



trèves

TRÈVES Group

Communication On Progress

CORPORATE SOCIAL RESPONSIBILITY
- 2021 -

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

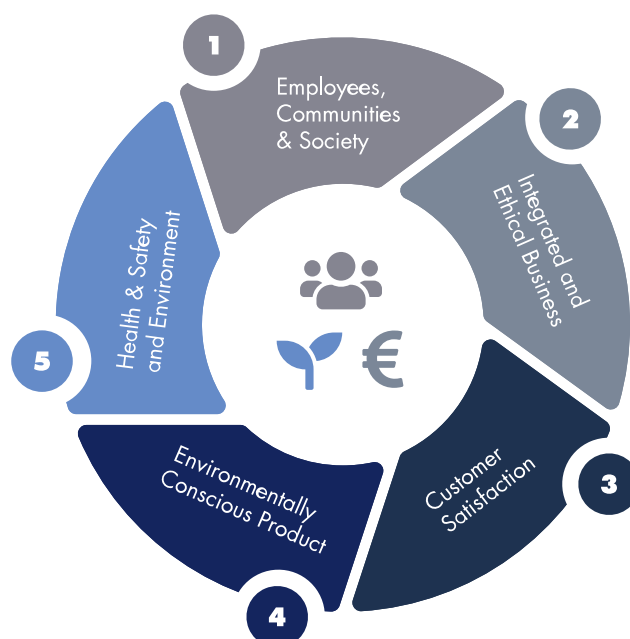
Trèves Group, a family owned company established in 1836, is committed to design, develop and manufacture environmentally conscious products which contribute to the reduction of thermal and acoustic emissions for the global automotive industry.

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.

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!

