VERESCENCE



GLASS MADE TO LAST.

INFORME DE SOSTENIBILIDAD
2025-2026

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Editorial



Seguimos firmes en nuestro objetivo: convertirnos en la referencia mundial en el mercado de la belleza sostenible.

Thomas RIOU
CEO

En un mundo cada vez más complejo, marcado por múltiples crisis y profundas transformaciones, Verescence ha demostrado una vez más en 2025 la solidez de su rendimiento y la pertinencia de su estrategia. El año 2025 también se ha visto marcado por un cambio de accionariado con la llegada de dos nuevos accionistas familiares comprometidos, ambiciosos y con una visión a largo plazo: Movendo y Draycott.

Con 130 años de historia en 2026, Verescence se basa en una visión a largo plazo —ser la referencia mundial en el mercado de la belleza sostenible— y sigue aplicando su estrategia con determinación, demostrando resiliencia y capacidad de adaptación.

Los ejes estratégicos de nuestra hoja de ruta «Glass Made to Last» han seguido siendo nuestras principales prioridades, y quiero felicitar a todos los empleados de Verescence por los esfuerzos extraordinarios realizados en 2025.

Nuestro modelo operativo descentralizado, organizado por regiones, es un activo esencial que nos permite estar cerca de nuestros clientes y disponer de una mayor agilidad frente a los riesgos y las oportunidades. El éxito de Verescence North America es un excelente ejemplo de ello.

Las mujeres y los hombres que trabajan en Verescence siguen siendo nuestra prioridad, y velamos activamente para construir un entorno en el que cada persona pueda desarrollarse y contribuir plenamente. En nuestra industria, esto implica abordar aspectos como la seguridad y las condiciones de trabajo, el desarrollo de competencias, la feminización y el reconocimiento del desempeño.

Nuestro compromiso con la descarbonización de nuestras actividades, iniciado hace varios años, se basa en la electrificación progresiva de nuestros procesos de fabricación. En 2026 alcanzaremos un hito clave en Mers-les-Bains con la construcción de un horno híbrido de última generación, alimentado en un 80 % por electricidad y en un 20 % por biogás. Es una primicia mundial para el Grupo y para el sector de los frascos de lujo.

Innovamos e invertimos para consolidar la presencia del vidrio en cada uno de los segmentos de nuestro mercado de la belleza y para ofrecer envases lujosos y con menor impacto.

Por último, ante la realidad del cambio climático, seguimos trabajando para mejorar la resiliencia de nuestras plantas y de nuestras organizaciones. Se ha hecho mucho ya, pero debemos avanzar aún más reforzando nuestros planes de acción.

Este informe da cuenta de nuestros progresos y de nuestro compromiso de contribuir, de manera responsable y sostenible, al desarrollo del mercado de la belleza. Sintámonos orgullosos del camino recorrido y sigamos construyendo, juntos, un futuro más sostenible.

Quiénes somos

LÍDER MUNDIAL EN FRASCOS DE LUJO

Desde hace más de un siglo, fabricamos y decoramos frascos y tarros de vidrio de alta gama para las marcas más importantes de la industria de la perfumería y la cosmética. A la vanguardia de la innovación, nuestras siete fábricas en Francia, España, Estados Unidos y Corea del Sur nos permiten producir a proximidad de nuestros clientes. La pasión por nuestro oficio nos lleva a superar los límites de nuestro saber hacer histórico para ofrecer soluciones de alta calidad, innovadoras y respetuosas con el medio ambiente.



ACTIVIDADES

PERFUMES Y BELLEZA

Desarrollamos frascos y tarros adaptados a las exigencias de los grandes nombres del mundo de la belleza gracias a nuestro gran conocimiento de los oficios del vidrio y del decorado.

&

AISLADORES

Diseñamos y fabricamos aisladores eléctricos de vidrio destinados a las líneas eléctricas aéreas de alta tensión.

VERESCENCE EN CIFRAS

1896
FECHA DE CREACIÓN

4
OFICINAS COMERCIALES

2.400
EMPLEADOS EN TODO EL MUNDO

7
FÁBRICAS DE PRODUCCIÓN REPARTIDAS EN EL MUNDO

CAPACIDAD DE PRODUCCIÓN DE
600 M
DE FRASCOS AL AÑO

€ 400M€
DE FACTURACIÓN

CARTERA DE PRODUCTOS

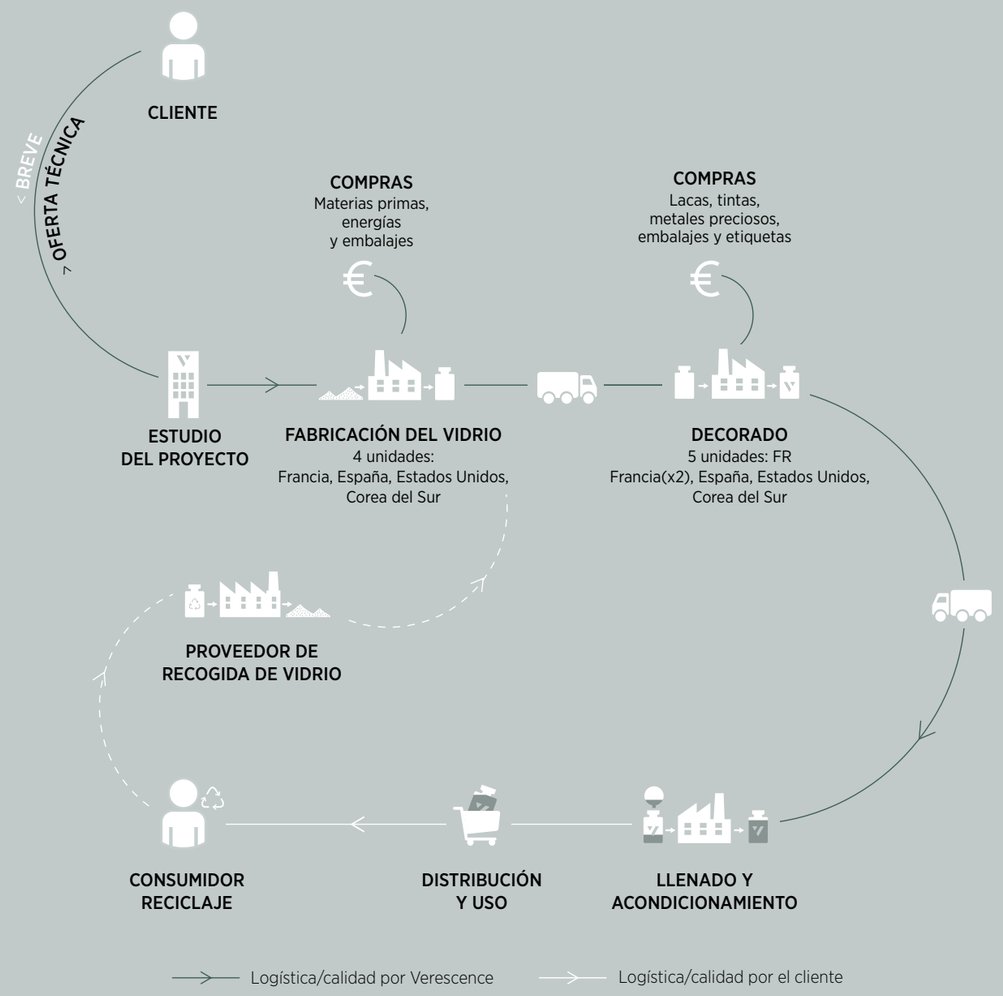
230+
CLIENTES DIRECTOS

84 %
PERFUMES Y BELLEZA

16 %
AISLADORES

Cadena de valor

En Verescence estamos convencidos de que nuestros empleados y socios marcan la diferencia; son esenciales para sublimar los productos de nuestros clientes.



RECURSOS

CAPITAL FINANCIERO
2 accionistas europeos
Movendo y Draycott

CAPITAL HUMANO
2.400
empleados

CAPITAL INTELECTUAL
50
patentes y/o solicitudes de patentes

CAPITAL INDUSTRIAL
7
fábricas

CAPITAL MEDIOAMBIENTAL
Cantidad de vidrio producido
133.749 toneladas
Total energía
699.091 MWh
Agua consumida
1,93 m³/tv

CAPITAL RELACIONAL
97,9 %
de compras locales
1.600+
proveedores
223 M€
de compras

CREACIÓN DE VALOR

IMPACTO FINANCIERO
Facturación
400 M€

IMPACTO HUMANO
IF1
2,96
25 %
de contrataciones femeninas
100 %
de nuestros empleados cuentan con mutua y seguro de salud complementario

IMPACTO INTELECTUAL
77,8 %
de empleados formados

IMPACTO INDUSTRIAL
386
empleados lean-specialists para mejorar los resultados

IMPACTO AMBIENTAL
Residuos
90 kg/tv
Emisiones de CO2
(Scope 1: emisiones directas y Scope 2 «Market Based»: emisiones de energías suministradas)
0,86 tCO2e/tv
Emisiones de NOx
3,87 kg/tv
Emisiones de SOx
1 kg/tv
Emisiones de partículas finas
0,1 kg/tv

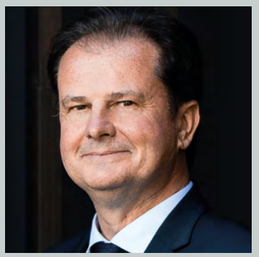
IMPACTO RELACIONAL
0,63 %
de reclamaciones de clientes
OTIF (On Time, In Full)
95,3 %

tv = tonelada de vidrio producida

Gobernanza y sistema de rendimiento sostenible

La adaptación al cambio climático: un reto plenamente integrado en nuestra política de RSC

3 PREGUNTAS PARA...



Alain THORRÉ
Director de RSC,
Calidad y Mejora continua

Frente al cambio climático, Verescence aumenta la resiliencia de sus plantas y de su organización con el fin de anticipar los riesgos y garantizar la continuidad de sus actividades.

1

¿POR QUÉ VERESCENCE TRABAJA EN LA ADAPTACIÓN AL CAMBIO CLIMÁTICO?

Como empresa responsable, Verescence debe anticipar los impactos del cambio climático en sus actividades. Ya se han llevado a cabo numerosas acciones para tener en cuenta la evolución de las condiciones climáticas: aislamiento de las plantas, sistemas de refrigeración o cabinas climatizadas. En 2025, para seguir avanzando, realizamos una serie de auditorías, en colaboración con AXA Climate, destinadas a mejorar y completar nuestros planes de acción. Al mismo tiempo, nuestro comité ejecutivo llevó a cabo un análisis de riesgos, basado en el enfoque de doble materialidad, que distingue dos grandes tipos de riesgos. El primero corresponde a los riesgos físicos: inundaciones, olas de calor, sequías, tormentas, etc., que pueden afectar directamente a nuestras plantas, a nuestros empleados y equipamientos, además de repercutir en nuestros proveedores y en la cadena logística. El segundo engloba los riesgos de transición: cambios normativos (impuesto al carbono, productos prohibidos, nuevas exigencias ambientales), evolución de los mercados así como los posibles impactos en nuestra reputación derivados de nuestras acciones climáticas.

2

¿CÓMO SE TIENEN EN CUENTA CONCRETAMENTE ESTOS RIESGOS?

Estos riesgos se cuantifican sobre la base de proyecciones climáticas para 2030, 2050 y 2100, y luego se analizan en toda nuestra cadena de valor: clientes, Verescence y proveedores. Posteriormente, adoptamos medidas para eliminar estos riesgos, cuando es posible, o ponemos en marcha acciones para minimizar su impacto. Paralelamente, definimos la organización que se desplegaría en caso de que uno de estos riesgos se materializara. Nuestros Planes de Continuidad de Actividad (PCA), que cubren riesgos industriales (incendio, interrupción energética), informáticos (ciberataque, avería) y de proveedores (ruptura de suministro, cese de actividad), han sido reforzados para integrar plenamente los riesgos climáticos. El objetivo es claro: garantizar la seguridad de nuestros equipos y la continuidad de nuestras operaciones en caso de incidente.

3

¿CUÁLES SON LAS PRÓXIMAS ETAPAS?

De aquí a finales de 2026, estableceremos una gobernanza específica para estos planes a nivel del Grupo, de las regiones y de las plantas. Concretamente, esto se traduce en varias acciones: formar a los equipos, probar regularmente nuestros dispositivos mediante ejercicios, reforzar nuestras auditorías, integrar una lógica de mejora continua para adaptar los planes con el tiempo así como evaluar a las empresas de servicios externas implicadas. También continuaremos involucrando a nuestros proveedores. Este es un punto clave; hemos organizado un taller de concienciación sobre riesgos climáticos durante la Jornada RSC Proveedores Francia 2025, y seguiremos con estas iniciativas para mejorar la resiliencia de toda nuestra cadena de valor.



Taller de concienciación sobre riesgos climáticos con AXA Climate durante la Jornada RSC Proveedores Francia 2025

Gobernanza en Verescence

Desde hace varios años, para aplicar la estrategia centrada en la sostenibilidad y garantizar que todos los departamentos de todas las plantas la tengan en cuenta, Verescence ha puesto en marcha una gobernanza y un sistema de rendimiento sostenible.

El equipo de Gobernanza, formado por miembros del COMEX RSC, tiene como objetivos:

- Identificar y realizar un seguimiento constante de la evolución futura de la sostenibilidad;
- Tener en cuenta y priorizar las expectativas y los cambios de las partes interesadas (clientes, empleados, accionistas, proveedores, el Estado, diversas organizaciones sectoriales, etc.);
- Analizar y controlar los riesgos;
- Implementar y hacer aplicar la estrategia global;
- Definir reglas y modos de funcionamiento;
- Controlar el buen desarrollo de las actividades de Verescence;
- Garantizar la transparencia de la información para las partes implicadas;
- Actuar de forma coherente y concertada para una toma de decisiones al nivel adecuado en la organización.



El presidente sitúa la RSC al más alto nivel y federa a todos los empleados en torno a la visión del Grupo. Trabaja para que la política de desarrollo sostenible y el proyecto de transformación tengan sentido en todos los niveles de la empresa.

El Comité Ejecutivo de RSC se reúne cada dos meses con la participación del presidente para definir y validar las acciones de RSC de acuerdo con las orientaciones estratégicas del Grupo. Sus miembros son responsables de áreas geográficas y de direcciones funcionales.

Las direcciones operativas implementan la estrategia de RSC en todos los departamentos de la empresa y ponen en marcha acciones para lograr los objetivos definidos por el COMEX RSC.

En Verescence, la RSC concierne a todos los empleados, independientemente de su cargo. Todos participan activamente en grupos de trabajo, y una parte de su retribución variable incluye objetivos vinculados con los resultados del Grupo en materia de RSC.

Sistema de rendimiento sostenible

Verescence Sustainable Performance System (VSPS) es el sistema de rendimiento sostenible que apoya las transformaciones de Verescence desde hace varios años y que permite definir mecanismos formales (procesos, estructuras definidas, normas de gestión y organización, etc.) con el fin de:

- **ESTABLECER** los objetivos de eficiencia para cada región, planta, servicio, horno o cada Unidad Autónoma de Producción (UAP);
- **MEDIR** de forma homogénea con KPIs estándar e informes compartidos la eficiencia en todos los niveles de la organización;
- **REVISAR** periódicamente la eficiencia (a través de las Business Reviews, reuniones de eficiencia, etc.);
- **DEFINIR Y HACER** un seguimiento de los proyectos de mejora (a través de comités de coordinación, grupos de trabajo y comités profesionales);
- **VERIFICAR** el cumplimiento de las principales normas mediante un sistema de auditoría interna.

Verescence ha optado por certificar su Sistema de Rendimiento Sostenible por una única organización para garantizar la uniformidad de los requisitos y el cumplimiento de las normas internacionales (ISO), reconocidas por nuestros clientes y partes implicadas en las siguientes áreas: Seguridad, Calidad, Medio ambiente, Buenas Prácticas de Fabricación de productos cosméticos (BPF), Gestión de la energía.

Asimismo, las evaluaciones anuales realizadas por organismos reconocidos internacionalmente permiten a Verescence compararse y mejorar:

- **SU ESTRATEGIA DE RSC**, la pertinencia de su implantación, los resultados obtenidos y percibidos gracias a las evaluaciones de EcoVadis.
- **SUS COMPROMISOS Y EVOLUCIONES DE SUS PROCESOS** para la reducción de las emisiones de CO2 y la gestión del agua gracias al CDP Climate Change y CDP Water Security.

El Grupo y nuestras siete fábricas distinguidas con la medalla EcoVadis Platino



Entre julio de 2025 y julio de 2026, el Grupo Verescence y cada una de nuestras siete plantas de producción en todo el mundo obtuvieron la medalla de platino de EcoVadis.
Se trata de la máxima distinción otorgada por EcoVadis, la organización líder en la evaluación del desempeño de sostenibilidad empresarial. La evaluación se basa en cuatro pilares: Medio ambiente, Social y derechos humanos, Ética y Compras sostenibles.
Gracias a estos resultados, **nos situamos entre el 1 % de las empresas mejor valoradas a nivel mundial** por EcoVadis, en todos los sectores.

Nuestros retos en RSC

NOTA METODOLÓGICA

En el ámbito de la RSC, el sistema de gestión de Impactos, Riesgos y Oportunidades (IRO) implantado por el Grupo Verescence se basa en la consideración de los aspectos significativos para sus actividades, su cadena de valor, su situación financiera y su imagen. Estos aspectos abarcan cuestiones ambientales, sociales y de gobernanza que incluyen las distintas normas europeas en materia de sostenibilidad (ESRS)[1].

Asimismo, en coherencia con los requisitos de la directiva CSRD (Corporate Sustainability Reporting Directive), que en un futuro próximo se aplicará a Verescence, el Comité Ejecutivo ha validado en esta etapa la identificación y evaluación de 20 puntos de sostenibilidad, de los cuales 19 son materiales y se presentan a continuación.

