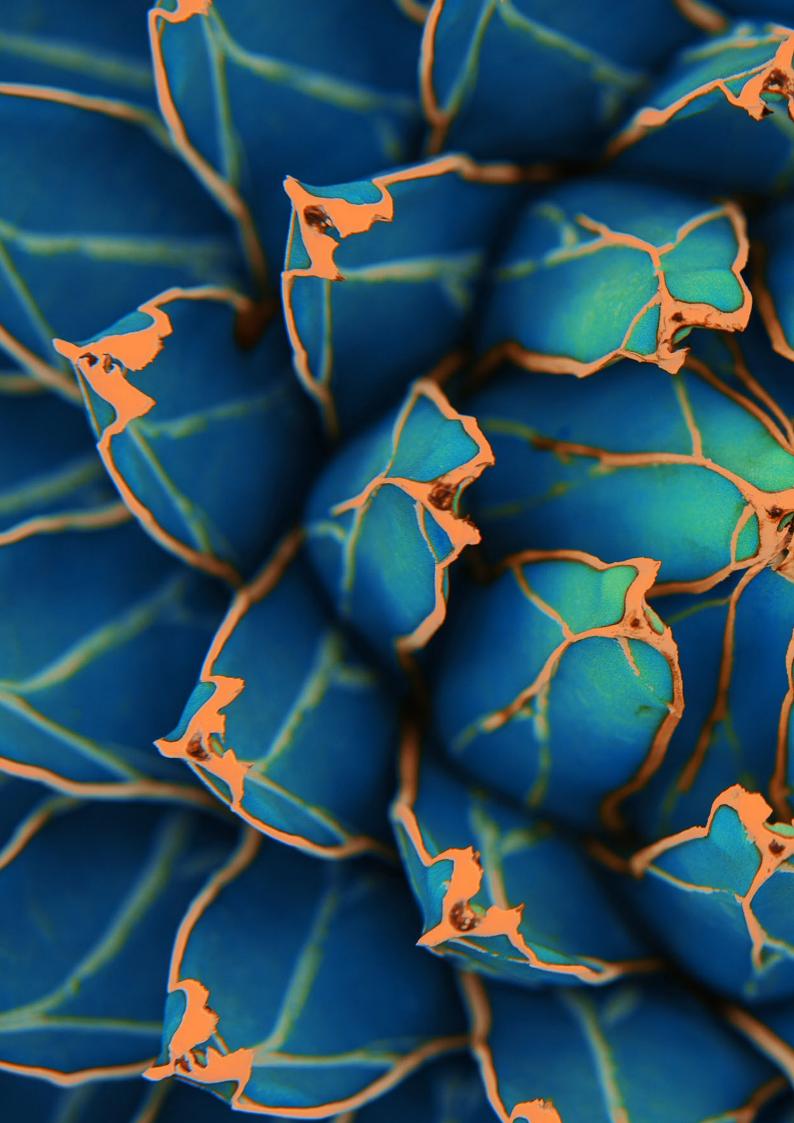


2023

texen





Editorial

In 2023, the Texen Group combined robust business growth with an even stronger commitment to its Corporate Social Responsibility policy.

The Group has made limiting its CO_2 emissions a key part of its strategy, signing up to and aligning its operations with the SBTi program, and has already reduced its emissions for scopes 1 and 2 by 54% compared to 2019.

The Texen Group is driven by its mission to "transform materials into experiences", and in 2023, by using data from the material and decoration libraries developed by the Texen Lab, 81% of its customer bid submissions included a strong element of eco-design, reconciling the production of packaging with the environmental responsibility that falls on us all, without compromising on style or product desirability.

Above all, this progress is the result of our collective success, which places people at the heart of everything we do. With a gender equality index of 91/100, the Texen Group is proud to be moving forward with a committed, united team, where equality at work is part of their daily experience. To reinforce this culture, the Texen Group has committed to a Fair Wages initiative, aiming to provide all its employees with a good standard of living.

Several organizations have acknowledged this commitment, with the Group achieving EcoVadis Platinum certification, and a CDP score of B.

Through sustainable innovation, the Texen Group and its employees strive every day to ensure the well-being of all our colleagues and help protect the planet. In 2024, the Group will continue to draw on its 40 years of experience to drive responsible innovation and transform the packaging industry.

I wish you a pleasant reading!

Rémi Weidenmann

Chief Executive Officer

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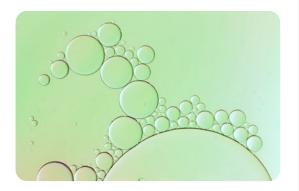
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Texen Group, a leader in the responsible packaging industry



Who are we?

1,570 full-tim

full-time equivalents

16 hours of training completed per employee on average in 2023



€190 M in 2022

€215 M in 2023

3/4 of sales in Europe

14 in the Americas zone



3

continents

countries

sales and development office

40

years

of the "French touch"

- * BESST : Beauty Experience Sensation Surface by Texen
- * SMART: Speed Modularity Agility Reliability Texen
- * R&I : Recherche et Innovation

Key figures

Key French player in the responsible packaging industry with international renown.



8

industrial sites

30

partner sites



Flexible and modular industrial processes geared towards agility

BESST®





« One stop shop »: catalog of parts, assemblies and accessories

88% of our production sites are ISO 14001 certified

50% of our production sites are ISO 45001 certified

81% of our bids include eco-designed products





At Texen Group, our transition to sustainability is a major focus of our development

Founded in 1984, the Texen Group has become a key player in the global Luxury and Beauty packaging industry. Since 2021, our roadmap has focused on continuous improvement in all areas of CSR. Driven by our belief that saving the planet is a matter of urgency, Texen Group is continuing its mission to: "transform materials into experiences".

We are therefore ensuring we have the means as a company to invest in product optimization and the consumer experience in today's circular economy.



Mission and strategic direction



Vision

To reconcile consumption and responsibility by driving the eco-transition for cosmetic packaging.



Mission

To transform materials into experiences.



Ambition

To be a major player in the eco-transition for cosmetic packaging.



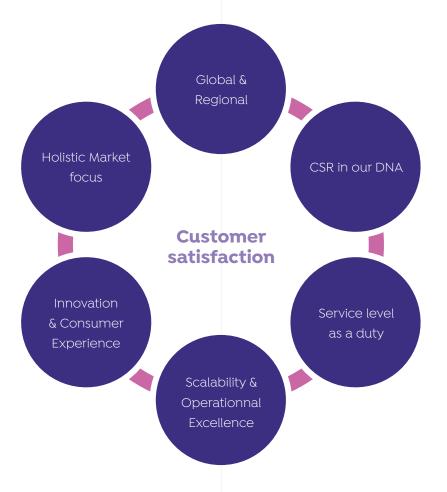
The Texe Group

A united organization with a common goal.



The Texen Group

Diverse fields of expertise, a common project and local initiatives to support key players in the cosmetics industry.



Key points

- $\ A\ holistic\ approach\ to\ the\ market:\ our\ cosmetic\ packaging\ offer\ caters\ to\ all\ market\ segments\ and\ categories.$
- Global & regional presence: a global business development team with a mainland presence to remain in close contact with our customers.
- CSR is in our DNA: Our CSR approach drives our employees' commitment to our customers and consumers.
- Exceptional service is our duty: to be the leading supplier in terms of service quality.
- Scalability and operational excellence: our industrial operations are responsive, agile, high-quality and competitive.
- Innovation & customer experience: reconciling individual responsibility with the customer experience to create desirable products.



Christophe Cabut, Group Industrial Director



We are part of a highly virtuous circle, and through concrete actions, we are having a direct impact on limiting our carbon footprint.

A strong commitment to reducing our CO₂ emissions

In 2023, our carbon footprint, calculated in accordance with the GHG Protocol methodology, amounted to 72,860 tons of CO_2 equivalent (tCO₂e), broken down into 6,681 tCO₂e for scopes 1 and 2, and 66,179 tCO₂e for scope 3.

For scopes 1 and 2, we are working on two key areas:

- The first area is focused on the plant upgrades (insulation, temperature control) and solar panels reduce energy use (778 tCO₂e saved in 2023).
- The second key area concerns green energy contracts for 25% of French consumption (2024) and 100% in Poland & Mexico.

As a result of these actions, we have reduced consumption for scopes 1 and 2 by 43% in absolute value compared to 2019.

The Texen Group prioritizes reducing its scope 3 footprint through:

- Increased use of recycled materials: 10% in new products for 2023, aiming for 15.4% in 2024.
- Reduced scope 3 emissions: Absolute value lowered by 7.5% between 2019 and 2023.

This commitment to long-term carbon footprint reduction includes developing an ambitious CO, reduction strategy with the SBTi.



CSR Report Texen - 2023

Markets

A comprehensive offer for an optimal experience.



Make-up

- Mascaras
- Lipgloss & lipstick
- Concealers
- Liner pencils
- Cases
- Pouches/Doypacks
- Accessories



Fragrance

- Stoppers
- Cases
- Accessories



Skin care

- Caps & jars
- Applicators & bottles
- Pouches/Doypacks
- Droppers
- Accessories

Additional markets

With its synergistic and multi-market benchmark approach, the Texen Group also provides highly technical and competitive solutions for the health, hygiene and automotive sectors.

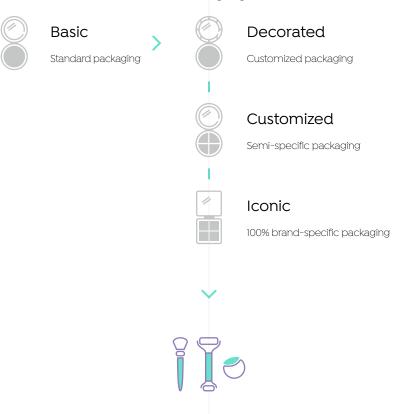


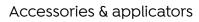






Packaging







Turnkey solutions/Full service



Jean-Luc Haulet,

Senior Vice President Texen Beauty Partners

Dorian Rosati,

Engineering & Quality Director



After an in-depth analysis of market trends and in accordance with its customer's requirements, Texen Beauty Partners made the strategic decision to source faux suede fabric made from rPET to protect and enhance its primary packaging.

We managed to find a supplier who exceeded our expectations in terms of recycled materials, not only in cosmetics, but also in other fields such as the electronics and automotive sectors, which demonstrates its capacity to innovate and adapt.

This partner is exceptional for several reasons, particularly its commitment to reducing its environmental impact. It has obtained a range of certifications with strict requirements which cover material quality, privacy and most importantly, the environment. Its Global Recycled Standard certification is particularly impressive, which guarantees that the rPET used to make the faux suede fabric can be recycled.

There are many advantages to using rPET, which offers stable, more eco-friendly mass production, while also meeting the reliability standards of traditional PET and the specific characteristics required for surface treatment.

This approach is fully aligned with growing consumer demand for more eco-friendly and less-polluting products. The rPET faux suede fabrics not only protect the product, they also provide significant added value from the customer's perspective.

With the high-quality and reduced environmental impact of this rPET suede, it should be adopted as standard across our industry, as a material that is both innovative and eco-friendly for a more sustainable future.

1.2 Location and History Legend Partner-sites Headquarter Texen's industrial sites Sales and development offices

CSR Report Texen - 2023

History

Acquisition & foundation



Launch of sales offices



New technology and industrial agility



Acceleration of the ecological transition for cosmetic packaging





Our CSR commitments

he Texen Group's CSR strategy was formalized based on the results of the materiality analysis, non-financial risks, and the policies we have implemented around social and human rights, the environment, business ethics and responsible purchasing.

This strategy was updated in 2020 following the successful completion of the first 2017-2020 CSR

roadmap It now includes our achievements and the new initiatives launched.

This strategy, aligned with 9 of the 17 UN Sustainable Development Goals, is structured around 3 main areas and 9 commitments with quantitative targets set for 2025 (using 2019 as the base year).

Reinventing cosmetic packaging

Objective:

Be a major player in the responsible packaging industry to help drive the ecological transition.

Ambition for 2025:

Commitment: To offer our customers eco-friendly packaging

- of our bids to include eco-designed proposals
- recycled or bio-based materials in our new products

Commitment: To combat climate change

- B Obtain a CDP^I Climate Change score of B
- reduction in our carbon emissions for scopes 1 and 2! (base year: 2019) in terms of absolute value and intensity (ratio of emissions to our commercial sales)
- reduction in carbon
 emissions related to the
 use of plastics (scope 3)







Commitment: To reduce the environmental impact of our sites

- Reduce the proportion of organic solvent used for our surface treatment lines to 50%
- Achieve a 50% recycling rate for non-hazardous waste
- -20% Reduce water consumption across our sites by 20% compared to 2019
- Achieve "zero landfill" for all of the Texen Group's sites
- Implement at least one Biodiversity initiative at each of our rural sites

Putting our employees at the center of our transformation

Objective:

Be an attractive and innovative company to support the transformation of our business.

Ambition for 2025:

Commitment: To attract and retain talent

of sites benefiting from a 100% profit-sharing agreement

85% employee retention rate after 3 years

35% of managerial staff appointed internally

Commitment: To develop the marketability of our employees

of training leading to a qualification for employees

Average number of training hours > 14 h completed per employee per year







Commitment: To guarantee the health and safety of our employees and service providers and promote quality of life and good conditions at work

of our production sites to 100% be ISO 45001 certified

of our employees recommend > 75 % Texen as a "good place to work" (via the regular QWL survey)

> Reduce the frequency of occupational accidents with and without work stoppages to less than 7 (employed and casual workers)

Acting ethically and responsibly

Objective:

Align our activities with our values.

