

VERESCENCE

GLASS
MADE
TO
LAST.

SUSTAINABILITY REPORT
2023-2024

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THOMAS RIOU
CEO

WE STRONGLY BELIEVE THAT THE PROFOUND TRANSFORMATION TAKING PLACE IN OUR INDUSTRY AND IN OUR BUSINESS IS AN OPPORTUNITY TO SHAKE UP THE STATUS QUO, IDENTIFY NEW PROSPECTS AND CREATE MORE VALUE FOR ALL OUR STAKEHOLDERS.

Here at Verescence, actions speak louder than words, and I think our 7th Sustainability Report illustrates that. In 2023, we once again demonstrated our ability to execute, innovate and transform. Our ambitious "Glass Made to Last" roadmap is making rapid progress, despite the headwinds we have experienced in recent years.

We strongly believe that the profound transformation taking place in our industry and in our business is an opportunity to shake up the status quo, identify new prospects and create more value for all our stakeholders: customers, partners, employees, local communities and our shareholder.

Our group is fully committed to having its bold and talented teams make a long-term contribution to a decarbonized economy, less resource-intensive performance, and a fairer, more inclusive world, and this new report outlines many of the measures put in place in order to achieve this. I'd like to highlight a few that demonstrate our strategy and our mindset:

Occupational health and safety remain our top priority. Adapting our behaviors and introducing new equipment such as exoskeletons and new, much more visible forklift trucks should help us on the way to achieving our zero-accident target.

We should be proud of all the training and inclusion initiatives we are implementing, both at group level and locally.

Our duty as leaders is to continue to change packaging standards by identifying new indicators such as the Glass Score (bottle weight reduction index), improving the quality of our Infinite Glass (incorporating post-consumer recycled - PCR - glass) and coming up with innovations that promote circularity.

For much of 2023, our teams worked on drawing up a new and very detailed decarbonization roadmap to help us achieve the 1.5°C SBTi targets that we are committed to achieving.

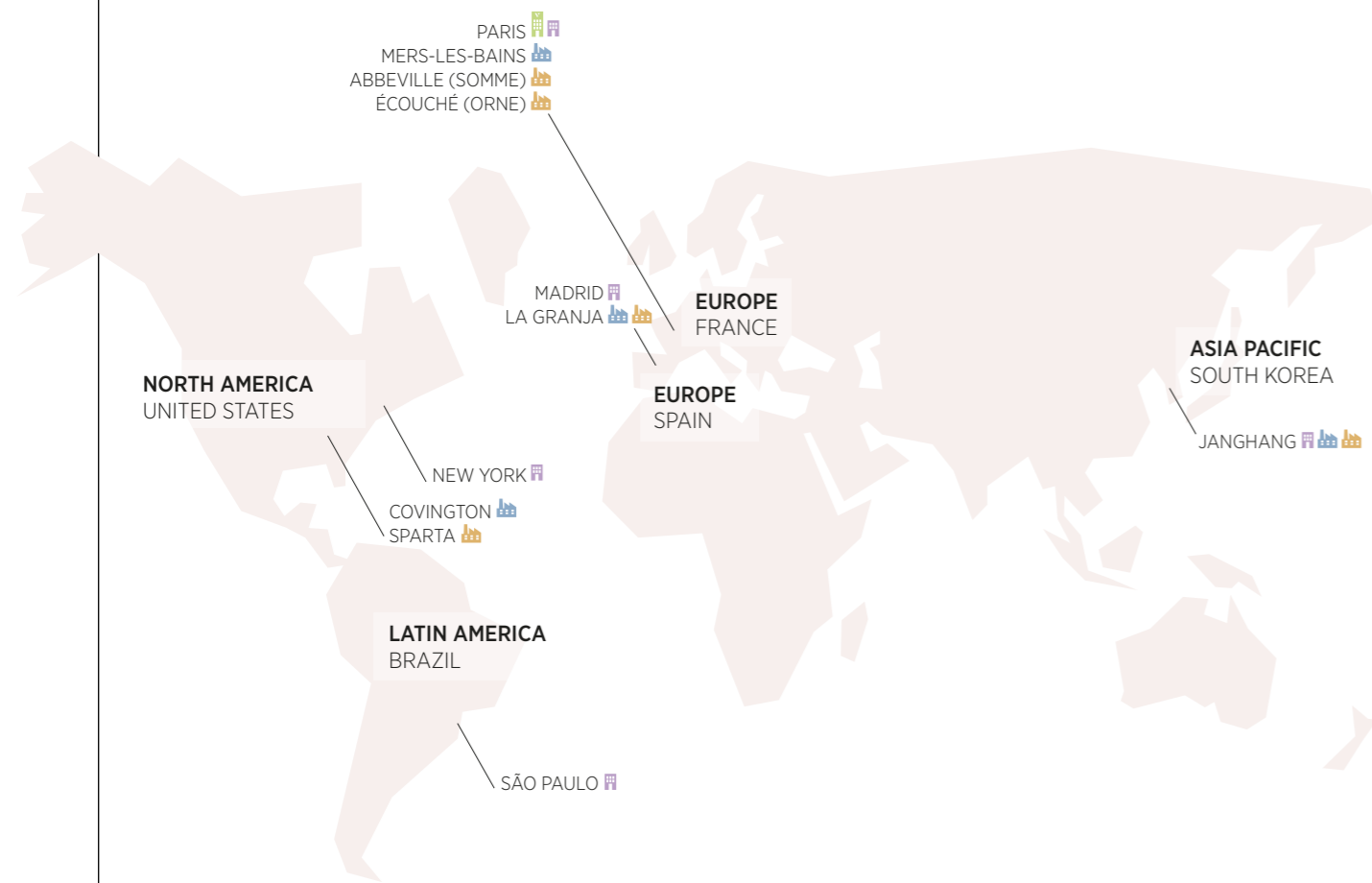
Decarbonization also requires certain sobriety plans that continue to be implemented across all our plants, and we are using increasingly sophisticated measurement systems to amplify this work.

We have placed particular emphasis on our indirect emissions (scope 3), with some initial progress already made and strong goals that we share with our ecosystem and that can only be achieved if we can better support our SME/VSE partners in carrying out their carbon assessments and drawing up their improvement plans.

Last but certainly not least, I would like to extend my warmest thanks to all Verescence employees, to our customers and to all of the stakeholders who contribute to our success. There are many challenges ahead, but I am sure that together we will overcome them. ■

THE WORLD LEADER IN LUXURY BOTTLES

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



Headquarters
 Sales offices
 Finishing sites
 Glass manufacturing sites

What we do



PERFUME AND BEAUTY

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



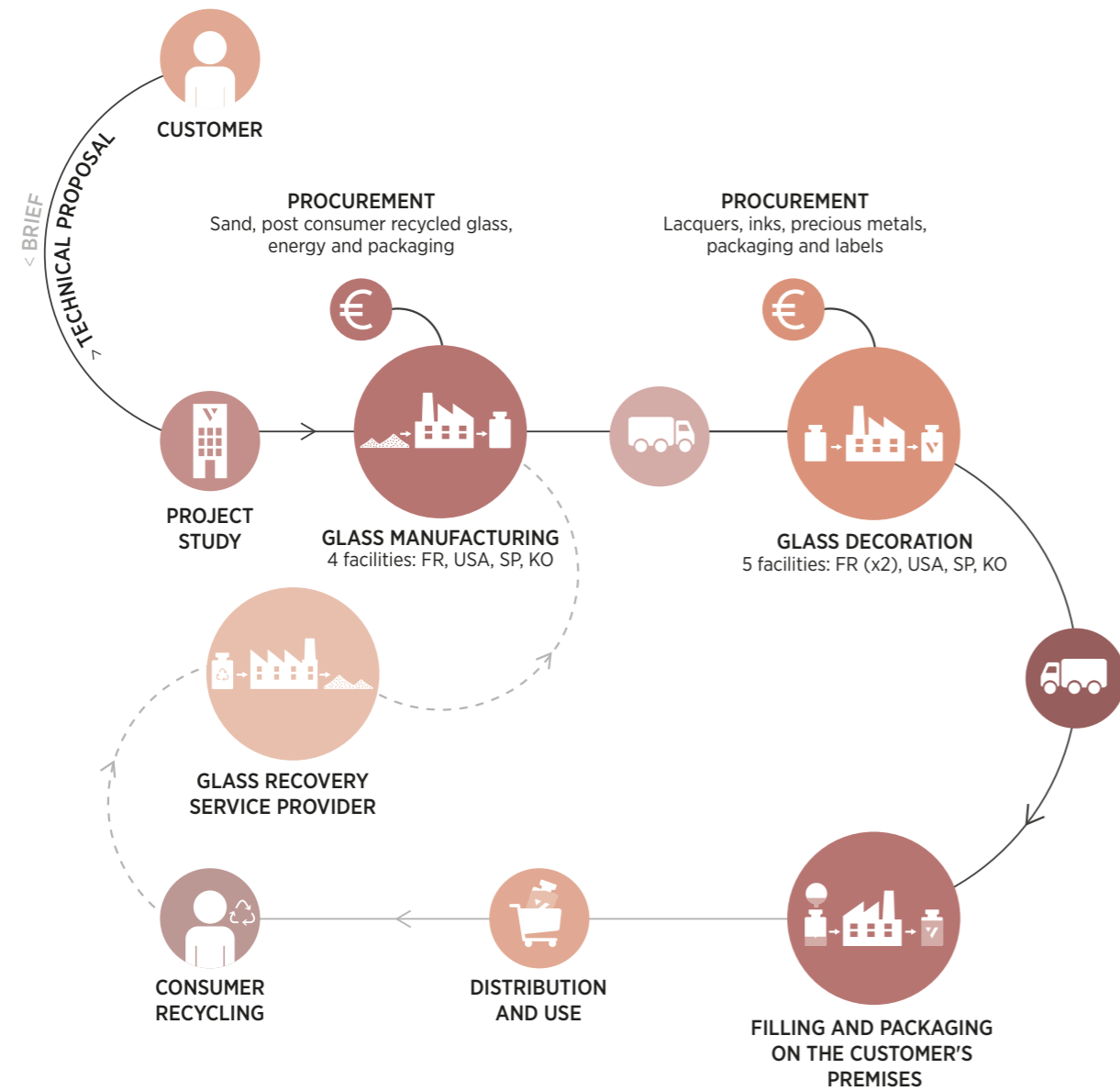
INSULATORS

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

Verescence in figures



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



→ Logistics/quality by Verescence - - - - - Logistics/quality by the customer

Resources

Value creation

FINANCIAL CAPITAL 500M in turnover	FINANCIAL IMPACT + 22% growth in sales
HUMAN CAPITAL 2,500 employees	HUMAN IMPACT TF1 3.61 39% female recruits 100% of our employees benefit from health insurance and a life insurance policy
INTELLECTUAL CAPITAL 330 employee hires 56 active patents and/or patent applications	INTELLECTUAL IMPACT 70.9% of employees trained
INDUSTRIAL CAPITAL 7 industrial sites	INDUSTRIAL IMPACT 69 'lean-specialist' employees to improve performance
ENVIRONMENTAL CAPITAL Quantity of glass drawn 152,532 tons Total energy 780,429 MWh Water withdrawn 2.56 m³/tg	ENVIRONMENTAL IMPACT Waste 155 kg/tg CO ₂ emissions (scopes 1 and 2) 1.03 tCO₂e/tg NO _x emissions 5.20 kg/tg SO _x emissions 1.83 kg/tg Fine particle emissions 0.155 kg/tg
RELATIONAL CAPITAL 97.17% local purchases 2,430 suppliers €240M in purchases	RELATIONAL IMPACT 0.56% customer complaints (OTIF = On Time In Full) 91%

METHODOLOGY NOTE

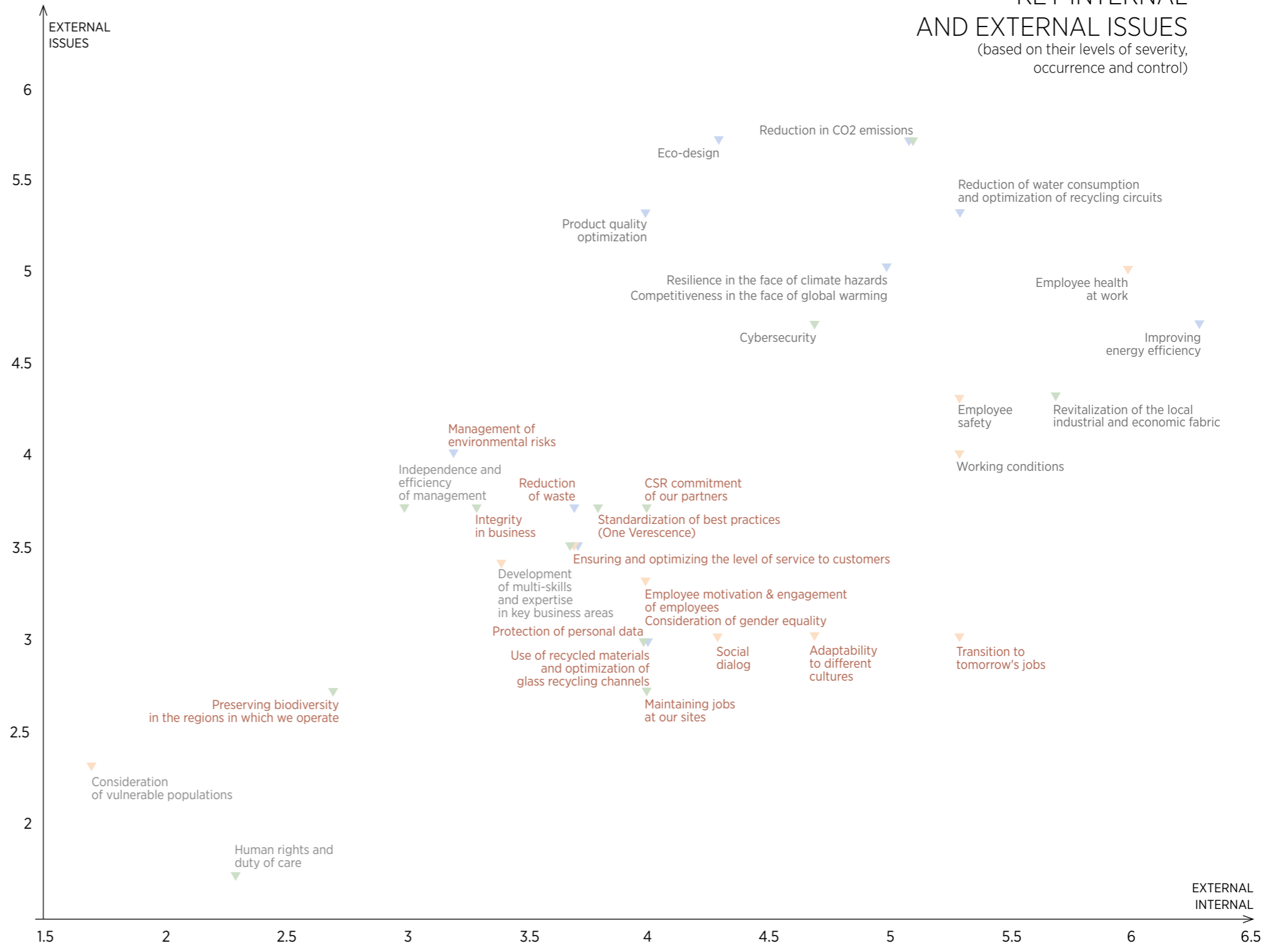
The risk management system implemented by the Verescence Group is based on the identification and consideration of the main factors likely to have a significant impact on its activities, its financial situation and its image.

The Executive Committee has thus validated the identification and evaluation of 97 risk factors producing an impact either internally (business continuity, performance, profitability, etc.) or externally for one or more of its stakeholders (customers, suppliers, financial partners, employees, institutions and civil society). All of these internal and external factors are periodically evaluated according to three criteria rated from 1 to 10: severity, occurrence and level of control. This assessment has identified 28 significant CSR issues for the Group and all of its subsidiaries, 10 of which are considered major, either internally or externally. This categorization makes it possible to establish and verify the relevance of the Group's CSR strategy for all its pillars. All of our issues are thus represented and prioritized in the map opposite.

- ▼ PEOPLE FIRST ▼ ACT FOR SOCIETY ▼ ECO SOLUTIONS
- Major significant CSR issues
- Significant CSR issues
- CSR issues identified but not developed in this report

KEY INTERNAL AND EXTERNAL ISSUES

(based on their levels of severity, occurrence and control)





Alain THORRÉ
CSR, QEHS & Continuous Improvement Director

OUR "GLASS MADE TO LAST" CSR STRATEGY AND ITS IMPLEMENTATION BASED ON THE 3 AXES WITH WHICH EVERYONE IS NOW FAMILIAR ARE REFLECTED IN THE CONCRETE DAY-TO-DAY ACTIONS TAKEN IN EVERY VERESCENCE DEPARTMENT AT EVERY VERESCENCE SITE.

On the People First front:
Safety must remain our priority, and as well as being something that is taken into account on a daily basis by managers carrying out performance reviews at our sites, initiatives aimed at further developing the safety issue are being put in place and coordinated by our EHS teams. Career development and the provision of training is a matter of constant concern for HR teams and the management team, as demonstrated by the on-going continuous improvement training provided in France and Spain and its forthcoming extension to the United States and South Korea.

On the Act for Society front:
Our purchasing operations are increasingly calling for our suppliers to become involved in and contribute to the achievement of our decarbonization targets and are supporting them in doing so.

Our finance teams, meanwhile, are working on securing grants in keeping with the sustainable development approaches adopted by the regions and countries in which Verescence operates.

On the Eco Solutions front:
We are improving...
...product quality by reducing scrap rates and complaints
...service quality by reducing unnecessary transport and packaging
This has a direct impact on our decarbonization, our materials and energy consumption, and our environmental impact on a broader level.
The sales, marketing, and innovation & development teams continue to offer customers eco-design solutions such as weight reduction, recycled glass, and innovative decoration techniques.

Our technical, IT and maintenance teams are upgrading our processes by installing meters and technical energy management systems to better control our energy consumption. These teams are also preparing our processes for the future by means of greater electrification, the use of green energy, the installation of solar panels, and greater digitalization. These few examples, many more of which will be detailed in this new report, clearly demonstrate the extent to which all Verescence teams are involved in its CSR strategy.

This commitment and the dynamism it represents are widely recognized by several of our stakeholders:

Firstly, our customers, who recognize the leading position Verescence has established in terms of CSR. CSR criteria are playing an increasingly important role and even becoming a key criterion for some of our major customers when it comes to awarding new contracts in the coming years.

A number of our initiatives have also been recognized at local and national in the various regions in which Verescence operates.

Our shareholder and financial partners are becoming increasingly interested in ESG-related criteria.

Finally, annual assessments by independent international organizations such as EcoVadis, CDP, SBTi, and the various ISO certifications also make an important contribution to the group's external recognition, given that Verescence ranks among the best companies to be assessed.

It's up to all of us to keep up the momentum where CSR and sustainable development are concerned to ensure that Verescence maintains its leading position. ■

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

GOVERNANCE AT VERESCENCE

THE GOVERNANCE COMMITTEE, MADE UP OF THE MEMBERS OF THE CSR EXECUTIVE COMMITTEE, AIMS TO:

- Identifying and continuously monitoring future developments in sustainability;
- Taking into account and prioritizing expectations and changes of stakeholders (customers, employees, shareholders, suppliers, the State, various sectoral organizations, etc.);
- Analyzing and controlling risks;
- Deploying and enforcing the overall strategy;
- Defining rules and modes of operation;
- Ensuring the proper conduct of Verescence's operations;
- Ensuring transparency of information to stakeholders;
- Acting in a coherent and united manner to ensure good decision-making at the right level within the organization.



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

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

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

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

SUSTAINABLE PERFORMANCE SYSTEM

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

SETTING performance goals to be achieved for each department, region, site, furnace or APU, etc.;

MEASURING the performance at all levels of the organization in a homogeneous way using standard KPIs and shared reporting;

PERIODICALLY reviewing performance (through business reviews, performance meetings, etc.);

DEFINING AND ENSURING the follow-up of improvement projects (through steering committees, work groups and business line committees);

VERIFYING compliance with the main standards through an internal audit system.

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

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

ITS CSR STRATEGY, the relevance of its deployment, and the results obtained and perceived, thanks to EcoVadis evaluations;

ITS COMMITMENTS AND PROCESS DEVELOPMENTS REGARDING THE REDUCTION OF CO2 emissions and water management through CDP Climate Change and CDP Water Security.



VERESCENCE

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

SUSTAINABLE DEVELOPMENT GOALS

VERESCENCE AND THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS

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

GLASS MADE TO LAST.