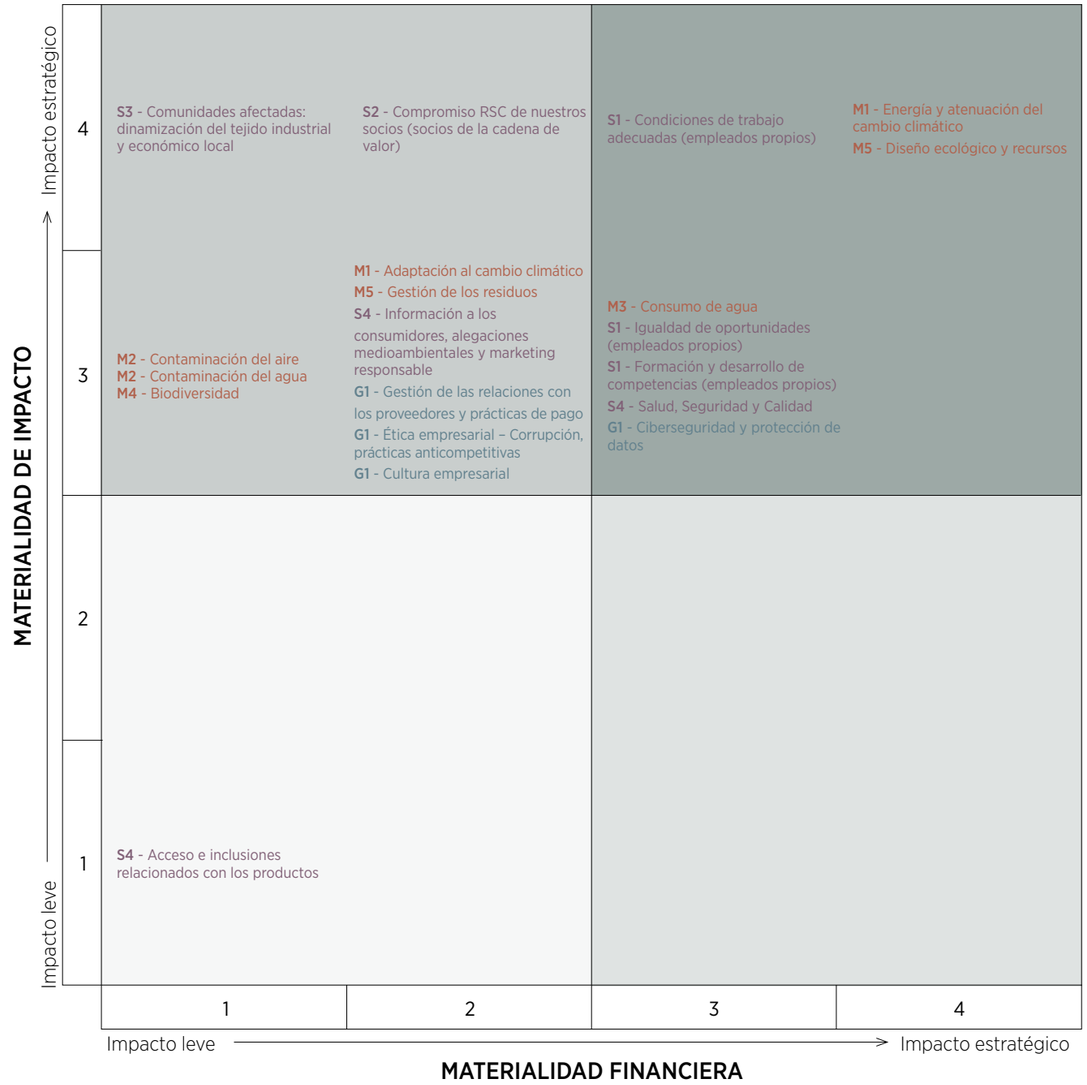
Estos puntos se evalúan a partir de cada IRO que se agrupan según dos aspectos:

- **Impacto Financiero:** 1 = impacto reducido en términos de facturación, resultados operativos, imagen y probabilidad de ocurrencia; 4 = Impacto estratégico
- **Impacto Material:** 1 = impacto reducido en términos de gravedad, irreversibilidad, magnitud y frecuencia de aparición; 4 = Impacto Estratégico

[1] European Sustainability Reporting Standards

POLÍTICA RSC		RETOS DE SOSTENIBILIDAD
Pilares	Temáticas	
PEOPLE FIRST	Salud y seguridad	S4 - Salud, seguridad y calidad
	Bienestar en el trabajo y reconocimiento	S1 - Condiciones de trabajo adecuadas
	Competencias y carreras profesionales	S1 - Formación y desarrollo de competencias
	Diversidad	S1 - Igualdad de oportunidades
ACT FOR SOCIETY	Arraigo local, fortaleza global	M1 - Energía y atenuación del cambio climático (scope 3)
	Preservar el empleo en nuestras plantas	S3 - Comunidades afectadas: dinamización del tejido industrial y económico local
	Compras responsables	G1 - Gestión de las relaciones con los proveedores y prácticas de pago
		S2 - Compromiso RSC de nuestros socios (socios de la cadena de valor)
	Ética empresarial	G1 - Ética empresarial – Corrupción, prácticas anticompetitivas
		S4 - Información a los consumidores, alegaciones medioambientales y marketing responsable
		G1 - Ciberseguridad y protección de datos
		S4 - Acceso e inclusiones relacionados con los productos*
ECO SOLUTIONS	Calidad de servicio y competitividad	G1 - Cultura empresarial (excelencia operativa, comercial y financiera)
	Optimización del impacto ambiental de nuestros procesos	M1 - Energía y atenuación del cambio climático (scope 1, 2)
		M1 - Adaptación al cambio climático
		M5 - Gestión de los residuos
		M3 - Consumo de agua
		M2 - Contaminación del aire
		M2 - Contaminación del agua
		M4 - Biodiversidad
	Innovación y diseño ecológico	M5 - Diseño ecológico y recursos

*reto no material



Estrategia RSC en tres pilares

El vidrio, reciclable por naturaleza, inspira nuestra política medioambiental. Toda nuestra política de RSC, conocida como «Glass Made to Last», se inspira en nuestros valores fundamentales de pasión, excelencia, respeto y audacia, y se basa en tres pilares fundamentales: People First, Act for Society y Eco Solutions. Nuestro objetivo y nuestra responsabilidad como líderes es seguir siendo precursores y ejemplares para nuestros empleados, nuestras comunidades y nuestros clientes.

VERESCENCE Y LOS OBJETIVOS DE DESARROLLO SOSTENIBLE DE LAS NACIONES UNIDAS

El programa «Glass Made to Last» permite contribuir en 15 de los 17 objetivos de desarrollo sostenible (ODS) establecidos por las Naciones Unidas para 2030.

OBJETIVOS DE DESARROLLO SOSTENIBLE

PEOPLE FIRST

El trabajo del vidrio y del decorado no se puede improvisar. Se basa en conocimientos muy precisos, poco comunes y que requieren un largo aprendizaje. Además, estos oficios van evolucionando con la incorporación de nuevas tecnologías. En la actualidad, Verescence debe poder mantener sus competencias históricas y apoyar su desarrollo garantizando la seguridad y el bienestar en el trabajo.

- Salud y seguridad
- Bienestar en el trabajo y reconocimiento
- Competencias y carreras profesionales
- Diversidad

ACT FOR SOCIETY

Verescence tiene la singularidad de ser un grupo internacional con un importante arraigo local. Como líderes, debemos ser ejemplares y enmarcar nuestra acción en el tiempo para contribuir positivamente a los ecosistemas que nos rodean. Creemos que los resultados económicos y sociales pueden y deben ir de la mano.

- Arraigo local, fortaleza global
- Preservar el empleo en nuestras plantas
- Compras responsables
- Ética empresarial

ECO SOLUTIONS

El vidrio es un material único que tiene la propiedad de ser reciclable hasta el infinito sin alterar sus cualidades. Este material nos inspira para integrar el imperativo ecológico como fuente de creatividad y de innovación. Creemos que el desarrollo de procesos más respetuosos con el planeta y de productos de diseño ecológico es compatible con los códigos del lujo y de la belleza.

- Calidad de servicio y competitividad
- Optimización del impacto ambiental de nuestros procesos
- Innovación y diseño ecológico

PEOPLE FIRST

Salud y seguridad

Bienestar en el trabajo y reconocimiento

Competencias y carreras profesionales

Diversidad

2025
EN CIFRAS CLAVE

Salud y seguridad

2,96

índice IF1 para el Grupo

Bienestar en el trabajo y reconocimiento

11,3 %

porcentaje de inversiones dedicadas a la mejora de las condiciones de trabajo e iniciativas HSE

100 %

de salarios dignos y certificación «Living Wage»

Competencias y carreras profesionales

77,8 %

de los empleados han recibido formación

Diversidad

25 %

de contrataciones femeninas

29,7 %

de mujeres en puestos de responsabilidad

Salud y seguridad

En un entorno industrial exigente, la seguridad es una prioridad constante. Nuestra iniciativa nos permite mantener un alto nivel de rendimiento al mismo tiempo que perseguimos nuestra ambición de cero enfermedades profesionales.

Una cultura de la seguridad

> En 2025, Verescence mantiene sus esfuerzos para aumentar la seguridad en todas sus plantas, con un índice de frecuencia de accidentes con baja laboral de 2,96 (dividida por dos con respecto a 2012).

Tres plantas destacan por sus resultados ejemplares: Verescence Somme, que no registró ningún accidente con baja laboral en 2025, así como las plantas de Covington y Sparta (Estados Unidos), que acumulan seis años consecutivos sin accidentes con baja laboral.

Si bien estos resultados reflejan los progresos realizados y el compromiso de nuestros equipos, no reducen en absoluto nuestro nivel de exigencia: la vigilancia es permanente y la prevención de accidentes se basa en prácticas de gestión de la seguridad comunes para todas nuestras plantas. Por ejemplo:

- La seguridad es el primer tema tratado en las reuniones diarias, con un seguimiento sistemático de las acciones de prevención.
- Inspecciones y auditorías de seguridad regulares permiten identificar riesgos y supervisar las acciones correctivas.
- Las alertas de seguridad se comparten entre plantas para fomentar el aprendizaje colectivo.
- La comunicación y análisis de los cuasi accidentes, situaciones peligrosas y comportamientos de riesgo contribuyen a prevenir accidentes.
- La limpieza, el orden y la señalización de las zonas de trabajo ayudan a controlar los riesgos.

Coordinación SPS: la seguridad es la prioridad en nuestras obras

La gestión de los riesgos vinculados a la coactividad de empresas externas que intervienen en nuestras obras constituye un desafío de seguridad de primer orden. En las operaciones más importantes, como la reconstrucción de un horno, pueden intervenir simultáneamente en el proyecto más de 150 personas. Para garantizar un buen desarrollo, hemos mejorado nuestras competencias internas en materia de coordinación SPS (Salud, Protección, Seguridad).

> Los coordinadores SPS se encargan de identificar los riesgos, coordinar las intervenciones y velar por la correcta aplicación de las medidas de prevención durante las obras.

Este enfoque forma parte de nuestra voluntad de garantizar los mismos estándares de seguridad a todas las personas que intervienen en nuestras plantas, ya sean empleados de Verescence o de empresas colaboradoras.

Prevención de riesgos relacionados con episodios de calor intenso

El calor forma parte de las condiciones inherentes de la producción de vidrio. Por ello, ponemos en marcha acciones destinadas a mejorar el confort térmico en nuestros talleres: sistemas de refrigeración adiabática, cabinas climatizadas en la «zona de vidrio caliente», ventiladores en los puestos de trabajo y suministro de agua salina.

> En caso de olas de calor en nuestros territorios, las plantas aplican un plan frente a altas temperaturas que prevé, entre otras medidas, la adaptación de la organización del trabajo (horarios, seguimiento médico reforzado, acceso a zonas climatizadas, distribución de fruta, etc.).

ARTÍCULO

Equipos comprometidos con la seguridad

En todas las plantas de Verescence hay personas encargadas de aportar una respuesta rápida en caso de incidente (verificación, acciones de aseguramiento, etc.).

En Mers-les-Bains, este dispositivo funciona gracias a equipos internos de respuesta ante emergencias (ESI, por sus siglas en francés), que actúan como auténticos bomberos. En la planta hay 67 personas que han sido formadas internamente y que participan en ejercicios trimestrales centrados en técnicas de lucha contra incendios y procedimientos de auxilio a las personas. Una parte de estas personas también ejercen como bomberos voluntarios fuera de su actividad profesional, lo que refuerza aún más las competencias disponibles en la planta.



Formación ESI del 27 al 31 de octubre de 2025 en Mers-les-Bains

Bienestar en el trabajo y reconocimiento

Nos comprometemos a ofrecer a todos nuestros empleados, en todo el mundo, una protección social sólida, una remuneración justa y condiciones de trabajo que favorezcan su desarrollo.

Garantizar un salario digno para todos nuestros empleados

Nos aseguramos de que todos nuestros empleados, en cada uno de los países donde estamos implantados, dispongan de unos ingresos que les permitan cubrir sus necesidades básicas, contribuyendo así a luchar contra la precariedad laboral.

Este compromiso se traduce de manera concreta en la obtención, en 2025, de la certificación «Living Wage Employer», que reconoce una política de remuneración equitativa, transparente y responsable en Verescence. Una auditoría independiente realizada por la ONG Fair Wage Network en nuestras plantas de Francia, España, Estados Unidos y Corea del Sur confirmó el cumplimiento de los criterios clave.

> Para nuestros clientes, es la garantía de colaborar con un socio fabricante de vidrio comprometido con la equidad salarial y la justicia social.

LIVING WAGE CERTIFIED



Competencias y carreras profesionales

Formar, acompañar las carreras profesionales y favorecer la movilidad interna e internacional son los ejes de nuestra política de Recursos Humanos.

La formación como motor de rendimiento sostenible

En Verescence, la formación de los empleados es un elemento esencial para la eficiencia, la seguridad y el desarrollo sostenible de competencias. Forma parte de nuestro objetivo de mantener un alto nivel de exigencia industrial, acompañando al mismo tiempo la evolución profesional de cada persona.

> Así, el 78 % de los empleados han recibido al menos una hora de formación durante el año pasado, lo que demuestra el compromiso concreto de la empresa en materia de desarrollo de competencias.

Nuestros programas cubren todas las necesidades:

- Garantizar la seguridad y la conformidad mediante formaciones reglamentarias (habilitaciones eléctricas, formaciones sobre seguridad, permisos para la conducción de equipos, etc.).
- Mejorar los conocimientos profesionales y la eficacia operativa con formaciones técnicas directamente vinculadas a los puestos de trabajo.
- Favorecer la evolución profesional y la adaptabilidad gracias a formaciones en desarrollo personal y liderazgo.

Además de estas acciones, Verescence también incentiva la formación para la obtención de títulos y certificaciones oficiales.

Cada año, varios empleados obtienen un diploma o una certificación oficial, lo que constituye un reconocimiento concreto y duradero de sus competencias. Invertir en formación es invertir en nuestros talentos, asegurar nuestras operaciones y preparar el futuro del Grupo.



Ceremonia de entrega de diplomas de formación 2026 (Verescence Mers-les-Bains)



Competencias y carreras profesionales

Formar a los jóvenes con estancias profesionales en el extranjero

En Verescence, la inserción profesional de los jóvenes diplomados es una prioridad. Cada año, nuestro programa de movilidad Voluntariado Internacional en Empresa (V.I.E.) ofrece a jóvenes talentos de menos de 28 años estancias profesionales en nuestras dos plantas estadounidenses, en todo tipo de funciones: ingeniería, finanzas, gestión de proyectos, etc.

> Desde el lanzamiento del programa en 2015, hemos acogido a más de 24 jóvenes.

Antes de viajar a Estados Unidos, los jóvenes que participan en el programa V.I.E. reciben una formación de varias semanas en Francia para adquirir las competencias necesarias para el éxito de su misión. Una vez allí, nuestros equipos los acompañan en su integración (alojamiento, transporte, instalación, etc.) En España, desde 2026 se desarrolla una iniciativa comparable a través del programa ICEX Vives, que también permite a jóvenes titulados adquirir una experiencia profesional internacional en nuestras plantas.

Testimonios de nuestros jóvenes profesionales en misión en nuestras plantas americanas



Camille

Jefa de proyecto de desarrollo de producto Verescence Covington

Tras realizar las prácticas de fin de estudios en la planta de Mers-les-Bains en 2025, Verescence confió en mí para continuar mi misión en Estados Unidos dentro del marco de un V.I.E. de 18 meses. Gestiono el desarrollo de nuevos frascos de vidrio para una cartera de clientes estadounidenses. Mi integración fue muy positiva gracias al apoyo de mis compañeros, y valoro especialmente la diversidad de los proyectos y los intercambios cotidianos.

Verescence en una palabra: Cordial.



Gaël

Ingeniero de Hornos y Feeders Verescence Covington

Después de un año de formación en alternancia en la Dirección Técnica de Mers-les-Bains en 2025, me incorporé a la planta de Covington en el marco de un V.I.E. como Ingeniero de Hornos y Feeders. Un puesto enriquecedor, sin rutina, que me permite desarrollar mis competencias en temas variados y aprender de forma continua.

Verescence en una palabra: Estimulante.



Pravin

Controlador financiero Verescence Sparta

Me incorporé a Verescence a comienzos de 2026 en el contexto de un V.I.E. en la planta de Sparta, en Estados Unidos. Lo que me atrajo fue la oportunidad de trabajar para el líder mundial de los frascos de lujo y descubrir una nueva industria. Antes de viajar, asistí a una formación de un mes en Mers-les-Bains en Francia, lo que me permitió integrarme rápidamente. Lo que más me gusta de mi trabajo es trabajar con las cifras y acompañar a los equipos de producción.

Trabajar en Verescence es aprender en un entorno estimulante y exigente.



Marco

Ingeniero de Mejora continua Verescence Sparta

Me incorporé a Verescence a principios de 2026 en la planta de Sparta, en Estados Unidos, dentro del programa español ICEX Vives. Desde que llegué me recibieron muy bien, seguí un programa de integración que me permitió entender rápidamente los procesos y la función de cada uno. Lo que más aprecio de Verescence es la cultura de mejora continua y la posibilidad de trabajar en proyectos variados.

Verescence en una palabra: Formador.

Diversidad

Trabajamos para fomentar la igualdad de género en el trabajo y para feminizar los oficios en la industria.

Presencia de mujeres en Verescence

> Con un 33 % de mujeres en nuestra plantilla, hoy nos situamos entre las empresas más feminizadas del sector industrial.

Sin embargo, estamos convencidos de que podemos avanzar aún más, especialmente en los puestos de responsabilidad y en ciertos oficios que todavía se perciben como «masculinizados» en el mercado laboral. Para acelerar esta dinámica, adaptamos nuestra comunicación de Recursos Humanos con el fin de combatir los sesgos implícitos en las ofertas de empleo y hacemos evolucionar la representación de los oficios industriales tanto en nuestras comunicaciones internas como externas. Esta iniciativa tiene como objetivo abrir todas las profesiones a todos los talentos, independientemente del género, y mejorar las prácticas de gestión. En este contexto, nos fijamos unos objetivos claros:

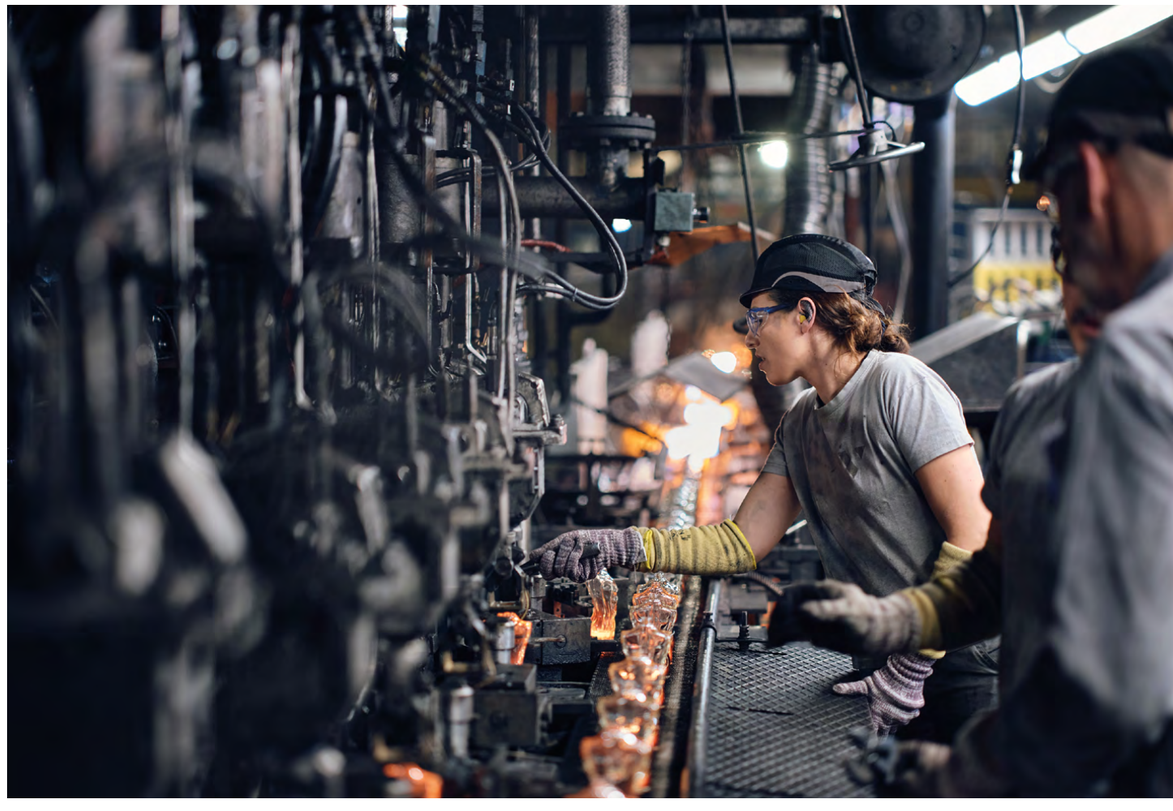
- Contratar a tantas mujeres como hombres;
- Alcanzar un 35 % de mujeres en puestos directivos (29,7 % en 2025).



Igualdad de género en el trabajo

> Verescence reafirma su compromiso con la igualdad profesional entre mujeres y hombres, como lo demuestra un Índice de Igualdad de Género de 90/100 para Francia en 2026 (datos de 2025).

Este resultado refleja las medidas adoptadas en materia de equidad salarial y desarrollo profesional. No obstante, el análisis de los indicadores pone de manifiesto un aspecto en el que es necesario mejorar: aumentar la presencia de mujeres en los puestos mejor remunerados. Este reto constituye una prioridad para nuestra empresa, que prosigue con sus iniciativas destinadas a favorecer el acceso de las mujeres a puestos de responsabilidad y a acompañar su evolución hacia las funciones más estratégicas y mejor valoradas.



ACT FOR SOCIETY

Arraigo local, fortaleza global

Preservar el empleo en nuestras plantas

Compras responsables

Ética empresarial

2025
EN CIFRAS CLAVE

Preservar el empleo en nuestras plantas

35

empleados matriculados en estudios con titulación oficial o capacitación

400+

estudiantes han visitado nuestras fábricas

Ética empresarial

97 %

de los empleados expuestos a riesgos formados sobre la lucha contra la corrupción

95 %

de los empleados expuestos a riesgos formados sobre la seguridad de la información

Compras responsables

100 %

de proveedores repertoriados en el panel RSC1* han firmado la Carta RSC

Reconocido como **Supplier Engagement Leader** por el CDP

Arraigo local, fortaleza global

97,9 %

de compras locales

*Proveedores que influyen activamente en el impacto RSC de Verescence

Arraigo local, fortaleza global

Gracias a nuestra presencia industrial internacional y a unas redes de proveedores mayoritariamente locales, limitamos nuestro impacto ambiental y apoyamos de forma sostenible a las regiones en las que operamos.

