



**COMMUNICATION
ON PROGRESS**

MoldTecs Group
Corporate Social
Responsibility | **2025**





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PRESENTATION CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE COMMITMENTS



Dear Partners, Collaborators, and Stakeholders,

The year 2025 marks a strategic milestone for MoldTecs in our commitment to sustainable development that is robust, measurable, and aligned with the highest European standards and the values of the United Nations Global Compact (subscribed by Mutares Group, our shareholder).

In a context of accelerated industrial transformation and evolving societal expectations, our mission goes far beyond economic performance: it is about creating lasting positive impact for our customers, our employees, our communities, and our environment.

This first consolidated CSR report reflects our clear ambition: to embed sustainability at the very heart of our industrial model. We have made progress on several fronts—reducing CO₂ emissions, strengthening ethical governance, enhancing social dialogue, and promoting responsible procurement—while further consolidating our compliance with regulatory requirements.

As an industrial player specializing in plastic solutions for the automotive sector and other technical industries, we are fully aware of our environmental and social responsibilities. That is why we have set concrete objectives: a 10% reduction in CO₂ emissions across all our sites by 2028, the systematic integration of ESG criteria into all our strategic decisions, and the implementation of robust mechanisms for monitoring and continuous improvement.

These commitments come to life through the involvement of our teams across our various sites. Their dedication, expertise, and capacity to innovate are the cornerstones of our transformation. I would like to extend my sincere thanks to them.

This report represents a starting point. We remain clear-eyed about the challenges ahead, yet determined to meet them with transparency, rigor, and ambition.

Together, let us build an industry that is more resilient, more responsible, and future-oriented.

Cédric Raucy
Chief Executive Officer
MoldTecs Group

CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE COMMITMENTS

Mutares certifications :

United Nations (Global Compact)

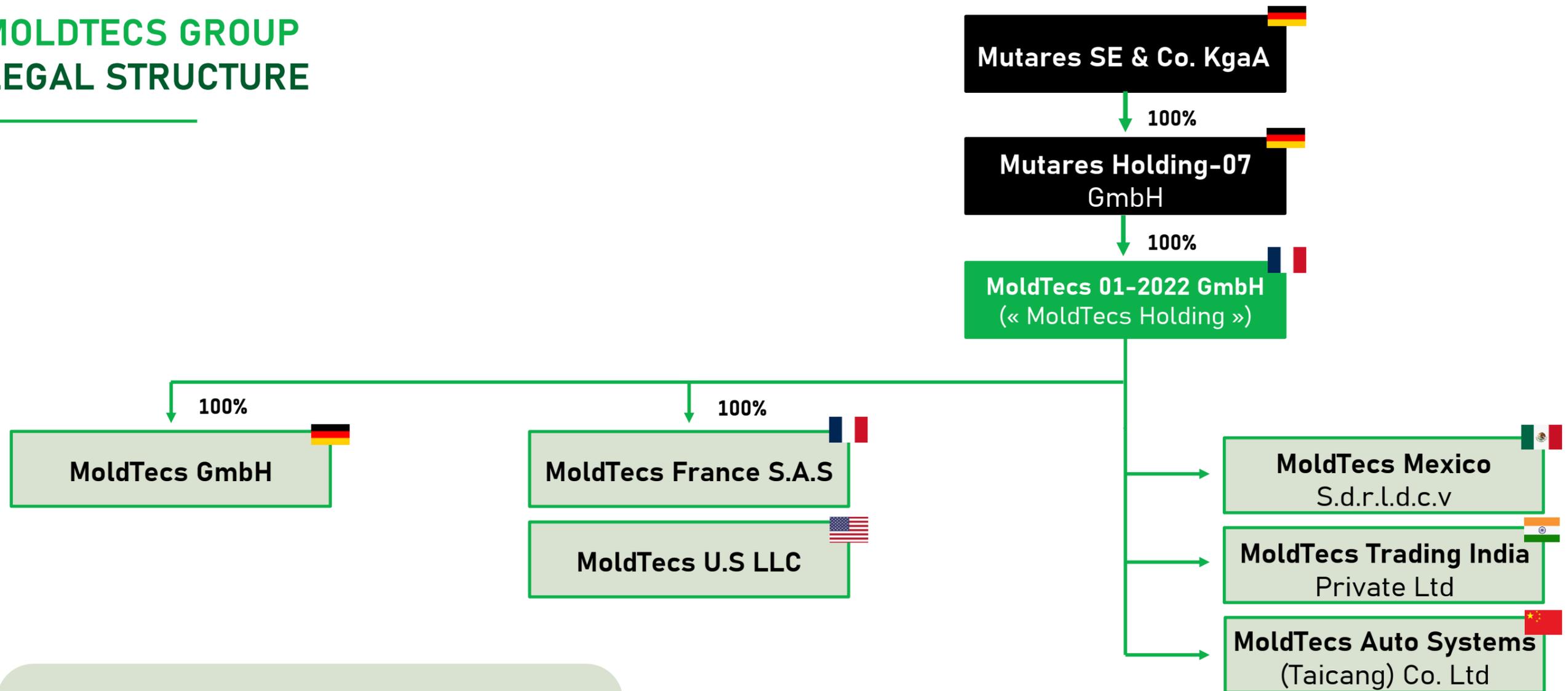
Mutares is an international investor that actively supports its portfolio companies in implementing turnaround and optimization programs. Beyond growth and long-term performance, the company places responsibility at the core of its values, integrating environmental, social, and governance considerations. A signatory of the UN Global Compact since 2021, Mutares is committed to upholding and implementing its ten principles to contribute to sustainable development worldwide.