It will also help to develop a true



F. CHAUSSAT
Chairman

TRÈVES GROUP AT A GLANCE



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

500 M€

Worldwide sales
In 2021

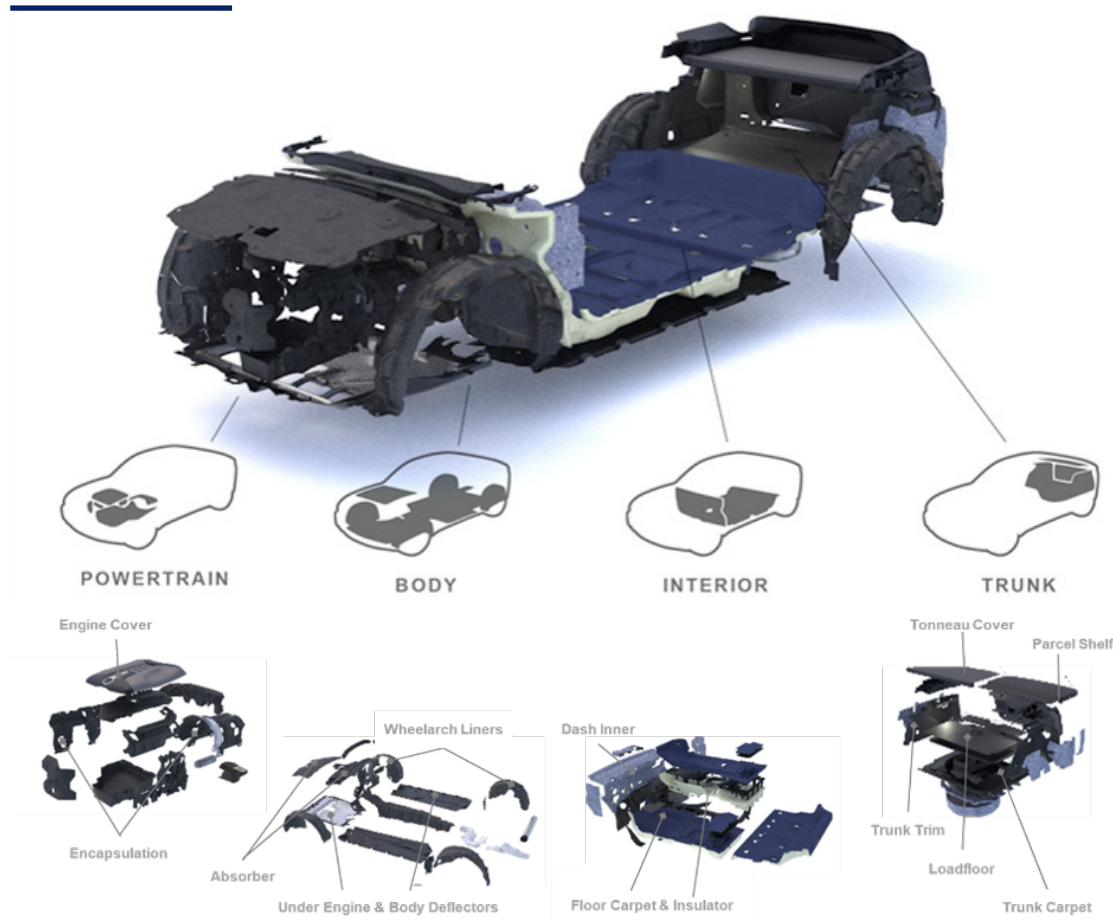
25

Production sites
In 15 countries

4 000

Employees worldwide
“One Trèves” mindset

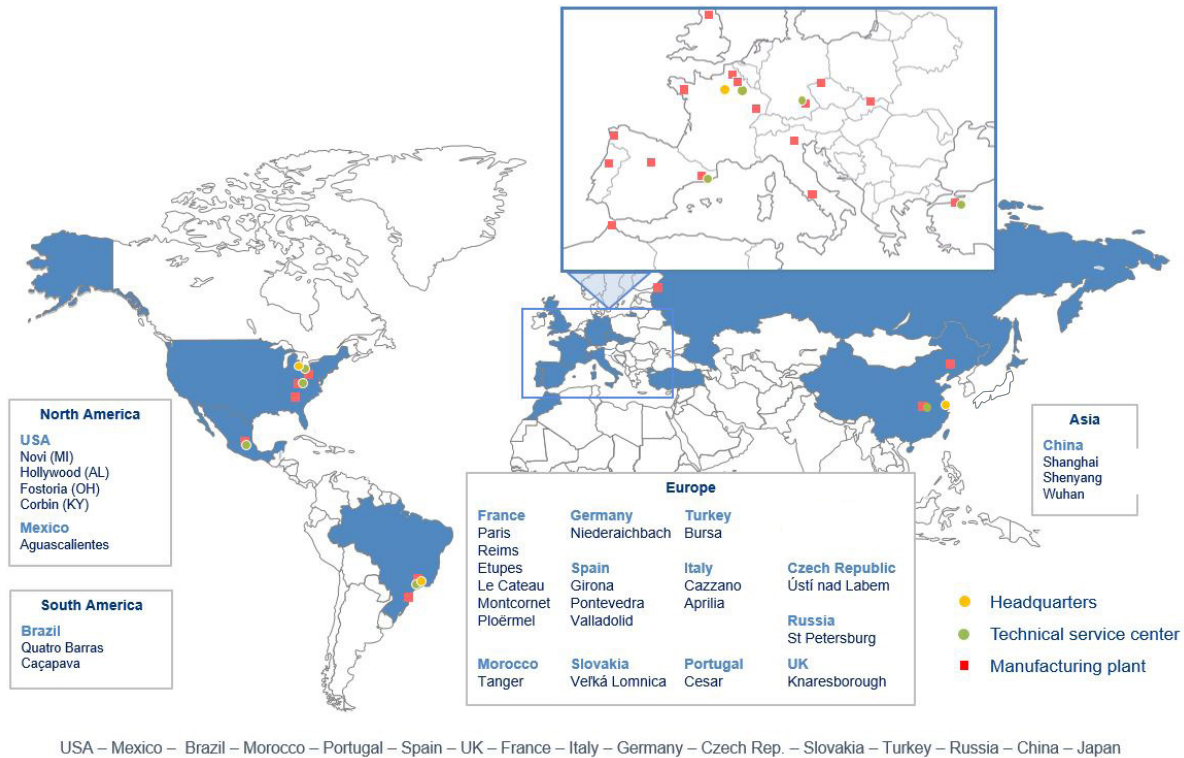
TRÈVES GROUP PRODUCT PORTFOLIO



CUSTOMERS PORTFOLIO

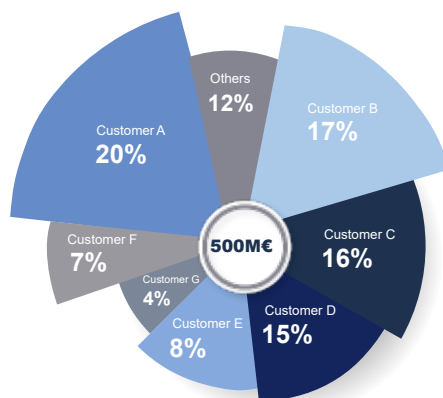
ALFA ROMEO • ALPINE • AUDI • BMW • BUICK • BYD • CHANGAN • CHEVROLET
CITROEN • DACIA • DONGFENG • DONGFENG PSA • DS • FIAT • FORD • GEELY
GMC • HONDA • HYUNDAI • INFINITI • IVECO • JAGUAR • JEEP • KIA • LADA •
LAND ROVER • LYNK&CO • MAHINDRA • MASERATI • MERCEDES-BENZ •
MINI • MITSUBISHI • NEVS • NISSAN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

TRÈVES GROUP GLOBAL PRESENCE

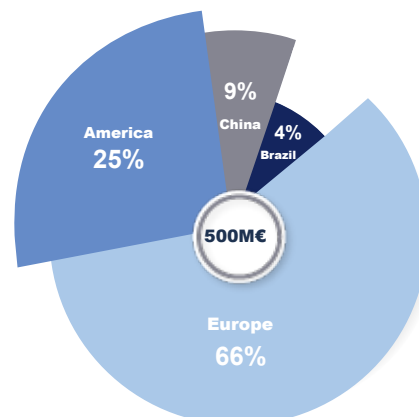


TURNOVER PER CUSTOMER AND PER REGION

2021 WORLDWIDE SALES
Expected



25 PRODUCTION SITES



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



Engine and
component
insulator

Oil pan insulator



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



Dash outer

Hood insulator

Wheel Arch Liner

Under engine deflector

Under body deflector



WHEEL ARCH

TRÈVES GROUP INSIDE THE CABIN

03 INTERIOR

Trèves' 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

Trèves 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

Trèves 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 development 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. Trèves 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 three main 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. Trèves 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 Trèves 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 re-evaluation 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 2021, Trèves Group has 4000 employees worldwide spread over 15 countries. We integrated two new subsidiaries (one in Italy, one in the United States) and we closed our plant in Slovenia.¹

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

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:

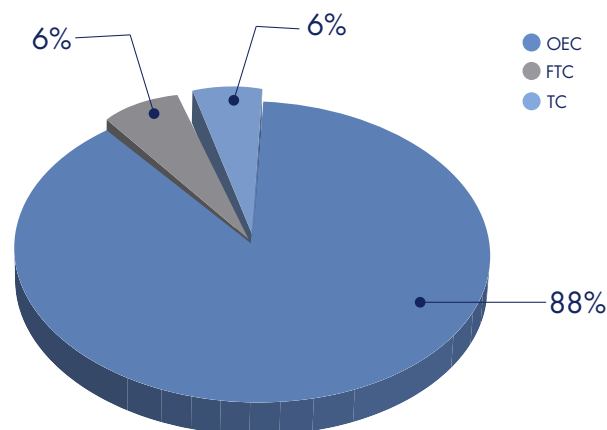
- Managers and professionals
- Office employees
- Supervisors and technicians
- Workers

¹ All the following data related to the analysis of the employees are based only on permanent contracts.

As of december 31th 2021, the distribution of different contracts shows that most of the Group's employees has a permanent contract.

