



# Sustainability Report 2025



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# Introduction

# Highlights of 2025

**90/100**

EcoVadis<sup>1</sup> score of earning a platinum medal



**100%**

of manufacturing sites certified to <sup>3</sup>ISO 45001, ISO 50001 and ISO 14001, Vemula (India) and Zhanjiang (China) plants certified to SA 8000

**16,568**

Mangroves planted with partners in Zhanjiang (China) as part of biodiversity protection initiatives

**A**

CDP<sup>2</sup> Climate Score



**B**

CDP Water Score

**A**

CDP Supplier Engagement Score

Winner of award for

**'Best Management Initiatives - ESG Initiatives'**

in the 24th edition of the Private Equity Exchange and Décideurs Corporate Finance

1st glass manufacturer in China to achieve

**ISO 14021**

certified for post-consumer recycled content at our Zhanjiang site

**842/1000**

SGD Asia Pacific score on CyberVadis<sup>4</sup>



<sup>1</sup> EcoVadis is an independent sustainability ratings platform that assesses companies' environmental, social, ethical and supply chain practices, widely used for supplier evaluation and ESG risk management.

<sup>2</sup> CDP runs the world's leading environmental disclosure system, enabling companies to report and assess their impacts on climate change, water security and deforestation.

<sup>3</sup> International standards for effective environmental management (ISO14001), Occupational Health & Safety Management (ISO 45001), energy use and performance (ISO 50001) and self-declared environmental claims (ISO 14021), fair and decent working conditions (SA 8000).

<sup>4</sup> CyberVadis - evaluates organizations' cyber risk maturity.



# A message from the CEO



“

This report reflects our significant strides across the environmental, social, and ethical dimensions, further strengthening our leadership position in the pharmaceutical glass industry.”

**Olivier Rousseau**  
CEO of SGD Pharma



A few years ago, we defined, with our Supervisory Board, our sustainability strategy and it led us to change our commercial and our operations strategies. It is now embedded in everything we do and it helps us create value for all our stakeholders: customers, employees, partners, communities, and shareholders.

Over the past year, we have reached significant milestones that reflect both our ambition and the collective efforts of our teams worldwide. We are proud to have achieved an **EcoVadis score of 90, earning again a Platinum medal**, placing us among the top-performing companies globally in sustainability. Our climate leadership has also been recognized with a **CDP Climate score of A**, alongside a **CDP Water score of B**, demonstrating our continued progress in environmental stewardship.

Our decarbonization journey remains a top priority. We continue to advance toward our Science Based Targets initiative (SBTi) commitments, aligned with a 1.5°C trajectory.

Supported by a clear roadmap and sustained investments, we are transforming our industrial processes to significantly reduce our carbon footprint while improving our operational excellence. We had decided to lead the decarbonization of the Pharma Glass Industry, and this is what we are doing.

Beyond environmental progress, we remain deeply committed to our people and governance pillars. We continue to foster a safe, inclusive, and engaging workplace, while reinforcing ethical practices and responsible business conduct across our value chain.

In early 2025, we shared the results of our Your Voice engagement survey in India and established corresponding action plans to address the priority issues identified by our teams. This milestone marks 100% coverage of the Group’s employees through an engagement survey — a way to give our employees a voice and translate their feedback into concrete actions on the ground. Your Voice will be conducted again in Q3 2026, with a single engagement survey deployed in all our geographies.

Through a global whistleblowing training campaign for all employees and a fully redesigned third party due diligence framework, the Group significantly strengthened its ability to detect, prevent and address ethical risks, embedding high ethical standards across its operations and value chain.

While we celebrate these achievements, we remain focused on the road ahead. The challenges are significant, but so are the opportunities. We are determined to continue raising the bar, accelerating our transformation, and contributing positively to the pharmaceutical industry and society at large.

I would like to sincerely thank all our employees and partners for their dedication and commitment. Together, we are building a more sustainable, resilient, and responsible company for the benefit of all our stakeholders.

I invite you to explore this report and discover the progress we have made — and the ambitions that will drive us forward.

# About SGD Pharma



## Our expertise

With over 100 years of experience, SGD Pharma is a trusted global leader in pharmaceutical glass packaging, providing safe, reliable solutions for medicine delivery.

We serve customers across Europe, Asia, and North America, combining glass manufacturing expertise with leading pharmaceutical packaging practices across all our facilities.

Our employees and external partners uphold the same strict quality standards, with clear accountability in producing our glass vials, bottles, and ampoules in line with our specifications and regulatory requirements.

We aim to strengthen our leadership position in molded and tubular pharma glass vials while expanding in high-value markets through product quality, customer service, innovation, and delivery of our sustainability roadmap.

### Organizational profile:

Legal name: **SGD Group SAS**

Ownership: **Private Equity**

Headquarters: **La Défense, Paris (France)**



# Our business model and value chain

## Our mission

We aim to improve and protect patient health by providing high quality, reliable and innovative primary glass packaging to our pharmaceutical customers.

## Our resources

Our employees make our success:

France **959**

China **862**

India **952**

Germany **248**

Other countries **52**

Total **3,073**

(permanent and temporary employees)

A global player with a local presence:

**5** manufacturing facilities (ISO 15378 certified) in **4** countries

**5** sites ISO 45001 certified

**5** sites ISO 14001 certified

**5** sites ISO 50001 certified

**7** furnaces

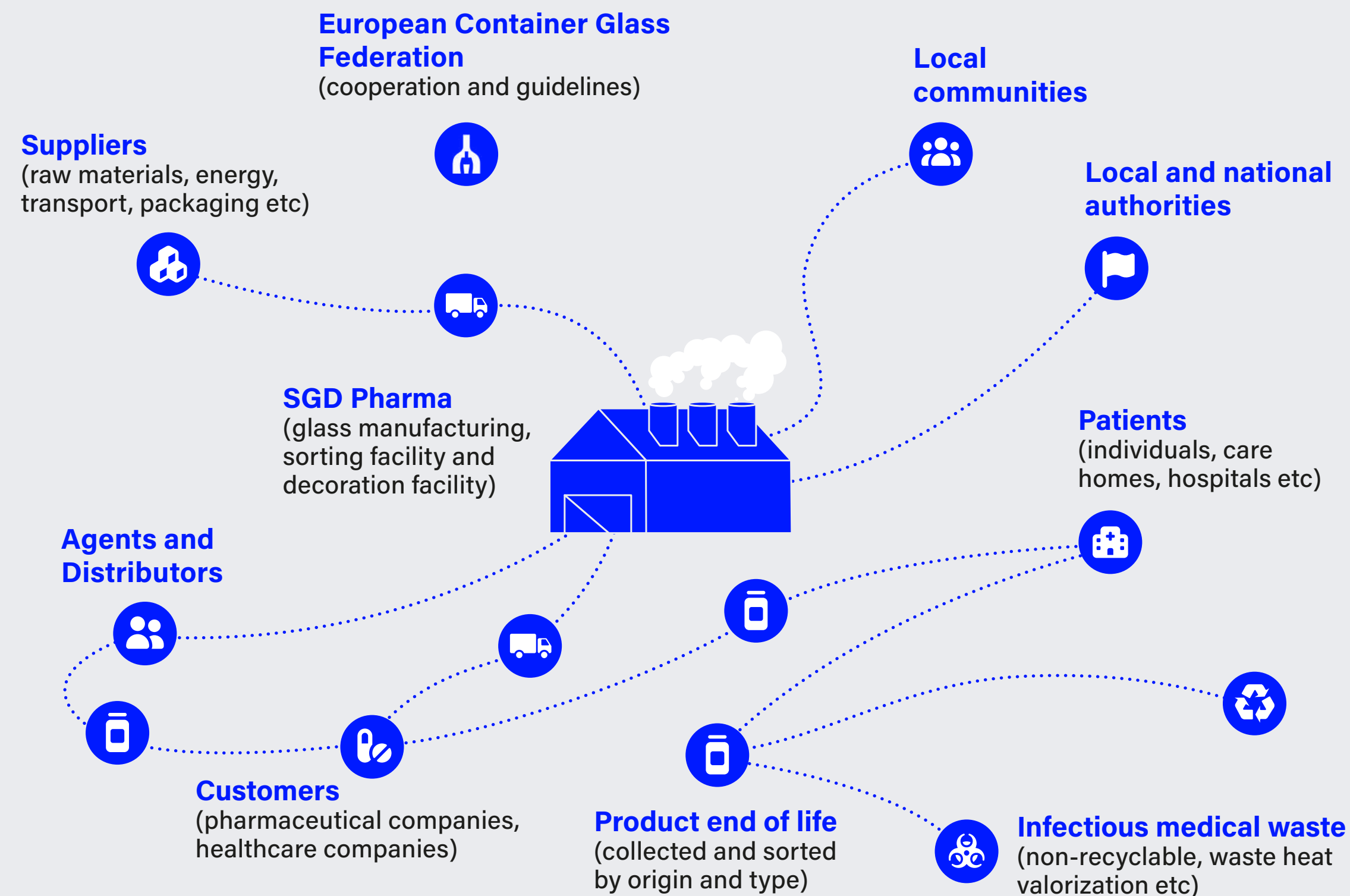
**1** sorting facility

**1** decoration facility

**10** sales offices around the world

**70+** agents and distributors

## Our business ecosystem



## Value created

Healthy financial results:

2025 consolidated sales **€437m**

## Our pharmaceutical products

More than **3 billion** vials are manufactured and sold per year

Our product applications cover all types of medical pathology

## Shared growth

For our employees:

**21** hours of training per employee



SGD Pharma plays a critical role across the global pharmaceutical packaging value chain. Upstream, we rely on a network of suppliers providing raw materials including silica sand, soda ash, and limestone, together with energy, production equipment, and logistics services.

Our core operations manufacture high quality molded and tubular pharmaceutical glass packaging at sites in Europe, China, and India, supported by centralized functions.

Downstream, our products are supplied to global pharmaceutical and healthcare companies, which use our glass vials, bottles, and ampoules to package medicines and vaccines, supporting the safe and effective delivery of healthcare products to patients and end users worldwide.

Our focus on innovation and sustainability strengthens our long-term resilience and competitiveness, while supporting value creation for shareholders and other stakeholders.

Throughout our operations and wider value chain, we advance our sustainability strategy, improve product quality and customer service, and generate positive impacts for our employees and communities through job creation, skills development, and local engagement.



## Our value creation

We believe health is a universal right. Our high-quality pharmaceutical glass packaging helps enable safe and effective treatment for patients worldwide. We also recognize that true long-term wellbeing also depends on the quality of our environment and the strength of our communities. Our sustainability strategy reflects this broader responsibility to our employees, communities, customers, and shareholders.

We create value by manufacturing trusted products, providing safe, healthy workplaces, investing in skills development, and supporting local communities through partnerships and engagement. By delivering high quality products and services, upholding strong ethical standards, and complying with regulations, we build trusted, long-term relationships with our stakeholders.

Across our operations and value chain, we integrate sustainability into our operations to improve product quality, protect health and safety, respect human rights and strengthen environmental performance.

Our environmental efforts include reducing energy and water consumption, lowering greenhouse gas emissions, preventing pollution, and helping restore ecosystems that support biodiversity and climate resilience.

Through these actions, we create long-term value while supporting healthier lives and a healthier planet.

# About this report



## Frameworks and data selection

We continue to report in accordance with the Global Reporting Initiative (GRI) Universal Standards, a globally recognized framework for consistent, reliable, and transparent environmental, social, and governance (ESG) reporting. Our GRI index can be found on page 63.

This report also reaffirms SGD Pharma's commitment to the United Nations Sustainable Development Goals and highlights our continued support for the UN Global Compact and its Ten Principles covering human rights, labor standards, environmental responsibility, and anti-corruption.

We apply defined processes for data selection, measurement, calculation, and estimation to support accurate and consistent reporting. A selection of our 2025 key performance indicators (KPIs) have been independently assured by KPMG in accordance with ISAE 3000. KPMG has provided limited assurance over 16 sustainability KPIs for the year ending December 31, 2025. Our Executive Committee oversees the assurance process.

## Reporting period and scope

This report covers SGD Pharma's sustainability performance for the period of January 1 to December 31, 2025. We report on an annual basis.

The scope of this report is SGD Pharma Group, including the manufacturing sites, and activities across our value chain. There have been no significant changes to the reporting scope since the previous reporting period, except where noted.

## Included entities and operations

- Headquarters in La Défense, Paris, France
- Offices in the United States, Italy, Brazil, India, China, Spain and Germany
- Sorting facility in France (SSV)
- Glass manufacturing sites in:
  - **France** – Sucy-en-Brie (Sucy), Saint-Quentin-Lamotte (SQLM)
  - **Germany** – Kipfenberg
  - **China** – Zhanjiang (SGD Asia Pacific)
  - **India** – Vemula

In November 2025, SGD Pharma expanded its tubular glass activity with the acquisition of Alphial's four manufacturing sites in Italy. Additionally, as a part of the SGD Pharma and Corning Incorporated joint venture, we opened a new manufacturing site in India (SGD CPT). These sites are not included in 2025 reported figures. Their integration strategy will be defined in 2026, along with an action plan to integrate them into the Group's sustainability strategy.

# Global footprint



# Our governance



Strong governance underpins SGD Pharma's sustainability strategy and the way we operate across the Group. It supports effective decision making, clear accountability, and consistent management of environmental, social, and ethical priorities.

## Executive Committee oversight

SGD Pharma's Executive Committee is the Group's highest governance body and holds overall responsibility for sustainability matters. It oversees strategy, approves key policies, targets, and disclosures, and reviews progress against the sustainability action plan on a quarterly basis.

The Executive Committee is chaired by the Chief Executive Officer (CEO) who also serves as the Group's senior executive leader. This structure is intended to support effective decision making, operational execution, and clear accountability for performance and sustainability outcomes. Potential conflicts of interest associated with this dual role are mitigated through collective decision making within the Executive Committee, the application of the Code of Ethics and Business Conduct, conflict of interest controls and oversight by the Group Supervisory Board.

Full name of member	Gender	Nationality	Age	Length of service	Role
Olivier ROUSSEAU	M	France	57	3 years	Chief Executive Officer
Frédéric BARBIER	M	France	51	26 years	BU Asia-Pacific General Manager
Fabio INVERNIZZI	M	Italy	52	2 years	BU West General Manager
Deepak SOOD	M	India	56	1 year	BU India General Manager
Carole GRASSI-MIRCICH	F	France	50	9 years	Chief Commercial Marketing & Innovation Officer
Eric DANIEL	M	France	58	1 year	Chief Operations Officer
Pierre-Michel BATAILLARD	M	France	62	9 years	Chief Human Resources Officer
Philippe POURQUERY	M	France	54	2 years	Chief Financial Officer
Valérie BREON-NORMAND	F	France	56	10 months	Group General Counsel



## Management responsibilities

Specific responsibilities are allocated across the Executive Committee:

- The Chief Human Resources Officer oversees the Social Pillar (*Our People*).
- The General Counsel is responsible for the Ethics Pillar (*Our Business Values*).
- The Chief Executive Officer approves the Group's decarbonization and water management strategies.

Day-to-day management of sustainability impacts is delegated to specialist functions, including Corporate Social Responsibility (CSR), Environment, Health and Safety (EHS), Purchasing, Human Resources (HR), Ethics and Compliance, and Information Security. The CSR and EHS Director, reporting to the Chief Operations Officer, leads the Group's sustainability strategy and oversees environmental performance, supported by the Group CSR Manager. Quarterly progress updates are provided to the Executive Committee.

The Executive Committee, reviews and approves the sustainability information disclosed in this report, including the material topics prior to publication.

## Sustainability capability and awareness

Members of the Executive Committee receive sustainability training including Climate Fresk<sup>5</sup> and internal awareness sessions covering relevant sustainability topics. External sessions, including EcoVadis results, are used to inform Executive Committee discussions and action plan priorities.

## Sustainability related incentives

Executive Committee members, senior managers, and employees who contribute directly to the sustainability action plan have a portion of their remuneration linked to sustainability performance.

The primary sustainability incentive is an annual bonus linked to the Group's EcoVadis rating, which assesses environmental, social, ethical, and sustainable purchasing performance. Decarbonization objectives are also included in annual bonus criteria for employees with direct responsibility for climate strategy delivery. These schemes are reviewed and updated annually.

Linking remuneration to sustainability performance has helped to:

- Increase focus on sustainability priorities and targets
- Strengthen leadership engagement
- Improve delivery of the sustainability action plan
- Enhance transparency and accountability
- Embed sustainability into long-term strategy

## Group policies

SGD Pharma's policy commitments apply across the Group's operations and employees. Relevant requirements are extended to business partners, including suppliers, contractors, and distributors, through the Supplier Code of Conduct and sustainability clauses within contractual arrangements.

Governance and responsible business conduct are supported by Group policies, including:

- Group Sustainability Policy
- Health, Safety, Environment, and Energy Policy

- Human Resources policy
- Supplier Code of Conduct
- Purchasing Policy
- Code of Ethics and Business Conduct
- Anti Fraud Policy
- Anti Corruption Policy
- Competition Law Policy
- Conflicts of interest Policy
- Gifts and Entertainment Procedure
- Data Protection Policy
- Whistleblowing Policy

Key policies are publicly available on the Group's website.

## Policy governance

The Group Policy Governance Rules set out the policy management process:

- Policies are drafted by the relevant functional leader
- Approval is required from the responsible Executive Committee member and the Chief Executive Officer
- Communication team manages internal publication and awareness
- Dedicated training is provided where appropriate
- Policies are reviewed at least every three years and updated as needed

<sup>5</sup> 'Climate Fresk' is a French non-profit organization whose aim is to raise public awareness about climate change.

# Our stakeholders



Stakeholder engagement is a cornerstone of our sustainability strategy. Building strong, mutually beneficial relationships helps SGD Pharma understand stakeholder priorities, respond to evolving expectations, and strengthen long-term business performance.

We engage with a broad range of stakeholders through open dialogue, transparent communication, and collaboration. These interactions help inform our decisions, improve our operations, and shape our sustainability priorities.

## How we engage with our stakeholders

Stakeholders	Our people and contractors	Customers (pharmaceutical companies)	Investors	Suppliers
<b>Key topics</b>	Employee wellbeing, reward and recognition, human and labor rights, health and safety, career development, working conditions, diversity and inclusion	High quality glass-packaging, regulatory compliance, reliable customer service, and innovation	Financial performance, ESG performance, and transparency	Long-term partnerships, ethical business practices, environmental performance, and respect for human rights
<b>Engagement channels</b>	Training programs, workplace safety initiatives, employee engagement surveys, union negotiations, and whistleblowing procedure	Sales meetings, site visits, customer satisfaction survey, marketing communications, annual sustainability reporting, customers sustainability inquiries, and whistleblowing channels	ESG reports, financial disclosures, Board meetings, and regular dialogue with PAI Partners sustainability team	Sourcing procedures, supplier audits, EcoVadis requests, internal sustainability evaluations, Supplier Code of Conduct, long-term contracts, and whistleblowing channels
<b>Strategic impacts</b>	Stronger retention, higher engagement, continuous improvement in health, safety, and productivity	Improved quality and innovation, stronger market position, and customer loyalty	Increased investor confidence and support for long-term growth	Supply chain resilience, cost management, responsible procurement, and improved sustainability performance



Continuous stakeholder engagement helps shape our business and sustainability strategies, guiding initiatives ranging from product innovation to skills development and community programs. Ongoing dialogue supports continuous improvement and helps ensure alignment with stakeholder expectations.

Through industry collaboration, we also contribute to shared solutions and promote best practices for addressing environmental and social challenges across the glass manufacturing sector.

