



trèves

TRÈVES Group

Communication On Progress

CORPORATE SOCIAL RESPONSIBILITY
- 2020 -

COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

AGENDA

- CORPORATE SOCIAL RESPONSIBILITY POLICY

- COMMIT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

- COMMIT TO INTEGRATED AND ETHICAL BUSINESS

- COMMIT TO ENVIRONMENTALLY CONSCIOUS PRODUCT

- COMMIT TO HEALTH, SAFETY AND ENVIRONMENT

TRÈVES GROUP CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE COMMITMENTS

Trèves Group, a family owned company established in 1836, is committed to design, develop and manufacture environmentally conscious products which contribute to the reduction of thermal and acoustic emissions for the global automotive industry.

We are engaged in a sustainable development approach through concrete actions concerning our products, services and operational activities to ensure satisfaction of all our stakeholders.

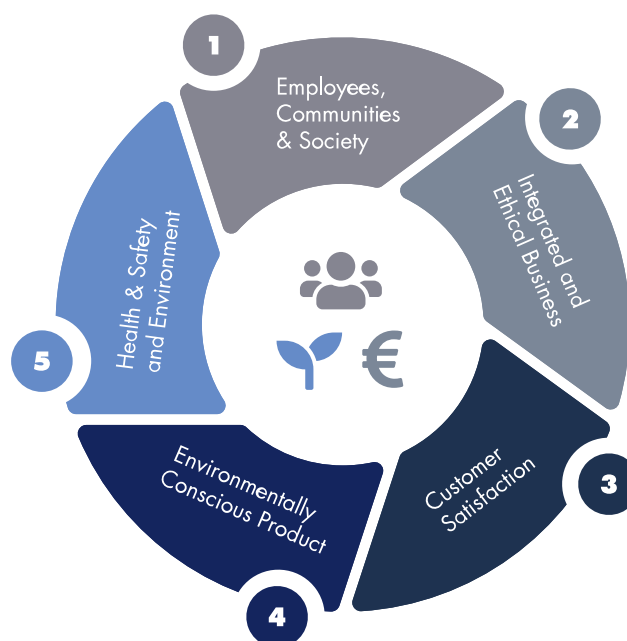
Our belief in the values and principles of the UN Global Compact initiative and the associated seventeen sustainable development goals is a prerequisite of our operational excellence and customer satisfaction.

In order to ensure the sustainable development of the Trèves Group, we identified five areas of action. For each of those areas, we have defined a 5 years vision with the associated KPI's and objectives.

All those objectives and corresponding action plans are integrated in our management system. By doing so, this will ensure consistency and alignment with our business strategy and the allocation of enough focus and resources to achieve those objectives.

It will also help to develop a true culture of sustainable development based on strong managerial commitment and responsible behavior by internal parties, in line with our Trèves values.

Our industry, the automotive one, is at the core of the sustainable revolution that must be done to secure the future of our Planet and the next generations. In that context, Trèves Group, as one of its global and innovative players, must and will be a strong contributive change maker!



F. CHAUSSAT
Chairman

TRÈVES GROUP AT A GLANCE



A **FAMILY OWNED** COMPANY ESTABLISHED IN **1836**
GLOBAL AUTOMOTIVE **INTERIOR / TRUNK TRIM AND**
ACOUSTIC SPECIALIST

385M€

Worldwide sales
In 2020

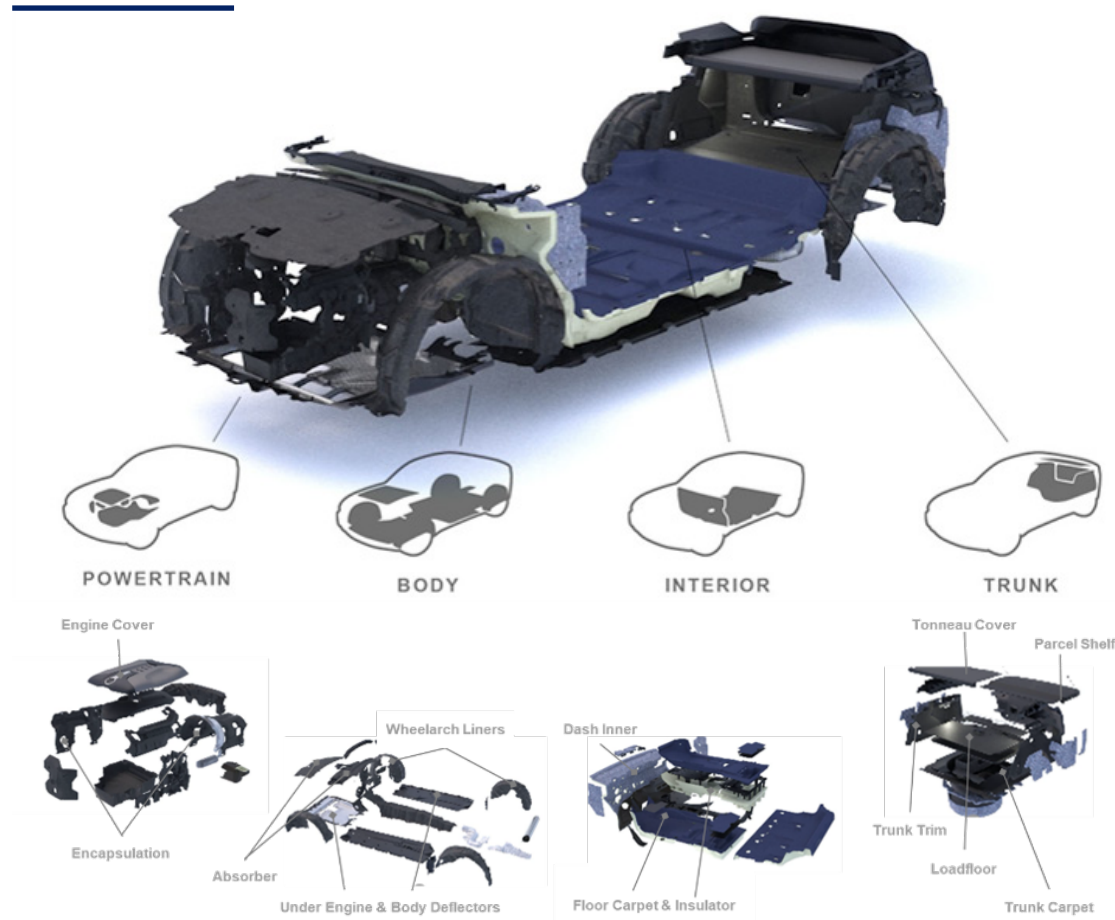
4 000

Employees worldwide
"One Trèves" mindset

22

Production sites
In 16 countries

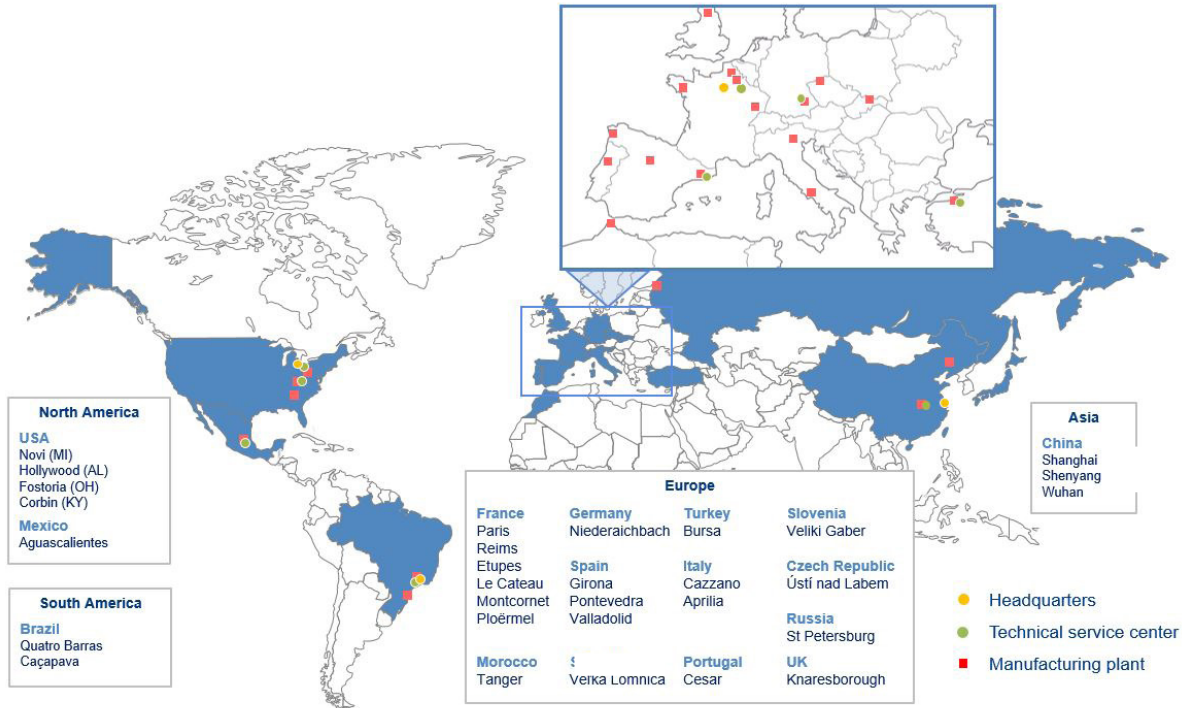
TRÈVES GROUP PRODUCT PORTFOLIO



CUSTOMERS PORTFOLIO

ALFA ROMEO • ALPINE • AUDI • BMW • BUICK • BYD • CHANGAN • CHEVROLET
CITROEN • DACIA • DONGFENG • DONGFENG PSA • DS • FIAT • FORD
GEELY • GMC • HONDA • HYUNDAI • INFINITI • IVECO • JAGUAR • JEEP • KIA •
LADA • LAND ROVER • LYNK&CO • MAHINDRA • MASERATI • MERCEDES-BENZ •
MINI • MITSUBISHI • NEVS • NISSAN • OPEL • PEUGEOT • PORSCHE • PROTON
RENAULT • ROLLS-ROYCE • SCANIA • SEAT • SKODA • SMART • SUZUKI •
TATA • TOGG • TOYOTA • VOLKSWAGEN • VOLVO • ZHONGHUA • ZINORO

