

CSR report *2024*

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Daisy Wild Eau so Intense cap - Marc Jacobs

Our 2025 CSR *commitments*

Texen's CSR strategy was formalized based on the results of the materiality analysis, non-financial risks assessments, 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.

Aligned with the Sustainable Development Goals defined by the United Nations, this strategy is structured around 3 focus areas and 9 commitments, with quantitative targets set for 2025 (using 2019 as the base year).

Our commitments are organized around 4 pillars and their representatives:



Ethics

Catherine OLIVERI



Social and Human Rights

Fabien BLANCHET



Environment

Christophe CABUT



Responsible Purchasing

Siomara SPERDUTI



1 Reinventing Luxury and Beauty packaging

OBJECTIVE

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

2025 AMBITION

Commitment: to offer eco-responsible packaging to our clients

100% of our bids to include an eco-designed proposal*

25% recycled or bio-based material in new products

Commitment: fight against climate change

B rating: Obtain a B score in the CDP (Carbon Disclosure Project) Climate Change

-10% carbon emissions linked to Scopes 1** and 2*** (baseline year: 2019), in absolute value and intensity (ratio of emissions to our commercial sales)

-10% reduction in carbon emissions from our packaging (related to the transformation of plastic material, Scope 3****)



Commitment: to reduce the environmental impact of our sites

100% of our sites certified ISO 14001

50% Reduce the share of organic solvents used by 50% on surface treatment lines

50% Achieve a 50% material recycling rate for non-hazardous waste

-20% Reduce the Group's water consumption by 20% compared to 2019

100% Achieve "zero landfill" for all Texen Group's sites

100% Implement at least one biodiversity initiative at each of our rural areas

* A proposal is considered eco-designed if it includes at least one action described in Texen's 3R policy pillars (Reduce, Recycle, Reuse). It is usually accompanied by a comparison between the client's original request and our eco-designed solution to highlight its benefits. Often, this comparison is supported by a simplified Life Cycle Assessment (LCA) demonstrating the environmental gains of the proposed solution.

** Direct emissions from fixed or mobile combustion installations.

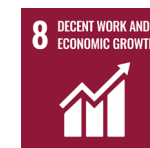
*** Indirect emissions associated with the production of electricity, heat, or steam imported for the Group's activities.

**** Other indirect emissions of the company (e.g., raw materials used to manufacture packaging, upstream and downstream transportation of goods, etc.).

② Putting our employees at the center of our transformation

OBJECTIVE

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



2025 AMBITION

Commitment: to attract and retaining talent

100% of sites benefiting from a performance-sharing agreement

85% employee retention rate after 3 years

35% of managerial staff appointed internally

Commitment: to develop the employability of our employees

› **5%** of training leading to a qualificationn for employees

› **14 hours** on average training hours per employee per year



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

100% of our production sites certified ISO 45001

› **75%** of our employees recommending Texen as “a good place to work” (via the regular QWL)

‹ **7** reduce the frequency of occupational accidents with and without stoppages to less than 7 (employees and casual workers)

③ Acting ethically and responsibly

OBJECTIVE

To align the conduct of our activities with our values.

2025 AMBITION



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 suppliers, including panel suppliers and those mandated by clients, have signed the responsible purchasing charter

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

15% of our turnover is allocated to socially-responsible procurement

Commitment: to respect human rights and promote inclusion

< 7 days whistleblower reports to be processed in less than 7 days

> 85 gender equality index over 85 (irrespective of the workforce threshold)



30% of technical positions held by women


90% of managers trained in anti-discrimination practices



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






Our multiple *performance* in 2024



CSR Strategy - Texen	Commitments	Audited indicators	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%	92,6% (87 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 under the scope of categories 1, 3, 4	
		✓	% of recycled or bio-based plastics in new products	15%	10,8% (43,3 Tons of PCR and biobased vs 402 Tons of plastics used in 2024)	25%	<p>For projects started in year N, based on projected customer volumes at launch, indicator calculated by project phase:</p> <p>End of phase 2: take the launch quantity announced at bid award + take the weight of the theoretical parts from the plans.</p> <p>End of phase 3: keep the same quantity unless significant change + take the weight of the real weighed part</p> <p>If the first delivery of the launch quantity is made on 31 Dec. 2021, counted in the 2021 indicator</p> <p>Calculation: Σ quantities of recycled* and/or bio-based* plastics (No. pieces X weight pieces) / Σ quantities of total plastics (Nbo. pieces X weight pieces)</p> <p>*If the plastic contains X% recycled material (Ecotria 30% for example), I apply the ratio in my calculation The PIRs are not counted</p> <p>Plastic materials containing recycled and/or bio-based materials only, excluding ballast, seal, surface treatment, glue, mirrors, pins...</p>	
	Fight against climate change		Carbon Disclosure Project rating results	To maintain CDP score of 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	


