
SUSTAINABILITY
REPORT 2025
Polydesign
EXCO
automotive solutions

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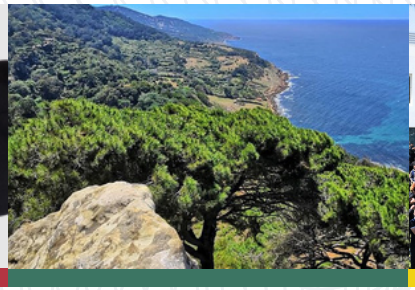

INTRODUCTION

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GENERAL MANAGER MESSAGE

On behalf of all Polydesign teams, I am pleased to present our 2025 Annual Sustainability Report (ESG). This report reflects our ongoing commitment to creating responsible, sustainable, and measurable value for all our stakeholders, in a global context marked by growing economic, social, and environmental challenges.

The year 2025 was demanding for our sector and our operations. However, these constraints only strengthened our determination to structure and reinforce our sustainability framework, aligning it more closely with international best practices and emerging regulatory expectations.

Our progress is tangible. In 2025, Polydesign improved its EcoVadis score by 24%, with progress recorded across all four assessed pillars: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement, despite a higher level of requirements. Achieving Bronze status, which places Polydesign among the top 28% of its industry, represents a key structuring milestone. We also maintained our SAQ rating at Level B, confirming the robustness of our ESG risk management practices.
These results reinforce our ambition to continue on our path of progress in 2026. Developing a culture of sustainability remains at the heart of our approach.

Throughout the year, innovative awareness-raising and training initiatives were deployed to strengthen understanding of ESG issues among all employees, particularly with regard to responsible resource management, energy use, and sustainable behaviors. This momentum was reinforced by the active involvement of the Executive Committee and the CSR Committee, whose work made it possible to define concrete action plans supported by monitoring indicators covering Environment, Human Rights, Sustainable Procurement, and Governance.

In 2025, Polydesign also reviewed and updated its internal policies to ensure consistency with its strategic ESG priorities. The creation of a network of CSR Ambassadors, representing all entities and hierarchical levels, is helping to strengthen ownership and the operational deployment of our strategy.

Our social commitment is also grounded in a listening- and research-based approach. Support provided to a doctoral research project on the impact of micro-CSR on organizational engagement highlighted the key role played by employees' perception of CSR initiatives in strengthening engagement and identification with the company.

From an environmental standpoint, Polydesign continues its efforts to increase the share of renewable energy in its energy mix. Regulatory developments recorded in Morocco in 2025 are opening up new opportunities that we are actively assessing.

At the same time, we continue to participate in forums and multi-stakeholder initiatives relating to the environment, diversity, and sustainable procurement. Our Procurement function launched a structured dialogue with local suppliers in order to promote the principles of sustainable purchasing, support them in their own efforts, and strengthen the value chain. Their involvement and commitment are essential to reducing our Scope 3 emissions.

On the social front, Polydesign renewed and strengthened its partnerships with committed associations, notably INSAF and Al Bassam, contributing to education, women's empowerment, the schooling of orphaned children, and health prevention. In addition, in 2025 Polydesign renewed its commitment to the Morocco4Diversity initiative, supported by the World Bank, IFC, and CGEM, after having joined it as a pioneering company in 2022.

THROUGH THESE ADVANCES, POLYDESIGN REAFFIRMS ITS COMMITMENT TO THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT AND ITS CONTRIBUTION TOS THE SUSTAINABLE DEVELOPMENT GOALS (SDG).

THE CHALLENGES AHEAD ARE SIGNIFICANT, BUT WE APPROACH THEM WITH CONFIDENCE, SUPPORTED BY STRONGER GOVERNANCE, THE COMMITMENT OF OUR TEAMS, AND A CLEAR VISION OF SUSTAINABLE AND RESPONSIBLE PERFORMANCE.

GENERAL MANAGER – POLYDESIGN SYSTEMS

ABOUT THIS REPORT

This 2025 Sustainability Report, published in 2026, presents the non-financial performance of Polydesign Systems for the fiscal year from October 1, 2024 to September 30, 2025. Its purpose is to provide stakeholders with transparent information regarding the company's commitments, actions, and results in the field of corporate social responsibility, following a logic of continuity and progress compared to previous years. This report covers all activities carried out by Polydesign Systems at its site located in Tangier, Morocco.

It is part of the continuity of the initiatives undertaken in recent years and reflects a phase of consolidation of the company's CSR approach, marked by a stronger integration of environmental, social, and governance challenges into the site's operational practices.

REPORTING METHODOLOGY

In line with a rigorous due diligence approach, Polydesign Systems has identified and analyzed the actual and potential impacts of its activities on the economy, the environment, and people, including impacts related to human rights. This analysis is based on a dialogue with stakeholders and considers both internal and external challenges, with the objective of assessing impacts, risks, and opportunities associated with the company's activities and its business relationships.

The issues identified were prioritized according to their significance for the company and its stakeholders. The indicators used were defined based on the selected frameworks and standards, to ensure reliable, relevant, and comparable information. Data collection relies on a structured internal reporting system involving the different departments concerned, enabling monitoring of progress and trends across the various thematic sections covered in this report. The data presented has been consolidated by the individuals responsible for the relevant processes and is subject to internal consistency checks carried out by operational departments. The CSR Responsible ensures the coordination of the reporting process and the consolidation of the information published in this report.

REPORTING FRAMEWORK

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, particularly the Universal Standards (GRI 1: Foundation, GRI 2: General Disclosures, and GRI 3: Material Topics). It is based on the key reporting principles defined by GRI, including accuracy, balance, clarity, comparability, reliability, and timeliness.

The report is structured around the three ESG pillars: Environment, Social, and Governance. It also integrates references to the ISO 26000 guidelines, as well as to the United Nations Sustainable Development Goals (SDGs) and the Ten Principles of the United Nations Global Compact, which guide the company's CSR approach.

CONTACT

Polydesign Systems remains attentive to its stakeholders regarding the content of this report.
For any questions, comments, or suggestions, please contact the CSR Responsible:
Ms. Sarah El Hassouni
selhassouni@polydesignsystems.com

EXTERNAL ASSURANCE

The firm Trajectoire 3P, specializing in sustainability reporting, conducted an independent external assurance of this report. This verification focused on the report's compliance with the requirements of the GRI Standards, particularly about the application of reporting principles and the consistency of the GRI Content Index.

ABOUT POLYDESIGN SYSTEMS

Founded in 2001, Polydesign Systems is an automotive equipment manufacturer specializing in the design and production of interior components and seating systems for international automotive manufacturers.

The company operates in a demanding industrial environment, characterized by high standards in terms of quality, performance, safety, and corporate social responsibility.

KEY INFORMATION FY2025

Revenue

43,6 million €

Workforce

1448
employees

Export markets

121 destinations
26 countries

Energy consumption

31%
renewable

Avoided emissions

811
tons CO_2 equivalent

OUR SOLUTIONS

STORAGE SYSTEMS

SEATING SOLUTIONS

SUN VISORS

INTERIOR COMPONENTS

RECOGNITION 2025

FINALIST FOR SUPPLIER OF THE YEAR

CUSTOMER RECOGNITION

Yanfeng Global Automotive Interiors — SUPPLIER EXCELLENCE AWARD

FORVIA faurecia — STRATEGIC SUPPLIER AWARD

STELLANTIS — SUPPLIER OF THE YEAR NOMINATION

JAGUAR / LAND ROVER — QUALITY EXCELLENCE AWARD

gm — SUPPLIER QUALITY EXCELLENCE AWARD

Johnson Controls — EUROPEAN SUPPLIER PERFORMANCE AWARD

NATIONAL QUALITY AWARD

NATIONAL HEALTH AND SAFETY AWARD

QUALITY, EMBEDDED IN OUR DNA

Committed to the highest standards, Polydesign Systems delivers reliable and consistent solutions. Our commitment to quality is demonstrated through a set of internationally recognized certifications, reflecting our excellence in processes, safety, and performance.

CERTIFICATIONS

IATF 16949

ISO 14001

ISO 17025

ISO 45001

Ford Q1 – FORD PREFERRED QUALITY STATUS

ASES B

FORMEL Q

QSB+ STELLANTIS

VDA 6.3 Analysis Tool

CAP S

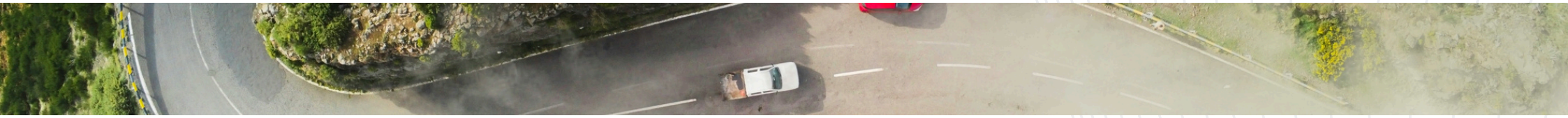
PSCR

TISAX®

cofrac

KEY ACHIEVEMENTS 2025

The year 2025 marked a decisive step in the structuring and increasing maturity of Polydesign Systems' corporate social responsibility approach. After several years devoted to defining the foundations of its CSR framework, the company entered a consolidation phase aimed at strengthening governance, internal ownership, and the integration of environmental, social, and governance issues into its operational practices.



STRENGTHENED AND MORE REGULAR CSR STEERING

The transformation undertaken in 2025 was first reflected in stronger CSR governance, notably through the holding of weekly CSR committee meetings. This steering rhythm made it possible to ensure closer monitoring of actions, indicators, and priorities, while fostering better coordination among the different functions represented.
At the same time, the link between the members of the CSR committee and the CSR ambassadors was strengthened in order to reinforce the deployment of the approach across the site. This dynamic contributed to stronger ownership of CSR issues by operational teams and to a more tangible embedding of commitments in day-to-day activities.

A TRANSFORMATION GEARED TOWARDS LONG-TERM SUSTAINABILITY

Beyond the actions implemented in 2025, this transformation is intended to embed Polydesign Systems' CSR approach on a lasting basis within a logic of overall and responsible performance. Stronger steering and the increased involvement of internal stakeholders constitute essential levers for supporting the next stages of progress and responding in a structured manner to stakeholder expectations.

In addition, 2025 marked a major cultural shift, with growing employee involvement in the CSR approach. Awareness-raising actions, participative initiatives, and field-driven proposals helped make CSR a living, shared approach in everyday operations, beyond formal governance arrangements alone. At the same time, 2025 was marked by the achievement of TISAX certification, strengthening information security management as well as the confidence of customers and partners in the automotive sector.

This momentum was also reflected in a gradual increase in purchases made from local suppliers, whose share reached 20.51% in 2025, thereby contributing to the company's territorial anchoring and to the development of its value chain in Morocco.

On the environmental front, 2025 marked a step up in the maturity of performance management, with better structuring of indicators, a more consolidated reading of trajectories (energy, water, climate, waste), and the gradual integration of circularity and decarbonization issues into operational decision-making.

Lastly, the CSR approach progressively opened up to dynamics of innovation and cooperation through academic, industrial, and international projects, strengthening Polydesign Systems' ability to anticipate sector developments and to contribute actively to social and environmental transitions.

MATERIALITY ANALYSIS

Materiality analysis is at the core of Polydesign Systems' corporate social responsibility approach. It makes it possible to identify and prioritize the most significant environmental, social, and governance issues, considering both the impacts of the company's activities and stakeholder expectations.

As part of its CSR approach, Polydesign Systems maintains a regular and structured dialogue with its stakeholders to better understand their expectations, identify material issues, and continuously improve its practices.

The stakeholder dialogue and engagement practices implemented are part of a continuous improvement approach and reflect the company's level of maturity in CSR. The main stakeholder groups identified, as well as the dialogue and communication methods associated with them, are presented below.

STAKEHOLDERS	*DIALOGUE AND COMMUNICATION METHODS*	*FREQUENCY*
Employees	CSR meetings, CSR ambassadors committee, ESG surveys, internal communication, training, social dialogue	Continuous / biannual
Employee representatives	Formal meetings, employee representation bodies, exchanges with management	Regular
Customers	Audits, customer assessments, technical reviews, contractual and operational exchanges	Regular
Suppliers and subcontractors	Supplier evaluations, contractual exchanges, quality and CSR audits	Per quarter / semester / regular
Authorities and regulatory bodies	Regulatory declarations, audits, inspections, institutional exchanges	Per quarter / semester / regular
Certification bodies and external auditors	Certification audits (ISO, TISAX), sustainability audits, document reviews	Annual
Local communities and associations	Social initiatives, community partnerships, solidarity actions	Semi-annual
Academic institutions	Partnerships, academic projects, juries, educational exchanges	Regular
Shareholders / parent company	Reporting, steering committees, strategic exchanges	Regular

The materiality analysis is based on a due diligence approach, carried out in consultation with both internal and external stakeholders, with the aim of assessing the impacts, risks, and opportunities associated with the company's activities and its business relationships.

In 2025, this analysis was not subject to a major revision; however, the material issues identified in previous reporting cycles remain fully relevant in light of the industrial, regulatory, and social context of the site. This stability reflects the consistency of the commitments made and the continuing relevance of the identified priorities.

The material issues are structured around thirteen key topics, grouped under the three pillars: Environment, Social, and Governance.

GOVERNANCE

- Ethics and anti-corruption
- Sustainable procurement
- Data confidentiality
- Innovation and Sustainability

ENVIRONMENT

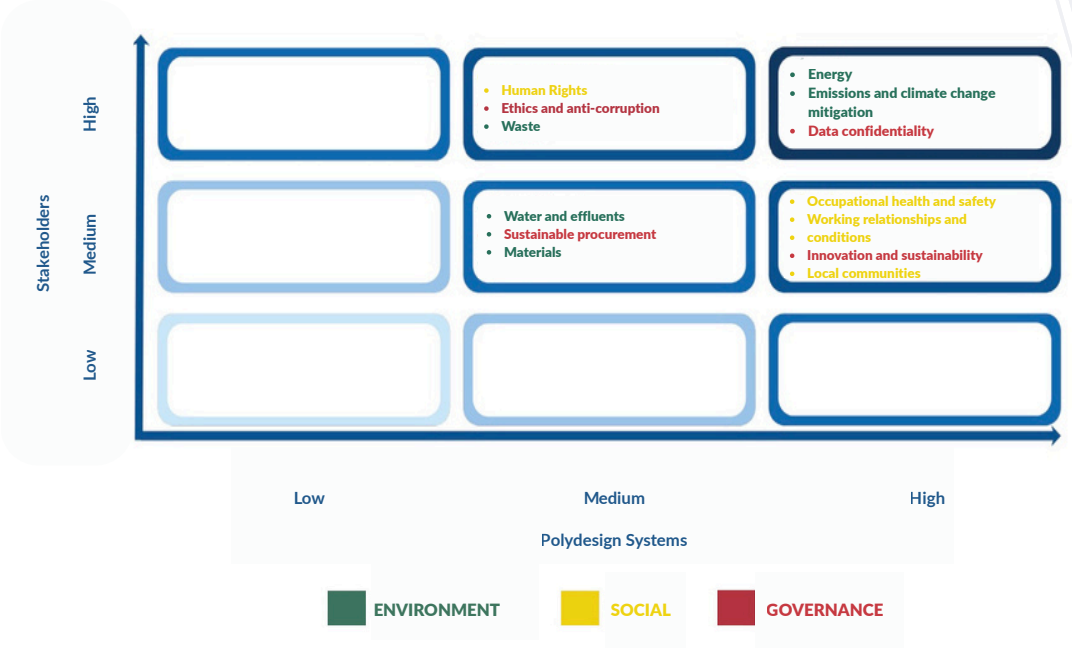
- Materials
- Energy
- Water and effluents
- Emissions and climate change
- Waste

SOCIAL

- Occupational health and safety
- Working conditions and labour relations
- Human rights
- Local communities

The prioritization of issues highlights as top priorities all topics related to Human Rights, Ethics and anti-corruption, waste management, water management and emissions, as well as data confidentiality.
Other issues, considered of medium importance, are subject to appropriate monitoring within the framework of the CSR approach.

The results of this analysis constitute the reference framework for structuring this report and steering Polydesign Systems' CSR actions. The identified issues are addressed in greater detail in the Governance, Environment, and Social chapters, and are monitored through the indicators and actions presented in the corresponding sections.



