

EDITION

JUNE 2024



METAL
recycles
forever

Massilly



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FOR A POSITIVE COLLECTIVE IMPACT



At a time when our operations may face slowdowns and inflation necessitates tough decisions, we remain steadfastly committed to a sustainable and responsible future for everyone.

The impact of our industrial activities on our employees, the environment and our communities is real, and it is our responsibility to ensure that our influence remains positive day after day, irrespective of the conditions.

To achieve this, we continue to invest in more sustainable technologies: developing production lines that consume less gas, reducing the thickness of our metal packaging, and installing solar panels in most of our plants to harness renewable energy and decrease our dependence on fossil fuels. Our suppliers also have a role to play by accelerating their decarbonisation efforts. We trust them to join us in our endeavours. Each stage of our manufacturing process is analysed to identify opportunities to minimise our impact while maintaining the quality and safety of our packaging.

And while we sometimes wish these changes were faster and more visible, we are making progress on every front.

Our employees are the cornerstone of this success and embody our commitments. We support them by promoting their professional well-being, enhancing their training and encouraging internal promotions. Our teams' active engagement and expertise keep us at the forefront of our industry.

This spirit of innovation and culture of quality is essential for our metal packaging to remain a future-proof, sustainable solution. By offering our products at fair prices with a controlled environmental impact, we empower our clients and their consumers to make responsible choices without compromise.

The journey towards a positive collective impact is long. But by remaining true to our values and prioritising employee well-being and environmental protection in every decision we make, we believe that anything is possible.

As always, with pride and confidence.

Thomas Bindschedler
Massilly Group Chairman

OUR BUSINESS LINES AND OUR PURPOSE



Our mission is to protect, preserve and promote Nature's bounty and our clients' products with safe, effective and recyclable metal packaging.

OUR VALUES

Our fundamental, unwavering values are determined by our commitment to people first and foremost: our employees, our clients and their consumers of all ages.

Our goal is to be :

- **Humans** : We provide our employees with a working environment which is safe, pleasant and rewarding. We do not compromise on safety at the workplace
- **United in our responsibility for the Safety and Quality of our packaging materials** : Our packaging solutions protect the products that consumers put on their plates, and the plates of their children. With this in mind we cannot afford the slightest defect, and each and every one of us bears a responsibility for ensuring the absolute safety, quality and non-toxicity of all of our products. Quality is the key to our future.
- **Committed and connected to our clients** : In a world which is constantly changing, we aim to set ourselves apart from the crowd with our responsiveness, our proximity and our flexibility, adapting to the requirements of our clients and consumers and working together in a spirit of sustainable collaboration.
- **Creating value internally and externally** : Our work is based on a commitment to continuous improvement and innovation, a philosophy which is non-negotiable as we seek to progress, to offer competitive prices to our clients and to retain our status as a major independent player in the market. We invest constantly in developing the skills of our employees, as well as optimising our production facilities.
- **Respecting the environment** : Our packaging solutions help to reduce food waste, and are made with metal which is 100%, endlessly recyclable. We do everything in our power to optimise our use of natural resources, reduce waste and drive down emissions and surplus materials in our factories, adhering to the principles of the circular economy.

OUR BUSINESS LINES AND OUR PRODUCTS



OUR EXPERTISE



**FOOD
PACKAGING**



**INDUSTRIAL
PACKAGING**



**AEROSOL
CANS**



**DECORATED
TINS**



MACHINES

AND ASSOCIATED SERVICES: Printing, technical assistance and training, trade in glass packaging, design of packaging lines

RISKS AND OPPORTUNITIES RELATING TO OUR PRODUCTS

OPPORTUNITIES RELATED TO THE INTRINSIC QUALITIES OF OUR PACKAGING AND MATERIALS:

- political commitment to fighting food waste,
- consumers turning away from plastic,
- metal is easy to recycle,
- canned food and jars/metal bottle tops are firmly-rooted in our consumer habits,
- consumption of preserved foods in cans or jars/capsules, and aerosols are firmly rooted in our consumer habits.

AND THE RISKS OF A LOSS OF INTEREST AND RELEVANCE WE NEED TO BE AWARE OF:

- consumers turning towards unprocessed products, sold loose without packaging
- concerns about substances in metal packaging,
- packaging choices which do not capitalise on the infinite recycling potential of metal (circularity and number of cycles).
- The carbon impact of steel and aluminium production remains significant.

PROUD OF OUR METAL PACKAGING



At Massilly, we believe that each and every one of us can and should be proud of the metal packaging we manufacture because it offers a forward-looking solution that:

- avoids wastage of (food) resources around the world
- protects, conserves for the long term, and enhances without wasting energy
- preserves natural resources and fosters the emergence of the circular economy
- and all while remaining affordable and practical for everybody, all the time

OUR METAL PACKAGING CANS OFFER AN EFFECTIVE RESPONSE TO FOOD AND ENVIRONMENTAL ISSUES

QUALITY FOOD ACCESSIBLE TO EVERYONE

- Thanks to the process of appertisation (heat treatment and hermetic sealing) and their sealing qualities, our cans and jars preserve food for years, without the addition of preservatives.
- This is the safest way of protecting foodstuffs from spoilage, while also preserving their appearance, taste, and nutritional value.
- Uncompromising bacteriological safety, giving everyone access to balanced, nutritious products.

HEALTHY, VARIED MEALS ALL YEAR ROUND

- There are over 1,500 different types of canned food!
- The fruits and vegetables packaged in our cans and jars are harvested mid-season at peak ripeness. 4 to 6 hours: the average time taken to transport vegetables from the production area to the factory for appertisation.
- That short processing time minimises the loss of their organoleptic and nutritional properties.
- And in France, over 60% of canned foods sold get a "Nutriscore A".

CONTROLLED ENVIRONMENTAL IMPACT, FROM THE FIELD TO THE PLATE

- Thanks to its many advantages (quick and easy canning, safety and sturdiness, shelf life, etc.), canned food helps reduce food waste.
- It requires no energy for storage (unlike fresh or frozen foods)
- Its sturdiness means less secondary packaging is required during transport
- And the products can be kept for up to five years or even longer...
- That means the environmental footprint of canned food remains the same from the 1st to the 1825th day on which the food can be consumed.

**65% of the sold canned goods
have a Nutri-Score A.**

(France -UPPIA)

OUR METAL PACKAGING, AN ALLY OF THE CIRCULAR ECONOMY

ANTI-WASTE AT EVERY STAGE OF THE SUPPLY CHAIN

- Sturdy and safe, our packaging keeps products from being damaged or lost in the production chain, as well as during transport and storage.
- Our **industrial packaging** is the ideal protective barrier against light, humidity, oxygen, and other gases. It preserves the quality and properties of the produce contained within and limits wastage, while its reliability provides **maximum assurance for the transport and storage of chemical or "dangerous" products**.
- At Massilly, we manufacture more than 85 different sizes of cans ranging from 50 ml to 8.8 L, 45 different types of tubs and buckets ranging from 100 ml to 40 L, six different sizes of aerosol cans ranging from 100 ml to 750 ml, and more than 20 different types of capsules!
- Thanks to all that variety, **our packaging can be used for all sorts of products and always contains just the right amount for every use...** with no waste.



EASILY RECYCLABLE AND EFFECTIVELY RECYCLED

- Today, **metal, whether steel or aluminium, is infinitely** recyclable, and unlike plastic, metal does not degrade with use.
- Use of single-material packaging makes recycling easier. In Europe, **85% of steel packaging is collected and recycled**. (Source: APEAL 2020 values).
- Steel and aluminium are **very easy to sort** in sorting centres, all of which are equipped with an **overband** (magnet) or eddy-current machines.
- The collected metal packaging waste **is then effectively and locally recycled** in the steel/aluminium industries; 95% of Europeans live less than 200 km from a steel manufacturing/recycling plant.
- Such materials can be reused to produce new components in the automotive industry, in household appliances, or to produce more packaging.
- All steel production contains a proportion of recycled steel.** According to the Association of Producers of Steel for Packaging (APEAL), the **steel packaging in Europe contains 58% recycled content**, a calculation certified by the CE Delft Institute and validated by the European Commission.
- Among our steel suppliers, greenhouse gas emissions from their manufacturing processes are **cut in half per metric ton of recycled steel**. In the case of aluminium, the reduction is even more substantial.
- And all are committed to **decarbonisation**.
- As a result, **our metal packaging already largely complies with forthcoming European regulations** (PPWD, WFD, etc.). And without the need for huge investments to manage their end-of-life.

OUR BUSINESS MODEL



To adapt to the complex world in which we operate, the Group relies on stable resources that create and deliver financial, social and environmental value.

FINANCIAL.

OUR RESOURCES:

- Capital
- Wholly family-based shareholding
- Over €600m in turnover
- Stable banking relations

OUR IMPACTS:

- Net income
- Salaries and social charges
- Taxes and local levies
- Shareholder dividends
- Revenue heavily reinvested in the means of production



RELATIONS.

OUR RESOURCES:

- Highly diversified client portfolio:
 - wide variety in client sizes
 - revenue not concentrated
- Stable suppliers
- Over 100 years of presence and expertise
- Strong local presence with technical assistance for clients in the different countries

OUR IMPACTS:

- Around six billion units of products sold
- Dedicated involvement through national and European trade associations
- Principal production sites hold quality management and food safety certification.

NATURE.

OUR RESOURCES:

- Raw materials: around 130 kilotons of steel and 2,000 tons of aluminium
- Metal products and waste recyclable and recycled
- Energy: on-site control of gas and electricity
- Gas mostly used for the coating process
- Industrial process using little water
- 16 production sites

OUR IMPACTS:

- With our packaging, the food canning process limits food waste, does not require energy for storage and vitamins are preserved
- +78.5%: the recycling rate for steel packaging in Europe in 2022; metal is an infinitely recyclable, permanent material
- Ever lighter packaging
- Roll-out of ISO 14001 environmental certification
- Greenhouse gas emissions measured and actions taken to hit our ambitious reduction targets



PEOPLE

OUR RESOURCES:

- 2,057 employees at end of 2023
- 2,163 on average including temp staff
- 23% of whom are women
- 85% talents on permanent contracts (out of total including fixed-term and temporary contracts)
- More than 50,000 hours of training

OUR IMPACTS:

- 12 years of seniority on average among staff members
- Less than 9% turnover in the past 3 years
- Gender equality index is higher than 75 across our French sites
- Accident frequency rate: 5.0 (Frequency Rate 1)
- Talents attracted despite tough recruiting context

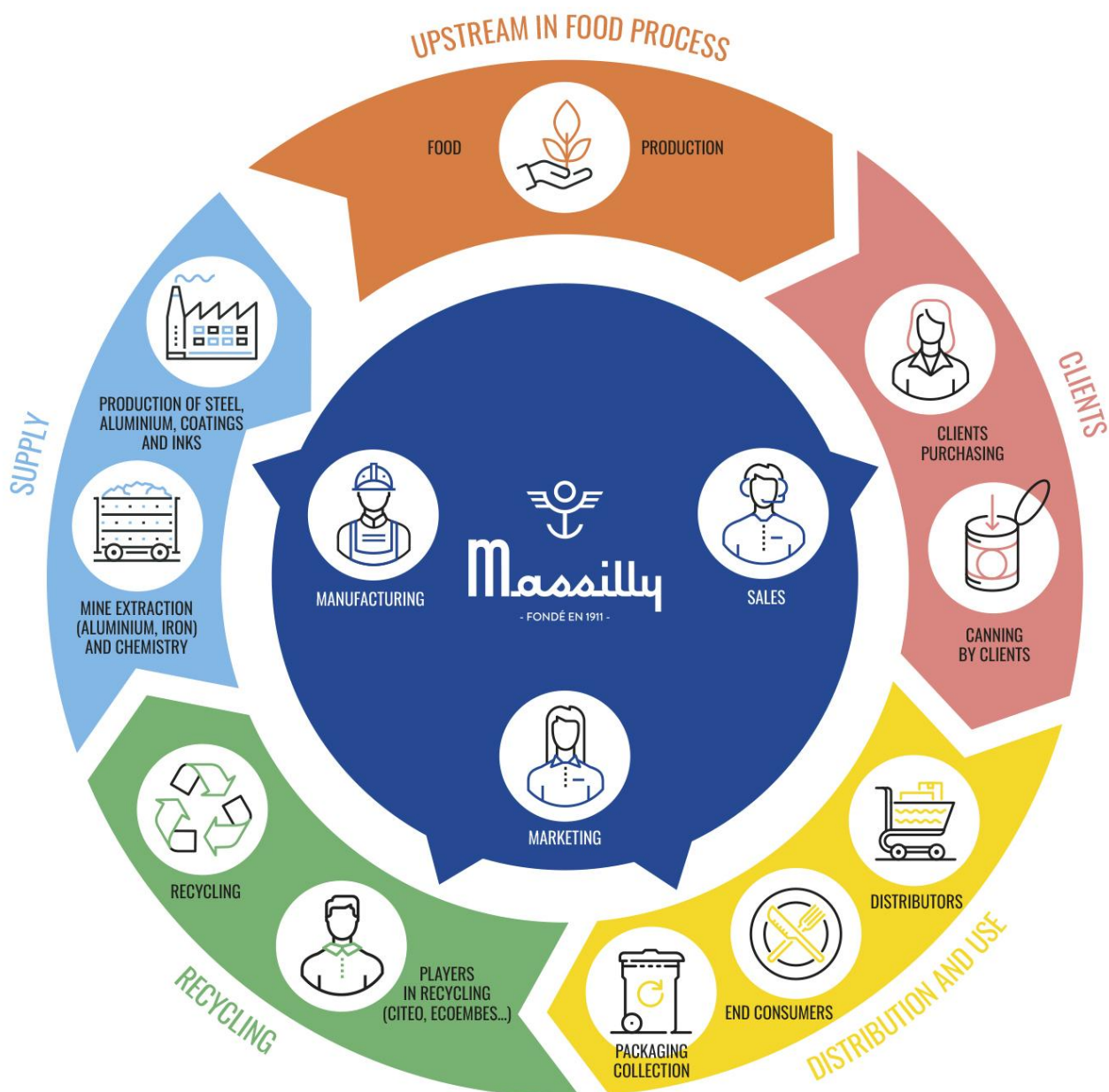
OUR ECOSYSTEM



Massilly is a corporate leader in metal packaging.

