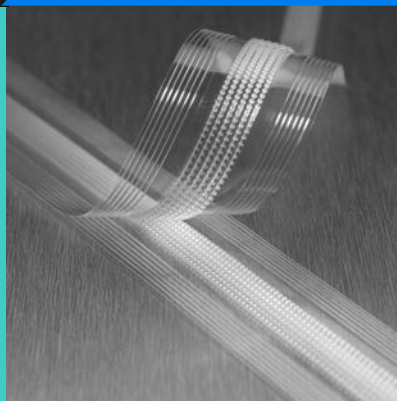




# APLIX

Fastening the future

## CSR REPORT 2024



# Panorama of a company committed to its territory

Founded in 1958, APLIX (FIBI) is a world leader in hook-and-loop fastening systems, with 957 employees and sales of 193 million euros.

A French company, its products are used in fields as varied as aeronautics, automotive, medical and hygiene, and stand out for their innovation and integration of eco-design solutions.

APLIX has been committed to a structured CSR approach since 2015, and responds to today's environmental, social and societal challenges in concrete, operational ways.

Its commitment is recognized, in particular, through the Engagé RSE (ISO 26000) label.

Since 2020, APLIX has also supported the United Nations Global Compact initiative, in order to contribute to the fundamental principles relating to human rights, labor standards, the environment and the fight against corruption.

**This document is the 6th Extra-Financial Performance Statement (EFSPS) published by APLIX (FIBI).**

It has been audited by Groupe Y, which has the status of OTI qualified to verify the information contained in the extra[1]financial performance declaration (DPEF), and the implementation of the social and environmental objectives of companies with a mission (SAM).



# Editorial

For APLIX, 2024 marks a return to greater stability, after 4 years of major upheavals linked to successive crises (health, raw materials, energy, etc.).

However, geopolitical risks and conflicts are on the increase, making international flows more complex and prompting states and organizations to turn inward more and more. For a Group like APLIX, which is highly international, the impact is significant.

In addition, pressure on prices has risen sharply, with each player in the chain seeking to offset some of the inflation it has suffered, and the end consumer seeking to regain purchasing power. Growth difficulties in certain countries, which generate overproduction, further accentuate this competitive pressure.

All these factors, while generating considerable organizational and economic tensions for our company, can also be seen in a positive light.

They encourage us to further develop regional exchanges, with positive impacts on our environment and ecosystem. They also potentially open the door to new partners who may previously have developed relationships with distant partners.

Economic pressures are driving us to innovate, to develop value-added products and proprietary technologies, but also to be more frugal. The questions of how to consume less, how to use fewer raw materials and less energy are becoming inescapable.

More than ever, we need to address these issues, in the general interest as well as the viability of our Group. This is proof, if proof were needed, that CSR and corporate sustainability go hand in hand.

Our ADN approach, initiated 10 years ago, was continued and enriched once again this year.

The jury's "coup de cœur du jury" CSR trophy awarded to us by the Pays de la Loire Region bears witness to this.

This year, we will complete the three-year cycle of our Afnor ENGAGE RSE roadmap, with an action plan completion rate of over 92%.

Having acquired sufficient maturity at French corporate level in establishing our scope 3 carbon footprint and defining our carbon trajectory in line with the objectives of Agenda 2030, we launched the same approach in our various foreign subsidiaries in 2024 to accelerate and intensify our positive impact.

Finally, we have entered the world of CSRD head-on, in order to take advantage of all the opportunities for progress and to be ready in 2026.

**Sandrine PELLETIER**

APLIX Group CEO

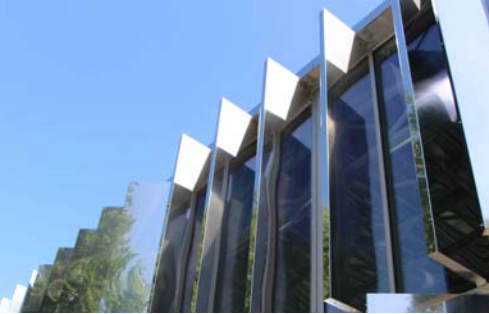
This document has been designed to have as little impact as possible.

We have used the 'gothic eco' font, which saves 33% ink during printing. Print this document only if necessary, on both sides if possible, and/or in booklet mode.



Find this document in  
digital format by scanning  
this QR code





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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



To support this policy, we are committed to :

- Implement this strategy, and define the underlying objectives
- Comply with current legal and regulatory obligations, the standards and benchmarks we apply, and the charters we have shared
- Propose and develop a safe product and services adapted to each customer
- Implement the human, financial, organizational and technical resources required to achieve our objectives
- Put Human Health and Safety at the heart of our organization
- Make our actions part of a continuous improvement process
- Protect the environment and promote sustainable development.

## 11 charters to support our strategy

- CSR Charter
- Environment Charter
- Human Resources Charter
- Ethic and Deontology Charter
- Diversity Charter
- Human rights and working conditions Charter
- Sustainable purchasing Charter
- Health and Safety Charter
- Product safety Charter
- Research and Development Charter
- Sustainable IT Charter

# Our business model

## Our resources and investments :

6 millions euros, 2.4% of our turnover dedicated to R&D,  
51.4% dedicated to raw material purchasing  
6 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.

*This value chain will be revisited when the  
CSRD is deployed in 2025 for the 2026 report.*



# CSR Committed

The scope of this report covers all APLIX operating sites.  
The report presents results for 2024.

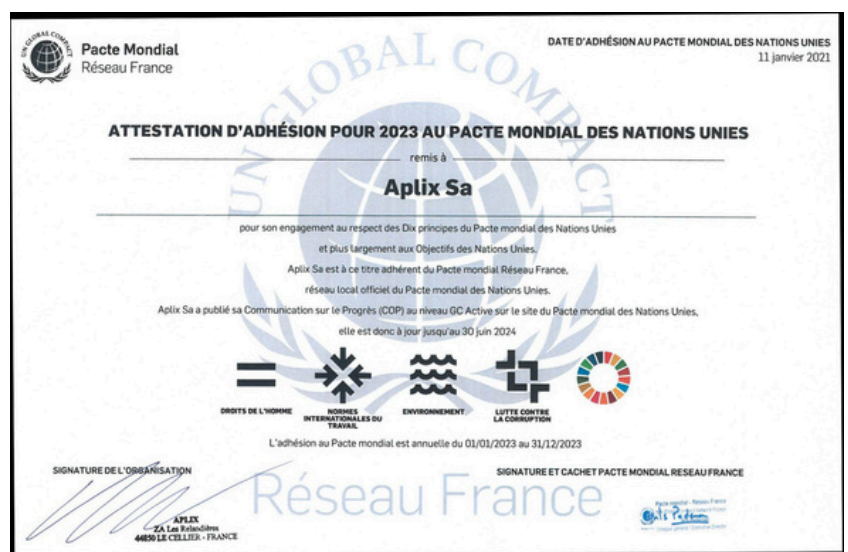
All our sites comply with international standards.



Committed to CSR since 2015, **APLIX S.A (France)** saw its **3 stars confirmed during the January 2025 AFNOR audit**. Following the principles of the ISO 26000 standard, it is distinguished by **an exemplary level according to the AFNOR Engagé RSE label**.



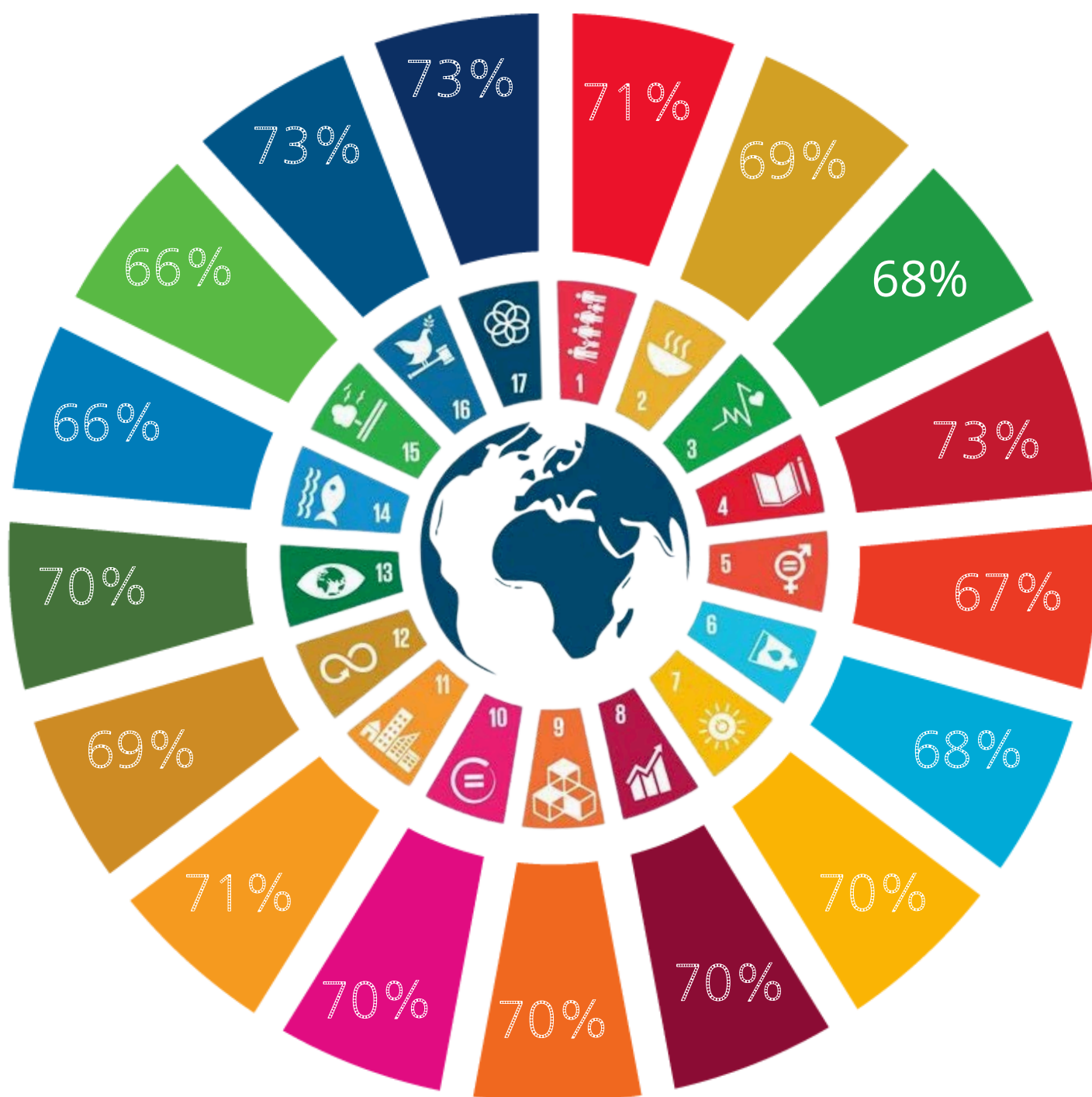
A member of the **Global Compact France network since 2021**, the company reaffirms its commitment to respecting international rules on **human rights, labor standards, environmental protection and the fight against all forms of corruption**. This report presents the results for 2023 and covers all APLIX operating sites.



Les indicateurs consolidés et la méthode suivie sont présents en fin de document.

# CSR Committed

## Our contribution to the 17 SDGs



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



# Our CSR charter



## CSR Charter

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organizational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company. Our approach has a name, "DNA, The Future Depends on Us".

We are committed to ensuring that relevant stakeholders benefit from:

### Customers

- Offering innovative, sustainable and responsible solutions
- Establishing collaborative partnerships to develop future products
- Bringing comfort and simplicity to our products
- Facilitating proximity through our locations

### Collaborators

- Prioritising health by providing optimal, safe working conditions
- Finding a balance between everyone's rights and duties
- Ensuring fair treatment
- Developing their skills and employability
- Promoting a balanced, respectful and constructive social dialogue

### Service Providers

- Creating and maintaining a balanced and responsible relationship over the long term
- Fostering relationships with local stakeholders
- Initiating co-development and partnership practices

### Planet

- Integrating an eco-design approach for our products
- Controlling and reducing our environmental impacts

### Shareholders

- Providing regular and sufficient information for informed decision-making
- Aiming for fair compensation based on results

### Territories

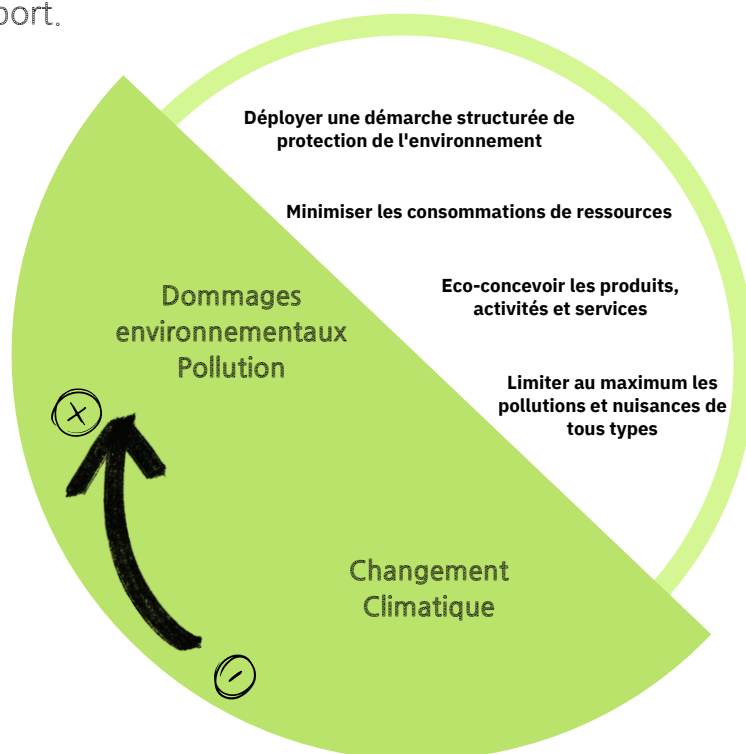
- Creating local dynamics
- Supporting the local economic and associative footprint

Our company's strategic focuses are in line with our values of respect, innovation, commitment and excellence. These commitments and the associated objectives, reviewed annually by Management to ensure their relevance, are broken down for all of our subsidiaries in a process of continuous improvement and controlled at each of our sites.

