

CORPORATE SOCIAL RESPONSIBILITY REPORT



OUR VISION

To be the **European champion** of high-quality and responsible **home care products**

OUR MISSION

To satisfy demanding consumers by offering them the most efficient, innovative and respectful **solutions to beautify, clean, protect and renew** their homes while ensuring profitable growth for both our customers and ourselves

OUR VALUES

Care, collective success, humility, positive stimulation, responsibility

OUR KEY FIGURES

75+ years of expertise
10 brands
478 employees
4 production sites
3,250 product references
Present in 45 countries



Since our company's creation, our purpose has been to provide the most effective and innovative solutions to beautify, clean, protect and renew our consumers' homes. Today more than ever, we are committed to fulfilling this mission while respecting both people and the planet.

Two years ago, we set ourselves ambitious targets for 2025: halving our environmental footprint, doubling turnover from the sale of our ecocertified products and obtaining Great Place To Work® certification.

In 2022, we made concrete progress on each of these objectives. Following a thorough analysis to quantify our carbon footprint, we now know exactly what we need to act on first. We have defined specific action plans that we share with our partners, suppliers and customers because we cannot meet the environmental challenges we all face unless we work together. We have also analysed our products' life cycle to develop solutions that are increasingly sustainable. This report provides many examples of concrete actions that have enabled us to achieve tangible results in reducing our environmental impact.

We have also worked with our labour partners and shareholders to set up a value-sharing mechanism through a plan that awards free shares to all of our employees, becoming one of the first French companies to make this sort of commitment to its employees.

These significant advances for our Group have been possible thanks to the commitment of all our employees, whom I thank most sincerely. CSR is now integrated into all our actions, and every employee—regardless of their position or the country in which they work—knows what our commitments are. Today, CSR is truly part of our corporate culture, shared by everyone.

The coming year will again be one of many challenges for our Group, and the management team and I are committed to doing all we can to ensure that the corporate project that we share is a source of pride and fulfilment for our teams and that, together, we achieve our goal of making Altaïr the reference for responsible home care products in Europe.

Étienne **SACILOTTO**, CEO of the **Altaïr Group**

CONTENTS

 Halving our environmental footprint

Doubling turnover from the sale of certified eco

products

Obtaining
Great Place
To Work®
certification

HELPING THE PLANET (P6) OPTIMIZING RESOURCE USE

- 1 Reduce our greenhouse gas emissions
- 2 → Optimize our water use

.

- **3** → Change our energy consumption
- **4 →** Reduce and recovering our manufacturing waste

HELPING OUR CONSUMERS (P22)
IMPROVING OUR PRODUCTS'
ECO-RESPONSIBLE PROFILE

- 1 -> Encourage responsible purchases and a short circuit
- 2 Develop sustainable certified products
- 3 → Ban harmful substances
- **4** → Promote responsible consumption

HELPING OUR EMPLOYEES (P36) IMPROVING WELL-BEING AT WORK

- 1 → Make our company accessible to everyone
- 2 Improve the quality of life at work
- 3 → Protect our teams
- **4 →** Develop our employees' skills

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HELPING ASSOCIATIONS (P48)

2022 - 2025 ROADMAP (P52)

What makes our directors **PROUD**



Stanislas **BAUDRY** GENERAL MANAGER, BRUNEL BU

In 2022, our CSR commitments came to life through concrete actions. I would like to mention a few highlights. By switching some of our plastic bottles to recycled plastic, we avoided the use of nearly 240 tonnes of new plastic. Our commitment to promote greener solutions led us to (re)launch the Soluvert range. Our renewed partnerships with The SeaCleaners and EcoTree root our actions for the planet firmly in reality. These commitments are close to our hearts, and they are shared by our customers, our consumers, but especially our teams, who worked hard once again this year.



Anibal **AYALA VIEGAS**GENERAL MANAGER,
ORO BRANDS BU

One of our greatest achievements in 2022 was to include CSR as a decision-making criterion in every daily action for the ORO Brands team. CSR was incorporated right from the start of every project and initiative to maximize results. This enabled us to achieve a zero-carbon impact in our energy consumption this year. We are also preparing to include 25% to 100% recycled plastic for all our products that use this material in their packaging. I see this as a growing revolution, and our employees play a key role in suggesting initiatives and ideas that strengthen our social responsibility.



François-Xavier **APOSTOLO**GENERAL MANAGER,
HARRIS-BRIOCHIN BU

CSR is part of our DNA at Briochin, not out of a sense of opportunism or for communication purposes, but because environmental and societal commitments are real ways of setting ourselves apart. And we plan to emphasize this with every contact with our consumers. Some examples from 2022: we consume less water with the launch of our dilutable pods, we use less plastic with the removal of our caps on dish detergent refills, we need less packaging with the minimalist cardboard of our laundry detergent pods. These are just a few examples that will be even more numerous in 2023.



Armel **DELEBARRE-DEBA**GENERAL MANAGER,
ALTAÏR EAST BU

This year, we focused on developing the skills of our team members, who are responsible for our company's success. Our managers attended "Manager's Academy" to improve their managerial and relational skills. We also conducted many environmental and social projects: we planted 150 trees (166,50 m² of forested area), donated €12,000 (PLN 59,726) to the Cape of Hope Foundation, which supports children with cancer, and we donated products to the foundation of one of our customers, which assists refugees from Ukraine. In the coming year, our global sustainable development goals will continue to be an integral part of our corporate strategy.





Hugues **DEL PINO**SUPPLY CHAIN
DIRECTOR

As a member of the chemicals industry, we understand that our impact on the planet is not neutral. This is why we have set ourselves an ambitious goal for 2025: to cut our environmental footprint in half.

To work toward this ambitious goal, we conducted our first Group-wide carbon inventory in 2022. This survey revealed the stages of our production cycle we need to act on first to effectively reduce our environmental impacts. So, we worked on the eco-design of our packaging to introduce more recycled

materials and reduce our fossil fuel consumption. We invested in our production sites, modernizing our facilities, increasing precision and better controlling our business's associated industrial risk. We also worked toward optimizing our energy consumption by investing in renewable electricity and taking concrete steps towards energy sobriety.

In 2023, we will continue our work for greener chemistry, particularly through investments to reduce our water consumption.

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Reduce our greenhouse gas emissions

Greenhouse gases are the leading cause of global warming with industrial and commercial activities generating significant volumes of these gases. To effectively minimize our emissions, we conducted a carbon inventory in 2022 and invested in a number of projects on our European sites.

OUR OBJECTIVES FOR 2025

our greenhouse gas emissions by

30%



1- Optimizing the transport of our goods

In 2019, the Noyelles-lès-Seclin site embarked on an ambitious programme to reduce the CO₂ emitted by transport activities.

By joining ADEME's FRET 21 programme, we set targets to reduce the greenhouse gases we emit in transporting our goods. In 2021, our consumption equalled 88.7 g/T/km, representing a 4.73% reduction in our CO₂ emissions.

TO REACH THESE TARGETS, WE TOOK ACTION IN THREE AREAS

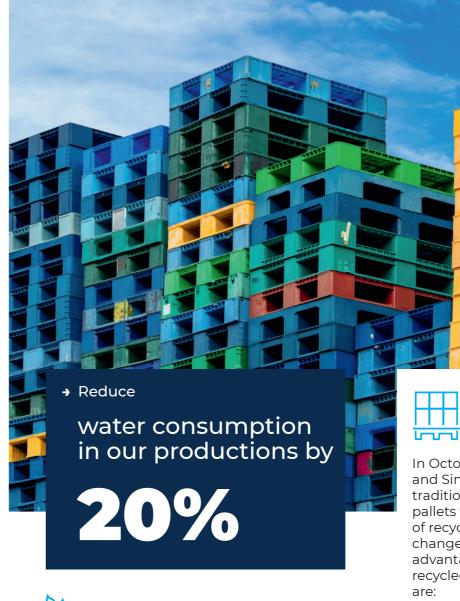
→ Improved fill rates

8

- → Reduced distances travelled
- → Made responsible and local purchases

ORO Brands has also been working to optimize transport. For the past three years, we have increased the fill volume of our trucks, from 4.8 tonnes in 2020 to 5.2 tonnes in 2022, thereby considerably reducing the number of trips required and the number of kilometres travelled.