Cadenas de suministro cortas y robustas

En un contexto marcado por tensiones geopolíticas y cambios en las políticas aduaneras, especialmente en Estados Unidos, la estrategia de internacionalización que Verescence puso en marcha hace más de 50 años cobra todo su sentido: dar prioridad a las cadenas de suministro cortas, estableciéndonos lo más cerca posible de las instalaciones de envasado de nuestros clientes, y estructurar, en torno a cada una de nuestras plantas industriales, auténticos ecosistemas de proveedores.

Estas redes de socios y proveedores locales se han ido desarrollando y consolidando progresivamente a lo largo de los años.

> En 2025, representan el 97,9 % de nuestras compras, lo que refleja un fuerte arraigo en los territorios en los que operamos.

Este modelo operativo, que limita los transportes de larga distancia, contribuye a reducir nuestra huella ambiental y, en última instancia, la de nuestros clientes, al tiempo que refuerza nuestra resiliencia ante las crisis.

SABÍA USTED QUE...

Verescence es el único fabricante de envases de vidrio para perfumería y cosmética que cuenta con presencia industrial en Estados Unidos.



Ya en 1996, decidimos establecer dos centros de producción en Georgia, cerca de Atlanta, lo que permite a nuestros clientes estadounidenses e internacionales producir localmente, lo más cerca posible de sus mercados, al tiempo que limitan su exposición a los riesgos (tipos de cambio, transporte y aranceles).

ARTÍCULO

Verescence La Granja ha recibido la certificación Empresa Solidaria 2025

Nuestra filial española ha recibido la certificación Empresa Solidaria, otorgada por la Plataforma del Tercer Sector, en reconocimiento a su compromiso de destinar el 0,7 % de su impuesto de sociedades a proyectos sociales que combaten la pobreza, la exclusión y las desigualdades.



Fábricas comprometidas con sus comunidades

En Verescence nos comprometemos con las comunidades que rodean nuestras plantas a través de acciones solidarias: donaciones benéficas a asociaciones locales de lucha contra el cáncer en el marco de «Octubre Rosa» y «Movember»; organización de campañas de donación de sangre; apoyo a la inclusión social de adultos con autismo mediante una colaboración con la asociación «Les Maisons de Vincent»; recogida de juguetes en el marco de la campaña «Toys for Tots» de la Reserva del Cuerpo de Marines; o, incluso, distribución de productos de primera necesidad a las personas vulnerables en Corea del Sur.



Preservar el empleo en nuestras plantas

Gracias a medidas específicas de contratación, formación y promoción de sus profesiones, Verescence actúa para aumentar su atractivo y garantizar la continuidad de sus conocimientos técnicos.

Apoyo a las zonas económicas rurales vulnerables

Nuestras fábricas suponen una oportunidad para la actividad económica de nuestros territorios: dan empleo directo a 2.400 trabajadores y sustentan un ecosistema de subcontratistas, en su mayoría pymes y microempresas, así como actores de la economía social y solidaria (como los ESAT). En Normandía, Verescence está implantada en Écouché-les-Vallées (Orne), un municipio clasificado por el Gobierno francés como zona rural de revitalización «France Ruralités Revitalisation» (FRR).

> Nuestra planta de decorado Verescence Orne funciona como un auténtico motor de la economía local y contribuye así al mantenimiento de 250 puestos de trabajo, y las inversiones comprometidas deberían permitir la creación de 40 nuevos puestos de trabajo para 2027.

Formación de solicitantes de empleo

El puesto de empaquetador-clasificador en Verescence es un eslabón esencial para la excelencia en la calidad: garantiza la detección de defectos y la conformidad de los frascos y tarros de cristal antes de su envío a los clientes. Para cubrir nuestras necesidades de contratación en este puesto, hemos creado, en colaboración con France Travail y agencias de trabajo temporal, un programa de formación dirigido a personas en busca de empleo.

> En Mers-les-Bains, nuestro centro de formación certificado por QUALIOPI ha formado así a 237 personas en el puesto de empaquetador-clasificador en 2025, lo que eleva a 1000 el número total de beneficiarios desde 2021.

Esta formación, de una semana de duración e impartida por expertos de Verescence elegidos por su pedagogía y la voluntad de transmitir sus conocimientos, combina teoría y práctica en una serie de ejercicios individuales y en grupo. Al finalizar el programa, los alumnos con mejores resultados realizan una inmersión de tres días en producción. En 2025, más de dos tercios de ellos permanecieron en la planta mediante contratos temporales con perspectivas de pasar a un contrato indefinido.



Reforzar el atractivo de los oficios industriales entre los jóvenes

Verescence trabaja para despertar el interés de los jóvenes. En 2025, más de 400 estudiantes visitaron nuestras fábricas en Francia y España para descubrir el proceso de fabricación de frascos de vidrio, así como la diversidad de nuestras profesiones, desde la producción hasta las funciones de apoyo. Estas visitas se complementan con charlas de nuestros equipos en los centros educativos y con la participación en foros de empleo.



ARTÍCULO

Verescence se convierte en patrocinador de la Maison de la Cosmétique

Verescence es uno de los primeros patrocinadores de la futura Maison de la Cosmétique, cuya inauguración está prevista en Chartres en 2028, frente a la catedral de Notre-Dame de Chartres, declarada Patrimonio Mundial por la UNESCO. Este espacio, impulsado por Cosmetic Valley y Chartres Métropole, ofrecerá, en más de 2.650 m², un recorrido inmersivo dedicado a los conocimientos profesionales del sector francés de la perfumería y la cosmética. Durante el recorrido, los visitantes podrán descubrir, entre otras cosas, el universo industrial de la fabricación de frascos y tarros de cristal. Con el objetivo de recibir 100.000 visitantes al año, tanto profesionales como público en general, la Maison de la Cosmétique contribuirá a aumentar el atractivo del sector, a poner en valor sus oficios y a despertar nuevas vocaciones.



Perspectiva arquitectónica © Wilmotte & Associés Architectes

Compras responsables

Cada decisión de compra tiene un impacto ; por ello integramos los aspectos de RSC en la gestión de nuestro aprovisionamiento. Con más de 1.600 proveedores y 223 millones de euros en compras en 2025, convertimos las compras responsables en una herramienta para reducir nuestra huella ambiental y controlar los riesgos.

> Nuestro compromiso goza de reconocimiento internacional: por quinto año consecutivo. Verescence figura entre los «Supplier Engagement Leaders» del CDP en 2025, una distinción que destaca a las empresas más avanzadas en el compromiso de sus proveedores con los retos climáticos.

En el marco de esta dinámica colaborativa, organizamos cada año jornadas de RSC dedicadas a nuestros proveedores estratégicos que fomentan el diálogo, el intercambio de buenas prácticas y la elaboración conjunta de soluciones. En 2025 se organizaron tres eventos en Francia, en España y, por primera vez, en Estados Unidos.



Jornadas RSC Proveedores 2025

Involucrar a nuestros proveedores en la descarbonización

Las emisiones indirectas (scope 3) representan el 41 % de las emisiones totales del Grupo en 2025, lo que convierte a nuestra cadena de suministro en un eje prioritario de nuestra estrategia de descarbonización.
Así, hemos identificado 127 proveedores de primer nivel con un fuerte impacto en nuestros resultados de RSC, a los que acompañamos activamente en un proceso de reducción de su huella ambiental.

Un mix energético descarbonizado

Francia es decisiva para el Grupo; su mix energético se encuentra entre los más descarbonizados del mundo gracias a la energía nuclear. Nuestras tres plantas francesas se benefician de una electricidad con bajas emisiones de carbono, lo que contribuye de manera significativa a la reducción de nuestra huella ambiental global. En los países donde la presencia de carbono en el mix energético es mayor, aplicamos una estrategia proactiva basándonos en soluciones adaptadas a las particularidades locales de cada una de nuestras plantas: contratos de compra de electricidad a largo plazo (PPA, por sus siglas en inglés), adquisición de garantías de origen (GO), compra de certificados de energía renovable (REC, por sus siglas en inglés) o incluso la instalación de paneles fotovoltaicos.

> En 2025, nuestras plantas de España, Estados Unidos y Corea del Sur alcanzaron así el 100 % de electricidad renovable.

A escala del Grupo, estas medidas han permitido eliminar el 90 % de las emisiones de CO2 generadas por la producción de la electricidad consumida por nuestras fábricas (scope 2).

Anticipar los riesgos relacionados con el estrés hídrico en nuestra cadena de suministro

La gestión de los riesgos de los proveedores relacionados con el cambio climático se ha convertido en un reto estratégico para las empresas. Las alteraciones climáticas, como las sequías o las inundaciones, debilitan las cadenas de suministro y pueden provocar interrupciones críticas. Las zonas de estrés hídrico, en particular, plantean importantes retos para los proveedores que dependen del agua en sus procesos de producción.
Verescence ha identificado a 24 proveedores situados en zonas de estrés hídrico y ha puesto en marcha planes de acción para anticipar estas vulnerabilidades. Esto implica acompañar a estos proveedores en la adopción de prácticas más sostenibles y en la diversificación de las fuentes de suministro.

Trazabilidad y transparencia de las cadenas de suministro

La trazabilidad de los suministros es un pilar esencial de nuestra política de compras responsables y una expectativa creciente de nuestros clientes. Verescence utiliza la plataforma TRASCE (TRaceability Alliance for Sustainable CosmEtics) para trazar las cadenas de suministro clave de la industria de la perfumería y la cosmética, desde las materias primas hasta los productos acabados. Esta herramienta colectiva contribuye a reforzar la transparencia y el conocimiento de las cadenas de valor.

> En colaboración con Transparency-One, ayudamos a nuestros proveedores de primer nivel a asumir los retos de la trazabilidad y a facilitar información fiable sobre sus propias cadenas de suministro.

En 2025, el 94 % de los proveedores de primer nivel seleccionados por Verescence estaban registrados en la plataforma, lo que pone de manifiesto los importantes avances logrados en materia de transparencia y gestión de riesgos.

Ética empresarial

La ética empresarial y la lucha contra la corrupción constituyen un pilar esencial de la política de responsabilidad social de Verescence.

Prevención de la corrupción y concienciación sobre los riesgos

El Grupo cuenta con un sistema de gobernanza específico que incluye un Comité de cumplimiento normativo, supervisado por el presidente del Grupo, el cual se reúne cada dos meses para hacer un seguimiento de las cuestiones éticas, identificar los riesgos y velar por la aplicación efectiva de las políticas y los procedimientos vigentes.

> Con el objetivo de prevenir y controlar los riesgos, Verescence imparte desde 2017 una formación online dedicada a la lucha contra la corrupción dirigida a los empleados más expuestos.

Esta formación forma parte de una estrategia de concienciación continua destinada a fortalecer la cultura ética del Grupo, promover las buenas prácticas y proporcionar herramientas operativas que permitan prevenir situaciones de riesgo. Asimismo, contribuye a animar a denunciar cualquier situación que pueda suponer un incumplimiento. En 2026 se implantará a escala mundial una versión actualizada de este programa.

Fortalecimiento de la cultura de ciberseguridad

> El Grupo mantiene la concienciación activa sobre los retos de la ciberseguridad, considerados un eje clave para el control de los riesgos operativos.

Se llevan a cabo acciones de formación continua con el fin de aumentar las competencias de los empleados y difundir las buenas prácticas. En este sentido, en 2025 se puso en marcha una nueva campaña de concienciación, con el objetivo de fortalecer de forma duradera la cultura de ciberseguridad del Grupo y garantizar la asimilación de las normas esenciales en materia de seguridad de los sistemas de información.



ECO SOLUTIONS

Calidad de servicio y competitividad

Optimización del impacto ambiental de nuestros procesos

Innovación y diseño ecológico

2025
EN CIFRAS CLAVE

Innovación y diseño ecológico

92 %

de frascos producidos con vidrio reciclado posconsumo

Optimización del impacto ambiental de nuestros procesos

86,4 %

de residuos reciclados

98,2 %

de agua reciclada

-35 %

de emisiones de CO2 (scope 1 y scope 2) desde 2019

CDP AA

en materia de lucha contra el **cambio climático** y de **gestión del agua**

100 %

de nuestras plantas certificadas **ISO 14001** (medio ambiente) y 3 plantas de producción de vidrio con la certificación **ISO 50001** (gestión de la energía)

Calidad de servicio y competitividad

Nuestros clientes nos confían proyectos exigentes que combinan complejidad técnica y calidad. Para estar a la altura, Verescence mejora continuamente su rendimiento industrial al tiempo que controla su impacto ambiental.

Agilidad y excelencia operativa

En Verescence, la satisfacción de los clientes es primordial.

> La excelencia operativa se basa en nuestra capacidad para ofrecer un alto nivel de calidad, fiabilidad y servicio, lo que genera valor para nuestros socios.

El indicador OTIF (On Time-In Full), que mide nuestra capacidad para entregar los pedidos completos y en el plazo previsto, sigue siendo un pilar fundamental de este rendimiento. En 2025, se sitúa en el 95,3 %, lo que refleja la solidez de nuestros procesos y la constancia de nuestro compromiso. Esta exigencia se traduce también en una tasa muy baja de reclamaciones de los clientes, limitada al 0,63 % en 2025, lo que da fe del nivel de calidad y del control de nuestras operaciones.

ARTÍCULO

Verescence recompensada con el galardón Best For The Planet en la Cumbre de Proveedores Arbonne 2025

Arbonne, empresa estadounidense de productos de belleza y bienestar a base de ingredientes botánicos, que se incorporó al Grupo Rocher en 2018, otorgó a Verescence el premio al mejor proveedor para el planeta («Best For The Planet Award») durante su Cumbre de proveedores celebrada el 11 de junio de 2025. Esta distinción pone de relieve nuestro compromiso con la producción responsable, la lucha contra el cambio climático y el desarrollo de envases en sistemas circulares.





Digitalización de la producción y mejora del rendimiento

Se han implantado sistemas MES (Manufacturing Execution System) de forma estandarizada en todas nuestras plantas en todo el mundo. Estos sistemas permiten recopilar datos en tiempo real sobre rendimiento y calidad con el fin de mejorar la eficiencia industrial y reducir las tasas de rotura, un factor clave para disminuir nuestra huella de carbono.

Por otra parte, la digitalización de las reuniones de rendimiento, a través de la herramienta Fabriq, mejora la colaboración y la gestión de las acciones.

En paralelo, nuestro programa de formación sobre mejora continua (niveles Blanco, Amarillo, Verde y Negro) permite a los equipos disponer de los métodos necesarios para llevar a cabo de forma autónoma proyectos de mejora del rendimiento.

> En 2025, 386 empleados de todo el mundo han realizado la formación Lean Specialist.



Entrega del diploma Yellow Lean Specialist a cinco responsables de proyectos realizados en las instalaciones de Verescence Somme en 2025

Optimización del impacto ambiental de nuestros procesos

Descarbonización, eficiencia energética, fábricas «secas», reciclaje de residuos: Verescence pasa a la acción para reducir el impacto ambiental de sus instalaciones industriales.

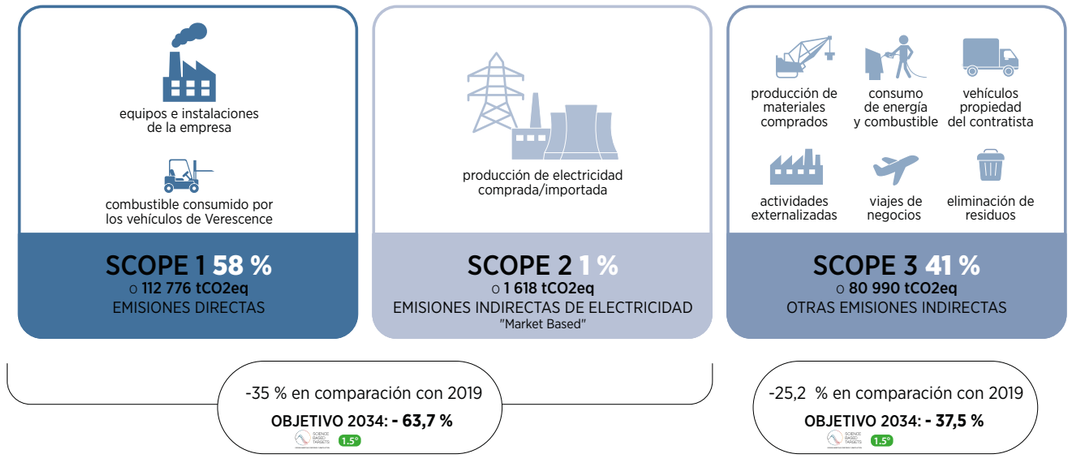
Balance de carbono 2025

Ante la emergencia climática, Verescence se ha comprometido con una trayectoria de descarbonización ambiciosa y estructurada.

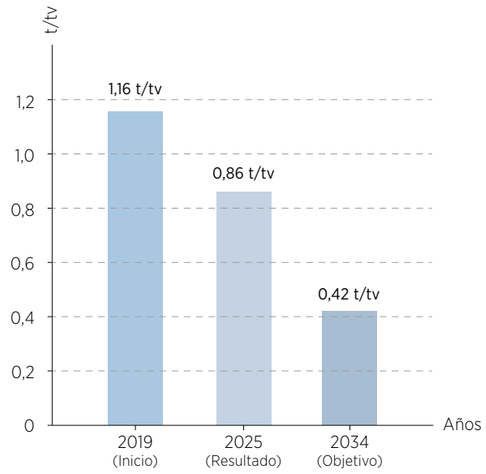
A nivel de Grupo, nuestro objetivo es reducir las emisiones (scopes 1 y 2) en un 63,7 % en términos absolutos entre 2019 y 2034, así como disminuir en un 37,5 % las emisiones indirectas de nuestra cadena de suministro (scope 3) durante el mismo periodo.

Estos objetivos, validados en 2025 por la iniciativa Science Based Targets (SBTi), están en consonancia con el Acuerdo de París, cuyo objetivo es limitar el calentamiento global a 1,5 °C por encima de los niveles preindustriales.

En 2025, las emisiones directas e indirectas generadas por nuestras siete fábricas representan el 59 % de nuestra huella de carbono (scopes 1 y 2) y ascienden a 114.394 toneladas de CO2 equivalente (tCO2eq), lo que supone una reducción del 35 % con respecto a 2019. Estas emisiones proceden principalmente del funcionamiento de nuestros hornos, los canales de distribución (alimentadores), las operaciones de requemado y las archas de recocido. Nuestro objetivo: alcanzar 0,42 tCO2eq por tonelada de vidrio producido hasta 2034, continuando la transformación de nuestros procesos industriales.



EVOLUCIÓN DE NUESTRAS EMISIONES DE CO2 POR TONELADA DE VIDRIO PRODUCIDO (scopes 1 y 2)



Descarbonizar la fusión del vidrio: un elemento clave

La fusión del vidrio, que consiste en calentar una mezcla de materias primas naturales a 1600 °C, representa una parte importante del consumo energético y de nuestras emisiones. Para reducir su impacto, mejoramos continuamente la eficiencia energética de nuestros hornos de vidrio (optimización del control, integración de materiales reciclados en las composiciones, renovaciones parciales) y, a la hora de renovarlos, damos prioridad a las tecnologías con bajas emisiones de carbono.

En el verano de 2026 se dará un paso importante con la sustitución del horno n.º 6 de la fábrica de Mers-les-Bains por un horno híbrido de oxicombustión, gas y electricidad.

Fruto de una colaboración estratégica con Fives, un grupo internacional de ingeniería de origen francés, esta tecnología innovadora permitirá sustituir hasta el 80 % de las energías fósiles por electricidad. En combinación con el uso de biogás, contribuirá a reducir significativamente la huella de carbono de los frascos que producimos para nuestros clientes (se espera una reducción de más de 10.000 toneladas de CO2eq al año).



SABÍA USTED QUE...

Verescence cuenta con el apoyo del Estado (Francia 2030), de la Unión Europea y de la Región de Normandía a través del Fondo de Transición Justa (FTJ) para la descarbonización de sus hornos de vidrio franceses.

Optimización del impacto ambiental de nuestros procesos

Controlar el consumo de agua para alcanzar el nivel de «Fábrica seca»

El agua es un recurso indispensable para la refrigeración del vidrio y de los equipamientos.

> Estamos intensificando nuestros esfuerzos para controlar su uso con un objetivo claro: alcanzar el nivel «Fábrica seca», es decir, reciclar y reutilizar el 100 % del agua utilizada en nuestros procesos de fabricación con el fin de reducir al máximo el consumo de agua.