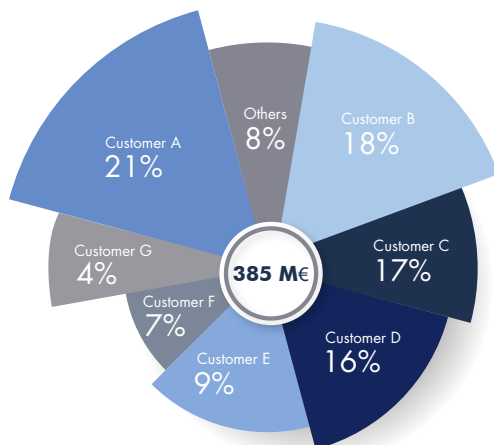
TRÈVES GROUP GLOBAL PRESENCE



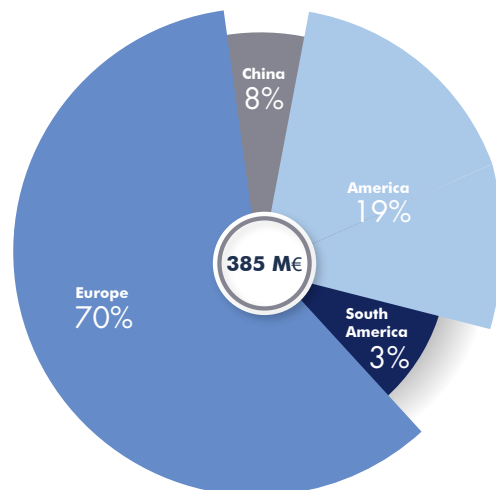
USA – Mexico – Brazil – Morocco – Portugal – Spain – UK – France – Italy – Germany – Czech Rep. – Slovakia – Turkey – Russia – China – Japan

TURNOVER PER CUSTOMER AND PER REGION

2020 SALES BY OEM



2020 SALES BY REGION



TRÈVES GROUP

RESEARCH & DEVELOPMENT



R&D

Trèves Group Center of Excellence based in Reims, France from 1993



ACTIVITIES

Hosting Group's Innovation Expertise, new products development and Group support activities (IT, SAP)



TOOLS

Responsible for deploying Group standard tools for manufacturing (SAP), Product Engineering (TIM – Siemens PLM Team Center), Lean Manufacturing System (SPRINT) and Project Management (TPMS)



PEOPLE

More than 220 employees, of whom 140 engineers dedicated to projects and R&D activities



ACOUSTIC LABORATORY

SEMI ANECHOIC CHAMBER

Application

Car level optimization: Airborne noise transfer function (interior/exterior), Engine package study, Sub system transparency,...

Technical data

Transmission loss horizontal reverberant excitation chamber,
Cut-off frequency 160 Hz
Interior dimension: 8.5 m x 5.5 m x 3.9 m

TRÈVES GROUP OUTSIDE THE CABIN

01 POWERTRAIN

Trèves is an expert supplier in engine encapsulation. Trèves offers and develops a wide range of innovative solutions for this growing activity thanks to its acoustic, design and thermal experience.

SOME EXAMPLES



BEAUTY COVER



OIL PAN



ENCAPSULATION

02 BODY

Trèves develops innovative solutions for better acoustic comfort as well as thermal and aero dynamic management for engine and underbody products.

SOME EXAMPLES



INSULATOR



UNDERBODY

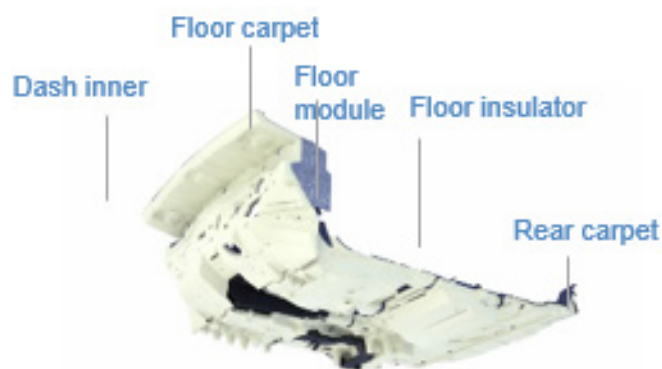


WHEEL ARCH

TRÈVES GROUP INSIDE THE CABIN

03 INTERIOR

Treves' expertise in **acoustics**, and **materials** actively contributes to the goals of offering greater experience, comfort and silence and a **competitive price**. As a global leader specialized in the acoustic treatment and interiors, we design and offer floor carpeting and soundproofing.



SOME EXAMPLES



DASH INNER



MAIN FLOOR

04 TRUNK

Treves offers an **extensive range** of **technologies**, industrializing its innovative and **unique design**, for all automotive trunk applications.



SOME EXAMPLES



TRUNK FLOOR



SIDE TRIM



PARCEL SHELF



ROLLO COVER



CORPORATE SOCIAL RESPONSIBILITY POLICY

COMMUNICATION
ON PROGRESS

TRÈVES GROUP CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE COMMITMENTS

1- COMMITTED TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

Treves Group, as a Global Automotive Interior / Trunk trim and acoustic specialist, contributes to develop local communities around our global locations. Communities pass through our employees and their family, that is why we encourage family events where we can share our values, passion and love of our company.

The implementation of our Ethics Charter throughout the organisation contributes to:

- **Ensuring compliance with applicable social & labour regulations as well as industry standards including on wages & working hours.**
- **Ensuring that all forms of child or forced labour are forbidden, including with our partners.**
- **Guaranteeing a fair treatment of all employees and partners, and commitment against any discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age.**

The involvement and the participation of our employees matter. To encourage it, we are committed to freedom of association and the right to collective bargaining, and incite the practice of certain alternatives restricted by law. When possible we develop partnerships with schools and universities, to contribute to the education of the future generation. We encourage local developpement when technically possible, preferring local partnership even in the purchase of our raw materials.

2- COMMITTED TO INTEGRATED & ETHICAL BUSINESS

The Implementation of our Anti-Bribery and Anti-Corruption Code of Conduct, contributes to develop long-term, quality relationships with our business partners based on trust, professionalism, responsibility and integrity.

Our whistleblowing system ensures the protection of the originator to report behaviour

or situations which infringe the Code of Conduct from any country via a web-based application.

Treves strictly applies a principle of zero tolerance towards all forms of corruption in all of its activities.

3- COMMITTED TO CUSTOMER SATISFACTION

Satisfaction of our customers and all other interested parties through our management system is one of our priorities. To ensure that we achieve this goal, all of our locations are certified to ISO 9001 & IATF 16949 standards. We ensure compliance to statutory, regulatory and security requirements.

In order to offer innovative solutions, reliable industrial processes, guarantee competitiveness and the respect of timing, the development of our products is focusing on :

- **Functional integration:** Intuitive ergonomics, new features, smart cargo management.
- **Visual aspect:** Complete range of new features, decoration and carpeting technologies.
- **Cost improvement:** Competitive product design, lean processes & standardised equipment.

4- COMMITTED TO ENVIRONMENTALLY CONSCIOUS PRODUCT

- Our duty is to design, develop and manufacture products that contribute to limiting their impact on the environment, including global warming. Our innovation teams are focussed on 3 mains themes that will make the difference :
- **Light weight products to reduce the carbon footprint: a paradigm shift in weight reduction for CAFE 2020 95 g/km CO2 emission**
- **Bio-based & recyclable solutions:** for CO2 reduction and respect of the environment.
- **Acoustic and Thermal comfort to reduce acoustic disturbance:** Finely tuned acoustic & thermal comfort for ICE, hybrid and electric vehicles both inside and outside the vehicle.

