NON-FINANCIAL REPORT

GROUPE GMD

YEAR 2025

PREAMBLE

A voluntary and proactive approach to non-financial reporting

In 2025, the GMD Group decided to publish its non-financial report on a voluntary basis, **without being required to do so by any regulatory obligation**. This initiative forms part of a **proactive approach** aiming to:

- **Meet the ESG expectations** of all our stakeholders, both internal and external;
- **Anticipate regulatory changes**, in particular the entry into force of the CSRD (Corporate Sustainability Reporting Directive), as well as the growing demands of our customers.

This report presents the **key indicators** and actions undertaken in relation to the Environmental, Social and Governance (ESG) issues identified as priorities by the Group. It provides a **transparent overview** of our commitments, achievements and performance, in line with our stakeholders' expectations.

An aligned scope and methodological developments

The scope of this report is **aligned with that of the Group's financial consolidation**, as detailed in the methodological note. Several changes have characterised this reporting exercise:

- The introduction of a **new process for collecting environmental data** via the Tennaxia platform;
- Changes to **the definitions applied to social indicators** in anticipation of CSRD requirements, which will need to be finalised over the coming financial years;
- The **first publication of information** on anti-corruption.

These adjustments illustrate our **commitment to continuous improvement** and our determination to adapt to emerging standards.

A strategic turning point: joining the DSBJ Group

The year 2025 marked a **historic turning point** for the GMD Group. Since November 2025, we have been part of the **DSBJ Group**, a leading Chinese industrial player specialising in the manufacture of high-tech electronic components and products. This integration opens a **new chapter** for GMD, characterised by:

- A **strengthened industrial vision** and **increased investment capacity**;
- An **expanded international presence**, opening up new opportunities.

This strategic acquisition enables us to:

- **Secure our operations** by strengthening our relationships with customers, suppliers and partners;
- **Accelerate our international development** and consolidate our leading position in our traditional markets;
- **Create industrial synergies** by combining the expertise of GMD (die-casting, cutting and stamping, plastic injection moulding, leather coating) with that of DSBJ (electronic components for industry).

A changing economic and sectoral landscape

The year 2025 is set against a **mixed economic and sectoral backdrop** for the GMD Group. The global automotive market, whilst showing slight growth, remains subject to **persistent pressures**, particularly in Europe. These pressures are fuelled by:

- **Increased international competition**, driven by China and the United States;
- A **demanding environmental regulatory framework**, with strict standards such as the CAFE regulations on CO_2 emissions;
- A **shift towards new powertrains**, which is reshaping the balance of power within the sector.

Structural challenges for the automotive industry

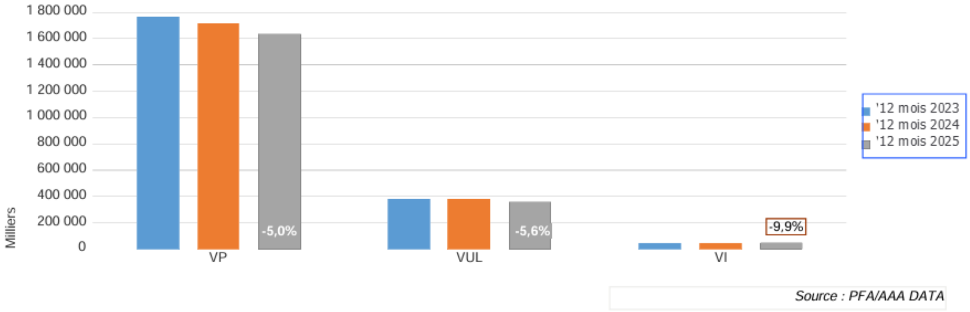
This shift brings with it **major challenges** for the entire sector:

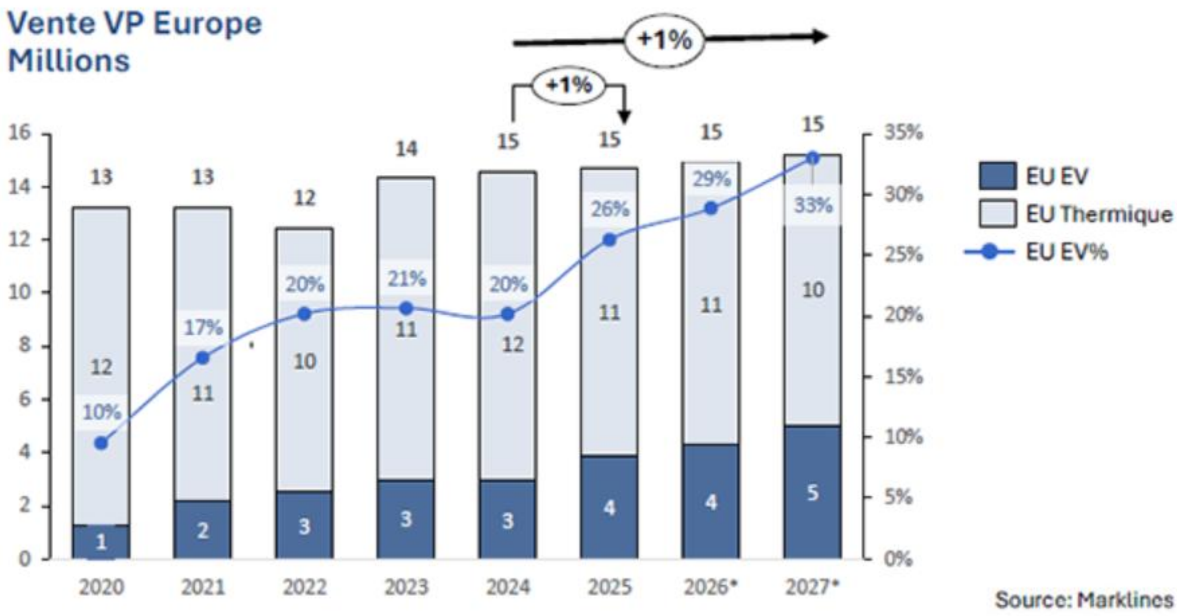
- **Industrial transformation**, which is essential to meet new requirements;
- **Changing customer expectations**, increasingly focused on sustainability and innovation;
- **Labour availability**, against a backdrop of skills shortages and changing job roles.

These issues form the **framework** for analysing the non-financial information presented in this report, relating to environmental, social and governance (ESG) factors.

Marché français
janvier à décembre 2025

Immatriculations	12 mois 2024	12 mois 2025
	2 100 271	1 992 658
	1 718 416	1 632 154
	381 855	360 504
	48 980	44 121





OUR GROUP

Mr Alain Martineau founded the GMD Group in 1986.

Within 10 years, the Group had increased its turnover fivefold and subsequently welcomed financial partners as shareholders, with Mr Martineau retaining control through his 66% stake.

Over the course of 20 years, the Group specialised in the automotive industry, securing contracts with major French manufacturers. It then diversified its offering by developing four business divisions: the Stamping Division (PEM), the Foundry Division (PFO), the Plastics & Leather Division (PLS) and the Sealing Division (PET). During 2022, the decision was taken to divest the Sealing Division.

In 2024, the Mexican subsidiary of the Stamping Division was also sold.

Today, with a turnover of nearly 900 million euros, the GMD Group – comprising its three long-standing divisions – has 44 sites worldwide and more than 5,000 employees.

The arrival of the DSBJ Group at the helm of our Group in 2025 will foster synergies given our diverse activities and bring new opportunities.

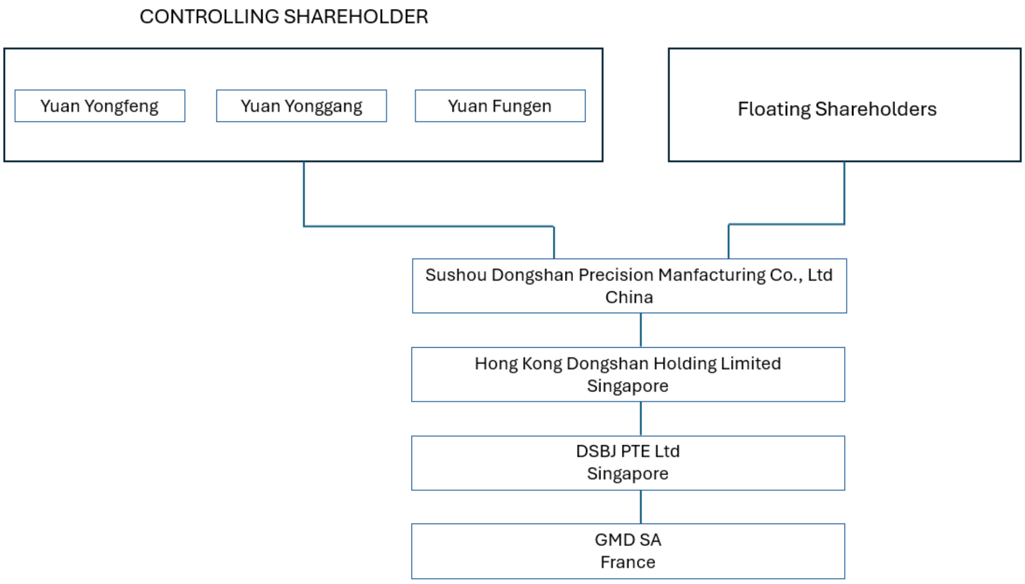
About the DSBJ Group

Founded in 1980 and listed on the Shenzhen Stock Exchange since 2010, the DSBJ Group is a world leader in the manufacture of high-precision electronic components. The Group employs nearly 23,000 staff across 24 manufacturing sites (China, Singapore, Thailand, the United States and Mexico), and generates annual turnover of around 5 billion euros.

Its activities include, in particular, the production of printed circuit boards (rigid and flexible), display modules (LCD and touchscreen displays) and aluminium stamping and casting components. All these products are strongly focused on mobility, connectivity and new-energy vehicles, and serve a variety of sectors including consumer mobile phones, telecommunications and networks, servers and IT equipment, as well as the automotive industry.

OUR LEGAL STRUCTURE

As mentioned earlier, our shareholding structure has undergone significant changes towards the end of 2025.



