



AXILONE

**CORPORATE
SOCIAL
RESPONSIBILITY**
2024 - 2025
LEAFLET

INTRODUCTION

**Axilone firmly on course with its sustainability ambitions
— turning commitments into impact**

SYLVAIN JAQUET – CHIEF OPERATIONS OFFICER

After releasing our first CSR report at the end of 2024, the year 2025 marked an important phase of consolidation and maturity for our CSR governance. Throughout the year, we strengthened our internal routines, embedding CSR at the core of ExCom decision making while ensuring consistent deployment across all our entities.

This collective effort culminated in the publication of our new CSR policy at the beginning of 2026, reflecting our enhanced ambitions and the solid foundations built during the previous year.

To reinforce transparency and track our progress, the publication of our CSR roadmap achievements will now take place annually at the beginning of each year (Q1), sharing clear visibility on the actions completed and the milestones reached.

In addition, our carbon footprint results — a key indicator of our climate commitment — will be published separately, with the annual update released at the beginning of the second half of the year. This dedicated timing ensures the highest level of accuracy and traceability in line with our environmental commitments.

Major initiatives were launched in relation to our CSR pillars, demonstrating our commitment to driving meaningful and measurable impact:

• **Supporting and empowering our employees**

We initiated the deployment of the « Living Wage » program across our plants, reinforcing our ambition to provide fair and responsible working conditions globally. In parallel, we launched the implementation of the SMETA audit, strengthening transparency and social compliance throughout our operations.

• **Preserving our resources**

Our application to the Science Based Targets initiative (SBTi) marks a significant step in formalizing our climate trajectory. In addition, we have developed our decarbonization roadmap for both aluminum and plastic components, laying the foundation for a structured and long term reduction of our environmental footprint.

• **Engaging our partners**

We will extend our impact beyond our own operations by launching a dedicated Sustainable Purchasing group initiative in 2026. This program will enhance supplier engagement, reinforce responsible procurement practices, and amplify our collective contribution to sustainability.

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SURROUNDING OUR EMPLOYEES

NEW GROUP INITIATIVES

Alongside the group roadmaps, three major initiatives were launched in 2025, reflecting our commitment to strengthening social responsibility across all our sites:



► **Living Wage Initiative**
This program was launched to ensure that the income of Axlone employees covers essential needs — including housing, food, healthcare, transportation and education — for themselves and their families, going beyond the legal minimum wage requirements. The initiative began with Axlone Metal in 2025 and will be progressively rolled out across our other plants in 2026.



► **External SMETA Audit Implementation**
In response to our customers’ expectations and our ambition to reinforce ethical and responsible practices, we initiated the deployment of external SMETA (Sedex Members Ethical Trade Audit) audits. The first audits were carried out at Axlone China in 2025, and implementation will continue across our remaining plants in 2026.



► **Structure and accelerate the inclusion of people with disabilities**
Axlone Plastique has signed an agreement with Agefiph Bretagne (an association for the professional integration of disabled people), aimed at structuring and accelerating the inclusion of people with disabilities at its Auray and Guidel sites. This partnership formalizes a concrete commitment to integrate disability into Axlone’s CSR strategy and to secure the career paths of its employees, in particular to achieve an employment rate of 4.5% for people with disabilities within two years.

Roadmap

Topics	KPI	FY 2023	FY 2024	FY 2025	Var.	Target 2026	Target 2030
Safety at Work	Severity Rate	0,03	0,02	0,02	-0	-20% vs Average (2022-2023)	-30% vs Average (2022-2023)
	Frequency Rate - TF1	1,1	1,1	0,8	-0,3	<= 1	<= 1
Quality of Life at Work	Internal Survey attendance	n.a	n.a	49%	-	All employees every two years	All employees every two years
	% of employee who recommend Axlone	n.a	n.a	79%	-	>75%	>80%
Equality	Gender equality	58%	56%	56%	-	Range 40% - 60%	Range 50% - 70%
	Gender equality in Promotion	68%	65%	77%	+12	Range 90% - 110%	Range 90% - 110%
	Solidarity job	1,1%	1,0%	1,3%	+0,3	1,5%	2%
Employability	Overall # hours training per employee number	10,9	9,8	12,6	3	12,0	12,0



Our “Safety First” initiative continued to progress across the Group, supported by our annual Safety Days and Safety Weeks, which play a key role in raising awareness among all employees about workplace risks.

In 2025, each entity focused on specific safety priorities aligned with their operational context:

- *Axlone Asia*: safe vehicle operation and traffic management on site
- *Axlone Metal*: strengthened safety standards related to the plant extension.
- *Axlone Plastique*: safety risk identification and employee well being sessions through sophrology

Thanks to these collective efforts, our TF1 frequency rate decreased significantly to 0.8 in 2025, marking an improvement compared with previous years and demonstrating the effectiveness of our prevention culture.

