



Acoustics in Motion®

Communication On Progress

Trèves Group |

Corporate Social Responsibility

2022

COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



Acoustics in Motion

AGENDA

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TRÈVES GROUP | CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE COMMITMENTS

Trèves Group, a family-owned company established in 1836, is committed to designing, developing and manufacturing environmentally conscious products that contribute to the reduction of thermal and acoustic emissions for the global automotive industry.



“Trèves Group contributes to an improved environmental footprint with lightweight concepts and optimised design of the parts it supplies.”



ALERT ON OCEAN ACIDIFICATION

Since the late 1980s, 95 per cent of open ocean surface water has become more acidic. Oceans absorb about 30 per cent of carbon dioxide (CO₂) we produce, reducing the pH of seawater.

Source: IAEA (International Atomic Energy Agency)

TRÈVES GROUP | CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE COMMITMENTS

Trèves Group, a family-owned company established in 1836, is committed to designing, developing and manufacturing environmentally conscious products that contribute to the reduction of thermal and acoustic emissions for the global automotive industry.

We are committed to a sustainable development approach through concrete actions concerning our products, services and operational activities to ensure the satisfaction of all our stakeholders. Our belief in the values and principles of the UN Global Compact initiative and the associated seventeen sustainable develop-

ment goals is a prerequisite of our operational excellence and customer satisfaction.

In order to ensure the sustainable development of Trèves Group, we identified five areas of action. For each of those areas, we have defined a 5-years vision with the associated KPIs and objectives. All those objectives and corresponding action plans are integrated into our management system. By doing so, this will ensure consistency and alignment with our business strategy and the allocation of enough focus and resources to achieve those objectives.

It will also help to develop a true culture of sustainable development based on strong managerial commitment and responsible behaviour by internal parties, in line with our Trèves values. The automotive industry, the automotive one, is at the core of the sustainable revolution, which is necessary to secure the future of our planet and the subsequent generations.

In this context, Trèves Group, as a global and innovative player, must and will be strong contributor and changemaker!

F. CHAUSSAT
Chairman



FRÉDÉRIC CHAUSSAT

CHAIRMAN
PRESIDENT

Oversees the management of the Group and the implementation of global strategy.



BRUNO MEYNIS DE PAULIN

CFO

Oversees the Group's financial division and the financial aspects of the Group's strategic activities.



LAURE BÉVIERRE

GLOBAL VP HR & COMMUNICATION

Manages the Group's HR strategy and policy in all areas: recruitment, remuneration, training, mobility and communication.



CHRISTOPHE NOÉ

GLOBAL VP OPERATION + EUROPE

Defines and implements Group operations strategy, structure and processes. Drives the successful performance and delivery of the organisation.

TRÈVES GROUP | CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE COMMITMENTS



AYAX OCHOA

GLOBAL VP PURCHASING/PROJECT

Leads the Purchasing organisation to reach the Group's QCDP purchasing targets. Defines and ensures implementation of the Group purchasing policy.



J  SUS RUIZ PEREZ

GLOBAL VP QUALITY

Develops and improves the Group's quality system and customer satisfaction, ensuring compliance for clients and applicable statutory and regulatory requirements.



MARC COOPER

GLOBAL VP SALES

Leads the sales department and manages all sales operations.



JEAN-LUC LANFRANCHINI

GLOBAL VP R&D

Responsible for identifying, exploring and implementing R&D, engineering and technology/ product development and growth strategies.



CLAUDIO CARRERA

REGION GENERAL MANAGER
Brazil

Manages global activities in his region and secures the short, mid and long-term profitability of the business. Ensures implementation of and compliance with Group standards.



AYMAR DE VAND  RE

REGION GENERAL MANAGER
North America

Manages global activities in his region and secures the short, mid and long-term profitability of the business. Ensures implementation of and compliance with Group standards.



FR  D  RIC FENG

REGION GENERAL MANAGER
China

Manages global activities in his region and secures the short, mid and long-term profitability of the business. Ensures implementation of and compliance with Group standards.

TRÈVES GROUP | AT A GLANCE

Trèves Group, a world leader in automotive acoustics, is accelerating the improvement of its environmental footprint and continues to tirelessly pursue its focus on competitiveness.



25

PRODUCTION SITES
IN 16 COUNTRIES

4,000

EMPLOYEES WORLDWIDE

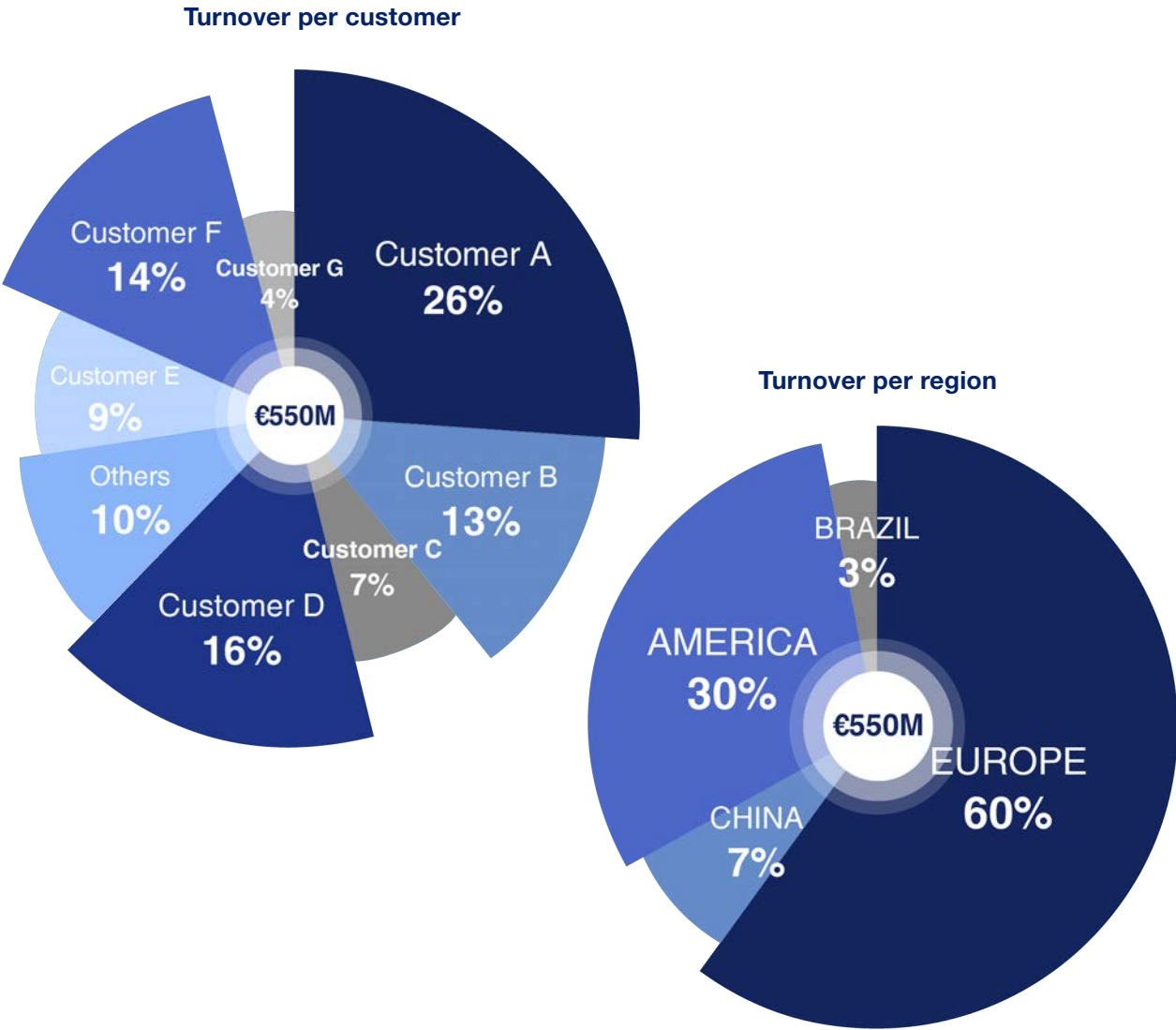
€550M

WORLDWIDE SALES
IN 2022

TRÈVES GROUP | CUSTOMERS PORTFOLIO

ACURA • ALFA ROMEO • ALPINE • AUDI • BMW • BUICK • BYD • CADILLAC • CANOO • CHANGAN
• CHERY • CHEVROLET • CHRYSLER • CITROEN • CRUISE • CUPRA • DACIA • DENZA • DODGE
• DONGFENG • DS • FERRARI • FIAT • FISHER • FORD • GEELY • GMC • GREAT WALL • HOLDEN
• HONDA • HYUNDAI • INFINITI • IZERA • JAGUAR • JEEP • JETTA • KIA • LADA • LANCIA • LAND
ROVER • LINCOLN • LUCID • MASERATI • MCLAREN • MERCEDES-BENZ • MINI • MITSUBISHI •
MORGAN • NISSAN • OPEL • PEUGEOT • PORSCHE • RAM • RENAULT • ROLLS-ROYCE • SEAT •
SKODA • SUBARU • TOGG • TOYOTA • VENUZIA • VOLKSWAGEN • VOLVO • ZINORO

TRÈVES GROUP | TURNOVER PER CUSTOMER AND PER REGION



OUR PLANTS WORLDWIDE

In 2022, Trèves Group had a presence on 4 continents and 16 countries.