5- COMMITTED TO OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENT

We ensure compliance with Occupational Health & Safety and Environmental regulations. Treves is implementing a Health, Safety and Environment management system with the aim to prevent :

- **Any occupational accident or disease.**
- **Any damage resulting from technological risks (e.g. fire).**
- **Any environmental impact of our activities on air, water, soil, groundwater, global warming, etc... including accidental pollution.**
- **Our management system is aligned with the ISO 14001 & ISO 45001 standards, and it is deployed and maintained at each level of the Group.**

1 - COMMIT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

OUR EMPLOYEES, COMMUNITIES & SOCIETY ETHICS CHARTER

The Treves Group Values and activities rely on the highest standards of conduct respect of human rights , labor rights, the environment and ethics. The Ethics Charter defines these values and the principles that apply to the Group internal and external relations. The Ethical behavior is based on integrity, transparency, constant reevaluation and better performance through innovation and disciplined management. This charter is provided to each employee in order to support them in their work life.

GROUP CULTURE

Our “One Trèves” values apply to all aspects of the business.

TEAMWORK

LEADERSHIP

COMMITTED PEOPLE

OPERATIONAL EXCELLENCE

ACCOUNTABILITY

BE GLOBAL

DRIVE THE CHANGE

INNOVATE

CUSTOMER SATISFACTION

CREATE COMPETITIVE ADVANTAGE





CHARACTERISTICS OF PERSONNEL

In 2020, Trèves Group has 4000 employees worldwide spread over 16 countries.¹

GERMANY	MEXICO
BRAZIL	PORTUGAL
CHINA	CZECH REPUBLIC
SPAIN	UNITED KINGDOM
UNITED STATES	RUSSIA
FRANCE	SLOVAKIA
JAPAN	SLOVENIA
MOROCCO	TURKEY
ITALY	

Trèves Group success factor is its employees. Their contribution leads to the Group's growth. The three pillars of Trèves Human Resources' approach are:

- **Commitment to respecting human rights**
- **Commitment to work environment**
- **Commitment to the development of its employees**

To enhance its commitment to respecting human rights, Trèves Group has defined

an Ethics Charter which sets out the principles that all business decisions and operations must uphold worldwide.

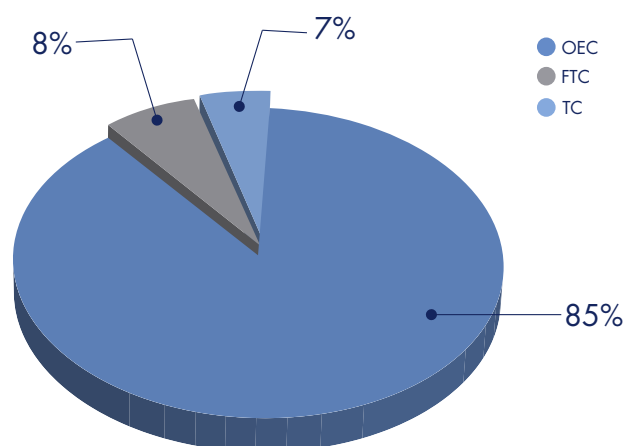
The following occupational classes must be considered to analyze Trèves Group employee's characteristics:

- **Managers and professionals**
- **Office employees**
- **Supervisors and technicians**
- **Workers**

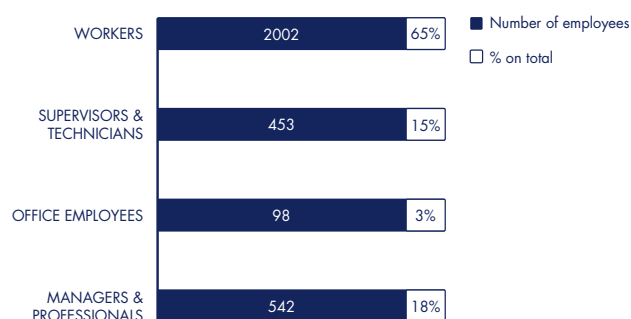
¹ All the data related to the analysis of the employees are based on permanent contracts excluding Turkish joint venture.

As of December 31st 2020, the distribution of different contracts shows that a high percentage of the Group's employees have a permanent contract. The Group commits to establishing long-standing relationships with its employees and focus on long-term perspectives.

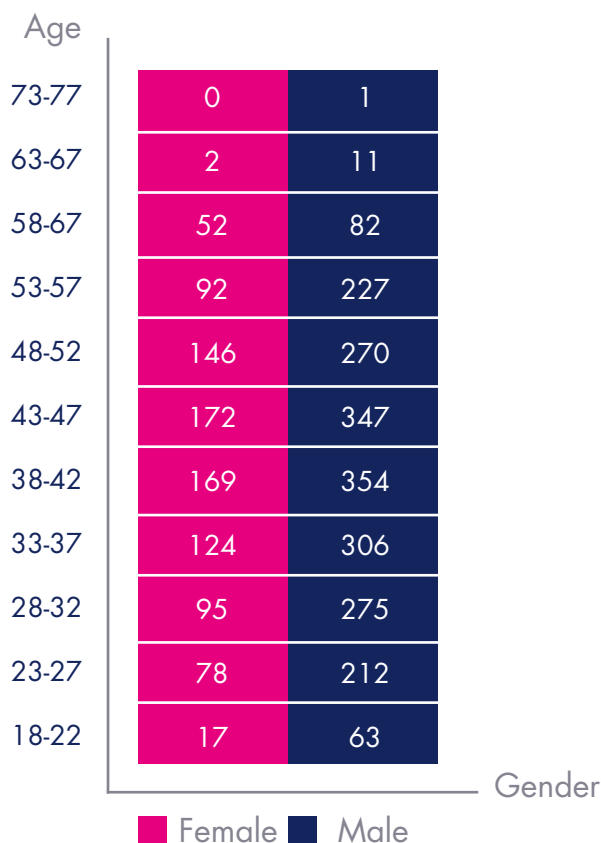
CONTRACT BREAKDOWN (%)



In 2020, among permanent contracts, The breakdown remained steady. Managers and Professionals accounted for around 17%, Office employees made up 3%, Supervisors & Technicians 14% while Workers still made up the majority of the employees with 66%. Trèves Group commits on child labour elimination and respects the policy of ILO Convention no.182. The Group does not recruit people under 18 years old while it recruits people over 60 years old. Most employees are between 30 and 50 years old.