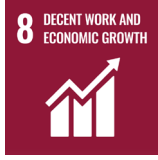
CSR Strategy - Texen	Commitments	Audited indicators	KPIs	2024 Objectives	2024 Results	2025 Objectives	Definitions	Contribution to Sustainable Development Goals
Reinventing Luxury and Beauty packaging	Fight against climate change	✓	Carbon emissions linked to scopes 1 and 2	-10% vs 2019	<p>Scope 1 and 2, in absolute value 2019 : 11830,64 t CO₂e 2024: 4126,32 t CO₂e Decrease of 65,12%</p> <p>Scope 1 and 2 in intensity Carbon emissions per revenue 2019: 77,82 kg CO₂ / k€ 2024: 20,48 kg CO₂ / keuros Decrease of 73,69 % vs 2019</p>	<p>Reduce our carbon emissions related to scopes 1 and 2:</p> <p>In absolute terms, reduce our emissions by 10% compared to a 2019 reference year*</p> <p>In terms of intensity, reduce our carbon emissions by 10% in relation to our commercial sales, i.e. a CO₂ emissions / sales ratio of 70,04</p>	<p>Carbon emissions = $\Sigma[\text{energy emission factors (Gas/Elec/Fuel)} * \text{energy consumption}] + \Sigma[\text{refrigerant emission factors} * \text{quantities of leaked refrigerants}] + \Sigma[\text{vehicle fuel emission factors} * \text{vehicle consumption}]$. In Teq CO₂</p> <p>Carbon emissions on turnover = $\Sigma[\text{energy emission factors (Gas/Elec/Fuel)} * \text{energy consumption}] + \Sigma[\text{refrigerant emission factors} * \text{quantities of refrigerants that have been degassed}] + \Sigma[\text{vehicle fuel emission factors} * \text{consumption of thermal vehicles}]/\text{commercial turnover (without sales of molds, projects and intercos)}$. In kgCO₂ per €1,000</p> <p>Energy consumption = ELECTRICITY consumption (kWh) + GAS consumption (kWh PCI) + FUEL consumption (excluding vehicles and fire system) (kWh PCI)</p>	
		✓	Carbon emissions related to the use of plastics for scope 3 (TeqCO ₂)	-10% vs 2019	<p>2019: 0,36% of recycled materials 2024: 3,39% of recycled materials</p> <p>Scope 3 plastics, absolute value 2019: 31451 t CO₂e 2024: 25635 t CO₂e Decrease of 18,49% vs 2019</p> <p>Ratio t CO₂e / quantity plastic used 2019: 2,91 2024: 2,37</p>	<p>Reducing the carbon emissions of our packaging (related to the processing of plastic, Scope 3) by 10% (base year 2019*)</p> <p>i.e. 13,75% recycled plastic or ratio of CO₂ emissions to tonnage processed at 2,64</p>	<p>Scope 3 plastics, absolute value => $\Sigma[\text{plastics emission factors} * \text{plastics consumption}]$</p> <p>% recycled material = Quantities of recycled plastics used (processed or components)/Total quantity of plastics used (processed or components)</p> <p>* 2019 base year = 2019 results (energy consumption, plastic tonnage and equivalent CO₂ emissions) calculated on the basis of an industrial scope equivalent to 2021</p>	



CSR Strategy - Texen	Commitments	Audited indicators	KPIs	2024 Objectives	2024 Results	2025 Objectives	Definitions	Contribution to Sustainable Development Goals
Reinventing Luxury and Beauty packaging	Reducing the environmental impact of our sites	✓	% 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)	53,1% (>50%)	56,91%	50%	Non-hazardous waste - Repurposed material (T) out of Total non-hazardous waste produced	
		✓	% of waste landfilled	46,68T	FR plants = 0% International plants = 50,15T on 2597,5 Tons global => 1,93%	Achieving "zero landfill" for all Texen sites	Non-hazardous waste disposed of (landfill - waste code D1) out of total non-hazardous waste produced	
			Water consumption of production sites	Global group consumption < 22735 m³	2019 = 18670 m³ 2021 = 17698 m³ 2022 = 28541 m³ 2023 = 23457 m³ 2024 = 26680 m³ Increase by 42,9% vs 2019 Consumption Biofilter A Texen DECO 2023 = 2387m³. Achievements without biofilter A = 24293 m³ Increase by 30,11% vs 2019	Reducing water consumption by 20% across all sites	Mains water consumption (m³)	

