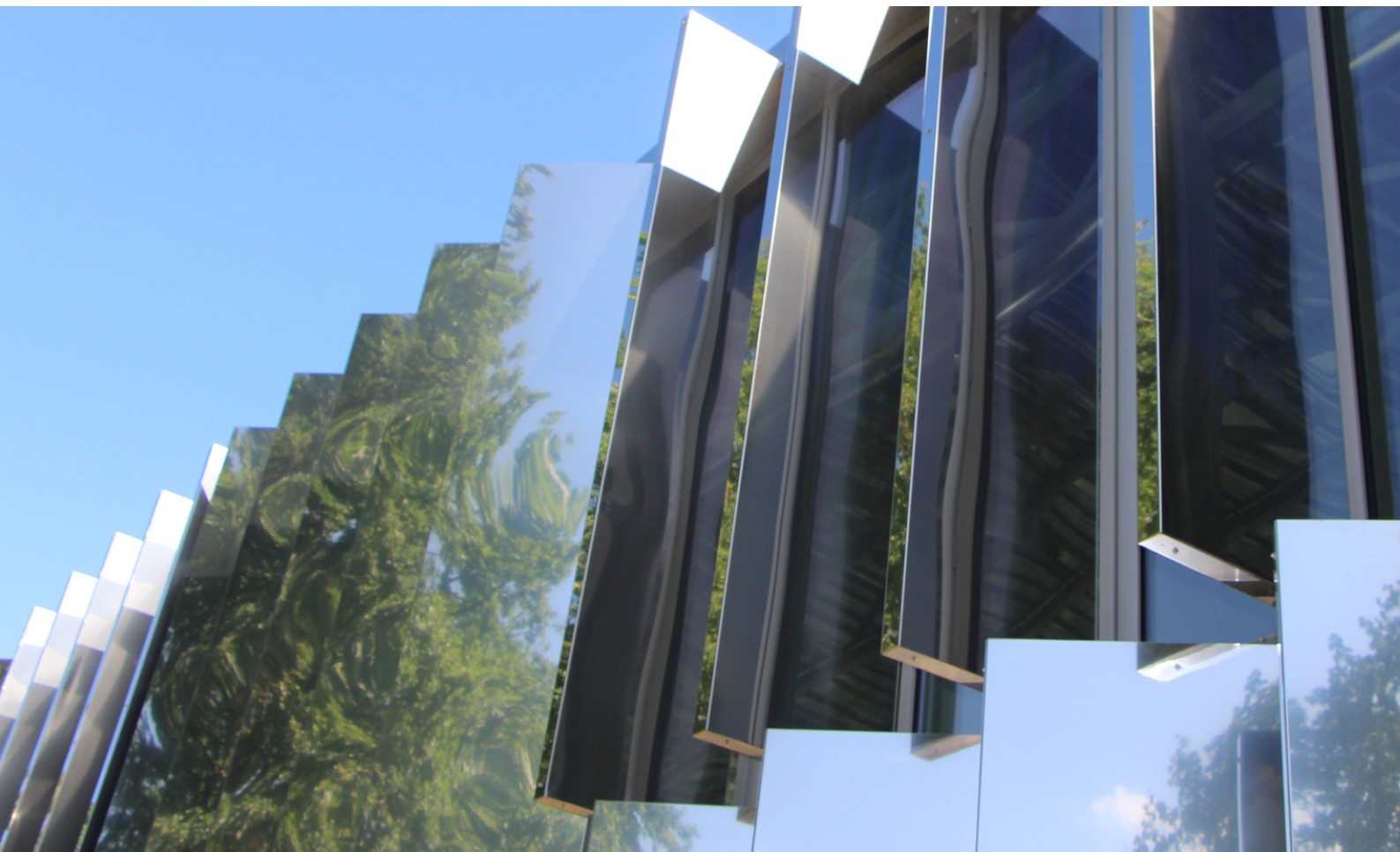




APLIX

Fastening the future



CSR REPORT

2022

Édito



2022 was another challenging year for APLIX.

After suffering through the Covid-19 health crisis, followed by rapid increases in raw material prices, our industry has been confronted with an unprecedented energy crisis in Europe. This is coupled with major disruptions in the supply chain, not to mention difficulties in recruiting the necessary talent at the heart of our businesses.

Despite all these challenges, we have mobilized our forces, endured a strain on our profitability and forcibly taken a very short-term view. We were able to develop our business at the Group level thanks to the long-standing relationship of trust we built with our stakeholders including customers, suppliers, financial partners, and our dedicated employees.

All the challenges we faced have not made us lose sight of the importance of ensuring our development in a responsible manner.

The health and safety of our employees, as well as safe and healthy working conditions, remain our primary concern.

Respect for all our stakeholders and our environment is reflected through our adherence to the 10 principles of the United Nations Global Compact, our AFNOR label and our ISO 14001 certification which is always at the heart of our organization.

With our urgency to act and to involve as many players as possible in view of the climatic disturbances and the IPCC's projections, even the latest IPBES reports on biodiversity loss, we have committed ourselves to the "Great Business Challenge of companies for the planet".

Therefore we were able to participate in the development of over a hundred proposals for transformation that would enable organizations to reduce their ecological footprint, better serve the general interest and ensure social and environmental progress.

We are convinced, today even more than yesterday, that only our collective efforts will enable us to meet the global challenges we face.

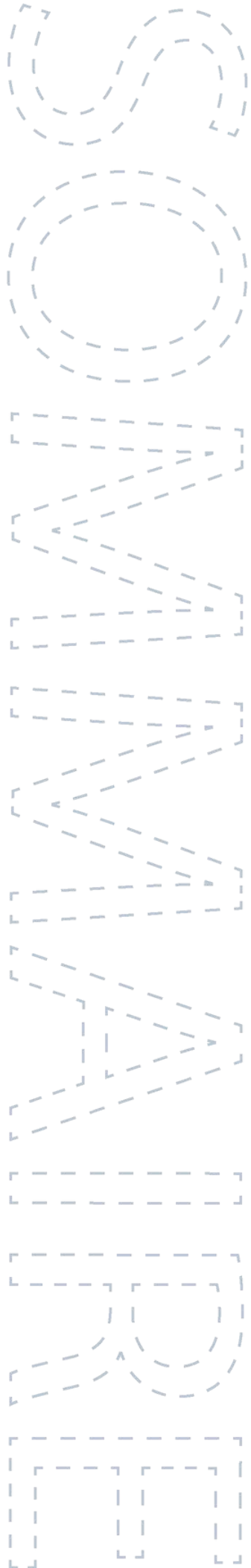
Sandrine PELLETIER

Aplix group CEO

A handwritten signature in black ink, appearing to be 'S. Pelletier', written over a light blue horizontal line.

Eco-responsible document
Gothic eco' font that saves 33% of ink when printing
Print this document only if necessary,
and in recto/verso if possible





PAGE 03

Message from the CEO

PAGE 06

About APLIX

PAGE 23

Women and men at the heart
of our performance

PAGE 37

An innovative and efficient
company

PAGE 49

A responsible development

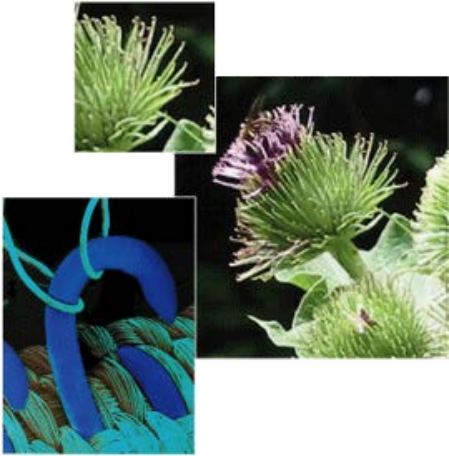
PAGE 61

Our KPIs

Our Family History

1948

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



1958

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



1974

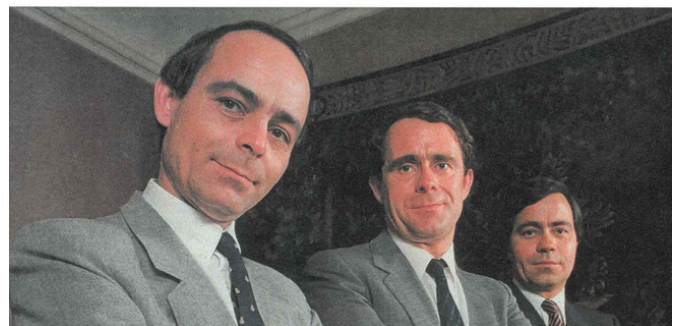
Following the death of their parents, Jean-Philippe, Patrick and Jack Billarant took over the family business as President, Managing Director and Administrative Director respectively.

1976

Following the expiration of the patent, Velcro® France ceases its affiliation with Velcro® S.A. and becomes APLIX (idea of Application and Fixing).

1978

Creation of the American company APLIX Inc., a sales company based near New York. The product receives a favorable reception in the United States.



1981-1984

Between 1981 and 1984, APLIX expanded the company by creating subsidiaries in Hong Kong, Germany, Italy, United Kingdom and Japan.

1982

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



2000

Opening of new manufacturing plants in France (Pontchâteau) and United-States (Charlotte).

2006

Establishment of a plant in China (Shanghai)

2019-2020

Major extension of the French plant (Le Cellier) with 18 000 sqm to enlarge its industrial capacity to meet the future needs of its strategic markets.



2021

The Brazilian subsidiary PARAFIX integrates its brand new production site of 17 000 m² in Vinhedo/SP - Brazil.

1999

The new production facility was built in Le Cellier to replace the Carquefou factory. This plant designed by the architect Dominique Perrault was inaugurated on September 30, 1999 and was awarded the title of "World Architecture Award" in 2001.



2012

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



Key figures

880

Collaborators in the world

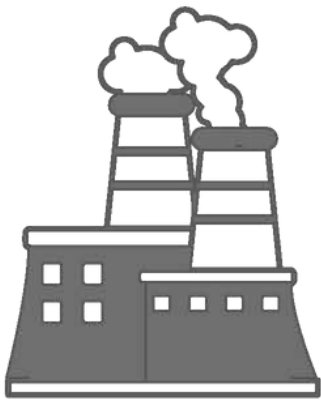


192.5

millions euros annual turnover



6



Manufacturing sites in the world

n°2
WORLDWIDE

7

Commercial Subsidiaries





APLIX in the world



APLIX is an international group, with its head office in France. Our six production plants are located between the United States, France, Brazil, and China. Our products are distributed throughout the world through our sales subsidiaries and agents.

Our position as a major player in the international market allows us to accompany our customers on all continents and to provide them with innovative solutions adapted to their specific needs.

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

Governance

The APLIX management committee
from left to right :

Fabien VARIGNY, Gilles ROBERTON, Sandrine PELLETIER, Sylvain DROCHON, Oana BALESTAT, Thomas BRUNEAU, Fabrice BILLARANT, Thierry MARCHE.



Wes BARNES
CEO **Aplix Inc**



Damien GRIMMELPREZ
CEO **Parafix**



Daniel CAO
CEO **Aplix Shanghai**



The hook and Loop fastener specialist

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

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

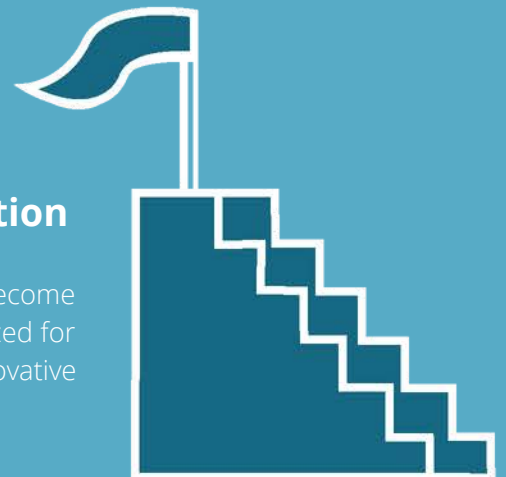
Our Research and Development teams design and develop not only our products, but also our manufacturing processes.

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



Vocation

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



Ambition

Thanks to the involvement of all our associates, we have the ambition to become the key partner in the fastener market. We are committed to being recognized for our excellence, our technological expertise, our ability to develop innovative solutions, our global presence, and our responsible practices.

Our Markets



Personal care

Closure solutions for baby diapers and adult incontinence products



Automotive

Seat assembly, headliners and interiors



Healthcare

Reusable and single patient products



Packaging

Reclosable solutions for flexible packaging



Aircraft

Interior and insulation



Military & Security

Clothing and equipment



Construction

Floor installation and wall coverings



Cleaning

Mop frame and cleaning pads

Business Model

Group investments

6,2 Millions Euros
2,2 % of turnover in R&D
52,7% of turnover is related to the purchase of raw materials

Environment & quality policy

ISO 14001
ISO 26000
ISO 9001
IATF

CSR policy

ISO 26000

1 R&D center

Industrialisation,
conception

Resources



CULTIVATE INNOVATION

DEMONSTRATE OUR COMMITMENT



Our expertise

Conception and production of hook and loop fastening systems

STRIVE FOR EXCELLENCE



PROMOTING RESPECT



Value creation

100% of our associates trained on security and environments topics

4 patent families published
559 titles in force

Our CSR Policy

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

Our vision, "Together, we build our future"

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

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

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

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

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

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

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

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

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

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

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

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



L'AVENIR
DÉPEND
DE NOUS

Our contribution to global impact and sustainable development objectives.



Aplix SA joined the Global Compact in December 2020 for all its plants. This approach will reinforce our contribution to the 17 Sustainable Development Goals.

The 10 principles



Human Rights

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

II : Make sure you are not complicit in human rights violations



Labour Standards

III - To respect the freedom of association and to recognize the right to collective bargaining.

IV - Eliminate all forms of forced or compulsory labour.

V - Effective abolition of child labour.

VI - Eliminate discrimination in employment and occupation.



Environment

VII - Applying the precautionary approach to problems affecting the environment.

VIII - Promoting greater environmental responsibility.

IX - Promote the development and diffusion of environmentally friendly technologies that respect the environment.



Anti-corruption

X - Act against corruption in all its forms, including extortion and bribery

Our vision of sustainable development

In 2021, by joining the involved Label RSE, we have chosen to measure our contribution to the objectives of sustainable development, without forgetting the primary definition:

"Development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

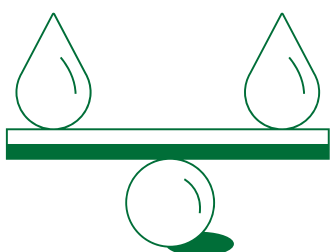
quote from Ms. Gro Harlem Brundtland,
Prime Minister of Norway (1987).



A "sustainable" Balance

Convinced that there is no planet B, APLIX applies this universal reading grid that are the objectives of sustainable development.

Kate RAWORTH's theory of the 'GIVING of the SDGs' brings us an additional awareness of a sustainable space for humanity. We do not under a certain social floor, without however exceeding an environmental ceiling. We strive to include these elements of reflection in each of the company's decisions.



The % represents our contributions to the SDGs, determined during our Afnor ENGAGE CSR audit

Our labels and commitments

For APLIX, a certification or label is not an end. It is a proof of our daily commitment to satisfy our customers and meet the challenges of our time.

These "logos" are above all the result of work of all our teams around the world.



What to note in 2022...

Renewal of our ISO 14001 certification

In November 2022, APLIX obtained the renewal of its ISO 14001 certification. We obtained this result with zero non-conformities and 12 strong points. It is the result of a collective work of all the teams. These teams integrated the environmental dimension into their actions and progress paths on a daily basis.



A CSR label for the SHANGHAI site

The Shanghai site, after receiving its first ISO14001 certificate in 2014, confirmed its efforts by obtaining ISO 26000 recognition. The teams had been implementing a succession of CSR actions for several years.

Audited by BENCHMARKS certification & testing, the structure was challenged on items such as governance, human rights, loyalty in business or environment.

Renewal of the CSR standard at the CHARLOTTE site

Double news for APLIX Inc. in CHARLOTTE in 2022: our US subsidiary has successfully obtained the ISO 26000 renewal with zero non-conformity. In addition, in August, the renewal of their commitment to the United Nations Global Compact through the signing of the global compact USA.



Risk Mapping



2022 was a year apart in risk management: a continuing health crisis, followed in parallel by geopolitical instabilities on the EU's doorstep, all of which will generate tension on supplies, inflation, rising commodity prices and an energy crisis.

In this context, the DPEF committee has collected the issues and risks in the table below. This table shows three blocks that we will detail in actions in the rest of this document.