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

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



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

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



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

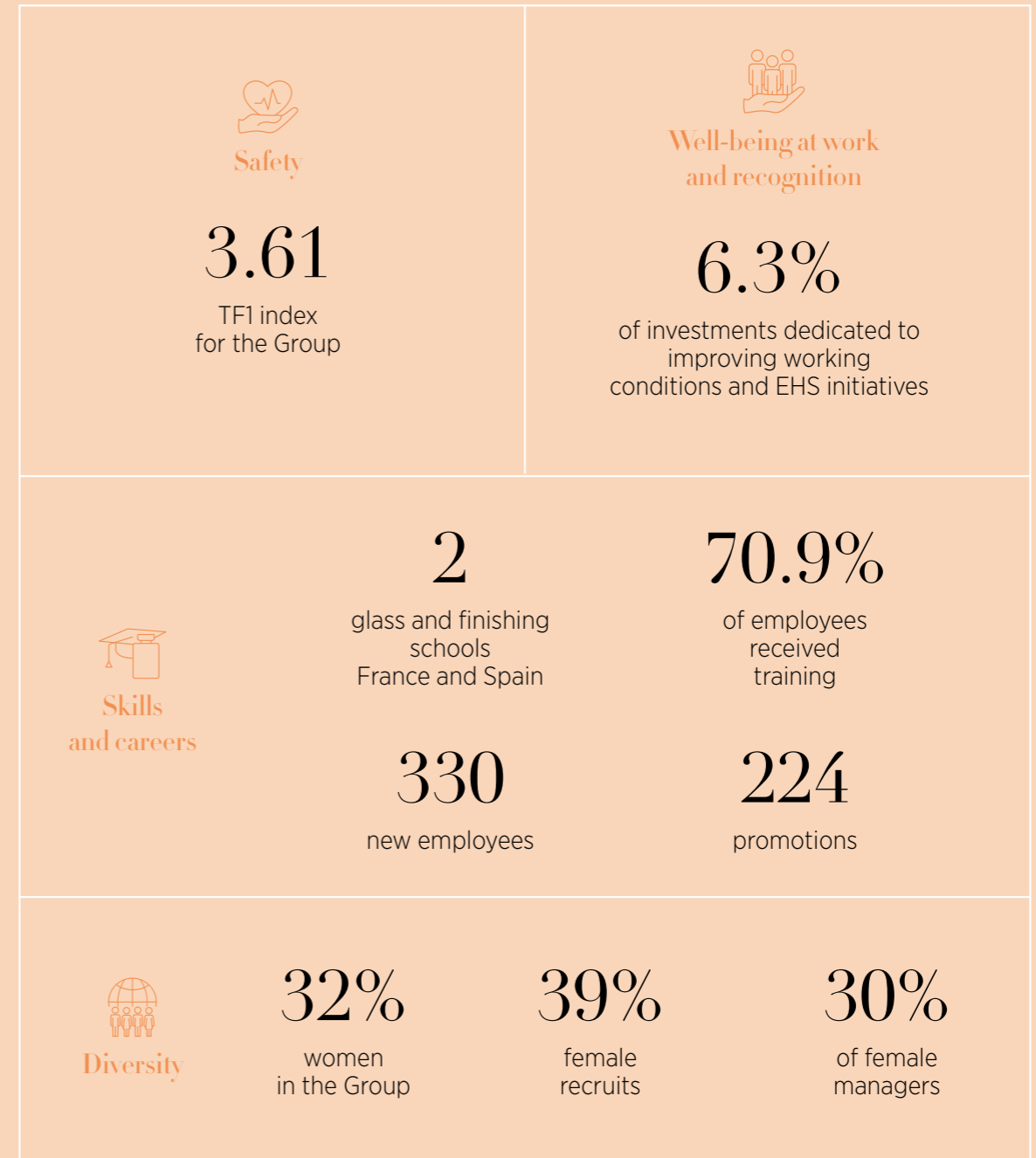
- Quality of service and competitiveness
- Optimizing the environmental impact of our processes
- Innovation and eco-design





PEOPLE FIRST

- Health & Safety
- Well-being at work and recognition
- Skills and careers
- Diversity



As an industrial company, the health and safety of the Verescence teams is our top priority. Our ambition is to strive for zero accidents and zero occupational illnesses. In order to achieve this, we have established a series of quantified objectives and detailed action plans that have been rolled out across all of our plants and are supported by major investments.

SAFETY TARGET: ZERO ACCIDENTS

As a sign of our commitment to safety, the lost-time accident frequency rate (TFI) stood at 3.61 in 2023, down on 2022. It remains well below the average frequency rate for our sector (13.9 for the French hollow glass manufacturing industry, as reported by the *Caisse Nationale de l'Assurance Maladie*). It should be noted that two of our sites have been accident-free for over 3 years.

PEDESTRIAN SAFETY ON SITE

Ongoing benchmarking between our sites enables us to identify best practices when it comes to health and safety, which we can then rapidly roll out on a global scale. Our Korean site, for example, took the initiative to equip its forklift fleet with perimeter lights enabling pedestrians to remain a safe distance from the danger zone, an initiative that was consequently extended to all our sites in 2023.



Likewise, we do our utmost to ensure that pedestrians remain alert in identified risk areas at all times. The use of 'Stop-Look-Cross' gates, an initiative introduced at our Spanish site, is designed to force pedestrians to stop before crossing and pay attention to the environment they are about to enter. This is now standard practice across the group.



TARGETING BEHAVIORS: THE 'I SEE, I ACT' PROGRAM

We believe that we will only achieve our zero-accident target when each and every one of us is able to prevent and react to risky behaviors. That's why our Orne site is piloting an ambitious program entitled 'I see, I act' with the aim of raising awareness of risky behaviors that might one day lead to an accident.

FOCUS EXOSKELETONS TESTED TO PREVENT MUSCULOSKELETAL DISORDERS (MSDS)



Our operators are required to handle heavy loads ranging from a few kilograms to over 30 kg for certain glass molds during production changeovers. Various organizational measures have been put in place to help prevent MSD, and exoskeleton tests have been carried out in partnership with French start-up Japet Medical. In late-2023, several operators at the Mers-les-Bains site took part in a trial day, and since the start of 2024 they have been fitted with exoskeletons as part of a testing phase spanning several weeks. ■

PINK OCTOBER 2023

Every year, Verescence plays an active part in Pink October to raise awareness of breast cancer screening and express our solidarity with those women who are courageously fighting the disease. This being the case, our employees took part in awareness-raising workshops in the field of occupational medicine, pink walks and runs, and a fund-raising event for the *Ligue Contre le Cancer* in 2023. ■



As a key indicator for measuring our progress in this area, our absenteeism rate continued to drop in 2023 to below the 7% mark (with short illnesses accounting for two-thirds of absences), in line with our target.

IN ORDER TO ACHIEVE THIS, WE ARE CONTINUING TO INVEST IN IMPROVING WORKING CONDITIONS, STEPPING UP OUR INTERNAL COMMUNICATIONS (INTRANET, VERESCENCE IN ACTION INTERNAL NEWSLETTER AND DISPLAY SCREENS), AND PROVIDING HIGH-QUALITY MEDICAL CARE FOR OUR TEAMS (COMPANY DOCTOR, NURSES, ETC.).

FIGHTING DOMESTIC VIOLENCE

Companies have a key role to play in the fight against domestic violence through raising awareness, detection, listening, and providing help. Verescence has taken up the fight in France and in 2023 signed a charter along with other companies in the Somme region. In 2024, and in collaboration with our social workers across all of our sites, we will be drawing up a specific action plan to help fight domestic violence and notably organizing a staff awareness day in partnership with local associations committed to the cause.

JOINING TOGETHER TO CELEBRATE OUR SUCCESS AND OUR EMPLOYEES



We think it's so important to celebrate special moments and milestones not only in the life of the company but in our employees' career paths. Every year, in France, we are proud to organize a series of awards ceremonies honoring our employees' achievements.

IN 2023 AND 2024, A TOTAL OF 177 VERESCENCE FRANCE EMPLOYEES WERE HONORED,

each presented with a professional portrait taken at their place of work to symbolize the valuable contribution they had made to our company over the years.

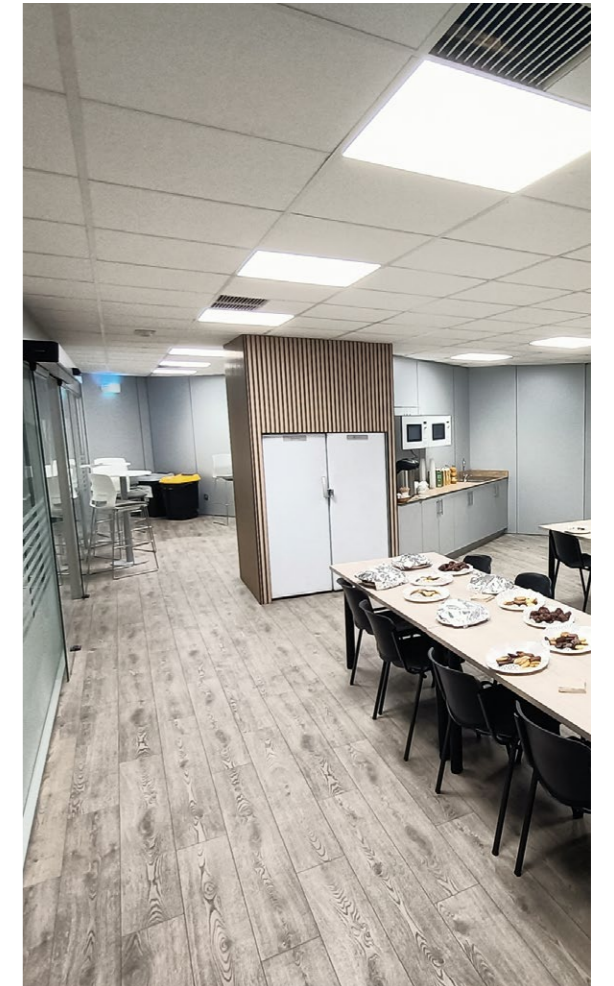
We also celebrated the 65th anniversary of our Verescence Orne finishing site in 2023, a milestone marked by a sociable internal event that saw the site's employees create their own fragrance, followed by an open day to coincide with the Heritage Days, where almost 500 visitors got the opportunity to learn more about our history and expertise.

We also encourage our employees to take part in sporting and community events with a view to strengthening bonds between teams and encouraging people to excel themselves. As a result, 44 French and Spanish employees took part in the first Ultraabaie trail-running event along the Bay of the Somme coastal path in 2023.



EXPANSION OF THE SPANISH PLANT AND OPENING OF SALES OFFICE IN MADRID

In the summer of 2023, our La Granja site in Spain underwent work to expand its decoration plant for products aimed at the beauty market, including the construction of a new building equipped with all the facilities required to ensure the well-being of our employees, complete with new offices, changing rooms and a cafeteria.



Elsewhere, we opened a new sales office housed in a co-working space in Madrid and offering a pleasant working environment, while at the same time improving our accessibility to clients in the area.

VERESCENCE

Developing our employees and nurturing their talents through training and internal and international mobility form the core of Verescence's HR policy.

and good manufacturing practices. 70.9% of employees underwent some form of training in 2023.

Our four-level (White, Yellow, Green and Black) Lean Specialist program helps to foster a culture of continuous improvement within the company and has been accelerating its implementation since 2021. These training courses provide our employees with the tools and methods they need to independently manage performance improvement projects.

51 PEOPLE TOOK THESE COURSES IN FRANCE AND 18 IN SPAIN IN 2023.



2023 awards ceremony in France

VERESCENCE ACADEMY

Created in 2019 to bring together all of our educational initiatives, Verescence Academy oversees all of our training programs worldwide.

Verescence Academy also structures our professional training and skills acquisition programs related to our businesses and delivered at our own glass and finishing schools. Verescence also supports employees enrolled on certification programs every year.

To make our training courses more accessible and available to as many people as people, we have developed a series of e-learning modules covering topics such as CSR, cybersecurity, fighting corruption

IN THE SPOTLIGHT
THE VERESCENCE GLASS SCHOOL IN FRANCE.

Qualiopi certified

233 employees completing the 'Packer-Sorter' training program

20,336 training hours in 2023

93% of employees trained in 2023

34 employees certified in 2023

GLASS MADE TO LAST.

INTERNAL AND INTERNATIONAL MOBILITY

The company presents its employees with various internal and international mobility opportunities every year, enabling them to develop their skills and enrich their expertise.

IN 2023, NEARLY 10% OF OUR WORKFORCE BENEFITED FROM INTERNAL PROMOTIONS OR TRANSFERS

thus strengthening the teams operating at our various sites around the world. This sort of dynamic mobility contributes significantly to our global success.

VOLONTARIAT INTERNATIONAL EN ENTREPRISE (VOLUNTEER FOR INTERNATIONAL EXPERIENCE, VIE)

In partnership with Business France, we are actively involved in the Volunteer for International Experience (VIE) program - a government initiative aimed at supporting the activity of young people and companies abroad.

IN 2023, VERESCENCE WELCOMED 5 VIE VOLUNTEERS ACROSS ITS US SITES

in fields as varied as finance, quality, continuous improvement and production. Before leaving for one of our sites abroad, each young person completes a

bespoke integration program lasting a few months at one of our French sites to familiarize themselves with our corporate culture and develop the skills they need to succeed in their future assignment.



INTERNATIONAL MOBILITY

OUR TALENTS TESTIFY



Pierre
Insulator R&D and Certification Engineer
VERESCENCE LA GRANJA

Having graduated from the Ecole des Mines d'Albi-Carmaux (France) at the age of 22, Pierre recently joined the La Granja Insulators team on a permanent contract after gaining solid experience through internships in both Spain and France.

"I came across Verescence during my studies and the group's values and ambition really appealed to me". My 4-month internship in the La Granja Insulators R&D department saw me immersed in a project aimed at optimizing the insulator assembly line - a challenge that was all the greater owing to the fact that I hadn't used my Spanish for years! On the back of this rewarding experience, I chose to do my end-of-studies internship at the Mers-les-Bains mold design office, where I discovered the world of perfumery. Now that I've graduated, I'm very happy to be back in Spain, with new responsibilities in the electrical testing laboratory that allow me to have direct contact with suppliers and customers alike, which is highly motivating!".



Joaquin
Hot End Process Specialist
VERESCENCE COVINGTON

Joaquin began his career at Verescence La Granja as an IS Operator from 1995 to 2004, while continuing his engineering studies. After living in the UK for a year, Joaquin worked in the industrial construction sector, before returning to Verescence in 2013, this time as a Hot End Process Specialist and Team Leader. In 2023, his passion for international mobility took him to Georgia, where he joined the Verescence North America team.

"Verescence is a great place to work, striking a delicate balance between technology, art and performance that I find a tremendous source of motivation. We create beautiful glass products for our customers, meet their expectations in terms of quality and deliver the sort of performance they need to make them profitable. After ten years at Verescence La Granja, the company gave me the opportunity to continue my career in the United States. Georgia is an extraordinary and dynamic place to live, and the Covington plant is renowned for its fantastic working environment, plus I love the challenge of helping to improve our performance there. The diversity of our team is also a great asset to us in many ways, not to mention the fact that Verescence presents us with unique and incredible career opportunities that allow us to continue to develop on both the personal and professional levels".



Diversity at Verescence is a source of wealth and progress. The various cultures within the group and the growing proportion of women on our teams strengthens our collective intelligence and, as a result, improves our economic performance.



OUR COMMITMENT RESULTED IN THE RECRUITMENT OF 39% WOMEN IN 2023, THE AIM BEING TO ACHIEVE RECRUITMENT PARITY EVERY YEAR.

Our production roles are open to both men and women, and we in France are particularly proud to now have 5 female 'hot end' IS machine operators at our glassworks and 2 females in the molding department, both professions that traditionally fail to attract women.



IMPROVING THE GENDER BALANCE

In our industrial sector, where the recruitment situation is under pressure and technical professions are still somewhat unappealing to women, our diversity policy is based primarily on increasing the proportion of women in our workforce.

Women currently account for 32% of our total workforce, with 30% in managerial positions. These figures are encouraging, especially when you consider that women account for just 28.5% of the industrial workforce in general, and less than 20% of managerial positions in France, according to the INSEE* (French National Institute of Statistics and Economic Studies).

*Source: *Féminisation des emplois dans l'industrie : le guide pratique* (The feminisation of jobs in industry: a practical guide), <https://www.egalite-femmes-hommes.gouv.fr/feminisation-des-emplois-dans-lindustrie-le-guide-pratique>

FOCUS

INTERNATIONAL WOMEN'S DAY





Every year, we are delighted to celebrate International Women's Day with the Women at Verescence initiative. In 2024, ten women from different departments at the Verescence Orne site took part in a video testimonial exercise aimed at highlighting both their professional and personal experiences as women working in the industry. ■





ACT FOR SOCIETY

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

<p> SUSTAINABLE PROCUREMENT</p> <p>97% local purchases</p> <p>€240M of purchases within an ecosystem of some 2,430 active suppliers</p> <p>100% of the suppliers listed on the CSR 1 panel have signed the CSR charter</p> <p>and</p> <p>51% of them have signed up to EcoVadis</p>	<p> PRESERVING EMPLOYMENT AT OUR SITES</p> <p>83 employees enrolled on a range of courses leading to qualifications or diplomas</p> <p>53 job seekers trained in our businesses</p> <p>200 students introduced to our businesses as part of Industry Week</p>
<p> RECOGNIZED AS A "SUPPLIER ENGAGEMENT LEADER 2023"</p>	<p> BUSINESS ETHICS</p> <p>98% of at-risk employees trained in fighting corruption</p> <p>93% of at-risk employees trained in information security</p>

VERESCENCE

In France, Spain, the United States, and South Korea, we want strong autonomy for our sites, allowing us to offer the best service to customers and develop networks of local suppliers. Group departments provide support, bringing in complementary expertise and encouraging the sharing of best practices, particularly in CSR.

GLASS: A KEY PLAYER IN THE CIRCULAR ECONOMY



Glass recycling is a key aspect of the circular economy. In addition to strategic partnerships with sorting plants in the countries in which we operate, initiatives implemented in conjunction with our customers aim to transform industrial practices and contribute to a more sustainable future.

The Verescence Pacific site in South Korea has been chosen by a major customer to set up a special recycling loop whereby end-users are encouraged to return their glass bottles or jars to one of the customer's stores. The packaging is then sent to a partner sorting center and the cullet later fed back into the Verescence Pacific furnace.

Similarly, in Spain, Verescence La Granja worked with a customer to recover 35 tons of its obsolete bottles (cullet from post-industrial recycling) and feed them back into our furnace.

Such recycling projects, and the commitments our customers are making, will enable us to gradually increase the amount of glass collected and improve the quality of recycled glass.

GLASS MADE TO LAST.



ONE VERESCENCE: INTERNATIONAL MISSIONS

Regular inter-site exchanges are organized so that our sites can benchmark themselves against one another and obtain reinforcements to help during delicate maintenance operations, such as the replacement of the Covington furnace insulation in early 2024, which required French and Spanish experts to be called in. Such exchanges are also helpful to the ongoing training of our glass experts.



Being inclusive and raising the level of training in our main employment areas contribute to the sustainability of our company. The attractiveness of our businesses and the territories where we operate is part of the equation.

TERRITOIRES D'INDUSTRIE

INTERVIEW

3 QUESTIONS FOR ÉMILIE BOUVILLE, HUMAN RESOURCES MANAGER AT VERESCENCE MERS-LES-BAINS

Verescence became involved in the *Territoires d'Industrie* initiative to encourage the reindustrialization of our territories and innovation alongside the French public authorities.

1 Launched in 2018, *Territoires d'industrie* aims to bring local elected officials and industrialists together to meet the challenges facing industrial companies on a local level. What are the challenges facing the Bresle Valley - Vimeu *Territoire d'Industrie*?

The *Territoires d'Industrie* program provides a platform for industrialists and elected officials to work together more effectively on the issues facing our region. I, personally, am teaming up with Jean Pierre Trolet, Vice-President of the *Communauté de Communes des Villes Sœurs* responsible for economic development.

In conjunction with other manufacturers in the region, we have chosen 3 avenues to prioritize:

- Making industrial professions more appealing to young people.
- Providing accommodation for trainees, apprentices and young employees.
- Providing public transport solutions to facilitate access to employment and reduce the environmental impact there.



2 What concrete initiatives did Verescence implement during the first phase of the program?

Greater collaboration with schools enabled us to invite 200 students to visit a company in our area during Industry Week in November 2023, the aim being to create vocations and introduce young people to our businesses and the training available to prepare them for such professions.

There are also plans to build a 'Young Employees' residence in Le Tréport, comprising 20 fully-equipped studios managed by Action Logement, to make it easier for us to accommodate the trainees and apprentices we host. Construction is set to begin in June 2024, with the first occupants expected in June 2026.

3 Can you tell us about Verescence's plans and objectives for Phase 2?

This second phase will see us pursuing our initiatives aimed at young people with a view to making our businesses more appealing. We are also working on launching an Advanced Technician's Certificate (BTS) focusing on Maintenance/Electrotechnics at the Lycée Anguier in Eu as part of our efforts to meet the skills requirements of all local industries. ■



FOCUS

VERESCENCE LA GRANJA
COMMITTED TO
WORK-STUDY TRAINING



Our Spanish subsidiary, which has been approved as a training center by the Junta de Castilla y León, is fully committed to providing work-study training through a program enabling young people aged 16 to 29 to combine four months of classroom-based learning with six months of practical training at Verescence, leading to a nationally recognized qualification in Automatic Production Line Maintenance.

Verescence also offers qualification-based training for employees over the age of 30, with three hours of evening classes for a two-year period. Over 170 people have been certified since these programs were launched, illustrating Verescence's commitment to helping young people integrate into the job market, developing skills, and improving the employability of workers in its area.■



INDUSTRY WEEK 2023:
200 YOUNG PEOPLE VISIT
VERESCENCE PLANTS

Industry Week has been helping to build bridges between the world of work and education since 2011, changing the way people look at industry and the professions involved at a key time when young people are going to have to start mapping out their career plans.

