



Acoustics in Motion[®]



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.

COMMUNICATION ON PROGRESS

Trèves Group - Corporate Social
Responsibility | **2023**



AGENDA

01	TRÈVES GROUP	3
02	CORPORATE SOCIAL RESPONSIBILITY POLICY	14
03	COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY	18
04	COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS	30
05	COMMITMENT TO ENVIRONMENTALLY CONSCIOUS PRODUCTS	38
06	COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT	42

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 development 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 a strong contributor and changemaker.

F. CHAUSSAT
Chairman

Frederic Chaussat



Acoustics in Motion®

01

TRÈVES GROUP

CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE COMMITMENTS

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 OPERATIONS + EUROPE

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

AYAX OCHOA

GLOBAL VP PURCHASING & PROJECTS

Leads the Group programs to reach the QCDP targets committed with the customers and at the RFQ phase.

Defines and ensures implementation of the Trèves Project Management System in accordance with Group strategy and its performance objectives.



JÉSUS 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.

JEAN-LUC LANFRANCHINI

GLOBAL VP R&D

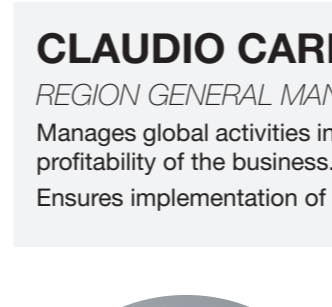
Responsible for identifying, exploring and implementing R&D, engineering and technology, product development and growth strategies.



MARK COOPER

GLOBAL VP SALES & eXciter Business

Leads the sales department and manages all sales operations. Manages the eXciter Business: Sonified by Trèves.



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.



ROBERT MORRIS

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.



FRÉDÉRIC 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 15 COUNTRIES

4000

EMPLOYEES WORLDWIDE

€667M

WORLDWIDE SALES
IN 2023

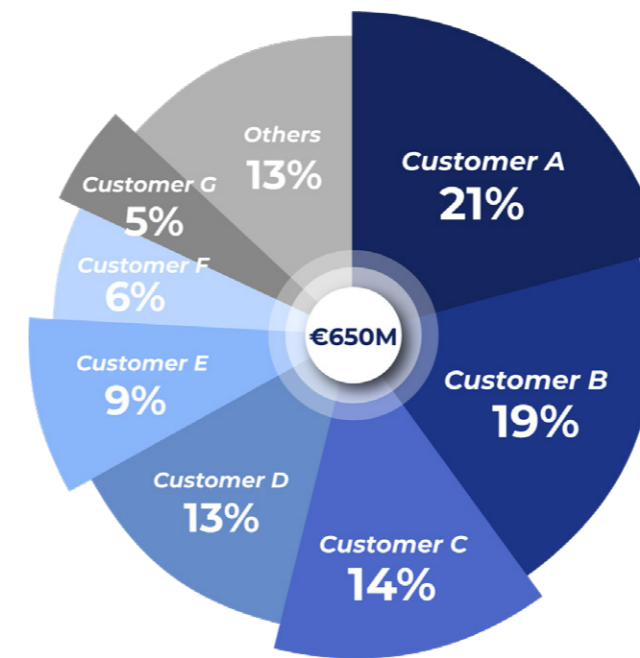
TRÈVES GROUP

CUSTOMERS PORTFOLIO

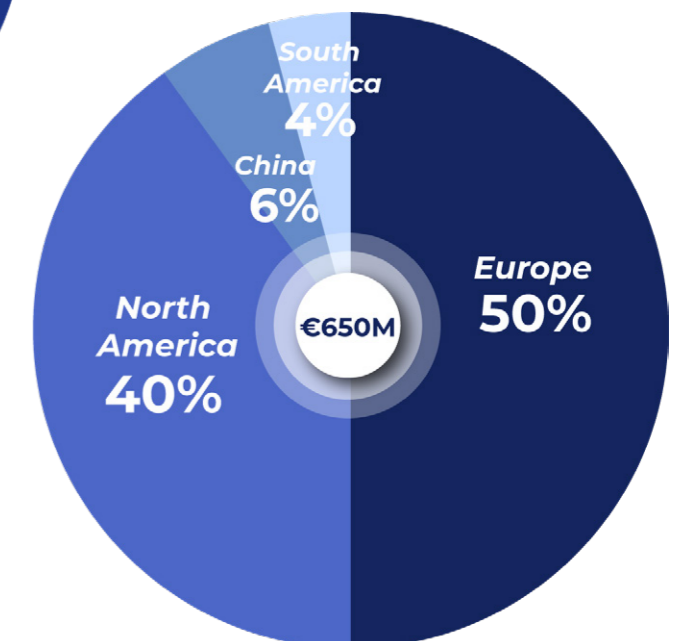
ACURA • ALFA-ROMEO • ALPINE • AUDI • BMW • BUICK • BYD • CADILLAC • CHEVROLET • CHRYSLER
 • CITROEN • CUPRA • DACIA • DODGE • DS • FIAT • FORD • GMC • HONDA • HYUNDAI • INFINITI •
 JAGUAR • JEEP • KIA • LANCIA • LAND-ROVER • LINCOLN • MASERATI • MINI • MITSUBISHI • MOR-
 GAN • NISSAN • OPEL • PEUGEOT • PORSCHE • RAM • RENAULT • ROLLS-ROYCE • SEAT • SKODA •
 SUBARU • SUZUKI • TOGG • TOYOTA • VOLKSWAGEN

TURNOVER PER CUSTOMER AND PER REGION

Turnover per customer



Turnover per region



01

TRÈVES GROUP

GLOBAL PRESENCE



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)

Brazil Quatro Barras · Caçapava

Mexico Aguascalientes

03 | ASIA

China Shenyang · Wuhan

04 | AFRICA

Morocco Tangier

IN ADDITION:

EUROPE

Headquarters
Issy-les-Moulineaux, France

R&D Centre
Reims, France

Sales Office
Landshut, Germany

AMERICA

Technical Centre
Novi (MI), USA

ASIA

Technical Centre
Shanghai, China

Manufacturing plants

01

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 ANECHOÏC-CHAMBER

Application

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

Subsystem transparency, etc.

01

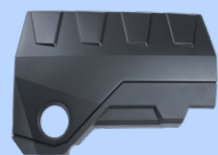
TRÈVES GROUP OUTSIDE THE CABIN

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.



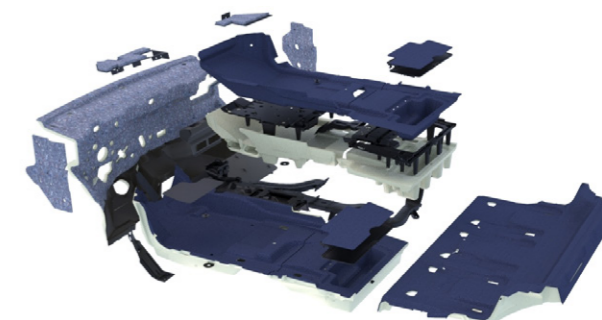
Some examples



TRÈVES GROUP INSIDE THE CABIN

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

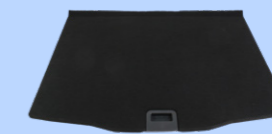
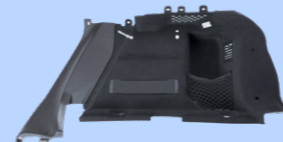


TRUNK

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



Some examples





02 CORPORATE SOCIAL RESPONSIBILITY POLICY

02

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 through out the organisation contributes to:

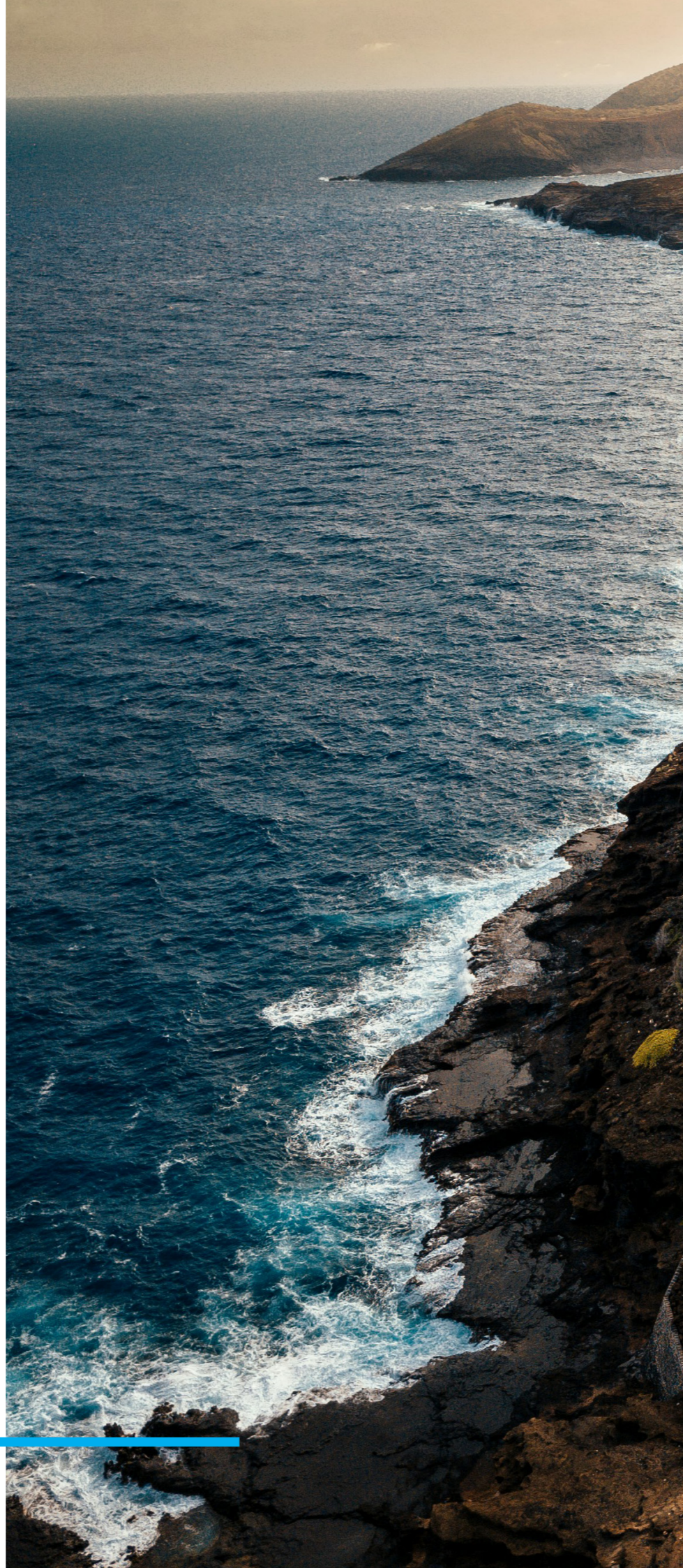
- Ensuring compliance with applicable social & labour regulations, as well as industry standards, including on wages & working hours.
- Ensuring that all forms of child or forced labour are forbidden, including with our partners.
- Guaranteeing fair treatment of all employees and partners, and commitment 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 STAKEHOLDERS 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 end consumers 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 organization. Aligned with the ISO 14001 & ISO 45001 standards, TIMES ensures compliance with occupational Health, Safety and Environmental regulations, and prevents occupational accidents, diseases, environmental impact and damage resulting from technological risks (e.g. fire).

03

03
**COMMITMENT TO
OUR EMPLOYEES,
COMMUNITIES
& SOCIETY**

03

COMMITMENT TO 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



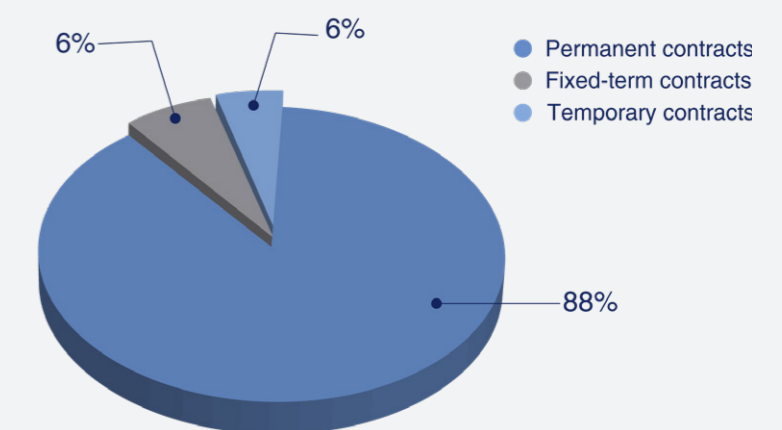
COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

CHARACTERISTICS OF PERSONNEL

In 2023, Trèves Group has 4000 employees worldwide spread over 16 countries, including sites, technical centers and sales office.

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

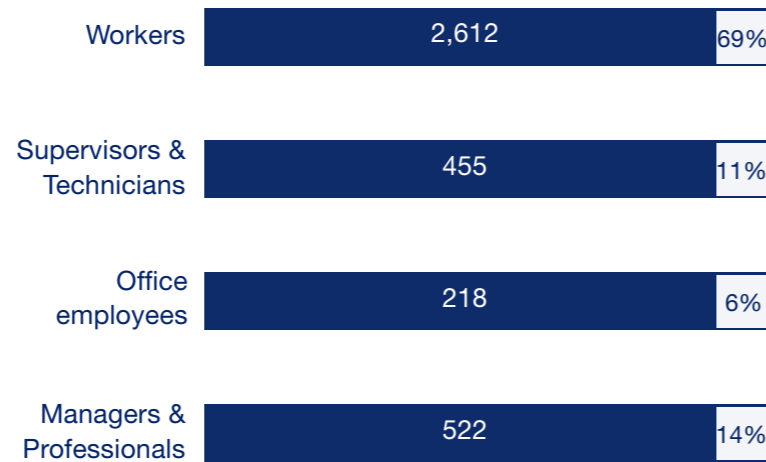
CONTRACT BREAKDOWN (%)



COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

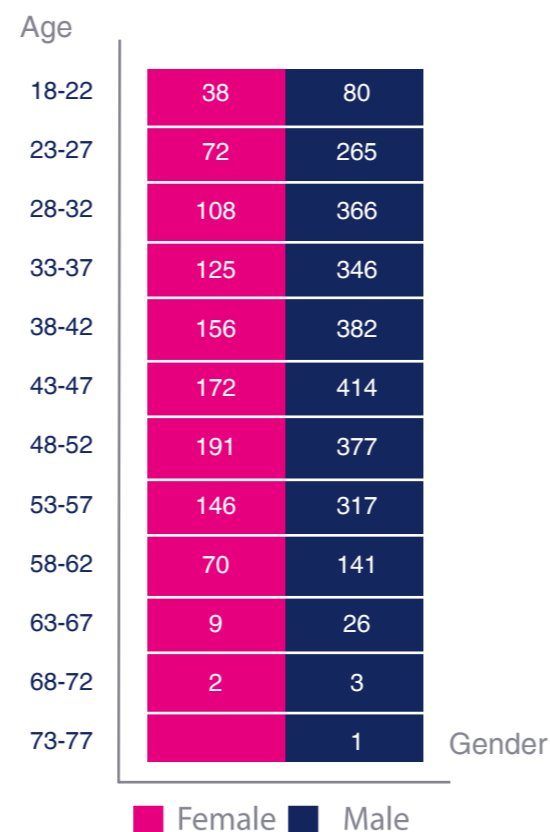
NUMBER OF EMPLOYEES

In 2023, among permanent contracts, the breakdown remains steady. Managers and Professionals account for around 14%, Office employees represent 6%, Supervisors & Technicians 11% while Workers are the majority of the 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.



