

VERESCENCE



GLASS MADE TO LAST.

SUSTAINABILITY REPORT
2025-2026

04

Editorial

06

Who we are

08

Value chain

12

Governance & sustainable
performance system

14

Our CSR challenges

16

Three-pillar CSR strategy

18

People First

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

30

Act for Society

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

40

Eco Solutions

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

56

Appendices

- CSR dashboard
- Methodology note
- CSR Initiatives 2025-2026
- Equivalence tables
(GRI and Global Compact)
- Independent Third Party Reports (KPMG)



“

We are resolutely pursuing our goal of becoming the global leader in the sustainable beauty market.

”

Thomas Riou
CEO

In an increasingly complex global context marked by multiple crises and profound transformation, Verescence once again demonstrated in 2025 the resilience of its performance and the relevance of its strategy. The past year has also brought with it a change of shareholders, with the arrival of two new committed and ambitious family shareholders with a long-term vision, namely Movendo and Draycott.

Celebrating its 130th anniversary in 2026, Verescence is guided by a long-term vision that sees it becoming the global leader in the sustainable beauty market and continues to resolutely implement its strategy while demonstrating resilience and adaptability.

The strategic pillars of our “Glass Made to Last” roadmap have remained at the heart of our priorities, and I would like to congratulate all Verescence employees for their remarkable efforts in 2025.

Our decentralized, regionalized operational model is a key asset that allows us not only to be close to our customers but also to be more agile in our response to risks and opportunities. The success of Verescence North America is a prime example of this.

We continue to heavily prioritize our employees and are notably committed to building an environment where everyone can thrive and

contribute fully. In our industry, this primarily concerns safety and working conditions, but also extends to skills development, increasing female representation, and recognizing performance.

For several years now, we have been committed to decarbonizing our operations, which has notably involved the gradual electrification of our manufacturing processes. We are set to reach a major milestone at our Mers-les-Bains site in 2026 with the construction of a state-of-the-art hybrid furnace that will run on 80% electricity and 20% biogas—a world first not only for the Group but for the beauty glass packaging industry.

We are innovating and investing with the aim of expanding the use of glass across every segment of our beauty market and providing packaging that is both luxurious and more environmentally friendly.

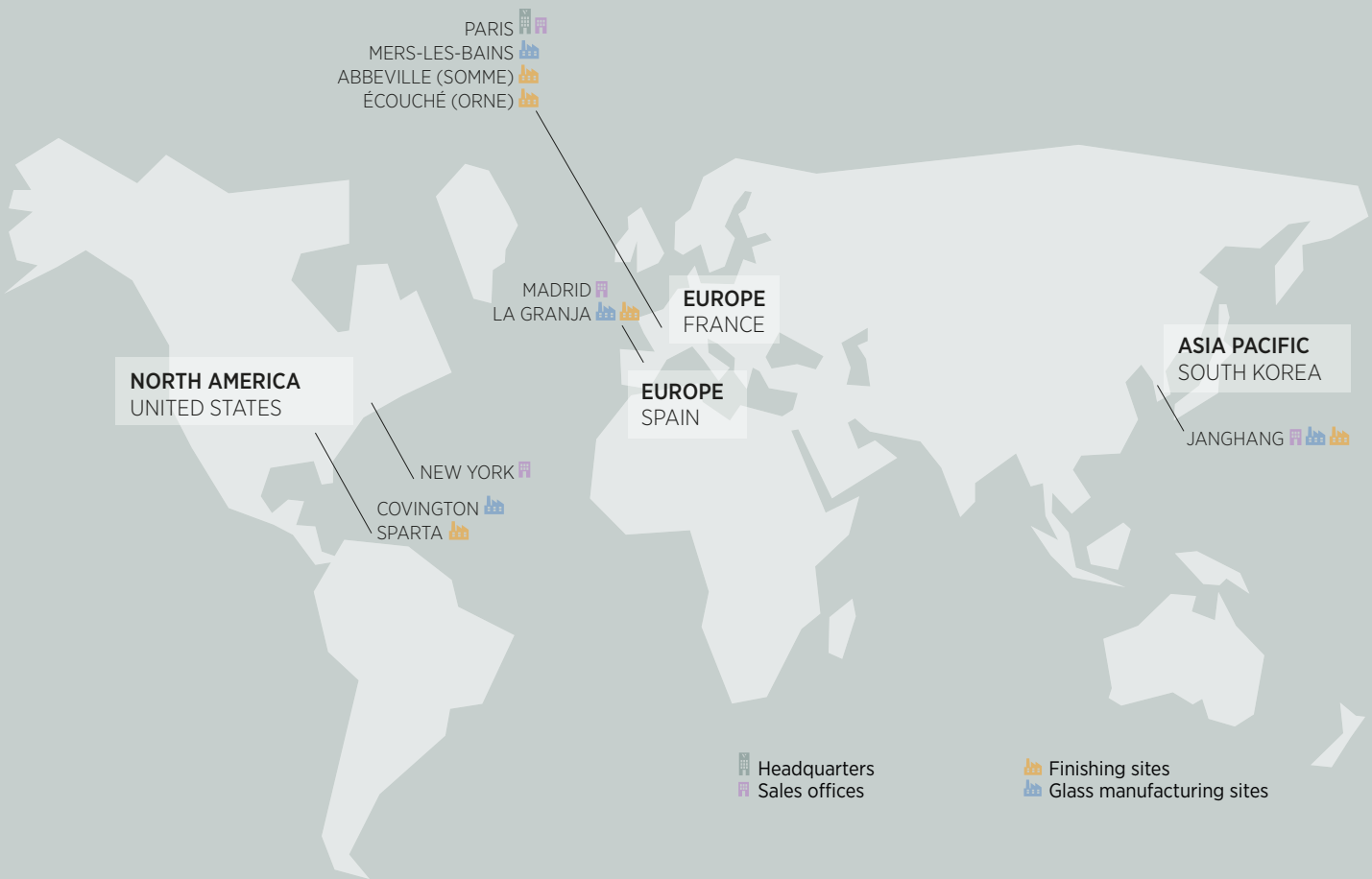
Finally, in light of the reality of climate change, we are continuing our efforts to bolster the resilience of our sites and organizations. We have already come a long way in this respect, but we must go even further by strengthening our action plans.

This report outlines our progress to date and our commitment to making a responsible and sustainable contribution to developing the beauty market. Let us take pride in how far we’ve come and continue to work together to build a more sustainable future.