GOVERNANCE

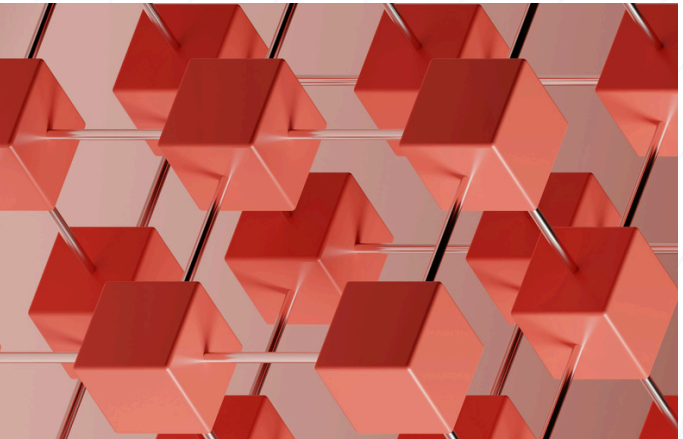
The actions described in this section contribute to the following Sustainable Development Goals:

- POLYDESIGN SYSTEMS GOVERNANCE
- CSR GOVERNANCE
- ETHICS AND ANTI-CORRUPTION
- RESPONSIBLE PROCUREMENT
- DATA CONFIDENTIALITY AND PROTECTION
- INNOVATION AND SUSTAINABILITY

POLYDESIGN SYSTEMS GOVERNANCE

Polydesign Systems' governance is based on principles of transparency, accountability, and dialogue, to ensure balanced decision-making aligned with the company's overall strategy. It relies on structured bodies that ensure the oversight of activities, performance management, and employee involvement.

The Executive Committee (CODIR), led by the General Manager, constitutes the central body for operational and strategic governance. Following an organizational change introduced in 2025, it is now composed of The General Manager, Deputy General Manager, and five directors. The CODIR also stands out for its strong female representation, with 43% women, illustrating the importance given to diversity within decision-making bodies.



The CODIR defines and drives Polydesign Systems' strategy, directs operational activities, and oversees the organization's economic, social, and environmental performance. It is notably responsible for major strategic decisions and for monitoring objectives relating to production, quality, safety, commercial performance, and profitability.

In addition, Polydesign Systems' General Manager maintains regular dialogue with the Board of Directors and the Steering Committee of its parent company, Exco Technologies Ltd, to share achievements, ensure strategic consistency at Group level, and exchange views on medium- and long-term priorities.

The Works Council, which brings together members of the CODIR and employee representatives, provides a structured forum for dialogue and consultation. It promotes the sharing of information relating to strategic directions, company performance, and projects, thereby contributing to a climate of lasting trust between management and employees.

This dynamic is further reinforced by ad hoc committees and cross-functional working groups that may be established to support the implementation of strategic projects or respond to specific situations. These mechanisms encourage employee involvement at different levels of the organization and support a culture of dialogue, participation, and continuous improvement.

Lastly, this overall governance framework provides the reference structure within which the company's corporate social responsibility approach is specifically managed, as presented in the following section dedicated to CSR governance.

CSR GOVERNANCE

The CSR governance of Polydesign Systems is based on a structured framework designed to align sustainable performance with the company's strategic objectives, while considering environmental, social, and governance challenges.
It relies on a formal CSR policy, presented in the annexes of this report.

The Executive Committee (CODIR) plays a central role in the company's governance. It defines CSR priorities, validates orientations, and ensures the integration of commitments into the company's policies and activities. The CODIR is supported by the CSR Committee, which coordinates CSR actions across the different functions.

The CSR Committee is composed of representatives from the various departments and key functions of the company. It ensures the operational deployment of the CSR strategy, the monitoring of action plans, and the consolidation of performance indicators.

In 2025, its operation was strengthened through the organization of weekly meetings, enabling regular monitoring of actions, indicators, and progress. The committee is chaired by the Human Resources Manager, who ensures that the resources required for the operational deployment of the CSR strategy are in place.

The CSR Responsible coordinates the day-to-day implementation of the approach. She ensures the identification of impacts, the monitoring of initiatives, the consolidation of reporting, and interfaces with operational departments. She also acts as rapporteur of the CSR Committee, contributing to the fluidity of information and the coherence of the overall approach.

In a continuous improvement perspective, Polydesign Systems relies on a network of CSR Ambassadors deployed throughout the factory. This network contributes to the operational rollout of CSR actions, the sharing of best practices, and the strengthening of employee engagement, in coordination with the CSR Committee.

All these bodies and mechanisms form a coherent CSR governance system, promoting the integration of CSR principles across all activities of Polydesign Systems and within its business relationships.

ETHICS AND ANTI-CORRUPTION

Polydesign Systems attaches particular importance to compliance with ethical standards, integrating principles of transparency, integrity, and responsible conduct at the heart of its governance framework and in its interactions with all stakeholders. The governance bodies ensure that employees' conduct complies with the rules set out in the Code of Ethics, which aims to promote respect for human rights and prevent any conduct contrary to the company's values.

This ethical framework sets out strict rules prohibiting any form of corruption, collusion, or improper business practice in the company's dealings. To facilitate understanding and ownership, it presents the different themes through examples tailored to Polydesign Systems' context and activities.

This system is complemented by an anti-corruption policy, an internal audit procedure, and a whistleblowing procedure that enable any internal or external interested party to report any inappropriate or potentially suspected behavior in a confidential and anonymous manner. These policies are available on the company intranet and are regularly reinforced through awareness-raising activities aimed at employees and suppliers.

The requirements relating to ethics and anti-corruption are also incorporated into the responsible procurement framework. They form an integral part of Polydesign Systems' ethics framework and are included in the Responsible Procurement Charter as well as in the responsible purchasing policy.

The corruption risk map underwent its annual review in 2025 in line with best practices. No significant change was identified compared with previous analyses, confirming the stability of the risks identified between 2023 and 2024, particularly in relations with suppliers, clients, public authorities, and in internal interactions between managers and teams.

Employees occupying positions exposed to specific risks are required to formalize their commitment to comply with the anti-corruption policy. In addition, all new employees receive, upon joining, a dedicated awareness session on ethics and sign the Code of Ethics, thereby ensuring that they fully understand the rules of conduct and formally commit to respecting the company's values.

In 2025, no reports were recorded through the whistleblowing mechanism concerning corruption or breaches of ethical conduct. The prevention framework and monitoring system are regularly reviewed, and special attention is paid to ensuring the traceability and effectiveness of the alert mechanism.


Polydesign

POLITIQUE ANTICORRUPTION

Polydesign

SUSTAINABLE PROCUREMENT

Aware of the environmental, social, and ethical impacts associated with its supply chain, POLYDESIGN SYSTEMS places responsible procurement at the heart of its sustainability strategy. This approach is intended to ensure controlled sourcing, compliant with regulatory requirements and aligned with the values of responsibility and transparency upheld by the company.

The responsible procurement strategy is based on a Responsible Procurement Charter, adopted in 2023, which constitutes the shared commitment framework between POLYDESIGN SYSTEMS and its partners. This charter sets out requirements relating to corporate social responsibility, respect for Human Rights, regulatory compliance, and operational performance, and is part of a logic of risk prevention and continuous improvement.

To structure and deploy this charter, POLYDESIGN SYSTEMS relies on a Responsible Procurement Policy, developed in 2024, which guides the integration of social responsibility principles into procurement strategy and processes in accordance with the guidelines of ISO 20400. This policy provides a reference framework for steering and continuously improving responsible procurement practices.

POLYDESIGN SYSTEMS is also a member of the international Sustainable Procurement Pledge (SPP) network, enabling it to benefit from a framework for exchanging and benchmarking best practices in responsible procurement, and to strengthen the alignment of its approach with international standards.

Suppliers and subcontractors are selected based on their ability to meet these requirements, through an environmental and social assessment. In this respect, the assessment is based on the consideration of environmental requirements applicable to the automotive sector, including ISO 14001 standards as well as REACH regulations (Registration, Evaluation, Authorization and Restriction of Chemicals) and CMRT (Conflict Minerals Reporting Template).

On the other hand, suppliers are also assessed against defined criteria incorporating respect for Human Rights, fundamental labor standards, data protection, and their commitment to managing social and ethical risks. The procurement process is initiated upon the prior signature of the Responsible Procurement Charter by the selected suppliers and subcontractors.

In 2025, 80% of new suppliers signed the Responsible Procurement Charter, reflecting growing adherence to the requirements and values promoted by POLYDESIGN SYSTEMS.

With a view to risk management and compliance, suppliers are regularly assessed based on our priority ESG criteria and within the framework of the company's quality approach, particularly in terms of material compliance, delivery lead times, and operational performance.

Supplier audits are scheduled, and corrective action plans are systematically required in the event of deviations or identified risks.

At the same time, the company is strengthening dialogue with its supply chain through exchange and awareness sessions dedicated to CSR issues and responsible procurement best practices. In this regard, following the success of the first edition of the CSR Coffee & Connection workshop organized in 2024, POLYDESIGN SYSTEMS launched recurring meetings aimed at sustainably consolidating relationships with its partners and fostering a dynamic of shared progress.

KEY INDICATORS ANALYSIS

The performance indicators related to responsible procurement reflect the continuous progress of the approach implemented by POLYDESIGN SYSTEMS.

The share of purchases from local suppliers (GRI 204-1) increased steadily over the past three years, rising from 15% in 2023 to 21% in 2025, illustrating the strengthening of the company's territorial anchoring and its contribution to the development of the local economic ecosystem.

It bears noting that Polydesign Systems operates from a single location a "local purchase" is defined as any article purchased from supplier in Morocco, zhich contributes to supporting local companies.

Furthermore, 100% of new suppliers were evaluated based on environmental and social criteria (GRI 308-1 and GRI 414-1) over the 2023–2025 period, reflecting the systematic integration of CSR requirements into supplier selection and evaluation processes.

At this stage, the evaluations carried out have not identified any significant negative impacts, whether actual or potential, within the supply chain (GRI 414-2). This situation is subject to continuous monitoring within a risk prevention and continuous improvement approach.

Detailed indicators and associated data are presented in the annex.

SHARE OF PURCHASES FROM LOCAL SUPPLIERS

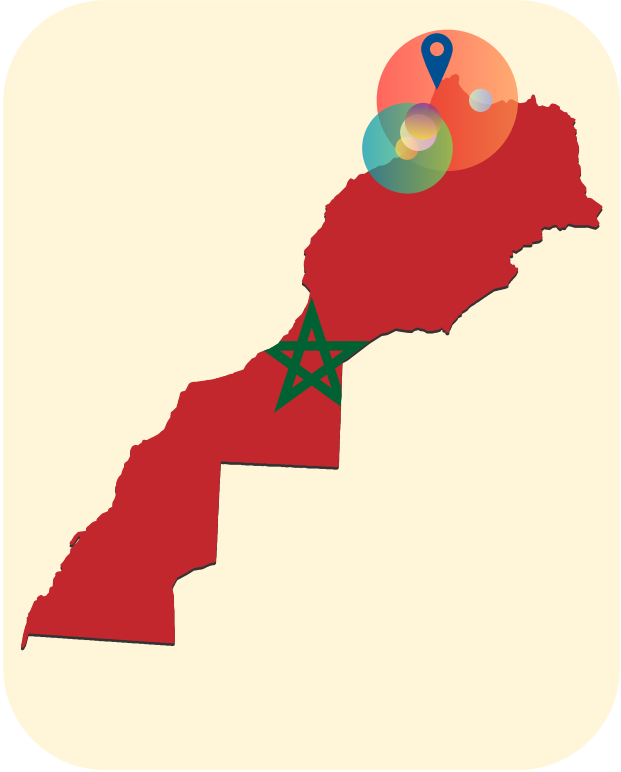
21 % in 2025

VS

15 % in 2023

100%

OF NEW SUPPLIERS EVALUATED BASED ON ENVIRONMENTAL AND SOCIAL CRITERIA



- ***TANGIER : 99 SUPPLIERS***
- ***CASABLANCA : 36 SUPPLIERS***
- ***KENITRA : 3 SUPPLIERS***
- ***RABAT : 3 SUPPLIERS***
- ***MOHAMMEDIA : 1 SUPPLIER***
- ***TETOUAN : 1 SUPPLIER***

DATA PRIVACY AND PROTECTION

In a context marked by increasing digitalization and cybersecurity challenges, POLYDESIGN SYSTEMS places particular importance on the protection of sensitive information, which is considered a key pillar of trust, compliance, and responsible governance.

The company relies on a structured framework of policies and procedures governing the processing, storage, and protection of personal and sensitive data. This framework has been implemented in compliance with Moroccan Law No. 09-08 on the protection of individuals regarding the processing of personal data, as well as with internationally recognized standards in information security, notably ISO 27001 and the TISAX certification, widely adopted within the automotive sector.

The management of data confidentiality is based on a comprehensive approach combining organizational, human, and technical measures aimed at preventing risks related to unauthorized access, data loss, or alteration.

In accordance with the requirements of the Information Security Management System and the TISAX referential, a formal risk analysis is conducted on a regular basis to identify information security risks, assess their level, and define appropriate treatment measures. This analysis is reviewed annually to ensure the continued relevance and effectiveness of the system.

Information security governance benefits from the direct involvement of General Management and operational departments, ensuring continuous alignment with regulatory requirements, client expectations, and internal priorities. The Information Security Commission and the National Commission for the Protection of Personal Data (CNDP) are regularly engaged, ensuring compliance with applicable Moroccan regulations.

Within this framework, POLYDESIGN SYSTEMS has formalized an Information Security User Charter applicable to all system users, as well as an Information Security Management Policy structured in accordance with international standards.

Risk management related to data protection also extends to the supply chain. Suppliers and subcontractors that process personal data or have access to sensitive information are bound by strict contractual commitments on confidentiality and data protection, notably through Non-Disclosure Agreements (NDAs) and the Supplier Security Charter. Their selection and evaluation processes also include specific information security criteria, ensuring effective risk management throughout the business relationship.

Employees are regularly trained and made aware of cybersecurity and data protection challenges through dedicated awareness sessions, promoting responsible behavior in the use of information systems.

In 2025, 79% of employees were trained in data protection, contributing to strengthening a shared culture of vigilance and responsibility within the company. During the same period, no information security incidents affecting data confidentiality were recorded, reflecting the effectiveness of the measures implemented (GRI 418).

POLYDESIGN SYSTEMS remains attentive to the evolution of risks and continues to strengthen its prevention and protection measures to maintain a level of security aligned with stakeholder expectations.

0 SECURITY INCIDENTS

0 COMPLAINTS RELATED TO DATA CONFIDENTIALITY OR LOSS OF CUSTOMER DATA

79% *OF EMPLOYEES TRAINED IN DATA PROTECTION*

TISAX CERTIFICATION – MARCH 2025

In March 2025, POLYDESIGN SYSTEMS obtained the VDA ISA TISAX 6.0 certification (Trusted Information Security Assessment Exchange), marking a structuring milestone in strengthening its information security framework and positioning the company among the still limited number of certified organizations in Morocco.

This certification, widely recognized in the automotive industry, attests to the company's compliance with requirements related to the protection of sensitive information, risk management, and the security of data exchanged with its clients and partners.

Obtaining the TISAX certification is part of a broader approach focused on reliability, trust, and operational excellence, and constitutes a strategic lever for strengthening the company's credibility with its clients and partners.


TISAX® ENX ASSOCIATION RESULT AVAILABLE

TISAX® ASSESSMENT

TISAX is an assessment andexchange mechanism forthe informationsecurityofenterprises and allows recognitionof assessment results amongtheparticipants.

This document is valid until **05.03.2028**

POLYDESIGN SYSTEMS
LXN3FP
Free Zone LOT 18 B, 90000, TANGIER, TANGIER/TETOUAN, Morocco

TISAX® Assessment Scope S215MW

Scope Type: Standard Scope 2.0
The Scope comprises all processes and involved resources at the sites defined below that are subject to security requirements from partners in the automotive industry. Involved processes and resources include collection of information, storage of information and processing of information.

TISAX® Assessment Objectives
High Availability Confidential

TISAX® Assessment Information

ASSESSMENT-ID	Report Issuance Date
A1X9MP-1	17.03.2025
A1X9MP-2	17.03.2025
A1X9MP-3	17.03.2025

This document has been issued by ENX Association and certifies that a TISAX® Assessment has been conducted and has yielded results that can be seen under the link mentioned below. TISAX® and TISAX® results are not intended for general public and only visible for authorized TISAX® Participants.

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INNOVATION AND SUSTAINABILITY

POLYDESIGN SYSTEMS considers innovation as a strategic leverage serving sustainable performance and long-term competitiveness. Engaged since 2023 in a structured approach, the company continued in 2025 to integrate innovation into its industrial processes, in line with its environmental, economic, and societal objectives.

The innovation strategy aims to develop innovative solutions, particularly around new materials and high value-added product concepts, while optimizing manufacturing processes and reducing the environmental footprint of activities. It is part of a progressive approach that integrates, in the medium term, the consideration of sustainability across the entire product lifecycle.

This approach makes it possible to reconcile industrial requirements, customer expectations, and sustainability challenges, while strengthening the company's ability to adapt in an ever-changing environment.

To support this dynamic, POLYDESIGN SYSTEMS relies on a structured framework combining research and development, mobilization of internal expertise, and openness to its ecosystem. An internal innovation committee fosters the emergence and structuring of ideas, while partnerships with academic, industrial, and institutional stakeholders help enrich ongoing projects and secure their development.