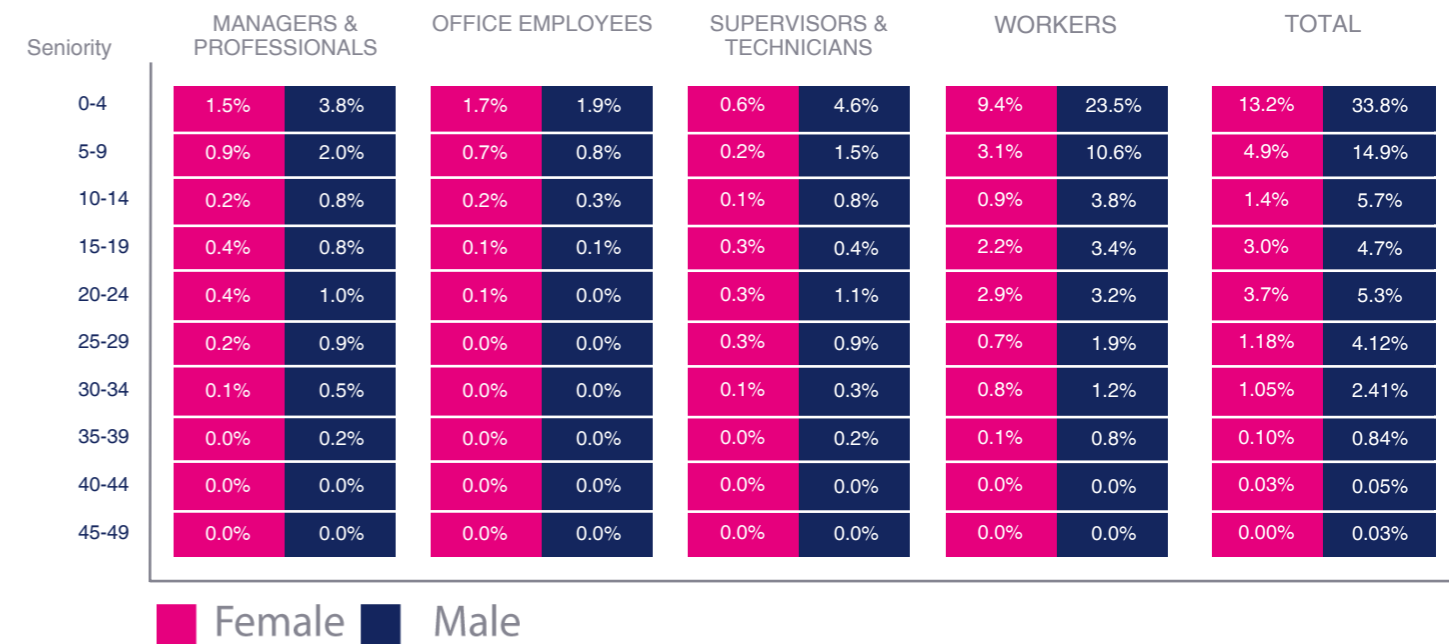
COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

GLOBAL AGE PYRAMID BY SENIORITY / WAGES AND BENEFITS

Around 47% of our employees have been with the company for less than 5 years, which is higher than 2022 (31%), given the turnover in several of the Group's plants.

In 2023, 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.



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 recognize the importance of ethical behavior and social responsibility. The Ethics Charter is handed to each new employee upon joining Trèves Group. Within Trèves Group, there are

39 existing nationalities spread through 16 countries with a majority of American, French, Spanish, Mexican, Turkish. The integration of different cultures is part of the Trèves Group core values.

In 2023, women in Trèves Group employees represent approximately 29% of permanent contracts. The highest percentage of men is concentrated among Workers and Managers & Professionals. This breakdown reflects the aspects and tasks of the manufacturing sector and automotive industry.

	MANAGERS & PROFESSIONALS	OFFICE EMPLOYEES	SUPERVISORS & TECHNICIANS	WORKERS
Female	141	104	79	765
Male	381	114	376	1,847
Total	522	218	455	2,612

COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

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 2023, 66 530 hours of training had been carried out for all employee categories. In addition 2 255 e-learning training hours have been completed for 1 071

trainees.

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.

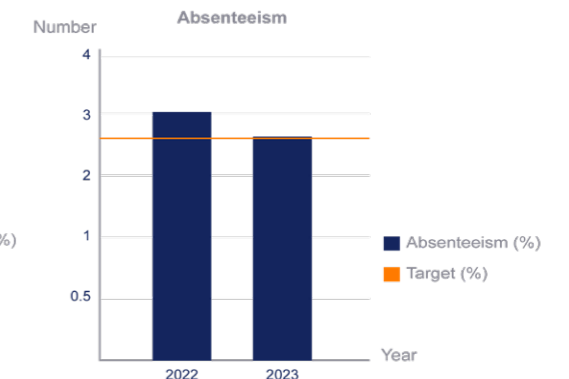
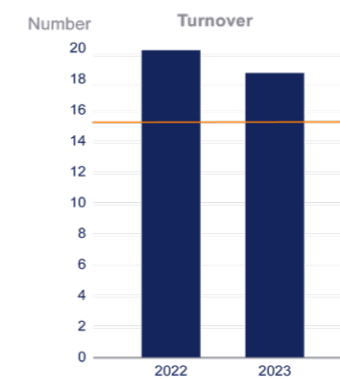
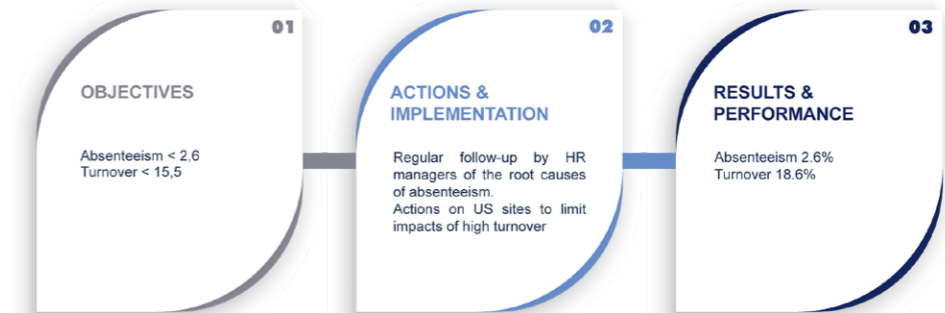
2023 KEY ACHIEVEMENTS

