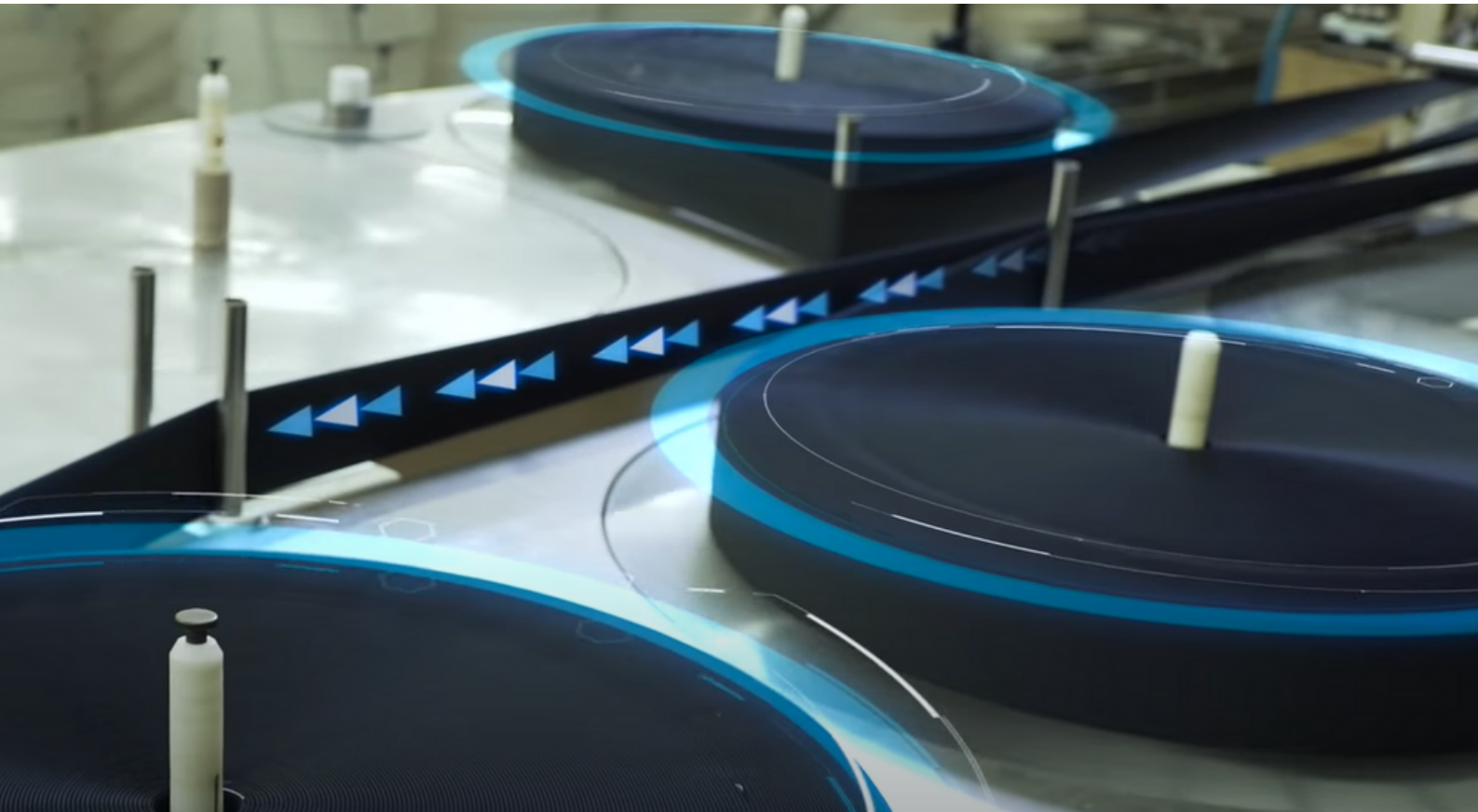




APLIX

Fastening the future



CSR REPORT
2021

EDITO

Like all economic players, Aplix had to face the consequences of this unprecedented health crisis again this year, the most notable effects of which are the increase in raw material prices, delays in supply chains, the increase in absenteeism and, more generally, the deterioration of our financial performance.

Despite this, Aplix employees at all levels of the company have played their part to the full and have shown exemplary commitment. The health and safety of our employees remains at the heart of our organisation and we are all fully committed to ensuring safe and healthy working conditions.

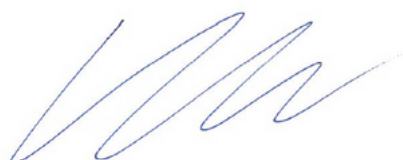
This pandemic has changed the world of work, our working methods, our organisation and our communication. We have been convinced for several years that CSR strengthens our capacity for resilience and allows us to aim for excellence.

In 2020, we have chosen to adhere to the 10 principles of the UN Global Compact related to the respect of human rights and labour law, the fight against corruption, the respect of the environment and the preservation of resources in order to encourage all of our partners, especially our customers and suppliers, to respect and support this commitment.

In 2021, we have decided, despite the context, to go even faster and further to create the conditions for a sustainable future. Obtaining ISO 14001 certification and the label "Committed to exemplary CSR" on the Aplix SA site are the best proof of this.

We are continuing our commitment to do better, with and for our customers, our employees and our environment. It is only by working together that we will be able to reduce our impact over the entire life cycle of our products. Our capacity to innovate must be resolutely geared towards the co-construction of responsible solutions that will enable us to meet the challenges of today and tomorrow.

Sandrine Pelletier
APLIX Group CEO



COMMITTED GOVERNANCE



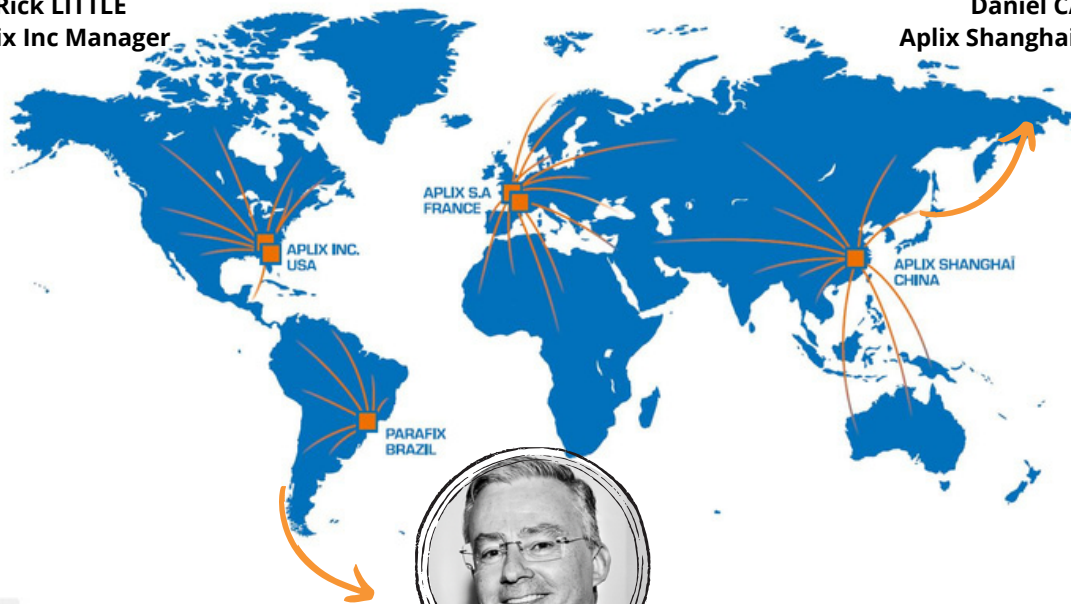
Aplix SA General management from left to right : Fabrice Billarant, Geta Burcier, Sandrine Pelletier, Sylvain Drochon, Gilles Robertson, Oana Balestat, Philippe Bray, Thierry Marché.