We make tins for canned food, caps, aerosols, industrial packaging, and customised and decorated tins.

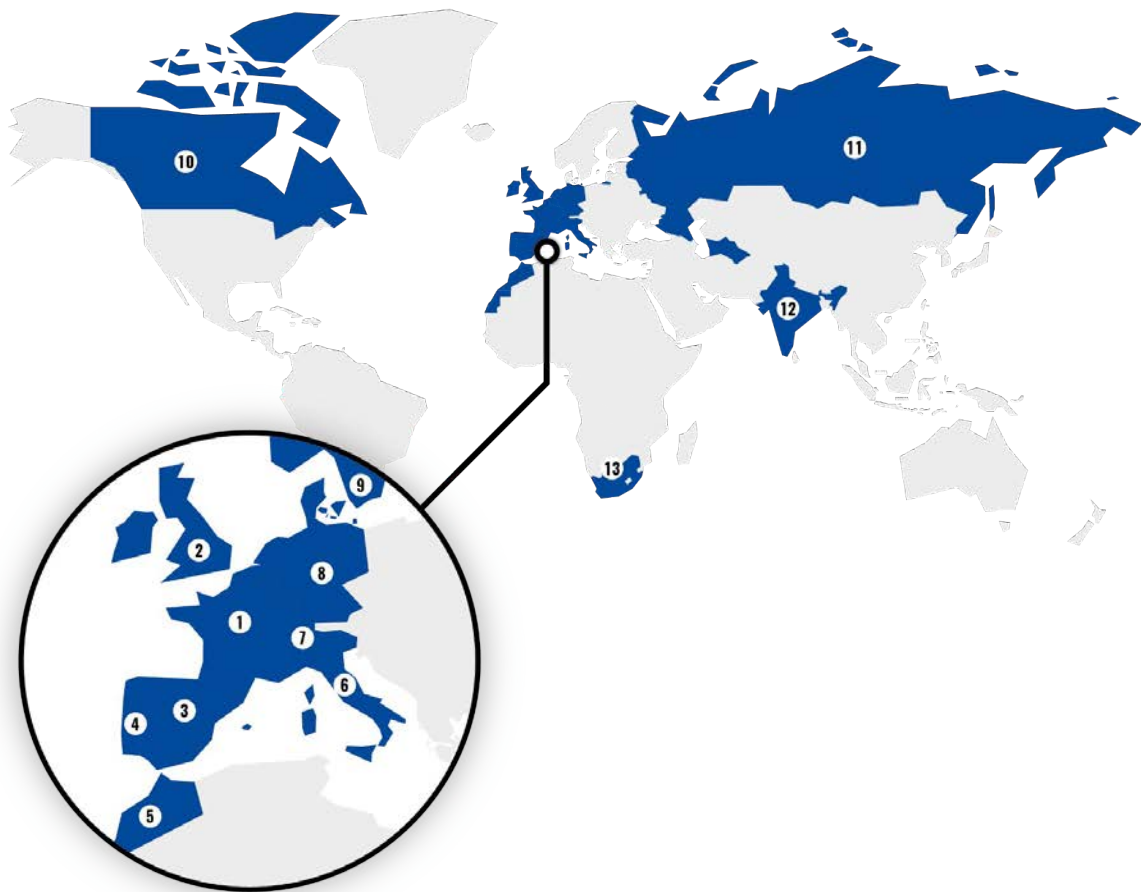
We design and produce packaging equipment for conditioning our metal packaging, and provide a large scale of services to help our customers using in the best way our packaging, and focus on their core activities.



OUR LOCATIONS



We are based in 13 countries
through our 25 subsidiaries.



- 1** MASSILLY HOLDING
MASSILLY FRANCE
MASSILLY FRANCE - CONSERVOR
MASSILLY FRANCE - FRANPAC
MASSILLY FRANCE - SAFET EMBAMET
MASSILLY PRINTING SOLUTIONS
MASSILLY SERVICES
MASSILLY SERVICES - SCIM

- 2** MASSILLY UNITED KINGDOM

- 3** MASSILLY IBERICA - GRUMETAL
MASSILLY IBERICA - IBEREMBAL
MASSILLY IBERICA - EUROBOX (2024)

- 4** MASSILLY PORTUGAL

- 5** MASSILLY MAROC

- 6** MASSILLY ITALIA - VERIMEC
MASSILLY ITALIA - EUROGRAF

- 7** MASSILLY SUISSE - LECOULTRE
MASSILLY SCHWEIZ - STEBLER

- 8** MASSILLY DEUTSCHLAND LKPP
ADL

- 9** MASSILLY SKANDINAVIEN

- 10** MASSILLY NORTH AMERICA

- 11** MASSILLY RUSSIA - LINAR

- 12** MASSILLY INDIA PACKAGING

- 13** MASSILLY SOUTHERN AFRICA

OUR ACTIVITIES



CANS



CLOSURES



AEROSOLS



DECORATED
TIN BOXES



INDUSTRIAL
PACKAGING



PRINTING



LOGISTICS



TECHNICAL
SUPPORT



MACHINE

OUR SUSTAINABILITY STRATEGY



CONTEXT AND CSR ISSUES

Ever since Massilly was founded, CSR initiatives have existed as our products are designed as sustainable solutions that meet challenges in preservation and quality. These initiatives have evolved over our century-long history, with a recent acceleration in formalising our approach and a more comprehensive consideration of our impacts.

To clearly articulate the alignment between our business model and our sustainability strategy, we conducted a review of the CSR issues in Massilly's ecosystem in 2023, applying the **principle of double materiality** and **in anticipation of CSRD reporting requirements**.

The review was **assessed and approved by top management**. It is summarised in the **table below**.

Based on this information, we were able to identify not only our material impact on our environment, but also the non-financial risks to which we are exposed, and the opportunities available to us. Our aim is to implement policies to respond to each of these issues, and to structure our actions around ambitious targets.

ANALYSIS OF OUR IMPACTS, RISKS, AND OPPORTUNITIES

To map our issues, we conducted an analysis of our key risks, opportunities and impacts.

All risks and opportunities were evaluated based on their frequency of occurrence and severity for the company. The rating is based on Massilly's comprehensive risk analysis, aligning identified risks and opportunities with sustainability issues highlighted in the CSRD.

Impacts were categorised into two groups: **proven impacts** were assessed by severity, while **potential impacts** were rated based on likelihood of occurrence and severity for affected stakeholders.

We analysed these issues across our value chain stakeholders (see appendix) – suppliers, clients, end consumers, employees – and CSR strategies in our sector. We evaluated them using rating scales from external documentation such as SBTN sector analyses, ENCORE databases and international corruption indices.

Double materiality matrix Massilly



Our Issues



MATERIAL ISSUES

Out of the 41 issues outlined in the CSRD, 38 have been deemed significant due to their impact on stakeholders, with 12 also evaluated from a financial standpoint. The alignment between our core pillars, identified issues and CSRD obligations is detailed in the Appendix pages 62-63.

Environment

Risks and impacts related to **climate change adaptation and mitigation** and **energy** have been observed throughout Massilly's value chain.

Steel, aluminium and glass production are energy-intensive activities that rely heavily on fossil fuels and emit greenhouse gases.

Energy supply is crucial for Massilly, although packaging manufacturing consumes less energy than producing raw materials.

Failure to adapt to and mitigate climate change could pose physical hazards at our sites, potentially affecting working conditions, especially during periods of extreme heat.

A risk has also been identified for our agri-food markets, with a drop in demand in the downstream value chain (scarcity of certain resources, changes in eating habits). While this decline may not be seen until 2030, the impact on working conditions and the risks associated with extreme weather events will weigh heavily on Massilly in the short to medium term (0 to 5 years).

Water resources play a crucial role in both our upstream and downstream value chains. The processing of raw materials is highly water-intensive, and the agri-food industry is particularly sensitive to water availability and quality (concerns about pesticides), hence the materiality of pollution issues in our value chain.

We are also dependent on ecosystem services and **biodiversity** through our downstream value chain, which could face challenges such as declining fish resources and reduced crop yields due to biodiversity loss.

The agri-food industry also significantly impacts various species through pesticide use and changes in land use.

We understand the importance of **sustainable resource utilisation and the circular economy**. Although most of the metal and glass packaging we supply is single-use, it can be recycled infinitely, thereby reducing the impact on resources.

Consumer rejection of single-use packaging poses a risk, which a glass container deposit/return system could potentially address.

Social

Massilly's industrial activities affect the quality of life for employees and other workers (with 3x8 shift schedules) as well as health and safety in the workplace. The company also faces risks related to labour shortages and the unavailability of specific skills and technical expertise.

We are working to mitigate these impacts through occupational safety policies and through training and talent retention, detailed further in the Human Resources chapter.

Addressing **working conditions** in both the upstream and downstream value chains presents even more complex challenges, with significant material impact on workers, especially in raw material extraction and agriculture.

Conflict minerals are also a material concern for Massilly through our upstream value chain, impacting **local communities**.

Governance

Like all companies, Massilly is exposed to governance risks, and we can have a significant impact on our stakeholders depending on our **ethical business choices**.

This includes preventing corruption risks, **protecting whistle-blowers**, managing supplier relationships, and fostering a corporate culture that respects stakeholders. Additionally, through our involvement in trade associations, we contribute to shaping industry standards and policies.

Other issues specific to Massilly's activity

By providing packaging that allows for long-term food preservation, we promote access to a balanced diet for all and contribute to reducing food waste.

Governance Bodies and CSR Organisation



Massilly's capital is held by family shareholders. The parent company is governed by a **Supervisory Board** and a **Chairman**, supported by an **Executive Committee**.

Massilly's CSR issues are discussed by the **CSR Committee**, which meets at least three times a year. It is led by the CSR Department and includes all the company's key functions as well as the eight members of the Group's Executive Committee: General Management, CFO, HR Director, QHSE, Industrial Operations, Marketing, Business Development, Purchasing, and **four managers in charge of key areas**: plant operations, capital expenditure, safety, energy/logistics.

	Gender parity
Supervisory Board	4 women and 7 men
Executive Committee	3 women and 5 men
CSR Committee	4 women and 9 men

The decisions taken by the CSR Committee demonstrate our determination to integrate CSR into the management of the company and plan ahead for important issues.

As part of those efforts, the CSR Committee has approved the gradual incorporation of **variable pay** for a **portion of employee compensation indexed to the achievement of CSR objectives**.

The CSR Committee also decided to **plan ahead for the work involved in aligning with the CSRD directive**—which is expected to apply to Massilly from the 2025 financial year—by carrying out an **analysis of shortfalls** and a **double materiality analysis**.

The Group is committed to **complying** with all laws and regulations that apply to its sites and activities. One of the key ways to achieve that objective is to conduct **regulatory monitoring**.

Various systems and tools have been put in place to address environmental, social, and ethical concerns.

Another essential aspect is the implementation of documented procedures and a structure for **internal auditing** of their correct application.

Internal audits relating to **human rights** and other social practices are the subject of an annual self-assessment campaign by the Human Resources Department at all the Group's subsidiaries.

Similarly, the Administrative and Financial Department documents and verifies the internal processes that contribute to the Group's **administrative compliance**, in particular our **anti-corruption measures**.

These subjects are further developed in the following pages.

Our **CSR 2024 corporate strategy**, initiated in 2020, includes 14 priority actions, which are presented on the following page, followed by a scorecard on our performance.

In 2023 Ecovadis awarded our company a **score of 68/100** in its assessment, which ranks us in the **top 3%** of companies rated by Ecovadis in the “manufacture of other fabricated metal products” industry.



THE 14 PRIORITY ACTIONS OF OUR STRATEGY FOR 2024



OUR CSR PLAN FOR 2024

Drawn up in 2020, our corporate strategy includes 14 priority CSR actions that are set out below with quantitative or qualitative **targets**. For actions 1 to 5, the reduction targets are calculated for a constant level of output (intensity indicators).

The year's performances and indicators are summarised in the tables of the next two pages. The actions are described through the report in the pages indicated below. Other indicators are used for measuring our performance. They can be found in the pages related to each CSR challenge.

		2024	2030	PAGES
1	ENERGY AND GREENHOUSE GAS EMISSIONS Gas and electricity use at our facilities - Scope 1 and 2	-20%	-40%	36
2	MINIMISE THE USE OF MATERIALS Reducing the thickness of metal used, reducing rejects and material use - Scope 3	REDUCTION		42
3	VOC EMISSIONS/SOLVENT USE Solvents contained in lacquer and other chemical products	-10%		39
4	LIMITING OUR WATER USAGE Actions and awareness-raising for reducing use	REDUCTION		39
5	MINIMISING WASTE Especially dangerous/non-recyclable/landfill waste	REDUCTION weight of waste		39
6	ENVIRONMENTAL MONITORING AT OUR SITES Internal audits for best practices and compliance	100% of sites		38
7	QUALITY AND FOOD SAFETY CERTIFICATIONS FSSC 22000 goals	100% of sites		25
8	SAFETY AT WORK And reduction in work-related illnesses	ZERO accidents	ZERO accidents	52
9	Integrating young people Recruitments/Internships/apprenticeships, etc. /Partnerships with schools	100% of sites		48
10	RECRUITING BEYOND OUR "STANDARD" PROFILES Raising awareness among recruiters about the importance of diversity	100% of sites		54
11	INDIVIDUAL TRAINING PLANS Requirements/developments, professional skills/employability/courses leading to qualifications	100% of sites		48
12	AWARENESS OF OUR CORPORATE VALUES Active promotion of the Codes of Ethics and Conduct	100% of our workforce		30
13	RESPONSIBLE PURCHASING: Mapping and evaluation of strategic suppliers	100% of companies		28
14	LOCAL COMMITMENTS Contributing to local development and charitable work	100% of sites		54

2024 CSR STRATEGY: PERFORMANCE & TARGETS DASHBOARD



Action 1: Energy consumption on sites and associated GHG emissions			Progress 2023-2022	Since 2019	2024 target
kWh/kg product			-5.3%	-11.6%	-20%
t co2/kg product *			-6.0%	-12.7%	-20%
GHG from energy consumption on site	2019	2020	2021	2022	2023
GHG emissions in t CO2 (*)	31 770	31 960	34 813	32 285	30 150
* Compared to scorecards in previous reports, the emission factors, including historical ones, have been adjusted to be consistent with our carbon assessments. The calculation presented here does not include Scope 3 energy emissions.					