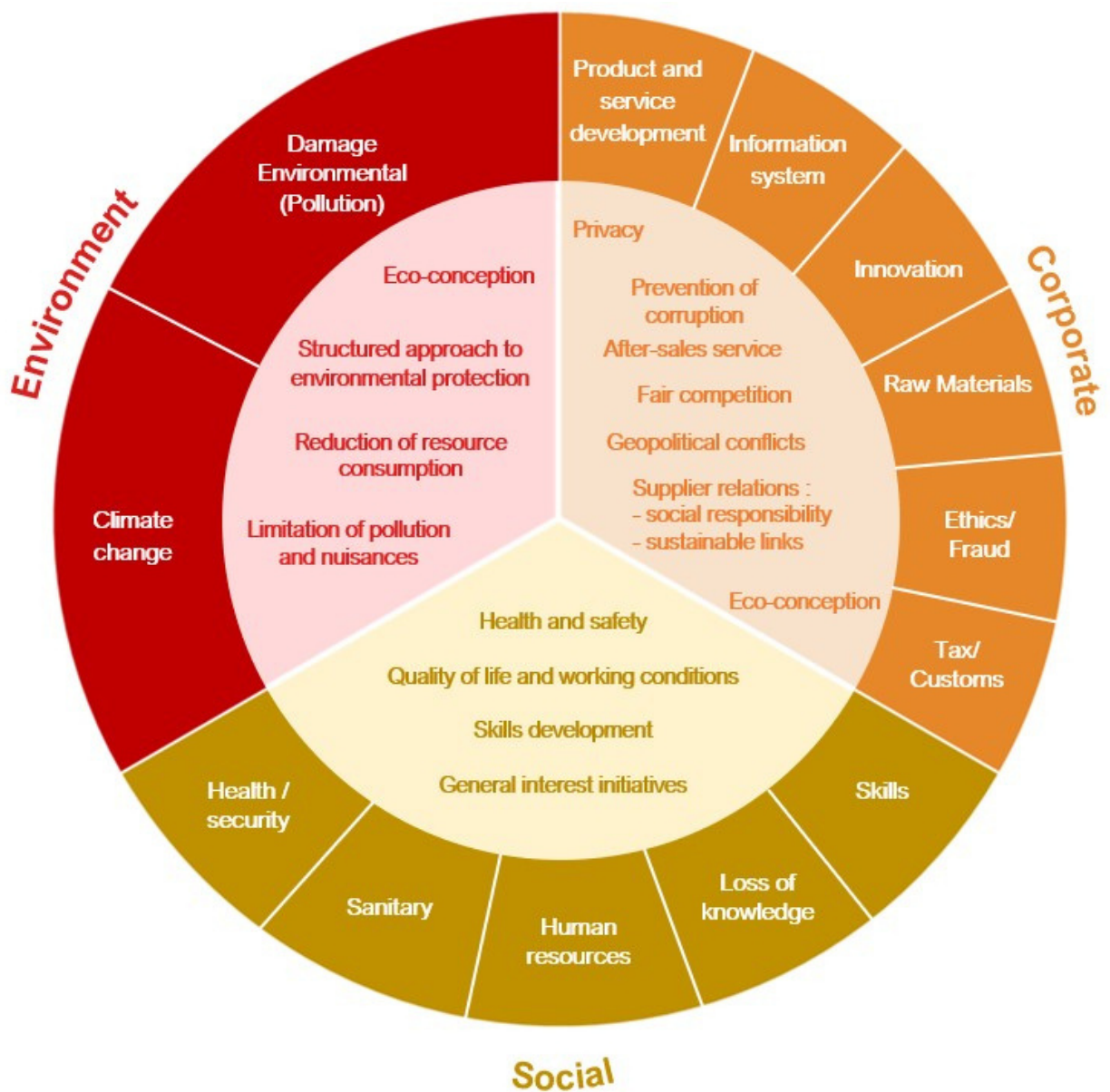


Putting people at the heart of performance

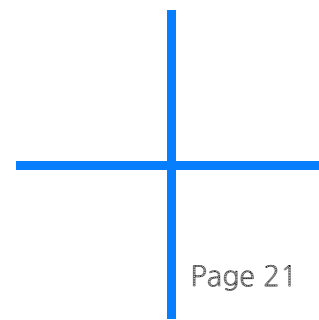
An innovative and efficient industry



A responsible development



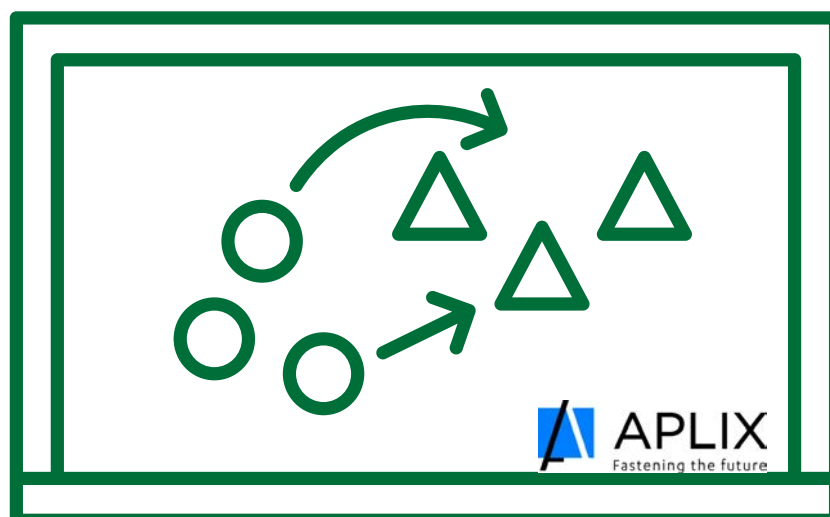
These elements, risks and opportunities are discussed during dedicated meetings, but are primarily the result of governance and analysis bodies: the APLIX Management Committee (CODIRA) and the extended CODIRA. All the indicators feed into the strategic reflections in the company's overall risk management plan. By department, indicators of the nature of the risk, severity, probability, financial impact and criticality are inserted into a matrix to draw the most accurate map possible.



4 strategic axes

The company's strategy is determined over a 3-year period. These four axes are used to draw up action plans for all internal stakeholders.

The CSR angle is then used as a guideline for achievements on the company's global themes: carbon footprint, waste reduction, industrial process efficiency and resource conservation, among others.



You will find these 4 strategic axes in the 3 pillars (social, environmental, and societal) of this DPEF through policies and guidelines dedicated to each context.

This "cross-functional" approach is the most efficient and coherent daily and allows "harmony" with all APLIX's businesses.

WOMEN AND MEN AT THE HEART OF PERFORMANCE



OUR RH POLICY

In the service of human wealth, our totemic animal is the hummingbird, because, like the legend, our policy is based on several principles: agility, exemplarity, equity, and responsibility.

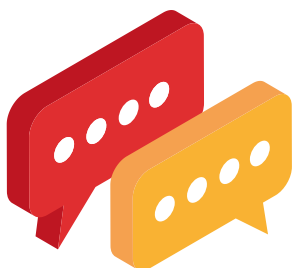


WE INTEGRATE: the welcome is a fundamental step. A good start is a guarantee of success for both the company and the employee.



WE SUPPORT, DEVELOP AND TRAIN: the development of skills, versatility and employability of our employees are the basis of our policy, to ensure the continuity of the company and the development of each one.

WE PROMOTE DIVERSITY AND EQUAL OPPORTUNITY CHANCES: seeking diversity through recruitment and skills management is a factor of progress, cohesion, and performance for the company.



WE ENCOURAGE SOCIAL DIALOGUE: a relationship based on trust and transparency is essential at all levels of Aplix.

WE ARE RESPONSIBLE: safety, respect for others and social commitment are at the heart of our concerns in the support of our employees throughout their career.



"WELCOME PACK" AT APLIX YOU HAVE THE RIGHT TO.....

"You only get one chance to make a good first impression", so says the common expression... The Human Resources Department has taken the concept to the next level via this welcome binder for every newcomer. In addition to the supplies it contains, it's the humorous message that greets new people on their first day.

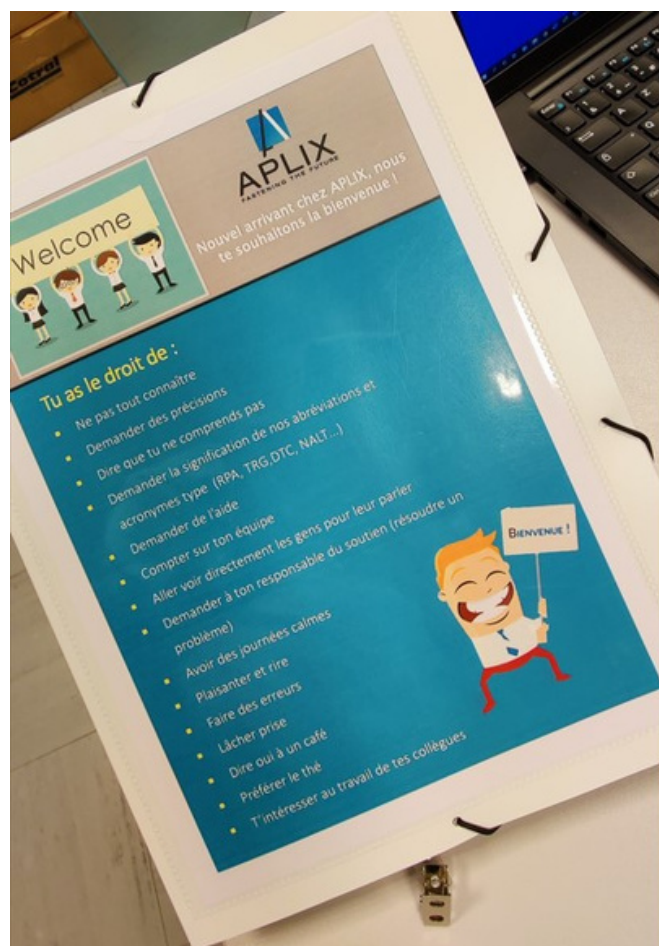
"Welcoming new employees, an essential step to give them the desire to commit in a company project.

Create the conditions for the expression of "nonknowledge", of error, of conviviality as a support for individual and collective commitment.

A culture to embody."

From a comment on a LinkedIn post

As in previous years, each person who joins APLIX, benefits from a complete integration program with the "DOJO" training as an entry point.



THE CHALLENGES OF TRAINING

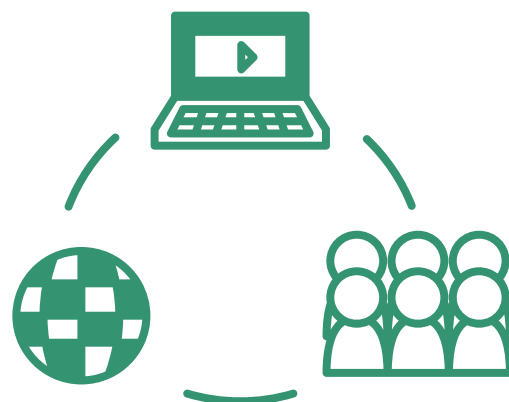
The training guidelines are developed in the HR policy and in the skills development plan. It is presented to the employee representative bodies during the consultation in December.

The objective of this plan is to develop training actions to achieve professional objectives and to develop the skills of employees.

For the year 2022, it has been decided to train the aplixien-ne-s by giving priority to:

- Quality, safety, and environmental training
- Training related to the application of new tools implemented as part of the digitalization process
- Training related to qualification processes
- Training related to the improvement and performance of the company

The projected budget is estimated at just over 2% of the payroll.



APLIX SHANGHAI: MULTI SKILLS

At our Shanghai site, we have accelerated the development of competencies and thus worked on employability.

To achieve this goal, we have used several effective actions with all teams. The implementation of rotations on the production lines has enabled knowledge to be shared. This sharing of knowledge allows us to learn from each other.

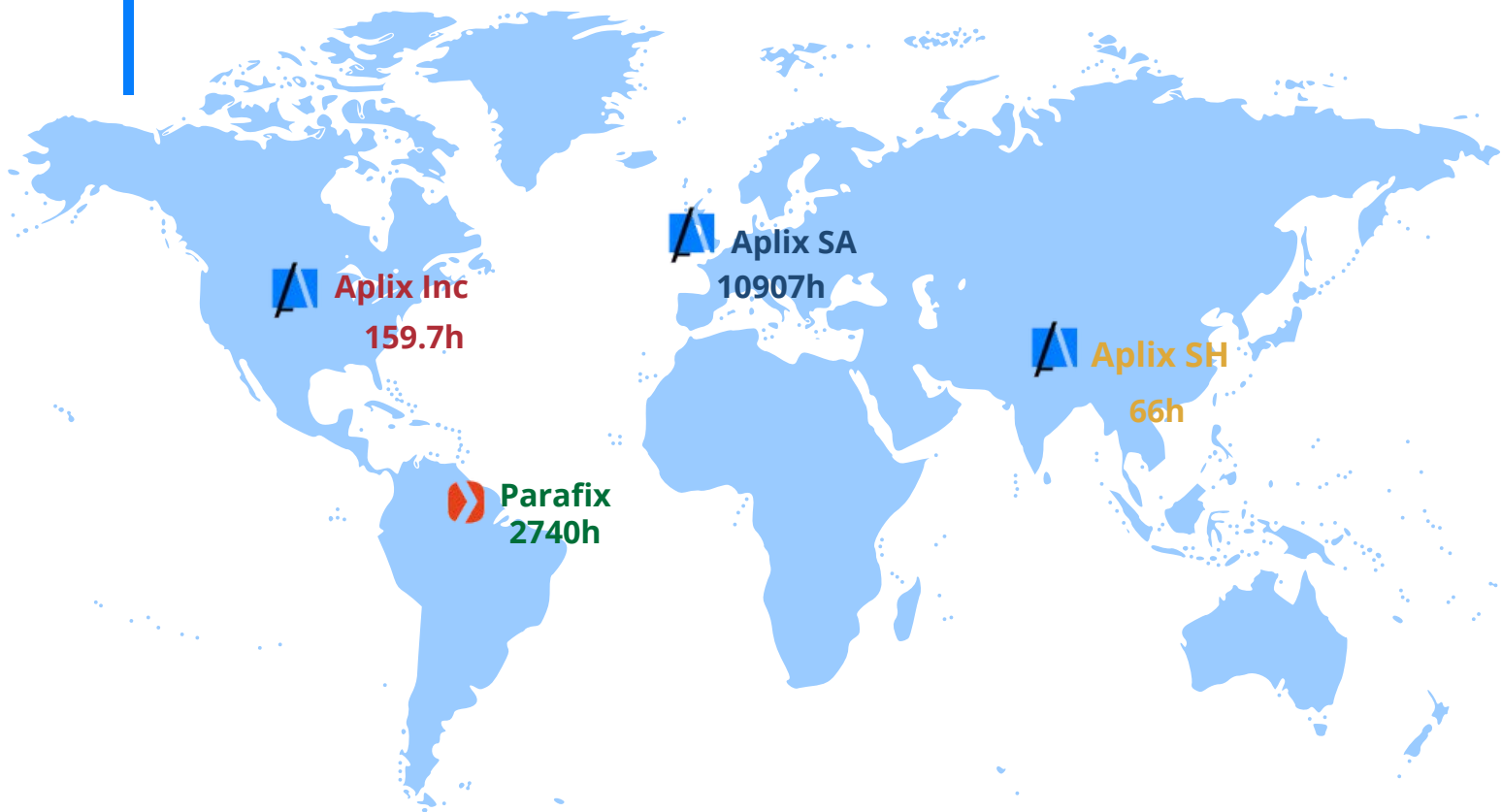
Then the inter-workshop learning was deployed, where we take advantage of the fluctuating workloads to consolidate what has been learned.

Based on the measures mentioned, we have significantly increased the proportion of multi-skilled employees from 2019 onwards, from 17% to 71%.



2019 Situation		2020 Situation		2021 Situation		2022 Situation	
Master operator	Assistant operator	Master operator	Assistant operator	Master operator	Assistant operator	Master operator	Assistant operator
3	4	4	3	5	8	7	8
1	0	3	1	3	3	3	3
3	2	4	4	3	8	4	8
0	2	0	1	0	1	1	4
15%	17%	32%	26%	33%	60%	46%	71%

Training, we go on...



Training hours

	2020	2021	2022
Aplix Inc	2065	185	160
Parafix	2956	2740	2740
Aplix SH	1074	98	66
Aplix SA	8355	14964	10907
Total	14449	17987	13873

This perpetual creation of value is at the heart of our management of human resources.

Technologies change, so do the challenges of machines and processes.

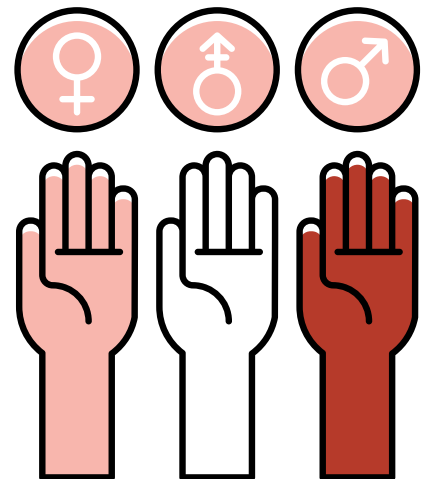
In order to remain in phase with market expectations and to respect the commitments made in our HR policy, we are maintaining our efforts on the various sites. This has enabled us to consolidate motivation, improve knowledge and enable teams to share rich moments. The objective is to cope with variations, maintain employability and skills to secure jobs for the future.

PROMOTING DIVERSITY AND EQUAL OPPORTUNITIES

Our commitment to fighting discrimination and reducing inequality are long-standing and correspond to the treatment of SDGs 10 and 5. They are reflected in several areas and action plans.