Ambition for 2025:

Commitment: To conduct our business ethically

100% of the most exposed employees trained in ethics in France and abroad

Commitment: To promote responsible purchasing practices

100% of our strategic and panel suppliers have signed the responsible charter

100% of our strategic suppliers have completed a documented CSR self-audit

of our turnover allocated to 15% socially-responsible procurement











Commitment: To respect human rights and promote inclusion

Whistleblower reports to be processed in less than 7 days

Gender Equality Index over 85 (irrespective of the workforce threshold)

of technical positions to 30% be held by women

6% Increase the percentage of disabled employees in France to 6%

of managers to have completed 90% anti-discrimination training



Our governance commitment

exen Group's governance consists of a **Board**of **Directors and an Executive Committee**

The Board of Directors is made up of representatives of the three shareholders, leading French entrepreneurs, two of whom have been supporting our company's growth since 1984. The Board defines the Group's vision and monitors its implementation by the Executive Committee according to the Group's mission and aims. To this end, the Board of Directors must ensure that CSR issues are effectively incorporated into our corporate strategy. To achieve this, the Board asked the CEO to be the CSR representative to ensure that non-financial performance remains a top priority and is exemplified at the highest level. Once a year, the Board of Directors reviews the Group's performance and ensures that all actions and initiatives are consistent with our belief that for businesses nowadays, CSR is a key element of performance.

The Executive Committee (ExCom) is composed of the Chief Executive Officer, the Human Resources Director, the Chief Financial Officer, the Sales & Marketing Director and the Industrial Operations Director. It defines the Group's mission and aims according to the shareholders' vision. In this regard, it defines and guides the Group's day-to-day policy on non-financial performance. It monitors the progress made on action plans by the various departments within all the Group's various entities and drives individual and collective initiatives. The ExCom ensures that our various policies, aims and commitments implemented have meaning for everyone and provide a way for every employee to become more involved in sustainable development actions on a personal level.

The **Business Divisions** (primarily the Industrial Operations, Human Resources and Purchasing Divisions) are responsible for including non-financial performance in their departmental policies. They suggest roadmaps and associated actions, particularly when devising the budget and the multi-year plan. They are committed to achieving their objectives and to implementing and closely monitoring their plan. For consistency and where appropriate, these factors are also taken into account in individual appraisals, as well as the managerial investment required.



François-Xavier ENTREMONT President



Rémi WEIDENMANN General Director



Fabien
BLANCHET
Human Resources Director



OLIVERI
Finance and Administration Director



Christophe
CABUT
Operations Director



Guillaume BELLISSEN Sales & Marketing Director

1.4

Our CSR pillars (CSR committee)



Ethics Rémi Weidenmann



Labor & Human Rights
Fabien Blanchet



Environment Christophe Cabut





Responsible purchasing
Olivier Valin



Executive Committee (ExCom)

1.5

Our value creation

Resources

Human capital:

- 1,570 full-time equivalents as at 12/31/2023
- Over 50 apprentices & trainees
- Over 15 nationalities
- An ambitious social policy

Financial capital

- 3 family and entrepreneurial shareholders (equity > €100 M)
- Financial stability

Innovation & Development Capital

- 1 international and global development team > 55 employees
- 1 internal start-up: the Innovation Cell
- > €10 million allocated to development and R&D

Operational capital

- 8 industrial sites (Poland, France, Mexico, USA)
- Over 500 presses and finishing machines
- 7 sales and development offices (France, USA, Mexico, China)
- 30 partner sites in Asia and North Africa
- 50% of our production sites are ISO 45001 certified
- A strict HSE road map

Environmental capital

- 88% of our production sites are ISO 14001 certified
- 50% of our plants have ISCC+ certification
- Two biological treatment systems for volatile organic compounds at our surface treatment site
- 6 out of 8 plants are equipped with automatic sprinkler systems (fire safety)

Social capital

- > 40% of turnover allocated to purchasing

Impact in 2023

Human capital

- Gender equality index: 91/100 (French sites)
- RQTH (Employees with disabled-worker status) ratio: 3.58% (Worldwide) and 4.84% (French sites)
- 16% of the workforce have completed qualification-based training
- Frequency rate of accidents with and without work stoppages: 7.77

Financial capital

- Turnover: €215 M
- Gross Industrial Assets: €207 M
- 100% of sites benefiting from a profit-sharing agreement

Innovation & Development Capital

- > 170 projects currently in development
- 81% of our bids include eco-designed proposals
- 11 Soleau envelopes & patents filed

Operational capital

- €12 M in investment per year
- > 70 new product launches

Environmental capital

- 3.35% of the materials processed are recycled or bio-based
- 36.3% of the spray varnishes used are High-Solid varnishes
- 97.9% of the total non-hazardous waste produced is recovered and 55.01% is recycled
- CDP Climate Change Score: B
- CDP Water Security Score: B-

Social capital

- 85% of our strategic suppliers have completed a CSR self-audit
- 15% of turnover allocated to sociallyresponsible procurement
- Community outreach and conservation programs (Secours Populaire, Lion's Club, Resto du Cœur, Fire service, etc.)
- Ecovadis Platinum Medal (CSR)

Trends & challenges

Consumer experience & new uses

sensory appeal)

Environmental awareness

Volatile consumption

(Digitization, evolution, GDP growth,

Our strategy

Our mission

"To transform materials into experiences"

Our objective

"To be a major player in the eco-transition for cosmetic packaging"

Our values

- Kindness and high standards.
 - Audacity and teamwork.
- Sustainable development and the sharing of knowledge.

Our CSR commitments

- Reinvent cosmetic packaging.
- Put our employees at the center of our transformation.
 - Acting ethically and responsibly.

Our contribution to the Sustainable Development Goals:



















Our markets







Fragrance



Skincare

Our offering

Innovative packaging and product solutions for a better consumer experience

Our customers

ANCOROTTI

AVON

BACARDI MARTINI CHANEL























































11.6

Our multi-faceted performance in 2023

Texen CSR Strategic Focus Area	Commitments	KPIs	2025 Objectives	2023 Objective	2023 Results
Reinventing Luxury & Beauty	Offer eco-friendly packaging to our customers	% of tenders including an eco-designed proposal	100%	80%	81.4%
packaging		% of recycled or biobased plastic materials for new products	25%	15%	9.8%
	Fight against climate change	Result of the Carbon Disclosure Project scoring	Obtain a CDP Climate Change score of B	Maintain a CDP score of B	В
		Carbon emissions linked to scopes 1 and 2	Reduce our carbon emissions linked to scopes 1 and 2: In absolute value, reduce our emissions by 10% compared to the base year of 2019* In intensity, reduce these carbon emissions by 10% compared to our commercial sales, i.e. CO ₂ emissions/ turnover ratio of 70.04	In absolute value, maintain the same performance as in 2022 (2023 emissions ≤ 2022 emissions) In intensity, maintain the same performance as in 2022 (ratio kg CO₂/k€ 2023 ≤ ratio 2022)	Scope 1 and 2, in absolute value • 2019: 11,830.64 tCO₂e • 2023: 6,681.48 tCO₂e • Decrease of 43.52% Scope 1 and 2 in intensity Carbon emissions compared to turnover • 2019: 77.82 kg CO₂/k€ • 2023: 35.26 kg CO₂/k€ • Decrease of 54.69% vs 2019
		Carbon emissions related to the use of plastics for scope 3 (Teq CO ₂)	Reduce the carbon emissions produced by our packaging (related to the processing of plastics, Scope 3) by 10% (base year 2019*) i.e. 13.75% recycled plastic or ratio of CO ₂ emissions to tonnage processed to 2.64	Incorporate at least 5.33% recycled materials into products Reduce our carbon emissions by 10% vs 2019 Ratio 2023 < 2.69	Recycled materials • 2019: 0.36% • 2023: 3.03% Scope 3 plastics, in absolute value • 2019: 31,451 tCO ₂ e • 2023: 29,103 tCO ₂ e • Baisse de 7.47% vs 2019 Ratio tCO ₂ e/quantity of plastic • 2019: 2.91 • 2023: 2.641

Definitions

Contribution to Sustainable Development Goals

Percentage of eco-designed tender submissions (inclusion of at least one of the 3Rs, Reduce, Reuse, Recycle)/total number of tender submissions.

Scope = projects under the scope of categories 1, 3 and 4.

For projects started in year N, based on forecast customer volumes for the launch, the indicator is calculated according to the project phase:

- End of phase 2: take into account the launch quantity stipulated upon allocation + take into account the weight of the theoretical parts of plans.
- End of phase 3: keep the same quantity unless there is a significant change + take into account the actual part weight.
- If the first delivery of the launch quantity is made on 31 Dec. 2021, apply the 2021 indicator.

Calculation: Σ quantities of recycled* and/or biobased* plastic materials (No. of parts X weight of parts)/ Σ quantities of total plastic materials (No. of parts X weight of parts).

*If the plastic material contains up to X% recycled materials (Ecotria contains 30% for example), I apply the ratio to my calculation. PIR materials are not taken into account.

Plastic materials containing recycled and/or biobased materials only excluding ballasts, seals, surface treatment, glue, mirrors, pins, etc.

Result of the Carbon Disclosure Project assessment. Responses to the CDP questionnaire in year N relate to data from year N-1.

Carbon emissions = Σ [energy emissions factors (Gas/Elec/Fuel) x Energy consumption] + Σ [coolant fluid emission factors x quantities of degassed fluids] + Σ [vehicle fuel emission factors x service vehicle consumption]. In Teq CO₂. Carbon emissions compared to turnover = Σ [energy emissions factors (Gas/Elec/Fuel) x Energy consumption] + Σ [coolant fluid emission factors x quantities of degassed coolant fluids] + Σ [vehicle fuel carbon emission factors x thermal vehicle consumption]/commercial sales (without mold, project and interco sales). In Kg CO₂/k \in . Energy consumption = ELECTRICITY consumption (kWh) + GAS consumption (kWh PCI) + FUEL consumption (excluding vehicles and fire detection system) (kWh PCI).

Scope 3 plastic in absolute value => Σ [plastic material emission factors x plastic material consumption].% of recycled materials = Quantity of recycled plastic materials used (processed or components)/Total quantity of plastic materials used (processed or components).

* Base year 2019 = 2019 results (energy consumption, tonnage of plastic and equivalent CO₂ emissions) calculated based on an industrial scope equivalent to that of 2021.





)1.6

Texen CSR					
Strategic Focus Area	Commitments	KPIs	2025 Objectives	2023 Objective	2023 Results
Reinventing Luxury & Beauty	Reduce the environmental impact of our sites	% of ISO 14001 certified production sites within the current scope	100%	Maintain our current certifications	7/8 plants, i.e. 87.5%
packaging		% of organic solvent used for surface treatment lines	Reduce the percentage of organic solvent used on our spray application lines to 50% by 2025	< 69.94%	70.69%
		Material recycling rate for Non-Hazardous Waste (NHW)	50%	49.0%	55.01% 1,292.3 tons of NHW recycled out of a total of 2,349.1 tons of NHW
		% of waste sent to landfill	Achieve "zero landfill" for all Texen sites	Achieve "zero landfill" for all Texen sites	French sites = 0% International sites = 49.44 tons out of a total of 2,349.1 tons, i.e. 2.1%
		Water consumption at production sites	Reduce site water consumption by 20%	2023 cons. without Biofilter A < 2022 cons. without Biofilter A	 2019 = 18,670 m³ 2021 = 17,698 m³ 2022 = 28,541 m³ 2023 = 23,457 m³ Increase of 25.60% vs. 2019 2023 DECO Biofilter A Cons. = 4,337 m³. Results without Biofilter A = 19,120 m³. Increase of 2.41% vs 2019. 2023 cons. without Biofilter A < 2022 cons. without Biofilter A
		Number of sites located in rural areas that have launched an initiative to protect biodiversity	Roll-out at least one Biodiversity initiative at each of our rural sites	Maintain the same results as in 2022	100% of factories have completed at least level 1 (Average of 3.75 vs. 6 stages).
Putting our employees at the center	Develop the employability of our staff	Percentage of qualification-based training	> 5% of workforce	> 5%	15.94% - Scope : Worldwide (production sites and tertiary units)
of our transformation		Average number of training hours per employee per year	> 14 hours per employee	>14 hours	16.35 hours - Scope: Worldwide (production sites and tertiary units)
	Attract and retain talent	Employee retention rate after 3 years	> 85%	>80%	53.68% – Scope: Worldwide (production sites and tertiary units)
		Percentage of internally-promoted management	> 35%	> 35%	66.67% - Scope: Worldwide (production sites and tertiary units)
		Percentage of sites benefiting from a profit-sharing agreement	100% of sites	100%	100% - Scope: Worldwide (production sites and tertiary units)

Definitions	Contribution to Sustainable Development Goals
Number of ISO 14001 certified production sites out of the total number (2021 scope).	O MUSTEY INNOVATION
Quantity of solvent in sprayed products (T) out of the total quantity of products sprayed by sites.	9 AND STREAM OF THE AND STREAM
Non-hazardous waste - Repurposed material (T) out of Total non-hazardous waste produced.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Non-hazardous waste disposed of (landfill - waste code Dì) out of total non-hazardous waste produced.	CO
Mains water consumption (m³).	
Excerpt HSE Road Map.	
9.4 Level 1: Our green spaces are maintained without the use of pesticides. The clippings are left in place and should be positioned under the hedges and at the foot of the trees for reintegration into the soil or mulching.	
Percentage of qualification-based training courses (no. of approved professional qualification-based training courses, no. of work-study candidates and intems) during the year.	4 quality ducation
Number of training hours completed (internal or external)/average total workforce (France & Mexico).	
Number of employees who joined in the last 36 months and are still present/Number of employees who joined in the last 36 months (permanent contracts only).	
Number of employees in management positions who previously held another position in the company or group/ Number of employees in management positions. Management positions are defined as those with managerial or equivalent status outside France and with hierarchical responsibility over other employees.	
Number of legal entities that offer a profit-sharing scheme (legal and/or voluntary)/total number of legal entities. A profit-sharing scheme involves redistributing a share of the profits to the entity's employees, calculated according to pre-determined, widely-known criteria.	