01 | EUROPE

France Etupes · Le Cateau · Montcornet · Ploëmel

UK Knaresborough

Spain Girona · Pontevedra · Valladolid

Portugal Cesar

Czech Republic Ústí nad Labem

Slovakia Vel'ká Lomnica

Russia St Petersburg

Italy Cazzano · Aprilia

Turkey Bursa

Romania Câmpulung

02 | NORTH AMERICA

USA Hollywood (AL) · Fostoria (OH) · Corbin (KY)

Mexico Aguascalientes

SOUTH AMERICA

Brazil Quatro Barras · Caçapava

03 | ASIA

China Shenyang · Wuhan

04 | AFRICA

Moroco Tangler

IN ADDITION :



TRÈVES GROUP | RESEARCH & DEVELOPMENT



R&D

Trèves Group Centre of Excellence based in Reims, France since 1993



ACTIVITIES

Hosting the Group's Innovation Expertise, new products development and Group support activities (IT, SAP)



TOOLS

Responsible for deploying Group standard tools for manufacturing (SAP), Product Engineering (TIm- Siemens PLM Team Centre), Lean Manufacturing System (SPRINT) and Project Management (TPMS)



PEOPLE

More than 180 people dedicated to innovation and new product development



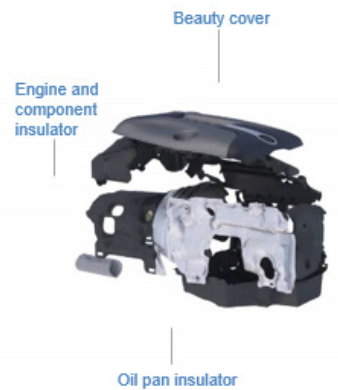
ACOUSTIC LABORATORY SEMI ANECHOIC-CHAMBER

Application

Car-level optimisation: Airborne noise transfer function (interior/exterior), Engine package study, Subsystem transparency, etc.

POWERTRAIN

Thanks to its knowledge in materials and acoustic science, Trèves offers the best solutions to reduce noise from the different sources inside the engine compartment. With a large portfolio of technical solutions, we can adapt to all different conditions for ICE or electric engines.



Some examples

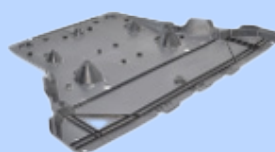


BODY

Trèves develops innovative solutions for better acoustic comfort as well as thermal and aerodynamic management for engine and underbody products.

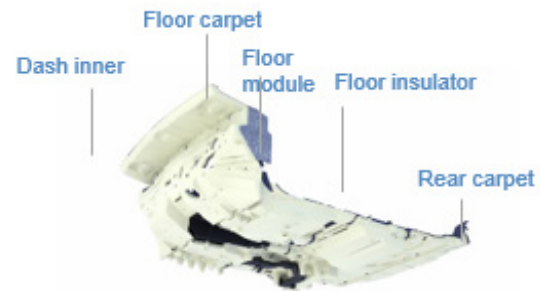


Some examples



INTERIOR

Trèves expertise in acoustics and materials actively contributes to the goals of offering greater experience, comfort and silence and a competitive price. As a global leader specialised in acoustic treatment and interiors, we design and offer floor carpeting and soundproofing.



Some examples

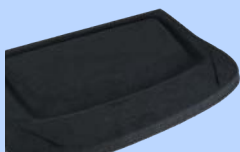


TRUNK

Trèves offers an extensive range of technologies, industrialising its innovative and unique design, for all automotive trunk applications.



Some examples





1- CORPORATE SOCIAL RESPONSIBILITY POLICY

COMMUNICATION ON
PROGRESS



TRÈVES GROUP |

CORPORATE SOCIAL RESPONSIBILITY POLICY

1- COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

Trèves Group, as a Global Automotive Interior/Trunk trim and acoustic specialist, contributes to the development of local communities around our global locations. These communities include our employees and their family, which is why we encourage families events where we can share our values, passion and love of our company. The implementation of our Ethics Charter throughout the organisation contributes to:

- Ensuring compliance with applicable social & labour regulations, as well as industry standards, including on wages & working hours.
- Ensuring that all forms of child or forced labour are forbidden, including with our partners.
- Guaranteeing fair treatment of all employees and partners, and commitment against

any discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age.

The involvement and the participation of our employees matter. To encourage this, we are committed to freedom of association and the right to collective bargaining, and incite the practice of certain alternatives restricted by law. Wherever possible, we develop partnerships with schools and universities to contribute to the education of future generations. We encourage local development 'whenever this is technically possible, preferring local partnership, even when purchasing our raw materials.

2- COMMITMENT TO INTEGRATED & ETHICAL BUSINESS

The Implementation of our Anti-Bribery and Anti-Corruption Code of Conduct contributes to the development of long-term, quality relationships with our business partners based on trust, professionalism, responsibility and integrity. Our whistleblowing system ensures the protection of

'the person reporting behaviour or situations that infringe the Code of Conduct from any country via a web-based application. Trèves strictly applies a principle of zero tolerance towards all forms of corruption in all of its activities.

3- COMMITMENT TO CUSTOMER SATISFACTION

Satisfaction of our customers and all other interested parties is our priority.

We ensure this goal through our Trèves Integrated Management Excellence System (TIMES) and the third-party certification of our locations under the international quality standards: ISO 9001 & IATF 16949, environment: ISO 14001, Health and Safety: ISO 45001 or information security: TISSAX.

We ensure compliance with statutory, regulatory and security requirements.

In order to offer innovative solutions and reliable industrial processes and guarantee competitiveness, the development of our products focuses on:

- Functional integration: intuitive ergonomics, new features, smart cargo management.
- Visual appearance: a complete range of new features, decoration and carpeting technologies.
- Cost improvement: competitive product design, lean processes & standardised equipment.

4- COMMITMENT TO ENVIRONMENTALLY CONSCIOUS PRODUCTS

As a worldwide supplier for the automotive industry, our duty is to develop and manufacture products that meet the expectations of endconsumers while complying with local regulations. In particular, we want to contribute actively to limiting their impact on the environment, including the carbon footprint.

Therefore, our guiding principles in terms of innovation are the following:

- Increase usage of recycled and renewable raw materials in our products.

- Reduce weight of our products while reducing material consumption and waste.
- Improve the competitiveness and performance of our technical solutions.

5- COMMITMENT TO OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENT

Trèves Group deploys and continuously improves its «Trèves Integrated Management and Excellence System» (TIMES) across the whole organisation.. Aligned with the ISO 14001 & ISO 45001 standards, TIMES ensures compliance with occupational Health, Safety and Environmental

regulations, and prevents occupational accident, diseases, environmental impact and damage resulting from technological risks (e.g. fire).



**Global
temperatures
have risen by
1.1°C since 1980.**

Source : Nasa Earth
Observatory



2- COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

COMMUNICATION ON
PROGRESS



OUR EMPLOYEES, COMMUNITIES & SOCIETY |

ETHICS CHARTER

Trèves Group values and activities rely on the highest standards of conduct and respect of human rights, labour rights, the environment and ethics. The Ethics Charter defines these values and the principles that apply to the Group’s internal and external relations. Ethical behaviour is based on integrity, transparency, constant re-evaluation and better performance through innovation and disciplined management.

This charter is provided to each employee in order to support them in their work life.



| GROUP CULTURE

Our “One Trèves” values apply to all aspects of the business:

TEAMWORK	BE GLOBAL
COMMITTED PEOPLE	INNOVATE
OPERATIONAL EXCELLENCE	CUSTOMER SATISFACTION
LEADERSHIP	DRIVE THE CHANGE
ACCOUNTABILITY	CREATE COMPETITIVE ADVANTAGE

OUR EMPLOYEES, COMMUNITIES & SOCIETY |

CHARACTERISTICS OF PERSONNEL

In 2022, Trèves Group had 4,000 employees worldwide spread over 16 countries. We have integrated a new subsidiary in Romania.

GERMANY	PORTUGAL
BRAZIL	CZECH REPUBLIC
CHINA	UNITED KINGDOM
SPAIN	RUSSIA
UNITED STATES	SLOVAKIA
FRANCE	TURKEY
ITALY	MOROCCO
MEXICO	ROMANIA

Trèves Group’s success lies in its employees. Their contribution leads to the Group’s growth. The three pillars of the Trèves Human Resources approach are:

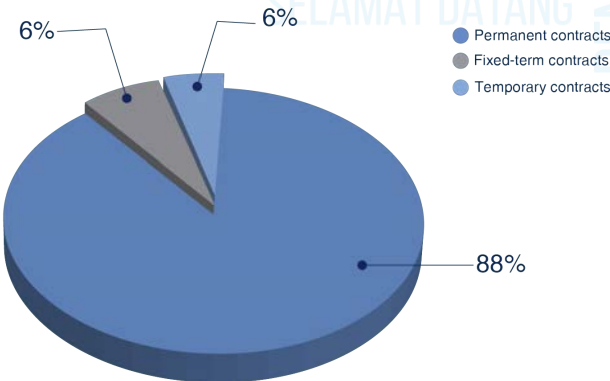
- Commitment to respecting human rights
- Commitment to work environment
- Commitment to the development of its employees

To enhance its commitment to respecting human rights, Trèves Group has defined an Ethics Charter that sets out the principles that all business decisions and operations must uphold worldwide.

The following occupational classes must be considered when analysing Trèves Group employee characteristics:

- Managers and professionals
- Office employees
- Supervisors and technicians
- Workers

CONTRACT BREAKDOWN (%)

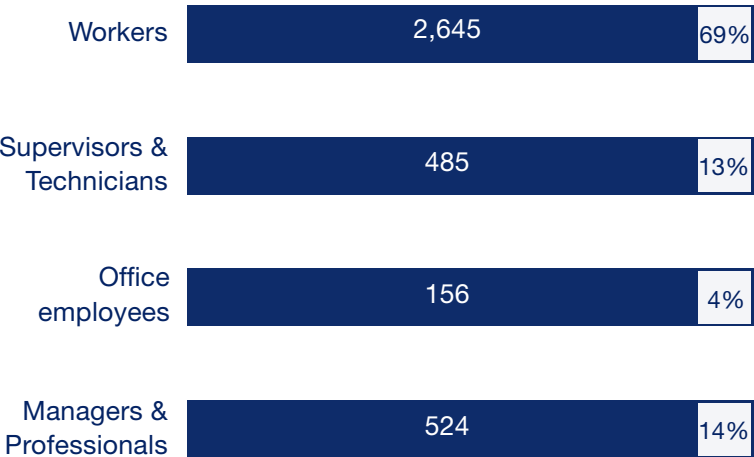


Trèves Group wants to develop loyalty among employees. This is why most of our employees (88%) are on permanent contracts.

