

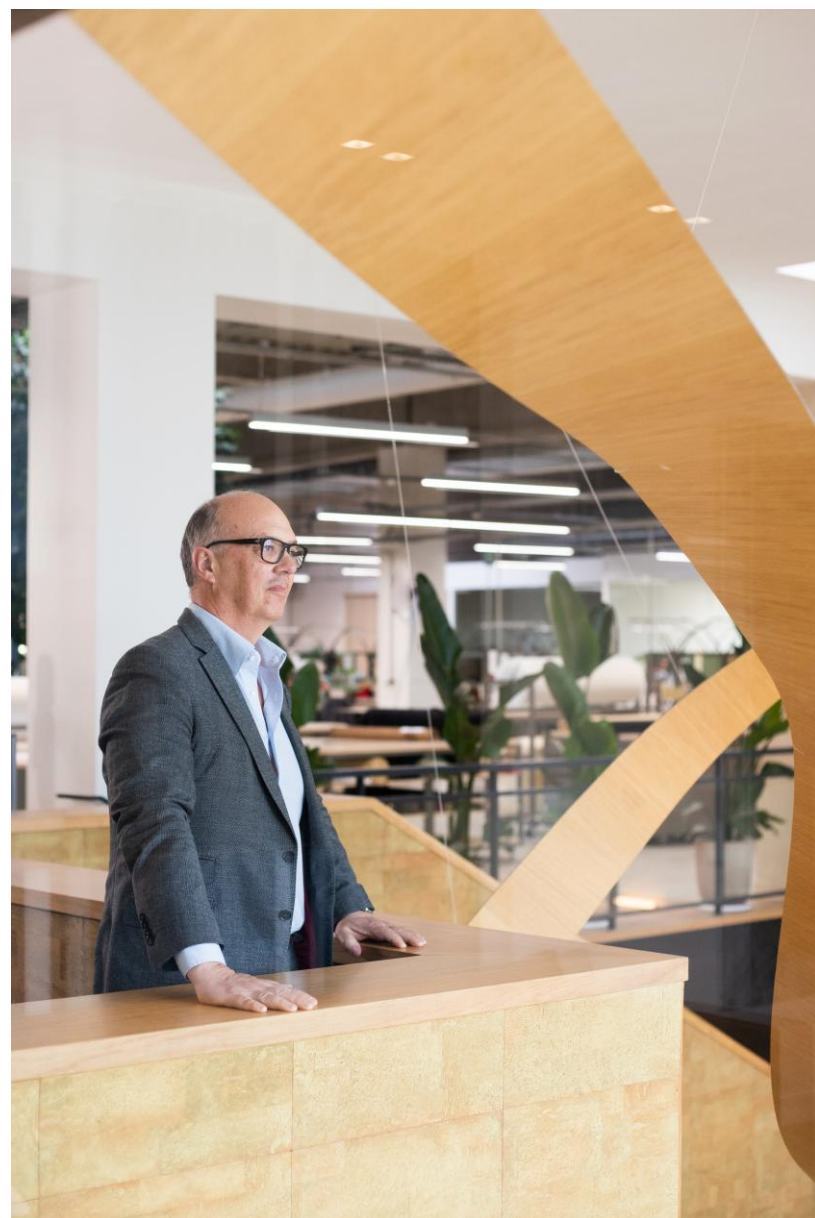


GAINERIE91
GROUPE

2025 CORPORATE SOCIAL RESPONSIBILITY REPORT

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Arnaud Haefelin

Chairman and Chief Executive Officer – Gainerie 91 Group

Edito

In a constantly changing climate, economic and regulatory environment, the Gainerie 91 Group is continuing its transformation by strengthening its commitments. Convinced that performance is based on the balance between value creation, quality, innovation and responsibility, we are evolving our practices in a process of continuous improvement, transparency and compliance.

By 2030, the Group has set itself ambitious objectives, monitored through several key indicators, in particular in terms of carbon footprint, occupational health and safety and life cycle assessment (LCA) of our products. The year 2025 has made it possible to continue the actions undertaken and to trigger a dynamic of positive results with regard to these objectives. This progress is reflected in particular in a reduction in the number of incidents, the increase in the number of life cycle assessments and the reduction of our carbon emissions, in particular reported in full-time equivalents for the scope of Scope 3.

The year 2025 also marked an important step in our innovation approach with the creation of the MAXCI – Métiers d'Art 91 manufacture, dedicated to high craftsmanship, exploration and creation. This new activity aims to inspire our customers and explore new creative and technical possibilities. It fully illustrates our

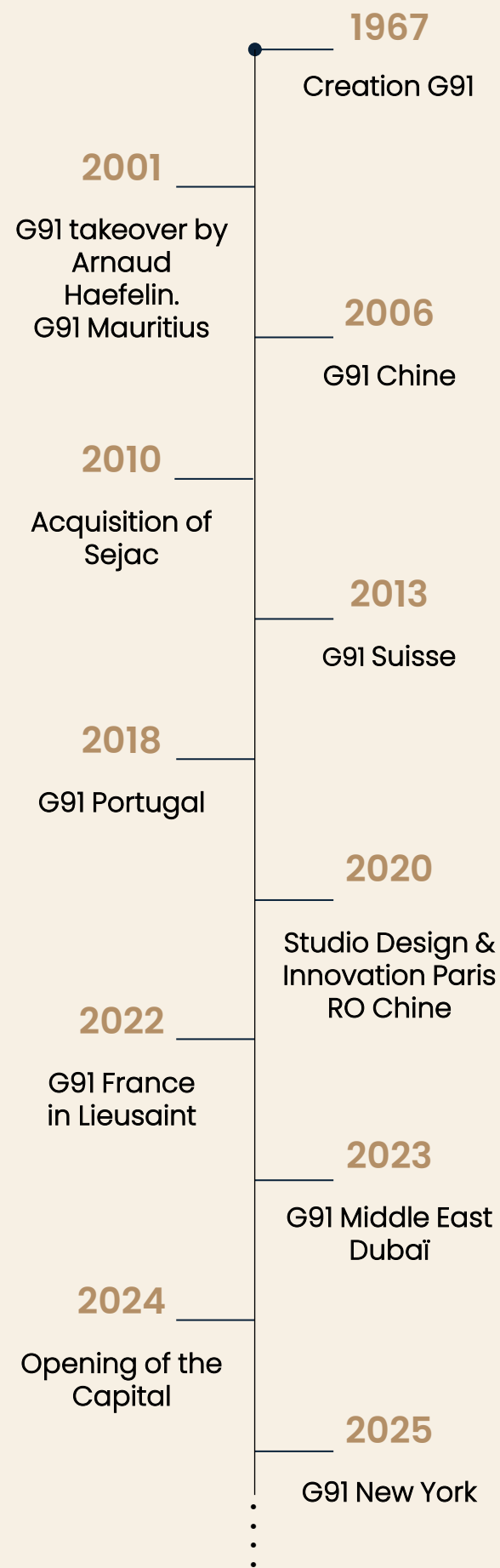
desire to innovate, enhance and develop our excellent know-how, while offering high value-added creations, combining technicality, creativity and uniqueness.

The year was also marked by major industrial and operational challenges. The continuation of actions to improve the performance of our sites, the modernization of our infrastructures and the management of unforeseen events mobilized all the teams.

Thanks to their commitment, we have been able to maintain the continuity of our activities and meet our customers' expectations with high standards and responsiveness. At the same time, the Group has continued its efforts to structure and improve its practices in order to support its growth, secure its operations and strengthen its efficiency. This dynamic is accompanied by a constant attention to our employees, our partners and all our stakeholders.

This report reports on the actions carried out and the results obtained with regard to our main economic, social and environmental challenges. It is a monitoring and steering tool aimed at measuring the progress made and identifying areas for improvement for the coming years

60 YEARS OF EXCELLENCE



PRESENTATION OF THE GROUP

Since its creation, the Gainerie 91 group has designed and manufactured in its factories cases, boxes and displays for luxury houses in the jewellery and watches, wines and spirits, perfumes and cosmetics and cigars sectors.

4 Our four manufacturing sites combine their expertise and work in perfect synergy to offer our customers a wide range of solutions ranging from tailor-made to large series.