<https://mutares.com/en/compliance-esg/>

As part of our CSR approach, we align ourselves with the commitments upheld by our shareholder Mutares, a signatory of the United Nations Global Compact. Accordingly, we are committed to respecting the ten principles of the Global Compact and to actively contributing to the achievement of the Sustainable Development Goals (SDGs).



MOLDTECS GROUP LEGAL STRUCTURE



Mutares certifications :

Company of the Year 2025

Mutares was recognized as Company of the Year for the fourth year. The “Company of the Year” study, conducted by Service Value on behalf of Deutschland Test, evaluated around 13,000 companies based on four key criteria: price, trust, popularity, and sustainability. This award reflects the trust placed in our shareholder by our partners and stakeholders.



[\(8\) Post | LinkedIn](#)

MOLDTECS GROUP STEERING COMMITTEE



CEO

CEDRIC RAUCY

As the CEO of MoldTecs, Cedric Raucy brings over 23 years of extensive experience in the automotive industry, more especially in the fields of power management and power protection for electrified vehicles.

Group Chief Financial Officer

MARCUS TESCHNER

As a mechanical engineer, Marcus Teschner has already gained extensive experience in management positions in finance in a wide range of branches, including the automotive industry.



Group Head of Operations

DIRK BRODKA

As an automotive engineer, Dirk Brodka has gained over 20 years of professional experience in management positions in the automotive industry, where he was able to gain deep knowledge in the fields of operational excellence, lean management and transformation.



Group Head of Sales & PM

LAURY TRUQUET

As Global Head of Sales and Program Management, Laury brings a wealth of experience from the automotive industry. She has held management positions in quality, projects, sales and communication and successfully developed strategic activities with legacy customers and e-Mobility products in the context of the technological transition.



General Manager Germany

DR. WOLFGANG LICHTENWALDER

Dr Wolfgang Lichtenwalder has been working in the field of international supply and contractual relations for more than 30 years. As a qualified lawyer, he has many years of experience in the administrative and supervisory bodies of several automotive suppliers in Europe.



MOLDTECS GROUP STEERING COMMITTEE



General Manager China

ZHENGUANG ZHU

Zhenguang Zhu has been working in the automotive industry for 20 years. He has extensive management experience: he led teams establishing and adjusting different plants to realize rapid and healthy business development in China and Asia.

General Manager India

RUPESH GUPTA

As General Manager of MoldTecs India, Rupesh Gupta brings over 30 years of experience. He has successfully handled leadership responsibilities in Plant Operations, Business Management, Sales & Marketing, Program Management, Engineering & New Product development.



Group R&D Director

STEPHANE WARNERY

As the R&D Director at MoldTecs, Stéphane Warnery brings extensive experience in the automotive industry, with a track record of developing and bringing innovations to market while nurturing strong customer relationships.



Group Purchasing Director

FRANCOIS GRAS

As Group Purchasing Director, François Gras brings over 30 years of experience in the automotive industry. Prior to joining MoldTecs, he was in charge of purchasing department and had also some experience in sales, being 4 years Global Key Account Manager for Renault.



Americas Business Development

RICHARD HUBBEL

As Director of Americas Business Development, Richard brings decades of experience from the automotive industry.



MOLDTECS GROUP AT A GLANCE

MoldTecs Group is a company specialized in the manufacture of high-performance plastics parts and complex molded systems for the automotive industry. MoldTecs is accelerating the improvement of its environmental footprint and continues to tirelessly pursue its focus on competitiveness.



