

CSR

RE-

REPORT

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→ A bottle being manufactured at the Feuquières plant – France

SAVERGLASS

OUR BUSINESS: MANUFACTURING & DECORATING HIGH-END GLASS BOTTLES

Founded in Feuquières in northern France in 1897, the Group designs, manufactures and decorates luxury bottles for high-end spirits, champagnes and fine wines. Glass is a high-grade, virtuous and 100% recyclable material. Each day, the EXTRA glass produced by Saverglass is used to create exceptional bottles that are consistently reliable, guaranteeing safety for end consumers.

As a guardian of the great tradition of French master glassmakers, the Group is known for its expert craftsmanship, the quality of its products and the originality of its designs. It has made a name for itself worldwide with its capacity for innovation, which permeates the company's culture. Saverglass is also committed to imparting its passion, culture and expertise in high-end glass packaging with innovative solutions that create value.

Since the early 2000s, our ongoing quest for quality has been framed by a long-term action plan aimed at reconciling economic, environmental, workforce, and societal successes.

THIS PLAN IS NOW ORGANIZED AROUND THREE MAJOR CSR COMMITMENTS:

- 1** ADAPTING OUR MANUFACTURING PROCESSES TO CURRENT ENVIRONMENTAL CHALLENGES BY PRIORITIZING CARBON NEUTRALITY
- 2** PROTECTING OUR PERSONNEL AND DEVELOPING THEIR SKILLS TO PREPARE FOR THE FUTURE
- 3** PLAYING A PART IN DEVELOPING THE REGIONS WHERE WE DO BUSINESS

INTERVIEW WITH



THE PRESIDENT

Jean-Marc Arrambourg,
President and Chief Executive Officer
of Saverglass

①

Why is CSR an important topic for Saverglass?

Let's be clear: CSR is crucial for all companies. What is really important is for CSR not to be approached as a "separate" or "additional" area of focus at Saverglass, but rather as a through-line that informs our operations and courses of action each and every day. CSR is everyone's business. It requires a vision, universal buy-in and objectives shared by the entire Saverglass community. And yet, "CSR thinking" does not come about by chance. We put resources behind it to involve the entire Saverglass workforce, at every level and at every stage of production in every country. It is, by definition, a long-term endeavor.

②

The Saverglass commitment to a structured CSR policy is relatively recent. Should this be interpreted as meaning that the Group did not pay attention to it before?

I would actually say that since its founding, Saverglass has practiced CSR without even knowing it! We have been pursuing certifications voluntarily for over 20 years. The material we manufacture, glass, is 100% recyclable and we have always used recycled glass. These are positive points. Nevertheless, these manufacturing processes consume a lot of energy. Some of our business activities are also quite demanding. Reducing our energy consumption and ensuring the health and safety of our personnel are specific and significant CSR commitments, and we have been working on these for a long time.

In recent years, environmental concerns have become a predominant issue in our daily lives and the way we conduct business and, therefore, our investments. We have been gradually bolstering our environmental and workforce initiatives to make them vectors of progress without neglecting the economic aspect of CSR: our processes are part of what is considered heavy industry, and it takes considerable investments to transform them.

③

The fight against climate change is more vital and urgent than ever. And for Saverglass's operations, it is essential.

We have been redesigning our processes and sites to reduce GHG emissions for the last 10 years. We chose to embark on this process with a subject matter expert, Carbone 4, the leading consulting firm specializing in the energy transition and adaptation to climate change. Indeed, the carbon footprint analyses carried out in 2009 and 2019 attest to our progress: an 11% reduction in 10 years. The action plans we drew up with Carbone 4 allow us to expand and refine the parameters we use to effectively measure and manage our emissions from manufacturing and thus to better assess our environmental performance. Our goal is to reduce the emissions of our manufacturing processes by 45% before 2035 and by 36% across our entire value chain (Scopes 1, 2 and 3).

④

In concrete terms, how does Saverglass intend to help fight against climate change?

When it comes to climate change, our top priority is to decarbonize our operations, which we all know is urgent. In our business, the solution to climate challenges is, first and foremost, technology. We are investing in innovations to achieve carbon neutrality. In this respect, we are going to focus on using less emissive energies such as electricity, renewable energies, hydrogen and biomethane. Today, these alternatives are not yet all technologically available. This is why we are conducting several projects simultaneously, without assuming which solutions will ultimately be chosen. It is very

likely that this evolution will occur in successive stages. To sum it up, we are activating every lever at our disposal to adapt our manufacturing processes to the environmental challenges.

We are improving energy efficiency and increasing the share of clean energy in the energy mix used to manufacture glass. At the same time, we are updating our glass "recipe" to lower GHG emissions while maintaining the same level of quality our customers expect. We are optimizing our use of raw materials in bottle manufacturing and decorating. We are also working with our suppliers to decarbonize primary raw materials. And to go even further and faster, we are emphasizing collective efforts: we take part in national and European R&D programs whose goals are to decarbonize the glass manufacturing process and ensure the sustainability of our industry.

5

You mention "national and European R&D programs." Can you be more specific?

The Vercane project, for example, which brings together French companies including Engie, is dedicated to studying the various energy sources capable of powering the industrial glassmaking processes in a sustainable way and adapting furnaces accordingly. As regards the decarbonization of our raw materials, we are also participating, alongside other manufacturers, in the work led by a Dutch firm, Celsian.

Another ambitious project is The Furnace of the Future. Today, the glass process uses 80% fossil fuel-based energy and 20% electricity across all manufacturers. The goal is to invert these proportions for a standard production site whose output is 300 metric tons per day. This prototype project includes around 20 European glass manufacturing companies, including Saverglass. As the support expected from the European Commission is currently on hold, we will not meet the 2023 deadline, but we will continue to work actively on this front.

6

Since we are talking about attainable commitments, what about Saverglass's pledges on GHG reduction? Are they still feasible given the current context of rising energy prices?

The road map created with the help of Carbone 4 aims to gradually diminish carbon dioxide emissions in upstream and downstream operations. The idea is to prioritize reducing emissions from the manufacturing process while also working on induced, direct (Scopes 1 and 2), and indirect (Scope 3) emissions, recognizing that the latter accounts for 40% of our emissions.

As I was saying, we have made solid progress in the last 10 years. The increase in energy prices, combined with the strong rebound in demand from our customers since December 2020 (up 30% compared to 2019), have caused a short-term disruption to our road map. To decrease our energy bill, we have had to make greater use of fuel oil. Therefore, our carbon dioxide emissions have gone up, and we will not meet our objectives for 2021/2022. At the end of 2021, we revised our road map with Carbone 4 to get back on the right trajectory in the near term. However, the soaring inflation in energy and raw materials prices is only being aggravated by the war in Ukraine. With this impact on both our operations and our objectives, it is essential to take action.

7

Another important trend is reducing packaging weight. While glass is 100% recyclable, it is not the lightest material.

Our customers are legitimately mindful of limiting their GHG emissions throughout the value chain, and we are part of that value chain. We often receive questions about reducing bottle weight from our customers on the other side of the Atlantic. Since 2009, we have been developing a range of lighter bottles that is part of our premium segment for wines and spirits; we are also continuing our R&D work and our efforts to create products whose lighter weight can be a selling point.

"SAVERGLASS IS A COMMITTED COMMUNITY, A MULTICULTURAL COMMUNITY WITH A WIDE RANGE OF TALENTS: IT IS WHAT DRIVES OUR CSR APPROACH."

8

Making bottles lighter, isn't that at odds with your premium positioning?

I do not think so, because the technological progress and skills we have developed at Saverglass enable us to provide effective solutions to the quest for reasonably lighter glass packaging designed for premium wine and spirit brands. We can still differentiate through distinctive bottle shapes. We are continuously striving to strike the right balance between quality, product design, and optimized weight. Solving this equation is an integral part of the expertise we bring to the premium segment.

9

Earlier, you noted that some of Saverglass's business activities are also "demanding"

Workplace safety is, in fact, a never-ending concern because, in this business, nothing is a given. The Play-Safe© program that we run educates personnel about safety and accountability so that we can have a lasting impact on behavior. It calls for prevention (identification/analysis of risky situations) and the promotion of best practices. Continuous feedback is a source of progress. Employee buy-in for the Saverglass Safety Culture is also a decisive factor, as borne out by the performance of our plant in the United Arab Emirates: it has been accident-free for more than two years and, at the start of 2022, set the goal of making it to 1,000 days without an accident. The level of maturity still varies depending on the site and the country. But we are not giving up! Workplace health and safety is a daily battle, everywhere and for everyone. In fact, we just formed a Global Safety Committee, which will speed up the establishment of a more uniform safety culture in our Group.

10

What advantages does Saverglass have on its side to meet its CSR objectives?

The basis of CSR is responsibility. This word means a lot to us at Saverglass and goes hand-in-hand with willingness, solidarity, and authenticity. These values are embodied by our employees' enthusiasm for their work, tenacity for improving techniques, and energy for sharing their know-how, sometimes from one generation to another, both in France and beyond our borders. One example of this is 350 French employees taking an overseas deployment in Mexico for a few months to train the local personnel at our new Acatlán de Juárez plant.

Saverglass is a committed community: a multicultural community with a wide range of talents, a united and open community rooted in the regions where the Group operates and that cares about developing the local economic fabric. This community is what drives our CSR approach. And it is worthy of our full attention. One cannot hope that a company will be successful over the long term if working conditions are unsuitable, environmental objectives are not shared, or employees are not invested in the results.

11

Are you saying that the future of Saverglass is contingent on CSR?

I firmly believe that CSR is a tool for progress. It does not just determine the acceptability and the sustainability of our activities – it is also key to ensuring our future success. We must go further: we recognize this and want to be completely transparent about our performance. CSR is about goals, resources, and collective perseverance. That is the spirit in which we will continue to work!

OUR ACTIVITIES



We harness over a century of glass know-how combined with cutting-edge technologies and innovative and differentiating solutions to create value and continuously improve our manufacturing processes to enhance product quality and environmental performance.

With our dual expertise as a manufacturer and decorator of high-end glass bottles, Saverglass offers our customers end-to-end service. In addition, every project is assigned a dedicated team for personalized support. →

SAVERGLASS, A WORLD SPECIALIST IN MANUFACTURING HIGH-END GLASS BOTTLES.