The Diversity Charter, signed in 2020, is a text of commitment proposed for signature by any employer who wishes to take a proactive approach to act in favor of diversity and thus go beyond the legal framework of the fight against discrimination.

At Aplix, it is broken down into 6 principles:



CHARTRE
DE LA
diversité
EN ENTREPRISE



1. Raise awareness and train our executives and managers involved in recruitment, training, and career management, and then progressively all employees, to the challenges of non-discrimination and diversity.
2. Promote the application of the principle of non-discrimination in all its forms in all acts of management and decision of the company or organization, and in particular in all stages of human resources management.
3. Promote the representation of the diversity of French society in all its differences and richness, cultural, ethnic, and social components, within the workforce and at all levels of responsibility.
4. Communicate our commitment to all our employees and customers, partners and suppliers, to encourage them to respect and implement these principles.
5. Make the development and implementation of the diversity policy the subject of social dialogue with employee representatives.
6. Regularly evaluate the progress made and inform internally and externally of the concrete results of the implementation of our commitments.

Since 2012, we have had an 'Equality Pro' agreement that determines the guidelines for management of the theme.

Below is our key gender equality indicator for the year.

The Index, on 100 points, is composed of 5 indicators and here are our scores:

- 39 -The gender pay gap,
- 20 -The distribution gap for individual increases
- 15 -The distribution gap for promotions,
- 15 -The number of female employees receiving raises upon return from maternity leave,
- 5 -Parity among the 10 highest salaries.

94/100



SITUATION OF DISABILITY: TO DECLARE ONESELF IS TO PROTECT ONESELF.

A special year about disability since our agreement with AGEFIPH came to an end in the middle of the year.

However, the actions have not ceased on the field, with a great deal of involvement from all of us. Our rate of people recognized as RQTH is 7.8% (2022 calculation based on 2021),

Animation during the disability week from 14 to 18 November

After a meeting of the COFIL handicap, we chose the theme of Invisible Disability:

One communication per day in the form of a quiz on the preconceived ideas of disability, then at the end of the week a communication on the RQTH.

For employees with a recognition of disability at work, the nurse proposes once a year, a time of exchange around 4 questions:

- How does the employee feel at his/her workstation?
- Does he/she have difficulties in holding his/her position?
- Has he/she considered any measures to improve his/her work situation?
- Various information given during the interview.

La RQTH KESAKO ?

La Reconnaissance de la Qualité de Travailleur en situation de Handicap est un dispositif dont peut bénéficier toute personne souffrant d'un problème de santé ayant des répercussions au travail

Idées reçues

"Je n'ai pas de handicap physique ou définitif, donc je ne suis pas concerné(e) par la RQTH." **FAUX**

"La RQTH, ça ne me servira à rien concrètement." **FAUX**

"La RQTH est trop compliquée à obtenir." **FAUX**

"Tout le monde va le savoir, je vais être étiqueté(e) RQTH." **FAUX**

80% des situations handicapantes au travail sont invisibles. La RQTH prend en compte tous les handicaps liés au travail quel que soit leur nature : moteur, auditif, visuel, psychique, intellectuel ainsi que les maladies invalidantes.

La RQTH sert à montrer que vous pouvez travailler mais que vous ne pouvez pas faire certaines choses à cause de votre pathologie. Elle vous permet de bénéficier de nombreuses aides.

La demande se fait auprès de la MDPH de votre département. Le dossier comporte plusieurs volets sur vos vies quotidienne et professionnelle et sur votre santé. Ce dossier reste assez simple à remplir. Vous pouvez être accompagné(e).

La RQTH est une reconnaissance confidentielle. Il faut en informer le service infirmier pour bénéficier des avantages. Vous seul pouvez en parler à vos collègues. La RQTH est liée à une situation de travail, elle n'a aucune conséquence sur la sphère privée.

SE DECLARER C'EST SE PROTEGER
Je suis disponible pour vous accompagner dans votre démarche.
Emilie, infirmière, tel 6189

Références
<https://travail-emploi.gouv.fr/emploi-et-inserion/emploi-et-handicap/rqth>



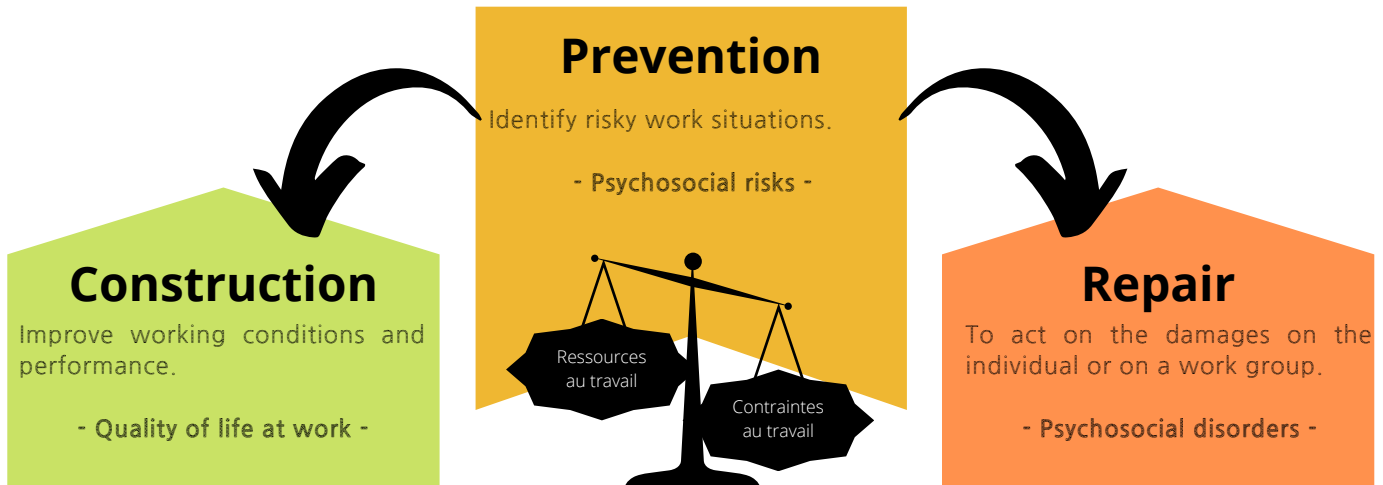
DUODAY, the concept is simple:

A company, a community, or an association welcomes, on a national day, a person with a disability, in duo with a volunteer professional. The program for this day: discovery of the profession, active participation, immersion in the company.

This day is an opportunity of meeting and changing the way we look at things and, together overcome our prejudices.

6 volunteer professionals have offered to host a person this year.

PSYCHOSOCIAL RISK PREVENTION PLAN



For our approach to dealing with PSR, we rely on the ANACT-ARACT method, on which we were trained in 2019.

In this method, three axes of work are developed: **Prevention, Repair and Construction.**

Prevention is the work on risk situations. These situations are identified during working groups organized in two 3-hour sessions. The first session consists of raising awareness about RPS and the identification process. We work on a fictitious work situation to implement the method. During the second session, we repeat the method with a work situation defined by the group.

Repair is the intervention on an existing disorder. It is the equivalent of the accident on the other risks of the single document. We work with different external actors according to the situations that arise. This was the case in 2022, with the positive role of the nurse on the proximity managers, support to detect weak signals. She responded to these stages of repair by being available to listen attentively and advise employees.



"A work situation that presents a problem to a collective to do well and live well its work".

Construction is our entire approach of continuous improvement within the company, to "do well and live well at work: quality of life at work. This is a global approach that emphasizes the 6 dimensions of QWL.

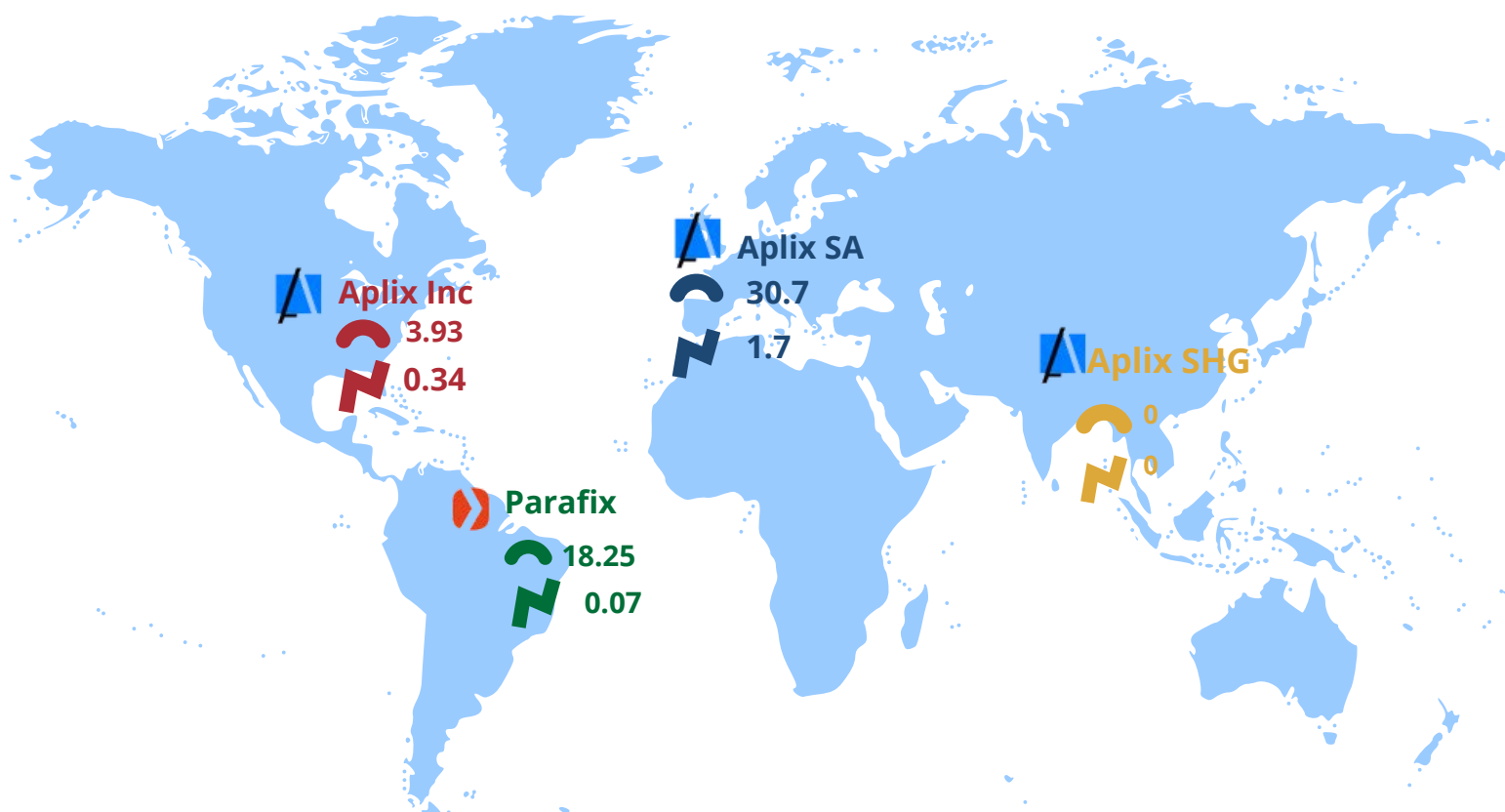


Emilie LEMOINE
Aplix Nurse

“I attach particular importance to the time spent and listening to employees who feel they are experiencing difficulties at various levels in their work. These exchanges are appreciated, and I feel valued in my role as a nurse in the company.

EVERYONE'S HEALTH IS AT THE HEART OF OUR SAFETY APPROACH.

Health and safety is our priority. This starting point shapes our day-to-day behaviour. The culture of safety is inscribed very early in the "DOJO" training program. 100% of the staff is thus made aware of health, safety, and environmental issues. Our actions of continuous improvement feed our Single Risk Assessment Document in real time.



Frequency rate



Gravity Rate

Frequency rate

	2020	2021	2022
Aplix Inc	12	19	3,93
Parafix	24	27,91	18,25
Aplix SH	0	0	0,00
Aplix SA	34	38	29,53
Moy	17,52	21,23	12,93

Gravity Rate

	2020	2021	2022
Aplix Inc	0,28	0,67	0,34
Parafix	0,16	0,68	0,07
Aplix SH	0,00	0,00	0,00
Aplix SA	1,02	1,07	1,68
Moy	0,37	0,60	0,52

This monitoring of each moment depends on many parameters. The year 2022 has once again been subject to hexogen and complex disruptions. However, we managed to reduce our frequency and severity rates by -39% and -13%. These figures are the result of ongoing work that will serve as the basis for the continuous improvement process in the years to come.

On Aplix SA, the severity rate has increased versus 2021. This evolution is mainly due to a change in the calculation mode of the formula (company compensation to company compensation and provident fund). However, this finding does not change the motivation for action of all the actors on the subject.



To better understand measurement differences between sites, it should be noted that they are mainly due to a profound difference in culture in the management of the security of people worldwide.

THE HEALTH OF ALL THE SUBJECT OF ALL

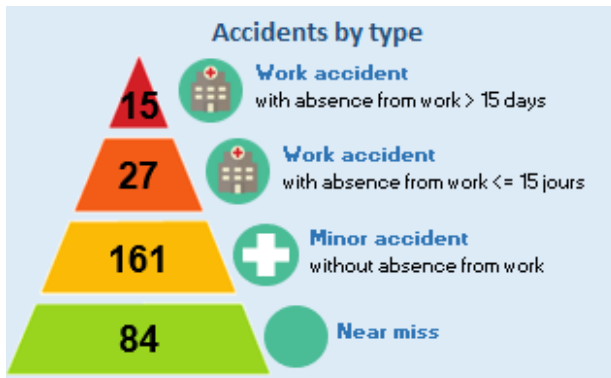


Because an accident is always one too many, we carry out accident analyses, exchange of ideas, solution scenarios to reduce accidents, whatever they may be. At APLIX SA, the year 2022 has allowed us to make progress on a key indicator: the number of accidents leading to a work stoppage.

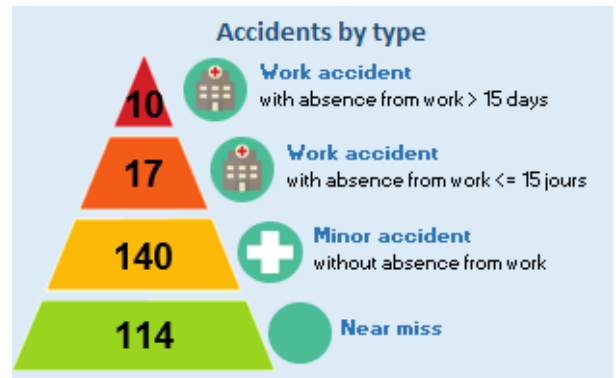
We have gone from 42 accidents with lost days to 27 between 2021 and 2022.

Below is the BIRD pyramid used to measure the impacts over 2 years.

This evolution is the result of the efforts made by all of us, a safety culture that is felt, with better managed "almost accidents" that reduce the indicators at the top of the pyramid.



2021

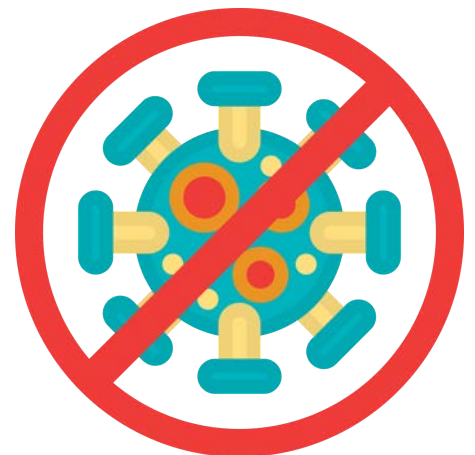


2022

EFFICIENT COVID MANAGEMENT IN SHANGHAI

2022 was a special health year for our China-based site. Apart from the containment periods imposed by the authorities, our plant did not have to undergo any closures. Additional preventive action plans have been put in place. These have allowed continuity in health protection and production.

This is above all good news for the health of our teams and a proof of everyone's involvement in the prevention and protection.



PROMOTING EXPRESSION AND DIALOGUE

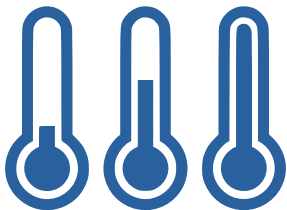
Dialogue is an essential component of corporate life. The sharing and exchange of opinions, ideas and visions are at the heart of the governance pillar. The elected representatives of Aplix represent an essential body for collective expression and the quality of the exchanges is fundamental.

In 2022, in order to develop a common language, the elected representatives were made aware of sustainable development. Encourage expression and dialogue.



70.2%

Participation Rate
for Aplix's survey
vs 54% en 2021



They were also asked to co-construct the barometer 2022, a tool for taking the "temperature" of life in the departments and a fully-fledged dialogue body.

Their involvement in the data collection process made it possible to obtain more responses than previous years.

Lastly, exchanges with social partners led to the signing of several I agreements during the year on the following themes:

- Company agreement Annual negotiations 2022
- Endorsement to the specific agreement on partial activity
- Company agreement on GPEPP
- Collective agreement on teleworking
- Commission on the recognition of multi-skilling
- (Job and Career Management)



PARAFIX VISITS TO FAMILIES

On the morning of Sunday, November 6, we were honoured to welcome our employees and their families to an open house at Parafix.

