Replacement of health and safety signs in the plant.

Implementation of anti-smoking programs.

# Well-being at Work and Recognition

- Restoration committee meeting regularly to ensure the nutritional quality of meals offered.
- Suggestion box system to foster a safe and pleasant working environment.
- Provision of salt tablets to prevent dehydration, drinking water, and dietary supplements.
- Partner hospitals for the prevention and management of musculoskeletal disorders.
- Events organized for each employee's birthday.

#### Skills and Careers

#### **EMPLOYEE TRAINING**

- English courses to facilitate communication and better understanding of cultural differences.
- Regular training on health and safety issues to ensure a hazard-free work environment.
- Training on good manufacturing practices, in accordance with ISO certification.

#### Diversity

- Harassment and discrimination prevention training provided to all employees.
- Bilateral cooperation with
   Verescence France through travel and
   business trips for technical training and
   benchmarking needs.



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SUSTAINABILITY REPORT 2024\2025

# Act for Society \( \nstart \)

#### 2024-2025 initiatives

standardized at group level and applied at all sites











#### Local presence, global strength

#### **MANAGEMENT**

- Review of all Verescence key processes by their owners at the Executive Committee level, Regional Management Committees, and Site Management Committees, integrating CSR criteria, with SWOT analysis and improvement plans.
- Creation of a CSR Roadmap embedded in the three pillars of our CSR strategy. For each topic, a leader is appointed and responsible for evaluating CSR progress based on this roadmap.
- Verescence's participation in the Movement of Intermediate-Sized Enterprises (ETI).

#### **EQUIPMENT**

- Use of 3D printers to produce most of our tooling, significantly reducing tooling transport flows and greatly improving agility by shortening lead times.

#### Sustainable Procurement

#### **MANAGEMENT**

- Group:
- Deployment of action plans across the entire CSR1 supplier panel
- All purchasing team members are evaluated based on the results of these action plans
- Monitoring of purchasing data related to CSR1 actions volume
- Expansion of the CSR1 category in supplier CSR tracking with the creation of an CSR2 category to cover 80% of revenue instead of 65%, with 100% adherence to Verescence's CSR charter

- Evaluation of Verescence's Scope 3 Carbon Footprint: target of obtaining 75% "supplier-specific" primary data
- Risk mapping for water stress and flooding deployed across all CSR1 suppliers to define necessary action plans with them (PDCA approach)
- France and Spain: organization of the 4th and 3rd Supplier CSR Days respectively, to reinforce the CSR action plan message and highlight the most active companies in the field; rollout of this initiative in the USA with the first Supplier CSR Day.
- As part of the group's "dry factory" project, replacement of municipal water with purified water from nearby treatment plants; Mers-les-Bains is the pilot plant for this initiative.

#### SUPPLIER SELECTION

- CSR1 suppliers comply with CSR action plans and are committed to continuous improvement.
- Deployment and promotion of the purchasing policy, CSR policy, and supplier CSR charter established by the Group: 100% of CSR1 and CSR2 suppliers will have signed the CSR charter by 2025.
- Significant increase in the number of suppliers evaluated by EcoVadis: 20% in 2019. 51% in 2023. 72% in 2024.

#### RESPONSIBLE SOURCING

- Finishing plants use gold for certain decorations. The number of suppliers has been limited to two trusted companies. Their sources are certified and declared through official CMRTtype declarations.
- Verescence maintains a "gold mapping" document to trace the origin of gold for all finishing plants and has its own CMRT.

- Deployment of multi-year action plans with CSR1 suppliers and various Verescence departments:
- Systematic review of the 5 pillars: CSR. quality. OTIF. competitiveness. and innovation with CSR1 suppliers
- Evaluation of their maturity per pillar
- Definition of necessary actions for progress
- Identification of CSR1 suppliers engaged in initiatives such as CDP,
- Continuation of on-site audits of suppliers on environmental and social
- Identification of suppliers located in Rural Revitalization Zones (ZRR).

#### Business Ethics

#### COMMON PROVISIONS FOR ALL SITES

- An FCPA policy covering topics such as anti-corruption, conflicts of interest, fraud, and anti-competitive practices.
- Code of Ethics and Conduct, applicable to all employees, designed to govern Verescence's activities and ensure compliance with laws and regulations in the countries where the Group operates, particularly regarding environmental protection, fair competition, and social matters.
- Cybersecurity policies and measures: Information Security System (ISS) policies, internal audits, and a Cybersecurity Committee composed of the CEO, CFO, CIO, Head of Cybersecurity, and Chief Legal Officer, meeting twice a year to define and implement the Group's cybersecurity
- Deployment of a global cybersecurity training program since 2021 involving

over 860 employees to raise awareness of cyberattack and fraud risks.

- A whistleblowing procedure accessible via the intranet and the website www.verescence.com.
- The Compliance Committee, overseen by the CEO, meets every two months and/or "as needed" to address business ethics topics, including anti-corruption, conflicts of interest (through tools such as the whistleblowing procedure, thirdparty verification, employee training...), authority limitations (gift and donation caps...), GDPR, and IT access security across the Group.
- A standard ethics and anti-corruption clause required for all Verescence partners (suppliers, clients, service providers, agents, distributors, etc.).
- A GDPR clause required for all Verescence partners.
- Third-party verification procedure using the "World-Check" tool to ensure potential partners are free from corruption risks.
- A GDPR policy accessible on the intranet
- Deployment of GDPR training for all data processing managers.
- Information System Security & Cybersecurity:
- Internal/external penetration tests conducted by Orange Cyberdefense in December 2024 / January 2025 to assess infrastructure resilience to attacks
- Disaster Recovery Plan (DRP) / Business Continuity Plan (BCP): shutdown and recovery tests in case of loss of one of the two data centers (November 2024).
- Ongoing network policy reinforcement and implementation of network segregation (France/Spain/USA).

- Strengthening of backup strategies: cross-site backups for local data. addition of offline backups for the data center, and externalized Office 365 perimeter backups.
- Annual renewal of a Group Cyber/ Fraud insurance policy.
- Implementation of an outsourced SOC and SIEM with Orange Cyberdefense.
- Deployment of XDR to complement and strengthen the Orange Cyberdefense SOC.
- Deployment of Microsoft Identity Access Management solutions / Microsoft Defender for Identity: Microsoft Privileged Identity Management (PIM).
- Ongoing monthly phishing campaigns and tailored training plans for employees.
- Continued strengthening of access control through the deployment of a Multi-Factor Authentication (MFA) policy.
- Deployment of automatic information classification tools to support and reinforce the information management and Data Loss Protection (DLP) policies.
- Reinforcement of policies related to cybersecurity, GDPR, and operational control: GDPR Whistleblowing Procedure, Information Security Policy, Cyber Third-Party Management, and GDPR Policy.
- Launch of supplier audits in line with Cyber Third-Party Risk Management in July 2024.
- Digitalization of business processes aligned with the "paperless" strategy and reinforcement of compliance controls within the Group (eValid...).
- Implementation of a "sensitive" position" recruitment procedure (Finance, Payroll, Purchasing, HR, INPD)

applied globally.

- Annual review and update of banking powers and delegation of authority and
- Global digital workflow "eValid" Gifts & Donations" to control gifts and donations in line with the Group's LoA
- Global digital workflow "eValid New Clients" to (i) track, streamline, and centralize all client creations, (ii) prevent fictitious clients, and (iii) comply with the LoA policy on payment terms.
- Digital workflow "eValid Supplier/ Employee Bank Details Change" deployed in France and Spain.
- Standardization of supplier payments through a single treasury tool.
- Continuation of the global antibribery training program, with a new session deployed in 2024 involving a total of 559 employees (identified as "at risk"), to raise awareness of corruption
- Ongoing GDPR training program (launched in November 2023) for dedicated teams, with new e-learning modules published.
- Ongoing cybersecurity training program for all Verescence IT tool users (over 800 people Group-wide).
- Revision and deployment of a new risk mapping to obtain a shared and consolidated view of key risks, build a coherent and sustainable process to strengthen control activities within the Group, and implement an effective system for monitoring and managing key risks and their action plans.

#### VERESCENCE Mers-les-Bains FRANCE

#### Local presence, global strength

### LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

 Expansion of subcontracted sorting of bare glass bottles via "door to door" service.

