

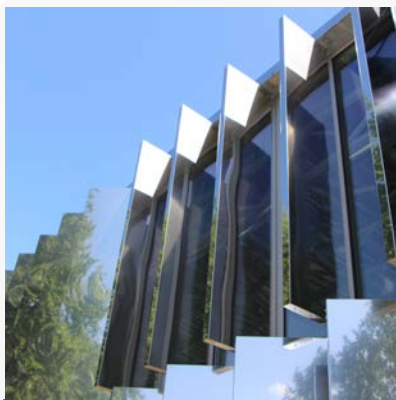


APLIX

Fastening the future

CSR REPORT

2023



Editorial



After three years of crisis, 2023 was expected to bring stability - but unfortunately, it was far from it.

The year 2023 brought severe disruptions from a human resource standpoint. Our employee turnover, usually under control, was very high; and APLIX, like most industrial companies encountered a significant shortage of available manpower.

We still had to adapt to meet our customers' demands and maintain our quality standards, while protecting the health, safety of our employees and ensuring safe working conditions.

The high level of instability we have experienced within our company echoes the major disruptions our world has been facing in 2023; continued loss of biodiversity, absolute heat records broken every month, meteorological phenomena on a rare scale, and unpredictable seismic events.

Many of our stakeholders around the world have been affected by these events.

In the face of this upheaval, we are more convinced than ever of the importance of pursuing our CSR approach and therefore maintaining our environmental and social commitments.

Our culture of innovation enables us to offer products that are more respectful of our planet, whether industrially compostable, made from bio-sourced material or recyclable; and to continually improve our processes to make them less energy-consuming.

Drawing on our participation in the Congress of French companies focused on CSR where hundreds of proposals were made, we carefully selected those that resonated with us - and integrated them into our strategy.

Keen to involve as many players as possible in our approach, we organized and took part in local morning sessions on scope 3 reduction and water scarcity, and continued our actions with the Global Compact French network.

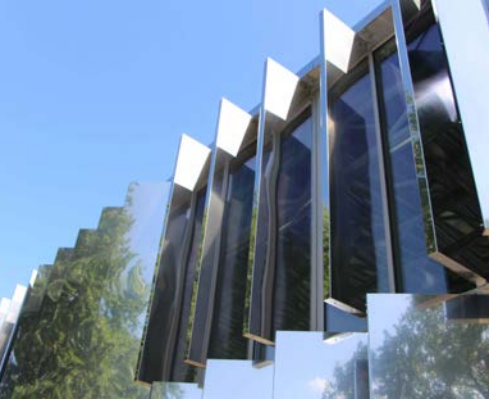
Once again, this year, our AFAQ CSR mid-term assessment is a testimony to the strength and depth of our commitment.

Sandrine PELLETIER
APLIX GROUP CEO

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

This document has been designed to have as little impact as possible.
We have used the 'gothic eco' font, which saves 33% ink during printing. Print this document only if necessary, double-sided if possible, and/or in booklet mode.





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About the company



APLIX
Fastening the future

A family company



APLIX is a family company and industrial business created in 1958. The company conceives, produces and commercializes innovative hook and loop solutions to meet fastening and closure needs of specialized markets.

Our vocation

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

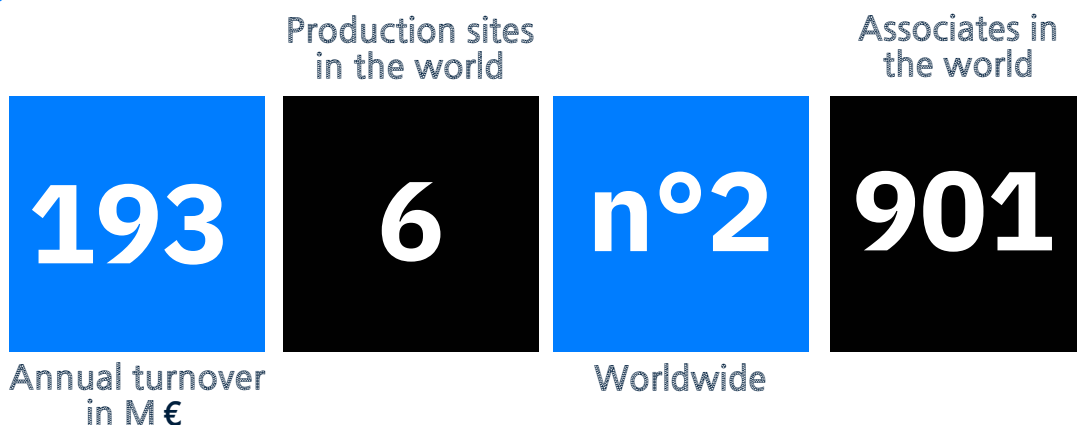
Our values



Sandrine Pelletier
APLIX Group CEO

- **CULTIVATE INNOVATION** : Promote initiatives to ensure a sustainable future for our company, our employees and our partners.
- **STRIVE FOR EXCELLENCE** : Engaging in a process of continuous improvement to achieve our ambitions.
- **DEMONSTRATE OUR COMMITMENT** : Taking strong action for the greater good.
- **PROMOTE RESPECT** : Building an environment where everyone is treated fairly and with dignity.

Key figures



An international group

APLIX is an international group, with headquarters in France. The group operates six plants in France, the United States, Brazil and China, as well as sales offices around the world to serve its customers locally.



APLIX S.A
Headquarters
FRANCE
2 production sites



APLIX Inc.
USA
2 production sites



PARAFIX Ltd.
BRAZIL
1 production site



APLIX SHANGHAI
CHINA
1 production site

Governance



Executive committee for APLIX SA

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

The APLIX group is owned by FIBI, which is majority-controlled by the BILLARANT family, founders of APLIX. At APLIX SA, the French entity and company headquarters, governance is provided by a Board of Directors and an eight member Senior Management team that is headed by the founder's granddaughter Sandrine PELLETIER, the company's CEO.

Products & strategic markets



APLIX has developed a full range of value-added hook and loop fastening and closure solutions to meet specific needs in numerous strategic markets.



Personal care

Closure solutions for baby diapers and adult incontinence products.



Automotive

Seat assembly, headliners and interiors



Aircraft

Interior and insulation



Packaging

Reclosable solutions for flexible packaging



Cleaning

Mop frames and cleaning pads



Healthcare

Reusable and single patients products



Military and security

Clothes and equipment



Construction

Flooring installations and wall covering



Other markets

Railways, geotextile, insulation, cabling, abrasive...

The 4-pronged strategy

1



Increasing our sales and developing our profitability

2



Improving our operating performance

3



Strengthening our quality system

4



Ensuring our responsible development



Our business model

Our resources and investments :

7 millions euros : 2.2 % of our turnover dedicated to R&D / 51.4 % dedicated to raw material purchasing
4 patent families published / 555 current titles



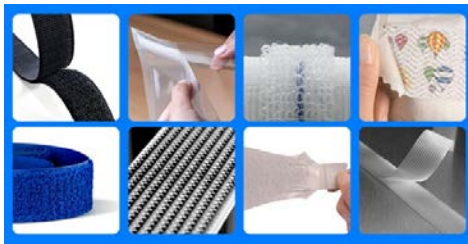
SUPPLIERS

Raw materials suppliers such as wire, plastic, nonwovens ...



TRANSPORTERS

Use of air, sea, rail and road freight.



APLIX

Conception and production of hook and loop tapes.



END-USERS

End-user uses our products on diapers, food pouches, cleaning accessories, medical equipment ...



B TO B CUSTOMERS

Companies in industrial sectors such as personal care, construction, packaging, automotive, aircraft, cleaning, medical and military.

Report scope

Since 2015, APLIX is committed in a CSR structural approach. APLIX Inc. and APLIX Shanghai have demonstrated conformance to the ISO 26000 certification and APLIX S.A has achieved an exemplary level according to the French AFNOR “Engagé RSE” label. As a member of the Global Compact since 2021, now the Global Compact France network, the company confirms its commitment to respecting international human rights rules, international labor standards, environmental protection and the fight against all forms of corruption.

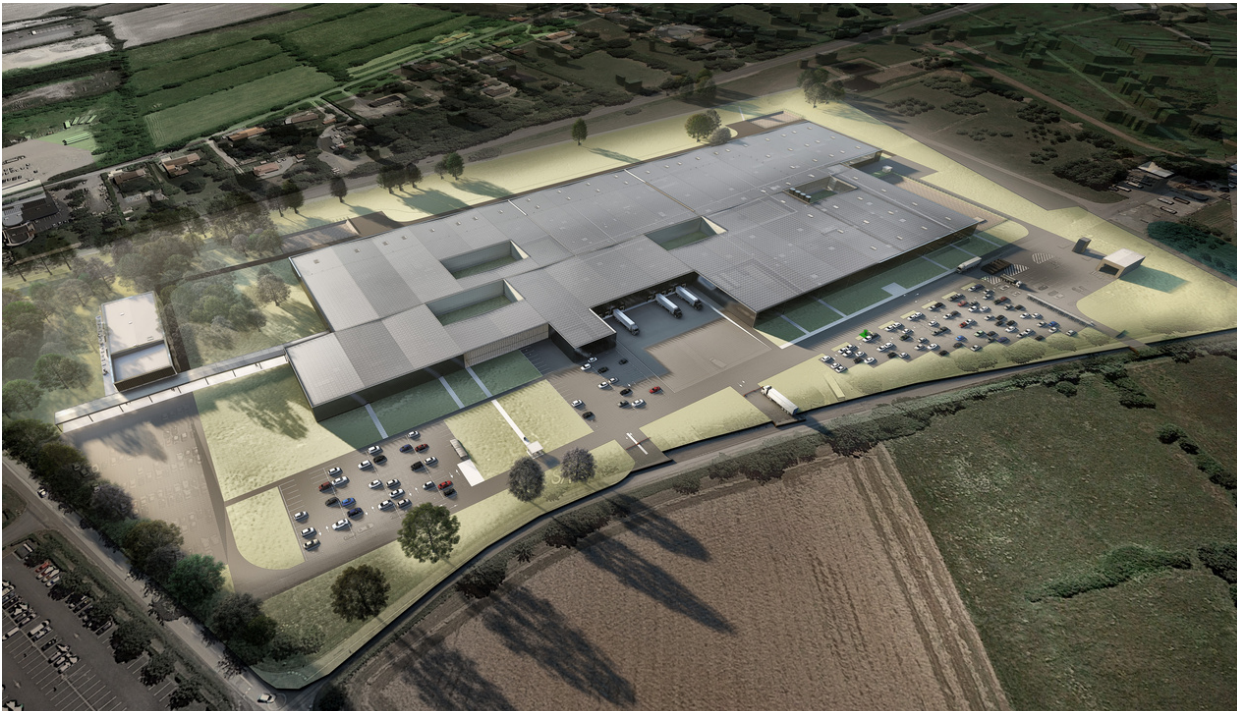
This report presents the results for 2023 and concerns all APLIX operating sites.



WE SUPPORT



All our production sites comply with international standards. Consolidated KPIs and methodology are presented at the end of this document.



<https://www.aplix.com/en/csr-approach/csr-commitments>

Our contribution to the 17 SDG's

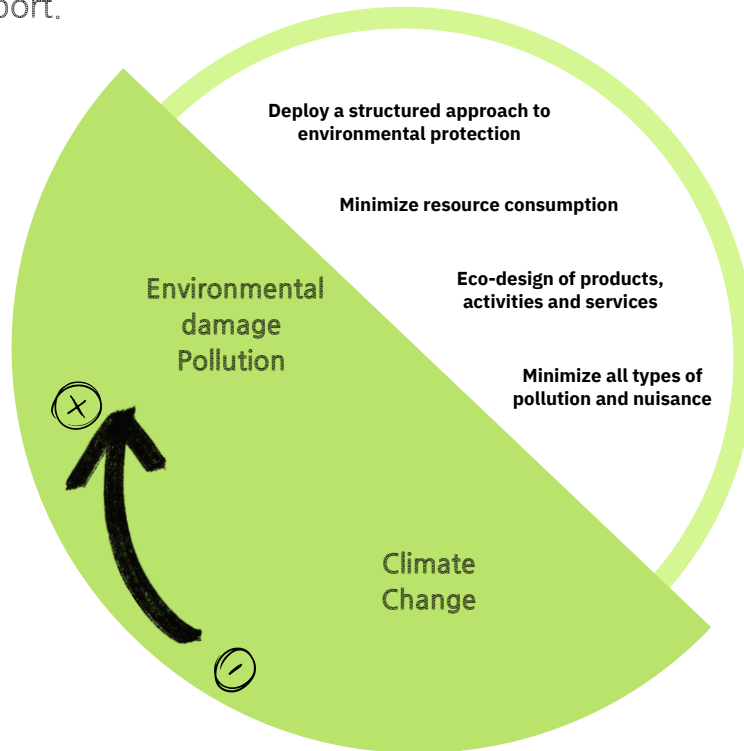


% represent our contributions to SDG's, determined during our French AFNOR Audit "Engagé RSE"

Risk mapping

Risk management 2023 has enabled us to consolidate the major points of vigilance identified in previous years. The effects of health, geopolitical and climatic crises remain at the heart of our daily concerns. They must be seen as opportunities to improve and respond to the challenges and issues at stake.