6

PRODUCTION
SITES

1,400
EMPLOYEES
WORLDWIDE

€400M
WORLDWIDE SALES
IN 2025

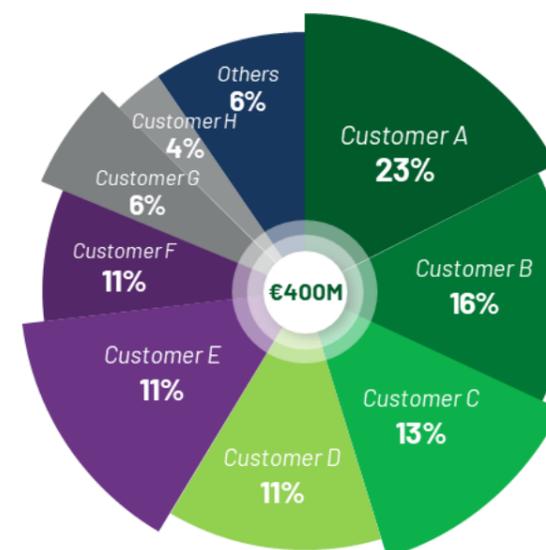
MOLDTECS GROUP AT A GLANCE

CUSTOMERS PORTFOLIO

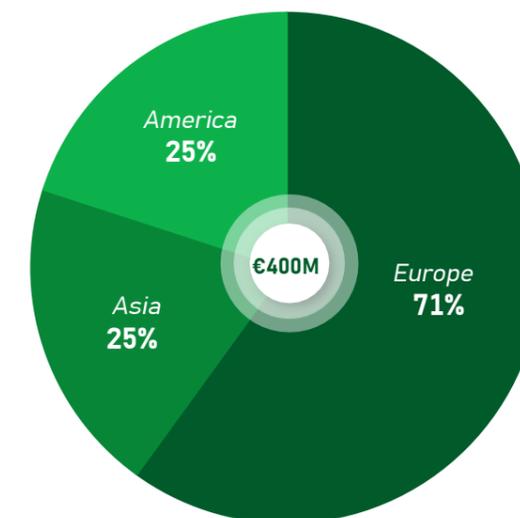
ACURA · ALFA-ROMEO · ALPINE · AUDI · BENTLEY · BMW · BUICK · BYD · CADILLAC · CHEVROLET · CHRYSLER · CITROËN · CUPRA · DACIA · DENZA · DODGE · DS · FIAT · FORD · GMC · HONDA · HYUNDAI · INFINITI · JAGUAR · JEEP · KIA · LANCIA · LAND-ROVER · LINCOLN · MASERATI · MERCEDES-BENZ · MINI · MITSUBISHI · NISSAN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

TURNOVER PER CUSTOMER AND PER REGION

Turnover per customer

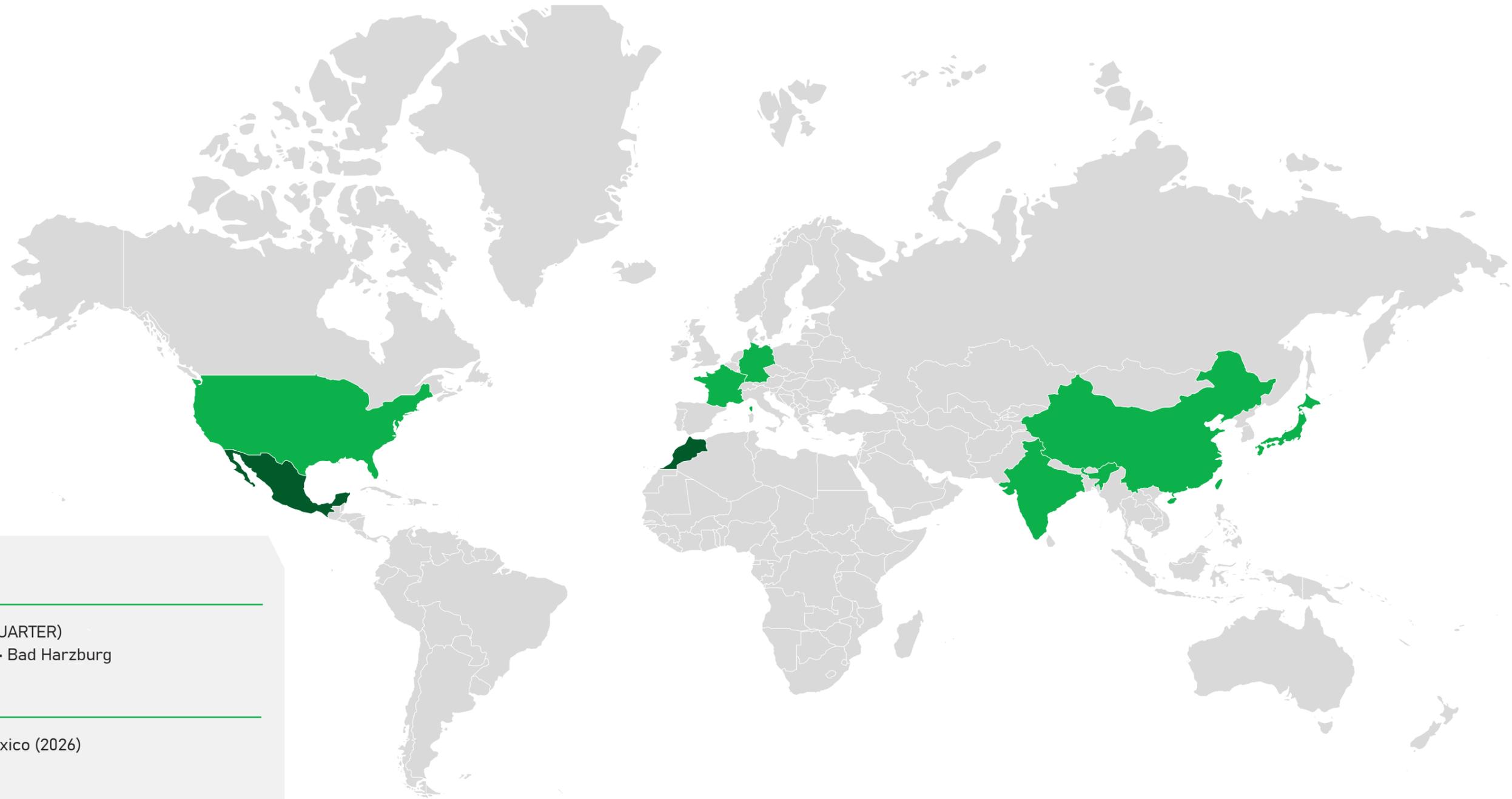


Turnover per region



MOLDTECS GROUP GLOBAL PRESENCE

- MoldTecs presence
- Mexico & Morocco plants in 2026



01 . EUROPE

France Laval (HEADQUARTER)
Germany Sonneberg · Bad Harzburg

02 . AMERICA

USA Auburn Hills · Mexico (2026)