Verescence plays an active role in this national event every year, organizing numerous visits to its French plants. These visits give secondary school pupils and students from the Hauts-de-France and Normandy regions a unique opportunity to take a peek behind the scenes of an operation manufacturing glass bottles for the leading names in perfumery and cosmetics.■



Xavier BREUVART
Human
Resources Manager
VERESCENCE FRANCE

“A total of over 200 young people got the opportunity to discover the exciting internships, work-study programs and careers on offer at Verescence, and we also organized a special visit for employees’ children who are still studying or looking for a new career”.



Verescence favors local suppliers wherever possible, thus reducing transport-related CO2 emissions and supporting local economies. In 2023, over 97% of the 240 million euros spent on products and services was spent with local partners, mainly SMEs/VSEs.

has been drawn up from among our suppliers. These account for 65% of our purchasing volume and, more importantly, over 80% of our indirect CO2 emissions (scope 3). Over the past four years, these suppliers have been the subject of various CSR action plans specific to their respective activities, giving rise to some very encouraging concrete results, such as the use of biofuels, the exploration of new sources of natural materials, a reduction in absenteeism, and the promotion of employment for seniors.

HELPING OUR SUPPLIERS REDUCE THEIR FOOTPRINT (SCOPE 3)

Indirect CO2 emissions accounted for 39.5% of our total emissions in 2023, making it the second-largest source of emissions after bottle manufacturing.

Verescence's purchases affect over 90% of this scope 3 figure, with clearly defined actions and established priorities in the following four main fields in particular:

- Purchasing of goods and services
- Investments
- Energy transportation
- Transport

WE CONTINUE TO PRIORITIZE OBTAINING SPECIFIC DATA FOR EACH SUPPLIER, WHICH IS ESSENTIAL IF WE ARE TO IMPLEMENT CONCRETE, LONG-TERM ACTION PLANS.

ENCOURAGING COMMITMENT IN OUR SUPPLY CHAIN

A list of 117 companies that have been identified as having a significant impact on Verescence's social and environmental responsibility (known as CSR1)

COMMITTED TO SOCIALLY RESPONSIBLE PURCHASING

We place great importance on the need to purchase responsibly, which has resulted in a precise mapping of our partners, and notably those located in rural regeneration areas (ZRRs), i.e. in communities that are recognized as being socio-economically fragile.

We also work with companies designed to accommodate disabled adults, such as Atelier Protégé de la Vallée de la Bresle (APVB) in France and ILUNION in Spain, for tasks such as industrial laundry and pallet reconditioning and repair at Verescence's plants.

Furthermore, we support the social and professional integration of those with autism spectrum disorder (ASD) through our partnership with the Les Maisons de Vincent association, notably through the purchasing of fruit baskets for our Mers-les-Bains site.

PACKAGING AND THE CIRCULAR ECONOMY

Packaging accounts for nearly 10% of our purchases, 11.3% of our waste, and 9.7% of our CO₂ emissions. In collaboration with our local suppliers, we are implementing innovative initiatives to improve the circularity of our plastic, cardboard and wood packaging in line with the 4R approach:

Reduce: Verescence favors the use of recycled materials in its packaging. Our thermoformed products, for example, are made from 80% recycled plastic, while our pallet covers and sheaths are now made from recycled plastic.

Reuse: Verescence is also committed to minimizing its impact on forest resources by reusing and recycling pallets and recovering wood waste.

Repair: Verescence has dedicated pallet repair workshops that help extend the lifespan of a pallet and reduce wood waste.

Recycle: Verescence strives to maximize the recycling of its end-of-life packaging, with 2023 seeing the launch of an initiative to improve the recyclability of plastic-coated cardboard.



FOCUS
SUPPLY CHAIN
TRACEABILITY

Supply chain traceability and transparency are strategic issues for any company, and with this in mind, Verescence has been using the new TRASCE (TRaceability Alliance for Sustainable CosmEtics) platform, aimed at mapping key supply chains in the perfume and cosmetics industry, since 2023. Our CSR, Purchasing and IT teams are working on gathering information, as well as involving our strategic suppliers in the project. This tool will enable us to go even further in terms of our 'Scope 3' knowledge and to carry out targeted audits of our own suppliers' suppliers.■

SUPPLIER CSR DAY IN
FRANCE AND SPAIN

Verescence organized two Supplier CSR Days in France (3rd edition) and Spain (2nd edition) in 2023, bringing together a total of 170 participants representing 83 strategic suppliers.

These events were an opportunity to present Verescence's CSR vision and progress, as well as to explore key themes such as decarbonization, energy sobriety, water management, eco-design and supply chain transparency. Highlights included an inspiring testimonial from our customer Chanel, the awarding of trophies in recognition of our suppliers' CSR commitments, and a visit to the La Granja de San Ildefonso glass museum housed in the former royal glass factory built in 1727.■



Supplier CSR Day, 3 October, 2023,
Saint-Valery-sur-Somme (France)



Supplier CSR Day, 1 June, 2023
La Granja de San Ildefonso (Spain)

Business ethics and the fight against corruption are a matter of priority for Verescence. A Compliance Committee, overseen by the group's CEO, meets every two months, or as required, to examine, address and monitor ethics-related issues.

64 EMPLOYEES WERE INVITED TO TAKE PART OVER THE COURSE OF 2023-2024, WITH A 98% PARTICIPATION RATE.

A total of 619 employees have taken the course since its launch in 2022, representing an overall participation rate of 97.6%.

At the same time, Verescence has delivered GDPR (General Data Protection Regulation) training to all of its data processors.

Last but not least, Verescence reviewed and rolled out its risk map in 2023, the aims being to obtain a shared and consolidated vision of its main risks, develop a coherent and sustainable process to strengthen control activities within the group, and set up an effective system for monitoring and managing the main risks and the corresponding action plans.




VERESCENCE
CONTINUES ITS
ONLINE CORRUPTION
PREVENTION TRAINING
PROGRAM



ECO SOLUTIONS

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




INNOVATION AND ECO-DESIGN

77%

of bottles worldwide produced from PCR* glass

GLASS AS A SERVICE

4 decision-making tools for our customers



OPTIMIZING THE ENVIRONMENTAL IMPACT OF OUR PROCESSES

90.6%

of waste recycled

-54%


water withdrawals since 2016

98%


of water recycled

-19%

of CO2 emissions (Scope 1 and Scope 2) since 2016



A water security & **A-** climate change



-40% decarbonization target per ton of glass drawn between 2019 and 2034 (Scopes 1+2), in keeping with a trajectory to limit global warming to 2°C

*Post-consumer recycled glass

The high level of quality that customers in the luxury bottle industry expect and the complexity of our designs can lead to a high proportion of rejections, which of course affects our environmental footprint. This is why we're keen to secure greater control of our industrial processes and simplify our flows.

A NEW PLANNING SOFTWARE PROGRAM

After two years of preparation, Verescence reached a major milestone at the end of 2023 when it finalized the development of its new SAP-IBP business planning software program. This transition to IBP represents a major step forward for our company, enabling us to better meet our customers' needs and be more responsive thanks to full integration with our ERP (Enterprise Resource Planning) system.

PLANNING IS NOW BASED ON REAL-TIME INVENTORY AND WIP DATA, WITH THE POSSIBILITY OF OPTIMIZING OUR OPERATIONS TO OFFER OUR CUSTOMERS THE BEST POSSIBLE SERVICE.

New functionalities have been incorporated to minimize flow disruption and ensure that the tool is used consistently across all of our operations. They also help us to anticipate medium-term changes in our customers' needs and identify potential bottlenecks, thus also helping to guide our investment decisions.



Stéphane AVEQUIN
Supply Chain Director
VERESCENCE FRANCE

"SAP-IBP was successfully launched in France, Spain, and the United States in December 2023. This new software program, which includes an Optimizer to help our teams plan more efficiently, has been rolled out across all our sites and enables us to ensure standardized S&OP (Sales & Operations Planning) in Europe and the USA in order to balance our production capacities as best we can and continuously provide the best level of service we can for our customers".

STRIVING FOR EXCELLENCE IN SERVICE

Our customer complaint rate, which has been falling steadily in recent years, stood at 0.56% in 2023, while our performance on another leading indicator in our industry, namely OTIF ('On Time In Full') deliveries, improved by 3 points in 2023 to 91%.

DIGITIZING PRODUCTION: INNOVATIVE PROJECTS IN ACTION

Verescence has undertaken a major digital transformation with the adoption of an MES (Manufacturing Execution System) across all of the company's finishing sites. This software is connected to the equipment used at our Autonomous Production Units (APUs) and automatically collects data in real time to measure production performance (overall equipment effectiveness, OEE), as well as our quality data.

THIS NEW TOOL WILL ENABLE US TO IMPROVE OUR INDUSTRIAL PERFORMANCE AND REDUCE OUR BREAKAGE RATES.

Following its successful deployment in France, followed by Spain in 2023, the project will now continue in Sparta (USA), with a pilot phase scheduled for late-2024 and full deployment in 2025.

In keeping with this approach, we are developing a new dashboard tool to digitize our site performance management, covering various areas such as safety, quality, production, industrialization, maintenance, and human resources, and also integrating the management of action plans, audit routines and problem-solving methods. The European roll-out of the system is scheduled for 2024, extending to the US sites in 2025.

FOCUS

OPERATIONAL EXCELLENCE PROGRAM AT SPARTA

Our Verescence Sparta finishing facility, in partnership with Argo Efeso, launched an Operational Excellence program in July 2023.

This 6-month program has enabled Verescence Sparta to focus on reducing rejections and improving its OEE (Overall Equipment Effectiveness).

The teams worked primarily on the screen printing and hot stamping APU, with particular emphasis on the launch of a new, latest-generation screen printing machine. ■



Yann-Régis LECONTE
Group Continuous Improvement Manager

"The plan was rolled out over 14 weeks, with great enthusiasm and very good results in terms of reducing breakage. We are currently focusing on continuing and building on the actions in place. A great success for the Verescence Sparta team."

Producing while controlling energy, water and raw material consumption, and with lower CO2 emissions and waste, is the shared ambition of each of our sites. Achieving a tangible reduction in our environmental impact, as a key element of our competitiveness, is at the heart of our CSR approach “Glass Made To Last”.

DECARBONIZING OUR OPERATIONS: OUR 2034 ROADMAP

Verescence has been committed to reducing its climate footprint by continually cutting its CO2 emissions since 2016. In fact, over the past seven years, our CO2 emissions per ton of glass drawn have fallen from 1.27 tCO2e to 1.03 tCO2e in 2023 - a reduction of 19%, avoiding the equivalent of 35,000 tCO2e last year.

These results are the fruit of a decarbonization roadmap that is in keeping with limiting temperature increases to well below 2°C above pre-industrial levels, as validated by the Science Based Targets initiative (SBTi) in 2022. Since then, Verescence has been actively working to develop this roadmap in line with the Paris Agreement’s aim of limiting global warming to 1.5°C.

Our new roadmap, for example, involves not only the widespread electrification of many of our processes

(lehrs, feeders and furnaces) across all of our plants, but also the use of green gas.

WE HOPE TO HAVE OUR 1.5°C DECARBONIZATION TARGET VALIDATED BY SBTi IN 2024.

IMPROVING OUR ENERGY PERFORMANCE

We are very much aware of the impact that our plants’ energy performance has on our decarbonization goals and have deployed a number of ‘Energy’ pillars across our sites for the purposes of continuous improvement. These cross-functional teams help us to incorporate all of the functions involved either directly or indirectly in reducing our energy consumption.

Many initiatives involving our feeders, lehrs and re-burning operations were rolled out at our Mers-Les-Bains plant in 2023 and consequently extended to all our other sites where similar opportunities presented themselves. Efforts to recover waste heat from above our feeders, which saves 10,500 MWh of gas per year, for example, has considerably improved the energy performance of the Mers-les-Bains site.

Allowing the ambient air to cool our bottles naturally means we can now reduce our consumption of the compressed air previously used for cooling at our finishing sites. Furthermore, a number of destratification projects have enabled us to reuse the warm air accumulated overhead, thus improving thermal comfort levels for staff working primarily in the bottle inspection, packaging and storage areas. This initiative reduces the need for heating and in doing so saves around 30% in energy costs.

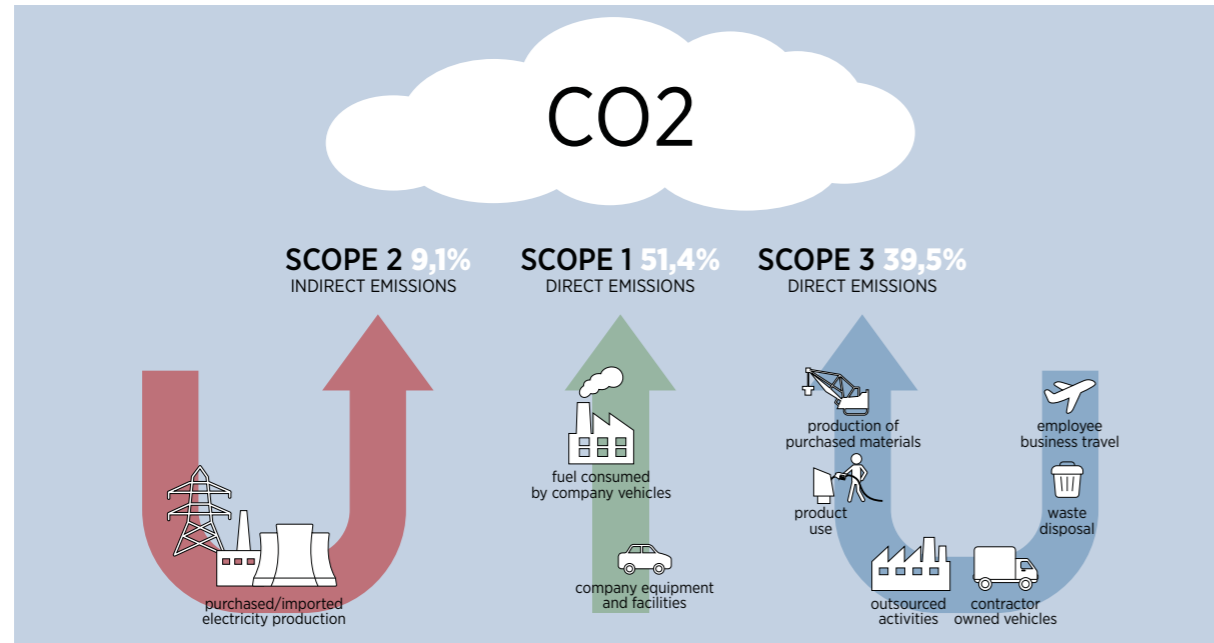
FOCUS

VERESCENCE COVINGTON ISO 50001 CERTIFIED

Following Mers-les-Bains in 2019 and La Granja in 2021, our Covington site also obtained ISO 50001 (energy management) certification in 2023. Our sites use this standard as a framework for continuously improving their energy performance by aiming to reduce their energy consumption and limit their environmental impact.■

NEARLY 5,000M² OF ROOFTOP SOLAR PANELS AT VERESCENCE PACIFIC

With the support of the South Korean government, Verescence Pacific sought to increase the use of renewable energy by installing nearly 5,000 m² of solar panels on the plant’s roof between 2022 and 2023, producing some 667MWh of solar energy per year.■



Scopes 1 and 2: direct and indirect CO2 emissions related to bottle manufacturing. Scope 3: indirect CO2 emissions linked to production-related activities.

WASTE HEAT RECOVERY



INTERVIEW

3 QUESTIONS FOR STÉPHANIE ROZIER, ENERGY OFFICER AT VERESCENCE MERS-LES-BAINS

Our Mers-les-Bains site has been using an innovative system to recover the waste heat generated by glass production since 2023. This project was implemented in collaboration with Clever Energies, a French company specializing in energy efficiency.

1 Where did Verescence's waste heat recovery project stem from?

Firstly, we had a heat station that consumed 10.5 GWh/year, and on top of this we had an untapped source of energy linked to our very high-temperature production process. This presented us with a huge challenge: how could we capture this heat and efficiently incorporate it into our heating system? The innovation lay in the method used to capture the heat, specifically above the channels that take the glass from the furnace outlet to the forming machines, known as the feeders.

2 What practical benefits does this solution provide for Verescence?

This solution offers significant benefits in three key avenues. Firstly, it improves working conditions by ensuring a constant temperature in winter and keeping it cool in summer. Secondly, it reduces our energy consumption and CO₂ emissions, thus helping us to achieve our environmental goals. Last but not least, it optimizes the heat available by redistributing it through our fluid networks, thus improving our processes.

3 What initial tangible results have been observed?

This project is part of our strategy for reducing our carbon footprint, and we have already seen a reduction of 2,000 tons of CO₂, accounting for 4% of our decarbonization target, in 2023. These tangible results show just how effective and important this initiative is for Verescence. ■

PRESERVING WATER



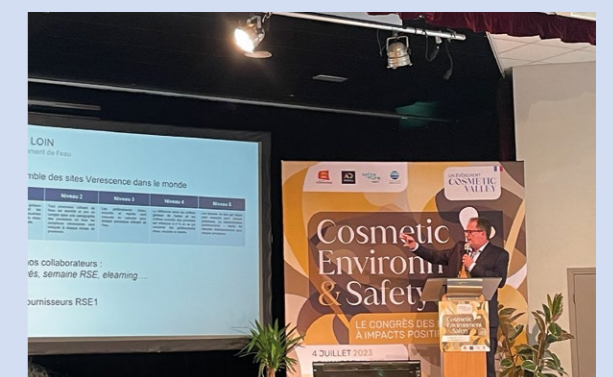
Verescence has set all of its sites the strategic challenge of reducing their water footprints by focusing on two main areas, namely reducing water consumption and reducing the amount of water drawn from the natural environment. We are also committed to preserving the quality of the water our plants return to nature. Verescence has put in place a comprehensive roadmap taking into account the most advanced recommendations such as those outlined in the French government's water plan. Verescence has developed new KPIs (BOD5, COD and SS*) relating to the pollutants its plants emit into the water at group level, and aims to reduce these pollution levels to exceed the regulatory requirements that apply locally to its plants.

Some sites are implementing initiatives in conjunction with local authorities to examine the possibility of using water from wastewater treatment plants for specific industrial purposes.

FOCUS

COSMETIC ENVIRONMENT & SAFETY CONFERENCE

Verescence presented its approach to water management and its ambition of achieving a 'dry plant' goal, whereby 100% of the water used for industrial processes is purified and reused in other processes at the site, at the Cosmetic Environment & Safety conference organized by Cosmetic Valley in Normandy in July 2023. ■



*BOD5: the biochemical oxygen demand required to degrade the organic matter contained in our wastewater over a period of 5 days in order to produce a ton of drawn glass

COD: the chemical oxygen demand required to oxidize all of the organic matter contained in our wastewater in order to produce a ton of drawn glass

SS: Suspended solids (SS) are all of the solid mineral and/or organic particles present in our wastewater for the production of a ton of drawn glass

REDUCING WASTE



Our waste recovery and recycling rate exceeded the 90% threshold for the second year in a row, thanks notably to our efforts to sort, reuse and recycle our plastics and wooden pallets.

After all, the best waste is the waste we don't produce in the first place. With this in mind, Verescence is committed to ensuring that the EHS departments at each of its industrial sites strives to permanently reduce the volume of waste generated and identify local recovery and recycling channels.

BY 2023, THE TOTAL VOLUME OF WASTE HAD BEEN REDUCED BY 2.5%, THE EQUIVALENT OF A 4KG REDUCTION IN WASTE PER TON OF GLASS DRAWN TO PRODUCE AND DECORATE OUR BOTTLES.

This was the result not only of improved quality levels across our various sites, but also of reusing broken glass at all stages of production (including finishing) wherever possible, rather than disposing of it as waste.

FOCUS

CSR WEEK 2023: RAISING EMPLOYEE AWARENESS OF OUR ENVIRONMENTAL IMPACT

Our various sites organized a series of fun stands aimed at raising employee awareness of the environmental impact of our activities, particularly in terms of energy consumption, water management and waste management, from June 5 to 9 to mark the 14th annual CSR Week. The event provided an opportunity to highlight the initial results of the measures put in place as part of the sobriety plans launched in late-2022 across all of our sites worldwide. ■



Verescence's product innovation strategy follows the "4R&D" approach, based on five pillars: **REDUCE, REUSE, RECYCLE, REPLACE and DISRUPT.** It brings together all of our eco-responsible offers, including Infinite Glass, lightweight glass, refillable bottles and jars, as well as our lower-impact finishing options, such as water-based lacquers and organic inks.

A PIONEER IN RECYCLED GLASS SINCE 2008

Verescence is a pioneer in the integration of post-consumer recycled (PCR) glass in the luxury packaging industry, having brought its first composition to market back in 2008. We believe PCR glass to be a major asset when it comes to eco-design since it

reduces CO2 emissions (10% PCR equates to a 5% reduction in emissions) and limits the use of natural raw materials,

WHICH IS WHY WE ARE WORKING TO HAVE 100% OF OUR WORLDWIDE PRODUCTION MADE FROM PCR GLASS AS SOON AS POSSIBLE.

This increase in the proportion of PCR in our compositions meets a demand on the part of many customers but will have no impact on the aesthetic quality of our glass, thanks to the creation of new glass compositions that maintain the luxury standards our customers expect.