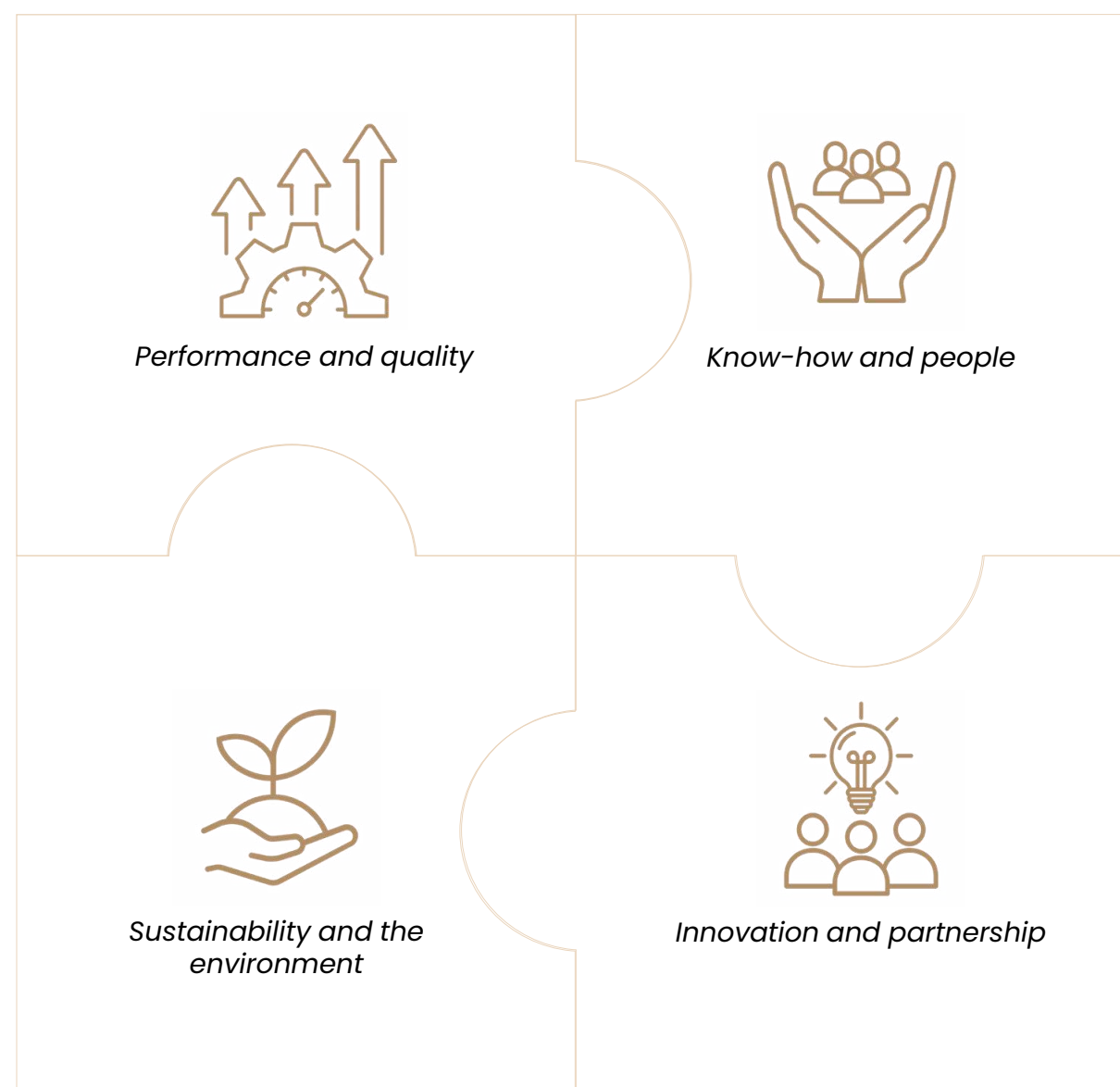
4 By choosing to locate our four international sales offices as close as possible to our customers, we facilitate adaptation to the specificities of each market, in order to meet the most demanding expectations.

770 More than 750 employees around the world: a rich sharing of skills and know-how supported by a state-of-the-art machine park. The Gainerie 91 Group, driven by strong industrial development, is evolving its practices by exploring new materials and new processes without ever renouncing elegance, emotion and refinement, with a constant demand for detail.

OUR 4 PILLARS CORPORATE SOCIAL RESPONSIBILITY

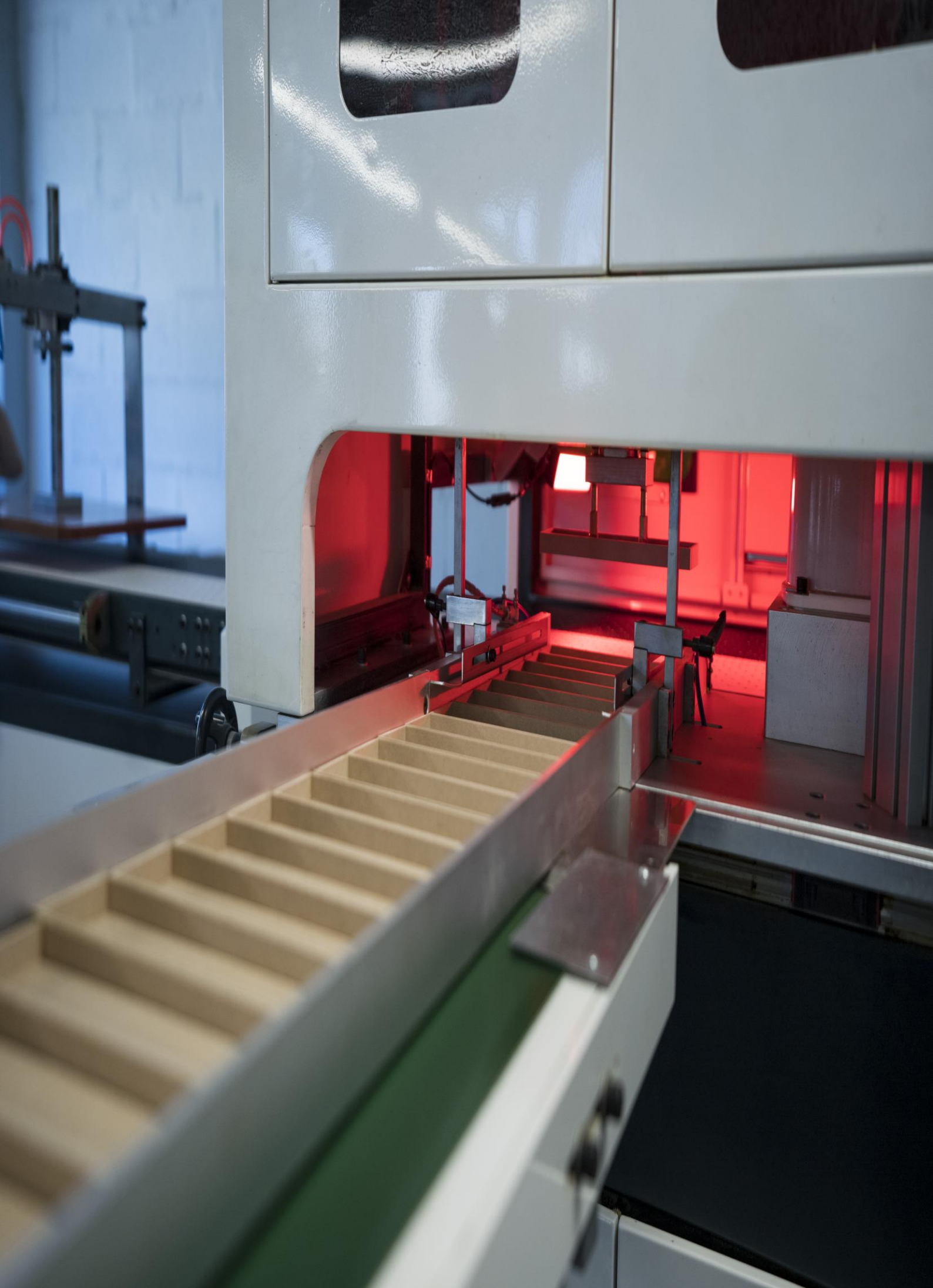
In a constantly changing economic environment, our company has defined clear priority commitments, guiding our strategic actions. These four pillars bring together the major and priority challenges of our Group.

Our commitments and action plans are in line with the Sustainable Development Goals (SDGs) defined by the UN, an international reference framework.



OBJECTIFS DE DÉVELOPPEMENT DURABLE





Pillar

Performance and quality





GOVERNANCE

CSR governance within the Gainerie 91 group is based on several complementary bodies, making it possible to ensure structured management and effective deployment of actions at all levels of the company.

COMEX : brings together the CEO, the site and innovation directors, the sales and financial director and the CSR manager every quarter

Steering Committee (COPIL): brings together the CEO and all the department managers of the French site. This committee meets every two to three months.

CSR Committee: brings together representatives of the various departments every six to eight weeks to monitor the progress of the CSR action plan and define strategic orientations

CSR relay on the sites: each site has a CSR representative, responsible for disseminating the issues

STAKEHOLDERS

Suppliers

The group deploys a responsible purchasing strategy integrating the selection, evaluation and characterization of suppliers in order to ensure practices that comply with CSR requirements

Employees and social partners

Implementation of an internal group communication system in order to promote the actions carried out on the sites in terms of working conditions, health and safety of employees.

Clients

Products that meet customer expectations are offered, integrating an eco-design approach, responsible creation and attention to quality and data protection.

Investors and Financial Partners

Since Capza acquired a stake in 2024, the group has structured its CSR objectives and set up annual reporting to monitor its performance and extra-financial commitments.

Institutions techniques

The commitment to organizations such as the Global Compact France and the Leather Technical Center reinforces the practices and the continuous improvement approach.

Local communities and civil society

Throughout the year, actions adapted to each site are carried out in order to contribute to local development and territorial anchoring.



GOVERNANCE

Roadmap 2025 – 2028

Due to the Omnibus Law, the group is no longer concerned by the scope of the CSRD. However, the desire for continuous progress is maintained, with the continuation of group-wide reporting.

Policy and Charter

The group applies policies and charters adapted to local contexts at the level of its activities, guaranteeing the consistency of the group's commitments and the adherence of its stakeholders to its CSR values.

CSR policy

This policy promotes gender equality, the fight against discrimination and is accompanied by environmental actions aimed at reducing our impacts.

Anti-Corruption Policy

The purpose of this policy is to prevent, detect and supervise any risk situation, and to guarantee the integrity of the company's practices.

Supplier CSR Charter

It allows us to ensure that our suppliers understand and are committed to meeting our expectations with regard to human rights or compliance with environmental criteria.

Employee Ethics Charter

Each new employee undertakes to respect the company's values as well as its ethical commitments.

Reporting procedure

A reporting procedure allows all our stakeholders to express themselves confidentially and encourages transparency.



DATA MANAGEMENT

Data protection and cybersecurity

The Group is continuously strengthening the security of its information systems and the protection of personal data, in particular in compliance with the General Data Protection Regulation (GDPR), which governs the use, processing and storage of data within the European Union in order to guarantee their confidentiality and security.