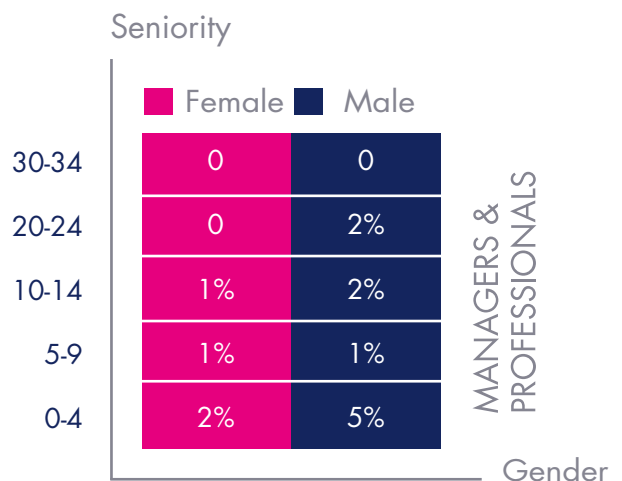
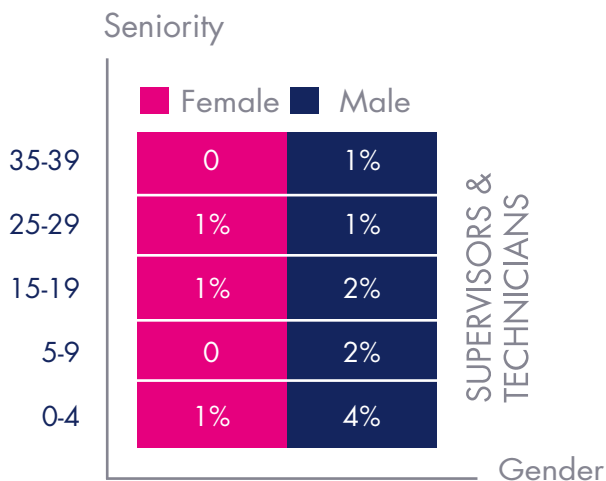
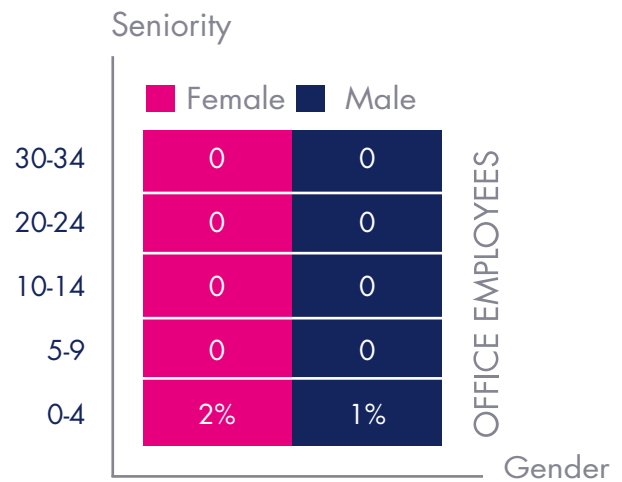
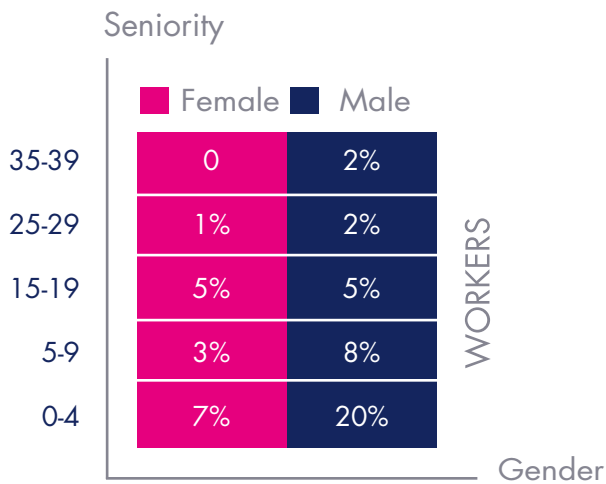
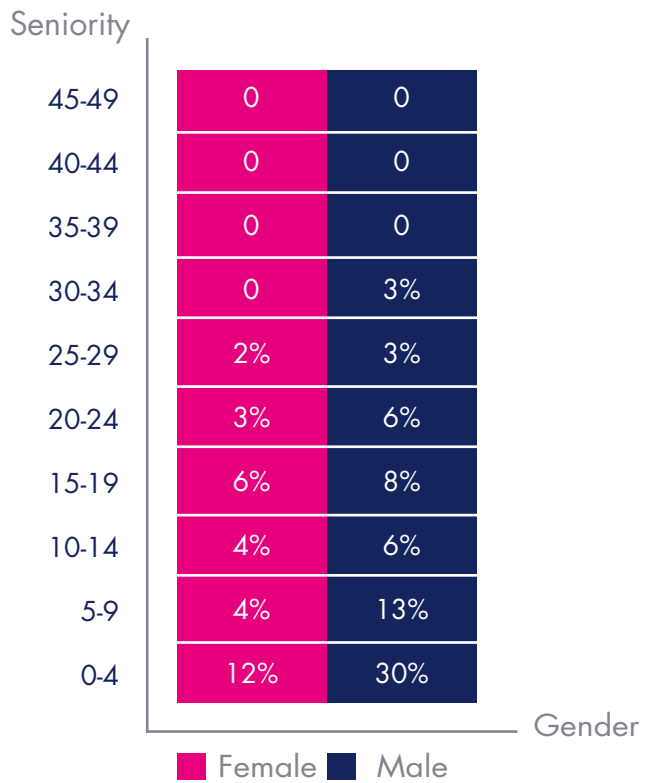


NUMBER OF EMPLOYEES



GLOBAL SENIORITY PYRAMID VS SENIORITY BY OCCUPATIONAL CLASS (%)

Around 38% (2019: 42%) employees have less than 5 years which represent a slight decrease compared to last year. Meaning that the employees tend to stay in the company. They are mostly from shopfloor.



As the Group commits to the respect of Human Rights, Social and Labor regulations and that attracting new top talents and being an attractive employer are part of the challenges of the Group.

These are the reasons for the Trèves Group to offer an entry-level wage at least equal to or above the average for every location worldwide.

The ratio of standard entry-level wage compared to local minimum wage was calculated through an average of the values from each plant in the relevant regions.

In 2020, the global average remains steady even if the ratios in North America (2020: -0.1) and in South America (2020: -0.1) have slightly decreased, they were compensated by the increase in Asia (2020: +0.2).

Trèves Group recognizes freedom of association and collective bargaining as a fundamental human right. In 2020, 62% of our employees were covered by collective bargaining agreements. Each country's Trade Union history and tradition impacts on the share of Group's employees. The international plants of Trèves Group follow local laws.





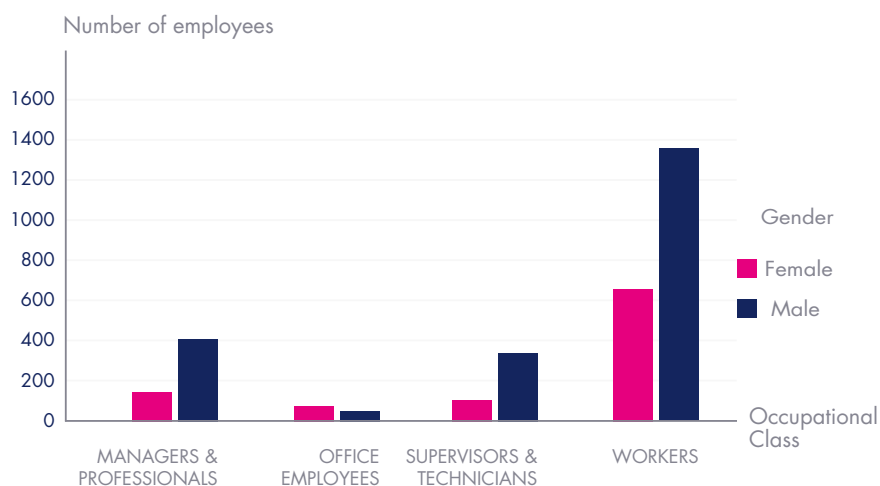
DIVERSITY AND EQUAL OPPORTUNITIES

Trèves Group promotes respect for the physical and cultural integrity of each individual in conformity with UN's Universal Declaration of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at work. The Group is committed towards the elimination of discrimination of any form of discrimination. The Ethics Charter has been established to prohibit any form of discrimination and to recognize the importance of ethical behavior and social responsibility, which is handed to every new employee upon joining Trèves Group. Within Trèves Group, there are 41 existing nationalities spread through 16 countries

with majority of French, Spanish, Mexican, Moroccan, Brazilian, Slovakian, American and Chinese. The integration of different cultures is part of the Trèves Group core values, being Global.

In 2020, women in Trèves Group employees remained approximately 31% of permanent contracts whereas men accounted for about 69%. The highest percentage of men is concentrated among Workers and Managers & Professionals. Women make up the majority among Office employees.

This breakdown reflects the aspects and tasks of the manufacturing sector and automotive industry.



OUR EMPLOYEES, COMMUNITIES & SOCIETY

DEVELOPMENT OF PERSONNEL

Trèves Group recognizes the importance of the development of personnel to maintain mutual trust with the employees. The Group continuously invest in professional qualifications and personal skills essential to the business success. To promote employees development, training activities are organized to build managerial and technical skills. In 2020, 73,766 hours (2019: 89,614 hours) of training have been carried out for all employee categories. This decrease can be explained by the worldwide pandemic situation. However, this situation encouraged the development of e-learning trainings and amounted to 1,859 hours (2019: 1,717 hours) of elearning for 1164 trainees in 2020 (2019: 890 trainees).

As employees contribute to the success of Trèves Group, they must be recognized of their contribution. A performance management toolbox has been implemented to strengthen management and monitoring of employee development. The Development and Appraisal Assessment occurs once a year for Managers & Professional categories while Appraisal and Performance Assessment occur once every two years with the other occupational classes.

In 2020, 97% of the 1,055 employees in the manager & Professional category received their annual assessment.