We continued to improve our Infinite Glass 20 (20% PCR) across all our sites in 2023 to facilitate its adoption by our major customers in the luxury sector, even for their most prestigious ranges. This involved the technical, development and production teams across all four of our glassmaking sites working together. The improved composition should enable us to very quickly reach our target of selling 100% of bottles with PCR.

Verescence has the level of PCR contained in its compositions annually certified by an independent third party according to the calculation method defined by the European Federation of Packaging Glass (FEVE).

THE USE OF PCR GLASS IN THE MANUFACTURING OF INFINITE GLASS 20 AND INFINITE GLASS 40 SOLD ARE OVER 20% AND 40% RESPECTIVELY (✓)*.



"GLASS AS A SERVICE": SUPPORTING OUR CUSTOMERS IN ECO-DESIGN

Through its "Glass As a Service" program, Verescence sought to actively support its customers in the eco-design of their products by offering the following comprehensive range of decision-making tools;

LIFE: a life cycle assessment tool developed in partnership with EVEA that accurately measures the ecological impact of each stage of production (raw materials, manufacturing, finishing and transport) based on 8 key indicators.

RECYC'LAB: we have set up this barometer to assess the effective recyclability of decorated and colored glass bottles based on tests performed at a leading French recycling plant (glass bottles are 100% recyclable ad infinitum but certain finishes and shades of glass make them more difficult to recycle).

3D MODELING: This tool reduces industrial prototyping phases, accelerates development and avoids both the need for sampling and therefore waste by offering a realistic visualization of the bottle.

GLASS SCORE: We have developed this new rating system for assessing the weight reduction of glass bottles without taking capacity into account. Our aim is to create a market benchmark to help our customers in their efforts to reduce packaging intensity.



FOCUS
ACHIEVEMENTS
RECOGNIZED BY THE
LUXURY PACKAGING
INDUSTRY

Formes de Luxe Awards 2023



Verescence picked up the prestigious Formes de Luxe Award in the Fragrance & Cosmetics Bottle category for Guerlain's Advanced Double R Renew & Repair serum. The major technical challenge lay in designing an ultra-fine double glass bottle that also guaranteed mechanical resistance. This bottle required four times the precision of a conventional bottle, in order to ensure a perfect fit upon assembly.■

PCD Innovation Awards 2024



Verescence and Amorepacific were honored at the PCD Innovation Awards 2024 ceremony with a certificate for outstanding achievement for their glass jar for Sulwhasoo's The Ultimate S Cream. Inspired by the traditional Korean 'Moon Jar', this jar subtly

combines cultural heritage with modernity the technical accomplishment lying in the creation of a glass jar with no visible mold joint - a Verescence innovation. Embellished with a porcelain-effect lacquer, the casing is also designed to be sustainable, using a removable refill system to reduce its environmental impact when re-purchasing.■

**TWIRL: VERESCENCE,
ALBÉA AND SULAPAC
POOL THEIR EXPERTISE**

Verescence and Albéa have joined forces to offer a premium version of Albéa's Twirl refillable cosmetics jar. Made by Verescence and containing 20% post-consumer recycled glass, it meets the aesthetic standards of luxury brands but with a lid, cup and tolette produced by Albéa and made from recyclable polypropylene. The lid is also available in biosourced Sulapac®. This jar has been designed for quick and easy refilling and offers endless customization options.■



GLASS SCORE

INTERVIEW

**3 QUESTIONS FOR
BÉRANGÈRE RAGUENET,
MARKETING AND
COMMUNICATION DIRECTOR
AT VERESCENCE.**



Verescence developed a weight reduction rating system called Glass Score in 2023 to make it easier to assess the environmental footprint of a glass bottle.

1 Why did Verescence launch the Glass Score tool to assess weight reduction in luxury bottles?

Reducing the weight of glass is the most important factor in reducing the carbon footprint of packaging. In addition to our LCA tool developed in 2017 with EVEA, which assesses 8 environmental criteria, we wanted to provide our customers with a very simple, visual tool that would enable them to prioritize their product portfolio based solely on weight. With this in mind, and following the example of the Nutriscore system that has been so widely acclaimed in the food industry, we created the Glass Score, which rates products on a scale of A+ to F.

2 How does this tool work in practice to assess the weight reduction in luxury bottles?

The tool is based on non-linear regression, which eliminates the need to take capacity into account.

The average perfume bottle currently available on the market achieves a score of between B and C. We at Verescence encourage our customers to reduce the weight of their bottles to get closer to a Glass Score of A or even A+, but only if it makes sense. Of course, some bottle designs are not conducive to weight reduction, and in this case, extreme weight reduction can result in forming difficulties and increase the rejection rate, which would ultimately be detrimental to the overall impact of manufacturing the bottle.

3 What feedback have customers given regarding the effectiveness of this tool and its benefits to their companies?

Providing our customers with a comprehensive map of their product portfolio using this Glass Score scale enables them to quickly and easily identify priority avenues for improvement and communicate them internally to raise awareness, which is a real advantage when you consider that all of the luxury brands we work for today have very ambitious packaging impact reduction targets.■



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Independent third party report (KPMG)

THE DASHBOARD BELOW GIVES A BRIEF OVERVIEW OF THE GROUP'S PROGRESS WITH RESPECT TO EACH OF THE THREE PILLARS OF THE "GLASS MADE TO LAST" PROGRAM.

Details of the figures and progress with respect to each commitment are given in the main body of this report.

PILLAR	SDGS	THEME	KPI	UNIT	2022 RESULTS REMINDER	2023 RESULTS (√)
PEOPLE FIRST		Health & safety	Lost time accident frequency rate (TFI)	Rate	4,34	3,61
		Well-being at work and recognition	Investments allocated to improving working conditions and EHS initiatives vs. Total Investments	%	12,7%	6,31%
			Absenteeism rate	%	7,9%	6,76%
		Skills and careers	Number of trained employees vs. Number of employees	%	60,3%	70,9%
			Number of promotions	Number	234	224
		Diversity	Percentage of female managers	%	29,39%	29,9%
Percentage of female recruits	%		51,96%	39%		
ACT FOR SOCIETY		Local presence, global strength	Local purchases vs. Purchasing volume	%	96,9%	97,17%
		Preserving employment at our sites	Number of qualification approaches	Number	82	83
		Sustainable procurement	Number of suppliers that have signed the CSR Charter vs. Number of suppliers listed on the Verescence CSR1 panel (suppliers with a significant effect on Verescence's CSR impact)	%	100%	100%
		Business ethics	High-risk employees trained and qualified on corruption risks vs. Total workforce	%	97,9%	98%
High-risk employees trained and qualified on information security vs. Total workforce	%		89%	93%		
ECO SOLUTIONS		Quality of service and competitiveness	On Time In Full delivery rate (OTIF)	%	88%	91%
			Customer complaint rate	%	0,84%	0,56%
		Innovation and eco-design	Number of commercial offers issued and accompanied by an LCA	Number	57	28
			Rate of glass bottles produced with PCR glass	%	55%	77%
		Optimizing the environmental impact of our processes	CO2 emissions (Scope 1: Direct GHG; Scope 2: Energy Indirect GHG)	t/tg	1,02	1,03
			CO2 emissions (Scope 3)	t/tg	0,54	0,67
			NOx emissions for glass manufacturing sites	kg/tg	1,78	5,2
			SOx emissions for glass manufacturing sites	kg/tg	1,18	1,83
			Fine particle emissions for glass manufacturing sites	kg/tg	0,103	0,155
			Water withdrawal per metric ton of glass	m ³ /tg	2,34	2,56
			Recycled water vs. Water needs	%	98,13%	98,08%
			Water consumption vs. Water needs	%	0,91%	0,58%
			Total quantity of waste per ton of glass drawn	kg/tg	159	155
			Waste recycling rate	%	90,82%	90,58%
BOD5 - Biochemical Oxygen Demand over five days	kg/tg	NR	0,15			
COD - Chemical Oxygen Demand	kg/tg	NR	0,53			
TSS - Total Suspended Solids	kg/tg	NR	0,44			

(√) Data verified with a reasonable level of assurance by KPMG

tg = metric ton of glass

ELEMENTS OF METHODOLOGY ON THE PUBLISHED INDICATORS.

Scope


All entities consolidated by the group.


Reporting period: 01/01/2023 to 31/12/2023

Exclusion

Verescence is not concerned with the following themes and therefore does not report any results or initiatives on these subjects:

- fighting food waste
- fighting food insecurity
- respect for animal welfare
- responsible, fair, and sustainable food
- the national-army link and engagement in reserves

	FREQUENCY	INDICATORS	UNIT	DEFINITIONS / CALCULATION
	Monthly	Lost time accident frequency rate (TFI)	Rate	Lost time accident frequency rate per 1 million hours worked [Sum of lost time accidents (ytd) / Number of hours worked (ytd)]*1,000,000 Note The frequency rate includes Verescence staff and excludes temporary workers and interns (included contracts: permanent, fixed-term, apprenticeship contracts)
	Annual	Investments allocated to improving working conditions and EHS initiatives vs. Total Investments	%	[Sum of Investments allocated to improving working conditions and EHS initiatives in K€ / Total CAPEX in K€]*100
	Monthly	Absenteeism rate	%	[Sum of hours of absence (TI) / Sum of theoretical hours worked]*100
	Annual	Number of trained employees vs. Number of employees	%	[Sum of employees who have completed training / Sum of employees]*100 Note Definition of training: 1 hour minimum, in any form (face-to-face or e-learning). Conferences, meetings and other types are excluded. Training delivered to temporary workers and subcontractors is not included. All employees who have completed more than one hour of training in the year are counted, regardless of the duration and number of training modules completed
	Annual	Number of promotions	Number	Number of promotions Note Promotions can be changes of profession, position or coefficient. These changes are visible on payroll endorsements. Promotion is the move to a higher classification or coefficient level visible on the payroll. During a change of profession, the promotion is the subject of an amendment. A change of profession or position is not necessarily accompanied by a salary increase (the case of moving from a 5x8 position to a day position, for example). If a person is promoted 2 times in the exercise, they will be counted 1 time. The promotion is taken into account in the month of the change of title or coefficient recorded by the payroll
	Annual	Percentage of female managers	%	[Number of female managers on permanent contracts / Sum of male + female managerial staff]*100 Note This indicator concerns the number of women with socio-professional status likely to be in charge of employees or justify a management position in the company
	Annual	Percentage of female recruits	%	[Sum of female recruits on permanent contracts / Sum of total male + female recruits]*100 Note This indicator only includes recruits on permanent contracts

	FREQUENCY	INDICATORS	UNIT	DEFINITIONS / CALCULATION
	Annual	Local purchases vs. Purchasing volume	%	[Sum of the purchasing turnover realized in the processing country (K€) / Sum of the entity's total purchasing turnover (K€)]*100 Note Local purchases are defined by the supplier's location and the provision of services or materials from the following locations: – France and Spain: country of transformation + bordering countries – USA: USA only Purchases from Verescence Pacific are excluded from the scope. Purchases related to the Insulators activity are also not included in the scope of this indicator
	Monthly	Number of qualification approaches	Number	Number of people enrolled in training courses leading to qualifications or diplomas Note This number is monitored monthly in all foreign countries and in France (Verescence France, Verescence Orne and Verescence Somme). These are professionalization contracts, apprenticeship contracts and professional titles. If a person is registered for several diploma courses, it will only be counted once
	Annual	Number of suppliers that have signed the CSR Charter vs. Number of suppliers listed on the Verescence CSR1 panel (suppliers with a significant effect on Verescence's CSR impact)	%	[Number of suppliers that have signed the CSR Charter / Number of suppliers listed on the Verescence CSR1 panel]*100 Note Suppliers of Verescence Pacific are excluded from the scope
	Annual	High-risk employees trained and qualified on corruption risks vs. Total workforce	%	[Sum of the high-risk employees trained and qualified on corruption risks, anticompetitive practices vs. total high-risk workforce]*100 Note The following people, known as "high-risk employees", are eligible for this type of training: 1) All executive staff worldwide, including various departments (Excom, sales, purchasing, finance, etc.) 2) "Non-executive" populations are included, but are considered at risk given their function, namely the Accounting/Payroll, HR, R&D, Sales Assistants, Purchasing, and anyone in contact with third parties as part of their function 3) Any newcomer falling under 1) or 2) This indicator is centralized, and all relevant populations within subsidiaries are identifiable. Individuals who have left the company during the year are included in the indicator calculation
Annual	High-risk employees trained and qualified on information security vs. Total workforce	%	[Sum of the high-risk employees trained and qualified on information security vs. total high-risk workforce]*100 Note The following people, known as "high-risk employees", are eligible for this type of training: 1) All executive staff worldwide, including various departments (Excom, sales, purchasing, finance, etc.) 2) "Non-executive" populations are included, but are considered at risk given their function, namely the Accounting/Payroll, HR, R&D, Sales Assistants, Purchasing, and anyone in contact with third parties as part of their function 3) Any newcomer falling under 1) or 2) This indicator is centralized, and all relevant populations within subsidiaries are identifiable. Individuals who have left the company during the year are included in the indicator calculation	

FREQUENCY	INDICATORS	UNIT	DEFINITIONS / CALCULATION
Monthly	Customer complaint rate	%	[Sum of customer complaints accepted / Sum of lots delivered]*100 Note Customers of Verescence Pacific are excluded from the scope
Monthly	On Time In Full delivery rate (OTIF)	%	Number of deliveries in time and quantity / Number of deliveries Note A delivery is considered as being "on time" if it is delivered on the date requested in the customer's order. Delivery in full means that there is no difference between the quantities requested and the quantities delivered (+/- thresholds agreed in each region with our customers)
Annual	Rate of glass bottles produced with PCR glass	%	[Sum of bottles produced with PCR glass in year n / Sum of bottles produced in glass in year n]*100 Note In Europe, Verescence's PCR glass offering includes Verre Infini® 20 and Verre Infini® 40, incorporating 20% and 40% post-consumer recycled glass, respectively. In the USA and South Korea, the use of PCR glass in the manufacturing of our bottles has been progressively increasing throughout 2023 to surpass 10%; this threshold marks when our bottles are considered to be produced with PCR glass
Annual	Number of commercial offers issued and accompanied by an LCA	Number	Sum of commercial offers issued with an LCA (life cycle analysis) whether they are lost, won, in progress or abandoned
Monthly	CO2 emissions (Scope 1: Direct GHG; Scope 2: Energy Indirect GHG)	t/tg	Estimated quantity of CO2 emissions to produce one metric ton of glass Total quantity of estimated CO2 (t CO2) / Quantity of glass drawn (t)
Annual	CO2 emissions (Scope 3)	t/tg	Total Scope 3 CO2 emissions calculated according to the GHG Protocol guidelines for each applicable chapter related to Verescence's activities
Annual	Atmospheric emissions (NOx / SOx / fine particles) for glass manufacturing sites	kg/tg	Mass of atmospheric emissions (NOx, SOx or fine particles) in kg for glass manufacturing sites / Quantity of glass drawn (ton)
Monthly	Waste recycling rate	%	Percentage of recycled, reused or recovered waste [Quantity of recycled, reused or recovered waste (t) / Total quantity of waste (t)]*100 Note In Europe, waste treatment is based on a nomenclature which specifies, depending on the destination of the waste, a code confirmed by the treatment provider
Monthly	Total quantity of waste per ton of glass drawn	kg/tg	Sum of hazardous waste and non-hazardous waste (kg) / Quantity of glass drawn (t) Note In Europe, a nomenclature makes it possible to differentiate hazardous waste from non-hazardous waste based on codes confirmed by the treatment provider in tracking slips. Elsewhere, local legislation defines the category of hazardous waste and imposes specific treatment
Monthly	Water withdrawal per metric ton of glass	m³/tg or kcals	Total water withdrawn for one ton of pulled glass (Glass manufacturing plant) or 1000 of decorated bottles (Decoration plant) Total quantity of water (m3) / Quantity of pulled glass (ton) or kcals
Quarterly	Recycled water vs. Water needs	%	[Total industrial water recycled] / Total water needs for industrial use]*100
Quarterly	Water consumption vs. Water needs	%	[Total water consumption (Withdrawals - Discharges) / Total water needs]*100
Annual	BOD5 - Biochemical Oxygen Demand over five days per ton of glass pulled	kg/tg	$[\sum n [(DBO5_{(mgO2/l)} \times 10^{-3}) \times \text{Volume of wastewater discharged (m3)}] / \text{Volume of pulled glass (t)}]$ where n is the number of glass production or finishing sites. Note This BOD5 measures the amount of biodegradable organic matter contained in the discharged water. This biodegradable organic matter is assessed through the oxygen consumed by microorganisms involved in natural purification processes. This parameter is expressed in milligrams of oxygen required over five days to degrade the organic matter contained in one liter of water. Each site measures this at least once a year or more frequently depending on local regulations; the average value is then used for the reporting year
Annual	COD - Chemical Oxygen Demand per ton of glass pulled	kg/tg	$[\sum n [(DCO_{(mgO2/l)} \times 10^{-3}) \times \text{Volume of wastewater discharged (m3)}] / \text{Volume of pulled glass (t)}]$ where n is the number of glass production or finishing sites. Note COD represents the amount of oxygen needed to oxidize all the organic matter in the wastewater. This value is obtained by reacting water samples with a strong oxidizing agent (potassium dichromate) and is expressed in milligrams of oxygen per liter of water. Each site measures this at least once a year or more frequently depending on local regulations; the average value is then used for the reporting year
Annual	TSS - Total Suspended Solids per ton of glass pulled	kg/tg	$[\sum n [(MES_{(mg/l)} \times 10^{-3}) \times \text{Volume of wastewater discharged (m3)}] / \text{Volume of pulled glass (t)}]$ where n is the number of glass production or finishing sites. Note Total Suspended Solids (TSS) are all mineral and/or organic solid particles present in the wastewater. Their content is measured through sampling and is expressed in mg/L. Each site measures this at least once a year or more frequently depending on local regulations; the average value is then used for the reporting year

tg = metric ton of glass



THE IMPLEMENTATION OF VERESCENCE'S CSR POLICY BY SITE AND THE SHARING OF BEST PRACTICES CONSTITUTE THE FOUNDATION OF OUR CONTINUOUS IMPROVEMENT APPROACH.

The listed initiatives are not exhaustive and evolve continuously.

Period covered from 01/01/2023 to 31/05/2024.

2023-2024 initiatives standardized at group level and applied at all sites



Health and Safety

MANAGEMENT

- Health and Safety targets have been set for the Group and applied to all sites. They form part of the individual objectives set for all members of Management.
- Bi-monthly publication of a 'Safety Newsletter' at all sites to help prevent high-risk situations.
- Establishment of a platform for sharing best practices in safety management among subsidiaries.
- Development of internal safety audits on the GoAudits platform.

Well-being at Work and Recognition

MANAGEMENT

- Expression groups implemented across all sites to define and implement actions aimed at improving working conditions and activity organization within units.
- Sharing of all CSR initiatives implemented by each site on a collaborative platform structured around our CSR strategy.

RECOGNITION OF PERFORMANCE

- Group process for evaluating executive performance through "People Success": 2 reviews per year (goal setting and year-end review).
- Review of responsibility levels for group manager roles to ensure internal equity in terms of compensation and visibility of career paths.

INTERNAL COMMUNICATION

- CSR E-learning: worldwide distribution to connected teams to share Verescence's strategic sustainability approach.

- Organization of a global CSR day across all sites to present and share with employees the CSR challenges and impacts within Verescence.
- HR intranet site in each region and for all sites: Communication of policies, company agreements, public provisions (collective agreements), personnel movements (hires and departures), job offers, and practical information (health insurance guidelines, benefits).
- Publication for the group and at all sites of our corporate newspaper 'Verescence en Action' which includes a CSR section.
- Integration of company values (Passion, Courage, Respect, Excellence) in HR processes (recruitment, mobility, promotion, performance evaluation).

Skills and Careers

HUMAN RESOURCES AND CAREER MANAGEMENT

- HR policy defined at the Group level and rolled out across sites responsible for recruitment and personnel management.
- Internal and international mobility is encouraged when meeting new hiring needs.
- Recruitment of International Volunteers in Business (VIE) for the USA.
- An international body bringing together the country HR departments manages HR actions (recruitment, mobility, training, etc.)
- HR monitoring indicators (KPIs) have been reviewed and adopted for all sites.

EMPLOYEE TRAINING

- Every new arrival (temporary worker, permanent employee, intern) receives Health, Safety, and Environment



- training, which must be validated before they start work.
- E-learning modules in various areas (Good Manufacturing Practices, CSR, cybersecurity, and anti-corruption).
- Training dedicated to the Verescence Sustainable Performance System with different levels: white, yellow, green, black.

Diversity

MANAGEMENT

- The HR policy is consistent with the ethical charter included in the common provisions (notably the internal regulations in France).
- Encouragement of gender diversity in technical and managerial fields during recruitment and promotion phases.■

VERESCENCE

VERESCENCE
Mers-les-Bains
 FRANCE

Health and Safety
IMPROVEMENT OF
INFRASTRUCTURES / PPE

- Monitoring the use of tools and equipment during glass forming machine (IS machines) operations, ensuring the safety of our employees during high-risk tasks.
- Accident risk reduction during lubrication through an automatic lubrication system.
- Improvement of working conditions: cooling bandanas, nonflammable sweatshirts, polar wools (cold end), installation of fans at all workstations (Cold End and Hot End), provision of saline water (heatwave and cold wave plans), waste heat recovery and air de-stratification, adiabatic fans at the hot end.
- CNC lathe for the molding workshop: more automated and fewer manual adjustments.
- Modification of new industrial racks for the mold chamber: reduction in heavy lifting.
- Automated packaging line in place and operational (reduction of MSDs: musculoskeletal disorders).
- Monitoring of the MSD approach stages in collaboration with CARSAT, employee representative bodies, and medical services.
- Improvement of fire defense across the entire site.
- Installation of fire detection for both hooding machines.
- Renewal of the IS machine fleet: ergonomic improvements, enhanced safety.
- Completion of LED lighting for better visibility.
- Enhancement of fire protection for IS machines.
- Renewal of the forklift fleet.
- Installation of grinders with noise reduction for the molding workshop.
- Self-propelled pallet truck for improved handling of heavy equipment.