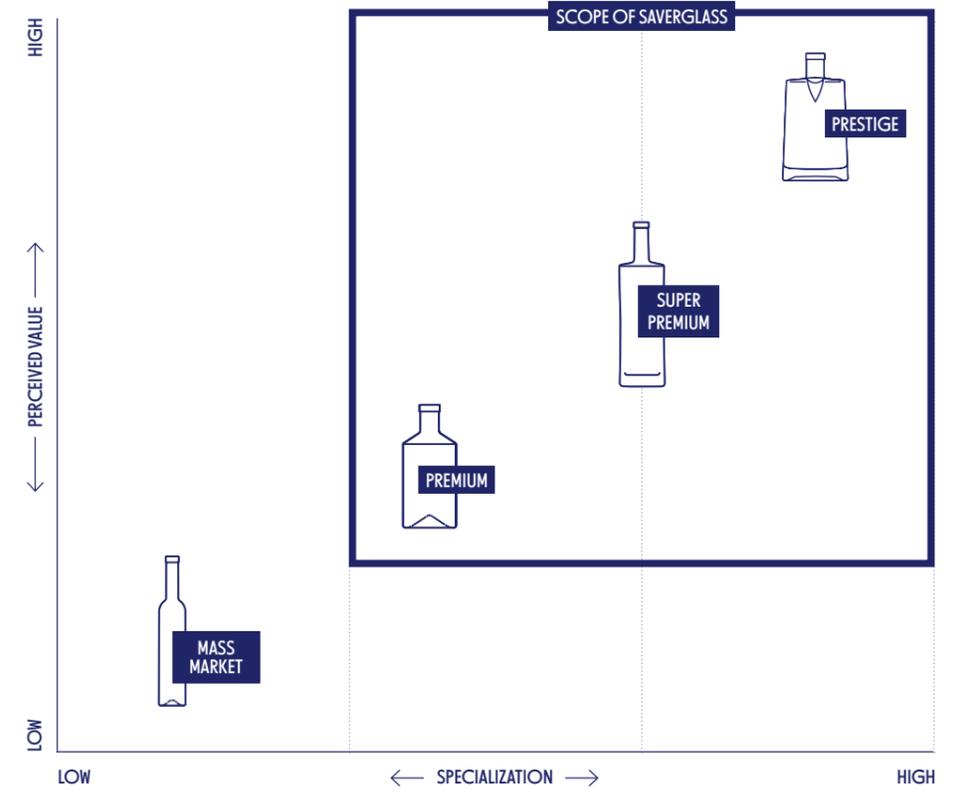
→ Decorated Hercules decanter



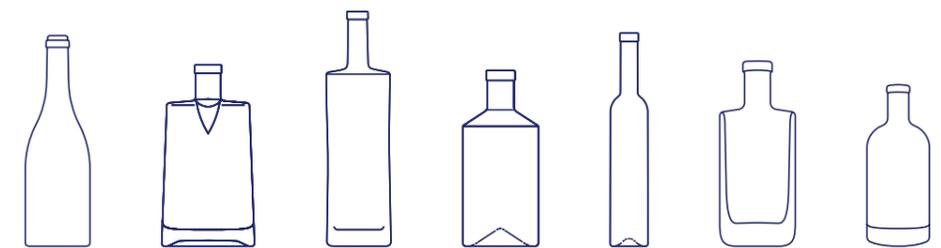
Taking up a premium positioning means delivering in three significant areas: product differentiation, value creation, and brand communications aimed at consumers. How do we do it? With innovative and customized solutions for original, simple, pure, and aesthetically pleasing shapes that never lose sight of a bottle's *raison d'être*. What is our goal? To provide more added value in an increasingly demanding market. →

→ THE CULT OF EXCELLENCE AND DIFFERENTIATION

Saverglass enjoys a strategic position in the luxury bottle market.



Since the early 1980s, Saverglass has created an unprecedented range of bottles for wines and spirits. Our innovation strategy, coupled with the talents of our personnel and the quality of the Group's manufacturing infrastructure, enables us to market unique products that stand out from the classics and standards on the market. Each creation is an integral part of the MDDS Collection (Registered "Saverglass Design").



→ MISSION & TRANSMISSION

United by a passion for excellence in glassmaking and proud of the perpetual pioneering spirit that guides Saverglass, our teams share a robust corporate culture. Imparting their expertise in crafting premium packaging and the innovative solutions developed by Saverglass is part of their mission. Committed to the long-term success of their Group, the women and men of Saverglass embrace and enrich our values and our DNA.

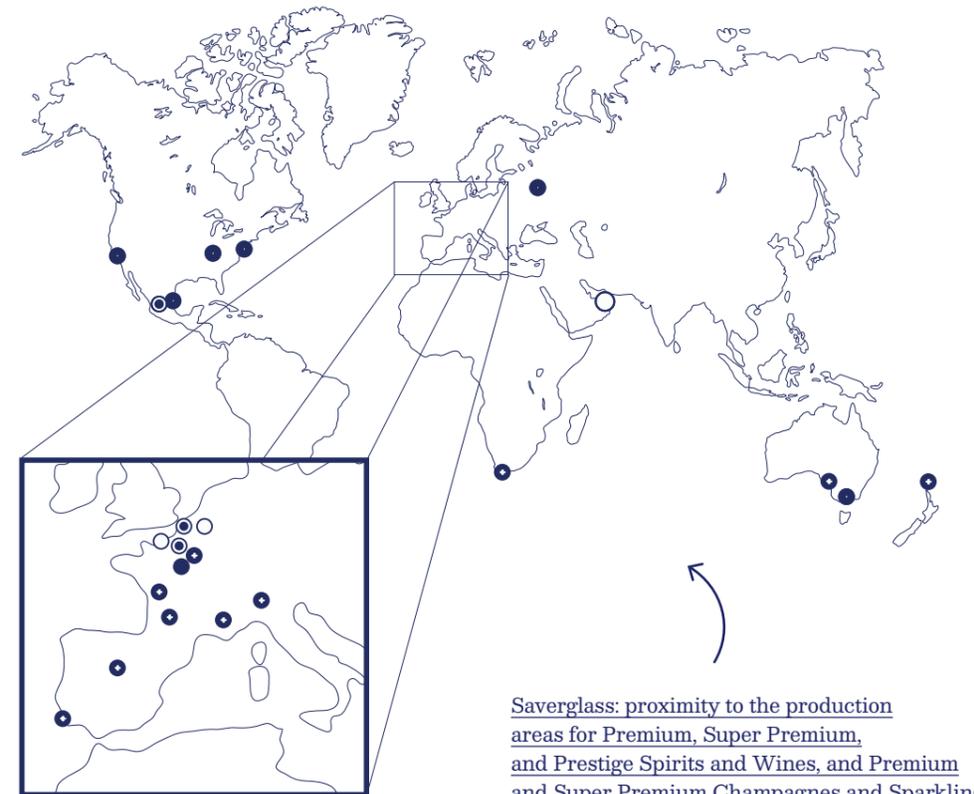
OUR VALUES

- A culture of standing out
- A focus on excellence
- A pioneering spirit
- A passion for design and creation
- Solidarity



→ INTERNATIONAL GROWTH & CONNECTING WITH CUSTOMERS

For more than 30 years, Saverglass has posted 10% annual growth in revenues on average: our history in the industry speaks to our ability to support the growth of the high-end wine and spirits market and, as a result, the growth of our customers. In 2018, the Group solidified its presence in the Americas by opening an ultra-modern glass manufacturing and decorating plant in Acatlán de Juárez, Mexico. In 2019 the Group acquired the Belgian company MD Verre. Since then, we have continued to modernize all our sites and are laying the groundwork for an increased production capacity so we can keep meeting demand. Our international network of distribution subsidiaries and representative offices also reflects our commitment to staying connected to our customers. This organization means that our sales teams cover all the world's major production areas for premium wines and spirits.



Saverglass: proximity to the production areas for Premium, Super Premium, and Prestige Spirits and Wines, and Premium and Super Premium Champagnes and Sparkling Wines around the world.

- GLASS
MANUFACTURING
& DECORATING
- MANUFACTURING
PLANT
- DECORATING
SITE
- SUBSIDIARIES
& OFFICES

OUR PERSONALIZED APPROACH ENABLES OUR CUSTOMERS TO STAND OUT AND CREATE VALUE.

Drawing on more than 40 years of experience, Saverglass offers an array of solutions to make each creation a one-of-a-kind product. →

Saverglass's "Exception" bottle, with a gold ink screen-printed decoration paying homage to the plant world



→ Mirabeau gin



→ Saint Cloud whiskey bourbon



→ Martell Chanteloup XXO cognac

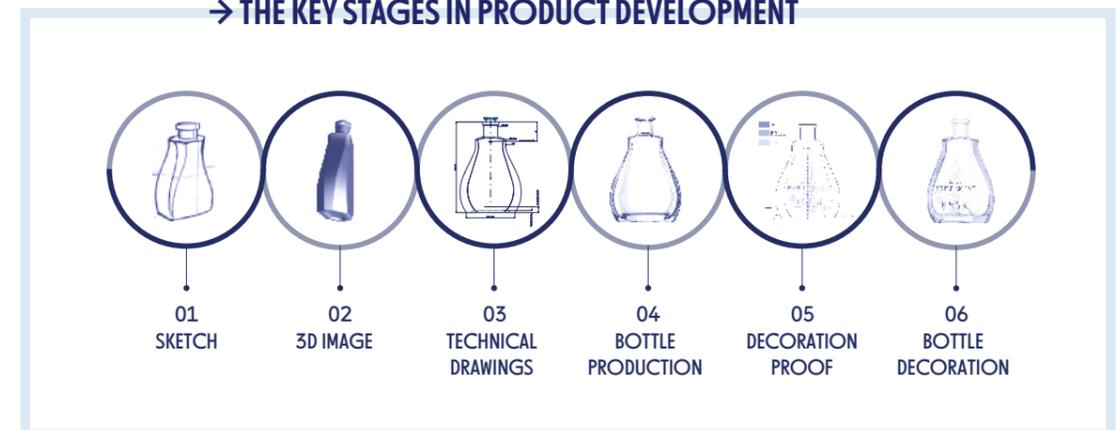
→ CUSTOMIZED PROJECTS AND DESIGNS

We approach each project individually, considering its unique characteristics, complexity, design, and technical limitations. We provide support and advice throughout the product development process and often help our customers outperform their project specifications. Our customized solutions can be combined with the MDDS Collection (Registered "Saverglass Design") or channeled into a special model. They include a choice of 15 glass colors ("Classic" colors, Select colors, Onyx, and Empire), embossing (finish, shoulder, body, lower body, base) and original punt shapes. We also offer decorative solutions, individually or in combination, to produce a simple or complex appearance or spectacular visual or tactile effects.

→ THREE PRODUCT LINES

- CLASSIC MODELS
- MDDS: SAVERGLASS'S REGISTERED DESIGN COLLECTION
- SPECIFIC MODELS

→ THE KEY STAGES IN PRODUCT DEVELOPMENT



→ A CULTURE OF INNOVATION

Being innovative is non-negotiable if we are to maintain our position as a leader in technology and product design. Saverglass has premium design in its DNA: elegant and original high-end bottles. It uses pure glass to manufacture them and a certain amount of materials to craft original shapes or to ensure that a bottle can withstand the natural pressure exerted by sparkling wines.

A joint interview with Régis Maillet, Director of Marketing & Communications, and Frédéric Dupuis, Director of Research & Sustainable Development.



Frédéric Dupuis

→ WHAT ARE YOUR RESPECTIVE RESPONSIBILITIES?

Régis Maillet The Marketing Department is devoted to anticipating trends and developing new products. So we work closely with specialized firms to identify consumer types and future consumer behaviors. We also analyze and observe changes in the wine and spirits markets and categories for inspiration for our product designs or simply to guide the creation of our products.

Frédéric Dupuis The R&D Department, which has been renamed the Research and Sustainable Development Department, identifies technological opportunities. We keep tabs on technology, which steers our work with technical and research centers that focus on glassmaking processes. We also seek out various other skill sets in industries with similar technical or environmental challenges.

Régis Maillet Each year, Saverglass introduces new products that enrich the line-up of the original bottles that comprise the MDDS Collection (Registered "Saverglass Design"). This collection boasts the widest selection of premium and super-premium bottle designs globally.

→ IN OTHER WORDS, THE MARKETING TEAM DETECTS TRENDS AND DESIGNS PRODUCTS, AND THE R&D TEAM THEN FINDS WAYS TO MAKE THEM. THAT MUST REQUIRE GREAT ORGANIZATIONAL SKILLS AND PROBABLY SOME TRADE-OFFS. HOW DO YOU WORK TOGETHER?

R.M. For Marketing, the ultimate goal is to create original and versatile designs that are distinctive and visually appealing but still customizable. And we share the same objectives: turn out designs in the spirit of differentiation and sophistication while striving to reduce our carbon footprint. Each year, we design new innovative products for the world of premium and high-end wines and spirits. They are approved at Product Committee meetings. We also work in close collaboration with the R&D Department to perfect the aesthetic quality of our products or to find ways to optimize our offerings, for example.

F.D. For R&D, the goal is to find the best solutions for manufacturing beautiful and environmentally responsible products. Tackling challenges is also really stimulating and a source of progress! Our strength is that we can draw on the know-how of the Saverglass company and the expertise of its R&D team to find solutions. The Innovation Committee meets each month to review the progress of projects in the research portfolio, assessing their value, prioritizing projects, and allocating the resources needed to ensure the research goes smoothly.

→ WHAT ARE THE TOPICS YOU ARE MOST OFTEN ASKED TO ADDRESS?