Texen CSR					
Strategic Focus	Commitments	KPIs	2025 Objectives	2023 Objective	2023 Results
Area					
Putting our employees at the center of our transformation	Guarantee the health and safety of all our employees and service providers and	Percentage of ISO 45001 certified production sites	100%	62.5% Texen Poland expected to obtain certification	Certification maintained for CEICA, CMSI, MAYET and MEXICO. 50% of Texen plants ISP45001 certified
	promote QWL	Workplace accident frequency rate (with and without work stoppage)	Reduce the frequency rate of work-related accidents with and without work stoppages for employees and temporary workers to < 7	8.7	7.77
		Proportion of employees in % who recommend Texen as a "good place to work"	More than 75% of our employees to recommend Texen as a "good place to work" (via periodic QWL survey)	75%	70.45% - Scope: Worldwide (production sites and tertiary units)
Acting ethically and responsibly	Conduct our business ethically	Percentage of the most exposed employees trained in ethics in France and abroad	100%	100%	85.37% - Scope: Worldwide (production sites and tertiary units)
	Promote responsible purchasing practices	Proportion of suppliers in % having signed the Texen responsible charter			
		Strategic status	100%	100%	100%
		• Panel	100%	90%	83%
		Customer-imposed	100%	60%	55%
		Proportion of strategic suppliers in % having completed a documented CSR self-audit	100%	70%	70%
		% of tumover allocated to socially-responsible procurement	15%	15%	16%
	Respect human rights and promote inclusion	Number of days to process alerts	<7 days	<10 days	0.8 days – Scope: Worldwide (production sites and tertiary units)
		Gender Equality Index	> 85	> 80	91 - Scope: France 4 SPCs
		Technical positions held by a woman	30	25%	30.43% - Scope: Worldwide (production sites and tertiary units)
		Percentage of awareness training completed by managers to prevent discrimination	>90%	>60%	65.03% - Scope: Worldwide (production sites and tertiary units)
		RGTH ratio (Employees with disabled-worker status)	6%	6%	3.58% - Scope: Worldwide (production sites and tertiary units)

Definitions	Contribution to Sustainable Development Goals
Number of ISO 45001 certified production sites out of the total number (2021 scope).	8 DECENT WORK AND ECONOMIC GROWTH
TF2 = Number of occupational accidents with and without work stoppage * 1,000,000/hours worked. Concerns employees and temporary workers.	
Number of employees who responded with a score of 4 or 5 to the question "Would you recommend the company to your friends and family?"/ Total number of employees who completed the survey. Frequency of the survey: every two years.	3 GOOD HEALTH AND WELL-BEING ————————————————————————————————————
Number of exposed employees present on 31/12/N (finance, purchasing, HR, plant manager, plant management committee representative, maintenance manager) having completed group training during year N or in previous years (without limitation), (in person or by Webinar) in Ethics, Corruption and Sapin II.	16 PEACE AUSTICE AND STRONG INSTITUTIONS
Strategic supplier: preferred Texen supplier with whom Texen has a reciprocal relationship and a common strategy. Supplier group supplier: supplier approved by Texen to meet recurring needs. Client-imposed supplier is a supplier with whom we are obliged to work.	
CSR self-audit: questionnaire with 11 questions to assess our suppliers' CSR maturity.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Texen's socially responsible procurement involves small and medium-sized enterprises (SMEs) with fewer than 00 employees and a turnover of less than €20 million per year that do not have a dominant market position.	_
Average number of days between the date the complaint is made and the date it is reviewed. Appointment of ethics representatives at sites and introduction of an annual ethics report to monitor complaints.	8 DECENT WORK AND ECONOMIC GROWTH
French legal calculation as standard.	
For foreign sites in particular, possible offset by non-disabled workforce. (pay gap, pay increase, promotions, higher pay increase, remuneration) and weighted average of the workforce, to obtain a calculable result.	5 GENDER EQUALITY
Number of women in technical positions/Number of employees in technical positions at 12/31/N (Project manager, Setter, Technician, Production Team Leader, Technical Service Manager, Automated Line Operator, Toolmaker, Metrological Engineer, Quality Technician, IT Engineer, Engineering/Tech).	©
Number of employees who have completed anti-discrimination training/average total workforce.	
Number of employees with a disability working at the company/average total workforce.	10 REDUCTO REQUALITIES



Our commitment to reinvent Luxury and Beauty packaging

he Texen Group vision is to produce cosmetic packaging, whose primary function is to preserve products while avoiding waste, that is exemplary in terms of eco-friendly design and manufacturing. The Group's mission is to transform materials into experiences, and as market leader, our aim is to accelerate the eco-transition in the Luxury and Beauty packaging industry.

Together with our employees, customers, suppliers and consumers, the Texen Group aims to produce responsible and environmentally-friendly packaging, via processes firmly rooted in the circular economy.

2.1

Offer eco-friendly packaging to our customers



Objectives for 2025:

100%

of our commercial offers to be eco-designed

25%

recycled or biobased materials to be used for new products

Our results in 2023:

81%

of our product proposals eco-designed (+6 points/2022)

9.8%

recycled or bio-based materials in our new products





Why this commitment?

As part of the ecological transition, where brands are developing new types of luxury products that are aligned with consumer expectations, the Texen Group aims to play a major role in transforming the packaging industry. By its very nature, packaging prevents waste by preserving products. As such, it has a key role to play in the ecological transition. As bearers of this responsibility, the packaging industry must lead by example. For this reason, the Texen Group has founded its strategy on eco-design, so that we can consistently offer our customers more responsible packaging and reduce the impact our packaging has on the environment. As a result, right from the material sourcing stage, the Group is committed to incorporating recycled or bio-based materials into our new products.



Our approach: the 3 Rs (Reduce, Reuse and Recycle)

Eco-design is a step-by-step approach aimed at improving the environmental impact of a product throughout its entire lifecycle. The Group's strategy is based on three key pillars: Reduce, Reuse and Recycle.

This approach starts with a strict evaluation of the impact of our products, from the manufacture of the materials to treatment at the end of their lifecycle, including production, marketing and use. "If you can't measure it you can't improve it."

To this end, the Group pioneered the roll-out of a Life Cycle Assessment (LCA) software package called e-Dea, developed in 2016 with major and independent players in the assessment sector.

In 2022, the Group upgraded to new LCA software, co-designed with our customers and colleagues with a view to speeding up the process for the entire industry. This software was created by the SPICE (Sustainable Packaging Initiative for CosmEtics) consortium, which is composed of 30 major companies in the cosmetics industry

Life Cycle Assessment covers the main impact indicators for resources, biodiversity and health. The Group and its ecosystem use this multi-criteria approach to align their strategy, in terms of design, materials and decorative elements, with their CSR objectives and costs. It provides brands with information required to identify the levers for optimizing "eco-designed" packaging. As part of the industrial innovation process, the Group's employees use this software to determine the most relevant and effective eco-design options.

At the same time, with the aim of incorporating more recycled and bio-based materials into its products, the Group defined a procedure for approving "new" materials (sourcing, regulations, compatibility, technical feasibility, functional and aesthetic finish, and operational impact), to speed up the selection and industrial roll-out process.



And in specific terms?

In 2022, the Group introduced a new "3Rs" presentation tool designed for our customers' packaging development departments. This tool is used to highlight our proposals for making products more eco-friendly: from selecting the materials to optimizing the weight, reducing the number of manufacturing stages and using hydro-soluble primers and HS varnishes (High-Solid varnishes with a low solvent content). In 2023, 81% of our offers included one of these 3R components. While in the majority of cases, we suggested using recycled materials (77% of our offers included eco-designed products) we also put forward a range of proposals to make parts lighter, reduce the number of steps in a process (17% of our offers), or produce reusable or refillable packaging (6%).

The relevance of our proposals and the Group's proven technical expertise in transformation and decoration processes have gained us many loyal customers, who are won over by our capacity to produce a more eco-friendly product without affecting the quality, safety or aesthetics. In 2023, our new products contained 9.8% recycled or bio-based plastics. While this percentage fell short of our objective for 2023, at Group level, we remain focused on our aim to incorporate 25% recycled or bio-based materials into all our new products by 2025. The goal for 2024 is to reach 15%.





Marion Forcet, Younes El Omari, David Dupuped, Pierre-Yves Choley,

Denis Paccaud,

"Vatériauthèque" Team





66

Material Library: an enhanced database

We have expanded the Material Library database with two key objectives in mind. The first involves collecting data on materials currently available on the market (recycled, bio-based materials, etc.) and evaluating their potential by analyzing the food safety certificates, composition and origin of recycled materials or monomers. The second objective is to provide a reliable list of materials for the Development Teams to use. When a promising material is identified, we run tests to check its characteristics, develop a formal process for its injection and compare it with other well-known materials. The Texen Lab follows a strict **pre-qualification** process for these materials. Then, the Operations team is responsible for the **qualification** process, via pre-production runs, using molds selected based on the previous results. At the moment, we are focusing on two types of materials: polyolefins and polyesters.

To achieve the **objective of 25% recycled materials by 2025**, we must carry out exhaustive research. 2023 was a benchmark year in terms of the huge number of tests carried out. Two materials have emerged as potential contenders: a **mechanically-recycled PP**, sourced in Asia and FDA-certified, which could be used to make colored parts, and a **biopolymer** which could be used to replace thermosets.

We anticipate developments in the materials sector and support our customers with these changes. We log the data collected during this process, which means we can provide customers with fact-based information and guide their choices.



Dior Overcurl Mascara



L'Oréal All Hours Foundation Cap





Sisley Ombre Éclat Liquide

^{*}rPET = recycled PET

^{*}rPP = Recycled Polypropylene

Examples of products developed by Texen Group in 2023 incorporating recycled or bio-based materials



Dior Overcurl Mascara

The Texen Group worked with its customer Dior to create an innovative design and adapt our processes to its first refillable mascara.

What technical constraints did we face?

The Texen Group succeeded in producing a refillable product, while preserving the same visual appearance and capacity. In addition, the cladding insert (part which makes up the cap) is molded from 100% rPET.



L'Oréal All Hours Foundation Cap

In keeping with its commitment to offer attractive, ecodesigned products, L'Oréal enlisted the Texen Group's help to incorporate rPET into a product from its YSL Luxury brand, having been pleasantly surprised with the aesthetic quality of the XXL case. To adapt to the needs of the market, the use of recycled materials has been gradually increased and is now at 50%, the maximum percentage that can be used in this type of product while guaranteeing the same level of aesthetic quality.

What technical constraints did we face?

Using rPET required particular care to avoid shrink marks on the embossed logo and to ensure perfect split lines between the shells. We thus opted for continuous hot stamping on two sides and a split line that enhances the brand name.



Sisley Faux Suede Fabrics

The Sisley rPET faux suede fabrics, developed by Texen Beauty Partners, mark an important regulatory and ecological turning point. Made entirely from post-consumer recycled PET (PCR), they exemplify the Texen Group's commitment to sustainability and compliance with environmental standards.

What technical constraints did we face?

Despite the technical and regulatory challenges involved, particularly with regard to hot stamping, the Texen Group was able to certify the quality and ecological origin of these materials. This achievement demonstrates the Group's capacity to innovate while upholding its commitment to eco-design.



Sisley Ombre Éclat Liquide

In collaboration with Sisley, the Texen Group launched the Ombre Eclat Liquide gloss, marking an important environmental milestone with its use of PET, an initiative that underscores their shared commitment to sustainability. This partnership has resulted in the design of a product that is both luxury and eco-friendly.

What technical constraints did we face?

The main technical constraint was to achieve the same gloss finish with the UV varnish despite the change in material. By working closely together and sharing their expertise in surface treatment, the Texen Group and Sisley overcame this obstacle, achieving the perfect synergy between innovation and eco-design.

What are PET. rPET. PP and rPP?

PET stands for Polyethylene Terephthalate, the most common plastic used in packaging. It is a resin-based polyester made from crude oil and natural gas, then molded into plastic containers (e.g. water bottles).

rPET stands for Recycled Polyethylene Terephthalate, a material made from recycled PET, with up to 100% recycled content. This new material can also be recycled.

PP stands for Polypropylene a petrochemical plastic. New distribution channels for biobased PP are emerging as a result of the chemical recycling of food oils.

rPP stands for Recycled Polypropylene, which is produced by collecting household waste to be processed into pellets.

Combating climate change



Objectives for 2025:

B Obtain a CDP Climate
Change score of B



- Reduce our carbon emissions related to scopes 1 and 2 by 10% (base year: 2019) in terms of absolute value and intensity (ratio of emissions to our commercial sales)
- -10%

 Reduce our packaging carbon emissions (related to the use of plastics, Scope 3) by 10% through the use of recycled plastics with lower emissions than virgin materials (base year: 2019)

Our results in 2023:

- B CDP Climate Change score of B
- -43% Scope 1 and 2 carbon emissions reduced by 43% in absolute value and 54% in intensity (ratio of our carbon emissions to our commercial sales).

 In 2022, we reduced our carbon emissions by 12.40% in absolute value and 18.4% in intensity
- -7.5% We reduced our carbon emissions from plastics processing by 7.5% (scope 3). In 2022, we reduced these emissions by 10%



In 2023, the Texen Group signed a commitment with the Science Based Targets initiative (SBTi) organization, to define a strategy for reducing its carbon footprint that is aligned and consistent with the recommendations issued by the IPCC (Intergovernmental Panel on Climate Change) and the members of the Paris Agreement. We are currently developing "short-term" decarbonization targets for scopes 1 and 2, as well as scope 3, which will be submitted to the SBTi organization for approval in 2024.

¹ The results from 2019 have been calculated based on an industrial scope equivalent to those of 2021, 2022 and 2023.



Why this commitment?

The fight against climate change is a global challenge. Through the European Green deal, the EU has set itself the target of becoming carbon neutral by 2050 and reducing its greenhouse gas emissions by at least 55% by 2030 (compared to 1990). The Texen Group has committed to reducing its emissions related to scopes 11 and 22 and its emissions associated with the production of plastic packaging (scope 33) by incorporating recycled or bio-based materials into its new products.



Our approach

Since 2021, the Group has been measuring its carbon emissions using the "GHG protocol" methodology, an international protocol that provides a framework for measuring, costing and managing greenhouse gas (GHG) emissions. The environmental data has been calculated using the emission factors available in the ADEME (French Agency for Ecological Transition) database, as well as that of ECOINVENT (international leader in environmental assessment data).

We have also improved our method for collecting raw data on quantities of plastic raw materials, and applied it to all 3 scopes.

For Scope 1, this involves assessing emissions released directly into the atmosphere (e.g. emissions from gas-fired boilers). For scope 2, it covers indirect energy emissions (electricity), and for scope 3, it includes other indirect emissions (consumption of raw materials, employee travel, end-of-life of manufactured products, etc.).



² Indirect emissions associated with the generation of imported electricity, heat or steam for the Group's operations.