Key actions

- Completion of a Group IT audit in 2025 to consolidate security measures
- Strengthening the IT team to support cybersecurity challenges
- Designation of a referent on each site to ensure compliance and regulatory follow-up

The use of artificial intelligence

Faced with the rise of artificial intelligence, the Group has structured its approach to regulate its use responsibly.

Key actions

- Creation of a dedicated working group in 2025
- Deployment of solutions to secure and supervise internal uses
- Supporting employees towards controlled and secure practices



OUR COMMITMENTS

Gainerie 9I's CSR commitment is part of international initiatives and recognized evaluation approaches, aimed at structuring and continuously improving its practices.



Notre entreprise s'engage à respecter et promouvoir les Dix Principes du **Pacte mondial des Nations Unies**.
Veuillez consulter notre **Communication sur le Progrès**.

United Nations Global Compact: since 2021, the Group has been a member of the United Nations Global Compact, reflecting its desire to actively contribute to the Sustainable Development Goals (SDGs) by 2030. This commitment is reflected in the implementation of actions on all sites, aligned with the principles of the Compact and international sustainable development issues. This membership also allows you to participate in the e-learning sessions offered by the Global Compact in order to strengthen awareness and the sharing of best practices within the Group.



All production sites are members of the Sedex platform and participate in assessments to analyse environmental performance, monitor progress and identify areas for improvement. This approach is complemented by the SMETA audit framework, covering working conditions, health and safety, the environment and business ethics.



Our four sites are subject to an annual evaluation, making it possible to identify the strengths and areas of development, with a desire for continuous improvement each year.



Two of our sites are evaluated according to the SMETA 4-pillar standard, which guarantees a high level of social and ethical requirements.



Our site in China is evaluated according to the SA8000 standard, ensuring compliance with demanding social and ethical criteria.



Our site in China is FSC chain of custody certified, ensuring the use of responsibly sourced and traceable wood and paper materials. with traceability throughout the supply chain.



Our site in China is also ISO 14001 certified, attesting to the implementation of a structured environmental management system aimed at reducing the impact of its activities.



Our site in France has been recognized for more than 10 years for the excellence of its know-how, reflecting the technical mastery and quality of the operations carried out.



INVESTMENTS AND INDUSTRIAL PERFORMANCE

Key figures

17500 m2
of production sites

1259 keuros
Machine Investment

84
New machines

* The machine park at the Portuguese site has been renewed

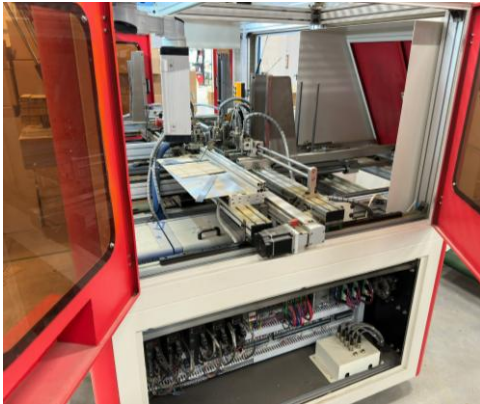
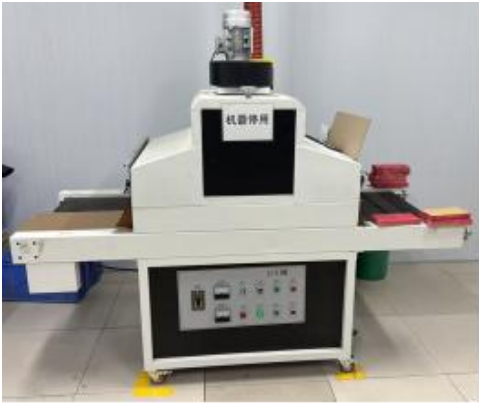
Industrial performance is an essential lever in the manufacture and manufacture of the Gainerie Group's products. It is part of a logic of continuous improvement aimed at strengthening the quality, reliability and efficiency of production processes, while meeting current and future industrial requirements.

Objective

- Optimizing industrial performance to support growth, innovation, and quality.

Actions implemented

- Increase production capacity
- Regular investments in modern, high-performance machines
- Modernising infrastructure to meet the challenges



Group purchases in 2025

- Hot stamping machine
- 2 CNC Laser Cutting Machine
- Jib cranes
- Cobot
- Peripheral Gilding Machine
- Machine Casemaker
- Paper cutting robot / Gluing and laminating machine
- Automatic gluing robot...



INVESTMENTS AND INDUSTRIAL PERFORMANCE

A key milestone for our Mauritius plant

Since 2013, our site in Mauritius has experienced continuous growth and now has nearly 250 employees, spread over three buildings and benefiting from modernized equipment.

25 years of evolution



2013



2025

The renovation of our site in China

A three-month project at the end of 2025 allowed us to restructure our factory in China to optimize processes and increase efficiency.

3 months of work, increased efficiency



The resilience of our factory in Portugal

In 2025, after a fire at our factory in Portugal, production was maintained thanks to a relocation to 700 m² and the renovation of the sewing park, illustrating the resilience and solidarity of the teams.

A resilient site

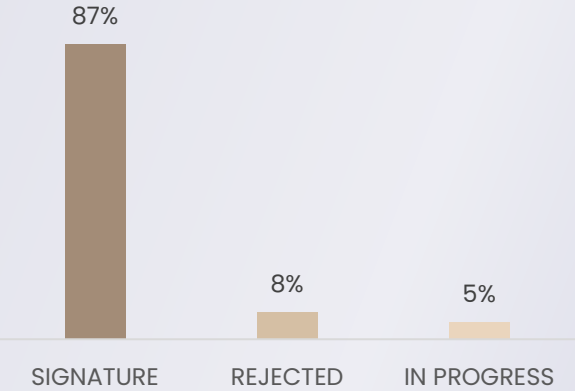




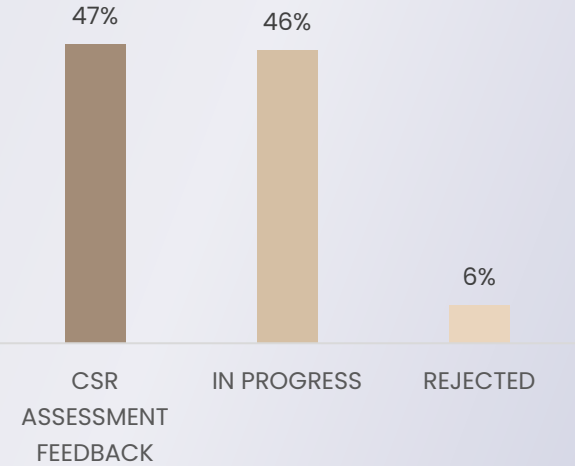
SUPPLIER RELATIONSHIP MANAGEMENT
AND RESPECT FOR HUMAN RIGHTS IN THE VALUE CHAIN

Key figures

Signature rate of the CSR
charter of suppliers



CSR assessment response rate



The structuring of a responsible purchasing process is a strategic lever for the Gainerie 91 group. It aims to strengthen the selection and evaluation of our Tier 1 suppliers and subcontractors, in order to ensure their alignment with our commitments in terms of sustainability, ethics, respect for human rights, quality of products and materials, eco-design and carbon footprint reduction