R.M. A lot of customers want to reduce their carbon footprint. One of the most common solutions for this today is to lighten packaging, regardless of type. But for glass packaging, while reducing the weight may be part of the answer, it is not necessarily the most suitable solution for substantially reducing the carbon impact.

F.D. Developing a glassmaking process that is as sustainable as possible. Sure, a 10% reduction in the weight of a glass bottle as a finished product does lower the carbon footprint of the finished product by 3%, but while that may be a virtuous action, it does not make the glassmaking process more sustainable. Our objective is to transform our glass manufacturing process to reduce its carbon footprint per metric ton of glass produced. That is the only approach that will enable us to meet our goal of reducing our direct emissions by 45% before 2035. That is the mindset that guides our work in projects such as Vercane (see p. 34) to move forward with our equipment adaptation program. But you have to remember that when a glass manufacturer invests in a new furnace, this furnace needs to last for at least 10 years.

→ ARE LOW-CARBON SECONDARY RAW MATERIALS A POSSIBLE WAY FORWARD?

F.D. Decarbonizing raw materials accounts for 12% of our carbon footprint, so low-carbon raw materials are definitely an area we are working on. It is important to distinguish between carbon-free raw materials that will limit carbon dioxide emissions and secondary materials that will help us reduce our impact on natural resources. Cullet is the best example because it is a carbon-free raw material and also a secondary raw material.

Régis Maillet



KEY FIGURES

Nearly 300 products and 400 new decorative concepts are created by the Saverglass Group each year

78% of our decorative concepts are made with organic ink

100% of our organic decorative concepts are recyclable

30% of our R&D projects in 2021 involved a limited environmental impact

“REDUCING THE WEIGHT OF A BOTTLE IS NOT THE MOST EFFECTIVE WAY TO LOWER THE PRODUCT’S CARBON FOOTPRINT.”

→ ONGOING ADAPTATION OF PROCESSES AND TOOLS

At Saverglass, we regularly update our manufacturing equipment to achieve optimal efficiency within a technological framework that is environmentally responsible, economically beneficial, and employee-friendly.

Each year, we draw up an ambitious investment plan to keep the manufacturing equipment at our production sites at the cutting edge of technology. The furnaces, manufacturing machinery, control systems, and bottle marking machines are updated to reflect the latest technologies on the market.



→ Acatlán de Juárez plant - Mexico

DID YOU KNOW?



→ The Hercules decanter

→ Glass quality is determined by purity, brilliance, and transparency.

→ Tooling matters

The quality of the "glass skin" (surface) and the radiance of the glass depend on the equipment used (quality of cast iron for our molds), how the equipment is maintained, and the various meticulous settings configured by our employees.



→ Molding workshop

→ Components matter

While the main components (silica, soda ash, and limestone) make up about 95% of the composition, the remaining 5% is no less critical because it affects the mechanical, chemical, and optical properties of the glass by influencing its brilliance, radiance, and color distortion index. The combination of these characteristics is what enables Saverglass's extra-white glass to magnify our customers' products.

→ And expertise matters

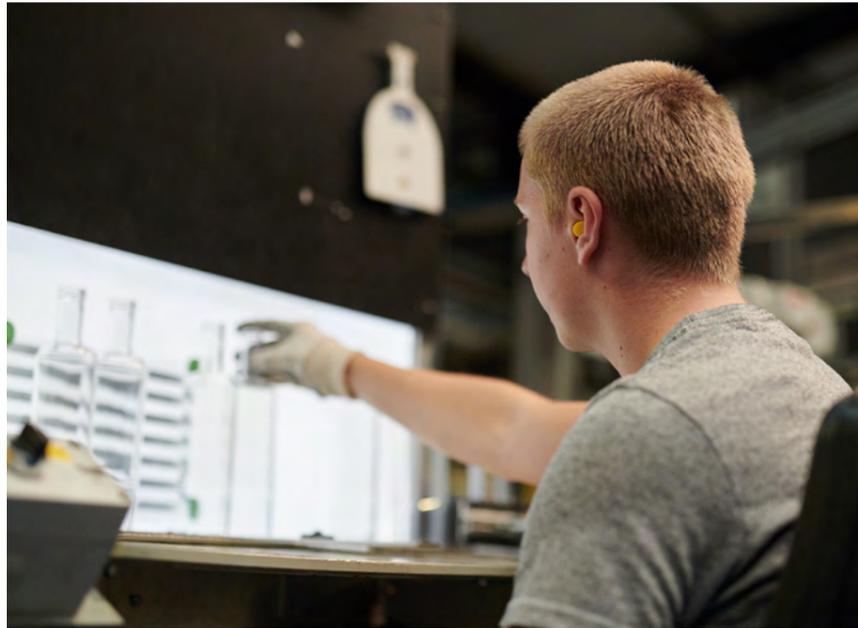
At Saverglass, our know-how infuses our products with the unique qualities primarily attributable to this particular composition, fine-tuned through a century of tradition as well as the consolidation and transmission of experience.



→ Operator on a production line

QUALITY IS OUR GUIDING PRINCIPLE

→ Quality control



Every product manufactured by Saverglass is intended for food use. This means that quality and food safety are absolute priorities. Our quality management system meets three uncompromising goals: guarantee consumer safety by adhering to the most stringent food safety standards, ensure customer satisfaction, and maintain our leadership in the international premium glass market. →

142 2021 — NUMBER OF INTERNAL AND EXTERNAL QUALITY AUDITS CARRIED OUT

100% 2021 — PERCENTAGE OF SAVERGLASS SITES CERTIFIED UNDER ISO 22000: FOOD SAFETY

→ A CERTIFIED QUALITY MANAGEMENT PROGRAM

Our glass decanters and bottles are designed in compliance with the HACCP (Hazard Analysis Critical Control Point) system. During the process from raw material to finished product, quality is checked continuously at 16 control points. Our production sites are certified under the international food safety standards ISO 22000 and ISO 22002-4. In 2014, Saverglass supplemented its quality management system with ISO 22301 business continuity certification, becoming the world's first glass manufacturing and decorating company to earn that certification.

Our production and decorating facilities have on-site quality managers who implement and lead our quality processes to ensure the uniformity of practices across all our plants. Together, the attentiveness of our personnel and the most advanced technologies, such as optoelectronics, guarantee the highest degree of product reliability.

→ QUALITY

Our integrated management system focuses on the following standards: quality, food safety, the environment, personal safety, and business continuity.



→ Quality control
Acatlán de Juárez - Mexico



SAVERGLASS, A CERTIFICATION PIONEER IN OUR INDUSTRY.

- ISO 9001 SINCE 1993
- ISO 14001 SINCE 2001
- ISO 22000 - 22002-4 OBTAINED AND RENEWED AT ALL OF OUR SITES SINCE 2013
- ISO 22301 SINCE 2014

→ TRACEABILITY & RELIABILITY

The tamper-proof marking solution developed by Saverglass makes it possible to isolate non-conformities almost instantaneously. The system, deployed eight years ago, identifies each bottle and traces all the components and processes in its production. If there is a defect, this traceability solution can pinpoint and isolate the specific group of bottles more quickly and at a lower cost than before.



→ Bottle conveying line

DID YOU KNOW?

Our traceability solution is based on a unique Data Matrix code. When produced, the code is embossed on each bottle: 24 digits distributed over an 8 mm x 8 mm dot-matrix square. The ultra-clean mark ensures readability so that each bottle can be recognized instantaneously.

99.99%

THE SCAN RELIABILITY OF THE CODES GENERATED BY OUR TRACEABILITY SOLUTION

The Data Matrix provides the exact moment when the bottle was produced and a mold number for each bottle manufactured. This information is combined with all the production data inside the plant for optimal traceability.



SAVERGLASS IN FIGURES



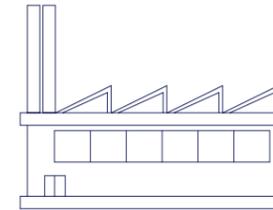
€613 MILLION
IN REVENUES
IN 2021



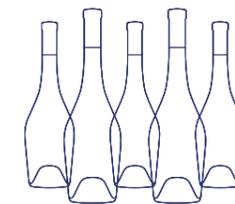
3,700
EMPLOYEES AROUND
THE WORLD



17
SUBSIDIARIES
WORLDWIDE



6
GLASS PRODUCTION SITES
ON 3 CONTINENTS
4 COUNTRIES: FRANCE, BELGIUM,
MEXICO, AND THE UNITED ARAB EMIRATES



520,000
METRIC TONS
OF GLASS PRODUCED
PER YEAR



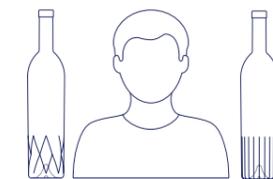
OVER 700
MILLION BOTTLES
MANUFACTURED
PER YEAR



4
DECORATION SITES
3 IN FRANCE & 1 IN MEXICO



100
EXPORT COUNTRIES
EUROPEAN NATIONS, THE US, MEXICO,
AUSTRALIA, NEW ZEALAND, SOUTH AFRICA, ETC.



177
TRAINERS AROUND THE WORLD
SCHOOL OF GLASS & SCHOOL OF DECORATION

OUR CSR APPROACH



1 → ENVIRONMENT

Adapting our manufacturing processes to environmental challenges

2 → WORKFORCE

Protecting our personnel and developing their skills for the future

3 → COMMUNITY

Playing a part in developing the regions where we do business



ADAPTING OUR MANUFACTURING PROCESSES TO ENVIRONMENTAL CHALLENGES

**Because glass is our business.
And glass is no ordinary material!**

Glass is the ultimate eco-friendly material: it is the only packaging material that is 100% recyclable, can be recycled indefinitely, and gives food and beverages 100% protection. We leverage these characteristics to promote environmentally friendly solutions, stimulate the circular economy and even save energy!

But glass production consumes a lot of energy and therefore generates GHG emissions. To melt the sand, limestone, and soda ash that go into the glass, furnaces must be heated to 1,500°C (2,700°F).

And those furnaces run on either gas or oil. In the face of climate change, decarbonizing our operations has become an absolute priority. Our objective is to achieve carbon neutrality by 2050.

How will we get there?

- Reduce our GHG (greenhouse gas) emissions
- Reduce other types of emissions
- Optimize our use of raw materials & conserve resources

CONTRIBUTING TO THE FIGHT AGAINST CLIMATE CHANGE

We must decrease GHG (greenhouse gas) emissions to combat climate change. The Group is working on multiple fronts to reduce its energy consumption: increasing the percentage of cullet in products, changing raw materials, optimizing product and packaging designs, and replacing furnaces that run on fossil fuels with low-carbon models.