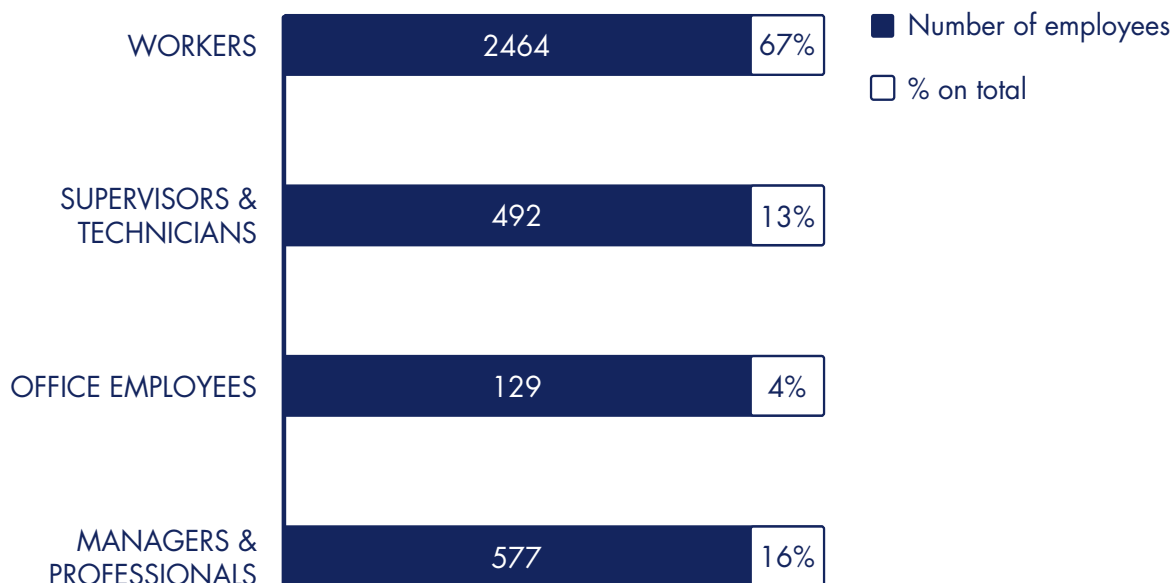
The Group commits to establishing long-standing relationships with its employees and focuses on long- term perspectives.

CONTRACT BREAKDOWN (%)



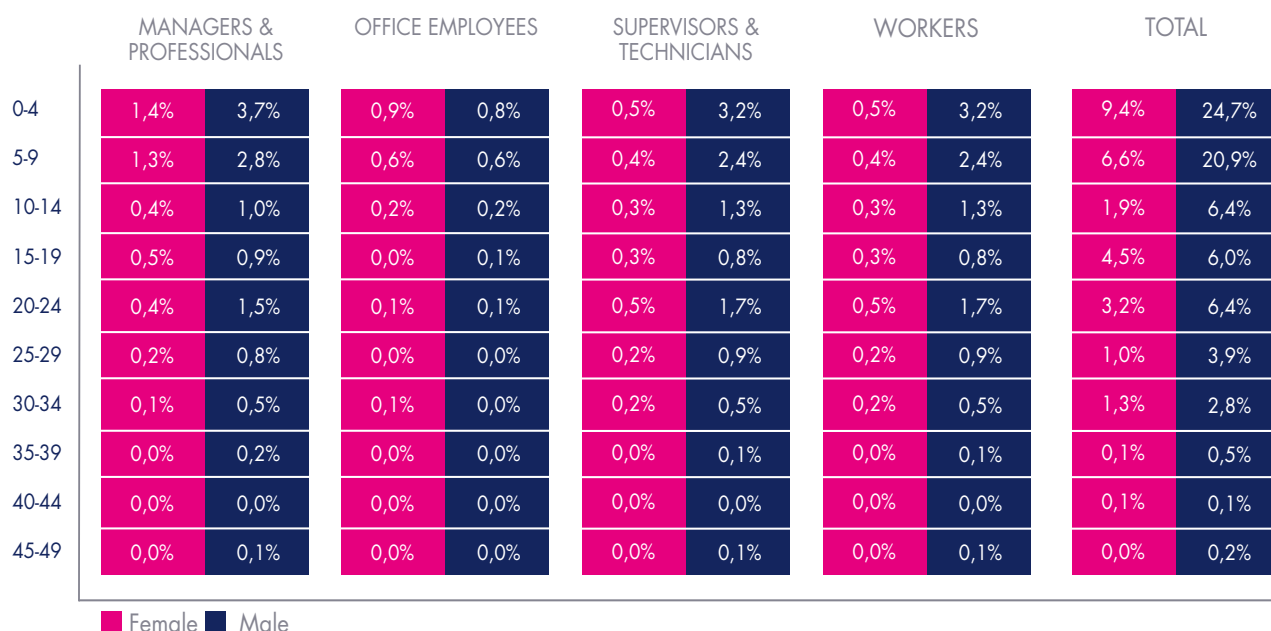
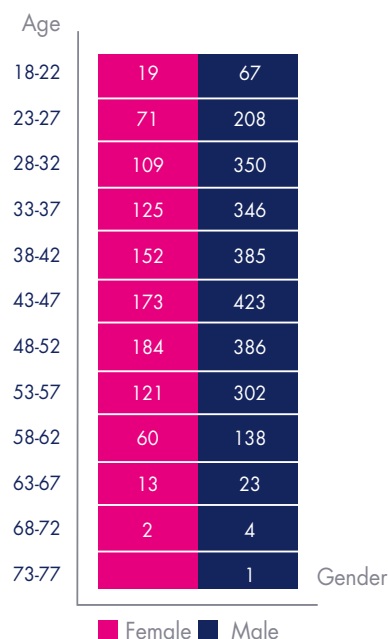
In 2021, among permanent contracts, the breakdown remains steady. Managers and Professionals account for around 16%, Office employees represent 4%, Supervisors & Technicians 13% while Workers are the majority of the employees with 67%. Trèves Group commits on child labour elimination and respects the 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