Strategic orientations in terms of innovation have made it possible to initiate high-potential projects integrating the principles of circular economy, eco-design, and environmental responsibility, thereby contributing to sustainable value creation.

In this regard, the AQUA LEATHER project constitutes a concrete illustration of this approach, through the development of an innovative solution aimed at valorizing by-products from the agri-food industry as a sustainable alternative to traditional materials used in the mobility sector.

Based on the transformation of fish skins into a high-performance technical and aesthetic material, AQUA LEATHER is part of a circular economy logic, contributing to waste reduction and resource optimization. This project demonstrates the company's ability to integrate responsible innovation from the material design phase.

To consolidate the development and valorization of this solution, the AQUA LEATHER brand was officially registered at the national level in November 2024, protecting the intellectual property associated with the project and supporting its future commercialization.

AquaLeather represents the first registered trademark in the history of POLYDESIGN SYSTEMS, illustrating a growing maturity in materials innovation and a progressive structuring of intellectual property protection.

This project is fully aligned with the innovation strategy of POLYDESIGN SYSTEMS, particularly in terms of process optimization, environmental impact reduction, and the development of sustainable solutions tailored to the requirements of the automotive sector.

AQUA LEATHER

ENVIRONMENT

In alignment with its mission statement and corporate social responsibility approach, Polydesign Systems is committed to continuously improving its environmental performance through the implementation of an environmental management system in accordance with our ISO 14001 certification, aimed at reducing the significant environmental impacts of all its activities.

The actions described in this section contribute to the following Sustainable Development Goals:

- MATERIALS
- ENERGY
- WATER AND EFFLUENTS
- EMISSIONS AND CLIMATE CHANGE MITIGATION
- WASTE

MATERIALS

As part of its environmental approach and its commitment to more responsible production, POLYDESIGN SYSTEMS pays particular attention to the management of raw materials used in its industrial activities. Material management is a key lever for environmental performance, both in terms of resource efficiency, circularity, and the reduction of impacts associated with production cycles.

MATERIAL CONTROL IN A CONSTRAINED INDUSTRIAL FRAMEWORK

The selection of raw materials at POLYDESIGN SYSTEMS takes place within a framework that is highly regulated by the requirements of OEM customers. Approximately 72% of the materials used are specified and directed by these customers, thereby limiting the company's direct flexibility in choosing the nature of the materials used.

In this context, the actions implemented by POLYDESIGN SYSTEMS primarily aim to optimize the use of approved materials, reduce losses and scrap, recycle waste, and improve material efficiency in industrial processes, while ensuring compliance with the quality, safety, and performance requirements of the automotive sector.

SUSTAINABLE SOURCING

The integration of sustainable sourcing practices constitutes a structuring pillar of POLYDESIGN SYSTEMS' materials strategy. In 2025, the share of recycled materials used remained high and stable, confirming the integration of circular economy practices into sourcing decisions whenever customer specifications allow.

At the same time, the company continues its actions aimed at improving the recovery of products and packaging materials at end of life. The recovery rate is progressing in a controlled manner, reflecting continuous efforts in sorting, recyclability, and responsible packaging management, in connection with approved recycling channels.

This performance is based on close collaboration with suppliers, continuous monitoring of available material solutions, and the search for a balance between technical requirements, environmental performance, and regulatory compliance.

OUTLOOK AND AREAS FOR IMPROVEMENT

As part of a continuous improvement approach, POLYDESIGN SYSTEMS aims to strengthen its actions to reduce material intensity, gradually increase the share of recycled materials when customer specifications allow, and develop materials innovation projects, such as the AQUA LEATHER project described in the innovation section of this report.

However, the integration of such solutions remains subject to validation by OEMs, who are the final decision-makers regarding the materials used in products. The role of POLYDESIGN SYSTEMS is therefore to test, qualify, and propose innovative and responsible materials, contributing to the gradual evolution of industry practices.

Detailed indicators relating to the materials used, their origin, and their recovery are presented in the appendix, in accordance with the requirements of GRI 301.

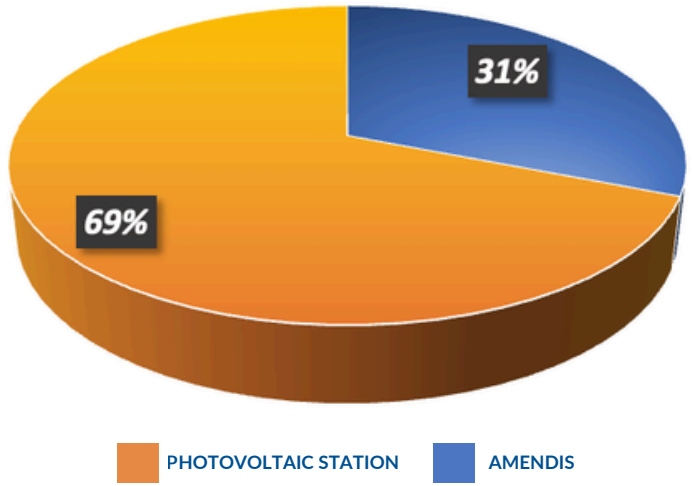
ENERGY

As part of its environmental management system and in compliance with the requirements of ISO 14001, POLYDESIGN SYSTEMS is pursuing a structured approach to controlling and optimizing its energy consumption. This approach, led by the Head of the Maintenance Department who is responsible for energy efficiency, aims to reduce the environmental impacts of industrial activities while strengthening the site's operational performance.

Energy management is based on the identification of significant energy uses, regular monitoring of consumption, and the implementation of targeted energy performance improvement actions, as part of a continuous improvement approach.

For its industrial activities, POLYDESIGN SYSTEMS uses electricity exclusively. This electricity comes from both our photovoltaic power plant installed on-site, operating through direct injection without storage, and the public electricity grid operated by AMENDIS. The breakdown of electricity sources consumed on-site in 2025 is presented here:

BREAKDOWN OF ELECTRICITY SOURCES 2025



The site is subject to the High Voltage A (HTA) tariff structure, which distinguishes different time slots (off-peak hours, normal hours, and peak hours). This regulatory framework is a contextual factor considered in energy management, particularly in the analysis of energy uses and the planning of energy efficiency actions.

ENERGY EFFICIENCY ACTIONS IMPLEMENTED IN 2025

In 2025, POLYDESIGN SYSTEMS strengthened its energy efficiency actions by primarily targeting the site's significant energy uses, particularly industrial processes and support equipment.

In the plastic injection area, several additional actions were deployed to limit energy losses and optimize equipment performance. These initiatives notably focused on improving the thermal insulation of injection presses, optimizing process parameters (temperature, pressure, and cycle time), as well as progressively transitioning to the use of biodegradable hydraulic oils.

Regarding the compressed air system, structuring actions were implemented to improve its overall efficiency. POLYDESIGN SYSTEMS replaced the compressor screw block with equipment better suited to the site's needs. In addition, the compressed air storage capacity increased from 1,000 to 5,000 liters, making it possible to stabilize the network and reduce compressor start-up cycles.

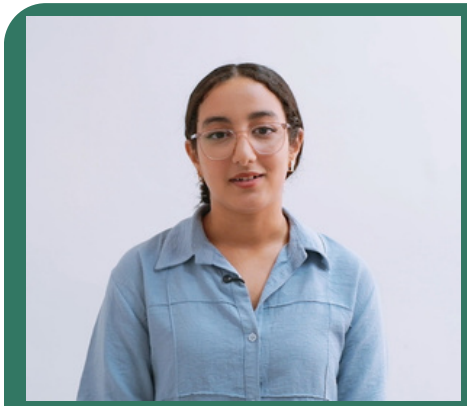
At the same time, improvements in lighting efficiency continued through the targeted replacement of defective luminaires with high energy-performance equipment, complementing the widespread deployment of LED technology across the site.

Beyond technical actions, POLYDESIGN SYSTEMS has strengthened the culture of energy efficiency among its employees through the establishment of Energy Day, organized each June 24, marking the anniversary of the commissioning of the photovoltaic plant. This initiative aims to sustainably reinforce awareness of eco-friendly practices and good energy management behaviors.

On this occasion, awareness sessions also enabled interested employees to better understand their electricity bills and the levers for reducing energy consumption at the household level, thereby extending the impact of energy-saving actions beyond the industrial site.

As part of Energy Day, POLYDESIGN SYSTEMS also organized an innovative educational activity centered around a human-powered electricity-generating bicycle. Participants were invited to pedal in order to produce electricity, with the amount measured in real time, providing a tangible way to raise awareness of the effort required to generate energy.

This system was designed and developed by two interns from IFMIA (Institut de Formation aux Métiers de l'Industrie Automobile), illustrating the company's ability to combine environmental awareness, educational innovation, and collaboration with training institutions. This initiative was highly successful among employees and contributed to sustainably strengthening the culture of energy efficiency within the site.



HIBA BOUHLAL

IFMIA INTERN

"I completed my internship within the maintenance department at Polydesign. As a mechanical engineering intern, I contributed to an innovative project converting mechanical energy into electrical energy through human pedaling, by designing and building an energy-generating bicycle. This project, carried out on the occasion of the third anniversary of the installation of photovoltaic panels, aimed to optimize energy use while raising awareness of renewable energy. This experience enabled me to strengthen my technical skills and consolidate my commitment to sustainability."

ENERGY RESULTS 2025

Thanks to all the actions implemented, the energy saved in 2025 amounted to 46,285 kWh. These gains contribute to reducing the site's overall energy consumption and are part of the trajectory to decrease the carbon footprint of POLYDESIGN SYSTEMS' activities.

OUTLOOK AND DIRECTIONS FOR 2026

In 2026, POLYDESIGN SYSTEMS plans to consolidate the gains achieved and continue improving its energy performance. Priorities will focus on extending energy efficiency actions to other production areas and strengthening energy management through the installation of meters on energy-intensive production lines, the acquisition of a compressed air network monitoring system, and the progressive structuring of an Energy Management System in line with the ISO 50001 standard in the medium term.

Furthermore, the company aims to increase the share of decarbonized energy consumed on-site. Partnerships with renewable energy stakeholders are currently under study, particularly through mechanisms such as Power Purchase Agreements (PPA), in order to sustainably complement the production from the existing photovoltaic plant. In this context, a Memorandum of Understanding (MoU) has already been signed with a renewable energy provider, Green Power, and the technical and contractual terms of the partnership are currently under review.

135,138 KWH OF ENERGY SAVED OVER THE LAST THREE YEARS

WATER AND EFFLUENTS

In a national context marked by increasing water stress, POLYDESIGN SYSTEMS pays particular attention to responsible water management, a critical and sensitive resource within the site's territorial context. Although water is not used as a direct input in industrial processes, the company ensures rigorous monitoring of its consumption and discharges, within a framework of prevention, regulatory compliance, and continuous improvement.

SOURCE AND USES OF WATER

All water consumed on-site comes exclusively from the public drinking water network operated by AMENDIS, which is responsible for water supply and wastewater treatment. No direct abstraction from natural resources is carried out, and no water storage is implemented on-site.

Water usage is strictly limited to sanitary and social needs of employees (sanitary facilities, changing rooms, catering), enabling tight control of consumption volumes.

MONITORING OF CONSUMPTION AND WATER PERFORMANCE

Monitoring of water consumption is a key indicator of the site's environmental performance. Volumes are subject to regular monitoring to identify any potential deviations and anticipate needs related to activity evolution.

In 2025, water consumption levels remained overall under control. The slight increase observed compared to previous years is mainly explained by contextual factors, particularly periods of high temperatures recorded during the summer season. These climatic conditions led to increased water needs related to employee hydration, without any change in site usage or practices.

Detailed indicators relating to water volumes withdrawn, discharged, and consumed are presented in the appendix, in accordance with the requirements of GRI 303.

DISCHARGES AND EFFLUENT MANAGEMENT

All wastewater from the site is conveyed through the AMENDIS sanitation network to the Boukhalef wastewater treatment plant, where it is treated in accordance with applicable standards. The treated water is then reused for watering the city's green spaces.

The site's effluents correspond exclusively to sanitary uses; no direct industrial discharge is generated by production activities. In accordance with Moroccan Decree No. 2-99-377 relating to discharges into surface and groundwater, regular monitoring of regulatory parameters is carried out. Controls notably cover COD (Chemical Oxygen Demand), BOD (Biochemical Oxygen Demand), fecal coliforms, as well as other physico-chemical parameters such as pH, suspended solids, and heavy metals.

Pollution risk prevention is based on a structured system including:

- secure storage of chemical products in dedicated areas equipped with retention systems;
- regular awareness of teams on good handling practices and emergency procedures;
- integration of environmental requirements into the Prevention Plan applicable to external companies operating on-site.

In 2025, no accidental discharge or environmental non-compliance related to effluents was recorded. This control helps limit risks to natural environments and ensures continuous compliance of site operations.

PREVENTION AND AWARENESS ACTIONS

Beyond monitoring consumption, POLYDESIGN SYSTEMS focuses on raising awareness and engaging employees to sustainably embed good practices related to water management.

In 2025, the company organized Blue Week, a week dedicated to raising awareness about water resource preservation, which mobilized a large majority of employees. This initiative combined internal communication actions, discussion sessions, as well as the daily sharing of educational content and quizzes on the internal Facebook page, encouraging the appropriation of water-related challenges in a fun and participatory way.

As part of this initiative, a proposal from employees led to the implementation of a rapid leak reporting system through internal communication channels, notably WhatsApp, enabling immediate intervention and limiting potential losses. This approach illustrates the ability of awareness actions to translate into concrete operational solutions, sustainably strengthening the culture of water conservation within the company. Friendly initiatives, such as the distribution of chocolates to participants and to employees who correctly answered the quizzes, also contributed to creating a positive dynamic and reinforcing collective engagement around water-related issues.

HICHAM EL HADDAD

Quality Technician

"Blue Week was a moment of collective awareness within the company and beyond, transforming discussions about water into responsible daily behavior.

This week was not limited to the company's premises: its impact extended to employees' homes and mosques, particularly in areas dedicated to ablutions, thus affirming that water conservation is a shared responsibility. The responsiveness of employees and their request to receive posters related to water-saving practices reflect the success of the initiative and its ability to generate real behavioral change.

Blue Week demonstrated that simple awareness actions can have a major impact when they are aligned with everyday realities.
Thanks to this initiative, the company strengthened a culture of environmental citizenship and connected professional work with human values. Water conservation is no longer just a slogan: it has become a daily practice that started within the company and spread beyond."

EMISSIONS AND CLIMATE CHANGE

Aware of its responsibility in addressing climate challenges, POLYDESIGN SYSTEMS is engaged in a voluntary and structured approach to reducing its carbon footprint.

The company integrates climate action at the core of its environmental strategy, in alignment with national and international low-carbon transition guidelines, as well as with its commitments to sustainable performance.

A STRUCTURED AND MANAGED CLIMATE ACTION APPROACH

For several years, POLYDESIGN SYSTEMS has been implementing a progressive approach to measuring, monitoring, and reducing its greenhouse gas (GHG) emissions. This approach is based on clear governance, involving the environment, energy, and production functions, and relies on dedicated resources to ensure data reliability and the relevance of the actions implemented.

The company is a signatory of the Qualit'Air Charter, reflecting its commitment to improving air quality and reducing atmospheric emissions related to its industrial activities. This commitment is part of a broader objective to limit both direct and indirect environmental impacts of the site.

As part of a transparency and continuous improvement approach, POLYDESIGN SYSTEMS has integrated its GHG emissions inventory into the international CDP (Carbon Disclosure Project) platform, a reference tool for GHG emissions reporting.

METHODOLOGY AND SCOPE OF EMISSIONS CALCULATION

The greenhouse gas emissions inventory of POLYDESIGN SYSTEMS is carried out in accordance with recognized standards, notably ISO 14064-1 and the GHG Protocol, using the Bilan Carbone® tool developed by ADEME (French Agency for Ecological Transition). This methodology ensures the consistency, comparability, and reliability of the results.

The scope of analysis covers:

- direct emissions related to site activities (Scope 1);
- indirect emissions associated with electricity consumption (Scope 2);
- as well as the progressive integration of significant indirect emissions under Scope 3.

This gradual approach allows for annual improvement in the coverage of the carbon footprint, while taking into account data availability and quality.

