

The logo for Trèves, featuring the word "Trèves" in a white, sans-serif font, enclosed within a white, elongated oval shape.

# Trèves

*Acoustics in Motion<sup>®</sup>*

## COMMUNICATION ON PROGRESS

Trèves Group  
Corporate Social  
Responsibility | 2024



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.



# AGENDA

- |   |   |      |
|---|---|------|
| 1 | PRESENTATION<br>TRÈVES GROUP                          | P.03 |
| 2 | CORPORATE SOCIAL<br>RESPONSIBILITY POLICY             | P.14 |
| 3 | COMMITMENT TO<br>OUR EMPLOYEES, COMMUNITIES & SOCIETY | P.18 |
| 4 | COMMITMENT TO<br>INTEGRATED & ETHICAL BUSINESS        | P.30 |
| 5 | COMMITMENT TO<br>ENVIRONMENTALLY CONSCIOUS PRODUCTS   | P.38 |
| 6 | COMMITMENT TO<br>HEALTH, SAFETY AND ENVIRONMENT       | P.40 |

## TRÈVES GROUP

### Corporate social responsibility & Sustainable commitments

For many years, Trèves Group has 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 strongly believe that a sustainable development approach through concrete actions concerning our products, services and operational activities is compulsory to ensure the satisfaction of all our stakeholders and protect the environment. In order to ensure the sustainable development of our Group, we set up sixteen sustainable development goals, which are a prerequisite of our operational excellence and customer satisfaction. Those goals are grouped into five areas of action. For each of those areas, we have defined a 5-years vision with the associated KPIs and quantitative objectives. All 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 behavior by internal parties.

Despite all the last year political changes and economic crisis, the automotive industry has remained at the core of the sustainable revolution, which is necessary to secure the future of our planet and the subsequent generations. Therefore, despite all those headwinds, Trèves Group, as a global and innovative player, must and will remain a strong contributor and change maker.

*Frédéric Chausserat*



# TRÈVES GROUP

Corporate social responsibility & Sustainable commitments



## FRÉDÉRIC CHAUSSAT

CHAIRMAN - PRÉSIDENT

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

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

## NICOLAS VALLEE

GLOBAL VP PROJECTS

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



# TRÈVES GROUP

Corporate social responsibility & Sustainable commitments



## 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.



27

PRODUCTION SITES  
IN 15 COUNTRIES

4,200

EMPLOYEES WORLDWIDE

€750M

WORLDWIDE SALES  
IN 2024

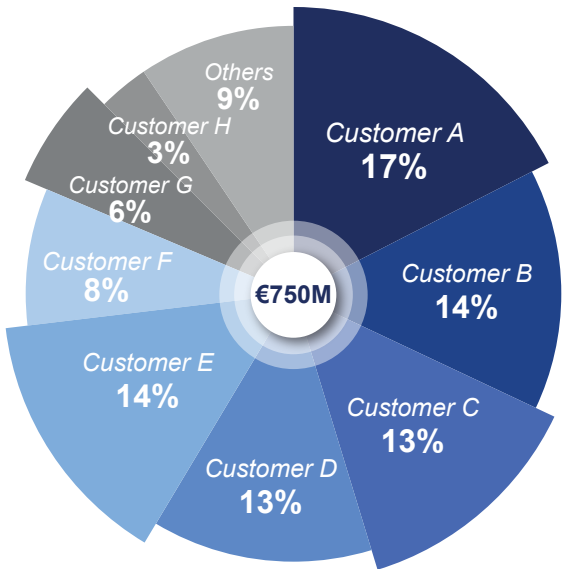
# TRÈVES GROUP

## CUSTOMERS PORTFOLIO

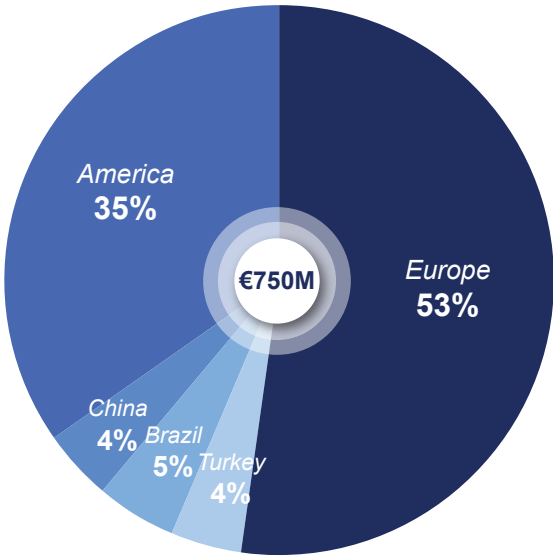
ACURA • ALFA-ROMEO • ALPINE • AUDI • BENTLEY • BMW • BUICK • BYD • CADILLAC • CHEVROLET • CHRYSLER • CITROËN • CUPRA • DACIA • DENZA • DODGE • DS • FIAT • FORD • GMC • HONDA • HYUNDAI • INFINITI • JAGUAR • JEEP • KIA • LANCIA • LAND-ROVER • LINCOLN • MASERATI • MERCEDES-BENZ • MINI • MITSUBISHI • NISSAN • OPEL • PEUGEOT • PORSCHE • RAM • RANGE-ROVER • RENAULT • ROLLS-ROYCE • SEAT • ŠKODA • SMART • SUBARU • SUZUKI • TOGG • TOYOTA • VOLKSWAGEN • VOLVO •

## TURNOVER PER CUSTOMER AND PER REGION

Turnover per customer




Turnover per region





# TRÈVES GROUP

## GLOBAL PRESENCE

 Manufacturing plants



### 01 • EUROPE

- France** Etupes · Le Cateau · Montcornet · Ploëmel

**UK** Knaresborough

**Spain** Girona · Pontevedra · Valladolid

**Portugal** Cesar

**Slovakia** Vel'ká Lomnica
- Austria** Enns · Linz

**Italy** Aprilia

**Turkey** Bursa

**Romania** Câmpulung

**Czech Republic** Tábor · Ústí nad Labem · Valašské Mezíříčí

### 02 • AMERICA

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

**Mexico** Aguascalientes
- Brazil** Quatro Barras · Caçapava

### 03 • ASIA

- China** Shenyang · Wuhan

### 04 • AFRICA

- Morocco** Tangler

#### EUROPE

- HEADQUARTERS**  
Issy-les-Moulineaux, France
- TECHNICAL CENTER**  
Reims, France
- TECHNICAL CENTER**  
Enns, Austria
- SALES OFFICE**  
Landshut, Germany

#### AMERICA

- REGIONAL HEADQUARTERS**  
Novi (MI), USA

#### ASIA

- REGIONAL HEADQUARTERS**  
Shanghai, China

IN ADDITION



# TRÈVES GROUP

## RESEARCH & DEVELOPMENT



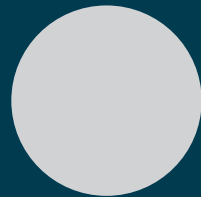
### R&D

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



### ACTIVITIES

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



### TOOLS

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



### PEOPLE

More than 180 people dedicated to innovation and new product development



## ACOUSTIC LABORATORY SEMI ANECHOIC-CHAMBER

### Application

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

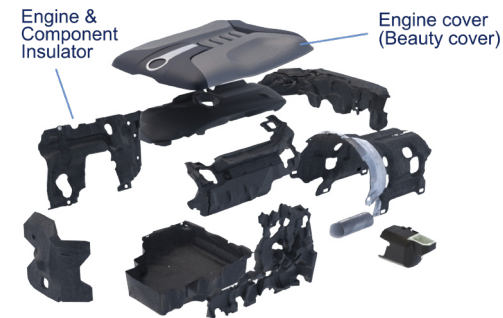


# TRÈVES GROUP

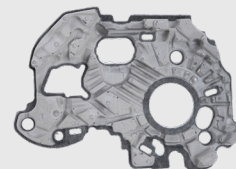
## OUTSIDE THE CABIN

### POWERTRAIN

Thanks to its knowledge in materials and acoustic science, Treves 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.