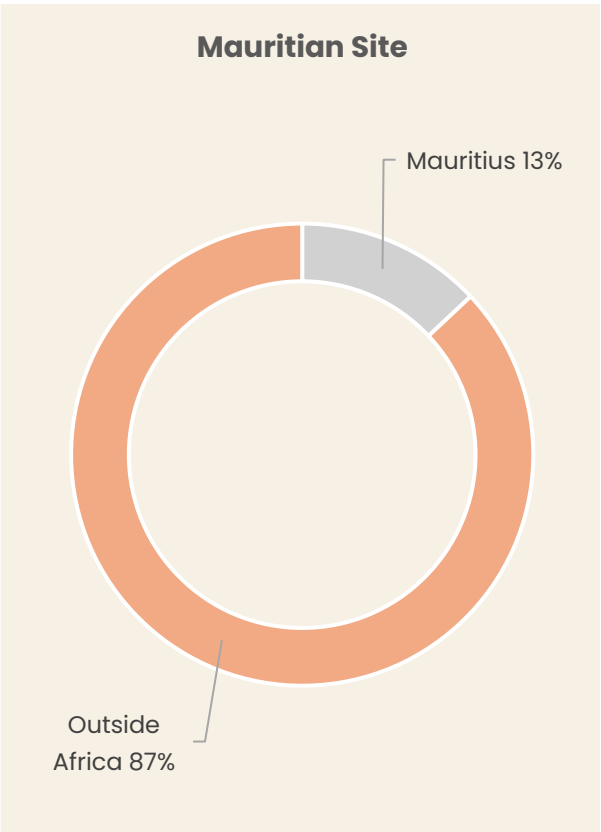
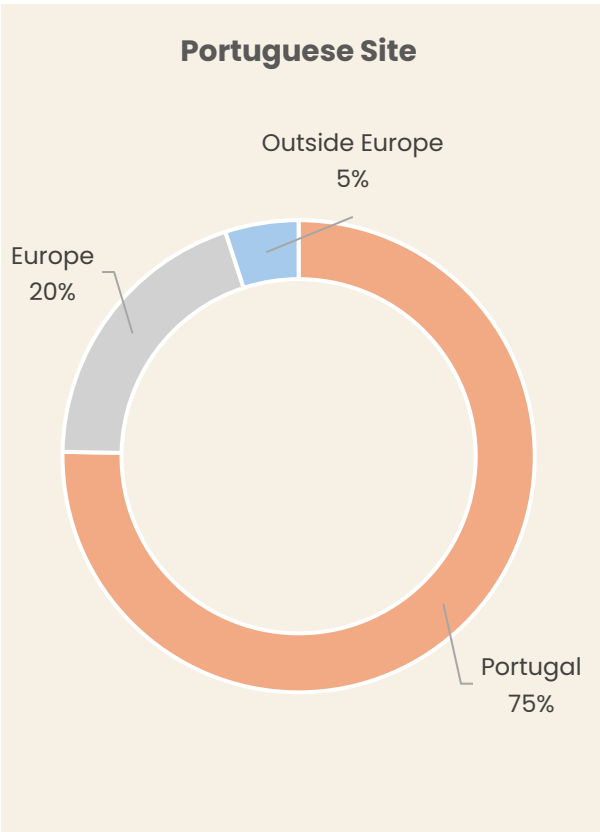
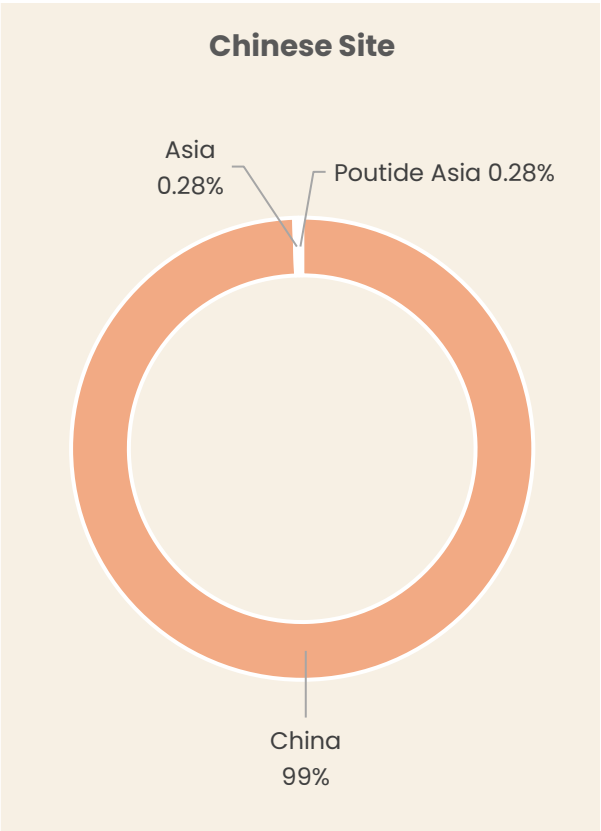
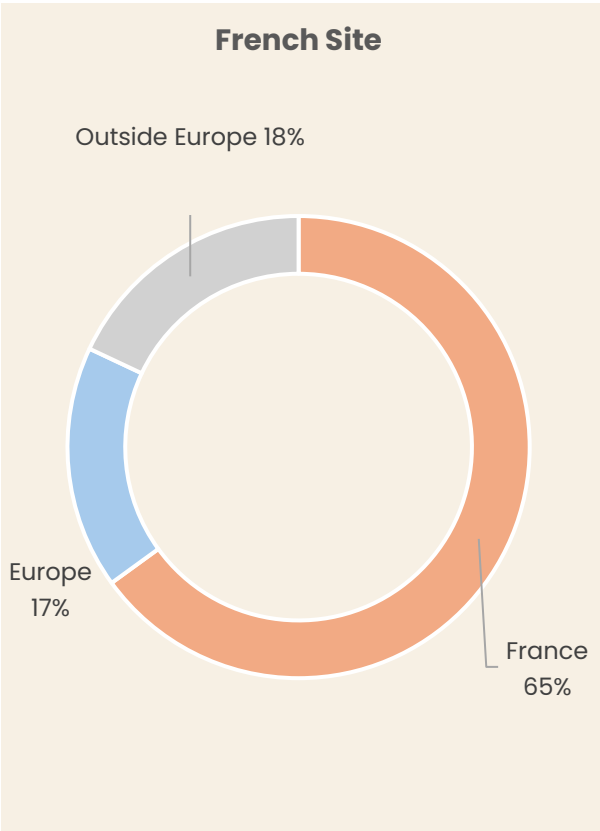
Objective

- Strengthen transparency and risk management in the supply chain, while harmonizing practices within the group's entities

Actions implemented

- Signature of the CSR charter by suppliers
- Questionnaires implemented in 2023 on social and environmental practices and their certifications
- Follow-up of certifications and supplier assessments
- Regular and controlled visits
- Mapping of material and country risks

% of local purchases within the group's entities





Pillar

KNOW-HOW AND PEOPLE

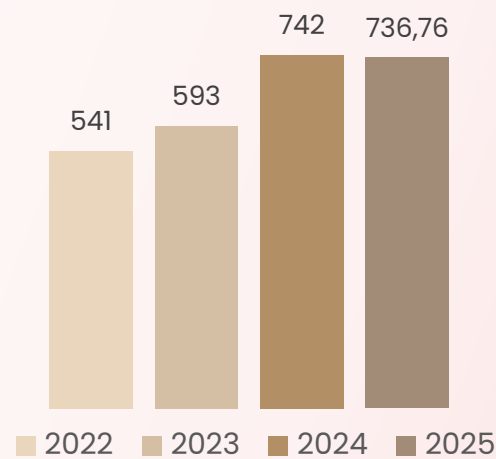




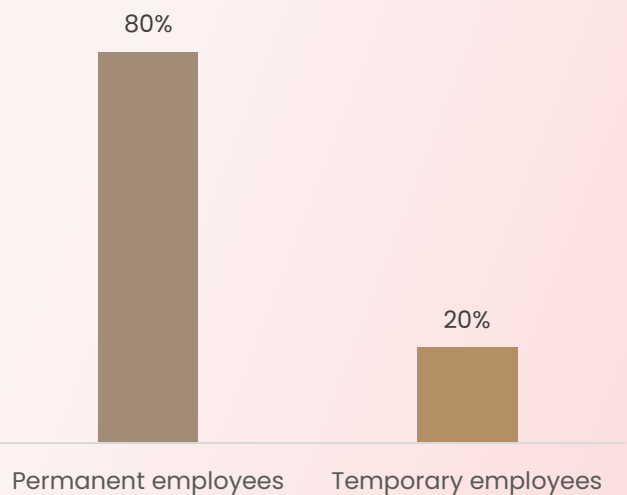
CORPORATE CULTURE

Key figures

Evolution of the average number of employees within the group



Breakdown as % of the group's workforce



Within the Group, the diversity of contracts (permanent contracts, fixed-term contracts, temporary work) makes it possible to adapt the workforce to the needs of the business while guaranteeing flexibility and stability.

Between 2022 and 2025, the Gainerie 91 group experienced a 36% increase in its workforce. After a slight decline in 2025, recruitment has resumed, and momentum is expected to continue in 2026.

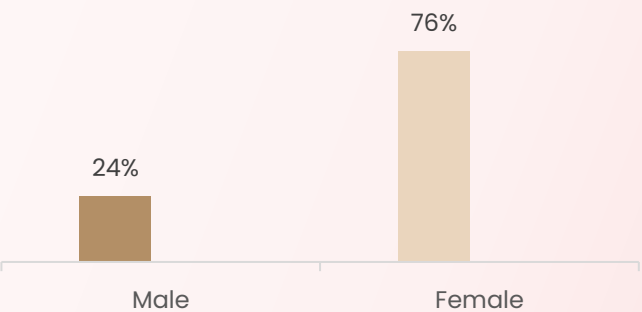
The diversity of ages is a lever for performance, promoting the transmission of knowledge, the development of skills and the complementarity of experiences.

DIVERSITY AND INCLUSION

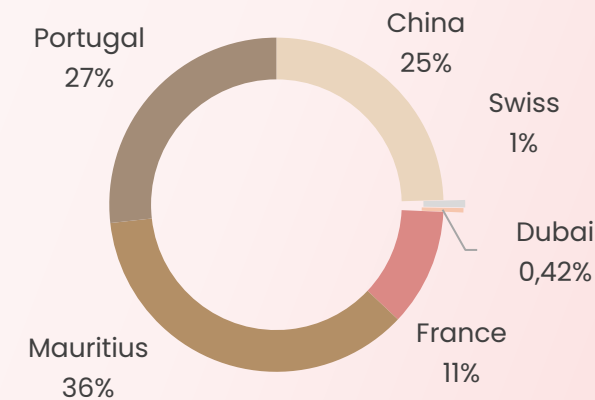


Figures

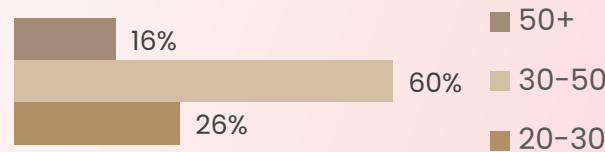
Percentage of gender distribution within the group



Distribution of staff by geographical area



Age pyramid of the group



Equal opportunities and non-discrimination are at the heart of the Group's commitments, which ensure that all its employees have an inclusive, respectful and fair working environment.

Objective

- Build and sustain a sustainable culture of inclusion, equality and respect within all Group entities.

Actions implemented

- Prevention and awareness-raising measures are deployed on various sites.
- In France, all members of the CSE have been trained in the fight against discrimination and harassment
- In China, a confidential system allows employees to report or express their concerns safely.

Results and prospects

- No proven cases of discrimination were observed in 2025. In 2026, the Group is continuing and strengthening its awareness-raising actions.



SKILLS DEVELOPMENT

Key figures

Distribution of training courses by category (%)

Technical & Production	28%
Health & Safety	28%
Management & Soft skills	17%
Digital & Support	10%
Regulatory	10%
Quality & Support	3%
CSR & Environment	3%

Within the Group, training and skills development play a central role in securing know-how, supporting the evolution of the business lines and preparing for the future. Internal and external training develops both the technical and human skills of employees.

