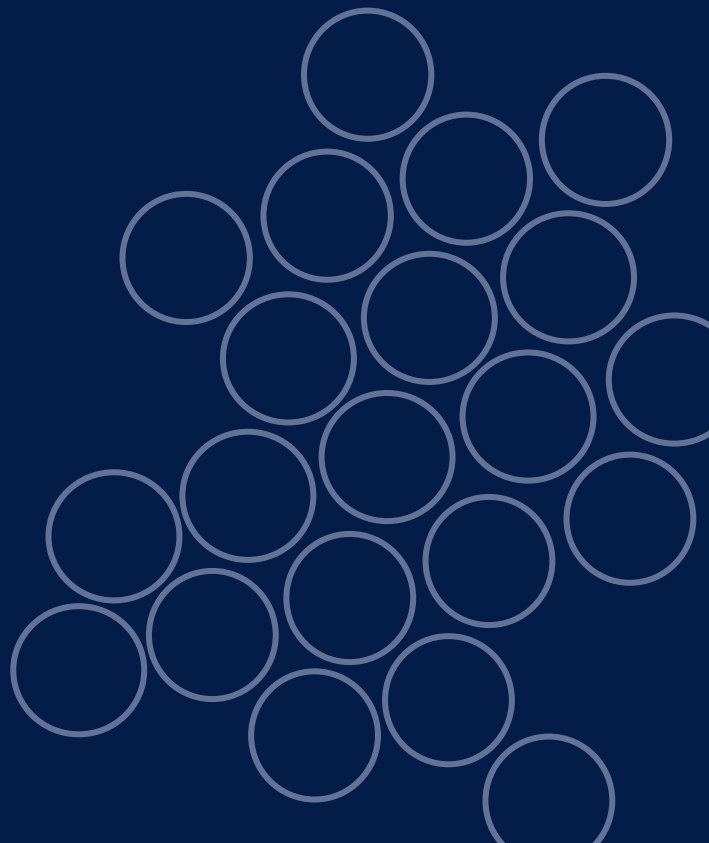


ENVIRONMENTAL POLICY

RONDOT GROUP



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Official Document - Applicable to all subsidiaries of Rondot Group.

As part of our CSR & HSE approach, Rondot Group's environmental policy aims to engage in a comprehensive, long-term reflection aimed at minimizing the negative impacts of the company's activities on the environment, while enabling its economic development. We strive to control potential environmental risks and make environmental considerations a decision criterion for purchasing supplies and designing new products.

As members of the Global Compact, we are committed to integrating issues #6, 7, 9, 13, 14, and 15 into our group's environmental strategy.



Among our ongoing efforts, we aim to focus our environmental policy on four key commitments:

I. REDUCE THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES, A PRIORITY

I.1 REDUCE OUR CARBON FOOTPRINT

Rondot Group, through its CSR strategy, initiated its first carbon assessment in 2022 at its French subsidiary, Rondot SAS. A second entity is set to commence its assessment in early 2024. The objective is to progressively involve all our subsidiaries in a decarbonization program. Each entity will assess its footprint and develop tailored action plans based on their specific challenges.

This marks a significant step in our CSR strategy, aiming to engage all stakeholders in this initiative. According to our roadmap, we will integrate these action plans into supplier selection, prioritizing local suppliers who share our values and commitments to sustainable development.

I.2 REDUCE AND VALORIZE OUR WASTE

Rondot continues its initiatives to reduce waste at the source and enhance valorisation across all its sites. Efforts to minimize and better manage waste and scraps are already underway at some of our production sites, with the aim to intensify these practices across all subsidiaries. Each entity will eventually establish an "environmental working group" led by two individuals within the entity (1 project leader / 1 sponsor).

Waste reduction involves every employee, whether in production or support services. Everyone has a role to play in this area, and it is through collective effort that we can make a difference. Therefore, raising awareness is crucial:

As part of this effort, a waste reduction manifesto focusing on the **4 Rs (refuse/reduce/reuse/recycle)** will be implemented in each entity. This will empower every collaborator to take action on the environmental challenges we face.

Additionally, this manifesto will be integrated into the Welcome Booklet for all new employees to ensure they are briefed on our environmental policy right from the start.

I.3 ENHANCING OUR TRAVEL POLICY

In terms of our fleet management, we encourage our employees with company cars to opt for hybrid or electric vehicles. Our plan is to replace all conventional company cars with electric or hybrid vehicles for our sales team in France as soon as their current contracts expire. We aim to extend this initiative to our international subsidiaries whenever feasible.