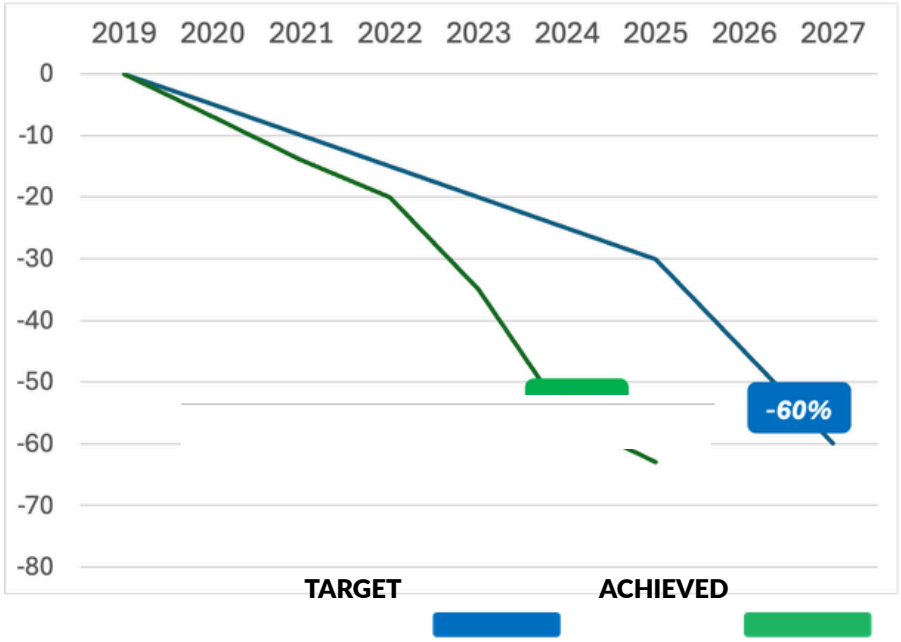
The calculation of greenhouse gas emissions is based on a calendar year. For Scopes 1 and 2, the reference year used for carbon footprint assessments is 2019, as the years 2020 and 2021 were not representative due to the impacts of the COVID-19 pandemic. For Scope 3, the reference year is 2022, corresponding to the first year of accounting for these emissions.

EMISSIONS REDUCTION RESULTS AND TRAJECTORY

Thanks to the actions implemented over recent years, POLYDESIGN SYSTEMS has achieved a significant reduction in its greenhouse gas emissions across Scopes 1 and 2. The reduction targets initially set have been reached ahead of schedule, demonstrating the effectiveness of the measures deployed and the strong mobilization of teams.

GHG EMISSIONS REDUCTION TRAJECTORY – SCOPES 1 AND 2

Comparison between reduction targets and achieved results



A CARBON TRAJECTORY AHEAD OF COMMITMENTS

Data for the year 2025 will be calculated in April 2026

These results are closely linked to investments made in energy efficiency, the optimization of industrial processes, increased use of photovoltaic energy, and overall control of consumption. They reflect a trajectory consistent with the ambition to sustainably reduce the site's carbon footprint.

PROGRESSIVE INTEGRATION OF SCOPE 3

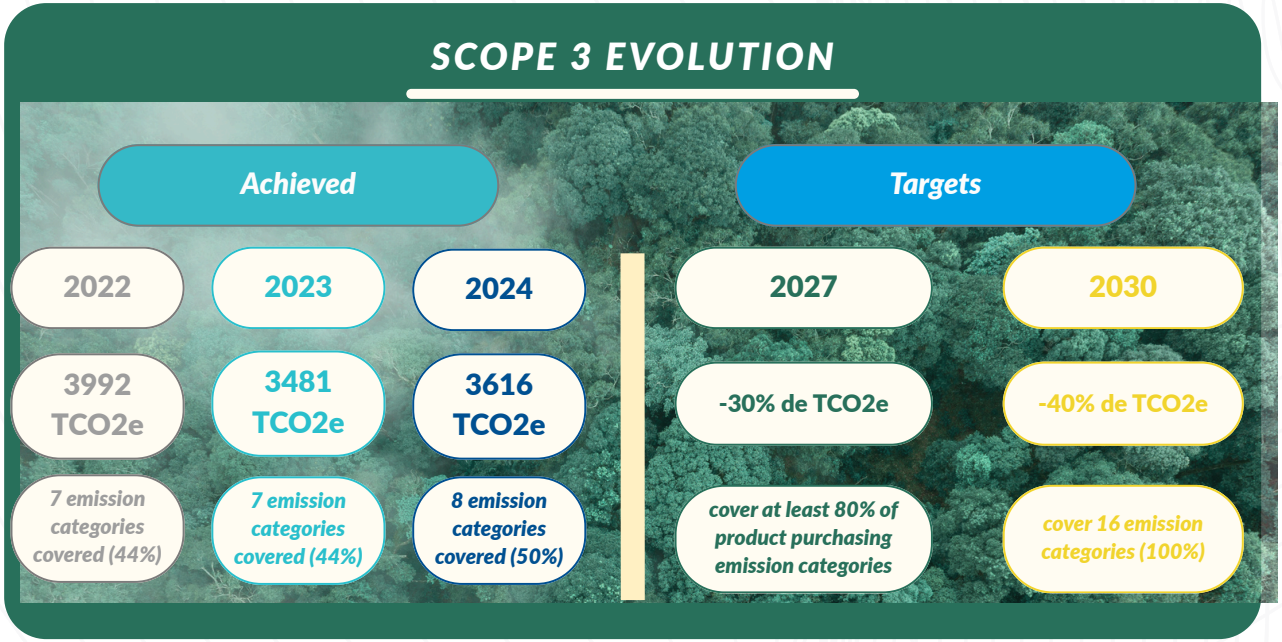
In accordance with the GHG Protocol framework and the requirements of the ISO 14064 standards, POLYDESIGN SYSTEMS is continuing the progressive expansion of the scope of its indirect emissions inventory under Scope 3.

For the 2024 GHG emissions assessment, the following categories were taken into account:

- upstream transport and distribution, covering logistics flows related to the delivery of raw materials and components to the site;
- downstream distribution, integrated for the first time in 2024, in order to cover all outgoing logistics flows from the company to its customers;
- waste generated during operations, including emissions associated with waste treatment and recovery;
- capital goods, corresponding to equipment, machinery, and infrastructure;
- employee commuting;
- business travel;
- energy-related emissions not included in Scopes 1 and 2;
- other indirect emissions.

The integration of downstream distribution represents a structuring step, making it possible to expand the coverage of Scope 3 and improve the representativeness of emissions related to POLYDESIGN SYSTEMS' overall logistics activities.

This progressive approach aims to identify the main levers for reducing indirect emissions and to guide future actions in collaboration with partners and service providers. This trajectory of expanding the scope and increasing ambition in Scope 3 is illustrated in the chart below.



Data for the year 2025 will be calculated in April 2026

ACTION LEVERS AND OUTLOOK

The climate action strategy of POLYDESIGN SYSTEMS is based on several complementary levers:

- continuous improvement of the energy efficiency of installations;
- increasing the share of decarbonized energy consumed on-site;
- optimization of production processes and reduction of scrap;
- development of circularity measures;
- raising employee awareness of climate challenges and everyday eco-friendly practices.

As part of a continuous improvement approach, the company aims to consolidate its achievements, deepen the analysis of its Scope 3, and strengthen the integration of climate-related challenges into its strategic and operational decisions.

OVERALL ANALYSIS OF GREENHOUSE GAS EMISSIONS TRENDS

The consolidated analysis of greenhouse gas emissions indicators highlights an overall positive trajectory in the carbon performance of POLYDESIGN SYSTEMS.

As illustrated in Figure 1, indirect emissions related to Scopes 2 and 3 show an overall decreasing trend over the recent period. This evolution notably reflects the efforts made in energy efficiency, the increased use of renewable energy, as well as the progressive improvement in monitoring emissions across the value chain.

Furthermore, the evolution of the carbon intensity ratio confirms this trend. As shown in Figure 2, emissions relative to revenue continue to decrease, reflecting a progressive decoupling between economic performance and greenhouse gas emissions.

Detailed indicators relating to GHG emissions and their intensity are presented in the appendix, in accordance with the requirements of GRI 305.

FIGURE 1: TRAJECTORY OF INDIRECT GHG EMISSIONS

In tCO_2e

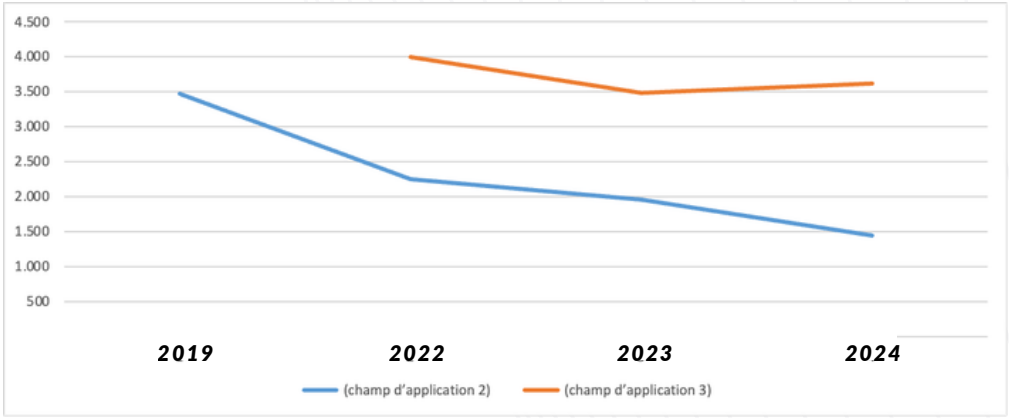
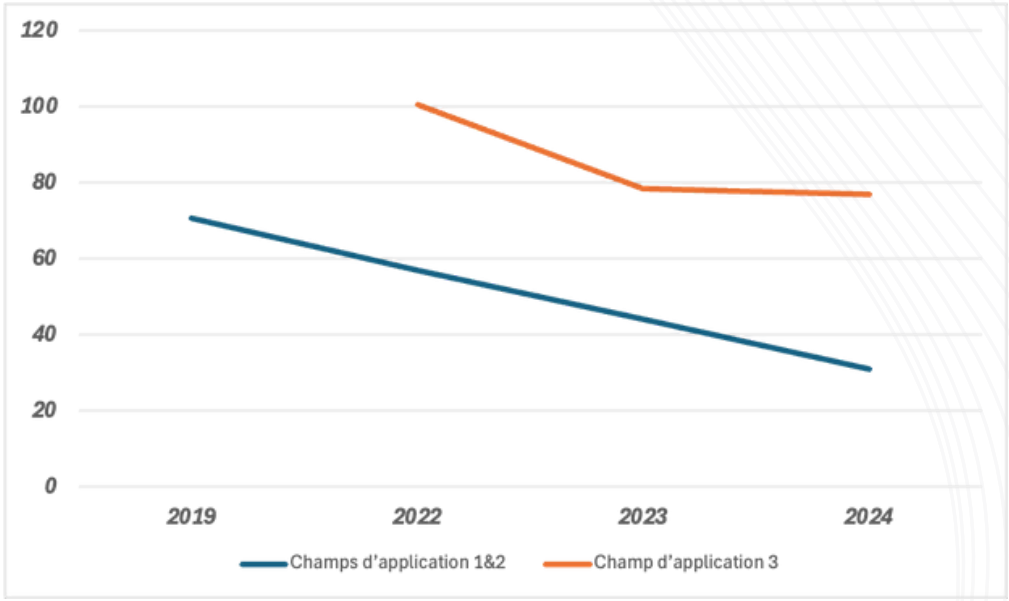


FIGURE 2: GHG EMISSIONS INTENSITY RATIO

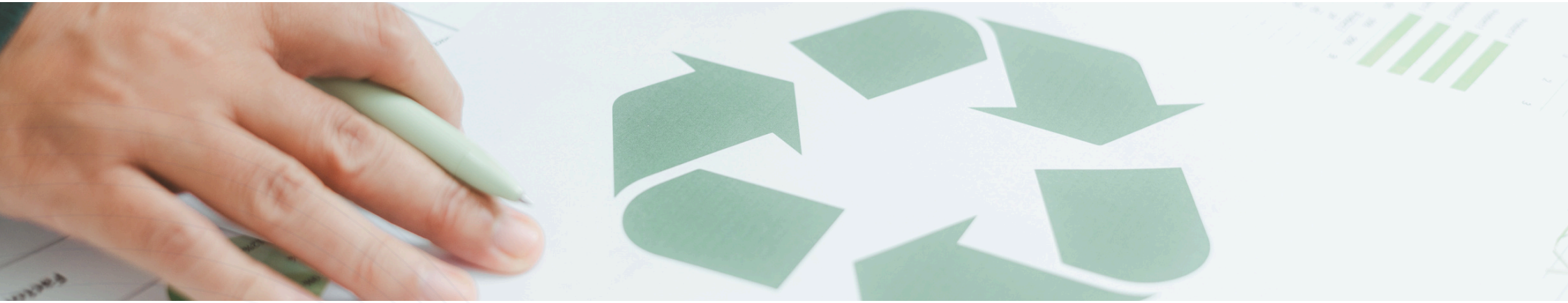
In tCO_2e / million euros (revenue)



WASTE

As part of its environmental responsibility approach and in compliance with the requirements of the ISO 14001 standard, POLYDESIGN SYSTEMS places waste management at the core of its environmental management system, prioritizing circular economy solutions.

The company's objective is to limit the environmental impacts associated with industrial activities, prevent pollution risks, and promote waste recovery whenever possible, in compliance with applicable regulatory requirements.



STRUCTURED WASTE MANAGEMENT AND TRACEABILITY

The environmental analysis carried out makes it possible to comprehensively identify waste streams generated by the site's various activities, assess associated risks, and define appropriate measures for prevention, sorting, and recovery.

All waste produced is systematically directed to a dedicated sorting area, where it is separated by type (recoverable materials, non-recoverable waste, and hazardous waste). This organization ensures rigorous traceability, facilitates on-site reuse and off-site recovery through approved service providers, and guarantees compliance with applicable regulations.

Within this framework, POLYDESIGN SYSTEMS applies a waste treatment hierarchy based on the principles of the circular economy and prevention at source.

The company prioritizes, in the following order:

- reuse on-site, where technically feasible;
- off-site recovery through specialized and approved channels;
- disposal only as a last resort.

Certain non-hazardous waste, such as fabric scraps and cardboard, is reused internally in packaging and conditioning operations. Other materials, such as plastics, leather, and copper, are sorted at source and then entrusted to specialized service providers for recycling and recovery through appropriate channels.

Hazardous waste (used oils, solvents, etc.) is subject to specific monitoring and is exclusively handled by approved service providers, ensuring its transport and treatment in authorized facilities, in compliance with Moroccan regulations in force and the requirements of GRI 306.

WASTE PERFORMANCE AND ANALYSIS 2025

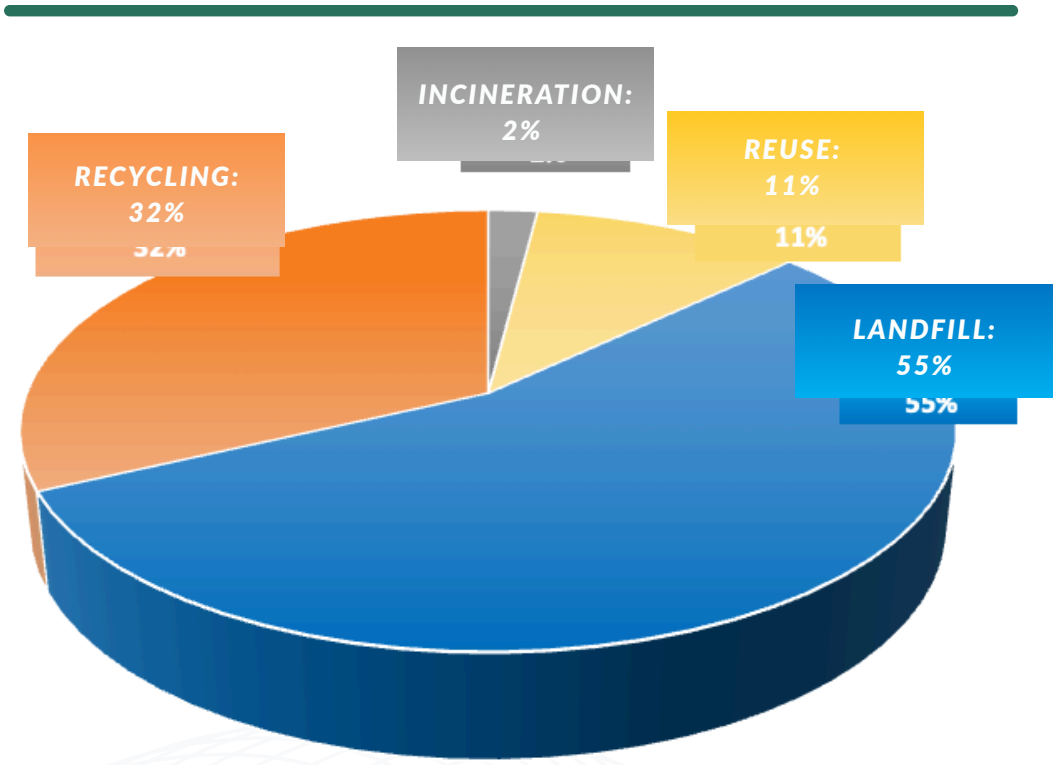
In 2025, POLYDESIGN SYSTEMS maintained overall control of its waste streams, in line with its internal objectives and its source reduction strategy. The level of waste generated, relative to production volume, remains below the reference threshold set by the company, reflecting the effectiveness of the actions implemented in process optimization, scrap reduction, and operational management of activities.