2-Improving our filtration systems

Filtration towers use new activated charcoal to treat the fumes our plants discharge into the air.

On the Noyelles-lès-Seclin site, we used to use an average of seven or eight tonnes of activated charcoal each year, which was then destroyed. In 2022, we began reactivating the activated charcoal we use, instead of destroying it. In concrete terms, the contaminated activated charcoal is reprocessed to remove impurities and desorb molecules from our discharges. Then, to reactivate it, it is passed through a stream of air and water vapour to create millions of new microscopic alveoli on its surface and restore its initial absorption power. The impact is significant on our carbon footprint: this new system reduces the amount of CO₂ we emit by 37 tonnes per year.

3-Replace our pallets with recycled plastic pallets

In October, the Brunel and Sinto sites replaced traditional wooden pallets with ones made of recycled plastic. This change offers numerous advantages because recycled plastic pallets are:

Lighter: A plastic pallet weighs about 30% less than a wooden one, thus helping to reduce our CO₂ emissions.

Stronger: While a wooden pallet breaks

and deteriorates over time, plastic pallets can last up to 2.5 times longer.

More environmentally friendly: Plastic pallets are made entirely of recycled materials and can also be recycled at the end of their useful life. Therefore, they help prevent deforestation and reduce the volume of waste in landfills.

DID YOU KNOW?

Greenhouse gases are gaseous components that absorb the infra-red radiation emitted by the Earth's surface, contributing to the greenhouse effect. Their growing concentration in the Earth's atmosphere is one of the factors behind global warming. Carbon dioxide is by far the leading greenhouse gas, but there are others, including methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFC).



INTERVIEW

A Group-wide carbon inventory

to reduce our environmental footprint

As an industrial company, we consume energy on our production lines, to transport our products, and more. This means that we release greenhouse gases into the atmosphere. To accurately measure our environmental impact and know where we need to take action to effectively reduce it, we conducted a Group-wide carbon inventory in 2022.

Why did you conduct this carbon inventory at the Group level this year?

We performed an initial carbon inventory at Brunel in 2019. Since ORO Brands and Briochin joined the Group in 2021, our Group has been gradually structuring and we have been harmonizing our CSR approach. Measurement indicators are still being homogenized for each entity, which made it difficult to conduct a complete carbon inventory for all the Group's companies before 2022.

This first global carbon review is an important step in enabling us to assess our current carbon trajectory and then develop an action plan to reduce our impact.

What did you do?

We called on Ekodev, a service and consulting company that has been working in sustainable development for over twelve years. They assessed our greenhouse gas emissions across our entire business, i.e.:

- The company's activities (e.g., energy consumption for production)
- Upstream activities (e.g., raw materials purchases and deliveries)
- Downstream activities (e.g., deliveries to stores)

Then we brought together the people involved in data collection to make sense of this approach and share our expectations.



Séverine **GUILBERT**DIRECTOR OF REGULATION,
QUALITY AND SUSTAINABLE
DEVELOPMENT AT BRUNEL

What were the main lessons learned and what is your action plan?

Thanks to this inventory, we were able to precisely calculate our Group's carbon emissions, both for internal operations and for our own business. We learned that the products we manufacture represent 93% of the Group's total carbon impact. This includes all of the emission elements specific to production, i.e., transporting goods, producing the materials used and end of life of the packaging of the products sold. This observation will help us draft our action plan and our carbon emissions trajectory by focusing on the emission elements having the greatest impact.

Optimize our water use

Water is the natural resource that industry uses most, and we are no exception to that rule. We use water in our products' formulations, for dilutions and for washing the production line: all of these are essential steps in our activity. With this in mind, we have been working for years to reduce our water consumption by investing in our production sites, working with R&D on more concentrated formulas, reusing water and adapting our formats.



Reducing water consumption

Water is the natural resource we use most, both in preparing our formulas and in washing the production line.

So, we are committed to optimizing our production cycles to reduce the amount of water we

have to use to rinse our equipment. We are renovating our industrial sites to achieve this.



2- Increasing the concentration

We are making our formulas more concentrated to reduce the amount of water needed to use them

At ORO Brands, we conducted a project to increase the concentration of our laundry detergent product lines. This

change enabled us to reduce the amount of water used per tonne of product manufactured on our Spanish site by 33% in 2022.





OUR OBJECTIVES FOR 2025

→ Reduce

water consumption in our productions by



3- Installing a wastewater treatment plant on site

As a chemical company, our business requires that we control our discharges very strictly.

For example, we used to collect tank cleaning and rinsing water, and truck it to water treatment plants outside our factories. To limit transport and the inherent risk it poses, we are now conducting a study to install a wastewater treatment plant on

our site in Noyelles-lès-Seclin (France). This new plant will enable us to purify our industrial wastewater directly on site and discharge it in accordance with the authorizations we obtain. Our long-term goal is to reuse this purified water in our manufacturing process.

DID YOU KNOW?

Commonly known as STEP, a wastewater treatment plant is designed to purify water and limit the chemical, organic and mineral matter that is released into the environment. Since certain substances above a certain concentration can pose a danger to our aquifers, wastewater treatment reduces our impact on our ecosystems.

INTERVIEW

A new range of concentrated **laundry** detergents





Vicente **PEREZ GARRIDO** PRODUCT MANAGER AT ORO BRANDS

Why did you want to increase the concentration of ORO laundry detergents?

In today's economic context, consumers are forced to be vigilant about the dosage and number of washes offered by the detergents they buy. And, by increasing the concentration, we can reduce our own consumption, transport less water and thus reduce our CO₂ footprint. So, we decided to rework our product ranges. Now, the Active range offers a new bottle, a new design and a higher concentration.

How did this development take place? Did you work with internal R&D alone or with partners as well?

Development was very quick because we worked on our own formulas directly with our R&D colleagues. Once we were clear on the volume of the new bottle, it took only a few weeks to finalize the new formulas.

What are the results in terms of effectiveness and water savings?

In the new Active range, we kept the 4 L format but increased the number of washes from 54 to 60, while we changed the 3 L format to 2.6 L while keeping 40 washes.



Change our energy consumption



In 2022, international events put the energy transition front of mind for everyone, with companies and private citizens alike being urged to use less energy. For years, our Group has been working to transition towards more mindful and more reasonable energy consumption. Whether in our electricity contracts or in our processes, we are working to increase our energy sobriety every day.

OUR OBJECTIVES FOR 2025

• Switch to

100%

green electricity consumption



1- Signing green energy contracts

We have got used to using more sustainable electricity. In 2022, we switched all of the lighting in our factories to LED, saving up to 60% of the energy used in some areas. At the same time, we signed green electricity contracts with our energy suppliers on most of our sites.



3- Optimizing end-of-line processes in manufacturing

To reduce our electricity consumption for production, we pay special attention to using our equipment

and its capacity most efficiently to calibrate need with demand as accurately as possible.



2- Installing solar panels at our sites

To do our part for global carbon neutrality objectives, the Group is studying plans to install solar panels on all industrial sites. Our Spanish site was the first to install 1,200 photovoltaic panels, representing 2,400 sqm of coverage. Thanks to these panels, this site was carbon neutral in 2022.



4- Switching our automotive fleet over to electric or hybrid vehicles

This year, we will begin replacing all our end-of-contract diesel vehicles with less polluting models. Our goal is to have most of our vehicles emit less than 50 g of CO₂ per

100 km in the future. To encourage responsible travel at the Spanish site, we installed electric charging terminals, bike racks and parking for electric scooters. 80%

of our sites signed electricity contracts for renewable energy sources.