- Installation of guardrails between pedestrian walkways & forklift circulation zones.

EMPLOYEE TRAINING

- Health, Safety, Environment, and Energy (HSEE) training for new hires including 377 temporary workers.
- Over 3,000 hours of HSEE training in 2023 to develop technical skills among employees, thereby preventing risks and ensuring safe job performance.
- Training for a new Prevention Agent - Professional Title "Prevention and Security Agent".
- Training for 5 new "Second Intervention Team Members".
- Partnership with the SDIS for the training of 30 internal firefighters on the "House on Fire" theme.
- Training on "Becoming a Resource Person for the musculoskeletal disorders prevention project" as part of the TMS pros program led by the Directorate of Occupational Risks (DRP) of the National Health Insurance Fund for Salaried Workers (CNAMTS).
- Internal SST training conducted by a new internal trainer accredited by the Occupational Health Insurance Professional Risks / INRS network.
- Integration of the Energy Referent in the Proréfei training program (aimed at training employees responsible for energy management in complex industry and tertiary sectors) dedicated to energy efficiency in industry.
- Integration of the "Working in Heat" training module in the Hot End Operator training curriculum, complementing the "Gestures and Postures" module.
- Joint training for Quality, EHS, and Energy Services managers as "Internal QSSEE Auditors".
- Awareness on fluid lockout/tagout procedures according to current procedures and certifications.
- 159 female employees sensitized by the Occupational Health Service on Breast Cancer Screening.
- Training for CSSCT members for companies with more than 300 employees.

MONITORING

- Complete overhaul of the single document for professional risk assessment integrating human prevention measures.
- Conducting safety audits of production lines (using the GoAudits application).
- Implementation of surveillance of exposure to hazardous chemical agents contained in Articles R4412-149 (binding VLEP) and R4412-150 (indicative VLEP).
- Monitoring of vertical and horizontal impacts on forklifts.
- Noise exposure measures.
- Reporting of dangerous situations (RSD) for resolving risky situations and near-misses.

MANAGEMENT

- Recruitment of a nurse.
- New administrative approval issued by DREETS allowing Verescence's autonomous occupational health service to be officially recognized.
- Extension of the Autonomous Occupational Health Service approval for VS.
- Hiring of an Engineer & Apprentice within the EHS Service, as well as 2 Prevention and Security Agents.
- Fire evacuation drill for the administrative area.
- Establishment of an Energy Department.

COMMUNICATION

- Regular CSR animation: bi-monthly safety and environmental messages.
- Dissemination of health, environment, energy, consumption, habitat tips/advice on screens in break rooms.
- Influenza vaccination campaign.
- Awareness sessions on "Fire extinguisher handling", "Hearing protection", "Alcohol's effects on health", and "Energy management" during CSR Week 2023.
- Pink October: breast cancer screening workshops / Walk in Mers-les-Bains / Fundraising for the League against Cancer.
- World Autism Awareness Day: partnership with Les Maisons de Vincent.

Well-being at work and recognition

- Specific working group on heavy lifting in the IS/SGP department.
- Working group on musculoskeletal disorders (MSDs) with the Cold End.
- Implementation of improvements in mold handling in the molding department.
- Expression groups in the Cold End and molding sectors.
- Support from a social worker (60% FTE).
- Launch of a listening and action design group with the Occupational Physician on workload issues.
- Organization of a ceremony for the presentation of work medals and retirement farewells.
- Site visits for VO & VS employees.
- Creation of videos to promote our professions.
- Industry Week: visits/presentations of professions to 200 middle school, high school, and college students from the Hauts-de-France and Normandy regions.
- Participation in job and apprenticeship fairs to showcase our professions.
- Organization of events (Christmas, Easter, International Women's Day, Pink October, World Autism Awareness Day): entertainment and gifts.
- Monthly "Pti'Dej" breakfasts for employees.

SOCIAL DIALOGUE

- Negotiation of a new profit-sharing agreement 2022-2024 / Amendment to profit-sharing agreement.
- Negotiation of a salary agreement.
- Launch of negotiations on Employment Management and Career Paths (GEPP).

Skills and Careers
CAREER MANAGEMENT

- Partnership with grandes écoles (École de Chimie de Lille, École de Céramique et mécatronique de Limoges, INSA...): hosting interns and apprentices.
- Implementation of a DOJO at the Hot End to ensure continuous

GLASS MADE TO LAST.

training of staff and regular review of standards.

EMPLOYEE TRAINING

- Over 20,000 hours of training completed in 2023 (93% of enrolled workforce trained, averaging 3.7 hours per trained employee).
- Creation/adaptation of training modules based on industry and technical advancements.
- Deployment of e-learning modules (Good Manufacturing Practices for Cosmetics, Decarbonization Plan, Water Footprint Reduction).
- 34 employees enrolled in qualifying programs in 2023 (Black Belt, CQPI CEI, TP TPI,...).
- Diploma award ceremony.
- Internship program.
- Certified Qualiopi training center.
- Over 12,000 hours of training for "Packer-Sorter" roles for job seekers.

Diversity

- Gender Equality Index F/M 2023 (Verescence France: headquarters and Mers-les-Bains plant): 84/100.
- Workplace adaptation and dialogue with occupational medicine for individuals with permanent or temporary disabilities: provision of an electric cart for a colleague with mobility challenges, 3 reassignments following incapacity.
- Completion of "Glass Valley Inclusive" initiative to reintegrate job seekers and individuals facing difficulties.■

VERESCENCE
Orne
 FRANCE

Health and Safety
IMPROVEMENT OF
INFRASTRUCTURES / PPE

- Study of technical solutions to reduce noise in the lacquering workshop.
- Improvement of working conditions for sorting positions, lighting control, and height-adjustable tables.
- Ergonomic studies for screen printing packaging, digital screen

- printing machine operation, and lacquer preparation, with associated action plans.
- Improvement in the management and monitoring of personal protective equipment (PPE) consumption.
- Expansion of the electric lift table fleet.
- Implementation of robots (to reduce strenuous tasks).
- Introduction of a cobot for accessory placement on a gluing line.
- Reduction in injuries following the introduction of cut-resistant gloves and protective caps throughout the site.
- Implementation of ambient air cooling systems in workshops.
- Optimization of MES (Manufacturing Execution System) to streamline operator administrative tasks.
- Creation of new social facilities (changing rooms).
- Securing the pedestrian/forklift common area at the reception dock.
- Comprehensive refurbishment of pedestrian walkways.
- Study to further secure the front of the site.
- Security measures for the rear of the site.

EMPLOYEE TRAINING

- "Gestures and Postures" training.
- Muscle stretching and warm-up training for certain production lines.
- Collaboration with local schools: robotics vision license at Flers / Lemonnier Institute, BTS in electrical engineering at Condé, engineering degree with ITII in Caen, and Mézeray High School in Argentan.
- Improved onboarding training for temporary workers, extended from 1 day to 2 days.
- Risk awareness through the "Jeux ne risque Rien" game and Escape Game.
- Basic Life Support training for selected employees.
- Posture and Gesture initiation with A Caen la Forme organization.
- Fire Safety "Fire Extinguisher Handling" training.
- Management tools training for the extended Executive Committee (CODIR).
- Awareness actions on our prevention approach "I See, I Act".

VERESCENCE

MONITORING

- Field audits: Gemba Walks & 6SE with GoAudits system.
- EHS audits.
- Noise exposure measurements.
- Ambient air measurements regarding certain chemical substances.
- Monitoring of vertical and horizontal impacts on forklifts.

MANAGEMENT

- Fire evacuation drill for the entire operational factory.
- Implementation of an altered vigilance procedure.

COMMUNICATION

- Dissemination and display of safety and environmental messages.
- Influenza vaccination campaign.
- Participation in various events during Pink October: annual campaign to raise awareness among women about breast cancer screening and to raise funds for research.
- Blood donation drives on-site for willing employees.
- Medical intervention on tobacco/ alcohol addictions.

Well-being at work and recognition

- Presence of a social worker twice a month and an osteopath twice a month to assist employees with repetitive strain.
 - Open day for employees' families on the occasion of the site's 65th anniversary.
 - Implementation of a half-day for employees as part of the site's 65th anniversary:
 - Shared meal with all employees
 - Safety activity: escape game/Safety Goose Game
 - 2 working groups to create a fragrance and its bottle, gifted to all employees.
 - Events throughout the year:
 - Burger Food Truck - meal provided to all employees
 - Easter chocolate
 - "Beautiful and Ugly Christmas Sweater" contest.
- SOCIAL DIALOGUE**
- Negotiation of a salary agreement.

- Quality of Work Life Commission.

Skills and Careers**CAREER MANAGEMENT**

- Establishment of a career and individual development plan for all employees.
- Task force on company attractiveness and employee retention.
- Repositioning commission: study of gaps between our career paths and actual situations.
- Collaboration with an external organization to overhaul our career paths by position.

EMPLOYEE TRAINING

- Training of 2 employees in CQP Maintenance (industrial maintenance technician).
- Monitoring of Good Manufacturing Practices (GMP) training.
- Streamlining of performance evaluations.
- 84% of employees have benefited from at least one training initiative.
- Hosting of apprentices and interns.
- Creation of the Training Manager position.

Diversity

- Gender Equality Index 2023: 79/100.
- Quality Management is led by a woman.
- Management of an autonomous production unit is led by a woman.
- Collaboration with Emmaus Solidarity for recruiting individuals facing difficulties.■

VERESCENCE**Somme
FRANCE****Health and Safety****IMPROVEMENT OF
INFRASTRUCTURES / PPE**

- Employees exposed to noise are provided with individual hearing protection, and those particularly exposed are equipped with molded protection.
- Deployment of a noise reduction wall in APU4 to eliminate the need for

- hearing protection at packaging and unpacking stations.
- Creation of an extension to the lacquering building to include a break room, a space for our cleaning service provider, and a filter storage area to enhance working conditions and eliminate fire hazards.
- Installation of additional lift tables at unequipped stations.
- Deployment of additional lighting in accident-prone outdoor areas.
- Implementation of new collaborative robots (cobots).
- Creation of a dedicated space for the Occupational Health Physician.
- Installation of guardrails on one of our lacquering lines to secure high-altitude work for our cleaning company.
- Implementation of adiabatic cooling systems in APU3 and on lines 1 and 2 of APU4 to combat summer heat.
- Installation of two adapted and secure cleaning machines for the lacquering area.
- Implementation of magnetic loops to open our fast doors, facilitating forklift passage.
- Installation of a secure storage box for chemical products in the maintenance workshop.
- Addition of signaling lights on two linked fast doors.
- Installation of a rain/wind station on APU4.
- Installation of new roller tables in APU2 to prevent tray falls.
- Overhaul of the wrapper in 2023 and its replacement in 2024.
- Securing of dock No. 4 by installing a wheel blocker and deploying a tenfold force stand.
- Establishment of a smoking shelter for coating.
- Review of flows in the external parking lot to streamline entries/exits.
- Implementation of noise reduction solutions for Corona and Taifun-Clean equipped stations.
- Interior insulation of the screen room to reduce thermal discomfort in summer and winter.
- Creation of a staircase at the new locker rooms to facilitate external pedestrian flows.

- Installation of bucket cleaning sinks to improve working postures.
- Installation of a glass cutter on APU5 to reduce cutting risks.
- Installation of perimeter lights on our forklifts to mark their operating zones.
- Replacement of material transport carts on APU4.
- Enlargement and refurbishment of the factory cafeteria.
- Replacement of a manual sectional door with a motorized one to reduce postural constraints.
- Replacement of polycarbonate sheets on the roof to prevent height falls and improve ambient lighting.
- Replacement of our fire alarm system and addition of an alarm relay module in the maintenance offices.
- Securing of all our doors and deployment of badge access on specific entries.
- Implementation of an improvement project for filter changes on coating lines to enhance staff postures.

EMPLOYEE TRAINING

- Safety training provided to all employees, including new hires and temporary staff.
- "PCSI" training for future retirees.
- Practical scenarios during safety training to enhance responsiveness in case of danger.
- Two days of on-site integration for temporary staff.
- "Harassment Referent" training.

MONITORING

- Field audits: Gemba Walks & 6SE with GoAudits system.
- EHS audits.

MANAGEMENT

- Full-scale fire evacuation drill.
- Continuation of Well-being at Work focus groups.
- "BINGO" safety animation based on identifying, centralizing, and correcting risk situations.
- Launch of new safety animation "BANKO".
- Arrival of a new Occupational Health Physician: presence on site twice a week.
- Hiring of an EHS apprentice to work on updating the single document and improving EHS communication in the factory.

GLASS MADE TO LAST.

COMMUNICATION

- Distribution and display of safety and environmental messages.
- EHS Flash info distribution.
- Provision of a welcome booklet to new arrivals.
- Safety and health theme in the internal newspaper "Verescence in Action".
- Daily review of safety indicators in performance reviews.
- Organization of "Blood Donation Days" on-site.

Well-being at Work and Recognition

- Presence of a physiotherapist twice a month.
- Presence of a social worker two to three times a month.
- Deployment of the MES (Manufacturing Execution System) to streamline operators' administrative tasks.
- Study of noise exposure to reduce it at the coating workshop.
- Organization of a ceremony for awarding work medals and retirement farewells.
- Appointment of two new harassment officers.
- Visit to the Mers site for VS employees.
- Organization of events (Christmas, Easter, May 1st...): activities and gifts.
- Monthly presence of the Payroll CSP Interlocutor on-site to address payroll issues.
- New visual identification of APUs and production lines (display panel).
- Creation of videos to promote our professions.
- Participation of employees in job and apprenticeship fairs to enhance the value of our professions.

SOCIAL DIALOGUE

- Negotiation of a new profit-sharing agreement for 2023-2025.
- Negotiation of a new career path agreement.
- Management of Employment and Career Paths (GEPP) initiative.
- Negotiation of a salary agreement.

Skills and Careers**CAREER MANAGEMENT**

- Skills management through career paths and associated multi-skills grids.
- Development of partnerships with grandes écoles (École de Chimie de Lille, INSA, UTC...): hosting of interns and apprentices.
- Internal Trainer certified in CCPI "Internal Training Animation".

EMPLOYEE TRAINING

- Hosting of interns and apprentices.
- Basic office software training for willing employees.
- Qualifying training offered to temporary workers in production line operations (CQP CEI).
- Certification training "Belts".
- Training on pallet truck handling for temporary workers.

Diversity

- Gender Equality Index F/M 2023: 79/100.
- 40% women in the management committee.
- The person responsible for recruitment has completed training in "Recruiting without Discrimination".
- Partnership with an Establishment and Service for Workplace Integration (ESAT) for general maintenance work.
- Continued collaboration with Humando, Pôle emploi, EPIDE, and Mission Locale.
- Implementation of a new recruitment method through simulation in partnership with Pôle emploi: MRS.
- Participation in job and apprenticeship forums in the region.■

VERESCENCE**La Granja
SPAIN****Health and Safety****IMPROVEMENT OF
INFRASTRUCTURES / PPE**

- Low dust emission loader, ATEX equipment, new safety platform on the furnace vault, etc.

VERESCENCE

- New changing rooms and cafeteria in the decoration plant.
- Replacement of the roof of a warehouse.
- Closed cullet conveyor to prevent dust pollution.
- New robots being installed in the assembly department to depalletize insulators (ergonomic improvement).
- New specific uniforms for each workstation and new laundry service.
- Replacement of packaging machine with a new one without gas (fire risk) in the Cold End sector.
- Ventilation of the flocking line.
- Deployment of cobots in the decoration plant.
- Replacement of hazardous chemicals in the decoration and flocking processes.
- Ergonomic improvement/safety of the laboratory to perform various tests simultaneously.
- New layouts in the warehouses. Increased safety and efficiency.
- Ergonomic tablets and paperless environment in the Cold End sector workstations.

EMPLOYEE TRAINING

- Training for emergency response teams on fire hoses.
- Assignment of experienced technicians to the United States to assist in project deployment and training.
- Safety training for forklifts, lifting devices, defibrillators, electrical hazards, etc.

MONITORING

- Dust level measurements (crystalline silica) and other chemicals throughout the site.
- Chemical measurements in the decoration plant (Volatile Organic Compounds).
- Noise measurement throughout the factory.
- Deployment of GoAudits for internal safety and 5S audits.
- Deployment of MES software in the decoration plant.

MANAGEMENT

- Implementation of daily tours to monitor factory safety: new safety audits in GoAudits.

- Safety Roadmaps focused on behaviors and management.
- “Face to Face Project”: quick visits to the factory focused on safety, 5S, etc. by management.
- Standardization of 5S, responsibility by zone.
- Safety groups by department.
- Roadmap for a safety excellence mindset.

COMMUNICATION

- Weekly safety messages.
- Information panel to report accidents.
- Creation of safety videos.
- Safety awareness campaigns.
- R&D bulletin on Isolators and TechDay.
- Periodic general information meetings with all employees.

Well-being at work and recognition

- Monthly general information meeting with all collaborators.
- Health campaign: fruits distributed weekly to encourage healthy eating habits among employees.
- Suggestion box for employees to suggest improvements in workstations, safety, quality, etc.
- Special event for employees with 25 years of tenure.
- Christmas contest: drawings made by employees’ children for the 2023 calendar.
- Mountain hiking with managers followed by lunch.
- Cooperation with the “Grupo de Empresa” in various social activities, including the Christmas dinner, involving active and retired individuals.
- Physiotherapy service.

SOCIAL DIALOGUE

- Launch of a survey on social climate.
- Negotiation of salary increases and bonuses under the collective agreement.
- Negotiation of the new 5X8 agreement for the hot end perfumery & insulators and assembly department.
- Coffee break with the GM and HR every two months.

Skills and Careers

CAREER MANAGEMENT

- Skills management for workers through career programs and associated multi-skills competency grids.
- Several worker transfers to the United States; various internal mobility or promotions.
- Technical Professional Diploma for workers without this training certification (in collaboration with Junta de Castilla y León).
- Internal promotions through exams.

EMPLOYEE TRAINING

- Language training.
- Implementation of an online training platform for employees, in collaboration with Randstad.
- Management training for managers, high potential employees, and team leaders.
- Preparation and training on LGBTQIA+ protocol.
- Gender equality training.
- Professional training for operators.
- Numerous training hours for drivers, feedermen, decorating operators, etc.
- QRQC management tools training.

Diversity

- Partnerships with local schools to promote youth integration.
- Partnerships with FES for soldier integration.■

VERESCENCE Covington USA

Health and Safety

IMPROVEMENT OF INFRASTRUCTURES / PPE

- Implementation of CMMS system in Fiix with preventive maintenance operations.
- Mandatory wearing of safety caps in the hot end.
- Installation of robots for packing bottles to reduce injuries from repetitive motions.
- Addition of automatic wrappers to mitigate injuries related to repetitive motions.

- New ventilation devices to reduce silo dust during unloading.
- Repair and re-insulation of the furnace vault.
- Purchase of manual lift tables to reduce strain from lifting waste bins.

EMPLOYEE TRAINING

- Quarterly verification of safety shoes.
- Trainer responsible for welcoming new arrivals.
- Reinstatement of monthly safety meetings.
- Annual CPR training for emergency response teams.
- Lockout/Tagout (LOTO) refresher training for maintenance.

MONITORING

- Gemba Walks have been added to the GoAudits system.
- Addition of Hot End and Cold End audits in GoAudits, as well as the 5S audit.
- CMMS system includes a standard requirement for equipment safety, in line with our lockout/tagout policy.
- Safety check of all ladders and pressure equipment.

MANAGEMENT

- Safety observation cards for near-misses to report potential safety issues.
- Safety efforts have also been recognized under the “Pride Incentive” program.
- Integration of the Safety team in scheduled Gemba Walks twice weekly on site.
- Update of GoAudits to include elements related to GMP.
- Frequency of safety observation cards added to employee bonus plan.

COMMUNICATION

- Weekly updates on display screens installed at employee entrances.
- Information panel to report accidents.
- Publication of best practices and safety alerts on team boards.
- Employee of the Month display on the central communication board.
- Painting of the road at the main entrance.

GLASS MADE TO LAST.

Well-being at work and recognition

- Organization of a “Health” information day and meetings with a doctor.
- Monthly general information meeting with all collaborators via Teams.
- Information note of important events sent with salaries.

Skills and Careers

CAREER MANAGEMENT

- Management of Workers’ skills through professional programs and associated multi-skills competency grids.
- Display of career opportunities on all employee information boards.
- Bonus scheme to encourage recruitments.
- Salary review for all positions to encourage career progression to skilled roles.
- Modification of recruitment strategy in favor of an on-site program with agency representatives working 100% at the Covington site.
- Implementation of a “red carpet” program to facilitate integration of newly hired staff: welcome kit, sponsor...