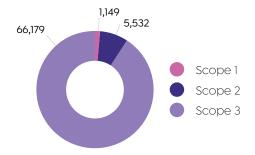


The products and services purchased by the Texen Group account for 46.9% of the company's total carbon emissions with 34,150 tCO₂e, of which 29,103 tCO₂e (i.e. 40% of the Group's emissions) come from plastic use, whether through our processing operations or the use of plastic components.

This year, the Texen Group's energy consumption amounted to 6,586 tCO₂e, i.e. 9% of the company's total carbon emissions, including 7.6% from electricity consumption (Scope 2) and 1.4% from gas consumption (Scope 1).

Texen Group's policy is to work on reducing or optimizing our energy consumption and to prioritize use of the least carbon-intensive fuels.

Our carbon emissions: 72,860 tCO,e





And in specific terms?

In 2023, Texen was awarded a **CDP Climate Change score of B**⁴. This score provides recognition for all the Group's efforts to manage climate change risks and reduce our greenhouse gas (GHG) emissions.

³ Indirect emissions associated with the company (e.g. raw materials used to manufacture packaging, upstream and downstream transport of goods, etc.).

⁴ Grading scale from A to D.

)2.2

o support its commitments, the Texen Group has drawn up a practical action plan to help combat climate change. Since 2022, we have redoubled our efforts to dramatically reduce our energy consumption, while adopting working methods and daily practices to reduce our environmental impact.

A project team has been set up specifically to identify all the technical, organizational and human measures required, which must then be deployed and standardized across all the Group's entities.

In 2023, we continued work in line with the first actions taken in 2022, resulting in a potential reduction of 6.3% in electricity consumption and more than 15% in gas consumption. The associated ${\rm CO}_2$ emission savings were estimated at 778 tons of ${\rm CO}_3$ e.

Consequently, the ratio of the Group's energy consumption (electricity and gas) to its commercial sales has decreased to 0.27 in 2023, a reduction of 12.4% in two years. In addition, the Group's energy consumption compared to the tonnage of plastic processed has fallen to 5.14 in 2023, a decrease of 49%

For example, we have adjusted the set-point temperature of the air-handling units on our surface treatment lines according to the season in order to limit gas consumption in winter and the use of chillers in summer. Texen Décoration has replaced its old compressors with variable-speed machines, and installed a system to recover the heat emitted, which is then used to preheat water to limit boiler gas consumption. The Group also decided to fit all

its injection press sheaths with insulating sleeves to limit heat loss, and has now insulated 150 injectionmolding machines. The nominal pressure of the compressed air network has been reduced to the strict minimum, thus reducing compressor consumption. An extensive "air-leak hunt" campaign was carried out at all of the Group's production sites, using ultrasonic leak detection equipment. In addition, the Texen Group completed its program to install LED lighting at all of its sites, and minimized its lighting-related electricity consumption by switching off certain unused neon strip lights, while still ensuring adequate lighting. Lastly, since 2022, the profit-sharing agreements at our French plants have included a criterion for energy consumption in CO₂ equivalent compared to commercial sales, in order to raise awareness among all employees about the energy-saving measures they can take on a daily basis.

In 2022, the Group also continued its investment program to replace some of its production machinery with more energy-efficient equipment (replacing its hydraulic presses with electric presses). In 2022, the Texen Poland site began installing solar panels to produce its own electricity, and the third phase of this work was completed in 2023, enabling the site to generate 126.6 MWh of electricity locally, with a saving of over 96 tons of CO₃e.

In 2023, the Group renewable energy supply policy continues through partnership with energy companies in France and Mexico.

The Group reduced its carbon emissions by 43% for scope 1 and 2 which was the goal set for 2025.

The use of recycled or bio-based materials in our products in 2023 played a big part in this achievement.



What is the CDP?

- A global non-profit organization.
- The world's largest database on the environmental performance of companies and cities, voted the leading provider of climate research by investors.
- Its objective is to encourage companies and cities to take action towards building a truly sustainable economy by measuring and understanding their environmental impact.
- 4 types of questionnaires: CDP Climate, CDP Water,
 CDP Forest and CDP Supply Chain.



Installation of solar panels at the Texen Poland site



Detection of leaks at the Texen CMSI site



Optimization of LED lighting at the Texen Rose site



Insulating sleeves on an injection press at the Texen CMSI site

Focus on "The climate fresk"

n line with its CSR approach, various Texen Group departments (the HSE and sales departments) took part in a workshop run by "The Climate Fresk" in 2023.

This fun, informative and collaborative workshop focused on raising participants' awareness about climate change and helping them to better understand the issues at stake.

Many ideas came to light at this event, whether from a personal, civic or employee point of view.



)2.3

Reduce the environmental impact of our sites



Objectives for 2025:

of our production sites to be ISO 14001 certified

Reduce the proportion of organic solvent used on surface treatment lines to 50%

- Reduce water consumption across our sites by 20% compared to 2019
- Achieve a material recycling rate of 50% for non-hazardous waste
- O% Achieve "zero landfill" at all the Texen Group's sites
- Implement at least one
 Biodiversity initiative at
 each of our rural sites

Our results in 2023:

87.5%	of our production sites are
	ISO 14001 certified (7 plants
	out of 8) (875% in 2022)

70.7% The products sprayed on surface treatment lines contain 70.7% organic solvent on average (70% in 2022)

increase in water consumption across the Group's sites compared to the base year in 2019 for an equivalent scope

of Non-Hazardous Waste (NHW) was recycled (48% in 2022)

of Non-Hazardous Waste was sent to landfill (49.4 tons out of 2,349.10 tons of Non-Hazardous Waste in total), (7% in 2022)

of our rural sites have implemented at least one Biodiversity initiative (the same as in 2022)





¹ These actions aim to preserve all natural environments and all forms of life, as well as the dependencies between these ecosystems. For example, initiatives such as installing beehives, planting trees, stopping our use of pesticides or mowing late in the season have all been considered.



Why this commitment?

Our industrial activity involves the consumption of raw materials and, as a result, has a significant impact on the environment due to waste generation, resource consumption and greenhouse gas emissions.



Our approach

The Texen Group's ISO 14001 certified production sites use environmental management systems to identify and manage the environmental impact of their operations and thus continuously improve our environmental performance.

As a result, the Group has committed to reducing the environmental impact of our sites in five areas: reducing solvent consumption, complying with atmospheric volatile organic compound emission limits, recovering waste, reducing water consumption and protecting biodiversity.



And in specific terms?

In 2023, 7 out of 8 production sites, i.e. **87.5%,** have maintained their ISO 14001 certification. At the end of the year, we started the roll-out process for the environmental management system at the last site to be certified, Texen Mar-Lee. Therefore, by late 2023, all our sites had been provided with an analysis of their environmental risks and opportunities, as well as specific regulatory watch and compliance status information.

Despite the average annual percentage of solvent used in our **spray products having reached a plateau of 70%**, we continue to increase the use of High-Solid Varnishes on our spraying lines. For three years now, we have been steadily increasing our use of these low-solvent spray products for surface treatment at the Texen Décoration site, and at the end of 2023, they accounted for over a third of the total quantity of varnish used.

Focus on "The inauguration of the new biofilter at Texen Décoration"

n October 10, 2023, the Texen Décoration teams commissioned a new biofiltration system for treating volatile organic compounds (VOCs). The employees who worked on the "Biofilter A" project and local councilors were present to witness the inauguration, after a year and a half of developing knowledge, learning how to use the system and ensuring its stable operation.

Side note: The invitations, which were printed on recycled paper and contained seeds, were then planted in a garden marked out for this purpose on the site.





The Texen Décoration biofilter in operation

he recycling rate for Non-Hazardous Waste (NHW) has increased to 55%, i.e. 1,292.30 tons of non-hazardous waste recycled from a total of 2,349.10 tons of non-hazardous waste generated by the entire Group, compared to 48.22% in 2022.

The production sites ensure day-to-day compliance with the recycling regulations in force, and are constantly looking for new waste recovery channels.

For example, Texen Mayet introduced a new recycling system for its black PET production waste in 2023, in collaboration with our partner BROPLAST, which specializes in thermoplastic recycling. In the past, this waste, which amounts to 16 tons per year,

was incinerated. The Texen CMSI site also started recycling its PET and rPET production waste in late 2023.

At our French sites, 100% of non-hazardous waste is either recycled, or recovered to produce energy.¹

The Texen Group has now extended this commitment to our international sites, with the aim of achieving zero landfill across all of our sites worldwide by 2025. In 2023, 2.1% of the total non-hazardous waste produced by the Texen Group was sent to landfill, i.e. 49.44 tons (in 2022, this figure represented 162.3 tons, i.e. 7.3% of the non-hazardous waste generated).

Incineration with heat recovery performed in an authorized facility designed for this purpose.

/ ith regard to water consumption in 2023, the Texen Group drew 23,457 m³ from drinking water supply systems. Water consumption associated with the new biofiltration system for treating VOCs at the Texen Décoration site, launched in 2022, amounts to 4,337 m³. Thus, for the same scope of activity as in 2019, the Texen Group consumed 19,120 m³ in 2023, an increase of 2.41% compared to the base year. In 2022, the Group's water consumption amounted to 23,375 m³ (excluding the water consumed by Biofilter A), i.e. a reduction of 18% in 1 year.

As part of the measures taken by the Group to manage and reduce its water consumption, weekly meter readings have been introduced at each of its sites to identify any leaks and thus take corrective action as quickly as possible. Certain sites have continued to install energy-saving equipment, such as toilets with 3L or 6L flushes or push-button

taps. The Texen Poland site has recommissioned a $12~\text{m}^3$ underground tank for rainwater collection and storage, and installed a sump pump to supply water to the lawn sprinkler system, thus reducing the site's water consumption from 4,339 m³ in 2022 to 1,845 m³ in 2023.

Lastly, to help protect biodiversity, each production site has implemented at least one initiative to protect species and ecosystems in the surrounding area. In 2023, some production sites planted fruit trees and installed birdhouses or insect hotels, while Texen's CEICA site still has around 50 beehives, maintained with its long-standing local partner Les Fées Léma, an apiary n the Ain region.

Focus on "World Environment Day"

o celebrate World Environment Day, the Texen Group sites organized a waste collection initiative for the third year running. The event also provided an opportunity to organize other activities around recycling and protecting biodiversity. At this year's event, around 250 kilograms of waste was collected from the areas around our production sites.





Our commitment to putting our employees at the center of our transformation

The Texen Group aims to be an attractive and innovative company.

Our corporate ambition is to offer all employees the opportunity for personal development, which benefits the Group as a whole, while ensuring personal fulfillment for every individual.

Attracting and retaining talent



Objectives for 2025:

- > 85% Employee retention rate after 3 years
- > 35 % Proportion of managerial staff appointed internally
- of sites benefiting from the profit-sharing agreement

Our results in 2023:

- 54% Employee retention rate after 3 years (worldwide data), (80% for France in 2022)
- 67% Proportion of managerial staff appointed internally (worldwide data), (70% in 2022 worldwide)
- of the Texen Group sites have benefited from a profit-sharing agreement since 2021



Why this commitment?

The Texen Group has been evolving for 40 years thanks to the commitment and expertise of our employees.

In an industry that is facing many challenges, the Texen Group wants to attract and retain talent from diverse backgrounds and sectors so we can strengthen our teams and take on the major challenge of transitioning to sustainable packaging. The Texen Group places great emphasis on integrating work-study students and interns into the organization every year, to ensure they get a good start in the world of work, with the opportunity to develop their skills. A diversity of talent is the key to innovation, our agility as a company and the durability of our expertise.

In this regard, the Group aims to give all its employees the chance to thrive in the company, from the moment they arrive and throughout their entire careers, with a particular focus on contributing to local industry in order to give each individual a sense of purpose.

Our employees' career development is extremely important, not only in terms of developing their individual skills but also by giving them new roles and responsibilities through internal promotion at our various sites. The aim is to build loyalty among all our employees by offering a "personalized" employee experience and meeting their individual needs.

To enhance performance and commitment among all our employees, the Group has focused on various aspects of employee remuneration, through a profit-sharing scheme linked to our financial results, which is accessible to every Group employee, in France and abroad.



Our approach

The Texen Group has made a point of adopting diverse recruitment methods in order to attract new talent. The HR teams go above and beyond traditional methods, making every effort to meet with candidates whether through forums, open-house events or specific partnerships with temporary employment agencies and/or specialist companies.

The Texen Group has also developed relationships with schools in order to attract young talent through internships and work-study programs, and then retain these employees by offering long-term career prospects (permanent contracts, fixed-term contracts, the French international internship program (VIE), study opportunities, etc.).

The Group wants to be known as an important economic player in all of our local employment areas.

For example, as a member of the Association des Acteurs Economiques Plastics Vallée (AEPV), the Group attends various events, such as job fairs, in order to raise its profile among local talent. We are also strengthening our presence on social networks in order to boost awareness and attract new talent.

The Texen Group wants to promote the industry's professions, in order to raise awareness of the jobs that are available in the sector, as well as career development opportunities and current challenges.

Effectively integrating talented new recruits is the first step to retaining them. To achieve this, the Group has developed a comprehensive induction program for all of its employees, which includes personalized training and meetings with other departments. Regular update meetings our held with site managers and HR departments to ensure employees are supported in their new role.

Career development and internal mobility are also key to retaining talent, by offering employees opportunities to advance within the company and recognizing their performance. The Group uses a variety of management tools (Flash Emploi, People Review, annual appraisals, etc.) to help identify our employees' internal mobility needs and support their career development.



And in specific terms?

In 2023, our employee retention rate after 3 years stood at 54%. This rate reflects changes in society with employees now looking for a mission, a project rather than a job, which has tipped the scales. The target of 75% will be reviewed in 2025 in both form and content to reflect employees' new aspirations. The proportion of managerial staff appointed internally amounts to 67% for our sites in France and abroad. This indicator reflects the success of the Group's mobility and internal promotion policy, which is designed to help employees develop their skills and set longer-term goals through a dynamic, personalized career plan.