→ At ORO Brands

38%

of electricity is generated by solar panels installed on site.

DID YOU KNOW?

Renewable energy comes from sources having a natural origin. There are various types of sources, such as the sun, wind, the Earth's heat, waterfalls and tides. By choosing a green electricity offer, we are committing to a more environmentally friendly consumption approach because this energy uses sources that are natural and inexhaustible. Renewable energy also generates little greenhouse gas and polluting waste. These energy sources are different from fossil fuels, which pollute and are running out.



An energy sobriety plan for the Group

We have been wanting to reduce our energy consumption for several years. So, to go further and do our part in this year of energy restrictions, we drafted a sobriety plan for the entire Group. Our objective: to better structure our actions on our sites to be more effective.

AT OUR PRODUCTION SITES AND IN OUR OFFICES

Our factories consume the most energy, but they are also where the action we take will have the greatest impact. So, we set up several projects in 2022.

→ Energy audits

We launched a major energy audit process on all our industrial sites. The purpose is to take stock of our consumption and determine key areas in which we can take action.

→ Replacing energyhungry appliances

We have replaced energy-intensive electric radiators with other technologies (heat pump, heat transfer fluid, etc.), and when we purchase a new appliance, we will pay special attention to reducing the energy needed to use it.

→ Installing LEDs and presence detectors

We have changed all our lighting systems to use LEDs, which consume less energy. We have also installed presence detectors to ensure lights are off when no one is present.

→ Optimizing heating and air conditioning

We have implemented

usage rules and limitation systems for our air conditioners (maximum difference of 5°C with respect to the temperature outdoors) and our heaters (heating limited to 18°C during working hours, shut off from 7 PM to 7 AM from Monday to Friday, and set at 10°C on Saturdays and Sundays).

→ Modifying working hours

In the last quarter of 2022, we changed the schedules and the organization of certain teams to limit our consumption in production (switching to a single team).

IN OUR OFFICES

We have also set some rules to limit our consumption on our administrative sites:

Optimizing heating

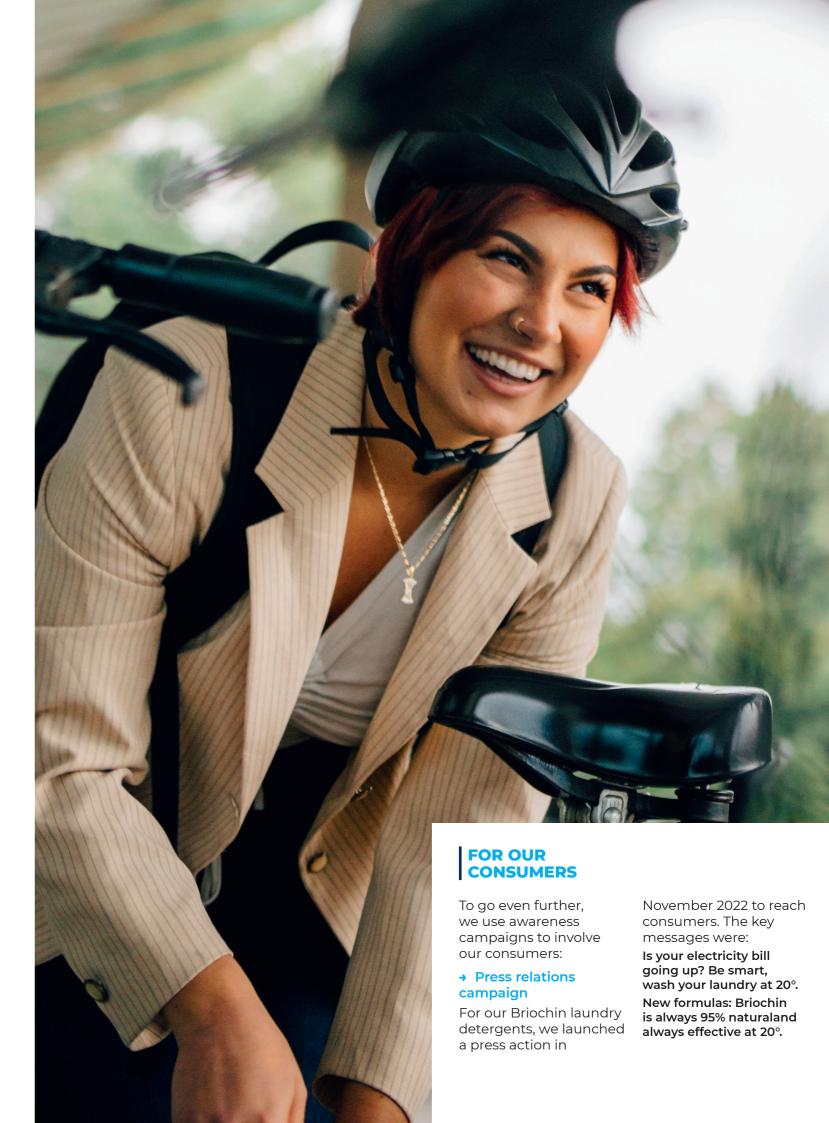
Like at our production sites, heating is regulated in our offices: 19°C during working hours on weekdays, 10°C at night and off on weekends.

Using good sense for travel

We hold meetings remotely whenever we can, and when making long distance trips, we always prefer train travel over planes. At Brunel, we have signed Sustainable Mobility Package agreements, with the company committing to pay a bonus to employees who use a greener means of transport to get to work, such bicycle or carpooling.

→ Training and education

We have implemented energy conservation awareness sessions for our employees (posting and sharing best practices) as well as brainstorming workshops to generate new ideas.



Reduce and recover our manufacturing waste

Waste recovery is essential if we are to limit our impact on the environment and save natural resources. As an industrial company, we know that we produce significant quantities of waste. This is why we are working every day to limit waste by adapting our processes, investing in our sites and optimizing the recycling of certain materials used in production.



1- Reducing our waste

We have conducted a global analysis of our waste to learn where we can reduce it. Our goal is to identify significant sources of waste and take corrective actions to limit volumes. At Brunel, we automated our production tanks in Noyelles-lès-Seclin (France) and our mastic lines in Aubagne (France) to reduce non-conformities and

In 2022, reduction of

therefore waste. At ORO Brands in Spain, we regularly service and replace our equipment to increase efficiency and prevent errors that lead to non-conformities. We have added control scales to the production line and optimized some processes (container rinsing, monitoring best before dates for raw materials and finished products, etc.)

In 2022, recovery of

of our waste



18

2- Reducing our packaging volumes

For years, we have been working to reduce the volumes of our packaging.
All our brands are committed to doing this. For example, ORO Brand has its "OROGreen" project to improve product durability and has modified the caps on its detergent bottles. This change has eliminated four grams

of plastic per cap, representing nearly thirty-five tonnes of plastic per year. In 2023, Sinto will modify the lids of all of its 170 ml, 500 ml and 1,000 ml mastic and filler boxes, making them out of 60% natural fibres and 40% recycled plastic. This will save six tonnes of new plastic each year.





total manufacturing waste by

15%

→ Recover

50%

of waste



3- Eliminating new or unnecessary materials in our packaging

Many projects are helping us switch to more responsible materials or to remove unnecessary materials from our packaging systems. We switched from white cardboard to recycled cardboard for our boxes of certain Kapo products in October 2022. In addition to using recycled cardboard and making it recyclable, this will avoid two tonnes of cardboard being chemically treated every year.





INTERVIEW

Recycling glassine, an ecological and social project

To act on one type of waste we produce in very large quantities, we worked on recovering glassine, also called "silicone papers" or "backing papers", on which our labels are delivered.