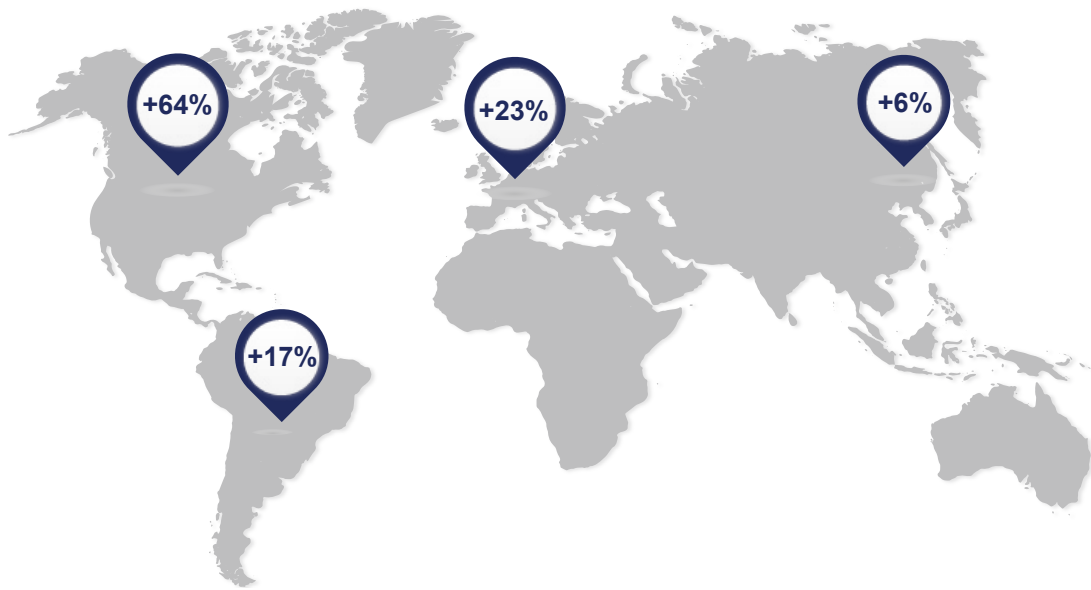


GLOBAL SENIORITY PYRAMID VS SENIORITY BY OCCUPATIONAL CLASS (%)

Around 34% of our employees have less than 5 years of seniority, which is quite stable compared to 2020 (38%), given the inclusion of two new subsidiaries in the Group. Employees tend to stay in the company (27% have a seniority between 5 and 9 years, vs 17% in 2020).



In 2021, in each region, the average entry salary level offered by Trèves is higher than the local minimum wage :



In 2021, on top of the salary, Trèves Group decided to implement a death insurance policy for all Group employees throughout the world, as from 2022. This insurance is equivalent to at least one year of wages.

Trèves Group recognizes freedom of association and collective bargaining as a fundamental human right. In 2021, 66% of our employees are covered by collective bargaining agreements. All plants of Trèves Group comply with local labor regulation.





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 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. The Ethics Charter is handed to each new employee upon joining Trèves Group.

Within Trèves Group, there are 33 existing nationalities spread through 15 countries with a majority of French, American, Spanish, Mexican, Turkish, Moroccan, Chinese and Brazilian. The integration of different cultures is part of the Trèves Group core values.

In 2021, women in Trèves Group employees represent approximately 28% of permanent contracts. 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.

	MANAGERS & PROFESSIONALS	OFFICE EMPLOYEES	SUPERVISORS & TECHNICIANS	WORKERS
Female	159	67	90	713
Male	418	62	402	1751
Total	577	129	492	2464

OUR EMPLOYEES, COMMUNITIES & SOCIETY

DEVELOPMENT OF PERSONNEL

Trèves Group recognizes the importance of the people development to maintain mutual trust with the employees. The Group continuously invests in professional qualifications and personal skills essential to business success. To promote employees development, training activities are organized to build managerial and technical skills. In 2021, 47,195 hours (73,766 hours in 2020) of training had been carried out for all employee categories. This decrease can be explained by the worldwide automotive economic crisis. However, e-learning training increased sharply and amounted to 2,521 hours (1,859 hours in 2020) for 1,392 trainees in 2021 (1,164 trainees in 2020).

As employees contribute to the success of Trèves Group, they must be recognized of their contribution. The Development and Appraisal Assessment occurs once a year for all the professional classes except for the workers who have their appraisal and performance assessment once every two years.

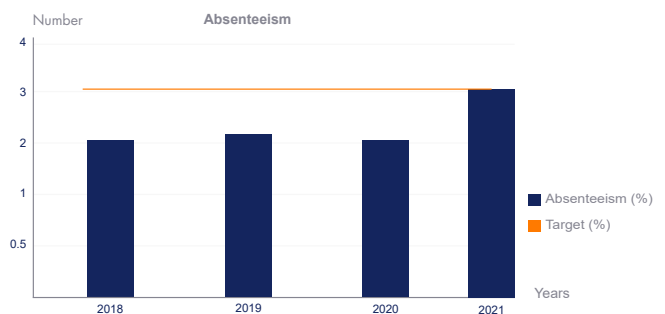
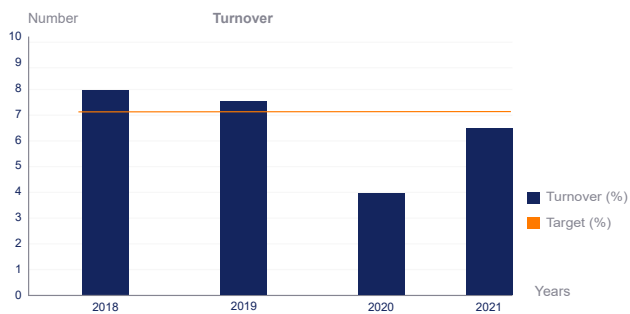
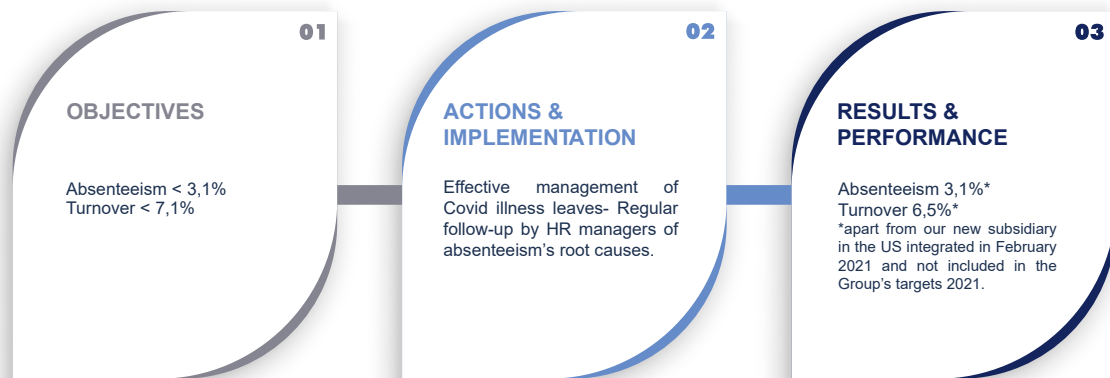
In 2021, 99% of the 1,198 employees concerned by an annual assessment were appraised.