## Memberships and endorsements

### International

- United Nations Global Compact (UNGC)
- United Nations Women's Empowerment Principles (UNWEP)
- Responsible Minerals Initiative (RMI)
- The European Container Glass Federation (FEVE)

### France

- L'Observatoire des Achats Responsables (ObsAR)
- La Charte Numérique Responsable (L'Institut du Numérique Responsable)
- La Fédération des Industries du Verre
- La Fédération du Cristal et du Verre
- La Glass Vallée
- L'Union des Industries Utilisatrices d'Énergie (UNIDEN)
- A3P

### Germany

- Bundesverband Glasindustrie
- Bundesverband Arbeitgeberindustrie Glas und Solar
- Glass Technology Research & New Developments (GlassTrend)

### United States

- Parenteral Drug Association (PDA)
- Project Management Institute (PMI)

### China

- CCI France Chine
- Zhanjiang Mangrove Wetland Conservation Federation
- Zhanjiang Chinese White Dolphin Conservation Association
- China Daily Glass Association
- China National Pharmaceutical Packaging Association (CNPPA)

### India

- All India Glass Manufacturers' Federation (AIGMF)
- CAPEXIL
- Federation of Indian Export Organisations (FIEO)
- Indo French Chamber of Commerce and Industry






# Our sustainability strategy



SGD Pharma's sustainability strategy is built on three pillars: Environmental aspects, Our people, and Our business values. These pillars address our most significant impacts across the value chain, reflect stakeholder expectations, and incorporate the outcomes of our materiality assessments<sup>6</sup>.

The strategy is embedded into governance, operations, and decision making processes, with clear accountability at Executive Committee level and defined responsibilities across functions. Progress is driven through a sustainability action plan, measurable targets, regular performance reviews, and informed by ongoing stakeholder engagement.

 Environmental aspects	 Our people	 Our business values
<ul style="list-style-type: none"> <li>• Energy consumption and greenhouse gas emissions</li> <li>• Water and waste management</li> <li>• Local and accidental pollution</li> </ul>	<ul style="list-style-type: none"> <li>• Health and safety</li> <li>• Career management and training</li> <li>• Social dialogue and diversity</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainable procurement</li> <li>• Business ethics</li> <li>• Information security</li> </ul>

<sup>6</sup> For details on our materiality assessment process and outcome, please refer to the appendix.

## A message from our Group CSR Manager



“  
2025 was an important year in the continued development of SGD Pharma's sustainability strategy.”

**Viktoria Dianova**  
Group CSR Manager

Building on strong foundations, we strengthened governance, accelerated climate and water initiatives, and achieved external recognition for our progress.

A key achievement was our EcoVadis score of 90 out of 100, earning again a platinum medal and placing SGD Pharma among the top 1% of companies assessed globally. We also advanced to the CDP Climate A list and improved our CDP Water score to B, reflecting continued progress in environmental management. Water stewardship became a strategic priority, supported by direct CEO oversight reinforcing our water strategy and stronger technical collaboration across sites to improve efficiency and resilience.

Looking ahead, we will continue to strengthen our approach by enhancing sustainability KPI assurance and further developing our qualitative and quantitative data collection to better measure progress.

By embedding sustainability into governance, operations, and culture, SGD Pharma is building a more resilient and responsible business aligned with stakeholder expectations and future challenges.

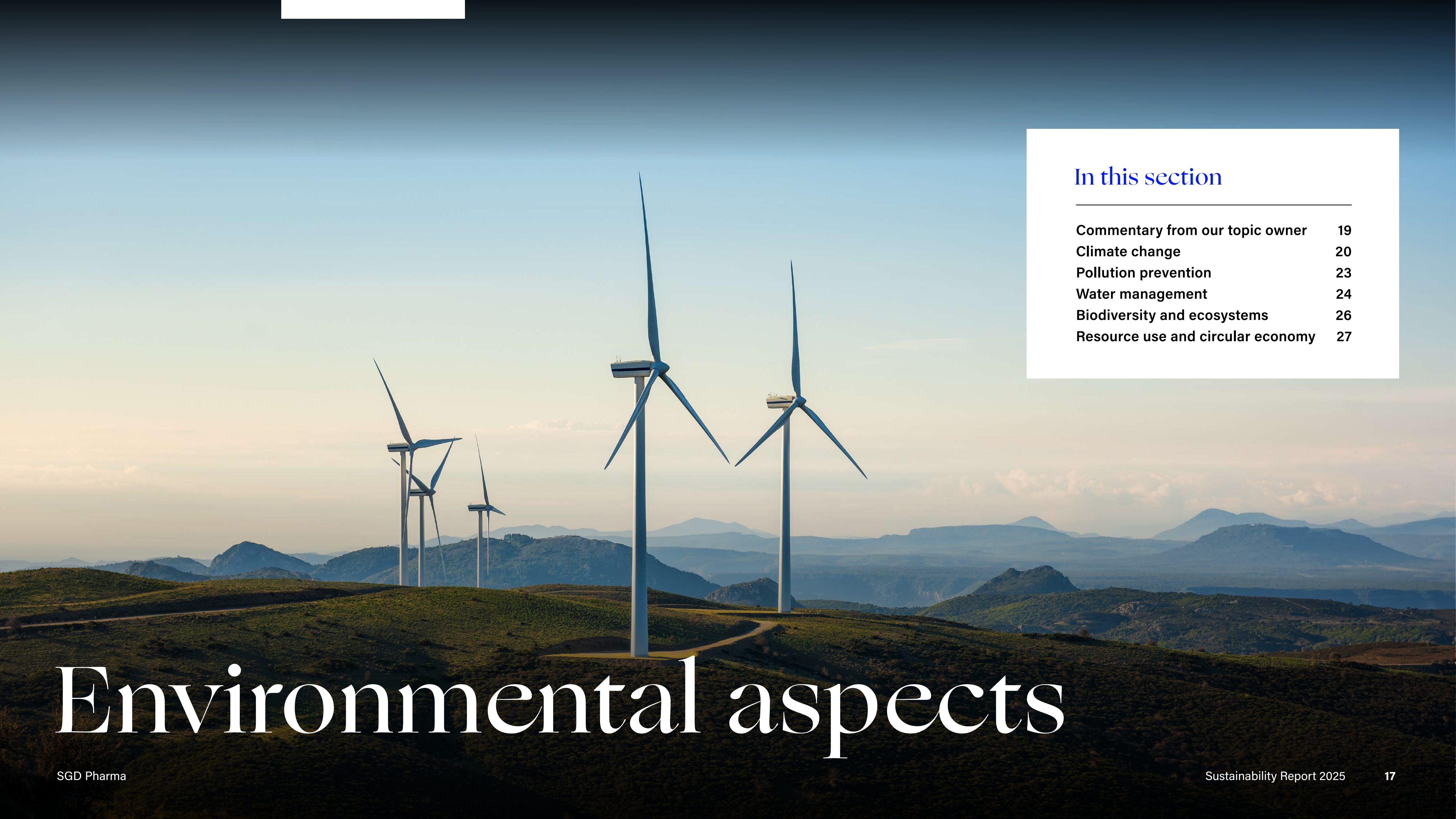


## Our certifications

Our certifications reflect SGD Pharma's commitment to quality, environmental performance, energy management, occupational health and safety, and responsible labor practices. They support continuous improvement and ensure that both our own operations and those of our suppliers meet and exceed internationally recognized standards.



	Sucy-en-Brie (France)	Saint-Quentin-Lamotte (France)	Kipfenberg (Germany)	Vemula (India)	Zhanjiang (China)
<b>ISO 9001</b> (Quality Management Systems)	X	X	X	X	X
<b>ISO 15378</b> (Primary packaging materials for medicinal products - Good Manufacturing Practices)	X	X	X	X	X
<b>ISO 14001</b> (Environmental Management Systems)	X	X	X	X	X
<b>ISO 50001</b> (Energy Management Systems)	X	X	X	X	X
<b>ISO 45001</b> (Occupational Health and Safety Management Systems)	X	X	X	X	X
<b>ISO 14021</b> (Environmental Labels and Declarations - Post-Consumer Recycled Glass Packaging)	N/A	N/A	N/A	N/A	X
<b>SA 8000</b> (Standard for Decent Work)	N/A	N/A	N/A	X	X



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# Environmental aspects

# Environmental aspects



## Environmental aspects

- Energy consumption and greenhouse gas emissions
- Water and waste management
- Local and accidental pollution

SGD Pharma's environmental aspects pillar is one of the three foundations of our sustainability strategy. As a global manufacturer of pharmaceutical glass packaging, our operations involve energy and resource intensive processes that can generate significant environmental impacts.

We therefore focus on managing our most material environmental priorities, including climate change, energy use, water management, pollution, and resource efficiency across our operations and value chain. Through strong governance, technical innovation, and continuous improvement at site level, we work to reduce our environmental footprint while supporting safe and effective healthcare worldwide.

## Progress in 2025

# A

CDP Climate score achieved

# 100%

of manufacturing plants maintained ISO 50001 energy management and ISO 14001 environmental management certification

# 27%

Scope 1 and Scope 2 (market based) greenhouse gas emissions reduction, compared with the 2022 baseline

## Corresponding United Nations Sustainable Development Goals



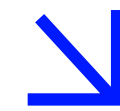
# Commentary from our topic owner



“

We made strong progress on our decarbonization roadmap. Group greenhouse gas emissions decreased by 27% compared with our 2022 baseline, supported by the adoption of best available technologies in glass melting, electrification and oxy-combustion upgrades implemented in 2024, and increased use of renewable electricity.”

**Laurent Thuret**  
Group CSR and EHS Director



These actions have created a strong platform for the next phase of our transition, including the planned construction of our hybrid furnace in Kipfenberg in 2026. Our progress was also recognized through a CDP Climate score of A.

Building awareness and internal capabilities remained a priority throughout the year. Climate Fresk<sup>7</sup> workshops were rolled out across our sites, while our sales teams received regular training to deepen understanding of climate change and the strategic implications for our industry.

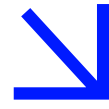
Safety remained central to our operational culture. In 2025, we launched the DuPont safety training program to embed the Felt Safety Leadership approach into management practices and foster a culture of engagement and prevention. By equipping managers with the tools and confidence to lead discussions on prevention, emergency response, and continuous improvement, we are taking practical steps toward our ambition of zero accidents.

Looking ahead to 2026, we will continue the rollout of the DuPont training program while further improving our environmental performance. Our priorities include expanding circular economy initiatives, adopting lower impact technologies and energy sources, enhancing water management, and deepening employee training on safety and environmental stewardship.

Through these efforts, we aim to contribute to a safer, more responsible, and more sustainable future for our employees, partners, and patients.

<sup>7</sup> Climate Fresk is a French non-profit organization whose aim is to raise public awareness about climate change. Workshops involve a collaborative game where the participants draw a fresco, hence 'fresk', which summarizes the work of the Intergovernmental Panel on Climate Change (IPCC).

# Climate change



Climate change mitigation and adaptation are material priorities within SGD Pharma's sustainability strategy. As a manufacturer of pharmaceutical glass packaging, our production processes are energy intensive and generate greenhouse gas (GHG) emissions, particularly through glass melting operations.

We have assessed our principal climate impacts across the value chain, including direct emissions from combustion and process emissions (Scope 1), purchased electricity (Scope 2), and indirect emissions linked to raw materials, packaging, transportation, and other upstream and downstream activities (Scope 3).

## Targets

Our short-term science based targets, approved by Science Based Targets initiative (SBTi) are:

- Reduce absolute Scope 1 and Scope 2 (market-based) emissions by 42% by 2030 from a 2022 baseline
- Reduce absolute Scope 3 emissions by 25% by 2030 from a 2022 baseline

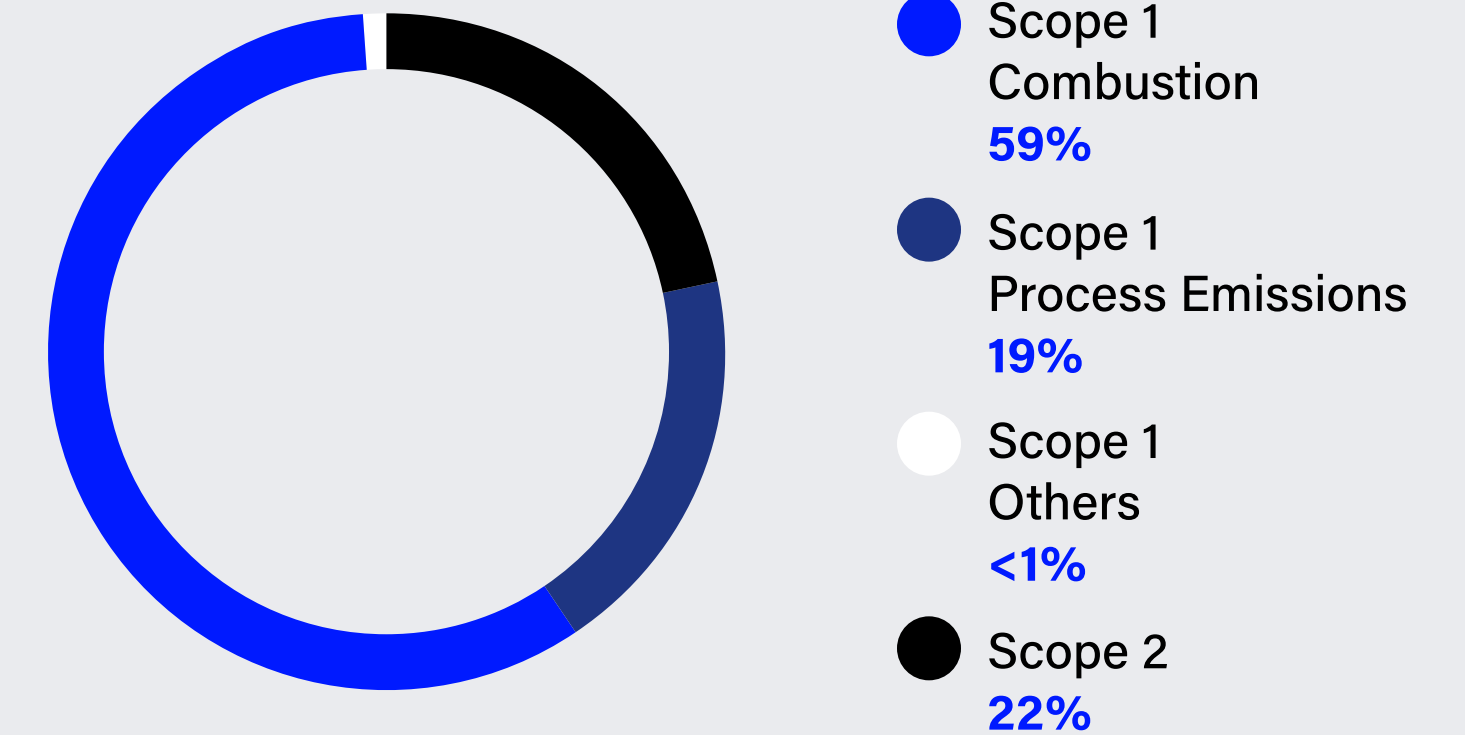
Our long-term targets are:

- Reduce absolute Scope 1 and Scope 2 (market-based) emissions by 65% by 2040 from a 2022 baseline

Other targets include:

- Achieve 100% Scope 3 data collection from key CAPEX suppliers by the end of 2026
- Achieve 100% Scope 3 data collection from key OPEX suppliers covering raw materials and packaging by the end of 2026
- Source 85% of annual electricity consumption outside of France (country with low carbon electricity) from renewable electricity by 2030

## Greenhouse gas emissions of scopes 1 and 2 for 2025





## Progress in 2025

In 2025, SGD Pharma reduced Scope 1 and Scope 2 (market based) greenhouse gas emissions by 27% compared with the 2022 baseline. This reflected progress in our decarbonization program, alongside temporary lower activity levels during selected modernization projects.

Scope 3 emissions also declined compared with 2022. Key actions included prioritizing maritime transport over road and air where feasible, requiring carriers to demonstrate newer or lower emissions fleets, and optimizing truck loading.

We also held our first cross-functional workshop to develop a Group Scope 3 reduction roadmap.



## Our decarbonization strategy

To achieve our targets, SGD Pharma applies a multi-lever decarbonization strategy focused on:

- Industrial processes efficiency
- Energy and thermal efficiency
- Accelerating transition to lower-carbon energy
- Increasing use of low-carbon raw materials
- Advancing eco-design and circular-economy practices
- Industry partners collaboration
- Employee capability building

Our approach was recognized in 2025 by a CDP Climate score of A. All five manufacturing sites in France, Germany, China, and India also maintained ISO 14001 and ISO 50001 certification.

## Industrial process efficiency

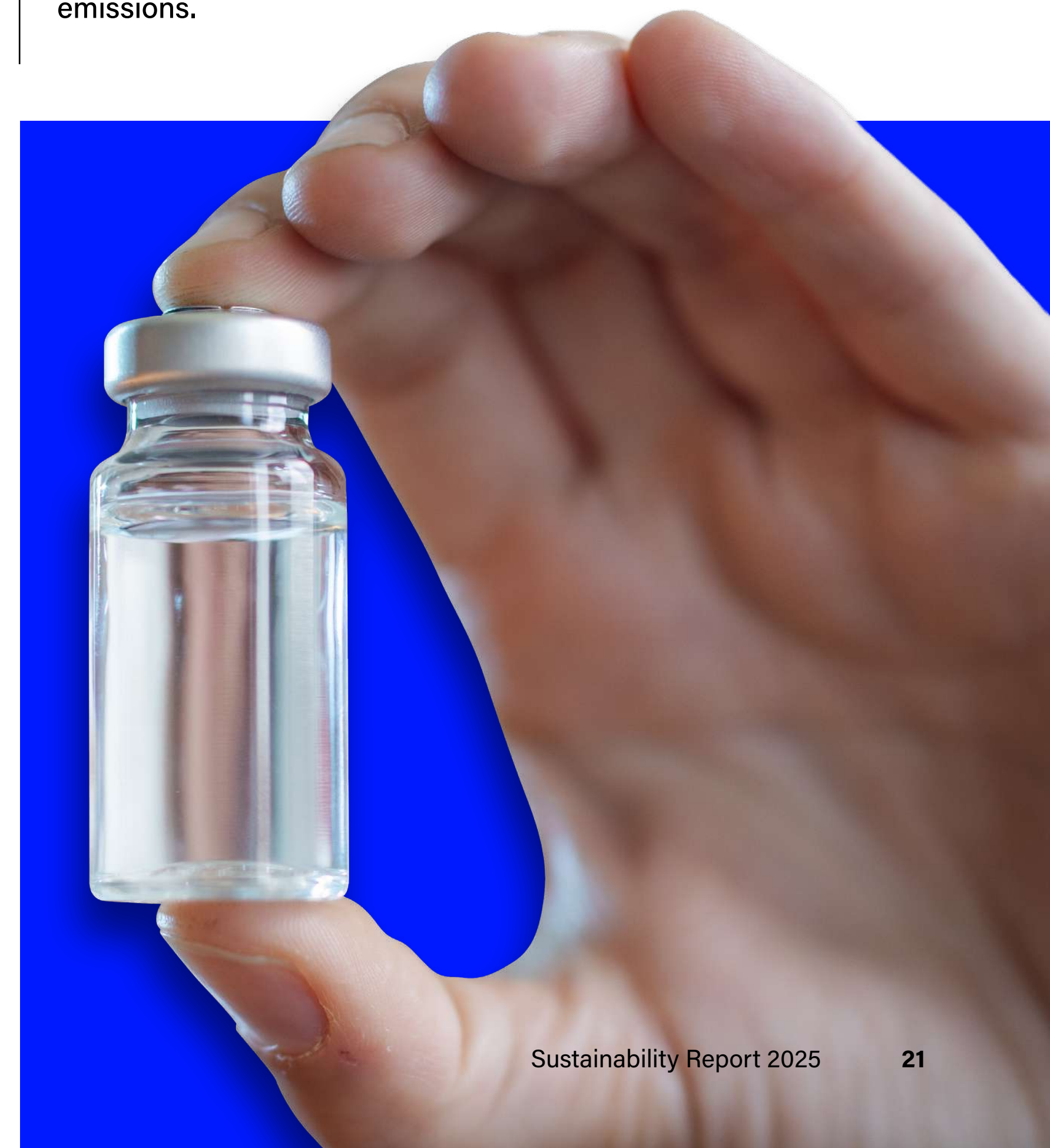
Reducing Scope 1 greenhouse gas emissions requires continuous improvement in our glass melting process, machinery, and production technologies. Our multidisciplinary teams have identified more than 130 technology improvement opportunities for deployment by 2050.