OUR EMPLOYEES, COMMUNITIES & SOCIETY |

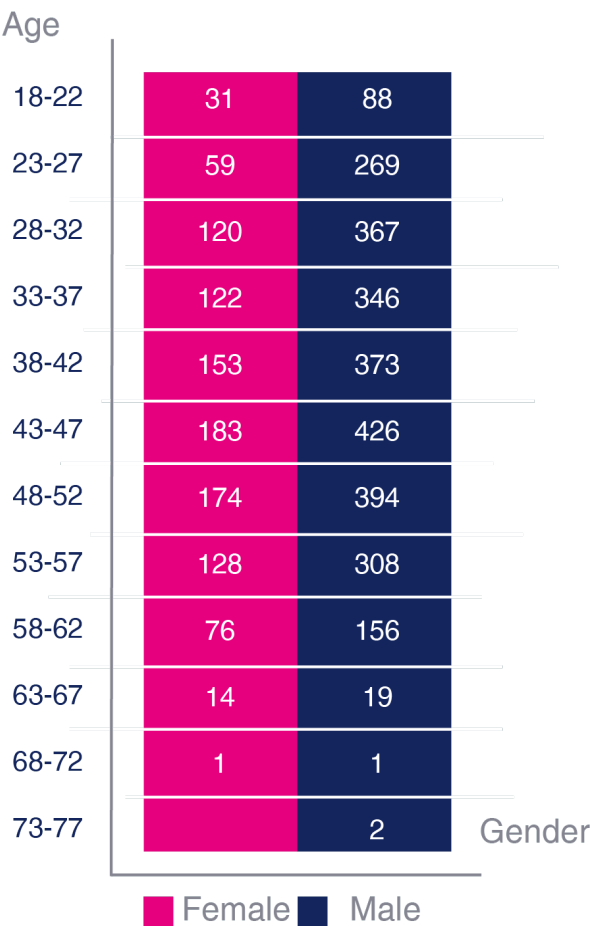
NUMBER OF EMPLOYEES

In 2022, among permanent contracts, the breakdown remains steady. Managers and professionals account for around 14%, office employees represent 4%, supervisors & technicians 13%, while workers make up the majority of employees with 69%.



| GLOBAL AGE PYRAMID BY GENDER

Trèves Group is committed to eliminating child labour and respects the policy of ILO Convention no.182. The Group does not recruit people under 18 years old , but it recruits people over 60 years old. Most employees are between 30 and 50 years old.



OUR EMPLOYEES, COMMUNITIES & SOCIETY |

GLOBAL AGE PYRAMID BY GENDER

Seniority	MANAGERS & PROFESSIONALS		OFFICE EMPLOYEES		SUPERVISORS & TECHNICIANS		WORKERS		TOTAL	
0-4	1.34%	3.31%	1.10%	1.08%	0.58%	4.54%	8.56%	22.73%	11.57%	31.65%
5-9	1.05%	2.18%	0.60%	0.73%	0.31%	1.65%	3.41%	12.20%	5.38%	16.77%
10-14	0.26%	0.76%	0.18%	0.21%	0.13%	0.89%	0.87%	3.67%	1.44%	5.54%
15-19	0.47%	1.00%	0.05%	0.05%	0.34%	0.55%	2.62%	3.65%	3.49%	5.25%
20-24	0.39%	0.97%	0.05%	0.03%	0.37%	1.23%	2.78%	3.25%	3.60%	5.49%
25-29	0.21%	1.10%	0.00%	0.00%	0.34%	1.00%	0.63%	2.02%	1.18%	4.12%
30-34	0.05%	0.50%	0.00%	0.00%	0.13%	0.47%	0.87%	1.44%	1.05%	2.41%
35-39	0.03%	0.13%	0.00%	0.00%	0.00%	0.10%	0.08%	0.60%	0.10%	0.84%
40-44	0.00%	0.00%	0.00%	0.00%	0.03%	0.03%	0.00%	0.03%	0.03%	0.05%
45-49	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.03%

■ Female ■ Male

Around 31% of our employees have been with the company for less than 5 years, which is higher than 2021 (24%), given the turnover in several of the Group's plants.

In 2022, in each region, the average entry salary level offered by Trèves is higher than the local minimum wage. Trèves Group implemented a death insurance policy for all Group employees throughout the world. This insurance is equivalent to at least one year of wages.

Trèves Group recognises freedom of association and collective bargaining as a fundamental human right. All Trèves Group plants comply with local labor regulations.



OUR EMPLOYEES, COMMUNITIES & SOCIETY | DIVERSITY AND EQUAL OPPORTUNITIES

Trèves Group promotes respect for the physical and cultural integrity of each individual in conformity with UN's Universal Declaration of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at work. The Group is committed towards the elimination of any form of discrimination. The Ethics Charter has been established to prohibit any form of discrimination and to recognise the importance of ethical behaviour and social responsibility. The Ethics Charter is handed to each new employee upon joining Trèves Group.

Within Trèves Group, there are 36 existing nationalities spread through 16 countries with a majority of American, French, Spanish, Moroccan, Turkish, Mexican, Brazilian and Chinese. The integration of different cultures is part of the Trèves Group core values.

In 2022, women in Trèves Group employees represent approximately 28% of permanent contracts. The highest percentage of men is concentrated among Workers and Managers & Professionals. Women make up the majority among Office employees. This breakdown reflects the aspects and tasks of the manufacturing sector and automotive industry.

	MANAGERS & PROFESSIONALS	OFFICE EMPLOYEES	SUPERVISORS & TECHNICIANS	WORKERS
Female	145	76	85	755
Male	379	80	400	1,890
Total	524	156	485	2,645

| DEVELOPMENT OF PERSONNEL

Trèves Group recognises the importance of people development to maintain mutual trust with the employees. The Group continuously invests in professional qualifications and personal skills essential to business success. To promote employee development, training activities are organized to build managerial and technical skills. In 2022, 59,217 hours of training had been carried out for all employee categories.

With 2,517 hours for 1,364 trainees in 2022, e-learning training is stable.

As employees contribute to the success of Trèves Group, they must be recognised for their contribution. The Development and Appraisal Assessment occurs once a year for all professional classes except for workers who have their appraisal and performance assessment once every two years.

OUR EMPLOYEES, COMMUNITIES & SOCIETY |

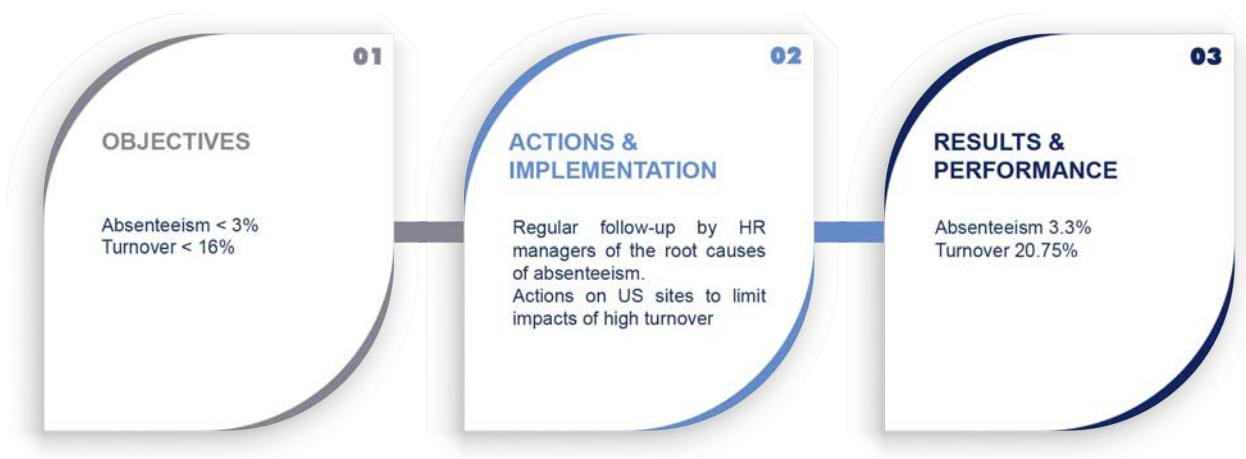
DEVELOPMENT OF PERSONNEL

2022 KEY ACHIEVEMENTS

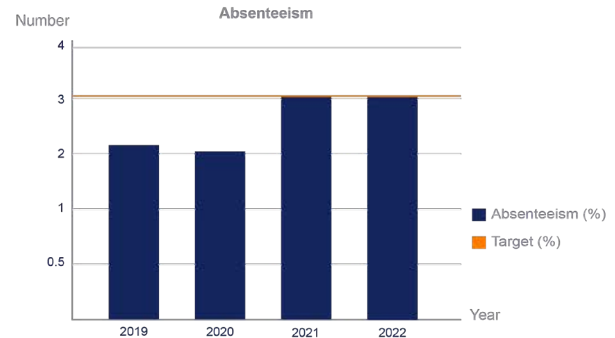
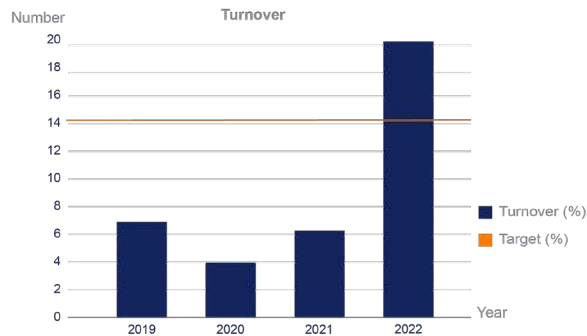
Hold ✓ Not achieved ✗ Progress ⋯