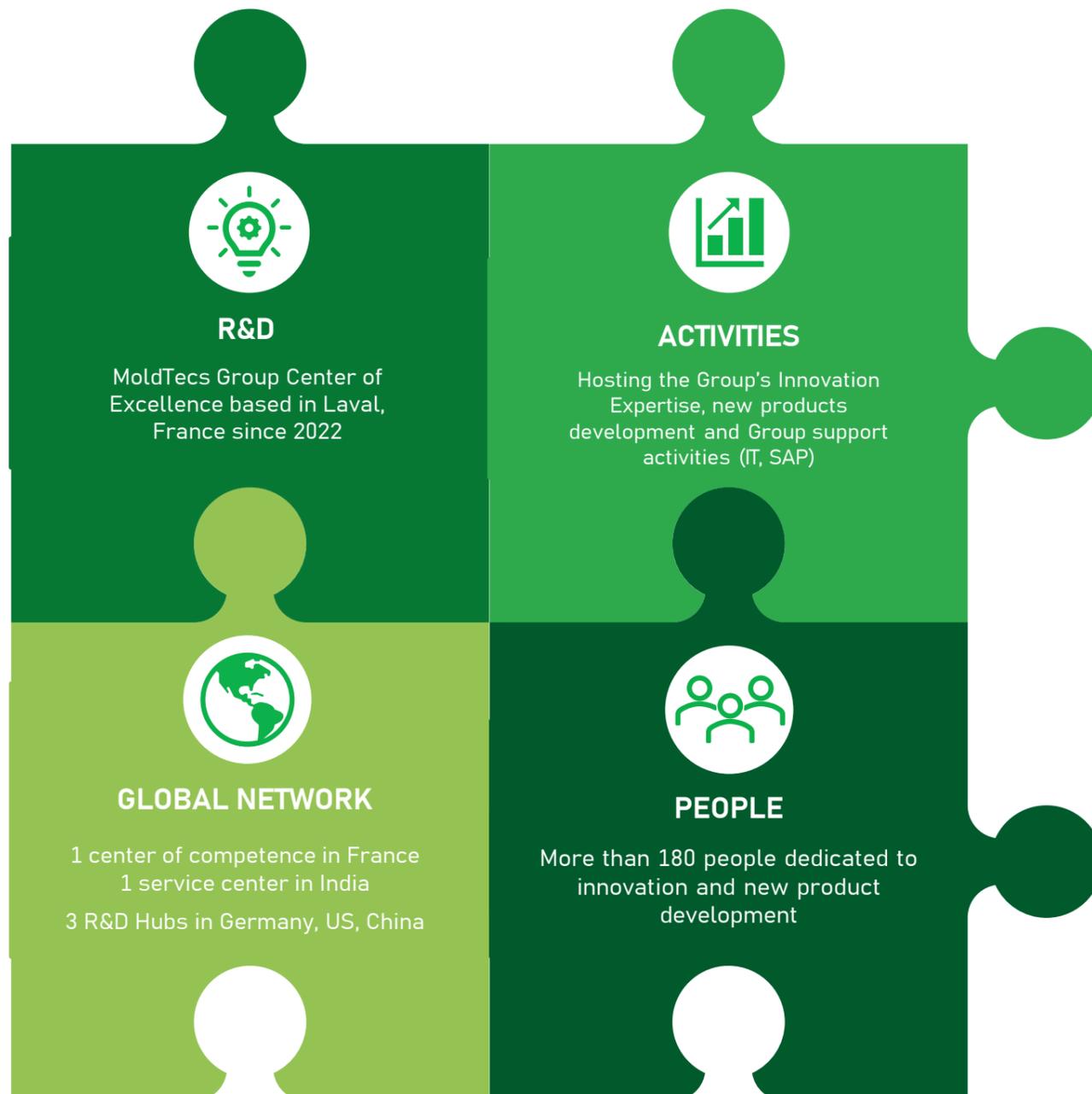
03 . ASIA

China Taicang **Japan** Sales office
India Bawal

04 . AFRICA

Morocco (2026)

MOLDTECS GROUP RESEARCH & DEVELOPMENT



Innovation for environmental sustainability

The Water Charge Air Cooler (WCAC) represents a next-generation solution for turbocharged engines. By using the engine's liquid coolant instead of ambient air, it delivers highly precise control of charge air temperature. This advanced thermal regulation ensures optimal intake conditions at all times, improving performance, efficiency, and consistency across operating conditions.

Key Functions:

-Thermal Stability
Precise charge-air temperature control, independent of ambient conditions.

-Compact & Smart Packaging

Enables engine downsizing without performance compromise.

-Improved Performance

Reduced turbo lag for faster response and smoother drivability.