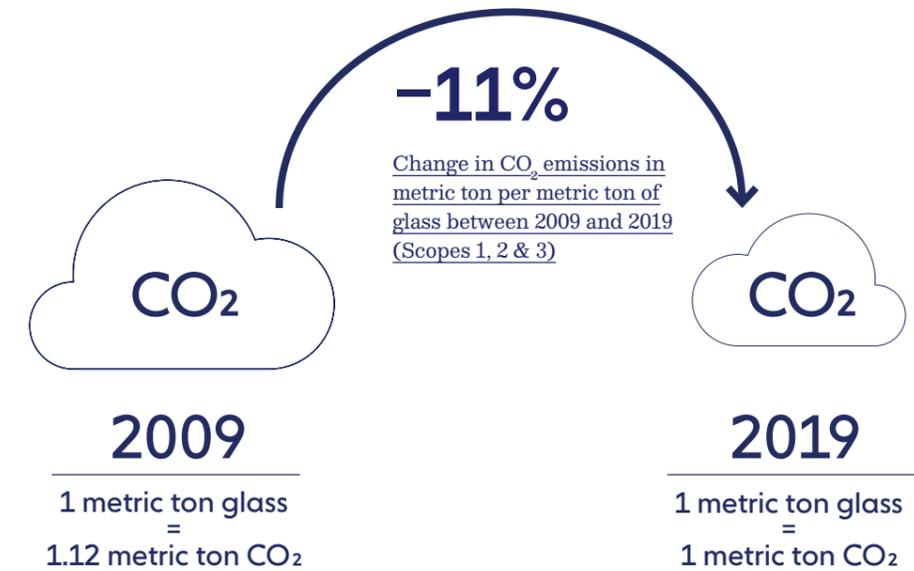
OUR OBJECTIVES

-45% TARGET REDUCTION IN CO₂ EMISSIONS IN METRIC TONS PRODUCED PER METRIC TON OF GLASS BETWEEN 2019 AND 2035 (SCOPES 1 & 2)

-36% REDUCTION ACROSS OUR ENTIRE VALUE CHAIN SCOPES 1, 2 & 3)

MEASURING AND IDENTIFYING OUR EMISSIONS SO WE CAN REDUCE THEM

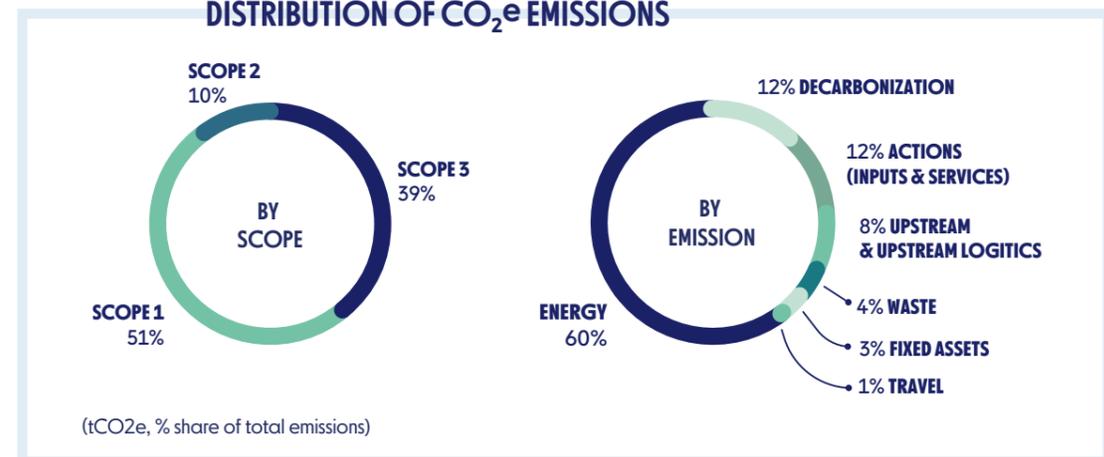
Before measuring progress, you have to know your starting point. This is why we conducted our first carbon footprint analysis in 2009 with the assistance of the consulting firm Carbone 4. The second assessment, conducted in 2019, again with Carbone 4, highlighted our progress: we had reduced our GHG emissions by 11% over the space of 10 years.



Source: study conducted by Carbone 4

This assessment also resulted in a detailed analysis of the sources of our emissions. Our carbon impact is due mainly to the energy consumed in the glass-melting process: our furnaces must heat raw materials to a temperature of approximately 1,500°C (2,700°F) to melt them. This knowledge formed the basis of our road map to gradually decarbonize our operations across the entire value chain.

DISTRIBUTION OF CO₂e EMISSIONS

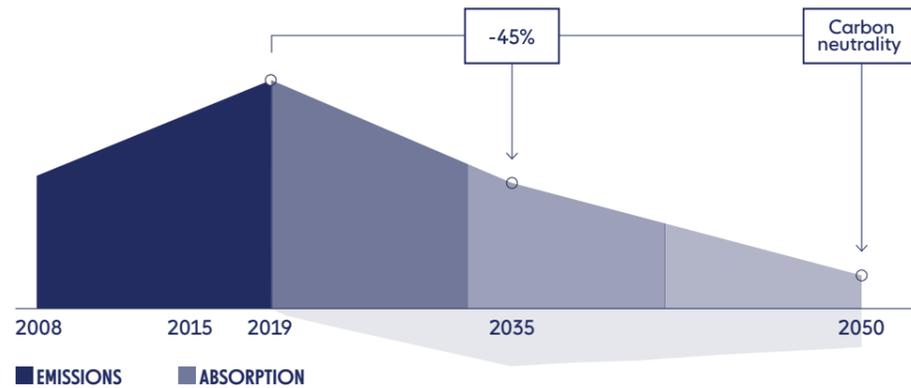


OUR ROAD MAP: TAKING ACTION ALONG THE ENTIRE VALUE CHAIN

This road map, drawn up with the assistance of Carbone 4, should enable us to gradually reduce CO₂ emissions in both upstream and downstream operations. The strategy is to prioritize reducing emissions from the manufacturing process while also working on induced, direct (Scopes 1 and 2), and indirect (Scope 3) emissions, recognizing that the latter accounts for 40% of our emissions.

The objectives are ambitious: reduce the emissions of our manufacturing processes by 45% before 2035 and by 36% across our entire value chain (Scopes 1, 2, and 3). Looking towards 2050, we want to continue our efforts and encourage innovations with the goal of getting on track with the 2°C reduction trajectory. For us, this means achieving carbon neutrality by 2050.

SAVERGLASS'S TARGETED CARBON REDUCTION CURVE THROUGH 2050 (METRIC TONS CO₂ EMITTED)



→ Acatlán de Juárez – Mexico



A WORD FROM

Clément Ory, Agri-food & Beverages, Carbone 4

→ CARBONE 4 HAS A REPUTATION FOR BEING SELECTIVE ABOUT ITS CUSTOMERS. WHAT MADE YOU WANT TO WORK WITH SAVERGLASS?

Our first project with Saverglass was over 10 years ago. Carbone 4 and, in this case, Jean-Marc Jancovici, completed an initial carbon diagnostic in 2009. It is also inspiring to take stock of the situation 10 years on and continue working with long-standing customers. Especially when the second carbon footprint assessment showed progress: an 11% reduction in greenhouse (GHG) emissions over 10 years. Saverglass is also a major manufacturer in the glass industry, so forging experience with the Group and its customers has been rewarding. There is the potential for meaningful progress. Ultimately, Saverglass's positive innovations may become industry standards. Finally – and this is a decisive factor for us – the Saverglass team is fully committed and sincere about making this transition..

→ WHAT IS THE NATURE OF YOUR WORK WITH SAVERGLASS?

In 2020 and 2021, the goal was to update the carbon diagnostic and draft a road map to 2035. There are three stages to the carbon footprint analysis: setting up and defining the scope, assisting with data collection, and then processing data and reporting back to the team. Simply put, we coordinate and quantify. After the carbon diagnostic, Carbone 4 helped Saverglass develop a bold climate road map. The work focused on Scopes 1 and 2 for its plants, and on Scope 3, which means it is tackling the entire value chain, in particular by addressing its inputs, purchasing, packaging, and transportation choices. The goal then became to identify the various CO₂ emissions reduction opportunities and to assess their potential, along with the technical constraints and economic viability, to determine priority actions. Carbone 4 provides the methodology for incorporating this data and organizes brainstorming workshops, while Saverglass puts its technical and economic means behind the solutions. We co-develop the road map with the Saverglass team, and together, we schedule the actions between now and 2035.

→ SO THE "CO-CONSTRUCTION" ASPECT WITH SAVERGLASS IS ESSENTIAL...

It is fundamental. First, the Saverglass personnel are the ones with the technical expertise. The quality of the discussions enriches the approach and enables us to assess

the short- and medium-term feasibility of the actions in light of technological progress and cost. For the glassmaking sector, a large proportion of the solutions lie in innovation: most of the progress will heavily rely on designing products with a low-carbon mindset. The amounts of glass produced by Saverglass (fewer than 200 t/day for some furnaces) also point to the possibility of using electric furnaces, provided that the electricity is carbon-free. Beyond that, the Carbone 4 approach is systemic: identify all the areas where GHG emissions can be reduced and then proceed in a coordinated manner. This means involving the whole Saverglass ecosystem: employees, suppliers, customers (who need to be willing to share the excess cost of transitioning), and so on. Taking action with a shared goal has a multiplier effect.

→ WHAT ARE YOUR THOUGHTS ABOUT THE SAVERGLASS ROAD MAP?

The road map has been established. It is aspirational, strong, and organized with time-bound actions scheduled site by site, furnace by furnace, to make improvements. The objectives have been quantified. The staff have a firm grasp of the technical aspects of energy issues. The financial resources are there. The personnel are motivated and engaged. All the conditions are right for ensuring that the undertaking generates pride, involvement, and progress. The Group's honesty and clarity of thought in articulating its commitment is to be applauded.

→ THE RUNAWAY INFLATION IN ENERGY AND RAW MATERIALS PRICES IS PICKING UP EVEN MORE STEAM WITH THE WAR IN UKRAINE. IS THERE A RISK OF INTERFERENCE WITH THE SAVERGLASS ROAD MAP?

There have already been short-term disruptions. The team has been entirely transparent about this. The current spikes in energy costs raise the question of securing the energy supply, which ideally should be locally sourced (e.g., French biogas) with long-term contracts that protect against geopolitical risks. But what matters most is that Saverglass "knows the way" to navigate through the next 12 years to meet its objectives. Strong signals converge to make this an unavoidable issue: increase in the price per metric ton of CO₂ on the European quotas market, bank loans contingent on meeting this objective, customer reputation, etc. One of the greatest difficulties is undoubtedly the need to incorporate and reconcile the contradictory dictates of the market.

THE PATH TO LOW-CARBON GLASS!

One of our priorities is increasing the share of lower-emissions energy sources in the energy mix we use to manufacture glass. To this end, Saverglass has been experimenting over the last few years and has taken part in several international innovation programs.

Here we check in with Frédéric Dupuis, Director of Research and Sustainable Development at Saverglass (and his team members).

→ WHY DID YOU CHOOSE PARTNERSHIPS TO CONDUCT THESE EXPERIMENTS?

Transforming the glassmaking process to meet the decarbonization challenge is complicated, with significant industrial and financial impacts over the long term. In addition, this problem is shared by the other stakeholders in our sector and other industries, so it makes sense to team up to explore potential solutions.

→ HOW MANY PROJECTS ARE YOU PARTICIPATING IN?

To date, we are contributing to four collaborative projects, including three at European level.

→ VERCANE IS ONE OF THE FLAGSHIP PROJECTS. WHAT IS ITS GOAL?

The purpose of the Vercane project is to study low-carbon energy solutions and their impact on our manufacturing processes and develop a decision-making tool.

→ IS VERCANE ALSO ONE OF THE MOST PROMISING PROJECTS? IF SO, WHY?

Absolutely. Vercane incorporates all our production sites as case studies to assess impact and potential. That means Vercane allows us to get specific technical studies for our plants, which sheds light on the solutions.

→ HAVE SOME PROJECTS BEEN ABANDONED? IF SO, WHY?

The Furnace for the Future project had to be halted due to a lack of EU funding. The goal of that project was to create a 350 T demonstrator

for the Hybrid Fusion technology. Nevertheless, this line of work has not been abandoned because it is relevant to some of our business.

Meanwhile, green hydrogen is a solution whose time has not yet come, for economic reasons, unlike electric fusion. However, the technologies are advancing rapidly; production capacity is growing. While hydrogen is not a solution for the short term, it could possibly help further the decarbonization cause in the future.

→ WHAT LESSONS HAVE YOU LEARNED?

These projects are a source of solutions we can explore. We now have a good sense of the outlook for using biogas, biomethane, electric fusion, and hydrogen.

→ ANOTHER WAY TO DECARBONIZE OPERATIONS IS TO USE CARBON-FREE RAW MATERIALS. WHERE DO YOU STAND ON THAT?