Focus on the Group's remuneration policy

n 2022, all of the Group's French sites signed a new version of the profit-sharing agreement. It is now linked to the Group's results. The thresholds to be reached are now assessed on a global scale to ensure that our results are shared more equally and uniformly between sites. Once the budget has been set, the site's results are evaluated in order to reduce or increase the amount allocated according to the intrinsic performance of each entity for the year in question. The aim is to promote our collective success and to increase employees' sense of belonging to the Texen Group, while taking into account the changes in our organization (One Texen). These agreements are reviewed annually to ensure that indicators are aligned as closely as possible with the targets set for the current year. In 2023, the Texen Group distributed over €2.1 M to its employees around the world (€1.3 M in 2022). allowing them to share in our financial success.

Again in 2023, the Texen Group decided to renew its support for employees in coping with rising inflation, both in France and internationally. The Group implemented a policy with the aim of boosting the purchasing power of all its employees. Thus, through the Mandatory Annual Negotiations (Négociations Annuelles Obligatoires - NAO) and dialogue on labor issues with elected representatives, the Group not only raised salaries, but also introduced or reviewed existing employee benefits, such as meal allowances, increased employer contribution to health insurance costs, etc.

The Texen Group diversifies its recruitment methods

e constantly require new skills to support our development. So, in order to attract new talent, the Texen Group adopted diverse recruitment methods throughout 2023:

- By trialing various practices and breaking with traditional recruitment conventions. The HR teams attended a particularly innovative **job dating event entitled "From Stadium to Employment"** organized by Pôle Emploi and Oyonnax Rugby Club on May 3, 2023. It was a chance to showcase expertise through the collective game of rugby and to talk about what professional opportunities are available to candidates without reviewing their CV beforehand. In this same vein, the Group has opted to use the **Job Simulation Recruitment Method (MRS)**, together with Pôle Emploi, which involves recruiting candidates based on tests and interviews rather than a CV, to help meet the company's employment needs and challenges.
- By launching a large-scale campaign to convert temporary contracts into permanent contracts, in order to build loyalty among temporary workers and provide job security, particularly for production operator roles.
- By participating in various **job fairs and job-dating events** near our industrial sites, such as the "Market de l'Emploi" in Bourg-en-Bresse, the "Forum de l'Alternance" in Louhans, the REEP job fair in Oyonnax, a Job Dating event by JL Bourg-en-Bresse, and the "Salon de l'Orientation, de la Formation et de l'Emploi" (SOFEO) in Oyonnax.



REEP Job Fair Wednesday October 11, 2023



"From Stadium to Employment" job-dating event Wednesday May 3, 2023

- By promoting recruitment through an internal employee referral program which has been widely publicized among our employees. If the co-optee is hired at the end of the process the employee who recommended the new employee receive a bonus of up to 1 000 €. The Group considers that the best ambassadors for the company are the employees themselves.



SOFEO Expo Thursday December 7, 2023

Texen welcomes its new arrivals with a unique program

e have developed a personalized program for new recruits which covers various essential stages. The first stage is "A Day in My Shoes" for all employees that are not involved in the production side of the business, where they spend a day with a production operator at one of the Group's plants to gain a better understanding of this work and promote a collaborative approach between the company's various departments. This measure is essential because all the company's business lines are important, and production remains the foundation of our business. All new employees must also complete safety and environmental training. They must attend refresher courses for this training throughout their career at the company. They are also trained in other areas such as business ethics, CSR, manufacturing best practices, etc.

Throughout 2023, various new elements were introduced to further improve the induction process:

- An induction kit with several e-learning modules was created and made available online via the HRIS.¹ New recruits must complete the following modules within their first few days at the company: "History, Values and Products", "Corporate Social Responsibility", "Manufacturing Best Practices", "The Texen Group's 8 Golden Rules of HSE", and "Business Ethics".
- A corporate video has been created which presents our premises, workstations, health, safety and environment rules and best practices, etc. This video has already been produced for the Texen CMSI and Texen CEICA sites, and is shown to all new arrivals internally, as well as to all temporary workers by the employment agencies before they start work.
- For the first time, the Texen Group also attended an **integration evening for newcomers to the area**, organized by AEPV. This event was an opportunity for the Group to include its new recruits based near Oyonnax, and to help them settle in and integrate their local community.

¹ Human Resources Information System (HRIS).

A continued presence among young people

he Group continued its work to engage with work-study students and intems in 2023, running massive recruitment campaigns for all of its sites and covering many sectors of activity. In total, 35 work-study students (excluding interns) were taken on at our French sites for the 2022-2023 cohort. This initiative has two aims: firstly, to attract young talent to our teams in order to retain them, and secondly, to introduce them to the often-maligned industrial sector and its potential job opportunities. We have made these training pathways a top priority and always ensure that our work-study students are given real work assignments, while receiving considerable support from their mentors

Our work-study recruitment campaign has been revamped to make it even more appealing, and it was widely publicized on LinkedIn through short videos featuring our own work-study students, which have proved to be a great success.

We continue to hold **two annual induction days** for work-study students. These days are organized around discovering new things, transmitting knowledge and team-working through sessions with professionals and various group activities. They also offer an opportunity for to get to know each other and interact



Day for work-study students Tuesday June 13, 2023



Internship in Poland for Raphaël Kiener & Alexis Gaudet

As part of the project to develop a **complementary BTS Europlastics with Cosmetics program**, which involved several major players in the Cosmetics industry working in partnership with Polyvia Formation, the Group has implemented two key actions:

- An inter-company training program with ALBEA saw two Texen students visit ALBEA Simandre site, while an ALBEA student spent two weeks at Texen Mayet site. The goal was to promote open-mindedness and teach new cosmetics sector methods and processes.
- Two work-study students from Texen Rose spent a month at Texen Poland to gain international experience. This internship, part of their training, offered a chance to develop technical skills and learn about a different culture.

Promoting the industry remains a key challenge for the Group

o help anticipate future recruitment needs and attract talent to the industry, the Texen Group takes great pride in presenting its trades, challenges, values, committed CSR policy and projects, etc.

Thus, in 2024, the Group will be investing its time throughout the year, and particularly during Industry Week, to open its doors to several local schools and speak to young people directly in classrooms:

Mission Locale (Bourg-en-Bresse and Oyonnax), AEPV (Oyonnax), INSA (Lyon), UIMM (Chalonsur-Saône) and Lycée Arbez Carme (Oyonnax). The Group has also signed a partnership agreement with the Ecole de la Deuxième Chance in Oyonnax. This agreement will take effect in 2024 and will enable the Texen Group to host groups of students so that they can find out more about the industry and its professions. The Texen Poland site has also volunteered to offer internships to job-seekers registered with the French Employment Office. This will help them to gain professional experience and facilitate their integration into the world of work by learning about the industrial sector. Notably, some of these interns have since been recruited to work in various departments of the company.



On April 28, Texen Mexico hosted an event for employees' children, providing them with PPE for safety. The program introduced the children to their parents' work in the plastics industry. Activities included identifying damaged parts and exploring causes, making the day both educational and fun, helping the children understand their parents' jobs.

However, while educational, Texen Mexico also made sure that this day was fun and entertaining. The children could also have their faces painted and were given gifts.

Consolidating our local presence

he Texen Group aims to develop its business by becoming actively involved in local regions, boosting their visibility and promoting local expertise to attract talent.

- Texen Mayet has been involved in the conservation and rehabilitation of local heritage by helping to renovate the Château de Pierre-de-Bresse.
- The Texen Rose, Texen Mayet and Texen CEICA sites have been supporting sports clubs in the region (JL Bourg-en-Bresse, the ISBN football club in Pierre-de-Bresse and US Nantua Rugby Club). This has enabled the various sites to get more involved in the charity work carried out by their employees and provide them with support.
- On November 8 of last year, the Texen CEICA site received a visit from Mrs. Danielle Balu, Sub-Prefect of the Ain region, and Mr. Sébastien Guinet, the Mayor of Brion, along with his deputies. It was the perfect opportunity to present the site's activities and social commitments, as well as to highlight our involvement in the local community.
- Texen Mayet put its expertise on display at the Ecomuseum of the Burgundy Bresse region, promoting local know-how and the industry as a whole. This event was a chance to highlight the common values shared by the ecomuseum team and Texen Group employees: expertise, education, transmission of knowledge and respect for history.



Visit from Mrs. Danielle Balu, Sub-Prefect of the Ain region, and Mr. Sébastien Guinet, the Mayor of Brion Wednesday November 8, 2023

)3.2

Developing the marketability of our employees



Objectives for 2025:

- > 5%

 Percentage of training leading to a qualification for employees
- > 14 h Average number of training hours completed per employee per year

Our results in 2023:

- of training leading
 to a qualification for
 employees (worldwide
 data), (9.7% in 2022)
- Average number of training hours completed per employee per year (worldwide data), (15h44 in 2022)





Why this commitment?

In a constantly changing world, faced with the demands of technological and societal innovation, developing the skills and employability of our workers is a core value of the Texen Group.



Our approach

The Texen Group believes that employees are our most valuable asset, and so we aim to create an environment where every individual can flourish, develop their skills and envisage their future career not only in their current position, but also over the long-term within a Group that is aligned with their own values.

For this reason, the Texen Group provides training to support our employees while at the company, as well as in the wider working world, (including work-study students, interns and temporary staff). We promote skills sharing and development across our sites by offering training at our various different premises.

In addition to the training programs offered by external service providers, the Texen Group has designed training courses specifically tailored to our needs and environment, in collaboration with some of our key partners.



And in specific terms?

In 2023, an average of 16 hours and 20 minutes of training was delivered per employee (15 hours and 44 minutes in 2022) worldwide, compared to our set target of 14 hours on average per employee per year. This demonstrates that the Texen Group is strongly invested in providing training for its employees to further develop their skills.

In 2023, 9.67% of the workforce benefited from qualification-based training, through work-study programs, the French international internship program (VIE), end-of-study placements and certified training courses such as Professional Qualification Certificates (CQPs). This year, all employees who passed the CACES (Certificate of Aptitude for Safe Driving) during the year have been included in the calculation for this indicator, (the decision was made to prioritize this solution over in-house certificates, and thus further promote the employability of staff through top-level safety training).

Focus on customized training programs developed by the Group



Award ceremony for graduates of the Fitter and Finisher CQP and the Automated Line Operator CQP programs.
March 27, 2023

n order to develop the employability of the Texen Group's employees, while meeting the requirements and challenges of our various sites, in-house teams worked on developing customized training programs in collaboration with our training organization partners.

2023 offered the chance to honor the first graduates of the "Fitter and Finisher CQP" course, a certified training program developed to meet the Group's specific needs and launched in 2022.

So, on March 27, 2023, eleven graduates of the Fitter and Finisher CQP and the Automated Line Operator CQP from the Texen Rose, Texen Mayet and Texen CMSI sites were awarded their certificates at a ceremony attended by our partners: Polyvia Formation and the Institut des Ressources Industrielles. Today, these eleven female graduates are working in various technical positions at our industrial sites.

In 2024, new training programs have been launched in addition to those already on offer. Two new qualification-based training programs have been developed, in line with the requirements of our plants:

1st training

The CCPI Management & Team Building training program, created with Via Industries, for all

employees who have management responsibilities. Three groups were thus created with 20 team leaders. The program requires each employee to complete 63 hours of training. One of the key advantages of this training program is that employees from all the Group's French sites study together on a single course, with the same objectives.

In 2024, this training course will be adapted and launched for department line managers and ExCom members.

2nd training

The Fitter/Setter Production Equipment CQP (injection & injection blow molding), with Polyvia Formations, based on a program that is fully tailored to our sites' specific needs. A cohort of 8 employees, including 3 women, started the training on October 16, 2023, with each employee required to complete 245 hours in total.

All of these training programs have been specifically designed and developed to meet the Texen Group's needs, and incorporated into an in-house training catalog so that all our employees can complete training courses as needed, based on the same foundation. The Group's aim is to provide regular professional development opportunities for employees who would like them, within a familiar environment.

¹ Inter-Sector Professional Qualification Certificate.

Employee testamonials on internal promotion



Célia Vernay, Texen Mayet



Ramiro Castenada, Texen Mexico

Internal promotion within the Texen Group. Interview with Célia Vernay and Ramiro Castenada.

Can you briefly describe how your career has progressed within the Texen Group?

Célia Vernay: I started the "Setter/Fitter Professional Qualification Certificate (CQP)" at the end of 2023 after having worked as an operator for eight years at the Texen Mayet site in Pierre-de-Bresse (71). This chance for career development was offered to me internally, and I immediately seized the opportunity to advance my professional career and develop my potential within the group.

Ramiro Castenada: I started working as an operator at Texen Mexico in 2009 when I was 23. In 2010, I was given the opportunity to become a team leader and with the help of my colleagues, I learned a lot about the maintenance and upkeep of the various blow molding injection machines. Having started on this path, I was then appointed to Production Supervisor, a role I've held since 2023.

What are you main responsibilities in your current role and what key skills have you developed?

c.V.: As I will be a fitter and setter in the near future, I'm learning how to set-up and adjust the settings for several different types of machine, as well as how to launch production runs, particularly on lines for cosmetics. It's a lot of responsibility, and you have to be thorough and precise.

R.C.: First and foremost, my current responsibilities involve ensuring employee safety and creating a calm and stable production environment. Next, my aim is to oversee the production runs and ensure the machines operate at a high level of efficiency for optimum satisfaction.

What specific training have you been given for your current role?

C. V.: I'm currently taking the Professional Qualification Certificate (CQP) with Polyvia Formations. This training is helping me to develop my skills on several levels. For example, setting up and adjusting equipment, starting production runs, performing production launch tests and trials, analyzing product quality and conformity, implementing Health, Safety and Environment (HSE) rules and regulations, and dealing with communication issues.

R. C.: For two years, I was trained internally by my line managers, in all the required operations, and I learned about all the production processes, their various ranges and bills of materials. This training also involved areas such as managing staff, and developing production indicators that I have to give to my manager.

What advice would you give to other employees who would like to develop their career within the company?