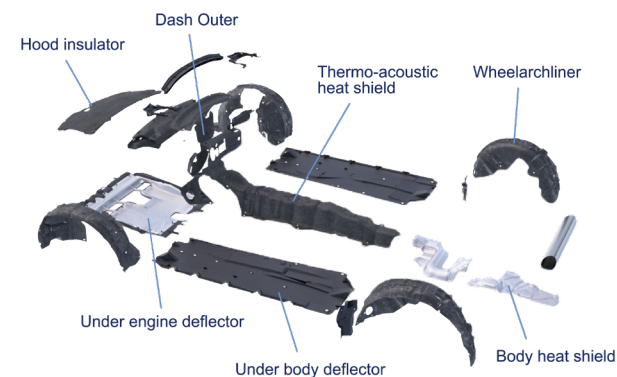


Some examples



### BODY

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



Some examples

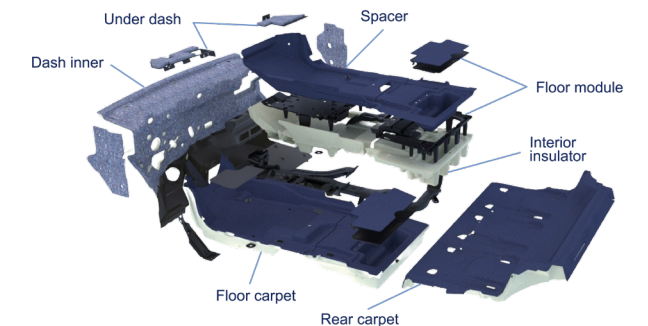


# TRÈVES GROUP

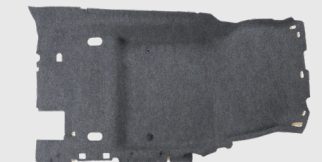
## INSIDE THE CABIN

### 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.

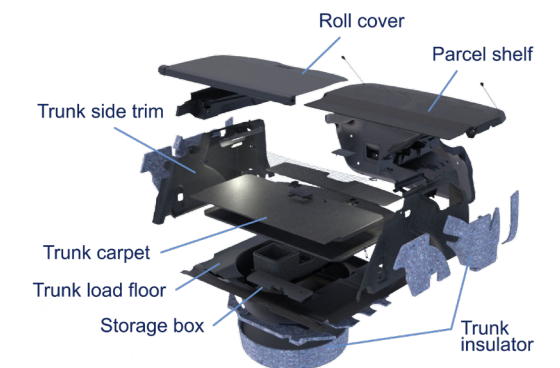


Some examples



### TRUNK

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



Some examples







# CORPORATE SOCIAL RESPONSIBILITY POLICY



# CORPORATE SOCIAL RESPONSIBILITY POLICY

## 1 - COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

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

- Ensuring compliance with applicable social & labour regulations, as well as industry standards, including on wages & working hours.
- Ensuring that all forms of child or forced labour are forbidden, including with our partners.
- Guaranteeing fair treatment of all employees and partners, and commitment against any discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age.

The involvement and the participation of our employees matter. To encourage this, we are committed to freedom of association and labour relations. We deploy a worldwide Opinion Survey each two years. The last one took place in June 2024 with a participation rate of 91% and an engagement score of 71%.

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 STAKEHOLDER SATISFACTION

The satisfaction of customers and all other stakeholders is paramount. This objective is achieved through the Trèves Integrated Management Excellence System (TIMES) and the independent certification of our sites in accordance with international standards: ISO 9001 & IATF 16949 for quality, ISO 14001 for environmental management, ISO 45001 for Health and Safety, and TISAX for information security. Adherence to statutory, regulatory, and security requirements is ensured. The management and enhancement of business processes with the leverage of advanced information technologies enable the provision of innovative product solutions, reliable industrial operations, and guaranteed competitiveness to our clients.

## 4 - COMMITMENT TO ENVIRONMENTALLY CONSCIOUS PRODUCTS

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

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

- Increase usage of recycled and renewable raw materials in our products.
- Reduce weight of our products while reducing material consumption and waste.
- Improve the competitiveness and performance of our technical solutions.
- Provide our customers with solutions for the electrification of cars.

## 5 - COMMITMENT TO OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENT

Trèves Group deploys and continuously improves its «Trèves Integrated Management and Excellence System» (TIMES) across the whole organisation. Aligned with the ISO 14001 & ISO 45001 standards, TIMES ensures compliance with occupational Health, Safety and Environmental regulations, and prevents occupational accidents, diseases, environmental impact and damage resulting from technological risks (e.g. fire).





# COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY





# 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



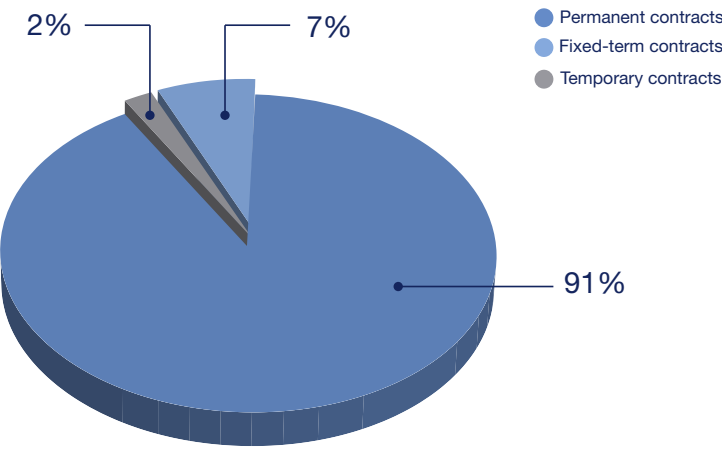
# COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

## CHARACTERISTICS OF PERSONNEL

In 2024, Trèves Group has 4 200 employees worldwide, spread over 16 countries, including plants, technical centers, sales of- fice and headquarters

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

## CONTRACT BREAKDOWN (%)

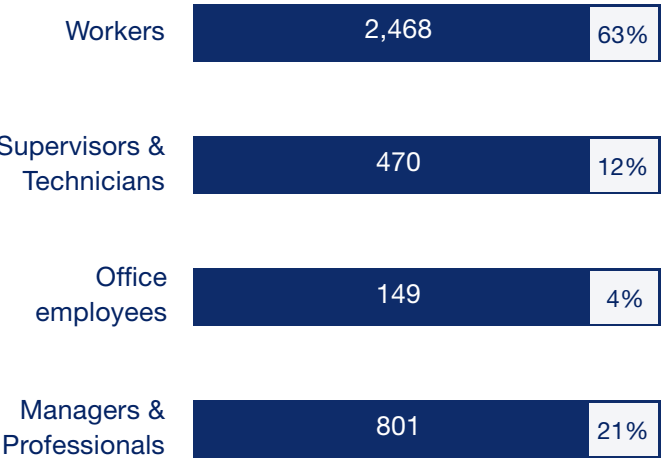




# COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

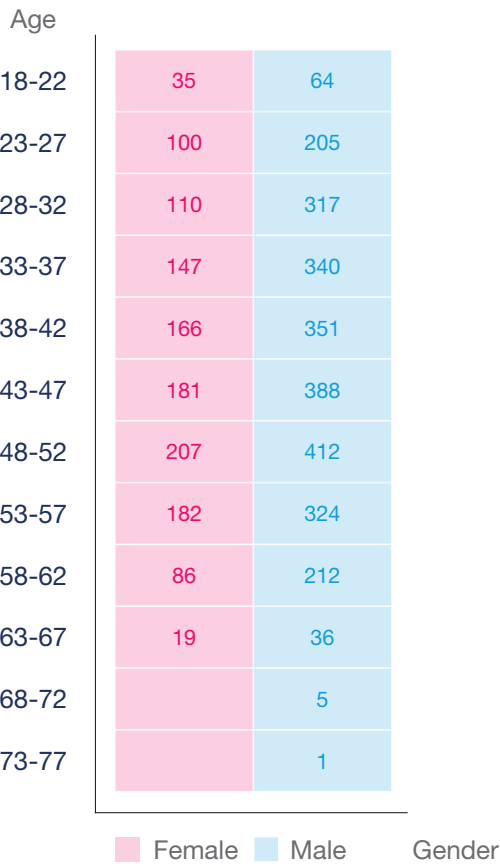
## NUMBER OF EMPLOYEES

In 2024, among permanent contracts, Managers and Professionals account for 21 % (+ 7% compared to 2023), Office employees represent 4 %, Supervisors & Technicians 12 % (these two percentages are quite stable compared to last year), while Workers still represent the majority of the employees with 63 % ( 69 % in 2023)