Where feasible, furnace rebuilds and equipment modernization follow a best-available technology approach, informed by the EU Best Available Techniques Reference Documents. These investments balance environmental performance, product quality, and operational efficiency. In parallel, we continue to improve productivity and energy performance through greater digitalization and automation across our processes.

## Energy and thermal efficiency

Improving energy efficiency is an important lever for reducing Scope 1 emissions. Several furnaces are equipped with regenerators that capture waste heat from the melting process and return it to production, reducing energy demand and thermal losses.

Other furnaces operate with oxy-combustion technology, which lowers natural gas consumption and the associated emissions.





## Energy transition

A major component of our decarbonization strategy is the transition from fossil-based fuels to lower-carbon energy sources across our manufacturing sites. This has contributed to lower Scope 1 emissions since our 2022 baseline year.

Electrification of the melting process is a key focus area. Our Saint-Quentin-Lamotte site operates a 100% electric furnace, significantly reducing combustion-related emissions. In 2025, our Sucy-en-Brie site began electrifying multiple feeders on selected production lines. In 2026, the Kipfenberg furnace will undergo a major upgrade to become a hybrid furnace.

Renewable electricity adoption is also increasing, helping reduce Scope 2 emissions. In Vemula, on-site solar panels generated 1,349 MWh in 2025. At Zhanjiang, renewable electricity use increased from 33% of total consumption in 2023 to 66% in 2025.

We plan to continue increasing renewable energy use in countries with more carbon intensive grid mixes, including Germany, China, and India. In 2025, we started to purchase 15,000 MWh of renewable energy in India. By 2030, we aim for 85% of annual electricity consumption outside France, where the electricity mix is already low-carbon, to come from renewable sources.

## Industry cooperation

SGD Pharma contributes to industry efforts to accelerate the decarbonization across the glass sector. In 2025, our Saint-Quentin-Lamotte site hosted employees from Groupe Pochet for training on electric furnace operations.

Our CSR and EHS Director also participated in the Packaging & Environment Committee of the European Container Glass Federation (FEVE), including work related to the EU Carbon Border Adjustment Mechanism (CBAM). He also presented our decarbonization journey at a Chamber of Commerce and Industry event in Val de Marne.

Our CEO, Olivier Rousseau, contributed to industry dialogue through a France Invest roundtable on decarbonizing and industrial competitiveness.

These collaborations support shared learning, technical progress, and alignment with the sector's transition.

## Employee Capacity Building

Training is central to our decarbonization strategy. It helps employees understand their role in the transition and supports cross-functional cooperation on emissions reduction initiatives.

In 2025, we delivered Climate Fresk workshops for operational employees and managers to build awareness of climate change and the environmental impact of day-to-day decisions.

Our CSR and EHS department also delivered focused training for Sales teams, equipping colleagues to explain our decarbonization strategy and targets to customers. This helps build understanding and support for changes that may affect business practices.



# Pollution prevention



## Targets

### Air emissions

- Limit nitrogen oxides (NOx) emissions to 262 tons per year by 2030

### Soil and groundwater protection

Maintain zero incidents of accidental soil or groundwater pollution.

### Our approach

SGD Pharma is committed to minimizing air emissions, preventing soil and water pollution, and reducing noise impacts across its operations. Manufacturing of glass packaging processes can generate pollutants such as nitrogen oxides (NOx), sulfur oxides (SOx) volatile organic compounds (VOCs), and dust. Heavy machinery, production equipment, and ventilation systems may also generate noise.

### Substances of concern

We closely manage substances of concern, including substances of very high concern (SVHCs). Our glass-manufacturing processes do not introduce SVHCs into finished products, but we monitor substances used in production and maintenance activities, comply with REACH requirements in Europe, and seek to avoid their use wherever possible.

### Environmental management systems

All manufacturing sites operate under our EHS management framework and are certified to ISO 14001. This includes environmental risk assessments, internal audits, compliance monitoring, and performance reviews covering air, water, and soil impacts. All sites monitor compliance with applicable emission and discharge limits and implement site specific action plans where improvement opportunities are identified. SGD Pharma has also established internal NOx targets that are more stringent than certain regulatory requirements.

### Air quality management

We conduct regular air quality monitoring across all sites to protect employee health, reduce environmental impacts, and support regulatory compliance. Facilities track key pollutants against authorized limits to drive continuous improvement in emissions performance. Our use of best-available furnace technologies, including increased electrification, also helps reduce emissions compared with conventional fossil fuel systems.

### Noise management

All plants conduct regular monitoring and control of boundary noise levels. This is particularly important for sites located near urban or residential areas.

Third-parties are requested to assess the noise at boundaries limits compared to authorised thresholds.

We also make measurements to assess employees' exposure to noise.

### Site environmental reviews

Most of the sites conduct regular environmental risks reviews led by local technical, maintenance, and EHS teams under the supervision of the Group CSR and EHS Director. The reviews support planning, implementation, and follow-up of initiatives to strengthen environmental performance at each site, including pollution control projects.



# Water management



## Targets

- Reduce water withdrawals per ton of glass produced by 42% by 2030 from a 2020 baseline
- Achieve water withdrawals of 1.7m<sup>3</sup> per ton of glass produced by 2030

## Why water matters

Water management is a material topic for SGD Pharma due to the high water demand of glass manufacturing and environmental risks associated with water availability and quality.

Our annual water risk assessments indicate that Kipfenberg and Saint-Quentin-Lamotte sites are located in areas of high water-stress, while Sucy-en-Brie and Zhanjiang are in regions subject to seasonal water stress. Reducing water use and protecting water quality are therefore important for operational resilience and local community access to water resources.

## Governance

Water stewardship is led by the Group CSR Manager and CSR and EHS Director, with strategic oversight from the CEO and Executive Committee through the Group Global Water Committee.

The Water Committee works with site engineers to establish local targets and coordinate actions focused on reducing water withdrawals and improving water quality. Monthly meetings are held to share best practices and review progress with annual updates provided to the Executive Committee and Board.

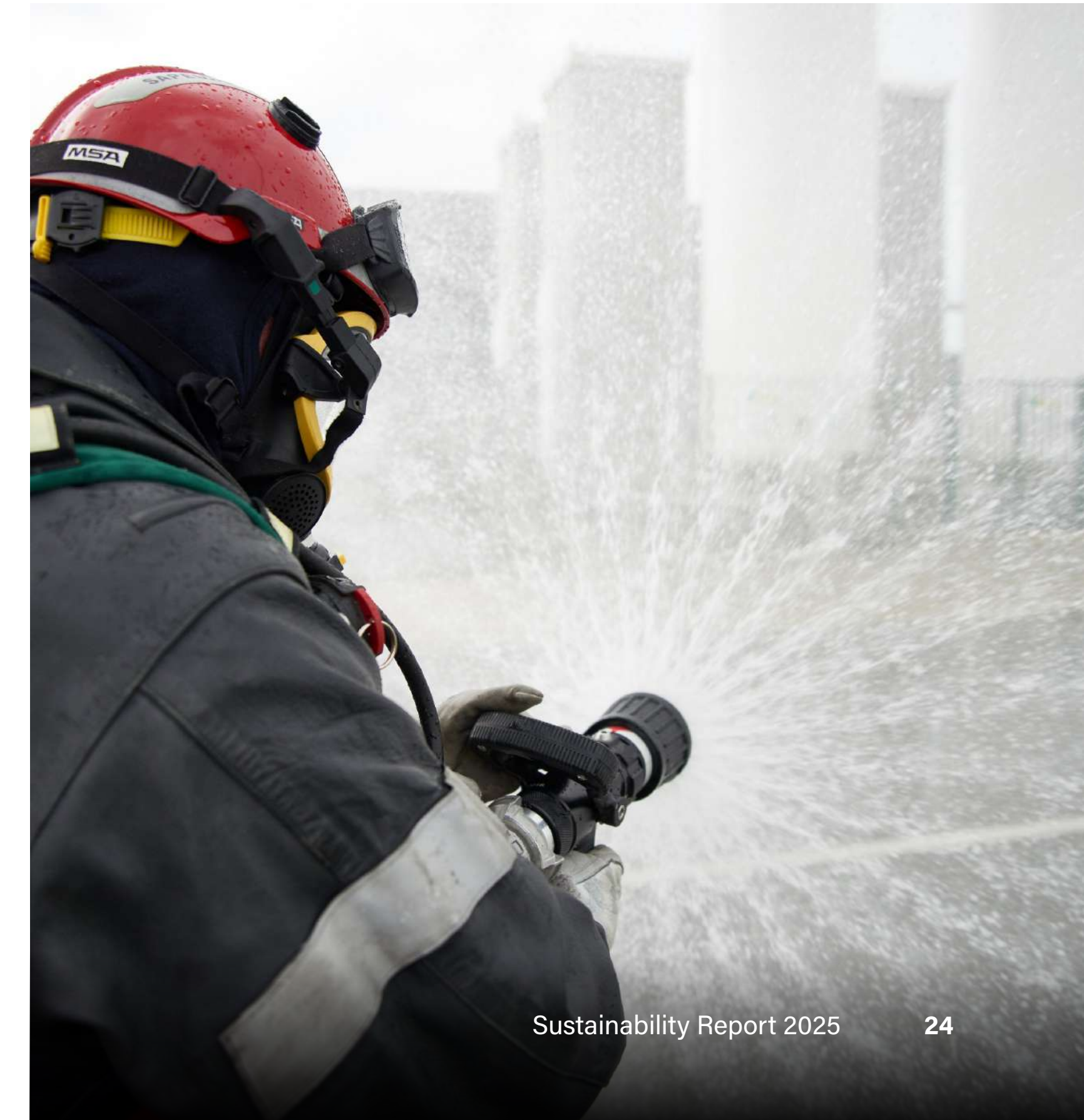
In 2025, SGD Pharma received a CDP Water score of B, improved from B- in 2024, reflecting progress in governance and water management.

## Water quality and wastewater management

Site EHS teams ensure compliance with applicable local water regulations through regular internal monitoring and independent third-party testing. This includes checks to confirm that water used in manufacturing does not introduce hazardous contaminants into products or processes.

All wastewater generated by operations is treated on site before discharge to municipal wastewater treatment systems. Wastewater is not discharged directly to soil or nearby water bodies.

In 2025, our Zhanjiang plant completed routine repairs to its onsite wastewater treatment station and began construction of an electrolytic treatment system for lacquering wastewater, expected to be completed in 2026. A second wastewater treatment station dedicated to decoration processes was also fully rebuilt to improve capacity and environmental performance.





## Water efficiency initiatives

### Closed-loop systems

SGD Pharma's plants operate multiple closed-loop water systems that reuse water multiple times. These systems reduce withdrawals, lower wastewater volumes, manage costs, and support operational reliability. Four of SGD Pharma's five plants operate only closed-loop water systems.

### Cooling systems

Manufacturing sites replace progressively open cooling towers by adiabatic and closed-circuit cooling towers to reduce contamination risk, minimize evaporation, and lower water treatment needs. Adiabatic systems offer the greatest water savings by operating mainly as dry coolers and only using water during high temperature periods.

In 2025, our Vemula plant replaced an open tower with an adiabatic system for furnace electrode water cooling circuit, reducing water use by approximately 14m<sup>3</sup> per day. The four adiabatic towers installed in 2024 at Sucy-en-Brie delivered full year water savings in 2025.

### Rainwater harvesting

Since 2019, our Vemula plant has operated a rainwater harvesting system supported by a 15,000m<sup>3</sup> rainwater recovery tank. This system captures rainfall for operational use, reducing reliance on local water sources and lowering demand on the municipal network.

## Monitoring and data systems

Effective water stewardship at SGD Pharma depends on close monitoring to identify inefficiencies and prevent unnecessary withdrawals. Monitoring systems are adapted to each site's configuration and technology.

At Sucy-en-Brie, daily meter readings help maintenance teams to track consumption and respond quickly to deviations. Saint-Quentin-Lamotte uses a centralized real-time system to monitor flows, consumption, and discharges, detect leaks, and support reporting.

Zhanjiang introduced a remote wireless water-metering system in 2024, enabling real-time tracking and early alerts. Combined with other technical initiatives, this helped reduce site water consumption by 45% between 2019 and 2025.

## Awareness and training

In 2025, Saint-Quentin-Lamotte introduced a dedicated training program for on-call managers to strengthen preparedness for water-related incidents such as localized shortages, system overflows, or potential pollution risks.

The program familiarizes managers with actions typically handled by technical teams, helping ensure effective response during off-hours. All on-call managers receive training on critical utilities at least once per year.

# Biodiversity and ecosystems



## Targets

- Plant 100,000 mangrove trees in Zhanjiang by the end of 2030

## Why biodiversity matters

In 2024, SGD Pharma completed an independent biodiversity impact assessment across its operations and value chain. The assessment identified key impacts linked to upstream raw material sourcing, operational freshwater use, greenhouse gas emissions, and downstream effects from emissions, noise, and transport.

It also highlighted our reliance on ecosystem services, including freshwater and healthy soil, making ecosystem degradation a potential operational, regulatory, and reputational risk. Several facilities are located near sensitive or protected ecosystems, reinforcing the importance of responsible environmental stewardship.

Insights from the assessment are being used to develop our first biodiversity and ecosystems action plan. Responsibility is shared between the Group EHS Department and site teams. Existing initiatives, including climate action, responsible sourcing, water management, and pollution prevention, already contribute to reducing pressure on local ecosystems.

## Marine biodiversity

Zhanjiang plant is situated near to the sea and to one of the biggest mangrove area. SGD Asia Pacific supports protection of its nearby marine ecosystems in Zhanjiang through mangrove restoration, biodiversity education, and conservation of the Chinese white dolphin.

## Mangrove restoration

Mangroves play an important role in supporting coastal biodiversity, stabilizing shorelines, improving water quality, and storing carbon. Since 2022, SGD Asia Pacific has worked with local authorities and CCI France China to plant 100,000 mangrove trees by 2030.

Between 2022 and 2025, SGD Asia Pacific and its partners planted 16,568 mangrove trees. The General Manager for SGD Pharma APAC is also a Board member of Zhanjiang Mangrove Wetland Conservation Foundation.

## Chinese white dolphin conservation

In 2024, SGD Asia Pacific co-founded the Zhanjiang Chinese White Dolphin Conservation Association to support regional marine life protection. Initiatives include school awareness programs, coastal cleanups, and conservation campaigns.

In 2025, the Association co-produced the documentary *The Giant Panda of the Sea*, screened at the United Nations Oceans Conference in Nice. The film highlights biodiversity protection and the value of Franco-Chinese cooperation in marine conservation.

SGD Asia Pacific also strengthened ties between Zhanjiang and Sucy-en-Brie through a cross-border partnership and employee exchange program.

## Community engagement

SGD Asia Pacific promotes biodiversity education in schools, organizes mangrove planting with students, and participates in marine-restocking events. In 2025, these efforts included releasing 13.6 million aquatic species. The General Manager, Frederic Barbier, also represents the Group at public events to promote long-term marine stewardship.

## World Environment Day celebrations

Each year, our Vemula plant organizes a week-long event to raise awareness of environmental protection as part of World Environment Day.

In 2025, employees participated in activities including a Climate Fresk workshop for senior managers, tree planting in the site garden, and interactive games such as A Minute for Nature Pictionary, Eco Spy, Eco Quest, and a poster competition. These initiatives help to strengthen employee engagement and reinforce the importance of environmental stewardship across the site.

# Resource use and circular economy



## Targets

- Reach 99.6% of internally recycled glass cullet by 2030

## Our approach

Efficient resource use and the transition toward a more circular economy are central to our long-term sustainability strategy. We are focused on reducing waste at source, optimizing waste-management practices, and conserving natural resources throughout the product lifecycle.

We prioritize practical, measurable actions within our own operations and work to improve resource efficiency from sourcing through to production. Responsibility for advancing resource efficiency sits with the Group CSR and EHS Director working closely with the R&D and engineering departments, site teams and operational functions across the Group.

Our use of glass cullet, robust waste-management systems, and growing eco-design capabilities provide a strong foundation for progress. We recognize that implementation can be more complex in pharmaceutical packaging due to strict regulatory and product safety requirements. As our sustainability roadmap evolves, we will continue integrating circular-economy principles into product design, manufacturing processes, and supplier collaboration.

Eco-design concepts are progressing particularly quickly in our cosmetics activities, where solutions such as the use of post-consumer recycled materials, refillable packaging, and other circular models can be deployed more readily.

## Waste management

SGD Pharma's waste-management strategy is built around three priorities: minimizing waste generation, promoting reuse and recycling, and reducing the volume of waste sent to landfill.

## Non-hazardous waste

One of the main sources of potential waste in glass manufacturing is finished products, including vials, bottles, and ampoules, that do not meet our stringent internal quality standards. If not recycled, this material becomes waste. However, glass can be recycled indefinitely without loss of its core properties.

Our sites reintegrate more than 99% of internal cullet back into furnace operations. As a result, nearly all production by-products are reused as a raw material, significantly reducing waste generation and limiting demand for virgin materials.

Internal cullet reuse is therefore a central pillar of circularity within our manufacturing processes and an important part of our sustainability strategy.

## Hazardous waste

The handling, storage, labeling, and transportation of hazardous waste are governed by strict internal protocols designed to protect employee health, reduce environmental risks, and ensure regulatory compliance.

Hazardous waste is segregated from non hazardous waste at all sites and stored in secure, purpose built areas applying the same compatibility, containment, and labeling principles used for chemical storage. Collection, transport, treatment, and final disposal are carried out by certified specialist service providers in accordance with applicable regulations.

Training is an essential part of this management system. Employees receive dedicated instruction on hazardous substance risks, safe handling procedures, and the use of personal protective equipment.





## Eco-design

We encourage an innovative mindset across our teams, helping generate ideas that support resource efficiency and circularity. Product design plays an important role in reducing raw material use and lowering impacts associated with resource extraction, transportation, and glass melting.

Our Idency line optimizes glass distribution in injectable vials, reducing material use while maintaining durability and aseptic performance. Compared with standard vials, it reduces Scope 1 emissions by 24% and Scope 2 by 25%.

In beauty and cosmetics, Eclipse supports multiple refill cycles and easier recycling, reducing demand for new glass. NOVA lightweight bottles use less glass and more efficient distribution, lowering carbon dioxide equivalent emissions by approximately 20% per 200 ml bottle.

These innovations demonstrate how eco-design can improve resource efficiencies and support a more circular economy.

## Circular economy

To reduce waste generated and support lower impact packaging system, our Purchasing Department has explored higher recycled content plastics for pallet wrapping used to transport our glass vials, bottles, and ampoules. This can reduce demand for virgin plastic across our value chain.

SGD Pharma's Zhanjiang plant uses post-consumer recycled (PCR) glass in selected cosmetic lines, reducing raw material demand and production-related greenhouse gas emissions.