	OPERATIONAL TARGETS	KPI	2022
Employees	Well trained employees	30% of employees who have had at least one training course in the previous three years (excluding e-learning)	✓
	Well appraised employees	100% EDA	✓
	Well managed careers	80% of people included in the People Review as a proportion of the total population of employees covered by the EDA	✓
	Promote diversity	3% consistency between the % of women in the overall population and the % of women in key jobs	✓
	Federate teams	1 per region Number of events/ activities organized by management for employees	✓
Relation with external stakeholders	Support local stakeholders or communities, municipalities	1 per region Number of projects	✓
	Communicate with local stakeholders or communities, municipalities	1 per region Number of projects	✓

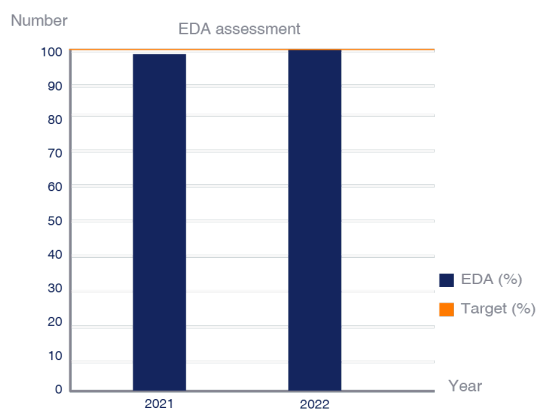
| TURNOVER AND ABSENTEEISM



OUR EMPLOYEES, COMMUNITIES & SOCIETY | TURNOVER AND ABSENTEEISM



| TRAINING PLAN & EDA ASSESMENT



OUR EMPLOYEES, COMMUNITIES & SOCIETY |

2023 OBJECTIVES

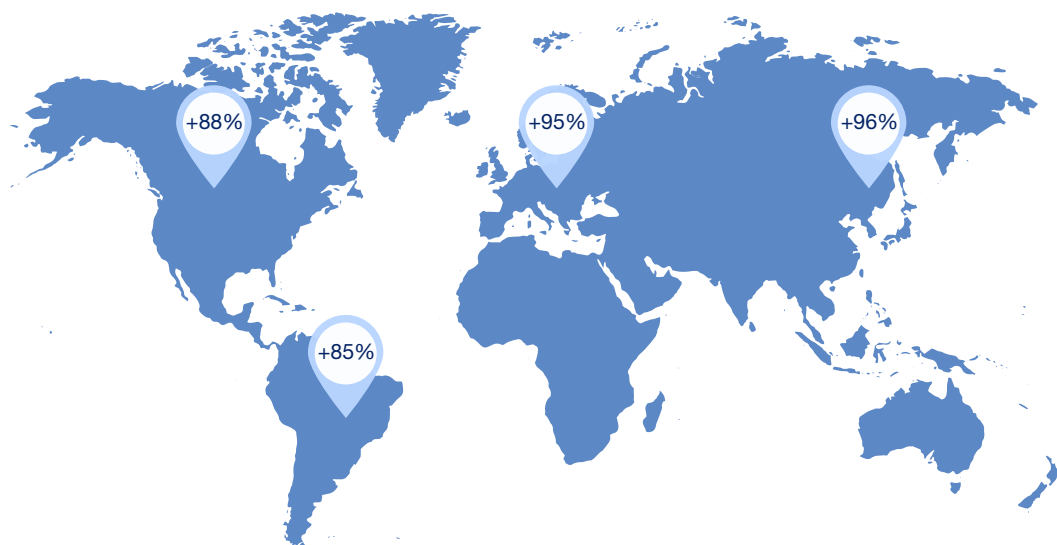
	OPERATIONAL TARGETS	KPI	2023
Employees	Well trained employees	% of employees who have completed at least one training course in the previous three years (excluding e-learning)	55%
	Well appraised employees	% EDA	100%
	Well managed careers	% of people included in the People Review as a proportion of the total population of employees covered by the EDA	80%
	Promote diversity	Consistency between the % of women in the overall population and the % of women in key jobs	3% max difference between these two ratios
	Federate teams	Number of events/activities organised by management for employees	1 per region
Relation with external shareholders	Support local stakeholders or communities, municipalities	Number of projects	1 per region
	Communicate with local stakeholders or communities, municipalities	Number of projects	1 per region



| SUSTAINABLE PURCHASING

In order to develop communities and society, we must develop local purchasing processes as much as we can. Our target was to reach 85% local sourcing in all regions in 2022, and as that target was achieved, the new target set for 2023 is 90% in all regions. By improving this target, we not only help to develop local communities and society, but also support the efforts for reducing the impact on the environment in limiting the supply of transportation.

2022 - % of Regional Purchases



To ensure we work with suppliers who share the same values as us, we implemented a way to make our suppliers committed to our Ethical Charter and to make them aware of our Code of Conduct. Each raw material supplier must sign the Ethical Charter included in the RFQ pack and agree to abide by it.

This supplier Ethical Charter covers :

- Respect of human rights
- Human resources management
- Ethical business conduct
- Ethic and professional conduct

Any violation of this Ethical Charter may be subject to sanctions.

2022 results:

- 100% of strategic suppliers have signed the Anti-corruption questionnaire
- 100% of strategic suppliers have signed the supplier Ethical Charter

2022 KEY ACHIEVEMENTS

Hold ✓ Not achieved ✗ Progress 🔄

OBJECTIVES	KPI	PROGRESS
Promote local sourcing	95% local/regional sourcing	✓
Purchase recycled materials	33% of purchases	✓
Control that suppliers are respecting Trèves Ethic Charter(strategic suppliers)	100% compliance with Ethical Charter	✓

OUR EMPLOYEES, COMMUNITIES & SOCIETY |

RECYCLED RAW MATERIALS

To ensure that our policy is followed, we have deployed a new audit process, which includes a sustainability chapter. To emphasise the impact of sustainability at supplier level, the quotation of that chapter is part of our suppliers KPIs and is part of our supplier performance monitoring.

2022 - Recycled raw materials purchased

Europe 30%

China 26%

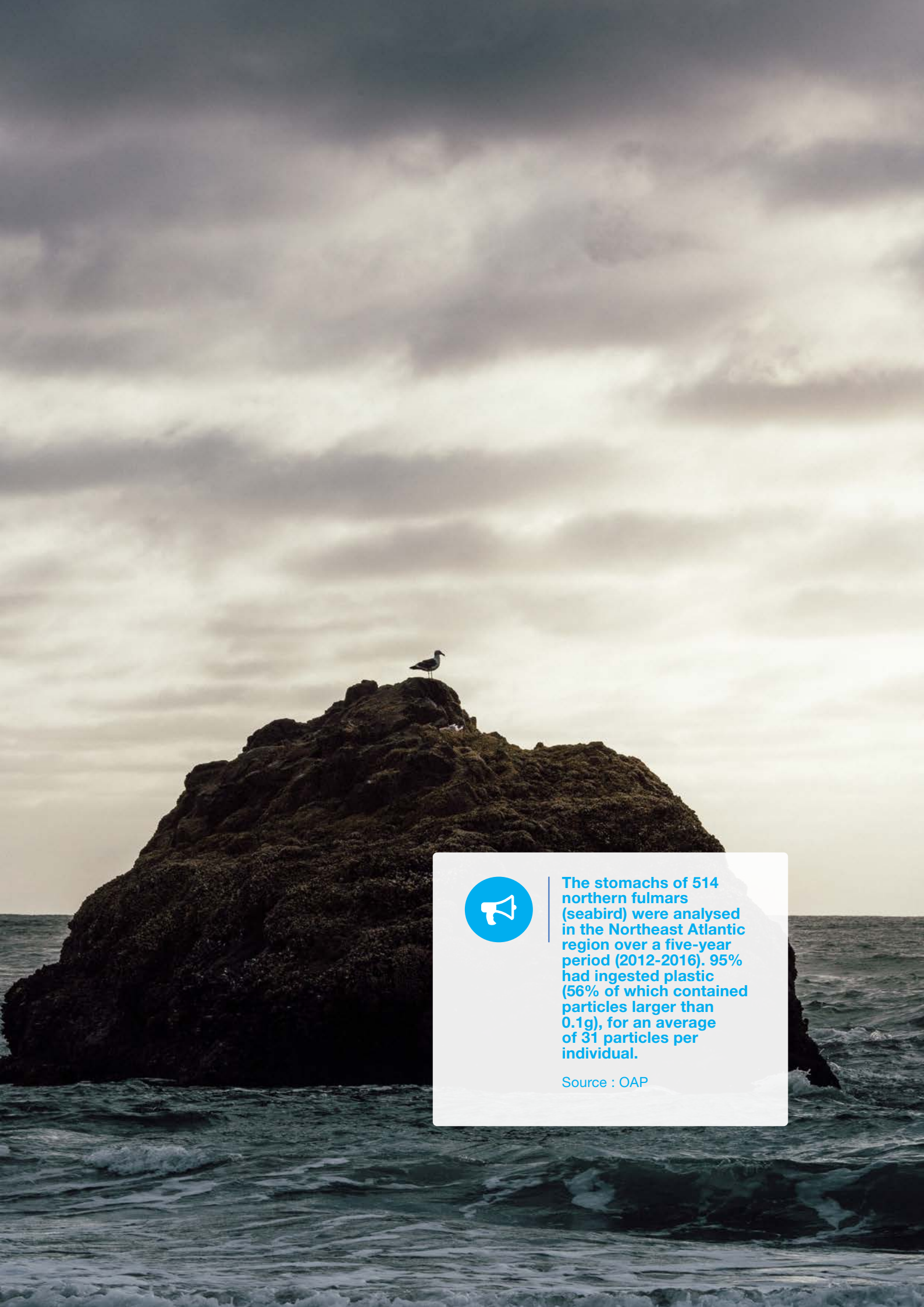
South America 30%

North America 36%



2023 OBJECTIVES

OBJECTIVES	KPI	2023
Promote local sourcing	% local/regional sourcing	95%
Purchase recycled materials	% of purchases	40%
Check that suppliers respect the Trèves Ethical Charter (strategic suppliers)	Ethic Charter respect (score)	100%



The stomachs of 514 northern fulmars (seabird) were analysed in the Northeast Atlantic region over a five-year period (2012-2016). 95% had ingested plastic (56% of which contained particles larger than 0.1g), for an average of 31 particles per individual.

