


CSR Strategy - Teseo	Commitments	KPIs	2024 Objectives	2024 Results	2025 Objectives	Definitions	Contribution to Sustainable Development Goals
Reinventing Luxury and Beauty packaging	Offering our customers eco-friendly packaging	% of tenders including an eco-designed proposal	88%	92.8% (97 eco-designed offer of 94)	100%	Percentage of eco-design bid submissions (at least one of the 3Rs: Reduce, Reuse, Recycle) / total number of bids Scope = projects falling within the scope of categories 1, 3, 4	12 POSSIBLE CONTRIBUTORS TO THE CLIMATE GOAL
		% of recycled or bio-based plastics in new products	15%	10.8% (43.3 Tons of PCR and bio-based vs 402 Tons of plastics used in 2024)	25%	For projects started in year N, based on projected customer volumes at launch, indicator calculated by project phase: End of phase 2: take the launch qty. amount at bid award + take the weight of the theoretical parts from the plans. End of phase 3: keep the same qty. unless significant change + take the weight of the real weighted part. If the first delivery of the launch qty is made on 31 Dec. 2021, counted in the 2021 indicator Calculation: (Quantities of recycled* and/or bio-based* plastics (No. pieces X weight pieces) / Quantities of total plastics (No. pieces X weight pieces) If the plastic contains X% recycled material (Econia 30% for example), I apply the ratio in my calculation. The PCR are not counted. Plastic materials containing recycled and/or bio-based materials only, excluding ballast, seal, surface treatment, glue, mirror, etc.	
	Combating climate change	Carbon Disclosure Project rating results	To maintain CDP scoring at B	B	Achieving CDP Climate B rating	Result of the Carbon Disclosure Project assessment Responses to the CDP questionnaire in year N relate to data from year N-1	13 LIMIT CLIMATE WARMING
		Carbon emissions linked to scopes 1 and 2	10% vs 2019	Scope 1 and 2, in absolute value 2019: 11835,64 t CO <sub>2</sub> e 2024: 4126,32 t CO <sub>2</sub> e Decrease of 65,12% Scope 1 and 2 in intensity Carbon emissions per revenue 2019: 77,82 kg CO <sub>2</sub> /k€ 2024: 20,48 kg CO <sub>2</sub> /k€ Decrease of 73,69 % vs 2019	Reduce our carbon emissions related to scopes 1 and 2: In absolute terms, reduce our emissions by 10% compared to a 2019 reference year*. In terms of intensity, reduce our carbon emissions by 10% in relation to our commercial sales, i.e. a CO <sub>2</sub> emissions / sales ratio of 70.04	Carbon emissions = (Energy emission factors (Gas/Elec/Fuel) * energy consumption) + (Refrigerant emission factors * quantities of leaked refrigerants) + (Vehicle fuel emission factors * vehicle consumption) in Tco <sub>2</sub> . Carbon emissions on turnover = (Energy emission factors (Gas/Elec/Fuel) * energy consumption) + (Refrigerant emission factors * quantities of refrigerants that have been degassed) + (Vehicle fuel emission factors * consumption of thermal vehicles)/commercial turnover (without sales of molds, projects and intercos). Energy consumption = ELECTRICITY consumption (kWh) + GAS consumption (kWh PCI) + FUEL consumption (excluding vehicles and fire system) (kWh PCI)	
		Carbon emissions related to the use of plastics for scope 3 (Tco <sub>2</sub> e)	10% vs 2019	2019: 0,36% of recycled materials 2024: 3,39% of recycled materials Scope 3 plastics, absolute value 2019: 24451 t CO <sub>2</sub> e 2024: 25635 t CO <sub>2</sub> e Decrease of 18,49% vs 2019 Ratio t CO <sub>2</sub> e / quantity plastic used 2019: 2,91 2024: 2,37	Reducing the carbon emissions of our packaging (related to the processing of plastic, Scope 3) by 10% (base year 2019)* In absolute terms, reduce our emissions by 10% compared to a 2019 reference year*. In terms of intensity, reduce our carbon emissions by 10% in relation to our commercial sales, i.e. a CO <sub>2</sub> emissions / sales ratio of 70.04	Scope 3 plastics, absolute value => [plastics emission factors * plastics consumption] % recycled material = Quantities of recycled plastics used (processed or components)/Total quantity of plastics used (processed or components) * 2019 base year = 2019 results (energy consumption, plastic tonnage and equivalent CO <sub>2</sub> emissions) calculated on the basis of an industrial scope equivalent to 2021	