In 2025, following three years of development, some of the products manufactured at the site reach a content between 18% and 35% of PCR, earning ISO 14021 certification. This was the first ISO 14021 certification in China for PCR used in cosmetics packaging.

ISO 14021 helps confirm that environmental claims are evidence-based, supported by sourcing, testing, and traceability controls to help ensure quality, safety, and aesthetics. According to FEVE, each 10% increase in recycled cullet can reduce energy use by 3% and carbon dioxide emissions by 5%.

We continue to explore further opportunities to increase the use of high-quality recycled materials.

## Environmental impact assessment

Understanding the full environmental impact of our products is important to refining our sustainability strategy. In 2025, our Research & Development (R&D) Department completed its first lifecycle assessment (LCA) for one of our glass vials, providing new insights into product environmental impacts.

Improved understanding of product footprint helps us make better informed decisions on future developments. In 2025, our R&D, Innovation and CSR teams also established new sustainability criteria for prioritization of innovation projects to help guide the development of increasingly responsible glass packaging solutions.





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# Our people

# Our people




Our people

- Health and safety
- Career management and training
- Social dialogue and diversity

At SGD Pharma, our employees are central to our performance and long-term success. Across our sites in Europe, China, and India, we aim to provide a safe, respectful, and inclusive workplace where people can develop their skills, contribute to the business, and build long-term careers.

Our people strategy focuses on health and safety, fair working conditions, diversity and inclusion, and continuous learning, supported by regular dialogue.

## Corresponding United Nations Sustainable Development Goals



### Progress in 2025:

Our people-related priorities are supported by clear targets:

**0** severe accidents

**35%** women employed in relation to the whole organization

**21** hours training per employee

### Targets:

- **0** severe accidents maintained annually through 2030 and beyond
- **100%** of permanent employees covered by an engagement survey and associated action plans from 2026 and beyond
- **100%** of managers in the new Group management training curriculum by the end of 2026
- **75** minimum score across key geographies under the French gender equity index by 2027
- **25** average training hours per employee per year by 2030
- **100%** living wage coverage by 2026



# Commentary from our topic owner



“

In 2025, we continued to advance Leadership, Engagement, Attention, Development (LEAD), our Group HR roadmap. Our objective is to strengthen our people practices and create a more supportive, transparent, and performance-driven work environment.”

**Pierre-Michel Bataillard**  
Group HR Director



We accelerated the rollout of our managerial training program, designed to equip managers across the Group with the tools needed to support their teams effectively and foster a balanced leadership approach combining performance and care.

We also strengthened the foundations of our HR framework. Competency matrices were introduced for our production teams in France, providing greater visibility on skills, and enabling more targeted development plans. At the same time, we completed the deployment of a global job grading framework and salary bands, improving consistency and transparency in compensation and career progression.

Our cultural transformation continued with the rollout of our four values — Customer, People, Excellence, and One Team — across our plants and offices worldwide. Through dedicated initiatives and local engagement, employees were encouraged to reflect on how these values guide their daily work and contribute to a shared sense of identity across the Group.

Looking ahead to 2026, our priorities include strengthening our sales capabilities through the launch of a Sales Academy, continuing the deployment of our management training curriculum, expanding our employee engagement survey across all geographies, rolling out competency frameworks internationally, strengthening industrial relations, and advancing our diversity and inclusion strategy.

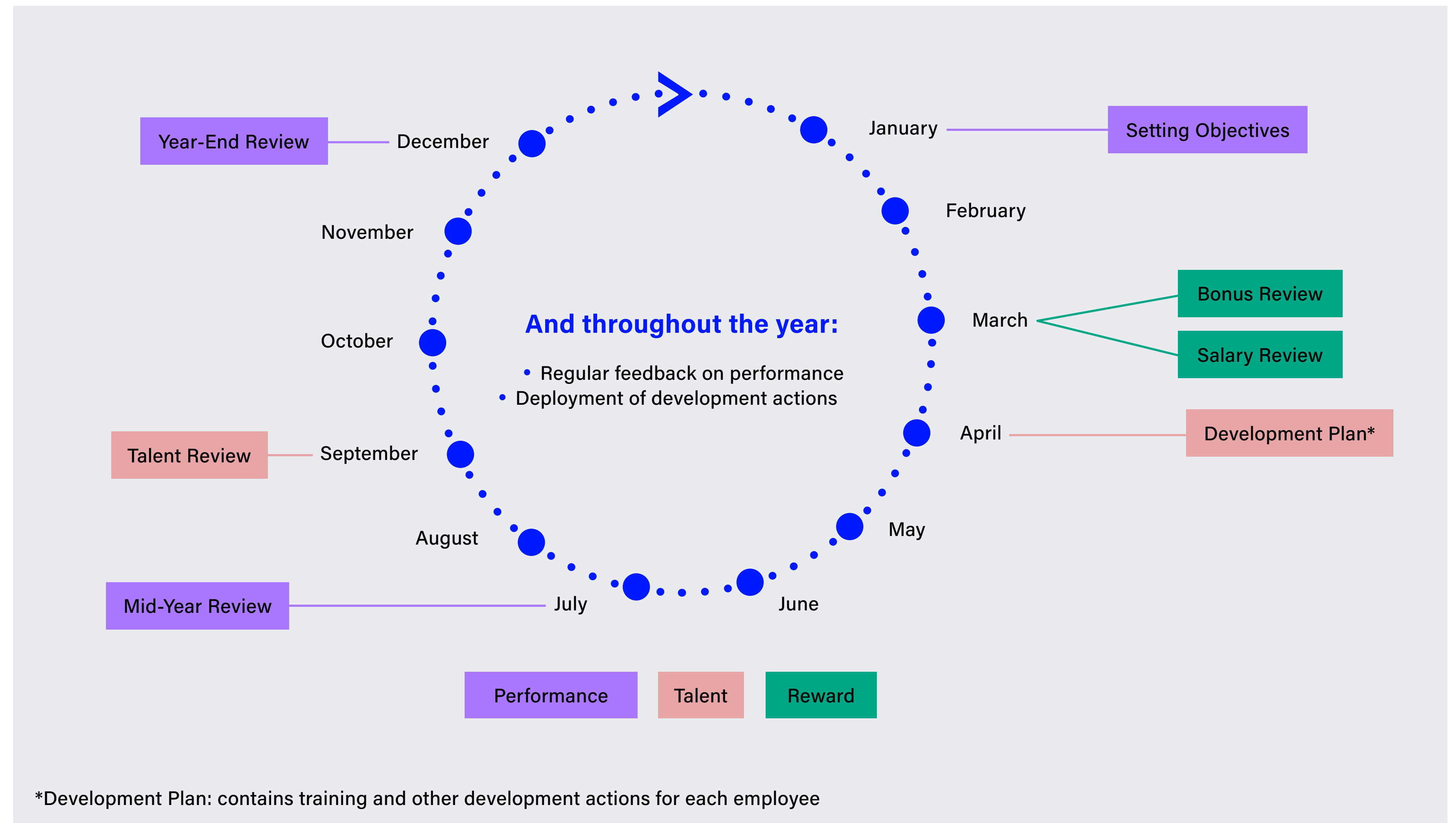




## Annual HR cycle

The annual HR cycle is our integrated approach to people development, supported by SAP SuccessFactors, our global HR information system. It covers performance management, talent development, and compensation.

The cycle also reflects a managerial commitment to maintain regular dialogue with employees, support their development, ensure a fair and consistent performance evaluation, and review individual development plans throughout the year.



# Policy



Updated in 2025, SGD Pharma's Human Resources Policy formalizes the Group's approach to responsible people management and the development of a safe, fair, and inclusive workplace. It sets out the principles for how SGD Pharma attracts, develops, and supports employees, in line with our values and long-term strategy.

The policy includes commitments to:

- Provide a safe and healthy working environment
- Support employee development through training and career programs
- Implement structured HR processes, including onboarding, performance management, and succession planning
- Ensure a living wage for all permanent employees by 2028
- Promote equal opportunity and monitor gender equality
- Encourage employee engagement and continuous improvement
- Maintain constructive social dialogue and respect employees representation
- Strengthen employer attractiveness through partnerships with educational institutions
- Support local communities through employees involvement and external partnerships

The policy also defines responsibilities for managers and HR teams to ensure consistent implementation, regular monitoring of key employee indicators, and continuous improvement of HR practices across the Group.



# Key characteristics of our employees



SGD Pharma's workforce is primarily composed of employees in manufacturing roles across its industrial sites in Europe, China, and India, reflecting the operational requirements of glass production.

The use of temporary employees varies by geography and is driven by local labor practices, production cycles, maintenance activities, and operational flexibility needs. Corporate and support functions are mainly based at the Group headquarters in France.

## Total employees

Headcount of employees (permanent and temporary included, interns and apprentices excluded) by geographical area as of 31/12/2025:

Countries	France	China	India	Germany	Other countries	Total
Female (Permanent employee headcount)	242	287	77	35	23	<b>664</b>
Male (Permanent employee headcount)	669	301	453	213	29	<b>1665</b>
Female (Temporary employee headcount)	8	220	182	0	0	<b>410</b>
Male (Temporary employee headcount)	40	54	240	0	0	<b>334</b>
<b>Total number of employees</b>	<b>959</b>	<b>862</b>	<b>952</b>	<b>248</b>	<b>52</b>	<b>3073</b>

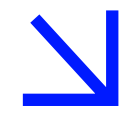
# Collective bargaining coverage and social dialogue



In 2025, our Chinese site strengthened its labor relations framework through constructive collective bargaining with the employees union. Following discussions with employee representatives, a new collective contract was established covering remuneration, working hours, rest and vacation, occupational health and safety, and insurance and welfare benefits.

The agreement was formally filed and registered with the Human Resources and Social Security Bureau of Chikan District in Zhanjiang. This milestone reflects SGD Pharma's commitment to structured social dialogue and contributes to greater transparency and maturity in labor relations management.

# Diversity and inclusion



Diversity and inclusion are key components of our culture and contribute to a healthy, high-performing workplace. We are committed to creating an equitable environment where all employees are respected and supported to fulfil their full potential.

In 2025, we strengthened our approach by deploying the French Gender Equality Index methodology across all geographies. This provides a consistent and measurable framework to assess gender equity, supporting greater transparency, comparability, and accountability across the Group.

## Supporting young voices on gender equality in China

In 2025, SGD Pharma participated as a sponsor and jury member in the final of the Trophée des Talents, organized by the French Chamber of Commerce and Industry in China and the Embassy of France in China.

This annual competition brings together Chinese university students to debate societal topics in French. The 2025 edition focused on women-led leadership and the role of gender equality in the workplace. SGD Pharma's participation reflects its commitment to promoting diversity, inclusion, and cross-cultural dialogue.

## Workplace inclusion

To support the integration of our 11 employees who are deaf and strengthen team collaboration, SGD Pharma organized sign language training for shift leaders and supervisors.

Delivered across four sessions, the program equipped participants with practical workplace vocabulary tailored to daily operations. It helped improve communication between employees and management and supports a more inclusive working environment.

# Social protection



SGD Pharma enforces a strict zero tolerance policy on child labor and forced labor across all sites, with particular attention to higher risk regions.

Our sites in China and India are certified under SA 8000, an international standard that verifies compliance with requirements on fair, safe, and ethical working conditions. This certification supports our commitment to responsible labor practices, including the prohibition of child labor and the assessment of social risks within our operations and supply chain. The Group's Supplier Code of Conduct also prohibits child labor across our value chain.

At site level, local legal requirements are strictly applied. In India, in accordance with the Child Labor Prohibition and Regulation Act, 1986, no individual under 15 years of age may work at our sites, and official identification is required during recruitment. In China, individuals under 16 are not employed, and those under 18 are not permitted to perform hazardous work.

These measures support compliance with applicable laws and reinforce SGD Pharma's commitment to the elimination of child labor, including through our participation in the United Nations Global Compact.

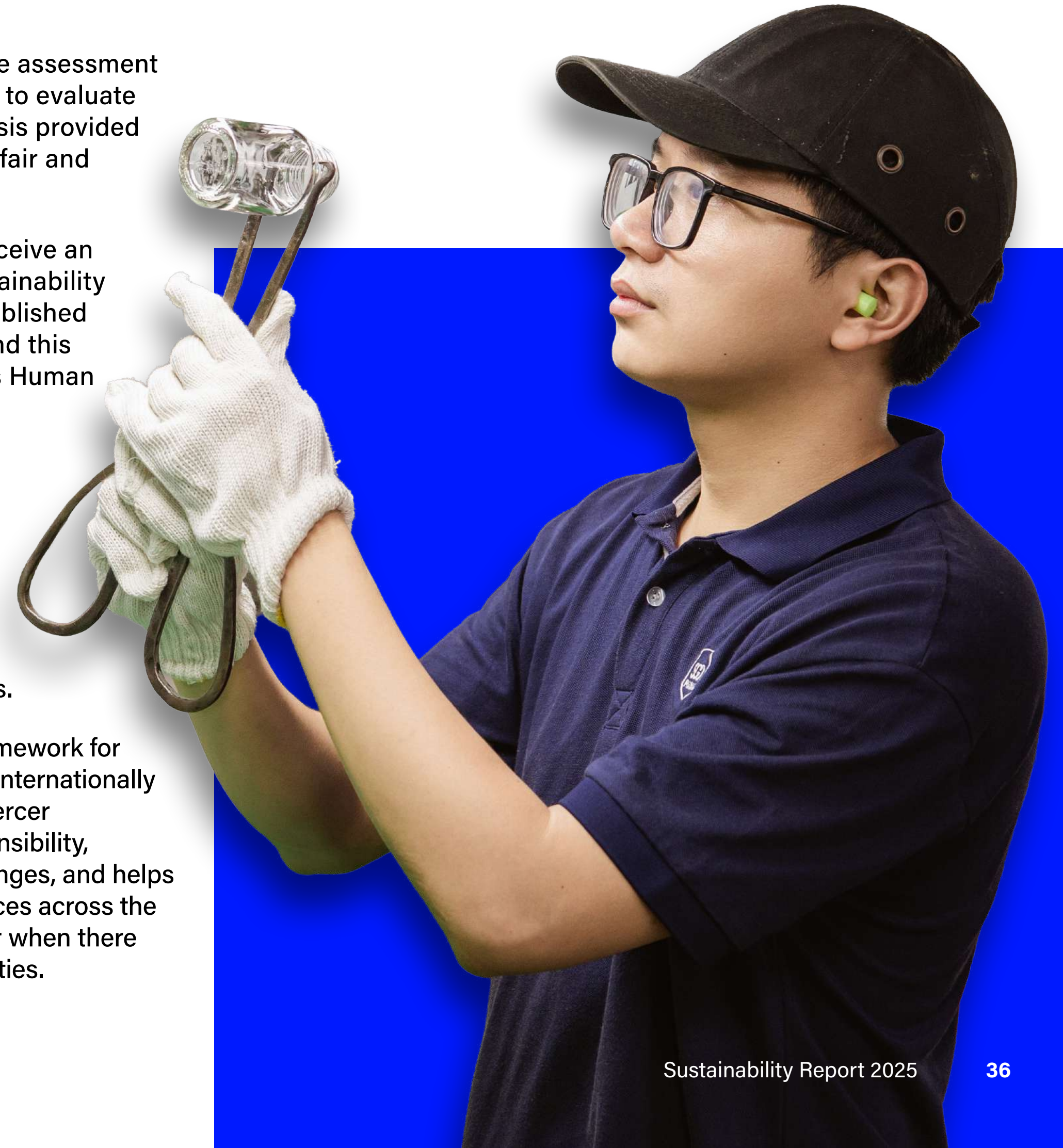
## Fair pay

In 2024, SGD Pharma conducted a comprehensive assessment of employee remuneration across all geographies to evaluate adequate wage and living wage levels. This analysis provided a baseline to strengthen the Group's approach to fair and responsible compensation.

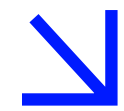
In 2025, 100% of employees were confirmed to receive an adequate wage, as defined by the Corporate Sustainability Reporting Directive. An action plan has been established to achieve 100% living wage coverage by 2028, and this commitment has been integrated into the Group's Human Resources Policy.

In parallel, SGD Pharma began implementing the European Pay Transparency Directive to improve visibility and fairness in compensation practices. This includes measuring potential pay gaps between women and men across comparable roles and developing a structured framework to help employees understand their remuneration, salary band, and the factors influencing pay levels.

To further strengthen consistency, a job grading framework for operational roles was introduced in 2025. Using an internationally recognized evaluation methodology informed by Mercer benchmarks, this framework defines levels of responsibility, supports the establishment of appropriate salary ranges, and helps align compensation and career development practices across the Group. Job grading is reviewed every three years, or when there are significant changes to role scope or responsibilities.



# Training and skills development



Developing employees' skills is a key component of SGD Pharma's approach to responsible people management and operational performance. In 2025, employees received an average of 21 hours of training per person, reflecting the Group's commitment to continuous learning across all sites and functions.

Training initiatives during the year focused on both technical and leadership capabilities. Workshops and awareness sessions helped reinforce understanding of SGD Pharma's four core values — Customer, People, Excellence and One Team — and supported their integration into daily activities and decision making.

The Group continued to strengthen its continuous improvement culture through the Green Belt program. The program equips employees with practical skills to analyze operational challenges, identify root causes, and implement performance improvements.

To further develop leadership capabilities, SGD Pharma launched a new international management training pathway, M1. This nine-day program is designed for managers across all sites and aims to strengthen leadership practices, team management, and align with the Group's strategy.

Technical expertise is also reinforced through collaboration with a partner company in the glass sector. Since 2023, this training partnership has enabled new recruits to receive specialized glass making training, supporting the development of critical manufacturing skills.

In parallel, the Group enhanced its digital learning environment by upgrading its 360 Learning platform. This improvement has expanded access to training and provided employees with a more intuitive and accessible learning experience.

# Working conditions



Safe and supportive working conditions are a priority for SGD Pharma. The Group implements structured occupational health and safety management systems across its operations, complemented by local initiatives to support employee wellbeing and workplace quality.

As of 2025, five manufacturing sites are certified to ISO 45001, reflecting a systematic approach to managing occupational health and safety risks. In addition, sites in India and China are certified under SA8000, which covers broader aspects of social responsibility, including working conditions and workers' rights.

Beyond these management systems, local initiatives contribute to a positive working environment. At Sucy-en-Brie, an ergonomic workstation assessment was conducted in the mold workshop to improve comfort and reduce physical strain. At Saint-Quentin-Lamotte, wellbeing initiatives include massage chairs, access to massage therapy sessions, osteopathy visits, and wellbeing and stress prevention workshops organized by the site nurse.

At the Group headquarters, employees participated in a workshop titled The Ideal Office Space, sharing ideas to improve comfort, functionality, and the overall work environment.

These initiatives complement formal standards with practical actions that support employee wellbeing, strengthen engagement, and contribute to a positive workplace culture.



# Processes for engaging with our workforce



SGD Pharma promotes employee engagement through structured processes and local initiatives that encourage dialogue, knowledge sharing, and collaboration across sites and functions. These approaches aim to facilitate communication between different levels of the organization, support the integration of new employees, and strengthen connections between teams.

## Structured dialogue and communication

The Group maintains regular communication with employees through formal channels. At headquarters, the Chief Executive Officer holds regular information sessions each year to share updates on strategy, performance, and operations, providing employees with greater visibility on the Group's operations and opportunities for direct dialogue with leadership.

At site level, initiatives such as the Catalyst Lunch in Zhanjiang bring together management and employee representatives to discuss operational challenges, identify solutions, and define follow-up actions. These forums support transparent communication and reinforce collaboration across teams.

## Local engagement initiatives

Local initiatives complement these structured processes by strengthening team cohesion and reinforcing the Group's culture.