OUR ORGANISATIONAL STRUCTURE

GROUPE GMD a dsbj company

GMD STAMPING

Stamping
7 production units
1 technical centre
1,106 employees
€185 million turnover

Eurocast

Foundry
11 production units
1 technical centre
1,289 employees
€328 million turnover

Eurostyle Systems

Plastics & Leather
15 production units
4 technical centres
3,096 employees
€454 million turnover

Each division retains its autonomy to continue developing its business under the authority of the GMD Group Executive Board, whilst adhering to the 7i philosophy that underpins GMD:

Our Resources

EMPLOYEES
5499 employees (12-month fixed-term > and permanent contracts) in 12 countries

SUBSIDIARIES
44 entités

ACTIVITY
967 M€ in turnover in 2025

Our strategy

INNOVATION

INDUSTRIAL EXCELLENCE

INTERACTION

INTERNATIONALIZATION

INVESTMENT

INTEGRATION

INTEGRITY

Our activities

STAMPING
Cutting – Welding assembly – Finishing

DIE CASTING
Fusion – Injection – Machining - Finishing

PLASTIC&LEATHER
Injection – Sheathing leathers - Finishing

Our creation of value for our stakeholders

- **Societal :** by adhering to the Global Compact since 2003 and by developing the safety of our employees
  ⇒ Achieve 100% of our subsidiaries certified ISO 14001 and 45001
  ⇒ Establishment of Group Executive Committee on CSR and Risk Management
- **Environnemental** by reducing GHGs and our energy consumption
  ⇒ Achieving a reduced ecological footprint by 2050
  ⇒ 100% of our subsidiaries will have established an energy audit by 2025
- **Co-conception** of our products with our customers by meeting their requirements and the requirements of their end customers (ECOVADIS score, NQC)
  ⇒ Obtain at least a GOLD score
- **Customer satisfaction** through recognized evaluations

- **Employees :** Salaries and expenses: €195 million(20,17 %)
- **Suppliers / external purchases:** €664 million (68.67% of sales)
- **States / Communities Taxes** €7 million (0.7% of revenue)
- **R&D :** €20 million (2.09% of sales)

<u>Breakdown of production sites and design offices by country and by division</u>

Country	GMD Holding	Stamping Division	Foundry Division	Plastics & Leather Division	Total GMD
Germany			1	2	3
China		1			1
Spain				1	1
France	1	7	7	7	22
Hungary			1	1	2
Morocco		1		2	3
Mexico			1		1
Portugal			2	1	3
Romania				1	1
Slovakia		1		3	4
Czech Republic				1	1
Turkey				1	1
Total	**1**	**10**	**12**	**20**	**43**

OUR HUMAN CAPITAL

Breakdown of the average number of permanent employees (permanent contracts + fixed-term contracts > 12 months) by country and by business division

Country	GMD Holding	Stamping Division	Foundry Division	Plastics & Leather Division	Total GMD
Germany			85	111	196
China		14			14
Spain				73	73
France	8	285	632	830	1,755
Hungary			245	464	709
Morocco		679		595	1274
Mexico			97		97
Portugal			230	285	515
Romania				17	17
Slovakia		128		343	471
Czech Republic				309	309
Turkey				69	69
Total	**8**	**1106**	**1289**	**3096**	**5499**

The workforce in France accounts for approximately 32 percent of the Group's total permanent workforce. The permanent workforce in Morocco accounts for more than 23 percent of the Group's permanent workforce, that in Hungary for more than 12 percent, and that in Portugal for more than 9 percent.

The Plastic & Leather Division accounts for more than 56% of the Group's workforce.

OUR FINANCIAL FIGURES

Breakdown of turnover by division

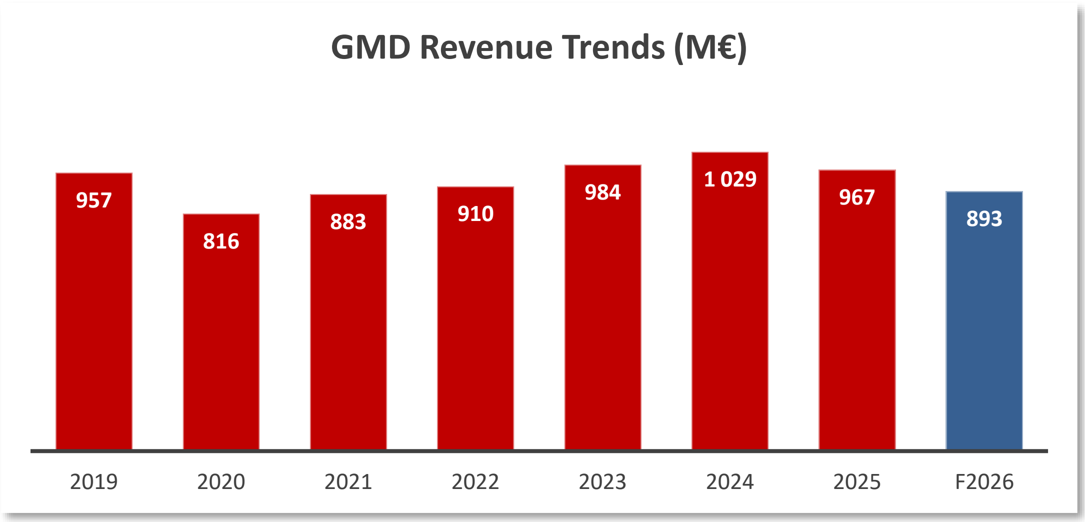
Division	2021 Revenue (M€)	2022 Revenue (M€)	2023 Revenue (M€)	Revenue 2024 (M€)	2025 Revenue (M€)
Stamping Division	160	195	221	215[1]	185
Foundry Division	293	338	369	337	328
Plastics & Leather Division	372	377	394	477	454
GMD SA					**32**
Total	**883**	**910**	**984**	**1 029**	**967**

[1] This turnover figure includes the turnover generated by our subsidiary in Mexico, which was sold during 2024

Annual turnover is €62 million higher than last year (-6%). The decline in our turnover is mainly due to a fall in sales volumes for parts, which the 'Design and Tooling' division was unable to offset, unlike in the previous year.

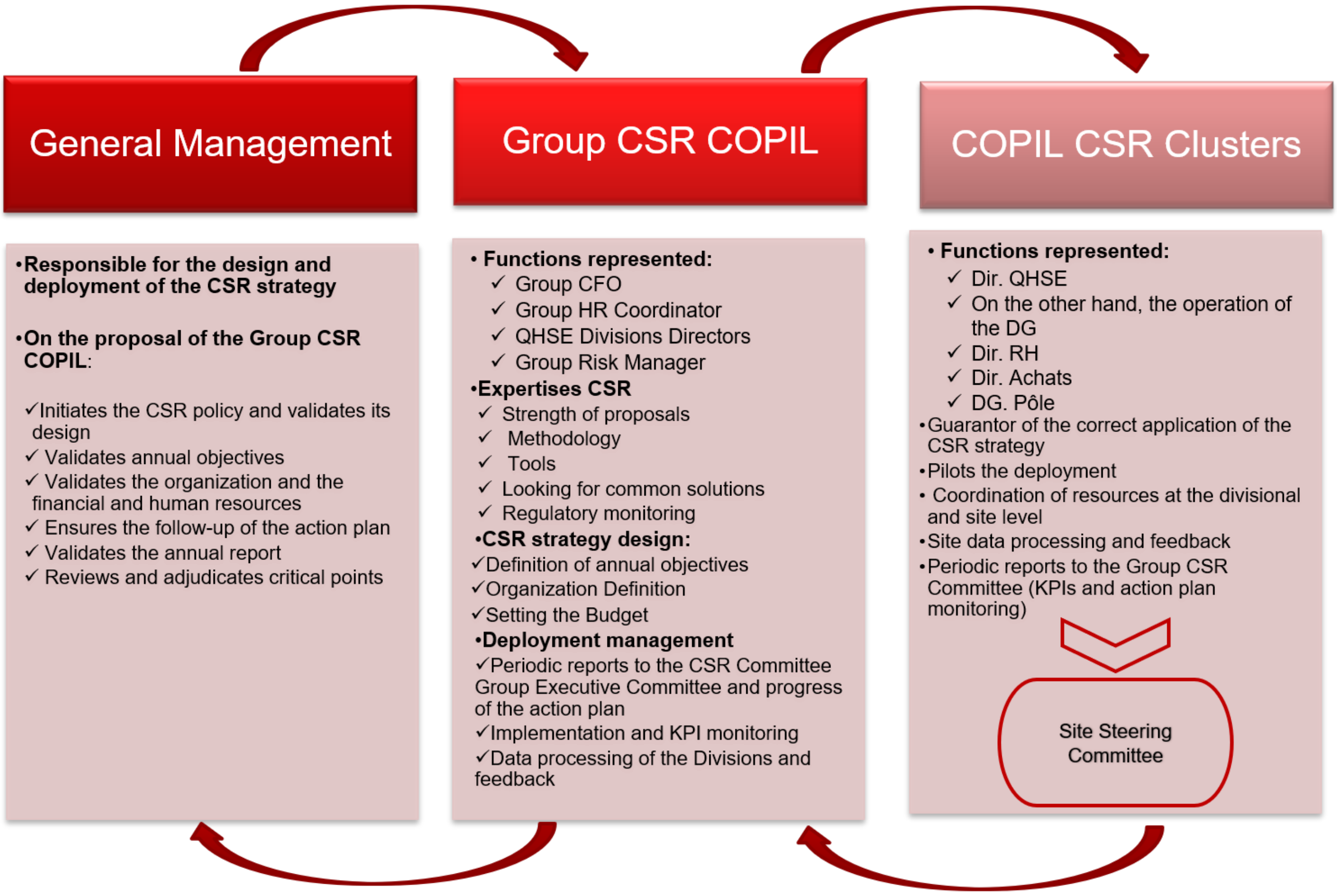
OUR OUTLOOK

Our outlook for 2025 anticipates stability in our operations within a sluggish automotive sales market, impacted by sluggish growth in sales of electric vehicles in Europe and, more generally, by a highly uncertain geopolitical environment. The Design and Tooling division has returned to its historical levels in 2025.



The GMD Group, supported by the growth of its overseas subsidiaries, intends to maintain its market share whilst aiming to optimise its financial performance.

The GMD Group has had a CSR organisation in place for several years, starting at the Group's senior management level and extending down to site level:



This structure enables us to work towards standardising practices and developing common strategies and objectives. It has been endorsed by our new shareholder, who has given it their full support.