## GLOBAL AGE PYRAMID BY GENDER

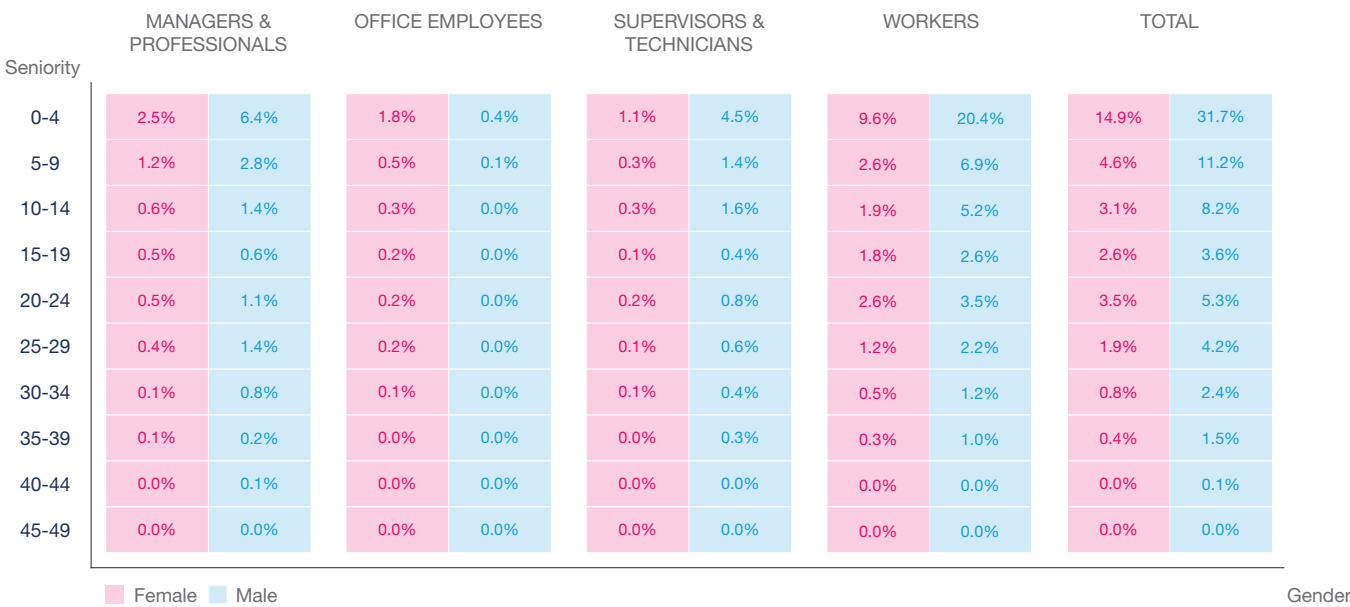
Trèves Group is committed to forbidding child labor and respects the policy of ILO Convention no. 182. The Group does not recruit people under 18 years old. The age pyramid is well balanced between young and senior people.



## GLOBAL AGE PYRAMID BY SENIORITY / WAGES AND BENEFITS

31% of our employees have been working for the company for less than 5 years (quite stable compared to the 33 % of 2023).

In 2024, in each region, the average entry salary level offered by Trèves is higher than the local minimum wage. A death insurance policy is in force for all Group employees throughout the world. Trèves Group recognises freedom of association and collective bargaining as fundamental human rights. All Trèves Group sites 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 newcomer in our Group.

The acquisition of Perfoam in Austria and Czech Republic as well as the launch of our plant in Romania have significantly increased the number of nationalities within the Group, from 39 in 2023 to 52 in 2024, with a majority of Americans, French, Mexicans, Spaniards and Czechs. The integration of different cultures is part of the Trèves Group core values.

In 2024, the percentage of women within our Group has increased by 2 % to reach almost 32%.

	MANAGERS & PROFESSIONALS	OFFICE EMPLOYEES	SUPERVISORS & TECHNICIANS	WORKERS
Female	225	127	84	797
Male	576	22	386	1671



# COMMITMENT TO OUR EMPLOYEES, COMMUNITIES & SOCIETY

## EMPLOYEES DEVELOPMENT

Trèves Group recognises the importance of people development to maintain mutual trust between the Company and its employees. The Group continuously invests in professional qualifications and personal skills essential to business success. Training activities are organized to reinforce managerial and technical skills. In 2024, 76 900 hours of training have been carried out for all employees categories, including 5 000 e-learning training hours.

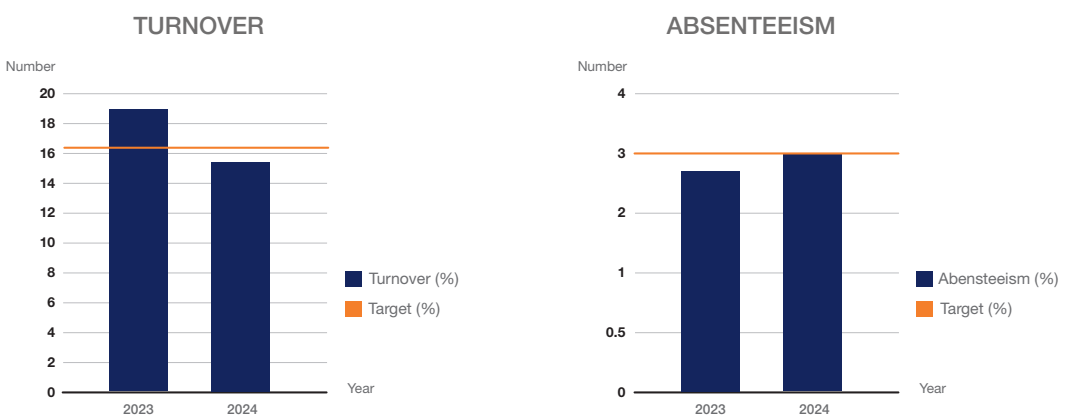
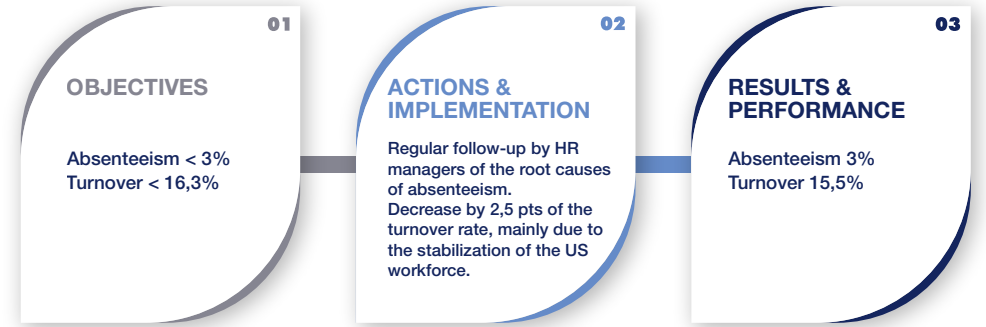
As employee contribute to the success of Trèves Group, they must be recognised for their contribution. The development and Appraisal Assessment occurs once a year for all professional classes except for workers who have their appraisal and performance assessment once every two years.

### 2024 KEY ACHIEVEMENTS

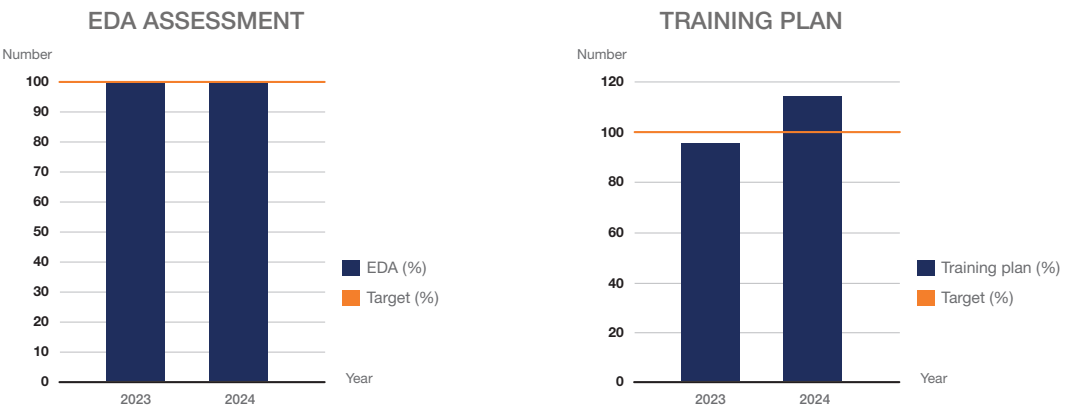
Achieved ✓ Not achieved ✗ Progress ⋯

	OPERATIONAL TARGETS	KPI	2024
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	✓
	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	✓