# Risk mapping

Risk management 2024 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.

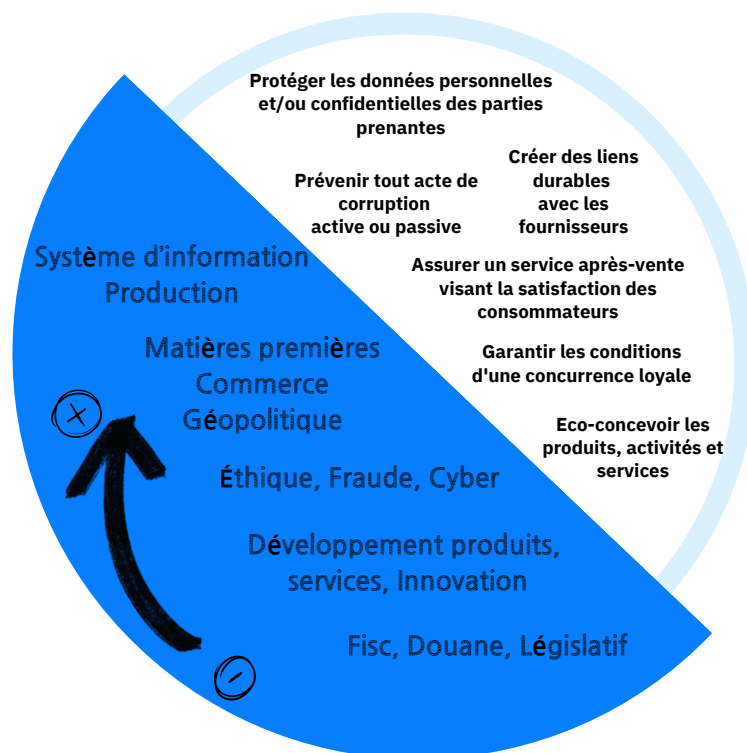
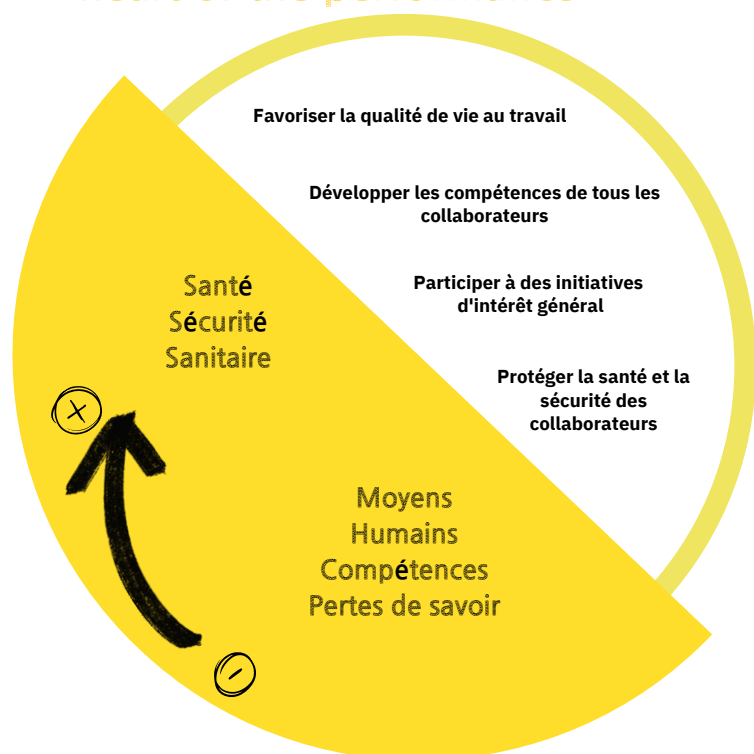
Following the analysis of our strategic committee, we have identified three main areas of focus, which are detailed in this report.



## Women and men at the heart of the performance

## A responsible development

## An innovative and efficient industry





# Women and Men at the heart of performance

1 PAS  
DE PAUVRETÉ



3 BONNE SANTÉ  
ET BIEN-ÊTRE



4 ÉDUCATION  
DE QUALITÉ



5 ÉGALITÉ ENTRE  
LES SEXES



8 TRAVAIL DÉCENT  
ET CROISSANCE  
ÉCONOMIQUE



10 INÉGALITÉS  
RÉDUITES



# Our Human Resources Policy

## A Human Resources policy based on :

- Involving all employees in the **CSR process**
- Facilitating opportunities for **dialogue** :
  - Social dialogue
  - Ethics and deontology charter
  - Internal barometer
- Respect **human rights** and labor law
- Promoting **diversity**
- **Ethics and deontology**
- Recruiting and **developing skills**
- Ensuring decent **wages and social protection**
- Guaranteeing **health and safety** in the workplace



# Our Human Resources Policy

Structuring our governance, defining the roles and responsibilities of everyone within the organization, and structuring our internal processes are all strategic priorities to ensure operational efficiency that meets our challenges. The Human Wealth Charter is at the heart of our practices.



## Charter on Human Resources

Employees are the Group's main asset, both as individuals and through their ability to work together. They are at the top of our scale of values. Respect for oneself and others is, therefore, a basic rule of behavior for the Group's employees, regardless of their level. Line managers have a special responsibility in this regard.

HR teams respect the rules and codes in order to create homogeneity and professionalism, and to guarantee application of the company's values. The application of these rules forms a charter of ethics, which each stakeholder of the company must respect and which is based on the following fundamentals:

### Giving meaning to professional responsibility

- Foster a sense of community by bringing employees together around projects
- Seek collective and individual success
- Giving meaning to the work that employees do

### Anticipate human and social implications

- Consider the new outlook of the region
- Predict and Anticipate in the collective interest

### Communicate to ensure cohesion

- Apply original and direct communication with its employees in order to legitimise the cohesion of the company
- Be transparent and clear, using the most appropriate communication channels

### Assist with Professional Development

- Take action on professional development and building of skills for all
- Achieve the highest levels of excellence

### Consider respect for the person as non-negotiable

- Respect every employee
- Consider the experience of each employee
- Anticipate the impact that decisions will have on them, both professionally and privately

### Promoting equity and diversity

- Ensure equal opportunities
- Fight against discrimination
- Value employees of all genders, ages, cultures

### Prevent conflicts of interest and ensure integrity

- Report any non-compliant situation
- Do away with activities that may disrupt operation of the company

### Guarantee confidentiality

- Honor strict confidentiality
- Behave with integrity
- Apply the practices necessary to guarantee it

### Kindness

- Encourage kindness
- Ensuring that "working together" and "living together" are the norm

Our company's strategic focuses are in line with our values of respect, innovation, commitment and excellence. These commitments and the associated objectives, reviewed annually by Management to ensure their relevance, are broken down for all of our subsidiaries in a process of continuous improvement and controlled at each of our sites.



# Involving all employees in the CSR process

## An award-winning CSR approach



Sandrine Pelletier, APLIX Group CEO, received the coup de ♥ award from the Trophées RSE - Pays de la Loire in 2024 for her eco-design approach, her sobriety policy, as well as her employee induction program and CSR awareness.



## Educational communication

We provide our employees with a simplified explanation of our CSR approach. This document is posted on the company's communication panels.

### Notre Politique ADN



Notre démarche RSE s'appelle ADN:  
L'Avenir Dépend de Nous



Qu'est-ce que la RSE?



La Responsabilité Sociétale des Entreprises est fondée sur 3 piliers. Un système économique viable n'est possible que dans une société pérenne, équitable, vivable, dans la diversité. Cette société est, elle-même, dépendante d'un environnement protégé et durable.

Qu'est-ce qu'un développement durable?

Le développement durable est « un développement qui répond aux besoins du présent sans compromettre la capacité des générations futures à répondre aux leurs », selon de Mme Brundtland, première ministre de Norvège 1987.



Qu'est-ce qu'un ODD?

Les Objectifs de Développement Durable (ODD) définissent 17 priorités pour un développement socialement équitable, sûr d'un point de vue environnemental, économiquement prospère et prévisible à horizon 2030. Ils ont été adoptés en septembre 2015 par l'ONU dans le cadre de l'Agenda 2030.



Nous pouvons retrouver les ODD sous forme de bonnet. Le cercle intérieur, représente le plancher social. Le cercle extérieur représente le plafond environnemental qu'il ne faut pas dépasser. L'humanité devant vivre à l'équilibre entre ces 2 éléments. (Ref : Kate Raworth)

1/3

Qu'est-ce que la norme ISO 26000?

Cette norme ISO propose une démarche structurée basée sur 7 thèmes. C'est le Label Afnor ENGAGÉ qui vient alimenter notre feuille de route RSE.



Quel est le rapport avec la norme 14001?

La norme ISO 14001 définit une série d'exigences que doit satisfaire le système de management Environnemental. Elle vient contrôler notre protection de certains aspects environnementaux significatifs.



2/3

Quelles sont nos grandes actions RSE?

Notre plan RSE tri-annuel comporte 174 actions. Nous allons notamment y retrouver : Les achats responsables, le bilan carbone, la démarche d'éco-conception 5R+S, la lutte anti-corruption, la réduction des déchets, la diversité, le dialogue social, le numérique responsable, la sobriété en eau et en énergie, entre autres...



Chaque geste compte



Est-ce une démarche goupee ?

Oui. Nos 6 sites monde, entrent dans la même démarche, les mêmes objectifs, normes. Nos clients, partenaires et financeurs sont très attentifs à ce sujet et nos engagements débutés en 2015 sont un atout commercial indéniable.



Où puis-je trouver des informations sur le sujet?

L'intégralité de notre démarche, actions et indicateurs se trouvent dans notre rapport RSE aussi appelé DPEF. Ces informations sont disponibles sur notre site internet, dans easy doc, dans les salles de pauses. Pour toute question, contactez aussi notre coordinateur RSE au 6047.



3/3

# Involving all employees in the CSR process

## CSR morning sessions

In June 2024, APLIX S.A. was pleased to welcome members of the MFQM network and ADECC for a morning session on CSR. Several of our employees spoke about the choice of bioplastics, eco-design, the 5R+S organization and the systematic awareness of CSR among all employees.



*"A very high-quality, well-organized, well-documented and dynamic visit with 3 technical and educational interlocutors, passionate and fascinating".*



**Charlotte MAHARDOUR**  
Regional Manager  
MFQM Pays de la Loire

## CSRD Training



To help our subsidiaries implement the new EU law, we have rolled out a CSRD Training program for all our employees.

*"The aim of this initiative is to strengthen understanding of the European CSRD directive, which imposes increased obligations in terms of extra-financial reporting. By training our teams, we ensure that transparency and sustainability requirements are integrated into our strategic and operational processes. This approach enables us to prepare our company for the challenges of tomorrow, while consolidating our role as a responsible and committed player."*



**Antonio NETO**  
Quality Director  
PARAFIX




# Involving all employees in the CSR process

## Soft mobility

We encourage our employees to use soft mobility by means of incentives and dynamic, informative communication.

For example, APLIX S.A. has introduced a contribution-exempt allowance for employees who use “soft mobility” modes of transport to commute to and from work.



### NOTE DE SERVICE

#### Accompagnement des mobilités douces / forfait mobilités durables

Afin de promouvoir des moyens de transport plus écologiques, le forfait mobilités durables permet d'attribuer une indemnité exonérée de cotisations aux salariés privilégiant les modes de transport dits « à mobilité douce » pour effectuer leurs trajets entre leur résidence habituelle et leur lieu de travail.

L'accord NAO du 23/01/2023 a permis la mise en place d'une prise en charge spécifique pour les salariés utilisant un des modes de déplacement suivants :

- le vélo, avec ou sans assistance électrique ;
- le covoiturage en tant que conducteur ou passager ;
- les transports publics de personnes (à l'exception des frais d'abonnement concernés par la prise en charge obligatoire des frais de transports publics) ;
- les autres services de mobilité partagée ;
- le cyclomoteur (véhicule de catégorie L1e ou L2e), la motocyclette (véhicule de catégorie L3e ou L4e) et l'engin de déplacement personnel (engin de déplacement personnel motorisé ou non motorisé) en location ou en libre-service, motorisé non thermique (véhicules électriques, hybrides rechargeables ou à hydrogène) ;
- l'engin de déplacement personnel (engin de déplacement personnel motorisé ou non motorisé) dont le salarié est propriétaire (motorisé non thermique, véhicules électriques, hybrides rechargeables ou à hydrogène).

Cette prise en charge, « forfait mobilités durables », est versée à hauteur de 2,11 € par jour travaillé au cours duquel le salarié est venu et reparti du travail à l'aide de l'un des moyens de déplacement cités ci-dessus.

Le forfait mobilités durables n'est pas cumulable avec la prime de transport journalière.

Vous trouverez en page 2, l'attestation sur l'honneur à compléter et vous transmettrez au plus tard pour le 17 février 2025 pour bénéficier du dispositif.

L'exonération de cotisations du forfait mobilités durables est conditionnée par la preuve de l'utilisation des sommes allouées conformément à leur objet : ainsi, les salariés souhaitant bénéficier de ce dispositif devront fournir au service Ressources Humaines, pour chaque année civile, une attestation sur l'honneur ou un justificatif de paiement relatifs à l'utilisation effective d'un ou plusieurs des moyens de déplacements susvisés.

Diffusé par le service Ressources Humaines le 15/01/2025

## LOM law

In response to the LOM law and as part of our sustainable mobility strategy, we have installed charging points for electric vehicles from Nantes-based Sparklin.

These modern, accessible charging stations promote the transition to low-carbon mobility for our employees and visitors. To date, **15 charging stations** have been deployed, with expansion capacity planned to meet growing demand in the near future.