Ya hay avances concretos que ilustran esta transformación:
- En La Granja (España), el decantador lamelar instalado para tratar las aguas procedentes de la producción de aisladores ha permitido reducir en un 70 % el consumo de agua en 2025.
- En Covington (Estados Unidos), la reutilización del agua necesaria para la refrigeración de la planta de producción de oxígeno en las torres de refrigeración nos permite ahorrar 14.000 m^3 de agua al año.
- En Janghang (Corea del Sur), se analiza cada flujo de aguas residuales con el fin de reutilizarlas en los procesos industriales que requieren un suministro constante de agua. Así, las aguas procedentes del pulido y de las líneas de lacado se tratan y se reutilizan en esos mismos procesos.

EVOLUCIÓN DEL CONSUMO DE AGUA POR TONELADA DE VIDRIO PRODUCIDA

2016: 5,51 m^3/tv

2025: 1,93 m^3/tv

SABÍA USTED QUE...

Verescence ya tiene una fábrica seca en Covington, en Estados Unidos.

En 2025, el resto de plantas también han alcanzado un nivel de eficiencia elevado, con un 98,2 % de agua industrial reciclada y reutilizada.



Aspirar a la excelencia en la gestión de residuos

En todo el mundo, nuestras plantas trabajan para reducir la producción de residuos y mejorar su valorización gracias a una mejora continua de la calidad de la separación.

> En 2025, el coste neto de los residuos se ha dividido por 4,5.

Este resultado refleja el compromiso concreto y colectivo de nuestras plantas gracias a iniciativas de alto impacto:
- Desarrollo de la recuperación y de la valorización de los residuos que contienen metales preciosos;
- Mejora continua de la calidad de los residuos, con una reducción significativa de materias contaminadas (especialmente por hidrocarburos);
- Reducción de los residuos de las estaciones de lavado de moldes, lo que limita las necesidades de tratamiento específico;
- Aceleración de la recuperación y de la valorización de los plásticos;
- Optimización de la logística de los residuos, que permite reducir significativamente los costes de transporte.

Estos resultados son notables en la medida en que se han alcanzado en un contexto económico marcado por un aumento significativo de los costes de tratamiento.

Innovación y diseño ecológico

En Verescence creemos que la innovación es esencial para superar los retos ambientales de la industria de la belleza. Desarrollamos soluciones que permiten a nuestros clientes reducir la huella ambiental de sus envases de vidrio a lo largo de todo su ciclo de vida.

Vidrio infinito: el vidrio reciclado de Verescence

Somos pioneros en la producción de frascos que incorporan calcín procedente del reciclaje de envases de vidrio (botellas, tarros, frascos y botes).

> Nuestras cuatro fábricas de vidrio producen de forma continua Vidrio infinito 20, que contiene un 20 % de vidrio reciclado posconsumo (PCR).

La colaboración a largo plazo con redes de reciclaje locales nos garantiza un suministro de calcín blanco de alta calidad que permite conservar el tono brillante y transparente característico del vidrio de Verescence.
En Francia, el Vidrio infinito 40, que incorpora un 40 % de vidrio PCR, también se ofrece a los clientes que desean aumentar la proporción de materiales reciclados en sus productos sin comprometer la calidad.
En 2025, el 92 % de los frascos que produjimos incorporaban vidrio reciclado posconsumo, lo que supone un aumento de 9 puntos con respecto al año anterior. Esto permite:
- Reducir la extracción de materias primas naturales, en particular arena;
- Reducir el consumo de energía necesaria para la fusión;
- Reducir las emisiones de CO_2 derivadas del uso de materiales carbonatados.

SABÍA USTED QUE...

Desde 2020, un organismo independiente certifica el porcentaje de vidrio reciclado postconsumo (PCR) utilizado por Verescence. Las composiciones Vidrio infinito 20 y Vidrio infinito 40 contienen, respectivamente, más del 20 % y el 40 % de vidrio PCR, de acuerdo con el método de cálculo de la Federación Europea del Vidrio de Envase.

Monomaterial y reciclabilidad

En un contexto en que la reducción del impacto ambiental de los envases se ha convertido en una prioridad para todo el sector de la belleza, Verescence reafirma su compromiso con un método innovador: el desarrollo de productos fabricados con un único material, lo que favorece la reciclabilidad de los frascos de vidrio.
Tradicionalmente, los elementos decorativos, como las etiquetas o las placas metálicas, pueden complicar el reciclaje al introducir materiales heterogéneos (plástico, aluminio, adhesivos). Para solucionarlo, Verescence ofrece alternativas integradas directamente en el vidrio.
Al combinar diferentes técnicas de decorado, como la serigrafía, la tampografía o el marcado en caliente, Verescence ofrece una gran libertad creativa.

> Estos conocimientos técnicos permiten reproducir una amplia variedad de efectos, como el denim, el papel, el cuero o incluso los acabados metálicos, incorporando juegos de relieve y texturas que refuerzan la dimensión de alta gama y la experiencia táctil de los productos.

De este modo, estas soluciones concilian el refinamiento, la diferenciación y la reciclabilidad, al tiempo que limitan los flujos logísticos relacionados con el suministro y el transporte de componentes adicionales. Más allá de la innovación tecnológica, Verescence acompaña activamente a sus clientes desde las fases de diseño, ofreciendo recomendaciones de ecodiseño, alternativas concretas a las soluciones multimateriales y una experiencia especializada para combinar diseño, rendimiento y sostenibilidad.









Innovación y diseño ecológico

Dior aligera el ánfora legendaria de J'adore



Para J'Adore Intense, Parfums Christian Dior ha confiado a Verescence un reto técnico sin precedentes: realzar su icónico frasco reduciendo el peso del vidrio y sin renunciar a su elegancia atemporal.

3 PREGUNTAS PARA...



Philippe RENAULT
Director de Innovación y Desarrollo de Packaging Parfums Christian Dior y Coordinación LVMH Beauté

1

¿CÓMO SE HA REDISEÑADO EL FRASCO DE J'ADORE INTENSE PARA QUE SEA MÁS SOSTENIBLE?

Desde el inicio del proyecto, dos objetivos fundamentales formaron parte integrante del pliego de condiciones para el desarrollo de este nuevo frasco. En primer lugar, el frasco en forma de ánfora de J'Adore, inspirado en la silueta en forma de «8» creada por Christian Dior en 1947 durante la revolución del New Look, debía evocar una ampolla de cristal que encapsulara la nueva fragancia. Un frasco con el mínimo peso de vidrio posible para conservar solo lo esencial: el perfume. En segundo lugar, el frasco debía tener un diseño ecológico, con una reducción del peso del vidrio y la incorporación de un 20 % de vidrio reciclado postconsumo, al tiempo que se garantizaban la calidad y la seguridad del producto para el consumidor.

2

¿CÓMO HA SIDO LA COLABORACIÓN CON VERESCENCE EN ESTE PROYECTO?

Hemos trabajado durante más de un año con los equipos de Verescence, socio histórico de Parfums Christian Dior, en el desarrollo de este frasco. Esta aventura también ha contado con la participación de varios departamentos de Operaciones —Compras, Calidad, Producción— así como del departamento de Desarrollo de Packaging, en un auténtico proceso de codesarrollo con el apoyo de los equipos de RSC de Parfums Christian Dior. Por otra parte, la ligereza sin precedentes del frasco nos ha llevado a desarrollar conjuntamente nuevos protocolos de calificación e industrialización. El objetivo era garantizar la calidad y la integridad del frasco en cada etapa: al salir de la línea de producción, durante el transporte a nuestra planta de envasado, a lo largo de las operaciones de llenado, montaje del vaporizador, colocación del tapón y, por último, en toda la cadena logística hasta los países donde se comercializa el producto.

3

¿PODRÍA FACILITARNOS ALGUNAS CIFRAS?

El frasco de 100 ml pesa 110 g y presenta una reducción del 46 % en el peso del vidrio[1], lo que lo convierte en el frasco más ligero del mercado[2] y permite una mejora significativa de su impacto ambiental en todas las etapas de producción. En el conjunto de los cuatro formatos desarrollados (30, 50, 100 y 150 ml), esto se traduce en una reducción media del 34 % del peso del envase completo, junto con una disminución del 28 % de las emisiones de CO2 (packaging y transporte posterior).



1 Comparación entre el peso del frasco anterior de J'adore Eau de Parfum de 100 ml y el nuevo frasco de J'adore Intense de 100 ml.
2 Estudio comparativo realizado en octubre de 2025 sobre los formatos de 80, 90 y 100 ml de los 50 perfumes femeninos más vendidos en Europa, Estados Unidos y Asia.

Innovación y diseño ecológico

Cuando el frasco se convierte en un factor clave para la estabilidad del perfume

En un proceso de innovación conjunta con Givaudan, Verescence ha explorado nuevas soluciones para proteger los perfumes de la radiación UV, al tiempo que se cumplen las crecientes exigencias de seguridad y naturalidad.

3 PREGUNTAS PARA...



Sandrine PIANACCI
Directora de Estabilidad
Alta Perfumería Mundo
Givaudan



1

¿POR QUÉ ES ESENCIAL PROTEGER LOS PERFUMES DE LOS RAYOS UV?

Proteger un perfume de la radiación ultravioleta es indispensable para preservar sus características organolépticas —principalmente su aroma y su color— a lo largo del tiempo. Los rayos UV se encuentran entre las formas de radiación más agresivas y pueden acelerar considerablemente ciertos procesos de degradación química. La sensibilidad de un perfume depende de la naturaleza de las moléculas que lo componen; sin embargo, los colorantes que se le añaden suelen ser los más difíciles de estabilizar, ya que son especialmente vulnerables. Por eso, una protección eficaz contra los rayos UV es esencial para garantizar la estabilidad global del producto.

2

¿CUÁLES SON LOS RETOS DE LA COLABORACIÓN CON VERESCENCE EN ESTE ÁMBITO?

Verescence disponía de varias tecnologías de protección contra los rayos UV mediante lacado, pero su eficacia frente a los problemas específicos de los perfumes seguía siendo difícil de evaluar, ya que los comportamientos químicos no pueden correlacionarse directamente con los espectros de absorción de la luz. En lo que respecta a los perfumes, nos enfrentamos a exigencias cada vez mayores en materia de seguridad, naturalidad y cumplimiento normativo. Con frecuencia, nuevas restricciones nos obligan a prescindir de ciertos filtros químicos que, sin embargo, son esenciales para la estabilidad de nuestros productos. Por lo tanto, nuestra colaboración tenía como objetivo comprender en qué medida la tecnología de Verescence podía constituir una alternativa sostenible a estos compuestos sintéticos, manteniendo al mismo tiempo la protección y la calidad olfativa de nuestras creaciones.

3

¿EN QUÉ MEDIDA ESTA INNOVACIÓN SATISFACE LAS EXPECTATIVAS DEL MERCADO?

Es una feliz coincidencia: nuestras pruebas han demostrado que ninguna tecnología podía sustituir por completo al sistema integral de filtros que se utiliza para proteger los perfumes de los rayos UV. Sin embargo, una de ellas ha demostrado ser capaz de sustituir a un filtro específico: el que protege contra los rayos UVB.

Y lo más interesante es que también nos permitía prescindir del «quencher*», que suele asociarse a estos filtros. Un descubrimiento muy valioso, ya que el último filtro anti-UVB autorizado empezaba a ser cuestionado por motivos de seguridad, y el «quencher», por su parte, planteaba en ocasiones problemas estéticos (amarilleo, solubilidad, etc.).

* Un quencher es un aditivo fotoestabilizante que contribuye a proteger las fórmulas sensibles a la luz.

Innovación y diseño ecológico

ARTÍCULO

Verescence recibe dos distinciones por sus conocimientos sobre vidrio

En diciembre de 2025, Verescence North America recibió el premio **NJPEC Package of the Year Awards** por el frasco conmemorativo Bombshell de Victoria's Secret. La creación de un nuevo molde de acabado permitió integrar grabados verticales inspirados en los códigos icónicos de Victoria's Secret, lo que contribuyó a reforzar el carácter premium del producto.

En febrero de 2026, Verescence recibió un **Certificado de Excelencia en los PCD Innovation Awards** por el nuevo frasco de la base de maquillaje fluida Absolue de Lancôme. Este frasco, ahora recargable, ha contado con la experiencia de Verescence Mers-les-Bains para el vidrio facetado y de Verescence Orne para la serigrafía y el encolado de los accesorios.













GLASS MADE TO LAST.

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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	2023	2024	2025	OBJECTIVE 2026
PEOPLE FIRST	3, 4, 5	Health & safety	Lost time accident frequency rate (TF1)	Rate	4.34	3.61	1.85	**2.96**[1]	**<3**
			Lost days due to work accidents with sick leave*	Days	1,019	1,524	1,334	**1,199**	**-5 % vs N-1**
		Well-being at work and recognition	Investments allocated to improving working conditions and EHS initiatives vs. Total Investments	%	12.7%	6.3%	5.1%	**11.3%**[1]	**≥2%**
			Absenteeism rate (includes the number of lost days due to work accidents with sick leave)	%	7.9%	6.8%	6.8%	**7.3%**[1]	**7%**
			Number of salaries paid above the Living Wage*	%	-	-	100%	**100%**	**100%**
		Skills and careers	Number of trained employees vs. Number of employees	%	60.3%	70.9%	67.4%	**77.8%**[1]	**>70%**
			Number of promotions	Number	234	224	341	**203**[1]	**>5% of the workforce**
		Diversity	Percentage of female managers	%	29.4%	30.3%	30%	**29.7%**[1]	**>30%**
			Percentage of female recruits	%	52%	39%	31.2%	**25%**[1]	**50%**
ACT FOR SOCIETY	8, 10, 11, 16, 17	Local presence, global strength	Local purchases vs. Purchasing volume	%	96.9%	97.2%	97.3%	**97.9%**[1]	**>97%**
		Preserving employment at our sites	Number of qualification approaches	Number	82	83	76	**35**[1]	**>2 % of the workforce**
		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%**[1]	**100%**
		Business ethics	High-risk employees trained and qualified on corruption risks vs. Total high-risk workforce	%	97.9%	98%	97%	**97%**[1]	**100%**
			High-risk employees trained and qualified on information security vs. Total high-risk workforce	%	89%	93%	81.6%	**95%**[1]	**100%**
ECO SOLUTIONS	6, 7, 9, 12, 13, 14, 15	Quality of service and competitiveness	On Time In Full delivery rate (OTIF)	%	88%	91%	95.6%	**95.3%**[1]	**97%**
			Customer complaint rate	%	0.84%	0.56%	0.57%	**0.63%**[1]	**0.55%**
		Innovation and eco-design	Percentage of bottle drawings issued with a Glass Score	%	-	-	-	**100%**[1]	**100%**
			Rate of glass bottles produced with PCR glass	%	55%	77%	83%	**92%**[1]	**100%**
		Optimizing 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	**0.86 (√)**	**0.81**
			CO2 emissions (Scope 3)	t/tg	0.54	0.67	0.63	**0.61 (√)**	**0.62**
			NOx emissions for glass manufacturing sites	kg/tg	1.78	5.2	5.12	**3.87**[1]	**<6**
			SOx emissions for glass manufacturing sites	kg/tg	1.18	1.83	1.01	**1**[1]	**<2**
			Fine particle emissions for glass manufacturing sites	kg/tg	0.103	0.155	0.12	**0.1**[1]	**<0.2**
			Water withdrawal per metric ton of glass	m^3/tg	2.34	2.56	2.39	**1.93 (√)**	**1.9**
			Recycled water vs. Water needs	%	98.1%	98.1%	98%	**98.2% (√)**	**>98 %**
			Water consumption vs. Water needs (Losses vs. Water Needs)	%	0.91%	0.58%	1.14%	**0.95% (√)**	**1.10%**
			Total quantity of waste per ton of glass drawn	kg/tg	159	155	108	**90**[1]	**100**
			Hazardous waste	t	1,762	1,838	1,318	**1,278**[1]	**<10% of total waste**
			Non-hazardous waste	t	23,854	21,875	13,130	**10,756**[1]	**≥ 90% of total waste**
			Waste recycling rate	%	90.8%	90.6%	87.1%	**86.4%**[1]	**>90 %**
			BOD5 - Biochemical Oxygen Demand over five days	kg/tg	-	0.15	0.004	**0.007 (√)**	**<0.1**
			COD - Chemical Oxygen Demand	kg/tg	-	0.53	0.023	**0.03 (√)**	**<0.2**
			TSS - Total Suspended Solids	kg/tg	-	0.44	0.017	**0.021 (√)**	**<0.1**

(√) Data verified with a reasonable level of assurance by KPMG
[1] Limited level of assurance
*Data not verified by KPMG

tg = metric ton of glass

Methodology note

Elements of methodology on the published indicators.

Scope

All entities consolidated by the Group, including the headquarters and excluding sales offices.

Reporting period: 01/01/2025 to 12/31/2025

Exclusion

None of Verescence's entities, including the headquarters and sales offices, are concerned by the following topics and therefore do not report any results or initiatives in these areas:

— 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 (T1) / 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). 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 **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€)]*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 indicator.
	Monthly	Number of qualification approaches	Number	Number of people enrolled in training courses leading to qualifications or diplomas **Note** 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. This KPI only counts employees who started such a programme during the reporting year.
	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 on 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 high-risk workforce	%	[Sum of high-risk employees who successfully completed corruption risk training vs. total high-risk workforce]*100 **Note** The following people, known as "high-risk employees", are eligible for this type of training: 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 the indicator calculation.
	Annual	High-risk employees trained and qualified on information security vs. Total high-risk workforce	%	[Sum of the high-risk employees trained and qualified on information security vs. total high-risk workforce]*100 **Note** The following people, known as "high-risk employees", are eligible for this type of training: 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 the indicator calculation.

	FREQUENCY	INDICATORS	UNIT	DEFINITIONS / CALCULATION
ECO SOLUTIONS	Monthly	Customer complaint rate	%	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	Percentage of bottle drawings issued with a Glass Score	%	[(Number of drawings issued by the INPD Department to our customers and accompanied by a Glass Score) / (Total number of drawings issued by the INPD Department to our customers)]*100 **Note** Glass Score is a tool developed by Verescence in 2023 to assess the lightweighting level of glass bottles regardless of their capacity. It assigns a rating from A+ (the lightest possible) to F to each bottle, enabling brands to compare their products using a universal scale and to develop new lightweighting projects.
	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 Infinite Glass 20 and Infinite Glass 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, Infinite Glass 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	m^3/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 (m^3) / 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)	%	T[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 nonhazardous 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 nonhazardous 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	[∑n [(DBO5_(mgO2/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	[∑n [(DCO_(mgO2/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** 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.
	Annual	TSS - Total Suspended Solids per ton of glass pulled	kg/tg	[∑n [(MES_(mg/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** Total Suspended Solids (TSS) are all mineral and/or organic solid particles present in the wastewater. Their content is measured through sampling and is expressed in mg/L. 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.



CSR Initiatives 2025-2026

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 01/01/2025 to 03/31/2026.

2025-2026 INITIATIVES

standardized at Group level
and applied at all sites

PEOPLE FIRST

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.
— Recognition as a certified Living Wage Employer.

INTERNAL COMMUNICATION
— Organization of a global CSR week 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.
— V.I.E. (International Corporate Volunteer) and ICEX Vives programs, offering young graduates the opportunity to develop their skills and gain hands-on professional experience at our two U.S. manufacturing facilities.
— 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).
— "Lean Specialist" training program dedicated to continuous improvement, with four certification levels: White, Yellow, Green, and Black.

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.

2025-2026 INITIATIVES BY SITE

VERESCENCE
Mers-les-Bains
FRANCE

Health and Safety

INFRASTRUCTURE / PPE IMPROVEMENTS
— Monitoring the use of tools and equipment during interventions on glass forming machines (IS machines) to ensure employee safety during high-risk operations.
— Reduction of accident risks during lubrication operations through the implementation of an automatic lubrication system.
— Improvement of working conditions: cooling bandanas, flame-retardant sweatshirts, fleece jackets (cold end), installation of fans at all workstations (cold end and hot end), provision of saline water (heatwave and cold weather plans), waste heat recovery and air destratification, adiabatic fans at the hot end.
— Installation of a CNC lathe in the mold workshop, providing increased automation and reducing manual adjustments.
— Modification of industrial racks in the mold storage area to reduce manual handling of heavy loads.
— Installation of an automated packaging line to reduce musculoskeletal disorders (MSDs).
— Monitoring of the MSD prevention program in collaboration with CARSAT, employee representative bodies and occupational health services.
— Improvement of fire protection systems across the entire site.
— Installation of fire detection systems for both hooding machines, including automatic shutdown interfaces.
— Modernization of the IS machine fleet: improved ergonomics, enhanced safety and optimized fire protection.
— Renewal of the forklift fleet.
— Introduction of low-noise grinders in the mold workshop.
— Introduction of ride-on pallet trucks to improve the handling of heavy equipment.
— Installation of guardrails between pedestrian walkways and forklift traffic areas.
— Deployment of a visual warning system (RedLine) on cold-end and logistics forklifts.
— Use of exoskeletons for IS-SGP personnel.
— Repair of potholes on roads and traffic lanes used by forklifts and unloading equipment (logistics and glassmaking operations).
— Refurbishment of floor markings in logistics areas.
— Renewal of trailers used to transport packaging materials.
— Electrification of the heavy goods vehicle access gate.