On that day, our employees and their families had the opportunity to visit our facilities and tour our entire plant.

The program included a welcome coffee followed by a corporate presentation of our business, our group, and the history of the company under the direction of Director Damien Grimmelprez. A complete tour of our facilities guided by technical and safety leaders was also part of it.



“ Our production process, our logistics area, and our laboratory, as well as our administrative offices were included in this visit. In our satisfaction survey conducted a few days after the event, we received positive feedback. Families felt welcome and appreciated the event which gave them the opportunity to learn about their family members' work environment. It was a very pleasant and welcoming moment for all of us!



Cláudia Muller
HR Officer



SALARY GRID AND PURCHASING POWER.



The year 2022 may have been the year of the Tiger in Chinese astrology, but for the French, it was above all the year of inflation and purchasing power. Post-Covid 19 recovery, war in Ukraine and scarce energy resources have made the headlines in the media. In this context, how can we maintain the commitment and motivation of our Aplixians when the job market is particularly competitive? If we index our salaries to inflation, we automatically increase the price of the product that the employee produces and we maintain inflation, thus creating a spiral.



Oana BALESTAT
HR Officer

On the other hand, employees find it normal to maintain their purchasing power through a salary increase. To cope with this paradox and find the right balance, we have introduced a dynamic salary scale for non-managerial staff, which has evolved throughout the year in order to maintain the differences between the different levels in relation to the MINIMUM WAGE. On average, this represented a 10% increase in the salary scale in addition to the bonuses introduced to recognize team performance and the expertise of operators. By making this choice we have protected the purchasing power of the lowest salaries.



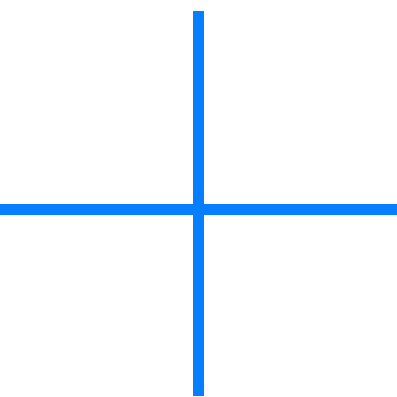
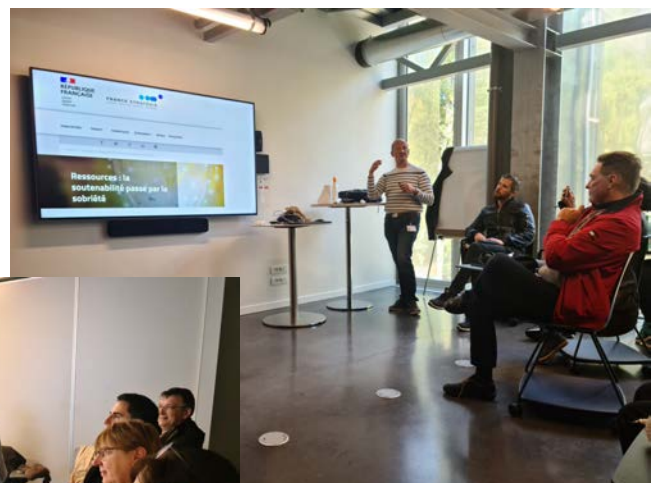
Sustainable Development Week

In September, at our two sites in France, activities were organized for the European Sustainable Development Week.

All our collaborators were made aware of the 17 UN Sustainable Development Goals, CSR, and the challenges of electric cars.

Times of exchange and discovery to open the debate, all in the form of interactive games. This approach is one more opportunity to make simple and pragmatic information with the objective of answering the adage:

"Understand to act".



RAISE AWARENESS OF CSR ISSUES AMONG ALL TEAMS

"Before you can read a book, you have to learn the alphabet" is the starting point of our awareness-raising module "CSR fundamentals".

Be able to understand what is simply behind the 3 letters "C.S.R.", to take a step back to better understand the global stakes, all done in an entertaining way for 100% of APLIX's employees in a fun way.

We are convinced that by getting more people on board we will help the deployment of CSR in the workplace and in our territory.



AN INNOVATIVE AND EFFICIENT INDUSTRY



OUR INNOVATION STRATEGY

Innovation, the pillar of Aplix's development since the beginning, is at the heart of our strategy and is a major differentiating factor.

Innovation concerns both our products and our processes, but also the way we work with all our partners and support our customers in their projects. Innovation characterizes our unique way of doing our job and achieving our mission.

To go ever further in technological advances, to design and develop solutions that anticipate customers' needs and expectations, provide concrete answers to the challenges facing the world today and tomorrow, and using more and more bio-based or recyclable materials are our daily challenges.

To meet the challenges of tomorrow, APLIX is committed to limiting the quantities of petroleum-based materials,

and to develop the use of materials that allow for increased recyclability.

The use of materials with a lower environmental impact, whether recycled, bio sourced or biodegradable, is a major development focus for our Research and Development teams.



Thierry MARCHE
Director of Advanced
Research

5R+S APPROACH

“ We continue our 5R+S approach through our product/process developments, in order to simplify and make accessible to the greatest number the eco-design approach.

The 5R+S approach is now expressed in the form of a rating, in comparison with a reference solution, formalized in the grid below.

The critical approach of this quotation grid in the current context, led us to the decision to redesign it by integrating the process part under the aspects of reuse of investments, energy management, and geopolitical issues.

This work should be completed in the first half of 2023.

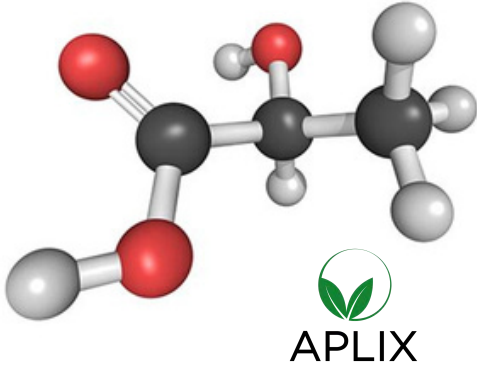


Scoring criteria	1	2	3	4	5	Ref.	Solution
REDUCE	Increase quantity AND type of RM	Increase quantity OR type of RM	Same as reference	Reduce quantity OR use only one family of RM	Reduce quantity AND use only one family of RM	3	
REUSE	Need to codify new materials AND not allow the use of recycled raw materials	Need to codify new materials OR not allow the use of recycled raw materials	Same as reference	Use internally codified materials OR recycled raw materials	Use internally codified materials AND recycled raw materials	3	
RECYCLE	Non-recycle at the end of life of the finished customer product	Non-recycle Aplix production technical waste	Same as reference	Recycle Aplix production technical waste	Recycle at the end of life of the finished customer product	3	
RETHINK	To meet the product functional needs one or more technical functions have been added	To meet the product functional needs one or more technical functions have been reinforced	Same as reference	To meet the product functional needs one or more technical functions have been simplified	To meet the product functional needs one or more technical functions have been removed	3	
REPORT	Do not allow any communication	Do not allow simplified communication to the end consumer	Same as reference	Allow simplified communication with the customer and/or communication on professional networks	Allows simplified communication to the end consumer	3	
SOCIAL IMPACT	Negative impact on employment	Require deep change	Same as reference	Improve working conditions and/or team cohesion	Positive impact on employment	3	

POLYLACTIC ACID: COMPONENT OF THE FUTURE

The polylactic acid, PLA of its small name, is an assembly of molecules of vegetable origin. The objective is to develop, at the end of the chain, a 100% compostable material. Since 2018, Aplix has been working to improve the overall process of using PLA and also to develop all its hygiene products in compostable mode.

Thanks to rich interactions with all its partners, major advances have been made in 2022.



“Decline our range of products dedicated to baby hygiene in an industrially compostable version with French partners is a real source of motivation and pride for the Innovation team. This project is a real technical challenge in line with the company's CSR ambitions. There are still a few challenges to be met, but we are getting closer to a marketable solution that can be used in our various subsidiaries.”



Stéphanie COURTEL
Head of Innovative
Product Development

A COMMERCIAL CENTER CLOSE TO THE CUSTOMERS AND THE MATERIAL

**Your strategic partner
in sustainability with recyclable
or compostable fastening solutions**

APLIX is your strategic partner to develop your new generation of sustainable diapers. Meet tomorrow's environmental challenges with APLIX innovative closure solutions made of 100% recyclable or compostable materials.

index 23 CIDPEX

APLIX
Fastening the future

personalcare@aplix.com

Fabrice BILLARANT
Group Sales &
Marketing Director



“APLIX has launched an advertising campaign in the trade magazine Nonwovens Industry" inviting diaper manufacturers to collaborate with Aplix. The objective is to develop new generations of diapers that reduce environmental impact using 100% recyclable or compostable fastening systems.”

As part of our APLIX 2030 Vision, we have set a goal that green products (recyclable and compostable) must represent more than 40 percent of our total sales by 2030. In 2022, "eco-responsible" products represent more than 55 M€ at the APLIX Group level, or 29% of our sales.



APLIX is the only supplier worldwide that can offer a complete range of industrially compostable products for diaper closures. Based on PLA (Polylactic Acid), we have successfully developed the hook, the elastic ear, and the front band which will be marketed in 2024 by a French manufacturer.

To better understand the expectations of the users of baby diapers, APLIX Inc. has developed several iterations of elastic ears to improve the fit of diaper. Several diapers have been made with these different iterations and then tested by a consumer panel for a week. The results collected from the parents allowed us to identify the best candidate and thus facilitate our client's choice for its new generation of elastic ears.



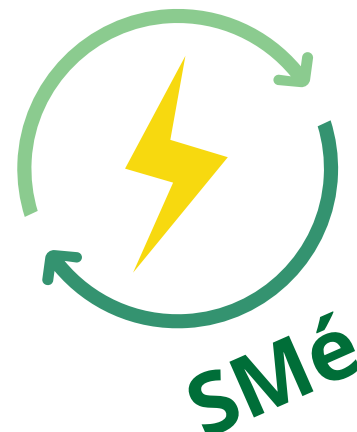
In the world of automotive seating design, the topic of 2022 was the removal of the protective cocoon of overmoldable products for seat upholstery. In order to upholster a seat by hook and loop, it is necessary to have a cover equipped with loops and a padding integrating the hook part. The current generations of overmoldable hooks require a protection to avoid the contamination of the hooks by the liquid foam poured into the mold. After the expansion phase, the protective cocoon is removed to expose the hooks, this one not being recyclable, it constitutes an important part of the waste from the foaming site. APLIX will launch a version of its overmoldable hooks in 2024, which will eliminate the waste currently generated by cocoons. Following trials with several customers, the results are very promising.

THE ENERGY MANAGEMENT SYSTEM

For several years, the supply of energy and its value was not a major issue, but in the context of the unstable geopolitical 2022 leading to an energy crisis, we had to face exponential costs.

We have consolidated our energy management system by strengthening the management of incoming data and we integrated these new challenges into the original objectives at our two sites in France.

At our Pontchâteau site, a structured approach has enabled us to achieve substantial savings.



Marc BOLLENGIER
Facilities Manager PTC

“We reacted by implementing an optimization of the consumption of our equipment.

The greatest impact on electricity was the reduction of 70 kWh during periods when the site is closed (weekends and long shutdowns). The significant decrease in gas consumption is mainly due to the new equipment installed in 2021, which has been piloted to achieve a 35% reduction in consumption in 2022.



SOBERTY IS NOW

In the midst of the energy crisis, the incentive to adopt a sober model is in the media, in government messages, in everyday gestures. To make our industrial approach ever more effective, we have identified and implemented the most cost-effective actions to limit our consumption, such as optimizing our processes. The offices have also contributed by reducing lighting and lowering the level of heating to an overall set point of 19°C.

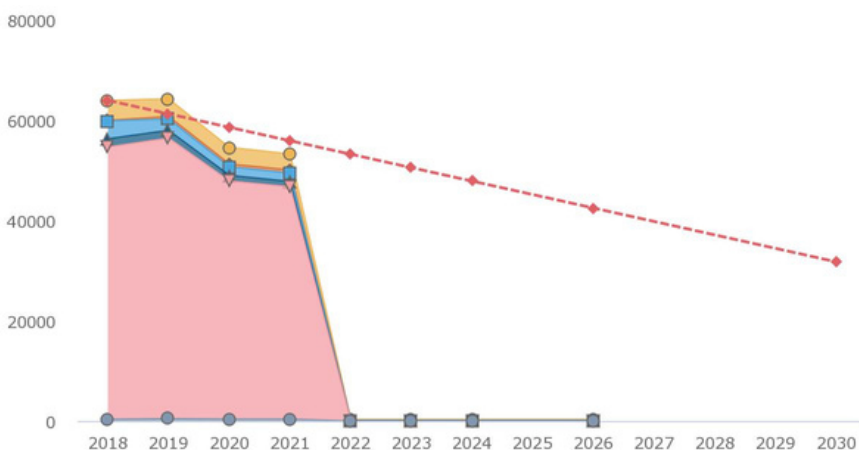
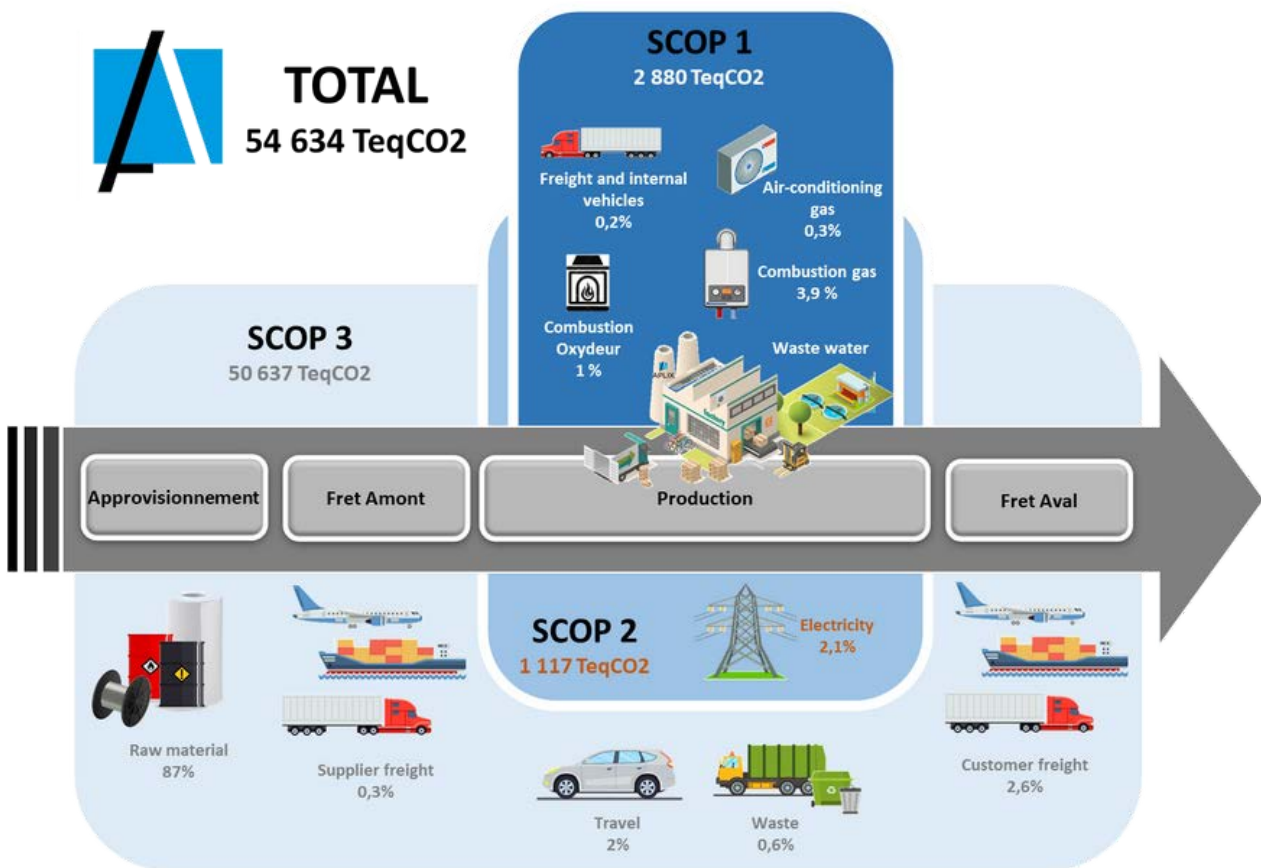
Pushed by the government and the major French electron producer EDF, ECOWATT was created at the end of 2022 to give the state of the networks and thus to allow each and every one to be motor consumption and thus avoid potential periods of network load shedding. Aplix has joined the ECOWATT charter by combining this action with a visual pedagogy on the switches on the 2 French sites, because every gesture counts.