Environmental Impact:

-CO₂ Reduction

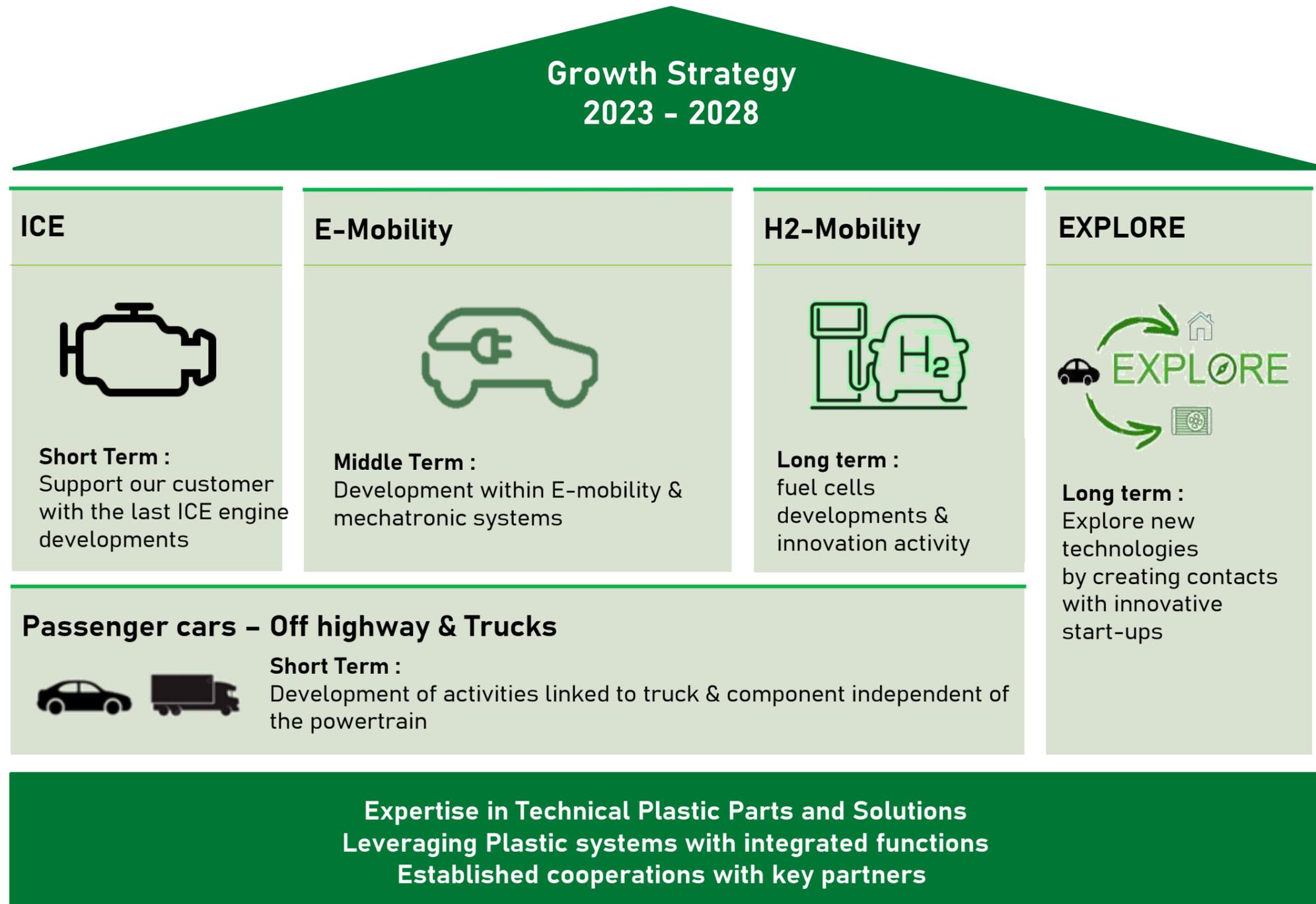
Improved combustion efficiency delivers 2-4% CO₂ reduction.

-Lower Real-World Emissions

Stable thermal conditions reduce NO_x formation, especially in urban driving (RDE conditions).