IDENTIFYING OUR RISKS

METHODOLOGY FOR SELECTING KEY RISKS

As part of this voluntary non-financial report, we have chosen to address the three themes of **Environment, Social and Governance (ESG)** through a selection <u>of indicators that have been updated </u>compared with previous years (see *Methodological Note*).

Risks were identified drawing on our experience of non-financial reporting since 2018 and the process we initiated in 2024 to develop a double materiality matrix in collaboration with Deloitte.
This mapping exercise has not been fully implemented this year. It will need to be reassessed and updated to reflect the Group's new organisational structure, both operational and financial.

As in previous years, the identification of risks is based on:

- The **business model,**
- The list of themes derived from the ESRS standards applicable under the CSRD

supplemented by the 17 United Nations Sustainable Development Goals (SDGs). Indeed, we base our CSR strategy on the SDGs of the Global Compact, to which we have been signatories since 2003.

- The collection of **management** data used by the GMD Group's three divisions

We have therefore decided to report on the following indicators, drawing on the three ESG pillars of the CSRD:
- **E**nvironment, through a more comprehensive greenhouse gas (GHG) emissions inventory (Scopes 1, 2 and 3),
- **S**ocial: workforce numbers, turnover rate and FR/SR,
- **G**overnance: the rate of anti-corruption training amongst at-risk personnel.

No reference will be made to data collected in previous financial years, given the changes to the reporting scope and the calculations applied.

THE ENVIRONMENT

Through its industrial activities, the GMD Group consumes the energy resources and raw materials required to manufacture components for the automotive sector. Against a backdrop of environmental transition within the sector and growing expectations from stakeholders, particularly customers, monitoring greenhouse gas emissions is becoming a key strategic management tool for all of the GMD Group's activities.

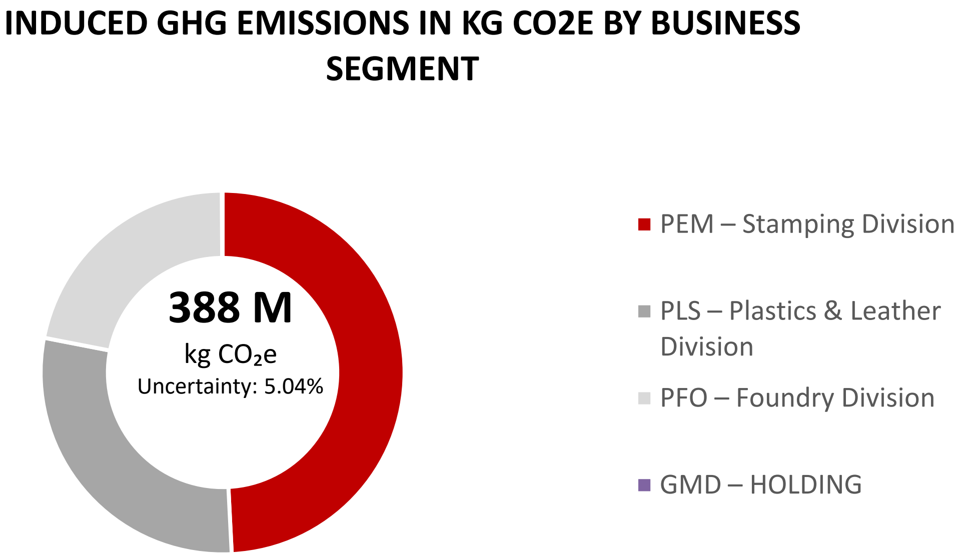
The year 2025 marks a key milestone in our environmental approach. Indeed, the GMD Group has invested in a **centralised reporting tool to monitor its greenhouse gas emissions**. Although this tool is still being refined, it already enables us to:

- **Gradually identify the main sources of greenhouse gas emissions**, so that we can implement targeted measures to reduce them effectively;
- **Strengthen the reliability of our low-carbon strategy** through more robust analysis and consolidated data, which is currently being validated;
- **Respond effectively to the expectations of our customers, suppliers and employees** by providing them with reliable and transparent information that is subject to continuous improvement.

This reporting is based on the **GHG Protocol framework**, thereby ensuring the clarity and **comparability** of our data, whilst enabling us to strive for ever more **comprehensive** coverage of our emissions. [2]

[2] See methodological note

Greenhouse gas emissions by business segment:

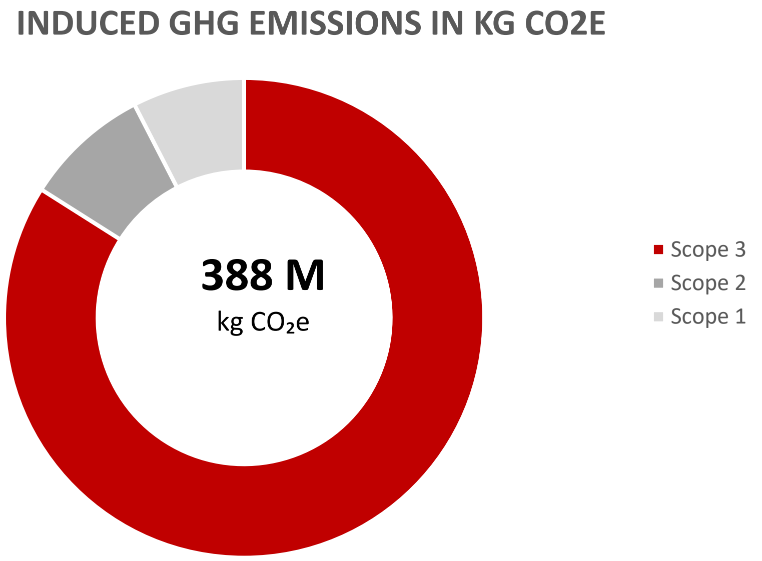


As in many manufacturing industries, Scope 3 emissions account for over 80 percent of our total emissions.

Category No.	Name Category	Emissions (2025) (kgCO2e)
	Scope 1	
1-1	Direct emissions from stationary combustion sources	28 598 693
1-2	Direct emissions from mobile combustion sources	104 044
1-3	Direct process emissions	4
1-4	Fugitive direct emissions	267 678
Total Scope 1		**28 970 419**
	Scope 2	
2-1	Indirect emissions from electricity consumption	32 428 916
Total Scope 2		**32 428 916**
	Scope 3	
3-1	Purchased Products and Services	287 890 251
3-2	Capital assets	1 010 281
3-3	Fuel and energy emissions (not included in scope 1 or scope 2)	16 341 063
3-4	Upstream freight transport and distribution	11 915 357
3-5	Waste generated	4 734 125
3-6	Business travel	203 195
3-7	Employee commute	Not disclosed
3-8	Upstream leased assets	Not disclosed
3-9	Downstream Transportation	Not disclosed
3-10	Treatment of products sold	Not disclosed
3-11	Use of Sold Products	Not disclosed
3-12	End-of-life treatment of products sold	Not disclosed
3-13	Downstream leased assets	Not disclosed
3-14	Franchises	Not concerned
3-15	Investments	Not disclosed
Total Scope 3		**322 094 272**
Total kg CO2		**383 493 606**

Due to **operational and technical difficulties in collecting data from our downstream supply chain**, certain information required by the GHG Protocol could not be published in this report. This relates in particular to **item 3.11 – Use of sold products**, which typically accounts **for 40 to 85 %**

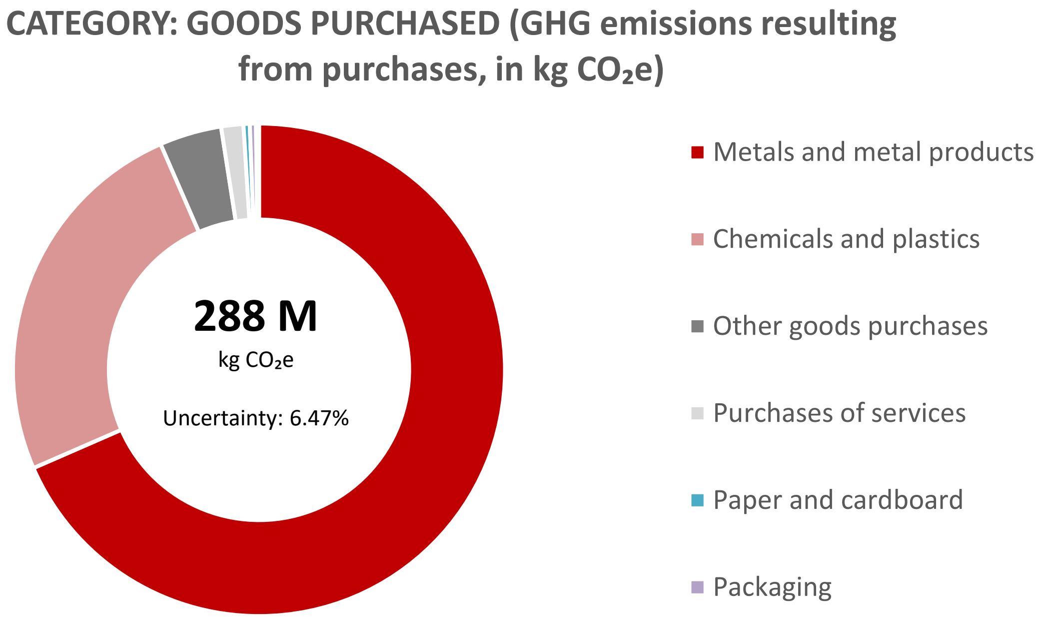
of Scope 3 emissions for companies in the sector, and is therefore a major component. We are continuing the work required to improve the availability, reliability and traceability of the relevant data, so that we can include these figures in future reports.



Here is a detailed breakdown by category:

Purchased goods and services account for 75 percent of our Scope 3 emissions, which mainly correspond to **our purchases of raw materials**: metals and plastics.

This category includes:



Decarbonisation analysis and strategy

Thanks to our new reporting tool, we can identify the predominant role of **raw materials** (aluminium, steel, plastic) in our **greenhouse gas emissions.**

With regard to **Scopes 1 and 2**, concrete measures have already been put in place: reducing **fossil fuel consumption**, gradually replacing internal combustion forklift trucks with **electric models**, and **optimising our electricity consumption**, driven by both environmental and economic considerations.