Internal engagement surveys were rolled out in 2025 across our industrial sites, reaching 49% of the workforce. Two out of three plants exceeded our engagement target of 75%, and overall, 79% of employees expressed satisfaction with being part of Axlone.

The insights collected during these surveys are being integrated into our 2026 plans to further strengthen quality of working life, ensuring that employee feedback directly shapes our continuous improvement approach.

Gender equality in promotions has improved to 77%, reflecting positive momentum. Although this level does not yet meet our ambition of near full parity (100%), it demonstrates steady progress toward equal promotion opportunities.

In 2025, several initiatives were implemented to support the development of solidarity employment. Notably, our French entity established a working group with external support to enhance the integration of people with disabilities, resulting in a significant improvement in their representation within the organization. As a result, solidarity jobs increased by 0.3 points in 2025 compared to 2024.

Training hours per employee rose significantly in 2025 to an average of 12.6 hours, up from 8 hours in 2022. Reflecting this strong progression, our 2030 target has been revised to ensure a minimum of 12 training hours per employee per year, corresponding to a 50% increase versus 2022.



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PRESERVING OUR RESOURCES

The main focus of 2025 was the preparation of our decarbonization program. This work enabled us to formally commit to the SBTi at the end of 2025 with the following targets:

SBTi Targets (baseline 2023)

- **Scopes 1 & 2:** Absolute reduction by 54.6% by 2033
- **Scope 3:** Intensity reduction by 32.5% (per ton of raw materials)

This ambitious commitment to reducing our carbon footprint is made possible thanks to the strategy we are developing jointly with our customers and suppliers. Our roadmap is built around three main decarbonization pillars:



► **Low carbon aluminum**

We have now developed a full range of aluminum solutions with significantly lower carbon emissions, enabling our customers to reduce the footprint of their packaging without compromising performance or aesthetics.



► **Low carbon plastic design**

A comprehensive set of solutions is being developed using materials with a reduced carbon impact, integrating recycled content, and ensuring end of life recyclability of the finished products. These innovations support circularity while maintaining high level technical and visual requirements.



► **Decarbonization of other components**

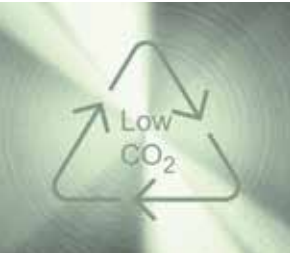
A broader decarbonization strategy for our additional components will be deployed starting in 2026. Some initiatives, however, are already underway — such as the introduction of PCR based magnets — illustrating our commitment to early action.

Roadmap

Topics	KPI	FY 2023	FY 2024	FY 2025	Target 2026	Target 2030
Raw materials	% recycled or reused plastic material used	43%	39%	43%	43%	45%
	Aluminum low carbon sourcing (<9 tCO2e/T)	10%	21%	40%	45%	65%
	Less solvent Varnish consumption	21%	25%	28%	30%	50%
Carbon Footprint	Scope 1 & 2	19,4	11,8	H2 2026	10,9	9,3
	Scope 1& 2 emissions reduction vs 2023	-	-39%	H2 2026	-44%	-52%
	Scope 3 emissions intensity vs 2023	-	-7%	H2 2026	-12%	-29%
	Scope 3	137,1	105,7	H2 2026	-	-
	Scope 1+2 + 3	156,6	117,5	H2 2026	-	-
Water	Water cosumption (cl / cm2)	0,72	0,86	0,97%	<=0.9	<=0,7
	Waterloop efficiency	48%	48%	42%	50%	75%
Waste	Towards zero ultimate waste: waste recovery	81%	88%	97%	93%	95%

Carbon emissions reductions in 2024 vs. 2023:

- **Scopes 1 & 2 emissions decreased by 39%** (77% vs. 2019). This significant reduction is mainly driven by the increased use of renewable electricity in China. Our European plants are already supplied with **100% renewable electricity**.
- **Scope 3 emissions decreased by 23% in absolute terms** and by **7% in intensity**, measured per tons of raw materials.



Low-Carbon Aluminum Sourcing

- In Europe, **100% of aluminum sourced now qualifies as low carbon** (<9 tCO₂/t Al).
- A **new KPI will be introduced in 2026** to track aluminum purchases below **6 tCO₂/t Al**.
- In China, low carbon aluminum sourcing is in development.
- At Group level, **40% of aluminum consumption** is currently below **9 tCO₂/t Al**.



Water Management

- **Water consumption per anodized surface increased in 2025 compared to 2024.** To address this, significant investments were made in Spain in 2025 to reduce water consumption. These installations will be **fully operational in 2026**, leading to a substantial improvement.

Waste Management

- **Ultimate waste reduction has significantly improved in China**, thanks to the development of a solution to valorize sludge.
- Overall, **97% of Group waste is now diverted from landfill**.