MOLDTECS GROUP

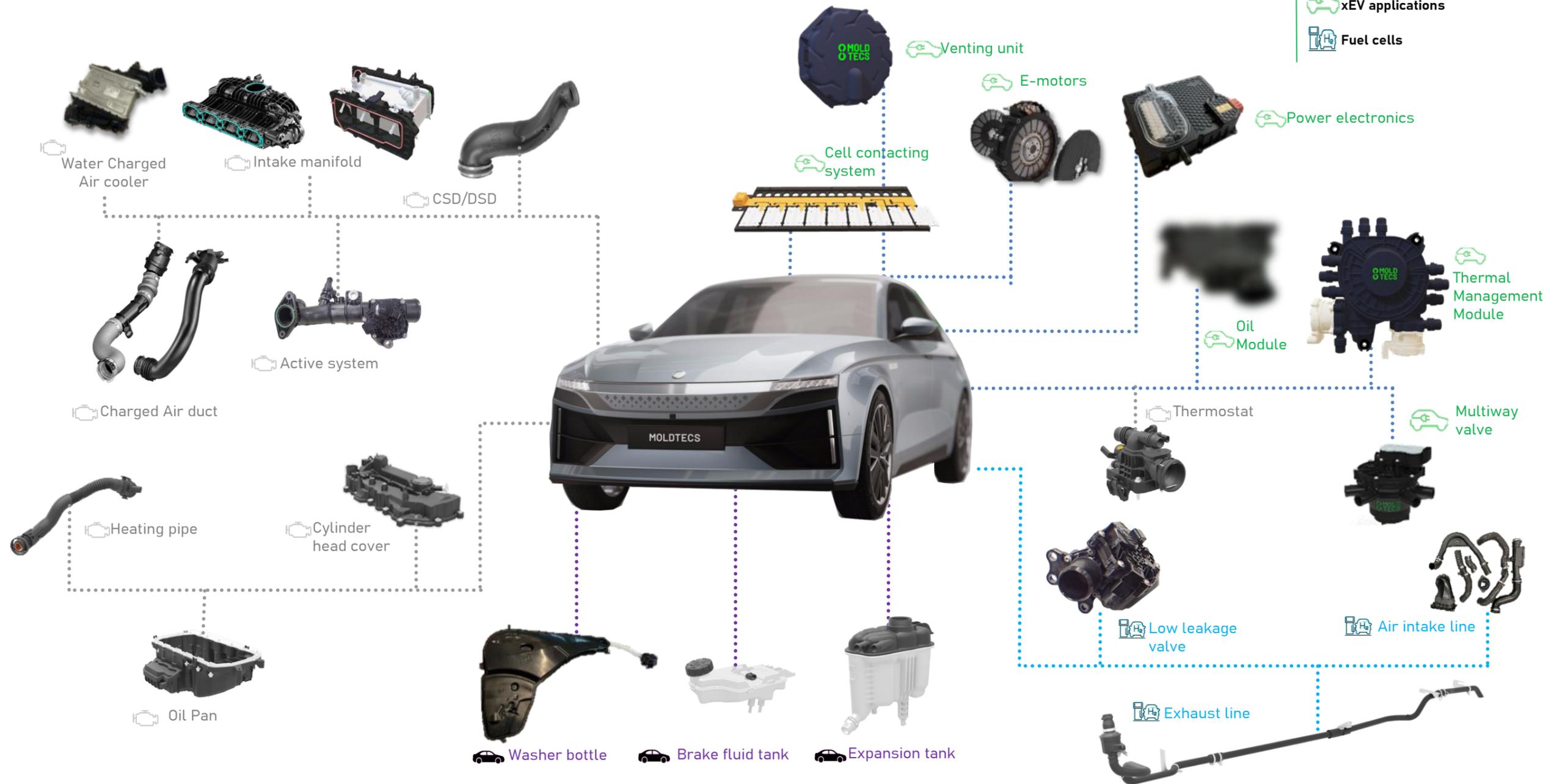
GLOBAL STRATEGY TO ENSURE SUSTAINABLE GROWTH



MOLDTECS GROUP

OUR PRODUCT PORTFOLIO

-  All vehicle applications
-  Internal Combustion engine
-  xEV applications
-  Fuel cells



01.

CORPORATE
SOCIAL
RESPONSIBILITY
POLICY



CORPORATE SOCIAL RESPONSIBILITY POLICY

1 - Governance dedicated to CSR implementation

To embed CSR sustainably at the heart of our corporate strategy, we have established a structured and dedicated governance model. This organization ensures optimal coordination of initiatives, supports informed decision-making, and guarantees rigorous monitoring of our commitments. With this in mind, we have developed a dedicated management framework that ensures the integration of sustainable development principles across all our activities.

A clear and structured organization

To support the rollout of our CSR approach, we have implemented a dedicated governance structure:

CRS Committee

A Group CSR Strategy Committee, comprising members of senior management and departmental managers, meets quarterly to define strategic directions, validate objectives, and monitor results.

CSR Process

A CSR group has been created to oversee all projects and ensure their consistency with our commitments and regulatory requirements.

2 - A commitment for tomorrow

This dedicated governance reflects our ambition to build a sustainable future. By consolidating our management tools, we are giving ourselves the means to achieve our environmental, social, and economic objectives, while meeting the expectations of our stakeholders. In this way, CSR becomes a lever for creating shared value for our entire ecosystem.

The Implementation of our Anti-Bribery and Anti-Corruption Code of Conduct contributes to the development of long-term, quality relationships with our business partners based on trust, professionalism, responsibility and integrity. Our whistleblowing system ensures the protection of 'the person reporting behavior or situations that infringe the Code of Conduct from any country via a web-based application. MoldTecs strictly applies a principle of zero tolerance towards all forms of corruption in all of its activities.



3 - Focus on stakeholder satisfaction

The satisfaction of our customers and all other stakeholders is essential. This objective is achieved through the **MoldTecs Management System**, supported by the independent certification of our sites in accordance with international standards : **ISO 9001 and IATF 16949 for quality, ISO 14001 for environmental management, ISO 45001 for health and safety and TISAX for information security.** We ensure full compliance with all statutory, regulatory, and security requirements.