Scope 3, on the other hand, presents a new challenge. To address this, we are conducting a more in-depth analysis of our raw material consumption, notably by exploring **the increasing use of recycled materials** – particularly **recycled plastics** – for which there is growing demand from our customers.

This transition to more sustainable materials is fully in line with our commitment to reducing our carbon footprint whilst meeting market expectations.

Using this tool, we will actively develop a roadmap for the coming years.
The aim is to develop an ambitious transition plan designed to actively contribute to the necessary reduction in greenhouse gas emissions, whilst meeting both regulatory requirements and our customers' growing expectations regarding sustainability.

These proposals are currently being developed and validated by our new shareholder.

In order to prepare our analysis for the coming years, we have chosen to publish the T $_{CO_2}$eq / k€ of turnover report so that we can assess the validity of our CO_2 emissions reduction strategy.
For the year 2025, this ratio is:

Turnover 2025	Total Emissions	Scope 1	Scope 2	Scope 3
967 115	383 494	28 970	32 429	322 094
TCO_2ratio eq / k€	**0.397**	**0.030**	**0.034**	**0.333**

SOCIAL

As a major industrial player in the automotive sector, the GMD Group relies on a skilled workforce to design and manufacture its automotive parts. Against a backdrop of changing societal expectations, skills shortages and evolving employee aspirations, managing social issues has become a strategic priority. Quality of life at work, training, diversity, inclusion and social dialogue are therefore the key pillars of our CSR strategy.

In 2025, GMD continued to gradually refine its social reporting framework in order to better identify areas for action and meet employees' expectations. This approach, which is still undergoing methodological adjustments, aims to enhance the transparency and effectiveness of the actions undertaken.

The automotive industry, where men have historically been predominant, reflects a reality that GMD takes fully into account. Aware of the importance of gender diversity not only as a pillar of professional equality but also as a driver of performance and innovation, the Group has chosen to verify the reliability of its data, precisely identify the sites concerned and draw up appropriate action plans.
The aim is to use a robust assessment as a basis for implementing concrete measures to promote equality in the workplace.

In a tight labour market, retaining talent is a key challenge. To build employee loyalty and minimise staff turnover, particularly in critical roles, GMD is implementing a proactive strategy: tailored training programmes, recognition of skills and continuous improvement of working conditions.
The aim is to create an environment where every talented individual, regardless of their gender or status, can flourish and progress, with a view to enhancing the organisation's appeal and ensuring sustainable performance.

Finally, health and safety at work remains a top priority. The Group is strengthening its risk prevention measures, training its teams in best practice and rigorously monitoring health and safety indicators.
The aim: to provide every employee with a safe and respectful working environment, in line with the Group's overall social commitments.

We have chosen to highlight **three key indicators** in this non-financial report, which enable us to make an accurate **assessment** of our current situation. These reflect our priorities and lay the foundations for an ambitious social strategy:

- Workforce figures, broken down by contract type and gender
- The turnover rate, taking into account all departures (voluntary and involuntary)
- The frequency and severity rates of workplace accidents and occupational illnesses

In order to prepare for the requirements of the CSRD Directive, the Group has chosen to apply, on a voluntary basis, the definitions of the indicators as inspired by the currently applicable ESRS (European Sustainability Reporting Standards) and aims to achieve full compliance in the coming years.[3]

The calculation definitions adopted were chosen for their ability to provide a faithful and representative account of the Group's circumstances. This methodological approach aims to ensure the quality and relevance of the indicators presented.

Data for the 2025 financial year

Turnover rate

BU		Plastic&Leather	Die Casting	Stamping	GMD	TOTAL Groupe
Number of Employees (12-month average headcount)	WOMEN	1 193	355	400	4	1 952
	MEN	1 958	1 000	905	4	3 867
	TOTAL	**3 151**	**1 354**	**1 305**	**8**	**5 818**
Number of permanent employees (12-month average headcount)	WOMEN	1 172	326	315	4	1 817
	MEN	1 924	963	791	4	3 682
	TOTAL	**3 096**	**1 289**	**1 106**	**8**	**5 499**
Number of exits over 12 months permanent employees (permanent + fixed-term contract >12 months)	WOMEN	169	52	31	2	254
	MEN	253	146	35	4	438
	TOTAL	**422**	**198**	**66**	**6**	**692**
Nombre d'employés temporaires (Headcount moyen sur 12 mois)	WOMEN	21	29	85	-	135
	MEN	34	36	104	-	174
	TOTAL	**55**	**65**	**189**	**-**	**309**
Turnover rate	WOMEN	14%	16%	10%	48%	14%
	MEN	13%	15%	4%	95%	12%
	TOTAL	**14%**	**15%**	**6%**	**72%**	**13%**

[3] See methodological note

Analysis of staff turnover and workplace equality

Comparison limitations This report cannot be compared with previous years due to changes in data collection rules.

Key findings

We observe marked disparities between the business units: Plastics&Leather and Foundry have a significantly higher staff turnover rate than Stamping. This difference indicates increased pressure in terms of talent retention and greater volatility within these teams.

It should be noted that staff turnover is particularly high within the GMD holding company. Due to the small workforce within this organisation, every staff movement has a disproportionate impact on the statistics.

Areas for analysis

To better understand these discrepancies, we plan to analyse the **age pyramids** of the various divisions. This study will help identify potential causes, notably:

- Demographic structure (an ageing population or, conversely, a younger workforce with weaker ties to the local area)
- The geographical context (areas of full employment versus more precarious labour markets)

Proposed courses of action

To address the challenges identified and strengthen our three social pillars – **professional equality**, **talent retention** and **health and safety**[4] – several strategic directions may be implemented:

<u>Professional Equality</u>

- **Strengthening training pathways** and skills development
- **Review of pay policies** to improve attractiveness and reduce pay gaps, in line with regulatory requirements such as the Professional Equality Index

<u>Talent retention</u>

- **Facilitating internal mobility** to build employee loyalty and reduce staff turnover
- **Optimising recruitment costs** by addressing the root causes of what can sometimes be high staff turnover

These priorities will form part of our strategy for rolling out KPIs over the coming years, enabling us to take targeted and effective action on talent retention.

[4] See the following paragraph 'Analysis of the frequency and severity rates of workplace accidents, and proposed actions'

Frequency and severity rates

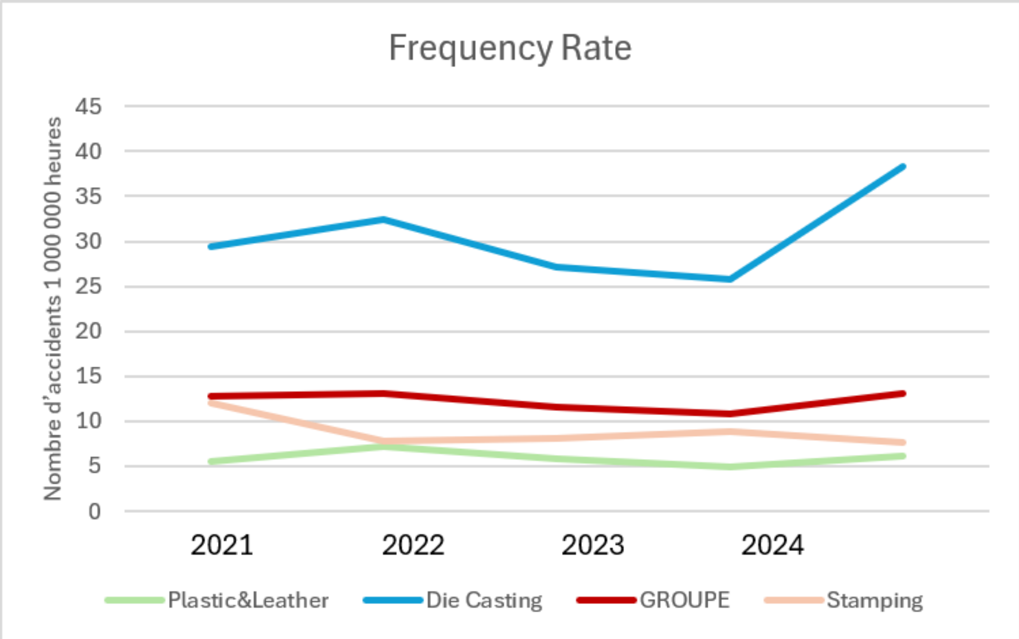
In the course of their work, employees are frequently required to carry out manual tasks, which can be hazardous and/or repetitive (musculoskeletal disorders, workplace accidents, occupational illnesses, psychosocial risks). Similarly, working conditions and stressful situations are sources of risk.
Such conditions have a direct impact on employees' health and safety.

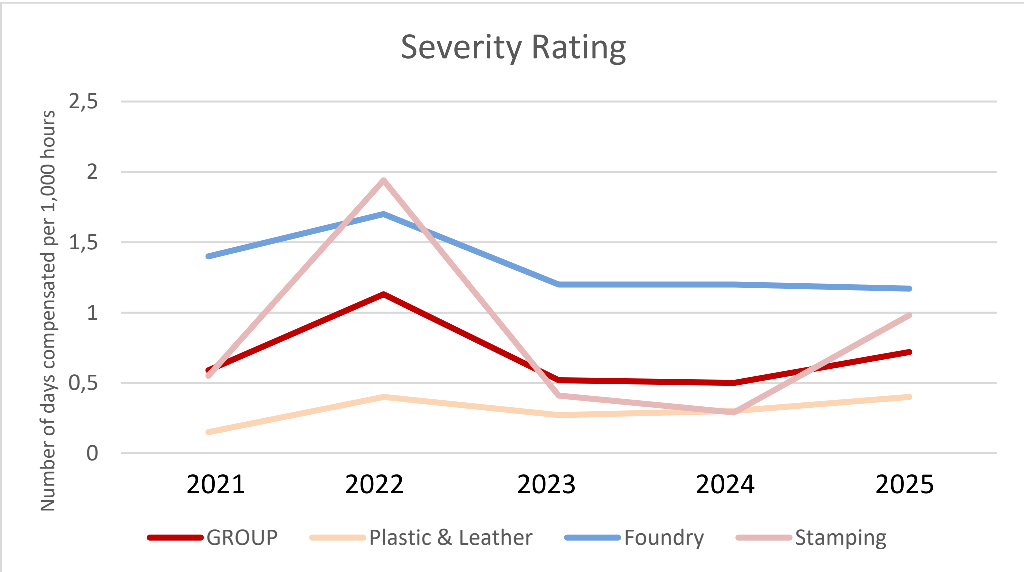
		TOTAL PLS	TOTAL PFO	TOTAL PEM	GMD	TOTAL Group
No. of permanent and temporary hours worked		**4 784 481**	**1 942 458**	**2 534 014**	**13 337**	**9 274 290**
Nb hours worked as self-employed (Temps)		1 458 682	401 826	217 248	-	2 077 756
Number of hours worked with Temps		**6 243 163**	**2 344 284**	**2 751 262**	**13 337**	**11 352 046**
No. of non-stop accidents at work	Permanent and Temporary	**10**	**79**	**11**	**-**	**100**
	self-employed	**21**	**5**	**7**	**-**	**33**
No. of lost-time accidents at work	Permanent and Temporary	31	77	14	-	122
	self-employed	7	13	7	-	27
Frequency rate		**6**	**38**	**8**	**-**	**13**
Number of days lost Accident at work	Permanent and Temporary	1 911	2 283	2 483	-	6 677
Accident at Work severity rate		**0**	**1**	**1**	**-**	**1**
Number of occupational diseases without stopping	Permanent and Temporary	-	-	-	-	-
Number of occupational diseases with sick leave	Permanent and Temporary	11	2	3	-	16
Number of days lost due to occupational disease	Permanent and Temporary	3 213	918	1 095	-	5 226
Number of deaths due to accidents at work	Permanent and Temporary	-	1	-	-	1
	self-employed	-	-	-	-	-
Number of deaths due to occupational disease	Permanent and Temporary	-	-	-	-	-