The carbon-free raw material for the glass industry is internally sourced cullet and externally sourced cullet. We have an improvement plan to raise the rate of external cullet at the Group level. In addition, we are part of the GT35 project at the Celsian laboratory, which is researching new raw materials with a reduced CO₂ impact. We are also looking for solutions involving materials derived from manufacturing that are currently viewed as waste to enable us to reduce our impact on natural resources.

So far, we have identified two opportunities, and we have just launched an exhaustive study on this topic to expand the opportunities. —

→ Delivery in the Cognac area



OUR ACTION PLANS

The main pathways for improvement are a continuation of the actions we have already embarked on:

- Improving energy efficiency
- Boosting the share of clean energy in the energy mix used to manufacture glass

A concrete, detailed action plan has been drawn up for each site, and the carbon impact of each solution proposed in the plan has been measured. The aim is to identify the levers for improvement that employ reliable, affordable technologies.

This year, we continued with our action and investment plans. These plans are based on fundamentals, such as regularly updating our industrial machinery and our road fleet (transportation vehicles and company cars), progressively shifting to alternative energies for our furnaces, and implementing targeted future-looking projects in conjunction with other stakeholders in the glass business.



→ Charging station for hybrid vehicles – Feuquières – France

SAVERGLASS IN ACTION

Increasingly virtuous manufacturing equipment at the cutting edge

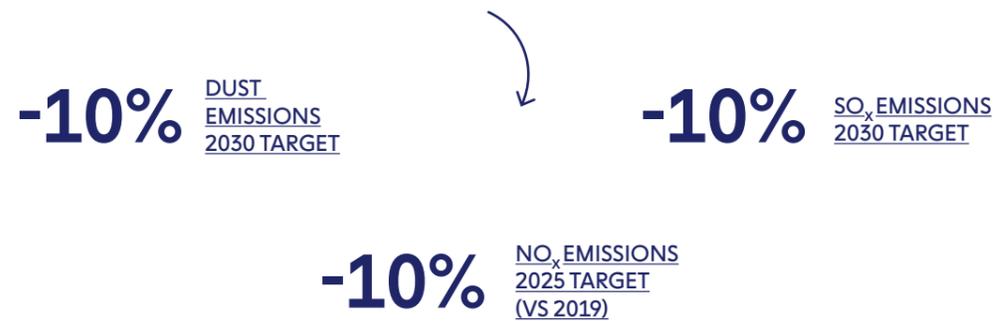
Glass manufacturing requires large-scale industrial machinery. Our ambitious investment plan involves keeping our manufacturing equipment at the cutting edge of technology. The furnaces, manufacturing machinery, control systems, and bottle marking machines are updated to reflect the latest technologies on the market.

Moving toward 100% electric or hybrid vehicles

Since 2019, Saverglass has been converting its road fleet: combustion engine vehicles are gradually being replaced by 100% electric or hybrid models. Logistics vehicles are also a focus of the energy transition. Working in partnership with its customers, Saverglass is optimizing its transportation circuits so that its trucks never make empty trips. This organization encourages transportation providers to invest in equipment that generates fewer CO₂ emissions. The Group put its first biofuel-powered truck into service at the start of 2021 (over 50 electric charging stations installed at Group sites).

REDUCING EMISSIONS AND DISCHARGES RELEASED INTO THE AIR AND WATER

To improve air and water quality, Saverglass designs and rolls out solutions designed to minimize its other emissions (NO_x, SO_x and particulates), and to better manage its effluents.



AIR EMISSIONS AND EXHAUST GAS

Saverglass's furnaces are equipped with regenerators that recover energy from hot gases and the best technology available to limit the environmental impact of airborne emissions. And the last 20 years have produced tangible results.

WATER DISCHARGES AND EFFLUENTS

All our acid-etching decoration sites are fitted with the innovative system developed by the Saverglass team for the Coulommiers site in 2011. The system was first replicated at the Arques factory in 2014, then at the Acatlán de Juárez site in Mexico in 2019. The acid-etching decoration units significantly reduced their environmental footprint with advanced, less-polluting technology and controlled rinse water release systems.

ELIMINATING HEAVY METALS THANKS TO ORGANIC DECORATIVE ELEMENTS

The ORGANIC COLOR PLAY® process developed by Saverglass is an alternative to screen-printing that avoids the use of heavy metals such as lead (Pb), hexavalent chromium (Cr6), Cadmium (Cd), and Mercury (Hg). So far, we have replaced more than three-fourths of our enamel decorations with the ORGANIC COLOR PLAY® process.



-50%

The installation of low-NO_x burners has lowered nitric oxide emissions by 50%



-75%

By installing electrophiles on our furnaces



-90%

By installing electrophiles on our furnaces

100% RECYCLABLE ORGANIC DECORATIVE ELEMENTS!

Organic decorations = 100% recyclable - 0 heavy metals - 70% energy savings

As a pioneer in organic decoration, Saverglass has been committed to this environmentally responsible pursuit for over 15 years.

Today, 78% of our decorative concepts use organic inks that deliver top performance with a broad range of visual effects and vivid, natural colors.

Another advantage is that, unlike traditional screen-printing which uses enamel, these organic inks do not need to cure at high temperatures. That means they limit energy consumption while guaranteeing ultra-precise filling and even printing.



OPTIMIZING OUR USE OF RAW MATERIALS AND CONSERVING RESOURCES

→ Extra-white sand
Acatlán de Juárez – Mexico

Our objective is to produce our bottles sustainably by limiting the resources we consume and the waste we generate. In addition to using cullet, a recycled material, at Saverglass we strive to optimize how we use raw materials in the manufacture and decoration of our bottles. This philosophy guides our efforts to improve the efficiency of our manufacturing processes. At the same time, we have instituted a circular economy policy to authorize the recycling and/or reuse of packaging.

40%

RATE OF PALLET
RECYCLING
IN 2025

-10%

RATE OF REDUCTION
IN PACKAGING (COVERS)
BY 2025

-3%

REDUCTION
IN THE GROUP'S
WATER CONSUMPTION
BY 2025

+9%

INCREASE IN
THE PERCENTAGE
OF CULLET IN OUR
GLASSES (BY 2025)

RAW MATERIALS NEEDED TO MANUFACTURE BOTTLES

Cullet recycling, which allows us to lower our energy consumption and reduce airborne emissions, is also a way to use fewer virgin raw materials. That amounts to one more reason why Saverglass is continually working to promote glass recycling



→ Extra-white cullet – France

CONSERVING WATER RESOURCES

We need water to cool our furnaces. In 2021, to use less of this resource, Saverglass identified best practices for further limiting its water consumption and rolled them out at its different sites. One of the best practices identified was setting up rainwater collection systems.

The Feuquières plant for example now meets 60% of its water needs using rainwater collected from its roofs. At the same time, this measure has dramatically reduced drinking water consumption at the plant.



→ Rainwater collection tank – Feuquières – France

CULLET FAQs

Using cullet in our manufacturing processes is one of the ways we can act in the short term to reduce GHG emissions and extract raw materials from nature. But boosting the amount of cullet used to produce ultra-high-quality glass is not that easy. With Thibaud Bertrand, HSE and CSR Manager.

→ IN WHAT WAYS IS CULLET AN EFFECTIVE SOLUTION FOR REDUCING GHG EMISSIONS?

Cullet does have significant environmental advantages. First, because it can be used in place of raw materials such as sand, limestone, and soda ash, it reduces the consumption of natural resources. Another advantage is that its melting point is lower than natural raw materials, allowing for a faster process, energy savings, and reduced GHG emissions.

→ WHAT FACTORS PREVENT MORE EXTENSIVE USE OF CULLET IN OUR MANUFACTURING PROCESSES?

The amount of cullet available and the impact of its use on product quality are two factors to consider. Cullet resources are limited, and each glass manufacturer is allocated a pre-defined amount under national agreements. That is certainly the case in France. However, we consume all the cullet made available to us through recycling channels and we pledge to continue using it all. Because supplies are limited, any increase in cullet consumption for a production run would lower the amount of cullet available for another production run or another color. To increase recycling in our industry, we must recover more household glass.

→ HOW MUCH HOUSEHOLD GLASS IS MADE AVAILABLE TO GLASSMAKERS OUT OF THE HOUSEHOLD GLASS COLLECTED? TAKE FRANCE AS AN EXAMPLE.

The challenge for the glassmaking industry is the quantity of glass collected and recycled. The current rate of recycling in France is around 80%. That is good, but not enough to supply glass manufacturers. Across the entire industry, the challenge is not to increase recycling in the sector but to recover more household glass.

→ YOU ALSO MENTIONED THE IMPACT OF THE CULLET ON THE QUALITY OF THE END PRODUCT.

Cullet comes from waste sorting channels. Therefore, it contains tinted recycled materials that inevitably impart color to the products made from it. The darker

the target colors for the glass, the greater the possibility of adding cullet to the manufacturing process. On the other hand, this process is not suitable when clear glass is preferred. There is virtually no extra-white cullet from recycled glass. That can be problematic since we work in a premium market where extra-white glass is in high demand. Nevertheless, between 2015 and 2021, the percentage of cullet incorporated into Saverglass products rose by 9%, and our teams are working to obtain premium quality glass while honoring the Group's commitment to a 9% increase in the amount of cullet used in colored glass products by 2025 (compared to 2020).

→ WHERE DO YOU GET THE CULLET FOR YOUR "EXTRA-WHITE" HIGH-END RANGE?

The quality of our extra-white glass is attributable to the purity of the raw materials, which limits the amount of iron in the glass. Iron is the main contributor to color in glass. The quest for purity to achieve that level of quality restricts our ability to boost the amount of cullet, which is a source of contamination. However, to ensure flawless quality in our products, we produce our cullet by recycling the extra-white scrap and rejects generated by our processing.

All the collected glass is melted and recycled to produce new bottles. Our extra-white glass is 100% recyclable and recycled just like colored glass. Today, Saverglass recycles its own cullet to make extra-white glass.

Another advantage is that the cullet is already on site. That also translates to transportation savings, making it another way to cut GHG emissions.

→ AND WHERE DO YOU GET THE SAND YOU USE?

Whenever possible, we favor local sources and short supply chains for our procurements. In Europe, our sand comes from the Oise region in France and Belgium. It is transported by inland waterway to the production sites. In the United Arab Emirates, sand is sourced in the area around Riyadh, Saudi Arabia. The sand used at the Mexico plant comes from Veracruz.



→ Extra-white glass cullet - Feuquières - France

OUR OBJECTIVE

+4 POINTS

INCREASE OF CULLET IN OUR COLORED PRODUCTS (BY 2028)

1 METRIC TON OF CULLET USED

=

250 TO 300 KG OF CO₂ EMISSIONS SAVED

Since 1974, the glassmaking industry has worked alongside local authorities to set up glass collection programs. Beyond the environmental value of these efforts, the programs create jobs and support local authorities in their waste management services.

However, the rate of recycling varies widely across the planet. Currently, it is nearly 80% in France and 76% in Europe. Work to optimize the organization of the sector in Europe should result in a 90% rate of glass recycling by 2030. In the United States, the recycling rate is 30% although there are plans to increase this to 50% by 2030.

For geographic areas where glass collection is less organized, Saverglass is looking for solutions. As a result, recycling has been organized in the United Arab Emirates and partnerships are being sought in Mexico.

DID YOU KNOW ?



PACKAGING: MOVING TOWARDS THE CIRCULAR ECONOMY

With Ludovic Gamain,
Packaging Manager

→ HOW DO YOU SHIP BOTTLES AND DECANTERS TO THE OTHER SIDE OF THE EARTH WITH LIGHTER PACKAGING BUT NO BREAKAGE?

Our bottles are packaged carefully to avoid breakage. But that does not prevent us from taking steps to ensure the packaging is as environmentally responsible as possible. First of all, the translucent covers used are from recycled plastics. This allows us to save a minimum of 300 metric tons of polyethylene each year. Furthermore, our covers are both thin and resilient. The total weight of double-wrapped items has decreased by 15%, which translates to savings of almost 200 metric tons of polyethylene each year. And because the covers are sturdy, we can also opt for single-wrapping. That allows us to reduce thickness by 40%, or 100 metric tons of polyethylene per year. Our ultimate goal is to use 100% recycled plastic.