## TURNOVER AND ABSENTEEISM



## TRAINING PLAN AND EDA





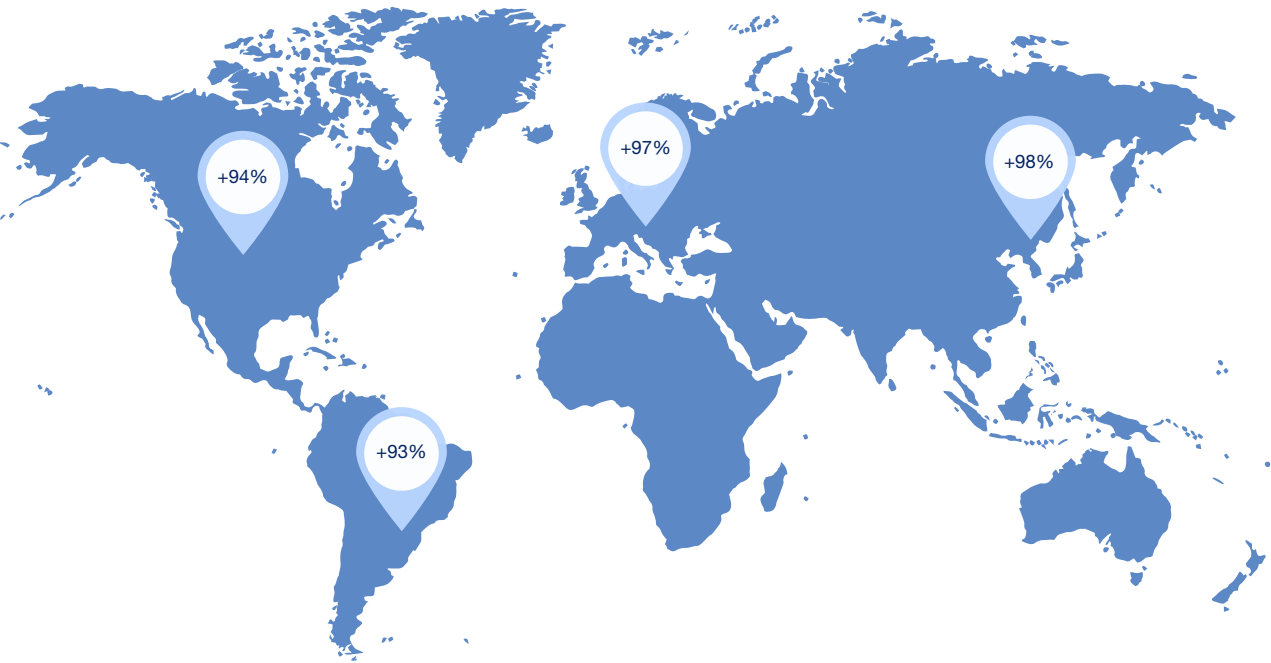


	OPERATIONAL TARGETS	KPI	2025
Employees	Gender Equality	Consistency between the % of women in the overall population and the % of women in key jobs (maximum difference between these two ratios)	3% maximum difference
	Well trained employees	% of employees who have had at least one training course in the previous three years (including e-learning)	80%
	Well appraised employees	% annual assessment (EDA)	100%
	Federate teams	Organise an event in each site (including Group and Regional HQs and on top of Global Compact Day)	100% of the sites
Relation with external shareholders	Support local stakeholders or communities	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 87% of local sourcing across all regions in 2024, and as the 2024's target was achieved, the new target set for 2025 is 90% across 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.

- 2024 results:**
- 100% of strategic suppliers have signed the Anti-corruption questionnaire
  - 100% of strategic suppliers have signed the supplier Ethical Charter

### 2024 KEY ACHIEVEMENTS

Achieved ✓ Not achieved ✗ Progress ⚙

OBJECTIVES	KPI	2024
Promote local sourcing	87% local/regional sourcing	✓
Purchase recycled materials	35% of purchases	✓
Ethical Charter signed by strategic suppliers	100% strategic suppliers signed	✓



# 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.

### 2024 - Recycled raw materials purchased

Europe 34%  
China 32%  
South America 44%  
North America 47%

### 2025 OBJECTIVES

OBJECTIVES	KPI	2025
Promote local sourcing	% local/regional sourcing	90%
Purchase recycled materials	% of purchases	37%
Check that suppliers respect the Trèves Ethical Charter (strategic suppliers)	Ethic Charter respect (score)	100%





A photograph of a factory interior. In the foreground, a man wearing a dark blue t-shirt, blue trousers, safety glasses, and a blue face mask is working on a large, white, rectangular mold. He is using a black tool to work on the mold's surface. The mold is placed on a wooden frame. In the background, there are various industrial machines, including a red machine with 'SANDT' and 'ALPI' labels, and a large electrical control panel. The scene is well-lit with industrial lights.

# COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS



# COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

## ANTI-CORRUPTION PROGRAM

### ANTI-CORRUPTION POLICY OF 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 TREVES SAS



# COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

## ANTI-CORRUPTION PROGRAM

### 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).

### RISK MAPPING

Risk mapping is a vital process for identifying, assessing, and prioritizing potential risks that could impact the organization's operations, compliance, and reputation. This process involves systematically evaluating internal and external factors, including the risk of corruption and other unethical practices, and implementing appropriate controls to mitigate them. By mapping these risks, the company ensures that its internal procedures are robust enough to prevent misconduct, promote transparency, and protect stakeholder interests. Regular updates to the risk map allow the company to stay proactive, anticipate emerging risks, and allocate resources effectively to address the most critical concerns, reinforcing a strong culture of ethical governance.

### WHISTLEBLOWING LINE

As part of the policy to fight behaviours contrary to ethics and integrity within the Group, a whistleblowing system has been put in place.

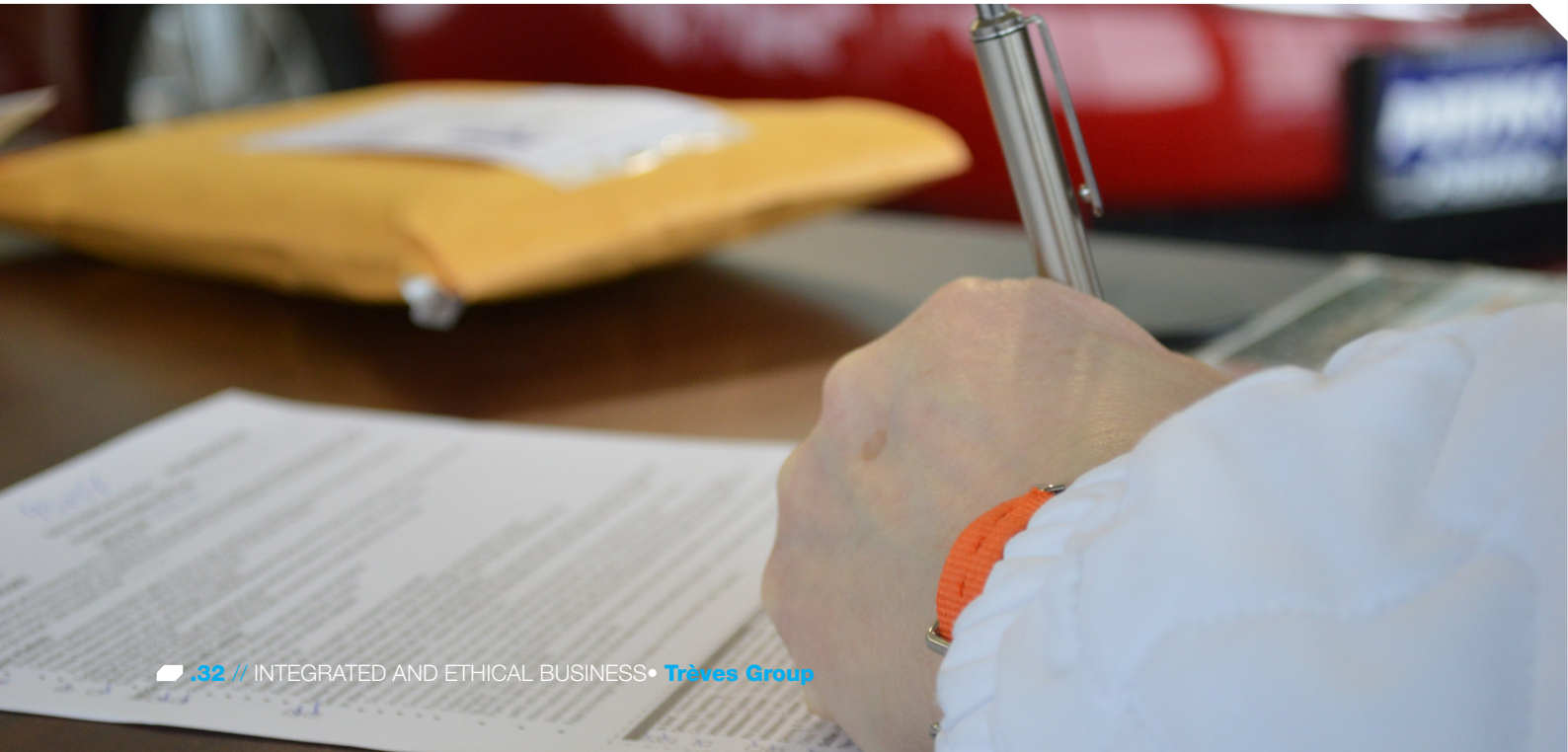
The internal whistleblowing system has been set up to flag issues regarding the existence of conduct or situations contrary to company policies, regulations or ethical standards.

