



CSR REPORT

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This structured approach allows us to precisely identify the most significant issues for our business and to focus our efforts on **environmental**, **social** and **governance** priorities.

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ESRS2 - BP-1 - GENERAL INFORMATION

GENERAL BASIS FOR THE PREPARATION OF SUSTAINABILITY STATEMENTS

This CSR report covers all the activities of the Oberthur Fiduciaire SAS group.

It includes our upstream and downstream value chain through the discussions we have with our stakeholders. No stakeholder interviews were conducted as part of this report.

We based this report on the structure of the CSRD.



THE ROLE OF ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

The Ethics Committee is the organization's highest governing body for environmental, social, and governance (ESG) matters. It meets once a year and is composed of the following members:

- Chairman
- Managing Director
- Legal Director
- Managing Director - Finance
- Director of Operations
- Director of QHSE-CSR-Continuous Improvement
- Technical Director
- Marketing Director

Missions of the Ethics Committee :

The Committee's role is to guide the group in becoming a **benchmark in sustainable development and ethical practices**. In this capacity, it defines and implements rules and best practices aimed at protecting employees, customers, and all stakeholders.

In particular, it is authorized to :

- Review and adapt ethical practices;
- Propose improvements and solutions to identified ethical issues;
- Update and apply the Code of Conduct, integrating the sustainable development approach.

Expertise and operation :

All members of the Ethics Committee are aware, to varying degrees, of sustainability issues. The QHSE-CSR-Continuous Improvement Director, as an expert, advises the Committee in defining the policies to be implemented.

The QHSE-CSR-Continuous Improvement department is responsible for centralizing the collection of ESG data across all of the group's sites. This information feeds into an **annual report presented and discussed by the Ethics Committee**, enabling the validation of actions taken as well as multi-year plans.

Composition of the Ethics Committee (key indicators) :

- **Number of executive members** : 2
- **Number of non-executive members** : 6
- **Distribution M/F** : 87.5% men / 12.5% women
- **Age distribution (-30,30-50,50+)** : 0/2/6
- **Percentage of independent members** : 0%

INFORMATION PROVIDED TO THE COMPANY'S ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES AND MATTERS RELATING TO SUSTAINABLE DEVELOPMENT MANAGED BY THEM

The Ethics Committee meets once a year to validate the ESG results of the past year and to define objectives and courses of action for the future.

During these meetings, the group's main ESG data is presented and analyzed, including:

- Annual consumption of energy, water and raw materials at the different sites;
- Carbon footprint of sites;
- Quantities of waste generated;
- Social and accident data;
- Governance indicators related to corruption, ethical alerts and information security;
- Results of actions taken in the three ESG areas.

This Committee thus constitutes a key moment of strategic steering, guaranteeing rigorous monitoring of performance and the alignment of future actions with the group's sustainability ambitions.



STRATEGY, BUSINESS MODEL AND VALUE CHAIN

Our company specializes in printing banknotes, security products (passports, diplomas, etc.), security paper, and security threads. We currently employ more than 1,000 people across our three production sites in Europe, our research center in Apprieu, and our Paris headquarters.

Our products are mainly intended for States, Central Banks, papermakers and printers of secure products (banknotes, diplomas, passports, etc.).

In 2024, we adopted a sustainable development strategy, available in the appendix to this report. This strategy defines our objectives in terms of social, environmental and governance impact, and specifies our vision of sustainability as well as the role we wish to play, today and tomorrow, through the integration of sustainable development into our activities.

STAKEHOLDER INTEREST AND VISION

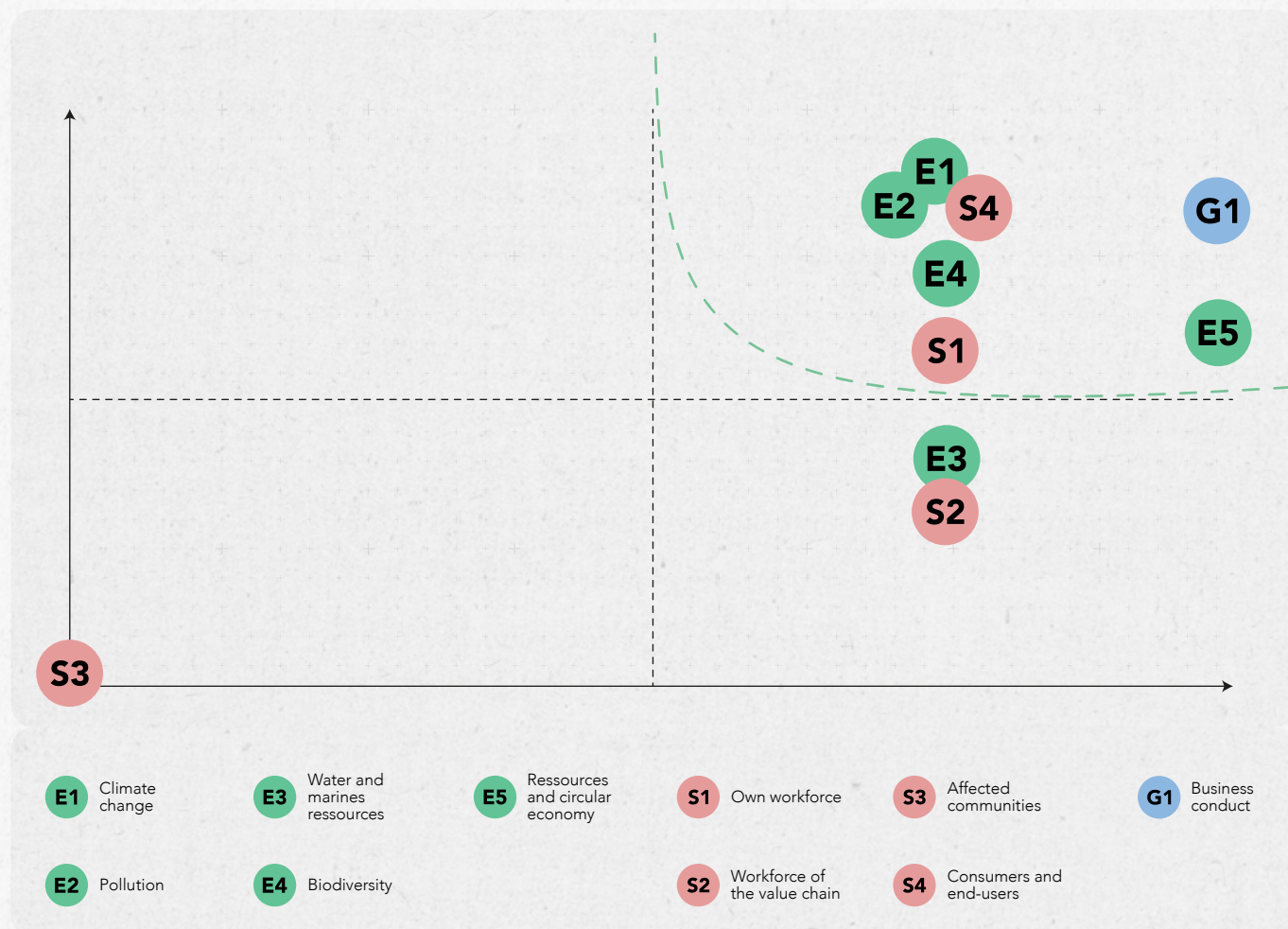
The vision and expectations of our stakeholders play a central role in shaping our strategy and business model.