At the Vemula plant in India, employees participated in a two-day cricket tournament involving eight teams, and sixteen teams took part in a Rangoli competition organized during the Sankranti festival.

In Zhanjiang, China, employees returning from the Spring Festival holiday were welcomed with traditional celebrations. The site organized a large employee event recognizing long service milestones and celebrating the Group's values, One Team, People, Excellence, and Customer.

In Saint-Quentin-Lamotte, the site celebrated its tenth anniversary with workshops to help employees discover different roles within the organization, followed by a social event bringing together employees and their families.

## Early career and employee integration

Several initiatives in 2025 focused on apprentices and early-career employees. In France, SGD Pharma organized its first Apprentice Day, bringing together 36 apprentices from different sites for collaborative activities and cross-site exchange.

In Germany, the Kipfenberg site organized a three-day apprentice event in the Bavarian Alps and Munich, gathering 25 apprentices for trust-building activities, team challenges, and safety exercises.

To facilitate the integration of new employees, SGD Pharma continued to deploy Induction Days across its sites. In France, the fourth induction day was held at the Saint-Quentin-Lamotte site, enabling new employees to discover the plant and the Group's activities, products, markets, and strategy.

In Asia, a new induction process was introduced for China and India, with the first induction day held in India in 2025.

# Health and safety



Health and safety is a core priority for SGD Pharma. The Group applies a structured approach to hazard identification, risk assessment, and incident management across all operations, supported by continuous improvement and strong employee engagement.

Hazards are identified through workplace inspections, task based risk assessments, ergonomic evaluations, and periodic exposure assessments conducted by site EHS teams and external experts where appropriate.

All work related incidents, near misses, and unsafe conditions are reported through site level reporting mechanisms and investigated using root cause analysis. Corrective and preventive actions are tracked at site level, with significant incidents and high potential severity events escalated to Group EHS management and Executive Committee. Lessons learned are shared across sites to prevent recurrence and strengthen safety performance.

## Safety week

In 2025, SGD Pharma organized Safety Week across all sites to reinforce its culture of prevention and raise awareness of workplace risks. Activities included training sessions, drills, workshops, and interactive activities designed to build their understanding of safe practices.

At the Zhanjiang site, Safety Week included an online safety knowledge competition involving 650 employees and suppliers, an exchange with the Chief Operating Officer, a joint emergency drill simulating a natural gas leak, and external training on risk control and hazard identification. First aid training was also delivered in collaboration with the local Red Cross. In total, 1,064 people took part.

In India, Safety Week involved more than 200 employees and focused on strengthening safety awareness across the site.

Across European sites, initiatives included awareness sessions on personal protective equipment, accident prevention, and emergency response. At Saint-Quentin-Lamotte, activities were extended over ten days to cover all shifts, achieving participation of more than 95%.

At Kipfenberg, the program combined evacuation drills, firefighting training, machine safety sessions, and health-related workshops, including ergonomics, mental health awareness, and preventative health topics.

Safety Week activities were also organized at headquarters, focusing on workplace ergonomics emergency procedures and incident reporting.

## Site safety initiatives

### Germany

At the Kipfenberg site, a risk assessment of work at height was conducted with an external expert, followed by specialized training and rescue exercises. Only trained employees are authorized to perform these tasks, with annual refresher training.

To improve safety for employees working alone, the site tested a personal emergency alarm system for use in isolated areas such as cellar and furnace zones. The system automatically triggers an alert if no movement is detected.

The site also introduced automated swabbing robots for glass forming IS machines and specific equipment for mold maintenance, reducing manual intervention in high-risk areas and improving operator safety.





### China

At the Zhanjiang site, initiatives focused on employee health, safety awareness, and collaboration with external partners. This included a national health screening program for female employees, awareness campaigns on mosquito-borne diseases, and targeted training on compressed gas handling, and commuting risks.

The site also held its annual EHS meeting with suppliers, bringing together 48 partners to review performance and reinforce safety expectations.

In addition, occupational health risk monitoring was conducted by an independent external organization to assess workplace exposures and confirm the effectiveness of preventative measures.



### India

At the Vemula site, an electrical safety audit was carried out by an external expert followed by dedicated safety training for the site's electrical team.

Firefighting and basic life support training were also delivered, involving 160 employees or around 80% of the Hot-End and Engineering teams, to strengthen emergency preparedness.

The site conducted its annual health check program, including medical examinations and preventive screening.

To promote safety beyond the workplace, motorbike helmets were distributed to all employees to reduce risks associated with commuting.

### France

At SGD Pharma's French sites, initiatives focused on ergonomics, safety leadership, and the use of technology to reduce operational risks.

At Sucy-en-Brie, DuPont Safety Training was delivered to managers and Executive Committee members to strengthen safety leadership and promote proactive risk management.

At Saint-Quentin-Lamotte exoskeletons were introduced to support employees performing physically demanding tasks, helping reduce strain and improve working conditions.

The site also implemented monitoring technologies, including thermal and detection cameras, to reduce direct interaction with potentially hazardous equipment and support safer interventions.

# Local communities



SGD Pharma supports community initiatives, focusing on education, access to healthcare, and social support. These initiatives are often delivered in collaboration with local institutions and with strong employee involvement.



## China

In Zhanjiang, the site strengthens links between industry and education through programs such as the Academy Trainee Program and partnerships with local institutions, including Zhanjiang Technician College, covering scholarships, internships, and customized training.

Employees also participate in charity support activities, including visits and donations to the Zhanjiang Social Welfare Institute.

## APAC region

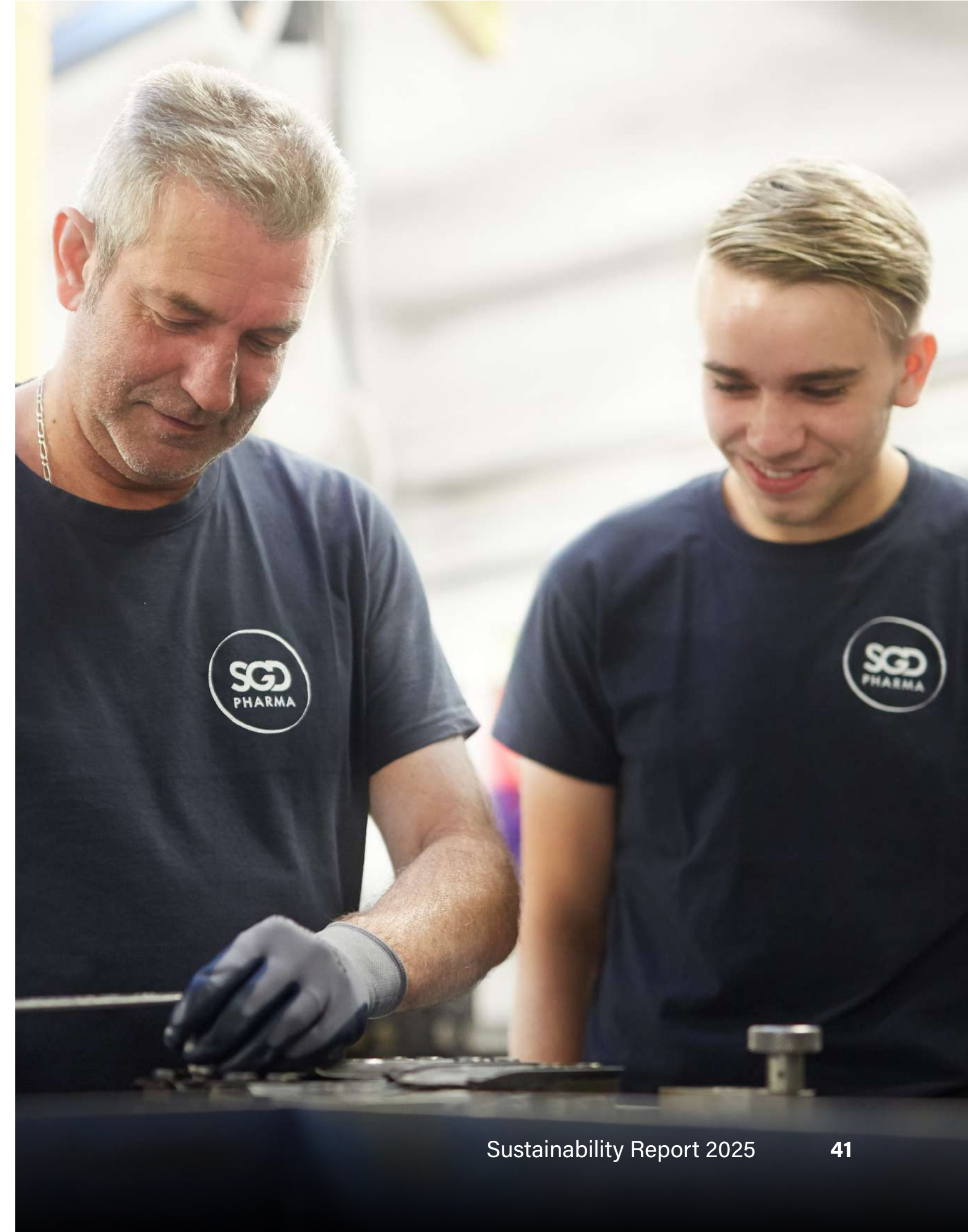
At the regional level, SGD Pharma supported a foundation in 2025 that helped five children with heart conditions.

## India

At the Vemula site, initiatives focus on supporting local communities through access to education and healthcare. These include providing bicycles to students, installing water purification systems in schools and orphanages, and donating medical equipment to the Janampet Health Center. Employees also take part in volunteer activities with local organizations.

## France

At Saint-Quentin-Lamotte, the site promotes local engagement through family open days, student visits during Industry Week, participation in career forums, and a partnership with the Pablo Neruda school to support vocational training.





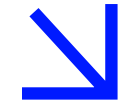
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# Our business values

# Our business values

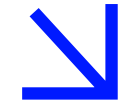


## Our business values

- Sustainable procurement
- Business ethics
- Information security

The business values pillar defines how SGD Pharma conducts business responsibly. It encompasses ethical conduct, responsible sourcing, information protection, and regulatory compliance across our value chain. These principles underpin trust with our customers, partners, employees, investors, and contribute to long-term value creation.

# Sustainable procurement



As a global pharmaceutical glass manufacturer, many of SGD Pharma's environmental, social, and ethical impacts occur upstream. Sustainable procurement is a key lever to reduce risk, strengthen resilience, and promote positive impact across the value chain.

## Progress in 2025

# 95%

of critical suppliers were assessed through our internal sustainability questionnaire or EcoVadis rating

# 100%

of critical suppliers signed the Supplier Code of Conduct and have sustainability clauses embedded in contracts

# 100%

of buyers were trained on sustainable procurement topics

# 62

on-site supplier audits were conducted, covering environmental, labor rights, human rights, and ethical practices

The sustainability weighting in our supplier evaluation increased from 10% to **20%**

## Corresponding United Nations Sustainable Development Goals



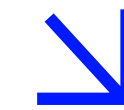
# Commentary from our topic owner



“

As a leader in the pharmaceutical primary glass packaging industry, we uphold high standards of ethical sourcing, environmental stewardship, and social responsibility across our value chain. Through long-term partnerships, we support our suppliers in improving their environmental and social performance.”

**Bihag Shah**  
Group Purchasing Director



In 2025, we strengthened our sustainable procurement approach to better align with global standards. All critical suppliers were assessed using an internal questionnaire covering certifications, human rights, labor standards, environment, and ethics. Where gaps were identified, suppliers were encouraged to implement improvement actions with our support.

We also increased the sustainability weighting in our supplier evaluation from 10% to 20%, reinforcing the importance of sustainability alongside quality and compliance.

From 2026, all active critical suppliers will be assessed annually through EcoVadis, improving consistency, transparency and performance tracking.

Lastly, our supplier engagement practices were recognized with an A rating in the CDP Supplier Engagement Assessment on climate issues. This reflects the strength of our governance and strategy, the quality of our target setting and Scope 3 reporting, the robustness of our risk management processes and supplier collaboration.



## Targets

- 100% of critical suppliers evaluated by EcoVadis tools by the end of 2026
- Conduct 70 on-site sustainability audits by the end of 2026
- 100% of suppliers to provide conflict minerals information, with supporting documentation, by the end of 2026
- Achieve 100% Scope 3 data collection from ten key CAPEX suppliers by the end of 2026
- Achieve 100% Scope 3 data collection from key OPEX suppliers by the end of 2026

## Policies

Our Supplier Code of Conduct defines the ethical, social, and environmental standards expected of all suppliers. Aligned with the Ten Principles of the United Nations Global Compact, it covers ethics, labor and human rights, health and safety, and environmental management.

The Supplier Code of Conduct is supported by the Purchasing Policy, which defines procurement practices and promotes transparency, accountability, and responsible supplier selection.

These policies require suppliers to uphold fundamental human rights, including freely chosen employment, the prohibition of child labor, non-discrimination, and fair treatment for all workers. They also encourage the use of whistleblowing mechanisms and engagement with worker representatives during audits.

Implementation is managed by the Group Purchasing Director and overseen by senior management.

In 2025, 100% of critical suppliers signed the Supplier Code of Conduct and all had sustainability clauses included in their contracts.

## Supplier evaluation

In 2025, SGD Pharma re-evaluated 371 critical suppliers using an internal self-assessment questionnaire based on the principles of the United Nations Global Compact's Ten Principles and the United Nations Women's Empowerment Principles.

The assessment covered certifications, human rights, labor, environment, and ethics. Suppliers were asked to provide documented responses or an EcoVadis scorecard.

95% of suppliers responded. Suppliers were scored out of 100 and categorized as follows:

- Green (75 and above)
- Yellow (40 to 74)
- Red (Below 40)

Suppliers who did not respond were assigned a score of 0.

At the end of the assessment:

- 19% of suppliers were categorized as green
- 54% as yellow
- 27% as red

All suppliers were informed of their results. Suppliers in the green and yellow categories were encouraged to continue improving, while those in the red category were engaged directly by the Purchasing team to address gaps and define improvement actions.



This evaluation process is a key component of SGD Pharma's sustainable procurement strategy, covering suppliers that represent approximately 90% of our purchasing volume and 70% of our total spend.

### Supplier audits

In 2025, SGD Pharma conducted 62 on-site sustainability audits. These assessments reviewed supplier performance across key areas, including the evidence of sustainability policies, certifications, environmental and social practices.

In 2026, the Group plans to conduct 70 additional audits, to further strengthen oversight and ensure alignment with its standards.

### Memberships

SGD Pharma engages in industry objectives to promote responsible sourcing and shared learning.

The Group has been a member of the Observatoire des Achats Responsables since 2023 and in 2025, we strengthened our approach by joining the Responsible Minerals Initiative. These memberships provide access to tools, resources, and collaboration opportunities to support responsible sourcing, including in conflict-affected and high-risk areas.

### Training

SGD Pharma provides regular training to strengthen the integration of sustainability into procurement practices.

In 2025, 100% of buyers completed training through the United Nations Global Compact Academy, covering:

- Advancing Decent Work in Business Through the UN Global Compact Labor Principles
- Taking Collective Action for Anti-Corruption
- Gender Equality in Supply Chains: Integrating Gender Equality Across Business Operations

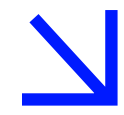
Additional training is delivered internally through the Ethics and Compliance and Quality Departments on topics such as anti-corruption, fraud, gifts and entertainment, conflicts of interest, whistleblowing, and good manufacturing practices.

Collaboration with the CSR and EHS departments further strengthen buyers' understanding of sustainability considerations across the value chain. These cross-functional initiatives ensure that responsible purchasing principles are consistently embedded in decision-making and day-to-day operations.

In 2026, selected buyers will receive training on EcoVadis tools to support suppliers assessments.



# Business ethics



Integrity, transparency, and compliance are fundamental to how SGD Pharma conducts business. Our approach to business ethics promotes responsible decision making, protects stakeholders, and strengthens trust across our value chain, while supporting long-term value creation.

## Progress in 2025

**93%**

of targeted employees across all locations trained on business ethics for the reporting year

**100%**

of active and at-risk third-parties assessed through a screening tool (third-party integrity verification) for the reporting year

**13**

number of receivable alert cases received through the whistleblowing procedure (including the whistleblowing platform/hotlines) for the reporting year

**100%**

of all sites with an internal verification/assessment of business ethics issues for the reporting year

**90%**

of at-risk employees completed information security training



# Commentary from our topic owner



“

In 2025, our Ethics & Compliance Department focused on further embedding responsible business conduct across the organization.”

**Valerie Breon-Normand**  
Group General Counsel



Building on the risk mapping conducted in 2024, we developed targeted mitigation measures tailored to each site and function. These actions will be fully implemented by the end of 2026 and represent a key step in strengthening our Group-wide culture of integrity.

Training remained a core priority. Employees across the Group participated in sessions on anti-corruption, gifts and invitations, fraud prevention, conflicts of interest, and whistleblowing. Production site-based employees also attended dedicated sessions on whistleblowing to ensure consistent understanding across all roles.

We enhanced our third-party due-diligence process through the deployment of a new screening tool, improving risk identification for suppliers, customers, and partners.

In addition, a new procedure governing participation in trade associations was introduced supported by an inventory of employees involved in external organizations to ensure full compliance with competition law.





## Targets

- Achieve ISO 37001 certification by the end of 2026
- Train 100% of at-risk employees on core ethics topics by the end of 2026
- Train 100% of production site-based employees on whistleblowing by the end of 2026
- Train 100% of at-risk employees on competition law and personal data protection by the end of 2027
- Integrate a conflict-of-interest screening into recruitment processes

## Anti-corruption

SGD Pharma maintains a zero-tolerance approach to corruption and bribery across its operations and value chain.

The Group complies with all applicable legal frameworks, including the French Sapin II Law and the US Foreign Corrupt Practices Act. SGD Pharma has not been subject to ethics-related disputes or litigation in recent years.

A Group-wide corruption risk assessment conducted in 2024 informed a targeted anti corruption action plan deployed in 2025, with mitigation measures tailored to identified risk areas.

Key measures implemented in 2025 included:

- Annual ethical business conduct certification, with conflict-of-interest declarations

- Strengthened selection and monitoring procedures for agents and distributors
- Enhanced procurement procedures for support functions.

In 2026, we plan to update our Anti-Corruption Policy to ensure continued alignment with evolving legislation and with the measures introduced under the anti-corruption action plan.

## Conflicts of interest

SGD Pharma has processes in place to identify, prevent, and manage conflict of interest within the Group, including across its governance bodies and senior management. All SGD Pharma Group employees are required to comply with the Group's Code of Ethics and conflicts of interest procedures. Executive Committee and other relevant employees must complete an annual certificate of professional and ethical conduct, including the declaration of any actual or potential conflicts. Where conflicts are identified, appropriate mitigation measures are applied, including, where necessary, recusal from decision making.

## Third-party due diligence

In line with anti-corruption legislation, including Sapin II, sanctions regulations, and our commitments to partners, SGD Pharma applies a Third-Party Due Diligence Procedure to assess the extra financial risks associated with suppliers, customers, and other partners.

The objective is to identify risks, particularly those linked to corruption or sanctions, and to apply appropriate measures to protect the Group's reputation. These measures may include mitigation actions or the decision not to initiate or to discontinue relationships with high-risk third parties.

The following third parties are subject to due diligence:

- All agents or distributors, regardless of their location or revenue
- Any partner operating in a country subject to sanctions
- Any partner operating in a high-risk country, defined as a Transparency International score between 0 and 39, where annual revenue exceeds €5,000
- Any partner operating in a medium-risk country, defined as a Transparency International score between 40 and 59, including China, where annual revenue exceeds €5,000
- Any partner operating in a low-risk country, defined as a Transparency International score above 59, where annual revenue exceeds €10,000

Assessments are based on pre-established criteria and include a review of publicly available information and documentation provided by the third party, covering structure, governance, and reputation.