EMPLOYEE TRAINING
— HSEE (Health, Safety, Environment and Energy) training for new hires.
— Nearly 3,100 hours of training delivered in the areas of Health, Safety, Environment and Energy.
— Training of a new Prevention Officer, leading to the professional certification Prevention and Safety Officer.
— Training of 13 new Second Response Team Members.
— Continuation of the partnership with SDIS 80 for the “Fire Training Facility & Gas-Fired Training Platform” program for in-house firefighters.
— Occupational Health Nurse certified as a Workplace First Aid Trainer.
— Initial and refresher Workplace First Aid Responder training sessions organized for more than 60 employees.
— More than 60 employees trained in lockout/tagout (LOTO) procedures for all energy sources, in accordance with applicable procedures and certification requirements.
— Awareness training for the EHS team on best practices for the administrative and legal management of occupational accident and occupational disease reporting.
— EHS Engineer trained and certified as a Level 2 Radiation Protection Officer (RPO).
— Training provided to CSSCT members (Health, Safety and Working Conditions Committee) in companies with more than 300 employees.
— Extension of safety induction programs for contractors through the implementation of a digital onboarding process via Didactum.
— Organization of a half-day event bringing together project owners and contractors, including a safety meeting and the formalization of the annual Prevention Plan (PP).
— Collaborative working group with CARSAT and the Labor Inspectorate to prepare and upgrade safety requirements for a furnace reconstruction project.

MONITORING
— Complete revision of the Occupational Risk Assessment Document (DUERP), incorporating human-centered preventive measures.
— Conducting safety audits of production lines using the GoAudits application.
— Implementation of exposure monitoring for hazardous chemical agents covered by Articles R4412-149 (binding Occupational Exposure Limit Values) and R4412-150 (indicative Occupational Exposure Limit Values).
— Monitoring of vertical and horizontal impacts involving forklift trucks.
— Noise exposure measurements.
— Deployment of a hazardous situation reporting system (HSR) for the management of at-risk situations and near misses.
— Implementation and monitoring of a safety cross through the Fabriq application.
— Development of a new GoAudits checklist, including the basement area.
— Review of the chemical risk assessment.
— Revision of the lockout/tagout permit process and training of users.
— Creation of energy audits.
— Raising managers’ awareness of the ISO 50001 Energy Management System standard.
— Creation of dedicated GoAudits checklists (contractors, forklift operators and lockout/tagout) and update of the Cold End GoAudits checklists.
— Modernization of part of the camera fleet to improve image quality.
— Purchase of a new water sampler for the stainless-steel tank.

MANAGEMENT
— Extension of the approval granted to the Autonomous Occupational Health Service.
— Recruitment of an EHS Engineer and an apprentice within the EHS Department, as well as two Prevention and Safety Officers.
— Fire evacuation drill conducted in the administrative offices.
— Recruitment of an Occupational Health Nurse.

COMMUNICATION
— Regular CSR communications: bi-monthly safety and environmental messages.
— Publication of HSEE (Health, Safety, Environment and Energy) news in the site’s Verescence in Action newsletter.
— Sharing of tips and best practices related to health, environment, energy, sustainable consumption and housing on screens installed in break areas.
— Daily performance indicators displayed through Fabriq.
— Influenza vaccination campaign.
— Employee awareness initiatives on Fire Safety and Fire Extinguisher Use, Disabilities and Disabled Worker Status (RQTH), Waste Sorting and Energy Management during CSR Days.
— Pink October and Movember: organization of a charity walk and fundraising activities in support of cancer awareness and research.
— Blood donation drive organized in partnership with the French Blood Establishment (EFS) for volunteer employees.
— World Autism Awareness Day: partnership with Les Maisons de Vincent.
— Presentation of Energy Awards recognizing projects or initiatives that have generated energy savings and/or delivered a positive impact on the Energy Management System (EnMS).
— Energy-themed competition with prizes during CSR Week.
— Review and standardization of safety and PPE signage across the entire site.

Well-being at Work and Recognition

— Dedicated working group within the IS/SGP department focused on heavy load handling.
— Working group on musculoskeletal disorders (MSDs) involving the Cold End department.
— Implementation of improvements to mold handling processes within the mold workshop.
— Employee discussion groups in the Cold End and mold workshop departments.
— Support provided by a social worker.
— Organization of a long-service awards ceremony and retirement celebrations.
— Graduation ceremony.
— Organization of employee events (Christmas, Easter, etc.), including activities and gifts.
— Monthly employee breakfast gatherings (Pti’Dej).

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

Skills and Careers

CAREER MANAGEMENT
— Partnerships with leading higher education institutions (Lille School of Chemistry, Limoges School of Ceramics and Mechatronics, INSA, etc.) through internships and work-study placements.
— Deployment of a DOJO at the Hot End to support continuous employee training and the regular review of operating standards.
— Introduction of a monthly rotation system to review and re-sign one safety OPL per month at the Cold End («Safety OPL of the Week»).

EMPLOYEE TRAINING
— Creation and adaptation of training modules in line with evolving job requirements, technical developments and new work organizations.
— Graduation ceremony.
— Certified Lean Specialist training programs.
— Renewal of the Training Center’s Qualiopi certification.
— Fabriq training and deployment of Fabriq EHS.
— Training of an APS representative (Prevention and Security Officer): CQP APS certification pathway combined with internal APS training.

Diversity

— Gender Equality Index 2026 (Verescence France: Headquarters and Mers-les-Bains plant), based on 2025 data: 86/100.
— Workplace adaptations and ongoing dialogue with occupational health services for employees with permanent or temporary disabilities.

VERESCENCE
Orne
FRANCE

Health and Safety

INFRASTRUCTURE / PPE IMPROVEMENTS
— Evaluation of technical noise reduction solutions for the lacquering workshop.
— Continued improvement of working conditions at sorting stations, including lighting checks and height-adjustable worktables.
— Ergonomic assessments conducted for screen-printing packaging stations, digital screen-printing machine operators and lacquer preparation workstations, with associated action plans.
— Implementation of initiatives to optimize personal protective equipment (PPE) consumption.

2025-2026 INITIATIVES BY SITE

— Expansion of the electric lift table fleet.
— Deployment of robots and cobots to automate certain operations, reduce physical strain and improve ergonomics.
— Reduction in workplace injuries through the introduction of cut-resistant lightweight gloves and bump caps.
— Installation of ambient air cooling systems in production workshops.
— Optimization of the Manufacturing Execution System (MES) to reduce operators' administrative workload.
— Construction of an extension to the lacquering building, including offices and employee welfare facilities.
— Expansion of the Gluing workshop, including the creation of an office for the management team.
— Securing the shared pedestrian and forklift traffic area at the receiving dock.
— Comprehensive refurbishment of indoor pedestrian walkways.
— Complete redesign of outdoor pedestrian, forklift and vehicle traffic flows.
— Deployment of a visual warning system (RedLine) on forklift trucks to improve their visibility.
— Strengthening of overall site security.
— Adaptation of workstations using modular equipment.
— Deployment of exoskeletons.
— Introduction of custom-molded earplugs for employees exposed to noise.

EMPLOYEE TRAINING
— Training and deployment of a safety culture initiative called "I See, I Act."
— Stretching and warm-up training sessions for employees working on selected production lines.
— Enhancement of onboarding training for temporary workers, particularly through the on-site temporary staffing office.
— Risk awareness training through the Jeux Risque Rien safety game and an Escape Game.
— Fire safety training on the use of fire extinguishers.
— Management tools training for the extended CODIR.
— Ongoing training for Workplace First Aid Responders (SSTs) through thematic refresher sessions led by the site nurse.
— Awareness training on the risks associated with operating electric pallet trucks for the employees concerned, with a view to obtaining driving authorization.
— Training of emergency response team members to strengthen initial response and incident assessment in the event of a fire outbreak.
— Training of new employees on the site's Emergency Response Plan (ERP) organization.
— GMP (Good Manufacturing Practices) training for all employees to ensure full compliance with manufacturing best practices.

MONITORING
— Field audits: Gemba Walks and 6SE audits conducted using the GoAudits system.
— ISO 14001 and ISO 45001 audits.
— Noise exposure measurements.
— Ambient air monitoring for selected chemical substances.
— Monitoring of vertical and horizontal impacts involving forklift trucks.
— Daily monitoring of safety and environmental events through the Fabriq digital platform.
— Preparation of the Occupational Risk Assessment Document (DUERP) using an Access database, with Power BI access available to employees.
— Safety audits conducted for all temporary workers in collaboration with our on-site temporary staffing agency.

MANAGEMENT
— Fire evacuation drill conducted for the entire plant while in operation.
— Recruitment of an EHS apprentice to support the update of the Occupational Risk Assessment Document (DUERP).
— Implementation of two management training programs delivered by external organizations: one for the CODIR and one for first-line managers.
— Introduction of individual coaching programs delivered by external providers following changes in job responsibilities.
— Deployment of the Fabriq digital platform for action plan management, performance indicator monitoring and decision-support purposes.
— Organization of cross-functional workshops and off-site activities involving all departments to jointly define the roadmap for the coming year.
— Deployment of a digital tool for Occupational Health and Safety (OHS) risk assessment.
— Monitoring of incidents using Heinrich's Safety Pyramid methodology.
— Systematic safety re-induction for employees returning from long-term sick leave or extended vacation periods.
— Return-to-work interviews following any day of absence to analyze the reasons for the absence, provide guidance toward appropriate medical support and assess the need for workplace accommodations.

COMMUNICATION
— Safety and environmental messages shared and displayed on site screens and in the internal newsletter.
— Influenza vaccination campaign.
— Participation in the Pink October and Movember campaigns through a variety of awareness-raising and fundraising activities (walks, events, quizzes and nonprofit organization presentations) aimed at promoting cancer screening and supporting research.
— Organization of an on-site blood donation drive.
— Presentation by a physician on tobacco and alcohol addiction.
— Establishment of employee-management discussion groups.

Well-being at Work and Recognition

— Organization of industrial site visits for employees.

— Availability of a social worker twice a month.
— Availability of an osteopath twice a month.
— Organization of employee events and contests throughout the year (Epiphany cake celebration, Easter chocolates, Christmas lunch).
— Organization of an Open Day as part of the European Heritage Days, including presentations of our métiers and expertise.
— Implementation of reporting forms available to all employees to raise psychosocial risk (PSR) concerns.

SOCIAL DIALOGUE
— Negotiation of a salary agreement.
— Quality of Work Life Committee.
— Negotiation of a new career development framework.
— Negotiation of a working time agreement for employees on a day-rate contract (forfait jours).
— New agreement on seniority bonuses.
— Performance and profit-sharing agreement.
— Shop floor visits conducted with members of the Health, Safety and Working Conditions Committee (C2SCT).

Skills and Careers

CAREER MANAGEMENT
— Establishment of individual career and development plans for all employees.
— Working group dedicated to enhancing the company's attractiveness and employee retention.
— Repositioning committee: assessment of gaps between defined career paths and actual job situations.
— Initiative to redesign career pathways for each position.
— Hosting of apprentices and interns.

EMPLOYEE TRAINING
— Implementation of the CQP Leader vocational qualification program.
— Monitoring and follow-up of GMP (Good Manufacturing Practices) training.
— Simplification of immediate and follow-up training evaluations.
— Creation of a Training Manager position and appointment of an internal trainer.
— Lean Specialist White Belt certification training for all employees to strengthen the continuous improvement culture.
— Relaunch and structuring of job-specific training programs: screen-printing fundamentals, line operation and quality representative training.
— Periodic cybersecurity training, with enhanced programs for specific departments.
— Certified foreign language training programs.
— Training on the Fabriq and MES (Manufacturing Execution System) digital tools.

Diversity

— Gender Equality Index 2026 (based on 2025 data): 89/100.

VERESCENCE
Somme
FRANCE

Health and Safety

INFRASTRUCTURE / PPE IMPROVEMENTS
— Employees exposed to noise are equipped with individual hearing protection, while personnel working in high-exposure areas are provided with custom-molded hearing protection.
— Installation of an acoustic wall in the lacquering workshop, allowing the removal of hearing protection requirements at packaging and unpackaging stations.
— Construction of an extension to the lacquering building, including a break room, a facility for our cleaning service provider and a filter storage area, to improve working conditions and eliminate fire risks.
— Installation of additional lift tables and semi-electric pallet trucks at workstations not yet equipped with such devices.
— 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 improve safety when working at height.
— Implementation of an adiabatic cooling system to mitigate summer heat.
— Installation of a pallet hooding machine with an integrated strapping module.
— Securing Dock No. 4 through the installation of a wheel chock system and a high-leverage trailer support stand.
— Review of traffic flows around the parking area to improve entry and exit circulation.
— Deployment of noise reduction solutions on workstations equipped with Corona and Taifun Clean systems.
— Installation of a visual warning system (RedLine) on forklift trucks to clearly define their operating area.
— Replacement of a manual sectional door with a motorized door to reduce ergonomic strain.
— Replacement of polycarbonate roof panels to prevent work-at-height risks and improve ambient lighting.
— Replacement of the site's fire alarm control panel and installation of an alarm reporting module in the maintenance offices.
— Securing all site access doors and deployment of badge-controlled access to specific areas.
— Implementation of an improvement project for filter replacement operations on lacquering lines, enhancing employee ergonomics.
— Installation of fire detection systems on compressors and connection of all optical detectors to a single control panel.
— Refurbishment of two electrical substations.

2025-2026 INITIATIVES BY SITE

— Replacement of the main electrical distribution substation.
— Replacement of a pedestrian fire-rated door.
— Optimization of the smoke extraction network.
— Installation of a clearly visible emergency stop system on each lacquering line.
— Installation of an access staircase for elevated areas of a lacquering line.
— Refurbishment of the lacquering workshop parking area and identification of outdoor parking spaces.

EMPLOYEE TRAINING
— Safety training provided to all employees, as well as to new hires and temporary workers.
— PCS1 training program for employees approaching retirement.
— Practical emergency response scenarios incorporated into safety training to improve reactions in hazardous situations.
— Two-day on-site integration program for temporary workers.
— Specialized external training on Chemical Risks for employees working regularly with chemical products.

MONITORING
— Shopfloor audits: Gemba Walks and 6SE audits using the GoAudits system.
— EHS audits.
— Development of the Single Risk Assessment Document (Document Unique) in an Access database, with Power BI access for employees.
— Chemical exposure monitoring.
— Noise exposure monitoring.
— Vibration exposure monitoring for forklift operators.

MANAGEMENT
— Fire evacuation drill conducted for the entire plant while in operation.
— Deployment of a crisis management plan including emergency response exercises, fire drills and environmental incident simulations.
— Implementation of the BANKO safety program based on the identification, centralization and correction of at-risk situations.
— Presence of an occupational physician on site two days per week.
— Recruitment of an EHS apprentice to support the update of the Occupational Risk Assessment Document and improve EHS communications.

COMMUNICATION
— Dissemination and display of safety and environmental messages.
— Publication of EHS Flash News updates.
— Distribution of an employee welcome handbook to new hires.
— Occupational Health and Safety (OHS) topics featured in the internal newsletter Verescence in Action.
— Daily review of safety indicators during performance review meetings.
— Organization of on-site blood donation days.
— Implementation of Pink October, Movember and Dry January awareness campaigns.

Well-being at Work and Recognition

— Availability of a physiotherapist twice a month.
— Availability of a social worker two to three times a month.
— Deployment of the Manufacturing Execution System (MES) to reduce operators' administrative workload.
— Expansion and refurbishment of the plant cafeteria.
— Organization of a long-service awards ceremony and retirement celebrations.
— Appointment of harassment prevention representatives.
— Employee visits to the Mers-les-Bains site.
— Organization of employee events (Christmas, Easter, May Day, etc.), including activities and gifts.
— Monthly on-site presence of the Shared Payroll Services representative to address payroll-related questions and issues.
— Continuation of the Well-being at Work employee discussion groups.
— Employee participation in job fairs and apprenticeship forums to showcase our métiers and expertise.
— Monitoring of psychosocial risks through the MET (Mieux-être au travail / Well-being at Work) working group.

SOCIAL DIALOGUE
— Negotiation of a new profit-sharing agreement for the 2023-2025 period.
— Negotiation of a new career development framework.
— Negotiation of a salary agreement.
— Negotiation of a working time agreement for employees on a day-rate contract (forfait jours).

Skills and Careers

CAREER MANAGEMENT
— Skills management through career pathways and associated multi-skilling matrices.
— Expansion of partnerships with leading higher education institutions (Lille School of Chemistry, INSA, UTC, etc.) through internships and work-study placements.
— Internal trainer certified through the CCPI "Delivering Internal Training" program.

EMPLOYEE TRAINING
— Training for harassment prevention representatives.
— Basic office software training for volunteer employees.
— Vocational qualification training offered to temporary workers for production line operator positions (CQP CEI - Industrial Equipment Operator Certificate).
— Certified Lean Specialist training programs.
— Pallet truck operation training for temporary workers.
— Team-building training activities designed to strengthen collaboration and team spirit.

Diversity

— Gender Equality Index 2026 (based on 2025 data): 89/100.
— The employee responsible for recruitment completed "Recruiting Without Discrimination" training.

VERESCENCE
La Granja
SPAIN

Health and Safety

INFRASTRUCTURE / PPE IMPROVEMENTS
— Adaptation of locker rooms and break areas to accommodate workforce growth.
— Installation of robots in the assembly department to depalletize glass insulators, improving ergonomics.
— Installation of a robot at the end of production lines to improve ergonomics and productivity.
— Installation of an insulator transfer table to improve ergonomics.
— Replacement of a hooding machine with a new gas-free technology, reducing fire risks.
— Installation of a gas-free shrink-wrapping machine at the end of the semi-automatic insulator assembly line to improve ergonomics.
— Deployment of cobots in the decoration workshop.
— Automatic ejection system for bottle holders/tooling on the lacquering line to improve ergonomics.
— Installation of a chemical transfer pump to improve ergonomics.
— Installation of an overhead crane to ensure the safe storage of spare parts.
— Hoist installed at the end of the semi-automatic assembly area for loading crates.
— Counterbalanced pallet trucks to eliminate double pallets and improve workplace safety.
— Installation of pedestrian safety gates.
— Reinforcement of filtration and cleaning systems in lacquering booths to reduce contamination.
— Installation of cameras in furnace, feeder and assembly areas to strengthen equipment monitoring and safety.
— Enhancement of fire protection through the installation of deluge systems on production equipment and in an electrical room.
— Installation of a new power supply system.
— Visual warning alerts on the feeder platform to prevent personnel from entering hazardous areas and reduce risks.
— Installation of a new roof over the finished goods warehouse to improve working conditions (insulation and lighting).
— Modernization of the air extraction system in the semi-automatic assembly area.
— Installation of mobile air coolers in the Cold End area to improve working conditions.
— Installation of a new high-capacity transformer.
— Replacement of destructive dimensional testing of glass insulators with an automatic optical calibration system.
— Improvement of secure access to the plant.
— Enhancement of the site's security fencing.

EMPLOYEE TRAINING
— Training of first response teams in firefighting techniques and the use of fire hoses.
— Deployment of experienced technicians to the United States to support project implementation and knowledge transfer.
— First aid training and training on the use of automated external defibrillators (AEDs).
— Safety training covering forklift operation, lifting equipment and electrical hazards.
— Training provided to all employees as part of the update of the site's risk assessment.

MONITORING
— Measurement of dust levels (crystalline silica) and chemical substances across the site.
— Monitoring of crystalline silica exposure in production and assembly workshops.
— Measurement of volatile organic compounds (VOCs) in the decoration workshop.
— Measurement of noise levels throughout the site.
— Use of GoAudits for safety audits and 5S audits.
— Deployment of a Manufacturing Execution System (MES) software solution in the decoration workshop.
— Use of PRODITY for managing hot work permits and Egestiona for monitoring contractor documentation compliance.
— Use of Fabriq for monitoring workshop performance data and communicating weekly safety instructions.