Action 2: Metal thickness/weight	at end 2023 (2019 baseline)	
CO2e impact of metal saved on an annual basis thanks to design improvements (developing lighter products)	tCO2e	-2 500

Action 3: VOC solvents	2019	2020	2021	2022	2023
Solvent equivalent used (tons)	2 351	2 502	2 620	2 362	2 293
Grams solvent/kg product	20.7	20.6	19.8	18.7	18.3
Action 4: Water	2019	2020	2021	2022	2022
Water consumption (m³) (2)	25 571	22 710	24 935	22 663	27 076
Water in need of treatment	224	644	977	792	751

Calculated with data from facilities that account for over 98% of our activity

Action 5: Waste	2019	2020	2021	2022	2023
Total waste (tons)	25 980	27 460	29 359	27 169	25 959
- Recycled or reused	25 121	26 683	28 455	26 370	25 267
- Destroyed or sent to landfill	859	777	903	799	692
of which hazardous waste	4.0%	5.1%	6.1%	5.7%	5.7%

Action 6: Environmental monitoring of sites (at end 2023)	2024 target
Monitoring with indicators and action plans in place for 100% of sites	100% of sites monitored
Roll-out of ISO 14001 certification: 3 sites in 2023 and 2 more in 2024	

PERFORMANCE & TARGETS DASHBOARD

Action 7: Certifications	2019	2020	2021	2022	2023	2024 target
ISO 9001 quality						
Number of sites	14	14	16	16	16	16
% of total production		88%	100%	100%	100%	100%
Food safety						
ISO 22000						
Number of sites	10	10	10	10	12	13
% production/food		95%	94%	94%	98%	100%
FSSC 22000						
Number of sites	5	6	6	6	7	12
% production/food		78%	77%	77%	81%	100%
note: for ISO certifications, the number of sites includes the Group head office						

Action 8: Safety at work	2019	2020	2021	2022	2023	2024 target
Frequency rate	6.8	10.5	6.9	5.0	5.6	0
Severity rate	0.42	0.50	0.40	0.33	0.24	0
note: frequency = number of lost-time accidents per million hours worked						
Action 9: Integrating young people				2021	2022	2023
Promoting youth integration in the company via apprenticeships				53	59	69 apprentices
Action 10: Recruiting beyond our “standard” profiles				at end 2023		2024 target
Actions to integrate people with disabilities and creation of a guide to best practices for recruiters for distribution to HR staff at 100% of sites						100% of sites involved
Action 11: Individual training plans			2021	2022	2023	2024 target
Intensification of training plans for 100% of sites hours of training / hours worked			1.99%	1.58%	1.65%	100% of sites

Action 12: Awareness of the Group's values	May 2022	May 2023	May 2024	2024 target
<u>Roll-out of training actions at end May 2024</u>				
Cumulative number of employees trained	656	1353	1820	
% of total workforce	34%	63%	82%	100%
Action 13: Responsible purchasing (through end-May)	May 2021	May 2022	May 2023	May 2024
Number of suppliers evaluated (materials, goods, subcontracting, packaging)		76	79	91
Number of carriers evaluated		15	26	34
Total no. of suppliers evaluated	62	91	105	125
Action 14: Local commitments	2021	2022	2023	2024 target
23 (24 in 2022) out of 28 sites	61%	86%	82%	100%

Note: The performances of actions 12 and 13 are assessed over the total cover rather than over a one-year period, hence the value indicated through end-May

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



In 2023, Massilly joined **the United Nations Global Compact Initiative** - a voluntary leadership platform for the development, implementation, and disclosure of responsible corporate policies and practices.

The UN Global Compact is a call to companies to align their strategies and operations with **ten universal principles** related to human rights, labour, environment and anti-corruption, and take actions that advance societal goals and the implementation of the 17 Sustainable Development Goals.



In September 2015, the 193 members of the United Nations adopted the **Sustainable Development Goals**.

These define **17 priorities** to meet by 2030 to set in motion a form of economic development that respects populations and limitations in the planet's resources.

Massilly's actions chime with many of the SDGs; we have decided to focus on three which we feel are particularly pertinent in terms of our activity and our objectives.

SDG 2: ZERO HUNGER



Eliminating hunger, ensuring food safety, improving nutrition and promoting sustainable agriculture

- Helping preserve foodstuffs through canned food and related innovations
- Supporting projects that fight food waste

EXAMPLES OF CONTRIBUTIONS FROM MASSILLY

Ecodesign and fighting food waste:

In addition to the advantages of canned food in the fight against food waste, Massilly is working on solutions in tin resealing (on-the-go eating and multiple servings).

Local development:

Massilly partners with EcoCook, a charity that transforms and makes use of unsold food products from supermarkets and local producers. The company also contributes to other initiatives helping to fight food waste in France and abroad, working alongside local associations, food banks and/or clients.

SDG 8: DECENT WORK AND ECONOMIC GROWTH



Promoting growth that is strong, inclusive and sustainable, full employment that is productive, and working conditions that are decent for all

- Offering apprenticeship opportunities for young people, and promoting professional integration
- Putting forward schemes in skills development
- Applying measures that ensure equal opportunities and fair working conditions

**69 apprentices
58,000 hours of training**

EXAMPLES OF CONTRIBUTIONS FROM MASSILLY

Decent work, and well-being in the workplace

Massilly respects the fundamental conventions of the ILO, guarantees a decent wage and creates the conditions for healthy social dialogue.

Talent development

At many of its sites, Massilly is one of the leading local employers. The company recruits apprentices at its sites in France and does so abroad where this status exists. It has also introduced training courses for employees to strengthen and broaden their skills, improve their level of independence and highlight the value of what they do.

Business ethics

Massilly's Ethics Charter promotes our company's undertakings in fighting discrimination. The whistleblowing scheme is a tool that helps prevent and deal with cases of bullying and discrimination.

SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensuring sustainable consumption and production trends

- Developing ecodesign in products and making more responsible choices of materials and production means
- Working with clients and suppliers committed to a sustainable approach

**All metal scraps recycled
Reducing the weight of products**

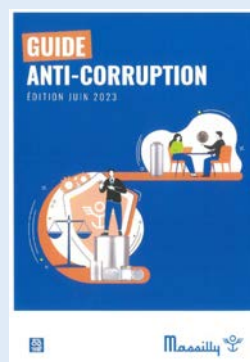
EXAMPLES OF CONTRIBUTIONS FROM MASSILLY

Ecodesign:

Massilly is working on reducing the weight of its products and improving their recyclability, as well as on the materials used. To make it easier to recycle products, Massilly tends to use single-material solutions and improved components, like PVC-free caps.

Responsible purchasing:

Massilly works with many SMEs. The suppliers of our raw material and packaging are surveyed and evaluated on their environmental, social and ethical practices.



1. Massilly Safet - CSR Trophy received from a client on Supplier Green Day
2. Massilly Morocco - QHSE meeting
3. Our Anti-Corruption Guide
4. Massilly Grumetal - Climate mural

GOVERNANCE

BUSINESS MODEL RESILIENCE

**HEALTH, SAFETY AND QUALITY
OF OUR PRODUCTS**

CLIENT RELATIONS

RESPONSIBLE PURCHASING

BUSINESS ETHICS



BUSINESS MODEL RESILIENCE



OUR POLICY AND GOALS

Our strategy takes account of the risks associated with climate change. Our aim is to maintain an agile organisation capable of adapting to increasingly severe climate and economic disruptions. Led by senior management, Massilly is contributing to initiatives undertaken by industry federations to promote the benefits of our products.

Our goals: Implement a climate change resilience action plan

OUR PERFORMANCE

Identification of the **risks, impacts and opportunities** associated with climate change.

Participation in the **Life Cycle Assessment** of METAL PACKAGING EUROPE

These sensitive issues are being addressed by the senior management team. The expertise of the marketing and CSR Divisions is regularly called upon.

Climate change can have operational and financial impacts on our activities. Its effects can influence demand, regulations, facilities, supply chains, and more.

OUR ACHIEVEMENTS

The risks associated with our products are identified on page 6. The double materiality analysis (p 12 and 13) includes an analysis of risks for Massilly, including the risks associated with climate change.

MASSILLY'S RESILIENCE IN THE FACE OF CLIMATE CHANGE

We conducted a specific vulnerability study to analyse the impact of various climate events on our business and our value chain.

RISKS IDENTIFIED:

- The Group is indirectly dependent on biodiversity and ecosystems through its downstream value chain, in particular clients engaged in agriculture and fishing.
- Canners are directly or indirectly affected by extreme heat, potentially leading to reduced production volumes or relocation of these clients.
- Certain sites are vulnerable to extreme heat and heatwaves. This could affect employee working conditions and necessitate proactive organisational adjustments.
- Physical risks at some sites due to potential climate hazards such as floods and extreme heat may require investments in building infrastructure.
- Transportation of materials or finished products could face disruptions from climate events (e.g., drought affecting river transport, flooding impacting road networks).
- The carbon impact of our materials (steel, aluminium) could result in additional purchasing costs due to carbon taxes or other levies.

- Massilly's industrial activity is reliant on fossil fuels, not least natural gas.

OPPORTUNITIES IDENTIFIED:

- Canned (appertised) food retains its nutritional qualities without preservatives and without the need for refrigerated storage—all at a cost that remains affordable for consumers.
- These benefits enhance progress compared to other food packaging formats and contribute to improving resilience during crises.

The Massilly Group is working to mitigate such risks, in particular by reducing its carbon footprint and its dependence on fossil fuels.

RESPONSIBLE LOBBYING AND THE CIRCULAR ECONOMY

Massilly is a member of various French and European industry federations (Metal Packaging Europe, SNFBM, AME, etc.) and participates in the dissemination of information on the positive impacts of metal packaging, such as its recyclability and its anti-waste impact.

Those collective actions include life cycle analyses (LCAs) validated by a third party and the calculation of recycling rates.

Massilly puts forward arguments, backed up by reliable sources.

UPCOMING ACTIONS

- We are actively pursuing our decarbonisation efforts through 2030 to align with targets set by the Paris Climate Agreement.
- In response to escalating disruptions, the Group is making adjustments to its strategy and organisational structure, while remaining vigilant about changes in its partners, markets and regulations.

HEALTH, SAFETY AND QUALITY OF OUR PRODUCTS



OUR POLICY AND GOALS

Ensuring the control of our processes, product quality, and food safety is crucial for both our clients and for the end consumers.

We closely monitor regulatory developments to ensure that we use compliant materials.

We implement ISO integrated management system certification at all our plants.

OUR PERFORMANCE

100 %

of sites certified
ISO 9001 quality

98%

of Food activity certified
for food safety

These issues are overseen by the Group's QHSE department.
There are QHSE managers at all our production sites.

Producing reliable, high-quality packaging is an essential component of our CSR commitments. As key participants in the food chain, we play a vital role in consumer health.

OUR ACHIEVEMENTS

Our **risk assessments** incorporate AMDEC methodologies for product quality and HACCP for food safety.

We integrate measures to mitigate risks of fraud and malicious acts.

Our sites foster a **culture of quality and food safety** through a wide range of programs, training courses and events.

From cans for fish and vegetables to infant formula packaging, our food containers cater to **sensitive populations** such as allergy sufferers and infants.

The QHSE department is responsible for quality and food safety issues. All quality issues and client complaints are monitored, analysed, and reported on using collaborative tools that provide an overview of the Group's quality challenges.

Our major production facilities and the company as a whole hold ISO 9001 **quality** certification. Almost all sites manufacturing packaging for the food industry are **certified for food safety** (see table p 17). The company is committed to always adopting a continuous improvement approach. Today, the main risks in quality relate to damaged cans, leakages, and contaminations.

Two additional sites were certified in the first half of 2023.

Our company has documented its commitments and detailed the associated procedures in its manual for managing food safety and quality.

One essential aspect of our quality policy is ensuring **compliance with regulations** across all countries. We monitor regulations internally using a dedicated tool available to the sites that helps implement action plans to meet requirements.

Additionally, our involvement in metal packaging associations in France and Europe allows us to anticipate and prepare for legislative changes.

Such monitoring includes vigilance with respect to the materials that could be subject to potential regulations in the future.

Our technical experts work closely with our suppliers to stay informed of any developments concerning substances of concern and to set up validation tests for new materials supplied.

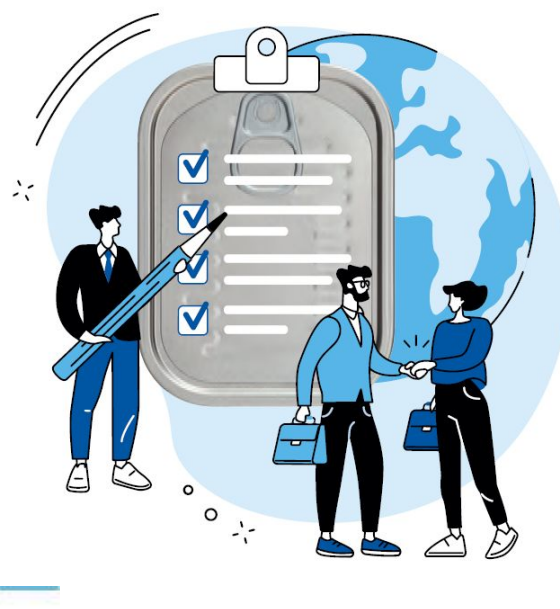
Approved and certified products, mainly metal and coatings, are used at all of our production sites to meet the requirements of the client markets served.