Source : OAP



3- COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

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PROGRESS



INTEGRATED AND ETHICAL BUSINESS |

ANTI CORRUPTION POLICY



Code of conduct

Trèves, its subsidiaries and joint ventures develop long-term, high quality relationships with their partners based on trust, professionalism, responsibility and integrity. Integrity in business relations means rejecting corruption in all its forms.



Whistleblowing system

Indeed, for Trèves, corruption is a major obstacle to the smooth running of a business. It creates costs by reducing economic efficiency, distorts competition and could damage the image and reputation of Trèves, the dignity and integrity of those who suffer the consequences.



Procedures for accounting controls and evaluation of co-contractors

Trèves therefore applies a principle of zero tolerance towards all forms of corruption in all its activities.

Trèves has adopted an anti-corruption code of conduct, which aims to highlight the issues, the legislative and regulatory context, and discuss the risk situations and the behavior to adopt to deal with them. It forms the basis of the anti-corruption system set up within the Group.



Training

We rely on the vigilance and personal involvement of everyone in this essential approach to the smooth operation and sustainability of our Group.



Sanctions

F. CHAUSSAT
Chairman

INTEGRATED AND ETHICAL BUSINESS |

ANTI-CORRUPTION PROGRAMME

Anti-bribery and corruption code of conduct

The President of Trèves Group has communicated the Code of Conduct to all Trèves Group employees. Every new employee receives the Code of Conduct in the welcome pack. The Code of Conduct is applicable to all employees, including any person acting on behalf of the Group, business partners and suppliers. The aim of the Code of Conduct is to identify high-risk situations for the Group (in accordance with the risk mapping) and explain the conduct to adopt. For instance, illegal payments, gifts and invitations, facilitation payments, donations, new business partners and intermediaries are risky situations that Trèves employees might face.

The Code of Conduct lays down the rules for responding to such situations. Any employee who has doubts concerning the compliance with the Code of Conduct or the rules to apply in risky situation should discuss it with his or her hierarchical manager, with the Group General Counsel or with one of the members of the Group's Ethics and Compliance Committee in order to obtain further information and help to manage this situation.

| WHISTLEBLOWING SYSTEM

There is an internal whistleblowing system within Trèves Group. All new employees are provided with a Welcome Pack which includes the whistleblowing policy.

This policy is applicable to all employees, agency staff and contractors engaged by the Group. Infringements of the code of conduct or whistleblowing behaviour can be reported from any country via web-based application. This application can be accessed on a computer, tablet or smartphone. It is available in all of the languages of the Group allowing the whistleblower to speak out.

The link is available and outcome of the complaint. The person accused of misconduct may not under any circumstances be informed of the whistleblower's identity on the Whistleblowing Report displayed on the communication boards of each plant. Complaints will be dealt by the Group Human Resources Director and the Group Legal Director, both members of the Group's Ethics and Compliance Committee. The identity of the whistleblower will always be kept confidential. The whistleblower shall be regularly updated on the progress.

INTEGRATED AND ETHICAL BUSINESS |

ANTI-CORRUPTION PROGRAMME

Internal policies for identified risk

1. Gifts and invitations policy

The gifts and invitations policy is applicable to all Group companies and defines the conditions of granting and accepting and the maximum value of such gifts or invitations. The gifts or invitations (offered or accepted) must be declared via an application on the Business Gift and Invitation declaration.

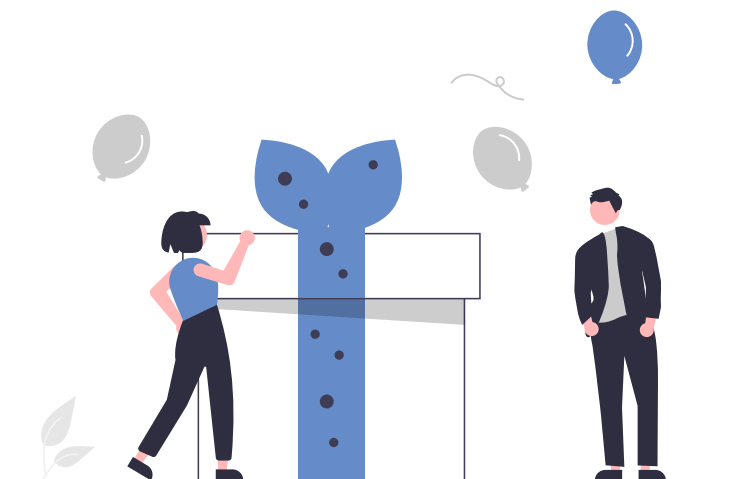
2. Due diligence of supplier

In accordance with the risks identified in the risk mapping, Trèves is committed to ensuring that the Group works with qualified and reputable suppliers who demonstrate integrity and comply with all applicable laws and all Group policies. Trèves has procedures in place to select and evaluate its suppliers in order to cover the following:

- Competition between suppliers.
- Process of panel entry: supplier signing up to Trèves Code of Conduct and reply to the anti-corruption self-assessment questionnaire. Validation of supplier: collegial choice.
- Anti-Corruption clause in purchase contracts and General Terms and Conditions.
- Arbitration by Ethics and Compliance Committee in case of supplier's non compliance with the due diligence policy.

3. Acquisition audit

The purpose of the corruption audit in connection with mergers and acquisitions is to assess the risk of corruption associated with the target company in its direct business relationships. The checks cover both the possible existence of a corruption case affecting the target company and the existence and quality of its anti-corruption system. In the event that these audits and investigations reveal elements of substantial non-compliance, the subject must be raised in the the Ethics and Compliance Committee.





INTEGRATED AND ETHICAL BUSINESS | ANTI-CORRUPTION PROGRAMME

Training procedure

To ensure that the provisions and guidelines of the Code of Conduct are properly understood, Trèves has introduced a training procedure with an e-learning module dedicated to “combating corruption”. The “Combating Corruption” e-learning has two versions: a short version for employees who come into contact with external business partners and the full version for Executive Committee, Finance, Human Resources, Purchasing, Sales, Logistics and Project Department in all Group companies.

- The short version lasts 25 minutes with the President’s video, the definition of the various forms of corruption and a test.

- The full version lasts 35 minutes with the short version and an additional module of simulation/practical cases related to risks identified in the risk mapping.



In 2021, 89 % of employees in contact with external business partners were trained to “Combating Corruption” e-learning and obtained more than 80% in the test.

Sanctions

In accordance with the principle of zero tolerance, the General Executive Management wants to give the Code of Conduct the same legal scope as an internal rule wherever legislation allows. Regardless of the criminal sanctions for bribery or any other criminal offense, failure to comply with the provisions of the Code of Conduct may result in disciplinary measures, which may vary depending on the severity, may include termination of the employment contract and notification of the relevant legal authorities. Employment contracts also contain a specific clause on the obligation to comply with the Code of Conduct, including all employment contracts of new employees (all plants have confirmed the new template with the anti corruption clause).

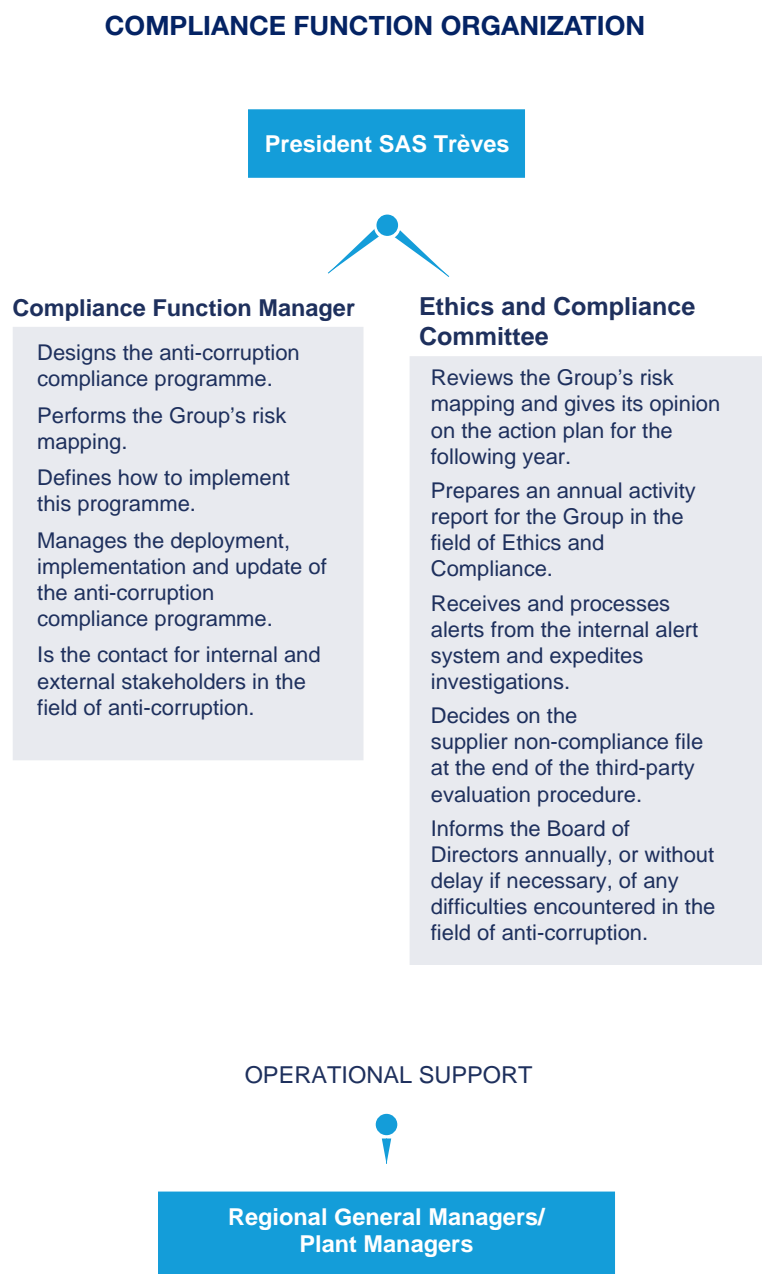
Players in the Anti Corruption program

The General Counsel is head of the compliance function and is in charge of implementing the anticorruption program within the Group. He is reporting to the Ethics and Compliance Committee.