Through regular discussions, satisfaction surveys, and dialogue committees, we identify the needs and priorities expressed by our clients, suppliers, employees, and institutional partners.

These contributions directly feed into our strategic directions: development of more environmentally friendly products, strengthening our responsible purchasing policy and continuous improvement of working conditions on our sites.

This participatory approach stimulates innovation, allows us to anticipate market developments and consolidates the long-term relationship of trust that we build with all of our stakeholders.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL



As part of our sustainability approach, we integrate the vision and expectations of our stakeholders into the heart of our strategy and business model. Through regular discussions, satisfaction surveys, and dedicated committees, we gather their priorities in order to guide our concrete actions: developing more sustainable products, notably through the use of organic or recycled cotton (ESRS E1), reducing our water consumption and solvent emissions (ESRS E2 and E3), and improving the management of our waste and by-products (ESRS E5).

On a social level, the health, safety, and continuing training of our employees are at the heart of our commitments (ESRS S1), while strengthening our

vigilance towards our partners, customers, and suppliers (ESRS S4). We also apply a **zero-tolerance policy towards corruption** and train our teams in good ethical practices, in order to maintain the trust of all our stakeholders (ESRS G1).

This global approach, based on dialogue and listening, contributes to building a more responsible and resilient economic model, consistent with the requirements of the CSRD directive and the environmental, social and governance issues most significant to our activity.

DESCRIPTION OF PROCESSES FOR IDENTIFYING AND ASSESSING MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

We conducted our dual materiality study with the support of an external firm. The methodology used was based on a 368-question questionnaire, organized into several sections:

- Analysis of the scope, scale and irremediability of the impacts of our activities and those of our stakeholders (rating from 1 to 5).
- Analysis of potential stakeholder reaction (rating from 1 to 3).
- Analysis of the probability and time horizon of impacts.

For each impact, we assessed available internal knowledge, taking into account past and current actions and the group's objectives. The relevant departments were involved to share their vision, and we relied on regular feedback from our customers and suppliers, although we did not directly consult our external stakeholders for this initial analysis.

Scoring Methodology:

- Impact materiality scores result from adding together the scope, scale and irremediability analyses (score out of 15), then dividing them by 15, giving a relative score between 0 and 1.
- Financial materiality scores are obtained by adding together the potential stakeholder reaction analyses (score out of 15), also divided by 15 to obtain a relative score between 0 and 1.

These scores are then positioned in the dual materiality matrix: an impact with a score of 1/1 is in the upper right corner, while a score of 0/0 is in the lower left corner.

FOLLOWING THIS ANALYSIS, THE ESRS DEEMED MATERIAL ARE AS FOLLOWS :

• ESRS E1 - CO₂ emissions

• ESRS E2 - Pollution

- Air pollution: non-material
- Pollution of living organisms and food resources: non-material

• ESRS E3 - Water and Marine Resources

- Marine resources: non-material

• ESRS E4 - Biodiversity

- An initial analysis will be carried out in 2025 to assess its materiality. This ESRS is therefore excluded from this report.

• ESRS E5 - Resources and waste

• ESRS S1 - Employees

• ESRS S4 - Consumers and End Users

• ESRS G1 - Business Conduct

- Animal welfare: non-material

This structured approach allows us to precisely identify the most significant issues for our business and to focus our efforts on environmental, social and governance priorities.

Environment



ESRS-E1 - CO₂ EMISSIONS

MATERIALITY ANALYSIS

We are strengthening our resilience to climate change by modernizing our infrastructure, including optimizing our energy consumption and expenditure. Aware that our business generates CO₂ emissions and contributes to global warming, we are implementing solutions to reduce this impact: developing lower-emitting bio-based products, continuously improving our infrastructure, and occasionally offsetting certain residual emissions.

Furthermore, we are committed to improving our energy efficiency and, over time, increasing our use of renewable energy.

Despite these efforts, our company remains dependent on a stable energy supply, and our production sites still require quantities exceeding 10 GWh of electricity.

DECARBONIZATION PLAN

Our climate emissions reduction targets (see ESRS E1-4) are aligned with the EU's CO₂ emissions reduction targets, which are in line with the Paris Agreements to keep the increase in global average temperature well below 2°C above pre-industrial levels, while pursuing efforts to limit this increase to 1.5°C.

The main decarbonization levers identified are:

- Reducing scope 3 emissions through the development of more sustainable products and their integration into our customers' specifications;
- Reducing the waste rate;
- Improving the efficiency of our infrastructure and equipment.

POLICIES

The theme of CO₂ emissions is integrated into our sustainable development policy, reflecting our desire to reduce our carbon footprint.

We have also implemented an **energy policy** deployed across all our sites, aimed at:

- Reducing our carbon emissions;
- Optimizing our energy consumption and expenditure in a sustainable and efficient manner;
- Complying with legal and stakeholder requirements;
- Promoting and share our commitments to preserving natural resources;
- Improving our energy governance, structure and strengthen our good practices;
- Providing the necessary resources and information in the field of energy;
- Involving our suppliers and service providers to discuss the best available techniques for the design and purchase of energy-using products, equipment and services.

Our policy is aligned with the objectives of the Global Compact, notably Sustainable Development Goal (SDG) 7 – Affordable and Clean Energy and SDG 13 – Climate Action.



ACTIONS

Internal actions

Improving our infrastructure

In 2024, we invested in more efficient devices to reduce our energy consumption:

- A new compressor for the production workshop, **reducing consumption by 285,000 kWh** at our Chantepie site;
- A new boiler connected to the ventilation system, allowing a **40% reduction in consumption** compared to the old solution at our Chantepie site;
- Replacement of lighting with LEDs at our Sofia site.