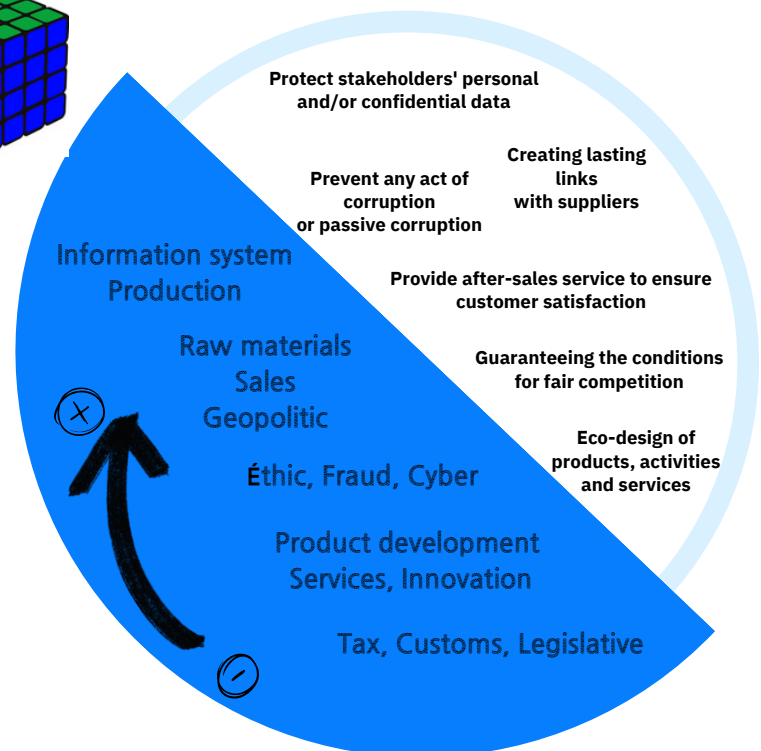
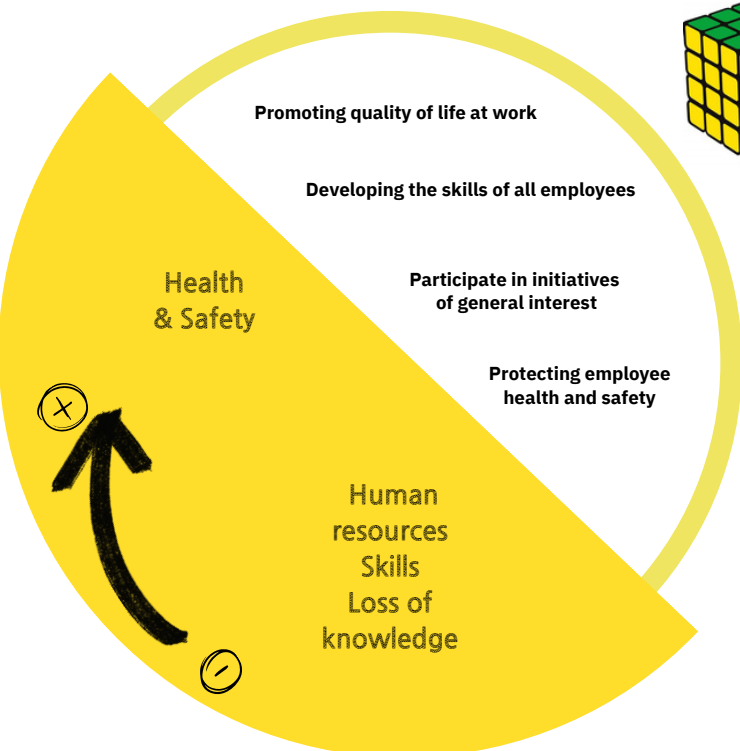
Following the analysis of our strategic committee, we have identified three main areas of focus, which are detailed in this report.



Women and men at the heart of performance

A responsible development

An innovative and efficient industry



Women and Men at the heart of the performance





Our Human Resources Policy

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



WE SUPPORT, DEVELOP AND TRAIN: developing the skills, versatility and employability of our employees is the cornerstone of our policy, to ensure the long-term future of the company and the fulfillment of each individual.

WE PROMOTE DIVERSITY AND EQUAL OPPORTUNITIES: 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 every level of Aplix.



WE ARE RESPONSIBLE: safety, respect for others and commitment to society are at the heart of our concerns as we support our employees throughout their careers.



The challenges of training



APLIX is committed to maintaining the employability and versatility of its employees in the face of the challenges of 2023.

The Covid-19 pandemic has shaken up the global economy. Many sectors were affected, and Aplix SA was no exception. However, rather than allowing itself to be overwhelmed by the consequences of these successive crises, Aplix has chosen to adopt a proactive approach by investing for several years in the skills development of its teams.



Skills development and versatility:

Maintaining the employability of Aplix employees is essential to the company, as it guarantees their ability to adapt to the rapid changes taking place in the world of work and, above all, to the wide variety of markets in which we operate. By promoting skills development, the company enables its teams to broaden their field of expertise and become more versatile.

In concrete terms, Aplix offers its employees regular training courses leading to certification (CQP régleur, Certification formateur interne... etc.) to enhance their skills. These initiatives enable teams to adapt more easily to new challenges, while strengthening their long-term employability.



Oana BALESTAT
HR Officer

In addition, operators are encouraged to acquire skills in different production areas of the company, enabling them to be more flexible and adapt to the changing needs of the organization. This has also fostered greater collaboration between the company's various departments.

At the same time, the deployment of a new ERP was a key event this year. The ability to adapt, to take a step back, to acquire new skills or to adapt to different processes - all these skills were developed as part of this structuring project for the whole company.

In an ever-changing world where industrial companies are faced with multiple crises, it is essential to maintain the employability and versatility of employees through skills development. By investing in training and encouraging skills diversity, companies can quickly adapt to new realities and face up to new challenges. This will enable it to maintain its competitiveness, weather crises with resilience and prepare for the future in an uncertain environment.



Skills paths



The Human Resources policy, nurtured by exchanges with the various stakeholders (elected representatives, employees, customers, technological experts), provides the framework for the year's skills development plan. The plan, adapted to the context and challenges of production, enables us to meet the company's strategic objectives (page 11).



Key figures: what you need to know

Number of training hours Change vs N-1



Number of training courses Change vs N-1





Diversity: a collective challenge

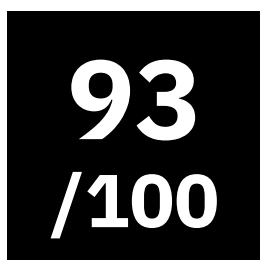
I, We, You, She, He, They...



For the 4th^e year, APLIX has honored its commitments signed up to the Diversity Charter. Our organization is committed to:

- Raise awareness and train our executives and managers
- Promote the application of the principle of non-discrimination
- Promote the representation of the diversity of French society
- Communicate our commitments
- Discussing the implementation of our diversity policy with employee representatives
- Assess progress made

Key figures: what you need to know



Equality Gender index



RQTH Rate



Number of internal communications on the fight against inequality



The equality Gender index stems from the French law for freedom of choice on one's professional future of 5/09/2018. RQTH: Reconnaissance de la Qualité de Travailleur en situation de Handicap /Disability, given as of April 2023. French law gives as a target to be >6%.

Disability situations



A European week dedicated to DYS

Every year, APLIX mobilizes to make the disability UE week a dynamic, inclusive and educational event. This year, it was dedicated to cognitive dysfunctions. Dyslexia, dyspraxia, dysorthographia, dyscalculia, can disrupt the performance of certain daily tasks.

These are all disorders that families are confronted with as early as their children's school years, and sometimes even before, and which have repercussions in the workplace in adulthood. In France, 6 to 8% of the population is thought to suffer from one or more of these disorders. The teams were able to put themselves in the shoes of the various "DYS" with role-playing exercises throughout the week. The aim is to explain in order to understand, and thus be able to act.



Semaine européenne pour l'emploi des personnes handicapées





6 à 8%
de la population en France souffre de troubles DYS, soit 4 millions de personnes.



6
Les troubles DYS sont rassemblés en 6 catégories.

LES TROUBLES DYS, KÉZAKO ?

« Je bégais souvent », « je suis trop timide pour parler », « je n'étais pas un bon élève », « je fais tout le temps des fautes d'orthographe », « je suis incapable de me concentrer sur un livre », « je n'ai jamais réussi à faire mes lacets correctement », « je suis tellement maladroit ! », « je ne suis vraiment pas à l'aise avec les chiffres »...

Autant de difficultés conscientes ou inconscientes du quotidien : et si c'était un DYS ?
Dystressez-vous, on vous explique tout !

Focus
les 6 catégories des DYS

- Dyslexie
Trouble de la lecture
- Dysphasie
Trouble du langage oral
- Dyspraxie
Trouble de la coordination du geste
- Dyscalculie
Troubles des activités numériques
- Dysgraphie
Troubles de l'écriture
- Dysorthographe
Troubles de l'orthographe

- Depuis 2005, les troubles DYS sont reconnus comme un handicap aux yeux de la loi.
- Qui est concerné ?
Il n'existe pas de profil type d'individu ou d'environnement propice à la survenue de ces troubles.
Tout le monde peut être concerné.

Les conséquences des troubles sont variées. Ils peuvent souvent être réduqués grâce à une prise en charge et des outils/méthodes de compensation mais ils ne disparaissent pas, même à l'âge adulte. Il est courant de souffrir de DYS et de le « cacher », en cherchant des solutions de contournement, ce qui engendre une fatigabilité accrue.

Du 20 au 26 novembre 2023

DUO DAY 2023



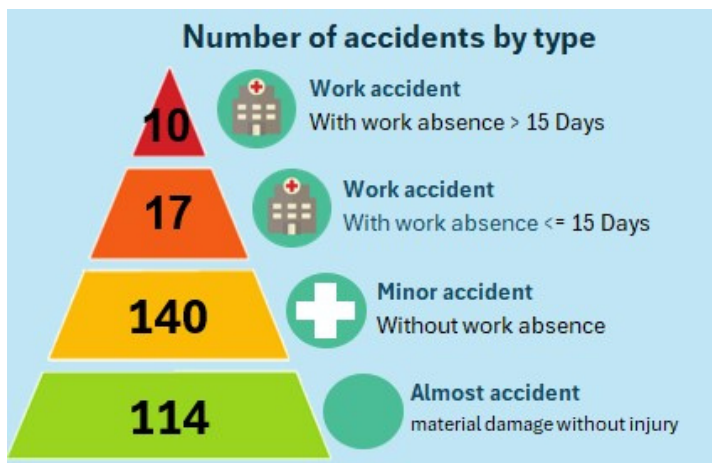
On the occasion of the DuoDay 2023 operation, we had the pleasure of welcoming external individuals with disabilities.



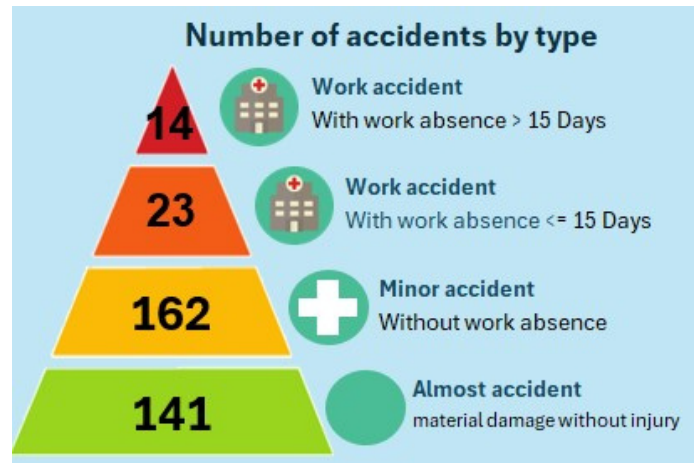
Health and safety at work

Objective 0 accidents

The only acceptable objective is 0 accidents... Despite our strong commitment to continuous improvement in safety and working conditions, we expect our results to deteriorate by 2023.