In 2025, the procedure was strengthened through the deployment of a new workflow-based tool and updated assessment protocols. Fifteen employees from Customer Success Relations, Sales, Purchasing, and Credit Management were trained to apply the revised process under the supervision of the Ethics & Compliance Department.

In 2026, an enhanced due-diligence questionnaire will be introduced for the highest-risk partners.



## Competition law

Our Competition Law Policy defines required behaviors to prevent anti-competitive risks.

In 2025, we introduced a procedure for participation in trade associations, requiring prior approval, validation of agendas, and assessment of risks.

An inventory of involved employees is underway, and targeted training will be deployed in 2026 to ensure compliant interactions and protect fair competition.

## Whistleblowing

In 2023, SGD Pharma updated its Whistleblowing Procedure to ensure compliance with applicable international and national regulations, including the EU Whistleblowing Directive, the General Data Protection Regulation, the French Waserman Law, the German HinSchG, and the Indian Companies Act.

The procedure provides a secure channel for reporting suspected violations, including corruption, financial misconduct, environmental harm, health and safety breaches, or data privacy concerns. Ethical, legal, or social issues may also be raised through the Group's whistleblowing procedure.

Multiple reporting channels are available, including an online platform, hotline, email, and in person reporting. These channels are accessible to employees and relevant third parties across the value chain.

Since 2025, all operational sites display information promoting the whistleblowing procedure to ensure awareness and accessibility of reporting channels, reinforcing the Group's commitment to transparent and ethical business conduct.

Together, these policies and procedures, along with the Code of Ethics, form the foundation of SGD Pharma's Ethics and Compliance framework, ensuring that ethical principles are embedded in daily operations, decision-making and strategic discussions.

All internal alert cases are managed by the Compliance committee that includes some of Executive Committee members and Group Compliance Officer in line with Group Internal Alert Procedure.

## Training

Fostering a Group wide culture of integrity and responsible business conduct remains a priority. SGD Pharma is committed to providing employees with the knowledge and tools required to uphold ethical standards in their professional activities.

In 2025, training focused on at-risk employees including members of the Executive Committee and office-based roles. In 2025, 821 at-risk employees have completed ethics training, representing 93% of the target population across France, Germany, China, and India.

This training was delivered through five e-learning modules covering corruption, fraud, conflicts of interest, gifts and entertainment and whistleblowing.

In parallel, 1,313 production site-based employees participated in on-site whistleblowing training sessions, representing 57% of the site-based workforce.

In 2026, SGD Pharma aims to achieve full training coverage for both at-risk employees and production site-based employees. Additional training on competition law will also be deployed, including for employees representing the Group in trade associations.

These training initiatives support the ongoing strengthening of a consistent culture of integrity across all locations and levels of the organization.



# Information security



## Targets

- Train 100% of active employees with electronic access to SGD Pharma's network across all French locations on information security by the end of 2026
- Train 95% of active employees with electronic access to SGD Pharma's network across all locations on information security

## KPIs

- 63% of active employees who have electronic access to the Group's network across all locations were trained on information security in 2025

## Risk management

In 2025, the Group commenced a program to harmonize information security risk assessment methodologies across all sites. The objective is to ensure consistent application of risk identification, evaluation, and treatment across the Group. Implementation will continue throughout 2026.

This initiative strengthens the Group's cybersecurity framework and supports compliance with the EU cybersecurity directive, NIS2, particularly in risk management, governance, and operational resilience.

## Incident management and response

The Group has implemented processes and tools to detect, analyze, and respond to cybersecurity incidents. The Security Operations Center plays a central role in monitoring and incident management.

Response procedures are defined to ensure timely containment, remediation, and communication. Lessons learned from incidents are integrated into continuous improvement actions.





## Access and identity management

Access to information systems follows the principles of least privilege and role-based access control. User access rights are granted, reviewed, and revoked through formal processes.

Multi-factor authentication protects access to critical systems, while privileged accounts are managed through a dedicated bastion solution that ensures controlled, monitored, and traceable activities. Enhanced oversight of privileged accounts reduces the risk of misuse and strengthens the Group's security posture.

## Business continuity and backup

The Group maintains backup and recovery mechanisms to ensure the availability and resilience of critical systems and data. Backup procedures are regularly tested to verify restoration capabilities. Business continuity and disaster recovery plans are defined and progressively strengthened to minimize operational disruption in the event of incidents.



## Policies

SGD Pharma's information security framework is supported by policies governing the protection of information, responsible use of IT resources, and management of third-party access.

Updated in 2025, our Information Systems Security Policy defines the security objectives and principles governing users interaction with the Group's information systems, ensuring a consistent level of protection across systems, processes, and operations. Our IT Charter complements the Information Systems Security Policy by setting out rules for the secure and appropriate use of IT resources and data. As IT tools are essential to operations, each user is responsible for maintaining security, protecting confidential information, complying with applicable laws, and acting with integrity.

Integrated into the Employee Code of Conduct, the IT Charter applies to all employees and external parties acting on behalf of the Group, including suppliers, subcontractors, and consultants.

A dedicated AI Chapter addresses the risks associated with artificial intelligence, particularly generative AI, including the potential exposure of sensitive information and the use of unauthorized tools.

The third-party access policy defines the rules that apply to external partners who interact with our information systems, whether onsite or remote. It aims to identify and mitigate risks related to systems, assets, and data integrity in line with the three core principles of confidentiality, integrity, and availability.

Together, these policies protect the integrity of our systems and data and reinforce the Group's commitment to safeguarding information and confidentiality.

## Initiatives

In 2025, our IT and Information Systems teams advanced several initiatives to strengthen cybersecurity.

### Security Operations Center

A key priority was the optimization of the Security Operations Center, which provides continuous monitoring, incident analysis, and threat detection.

Enhanced detection capabilities enable faster identification of risks and more effective response coordination.

In 2026, our cybersecurity environment will be further strengthened with the introduction of a new tool to support device management and system updates.

### Active Directory

A Group-wide review and standardization of Active Directory was completed in 2025. This work, covering access rights, user accounts, password policies, and device configurations, ensures consistent access controls across all sites and reinforces the protection of sensitive information.

### Firewalls

Firewall security is being harmonized across all locations. Consolidating firewall rules reduces inconsistencies and improves protection against external threats.

This work will continue in 2026 alongside enhancements to Network Access Control systems, ensuring that only authorized and compliant devices can access the Group's internal network.



## CyberVadis assessment

SGD Asia Pacific has been assessed by CyberVadis since 2022. CyberVadis evaluates organizations against internationally recognized standards, including NIST, ISO 27001, and GDPR, across four areas: data privacy, data protection, third-party management, and business continuity.

In 2025, SGD Asia Pacific achieved a score of 842 out of 1000, placing it in the “Developed” category, with “Mature” performance in data privacy, third-party management, and business continuity. This represents a significant improvement from 421 in 2022 and 775 in 2023, demonstrating sustained progress in cybersecurity governance and practice.

## Endorsements and memberships

### Sustainable IT Charter

Since November 2025, SGD Pharma has been a signatory to the Sustainable IT Charter, promoted by the Institute for Responsible IT. This represents the Group’s commitment to a responsible and sustainable approach to digital infrastructure. Key principles include:

- Environmentally responsible IT practices
- Accessible and inclusive digital services
- Ethical and transparent IT operations

Joining the Charter also connects SGD Pharma to a community of organizations that share experiences and practical initiatives, supporting our continuous improvement in these areas.

## Le Cercle de Confiance des Décideurs de l’IT

Our IT and Information Systems teams are active members of Le Cercle de Confiance des Décideurs de l’IT (CRiP), a network of public and private organizations addressing shared IT and IS challenges. CRiP provides regular learning opportunities and continuous technology monitoring, giving our teams access to the latest innovations and their strategic and sustainability implications.

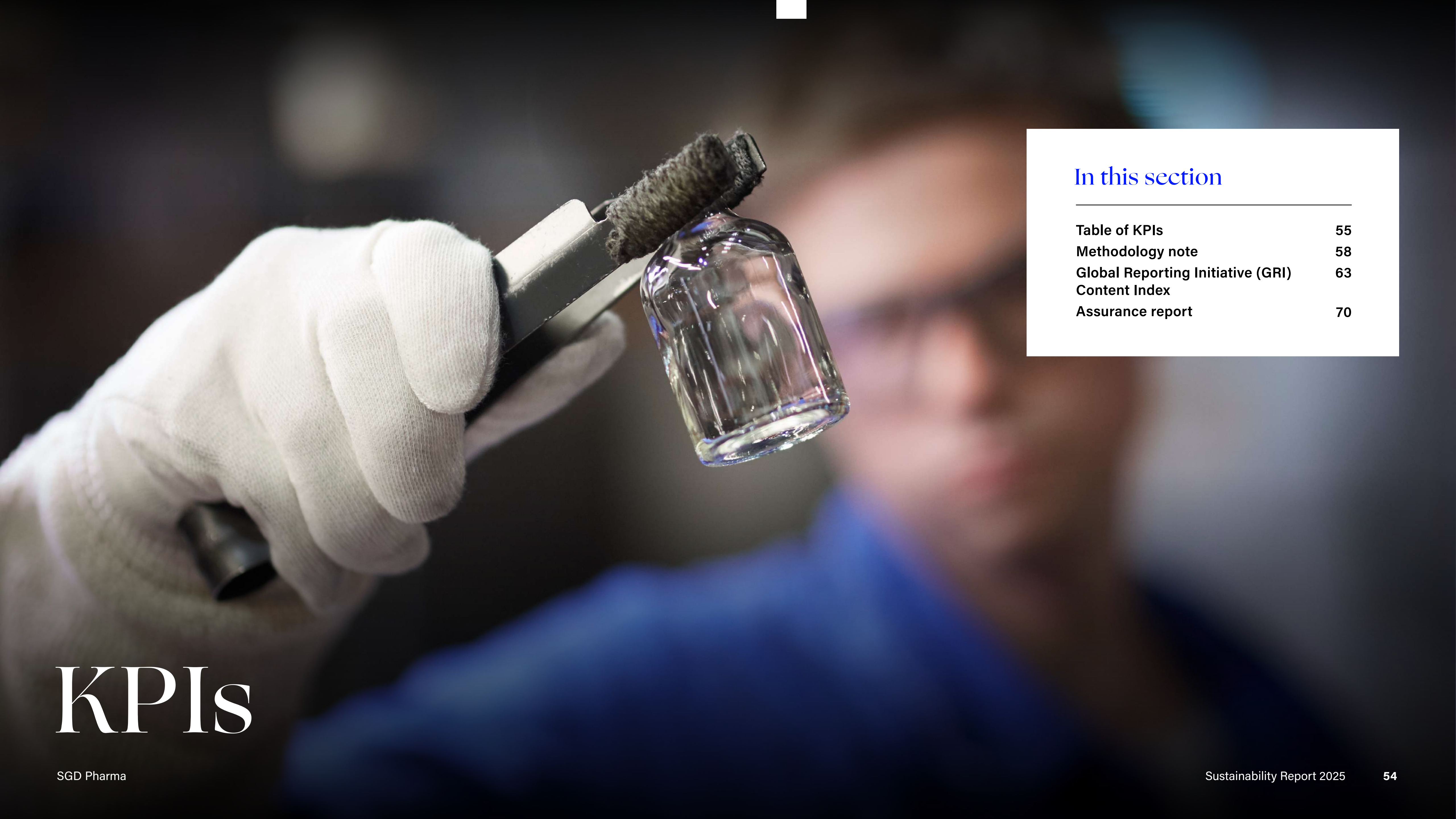
Through workshops and knowledge sharing, employees gain insights into best practices in responsible information management and risk prevention, supporting informed strategic and operational decisions.

### Training

SGD Pharma promotes a strong culture of vigilance through tailored e-learning modules on information security topics, available in French, English, Chinese, Spanish, Italian, and German.

In addition to formal training, employees also receive regular updates on emerging threats and recommended actions, helping maintain a high level of awareness and responsiveness across the organization.






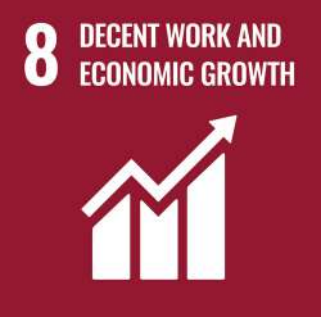

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# KPIs



# Table of KPIs

Material topics	Pillar	Sustainable Development Goal	Commitment	Key performance indicator	2021	2022	2023	2024	2025	
Health and safety	Our people		Zero accident, zero occupational illness	FR1 (Lost time injury rate for direct workforce)	3.28	2.78	2.61	2.74	2.65	
*LTA + NLTA (Lost time accident + no lost time accidents)				30	32	26	25	22		
Career management and training			Attract, develop and retain talent	Attrition rate	7.6%	7.6%	7.6%	7.9%	4.9%	
				*Average hours of training per year per employee	25.9	25.9	25.9	27	21.4	
Social dialogue and diversity		Equal employment and promotion opportunities		*% of the total workforce covered by a formal collective agreement	38%	39%	41%	75%	69%	
				*% of permanent employees covered by an incentive scheme based on individual or collective agreement	N/A	N/A	93%	97%	97%	
				% of women in top management positions	22%	22%	22%	22%	22%	
				*% of women in senior management	33%	32%	28%	47%	37%	
Quality of service and competitiveness		Our business values		Zero non-compliance	OTIF 1 (On time in full delivery)	97.3%	97%	98.4%	98.4%	98.5%
					Full compliance with national and international laws and regulations	*% of targeted employees across all locations trained on business ethics for the reporting year	98%	15.6%	93%	91%
*Number of alerts received through whistleblowing procedure for the reporting year	N/A			N/A		4	2	13		
*Number of confirmed corruption/bribery incidents for the reporting year	0			0		0	0	0		
*% of all sites with internal/assessment of business ethics issues for the reporting year	N/A			N/A		100%	100%	100%		
Global business ethics policy										

\* Marked KPIs are verified externally.

# Table of KPIs





Material topics	Pillar	Sustainable Development Goal	Commitment	Key performance indicator	2021	2022	2023	2024	2025
Global business ethics policy	Our business values		Full compliance with national and international laws and regulations	*% of critical qualified suppliers assessed through a screening tool (third-party integrity verification) for the reporting year	100%	100%	100%	100%	100%
				% of active and at-risk Third-Parties assessed through a screening tool (third-party integrity verification) for the reporting year	N/A	N/A	N/A	N/A	100%
				*% of critical qualified Third-Parties assessed through a screening tool (third-party integrity verification) for the reporting year	N/A	N/A	N/A	N/A	100%
				*At-risk employees across all locations who received training on information security issues	N/A	N/A	98%	90%	90%
				*% of critical suppliers for which conflict minerals information is available	100%	39%	53%	85%	87%
				*% of critical suppliers that have been assessed through the CSR questionnaire or EcoVadis ratings	80%	91%	93%	85%	95%
				% of critical suppliers that have CSR clauses in their contracts	80%	100%	100%	100%	100%
				% of critical suppliers that have signed our Business Code of Conduct and Ethics	85%	90%	97%	95%	96%
				% of buyers trained on CSR topics	N/A	100%	100%	100%	100%
Energy consumption and greenhouse gases	Our environmental aspects		Improve energy efficiency and tackle climate change	*Annual GHG emissions (Scope 1), tonnes CO <sub>2</sub> eq	131,100	142,402	138,080	121,554	124,953
				*Annual GHG emissions (Scope 2), tonnes CO <sub>2</sub> eq market-based	67,569	76,332	61,596	59,909	33,784
				Overall energy consumption, MWh	700,011	735,572	724,127	662,999	695,342
				*Annual GHG emissions (Scope 3), tonnes CO <sub>2</sub> eq	N/A	319,467	320,289	328,933	318,760

\* Marked KPIs are verified externally.

# Table of KPIs



Material topics	Pillar	Sustainable Development Goal	Commitment	Key performance indicator	2021	2022	2023	2024	2025	
Energy consumption and greenhouse gases	Our environmental aspects		Improve energy efficiency and tackle climate change	GHG emissions (Scope 1 & 2) per melted tons of glass, tonnes CO <sub>2</sub> eq	0.741	0.753	0.693	0.663	0.542	
				*GHG emissions (Scope 1 & 2) per k€ generated, tonnes CO <sub>2</sub> eq	0.611	0.533	0.452	0.402	0.363	
				Emission factor (tCO <sub>2</sub> eq/Good tons) – average for Type I (location-based)	1.324	1.440	1.506	1.285	0.817	
				Emission factor (tCO <sub>2</sub> eq/Good tons) – average for Type II & III (location-based)	0.910	0.905	0.846	0.849	0.743	
				*Number of active projects to reduce impacts from end-of-life products	1	2	4	2	3	
Reuse, waste and water		*Water withdrawal relative to production (melted tonnes)		Optimise water use, reduce waste generation and abolish waste to landfill	*Water withdrawal relative to production (melted tonnes)	2.71	1.90	1.79	1.87	1.41
					Total water withdrawal, m <sup>3</sup>		554,090	516,457	513,063	406,484
					*Total amount of waste generated, tonnes	N/A	N/A	11,647	11,946	12,409
					Total amount of hazardous waste recycled, tonnes	N/A	N/A	80	80	222
					Waste recycling rate (recycled waste/total amount of waste generated)	76%	79%	70%	70%	82%
Local and accidental pollution	*Total emissions of NO <sub>x</sub> , tonnes		Make a positive impact on the local environment	*Total emissions of NO <sub>x</sub> , tonnes	357	271.5	277.4	332.4	301	
				Total volumes of SO <sub>x</sub> , tonnes	233.7	275.7	316.4	140.7	136.3	

\* Marked KPIs are verified externally.