Use of green electricity

By 2024, **49% of the group's energy use** came from carbon-free sources. The Chantepie site is using 100% renewable electricity for the fifth consecutive year. Biogas supply was not possible at this site for 2024.

ISO 50001 Certification

The Chantepie site has been **ISO 50001 certified since 2017**, guaranteeing the quality of our energy reduction approach. Although our other sites are not certified, we apply the same principles, with monthly working groups responsible for monitoring consumption and reduction actions.

ISO 14001 Certification

All of the group's production sites are **ISO 14001 certified**, an international environmental management standard. This certification attests to our commitment to controlling and reducing our environmental impacts, through the implementation of procedures and continuous improvement actions aimed at preserving resources and limiting our emissions.

Actions in our value chain

Reforestation projects

In 2024, we funded a **project to plant 3,300 mangrove trees in Madagascar, capturing 166,000 kg of CO₂** during the first 10 years of their life. This figure corresponds to the emissions generated by the travel of the 290 participants at the HSP EMEA trade show in Bulgaria, for which our group was a partner. This initiative aims to raise awareness of travel-related emissions and promote the reduction of the carbon footprint of professional events.

We also encourage our employees to participate in local reforestation initiatives, such as those organized by the Sofia Municipality. For example, these initiatives aim to **reforest more than 17 hectares of forest**, and rely solely on volunteers.

Purchase organic cotton / BCI

As part of its efforts to reduce its carbon footprint, our group is committed to purchasing organic or BCI (Better Cotton Initiative) certified cotton, in line with customer demand.

This initiative is strategic, as **paper represents more than 40% of the group's total carbon footprint**. By promoting responsible sourcing, we intend to significantly limit the environmental impact linked to the production of the cotton used in our activities.



OBJECTIVES

Our objectives related to ESRS E1 are as follows:

55% reduction in our carbon footprint by 2030 compared to 2020;

100% decarbonized energy at group level by 2027;

- Launch in 2026 of our carbon trajectory and the associated action plan, in line with the ACT step-by-step approach;
- Start of the validation process of our carbon trajectory by the SBTi organization in 2026;
- 7.75% reduction in our actual energy consumption at the end of 2025 compared to our modeled consumption over the 2020 reference period;
- At our Chantepie printing site, the amount of CO₂ (including energy emissions, VOCs, waste and wastewater) per 1,000 printed sheets must be less than 4.5 kg of CO₂.



ENERGY DATA

In 2024, our machines and equipment consumed **29,876 MWh of electricity** and **21,591 MWh PCI of gas**.

GREENHOUSE GAS DATA

We have been carrying out a carbon audit since 2020 with the aim of mapping and reducing our emissions.

In 2024, we emitted **89,347 tons of CO₂**, with a GHG intensity of 267 tons of CO₂ per million euros of net turnover.



ESRS-E2 - Pollution

RISK ANALYSIS AND MATERIALITY

Aware of our impact on air, water, and soil pollutant emissions, we have implemented monitoring facilities and systems (water treatment plants, oxidizers, etc.) to limit our pollution. However, we remain dependent on good water and soil quality for our production processes, as well as for a stable supply of raw materials such as cotton.

In addition, our suppliers and sites use and store chemicals that can pollute soils and impact human health. In anticipation of and in line with the European REACH regulation (June 1, 2017), we have implemented a policy of systematic substitution of substances of concern and strict chemical management procedures starting from the qualification phase.

To prevent the generation of microplastics through our products or packaging, we offer bio-sourced alternatives to our customers to reduce this impact.



POLICIES

The theme of pollution is integrated into our sustainable development policy, with the following objectives:

- Allow our employees to work in the best conditions;
- Promote the use of sustainable consumables and packaging.

Emergency management is the subject of a defined organization, tested and monitored monthly on all sites, in order to prevent pollution risks and to frame the actions to be carried out in the event of an incident.

Our **occupational health and safety policy** includes measures to assess and prevent chemical and pollution risks, aimed at limiting risks and reducing potential negative impacts. Within this framework, chemical management guidelines have been established for all workstations, whether on production machinery or in storage areas, with the mandatory use of Personal Protective Equipment (PPE) when necessary.

We also produce an annual solvent management plan, the objectives of which are:

- Establish the material balance of solvent inputs/outputs over 12 months;
- Identify the main emission flows from installations and products;
- Comply with the applicable regulatory framework;
- Guide actions to control and reduce pollutant emissions.

Our policy is aligned with the objectives of the Global Compact, notably SDG 8 – Decent Work and Economic Growth and SDG 9 – Industry, Innovation and Infrastructure.

ACTIONS

Internal actions

Water pollution - wastewater treatment

At our sites, we use wastewater treatment solutions to reduce pollutant emissions into the water. We comply with regulatory obligations relating to pollutant discharges and, with our service providers, develop solutions to enable post-treatment discharge into the natural environment.

Chrome 6 Substitution

At the group level, we are seeking to replace all high-risk substances, a process that can be lengthy. Since 2012, we have been working on replacing Chromium 6, and the alternatives explored for Chromium 3 appear to offer a viable solution.

Air pollution - reduction of Volatile Organic Compound (VOC) emissions

The oxidizer at our Chantepie site treats 100% of VOC emissions from solvents used in the production process, thereby reducing air pollution. At the VHP site, the papermaking process generates very few VOCs.

Chemical product monitoring

To strengthen our approach, we have created a monitoring officer position, one of whose missions is to carry out predictive monitoring of changes in product classifications via the REACH platform and to identify less risky alternatives.

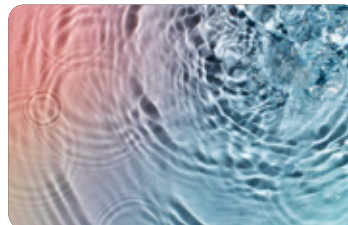
Actions in our value chain

Use of organic cotton and BCI

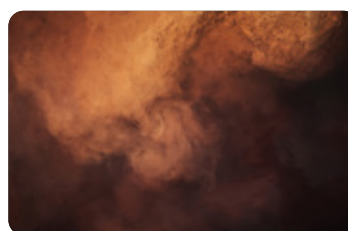
Where possible, we favor more sustainable raw materials, such as organic or Better Cotton Initiative (BCI) certified cotton. These cottons are grown with greater respect for the environment, reducing the use of pesticides and synthetic fertilizers and thus limiting the pollution associated with cotton cultivation.