2021 KPI

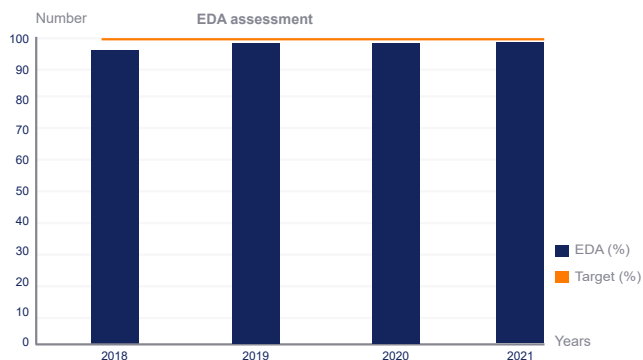
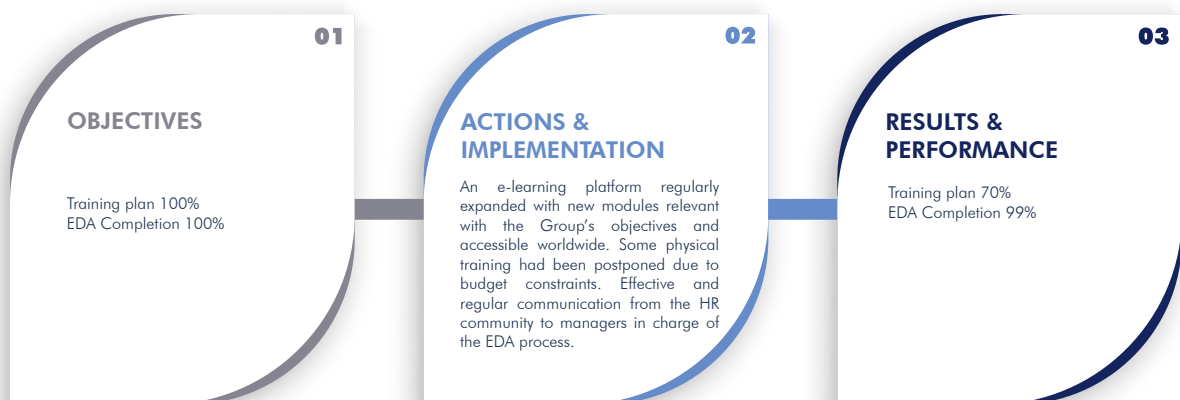
Not achieved ✕ Hold ✓ Progress 🔄

Operational targets	Key achievements in 2021	Progress
Absenteeism	Achievement of Group's targets, thanks to the Covid-19 crisis management plan and the close follow-up by HR managers of absenteeism's root causes.	✓
Turnover	Less turnover than budgeted due to hands-on management and development of best practices.	✓
Training plan	An e-learning platform regularly expanded with new modules relevant with the Group's objectives and accessible worldwide.	✕
EDA Completion	Increase of the percentage (99%)	✓

TURNOVER & ABSENTEEISM



TRAINING PLAN & EDA ASSESSMENT



2022 OBJECTIVES

	Objectives	KPI	2022
Employees	Well trained employees	% of employees who have had at least one training course in the previous three years (excluding e-learning)	30%
	Well appraised employees	% EDA	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%
	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
	Federate teams	Number of events/ activities organized by management for employees	1 per site
Relation with external shareholders	Support local stakeholders or communities, municipalities	Nb of project	1 per region
	Communicate with local stakeholders or communities, municipalities	Nb of project	1 per region



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 83% 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.

2021 - % 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.

2021 results :

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

2021 results :

100% of strategical suppliers have signed the Supplier Ethical Charter

2021 KPI

Not achieved ✕ Hold ✓ Progress 🔄

Operational targets	Key achievements in 2021	Progress
83% of the suppliers are local suppliers	94% 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 processes 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.

2021 - Recycled raw materials purchased

Europe 30 %

China 26 %

South America 30 %

North America 36 %



2022 OBJECTIVES

Objectives	KPI	2022
Promote local sourcing	% local/ regional sourcing	85%
Purchase recycled materials	% of purchase	33%
Control that suppliers are respecting Trèves Ethic Charter (strategic suppliers)	Ethic Charter respect (score)	100%

2- COMMIT TO INTEGRATED AND ETHICAL BUSINESS COMMUNICATION ON PROGRESS

ANTI CORRUPTION POLICY

A word of the General Executive Management:

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

ANTI-CORRUPTION POLICY OF THE TRÈVES 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.

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.



Training

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 Trèves Group has communicated the Code of conduct to all employees of Trèves 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 Trèves 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 whistle-blower 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.



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 46 languages - Compliant with RGPD



DIRECTION



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 an invitation declaration.



2. Due diligence of supplier

In accordance with identified risks in the risk mapping, Trèves 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. Trèves 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 Trèves Code of Conduct and reply to the anti-corruption self-assessment questionnaire.**
- **Validation of supplier: collegial choice.**
- **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.**



LEGAL DEPARTMENT





TRAINING PROCEDURE

To ensure that the provisions and guidelines of the Code of Conduct are properly understood, Trèves 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 2021, 89 % of employees in contact with external business partners were trained to “Combating Corruption” e-learning and obtained more than 80% in the test.

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 General Counsel is head of the compliance function and is in charge of implementing the anticorruption program within the Group. He is reporting to the Ethics and Compliance Committee.

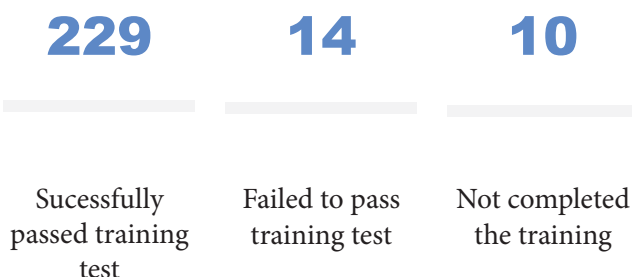
SANCTIONS

This Committee is headed by the Group President and is composed of the Group HR VP, the Group CFO, the Group Operation VP, the Group Sales VP, The Group Purchasing VP and the General Counsel. 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



2021 ANTI CORRUPTION TRAINING PLAN



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

2 different courses have been deployed in 2018:

- **Anti Corruption - Short program**
- **Anti Corruption - Full program included simulations**

Since the launch of the anti corruption program 1012 employees have been successfully trained.