→ WHAT ABOUT THE PALLETS?

Here again, we are looking for the most environmentally friendly solutions, especially by favoring the circular economy, recycling, and reusing packaging. We use VMF standard wooden pallets, so they are reusable. To extend their service life, we collect them from our customers, then sort and clean them. Overall, this represents 50% of recovered material. We also work with a service provider to recover all the plastic inserts used to protect the bottles during transport. They are later reused in the creation of new packaging.

→ ARE THERE ANY PROJECTS UNDERWAY TO GO EVEN FURTHER?

We are constantly exploring new solutions for optimizing our packaging. That is the purpose of the multidisciplinary working group we have formed with the Quality, Production, Sales, and Packaging teams. We meet once or twice per month. One of our challenges is to reduce pallet weight further while increasing its carrying capacity.

→ Packaging reuse and recycling: Saverglass prioritizes VMF standard wooden pallets, which are reusable. Saverglass collects them from customers, then sorts and cleans them to lengthen their service life. In tonnage, they represent 50% of recovered material. With help from a service provider, Saverglass also retrieves the inserts (plastic packaging components that protect the bottles during shipping), so they can be reused in the production of new packaging.



COVERS

Translucent covers are manufactured from recycled plastic materials: they are thinner but sturdy enough to be used in single-wrapping applications. That amounts to nearly 200 metric tons of polyethylene saved per year.



W O R K F O R C E



PROTECTING OUR PERSONNEL & DEVELOPING THEIR SKILLS FOR THE FUTURE

Because our employees are our most powerful resource... And their commitment powers our innovative momentum

Our history is rooted in imparting glassmaking expertise, cultivating solidarity, and building team spirit. These practices still play a decisive role in driving our economic growth and building our future.

We continue to develop the skills of our personnel, promote their professional development, and guarantee safety and wellness in the places they work. These elements are the underpinnings of our product quality, capacity for innovation, responsiveness and, ultimately,

customer satisfaction. This philosophy is founded on individual commitment, accountability, and mutual respect.

How do we sustain these values?

- Ensure the health and safety of our employees
- Train them and develop their skills
- Reconcile economic growth with workplace quality of life
- Encourage diversity and equal opportunity



ENSURING THE HEALTH AND SAFETY OF OUR EMPLOYEES

Our business lines mainly come under the heading of heavy industry, and some of our operations are incredibly demanding. Therefore, workplace health and safety are absolute priorities for all personnel, regardless of the nature of their job duties. Our approach hinges on prevention. The effectiveness of our safety culture depends on flawless management of the processes that contribute to the overall performance of Saverglass.

9.4 FR1 / 2021
NUMBER OF LOST-TIME ACCIDENTS
X MILLION HOURS WORKED

<1 FR1 / 2030
NUMBER OF LOST-TIME ACCIDENTS
X MILLION HOURS WORKED

CONTINUOUSLY STRENGTHENING OUR PREVENTION-BASED SAFETY CULTURE

In addition to regularly updating our equipment, whose safety standards are increasingly stringent, our safety policy focuses on individual behaviors and shared vigilance. The policy is rolled out at all our sites in France and abroad with assistance from specialist firm iD.QUATION.

This approach has reinforced the traditional prevention method based on risk analysis and action plans to manage those risks and related training programs. Our training aims to develop preventive behaviors by considering the causes of accidents, risky behaviors, and each individual's capacity for action.

WORKPLACE HEALTH AND SAFETY

The cornerstone of our approach: training and recognition of achievements by individuals and groups.

Our training courses raise awareness of behaviors that can lead to accidents at home or on the job. Each individual is responsible for their safety, but everyone has a role to play on

the team to lead by example. Management promotes and reinforces best practices daily.

The entire approach is founded on a safety philosophy and buy-in to this philosophy. The "Play Safe" training for operators is the first step in cultivating this mindset.

Managers, who play a decisive role in implementing and monitoring the safety program, complete additional training called "Safe Pilot" which gives them tools to help employees maintain a high level of alertness on the job. For example, managers have periodically organized feedback sessions with their teams to discuss their working conditions.

These sessions have proven quite helpful. For example, the RAK factory in the United Arab Emirates has operated for 875 days with no accidents among its staff of 250 employees. In March 2022, the team set a new goal: 1,000 days accident-free! At the Acatlán site in Mexico, the campaign Todos Podemos Ser Héroes (We Can All Be Heroes) seeks to raise Saverglass employee awareness and influence their everyday behaviors by promoting a culture of health and safety, food safety, and factory safety.

→ The Todos Podemos Ser Héroes campaign at the Acatlán de Juárez plant Mexico





TRAINING STAFF AND DEVELOPING SKILLS

→ Training session at the Acatlán de Juárez plant - Mexico

At Saverglass, we combine over a century of expertise with innovation and cutting-edge technology. Workforce training and professional skills building are critical challenges. Furthermore, the Group is committed to attracting the best talent, promoting diversity, and creating satisfactory working conditions.

3%
PERCENTAGE OF PAYROLL
BUDGET INVESTED IN TRAINING
2025 GOAL

>70%
PERCENTAGE OF
EMPLOYEES TRAINED
2025 GOAL

6%
PERCENTAGE
OF APPRENTICES
AT THE GROUP
2025 GOAL

TRAINING TO HELP OUR PERSONNEL BECOME MORE SKILLED

Imparting our glassmaking know-how is both a tradition and one of the most crucial goals of the Saverglass training policy. Historically, the glassmaking industry has called on skilled glassmakers with practical skills and expertise. They used to be known as "master glassmakers."

Today, no school teaches the knowledge and techniques that Saverglass needs. To ensure our customers receive the same quality and service worldwide, the Group created its own School of Glass in 1999 and, more recently, a School of Decoration.

→ SHARING GLASS MANUFACTURING AND DECORATING KNOWLEDGE THROUGH THE SAVERGLASS SCHOOLS

"Old hands" known for their technical mastery and teaching skills instruct employees in best practices throughout their careers. Beyond the training provided when employees first join the Group, each stage in their professional development comes with its own specially adapted training program.

In 2018, a cohort of 480 new employees in Mexico participated in Saverglass training modules taught in Spanish by in-house trainers sent from France just for the occasion. In addition, over 300 French employees traveled to Mexico to provide hands-on training. The modules are now being rolled out to the 260 employees of MD Verre, a Belgian plant acquired by Saverglass in 2019.

→ ENCOURAGING APPRENTICESHIPS THROUGH PARTNERSHIPS WITH UNIVERSITIES

At the same time, Saverglass has created "incubators" in conjunction with professional training centers near its site in the Oise region. Students with high school diplomas or two-year degrees are hired on permanent contracts and supported for one or two full years to earn a two-year degree or other professional degrees.

Saverglass also pursues a policy of active interaction with the schools and universities in the regions that are home to its sites (Le Havre, Beauvais, Saint-Omer, and Coulommiers in France). Its partnerships culminate in internship offers in France and abroad. The Group maintains these relationships through participation in school selection committees and at various job and internship fairs. Saverglass also maintains dialogue with universities in the context of research projects.

→ SUPPORTING A CONTINUOUS TRAINING POLICY

The continuous training policy implemented at the Group helps employees develop their skills on an ongoing basis. The annual training plan is designed to advance four goals: skills transmission and knowledge management, maintaining responsiveness at all levels, developing innovation, and internationalization

2.44%
PERCENTAGE
OF PAYROLL BUDGET
INVESTED IN TRAINING
IN 2021.

It ranged from 3.13% to 4.42% over the last five years, as the workforce increased by nearly 10% over the same period.

3,700
PEOPLE
OF 35 DIFFERENT
NATIONALITIES

HIRE, ONBOARD, FOSTER LOYALTY

Saverglass recruits personnel to support its growth. In 2021, the Group had a total workforce of 3,700 people of 35 nationalities.

Our hiring policy is complemented by an active onboarding program in all the Group's countries of operation. From the moment they walk through the doors, new hires undergo five to six months of training, which enables them to learn all about the services offered by their company and the Group. Each business line has its training and onboarding curriculum. It is organized into several steps: a day devoted to the history, values, markets, and business activities of Saverglass; an immersion in production operations; and a tour of the Group's key divisions.



THREE QUESTIONS FOR

Emilie Schneider, Manager of Training, Workforce Planning, and HR Management Control

→ WHY DID SAVERGLASS CREATE THE SCHOOL OF GLASS AND THE SCHOOL OF DECORATION?

There is currently no other training or degree for these highly technical professions. These are demanding careers with a shortage of skilled labor. This is why we train the people we hire and strive to build our employees' skills throughout their careers in various positions. Saverglass has always offered training! This training was recently consolidated and organized with the official creation of the two Saverglass schools. And Qualiopi certification is in the works. Upon completion of these training programs, our "students" receive a certificate of completion. We are looking at the possibility of creating a more ambitious and prestigious title or certificate for employees that also boost their skill sets.

→ A SCHOOL ALSO REQUIRES TRAINING FACILITIES.

At the Feuquières site, we have a dedicated training space: four classrooms and a workshop with a production line. This type of set-up exists or is being rolled out at all our sites. That is the case, for example, at our new factory in Mexico. The training modules are the same across all sites. In total, nearly 750 people were trained in 2021. The training lasts between five days (theory and practice) and two weeks, depending on the complexity of the role. After all, the glassmaking business is quite broad.

Some inspectors check products as they come off the line while also working as packagers, engineers in the research department, quality controllers, lab auditors, line managers, mechanics, etc. There is just as much diversity in glass decorating: finishing technicians, quality inspectors, line managers, etc. We are also beginning to instruct sales personnel at our schools: a good understanding of our glass-making processes and the technical demands of glass are helpful in business negotiations.

→ WHO ARE THE TRAINERS?

The trainers are committed and seasoned professionals who are passionate about their professions and want to pass on their knowledge. They are trained to become trainers. However, they only work part-time as trainers because they must stay in close contact with the realities of the job, as techniques and equipment are constantly evolving. The training courses are also updated accordingly. Trainers may be asked to travel to our different sites depending on their specialty. Some have even been given temporary assignments to help open other international sites (United Arab Emirates, Mexico, Belgium) with training and start-up support. For example, in 2018, a cohort of 480 new employees in Mexico participated in Saverglass training modules taught in Spanish by in-house trainers sent from France just for the occasion. In addition, over 300 French employees traveled to Mexico to provide hands-on training. Currently, training is also provided to the 260 employees of MD Verre, a new Belgian plant acquired by Saverglass in 2019. —

SUPPORTING PROFESSIONAL DEVELOPMENT AND ENCOURAGING INTERNAL PROMOTIONS

Career advancement opportunities are one of the tools we have for motivating employees at Saverglass. The majority of our managers have risen through the company's internal ranks.

→ CULTIVATING CROSS-TRAINING AND CROSS-DISCIPLINARY COMPETENCIES

Progress in the production business lines is based on a dynamic and continuous focus on skills acquisition through cross-training.

The diversity of our projects and the Group's growth dictate that we increase our capacity for cross-disciplinary work. As a result, team members learn about and appreciate the implications and contributions of positions different from their own. This opens up new horizons for employees, and they can think about their professional development in a broader

context. Career managers and human resources managers also assist in these processes. Periodic meetings are held to assess career opportunities based on the experience and skills acquired and the Group's future needs.

→ ENCOURAGING TRANSFERS

All job openings at Saverglass are posted on our Savercom website and can be accessed by all our employees. This makes it easy for them to see the positions available in France and abroad and apply for them. For our non-connected personnel, a dedicated job posting board is set up in production units.





→ Company restaurant

RECONCILING ECONOMIC GROWTH WITH WORKPLACE QUALITY OF LIFE

At Saverglass, we owe our growth and vitality to the commitment of our employees. Their loyalty and fulfillment are critical drivers of the Group's performance. In addition to the training, personalized support, and career opportunities we provide, we look after the well-being of our personnel and their workplace quality of life. Our goal: build the future of Saverglass together!