Meeting with Claire Tellier, Assurance, Quality and Sustainable Development Manager at Brunel, and Géraldine Bernard, Quality Manager at Briochin, who launched this large-scale project



Claire **THELLIER**ASSURANCE, QUALITY AND
SUSTAINABLE DEVELOPMENT
MANAGER AT BRUNEL



Géraldine **BERNARD**QUALITY MANAGER
AT BRIOCHIN

How did you come up with the idea of recycling glassine?

When I saw how much glassine we throw away every day at our Noyelles-lès-Seclin site (France), I wondered if we couldn't recycle it instead. We want to recycle as much of our waste as we can, including glassine. Then, Soprema, a French building insulation company, contacted me offering to transform our glassine into insulation.

How did you recover it and what will it be used for?

My colleagues, Guillaume and Emmanuel, and I studied the process Soprema proposed to see if it was feasible for our packaging and logistics teams. We created a work instruction to explain the project to the teams and to

ensure we complied with Soprema's specifications. After testing on our production lines in July 2022, we launched the project. Now, our glassine is collected and processed, then transformed into cellulose wadding, a bio-sourced insulation used in attics.



What happens to glassine from labels at Briochin?

We are working with a service provider called Valopteam. At the end of 2021, we began collecting glassine reels in dedicated bins and sending them to a company that recycles them to manufacture new glassine or paper, so we have come full circle!

In addition to recycling, is this glassine recovery project also a social project?

Yes, the glassine is recycled by an association that works to reintegrate people through employment (Les Ateliers des Vallées Ardres et Vesle). This association helps the unemployed and people facing social and professional difficulties to find a job through training and integration through employment.

HELPING our consumers

→ Improving our products' eco-responsible profile





Oriane PERREAUX
EXECUTIVE DIRECTOR OF
GROWTH AND SUSTAINABLE
DEVELOPMENT

Since the Group's creation more than 60 years ago, we have been working to beautify, clean, protect and renew people's homes. This mission goes hand in hand with a constant obsession: to respect the planet and its inhabitants by improving our products' environmental profile.

We do this in several ways, including by earning some of the most rigorous labels on the market, obtaining real and concrete formal commitments from our suppliers, working to introduce recycled materials in our packaging, and developing new formulas that are just as

effective but are even safer for consumers and more respectful of the planet.

In 2022, we went further by accelerating the launch of more responsible product lines and solutions, and by initiating a life-cycle analysis of our products to better understand their exact impact on the environment, so that we can innovate towards increasingly sustainable solutions. In 2023, we will continue deploying this approach and train our teams on these topics, to ensure we continuously reduce our products' impact on the planet.

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responsible purchases and a short circuit



We consume massive amounts of raw materials in both our products and our packaging. We are aware of our ecological and social impacts and we are committed to working closely with our suppliers to make our purchasing more responsible through a purchasing charter, local production, using more sustainable ingredients, optimizing our formulas, etc. We have been carrying out all of these actions for several years and we strengthened them in 2022.







1- Committing to a responsible purchasing charter

We drafted a responsible purchasing charter in 2021. Our objective is to ensure we work with suppliers that share our values and use a virtuous social and environmental approach.

In 2022, 10% of our suppliers signed our charter, committing to respect the principles of the UN Global Compact and the conventions of the International Labour Organization. Our suppliers also pledged to encourage their own

subcontractors and suppliers to do the same. To go further, we implemented a vigilance plan to map our suppliers based on CSR risks (environmental, social and economic risks).



2- Buying in France

We try to work with suppliers located in France whenever we can

Our objective is to help develop the local economy and limit the distances travelled by our raw materials. To demonstrate our commitment, we developed shelf markings informing our consumers of our products' French origin.

For example

→ Briochin has been buying its HDPE plastic bottles and labels from two suppliers in western France for many years.





40% of raw materials purchased by French



3- Producing safer solutions for consumers

When we talk about responsible raw materials, this naturally includes their social and environmental aspects, but also how our consumers actually use our products.

This is why we want to use responsible and safe raw materials. As proof of our commitment, ORO Brands has been certified under the A.I.S.E (International Association of Soaps, Detergents and Maintenance Products) charter. Every month it inspects the composition

of its solutions against its "OROGreen" list of precise indicators for waste, water, recycled plastic and PBO (poorly biodegradable organics). In 2022, this system helped ORO Brands reduce PBOs in ORO products by almost 5%.

DID YOU KNOW?

The A.I.S.E. charter certifies that the company has undertaken actions to respect sustainability rules in the company's operation, manufacturing process and procurement. Some CSR criteria were recently added to the charter, including eliminating microplastics, water consumption and reducing the use of organic substances that are poorly biodegradable.



OroBrands
A.I.S.E

certified since 2018

(BUs are sourced in France)
24

Develop sustainable certified products

Our consumers are demanding and committed. So are we. That is why we work with expert partners every day to develop certified formulas. And we aim to earn the strictest environmental labels: Ecocert and Ecolabel.



1- Packaging Ecocert-labelled products in house

In 2022, all but one of the lines at our Noyelles-lès-Seclin plant (France) were equipped to package Ecocert certified products.

This means we have moved from four to eight lines for certified product packaging on this industrial site and can now package all formats. Three products

from the Starwax Soluvert range, whose packaging we previously outsourced, are now packaged entirely in house, improving their carbon footprint.

OUR OBJECTIVES FOR 2025

→ Double

our turnover generated by the sale of certified products (Ecocert, Ecolabel, FSC, etc.)

→ Include more than

eco-certified product references in our catalogue



3- Being a pioneer in eco-labelled detergents in Spain

our first Ecolabel certificates for a range of laundry detergents and dishwashing liquids of our Respect brand in Spain.

This is an innovative approach in Spain where eco-labels are still uncommon. When developing these products, it was a challenge to reconcile the label's ecological requirements with various dermatological and hypo-allergenic

In 2022, we earned

tests.

INTERVIEW

A new line of concentrated products





Gwladys LE DIOURON **R&D PROJECT MANAGER** AT BRIOCHIN



Amélie GABAY **CLEANING PRODUCT MANAGER** AT BRIOCHIN



In 2022, Briochin launched a remarkable innovation on the cleaning products market. Backed by a century of expertise, the brand concentrated the natural effectiveness of its ingredients of yesteryear (baking soda, soda crystals and citric acid) in small quantities of pre-dosed powders.

2- Obtaining Ecocert certification on new product references

Ecocert certifications guarantee and spotlight the best environmental practices.

If we are to meet the reference framework's exacting specifications, we need to find virtuous solutions for our new formulations. And we did just that in 2022 with our Briochin Marseille soap, when we replaced the synthetic fragrance

with a fragrance of 100% natural origin. We also replaced the petrochemical solvents and ETDA (a chemical sequestrant), which are poorly biodegradable, in our fireplace insert glass cleaning foam.

→ In 2022,

of our turnover was generated by the sale of eco-certified products.

Results: more respectful formulas and greater effectiveness.

26

Why did you launch the pod format?

Our mission is to offer cleaning solutions with proven effectiveness, while limiting their impact on the environment. We have found that many consumers use more product than necessary for cleaning, which has an impact on the environment. To address this issue, we developed solutions in the form of pre-dosed powders with a higher concentration of natural active ingredients.

What are the advantages of these pods?

There are many! First, the pods are just as effective as the diluted products: pre-dosed powders are formulated using three old-school ingredients that have proven their

effectiveness: citric acid, soda crystals and baking soda. And, they are based on ingredients of natural origin: the new dilutable powders contain at least 91% ingredients of natural origin and are wrapped in a film that dissolves in water. They have been awarded the Ecocert label. They are easy to use: just dilute the pre-dosed powder in its water-soluble film in just the right amount of water and the cleaning product is ready. The pods are ecodesigned so we don't have to transport water, which reduces their carbon footprint. Plus, they limit the number of plastic bottles that are manufactured because they are packed in recyclable cardboard. And, they are economical: a box of nine pods is the equivalent of three 750 ml bottles, but takes up the space of only one bottle in consumers' cupboards!