2022



2023

Tackling the base of the pyramid

APLIX
Fastening the future

INFORMATION SAFETY FLASH

11/12/2023

A almost accident, what is it ?

A "almost accident" is a situation in which a potentially damaging event has been avoided.

dangerous situation **almost accident** **Accident**

Declaration in PAT Declaration in ASA/A

PAT : almost accident (Presqu'accident)

ASA : accident but no stop (Accident sans arrêt)

A : Work accident (Accident avec arrêt)

Safety,

For several years now, we've been working on the dynamics of Bird's pyramid:

If you work on the base of the pyramid, the whole structure falls down.

But for this to happen, we need to report near-accidents and dangerous situations. An important part of our work is to make teams aware that no event is harmless.



Safety flash sent to teams to raise awareness of near misses



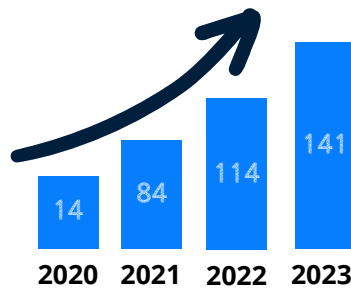
Health and safety at work

Objective 0 accidents

REPORT - ANALYZE - ACT

Through our safety routines, we aim to track down events and filter nothing out, in order to instill a culture of safety. It's a job that pays off in the long term:

Number of reports of near-miss accidents per year in France



Tout en maintenant notre exigence en réactivité d'analyse.

A GLOBAL SAFETY APPROACH BY ALL, FOR ALL



Frequency rate

Gravity rate

Safety Index



The frequency rate is equal to the number of accidents resulting in lost time of more than 24 hours, divided by the number of hours worked, multiplied by one million.

The severity rate is equal to the number of days lost divided by the number of hours worked, multiplied by 1,000.

The safety index is equal to the severity rate multiplied by the frequency rate.



Social dialogue

Autumn professional election

The collective expression of employees remains at the "heart of the reactor" of the missions of employee representative bodies. 2023 was a year of new professional elections. This opportunity to renew representatives was accompanied by an educational opening-up of the particularities of French law through the plurality of union colors.



Ahead of the elections, a social dialogue week was organized at Aplix SA, inviting the 5 representative national trade union organizations to meet head office employees.

The beehive project

HIVE PROJECT
IDEA BOX 2023

CREATE, INNOVATE, DARE, SHARE, IMPROVE, PARTICIPATE, Exchange, IMAGINE DREAM BIG

1 September to 15 October

Take part in 4 themes to improve the daily lives of everyone by submitting your best ideas in the ballot box available at each site.

IN 2023, LET'S IMPROVE OUR EVERYDAY!

Stemming from the synthesis of the Aplix 2022 barometer, the beehive project collected the most innovative ideas for improving employees' daily lives on 4 themes.

47 proposals from a variety of backgrounds on improving working conditions, feeling better in the company, developing internal communication, and improving environmental performance, were put forward by employees at our two French sites. The best ideas will be implemented and their authors rewarded.

The 4 Themes of the idea box

- Improving working**: SAFETY, QUALITY OF LIFE, TELEWORKING, ERGONOMICS, OPERATIONAL EXCELLENCE, MOBILITY, CARPOOLING, TRAINING
- Feeling better work & the the company**: RECOGNITION, TRUST, FEDERER, FAIRNESS, EQUALITY, PURCHASING POWER, BELONGING, CONSIDERATION
- Develop the internal communication**: COMMUNICATION, HR, ATMOSPHERE, FEEDBACK, VALUES
- Improve our commitment to the the environment**: CSR, QUALITY, WASTE REDUCTION, WATER, ENERGY, RAW MATERIALS, CARBON, BIODIVERSITY

HIVE PROJECT



Fight against discrimination



An anti-discrimination booklet

In Latin, discrimination means 'separation'. This principle of exclusion runs counter to our values. We have a duty to combat it in our society.

This year, we have launched a new information campaign on the subject through our "No to Discrimination" booklet. Available to all employees via the intranet, this communication tool is a reminder of the contexts and people who may be affected.



A series of awareness campaigns at APLIX Inc.

Following the example of the Diversity Charter, a key focus for Aplx Inc in 2023 was to raise awareness and train our executives and managers involved in recruitment, training and career management. We then progressively trained all our employees in the challenges of non-discrimination and diversity.



In 2023, all management and supervisory staff attended anti-harassment and anti-discrimination training. There were 37 participants in all. The training raised awareness of anti-harassment and anti-discrimination in the workplace and the importance of these protections.



Social policy

A shared social policy



APLIX SA pursued its dynamic social policy in 2023, with the aim of improving working conditions for Aplix employees and promoting a better work-life balance. One of the key measures of this policy is the upgrading of certain particularly technical line operator positions.

In order to recognize the expertise and skills required for these positions, APLIX has decided to review the classification of these positions. The aim of this upgrade is not only to recognize the skills involved, but also to motivate and retain the company's employees.

APLIX has also decided to reward acquired skills and experience. A specific bonus is awarded to people with more than 15 years' seniority who have developed certain skills within the company. This measure is designed to encourage professional advancement.

In addition, APLIX has launched a project to improve daytime working hours. The aim is to find solutions that enable a better work-life balance. This measure aims to promote employee well-being and provide even greater flexibility for people working flexible hours.

Finally, APLIX has introduced a larger transport bonus to encourage its employees to opt for sustainable mobility. This measure is in line with the company's social and environmental responsibility policy, which aims to encourage environmentally-friendly modes of transport.





Social Policy

APLIX 2023 QWL Barometer



The APLIX barometer, the 8th of its kind, was an opportunity for all teams at our two sites in France to express their views. All staff received a presentation and summary of the results through team meetings.



Because every gesture counts for purchasing power

In our environmental actions, we have been proactive with our employees, not only in promoting not only in optimizing scarce resources, but also in reducing energy costs. The Lite.eco startup enables us, free of charge, to detect whether, like 80% of the French population, our employees have an energy contract that does not correspond to their usage.

This voluntary, citizen-based action to adjust one's daily actions to consume more and less, seemed to us to be a natural response to a global as well as a local issue.

Those who wished to take part in the initiative were given an in-depth analysis of their consumption and a series of eco-gestures. A cross-functional action, encouraged once again this year by our eco watt commitment, which benefits the increase in purchasing power.



Ethics



A new dynamic at APLIX Inc.

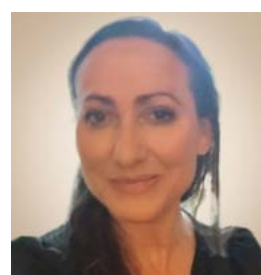
In 2023, the HR team at APLIX Inc. updated the Code of Ethics and produced a training course on this universal topic.



The aim of the new Code of Ethics and related training was to include wording concerning our participation in the United Nations Global Compact and adherence to the principles of ISO 26000.

New and noteworthy content includes: :

- The Code as a formal reference for the personal and professional conduct of all employees of Aplx Inc;
- Reduce and/or eliminate the subjectivity of personal interpretations of moral and ethical principles;
- Strengthen the image of APLIX and our employees, as well as our stakeholders (suppliers, customers, partners, etc.).
- We have introduced new content and clarified provisions such as the role of the Ethics Committee and a new ethics channel (whistle-blowing mechanism).
- Finally, we have also provided examples of conduct that may be deemed unethical.



Carolyn LYDING
HR Officer APLIX Inc.

Ethics and deontology



Ethics in business

As part of our preventive approach, this year we renewed our campaign to raise awareness of the fight against corruption and influence peddling, targeting all those directly concerned.



Valerie PAMART
Analyst Programmer

The module explains the main issues of Article 17 of the Sapin II Law in a clear and understandable way. The videos are fun and entertaining. They make the presentation a pleasure to follow. There is occasional repetition, but at the end it's clear that this is for better memorization. The final quiz lets you see whether you've assimilated the issues through real-life situations.

Signed by 100% of staff through the internal regulations, the commitment to respecting the primary rules is total. At the same time, we need to be able to enforce these fundamentals by detecting any non-compliance with laws and regulations.

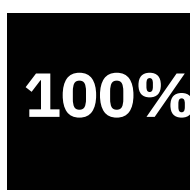
APLIX Ethics Committee

The Ethics Committee met once in 2023 to summarize the latest changes in legislation on the subject. We did not receive any feedback during the year, but employees know that there is a procedure dedicated to them, as well as a dedicated digital mailbox.

Key figures: what you need to know



number of employees under 16 in the workforce



employees trained in the code of ethics



Number of alerts



An innovative and efficient industry



Innovation



Our Innovation Policy

Innovation has spearheaded our development from the outset.

To meet the challenges of tomorrow, APLIX is committed to limiting the use of petroleum-based materials and to developing the use of materials that are more recyclable. The use of materials with a lower environmental impact, whether recycled, biosourced or biodegradable, is a major development focus for our Research and Development teams.



Ever more advanced research



The 5R+S approach, has evolved by integrating the process part under the aspect notably of the reuse of existing investments and by integrating two criteria on the social part, one linked to working conditions and the other to employment.



Thierry MARCHE
Advanced Research
Director

This new rating is in place for new developments in the 4^e quarter of 2023.

Marketing



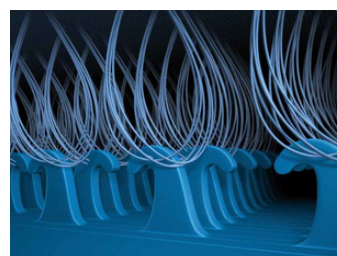
Trades Sales

INDEX 2023 trade show : APLIX took part in the INDEX 2023 trade show, showcasing its latest innovations, in particular its range of industrially compostable products based on PLA (Polylactic Acid). In fact, APLIX is the only company able to offer a complete range that includes hook holders, elastic ears and headbands. Marketing of these products has begun with several players in Europe and Asia.



Intermold® Technology:

To avoid the use of adhesive hook tapes for aircraft seat upholstery, APLIX has developed complete plastic parts, based on Inter-mold technology, which incorporate hook zones. These parts are mechanically attached to the seat structures, eliminating the need for adhesives and the consequent risk of delamination. At the end of their life, these parts are 100% recyclable.



Marketing



Customer satisfaction survey:

In 2023, we conducted a satisfaction survey among our main customers. In addition to questions relating to service quality, we wanted to examine our customers' expectations in terms of CSR. For 91% of them, CSR is a key criterion in the selection of their suppliers. Asked whether CSR was an essential component of Aplix's strategy, 60% answered positively, while 63% of our customers would like to forge development partnerships in the fields of recyclability or eco-design. Overall, 91% of our customers believe that APLIX meets their expectations. In order to better communicate the importance of CSR in the Group's strategy, we have modified our presentations to customers, emphasizing the pillars of CSR at Aplix, and the actions we have taken to reduce our carbon footprint and cut energy consumption.



Fabrice BILLARANT
Group Sales &
Marketing Director





Resources

Energy management and its NRJ control

The Energy COPIL, which meets every month, enables the key people concerned to detect any discrepancies and take corrective action to guarantee low gas and electricity consumption. The development of our products and processes incorporates energy-saving imperatives right from the design stage.



Yann BRUISTEC
Infrastructure
Manager

Today, consumption data from our 115 meters are divided into 2 categories and linked to external data.

Consumption for the industrial process is related to our production output, while building requirements are related to climatic conditions.

These indicators have evolved since the company's inception, in an effort to always be as efficient as possible. The introduction of more modern tools, such as ERP, will be a source of new data that we will be able to use for ever greater precision. This forum also enables us to discuss more targeted actions and monitor their progress.

COPIL water & "eco d'eau" charter

Like the energy COPIL, water is also the subject of a dedicated COPIL.

This year, we validated our commitment through the eco d'eau charter.

This has enabled us to gather even more information and feedback from the region, as we were able to do when we took part in a morning session devoted to water issues with the Nantes Metropole CSR platform.