The whistleblowing line is made available to all employees, as well as external and occasional collaborators of the Group. The use of the whistleblowing system is an option available to everyone and 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 any whistleblower who would comply with the reporting rules provided for in the whistleblowing system.

Alerts reported are handled by the Group Senior VP Human Resources Director and the Group General Counsel, both members of the Group's Ethics and Compliance Committee.

The whistleblower shall be regularly updated on the progress as per our internal policy.





# COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

## ANTI-CORRUPTION PROGRAM

### THIRD PARTY ASSESSMENT

Trèves is committed to maintaining the highest standards of quality, compliance, and ethical business practices. To ensure that our operations and partnerships align with these standards, we do conduct third-party assessments. These evaluations help us assess the performance, risks, and compliance of our external partners, suppliers, and service providers.

By relying on independent and objective assessments, we can identify potential areas for improvement, mitigate risks, and strengthen our relationships with third parties. This process ensures that we do business with partners who share our commitment to transparency and accountability, ultimately contributing to the long-term success and reputation of our company.

### EMPLOYEES TRAINING

Our company is dedicated to fostering a culture of integrity and transparency, and we recognize the importance of educating our employees about anti-corruption practices.

To support this commitment, we offer comprehensive anti-corruption training programs through e-learning platforms, ensuring that our employees have access to the knowledge and tools necessary to identify, prevent, and report any form of corruption.

These training modules are designed to provide clear guidance on ethical decision-making and the company's anti-corruption policies.

### ACCOUNTING PROCEDURE

The company's accounting procedures are designed to ensure the accuracy, transparency, and integrity of its financial reporting. These procedures include comprehensive internal controls, regular audits, and strict adherence to relevant accounting standards and regulations. All financial transactions are recorded and reviewed at multiple levels to prevent errors, fraud, or misrepresentation. These transactions undergo a thorough process of verification, with checks and approvals at various stages, ensuring accuracy and compliance. This multi-level review process enhances internal controls and reinforces the integrity of the company's financial reporting. The company is committed to maintaining clear and consistent financial records that provide stakeholders with reliable information and ensure compliance with legal and regulatory requirements.

### SANCTIONS

In line with Treves' zero tolerance policy, the General Executive Management fully endorses the Code of Conduct, ensuring its applicability across all subsidiaries within the Group.

In addition to any criminal penalties related to bribery or other offences, non-compliance with the Code of Conduct will lead to disciplinary actions, which may include termination of employment.

## GIFTS AND INVITATIONS POLICY

The gifts and invitations policy is applicable to all Group companies and defines their maximum value and their conditions for being granted or received.

The gifts or invitations (offered or received) must be declared as our internal policy.

### HANDLING CONFLICT OF INTEREST

Our company is committed to maintaining the highest standards of integrity and transparency in all of our business dealings. We are dedicated to ensuring that all employees, officers, and directors avoid situations where personal interests could conflict with the interests of the company.

Our Conflict of Interest policy requires that employees disclose any potential conflicts, and we provide clear guidelines to help manage and resolve such situations.

We believe that upholding this policy not only strengthens trust with our stakeholders but also reinforces our dedication to ethical business practices. By proactively identifying and addressing conflicts of interest, we ensure that our decision-making processes remain fair, unbiased, and aligned with the best interests of the company and its stakeholders.

### SPONSORSHIPS

Our company is committed to conducting sponsorships with the highest standards of integrity and ethics.

We carefully evaluate every potential sponsorship opportunity to ensure it aligns with our core values and long-term objectives.

Our sponsorships are not just about visibility or marketing; they are an integral part of our responsibility to support causes and initiatives that reflect our commitment to social responsibility, diversity, and sustainability.

We are dedicated to fostering transparent and mutually beneficial partnerships, ensuring that all sponsorships promote ethical conduct, respect for all stakeholders, and contribute positively to the communities we serve.

### ETHICS AND COMPLIANCE COMMITTEE

The Group General Counsel leads the compliance function and is responsible for implementing the anti-corruption program across the Group.

He reports to the Ethics and Compliance Committee, which is chaired by the Group President and the Group Executive Committee.

The compliance function is supported by Regional General Managers and Plant Managers, who play a key role in ensuring the program's adherence across all Group subsidiaries.





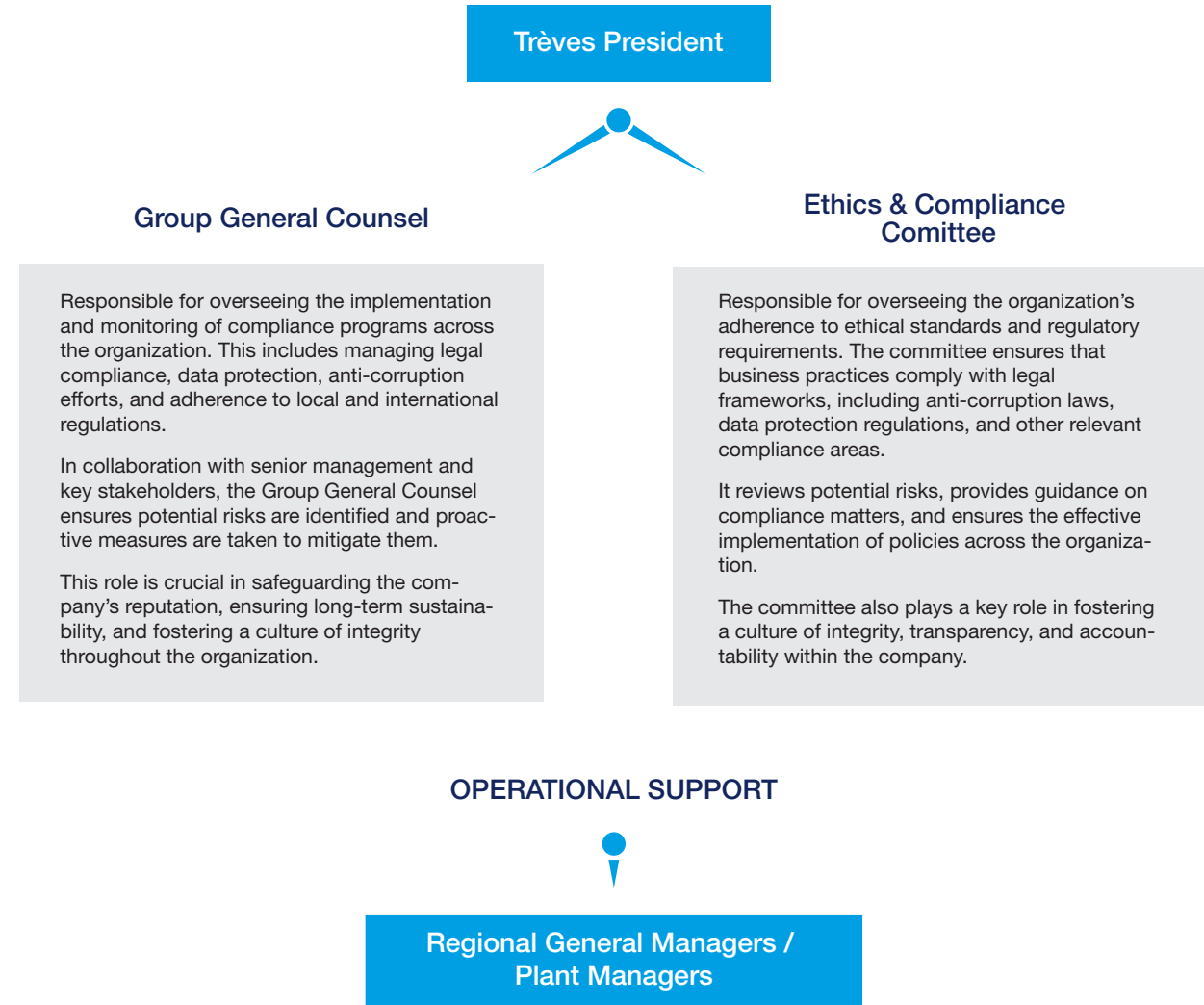
# COMMITMENT TO INTEGRATED AND ETHICAL BUSINESS