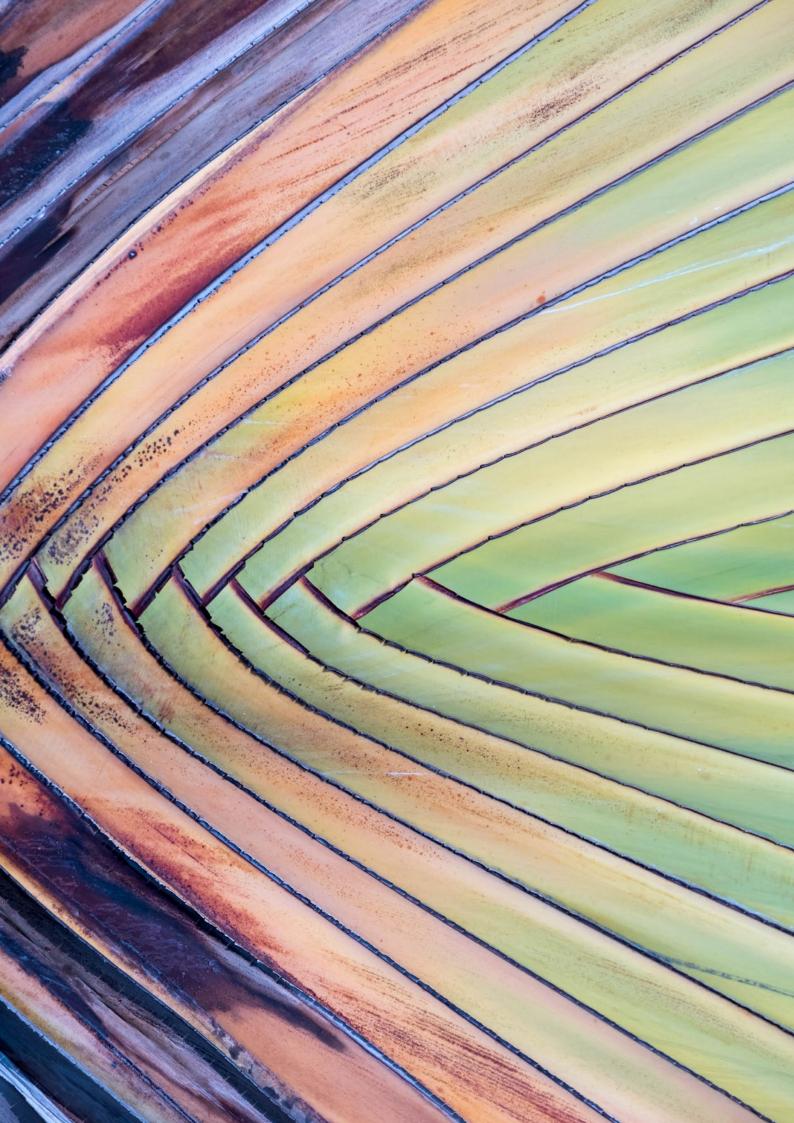
C. V.: I would tell them to be confident and go for it! Discovering a new profession is very rewarding, especially when these roles are seen as men's work. In my job, there are eleven men and two women. I would like to thank my colleagues for their daily kindness and support.

R. C.: I would advise them not to settle for doing the same old thing and aim higher, because the company gives us the opportunity to develop our careers. You need to make the most of the opportunities presented when working for a company that allows you to do so.

How would you describe the corporate culture at the Texen Group?

C. V.: The Texen Group has faith in its employees and encourages them to develop their skills internally. I think that that it has a good social policy which is reassuring for future employees. Encouraging internal mobility helps employees to thrive professionally and personally.

R. C.: The Texen Group promotes professional development and gives every individual the chance to climb the ladder over the years. Learning new skills helps us to be more effective every day. Personally, I've learned a lot and I'm still learning from my managers so that I can give my best to the company.



Guaranteeing the health and safety of all employees and service providers and promoting quality of life at work



Objectives for 2025:

- of our production sites to be ISO 45001 certified
- Reduce the frequency of workplace accidents with and without work stoppages to less than 7 (employed and temporary workers)
- >75% of our employees recommend the Texen Group as a "good place to work" (via the regular QWL survey also known as the engagement survey)

Our results in 2023:

- of our production sites ISO 45001 certified (4 sites out of 8)
- 7.77 Frequency rate of workplace accidents with and without work stoppages (employees, temporary workers and employees on service contracts), (compared to 9.3 in 2022)
 - of employees recommended the Texen Group as a "good place to work" in the 2023 survey (survey conducted every two years), (compared with 53% in 2021)







70%

Why this commitment?

Ensuring the health, safety and well-being of our employees and service providers is one of the Texen Group's top priorities.

For several years now, we have been committed to an ambitious and proactive approach in this field to ensure our employees play an active role in day-to-day safety at work. "We are committed to protecting the health and safety of our employees on a daily basis. The fundamental actions taken across all our sites, our vigilance in our daily work,

as well as the involvement of every individual at their own level, has led to a significant decrease in the number of accidents."

At the same time, we have developed initiatives based on social protection and quality of life at work. These efforts are essential to ensure that Texen Group's industrial operations and social responsibility initiatives run smoothly.



Our approach

The Group's Safety Policy, implemented to reduce risk, has proven to be effective year after year. The Group implements its strategy, and manages and coordinates its actions in order to continuously improve on key performance indicators and move closer to a zero accident rate.

Our strategy is two-fold:

- Firstly, we have adopted a proactive risk management approach through the implementation of the HSE roadmap, which lists preventive actions according to various topics (risks associated with machines, chemical risks, interactions between forklift trucks and pedestrians, etc.), as well as a specific approach tailored to each site based on the priorities identified through work hazard assessments.
- Secondly, we apply a more response-based approach, where every event (occupational accidents, whether minor or significant near-misses) is systematically subjected to a root-cause analysis, involving the employees and management concerned. The corrective actions that result from these analyses are disseminated and applied across all the sites.

The Texen Group has continued to roll-out Occupational Health and Safety management systems at its production sites, in line with the ISO 45001 standard.

The Group is developing new ways to promote a better quality of life at work and working conditions that foster both individual and collective development. This strategy also covers employer/employee relations, with a focus on kindness, salary recognition, access to training, career development, a healthy work life for the benefit of everyone, and a good work-life balance, particularly the "right to disconnect" and opportunities to work from home.



And in specific terms?

The workplace accident frequency rate with and without work stoppages (TF2), which includes Texen Group employees, temporary workers and employees on service contracts, fell from 11.79 in 2019 (equivalent scope) to 7.77 in 2023, i.e. a decrease of 34%.

In 2021, four sites (Texen Mexico, Texen CEICA, Texen CMSI and Texen Mayet) obtained ISO 45001 certification, representing half of the Group's scope of activity. In 2022 and 2023, we focused on improving systems and maintaining our certifications, in order to instill a health and safety culture which we are rapidly developing. In 2023, in preparation for their own certification process, the Texen Poland and Texen Rose sites performed a gap analysis which was compared against the ISO 45001 standard.

2023 also marked the third year of our roadmap's implementation, which is based on nine HSE topics subject to evaluation. The average progress made on this roadmap across our 8 production sites was 60%.

Focus on "Health and Safety week at the Texen Group"

n April 28, for the third consecutive year, the Texen Group organized an entire week of Health and Safety activities to mark the World Day for Safety and Health at Work. Every year, all sites take part in this event (across the world) which is based around this major issue and a key objective of its CSR strategy: protecting our employees, the company's most valuable asset.

Training workshops, risk scavenger hunts, treasure hunts, reminders of the golden rules and what to do in emergency situations, relaxation therapy workshops, training on the right habits and attitudes to adopt, evacuation drills and friendly information-sharing sessions, and so on. It was an incredibly busy week, with activities both in the day and evening, to raise awareness and involve as many employees as possible.

This annual, global event is a chance to unite all our teams around a common goal, by ensuring they are aware of existing risks so that every individual can make lasting changes to their behavior.

To encourage some healthy competition among its sites, every year, the Texen Group honors one plant with a special safety award. This year, Texen Décoration received the award for its 2023 safety performance.

It is Texen's goal to ensure that every employee has a positive experience at the Group

he Texen Group wants to get its employees' views on how to continually improve our practices and quality of life at work. This will be achieved through the **engagement survey** which is conducted every two years on a global scale. We ask every Group employee to complete this survey, which is anonymous, to give us feedback on the Group's strengths, as well as areas for improvement.



The second engagement survey was launched in October 2023. It demonstrated that our results are improving: the participation rate is up (82% vs. 62% in 2021), the results have improved in every area, and the final score was also higher: 3.85/5 compared to 3.59/5. The results will be analyzed in more detail in the first quarter of 2024 and then sent to the teams, and working groups will be established to address the areas where we scored the lowest.

Notably, the French industrial sites also conduct this type of survey with their partner temporary employment agencies to measure the engagement of casual workers and ask their opinion on areas where the Group can improve. This is an additional way to include them more in company life and to assess the quality of work life at our sites.

The previous survey from 2021 highlighted a strong need to improve our internal communication. To this end, we have set up a dedicated department, and provided tools to encourage and improve internal information-sharing: an intranet has been created to provide information in real time, a newsletter has been introduced called Texen Mag, which is distributed to all Group employees every quarter, short meetings (15 minutes) are held every month to provide information on our results, staff meetings continue to be held at all sites, screens have been installed in the break rooms and canteens to improve communication with employees who do not have work email addresses, etc.

Focus on "Welcome videos for new employees"

e are currently working on a project to produce welcome videos for our sites, because a proper induction program is essential for our new workshop employees.

The aim of this project is to immerse future employees in life at the company before they arrive for the first time, and to provide them with information on the essential aspects of the induction process (safety and environment rules, site contacts, best manufacturing practices, etc.), thus facilitating their integration when the big day finally arrives!

The film crew is working closely with our employees to showcase the specific features of each site. We have chosen to shine a light on the familiar faces of our teams because we believe that our employees best embody the Texen Group's identity.

Over the last few months, the Texen CEICA and Texen CMSI welcome videos have been shown in temporary employment agencies and on site, during the induction of each new employee. The Texen Mayet and Texen Rose videos have just been finished. Filming is scheduled to start shortly at our other sites.

While health and safety in the workplace are the Texen Group's two main priorities for quality of life at work, they are not the only areas of focus. In addition to these crucial actions, the Group is implementing a range of other initiatives to ensure that the Texen Group is "a good place to work".



CEICA welcome video filming



CMSI welcome video filming

Focus on collective, social events at the Texen Group

"At Texen, any excuse is a good excuse to enjoy fun times together!"

he Texen Group plans to continue implementing local and global initiatives for a cohesive and friendly working environment. Consequently, a number of events are organized throughout the year.

In addition to the events listed above, we continue to organize and celebrate occasions every year at our various sites, offering a chance to get together and socialize: long-service award presentations, retirements, various in-house challenges, team seminars, graduation ceremonies, etc.

Refurbishment & renovation of our premises

he Group is also mindful of the working environment and, in 2023, we carried out several renovation projects at our sites to improve employee working conditions: renovation of the changing rooms at Texen CEICA, renovation of the kitchen area and creation of new offices for the maintenance departments at Texen CMSI, and creation of an outside dining area at Texen Décoration.

On a broader scale, in 2023, the Group launched a comprehensive project to renovate all the reception halls and meeting rooms at its different sites. The aim of these renovations is to create a welcoming, modern and functional environment, and to establish a true Group identity. Work started at the Texen Rose site in November 2023.

In line with its CSR commitments, the Group takes pride in adopting a sustainable approach by reusing old furniture and equipment to refurbish new spaces at other sites, or giving these items away



AEPV sports challenge May 13, 2023



Texen Day June 20, 2023



Rugby world cup predictions September 2023



Hallooween in Mexico October 31, 2023



Raising awareness around Pink October October 2023



Texen Poland anniversary, September 8, 2023



Raising awareness around Movember November 2023



"Ugly christmas jumper" day December 15, 2023

to employees rather than them being destroyed and/or thrown away. This is a winning approach from both an ecological and economic standpoint. By giving this furniture a second life, the Texen Group reduces waste, which is one of its key commitments.

The Texen Group is committed to community outreach initiatives

he Texen Group has established strong ties with its sites' local communities. That's why the Texen Group is so committed to community outreach and social inclusion.

For the third year running, the Group took part in a Socially-Inclusive Christmas initiative by distributing some 30 gift boxes prepared by Texen Group employees and their families. These gift boxes were then given to Secours Populaire for distribution to people in financial difficulty during the Christmas season. For the first time, the Group organized a food drive and these items were then donated to the Resto du Cœur association. Throughout 2023, the Texen Group also organized a donation drive for used eyewear in partnership with the Médico and Lions Club associations to provide glasses to people in need. Thanks to everyone's involvement, we collected an impressive amount of glasses.

The Texen Group is proud to affirm its commitment to the SDIS¹ of Ain, having signed several availability agreements that allow employees who are volunteer firefighters to take part in operations and/or training during working hours, and thus support the local emergency services.

At an event organized by SDIS01 on October 18, 2023, attended by Chantal Mauchet, Prefect of Ain, and Jean Deguerry, President of the French Department of Ain, the Texen Group and Texen CEICA sites were awarded the national label of a

"Partner-Employer of the Fire Service and the Firefighter Employer 01" diploma.

It is a point of honor for the Texen Group to facilitate our employees' commitment to this type of civic are part of our workforce.





Renovation of Texen CEICA dressing rooms



New Texen Décorationn outdoor space

Other sites have also implemented initiatives for the fire service. Texen Poland donated defibrillators to the Mielec County Fire Service, and the Texen Rose site made a financial donation to the Bressolles firefighters to support their daily operations.

The Texen Group has also established a partnership **policy** to provide the maximum possible support to employees who volunteer for associations that are making an impact on either a departmental or regional level, in accordance with its CSR commitments. Throughout 2023, the Texen Group lent its ongoing support to ADOT 01 (Association pour le Don d'Organes et de Tissus de l'Ain) to raise awareness about organ, tissue and bone marrow donation. As a result, the Texen Group helped to finance the kits worn by the association's members when taking part in various events, such as the "Tour de l'Ain en Courant" race in May 2023.

The Group thus encourages all its employees to get in touch about their projects so that we can provide support.

¹ Ain Departmental Fire and Rescue Service.

)3.3

Initiative to improve social protection for employees

he Texen Group implements actions to prevent situations that put employees at risk, and to provide them with help and support in this field. In addition to offering personal risk insurance which covers incapacity, disability and death, etc., since 2020, the Texen Group has been working to standardize healthcare plans in each country to ensure that all our employees have access to quality healthcare coverage tailored to individual needs, for which the company bears the majority of the cost.