MANAGEMENT
— Implementation of daily safety tours and new safety audits through GoAudits.
— Deployment of cross-functional audits between departments to strengthen the site's safety culture.
— Implementation of safety roadmaps focused on behaviors and management practices.
— Launch of the "Face to Face" program, involving management shop floor visits focused on safety, 5S and best practices.
— Strengthening the reporting of at-risk situations and unsafe behaviors.
— Standardization of 5S practices, with clear ownership assigned to each area.
— Creation of safety working groups within the various departments.
— Deployment of the TF1 roadmap to develop a culture of safety excellence.
— Reinforcement of the EHS (Environment, Health and Safety) team.
— Specific audit of work-at-height equipment and commissioning of safer ladders.

COMMUNICATION
— Weekly safety messages.
— Information board used to report accidents.

2025-2026 INITIATIVES BY SITE

— Development of safety awareness videos.
— Safety awareness campaign.
— Home fire prevention training for employees during CSR Week.

Well-being at Work and Recognition

— Monthly all-hands information meetings with all employees.
— Distribution of fruit and health awareness initiatives through webinars.
— Suggestion box enabling employees to propose improvements related to workstations, safety, quality and other workplace topics.
— Special event recognizing employees with 25 years of service.
— Christmas competition featuring drawings created by employees' children for the 2025 calendar.
— Collaboration with the Grupo de Empresa for various social activities, including the Christmas dinner, involving both active and retired employees.
— Physiotherapy services.
— Organization of team-building activities involving management and local leadership teams.

SOCIAL DIALOGUE
— Launch of an employee engagement survey.
— Negotiation of salary increases and bonus schemes under the collective bargaining agreement.
— Negotiation of the new 5x8 shift agreement for the hot-end perfumery sector, the glass insulator business and the assembly department.
— Coffee sessions held every two months with the General Manager and Human Resources team.

Skills and Careers

CAREER MANAGEMENT
— Management of employee skills through career development pathways and associated multi-skilling matrices.
— Multiple employee transfers to the United States, as well as various internal mobility opportunities and promotions.
— Technical vocational qualification program developed in partnership with the Junta de Castilla y León.
— Work-study vocational training programs implemented in partnership with public authorities.
— New partnership agreements with universities and vocational schools.

EMPLOYEE TRAINING
— Language training programs.
— Deployment of an online learning platform for employees in partnership with Randstad.
— Management training for managers, high-potential employees and team leaders.
— Vocational training programs for operators.
— Training on QRQC (Quick Response Quality Control) management tools.
— Lean Specialist certification training at White Belt and Yellow Belt levels.
— Safety training for employee representatives serving on the Safety Committee.

Diversity

— Update of the Diversity Plan.

VERESCENCE
Covington
USA

Health and Safety

INFRASTRUCTURE / PPE IMPROVEMENTS
— CMMS system implemented in Fiix, including preventive maintenance operations.
— Mandatory use of safety bump caps in the Hot End area.
— Installation of robots for bottle packaging to reduce repetitive strain injuries.
— Addition of automatic wrapping machines to mitigate injuries caused by repetitive movements.
— Installation of new ventilation systems to reduce silo dust emissions during unloading operations.
— Manual lift tables introduced to reduce strain associated with lifting waste bins.
— Improved traffic lane identification throughout the site.
— Enhanced guarding around Cold End automatic packing machines, including emergency stop systems.
— Installation of safety barriers along the walkway near the QA laboratory and QA office areas.
— Replacement of anti-fatigue mats in break areas.
— Installation of LED lighting in the Hot End area.
— Installation of signage requiring the use of handrails in the basement staircase.
— Dry ice cleaning of all IS machines and surrounding structures to reduce fire risks.
— Installation of an access ramp near the disabled parking spaces at the main entrance.
— Replacement of remote safety switches for large propane installations.
— New PPE designed for protection against hot surfaces and sharp objects.
— Installation of a PPE vending machine in the Cold End area to ensure continuous access to protective equipment.
— Installation of additional deluge systems in the Hot End area.
— Completion of an Arc Flash study covering all electrical cabinets.
— Third-party inspection of Arc Flash protective PPE.
— Quarterly inspections of safety footwear.

EMPLOYEE TRAINING
— Designation of a trainer responsible for onboarding new employees.
— Monthly safety meetings.
— Annual cardiopulmonary resuscitation (CPR) training for emergency response teams.
— Refresher LOTO (Lockout/Tagout) training for maintenance personnel.
— Glass leak management training for all furnace technicians and Hot End team leaders.
— Addition of an extra forklift trainer.
— Energy training provided as part of the ISO 50001 audit program.
— Arc Flash hazard training for relevant employees.
— Organization of monthly CSC team meetings.

MONITORING
— Integration of Gemba Walks, Hot End audits, Cold End audits, 5S audits, GMP audits and environmental inspections into the GoAudits platform to strengthen shop floor monitoring and continuous improvement.
— The CMMS system includes a standard equipment safety requirement in line with our Lockout/Tagout (LOTO) policy.
— Safety inspections of all ladders and pressurized equipment.
— Introduction of new procedures and training related to the propane vaporizer system.
— Installation of additional detectors on the fire protection system in the basement electrical room.

MANAGEMENT
— Safety efforts and achievements are recognized through the Pride Incentive program.
— Integration of the Safety team into the site's twice-weekly Gemba Walks.
— The frequency of safety observation card submissions has been incorporated into the employee incentive bonus program.

COMMUNICATION
— Weekly news updates displayed on screens located at the facility entrance.
— Information board used to report accidents and incidents.
— Publication of safety alerts and best practices on team communication boards.
— Display of the Employee of the Month on the central communication board.
— Safety signal light installed at the main entrance to alert arriving employees of any major safety issue.
— Safety signs installed at key pedestrian crossings, reminding employees to stop and check for vehicle traffic.
— Addition of a business update item to the agenda of monthly safety meetings.

Well-being at Work and Recognition

— Organization of a Health Awareness Day and meetings with a physician.
— Monthly all-hands information meeting with employees via Teams.
— Information bulletins on major events distributed with employees' pay slips.

Skills and Careers

CAREER MANAGEMENT
— Management of employee skills through career development pathways and associated multi-skilling matrices.
— Posting of career opportunities on all employee information boards.
— Employee referral bonus program to support recruitment efforts.
— Review of salary structures across all positions to encourage career progression toward skilled roles.
— Partnerships with local schools.
— Deployment of a "Red Carpet" onboarding program to facilitate the integration of newly hired employees, including a welcome kit and mentor/sponsor support.

EMPLOYEE TRAINING
— Online training opportunities: courses on the technical use of software applications.
— Technical training for maintenance personnel delivered through a local university.

Diversity

— All managers and supervisors received training on equal employment opportunities and the prevention of discrimination and workplace harassment.

VERESCENCE
Sparta
USA

Health and Safety

INFRASTRUCTURE / PPE IMPROVEMENTS
— Preventive maintenance program supported by the implementation of a new CMMS (Computerized Maintenance Management System).
— Renovation of access doors.
— Upgrades to the Heating, Ventilation and Air Conditioning (HVAC) system in the lacquering workshop and laboratory.
— Lacquering line improvement project:
• Improved cooling of bottles at the exit of the lacquering lines.
• Better control of excess lacquer on lacquering lines and enhancement of the air circulation system, reducing the risk of exposure to lacquer dust and improving working conditions.
— New 5S project to improve site signage and visual management.
— Complete overhaul of the security camera system.
— Installation of pedestrian walkways.
— Installation of LED indicator lights on lehrs that flash when the lehr is operating at high temperature.
— Addition of signage at assembly points to divide employees into groups and facilitate headcounts.
— Controlled access system.
— New PPE designed for protection against hot surfaces and sharp objects.

EMPLOYEE TRAINING
— Occupational health and safety information is distributed to employees on a weekly basis.
— Refresher LOTO (Lockout/Tagout) training for maintenance personnel.
— Annual cardiopulmonary resuscitation (CPR) training for emergency response teams.
— Recertification of employees

2025-2026 INITIATIVES BY SITE

operating forklift trucks.
— Training on ISO standards.
— Confined space training for relevant employees.

MONITORING
— 100% of audits and Gemba Walks are conducted through the GoAudits platform.
— Continuation of the preventive maintenance program.
— Third-party inspections of AEDs (Automated External Defibrillators), eyewash stations and firefighting equipment.

MANAGEMENT
— Safety observation cards for near misses to report potential safety issues.
— Safety efforts and achievements are recognized through the Pride Incentive program.
— Review of safety observation cards during the monthly CSC meeting.
— Monthly posting of safety performance statistics.

COMMUNICATION
— Improvement of floor markings throughout the site.
— Weekly updates displayed on information screens located at the employee entrance.
— Regular updates of the main corridor information board with recent safety alerts.
— Installation of a Safety Status Stop Light system.
— Floor painting in selected areas of the plant to clearly delineate zones for forklift traffic, pedestrians and walkways.
— Installation of safety lights in the warehouse area to warn employees of approaching forklift trucks.

Well-being at Work and Recognition

— Interactive communication sessions with employees on working conditions.
— Healthy food options available in the employee cafeteria.
— Creation of an outdoor relaxation area with picnic tables to promote employee well-being.

Skills and Careers

CAREER MANAGEMENT
— Management of employee skills through career development pathways and associated multi-skilling matrices.
— Posting of career opportunities on all employee information boards.
— Employee referral bonus program to support recruitment efforts.
— Review of salary structures across all positions to support career progression toward skilled roles.
— Enhancement of the temporary staffing program through the deployment of a fully on-site temporary agency structure at the Sparta facility.
— Deployment of the “Red Carpet” onboarding program to facilitate the integration of newly hired employees, including a welcome kit and mentor/sponsor support.

EMPLOYEE TRAINING
— Online training opportunities: courses on the technical use of software applications.
— Implementation of a performance review process for all temporary workers based on the 30-60-90 day model, supporting their progression toward permanent positions.
— Annual cardiopulmonary resuscitation (CPR) training.
— Recertification of employees operating forklift trucks.
— Confined space training for relevant employees.

Diversity

— All managers and supervisors have received training on equal employment opportunity and the prevention of discrimination and workplace harassment.

VERESCENCE
Pacific
SOUTH KOREA

Health and Safety

INFRASTRUCTURE / PPE IMPROVEMENTS
— Implementation of a hearing conservation program and purchase of custom-molded hearing protection to reduce exposure to noise.
— Standardization of lubrication tool lengths and work practices to ensure the safe operation of equipment.
— Employee health and workplace hygiene are monitored through regular visits by nurses, occupational hygiene specialists and physicians.
— Definition of the required personal protective equipment for each work area and display of best practices.
— Improvement of the maintenance department workshop and break area.
— Repair of roofs and walls to prevent leaks.
— Installation of additional vehicle barriers to prevent accidents caused by internal traffic.
— Securing of the loading area through improved warehouse organization and housekeeping.
— Inspection and repair of air conditioning systems.
— Replacement of the wastewater treatment plant operating platform to prevent fall hazards.
— Replacement of damaged automatic doors.
— Installation of stair handrails throughout the plant.
— Implementation of safe access routes for rooftop operations within the facility.
— Installation of a deluge system on IS machines to prevent fire propagation.
— Purchase of a blood pressure monitor to enhance employee healthcare services.
— Strengthening of the fire response system by interconnecting fire dampers and high-speed doors.

EMPLOYEE TRAINING
— Emergency response training through simulated disaster scenarios for each process (glass pouring, confined space work, natural disasters, etc.).
— Training on fire prevention measures, including the use of firefighting equipment, first aid, patient evacuation and incident reporting procedures.
— Annual cardiopulmonary resuscitation (CPR) training and training in the use of Automated External Defibrillators (AEDs).
— LOTO (Lockout/Tagout) training for maintenance personnel.
— Safety management training for supervisors, delivered by specialized training institutions.

MONITORING
— Verification of the effectiveness of site evacuation systems, including ventilation systems.
— 1-4-14-24 Safety Inspection Program:
• 1st day of the month: inspection of the presence and condition of safety devices.
• 4th day: general safety inspection.
• 14th day: pinch-point hazard safety inspection.
• 24th day: fall hazard safety inspection.
— Monthly inspection of fire extinguishers, protective equipment and AEDs to identify any abnormalities or malfunctions.

MANAGEMENT
— Development and implementation of a health and safety management system in compliance with the Severe Disaster Punishment Act.
— Risk assessment of chemical substances and physical hazards.
— Inspection and management activities to ensure fire safety within the energy storage system.
— Monthly reporting and monitoring of incident rates and related corrective actions.
— Recording and tracking of first aid interventions and near misses.

COMMUNICATION
— Regular communication of health and safety performance results and policies to all employees through information boards.
— Awareness campaigns on health and safety issues through communications addressing at-risk behaviors, regulatory developments and the proper use of PPE.
— Organization of a monthly Safety Leadership Tour involving management, employee representatives and partner companies.
— Renewal of health and safety signage throughout the plant.
— Implementation of smoking cessation awareness initiatives.

Well-being at Work and Recognition

— Regular meetings of the catering committee to ensure the nutritional quality of meals provided.
— Implementation of a suggestion box.
— Provision of salt tablets and bottled water to prevent dehydration.
— Partnership with healthcare providers for the prevention and treatment of musculoskeletal disorders (MSDs).
— Organization of events to celebrate employees’ birthdays.

Skills and Careers

EMPLOYEE TRAINING
— English language courses to enhance communication and improve understanding of cultural differences.
— Regular health and safety training to ensure a safe working environment.
— Good Manufacturing Practices (GMP) training in line with ISO certification requirements.

Diversity

— Harassment and discrimination prevention training provided to all employees.

2025-2026 INITIATIVES

standardized at Group level and applied at all sites

ACT FOR SOCIETY

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.

SECTORAL COLLABORATION

— Member of professional organizations promoting the glass industry (European Container Glass Federation, Glass Vallée, Glass Manufacturing Industry Council, Fédération des Industries du Verre) and the fragrance and cosmetics sector (Cosmetic Valley, The Value of Beauty, Academia del Perfume).
— Patron of the future House of Cosmetics ("Maison de la Cosmétique"), set to open in Chartres in 2028.

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 a CSR2 category
• Assessment of Verescence's Scope 3 carbon footprint.
• Deployment of water stress and flood risk mapping across all CSR1 suppliers, followed by the development of risk mitigation action plans based on the PDCA methodology.
— Supplier CSR Days organized in France, Spain, and the United States.
— 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.
— 62% of CSR suppliers assessed by EcoVadis in 2025.

RESPONSIBLE SOURCING

— Deployment of PPAs, Guarantees of Origin (GOs), RECs, and photovoltaic panels, enabling our sites in Spain, the United States, and South Korea to source 100% renewable electricity in 2025.
— 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 CMRT-type 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, SBTi, etc.
— Continuation of on-site audits of suppliers on environmental and social issues.
— Identification of suppliers located in French Rural Revitalization Zones (ZFRRs).

Business Ethics

COMPLIANCE AND CORRUPTION PREVENTION

— Code of Ethics and Conduct applicable to all employees, governing Verescence's activities and ensuring compliance with applicable laws and regulations in the countries where the Group operates, particularly regarding environmental protection, competition law, and social matters.
— FCPA Policy covering anti-corruption, conflicts of interest, fraud, and anti-competitive practices.
— Compliance Committee, chaired by the CEO, meeting every two months and whenever necessary to address business ethics matters across the Group, including anti-corruption, conflicts of interest (through whistleblowing procedures, third-party due diligence, employee training, etc.), delegation of authority controls (including limits on gifts and donations), GDPR compliance, and cybersecurity.
— Whistleblowing procedure available through the Group's intranet and corporate website.
— Redesign and global deployment of a new anti-bribery training program planned for H2 2026 for employees identified as being at higher risk of exposure to corruption-related issues.
— Standard ethics and anti-corruption clause included in agreements with all Verescence business partners (suppliers, customers, service providers, agents, distributors, etc.).
— Third-party due diligence procedure conducted through the World-Check platform to help ensure the integrity of potential business partners.
— Deployment of the Provigis platform in France to support compliance with due diligence obligations aimed at preventing undeclared work.
— Annual review and update of banking authorizations, powers of attorney, and signature delegations.
— Global "eValid Gifts & Donations" workflow to monitor gifts and donations in accordance with the Group's Limits of Authority (LoA) policy.
— Global "eValid New Customers" workflow designed to (i) track, streamline, and centralize customer creation requests, (ii) prevent fictitious customer risks, and (iii) ensure compliance with the Group's LoA payment terms policy.
— "eValid Supplier Creation/ Modification and Employee Bank Account Changes" workflow deployed in France and Spain.
— Standardization of supplier payments through a single treasury management platform.
— Digitalization of business processes, in line with the Group's paperless strategy, while strengthening compliance controls across the organization (eValid, etc.).
— Global recruitment procedure for sensitive positions, covering Finance, Payroll, Procurement, Human Resources, and INPD functions.
— Deployment of an e-invoicing solution in France to comply with mandatory electronic invoicing requirements effective from September 1, 2026.

CYBERSECURITY AND DATA PROTECTION

— Dedicated cybersecurity governance, supported in particular by a Cybersecurity Committee bringing together Executive Management and key functions, to define strategic priorities, monitor action plans, and strengthen the resilience of information systems across the Group.

— Since 2021, Verescence has been rolling out a global cybersecurity awareness program for employees. The program aims to strengthen the Group's cybersecurity culture and prevent risks related to cyberattacks, fraud, and risky behaviors. It is complemented by regular awareness campaigns, including phishing simulations, as well as targeted training initiatives addressing identified risks.
— Ongoing enhancement of security prevention, detection, and incident response capabilities. Key actions include cybersecurity audits and penetration testing, strengthening business continuity and disaster recovery arrangements, improving backup strategies, deploying monitoring and threat detection solutions, and reinforcing access controls and multi-factor authentication.
— Given the industrial nature of its operations, Verescence extends its cybersecurity governance to IT/ OT environments. This approach addresses risks associated with industrial automation, monitoring, and production systems, supporting operational continuity, site security, and cyber risk management. Key measures include dedicated policies and procedures for industrial environments, enhanced protection of industrial networks, controlled access to industrial systems, deployment of monitoring and event-reporting solutions, and the establishment of a crisis management framework tailored to OT environments.
— In the area of personal data protection, Verescence has implemented a GDPR policy, available internally, along with a dedicated whistleblowing procedure, contractual clauses applicable to business partners, and a training program for employees responsible for processing personal data. These measures support compliance with data protection requirements across the Group.
— Verescence continues to strengthen its information governance framework, particularly through data classification, data loss prevention measures, access management controls, and the assessment of cybersecurity risks associated with third parties and suppliers. This approach reflects the Group's commitment to the continuous improvement of information security, the protection of sensitive data, and operational resilience.

2025-2026 INITIATIVES BY SITE

VERESCENCE
Mers-les-Bains
FRANCE

Local presence, global strength

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS
— Outsourcing of glass bottle sorting activities through a door-to-door model.

LOCAL SECTORIAL COLLABORATION
— Active participation in Glass Vallée, which brings together all local stakeholders in the value chain: glassmakers, decorators, toolmakers, model makers, sorting companies, etc.

COLLABORATION WITH LOCAL AUTHORITIES
— Regular collaboration with local authorities as part of environmental protection initiatives (reduction of air and water emissions).
— Monthly updates provided to the Seine-Maritime DREAL on our progress regarding environmental, energy and/or safety topics.
— Information sharing with local authorities on current topics related to photovoltaic installations (PV), EV charging infrastructure (EVCS) and reclaimed wastewater reuse (REUT).
— Collaboration with the Seine-Normandy Water Agency (AESN) on water-related topics through on-site and virtual meetings.

LOCAL PRESENCE AND SOCIAL COMMITMENT
— Partnership with the Les Maisons de Vincent association.
— Participation in an on-site blood donation drive organized by the French Blood Establishment (EFS).
— Donations to cancer charities, including La Ligue contre le Cancer and the local association Bout de Chemin.

Preserving employment at our Sites

PRESERVING THE SECTOR'S TRADES
— Verescence Mers-les-Bains is a certified training organization, enabling the delivery of tailor-made training programs adapted to our employees' needs.
— Continuation of the CQPI program for Hot End Mechanic-Operators.
— Collaboration with the Territoire d'Industrie Vallée de la Bresle-Vimeu initiative.
— Training job seekers for Packaging and Sorting Operator positions in partnership with a temporary staffing agency.
— Participation in job fairs.
— Industry Week: site visits and presentations of our trades and expertise to 200 middle school, high school and university students from the Hauts-de-France and Normandy regions.
— Participation in employment and apprenticeship fairs to promote our trades and expertise.

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 Vallée, which brings together all local stakeholders in the value chain: glassmakers, decorators, toolmakers, model makers, sorting companies, etc.

COLLABORATION WITH LOCAL AUTHORITIES
— Strengthening the partnership with SDIS 61 (Orne Fire and Rescue Service) by hosting command and coordination exercises on site.
— Regular collaboration with local authorities as part of environmental protection initiatives.