*"Having owned an electric car for the past 2 years, I was delighted when APLIX installed an electric charging station service.*

*Plugging in is so easy, it's like being at home. And with the Sparklin app, it's really easy to keep track of payments and consumption for the budget."*



**Olivier BLANC**  
Marketing Director  
Personal care EMEA

### Notice utilisation Prises VE



- 01 Je stationne mon véhicule**  
En marche arrière comme prévu par le règlement du parking. Exceptionnellement les véhicules disposant de trappe de charge à l'avant sont autorisés à se garer en marche avant.
- 02 Je 'scan' le Qr Code**  
Avec mon smartphone, je viens lire le QR code de la prise. Une application **Sparklin** va se télécharger. Je renseigne mon identité pour la création du compte. Le numéro de téléphone est obligatoire pour la double authentification.
- 03 Je renseigne ma CB**  
Je communique mon moyen de paiement pour valider la connection payante à l'appli.
- 04 Je charge**  
Je sélectionne le numéro de prise sur lequel je suis branché-e. Je peux suivre ma consommation en direct sur l'appli. En cas de file d'attente, je libère la place en fin de charge.
- 05 Quand c'est fini...**  
Je viens cliquer dans l'appli sur "stopper la charge" et je viens débrancher mon câble. Je peux récupérer mon bilan et justificatif de charge dans 'mon historique'.

APLIX Fastening the future

V1.1 08/01/2024

# Social dialogue

At APLIX, we facilitate opportunities for dialogue to take account of employees' expectations, and use several channels that enable the company to hear its employees' views:

- **The social and economic committee (CSE)**, which relays concerns about wages, labor law and collective agreements;
- **Regular information-sharing meetings**, during which everyone can express their needs and expectations, and occasional discussion sessions organized to coincide with strategic developments;
- **An internal barometer**, which has been in existence for 9 years, reached a participation rate of 62% in 2024. This has enabled us to identify priority actions to be implemented by 2025.

*“APLIX's social and economic committee (CSE) elections took place in October 2023. They enabled us to renew the members of the CSE by including a larger number of managerial staff representatives. This team is also made up of representatives from a variety of trade union backgrounds, providing a better vision, a complementary viewpoint and a different approach to the company's issues. All this while remaining close to all employees. This first year has enabled us to begin training for our responsibilities as elected representatives, and to establish a quality social dialogue with management, based on listening and shared values.”*



**Benjamin DE WASCH**  
Union delegate CFE-CGC

# Internal barometer

An internal social barometer, which has been in existence for 9 years, reached a participation rate of 62% in 2024 (up 10% on 2023). The survey helped identify priority actions to be implemented by 2025.



**62%**

Participation rate  
(compared with 52% in 2023)

**69%**

of employees consider that safety conditions and occupational risk prevention measures are sufficient  
(compared with 71% in 2023)

**85%**

of employees feel good in their work team  
(compared with 86% in 2023)

**85%**

of employees feel comfortable with their manager  
(compared with 80% in 2023)

**67%**

of employees feel be satisfied working at APLIX  
(compared with 68% in 2023)

The 2024 barometer showed that the Group performed well in the fight against sexist and sexual harassment. Indeed, 90% of respondents indicated that they knew who to turn to if they were the victim of disrespectful or unethical behavior (in 2024, no reports were received).



# Respect human rights and labor law

In 2024, no accidents or serious human rights impacts were detected in connection with APLIX employees.



## Charter on Human Rights and Working Conditions

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organizational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company.

We are committed to respecting and promoting the universal principles of human and labour rights, as defined by applicable international and national standards, as well as by industry and company agreements. We recognize that every person has the right to be treated with dignity, fairness and respect.

### Working conditions

- Guarantee safe, healthy and dignified working conditions for all its employees and external stakeholders
- Comply with international labor standards on work hours, pay, paid leave and occupational safety

### Fight against discrimination

- Condemn all forms of discrimination, whether based on gender, ethnic origin, religion, sexual orientation or any other criterion defined by law
- Promote an inclusive work environment that respects diversity

### Fight against illegal child labour

- Strongly oppose child labor and honor a commitment to refrain from using child labor in its activities
- Ensure that its entire supply chain complies with this commitment

### Protection of minorities and vulnerable people

- Recognize and respect the rights of minorities and vulnerable groups
- Ensure that its activities do not infringe on their human rights and traditional way of life

### Right to decent work

- Offer its employees decent work, which respects their dignity and fundamental rights
- Promote access to training, professional development and management of the work-life balance
- Protect people from forced labor and modern slavery

### Ensure compliance with the charter

- Put appropriate procedures and control mechanisms in place, as well as inform all employees
- Encourage transparency, open communication and the active participation of all employees in the continuous improvement of our practices with regard to human rights and working conditions.

Our company's strategic focuses are in line with our values of respect, innovation, commitment and excellence. These commitments and the associated objectives, reviewed annually by Management to ensure their relevance, are broken down for all of our subsidiaries in a process of continuous improvement and controlled at each of our sites.

# Ethics and Deontology

Employees can report any actual or anticipated non-compliance with a legal or regulatory provision, or with the APLIX Code of Ethics, through the whistle-blowing procedure described in the Code.



## Charter on Ethics and Professional Conduct

The company conducts its activities in a rigorous, efficient and dynamic manner; its image and development depend on it. This code of ethics expresses the general meaning and principles that everyone agrees, personally, to respect within the framework of the assignments incumbent upon them. It is part of a continuous process of improving professional practices. It is supported by the company and is intended to apply to each employee and manager.

### Moral integrity

- Under all circumstances, strive to give the best image of the company and to prohibit any practice likely to harm the company.
- Never seek to benefit personally from the professional relationships maintained with suppliers or subcontractors with the company.
- Refuse any type of offer that could compromise one's independence of judgment or that could call into question one's moral integrity.

### Confidentiality

- Respect the confidentiality of information both inside and outside the workplace, even after business hours.
- Refrain from disseminating or using company data outside the professional context.
- Comply with the rules defined by the CNIL

### Respect for others

- Refrain from practicing discrimination or making inappropriate comments, in particular with regard to religion, sex or physical appearance.
- Ensure that one's actions and words are not likely to undermine the rights and dignity of one's colleagues and collaborators, alter their physical or mental health or jeopardize their professional future

### Prevention of conflicts of interest

- Respect the interests of the company by avoiding any situations which could have a direct or indirect interest or influence on the way in which he or one of its employees performs their duties or responsibilities or their motivation for doing them.
- Act in the legitimate and exclusive interest of the company with a constant concern for protecting it, including its image and reputation
- Be careful not to create and make sure to avoid any situation that could place them in a conflict of interest.
- Undertake to report any situation involving a risk of conflict of interest concerning them in order to determine the most appropriate way to act.
- Devote all of one's professional activity to the service of the company.

### Prevention of corruption and influence peddling

- Decline any gift or invitation.
- Commit to complete independence, objectivity, impartiality, efficiency and good use of the company's financial resources, in the daily practice of its business and its corporate mandate.
- Choose candidates based on the quality of their products or services and the prices charged through competitive bidding according to regulations, standards and internal procedures in effect.
- In the context of one's professional activities, observe rigorous political neutrality with regard to local elected representatives, political parties or associations.

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# Ethics and Deontology

## SAPIN II Awareness

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.



**Johanna SCHRAFFL-GRELIER**  
Export Sales Manager

*"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 pleasant to follow. There is sometimes repetition, but we understand at the end that this is for better memorization. The final quiz lets you see if you've assimilated the issues through real-life situations."*

## APLIX Ethics committee

The Ethics Committee met in 2024 to summarize recent textual changes on the subject. The Committee did not receive any referrals during the year, but employees are informed that there is a dedicated procedure and a dedicated digital mailbox.

## Key figures

0

No. of employees  
under 16 in  
workforce

100%

Employees trained  
to ethics code

0

No. of alerts



# Promoting diversity



## Diversity Charter

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organizational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company.

The diversity charter has been jointly signed with the "Les entreprises pour la cité" network since 2020 and the commitments are:

### Recruitment Training

- To raise awareness and train our leaders and managers involved in recruitment, training and career management

### Non-discrimination

- To promote application of the principle of non-discrimination in all management activities and decision-making activities within the company and, in particular, in all stages of human resources management

### Representativeness

- To promote the representation of diversity in all countries where we are established, in all its components and at all levels of responsibility.

### All stakeholders

- To communicate the commitment to diversity to all employees, customers, partners and suppliers, in order to encourage them to respect and deploy these principles.

### Social dialogue

- To make the development and implementation of the diversity policy a subject of social dialogue with staff representatives.

### Progress

- To regularly assess the progress made and inform, internally and externally, about the practical results from the implementation of these commitments.

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# Promoting diversity

Priority is still given to ensuring team diversity in terms of age, career path and gender at all hierarchical levels.



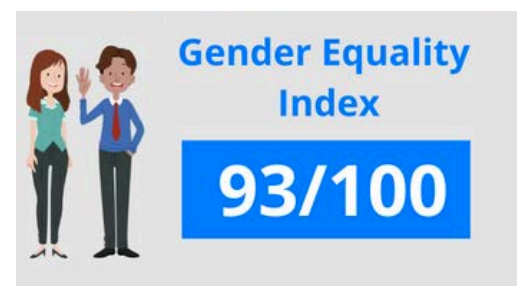
## The strength of our differences



APLIX has been a signatory of the Diversity Charter since 2020, and has always been committed to respecting differences, whatever they may be. By valuing diversity, we recognize and respect the strength of our differences. We believe that having employees from different backgrounds, whether in terms of experience, qualifications, culture, etc., is a source of wealth for the company. We focus on the skills, performance and interpersonal skills of our employees.

## Our commitment to gender equality

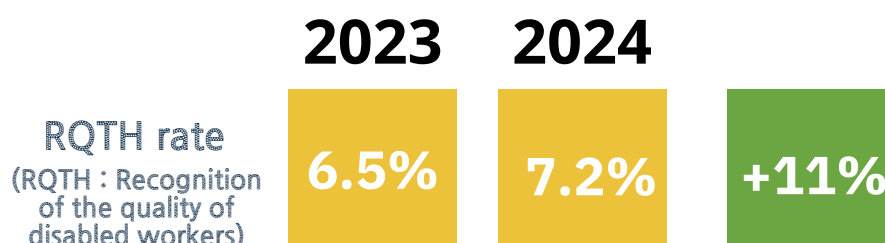
APLIX teams were **42%** female in 2024. The latest known male/female index is **93%**.



## Our disability policy



APLIX is committed to combating all forms of discrimination, particularly against people with disabilities. APLIX employs **7.2%** of disabled people.



# Promoting diversity

## A week dedicated to invisible disabilities



*"As every year, APLIX took part in the 28th edition of the European Week for the Employment of People with Disabilities. This year, the theme was psychological disorders. This condition affects 3 million French people. It can take a variety of forms, affecting everyone at any stage of life. The aim was to raise awareness of various invisible disabilities (Asperger's syndrome, agoraphobia, depression) to better understand them and thus prevent as much as possible the misconceptions and prejudices that these people may face, in addition to the difficulty linked to the disability itself".*



**ELISE GUILLE**  
Nurse

## DUO DAY 2024

As part of DuoDay, we welcomed Céline, who spent the day with Anne, our receptionist, with the aim of discovering a new profession. For people with disabilities, DuoDay offers the opportunity to discover a working environment, define a professional project, initiate a path to integration, and convince an employer of their potential in terms of integration, performance and autonomy.



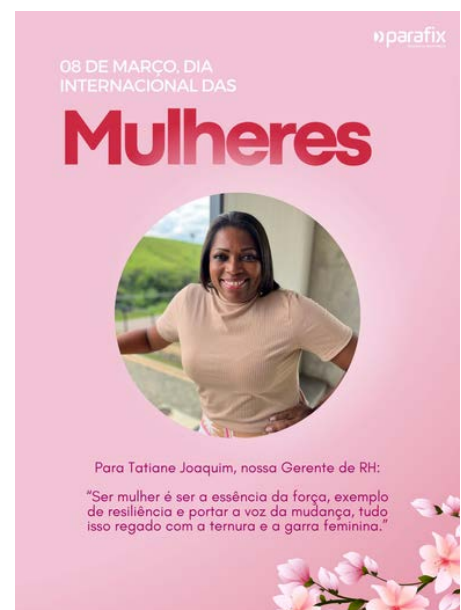


# Promoting diversity

## PARAFIX

To mark International Women's Day, our Brazilian subsidiary organized an internal donation campaign among our employees to support women in vulnerable situations. Thanks to the incredible solidarity shown by everyone, we succeeded in collecting over 610 personal hygiene items, which were delivered to the Casa Transitória de Jundiaí. This institution houses children and teenagers in socially vulnerable situations, referred by the Guardianship Council.

In addition, we launched a recognition initiative, encouraging every employee to write a letter of appreciation for a colleague, highlighting their qualities, achievements and contributions. 216 letters were written. We believe that these words of support and encouragement help strengthen the bonds within our team and foster a more collaborative and supportive working environment.



## APLIX SHANGHAI



On Women's Rights Day, our Chinese subsidiary presented a gift to all its female employees.



# Recruiting and developing skills

Skills-based recruitment is a way for the Group to meet current and future needs.

To meet its recruitment needs, the Group is strengthening its employer brand. It is increasing its visibility on LinkedIn and participating in student forums and engineering schools. It is also committed to retaining its employees through personalized skills development plans, facilitated by a clear definition of the roles and responsibilities associated with each position.

A further step will be taken in 2025 with the formalization of a repository of attitudes expected by APLIX, according to the positions and professions concerned, the drafting of job descriptions throughout the organization, and the creation and deployment of managerial training courses for team leaders.

APLIX also strives to innovate on social issues.

APLIX was one of 113 companies rewarded by the Nantes metropolis, receiving its “Welcoming Company” certificate once again in 2024.

APLIX attracts a wide variety of profiles with complementary skills and abilities, with a balanced age pyramid and diverse professional experience, sometimes far removed from the industry (service, transport, crafts...).

We are also committed to developing students' skills to enhance their employability on the job market. Thus, in 2024, we welcomed 12 interns and 14 alternating work-study students. In-house tutors are made aware of and trained to supervise interns. In this way, we prepare for the organization's future needs.

We involve our employees in our recruitments by paying a co-optation bonus of **600 euros** for all confirmed recruits over 6 months.



APLIX S.A has been awarded the “Entreprise accueillante” certificate for the 3rd year running, marking its commitment to employment in the Nantes Métropole area.



# Training

In France, APLIX S.A. delivered 11,756 hours of training to its 390 French employees in 2024, i.e. over 30 hours of training per employee per year (compared with 28 the previous year).