The effective management and continuous improvement of our business processes, supported by advanced information technologies, enable us to deliver innovative product solutions, reliable industrial performance, and sustained competitiveness for our customer.

4 - Advancing Environmentally Responsible Products

As a global supplier to the automotive industry, **MoldTecs** is committed to developing and manufacturing products that meet customers' expectations while complying with all local regulations. We are particularly dedicated to actively **reducing the environmental impact of our solutions**, including their carbon footprint. Our innovation strategy is therefore guided by the following principles:

- Increasing the **use of recycled and renewable raw materials** in our products.
- Reducing **product weight while lowering material consumption and minimizing waste.**
- Enhancing the **competitiveness and performance** of our technical solutions.
- Providing our customers with solutions that **support vehicle electrification.**

5 - Sustainable HSE Commitment

As a global partner to the automotive industry, MoldTecs integrates **sustainability into every stage of product development.** Supported by our ISO 14001-aligned environmental management practices and ISO 45001-based commitment to employee's health and safety, we work to reduce the environmental footprint, to prevent accidents, diseases, and damages resulting from professional risks.

Our eco-responsible approach strengthens material circularity, optimizes resource use, and enhances the durability and efficiency of our technical solutions. These efforts support our customers' sustainability goals and reinforce MoldTecs' long-term competitiveness.

MOLDTECS CERTIFICATIONS & CSR PERFORMANCE

CSR ASSESSMENT AND CONTINUOUS IMPROVEMENT

Since 2024, we have chosen to have our CSR (Corporate Social Responsibility) commitment assessed by EcoVadis, a recognized and independent evaluation platform. This initial assessment resulted in a score of 46/100, providing us with a transparent and objective overview of our current CSR maturity.

Beyond the result itself, this evaluation marks a key milestone in our continuous improvement process. It has enabled us to better identify our strengths, as well as the areas requiring further development. Based on these findings, we have decided to deploy targeted action plans to strengthen our practices, particularly in the areas of environmental performance, occupational health and safety, ethics, and responsible purchasing.

These efforts reflect our determination to progressively enhance our CSR performance and to embed responsible practices more deeply into our operations over the coming years.



SUPPLIER ASSURANCE QUALITY SAQ 5

Most of our sites have been assessed at SAQ 5 (Supplier Assurance Quality Level 5), the highest level of supplier quality assurance. This evaluation confirms that our operations consistently meet rigorous quality, reliability, and compliance standards.

Achieving SAQ 5 demonstrates that we have:

- Comprehensive quality management systems in place across all sites
- Strict process controls and monitoring
- Full traceability of materials and components
- Regular audits and continuous improvement programs
- Proactive risk management and corrective actions

This recognition highlights our commitment to maintaining the highest standards of quality and operational excellence throughout our organization.

Score	2025
B85	MoldTecs Sonneberg (Germany) MoldTecs Bad Harzburg (Germany)
B84	MoldTecs Taicang (China)
C75	MoldTecs SAS (France)



02.

FOCUS ON OUR EMPLOYEES, COMMUNITIES & SOCIETY





FOCUS ON OUR EMPLOYEES, COMMUNITIES & SOCIETY

CODE OF CONDUCT

At MoldTecs, our values and activities are grounded in the highest standards of responsible conduct, with full respect for human rights, labor rights, the environment, and ethical business practices. The MoldTecs Code of Conduct defines the principles that guide our behavior and shape our internal and external relationships.

Our commitments are built on integrity, transparency, accountability, and a culture of continuous improvement driven by innovation and disciplined management. This Code of Conduct is shared with all employees to support them in their daily responsibilities and to ensure a consistent, responsible, and exemplary way of working across the entire MoldTecs organization.

GROUP CULTURE

Within the MoldTecs Group, we share strong values that shape our relationships with all our stakeholders and guide the development of our activities. These values enable us to position ourselves as a leading player in the production of high-performance plastics, capable of meeting today's industrial requirements and tomorrow's challenges. Our MoldTecs values apply to all aspects of the business:

- M**otivation
- O**pen-minded
- L**eadership
- D**iversity
- T**eamwork
- E**ntrepreneurship
- C**ustomer Centricity
- S**ustainability



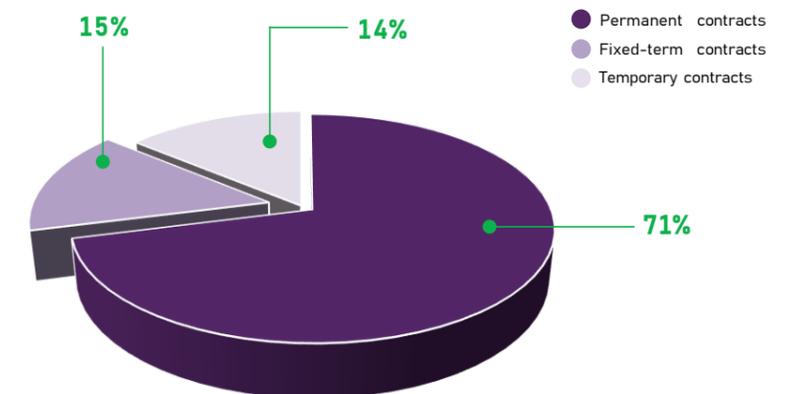
FOCUS ON OUR EMPLOYEES, COMMUNITIES & SOCIETY

CHARACTERISTICS OF PERSONNEL

In 2025, MoldTecs Group has 1 400 employees worldwide, spread over 5 countries, including parts, technical centers, sales office and headquarters.