For example, since French regulations changed, the coatings we use for food cans at our French sites no longer use bisphenol A (BPA), while other plants also offer BPA-free solutions for foreign clients.

UPCOMING ACTIONS

- Working with suppliers to anticipate regulatory changes in materials and approve the best available solutions.
- Continuing to roll out certifications to cover all production sites (Action 7 of the Strategy, p11).
- Strengthening our food safety system everywhere with FSSC certification, in addition to ISO 22000.

CLIENT RELATIONS



OUR POLICY AND GOALS

Massilly's sites work with a wide variety of client types in terms of size, geographical location and business segment.

The group delivers to around 5,800 clients a year.

Commercial relationships are long-term undertakings.

Our goals: Always do our utmost to satisfy our clients, and to communicate transparently and systematically about the recyclability of metal packaging.

OUR PERFORMANCE

88%

in overall client
satisfaction
(3-year average)

Relationships built over the
long term with
numerous partner clients

Client relations are overseen at the Group level by our sales and development department.

Massilly's sales policy is based on our desire to help our clients—big or small—get the best products and services.

OUR ACHIEVEMENTS

Our responsiveness and flexibility in serving clients of all sizes are seen as strategic assets.

The Massilly Group is structured to serve a **diverse range of clients, from micro-enterprises to large international corporations**. This commitment is underscored by our extensive portfolio of metal packaging solutions, one of the broadest in the market, and our ongoing investments in advanced printing technologies that facilitate custom metal packaging in smaller production runs.

Our **Massilly Services division** specialises in designing and manufacturing dosing, crimping and capping equipment, as well as complete packaging lines. We cater to businesses of all sizes and continuously enhance our offerings year over year.

Technical experts in several countries provide local support for personalised services, including assistance with product implementation and audits. *Our training catalogue is tailored to meet a wide range of customer needs.*

Through our active engagement with trade associations representing our clients globally, Massilly stays abreast of technical advancements (such as container-content compatibility and process constraints) and regulatory changes affecting food packaging, aerosols and industrial cans.



We encourage our clients to affix the '**METAL RECYCLES FOREVER**' logo on all our products, as well as the environmental labels and sorting instructions for the country of distribution.

Massilly supports the efforts of industry federations to promote the qualities and enhance the image of canned foods (Nutriscore, educational communication campaigns, open house events).

In France, we are a member of the Uppia association, which brings together metal packaging suppliers and canned-food producers. Uppia promotes canned foods and their advantages to consumers.

We are keen to make our packaging easy for consumers to use (easy opening, raised lettering on hazardous products for partially sighted people, etc.).

Joint improvement projects are carried out alongside many clients. In particular, some projects aim to reduce the thickness of the packaging, reduce transport flows, and use components and accessories with a reduced environmental footprint.

Client satisfaction surveys are carried out regularly to identify areas for improvement. Over 3 years, the overall satisfaction rate is **88%**.

UPCOMING ACTIONS

- Leveraging our range of **training courses leading to certification** to help our clients optimise their packaging processes.
- Transparently promoting the **benefits of metal packaging**, and continually offering product improvements and innovations
- In 2024, the Group will roll out its **customer portal**, providing secure, permanent access to important documents and online machinery management.

RESPONSIBLE PURCHASING



OUR POLICY AND GOALS

Massilly's responsibility with regard to its suppliers applies as follows:

- Massilly's adherence to the commitments made to its suppliers.
- Massilly suppliers' management of their ethical, social and environmental impacts—both positive and negative.

A CSR assessment for our major suppliers has been drawn up and rolled out; it is consistent with the existing procedures: Quality - Food safety / Ethics - Compliance

Our goals: Ensure payment terms comply with legal deadlines; Foster long-term relationships with suppliers and partners; Maintain traceability of tin, a conflict mineral; Assess suppliers on their CSR performance

OUR PERFORMANCE

Main suppliers present for more than

5 years

The suppliers evaluated represent more than

80%

of purchases related to products sold

Monitoring of strategically important suppliers is handled by the Purchasing Department. The Administrative and Financial Department is also involved in compliance checks when new suppliers are created, and in monitoring payment deadlines.

The Responsible Purchasing Policy includes supply chain risk prevention and an assessment of key suppliers based on how effectively they mitigate their social and environmental impacts.

OUR ACHIEVEMENTS

COMPLYING WITH THE GUIDELINES FOR GOOD RELATIONSHIPS WITH SUPPLIERS

Massilly follows an internal procedure before entering into business relations with new suppliers. This procedure covers legal, fiscal, financial and IT **compliance** risks.

The Group's sites are committed to purchasing from local SME suppliers where possible and appropriate: pallets, transport, and other services.

Massilly also endeavours to nurture long-term partnerships with its suppliers for the benefit of both parties.

The supplier assessments described below are part of a **shared commitment to progress and continuous improvement** in terms of the impacts of the products we purchase.

Our payment policy complies with all legal and contractual payment deadlines and we negotiate realistic, reasonable payment conditions.

Suppliers are informed that they may contact our whistle-blower hotline if they observe any breaches of our ethical standards.

CONFLICT MINERALS

Tin is classified as a "conflict mineral," whose extraction in certain regions may fund armed conflicts and involve labour practices that violate human rights.

In order to ensure the origin of the tin contained in our products, Massilly has established a Conflict Minerals Procedure whereby it formally and regularly questions its suppliers about their tin supply chains.

MANAGING IMPACTS ON THE VALUE CHAIN AND EVALUATING SUPPLIERS

Massilly gives its suppliers its Ethics Charter and asks them to sign a **"CSR Commitment"** ensuring their compliance with:

- environmental best practices,
- human rights through the fundamental conventions of the ILO, which include the prohibition of all forms of slavery, forced labour and child labour.
- regulations to combat corruption and anti-competitive practices,
- compliance with international sanctions,
- the GDPR for data protection

Furthermore, we conduct risk assessments and CSR maturity evaluations for suppliers identified as critical. Supplier criticality is assessed jointly by the purchasing and QHSE departments.

As of late May 2024, 125 suppliers had been assessed.

The suppliers with the greatest impact on our carbon footprint are questioned about their **carbon reduction strategies**, as well as opportunities for short- and medium-term improvements that we can collaborate on.

UPCOMING ACTIONS

- Enhance dialogue with suppliers to develop optimal joint solutions for decarbonisation and environmental protection.
- Continue to assess our key suppliers and encourage them to improve their environmental, social and ethics policies.
- Evaluate our procedures to ensure compliance of our purchasing chain

BUSINESS ETHICS



OUR POLICY AND GOALS

Massilly's Ethics Charter and Code of Conduct set out the values and principles that all employees are expected to comply with, particularly with regard to business ethics.

In 2023, we drew up a corruption risk map and we are rolling out measures to prevent these risks.

We pay taxes in the countries where we actually carry out our activities in all the countries where we operate. The holding company is based in France, where it pays its taxes.

Our goals: Enhance anti-corruption measures and compliance with competition laws. Ensure regulatory monitoring and proper functioning of our procedures to guarantee compliance.

OUR PERFORMANCE

82%

of the global workforce trained on the principles and procedure of the Ethics Charter and the whistle-blower hotline.

150 people

trained on the anti-corruption guide

These issues are overseen by the CSR department at group level.

As a family business, Massilly is particularly committed to conducting its activities with integrity, respecting people and their rights, and complying with all applicable laws.

OUR ACHIEVEMENTS

Our Ethics Charter is available on our website and has been translated into the Group's 5 main languages.

Training on the Ethics Charter, which includes topics such as corruption and the use of the whistle blowing hotline, has been rolled out to **more than 1,800 employees** by the end of May 2024.

FIGHTING CORRUPTION

Based on the **corruption risk assessment**, an action plan is drawn up, monitored and revised to enhance the anti-corruption measures (procedures, internal audit, training). A **report** on the measures is presented to the Executive Committee and the CSR Committee at least once a year, in compliance with French law.

In 2023, employees in positions identified as exposed were specifically trained on the Group's anti-corruption guide.

COMPLYING WITH COMPETITION LAW

Massilly is committed to transparent and fair business practices.

Although we are competitive in our markets, we are not in a dominant position. We comply with the applicable competition rules.

In 2023, the entire top management team (over 50 people) was trained in best practices in the area of competition.

Any actual or suspected anti-competitive practices can be reported via the Group's whistle-blowing system.

PROTECTION OF PERSONAL DATA

The company complies with the GDPR and other applicable regulations on personal data protection.

To this end, an external DPO (Data Protection Officer) has been appointed for France and duly registered with the CNIL.

The DPO is responsible for maintaining the record of processing activities and the schedule for protection and retention, as well as handling any requests.

There have been no incidents or complaints on this subject over the past year.

Cybersecurity is a priority for the Information Systems Department. The security of access rights is continuously ensured in-house and with external service providers. All employee users are trained and made aware of the issues several times a year.

WHISTLE-BLOWING

The whistle-blowing contact address (ethic@massilly.com) can be reached in-house and by third parties for all issues relating to ethical conduct (corruption, competition, personal data) and human relations (discrimination, harassment).

To that end, **a procedure has been made available on our website**. Two compliance officers have been appointed to ensure that the system is effective and monitored.

In 2023, two alerts were recorded and dealt with, **neither of which related to corruption, anti-competitive practices or personal data breaches**.

UPCOMING ACTIONS

- Finalise the last interventions to reach our target of 100% of global staff trained in our Ethics Charter by the end of 2024 (Action 12 of the Plan)
- Maintain and improve our corruption prevention system, based on the corruption risk assessment.
- Add a specific policy on compliance with competition law to the Code of Conduct.



1.



2.



3.



4.

1. Massilly Printing Solution - Massilly electric truck
2. Iberembal - Raising awareness about water conservation
3. Massilly Portugal - Solar panels
4. Massilly Portugal - Chemical spill training session (ISO 14001)

ENVIRONMENT

GREENHOUSE GAS EMISSIONS AND CLIMATE IMPACT

AIR, WATER AND SOIL POLLUTION

BIODIVERSITY

ECODESIGN AND FIGHTING FOOD WASTE



GREENHOUSE GAS EMISSIONS AND IMPACT ON THE CLIMATE



OUR POLICY AND GOALS

The Group's strategy includes reducing its carbon footprint. A new Group carbon footprint was calculated based on 2023 data.

The investment process includes an assessment of CSR issues, in particular decarbonisation.

Our goals: Reduce our energy intensity and associated GHGs by 20% by 2024 (2019 baseline); Optimise the use of materials, the main component of scope 3 GHGs;
Improve logistics and reduce transport impacts
Study and define our decarbonisation trajectory through 2030.

OUR PERFORMANCE

5 sites with
solar panels

13% lower
energy-related
carbon intensity
kg CO₂e/kg product since
2019

These issues are coordinated at the Group level by the CSR department with the involvement of the purchasing department for logistics and the QHSE and manufacturing departments for energy.

In order to limit global warming and its consequences, **greenhouse gas (GHG) emissions** must be drastically reduced worldwide. As a player in the metallurgical industry, **Massilly is committed to reducing its energy consumption** to contribute to that collective effort.

ASSESSMENTS

After an initial comprehensive carbon assessment based on 2020 data, we have updated this analysis based on 2023 data.

RESULTS OF OUR CARBON FOOTPRINT ASSESSMENT 2023(*)

- **Total (Scopes 1, 2, 3): GHG Protocol method 351,859 tCO₂e see details and graphs below**

(note: BEGES method 343,388 tCO₂ in 2023 vs. 373,069 tCO₂e in 2020)

- This represents 2.46 t CO₂e per tonne of product sold.

EMISSIONS AVOIDED THANKS TO THE RECYCLING OF OUR WASTE AND PRODUCTS: total 75,779 tCO₂e:

- Emissions avoided thanks to waste recycling: 13,950 tCO₂eq
- Emissions avoided thanks to recycling of products sold: 61,829 tCO₂eq

MAIN ITEMS

The first 4 items account for more than 90% of our emissions:

● Purchase of raw materials:

The purchase of **steel** and **aluminium**, the main components of the products we manufacture, represents the largest impact, with **177,240 tCO₂e**, i.e. almost 50% of total emissions.

The purchase of **coatings, seals, solvents and inks** emits **24,858 tCO₂e**.

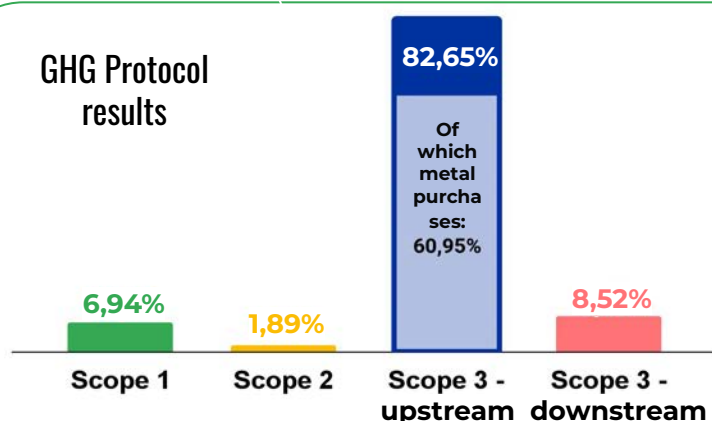
Glass purchases represent **17,442 tCO₂e**.

- **Energy: 34,586 tCO₂e**, 77% of which is natural gas, consumed mainly in the printing, coating and capping activities, and 22% is electricity.

- **Freight: Freight represents 22,326 tCO₂e**, 85% of which is road transport.