2020 KPI

Not achieved ✕ Hold ✓ Progress ⚙

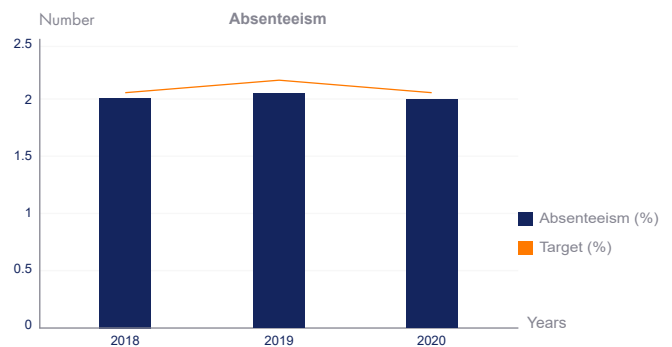
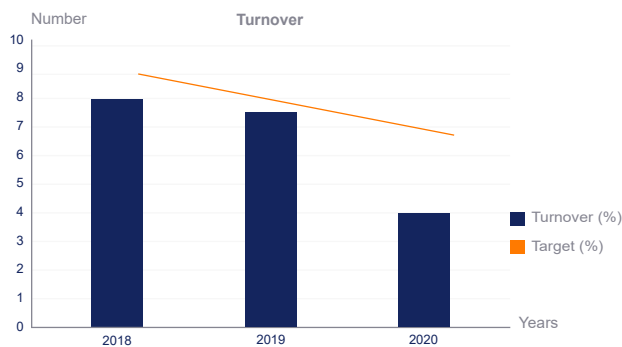
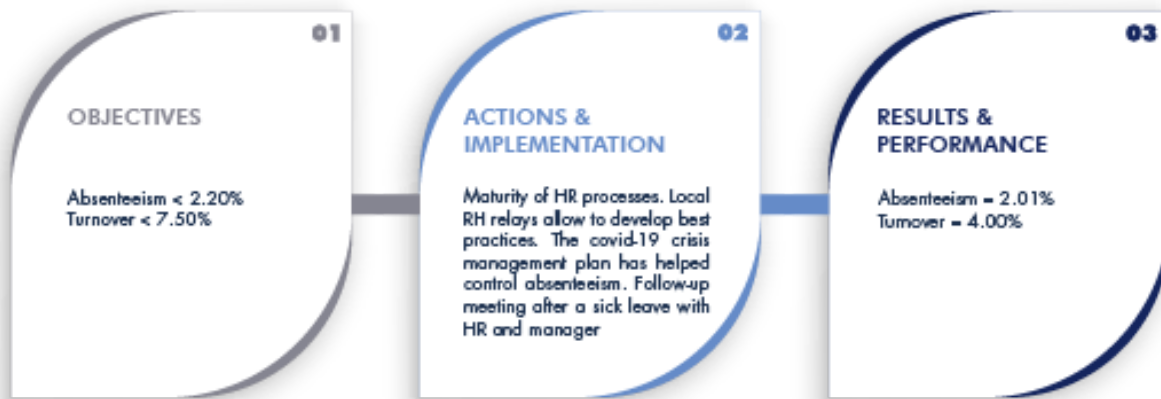
Operational targets	Key achievements in 2020	Progress
Absenteeism	Decrease of absenteeism rate thanks to The covid-19 crisis management plan and the follow-up meeting after a sick leave with HR and manager	⚙
Turnover	Decrease of turnover thanks to good management of the workforce, development of best practices.	⚙
Training plan	An e-learning platform which is regularly expanded with new modules relevant with the Group's objectives and accessible worldwide. Due to pandemic situation, physical could not be maintained.	✕
EDA Completion	Employee appraisal : 97 %	✓

ROAD MAP

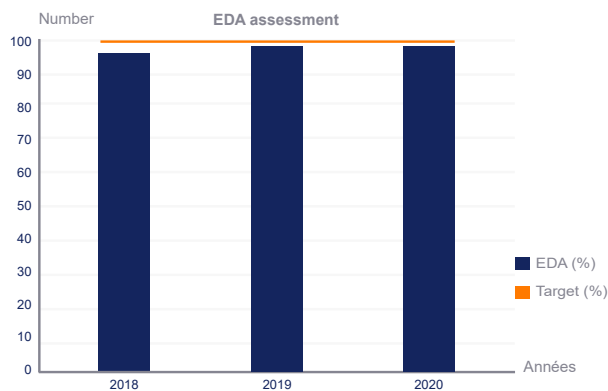
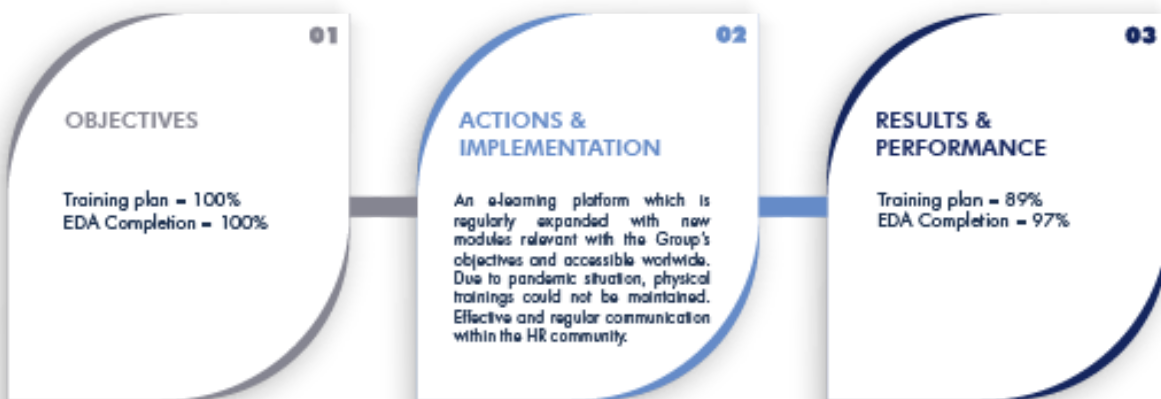
	Objectives	KPI	2022	2024	2027
Employees	Well trained employees	% of employees who have taken at least one training course in the previous three years (excluding e-learning)	30%	40%	40%
	Well appraised employees	% EDA	100%	100%	100%
	Well managed careers	% of people included in the People Review as a proportion of the total population of employees covered by the EDA	80%	90%	100%
	Promote diversity	Consistency between the % of women in the overall population and the % of women in key jobs	3% maximum difference between these two ratios	2% maximum difference	1% maximum difference
	Federate teams	Number of events/ activities organized by management for employees	1 per site	2 per site	2 per site
Relation with external shareholders	Support local shareholders or communities, municipalities	Nb of project	1 per region	1 per site	1 per site
	Communicate with local shareholders or communities, municipalities	Nb of project	1 per region	1 per site	1 per site



TURNOVER & ABSENTEEISM



TRAINING PLAN AND EDA ASSESSMENT



SUSTAINABLE PURCHASING

In order to develop communities and society, we enforce to develop as much as we can local purchasing process. Our target was to reach 80% of local sourcing in all regions in 2020, and as that 2020's target was achieved, the new target settled for 2021 is 85% in all regions. By improving this target, we not only participate in developing local communities and society but also support the efforts for reducing the impact on environment in limiting the supply transportation.

2020 - % of Regional Purchases.



To ensure we work with supplier who shared the same values as us, we had implemented a way to make our supplier committed to our Ethical charter and to make them aware of our Code of conduct. Each raw material supplier had to sign the Ethical Charter included in the RFQ pack and take the engagement to respect it.

This supplier ethical charter covers :

- **Respect of Human rights,**
- **Human resources management,**
- **Ethical business conduct**
- **Ethic and professional conduct**

Any violation of this Ethical charter may be subject to sanctions.

2020 results :

100% of strategical suppliers have signed the Anti-corruption questionnaire

2020 results :

100% of strategical suppliers have signed the Supplier Ethical Charter

2020 KPI

Not achieved ✕ Hold ✓ Progress 🔄

Operational targets	Key achievements in 2020	Progress
80% of the suppliers are local suppliers	80% of the supply is made locally.	✓
25% of raw material purchased are recycled material	28% of purchased material are recycled material	✓
100% Strategical suppliers have signed the Ethic charter	Ethic charter signed by 100% of our strategical suppliers.	✓
100% Strategical suppliers have signed the anti-corruption questionnaire	Anti-corruption signed by of our strategical suppliers.	✓

RECYCLED RAW MATERIAL

In order to ensure that policy, we deployed those items in a new audit processus which is integrating a sustainability chapter. To emphasize the impact of sustainability at supplier level, the quotation of that chapter is part of our suppliers KPIs and is part of our suppliers performance follow-up.

2020 - Recycled raw materials purchased :

Europe : 30 %

China : 26 %

South America : 30 %

North America : 36 %



ROAD MAP

Objectives	KPI	2022	2024	2027
Promote local sourcing	% Local/ regional sourcing	85%	87%	90%
Purchase recycled materials	% Of purchase	33%	35%	37%
Control that suppliers are respecting Treves ethic charter (strategic suppliers)	Ethic charter respect (score)	100%	100%	100%

2- COMMIT TO INTEGRATED AND ETHICAL BUSINESS COMMUNICATION ON PROGRESS

ANTI CORRUPTION POLICY

A word of the General Executive Management :

« Treves therefore applies a principle of zero tolerance towards all forms of corruption in all of its activities »

ANTI-CORRUPTION POLICY OF THE TREVES GROUP



Code of conduct

Trèves, its subsidiaries and joint ventures develop long-term, high quality relationships with their partners based on trust, professionalism, responsibility and integrity. Integrity in business relations means rejecting corruption in all its forms.



Whistleblowing system

Indeed, for Trèves, corruption is a major obstacle to the smooth running of a business. It creates costs by reducing economic efficiency, distorts competition and could damage the image and reputation of Trèves, the dignity and integrity of those who suffer the consequences.



Procedures for accounting controls and evaluation of co-contractors

Trèves therefore applies a principle of zero tolerance towards all forms of corruption in all its activities.



Training

Trèves has adopted an anti-corruption code of conduct, which aims to highlight the issues, the legislative and regulatory context, and discuss the risk situations and the behavior to adopt to deal with them. It forms the basis of the anti-corruption system set up within the Group.

We rely on the vigilance and personal involvement of everyone in this essential approach to the smooth operation and sustainability of our Group.