CSR Strategy - Texen	Commitments	Audited indicators	KPIs	2024 Objectives	2024 Results	2025 Objectives	Definitions	Contribution to Sustainable Development Goals
Reinventing Luxury and Beauty packaging	Reducing the environmental impact of our sites		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 9,4 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 reintegration or mulching	
Putting our employees at the centre of our transformation	Developing the marketability of our employees		Rate of qualification-based training	>5%	15,55%	> 5% of workforce	(Number of CQPs validated during the year + number of work-study students (all) + number of end-of-year diploma trainees + number of certifying diplomas obtained thanks to support from the company + number of VIEs hosted by the site + number of employees having passed a CACES during the year) / average total workforce	
		✓	Average number of training hours per employee per year	>14 hours	18 hours and 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)	
			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%	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	

CSR Strategy - Texen	Commitments	Audited indicators	KPIs	2024 Objectives	2024 Results	2025 Objectives	Definitions	Contribution to Sustainable Development Goals
Putting our employees at the centre of our transformation	Guaranteeing the health and safety of all employees and service providers and promoting QWL	✓	Percentage of ISO 45001 certified production sites	75% 6 plants over 8 Ongoing for ROSE and TEXEN POLAND	Maintained certification for CEICA, CMSI, MAYET et 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)	
		✓	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)	TF2 = Number of workplace accidents with and without stoppage * 1,000,000/worked hours Concerns employee and temporary workers	
			Percentage of employees who recommend Texen as a "company where life is good"	NC	-	More than 75% of our employees recommending Texen as a "company where life is good" (via the regular QWL survey)	Number of employees who recommend Texen 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	

CSR Strategy - Texen	Commitments	Audited indicators	KPIs	2024 Objectives	2024 Results	2025 Objectives	Definitions	Contribution to Sustainable Development Goals
Acting ethically and responsibly	Conducting our business ethically	✓	Percentage of the most exposed employees trained in ethics in France and abroad	100%	83,49%	100%	<p>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</p> <p>Exposed" employees (permanent and fixed-term contracts):</p> <ul style="list-style-type: none"> - COMEX members - Site CODIRS members (incl. TBP + WAYNE) - PLD team members (TPL+BE) (they are purchasing prescribers) - Purchasing team members - Sales team members - Finance team members - HR / payroll team members - Site maintenance managers (if not CODIRS - they are purchasing specifiers) - Site supply managers (if not CODIRS -they are purchasing specifiers) - TexenLab 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 Texen responsible purchasing charter	100%	100%	100%	<p>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</p>	
		✓	Percentage of suppliers - Panels - to have signed the Texen responsible purchasing charter	95%	93%	100%		

CSR Strategy - Texen	Commitments	Audited indicators	KPIs	2024 Objectives	2024 Results	2025 Objectives	Definitions	Contribution to Sustainable Development Goals
Acting ethically and responsibly	Promoting responsible purchasing practices	✓	Percentage of suppliers - Imposed customer - to have signed the Texen responsible purchasing charter	90%	58%	100%	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	
			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	
		✓	Percentage of turnover on socially responsible procurement	15%	18%	15%	Texen'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	
	Respecting human rights and promoting inclusion		Number of days to process whistle-blowing/reports	< 7 days	0,20 day	< 7 days	<p>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"</p> <p>Complaints to be examined are those relating to:</p> <ul style="list-style-type: none"> - 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) - endangerment/risk. <p>Anonymous complaints are not taken into account unless they are very serious</p>	

CSR Strategy - Texen	Commitments	Audited indicators	KPIs	2024 Objectives	2024 Results	2025 Objectives	Definitions	Contribution to Sustainable Development Goals
Acting ethically and responsibly	Respecting human rights and promoting inclusion		Gender equality index	> 85 (France)	Calculated site by site	> 85 (France) (before > 80 - legal evolution to > 85)	Based on French legal calculation (pay gap, increase, promotion, highest pay) Possible neutralization of the notion of valid headcount The One Texen synthetic rate is based on all data grouped together in a single database For 2023: France only / based on 4 SSCs	
			Technical position occupied by a woman	27,5%	29,5%	30%	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 dev. 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 KUs, 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	
		✓	RGTH ratio (employees with disabled-worker status)	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	

1 Our Commitments to reinvent Luxury and Beauty packaging

The vision of the Texen Group is that cosmetic packaging, whose primary function is to preserve products and thus prevent waste, must therefore set an example in terms of design and manufacturing to address environmental challenges.