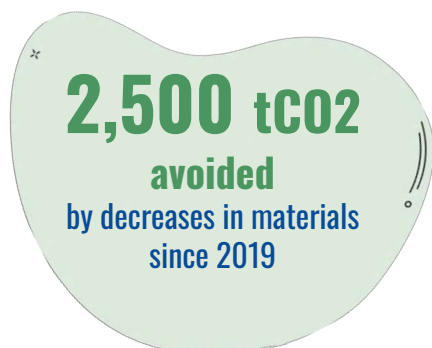
- **Investments: 17,567 tCO₂e** stemming from a historically high investment plan (uncertainties in the calculation of these emissions due to average monetary values).

GHG Protocol results



(*) Note: Emissions were calculated with assistance from the firm BL Évolution according to the Bilan Carbone® method, the results of which are compatible with ISO 14064, the GHG protocol and regulatory GHG Emissions reporting.

(**) Note: The emissions avoided (75,779 tCO₂e) correspond to a reduction in emissions outside Massilly's business scope, thanks to the availability of recyclable material from the recycling of waste and products sold, derived from new material. They have been calculated on the basis of the difference in emissions generated by the production of new and recycled steel and the share of new material in raw material purchases. In accordance with the method, they have not been subtracted from Massilly's GHG emissions in the carbon footprint.



energy consumed	2019	2020	2021	2022	2023
GWh gas and fossil fuels	118.6	121.0	133.1	119.7	111.5
GWh electricity	52.4	54.7	57.4	55.2	53.0
of which certified renewable origin	0.0	0.0	18.0	9.1	7.0
of which self-generated solar energy	0.0	0.02	0.1	0.3	1.3
intensity kWh per kg of production	1.50	1.45	1.44	1.42	1.31
intensity kWh per € of revenue*	0.43	0.42	0.41	0.31	0.28

* for this calculation, revenue excludes glass distribution

OUR ACHIEVEMENTS

IMPROVEMENT INITIATIVES

Reducing our carbon footprint is an integral part of our CSR strategy, as evidenced by the first 2 priority actions of our 2024 CSR plan.

Reporting tools are deployed at all sites, and action plans are regularly monitored as part of our **environmental and energy management system**.

We have launched a study of the Group's **decarbonisation trajectory**.

Given the weight of our purchases in our carbon footprint, we dialogue with **suppliers** about their own actions and trajectories.

Our policy does not include **the purchase of carbon credits**.

PURCHASES (RAW MATERIALS AND CONSUMABLES)

Our **metal** suppliers are committed to decarbonisation trajectories based on manufacturing technologies that are less dependent on fossil fuels and on increasing recycling efforts to enable the use of even more recycled material.

*We are also attentive to the alternative solutions offered by our **coating and seal** suppliers. As far as **glass** distribution is concerned, we are actively monitoring progress in the re-use sector.*

Our internal actions to reduce the carbon footprint of our materials include:

- **Eco-design** and improvement of our manufacturing processes,
- **Developing lighter products** by reducing the thickness of the metal used

- Reducing the use of **coatings**,
- Reducing **secondary packaging**,
- Work on reducing and recycling **waste**,
- And, more generally, **industrial efficiency**, which means using fewer resources.

ENERGY

Our **measurement and reporting system** enables us to closely control our energy consumption. Internal analyses are supplemented by external **energy audits**.

Our plan to reduce **gas** consumption is based on:

- a multi-year **investment** plan for the production facilities used in the coating process, the most energy-intensive manufacturing stage.
- **electrification**, i.e. the conversion of certain technologies from gas to electricity,
- **heat recovery** and upgrades to the **heating** systems.

As far as **electricity** is concerned, **reductions in consumption** are also achieved through material investments such as improving the efficiency and use of compressors and installing LED lighting.

5 production sites are currently equipped with **solar panels**, and 3 other projects are under consideration. In 2024, the solar panels will reduce emissions by 10% compared to the average emissions of national grids.

We are also keeping a close eye on the opportunities offered by suppliers of **renewable energy certificates**, which were used only in Spain in 2023.



FREIGHT

The group has a more direct involvement in organising logistics for inter-site and external flows to customers.

We are working with **hauliers** to implement **alternative solutions** (more fuel-efficient vehicles, alternative fuels, modal shift to rail). **Road-rail routes** are now consistently used for certain destinations, and trials with **electric trucks** have been conducted.

We are also working with clients on transport optimisation to make the **fill-ups and rotations** process more efficient.

In France, the main plant has signed up to the **Fret 21 initiative** and has achieved a 5% reduction in carbon emissions in 2 years in the selected segments.

For **upstream transport** flows (freight organised by our suppliers), we plan to engage with our main suppliers in identifying joint improvement solutions.

On another transport-related subject, indicators and targets have been set for **business travel** to reduce its environmental impact, and carpooling is encouraged for commuting.

INVESTMENTS

The Group has initiated a significant investment program aimed at reducing our environmental impacts and ensuring operational resilience.

Evaluated using average factors based on financial amounts, this year's investments have had a notable impact on our 2023 carbon footprint.

Our investment process takes into account the CSR impacts, particularly our carbon impact, although we do not use an internal carbon price.

When constructing new buildings, we consider factors related to heating, air conditioning, and the potential installation of solar panels or green roofs.

OTHER ACTIONS: AWARENESS-RAISING AND TRAINING

Employee **training** on climate change and the impact of our activities is crucial for implementing improvement initiatives.

In addition to providing technical training in environmental and energy management, we communicate to the staff about our **carbon footprint**.

Events such as the **Fresque du Climat**, the **Ma Petite Planète** challenge, and targeted webinars are just some of the tools we use to keep our employees informed and engaged.

UPCOMING ACTIONS

- Define our decarbonisation trajectory and establish long-term goals.
- Draw up a new group action plan and meticulously track progress at each site
- Engage our entire supply chain (both managers and suppliers), including capital purchases.

AIR, WATER AND SOIL POLLUTION



OUR POLICY AND GOALS

With the roll-out of the environmental management system across our sites (action 6), Massilly is strongly committed to a policy aimed at controlling our environmental issues, reducing our impacts, strictly complying with regulations at all our sites, and preventing risks of accidental pollution.

The priority actions in the 2024 Plan (actions 3, 4, and 5, see page 15) take aim at volatile organic compounds (VOCs) and solvents, water, and waste. A quarterly report covering all the sites includes these indicators and others for steering improvement initiatives.

Our regulatory monitoring enables us to keep abreast of developments and to target and manage high-risk products and substances of concern.

Objectives are defined for each action of the Plan (see tables p 16 and 17).

OUR PERFORMANCE

97%

of waste recycled or reused

ISO 14001

3 certified sites
and 2 in progress - 2024

9%

reduction in VOC
solvents per kg of
product

These issues are overseen at the Group level by the QHSE department. Local regulations are taken into account.

Massilly is firmly committed to protecting the environment and its resources. The Group has assessed its significant impacts and potential risks and undertaken priority actions to reduce them.

OUR ACHIEVEMENTS

The Group has analysed and identified its main environmental issues. The sites are also working on reducing their significant aspects to improve risk management *in all segments*.

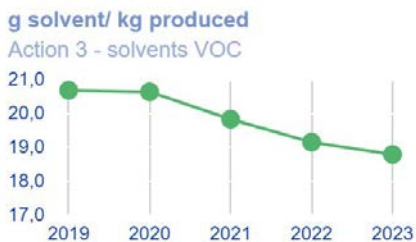
POLLUTION

One of the risks identified is linked to the use of products containing solvents for coating operations. In Europe, the production lines are subject to emissions standards (VOCs, Nox) and regulated by the local authorities that grant operating licences.

In France, Spain, Portugal and Canada, our production lines have long been equipped with incinerators used to destroy such compounds.

The investment programme implemented in our coating process means that we have the best equipment available for energy efficiency and waste management.

The plants' performance targets include using only the amount strictly necessary to limit VOC-generating products at the source.



All chemical storage facilities comply with safety requirements, including dedicated spill containment, special buildings, ventilation, fire detection, fire water retention systems to prevent spills, etc.

The safety team conducts audits on these subjects and sites are regularly visited to prevent fire risks.

More generally, environmental management includes reporting and analysing incidents and near misses to reinforce prevention.

WASTE

Waste is sorted in-house and then collected, recycled, or reprocessed as appropriate by specialised companies. Fully-recycled metal accounts for the majority of such materials. The objective of our current strategy is to reduce waste, particularly dangerous waste, waste which

Action 5 : Waste	2021	2022	2023
Total waste (tons)	29 359	27 169	25 959
- Recycled or reused	28 455	26 370	25 267
- Destroyed or sent to landfi	903	799	692
of which dangerous waste	6,1%	5,7%	5,7%

WATER

Regular monitoring and analysis of water consumption means that any unusual consumption can be detected and action taken to reduce it.

Our industrial process consumes very little water: 27,000 m3 for the Group as a whole in 2023, mainly from restroom use (see indicators p.16)

In some cases, the water we use requires treatment; this is handled by a specialist agency.

ENVIRONMENTAL TRAINING

In addition to the sites certified ISO 14001, training and awareness-raising programs are implemented at our plants to ensure a comprehensive understanding of policies and to address specific technical subjects.

UPCOMING ACTIONS

Continue pursuing ISO 14001 certification to reach 5 sites by 2024 and a total of 7 main sites by 2025

Roll out a group-wide platform for immediate reporting and management of actions to enhance environmental vigilance

BIODIVERSITY



OUR POLICY AND GOALS

Biodiversity provides essential **ecosystem services** to society as a whole, be they material, cultural, regulatory or supportive. Together, these contributions guarantee quality of life for society and living beings. Pressures on biodiversity, such as habitat destruction, overexploitation of resources, climate change, pollution and invasive alien species, threaten this vital balance.

We are aware that **our activities and those of our value chain exert pressure on biodiversity**. That's why we want to step up our actions to mitigate our impact and promote and preserve biodiversity at every opportunity.

OUR PERFORMANCE

**Local
actions**
to preserve biodiversity

**Very low water
consumption** in
our industrial process

These issues are overseen at the Group level by the QHSE department. Local regulations are taken into account.

Massilly is aware of the pressures exerted on biodiversity and recognises the importance of mobilising our entire value chain to **raise awareness, protect and preserve biodiversity and natural resources**, while at the same time **mitigating our own impact on ecosystems**.

OUR ACHIEVEMENTS

IDENTIFICATION OF OUR DIRECT AND INDIRECT IMPACTS

The Group's business depends indirectly on the **state of biodiversity**. This material issue was identified during the construction of our double materiality matrix (p12).

The activities of our downstream value chain, including direct clients and the farmers/fishers who supply them, depend directly on biodiversity and ecosystem interactions (soil structure, pollination, water quality, etc.).

These activities themselves contribute to biodiversity erosion to varying degrees, depending on the practices used. These issues are generally **integrated into the CSR policies of our customers** with goals such as:

- promoting **sustainable agricultural practices** to limit impacts on soil and ecosystem services
- promoting **sustainable fishing** and respecting reproduction cycles

Massilly is attentive to the location of each site and the surrounding ecosystem.

The **environmental review** carried out by the QHSE department at each plant looks at all **site-related risks based on the sensitivity of their environments** (water, air, soil and subsoil, noise, light, etc.) and in liaison with local authorities.

In particular, this includes remarkable natural environments and protected area classifications.

RAISING AWARENESS TO FOSTER ENGAGEMENT

We recognise the importance of **preserving and promoting biodiversity**, both internally and across our value chain, to raise **collective awareness** of the challenges and pressures exerted on biodiversity.

Accordingly, we plan to **raise awareness of** this issue among Group employees.

TAKING ACTION TO PRESERVE BIODIVERSITY

Our sites are involved in maintaining and preserving biodiversity and natural resources through a number of **local initiatives**.

In Portugal, we supported two local associations in their efforts to **protect water and forests** and maintain sustainable farms.

In France, we organised a clothing collection drive in collaboration with an association to facilitate recycling.

On **World Water Day**, a drawing competition on water conservation was organised for the children of employees in Spain. This helps to raise awareness and prevent threats to natural resources.

In 2024, the Group plans to increase its engagement and propose additional local initiatives to **help maintain biodiversity**.

UPCOMING ACTIONS

- Raise employee awareness of biodiversity conservation.
- Promote actions to encourage biodiversity in the areas where the sites are located.
- More formally integrate biodiversity and natural resource conservation into our decision-making processes.

ECODESIGN AND FIGHTING FOOD WASTE



OUR POLICY AND GOALS

We are conducting a full **life-cycle analysis** of metal packaging covering raw materials, processing, transport to the final customer and end-of-life.

Our innovation process integrates eco-design with a focus on CSR impacts, aiming to contribute to the circular economy.

Our continuous improvement and eco-design efforts in our production process focus primarily on:

- Optimising material usage by reducing metal thickness (Action 2 of the Plan) and minimising scrap and waste.
- Lowering energy consumption, especially fossil fuels, in our manufacturing processes.

OUR PERFORMANCE

78.5%

of collected packaging recycled (in Europe)

13%

reduction in gas consumption since 2019 (kWh/kg product)

A metal food can weighs up to

46%

less than 30 years ago (source APEAL)

The eco-design of our products is led by the Group's Innovation, Industry, and QHSE departments. Of course, our design process also takes account of the needs of our clients and changes in the applicable regulations.

Metal cans, caps, and metal packaging formats in general have important benefits in terms of recyclability and combating food waste. Driven by that firm conviction, Massilly continues to work and innovate to reduce the impact of the materials and energy we use to produce such packaging.

OUR ACHIEVEMENTS

CIRCULAR ECONOMY

Our metal packaging is fully recyclable, with an actual recycling rate of 78.5% in Europe. The same is true for the glass products we sell. Our single-material packaging solutions simplify the recycling process.

While most of our packaging is currently single-use, we are actively working on manufacturing and distributing reusable metal and glass containers. We are committed to positioning infinitely recyclable metal packaging as a viable alternative to plastic packaging.