Which products are available in pod format?

We focused first on products consumers use most commonly every day: multi-purpose cleaners and floor cleaners with baking soda, kitchen degreaser with soda crystals, and bathroom descaler with citric acid.

What are the prospects for the future?

We are working to expand our ranges of refills (laundry detergent, liquid dishwashing detergent and hand soap) to reduce the need for single-use plastics. We are raising our marketing team's awareness and training them in environmental communication to inform consumers transparently about our products.

INTERVIEW



Marie-Pierre, **VANHELST**MARKETING EXECUTIVE
AT BRUNEL

A new eco-friendly range



In January 2022, we launched "Starwax Soluvert", a new line of eco-friendly products that are just as effective as conventional ones. We launched nineteen cleaning products at hardware stores and housewares and cosmetics stores.

We formulated this new range using carefully selected ingredients:

- Active materials from nature: plants, minerals, enzymes and microorganisms
- → Natural perfumes selected for their persistence
- → High concentration to increase efficiency
- → Eco-certified formulas

Why did you launch this project in 2022?

Starwax has built its reputation on the effectiveness of its products. As a leader in its specialist market, it bears responsibility for offering increasingly virtuous solutions that meet consumer expectations. This is what we do every day when we evolve our packaging and our formulas. Through Starwax Soluvert, we want to offer products that are just as effective as our traditional product line but contain natural ingredients. We targeted about twenty flagship products to serve as "references": our equivalent Soluvert formulas contain over 95% natural ingredients, received eco-certification as quickly as possible and are

offered at a comparable price. This means that consumers can choose between their usual product and a more virtuous alternative with comparable effectiveness. We're relying on our customers' trust in Starwax to get them to try these new products, and are convinced we can convince them to adopt them

What were the biggest challenges?

To draft our specifications, we first had to understand what motivates and discourages people who buy cleaning products at large hardware stores instead of green products. The second challenge, and not the least, was to find "just the right" formulation to reconcile our effectiveness



requirement, meet Ecocert criteria and maintain a price level comparable to our conventional products, especially during this

challenging time (COVID-19, shortages, etc.). Natural raw materials are often more expensive than synthetic ones. The third challenge was to convince our distributors to position our products at the same prices as our "reference" products and to display them according to use (next to the "reference" product) and not in a separate "green" department.

What are the prospects/ objectives for the future?

Our goal is to expand our ecofriendly offer and we're excited to see how this range will perform. We're continuing our research and will soon launch new product references as alternatives to other "reference" products.



| DID YOU KNOW?

The Ecocert label guarantees that formulas contain at least 95% natural and non-GMO ingredients, and no colours, synthetic fragrance, paraben or phenoxyethanol. It also guarantees more environmentally friendly processing and manufacturing processes.

Ban harmful substances



Every day, new substances are being identified as being harmful to human health. Aware of our role, we work closely with our partners to remove any controversial substances from our formulas, even before regulations require it, and we carefully analyse every new raw material we use.

OUR OBJECTIVE FOR 2025

100%
of references in our catalogue contain no controversial substances

900

1- Optimizing our formulas

One of our priorities is to modify our formulas containing products that are potentially harmful to health. So, in 2022, we reworked several products in this direction. For example:

→ Briochin cleaning stone

Controversial materials were replaced by kaolin clay sourced in Brittany and marble powder sourced in France (kaolin was present in the initial formula but in very small quantities). The ethoxylated surfactants were replaced by black soap made in Saint Brandan. The result is a product that's twice as effective, free of allergens or labelable allergens and removed from CLP (Classification, Labelling and Packaging) classification.

→ Starwax glass cleaner

Our primary objective was to remove a potentially carcinogenic substance. The new formula, composed of 98% ingredients of natural origin and Ecocert certified, is environmentally friendly and a better degreaser.

→ K.PRO pyrethrumbased aerosols

For our K.PRO brand, we reworked our range of aerosols to use pyrethrum, an active ingredient of plant origin. We changed these products' base from a solvent to a water base to reduce their harmfulness.



30

K.Dro User TOUS INSECTS Finance Land North Nort

2- Obtaining the Air Label Score



With indoor air five to ten times more polluted than outdoor air, air quality has become a true public health issue. This is why we work with Air Label, the leading independent label guaranteeing the best information on the risk of inhalation toxicity in indoor air. In 2022, this organization certified a new product from the Starwax range: the 5 L wood floor shine restorer, bringing the number of Starwax Air-labelled references to twenty-one.

RENCONTRE

A drastic classification of our raw materials







Marisa CANELLAS CARDONA R&D MANAGER AT ORO BRANDS

In Spain, ORO Brands has set up a code of conduct for our suppliers. We analyse all new raw materials used in our formulas, from both new suppliers and long-standing partners. This ensures we can choose ingredients that are most respectful of people and the planet and remove those that are not. We base our selection of raw materials on a list called OROGreen. Our R&D and regulatory departments established this list to identify all of our raw materials and their classification.

How did you decide which ingredients to include in the OROGreen list?

We check the classification and quantities of all raw materials used in our products. Then, we create a prioritized list starting with high-consumption and low-classification raw materials.

How many ingredients are on this list?

This list includes about 15% of our current raw materials that could be replaced by more sustainable alternatives.

How do you ensure compliance with the list?

Our priority is to replace the controversial raw materials while maintaining the same level of performance. If we can't do this, we minimize their quantities in our formulas while still preserving product quality.

Can you give me a concrete example of actions you have taken?

We worked on opacifiers, a raw material that is difficult to eliminate even after treatment in wastewater treatment plants. So, we reduced the amounts we use in our products. Next, we are trying to replace these ingredients with other better classified raw materials. We are still working on this second point.

DID YOU KNOW?

There are many regulations governing hazardous substances. In Europe, Article 33 of REACH Regulation no. 1907/2006 lists 224 substances considered substances of very high concern (SVHC) and whose presence must be reported to consumers. Our Group regularly monitors this list to ensure we comply strictly with the regulations, and we go even further by eliminating controversial substances as much as possible even before the regulations impose their removal.

Promote responsible consumption

Ever since the Group was founded, we have been working every day to offer the most sustainable cleaning, maintenance and pest control solutions possible. This commitment is in our DNA. To go further, we provide information and raise awareness of responsible consumption.



1- Informing consumers about the composition of our formulas

The composition of chemicals can be controversial. To inform consumers in complete transparency and explain the ingredients our formulas contain, we have launched educational labels on the packaging of our Briochin brand products.

In 2019, we introduced a section titled "Mv composition in complete teach and reassure our transparency", with advice and tips for

use on all our product labels. The objective is to: consumers.





OUR OBJECTIVES FOR 2025

→ At least

50%

of our packaging is made of recycled plastic

2- Replacing new plastic with recycled plastic

Because we want to lead by example, in addition to reducing our packaging volumes, we are also working to replace new plastic with recycled plastic in the composition of our packaging as soon as possible.

At Briochin, the proportion of recycled plastic in HDPE bottles in our portfolio increased from 62% to 95% in one year. Our objective for 2025 is to further reduce

the proportion of new plastic in the entire Group's packaging until 50% of our plastic packaging is made of recycled plastic in all Group brands.



→ Promote

RESPONSIBLE CONSUMPTION

across all

our brands

profile for at least

→ Establish the sustainability

of our products

3- Launching a new "Bulk at home" offer

In 2020, we launched BULK cleaner dispensers in stores. This year, we launched a "Bulk at home" offer under the Starwax Soluvert brand, with new 3 L flexible eco-refill formats.

These refills reduce the amount of plastic in packaging by up to 88% compared to individual bottles. This new offer of everyday products (dishwashing detergent, cleaning alcohol, vinegar and Marseille soap) presents many advantages: in addition to using less plastic. the formulas are just as effective as conventional ones and contain more than 95% ingredients of natural origin. And, the offer has been awarded Ecocert certification.