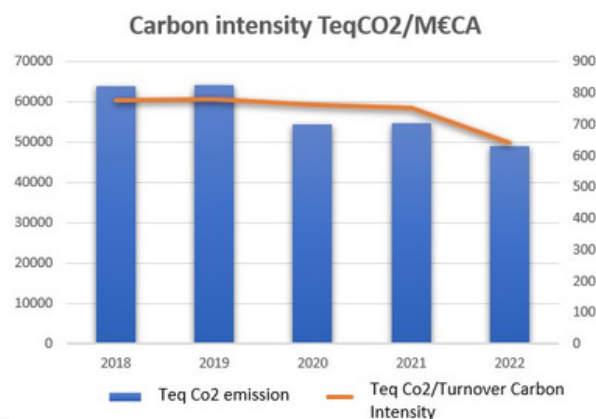
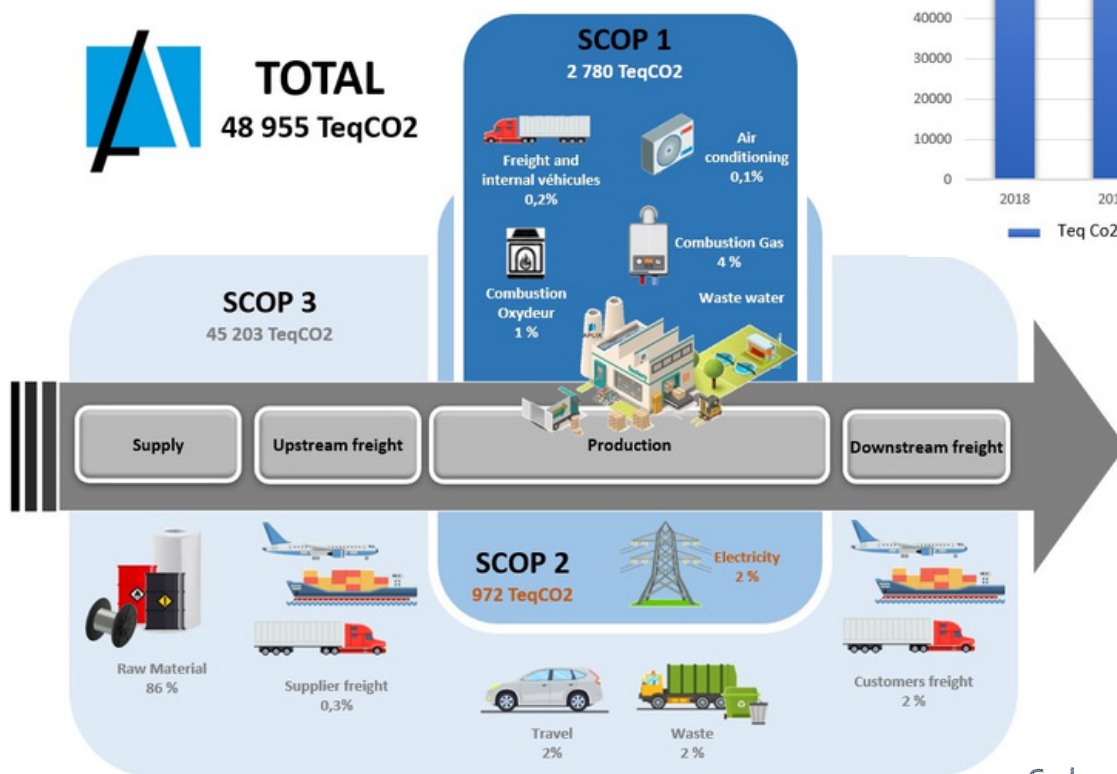


Carbon footprint

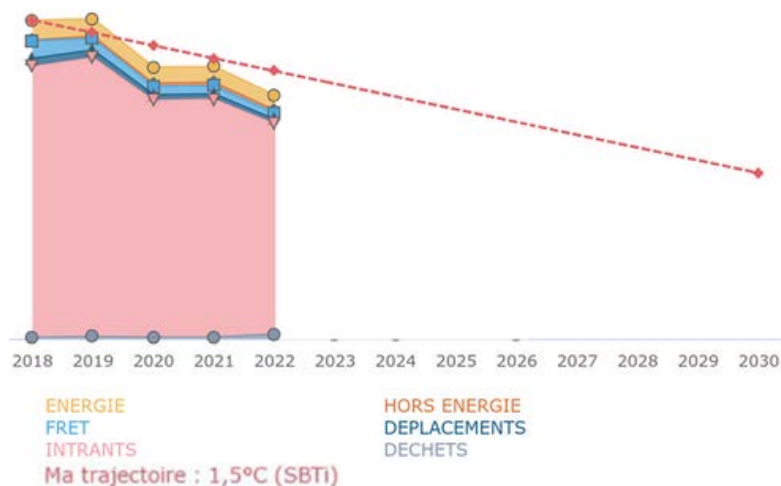
2023 marks our 5th year tracking our carbon footprint at APLIX SA.. The annual update enables us to see our progress and compare ourselves with our reduction target: -50% compared with the reference year 2018, in line with the COP21 agreements.

In addition to this approach, we have agreed that in 2023, for the following years, a group carbon footprint will be carried out: same methodology, same tool, same approach for a complete integration of the APLIX group in the reduction of our greenhouse gas emissions.

Carbon footprint mapping for the year 2022 APLIX SA



Carbon trajectory APLIX SA



Carbon footprint 2022 Teq Co2	Change vs N-1
48 955	-10%
Carbon intensity TeqCo2/M € TO	Change vs N-1
640	-15%

Carbon Trajectory



Working group: Carbon trajectory



2023 marks the end of APLIX SA's first carbon reduction program: a three-year action plan to reduce our emissions. To take things a step further, this year we launched our second carbon trajectory working group to define our 2024-2027 program.

Made up of volunteer employees representing all APLIX departments, the group met at regular intervals to identify new avenues for action to reduce our carbon footprint.

Some thirty actions were defined, grouped into 4 main themes. These actions were rated according to the importance/difficulty/gain grid.

To evaluate the gain, we used the ADEME tool: QuantiGES



Why QuantiGES analysis?

At the end of 2021, APLIX decided to reprocess part of the scrap from a plastic extrusion line.

There are several reasons for this decision:

- Limit dependence on the purchase of critical plastic raw materials
- Improve the product's financial performance
- Reduce greenhouse gas emissions



From the project team's point of view, this last point is a major challenge,

but difficult to assess in the absence of tools in place to quantify this reduction.

We therefore turned to ADEME's QuantiGES analysis tool.

The QuantiGES tool means working on the following axes: Relevance/ Accuracy/Transparency.

Relevance: the tool enables us to confirm our choice of technology.

Accuracy: the tool provides a clear estimate of each action and its weight in the gain on greenhouse gas emissions.

Transparency: the tool enables us to clearly communicate our impacts.

The project group therefore used the results of the tool's analysis to move the project forward. The project, which is now in place in our plastic extrusion workshop.

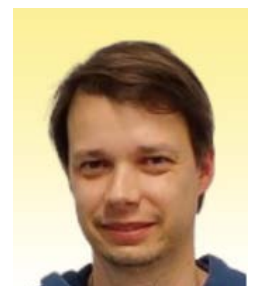
I really enjoy taking part in this multi-disciplinary working group.

It allows people from different backgrounds to share their opinions

opinions to find new ways of reducing our carbon footprint and

carbon impact. The desire to share is there and the dynamic is good.

Now it's up to us to make all this a reality in the future.



Laurent PAPOUIN

Quality Engineer



Low-carbon commitments

Manufacture 2030

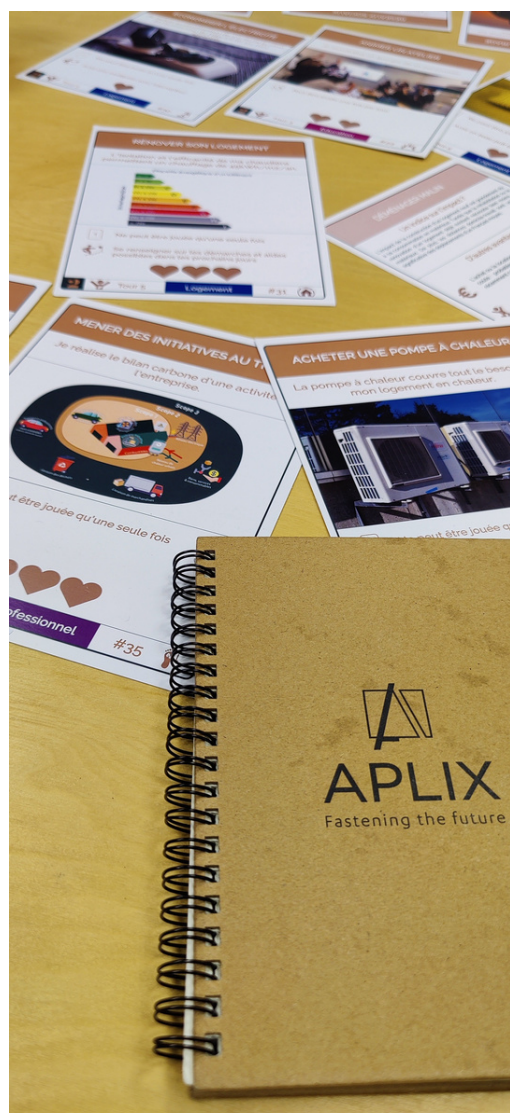
This year, APLIX Inc's Charlotte site joined the 'Manufacture 2030' initiative.

"A problem shared is a problem half solved" is the vision of this coalition of manufacturers, led by Toyota Boshoku America.

The involvement of APLIX Inc's teams in this group helped accelerate the realization of the site's low-carbon roadmap.



2 tons Workshop



APLIX SA's HSE/CSR team took part in a 2-tons workshop with the moderators and other participants to build a French society that will reach the COP21 commitment threshold by 2040.

It was a rich exercise in sharing and reflections, which above all gave a dose of optimism equal to the challenge, since the workshop ended with an emission per French person per year of 1.87 tons eq Co2.





Environmental aspects

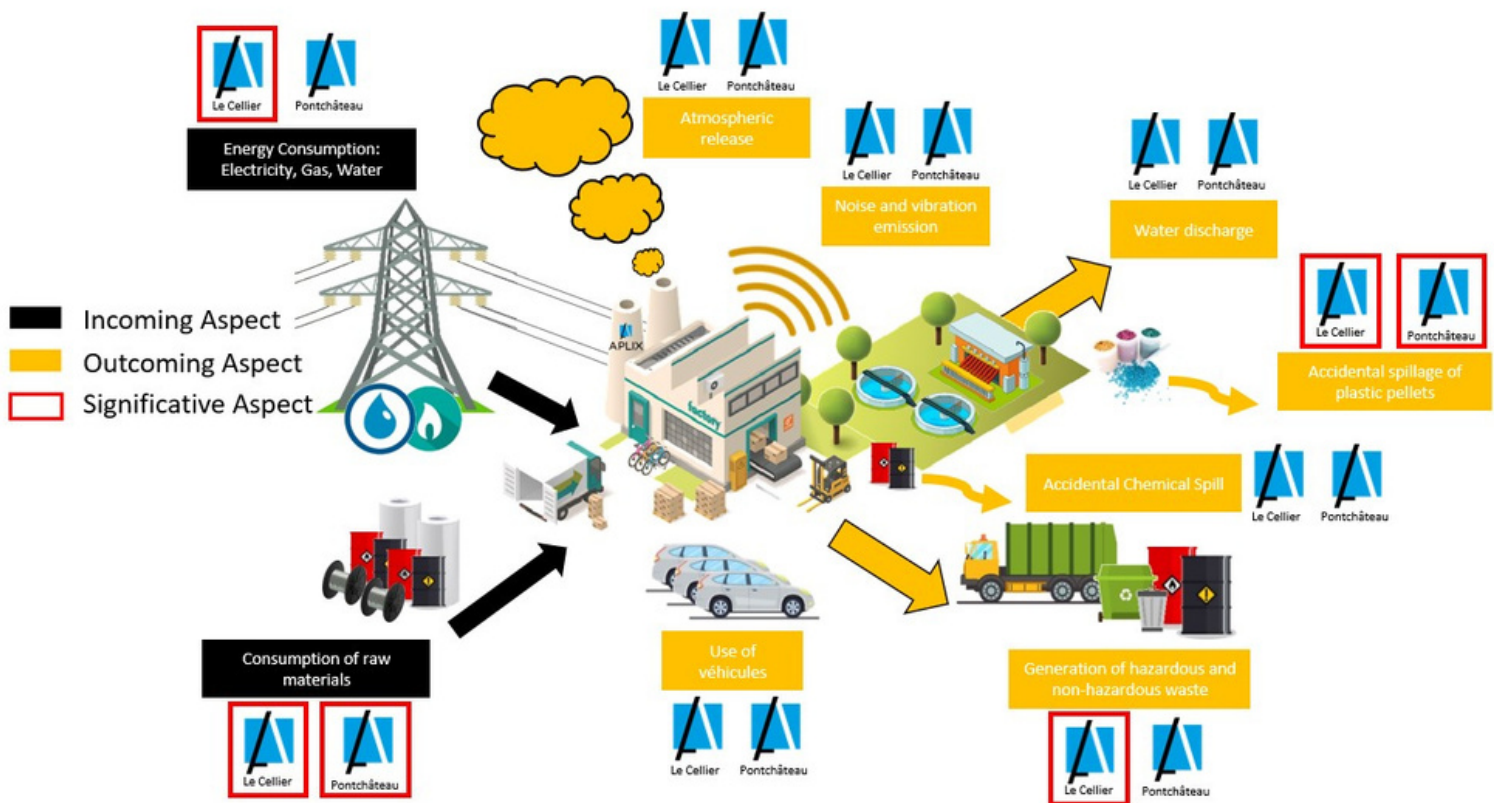
Environmental analysis : more than a normative requirement

A major tool in our approach to reducing environmental impact, environmental analysis enables us to define and develop our strategic areas for reducing environmental impact, based on the environmental and regulatory context and our production sites.