The Group also strives to attract new talent by opening up its businesses to interns, work-study students, people in retraining, young talent and experienced profiles.

Objective

- Developing skills, promoting the transmission of know-how and strengthening the attractiveness of the business lines to sustainably support the Group's growth

Actions implemented

- Deployment of annual maintenance on all sites
- Implementation of training plans adapted to the needs of the teams
- Organisation of seminars and team buildings to strengthen cohesion and the sharing of good practices



In 2025, awareness-raising sessions were organised with the intervention of a lawyer in order to strengthen employees' knowledge of issues related to ethics, the fight against discrimination and the prevention of corruption.

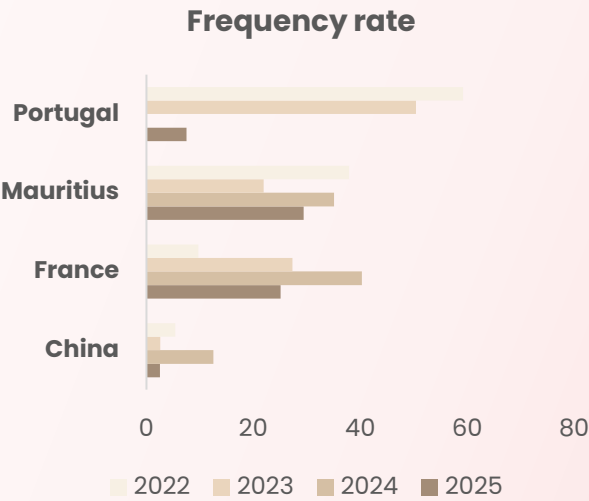


Training session at our Chinese site



HEALTH, SAFETY AND WELL-BEING

Key figures



16,12

Group frequency rate

0,84

Group Severity Rate

**The Accident Frequency Rate relates the number of lost-time accidents to the number of hours worked. (LegiFrance)*

**The Severity Rate is mainly intended to express the severity of accidents as a function of the duration of the sick leave. (LegiFrance)*

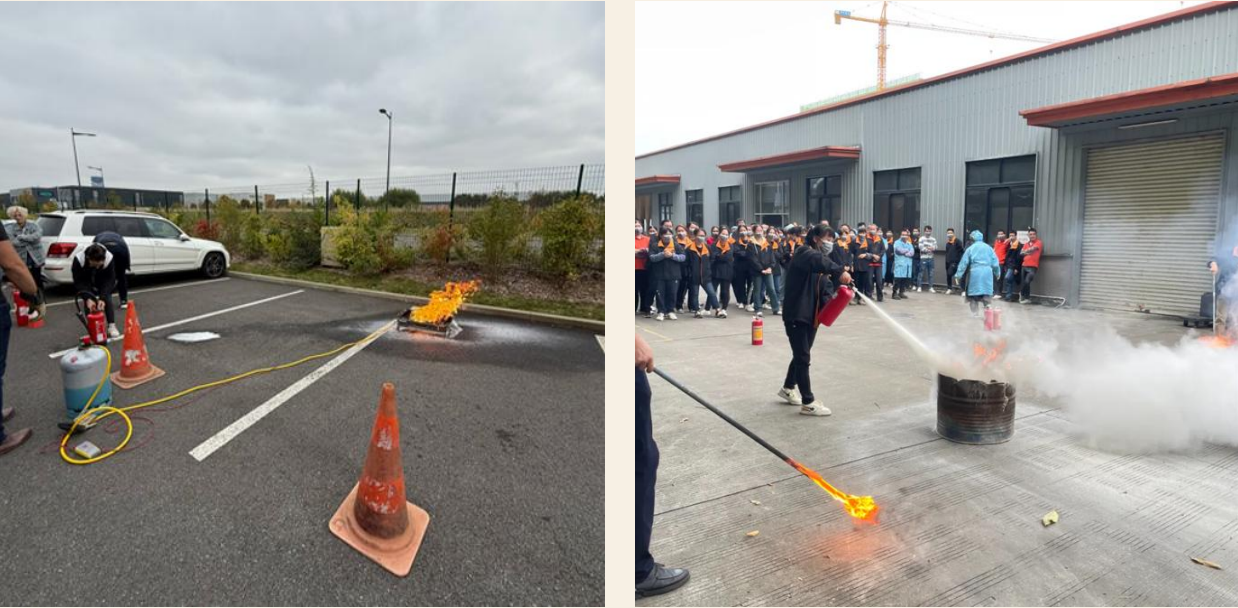
In 2025, the Group has an average frequency rate of 16.12 at work, close to the sectoral average of 15.5 for the leather goods sector and a severity rate of 0.84.

Objective

- 2030 Target: Reduce our occupational injury frequency rate by **- 20%**

Actions implemented

- Establishment of a register of occupational accidents to ensure the follow-up of incidents
- Organization of regular talks to identify the themes to be targeted to raise awareness among employees
- Facilitate feedback and the sharing of best practices between sites
- Creation of emergency procedures to guide employees in the event of an incident
- Strengthening prevention, by deploying signage on sites to prevent certain risky behaviours
- Deployment of FEB's EHS department in China for training and monitoring of health and safety actions



Safety training carried out at our French and Chinese sites

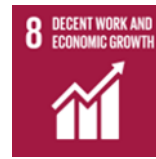
Action in our workshop in France

In 2025, a Great Place to Work evaluation was carried out on the French site to measure the employee experience and identify areas for improvement. The overall satisfaction rate reached 64%, close to the 65% threshold for obtaining the label. The main assets concern interpersonal relations, justice and employee pride. Areas for improvement relate to impartiality, recognition and the value of work. Actions are already underway, in particular the training of managers. The evaluation will be repeated in 2026 as part of a continuous improvement process.

Great place to work

The Great Place to Work label is an international recognition that distinguishes companies offering a quality working environment, based on trust, respect, fairness, pride and friendliness. It is awarded on the basis of employees' responses to an anonymous survey.

ACTING FOR OUR TERRITORY AND AFFECTED COMMUNITIES



Events

France

- **1 letter 1 smile:** exchanges of letters between employees and residents of a nursing home
- **Yellow Coins:** Installation of piggy banks on the premises for the 2025 collection
- **Toy Collection:** donations given to the Dressing Collectif de Lieusaint for families in need

Mauritius

- **Beautification of the area with waste collection and tree planting project**

Throughout the year, each of the group's sites carries out actions related to the development of the territory, in particular through participation in local events and awareness-raising initiatives adapted to its environment. These actions can take different forms.

Yellow Coins : installation of piggy banks in the premises for the 2025 collection This January 2025 on the French site, three Pièces Jaunes piggy banks were installed on the premises to launch the 2025 collection. Thanks to the mobilization of employees, they gradually filled up as the days went by. On February 7, the donations were handed over to the Lieusaint Post Office, which warmly thanked the initiative. These contributions will finance projects for hospitalized children and teenagers throughout France.

Yellow Coins

The yellow coins are a solidarity operation in France aimed at raising funds to improve the daily lives of hospitalized children and teenagers.

France

In 2025, a toy collection organized on the French site supported the Dressing Collectif de Lieusaint. The toys sold during the event made it possible to donate the funds to local associations helping people in precarious situations



Mauritius



In 2025, waste collection actions were carried out. At the same time, a project to beautify the area has been initiated with the local authorities, including the planting of trees along the roads. Discussions will continue in 2026 with the Forestry Division to study the implementation of this initiative.



Pillar

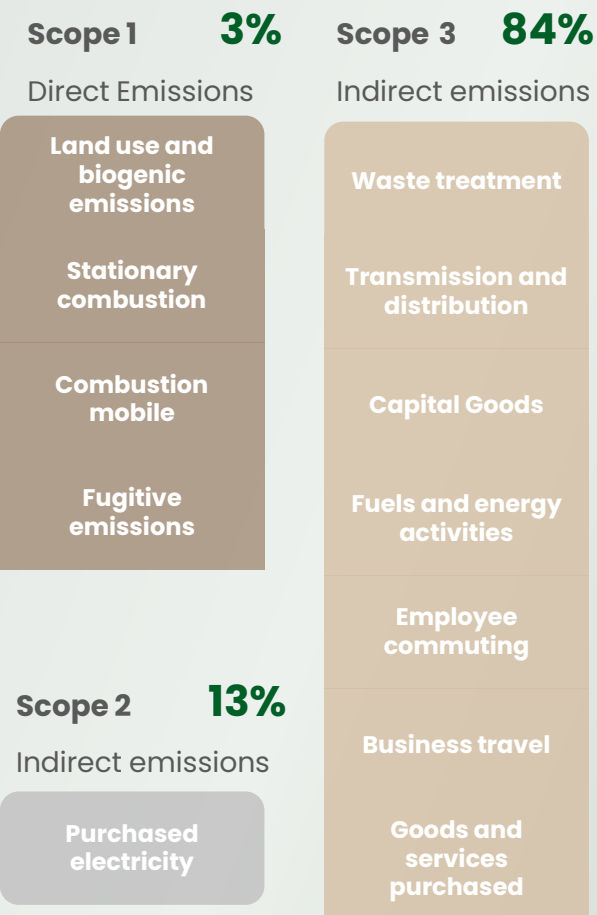
Sustainability and the environment





GREENHOUSE GAS EMISSIONS

Key figures



The Gainerie 91 group monitors its greenhouse gas emissions each year (2022 reference) according to the GHG protocol, in order to manage its carbon impact. The first results show a decrease in emissions per FTE, confirming the effectiveness of the actions undertaken.