#### LOCAL SECTORIAL COLLABORATION

 Active participation in Glass Valley and Cosmetic Valley, which bring together all local industry players: glassmakers, decorators, toolmakers, model makers, sorters, etc.

### COLLABORATION WITH LOCAL AUTHORITIES

- Ongoing collaboration with local authorities as part of environmental protection initiatives (limiting air and water emissions).
- Monthly communication with the DREAL of Seine-Maritime on progress related to environmental, energy, and/ or safety topics.

# LOCAL PRESENCE AND SOCIAL COMMITMENT

- Partnership with the association "Les Maisons de Vincent."
- Glass Vallée Inclusive initiative.

# Preserving employment at our Sites

#### PRESERVING THE SECTOR'S TRADES

- Verescence Mers-les-Bains is certified as a training organization, enabling tailored training programs to meet our staff's needs.
- Continuation of the CQPI program for hot-end line operators/mechanics.
   Implementation of a company
- reorganization project to adapt to market changes.
- Participation in Industry Week.

# VERESCENCE Orne FRANCE

#### Local presence, global strength

# LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

 Internalization of all decorated bottle sorting activities on site.

#### LOCAL SECTORIAL COLLABORATION

 Active participation in Glass Valley and Cosmetic Valley, which bring together all local industry players: glassmakers, decorators, toolmakers, model makers, sorters, etc.

### COLLABORATION WITH LOCAL AUTHORITIES

- Strengthening of the relationship with SDIS 61 (Departmental Fire and Rescue Service of Orne) by hosting them on site for command and coordination exercises.
- Invitation of 90 physicians from the surrounding area for a factory tour and presentation of our workstations.

# LOCAL PRESENCE AND SOCIAL COMMITMENT

- Organization of an annual blood donation campaign.
- Organization of awareness campaigns on breast cancer as part of Pink October and prostate cancer as part of Movember.
- Founding member of the Ambassadors of Argentan association, aimed at promoting the local employment area.
- TechNormandie: sharing of CSR and HR policies among companies in the employment region.
- Interviews with local newspapers
   (Ouest France, Journal de L'Orne, Lettre Terre d'Argentan).
- Engagement with Terre d'Argentan for CSR awareness initiatives.
- Participation in the Employment and Apprenticeship Training Forum.

 Visit from a Member of the European Parliament, the Deputy of Orne's
 3rd district, and the Sub-Prefect of Argentan.

Collaboration with Territoires
 d'Industrie des Vallées d'Auge.

# Preserving employment at our Sites

#### PRESERVING THE SECTOR'S TRADES

- 2 people enrolled in CQP
   Maintenance training.
- Participation in Industry Week.
- Regular participation in forums or school visits (high schools, middle schools) to present careers in industry.
- 6 apprentices in 2024.
- Dedicated internal trainer for core job skills training.

#### VERESCENCE Somme FRANCE

#### Local presence, global strength

# LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

 Internalization of all decorated bottle sorting activities on site.

#### LOCAL SECTORIAL COLLABORATION

 Active participation in Glass Valley and Cosmetic Valley, which bring together all local industry players: glassmakers, decorators, toolmakers, model makers, sorters, etc.

### COLLABORATION WITH LOCAL AUTHORITIES

 Ongoing collaboration with local authorities as part of environmental protection initiatives (limiting air emissions).

## LOCAL PRESENCE AND SOCIAL COMMITMENT

 Participation in the Employment and Apprenticeship Training Forum (Amiens and Abbeville).

- Several blood donation campaigns throughout the year.
- Collaboration with the Local Mission and EPIDE to host individuals in reintegration programs.
- Participation in the Local Mission's business club.
- Member of CREPI (Regional Club of Partner Companies for Inclusion).
- Partner of the business club "Les entreprises s'engagent Somme."
- Sponsorship of two women's football teams.
- Partner of the Festival de l'Oiseau et de la Nature.

# Preserving employment at our Sites

#### PRESERVING THE SECTOR'S TRADES

- Continuation of the CQP "Industrial Equipment Operator" (CEI) program focused on lacquering line operators.
- Continuation of the CléA diploma program.
- Dedicated internal trainer for core job skills training.
- Participation in Industry Week.
- 6 apprentices.
- School outreach in local middle and high schools to promote our professions.

#### VERESCENCE La Granja SPAIN

# Local presence, global strength

# LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

- Internalization on-site of all sorting activities for bare or decorated bottles.
- Development of subcontracted bottle sorting through "door-to-door" services.
- Improvement of S&OP and the
   Industrial and Commercial Plan (PIC) to
   promote internalization of decoration.

#### LOCAL SECTORIAL COLLABORATION

Collaboration with the Royal Glass
 Museum for training and exchange of best practices on glass.

### COLLABORATION WITH LOCAL AUTHORITIES

- Member of several local associations (AMEC, FES, and VIDRIO ESPAÑA).
- Collaboration with the town hall for cultural activities, the provision of equipment for the headquarters of the civil protection service, equipment for local festivals, etc.
- Member of the Local Emergency
   Planning Committee.

# LOCAL PRESENCE AND SOCIAL COMMITMENT

- Sponsorship of sports activities (local football clubs) and cultural events (Noches Mágicas, Mercado Barroco, Christmas festivities, etc.).
- Collaboration with various universities, schools, and technical high schools.
- Collaboration with public authorities to promote local employment.
- Sponsorship of a student drawing contest on the theme of ecology.
- Collaboration with the Cancer Association.
- Collaboration with the Myasthenia Association.
- Collaboration with the Red
   Cross in the environmental training program for unemployed people in
   Segovia, including several visits and presentations on our environmental management system.
- Collaboration with the Segovia Food Bank during our CSR Week.
- New cement formula in insulators with a local supplier. Reduction of the carbon footprint in raw materials.
- Financial aid for people with disabilities to purchase an adapted wheelchair.
- Material support during floods in Valencia.
- Interviews and reports with local and regional press as well as television channels.

- Award for the "Best Export Strategy" among regional companies.
- Award for the "Best Manager of an International Group" in Castile and León
- Participation in the event organized by the ASTI TALENT & TECH
   Foundation as part of the STEM
   TALENT GIRL program.

# Preserving employment at our Sites

#### PRESERVING THE SECTOR'S TRADES

- Certified training center capable of awarding qualifications for glass industry professions (Certificado de Profesionalidad): 29 workers trained in 2024.
- 45% of employees live in La Granja.
- New collaboration with the "Academia del Perfume."

#### VERESCENCE Covington USA

# Local presence, global strength

# LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

- Internalization of 80% of the sorting activity for bare glass bottles.
- Development of relationships with local suppliers for packaging.
- Partner with local temp organization for staffing needs.

#### LOCAL SECTORIAL COLLABORATION

- Member of the Newton Chamber of Commerce
- Member of the Glass Manufacturing Industry Council (GMIC).

# COLLABORATION WITH LOCAL AUTHORITIES

- Member of the local industrial committee.
- Member of the Local Emergency
   Planning Committee (LEPC).

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# 2024-2025 initiatives by site

Collaboration with the Newton
 County Chamber of Commerce for
 meal donations to Piedmont Newton
 Hospital employees during National
 Hospital Week.

 Site visit by local firefighters to prepare for potential emergencies.

# LOCAL PRESENCE AND SOCIAL COMMITMENT

- Organization of a cancer prevention event.
- "Nutrition" counseling campaign.
- "Adopt a mile" partnership with the city of Covington for roadside cleanup leading to the plant.
- Toy collection campaign for "Toys for Tots" association.
- Support for various community events (Fun Run, Family Fun Day, YMCA race, etc.).
- More responsible purchasing by prioritizing local suppliers.
- Participation in an event honoring veterans.
- Sponsorship of a community race to support local police.

# Preserving employment at our Sites

#### PRESERVING THE SECTOR'S TRADES

- Increased conversion of temporary contracts to permanent positions.
- Implementation of a 30-60-90 day plan for new employees.
- Participation in the Connect Newton
   Teacher Externship Program.

#### VERESCENCE Sparta USA

#### Local presence, global strength

## LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

- Strengthening partnership with the current lacquer supplier to ensure 93% of lacquer used is locally produced.
- Establishing a second partnership with another local lacquer supplier.
- Developing collaboration with the local tooling supplier for high-speed printing machines.
- Partner with local temp organization for staffing needs.