In the event of an employee's death following a work-related accident (WA) or an occupational disease (OD), the number of days lost is calculated as the number of days between the date of the accident and the date of death.

Analysis of the frequency and severity rates of workplace accidents, and prospects for action

Scope of comparison:
Frequency and severity rates differ from other indicators in that they can be compared with previous years.





This year, the trends are particularly marked:

- The **frequency rate** has risen sharply, particularly within the foundry division.
- The **severity rate** has also risen significantly, particularly in the stamping division.

Areas for analysis

To explain these trends, GMD analysed workplace accidents by examining:

- The **recurring conditions** that led to these accidents;
- The **groups most affected**;
- The **corrective actions** implemented following each incident, as well as a systematic analysis of the root cause tree, particularly with regard to awareness-raising and behavioural training initiatives.

Proposed courses of action

- **Proactively managing key indicators** (Frequency Rate and Severity Rate) to measure and reduce risks, with ambitious annual targets;

- **Strengthening prevention programmes** by incorporating feedback from the field and tailoring measures to the specific characteristics of each division (e.g. targeted training, appropriate equipment).

GOVERNANCE

In a globalised industrial environment characterised by constantly evolving regulations, the GMD Group is firmly committed to ensuring that its activities comply with the strictest standards. This requirement for compliance, which is an absolute priority, is accompanied by heightened vigilance in the fight against corruption, a central pillar of its ethical commitment and social responsibility.

Aware of the challenges associated with the **CSRD** (Corporate Sustainability Reporting Directive), which is due to come into full effect in 2028, GMD is already anticipating the requirements for transparency and non-financial reporting. This proactive preparation puts us in a strong position to meet the expectations of both our customers and regulators.

Furthermore, our sites are already assessed using **ESG ratings** (EcoVadis), enabling us to measure our progress and identify specific areas for improvement.

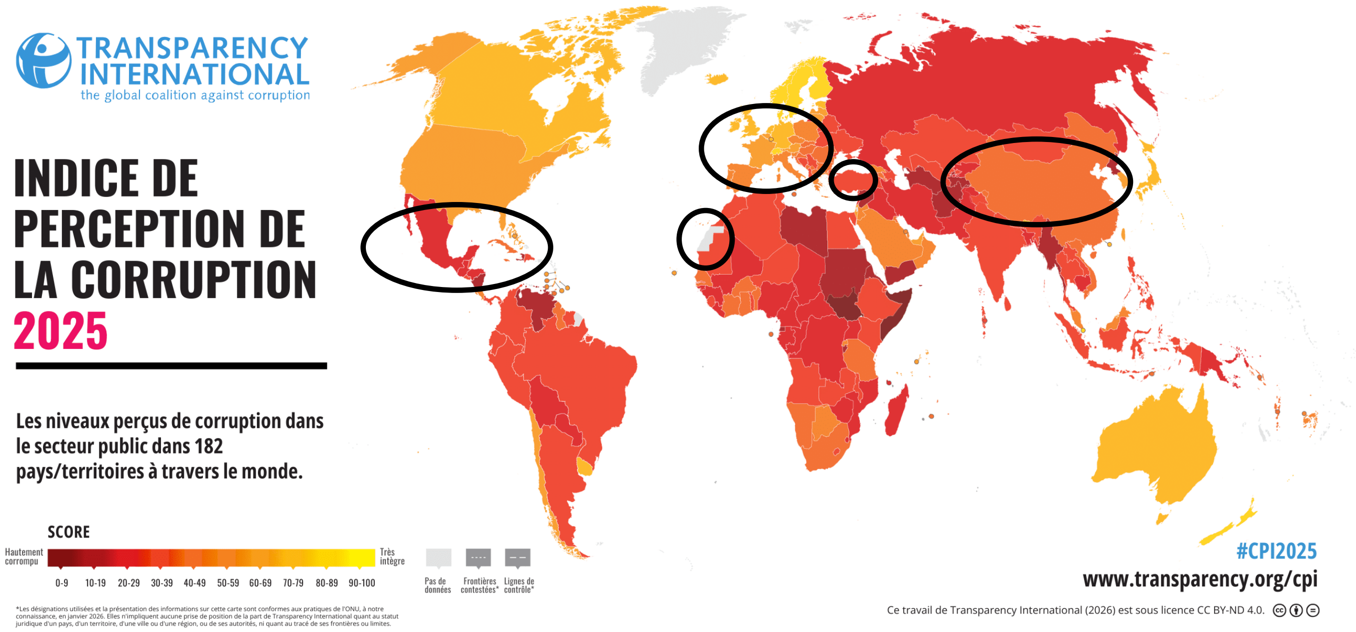
Finally, the implementation of the **Sapin II** Act is integrated into our internal processes to ensure robust ethical compliance.

In an environment where the risks of unfair practices or conflicts of interest can impact the company's reputation and long-term viability, the prevention of corruption is an essential pillar of the Group's responsible governance.

In 2025, GMD is gradually strengthening its anti-corruption framework by streamlining its reporting and internal control processes. This initiative, which is currently undergoing methodological consolidation, aims to identify areas of risk, raise awareness amongst all staff, and ensure transparency in commercial and procurement practices. The objective is clear: to rely on robust tools to prevent any breaches and strengthen the confidence of all stakeholders.

Aware of the challenges posed by the complexity of its supply chains and the geographical diversity of its operations, the Group has chosen to conduct a more in-depth analysis of its processes in order to detect and rectify any vulnerabilities. Targeted training, regular audits and a strengthened whistleblowing policy help to embed a culture of integrity at all levels of the organisation. This proactive approach forms part of a commitment to continuous improvement, in line with international best practices and growing expectations regarding corporate social responsibility.

We have decided to defer the indicator on the training rate for anti-corruption measures for key personnel.



Locations of GMD Group sites

A proactive approach to prevention and transparency

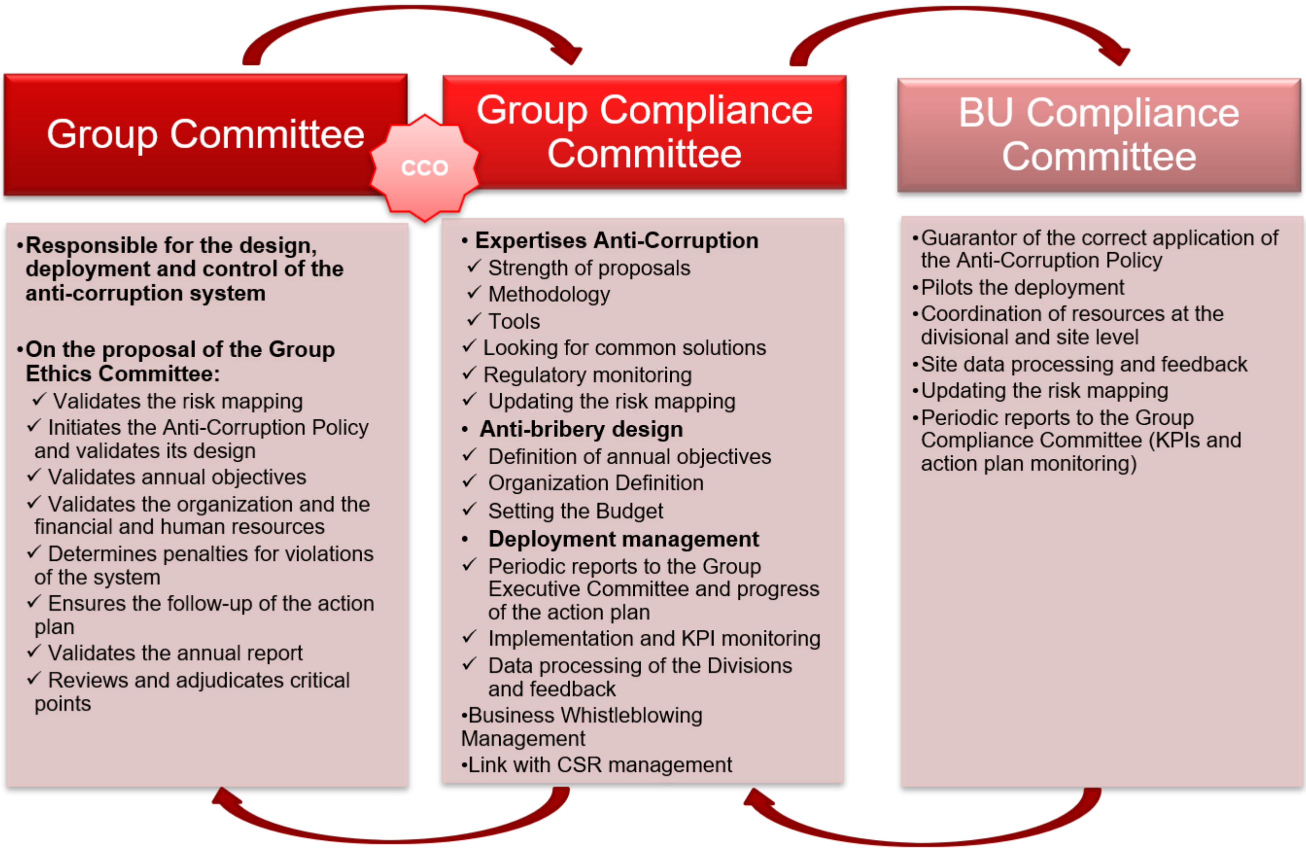
Our presence in countries exposed to corruption risks requires us to exercise heightened vigilance. **Aware of this challenge**, we have set up an **online, anonymous reporting platform**, a key tool in our anti-corruption framework. This initiative enables us to **identify potentially at-risk sites in real time**, strengthen our capacity for preventive action and ensure a professional environment characterised by integrity.