## ANTI-CORRUPTION PROGRAM

### 2024 ANTI-CORRUPTION TRAINING PLAN



### COMPLIANCE FUNCTION ORGANIZATION



## 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 2024, we trained 192 employees.

2024 KEY ACHIEVEMENTS			Achieved ✓	Not achieved ✗	Progress 🔄
TARGET	KPI	2024			
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		✓		

### 2025 OBJECTIVES

OBJECTIVES	KPI	2025
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%



# COMMITMENT TO ENVIRONMENTALLY CONSCIOUS PRODUCTS



## COMMITMENT TO ENVIRONMENTALLY CONSCIOUS PRODUCTS

### 2024 KEY ACHIEVEMENTS

Achieved ✓ Not achieved ✗ Progress ⋯

TARGET	KPI	2024
Material use and circularity in new Trèves products	55% of recycled content (external and internal source) in products at date of award	✓
	72% of «green» (recycled, renewable, internal reprocessing) in products at date of award	✗

The «green» content in new product launched target failed because of customers choice for low Green content (insulators) and postponement of Capex.

### 2025 OBJECTIVES

OBJECTIVES	KPI	2025
Material use and circularity in new Trèves products	% of recycled content (external and internal source) in products at date of award	55%
	% of «green» (recycled, renewable, internal reprocessing) in products at date of award	60%





# 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 CO<sub>2</sub>, waste and energy consumption.  
We commit to 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 willingness and the core value of the company to achieve excellence.

For that, our Treves Integrated Management and Excellence System «TIMES», aligned with the ISO14001 & ISO 45001 standards, is deployed and continuously improved across all 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 no compromise mindset on H&S, loss prevention and environment management.

**F. Chaussat**  
President





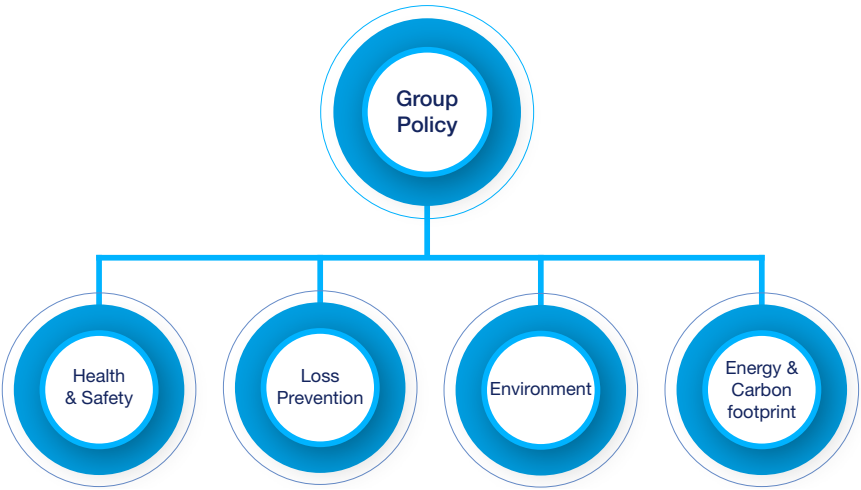


# COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

## GROUP HSE ORGANIZATION

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

Since 2018, Trèves Group has been developing a cross-functional management system, based 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 consumption 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

## RISK MANAGEMENT

A robust way to manage risks is obtained through a combined approach, involving crew members at plant level.

- Management approach : managers conduct monthly «SWG», Safety Gemba Walk. This is a way to actively participate in risk management and shows involvement on the shopfloor. Findings are addressed during daily plant morning meetings.
- Participative approach : we believe that «Who does, knows its work situations». Thus we deployed the «Toward a Participative Safety» concept. Participative and cross functional workshops led to great results on a pioneer Treves plant shop floor.
- Specialized approach : formal and systematic risk analysis are conducted by HSE Pilots, included within management system, which lead to annual improvement plans.



MANAGERS SAFETY GEMBA WALK



«TOWARD PARTICIPATIVE SAFETY» WORKSHOP



FORMAL RISK ANALYSIS

## MAINTAIN AWARENESS AND SAFE KNOWHOW

Fundamentally, each site complies with local regulations for HSE training, but moreover employee HSE skills development is a key value at Trèves. Indeed :

- The “safe know-hows” gives employees the ability to manage their activities safely.
- The «human factor knowledge» gives managers the ability to empower safe behavior from operators.



AWARENESS SESSIONS FOR OPERATORS CONDUCTED WITH «PRACTICAL TOOLBOX» ON THE SHOP FLOOR



TIPS : TRÈVES INJURY PREVENTION SYSTEM



# COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

## TRAINING, AWARENESS AND PARTICIPATION

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

We decided to reduce the target number to be focused on quality, rather than quantity. For that, we moved from an «old style» safety feedback to a more powerful approach.

Managers «just have to ask 3 simple questions». Indeed simple questions, but grasping the reality of the risks.

«There is nothing more effective than your personal discoveries !»

LET'S TIPS TOGETHER

LET'S TIPS TOGETHER

1

What are the risks ?

2

How do you know them ?

3

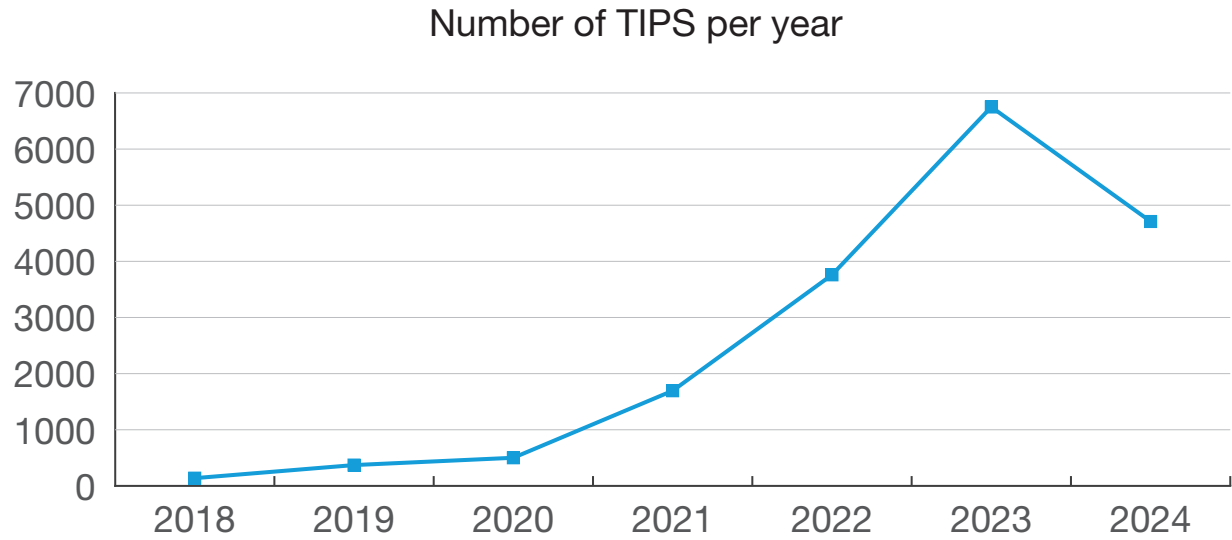
How do you manage these risks ?

LET'S TIPS TOGETHER

March 2024

LET'S TIPS TOGETHER

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



## TRÈVES HSE PILOTS ANNUAL CONVENTION

HSE Pilots attended the annual HSE convention in France for one week in June, in order to strengthen their professional skills and increase team spirit within the Treves 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.