Hold ✓ Not achieved ✗ Progress 🔄

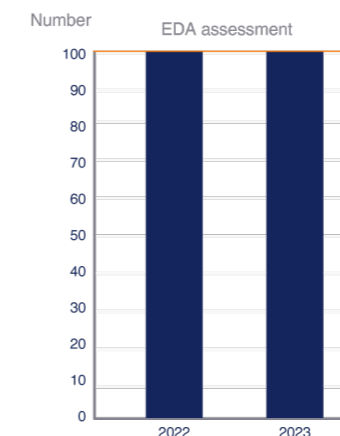
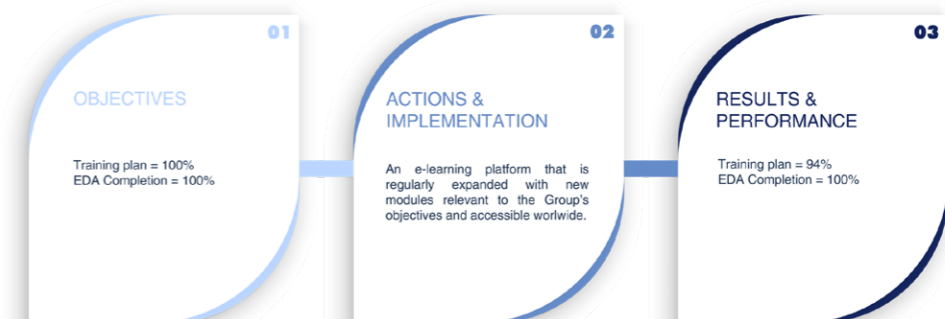
	OPERATIONAL TARGETS	KPI	2023
Employees	Well trained employees	% of employees who have completed at least one training course in the previous three years (excluding e-learning)	✓
	Well appraised employees	% EDA	✓
	Well managed careers	% of people included in the People Review as a proportion of the total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

COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

TURNOVER AND ABSENTEEISM



TRAINING PLAN AND EDA



COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

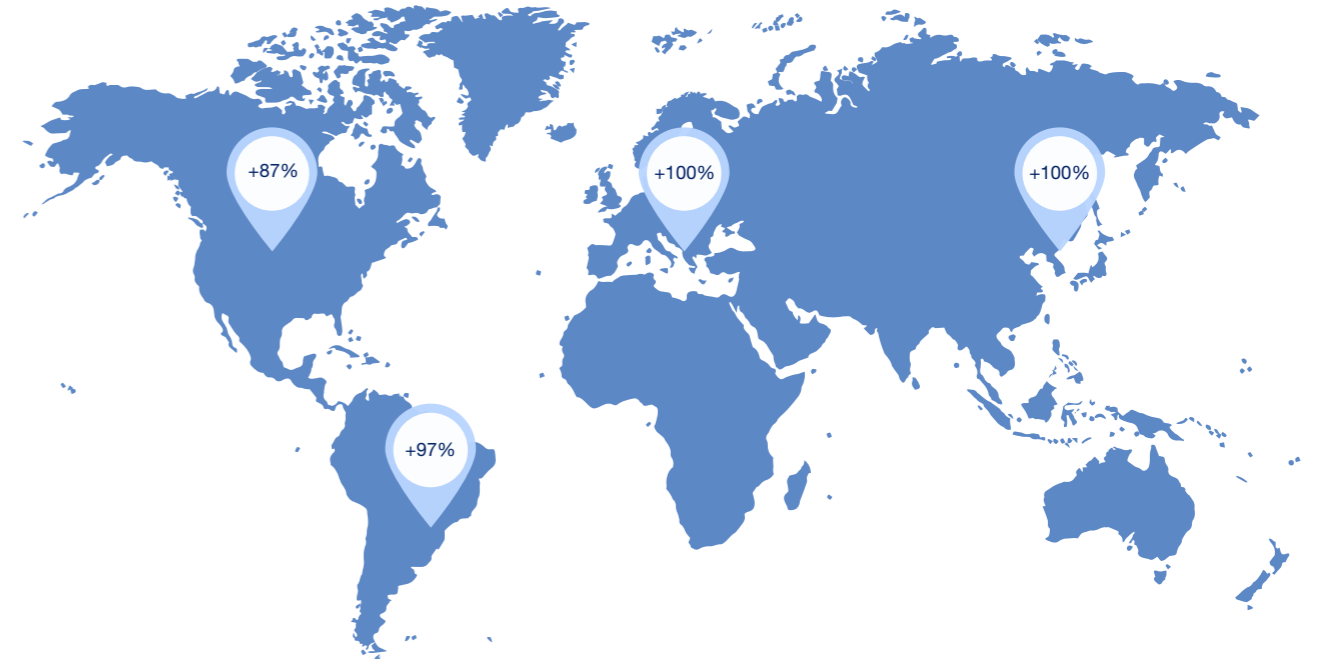
OBJECTIVES 2024

	OPERATIONAL TARGETS	KPI	2024
Employees	Well trained employees	% of employees who have had at least one training course in the previous three years (excluding e-learning)	60%
	Well appraised employees	% annual assessment (EDA)	100%
	Well managed careers	% of people included in the People Review as a proportion of the total population of employees covered by annual assessment interview	90%
	Promote diversity	Consistency between the % of women in the overall population and the % of women in key jobs (maximum difference between these two ratios)	3% max difference between these two ratios
	Federate teams	Organise one family day in every plant: give the opportunity to the employees family to visit the place where they work	90% of the plants
Relation with external stakeholders	Support local stakeholders or communities, municipalities	Number of projects	1 per site
	Communicate with local stakeholders or communities, municipalities	Number of projects	1 per site

COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

SUSTAINABLE PURCHASING

In order to develop communities and society, we must develop as much as we can local purchasing process. Our target was to reach 85% of local sourcing in all regions in 2023, and as that 2023's target was achieved, the new target set for 2024 is 90% in all regions. By improving this target, we not only participate in developing local communities and society but also support the efforts for reducing the impact on the environment in limiting the supply of transportation.



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.

2023 results:

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

2023 KEY ACHIEVEMENTS

Hold ✓ Not achieved ✗ Progress 🔄

OBJECTIVES	KPI	2023
Promote local sourcing	95% local/regional sourcing	✓
Purchase recycled materials	40% of purchases	✓
Control that suppliers are respecting Trèves Ethic Charter (strategic suppliers)	100% compliance with Ethical Charter	✓



03

COMMITMENT TO 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.

2023 - Recycled raw materials purchased

Europe 31%

China 17%

South America 44%

North America 48%

2024 OBJECTIVES

OBJECTIVES	KPI	2024
Promote local sourcing	% local/regional sourcing	87%
Purchase recycled materials	% of purchases	35%
Check that suppliers respect the Trèves Ethical Charter (strategic suppliers)	Ethic Charter respect (score)	100%



04



04
**COMMITMENT TO
INTEGRATED AND
ETHICAL BUSINESS**

04

COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

ANTI-CORRUPTION POLICY

ANTI-CORRUPTION POLICY OF THE TRÈVES GROUP

Trèves SAS, its subsidiaries and joint ventures (the "Group") develop long-term, quality relations with their business partners based on trust, professionalism, responsibility and integrity.

Exercising integrity in business relations means rejecting bribery and corruption in all its forms, whatever the time, place or circumstance.

Corruption is a major obstacle to the smooth running of a company. It generates costs by reducing economic efficiency, reflects a lack of fairness, and damages the Group's image and reputation, as well as the dignity and integrity of those who suffer its consequences.

The Group therefore applies a zero-tolerance principle to all forms of corruption in all its activities. This principle is reiterated in the Code of Conduct of the Group's Ethics Charter.

We are counting on the vigilance and personal engagement of everyone to promote and apply with conviction these principles in order to ensure the proper running and long-term success of our Group.

Frédéric Chaussat
President of TRÈVES SAS



COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

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.

The Code of Conduct lays down the rules for guiding employees to face difficult situations. Any employee who has doubts concerning the compliance with the Code of Conduct or the rules to apply in risky situation must discuss it with his/her hierarchical manager, the HR manager or issue a report to the alert system (whistleblowing).

WHISTLEBLOWING SYSTEM

As part of the policy to combat behaviors contrary to ethics and integrity within Trèves Group («Trèves»), a whistleblowing system has been put in place.

The internal whistleblowing system has been designed to enable employees to flag issues concerning the existence of conduct or situations contrary to the company Code of Conduct.