LOCAL PRESENCE AND SOCIAL COMMITMENT
— Organization of an annual blood donation campaign.
— Donations to the Contre le Cancer J'y Vais association.
— Founding member of the Argentan Ambassadors Association, aimed at promoting the local employment area.
— TechNormandie: sharing CSR and HR policies with companies operating within the local employment basin.
— Partnership with an ESAT (sheltered employment and support service) for general maintenance activities.
— Collaboration with the Territoires d'Industrie des Vallées d'Auge initiative.

Preserving employment at our Sites

PRESERVING THE SECTOR'S TRADES
— Participation in Industry Week.
— Participation in regional employment and apprenticeship fairs.
— Implementation of a new simulation-based recruitment method in partnership with France Travail: MRS (Méthode de Recrutement par Simulation).
— Dedicated internal trainer for core business 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 Vallée, which brings together all local stakeholders in the value chain: glassmakers, decorators, toolmakers, model makers, sorting companies, etc.

COLLABORATION WITH LOCAL AUTHORITIES
— Regular collaboration with local authorities as part of environmental protection initiatives (reduction of air emissions).

LOCAL PRESENCE AND SOCIAL COMMITMENT
— Partnership with an ESAT (sheltered employment and support service) for general maintenance activities.
— Several blood donation campaigns organized throughout the year.
— Collaboration with the local employment mission (Mission Locale) and EPIDE to support the reintegration of people into employment.
— Participation in the Mission Locale Business Club.
— Member of CREPI (Regional Club of Companies Committed to Inclusion).
— Partner of the Les entreprises s'engagent Somme business network.
— Sponsorship of two women's football teams.
— Partner of the Festival de l'Oiseau et de la Nature (Bird and Nature Festival).

Preserving employment at our Sites

PRESERVING THE SECTOR'S TRADES
— Continuation of the Industrial Equipment Operator (CEI) vocational qualification program, focused on lacquering line operators.
— Continuation of the CléA certification program.
— Dedicated internal trainer for core business skills training.
— Participation in Industry Week.
— Collaboration with Humando, France Travail, EPIDE and the Mission Locale.
— CV-free recruitment through the Simulation-Based Recruitment Method (MRS), in partnership with France Travail.
— Participation in regional employment and apprenticeship fairs.

VERESCENCE
La Granja
SPAIN

Local presence, global strength

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS
— Internalization of all sorting activities for both decorated and bare glass bottles on site.
— Expansion of door-to-door outsourced bottle sorting activities.
— Improvement of the S&OP and Industrial and Commercial Planning (ICP) processes to support the internalization of decoration activities.

LOCAL SECTORIAL COLLABORATION
— Collaboration with the Academia del Perfume.
— Collaboration with the Royal Glass Museum for training initiatives and the exchange of glassmaking best practices.

COLLABORATION WITH LOCAL AUTHORITIES
— Member of several local industry associations (AMEC, FES and VIDRIO ESPAÑA).
— Collaboration with the local municipality on cultural activities, the provision of equipment for Civil Protection headquarters, equipment for local celebrations, and related initiatives.
— Member of the Local Emergency Planning Committee.

LOCAL PRESENCE AND SOCIAL COMMITMENT
— Sponsorship of sports activities (local football and padel clubs) and cultural events (Noches Mágicas, Mercado Barroco, Christmas celebrations, etc.).
— Collaboration with universities, schools and technical high schools.
— Collaboration with public authorities to promote local employment.
— Sponsorship of a student drawing competition focused on environmental awareness.
— Collaboration with the Cancer Association.
— Collaboration with the Myasthenia Association.
— Collaboration with the Red Cross.
— Collaboration with the Segovia Food Bank.

Preserving employment at our Sites

PRESERVING THE SECTOR'S TRADES
— Partnerships with local schools to promote the integration of young people into the workforce.
— Strengthening partnerships with local and national organizations (Cámara de Comercio Francesa en España, AMEC, Federación Empresarial Segoviana, etc.).

VERESCENCE
Covington
USA

Local presence, global strength

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS
— Internalization of bare glass bottle sorting activities.
— Development of relationships with local packaging suppliers.
— Partnership with a local temporary staffing agency to support workforce 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 Newton Chamber of Commerce.
— Member of the Glass Manufacturing Industry Council (GMIC).

2025-2026 INITIATIVES BY SITE

LOCAL PRESENCE AND SOCIAL COMMITMENT
— Organization of a cancer awareness event.
— Nutrition awareness campaign.
— Adopt-A-Mile partnership with the City of Covington to clean the roadsides along the route leading to the plant.
— Toy collection campaign in support of the Toys for Tots charity.
— Support for various community events (Fun Run, Family Fun Day, YMCA Race, etc.).
— Participation in an event honoring military veterans.

Preserving employment at our Sites

PRESERVING THE SECTOR'S TRADES
— A 30-60-90 day onboarding plan has been implemented 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
— Partnership with two local lacquer suppliers.
— Partnership with a local temporary staffing agency to support workforce needs.

LOCAL SECTORIAL COLLABORATION
— Member of the Glass Manufacturing Industry Council (GMIC).

COLLABORATION WITH LOCAL AUTHORITIES
— Site visits by local firefighters to prepare for potential emergency situations.
— Participation in local city council meetings.

LOCAL PRESENCE AND SOCIAL COMMITMENT
— Organization of a cancer awareness event.
— Nutrition awareness campaign.
— Participation in an event honoring military veterans.
— Toys for Tots toy collection campaign and fundraising event.
— Participation in the Newton County Chamber of Commerce golf tournament to support the local community.
— Collection of non-perishable food items for a local food bank.

Preserving employment at our Sites

PRESERVING THE SECTOR'S TRADES
— Organization of a cancer awareness event.
— Nutrition awareness campaign.
— Participation in an event honoring military veterans.
— Toys for Tots toy collection campaign and fundraising event.
— Participation in the Newton County Chamber of Commerce golf tournament to support the local community.
— Collection of non-perishable food items for a local food bank.

VERESCENCE
Pacific
SOUTH KOREA

Local presence, global strength

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS
— Local sourcing of specific materials based on customer requirements.

LOCAL SECTORIAL COLLABORATION
— Collaboration with a customer to implement a cosmetic glass recycling loop (PCR), promoting the circular economy.

COLLABORATION WITH LOCAL AUTHORITIES
— Participation in a coastal cleanup initiative.
— Participation in events organized as part of World Water Day.
— Participation in a spring cleanup campaign.

LOCAL PRESENCE AND SOCIAL COMMITMENT
— Participation in a coastal cleanup initiative.
— Participation in events organized as part of World Water Day.
— Participation in a spring cleanup campaign.

Preserving employment at our Sites

PRESERVING THE SECTOR'S TRADES
— Participation in a job fair at Gunsan National University.



2025-2026 INITIATIVES

standardized at Group level
and applied at all sites

ECO SOLUTIONS

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_2, 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 manufacturing sites assess their climate and water stewardship performance through the CDP Climate Change and CDP Water Security questionnaires. In 2025, the Group achieved the highest possible rating of A in both Climate Change and Water Security.
— Verescence's decarbonization targets were validated by the Science Based Targets initiative (SBTi), in line with a 1.5°C pathway.
— Verescence continues to roll out its 2019–2034 decarbonization plan across all Group plants:
• by standardizing its Infinite Glass 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.
— Verescence has an internal EHS reporting tool developed in PowerBI, 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 (Infinite Glass 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 Infinite Glass 20 and Infinite Glass 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_2), 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 clients.
— 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 teams.



2025-2026 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 on the compressed air network: implementation of a permanent monitoring system and acquisition of a compressed air leak detection device.
— Feasibility study for the installation of a variable-speed compressor to reduce energy consumption.
— Installation of meters to measure air discharge losses within the network.
— Optimization of the Master System and training of personnel on compressor control range settings.
— Development of a compressor roadmap covering both compressed air production and usage optimization.
— Deployment of energy-efficient blow-off nozzles for Hot End production.
— Replacement of graphite cooling sleeve rings to eliminate the use of compressed air.
— Hybrid furnace construction project.
— Implementation of lehr shutdown and production line shutdown standards.
— Revision of the Energy Audit form to cover the entire process (feeder to Cold End).
— Identification of influencing factors affecting Significant Energy Uses (SEUs).
— Planning of inspections and monitoring of energy meters to ensure measurement reliability and accuracy.
— Planning of targeted measurement campaigns on equipment not monitored by dedicated meters.
— Study for the installation of solar carports in compliance with the APER law.
— Continued deployment of equipment included in the Energy Technical Management System (ETMS).
— Industrial installation for recovering waste heat generated by feeders.
— IS machine ventilation study to improve air regulation and reduce energy consumption.
— Study on intermittent shear spray systems to reduce water consumption.
— Feeder insulation improvement works.
— Deployment of gas radiant heaters (mat heaters) to replace burners.
— Optimization of gas consumption associated with reburn operations.
— Optimization of gas consumption on annealing lehrs through the testing of new insulation materials.
— Installation of meters to measure both compressed air production and compressed air consumption for manufacturing operations.
— Implementation of a gas PCS control system for Feeder and Fire Polishing applications.

REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)
— Monthly measurements submitted to the DREAL to monitor atmospheric emissions: dust, particulate matter, SOx, NOx, etc.
— Monthly monitoring of pollutants in wastewater and Legionella testing (monthly reporting to the DREAL), with the addition of twice-monthly measurements from July to December following a drought-related prefectural order.
— Study conducted with the Le Tréport wastewater treatment plant to reduce water withdrawals for industrial uses through water recovery and reuse.
— Installation of a monitoring screen with alarms enabling real-time detection of water-related anomalies.
— Implementation of a new control system for make-up water replenishment in cooling pools to improve reliability.

WASTE AND END-OF-LIFE
— Recycling of plastics: recovery of our plastic waste for the production of pallet hoods and sleeves (secondary raw materials).
— Comprehensive analysis of waste streams in terms of volumes and costs.
— Identification and optimization of all waste management streams.
— Integration of all recyclable waste generated by our subcontractors.
— Recovery of decorated bottle rejects from our two finishing sites for reintroduction into our furnaces.
— Implementation of waste audits to verify proper waste sorting practices.
— Deployment of visual management tools to support waste segregation.
— Development of a dedicated waste Power BI dashboard to improve understanding and management of waste performance.
— Creation of a dynamic waste map to quickly identify the location of all waste containers.
— Implementation of 5S initiatives including waste elimination activities.
— Rationalization of all laboratory chemicals, including the identification of dedicated disposal streams for non-standard products.

REDUCED IMPACT ON WATER
— Deployment of water meters to improve understanding and monitoring of industrial water uses.
— Installation of additional meters to measure domestic wastewater discharges (sanitary wastewater).
— Replacement of the FISA machine, eliminating water consumption associated with this equipment.
— Installation of a monitoring screen with alarm functions to enable faster response in the event of malfunctions.
— Implementation of a QRQC process whenever the daily water consumption threshold is exceeded.
— Integration of water performance monitoring into the daily Maintenance (PCS) management routine.

COMMUNICATION
— Escape game on waste recycling methods organized during CSR Day to raise awareness of waste management and recycling.
— Employee engagement campaign to collect ideas for energy improvement initiatives («Call for Good Ideas»).
— Communication campaign on energy sobriety and water consumption targeting all employees.
— 2025 lessons learned review (Retex) and brainstorming sessions conducted with managers to share ideas and build the Energy roadmap.
— Presentation of the 2024-2026 performance review and roadmap to the Executive Committee.
— ISO 50001 awareness modules delivered to both Executive Committee members and operational teams.
— Presentation of Energy performance results during departmental meetings.
— Article dedicated to Energy topics published in the internal newsletter.
— Continuation of the «Safety Quarter Hour» at the beginning of each departmental meeting.
— Use of the Fabriq platform to deploy Health, Safety and Environmental communication.

MANAGEMENT
— Energy Steering Committee with weekly reviews led by a dedicated pillar leader.
— Creation of a dedicated monthly Management System review during pillar meetings, enabling the monitoring of audits, standards and ISO regulatory requirements.
— Integration of Energy KPIs into Fabriq for the management of SEUs (Significant Energy Uses) related to furnace operations.
— Integration of Energy projects into the Continuous Improvement PMO, with monitoring through dedicated project dashboards.
— Revision of Energy audits to incorporate the entire production line, with follow-up through the Management System pillar and Fabriq for the management of non-conformities and improvement actions.

VERESCENCE
Orne
FRANCE

Optimizing the environmental impact of our processes

ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS
— Commissioning of a variable-speed compressor.
— Compressor fleet rationalization project.
— Outdoor lighting adaptation project for weekends.
— Implementation of an ETMS (Energy and Water Technical Management System) across the site.
— Development of management tools for each workshop.
— Equipment upgrade of UV production lines.
— Installation of an electric lehr.
— Project to install destratification fans for heating optimization in storage areas and the lacquering workshop.
— Conversion of enamel ink production runs to organic inks.
— Study regarding the replacement of boilers.
— Automatic shutdown of extraction systems, convection systems and conveyors when the gas lehr temperature falls below 80°C.
— Identification and shutdown of equipment not required during weekends.
— Automation and control optimization of infrared lehrs.
— Higher-performance 3D printers to improve processing time, energy efficiency and consumable usage.
— Integration of a new electric lacquering line.

REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)
— Replacement of filtration units in the lacquering workshop.
— Installation of covered secondary containment systems for the storage of hazardous materials.
— Reconfiguration of storage areas located near sprinkler-protected zones.

WASTE AND END-OF-LIFE
— Increased selective waste recovery through the recycling of polyethylene plastic films, PE/PS thermoformed packaging and disposable wooden pallets.
— Recycling of flint glass to the Mers-les-Bains plant (both bare glass and lacquered glass).
— Implementation of selective waste sorting in break rooms and office areas.
— Optimization of paper collection in offices by collecting flat paper rather than crumpled paper.
— Implementation of a cigarette butt collection program.
— Dewatering of paint sludge to reduce its water content and consequently decrease the volume of waste requiring treatment.
— Comprehensive analysis of waste streams in terms of costs and volumes.
— Achievement of 100% waste recovery, through either recycling or energy recovery.

REDUCED IMPACT ON WATER
— Management of our water footprint through systematic and targeted data collection on water withdrawals, discharges and process-specific requirements, providing a detailed understanding of water consumption and recycling capabilities.
— Study on the recovery of rainwater for integration into our manufacturing processes.
— Reuse and recycling of process effluents in water-intensive operations, particularly on lacquering lines.

2025-2026 INITIATIVES BY SITE

COMMUNICATION
— Management of our water footprint through systematic and targeted data collection on water withdrawals, discharges and process-specific requirements, providing a detailed understanding of water consumption and recycling capabilities.
— Study on the recovery of rainwater for integration into our manufacturing processes.
— Reuse and recycling of process effluents in water-intensive operations, particularly on lacquering lines.

MANAGEMENT
— Weekly reviews led by the Energy pillar to monitor energy consumption.
— Monthly review of site energy consumption by the Executive Committee (CODIR) and the Steering Committee (COPIL).
— Recruitment of an EHS apprentice.
— Reporting of environmental risk situations through a dedicated reporting log.
— Environmental event monitoring indicator managed through the Fabriq platform.

VERESCENCE
Somme
FRANCE

Optimizing the environmental impact of our processes

ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS
— Compressed air leak audits conducted and corrective actions implemented.
— Progressive conversion to LED lighting in auxiliary and support areas.
— Deployment of electric lehrs for new projects.
— Replacement of UV lamps with LED lamps.
— Progressive replacement of enamel inks with organic inks, reducing curing temperatures from 650°C to 150°C.
— Elimination of compressed air used for bottle cooling.
— Shutdown of outdoor lighting during weekends.
— Destratification of logistics areas to reduce heating requirements.
— Identification and shutdown of equipment not used during weekends.
— Implementation of an ETMS (Energy and Water Technical Management System).
— Replacement of gas-powered forklifts with electric forklifts.

REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)
— Improvement project for the filter replacement process.

WASTE AND END-OF-LIFE
— Dewatering of paint sludge to reduce its water content and consequently decrease the volume of waste requiring treatment.
— Recycling of cardboard, transparent PE plastics, Akilux sheets, thermoformed packaging, commercial pallets and glass cullet.
— Distribution of reusable water bottles to all employees to eliminate plastic cups and reduce the use of paper cups.
— Shipment of glass cullet to the Mers-les-Bains plant for reuse in furnaces.
— Implementation of a cigarette butt collection program with an associated recycling stream.
— Implementation of a paper recycling stream in office areas and production unit common spaces.
— Establishment of a new recycling and recovery stream for paint waste.

REDUCED IMPACT ON WATER
— Reuse and recycling of effluents from water-intensive processes (lacquering lines, etc.).
— Installation of additional water meters to monitor and optimize water consumption.
— Monitoring of water consumption through dedicated tracking systems for each production line.
— Monitoring of water withdrawals through sub-metering systems.
— Implementation of a closed-loop water circuit on a lacquering line.
— Enhancement of water consumption management through systematic and targeted data collection on water withdrawals, discharges and process-specific requirements, providing a detailed understanding of water consumption and recycling capabilities.
— Reuse of water recovered from the dewatering of paint sludge in lacquering pits.
— Implementation of alarm systems triggered when water consumption thresholds are exceeded.

COMMUNICATION
— Raising employee awareness of eco-friendly practices (waste sorting, energy conservation, etc.).
— Development of environmental awareness messages.
— Communication through the internal newsletter.
— Implementation of an anti-littering cigarette butt awareness campaign.
— Implementation of environmental event monitoring at the plant level.

MANAGEMENT
— Recruitment of a fixed-term EHS Technician to work on specific initiatives, including the deployment of the Energy and Water Technical Management System (ETMS).
— Recruitment 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 finished goods transportation.
— Door-to-door bottle sorting to reduce the internal logistics chain of the finishing facility.
— Renewable energy PPA supporting carbon neutrality for the site's electricity consumption.
— Replacement of all fuel-powered company vehicles with hybrid vehicles.
— To encourage e-mobility, an electric vehicle charging station has been installed in the site parking area.
— Improved furnace thermal insulation.
— Deployment of an ETMS project to monitor gas and electricity consumption in real time.
— Gas-free packaging machine.
— Electric lacquering line.
— Installation of LED lighting.
— New screen-printing machine: lower energy consumption per decorated unit.
— Reduction in energy consumption and CO2 emissions per unit produced on the glass insulator production line.
— Replacement of an air compressor with a new, more efficient and energy-saving unit.
— Installation of a new variable-speed compressor for the finishing workshop, replacing two fixed-speed compressors.
— Installation of energy flow meters and information displays.
— Implementation of a glass gob weight control system to reduce glass losses associated with manual inspections.
— Deployment of a new quality control system for glass insulators, enabling the measurement of internal dimensions and preventing breakage during quality testing.

REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)
— Installation of an acoustic enclosure on an air generator to reduce noise levels.
— Installation of a new water treatment plant enabling the reuse of water consumed in glass insulator production.
— Installation of equipment on the batch conveyor system to prevent dust emissions.
— Improvement of emissions through a new filtration system on the lacquering lines, reducing VOC emissions and particulate matter by 75%.

WASTE AND END-OF-LIFE
— Improved sorting of non-recyclable waste and enhanced recyclability of certain waste streams, including colored glass, cement and contaminated cullet.
— Recycling of 100% of liquid waste generated by the lacquering lines and waste produced by tooling cleaning machines.
— End-of-life management of glass insulators: publication of a Life Cycle Assessment (LCA) report.
— Establishment of a workshop dedicated to repairing damaged pallets and reducing wood waste.
— Replacement of internal cardboard and wooden packaging for glass insulators with thermoformed trays that can be reused multiple times.
— Lacquering line filtration project: installation of a three-stage filtration system, reducing hazardous waste generation.

REDUCED IMPACT ON WATER
— Emergency water management plan for drought periods linked to climate change, including consumption adjustments, leak monitoring and water rationing measures.
— 50% reduction in water evaporation from cooling towers through temperature control and optimized water management settings.
— Water conservation project: monthly reporting by department to monitor water consumption, with performance improvements observed in departments such as Assembly.
— Installation of a new clarifier to enable the reuse of wastewater from the Assembly department.
— Installation of low-flow faucets in locker rooms to reduce domestic water consumption.
— Implementation of a real-time water consumption monitoring system.
— The lamellar decanter installed at the end of 2024 demonstrated its effectiveness in 2025, enabling a 70% reduction in water withdrawals during periods of water stress.

COMMUNICATION
— Communication on waste sorting.
— Newsletter covering CSR improvements and achievements.
— Newsletter featuring updates on ISO 50001, energy improvements to Furnace 2, LED installation projects, the use of PCR cullet in Furnace 1, and other energy-related initiatives.
— Environmental training provided to decoration plant employees.