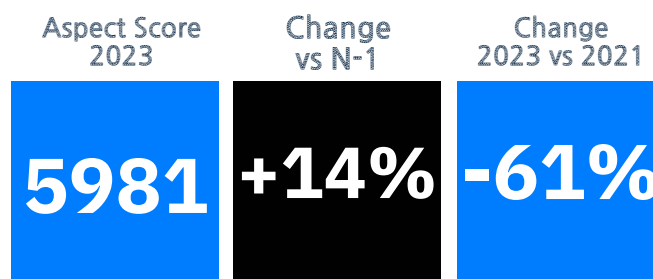


Mickael GOYET
SSE Officer
APLIX SA

Our risk assessment therefore takes into account all events external to APLIX in order to adjust our environmental impact. Energy crisis, climatic events... our risk rating adapts and evolves on a daily basis to review our reduction actions.



Mapping of environmental aspects as a basis for ISO14001 policy information



Waste management

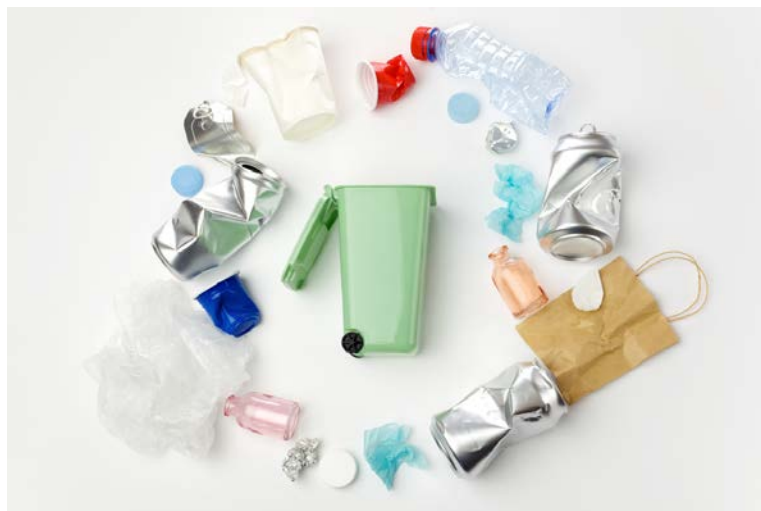


Waste or raw material?

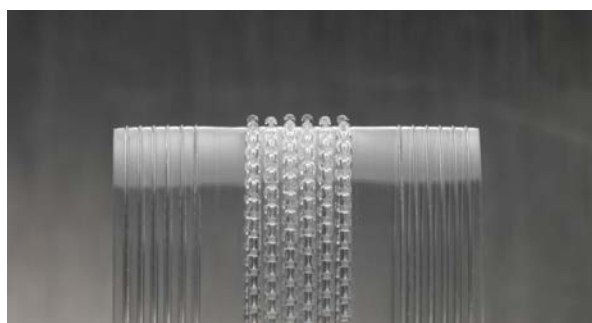
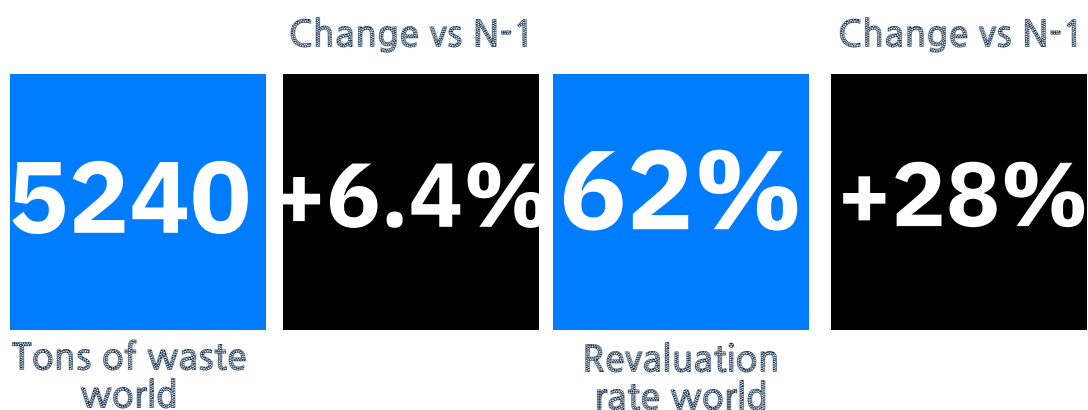
The reuse of waste from our industrial processes in the manufacture of our products is becoming more widespread.

Our waste management is fully in line with our risk and opportunity management policy.

You will find all our waste indicators at the end of this report, as well as the year's highlights here.



Key figures: what you need to know



In our management of "environmental damage and pollution" risks, we take into account our impacts through our waste, with action plans and targets, in line with our ISO 14001 approach, described on page 39.

Waste management



Reintegration of certain downgraded products

In 2023, we launched a project to install an industrial process to reintegrate certain downgraded products as raw materials.



The little waste of everyday life

Because there's no such thing as too little waste, this year we ran an awareness-raising campaign on disposable cardboard cups. It's yet another opportunity to approach life-cycle analysis from a different angle.

1 MONTH OF HOT DRINKS
HOW DOES IT FEEL?

**Assumption: 22 days
2 drinks per day
44 CUPS PER MONTH**

without your mug
13,20€

With your mug
10,56€

**Economy: 2.64€/month
31.68€/year**

THANKS!

- Waste
- Ecoaction
- Raw materials
- Economy
- CSR
- ADN

And you, Your Mug, it's for when?

To be eco-responsible to the end, your mug will be washed with very little water!
#CLA*

APLIX
Fastening the future

*CLA CIRCLE OF LIFE ANALYSIS



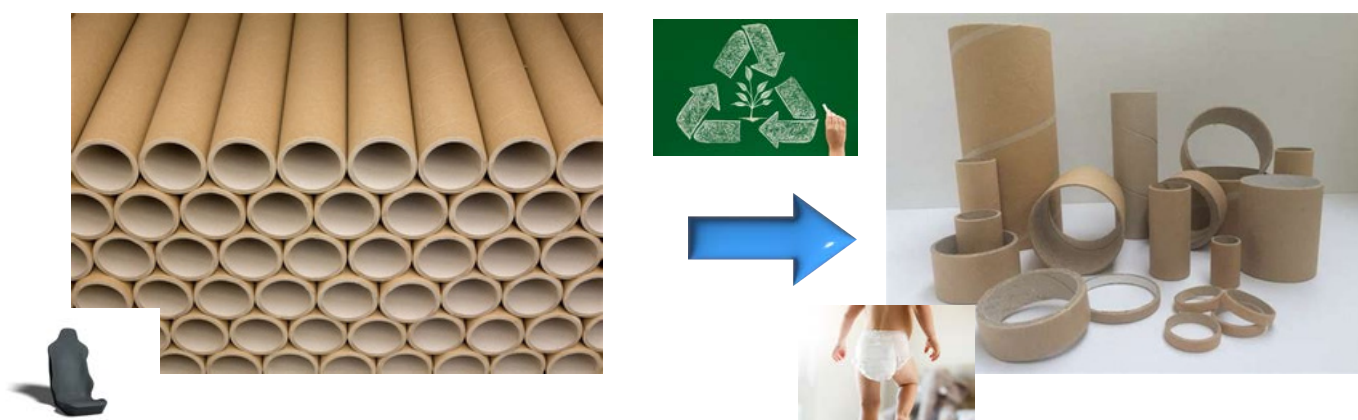


Waste management

A waste as a raw material

APLIX Shanghai has improved its waste management process, starting from the possibility of transforming waste into raw material.

Several iteration phases to achieve savings and reductions in raw materials on cores at the end of the value chain.



Pingyou HUANG
SSE Manager
Aplix Shanghai

From April to July 2023, we have set up a mechanism to recover used and empty mandrels from the Automotive/Industrial chain. This waste is then cut up to become primary cores for the collection of new hook-and-loop fasteners for the hygiene sector. The total number of cores after cutting is equivalent to 1,983 yuan/ €256. A positive action that instantly saves the company this amount, and also saves raw material resources.

These improvements may not seem like much, but over time, thanks to continuous improvement and optimization, and the participation of all those involved in the process, they add value to the raw materials used in the finished products.





Circular Economy

Repair coffee

During the European Sustainable Development Weeks, we had the opportunity to talk to employees about the circular economy.

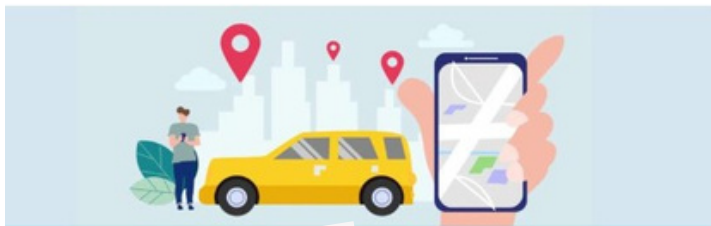
In collaboration with a local association, we organized a day of discovery and use of a "Repair coffee".

APLIX's employees were able to bring in their faulty household appliances for a thorough diagnosis and potential repair. From deep-fat fryers to vacuum cleaners and cooker hoods, a dozen or so items condemned to the landfill passed through the expert hands of collective members.

An opportunity to discuss the sustainability of consumer products in our daily lives.



The carpooling book



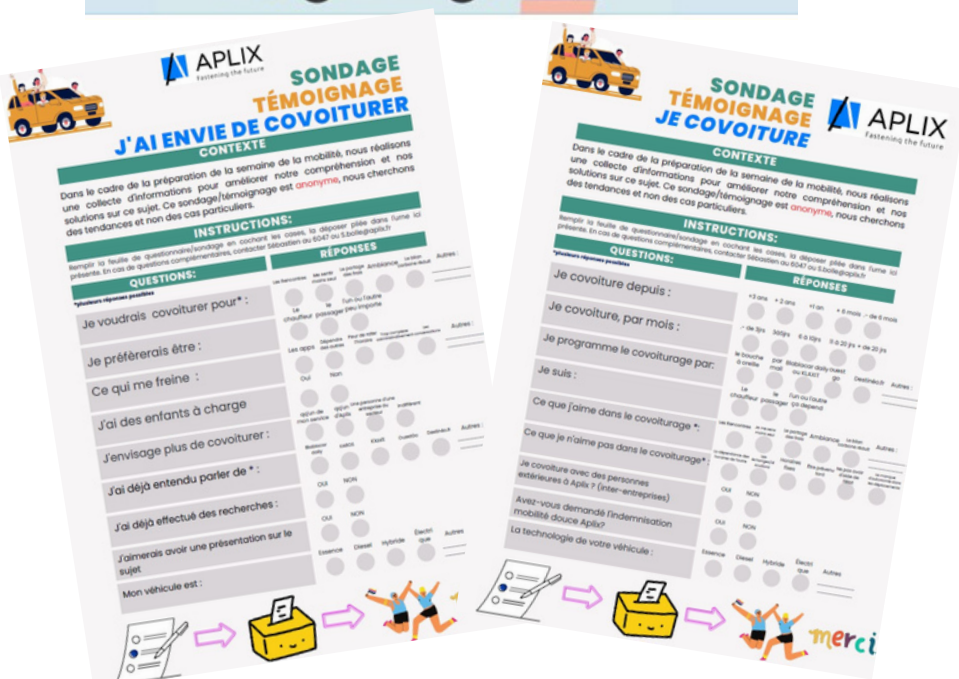
A study was carried out to identify the obstacles to carpooling.