OBJECTIVES

We follow the government's targets for pollutant emissions. For example, we must not exceed the thresholds defined by our operating permit orders, for which we conduct monthly or ongoing analyses, including:



Suspended solids (SS)
in water



Volatile organic compounds
(VOCs)

POLLUTION DATA

In 2024, **we treated 25 tons of VOCs using our oxidizers**, thus avoiding releases into the atmosphere and reducing associated pollution.

DATA ON SUBSTANCE OF CONCERN AND SUBSTANCES OF VERY HIGH CONCERN

We use 53 tons of substances of concern and 1 ton of substances of very high concern each year, while ensuring that these dangerous substances are replaced by safer products as soon as technically possible.

ESRS-E3 - Water

RISK ANALYSIS AND MATERIALITY

We are committed to reducing our water consumption and optimizing its use, through concrete actions such as replacing equipment and setting up dedicated workshops.

Our business, particularly paper and cotton sourcing, remains dependent on stable access to fresh water and generates significant, localized and controlled water consumption.

None of our activities use marine resources, and none of our production sites are located in areas of water pressure.

POLICIES

Our policy is aligned with the objectives of the Global Compact, in particular SDG 6 - clean water and sanitation.

ACTIONS

Internal actions

Team engagement

A working group under the aegis of the HSE teams has existed at each of the sites since 2019. At the Sofia site, this group is made up of members of our group as well as employees of the printing plant occupying the same premises. Its objective is to identify common water consumption areas and **reduce consumption by 20%**. Water consumption is monitored monthly at our sites, with particular vigilance at the VHP site, which has a direct water intake from the natural environment.

Mapping water consumption

Thanks to detailed counting, we visualize the water consumption of our sites according to usage. On our printing sites, **48% of the water consumed is used for domestic purposes** (sanitary facilities, canteen, building maintenance), and **52% for industrial process needs**. This monitoring makes it possible to prioritize reduction actions while maintaining **consumption below 10,000 m³/year** at our printing sites.

Water recycling and reuse

We are implementing innovative processes to reuse water from our production process. At our three production sites (Chantepie, Sofia and Ugchelen), we collect some of the water from our workshop to recycle it and reinject it into our processes, thus limiting the quantity of water withdrawn. At the VHP site, for example, the water used in our paper machine is reused after treatment for pulp dilution, allowing us to **reuse nearly 30% of the water withdrawn**.

Actions in our value chain

Alternative raw materials

We are reducing water consumption in our value chain by expanding the use of **raw materials that require less water** to produce fibers for banknote paper. For example, we offer our customers the option of **replacing of some cotton fibers with sisal fibers**, a plant that grows in hot, arid regions and can survive for 11 years without irrigation.

Extending the lifespan of banknotes

Our solutions for **extending the lifespan of banknotes** also help reduce the water requirements associated with banknote renewal. With our Highlink™ solution, we extend the lifecycle of banknotes and contribute, at our scale and throughout the value chain, to reducing water consumption.

Water consumed

We consume 3,612 m3 of water annually.

"Water consumed is defined as the quantity of water taken within the limits of the company (or installation) and not discharged into the aquatic environment or to a third party during the reference period." - CSRD

Recycled and reused water

We **recycle 156,762 m3 of water annually at our production sites**, including more than 150,000 m3 at our VHP site.

OBJECTIVES

In addition to the objectives set by local legislation, reducing water consumption is one of the 4 strategic pillars of our VHP site.

DATA

Water taken

At group level, we collect **511,223 m3 of water annually**. 97% of this collection is linked to our Ugchelen paper mill.

Water intensity

Our water consumption intensity at group level is **10.81m3 / million euros of turnover**.

Discharged water

We discharge **507 611 m3 of water annually**.



ESRS-E5 - Resources and Waste

RISK ANALYSIS AND MATERIALITY

As part of our CSR approach, **we are actively committed to reducing our resource consumption** by developing more sustainable plant-based papers and optimizing our industrial processes. We are also strengthening the circular economy within our value chain.

We are working to minimize our environmental impact by improving the durability of our products, incorporating recycled materials, and recycling by-products, such as those from the cotton textile industry.

Although our business model is centered on the sale of banknotes and related products, we are actively committed to the circular economy, particularly through sector partnerships and the recycling of production waste. Finally, we raise awareness among our customers and partners about sustainability issues through information and training activities.

However, our business remains dependent on virgin materials, sometimes distant suppliers, specific technological resources and certain raw materials with limited availability, particularly to ensure the safety features integrated into our products.

POLICIES

The theme of resources and waste is integrated into our sustainable development policy :

- We prioritize the use of renewable materials in the manufacture of banknotes whenever possible.
- We favor plant substrates with a low ecological footprint, rather than

plastic substrates from petrochemical production using non-renewable fossil resources.

- Part of our Research and Development (R&D) focuses on increasing the sustainability of plant substrates.
- We are exploring all alternatives to fossil-based plastic for each component, including films, inks and varnishes, in order to ultimately offer **a 100% bio-sourced product**.
- In all these aspects, we prioritize the **circular economy**.

We have established a **waste management procedure for each site**, aligned with local requirements and synergies. These procedures are broken down into detailed instructions, specifying the collection and treatment methods for each stream, as well as the associated roles and responsibilities.

Our policy is aligned with the objectives of the Global Compact, in particular SDG 12 – responsible consumption and production.



ACTIONS

Internal actions

Waste recovery

In 2024, thanks to new initiatives such as the recycling of ink sludge and paper, we achieved a recovery rate of more than 81% of our waste on our sites. We also achieved for the first time the recycling of banknote production waste, which is thus used in particular in the creation of technical fabrics for industrial cleaning.

We are constantly looking for new recycling options for our waste. At our Sofia site, for example, we are developing partnerships with local businesses to reuse our wood waste into outdoor furniture.

Raising awareness among our employees

We raise awareness among our employees about waste recycling through regular, concrete actions (collections of used bottle caps, batteries, and accumulators, hackathons, Digital Cleanup Day, etc.). These initiatives help create **a culture of waste reduction** on our sites.

Reduction of waste rate

Reducing waste is a major challenge, both environmentally and financially. By limiting the waste generated during manufacturing, we help preserve resources while controlling our production costs.

Actions in our value chain

Raising awareness in our value chain

Waste management and reduction are a central pillar of our CSR approach.

We are convinced that environmental performance can only be achieved if all stakeholders in our value chain are aware and involved.