MANAGEMENT
— ISO 50001 (Energy Management) certified since December 2021.
— Completion of a climate change adaptation assessment to anticipate risks associated with heat waves, water stress and other climate-related impacts.

VERESCENCE
Covington
USA

Optimizing the environmental impact of our processes

ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS
— Re-certification completed during the first quarter for annual CO2 emissions reporting.
— Installation of a new fixed gas analyzer to optimize the gas-to-air ratio and burner efficiency, thereby reducing gas consumption and CO2 emissions.
— Installation of LED lighting.
— Reduction of electricity and gas consumption to improve the carbon footprint through ISO 50001 initiatives, including LED lighting projects and testing of solar-powered lighting for the parking area.
— Increase in the proportion of PCR cullet used to reduce the energy required for glass melting.
— Upgrade of gas meters on annealing lehrs to improve understanding of overall gas consumption and support reduction efforts.

2025-2026 INITIATIVES BY SITE

— Installation of new mass flow meters to improve monitoring of gas consumption performance.
— Use of battery-powered industrial vacuum cleaners for equipment cleaning, replacing the use of compressed air.
— Installation of a gas detector to facilitate leak detection.
— Testing of steam-based conveyor belt cleaning equipment prior to broader deployment.

REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)
— Installation of a vent on soda ash silos.
— Voluntary annual stack emissions testing to strengthen the control of atmospheric emissions.
— Quarterly cleaning of the parking area to reduce road sediment that could contaminate adjacent properties through stormwater runoff.
— Preventive maintenance of the stack opacity monitoring system.
— Removal of vegetation from the retention pond near the production facility to facilitate maintenance and reduce contamination risks.
— Installation of weighted silt barriers to reduce the risk of sediment migration from roadways into the retention pond.
— In-house repair of damaged pallets to reduce landfill disposal costs.
— Installation of concrete barriers around cullet storage areas to prevent material from being carried into stormwater systems.
— Installation of signage near stormwater retention ponds to prevent illegal waste disposal.

WASTE AND END-OF-LIFE
— Reduction in the use of waste compactors through improved cardboard and plastic recycling.
— Recycling of all cardboard and metal waste.
— Recycling of precious metals (molds and furnace probes).
— Recycling of printer cartridges and IT waste (Green IT).
— Introduction of decorated glass cullet into batch formulations.
— Implementation of a Universal Waste Management Program for batteries and lamps.
— Recycling of all packaging materials generated in the sorting area.
— Commissioning of an independent waste stream assessment to identify additional recycling opportunities (e.g., stretch film).
— Identification of a recycling service provider to recover stretch film and other plastic waste generated on site.

REDUCED IMPACT ON WATER
— Installation of a water storage tank and pumping system to recycle water used by the production facility, generating savings of 51 m^3 per day.
— Elimination of automatic flushing systems and faucets to reduce unnecessary water consumption.

COMMUNICATION
— Annual employee training on the environmental impacts associated with our activities.
— Energy newsletter highlighting potential energy savings and performance monitoring practices.

MANAGEMENT
— Annual risk assessment audit.
— Successful completion of the ISO 14001 certification audit.
— ISO 50001 (Energy Management) certification.
— Employee training on waste sorting and energy conservation.
— Completion of an Arc Flash study on relevant equipment.
— Arc Flash hazard training provided to affected employees.

VERESCENCE
Sparta
USA

Optimizing the environmental impact of our processes

ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS
— Reduction of energy consumption through the increased use of organic inks for decoration.
— Measures implemented to reduce energy consumption:
• Detection and repair of compressed air leaks.
• Optimization of annealing lehr utilization.
— Installation of LED lighting throughout the entire plant.
— Replacement of the existing chiller with a high-efficiency unit.
— Insulation of the plant 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.
• Elimination of the water curtain system, reducing water consumption by 50% and eliminating wastewater generation.
— Installation of a two-stage filtration system, with cardboard and polyester filter layers on each filter, to reduce emissions.

WASTE AND END-OF-LIFE
— Implementation of a Universal Waste Management Program for batteries and lamps.
— Improved packaging utilization through the reuse of common packaging materials between the Covington and Sparta facilities.
— Recycling of precious metals recovered from ink waste.
— Reduction of minimum transportation costs associated with non-hazardous industrial waste (DIB) shipments from the site.
— Identification of a recycling service provider for the recovery of stretch film and other plastic films generated on site.
— Improvement of glass waste sorting practices to increase the volume of cullet reintegrated into the production process at Covington.
— Increased use of thermoformed trays for bottle packaging.

REDUCED IMPACT ON WATER
— Implementation of daily water consumption monitoring.



— Elimination of automatic flushing systems and faucets to reduce unnecessary water consumption.

COMMUNICATION
— Review of waste sorting instructions.
— Installation of additional signage in the glass waste sorting area to improve waste segregation practices.

MANAGEMENT
— Successful completion of the ISO 14001 certification audit.
— Employee training on waste sorting and energy conservation.
— Completion of an Arc Flash study on relevant equipment.
— Arc Flash hazard training provided to affected employees.

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 energy consumption (replacement of bulbs with LED lighting and installation of motion-sensor lighting).
— Reduction of energy consumption through the use of air conditioning timers and temperature control systems.
— Installation of photovoltaic panels on the plant 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 proportion of PCR cullet used to reduce the energy required for glass melting.

REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)
— Monthly monitoring of air and water quality to manage pollutant emissions.
— Reduction of SOx emissions through the use of lower-sulfur fuels.
— Regular soil surveys to assess pollution levels.
— Signature of an agreement with the Chungnam Provincial Government to reduce NOx and SOx emissions and carry out tree-planting initiatives on site. Actions will be implemented over the 2025-2029 period.

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 customer through the use of reusable packaging.

REDUCED IMPACT ON WATER
— Calibration of the flow meter to improve measurement accuracy.

COMMUNICATION
— Communication on waste sorting and disposal practices.
— Presentation of initiatives during CSR Day.

MANAGEMENT
— Successful completion of the ISO 14001 certification audit.

Equivalence tables GRI

Verescence has set out its strategy and reporting in accordance with the principles of the 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	▼	About Verescence
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	▼	-
102-5	Nature of ownership and legal form	▽	About Verescence
102-6	Markets served: geographic location of markets, sectors served, and types of customers and users/consumers	▼	About Verescence Value chain
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	▼	Value chain
102-9	Supply chain: including the organization's main structure for the activities, brands, products and services	▼	Three-pillar CSR strategy and governance
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)	▼	-
102-11	Approach to the precautionary principle	▽	Three-pillar CSR strategy and governance
102-12	External initiatives (list of CSR charters, principles, or other initiatives that the organization endorses)	▼	Stratégie RSE en trois piliers et gouvernance
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 agreements in all countries where the legal framework allows
102-42	Collective bargaining agreements: percentage of employees covered by collective bargaining agreements	▽	-
102-43	Approach to stakeholders: the organization's approach to stakeholders, including frequency of engagement and specific commitments made for each stakeholder group	▽	-
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	▼	-
102-50	Reporting period	▼	2025 calendar year
102-51	Date of the most recent previous report (if any)	▼	July 2025
102-52	Reporting cycle	▼	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) Core criteria (cf. GRI-G4)
102-55	GRI Equivalence Table	▼	GRI Equivalence Table (Global Reporting Initiative). Core 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

▼ Complete equivalence ▼ Partial equivalence ▽ No equivalence

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
	Specific disclosures		
20	ÉCONOMIE		
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: 2025 in key figures
205	**Anti-corruption**		
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: 2025 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

▼ Complete equivalence ▼ Partial equivalence ▽ No equivalence

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	▽	-
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

Equivalence tables Global Compact

2025 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress.**

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 2025 COP (2025-2026 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	Businesses should encourage the development and diffusion of environmentally friendly technologies.	▼	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

▼ Complete equivalence ▼ Partial equivalence ▽ No equivalence



Independent third party reports (KPMG)

This is a translation into English of one of the Statutory auditors report on the ESG information of the Entity issued in French and it is provided solely for the convenience of English-speaking users.
This report should be read in conjunction with, and construed in accordance with, French law and professional guidance applicable in France.

Limited assurance report from one of the Statutory auditors on selected ESG information

Financial year ended December 31st 2025.

To the annual general meeting,

In our capacity as statutory auditor of your company, we have undertaken a limited assurance engagement on a selection of ESG information[1] prepared on a volontary basis by Verescence France S.A.S (hereinafter "the Entity"), with regard to the entity's procedures (hereinafter the "Reporting Framework"), for the financial year ended on December 31st 2025 (hereinafter the "Information"), and identified by the symbol "[1]" in the "CSR dashboard" section of the 2025–2026 Sustainability Report (hereinafter the "Statement").
Our assurance does not extend to information in respect of earlier periods or to any other information set out in the Statement not included in the Information.

Limited assurance conclusion

Based on the procedures we have performed, as described under the section "Nature and scope of procedures", and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Information is not prepared, in all material respects, in accordance with the Reporting Framework.

Preparation of the Information

The absence of a commonly-used generally-accepted reporting framework or established practice 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 Reporting Framework, available on request from the Entity's headquarters. The significant elements of the Reporting Framework are set out in the Statement.

Responsibility of the Entity

The Information has been prepared under the responsibility of Management. Management of Verescence France S.A.S is responsible for:
• selecting or establishing suitable criteria for preparing the Information;
• preparing the Information in accordance with the Reporting Framework; and
• designing, implementing and maintaining internal control relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

Responsibility of the Statutory Auditor

We are responsible for:
• planning and performing the engagement to obtain limited assurance about whether the Information is prepared, in all material respects, in accordance with the Reporting Framework and is free from material misstatement, whether due to fraud or error;
• forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
• reporting our conclusion to the Entity's Management.
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.

Professional guidance and Standard applied

We performed the work described below in accordance with the professional guidance issued by the French Institute of Statutory Auditors (CNCC) applicable to such engagement, and with international standard ISAE 3000 (revised) Assurance Engagements other than Audits or Reviews of Historical Financial Information issued by the IAASB (International Auditing and Assurance Standards Board).
They do not constitute an audit or a review within the meaning of the professional standards applicable in France. Nor do they constitute a "certification" in accordance with the guidelines of the Haute Autorité de l'Audit (H2A).

Independence and quality management

Our independence is defined by the provisions of the French Commercial Code (Code de commerce), French Code of Ethics for Statutory Auditors (Code de déontologie) as well as International Code of Ethics for Professional Accountants (including Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA). This Code is based on the compliance with the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality, and professional behavior.
In addition, we apply International Standard on Quality Management 1, which requires to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards, applicable legal and regulatory requirements and French professional guidance.

Nature and scope of the procedures

We planned and performed our work, described below, to address the areas where we have identified that a material misstatement of the Information is likely to arise. As part of our limited assurance engagement and based on our professional judgment, we:
• updated our understanding of the Entity and its environment, including the internal control components relevant to the preparation of the Information;
• assessed the suitability of the Reporting Framework's criteria about their relevance, completeness, reliability, neutrality and understandability, considering, where appropriate, best industry practices;
• obtained an understanding of internal control procedures implemented by the Entity aimed at ensuring the compliance of the Information with the Reporting Framework;
• assessed whether the methods used by the Entity to prepare the Information are appropriate in regard of the Reporting Framework and, where applicable, assessed the relevance of changes in methods and assumptions;
• verified that the Information has been prepared within the scope indicated in the Reporting Framework;
• For Information submitted to our procedures, we have:
- performed analytical procedures to verify the consistency of any changes in those data and, where necessary, requested explanations from Management regarding any unusual items;
- performed test of details, using sampling techniques (or other selection methods), in order to verify the correct application of the calculation methods and assumptions described in the Reporting Framework and reconcile the underlying data with the supporting documentation.
- through interviews with Management, we obtained an understanding of the method used to calculate the estimated data. We assessed the appropriateness and correct application of this method, as well as the appropriateness of the sources of information used.
• assessed the overall consistency of the information in relation to our knowledge of the Entity.
We consider that the evidence we have obtained is sufficient and appropriate to support our conclusion.
The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance opinion in accordance with the French professional guidelines as well as in accordance with international standard ISAE 3000 (revised). A higher level of assurance would have required us to carry out more extensive procedures.

[1] Listed in the Appendix

Restrictions on distribution and use

This report has been prepared solely for your attention within the context described in the first paragraph and may not be used, distributed or referred to for any other purpose. Our work should not be taken to supplant any additional inquiries or procedures that should be undertaken by a third-party recipient of this statement, and we make no representations regarding the sufficiency of the procedures we performed for the purpose of third parties.

In our capacity as statutory auditor of Verescence France S.A.S, our responsibility towards Verescence France S.A.S and the shareholders is defined by French law and we do not accept any extension of our responsibility beyond that set out in French law. We do not owe or accept any duty of care to any third party. In no event shall KPMG be liable for any loss, damage, cost or expense arising in any way from fraudulent acts, misrepresentation or wilful misconduct on the part of the Directors, employees or agents of Verescence France S.A.S or its subsidiaries.

This report is governed by French law. The French courts have exclusive jurisdiction in relation to any claim, difference or dispute which may arise out of or in connection with this report.

Paris la Défense, July 24th 2026

KPMG S.A.

Philippe CHERQUI
Partner

Raffaele GAMBINO
ESG Expert

APPENDIX

ESG INFORMATION	LEVEL OF ASSURANCE
Social indicators	
Lost time accident frequency rate (TF1)	Limited
Absenteeism rate (includes the number of lost days due to work accidents with sick leave)	Limited
Investments allocated to improving working conditions and EHS initiatives vs. Total Investments	Limited
Number of trained employees vs. Number of employees	Limited
Number of promotions	Limited
Percentage of female managers	Limited
Percentage of female recruits	Limited
Societal indicators	
Number of qualification approaches	Limited
Local purchases vs. Purchasing volume	Limited
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)	Limited
High-risk employees trained and qualified on corruption risks vs. Total workforce	Limited
High-risk employees trained and qualified on information security vs. Total workforce	Limited
Environmental indicators	
On Time In Full delivery rate (OTIF)	Limited
Customer complaint rate	Limited
NOx emissions for glass manufacturing sites	Limited
SOx emissions for glass manufacturing sites	Limited
Fine particle emissions for glass manufacturing sites	Limited
Total quantity of waste per ton of glass drawn	Limited
Waste recycling rate	Limited
Percentage of bottle drawings issued with a Glass Score	Limited



Reasonable assurance report from one of the Statutory auditors on selected ESG information.

Financial year ended December 31st 2025.

To the annual general meeting,

In our capacity as statutory auditor of your company, we have undertaken a reasonable assurance engagement on a selection of ESG information[1] prepared on a volontary basis by Verescence France S.A.S (hereinafter "the Entity"), with regard to the entity's procedures (hereinafter the "Reporting Framework"), for the financial year ended on December 31st 2025 (hereinafter the "Information"), and identified by the symbol "(√)" in the "CSR dashboard" section of the 2025–2026 Sustainability Report (hereinafter the "Statement").
Our assurance does not extend to information in respect of earlier periods or to any other information set out in the Statement not included in the Information.

Reasonable assurance opinion

Based on the procedures we have performed, as described under the section "Nature and scope of procedures" and the evidence we have obtained, in our opinion, the Information is prepared, in all material respects, in accordance with the Reporting Framework.

Preparation of the Information

The absence of a commonly-used generally-accepted reporting framework or established practice 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 Reporting Framework, available on request from the Entity's headquarters. The significant elements of the Reporting Framework are set out in the Statement

Responsibility of the Entity

The Information has been prepared under the responsibility of Management. Management of Verescence France S.A.S is responsible for:
• selecting or establishing suitable criteria for preparing the Information;
• preparing the Information in accordance with the Reporting Framework; and
• designing, implementing and maintaining internal control relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

Responsibility of the Statutory Auditor

We are responsible for:
• planning and performing the engagement to obtain reasonable assurance about whether the Information is prepared, in all material respects, in accordance with the Reporting Framework and is free from material misstatement, whether due to fraud or error;
• forming an independent opinion based on the procedures we have performed and the evidence we have obtained; and
• reporting our opinion to the Entity's Management.

As we are engaged to form an independent opinion 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.

Professional guidance and Standard applied

We performed the work described below in accordance with the professional guidance issued by the French Institute of Statutory Auditors (CNCC) applicable to such engagement and with international standard ISAE 3000 (revised) Assurance Engagements other than Audits or Reviews of Historical Financial Information issued by the IAASB (International Auditing and Assurance Standards Board)].
They do not constitute an audit or a review within the meaning of the professional standards applicable in France. Nor do they constitute a "certification" in accordance with the guidelines of the Haute Autorité de l'Audit (H2A).

Independence and quality management

Our independence is defined by the provisions of the French Commercial Code (Code de commerce), French Code of Ethics for Statutory Auditors (Code de déontologie) as well as the International Code of Ethics for Professional Accountants (including Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA). This Code is based on the compliance with the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality, and professional behaviour.
In addition, we apply International Standard on Quality Management 1, which requires to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards, applicable legal and regulatory requirements and French professional guidance.

Nature and scope of the procedures

We planned and performed our work, described below, to address the areas where we have identified that a material misstatement of the Information is likely to arise. As part of our reasonable assurance engagement and based on our professional judgment, we:
• updated our understanding of the Entity and its environment, including the internal control components relevant to the preparation of the Information;
• assessed the suitability of the Reporting Framework's criteria about their relevance, completeness, reliability, neutrality and understandability, considering, where appropriate, best industry practices;
• obtained an understanding of internal control procedures implemented by the Entity aimed at ensuring the compliance of the Information with the Reporting Framework;
• assessed the design and implementation of controls relevant to the preparation of the Information, and tested their operational effectiveness;
• assessed whether the methods used by the Entity to prepare the Information are appropriate in regard of the Reporting Framework and, where applicable, assessed the relevance of changes in methods and assumptions;
• verified that the Information has been prepared within the scope indicated in the Reporting Framework;
• evaluated the process for collecting and compiling the Information in order to assess the completeness and accuracy of the data collected and performed procedures to verify the correct consolidation of these data.
• For Information submitted to our procedures, we have:
- performed analytical procedures to verify the consistency of any changes in those data and, where necessary, requested explanations from Management regarding any unusual items;
- performed test of details, using sampling techniques (or other selection methods), in order to verify the correct application of the calculation methods and assumptions described in the Reporting Framework and reconcile the underlying data with the supporting documentation.
- through interviews with Management, we obtained an understanding of the assumptions, the calculation methods and the sources of information used.
We assessed the appropriateness and correct application of this method, as well as the appropriateness of the assumptions and the sources of information used.
• assessed the overall consistency of the information in relation to our knowledge of the Entity.
We consider that the evidence we have obtained is sufficient and appropriate to support our opinion.

[1] Listed in the Appendix

Restrictions on distribution and use

This report has been prepared solely for your attention within the context described in the first paragraph and may not be used, distributed or referred to for any other purpose. Our work should not be taken to supplant any additional inquiries or procedures that should be undertaken by a third-party recipient of this statement, and we make no representations regarding the sufficiency of the procedures we performed for the purpose of third parties.

In our capacity as statutory auditor of Verescence France S.A.S, our responsibility towards Verescence France S.A.S and the shareholders is defined by French law and we do not accept any extension of our responsibility beyond that set out in French law. We do not owe or accept any duty of care to any third party. In no event shall KPMG be liable for any loss, damage, cost or expense arising in any way from fraudulent acts, misrepresentation or wilful misconduct on the part of the Directors, employees or agents of Verescence France S.A.S or its subsidiaries.

This report is governed by French law. The French courts have exclusive jurisdiction in relation to any claim, difference or dispute which may arise out of or in connection with this report.

Paris la Défense, July 24th 2026

KPMG S.A.

Philippe CHERQUI	Raffaele GAMBINO
Partner	ESG Expert

APPENDIX

ESG INFORMATION	LEVEL OF ASSURANCE
Rate of glass bottles produced with PCR glass	Reasonable
CO2 emissions (Scope 1: Direct GHG; Scope 2: Energy Indirect GHG)	Reasonable
CO2 emissions (Scope 3)	Reasonable
Water withdrawal per metric ton of glass	Reasonable
Recycled water vs. Water needs	Reasonable
Water consumption vs. Water needs (Losses vs. Water Needs)	Reasonable
BOD5 - Biochemical Oxygen Demand over five days	Reasonable
COD - Chemical Oxygen Demand	Reasonable
TSS - Total Suspended Solids	Reasonable



VERESCENCE

GLASS MADE TO LAST.

Para cualquier pregunta relativa a los elementos de este informe, póngase en contacto con:

Alain Thorré
Director de RSC
alain.thorre@verescence.com

Christophe Dhaene
Responsable de RSC/HSE del Grupo
christophe.dhaene@verescence.com

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Siga a Verescence en la redes sociales para estar al día de la actualidad.

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