Among the main obstacles, we received the following feedback from employees:

TEDIOUS organization, fear of not having an alternative solution loss of freedom and control, autonomy, lack of confidence

A fear of privacy, and benefits deemed too low in relation to constraints.

These factors have fed into a white paper put together with the Nantes Atlantique Responsible Managers collective.



Everyday common sense



The “great challenge” as inspiration



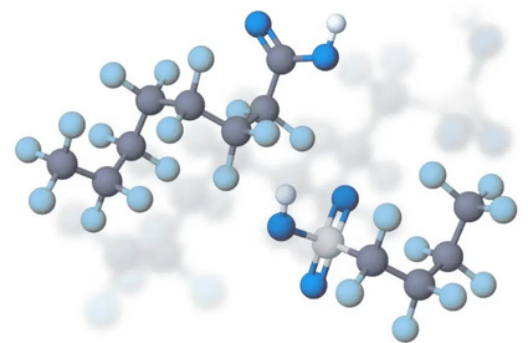
After a year 2022 rich in reflection, the grand défi was able to roll out its long-awaited deliverable in early 2023. The result of 9 months of collective intelligence and iteration on the business world, no less than 100 pragmatic, concrete proposals were made available to the working world. Divided into five themes, they include a series of action plans to meet the challenges of climate change and biodiversity.

Aplix, one of the participants in the Grand Défi, used the 100 proposals to select 10.



Elimination of PFAS

Polyfluoroalkyl compounds (PFAS) are complex chemical molecules. Some of them are attracting the attention of regulatory authorities because of their toxicity and ecotoxicity, and because they are very persistent pollutants. At the APLIX Inc site, a new operating procedure has enabled us to eliminate these molecules from our industrial processes for the EasyLock product.



Doug FROST
Product Manager
Packaging
Aplix Inc

Many of APLIX's products are manufactured by extrusion; this process requires the use of additives to improve the efficiency of the extrusion screw and improve flow in the tooling. Traditionally, these processing aids use PFAS-type materials. We have replaced this additive by another, without PFAS, and with the same performance on products related to the packaging field.



A responsible development





Purchasing

Our Purchasing Policy

Responsible purchasing policy is an integral part of Aplix's strategy and is based on the following themes:

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



The year 2023 was marked by 2 main activities.

The first was the identification of industrially compostable raw materials for our hygiene range.

Close collaboration between service providers and Aplix teams enabled us to identify raw materials and ensure the reliability of industrially viable manufacturing processes. Aplix now has the right raw materials to supply its customers with all diaper fasteners, including elastic earpieces, thus meeting the challenges of compostability.



Purchasing Team : Lucas, Emilie, Virginie, Gilles, Fatima Zahra, Gwendaël

Geopolitical, customs, fraud, legislative and tax risks are dealt with on a daily basis by studying and analyzing legislation and international news, through their financial impact on raw materials and transport costs/delivery times. However, we have not dedicated an article to this report.

Purchasing



Our purchasing policy

The second major activity concerned the location of sourcing, integrating economic criteria linked to the cost of carbon. Reconciling material sources remains a strategic focus of our responsible purchasing policy. These are multi-year plans that Purchasing contributes to every year. A number of initiatives are aimed at locating glues in Europe, where they are currently produced in North America.

The other themes mentioned are always "active", with co-development and partnerships with our service providers, for example. Every year, more than fifteen development agreements are signed with Aplix. These partnership projects include, for example, the development of industrially compostable raw materials.

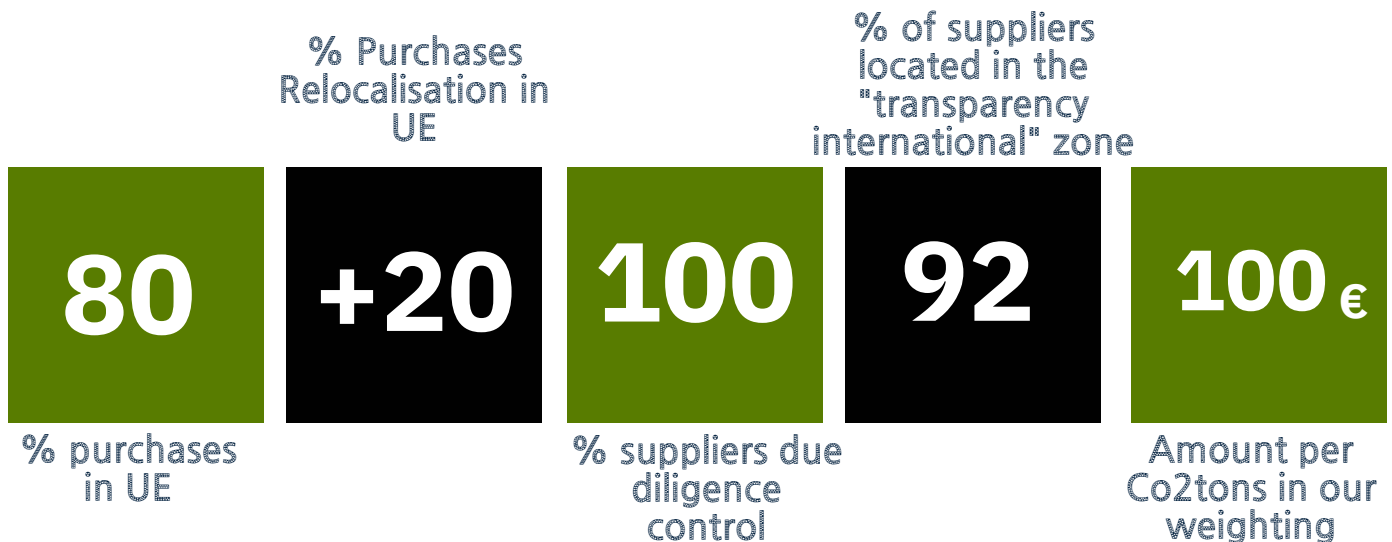
We could also mention support for service providers in difficulty, which remains a topical issue, with specific approaches to help them (for example, with a Spanish yarn manufacturer in 2023).



Gilles ROBERTON
Purchasing officer



Key figures: what you need to know



Additional information on our indicators: % of purchases in the European Union vs. the rest of the world. The relocation of our purchases in the EU zone has been achieved over 5 years. Honorability or "due diligence" is a mechanism that takes into account various criteria, principally image, shareholding and legal history. Our work is based on the charter of the "transparency international corruption index", an independent organization which monitors countries on the subject of corruption. In our supplier comparison mechanism, we have included a 'carbon weighting' mechanism to take account of origins and distances.



Continued purchasing

A Purchasing morning: reducing scope 3



In September, we hosted a CSR morning dedicated to the challenge of reducing scope 3. The ERAM Group, Bolloré Logistique and the ICAM engineering school came to talk about their actions, their visions and their approach to transforming themselves in order to reduce their carbon footprint.



A moment of constructive exchange and a willingness to move in the same direction with ideas and inspiration. The guests came from a wide variety of backgrounds and activities, making for a rich exchange of ideas. This enabled companies to get in touch with each other who would not otherwise have met on this theme.

Gwendaël LE GUELAFF
Purchasing Team

A desire to get together and exchange ideas, to understand, to imagine and above all, not to feel alone.

Sustainable finance for tomorrow

All sectors are moving towards a more responsible approach, and the financial sector is no exception. In 2023, APLIX decided to change the nature of its financing by approaching its banking partners to take out impact loans for its investment needs. How does this work? Available exclusively to the corporate world, these new loans base the interest rate on the CSR performance of the structure requesting the funds. The prime rate, in line with defined indicators, evolves according to actions and commitments over time. This is a pragmatic way of encouraging all players to focus on the same target, a model that is as sustainable as possible.



Why did you choose impact financing? There were several reasons, the first of which was to encourage our banking partners, by discussing our needs, to put in place proposals in line with our responsible development strategy.

Fabien VARIGNY
Chief Financial Officer

Beyond the scope of APLIX, it is a system of sustainable finance that is encouraged. The financial bonus on the rate that is a feature of this impact loan is also an additional incentive to push our internal actions to improve our rating from a CSR point of view.



Corporate Social Responsibility



Deploying CSR awareness

Mirroring the dynamic being deployed in France in 2022, CSR Fundamentals training was organized for teams at APLIX Inc in the USA and Parafix in Brazil.

The awareness-raising module was translated into English and adapted to the contexts of the 2 continents. With local press articles, data from each country, and reflections on local issues, this moment of sharing and open-mindedness helped to lay the foundations of the subject. The goal is now to roll out the program to 100% of employees.



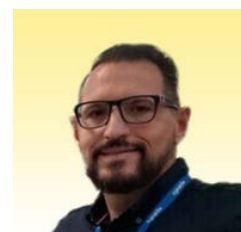
Corporate
Social Responsibility
The fundamentals



UNDERSTAND TO ACT



Superb training, many thanks! This module has opened my mind to subjects about which I had doubts. It deserves to be broadcast over 6 months.



Antonio NETO
Quality Manager
Parafix

Working together to improve

The Sustainable Packaging Coalition is a collaboration of over 500 member companies who believe in the industry's ability to make packaging more sustainable. The group works with U.S. legislators and government agencies to help implement efficient production of recyclable packaging.

SPC also works with the How2Recycle group to help certify materials, such as all polyethylene bags. When certified by the group, the organization issues a logo for the environmentally-friendly product.



APLIX Inc. decided to become involved with the SPC in line with its growing recycling and eco-design efforts, and to draw inspiration from legislation in the United States to continually improve. It's also an excellent way to get in touch with many of our stakeholders in North America, including customers, manufacturers and end-users.



SUSTAINABLE PACKAGING
COALITION®

The “Green” IT



Responsible digital technology accessible to all

The year was also marked by the creation of a responsible digital charter. This sustainable "add-on" will be signed by all APLIX employees, and will complement our long-standing internal IT charter.

This 2-page document sets out concrete rules of good conduct for reducing the environmental impact of digital technology.



Sustainable IT Charter



Laetitia BERTHET

IT manager and Digital Officer

In addition to integrating the IT team into the company's CSR approach, the Green IT initiative has, above all, enabled the formalization of common-sense good practices already implemented for years within the department: consuming as sparingly as possible.

The addition of this new section to our IT charter has not only enabled us to disseminate this approach to all our staff, but also to identify new areas for improvement in order to limit the impact of the company's increasing digitalization.



JUSTIFIED PRINTING

- I prefer the two sides, in black & white
- I can even choose the "booklet" mode
- I reuse my old prints recto, in draft sheet
- My A4 sheets end their lives in the dedicated GSF Tray

SHARP EMAILS

- I have an eco-responsible signature (size, logo, message)
- I wonder about the attachment (direct, useful, link rather than doc)
- I put only the essential recipients, to question the "answer to all"
- I keep only the essentials (purge of 'sent'+ 'deleted')
- I have an external signature, and an internal signature: without logo



LIGHT FILES

- I avoid duplicate files, and I make room
- I manage the versions and keep only the last
- I compress an element and not just resize
- I regularly check the size of my files to detect an anomaly and stay on a reasonable weight
- I compress my files, presentations, photos



EFFICIENT CONSUMPTION

- I turn off the power to my PC every night
- I lock (⌘ +L) and/or put my PC on standby when I leave my post
- I turn off my screen when my PC is switched off or on standby
- I cut all unused applications
- I watch my videos in low definition
- I close as many unnecessary windows of my browser



With this signature, I acknowledge receipt of the above concepts and I undertake to apply as much as possible this vision of a reasonable, sober and responsible Aplx computing.
Last name, first name:



The "Green" IT



Pedagogy

Did you know?



A WELL SIZED MATERIAL



- It takes 800Kg of resources to make a 2Kg PC
- The reparability index is my friend
- Recycling and reuse are my targets
- Decycling should be avoided for our sustainable future
- My materials match my needs, no more



A second part, in the form of a "Did you know?" section, provides a few facts and figures on the Internet's GHG footprint, the rebound effect and the "LOW TECH" principle.