CARBON FOOTPRINT

The carbon footprint is an essential part of our CSR indicators. Carried out for the past 4 years, the 2021 data are calculated here*, the timeframe of the calculation and the volumes of data to be entered explaining this time lag. We are supported in our strategic choices by a third-party company to be even more efficient. However, the task of achieving the -50% reduction of the 2030 agenda is a big one, especially when we know that 87% of our balance sheet comes from our scope 3: raw materials. But as we often say, scope 3 is the scope 1 of another. This is the difficulty, but also the opportunity to work hand in hand with other stakeholders to move forward on this issue.

*waiting for 3 lines of missing data



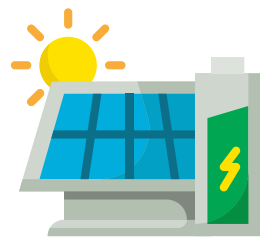
The trajectory is launched. After 4 years of data collection, we are launching our carbon trajectory in line with our initial target of -50% in 2030 versus 2018. Objective in line with the Paris agreements: not to exceed the 1.5°C temperature increase. More concretely, our commitment in the FRET21 approach is an example of action to contribute to the reduction of the carbon footprint on the freight theme.

Carbon footprint eq Co2 Ton

	2018	2019	2020	2021
Aplix SA	63915	64231	54552	53247

PARAFIX CHANGES SUPPLIER FOR GREENER ENERGY

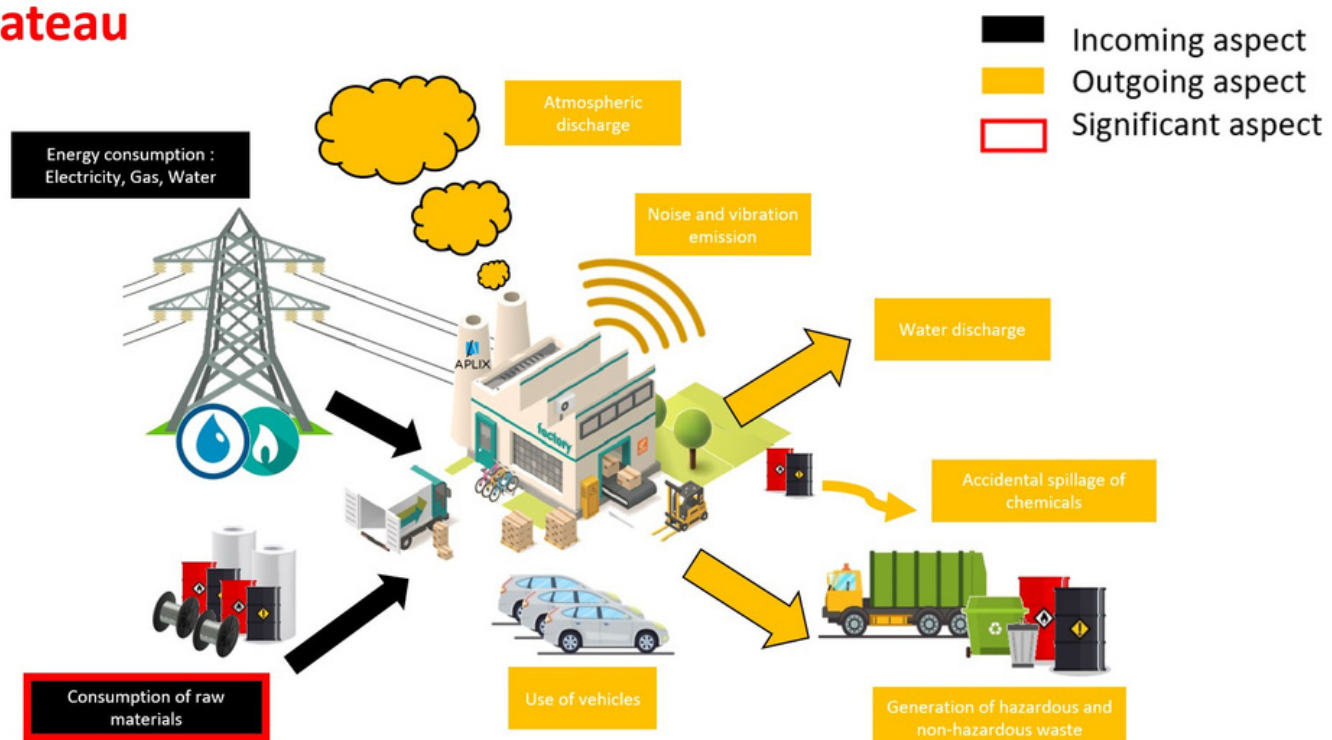
In 2022, at the Parafix site in Brazil, the energy supply was completely redesigned. We switched from a conventional supplier to an open market offer. The latter with a range of possible suppliers in terms of energy sources. The choice was taken to change to an offer entirely supplied by renewable energy from wind and solar energy.



THE EVALUATION MATRIX OF OUR IMPACT ON OUR ENVIRONMENT

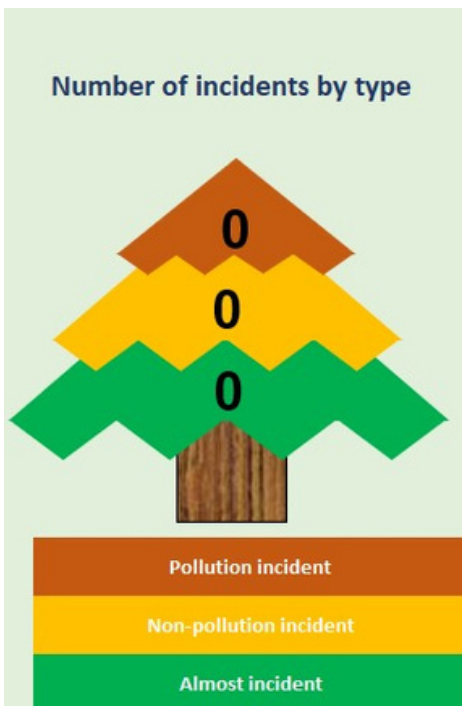
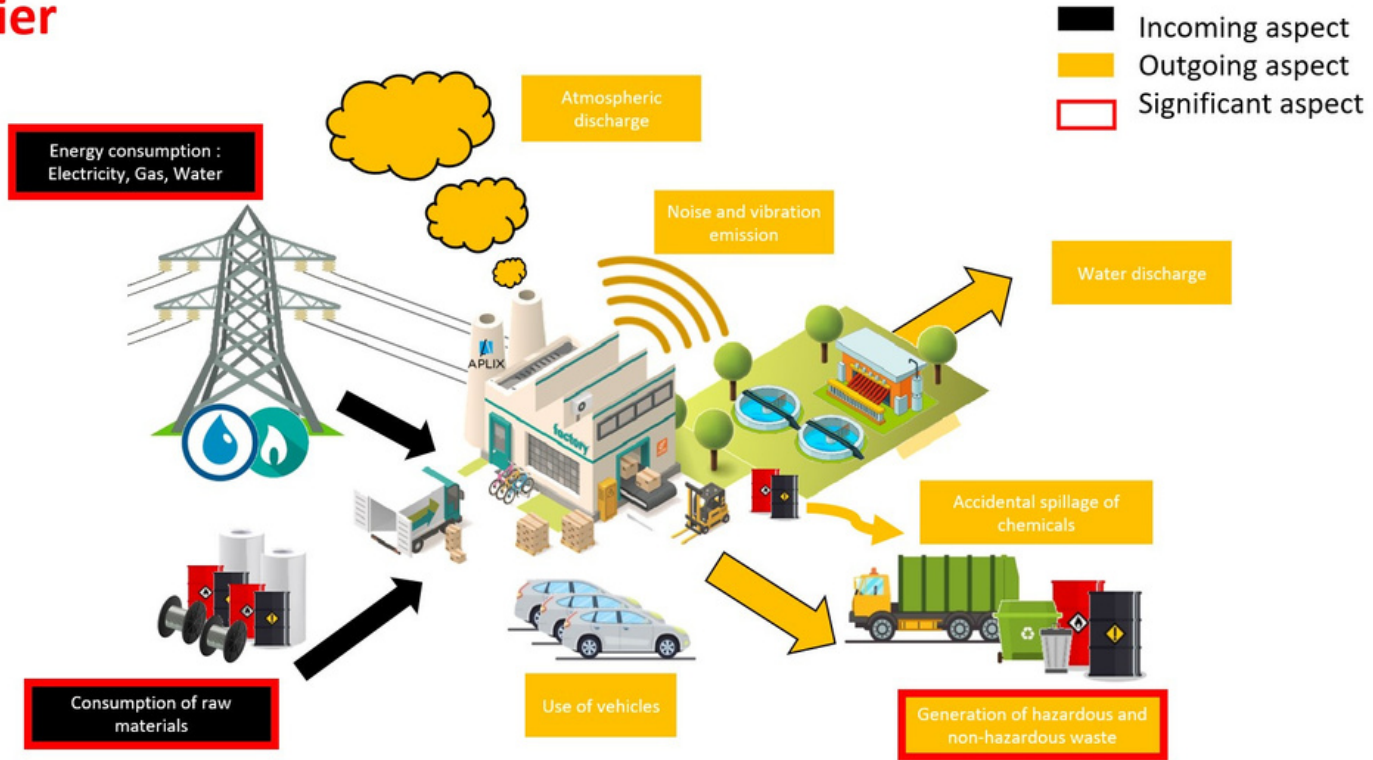
In France, we conducted an environmental assessment of our activities to identify our main environmental footprints. This helps us to set sustainability targets, improving our environmental management, optimizing resource use and reducing the risk of incidents. This analysis also strengthens our practices, making them more environmentally friendly and more efficient overall.

Pontchateau



SIGNIFICANT ENVIRONMENTAL ASPECT

Le Cellier



Since this year, we have duplicated our methodology of safety events to environmental events. Thus, the famous Bird's pyramid, becomes Bird's tree in our context.

This one is divided into 3 categories:

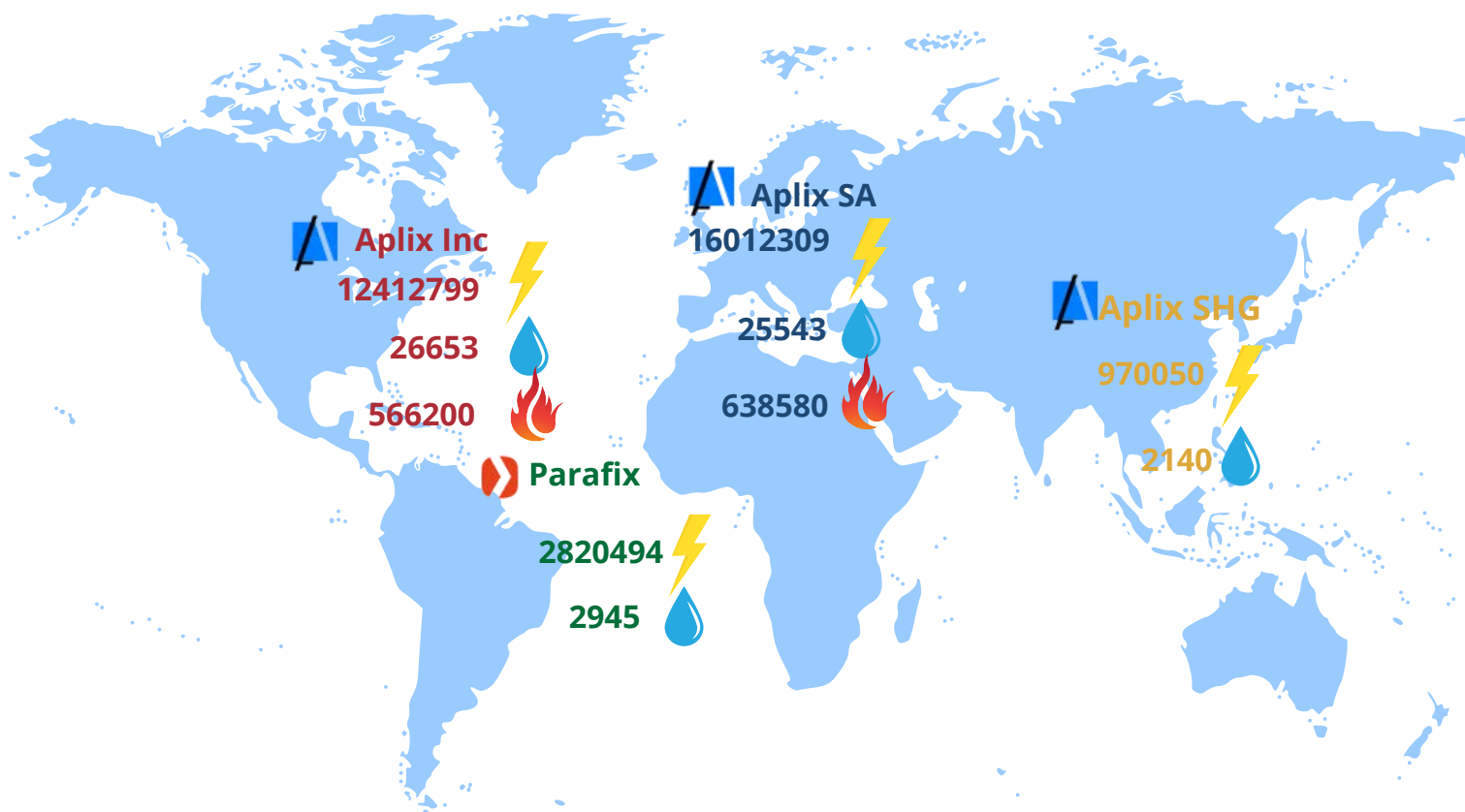
- Environmental "near misses" >>: detection without consequence
- Environmental incidents without pollution: internal consequences which did not generate any pollution
- Environmental incidents with pollution: repercussions that have or could have generated environmental pollution

As for safety events, all environmental events are analysed, and actions are taken.

ENERGY ISSUES, DOING BETTER WITH LESS.

In addition to raw materials, the subject of energy has been of prime importance in this year 2022.

The efforts to improve the performance of systems and processes, and the reflections on sobriety, have made it possible to achieve significant reductions in several key indicators. We have to admit that we have not achieved all the results we had imagined, mainly due to the time scale of certain investments or process changes.



 **Electricity**
En KW/H

-16 % in Shanghai in 1 year
-13% in Aplix SA in 1 year
-4% in 3 years on our plants

 **Ga**
En M3

-14 % in 1 year in France
-8 % worldwide in 3 years

 **water**
En M3

-25% in 3 years on our plants

GOAL FOR RECYCLING AND ZERO LANDFILL.

The waste at APLIX SA in 2022 is, ordinary and hazardous industrial waste together:



1919 Tons



52 % recycled



19 % transformed in SRF*

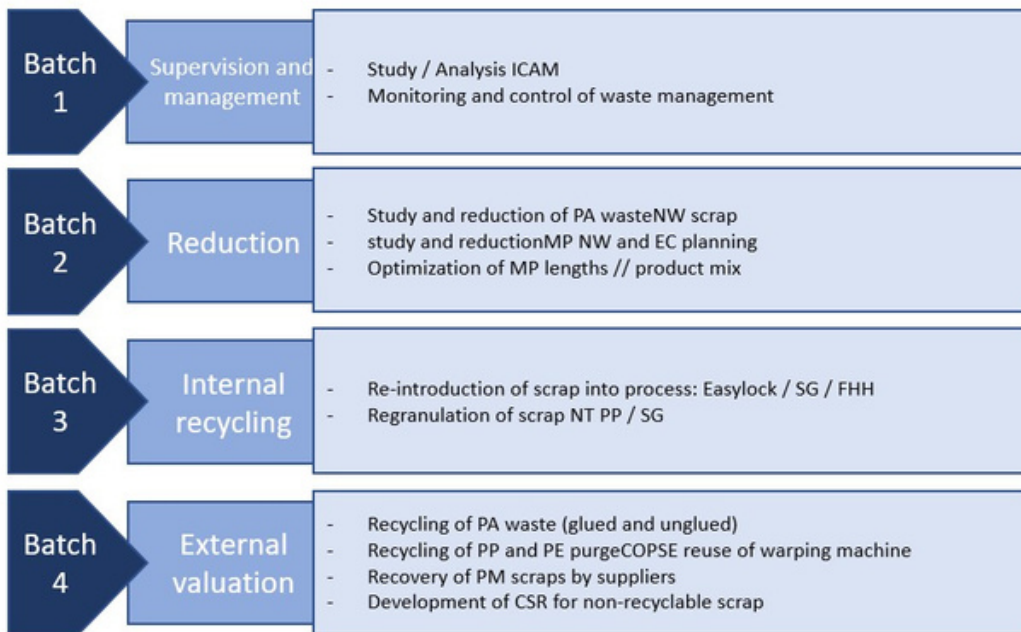


29% sent to landfill

We have always maintained a partnership with our various waste management providers. The goal is not to have just a commercial exchange, but to co-develop together solutions for the best possible treatment of our waste. Thus, for several years, we have been increasing our recycling of waste and gradually reducing landfill.

Since November 2022, almost all our non-recycled waste has been transformed into SRF (*Solid Recovered Fuel).

At the same time, we are continuing our work on internal waste management. Strategy based on the 5Rs of Aplix: Rethink, Reduce, Reuse, Recycle and Inform. Thus, in 2022, we launched a program on waste management. This program is divided into 4 work packages:



A Global APLIX project: All departments are involved

“ SRF: the best of the worst solutions or the worst of the good solutions?