<2%
ABSENTEEISM RATE
2025 GOAL

96%
EMPLOYEE
RETENTION RATE

6.4%
PERCENTAGE
OF EMPLOYEE-SHAREHOLDERS

SHARING GROWTH AND ENSURING EMPLOYEES ARE THE FIRST TO BENEFIT FROM THEIR HARD WORK

This has been a long-standing conviction in our Group. A substantial share of the wealth generated by the company should go back to the personnel who make it possible. Therefore, Saverglass employees share in the Group's growth through several mechanisms.

→ A profit-sharing agreement has been in place since 2001. It is regularly updated and indexed to the most relevant indicators to everyone's work. There is an option to combine it with "super profit-sharing" (triggered by financial criteria) in the

case of extraordinary results. This system is offered at all the Group's production sites worldwide and is adapted to local law as applicable. In the last five years, the profit-sharing bonuses have amounted to at least 8% and up to 14% of gross annual salary.

→ In addition, the establishment of a shareholding program available to everyone enables each employee to experience the company like an entrepreneur. Some 10% of employees are Group shareholders.

LISTENING TO EMPLOYEES

Saverglass conducted a qualitative and quantitative study on workplace quality of life at all our sites. The survey was outsourced to an independent firm to ensure the results would be analyzed with total objectivity. It was carried out in the form of individual interviews. This process made it possible to identify areas for improvement and to set up action plans and monitoring at all the Group's entities in France. A collective committee drew up the action plan with executive team members, line managers, and union representatives. At the Group level, the approach was coordinated by a Liaison Committee with a Steering Committee at each site.

Actions are now being rolled out at each of our factories. Five essential topics are being tackled: management and employee relations, institutional and local communication, job and skills management, work hours and intensity of effort, and working conditions.

DEVELOPING SOCIAL DIALOGUE

At Saverglass, social dialogue is built on openness and participation. Our approach takes the form of direct interactions between employees and their representatives. The works councils put in place are adapted to comply with local regulations in the countries where Saverglass operates. The meetings of these councils are attended in person by the Chairman of the Group to maintain direct contact between management and employee representatives.

In Europe, the works councils meet each month at every site. In Mexico, the company leads a social dialogue with a union, which frames the annual negotiations about employee pay and benefits. In the United Arab Emirates, there is no notion of trade unions, so Saverglass fosters social dialogue through ongoing communication. Beyond that, direct contact is the preferred channel through discussions between managers and their teams.

NURTURING COMMUNICATION AMONG AND WITH EMPLOYEES

Our Group is constantly growing, which means our workforce is growing too. To bring our corporate culture to life and share the Group's vision and plans, we have created two key communications channels.

SAVERCOM INTRANET

With content provided by a team of 50 correspondents, this collaborative information site reports on Saverglass news and operations worldwide. It is available in three languages and is smartphone-accessible.



ENCOURAGING DIVERSITY AND EQUAL OPPORTUNITY

Historically, our industry has been male-dominated. At Saverglass, appreciating our differences is the first of the Group's five values. Promoting equal opportunities at work is a strategic commitment for the Group.

66 < X < 85
 GENDER EQUALITY INDEX BY SITE 2021

> 80
 GENDER EQUALITY INDEX 2025 GOAL

90%
 GENDER EQUALITY INDEX 2030 GOAL

CREATING FAIR HIRING AND COMPENSATION POLICIES

In France, Saverglass signed on to the *Charte de la Diversité en Entreprise* (Business Diversity Charter), which calls for, among other things, the application of objective and non-discriminatory hiring criteria whose sole purpose is to assess the applicant's professional aptitude.

Saverglass is also a member of the Club des Entreprises Inclusives (Inclusive Companies Club), whose goal is to introduce companies that are hiring to various kinds of job placement associations (e.g., disabled, migrant, or marginalized workers) to give everyone the chance to join the workforce.

PROMOTING GENDER DIVERSITY AT THE WORKPLACE

Equal opportunity is an integral part of our managerial practices and we are actively increasing the gender diversity of our teams. In France, the Group uses the gender equality index per production site as a metric for guiding, assessing and improving its efforts.

FACILITATING THE ONBOARDING OF DISABLED EMPLOYEES

For the last three years, a unique campaign has been organized to tear down obstacles related to disability in the workplace. This awareness-raising initiative includes participation in various events and training and communications initiatives on disability.

Workstations are regularly evaluated with the occupational health office to improve ergonomics by investing in new equipment when necessary. Recurring training sessions are provided to teach the right motions and postures to use at workstations. Finally, a social worker also monitors each case to give personalized support.

In 2021, Saverglass implemented an end-of-career arrangement for its employees in France aged 60 and up who worked in production. The objective is to enable people exposed to the physical constraints of workstations to retain their jobs for as long as possible under the best conditions.

SAVERGLASS PARTNERS WITH DUODAY IN 2021



→ DUODAY in Feuquières France

Saverglass has been involved with Duoday as part of the European Disability Employment Week since 2019. The concept is that, for one workday, a disabled person forms a two-person team with a professional to learn about a particular profession. Like an exchange program, the Saverglass teams come together to welcome individuals with disabilities.

This initiative was repeated in Coulommiers and in Le Havre.

C O M M U N I T Y

3

**PLAYING A PART
IN DEVELOPING
THE REGIONS
WHERE WE DO
BUSINESS**

Because solidarity is one of our values...

Saverglass sites play an active role in developing the social and economic fabric of the geographic areas where the group operates. We support job creation and thriving communities in consultation with local decision-makers and elected officials, administrative partners, and training stakeholders.





HELPING DEVELOP THE LOCAL ECONOMIC & SOCIAL FABRIC

Saverglass is growing. In addition to creating jobs, Saverglass also supports regional economic growth in the areas in which it operates by prioritizing local sourcing and long-term partnerships with small businesses.

93%

% OF PURCHASES MADE LOCALLY 2021

95%

% OF PURCHASES MADE LOCALLY 2025 GOAL

LONG-LASTING PARTNERSHIPS WITH LOCAL SMALL BUSINESSES

The Group prioritizes lasting partnerships with its strategic suppliers: raw materials, mold manufacturers, R&D, packaging, carriers, etc. These partnerships are based on mutual respect, transparency,

information sharing, and continuous communication.

To the extent that it incorporates ethics and environmental clauses in its contracts, Saverglass expects its partners to share its vision of a business model that is environmentally responsible, economically beneficial, and employee-friendly.

JOB CREATION

Our approach includes a virtuous strategy in the regional job market around each of the Group's sites, and we leverage our employer image as an asset to attract talent. Saverglass works in close contact with various local employment agencies such as Pôle Emploi.

PARTNERSHIP WITH LES APPRENTIS D'AUTEUIL BECAUSE WORK IS A POWERFUL LEVER FOR SOCIAL INCLUSION

Since 2020, Saverglass has offered a certification and job placement program with Les Apprentis d'Auteuil. Interview with Isabelle Lefevre, Deputy Director of Human Resources at Saverglass.

→ WHAT INSPIRED SAVERGLASS TO GET INVOLVED IN TRAINING DISADVANTAGED YOUNG PEOPLE?

Saverglass has been working on diversity for several years: the Group promotes a culture of standing out to forge a company that innovates and succeeds economically and socially. We also care about the local communities around our sites. Extending a hand to young people in need is part of our corporate culture.

→ AND WHY DID YOU CHOOSE LES APPRENTIS D'AUTEUIL?

It is a prominent foundation with a long history. But it also created the Skola program, which enables people without suitable vocational training or who are excluded from the job market to gain employable skills through a work-study contract that culminates in a diploma. Finally – and this is what matters for these young people who are excluded from the job market and are frequently dissocialized – Les Apprentis d'Auteuil offers a structured framework. It covers topics ranging from how to behave in the workplace to logistical problems, such as housing and transportation. Professional support and social support go hand in hand.

→ WHERE AND HOW DOES THE TRAINING TAKE PLACE?

The training program lasts for one year. The theoretical parts are covered by our usual partner Promeo. This organization specializes in training for industrial professions (offered in continuous or work-study modes). It has several vocational training centers in our home region, including Beauvais, near our corporate headquarters in Feuquières. The goal is to enable young people to earn the "industrial manufacturing agent" professional certification. But Promeo training courses can go all the way up to the level of engineer.

→ WHAT ABOUT AT SAVERGLASS?

Last September, our first class of 13 participants joined Saverglass in glass manufacturing and decorating positions. They were chosen on the strength of their applications and interviews in which we gave an overview of the Group's business lines. A tutor is assigned to each apprentice to help consolidate the learnings acquired in the workplace. We also launched an in-house call for mentors to assist them in their day-to-day experience at the Group. The project is still young. Much to our chagrin, four participants recently left the program. But that does not diminish everything we have learned from this initial experience. The partnership with Les Apprentis d'Auteuil will continue.





→ Group headquarters in Feuquières – France

PROMOTING RESPONSIBLE PURCHASING PRACTICES

Each year, Saverglass spends approximately €300 million on goods and services from its suppliers. Each contract includes clauses on ethical and responsible conduct.

96%

% OF SUPPLIERS THAT HAVE SIGNED ETHICS CLAUSES IN OUR CONTRACTS 2021

100%

% OF SUPPLIERS THAT HAVE SIGNED ETHICS CLAUSES IN OUR CONTRACTS 2025 GOAL

SUPPORTING SUPPLIERS

Our five most significant areas of spending are glassmaking raw materials, investments in manufacturing infrastructure, logistics (storage and transportation), energy, and, finally, packaging. There are three prerequisites for encouraging responsible purchasing policies: build a trust-based relationship with suppliers to ensure a steady supply, choose high-quality products sourced near production sites, and ensure adherence to business ethics standards (compliance with local regulations, anti-corruption practices, and respect for human rights) in the value chain.

SELECTING AND MONITORING SUPPLIERS

We consider various criteria when choosing our suppliers. Before entering into a contract, we verify the supplier's regulatory compliance using an online tool that shows whether a supplier has been sanctioned or fined. This approach is supplemented with a contractual commitment, namely a signed clause on social responsibility that addresses:

- compliance with all laws and regulations in effect
- work in the spirit of the United Nations Global Compact (Saverglass signed the Global Compact in 2016) and compliance with the guiding principles of the ILO (International Labor Organization)
- ban on child labor and forced labor
- particular focus on the environmental impacts of the supplier's operations
- pledge by the suppliers to ensure that their providers abide by these principles

The Saverglass team conducts an approval audit of each potential new supplier to check its capacity to meet these requirements and expectations: product compliance, fulfillment of delivery commitments, traceability, business continuity plan, and environmental risk management.





FORMALIZING AN ETHICS STANDARD & ANTI-CORRUPTION BEHAVIORS

To reinforce its responsible purchasing strategy vis-à-vis its customers, Saverglass meets its social and environmental commitments. The Group has implemented an anti-corruption policy in keeping with its pledge under the United Nations Global Compact.

OUR ANTI-CORRUPTION POLICY

It complies with French and international regulations and is based on an analysis of:

- corruption risks
- the definition of rules governing gifts and invitations
- employee training
- notification of Group partners, and the establishment of an alert system that is available to Group personnel and partners

OUR COMMITMENT

"Saverglass reaffirms its support for the 10 Principles of the United Nations Global Compact in human rights, labor standards, the environment, and the fight against corruption. The Global Compact principles are integrated into the strategy and culture that guide us in our everyday actions at the company. This is our communication on progress in implementing these actions."

Jean-Marc Arrambourg,
President and Chief Executive Officer of Saverglass.

→ Since 2016, Saverglass has remained committed to the United Nations Global Compact.