The Group, whose mission is to transform materials into experiences, has the ambition—as a market leader—to accelerate the eco-transition of Luxury and Beauty packaging. Together with its employees, clients, suppliers, and consumers, the Texen Group aims to advance packaging toward responsible solutions rooted in the circular economy and respectful of the environment.

Offering eco-responsible packaging to our clients

OUR 2024 RESULTS

93% of NP* and SP* proposals included an eco-designed option (compared to 81% in 2023).

11% of the materials used in new launches were recycled or bio-based materials (9.8% in 2023).

In 2024, business developers demonstrated creativity and leveraged the expertise of the Research and Innovation department to propose solutions incorporating recycled materials, reducing production steps, or applying D4R (Design For Recycling) concepts, to meet the challenges of the upcoming PPWR**. These solutions were promoted and supported by the sales teams.

* NP: New Products for the Group and SP: Products identified as Strategic to obtain for the Group

** PPWR: Packaging & Packaging Waste Regulation

*** PCR: Post-Consumer Recycled, as opposed to PIR: Post-Industrial Recycled

Project managers worked diligently to meet or exceed our commitments regarding recycled material incorporation in 20 out of the 22 projects identified at the start of the year.

Finally, the plants, managed by the series-life project managers, focused on introducing recycled material into existing products: 3 products were approved by clients in 2024, paving the way for additional references in 2025.

Among the completed projects: the Sally Hansen Miracle Gel caps and the 75ml Série Expert caps for L'Oréal Professional Products Division, manufactured in PCR***.



Sally Hansen Miracle Gel



Série Expert 75ml



Fight against climate change

OUR 2024 RESULTS

B rating from CDP Climate Change.

65% reduction in carbon emissions linked to Scopes 1 and 2 in absolute terms, and a 74% reduction in intensity (ratio of carbon emissions to our commercial revenue) compared to our 2019 baseline year.

18,5% reduction in carbon emissions related to plastic material processing (Scope 3). In 2023, we had achieved a 7.5% reduction in these emissions.

Our 2024 carbon emissions: 66,574 tCO₂e



■ Scope 1: 1,421

■ Scope 2: 2,706

■ Scope 3: 62,448

The products and services purchased by the Texen Group account for 47% of the company's total greenhouse gas (GHG) emissions, representing 31,232 tCO₂e, of which 25,635 tCO₂e (38.5% of the Group's emissions) are due to the processing or use of plastic materials in manufacturing and components.

The Texen Group's energy consumption accounts for 3,769 tCO₂e, or approximately 6% (electricity, gas, and heat consumption via urban networks).

Our GHG emission reduction targets have been approved by the Science Based Targets initiative (SBTi):



By 2030

- ✓ -52,9% reduction in Scope 1 & 2 GHG emissions (vs. 2021).
- ✓ -25% reduction in Scope 3 GHG emissions (in the categories below, vs. 2023).

By 2050

- ✓ -90% reduction in Scope 1 & 2 GHG emissions (vs. 2021) and Scope 3 GHG emissions (in the categories below, vs. 2023).
- ✓ Net-zero GHG emissions across our entire value chain.

Scope 3 includes GHG emissions from purchased goods and services, upstream and downstream transportation and distribution, waste generated by our operations, business travel, employee commuting, and end-of-life treatment of sold products. To achieve these targets, we are implementing ambitious actions, such as:

- Using renewable energy at our highest-carbon-emitting sites (impact on Scope 2)
- Incorporating recycled plastics into our new products (impact on Scope 3)
- Improving the energy efficiency of our infrastructure (impact on Scopes 1 and 2)

Reducing the environmental impact of our sites

OUR 2024 RESULTS

87,5% of our production sites are ISO 14001 certified (7 out of 8 plants).

The sprayed products on surface treatment lines contained an average of **67.13%** organic solvent (vs. 70.69% in 2023).