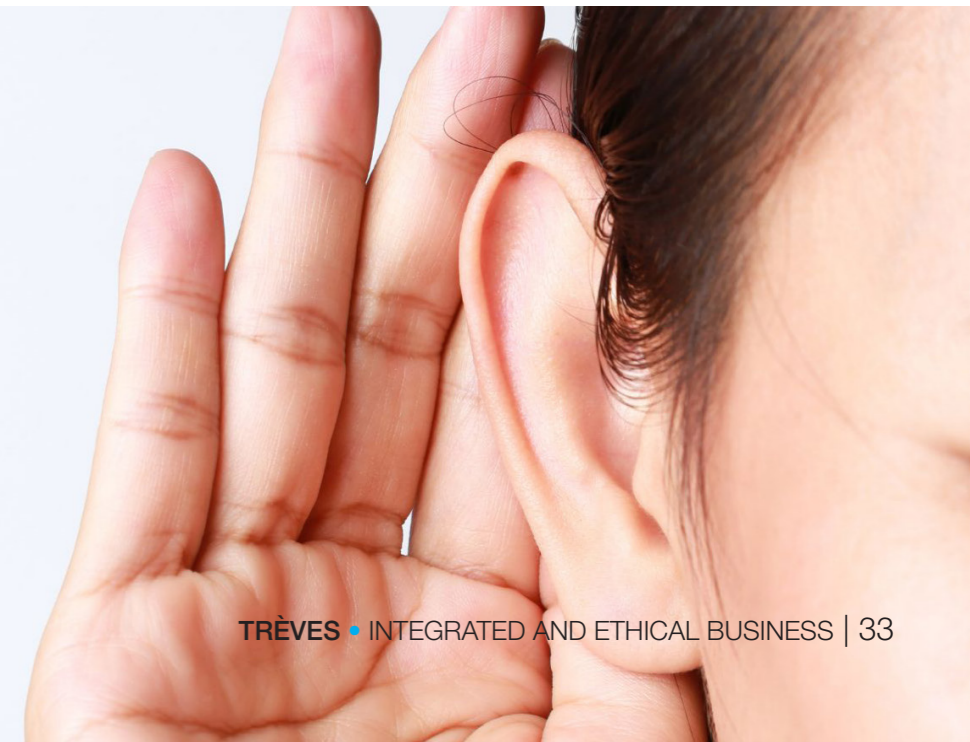
The whistleblowing system applies to all employees and external and occasional collaborators of the Group companies. The use of the whistleblowing system is an option available to everyone. Trèves will not take any action with regard to those who would use it or not.

Trèves does not tolerate any form of retaliation against a person who meets the criteria to obtain the status of whistleblower and who complies with the reporting rules provided for in this whistleblowing system.

Any form of retaliation would undermine the confidence essential to our success, and would be treated as misconduct that could result in disciplinary action.

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.

The internal whistleblowing system is accessible through the following link: <https://report.whistleb.com/trèves-group>



04 COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

ANTI-CORRUPTION PROGRAM

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 as per the internal procedure M08B(EN) "Gift and Invitation Policy".

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:

- Fair competition between suppliers.
- Process of panel entry: supplier signing up to Trèves Ethics Charter and reply to the anti-corruption self-assessment questionnaire.
- 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 Ethics and Compliance Committee.

COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

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 a full version for Executive Committee, Finance, Human Resources, Purchasing, Sales, Logistics and Project

Department in all Group companies.

- The short version lasts 25 minutes, gives a definition of the various forms of corruption and contains a test.
- The full version lasts 35 minutes, includes the short version and an additional module of simulation/practical cases related to risks identified in the risk mapping.

SANCTIONS

In accordance with the principle of zero tolerance, the General Executive Management gives the Code of Conduct its full force and effect, applicable to all subsidiaries of the Group. Regardless of the criminal sanctions for bribery or any other criminal offence, failure to comply with the provisions of the Code of Conduct shall result in disciplinary measures, which may include termination of the employment contract

and the 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).

ETHICS AND COMPLIANCE COMMITTEE

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

This Committee is headed by the Group President and composed of the Group HR VP, the Group CFO,

the Group Operation VP, the Group Sales VP, the Group Purchasing VP and the Group 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.

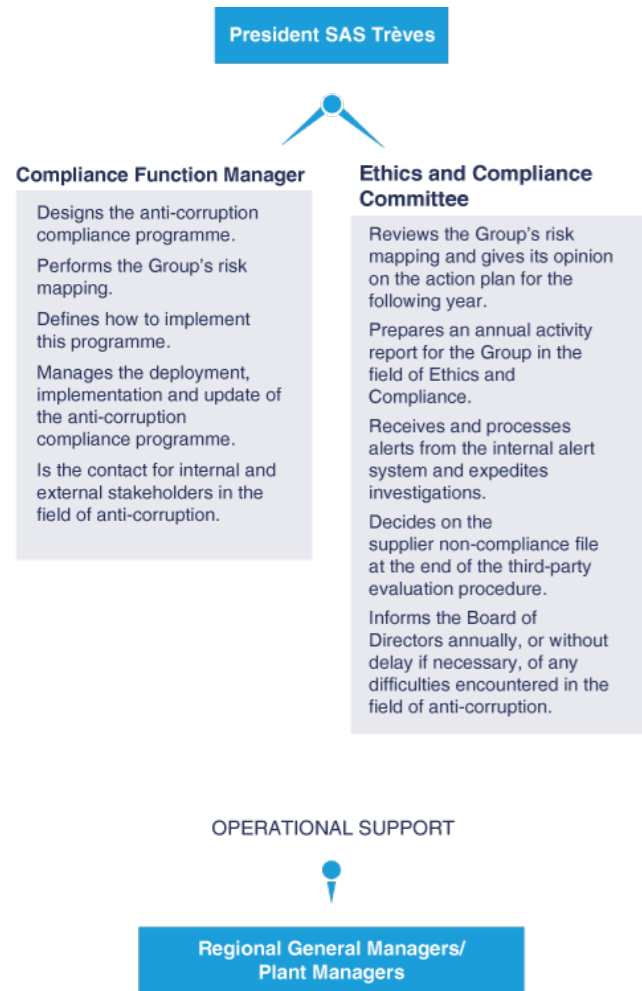


04

COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

ANTI-CORRUPTION PROGRAM

COMPLIANCE FUNCTION ORGANIZATION



2023 ANTI CORRUPTION TRAINING PLAN

192

SUCCESSFULLY PASSED TRAINING TEST

0

FAILED TO PASS TRAINING TEST

5

DID NOT COMPLETE THE TRAINING

COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

ANTI-CORRUPTION PROGRAM

2 different courses have been deployed:

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

Since the launch of the anti-corruption programme 1,338 employees have been successfully trained. In 2023, we trained 192 employees, which represents 99% of the target.

2023 KEY ACHIEVEMENTS

TARGET	KPI	2023
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	✓

2024 OBJECTIVES

OBJECTIVES	KPI	2024
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%



05 COMMITMENT TO ENVIRONMENTALLY CONSCIOUS PRODUCTS

COMMITMENT TO ENVIRONMENTALLY CONSCIOUS PRODUCTS INNOVATION STRATEGY





PLASTIC BOTTLES



PET RECYCLED FIBERS



100% RECYCLED FIBERS



NEEDLE PUNCHED

*Recycled***PET**
by trèves

BOTTLE.
RECYCLED.
BOTTLE.

05

COMMITMENT TO ENVIRONMENTALLY CONSCIOUS PRODUCTS

KPI & OBJECTIVES

2023 KEY ACHIEVEMENTS

Hold ✓ Not achieved ✗ Progress 🔄

OBJECTIVES	KPI	2023
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 2023: in-house technologies and external raw materials supply.