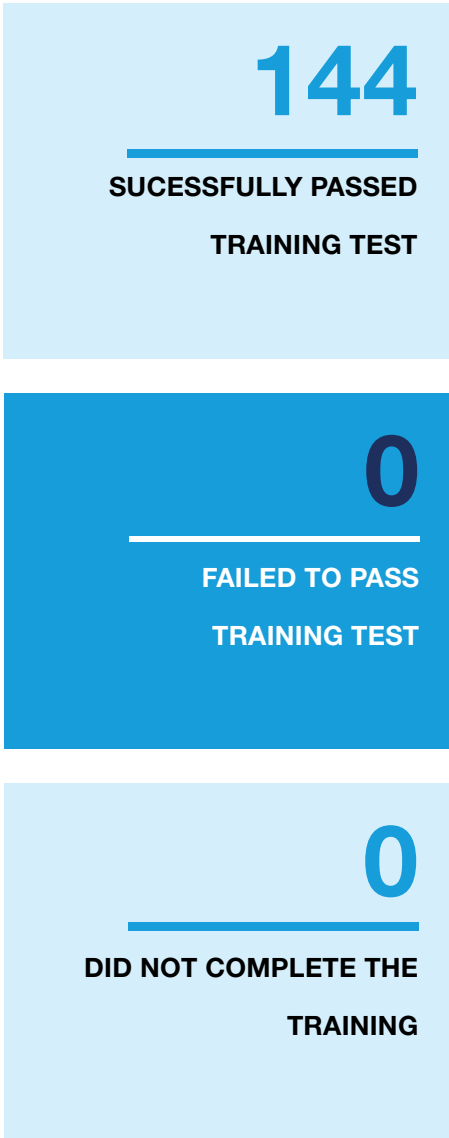
This Committee is headed by the Group President and is composed of the Group HR VP, the Group CFO, the Group Operation VP, the Group Sales VP, the Group Purchasing VP and the General Counsel. The Compliance function relies on Region General Managers and Plant Managers to ensure that the program is adhered to all the Group’s companies.

INTEGRATED AND ETHICAL BUSINESS |

ANTI-CORRUPTION PROGRAMME



2022 ANTI CORRUPTION TRAINING PLAN



INTEGRATED AND ETHICAL BUSINESS |

ANTI-CORRUPTION PROGRAMME

2 different courses have been deployed:

- Anti-Corruption - Short programme
- Anti-Corruption - Full programme included simulations

Since the launch of the anti-corruption programme 1,092 employees have been successfully trained. In 2022, we trained 134 employees.

2022 KEY ACHIEVEMENTS

Hold ✓ Not achieved ✗ Progress 🔄		
TARGET	KPI	2022
Train employees on Anti-Bribery and Anti-Corruption Code of Conduct	100% of employees involved trained	✓
Check adherence to compliance policy	100% Number of audits and number of findings	✓

2023 OBJECTIVES

OBJECTIVES	KPI	2023
Train employees on Anti-Bribery and Anti-Corruption Code of Conduct	% of employees involved trained	100%
Check adherence to compliance policy	Number of audits and number of findings	100%



Sea level rose by an average of 4.4 mm per year in 2021.

Source: IPCC



4- COMMITMENT TO ENVIRONMENTALLY CONSCIOUS PRODUCTS

COMMUNICATION ON PROGRESS



ENVIRONMENTALLY CONSCIOUS PRODUCTS | INNOVATION STRATEGY





PLASTIC
BOTTLES

*Recycled***PET**

by  trèves



PET RECYCLED
FIBERS



100% RECYCLED
FIBERS



NEEDLE PUNCHED

BOTTLE.
RECYCLED.
BOTTLE.

ENVIRONMENTALLY CONSCIOUS PRODUCTS |

KPI & OBJECTIVES

2022 KEY ACHIEVEMENTS

Hold ✓ Not achieved ✗ Progress 🔄

OBJECTIVES	KPI	2022
Produce recyclable products with recycled materials	60% of finished goods recyclable	✓
	50% recycled raw materials	

Green content (recycled and renewable raw materials) in our products is still increasing with new products starting in production in 2022: in-house technologies and external raw materials supply. PET recycled fibers in our 2022 production represents the equivalent of 55 Million plastic bottles. More than 95% of the projects in our 2022 Innovation Plan are targeting a reduction of our CO2 emissions.

2023 OBJECTIVES

OBJECTIVES	KPI	2023
Produce recyclable products with recycled materials	% of finished goods recyclable	60%
	% recycled raw materials	50%





5- COMMITMENT TO HEALTH & SAFETY AND ENVIRONMENT

COMMUNICATION ON
PROGRESS



HEALTH & SAFETY AND ENVIRONMENT |

GROUP HSE



Legal Compliance

Being compliant with local HSE regulations.

Ensuring a continuous assessment of our legal compliance. All applicable regulations must be reassessed every four years.



Safety

Assessing all risks related to occupational safety, including the design of new processes and equipment.

Mitigating risks through the implementation of stringent technical, organisational and behavioural standards.



Health

Assessing the risks associated with occupational health and with ergonomics, including the design of new processes or equipment.

Improving the ergonomics of our processes and equipment, to consolidate our industrial performance, and making sure we will improve the working conditions of our employees.



Environment

Evaluating the environmental impact of our products and activities.

Optimising and controlling our products, manufacturing processes and logistics flows in order to reduce our consumption of energy and water, the quantity of waste generated, and to limit our carbon footprint.



Fire Prevention

Preventing potential incidents of fire by implementing stringent technical, organisational and behavioural standards.

Reinforcing the fire protection of our sites by the implementation of sprinkler systems where its required.

The Trèves Group adheres to the values and principles of the UN Global Compact initiative and this is reflected in the desire of the company to achieve operational excellence in terms of Health, Safety and Environment Management.

HSE is one of the main foundations of our operational excellence system within the company. The Trèves HSE management system has been implemented according to the five pillars that support our HSE program.

Our management system is aligned with the ISO14001 & 45001 standards. The management system is deployed across the organization and periodically updated in order to continuously improve upon it.

For that purpose, Trèves Group is maintaining a management system with the intention to prevent:

- Occupational injuries and illnesses,
- Damages resulting from technological risks (e.g. fire),
- Impacts to the Environment as a result of our activities (air, water, soil, Groundwater, etc.).

To be effective and efficient, our HSE management system is based on :

- Involvement and participation of all employees including temporary workers and subcontractors;
- The Management team demonstrating a clear commitment to achieve HSE standards;
- A no compromise mindset in relation to HSE rules and standards.

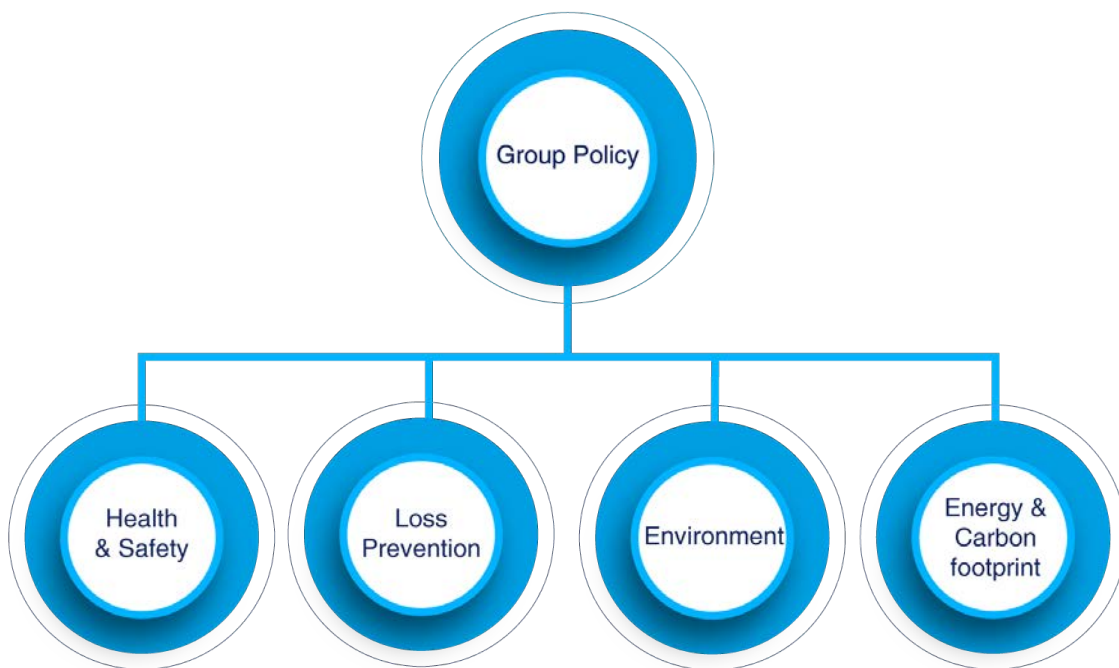
F. CHAUSSAT
Chairman

HEALTH & SAFETY AND ENVIRONMENT |

GROUP HSE ORGANISATION

Health and safety, loss prevention, and the environment are fundamental for Trèves to conduct its activities.

Since 2018, Trèves Group has been developing a cross-functional management system, based now upon four foundations, which give us the advantage of an ISO 14 001 and ISO 45 001 HSE Group certification :



Ours sites deploy and maintain this framework to reach the associated targets:

- Taking care of health and well-being by providing safe working conditions.
- Protecting our industrial means.
- Preserving the environment through our products and processes.
- Leading reduction on energy and carbon footprint.