	2023	2024
Number of training hours	11583	11756
Number of training actions	930	914

Training for 92% of managers to ensure that the same frame of reference for postures and responsibilities is shared by all APLIX managers, so as to ensure an equitable approach and common practices.

In-house training on quality, safety and good hygiene practices.

Certification courses for operators run by outside organizations: CQP production machine setter, CCE company tutor, injection press adjustment, AMDEC, etc.

Safety training courses run by external organizations on the following subjects: SST, moral and sexual harassment referent, electrical installations, working at height.



# Training

## In USA at APLIX Inc.

	2023	2024
Number of training hours	485	922
Number of training actions	209	340

All members of management have undergone online training to raise awareness of good manufacturing practice and assess skills.

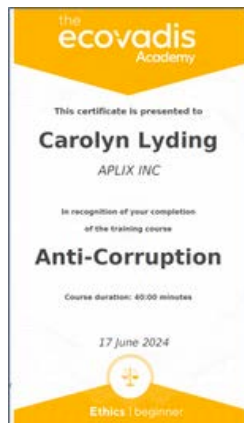
All production operator training checklists are being migrated to the new LMS for more efficient tracking and analysis of operator certifications.

New employee induction, compliance and safety training are being fully automated.

Education materials and benefits training courses are made available to all staff via the digital platform or mobile app.

The HR team received anti-corruption training.

12 front-line supervisors took part in an 8-week (32-hour) Dale Carnegie leadership training program.



# Training

## In Brazil at PARAFIX

	2023	2024
Number of training hours	2371	6854
Number of training actions	1611	2284

### PFX Leadership Program

Our PARAFIX subsidiary brought together its entire management team for a series of comprehensive training sessions aimed at improving key management skills. These sessions covered a variety of essential topics, including leadership development, effective communication strategies, and the importance of delivering constructive feedback.

Additionally, we explored the concept of corporate ambidexterity, equipping our leaders with the ability to balance both short-term goals and long-term innovation. By providing our leadership team with these critical tools, we aim to foster a culture of continuous improvement and adaptability within the organization.



# Training

## In China at APLIX Shanghai

	2023	2024
Number of training hours	101	2694
Number of training actions	991	1791

In the first half of 2024, APLIX Shanghai organized a total of 81 various training sessions for employees, representing a cumulative training time of 1,576.5 hours. The average training time for each employee was 22 hours.

## Global result for the APLIX Group, in 2024

	2023	2024	
Number of training hours	14540	22227	+53%
Number of training actions	3741	5329	+42%



# Ensuring decent wages and social protection

APLIX offers everyone a decent wage and social protection against loss of income due to illness, unemployment, industrial accidents, parental leave and retirement.

The latest equality report showed that women's salaries were **99%** higher than men's, and **96%** higher than men's for supervisors.

Short- and medium-term incentive compensation schemes (profit-sharing, variable systems) also enable employees to share in overall performance.

## In USA at APLIX Inc.

In 2024 we saw some positives trends with respect to associate turnover; on track to achieve our goal of < 10% for the year in an industry where turnover trends are upwards of 23%. We also filled all open salary positions and enhanced retention strategies in the areas of incentive programs and total rewards.

# Guaranteeing health and safety in the workplace



## Charter on Health and Safety

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organizational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company.

APLIX places the health and safety of its employees and partners at the heart of its priorities. This is part of a broader CSR commitment. It aims to support the well-being of employees and to promote a safe, inclusive and respectful work environment.

### Prevention of risks

- Identify, assess and prevent occupational risks in the single assessment document for professional risks through systematic and regular analysis of workstations, procedures and accidents
- Integrate demanding risk management tools and methods, adapted to our industry

### Promotion of occupational health

- Implement awareness and training programs to encourage responsible behavior with regard to physical and mental health
- Ensure that our employees benefit from appropriate personal protective equipment and that they use it wisely
- Promote work-life balance, notably through initiatives to favor the quality of the work environment

### Culture and dialogue

- Involve all stakeholders in our health and safety approach, promoting constructive dialogue with employees and staff representation bodies
- Develop a culture of safety through transparent communication, and the exchange of feedback

### Innovation and technologies

- Adopt advanced technologies to improve working conditions and minimize health and safety risks
- Encourage pilot initiatives to integrate sustainable and safe solutions into our industrial processes

### Role and responsibility of each stakeholder

- Ensure that the human, technical and financial resources integral for implementation of this charter are mobilized
- Enforce instructions and actively contribute to the prevention of risks by reporting and stopping any dangerous situation
- Encourage our partners to adopt our health and safety standards

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# Guaranteeing health and safety in the workplace

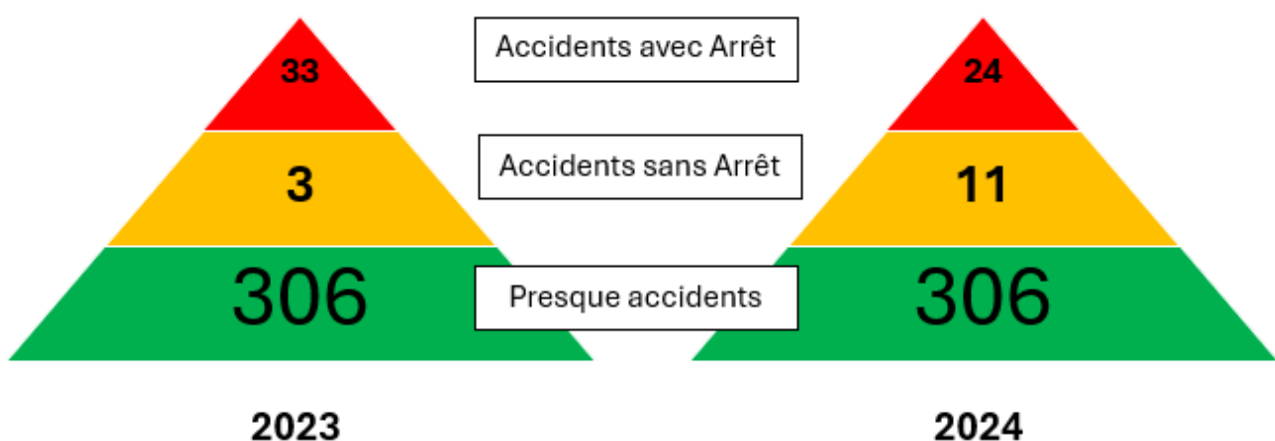
Since the industrial environment by its very nature involves health and safety risks, APLIX has made this one of the pillars of its human resources policy.

We pay particular attention to our operational teams, who are subject to greater health and safety risks than other staff.

Our occupational health and safety policy is based on awareness, communication and team involvement. As a result, **100%** of employees have been trained in safety issues and rules (golden rules, safety at the workstation, single document, etc.).

A global plan to develop a strong safety culture has been put in place, thanks to regular indicators, communication actions with teams and a steering committee for the global safety policy.

The BIRD Pyramid is a risk management model that categorizes corporate (safety) events into three levels: serious accidents, non-stop accidents and near misses. This model shows that a serious accident is often preceded by numerous non-stop accidents and near-misses which, if detected and analyzed, could have prevented the final accident (which can be fatal). By encouraging the reporting and analysis of events that may appear less serious, the BIRD pyramid helps to identify and correct faults before they cause major damage. It thus fosters a culture of transparency and continuous improvement, reinforcing safety and operational efficiency. In short, the BIRD Pyramid helps reduce risks, protect employees and improve overall corporate performance.



Despite preventive action, BIRD is not improving. APLIX is committed to correcting and preventing these accidents, and has made this an absolute priority for 2025. A communication, awareness-raising and training program is currently being defined to limit health and safety risks as much as possible.



# Guaranteeing health and safety in the workplace

## Target 0 accident

**A GLOBAL SAFETY APPROACH BY EVERYONE, FOR EVERYONE  
ALL SUBSIDIARIES**

	2023	2024	
Frequency rate	17.34	14.69	-15%
Severity rate	0.78	0.58	-25%
Safety Index	13.52	8.55	-37%

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.

# Guaranteeing health and safety in the workplace

## In Brazil at PARAFIX

### SIPATMA - Together for a Safe and Sustainable Environment!

In 2024, our Brazilian subsidiary, PARAFIX, successfully held another edition of #SIPATMA (Internal Week for Accident Prevention and Environmental Awareness), a week dedicated to raising awareness and promoting education on essential topics related to workplace safety, environmental responsibility, and community well-being.

Throughout the week, we covered important subjects such as Climate Change, Harassment, Mental Health & Well-being, Risk Perception, Hand Care, and Financial Education. This initiative provided an invaluable opportunity for knowledge exchange and the sharing of experiences, all with the goal of fostering a safer, healthier, and more inclusive work environment.

To conclude the week, we held a special coffee gathering and distributed a token of appreciation to thank all participants for their engagement and contribution.





# An innovative and efficient company

**3** BONNE SANTÉ  
ET BIEN-ÊTRE



**6** EAU PROPRE ET  
ASSAINISSEMENT



**7** ÉNERGIE PROPRE  
ET D'UN COÛT  
ABORDABLE



**8** TRAVAIL DÉCENT  
ET CROISSANCE  
ÉCONOMIQUE



**9** INDUSTRIE,  
INNOVATION ET  
INFRASTRUCTURE



**11** VILLES ET  
COMMUNAUTÉS  
DURABLES



**12** CONSOMMATION  
ET PRODUCTION  
RESPONSABLES



**13** MESURES RELATIVES  
À LA LUTTE CONTRE  
LES CHANGEMENTS  
CLIMATIQUES



**14** VIE  
AQUATIQUE



**15** VIE  
TERRESTRE





## **An innovative and efficient industry based on:**

- An **innovation** policy that integrates all environmental issues.
- **Marketing and Sales** teams who promote products that bring real benefits to our customers and end consumers, while taking a responsible approach.
- A determination to limit the use of our **Resources** through sober consumption and constant waste reduction.
- Analysis and management of our **Carbon Footprint** and our **Environment**.
- Strong **Quality** commitments that guarantee the reality and solidity of our approach.

# Innovation

## Our new 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 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.



### Charter on Research and Development

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Research and innovation are at the heart of APLIX's strategy.  
Our R&D policy aims to develop new products and processes, in respect of our CSR commitments, according to the following principles:

#### Innovating for our future

- Propose technological breakthroughs in line with sustainable development objectives.
- Develop and maintain the eco-design philosophy within the teams.
- Perform LCAs of products in the development phases.
- Assist in marketing to our customers in order to better understand their needs and their longer-term strategy, while ensuring that environmental aspects are taken into account.
- Develop the use of artificial intelligence as tools for research, control, development or creativity.

#### Respect our planet

- Integrate environmental and social aspects to define our focus in terms of product development, notably through the 5R+S assessment: "Refuse, Reduce, Reuse, Repurpose, Recycle + Social".
- Favor local suppliers, for materials as well as for equipment and services.
- Choose raw materials that respect the environment and the people who produce them.
- Anticipate changes in raw materials through regulatory monitoring.

#### Develop our products and processes

- Evolution of our means of production towards technologies that are more respectful of the operator and the environment.
- Develop our measurement tools to reflect products on the market and streamline new products under development.
- Integrate recycling into the study of new products.
- Evaluate the environmental impact of existing products and processes and determine the levers for improvement.

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# Innovation



In 2024, we devoted a great deal of effort to optimizing the use of our SOFTGRIP platform, which enables us to manufacture single-material, 100% recyclable products. To improve the competitiveness and attractiveness of these products, we worked on 2 development axes: lowering costs and adding unique functionalities to our products.

Cost reduction is achieved through weight reduction, the use of new plastics, and improved tooling and machinery. For the development of new products, we have taken advantage of the specific features of our production lines, enabling us to offer unique, customized solutions tailored to our customers' needs.

Reusing our old production lines, originally developed for hygiene markets, we have developed new hooks for industrial markets. Here, we apply the 5Rs “Recycle” principle to our old machines.



2024 was also marked by a return to developments in plastic injection molding, enabling the French company to reinternalize an activity that is currently outsourced.

In the disposable packaging sector, to meet new recyclability requirements, we have developed products using materials better suited to the new recyclable films.

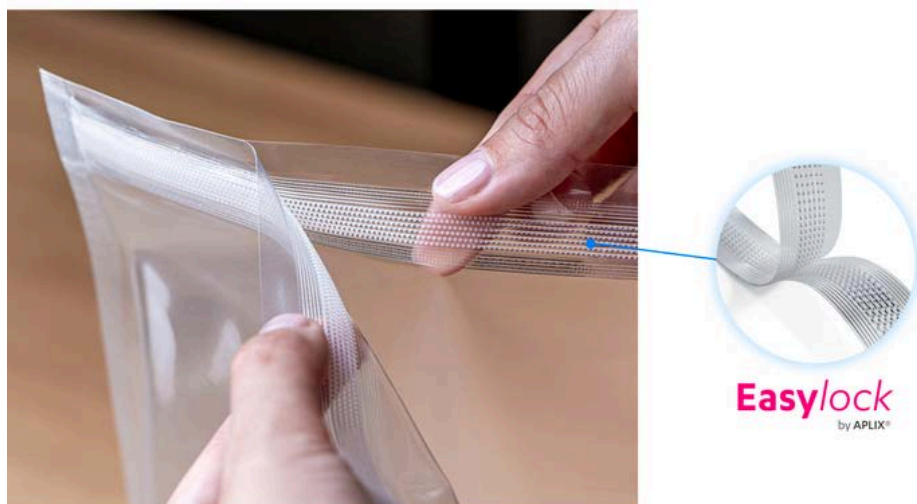
Finally, we continued our research to identify the most suitable and economical compostable materials for our compostable range of baby diapers.





# Marketing and sales

Since its launch, the Easylock by Aplix® closure system has become the benchmark for resealable pouches in the food industry, particularly for dried fruit, powders and petfood.



Easylock by Aplix® is highly acclaimed by consumers for its ease of closure. Unlike other zipper closure, it does not require precise alignment: a simple press allows hooks to engage at several levels, securing the package. It's also a sensory and intuitive closure, offering an audible and tactile feedback when opening and closing. This gives to consumer a clear indication that the packaging is closed every time.