EMPLOYEE TRAINING

- Proposal for online training: online courses on technical use of computer software.
- Local organization of seminars/ conferences based on needs, particularly on the use of specific medical means to intervene in emergency situations.
- Technical training of maintenance staff conducted at a local university.

Diversity

- All managers and supervisors have received training on equal employment opportunities and combating discrimination and harassment in the workplace.
- Partnerships with local schools to promote youth integration.■

VERESCENCE Sparta USA

Health and Safety

IMPROVEMENT OF INFRASTRUCTURES / PPE

- Preventive maintenance program, using a new CMMS (Computerized Maintenance Management System).
- Renovation of access doors.
- Project to improve lacquering lines:
 - Improved cooling of bottles at the end of the lacquering lines.
 - Control of excess lacquer on lacquering lines / improvement of air circulation system: reducing the risk of exposure to lacquer dust to ensure better working conditions.
- New 5S project to improve site signage.
- Health awareness project (promoting healthier choices in the break room, encouraging physical activities).
- Overhaul of the entire security camera system.
- Roof replacement in a factory area.
- Installation of pedestrian walkways.

EMPLOYEE TRAINING

- Weekly distribution of health and safety information to employees.
- Lockout/Tagout (LOTO) refresher training for maintenance.
- Annual CPR training for emergency response teams.

MONITORING

- 100% of audits and Gemba Walks (factory tours) conducted via the GoAudits platform.
- Continuation of the preventive maintenance program.
- Third-party review of AEDs, eye wash stations, and firefighting equipment.

MANAGEMENT

- Safety observation cards for near-misses to report potential safety issues.
- Safety efforts have also been recognized under the “Pride Incentive” program.
- Review of observation cards during the monthly CSC meeting.
- Monthly display of safety statistics.

VERESCENCE

COMMUNICATION

- Improved floor marking.
- Weekly updates on display screens installed at employee entrances.
- Update of the main corridor information panel with recent safety alerts.
- Installation of a Safety Status Stop Light.

Well-being at Work and Recognition

- Interactive communication session with employees on working conditions.
- Offering healthier food choices in the staff canteen.
- Prevention campaign for a healthy mindset.
- Improvement of Heating, Ventilation, and Air Conditioning (HVAC) in the lacquering station and laboratory.
- Improvement of packaging for better ergonomics.
- Creation of an outdoor break area with picnic tables to enhance employee well-being.

Skills and Careers

CAREER MANAGEMENT

- Management of Workers' skills through professional paths and associated multi-skills competency grids.
- Display of career opportunities on all employee information boards.
- Bonus scheme to encourage recruitments.
- Salary review for all positions to encourage career progression to skilled roles.
- Evolution of the temporary employment program: deployment of a structure with 100% agency representatives on the Sparta site.
- Implementation of the "red carpet" program to facilitate the integration of newly hired personnel: welcome kit, sponsor...

EMPLOYEE TRAINING

- Proposal for online training: online courses on the technical use of computer software.
- Local organization of seminars/conferences based on needs, especially on the use of specific medical means to intervene in emergencies.
- Implementation of an evaluation for

all temporary workers, following the 30-60-90 day method to transition them to full-time positions.

- Annual CPR training.

Diversity

- All managers and supervisors have received training on equal employment opportunities and combating discrimination and harassment in the workplace.
- Enhanced career advancement opportunities by internally posting job openings to promote transparency and fairness, prioritizing local workforce engagement.
- Off-site team exercise for all members of the CODIR to understand personality traits and the best ways to interact with others, improving communication.■

VERESCENCE Pacific SOUTH KOREA

Health and Safety

IMPROVEMENT OF INFRASTRUCTURES / PPE

- Implementation of a noise protection program and purchase of custom ear protections to reduce exposure to noise (twice a year).
- Standardization of lubrication tool lengths, standardization of practices for safe machine operation.
- Employee health and workplace hygiene are monitored by nurses, hygiene specialists, and doctors during regular visits.
- Definition of required protective equipment in each work area and display of best practices.
- Improvement of workshop and rest area in the maintenance department.
- Repair of roofs and walls to prevent leaks.
- Installation of additional bumpers to prevent accidents caused by internal vehicle traffic.
- Securing the loading area through warehouse organization and cleaning.
- Inspection and repair of air conditioners to ensure a pleasant working environment.
- Replacement of the operating platform of the wastewater treatment

station to prevent falls.

- Replacement of damaged automatic doors.
- Installation of stair ramps in the factory.
- Implementation of secure passages for roofing operations in the factory.

EMPLOYEE TRAINING

- Emergency situation training with simulations of disasters for each process (hydrofluoric acid leak, molten glass leak, confined space work, natural disasters, etc.).
- Joint training with the fire service (mobilization of fire trucks, chemical transport vehicles, and rescue vehicles).
- Training on fire prevention measures, such as the use of firefighting equipment, first aid, patient evacuation, and reporting.
- Annual Cardio-Pulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) training.
- Lockout/Tagout (LOTO) training for maintenance.
- Training from specialized institutions to enhance safety management skills for supervisors.

MONITORING

- Control of site evacuation system effectiveness, such as the ventilation system.
- 1,4,4,4 safety inspection (1st day of the month: check presence/wear of safety devices; 4th day: general safety inspection; 14th day: pinch point safety inspection; 24th day: fall hazard safety inspection).
- Monthly inspection of fire extinguishers, protective equipment, and condition of AED for potential anomalies.

MANAGEMENT

- Development and implementation of a safety and health issue management system, in accordance with the Severe Disaster Punishment Act.
- Recording and evaluation of near-misses.
- Risk analysis related to chemicals and material factors.
- Inspection and management to ensure fire safety in the energy storage system.
- Monthly statistics on accident rates and their management.

COMMUNICATION

- Publication and posting of health and safety issue management policies on site information boards, intranet, and meeting rooms.
- Emphasis on health and safety-related publications, such as improper behaviors, law changes, and the importance of wearing protective equipment.
- Monthly Safety Leadership Tour where employers, unions, and business leaders jointly inspect the site and review health and safety issues.
- Health and safety performance communicated monthly to all employees.
- Replacement of safety and health signs in the factory.
- Implementation of anti-smoking programs.

Well-being at Work and Recognition

- Restoration committee meets regularly to ensure nutritional quality of meals provided.
- Suggestion box system to promote a safe and pleasant work environment.
- Provision of salt tablets to prevent dehydration, drinking water, and dietary supplements.
- Affiliation with hospitals for prevention and management of musculoskeletal diseases.
- Events organized for each anniversary.

Skills and Careers

EMPLOYEE TRAINING

- English courses to facilitate communication and better understanding of cultural differences.
- Regular training on health and safety issues to ensure a hazard-free work environment.
- Training on good manufacturing practices, in accordance with ISO certification.

Diversity

- Harassment and discrimination prevention training provided to all employees.
- Bilateral cooperation with Verescence France through travel and business trips for technical training and benchmarking needs.■

GLASS MADE TO LAST.





Local presence, global strength

MANAGEMENT

- Review of all key Verescence processes by their owners at the Executive Committee, Regional Management Committees, Site Management Committees, integrating CSR criteria, with SWOT analysis and improvement plan.
- Creation of a CSR Roadmap included in the 3 pillars of our CSR strategy. For each theme, a leader is appointed to assess CSR progress based on this roadmap.
- Verescence’s participation in the Intermediate-Sized Enterprises (ETI) Movement.

EQUIPMENT

- Use of 3D printers for most of our tooling needs, reducing tooling transportation flows and significantly improving our agility by notably reducing lead times.

Sustainable Procurement

MANAGEMENT

- Group:
 - Deployment of action plans across the entire CSRI supplier panel.
 - The entire purchasing team is objectified on the results obtained in relation to the implementation of action plans.
 - Monitoring purchasing data related to CSRI actions volume.
 - Expansion of CSRI category in our supplier CSR monitoring to cover 80% of revenue instead of 65%, with 100% adherence to Verescence CSR Charter.

- Evaluation of Verescence’s Scope 3 Carbon Footprint: goal to achieve 75% supplier-specific primary data by 2024.
- Mapping of risks related to water stress and flooding deployed for all our CSRI suppliers to define necessary action plans to mitigate these risks (PDCA).
 - France and Spain: respectively organizing the fourth and third CSR Supplier Days to reinforce the message through CSR action plans and highlight the most active companies in the field; extending this initiative to the USA with the organization of the first CSR Supplier Day.
 - As part of the “dry plant” group project, substitution of city water with purified water from nearby treatment plants; Mers-les-Bains is the pilot plant for this initiative.

SUPPLIER SELECTION

- CSRI suppliers meet CSR action plans and are committed to improvement initiatives.
- Deployment and animation of purchasing policy, CSR policy, and supplier CSR charter established by the Group: 100% of CSRI suppliers have signed the CSR charter.
- Significant increase in the number of suppliers evaluated by EcoVadis: 20% in 2019, 51% in 2023.

RESPONSIBLE SOURCING

- The finishing plants use gold for certain decorations. The plants have restricted the number of suppliers to two trusted companies. Their sources are certified and declared through official CMRT-type declarations

- Verescence maintains a “gold mapping” document that traces the origin of gold for all finishing plants and has its own CMRT.
- Deployment of multi-year action plans with our CSRI suppliers and various Verescence departments:
 - Systematic review of the 5 CSR, quality, OTIF, competitiveness, and innovation pillars with our CSRI suppliers.
 - Evaluation of their maturity per pillar.
 - Definition of necessary actions for progress.
 - Identification of CSRI suppliers engaged in CDP, SBTi type initiatives,...
 - Continuation of on-site audits of suppliers on environmental and social issues.
 - Identification of suppliers in Rural Revitalization Zones (ZRR).

Business Ethics

COMMON PROVISIONS FOR ALL SITES

- An FCPA policy covering anti-corruption, conflicts of interest, fraud, anti-competitive practices.
- Code of ethics and conduct applicable to all employees, governing Verescence activities and complying with laws and regulations in countries where the Group operates, particularly in environmental protection, fair competition, and social aspects.
- Cyber security policies and measures: SSI (Information Security System) policies, internal audits, a Cybersecurity Committee composed of the CEO, CFO, CIO, Head of Cybersecurity, and Chief Legal Officer,

- meeting twice a year to define and implement cybersecurity policies within the Group.
- Global Cybersecurity training program deployment since 2021 involving over 860 employees to raise awareness against cyber-attacks and/or fraud risks. Focus on GDPR in 2023 to reinforce best practices and responsibilities.
- Whistleblowing procedure accessible on Intranet and www.verescence.com.
- Compliance Committee, supervised by the CEO, meets every two months and/or “as needed” to address business ethics topics, particularly anti-corruption, conflicts of interest (via tools like whistleblowing procedures, third-party verification procedures, employee training,...), authority limits (capping of gifts and donations,...), GDPR, and IT access security issues at the Group level.
- Standard ethics and anti-corruption clause imposed on all Verescence partners (suppliers, clients, service providers, agents, distributors, etc.).
- Third-party verification procedure via the “World-Check” tool to ensure the absence of corruption acts from potential partners.
- GDPR policy accessible on the intranet.
- GDPR training deployment to all data processing managers in 2023-24.
- Information Systems Security & Cybersecurity:
 - (i) Internal/external penetration tests (06/2023) conducted by Orange Cyberdefense to assess infrastructure resilience against internal and external attacks.

- (ii) DRP (Disaster Recovery Plan)/BCP (Business Continuity Plan): shutdown and recovery tests in case of loss of one of the two Data Centers (November 2023).
- (iii) Strengthening network policies and implementing network segregation (France/Spain/USA).
- (iv) Reinforcement of backup strategies: cross-site backups for local data, addition of offline backups for the Data Center, externalized Office 365 perimeter backups.
- (vi) Annual renewal of Cyber/Fraud group insurance policy (April 2024).
- (vii) Deployment of outsourced SOC and SIEM at Orange Cyberdefense.
- (viii) Continued password cracking campaigns in 2023.
- Continued phishing campaigns monthly in 2023 with a dedicated training plan for employees.
- (ix) Strengthening access control through MFA (Multi-Factor Authentication) deployment.
 - Deployment of automatic information classification tools to support and reinforce information management policy and DLP (Data Loss Prevention) policy.
 - Business process digitalization in line with “paperless” strategy and reinforcement of compliance control within the Group (eValid,...).
 - Recruitment procedure for “sensitive positions” (Finance, Payroll, Purchasing, HR, INPD) applied globally.
 - Annual review and update of banking powers and delegation of powers and signatures.
 - Global automated workflow “eValid

- Gifts & Donations” to ensure control over gifts and donations in line with Group LoA policy.
 - Global automated workflow “eValid New Clients” for (i) tracking, streamlining, and centralizing all client creations, (ii) avoiding fictitious client risks, and (iii) complying with LoA policy on payment terms.
 - French deployed automated workflow “eValid Creation/Modification Suppliers-Employees change in Bank Details”.
 - Standardization of supplier payments through a single treasury tool.
 - Continuation of global “anti-Bribery” training program over 2023-2024, including Verescence Pacific, involving a total of 619 employees (so-called “at-risk” population), since its launch in 2022, to raise awareness against corruption risks.
 - Review and deployment of a new risk mapping to obtain a shared and consolidated view of its key risks, build a consistent and sustainable process to strengthen control activities within the Group, and establish an effective system for monitoring and managing key risks and their action plans.■

VERESCENCE

**VERESCENCE
Mers-les-Bains
FRANCE****Local presence,
global strength****LOCAL OPERATION THROUGH
THE CREATION OF CLUSTERS**

— Expansion of subcontracted sorting of bare glass bottles via “door to door” service.

LOCAL SECTORIAL COLLABORATION

— Active participation in Glass Vallée and Cosmetic Valley, bringing together all local stakeholders in the sector: glassmakers, decorators, toolmakers, model makers, sorters, etc.

**COLLABORATION WITH LOCAL
AUTHORITIES**

— Regular collaborative work with local authorities within environmental protection frameworks (limitation of emissions into air and water).
— Monthly communication with the DREAL of Seine Maritime on our progress in environmental, energy, and/or safety matters.

**LOCAL PRESENCE AND SOCIAL
COMMITMENT**

— Partnership with the “Les Maisons de Vincent” association.
— Participation in the Glass Vallée Inclusive program.

**Preserving Employment
at Our Sites****PRESERVING THE SECTOR’S TRADES**

— Verescence Mers-les-Bains is certified as a training organization, enabling tailored training programs to meet our staff’s needs.
— Continuation of the CQPI program for hot end machine operators.
— Implementation of a company reorganization project to adapt to market changes.
— Participation in Industry Week.■

**VERESCENCE
Orne
FRANCE****Local presence,
global strength****LOCAL OPERATION THROUGH
THE CREATION OF CLUSTERS**

— Internalization on-site of all decorated bottle sorting activities.

LOCAL SECTORIAL COLLABORATION

— Active participation in Glass Valley and Cosmetic Valley, bringing together all local stakeholders in the sector: glassmakers, decorators, toolmakers, model makers, sorters, etc.

**COLLABORATION WITH LOCAL
AUTHORITIES**

— Strengthening relations with SDIS 61 (Orne Departmental Fire and Rescue Service) by hosting them on-site for command and coordination exercises.
— Hosting 90 doctors around the establishment for a factory tour and presentation of our workstations.

**LOCAL PRESENCE AND SOCIAL
COMMITMENT**

— Annual blood donation campaign organization.
— Breast cancer awareness campaign as part of Pink October.
— Founding member of the Argentan Ambassadors Association to promote local employment opportunities.
— TechNormandie: sharing CSR policies among local businesses.
— Interviews with local newspapers (Ouest France, Journal de L’Orne, Lettre Argentan Intercom).
— Collaboration with Argentan Intercom for CSR awareness actions.

**Preserving Employment
at Our Sites****PRESERVING THE SECTOR’S TRADES**

— 2 individuals undergoing Maintenance CQP training.

— Participation in Industry Week.
— Regular participation in forums or talks at high schools and colleges to present industry professions.
— 7 apprentices in 2023.■

**VERESCENCE
Somme
FRANCE****Local presence,
global strength****LOCAL OPERATION THROUGH
THE CREATION OF CLUSTERS**

— Internalization of all activities for sorting decorated bottles on-site.
— Expansion of sorting hub: addition of 4 tables to maintain positions in case of production contingencies.

LOCAL SECTORIAL COLLABORATION

— Active participation in Glass Valley and Cosmetic Valley, bringing together all local stakeholders in the sector: glassmakers, decorators, toolmakers, model makers, sorters, etc.

**COLLABORATION WITH LOCAL
AUTHORITIES**

— Regular collaborative work with local authorities within environmental protection frameworks (air emissions limitation).

**LOCAL PRESENCE AND SOCIAL
COMMITMENT**

— Participation in the Employment and Apprenticeship Forum (Amiens and Abbeville).
— Multiple blood donation campaigns throughout the year.
— Collaboration with the local mission and EPIDE to welcome individuals reintegrating into society.
— Participation in the enterprise club of the local mission.
— Visits from the regional prefect, prefect of Somme, departmental advisor, and sub-prefect of Abbeville.
— Interviews with local newspapers (France 3).

— Member of CREPI (Regional Club of Partner Enterprises for Integration).
— Partner of the enterprise club “Businesses Commit Somme”.

**Preserving Employment
at Our Sites****PRESERVING THE SECTOR’S TRADES**

— Continuation of the “Industrial Equipment Operator” (CEI) CQP program focused on lacquering operators.
— Continuation of the CléA diploma program.
— Internal trainer dedicated to core skills training.
— Participation in Industry Week: factory tours with students from PROMEO training center, UNILASALLE engineering school, and temporary employment agencies.
— 7 apprentices (methods, maintenance, HR, continuous improvement, HSE).
— Engagement in regional colleges and high schools to promote our professions.■

**VERESCENCE
La Granja
SPAIN****Local presence,
global strength****LOCAL OPERATION THROUGH
THE CREATION OF CLUSTERS**

— Internalization of all sorting activities for plain or decorated bottles on-site.
— Development of subcontracting for “door to door” bottle sorting.
— Improvement of S&OP and PIC (Sales and Operations Planning) to facilitate internal decoration.

LOCAL SECTORIAL COLLABORATION

— Collaboration with the Royal Glass Museum for training and exchange of best practices in glass.

GLASS MADE TO LAST.

**COLLABORATION WITH LOCAL
AUTHORITIES**

— Member of several local associations (AMEC, FES, and VIDRIO ESPAÑA).
— Collaboration with the city council for cultural activities, civil protection headquarters, equipment for local festivals, etc.
— Member of the local Emergency Planning Committee.

**LOCAL PRESENCE AND SOCIAL
COMMITMENT**

— Sponsorship of sports activities (local football clubs) and cultural events (Noches Mágicas, Mercado Barroco, Christmas celebrations, etc.).
— Collaboration with various universities, schools, and technical high schools.
— Collaboration with public authorities to promote local employment.
— Sponsorship of a student drawing competition on ecology themes.
— Collaboration with the Cancer Fighting Association.
— Collaboration with the Myasthenia Association.
— Collaboration with the Red Cross in the environmental education program for unemployed individuals in Segovia in 2023, including multiple visits and interventions on our environmental management system.
— Collaboration with the Segovia Food Bank in 2023 during our CSR Week.
— New cement formula in insulators with a local supplier. Reduction of carbon footprint in raw materials.

**Preserving Employment
at Our Sites****PRESERVING THE SECTOR’S TRADES**

— State-certified training center capable of providing qualifications for glass industry professions (Certificado Profesionalidad): 39 workers trained in 2023.
— 45% of the workforce lives in La Granja.■

**VERESCENCE
Covington
USA****Local presence,
global strength****LOCAL OPERATION THROUGH
THE CREATION OF CLUSTERS**

— 80% internalization of glass bottle sorting activity.
— Development of relationships with local suppliers for packaging.

LOCAL SECTORIAL COLLABORATION

— Member of the Newton Chamber of Commerce.

**COLLABORATION WITH LOCAL
AUTHORITIES**

— Member of the local industrial committee.
— Member of the Local Emergency Planning Committee (LEPC).
— Collaboration with the Newton County Chamber of Commerce for meal donations to Piedmont Newton Hospital employees during National Hospital Week.
— Site visit by local firefighters to prepare for potential emergencies.

**LOCAL PRESENCE AND SOCIAL
COMMITMENT**

— Organization of a cancer prevention event.
— “Nutrition” counseling campaign.
— “Adopt a mile” partnership with the city of Covington for roadside cleanup leading to the plant.
— Toy collection campaign for “Toys for Tots” association.
— Support for various community events (Fun Run, Family Fun Day, YMCA race, etc.).
— More responsible purchasing by prioritizing local suppliers.
— Participation in an event honoring veterans.
— Sponsorship of a community race to support local police.



Preserving Employment at Our Sites

PRESERVING THE SECTOR'S TRADES

- Increased conversion of temporary contracts to permanent positions.
- Implementation of a 30-60-90 day plan for new employees.
- Participation in the Connect Newton Teacher Externship Program. ■

VERESCENCE Sparta USA

Local presence, global strength

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

- Strengthening partnership with the current lacquer supplier to ensure 93% of lacquer used is locally produced.
- Establishing a second partnership with another local lacquer supplier.
- Developing collaboration with the local tooling supplier for high-speed printing machines.

LOCAL SECTORIAL COLLABORATION

- Member of the Glass Manufacturing Industry Council (GMIC).

COLLABORATION WITH LOCAL AUTHORITIES

- Participation in Earth Day.
- Site visit by local firefighters to prepare for potential emergencies.
- Meeting with local public service to review energy equipment.
- Participation in local council meetings.