Sanctions

F. CHAUSSAT
Chairman



COMMIT TO INTEGRATED AND ETHICAL BUSINESS ANTI CORRUPTION PROGRAM

ANTI-BRIBERY AND CORRUPTION CODE OF CONDUCT

The President of Treves Group has communicated the Code of conduct to all employees of Treves Group by an internal communication on 18th January 2018 all new employees receive the Code of Conduct in the welcome package. The Code of Conduct is applicable to all employees including any person acting on behalf of the Group: business partners and suppliers. The aim of the Code of Conduct is to identify risky situations for the Group (in accordance with the risk mapping) and explain the conduct to adopt. For instance, illegal payments, gifts and invitations, facilitation payments, donations, new business partners, intermediaries are risky situations that might be faced by Treves employees. The Code of Conduct gives the rules to apply in case of such situations. Any employees who has doubts concerning the respect of the Code of conduct or the rules to apply in case of risky situation should discuss it with his or her hierarchical superior, with the Group Legal Director or with one of the members of the Group's Ethics and Compliance Committee in order to obtain further information and help to manage this situation.

WHISTLEBLOWING SYSTEM

The internal whistleblowing policy has been communicated to all employee on the 18th January 2018. All new employees are provided with a Welcome Package which includes this policy.

This policy is applicable to all employees, agency staff, contractors engaged by the group. Infringements in the code of conduct, or whistleblowing behaviour can be reported from any country via webbased application. This application can be accessed on a computer, tablet or smartphone. It is available in all the languages of the Group allowing the whistleblower to express themselves in their mother tongue. The link is available on the Whistleblowing Report displayed on the communication boards of each plants. Complaints will be dealt by the Group Human Resources Director and the Group Legal Director, both members of the group's Ethics and Compliance Committee. The

identity of the whistleblower will always be kept confidential. The Whistleblower shall regularly be updated on the progress and outcome of the complaint. The person accused of misconduct may not under any circumstances receive acknowledgement of the whistleblower's identity.



DIRECTION



WHISTLE BLOWING REPORT

Who ?	Employee or contractor
What ?	Situation contrary to the Code of Conduct against corruption, crime, offense or violation of national or international legislation, threat or serious prejudice to the public interest
How ?	www.report.whistleb.com/treves-group

Confidential Alert - In 40 languages - Compliant with RGPD



ANTI CORRUPTION PROGRAM

INTERNAL POLICIES FOR IDENTIFIED RISKS

1. Gifts and Invitations Policy

The gifts and invitations policy is applicable to all group companies and defines the conditions of greeting and accepting and the maximum amount of such gift or invitation. The gifts or invitations (offered or accepted) must be declared via an application on the Business Gift and invitation declaration.



2. Due diligence of supplier

In accordance with identified risks in the risk mapping, Treves wants to ensure that the Group works with qualified and reputable suppliers who will demonstrate integrity and comply with all applicable laws and all group policies. Treves has procedures in place to select and evaluate its suppliers in order to cover the following:

- **Competition between suppliers.**
- **Process of panel entry: supplier signing up to Treves Code of Conduct and reply to the anti-corruption self-assessment questionnaire.**
- **Anti Corruption clause into purchase contracts and General Terms and Conditions.**
- **Arbitrage of Ethics and Compliance Committee in case of supplier's non-compliance with the due diligence policy.**



3. Acquisition Audit

The purpose of the corruption audit in connection with mergers and acquisitions is to assess the risk of corruption associated with the target company in its direct business relationships. The checks cover both the possible existence of a corruption case affecting the target company and the existence and quality of its anticorruption system. In the event that these audits and investigations reveal elements of substantial non-compliance, the subject must be raised at the level of the Ethics and Compliance Committee.





TRAINING PROCEDURE

To ensure that the provisions and guidelines of the Code of Conduct are properly understood, Treves has introduced a training procedure with an e-learning module dedicated to «contacting corruption». The “Combating Corruption” e-learning has two versions: a short version for the employees who come into contact with external business partners and the full version for Executive committee, Finance, Human Resources, Purchasing, Sales, Logistics and Project Department in all Group’s companies.

- The short version lasts 25 minutes with the President’s video, the definition of the various forms of corruption and a test.
- The full version lasts 35 minutes with the short version and an additional module of simulation/practical cases related to risks identified in the risk mapping.

In 2020, 89 % of employees in contact with external business partners were trained to “Combating Corruption” e-learning and obtained more than 80% in the test.

SANCTIONS

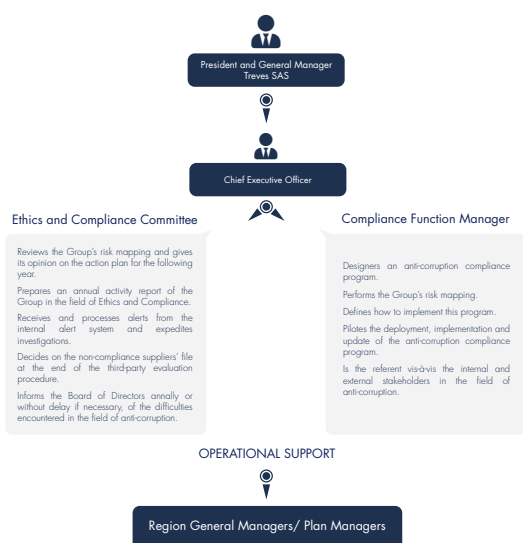
In accordance with the principle of zero tolerance, the General Executive Management wants to give the Code of Conduct the same legal scope as an internal rule wherever legislation allows. Regardless of the criminal sanctions for bribery or any other criminal offense, failure to comply with the provisions of the Code of Conduct may result in disciplinary measures, which may vary depending on the severity, may include termination of the employment contract and notification to the relevant legal authorities. Employment contracts also contain a specific clause on the obligation to comply with the Code of Conduct in the employment contracts of any new employee. (All plants have confirmed the new template with the anti corruption clause.)

PLAYERS IN THE ANTI CORRUPTION PROGRAM

The head of the compliance function is in charge of implementing this program within the Group. This Committee is headed by the Group CEO and composed of the Group HR VP, the Group CFO, the Group Operation VP, the Group Sales VP,

The Group Purchasing VP and the Group Legal Director. The Compliance function relies on Region General Managers and Plant Managers to ensure that the program is adhered to all the Group's companies.

COMPLIANCE FUNCTION ORGANIZATION 2020 ANTI CORRUPTION TRAINING PLAN



789

7

127

Successfully
pass training
test

Fail to pass
training test

Not complete
the training

The Compliance function has already audited 80% of the Group's companies.

3 different courses have been deployed in 2018:

- **Anti Corruption - short program**
- **Anti Corruption - Full program included simulations**
- **Competition law**

Since the launch of the anti corruption program 789 employees have been successfully trained. In 2020 we trained 279 employees

2020 KPI

Not achieved ✕ Hold ✓ Progress 🔄

Operational targets	Key achievements in 2020	Progress
100% of the company audited.	80% of the company audited.	✕
789 employees trained to anti-corruption program	789 Employees trained to anti-corruption program	🔄

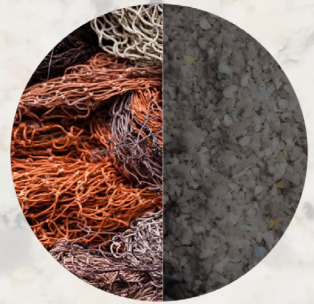
ROAD MAP

Objectives	KPI	2022	2024	2027
Train employees on Anti-Bribery and anti-corruption Code of Conduct	% of employees involved trained	100	100	100
Control adherence to compliance policy	Nb of audits and/ for nb findings	100%	100%	100%

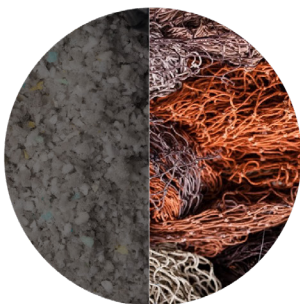
3- COMMIT TO ENVIRONMENTALLY CONSCIOUS PRODUCT COMMUNICATION ON PROGRESS

ENVIRONMENTALLY CONSCIOUS PRODUCT INNOVATION STRATEGY





OUR RECIPE FOR A SUSTAINABLE FUTURE ...



EXAMPLE OF RECYCLED AND RECYCLABLE RAW MATERIAL

GreenFlocks 3D Under Carpet

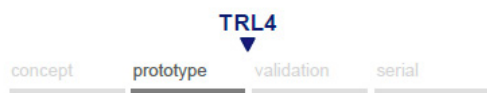
Acoustics: Under carpet insulator made of 100% chipsurethane coming from recycled mattresses with thermoplastic binder

Weight reduction: up to – 20 % weight reduction

Competitiveness: no scraps, no spacer, one shot

Patents: 2

Recyclability: Yes, the chipsurethane flocks with bico fibers are 80 % recycled and 100% recyclable



Ecofelt² side trim Competitive felt process

Material : Carpet scraps are scattered between two recycled mono-color layers of PET/PP felts.