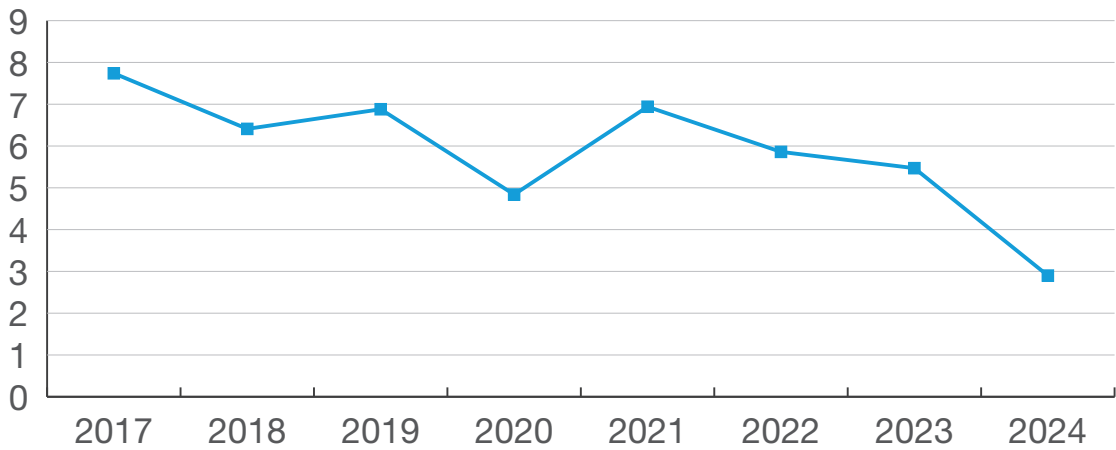
Indeed, we firmly believe that all injuries are preventable. This belief and continuous improvement are the foundations for Trèves Group top management in the way it promotes HSE culture.

### 2024 KEY ACHIEVEMENTS

Achieved ✓ Not achieved ✗ Progress ⋯

OPERATIONNAL TARGETS	KEY ACHIEVEMENTS IN 2024	PROGRESS
TF1: 4,40	TF1: 2,9	✓
TIPS > 3 800	4 710 TIPS	✓

TF1 evolution



### 2025 OBJECTIVES

2025 OBJECTIVES	KPI	2025
TF1	Lost time accident rate	2,4
TIPS	Number of TIPS	> 3 800



# COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

## GLOBAL COMPACT DAY

In 2024, all Trèves sites deployed their annual “Global Compact day”, as usual.

Now, as a ritual, this is a way to celebrate achievements, animate workshops in a participative way to maintain and increase awareness about Health, Safety, Environnement and Corporate Social Responsibility.

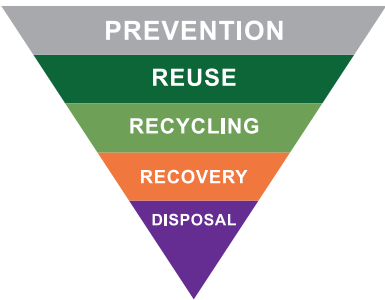
Various topics were deployed, valuable at work, and for everyday life, like :

- Healthy food, body stretching activities, ...
- Usage of chemicals, safe car driving, ...
- Provide first aid, fire fighting,...
- Planting trees.



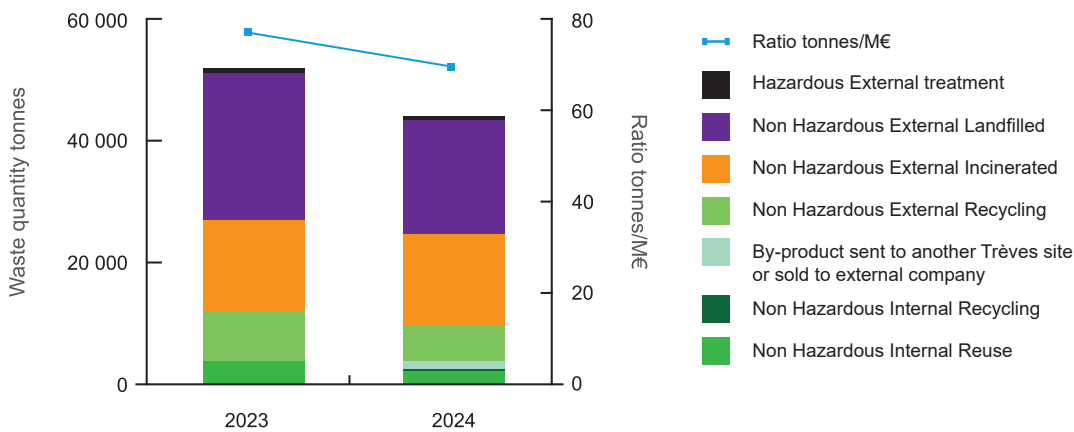
## ENVIRONMENT WASTE MANAGEMENT

Trèves Group consistently strives to minimize industrial waste and optimize treatment methods. In order to reduce its environmental impact, Treves applies the Waste Management Hierarchy principles.



To better track and ensure adherence to our waste prioritization, the treatment categories have been refined and are illustrated in the graph below.

Encouragingly, monitoring waste generation shows that we have decreased absolute quantity and decreased by 9.6 % the quantity per M€ revenue from 2023 to 2024.



The primary focus for advancing circular operations and processes in 2025 is expanding internal material reuse and recycling. Additionally, numerous global waste reduction projects are planned across various manufacturing sites.





# COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

## ENVIRONMENT CARBON FOOTPRINT OVERVIEW

### Trèves Group carbon emissions

Trèves Group consistently strives to reduce its impact on climate change.

Taking into account our growth, 571M€ in 2022 to 632M€ in 2024 within the same perimeter (excluding PERFOAM sites), we achieved an emission reduction relative to revenue, over this 2 years period of time.

- Per million of revenue in 2024 compared to 2022 :

  - Trèves operations : -21.2 % Scope 1&2 emissions,
  - Purchased goods and services : -2.6 % Scope 3 Upstream value chain (Category 3-1).
- Over the same reporting period (compared to 2022) :

  - Scope 1&2 emissions decreased by 12.8 % in absolute value.
  - Scope 3-1 emissions increased by 7.8 % in absolute value.

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

### Trèves emissions details based on GHG Protocol :

Newly acquired sites in the reporting year are reported separately for the first year.

		Absolute emissions (excluding newly acquired PERFOAM sites) (tCO <sub>2</sub> e)				Absolute emissions of newly acquired PERFOAM sites (tCO <sub>2</sub> e)
Scope	Category	2022	2023	2024	Variation 2024/2022	2024
Scope 1		11 757	12 281	12 010	+2,2%	485
Scope 2 Location-Based		46 188	48 314	46 642	+1,0%	4 059
Scope 2 Market Based		45 429	49 390	38 243	-16,7%	4 055
Scope 1 + 2 Market Based		60 132	62 657	50 253	-12,8%	4 540
Scope 3 - Upstream						
3-1	Purchased goods and services	285 492	343 385	307 880	+7,8%	
3-2	Capital goods	5 224	5 292	5 312		
3-3	Fuel- and energy-related activities	12 355	13 139	12 095		
3-4	Upstream transportation and distribution	11 732	14 612	13 322		
3-5	Waste generated in operations	963	1 216	1 146		
3-6	Business travel	1 388	1 477	1 325		
Scope 3 - Downstream						
3-9	Downstream transportation and distribution	4 433	4 651	5 066		
3-10	Processing of sold products	27 754	25 830	26 961		
3-11	Use of sold products (indirect)	2 685 986	2 397 801	2 601 606		Not included as part of SBTi coverage
3-12	End-of-life treatment of sold products	1 139	1 033	1 105		
Total Scope 3		3 036 465	2 808 436	2 975 798		

Revenue (M€)	571	667	632	+10,7%
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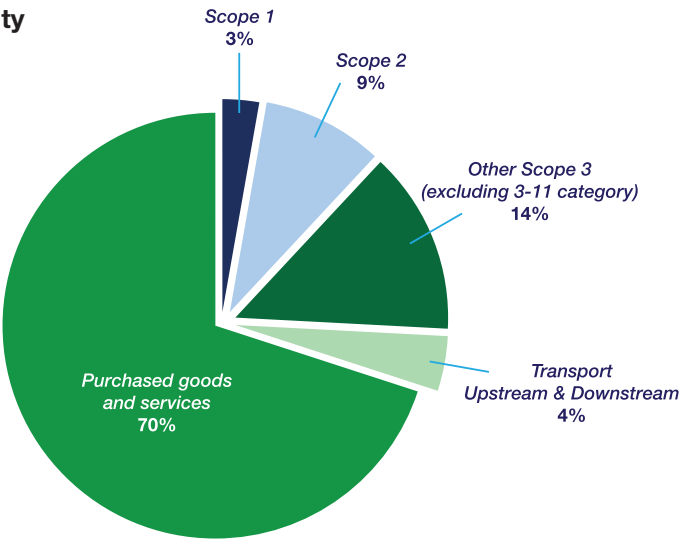
# COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

## 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” (Scope 3.1) 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 :



### 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 3.4 % reduction per part delivered, compared to last year.



**Electrify fossil fuels forklifts** progressively.



**Renewable electricity contracts** : as a major contributor to our carbon emission reductions, we continued our roadmap during 2024, to reach 30 % of renewable electricity purchased.