All these advantages mean that many of the bags competing for the Product Innovation Award at INTERZOO 2024 were equipped with our intuitive closure.

Easylock by Aplix® is a 100% polyethylene recyclable closure (accredited by Trex®) that meets consumer and corporate demand for more eco-responsible packaging. In 2025, APLIX is launching a new 100% Polypropylene version to support its customers in their quest for 100% recyclability.

# Marketing and sales

APLIX continues to develop new Intermold® applications, while expanding the range of materials that can be used with this technology.

As a reminder, Intermold® technology makes it possible to create hook zones on a plastic part during the injection phase. As a result, we have parts equipped with 100% recyclable hooks, and eliminate the need for adhesive hook tapes that have to be positioned manually on plastic parts.



Until now, these parts were made in PP, PA6 and POM, but we are now able to create hooks in ABS/PC, opening up new horizons for technical applications in the aeronautical, automotive and medical sectors, while reducing the carbon footprint of adhesive hooks.

## Focus on sunroof fastening in the automotive industry



APLIX markets and innovates in the field of automotive headliner fastening. Our invisible, hook-and-loop fastening system enables assembly line operators to assemble headliners to the vehicle structure manually or with the help of a robotized arm, with minimal joining effort.

Intermold® technology enables hooks to be created on an injected plastic part in a single step, making this single-material part lightweight and recyclable. These parameters are very important on the latest generation of vehicles, particularly electric vehicles.

The APLIX solution therefore competes with other traditional solutions such as magnets, whose cost, weight, supply difficulties linked to high demand and environmental impact are putting a strain on automakers.

Intermold® parts are technically reliable, fit into tight spaces and can be hooked and unhooked for maintenance operations without damaging retention forces.

# Marketing and Sales

## Our website

Our website, designed in 2019, is complex, made up of numerous pages linked to our multi-market and multi-language constraints.

In anticipation of an upcoming redesign that will enable significant optimization, we have taken a first step to improve its performance and loading time. Obsolete files have been removed and the weight of images reduced.

The work is not finished, but we've already achieved a very good result in less than a year:

### Website performance results in November 2023

GTmetrix Grade			Web Vitals		
D	Performance 48%	Structure 79%	Largest Contentful Paint 2.4s	Total Blocking Time 841ms	Cumulative Layout Shift 0

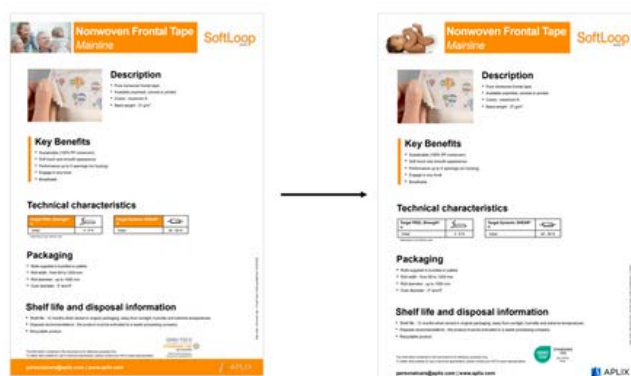
### Website performance results in September 2024

GTmetrix Grade			Web Vitals		
B	Performance 86%	Structure 79%	LCP 1.1s	TBT 132ms	CLS 0

Source : <https://gtmetrix.com/blog/everything-you-need-to-know-about-the-new-gtmetrix-report-powered-by-lighthouse/>

## Print documentations

Most of our flyers and data sheets are sent by e-mail in PDF format. As a result, we print very little documentation throughout the year. All our printing for Europe is carried out locally in Nantes on PECF/10-32-3010 certified paper by a printer recognized for its CSR approach. For the past 2 years, we have been working to reduce the color zones on our documentation (see example below).



## LinkedIn publications

In 2024, 1/3 of all publications concerned CSR topics (37 CSR publications out of a total of 109 publications in 2024). We also observed that CSR-related publications were the ones that generated the most interaction.



# Resources



## Environment Charter

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organizational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company.

This charter reflects our determination to actively contribute to the preservation of natural resources and to the fight against climate change. It aims to formalize our commitments to the environment and act in transparency with all our stakeholders.

### Sustainable management of resources

- Optimize the use of raw materials and prioritize the circular economy
- Reduce energy consumption by focusing on renewable sources and improving energy efficiency
- Protect water resources by limiting their use and preventing the risk of pollution

### Combating global warming

- Reduce our greenhouse gas emissions (direct and indirect emissions) by aligning our actions with the objectives of the Paris Agreement
- Support the development of cleaner and more sustainable technologies and materials
- Encourage our partners and suppliers to adopt low-carbon practices

### Reduction of waste

- Implement waste management and recovery processes throughout the production chain
- Develop solutions to limit unnecessary packaging and prioritize its recyclability
- Raise awareness among our employees about waste reduction and recycling

### Biodiversity and ecosystems

- Support local initiatives for the preservation of biodiversity
- Integrate ecosystem impacts into project assessments and development decisions

### Stakeholder awareness and engagement

- Train and inform our employees on environmental issues and empower them through concrete actions
- Encourage our suppliers and customers to adopt sustainable products and services
- Collaborate with local communities, associations and scientific institutions to strengthen our environmental commitments

### Guarantee application

- Monitor and publish key performance indicators (KPIs) concerning the environment
- Continuously improve our practices through internal and external audits

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Sandrine PELLETIER  
APLIX Group CEO

# Resources : sobriety and energy

Sobriety and the use of clean energies are the two development priorities of the Group's companies.

## APLIX SA

The Energy Committee, which meets every month, enables the key people concerned to detect any discrepancies and take corrective action to guarantee low gas and electricity consumption.

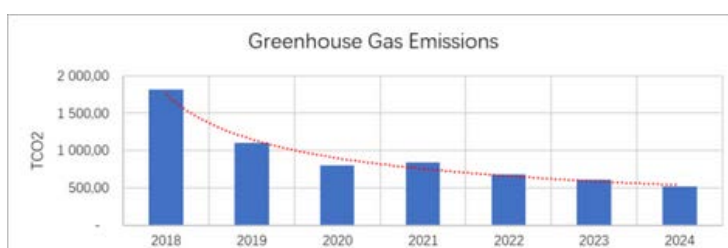
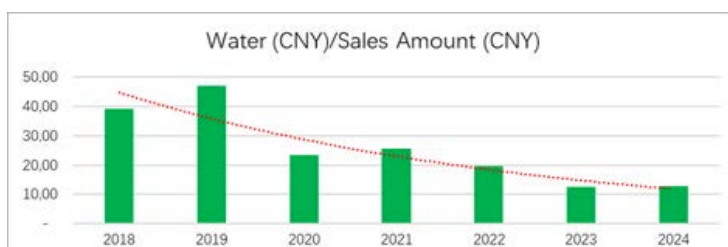
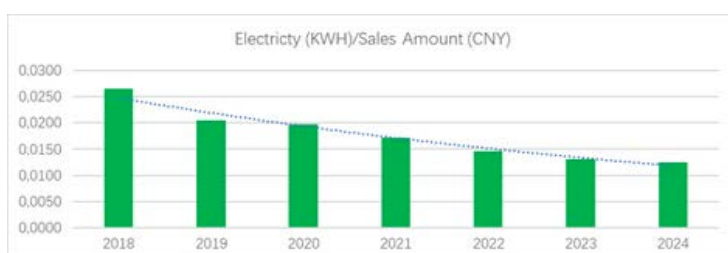
## PARAFIX



In 2024, PARAFIX purchased energy through the Free Energy Market program. This enabled it to acquire clean energy from renewable sources, thus contributing to the reduction of environmental impacts and greenhouse gas emissions.

## APLIX SHANGHAI

The ratios of electricity consumption (in kWh) and water consumption to sales (in CNY) have been steadily declining in recent years, thanks to long-term awareness-raising initiatives. The same applies to greenhouse gas emissions.



# Resources : sobriety and energy

## APLIX Inc.

Replacement of all interior lights with LEDs.

Complete shutdown of the oxidizer and boiler at weekends when there is no production.

New installations to reduce emissions and improve oxidizer efficiency.

APLIX Inc., récompensée pour sa gestion et son suivi des eaux usées



On June 28, 2024, APLIX Inc. received the “Silver Charlotte Water Environmental Excellence Award” for compliance with its wastewater treatment permit. The award was presented by Charlotte Water, the largest water and wastewater utility in the Carolinas, serving more than one million people in the City of Charlotte and Mecklenburg County.

Each year, Charlotte Water recognizes facilities that not only meet regulatory requirements, but go beyond them by creating innovative approaches to ensuring water quality throughout the city. To qualify for the award, companies must achieve 100% compliance with reporting and monitoring requirements, 90% compliance with permit limits for a calendar year, no illegal land application during the calendar year, no significant non-compliance (SNC) for two calendar years, and discharge effluent to the sewer at some point during the year.



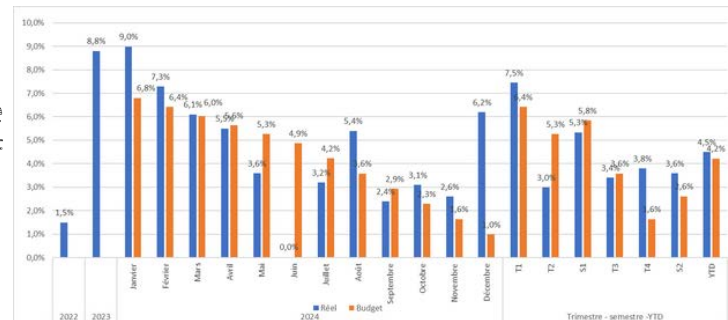
# Resources : waste management

Reducing waste, reusing it in our processes, or allowing it to be transformed into raw materials are our three priorities when it comes to waste management.

## Reducing waste

### APLIX SA

In 2024, definition of priority projects to reduce the level of waste: reduction of input scrap, reduction of process scrap, and action on excess consumption.



### APLIX Inc.

Installation of inverters on extrusion lines to avoid line stoppages caused by power cuts, and consequently reduce rejects due to restarts.

## Reusing waste in our processes

### APLIX Inc.

Installation of new equipment to grind scrap from Stamp lines and reintegrate it as raw material directly into our processes.



## Transforming our waste into raw materials

### PARAFIX

Continued recycling of plant waste through partner Contato. The materials have been compacted into bales and sent to companies where they are granulated and used as raw material in the injection processes of various parts.

Here are a few examples of products made with our adhesive tape and TBW waste. The factories that receive our materials add colored pigments, transform them into granules and inject them into the manufacture of plastic products such as mixers, built-in boxes and buckets.



Continued recycling of automotive waste, whose materials are sent to the Ecoway recycling company, where they are added to other mixes and transformed into separator sheets.

As a result, around 60 tonnes of this industrial waste were diverted from landfill in 2024.



# Resources : waste management

## Biowaste

As part of our commitment to the environment and in compliance with the AGEC law, APLIX S.A. has set up an optimized biowaste sorting system. This initiative makes it possible to recycle organic materials by directing them towards composting or anaerobic digestion.

By 2024, we had achieved a 90% sorting rate, significantly reducing our environmental impact. We are also working to raise awareness among our employees and partners of the importance of this process. These efforts testify to our determination to make an active contribution to the circular economy and the ecological transition.



Ensemble,  
composter et  
nourrir les sols



### DÉCHETS ALIMENTAIRES = Bioressources

☑ Oui		⊗ Non
 Restes de repas	 Thé et café	 Cartons
 Épluchures et noyaux	 Oeufs	 Métal
 Restes de viande et poisson	 Coquillages & fruits de mer	 Plastique
 Pain	 Serviettes non colorées	 Serviettes blanches
		 Verre
		 Boissons liquides et sauces
		 Bioplastique
		 Papier

Pour plus d'information, contactez  
l'équipe HSE & RSE ou [alchimistes.co](https://alchimistes.co)

Gobelet  
Carton du  
distributeur  
Ce dernier contient un  
film plastique interne