Regarding our HR policy, we encourage our employees to minimize business trips and travel. We promote the use of video conferencing and aim to reduce non-essential travel. For distances under 2 hours, we prioritize train travel or carpooling. Our travel policy in France aligns with our group-wide decarbonization program to optimize our travel practices across all subsidiaries.

It is crucial for our group, despite the need for physical client visits internationally, to integrate this policy into our daily operations. As an international group, video conferencing has become our standard practice to minimize unnecessary travel.

I.4 IMPLEMENTING ISO 14001 CERTIFICATION ACROSS OUR INDUSTRIAL SITES

The ISO 14001 certification is the benchmark tool for addressing the environmental challenges of our organization with the aim of improving our overall environmental performance and thereby contributing to the United Nations Sustainable Development

Goals (SDGs). It demonstrates our commitment to listening to stakeholders and our ability to address environmental issues related to our activities, products, and services, leading actions towards environmental preservation.

A first French site is currently undergoing ISO 14001 certification. The goal is to extend this approach to all our French sites and then to subsidiaries with sufficient maturity to implement this new standard.

Adapting to climate change requires us to reassess our roadmap. The risk-based approach of ISO helps each entity to become more aware of the need to adapt, evaluate the direct or indirect impacts of its activities.

I.5 RESPECT OF THE BIODIVERSITY

As part of our CSR charter and environmental policy, Rondot Group is committed to integrating biodiversity considerations into all its activities. Aware of the importance of preserving biodiversity for a sustainable future, we implement awareness-raising actions for our employees, partners, and local communities. On our industrial sites, and future sites whenever possible, we adopt environmentally friendly practices such as creating green spaces, protecting existing natural habitats, and promoting local wildlife and flora. Our goal is to minimize our impact on ecosystems and actively contribute to the preservation of biodiversity, while fostering a corporate culture that values and respects nature.

II. MOVE TOWARDS SUSTAINABLE RESOURCE USE BY LIMITING OUR ENERGY CONSUMPTION

II.1 EMPLOYEE AWARENESS: A NECESSARY RELAY

Employee awareness is conducted with the aim of:

- Understanding future challenges through useful and engaging workshops to involve all our entities.
- Reducing and limiting our consumption while becoming aware of possible optimizations (water, lighting, heating, air conditioning). Most of our subsidiaries have already embraced the importance of reducing our electrical consumption, for example, by replacing all bulbs with LEDs both in France and abroad, and by integrating sub-meters for better management of our most energy-intensive equipment.
- As part of CSRD, ensure the reliability of energy data within each subsidiary will be integrated to have a comprehensive view of consumption at the group level, aligning with our energy reduction objectives.

III. INTEGRATE THE ECO-DESIGN APPROACH INTO THE PRODUCT LIFECYCLE.

As an industrial company, the concept of eco-design for our products holds significant importance for Rondot Group. Therefore, we are committed to integrating environmental criteria into the inception of all new R&D projects starting from 2024. In this context, the company pledges to:

- Educate departments directly involved in the product lifecycle on eco-design and circular economy concepts.
- Review opportunities for improving secondary and tertiary packaging on existing and future products, making enhancements where possible.
- Incorporate CSR (Corporate Social Responsibility) indicators into R&D specifications to ensure eco-design principles apply to all new projects.

Sharing eco-design experiences with our peers is essential. Hence, we aim to facilitate meetings among industrial stakeholders facing similar challenges. The glass sector is undergoing significant changes, presenting opportunities for us and our clients to develop synergies addressing these issues and creating positive impacts across the value chain, up to our end users.

In line with this momentum, our medium-term goal includes conducting Life Cycle Assessments (LCAs) on our priority products. The objective of LCAs is to provide a comprehensive view of the impacts generated by products (goods, services, or processes), presented through various simulations.

For industrial policies, this entails decisions on product design and improvement, process choices, etc. For public policies, it involves selecting valorisation pathways and eco-labelling criteria for products.

IV. RENOVATE BUILDINGS AND OUR INDUSTRIAL FACILITIES

As part of our expansion plans, we are investing in new facilities across some of our entities. In this context, we are committed to integrating responsible practices to minimize our energy footprint. This presents an opportunity for Rondot Group to demonstrate our environmental commitment to our partners through these investments.

Broadly speaking, through this policy, we aim for each department to incorporate environmental considerations into daily operations and decision-making processes at

Rondot Group. We also prioritize compliance with current laws and regulations, both internally and with our external stakeholders.

As an industrial player in a sector undergoing significant ecological transition, it is our responsibility to contribute to the development of a robust and sustainable environmental policy throughout our company, aligning closely with the expectations of our clients who increasingly prioritize these issues in their global strategies.

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