Together with our clients, we offer pragmatic support aimed at deploying local, low-cost solutions. The objective is twofold:

- **Improve economic impact** by reducing costs related to waste treatment and management.
- **Reduce the environmental impact** by limiting waste production at source and promoting its recovery.

With our suppliers and partners, we act upstream via our specifications, emphasizing:

- Limiting unnecessary packaging.
- Reducing the use of single-use plastics.
- Preference for recyclable and circular materials.

We are developing collaborative monitoring with them of available alternatives, in order to gradually identify and integrate new, more sustainable solutions.

Extending the lifespan of banknotes

Banknote production and renewal require significant natural and industrial resources: raw materials, energy, water, chemicals, and packaging. Each replacement cycle also generates a significant amount of waste.

Our solutions, and in particular Highlink™, provide a concrete response to this challenge. By increasing the lifespan of banknotes, we contribute to:

- **Reduce production and renewal needs**, thus limiting resource consumption.
- **Reduce the amount of waste generated**, since fewer banknotes need to be removed and destroyed.
- **Reduce the environmental footprint** of the value chain, from initial manufacturing to the end of life of the banknotes.

With Highlink™, we go beyond a simple technical solution: we offer a sustainable lever that allows central banks and their partners to extend the life cycle of banknotes, optimize their operational costs and strengthen their environmental commitment.

OBJECTIVES

We have a clear goal: to reduce the use of plastic in our products until we reach «**zero plastic**»

We have set a target of **recycling 85% of our waste** for our production sites.

INCOMING RESOURCES

Today we can offer a **banknote made from 99% bio-sourced materials**. This innovation is made possible by replacing fossil-based raw materials with renewable resources and incorporating bio-based additives in the production of paper and inks.

OUTGOING RESOURCES

Products and materials

We offer our customers the opportunity to reduce the amount of packaging and increase the proportion of recyclable materials in our product packaging. These actions help reduce the carbon impact of packaging, with a **potential reduction of more than 29%**.

Waste

At the group level, we generate 6,457 tons of wastes each year. We apply the "3R" method :

1. **Reduce** the amount of waste as much as possible;
2. **Reuse** waste that can be reused;
3. **Recycle** remaining waste.

We **recover 81% of our waste**. At our Ugchelen site, 94% of our waste were recovered in 2024.



SOCIAL





ESRS-S1 - Our employees

RISK ANALYSIS AND MATERIALITY

Our company places its employees at the heart of its strategy and strives to maximize its positive impact through responsible and inclusive practices.

Aware that certain activities may present risks such as a high workload at times or the use of specific machines and materials, we are putting in place prevention and support systems to guarantee the health, safety and well-being of our employees.

We are also committed to strengthening the employee experience through:

- Agreements and actions promoting diversity, pay equity, open communication and social dialogue.
- Inclusion and non-discrimination policies, combined with competitive compensation and benefits, to attract and retain a qualified and diverse workforce.
- Guaranteed data security and regular access to training and development opportunities.

Finally, our Code of Ethics, in accordance with local legislation, strictly prohibits forced labor and child labor, thus reaffirming our commitment to fundamental labor rights

POLICIES

Several policies and annual plans define our actions related to ESRS S1 :

- Our **Code of Ethics** defines the group's commitments regarding respect for human rights as well as national and international laws.

- The issues relating to our employees are integrated into our **sustainable development policy**:

- Promoting gender equality and inclusion;
- Developing the talents and skills of our employees;
- Allow our employees to work in the best conditions

- The group's strategic orientations for 2024-2026 set out the company's social and societal priorities.

- An **annual Occupational Health & Safety (OHS) plan** is developed by the QHSE-CSR-Continuous Improvement department. This plan specifies the group's strategy and sets out the main areas of action, which are then broken down and implemented by the QHSE managers at each site.

- We also implement an **annual training plan** structured around seven main areas, applicable to all sites:

- Business expertise
- Operational excellence
- Health, safety and quality of life at work
- Traceability / security
- Personal development: management, communication, interpersonal skills and organization
- CSR
- Computer tools

Finally, our policy is aligned with several SDGs of the United Nations Global Compact, including: SDG 3 - Good Health and Well-being, SDG 4 - Quality Education, SDG 5 - Gender Equality and SDG 10 - Reduced Inequalities.





PROCESS FOR ENGAGING EMPLOYEES AND STAFF REPRESENTATIVES ON IMPACTS

Within the group, various representative bodies (CSE, CSSCT, Working Conditions Management Committee, etc.), in accordance with local legislation, promote social dialogue and the active participation of employees in the CSR approach. They bring together staff representatives and employer representatives in a balanced manner in order to continuously improve working conditions and ensure compliance with social commitments.

Staff representatives, elected by their colleagues, play an essential role: they relay the individual and collective expectations of employees, participate in committees at our various sites and contribute to the definition and adaptation of group policies, particularly on health, safety and social benefits.

These bodies meet regularly to address key issues such as occupational risk prevention, workplace well-being, and the implementation of concrete actions for employees. Through their actions, they strengthen the bond between management and employees and place **social dialogue and collective commitment at the heart of our CSR approach**.





NEGATIVE IMPACT REMEDIATION PROCESS AND ALERT LINE

HOT ALERTS:

As part of our commitment to OHS, we have deployed a specific procedure called **"hot alert"**, aimed at proactively identifying and dealing with any dangerous situation or "near miss" before an incident occurs.

This system encourages immediate responsiveness from teams and strengthens the culture of prevention within the company.

How the process works:

- **The employee:** identifies the "hot alert", secures or has secured the situation, then declares it.
- **The line manager:** takes note of the alert and coordinates the securing of the situation in a short loop.
- **The HSE team:** analyzes the alert, completes actions if necessary and disseminates the communication via management.
- **Pilot departments:** implement corrective actions and inform the relevant managers.

Thanks to this system, the company strengthens its **ability to anticipate risks, protect its employees** and consolidate a **safety culture based on shared vigilance and individual accountability**.

Professional alert system (PAS):

As part of our commitment to ethics and compliance, the group has set up a **PAS**, allowing any internal or external employee to report, in good faith, facts likely to undermine the integrity of the group.

Objectives of the system:

- Allow reporting:
 - Of crimes or offenses
 - Serious or manifest violations of laws, regulations or international commitments
 - Of serious threats or harm to the general interest
 - Actions contrary to our Code of Ethics or Code of Conduct
- Ensure rigorous, confidential and transparent processing of reports

This system guarantees **confidentiality, transparency and protection of whistleblowers**, while allowing the group to respond effectively to reported breaches.