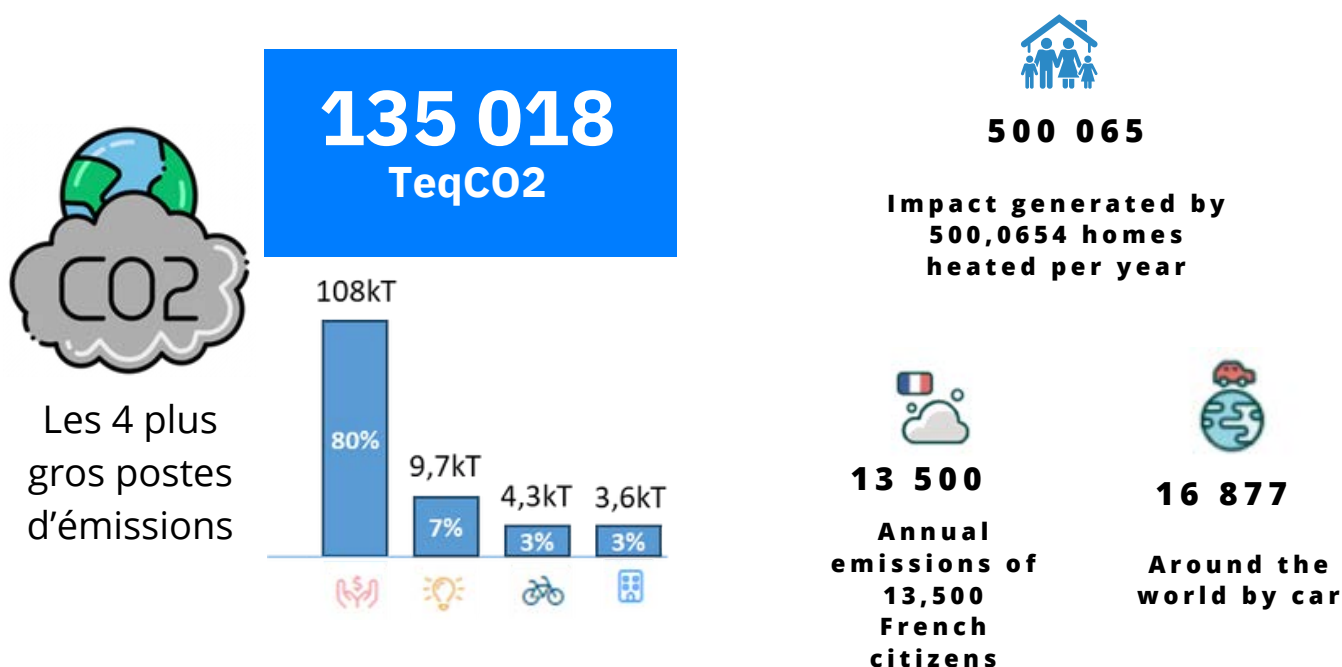


# Global carbon footprint

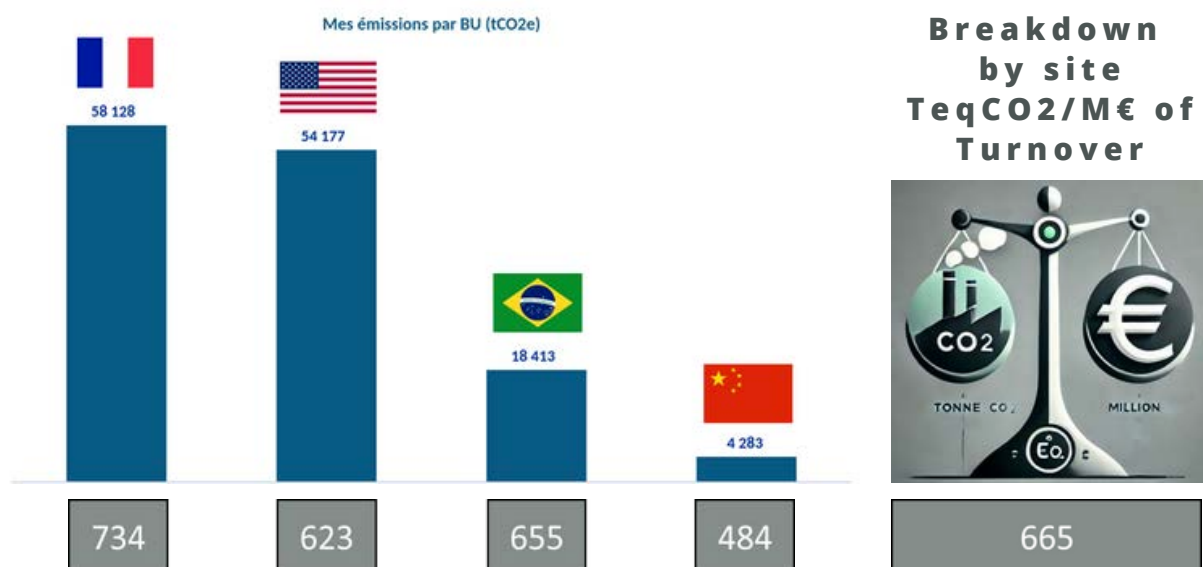
2024 is the year of the carbon footprint!

After 6 years of carbon footprints established at French company level, we have for the first time, with our partner Toovalu, carried out a consolidated carbon footprint for the Group. The next step will be to define our carbon trajectory for each of our companies.

## Carbon footprint for 2023 APLIX GROUP



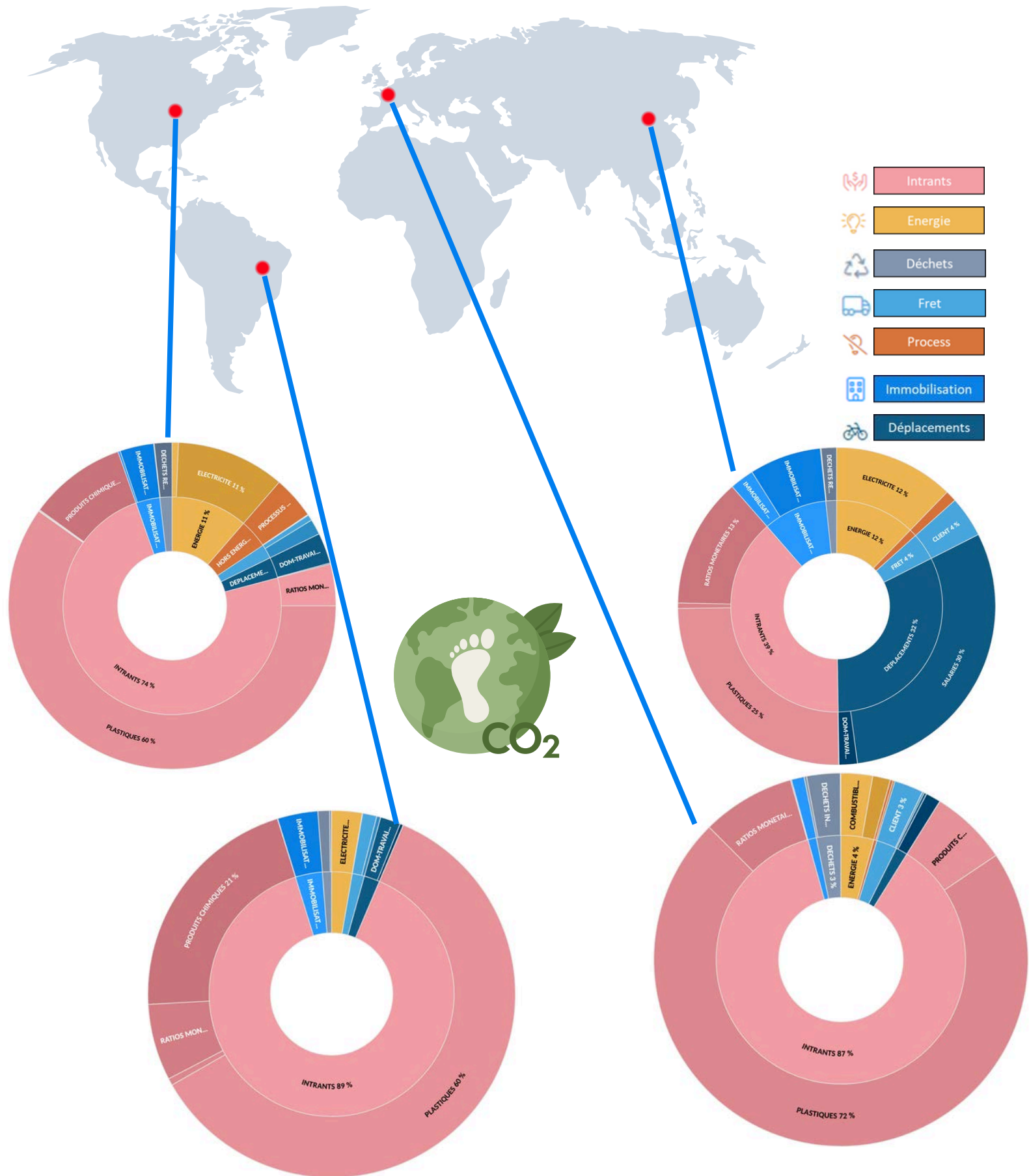
## TeqCO<sub>2</sub> Breakdown by site





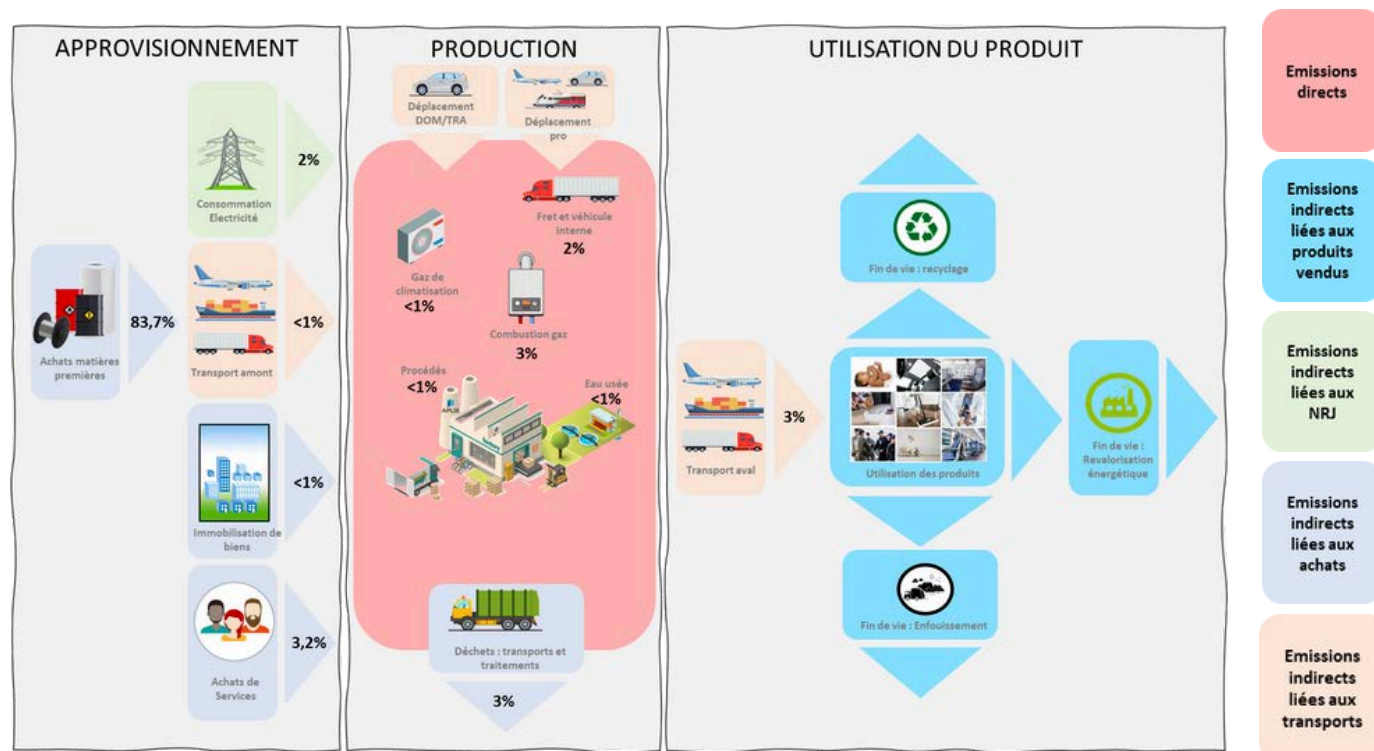
# Global carbon footprint

## Breakdown of emissions by site



# Global carbon footprint

## Focus on France



## Actions : focus on selected raw materials



In 2023, France's carbon footprint increased by 19% compared to the previous year. This situation reflects the challenges faced by many companies, particularly in terms of their environmental impact.

For our company, the objective has never been to stop producing, but rather to continue to provide a living for the families who depend on our activity, while committing ourselves to more responsible production.

To measure our efforts, we have chosen a key indicator: carbon intensity, expressed in tonnes of CO2 equivalent (TeqCO2) per million euros of sales.

In 2023, this indicator also increased. This trend is directly linked to an increase in production in certain markets without proportional growth in sales. Competitive pressure in these markets has effectively led us to lower our sales prices, resulting in a deterioration in our environmental performance in relation to sales.

Aware of these challenges, we launched an in-depth study in 2024 to gain a better understanding of the financial performance of our product ranges, and to take the appropriate decisions when economic and environmental performance are not up to scratch.

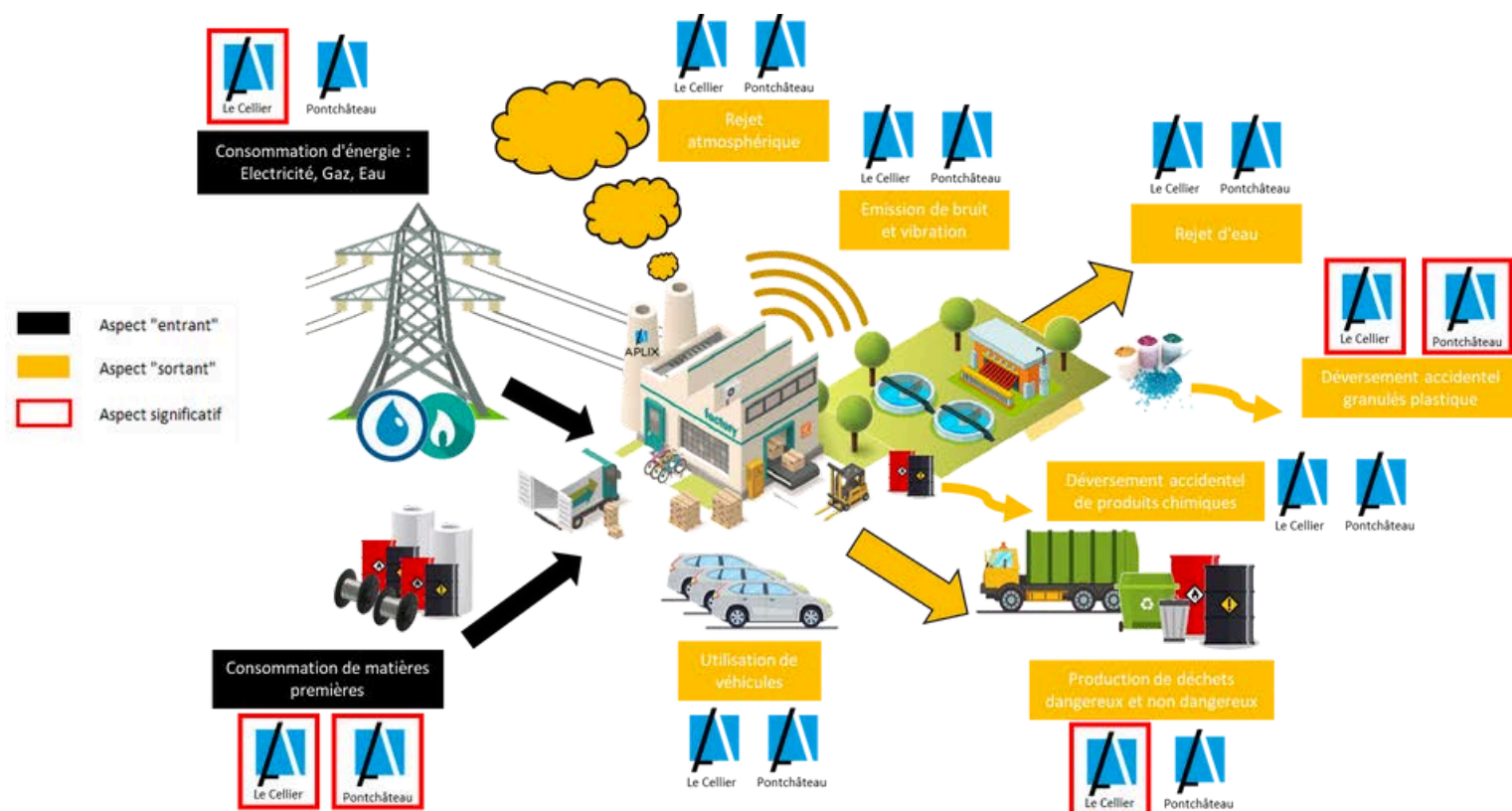
We remain determined to combine economic viability and environmental responsibility, with the ambition of producing better, while guaranteeing the sustainability of our business.