Who we are

THE WORLD LEADER
IN LUXURY BOTTLES

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



WHAT WE DO



PERFUME AND BEAUTY

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

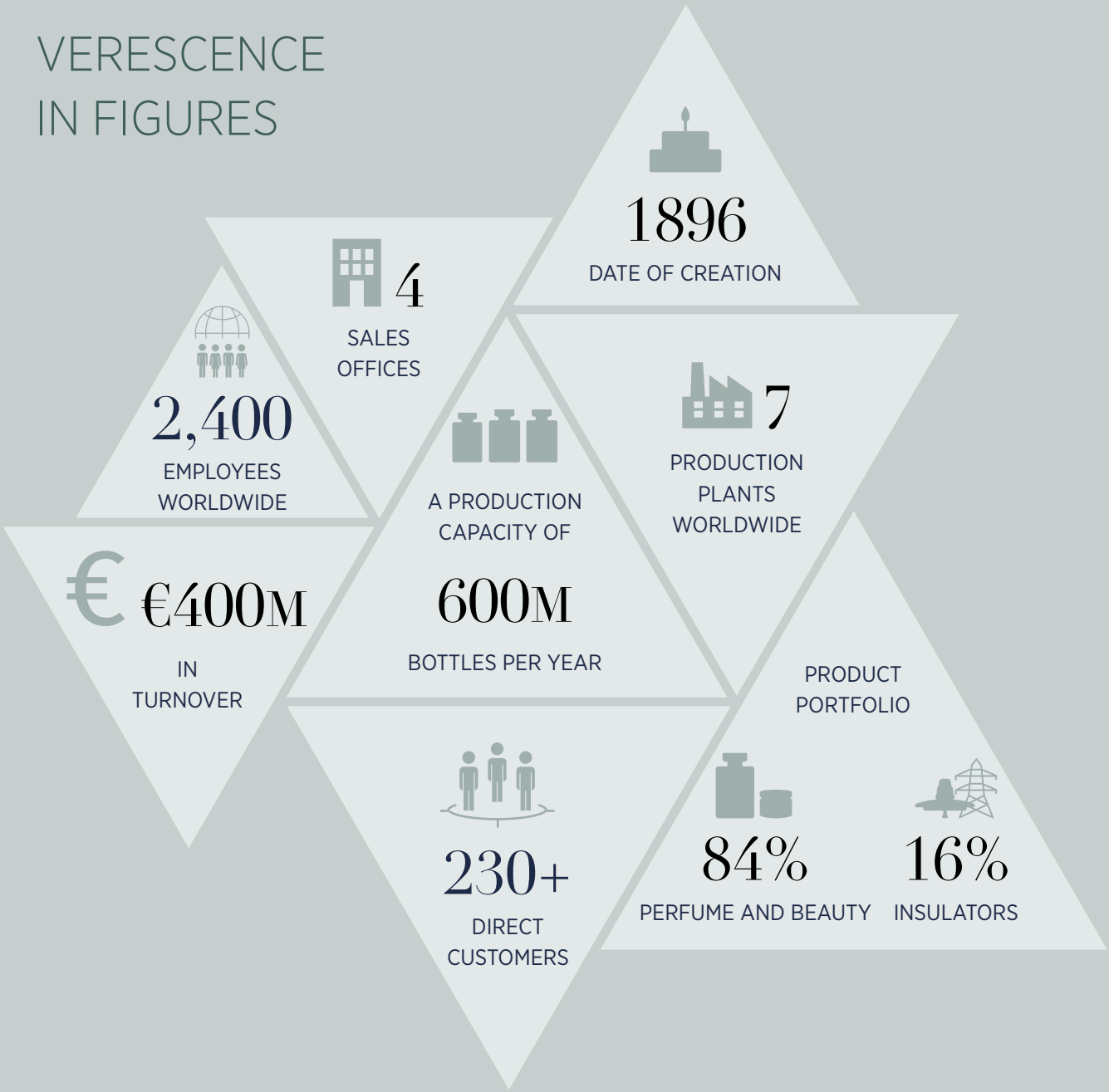


INSULATORS

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

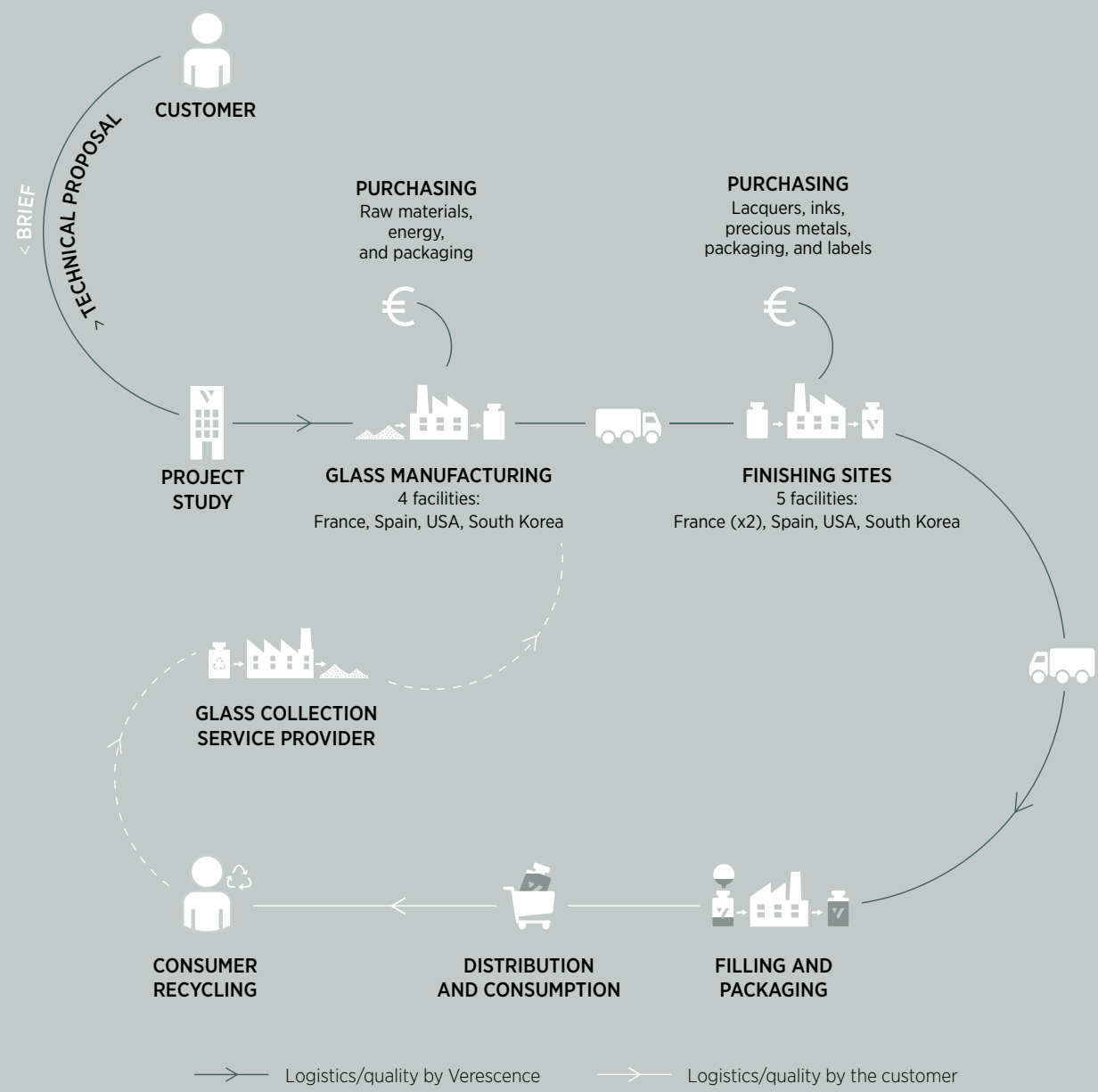


VERESCENCE
IN FIGURES



Value chain

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



RESOURCES

FINANCIAL CAPITAL 2 European shareholders Movendo and Draycott
HUMAN CAPITAL 2,400 employees
INTELLECTUAL CAPITAL 50 patents and/or patent applications
INDUSTRIAL CAPITAL 7 plants
ENVIRONMENTAL CAPITAL Quantity of glass drawn 133,749 tons Total energy 699,091 MWh Water withdrawn 1.93 m³/tg
RELATIONAL CAPITAL 97.9% local purchases 1600+ suppliers €231M in purchases

VALUE CREATION

FINANCIAL IMPACT Turnover €400M
HUMAN IMPACT TF1 2.96 25% female recruits 100% of our employees benefit from health insurance and a life insurance policy
INTELLECTUAL IMPACT 77.8% of employees trained
INDUSTRIAL IMPACT 386 lean-specialist employees to improve performance
ENVIRONMENTAL IMPACT Waste 90 kg/tg CO2 emissions (Scope 1: Direct GHG and Scope 2 market-based: Energy Indirect GHG) 0.86 tCO2e/tg NOx emissions 3.87 kg/tg SOx emissions 1 kg/tg Fine particle emissions 0.1 kg/tg
RELATIONAL IMPACT 0.63% customer complaints OTIF (On Time In Full) 95.3%

tg = ton of glass drawn

Governance & sustainable performance system

Adaptation to climate change:
an issue that is now a core component
of our CSR approach

3 QUESTIONS FOR...



Alain THORRÉ
CSR, QEHS & Continuous
Improvement Director

Verescence is strengthening the resilience of its sites and its organization to anticipate risks and ensure business continuity in light of the challenges associated with climate change.

1

WHY IS VERESCENCE WORKING ON ADAPTING TO CLIMATE CHANGE?

As a responsible company, Verescence must anticipate the impacts that climate change will have on its operations. Various measures have already been put in place to address changing climate conditions, such as site insulation, cooling systems, and air-conditioned booths. We took this further in 2025 with the launch of a series of audits aimed at strengthening and supplementing our action plans in partnership with AXA Climate. At the same time, our executive committee performed a risk analysis using the dual materiality approach, which takes into account two major categories of risk. The first concerns physical risks such as floods, heat waves, droughts, and storms, which can all directly affect our sites, our employees, and our equipment, but can also impact our suppliers and our logistics. The second category relates to transitional risks, such as regulatory changes (carbon tax, prohibited products, environmental requirements, etc.), market shifts, and reputational risks related to our climate action initiatives.

2

HOW ARE THESE RISKS ADDRESSED IN PRACTICAL TERMS?

These risks are quantified based on climate scenarios looking ahead to 2030, 2050, and 2100, and then analyzed across our entire value chain, including customers, Verescence, and its suppliers. We then take steps to eliminate these risks wherever possible, or at least to minimize their impact. At the same time, we determine how we would respond should any of these risks materialize. Our Business Continuity Plans (BCPs), which cover industrial risks (fire, power outages, etc.), IT risks (such as cyberattacks and system failures), and supplier risks (supply shortages, business closures and the like), have been strengthened to take full account of climate risks with the clear aim of ensuring both the

safety of our teams and the continuity of our operations in the event of an incident.

3

WHAT ARE THE NEXT STEPS?

By the end of 2026, we will have established a dedicated governance framework for these plans at group, regional, and site levels. In practical terms, this requires a number of measures, such as training teams, regularly testing our systems through drills, strengthening our audits, adopting a continuous improvement approach to adapt our plans over time, and assessing the external service providers involved. We will also, crucially, continue our efforts to get our suppliers on board, and have already begun raising their awareness thanks to a workshop dedicated to the risks associated with climate change held as part of our 2025 Supplier CSR Day in France, which triggered discussions that we will build upon to bolster the resilience of our entire value chain.



Climate risk awareness workshop with Axa Climate during the 2025 Supplier CSR Day in France

Governance at Verescence

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

The Governance Committee, made up of the members of the CSR Executive Committee, aims to:

- Identify and continuously monitor future developments in sustainability;
- Take into account and prioritize expectations and changes of stakeholders (customers, employees, shareholders, suppliers, the State, various sectoral organizations, etc.);
- Analyze and control risks;
- Deploy and enforce the overall strategy;
- Define rules and modes of operation;
- Ensure the proper conduct of Verescence's operations;
- Ensure transparency of information to stakeholders;
- Act in a coherent and united manner to ensure decisions are made at the right level within the organization.