REDUCING THE WEIGHT OF OUR PRODUCTS

Metal is our primary raw material and accounts for a significant proportion of the carbon footprint of our products. Reducing the weight of packaging is an important, continuous field of innovation for the company. We are working with our suppliers and clients to maintain the existing performance characteristics of our products while using ever thinner metal.

IMPROVING MATERIAL USAGE

We offer a range of PVC-free caps, which require less energy to produce compared to conventional caps.

By optimising the application of protective coatings on metal, we have reduced consumption per sheet by approximately 9% since 2019.

MORE ENERGY-EFFICIENT, QUIETER EQUIPMENT

For our clients, we provide capping machines that cut energy and water consumption in half and reduce noise by 20 dB compared to standard machines. Our new technology, applied to these machines, was awarded the prestigious **Oscar de l'Emballage in the CSR category in 2022.**

OPTIMISING OUR PRODUCTION FACILITIES

We make significant annual investments to reduce our energy consumption. Investment decisions incorporate CSR impacts, including resources, energy, water and noise.

REDUCING SCRAP AND WASTE AT OUR PLANTS AND AT CLIENT SITES

Our environmental and industrial performance management system relies on indicators and action plans for scrap and waste reduction. (See waste p.36-37).

We work with our partners (suppliers, users, service providers) to achieve more direct and complete recycling of certain types of waste (e.g., returning metal waste to our suppliers, reusing boxes, etc.).

We also reduce secondary packaging, particularly plastic, saving 20 tonnes of plastic annually in our cap packaging.

Additionally, we have organised the collection and direct recycling of plastic ties used for pallet strapping for some of our clients.

REDUCING FOOD WASTE

Canned goods help reduce household food waste by 29%, according to a study by the Technical University of Munich. Additionally, Massilly is developing resealable can solutions for on-the-go eating and multiple servings.

UPCOMING ACTIONS

We will continue our short-term and long-term improvement and innovation efforts to reduce resource usage.

Waterstone
CANADA'S
**MOST
ADMIRED
CORPORATE
CULTURES**
2023

1.

2.



3.



5.

1. Massilly North America - *Canada's Most Admired Corporate Cultures Awards* - Award received in 2023
2. Promotional poster - 2024 apprenticeship campaign
3. Massilly India - International Women's Day
4. Participation of European sites - DuoDay
5. Grumetal - Sports competition

SOCIAL

DECENT WORK AND WELL-BEING IN THE WORKPLACE

TALENT DEVELOPMENT

DIVERSITY AT MASSILLY

HEALTH AND SAFETY AT WORK

LOCAL DEVELOPMENT



DECENT WORK AND WELL-BEING IN THE WORKPLACE



OUR POLICY AND GOALS

Massilly is committed to guaranteeing **decent work** and ensures **internal audits** at all its sites (ILO principles). An annual review of practices is conducted to ensure compliance with local laws and human rights principles across all sites.

Our objectives include enhancing social dialogue through representative bodies and improving information sharing through various channels. Workplace well-being is integrated across all sites to **promote the quality of work life** for employees.

OUR INDICATORS AT THE END OF 2023

75% of employees globally are covered by collective bargaining agreements.

100% of sites keep employees regularly informed about corporate affairs.

These issues are overseen by the Group's HR department.

Adherence to international and local standards on decent work underpins a healthy work environment that supports employee well-being across all our sites.

OUR ACHIEVEMENTS

HUMAN RIGHTS AND LABOUR RELATIONS

Massilly is committed to applying international and local standards related to **decent work, human rights, and social dialogue**. An annual internal review verifies that each site complies with all these principles.

In efforts to uphold human dignity, Massilly conducts **awareness campaigns** for all our managers. To date, over **60%** have participated in training on various forms of workplace discrimination and harassment. A poster campaign on these issues was rolled out in France, Spain, and Portugal.



Decent work is supported by four pillars: **social dialogue, working hours and wages, the right to work, and social protection**. The annual review ensures adherence to ILO recommendations and local laws at each site. Key achievements include:

- **76%** of sites have employee representatives.
- Salary reviews are conducted at **100%** of sites, annually for 98% of employees; otherwise, every two years.
- **100%** of sites guarantee a decent wage.
- **100%** of sites respect working hours, with overtime either paid or compensated with time off.
- **100%** of our sites never use child labour or forced labour.
- **100%** of employees benefit from paid annual leave and are entitled to parental leave.

WELL-BEING IN THE WORKPLACE

Health is fundamental to workplace well-being. 85% of employees are covered by health insurance. Medical care is available for each employee (i.e. 83%), except where prohibited by law.

Where feasible, Massilly accommodates **flexible working hours** and **telecommuting**, in consultation with employee representatives and tailored to the business practices of each subsidiary. Training for volunteer fire-fighters in the Saône-et-Loire region of France can be scheduled during work hours.

Each site undertakes various initiatives to improve work-life quality:

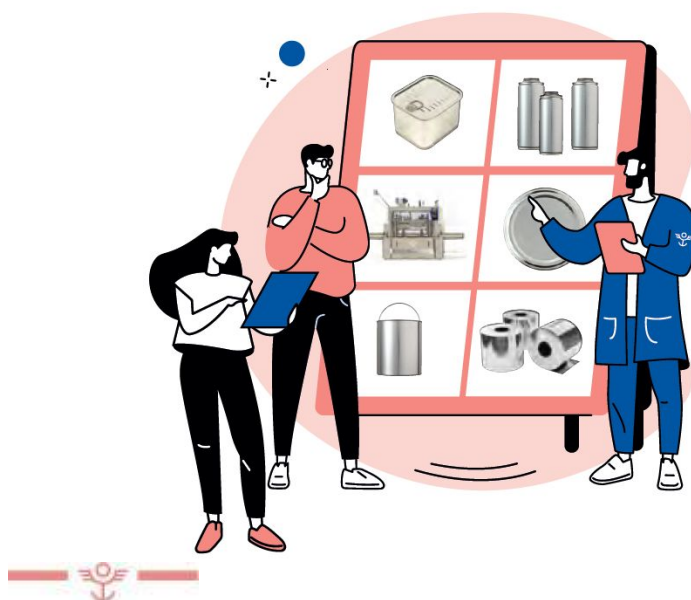
- Participation in sports events
- Sophrology/nutrition/sleep workshops
- Events aimed at improving the commuting experience
- Workstation adjustments to reduce strain
- Employee satisfaction surveys are conducted annually in Canada

In 2023, Massilly North America was recognised by Waterstone Human Capital as **one of Canada's most admired corporate cultures**.

UPCOMING ACTIONS

- Enhance social protection for employees throughout the Group.
- Conduct a workplace well-being survey across all sites in France.

TALENT DEVELOPMENT



OUR POLICY AND GOALS

Attracting talent in the industry remains a top priority for Massilly, focusing on enhancing employee retention. We are committed to creating sustainable jobs by diversifying our recruitment efforts and nurturing career growth opportunities.

Our objectives include actively integrating young professionals, promoting diversity in hiring practices, and continuously upskilling employees to adapt to evolving job roles and career paths.

OUR INDICATORS AT THE END OF 2023

58,600 hours of
training

1,921 permanent contracts

67 fixed-term contracts

69 apprenticeship contracts

These issues are overseen by the group's RH division.

Integrating young talent and **advancing individual skills** to promote career progression are fundamental to our approach.

OUR ACHIEVEMENTS

RECRUITMENT AND ONBOARDING

Massilly prioritises internal promotions and supports inter-site mobility.

In 2023, our recruitment efforts included:

- **149** external hires on permanent contracts
- **93** conversions from fixed-term to permanent contracts
- **40** apprenticeship hires
- **8%** turnover in 2023

Our HR departments actively participate in various recruitment forums. Each new employee benefits from a tailored onboarding program designed to familiarise them with the Group as a whole.

OPENING THE INDUSTRY TO YOUNG PEOPLE

We conducted an *internal satisfaction survey among apprentices* for the 2023-2024 period.

According to their feedback, apprenticeships:

- "are a full-time commitment,
- offer enrichment opportunities
- are supported by dedicated mentors
- offer good job prospects".

All departments actively engage in these apprenticeship programs for students. Professional mentoring ensures that students thrive and successfully obtain their diplomas.

The **MY Students community** facilitates personalised onboarding experiences and enables each student to participate in three meaningful events. Some sites host informal networking sessions, while others collaborate to organise onboarding events.

Additionally, each site partners with **local middle schools, high schools and universities** to organise plant tours and career talks to present the different types of jobs available at Massilly. Many students of all ages intern at Massilly every year to gain insight into the exciting career opportunities offered by the company.

SKILLS MANAGEMENT

Retaining talent is a core focus at Massilly, which is proud of its skilled workforce: **1921 permanent contracts, 67 fixed-term contracts** and **69 apprenticeships**.

57% of employees work in production, **11%** in maintenance and **32%** in support functions. In 2023, our temporary staffing partners contributed to the Group's success by providing temporary workers, representing 8% of the average annual workforce

Training plays a crucial role in enhancing our workforce by aligning skills with evolving job roles, supporting the digital transformation, and fostering internal career advancement opportunities.

Key figures:

- **151 internal promotions**, of which **16%** to management positions, **17%** to different job roles, **66%** within the same job role.
- **58,612 hours** of training in 2023.
- **27%** hours of safety training.
- **65%** hours of job skills training.

Inter-site training fosters knowledge transfer and skills enhancement. Employees from India, for instance, participated in training workshops held in Spain. Throughout 2023, several mandatory webinars focused on specific job skills, while optional sessions were open to all employees during work hours on topics like the environment, digital tools and more. These initiatives strengthen team cohesion and support personal growth across our workforce.

UPCOMING ACTIONS

- Continue integrating young talent and sustaining our apprenticeship programs, International Volunteer Programs (VIE), and internships.
- Continue supporting internal promotions and aligning skills with future organisational needs.

DIVERSITY AT MASSILLY



OUR POLICY AND GOALS

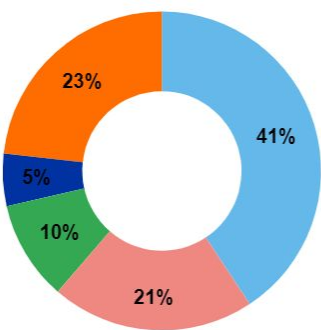
Massilly is committed to embracing and celebrating the diversity of our workforce, viewing it as crucial to our success.

We prioritise gender equality, disability inclusion, age diversity, and the promotion of multiculturalism.

Our aim is to fully integrate and showcase all forms of diversity.

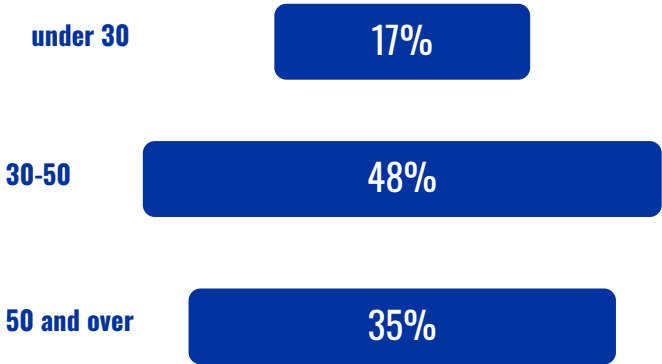
OUR INDICATORS AT THE END OF 2023

Employee tenure



- 1 - 5
- 6 - 10
- 11 - 15
- 15 - 20
- 20 +

Age distribution



These issues are overseen by the Group's HR department.

Through various initiatives, Massilly actively promotes **diversity and fosters equality** across all its 24 sites.

OUR ACHIEVEMENTS

The HR department has identified four priority areas for diversity at our sites: disability inclusion, age diversity, gender equality, and multiculturalism.

DISABILITY INCLUSION

At Massilly, we prioritise supporting employees with disabilities. Our HR teams work to **recognise the rights and value of all employees**.

In 2023, all our French HR teams received training to better understand and support this important issue. In 2024, Massilly aims to have a designated **disability coordinator** at all French sites with more than 50 employees. A task force on disability inclusion has also been set up, involving HR teams from Spain, Portugal, and France, to coordinate and promote local initiatives implemented in each subsidiary. In 2023, Massilly France was awarded the **Prix du Maintien dans l'Emploi**, a disability inclusion award.

The European Week for Employment of People with Disabilities is a significant event for our European sites, featuring activities such as:

- Collaborations with staffing agencies,
- Hosting candidates on Duoday,
- Local initiatives.

AGE DIVERSITY AND TENURE

Massilly ensures that opportunities are accessible to **employees of all ages**, fostering **intergenerational knowledge exchange** across all job roles.

GENDER EQUALITY

We are committed to advancing **gender diversity within our workforce**. A communication campaign was recently renewed for International Women's Day in 2024.

Our gender equality index in France exceeds 75 for 2023. Across all sites, we implement **consistent measures to ensure equal opportunities in recruitment, job roles, training and compensation**. A guide on best hiring practices strengthens our efforts against gender discrimination.

Some of our sites, both in France and internationally, have internal equality plans (such as in Spain) or equality committees.

Professional equality at Massilly:

- **23%** women group-wide
- **24%** women in management positions
- **13%** women in production
- **28%** women in apprenticeships

The Executive Committee, the Group's governing body, includes 3 women out of 8 members.

MULTICULTURALISM

Massilly's international presence enriches our multicultural workforce, encompassing:

- 13 countries
- 25 nationalities
- 9 languages spoken

UPCOMING ACTIONS

- Enhance gender diversity in production roles
- Define our Diversity Policy

HEALTH AND SAFETY AT WORK

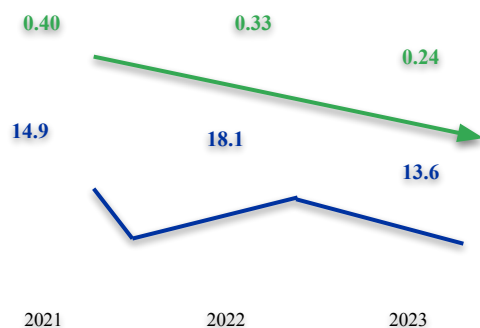


OUR POLICY AND GOALS

We are committed to providing healthy and safe working conditions for our employees. Our comprehensive approach, implemented across all sites, focuses on risk prevention and training to prevent workplace accidents and occupational illnesses.