The share of waste recovered off-site improved in 2025 compared to the previous year. This evolution reflects the continuous improvement of sorting practices and the structuring of recovery channels with approved service providers.

Waste destined for disposal, including hazardous waste, remains controlled and treated in compliance with applicable regulatory requirements. The management of hazardous waste is subject to specific monitoring, ensuring environmental safety and compliance of operations.

The breakdown of waste treatment methods in 2025 illustrates the current structure of flows between recycling, disposal, and hazardous waste treatment.

BREAKDOWN OF WASTE TREATMENT METHODS 2025

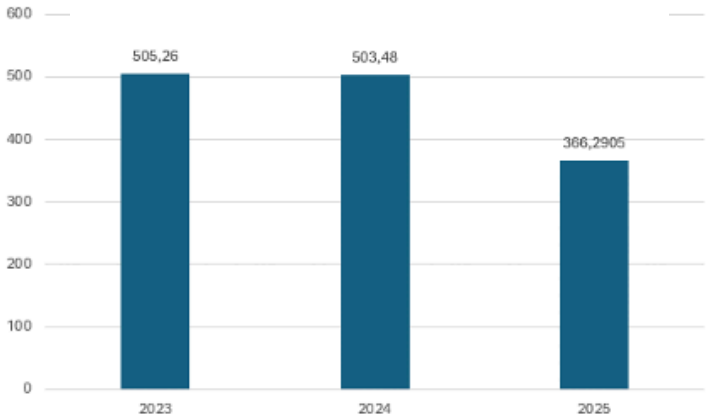


In 2025, the recovery rate increased significantly, rising from 27% in 2024 to 45%. This improvement marks an important milestone in enhancing waste management at the site. However, the recovery rate remains a strategic lever for further improvement, and POLYDESIGN SYSTEMS continues its efforts to strengthen material circularity flows, in line with its ambition to reduce environmental footprint and develop more sustainable industrial practices. These efforts are also reflected in a significant reduction in the volume of waste destined for disposal over the 2023–2025 period.

RECOVERY RATE
45% IN 2025
VS
27% in 2024

TOTAL WEIGHT OF WASTE DESTINED FOR DISPOSAL

In metric tons



-27,5%

decrease total weight of waste destined for disposal

from 505.26 tons in 2023 to 366.29 tons in 2025

Detailed quantitative data relating to generated, recovered, and disposed waste are presented in the appendix, in accordance with the requirements of GRI 306.

AREAS FOR IMPROVEMENT IN CIRCULAR ECONOMY

In order to strengthen environmental performance related to waste, POLYDESIGN SYSTEMS has identified several priority action levers:

- strengthening waste prevention at source;
- promoting increased internal repurposing;
- improving sorting quality to increase waste recovery through external service providers;
- raising awareness and training employees on best waste management practices and circular economy principles;
- generalizing simplified mapping of incoming and outgoing flows across production processes, in order to identify concrete circular economy opportunities (three priority processes mapped in 2025).

OPENING UP TO STRUCTURING PROJECTS

In addition to the academic projects carried out with Al Akhawayn University, POLYDESIGN SYSTEMS will participate in 2026 in the Green Forward Industry project, funded by the European Union, in collaboration with UNIDO.

This project provides the company with the opportunity to become a leading player in the textile circular economy, by strengthening the integration of circularity, material recovery, and waste reduction within its industrial processes.

SOCIAL

- OCCUPATIONAL HEALTH AND SAFETY
- WORKING CONDITIONS AND LABOR RELATIONS
- HUMAN RIGHTS
- LOCAL COMMUNITIES

The actions described in this section contribute to the following Sustainable Development Goals:

OCCUPATIONAL HEALTH AND SAFETY

At POLYDESIGN SYSTEMS, employee health and safety are a strategic priority and a key pillar of the company's overall performance. This commitment is reflected in the implementation of an Occupational Health and Safety Management System (OHSMS) certified to ISO 45001, covering all site activities, including production, maintenance, and support functions, since 2011.

Within this framework, the company also extends its prevention system to suppliers and subcontractors operating on-site. It assesses the risks related to their activities and integrates appropriate control and prevention measures into its contractual relationships, in order to ensure a level of safety consistent with its internal requirements.

The OHSMS aims to prevent occupational risks, ensure employee well-being, and guarantee compliance with Moroccan and international legal and regulatory requirements. It is based on a proactive approach to identifying and assessing hazards, integrated into operational processes and regularly reviewed as part of continuous improvement.

Each workstation is subject to a structured risk analysis, enabling the identification of hazardous situations and the implementation of appropriate preventive measures, based on potential severity, likelihood of occurrence, and applicable regulatory requirements.

EMPLOYEE PARTICIPATION AND CONSULTATION IN OHS

Employee participation is a key pillar of the OHSMS at POLYDESIGN SYSTEMS. In this regard, the company relies on a Health and Safety Committee, bringing together representatives from management, relevant functions, and employee representatives.

This committee serves as a platform for dialogue and consultation, enabling the identification of risks, the analysis of incidents, the proposal of improvement actions, and the monitoring of their implementation. Employees are also encouraged to report any risk situation and to submit improvement suggestions, notably through field feedback mechanisms and initiatives such as "Safety Heroes."

This participatory approach contributes to strengthening the safety culture, promoting ownership of prevention rules, and improving the effectiveness of the actions deployed.

IMPROVEMENT IN SAFETY PERFORMANCE IN 2025

The year 2025 was marked by a significant improvement in safety indicators. Only one lost-time accident was recorded, representing 15 days of absence, corresponding to a frequency rate of 0.08, well below the internal target set at 5.0.

This incident, of a minor nature, was quickly managed and did not call into question the overall effectiveness of the prevention system. These results reflect both the robustness of the management system in place and the strong involvement of employees in complying with safety rules.

PREVENTION, TRAINING AND SAFETY CULTURE

This performance is based on a set of structured actions, including:

- rigorous identification and regular monitoring of occupational risks;
- implementation of strict operational procedures for high-risk activities;
- targeted and regular training, particularly on general safety, the use of personal protective equipment, handling of chemical products, and the use of electrical panels;
- continuous awareness of safe behaviors and best practices.

In 2025, these actions were strengthened in order to consolidate the safety culture and sustainably prevent incidents.

As part of this prevention dynamic, POLYDESIGN SYSTEMS also relies on regular awareness initiatives led by the occupational physician and relayed through internal communication channels. In 2025, video capsules were notably shared with employees on topics such as workstation ergonomics, in order to prevent musculoskeletal disorders, as well as on measles, in the context of a national epidemic.

Psychosocial risks are subject to continuous monitoring and are integrated into prevention, social dialogue, and quality of work life initiatives. Their prevention is notably based on actions promoting well-being, work-life balance, and the quality of the working environment.

This approach was complemented by the distribution of the internal newsletter “My Health, My Priority”, addressing various topics related to occupational health and safety, such as risk prevention, public health, and the Blue November campaign. All these actions contribute to maintaining a consistent level of awareness and to sustainably strengthening the health and safety culture within the company.

OCCUPATIONAL HEALTH SERVICES

POLYDESIGN SYSTEMS provides all its employees with occupational health services in compliance with applicable national regulations. These services are delivered by an occupational physician and three nurses, who are involved in employee medical monitoring, prevention of occupational risks, and improvement of working conditions.

The system notably includes mandatory medical examinations (pre-employment, periodic, and return-to-work), assessment of medical fitness for specific positions, as well as contributions to occupational risk analysis, particularly regarding ergonomic risks and musculoskeletal disorders.

Occupational health services also contribute to identifying workstation adaptation needs and to formulating recommendations aimed at sustainably preserving employees' health.

As part of a continuous improvement approach to care conditions, POLYDESIGN SYSTEMS invested in 2025 in expanding and upgrading spaces dedicated to occupational health, in order to better accommodate employees and provide a more functional, confidential, and suitable environment for medical monitoring and prevention activities.

These services are accessible to all employees, regardless of their role or professional category. No occupational disease cases were reported in 2025, reflecting the effectiveness of the prevention measures and medical monitoring systems in place.

0 OCCUPATIONAL DISEASES

EMPLOYEE ENGAGEMENT AND RECOGNITION OF INITIATIVES

The safety culture is also supported by proactive communication and the sharing of feedback. On the occasion of the Occupational Health and Safety Week, organized around World Health Day on April 28, 2025, awareness actions reached nearly 90% of employees.

In this context, four employees were designated as "Safety Heroes" for the quality of their proposals in risk prevention. Two of these initiatives have already been implemented, while the others are scheduled for 2026, illustrating a continuous improvement dynamic driven by operational teams.

Hanane Haitout

QUALITY AUDITOR

"Hello, my name is Hanane, and I am the winner of the competition organized by Polydesign as part of health and safety initiatives.

My idea focused on collecting excess or unwanted thread after use by placing it in plastic bags attached to workstations. This helps prevent slipping hazards, avoids obstructing the movement of work carts, and reduces pollution in the workspace when threads are discarded on the floor.
By avoiding this behavior, we help ensure everyone's safety and contribute to creating a cleaner and better-organized working environment. Thank you."

AWARENESS ACTIONS CARRIED OUT DURING OCCUPATIONAL HEALTH AND SAFETY WEEK – APRIL 2025

≈90%

OF EMPLOYEES REACHED BY OHS AWARENESS INITIATIVES

WORKING CONDITIONS AND LABOUR RELATIONS

At POLYDESIGN SYSTEMS, labor relations and working conditions are a key driver of employee engagement, collective performance, and social cohesion. The company is committed to fostering a work environment based on dialogue, respect, fairness, and quality of work life, in line with its corporate social responsibility commitments.

A SOCIAL MODEL BASED ON JOB STABILITY AND SOCIAL DIALOGUE

POLYDESIGN SYSTEMS places the quality of professional relationships, social dialogue, and job stability at the heart of its social model.

The company relies on an employment model based exclusively on full-time permanent contracts. All employees are directly employed by the company, without the use of temporary labor, reflecting a strong commitment to decent work, fair treatment, and benefits, as well as to securing career paths and retaining skills.

Social dialogue is built on regular exchanges between management, employee representatives, and teams, fostering a climate of trust, transparency, and active listening. These exchanges contribute to the continuous improvement of working conditions and the collective ownership of the company's strategic directions.

In the event of operational changes likely to significantly impact employees, a minimum notice period of six months is provided.

As part of a continuous listening approach and the improvement of the social climate, POLYDESIGN SYSTEMS conducts an employee survey every two years.

This survey makes it possible to measure satisfaction levels, identify priority expectations, and gather feedback on working conditions, organization, management, and quality of work life. The insights gained from this process feed internal action plans and contribute to the evolution of managerial and social practices within the company.

The latest survey, conducted in 2025, recorded a participation rate of 84%, confirming employee engagement. The next survey is scheduled for 2027.

100%

of our workforce is employed under permanent contracts

Employee survey participation rate

84%

TRAINING AND SKILLS DEVELOPMENT

Training is a strategic lever to support the evolution of job roles and enhance collective performance. Training needs are assessed regularly, in consultation with managers from each department, in order to develop a training plan aligned with both the company's strategic priorities and employees' professional aspirations.

Training actions are structured around two complementary areas:

- technical and job-specific training, directly linked to industrial activities and support functions;
- cross-functional and behavioral training, particularly focused on management, work organization, and the effectiveness of professional interactions.

The Engineering team plays a key role in developing technical skills by delivering in-house training tailored to production roles, particularly during recruitment phases, requalification processes, or the launch of new projects. This approach promotes consistent knowledge transfer aligned with the requirements of the automotive sector.

RECRUITMENT, INTERNAL MOBILITY AND EQUAL OPPORTUNITIES

The recruitment policy of POLYDESIGN SYSTEMS prioritizes internal promotion, in order to enhance existing skills and support employees' career development. Mobility opportunities are communicated transparently through internal channels accessible to all staff, ensuring that everyone has the opportunity to apply freely.

Selection processes are based on objective criteria such as skills, professional experience, performance, and disciplinary record, in compliance with the principles of fairness, diversity, and non-discrimination. This approach helps build a climate of trust and strengthens team engagement.

WORKFORCE AND SKILLS PLANNING (GPEC)

The GPEC approach aims to anticipate changes in job roles and sustainably support career paths. It is based on structured tools, including a skills framework, job descriptions, and an annual performance evaluation system.

Performance review campaigns are a key moment to identify skills gaps and define targeted actions such as training plans, individual support, or internal mobility opportunities.

This approach contributes to creating a learning, fair, and continuously improving work environment, while promoting diversity and inclusion at all levels of the organization.

These mechanisms help establish a stable and engaged social climate, a key factor for sustainable performance and career attractiveness.

100% of administrative employees have benefited from performance and career development reviews

TEAM COHESION AND WELL-BEING AT WORK

For Ramadan 2025, POLYDESIGN SYSTEMS organized an internal solidarity initiative that made it possible to raise 89,200 dirhams. This amount was converted into shopping vouchers worth 400 dirhams each, distributed by raffle to 223 families of hourly employees. This initiative strengthened the spirit of solidarity and internal cohesion during this key period.

In 2025, several initiatives contributed to enhancing well-being at work and strengthening team bonds. Various sports and team-building events were organized, such as the Ping Pong Championship, the Polydesign Soccer Cup, and collective participation in the ProRun race, which brought together nearly 200 employees. These initiatives promote physical activity, conviviality, and team spirit, while creating opportunities for interaction outside the usual professional environment.

Beyond these collective initiatives, POLYDESIGN SYSTEMS also implements direct social support measures for its employees. Each year, a back-to-school allowance is granted in the form of gift vouchers, helping families during this key period and reinforcing employees' sense of recognition and belonging.
Initiatives focused on quality of work life, such as the "Awaken the Child Within You" Day, also provided moments of relaxation, creativity, and informal interaction, promoting a better balance between professional demands and personal well-being.

RAMADAN 2025 FUNDRAISING CAMPAIGN

POLYDESIGN SOCCER CUP TOURNAMENT

BACK-TO-SCHOOL ALLOWANCE

PING PONG CHAMPIONSHIP

AFRICA PRORUN

"AWAKEN THE CHILD WITHIN YOU" INITIATIVE

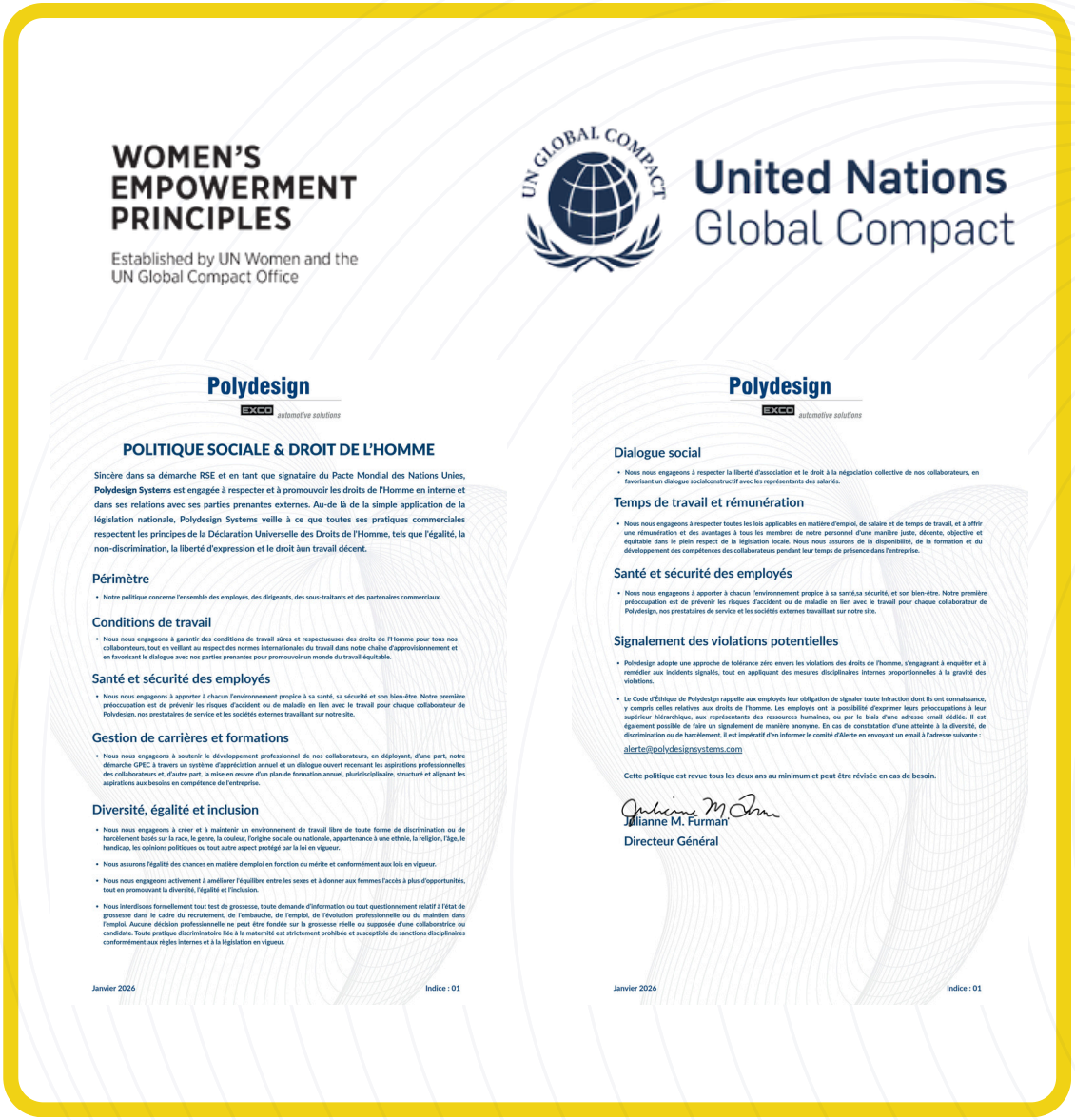
HUMAN RIGHTS

Respect for human rights is a fundamental principle of POLYDESIGN SYSTEMS' corporate social responsibility approach. The company is committed to ensuring a work environment that respects dignity, equal treatment, and non-discrimination, in compliance with Moroccan regulations, the guidelines of ISO 26000, and universal human rights principles.