Rick LITTLE
Aplix Inc Manager



Daniel CAO,
Aplix Shanghai Manager



Damien GRIMMELPREZ
Parafix Manager

SUMMARY



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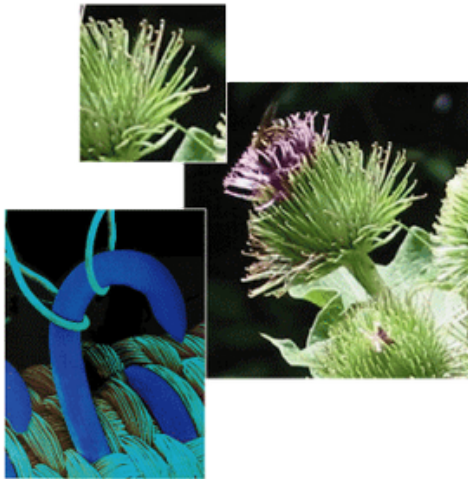
III- Co-constructing for a sustainable world

PAGE 32



PAGE 05

OUR FAMILY HISTORY



1948

During a hunting trip, The Swiss engineer, Georges de Mestral noticed that cockleburs had clung to his velvet pants and to his dog's hair. This inspired him to create Velcro, composed of two strips of fabric, one with hooks, the other with loops. The name "Velcro" comes from the French words for velvet ("velours") and hook ("crochet").

1958

Jean Billarant, founder of APLIX, establishes Velcro France to produce and sell Velcro® brand hook and loop fasteners under a license from the Swiss Company Velcro.



1948

Following the death of their parents, the founder's sons, Jean-Philippe, Patrick et Jack BILLARANT took over the family business.

1976

Velcro France becomes Aplix.

After patent expiration, Velcro France ceases affiliation with Velcro S.A, changes its name to APLIX and adopts the aplix® trademarks to identify its hook and loo fasteners.

1978

Creation of the American company, APLIX Inc. The product receives a favorable reception in the United States.

1981-1984

APLIX expanded the company by creating several subsidiaries in Hong-Kong, Germany, Italy, United-Kingdom and Japan.

1999

The new production facility of 30,000 sqm was built in France (Le Cellier).

2012

The Brazilian company PARAFIX, based in Valinhos near São Paulo, and strongly established in South America, joins APLIX group.

The 3rd generation takes the lead of APLIX group : Sandrine PELLETIER and Fabrice BILLARANT succeed their fathers Jean Philippe BILLARANT and Patrick BILLARANT.



2021

The Brazilian subsidiary PARAFIX integrates its new 17,000 sqm production site in Vinhedo/SP.



1982

APLIX Inc. opens a new factory in Charlotte (North Carolina) to better meet the needs of the US market.

2000

Opening of 2 new manufacturing plants in France (Pontchâteau) and USA (Charlotte).

2006

Opening of a new manufacturing plant in China (Shanghai) whose size triples in the following years.

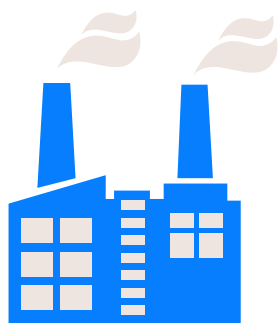
2019/2020

Major extension of the French plant (Le Cellier) with 18,000 sqm to enlarge its industrial capacity.



KEY FIGURES

6



Production sites



900

Associates in the world



N°2

WORLDWIDE

165 M.



Turnover

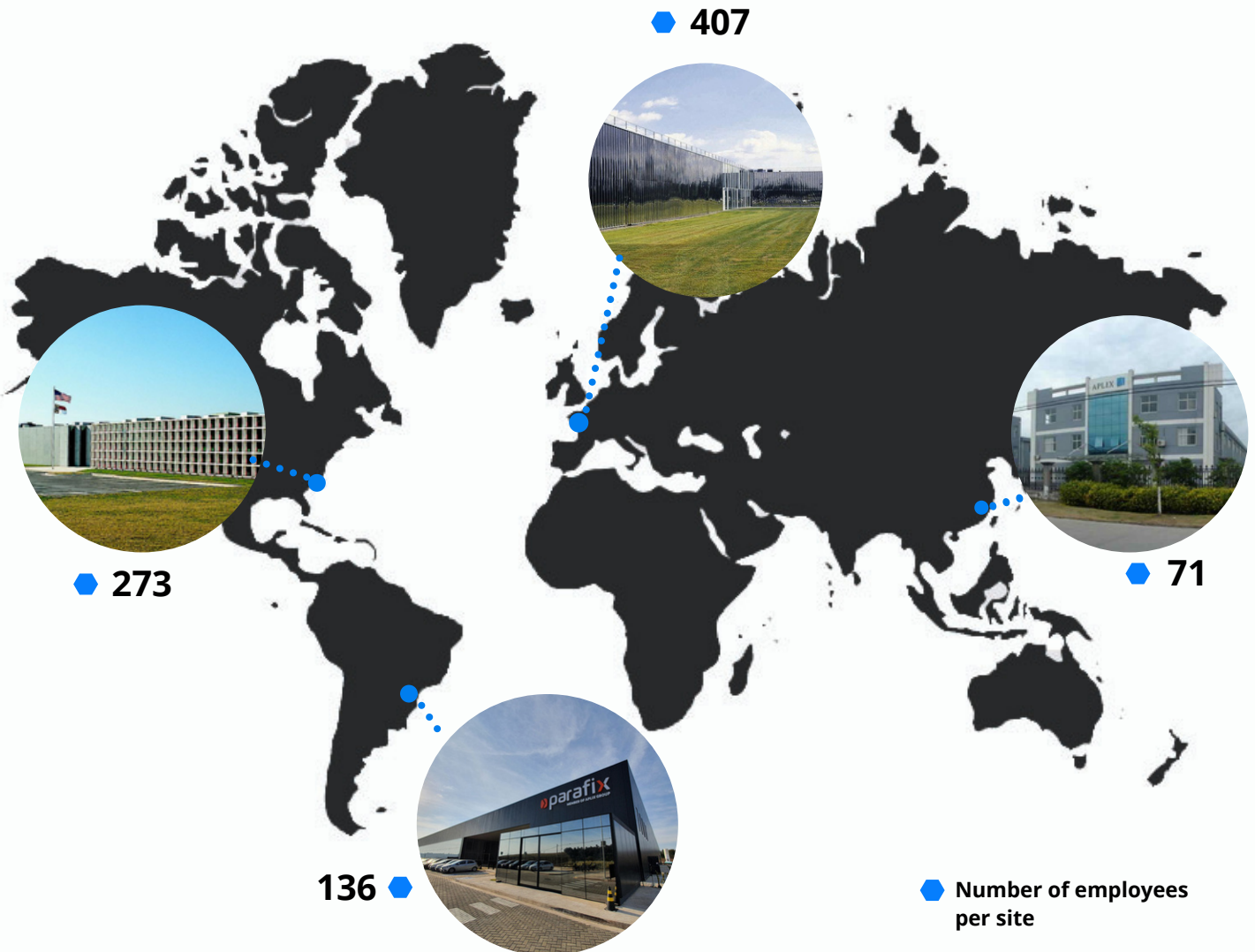


7



Sales subsidiaries

APLIX, A GLOBAL PRESENCE



APLIX is an international group, with head offices in France. We operate six production plants in the United States, France, Brazil and China as well as sales offices and agents around the world.

Our position as a major player on the international market allows us to support our customers across the world and provide them with innovative solutions tailored to their specific needs.

Thanks to our industrial and commercial establishments in different regions of the world, we are as close as possible to our customers, to ensure a quality service and to respond to their local constraints.

THE HOOK AND LOOP FASTENER SPECIALIST

APLIX develops and commercializes innovative fastening systems that meet the specifications of technical markets. Our know-how rests on our technological expertise in textile, plastics and converting.

APLIX masters multiple technologies: weaving, knitting, yarn texturing, dyeing, coating, converting, extrusion and plastic injection.

Our Research and Development teams design and develop not only our products, but also our manufacturing processes.

To meet the market's need for innovation, we continuously invest in the development of new manufacturing processes, new machines and novel technologies.