Culture and methods:

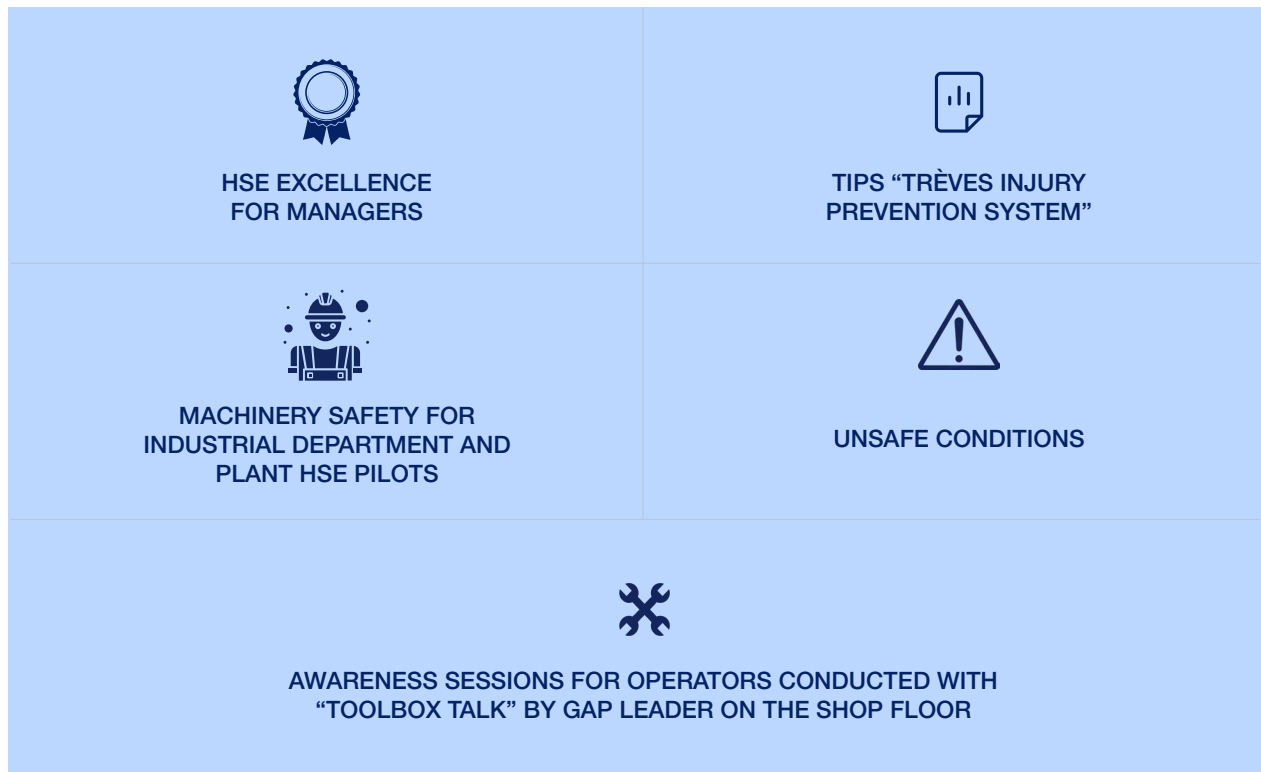
Site steering committees implement, communicate, train and empower employees to allow them to be involved and continuously grow our HSE culture, always based on two pillars:

- Identify hazards, assess and fix or mitigate risks.
- Assess and maintain compliance with all relevant regulatory requirements related to HSE.

HEALTH & SAFETY AND ENVIRONMENT | TRAINING, AWARENESS AND PARTICIPATION

Employee development and skills improvement is a key value at Trèves.

Fundamentally, each site complies with local regulations for HSE training. Moreover, since 2018, Trèves Group has launched different training programmes on Health, Safety and Environment culture including but not limited to:



HEALTH & SAFETY AND ENVIRONMENT | TRAINING, AWARENESS AND PARTICIPATION

Reinforce and sustain safe work practices - TIPS: How does it work ?

Basically, management observes an employee working, and then starts by discussing the safe practices deployed by the employee.

“TIPS, a positive reinforcement tool to ensure our employees HSE awareness remains fresh.”

An area of improvement related to how the observed employee behaved the observed employee behavior is then discussed. Giving feedback and shared point of view generate commitment from the employee to change his way to work to a safer way.

It's about shifting from “You have to...” to the “Yes, I will...”

Let's act before the accident

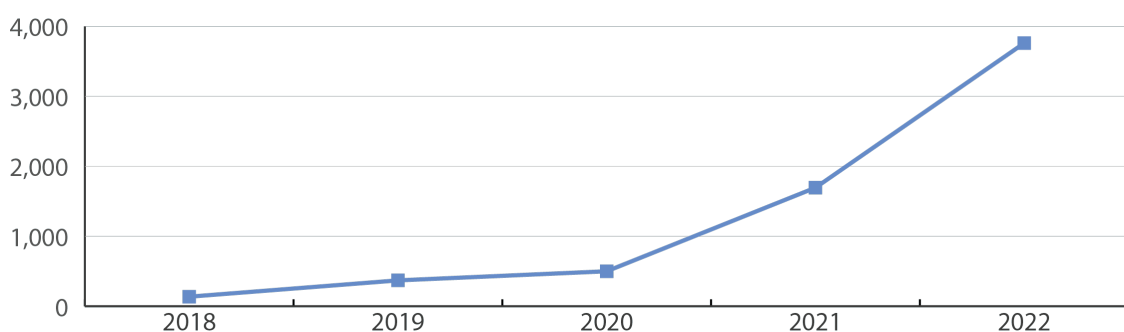
In order to reduce potential sources of injury before an accident occurs, 3,900 unsafe condition observations were conducted by managers during safety gemba walks in 2022.

This actively improves our safety culture by enhancing our shared ability to do something about situations we observe.



“TIPS is a positive reinforcement tool to ensure our employees' HSE awareness remains fresh”

Number of TIPS per year



HEALTH & SAFETY AND ENVIRONMENT |

SAFETY RECORDABLE ACCIDENTS

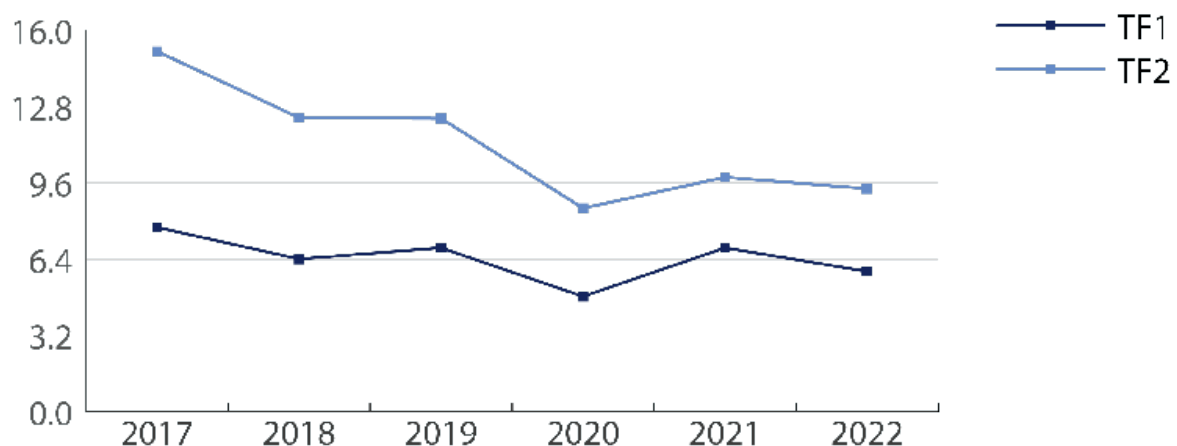
Employee health and safety is a critical priority for Trèves Group.

Indeed, we firmly believe that all injuries are preventable. This belief and continuous improvement are the foundations for Trèves Group top management in the way it promotes HSE culture.

2022 KEY ACHIEVEMENTS

Hold ✓ Not achieved ✗ Progress ⚙️

OPERATIONAL TARGETS	KEY ACHIEVEMENTS IN 2022	PROGRESS
TF2 Target <9.26	TF2 : 9.36	⚙️
TIPS > 3,500	3,760 TIPS	✓
UC > 3,500 (Unsafe condition reported)	3,900 UC	✓



Apart from 2020 and 2021 (exceptions due to COVID), Trèves Group safety results follow a good, consistent trend, as a result of management involvement and application of our certified HSE management system.

2023 OBJECTIVES

2023 OBJECTIVES	KPI	2023
TF1	Lost time accident rate	4.68
TIPS	Number of TIPS	6,322
UC (Unsafe condition reported)	Number of UCs	6,293

HEALTH & SAFETY AND ENVIRONMENT | GLOBAL COMPACT DAY

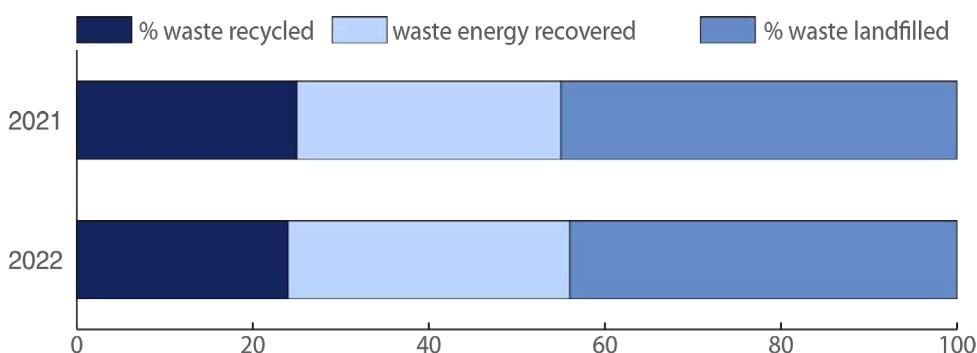
In 2022, Trèves Group implemented an annual “Global Compact day”. All Trèves Group plants organised events, sessions and workshops. This was a great opportunity to increase awareness and share experiences about Health, Safety and Environment at work, and for everyday life..



| ENVIRONNEMENT WASTE MANAGEMENT

Trèves Group constantly strives to reduce industrial waste and choose the best treatment option. New acquisitions that are now included from 2021 contributed to the degradation of our waste treatment mix performance. While there have been improvements in some plants to increase the internally/externally recycled share,

on average the treatment mix remained similar to last year. Expanding waste reduction initiatives and promoting better treatment options based on local availability will be strengthened in the next few years.