The company has also established partnerships specifically to support employees with issues they may face in their lives. One such partner organization is Action Logement, which provides guidance and/or support for employees looking for a place to rent, or who want to buy or even renovate a property. There is a specific unit called "Help with overcoming life's challenges" where employees can talk about more personal issues such as a break-up, the loss of a spouse, financial problems, etc. In France, with La Mutuelle Générale, the Texen Group has also subscribed to external services through which employees can access a free counseling hotline with qualified, state-certified psychologists. In France and Mexico in particular, we have established schemes for the donation of compensatory leave so that certain employees can donate leave days to colleagues who are dealing with difficult personal situations.



Handover of the Christmas gift boxes to Secours populaire December 12, 2023



SDIS 01 graduation ceremony

With the same aim of improving working conditions and listening to employees' needs, the Texen Mar-Lee site in the United States has partnered with a local farm: Lanni Orchards, so that employees can eat a healthier diet. Fruit and vegetables are delivered to the company's premises for employees. Not only does this initiative help support local agriculture, it also encourages employees to eat more healthily. What's more, having food delivered makes life easier for employees who have trouble getting to the market because of a lack of transport in particular.



Paulina Krępa, Maintenance Mechanic



My advice to women who want to go into these typically male-dominated professions is don't be afraid to go for it, because with drive and determination you can succeed.

From an early age, I was fascinated by how everyday appliances work, and would sometimes manage to repair broken equipment with my father. Inspired by my mother's ability to take on so-called man's work, I decided to train as an electrician, thus laying the foundations for my career in maintenance, a male-dominated field.

Since I joined the Texen Group in 2019, I've had to deal with gender stereotypes, but through my determination and skills, I've earned the respect and trust of my colleagues. They have really supported me, they never refuse to help me and have given me the benefit of their experience, for which I'm very grateful.

Versatility, precision, patience and extensive knowledge of mechanics, automation and hydraulics are essential qualities for this job. While working at the Texen Group, I've been given the opportunity to develop my skills through training, like the hot stamping course in France, which has broadened my experience.



Our commitment to behaving ethically and responsibly

t the Texen Group, we are committed to working responsibly, ethically and sustainably to ensure everyone is treated with respect.

)4.1

Conducting our business ethically



Objectives for 2025:



of the most risk-exposed employees to be trained in ethics in France and abroad

Our results in 2023:



of our most risk-exposed employees were trained in ethics in France and abroad (worldwide data), (84% in 2022)





Why this commitment?

Ethical behavior¹, showing the utmost respect for our customers, suppliers, employees and investors, and complying with current legislation are core values to which the Texen Group is committed and which form the basis of the Group's daily operations. These values are an integral part of our corporate culture. Ethics are the cornerstone of the Texen Group's values (high standards, kindness, a daring approach, teamwork, sustainable development and the sharing of knowledge).

¹ Anti-discrimination measures are covered in section 4.3. Respecting human rights and promoting inclusion. The ethical practices of our suppliers are covered in section 4.2. Promote responsible purchasing practices.



Our approach

The Code of Business Conduct sets out the ethical framework under which the company operates. It defines prohibited practices (corruption, influence peddling, fraud and money laundering) as well as those where vigilance is required (lobbying, the acceptance or giving of gifts, and activities outside work, etc.). It has been translated into the local languages of each site and was disseminated to all company employees in 2019. Every new employee is now issued a copy during their induction.

Upholding ethical behavior requires continued vigilance by all, as well as preventive actions and a strategy for continuous improvement and performance evaluation. Consequently, the Texen Group's primary commitment is to ensure all its employees are well-informed about business ethics and promote best practices.

Providing ethics training to those considered most exposed to ethical risks due to their job or level of responsibility is key to preventing such risks.

The reporting or whistleblowing procedure is the method by which the advisory body can be notified of any non-compliance of the Code or serious breach of applicable legislation.

An Ethics Committee, made up of the ethics representatives of each country, meets annually to review ethics-related incidents and to implement actions in this field.



And in specific terms?

In 2021, the company appointed 10 ethics representatives in each country, with at least one per site, to serve as the point of contact for employees with questions about ethical issues. An ethics questionnaire was devised so the representatives could assess the ethical maturity of their site. The annual ethics committee meeting was held on November 6, 2023. No issues were reported involving conflicts of interest, corruption or fraud.

At this committee, each ethics representative has the opportunity to discuss any issues faced at their site and the solutions provided. Following these committee meetings, actions are implemented locally and at Group level. For example, following the 2023 committee meeting, the decision was made to further promote the reporting hotline with visual communication materials.

In 2023, the Group provided additional training for its most risk-exposed employees, with an e-learning training course on "business ethics" to refresh their knowledge of ethical practices. The Texen Poland site also provided training for its employees in December 2023.

In 2024, with the support of the ethics representatives, the Group will continue to communicate and encourage its employees to take ownership of this issue, in order to initiate dialogue and develop a genuine culture of ethics. We will also continue to provide training to raise awareness and prepare the most risk-exposed employees.

)4.2

Promoting responsible purchasing practices



Objectives for 2025:

100%

of our suppliers (with Strategic, Panel & Customer-imposed status) to have signed our responsible purchasing charter (in revenue)

100%

of our strategic suppliers to have completed a CSR self-audit

15%

of our acquired turnover to be achieved through sociallyresponsible procurement

Our results in 2023:

100%

of our Strategic suppliers¹, 83% of our Panel suppliers² and 55% of our Customerimposed suppliers have signed the Responsible Purchasing Charter

70%

of our strategic suppliers have completed a CSR self-audit

16%

of our turnover is generated through socially-responsible procurement³



Preferred Texen Group supplier with whom we have a reciprocal relationship and a common strategy.

² Supplier approved by the Texen Group to meet recurring needs.

³ The Texen Group's socially-responsible procurement involves small and medium-sized enterprises (SMEs) with fewer than 100 employees and a turnover of less than €20 million per year that are not in a dominant market position. A majority of its competitors in the same sector are substantially larger than the company, i.e. at least 3 times bigger (in terms of number of employees and turnover). The business generated through the Texen Group is significant enough (at least 10% of sales) to have a positive impact on and support the supplier's business, and will enable the company to provide access to, maintain or develop sustainable jobs with a decent wage for its employees. The business relationship must last for at least three years.



Why this commitment?

Purchasing represents a significant part of the group's business activities, accounting for 40-50% of our turnover. The Group is committed to working with responsible suppliers to maintain the safety and reliability of our supply chain, and contribute to global, cohesive economic development.



Our approach

The Group has formalized our commitments in a responsible purchasing policy as a way to communicate our social responsibility expectations to all our suppliers, evaluate the maturity of their CSR strategy, train our buyers in responsible purchasing and promote socially-responsible procurement.

Suppliers are invited to sign the Responsible Purchasing Charter, by which they commit unreservedly to implementing the Texen Group's principles, which cover 5 areas: Respect for Human Rights, Health and Safety, Environmental Responsibility, Products and Processes, and Business Ethics.

The Group also intends to take this further with our strategic suppliers by having them conduct a CSR self-audit to help assess their CSR maturity. If the results of these CSR self-audits show data inconsistencies or a lack of information, the Group may conduct on-site audits.



And in specific terms?

In 2023, we continued the roll-out of our Responsible Purchasing approach to the Group's suppliers. All of our strategic suppliers have signed the Responsible Purchasing Charter, compared with 83% of panel suppliers (75% in 2022) and 55% of customerimposed suppliers (27% in 2022).

This year, the Responsible Purchasing manual was finalized, which sets out the Group's entire approach. Following the SBTi commitment made by the Texen Group in April 2023 to reduce its carbon emissions, we have involved our plastic suppliers in this initiative.

We have also addressed issues relating to diversity, equal opportunities and inclusion with our suppliers. For example, the Texen Group has established partnerships with service providers that employ disabled workers, (such as those for waste recycling, maintenance of green spaces and industrial subcontracting).



David Leleu, Director of EPH



- The Texen Group and EPH share a common vision: high-performance is not imposed, it must be developed, and achieving this takes time and a strong commitment to CSR.
- Our mission is to support our customers in optimizing their processes and developing and producing the most eco-friendly solutions possible both in economic and ecological terms. Our approach to CSR is based on the "3Rs": reduce, reuse and recycle. Our CSR vision is cross-functional which, in our business, means focusing on thermoformed trays, their reuse and how this is managed. It also means adapting the amount of trays throughout the logistics cycle with the aim of using only what is strictly necessary. In fact, if too many trays are produced, the unused trays must be thrown away, and a CSR approach is also about minimizing the rate of parts lost. This is how we create a virtuous circle. For our customers, the challenge is to use and reuse these trays while ensuring that parts are protected.

In light of this, our approach involves proposing solutions to the Texen Group and supporting them in this shift towards **reuse**. We can also help them convince their own customers that this is the way forward, but to achieve this, all stakeholders must be on board with the targets for reuse, and this depends on the eco-responsible policy of individual companies. We share the Texen Group's **commitment to CSR**, which is one of the reasons why we've been working together for over 10 years.

We have developed a positive industrial relationship that has evolved over time. Over the years, we have shown that we can be relied upon in areas such as eco-design. It's a daily challenge! Ultimately, the Texen Group faces the same challenge with its own customers: it must be innovative and efficient but competitive at the same time, and provide long-term support, while also anticipating changes in customer demand. Together with the Texen Group, we have developed a mutual understanding of these requirements.



)4.3

Respecting human rights and promoting inclusion



Objectives for 2025:

7 days Whistleblower reports to be processed in less than 7 days

> 85 Gender Equality Index

of technical positions to be held by women

6% Percentage of employees with a disability to reach 6%

> 90 %

Percentage of managers
to have completed
anti-discrimination
training above 90%

Our results in 2023:

0.8 day

Time taken to process whistleblower reports
(1.6 days in 2022)

91/100 Gender Equality Index (81/100 in 2022)

of technical roles are held by women (29% in 2022)

employment of workers with disabilities or via units of equivalent value (5.4% in 2022)

of the Group's managers
have completed
anti-discrimination
training (61.6% in 2022)









Why this commitment?

The Group is committed to respecting and protecting human rights and fighting against all forms of discrimination wherever it operates in the world. We believe that diversity boosts performance and brings innovation to a company.



Our approach

The Group aims to become an agent of change for gender equality at work and to create more "disability-friendly" workplaces for employees with disabilities.

The company strives to prevent all forms of workplace harassment by ensuring that any incidents are reported, particularly through our network of in-house representatives and our whistleblowing procedure.

The Texen Group has thus implemented actions to promote women in the industry and to welcome diversity and people with disabilities for the common good.



And in specific terms?

In 2023, 3 incidents were reported by employees (worldwide) concerning inappropriate behavior. These incidents were dealt with immediately (within less than 1 day) by the Group in collaboration with the management of the sites concerned. Such incidents are handled via an internal network of harassment representatives at each of our entities, as well as through other measures.

In terms of the gender equality index, the Texen Group obtained a score of 91/100 across all our French entities in 2023. The Group is particularly focused on maintaining this low level of disparity. In our view, the role of women in the the industrial sector merits even greater recognition. Our workforce represents a relatively even split between men and women (51% - 49%). In this regard, we aim to continue working on increasing the number of women in technical and managerial positions.

With regard to disability, the Texen Group has opted to report the worldwide data for 2023. Thus, across all sites, 3.6% of the Group's workforce are employees with disabilities. For a number of years, the Texen Group has also been entering into partnerships with service providers that employ people with disabilities (in particular for recycling our waste and maintaining our green spaces).

It should be highlighted that, through various initiatives, Texen Poland doubled the percentage of disabled employees among its workforce in 2023.

In 2023, the Texen Group launched a major societal project on embracing difference and disability. The Group has already reached the legal requirement in France for employing people with disabilities. However, we believe that this requirement doesn't go far enough, and that we can do better and develop a culture of inclusion among our teams. As a result, we launched the disability assessment, initially at our sites in France.

With regard to anti-discrimination measures, the Texen Group is committed to training and raising awareness among its employees, and, more specifically, its managers first and foremost. To date, 65% of managers have completed anti-discrimination training, with a target of 90% for 2025.

)4.3

Focus on the disability assessment

n line with our values and CSR approach, the Texen Group decided to launch a disability assessment in late 2022, initially for France, in partnership with AGEFIPH (Association de Gestion du Fonds pour l'Insertion des Personnes Handicapées) and the firm JLO Conseil. The goal is to is develop an open outlook and raise awareness of the issue. This project was presented to the teams and launched at a seminar in 2022.

A survey was conducted and several working groups set up at each of our French entities, with the support of the SECs. As a result of the work carried out throughout 2023, three key focus areas have been defined:

 Recruiting more new employees with disabilities and providing a more welcoming environment via specialist recruitment firms, while performing a more detailed analysis of workstations and their suitability for employees with disabilities, and supporting the manager who is conducting the search, etc.







Second steering committee meeting to follow-up on the disability assessment April 7, 2023

- Facilitating support for disabled employees within the company by training all teams, adapting workstations, working to identify early on any issues that could lead to disability, and, of course, ensuring management support (at least 90% of managers must attend an extensive training program on embracing difference by 2025).
- Expanding our use, in conjunction with the Purchasing Department, of service providers in this protected sector which employ people with disabilities.

Having launched this disability-friendly approach in France, it will be rolled out to all the Group's sites (Poland, Mexico and the USA) over the next few years.