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

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

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

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

Sustainable Performance System

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

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

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

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

- **ITS CSR STRATEGY**, the relevance of its deployment, and the results obtained and perceived, thanks to EcoVadis evaluations;
- **ITS COMMITMENTS AND THE DEVELOPMENT OF ITS PROCESSES** regarding the reduction of CO2 emissions and water management through CDP Climate Change and CDP Water Security.

The Group and its 7 plants awarded the EcoVadis Platinum Medal



Between July 2025 and July 2026, the Verescence Group and each of our seven manufacturing plants worldwide were awarded the EcoVadis Platinum Medal.

This is the highest distinction granted by EcoVadis, the leading provider of business sustainability ratings. The assessment is based on four key areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

Thanks to these results, **we rank among the top 1% of companies assessed worldwide** across all industries by EcoVadis.

METHODOLOGY NOTE

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

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

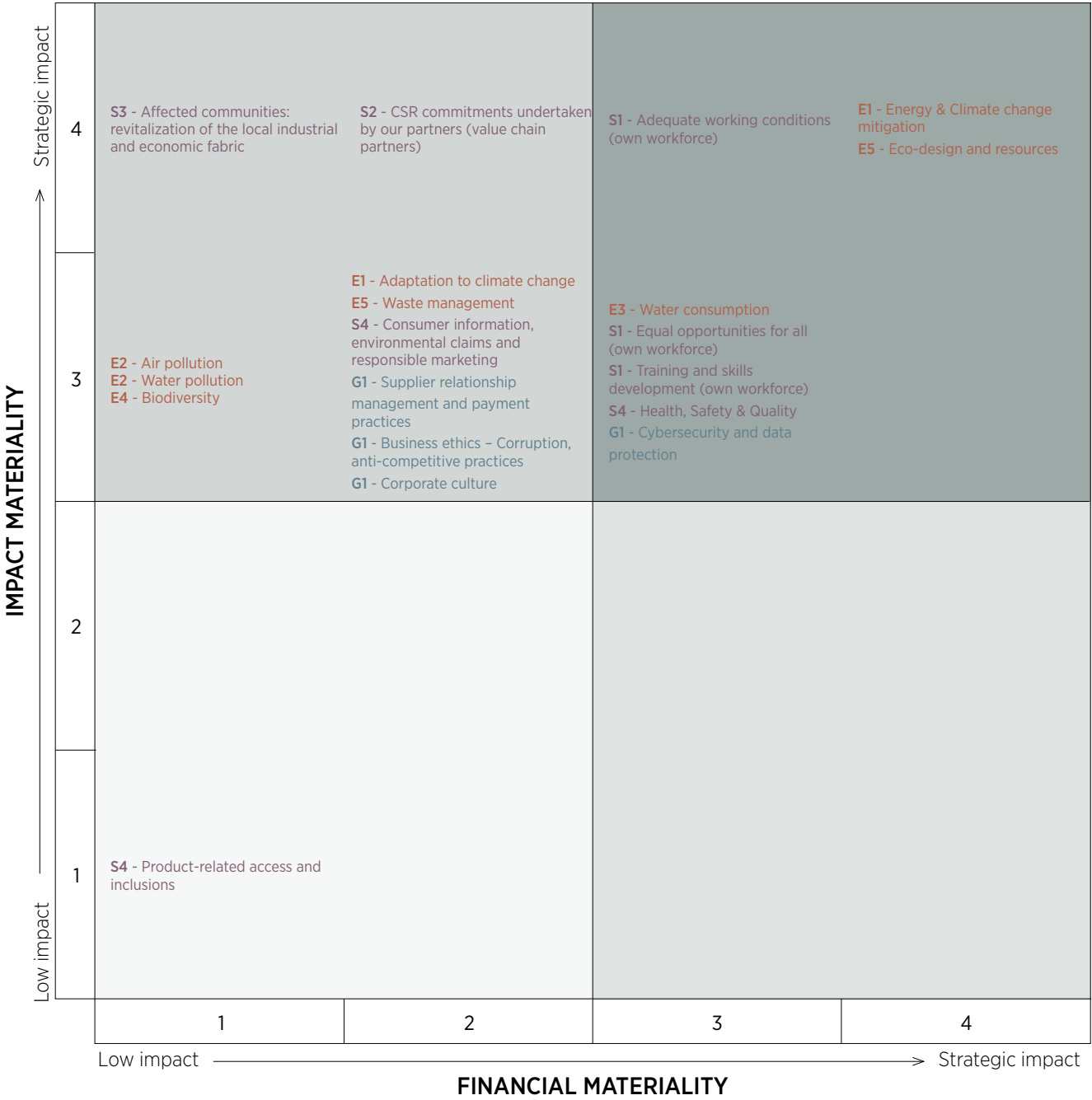
These issues are assessed on the basis of each IRO, which they group according to two factors:

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

¹European Sustainability Reporting Standards

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

*non-material aspect



VERESCENCE'S SUSTAINABILITY ISSUES

Material aspects Non-material aspects

THEME

E Environment

S Social

G Governance

Three-pillar CSR strategy

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

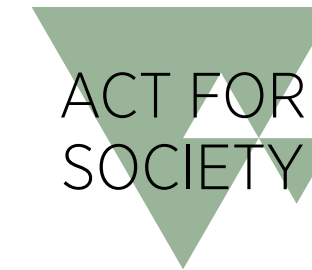
VERESCENCE AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

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



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

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



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

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



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

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

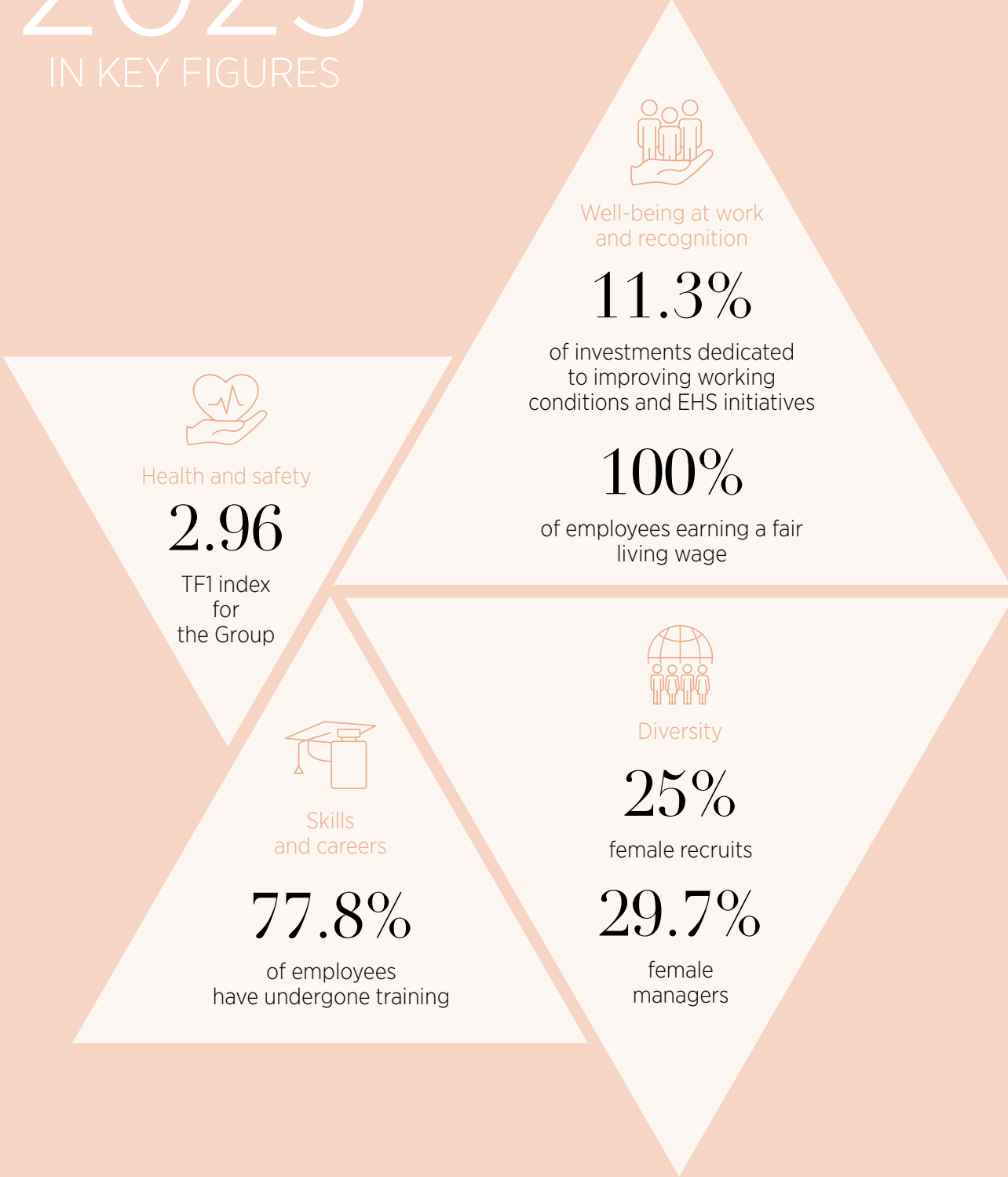




- Health and safety
- Well-being at work and recognition
- Skills and careers
- Diversity

2025

IN KEY FIGURES



Health and safety

In a demanding industrial environment such as ours, safety is a constant priority, and our approach allows us to maintain a high level of performance while pursuing our goal of zero accidents and zero occupational illnesses.

A culture of safety

In 2025, Verescence continued its efforts to strengthen safety across all of its sites, with a lost-time accident frequency rate of 2.96 (half the rate recorded in 2012).