**Solar photovoltaic panels** : as part of our commitment to renewable energy consumption, one Spanish site successfully started on-site electricity generation, another started to install panels, and a project was launched for our Moroccan site.

# COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

## ENVIRONMENT CARBON FOOTPRINT

### 2024 KEY ACHIEVEMENTS

Achieved ✓ Not achieved ✗ Progress ⋯

OBJECTIVES	KPI	2024
Reduce Scope 1+2 emissions (base year 2022)	-10,5%	✓

### 2025 OBJECTIVES

2025 OBJECTIVES	2025
Reduce Scope 1+2 emissions (base year 2022)	-15,75%

### Trèves and its upstream supply chain (Scope 3.1) :

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.

Apart from R&D, we decided to engage with suppliers. The goal of the “supplier engagement” program is to challenge their level of commitment towards net-zero and drive improvement.

The “supplier engagement” indicator follows the % of CO2 emissions covered by supplier commitments that are aligned with SBTi targets. SBTi is a framework for corporate net-zero target setting in line with climate science. Although TRÈVES has no formal commitment nor a validated target with SBTi, we align our internal objectives with the guidance and criteria provided by SBTi.



# COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT

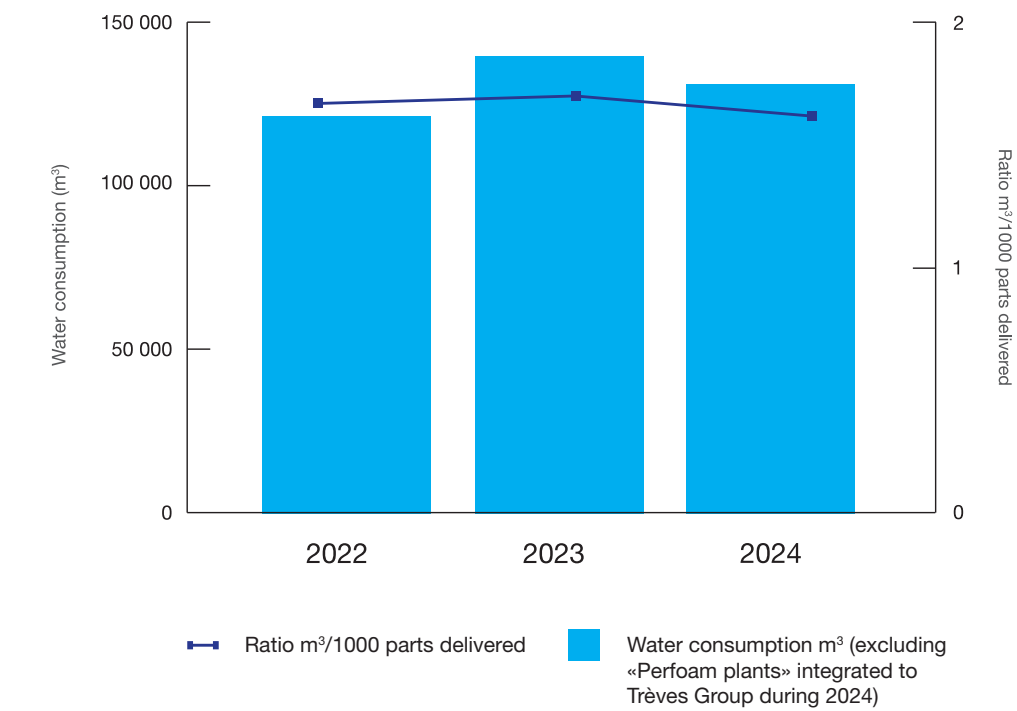
## ENVIRONMENT CARBON FOOTPRINT

### 2025 OBJECTIVES

2025 OBJECTIVES	2025
Supplier engagement (Scope 3-1 Purchased goods & services) (% of Trèves emissions covered by supplier commitment)	30%

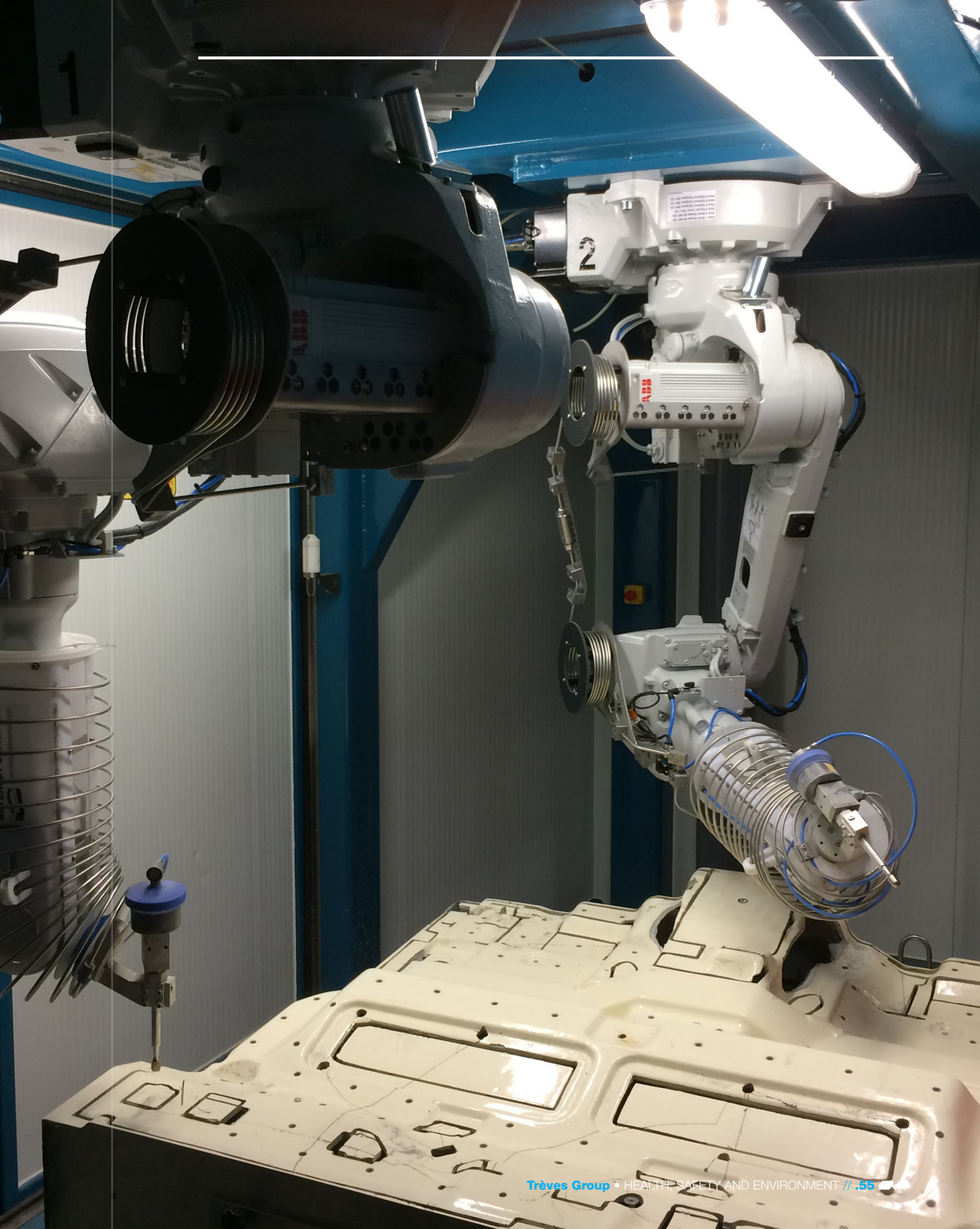
## ENVIRONMENT WATER WITHDRAWAL

Our manufacturing processes are not water-intensive; water is mainly used for waterjet cutting and domestic purposes, so we have a relatively low water withdrawal.



While we remain compliant with local regulation, monitoring shows that we have slightly reduced water consumption in 2024 compared to 2022 :

- 3.1% per part delivered.





An aerial photograph of a winding asphalt road that curves through rolling green hills. The scene is captured during the "golden hour" of sunset, with warm, low-angle light illuminating the landscape. The hills are covered in dense green vegetation, and the road is flanked by grassy slopes. In the distance, more hills and a clear sky with a soft orange and blue gradient are visible. The overall mood is serene and scenic.

trèves

*Acoustics in Motion®*