MISSION

We reinvent, with you and for you, the fastening systems of the future to bring you comfort and simplicity.

AMBITION

Through the passion of all our associates, we seek to become the preferred partner for fastening systems. we are committed to being recognized for our excellence, our technological expertise, our capacity to develop innovative solutions, our global presence and our corporate environmental and social responsibilities.

NOTRE CSR POLICY



APLIX has incorporated a CSR approach into its long-term vision since 2015, demonstrating its willingness to take into account societal issues and to act on a concrete and operational basis in the construction of a responsible future.

Our vision, « **Together, we build our future** ».

« **Together, we build our future** » so that our **customers** benefits from :

Our innovative solutions,
Partnerships to develop future products in a collaborative manner,
Comfort and simplicity of our products,
Our global presence.

« **Together, we build our future** » so that our **employees** benefits from :

Optimal conditions regarding safety and quality of life at work ,
A balanced relationship that recognizes the rights and duties of everyone involved,
A fair treatment,
The development of their skills, employability and autonomy,
A balanced and constructive social dialogue.

« **Together, we build our future** » so that our **suppliers** benefits from :

A long-term balanced and responsible relationship,
Our commitment to fostering local relations whenever this is possible,
Our co-development and partnership practices.

« **Together, we build our future** » so that our **environment** benefits from :

The integration of an eco-design approach into the creation of our products,
The management and reduction of our impact on the environment.

« **Together, we build our future** » so that our **shareholders** benefits from :

Regular and sufficient information to make informed decision,
Fair remuneration with regard to their commitment and the associated risks.

« **Together, we build our future** » so that each of the **regions** in which we are present benefits from :

Our commitment to local involvement,
Our support for the regional economy and communities.

2018

March : Redaction of our CSR policy
October : Aplix S.A obtains the label "Lucie ISO 26000"

2019

Aplix Inc. obtains the label "SRI ISO 26000"

2020

Aplix S.A and Aplix Inc. sign the "Global Compact"

2021

Aplix S.A obtains the label "Engagé RSE" Exemplary level

2022

Willingness to extend our CSR approach to all subsidiaries

OUR MARKETS



Personal Care

Closure solutions for baby diapers and adult incontinence products



Automotive

Seat assembly, headliners and interiors



Cleaning

Mop frames and cleaning pads



Healthcare

Reusable and single patient products

OUR MARKETS



Construction

Flooring installation and wall coverings



Aircraft

Interior and insulation



Packaging

Reclosable solutions
for flexible packaging



Military & Security

Clothes and equipment

Other markets

Solutions for transportation, abrasive,
geotextile, marine, cabling ...

BUSINESS MODEL

RESOURCES

1 R&D center

Industrialization -
conception

CSR Policy

ISO 26000

Environment and quality policy

ISO14001

ISO9001

IATF

Group Investments

8.735 Millions Euros

2.5% of turnover in R&D

4.1% of turnover is related to the
purchase of raw material

STRIVE FOR EXCELLENCE



CULTIVATE INNOVATION



OUR EXPERTISE



CONCEPTION AND PRODUCTION OF HOOK AND LOOP FASTENING SYSTEMS

DEMONSTRATE OUR COMMITMENT



PROMOTE RESPECT

100% of our associates
trained
on security and
environments topics

Global turnover:
165 K€

900 employees

5 families of patents
published

551 current titles

VALUE CREATION

OUR CONTRIBUTION TO GLOBAL IMPACT AND SUSTAINABLE DEVELOPMENT OBJECTIVES

Aplix SA joined the Global Compact in December 2020. Our ambition is to have all our sites join this initiative in the coming years. This approach will reinforce our contribution to the 17 Sustainable Development Goals.

THE 10 PRINCIPLES



Human Rights

P1 : Businesses should support and respect the protection of internationally proclaimed human rights

P2 : Make sure that they are not complicit in human rights abuses.



Environment

P7 : Businesses should support a precautionary approach to environmental challenges

P8 : undertake initiatives to promote greater environmental responsibility

P9 : encourage the development and diffusion of environmentally friendly technologies.



Labour

P3 : Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

P4 : the elimination of all forms of forced and compulsory labour

P5 : the effective abolition of child labour

P6 : the elimination of discrimination in respect of employment and occupation.

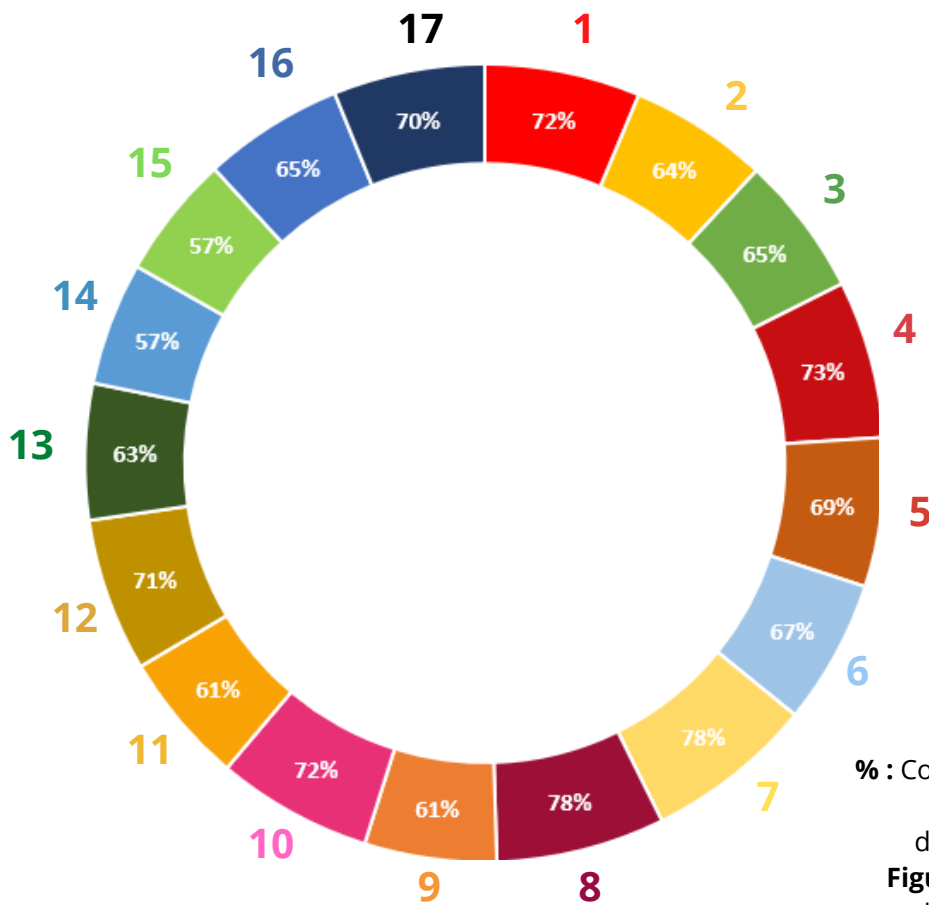


Anti- corruption

P10 : Businesses should work against corruption in all its forms, including extortion and bribery.

CONTRIBUTION OF CSR TO SUSTAINABLE DEVELOPMENT OBJECTIVES

In 2021, by joining the committed CSR label, we have chosen to measure our contribution to the objectives of sustainable development. Thanks to this commitment we have been able to evaluate our contribution.



% : Contribution of the APLIX CSR approach sustainable development objectives
Figures 1,2,3.....: sustainable development objectives

SUSTAINABLE DEVELOPMENT GOALS



CARTOGRAPHY OF RISKS

In 2020, all the departments, in collaboration with the Finance Department, reported their risks in a risk map. The "DPEF Committee" compared the Group's CSR policy (ADN approach) with this mapping and isolated the significant risks and opportunities relating to social, societal and environmental issues.

This classification has given shape to the structure of our report in 3 major themes:

- Women and Men at the heart of our performance
- Preservation of resources and responsible development
- Co-constructing for a sustainable world

Some of our risks are cross-cutting and are integrated into several themes.