As for other indicators, segregation between countries or regions will be improved and disclosed when available. This will allow a more relevant analysis of different dynamics and reflect real progress achieved.

HEALTH & SAFETY AND ENVIRONMENT |

ENVIRONMENT: CARBON FOOTPRINT & ENERGY

Trèves Group carbon emissions

All scopes of Trèves Group carbon emissions have been calculated for 2022 and now include the three new acquisitions. The share of emissions along the whole value chain is typical of automotive parts manufacturers. The details based on GHG Protocol emissions categories are:

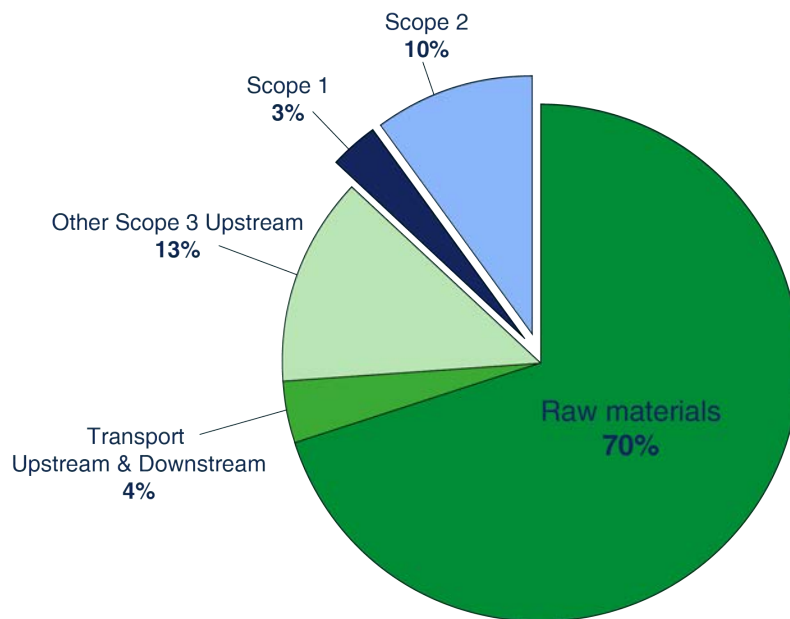
SCOPE	TCO ₂ -EQ	SHARE %
Scope 1	14,702	0.5%
Scope 2*	45,596	1.5%
Scope 3		
Purchased goods and services	326,914	10.4%
Capital goods	5,224	0.2%
Fuel- and energy-related activities	12,381	0.4%
Upstream transportation and distribution	12,882	0.4%
Waste generated in operations	3,029	0.1%
Business travel	1,388	0.0%
Downstream transportation and distribution	4,433	0.1%
Processing of sold products	27,754	0.9%
Use of sold products	2,685,986	85.5%
End-of-life treatment of sold products	1,139	0.0%
Total Scope 3	3,081,129	98.0%

*Market Based

HEALTH & SAFETY AND ENVIRONMENT |

ENVIRONMENT: CARBON FOOTPRINT & ENERGY

Committed to reducing our impact on climate change, we focus on our own operations (scope 1 & 2) and on indirect activities where we have action levers. In accordance with SBTi recommendations on target setting, we are developing action plans over Scope 1, Scope 2 and on our value chain in relevant categories presented in the graph below:



Focusing on emissions from our own operations, energy consumption and purchased raw materials will help us tackle a large part of our climate impact.

Within our operations (scope 1 & 2):

We engage in multiple initiatives to reduce emissions from electricity and gas:

- Efficiency improvements to reduce overall energy consumption;
- Increasing the share of renewable electricity consumed with:
 - renewable electricity contracts
 - on-site generation of solar PV energy
- Progressive electrification of all assets

Our actions:

In 2022, our sites in the UK and Portugal already consume 100% renewable electricity.

We plan to increase our renewable electricity consumption in France and Spain in 2023. One of our Spanish sites will be equipped with on-site solar electricity and other sites will follow in the next few years.

HEALTH & SAFETY AND ENVIRONMENT |

ENVIRONMENT: CARBON FOOTPRINT & ENERGY

Within our upstream supply chain:

In the “Purchased goods and services” category, Raw Material purchases represent most of the Group’s impact.

We focus our R&D on products, materials and processes that contribute to reducing our carbon footprint. For example:

- Efficient use of resources with lightweight products and reduced scrap
- Bio or recycled material

Apart from our own design choices, supplier decarbonisation, cost and client adoption will play a crucial role in future development. We plan to engage more closely with all our stakeholders to achieve a low-carbon production along the supply chain.

On our way to continuously improve on environmental management, we disclosed our environmental performance through the CDP Climate Change questionnaire and we obtained a C score, which corresponds to the “Awareness” level.

CDP is a not-for-profit charity that runs a global disclosure system on environmental impacts, risks, and emissions. CDP encourages organisations to disclose with a standard framework that helps us improve our internal management and address relevant environmental impacts. We are aiming to reach a more advanced management level for climate-related issues. Our goal is to achieve B score (“Management” level) within the next few years.

2022 KEY ACHIEVEMENTS

Hold ✓ Not achieved ✗ Progress 🔄

OPERATIONAL TARGET	KEY ACHIEVEMENTS IN 2022	PROGRESS
Electrical consumption -5% kWh/part	-5.3%	✓
Share of green energy purchased +3%	9%	✓

2023 OBJECTIVES

OBJECTIVES	KPI	2023
Reduce our consumption	Electrical consumption (kWh/part)	-5%kWh/part
Increase renewable energy consumption	Share of green energy purchased %	+3%

As for other indicators, segregation between countries or regions will be improved and disclosed when available. This will allow a more relevant analysis of different dynamics and reflect real progress achieved.

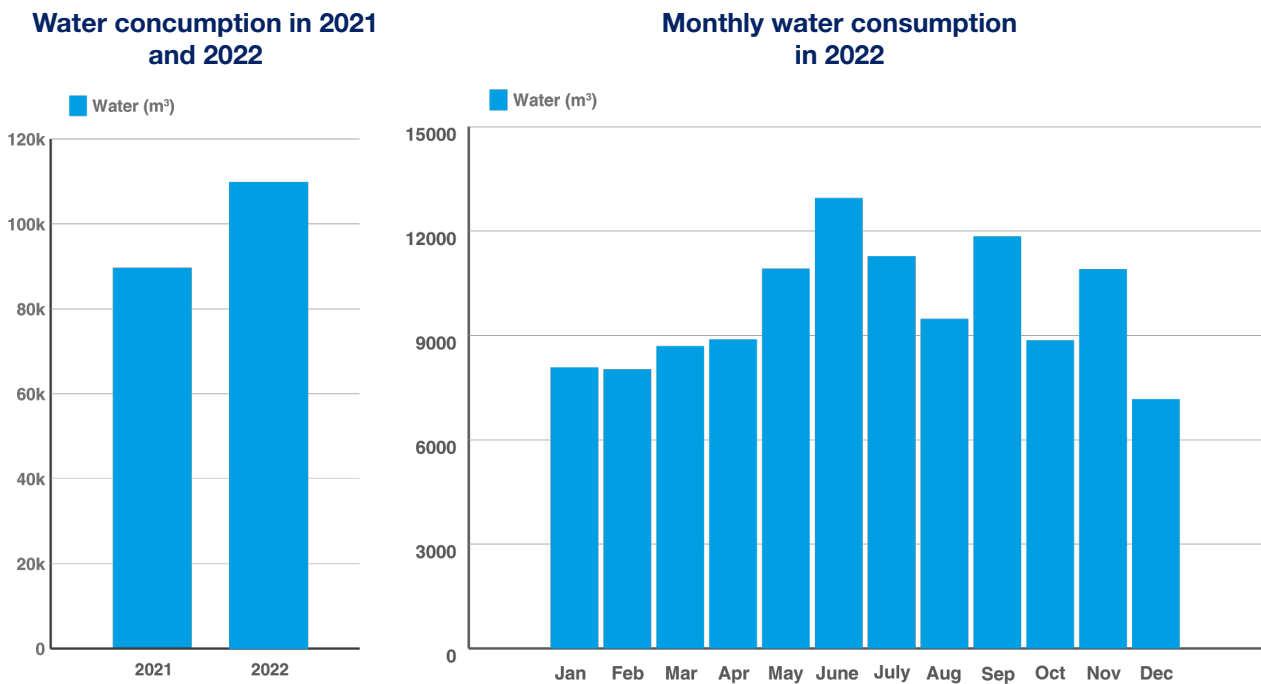
HEALTH & SAFETY AND ENVIRONMENT |

ENVIRONMENT: CARBON FOOTPRINT & ENERGY

Most of our manufacturing processes are not water-intensive. Water is mainly used for waterjet cutting and domestic purposes. We remain compliant with local regulations and are developing measures to become more efficient in this area.

The three acquisitions in 2021 are now included in the data.

Overall, there has been an increase in total water withdrawal. This overall increase hides an internal variability (with some sites increasing their withdrawal and others reducing it) and is also linked to the production volume growth between 2021 and 2022.



As for other indicators, segregation between countries or regions will be improved and disclosed when available. This will allow a more relevant analysis of different dynamics and reflect real progress achieved.



It is estimated that around 640,000 tonnes of fishing nets are lost or abandoned at sea every year.

Source: Greenpeace

An aerial photograph of a two-lane asphalt road that runs diagonally from the top left towards the bottom right. The road is bordered by a rocky coastline on the right, where waves are crashing against the shore. To the left of the road is a steep, rocky hillside with sparse green vegetation. A small white car is visible on the road, positioned just below the center of the frame. Overlaid on the image is a white, stylized oval shape that frames the word "Tréves" in a white, sans-serif font. The word is centered horizontally and vertically within the oval.

Tréves