This solution, to which we committed ourselves in 2022, has enabled us to get out of the aberration of landfilling, but we must not be satisfied with this small step forward. Our daily work is, of course, to reduce the amount of waste produced as much as possible. Waste is not just a product to be dealt with. It is above all materials, energy, transportation... and the investment of the Aplixien.ne.s who see their product end up in the garbage. When we will have succeeded in this, we will have succeeded on all fronts. As we have seen in our carbon footprint, the treatment of waste is only a very small part, but when we think globally waste is everywhere. Yes, today we are degrading

our carbon footprint with the CSR solution, which emits more than landfill, but tomorrow we will improve on inputs, transport, energy, and treatment.

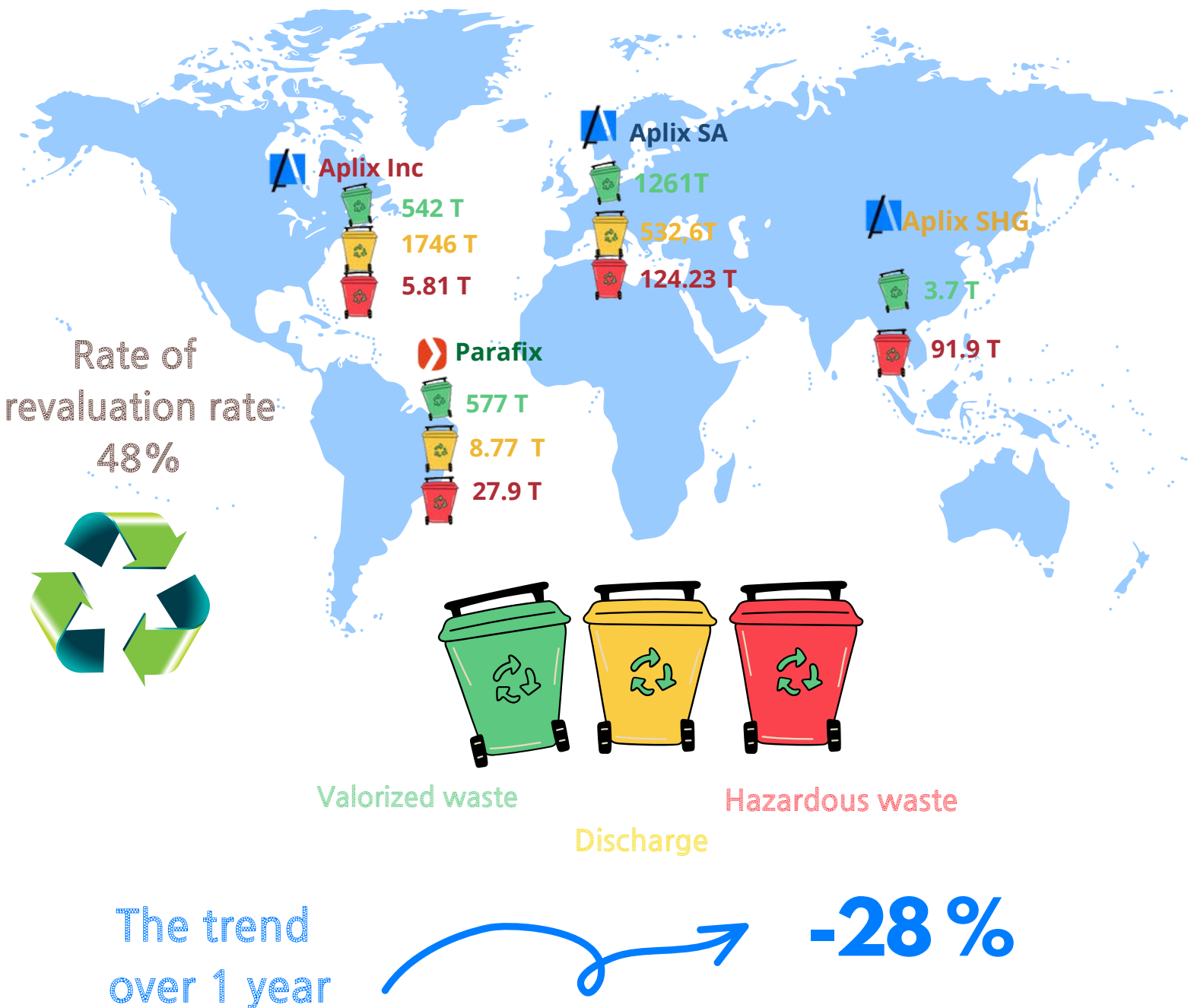


Mickael Goyet
health, safety and
environment
manager



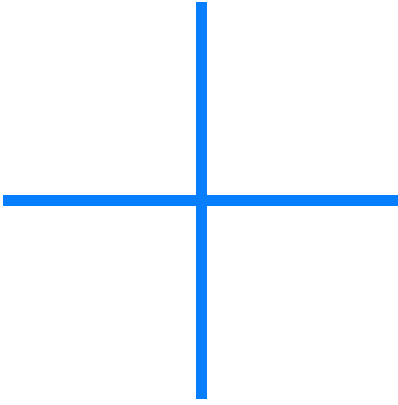
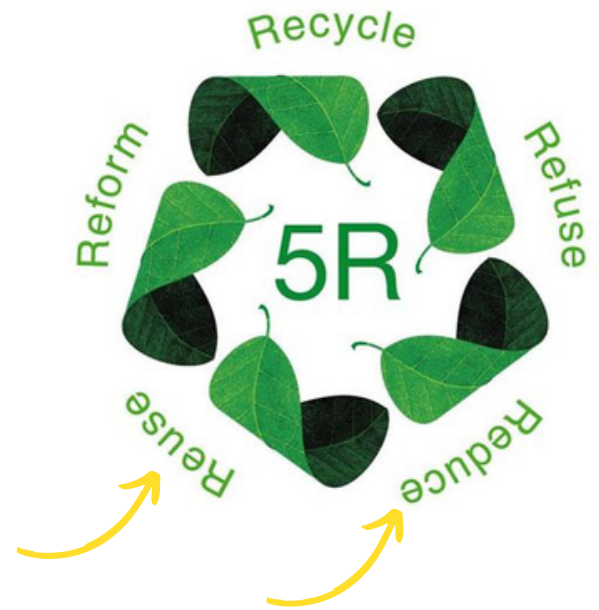
THE BEST WASTE IS THE ONE WE DON'T PRODUCE.

Waste management is composed of a series of environmental, economic, and human issues. A waste is an element mainly lost because it does not meet the quality standards. It has a certain economic cost, and it is human by the time of skills spent during the manufacturing process. Finally, it has an ecological impact because its replacement will require new raw materials and energy. The word RESPECT comes to mind permanently as soon as we address the subject of waste. The pragmatism and humility set the tone for a zero-waste industry. However, it is a fight of each moment, where all the small gestures count.



CIRCULAR ECONOMY IN SHANGHAI

The management of plastic pallets is of great importance at our Asian site. In line with the requirements of the circular economy, the subject has been addressed locally with suppliers to improve resource efficiency. In line with the HSE protocol, the long-term objective has been to reduce the number of plastic pallets purchased and to promote the "deposit" mechanism. Since the implementation of the pallets in our department, environmental, social, and economic benefits have been realized. Thanks to the development of this approach, we have almost halved the use of new materials.



AIR QUALITY REWARDED FOR APLIX INC

APLIX Inc, our U.S. plant in Charlotte, has been recognized by the Mecklenburg County Air Quality (MCAQ) for its continued excellence in air emission compliance with an annual ACE award.

These awards are intended to recognize the efforts of the local industry to comply with their air quality commitments, thereby helping to reduce pollution and improve local air quality.

Our team at APLIX Inc. is proud of this accomplishment, as they had to meet all the conditions of their air quality commitment for an entire year to qualify. This includes on-time submission of reports, notifications, completion of required emissions testing required, annual compliance inspection.



A RESPONSIBLE DEVELOPMENT



OUR SOCIETAL ISSUES

OUR PURCHASING POLICY

The APLIX purchasing policy is the expression of our corporate project which integrates a CSR approach in its long-term vision. The sustainable development model to which Aplix is committed requires a transversal approach with all stakeholders, including suppliers and service providers, and is based on the following subjects:

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

Responsible purchasing is purchasing that has the most positive environmental, social and economic impact over its entire life cycle. At the same time, they aim to reduce negative impacts.

Their implementation will enable us to implement a policy of social responsibility within our organization, to support the 10 universal principles (Global Compact/17 SDGs) and respond to economic challenges.

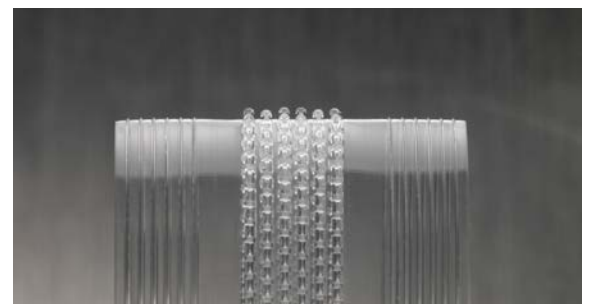
As an extension of its responsible purchasing policy, Aplix expects its Service Providers and Suppliers to commit themselves by supporting it based on the following principles:

- To ensure financial equity (with respect to suppliers and contractors)
- To ensure compliance with labour and human rights
- Social, environmental, and economic responsibility
- Limit the rate of economic dependence of suppliers
- Guarantee fairness and support for suppliers in case of difficulties
- Fight against corruption
- Promoting local relations

These principles are the basis for a constructive and professional working relationship between Aplix and its Suppliers and Service Providers.

AT APLIX, BUYING IS ALWAYS RESPONSIBLE

Following the example of the reflections on the need to join "sorting" and "selective", we asked ourselves the question of the need to place "purchasing" and "responsible" side by side. In our selection process of suppliers, choice of materials, origin, everything pushes us to say that we are in a responsible action, since it is based on our DNA/CSR policy. We are proud to share these values with all the external stakeholders involved in the purchasing roadmap. This vision doesn't make us forget the difficulties encountered in this year, which is unlike any other, to find the right materials, in the best possible social conditions, at the best price.



LOCAL PURCHASING AND PARTNER SUPPORT



Gilles ROBERTON

Purchasing
Manager

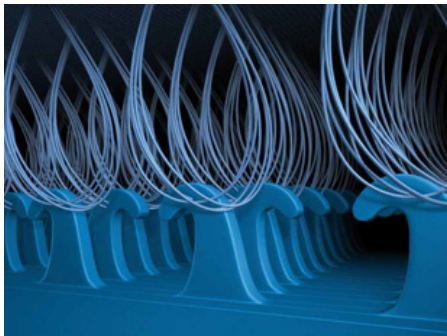
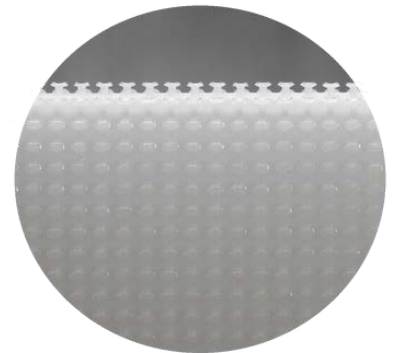


In 2022, we continued the development of protected sectors, mainly with the implementation of a new contract with an integration company, which operates in the plastics workshop.

In parallel, we have extended our activities with the workshop of the Nantes prison, as well as with the ESAT.

Guarantee the support of providers:

- Support for a supplier in financial difficulty by changing its payment terms on several occasions.
- Support for subcontractors following the planned reduction of its activity with Aplix.

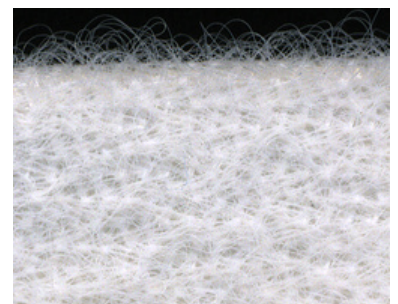


Promote local partner, sourcing location:

We have updated our multi-year plan with some short-term priorities. We are choosing European suppliers instead of North America or Asia for glue purchases, or even origins bordering France instead of an area outside Europe.

Tracking Aplix's exposure to corruption risks around the world:

We have updated our multi-year plan with some short-term priorities. We are choosing European suppliers instead of North America or Asia for glue purchases, or even origins bordering France instead of an area outside Europe.



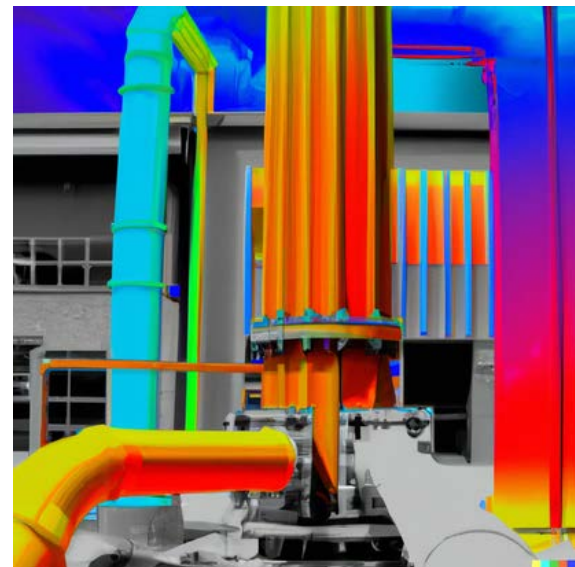
WHEN SOBRIETY CHALLENGES MATERIALS AND ENERGY

CREATION OF A NEW ENERGY/MATERIAL INDICATOR

In the autumn, all companies were confronted with the challenge of rising energy costs. Facing this situation, the energy steering committee conducted an in-depth analysis of our management through the axis of sobriety.

During the reflection periods, the teams from different units decided to track a new indicator: the number of KW per finished product.

This slider determines the amount of energy required to produce a finished quantity of hook and loop fastener. Measurable and drivable, the objective is to watch this ratio as close as possible to production. Without being perfect, "since in a scope 1" of our carbon footprint, it has been a major tool for our consumption reductions.



2022 has been a turning point for energy. The heat wave and the war in Ukraine were gas pedals for a collective awareness reinforced by the economic necessity. The Aplix teams had not been waiting for this to happen to identify the areas of improvement and were therefore able to be very reactive in implementing certain actions and identify others.

I am thinking of new production organizations that enable us not to wide open our energy-intensive equipment while maintaining our service rates and productivity: the production schedule has been adapted so that the shutdowns of the oxidizer, used to eliminate solvent in the atmosphere, fit in with the weekend, when it was already shut down. Some machines that were not stopping have been the subject of small adaptations so that they can be turned off at weekends. These are just two examples, but there are many, and the effort has been continued in the support services, with the turning off every other light fixture when the light intensity allows it, and the lowering of the heating temperature in the offices.

Finally, electricity consumption is now monitored at the production level, and we are seeing a real decrease in kWh/kg of about 15% in the second half of 2022 compared to the first half of the year and 2021 and we hope to continue in this way in 2023.



Thomas BRUNEAU
Industrial Director



HUMAN MACHINE INTERFACE

Concerning the projects of the Information Systems Department the ADN approach has also led to various questions and opened up new opportunities. The IGWE project underwent a new transformation in 2022. This Integrated Graphic user interface on Workstation for Efficiency aims to facilitate access to internal applications and databases including manufacturing instructions. Touch screens available at each workstation provide some of the information that, until now, had been available in paper format only. This approach goes further than zero printing, it is part of an hindsight and design of a more complete interface that will accompany the operators at each step of the production process.



Matthieu NICLOT

Digital coordinator



The human-machine interface is at the heart of any digital transformation process when you want to facilitate user acceptance.

At Aplix, we have imagined a scalable solution allowing gradual integration into our workshops.

The installation of touch screens at the workstations allows, at first, to support the eDoc application (display of our manufacturing instructions).

Always with the aim of improving productivity and considering the users' needs, we then have two objectives: to offer access to new applications and to propose new hardware solutions more mobile that support the same applications.



THE SOLUTION IS IN THE PLATE

Vous prendrez bien un petit DONUT?



Sauvons la planète!
C'est la seule où il y a du chocolat 😊

Food represents 30% of greenhouse gases. In view of the number of people concerned and the number of meals taken per month, "The solution is well in the plate.

With this in mind, and our desire to involve all internal and external stakeholders, we have exchanged with our catering provider: Midi et demi.

As the latter was already involved in the subject, we were able to pursue the co-construction of a communication plan on a moment of gustatory pleasure as eco-responsible as possible. The themes addressed were raw materials, the location of suppliers, food standards, waste, and the provision of vegetarian dishes. A display project was created to bring information to the "consom'actors" in order to be a driving force in the food choices that will shape the world of tomorrow.

Work on the knowledge of the 17 objectives of sustainable development, squandering, waste.

Through several displays in the restaurant area, we were able to challenge, accompany and inform the gourmets on the consumption of paper napkins, reusable dishes, reuse of leftovers to feed chickens that will then give eggs to the various employees participating in the operation.

All this is in addition to other actions already in place, such as the display of remaining dishes with a short shelf life at a reduced price, to use these and to avoid food waste. The daily access to 'veggie' meals is appreciated as it represents almost 20% of the trays.