#### LOCAL SECTORIAL COLLABORATION

 Member of the Glass Manufacturing Industry Council (GMIC).

# COLLABORATION WITH LOCAL AUTHORITIES

- Participation in Earth Day.
- Site visit by local firefighters to prepare for potential emergencies.
- Meeting with local public service to review energy equipment.
- Participation in local council meetings.

# LOCAL PRESENCE AND SOCIAL COMMITMENT

- Expansion of cancer prevention
   event to cover other forms of cancer.
- Nutrition counseling campaign.
- Participation in an event honoring veterans.
- Toys collection for "Toys for Tots" children and fundraising event.
- Participation in the Newton
   County Chamber of Commerce golf
   tournament to support the community.

#### PRESERVING THE SECTOR'S TRADES

- 10% additional temporary workers have been hired on permanent contracts.
- Implementation of career paths to promote staff retention, skills development, and job attractiveness.

- Partnerships with local schools to promote the integration of local youth.
- All employees undergo an online ethics training program.
- Implementation of a 30-60-90 day plan for new employees.

#### VERESCENCE Pacific SOUTH KOREA

#### Local presence, global strength

# LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

 Local sourcing of specific materials tailored to customer demand.

#### LOCAL SECTORIAL COLLABORATION

 Partnering with a customer in a specialized Cosmetic PCR glass loop to promote a circular economy.

### COLLABORATION WITH LOCAL AUTHORITIES

- Participation in the International
   Ocean Cleanup Day organized by local and national authorities.
- Organizing coastal cleanup activities in collaboration with local authorities.
- Participation in events organized for World Water Day in partnership with local authorities.

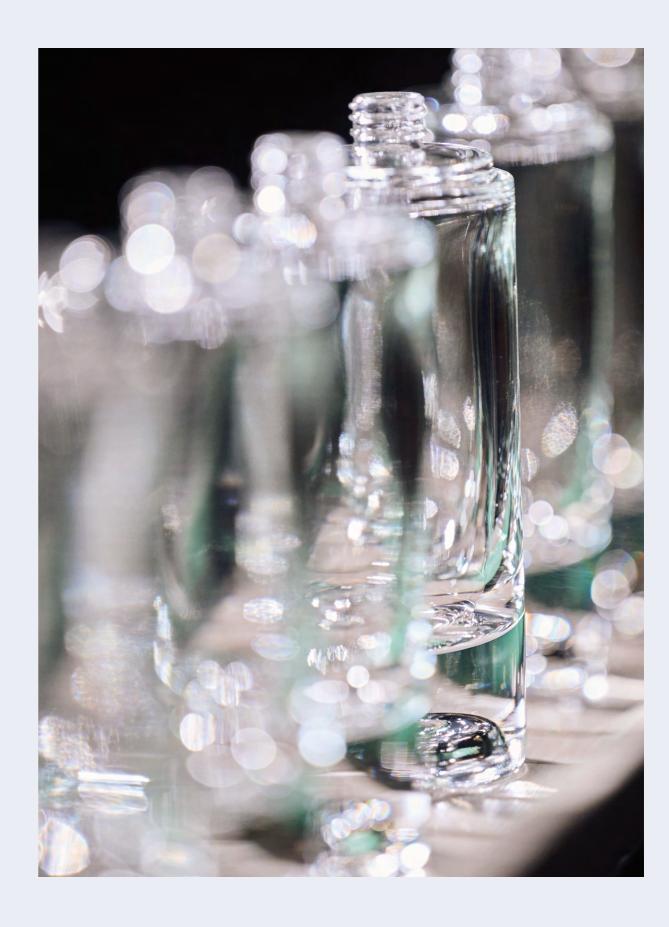
# LOCAL PRESENCE AND SOCIAL COMMITMENT

- Organizing a breast cancer prevention event.
- Community donation activities
   (heating, supplies, scholarships, etc.).
- Cake donations for the families of employees and subcontractors.

# Preserving employment at our Sites

#### PRESERVING THE SECTOR'S TRADES

 Participation in a job fair at the National Gunsan University, Wonkwang University.



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# Eco **Solutions**

#### **Initiatives 2024-2025**

standardized at group level and applied at all sites













#### Quality of service and competitiveness

#### MANAGEMENT AND ORGANIZATION

- Strengthening of the "One Verescence" approach through the deployment of the Verescence Sustainable Performance System (VSPS) across the entire Group, based on a strong continuous improvement methodology.
- Performance management through monthly committees by site and by function, enabling rapid deployment of best practices.
- All sites are assigned CSR objectives covering the three pillars. These objectives are included in their respective budgets, are subject to reporting, and are reviewed during monthly Business Reviews. Thus, all sites are actively working to reduce their energy and water consumption, air emissions (CO<sub>2</sub>, NOX, SOX, VOCs, etc.), and are committed to maximizing waste recovery, exploring all local recycling solutions. All this data is collected monthly within the EHS network and consolidated on a non-financial reporting platform managed by TENNAXIA.
- Waste tracking by category and treatment type across all sites: standardization of reporting across the Group.
- Internalization of bottle sorting activities on our sites to optimize processes, reduce delivery times, and minimize transport.
- Certification of all Verescence sites under the following standards: ISO

- 9001, ISO 45001, ISO 14001, ISO 22716 (Cosmetics GMP).
- "Agilescence" project: focused on improving our flows to offer premium service to clients, enabling delivery of strategic product lines within a maximum of 4 weeks.
- Evaluation of the Quality teams across the entire Group.
- All Executive Committee (COMEX) members have individual CSR objectives, which they deploy within their teams.

#### Optimizing the environmental impact of our processes

- Each year, Verescence and all its sites assess their performance in terms of climate impact and water management through the "CDP Climate Change" and "CDP Water Security" programs. In 2024, the Group received an A-score for "Water Security" and an A score for "Climate Change." Verescence has also been recognized once again in the CDP Supplier Engagement Assessment Leaderboard, securing another A rating for engaging its supply chain on climate action.
- After joining the Science Based Targets initiative (SBTi) and having its decarbonization target validated in February 2022 as aligned with the "Well-Below 2°C" scenario, Verescence submitted an updated decarbonization roadmap to SBTi and received formal validation of its revised targets aligned with the 1.5°C scenario.

- Verescence continues to roll out its 2019-2034 decarbonization plan across all Group plants:
- by standardizing its Verre Infini® 20 (containing 20% PCR glass), by sourcing renewable electricity for its plants,
- by engaging all sites in energy efficiency plans, with all initiatives benchmarked internally and externally.
- All plants using industrial water are equipped with recycling systems.
- Deployment of a common water management standard and mapping of water supply and discharge for 100% of processes: some water management KPIs are verified by our third-party auditor KPMG.
- Verescence has an internal EHS reporting tool developed in Power BI, allowing each site to analyze its environmental impacts over comparative periods.

#### Innovation and eco-design

#### PRODUCT INNOVATION

- Verescence's R&D teams, positioned at the Group level, are continuously working to improve the environmental impact of products manufactured across all our sites:
- Use of post-consumer recycled glass in our furnaces (Verre Infini® range).
- Deployment of the Glass Score, a lightweighting rating scale for more sustainable luxury packaging
- Proactive proposals of lightweight glass bottles to our clients for both specialty and standard items in The Verescence Collection.

- Use of water-based lacquers instead of solvent-based lacquers.
- · Use of organic inks instead of enamels or precious metals.
- Glassification: replacing plastic with glass in many projects within new product categories (caps, mascara, lipstick, etc.).
- Use of a 3D modeling tool to reduce industrial prototyping phases that generate waste and emissions.

#### MEASURING ENVIRONMENTAL IMPACT

- Upgrade of the Life Cycle Assessment (LCA) software for Verescence products, now including Verre Infini® 20 and Verre Infini® 40. All Verescence-specific data has been updated to reflect our latest improvements impacting product life cycles.

- All sites contribute through their performance to enriching the environmental impact model developed using our unique LCA tool. This tool allows comparison between two bottles and provides clients with an objective assessment to support the most eco-responsible choice, based on eight impact indicators: Climate Change (CO<sub>2</sub>), Acidification, Photochemical Oxidation, Eutrophication, Ecotoxicity, Mineral Resource Depletion, Non-renewable Energy Consumption, and Water Consumption.
- Recyclability studies for colored and decorated glass to define recyclability categories and share findings with key clients early in the development process.

