

# Our *commitments* for a *sustainable* future



In 2024, the Texen Group demonstrated its commitment to a more sustainable and responsible packaging industry. Aligned with the United Nations' Sustainable Development Goals, the Group's strategy is structured around 3 pillars and 9 commitments, each with quantitative targets to be achieved by 2025 (compared to 2019).

The results are there, driven by our teams and shared with our partners: EcoVadis Platinum certification for the third consecutive year, validation of our greenhouse gas reduction targets by the Science Based Targets initiative (SBTi), 93% of our product offerings include an eco-design option, continued improvement in our safety culture.

In an increasingly demanding regulatory environment — including the upcoming European PPWR regulation — we anticipate changes and adapt our solutions accordingly.

**2025 goal: confirm 100% of our CSR roadmap.**

## OUR CSR STRATEGY

# Texen Group: *Customers first!*

## OUR 3 KEY AMBITIONS

- 1 Reinventing Luxury and Beauty packaging
- 2 Putting our employees at the center of our transformation
- 3 Acting ethically and responsibly

## 2024 MAJOR EVENTS



The celebration of the Group's 40th anniversary, highlighted the team spirit of our employees.



With the creation of the Disability Week, Texen Group once again demonstrates its commitment to this topic.

## OUR CSR PILLARS



### Labor & Human Rights

Fabien BLANCHET



### Environment and Responsible Purchasing

Christophe CABUT



### Ethics

Catherine OLIVERI

## TESTIMONIAL

“ Over time, our collaboration with the Texen Group has enabled us to establish essential reflexes. Together, we have built a real dynamic, whether on packaging developments, eco-design or work on “catalog” products. ”

Noël Charrier

Director of Packaging Innovation and Development Chanel



# 1 Reinventing Luxury and Beauty packaging

Commitments	2024 Results	2025 Objectives
Offer eco-friendly packaging to our customers		
Bids including an eco-designed proposal	93%	100%
Recycled or biobased materials on new references	11%	25%
Fight against climate change		
Carbon emissions <u>scopes 1 and 2</u> (reference 2019) in absolute value	-65%*	-10%
Carbon emissions linked to the use of plastics ( <u>scope 3</u> )	-18.5%*	-10%
Carbon Disclosure Project - climate change (CDP)	B	B
Reduce the environmental footprint of our sites		
ISO 14001-certified sites	87.5%	100%
Non-hazardous waste recycling rate	57%	50%
Percentage of organic solvents used in surface treatment lines	67%	<50%
Water consumption at production sites (compared to 2019)	+30%	-20%

\* Figures not validated by SBTi

100% Target achieved 100% Target 2025

In 2024, Texen Group R&I and Development teams developed solutions incorporating **recycled materials** and meeting **Design For Recycling** principles, in anticipation of future European **PPWR** regulations. At the same time, industrial teams have been working on introducing these materials into existing products, with **three customer approvals obtained**, foreshadowing the extension to other references in 2025. Projects include *Sally Hansen Miracle Gel* caps and L'Oréal Division Produits Professionnels 75 ml *Expert Series* caps, manufactured in PCR.



Sally Hansen Miracle Gel



75 ml Expert Series

Our targets for reducing greenhouse gas emissions have been approved by the Science-Based Targets initiative (SBTi). By 2030, **-52.9% scopes 1 & 2 GHG emissions** (vs 2021) and **-25% scope 3\*\* GHG emissions** (vs 2023). By 2050, **-90% GHG emissions scopes 1 & 2** (vs 2021) and **scope 3\*** (vs 2023) and **Net-Zero GHG emissions throughout our value chain**.

The Texen Group has generalized the use of **High Solid Varnish products** to reduce the use of solvents in its decoration processes. References such as Dior's Lip Glow sheath repack or the New Liquid Lips range have already been converted to the HES range, resulting in savings of over **5.7 tons in 2024**, and a **significant reduction in the solvent** applied per part.

\*\* Included in the scope 3 target: GHG emissions from purchased goods and services, upstream and downstream transport and distribution, waste generated by our activities, business travel, employee travel and processing.

Texen Décoration has invested in a more environmentally-friendly stripping machine, which filters waste water for reuse and reduces water consumption. Fully automated, it limits handling and improves operator safety.



## 2 Putting our employees at the center of our transformation

Commitments	2024 Results	2025 Objectives
Attract and retain talent		
Job retention rate after 3 years	50%	>85%
Managerial staff promoted internally	72%	>35%
Develop the employability of our staff		
Rate of training leading to certifications	16%	>5%
Average number of training hours per employee per year	18h40	>14h
Guaranteeing health and promoting quality of life at work		
Share of ISO 45001-certified sites	75%	100%
Work-related accident frequency rate	6	<7

In 2024, the Texen Group continued and strengthened its social ambitions: roll-out of a **certified training** course for team leaders (63 hours for over 20 participants), significant improvement in our **safety results** (reduction

in the frequency rate), more than 45 work-study students, more than **72% of supervisors promoted internally**, and numerous action plans following the internal satisfaction survey.

## 3 Acting ethically and responsibly

Commitments	2024 Results	2025 Objectives
Conduct our business ethically		
Percentage of the most exposed employees trained in ethics	83%	100%
Promote responsible purchasing practices		
Strategic suppliers who have signed up to the Responsible Purchasing Charter	100%	100%
Strategic suppliers who have carried out a CSR self-assessment	86%	100%
Respect human rights and promote inclusion		
Technical position held by a woman	29%	30%
Train managers in anti-discrimination	76%	90%

The Texen Group deploys a structured approach to raising employee awareness of **ethical issues**. An **e-learning** training module is offered to those at risk, an annual ethics committee meets to steer actions, and ethics representatives have been appointed at each site and in each country to **support teams on a daily basis**.

The Texen Group has strengthened its responsible purchasing policy by deploying a dedicated manual and collecting carbon emission factors from its **plastics suppliers**, to support its **SBTi trajectory**. Partners such as SK Chemicals and Eastman, suppliers of PET Copolyester, are committed to **chemical recycling**. For example, in 2023, SK Chemicals has announced a **12% reduction in its GHG emissions**, or 236,000 tonnes of CO<sub>2</sub> equivalent.

## 2025: Staying on course!

In 2024, the commitment of the Texen Group's teams enabled us to achieve key CSR milestones. We're proud of this progress, and more determined than ever to achieve our 2020-2025 targets.

Discover all our  
2024 results



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