In addition, periodic surveys of our employees are carried out to find out their needs and their satisfaction with their working conditions.

ACTIONS

Prevention plan

As part of our ongoing commitment to OHS, we have implemented a structured and rigorous **annual OHS prevention program**. It aims to anticipate and reduce occupational risks through a participatory and collaborative approach.

This program is regularly validated by the **Health, Safety and Working Conditions Commission (HSWCC)**, ensuring the involvement of staff representatives in the identification and management of risks. In addition, the **Single Professional Risk Assessment Document (SPRAD)** is systematically updated to reflect changes in working conditions and identified risks.

Any external contractor working on our sites must also complete a **prevention plan**. The necessary personal protective equipment (PPE) is made available, and we remain attentive to regulatory and scientific developments in order to offer the best protection to our employees.





Analysis & infrastructure

To reduce risks, we carry out **systematic accident analyses**. For each incident, a formalized procedure is triggered:

- Patient management
- Management of work accidents/illnesses, distinguishing between accidents requiring treatment and minor accidents
- Analysis of the criteria for resuming activity, to guarantee reintegration in the best conditions

Depending on the type of accident, the analysis is carried out as soon as possible, within 24 hours, or upon the return of the affected employee. Following this analysis, the Risk Management Document may be updated and an « accident flash » is distributed to employees to prevent similar situations.

We also work with external consultants to identify areas for improvement in our workshops, particularly regarding ergonomics. These analyses lead to corrective actions: installation of new equipment, modification of the layout, or improvement of safety measures. For example, we tested the use of exoskeletons for positions requiring the lifting of heavy loads.

Inclusion and positive impact on employees

Inclusion of people with disabilities

Priority is given to inclusion. At the Sofia site, a **Career Placement Commission** assesses and facilitates the integration of people with disabilities. It is composed of:

- Two representatives of management
- A doctor from the occupational health department
- Three elected employee representative

ISO 45001 Certification

Our OHS management system is **ISO 45001 certified** across our three production sites, attesting to the implementation of a reliable system based on **continuous improvement**.

Professional agreements and working conditions

We have implemented numerous social agreements to improve working conditions and limit potential negative impacts:

- Business trips
- Profit-sharing
- Professional equality and Quality of Life at Work (QLW):
 - Training for new managers on the prevention of psychosocial risks
 - 168 osteopathy consultations in 2024, free for employees
- Soft mobility and carpooling: distribution of bicycle safety kits
- Agreements on hardship and consignment, including financial compensation and prevention of overwork

These agreements go beyond legal obligations, promoting a better work-life balance and enhanced social benefits.



Training and skills development

We carry out **regular training and awareness-raising sessions** on various topics:

Environment and CSR:

- E-learning on CSR issues and the group's actions
- Climate Fresk Workshops at the Paris and Chantepie sites
- One-off actions to reduce waste and water consumption

OHS:

- Working with chemicals
- First aid and health and safety
- Prevention of Musculoskeletal Disorders (MSDs)
- Noise reduction
- Prevention of harassment and discrimination
- Workstation ergonomics

Healthcare professionals (nurses and doctors) are present on site to provide their expertise and intervene in emergencies.

Training funding:

Our group also finances:

- Internal training: leadership, foreign languages, specific professions
- External training: personal and professional development for employees





ACADÉMIE

OBERTHUR FIDUCIAIRE

Oberthur Academy

We created the Oberthur Academy, the aim of which is to:

- Promote the **transmission of knowledge**
- Facilitate the **integration of new employees**
- Define and lead **professional training courses** for printing and finishing positions

We have already carried out on the Chantepie pilot site:

- Formalization of the Reference Framework of Activities, Skills and Assessments
- The definition of the beginner Printing Operator course: 14 modules and 3 assessment times
- The implementation of management tools: internal documentary network and monitoring tables
- Support for supervisors and instructors in welcoming new Printing Operators
- Creation and review of training sheets, evaluation documents and work standards

Quality of life at work

We regularly organize activities to improve the QLW:

- Sports associations, football tournaments, dance and music
- Participation in the Pink October march
- End-of-year meals and association activities

Company mutual insurance

All employees benefit from mutual health insurance, the contribution of which is partially covered by the employer, guaranteeing better access to care and reinforced social protection.

OBJECTIVES

In line with our sustainable development policy, our objectives related to ESRS S1 are as follows:

- Promoting gender equality and inclusion
- Developing the talents and skills of our employees
- Allow our employees to work in the best conditions

Furthermore, our annual OHS program sets specific operational objectives:

- Deploy safety culture across all sites
- Maintain the "0 Work Accident" approach
- Reducing the risks of MSDs in the workplace

Finally, we establish specific objectives per site for:

- The frequency and severity rate of accidents
- The audit rate of workstations
- Carrying out safety inspections



Employee characteristics

Our sites now employ **more than 1 000 employees**. Historically, our profession has been predominantly carried out by men, which is reflected in the current distribution within the group:

28 % of women and 72 % of men.

Salary agreements and social dialogue

In 2024, **100 % of our employees benefit from coverage by collective agreements at our Chantepie, VHP, Apprieu and Paris sites**. These agreements allow us to exceed legal obligations on many social aspects, including remuneration, the organization of working hours, bonuses and leave.

Diversity

Driven by a balance between experience and renewal, **our workforce is mainly composed of employees aged 30 to 50**. The diversity of profiles represents a major challenge for us, because it encourages the transmission of know-how and the development of the skills of new employees. This commitment fully contributes to our societal role in terms of training and education.

Adequate salary

Beyond internal agreements, our employees' salaries comply with the law and are governed by current collective agreements. **These guarantee working conditions and remuneration above the legal minimums**, thus ensuring fair remuneration for our employees.

Social protection

All of our employees benefit from social protection, whether legal or provided for by company agreements.

People with disabilities

The inclusion of people with disabilities is a priority for our company. For example, at our Chantepie site, we grant a specific day off to take into account the difficulties they may encounter on a daily basis. Today, **4.3% of our employees** have a disability.

Training and talent development

In our technical professions, training and talent development are essential to maintain and develop the skills of our employees. In 2024, this translated into an average of **16 hours of training provided per employee**.

Health and Safety

100 % of our production sites are ISO 45001 certified. Thanks to our proactive prevention approach, we are seeing significant results:

- Ughelien site, the frequency rate of work accidents is 2.65, demonstrating the effectiveness of the actions taken.
- At the Sofia site, **no accident has been reported for more than three years**, illustrating the high level of maturity and vigilance of the teams.