Three sites in particular stood out for their exemplary performance, these being Verescence Somme, which recorded no lost-time accidents in 2025, and the Covington and Sparta sites (United States), which have clocked up six consecutive years without a lost-time accident.

While these results demonstrate the progress made and the commitment of our teams, they in no way diminish our high standards; indeed, we maintain constant vigilance, and accident prevention is based on safety management practices that are consistent across all of our sites. For example:

- Safety is the first topic discussed at daily meetings, with systematic follow-up on preventive measures to be put in place.
- Regular safety inspections and audits help identify risks and monitor corrective measures.
- Safety alerts are shared across sites to promote collective learning.
- Reporting and analyzing near-misses, hazardous situations, and risky behaviors helps prevent accidents.
- Cleanliness, organization, and clear signage in work areas help to manage risk.

EHS coordination: putting safety first across all of our sites

Managing the risks associated with multiple contractors working simultaneously on a project presents a major safety challenge. Indeed, the largest of projects that we undertake, such as the reconstruction of a furnace, might see over 150 people simultaneously working onsite, and we have strengthened our in-house expertise in environment, health, and safety (EHS) coordination to address this situation.

EHS coordinators are responsible for identifying risks, coordinating intervention, and ensuring that preventive measures are properly implemented for the entire duration of a project.

This approach is part of our commitment to guaranteeing the same safety standards for all individuals working on our sites, be they employees of Verescence or of partner companies.

Preventing risks associated with extreme heat waves

Heat is one of the inherent challenges facing those in the glass-making industry, and with this in mind, we are taking steps to improve thermal comfort in our workshops, including adiabatic cooling systems, air-conditioned “hot end” booths, fans at workstations, and the provision of saline water.

In the event of a heat wave occurring in one of our regions, the sites affected will implement a heat wave plan that includes various adjustments to working arrangements (hours, enhanced medical monitoring, access to air-conditioned areas, provision of fruit, etc.).

Safety-driven teams

All Verescence sites have dedicated teams to ensure a rapid response in the event of an incident (investigation, implementation of appropriate safety measures, etc.).

At Mers-les-Bains, this system relies on secondary response teams (SRTs) that serve as in-house firefighters. The site has 67 team members who have been trained in-house and partake in quarterly drills focusing on firefighting techniques and emergency rescue procedures. Some team members also serve as volunteer firefighters outside of their regular jobs, further strengthening the expertise we have available on-site.



SRT training 27-31 October 2025, Mers-les-Bains

We are committed to providing all of our employees worldwide with robust social protection, fair remuneration, and working conditions that are conducive to personal fulfillment.

Ensuring a decent wage for all Verescence employees

We ensure that all of our employees, in all of the countries in which we operate, earn an income that allows them to meet their basic needs, thus helping to combat job insecurity.

This commitment is reflected in the fact that we obtained Living Wage Employer certification in 2025, recognizing Verescence's fair, transparent, and responsible remuneration policy. An independent audit performed by NGO Fair Wage Network across our sites in France, Spain, the United States, and South Korea confirmed our compliance with the key criteria,

providing our customers with the guarantee that they are working with a glass manufacturer that is committed to pay equity and social justice.



LIVING WAGE
CERTIFIED



Our HR policy centers heavily around training, supporting career development, and promoting internal and international mobility.

Training: a sustainable performance driver

Here at Verescence, employee training is a key driver of performance, safety, and sustainable skills development. It is part of our commitment to maintaining high industrial standards while supporting the individual employee's professional growth.

As a result, 78% of employees received at least one hour of training over the past year, demonstrating the company's firm commitment to skills development.

Our programs cover a wide range of fields, including the following:

- Ensuring safety and compliance through regulatory training (electrical certifications, safety training, machinery operation permits, etc.);
- Strengthening professional expertise and operational efficiency through technical training linked directly to the employee's role;
- Promoting professional development and adaptability through personal development and leadership training.

In addition to these initiatives, Verescence also recognizes the value of qualification and certification-based programs.

Every year, employees have the opportunity to work towards a diploma or official certification that serves as lasting, concrete recognition of their skills. Investing in training means investing in our talent, securing our operations, and safeguarding the Group's future.



2026 training awards ceremony (Verescence Mers-les-Bains)



Training young people through professional development assignments abroad

Helping young graduates to enter the workforce is a matter of priority for Verescence. Every year, our Volunteer for International Experience (VIE) program offers professional development assignments for young people under the age of 28 at our two US plants and across all of our business areas, from engineering to finance and project management.

The scheme has benefited over 24 young people since its launch in 2015.

Before leaving for the United States, our VIE participants undergo several weeks of training in France to give them the skills they need to succeed in their assignments, and our teams are on-hand to provide any assistance they might need on arrival in the US (housing, transportation, settling in, etc.). A similar initiative has been in place in Spain since 2026 in the form of the ICEX Vives program, which also enables recent graduates to gain international professional experience at our sites.

Testimonials from young professionals on assignment at our US sites



Camille
Product Development Project Manager
Verescence Covington

Following my final-year internship at the Mers-les-Bains site in 2025, Verescence gave me the opportunity to continue my assignment in the United States as part of an 18-month VIE program, so I'm now heading up the development of new glass bottles for a portfolio of US customers. My onboarding went really smoothly thanks to the support of my colleagues, and I really enjoy the sheer variety of projects I get to work on and the day-to-day interaction my job involves.

How would I describe Verescence in one word? Friendly.



Gaël
Furnace and Feeder Engineer
Verescence Covington

After I completed a year-long work-study placement with the technical department in Mers-les-Bains in 2025, I moved to the Covington site as a Furnace and Feeder Engineer under the VIE program. It's such a fulfilling role in which no two days are the same, and it also allows me to develop my skills in a variety of areas and to always be learning something new.

How would I describe Verescence in one word? Stimulating.



Pravin
Financial Controller
Verescence Sparta

I joined Verescence in early 2026 as part of the VIE program at the Sparta site in the United States. What really appealed to me about it was the opportunity to work for the world leader in luxury packaging and get to know a new industry. Before I left, I completed a month-long training program at the Mers-les-Bains site in France, which helped me settle in quickly once I arrived. What I enjoy most about my job is getting to work with numbers while also supporting the production teams.

Working at Verescence gives you the opportunity to thrive in an environment that is both stimulating and demanding.



Marco
Continuous Improvement Engineer
Verescence Sparta

I joined Verescence in early 2026 at the Sparta site in the United States as part of the Spanish ICEX Vives program, and I was made to feel very welcome from the moment I arrived, with an on-boarding program that helped me quickly understand the processes involved and everyone's roles. The thing I like most about Verescence is its culture of continuous improvement and the opportunity to work on a variety of projects.

How would I describe Verescence in one word? Teacher.

We are committed to promoting professional equality between women and men, and to increasing female representation in industry.

Women at Verescence

With women accounting for 33% of our workforce, we are now one of the companies with the highest proportion of women in our industry.

That said, we believe we can do even better, particularly in positions of responsibility and in certain professions that are still perceived as gender-specific in the job market. As part of our efforts to accelerate this approach, we are adapting our HR communications to combat implicit biases in job postings and changing how industrial professions are portrayed in both our internal and external communications, with the aim of making all roles accessible to all potential applicants, regardless of gender, and transforming managerial practices. We have set the following clear goals to help us achieve this:

- To recruit an equal number of women and men;
- To have 35% of management roles occupied by women (as opposed to 29.7% in 2025).



Gender equality in the workplace

Verescence maintains its commitment to gender equality in the workplace, as reflected in the gender equality index score of 90/100 achieved for France in 2026 (2025 data).

While this score is testimony to the various initiatives implemented in the fields of pay equity and professional development, an analysis of the indicators highlights one area for improvement, that being the representation of women among the highest-paid employees and the need to increase it. The latter is a matter of priority for our company, which continues its efforts to promote women's access to positions of responsibility and support their progression to the most strategic and highly regarded roles.



ACT FOR SOCIETY

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

2025 IN KEY FIGURES



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

Local presence, global strength

Our global industrial footprint and our networks of primarily local suppliers help us to minimize our environmental impact and provide long-term support for the regions in which we operate.

Short and robust supply chains

In a context marked by geopolitical tensions and changes in customs policy, particularly in the United States, the internationalization strategy Verescence embarked upon over 50 years ago is really coming into its own, prioritizing short supply chains by establishing a presence as close as possible to its customers' packaging sites, and building real ecosystems of suppliers around each of our manufacturing sites.

These networks of local partners and suppliers have gradually expanded and strengthened over the years,

accounting for 97.9% of our purchases in 2025 and reflecting our strong roots in the regions in which we operate.

By limiting long-distance transportation, this operational model helps reduce our environmental footprint—and, ultimately, that of our customers—while at the same time strengthening our resilience to crises.

Verescence La Granja awarded the *Empresa Solidaria 2025* label

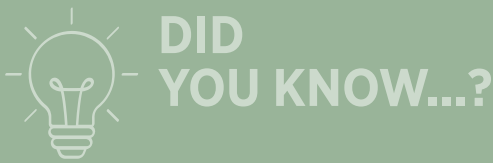
Our Spanish subsidiary has been awarded the *Empresa Solidaria* ('Caring Company') title by the *Plataforma del Tercer Sector* ('Third sector platform') in recognition of its commitment to dedicating 0.7% of its corporate income tax to social projects aimed at fighting poverty, exclusion, and inequality.