To date, no reports relating to corruption have been recorded – a result that demonstrates both the effectiveness of our preventive measures and the culture of integrity shared by all our employees. This absence of reports, coupled with the availability of a secure and accessible channel, confirms the robustness of our approach and our ongoing commitment to transparency and ethics.

The Group's reporting platform, which is already used in the fight against corruption, also enables the reporting of any incidents of harassment, sexist behaviour, discrimination, breaches of data protection or violations of the law. In 2025, across the entire Group, a single report was recorded and processed within 30 days, illustrating the effectiveness and responsiveness of our system.

Anti-corruption training rate for at-risk staff

Since 2024, within our CSR organisation, we have put in place a structure to address the issue of corruption at the highest level of governance:



Following the establishment of this structure, the Group decided to initially provide anti-corruption training to the employees most at risk and then, where possible, to the entire workforce.

Out of 5,499 employees in 2025, we identified 644 individuals at risk based on their roles, representing approximately 12 percent of the total workforce:
Extract from the training procedure:

> *"Training for the Group and Division Executive Committees and Plant Managers was delivered by members of the Group Steering Committee"*

Exposed individuals: these were identified on the basis of the risk assessment carried out by our external service provider, BM&A.
The Group Steering Committee (comprising the Group Finance Director, the Group HR Director, the Legal Director and the CSR Manager) determined that exposed individuals include, at a minimum, those with the authority to sign contracts and approve payments,

such as the Site Steering Committees comprising the various subsidiary departments.
Divisional HR Directors may decide to train more people than those listed above.

Those at risk have been trained during sessions led by a trainer (either in person or via videoconference to allow them to interact with their trainer should they have any questions).

Those considered to have low exposure or no exposure may be trained via e-learning at a later date.

The training session lasts approximately 30 minutes.
It is structured as follows:

- Definition of corruption
- Topics covered:
  - Invitations and gifts
  - Conflicts of interest
  - Influence peddling and facilitation payments
- Each topic is illustrated with a practical case study
- Completion of the training is assessed by a quiz.

The indicator below summarises the data for participants trained between 2023 (the start date of the training) and the end of 2025:

	Exposed functions
Effective Total	644
Total participants	**534**
Training rate	**83%**
Format and duration	face-to-face - 30 mn
Frequency	1 time / year

Strengthening our anti-corruption policy and CSR commitment

The results of our anti-corruption policy show a **training rate of 83% for at-risk roles**. We will continue our commitment to achieving **100% training coverage for at-risk staff by the end of 2026**. Furthermore, in addition to these training programmes, we will be rolling out a strengthened system of anti-corruption controls over the coming months.
The aim is to guarantee the absolute integrity of our employees, our customers and all our stakeholders.
This approach will also extend to our responsible procurement processes, our internal ethics and our relationships with our entire ecosystem.

Using our new CSR data collection tool (Tennaxia), we will implement a questionnaire system enabling our stakeholders (strategic suppliers and key clients) to actively engage with us in coordinating our actions around responsible objectives to be defined jointly, and which will be monitored and assessed transparently.

METHODOLOGICAL NOTE

Our business model has been developed as follows:

- Analysis of our organisational structure and strategic needs
- Identification of our stakeholders and analysis of their expectations
- Our organisation's contributions to our stakeholders and their interactions

The business model has been approved by our Chairman.
For the 2025 financial year, the scope of consolidation for the companies comprising the GMD Group is as follows:

Company	Activity	Inclusion in FY2025	Comment
GMD	Holding company	Yes	Consolidates the activities affected by Vaulx-En-Velin Holding – Only for the indicators: Turnover Rate, FR/SR and Anti-Corruption Training For the carbon footprint, only the impacts from insurance are taken into account.
MDS ABELE	Production	Yes	
W. ABELE GMBH	Offices	Yes	Integrated into the consolidation of the MDS ABELE production site
ABELE U KASSE	Offices	Yes	Included in the consolidation of the MDS ABELE production site
ANGAO	Production	Yes	Only the GMD Stamping business is included.
EUROCAST AVEIRO	Production	Yes	
EUROCAST BRIVE	Production	Yes	
EUROCAST CHATEAUROUX	Production	Yes	
EUROCAST CHUY MARIA	SCI	No	
EUROCAST DELLE	Production	Yes	
EUROCAST LYON	Production	Yes	
EUROCAST MEXICO	Production	Yes	
EUROCAST PORTUGAL VIANA	Production	Yes	
EUROCAST REYRIEUX	Production	Yes	
EUROCAST THONON	Production	Yes	
EUROSTYLE SYSTEMS	Technical Centre	Yes	
EUROSTYLE SYSTEMS TECH CENTER GMBH	Technical Centre	Yes	Applies only to the Turnover Rate, FR/SR and Anti-Corruption Training indicators. Excluded from the calculation of GHG emissions (insignificant contribution)
EUROSTYLE SYSTEMS BANOVCE	Production	Yes	
EUROSTYLE SYSTEMS BONYHAD	Production	Yes	
EUROSTYLE SYSTEMS CHATEAUROUX	Production	Yes	
EUROSTYLE SYSTEMS TACHOV	Production	Yes	
EUROSTYLE SYSTEMS TURKEY	Production	No	Plant starting production
EUROSTYLE SYSTEMS SPAIN	Production	Yes	
EUROSTYLE SYSTEMS KOREA	Sales office	No	Sold in 2025
EUROSTYLE SYSTEMS KOSICE	Sales office	Yes	Applies only to the Turnover Rate, FR/SR and Anti-Corruption Training indicators. Excluded

			from the calculation of GHG emissions (insignificant contribution)
EUROSTYLE SYSTEMS LIPTOVSKY MIKULAS	Production	Yes	
EUROSTYLE SYSTEMS MELLOUSSA	Production	Yes	
EUROSTYLE SYSTEMS MOLINGES	Production	Yes	
EUROSTYLE SYSTEMS PORTUGAL	Production	Yes	
EUROSTYLE SYSTEMS ROMANIA	Technical Centre	Yes	Applies only to the Turnover Rate, FR/SR and Anti-corruption training indicators. Excluded from the calculation of GHG emissions (insignificant contribution)
EUROSTYLE SYSTEMS SENS	Production	Yes	
EUROSTYLE SYSTEMS TANGER	Production	Yes	
EUROSTYLE SYSTEMS VALENCIENNES	Production	Yes	
GMD CAST HUNGARY	Production	Yes	
GMD EUROCAST	Holding company	Yes	Applies only to the Turnover Rate, FR/SR and Anti-Corruption Training indicators. Excluded from the calculation of GHG emissions (insignificant contribution)
GMD PLAST	Holding	Yes	Applies only to the Turnover Rate, FR/SR and Anti-corruption training indicators. Excluded from the calculation of GHG emissions (insignificant contribution)
GMD METAL TANGER	Production	Yes	
GMD STAMPING	Holding	Yes	Applies only to the Turnover Rate, FR/SR and Anti-Corruption Training indicators. Excluded from the calculation of GHG emissions (insignificant contribution)
GMD STAMPING SERVICES	Offices	Yes	
KIMS	Production	No	No further operational activity
LS INDUSTRIE	Production	Yes	
LUCHARD	Production	Yes	
MOTOKOM	Production	Yes	
MOTTAZ	Production	Yes	
RMC	Technical Centre	Yes	Consolidated with the GMD STAMPING VERON site, which hosts the technical centre for GHG reporting – Independent for the indicators Turnover Rate, FR/SR and Anti-corruption training
EUROSTYLE SYSTEMS WURSBURG	Production	Yes	
SCI SAINT CLEMENT	SCI	No	SCI with no turnover or staff
VERON	Production	Yes	

The reporting period for the sustainability report is defined by the financial year (from 1 January 2025 to 31 December 2025).
Where it is not possible to assess a performance indicator by directly collecting data covering the financial year, the performance indicator is estimated on an annualised basis using figures covering the period closest to the period in question.
The data is derived from the Group's financial consolidation (contributions from entities excluding intra-Group transactions) in order to reflect their business activity with external customers in terms of production and service.

The entire process is set out in an internal GMD procedure.

GHG emissions

Data collection and verification are carried out using the Tennaxia tool for the Foundry and Stamping divisions. Data from the Plastics&Leather division is collected at division level and then imported directly into the Tennaxia tool.

With regard to road and sea freight, only upstream shipments of raw materials are accounted for. Data concerning downstream freight, which remains the responsibility and at the expense of the downstream value chain, is not currently collected.
For transport chartered by the GMD Group, the data is reported under the 'Purchased services' category.
The methodology applied is the number of kilometres travelled one way multiplied by the number of tonnes transported, including for sea transport.
Only supplies of raw materials (steel for the stamping division, aluminium for the foundry division and plastic for the Plastics&Leather division) are taken into account.

Logistics costs are recorded under 3.1 'Transport costs' that remain the responsibility of the Group (such as express deliveries, forklift hire, etc.).

Consistency and reliability checks are carried out at Group level throughout the data collection process.
The GHG consolidation is based on the GHG Protocol model. The emission factors used are primarily those of the French Environment and Energy Management Agency (ADEME – version V23.9).