# 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.

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.

## Key figures

**2075**

Appearance  
Score 2024

**-56%**

Evolution N-1  
2024 vs 2023

**-83%**

Global evolution  
2024 vs 2021



# Quality

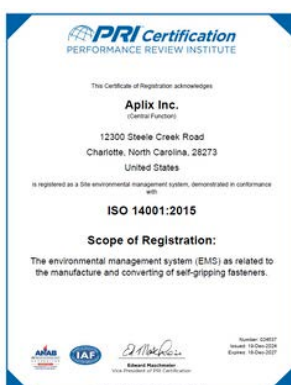


All our production sites are [ISO 9001](#), [IATF 16949](#) and [ISO 14001](#) certified.

Our French and American sites are [BRCGS](#) certified for the packaging market.

France, the USA and China are [ISO 26000](#) certified, and Brazil is in the process.

We are launching a process to achieve [ISO 20400](#), Responsible Purchasing, by certainly initially through the RFR (Responsible Supplier Relations) label.



*APLIX Inc achieved ISO 14001 certification in December 2024, reflecting our commitment to the environment and the importance we attach to global challenges such as climate change, biodiversity loss and resource depletion.*

# Quality



## Charter on Product Safety

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organisational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company.

Considering Regulation (EU) 2023/988 on general product safety and for BRCGS Packaging certified sites, which ensures the manufacture of reliable and safe food packaging, APLIX is committed to maintaining safe conditions and means within the company in order to guarantee the quality and safety of its products, from their design to their use, and to maintaining the highest levels of quality and safety of the products, while also respecting regulatory requirements in effect and best industry practices. The company ensures its compliance with standards in effect and implements performance objectives to guarantee its customers that it provides safe products, while meeting their specific expectations in terms of quality.

### Evaluation

- Analyze product safety risks through deployment of the HACCP approach. The product is always received, stored and distributed in sanitary conditions that do not expose it to a risk of contamination.

### Training

- Ensure that employees receive the necessary information, training and tools to be able to perform their work in compliance with the required quality and hygiene rules.

### Respect of procedures

- Ensure that employees comply with the company's policies and procedures regarding product safety.

### Management

- Guarantee quality management practices that respect correct application of the established measures.

Our company's strategic focuses are in line with our values of respect, innovation, commitment and excellence. These commitments and the associated objectives, reviewed annually by Management to ensure their relevance, are broken down for all of our subsidiaries in a process of continuous improvement and controlled at each of our sites.

Sandrine PELLETIER  
APLIX Group CEO



# A responsible development





## **A responsible development based on :**

- A Responsible **Purchasing** policy
- Responsible **IT**
- First actions in terms of **Biodiversity**
- Initiatives to bring **Well-Being** to our employees
- An active **Sponsorship** policy

# Responsible purchasing



## Charter on Responsible Purchasing

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organizational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company.

The Charter on Responsible Purchasing is the result of implementation of the APLIX corporate project, which integrates a CSR approach into its long-term vision. This charter adopts the main principles of CSR in the procurement process and the associated business decisions. It also aims to respond to the themes of the CSRD (Corporate Sustainability Reporting Directive) law of December 2023.

As an extension of the deployment of its responsible procurement, APLIX expects its service providers to commit to supporting it in the following areas:

### Compliance with international standards and regulations

- Comply with international labour and human rights standards
- Comply with European regulations on Russian steel
- Comply with EU deforestation regulations
- Comply with EU regulations on conflict minerals

### Balance in business relationships

- Limit the rate of economic dependence of service providers
- Ensure fairness and support for service providers in the event of difficulties, ensure financial fairness
- Ensure partnership and co-development
- Favour local relationships

### Business ethics with anti-corruption behaviour

- Select service providers on an objective basis
- Comply with applicable anti-corruption laws
- Fight against illegal payments
- Guarantee the absence of any conflict of interest.

### Environmental commitments

- Comply with applicable environmental laws and regulations
- Establish an environmental management system to address risks
- Apply responsible management of waste and atmospheric emissions
- Limit the impact of activities on the environment by reducing greenhouse gas emissions, energy consumption, water consumption and the use of non-renewable natural resources. This is in line with COP 21 and the objectives of the European Green Deal.

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Sandrine PELLETIER  
APLIX Group CEO

# Responsible purchasing

The year 2024 is characterized by :

- **The drafting of a Responsible Purchasing Charter** summarizing our responsible purchasing policy for internal use. Our responsible purchasing policy (aimed at service providers) has also been strengthened with regard to expectations in line with international regulations (Russian steel, deforestation and conflict minerals) as well as environmental commitments (implementation of environmental management systems, etc.).
- Continued identification of **sources of supply closer to APLIX S.A.** Although the work carried out did not lead to concrete results in 2024, several projects will come to fruition over the next few years: 2 major glue projects which will come to fruition in 2025, and new opportunities, mainly in yarns, which will lead to mergers in 2026 and 2027.
- The launch of a process, in collaboration with other departments, to optimize the length and width of the main non-woven products. The result: **a reduction in waste generated, enabling us to reduce the quantity of non-wovens purchased**, which is one of the challenges of CSR.
- The implementation of an “energy mix” mapping which is taken into account in our choice of countries for our sourcing. This leads to **an analysis of the actions taken by suppliers to offset the use of fossil fuels**. The 2024 balance sheet shows that 73% of raw materials purchased by APLIX are manufactured in European countries where 40% of energy is renewable and 22% nuclear. Raw materials producers for APLIX located in countries heavily dependent on fossil fuels have all implemented alternatives such as photovoltaic panels.
- **Recovering mono-material waste** : APLIX is supporting our partner Tri Ouest in its project to add value to some of our waste through a densification operation at the Châteaubriand site. To achieve this, Tri Ouest will invest in a new process that will be operational in October 2025. APLIX's long-term commitment has been decisive in validating this project at industrial level.





# Responsible purchasing

- **Greening our energy.** APLIX has decided to green its electricity purchases with up to 10% green energy certificates. This will apply to deliveries in 2025.
- **Strengthening our purchasing procedures:** A new evaluation matrix has been introduced for the selection of suppliers of critical raw materials. This now enables us to assess upstream the compatibility of suppliers with APLIX requirements in terms of due diligence, financial robustness, performance, quality and capacity. In the supplier evaluation (audit phase), new environmental criteria have been added in line with ISO14001 expectations.

## Main sourcing indicators Raw materials :

### Geographical sourcing of our raw materials

- 71 % of our PM purchases are made in Europe
- 16 % of our PM purchases are made in North America
- 6 % of our PM purchases are made in Turkey
- 5 % of our PM purchases are made in Asia

### Exposure of our purchases to corruption and modern slavery

- 71 % of our PM purchases are made in countries with a low corruption index (according to the ranking carried out by Transparency International).
- 89% of our MP purchases are made in countries with a low risk of modern slavery (according to the ranking carried out by the Global Slavery Index 2018).

## Key benefits



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.

# Responsible IT



## Charter on Sustainable IT

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organisational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company.

We are committed to deploying "Responsible digital services for a sober world"

### Justified impressions

- Favor black and white double-sided
- Favor booklet mode
- Reuse old print-outs for draft paper
- Dispose of A4 sheets in the dedicated GSF bin

### Smart emails

- Incorporate an eco-responsible signature (size, logo, message)
- Reconsider the attachment (direct, useful, link more than doc)
- Choose only essential recipients, reconsider choosing "reply to all"
- Have an external signature, and an internal signature without logo

### Lighter files

- Avoid duplicate files, and make space
- Manage versions and keep only the latest
- Compress an item rather than just resizing it
- Regularly consult the size of your files to detect an anomaly and stay at a reasonable size
- Compress your files, presentations, photos

### Sober and efficient consumption

- Turn off your PC's power every night
- Lock and put your PC to sleep when you leave your workstation
- Turn off your screen when your PC is off or on standby
- Turn off all unused apps
- Watch videos in low definition
- Close as many unnecessary browser windows as possible

Our company's strategic focuses are in line with our values of respect, innovation, commitment and excellence. These commitments and the associated objectives, reviewed annually by Management to ensure their relevance, are broken down for all of our subsidiaries in a process of continuous improvement and controlled at each of our sites.

Sandrine PELLETIER  
APLIX Group CEO

# Responsible IT

## Pedagogy

As part of our commitment to reducing the environmental impact of digital technology, we have deployed an educational Green IT poster on our premises.

This tool aims to raise employee awareness of the environmental costs of digital technology, particularly in terms of resource consumption, waste production and greenhouse gas emissions.

The poster also highlights concrete actions for adopting responsible digital practices, such as extending the lifespan of equipment or limiting energy consumption.

This initiative is part of our approach to educating and mobilizing people for more sustainable digital use, in line with 4 main development goals.



## Key figures

	2023	2024
Number of printed pages	636 000	529 853
% of screens off	2%	25%
% of computers switched off	91%	93%
Drive Size	3.21 To	3.44 To



# Responsible IT

## Cyber risk management

Cyber risk management for an ETI such as APLIX is now one of the new challenges we have to identify, quantify, prioritize and deal with.

This year, we have taken two main actions to continue our progress and bring us into line with standards:

Reinforcing the security of our mobile fleet and terminal access to our environments

Reinforcing the security of passwords, in parallel with an awareness-raising campaign aimed at ensuring that users are not only aware of the impact, but also, and above all, have the keys to creating strong passwords.

World events show that, despite all this risk reduction work, companies must be ready to face any cyber event.

The BCPs and DRPs of each department are the main pillars of these emergency plans.

We have therefore launched a global project to review these plans in depth, in particular to take into account the modernization of our application base.



# Biodiversity

## Biodiversity working group

The planet's biodiversity has become a critical issue. Aware of the importance of this subject, we have created a Biodiversity Working Group to tackle this new issue.

The group's first meeting was held at the Nantes Natural History Museum.

We were able to define the roadmap and actions we wish to implement around the following topics:

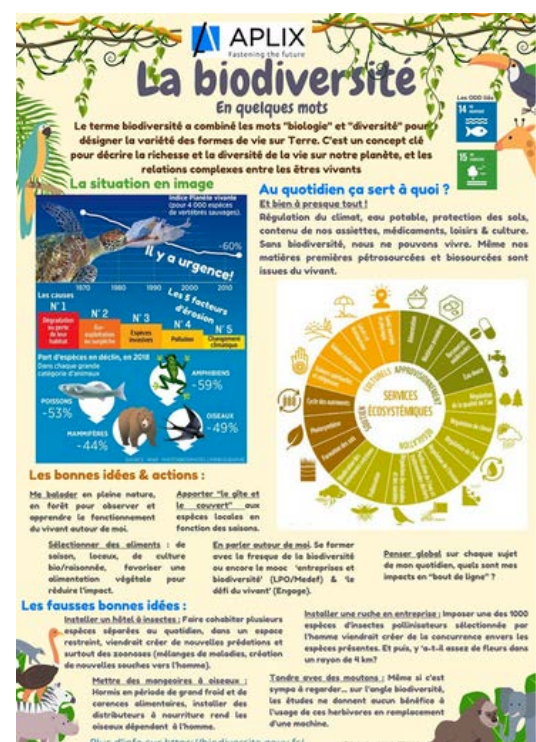
- Raising awareness of biodiversity among all our employees
- Mapping the living world at our 2 French production sites
- Working on the biodiversity impact of the contents of our plates



## Raising employee awareness

An educational communication on the theme of biodiversity has been disseminated internally.

This is the first step in raising awareness among our employees.





# Biodiversity

## PARAFIX - Nascentes Program

As part of our environmental commitment, we are involved in the Nascentes program, a forestry project in which our Brazilian subsidiary has contributed to the allocation of 0.089 hectares to Plantverd - E.E.R.P. - ATIVO VERDE, which provides for the planting of one tree per employee.

Through this initiative, we are investing in the preservation and restoration of green spaces, promoting biodiversity and contributing to environmental sustainability.





# Well-being

## The APLIX sustainable food booklet

Food is also a subject that concerns us all, and the transition to a sustainable diet is a challenge in terms of public health, preserving biodiversity and reducing greenhouse gas emissions.

At APLIX, during the European Week for Sustainable Development, we raised awareness among all employees at a “Sustainable Food” lunch.

Everyone left with a copy of our “Sustainable Food” booklet, the aim of which is to define the guidelines to be adopted to move towards a more sustainable catering model.



## Sport challenge

As far as sport is concerned, the dynamic remains the same, with a cardio room and a room for group classes, the latter being used every Tuesday lunchtime as in the previous year.



This year, a sporting challenge was organized for the production team: the longest distance covered as a team on a static bicycle.

An opportunity to surpass oneself and create links between people who are not used to pooling their lung capacity.



# Sponsoring

## APLIX SA - Skills sponsorship

In 2024, several APLIX SA employees contributed their time and skills to local associations (e.g. Pain Partagé in Le Cellier) or schools (e.g. Centrale Nantes). The new meter enables us to better manage our commitment to the region.



## APLIX SA - Support for associations

In 2024, we supported local associations proposed by our employees:

### Association NOTRE SCLEROSE - Nantes

Our entire donation will go to INSERM in Nantes (Institut National de la Santé et de la Recherche Médicale) for its research into multiple sclerosis.



### TRIPORTEUR project - Angers



As part of their project on senior mobility and the strengthening of intergenerational links, a scooter was rented throughout last summer.