As an essential part of the program, we have set aside time for exchanges and for IT departments to be available to respond to requests.

low tech

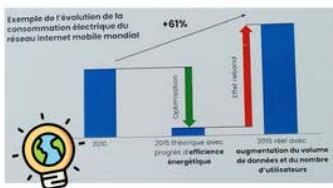
LOW TECH FOR EVER

LOW-TECH refers to a category of sustainable, simple, appropriable, resilient and useful techniques. Common sense at the service of digital and vice versa!

REBOUND EFFECT

Computing and digital technologies are progressing, are more efficient, more sober, but beware of 'rebound effects'. The important thing is to always weigh the need versus the abundance available.

Yes, the new generations of technologies are more sober, but if we multiply them by 100%, what is really the gain?

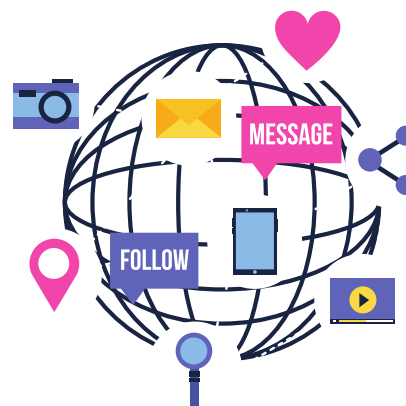


A MODERATE CARBON FOOTPRINT

Digital GHG emissions are currently 4% worldwide (2x more than aircraft) and could increase by +60% by 2040.

Fortunately, I can act on a daily basis!

I can choose a search engine that will plant trees, for example.



THE ENTIRE IT TEAM AND THE CSR COORDINATOR ARE AT YOUR DISPOSAL FOR HELP, INFORMATION, TIPS.



Key figures: what you need to know

Nb printed pages

636
000

% screen Off
% PC Off

2%
91%

3.21
To

Drive size

106

IT Carbon footprint

*Green house gases
Sources GreenIT.fr, Rapport GIEC, ShiftProject, rapport Moore's law and ICT 2021, Arcep

All these considerations have led us to create the first indicators for information technology tools. The next step will be to determine a reasonable trajectory with and for users.

For the record, cybersecurity risks are dealt with by the IT department through an action plan, but not in a dedicated paragraph.



Biodiversity

The subject of Biodiversity

Biodiversity is a major issue, yet it's difficult for companies and the general public alike to find their place in the debate.

With a broad definition of the subject and (too) many entry points, it's often difficult to grasp the vastness of the issue. And yet, the challenges are colossal, because even if mankind managed to control the rise in temperatures to +2°C in accordance with the Paris Agreement, living in a world without biodiversity would be impossible.



It is important for all stakeholders to tackle the 5 challenges:

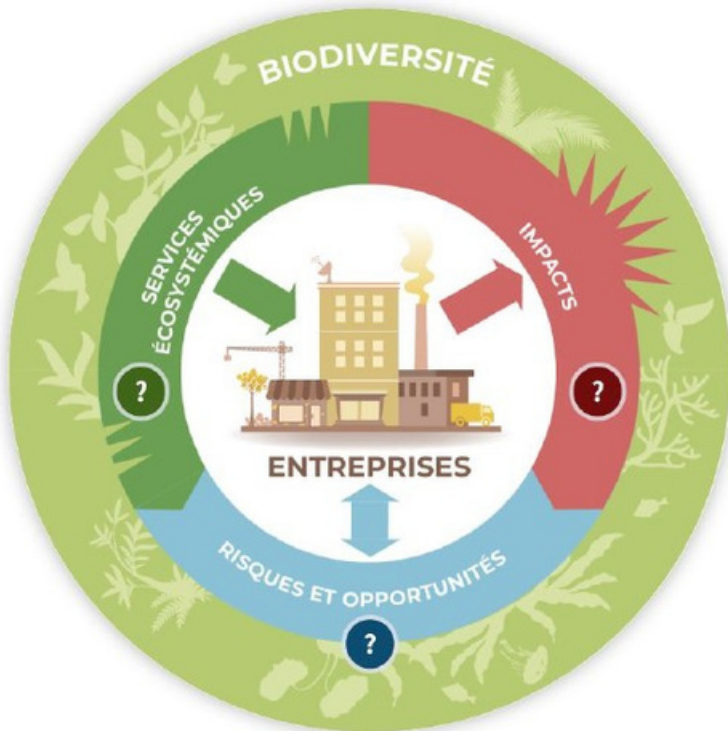
- 1 Habitat degradation or loss
- 2 Over-exploitation of resources, organisms and species
- 3 Invasive species, arriving in an ecosystem without predators
- 4 Pollution: Air, Water, Soil via the chemical elements that are 'ecocides'.
- 5 Climate change





Biodiversity

Our actions on "ecocides"



APLIX has initiated the first actions to work on biodiversity issues.

Taking stock of our cadastral zone was a point of watch and possible actions.

We collected and analyzed information on the flora and fauna around our site.

As far as ecocides are concerned, we have found that we do not use any phytosanitary products to modify vegetation.

Interaction with our partner

Effivert has been committed to respecting our environment for years. In our recurring operations and technical processes: Mulching: the grass cuttings are finely chopped. This action has a double impact: 1 - no export of waste (no material to recycle, nor fuel to transport it) 2 - enrichment of the environment as the grass decomposes on site. We are also working on the frequency of embankment maintenance, which in this case is annual.

We use no inputs and no phytosanitary products on any of our sites.

In the long term, we are looking to set up a differentiated management plan for the cellar site. The aim is to define the uses of the different areas and implement the right intervention methods: regular mulching, robotized mowing, ecopatterning or extensive management of areas (shredding twice a year, etc.).



Isaline BARREAU
Account Manager



SDG's European Week



APLIX's Sustainable Development Week

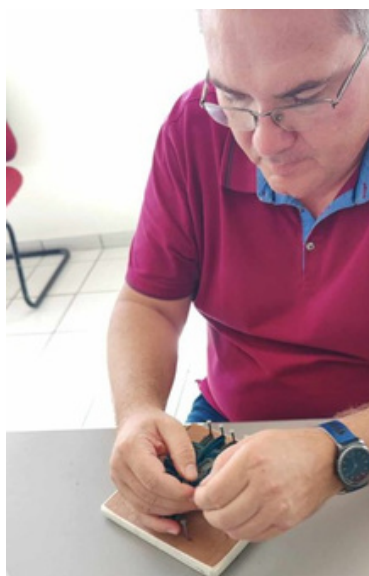


During the European Sustainable Development Week, we organized several workshops on different themes.

This year's themes included :

- Clean up day
- Tawashi making in zero-waste mode
- Soft mobility
- Sobriety: "thriving with less".
- Responsible digital technology.

It was also an opportunity to take part in "FlagDay", an event organized by the Global Compact to highlight the 17 SDGs.



Pacte Mondial
Réseau France



A 2023 session, ever richer, ever more comprehensive in its approach to the theme. Through the plurality of the subjects addressed, we wanted to open up the field of possibilities and capture people's attention in the broadest sense. It was the animation on the manufacture of sponge from socks at the end of their life that most appealed to me. The manufacturing stages correlated with the discovery, or rediscovery, that a product "good for throwing away" can become a raw material. And even better, an everyday object that rivals mass-market products. All with a smile - what better way to trigger change?



Sébastien BOLLE
CSR Coordinator

Food Waste



The Food Waste

Eliminating disposable packaging, offering vegan dishes, local products, selling unsold goods at the end of the week at a reduced price. Our service provider named "Midi et demi" is constantly working on these issues.

This is in addition to the "plate" waste collections that feed a network of employees who have hens in their homes. Waste turned into eggs!



Social Commitment



Building bridges between worlds & developing links with our region

As the saying goes, CSR is all about making sense together. APLIX enthusiastically applies its DNA approach to its territory, with a series of actions in favor of the associative world.



OUTUBRO ROSA

A busy month of events at Parafix during this pink period for a good cause.

Our Brazilian teams came together to raise awareness of the importance of breast cancer prevention and support for this very important cause, through rich and inspiring conferences.

During this period, we were privileged to welcome the Ser Com Amor Institute, who shared their knowledge and experience with us.

PINK OCTOBER

To mark Pink October 2023, the Institut Curie launched a new creative challenge in support of women with breast cancer: to create 10,000 pouches, which will be offered to patients during the month of mobilization against breast cancer.

As in previous years, we responded to the challenge, and APLIX's collaborators got together several times during the month to make the pouches together.

OCTOBRE ROSE

APLIX
Fastening the future

institut Curie #10000pochettespourcurie



Sponsorship



Skills sponsorship

In 2023, APLIX SA teams contributed their time and skills to a number of societal projects. This year, we added a new counter to our HRIS tool. This will enable us to better manage our commitment to the local community.

41.8

Nb of hours of skills sponsoring



I was delighted to take part in a course on social dialogue with Centrale Nantes students; the exchanges were rich and relevant. The time I spent with future HR contacts in industry enabled me to gauge their interest in human issues.

Caroline PARESSANT
Operational Human Resources Manager

Financial Sponsorship



On the occasion of "Giving Tuesday", we thank the APLIX teams for their continued support of our sponsored charities. Whether it's time or money, this year for our fundraising efforts, you have made a significant contribution to improving the lives of those in need in our community. To date, we've raised \$13,942, surpassing our goal of \$13,000. Bravo et Merci!

Sponsorship



Associative support

Once again this year, APLIX continues to support local associations proposed by our employees at both of our French sites (Le Cellier and Pontchâteau).

In recent years, we have concentrated our financial support on two areas: cultural and social.

Associations supported in 2023: Loire activités création, Lazare, Cap Callissim, La grande vadrouille, Fa'bulesque.



Welcoming the younger generation

The industrial sector is in the spotlight during National Industry Week. Tours of the Le Cellier site were offered to schoolchildren from the ANCENIS area in November and December.

“L'Industrie parle aux jeunes” is a variation on “the company talks to young people” program, which specifically highlights the industrial sector and introduces 4th and 3rd grade students to its trades.



This mechanism for welcoming young people to our premises has once again been recognized by the Nantes Metropolis label, “Welcoming company”.

It is a testament to our commitment to this theme, and to the frequency and volume of audiences interacting with our in-house teams.

Sport



Sport Challenge

In terms of sports, the dynamic remains the same as ever, with a cardio room and a group exercise room, the latter being used every Tuesday lunchtime, as in the previous year.

This year, we've added a sporting challenge for the large-width weaving team: the longest distance covered as a team on a static bike.

An opportunity to surpass oneself, forge links and bond people who are not used to pooling their lung capacity,



Théo MORIN

Weaving & Large Widths
Manager

First feedback: it was great and fun! This kind of small event is worth repeating, and helps to build cohesion and get to know each other better outside work. What's more, sport is good for your health!