VOC Emissions

- **Low VOC varnish consumption slightly increased between 2024 and 2025.** In 2025, an investment was made in a **fourth water based coating line**. The continued development of decorations using water based processes will further contribute to **reducing VOC emissions**.

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INVOLVING OUR PARTNERS



NEW GROUP INITIATIVES

The main focus in 2025 was the joint development with our suppliers and the promotion to our customers of **low carbon aluminum, low carbon plastics, and PPWR compliant solutions.**

PPWR compliancy

We are conducting a comprehensive study to ensure our products will comply with the PPWR (Packaging and Packaging Waste Regulation), which was adopted in 2025 and which will gradually come into effect through 2028. Its goal is to regulate packaging at the European level and improve waste management, and it sets progressive targets for packaging through 2030.

We are closely monitoring all updates and developments related to this directive in order to continue increasing the proportion of our compliant processes and product, train our teams, and share with our customers the technical implications for their packaging and projects. For example, we visited several recycling centers in France and Germany to fully understand all the stages and the various approaches to waste streams, and define the transition roadmap to adapt our offer. An exhaustive analysis is currently underway to review our processes, materials, designs and decorations.

- These are key levers for us to validate and develop the solutions we can offer in terms of:
- ▶ **recyclability** through single-material product designs and the selection of materials with established recycling streams recognized by the PPWR (aluminum, PP, PET plastic resins)
 - ▶ **strengthening the circular economy** by seeking to increase the use of recycled materials in our products (PIR & PCR).

Decarbonation

We are continuously expanding our range of low-carbon materials to provide our customers with qualified and certified solutions.

- ▶ We have thus developed a **low-carbon aluminum offer**, qualified and certified in Europe and China, offering different grades and emission factors based on
 - ▶ The percentage of green energy used for extraction and refining
 - ▶ The carbon emission by reference
 - ▶ The proportion of recycled material
 - ▶ The level of brightness or mattness
- ▶ We already offer **PET plastic resins containing up to 100% certified post-consumer recycled (PCR)** material. We are adding new types of materials to expand this low-carbon plastic offering:
 - ▶ new resins incorporating recycled materials
 - ▶ resins made from biomaterials

As a result, low carbon alternatives are now included in 60% of our commercial proposals.

- In 2026, two key initiatives will be deployed:
- ▶ **Enhancement of the sustainable purchasing process**, positioning it as a core lever within our Scope 3 decarbonization program.
 - ▶ **Product level (single SKU) carbon footprint calculation**, supported by an Excel based carbon footprint calculator developed jointly with a specialized partner to progressively improve transparency and decision making.



▶ **Low-carbon aluminum: already a reality in our factories**
Our comprehensive range of certified low-carbon aluminum products meets the expectations and specifications of brands with different levels of emission factor reduction and shininess. These materials are gradually replacing conventional offerings, in line with our goal of providing our customers with the most sustainable solutions possible. As a result, since early 2025, our Axilone Metal plant has been producing with 100% low-carbon aluminum (>9TCO2eq/T).



▶ **Low carbon plastic : A close collaboration to serve luxury eco-design**
Axilone and Eastman, partners for many years, are working together to develop solutions for attractive and sustainable beauty packaging, focusing on recyclability and the integration of recycled materials. Cristal One Renew IM 812, made from up to 100% certified recycled materials and fully compatible with PET recycling streams, is a new step forward in this approach. It enables the development of thick-walled parts with high levels of brilliance and transparency for multiple applications.



▶ **Expanding our single-material product lines**
In line with our roadmap and the PPWR, we are accelerating the development of our standard products with a single-material design approach, focusing on aluminum, PP, and PET—materials with established recycling streams—and expanding their range of applications. As a result, we recently launched new big stick products, including fully aluminum models and refillable PP versions. We have also developed a line of high-density fragrance caps made entirely of aluminum, offering premium closure solutions that are infinitely customizable and fully recyclable. Finally, our new “Beauty Pens” formats are refillable and feature cartridges made entirely of PET.

Roadmap

KPI		FY 2023	FY 2024	FY 2025	Target 2026	Target 2030
Eco-Design	% of offers that include more virtuous solutions (lower carbon emission and/ or recyclable, refillable...	46%	57%	60%	65%	100% RFQs offers with virtuous solutions
Business Ethics	Managment functions trained to Code of Ethics	52%	56%	55%	100%	100%
	Training of Purchase team's at Business Ethics	88%	82%	88%	100%	100% individual targets
Sustainable Procurement		52%	64%	60%	80%	100%

The **Spice tool**, combined with our **low carbon raw material offerings**, enables us to actively promote **greener solutions**. We will continue to strengthen and promote these solutions to our customers throughout 2026.

Business ethics training is ongoing across the Group. **100% coverage of management functions** will be achieved by early 2026.

The **Group Sustainable Purchasing Charter** was released in **early 2025**, replacing former local initiatives. To date, **60% of our strategic suppliers have signed the charter**, reinforcing our commitment to responsible sourcing.



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