LOCAL PRESENCE AND SOCIAL COMMITMENT

- Expansion of cancer prevention event to cover other forms of cancer.
- Nutrition counseling campaign.
- Participation in an event honoring veterans.
- Toys collection for “Toys for Tots” children and fundraising event.

VERESCENCE

- Participation in the Newton County Chamber of Commerce golf tournament to support the community.

Preserving Employment at Our Sites

PRESERVING THE SECTOR'S TRADES

- 10% additional temporary workers have been hired on permanent contracts.
- Implementation of career paths to promote staff retention, skills development, and job attractiveness.
- Partnerships with local schools to promote the integration of local youth.
- All employees undergo an online ethics training program.
- Implementation of a 30-60-90 day plan for new employees. ■

VERESCENCE Pacific SOUTH KOREA

Local presence, global strength

LOCAL OPERATION THROUGH THE CREATION OF CLUSTERS

- Local sourcing of specific materials tailored to customer demand.

COLLABORATION WITH LOCAL AUTHORITIES

- Participation in the International Ocean Cleanup Day organized by local and national authorities.
- Organizing coastal cleanup activities in collaboration with local authorities.
- Participation in events organized for World Water Day in partnership with local authorities.

LOCAL PRESENCE AND SOCIAL COMMITMENT

- Organizing a breast cancer prevention event.
- Community donation activities (heating, supplies, scholarships, etc.).
- Cake donations for the families of employees and subcontractors. ■





Quality of service and competitiveness

MANAGEMENT AND ORGANIZATION

- Strengthening of “One Verescence” through the roll-out of the Verescence Sustainable Performance System (VSPS) across the Group, based on a strong continuous improvement approach.
- Management of performance at monthly committee meetings by site and by business line, enabling rapid deployment of best practices.
- All sites are subject to CSR objectives covering the three pillars. Included in their respective budgets, these objectives are the subject of a report and are reviewed during monthly “Business Reviews”. All sites thus actively work to reduce their energy and water consumption and their emissions into the air (CO₂, NO_x, SO_x, VOC, etc.), and are committed to recovering as much of their waste as possible by examining all local recycling solutions. All of this data is collected each month within the EHS network and consolidated on a non-financial reporting platform administered by TENNAXIA.
- Monitoring of waste by type and disposal method at all sites: standardization of declarations at all sites.
- Insourcing of bottle sorting activities on our sites in order to optimize our processes, reduce our delivery times and reduce transportation.
- Certification of all Verescence sites across the following standards: ISO 9001, ISO 45001, ISO 14001, ISO 22716 (GMP for Cosmetics).

- “Agilescence” project: improving our workflows to provide customers with premium service, delivering their strategic ranges within a maximum of 4 weeks.
- Assessment of the Quality population for the entire Group.
- All members of the Executive Committee (COMEX) have individual CSR objectives that they deploy within their teams.

Optimizing the environmental impact of our processes

- Each year, Verescence and all its sites evaluate their climate impact performance and water management according to the “CDP Climate Change” and “CDP Water Security” programs. In 2023, the group achieved an A score for “Water Security” and an A- score for “Climate Change.”
- After joining the Science Based Targets initiative (SBTi) and having its decarbonization plan validated under the “Well-Below 2°C” scenario in February 2022, Verescence continues to develop its decarbonization program to converge towards a 1.5°C trajectory.
- Verescence continues to deploy its 2019-2034 decarbonization plan across all Group factories:
 - Standardizing its Verre Infini® 20 (containing 20% PCR glass),
 - Sourcing renewable electricity for its factories,
 - Engaging all sites in energy efficiency plans, benchmarking all initiatives internally and externally.
- All industrial water-consuming factories are equipped with recycling systems.

- Deployment of a common water management standard and mapping of water supply and discharge for 100% of processes: verification of certain water management KPIs by our OTI: KPMG.
- Verescence has an internal EHS reporting tool developed using PowerBI, providing each site the ability to analyze its environmental impacts over comparative periods.

Innovation and eco-design

PRODUCT INNOVATION

- Verescence’s R&D teams, positioned at the Group level, continually work to improve the environmental impact of products manufactured across all our sites:
 - Use of post-consumer recycled glass in our furnaces (Verre Infini® range).
 - Use of water-based lacquers instead of solvent-based ones.
 - Use of organic inks instead of enamels or precious metals.
 - Glassification: replacing plastic with glass for many projects in new territories (mascara applicators, lipstick, etc.).
 - Use of 3D modeling tool to limit industrial prototyping phases generating waste and emissions.
 - Launch of Glass Score, a lightweight rating scale for more sustainable luxury packaging.

MEASURING ENVIRONMENTAL IMPACT

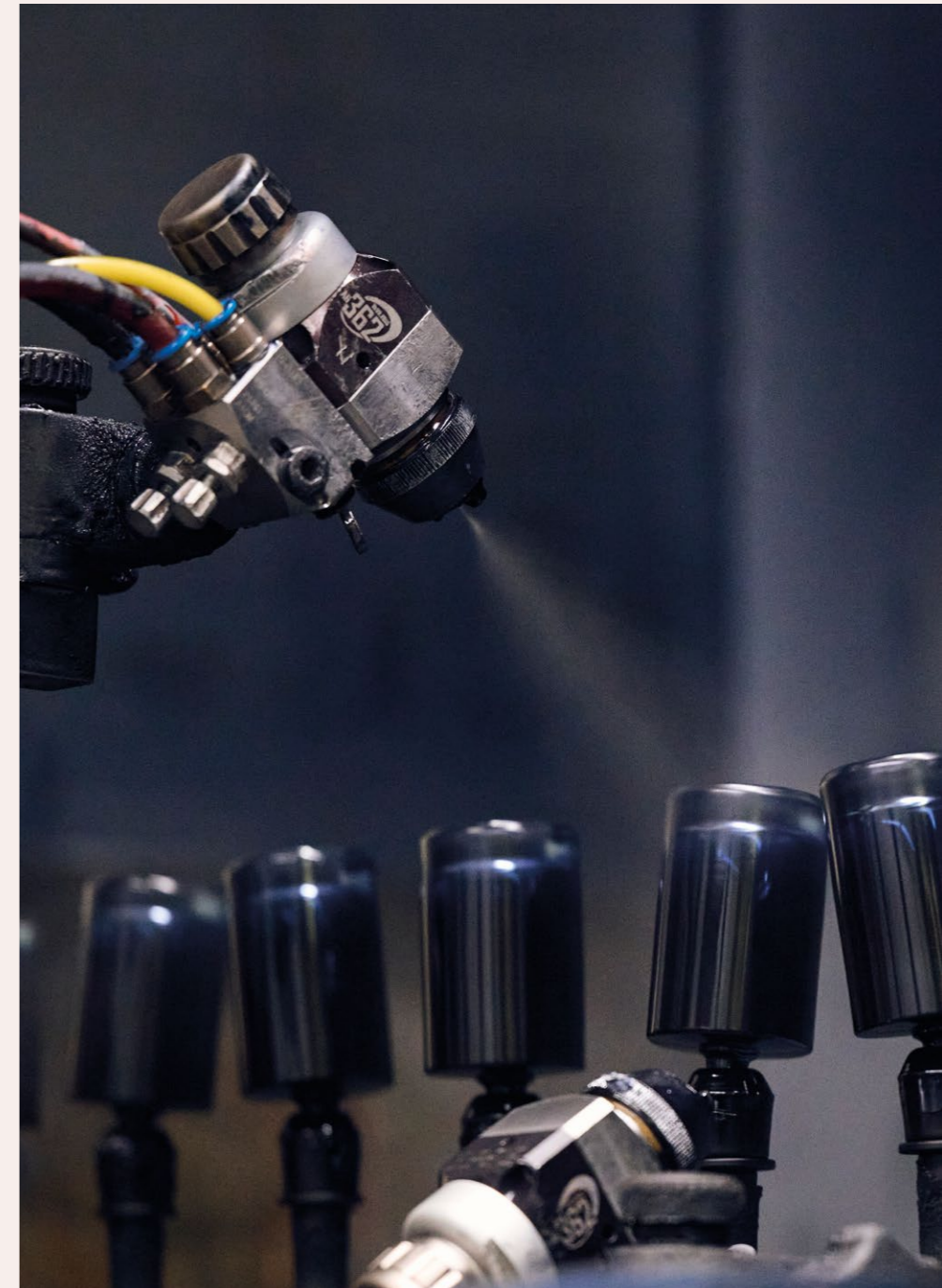
- Evolution of Verescence’s product life cycle assessment (LCA) software with consideration of Verre Infini® 20 and Verre Infini® 40. All Verescence-specific data has been updated to reflect our latest improvements

impacting product life cycles.

- All sites contribute through their performance to enrich the environmental impact model we have developed with our unique LCA analysis tool. This tool allows comparison of two bottles and provides our clients with an objective opinion for the most eco-responsible choice based on eight impact indicators: Climate Change (CO₂), Acidification, Photochemical Oxidation, Eutrophication, Ecotoxicity, Depletion of Mineral Resources, Non-renewable Energy Consumption, and Water Consumption.
- Recyclability study for colored and decorated glass to define recyclability categories and sharing with our key clients for consideration in advance of developments.

EXTERNAL COMMUNICATION

- Educating our clients on the environmental impact of their products during Trend/Innovation presentations.
- Proactive presentation of our CSR strategy and decarbonization plan to our clients.
- Invitation of Verescence to serve as an eco-design expert in partnership with our clients at conferences, training sessions, and individual presentations.
- Organization of multiple “Glass School” training sessions for R&D teams, procurement, and client development.
- Hosting a conference on our water management policy during the third edition of the COSMETIC ENVIRONMENT & SAFETY congress organized by Cosmetic Valley in Normandy on Tuesday, July 4, 2023. ■



VERESCENCE

**VERESCENCE
Mers-les-Bains
FRANCE****Optimizing the
environmental impact of
our processes****ENERGY CONSUMPTION AND
REDUCTION OF CO2 EMISSIONS**

- Maintaining ISO 50001 certification.
 - Air leak detection study in our compressed air network: implementation of a continuous monitoring mode, acquisition of a compressed air leak detection device.
 - Study on implementing a variable-speed compressor to limit energy consumption.
 - Continuation of deploying Technical Energy Management (GTE) equipment.
 - Industrial installation for recovering waste heat from feeders.
 - IS machine ventilation study: improved air regulation and consumption.
 - Intermittent scissors spraying study: reduction of water usage.
 - Economic air blow gun study: compressed air reduction.
 - Feeders insulation works (channels linking the furnace to the forming machine).
 - Line stop standard study: machine energy consumption.
 - Replacement of mat heater burner with gas radiant.
 - Optimization of gas consumption related to fire polishing.
 - Optimization of gas on annealing lehrs.
 - Optimization of air usage for bottle cooling, ejection, and sleeve cooling applications.
 - Implementation of an electric lehr.
 - Installation of compressor and line meters to measure produced compressed air and air required for production.
- REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)**
- Monthly measurements sent to DREAL for monitoring atmospheric emissions: dust, particles, SOx, NOx...
 - Monthly measurement of pollutants in wastewater and legionella search

(monthly reporting to DREAL), addition of bi-monthly measurement from July to December following a prefectural drought decree.

- Monitoring of GTE (technical energy and water consumption management) project to precisely track and analyze consumption across all equipment (water, gas, electricity).

WASTE AND END-OF-LIFE

- Plastic recycling: recovery of our plastics for manufacturing plastic covers and sheaths (secondary raw material).
- Comprehensive analysis of waste in terms of costs and volumes.
- Identification and rationalization of all waste disposal channels.
- Integration of all recyclable waste from our subcontractors.
- Recovery of decorated bottles rejects from Verescence Somme for reintroduction into our furnaces.

REDUCED IMPACT ON WATER

- Deployment of water meters for better understanding of our industrial uses.
- Addition of meters to measure our domestic wastewater discharges.
- Reliability enhancement of FISA machine to reduce water consumption and decrease electrochemical waste discharges.
- Replacement of FISA machine to eliminate water consumption on this equipment.
- Implementation of a monitoring screen with alarms for quicker response in case of malfunction.
- QRQC activation as soon as the daily consumption threshold is exceeded.

COMMUNICATION

- CSR Day, intervention, and communication on energy aspects.
- Solicitation of employees for energy improvement ideas (call for good ideas).
- Communication campaign on energy efficiency and water consumption aimed at all employees.

MANAGEMENT

- Energy cell and weekly animation by a specific pillar.■

**VERESCENCE
Orne
FRANCE****Optimizing the
environmental impact of
our processes****ENERGY CONSUMPTION AND
REDUCTION OF CO2 EMISSIONS**

- Progressive installation of low-energy LED lights and presence detectors throughout the site.
- Commissioning of a variable-speed compressor.
- Project implementation of Technical Energy and Water Management (GTE) on site.
- Equipping a screen-printing machine with a UV lamp for Full UV process validation.
- Implementation of an electric lehr.
- Project to install destratifiers for heating in storage areas and lacquering workshop.
- Counter-typing of enamel ink productions into organic.
- Study for boiler replacement.
- Automatic shutdown of suction/convection and conveyors when gas lehr temperature drops below 80°C.
- Ceasing of acid-etching/water station to lower overall gas consumption by 35%.

**REDUCTION OF POLLUTION
(AIR, WATER, SOIL, EMISSIONS)**

- Replacement of lacquering filtration units.
- Installation of covered retention for hazardous material storage.
- Reorganization of storage areas near sprinklers.
- Ceasing of acid-etching/water station.
- Elimination of legionella risk related to the water station of the acid-etching activity.

WASTE AND END-OF-LIFE

- Increased selective waste valorization: recycling of polyethylene plastic films, PE/PS thermoformed materials, and lost wooden pallets.
- Recycling of glass to Mers-les-Bains (bare glass and lacquered glass).

- Reduction of hazardous waste related to ceasing acid-etching/water station.
- Implementation of selective sorting in break rooms and offices.
- Implementation of cigarette butt collection.

REDUCED IMPACT ON WATER

- Reuse and recycling of effluents wherever possible: automatic purging setup on TAR.
- Management of water footprint through systematic and targeted data collection on withdrawals, discharges, and process needs, capable of specifying our consumption and recycling capacities.
- Study for rainwater recovery for integration into our processes.
- 70% reduction in water consumption related to ceasing acid-etching/water station.

COMMUNICATION

- Employee awareness of eco-friendly practices (waste sorting, energy usage, etc.).
- Establishment of environmental event monitoring at the factory level.
- Communication via internal journal.
- Creation of environmental messages/posters.
- Development of new signage for implementing selective sorting.

MANAGEMENT

- Weekly meetings with an Energy pillar for monitoring energy consumption.
- Monthly energy consumption monitoring by CODIR and COPIL.
- Opening of an alternating EHS position.■

**VERESCENCE
Somme
FRANCE****Optimizing the
environmental impact of
our processes****ENERGY CONSUMPTION AND
REDUCTION OF CO2 EMISSIONS**

- Compressor room overhaul with air volume and energy consumption

GLASS MADE TO LAST.

- monitoring.
- Gradual transition to LED lighting in auxiliary areas and support zones.
- Implementation of electric lehrs in new projects.
- Replacement of UV lamps with LED lamps.
- Progressive elimination of enamels in favor of organic inks: reducing curing temperature from 650°C to 150°C.
- Replacement of administrative boiler.
- Discontinuation of compressed air for bottle cooling.
- Shutdown of exterior lighting on weekends.
- Installation of destratifiers in our logistics warehouses.
- Identification and shutdown of unused equipment on weekends.
- Integration of infrared arches.
- Standardization of temperatures in APU/Offices.
- Installation of flexible doors to limit fresh air intake.
- Implementation of Technical Energy and Water Management (GTE).

**REDUCTION OF POLLUTION
(AIR, WATER, SOIL, EMISSIONS)**

- Reduction of atmospheric emissions by replacing dry filters with closed-circuit water curtains on a lacquering line.
- Removal of the silicone line.
- Process improvement project for filter change led by the APU leader.
- Implementation of a chemical storage container with retention for maintenance service.

WASTE AND END-OF-LIFE

- Pressing of paint sludge to reduce water content and thereby decrease waste volume for treatment.
- Recycling: cardboard, transparent PE plastics, akilux, thermoformed materials, and merchant pallets, as well as colored glass.
- Distribution of recyclable water bottles to all employees to eliminate plastic cups and reduce cardboard cup usage.
- Management of selective sorting.
- Sending rejected glass to Mers-les-Bains site for reuse in furnaces.
- Implementation of cigarette butt

- collection with associated recycling channel.
- Establishment of paper recycling system in offices and APU living areas.
- Introduction of a new system for paint residues.

REDUCED IMPACT ON WATER

- Reuse and recycling of effluents in water-intensive processes (lacquering lines, etc.).
- Installation of additional water meters to monitor and optimize consumption.
- Monitoring of water withdrawals (sub-metering).
- Implementation of closed-loop system on a lacquering line.
- Enhanced water consumption management through systematic and targeted data collection on withdrawals, discharges, and process needs, specifying our consumption and recycling capabilities.
- Removal of silicone line (40% reduction in water consumption).
- Reuse of water from pressing paint sludge in lacquering pits.

COMMUNICATION

- Employee awareness of eco-friendly practices (waste sorting, energy conservation, etc.).
- Creation of environmental messages.
- Communication via internal journal.
- Implementation of an anti-cigarette butt campaign.

MANAGEMENT

- Hiring of an EHS technician on a fixed-term contract to work on specific themes, including GTE deployment.■

**VERESCENCE
La Granja
SPAIN****Optimizing the
environmental impact of
our processes****ENERGY CONSUMPTION AND
REDUCTION OF CO2 EMISSIONS**

- Elimination of external warehouses to reduce finished product transportation.

VERESCENCE

- Implementation of “door-to-door” bottle sorting to reduce internal logistics chain at the finishing plant.
- Renewable energy Power Purchase Agreement aiming for carbon neutrality of our electricity consumption on site.
- Replacement of all fuel-based company vehicles with hybrid vehicles.
- Installation of an electric vehicle charging station in site parking to promote electromobility.
- Installation of LED lighting throughout the entire factory.
- New Furnace 2 with improved thermal insulation and higher efficiency (-20% gas consumption).
- Deployment of GTE project to monitor real-time gas and electricity consumption.

REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Installation of soundproof casing in air generator to reduce noise.
- Project for installation of a new wastewater treatment plant to reuse water consumption from insulators.
- New 100% electric lacquering line.
- Equipment installation on conveyor belt to prevent dust pollution.

WASTE AND END-OF-LIFE

- Improved sorting of non-recyclable waste and enhanced recyclability for certain waste categories: colored glass, cement, dirty cullet.
- 100% recycling of liquid waste produced by lacquering lines and waste from tool cleaning machines.
- End-of-life management of glass insulators: Life Cycle Assessment report published.
- Establishment of workshop to repair broken pallets and reduce wood waste.
- Internal cardboard/wood packaging for insulators replaced with thermoformed trays reusable multiple times.
- All new product launches utilize lacquering process instead of feeder coloring to increase recyclability.

REDUCED IMPACT ON WATER

- Water emergency plan for drought due to climate change (consumption

adjustments, leak control, water dosing, etc.).

- 50% reduction in water evaporation in cooling towers through temperature control and water adjustments.
- Water-saving project: Stage 3 completed in 2023: monthly reports for each department to monitor water consumption. Improved performance achieved in departments like assembly.
- New decanter being installed to reuse wastewater from assembly department.
- Low-consumption taps installed in locker rooms to save domestic water.
- 23% reduction in domestic public water consumption compared to 2022.

COMMUNICATION

- Communication on waste sorting.
- Newsletter on CSR improvements (shared video).
- Newsletter on ISO 50001 and energy improvements achieved with new Furnace 2, LED installation, use of PCR cullet in Furnace 1, etc.

MANAGEMENT

- ISO 50001 certified since December 2021. Consolidated in 2023 with the third annual audit.
- Proposal for lacquered glass instead of tank-colored glass to increase glass recycling in our sector.■

VERESCENCE Covington USA**Optimizing the environmental impact of our processes****ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS**

- Recertification in the first quarter for annual CO2 emissions.
- Installation of a new fixed gas analyzer to improve gas/air ratio and burner efficiency, reducing gas consumption and CO2 emissions.
- Installation of LED lighting.
- Repair and re-insulation of the furnace vault.

REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Replacement of all silo dust collectors with new high-efficiency units to reduce emissions.
- Replacement of 2 out of 4 silo dust collectors, with the 3rd scheduled for replacement in the second quarter of 2024.
- Installation of a vent for soda silos in the first quarter of 2023.
- Annual inspection of chimneys (although not mandated by US regulatory bodies), aligning with our global commitment to reduce NOx, SOx, and particulate emissions.
- Quarterly cleaning of the parking lot to reduce sediment runoff contamination to adjacent properties.

WASTE AND END-OF-LIFE

- Reduction in waste compactor use through improved cardboard and plastic recycling.
- Recycling of all cardboard and metals.
- Recycling of precious metals (molds/probes from furnaces).
- Recycling of printer cartridges and IT waste (Green IT).
- Reduction of packaging waste with a major client by using reusable packaging.
- Introduction of decorated glass into batch formulations.
- Implementation of a “Universal Waste Management Program” including batteries and light bulbs to efficiently eliminate unnecessary waste.
- Recycling of all packaging waste from the sorting area.
- Commissioning of an independent study to assess waste streams for recycling opportunities (e.g., stretch film).