In 2021, we trained 229 employees.

2021 KPI

Not achieved ✗ Hold ✓ Progress 🔄

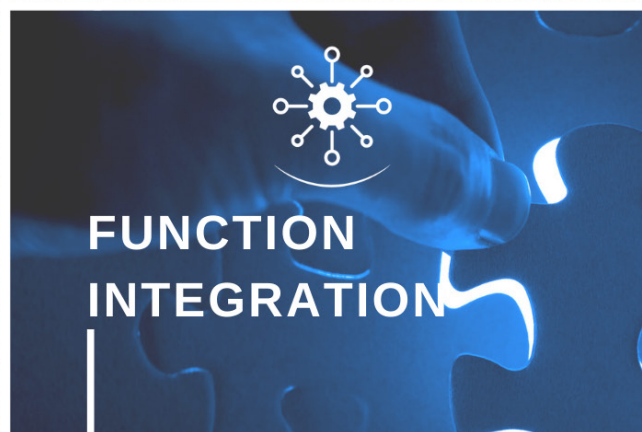
Opérationnel targets	Key achievements in 2021	Progress
100% of the company audited.	90% of the company audited.	🔄
100% of the courses for which access has been given in the current year have been successfully completed.	95,82%	🔄 +5.82% / 2020 result

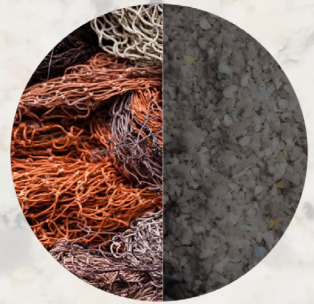
2022 OBJECTIVES

Objectives	KPI	2022
Train employees on Anti-Bribery and anti-corruption Code of Conduct	% of employees involved trained	100%
Control adherence to compliance policy	Nb of audit done	100%

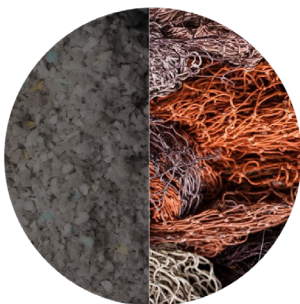
3- COMMIT TO ENVIRONMENTALLY CONSCIOUS PRODUCT COMMUNICATION ON PROGRESS

ENVIRONMENTALLY CONSCIOUS PRODUCT INNOVATION STRATEGY





OUR RECIPE FOR A SUSTAINABLE FUTURE ...





CIRCULAR
ECONOMY.



BETTER
RIGIDITY.



SUSTAINABLE.
SUSTAINABLE.
SUSTAINABLE.



WASTE.
WASTE.
WASTE.



HIGH
PERFORMANCE.



ENVIRONMENTALLY CONSCIOUS PRODUCT

KPI 2021

Not achieved ✕ Hold ✓ Progress 🔄

Operational targets	Key achievements in 2020	Key achievements in 2021	Progress
> 80% green content	87% green content on innovation subjects.	95% green content on innovation subjects.	✓
Reduce VOC/Odors	-10% of total VOC in our carpets	-15% of total VOC in our carpets	🔄
Up to 40% recycled content	Achievement of ecofelt technology	Ecofelt start of production: Up to 50% achieved	🔄

Sustainability index in our products is still improving with new products starting in production in 2021: Ecofelt and Greenflocks technologies.

Innovations topics most related to sustainability at 95% in 2021.

2022 OBJECTIVES

Objectives	KPI	2022
Produce recyclable products with recycled materials	% of recyclable finished goods % recycled raw materials	60% 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 Trèves organization. The company is committed to provide and to maintain a safe and healthy work environment. Trèves Group has been developing a HSE Management System since 2018. The developed management system is built upon four foundations (see charts hereafter).

These foundations comprise elements focused on process and cultural aspects. The processes focus on two main axes:

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 certified to ISO14001, four sites were also certified to ISO45001. Since 2021 all sites are certified for ISO 14001 and ISO 45001.



TRAINING, AWARENESS AND PARTICIPATION

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

Since 2018, Trèves Group has launch different training program to reinforce our Health, Safety and Environment culture including but not limited to:

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

After COVID lockdowns that we have to manage in 2020, TIPS deployment has been reinforced in 2021 with a large training plan involving Trèves Group senior management steering committee and all operational and support services managers including all supervisors and team leaders of each site.

To enhance the management's commitment to safety.

- **To make managements involvement on safety visible.**
- **To positively communicate HS&E related topics.**
- **To align and ensure expectations are communicated.**
- **To reinforce and sustain safe work practices.**
- **To create and grow safety culture in the organization.**

TIPS : How it works ?

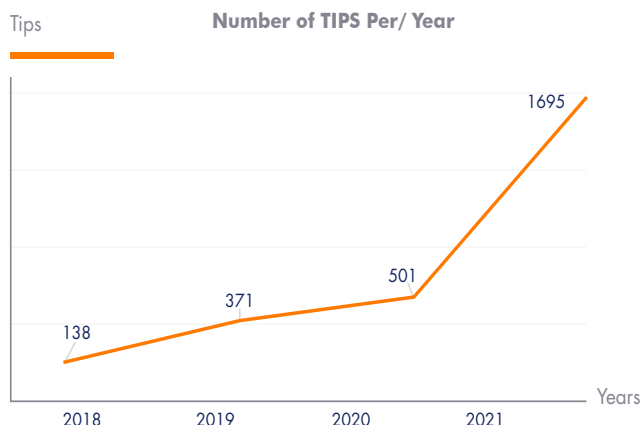
Basically, management has to observe an employee working, and then discuss safe and unsafe practices observed then ensure to obtain commitment from the employee to change his way to work.

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

«TIPS a positive reinforcement tool to ensure our employees HSE awareness remains fresh.»



TRAINING, AWARENESS AND PARTICIPATION



TIPS tools was introduced by end of 2017 and becomes a global tool in 2019. Trend observed in 2021, has been confirmed and TIPS activities on site have significantly improved. This momentum needs to be sustained in 2022, and positive effect will be observed regarding number of accidents recorded.

SAFETY RECORDABLE ACCIDENTS

Employee health and safety is a critical priority for Trèves Group.