APPENDICES



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INDICATORS DASHBOARD

RESULTS AND OBJECTIVES

ENVIRONMENTAL WORKFORCE & COMMUNITY

STRATEGIC COMMITMENTS – INDICATORS			UNIT/ PERFOR- MANCE INDICATOR	RESULTS		CSR OBJECTIVES						SUSTAINABLE DEVELOPMENT GOALS (SDGs)		
				2020	2021	2025	2030	2035	2050					
ENVIRONMENTAL COMMITMENTS							Chn.		Chn.		Chn.			
I - ADAPTING OUR MANUFACTURING PROCESSES TO CURRENT ENVIRONMENTAL CHALLENGES	A - CONTRIBUTING TO THE FIGHT AGAINST CLIMATE CHANGE	Total CO ₂ emissions (Scopes 1, 2 & 3)	t/tg	1.10	1.04	0.94	-5%	0.73	27%	0.63	-36%	Carbon neutrality		
		Scopes 1 & 2: direct emissions & energy	t/tg	0.65	0.64	0.58	-4%	0.41	-32%	0.33	-45%			
		Scope 3: upstream & downstream emissions	t/tg	0.45	0.40	0.36	-6%	0.32	-17%	0.30	-22%			
	B - REDUCING OTHER EMISSIONS	NOx emissions	kg/tg	1.91	1.95	1.36								
		SOx emissions	kg/tg	0.81	0.87			-10%						
		Dust emissions	kg/tg	0.12	0.14			-10%						
	C - OPTIMIZED USE OF RAW MATERIALS	Cullet use												
		Rate of cullet - Extra-white glass		%	25	23	28			74				
		Rate of cullet - Colored glass		%	64	67.6	70			74				
		Percentage of organic decoration vs. all decoration		%	82	78		+5%						
Share of products in the eco-design line of our Saverglass collection														
% vs turnover		%	17	20				25						
% vs Total quantity		%	23	27				30						
Percentage of recyclable decoration		%	100	100	100									
Preserving resources														
Rate of pallet recycling		%	32	39	40									
Rate of packaging volume reduction (covers)		%		-2.5%	-10%									
Increase in no. bottles/pallet (impact on packaging & transport)		%		+1%	+5%									
Water consumption/tg		m ³ /tg	0.50	0.41	-3%									
Percentage of R&D projects aimed at reducing environmental impact		%	33	30	40			45		45				

t/tg
(ton CO₂/ton of glass)

kg/tg
(kilogram/ton of glass)



STRATEGIC COMMITMENTS – INDICATORS			UNIT/ PERFOR- MANCE INDICATOR	RESULTS			CSR OBJECTIVES			SUSTAINABLE DEVELOPMENT GOALS (SDGs) 
				2020	2021	2025	2030	2035		
WORKFORCE COMMITMENTS										
II - PROTECTING OUR PERSONNEL AND DEVELOPING THEIR SKILLS TO PREPARE FOR THE FUTURE	EMPLOYMENT	Total workforce	Number	3,418	3,701					
	A - WORKPLACE HEALTH AND SAFETY	Accident frequency rate	No./MH							
		FR1 : Frequency rate 1 (lost time accidents/million hours worked)	No./MH	8.8	9.4	<1				
		FR2 : Frequency rate 2 (lost time accidents/million hours worked)	No./MH	20.5	19.5	<10				
	B - WORKPLACE QUALITY OF LIFE	Absenteeism rate	%	2.17	2.33	<2				
		Employee retention rate	%	95.04	96.27	>97				
		Employee shareholder rate	%	10	6,4					
	C - SKILLS AND CAREERS	Percentage of payroll budget invested in training	%	1.38	2.44	3				
		Rate of employees trained	%	45	70	>70				
		Share of apprentices in Group	%	2.74	1.94	6				
D - DIVERSITY	Gender equality index	%	62<X<90	66<X<85	>80	>90				
	Percentage of women	%	23.7	25.6	25					
COMMUNITY COMMITMENTS										
III - PLAYING A PART IN DEVELOPING THE REGIONS WHERE WE DO BUSINESS	HELPING DEVELOP THE LOCAL ECONOMIC AND SOCIAL FABRIC	Percentage of local purchases vs. total purchase volume	%	93	93	95	95	95		
	PROMOTING RESPONSIBLE PURCHASING PRACTICES	Percentage of our buyers trained in responsible purchasing	%	82	82	100	100	100		
	FORMALIZING AN ETHICS STANDARD AND ANTI-CORRUPTION BEHAVIORS	Anti-corruption: at-risk population trained vs. total eligible population	%	83.2	81					
		Percentage of suppliers that signed CSR clause (of all suppliers under contract)	%	95	96	100	100	100		

SAVERGLASS SUSTAINABLE
DEVELOPMENT GOALS
(SDGs)



A HISTORY OF STRONG COMMITMENTS TO SUSTAINABILITY

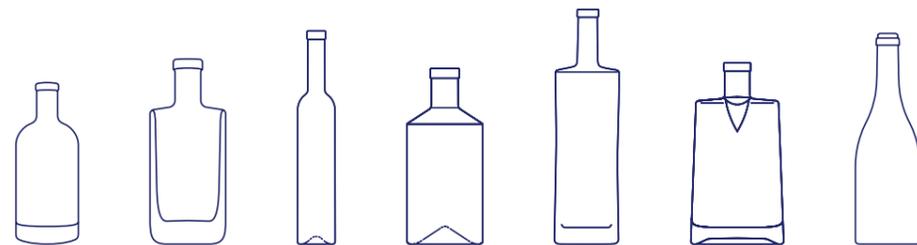
<p>1993</p> <p>First glass manufacturer certified ISO 9001</p>	<p>2001</p> <p>Profit-sharing program created for Group employees (variable portion tied to the Group's financial, industrial, quality and workforce performance)</p>	<p>2004</p> <p>Plastic waste reductions over the period 2004-2020 (-3,000 T)</p>	<p>2005</p> <p>Decision not to recycle flue gas cleaning dust to keep glass free of heavy metals</p>	<p>2008</p> <p>Development of first organic inks</p>	<p>2009</p> <p>First carbon footprint analysis to measure the carbon impact of business activities</p>	<p>2010</p> <p>30% reduction in occupational accident rate over 5 years</p>	<p>2015</p> <p>8% increase in cullet incorporated in glass products (period: 2015-2019)</p>	<p>2018</p> <p>Publication of Saverglass's UN Global Compact report</p> <p>CORE Committee (Energy Steering Committee) formed</p>	<p>2020</p> <p>Second carbon footprint analysis completed</p>	<p>2021</p> <p>Business decarbonization road map defined: targets for 2035 and 2050</p> <p>Release of first Saverglass CSR report</p>
<p>1999</p> <p>Saverglass creates its own glassmaking training center: the School of Glass</p>		<p>2004</p> <p>Business Diversity Charter (commitment to objective hiring criteria that do not discriminate on the basis of the applicant's age, gender or nationality and focus only on the applicant's professional aptitude)</p>	<p>2008</p> <p>Significant reduction in other emissions (NOx, SOx and dust)</p>	<p>2009</p> <p>Creation of Saverglass sustainable development (CSR) report: "Petit Livre Verre", updated in 2013, as a green book</p>	<p>2012</p> <p>Ethics Charter published</p>	<p>2016</p> <p>Acceptance in United Nations Global Compact for Sustainable Development</p>	<p>2019</p> <p>75% of decorations legally certified as organic, 100% recyclables</p>	<p>2021</p>  <p>Saverglass awarded a silver medal by EcoVadis (joining the Top 25% of all companies rated by EcoVadis)</p>		

STRATEGIC ORIENTATIONS

Mindful that our business is to create premium glass bottles and that our operations pose industrial challenges, we recognize the urgency of protecting the environment and preserving resources. Very early on, we set out to optimize all our processes by seeking out solutions that were both economically and ecologically minded. Year after year, these simple, pragmatic actions have been built into a robust CSR program that is now treated as a major component of our Group's overall strategy. We have defined three priority areas of focus to meet our CSR objectives:

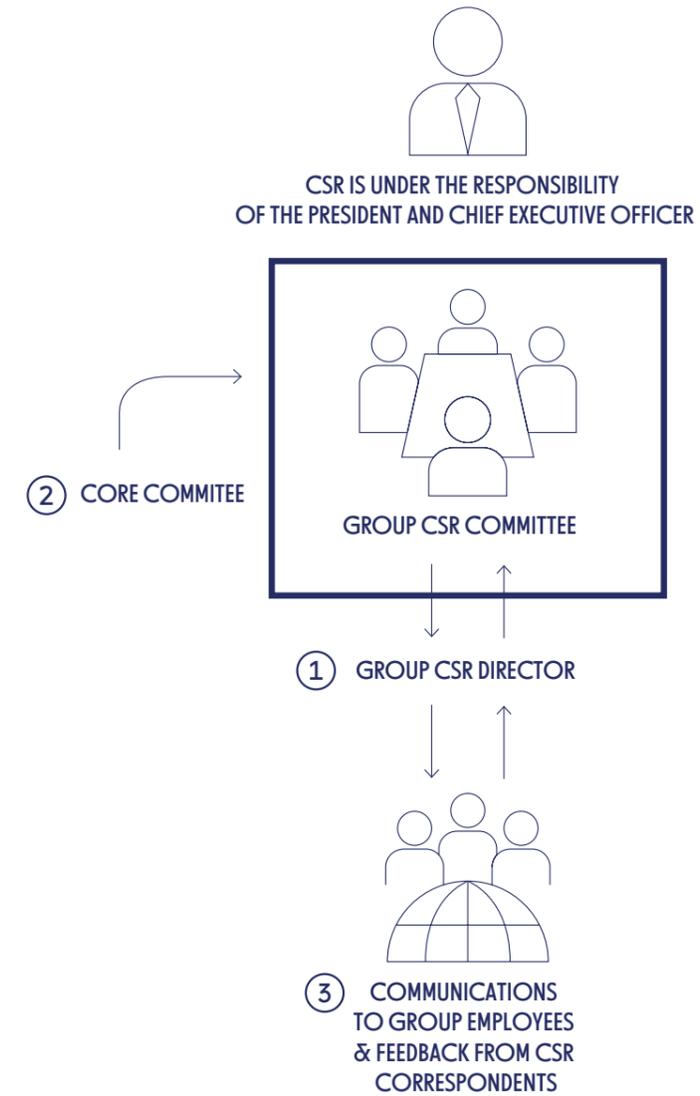
- Adapting our manufacturing processes to current environmental challenges, the first aim of which is to significantly reduce our GHG emissions
- Protecting our personnel and developing their potential while promoting diversity and equal opportunity for men and women at our company
- Taking action for society

Our goal: build and adapt our model so that it proves to be sustainable for our planet, for our personnel, for our Group, and for our customers.



GOVERNANCE

The corporate strategy is implemented by the men and women who manage the company.



① THE CSR STEERING COMMITTEE, LED BY THE CSR DIRECTOR, defines and rolls out the CSR policy.

② CORE COMMITTEE (ENERGY STEERING COMMITTEE) tasked with preparing and guiding the Group's strategy for the energy and technology transition.

③ CSR CORRESPONDENTS CSR correspondents are appointed in each geographic and/or functional entity of the company.

SAVERGLASS ENDORSES THE UNITED NATIONS GLOBAL COMPACT

Since 2016, Saverglass has been a member of the United Nations Global Compact and has remained committed to its 10 Principles.

HUMAN RIGHTS

- ① Support and respect the protection of internationally proclaimed human rights
- ② Make sure that it is not complicit in human rights abuses

ENVIRONMENT

- ⑦ Support a precautionary approach to environmental challenges
- ⑧ Undertake initiatives to promote greater environmental responsibility
- ⑨ Encourage the development and diffusion of environmentally friendly technologies

INTERNATIONAL LABOR STANDARDS

- ③ Uphold the freedom of association and the effective recognition of the right to collective bargaining
- ④ Contribute to the elimination of discrimination in respect of employment and occupation
- ⑤ Contribute to the effective abolition of child labor
- ⑥ Contribute to the elimination of all forms of forced and compulsory labor

ANTI-CORRUPTION

- ⑩ Work against corruption in all its forms, including extortion and bribery

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