#### **EXTERNAL COMMUNICATION**

- Raising client awareness of the environmental impact of their products during Trends & Innovation presentations.
- Proactive presentation of our CSR strategy and decarbonization plan to
- Verescence is regularly invited to speak as an eco-design expert in partnership with clients during conferences, training sessions, and one-on-one presentations.
- Organization of several "Glass School" training sessions for our clients' R&D, purchasing, and development





#### 2024-2025 initiatives by site

#### VERESCENCE Mers-les-Bains FRANCE

# Optimizing the environmental impact of our processes

### ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Maintenance of ISO 50001 certification.
- Compressed air leak detection across the network: implementation of continuous monitoring and purchase of a leak detection device.
- Study on the installation of a variable-speed compressor to reduce energy consumption.
- Installation of meters to measure air discharge in our networks.
- Optimization of the Master
   System and training of employees on compressor regulation settings.
- Development of a compressor roadmap focused on production and compressed air usage.
- Deployment of energy-efficient blowers for hot end production ejection
- Replacement of graphite cooling segments to eliminate the use of compressed air.
- Installation of the first electric lehr (2024).
- Installation of the first electric feeder (2025).
- Implementation of a support system for furnace and feeder control.
- Establishment of standard
- procedures for lehr and line shutdowns.

   Launch of energy audit initiatives
- with reporting under the Energy pillar.

   Identification of key influencing
- factors for major energy uses.

   Planning of energy meter checks and monitoring (accuracy and
- reliability).

   Planning of spot measurement campaigns for equipment not covered
- Study for the installation of solar canopies in parking areas (APER law).

by meters.

canopies in parking areas (APER lawContinued deployment of energy management systems (GTE).

- Industrial installation of waste heat recovery systems from feeders.
- Study of IS machine ventilation:
   better air regulation and consumption control.
- Study of intermittent scissor spraying: reduction in water usage.
- Insulation work on feeders
   (distribution channels between furnace and forming machine).
- Replacement of belt heater burner with a gas radiant heater.
- Optimization of gas consumption for fire polishing.
- Optimization of gas usage on annealing lehrs.
- Installation of compressor and line meters to measure compressed air produced and required for production.

# REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Monthly measurements sent to
   DREAL for monitoring of atmospheric
   emissions: dust, particles, SOx, NOx...
- Monthly pollutant measurements in wastewater and legionella testing (monthly reporting to DREAL), with bi-monthly testing added from July to December following a prefectural drought order.
- Monitoring of the GTE project (technical management of energy and water consumption) to precisely track and analyze usage across all equipment (water, gas, electricity).
- Study conducted to reduce industrial water withdrawal in collaboration with the Tréport wastewater treatment plant (water recovery).
- Installation of a screen with alarms for real-time monitoring of water anomalies.
- Implementation of a new control system for triggering pool water topups (for improved reliability).

#### WASTE AND END-OF-LIFE

- Plastic recycling: recovery for the production of covers and sleeves (secondary raw material).
- Comprehensive analysis of our waste in terms of cost and volume.
- Identification and streamlining of all waste management channels.
- Integration of all recoverable waste from our subcontractors.

- Recovery of decorated bottle rejects from Verescence Somme for reintegration into our furnaces.
- Implementation of waste audits to verify proper sorting.
- Implementation of visual management tools to support waste sorting.
- Deployment of a dedicated Power
   BI dashboard for waste to improve understanding and management.
- Creation of a dynamic waste mapping system to quickly locate all containers.
- Execution of 5S operations including waste removal.
- Streamlining of all laboratory chemicals, with identification of specific disposal channels for uncommon products.

#### REDUCED IMPACT ON WATER

- Deployment of water meters for better understanding of industrial usage.
- Addition of meters to measure domestic water discharge (wastewater).
- Replacement of the FISA machine to eliminate water consumption on this equipment.
- Installation of a monitoring screen with alarms for faster response in case of malfunction.
- QRQC triggered when daily consumption thresholds are exceeded.

#### COMMUNICATION

- CSR Day: presentations and communication on energy topics.
- CSR Day: escape game on waste recycling methods to raise awareness.
- Employee engagement: call for energy-saving ideas.
- Communication campaign on energy conservation and water usage for all employees.
- Feedback and brainstorming sessions with managers to share and build the Energy roadmap.
- Presentation to the Executive
   Committee of the 2024-2026 energy
   roadmap and results.
- Energy-themed article in each issue of Verescence in Action.

#### MANAGEMENT

- Energy task force with weekly coordination led by a dedicated pillar.
- Creation of a monthly "System" review point during pillar meetings to review audits, standards, and ISO regulatory requirements.
- Hiring of an Energy apprentice.

#### VERESCENCE Orne

#### FRANCE

# Optimizing the environmental impact of our processes

## ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Installation of low-energy LED lighting and motion detectors across the entire site.
- Commissioning of a variable-speed compressor.
- Compressor fleet optimization project.
- Weekend outdoor lighting adjustment project.
- Project to implement an Energy and Water Management System (GTE) on site.
- UV line equipment installation.
- Installation of an electric lehr.
- Project to install air destratifiers for heating in storage areas and the lacquering workshop.
- Reformulation of enamel ink production using organic alternatives.
- Study for boiler replacement.
- Automatic shutdown of suction/ convection systems and conveyor belts when the gas arch temperature drops below 80°C.
- Identification and shutdown of unused equipment over the weekend.Automation of infrared lehr systems.
- Shutdown of the acid-etching
- activity/station, resulting in a 35% reduction in total gas consumption and 20% reduction in electricity consumption.
- Purchase of a more efficient 3D

printer (time, energy, and material savings).

# REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Replacement of lacquering filtration units.
- Installation of covered containment for hazardous material storage.
- Reorganization of storage areas near
   the sprinkler system
- the sprinkler system.

   Shutdown of the acid-etching
- activity/station.Elimination of legionella risk at the station linked to the acid-etching activity.

#### WASTE AND END-OF-LIFE

- Increase in selective waste recovery: recycling of polyethylene plastic films, PE/PS thermoformed plastics, and disposable wooden pallets.
- Recycling of glass to Mers-les-Bains (bare glass and lacquered glass).
- Reduction of hazardous waste due to the shutdown of the acid-etching activity/station.
- Implementation of selective sorting in break rooms and offices.
- Optimization of paper collection in offices (flat and uncrumpled).
- Implementation of cigarette butt collection.
- Pressing of paint sludge to reduce water content and thus the volume of waste to be treated.
- Comprehensive analysis of waste in terms of cost and volume.

#### REDUCED IMPACT ON WATER

- Water footprint management through systematic and targeted data collection on withdrawals, discharges, and process-specific needs, enabling precise tracking of consumption and recycling capacity.
- Study on rainwater harvesting for integration into our processes.
- 70% reduction in water consumption due to the shutdown of the acidetching activity/station.
- Reuse and recycling of effluents in water-intensive processes (lacquering lines).
- Reuse of water from the pressing of paint sludge in our lacquering pits.

#### COMMUNICATION

- Employee awareness campaigns on eco-friendly practices (waste sorting, energy, etc.).
- Implementation of environmental event tracking at the plant level.
- Internal newsletter communication.
- Creation of environmental messages and posters.
- Development of new signage to support selective waste sorting.

#### MANAGEMENT

- Weekly coordination with an Energy pillar to monitor energy consumption.
- Monthly energy consumption tracking by the Executive Committee (CODIR) and Steering Committee (COPIL).
- Hiring of an EHS apprentice.
- Reporting of environmental risk situations via a dedicated logbook.
- Environmental event tracking indicator integrated into Fabriq.

#### VERESCENCE Somme FRANCE

# Optimizing the environmental impact of our processes

# ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Compressed air leak audits carried out and corrective actions implemented
- Progressive switch to LED lighting in support and auxiliary areas.
  Installation of electric lehrs on new
- projects.

   Replacement of UV lamps with LED
- Gradual elimination of enamels in favor of organic inks: firing temperature reduced from 650°C to 150°C.
- Elimination of compressed air used to cool bottles.
- Weekend shutdown of outdoor lighting
- Destratification of logistics areas to reduce heating needs.

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#### 2024-2025 initiatives by site

- Identification and shutdown of unused equipment over the weekend.
- Implementation of an Energy and Water Management System (GTE).
- Replacement of gas-powered forklifts with electric forklifts.

## REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Shutdown of the siliconizing line.
- Process improvement project for filter replacement led by a UAP leader.

#### WASTE AND END-OF-LIFE

- Pressing of paint sludge to reduce water content and thus the volume of waste to be treated.
- Recycling of cardboard, transparent
   PE plastics, Akilux, thermoformed
   plastics, merchant pallets, and glass
   rejects.
- Distribution of reusable water bottles to all employees to eliminate plastic cups and reduce cardboard cup usage.
- Rejected glass sent to Mers-les-Bains for reuse in furnaces.
- Implementation of a cigarette butt collection system with a dedicated recycling channel.
- Implementation of a paper recycling system in offices and UAP common areas.
- Implementation of a new recycling channel for paint waste.

#### REDUCED IMPACT ON WATER

- Reuse and recycling of effluents in water-intensive processes (lacquering lines, etc.).
- Installation of additional water meters to monitor and optimize our consumption.
- Monitoring of water consumption through tracking for each production line
- Monitoring of water withdrawals (sub-metering).
- Implementation of a closed-loop system on a lacquering line.
- Improved water consumption management through systematic and targeted data collection on our withdrawals, discharges, and process needs, enabling better understanding

- of our consumption and recycling capacities.
- Elimination of the siliconizing line
   (-40% water consumption).
- Reuse of water from the pressing of paint sludge in our lacquering pits.
- Implementation of alarms when consumption thresholds are exceeded.

#### COMMUNICATION

- Raising employee awareness of eco-friendly practices (waste sorting, energy, etc.).
- $\boldsymbol{-}$  Creation of environmental messages.
- Communication in the internal newsletter.
- Launch of an anti-cigarette-butt campaign.
- Implementation of environmental event tracking at the plant level.

#### MANAGEMENT

- Hiring of an EHS technician on a fixed-term contract to work on specific topics, particularly the deployment of the GTE.
- Hiring of an EHS apprentice.

#### VERESCENCE La Granja SPAIN

# Optimizing the environmental impact of our processes

## ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Elimination of external warehouses to reduce transportation of finished products.
- Implementation of "door-to-door" bottle sorting to reduce the internal logistics chain of the finishing plant.
- Renewable energy PPA aimed at achieving carbon neutrality for electricity consumption on site.
- Replacement of all fuel-powered company vehicles with hybrid vehicles.
   To encourage electromobility and
- To encourage electromobility, an electric charging station was installed in the site's parking lot.

- Installation of LED lighting throughout the factory.
- New Furnace 2 with improved thermal insulation and higher efficiency (-20% gas consumption).
- Deployment of a GTE project to measure gas and electricity consumption in real time.
- Upgrade of IS Machine Line 11 with servomechanisms. Compressed air savings.
- New electrical transformer installed in 2024 to prepare for future electrification processes as part of the decarbonization plan.
- Gas wrapping machine replace with a new gas-free unit.
- New electric lacquering line.
- Second phase of LED lighting replacement. Savings of 700 MWh/ year.
- New screen-printing machine: lower energy consumption per decorated unit.
- Reduction in consumption and CO2 emissions per unit produced on the insulator line.

# REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Installation of soundproof casing in air generator to reduce noise.
- Installation of a new water treatment station to reuse water consumption from the insulators.
- New 100% electric lacquering line.
- Installation of equipment on the conveyor belt to prevent dust pollution.
- Emissions improvement with a new filtration system on the lacquering lines. 75% reduction in VOCs and particulates.

#### WASTE AND END-OF-LIFE

- Improved sorting of non-recyclable waste and enhanced recyclability for certain waste categories: colored glass, cement, dirty cullet.
- 100% recycling of liquid waste produced by the lacquering lines and waste from tool cleaning machines.
- End-of-life management of glass insulators: LCA report published.
- Establishment of a workshop to repair broken pallets and reduce wood waste.

- Internal cardboard/wood packaging for insulators replaced with thermoformed trays that can be reused multiple times.
- All new product launches use a lacquering process instead of feeder coloring to increase recyclability.
- Replacement of the gas-powered wrapping machine with a new gas-free model. Plastic savings.

#### REDUCTION OF WATER IMPACT

- Emergency water management plan during droughts caused by climate change (consumption adjustments, leak control, water dosing, etc.).
- 50% reduction in water evaporation in cooling towers through temperature control and water settings.
- Water-saving project: monthly reports for each department to track water consumption. Performance improvements observed in departments such as assembly.
- Installation of a new decanter to reuse wastewater from the assembly department.
- Installation of low-flow water taps in locker rooms to save domestic water.
  23% reduction in domestic public
- water consumption.

   Real-time water monitoring with
- software to control usage.

   New water treatment station to reuse wastewater from the insulator assembly plant and reduce water
- 20% reduction in overall water consumption compared to 2023.
- 28% reduction in public network water used for industrial purposes in the insulator activity.

#### COMMUNICATION

footprint.

- Communication on waste sorting.
- Newsletter on CSR improvements (video shared).
- Newsletter on ISO 50001 and energy improvements achieved with the new Furnace 2, LED installation, use of PCR cullet in Furnace 1, etc.
- CSR Day for suppliers.
- CSR Week 2024.
- Environmental training for staff at the decoration plant.

#### MANAGEMENT

- ISO 50001 certification since
   December 2021. Certification updated
   in December 2024.
- Proposal for lacquered glass instead of tank-colored glass to increase glass recycling in our sector.

# VERESCENCE Covington

USA

# Optimizing the environmental impact of our processes

# ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Re-certification in the first quarter for annual CO2 emissions.
- New fixed gas analyzer to improve the gas/air ratio and burner efficiency, aiming to reduce gas consumption and CO2 emissions.
- Installation of LED lighting.
- Repairs and re-insulation of the furnace vault.
- Reduction of electricity and gas consumption to improve the carbon footprint using ISO 50001 initiatives, including LED lighting and testing of solar lighting for the parking lot.
- Increase in the percentage of PCR cullet to reduce the energy required for melting.
- Upgrade of lehr gas meters to better understand overall gas usage and support its reduction.
- Replacement of the original gas meters with new mass flow meters to improve monitoring of gas usage improvements.

# REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Replacement of all silo dust collectors with new high-efficiency units to reduce emissions.
- Replacement of 3 out of 4 silo dust collectors.
- Installation of a vent for the soda silos.
   Annual chimney inspections (even though not required by U.S. regulatory

- agencies), as part of our company's ongoing global commitment to reducing NOx, SOx, and fine particle emissions.
- Quarterly cleaning of the parking
   lot to reduce sediment runoff
   contamination to adjacent properties
   Preventive maintenance of stack
- opacity meter.Clearing of vegetation from the retention pond near the production
- retention pond near the production plant to facilitate maintenance and reduce contamination.

   Installation of weighted booms to
- reduce the risk of sediment migration from the road to the retention pond. — In-house repair of damaged pallets
- to reduce landfill costs.

   Removal of hydrogen silos from the plant, eliminating a potential fire or

#### WASTE AND END-OF-LIFE

explosion risk

- Reduction in the use of waste compactors through improved recycling of cardboard and plastic.
- Recycling of all cardboard and
- Recycling of precious metals (molds/ probes from furnaces).Recycling of printer cartridges and IT
- waste (Green IT).Reduction of packaging wastewith a major client by using reusable
- packaging.

   Introduction of decorated glass into batch formulation.
- "Universal Waste Management Program" for batteries and bulbs, enabling efficient disposal of unnecessary waste.
- Recycling of all packaging from the sorting area.
- Commissioning of an independent study to assess waste streams and identify recycling opportunities (e.g., stretch film).
- Elimination of hydrogen use in the plant.

#### REDUCTION OF WATER IMPACT

— Installation of a reservoir and pumping system to recycle water used by the production station (saving 51 m<sup>3</sup> per day).



#### 2024-2025 initiatives by site

#### COMMUNICATION

- Annual employee training on environmental issues related to our activities.
- Annual celebration of Earth Day.
- Energy bulletin highlighting potential reductions and monitoring practices.

#### **MANAGEMENT**

- Annual risk assessment audit.
- Successful ISO 14001 certification audit.
- ISO 50001 certification (energy).

#### VERESCENCE Sparta USA

# Optimizing the environmental impact of our processes

# ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Reduction of energy consumption by prioritizing organic inks for decoration.
- Measures to reduce energy consumption:
- Detection and repair of air leaks.
- Optimization of lehr usage.