56,9% of non-hazardous waste (NHW) recycled (vs. 55% in 2023).

1,93% of non-hazardous waste sent to landfill: 50.15 metric tons generated at our plants in Mexico and Poland out of a total of 2,597.5 metric tons of non-hazardous waste.

100% of our sites implemented at least one biodiversity initiative.

30,11 % increase in Group water consumption compared to 2019.

Texen Decoration invests in a new stripping machine

In November 2024, Texen Decoration acquired a new machine to clean its tooling (the supports for painted parts). This investment, amounting to €350,000, has improved employees' working conditions and enabled safer, more environmentally friendly stripping.

Several improvements have been implemented, including: eliminating all handling during the preparation and storage of caustic soda, removing the risks of inhalation and splashes thanks to a closed system with vapor extraction, optimizing water consumption and installing an effective wastewater filtration system that reduces the amount of waste generated by the equipment.

The machine was installed inside the building to eliminate risks related to weather conditions (the previous machine was located outdoors under a canopy) and to reduce the electricity consumption associated with heating processes.



Expanding the use of so-called “High Solid Content” products

At Texen Decoration, between 2014 and 2024, the amount of solvent applied per piece decreased from 2.28 g/piece produced to 0.90 g/piece, and the total annual solvent consumption dropped from 285 metric tons to 107 metric tons.

The use of “high solid content” (HES) products helps reduce the part of solvents in the materials used. New product lines are systematically developed using HES formulations, and several existing products are being transitioned under a substitution plan.

For example, the repackaging of Dior’s Lip Glow sleeve and the New Liquid Lips range (both glossy and matte versions for cap and bottle) were developed in HES versions, resulting in savings of more than 5.7 metric tons of solvents.

At the Texen Group level, the share of solvents in the products sprayed on our lines decreased from 70.69% in 2023 to 67.13% in 2024.

② Our Commitments to put our employees at the center of our transformation

The Texen Group aims to be an attractive and innovative company. Its social ambition is to enable everyone to find personal fulfillment within the company—benefiting the collective while also delivering individual satisfaction.

Attracting and retaining all talents

OUR 2024 RESULTS

50% job retention rate after 3 years (global data) (54% in 2023).

72% of management positions filled internally (global data) (67% in 2023).

100% of Texen Group sites have had a performance-sharing system in place since 2021.

An attractive employee savings policy

The performance-sharing agreements signed at all French sites of the Texen Group aim to promote collective success and strengthen employees' sense of belonging to the Group.

In 2024, Texen Group shared its economic performance with employees worldwide by distributing over €2.9 million (compared to €2.1 million in 2023) through its performance-sharing agreements.

In 2024, all sites included in their agreements the possibility to unlock an additional financial allocation to be redistributed upon completion of a CSR action at the site.

Texen Group continues to maintain a strong presence in the field to attract new talent

In 2024, the teams were once again highly engaged in reaching out to future talent.

This first involved actions with local schools to raise awareness, present industrial careers to students, and highlight the opportunities these careers offer.

Second, the Group participated in various recruitment events: 1 Match – 1 Job in Bourg-en-Bresse, Market de l'Emploi with JL Bourg-en-Bresse, SOFEO in Oyonnax, Du Stade vers l'Emploi with US Oyonnax Rugby and several job fairs in Saône-et-Loire, among etc.

Finally, several open house events were organized, enabling interested candidates to visit the plants and learn about the opportunities available.



Open House – Ecole de la Deuxième Chance – Texen Brion
September 21, 2024



Market de l'Emploi Job Fair – Bourg-en-Bresse
March 20, 2024

Apprenticeships: a strong commitment from Texen Group

In 2024, the Group continued its strong commitment to young people (apprentices and interns) by launching ambitious recruitment campaigns across all its sites and in various business areas.

The Group reaffirmed its determination to attract young talent into its teams to build long-term loyalty. In total, 50 apprentices were present at the Group's French sites this year. These young people form a real community that meets twice a year during "apprentice days." These events focus on team cohesion, friendly exchanges, sharing experiences, and passing on knowledge.

A strong internal mobility policy

In 2024, 72% of managers were promoted internally, illustrating the Group's active policy of promotion and internal mobility. Employees can grow within Texen Group, planning their long-term careers thanks to personalized career development plans tailored to their professional ambitions.

Developing the employability of our employees

OUR 2024 RESULTS

16% of employees completed qualifying training (global data) (same as 2023).