These performances demonstrate that prevention and collective commitment to safety are bearing fruit, strengthening both the protection of our employees and the strength of our safety culture.

Work-life balance

All company employees are entitled to family leave.

In addition, specific measures are in place, in accordance with our collective bargaining agreements, to promote an optimal work-life balance. We regularly collect feedback from our employees on these topics through annual interviews and HR surveys, in order to continually adjust and improve our practices.

Incidents, complaints and serious human rights violations

No complaints or alerts relating to incidents of discrimination or serious human rights violations have been recorded within our group.

We are actively committed to preventing these risks, in accordance with our Code of Ethics.

Furthermore, we have set up whistleblower hotlines via our PAS (see ESRS S1-3), allowing us to quickly report any potential incidents.





ESRS-S4 - Consumers and End Users

RISK ANALYSIS AND MATERIALITY

Our CSR approach pays particular attention to end-user experience and security. We offer multilingual products and continuously improve their quality thanks to the feedback from our customers. The diversity and inclusion are also at the heart of our achievements, particularly for people with visual impairments. We make sure to guarantee accessibility of our products and actively promote responsible social values, while adopting an ethical and transparent communication.

Furthermore, we invest in the health and well-being of users, for example through specific treatments to reduce bacterial risks, and we are strengthening our quality controls to guarantee the security. Finally, the feedback on accessibility and possible dangers related to the products are essential to enable us to innovate and anticipate needs of a large user base.

POLICIES

Our **sustainable development policy** includes the theme of end users:

- We advocate for cash, which guarantees confidentiality, freedom and accessibility, as the only safeguard against the failure or misuse of electronic systems.
- We continually innovate to enhance banknote security with security papers, high-definition watermarks and sophisticated printing features, making counterfeiting extremely difficult and costly.
- We protect users by integrating antiviral, antibacterial and antifungal solutions into our papers and varnishes.

Our **Code of Ethics** governs our relationships with our suppliers and customers, ensures compliance with legislation, and guarantees the group's ethical values are upheld. It describes our company's roles and responsibilities towards customers and provides information on the whistleblowing tools available to stakeholders.

An information system security and data protection policy define the company's missions and objectives in terms of data protection, as well as the rules applicable to users of the internal network.

Sustainable Lean continuous improvement approach, the spearhead of our organization, is based on collaboration and innovation, actively involving our teams to solve problems and share ideas. The deployment of Sustainable Lean Management fosters this dynamic through daily and participatory communication, combining economic performance and improved working conditions, thus strengthening site efficiency and employee engagement.

This approach allows us to better meet stakeholder expectations and offer quality products and services to our customers.

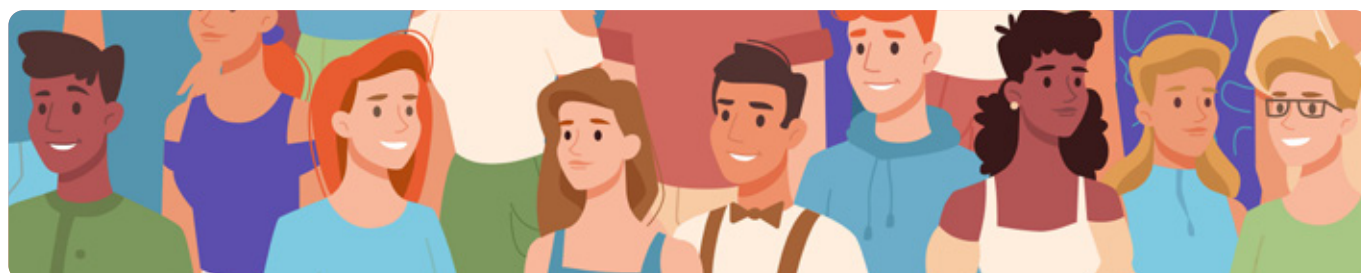
Our policy is aligned with SDG 3 – Good health and well-being, SDG 10 – Reduced inequalities, and SDG 17 – Partnerships for the goals.

CONSUMERS AND END-USER ENGAGEMENT PROCESS REGARDING IMPACTS

We regularly receive feedback and opinions from our customers on our products and services through the many business contacts we maintain with them. We engage in dialogue with our customers throughout their order process and as proactively as possible, through remote and in-person meetings, email exchanges and postal mail on a very regular basis.

Our business requires a close relationship of trust to ensure the suitability of our products from the moment the specifications are drawn up. Also, before each production, our products are validated by our customers at the test stage, checked and approved at each stage of the process by the customer or their internal representative so that any possible non-conformity is analyzed and dealt with as soon as possible.

We hold an annual Banknote Managers' Course (BMC) during which we invite our clients to present the innovations we are developing, the various actions we are implementing to improve our industrial collaboration, environmental and societal impacts, etc. This session is also a time for discussion with our clients to gather their feedback on the positive or negative impacts of our activities.





PROCESS FOR REMEDIATING NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END USERS TO RAISE CONCERNS

A process is in place for collecting and managing customer complaints. Customers can contact their sales representative directly to report any potential defects.

When a non-conformity is detected, our **formalized management process** is deployed in three stages:

1. Inventory of elements
2. Working group analysis and remediation
3. Non-compliance monitoring

This process allows us to efficiently handle customer complaints and respond quickly to their requests.

Additionally, for any comments, suggestions or feedback regarding our business practices, CSR, or any other subject, customers can use the following addresses:

earth365@fcof.com

comiteethique@fcof.com

In addition, after each order, we carry out an **"order review"**, during which production hazards or non-conformities are analyzed in order to reduce future deviations. and improve efficiency.

Finally, we share with all employees of the site concerned THE non-conformities noted as well as corrective actions taken.

ACTIONS

Reduction and control of negative impacts for users

Accessibility of our products

We ensure, in line with our customers' requests, the accessibility of our products to people with disabilities, for example by adding recognizable brands for blind people or more intense and contrasting colors for visually impaired people.

Waste treatment

We offer our clients the opportunity to reduce the potential negative impact of banknotes at the end of their life. Depending on the treatment methods, some shredded banknotes may be incinerated or disposed of in landfills, resulting in water, air, or soil pollution, and affecting human health.

We develop and offer recycling solutions for shredded banknotes, allowing our customers to recover this waste and avoid the negative impacts of incineration or landfill. These low-tech solutions transform waste into construction, insulation or furniture materials, accessible to our customers worldwide.

Health protection

We offer services to enhance the antiviral and antibacterial protection of stationery products, such as Bioguard™ varnish. This varnish, via a patented solution, destroys pathogens (bacteria, viruses and fungi) upon contact with paper, ensuring better protection of user health.