→ The launch of "Bulk at home" has helped eliminate

of new plastic

every year



STARWAX

Gel concentré VAISSELLE

4- Committing to Europe's "The Charter of Sustainable Cleaning 2020+" programme

ORO Brands has been involved in Europe's "The Charter of Sustainable Cleaning 2020+" programme since 2018. This certification was created by the A.I.S.E.

It serves as a quarantee for consumers that certified products comply with the criteria of the Sustainable Cleaning Charter. Signatory companies undertake to implement actions to respect the twelve themes identified by the charter (raw materials, workplace safety, etc.). The label also certifies that the

products meet high requirements on all priority criteria, including the use of biodegradable organic materials and sustainable and safe product use. This charter is a voluntary industry initiative launched to encourage the adoption of sustainable practices at every stage of a product's life cycle.



INTERVIEW

A new eco-design division





Jodie **LE GUENNIC**ECO-DESIGN PACKAGING
ENGINEER AT BRIOCHIN

Why did you initiate this process?

We have always been very committed to the circular economy: developing product refills, dosed solutions to ensure just the right amount of active ingredients, solid or powdered formulas to limit unnecessary water consumption, etc. This is part of our DNA. So, it seemed totally logical to integrate ecodesign in our packaging to fully live our commitment. Our main objective was to reduce our products' environmental impact, but also to offer our consumers products that reflect their values. Circular economy thinking is a state of mind that we want to transmit to our employees, particularly by using the eco-design approach in creating our products. But our responsibility doesn't stop there: we also need to raise awareness and encourage consumers to adopt these practices! Education through environmental communication is also an integral part of our eco-design approach.

What are you most proud of?

Common sense! Our teams are always looking for ways to develop products and guide projects while maintaining the common sense of the past. For example, our legacy dish soap, whose recipe is highly concentrated and based on the degreasing power of black soap, was sold with a pump right from day one to avoid waste. In fact, this product is a reference in its department and was elected "Product of the Year 2022".

OUR OBJECTIVE FOR 2025

- → Former nos collaborateurs à l'éco-conception
- → Réaliser des évaluations environnementales sur nos produits par l'ACV (analyse de cycle de vie) pour prioriser les actions à mener
- → Augmenter la part d'emballages recyclables, recyclés ou ré employables dans notre catalogue
- → Sensibiliser nos consommateurs sur leur impact en les aidant à adopter un comportement plus éco-citoyen

A concrete example of eco-design

→ To improve the recyclability of black Briochin bottles, we changed the colour slightly. The original carbon black pigment prevented the plastic from being recycled. So, by removing this pigment, we were able to improve its recyclability. Once we found the replacement solution (while still keeping the black colour), we conducted tests under real conditions at recycling centres and obtained the recyclability certificate.







Julien **DELESALLE**ADMINISTRATION AND
FINANCE DIRECTOR

Our people are our greatest asset. We realize just how important they are, so we work every day to guarantee their safety and increase their sense of fulfilment at work.

In 2022, we made a significant commitment, which very few French companies of our size have dared to make: to share our company's value with our employees. Today, every employee is a shareholder in our Group and will enjoy the fruits of our collective success.

In 2022, we also decentralized the company, gave each BU more autonomy, trained all our managers in positive management and promoted an unprecedented number of employees.

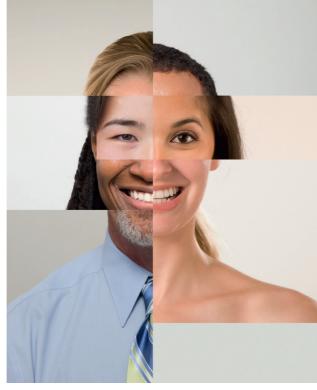
All of these significant elements illustrate our desire to help our employees and every company in our Group grow, and to respect their individual identity and what makes them unique. In 2023, we will make even more commitments to our people, continuing training and increasing the representation of women in our workforce, and being present for the first time in the Great Place To Work® international reference ranking.

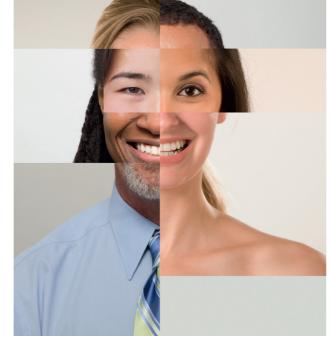
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Make our company accessible to everyone



Industry is a predominantly male sector that may be unappealing to women workers. With this in mind, we are working to improve gender equality and attract more women. Similarly, working with chemicals or on the production line may appear difficult for people with disabilities. But, we are working to hire more people with disabilities, and we call on employment rehabilitation centres for positions that are difficult to adapt.







1- Implementing a gender equality plan

Women now represent 50% of our managers. We are working to promote gender equality in every company in the Group to ensure all our employees can thrive at work and to attract more female talent. ORO Brands in Spain, for example, has drafted an

equality plan, identifying areas for improvement and implementing a corrective action plan within the company. The objective for 2025 is to increase the number of women managers within the company and develop an equality plan that exceeds regulatory obligations.



38

2- Increasing our partnerships with employment rehabilitation centres

In our sector, it can be difficult to make accommodations for people with disabilities. To overcome this obstacle and help workers with disabilities find employment, we are developing our

partnerships with two employment rehabilitation centres that employ three hundred people with developmental delays for packaging or regulatory compliance.



3- Improving the attractiveness of jobs in the industry

The entire industrial sector is struggling to attract talent, and our Group is no exception. To promote our jobs, reassure young people and help potential employees discover our positions, we participate in many actions, such as "Jobs in Industry" job dating in Saint Brieuc for

Briochin. We maintain close partnerships with public employment centres and other employment partners, and with structures supporting people wanting to return to work or who have been unemployed for a long time.



39

QQQ 4 - Sharing the company's value with our employees

In September 2022, we awarded free company shares to all our employees. Through this democratic plan, all our employees were given the opportunity to become shareholders in the Group. As such, they will share in the company's value when

our shareholder sells its shares in Altaïr, provided legal conditions are met. We are proud to be one of the very first French companies to implement this type of plan that allows a broader and fairer distribution of value creation.





émergence pun programme a r é l i

INTERVIEW

Brunel, partner in Aréli's Emergence programme

For many years, Brunel has been a partner of Emergence, a programme run by the Aréli association. This programme provides an opportunity to support young people from modest backgrounds through employment.

Under this partnership, we are assisting Chayma Smaili, a student at ESTICE International Business School, for two years through a bursary, access to a professional network and long-term coaching.

Why did you join Aréli's Emergence programme?

I joined the Emergence programme to get financial support for my education, but also and especially for human support. Thanks to this network, I have a mentor: Laurence Impens, who is a brand manager at Brunel. Her assistance helps me professionally every day: Laurence helps me prepare for my career little by little by allowing me to visit her company so that I can learn what it's all about, for example. She also offers personal support by checking up on me to see if everything is okay, and she's there for me, which I really appreciate and find enormously reassuring. Right now, I'm considering professions in HR. I want to really learn all about them to be sure this is the right choice for me. The purchasing sector is also an option.

How are you doing in your studies? What support does Aréli offer you?

My studies are going really well. Aréli provides access to job offers, internships, work-study programs and educational support. It is very complete and useful for students.

What do you get from your mentor company?

Their help gives me a window on the professional world. I love to learn and discover new things. I'm really lucky to have a mentor who works at a company, because I can learn about the different jobs there and talk to professionals with experience in the field. This assistance is helping me to refine my career choices over the years.



Chayma **SMAILI**YOUNG TALENT
COACHED BY OUR TEAMS



It's a wonderful human experience that allows us to create a new relationship and positive discussions. It's exciting!"