2024 OBJECTIVES

OBJECTIVES	KPI	2024
Material use and circularity in Trèves products	% of recycled content in raw materials for new product launches (external and internal source)	55%
	% of «green» content in raw materials for new product launches (external and internal source)	72%



06

06
COMMITMENT TO
HEALTH, SAFETY
AND ENVIRONMENT

COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

GROUP HSE POLICY



Health

Taking care of health and well being

We mitigate occupational health risks and manage ergonomics for well being.



Safety

Providing safe working conditions

We actively lead safety in a participative way, to create and maintain safe machines, workplaces and develop & share safe know how.



Loss Prevention

Protecting our industrial means

We prevent fire and natural risks.
We keep prepared for incident management and emergency.



Environment & Energy

Preserving environment through our products and process

We lead reduction of our footprint on CO₂, waste and energy consumption.
We commit on the sustainable resource management, renewable energy, reuse and recycling.



Legal Compliance

Committing to comply

We meet regulation and other applicable requirements, covering health & safety, chemicals, air, GHG emissions, water, soil, waste, noise, biodiversity, land use and deforestation impacts.

The Trèves Group adherence to the values and principles of the UN Global Compact initiative is reflecting the wiliness and the core value of the company to achieve excellence.

For that, our Treves Integrated Management and Excellence System "TIMES", aligned with the ISO 14001 & ISO 45001 standards, is deployed and continuously improved across all the organization. It gives us the frame to support our H&S - Loss prevention - Environment & Energy program, based on 5 pillars :

- Taking care of health and well being,
- Providing safe working conditions,
- Protecting our industrial means,
- Preserving environment through our products and process,
- Committing to comply to regulations and other applicable requirements.

To be effective and efficient, we believe in :

- The participation and the involvement of all employees including temporary workers, subcontractors, to place them at the center of our H&S culture,
- The clear commitment from the Management to achieve our targets,
- A non compromise mindset on H&S, loss prevention and environment management.

F. CHAUSSAT
President

Frédéric Chaussat

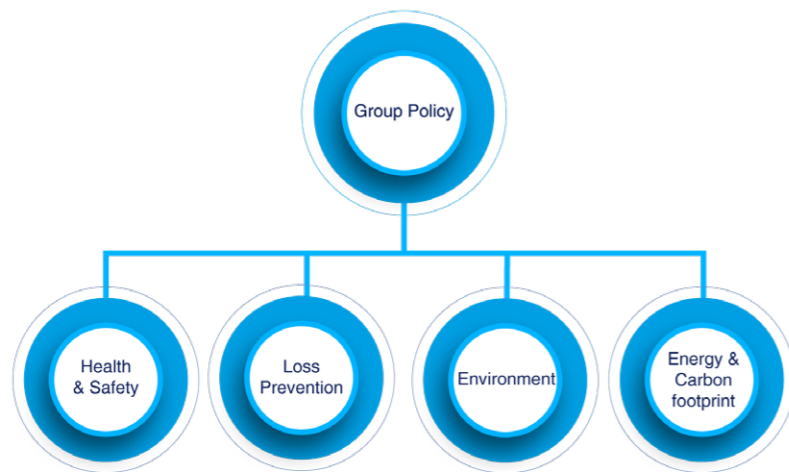


06

COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

GROUP HSE ORGANIZATION

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.

COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

TRAINING, AWARENESS AND PARTICIPATION

Employee HSE skills development is a key value at Trèves. Indeed, the “safe know-how” gives employees the ability to manage their activities safely.

Fundamentally, each site complies with local regulations for HSE training. Moreover, for years, Trèves Group has conducted various training programs on

Health, Safety, and Environment culture and practical knowledge, including but not limited to:



“TOWARD A PARTICIPATIVE SAFETY” FOR MANAGERS, BASED ON HUMAN FACTORS



TIPS: TRÈVES INJURY PREVENTION SYSTEM



AWARENESS SESSIONS FOR OPERATORS CONDUCTED WITH “TOOLBOX TALK” BY GAP LEADER ON THE SHOP FLOOR



UNSAFE CONDITIONS



06

COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

TRAINING, AWARENESS AND PARTICIPATION

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

Managers typically observe an employee working at their job station, starting by highlighting the safe practices employed by the individual.

«Tips is a positive reinforcement tool to ensure our employees' HSE awareness remains fresh.»

Next, they discuss practices that are not safe enough. Providing feedback based on observations helps generate commitment. It's about shifting from "You have to..." to "Yes, I will..."

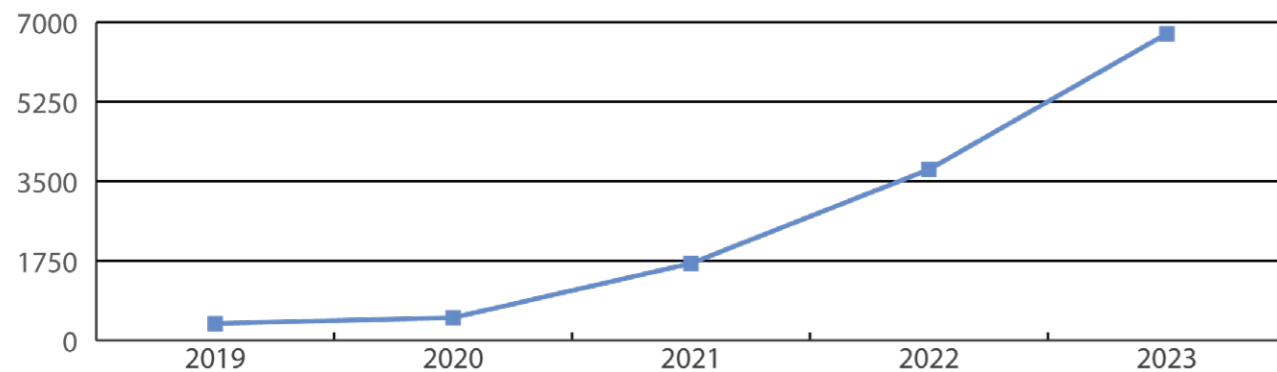
Let's act before the accident

The preventive approach is fundamental within Trèves. To reduce sources of risk before an incident occurs, managers and/or employees conducted 5,100 unsafe condition observations on the shop floor and generated as many corrective actions.



«Tips is a positive reinforcement tool to ensure our employees' HSE awareness remains fresh.»

Number of TIPS per Year



COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

TRÈVES HSE PILOTS ANNUAL CONVENTION

HSE Pilots attend the annual HSE convention in Spain for one week in June, in order to strengthen their professional skills and increase team spirit

within the Trèves HSE Pilots network, based on our common slogan «Together we can go further.»