1

WOMEN AND MEN AT THE HEART OF OUR PERFORMANCE

- DEVELOP SKILLS AND
REVEAL TALENTS

- RAISING AWARENESS AND
TAKING ACTION FOR A
MORE INCLUSIVE SOCIETY

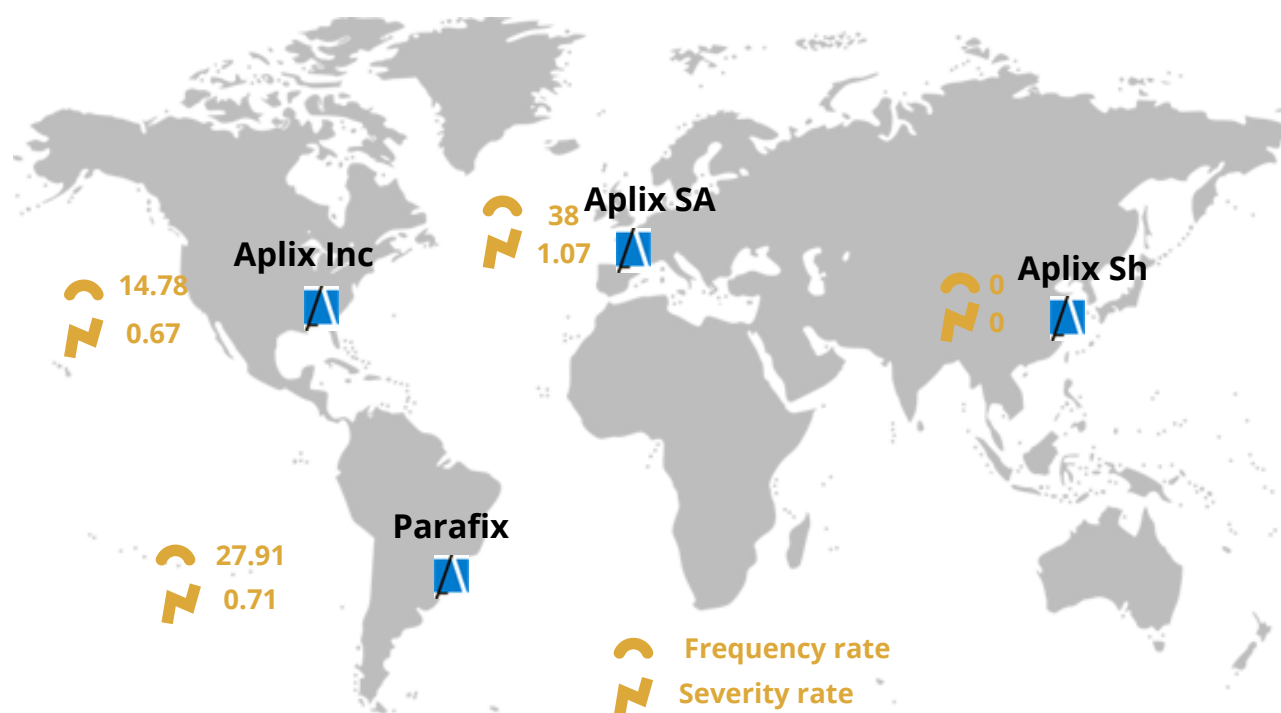
- ENCOURAGE EXPRESSION AND
DIALOGUE

- PRESERVING THE HEALTH AND
SAFETY OF OUR EMPLOYEES



PRESERVING THE HEALTH AND SAFETY OF OUR EMPLOYEES

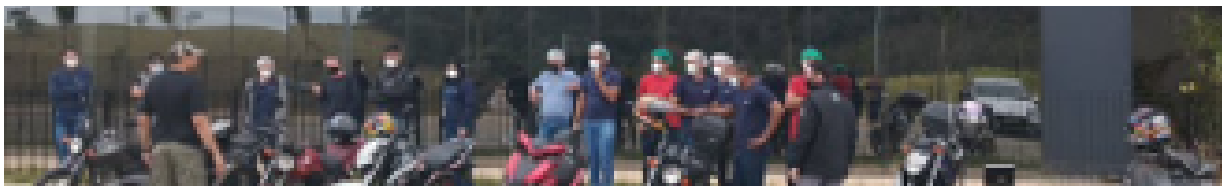
WE ARE RESPONSIBLE: safety, respect for others and social commitment are at the heart of our concerns in supporting our employees throughout their careers. Guaranteeing the health and safety of our employees requires the implementation of prevention and protection measures at all Aplix sites.



The health and safety of our employees is a priority for all of us, and we must act daily to avoid the risk of accidents and illnesses in order to continually improve the health and working conditions of our employees. The risk prevention approach is based on the Single Assessment Document of Professional Risks. This tool is essential for those seeking to be more effective in assessing risks.



PRESERVING THE HEALTH AND SAFETY OF OUR EMPLOYEES



In Brazil, Parafix has not had any production accidents in 2021. However, there have been 4 cases of motorcycle accidents this year, one of which was serious.

In order to improve the situation, Parafix has organized a preventive driving course for all motorcycle drivers, given by specialized instructors. The idea is to invite the businesses in the Vinhedo industrial park to make this a regular annual program for the entire community in the area.

Focus on our ergonomic approach at work

At Aplix SA, an ergonomic mapping is carried out on our workstations. Contrary to many preconceived ideas, ergonomics is not a study of gestures and postures, nor a study of workstations. The objective of an intervention in ergonomics is not to simply analyze the work but rather to lead to transformations of work situations. To achieve this objective, the ergonomist mobilizes all the actors involved in the study and/or in a more global project thanks to a participative approach. This approach allows a co-construction of the diagnosis and the solutions.



"During this year 2021, I was able to mobilize my knowledge and skills in connection with different projects within the company:

- Analysis of the activity on a production line following feedback from the position as being difficult and causing stress. This study allowed to bring new representations of the work and to determine several elements in connection with the object of the request.

- Intervention in a design project for a new production line for a new market. This study aims at integrating the operators from the design phase with preliminary analyses in reference situations carried out by the ergonomist. The interest of this design approach is to integrate as early as possible the needs related to work in order to optimize the future activity from the point of view of performance and health. "



Paul LEBE,
Alternant en Master
Sciences Humaines et
Sociales spécialité
Ergonomie

PRESERVING THE HEALTH AND SAFETY OF OUR EMPLOYEES

Psychosocial risks Approach

In view of the profound organizational and relational changes brought about by the health crisis, employees' exposure to the main psychosocial risk factors (PSR) has increased.

L'idée : des groupes de 4-6 personnes, volontaires sont tout d'abord formés aux RPS au cours d'une première session, pilotée par nos animateurs.

Ces derniers leur déploient toute la **démarche RPS sous la forme d'un jeu** de plateau et à partir d'une situation fictive (films et supports à l'appui).

The idea: groups of 4-6 volunteers are first trained in PSR during an initial session, led by our facilitators.

The facilitators explain the entire RPS approach in the form of a board game based on a fictitious situation (with films and other materials).



Yellow September: Parafix employees were invited to a health reflection session, guided by an external psychologist, to promote discussions on stress, anxiety, depression and burn-out.

ENCOURAGE EXPRESSION AND DIALOGUE

Social dialogue

A relationship based on trust and transparency is essential at all levels of Aplix.

Social dialogue is a key means of supporting the company's development. Joint efforts between the Company and its social partners have led to the conclusion of several agreements enabling the company to deal more effectively with its human and economic challenges and to be stronger in the face of its environment. In 2021, a new gender equality agreement was signed, as well as an amendment to our profit-sharing agreement.



DEVELOP SKILLS AND REVEAL TALENTS

To support and develop their talents, we support, develop and train our employees.

The health crisis has had a considerable impact on the health of our employees, and we have observed a significant impact on our absenteeism as well as on our work organization. To compensate for this, the development of skills, versatility and employability are the basis of our policy in order to ensure the continuity of the company and the development of each individual.