Our KPIs

Electric consumption(kw/h)

	2021	2022	2023
Aplix Inc	12176961	12412799	12289643
Parafix	2515416	2820494	2 963 090
Aplix SH	1164710	989174	888 841
Aplix SA	18 480 797	16 028 791	14 526 595
Total	34337884	32251258	30 668 169

Carbon footprint Aplix SA	2018	2019	2020	2021	2022
Carbon footprint Tons eq Co2	63915	64231	54552	54634	48955
Carbon intensity TeqCo2/M€	776	780	764	753	640

Gas consumption (m3)

	2021	2022	2023
Aplix Inc	512356	566200	543380,6
Aplix SA	699708	638580	474269
Total	1212064	1204780	1017649,6

Water consumption (m3)

	2021	2022	2023
Aplix Inc	27986	26653	31538
Parafix	4 042	2 945	1 112
Aplix SH	2997,5	2140	1 393
Aplix SA	23069	25543	21 850
Total	58094,5	57281	55893

Training hours

	2021	2022	2023
Aplix Inc	185	160	485
Parafix	3116	2660	2371
Aplix SH	98	66	101
Aplix SA	14964	10907	11583
Total	18364	13793	14540

Nb Training actions

	2022	2023
Aplix Inc	198	209
Parafix	1059	1611
Aplix SH	590	991
Aplix SA	910	930
Total	2757	3741

Gravity Rate

	2021	2022	2023
Aplix Inc	0,67	0,34	0,49
Parafix	0,68	0,07	0,48
Aplix SH	0,00	0,00	0,00
Aplix SA	1,07	1,70	2,15
Moy	0,61	0,53	0,78

Frequency rate

	2021	2021	2023
Aplix Inc	12	3,93	10,83
Parafix	23,89	18,25	19,94
Aplix SH	0	0,00	0,00
Aplix SA	34	30,70	38,58
Moy	17,52	13,22	17,34

Waste (T)

Aplix Inc	recovered waste	disposal / landfill	Hazardous waste	Total waste	Upgraded waste
Total 2020	388	1899		2287	17%
Total 2021	310	1 800		2109,92	15%
Total 2022	542	1 746	5,81	2 294	24%
Total 2023	472	1 826	7,84	2 305	20%
Aplix Shanghai	recovered waste	disposal / landfill	Hazardous waste	Total waste	Upgraded waste
Total 2020	133	2,61		135,61	98%
Total 2021	159	33		192	83%
Total 2022	3,7	0	91,92	95,62	4%
Total 2023	110,73	0	1,30	112,03	99%
Parafix	recovered waste	disposal / landfill	Hazardous waste	Total waste	Upgraded waste
Total 2020	428,4	29,21		457,59	94%
Total 2021	559,166	54,516		613,7	91%
Total 2022	577,59	8,77	27,96	614,32	94%
Total 2023	764,13	14,64	45,07	823,83	93%
Aplix SA	recovered waste	disposal / landfill	Hazardous waste	Total waste	Upgraded waste
Total 2020	2359,9	2914,2	130,87	5405,0	44%
Total 2021	1711,99	2106,42	136	3 954	43%
Total 2022	1261,65	532,65	124,23	1 919	66%
Total 2023	1 924,03	74,82	173,88	1 998,85	96%
Total global 2020	3309,3	4 845	135,69	8289,99	40%
Total global 2021	2 739,9	3 994	104,27	6838,28	40%
Total global 2022	2 385	2 287	249,92	4922,22	48%
Total global 2023	3 270	1 916	228,09	5240,16	62%

METHODOLOGY NOTE

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

Scope of consolidation

In accordance with regulations, data is presented on a consolidated basis. The reporting perimeter (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 European sales platforms (Aplaus in Italy, Aplix GmbH in Germany, Aplix Fasteners UK and in the United Kingdom). Data from Aplix Hong Kong and Aplix Detroit are integrated with data from Aplix Shanghai and Aplix INC (100%) respectively.

With regard to the other indicators, and unless specifically justified, the scope of consolidation includes only the 6 production sites of 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, a company majority-controlled by the BILLARANT family, founders of APLIX. In this report, we will focus on APLIX, which remains the Group's visible "showcase" on the market.

Exclusions

In view of the Aplix Group's sector of activity (manufacturer of hook-and-loop fastener systems) and our analysis of CSR issues, we have excluded the following information from the list of topics required by the DPEF: The fight against food insecurity, respect for animal welfare, responsible, fair and sustainable food, and actions to promote the Nation-army bond and support commitment to the reserves.

Reporting protocol

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

Reporting periods

Indicator figures are calculated for the period from January 1, 2023 to December 31, 2023 (12 months), with data as at December 31, 2023.

Data collection

The following methods are used to collect data for the defined scope:

For social, environmental, business and sponsorship data, most quantitative indicators are collected by each Group entity via collectors (Human Resources Managers at each site), who enter the data within their subsidiary and forward it to the central administrators (France CSR Department), who carry out the final checks before consolidation. Other data, mainly qualitative, is collected directly from the relevant departments (Purchasing, Finance and Human Resources) by the Group's DPEF working group.

The indicators

An e-mail was sent to all contributors at the launch of the data collection campaigns, setting out the campaign timetable and a protocol for each indicator field, reminding them of the indicators' definitions and application criteria. The 2023 indicators were chosen to meet the list of information required by the "Grenelle II" law (in accordance with Article L. 225-102-1 of the French Commercial Code) as well as Decree no. 2017-1265 of August 9, 2017 issued for the application of Ordinance no. 2017-1180 of July 19, 2017 on the publication of non-financial information by certain large companies and certain groups of companies. However, for some of them, which are difficult to recognize in a uniform way worldwide, and due to the differing regulatory obligations of each country in terms of sustainable development, the scope of Aplix SA has been preferred. The new indicators in this document, compared with the previous year, have been developed by departmental focus groups to provide a quantitative and dynamic vision for the future. Some of them were inspired by the new CSRD law.

Methodological limitations of indicators

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

- non-harmonization of definitions, national/international legislation and local local practices
- the availability of certain data on a restricted perimeter
- the gradual 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 in line with the action plan to be deployed 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 pilot, and tends to integrate more and more consolidated indicators across the entire scope.

It should be noted that waste indicators for our site in China are displayed over an 8-calendar-month timeframe. The IT indicators "PCs and screens cut" were measured during a physical inventory after working hours by the IS manager and the CSR coordinator at the head office site.

Risk management

This year, risks have been classified by importance. This criterization is the result of several meetings with the risk management process manager, the Chief Financial Officer.

We worked on the 151 risks identified by the company's various departments and entered into our internal digital tool. The indicator used is the level of criticality of each risk which, by adding up the grades, gives us the order from the most important (top) to the least important (bottom), in addition to the dedicated page 15.

The color codes are those of the three CSR themes used in our report, for ease of reading.

Information systems/Production

Raw materials/ Trade/ Geopolitics

Ethics/Fraud/Cyber

Health/Safety/Sanitary

Human resources/Skills/Loss of knowledge

Product development, services / Innovation

Tax/Customs/Legislative

Environmental damage/Pollution

Climate change



Appendix

In this appendix, you will find “new” indicators compared to the latest versions of our non-financial performance statement. This action of progress and transparency, demonstrates your willingness to prepare the transition to the CSRD and its sustainability report. It will concern Aplix for 2026 on 2025 data.

Purchases KPI World

% Purchases in Europ	80
% Purchases relocalisation in UE	20
% Suppliers due diligence control	100
% of suppliers located in transparency zone	92
Amount per Co2tons in weighting	100

HR KPI Aplix sa

Equality gender Index	93
Disability rate	6,52
Number of internal communications inequality	5
Participation rates Barometer	52
Refund rate barometer	100
Nb of employees under 16 in the workforce	0
% employees trained in the code of ethics	100
Nb ethics alert	0
Nb hours of sponsorship	41,8

IT KPI Aplix Sa

Nb printed pages	636 000
% PC off_ % screen off	91 _ 2
Drive size	3,21To
IT carbon footprint	106

EXERCICE CLOS LE 31 DECEMBRE 2023

**RAPPORT DE L'ORGANISME TIERS INDEPENDANT (OTI) SUR LA VERIFICATION
DE LA DECLARATION CONSOLIDEE DE PERFORMANCE EXTRA-FINANCIERE**

FIBI SA

ZA Les Relandieres
44850 LE CELLIER

FIBI SA

Rapport de l'organisme tiers indépendant (OTT) sur la vérification de la déclaration consolidée de performance extra-financière

Exercice clos le 31 décembre 2023

À l'Assemblée générale,

En notre qualité d'organisme tiers indépendant (« tierce partie »), accrédité par le Cofrac Inspection pour les activités de vérification validation 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 consolidée de performance extra-financière, préparées selon les procédures de l'entité (ci-après le « Référentiel »), pour l'exercice clos le 31 décembre 2023 (ci-après respectivement les « Informations » et la « Déclaration »), présentées dans le rapport de gestion du groupe en application des dispositions 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 consolidée 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.

GRUPE Y AUDIT

Société d'Expertise Comptable et de Commissariat aux Comptes
Inscrite au tableau de l'Ordre de la Région Nouvelle-Aquitaine et de la Région Pays de la Loire - Membre de la Compagnie Régionale Ouest-Atlantique
Membre Indépendant du réseau Nexia International - Membre de l'Association Technique A.T.H.

SAS au capital de 500 000 €
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

NIORT - PARIS - TOULOUSE - BOURGOGNE - LA ROCHE-SUR-YON - BOURGOGNE - NANTES - LUXEMBOURG

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 :

- Nous notons la poursuite de la démarche d'amélioration continue et de réduction des impacts négatifs sur les enjeux de durabilité,
- Nos travaux ont mis en avant les efforts fournis par l'entité dans la structuration du contrôle interne relatif aux Informations publiées dans la Déclaration, ainsi que la robustesse du protocole de collecte de ces dernières, tant au niveau de l'entité consolidante que des filiales,
- La description de certaines politiques visant à prévenir, identifier et atténuer la survenance des principaux risques liés à l'activité de la société pourrait faire l'objet de plus de précisions, notamment par rapport aux enjeux « Un développement responsable » et « Une industrie innovante et efficiente ».

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 à la direction de :

- sélectionner ou d'établir des critères appropriés pour la préparation des Informations ;
- préparer 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 ;
- préparer la Déclaration en appliquant le Référentiel de l'entité tel que mentionné ci-avant ; ainsi que
- mettre en place le contrôle interne qu'elle 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 par le Conseil d'administration.

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,
- 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, notamment l'avis technique de la Compagnie nationale des commissaires aux comptes, *Intervention du commissaire aux comptes - Intervention de l'OTI - Déclaration de performance extra-financière*, 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 trois personnes et se sont déroulés entre les mois de novembre 2023 et mars 2024 sur une durée totale d'intervention de deux 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 mené douze entretiens avec les personnes responsables de la préparation de la Déclaration représentant notamment les directions générale, administrative et financière, des ressources humaines, santé, sécurité, environnement, des achats, qualité, de la recherche et de l'innovation.

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'activité de l'ensemble des entités incluses dans le périmètre de consolidation et de l'exposé des principaux risques ;
- 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 du code de commerce en matière sociale 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 du code de commerce ;
- nous avons vérifié que la Déclaration présente les informations prévues au II de l'article R. 225-105 du code de commerce lorsqu'elles sont pertinentes au regard des principaux risques ;
- 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 :
 - 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
 - corroborer les informations qualitatives (actions et résultats) que nous avons considéré les plus importantes présentées en Annexe 1. Nos travaux ont été réalisés au niveau de l'entité consolidante ;
- 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 du code de commerce avec les limites précisées dans la Déclaration ;
- 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 considéré les plus importants présentés en Annexe 1, nous avons mis en œuvre :
 - des procédures analytiques consistant à vérifier la correcte consolidation des données collectées ainsi que la cohérence de leurs évolutions ;
 - 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 7,55 % et 76,35 % 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.

Niort, le 13 mars 2024

L'ORGANISME TIERS INDEPENDANT

GROUPE Y Audit



Christophe POISSONNET

Associé - Département Développement Durable

Annexe 1 : Entités contributrices

Enjeux	Indicateurs sélectionnés	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	76,35 %
	Taux de fréquence	APLIX INC. APLIX SA	67,34 %
		APLIX SHANGHAÏ	
	Taux de gravité	PARAFIX APLIX SA	67,34 %
		APLIX SHANGHAÏ PARAFIX	
Index égalité femmes/homme	APLIX SA	43,92 %	
Une industrie innovante et efficiente	Consommations de gaz	APLIX SA	43,92 %
	Consommations d'eau	APLIX INC.	48,31 %
		PARAFIX	
	Consommations d'électricité	APLIX SHANGHAÏ	7,55 %
	Bilan GES	APLIX SA	43,92 %
Tonnage et valorisation des déchets	APLIX SA	43,92 %	

Audit translated conclusions

Conclusion

Based on the procedures we performed, as described in the "Nature and scope of our work" section, and the information and scope of our work", and based on the information we have obtained, nothing has come to our attention that causes us to believe that the accompanying consolidated misstatements likely to call into question the fact that the consolidated statement of non-financial performance is in accordance with the applicable regulatory requirements, and that the information, taken as a whole taken as a whole, are presented fairly, in accordance with the Standards.

Comments

Without qualifying 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:

- We note the pursuit of the continuous improvement approach and the reduction of negative impacts on sustainability issues,
- Our work has highlighted the efforts made by the entity in structuring internal control over the information published in the Declaration, as well as the robustness of the protocol for collecting the latter, both at the level of the consolidating entity and of the subsidiaries,
- The description of certain policies aimed at preventing, identifying and mitigating the occurrence of the main risks associated with the company's business could be further clarified, particularly in relation to the challenges of "Responsible development" and "Innovative and efficient industry".

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Acknowledgements : We'd like to take this opportunity to thank everyone involved in data collection, editing and co-editing this humble deliverable. Thank you