- Installation of LED lighting throughout the factory.
- Replacement of the old refrigeration unit with a high-efficiency system.
- Insulation of the factory roof.
- Implementation of daily gas consumption monitoring.

# REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Lacquering line renovation project:
- Improvement of the air filtration system.
- Improvement of the air circulation system.
- Removal of the spray water curtain to reduce water usage by 50% and eliminate wastewater.
- Discontinuation of the Acid-etching process, reducing water treatment costs and pollution risks.
- Installation of two layers of filters,
   with cardboard and polyester layers on each filter, to reduce emissions.

#### WASTE AND END-OF-LIFE

- Recycling of all undecorated glass waste.
- "Universal Waste Management Program" for batteries and bulbs, aimed at efficiently eliminating unnecessary waste.
- Reuse of decorated glass in the

bottle manufacturing process.

- Better use of packaging. Reuse of shared packaging between Covington and Sparta.
- Mandatory presentation to each client: glass lifecycle and recycling.
- Recycling of precious metals from ink waste.
- Negotiation of waste transport fees.
- Increase in the amount of cullet sent back to Covington to reduce the quantity of glass sent to third-party recyclers.
- Reduction of minimum transport costs for non-hazardous industrial waste (DIB) from the site.
- Disposal of remaining chemicals from the acid-etching line and equipment.

#### REDUCED IMPACT ON WATER

- Dismantling of the etching line and closure of the wastewater treatment station.
- Implementation of daily water consumption monitoring.

#### COMMUNICATION

- Presentation during CSR Day.
- Annual celebration of Earth Day.
- Annual "Right to Know" training

aimed at informing employees about their health and safety rights at work, as well as potential risks associated with their work environment.

- Review of waste sorting instructions.

#### MANAGEMENT

- Successful ISO 14001 certification audit.

# VERESCENCE Pacific

SOUTH KOREA

# Optimizing the environmental impact of our processes

## ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS

- Improvement of the lighting system to reduce consumption (replacement of bulbs with LEDs, installation of motion-sensor lights).
- Reduction of energy consumption
  through the use of a timer for air
  conditioning and temperature control.
  Installation of photovoltaic panels
  on the factory roof to reduce electricity

consumption.

- Purchase of 63,000 MWh of electricity from renewable sources for the period from January 2024 to December 2025.
- Increase in the percentage of PCR cullet to reduce the energy required for melting.

## REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Agreement signed with the provincial government of Chungnam to take measures to reduce NOx emissions and plant trees at the factories. Measures effective from 2021 to 2024.
- Monthly measurement of water and air quality to manage pollutants.
- Reduction of SOx emissions by using low sulfur content fuels.
- Regular analysis of pollution levels through soil sampling.

#### WASTE AND END-OF-LIFE

- Reuse of lacquered bottles to reduce glass waste.
- Recycling of undecorated glass waste.
- Reduction of packaging waste with a major client by using reusable packaging.

#### REDUCTION OF WATER IMPACT

- Meeting with Verescence France to add a flowmeter as part of wastewater reuse efforts.
- The old flowmeter was calibrated to improve its accuracy.

#### COMMUNICATION

- Communication on waste sorting and disposal.
- Employee awareness campaign on the ocean cleanup program.
- Presentation of initiatives during CSR Day.

#### MANAGEMENT

- Successful ISO 14001 certification

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# Equivalence tables GRI

Verescence has set out its strategy and reporting in accordance with the principles of the GRI (Global Reporting Initiative) in order to ensure the completeness of its approach. Below, you will find the equivalence table to assess the compliance of our CSR report with the Core criteria defined by the GRI (cf. Gri-G4).

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
102	General disclosures		
102-1	Name of the organization	▼	Cover page
102-2	Activities, brands, products and services: description of the organization's activities, brands, products, and services	▼	About Verescence
102-3	Location of the organization's headquarters	▼	About Verescence
102-4	Location of operations: number of countries where the organization operates, names of countries where the organization has significant operations or operations that are specifically relevant to this report	▼	About Verescence
102-5	Nature of ownership and legal form	$\nabla$	-
102-6	Markets served: geographic location of markets, sectors served, and types of customers and users/consumers	▼	About Verescence
102-7	Scale of the organization: number of employees, information about operations, sales, capitalization and sales of products	▼	About Verescence Value chain
102-8	Information about employees and other workers: employees by type of employment contract (permanent/ temporary), gender, region, full time/part time, and whether a substantial portion of the organization's work is performed by workers who are not employees of the organization	▼	About Verescence Value chain
102-9	Supply chain: including the organization's main structure for the activities, brands, products and services	▼	Value chain
102-10	Significant changes regarding the organization's size, structure, ownership, or its supply chain (change in the location of operations, main suppliers, or the share capital structure)	▼	Three-pillar CSR strategy and governance
102-11	Approach to the precautionary principle	$\nabla$	-
102-12	External initiatives (list of CSR charters, principles, or other initiatives that the organization endorses)	▼	Three-pillar CSR strategy and governance

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
102-13	Membership of associations (list of memberships of international industry associations or organizations or other associations or organizations incorporating CSR issues)	•	Three-pillar CSR strategy and governance
102-14	Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of CSR to the organization and the strategy developed	•	Editorial
102-16	Values, principles, standards, and norms of behavior	▼	Editorial
102-18	Governance structure of the organization, including committees of the highest governance body and their CSR responsibilities	▼	Governance & sustainable performance system
102-40	List of the Group's stakeholders	•	Value chain
102-41	Collective bargaining agreements: percentage of employees covered by collective bargaining agreements	▼	100% of employees covered by collective bargaining agreement in all countries where the legal framework allows
102-42	Collective bargaining agreements: percentage of employees covered by collective bargaining agreements	$\nabla$	-
102-43	Approach to stakeholders: the organization's approach to stakeholders, including frequency of engagement and specific commitments made for each stakeholder group	$\nabla$	-
102-44	Key topics that have been raised through stakeholder engagement: including how the organization has responded to those key topics and the stakeholders concerned	▼	-
102-45	Entities included in the organization's consolidated financial statements: including reasons justifying exclusion	▼	-
102-46	Report content and boundaries: process for defining the report content and the Aspect Boundaries	▼	Value chain
102-47	List of material Aspects identified in the process for defining report content	▼	Value chain
102-48	Review of previous statements: the reasons for and effects of restatements of information provided in previous reports	▼	Clarification on the definition of our main key indicators (cf. Methodology Note)
102-49	Changes in reporting: significant changes from the previous year in the list of material Aspects and report content	$\blacksquare$	-
102-50	Reporting period	•	2024 calendar year
102-51	Date of the most recent previous report (if any)	•	July 2024
102-52	Reporting cycle	$\blacksquare$	Annual
102-53	Contact point for questions regarding the report or its contents	₩	Contact us
102-54	Reporting statements in accordance with GRI standards: this report has been prepared in accordance with GRI standards: Core or Comprehensive	₩	GRI Equivalence Table (Global Reporting Initiative) Cor criteria (cf. GRI-G4)
102-55	GRI Equivalence Table	•	GRI Equivalence Table (Global Reporting Initiative). Cor criteria (cf. GRI-G4)
102-56	External assurance: description of the organization's approach with regard to seeking external assurance for the data in the report (if the report has been externally assured, and the External Assurance Report, if any)	•	Reasonable assurance opinion issued by KPMG

\*GRI : Global Reporting Initiative

#### VERESCENCE

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
	Specific disclosures		
20	ECONOMIC		
201	Economic performance		
201-1	Direct economic value generated and distributed	▼	Value chain: financial resources and impacts
204	Procurement practices		
204-1	Proportion of spending on local suppliers	▼	Act for Society: 2024 in key figures
205	<b>Anti-corruption</b>		
205-2	Communication and training on anti-corruption policies and procedures	▼	CSR dashboard: Act for Society - Business ethics
30	ENVIRONMENT		
301	Materials		
301-2	Recycled input materials	▼	Eco Solutions: 2024 in key figures
302	Energy		
302-3	Energy intensity	•	Eco Solutions: optimizing the environmental impact of our processes Value chain: environmental assets
302-4	Reduction of energy consumption	•	Eco Solutions: optimizing the environmental impact of our processes Value chain: environmental assets
303	Water		
303-1	Total water withdrawal by source	▼	Value chain: environmental assets CSR dashboard Eco Solutions: optimizing the environmental impact of our processes
305	Emissions		
305-4	Greenhouse gas (GHG) emissions intensity	•	Value chain: environmental assets CSR dashboard Eco Solutions: optimizing the environmental impact of our processes
305-5	Reduction of greenhouse gas (GHG) emissions	•	Value chain: environmental assets CSR dashboard Eco Solutions: optimizing the environmental impact of our processes
306	Effluents and waste		
306-2	Waste by type and disposal method	▼	Value chain: environmental assets CSR dashboard Eco Solutions: optimizing the environmental impact of our processes