Laurence IMPENS
BRAND MANAGER
AT BRUNEL AND
CHAYMA'S MENTOR

THE EMERGENCE PROGRAMME

→ Run by the Aréli association, the Emergence programme helps talented young people from modest backgrounds pursue the studies they want (often long, selective and/or expensive) and to prepare for a career that matches their potential and ambition. Assistance to support these young talents includes bursaries, access to a professional network and long-term mentorship.

Improve the quality of life at work

Our role as an employer is to support our employees and offer them the best possible working conditions so they feel fulfilled and are able to perform, and to incite other talents to join us. The Group implements many actions such as investing in production lines, precise assessments of employees' workstations, solidarity actions and an annual employment survey conducted for and with our teams.

OUR OBJECTIVES FOR 2025

→ Obtain the Great Place to Work certification

→ Obtain a

positive feedback rating on the Great Place to Work study

The annual **HappyIndex**® **AtWork survey**

Supporting Altair Group employees and offering them the best possible working environment is a fundamental element of our philosophy and values. For the past three years, we have been committed to a "HappyIndex® AtWork" approach, and every year we ask our employees how they feel at work.

In 2022, 70.5% of employees responded to the survey and the overall score was 3.92 out of 5. Our goal for 2025 is to achieve a score greater than 3 in the Great Place To Work® survey.



Emilie SAPELIER **HUMAN RESOURCES DIRECTOR AT BRUNEL**

1- Greater comfort for our production line teams

Work on the production line can be arduous and tedious. So, we are investing in accommodations to improve our employees' comfort at our production sites. At ORO Brands, we have installed air conditioning on aerosol lines, which are very hot. We have also installed automatic packers to make work

at the end of the line easier. And, at Briochin, we've modernized the manufacturing unit producing our cleaning stones and soft black soaps, the brand's legacy products. This modernization will improve our employees' working conditions by breaking bulk, reducing drudgery, increasing productivity, etc.



2- Getting involved in volunteering through solidarity projects

Improving the quality of the environment life at work also means establishing solidarity and federating actions. So, in 2022, we launched a partnership between Brunel and Les Bricos du Coeur.

This association "helps people who help people" by improving

of social-service structures (associations, foundations, nursing homes, hospitals, etc.). Under the partnership, about thirty Brunel employees participated one day during working hours helping with solidarity DIY projects.



Why did you invest in the HappyIndex® AtWork survey?

Providina a pleasant workina environment for our employees is one of our constant concerns. But we needed reliable and constant indicators to be able to assess the situation and know what to work on. That's why we chose the HappyIndex® AtWork survey, and why we conduct it every year..

How do you use the survey results?

This survey provides a very precise view of what we need to improve and an opportunity for a team project: after we present the results to each department, we organize workshops to work

on the areas identified by the survey. For each of the priority areas for improvement, we work in sub-groups with the employees of each department to recommend actions: what I need to feel better, what I can do, what the company can provide me to improve these areas, etc. This lets each employee contribute to improving their quality of life at work at our company.

→ In 2022, our HappyIndex® AtWork

Happy index® **AtWork**

RESULTS OF THE 2022 SURVEY

- → 84% of our employees are proud of our products
- → 78% of our employees find meaning in their daily work
- → 73% of our employees are satisfied with their work/life
- → 75% of our employees see great respect for diversity (origins, beliefs, identities, etc.) in the workplace
- → 70% of our employees are proud of the company's commitment to current social and environmental issues

Protect our teams

Protecting our teams is our priority, especially our employees who work with chemicals of course, but everyone else as well. Personal protective equipment, training and investments on our production sites are all actions we take and strengthen every year to guarantee employee safety at every one of our sites.



1- Assessing and correcting the risks of each job

Quality of life at work also means ensuring that our people can do their work safely.

So, we strive to offer optimal working conditions. For example, Briochin conducted a major job study in 2022 in partnership with the Saint Brieuc occupational health department. The purpose of this study was

to concretely and precisely understand the content of each position to ensure that the workstations are ergonomically adapted to every employee who works there. After the analysis, workstation improvements and adjustments were proposed, with individual or collective protection measures and training.



2- Recruiting safety managers and leaders

To ensure our teams are safe at work, we have created safety manager and leader positions at Brunel, ORO Brands and, more recently, at Briochin. These people work on the ground alongside our employees to protect their safety. Their role

is to implement our safety policy to reduce occupational risks and prevent accidents for our employees. They hold talks, audits and follow-ups for the action plan of the Single Occupational Risks Evaluation
Document, as well as training.

OUR OBJECTIVE FOR 2025

→ Reduce

the frequency and severity of workplace accidents by

40%



3- Training our teams and auditing our sites

Our teams handle dangerous products, carry heavy loads and perform repetitive work, work that can be dangerous to their short or long-term health. So, we train our teams and continuously adapt our processes to minimize the risk of accidents. For example, our employees constantly receive product quality and safety training and conduct regular internal audits. Based on audit feedback, KPIs (key

performance indicators) are set up to measure non-conformities and changes are made to processes involving dangerous handling. At ORO Brands, we created a multidisciplinary health and safety committee to manage improvements, training and eliminate workplace risks. This committee meets every month to discuss the monthly audits used to monitor improvement indicators.

INTERVIEW

Modernizing Brunel's Noyelles-lès-Seclin plant

Major investments have been made since 2021 as part of a four-year industrial modernization plan to limit industrial risks and improve well-being at work for employees at the Noyelles-lès-Seclin production site (France).



Guillaume SIDERI
INDUSTRIAL SITE
MANAGER BU FRANCE
AT BRUNEL

What did the work consist of?

We made a bold choice with our project team: to successfully combine this process with our business's constraints by choosing a homothetic manufacturing tool.

We installed a series of eight new, automated mixing tanks with a highly technical specific internal coating. This new system improves agility and flexibility and offers many advantages:

- We can now use all types of mixtures (of any pH)
- The cleaning system is automated to control our water consumption
- We can transfer ingredients automatically, reducing our team's work and increasing product quality.

The technical and human developments we make today will lead to operational excellence tomorrow. We have begun a modernization process at our packaging business as well.

To reduce musculoskeletal disorders, we are working to limit the heavy loads our workers need to carry.

So, we have installed tools to help our people, seeking to identify and limit difficult tasks that add no value.

All of these new technologies help our teams, the company and the Group at large.



Develop our employees' skills



One of our roles as an employer is to help our employees grow. That is why our actions in 2022 focused on optimizing our Human Resources processes and tools. Our HR 2022 projects included manager coaching and training, human resource planning and better integration of new hires.



1- Assisting managers in conducting annual performance reviews

Managing a team is not always easy for people who have not been trained and who are not supported in their role. So, to assist managers at Brunel, we have updated the annual review materials that celebrated their 20th birthday in 2022. The review materials are used to establish a dialogue between the manager and the employee, addressing topics such as duties, results, achievement of the objectives of the past year and defining new ones for the next year. In updating this document, we also

wanted to integrate the company's values, which are now an integral part of each employee's objectives. The purpose of the annual performance review is to acknowledge each employee's contribution to the success of the Altair Group. This year, 90% of Brunel employees had an annual performance review (the remaining 10% were absent. due to sick leave. for example). Reviews are now held with employees in every category.

OUR OBJECTIVE FOR 2025

→ Train

35%

of staff every year



46

2- Establishing human resource planning

We have implemented human resource planning to ensure the company's needs for skills better match the resources present. This mapping enables us to assess the current situation and anticipate future needs in order to prepare for employee recruitment and training. It includes rewriting job

descriptions to reestablish each position's duties based on the company's needs. We will be doing the same work soon in other Group entities. These actions aim to anticipate interdepartmental changes and employee mobility within the Group, and to determine training needs.

36%

of employees received training during 2022.



3- Assisting employee integration

It is never easy to start a new job at a new company, even in a familiar position: there are new processes, new tools, etc. So, to support our new hires, we pay special attention to helping integrate in the Group through mentoring and orientation. For example, at Briochin, sector leaders receive a ten-day orientation when they are hired. Our objective is to have them visit every department at our head office to build relationships with the teams there and strengthen their sense of belonging. This is followed by a visit to the factory and logistics centre in Brittany.