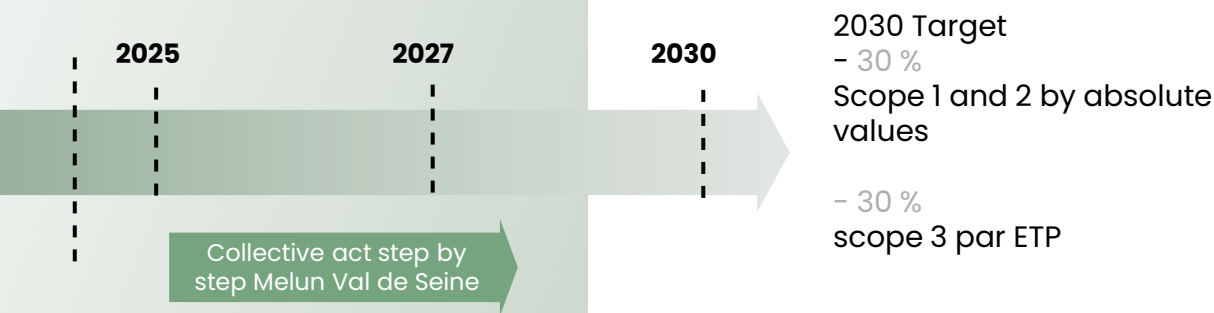
Objective and Ambition

- Reduce scope 1 and 2 emissions, as well as scope 3 per FTE, by **30%** compared to 2022, with an SBTi-aligned trajectory.

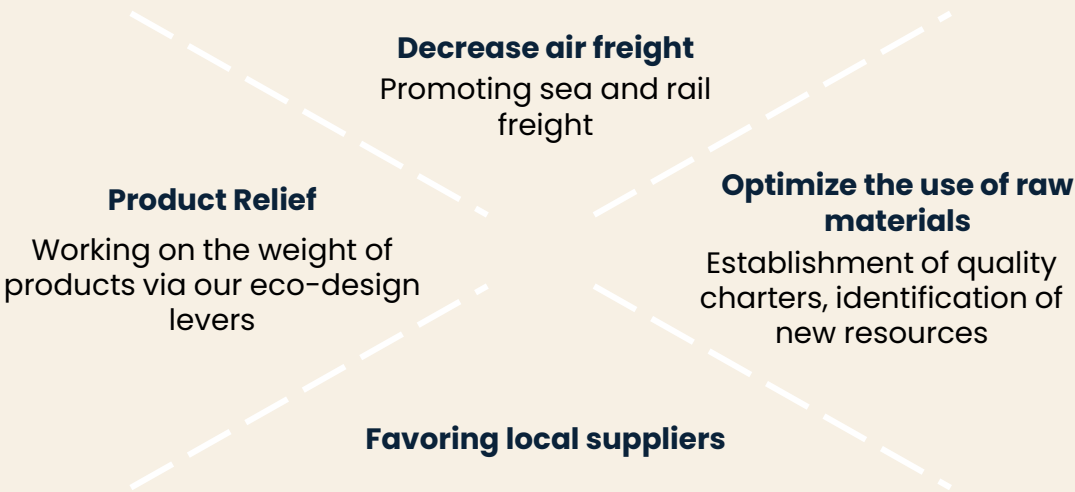
Actions 2025

- At the end of 2025, the Group joined the ACT Pas-à-Pas collective program in Melun Val de Seine in order to structure its decarbonization strategy until 2027.

2022 base year



Key opportunities identified to reduce CO₂ emissions



Thanks to our actions, a reduction in CO₂ emissions per FTE was observed between 2022 and 2025, as well as a decrease in absolute value of transport-related emissions.

	Scope 3 Kg CO2e/ETP	
2022	12	- 43% CO2e emissions from air cargo
2025	9	- 23% CO2e emissions from road freight

Act Pas à pas Melun Val de Seine

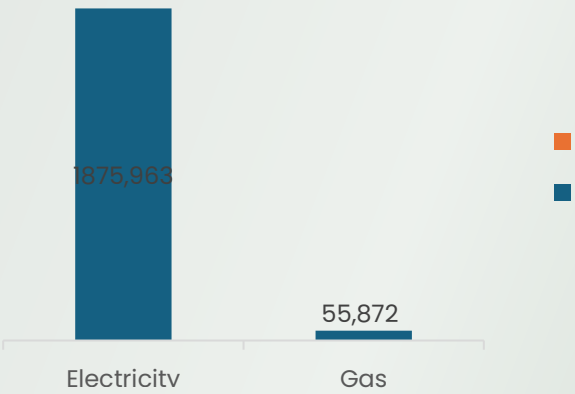
This group of companies, engaged in an 18-month collaboration, aims to structure our decarbonization strategy: analysis of activities, consolidation of the carbon footprint and definition of a trajectory for reducing emissions by 2050, aligned with the Paris Agreement, with the support of ADEME



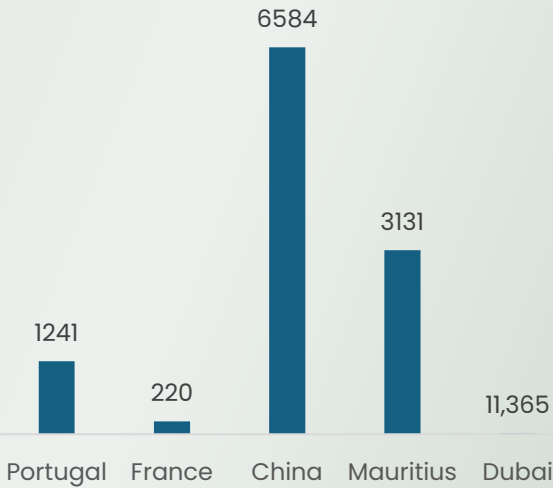
ENERGY AND WATER

Key figures

Electricity and gas consumption in Kwh group



Distribution of water consumption in m3



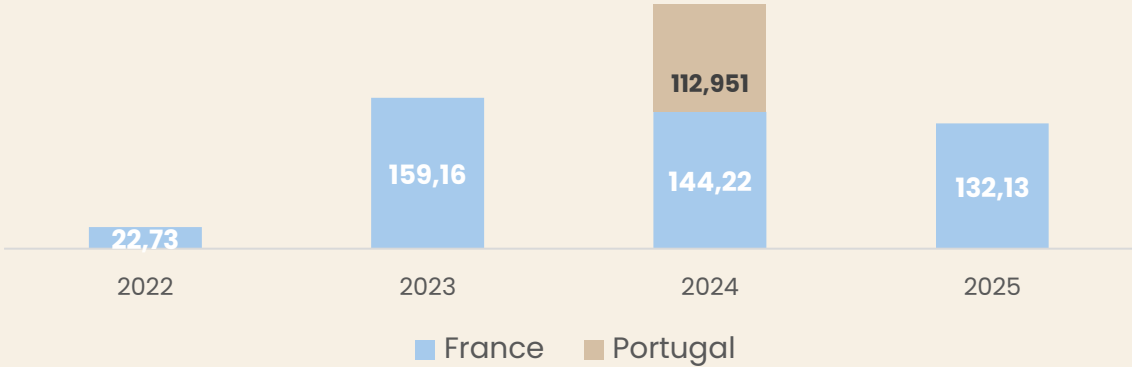
Regarding energy and its use within the Group, a process of reducing consumption is being pursued, while concrete actions are being taken to optimize the use of resources. In this vein, rainwater recovery tanks have been installed to limit the consumption of drinking water.

As for solar energy production, it has decreased at the Portugal site due to a fire. However, a gradual recovery in production is planned for 2026.

Solar panels at our France and Portugal sites

Since 2022, solar panels have been installed at our production site in Lieusaint, and since 2024 in Portugal. This installation allows both the sale of electricity and self-consumption at the Portuguese site. In 2025, however, a technical incident led to a drop in solar energy production in Portugal.

Renewable energy production in Mkw



Installation of tanks at our Mauritius site in 2025

In 2025, rain collection tanks were installed to collect water.



WASTE



Key figures

Group waste distribution

- Wood
- Cardboard and paper
- Hazardous waste
- Household waste
- DEEE
- Plastic



Waste management and recovery is a major challenge to limit the group's environmental footprint and encourage more responsible management of resources. Thus, on each site, waste is sorted and treated in accordance with the regulations in force, for example in France and Portugal, in line with the European regulatory framework.

Objective

- Reduce the environmental impact of outgoing resources by limiting waste production and increasing their recovery.

Actions implemented

- Systematic recycling of paper and cardboard in Europe
- Reuse of pallets and cartons, especially for internal shuttles
- Deployment of specific initiatives according to production sites in order to improve waste management.