REDUCED IMPACT ON WATER

- Installation of reservoir and pumping system to recycle water used for cooling pump seals at the oxygen production station (saving 51 m³ per day).
- Project to cease on-site oxygen production and switch to delivery only,

reducing site water consumption by 40%.

COMMUNICATION

- Annual employee training on environmental issues related to our activities.
- Annual Earth Day celebration.

MANAGEMENT

- Annual risk assessment audit.
- Successful ISO 14001 certification audit.
- New ISO 50001 certification (energy).■

VERESCENCE Sparta USA**Optimizing the environmental impact of our processes****ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS**

- Reduction of energy consumption by prioritizing organic inks for decorations.
- Measures aimed at reducing energy consumption:
 - Detection and repair of air leaks.
 - Optimization of lehrs usage.
- Installation of LED lighting throughout the factory.
- Replacement of the old refrigeration unit with a high-efficiency unit.
- Roof re-insulation of the factory.

REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Renovation project for lacquering lines:
 - Improvement of air filtration system.
 - Enhancement of air circulation system.
 - Elimination of spray water curtain to reduce water usage by 50% and elimination of wastewater.
- Discontinuation of the Acid-etching process, resulting in reduced water treatment costs and decreased pollution risks.

WASTE AND END-OF-LIFE

- Recycling of all undecorated glass waste.

GLASS MADE TO LAST.

— “Universal Waste Management Program” including batteries and light bulbs, aimed at efficiently eliminating unnecessary waste.

- Reuse of decorated glass in the bottle manufacturing process.
- Better use of packaging. Reuse of common packaging between Covington and Sparta.
- Mandatory presentation to each client: life cycle and glass recycling.
- Recycling of precious metals from ink waste.
- Negotiation of waste transportation costs.

REDUCED IMPACT ON WATER

- Dismantling of the polishing line and closure of the wastewater treatment station.

COMMUNICATION

- Presentation during the CSR Day.
- Annual celebration of Earth Day.
- Annual “Right to Know” training aimed at informing employees about their rights regarding health and safety at work, as well as potential risks associated with their work environment.
- Review of waste sorting instructions.

MANAGEMENT

- Successful ISO 14001 certification audit.■

VERESCENCE Pacific SOUTH KOREA**Optimizing the environmental impact of our processes****ENERGY CONSUMPTION AND REDUCTION OF CO2 EMISSIONS**

- Improvement of lighting system to reduce consumption (LED bulb replacement, installation of motion sensor lights).
- Energy consumption reduction through air conditioning timer and temperature control.
- Installation of photovoltaic panels on the factory roof to reduce electricity consumption.

— Purchase of 31,000 MWh of electricity from renewable sources for the period from January 1 to December 31, 2023.

REDUCTION OF POLLUTION (AIR, WATER, SOIL, EMISSIONS)

- Agreement with the Chungnam provincial government to take measures to reduce NOx emissions and plant trees in the factories. Effective measure from 2021 to 2024.
- Monthly measurement of water and air quality to manage pollutants.
- Reduction of SOx emissions by using low sulfur content fuels.
- Regular analysis of pollution levels through soil surveys.

WASTE AND END-OF-LIFE

- Reuse of lacquered bottles to reduce glass waste.
- Recycling of undecorated glass waste.

REDUCED IMPACT ON WATER

- Meeting with Verescence France to add a flow meter for wastewater reuse.
- Calibration of the existing flow meter to improve accuracy.

COMMUNICATION

- Communication regarding waste sorting and disposal.
- Employee awareness about ocean cleaning program.
- Presentation of initiatives during CSR Day.

MANAGEMENT

- Successful ISO 14001 certification audit.■

VERESCENCE HAS SET OUT ITS STRATEGY AND REPORTING IN ACCORDANCE WITH THE PRINCIPLES OF THE GRI (GLOBAL REPORTING INITIATIVE) IN ORDER TO ENSURE THE COMPLETENESS OF ITS APPROACH.

Below, you will find the equivalence table to assess the compliance of our CSR report with the Core criteria defined by the GRI (cf. Gri-G4).

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
102	GENERAL DISCLOSURES		
102-1	Name of the organization	▼	Cover page
102-2	Activities, brands, products and services: description of the organization's activities, brands, products, and services	▼	About Verescence
102-3	Location of the organization's headquarters	▼	About Verescence
102-4	Location of operations: number of countries where the organization operates, names of countries where the organization has significant operations or operations that are specifically relevant to this report	▼	About Verescence
102-5	Nature of ownership and legal form	▽	-
102-6	Markets served: geographic location of markets, sectors served, and types of customers and users/consumers	▼	About Verescence
102-7	Scale of the organization: number of employees, information about operations, sales, capitalization and sales of products	▼	About Verescence Value chain
102-8	Information about employees and other workers: employees by type of employment contract (permanent/temporary), gender, region, full time/part time, and whether a substantial portion of the organization's work is performed by workers who are not employees of the organization	▼	About Verescence Value chain
102-9	Supply chain: including the organization's main structure for the activities, brands, products and services	▼	Value chain
102-10	Significant changes regarding the organization's size, structure, ownership, or its supply chain (change in the location of operations, main suppliers, or the share capital structure)	▼	Three-pillar CSR strategy and governance
102-11	Approach to the precautionary principle	▽	-
102-12	External initiatives (list of CSR charters, principles, or other initiatives that the organization endorses)	▼	Three-pillar CSR strategy and governance

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
102-13	Membership of associations (list of memberships of international industry associations or organizations or other associations or organizations incorporating CSR issues)	▼	Three-pillar CSR strategy and governance
102-14	Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of CSR to the organization and the strategy developed	▼	Editorial
102-16	Values, principles, standards, and norms of behavior	▼	Editorial
102-18	Governance structure of the organization, including committees of the highest governance body and their CSR responsibilities	▼	Governance & sustainable performance system
102-40	List of the Group's stakeholders	▼	Value chain
102-41	Collective bargaining agreements: percentage of employees covered by collective bargaining agreements	▼	100% of employees covered by collective bargaining agreements in all countries where the legal framework allows
102-42	Collective bargaining agreements: percentage of employees covered by collective bargaining agreements	▽	-
102-43	Approach to stakeholders: the organization's approach to stakeholders, including frequency of engagement and specific commitments made for each stakeholder group	▽	-
102-44	Key topics that have been raised through stakeholder engagement: including how the organization has responded to those key topics and the stakeholders concerned	▼	-
102-45	Entities included in the organization's consolidated financial statements: including reasons justifying exclusion	▼	-
102-46	Report content and boundaries: process for defining the report content and the Aspect Boundaries	▼	Value chain
102-47	List of material Aspects identified in the process for defining report content	▼	Value chain
102-48	Review of previous statements: the reasons for and effects of restatements of information provided in previous reports	▼	Clarification on the definition of our main key indicators (cf. Methodology Note)
102-49	Changes in reporting: significant changes from the previous year in the list of material Aspects and report content	▼	-
102-50	Reporting period	▼	2023 calendar year
102-51	Date of the most recent previous report (if any)	▼	July 2023
102-52	Reporting cycle	▼	Annual
102-53	Contact point for questions regarding the report or its contents	▼	Contact us
102-54	Reporting statements in accordance with GRI standards: this report has been prepared in accordance with GRI standards: Core or Comprehensive	▼	GRI Equivalence Table (Global Reporting Initiative) Core criteria (cf. GRI-G4)
102-55	GRI Equivalence Table	▼	GRI Equivalence Table (Global Reporting Initiative). Core criteria (cf. GRI-G4)
102-56	External assurance: description of the organization's approach with regard to seeking external assurance for the data in the report (if the report has been externally assured, and the External Assurance Report, if any)	▼	Reasonable assurance opinion issued by KPMG

*GRI : Global Reporting Initiative

▼ Complete equivalence ▽ Partial equivalence ▽ No equivalence

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
	SPECIFIC DISCLOSURES		
20	ECONOMIC		
201	Economic performance		
201-1	Direct economic value generated and distributed	▼	Value chain: financial resources and impacts
204	Procurement practices		
204-1	Proportion of spending on local suppliers	▼	Act for Society: 2023 in key figures
205	Anti-corruption		
205-2	Communication and training on anti-corruption policies and procedures	▼	CSR dashboard: Act for Society - Business ethics
30	ENVIRONMENT		
301	Materials		
301-2	Recycled input materials	▼	Eco Solutions: 2023 in key figures
302	Energy		
302-3	Energy intensity	▼	Eco Solutions: optimizing the environmental impact of our processes Value chain: environmental assets
302-4	Reduction of energy consumption	▼	Eco Solutions: optimizing the environmental impact of our processes Value chain: environmental assets
303	Water		
303-1	Total water withdrawal by source	▼	Value chain: environmental assets CSR dashboard Eco Solutions: optimizing the environmental impact of our processes
305	Emissions		
305-4	Greenhouse gas (GHG) emissions intensity	▼	Value chain: environmental assets CSR dashboard Eco Solutions: optimizing the environmental impact of our processes
305-5	Reduction of greenhouse gas (GHG) emissions	▼	Value chain: environmental assets CSR dashboard Eco Solutions: optimizing the environmental impact of our processes
306	Effluents and waste		
306-2	Waste by type and disposal method	▼	Value chain: environmental assets CSR dashboard Eco Solutions: optimizing the environmental impact of our processes

NO.	GRI INDICATORS	EQUIV.	SECTION/COMMENTS
40	SOCIAL		
401	Employment		
401-1	New employee hires and employee turnover	▼	Value chain: intellectual assets
403	Occupational health and safety		
403-2	Type of injury and rates of injury, occupational diseases, absenteeism, and work-related fatalities	▼	People First: health and safety, Well-being at work and recognition - CSR dashboard
404	Training and Education		
404-1	Average hours of training per employee	▼	CSR dashboard - People First: skills and careers
404-2	Programs for skills management and programs that assist employees in managing career endings	▼	CSR dashboard - People First: skills and careers Act for Society: preserving employment at our sites
405	Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	▼	CSR dashboard: People First - Diversity
405-2	Ratio of basic salary and remuneration of women to men	▽	-
407	Freedom of association and collective bargaining		
407-1	Operations and suppliers identified in which the right to collective bargaining may be at risk	▼	CSR dashboard: Act for society - Responsible purchasing
413	Local Communities		
413-1	Local community engagement, impact assessments, and development programs	▼	Act for Society: preserving employment on our sites
417	Product and Service Labeling		
417-1	Product and service information and labeling requirements	▼	CSR dashboard: Eco Solutions - Innovation and eco-design

▼ Complete equivalence ▾ Partial equivalence ▽ No equivalence



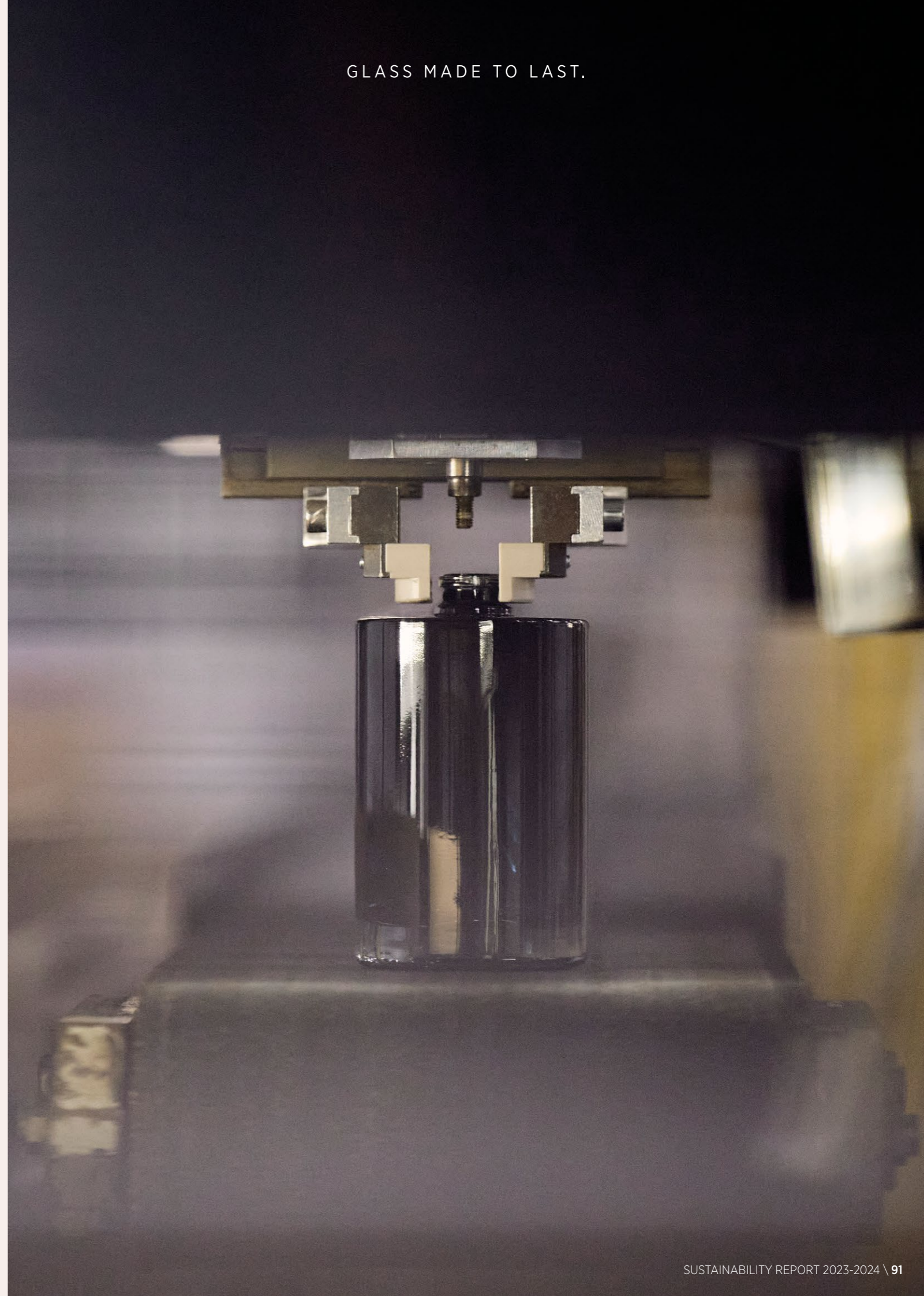
VERESCENCE HAS JOINED THE GLOBAL COMPACT IN 2018 AND IS COMMITTED TO THE TEN PRINCIPLES.

Each year, the Group issues a COP (Communication On Progress), which is published on the global compact website.

This report constitutes Verescence's 2023 COP (2023-2024 data).

NO.	TEN PRINCIPLES OF THE GLOBAL COMPACT	EQUIV.	PILLARS AND ASSOCIATED THEMES
	HUMAN RIGHTS		
1	Businesses should support and respect the protection of internationally proclaimed human rights.	▼	People First - Health and Safety
2	Businesses should make sure that they are not complicit in human rights abuses.	▼	Act For Society - Sustainable procurement
	LABOR		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	▼	People first - Well-being at work and recognition
4	Businesses should contribute to the elimination of all forms of forced and compulsory labor.	▼	Act For Society - Sustainable procurement
5	Businesses should contribute to the effective abolition of child labor.	▼	Act For Society - Sustainable procurement
6	Businesses should contribute to the elimination of discrimination in respect of employment and occupation.	▼	People First - Diversity
	ENVIRONMENT		
7	Businesses should support a precautionary approach to environmental challenges.	▼	Eco Solutions - Optimizing the environmental impact of our processes
8	Businesses should undertake initiatives to promote greater environmental responsibility.	▼	Eco Solutions - Optimizing the environmental impact of our processes
9	Les entreprises sont invitées à favoriser la mise au point et la diffusion de technologies respectueuses de l'environnement.	▼	Eco Solutions - Innovation and eco-design
	ANTI-CORRUPTION		
10	Businesses should work against corruption in all its forms, including extortion and bribery.	▼	Act For Society - Business ethics

▼ Complete equivalence ▼ Partial equivalence ▼ No equivalence



**Report of one of the
Statutory Auditors
on the verification
of a selection of
social, societal and
environmental
information
presented in the
Sustainability
Report
Year ended
December 31st, 2023**

To the annual general meeting,

In our capacity as Statutory Auditor of your company Verescence (hereinafter the “Entity”) and in reply to your request, we have undertaken a reasonable assurance engagement on a selection of social, societal and environmental information¹ (hereinafter the “Information”) selected by the Entity, prepared in accordance with the entity’s procedures (hereinafter the “Guidelines”), and identified by the symbol √ in the Sustainability Report for the year ended December 31st, 2023 (hereinafter the “Report”).

The conclusion expressed below relate solely to the Information and not to all the information presented in the Report.

**REASONABLE ASSURANCE
CONCLUSION ON SELECTED
NON-FINANCIAL INFORMATION**

As rainwater is taken into account in the volume of water discharged at the La Granja site, the estimate of the “Water consumption vs. Water needs” indicator is not accurate.

Based on the procedures we performed, as described under the “Nature and scope of procedures” paragraph, and the evidence we obtained, nothing has come to our attention that causes us to believe that the Information selected by the entity and identified by the symbol √ in the Report, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

**PREPARATION OF
THE INFORMATION**

The absence of a commonly used and generally accepted reporting framework or of a significant body of established practices on which to draw to assess and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, summarized in the Report (or available on the entity’s website or on request from its headquarters).

RESPONSIBILITY OF THE ENTITY

Management of the entity is responsible for:

- selecting or establishing suitable criteria for preparing the Information,
- preparing the Information by applying the entity’s “Guidelines” as referred above, and
- designing, implementing, and maintaining internal control over information relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

**RESPONSIBILITY OF
THE STATUTORY AUDITOR**

Based on our work, our responsibility is to provide a report expressing a reasonable assurance conclusion on the fair presentation of the Information, in all material respects, in accordance with the Guidelines.

As we are engaged to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

**APPLICABLE PROFESSIONAL
GUIDANCE**

We performed our reasonable assurance engagement in accordance with the

professional guidance issued by the French Institute of statutory auditors (Compagnie nationale des commissaires aux comptes “CNCC”) applicable to such engagement and the international standard ISAE 3000 (revised)² and with the international standard ISAE 3410³.

**OUR INDEPENDENCE
AND QUALITY CONTROL**

Our independence is defined by the provisions of Article L. 822-11 of the French Commercial Code and the French Code of Ethics for Statutory Auditors (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) relating to this engagement.

MEANS AND RESOURCES

Our work engaged the skills of five people between March and June 2024 and took a total of six weeks. We were assisted in our work by our specialists in sustainable development and corporate social responsibility.

**NATURE AND SCOPE
OF PROCEDURES**

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise. The procedures we performed were based on our professional judgment. In carrying out our reasonable assurance engagement on the Information:
– We obtained an understanding of the entity’s activity,

– We assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best practices within the sector,
– We obtained an understanding of internal control and risk management procedures the entity implemented, and assessed the data collection process aimed at ensuring the fairness of the Information,
– For the selected Information, we implemented:

- analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data,
- tests of details, using sampling techniques, in order to verify the proper application of definitions and procedures and reconcile the data with supporting documents.

This work was carried out on a selection of contributing entities⁴ and at the entity’s headquarters and covers between 45% and 100% of the Information identified by the sign √ in the Report.

Paris-La Défense, on 21 June 2024

KPMG S.A.

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Partner

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¹ See the selection of social, environmental, and societal information presented in the Appendix

² ISAE 3000 (Revised) - Assurance Engagements Other Than Audits or Reviews of Historical Financial Information

³ ISAE 3410 - Assurance Engagements on Greenhouse Gas Statements

⁴ Mers-les-Bains (France), La Granja (Spain), Covington (USA), Verescence Pacific (South Korea)

SOCIAL, ENVIRONMENTAL, AND SOCIETAL INFORMATION VERIFIED WITH REASONABLE ASSURANCE

Social indicators
Lost time accident frequency rate (TFI)
Investments allocated to improving working conditions and EHS initiatives vs. Total Investments
Absenteeism rate
Number of trained employees vs. Number of employees
Number of promotions
Percentage of female managers
Percentage of female recruits
Societal indicators
Local purchases vs. Purchasing volume
Number of qualification approaches
Number of suppliers that have signed the CSR Charter vs. Number of suppliers listed on the Verescence CSRI panel (suppliers with a significant effect on Verescence's CSR impact)
High-risk employees trained and qualified on corruption risks vs. Total workforce
High-risk employees trained and qualified on information security vs. Total workforce
Environmental indicators
Environmental indicators
Customer complaint rate
Number of commercial offers issued and accompanied by an LCA
Post-Consumer Recycled (PCR) glass content rate in Infini® 20 and Infini® 40 glass bottles sold
Rate of glass bottles produced with PCR glass
CO2 emissions (Scope 1: Direct GHG; Scope 2: Energy Indirect GHG)
CO2 emissions (Scope 3)
NOX emissions for glass manufacturing sites
SOX emissions for glass manufacturing sites
Fine particle emissions for glass manufacturing sites
Water withdrawal per metric ton of glass
Recycled water vs. Water needs
Water withdrawal by source -total volumes, by sources
Water discharge by destination -total volumes, by destination, by final treatment level
Waste recycling rate
Total quantity of waste per ton of glass drawn
Water consumption vs. Water needs
BOD5 - per ton of pulled glass
COD - per ton of pulled glass
TSS - per ton of pulled glass



FOR ALL QUESTIONS RELATING TO THE
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