ALTAÏR GROUP'S SKILLS DEVELOPMENT PLAN

We conducted a major skills development campaign, training over forty Group managers in 2022.

The learning objectives of these four-day training sessions were:

- → To involve teams by giving them meaning
- → To federate teams around Group values
- → To develop each person's potential
- → To help participants find their place and feel comfortable in their role as manager
- → To help managers grow to meet management expectations

DID YOU KNOW?

Human resource planning is an HR management process that aims to harmonize jobs, employees and skills in the short and medium term. It answers a key question:

"How can we ensure we have the right skills in the right place at the right time?".

Employees appreciated this training highly

A true structured toolbox for managers in a spirit of conviviality and team cohesion

Alexandre **Dauchy**

The training helped me refocus on my role as a manager, sharing this time with other colleagues was unifying.

Olivia **Hallard**

Good times of sharing, very enriching content, a format that allowed everyone to reveal their individual management talents

Alexandre **Lipp**

Training that analyses and breaks down work situations and the people who deal with them, and provides the tools to best manage them

Rudy Lachevre



Helping the environment



HELPING REDUCE PLASTIC POLLUTION IN THE OCEANS WITH THE SEA CLEANERS

While it is important that we reduce the amount of new plastic we use in production, we believe this is insufficient given the current climate and environmental emergency. This is why, since 2020, we have supported The SeaCleaners association whose mission is to protect the oceans from plastic pollution.

The SeaCleaners works on four greas:

- → Innovation, through the Manta project, to build a catamaran capable of collecting and recycling massive quantities of marine plastic waste by 2024.
- → Raising awareness, by sharing knowledge on ocean protection and plastic pollution to incite people to take action.
- → On-the-ground campaigns to collect waste and encouraging citizen involvement.
- → Information through the development of scientific knowledge on the sources and impacts of plastic pollution.

We chose to support the Manta project to participate in the construction of an "ocean cleaner" catamaran. In addition to our sponsorship, we raise our customers' and consumers' awareness through a specific commercial operation held in September of each year, when we donate a portion of our profits from the sale of Starwax products to The SeaCleaners. In 2022, we donated close to €31,000 to finance this fantastic project.

HELPING PRESERVE BIODIVERSITY WITH ECOTREE

We have been working to preserve biodiversity alongside the EcoTree association since 2021. We are helping fund tree planting in French forests to work toward global carbon neutrality objectives.



→ EcoTree is a forest management company that offers individuals and businesses the opportunity to invest in trees, carbon sequestration and the preservation of biodiversity.

In 2022, we wanted to go further in our partnership. So, we contributed financially to the restoration and enhancement of 350,000 m² of wetlands in La Trinité-Langonnet in Brittany (France). These are vibrant living

places, home to 40% of animal and plant species. And yet, more than half of France's wetlands disappeared between 1960 and 1990. Despite their incredible biodiversity, wetlands have become scarce.



Helping families

HELPING UKRAINE

Concerned by the situation of the Ukrainian people since the beginning of the conflict with Russia, our Group, which is present in Poland through the Altaïr East subsidiary, wanted to support both the people remaining in Ukraine and those who felt they had to flee.

We have taken several actions:

→ We asked our employees to donate, which the Group matched with a generous donation:

→ We donated over € 14,500 to the Red Cross

This money helped the Red Cross in its humanitarian aid in Ukraine and neighbouring countries (providing drinking water, basic necessities and medical materials), to house refugees in France and to reunite families.

- → Altaïr East participated in the Starwax "wsparł projekt Fundacji" project with our customer Leroy Merlin Polska. We contributed to the repatriation of "Eastern Poles" who had previously moved to Ukraine. Leroy Merlin provided a renovated house for one family with many children, who could not afford such a move. Altaïr East helped them purchase necessities for their new home (bedding, cleaning products, etc.).
- → To meet the consumables needs of some 100,000 Ukrainians arriving in France, we responded to Agence du Don en Nature's appeal to provide cleaning products. We redistributed some of our unsold inventory to associations, including over 3,200 L of laundry detergent and 2,700 L of dishwashing liquid.



Altaïr East has been working with the "Na Ratunek Dzieciom z Chorobą Nowotworową" foundation since 2020. This foundation finances equipment needed to treat children with cancer at home so that

the young patients do not have to spend long times in hospital far from their families. We donate one Polish zloty for every Starwax stain remover sold in Poland. Since the beginning of the partnership, we have collected more than PLN 185,000 for this foundation.





2022-2025 **ROADMAP**

HELPING the planet

Optimizing resource use

HELPING

improving our products'



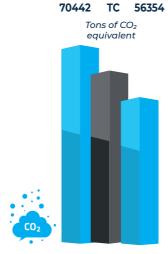
→ Reduce greenhouse

gas emissions from our operations

% of suppliers who have signed

our purchasing charter

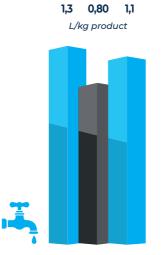
5 10



2021 2022 2025

→ Reduce CO₂ emissions from our raw materials and packaging

10 20 20



2021 2022 2025 Objective

99 99* 100

% of the total of our

→ Optimize water consumption in our productions

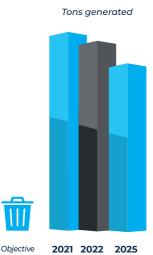


→ Use energy from renewable sources

41 50

% recycled of our

total packaging



3020 2976 2500

→ Reduce our quantities of waste

0,1 30



28

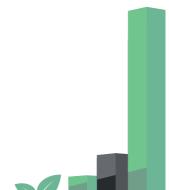
33 50

→ Valorize our waste (hazardous and non-hazardous)

0

consumers

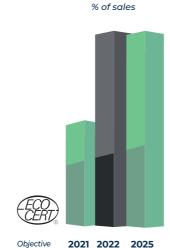
eco-responsible profile



2021 2022 2025

→ Commit to responsible sourcing of our materials

54 42 50



→ Increase our portfolio of certified sustainable

products (Ecocert, FSC...)

70 36 35



2021 2022 2025 → Sell formulas without

controversial ingredients

NC NC 65

→ Replace virgin plastic with recycled plastic

16 11 10



Objective

→ Establish the eco-responsible profile of our products

0 99 100



4

Number of brands

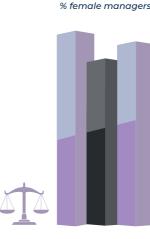
2021 2022 2025 Objective

→ Promoting responsible consumption through our brands

0 10 100

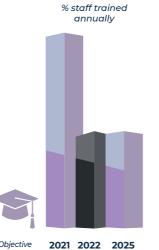
HELPING our employees improving well-being at work

* Estimate to be confirmed TC To be calculated on 2023 NC Not concerned

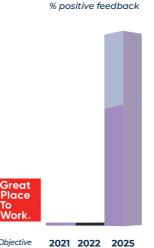


2021 2022 2025

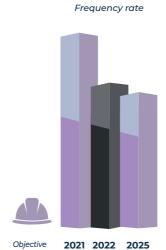
→ Achieve a more balanced representation of women and men in management



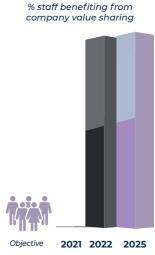
→ Train our staff every year



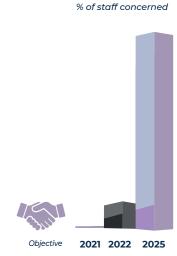
→ Obtain the Great Place to Work certification



Objective 2021 2022 2025 Reduce the frequency of work accidents



→ Sharing value creation with our employees



→ Engage our employees through CSR objectives

52

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