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
40	SOCIAL		
401	Employment		
401-1	New employee hires and employee turnover	▼	Value chain: intellectual assets
403	Occupational health and safety		
403-2	Type of injury and rates of injury, occupational diseases, absenteeism, and work-related fatalities	•	People First: health and safety, Well-being at work and recognition – CSR dashboard
404	Training and Education		
404-1	Average hours of training per employee	▼	CSR dashboard - People First: skills and careers
404-2	Programs for skills management and programs that assist employees in managing career endings	•	CSR dashboard - People First: skills and careers Act for Society: preserving employment at our sites
405	Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	▼	CSR dashboard: People First - Diversity
405-2	Ratio of basic salary and remuneration of women to men	$\nabla$	-
407	Freedom of association and collective bargaining		
407-1	Operations and suppliers identified in which the right to collective bargaining may be at risk	▼	CSR dashboard: Act for society - Responsible purchasing
413	Local Communities		
413-1	Local community engagement, impact assessments, and development programs	▼	Act for Society: preserving employment on our sites
417	Product and Service Labeling		
417-1	Product and service information and labeling requirements	▼	CSR dashboard: Eco Solutions - Innovation and eco-design

lacktriangledown Complete equivalence lacktriangledown Partial equivalence lacktriangledown No equivalence

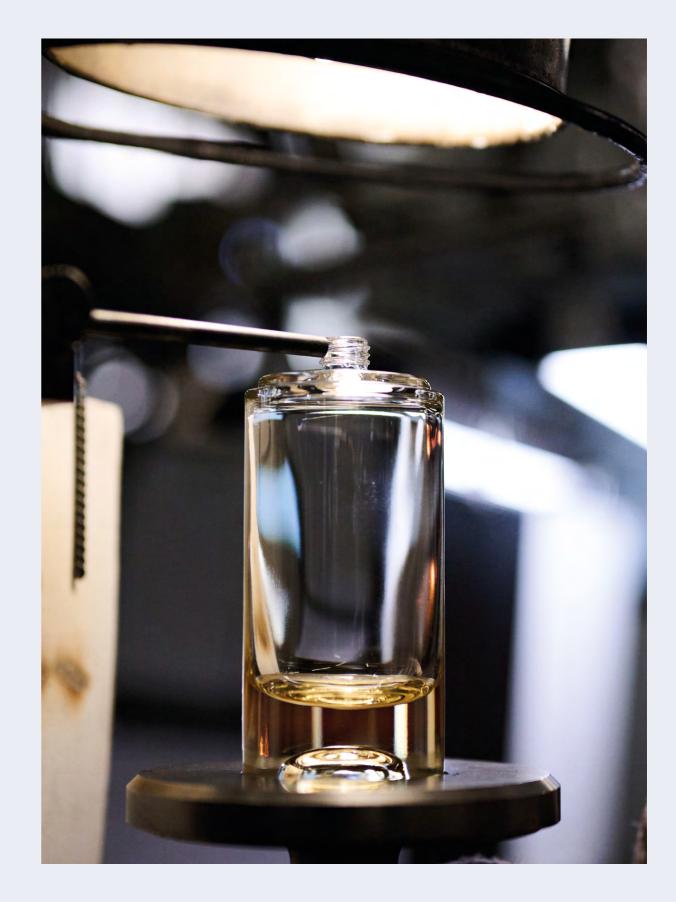
# Equivalence tables Global Compact

Verescence has joined the GLOBAL COMPACT in 2018 and is committed to the ten principles. Each year, the Group issues a COP (Communication On Progress), which is published on the global compact website. This report constitutes Verescence's 2024 COP (2024-2025 data).

#### NO. TEN PRINCIPLES OF THE GLOBAL COMPACT EQUIV. PILLARS AND ASSOCIATED THEMES

	HUMAN RIGHTS		
1	Businesses should support and respect the protection of internationally proclaimed human rights.	▼	People First - Health and Safety
2	Businesses should make sure that they are not complicit in human rights abuses.	▼	Act For Society - Sustainable procurement
	LABOR		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	▼	People first - Well-being at work and recognition
4	Businesses should contribute to the elimination of all forms of forced and compulsory labor.	▼	Act For Society - Sustainable procurement
5	Businesses should contribute to the effective abolition of child labor.	▼	Act For Society - Sustainable procurement
6	Businesses should contribute to the elimination of discrimination in respect of employment and occupation.	•	People First - Diversity
	ENVIRONMENT		
7	Businesses should support a precautionary approach to environmental challenges.	▼	Eco Solutions - Optimizing the environmental impact of our processes
8	Businesses should undertake initiatives to promote greater environmental responsibility.	•	Eco Solutions - Optimizing the environmental impact of our processes
9	Les entreprises sont invitées à favoriser la mise au point et la diffusion de technologies respectueuses de l'environnement.	•	Eco Solutions - Innovation and eco-design
	ANTI-CORRUPTION		
10	Businesses should work against corruption in all its forms, including extortion and bribery.	•	Act For Society - Business ethics

f f f C Complete equivalence f f V Partial equivalence f f V No equivalence



# Independent third party report (KPMG)

Report of one of the Statutory Auditors on the verification of a selection of social, societal and environmental information presented in the Sustainability Report.

Year ended December 31st, 2024

To the annual general meeting,

In our capacity as Statutory Auditor of your company (hereinafter the "Entity") designated as an independent third-party organization, accredited by COFRAC under number 3-18841,we have undertaken a reasonable assurance engagement on the historical information (observed or extrapolated) in the consolidated nonfinancial statement, prepared in accordance with the entity's procedures (hereinafter the «Guidelines»), for the year ended December 31th, 2024 (hereinafter, the «Information» and the «Statement» respectively), established voluntarily by the entity pursuant to the legal and regulatory provisions of Articles L. 225 102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (code de commerce).

At the request of the entity, we also performed work designed to express a reasonable assurance conclusion on the information selected by the entity and identified by the

# Limited assurance conclusion

Based on the procedures we performed as described under the «Nature and scope of procedures» paragraph and the evidence we obtained, nothing has come to our attention that causes us to believe that the non-financial statement is not prepared in accordance with the applicable regulations, and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

# Reasonable assurance conclusion on a selection of non-financial information

In our opinion, the information selected by the entity and identified with the symbol  $\sqrt{}$  in the Statement has been prepared, in all material respects, in accordance with the Guidelines.

#### Comment

Without modifying our conclusion and in accordance with Article A. 225-3 of the French Commercial Code, we have the following comment:

 As mentioned in the Declaration, some of the ESG impacts, risks and opportunities identified in the double materiality analysis are currently being reviewed by the Entity and may change in the next financial year.

#### Preparation of the nonfinancial performance statement

The absence of a commonly used generally accepted reporting framework or of a significant body of established practices on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, summarized in the Statement and available on the Entity's website or on request from its headquarters.

# Inherent limitations in preparing the Information

As stated in the Statement, the Information may be subject to uncertainty inherent to the state of scientific and economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions or estimates used for its preparation and presented in the Statement.

#### Responsibility of the entity

Management of the Entity is responsible for:

- selecting or establishing suitable criteria for preparing the Information,
- preparing a Statement pursuant to legal and regulatory provisions, including a presentation of the business

model, a description of the main non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators,

- preparing the Statement by applying the entity's "Guidelines" as referred above, and
- designing, implementing, and maintaining internal control over information relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared under the responsibility of the Direction in accordance with legal and regulatory provisions, it being specified that it has not been approved by the Board of Directors.