Aware that these are only additional drops of water from the hummingbird, we act in a win-win mode on agriculture, water, biodiversity, aquatic life with an educational prism.



Midi et Demi has been totally in this approach for many years and now only uses glass containers that can be recycled or reused rather than disposable plastic. The same is true for food to avoid a maximum of waste.

I remain convinced that this approach is important and allows an awareness.



Mickaël BRIZARD
Manager Midi et demi



BUILDING BRIDGES BETWEEN WORLDS DEVELOP LINKS WITH OUR TERRITORY

As we also say, CSR is: Giving meaning together.

APLIX applies its CSR approach with enthusiasm in its territory with a series of actions in favour of the associative world.



Pink October

A whole month of awareness for the whole population to the importance of breast cancer screening because 1 in 8 women is likely to develop this disease during her lifetime. Two dates of mobilization gathered the Aplixiens and Aplixiennes to answer the call of the Curie Institute by making bookmarks.



Financial sponsorship with BREAK POVERTY



Because one child in five will be poor in 2022 in France, because it takes 6 generations for a child to get out of poverty, APLIX has continued to support the Break Poverty association, which works at the heart of the populations concerned with local associations in the Nantes area.

Collecting clothes for the association Pain Partagé

During the month of October, Aplixians were able to participate in a clothing drive for the very local association (in front of the factory): LE PAIN PARTAGÉ.

Since 1991, the dynamic team at Le Pain partagé has been serving families in the region. The association distributes food baskets every week of the year to help more than 800 families.

Food baskets but not only, and it is on this angle that we were able to donate more than 122 kg of clothing for all ages.



“ APLIX has become the donor of many parcels, result of the collection organized within the company itself.

They have made many happy people among our beneficiaries. Our thanks and gratitude will never cease.



Frédéric CARIOU
Operations Manager

COLLECTE DE VÊTEMENTS
AU PROFIT DE L'ASSOCIATION
PAIN PARTAGÉ
ZA Les Relandières

**UNIQUEMENT
DES VÊTEMENTS D'HIVER
EN BON ÉTAT
BÉBÉS, ENFANTS, ADULTES**

DES CARTONS SERONT À DISPOSITION
DU LUNDI 3 OCTOBRE AU VENDREDI 14 OCTOBRE 2022
DANS L'AMPHITHÉÂTRE AU PAVILLON

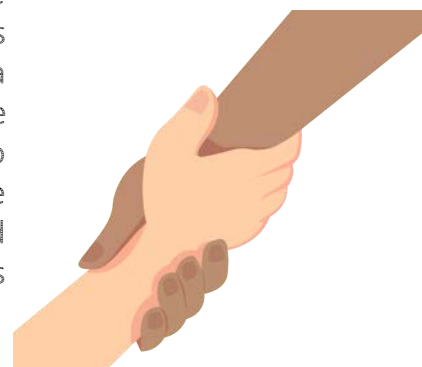
AFIN DE FACILITER LA COLLECTE,
MERCI DE TRIER VOS VÊTEMENTS PAR TAILLE

par taille:
pour les bébés et les enfants: [image of baby clothes]

par taille XS, S, M, L, XL...
ou 56, 58, 60, 62, 64...
pour les adultes: [image of adult clothes]

SPONSORSHIP OF SKILLS

Sponsorship is often associated with financial donations, but there is also the sponsorship of skills. It is time, knowledge and skills that are made available to our territorial ecosystem. At Aplx, skills sponsorship means making various skills available during working hours for the benefit of a project, pedagogical support, testimony, collective reflection. The interests of this type of action are multiple and bilateral. In addition to providing valuable assistance to selected individuals on specific topics, the employees can pass on to future generations, share experiences and create rich human links. This results in pride, meaning and value, and this is the virtuous aspect of skills sponsorship.



Laetitia BERTHET

IT and digital transformation manager



It's exciting to talk to the young students and find out what their interests are and the vision they have of the world today. My role as a jury is to give them confidence. It's a very rewarding exercise for me, but one that requires a great deal of adaptation.

In the past, I used to take my personal time to participate in these juries, but today, APLIX offers me the opportunity

to do it on my working time thanks to the sponsorship of skills.



This theme shows that the subject has a great potential of interaction with our territory. We have therefore decided to promote this type of sponsorship through a structured approach. This will allow the accurate management of indicators and thus deploy the actions with more sense, mainly on the year 2023.

TRYZUB IN SUPPORT OF THE UKRAINIAN PEOPLE

A bridge has been created with the association TRYZUB. Its purpose is to initiate, coordinate and implement actions in the cultural, socio-economic, cooperative, and humanitarian fields in favor of Ukrainians of the territory. A group of people selected by the association was able to visit our site and some of them were able to project themselves on professional integration in France.



VISIT APLIX

DISCOVER THE HEART OF THE FACTORY



The month of November was marked by a double visit of the Le Cellier site by guests unlike any other:

not customers, not students, not suppliers, but people involved in the territory who wanted to discover APLIX.

Their jobs: veterinarian, police officer, researcher educational manager, developer in social and solidarity economy, communication manager, CSR consultant, vice-president of the IPCC, executive assistant, chief of staff, coordinator in an NGO.

They were able to realize on site, guided by Thierry Marché during the visit, of all the actions of our DNA approach and our commitments to design a more sustainable world. With the help of Mickael, our responsible for HSE, we presented our balance sheet on the carbon footprint and waste. Then Laurent, our doctor of polymers, gave a presentation on the world of bioplastic.

Another way to share our values, our ideas on a territory turned towards tomorrow.

Following these visits, feedback was requested from the participants:

"Very good, it's always great to get a behind-the-scenes look at a commonly used product and realize the complexity of the pragmatic ideas that led to an innovative process and development. You can feel the commitment, the passion, and the desire to improve and exchange on the part of the employees. It was a very good experience."

"I thank you for this shared moment. I really appreciated the welcome, the visit and the presentations."

This visit was carried out by passionate and exciting people who knew how to explain and transmit the passion of their job. It was also very pleasant to be part of a group of visitors from various backgrounds and to allow for more in-depth exchanges, especially during lunch. I was impressed to see that Aplex is so advanced in its CSR approach. Bravo and thank you! "

"Several days later, still amazed by this visit. What a pleasure to discover a company so invested (for the environment, its employees, innovation...) From a salary point of view, everything is done to make the employees feel good, and this is so important (and unfortunately so little done elsewhere). Laurent's intervention makes us think again. It was a real pleasure to have visited with people from very different backgrounds, and thank you for the lunch, which was an opportunity to extend the exchanges. In short, a 10/10 on all the line."



THE "GRAND DÉFI" (THE GREAT CHALLENGE) WITH APLIX



Like the Citizens' Climate Convention, where 150 French men and women were chosen at random to work on proposals to improve the fate of the French people on climate issues, APLIX has been selected to bring its vision and to be a force of proposal on the challenges of the 21st century for companies.

The objective of the Grand Défi is to mobilize companies and their ecosystems to create a new model of economic, humanistic, and regenerative prosperity. This 3-stage project began in the first half of 2022 with the collection of 65,000 responses to a large questionnaire sent to a panel of companies: of all sectors, all sizes, throughout France. This raw material was used as a guideline to create six key events during six two-day sessions in six months in six cities.

During these moments of sharing, APLIX was able to contribute, like the hummingbird, to the reflections and collective intelligence exercises that led to the 100 proposals for action made by all the participants for a better tomorrow.



The great challenge mobilizes companies and their ecosystem to create a new economic model, humanistic and regenerative



Sébastien BOLLE
CSR Coordinator



It was a real pleasure to participate in this unique adventure and to represent APLIX in this context of societal innovation. Sharing visions, issues, and hopes allowed us to project ourselves in an economic model where companies are actors of a sustainable future, by playing it collective.



Welcoming company

Young people looking for their first job, long-term job seekers, school dropouts, students from secondary schools in priority neighbourhoods. In the metropolitan area, part of the population is confronted with numerous obstacles to access to a diploma or a job, mainly due to the lack of network. Once again in 2022, APLIX has taken this voluntary approach to contribute to a better access to employment, equal opportunities, diversity, action against all forms of discrimination by welcoming several young people within the Cellier establishment.



Solidarity Christmas: Surprise box



In these difficult times, the good thing that stands out is 'SOLIDARITY...'. The idea of the solidarity box is to bring out our altruism and to think of others especially the ones in need, and especially at Christmas time. During this holiday season, several employees of our French sites were able to prepare surprise gift boxes.



Helping the Favelas for Christmas

The CSR committee of Parafix has carried out an action to help for Christmas with the ARCHE association (arca). With the talent and ideas of everyone, the project was born with the local association. A raffle was set up to raise funds and provide baby care and hygiene items to the favélas of São Paulo. This was another opportunity to show its commitment in the heart of the territories.



MIC Award for APLIX INC in Charlotte



Carolyn Lyding
HR Manager



In May, Aplix received the Charlotte Mayor's International Community Award (MICA) in the large company category for its contributions to local charities. Charitable giving is a big part of APLIX's culture and is evident in our commitment to responsible and sustainable practices. All these actions are carried out by criteria based on our values on financial sponsorship.



Facilitation of access to sports at the pavilion of the Cellier

The completion of the "pavilion" as part of the expansion of Le Cellier, has given all staff access to a sports hall.

Composed of a set of cardio equipment (bicycles, treadmills, elliptical bikes, rowing machines) and a gym room, it is accessible 24 hours a day for all categories of employees according to their schedules. One lunchtime a week, at the initiative of an employee, this allows for a group class.



It all started in the late summer of 2021. After the health restrictions, during discussions at lunchtime, several employees showed interest in a group sports activity. The idea was to do something other than cardio, without getting hurt, and in a friendly spirit. From my passion for sports and my training, I proposed every Tuesday at noon a muscle strengthening session. We started with 4 people. We were more than 20 after 3 months. This experience is very positive for me because of the smiles, despite the efforts and the feeling of having shared a good time.



Olivier GUICHARD
Textil Business Unit
Manager



Always close to the territories

In 2022, APLIX continued its commitment to local associations, always proposed by its employees.

We have focused on associations with a social goal:

The **ALFA REPIT association** offers support to people with an alteration of their higher functions (attention, memory, executive functions and instrumental functions).

We have participated in the purchase of a multisensory cart that will allow people to relax, to reduce behavioural disorders (apathy, anxiety, ...), to promote motor initiation and to stimulate sensory and emotional memory.

The **ARCHIPEL association**, neighbourhood centre and social center.

We have allowed the purchase of a solidarity wardrobe, in order to fight against menstrual precariousness, and to supply it with hygiene products (periodical protections, razors, condoms...).

The **LOIRE ACTIVITES CREATION association**, which offers nautical and leisure activities primarily for physically and/or mentally disabled people.

We have participated in the purchase of a specific equipment of gliding.

The **association LA MAISON VILLENEUVE**, which has been working for several years to the construction of an inclusive habitat in a rural environment for young disabled adults.

The **CACSI association**, which welcomes people who are asylum seekers or those who have obtained refugee status. Our donation allowed them to purchase a scooter.



Our KPIs

Water consumption (m3)

	2020	2021	2022
Aplix Inc	27095	27986	26653
Parafix	1 514	4 042	2 945
Aplix SH	2280	2997,5	2 140
Aplix SA	22286	23069	25 543
Total	53175	58095	57281

Training hours

	2020	2021	2022
Aplix Inc	2065	185	160
Parafix	2956	2740	2740
Aplix SH	1074	98	66
Aplix SA	8355	14964	10907
Total	14449	17987	13873

Electric consumption(kw/h)

	2020	2021	2022
Aplix Inc	12610407	12176961	12412799
Parafix	2 045 068	2515416	2 820 494
Aplix SH	1150788,4	1164710	970 050
Aplix SA	18 037 638	18 480 797	16 012 309
Total	34295106,4	34337884	32 215 652

Gravity Rate

	2020	2021	2022
Aplix Inc	0,28	0,67	0,34
Parafix	0,16	0,68	0,07
Aplix SH	0,00	0,00	0,00
Aplix SA	1,02	1,07	1,68
Moy	0,37	0,60	0,52

Gas consumption (m3)

	2020	2021	2022
Aplix Inc	715615	512356	566200
Aplix SA	663310	699708	638580
Total	1378925	1212064	1204780

Frequency rate

	2020	2021	2022
Aplix Inc	12	19	3,93
Parafix	24	27,91	18,25
Aplix SH	0	0	0,00
Aplix SA	34	38	29,53
Moy	17,52	21,23	12,93

Waste (T)

Aplix Inc	recovered waste	disposal / landfill	Hazardous waste	Total waste	Valorization
Total 2019	294	2275		2569	11%
Total 2020	388	1899		2287	17%
Total 2021	310	1 800		2 110	15%
Total 2022	542	1 746	5,81	2 294	24%
Aplix Shanghai	recovered waste	disposal / landfill	Hazardous waste	Total waste	Valorization
Total 2019	199,2	9,2		208,40	96%
Total 2020	133	2,61		135,61	98%
Total 2021	159	33		192	83%
Total 2022	3,7	0	91,92	95,62	4%
Parafix	recovered waste	disposal / landfill	Hazardous waste	Total waste	Valorization
Total 2019	332	90		422	79%
Total 2020	428,4	29,21		457,6	94%
Total 2021	559,166	54,516		613,682	91%
Total 2022	577,59	8,77	27,96	614,32	94%
Aplix SA	recovered waste	disposal / landfill	Hazardous waste	Total waste	Valorization
Total 2019	1543,27	848,017	131	2 522	61%
Total 2020	2359,9	2914,2	135,69	5409,8	44%
Total 2021	1711,99	2106,42	104	3 923	44%
Total 2022	1261,65	532,65	124,23	1 919	66%
Total global 2019	2368,47	3 222	130,87	5721,56	41%
Total global 2020	3309,277	4 845	135,69	8289,99	40%
Total global 2021	2 740	3 994	104,27	6838,28	40%
Total global 2022	2 385	2 287	249,92	4922,22	48%

Carbon footprint eq Co2 Ton

	2018	2019	2020	2021
Aplix SA	63915	64231	54552	53247

METHODOLOGY NOTE

The purpose of this note is to explain the reporting methodology applied by APLIX in terms of Social, Societal and Environmental Responsibility of the Company.

Scope of consolidation

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

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

Exclusions

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

The reporting protocol

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

Reporting periods

The figures are calculated for the period from January 1, 2022, to December 31, 2022 (12 months), with data closed on December 31, 2022.

Data collection

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

The indicators

An e-mail communication was sent to all contributors at the launch of the collection campaigns, including the campaign calendar and a protocol for each indicator domain, which reminded them of the definitions and application criteria for indicator. The 2022 indicators were chosen to meet the list of information required by the "Grenelle II" law (in accordance with Article L. 225-102-1 of the French Commercial Code) and Decree no.2017-1265 of August 9, 2017, issued for the application of Ordinance No. 2017-1180 of July 19, 2017- on the publication of non-financial information by certain large companies and certain group of companies.

However, for some of them, which are difficult to recognize in a uniform way worldwide, due to the different regulatory obligations of each country in terms of sustainable development, the scope of Aplix SA has been chosen.

Methodological limits of indicators

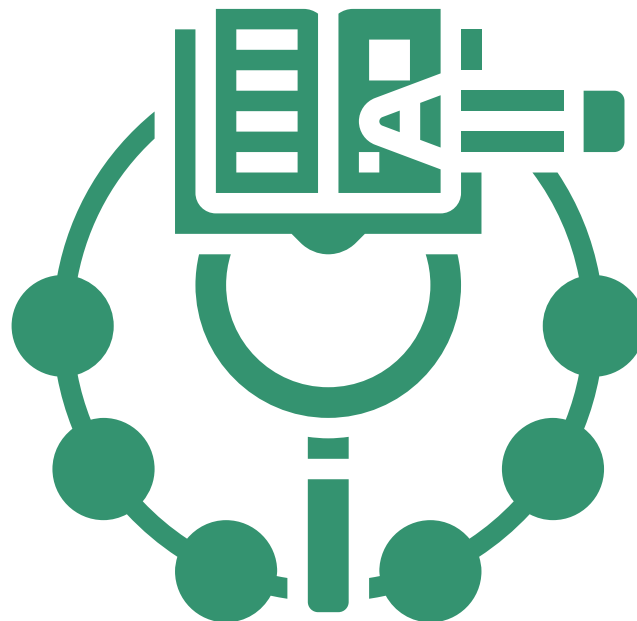
Environmental, social and societal indicators may have methodological limitations due to:

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

The key performance indicators presented in this document are subject to change depending on the action plan to be implemented as part of the Group's CSR strategy in the short and medium term.

While the international benchmark has guided the construction of this report, it is essentially based on the parent company's approach as the pilot company and is increasingly integrating consolidated indicators for the entire scope of the Group.

Please note that the waste indicators of our site in China is displayed on a temporal basis of 8 months of calendar months.