Our specific targets include reducing the frequency rate of accidents, both with and without lost time (FR2), and decreasing the severity of incidents measured by the number of days lost.

OUR INDICATORS AT THE END OF 2023



Severity rate & FR2



Forklift and pedestrian training, safety instructions illustrated by an employee's child.

The safety policy is coordinated by the QHSE Department at the Group level and applied by safety officers at all our manufacturing sites.

Massilly is committed to ensuring that its sites are safe workplaces. The safety of employees and service providers is **a priority topic** at all the Group meetings.

OUR ACHIEVEMENTS

As part of the Group's safety plan, we are pursuing our continuous improvement efforts, with a particular focus on **preventing hazardous situations**.

Regular site reviews include safety assessments and action tracking. The topics of accident analysis, training, protective equipment, chemical hazards, fire safety, and strenuous work are always included in the reviews.

Formalised risk assessments are in place at all sites and are regularly updated.

Newly identified risks are addressed immediately following an accident or any time a hazardous situation arises. All sites are immediately informed so that they can take the appropriate protective measures. Furthermore, our **regulatory monitoring** alerts us to priority measures.

The total number of accidents (with and without lost time) continues to decline. **6 sites reported no lost-time accidents in 2023**.

Hours lost due to **occupational illness have been reduced by two-thirds over the past two years**. These improvements are the result of long-term actions carried out with experts and institutions, focusing on workstation adjustments and automation to reduce repetitive motions and heavy lifting. In France, a video on this subject was produced in collaboration with CARSAT.

The safety culture disseminated throughout the Group is based on the following structure:

- Safety policy and strategy: posted with annual Group and subsidiary action plans and annual Group safety meeting.
- Mandatory safety rules: translated into all local languages and disseminated at all our sites,
- Indicators & reports: accidents, near misses and treatment, frequency and severity rates, occupational illnesses, calculation of the cost of safety non-compliance.

In addition to the general accident prevention measures, we also implement the following:

- Dedicated measures and prevention plans for **atypical operations** such as installation, maintenance, working at height, etc.
- Targeted actions to reduce the **strenuous nature** of certain jobs as well as exposure to chemicals.
- A common **chemical risk** assessment system.

Training for all those involved is an essential part of safety initiatives:

All **new employees** undergo systematic training, with heightened vigilance for **temporary workers**.

Managers are trained and receive support in their management of safety issues.

For **subcontractors**, a single model prevention plan is in place to analyse risks and identify appropriate preventive measures. Subcontractors who have a significant presence on-site attend the main safety training courses.

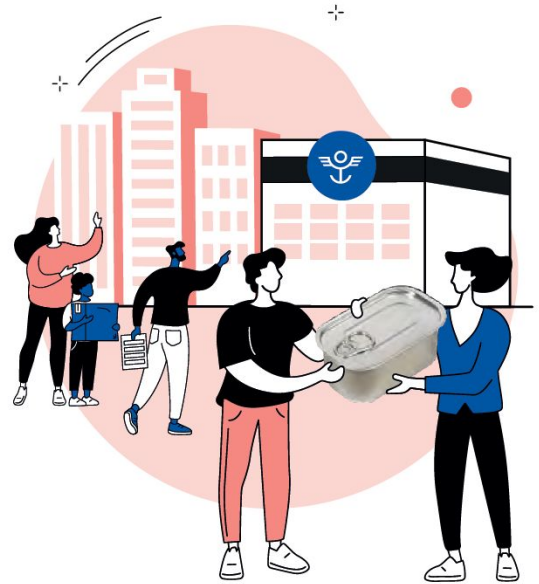
Awareness initiatives are continuously developed and updated: **educational videos** with employee testimonials, **interactive sessions** demonstrating how hazardous situations can lead to accidents, and a day dedicated to cardiac arrest awareness.

Numerous collective and unifying events are organised as part of the **ILO World Day for Safety and Health at Work**.

UPCOMING ACTIONS

- Deploy a new Group tool for reporting and analysing safety and environmental incidents in 2024 and 2025.
- Organise shared information to manage environmental and chemical hazards, with a focus on employee health.

LOCAL DEVELOPMENT

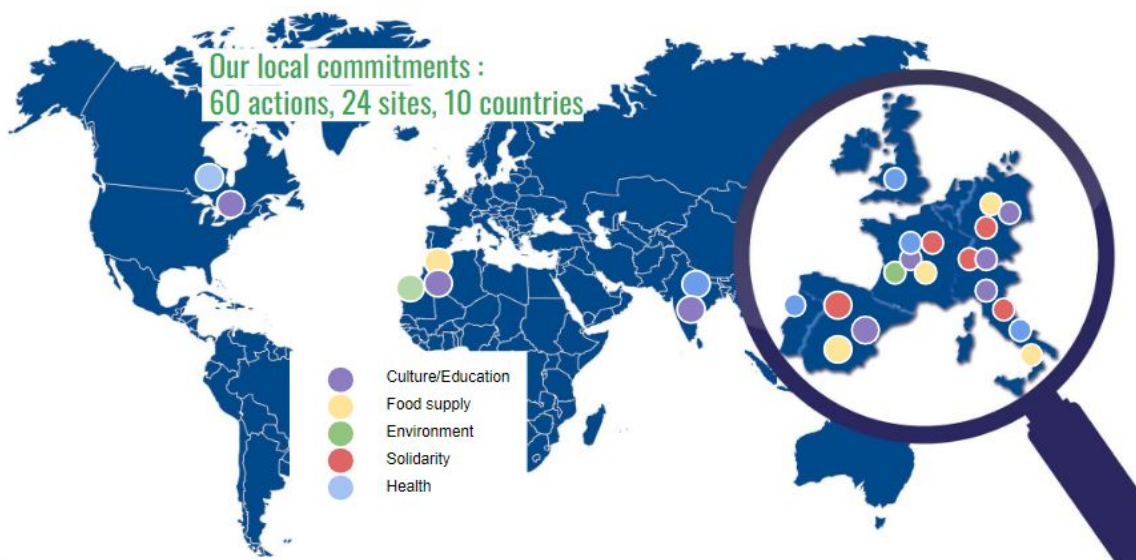


OUR POLICY AND GOALS

The Group's international presence gives all sites the opportunity to support and contribute to the local economy. This is achieved through job protection, community engagement, and the use of local suppliers.

Our goal is to actively support the local economy and community life at all company locations.

OUR INDICATORS AT THE END OF 2023



These issues are coordinated by the Human Resources and CSR departments. Locally, they are coordinated by site directors in association with other departments.

The wide range of locations enables each site to contribute to **local engagement and community support initiatives**.

OUR ACHIEVEMENTS

Massilly's values of solidarity and community are central to local development. As a manufacturer of metal packaging for the food industry, Massilly partners with numerous initiatives and associations that **combat food waste, assist the underprivileged**, and support people who face barriers to employment:

- orchards and canning industry in Italy,
- canteen and canning industry in France,
- numerous food donations to associations

Raising awareness of **environmental issues** is an integral part of our corporate culture. Some sites make ongoing contributions to local nature protection associations. We continue to recover and recycle cigarette butts with the assistance of a specialised company. A new wooded area has been created at the entrance of our facility in Russia.

Many of our sites are part of the **circular and solidarity-based economy**, donating the IT equipment they no longer use to charities or schools. Our commitment to the local economy is also reflected in our preference for **suppliers located close to our production sites**. Using local transporters helps reduce the impact of transportation.

Open house events are organised to introduce our activities to **employees' families** and local residents. That engagement comes not only in the form of committing **the company's resources**, but often directly from the **involvement of the company's employees**.

We have developed numerous partnerships with local associations focusing on education, sports, culture, and nature protection. Several sports partnerships support local community life. We continue to work with temporary staffing agencies to showcase the diverse employment opportunities available at Massilly.

We organise clothing drives and food donations to support those in need. In Morocco, support was provided to families affected by the September 8th earthquake.

Health is a significant concern for Massilly. Many employees again participated in blood drive challenges in 2023. World Day for Safety and Health at Work was celebrated at many sites. Massilly India helped set up an eye care unit in a rural medical centre, benefiting 915 patients since it opened, with eye health screenings and vision assessments held every quarter. We support cancer-fighting initiatives through donations and employee participation in events during Breast Cancer Awareness Month. Donations and events have also supported individuals with disabilities and various local organisations.

Every year since 2020, the Grumetal site in Spain has received **local recognition** with the certification of its CSR policy (Sello RSA) by the regional government of Aragon.

UPCOMING ACTIONS

- Continue our involvement in local initiatives.
- Establish the Group Best Action Trophy to recognise outstanding contributions.

APPENDICES



Social data 2023

**GRI Correlation table
(Global Reporting Initiative)**

**Strategy and Material Issues Correlation Table
(CSRD)**

**Description of stakeholders
(CSRD)**

CATEGORIES	CSRD ESRS S1 Reporting Requirements	2023 DATA		
OWN WORKFORCE	Average workforce - permanent/fixed term/apprentices/temporary staff	France	989	
		Spain	477	
		Canada	182	
		Portugal	130	
		India	139	
		Russia	92	
		Morocco	86	
		Other countries	105	
		Total Average Workforce	2200	
	Average number of temporary employees	165		
	Workforce as of 12/31/2023 (1 unit = 1 person)	see Table 1 to 4		
	Percentage of employees on permanent contracts	85.50		
	Percentage of employees on temporary staffing contracts	7.5		
Percentage of employees on short-term contracts	4.27			
Percentage of employees on apprenticeship contracts	2.73			
Number of permanent hires in 2023	149			
Percentage increase in the number of permanent hires compared with 2022/N-1	8.26%			
Number and turnover rate of permanent employees excluding retirements	8% turnover, i.e. 146 employees who have left			
EXTERNAL WORKERS	Number of non-employee workers (subcontractors, freelancers, etc.)	49		
SOCIAL DIALOGUE	Percentage of employees having a staff representative for dialogue with the employer	76%		
	Percentage of employees covered by a collective bargaining agreement as a proportion of the total workforce	75% of employees		
DIVERSITY	Number of women in key positions	24% women in management positions		
	Workforce by age group	Under 30: 68 women/281 men, 30-50: 248 women/737 men, 50 and over: 158 women and 564 men.		
	Percentage of women in the group workforce	23%		
	Percentage of women among employees hired on permanent contracts in 2023	23%		
	Number of employees in senior management by gender	8 people, (37.5% women and 62.5% men)		
DISABILITY INCLUSION	Percentage of people with disabilities	3.20%		
TRAINING	Average number of hours of training for employees	30.5 hours per person		
	Number of hours of training	58600 hours		
	Percentage of training time devoted to	Job skills development	59.80%	
		Safety	27%	
		Quality	5.70%	
		Other issues	7.50%	
HEALTH AND SAFETY	Percentage of healthcare coverage	85% of employees are covered in Europe		
		85% of employees covered Group-wide		
PARENTAL LEAVE	Percentage of employees entitled to family leave	100% paternity/maternity leave		
COMPENSATION	Percentage of Group sites that conduct annual pay reviews	88%		
	Percentage of workers below a decent wage	0%		
HUMAN RIGHTS	Percentage of sites that conduct in-house audits of compliance with the ILO's guidelines on human rights	100%		
	Percentage of Group employees who have a formal written employment contract	100%		
	Number of incidents reported via the whistle-blowing hotline	In 2023, 2 incidents were reported through this system, neither of which gave rise to sanctions/penalties.		