In this regard, POLYDESIGN SYSTEMS is a signatory of the United Nations Global Compact and is committed to upholding and promoting its ten principles related to human rights, labor standards, environmental protection, and anti-corruption. The company is also a signatory of the Women's Empowerment Principles (WEPs), reaffirming its commitment to gender equality and non-discrimination in the workplace.

EQUAL OPPORTUNITIES, DIVERSITY AND NON-DISCRIMINATION

POLYDESIGN SYSTEMS is committed to ensuring equal opportunities in access to employment, training, internal mobility, and career development. Any form of discrimination based on gender, age, origin, social status, or any other personal characteristic is strictly prohibited.



WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

United Nations Global Compact

Polydesign

EXCO automotive solutions

POLITIQUE SOCIALE & DROIT DE L'HOMME

Sincère dans sa démarche RSE et en tant que signataire du Pacte Mondial des Nations Unies, **Polydesign Systems** est engagée à respecter et à promouvoir les droits de l'Homme en interne et dans ses relations avec ses parties prenantes externes. Au-de là de la simple application de la législation nationale, Polydesign Systems veille à ce que toutes ses pratiques commerciales respectent les principes de la Déclaration Universelle des Droits de l'Homme, tels que l'égalité, la non-discrimination, la liberté d'expression et le droit àun travail décent.

Périmètre

- Notre politique concerne l'ensemble des employés, des dirigeants, des sous-traitants et des partenaires commerciaux.

Conditions de travail

- Nous nous engageons à garantir des conditions de travail sûres et respectueuses des droits de l'Homme pour tous nos collaborateurs, tout en veillant au respect des normes internationales du travail dans notre chaîne d'approvisionnement et en favorisant le dialogue avec nos parties prenantes pour promouvoir un monde du travail équitable.

Santé et sécurité des employés

- Nous nous engageons à apporter à chacun l'environnement propice à sa santé, sa sécurité et son bien-être. Notre première préoccupation est de prévenir les risques d'accident ou de maladie en lien avec le travail pour chaque collaborateur de Polydesign, nos prestataires de service et les sociétés externes travaillant sur notre site.

Gestion de carrières et formations

- Nous nous engageons à soutenir le développement professionnel de nos collaborateurs, en déployant, d'une part, notre démarche GPEC à travers un système d'appréciation annuel et un dialogue ouvert recensant les aspirations professionnelles des collaborateurs et, d'autre part, la mise en œuvre d'un plan de formation annuel, pluridisciplinaire, structuré et alignant les aspirations aux besoins en compétence de l'entreprise.

Diversité, égalité et inclusion

- Nous nous engageons à créer et à maintenir un environnement de travail libre de toute forme de discrimination ou de harcèlement basés sur la race, le genre, la couleur, l'origine sociale ou nationale, appartenance à une ethnie, la religion, l'âge, le handicap, les opinions politiques ou tout autre aspect protégé par la loi en vigueur.
- Nous assurons l'égalité des chances en matière d'emploi en fonction du mérite et conformément aux lois en vigueur.
- Nous nous engageons activement à améliorer l'équilibre entre les sexes et à donner aux femmes l'accès à plus d'opportunités, tout en promouvant la diversité, l'égalité et l'inclusion.
- Nous interdisons formellement tout test de grossesse, toute demande d'information ou tout questionnement relatif à l'état de grossesse dans le cadre du recrutement, de l'embauche, de l'emploi, de l'évolution professionnelle ou du maintien dans l'emploi. Aucune décision professionnelle ne peut être fondée sur la grossesse réelle ou supposée d'une collaboratrice ou candidate. Toute pratique discriminatoire liée à la maternité est strictement prohibée et susceptible de sanctions disciplinaires conformément aux règles internes et à la législation en vigueur.

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Polydesign

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Dialogue social

- Nous nous engageons à respecter la liberté d'association et le droit à la négociation collective de nos collaborateurs, en favorisant un dialogue socialconstructif avec les représentants des salariés.

Temps de travail et rémunération

- Nous nous engageons à respecter toutes les lois applicables en matière d'emploi, de salaire et de temps de travail, et à offrir une rémunération et des avantages à tous les membres de notre personnel d'une manière juste, décente, objective et équitable dans le plein respect de la législation locale. Nous nous assurons de la disponibilité, de la formation et du développement des compétences des collaborateurs pendant leur temps de présence dans l'entreprise.

Santé et sécurité des employés

- Nous nous engageons à apporter à chacun l'environnement propice à sa santé,sa sécurité, et son bien-être. Notre première préoccupation est de prévenir les risques d'accident ou de maladie en lien avec le travail pour chaque collaborateur de Polydesign, nos prestataires de service et les sociétés externes travaillant sur notre site.

Signalement des violations potentielles

- Polydesign adopte une approche de tolérance zéro envers les violations des droits de l'homme, s'engageant à enquêter et à remédier aux incidents signalés, tout en appliquant des mesures disciplinaires internes proportionnelles à la gravité des violations.
- Le Code d'Éthique de Polydesign rappelle aux employés leur obligation de signaler toute infraction dont ils ont connaissance, y compris celles relatives aux droits de l'homme. Les employés ont la possibilité d'exprimer leurs préoccupations à leur supérieur hiérarchique, aux représentants des ressources humaines, ou par le biais d'une adresse email dédiée. Il est également possible de faire un signalement de manière anonyme. En cas de constatation d'une atteinte à la diversité, de discrimination ou de harcèlement, il est impératif d'en informer le comité d'Alerte en envoyant un email à l'adresse suivante : alerte@polydesignsystems.com

Cette politique est revue tous les deux ans au minimum et peut être révisée en cas de besoin.

Julianne M. Furman
Directeur Général

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2025 ACTIONS IN SUPPORT OF HUMAN RIGHTS AND INCLUSION

In 2025, POLYDESIGN SYSTEMS strengthened its awareness initiatives on Human Rights through dedicated internal communication, aimed at reinforcing fundamental principles, the company's commitments, and the expected day-to-day behaviors.
This approach helps promote a culture of respect, responsibility, and compliance across the organization.

Additionally, on the occasion of International Women's Rights Day, an internal event was organized to highlight the career paths of female employees and to reaffirm the company's commitment to gender equality, inclusion, and professional development.

To further structure and strengthen this momentum, POLYDESIGN SYSTEMS joined the Morocco4Diversity program (2025–2026 edition) in 2025, after having previously participated as part of the pioneer team in 2021. Within this framework, the company identified a key priority: increasing women's representation to approximately 20% by 2030 within the Technician, Worker, and Manager categories, where gender diversity remains limited.

It is important to note, however, that female representation already exceeds 60% within the engineering population, reflecting a positive trend in highly skilled roles.
This initiative follows a progressive and realistic approach, aimed at sustainably improving recruitment, retention, and development practices for female talent, in alignment with the company's industrial context.

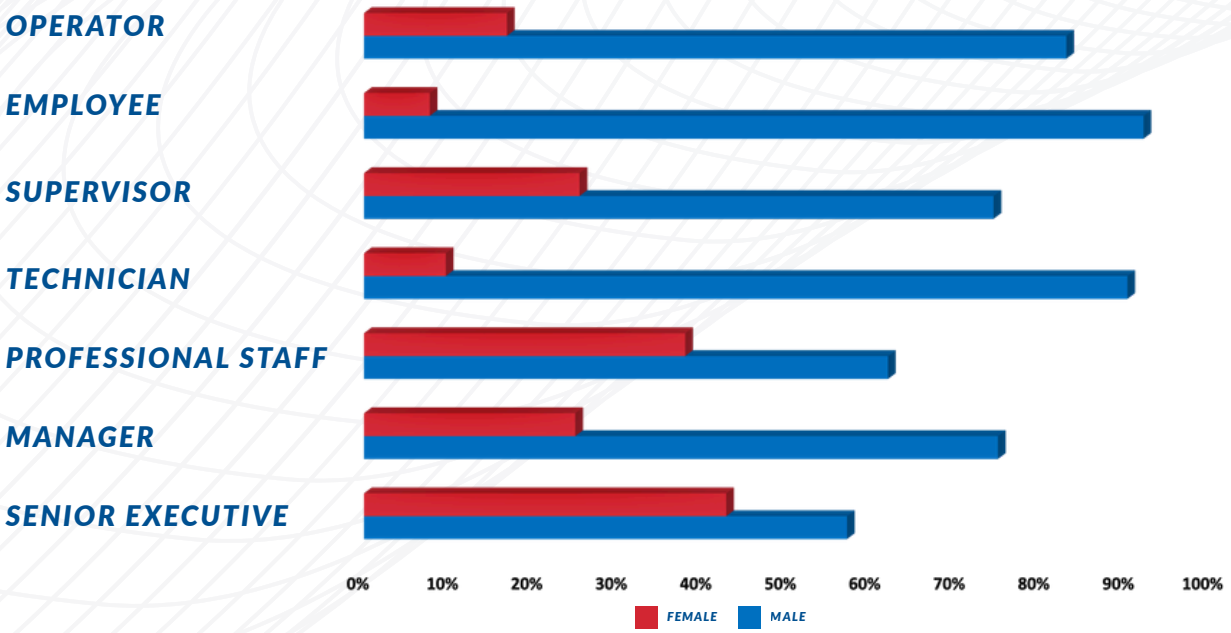
KEY INDICATORS ANALYSIS

Gender diversity indicators (GRI 405-1) highlight a contrasted representation of women across professional categories. In 2025, the share of women reaches 38% among Professional Staff and 10% among Technicians, while remaining stable among Operators (17%) and more limited at the Management level (25%).These findings confirm the relevance of the priority issue addressed within the Morocco4Diversity program.

The figure below provides a visual illustration of the gender distribution across professional categories.

GENDER DISTRIBUTION

By professional category

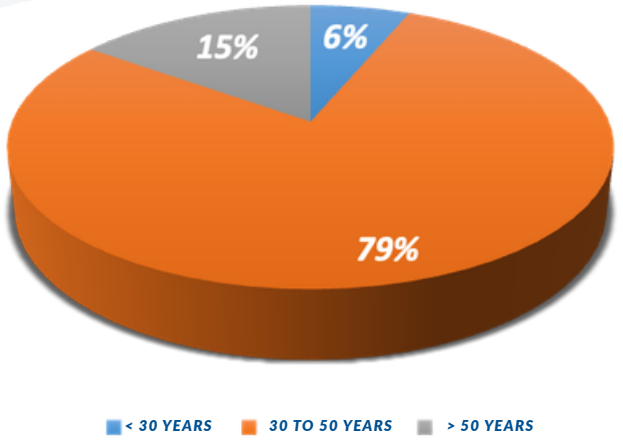


The age group analysis shows a strong concentration of employees within the 30 to 50 age range, reflecting a generally experienced workforce, with an identified need for progressive skills renewal in the medium term.

The chart below presents the distribution of employees by age group in 2025, providing a clear and synthetic view of the workforce demographic structure.

AGE GROUP

Total employee distribution



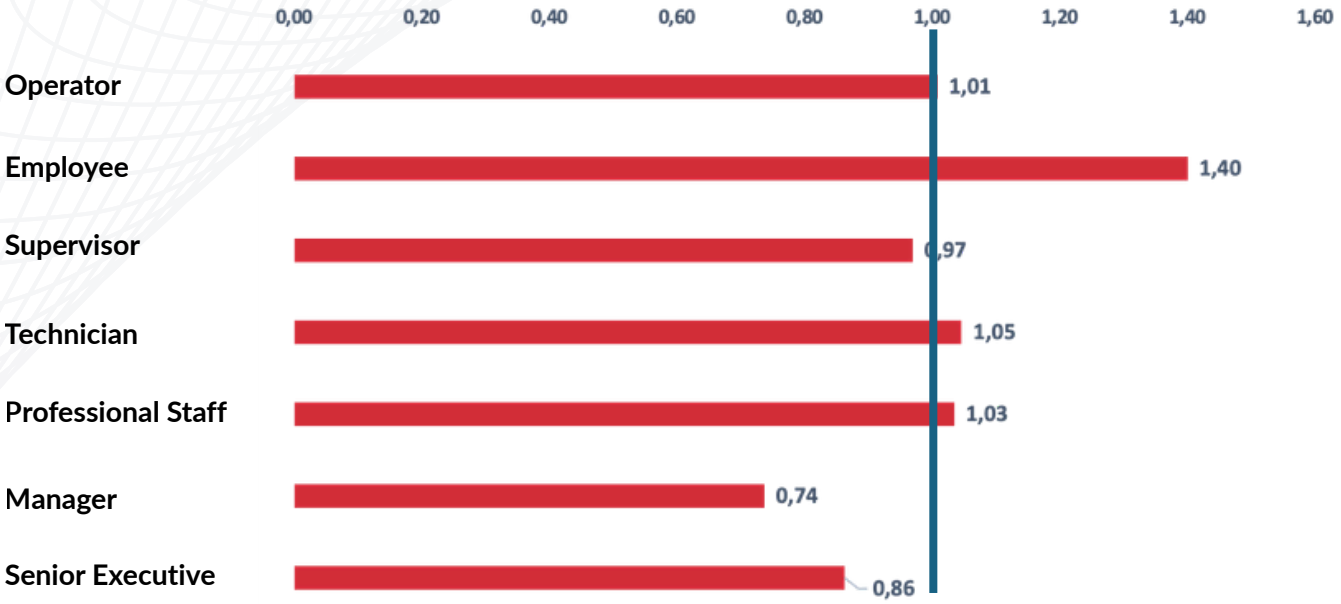
Regarding pay equality (GRI 405-2), female-to-male compensation ratios vary across professional categories. In 2025, the ratios are close to balance across several operational categories, particularly Professional Staff, Technicians, and Operators, while remaining below 1 for management levels.

These gaps require particular attention and a deeper analysis of underlying factors (job structure, seniority, levels of responsibility) in order to guide long-term improvement actions.

The figure below presents female-to-male compensation ratios by professional category in 2025, providing insight into the relative level of pay equity across different levels of responsibility.

COMPENSATION RATIOS (FEMALE / MALE)

By professional category



Detailed tables related to GRI 405-1 and GRI 405-2 indicators are presented in the appendix.

LOCAL COMMUNITIES

Rooted in its local environment, POLYDESIGN SYSTEMS actively engages alongside local communities through social, educational, health, and environmental initiatives, carried out in close collaboration with its employees and partner organizations.

These initiatives reflect the company's commitment to contributing concretely to social development and improving the well-being of local populations, in line with its CSR approach.

CHILD PROTECTION

As part of its commitment to fundamental rights, POLYDESIGN SYSTEMS also supports child protection initiatives. In 2025, the company signed a solidarity sponsorship agreement with the INSAF association, a public-interest organization, for the period 2025–2028.

This partnership aims to support a project to combat child labor, including the prevention of school dropout, the removal of exploited children, and their reintegration into education, through a dedicated annual financial contribution.

Regular reports are provided to ensure proper monitoring of the impact of the company's contribution on the "sponsored" child.

HEALTH, PREVENTION AND COMMUNITY INITIATIVES

Health is a key focus area of the community initiatives carried out by POLYDESIGN SYSTEMS.

As part of Pink October, an awareness and screening campaign for breast and colon cancer was organized at Biranzarane High School, in partnership with the ALBALSSAM association, for the benefit of women from the local community, families of POLYDESIGN SYSTEMS employees, school staff, and students' families.

This initiative contributed to strengthening access to prevention and raising awareness of women's health issues.

In addition, a blood donation campaign was organized on the Polydesign Systems site, mobilizing volunteer employees around an essential civic action supporting the national healthcare system

EDUCATION, YOUTH AND KNOWLEDGE TRANSFER

Convinced that education is a fundamental driver of sustainable development and equal opportunities, POLYDESIGN SYSTEMS actively promotes training, academic excellence, and closer ties between the education sector and the business world.