		% of ISO 14001 certification production sites within the current scope	Maintain current certifications	7/8 sites => 87,5%	100%	Number of ISO 14001 certified production sites out of the total number (2021 scope)	
		% of organic solvent used for surface treatment lines	67,15%	67,13%	Reduce the proportion of organic solvent used on our spray application lines to 50% by 2025	Quantity of solvent in sprayed products (T) out of Qty of total products sprayed by sites	
		Recycling rate of non-hazardous waste (NHW)	43,3% (>50%)	56,91%	50,00%	Non-hazardous waste - Repurposed material (T) out of Total non-hazardous waste produced	
	Reducing the environmental impact of our sites	% of waste landfilled	46,68T	FR plants = 0% International plants = 50,15T on 2597,5 Tons global => 1,93%	Achieving "zero landfill" for all Teseo sites	Non-hazardous waste disposed of (landfill - waste code D1) out of total non-hazardous waste produced	12 POSSIBLE CONTRIBUTORS TO THE CLIMATE GOAL
		Water consumption of production sites	Global group consumption: 22735 m3	2019 = 18670 m <sup>3</sup> 2021 = 17088 m <sup>3</sup> 2022 = 20644 m <sup>3</sup> 2023 = 23457 m <sup>3</sup> 2024 = 24680 m <sup>3</sup> Increase by 42,2% vs 2019 Consumption Biotier A Teseo DEC2023 = 2385m <sup>3</sup> . Achievements without Biotier A = 24295 m <sup>3</sup> . Increase by 30,11% vs 2019	Reducing water consumption by 20% across all sites	Waste water consumption (m <sup>3</sup> )	
		Number of sites located in rural areas that have developed an action for the respect of biodiversity	To maintain 2023 results	100% of the Group's plants have completed level 1 of the Road Map (Group average of 3.75 out of 6 stages). Every plant has deployed at least one biodiversity initiative by 2024	Deploy at least one Biodiversity initiative at each of our sites in rural areas	Extract from the HSE Road Map B4 Level 1: Green spaces are maintained without the use of phytosanitary products. Grass cuttings are left on site: placed under hedges and at the foot of trees for reintroduction or mulching.	
Putting our employees at the center of our transformation	Developing the marketability of our employees	Rate of qualification-based training	>5%	11,55%	> 5% of workforce	Number of COPs validated during the year + number of work study students (pb) + number of end-of-year diploma trainees + number of certifying diplomas obtained thanks to support from the company + number of VEs hosted by the site + number of employees having passed a CACES during the year / average total workforce.	4 QUALITY OF WORK LIFE
		Average number of training hours per employee per year	>14 heures	18 hours et 40 minutes	> 14 hours per employee	Number of training hours provided (internal or external)/average total workforce (France & Mexico).	
	Attracting and retaining talent	Job retention rate after 3 years	82,50%	49,77%	> 85%	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)	16 PLACING PEOPLE IN THE RIGHT POSITION
		Rate of managerial staff appointed internally	> 35%	72,09%	> 35%	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.	
		Percentage of sites benefiting from a profit-sharing agreement	100%	100,00%	100% of sites	Number of legal entities that offer a profit sharing scheme (legal and/or voluntary) / total number of legal entities. A profit-sharing system allows for the redistribution of a portion of profits to the entity's employees, calculated according to pre-determined, widely known criteria.	