ISO 9001 Certification

As part of our continuous improvement approach, **all of our production sites are ISO 9001 certified**. This international certification demonstrates our commitment to ensuring rigorous and efficient processes, serving the satisfaction of our customers and partners, and reflects our desire to structure our activities around risk management, innovation and operational efficiency.



Lean management

Implementing Lean in our activities goes beyond operational efficiency: it constitutes a commitment to sustainable performance, serving our customers and stakeholders.

By placing waste reduction at the heart of our practices, we optimize resource use, reduce our environmental footprint and improve process quality. Each Lean project allows us to **produce better with less**, while strengthening the reliability, speed and added value of our services.

Our approach is based on employee involvement, promoting accountability, innovation and job satisfaction, while guaranteeing a more transparent, agile and resilient service for our customers.

ISO 27001 Certification

In a context where data security is essential, **our Chantepie and Sofia sites are ISO 27001 certified**. This certification attests to the implementation of a demanding and structured information security management system, guaranteeing the confidentiality, integrity and availability of the data of our customers, partners and employees, and strengthening confidence in our overall approach to social responsibility.

Data protection awareness

We continue to raise employee awareness about data protection, including through regular phishing test campaigns. In 2024, two campaigns were conducted, followed by additional training for employees who had not adopted the right reflexes. These initiatives help maintain vigilance and embed best practices within our teams.

OBJECTIVES

Developing Lean skills and culture

- 100% of employees trained in White Belt, to spread a common culture of continuous improvement at all levels of the organization.
- Yellow Belt training for all team leaders, to strengthen their role in driving daily performance.
- Green Belt training for foremen and department managers, strengthening their ability to manage structuring projects.
- Black Belt training for site managers, Operational Excellence departments and strategic workshops, to develop advanced expertise and ensure alignment with the company's strategic challenges.

Deployment of the 7S approach

- Aim for a maturity level of 80% across all sites, by integrating the principles of 5S enhanced by the Health, Safety and Security components.
- Make 7S a benchmark standard, guaranteeing safe, organized and efficient work environments.

Visual management

- Achieve a confirmed level of maturity in visual management, to make results, standards and action plans accessible and understandable to all.
- Make visual management a lever for transparency, team engagement and effective steering.



GOVERNANCE





ESRS-G1 - Business Conduct

RISK ANALYSIS AND MATERIALITY

Our group has a zero-tolerance policy on corruption and ensures that all employees receive specific training. The company actively promotes its Code of Conduct and undertakes social responsibility initiatives to raise employee awareness of the risks of corruption. We also participate in initiatives and associations aimed at encouraging sustainable practices in the sector, while refraining from making any political contributions.

Our group strengthens its supplier relationships through:

- A request for systematic commitment to respect the Code of Conduct,
- Regular supplier evaluations,
- Support for small suppliers, while ensuring ethical payments.

Furthermore, we protect whistleblowers through an established organization, an anonymous telephone line and a committee responsible for handling reports.

POLICIES

Since July 2022, a **Code of Ethics** has been in place, reiterating the group's commitments to respect human rights, as well as national and international laws. The Code of Ethics is based on the values and sustainable development objectives of the Global Compact.

At each site, we have outlined the ethical rules applicable to topics such as information security, corruption, workplace safety and respect for the environment.

The **Anti-Corruption Code of Conduct**, developed following a risk analysis, is the result of in-depth reflection within the group on the rules of conduct to be respected in our relations with customers, suppliers, partners and competitors. The objective of this code is to recall and frame the rules of good conduct as well as the behavioral requirements required

for each employee, partner and supplier in order to preserve the values and principles of the group.

A supplier management policy has been implemented to control the level of «supplier risk» by strengthening the identification, evaluation and monitoring of key suppliers. This document details the method for evaluating and monitoring supplier relationships as well as the policies to follow in the event of a risky situation.

We have established, specifically for our Sofia and VHP sites, a **governance policy** detailing the roles and responsibilities of these subsidiaries in relation to the themes of anti-corruption, compliance and confidentiality.

Our policy is aligned with SDG 8 – Decent work and economic growth, SDG 16 – Peace, justice and strong institutions and SDG 17 – Partnerships for the goals.

SUPPLIER RELATIONSHIP MANAGEMENT

We have established a **procedure governing relations with our suppliers**, including:

- A three-part supplier control operating procedure:
 1. **Initial supplier assessment** to establish the foundation for a lasting relationship.
 2. A **“Supplier Quality Assurance” approach** when placing the order.
 3. Monitoring **of the supplier's quality performance** throughout our relationship.
- Carrying out an annual analysis and an associated action plan for monitoring suppliers classified as “at risk”.

In addition, for any contract signature, the supplier undertakes to respect the principles of our Codes of Conduct and Code of Ethics.

PREVENTION AND DETECTION OF CASES OF CORRUPTION

In 2024, we renewed our anti-corruption training and awareness campaign on the occasion of International Anti-Corruption Day, via an e-learning course aimed at all group employees. More than **300 employees** were trained. Today, **100% of high-risk functions are covered** by anti-corruption training programs.

In addition to these annual actions, we have implemented a robust monitoring and training procedure as part of our **ISO 37001 certification**, covering all of the group's sites. This procedure includes:

- A **Code of Conduct** defining the rules of good conduct and behavioral requirements applicable to all employees and collaborators of the group.
- Procedures regulating the giving or acceptance of gifts and benefits.
- Documents **governing the relations with consultants and suppliers**, including for example anti-corruption training for consultants and analysis of suppliers classified as "at risk".

We also monitor any potential cases or reports of situations involving corruption through our **Professional Alert System** (see ESRS S1-3) and our Code of Ethics.



CONFIRMED CORRUPTION INCIDENT

Our company **has never been involved in a corruption incident** resulting in a conviction. We have also established an internal reporting address to report any suspected corruption within our PAS.

POLITICAL INFLUENCE AND LOBBYING ACTIVITIES

Our company **prohibits any political contributions** or lobbying expenses.

PAYMENT PRACTICES

No legal proceedings are currently underway against our company for late payment. We are committed to paying our suppliers within the contractual deadlines, regardless of their size or importance.

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YOU WANT TO SEE
IN THE WORLD

GANDHI





In 2025, we are committed to advancing our comprehensive and harmonised approach at Group level in the various areas within our sphere of influence.

As our approach is being developed in collaboration with stakeholders, we would like to thank you in advance for your comments and suggestions.

Send us an email: earth365@fcof.com

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