18 hours and 40 minutes: average training time per employee per year (global data) (vs. 16 hours and 20 minutes in 2023).

A strong commitment to training our teams

With an average of 18 hours and 40 minutes of training per employee in 2024 worldwide, the Group once again demonstrated its significant investment in developing employees' skills through technical, regulatory, professional, and support training.

A commitment to offering customized training paths

To develop employees' employability while addressing the specific needs and challenges of each site, Texen Group designs tailor-made training programs in partnership with specialized training organizations. These programs are listed in a training catalog and can be launched as needed. In 2024, a notable example was the creation of the CCPI Management and Cohesion training, designed for the 20 Team Leaders of French industrial sites of the Group. A 63-hour training program was completed by each participant, resulting in certification in team management awarded



Texen Decoration employees during the diploma award ceremony – December 3, 2024

by Polyvia Solutions. This training was designed to align with the requirements of the team leader role. All graduates were celebrated during a diploma award ceremony held in December 2024. They are proud to have completed this training program.

Ensuring the health and safety of our employees and service providers and promoting quality of work life

OUR 2024 RESULTS

75% of our production sites certified ISO 45001 (6 out of 8 production sites certified, compared to 50% in 2023).

6,04 frequency rate of workplace accidents with and without lost time, including employees, temporary workers, and service contract staff (vs. 7.77 in 2023 and 9.3 in 2022).

70% of employees who responded to the 2023 survey recommend Texen Group as “a great place to work” (survey conducted every two years; compared to 53% in 2021).

Focus on the engagement survey

The latest engagement survey was conducted in 2023 on a global scale, with an 82% participation rate and an overall score of 3.59/5. Every employee was invited to respond anonymously to highlight strengths as well as areas for improvement.

In 2024, all site-specific results were analyzed, leading to the creation of working groups involving members of the Social and Economic Committee (CSE), the Executive Committee (COMEX), and volunteers who wished to participate. These action plans are now being implemented in each

entity to continuously strive for improvement. The next survey is scheduled for October 2025.

Quality of work life at Texen

Once again, 2024 was marked by friendly and community-focused events that now characterize Texen Group: an inter-company sports challenge with AEPV, the awarding of long-service medals, a solidarity Christmas event with Secours Populaire, the POMPY initiative with SDIS 01 (Ain Fire and Rescue Service), Texen Day, Pink October, Movember, and more.

The major event of 2024 was the celebration of the Group’s 40th anniversary. This milestone was commemorated throughout the year with contests, gift giveaways, and a birthday party held simultaneously at all Group sites, both in France and internationally.

A memorable moment that left a lasting impression and revealed the strong cohesion among employees.



The celebration of the Group’s 40th anniversary showcased strong cohesion among employees.

Taking care of our employees is Texen Group's commitment and absolute priority. It is a shared goal and one of our common ambitions as part of our corporate social responsibility.

A new Health, Safety, and Environment roadmap

2024 marks the launch of our new "HSE roadmap," comprising 27 topics in the fields of Health, Safety, and Environment, laid out in a six-year deployment plan (2024–2029). Among these topics are the prevention of chemical, fire, and explosion risks; ergonomics; onboarding and job-specific training; risks associated with work equipment; and the interaction between forklifts and pedestrians. Each of these focus areas supports a proactive approach to risk management, improves and secures the work environment, and continuously strengthens our safety culture.

Health & Safety Week: a flagship event for Texen Group

For its 3rd edition, Texen Group decided to place particular emphasis on road risk for employees working outside the production plants (Texen SAS, TBPE, etc.), given the significant number of staff who travel as part of their work.

All employees at the production sites also had the opportunity to deepen their safety culture through engaging and interactive activities such as hazard hunts, escape games, investigation workshops, physical and mental well-being sessions, and demonstrations by firefighters, including a fire drill at the Texen MARLEE site and a vehicle extrication exercise at the Texen CEICA site.

Texen Decoration was awarded a trophy on the first day of Safety Week in recognition of the momentum and results achieved in 2023.



Deployment of new protective equipment across all our plants: safety glasses

In 2024, we decided to make wearing safety glasses mandatory for all technical staff whenever they are working in our workshops. To ensure comfort and encourage maximum buy-in for the project, technical employees who wear prescription glasses have been provided with safety glasses fitted with corrective lenses. This marks another step forward in securing and improving working conditions for our technical teams.