Integration course

The integration process is an important step in the direct extension of employee recruitment. One of the major objectives of our induction program is to help newcomers understand their role in the organization and to ensure their successful integration into the company.

Co-optation

We are always looking for new talent. That is why we have set up a co-optation system, to encourage employees to propose profiles from their entourage. In 2021, 33 people have been co-opted by employees and hired by Aplix SA.

Work-study / Apprenticeship

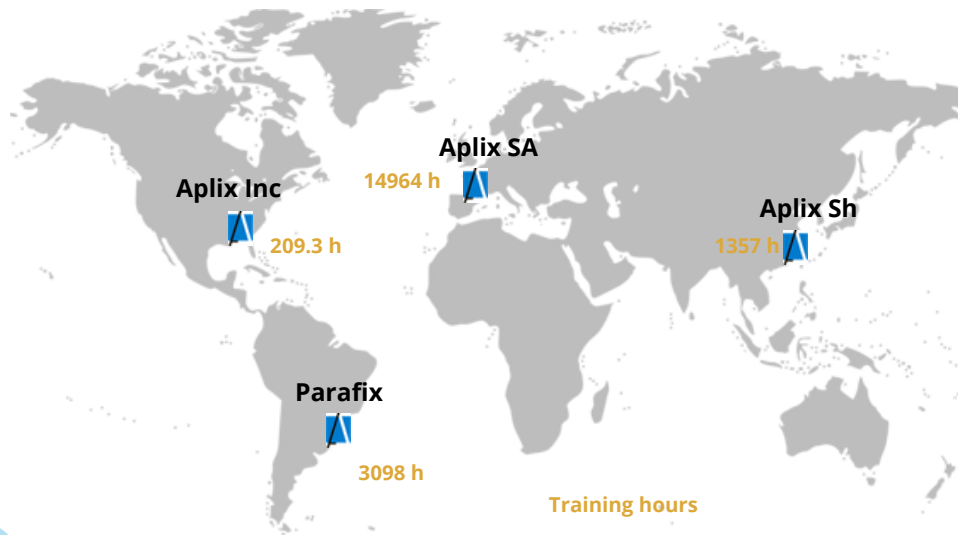
We decided to promote work-study programs and apprenticeships several years ago. This allows us to offer the possibility of acquiring professional skills while benefiting from a fresh perspective on our organization.

It's a give and take!

"I bring you the skills I've acquired throughout my schooling, but you must also bring me knowledge specific to the business world!"



TRAINING



+17% of training hours

In 2021, Aplix has increased its training hours by 17% since 2019.

Creating long-term value for our employees is essential for them as well as for us since they are the foundation of our performance.

Attracting, but also giving the means to grow and adapt to their desires for evolution, so that they build their own path in our company and flourish there.

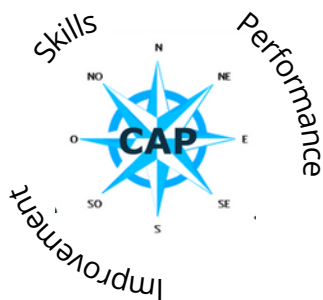
The objective is to develop their employability, whether their career continues within Aplix or in other companies.

TOP 3 training courses

- 1- At the work station
- 2- Safety
- 3- Quality



Let's keep the CAP! Skills, Improvement, Performance



We encourage employees to report problems encountered in their work and to make suggestions for improvement. At Aplix SA, we are pursuing our CAP approach, which favors the exchange of information between the manager and his/her employee, between the managers of the different teams and also all the support services, by means of routines such as active supervision rounds (ASR), workshop management meetings (WMR) or the passing on of instructions.

Aplix Inc. has set up a Safety BINGO: our employees propose suggestions for improvement on safety. 41 suggestions have been accepted out of 51 in 2021. This program has been expanded to include suggestions related to cost reduction, quality and continuous improvement.



RAISING AWARENESS AND TAKING ACTION FOR A MORE INCLUSIVE SOCIETY

We promote DIVERSITY and EQUAL OPPORTUNITIES

Seeking diversity through recruitment and skills management is a factor of progress, cohesion and performance for our company.



Aplix SA has signed an agreement with tAn association that promotes the professional integration of people with disabilities. We are committed to the integration of disabled people through quantified objectives and actions on 5 pillars:

- Awareness and training
- Information and communication
- Recruitment and integration
- Support and maintenance of employment
- Collaboration with the protected sector

Aplix Inc. has recently partnered with Easter Seals, an organization that supports people with physical and developmental disabilities. A partnership that will be of great value to our company.

We consider that gender diversity and professional equality between men and women within a team is essential. Aplix is committed to promoting parity in its recruitment. A gender equality agreement was signed in 2021 at Aplix SA, promoting :

- Hiring
- Training
- Working conditions
- Effective remuneration
- The articulation between the professional activity and the exercise of family responsibility

This commitment is reflected in concrete terms, as the gender equality index cannot be calculated this year, so we looked at another indicator at Aplix SA. The gap between the average basic salaries of men and women has evolved: in 2019 13%, in 2020 11% and in 2021 6%.

The choices are based on the match between the candidate's profile and the skills required for the jobs offered.

This is done in light of the candidate's skills, professional experience, the nature of the diploma(s) held and the candidate's career development prospects.

We are a signatory since 2019 of the Diversity Charter

2

RESOURCE CONSERVATION AND RESPONSIBLE DEVELOPMENT

- FACING THE CLIMATE
EMERGENCY AND
PRESERVING NATURAL
RESOURCES

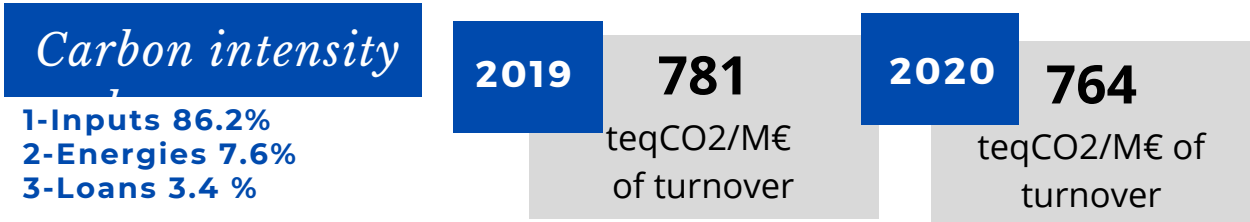
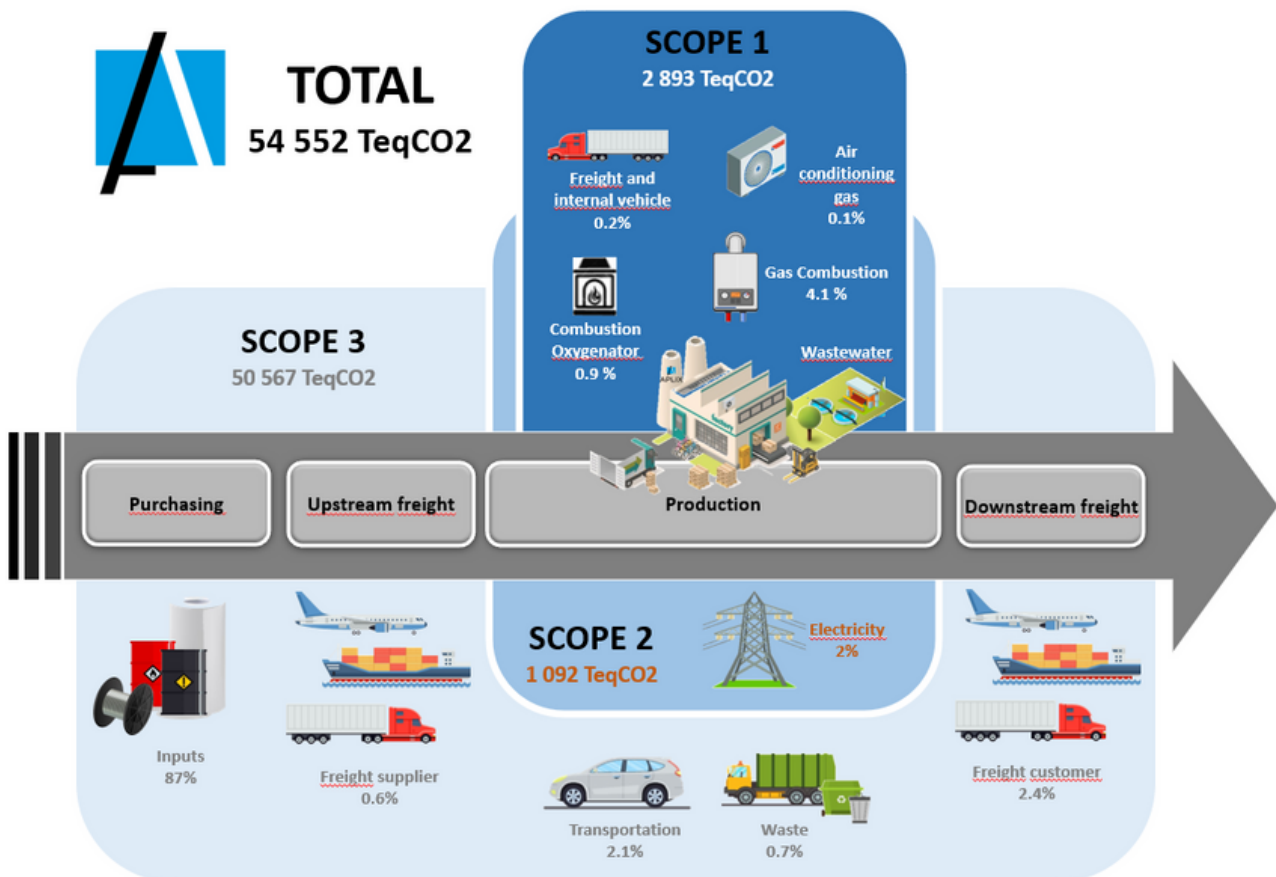
- ACT NOW TO BETTER
PREPARE FOR TOMORROW
THROUGH ECO-DESIGN