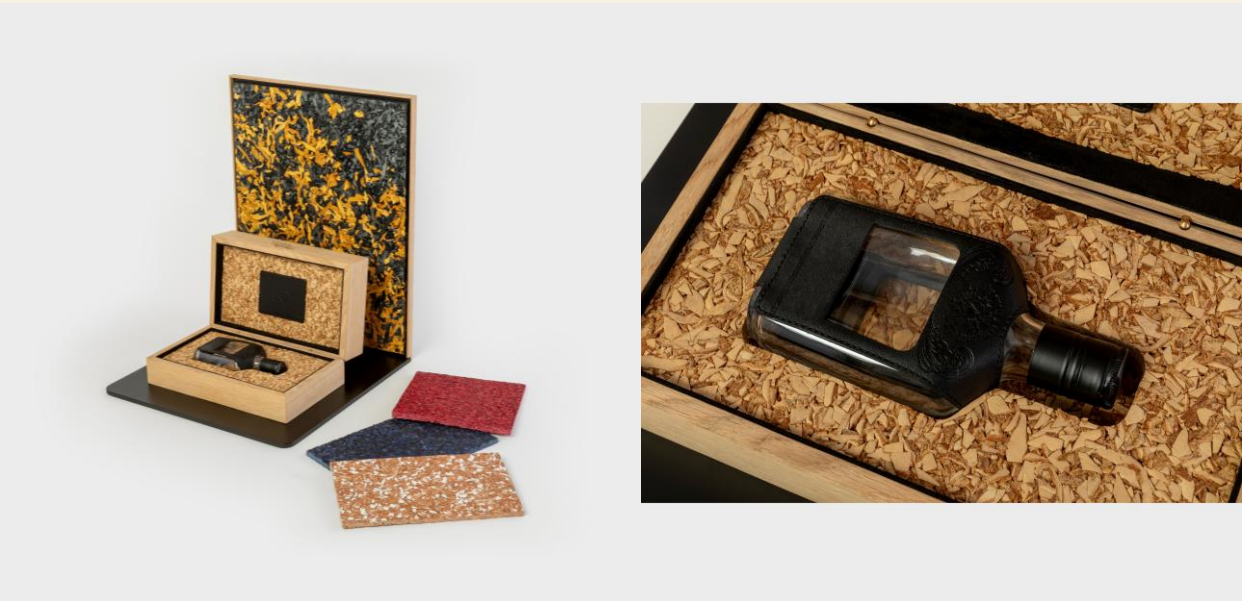
Results

- 236 tonnes of waste in 2025, treated in accordance with applicable regulatory requirements.

Actions on our site English

Between 2024 and 2025, 500 tonnes of leather were recycled with our service provider POREVA. This material was then transformed, illustrating the Group's desire to be part of a resource recovery and circular economy approach.

At the same time, the teams in France mobilized on the occasion of World Clean Up Day, reaffirming the Group's commitment to environmental protection





ECOSYSTEM DEGRADATION AND BIODIVERSITY

Key figures



➤ **100%** of our leathers are LWG certified. This international certification (Leather Working Group) certifies companies in the leather sector according to their environmental practices.



➤ **100%** of our wood, paper and cardboard are **FSC** or **PEFC** certified. The FSC and PEFC labels guarantee responsible and sustainable forest management as well as the responsible origin of wood and paper

➤ **0** Minerals originating from conflict-affected or high-risk areas.

At all sites, certified materials are preferred, including LWG leathers as well as FSC and PEFC paper and wood. Other certifications (GRS, USDA Organic, OEKO-TEX) are also used as needed.

This reduces raw material risks, ensures product quality, and meets regulatory and customer requirements, while contributing to more responsible resource management.

As part of the EUDR Regulation, awareness-raising and compliance actions were also carried out in 2025 and will continue in order to strengthen the control of deforestation-related issues.

Actions in 2025 with continuity in 2026

➤ Implementation of training and awareness-raising actions on the duty of vigilance and the European Deforestation Regulation (EUDR)

REGULATORY COMPLIANCE



The regulatory landscape is strengthening and consumer expectations are increasing. Gainerie 91 group has set up common requirements on all its sites and a network of correspondents in order to progress together.

Objective

- Ensuring the same performance and quality throughout our sites and building customer confidence

Actions implemented

- Training of correspondents
- Organization of regular webinars
- Support for the implementation of a due diligence system

Results

- A network of .8 correspondents
- A Teams organization for more responsiveness and regular exchanges





Pillar

INNOVATIONS AND PARTNERSHIPS





INNOVATION

The actions carried out this year in terms of innovation confirm the Group's desire to develop ever more responsible, differentiating and collaborative solutions.

Innovation within the Group is based on three main axes:

Creation of new concepts and prototypes



Injected transport case using a single mould



100% leather box

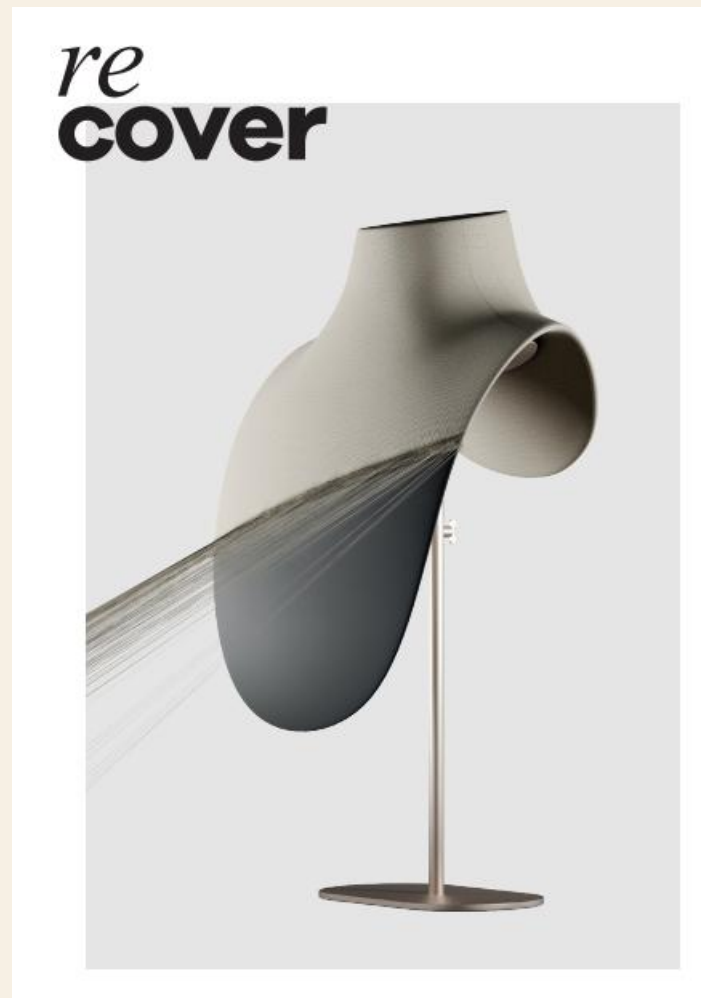
- RECOVER modular bust prototype in partnership with an innovative French company in the 3D textile sector.
- Concept of a membrane box made of recycled PET integrating an interchangeable membrane according to an injection manufacturing using a single mold, considered locally (France or Europe).
- Research focus on recyclable mono-material boxes, particularly in leather

Organization and structuring of practices

- Implementation of a contracting and signature process with partners and customers.
- Development of new partnerships, methods and tools (NDAs and contractual frameworks).
- Protection of know-how and inventions through the filing of patents and the strengthening of internal research.

Skills development

- Training of designers in advanced drawing methods with the Rhinoceros 3D modeling software, in a logic of optimization and automation of design processes.



Creation of a bust as part of a desire to renew POS by transforming the support into a creative tool, modular, dismountable, repairable and recyclable. The objective is to ensure the durability of this element over time while reducing the consumption of materials.

The system is based on:

a durable support in exclusive G91 bio-based resin, developed specifically for this product, combined with a clip-on base

A removable textile cover that can be easily replaced to change the appearance of the whole at a lower cost and less material consumption.





OPENING OF AN ART FACTORY

Milestones

MA
XCI
MANUFACTURE

Métiers d'Art 91 (XCI), an in-house manufacture of Haute Gainerie and associated crafts, since 2025.



Laurent
Convertino
(Meilleur ouvrier
de France)

The Group affirms its commitment to the preservation, transmission and influence of excellent craftsmanship through the creation of the MAXCI Manufacture, Métiers d'Art 91 (XCI). Inaugurated in December 2025, this in-house manufacture dedicated to high sheathing and associated crafts marks a new stage in the Group's development. Located within the Lieusaint site, it has its own teams, a dedicated and confidential workshop space, as well as privileged access to Gainerie 91's expertise and resources.

A team of creation, innovation and craftsmanship

MAXCI brings together complementary profiles from the Innovation Department, the design team in charge of creation and the production workshops. It also relies on the expertise of Laurent Convertino, Meilleur Ouvrier de France in sheathing and leather goods.



3 axes structuring the ambition of the MAXCI Manufacture

Artisanal expertise

A location in the heart of the Lieusaint workshop with a mastery of techniques resulting from the Group's historical know-how

Creation

An open and continuous dialogue with the design team, allowing us to explore new formal writings

Experimentation

A close link with the Innovation Department, promoting technical research and the identification of new solutions

Ambition

Develop exceptional projects and open up new perspectives

MAXCI makes it possible to:

- Create exceptional pieces, unique or in small and medium series
- To promote artisanal know-how through particular attention to materials, finishes, precision of gesture and quality of the final result
- Develop projects with high creative and technical added value
- Open new collaborations with architects, decorators and other actors, by integrating sheathing and crafts into creation and development projects.

Transmitting and perpetuating know-how

In this dynamic, Gainerie 91 plans in particular:

- The development of an internal training course dedicated to Haute Gainerie
- Support for the development of teams' skills up to a level 2 qualification
- Strengthening the attractiveness of professions of excellence
- The training of new talents to ensure the sustainable transmission of artisanal expertise



PARTNERSHIPS

Key figures

4

New partnerships

2

Creation and development of new materials

2

Historical partnerships

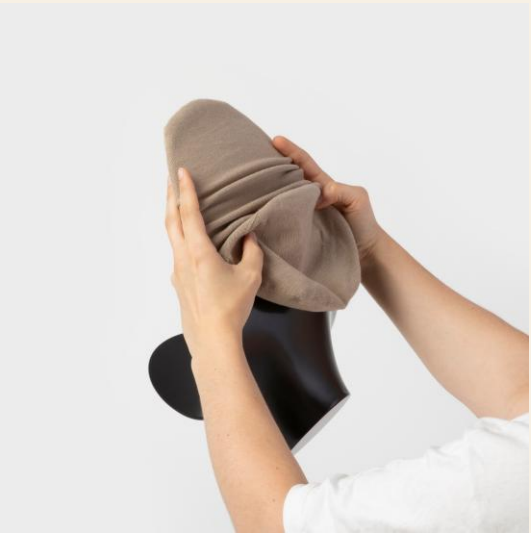
The Group is developing a partnership strategy aimed at exploring new materials and designing innovative solutions. It is relying on new collaborations and continuing its long-standing partnerships in order to strengthen its commitment to the environmental transition and responsible innovation. In addition, Gainerie 91 has joined the French Kraft association, which brings together high-quality companies and craftsmen, thus strengthening its anchoring within networks of excellence.