Heatwaves and high temperatures: preventing risks

Climate change is increasing the frequency, intensity, and duration of heatwaves, which can have a significant impact on the health and safety of our employees. With four successive heatwave episodes in the summer of 2023, we prepared a heatwave plan in the first half of 2024 to define all the technical, organizational, and human measures to be implemented at Texen Group's production sites, depending on the national alert level.

From May 1st to June 15th, each site anticipates the measures to be deployed (preventive maintenance of cooling-related equipment, procurement of supplies and consumables, etc.). Starting June 15th, and during heatwave periods, the site management reviews the weather alert bulletin at 8:00 a.m. and 4:00 p.m. and triggers the yellow, orange, or red alert action plan based on the published bulletin: employee awareness initiatives, increased on-site supervision, adjustments to working hours, relaxed dress code, more frequent breaks, and adjustments to workload (postponing certain operations or increasing staffing levels).

Texen Group deploys health & safety management systems

The Group has set a goal of deploying occupational health and safety management systems across all its production sites in accordance with the requirements and guidelines of ISO 45001.

In 2024, the Texen Rose and Texen Poland sites obtained their initial certifications, joining the Mayet, CEICA, CMSI, and Mexico sites.

Management commitment, employee participation, risk-based approach, continuous improvement, and legal compliance—all these requirements are aimed at providing a framework to manage health and safety risks and opportunities, prevent workplace accidents and health issues, and continuously improve the performance of our production sites.



③ Our Commitments to act ethically and responsibly

Texen Group is committed to conducting its business in an ethical and responsible manner to ensure that all stakeholders are treated with respect.

Conducting our business ethically

OUR 2024 RESULTS

83% of the employees most exposed to ethical risks have received ethics training in France and abroad (global data), compared to 85% in 2023.

Building a true culture of ethics

Since 2021, ethics representatives have been appointed at every site and in every country. Broad visual communication has been implemented so that all employees can easily identify them. Employees can consult these representatives if they have any questions related to ethics.

A questionnaire allowing each representative to assess the ethics maturity of their site exists and is completed annually.

At the beginning of 2024, the annual ethics committee meeting was held. No alerts related to conflicts of interest, corruption, or fraud were reported.

To raise awareness among as many people as possible, since 2023, every “exposed” employee completes two e-learning training modules on busi-

ness ethics as part of their onboarding process to reinforce knowledge of best practices.

Promoting responsible purchasing practices

OUR 2024 RESULTS

100% of our Strategic* suppliers, 93% of our Panel* suppliers, and 58% of our Customer-Imposed* suppliers have signed the Responsible Purchasing Charter.

86% of our strategic suppliers have completed a CSR self-assessment.

18% of our revenue is generated through solidarity purchasing initiatives.**

Our approach

The Group has formalized its commitments in a Responsible Purchasing Policy: communicating its expectations regarding social responsibility to suppliers, assessing their CSR maturity, training its buyers, and promoting solidarity purchasing.

Suppliers are invited to sign the Responsible Purchasing Charter, through which they commit to implementing Texen Group's principles: respect for human rights, safety and health, environmental responsibility, products and

* Strategic Supplier = a supplier with a preferred relationship and a shared strategy with Texen Group.

* Panel Supplier = a supplier meeting recurring needs.

* Customer-Imposed Supplier = a supplier specified by the client.

** Texen Group's solidarity purchasing involves SMEs/microbusinesses with fewer than 100 employees, annual revenue under 20 million euros, no dominant market position, and whose competitors in the same sector are substantially larger.

processes, as well as business ethics.

We have also deployed the Responsible Purchasing Manual and collected emissions factors from our plastic material suppliers to support the Group's decarbonization efforts.

SK Chemicals and Eastman are two of our PET copolyester material suppliers. SK Chemicals is committed to chemical recycling of PET and informed us of a 12% reduction (236 KT CO₂eq) in their GHG emissions target in 2023. Eastman, for its part, is committed to achieving carbon neutrality by 2050. Their decarbonization efforts have yielded consistent results, with a 22.3% reduction in GHG emissions in 2024 compared to 2017.

Respecting human rights and promoting inclusion

OUR 2024 RESULTS

0,20 days: Average time to process alerts (global data) (versus 0.80 days in 2023).

Gender equality index (France data) calculated at each French site.

29% of technical positions held by women (versus 30% in 2023).

3,70% of people with disabilities (global data) (versus 3.60% in 2023).