Plants with a strong local connection

We at Verescence are committed to supporting the communities surrounding our sites through various charitable initiatives such as donations to local cancer-fighting organizations as part of Pink October and Movember, organizing blood donation drives, supporting

the social inclusion of adults with autism in partnership with the Les Maisons de Vincent association, arranging toy collections as part of the Marine Corps reserve's Toys for Tots campaign, and the distribution of essential products to vulnerable populations in South Korea.



Verescence is the only manufacturer of glass bottles for fragrance and cosmetics with an industrial presence in the United States.



As far back as 1996, we chose to establish two production sites in Georgia, near Atlanta, enabling our American and international customers to manufacture locally, as close as possible to their markets, while also minimizing their exposure to the risks associated with exchange rates, transportation, customs duties, and so on.



Preserving employment at our sites

Verescence partakes in a variety of initiatives targeting recruitment, training, and the promotion of the various roles it offers in order to enhance its appeal and ensure the long-term preservation of its expertise.

Support for vulnerable rural economic areas

Our plants are a great asset to the economic activity of the regions in which we operate, providing direct employment for 2,400 employees and supporting an ecosystem of subcontractors, primarily small and very small businesses, and players in the social and solidarity economy (such as vocational rehabilitation centers). Verescence’s Normandy operations are based in Écouché-les-Vallées (Orne), a municipality that is part of the French government’s *France Ruralités Revitalisation* (FRR) program supporting fragile rural areas.

Our Verescence Orne finishing facility is indeed a true driver of the local economy, helping to sustain 250 jobs, with committed investments expected to create a further 40 new positions by 2027.

Training for job-seekers

Verescence’s packer-sorters are a vital link in our commitment to quality excellence in that they ensure that any defects are detected and that our glass bottles and jars are compliant before being shipped to customers. This being the case, we have teamed up with France Travail and staffing agencies to create a training program aimed specifically at job seekers in order to meet our recruitment needs for this position.

We trained 237 people as packer-sorters at our QUALIOP1-certified training center in Mers-les-Bains in 2025, bringing the total number of beneficiaries of this training to 1,000 since 2021.

The week-long training program, led by Verescence experts selected for their educational skills and their commitment to sharing their knowledge, combines theoretical instruction with practical training in the form of various individual and group exercises. At the end of the program, the top-performing trainees complete a three-day immersion period with the production team. Over two-thirds of the 2025 intake went on to continue their career journeys at the site through various temporary assignments, with the potential to be hired on a permanent basis.



Enhancing the appeal of industrial careers among young people

Verescence strives to inspire young people to pursue a career in industry. Over 400 students visited our plants in France and Spain in 2025 to learn about the glass bottle manufacturing process and the wide range of careers on offer, from production to support roles. Alongside these visits, our teams delivered presentations in schools and participated in career fairs.



Verescence becomes a sponsor of the *Maison de la Cosmétique*

Verescence is among the first sponsors of the future Maison de la Cosmétique (‘House of Cosmetics’), set to open in Chartres in 2028 opposite Notre-Dame de Chartres Cathedral, a UNESCO World Heritage Site. Spearheaded by Cosmetic Valley and Chartres Métropole, the venue will offer an immersive experience dedicated to the expertise of the French fragrance and cosmetics industry and spanning over 2,650 m². It will give visitors the opportunity to learn more about the industrial world of glass bottle and jar manufacturing. Hoping to welcome 100,000 visitors a year, both industry professionals and the general public, the Maison de la Cosmétique will help boost the appeal of the sector, highlight the professions it offers, and inspire new careers.



Architectural rendering © Wilmotte & Associés Architectes

Sustainable procurement

Given that every purchasing decision has an impact, CSR-related considerations are part and parcel of our supply chain management approach. With over 1,600 suppliers and some €223 million-worth of procurement in 2025, we are making responsible procurement a key lever for reducing our environmental footprint and managing risks.

Encouraging our suppliers to decarbonize

Indirect emissions (Scope 3) accounted for 41% of the Group's total emissions in 2025, making our supply chain a vital part of our decarbonization strategy.

We have consequently identified 127 Tier 1 suppliers that have a significant impact on our CSR performance and that we actively support in their efforts to reduce their environmental footprints.

Indeed, our efforts have also been recognized on the international stage, with Verescence being named one of the CDP's Supplier Engagement Leaders for the fifth consecutive year in 2025, honoring it as one of the most advanced companies when it comes to encouraging suppliers to help tackle climate change.

As part of this collaborative approach, we organize annual CSR days aimed at our strategic suppliers and designed to encourage dialog, the sharing of good practices, and the joint development of solutions. Three of these events were held in 2025—in France, Spain, and, for the first time, the United States.



Supplier CSR Day 2025

A decarbonized electricity mix

France is one of the Group's major assets, with one of the world's lowest-carbon electricity mixes thanks to nuclear power. Our three French sites therefore run on low-carbon electricity, helping to significantly reduce our overall carbon footprint. In countries where the carbon intensity of the electricity mix is higher, we have adopted a proactive strategy based on solutions tailored to the specific local conditions of each of our sites, such as long-term power purchase agreements (PPAs), the purchasing of guarantees of origin (GOs), the purchasing of Renewable Energy Certificates (RECs), and the installation of onsite solar panels.

As a result, by 2025, our sites in Spain, the United States, and South Korea were all running on 100% renewable electricity.

At group level, such measures have enabled us to offset 90% of the CO2 emissions generated by the production of the electricity that our plants consume (Scope 2).

Anticipating risks associated with water stress in our supply chain

Managing climate change-related supplier risks has become a strategic challenge for companies, with climate-related events such as droughts and floods weakening supply chains and potentially leading to critical shortages. Areas of high water stress in particular

present major challenges for suppliers whose production processes are water-dependent.

Verescence has, in fact, identified 24 suppliers in areas experiencing water stress and has launched action plans to address these vulnerabilities, which involves supporting the suppliers involved in adopting more sustainable practices and diversifying their sources.

Supply chain traceability and transparency

Supply chain traceability is a cornerstone of our responsible procurement policy and a growing expectation among our customers. With this in mind, Verescence uses the TRASCE (TRaceability Alliance for Sustainable CosmEtics) platform, a collaborative tool that aims to map the key supply chains in the fragrance and cosmetics industry, from raw material to finished product, and helps improve the transparency and understanding of value chains.

We also work in partnership with Transparency-One to support our Tier 1 suppliers in overcoming the challenges of traceability and providing reliable information about their own supply chains.

By 2025, 94% of the Tier 1 suppliers Verescence had targeted were registered on the platform, demonstrating the significant progress made in terms of transparency and risk management.

Business ethics

Business ethics and the fight against corruption are a cornerstone of Verescence’s approach to corporate social responsibility.

This training is part of an on-going awareness initiative aimed at strengthening the Group’s ethical culture, promoting best practices, and providing operational tools to help prevent high-risk situations. It also helps encourage the reporting of any instances of suspected foul play. An updated version of this program is set to be rolled out globally in 2026.

Preventing corruption and highlighting the risks

The group has put in place a dedicated governance framework, including a Compliance Committee overseen by the CEO that meets every two months to monitor ethical issues, identify risks, and ensure that existing policies and procedures are effectively implemented.

As part of its risk prevention and management approach, Verescence has been providing online anti-corruption training since 2017 for those employees most concerned.

Strengthening the cybersecurity culture

The group continues to step up its efforts to raise awareness of cybersecurity issues, which is considered a key factor in managing operational risks,