SAFETY RECORDABLE ACCIDENTS

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

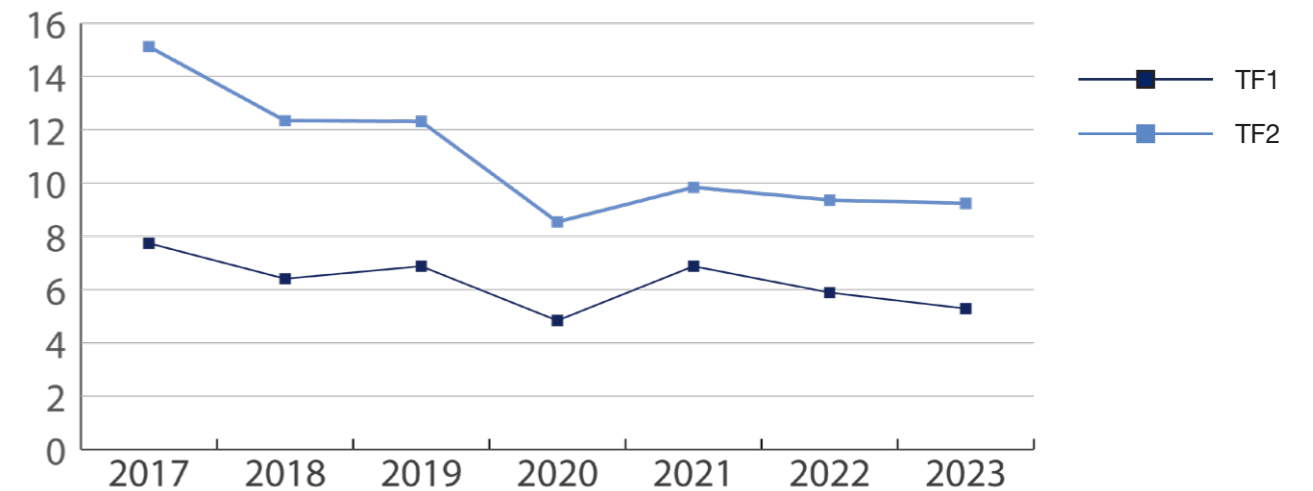
Indeed, we firmly believe that all injuries are preventable. This belief and continuous improvement are the foundations for Trèves Group top management in the way it promotes HSE culture

2023 KEY ACHIEVEMENTS

Hold ✓ Not achieved ✗ Progress 🔄

OPERATIONAL TARGETS	KEY ACHIEVEMENTS IN 2023	PROGRESS
TF1: 4,68	TF1: 5,29	✗
TIPS > 6,322	6,750 TIPS	✓
UC > 6,293 (Unsafe conditions reported)	5,100 UC	✗

TF1 and TF2 evolution



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.

06

COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

2024 OBJECTIVES

OBJECTIVES	KPI	2024
TF1	Lost time accident rate	4,40
TIPS*	Number of TIPS	3,800
UC (Unsafe condition reported)	Number of UCs	6,300

*Trèves Injury Prevention System

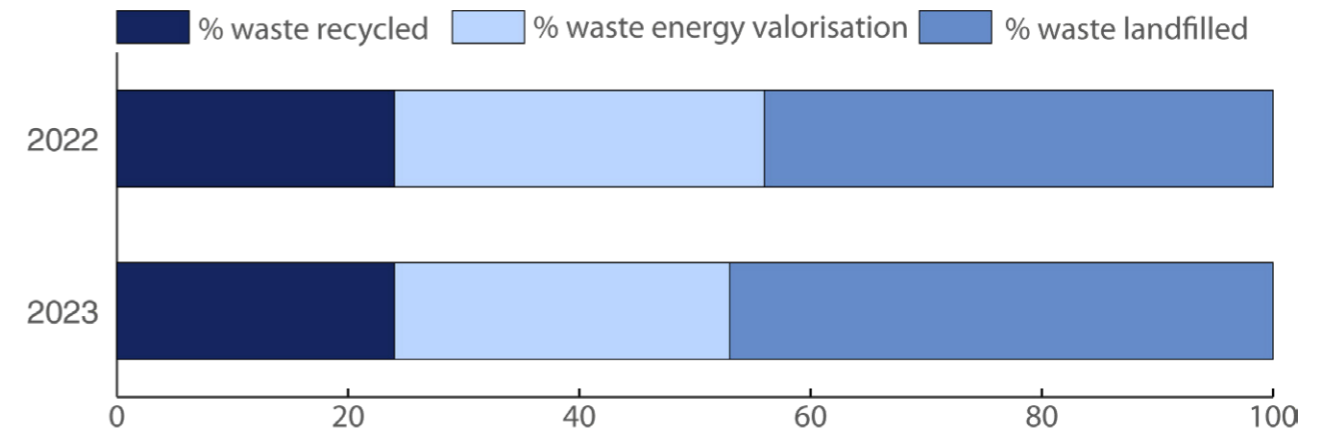
GLOBAL COMPACT DAY

In 2023, 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.

COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

ENVIRONMENT WASTE MANAGEMENT

Trèves Group constantly strives to reduce industrial waste and choose the best treatment option. 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. The quantity of waste per part also remained stable. Expanding waste reduction initiatives and promoting better treatment options based on local availability are possible actions. Internal re-use and recycling of material is currently one of the main focuses to move towards more circular operations and processes.





COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

ENVIRONMENT: CARBON FOOTPRINT OVERVIEW

Trèves Group carbon emissions

Committed to reducing our impact on climate change, we focus on activities where we have action levers, in accordance with SBTi recommendations on emissions coverage (details on next page).

Per million of revenue in 2023 compared to 2022:

- **Trèves operations:**
-12.6 % Scope 1&2 emissions,
- **Purchased goods and services:**
-2.3 % Scope 3 Upstream value chain (Category 3-1).

Over the same reporting period:

- Scope 1&2 emissions increased by 4.2 % in absolute value.
- Scope 3-1 emissions increased by 14.5 % in absolute value.

These increases are related to Trèves growth, from 571M€ in 2022 to 667M€ in 2023. Taking into account this growth of 16.8 % we achieved an emission reduction relative to revenue.

Trèves emission breakdown along the whole value chain is typical of automotive parts manufacturers.

Trèves emissions details based on GHG Protocol:

SCOPE	2022 (tCO ₂ eq)	2023 (tCO ₂ eq)	VARIATION 2023/2022
Scope 1	14,703	13 267	-9.8%
Scope 2*	45,429	49,390	+8.7%
Scope 1 + 2*	60,132	62,657	+4.2%
Scope 3 - Upstream			
3-1 Purchased goods and services	289,748	329,984	+14.5%
3-2 Capital goods	5,224	5,292	
3-3 Fuel- and energy-related activities	12,368	13,147	
3-4 Upstream transportation and distribution	12,841	14,103	
3-5 Waste generated in operations	982	1,205	
3-6 Business travel	1,388	1,477	
Scope 3 - Downstream			
3-9 Downstream transportation and distribution	4,433	4,651	
3-10 Processing of sold products	27,754	25,830	
3-11 Use of sold products	2,685,986	2,397,801	Not included as part of SBTi coverage
3-12 End-of-life treatment of sold products	1,139	1,033	
Total Scope 3	3,081,240	2,795,839	
Revenue (M€)	571	667	+16.8%