- DEVELOP BIODEGRADABLE
OR RECYCLABLE PRODUCTS



FACING THE CLIMATE EMERGENCY AND PRESERVING NATURAL RESOURCES

In order to establish a precise evaluation of our environmental impacts, we have carried out a SCOPE 3 greenhouse gas emissions assessment in 2019, 2020 and 2021 at APLIX SA for the years 2018, 2019 and 2020. This essential diagnostic step allowed us to pilot our progress approach and to select the most relevant actions to reduce our environmental impacts. Our goal is to reduce our impact by 50 percent by 2030 compared to 2018.



In 2021, we were able to update our emission factor baseline by increasing the accuracy of our studies and improving the quality of the data from our suppliers.

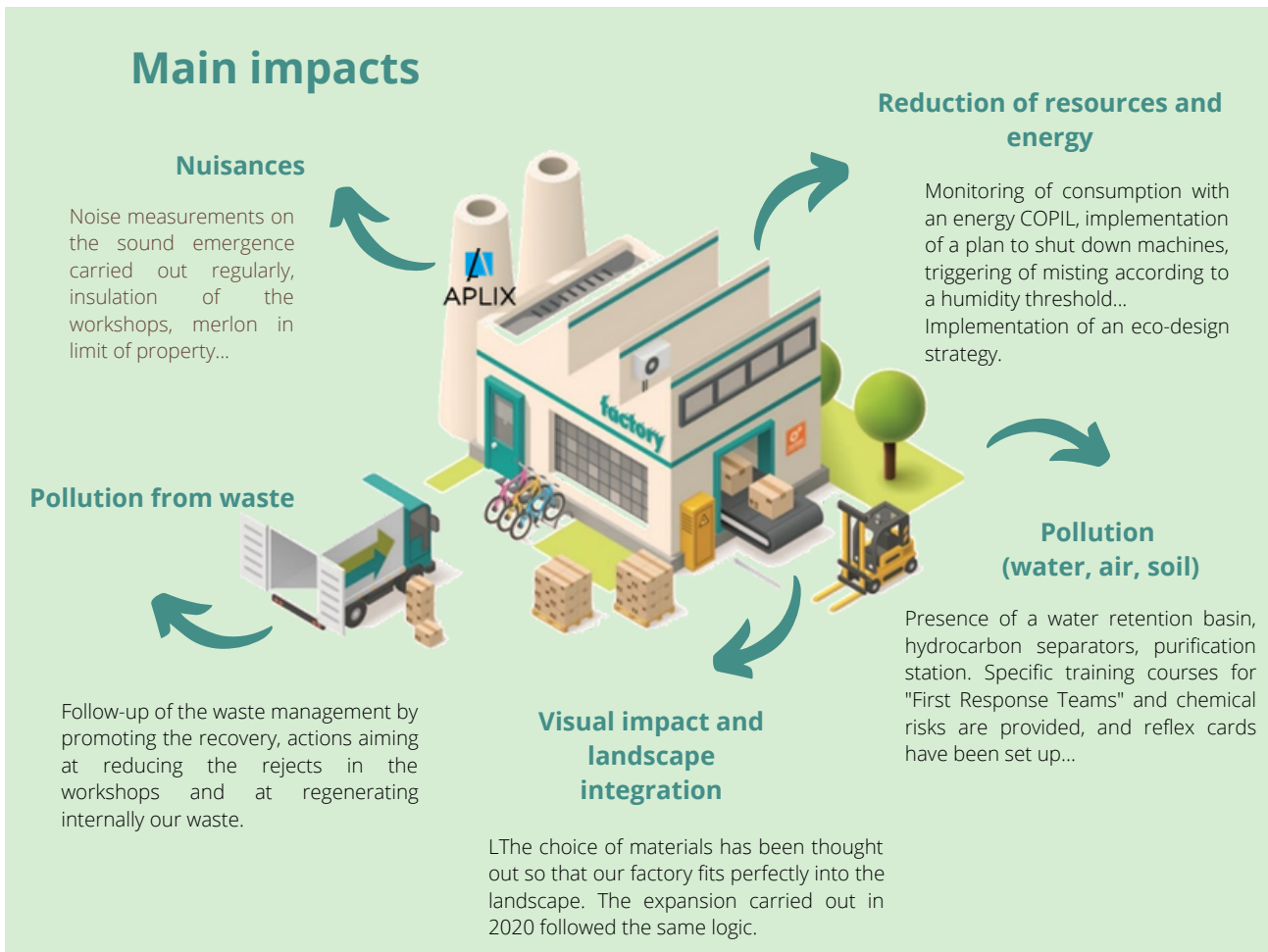


Energic Challenge

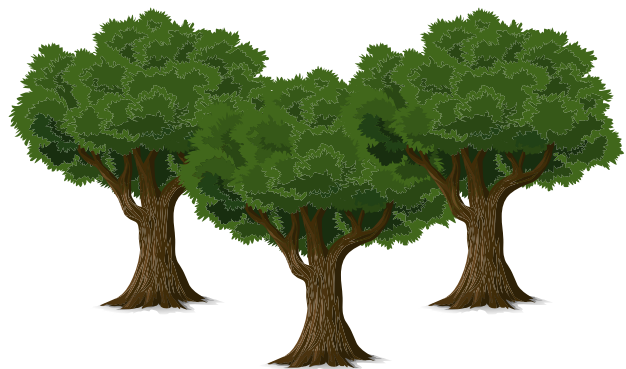
We have committed ourselves alongside other companies to reduce our impact. 757 committed employees have reduced our impact by 8T/CO2 per year!

FACING THE CLIMATE EMERGENCY AND PRESERVING NATURAL RESOURCES

Aplix SA has carried out an environmental analysis of its activity in 2021 in order to identify our main impacts on the environment. This allows us to set sustainable development objectives through better environmental management, optimizing the use of resources and reducing accidental risks. It allows us to reinforce our practices, more respectful of the environment and more efficient.