76% of the Group's managers have been trained in anti-discrimination practices (versus 65% in 2023).

Promoting the role of women in our industry

Texen Group remains committed to maintaining a low gap between men and women (in terms of pay, promotions, etc.). However, the role of women in the industry still deserves greater recognition, especially with the ambition of increasing the representation of women in technical positions within the Group.

For example, in 2024, out of a class of 11 trainees completing the CQP Certification for Production Set-Up Operators, 4 women graduated and were then promoted to this role internally.

Reaffirming our commitment to disability inclusion

In 2023, Texen Group launched a major social initiative focused on welcoming difference and disability. In France, the Group already meets the legally required employment rate for workers with disabilities. Nevertheless, to go further and foster even more inclusion within our teams, a disability assessment was carried out in 2023.

One of the actions resulting from this working group was the creation of Disability Week, organized across all our French sites.

From November 18th to 22nd, 2024, several activities took place throughout the week: the creation of a disability-themed board game—Tex'poursuite—which saw 200 participants; a "Saveurs Solidaires" job dating event organized with France Travail; a Duo Day at the Texen Rose site, allowing a worker from a local ESAT (sheltered work center) to discover our operations; professional speakers holding conferences for our teams, and more. This first edition was a great success and will now become a flagship annual event for Texen Group.

Awareness on non-discrimination

In 2024, some managers participated in an awareness day on the topic of discrimination, covering subjects such as the prevention of workplace violence and the promotion of diversity. This module will gradually be rolled out to all management levels.

Texen Group commits as a partner of the Ain Second Chance School

As part of its CSR policy, the Group signed a partnership agreement with the E2C (Second Chance School) in Ain. Through this initiative, the Texen Group offers young people who have left the school system and/or have newly arrived in the region the opportunity to discover the industrial world through open house events, to complete internships, and potentially to access recruitment opportunities within the Group.



Activities during Disability Week

Conclusion

In 2024, our Group reaffirmed its commitments to CSR. This year was marked by significant achievements: obtaining the **EcoVadis Platinum** certification for the third consecutive year, advancing our **SBTi** roadmap – which was validated at the very beginning of 2025 – and making major progress in social and ethical areas.

Notably, we strengthened our safety culture, with **six sites now ISO 45001 certified**, compared to four in 2023. On the product innovation side, **93% of our commercial offers included an eco-design option**, up from 81% last year. We also made progress within our supply chain, with a **15-point increase in the share of our strategic suppliers who completed the CSR self-assessment**. Finally, the year was highlighted by a major milestone: the celebration of our **40th anniversary**, an event that played a key role in strengthening team cohesion.

The coming year promises to bring many challenges. In an uncertain economic and geopolitical environment, we remain at the forefront of responding to the rollout of **PPWR** regulations, anticipating their impacts, and adapting our product design strategies accordingly. But we face these challenges with confidence and determination, supported by our closer ties with the Quadpack Group, which will enable us to share and enhance our best practices. More than ever, we remain committed to building a sustainable, innovative, and responsible future.

Our goal for 2025: to deliver 100% of our 2020–2025 roadmap!



Hypnose Drama - Lancôme

Auditor's report



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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 2024
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° 14-30000101 et affiliée à la Compagnie régionale des commissaires aux comptes de Versailles et du Centre
Société française membre du réseau KPMG constitué de cabinets indépendants affiliés à KPMG International Limited, une société de droit anglais (« private company limited by guarantee »)
Société anonyme à conseil d'administration
Régistres :
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2 avenue Gambetta
CS 00055
92095 Paris La Défense Cedex
Capital social : 5 460 100 €
775 726 417 RCS Nanterre



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Exercice clos le 31 décembre 2024

Au Président,

En notre qualité de commissaire aux comptes, 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 « l'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 2024 (ci-après « le Rapport »).

La conclusion formulée ci-après porte sur ces seules Informations et non sur l'ensemble des informations présentées dans le 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.

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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. 821-28 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 3 personnes et se sont déroulés entre décembre 2024 et juin 2025 sur une durée totale d'intervention de 3 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.

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 avec le Référentiel ;
- 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 centralisées auprès d'une sélection d'entités contributrices³, et pour la partie centralisée, au siège de l'entité et couvrent entre 20 % 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 17 juin 2025

KPMG S.A.

Rémi Vinit-Dunand
Associé

³ TEXEN Décoration, CMSI, TEXEN Mayet, TEXEN Poland