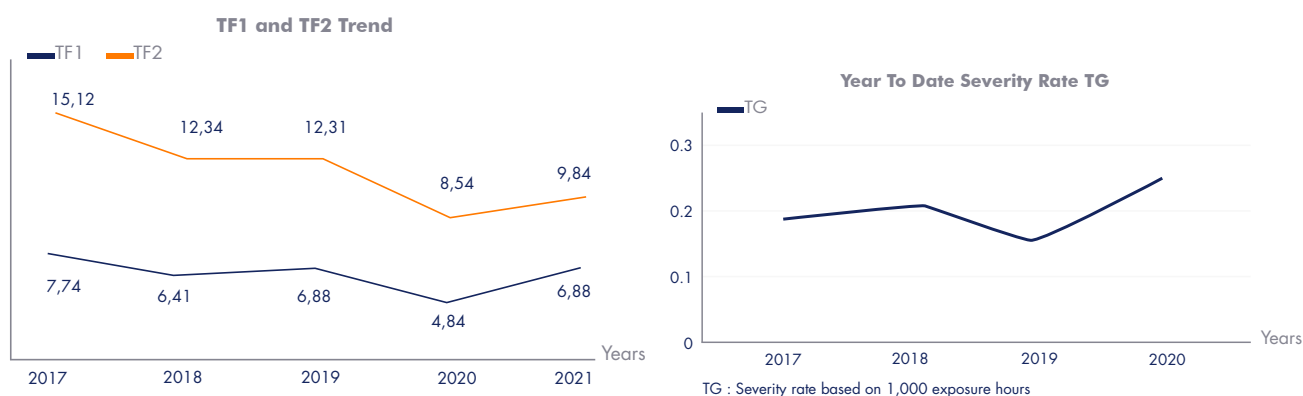
As a company we firmly believe that all injuries are preventable. For that, Trèves is implementing a continuous improvement process, with a foundation set on management leadership and commitment from the top management to promote The Trèves HSE culture. Regarding 2021 results have not met company expectations as the number of accidents has increased compared to 2020, but are improving compared to

2019. 2020 results were positively impacted by the COVID-19 and long periods of lockdown. 2021 results have been driven by numerous of stop and go at plant level from customer demands rescheduling due to COVID and chipset shortage. Eight sites were accident free in 2021, and one site without a lost time accident.

KPI 2021

Not achieved ✕ Hold ✓ Progress ⚙

Operational targets	Key achievements in 2021	Progress
TF1 Target < 5,52 TF2 Target < 10,1	TF1 : 6,88 TF2 : 9,84	✕ ⚙
TG Target : 0,24	TG : 0,22	⚙
TIPS > 1892	1769 TIPS	✓
UC > 1944 Unsafe condition reported	2686 UC	⚙



THE CHALLENGES OF CLIMATE CHANGE

Energy produced and used by datacenters is one of the climate change issues that companies have to anticipate and manage.

In 2021 the Trèves Group has chosen a new partner for the storage of its data. Selection process of this partner has included the carbon footprint generated by the data centers and this point was a determining criteria

Thus 100% of the energy used in our IT service provider's data centers comes from renewable energy sources. In addition, the company is ISO 51001/14001 certified and has obtained the Silver rating by Ecovadis for its CSR commitment.

The company has also implemented a carbon compensation policy through reforestation in Occitania (France).



ENVIRONMENT

WASTE MANAGEMENT

Not achieved ✕ Hold ✓ Progress 🔄

Operational target	Key achievements in 2021	Progress
Landfill waste rate < 33.8% % of waste dispose in landfill	Landfill waste rate : 38,6%	✕

Waste reduction

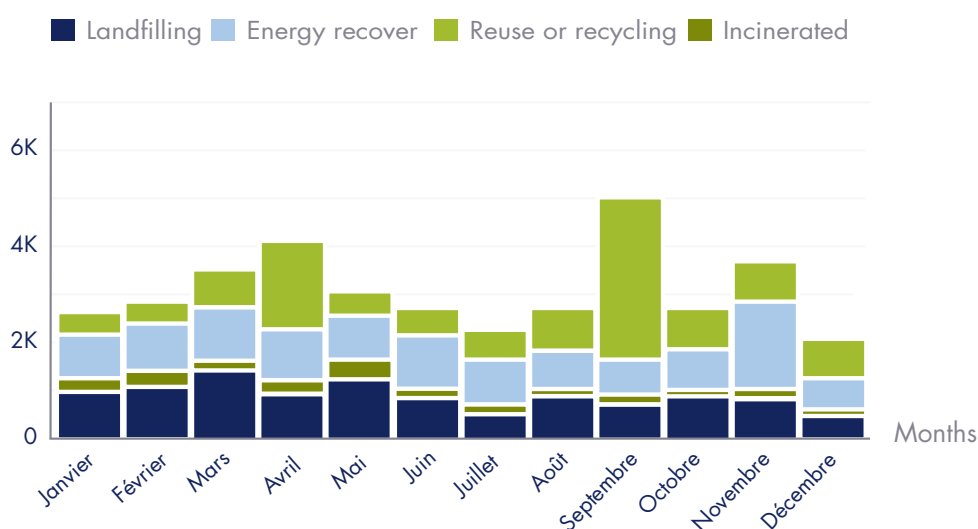
Trèves is continuously working to reduce at the source of waste generated, main of our wastes are based on Polypolypène, polyéthène, Polyurethane foam and felt.

disposed of in landfill and increased waste used to create energies (incineration).

Trèves Group is working to optimize part of the scrap in the finished goods and increase proportion of recycled in raw materials.