Parafix decided to celebrate Nature Day by participating in the clean up and replanting of a piece of forest that had suffered from deforestation. Parafix planted 145 trees (one for each employee) showing our commitment to the preservation of our nature.



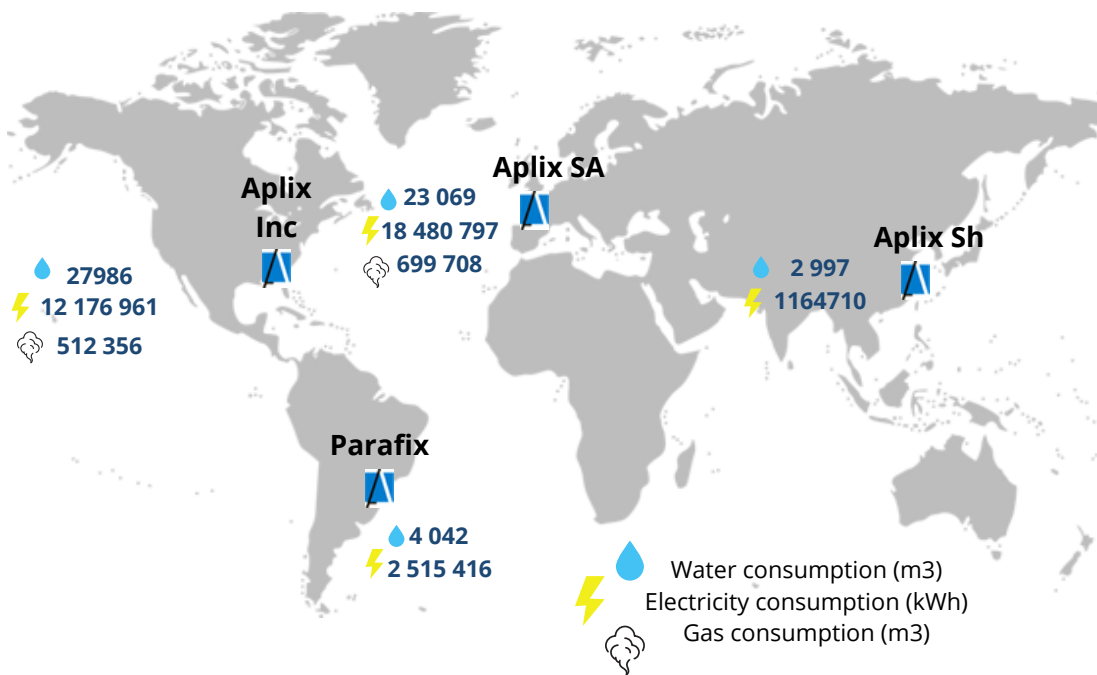
FACING THE CLIMATE EMERGENCY AND PRESERVING NATURAL RESOURCES

NOUS SOUTENONS
LE PACTE MONDIAL



Aplix Inc. has recently joined the United Nations Global Compact, the world's largest corporate sustainability initiative. This will allow Aplix to strengthen trust and transparency with its stakeholders, to advance and achieve its sustainability goals.

In 2021, Aplix SA obtained the 14001 certification, recognizing its commitment to the environment



Water

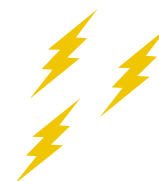
-24%



For the past several years, our new employees have been taking a one-day Dojo training course focused on safety and quality. This year, we have reinforced the environmental component. The actions implemented since 2019 by Aplix SA have enabled us to reduce our water resource consumption by 24% and our gas consumption by 7% in 2021.

Gas

-5%



FACING THE CLIMATE EMERGENCY



A study was launched in mid-2021 with the aim of defining a global approach to the recovery of our waste for all our workshops (Le Cellier and Pontchâteau). In collaboration with two engineering students, we were able to identify the processes, products and workshops that generate the most plastic waste, and then propose areas of optimization to enable their reuse. Our goal is to reduce our landfill waste by 30% by 2023. In 2021, we will have achieved 70% recovery.



Parafix is now working with a Brazilian start-up "Trash In" which educates employees on the correct destination of waste and collects all administrative plastic waste to recycle it and make it part of the circular economy. Dashboards are produced every month to monitor progress. We have reached 82% recovery in 2021.



In 2021, our approach was recognized by the award of the ISO26000 CSR label at the EXEMPLARY level, the highest level of maturity of the label. During this audit, many strong points and employee initiatives were praised:

- Social responsibility and governance
- Integration of CSR and communication
- Human resources, relations and working conditions
- Innovation, design and sustainable production methods
- Territorial anchoring: Communities and local development

ACT NOW TO BETTER PREPARE FOR TOMORROW THROUGH ECO-DESIGN

Aplix SA is concerned about the impact that its products can have on the environment. We measure the importance of our commitment to environmental sustainability through the eco-design of our products. This allows us to reduce our main environmental impacts and our contribution to climate change, water, air and soil pollution, right from the design stage.

Aplix SA has implemented a strategy to limit environmental impacts. This is the **5R strategy**:

- **Refuse** > reduce production needs such as materials, consumption, manufacturing time...
- **Reduce** > rethinking products to limit environmental impacts (partnerships and co-development).
- **Reuse** > reuse our products and waste from our plastic lines.
- **Recycle** > recycle our products' scraps and production waste
- **Rot** > Educate on eco-design internally and with our partners.



Aplix SA has chosen to integrate criteria related to Sustainable Development in its design. A comparative Life Cycle Assessment (LCA) is implemented for each new development project. Life Cycle Assessment is a tool to evaluate the environmental impacts of a product throughout its life cycle. This method allows us to measure the quantifiable effects of our products on the environment.

DEVELOP BIODEGRADABLE OR RECYCLABLE PRODUCTS

We want to develop more and more compostable and/or biosourced products and improve the recyclability of our products in order to reduce our carbon footprint. We are working with our partners to create a 100% compostable and/or 100% recyclable diaper.



Towards the development of a circular economy to extend the life of our products

Moving towards a circular economy makes us less dependent and strengthens our resilience.

- A product with a lower environmental impact
- A reduction in our consumption of raw materials
e.g.: Softgrip 30% reduction in material weight
- A supply as close as possible to our production sites

Our Easylock product range is **100% recyclable**



3

CO-CONSTRUCTING FOR A SUSTAINABLE WORLD

- SHARE OUR HUMAN AND ENVIRONMENTAL AMBITION WITH OUR SUPPLIERS

- ENSURING BUSINESS ETHICS AND FAIR PRACTICES

- CONTRIBUTE TO THE DEVELOPMENT OF OUR ECO-SYSTEM



SHARE OUR HUMAN AND ENVIRONMENTAL AMBITION WITH OUR SUPPLIERS

Responsible purchasing is purchasing that has the most positive environmental, social and economic impact possible over the entire life cycle. We adopt a transversal approach with all stakeholders, including suppliers and service providers.



Through its Responsible Purchasing Charter, Aplix defines the values and commitments that its suppliers must adopt in order to build a balanced and sustainable relationship:

- The environment
- Respect for international labor standards and human rights
- Business ethics including the fight against corruption
- The balance of responsible relationships over the long term
- The desire to promote local relations
- Co-development and partnership

We pay particular attention to the CSR commitment of our suppliers and service providers. In 2021 we have defined our strategic suppliers who contribute to limiting our impact on the environment. In order to reduce our impact on the entire life cycle of our products, we challenge our suppliers and service providers on their CSR approach.

ENSURING BUSINESS ETHICS AND FAIR PRACTICES

The Ethics Charter, the Charter of Good Business Conduct and the Charter of Ethical Behavior with our Suppliers define Aplix's commitments in the fight against corruption as well as the behaviors to be prohibited. They provide our employees and partners with instructions on how to deal with unlawful or unethical behavior.