#### Responsibility of the Statutory Auditor designated as an independent third-party organization

Based on our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- The compliance of the Statement with the requirements of Article R. 225-105 of the French Commercial Code,
- The fairness of the historical information (observed or extrapolated) provided pursuant to part 3 of sections I and II of Article R. 225-105 of the French Commercial Code, i.e., the outcomes of policies, including key performance indicators, and measures relating to the main risks. As we are engaged to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence. At the request of the entity, we may express reasonable assurance that the information selected by the entity, presented in the Appendices, and identified by the symbol √ has been

prepared, in all material respects, in accordance with the Guidelines.
It is not our responsibility to report on:

 the entity's compliance with other applicable legal and regulatory provisions (particularly with regard to the information set-out in the French Duty of care law, and provisions against corruption and tax evasion law), the compliance of products and services with applicable regulations.

# Applicable professional guidance

We performed the work described below in accordance with the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) applicable to such engagements, in particular the professional guidance issued by the Compagnie Nationale des Commissaires aux Comptes, "Intervention du commissaire aux comptes - Intervention de l'OTI - Déclaration de performance extrafinancière", and with the international standard ISAE 3000 (revised)<sup>1</sup>.

# Independence and quality control

Our independence is defined by the provisions of Article L. 821-28 of the French Commercial Code and the French Code of Ethics for Statutory Auditors (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) relating to this engagement.

#### Means and resources

Our work engaged the skills of six people between February 2025 and

July 2025 and took a total of six weeks. We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted a dozen interviews with the people responsible for preparing the Statement.

# Nature and scope of procedures

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise.

The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information:

- We obtained an understanding of all the consolidated entities' activities, and the description of the main related risks
- We assessed the suitability
   of the criteria of the Guidelines
   with respect to their relevance,
   completeness, reliability, neutrality and
   understandability, taking into account,
   where appropriate, best practices
   within the sector.
- We verified that the Statement includes each category of social and environmental information set out in article L. 225-102-1 III of the French Commercial Code in social and environmental matters:
- We verified that the Statement provides the information required under article R. 225-105 II of the French Commercial Code, where relevant with respect to the main risks,
- We verified that the Statement presents the business model and a description of main risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with their business relationships, products or services, as well as policies, measures and the outcomes thereof, including key performance indicators related to the main risks,

<sup>&</sup>lt;sup>1</sup> ISAE 3000 (Revised) - Assurance Engagements Other Than Audits or Reviews of Historical Financial Information

- We verified that the Statement includes a clear and motivated explanation of the reasons for the absence of policies implemented considering one or more of these risks required under Article R.225-105 I of the French Commercial Code,
- and conducted interviews to:
- assess the process used to identify and confirm the main risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the main risks and the policies presented,
- corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in the Appendices. Concerning certain topics<sup>2</sup>, our work was carried out on the consolidating entity, for the other topics, our work was carried out on the consolidating entity and on a selection
- We verified that the Statement covers the consolidated scope, i.e. all the entities within the consolidation scope in accordance with Article L. 233-16 of the French Commercial Code. within the limitations set out in the Statement,

of entities3

- We obtained an understanding of internal control and risk management procedures the entity implemented, and assessed the data collection process aimed at ensuring the completeness and fairness of the Information,
- For the key performance indicators and other quantitative outcomes that we considered to be the most important, presented in the Appendices, we implemented: - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data,

- tests of details, using sampling techniques, in order to verify the proper application of definitions and procedures and reconcile the data with supporting documents. This work was carried out a selection of contributing entities<sup>3</sup> and covers 57% of the • We referred to documentary sources consolidated data relating to the key performance indicators and outcomes selected for these tests,
  - of the Statement based on our knowledge of all the consolidated entities' activities. The procedures performed in a limited for a reasonable assurance opinion

We assessed the overall consistency

assurance review are less in extent than in accordance with the professional guidance of the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes), a higher level of assurance would have required us to carry out more extensive procedures.

Nature and extent of additional work on the information selected by the entity and identified by the sign √

With regard to the information selected by the entity, presented in the Appendices and identified by the symbol √ in the Statement, we conducted the same work as described in the paragraph «Nature and scope of our work» above for the Information considered to be the most important, but in a more in-depth manner, in particular with regard to the number of tests

The selected sample accounts for between 42% and 100% of the information identified by the symbol  $\sqrt{.}$  selected by the entity and identified by the symbol √.

Paris la Défense, July 22<sup>nd</sup>, 2025

KPMG S.A.

Philippe CHERQUI Raffaele GAMBINO Partner **ESG Expert** 

#### We believe that our work is sufficient to provide a basis for our reasonable assurance opinion on the information

**APPENDIX** 

QUALITATIVE INFORMATION (ACTIONS AND RESULTS) CONSIDERED MOST IMPORTANT  Actions to protect hindingstift.					
Actions to protect biodiversity					
Reducing impact on water					
Business ethics					
Health and safety audits and results					
Action in favor of well-being at work and recognition					
Skills development plan and employee training policy					
Actions in favor of social dialogue					
Measures to promote gender equality and associated results  Measures to optimize energy consumption  Initiative in favor of quality of services and Verescence's competitiveness  Measures in favor of optimizing the environmental impact of processes					
				Initiatives in favor of innovation and eco-design	
				CSR criteria considered in contractualization with suppliers	
				GDPR data processing register	
KEY PERFORMANCE INDICATORS AND OTHER QUANTITATIVE RESULTS CONSIDERED MOST IMPORTANT	LEVEL OF ASSURAN				
Social indicators					
Lost time accident frequency rate (TF1)	Reasonable				
Absenteism rate	Reasonable				
Investments allocated to improving working conditions and EHS initiatives vs. Total Investments	Reasonable				
Number of trained employees vs. Number of employees	Reasonable				
Number of people enrolled in training courses leading to qualifications or diplomas	Reasonable				
Number of promotions	Reasonable				
Percentage of female managers	Reasonable				
Percentage of female recruits	Reasonable				
Societal indicators					
Local purchases vs. Purchasing volume	Reasonable				
Number of suppliers that have signed the CSR Charter vs. Number of suppliers listed on the Verescence CSR 1 panel (suppliers with a significant effect on Verescence's CSR impact)	Reasonable				
High-risk employees trained and qualified on corruption risks vs. Total workforce at risk	Reasonable				
High-risk employees trained and qualified on information security vs. Total workforce	Reasonable				
On Time Full delivery rate (OTIF)	Reasonable				
Customer complaint rate	Reasonable				
Environmental indicators					
Rate of glass bottles produced with PCR glass	Reasonable				
Nox emissions for glass manufacturing sites	Reasonable				
Sox emissions for glass manufacturing sites	Reasonable				
Particles emissions for glass manufacturing sites	Reasonable				
Water withdrawal per metric ton of glass	Reasonable				
Recycled water vs. Water needs	Reasonable				
Water consumption vs. Water needs	Limited				
Water withdrawal by source – total volumes, by sources	Reasonable				
Water discharge by destination –total volumes, by destination, by final treatment level	Limited				
Total quantity of waste per ton of glass drawn	Reasonable				
Waste recycling rate	Reasonable				
CO2 emissions Scope 1	Reasonable				
CO2 emissions Scope 2 (market based)	Reasonable				
CO2 emissions Scope 1 and 2 per ton of glass drawn	Reasonable				
CO2 emissions Scope 3	Reasonable				
CO2 emissions Scope 3  CO2 emissions Scope 3 per ton of glass drawn	Reasonable				
Discharges Water Pollutants (COD)	Reasonable				
Discharges Water Pollutants (COD)  Discharges Water Pollutants (BOD5)	Reasonable				
	Reasonable				
Discharges Water Pollutants (TSS)					

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<sup>&</sup>lt;sup>2</sup> « Sustainable procurement », « Local presence, global strenght », « Business ethics », « Innovation and eco-design »

<sup>&</sup>lt;sup>3</sup> Verescence Pacific, Verescence Covington, Verescence La Granja, Verescence Mers-les-Bains, Verescence Somme

#### VERESCENCE

For all questions relating to the information contained in this report, please contact:

#### Alain Thorré

CSR Director alain.thorre@verescence.com

#### Christophe Dhaene

Group CSR/EHS Manager christophe.dhaene@verescence.com

#### Verescence

Registered office 49-51 Quai de Dion Bouton 92800 Puteaux

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#### **Editorial content**

Verescence

#### Graphic design

Lili T. DESIGN

July 2025 - digital version



MADE OF GLASS AND PASSION.