Exercice clos le 31 décembre **2022**

RAPPORT

DE L'ORGANISME TIERS INDEPENDANT
SUR LES INFORMATIONS RSE

FIBI SA

ZA LES RELANDIÈRES RD723

44850 LE CELLIER

FIBI SA

Rapport de l'organisme tiers indépendant (OTI) relatif à la vérification des informations sociales, environnementales et sociétales figurant dans le rapport de gestion

Exercice clos le 31 décembre 2022

À l'assemblée générale,

En notre qualité d'organisme tiers indépendant (« tierce partie »), accrédité par le COFRAC sous le numéro 3-1877 (dont la portée est disponible sur le site www.cofrac.fr), nous avons mené des travaux visant à formuler un avis motivé exprimant une conclusion d'assurance modérée sur les informations historiques (constatées ou extrapolées) de la Déclaration de performance extra-financière, préparées selon les procédures de l'entité (ci-après le « Référentiel », pour l'exercice clos le 31/12/2022 (ci-après respectivement les « Informations » et la « Déclaration »), présentée dans le rapport de gestion en application des dispositions légales et réglementaires des articles L. 225-102-1, R. 225-105 et R. 225-105-1 du code de commerce.

Conclusion

Sur la base des procédures que nous avons mises en œuvre, telles que décrites dans la partie « Nature et étendue des travaux », et des éléments que nous avons collectés, nous n'avons pas relevé d'anomalie significative de nature à remettre en cause le fait que la déclaration de performance extra-financière est conforme aux dispositions réglementaires applicables et que les Informations, prises dans leur ensemble, sont présentées, de manière sincère, conformément au Référentiel.

GROUPE Y AUDIT

Société d'Expertise Comptable et de Commissariat aux Comptes
Inscrite au tableau de l'Ordre de la Région Poitou-Charentes-Vendée – Membre de la Compagnie Régionale de Poitiers
Membre indépendant du réseau Nexia International – Membre de l'Association Technique A.T.H.

SAS au capital de 37 000 €
Siège social : 53 rue des Marais – CS 18421 – 79024 NIORT Cedex – Tél. : 05 49 32 49 01
RCS NIORT B 377 530 563 – APE 6920 Z – TVA : FR 10 377 530 563

Commentaires

Sans remettre en cause la conclusion exprimée ci-dessus et conformément aux dispositions de l'article A. 225-3 du code de commerce, nous formulons les commentaires suivants :

- En matière de conformité de la Déclaration, il est attendu que chaque risque / enjeu de développement durable soit décliné au travers d'une politique, d'actions et de résultats. Dans ce cadre, certaines politiques pourraient être davantage identifiées et étayées s'agissant notamment des déchets, de la gestion des ressources (énergies) ou des démarches sociétales ;
- Les thématiques relatives à l'écoconception, à l'innovation et aux achats responsables sont identifiées comme étant de véritables leviers de performance extra-financière. En conséquence, s'agissant de ces thématiques, il serait opportun de les illustrer avec des indicateurs chiffrés (indicateurs clés de performance ou indicateurs de suivi) ;
- La majorité des indicateurs clés de performance sont calculés à l'échelle du Groupe ce qui permet au lecteur de la Déclaration d'obtenir une vision globale. De la même façon, les actions présentées pourront être davantage tournées vers les filiales étrangères.

Préparation de la déclaration de performance extra-financière

L'absence de cadre de référence généralement accepté et communément utilisé ou de pratiques établies sur lesquels s'appuyer pour évaluer et mesurer les Informations permet d'utiliser des techniques de mesure différentes, mais acceptables, pouvant affecter la comparabilité entre les entités et dans le temps.

Par conséquent, les Informations doivent être lues et comprises en se référant au Référentiel dont les éléments significatifs sont présentés dans la Déclaration.

Limites inhérentes à la préparation des Informations

Les Informations peuvent être sujettes à une incertitude inhérente à l'état des connaissances scientifiques ou économiques et à la qualité des données externes utilisées. Certaines informations sont sensibles aux choix méthodologiques, hypothèses et/ou estimations retenues pour leur établissement et présentées dans la Déclaration.

Responsabilité de l'entité

Il appartient au Directoire :

- De sélectionner ou d'établir des critères appropriés pour la préparation des Informations ;
- D'établir une Déclaration conforme aux dispositions légales et réglementaires, incluant une présentation du modèle d'affaires, une description des principaux risques extra-financiers, une présentation des politiques appliquées au regard de ces risques ainsi que les résultats de ces politiques, incluant des indicateurs clés de performance et par ailleurs les informations prévues par l'article 8 du règlement (UE) 2020/852 (taxonomie verte) ;
- Ainsi que de mettre en place le contrôle interne qu'il estime nécessaire à l'établissement des Informations ne comportant pas d'anomalies significatives, que celles-ci proviennent de fraudes ou résultent d'erreurs.

La Déclaration a été établie en appliquant le Référentiel de l'entité tel que mentionné ci-avant.

Responsabilité de l'organisme tiers indépendant

Il nous appartient, sur la base de nos travaux, de formuler un avis motivé exprimant une conclusion d'assurance modérée sur :

- la conformité de la Déclaration aux dispositions prévues à l'article R. 225-105 du code de commerce ;
- la sincérité des informations historiques (constatées ou extrapolées) fournies en application du 3° du I et du II de l'article R. 225-105 du code de commerce, à savoir les résultats des politiques, incluant des indicateurs clés de performance, et les actions, relatifs aux principaux risques.

Comme il nous appartient de formuler une conclusion indépendante sur les Informations telles que préparées par la direction, nous ne sommes pas autorisés à être impliqués dans la préparation desdites Informations, car cela pourrait compromettre notre indépendance.

Il ne nous appartient pas de nous prononcer sur :

- le respect par l'entité des autres dispositions légales et réglementaires applicables (notamment en matière d'informations prévues par l'article 8 du règlement (UE) 2020/852 (taxonomie verte), de plan de vigilance et de lutte contre la corruption et l'évasion fiscale) ;
- la sincérité des informations prévues par l'article 8 du règlement (UE) 2020/852 (taxonomie verte) ;
- la conformité des produits et services aux réglementations applicables.

Dispositions réglementaires et doctrine professionnelle applicable

Nos travaux décrits ci-après ont été effectués conformément aux dispositions des articles A. 225-1 et suivants du code de commerce et à la doctrine professionnelle de la Compagnie nationale des commissaires aux comptes relative à cette intervention tenant lieu de programme de vérification.

Indépendance et contrôle qualité

Notre indépendance est définie par les dispositions prévues à l'article L. 822.11 du code de commerce et le code de déontologie de la profession de commissaire aux comptes. Par ailleurs, nous avons mis en place un système de contrôle qualité qui comprend des politiques et des procédures documentées visant à assurer le respect des textes légaux et réglementaires applicables, des règles déontologiques et de la doctrine professionnelle de la Compagnie nationale des commissaires aux comptes relative à cette intervention.

Moyens et ressources

Nos travaux ont mobilisé les compétences de 4 personnes et se sont déroulés durant le mois de mars 2023 sur une durée totale d'intervention d'environ 2 semaines.

Nous avons fait appel, pour nous assister dans la réalisation de nos travaux, à nos spécialistes en matière de développement durable et de responsabilité sociétale.

Nous avons menés dix entretiens avec les personnes responsables de la préparation de la Déclaration représentant notamment la direction des ressources humaines, la direction qualité et sourcing, la direction technique et risques ainsi que la direction projets et transformation.

Nature et étendue des travaux

Nous avons planifié et effectué nos travaux en prenant en compte le risque d'anomalies significatives sur les Informations.

Nous estimons que les procédures que nous avons menées en exerçant notre jugement professionnel nous permettent de formuler une conclusion d'assurance modérée :

- nous avons pris connaissance de l'ensemble des entités incluses dans le périmètre de consolidation et de l'exposé des principaux risques sociaux ;
- nous avons apprécié le caractère approprié du Référentiel au regard de sa pertinence, son exhaustivité, sa fiabilité, sa neutralité et son caractère compréhensible, en prenant en considération, le cas échéant, les bonnes pratiques du secteur ;
- nous avons vérifié que la Déclaration couvre chaque catégorie d'information prévue au III de l'article L. 225-102-1 en matière sociale et environnementale ;
- nous avons vérifié que la Déclaration présente les informations prévues au II de l'article R. 225-105 lorsqu'elles sont pertinentes au regard des principaux risques et comprend, le cas échéant, une explication des raisons justifiant l'absence des informations requises par le 2^{ème} alinéa du III de l'article L. 225-102-1 ;
- nous avons vérifié que la Déclaration présente le modèle d'affaires et une description des principaux risques liés à l'activité de l'ensemble des entités incluses dans le périmètre de consolidation, y compris, lorsque cela s'avère pertinent et proportionné, les risques créés par ses relations d'affaires, ses produits ou ses services ainsi que les politiques, les actions et les résultats, incluant des indicateurs clés de performance, afférents aux principaux risques ;

- nous avons consulté les sources documentaires et mené des entretiens pour :
 - o apprécier le processus de sélection et de validation des principaux risques ainsi que la cohérence des résultats, incluant les indicateurs clés de performance retenus, au regard des principaux risques et politiques présentés, et
 - o corroborer les informations qualitatives (actions et résultats) que nous avons considérées les plus importantes présentées en Annexe 1. Pour les risques relatifs au changement climatique et la qualité des produits/services et relation clients, nos travaux ont été réalisés au niveau de l'entité consolidante ; pour les autres risques, des travaux ont été menés au niveau de l'entité consolidante et dans une sélection d'entités précisée en Annexe 1 ;
- Nous avons vérifié que la Déclaration couvre le périmètre consolidé, à savoir l'ensemble des entités incluses dans le périmètre de consolidation conformément à l'article L. 233-16 ;
- Nous avons pris connaissance des procédures de contrôle interne et de gestion des risques mises en place par l'entité et avons apprécié le processus de collecte visant à l'exhaustivité et à la sincérité des Informations ;
- Pour les indicateurs clés de performance et les autres résultats quantitatifs que nous avons considérés les plus importants présentés en Annexe 1, nous avons mis en œuvre :
 - o des procédures analytiques consistant à vérifier la correcte consolidation des données collectées ainsi que la cohérence de leurs évolutions ;
 - o des tests de détail sur la base de sondages ou d'autres moyens de sélection, consistant à vérifier la correcte application des définitions et procédures et à rapprocher les données des pièces justificatives. Ces travaux ont été menés auprès d'une sélection d'entités contributrices et couvrent entre 46% et 100% des données consolidées sélectionnées pour ces tests ;
- nous avons apprécié la cohérence d'ensemble de la Déclaration par rapport à notre connaissance de l'ensemble des entités incluses dans le périmètre de consolidation;

Les procédures mises en œuvre dans le cadre d'une mission d'assurance modérée sont moins étendues que celles requises pour une mission d'assurance raisonnable effectuée selon la doctrine professionnelle de la Compagnie nationale des commissaires aux comptes ; une assurance de niveau supérieur aurait nécessité des travaux de vérification plus étendus.

Fait à Niort, le 27 mars 2023

L'ORGANISME TIERS INDEPENDANT

GROUPE Y Audit .



Arnaud MOYON

Associé Département Développement Durable

Annexe 1 : Entités contributrices

Enjeux	ICP sélectionnés	Périmètres des ICP	Sélections d'entités contributrices	Taux de couverture des tests (en fonction des effectifs)
L'humain au cœur de la performance	Heures de formation	Aplix SA Aplix Inc. Aplix Shanghai	Aplix Inc. Aplix Shanghai Parafix	54 %
	Taux de fréquence	Aplix Shanghai Parafix	Aplix SA Parafix	61 %
	Taux de gravité			
Une industrie innovante et efficiente	Consommations de gaz	Aplix SA Aplix Inc.	Aplix SA Aplix Inc.	77 %
	Consommations d'eau	Aplix SA Aplix Inc. Aplix Shanghai Parafix	Aplix Inc. Parafix	46%
	Consommations d'électricité	Aplix SA Aplix Inc. Aplix Shanghai Parafix	Aplix SA Aplix Inc. Aplix Shanghai Parafix	100 %
	Bilan GES eq Tonne Co2	Aplix SA	Aplix SA	46 %
	Valorisation des déchets	Aplix SA Aplix Inc. Aplix Shanghai Parafix	Aplix SA Aplix Shanghai Parafix	69 %

Groupe Y resume translation

FIBI SA Independent Third Party Organization (ITO) Report on the verification of the social, environmental and societal information contained in the Management Report Year ended December 31, 2022 To the General Meeting, In our capacity as an independent third party organization ("Third Party"), accredited by the COFRAC under number 3-1877 (the scope of which is available on www.cofrac.fr), we have performed procedures to provide a reasoned opinion expressing a moderate level of assurance on the historical information (observed or extrapolated) of the Non-Financial Performance Statement, prepared in accordance with the procedures of the entity (hereinafter the "Reporting Criteria"), for the year ended December 31, 2022 (hereinafter the "Information" and the "Statement" respectively), presented in the management report in accordance with the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code. Conclusion Based on the procedures we performed, as described in the "Nature and Scope of our Work" section, and on the information we obtained, nothing has come to our attention that causes us to believe that the non-financial performance statement is not in compliance with the applicable regulations and that the Information, taken as a whole, is presented fairly in accordance with the Standards.

Comments Without calling into question the conclusion expressed above and in accordance with the provisions of Article A. 225-3 of the French Commercial Code, we make the following comments: -With regard to the compliance of the Declaration, it is expected that each sustainable development risk/issue be broken down into a policy, actions and results. In this context, certain policies could be more clearly identified and supported, particularly in the areas of waste, resource management (energy) and societal initiatives. The themes of eco-design, innovation and responsible purchasing have been identified as real levers for non-financial performance. Consequently, it would be appropriate to illustrate these themes with quantitative indicators (key performance indicators or monitoring indicators); -The majority of the key performance indicators are calculated at the Group level, which allows the reader of the Statement to obtain a global vision. Similarly, the actions presented may be more focused on foreign subsidiaries. Preparation of the Non-Financial Performance Statement The absence of a generally accepted and commonly used reference framework or established practices on which to base the assessment and measurement of the Information allows for the use of different, but acceptable, measurement techniques that may affect comparability between entities and over time.

Accordingly, the Information should be read and understood with reference to the Reporting Criteria whose material elements are presented in the Statement. Limitations inherent in the preparation of information Information may be subject to uncertainty inherent in the state of scientific or economic knowledge and in the quality of external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates made in preparing it and presented in the Statement. Responsibility of the entity It is the responsibility of the Executive Board: -To select or establish appropriate criteria for the preparation of the Information; -To prepare a Statement in accordance with legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied with regard to these risks as well as the results of these policies, including key performance indicators and moreover the information provided for in Article 8 of the Regulation (EU) 2020/852 (green taxonomy) ; -As well as to implement the internal control that it considers necessary for the preparation of information that is free from material misstatement, whether due to fraud or error.

Means and resources Our work mobilized the skills of 4 people and took place during the month of March 2023 over a total intervention time of about 2 weeks.

To assist us in our work, we called on our specialists in sustainable development and social responsibility. We conducted ten interviews with the persons responsible for the preparation of the Declaration, representing in particular the Human Resources Department, the Quality and Sourcing Department, the Technical and Risk Department and the Projects and Transformation Department.

Nature and scope of our work We planned and performed our work taking into account the risk of material misstatement of the Information. We believe that the procedures we have performed in the exercise of our professional judgment enable us to provide a moderate level of assurance: -we reviewed all the entities included in the scope of consolidation and the description of the main social risks; -we assessed the appropriateness of the Reporting Criteria with regard to its relevance, completeness, reliability, neutrality and understandability, taking into account, where applicable, best practices in the industry; -we verified that the Statement covers each category of information required by Article L. 225-102-1 concerning social and environmental matters. We have verified that the Statement presents the information required by II of Article R. 225-105 when it is relevant to the principal risks and includes, where appropriate, an explanation of the reasons for the absence of the information required by the second paragraph of III of Article L. 225-102-1 We have verified that the Statement presents the business model and a description of the principal risks of all the entities included in the scope of consolidation, including, where relevant and proportionate, the risks created by its business relationships, products or services, as well as the policies, actions and results, including key performance indicators, relating to the principal risks;

-We consulted documentary sources and conducted interviews in order to: o assess the selection and validation process for the main risks and the consistency of the results, including the key performance indicators used, with respect to the main risks and policies presented, and o corroborate the qualitative information (actions and results) that we considered most important, presented in Appendix 1. For the risks relating to climate change and the quality of products/services and customer relations, our work was carried out at the level of the consolidating entity; for the other risks, work was carried out at the level of the consolidating entity and in a selection of entities specified in Appendix 1 We have reviewed the internal control and risk management procedures implemented by the entity and have assessed the collection process aimed at ensuring the completeness and fairness of the Information;-For the key performance indicators and other quantitative results that we considered the most important presented in Appendix 1, we have implemented :

- o analytical procedures consisting of verifying the correct consolidation of the data collected and the consistency of changes in the data;
- o tests of details based on surveys or other means of selection, consisting of verifying the correct application of definitions and procedures and reconciling the data with supporting documents.

The procedures performed as part of a moderate assurance engagement are less extensive than those required for a reasonable assurance engagement performed in accordance with the professional standards of the Compagnie Nationale des Commissaires aux Comptes; a higher level of assurance would have required more extensive verification work.

Acknowledgements: We would like to take this opportunity to thank all the people who were involved in the data collection, in the corrections, in the co-editing of this humble deliverable. Thank you