The emission factors used outside the ADEME database are as follows:

Items carried forward	Emission factor database used
Leather waste	EFRA
Freight – Total distance per supplier	Ecoinvent
Road transport (including fleet, operation and infrastructure) (100%) [tkm], RER	Ecoinvent
Electricity	IEA, 2024
Plastic	Internal estimates based on the average of the EF values used, by type of plastic, in the Life Cycle Assessments of our products in 2025

For each business unit, emission categories are assessed for applicability based on the GHG Protocol data taken into account:

It should be noted that plastic purchases are not recorded for factories manufacturing leather goods. This data is considered insignificant in the context of the Plastics Division's operations.

It was decided to use the factor with the greatest impact as a precautionary measure for natural gas consumption (kWh PCI).

The nature of the reported metal waste consists of aluminium (from the foundry) and steel (from stamping).

Non-production waste for the Stamping Division was not reported in 2025. It is, however, considered insignificant.

Main Category GHG Protocol	Additional GHG Protocol category (in addition to scope 1 or 2 for certain positions)	SubSCOPE	Scope activity	Sub-Activity	Aplicable Y/N	Comments
Scope 1						
1-1 Direct emissions from stationary combustion sources	3-3 Fuel and energy emissions (not included in scope 1 or scope 2)	Energy > Fuels	Fossils	Natural gas	Y	
				Propane (cylinders)	Y	
				Propane(tanks)	Y	
				Liquids	N	No fuel oil (only gas boilers)
				Solids	N	Not concerned
1-3 Emissions directes des procédés		Energy > Fuels	Organic		N	
		Fugitive Processes & Emissions	Agriculture		N	
			Waste	Wastewater Treatment - Process Water	Y	STEP
			Waste	Wastewater treatment: Urban wastewater	N	No urban network in the areas where our sites are located
			Industrial processes		N	Not concerned
			100-year GWP from the 6th IPCC report	Main GHGs (CO2, CH4, N2O, SF6)	N	
1-4 Emissions directes fugitives		Fugitive Processes & Emissions	Refrigerant gases		Y	
1.5 Émissions issues de la biomasse (sols et forêts)		UTCF	Land use change	Soil waterproofing work	Y	

Main Category GHG Protocol	Additional GHG Protocol category (in addition to scope 1 or 2 for certain positions)	SubSCOPE	Scope activity	Sub-Activity	Aplicable Y/N	Comments
Scope 2						
2-1 Indirect emissions from electricity consumption	3-3 Fuel and energy emissions (not included in scope 1 or scope 2)	Heat	Average mix	Steam mix (technology mix|production mix, at boiler outlet)	N	Pas de mix vapeur
			Steam by primary energy	Wood, coal, light fuel oil, lour fuel oil, natural gas... See ADEME database	N	Pas d'utilisation de la vapeur comme énergie primaire
		Electricity	Electricity grid mix	Grid Electricity Mix, China	O	
				Grid electricity mix, Morocco	O	
				Grid electricity mix, Slovakia	O	
				Grid electricity mix, Germany	O	
				Grid electricity mix, Hungary	O	
				Grid electricity mix, Mexico	O	
				Grid electricity mix, Portugal	O	
				Grid electricity mix, Spain	O	
				Grid electricity mix, Czech Republic	O	
				Grid electricity mix, Russia	N	No activity
				Medium	O	
2-2 Indirect emissions related to the consumption of steam, heat or cold	3-3 Fuel and energy emissions (not included in scope 1 or scope 2)	Heating/cooling network			N	No heat or cold purchased

Main Category GHG Protocol	Additional GHG Protocol category (in addition to scope 1 or 2 for certain positions)	SubSCOPE	Scope activity	Aplicable Y/N	Comments
Scope 3					
3-1 Products Purchased	Purchases of materials and goods	Plastics and chemicals	Plastics	O	
		Metals and metal products	Steel	O	
			Aluminium	O	
			Components		Spare parts
			Pallets	O	
			Drinking water	O	
		Paper, cardboard	Paper/Medium/Non-Used and End-of-Life	O	
			Carton/New	O	
			Cardboard/Recycled	O	
3-1 Products Purchased	Purchases of materials and goods	Metals and metal products	Other	N	No purchases concerned
		Ores, aggregates, peat		N	
		Furniture		N	
		Plastics and chemicals	Rubber and chemicals	N	
		Agro-starch products, ready meals and beverages		N	
		Agricultural and fishery products		N	
		Non-Metallic Mineral Products		N	
		Textiles and clothing		N	Department
		Motor vehicles and other transport equipment	Vehicles/Manufacturing	N	No purchases concerned
3-1 Purchased Services	Purchasing Services	Money market ratios	Service/Insurance, Banking, Consulting & Fees	O	
			Service/Mail	N	Rated not significant
			Service/Telecommunications	N	
			Service/Accommodation and food services	O	
			Service/Services (architecture and engineering, multi-technical building maintenance)	O	
			Service/Repair and installation of machinery and equipment	O	
			Service/Ground Transportation	O	
			Service/River and maritime transport	O	
			Service/Air Transportation	O	
			Service/Warehousing and Auxiliary Transportation Services	O	
			Other monetary ratios	N	No other significant service purchases to postpone
		Catering	Meal/Medium	N	Recorded in cash ratio

Main Category GHG Protocol	Additional GHG Protocol category (in addition to scope 1 or 2 for certain positions)	SubSCOPE	Scope activity	Aplicable Y/N	Comments
3-2 Capital Assets	Purchases of materials and goods	Other manufactured goods	Office consumables	N	
		Buildings, engineering structures and roads	Industrial building/concrete/metal structure	O	
		Motor vehicles and other transport equipment		N	No owned vehicle
		Machinery and equipment		O	
3-3 Fuel and energy emissions (not included in scope 1 & 2)				O	
3-4 Upstream freight transport and distribution	Freight transport	Truck	By Category> Transport at room temperature	O	
		Rail - Air - River		N	No rail freight
		Maritime	Container ship	O	
3-5 Waste generated	Waste treatment	Treatment of waste from economic activities	Wood	O	
			DIS/StockageD12 - Impacts	O	
			DIS/IncinerationD10 -	O	
			DAS/Incineration - Impacts	N	No SAR waste
			Carton	O	
			Paper	O	
			Metals	O	
			Wood	O	
			Leather	O	
			PackagingFlexible PE/Recycling Granules - Impacts	N	In plastic waste treatment
			Flexible PE Packaging/Recycling	O	
			DIB Landfill	O	
			Plastic recycling	O	
			Metals	O	
			Rigid plastics	O	
			WEEE/Medium WEEE (default)/Medium end-of-life	O	
			Mixed Batteries/Average	N	Not concerned
		Treatment of waste from households and similar	DEA	N	
			Organic waste	N	
			Residual household waste	N	Household waste
			Mixed Batteries/Average End of Life - Impacts	N	
			Textiles	N	

Main Category GHG Protocol	Additional GHG Protocol category (in addition to scope 1 or 2 for certain positions)	SubSCOPE	Scope activity	Aplicable Y/N	Comments
3.6 Business Travel	Passenger transport	Thermic transport		O	
		Electric transport		O	No electric business trip
		Rail - Air - River		O	
		Rail	Long haul >3500km	O	
			Medium-haul 1000<km<3500km	O	
			Short-haul <1000km	O	
3-7 Commuting	Passenger transport			N	Not enough elements
3-8 Upstream leased assets				N	Non applicable
3-9 Downstream Transportation	Freight transport			N	Not enough elements
3-10 Treatment of Sold Products				N	Not enough elements
3-11 Use of Sold Products				N	Not enough elements
3-12 End-of-life treatment of products sold				N	Not enough elements
3-13 downstream leased assets				N	Non applicable
3-14 Franchises				N	Non applicable
3-15 Investments				N	Non applicable

With regard to categories 3-9 to 3-12, we were unable to collect data from our downstream supply chain (customers). We have therefore chosen not to report them.

For the reader’s full information, an analysis of representative items is carried out each year at the level of each division. Only so-called significant items are reported, and these vary according to the divisions’ activities.

The data collected are as follows:

Category	KPI	Unit	GMD	PFO	PLS	PEM	Evidence
1-1 Stationary Fuel Consumption	Natural gas	kWh		x	x	x	Invoices
1-1 Stationary Fuel Consumption	LPG (propane) tank	l		x	x	x	Invoices
1-1 Stationary Fuel Consumption	LPG (butane) tank	l		x	x	x	Invoices
1-1 Stationary Fuel Consumption	Fuel oil	l		x	x	x	Invoices
1-1 Stationary Fuel Consumption	Other fixed sources not listed	l		x	x	x	Invoices
1-2 Fuel Consumption of Mobile Sources	Essence SP 95/98/95-E10	l		x	x	x	Invoices
1-2 Fuel Consumption of Mobile Sources	Essence E85	l		x	x	x	Invoices
1-2 Fuel Consumption of Mobile Sources	Diesel	l		x	x	x	Invoices
1-2 Fuel Consumption of Mobile Sources	ElectricitY	kWh		x	x	x	Invoices
1-2 Fuel Consumption of Mobile Sources	Propane cylinders (only mobile trolley type sources)	kg		x	x	x	Invoices
1-2 Fuel Consumption of Mobile Sources	Butane bottles (only mobile sources such as trolleys)	kg		x	x	x	Invoices
1-2 Fuel Consumption of Mobile Sources	Other Mobile Sources	kg		x	x	x	Invoices
1-4 Refrigerants	R1234ZE	kg		x	x	x	Invoices
1-4 Refrigerants	R134A	kg		x	x	x	Invoices
1-4 Refrigerants	R404A	kg		x	x	x	Invoices
1-4 Refrigerants	R407A	kg		x	x	x	Invoices
1-4 Refrigerants	R407C	kg		x	x	x	Invoices
1-4 Refrigerants	R410A	kg		x	x	x	Invoices
1-4 Refrigerants	Other liquids	kg		x	x	x	Invoices

Category	KPI	Unit	GMD	PFO	PLS	PEM	Evidence
2-1 Purchased Electricity	Electricity consumption (Standard contract)	kWh		x	x	x	Invoices
2-1 Purchased Electricity	Electricity consumption (Specific contract)	kWh		x	x	x	Invoices
2-1 Purchased Electricity	FE for specific contract	kgCO2/kWh		x	x	x	Invoices
2-2 Purchased heat-cold and steam	Heat	kWh		x	x	x	Invoices
2-2 Purchased heat-cold and steam	Cold	kWh		x	x	x	Invoices
2-2 Purchased heat-cold and steam	Steam	kWh		x	x	x	Invoices
2-2 Purchased heat-cold and steam	Combined	kWh		x	x	x	Invoices