Historical partnerships

- The partnership with Les Mines d'Alès, which began in 2022 under an exclusive agreement, continued in 2025 with the production of a prototype of a wood-veneered Algifoam box. This collaboration illustrates the Group's desire to develop innovative solutions based on materials and technical know-how.
- In the continuity of the work undertaken, this 3-year partnership around the development of a 100% bio-based resin continued in 2026.

New Partnerships

Partnership with **RENATURE** (formerly Tannerie végétale) to develop a 100% bio-based material derived from plant waste. Workshop tests have made it possible to evaluate its integration into the Group's businesses, with the creation of a prototype box presented at the Artisans d'excellence trade show, highlighting the Group's material innovation and know-how.



A partnership agreement has been established with the company 3D Tex, which specialises in 3D knitting and the manufacture of bust covers. This collaboration is part of an innovation approach, which has enabled the development of advanced technical solutions. A patent was filed in 2025 to protect this innovation and support its deployment.

New partnerships



L'Atelier des matières is a company committed to the circular economy, specialising in the reuse of dormant stocks of leather and fabric as well as manufacturing scraps and scraps. It develops innovative processes, in particular the grinding of leather integrated into a latex matrix, to transform materials and give them a second life. This approach promotes responsible innovation and the creation of new applications. An innovative bottle case resulting from these experiments was unveiled at the Luxe Pack Paris trade show.



SERICYNE is a company committed to the revival of the silk industry, located near Alès and specializing in the production of silk sheets. The Group has conducted in-workshop qualification tests on this material in order to explore its possibilities of application in its businesses, resulting in the production of boxes and fans. These creations were presented at the Luxe Pack Paris trade show, illustrating the creative and technical potential of this partnership.

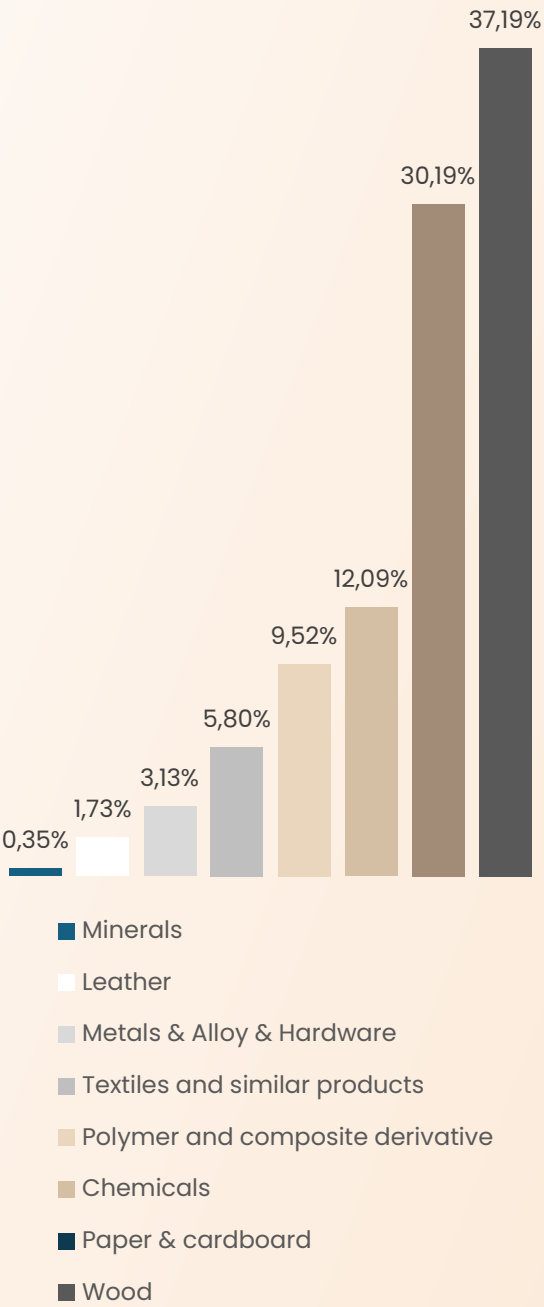




RESOURCE UTILIZATION

Key figures

Share (%) of main materials purchased – by weight (excluding packaging)



In 2025, the Gainerie 91 Group's materials library was restructured around eight families of materials to better reflect business uses. The main materials used are wood, cardboard and paper, according to internal raw material purchasing data. This organization will make it possible to target the levers for improvement, in particular the reduction of impacts, the optimization of volumes and the substitution by more sustainable alternatives.

The search for alternative materials is a major focus of our eco-design approach. LCAs show that the choice of raw materials is an important source of environmental impact. The objective is therefore to develop solutions that reconcile technical performance, perceived quality, industrial constraints and cost control, while reducing the environmental footprint of products.



An innovative alternative to reproduce mineral aesthetics

In 2025, an innovative alternative will make it possible to reproduce the appearance of rock thanks to a paper compression process in a mould reproducing its reliefs and roughness. Sourced exclusively in Europe, this solution illustrates our desire to rethink the use of materials with more responsible alternatives, while preserving the desired aesthetics.

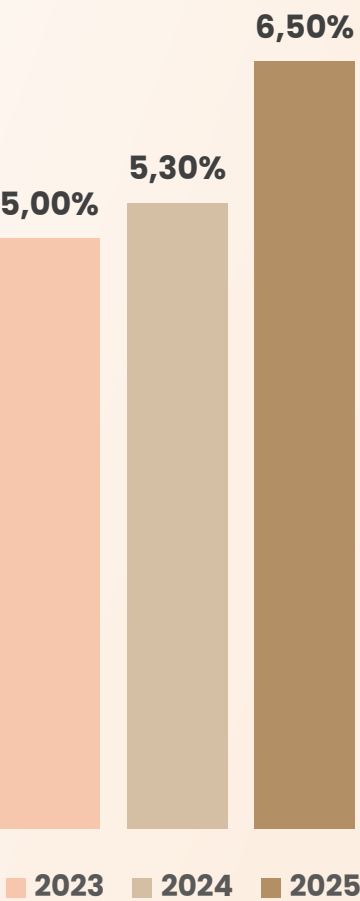
Assembled on a lightweight plywood support, the paper offers a realistic rendering while reducing the weight of the structures and their environmental impact. This solution, based on materials of renewable origin and a low-tech process, demonstrates that it is possible to combine design, technical performance and reduction of the environmental footprint, as an alternative to traditional resin-based materials.



RESOURCE UTILIZATION

Key figures

Share (in %) of the Group's projects that have undergone an LCA



Life Cycle Assessments (LCAs), carried out with EVEA's ASKOR software, structure our eco-design approach by identifying the main environmental impacts, prioritizing improvements and guiding choices towards more sustainable solutions.

Objective and ambitions

- 2030 target: **+ 20%** LCA per year
- Achievement: **3 LCAs per year** on product ranges already on the market, in order to better assess the impacts related to the materials used.

Contributions and exploitation of results

These analyses meet our customers' expectations on the carbon footprint of products and facilitate the comparison of design or sourcing scenarios to guide choices towards more responsible solutions.



Developed by a firm that has been an expert in LCA for more than 20 years, the **ASKOR** software is based on a robust methodology and reliable databases. Its three main assets are:

- **Recognized LCA expertise:** 20 years of experience and compliance with ISO 14040, ISO 14044 and PEF standards.
- **Built-in reference data:** Access to the Base Empreinte, EcoInvent and PEF databases for reliable analyses.
- **Guaranteed security:** CyberVadis Platinum certification and hosting on ISO 2700 compliant French servers

Design of a Christmas POS combining eco-design and brand identity

In the context of a successful call for tenders, the specifications required at least 40% recycled materials and life cycle analyses for each concept. These requirements led the teams to rethink the POS in order to reduce its environmental impact.

Solutions implemented

- Replacing the most impactful materials with more sustainable alternatives.
- Optimization of the structure to reduce the amount of material used.
- Development of metal-effect finishes without metal or surface treatment.

Up to **34%** reduction in carbon footprint depending on the references

40 %

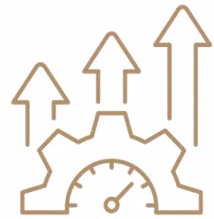
of recycled materials integrated

6% to 16%

reduction in product weight

OUR 2026 AMBITIONS

PERFORMANCE AND QUALITY



- Integrate new skills in order to broaden our proposals and know-how and thus strengthen the group's global expertise to meet the new needs of our customers

KNOW-HOW AND PEOPLE



- Continuing to harmonize practices and requirements within the group
- Reviewing our values to ensure they are aligned with the evolution of the group

SUSTAINABILITY AND ENVIRONMENT



- Participation in the ACT collective action step by step Melun Val de Seine to structure a transition plan aligned with the Paris Agreements and prepare our SBTi trajectory

INNOVATION AND PARTNERSHIPS



- Develop innovative projects with high commercial potential by relying on our partnerships and our various know-how, in line with the Group's growth strategy.

Photographs

Nicolas Scordia : Coverage, p21, p24, p26, p27, p31

Marion Saupin : p3, p10,p13, p18, p23

Samuel Belliard : p24

Gainerie 91 : p3, p6, p10, p11, p15, p16, p17, p20, p21, p26, p28

Gwendoline Chopineau : p25

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