SOCIAL DATA 2023

OWN WORKFORCE AS OF 12/31/2023

Table 1: Workforce by gender

Gender	Number of employees (headcount)
Men	1591
Women	466
Other	0
Decline to say	0
Total employees	2057

Table 2: Number of employees at companies with at least 50 employees

COUNTRY	Number of employees (headcount)
FRANCE	931
SPAIN	440
RUSSIA	98
INDIA	125
MOROCCO	70
CANADA	168
PORTUGAL	119

Table 3: Employees by type of contract and by gender

Headcount	WOMEN	MEN	OTHER	DECLINE TO SAY	TOTAL
Number of employees	466	1591	0	0	2057
Number of permanent employees	425	1496	0	0	1921
Number of temporary employees	41	96	0	0	137
Number of full-time employees	400	1480	0	0	1880
Number of part-time employees	25	16	0	0	41
Number of employees with non-guaranteed hours	0	0	0	0	0

Table 4: Employees by type of contract and by region

Headcount	FRANCE	EUROPE	OTHER REGIONS	TOTAL
Number of employees	931	756	370	2057
Number of permanent employees	847	720	354	1921
Number of temporary employees	84	36	17	137
Number of employees with non-guaranteed hours	0	0	0	0
Number of full-time employees	908	738	368	2014
Number of part-time employees	23	18	3	44

GRI CORRELATION TABLE 1/2

GRI	Level	Information	Correspondence in the report
General points			
102-1	Core	Organisation name	Flyleaf, Massilly
102-2	Core	Activities, brands, products and services	Page 5, our business lines
102-3	Core	Geographical location of sire	Head office in Mâcon, France
102-4	Core	Geographical locations of business activities sites	Page 11, Our locations
102-5	Core	Capital and legal form	Legal form: French SAS (simplified joint-stock company)
102-6	Core	Market served	Pages 5 and 11 our business lines and locations
102-7	Core	Organisation size	Page 8, Our business model
102-8	Core	Organisation staff	Page 9, Our business model
102-9	Core	Organisation supply chain	Page 10, Our ecosystem
102-10	Core	Considerable change in the organisation and its supply chain	No significant changes
102-11	Core	Precautionary principle	Page 25, Health, safety and quality of products
102-12	Core	Charts, principles and other external initiatives	Page 47 fundamental ILO conventions
102-13	Core	Membership of national or international associations	Pages 23 and 27, Metal Packaging Europe and Uppia
102-14	Core	Declaration from the most highly placed decision-maker on the relevance of sustainable development for the organisation and its strategy	Page 3, Editorial of the the Group Chairman
102-16	Core	Values, principles, norms and rules of organisation such as codes of conduct and codes of ethics	Pages 30 and 31 , Code of Ethics
102-18	Core	Structure of the organisation's governance, including the committees of the upper body of governance	Page 14, Governance
102-40	Core	List of stakeholder groups with which the organisation is in dialogue	Page 10, our ecosystem
102-41	Core	Percentage of all employees covered by a collective labour agreement	Page 46, 75% of employees are covered
102-42	Core	Criteria used to identify and select stakeholders with whom to start a dialogue	Pages 12, Impacts, risks and opportunities
102-43	Core	Approach to involving stakeholders	Nothing
102-44	Core	Challenges and major concerns brought up	Pages 13, Our issues
102-45	Core	Entities included in financial consolidation, including justifications for exclusion	Massilly group
102-46	Core	Definition of the report's content and scopes of the challenges	The report contains the strategy and review of the current situation for the entire Massilly scope
102-47	Core	List of relevant challenges	Pages 12, 13, 14, Our CSR strategy
102-48	Core	Restatement of information	No reaffirmations
102-49	Core	Modifications on reporting	No changes
102-50	Core	Reporting period	1st January 2023 to 31 December 2023
102-51	Core	Date of the last report published if need be	June 2023
102-52	Core	Reporting cycle	annual
102-53	Core	Person to contact for any question on the report and its content	Christine Lequin
102-54	Core	Compliance option chosen by the organisation and index of the content	Essential
102-55	Core	GRI Correlation table	Page , Framework: GRI
102-56	Core	External checking of the report	No checking by a third party

GRI CORRELATION TABLE 2/2



Specific aspects			
Economic - 200	Code	Indicator selected	Massilly field dealing with the issue
201 - Financial performance	201-1	Direct economic value created and distributed	Our business model
204 - Practices in supplies	204-1	Share of spending on local suppliers	Responsible Purchasing
205 - Anti-corruption	205-3	Proven cases of corruption and measures taken	Business ethics
206 - Anti-competitive practices	206-1	Legal actions against anti-competitive conduct and antitrust practices	Business ethics
202 – Commercial presence, 203 – Indirect economic impacts: Non-material			
Environment - 300	Order	Indicator selected	Massilly field dealing with the issue
301 - Materials	301-2	Recycled materials used	Ecodesign and fighting food waste
302 - Energy	302-1	Energy consumption in the organisation	GHG emissions and impact on the climate
303 – Water and sewage	303-1	Total water volume taken by source	Air, water and soil pollution
305 - Emissions	305 - 1/2/3	Scope 1, 2 and 3 greenhouse gas emissions	GHG emissions and impact on the climate
306 – Sewage and waste	306 - 2	Total weight of waste by type and treatment method	Air, water and soil pollution
307 – Our suppliers' environmental compliance	307-1	Non-compliance with environmental legislation and regulations	Air, water and soil pollution
304 - Biodiversity, 308 - Environmental assessment of suppliers: Non-material			
Social - 400	Order	Indicator selected	Massilly field dealing with the issue
401 – Employment	401-1	Recruitment of new employees and staff turnover	Talent development
403 - Health and safety at work	403-2	Rates and types of workplace accidents, work-related sickness, absenteeism, work days lost and number of work-related deaths	Health and safety at work
404 - Training and education	404-1	Average number of hours of training per year	Talent development
405 - Diversity and equal opportunities	405-1	Diversity of governing bodies and employees	Diversity at Massilly
407 – Freedom of association and negotiation	407-1	Operations and suppliers for which the right to negotiate through a trade union and to negotiate collectively may be in danger	Decent work and well-being in the workplace
414 - Social assessment of suppliers	414-2	Negative social impacts on the supply chain and measures taken	Responsible purchasing
416 - Health and safety of consumers	416-1	Cases of non-compliance concerning the impacts of products and services on health and safety	Health, safety and quality of products
418 - Client confidentiality	418-1	Justified complaints relating to expectations of confidentiality of client data and loss of client data	Business Ethics
402 - Management of labour relations, 406 - Non-discrimination, 408 - Child labour, 409 - Forced or obligatory labour, 410 - Safety practices, 411 - Rights of indigenous peoples, 412 - Human rights assessment, 413 - Local communities, 415 - Public policies, 417 - Marketing and labelling, 419 - Socio-economic compliance: Non-material			

STRATEGY AND MATERIAL ISSUES CORRELATION TABLE 1/2



Sustainability issues according to CSRD	Correlation with core pillars	Correlation with materiality matrix	Materiality	Corresponding reporting obligations
Climate change adaptation	GHG emissions and impact on the climate	Climate change mitigation and adaptation	Material	SBM-3 GOV-3 IRO-1 E1-2 E1-3 E1-4 E1-9
Climate change mitigation	GHG emissions and impact on the climate	Climate change mitigation and adaptation	Material	SBM-3 GOV-3 IRO-1 E1-1 E1-2 E1-3 E1-4 E1-6 E1-7 E1-8 E1-9
Energy	GHG emissions and impact on the climate	Energy	Material	SBM-3 GOV-3 IRO-1 E1-2 E1-3 E1-4 E1-5 E1-6 E1-9
Pollution of living organisms and food resources	Air, water and soil pollution	Air, water and soil pollution	Material	IRO-1 E2-1 E2-2 E2-3 E2-4 E2-6
Water withdrawal, consumption and use	Air, water and soil pollution & water consumption	Water management	Material	IRO-1 E3-1 E3-2 E3-3 E3-4 E3-5
Habitat degradation and intensity of pressure on marine resources	Air, water and soil pollution & water consumption	Water management	Material	IRO-1 E3-1 E3-2 E3-3 E3-4 E3-5
Factors having a direct impact on biodiversity (climate change, land-use change, direct exploitation, invasive alien species, pollution, etc.)	Biodiversity	Biodiversity	Material	SBM-3 IRO-1 E4-1 E4-2 E4-3 E4-4 E4-5 E4-6
Impacts on the state of species (population size, extinction risk, etc.)	Biodiversity	Biodiversity	Material	SBM-3 IRO-1 E4-1 E4-2 E4-3 E4-4 E4-5 E4-6
Impacts on the extent and condition of ecosystems (land degradation, desertification, soil sealing)	Biodiversity	Biodiversity	Material	SBM-3 IRO-1 E4-1 E4-2 E4-3 E4-4 E4-5 E4-6
Impacts and dependencies on ecosystem services	Biodiversity	Biodiversity	Material	SBM-3 IRO-1 E4-1 E4-2 E4-3 E4-4 E4-5 E4-6
Resource inflows, including resource use	Ecodesign and fighting food waste	Resource use and circular economy	Material	IRO-1 E5-1 E5-2 E5-3 E5-4 E5-6
Air pollution	Air, water and soil pollution	Air, water and soil pollution	Material	IRO-1 E2-1 E2-2 E2-3 E2-4 E2-6
Water pollution	Air, water and soil pollution	Air, water and soil pollution	Material	IRO-1 E2-1 E2-2 E2-3 E2-4 E2-6
Soil pollution	Air, water and soil pollution	Air, water and soil pollution	Material	IRO-1 E2-1 E2-2 E2-3 E2-4 E2-6
Substances of concern	Air, water and soil pollution	Substances of very high concern	Material	IRO-1 E2-1 E2-2 E2-3 E2-5 E2-6
Substances of very high concern	Air, water and soil pollution	Substances of very high concern	Material	IRO-1 E2-1 E2-2 E2-3 E2-5 E2-6
Water discharges into waterways and oceans	Air, water and soil pollution	Water management	Material	
Resource outflows from products and services	Ecodesign and fighting food waste	Resource use and circular economy	Material	IRO-1 E5-1 E5-2 E5-3 E5-5 E5-6
Waste	Ecodesign and the fight against food waste and air, water and soil pollution	Resource use and circular economy	Material	IRO-1 E5-1 E5-2 E5-3 E5-4 E5-5 E5-6
Health and safety at work (own workforce)	Health and safety at work	Health and safety at work	Material	SBM-3 S1-1 S1-2 S1-3 S1-4 S1-5 S1-6 S1-7 S1-14
Training and skills development (own workforce)	Talent development	Training and skills development	Material	SBM-3 S1-1 S1-2 S1-3 S1-4 S1-5 S1-6 S1-7 S1-13

STRATEGY AND MATERIAL ISSUES CORRELATION TABLE 2/2



Sustainability issues according to CSRD	Correlation with core pillars	Correlation with materiality matrix	Materiality	Corresponding reporting obligations
Working conditions (workers in the value chain)	Decent work and well-being in the workplace	Working conditions and other rights of workers in the value chain	Material	SBM-2 SBM-3 S2-1 S2-2 S2-3 S2-4 S2-5
Equal treatment and opportunities for all (workers in the value chain)	Decent work and well-being in the workplace	Equal treatment and opportunities for all	Material	SBM-2 SBM-3 S2-1 S2-2 S2-3 S2-4 S2-5
Other work-related rights (workers in the value chain)	Responsible purchasing:	Working conditions and other rights of workers in the value chain	Material	SBM-2 SBM-3 S2-1 S2-2 S2-3 S2-4 S2-5
Economic, social and cultural rights of communities	Local Development	Community rights and conflict minerals	Material	SBM-3 S3-1 S3-2 S3-3 S3-4 S3-5
Civil and political rights of communities	Local development	Community rights and conflict minerals	Material	SBM-3 S3-1 S3-2 S3-3 S3-4 S3-5
Information-related impacts for consumers and/or end-users	Health, safety and quality of products	Safety and information of consumers	Material	SBM-3 S4-1 S4-2 S4-3 S4-4 S4-5
Safety of consumers and/or end-users	Health, safety and quality of products	Safety and information of consumers	Material	SBM-3 S4-1 S4-2 S4-3 S4-4 S4-5
Social inclusion of consumers and/or end-users	Health, safety and quality of products	Safety and information of consumers	Material	SBM-3 S4-1 S4-2 S4-3 S4-4 S4-5
Corporate culture	Business ethics	Corporate culture	Material	GOV-1 IRO-1 G1-1
Whistle-blower protection	Business ethics	Business ethics	Material	GOV-1 IRO-1 G1-1
Animal welfare	Business ethics Client relations	Business ethics	Material	GOV-1 IRO-1 G1-1
Political engagement and lobbying activities	Business model resilience and responsible lobbying	Political engagement and lobbying activities	Material	GOV-1 IRO-1 G1-5
Management of supplier relationships, including payment practices	Responsible purchasing:	Business ethics	Material	GOV-1 IRO-1 G1-2 G1-6
Corruption and bribery	Business ethics	Business ethics	Material	GOV-1 IRO-1 G1-3 G1-4
N/A	Business model resilience and responsible lobbying	Access to economical and convenient food	Material	N/A
N/A	Ecodesign and fighting food waste	Food waste	Material	N/A
N/A	Health, safety and quality of products	Environmental impact of products	Material	N/A
N/A	Business ethics	Business ethics (Anti-competitive practices)	Material	N/A
N/A	Business ethics	Business ethics (Taxation)	Material	N/A
Working conditions (own workforce)	Decent work and well-being in the workplace	Working conditions of own workforce	Non-material	SBM-3 S1-1 S1-2 S1-3 S1-4 S1-5 S1-6 S1-7 S1-8 S1-10 S1-11 S1-15 S1-17
Equal treatment and opportunities for all (own workforce)	Decent work and well-being in the workplace and diversity	Equal treatment and opportunities for all (own workforce)	Non-material	SBM-3 S1-1 S1-2 S1-3 S1-4 S1-5 S1-6 S1-7 S1-16 S1-13 S1-12
Rights of indigenous communities	N/A	Rights of indigenous communities	Non-material	SBM-3 S3-1 S3-2 S3-3 S3-4 S3-5

DESCRIPTION OF STAKEHOLDERS



Stakeholders	Impacted		Users	
	Y/N	Description	Y/N	Description
Operations				
Senior Management			Y	Massilly Group decision-making bodies and positions compensated on the basis of Group performance
Employees	Y	All Massilly employees (permanent, fixed-term and zero-hour contracts)	Y	All Massilly employees (permanent, fixed-term and zero-hour contracts)
Non-employee workers	Y	Non-employee workers involved in the Group's direct operations (temporary staff, subcontractors, etc.)	Y	Non-employee workers involved in the Group's direct operations (temporary staff, subcontractors, etc.)
Local communities	Y	Communities living near Massilly Group sites		
Surrounding nature	Y	Terrestrial and aquifer ecosystems and habitats near Group sites		
Upstream value chain				
Tier 1 to n suppliers	Y	All direct suppliers and their suppliers, down to the first link in the upstream value chain		
Local communities of tier 1 to n suppliers	Y	Communities living near the sites of tier 1 to N suppliers		
Surrounding nature of tier 1 to N suppliers	Y	Terrestrial and aquifer ecosystems and habitats near tier 1 to N suppliers		
Downstream value chain				
Clients:			Y	All Massilly Group clients
Distributors			Y	Distributors to the general public of Massilly customers' products using Group products
Consumers	Y	Consumers of end products packaged in Massilly Group products		
Surrounding nature of consumers/end-of-life products	Y	Terrestrial and aquifer ecosystems and habitats near tier 1 to N user sites, from clients to waste treatment plants		
Outside the value chain				
Investors			Y	Massilly Group Investors
NGOs / Civil society	Y	NGOs and civil society that review Massilly's economic and political activities	Y	NGOs and civil society that review Massilly's economic and political activities



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