AXILONE

LUXURY BEAUTY PACKAGING

MANAGEMENT COMMITMENT
CSR POLICY

Axilone is committed to reducing the environmental impact of its activities and to continuously reinforcing its social and societal responsibility across its value chain. By mobilizing our teams, our expertise and our partners, we act to preserve resources, protect ecosystems, guarantee responsible practices and contribute to a sustainable future, in line with the principles of Corporate Social Responsibility (CSR) and the objectives of the Paris Agreement.

This policy results from the analysis of the Impacts, Risks and Opportunities ("IRO") inherent in our activities. It reflects our commitment to the United Nations Global Compact and is complemented, for ethical matters, by the Axilone Code of Business Conduct and Ethics.

It applies to all our employees under contract and to all our entities, to our direct operations, and also involves our upstream and downstream value chain.

CSR-DEDICATED GOVERNANCE

To ensure the effective implementation of our strategy, we have established a structured governance system, including:

- a **CSR Executive Committee**, chaired by General Management, which defines strategic orientations, validates objectives and monitors results;
- a **Group CSR Director**, embodied by the Group Operations Director, who coordinates the roadmap, leads the sites and ensures consistency of actions;
- **Local CSR representatives** who manage operational initiatives, ensure reporting and conduct the annual audit of the various KPIs.

Its roadmap is structured around three pillars: supporting our teams, preserving our resources, and engaging our partners.

This governance guarantees transparency, consistency and the deployment of our roadmap.

It is supported by the Group Management Committee, which provides the necessary financial and human resources, in conjunction with the Board of Directors.

SOCIAL RESPONSIBILITY & HUMAN RIGHTS

We place respect for people at the heart of our approach. Our roadmap ensures that we:

- guarantee safe, inclusive and respectful working conditions (objective of reducing the severity rate by 30% by 2030 vs. 2023).
- promote diversity and equal opportunities (objective of achieving a women's promotion rate aligned between 90% and 110% of that of the total workforce by 2030).
- exclude all forms of child labor and forced labor, and guarantee respect for freedom of association.

CLIMATE ACTION AND SUSTAINABILITY

We are committed to complying with or exceeding environmental regulations and to mobilizing the necessary resources to achieve this, in particular by:

- reducing absolute scope 1 and 2 GHG emissions 59.3% by 2033 from a 2023 base year and to reduce absolute scope 3 GHG emissions 25.0% by 2030 from a 2023 base year, in line with the SBTi.
- reducing the carbon emission factor of our plastics by more than 35% between 2023 and 2030.
- tripling the share of our "low carbon" aluminum between 2023 and 2030.
- not funding climate-denial or lobbying against climate regulations.

RESPONSIBLE WATER MANAGEMENT

We are committed to complying with or exceeding regulations relating to water management (Sustainable Development Goal No. 6, "Clean Water and Sanitation"), to reducing water consumption through recycling and reuse, and in particular to:

- increasing the rate of water reuse in our anodizing process from 48% in 2024 to 75% in 2030.
- reducing water withdrawals and preventing pollution risks.
- guaranteeing access to water, sanitation and hygiene for all our employees.
- reducing or eliminating the use of hazardous substances.

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INNOVATION FOR A CIRCULAR ECONOMY

We develop products designed to last, that are recyclable or made from recycled materials, and we are particularly committed to:

- achieving 20% recycled plastic in our products and secondary packaging by 2030.
- promoting refillable formats.
- optimizing resource use and reducing waste (increasing the share of non-landfilled waste from 81% in 2023 to 95% in 2030).
- integrating circularity principles into our industrial processes.

COLLABORATION WITH OUR CUSTOMERS AND SUPPLIERS

We place integrity at the heart of all our relationships, by preventing corruption, fraud and anti-competitive practices, and by training all Purchasing teams in the principles of business ethics.

As a manufacturer, we help our customers achieve their environmental objectives by offering more responsible product solutions.

As an integrator, we work with our suppliers to identify, test and deploy responsible solutions, and also by:

- integrating social, environmental and ethical criteria into our purchasing decisions.
- refusing to work with suppliers that violate climate, ethical or social regulations.
- deploying a responsible purchasing program with our strategic suppliers, including an Axilone responsible purchasing charter and a CSR assessment.

TRAINING AND ENGAGEMENT OF OUR TEAMS

We ensure the continuous training of our employees in order to develop their skills and enhance their employability (a 50% increase in annual training hours per employee between 2022 and 2030), and we encourage them to adopt responsible behaviors in their daily work.

HSE managers at each site are available to address any questions or alters via the form available on the Axilone Group website

This policy is reviewed and monitored annually by the CSR Executive Committee, approved by the Board of Directors, and formally endorsed by Axilone's Executive Committee members and plant General Managers, who commit to its implementation and compliance across the Group.

Signature:

The Management Committee