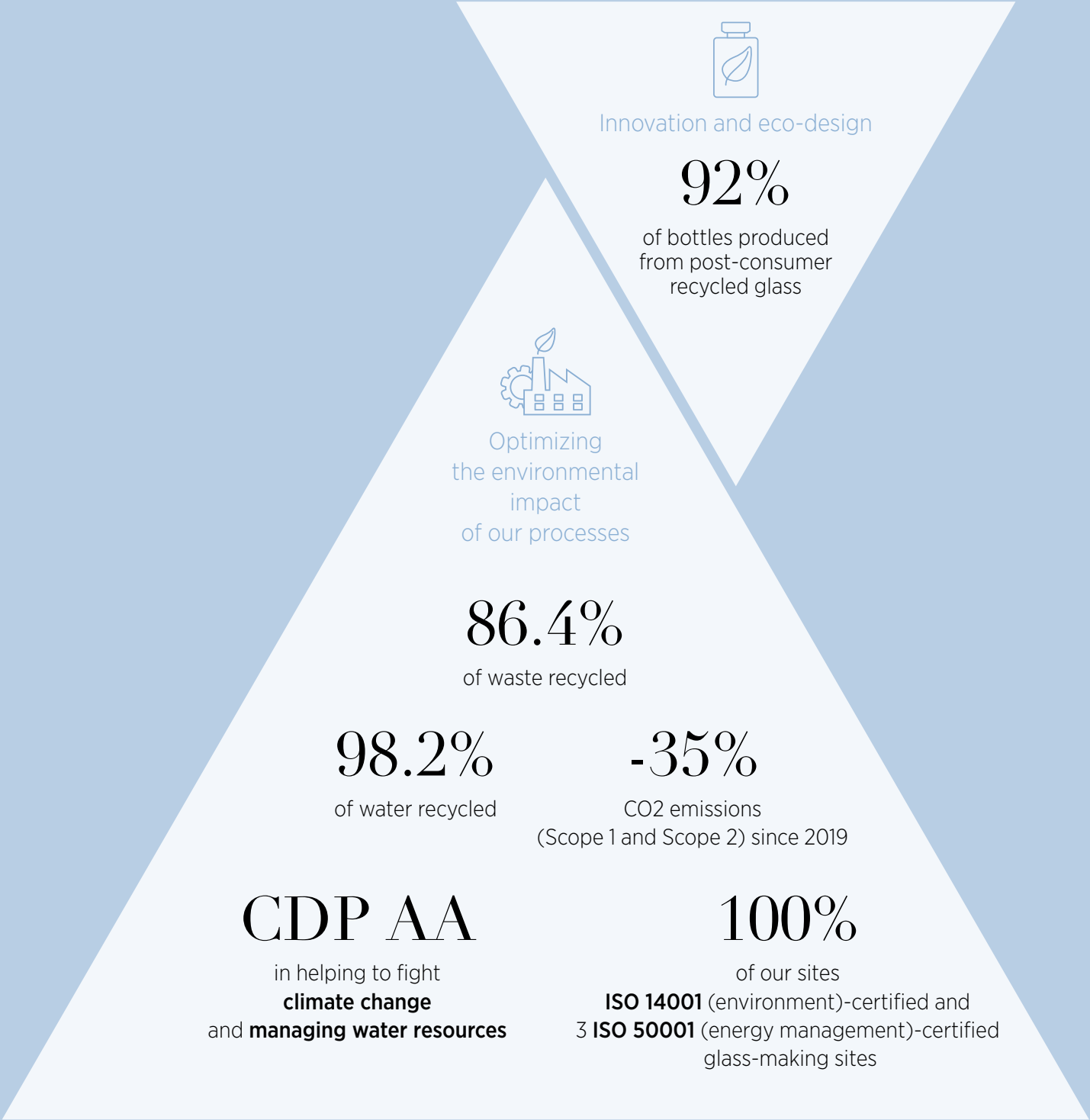
and on-going training initiatives are being implemented to develop employees’ skills and promote best practices. As part of this approach, a new awareness campaign was launched in 2025 with the aim of strengthening the Group’s cybersecurity culture in the long term and ensuring that employees fully adhered to the basic rules governing information system security.



ECO
SOLUTIONS

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

2025
IN KEY FIGURES



Quality of service and competitiveness

Our customers entrust us with a variety of technically complex projects that demand a high level of quality, and we at Verescence are continuously enhancing our industrial performance and managing our environmental impact to rise to the challenge.

Agility and operational excellence

Here at Verescence, customer satisfaction drives everything we do.

Our operational excellence relies on our ability to deliver high levels of quality, reliability, and service, which in turn creates value for our partners.

The OTIF (On Time-In Full) metric, which measures our ability to deliver complete orders within the agreed time frames, remains a cornerstone of this performance. This figure stood at 95.3% in 2025, reflecting the robustness of our processes and the consistency of our commitment, and resulting in a very low customer complaint rate of only 0.63% in 2025—testimony to the demanding standards we adhere to in our operations.



Digitizing production and improving performance

MESs (Manufacturing Execution Systems) have been rolled out uniformly across all of our sites worldwide, making it possible to gather real-time performance and quality data to enable us to improve industrial efficiency and reduce breakage rates—a major factor in reducing our carbon footprint.

Digitizing performance meetings using the Fabriq tool also strengthens collaboration and improves action oversight.

At the same time, our continuous improvement training program (White, Yellow, Green, and Black levels) helps to thoroughly familiarize our teams with the methods needed to independently lead performance improvement projects.

386 employees around the world completed the Lean Specialist training course in 2025.

FOCUS

Verescence honored with the Best For The Planet Award at the 2025 Arbonne Supplier Summit

Arbonne, an American company specializing in botanical-based beauty and wellness products that became part of the Rocher Group in 2018, presented Verescence with the Best For The Planet Award at its Supplier Summit, held on June 11, 2025, in recognition of the company's commitment to responsible production, combating climate change, and developing circular packaging.



Awarding of the Yellow Lean Specialist diploma to five site supervisors for projects undertaken at the Verescence Somme site in 2025

Optimizing the environmental impact of our processes

From decarbonization and energy efficiency to “dry” plants and waste recycling, Verescence is taking steps to reduce the environmental impact of its industrial sites.

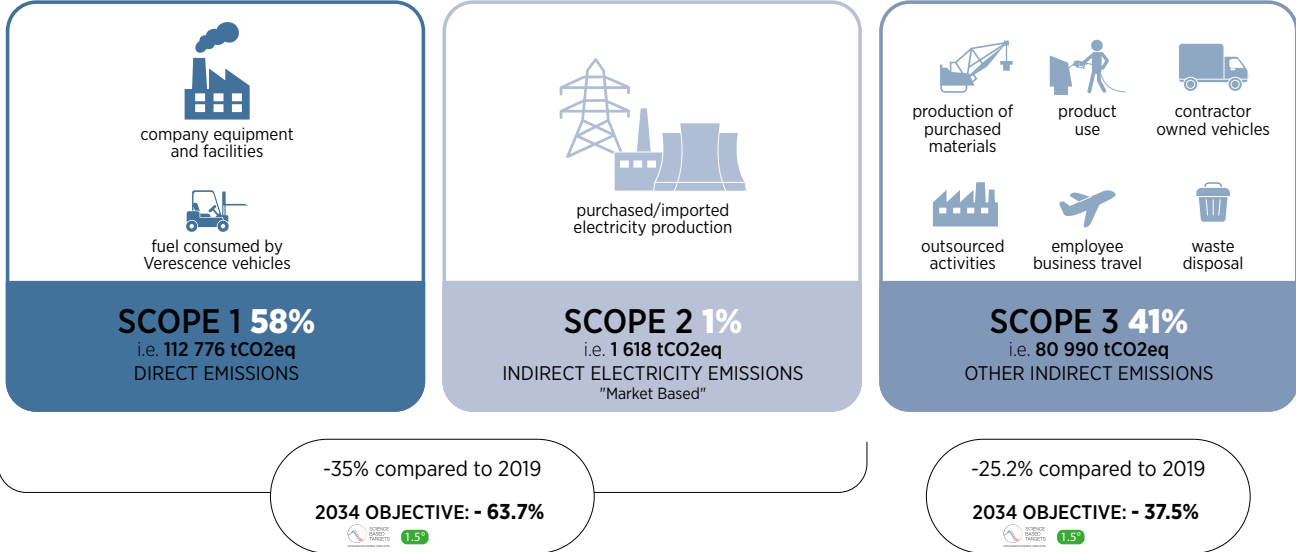
Our carbon footprint 2025

Verescence is responding to the climate emergency by committing to an ambitious and structured decarbonization plan

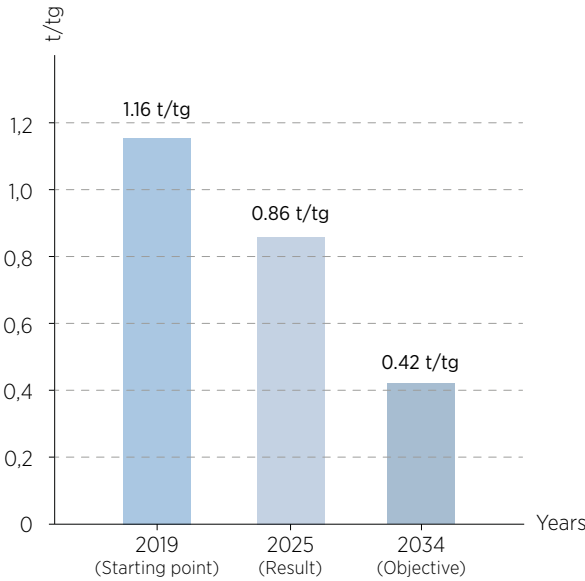
aimed at reducing emissions (Scopes 1 and 2) across the Group by 63.7% in absolute terms between 2019 and 2034, and reducing indirect emissions in our supply chain (Scope 3) by 37.5% over the same period.

These targets, validated by the Science Based Targets initiative (SBTi) in 2025, are aligned with the Paris Agreement’s aim of limiting global warming to 1.5°C above pre-industrial levels.

In 2025, direct and indirect emissions generated by our seven plants accounted for 59% of our carbon footprint (Scopes 1 and 2) and totaled 114,394 tons CO2 equivalent (tCO2eq), representing a 35% reduction in the 2019 figure. These emissions stemmed primarily from the operation of our furnaces and feeders, fire polishing operations, and annealing lehrs. Our aim is to achieve 0.42 tCO2eq per ton of glass drawn by 2034 by continuing to transform our industrial processes.



CHANGES IN OUR CO2 EMISSIONS PER TON OF GLASS DRAWN (Scopes 1 & 2)



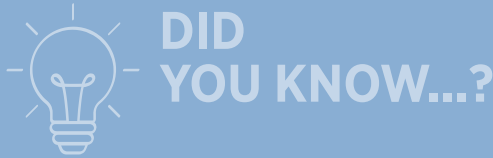
We are set to reach a major milestone in summer 2026 by replacing furnace no. 6 at the Mers-les-Bains plant with a hybrid oxy-gas-electric furnace.

This innovative technology, born of a strategic partnership with French international engineering group Fives, will enable us to replace up to 80% of our fossil fuel consumption with electricity. Together with our use of biogas, it will help significantly reduce the carbon footprint of the bottles produced for our customers (an anticipated reduction of over 10,000 metric tons of CO2eq per year).