Each year, the company awards an “Academic Excellence Award”, consisting of granting a laptop to the student from Biranzarane High School who achieved the highest score in the baccalaureate.

This initiative aims to encourage academic success, promote merit, and support equitable access to digital tools.

As part of this effort to strengthen links between the company and the education sector, POLYDESIGN SYSTEMS also organized in 2025 an industrial site visit for 24 students from Biranzarane High School.

This initiative aimed to introduce students to careers in the automotive industry, raise awareness of industrial career opportunities, and encourage technical and scientific vocations.

POLYDESIGN SYSTEMS has also strengthened its ties with higher education through its participation in the SBA Capstone Program at Al Akhawayn University, offering students the opportunity to work on real-life challenges from the industrial sector and to develop skills aligned with business expectations.

In the same spirit, POLYDESIGN SYSTEMS is a member of the Business Advisory Council of the Al Akhawayn School of Business, contributing to the alignment of academic programs with industry needs.

In this capacity, the company takes part in the School's strategic discussions, academic roundtables, and participates as a jury member in final-year projects (Capstones), thereby strengthening the link between education and employability.

Furthermore, POLYDESIGN SYSTEMS' commitment to education and international cooperation is also reflected through the institutional involvement of its Chief Executive Officer, appointed to the Board of Directors of the Fulbright Commission Morocco (MACECE) as a representative of the United States.

Co-funded by the Moroccan and U.S. governments, this prestigious commission promotes academic exchanges and research, contributing to the development of a new generation of globally minded leaders.

Through these initiatives, POLYDESIGN SYSTEMS reaffirms its commitment to contributing sustainably to knowledge transfer, talent development, and the strengthening of links between education, industry, and society.

INCLUSION, AWARENESS AND COMMUNITY ENGAGEMENT

In 2025, POLYDESIGN SYSTEMS strengthened its commitment to inclusion and citizenship through awareness, solidarity, and knowledge-sharing initiatives targeting diverse audiences.
As part of this approach, the company organized a dedicated day for employees' children, including fun and educational workshops focused on social responsibility and environmental protection.
Following this initiative, the children were designated as Junior CSR Ambassadors, enabling them to share simple and practical messages related to sustainability, respect, and citizenship within their families and communities.

POLYDESIGN SYSTEMS also celebrated the International Day of Happiness, in partnership with the S3M training firm, through a solidarity initiative conducted within the Tadamoun Association.
This initiative aimed to promote joy, sharing, and social inclusion among vulnerable populations by creating meaningful moments of exchange and conviviality.

In addition, POLYDESIGN SYSTEMS is a board member of the Ghaith Association, which works to improve the living conditions of Moroccan populations affected by natural disasters.

In this context, the company initiated a partnership with the High Atlas Foundation to support the reconstruction of the village of Igg, in the Al Haouz region, severely impacted by the 2024 earthquake.
This initiative resulted in the provision of 30 intermediate housing units made of sandwich panels, including interior fittings and sanitary facilities.

In addition to material support, psychosocial support sessions were also conducted for the benefit of the village residents, particularly women, to assist them in the process of social and emotional recovery following the earthquake trauma.

By combining awareness initiatives, solidarity projects, and long-term partnerships, POLYDESIGN SYSTEMS reinforces a responsible approach focused on sustainable impact and strong local anchoring.

INTERNATIONAL COOPERATION AND OPENNESS

As part of a dynamic of openness and intercultural dialogue, POLYDESIGN SYSTEMS hosted a group of doctoral students from Tsinghua University, within the framework of a Morocco–China–United States cooperation initiative.

This meeting enabled exchanges on the automotive industry, innovation, and Morocco's industrial positioning, strengthening links between the academic and industrial worlds at the international level.

This openness is also reflected in POLYDESIGN SYSTEMS' active involvement in economic and institutional bodies. As a member of the executive board of CGEM TTA and President of the Industry Commission, the company contributes to regional influence, the improvement of the business climate, and the industrial attractiveness of northern Morocco.

Furthermore, POLYDESIGN SYSTEMS participates in the work of the National Enterprise Council, a platform for strategic reflection fostering structured dialogue between the private sector and public authorities.
The company is also a board member of the Tangier Free Zone Investors Association, contributing to the representation of investors and the continuous improvement of the investment environment.

ENVIRONMENT AND COLLECTIVE AWARENESS

The company continued its environmental awareness initiatives for the benefit of the local area, notably through a beach clean-up operation organized on the occasion of World Environment Day, mobilizing volunteer employees around the preservation of coastal ecosystems.

In addition, as part of the celebration of International Earth Day, the company took part in awareness initiatives in partnership with IFMIA (Institute for Training in Automotive Industry Professions), strengthening collective awareness of environmental issues and responsible behaviors to adopt.

A STRUCTURED AND MEASURABLE SOCIETAL CONTRIBUTION

In 2025, POLYDESIGN SYSTEMS' societal initiatives were structured around several key areas of engagement. The indicators below summarize the initiatives implemented, the beneficiaries reached, and the resources mobilized, in line with the company's CSR commitments.

HEALTH AND PREVENTION

Initiative	*Beneficiaries*	*Resources Mobilized*
Pink October – Breast cancer screening	78 women	172 donors
Pink October – Cervical cancer screening	53 women	Partnership with associations, organization and employee participation
Blood donation campaign (Polydesign site)	172 donors	Internal organization and mobilization

SOLIDARITY

Initiative	*Beneficiaries*	*Resources Mobilized*
Ramadan Fundraiser	*223 families*	*89,200 MAD*
Donation to INSAF Association (child protection)	*3 children*	*30,000 MAD*
Donation to Albalssam Association	*Association*	*30,000 MAD*
Donation to Ghaith Association	*Association*	*50,000 MAD*

EDUCATION, YOUTH AND KNOWLEDGE TRANSFER

Initiative	Beneficiaries	Resources Mobilized
Academic Excellence Award	1 student	In-kind donation
Hosting of Biranzarane High School students	24 students	Employee participation

INTERNATIONAL COOPERATION AND OPENNESS

Initiative	Beneficiaries	Resources Mobilized
Hosting a group of doctoral students from Tsinghua University	141 men and 134 women	Employee participation

INCLUSION, AWARENESS AND COMMUNITY ENGAGEMENT

Initiative	Beneficiaries	Resources Mobilized
Junior CSR Ambassador	16 children	Organization, transportation and employee participation
Solidarity action – Tadamoun Association	85 people	In-kind donation, partnership, organization and employee participation
Support for the reconstruction of Igg village (Al Haouz region)	30 families	Partnership with associations and employee participation

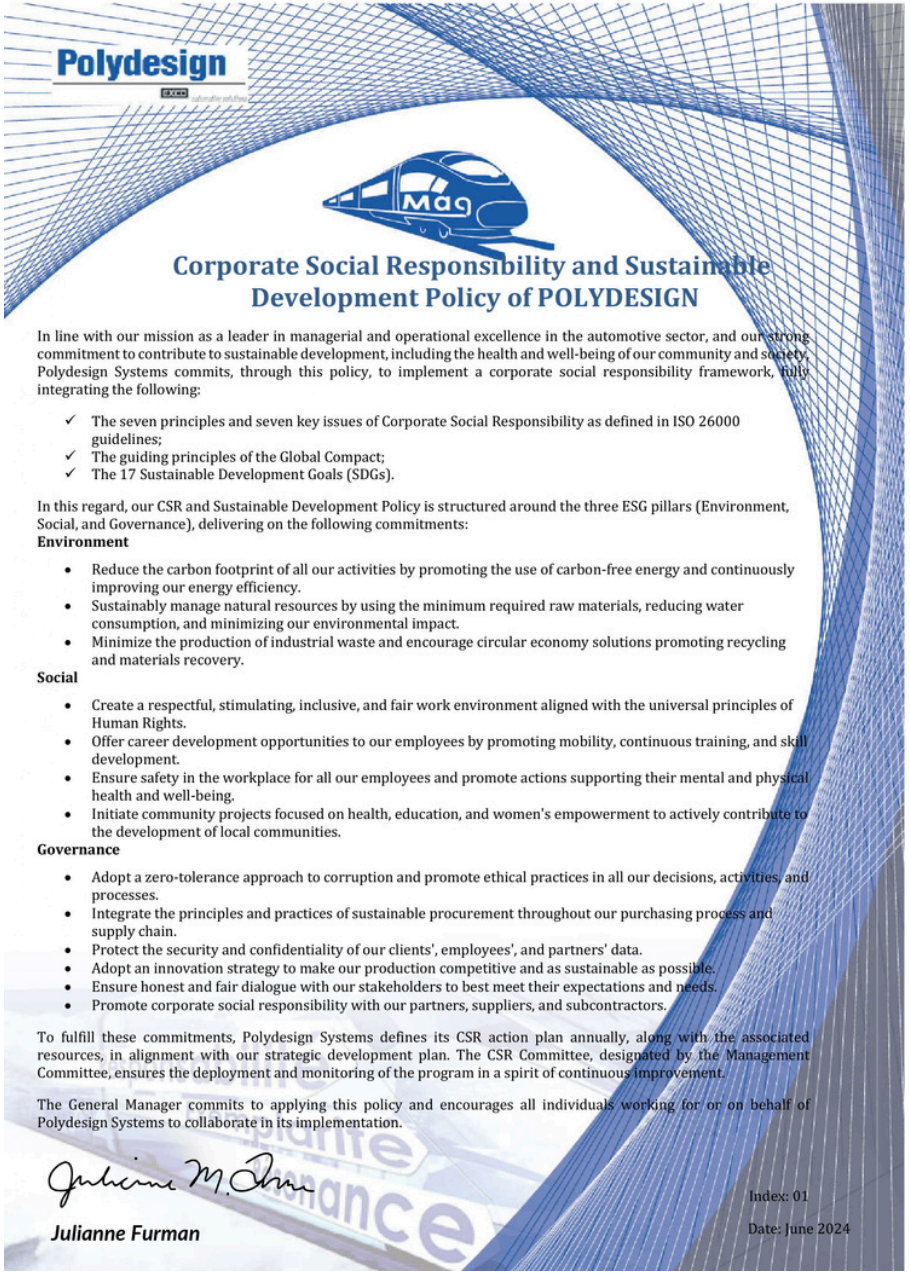
ENVIRONMENT AND COLLECTIVE AWARENESS

Initiative	Beneficiaries	Resources Mobilized
Beach clean-up operation	41 participants	Organization and employee participation
CSR awareness at IFMIA	25 students	Organization and employee participation

APPENDIX

- OUR CSR POLICY
- OUR CSR INDICATORS
- GRI CONTENT INDEX

OUR CSR POLICY



Polydesign

Corporate Social Responsibility and Sustainable Development Policy of POLYDESIGN

In line with our mission as a leader in managerial and operational excellence in the automotive sector, and our strong commitment to contribute to sustainable development, including the health and well-being of our community and society, Polydesign Systems commits, through this policy, to implement a corporate social responsibility framework, fully integrating the following:

- ✓ The seven principles and seven key issues of Corporate Social Responsibility as defined in ISO 26000 guidelines;
- ✓ The guiding principles of the Global Compact;
- ✓ The 17 Sustainable Development Goals (SDGs).

In this regard, our CSR and Sustainable Development Policy is structured around the three ESG pillars (Environment, Social, and Governance), delivering on the following commitments:

Environment

- Reduce the carbon footprint of all our activities by promoting the use of carbon-free energy and continuously improving our energy efficiency.
- Sustainably manage natural resources by using the minimum required raw materials, reducing water consumption, and minimizing our environmental impact.
- Minimize the production of industrial waste and encourage circular economy solutions promoting recycling and materials recovery.

Social

- Create a respectful, stimulating, inclusive, and fair work environment aligned with the universal principles of Human Rights.
- Offer career development opportunities to our employees by promoting mobility, continuous training, and skill development.
- Ensure safety in the workplace for all our employees and promote actions supporting their mental and physical health and well-being.
- Initiate community projects focused on health, education, and women's empowerment to actively contribute to the development of local communities.

Governance

- Adopt a zero-tolerance approach to corruption and promote ethical practices in all our decisions, activities, and processes.
- Integrate the principles and practices of sustainable procurement throughout our purchasing process and supply chain.
- Protect the security and confidentiality of our clients', employees', and partners' data.
- Adopt an innovation strategy to make our production competitive and as sustainable as possible.
- Ensure honest and fair dialogue with our stakeholders to best meet their expectations and needs.
- Promote corporate social responsibility with our partners, suppliers, and subcontractors.

To fulfill these commitments, Polydesign Systems defines its CSR action plan annually, along with the associated resources, in alignment with our strategic development plan. The CSR Committee, designated by the Management Committee, ensures the deployment and monitoring of the program in a spirit of continuous improvement.

The General Manager commits to applying this policy and encourages all individuals working for or on behalf of Polydesign Systems to collaborate in its implementation.

Julianne Furman

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Date: June 2024

OUR CSR INDICATORS

GOVERNANCE

ETHICS AND ANTI-CORRUPTION

Code	Disclosure	2023		2024		2025	
GRI 205-2	*Communication relative to anti-corruption policies and procedures communicated to:*						
	Governance bodies	100%		100%		100%	
	Employees	100%		100%		100%	
	Business partners (clients and suppliers)	100%		100%		100%	
	Anti-corruption policy and procedure training for employees by number and % per category:						
	Training on anti-corruption policies and procedures for employees (number and percentage by category):	146	9%	990	60%	869	60%
	Senior Executives (Governance bodies)	7	100%	7	100%	7	100%
	Management	9	60%	10	67%	10	63%
	Professionals	40	78%	33	60%	29	58%
	Technicians	10	10%	70	65%	33	35%
	Supervisors	10	9%	72	62%	58	59%
	Employees	20	27%	58	81%	65	72%
	Workers	50	4%	740	58%	667	61%

Code	Disclosure	2023	2024	2025
GRI 205-3	Total number of confirmed corruption incidents	0	0	0
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0
	Total number of confirmed incidents in which contracts with business partners were terminated or not renewed due to corruption violations	0	0	0
	Public legal actions regarding corruption filed against the organization or its employees and results	0	0	0
GRI 206-1	Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	0	0	0

SUSTAINABLE PROCUREMENT

Code	Disclosure	2023	2024	2025
GRI 204-1	Percentage of spending on local suppliers*	15%	17%	21%
GRI 308-1	Percentage of new suppliers that were screened using environmental criteria	100%	100%	100%
GRI 414-1	Percentage of new suppliers that were screened using social criteria	100%	100%	100%
GRI 414-2	Number of suppliers assessed for social impacts	100%	100%	100%
	Number of suppliers identified as having significant actual and potential negative social impacts	0	0	0
	Significant actual and potential negative social impacts identified in the supply chain	0	0	0
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	0%	0%	0%
	The percentage of suppliers identified as having significant, real and potential negative social impacts, with which relations have been terminated following an evaluation, as well as the reasons for this measure	0%	0%	0%

** Local purchase refers to any purchase made within Morocco*

ENVIRONMENT

MATERIALS

Code	Disclosure	2023	2024	2025
GRI 301-1	Total weight of renewable materials used in tons	760	762	757
	Total weight of non-renewable materials used in tons	2 192	2 193	1 934
GRI 301-2	Total weight of materials used in tons	2 952	2 955	2 691
	Percentage of recycled input materials used	59%	62%	61%
GRI 301-3	Percentage of reclaimed products and their packaging materials	37%	38%	38%

ENERGY

Code	Disclosure	2023	2024	2025
GRI 302-1	Energy consumption within the organization in KWH	3 847 705	3 808 726	3 458 353
GRI 302-3	Energy intensity ratio for the organization in KWH/KG of product sold	1.52	1.49	1.46
GRI 302-4	Reduction in energy consumption within the organization KWH*	27 495	61 358	46 285

** Reference year is calendar year 2022. Method: multivariate linear regression.*

WATER AND EFFLUENTS

Code	Disclosure	2023	2024	2025
GRI 303-3	Total water withdrawal in megaliters	10.73	10.25	10.54
GRI 303-4	Total water discharge in megaliters	8.79	8.41	8.65
GRI 303-5	Total water consumption in megaliters	10.73	10.25	10.54

Water data sourced from Amendis invoices.