The aim was to enable seniors to get out of the medicalized environment of the EHPAD and to circulate safely and ecologically throughout the neighborhood to meet other people.

To this end, the residents are picked up and taken to the various activities on offer, where they can play board games, prepare snacks and enjoy other moments of conviviality... Walks around the neighborhood are also offered to residents. A real success, for young and old alike!

Our donation should enable the community center to repeat this service every school vacation period.

# Sponsoring

## APLIX SA - Support for associations

### LA GRANDE VADROUILLE - Le Cellier

We have renewed our support for this Celarian association by organizing trails and walks to mark Pink October. Each registration generates a donation for breast cancer awareness and research. Numerous Aplixiennes and Aplixiens took part, whether as seasoned athletes for trail enthusiasts, or as more leisurely walkers!



### MAUVES DE RIRE - Mauves sur Loire

We support this association through its annual Festival d'Humour in October. 3 evenings of humor and good humor at the Salle du Vallon. Another successful 7th edition! Our donation is used for the general organization of the Festival.

### CURIE Institute for Pink October campaign

Once again this year, we took part in the national challenge launched by the Institut Curie: to design pretty pouches that were distributed in October to breast cancer patients treated at the Institute.



### ADAPEI Loire-Atlantique - Nantes



This association defends the rights of people with intellectual disabilities, autism, multiple disabilities and mental disabilities, as well as their families.

Our grant will enable us to continue a theater activity with students local schools.. Performance scheduled for next June!



# Sponsoring

## APLIX Inc. - Support for associations

The charities we sponsored in 2024 are as follows:

- Camp Care (NC)
- Veterans Healing Farm (NC)
- Children's Attention Home
- Lake Wylie Children's Charity

### CAMP CARE

Camp CARE (Cancer Ain't Really the End) is a week-long summer camp for children with or who have had cancer and their families in the Charlotte area. The week-long camp allows children with cancer and their siblings, aged 6 to 16, to experience as normal a week as possible. Many children attending the camp require daily medical care. This week-long summer camp, run 24/7 by healthcare professionals, enables them to get away from their daily lives with the disease, while remaining under appropriate medical supervision.

Several APLIX Inc. employees were fortunate enough to be invited to Camp Care's "Visitors' Day". They were able to tour the camp's facilities with the children and staff. APLIX Inc. has supported Camp Care for over 10 years.



### WSOC-TV / Classroom Central



We also partnered with WSOC-TV on the Classroom Central 9 School Tools Drive, North Carolina's largest school supply drive, which helps more than 162,000 students who can't afford basic supplies like pencils and paper because they live in poverty or low-income households.

### Tender hearts

APLIX Inc. was the main sponsor of the 5km walk organized by "Tender hearts of York", a non-profit organization that cares for the homeless and provides home delivery services to the elderly and families with young children in need.



# Sponsoring

## PARAFIX - Support for associations

### Association to support Rio Grande do Sul



In May, in response to the tragic events in the state of Rio Grande do Sul, we launched a donation campaign among our employees.

Thanks to the incredible solidarity shown by our team, we managed to collect over 360 liters of water, as well as essential items such as clothing, food, blankets and personal hygiene products, all of which were sent to those affected by the severe flooding.

### EcoBrinque

This initiative, sponsored by Parafix, aims to raise awareness of the environment and sustainability among public school children, in order to train future citizens committed to the future of our planet.

The project aims to develop children's creativity and innovation by encouraging them to create toys from recyclable materials. As part of the activities, Parafix provided 70 primary school pupils with recyclable material kits. Each child used his or her creativity to design and build a robot, resulting in 70 unique and innovative creations.

This workshop not only promotes recycling and creativity, but also reinforces the importance of companies adopting sustainable practices.





# Sponsoring

## PARAFIX - Support for associations

### Pink October Campaign



Pink October: A month dedicated to breast cancer prevention

Some of our employees got together, dressed in pink, to draw attention to this important issue. It's essential to remember that prevention and self-care are the best ways to stay healthy!

Each of our employees was presented with a gift: a small pot containing the seed of the pansy flower. This plant symbolizes care, affection and renewal. By cultivating this seed, they will be reminded of the importance of taking care of themselves, celebrating life, letting love grow within them and letting hope blossom with every petal.

### Blu November campaign



Raising awareness and promoting the importance of healthcare for men (prostate cancer).

Several of our employees came together, this time dressed in blue, to highlight the importance of men's health and raise awareness of the need for preventive care. It's essential to remember that taking care of yourself and participating in early detection campaigns are essential to saving lives.

We also presented our employees with a special gift containing valuable information on men's health and the importance of preventive examinations. We hope that this gesture will serve as a daily reminder that health is a precious commodity, and that it is important to take good care of it.

### "Letters to Santa Claus" campaign



Once again, our employees took part in the "Letters from Santa" campaign, adopting letters written by children and helping to turn their dreams into reality. By getting involved in this initiative, we were able to bring more joy and hope to children in our region.

Each gift represents a significant gesture of solidarity, and together we're making a real difference to these children's lives.



# Our KPIs

## Energy

### Water consumption (m3)

	2023	2024
Aplix Inc	31537,52	34070
Parafix	1 393	1 687
Aplix SH	1112	1 653
Aplix SA	21850	22 160
Total	55892,62	59571

Evolution N-1 7%

### Electric consumption (Kw/h)

	2023	2024
Aplix Inc	12289643	12570271
Parafix	2963090	3 043 310
Aplix SH	888840,6	1 068 345
Aplix SA	14 526 595	14 979 969
Total	30668168,6	31 661 895

Evolution N-1 3%

### Gas consumption (m3)

	2023	2024
Aplix Inc	543381	610667,1
Aplix SA	474269	545588
Total	1017650	1156255,1

Evolution N-1 14%

## Safety

### Frequency rate

	2022	2023	2024
Aplix Inc	4	10.83	6.66
Parafix	18.25	19.94	22.42
Aplix SH	0	0.00	0.00
Aplix SA	31	38.58	29.66
Moy	13.22	17.34	14.69

Evolution N-1 -15%

### Gravity rate

	2022	2023	2024
Aplix Inc	0,34	0,49	0,06
Parafix	0,07	0,48	0,63
Aplix SH	0,00	0,00	0,00
Aplix SA	1,70	2,15	1,64
Moy	0,53	0,78	0,58

Evolution N-1 -25%

### Safety index

2022	6,97
2023	13,52
2024	8,55

Evolution N-1 -37%

## Training

### Training hours

	2022	2023	2024
Aplix Inc	160	485	922
Parafix	2660	2371	6854
Aplix SH	66	101	2694
Aplix SA	10907	11583	11756
Total	13793	14540	22227

Evolution N-1 53%

### Number of training session

	2022	2023	2024
Aplix Inc	198	209	340
Parafix	1059	1611	2284
Aplix SH	590	991	1791
Aplix SA	910	930	914
Total	2757	3741	5329

Evolution N-1 42%

# Our KPIs

## Human resources KPI's for APLIX SA

	2023	2024
Index ega F/H	93	93
Taux RQTH	6.52	7.18

## Carbon Footprint

Bilan GES Aplx SA	2018	2019	2020	2021	2022	2023
Bilan Carbone Teq Co2	63915	64231	54552	54634	48955	58128
Intensité Carbone TeqCo2/M€	776	780	764	753	640	734

Bilan GES Aplx Groupe	2023
Bilan Carbone Teq Co2	135018
Intensité Carbone TeqCo2/M€	665

## Waste

### Déchet (T)

Aplx Inc	décharge	déchet dangereux	Total Déchets	Valorisation
Total 2021	1 800	0,00	2 110	15%
Total 2022	1 746	5,81	2 294	24%
Total 2023	1 826	7,84	2 306	20%
<b>Total 2024</b>	<b>1 746</b>	<b>9,70</b>	<b>2 330</b>	<b>25%</b>
Aplx Shanghai	décharge	déchet dangereux	Total Déchets	Valorisation
Total 2021	33,00	0	192,00	83%
Total 2022	0	3,7	95,62	96%
Total 2023	0	1,3	112,03	99%
<b>Total 2024</b>	<b>0</b>	<b>0,70</b>	<b>35,38</b>	<b>98%</b>
Parafix	décharge	déchet dangereux	Total Déchets	Valorisation
Total 2021	54,516	0	613,682	91%
Total 2022	8,77	27,96	614,3	94%
Total 2023	14,64	45,07	823,84	93%
<b>Total 2024</b>	<b>18,93</b>	<b>60,41</b>	<b>968,19</b>	<b>92%</b>
Aplx SA	décharge	déchet dangereux	Total Déchets	Valorisation
Total 2021	2106,42	104,271	3922,7	44%
Total 2022	532,65	124	1 919	66%
Total 2023	74,82	173,88	2 173	89%
<b>Total 2024</b>	<b>36,21</b>	<b>51,66</b>	<b>1 817,00</b>	<b>98%</b>
Total global 2021	3 994	135,69	6869,70	40%
Total global 2022	2 287	104,27	4864,79	51%
Total global 2023	1 915	228,09	5414,44	60%
<b>Total global 2024</b>	<b>1 801</b>	<b>122,47</b>	<b>5150,45</b>	<b>64%</b>

## Appendices

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.

Mix energetique monde	% Renouv.	% Atome	% Fossile
Aplix Inc	2.70	37.00	60.30
Parafix	84.25	1.00	14.75
Aplix SH	0.00	0.00	100.00
Aplix SA	5.59	72.86	21.54
Soit total Bas carbone	11.81	49.26	38.92
61.07			

### Global - Purchasing KPIs

% of Purchasing in Europe	80
% Supplier Honorability Audit	100
% Suppliers located in Transparency International area	90
Our price weighting €/ T Co2	100

### APLIX SA - Human Resources KPIs

Nb communication on the fight against inequality	5
Barometer participation rate	62,25
Barometer return rate	100
No. of employees under 16	0
Collaborators trained to ethics codes	100
Nb ethics alerts	0
Nb hour of sponsoring skills	52,5

### APLIX SA - IT KPIs

Number of pages	529 853
% computers off_ % screens off	93 _ 25
Drive size	3,44To



# METHODOLOGY

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 are integrated with data from Aplix Shanghai.

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). 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 period

Indicator figures are calculated for the period from January 1, 2024 to December 31, 2024 (12 months), with data as at December 31, 2024.

## 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.

## 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 2024 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 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 111 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 16.

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**





Exercice clos le 31 décembre **2024**

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## **RAPPORT**

DU COMMISSAIRE AUX COMPTES, DÉSIGNÉ ORGANISME TIERS  
INDÉPENDANT, SUR LA VÉRIFICATION DE LA DÉCLARATION  
CONSOLIDÉE DE PERFORMANCE EXTRA-FINANCIÈRE

### **FIBI SA**

ZA Les Relandieres  
44 850 LE CELLIER





## FIBI SA

### Rapport du commissaire aux comptes, désigné organisme tiers indépendant, sur la vérification de la déclaration consolidée de performance extra-financière

Exercice clos le 31 décembre 2024

#### À l'Assemblée Générale

En notre qualité de commissaire aux comptes de votre société, désigné 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](http://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 31/12/2024 (ci-après respectivement les « Informations » et la « Déclaration »), présentées dans le rapport de gestion du groupe 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 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.

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#### 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 Ouest-Atlantique  
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



Membre indépendant du réseau  
international Moore Global.



## 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 :

- L'entité poursuit sa démarche d'amélioration continue qui se traduit par la structuration de sa politique de durabilité et le déploiement de cette dernière au niveau consolidé ;
- En réponse au commentaire formulé par l'organisme tiers indépendant et relatif à la Déclaration du précédent exercice, la description de certaines politiques visant à prévenir, identifier et atténuer la survenance des principaux risques liés à l'activité de l'entité a fait l'objet de précisions complémentaires, qui permettent de mieux comprendre et identifier la réponse apportée par l'entité pour faire face à ces risques ;
- De nouvelles actions ont été mises en place lors de l'exercice faisant l'objet de la Déclaration, comme par exemple la mesure de l'empreinte carbone des entités significatives du périmètre consolidé.

## 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 ;
- Déclaration en appliquant le Référentiel de l'entité tel que mentionné ci-avant ; ainsi que

- 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 par le Conseil d'administration.

Responsabilité du commissaire aux comptes désigné 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 janvier et mars 2025 sur une durée totale d'intervention d'environ 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 sept entretiens avec les personnes responsables de la préparation de la

## Déclaration

représentant notamment la direction générale, la direction administrative et financière, la direction des ressources humaines, la direction des achats, la direction industrielle et la direction de la recherche avancée 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 de consolidation et de l'exposé des principaux risques ; 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 ne sommes pas en mesure de formuler une conclusion d'assurance modérée ; 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 et comprend, le cas échéant, une explication des raisons justifiant l'absence des informations requises par le 2ème 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 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 :
  - 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. Nos travaux ont été réalisés au niveau de l'entité consolidante et dans une sélection d'entités contributrices.
- 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 31,4% et 99,8% 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 13 mars 2025

L'ORGANISME TIERS INDEPENDANT

GROUPE Y Audit



Christophe POISSONNET

Associé Département Durabilité  
Directeur technique

## Annexe 1

Piliers	Enjeux	Indicateurs clés de performance sélectionnés	Sélection d'entités contributrices	Taux de couverture des tests (effectifs)
L'humain au cœur de la performance	Favoriser la diversité	Index égalité femmes-hommes	-APLIX SA -APLIX SA	42,5%
	Recruter et développer les compétences	Heures et nombres d'actions de formation	-APLIX SHANGHAI	49,5%
	Garantir la santé et la sécurité au travail	Taux de fréquence	-APLIX SA -PARAFIX -APLIX INC	61,4%
		Taux de gravité		
		Safety Index		
Un développement responsable	Bilan carbone Monde	Émissions de GES	-APLIX SA -APLIX SHANGHAI -PARAFIX -APLIX INC	99,8%
	Ressources : sobriété et énergie	Consommation d'eau	-PARAFIX -APLIX INC -APLIX INC	50,3%
		Consommation électrique	-APLIX SA -APLIX SA -PARAFIX	31,4%
		Consommation de gaz		74,0%
	Ressources : la gestion des déchets	Tonnages et valorisation des déchets		61,4%





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