	Guaranteeing the health and safety of all employees and service providers and promoting DNV	Percentage of ISO 45001 certified production sites	75% 6 plants over 8 Ongoing for ROSE and TEXEN POLAND 75% 6 plants over 8 are certified	Maintained certification for CEICA, CMS, MAYET at MEXICO. Certifications obtained for ROSE and POLAND 75% 6 plants over 8 are certified	100%	Number of ISO 45001 certified production sites out of the total number (2022 scope)	8 SAFE WORKING CONDITIONS
		Frequency of workplace accidents (with and without stoppage)	7,89	6,04	Reducing the frequency of workplace accidents with and without stoppage to under 7 (employed and casual workers)	FT2 + Number of workplace accidents with and without stoppage * 1,000,000/worked hours Concerns employee and temporary workers	
Acting ethically and responsibly	Doing business ethically	Percentage of employees who recommend Teseo as a "company where life is good"	NC	-	More than 70% of our employees Recommending Teseo as a "company where life is good" (via the regular DNV survey)	Number of employees who recommend Teseo to their peers by scoring 4/5 or 5/5 on the question "Would you recommend the company to your peers?" / total employees who did the survey. Frequency of the survey: every two years.	3 SAFE WORKING CONDITIONS
		Percentage of the most exposed employees trained in ethics in France and abroad	100,00%	83,49%	100,00%	Number of exposed employees present during the year who attended the group training course (Face-to-face or Webinar) on Ethics, Corruption, Sapin II during year N or in previous years (unlimited) / number of exposed employees present at 31/12/N Exposed* employees (permanent and fixed-term contracts): COMEX members Site CODIRs members (incl. TBP + NARNE) P&G team members (PPL+BE) (they are purchasing prescribers) Purchasing team members Sales team members Finance team members HR / payroll team members Site maintenance managers (if not in CODIRs - they are purchasing specifiers) Site supply managers (if not in CODIRs - they are purchasing specifiers) Research members (they are purchasing advisors) IT / SAP managers (they are purchasing advisors)	
	Promoting responsible purchasing practices	Percentage of suppliers - strategic suppliers - to have signed the Teseo responsible purchasing charter	100%	100%	100%		12 POSSIBLE CONTRIBUTORS TO THE CLIMATE GOAL
		Percentage of suppliers - Panels to have signed the Teseo responsible purchasing charter	95%	93%	100%	Strategic supplier: preferred Teseo supplier with whom Teseo has a reciprocal relationship and a common strategy. Supplier group supplier: supplier approved by Teseo to meet recurring needs. Client-imposed supplier is a supplier with whom we are obliged to work.	
		Percentage of suppliers - imposed customer - to have signed the Teseo responsible purchasing charter	90%	58%	100%		
		Percentage of our strategic suppliers to have completed a CSR self-audit	85%	86%	100%	CSR self-audit: questionnaire with 11 questions to assess our suppliers' CSR maturity	
	Acting ethically and responsibly	Percentage of turnover on socially responsible procurement	15%	18%	15%	Teseo'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 do not have a dominant market position.	8 SAFE WORKING CONDITIONS
		Number of days to process whistleblowing/reports	< 7 jours	0,20 day	< 7 days	Average (arithmetic sum) of the number of days between the date of the complaint and its consideration, i.e. the launch of an action plan if necessary, with feedback to the "complainant". Complaints to be examined are those relating to: - a practice contrary to the code of conduct (unfair competition, conflict of interest, fraud, etc.) -> contact the ethics referent for information. - harassment (sexual or moral) - endgame/indiscretions. Anonymous complaints are not taken into account unless they are very serious.	
		Gender equality index	> 85 (France)	-	> 85 (France) (avant +80 - legal evolution to +85)	Based on French legal calculation (pay gap, increase, promotion, highest pay). Possible neutralization of the notion of full-time equivalent. The One Teseo synthetic rate is based on all data grouped together in a single database. For 2023: France only / based on 4 DSC.	5 DIVERSITY OF PEOPLE AND Talent

CSR Strategy - Texen	Commitments	KPIs	2024 Objectives	2024 Results	2025 Objectives	Definitions	Contribution to Sustainable Development Goals
	Respecting human rights and promoting inclusion	Technical position occupied by a woman	≥7,50%	28,49%	≥100,00%	Number of women in technical positions / Number of employees in technical positions at 31/12/N.  Technical positions include: project manager, setter, technician, production team leader, technical department manager (maintenance, methods, production, tooling), automated line operator, toolmaker, metrologist, quality technician, IT, methods/industrialization engineer, continuous improvement engineer, quality div. engineer, Texen Lab engineer, project designer, plant manager (= excluding HR, finance, communication, sales, marketing, logistics, purchasing, HSE, operators, quality manager, quality and quality system coordinator). For KOs, the field is taken into account: finance + no, production + yes).	
		Rate of anti-discrimination training of managers	> 70%	75,92%	> 90%	Number of managers aware of discrimination / total number of managers at 31/12/N.  A manager is taken to mean any supervisor (who conducts one or more annual TalentSoft interviews) / any person who supervises a team, whatever their socio-professional category (e.g. department manager, team leader, etc.). We consider a person trained by the company, whatever the date of training (not only those carried out in the current year). To date, only Texen Day training.	
		Rate of disabled worker status (known as RQTH, Reconnaissance de la Qualité de Travailleur Handicapé)	6% (France) 4,5% (Worldwide)	3,77%	6% (France) 4,5% (Worldwide)	Number of employees with Recognized Disabled Worker status / workforce at 31/12/N. Do not consider units of equivalent value.	