Decarbonizing the glass melting process: a major factor

The glass melting process, which involves heating a mixture of natural raw materials to 1600°C, accounts for a significant portion of our energy consumption and emissions. This being the case, we are continuously striving to reduce its impact by improving the energy efficiency of our glass furnaces (optimizing control systems, incorporating recycled materials into our compositions, and carrying out partial renovations) and prioritizing low-carbon technologies when replacing them.



Verescence receives support from the French government (France 2030), the European Union, and the Normandy Region through the Just Transition Fund (JTF) to decarbonize its French glass furnaces.

Optimizing the environmental impact of our processes

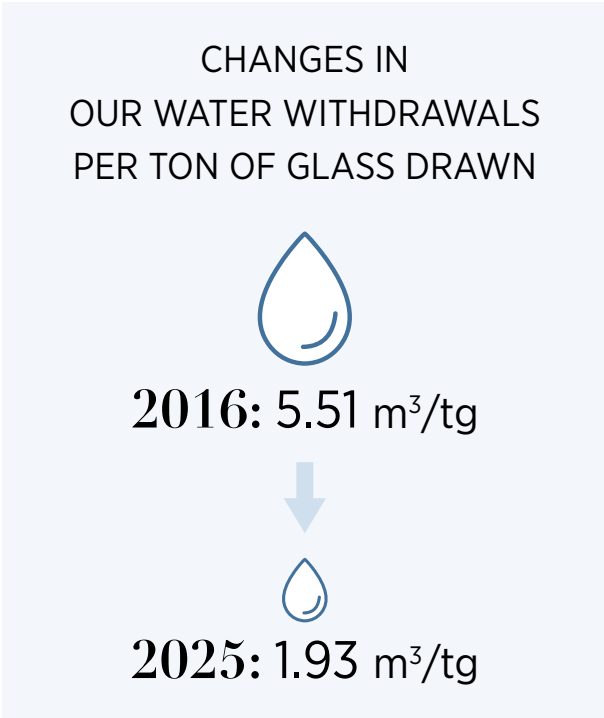
Managing our water usage to achieve “dry plant” status

Water is an essential resource for cooling both glass and our equipment.

We are stepping up our efforts to manage water usage with one goal in mind: to achieve “dry plant” status, which involves recycling and reusing 100% of the water used in our manufacturing processes in order to minimize our water withdrawals as much as possible.

The tangible progress already made illustrates this transformation:

- At La Granja (Spain), the lamellar decanter installed to treat water from insulator production reduced water withdrawals by 70% in 2025.
- At Covington (United States), reusing the water needed to cool the oxygen production plant in the cooling towers results in a saving of 14,000 m³ of water per year.
- At Janghang (South Korea), each wastewater flow is being analyzed to determine how it can be reused in industrial processes that require a constant water supply. Water from the frosting process and lacquering lines is consequently treated and then reused in these same processes.



DID YOU KNOW...?

Verescence already has one dry plant in Covington, United States.

Our other sites also performed well in 2025, with 98.2% of industrial water recycled and reused.



Striving for excellence in waste management

Our plants are taking steps on a global scale to reduce waste generation and improve waste recovery through continuous improvement in the quality of waste sorting.

The net cost of waste was reduced by a factor of 4.5 in 2025.

This reflected the tangible collective commitment made by our sites through a series of very effective initiatives:

- Expanding the recovery and recycling of waste containing precious metals;

- Continuously improving waste quality, with a significant reduction in contaminated materials (particularly those contaminated with hydrocarbons);
- Reducing discharge from mold washing stations, thus limiting the need for special treatment;
- Accelerating the recovery and recycling of plastics;
- Optimizing waste logistics, thus significantly reducing transportation costs.

These outcomes are all the more remarkable given that they were achieved within an economic context marked by a significant increase in processing costs.

Innovation and eco-design

We at Verescence believe that innovation is a key driver in addressing the environmental challenges facing the beauty industry. Our strength lies in developing solutions that enable our customers to reduce the environmental footprint of their glass packaging throughout its entire life cycle.

Infinite Glass: recycled glass by Verescence

We are pioneers in the production of bottles incorporating cullet derived from recycled glass packaging (bottles, jars, etc.).

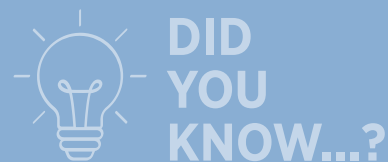
Our four glass plants are continuously producing Infinite Glass 20, containing 20% post-consumer recycled (PCR) glass.

We rely on long-term partnerships with local recycling networks as a source of high-quality white cullet that helps preserve the brilliant, transparent hue of Verescence's signature glass.

Infinite Glass 40, containing 40% PCR glass, is also available to customers in France looking to increase the proportion of recycled materials in their products without compromising on quality.

In 2025, 92% of the bottles we produced contained post-consumer recycled glass, representing a 9 percentage point increase compared with the previous year and helping to achieve the following:

- Reduced extraction of natural raw materials, particularly sand;
- Reduced amount of energy required for the melting process;
- Reduced CO2 emissions linked to the use of carbonate materials.



Verescence has had an independent third-party organization certifying the percentage of post-consumer recycled (PCR) glass it uses since 2020. The Infinite Glass 20 and Infinite Glass 40 compositions contain over 20% and 40% PCR glass respectively, according to the European Packaging Glass Federation's calculation method.

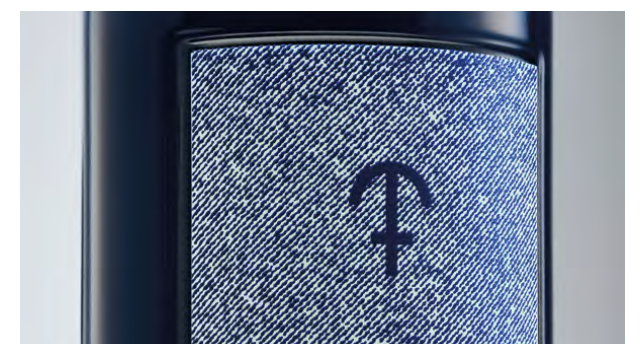
Single-material products and recyclability

With reducing the environmental impact of packaging having become a priority for the beauty industry as a whole, Verescence is strengthening its commitment through an innovative approach that involves developing its range of single-material solutions that improve the recyclability of glass bottles.

Traditionally, decorative options such as labels and metal plates can complicate the recycling process by introducing a mixture of materials (plastic, aluminum, adhesives, etc.). Verescence addresses this issue by offering alternatives that are directly incorporated into the glass, combining various decorative techniques, such as screen printing, pad-printing, and hot stamping, to offer greater creative freedom.

This expertise makes it possible to recreate a wide variety of effects, including denim, paper, leather, and metallic finishes, by incorporating relief and texture variations that enhance a product's premium feel and sensory appeal.

These techniques therefore offer a sophisticated solution that sets itself apart and is not only recyclable but also minimizes the logistics involved in sourcing and transporting additional components. That said, Verescence is about more than technological innovation alone, actively supporting its customers from the design phase onwards and offering eco-design tips, practical alternatives to multi-material solutions, and dedicated expertise in combining design, performance, and sustainability.



Dior lightens the Legendary J'adore Amphora



When it came to J'adore Intense, Parfums Christian Dior presented Verescence with a unique technical challenge, namely to enhance its iconic bottle by reducing the weight of the glass, without compromising its timeless elegance.

3 QUESTIONS FOR...



Philippe RENAULT

Head of Innovation and Packaging Development & LVMH Beauty Packaging Development Coordination at Parfums Christian Dior

1

HOW WAS THE J'ADORE INTENSE BOTTLE REDESIGNED TO MAKE IT MORE SUSTAINABLE?

There were two key objectives that formed the core of the specifications for developing this new bottle from the very outset. Firstly, the J'adore amphora bottle, inspired by the figure 8 silhouette created by Christian Dior in 1947 during the New Look revolution, had to resemble a glass vial encapsulating the new fragrance, as lightweight a glass bottle as possible, reduced to the bare minimum: the fragrance itself. Secondly, the bottle had to feature an eco-friendly design, incorporating lighter glass combined with 20% post-consumer recycled glass content, without compromising on product quality or consumer safety.

2

HOW DID YOUR COLLABORATION WITH VERESCENCE ON THIS PROJECT PAN OUT?

We spent over a year working with the teams at Verescence, a long-standing partner of Parfums Christian Dior, to develop this bottle. The project also involved a number of the departments within our Operations division, including Purchasing, Quality, and Production, as well as Packaging Development, as part of a truly joint effort supported by Parfums Christian Dior's CSR teams. Furthermore, the unprecedented light weight of the bottle led to us jointly developing new qualification and industrialization protocols with the aim of ensuring the quality and integrity of the bottle at every stage, from leaving production, through transportation to our packaging plant, and onwards through the filling, pump crimping, and cuff application processes, and finally throughout the entire supply chain to our international sales markets.

3

DO YOU HAVE ANY FIGURES YOU CAN SHARE WITH US?

The 100ml bottle weighs 110 g and features 46% lighter glass¹, making it the lightest bottle on the market² and significantly improving its environmental impact at every stage of the production process. Taking all four sizes produced (30, 50, 100, and 150ml) into account, this equates to an average 34% reduction in the weight of the complete package, combined with a 28% reduction in CO₂ emissions (packaging and downstream transportation).



¹ Comparison between the weight of the previous 100ml J'adore Eau de Parfum bottle and the new 100ml J'adore Intense bottle.