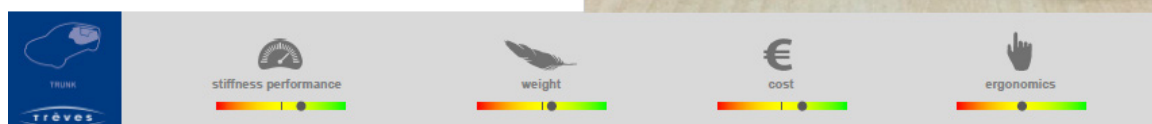
Stiffness: The sandwich construction increases the stiffness of the side trim.

Production waste recycling : New concept of felt material including up to 30 % of recycled materials (trim waste), plus mono-color recycled PET: up to 80% recycled content.

Competitiveness : reuse of scraps from edge cutting

Patents: Yes

Recyclability: Yes 100%



ENVIRONMENTALLY CONSCIOUS PRODUCT

KPI 2020

Not achieved ✖ Hold ✔ Progress 🔄

Operational targets	Key achievements in 2020	Progress
80% green content	87% green content on innovation subjects achieved	✔
Reduce VOC/Odors	-10% of total VOC in our carpets	🔄
Up to 40% recycled content	Achievement of ecofelt technology	🔄

For sustainable product innovation in 2020, not only the overall number of projects with a green content has increased from 76% to 87%, but strategic topics have reached very promising values like the Ecofelt recycling technology.

ROAD MAP

Objectives	KPI	2022	2024	2027
Produce recyclable products with recycled materials	% of recyclable finished goods % recycled raw materials	60% 50%	70% 60%	80% 80%
Produce Finish goods with a low VOC emissions (aldehydes)	µg/m3		-25%	-50%

Rate calculated by weight on new products with a start of production during the indicated years.



4- COMMIT TO HEALTH & SAFETY AND ENVIRONMENT COMMUNICATION ON PROGRESS

HEALTH & SAFETY AND ENVIRONMENT GROUP HSE POLICY



Legal Compliance

Being compliant with local HSE regulations.

Ensuring a continuous assessment of our legal compliance. All applicable regulations must be reassessed every four years.



Safety

Assessing all risks related to occupational safety, including the design of new processes and equipment.

Mitigating risks through the implementation of stringent technical, organisational and behavioural standards.



Health

Assessing the risks associated with occupational health and with ergonomics, including the design of new processes or equipment.

Improving the ergonomics of our processes and equipment, to consolidate our industrial performance, and making sure we will improve the working conditions of our employees.



Environment

Evaluating the environmental impact of our products and activities.

Optimising and controlling our products, manufacturing processes and logistics flows in order to reduce our consumption of energy and water, the quantity of waste generated, and to limit our carbon footprint.



Fire Prevention

Preventing potential incidents of fire by implementing stringent technical, organisational and behavioural standards.

Reinforcing the fire protection of our sites by the implementation of sprinkler systems where its required.

The Trèves Group adheres to the values and principles of the UN Global Compact initiative and this is reflected in the desire of the company to achieve operational excellence in terms of Health, Safety and Environment Management.

HSE is one of the main foundations of our operational excellence system within the company. The Trèves HSE management system has been implemented according to the five pillars that support our HSE program.

Our management system is aligned with the ISO14001 & 45001 standards. The management system is deployed across the organization and periodically updated in order to continuously improve upon it.

For that purpose, Trèves Group is maintaining a management system with the intention to prevent:

- Occupational injuries and illnesses,
- Damages resulting from technological risks (e.g. fire),
- Impacts to the Environment as a result of our activities (air, water, soil, Groundwater, etc.).

To be effective and efficient, our HSE management system is based on :

- Involvement and participation of all employees including temporary workers and subcontractors;
- The Management team demonstrating a clear commitment to achieve HSE standards;
- A no compromise mindset in relation to HSE rules and standards.

F. CHAUSSAT
Chairman



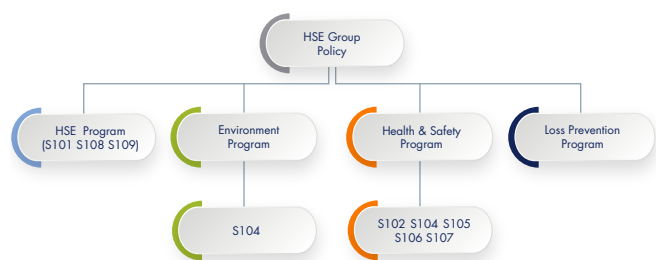
GROUP HSE ORGANISATION

Environment, health and safety is a pillar of the Treves organization. The company is committed to provide and to maintain a safe and healthy work environment. Treves group is developing since 2018 an HSE Management System. The management system developed is built upon four foundations (see charts hereafter).

These foundations comprise elements focused on process and cultural aspect. These processes are focused on 2 main axis :

Compliance with regulatory requirements related to HSE and procedures to identify hazards and mitigate risks. Growing HSE culture and developing management accountability, communication and visibility, and employee involvement, empowerment, and training.

Site Managers are responsible for the implementation of the HSE Management System and its deployment on their sites, by involving and committing site's management on HSE topics. In 2020, all sites were ISO 14001 and 4 sites were ISO 45001 certified. Treves Group is committed to obtain a global certification for ISO 14001 and ISO 45001 in 2021.



TRAINING, AWARENESS AND PARTICIPATION

Employee development and skill improvement is a key value at Treves. Each site must comply with HSE trainings required by local regulation.

Since 2018, Treves group has launch different training program to reinforce our Health, Safety and Environment culture such as :

- **HSE Excellence**
- **TIPS: Trèves Injury Prevention System**
- **Machine certification**
- **Conduct internal ISO 14001 & ISO 45001 audit**

In 2020, due to the pandemic context, trainings and communications were mainly focused to protect our employees to apply social distancing and disinfection processes. COVID spread and succession of sites lock down impose us to postpone deployment of new trainings planned.

Treves Injury Prevention System, is a behavioral based and cultural change tool :

- **To enhance the management's commitment to safety.**
- **To make visible management involvement on safety.**
- **To positive communication related to HSE topics.**
- **To align and have expectations communicated.**
- **To reinforce safe work practices and repeated.**
- **To create and grow safety culture in the organization.**

TIPS : How it works ?

Basically, management as to observe one employee working, and then to discuss about unsafe or safe practice seen and have the commitment from the employee to change his way to work.

For that management needs to switch his way to communication from "You have to..." to push employee to say "I will..."

«TIPS a positive manner to keep fresh employee HSE awareness.»



COVID-19

Protecting employee health during COVID-19 pandemic:

2020 has been marked by an unprecedented Health challenges. To protect our employees from the coronavirus infections, all our plants have implemented a strict Treves Group Health protocol and compliant with local legal health authorities requirements.



Measures developed include :

- **Social distancing**
- **Wearing a mask**
- **Regular disinfection all areas**
- **Home office for administrative and support services**
- **Travel ban**
- **Constant communication and inspection**

In addition some sites have developed some specific actions like automatic measures of body temperature at the main entrance of the plant.

2020, with first wave of the COVID pandemic spread, locally, Treves Group has made donations of PPE to support health Care agencies to protect their employees.

ROAD MAP

Objectives	KPI	2022	2024	2027
Provide a safe work environment to our employees	TF2	-15%/year	-15%/year	-15%/year
Employees involvement	Treves HSE day event	1/year	1/year	1/year
Mitigate our risks	Decrease site's risk score (highest risks)	-100pts/site/year	-100pts/site/year	-100pts/site/year
Manage fire risk	Record all fire events up to	Define base line	-15%/year	-15%/year
Improve work condition	Reduce ergonomics stress to current and new job-station	Develop method	Score risk reduction by 20%	Score risk reduction by 20%
Release body stress	Coach employee with physiotherapist advices	1 site per region	50% of sites	100% of sites

ENVIRONMENT

WASTE MANAGEMENT

Not achieved ✕ Hold ✓ Progress ⚙️

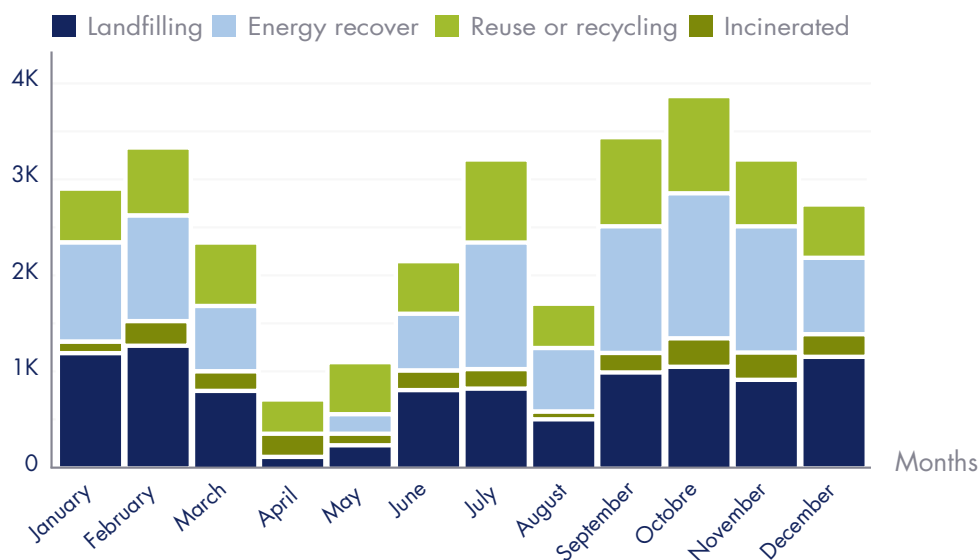
Operational targets	Key achievements in 2020	Progress
Landfill waste rate < 32 % % of Waste dispose in landfill	Landfill waste rate : 31.41%	Moderate progress(-2%) ⚙️