We have implemented the measures set out in the Sapin II law, including

- Updating the risk map
- The deployment of a warning system;
- Deployment of an online corruption prevention training for employees who are particularly exposed

CONTRIBUTE TO THE DEVELOPMENT OF OUR ECO-SYSTEM

As an extension of its expertise, Aplix SA is committed to working with partners, organizations and associations in the region that are working to develop and promote the talents of the people of the Loire Valley, to develop local resources and skills, and to improve the living environment and the well-being of the local population. We work with actors such as the Pays de la Loire Region, the COMPA, schools but also local associations working in the social, cultural or sports fields.



Aplix Inc. works in coordination with the Charlotte (North Carolina) Chamber of Commerce and Employers Association and Olympic High School to promote employment in the region.



Children's Day

Parafix supports a happy day in an NGO called ARCA in Vinhedo with a professional magician and some employees.

Parafix supports the Ronald McDonald Institute in Brazil in favor of children and adolescents treated for cancer.



Make a long-term commitment

Aplix S.A has signed a three-year partnership agreement with the Break Poverty Foundation, wishing to be part of a major initiative to mobilize companies against youth poverty in Nantes.

We are committed to supporting the project chosen by our employees: "Escalade Entreprises" which promotes the discovery of the company for young people.

The goal is to reach 6,000 students (compared to 3,400 today), with priority given to schools in priority neighborhoods.

Aplix S.A is a partner of the operation "L'Entreprise Parle aux Jeunes" (The company talks to the young people) which was set up by the COMPA in order to make the young people of the secondary schools of the Pays d'Anenis discover the economic environment of the region and the functioning of a company.

We also support the "Welcoming Company" scheme of the Nantes Metropolis, for which we have obtained the certification in 2021.



Indicators

Security

Frequency rate and gravity rate

	2019	2020	Frequency rate 2021
Aplix Inc	1.75	12	14.78
Parafix	29	24	27.91
Aplix SH	0	0	0.00
Aplix SA	41	34	38.00
Moy	17.94	17.52	20.17

	2019	2020	Gravity rate 2021
Aplix Inc	0.6	0.28	0.67
Parafix	0.34	0.16	0.71
Aplix SH	0	0.00	0.00
Aplix SA	1.47	1.02	1.07
Moy	0.60	0.37	0.61

Energy

Water consumption (m3)

	2019	2020	2021
Aplix Inc	37946	27095	27986
Parafix	1595	1,514	4,042
Aplix SH	6067	2280	2997.5
Aplix SA	30490	22286	23069
Total	76098	53175	58095

Training hours

	2019	2020	Training hours 2021
Aplix Inc	2479	2064.5	209.3
Parafix	3294	2956	3097.75
Aplix SH	796	1073.5	1357.3
Aplix SA	10204	8354.6	14964.34
Total	16773	14448.6	19628.69

Waste

Electric consumption(kw/h)

	2019	2020	2021
Aplix Inc	13296828	12610407	12176961
Parafix	1826000	2,045,068	2515416
Aplix SH	1,588,190	1150788.4	1164710
Aplix SA	16,973,064	18,037,638	18,480,797
Total	33684082	34295106.4	34337884

Waste (T)

Aplix Inc	recovered waste	disposal / landfill	Total Déchets	Valorisation
Total 2019	294	2275	2569	11%
Total 2020	388	1899	2237	17%
Total 2021	310	1,800	2,110	15%
Parafix	recovered waste	disposal / landfill	Total Déchets	Valorisation
Total 2019	332	90	422	79%
Total 2020	428.4	29.21	457.59	94%
Total 2021	559.166	54.516	606.74	92%
Aplix Shanghai	recovered waste	disposal / landfill	Total Déchets	Valorisation
Total 2019	199.2	9.2	208.40	96%
Total 2020	133	2.61	135.61	98.08%
Total 2021	159	33	192	83%
Aplix SA	recovered waste	disposal / landfill	Total Déchets	Valorisation
Total 2019	1543.27	848.017	2,391	65%
Total 2020	2359.9	2914.2	2143.1705	64%
Total 2021	1711.99	2106.42	2,440	70%
	recovered waste	disposal / landfill	Total Déchets	Valorisation
Total global 2019	2368,47	3 222	5590,69	42%
Total global 2020	3309,3	4 842	4973,37	67%
Total global 2021	2 740	3 964	5348,35	51%

GAS (m3)

	2019	2020	2021
Aplix Inc	577615	715615	512356
Aplix SA	738902	663310	699708
Total	1316517	1378925	1212064

METHODOLOGICAL NOTE

The purpose of this note is to explain the reporting methodology applied by APLIX in terms of Corporate Social Responsibility.

Scope of consolidation

In accordance with the regulations, the data is presented on a consolidated basis. The scope of reporting (for headcount and revenue data) includes all Aplix production entities (Aplix S.A in France - one site in Le Cellier and one site in Pontchâteau, Aplix Shanghai in China, Parafix in Brazil, Aplix INC - two sites in the United States) and the European sales platforms (Aplaus in Italy, Aplix GmbH in Germany, Aplix Fasteners UK) and the United Kingdom. Data from Aplix Hong Kong and Aplix Detroit are integrated with data from Aplix Shanghai and Aplix Inc. (100%) respectively.

As far as the other indicators are concerned, and unless specifically justified, the scope of consolidation will only include the 6 production sites spread over the 4 legal entities (Aplix SA, Aplix INC, Parafix and Aplix Shanghai - i.e. 98.56% of the group). The APLIX Group is owned by the company FIBI, which is majority controlled by the BILLARANT family, founders of APLIX. In this report, we will focus on APLIX, which remains the Group's visible "showcase" on the market.

Exclusions

On all the themes required within the DPEF, given the sector of activity of the Aplix Group (manufacturer of hook and loop systems) and the analysis of our CSR challenges, we have excluded the following information: actions to promote the practice of physical activities and sports, fight against food waste and food insecurity, respect for animal welfare and responsible, fair and sustainable food.

The reporting protocole

The information contained in the Extra-Financial Performance Statement, on the website and in the Group's management report, has been prepared on the basis of contributions from the internal network of correspondents, and from an internal reporting tool, enabling the collection of steering indicators corresponding to the various actions. The whole process is coordinated by a DPEF Committee (Chairman and CEO, Human Resources Director, Group Chief Operating Officer and Chief Financial Officer, Advanced Research Director) and a DPEF working group (CSR Coordinator, Health and Safety Manager France, Ecodesigner).

Reporting periods

The quantitative indicators are calculated for the period from January 1, 2021 to December 31, 2021 (12 months), with data as of December 31, 2021.

Data collection

Data collection for the defined scope uses the following methods: for social, environmental, business and sponsorship data, most quantitative indicators are collected by each Group entity via collectors (the Human Resources Managers at each site) who enter the data within their subsidiary and forward it to the central administrators (CSR France Department), who perform the final checks before consolidation. The other data, essentially qualitative, is collected directly from the relevant departments (Purchasing, Finance and Human Resources) by the Group's DPEF working group.

Indicators

An e-mail communication was sent to all contributors at the launch of the data collection campaigns, including the campaign calendar and a protocol for each indicator area, which reminds them of the definitions and application criteria of the indicators. The 2021 indicators were chosen to meet the list of information required by the "Grenelle II" law (in accordance with Article L. 225-102-1 of the French Commercial Code) as well as Decree No. 2017-1265 of August 9, 2017 issued for the application of Ordinance No. 2017-1180 of July 19, 2017 relating to the publication of non-financial information by certain large companies and certain groups of companies. However, for some of them, which are difficult to recognize in a uniform way worldwide and this because of the regulatory obligations of each country which differ in terms of sustainable development, the scope of Aplix SA has been preferred.

Methodological limitations of indicators

Environmental, social and societal indicators may have methodological limitations due to :

- the non-harmonization of definitions, national/international legislation and local local practices
- the availability of certain data on a restricted perimeter
- the progressive implementation of our internal reporting protocol covering the collection, consolidation and control of indicators.

The key performance indicators presented in this first year are likely to evolve in line with the action plan to be deployed as part of the Group's CSR strategy in the short and medium term.

medium term. While the international benchmark has guided the construction of this report, it is essentially based on the parent company's approach as pilot and tends to integrate more and more consolidated indicators for the entire scope.