² Comparative study performed in October 2025 on the 80, 90, and 100ml sizes of the Top 50 women's fragrances in Europe, the United States, and Asia.

The bottle as a key factor in fragrance stability

Verescence has explored new solutions for protecting fragrances from UV radiation while at the same time meeting growing demands for safety and naturalness through a joint innovation initiative with Givaudan.

3 QUESTIONS FOR...



Sandrine PIANACCI
Fine Fragrance Global Stability Director
Givaudan



1
WHY IS IT ESSENTIAL TO PROTECT FRAGRANCES AGAINST UV RAYS?

Protecting a fragrance against ultraviolet radiation is vital to preserving its organoleptic characteristics—primarily its scent and color—over time. UV rays are among the most aggressive forms of radiation and can significantly accelerate certain chemical degradation processes. While the sensitivity of a fragrance depends on the nature of the molecules it contains, the colorants added to it are often the most difficult to stabilize since they are particularly vulnerable, which is why effective UV protection is vital to ensuring the product’s overall stability.

2
WHAT CHALLENGES DOES YOUR COLLABORATION WITH VERESCENCE PRESENT IN THIS RESPECT?

Verescence was using several different lacquering-based UV protection technologies but it was difficult to assess their effectiveness in addressing the specific challenges associated with fragrances because chemical behavior cannot be directly correlated with light absorption spectra. We in the fragrance sector are facing growing demands with regard to safety, naturalness, and regulatory compliance. New restrictions are regularly forcing us to eliminate certain chemical filters that are nevertheless vital to the stability of our products. With this in mind, our collaboration sought to understand the extent to which Verescence’s technology could serve as a sustainable alternative to these synthetic compounds while maintaining the protection and olfactory quality of our fragrances.

3
HOW DOES THIS INNOVATION MEET MARKET EXPECTATIONS?

It was a happy coincidence, in fact; our tests showed that no single technology could entirely replace the complete system of filters used to protect fragrances against UV rays. One of them, however, was found to be capable of replacing the specific filter that protects against UVB rays. Better still, it also eliminated the need for the “quencher*” often associated with these filters. This was a very welcome discovery, since the last approved UVB filter was starting to come into question from a safety perspective, and the quencher itself sometimes caused cosmetic issues (yellowing, solubility, etc.).

* A quencher is a photostabilizing additive that helps protect light-sensitive formulas.

FOCUS

Verescence honored twice for its glass-making expertise

In December 2025, Verescence North America was honored at the **NJPEC Package of the Year Awards** for the Victoria's Secret Bombshell anniversary bottle. A new finishing mold was created to incorporate vertical engravings inspired by Victoria's Secret's iconic design elements, thus helping to reinforce the product's premium positioning.



In February 2026, Verescence received a **Certificate of Excellence at the PCD Innovation Awards** for the new bottle for Lancôme's Absolue Fluid Foundation. The now-refillable design drew on the expertise of the teams at Verescence Mers-les-Bains for the faceted glass and Verescence Orne for screen printing and the gluing of accessories.



GLASS MADE TO LAST.





VERESCENCE

GLASS MADE TO LAST.

58

CSR dashboard

60

Methodology note

64

CSR Initiatives 2025-2026

90

Equivalence tables
(GRI and Global Compact)

96

Independent third party reports (KPMG)

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	Health & safety	Lost time accident frequency rate (TFI)	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
	4	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	Local presence, global strength	Local purchases vs. Purchasing volume	%	96.9%	97.2%	97.3%	97.9% ¹	>97%
	10	Preserving employment at our sites	Number of qualification approaches	Number	82	83	76	35 ¹	>2 % of the workforce
	11	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%
	16								
	17	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	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%
	7	Innovation and eco-design	Percentage of bottle drawings issued with a Glass Score	%	-	-	-	100% ¹	100%
	9		Rate of glass bottles produced with PCR glass	%	55%	77%	83%	92% ¹	100%
	12	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	m³/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

¹Limited 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
	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
	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	m³/tg or kcols	Total water withdrawn for one ton of pulled glass (Glass manufacturing plant) or 1000 of decorated bottles (Decoration plant) Total quantity of water (m³) / Quantity of pulled glass (ton) or kcols
	Quarterly	Recycled water vs. Water needs	%	[Total industrial water recycled] / Total water needs for industrial use]*100
	Quarterly	Water consumption vs. Water needs (Losses vs. Water Needs)	%	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	[Σn [(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	[Σn [(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	[Σn [(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



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.
- PCSI 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 TFI 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 Fliix, 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



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



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 (CO₂, 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 (CO₂), 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 Sparta USA

- 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 m³ 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

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
102-13	Membership of associations (list of memberships of international industry associations or organizations or other associations or organizations incorporating CSR issues)	▼	Three-pillar CSR strategy and governance
102-14	Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of CSR to the organization and the strategy developed	▼	Editorial
102-16	Values, principles, standards, and norms of behavior	▼	Editorial
102-18	Governance structure of the organization, including committees of the highest governance body and their CSR responsibilities	▼	Governance & sustainable performance system
102-40	List of the Group's stakeholders	▼	Value chain
102-41	Collective bargaining agreements: percentage of employees covered by collective bargaining agreements	▼	100% of employees covered by collective bargaining 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 information¹ prepared on a voluntary 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.

¹Listed 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.

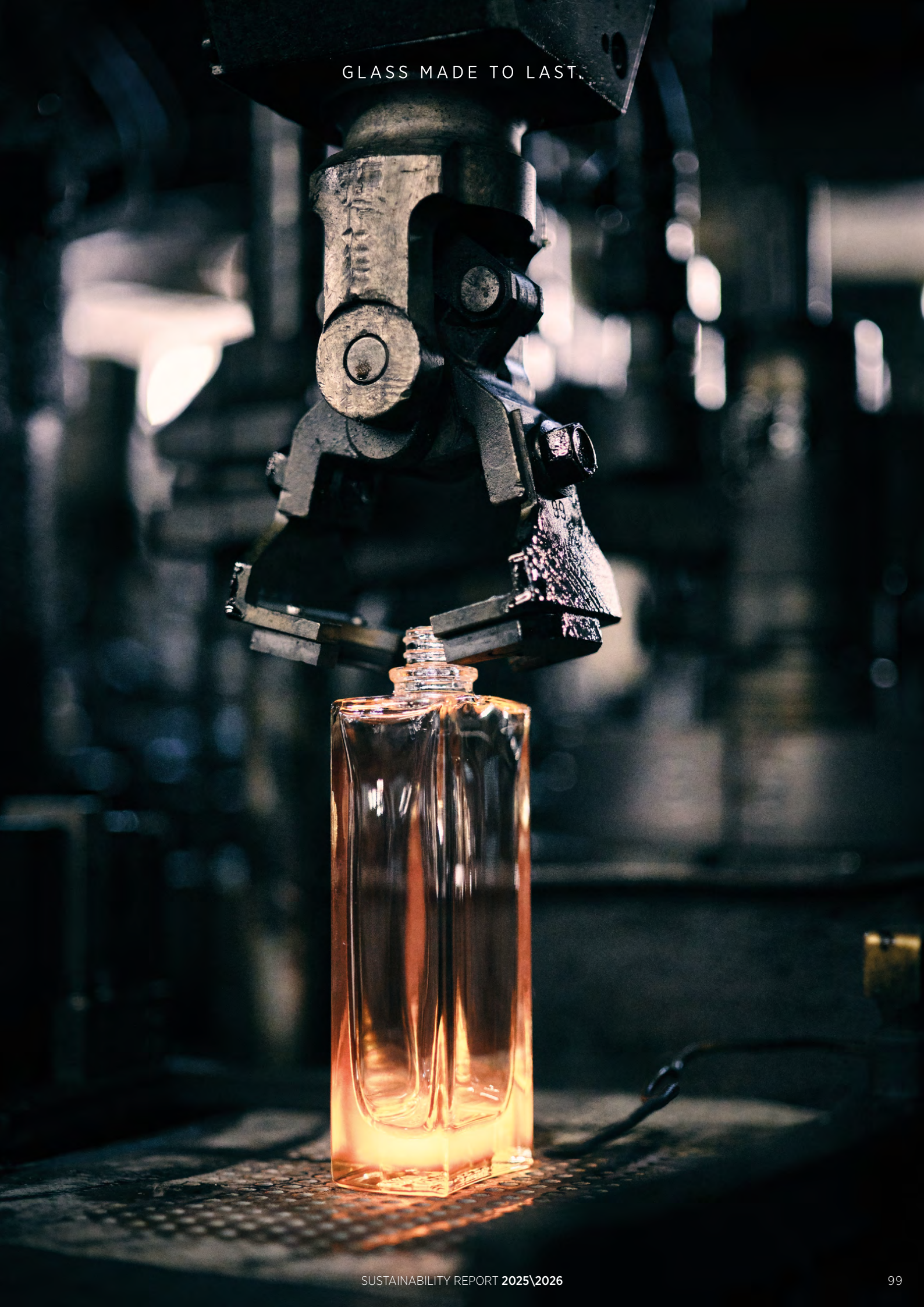
Paris la Défense, July 24th 2026

KPMG S.A.
Philippe CHERQUI
Partner

Raffaele GAMBINO
ESG Expert

APPENDIX

ESG INFORMATION	LEVEL OF ASSURANCE
Social indicators	
Lost time accident frequency rate (TFI)	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 CSRI 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 information¹ prepared on a voluntary 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.

¹Listed 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



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

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MADE OF GLASS AND PASSION.



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