# Methodology note



Indicator	Frequency	Unit	Definition/Calculation/Scope
Scope 1	Annually	tCO <sub>2</sub> eq	<p>GHG emissions scope 1 occur from sources that are owned or controlled by the company, in particular:</p> <ul style="list-style-type: none"> <li>Emissions from combustion in boilers and furnaces</li> <li>Emissions coming from mobile sources (non-road equipment and SGD vehicles)</li> <li>Emissions from industrial processes (chemical reactions in process equipment)</li> <li>Fugitive emissions from refrigeration and air conditioning</li> </ul> <p>The methodological framework is based on the GHG Protocol. Emission factor main sources used: ADEME, IPCC, internal measures, IGES.</p>
Scope 2	Annually	tCO <sub>2</sub> eq	<p>GHG emissions Scope 2 include GHG emissions from the generation of purchased electricity consumed by the company. These emissions occur at the facilities where the electricity is produced.</p> <p>The methodology is based on the GHG Protocol. Emission factor main sources used: ADEME, Supplier invoice, China EF database.</p>
Scope 3	Annually	tCO <sub>2</sub> eq	<p>Scope 3 includes all other indirect GHG emissions resulting from the company's activities but occurring from sources not owned or controlled by the company. The following categories are considered:</p> <p><b>Category 1:</b> Purchased goods and services: supplier-based, average-data and spend-based methods  <b>Category 2:</b> Capital goods: supplier-based and spend-based methods; granularity at site level (SGD Pharma) and subsidiary level (Embreliä), covering refractories, molds and other equipment  <b>Category 3:</b> Fuel- and energy-related activities: site-level data; Embreliä includes a supplier-based method  <b>Category 4&amp;9:</b> Upstream and downstream transportation and distribution (air, road and sea transport): site-level (SGD Pharma) and supplier-based method at subsidiary level (Embreliä)  <b>Category 5:</b> Waste generated in operations: site-level data; Embreliä uses a spend-based method  <b>Category 6:</b> Business travel: data for France, Germany and China, as well as Embreliä; average-data method  <b>Category 7:</b> Employee commuting: group-level, including Embreliä; average-data method  <b>Category 8&amp;13:</b> Upstream and downstream leased assets: site-level, including Embreliä; average-data method  <b>Category 10:</b> Processing of sold products: no specific methodology disclosed  <b>Category 12:</b> End-of-life treatment of sold products: site-level (SGD Pharma) and subsidiary level (Embreliä); average-data method, based on a 2020 study for key assumptions (market segment breakdown, recycling rates) and SAP product stock data  <b>Category 14 (franchises) and 15 (investments)</b> are not applicable to SGD Pharma</p> <p>The methodology is based on the GHG Protocol. Emission factor main sources used: ADEME, Suppliers data, CRREM, EXIOBASE.</p>
Total emissions of NO <sub>x</sub>	Annually	Tonnes	<p>NO<sub>x</sub> emissions from combustion in furnaces. NO<sub>x</sub> emissions are measured at air emission outlet of the furnaces (fumes evacuation, chimneys or after air pollution treatment).</p> <p><b>Measurement is done:</b></p> <ul style="list-style-type: none"> <li>With internal emissions analysis (fixed or mobile) or through semi-annual measurement campaigns by 3rd party</li> <li>Continuously or by spot measures</li> </ul> <p><b>Application perimeter:</b> This indicator only concerns glass manufacturing plants. Measured value or estimation = last external concentration measure (mg/m<sup>3</sup>) * flow rate (m<sup>3</sup>/h) * 24hours * number of days of the month.</p>

# Methodology note



Indicator	Frequency	Unit	Definition/Calculation/Scope
<b>Water withdrawal relative to production (melted tonnes)</b>	Annually	m <sup>3</sup> /melted tonnes	Water withdrawals refer to all water volume (m <sup>3</sup> ) taken from the various sources available to be used in the site. Collection of all data is in the Group consolidation file. Monthly Total volume of water (from water public network + pumped from ground water well or from rain water tank). Water is measured in some sites daily, some sites monthly, using installed counters.
<b>Total amount of waste generated</b>	Annually	Tonnes	Collection of all data is in the Group consolidation file. Total quantity of waste generated (domestic, non hazardous and hazardous wastes, recycled, non recycled) by the site.
<b>Total amount of hazardous waste recycled</b>	Annually	Tonnes	Refers to any waste material that poses a significant risk to human health or the environment due to its chemical, physical, or biological properties. The waste is often flammable, toxic, corrosive, or reactive. Common examples include: Batteries containing lead or mercury, solvents and industrial chemicals, used oil and certain types of paints. Collection of all data is in the Group consolidation file. It is managed by certified external service providers. Treatment methods vary depending on the waste category and include recovery, incineration, and recycling.
<b>Number of active projects to reduce impacts from end-of-life products</b>	Annually	Projects	"End-of-Life" Project: Any project aimed at reducing the environmental impact of glass materials at the end of their life cycle, i.e., after use across the Group SGD Pharma. The glass can be produced, recycled, or made recyclable by SGD Pharma. "Waste Reduction & Recycling" project: Any project aimed at reducing the environmental impact of glass materials throughout their life cycle—from manufacturing to pre-use—by seeking to recover waste materials. Glass can be produced, recovered, or made recoverable by SGD Pharma. R&D team provides information that is stocked in the Group consolidation file. Projects are considered "Active" when they are officially incorporated into the R&D process (PR 00312 - Stage Gate) or launched by the Purchasing Department.
<b>% of permanent employees covered by an incentive scheme based on individual or collective agreement</b>	Annually	%	<b>Variable compensation components included in the calculation:</b> <ul style="list-style-type: none"> <li><b>Across the Group:</b> an annual bonus for managers that takes into account both collective performance (Group or business unit results) and individual performance</li> <li><b>In France:</b> profit-sharing agreements (mandatory) and incentive agreements (voluntary) signed with labor unions in the three companies</li> <li><b>In Germany:</b> profit-sharing agreement (ergebnissbeteiligung) signed with labor unions</li> <li><b>In China:</b> production bonus based on output and applicable to industrial workers</li> <li><b>In India:</b> local bonus for certain employees who are not eligible for the Group bonus</li> </ul> <b>Scope:</b> Permanent employees in the various countries covered by a variable compensation plan. Employees on fixed-term contracts based in France are also eligible for profit-sharing and incentive plans if they meet the attendance requirement of more than three months during the calendar year.
<b>% of the total workforce covered by a formal collective agreement</b>	Annually	%	<b>Definition of headcount:</b> 1 employment contract = 1 employee, counted at the end of the period (each month). <b>Regions not covered by formal collective agreements:</b> <b>India:</b> we do not apply a collective agreement and do not have a company-wide agreement covering various HR aspects. <b>United States:</b> same situation as in India. Availability of agreements: collective bargaining agreements in the EU are in the public domain and are referenced in employment contracts in France, Italy, Germany, and Spain. The collective agreement in China is an internal SGD Pharma agreement. <b>Scope:</b> All internal employees (permanent, fixed-term, and temporary) excluding interns and work-study students.

# Methodology note



Indicator	Frequency	Unit	Definition/Calculation/Scope
Average hours of training per year per employee	Annually	No of hours	<p><b>Types of training considered in the calculation:</b></p> <p><b>All training recorded:</b> training included in the SGD Pharma training plan and funded by the Group. Hours recorded = primarily hours delivered locally by the sites.</p> <p><b>Not yet counted:</b> e-learning training hours on the Groupe 360 Learning platform (commercially available modules or internally developed modules). Ability to export training reports, not integrated in 2024.</p> <p><b>Training duration:</b> &gt;1/2 day, 4 hours (one-hour awareness sessions not counted). Training hours below 1 hour are included for entities in China and India.</p> <p><b>Scope:</b> Permanent employees (permanent contracts) and temporary employees (fixed-term contracts, temporary agency workers).</p> <p><b>Note:</b> Temporary agency workers often participate in training programs (particularly in-house ones) before being certified and placed in our facilities under temporary assignment contracts.</p> <p><b>Not included:</b> Interns and work-study students.</p>
% of women in senior management	Annually	%	<p><b>Management Structure at SGD Pharma:</b> ExCo (9 positions, including the CEO) Global Leadership Team (GLT) (approximately 36 positions, subject to change based on new hires and departures) Extended Management Committee (ExCo + GLT): approximately 45 positions</p> <p><b>Scope:</b> There are two indicators that differ in terms of the number of managers included % of women in top management (Board Members) -&gt; scope: Executive Committee % of women in senior management (C-Suite positions) -&gt; scope: Extended Management Committee</p> <p><b>Vacant positions:</b> not included.</p>
Accident LTA+NLTA	Annually	No of accidents	<p><b>LTA: Lost Time Accident</b> An LTA results in an injury or physical &amp; psychological condition that causes the victim to stop working and to not be able to come back to work the following day, whether it is a working day or not (lost calendar day).</p> <p>A Non Lost Time Accident (NLTA) results in an injury or physical &amp; psychological condition that led to a medical treatment outside the site (external cure needed or medical advice at hospital or by a doctor), and that causes the victim to stop working for less than one day (victim is sent to hospital/doctor and is able to come back the same day or the next day/shift).</p> <p>Commuting accidents are not included.</p> <p><b>Calculation method:</b> Sum of Lost Time Accidents + Non Lost Time Accidents.</p> <p>The concerned headcount will include all persons regardless of status (including visitors, subcontractors, administrative service providers, etc.) present on a site under the responsibility of SGD Pharma: factories, headquarters and ancillary sites (rented or remote offices, dedicated warehouse, etc.).</p> <p>If needed, the site is in charge of contesting the accident with the local entity concerned by expressing reservations (e. g. no direct link between injury and work activities at SGD Pharma). In that case, the accident is counted in the KPI and removed only once a written confirmation is received confirming that the accident isn't imputed to the company (e.g. not work-related).</p>

# Methodology note



Indicator	Frequency	Unit	Definition/Calculation
% of targeted employees across all locations trained on business ethics for the reporting year	Annually	%	<p>Examples of training topics included in the indicator:</p> <ul style="list-style-type: none"> <li>• Anti-corruption</li> <li>• Gifts and invitations</li> <li>• Fraud</li> <li>• Conflict of interest</li> <li>• Whistleblowing</li> </ul> <p>For each e-learning course, the target audience is defined in the training plan: Calculated as of December 31 of each year based on the training programs to be completed by the target population (excluding new arrivals from 30 June 2025). Note that targeted individuals who left the group before the end of the training year are excluded.</p> <p>KPI calculated at the Group level for the target population (population exposed by the risks covered to the training topics, all office-based employees with SGD email domain).</p>
% of all sites with an internal verification/assessment of business ethics issues for the reporting year	Annually	%	<p>KPI calculation formula: number of sites evaluated/total number of sites in the SGD Pharma Group.</p> <p><b>Methodology:</b> The format and methodology of the assessment depend on the priority theme of the E&amp;C action plan/roadmap for the reporting year.</p> <p><b>2025:</b> Topic: "Inventory and assessment of accounting controls to formalize and strengthen anti-corruption accounting controls (in accordance with the requirements of the Sapin II Law)": Method for assessing existing risks and controls through a document review and interviews with key personnel covering all Group entities -&gt; formalization of the anti-corruption accounting control plan.</p> <p><b>KPI Scope:</b> Group - the sites and individuals targeted are specifically described based on the topic being evaluated.</p>
Number of alerts received through the whistleblowing procedure (including the whistleblowing platform/hotlines) for the reporting year	Annually	No of alerts	<p><b>Admissibility criteria for alerts:</b> Alerts regarding non-compliance with regulations and/or the Group's compliance principles (labor law, EHS, ethics, corruption, fraud, conflicts of interest), with sufficient investigative information available. Alerts that do not meet these criteria are classified as inadmissible (excluded from KPIs).</p> <p><b>3 reporting channels:</b></p> <ul style="list-style-type: none"> <li>• The employee contacts their line manager, who must then escalate the alert to the team responsible for managing and investigating alerts (Members of the Compliance Committee)</li> <li>• Contact the individuals specifically designated at the Group level: Group Legal and Compliance Director + HR Director (+ specific personnel in Germany and India), who must then escalate the alert to the team responsible for managing and investigating alert cases (Members of the Compliance Committee)</li> <li>• Professional reporting system via platform (Navex's WhistleB system): reports received by Compliance Committee members</li> </ul> <p><b>KPI calculation formula:</b> the number of valid whistleblowing reports received through the Group's internal whistleblowing procedure during the reporting year, specifically the number of reports for which an investigation was conducted.</p> <p><b>KPI Scope:</b> Group – KPI based on professional alerts submitted (by an employee or a third party, such as service providers, etc.) as part of the internal reporting procedure of the SGD Pharma Group in the broadest sense, including the WhistleB platform.</p>

# Methodology note



Indicator	Frequency	Unit	Definition/Calculation
<b>Number of confirmed corruption/bribery incidents</b>	Annually	No of incidents	<p><b>Definition:</b> Confirmed incidents of corruption resulting from investigations led by the team responsible for managing and investigating reports received through the Group's internal reporting procedure, and conducted by that team and/or designated subject matter experts (local attorneys or advisors, or internal or external experts).</p> <p><b>KPI calculation formula:</b> the number of admissible reports received through the Group's internal reporting procedure during the reporting year regarding an incident of corruption and confirmed through the investigations conducted.</p> <p><b>KPI Scope:</b> Group - KPI calculated based on all incidents identified through the Group's internal alert procedure.</p>
<b>% of active and at-risk third-parties assessed through a screening tool (third-party integrity verification) for the reporting year</b>	Annually	%	<p><b>Tool:</b> IndueD by ALTARES (change of tool effective March 2025 and implementation of a new third-party verification procedure effective June 2025). SGD Pharma obtains the third-party ethical compliance score through a screening and monitoring tool that evaluates them based on publicly available information (Politically Exposed Persons, international sanctions, and negative press), in accordance with the new process defined below.</p> <p><b>An "active third-party" is defined as:</b></p> <ul style="list-style-type: none"> <li>• For third-parties existing at the time of the change in screening tool, a third-party with whom a Group entity has had a financial transaction in the past two years (= a third party existing in SAP with a financial transaction in the past two years), and any new third-party with whom a Group entity establishes a business relationship (=third-party not previously existing in SAP – the Group's management tool).</li> <li>• "At-risk third-party" refers to all third-parties (existing and new) that meet the verification criteria defined below.</li> </ul> <p><b>Calculation date:</b> December 31 of the reporting year.</p> <p><b>KPI calculation formula:</b> number of active and at-risk third-parties verified/total number of active and at-risk third-parties to be verified for the reporting year.</p> <p><b>Scope of KPI:</b> Group – This metric covers all active third-parties within the SGD Pharma Group that are considered to be at risk.</p>
<b>% of critical qualified suppliers assessed through a screening tool (third-party integrity verification) for the reporting year</b>	Annually	%	<p>From 2025 onward, a "critical" qualified supplier is defined as an active, high-risk supplier assessed by the IndueD tool that receives a compliance score of "medium risk" or "high risk" after false positives have been addressed (verification of homonyms).</p> <p>The % indicator represents the number of critical suppliers for whom the Compliance team conducted an assessment of negative information, out of the total number of suppliers classified as critical for the reporting year.</p> <p><b>Scope:</b> SGD Pharma Group.</p>
<b>% of critical suppliers that have been assessed through the CSR questionnaire or Ecovadis ratings</b>	Annually	%	<p><b>Critical supplier:</b> suppliers classified on the 7 categories identified to that have direct impacts on product quality (such as raw materials, packaging, transports, subcontracting; tools covering). No link to value but linked with criticality.</p> <p><b>Scope:</b> all critical suppliers.</p> <p>The criteria for evaluating active critical suppliers:</p> <ul style="list-style-type: none"> <li>• Status of supplier: active/in progress (under validation)</li> <li>• Supplier Code of Conduct signed</li> <li>• CSR questionnaire completed, based on 10 principles of UN Global Compact or EcoVadis assessment</li> </ul>

# Global Reporting Initiative (GRI) Content Index



Statement of use: SGD Pharma has reported in accordance with the GRI Standards for the period January 1 to December 31, 2025. GRI 1 used: GRI 1 Foundation 2021.

GRI Standard	GRI Disclosure	Section title	Page	Further information/reason if omitted
<b>GRI 2: General Disclosures 2021</b>				
2-1	Organizational details	Introduction - About SGD Pharma, Our business model and value chain	6, 7, 9	
2-2	Entities included in the organization's sustainability reporting	Introduction - About this report	9	
2-3	Reporting period, frequency and contact point	Introduction - About this report, Final page	9 and final page	
2-4	Restatements of information			No restatements made.
2-5	External assurance	Introduction - About this report, Assurance report	9, 71	
2-6	Activities, value chain and other business relationships	Introduction - Our business model and value chain, About this report	7, 9	
2-7	Employees	Our people - Key characteristics of our employees	34	Non-guaranteed hours employees not applicable. Full-time employees reported as permanent employees and part-time reported as temporary employees. No significant fluctuations in numbers to report.
2-8	Workers who are not employees			Service contract workers are managed by third-party providers and fall outside the organization's defined reporting boundary for workforce disclosures.
2-9	Governance structure and composition	Introduction - Our governance	11	
2-10	Nomination and selection of the highest governance body			Due to confidentiality constraints related to governance processes and board-level decision-making, detailed information on the nomination and selection of the highest governance body is not publicly disclosed.
2-11	Chair of the highest governance body	Introduction - Our governance	11	
2-12	Role of the highest governance body in overseeing the management of impacts	Introduction - Our governance	12	

# Global Reporting Initiative (GRI) Content Index



GRI Standard	GRI Disclosure	Section title	Page	Further information/reason if omitted
<b>GRI 2: General Disclosures 2021</b>				
2-13	Delegation of responsibility for managing impacts	Introduction - Our governance	12	
2-14	Role of the highest governance body in sustainability reporting	Introduction - Our governance	12	
2-15	Conflicts of interest	Introduction - Our governance	12	There is a procedure and mandatory annual declaration in place that covers all mentioned conflict of interest situations.
2-16	Communication of critical concerns			All internal alert cases are managed by the Compliance committee that includes some of Executive Committee members and Group Compliance Officer in line with Group Internal Alert Procedure.
2-17	Collective knowledge of the highest governance body	Introduction - Our governance	12	
2-18	Evaluation of the performance of the highest governance body	Introduction - Our governance	12	
2-19	Remuneration policies	Introduction - Our governance	12	
2-21	Annual total compensation ratio			Due to confidentiality constraints related to individual compensation data, the organization does not disclose the ratio of the CEO compensation to the median annual total compensation of all employees.
2-22	Statement on sustainable development strategy	Introduction - A message from the CEO	5	
2-23	Policy commitments	Introduction - Our governance, Our business values - Policies, Business ethics	12, 45, 49, 50	
2-24	Embedding policy commitments	Our business values - Business ethics	45, 49, 50	
2-25	Processes to remediate negative impacts	Our business values	45, 50	
2-26	Mechanisms for seeking advice and raising concerns	Our business values - Whistleblowing	50	
2-27	Compliance with laws and regulations	Table of KPIs	55	No instance of non-compliance.
2-28	Membership associations	Introduction - Memberships and endorsements	14	
2-29	Approach to stakeholder engagement	Introduction - Our stakeholders	13	

# Global Reporting Initiative (GRI) Content Index



GRI Standard	GRI Disclosure	Section title	Page	Further information/reason if omitted
<b>GRI 2: General Disclosures 2021</b>				
2-30	Collective bargaining agreements	Our people - Collective bargaining, Table of KPIs	35, 55	For employees not covered by collective bargaining agreements, i.e. India the site has SA 8000 certification.
<b>GRI 3: Material Topics 2021</b>				
3-1	Process to determine material topics	Appendix	75, 76, 77	
3-2	List of material topics	Appendix	77	
3-3	Management of material topics	Environmental aspects, Our people, Our business values	17-53	
<b>GRI 201: Economic Performance 2016</b>				
201-1	Direct economic value generated and distributed	Introduction - Business model and value chain	7	Value created in Euros provided, other data is considered confidential information.
201-2	Financial implications and other risks and opportunities due to climate change	Environmental aspects - Climate change, Appendix	20-22, 76	
201-3	Defined benefit plan obligations and other retirement plans			The organization operates across multiple jurisdictions with diverse retirement systems, and data on retirement plans is not currently consolidated at a global level.
201-4	Financial assistance received from government			Not applicable - no financial assistance received from governments.
<b>GRI 205: Anti-corruption 2016</b>				
205-1	Operations assessed for risks related to corruption	Our business values - Business ethics, Table of KPIs	47, 55	
205-2	Communication and training about anti-corruption policies and procedures	Our business values - Business ethics	50	
205-3	Confirmed incidents of corruption and actions taken	Table of KPIs	55	0 cases.

# Global Reporting Initiative (GRI) Content Index



GRI Standard	GRI Disclosure	Section title	Page	Further information/reason if omitted
<b>GRI 206: Anticompetitive Behavior</b>				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Our business values - Business ethics	49	0 cases.
<b>GRI 302: Energy 2016</b>				
302-1	Energy consumption within the organization	Environmental aspects - Energy transition, Table of KPIs, Methodology note	22, 55, 60	
302-2	Energy consumption outside of the organization			Not applicable - energy consumption outside of the organization is not in scope.
302-3	Energy intensity			1.6 MWh/k Euro revenue (energy inside the organization included: fuel and electricity).
302-4	Reduction of energy consumption			32,343 MWh (fuel and electricity) reduction from 2024 to 2025.
302-5	Reductions in energy requirements of products and services			Not applicable to sold products.
<b>GRI 303: Water and Effluents 2018</b>				
303-1	Interactions with water as a shared resource	Environmental aspects - Water management	24, 25	
303-2	Management of water discharge-related impacts	Environmental aspects - Water management	24, 25	
303-3	Water withdrawal			Data available in CDP response.
303-4	Water discharge			Data available in CDP response.
303-5	Water consumption			Data available in CDP response.
<b>GRI 305: Emissions 2016</b>				
305-1	Direct (Scope 1) GHG emissions	Table of KPIs	56	Our greenhouse gas (GHG) emissions inventory is calculated using the operational control approach, in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard. Global warming potentials (GWPs) are sourced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6).