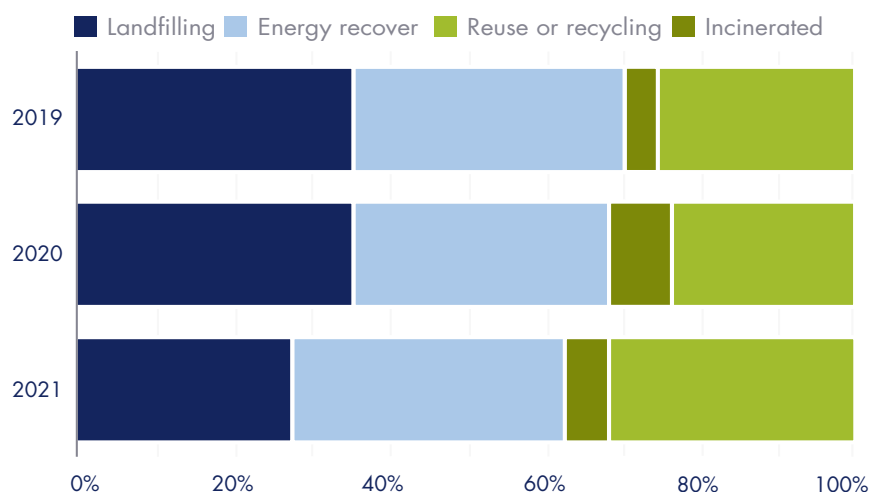
Since 2018 we have significantly reduced waste

Monthly quantity of waste last 12 months



Years

Waste Treatment distribution



ENVIRONMENT

CO² EMISSION

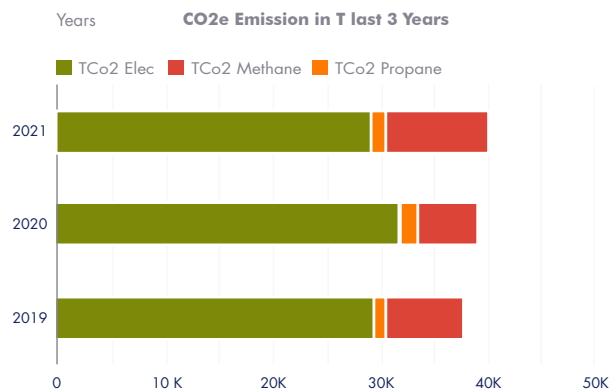
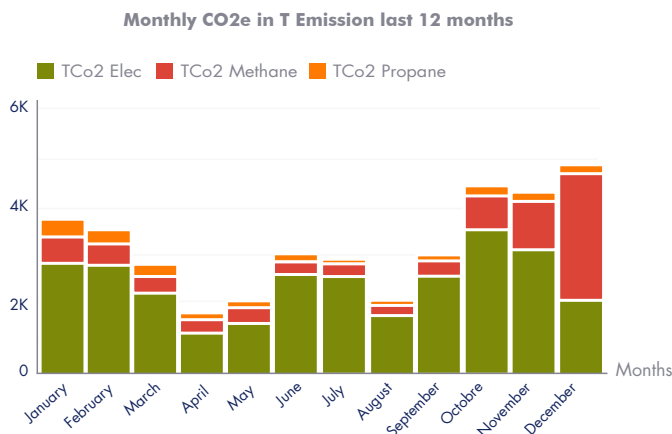
Energy consumption and CO² emission.

Currently CO² emission calculated is corresponding to the Scope 2 of the carbon footprint. Trèves Group has planned to develop the calculation of the full scope of its carbon footprint for 2022.

Regarding 2021, CO² emissions from electricity consumed are stable compared to 2020 (-2%) and improving by 10% compared to 2019 (reference year before COVID period).

Regarding CO² emission from Natural gas, two sites have increased their emissions Trety and Trèvest, which are impacting global results.

Nota : results are not including three new acquisitions



KPI 2021

Not achieved ✗ Hold ✓ Progress 🔄

Operational targets	Key achievements in 2021	Progress
Elec CO ₂ < 27,1 KT	28,241 KT CO ₂ e	✗
Global CO ₂ < 35,13 KT	40,2 KT CO ₂ e	✗

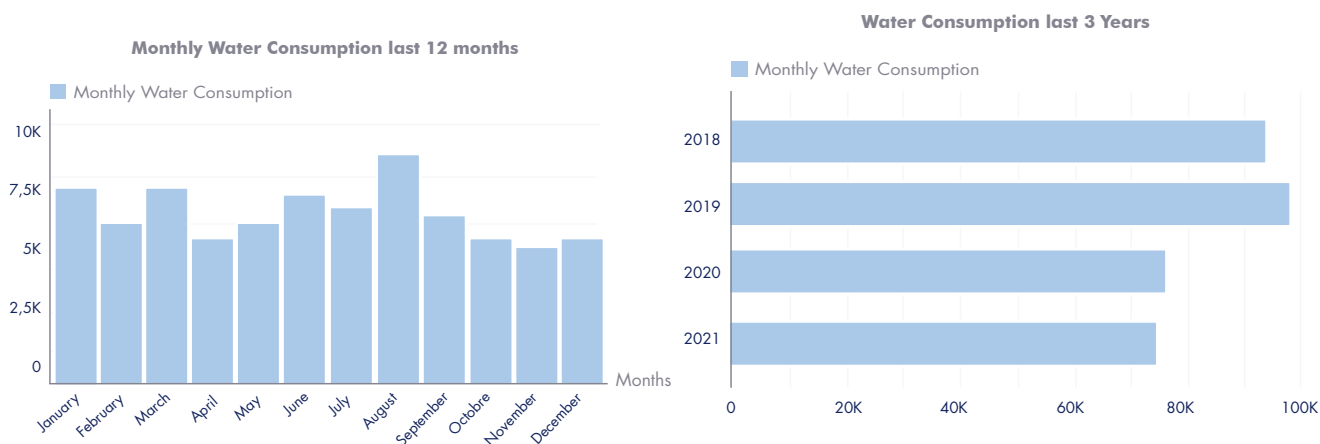
ENVIRONMENT

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 topic. In 2021, consumption was at the same level as 2020 (-1%), Trèves Group has sustained the reduction of the consumption compared to 2019.

Nota : results are not including 3 new acquisitions.



KPI 2021

Not achieved ✕ Hold ✓ Progress 🔄

Opérational targets	Key achievements in 2021	Progress
Water < 71 k.m3	74,5 k.m3	✕

2022 OBJECTIVES

Objectives	KPI	2022
Reduce Water consumption	Water consumption (m ³)	-5%/year
Reduce Electricity consumption	Electrical consumption (KW/h and TCO ₂ eq)	-5%/year
Increase the share of green energy purchased	% green energy	+3%/year

An aerial photograph of a two-lane asphalt road that curves through a dense, lush green forest. The road is seen from above, showing its path as it winds through the trees. A small dark car is visible on the road, positioned near the bottom right of the frame. Overlaid in the center of the image is a white logo consisting of a horizontal oval shape with the word "Trèves" written inside in a white, sans-serif font. The "T" is capitalized, and the "è" has a circumflex accent.

Trèves