Category	KPI	Unit	GMD	PFO	PLS	PEM	Evidence
3-1 Purchases and services	Paper	kg		x	x	x	Invoices
3-1 Purchases and services	New cartons	kg		x	x	x	Invoices
3-1 Purchases and services	Recycled cartons	kg		x	x	x	Invoices
3-1 Purchases and services	Wood pallets	kg		x	x	x	Invoices
3-1 Purchases and services	Plastics (packaging)	kg		x	x	x	Invoices
3-1 Purchases and services	Cost of cleaning services	k€		x	x	x	Invoices
3-1 Purchases and services	Cost of support services (consulting)	k€		x	x	x	Invoices
3-1 Purchases and services	Cost of logistics services	k€		x	x	x	Invoices
3-1 Purchases and services	Cost other services	k€		x	x	x	Invoices
3-1 Purchases and services	Insurance cost	k€	x				Insurance premium
3-1 Purchases and services	Cost of off-site warehouses	k€		x	x	x	Invoices
3-1 Purchases and services	Number of meals in the professional canteen	unit		x	x	x	Invoices
3-1 Purchases and services	Total weight of purchased components	t			x		Invoices
3-1 Raw material purchases	New steel	t		x		x	Invoices
3-1 Raw material purchases	New Aluminum	t		x		x	Invoices
3-1 Raw material purchases	Recycled aluminium	t		x			Invoices
3-1 Raw material purchases	ABS plastic material (virgin)	t			x		Invoices
3-1 Raw material purchases	PC/ABS plastic material (vierge)	t			x		Invoices
3-1 Raw material purchases	ASA plastic material (vierge)	t			x		Invoices
3-1 Raw material purchases	PA plastic material (vierge)	t			x		Invoices
3-1 Raw material purchases	PBT plastic material (vierge)	t			x		Invoices
3-1 Raw material purchases	POM plastic material (vierge)	t			x		Invoices
3-1 Raw material purchases	PP plastic material (vierge)	t			x		Invoices
3-1 Raw material purchases	PPEPDM plastic material (vierge)	t			x		Invoices
3-1 Raw material purchases	TPE/TPE-E plastic material (vierge)	t			x		Invoices
3-1 Raw material purchases	Plastic Other (virgin)	t			x		Invoices
3-1 Raw material purchases	Recycled/Reground Plastic	t			x		Invoices
3-2 Assets	Industrial metal buildings	m2		x	x	x	Invoices
3-2 Assets	Industrial concrete buildings	m2		x	x	x	Invoices
3-2 Assets	New offices	m2		x	x	x	Invoices
3-2 Assets	Other new waterproof surface	m2		x	x	x	Invoices
3-2 Assets	Other new permeable/vegetated soil surface	m2		x	x	x	Invoices
3-2 Assets	Machinery and technical equipment	kg		x	x	x	Invoices
3-2 Assets	Electric trolleys	unit		x	x	x	Invoices
3-4 Freight	Road freight	km		x	x	x	Google maps to determine the number of km between supplier and site delivered
3-4 Freight	Sea freight	km		x	x	x	Delivery note

Category	KPI	Unit	GMD	PFO	PLS	PEM	Evidence
3-5 Waste	Volume of water used in processes	m3		x	x	x	Invoices
3-5 Waste	Hazardous waste - landfill	t		x	x	x	Pick-up vouchers
3-5 Waste	Hazardous waste - incineration	t		x	x	x	Pick-up vouchers
3-5 Waste	Hazardous waste - recycling	t		x	x	x	Pick-up vouchers
3-5 Waste	WEEE - landfill	t		x	x	x	Pick-up vouchers
3-5 Waste	WEEE - incineration	t		x	x	x	Pick-up vouchers
3-5 Waste	WEEE - recycling	t		x	x	x	Pick-up vouchers
3-5 Waste	Cardboard waste - landfill	t		x	x	x	Pick-up vouchers
3-5 Waste	Cardboard waste - incineration	t		x	x	x	Pick-up vouchers
3-5 Waste	Cardboard waste - recycling	t		x	x	x	Pick-up vouchers
3-5 Waste	Paper waste - landfill	t		x	x	x	Pick-up vouchers
3-5 Waste	Paper waste - incineration	t		x	x	x	Pick-up vouchers
3-5 Waste	Paper waste - recycling	t		x	x	x	Pick-up vouchers
3-5 Waste	Plastic waste - landfill	t		x	x	x	Pick-up vouchers
3-5 Waste	Plastic waste - incineration	t		x	x	x	Pick-up vouchers
3-5 Waste	Plastic waste - recycling	t		x	x	x	Pick-up vouchers
3-5 Waste	Wood waste - landfill	t		x	x	x	Pick-up vouchers
3-5 Waste	Wood waste - incineration	t		x	x	x	Pick-up vouchers
3-5 Waste	Déchets bois - recyclage	t		x	x	x	Pick-up vouchers
3-5 Waste	Metal waste - landfill	t		x	x	x	Pick-up vouchers
3-5 Waste	Metal waste - recycling	t		x	x	x	Pick-up vouchers
3-5 Waste	OIW - landfill	t		x	x	x	Pick-up vouchers
3-5 Waste	OIW - incineration	t		x	x	x	Pick-up vouchers
3-5 Waste	OIW - recycling	t		x	x	x	Pick-up vouchers
3-5 Waste	Other waste and treatment	t		x	x	x	Pick-up vouchers
3-6 Business trips	Long-haul aircraft	km		x	x	x	Expense reports
3-6 Business trips	Medium-haul aircraft	km		x	x	x	Expense reports
3-6 Business trips	Short-haul aircraft	km		x	x	x	Expense reports
3-6 Business trips	Combustion engine car	km		x	x	x	Expense reports
3-6 Business trips	Electric car	km		x	x	x	Expense reports
3-6 Business trips	Train	km		x	x	x	Expense reports

Scope of application:

Stamping Division	Casting Division	Plastics & Leather Division	GMD
Yes	Yes	Yes	Yes

Workforce numbers and turnover rate

Definitions:

Headcount: The number of individuals, regardless of working hours (e.g. even a part-time employee counts as one headcount), averaged over the year. For sustainability reporting, this refers to the average number of individuals over 12 months.

Regarding temporary employees: These are fixed-term contracts of 12 months or less in all countries.
The methodology used to calculate contract duration, for the purpose of breaking down the workforce into permanent and temporary staff, varies by business unit:
> the foundry business unit allocates employees based on the length of their contract,
> the stamping and plastics divisions allocate staff based on the duration of their contract

With regard to non-salaried staff: Temporary agency staff are regarded as external staff and are therefore **not on** the company's **payroll**.

Permanent employees: Permanent contracts for year N + fixed-term contracts > 12 months, broken down by gender for all sites
Temporary employees: Fixed-term contracts of 12 months or less, broken down by gender for year N
Reasons for leaving: all reasons (voluntary resignation, resignation, retirement, dismissal, death). Departures as at 31 December 2025 are to be recorded in 2025. The individual is included in the headcount as at 31 December 2025 and is recorded as a departure in 2025.
The GMD Group reports only the departures of permanent employees.

Scope of application:

Stamping Division	Foundry Division	Plastics & Leather Division	GMD
Yes	Yes	Yes	Yes

Frequency rate (FR) and severity rate (SR)

The frequency rate covers the company's employees (permanent and temporary staff), as well as non-employees, and is calculated as follows: (number of accidents resulting in lost time) × 1,000,000 / hours worked by employees and non-employees.

The severity rate covers only the company's employees (permanent and temporary staff), and is calculated as follows: (number of days lost due to work-related accidents) × 1,000 / hours worked by employees.

Definitions:

Work-related accident: accidents occurring whilst travelling to or from work are not to be taken into account

Non-salaried workers: Temporary agency workers
Number of deaths due to work-related accidents: permanent, temporary and non-salaried staff (temporary agency workers)
Number of deaths due to occupational diseases: permanent and temporary staff of the company
Number of workplace accidents: permanent, temporary and self-employed staff
Number of occupational diseases: permanent and temporary staff of the company
Number of hours worked by permanent employees:

For hourly-paid employees: state the actual hours worked

For hours worked under flat-rate arrangements: 1 day = 7 hours in France – for other jurisdictions (such as Slovakia, where the statutory working week is 40 hours over 5 days, a day worked under a daily flat-rate arrangement will be counted as 8 hours)

All days recorded are days of actual attendance (excluding sick leave, work-related accidents, holidays, paid leave, etc.).

Number of hours worked by non-salaried workers: state the actual hours worked
Number of days lost by permanent and temporary employees due to work-related accidents (1st full day of absence + final day) in calendar terms (e.g. an employee has a work-related accident on Monday afternoon and returns to work the following Monday; the days to be counted are Tuesday, Wednesday, Thursday, Friday, Saturday and Sunday, i.e. 6 days)
In the event of an employee's death following a work-related accident (WA), the number of days lost is calculated as the number of days between the day of the accident and the day of death
Number of days lost for permanent and temporary employees due to an occupational disease (1st full day of absence + last day) in calendar days (e.g. an employee is off work due to an occupational disease on Monday afternoon and returns to work the following Monday; the days to be counted are Tuesday, Wednesday, Thursday, Friday, Saturday and Sunday, i.e. 6 days)
In the event of an employee's death following an occupational illness, the number of days lost is calculated as the number of days between the date on which the occupational illness was reported and the date of death.

Scope of application:

Stamping Division	Foundry Division	Plastics&Leather Division	GMD
Yes	Yes	Yes	Yes

Anti-corruption training rate

Definitions:

High-risk roles: Group and Business Unit Executive Committees and Directors
Exposed individuals: these are identified through the risk mapping carried out by our external service provider.
These include, at a minimum, those with the authority to sign contracts and authorise payments:

- Site Steering Committees comprising the various subsidiary departments
- The HR Directors of the business units may decide to provide training to more people than those listed above

This indicator aims to measure the training rate for key personnel

This indicator is collected at Group level on a consolidated basis. Business units are not required to report on it.

Scope of application:

Stamping Division	Casting Division	Plastics&Leather Division	GMD
Yes	Yes	Yes	Yes

Reporting procedures and methodologies are also available on request from our Administration and Finance Department.

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