EMISSIONS AND CLIMATE CHANGE MITIGATION

Code	Disclosure	2019*	2022*	2023*	2024*
GRI 305-1	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent*	14	13	9	12
GRI 305-2	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent**	3 464	2 247	1 950	1 440
GRI 305-3	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent**	-	3 992	3 481	3 616
GRI 305-4	GHG emissions intensity ratio in metric tons of CO2 equivalent /million euros of sales for Scope 1&2	70.45	56.83	44.09	30.90
	GHG emissions intensity ratio in metric tons of CO2 equivalent/million euros of sales for Scope 3	-	100.39	78.32	76.93
GRI 305-5	Reduction of GHG emissions in metric tons of CO2 equivalent, due to renewable energy use (Scope 2)	-	13 826	30 836	22 930

** Calendar year. 2025 data will be calculated in April 2026.*

*** Reference year : 2019.*

**** Reference year: 2022.*

WASTE

Code	Disclosure	2023		2024		2025	
GRI 306-3	Total weight of waste diverted from disposal in metric tons:	761.94		685.73		641.21	
GRI 306-4		Off-Site	On-site	Off-Site	On-site	Off-Site	On-site
	Total weight of waste diverted from disposal in metric tons:	256.68	0	182.25	0	203.73	71
	A- Hazardous waste by operations:	0	0	0	0	0	0
	Preparation for reuse	0	0	0	0	0	0
	Recycling	0	0	0	0	0	0
	Other recovery operations	0	0	0	0	0	0
	B- Non-Hazardous waste by operations:	256.68	0	182.25	0	203.73	71
	Preparation for reuse	0.00	0	0.00	0	0.00	71
	Recycling	256.68	0	182.25	0	203.73	0
	Wood	107.16	0	69.30	0	87.10	0
	Cardboards	52.74	0	49.46	0	68.12	0
	Resin	78.25	0	46.08	0	42.39	0
	Scrap	13.28	0	13.48	0	1.84	0
	Plastics excluding Resin	2.96	0	2.09	0	3.82	0
	Waste leather	1.31	0	1.14	0	0.11	0
	Waste Copper	0.98	0	0.70	0	0.34	0
	Other recovery operations	0.00	0	0.00	0	0.00	0

Code	Disclosure	2023		2024		2025	
		Off-Site	On-site	Off-Site	On-site	Off-Site	On-site
GRI 306-5	Total weight of waste directed to disposal in metric tons	505.26	0	503.48	0	366.48	0
	A- Hazardous waste by operations:	23.60	0	22.37	0	16	0
	Incineration (with energy recovery)	23.60	0	22.37	0	16	0
	Incineration (without energy recovery)	0	0	0	0	0	0
	Landfilling	0	0	0	0	0	0
	Other disposal operations	0	0	0	0	0	0
	B- Non-Hazardous waste by operations:	481.66	0	481.11	0	350.48	0
	Incineration (with energy recovery)	0.00	0	0.00	0	0.00	0
	Incineration (without energy recovery)	0.00	0	0.00	0	0.00	0
	Landfilling:	481.66	0	481.12	0	350.48	0
	Scrap Products & NC Raw Materials	191.07	0	257.00	0	214.25	0
	Fabrics	260.11	0	212.31	0	123.89	0
	Mesh/Strip/Bungee	30.48	0	11.80	0	12.34	0
	Other disposal operations	0	0	0.00	0	0.00	0

SOCIAL

RELATIONS AND WORKING CONDITIONS

Code	Disclosure	2023		2024		2025	
		Men	Women	Men	Women	Men	Women
GRI 401-1	Total number of new employees hires:	95	67	10	10	17	10
	Under 30 years old	75	34	6	8	6	6
	30-50 years old	20	33	4	2	11	4
	Over 50 years old	0	0	0	0	0	0
	Rate on new employee hires	6.88%	22.19%	0.74%	3.34%	1.42%	3.97%
	Under 30 years old	21.01%	53.13%	2.21%	12.12%	3.41%	16.22%
	30-50 years old	2.05%	15.07%	0.39%	0.94%	1.16%	2.16%
	Over 50 years old	0%	0%	0%	0%	0%	0%
	Total number of employees:	1 381	302	1 352	299	1 196	252
	Under 30 years old	357	64	272	66	176	37
	30-50 years old	976	219	1,014	212	949	185
	Over 50 years old	48	19	66	21	71	30
	Employee turnover :	3.33%	6.62%	7.99%	9.36%	4.85%	10.71%
	Under 30 years old	4.20%	10.94%	16.18%	21.21%	7.95%	24.32%
	30-50 years old	2.97%	5.94%	6.11%	5.66%	4.32%	9.19%
	Over 50 years old	4.17%	0%	3.03%	9.52%	4.23%	3.33%

Code	Disclosure	2023		2024		2025	
		Men	Women	Men	Women	Men	Women
GRI 401-3	Total number of employees entitled to parental leave	97	10	105	8	109	12
	Total number of employees who took parental leave	97	10	105	8	109	12
	Total number of employees who returned to work after parental leave	97	10	105	7	109	11
	Total number of employees who returned to work after parental leave and were still employed 12 months after their return	97	10	105	7	109	11
	Return-to-work and retention rates of employees that took parental leave	100%	100%	100%	88%	100%	92%
GRI 404-1	Average number of training hours per year per employee by gender	33.02	35.56	131.03	100.10	46.43	70.64
	Average hours of training per year per employee by professional category:						
	Senior Executive	13.77		40.61		13.49	
	Management	17.63		52.00		35.55	
	Professionals	12.25		36.12		35.13	
	Technicians	1.49		12.86		12.57	
	Supervisors	1.77		15.26		19.89	
	Employees	1.50		12.93		24.32	
	Workers	20.17		61.35		58.90	

HUMAN RIGHTS

Code	Disclosure	2023		2024		2025	
GRI 405-1	Diversity of governance bodies (GB) and employees – by gender:						
	By gender	Men	Women	Men	Women	Men	Women
	Senior Executives GB	57%	43%	57%	43%	57%	43%
	Management	73%	27%	73%	27%	75%	25%
	Professionals	69%	31%	67%	33%	62%	38%
	Technicians	92%	8%	91%	9%	90%	10%
	Supervisors	69%	31%	72%	28%	74%	26%
	Employees	88%	12%	86%	14%	92%	8%
	Workers	83%	17%	83%	17%	83%	17%
	Diversity of governance bodies and employees – by age group (years):						
	By age group (years)	<30	30 to 50	>50	<30	30 to 50	>50	<30	30 to 50	>50
	Senior Executives GB	0%	71%	29%	0%	71%	29%	0%	71%	29%
	Management	0%	80%	20%	0%	67%	33%	0%	75%	25%
	Professionals	10%	78%	12%	7%	82%	11%	10%	78%	12%
	Technicians	6%	91%	3%	8%	85%	6%	6%	86%	8%
	Supervisors	18%	75%	7%	16%	78%	7%	7%	83%	10%
	Employees	3%	90%	7%	3%	83%	14%	4%	79%	17%
	Workers	29%	68%	3%	24%	72%	4%	17%	77%	5%

Code	Disclosure	2023	2024	2025
GRI 405-2	**Ratio of the basic salary and remuneration of women to men for each employee category:**			
	Senior Executives GB	0.96	0.95	0.86
	Management	0.83	0.77	0.74
	Professionals	0.92	0.96	1.03
	Technicians	1.01	1.08	1.05
	Supervisors	1.06	1.08	0.97
	Employees	1.35	1.34	1.40
	Workers	1.01	1.01	1.01

OCCUPATIONAL HEALTH AND SAFETY

Code	Disclosure	2023	2024	2025
GRI 403-9	For all employees			
	Number of fatalities as a result of work-related injury	0	0	0
	Rate of fatalities as a result of work-related injury	0%	0%	0%
	Number of high-consequence work-related injuries(excluding fatalities)	0	0	0
	Rate of high-consequence work-related injuries (excluding fatalities)	0%	0%	0%
	Number of recordable work-related injuries	4	5	1
	Rate of recordable work-related injuries *	0.30%	0.40%	0.08%
	The main types of work-related injury	Slips and fails	Trauma and burns	Wound
	Number of hours worked	3 114 839	2 476 882	2 651 294
GRI 403-10	For all employees			
	Number of work-related fatalities due to occupational disease	0	0	0
	Number of recordable occupational disease cases	0	0	0

** Accident rate calculated on the basis of 2 million hours worked.*

GRI Standards content Index

Statement of use	Polydesign Systems has reported its data in accordance with GRI Standards for the period from October 1, 2024 to September 30, 2025 (fiscal year).
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI Sector Standards 11, 12, 13 and 14 do not apply to our sector of activity

GRI Standard	Disclosure	Location or omission with reason and explanation
General Information		
GRI 2: General Disclosures 2021	2-1 Organizational details	About Polydesign Systems, page 7
	2-2 Entities included in the organization's sustainability reporting	About this report, page 6
	2-3 Reporting period, frequency and contact point	About this report, page 6
	2-4 Restatements of information	The total number of employees who returned to work after parental leave (GRI 401-3) has been restated for 2023 and 2024. This quantitative restatement is due to a data entry error in the 2024 Sustainability Report where "0" was recorded instead of the actual figures.
	2-5 External assurance	About this report, page 6
	Activities and workers	
	2-6 Activities, value chain and other business relationships	About Polydesign Systems, page 7 Client recognitions, page 8 Certifications, page 9
	2-7 Employees	About Polydesign Systems, page 7 Human Rights, page 49 Our ESG Indicators, page 68
	2-8 Workers who are not employees	Labor Relations and Working Conditions, page 44

GRI Standard	Disclosure	Location or omission with reason and explanation
General Information		
GRI 2: General Disclosures 2021	**Governance**	
	2-9 Governance structure and composition	Governance of Polydesign Systems, page 14
	2-10 Nomination and selection of the highest governance body	Governance of Polydesign Systems, page 14
	2-11 Chair of the highest governance body	Governance of Polydesign Systems, page 14
	2-12 Role of the highest governance body in overseeing the management of impacts	Key Progress 2025, page 10 CSR Governance, page 15 Materiality Analysis, pages 11 and 12
	2-13 Delegation of responsibility for managing impacts	Key Progress 2025, page 10 CSR Governance, page 15 Materiality Analysis, pages 11 and 12
	2-14 Role of the highest governance body in sustainability reporting	About this report, page 6 CSR Governance, page 15
	2-15 Conflicts of interest	Key Progress 2025, page 10 Materiality Analysis, pages 11 and 12 Ethics and Anti-Corruption, page 16 Responsible Procurement, pages 17 and 18
	2-16 Communication of critical concerns	Governance of Polydesign Systems, page 14 CSR Governance, page 15
	2-17 Collective knowledge of the highest governance body	Governance of Polydesign Systems, page 14 CSR Governance, page 15
	2-18 Evaluation of the performance of the highest governance body	Governance of Polydesign Systems, page 14
	2-19 Remuneration policies	Human Rights, page 47
	2-20 Process to determine remuneration	Labor Relations and Working Conditions, page 45
	2-21 Annual total compensation ratio	Omission Legal prohibition. Reason: This ratio would easily allow deduction of the highest-paid person's salary, which is personal information that cannot be disclosed under Law 09-08.

GRI Standard	Disclosure	Location or omission with reason and explanation
General Information		
GRI 2: General Disclosures 2021	**Strategy, policies and practices**	
	2-22 Statement on sustainable development strategy	Word from General Manager, pages 4 and 5 Key Progress 2025, page 10 Materiality Analysis, pages 11 and 12 CSR Governance, page 15 Our CSR Policy, page 60
	2-23 Policy commitments	Human Rights, page 47 Our CSR Policy, page 60
	2-24 Embedding policy commitments	Word from General Manager, pages 5 Governance of Polydesign Systems, page 14 CSR Governance, page 15 Data Confidentiality, page 20 Environment, page 21 Occupational Health and Safety, page 40
	2-25 Processes to remediate negative impacts	About this report, page 6 Materiality Analysis, page 11 Ethics and Anti-Corruption, page 16 Responsible Procurement, pages 17 and 18 Data Confidentiality, page 19 Local Communities, page 51
	2-26 Mechanisms for seeking advice and raising concerns	Materiality Analysis, pages 11 and 12 CSR Governance, page 15 Labor Relations and Working Conditions, page 44 Local Communities, page 51
	2-27 Compliance with laws and regulations	CSR Governance, page 15 Our CSR Policy, page 60
	2-28 Membership associations	CEO Message, page 5 Local Communities, pages 51, 52, 55, 57 and 58

GRI Standard	Disclosure	Location or omission with reason and explanation
General Information		
GRI 2: General Disclosures 2021	**Stakeholder engagement**	
	2-29 Approach to stakeholder engagement	About this report, page 6 Key Progress 2025, page 10 Materiality Analysis, page 11 Responsible Procurement, page 17 Occupational Health and Safety, pages 40 and 41 Labor Relations and Working Conditions, page 44 Local Communities, page 51
	2-30 Collective bargaining agreements	Labor Relations and Working Conditions, page 44
Relevant themes		
Material topics (GRI 3)	3-1 Process to determine material topics	Materiality Analysis, pages 11 and 12
	3-2 List of material topics	Materiality Analysis, page 12
Ethics and Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Anti-Corruption, page 16
GRI 205: Anti-corruption 2016	205-1 Business activities evaluated for corruption-related risks	Ethics and Anti-Corruption, page 16
	205-2 Communication and training about anti-corruption policies and procedures	Our ESG Indicators, page 61
	205-3 Confirmed incidents of corruption and actions taken	Our ESG Indicators, page 61
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Our ESG Indicators, page 62

GRI Standard	Disclosure	Location or omission with reason and explanation
Sustainable procurement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Procurement, page 17
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Our ESG Indicators, page 63
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Our ESG Indicators, page 63
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Procurement, page 17
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using environmental criteria	Our ESG Indicators, page 63
	414-2 Negative environmental impacts in the supply chain and actions taken	Our ESG Indicators, page 63
Data Confidentiality		
GRI 3: Material Topics 2021	3-3 Management of material topics	Data Confidentiality, pages 19 and 20
GRI 418 : Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Confidentiality, pages 19 and 20
Innovation & Sustainability		
GRI 3: Material Topics 2021	3-3 Management of material topics	Innovation & Sustainability, page 21

GRI Standard	Disclosure	Location or omission with reason and explanation
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materials, pages 23 and 24
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Our ESG Indicators, page 64
	301-2 Recycled input materials used	Our ESG Indicators, page 64
	301-3 Reclaimed products and their packaging materials	Our ESG Indicators, page 64
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy, pages 25, 26, 27 and 28
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our ESG Indicators, page 64
	302-2 Energy consumption outside of the organization	Omission Information unavailable/incomplete. Reason: information unavailable from suppliers.
	302-3 Energy intensity	Our ESG Indicators, page 64
	302-4 Reduction of energy consumption	Our ESG Indicators, page 64

GRI Standard	Disclosure	Location or omission with reason and explanation
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Water and Effluents, pages 29 and 30
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Effluents, pages 29 and 30
	303-2 Management of water discharge-related impacts	Water and Effluents, pages 29
	303-3 Water withdrawal	Our ESG Indicators, page 65
	303-4 Water discharge	Our ESG Indicators, page 65
	303-5 Water consumption	Our ESG Indicators, page 65
Emissions and Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	Emissions and Climate Change, pages 31, 32, 33 and 34
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Our ESG Indicators, page 65
	305-2 Energy indirect (Scope 2) GHG emissions	Our ESG Indicators, page 65
	305-3 Other indirect (Scope 3) GHG emissions	Our ESG Indicators, page 65
	305-4 GHG emissions intensity	Our ESG Indicators, page 65
	305-5 Reduction of GHG emissions	Our ESG Indicators, page 65

GRI Standard	Disclosure	Location or omission with reason and explanation
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste, pages 35, 36 and 37
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste, pages 35, 36 and 37
	306-2 Management of significant waste-related impacts	Waste, pages 35, 36 and 37
	306-3 Waste generated	Our ESG Indicators, page 66
	306-4 Waste diverted from disposal	Our ESG Indicators, page 66
	306-5 Waste directed to disposal	Our ESG Indicators, page 66
Labor Relations and Working Conditions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Labor Relations and Working Conditions, pages 44, 45 and 46
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our ESG Indicators, page 68
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Labor Relations and Working Conditions, page 44
	401-3 Parental leave	Our ESG Indicators, page 69
GRI 402: Labor/Management	402-1 Minimum notice periods regarding operational changes	Labor Relations and Working Conditions, page 44
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our ESG Indicators, page 69
	404-2 Programs for upgrading employee skills and transition assistance programs	Labor Relations and Working Conditions, page 45
	404-3 Percentage of employees receiving regular performance and career development reviews	Labor Relations and Working Conditions, page 45

GRI Standard	Disclosure	Location or omission with reason and explanation
Human Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights, pages 47, 48, 49 and 50
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our ESG Indicators, page 70
	405-2 Ratio of basic salary and remuneration of women to men	Our ESG Indicators, page 71
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety, pages 40, 41, 42 and 43
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, pages 40 and 41
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, pages 40 and 41
	403-3 Occupational health services	Occupational Health and Safety, page 42
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, pages 40, 42 and 43
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, pages 41, 42 and 43
	403-6 Promotion of worker health	Occupational Health and Safety, pages 41, 42 and 43
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, page 40
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, page 40
	403-9 Work-related injuries	Our ESG Indicators, page 72
	403-10 Work-related ill health	Our ESG Indicators, page 72

GRI Standard	Disclosure	Location or omission with reason and explanation
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Local Communities, page 51
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities, pages 51, 52, 53, 54, 55, 56, 57 and 58