# Global Reporting Initiative (GRI) Content Index



GRI Standard	GRI Disclosure	Section title	Page	Further information/reason if omitted
<b>GRI 305: Emissions 2016</b>				
305-2	Energy indirect (Scope 2) GHG emissions	Table of KPIs	56	Location based scope 2 emissions for reporting year: 63,448 tCO <sub>2</sub> eq. Our greenhouse gas (GHG) emissions inventory is calculated using the operational control approach, in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard. Global warming potentials (GWPs) are sourced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6).
305-3	Other indirect (Scope 3) GHG emissions	Table of KPIs	56	Our greenhouse gas (GHG) emissions inventory is calculated using the operational control approach, in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard. Global warming potentials (GWPs) are sourced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6).
305-4	GHG emissions intensity	Table of KPIs	57	
305-5	Reduction of GHG emissions	Table of KPIs	56, 57	Base year and prior year data provided in Table of KPIs to show year on year changes.
305-6	Emissions of ozone-depleting substances (ODS)			Not applicable - no emissions from ODS.
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Table of KPIs	57	
<b>GRI 306: Waste 2020</b>				
306-2	Management of significant waste-related impacts	Environmental aspects - Resource use and circular economy	27	Due to the diversity of operational processes, waste management systems, regulatory frameworks, and data collection methodologies across the regions in which the company operates, a harmonized and globally consistent disclosure for GRI 306-2(b) is currently not available. The processes for tracking and classifying waste differ significantly between sites and jurisdictions, limiting the comparability and consolidation of data at Group level. The company is working toward improving the alignment of waste reporting practices across regions to enhance consistency and completeness of future disclosures.
306-3	Waste generated	Table of KPIs	57	
306-4	Waste diverted from disposal	Table of KPIs	57	
306-5	Waste directed to disposal			Data unavailable.

# Global Reporting Initiative (GRI) Content Index



GRI Standard	GRI Disclosure	Section title	Page	Further information/reason if omitted
<b>GRI 308: Supplier Environmental Assessment 2016</b>				
308-1	New suppliers that were screened using environmental criteria	Our business values - Sustainable procurement	43	All new critical suppliers are screened.
308-2	Negative environmental impacts in the supply chain and actions	Our business values - Supplier evaluation	45	
<b>GRI 401: Employment 2016</b>				
401-1	New employee hires and employee turnover			30 hires and 8.8% turnover in 2025.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			The organization operates across multiple jurisdictions with different benefits and data is not currently consolidated at a global level.
401-3	Parental leave			The organization operates across multiple jurisdictions with different benefits and data is not currently consolidated at a global level.
<b>GRI 403: Occupational Health and Safety 2018</b>				
403-1	Occupational health and safety management system	Our people - Working conditions, Health and safety	37, 39	
403-2	Hazard identification, risk assessment, and incident investigation	Our people - Health and safety	39, 40	
403-3	Occupational health services	Our people - Health and safety	39, 40	Information provided at site level.
403-4	Worker participation, consultation, and communication on occupational health and safety			The organization ensures worker participation in OH&S through regular meetings, workshops, and working groups where employees can report issues and contribute to HSE action plans. Health and safety communication is structured via an HSE communication plan, using various channels (meetings, dashboards, emails, displays) to reach internal and external stakeholders. Safety committees and ISO 45001-aligned systems support continuous consultation, with regular formal meetings between HSE teams, management, and employee representatives.
403-5	Worker training on occupational health and safety	Our people - Health and safety	39, 40	Information provided at site level.

# Global Reporting Initiative (GRI) Content Index



GRI Standard	GRI Disclosure	Section title	Page	Further information/reason if omitted
<b>GRI 403: Occupational Health and Safety 2018</b>				
403-6	Promotion of worker health	Our people - Health and safety	39, 40	Information provided at site level.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our people - Health and safety	39, 40	Information provided at site level.
403-8	Workers covered by an occupational health and safety management system			The number and percentage of workers who are not employees covered by an occupational health and safety management system is unavailable.
403-9	Work-related injuries	Table of KPIs	55	
403-10	Work-related ill health	Table of KPIs	55	Zero fatalities. FRI (Incident Frequency Rate) KPI covers the number of accidents for employees. For workers that are not employees - not covered by SGD policies, they are covered by agency they work for.
<b>404 Training and education</b>				
404-1	Average hours of training per year per employee	Table of KPIs	55	
<b>405 Diversity and equal opportunity</b>				
405-1	Diversity of governance bodies and employees	Our governance, Table of KPIs	11, 55	All diversity data provided in the KPI table apart from age groups, which is unavailable.
<b>406 Non-discrimination</b>				
406-1	Incidents of discrimination and corrective actions taken			There were 2 alerts recorded in 2025 of discrimination alerted but the investigation is still ongoing.
<b>413 Local communities</b>				
413-1	Operations with local community engagement, impact assessments and development programmes	Our people - Local communities	41	
<b>414 Supplier social assessment</b>				
414-1	New suppliers that were screened using social criteria	Our business values	45, 46	

# Assurance report



Limited assurance report from the Statutory auditor on selected ESG information identified in the Sustainability Report 2025.

Financial year ended December 31, 2025.

In our capacity as statutory auditor of your company, we have undertaken a limited assurance engagement on a selection of ESG information<sup>1</sup> for the financial year ended December 31, 2025 (hereinafter the "Information"), prepared on a voluntary basis by SGD Group SAS (hereinafter "the Entity") with regard to ad hoc criteria defined by the entity (hereinafter the "Reporting Framework"), and set out in the Sustainability Report 2025 (hereinafter the "Statement").

## Limited assurance conclusion

Based on the procedures we have performed, as described under the section "Nature and scope of procedures", and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Information is not prepared, in all material respects, in accordance with the Reporting Framework.

## Preparation of the Information

The absence of a commonly used reporting framework or established practice on which to draw to evaluate and measure the Information, allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Reporting Framework, available on request from the Entity's headquarters. The significant elements of the Reporting Framework are set out in the "Methodology note" section of the Statement.

<sup>1</sup> This Information is identified by the symbol "\*" in the section "Table of KPIs" of the Sustainability Report 2025 and listed in this report.

## Inherent Limitations in preparing the Information

The Information may be subject to inherent uncertainty arising from the state of scientific knowledge and from the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates applied in preparing it.

In addition, greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

## Responsibility of the Entity

The Information has been prepared under the responsibility of the entity's Management, who is responsible for:

- Selecting or establishing suitable criteria for preparing the Information;
- Preparing the Information in accordance with the Reporting Framework; and
- Designing, implementing and maintaining internal control relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

## Responsibility of the Statutory Auditor

We are responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the Information is prepared, in all material respects, in accordance with the Reporting Framework and is free from material misstatement, whether due to fraud or error;
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our conclusion to the Entity's Management.



As we are engaged to form an independent conclusion on the Information as prepared by Management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

### Professional guidance and Standard applied

We performed the work described below in accordance with the professional guidance issued by the French Institute of Statutory Auditors (CNCC) applicable to such engagement, and with international standard ISAE 3000 (revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* issued by the IAASB (*International Auditing and Assurance Standards Board*).

They do not constitute an audit or a review within the meaning of the professional standards applicable in France. Nor do they constitute a “certification” in accordance with the guidelines of the Haute Autorité de l’Audit (H2A).

### Independence and quality management

Our independence is defined by the provisions of the French Commercial Code (*Code de commerce*), French Code of Ethics for Statutory Auditors (*Code de déontologie*) as well as *International Code of Ethics for Professional Accountants (including Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA). This Code is based on the compliance with the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality, and professional behavior.

In addition, we apply *International Standard on Quality Management 1*, which requires to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards, applicable legal and regulatory requirements and French professional guidance.

### Nature and scope of the procedures

We planned and performed our work, described below, to address the areas where we have identified that a material misstatement of the Information is likely to arise. As part of our limited assurance engagement and based on our professional judgment, we:

- Updated our understanding of the Entity and its environment, including the internal control components relevant to the preparation of the Information;
- Assessed the suitability of the Reporting Framework’s criteria regarding their relevance, completeness, reliability, neutrality and understandability, considering, where appropriate, best industry practices;
- Obtained an understanding of internal control procedures implemented by the Entity aimed at ensuring the compliance of the Information with the Reporting Framework;
- Assessed whether the methods used by the Entity to prepare the Information are appropriate in regard of the Reporting Framework and, where applicable, assessed the relevance of changes in methods and assumptions;
- Verified that the Information has been prepared within the scope indicated in the Reporting Framework;
- For Information submitted to our procedures, we have:
  - Performed analytical procedures to verify the consistency of any changes in those data and, where necessary, requested explanations from Management regarding any unusual items;
  - Performed test of details, using sampling techniques (or other selection methods), to verify the correct application of the calculation methods and assumptions described in the Reporting Framework and reconcile the underlying data with the supporting documentation.
  - For estimates, through interviews with Management, we obtained an understanding of the method used to calculate the estimated data. We assessed the appropriateness and correct application of this method, as well as the appropriateness of the sources of information used.
- Assessed the overall consistency of the information in relation to our knowledge of the Entity.

We consider that the evidence we have obtained is sufficient and appropriate to support our conclusion.



The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance opinion in accordance with the French professional guidelines, as well as in accordance with international standard ISAE 3000 (revised). A higher level of assurance would have required us to carry out more extensive procedures.

### Restrictions on distribution and use

This report has been prepared solely for your attention within the context described in the first paragraph and may not be used, distributed or referred to for any other purpose.

In our capacity as statutory auditor of SGD Group SAS, our responsibility towards SGD Group SAS and the shareholders is defined by French law and we do not accept any extension of our responsibility beyond that set out in French law. We do not owe or accept any duty of care to any third party. In no event shall KPMG be liable for any loss, damage, cost or expense arising in any way from fraudulent acts, misrepresentation or wilful misconduct on the part of the Directors, employees or agents of SGD Group SAS or its subsidiaries.

This report is governed by French law. The French courts have exclusive jurisdiction in relation to any claim, difference or dispute which may arise out of or in connection with this report.

Paris la Défense, 26/06/2026

KPMG S.A.

**Philippe Cherqui**  
Partner

**Raffaele Gambino**  
ESG Expert

### Key Performance Indicators assured

LTA + NLTA (Lost time accident + no lost time accidents)
Average hours of training per year per employee
% of the total workforce covered by a formal collective agreement
% of permanent employees covered by an incentive scheme based on individual or collective agreement
% of women in senior management
% of targeted employees across all locations trained on business ethics for the reporting year
Number of alerts received through whistleblowing procedure for the reporting year
Number of confirmed corruption/bribery incidents for the reporting year
% of all sites with internal verification/ assessment of business ethics issues for the reporting year
% of critical qualified suppliers assessed through a screening tool (third-party integrity verification) for the reporting year
% of critical qualified Third-Parties assessed through a screening tool (third-party integrity verification) for the reporting year
% of critical suppliers that have been assessed through the CSR questionnaire or Ecovadis ratings
Annual GHG emissions (Scope 1), tonnes CO <sub>2</sub> eq
Annual GHG emissions (Scope 2), tonnes CO <sub>2</sub> eq
Annual GHG emissions (Scope 3), tonnes CO <sub>2</sub> eq
Number of active projects to reduce impacts from end-of-life products
Total amount of waste generated, tonnes
Total amount of hazardous waste recycled, tonnes
Total emissions of NO <sub>x</sub> , tonnes
Water withdrawal relative to production (melted tonnes)



# Appendix

# Appendix



## Double materiality assessment

### Managing risk

In anticipation of the European Union's Corporate Sustainability Reporting Directive (CSRD), SGD Pharma conducted a double materiality assessment in 2024. This evaluates both how our company activities impact people, society and the environment (impact materiality) and how sustainability-related risks and opportunities may influence our financial performance (financial materiality). Supported by an external consultant, the assessment ensured compliance with CSRD and alignment with the methodology published by the European Financial Reporting Advisory Group (EFRAG).

The double materiality assessment included all SGD Pharma Group entities (except SGD CPT and Alphial Srl), our entire value chain (upstream, direct operations and downstream) and considers impacts on all stakeholders.

The first step required identification of the Group's relevant ESG matters. This preliminary assessment was based on:

- The sustainability issues included in Appendix A of the European Sustainability Reporting Standards (ESRS 1), the required mandatory disclosure requirements for CSRD
- SGD Pharma's ESG-related public and internal documentation
- A mapping of our value chain
- A benchmark analysis of glass industry peers and members of the European Container Glass Federation (FEVE)
- A benchmark analysis against the requirements of SASB (Sustainability Accounting Standards Board) and ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure Database)
- The sustainability risks detailed in company departmental risk assessments (across HR, Ethics & Compliance, Purchasing, Supply Chain, EHS and Quality). A review by the CSR team, our consultant and relevant senior management of the impacts, dependencies, risks and opportunities (IDROs) for each ESG issue.





### **Impact materiality (inside-out approach)**

Impact assessment workshops were conducted by SGD Pharma's CSR department and covered every ESRS topic and sub-topic. These workshops were carried out on a 'gross' rather than 'net' basis, meaning impacts were assessed without taking mitigation measures into account. All actual or potential impacts, both positive and negative, that the Group's activities may have on people and the environment over the short, medium or long-term were considered.

To assess impacts, a four-level evaluation scale was developed for all ESRS 1 criteria covering scale, scope, irremediability (for negative impacts), and likelihood of occurrence (for potential impacts), along with how impacts might evolve over time.

The overall impact score was derived by multiplying the severity score – a combination of scale, impact and irremediability – by likelihood of occurrence and long-term severity coefficients. The latter helped us to understand whether the impact is likely to worsen or diminish in the future (five years from the date of the IDROs assessment).

### **Financial materiality (outside-in approach)**

According to ESRS 1, external sustainability-related factors generate material risks or opportunities if they have, or could reasonably have, a significant impact on the company's financial performance, condition, or access to capital in the short, medium, or long-term. This includes risks and opportunities from past or future events, whether within or outside the company's control.

To assess risks and opportunities, a four-level evaluation scale was developed for the ESRS 1 criteria covering: magnitude of the financial impact ("Severity") and likelihood of occurrence. The financial scale for "Severity" (magnitude) was developed in accordance with our internal financial risk matrix. We also considered how financial effects might evolve over time ("Long-Term Aggravation").

SGD Pharma's Finance department provided quantitative criteria to assess the potential financial effects of risks and opportunities on the company's financial performance in the short and medium term (less than five years).

The overall score was derived by multiplying the "Severity" (magnitude) score by likelihood and long-term severity coefficients.



## Results and implications

The selection of materiality thresholds was based on an analysis of the final IDRO scoring by a third party. These thresholds were chosen because they do not exclude important topics, sub-topics, and sub-sub-topics relevant to SGD Pharma or its stakeholders.

The following materiality thresholds were selected and validated by SGD Pharma's Executive Committee:

- Impact materiality:  $\geq 2.5/4$
- Financial materiality:  $\geq 2.5/4$

Following the selection of these thresholds, 15 ESG topics were considered as material for SGD Pharma:

### Environmental

- Climate change mitigation and adaptation
- Water
- Pollution
- Reuse and waste

### Social

- Health, safety and well-being
- Working conditions and human rights along the supply chain
- Product quality and end-users' health and safety
- Career management and training

- Working conditions and social dialogue
- Diversity and inclusion
- Traceability and access to information
- Local communities rights
- Responsible selling practices

### Governance

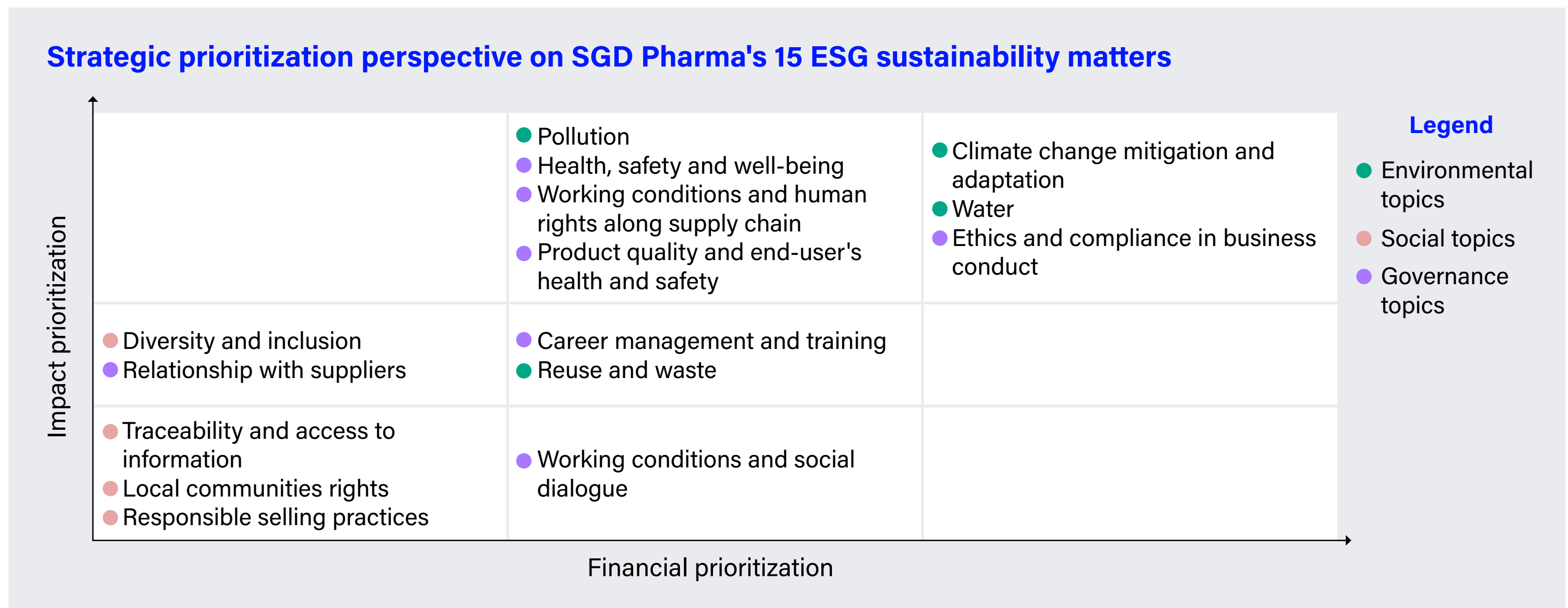
- Ethics and compliance in business conduct
- Relationship with suppliers

A sustainability awareness session was held to help Executive Committee members including the CEO, integrate the relevant IDROs into their daily operations and decision-making.

We are working to ensure that understanding of these IDROs is embedded across the company, from senior leaders to operational teams, so decisions take into account both short-term and long-term impacts.

Integrating these considerations strengthens our ability to make informed, forward-looking strategic and operational choices that align with our business goals and responsibilities to stakeholders.

Since 2024, all ESG action plans have prioritized reducing negative impacts and mitigating risks identified through our double materiality analysis.





For any questions regarding the report please contact

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REPORT PUBLICATION DATE: JUNE 30, 2026