*Market Based

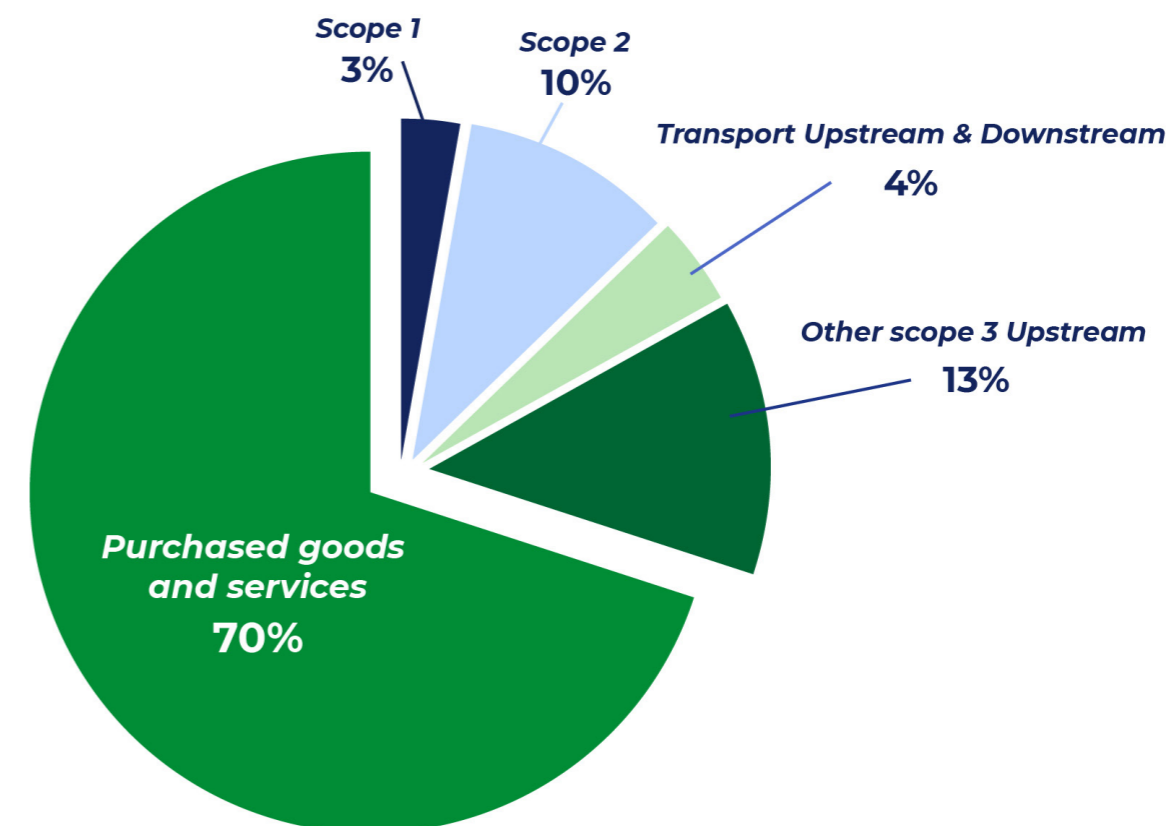
COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

ENVIRONMENT: CARBON FOOTPRINT

In accordance with SBTi recommendations on emissions coverage Trèves focuses on activities where there are action levers. Therefore, we tackle a large part of our climate impact by working on :

- Trèves operations (Scope 1&2),
- “Purchased goods and services” which is part of total indirect emissions (Scope 3) excluding 3-11 “Use of sold products”.

The share of emissions by activity where we have actions levers



COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

ENVIRONMENT: CARBON FOOTPRINT

Actions in progress within our operations (scope 1 & 2):

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



Equipment efficiency improvements to reduce overall energy consumption : electricity consumption monitoring and actions have enabled a 6,1% reduction per part delivered.



Electrify fossil fuels assets progressively.



Renewable electricity contracts : as a major contributor to our carbon emission reductions, in 2023, we increased our renewable electricity share by an additional 8% (from 9% in 2022 to 17% in 2023 worldwide). In Europe almost 35% of our electricity consumption comes from renewable electricity purchase in 2023.



Solar photovoltaic panels for on-site generation : as part of our commitment to renewable energy consumption, one Spanish site successfully installed solar panels that will start producing renewable electricity in 2024.

Another Spanish site will be equipped with on-site solar electricity in 2024 and other sites are preparing projects.

COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

ENVIRONMENT: CARBON FOOTPRINT

Trèves and its upstream supply chain:

In the 3-1 “Purchased goods and services” category, Raw Material purchase represents most of the impact of the group.

We focus our R&D on products, material choice and processes that contribute to reducing our carbon footprint such as :

- lightweight products,
- bio or recycled material,
- efficient use of resources by reducing scrap, increasing material re-use and recycling.

We plan to engage more closely with our suppliers to achieve a low carbon production along the supply chain, by collecting granular environmental data to select the best compromise.

Apart from our own design choices ; supplier decarbonation, cost and client adoption will play a crucial role in future development.

ENVIRONMENT: CARBON FOOTPRINT DISCLOSURE

On our way to continuously improve on environmental management, we disclosed our environmental performance through the CDP Climate Change questionnaire.

Trèves obtained a C score, which is the “Awareness Level”. We are aiming to reach a more advanced management level of Climate-related issues in the next few years.

CDP is a not-for-profit charity that runs a global disclosure system on environmental impacts, risks, and emissions. CDP encourages organizations to disclose with a standard framework that helps them improve their internal management and address relevant environmental impacts.

2023 KEY ACHIEVEMENTS

OBJECTIVES	KPI	2023
Reduce our electricity consumption	-5%kWh/part	✓
Increase renewable electricity consumption	+3%	✓

2024 OBJECTIVES

OBJECTIVES	2024
Reduce Scope 1+2 emissions (base year 2022)	-10.5%



06

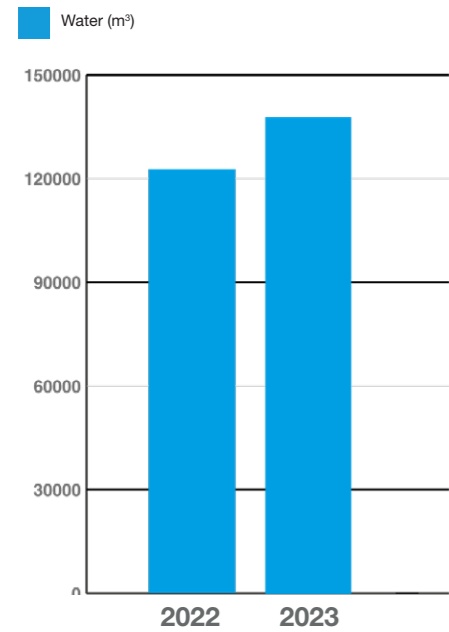
COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

ENVIRONMENT: WATER CONSUMPTION

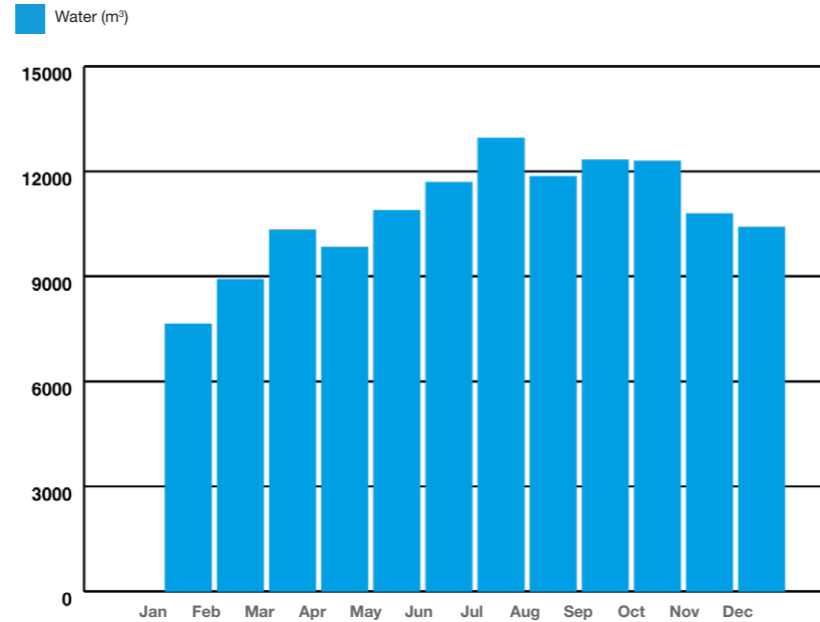
Most of our manufacturing processes are not water-intensive; water is mainly used for waterjet cutting, and domestic purposes.

Despite the increase in total water withdrawal linked to the production volume growth, we achieved a reduction of water consumption of -1.8% per part delivered and -4.8% per unit of revenue.

Water consumption in 2022 and 2023



Monthly water consumption in 2023





trèves

Acoustics in Motion®