Waste Reduction

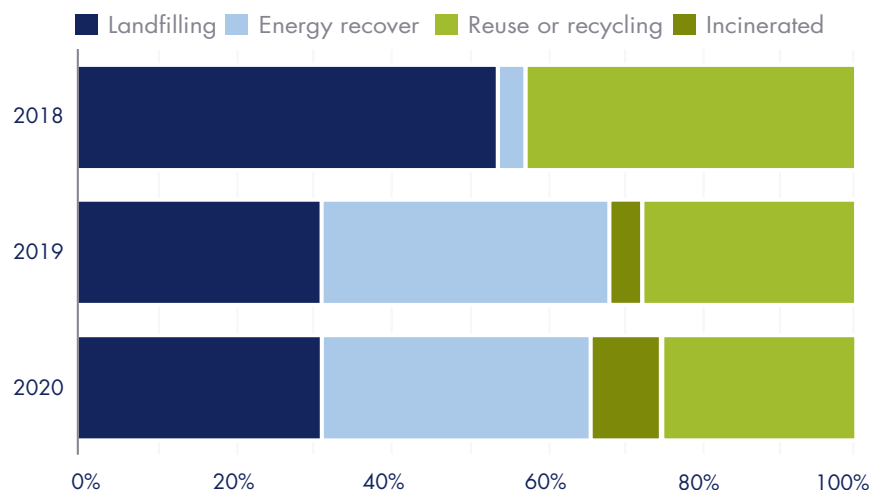
Each and every plant and office plays an active role in our mission to improve environmental performance. Treves is continuously working to reduce at the source of waste generation. Since 2018 we have significantly reduce waste

disposed in landfill and increase waste used to create energies (energy recovery). In 2020, total waste generated has decrease by 11%. The significant drop is mainly related to the pandemic shutdown.

Monthly quantity of waste last 12 months



Waste Treatment distribution



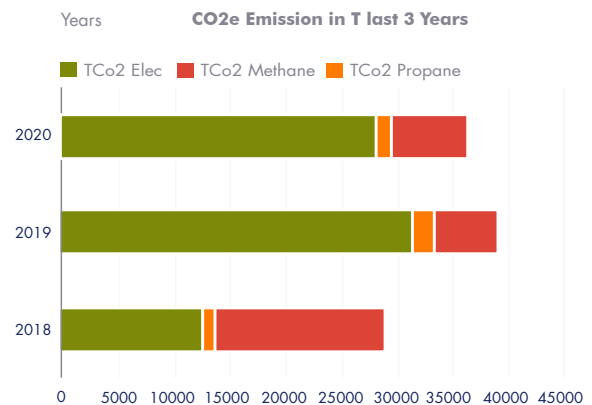
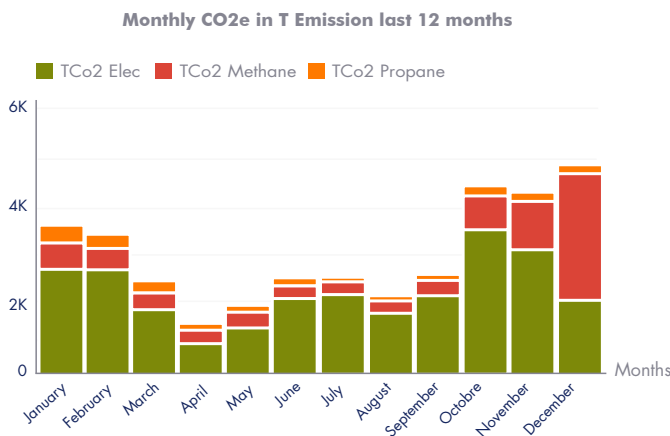
ENVIRONMENT

CO2E EMISSION

Understanding our energy consumption and CO2e emission

The sustainable use of the natural resources, energy consumption associated to greenhouse gas (GHG) emission is part of our environmental footprint reduction. 2018 metrics was results of a ramp up of the process to collect data, our energy source is mainly

electric based. Natural gas is used for heating materials. In 2020, globally 8% less energy has been used. The decrease is mainly related to the pandemic shutdown. In addition we can highlight some local initiatives who have contributed to these results, such as the installation of more efficient compressed air equipment.



KPI 2020

Not achieved ✕ Hold ✓ Progress ⚙️

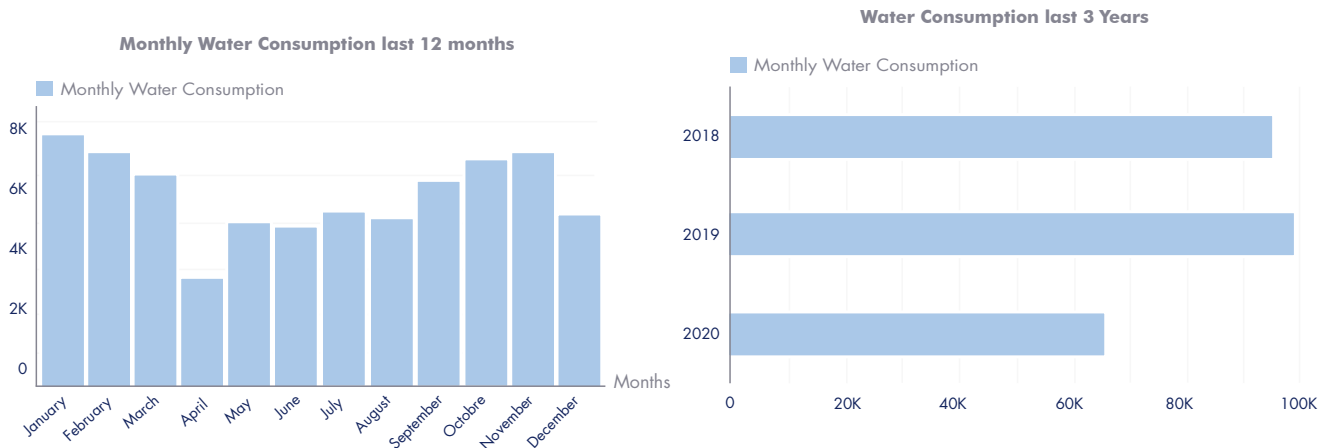
Operational targets	Key achievements in 2020	Progress
Elec CO2 < 29.8 KT	28.6 KT CO2e	⚙️
Global CO2 < 38 KT	37.2 KT CO2e	⚙️

ENVIRONMENT

WATER CONSUMPTION

Water use

Most of our manufacturing processes are not water-intensive; Water is mainly used for waterjet cutting, cooling and domestic purposes. We remain compliant with local regulation and are developing measures to become more efficient on this topics. In 2020, consumption has decreased by -29%, this result is mainly related to the pandemic shutdown.



KPI 2020

Not achieved ✕ Hold ✓ Progress 🔄

Operational targets	Key achievements in 2020	Progress
Water < 93.8 k m³	69.5 k m³	🔄

ROAD MAP

Objectives	KPI	2022	2024	2027
Reduce Water consumption	Water consumption (m³)	-10%/year	-10%/year	-10%/year
Reduce Electricity consumption	Electrical consumption (KW/h and TCO2 eq)	-5%/year	-5%/year	-5%/year
Increase the share of green energy purchased	% green energy	Define baseline	+ 3%/year	+ 3%/year

MITIGATE OUR RISKS

Work at height

Treves group is closely developing solutions with one of its main Chemical supplier to improve working condition during unloading operation of raw materials. Improvement are related to :

- Working at height solution when employees have to access to the top of the trailer
- Emergency devices such as eye wash and shower

- PPE
- Safety devices to control level of liquid in tank and avoid spillage
- Specific connector system to avoid mistake and mix chemicals

LOCAL INITIATIVES

Body stretching

One of our site located in Brazil is implementing since 2019 body stretching training sessions to all employees. Movements and gestures to use have been defined by a physiotherapist based on onsite assessment survey. This study is used by the Physiotherapist to define and provide every month a training plan adapted to each type of jobs. Stretching movements to use vary

in function of the body stress and localization of muscular tensions to release. Employees have access to e-learning training materials which is synthesizing good postures to develop in various type of jobs or efforts. Implementation of these practices have reduced employees absenteeism related to muscular-skeleton troubles for operational and administrative people, and contribute to employees well being.





Trèves