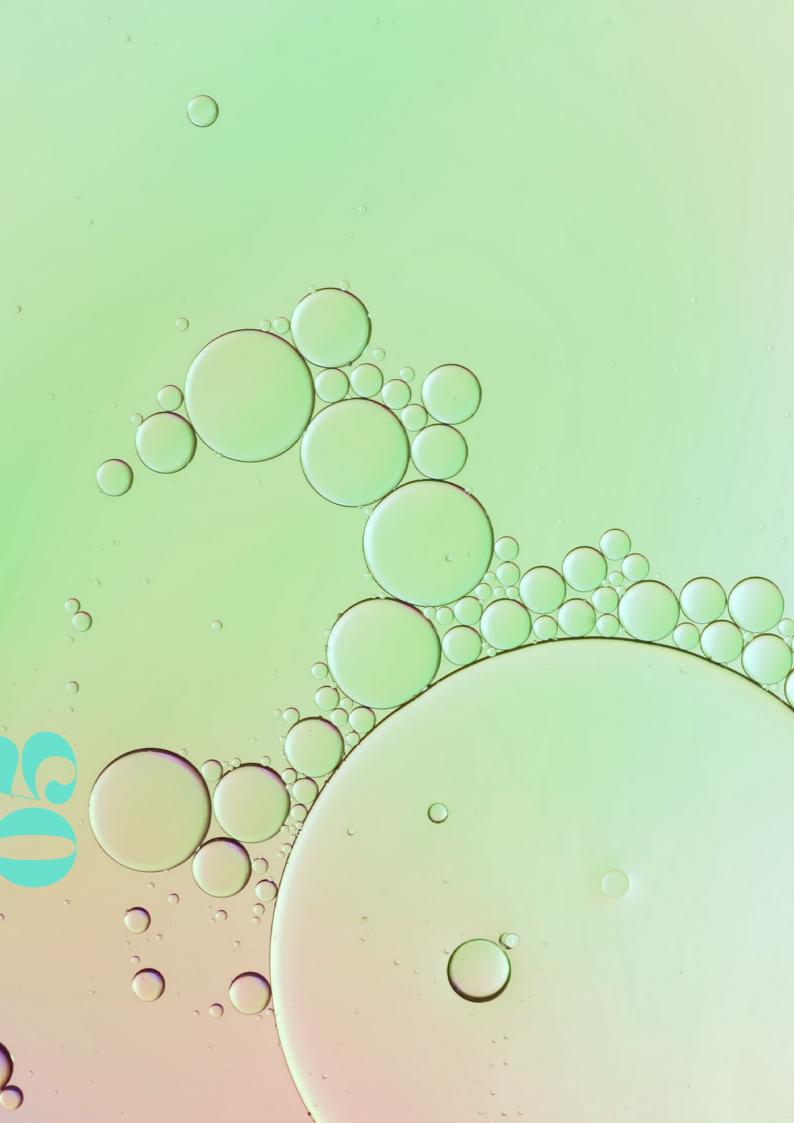
Training courses to raise awareness about embracing difference are currently being developed.

Texen Mar-Lee site employees rally their support for families affected by autism.

In April 2023, Texen Marlee employees took part in a 5km charity run to raise awareness about autism, lending their support to families in need. The funds raised at this charity event were all donated to families with children suffering from autism.

The employees also helped run a stand offering candies to the children.





A word on methodology & Auditor's report

Foreword

The Texen Group's Corporate Social Responsibility involves:

- A CSR steering committee made up of representatives from different departments and entities throughout the year, which is responsible for implementing the CSR policy;
- An information-gathering process that includes the entities listed in the scope below;
- A CSR report containing all the company's social, societal and environmental information;
- A data check and the publication of a report by an auditor.



Business model methodology

(1.4 Our value creation)

The business model outlines the Texen Group's operations and our value creation process for our various stakeholders, and is set out in a simple, schematic format that is easy to read. Our aim is to give an overview of the business and to demonstrate that all our actions are interconnected to best protect and serve our customers, clients, employees and society as a whole, from a social, economic and environmental perspective. We also show how we are supporting the UN's Sustainable Development Goals. Thus, the resources we produce are evaluated in relation to these issues and presented in this model. This model was approved by senior management prior to its inclusion in the report and distribution.

Reporting framework

The reporting protocol of the Texen/PSB Industries Group provides guidance on the overall reporting process, and the methods used to collect and analyze information are defined in the "CSR Reference Guide" (CSR Reference Guide.xls), available on request.

Reporting for 2023 covers the 12-month period from 1/1/2023 to 31/12/2023, unless otherwise specified.

Scope

With regard to "social, health and safety, societal and governance" indicators, the scope covers all the sites of fully consolidated subsidiaries of Texen/PSB Industries Group (majority-owned joint ventures are included). Companies accounted for by the equity method are excluded (minority-owned joint ventures are excluded).

With regard to "environmental" indicators, the scope covers all production sites, except for indicators associated with our carbon footprint, which also cover the operations of Texen's central departments and TBPE. At present, only the Texen Group's sales entities and the PSB Industries Group offices in Annecy are completely excluded from the "environmental" data (negligible impact).



Contact

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Texen S.A.S.

Rapport d'un commissaire aux comptes sur la vérification d'une sélection d'informations sociales, environnementales et sociétales figurant dans le rapport RSE de TEXEN S.A.S.

Exercice clos le 31 décembre 2023 Texen S.A.S. Z.I. Le Pognât - BP 77 - 01460 Brion

KPMG S.A., société d'expertise comptable et de commissaires aux comptes inscrite au Tableau de l'Ordre des experts comptables de Paris sous le n° 14-30080101 et 3 départationé à la Compgaire régionaide des commissaires aux comptes de Versailles et du Centre. Société française membre du réseau KPMG constitué de cabinets indépendants affiliés à KPMC International Limited, une société de droit anglais (« private company limited by guarantee »).







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Exercice clos le 31 décembre 2023

Au Président,

En notre qualité de commissaire aux comptes et en réponse à votre demande, nous avons mené des travaux visant à formuler une conclusion d'assurance modérée sur une sélection d'informations sociales, environnementales et sociétales (ci-après « les Informations ») sélectionnées par l'entité Texen S.A.S. (ci-après « Entité »), préparées selon les procédures de l'entité (ci-après le « Référentiel ») et identifiées par le signe ✓ dans le rapport RSE de TEXEN S.A.S. relatif à l'exercice clos le 31 décembre 2023 (ci-après « le Rapport »).

La conclusion formulée ci-après porte sur ces seules Informations et non sur l'ensemble du Rapport.

Conclusion

Sur la base des procédures que nous avons mises en œuvre, telles que décrites dans la partie « Nature et étendue des travaux », et des éléments que nous avons collectés, nous n'avons pas relevé d'anomalie significative de nature à remettre en cause le fait que les Informations sélectionnées par l'entité et identifiées par le signe √ dans le Rapport sont présentées, dans tous leurs aspects significatifs, conformément au Référentiel.

Préparation des Informations

L'absence de cadre de référence généralement accepté et communément utilisé ou de pratiques établies sur lesquels s'appuyer pour évaluer et mesurer les Informations permet d'utiliser des techniques de mesure différentes, mais acceptables, pouvant affecter la comparabilité entre les entités et dans le temps.

Par conséquent, les Informations doivent être lues et comprises en se référant au Référentiel dont les éléments significatifs sont présentés dans le Rapport ou sur demande au siège de l'entité.

KPMG S.A., société d'expertise comptable et de commissaires aux comptes inscrite au Tableau de l'Ordre des d'administration siège social : rattachée à la Compagnie régionale des commissaires aux comptes de Versailles et du Centre. Société française membre du réseau KPMG constitué de cabinets indépendants affiliées à KPMG International Limited, une société de ford anglais (« private company limited by constantée » la Défense Ced



Responsabilité de l'entité

Il appartient à la direction de :

- sélectionner ou établir des critères appropriés pour la préparation des Informations ;
- préparer les Informations en appliquant le Référentiel de l'entité tel que mentionné ci-avant ;
- ainsi que mettre en place le contrôle interne qu'elle estime nécessaire à l'établissement des Informations, ne comportant pas d'anomalies significatives, que celles-ci proviennent de fraudes ou résultent d'erreurs.

Les Informations ont été préparés sous la responsabilité du Conseil d'Administration.

Responsabilité du commissaire aux comptes

Il nous appartient, sur la base de nos travaux, d'exprimer une conclusion d'assurance modérée sur le fait que les Informations ont été établies, dans tous leurs aspects significatifs, conformément au Référentiel.

Comme il nous appartient de formuler une conclusion indépendante sur les Informations, nous ne sommes pas autorisés à être impliqués dans la préparation desdites Informations, car cela pourrait compromettre notre indépendance.

Normes professionnelles appliquées

Nos travaux décrits ci-après ont été effectués conformément à la doctrine professionnelle de la Compagnie Nationale des Commissaires aux Comptes relative à cette intervention ainsi qu'à la norme internationale ISAE 3000 (révisée)¹ et à la norme internationale ISAE 3410².

Indépendance et contrôle qualité

Notre indépendance est définie par les dispositions prévues à l'article L. 822-11 du code de commerce et le code de déontologie de la profession. Par ailleurs, nous avons mis en place un système de contrôle qualité qui comprend des politiques et des procédures documentées visant à assurer le respect des textes légaux et réglementaires applicables, des règles déontologiques et de la doctrine professionnelle de la Compagnie nationale des commissaires aux comptes.

Moyens et ressources

Nos travaux ont mobilisé les compétences de quatre personnes et se sont déroulés entre décembre 2023 et avril 2024 sur une durée totale d'intervention de deux semaines.

Nous avons fait appel, pour nous assister dans la réalisation de nos travaux, à nos spécialistes en matière de développement durable et de responsabilité sociétale.

Texen S.A.S.

Rapport d'un commissaire aux comptes sur la vérification d'une sélection d'informations sociales, environnementales et sociétales figurant dans le rapport RSE de TEXEN S.A.S. Exercice clos le 31 décembre 2023

¹ ISAE 3000 (révisée) – Assurance engagements other than audits or reviews of historical financial information

² ISAE 3410 – Assurance Engagements on Greenhouse Gas Statements





Nature et étendue des travaux

Nous avons planifié et effectué nos travaux en prenant en compte le risque d'anomalies significatives sur les Informations.

Nous estimons que les procédures que nous avons menées en exerçant notre jugement professionnel nous permettent de formuler une conclusion d'assurance modérée :

- Nous avons pris connaissance de l'activité de l'entité ;
- Nous avons apprécié le caractère approprié du Référentiel au regard de sa pertinence, son exhaustivité, sa fiabilité, sa neutralité et son caractère compréhensible, en prenant en considération, le cas échéant, les bonnes pratiques du secteur;
- Nous avons pris connaissance des procédures de contrôle interne et de gestion des risques mises en place par l'entité et avons apprécié le processus de collecte visant à la conformité des Informations;
- Pour les Informations sélectionnées, nous avons mis en œuvre :
 - des procédures analytiques consistant à vérifier la correcte consolidation des données collectées ainsi que la cohérence de leurs évolutions;
 - des tests de détail sur la base de sondages ou d'autres moyens de sélection, consistant à vérifier la correcte application des définitions et procédures et à rapprocher les données des pièces justificatives. Ces travaux ont été menés, pour la partie non centralisée, auprès d'une sélection d'entités contributrices³ et, pour la partie centralisée, au siège de l'entité et couvrent entre 22 % et 100 % des informations consolidées.

Les procédures mises en œuvre dans le cadre d'une mission d'assurance modérée sont moins étendues que celles requises pour une mission d'assurance raisonnable effectuée selon la doctrine professionnelle de la Compagnie nationale des commissaires aux comptes ; une assurance de niveau supérieur aurait nécessité des travaux de vérification plus étendus.

Lyon, le 27 mai 2024

KPMG S.A.

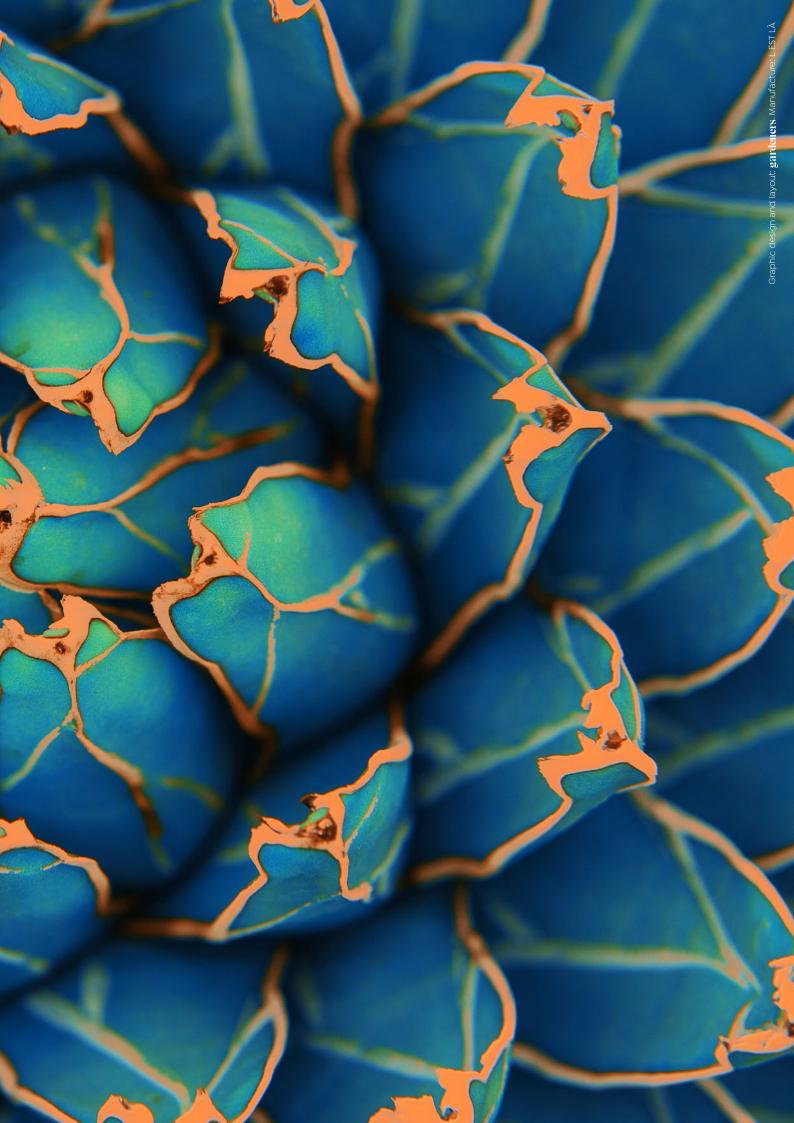
Remi Vinit-Dunand Associé Raffaele Gambino Directeur ESG

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 $^{^{\}rm 3}$ CEICA Industrie et TEXEN POLAND, TEXEN Deco, TEXEN Mayet.



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