- | | |
|---------------|---------|
| GERMANY | CHINA |
| FRANCE | INDIA |
| UNITED STATES | MOROCCO |
| | MEXICO |

CONTRACT BREAKDOWN (%)



FOCUS ON OUR EMPLOYEES, COMMUNITIES & SOCIETY

NUMBER OF EMPLOYEES

In 2025, among our teams, Managers & Engineers account for 10%, Office employees represent 8%, Supervisors & Technicians 26%, Apprentices represent 2%, while Workers still represent most of the employees with 54%.

Our company account more than 100 different professions.



GLOBAL AGE PYRAMID BY GENDER

MoldTecs Group is committed to forbidding child labor and respects MoldTecs Code of Conduct. The Group does not recruit people under 18 years old and strictly respects the fundamental principles of child protection regardless of the country.

The median age is 40 years old.



GLOBAL AGE PYRAMID BY SENIORITY / WAGES AND BENEFITS

60% of our employees have been working for the company for less than 10 years.

In 2024, in our major regions, the global salary package level offered by MoldTecs is higher than the local package. MoldTecs Group recognizes freedom of association and collective bargaining as fundamental human rights. All MoldTecs Group sites comply with local labor regulations.

SENIORITY REPARTITION



DIVERSITY AND EQUAL OPPORTUNITIES

MoldTecs Group promotes respect for the physical and cultural integrity of everyone in conformity with UN's Universal Declaration of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at work. The Group is committed towards the elimination of any form of discrimination. The Code of Conduct has been established to prohibit any form of discrimination and to recognize the importance of ethical behavior and social responsibility.

The Code of Conduct is handed to each newcomer in our Group. More than 20 nationalities in 2024, with most Germans, French, Americans, Chinese and Indians. The integration of different cultures is part of the MoldTecs Group values.

	MANAGERS & PROFESSIONALS	OFFICE EMPLOYEES	SUPERVISORS & TECHNICIANS	WORKERS
Female	17	41	53	217
Male	117	67	284	485

FOCUS ON OUR EMPLOYEES, COMMUNITIES & SOCIETY

EMPLOYEES DEVELOPMENT

MoldTecs Group recognizes the importance of people development to maintain mutual trust between the Company and its employees. The Group continuously invests in professional qualifications and personal skills essential to business success. Training activities are organized to reinforce managerial and technical skills.

As each employee contribute to the success of MoldTecs Group, they must be recognized for their performance. The development and the performance evaluation occurs once a year for all employees.

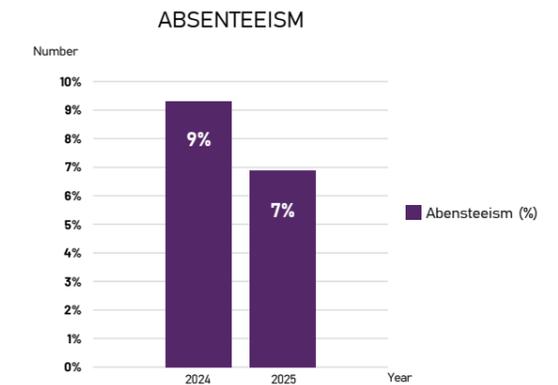
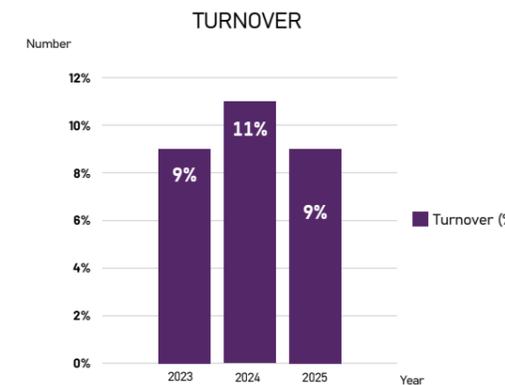
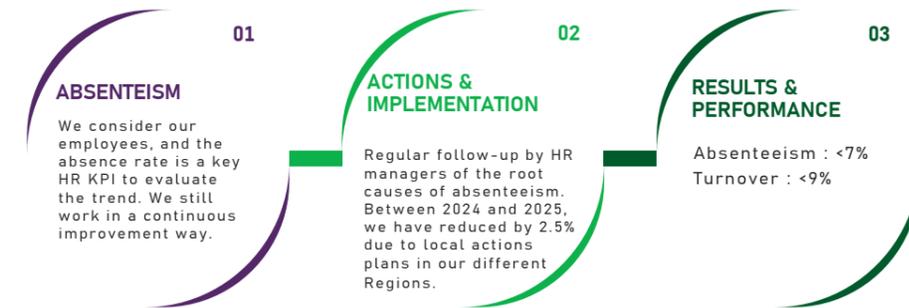
2025 KEY ACHIEVEMENTS

	2023	2024	2025
Annual code of conduct training completion rate (%)	81%	81%	100%
Target (%)	100%	100%	100%

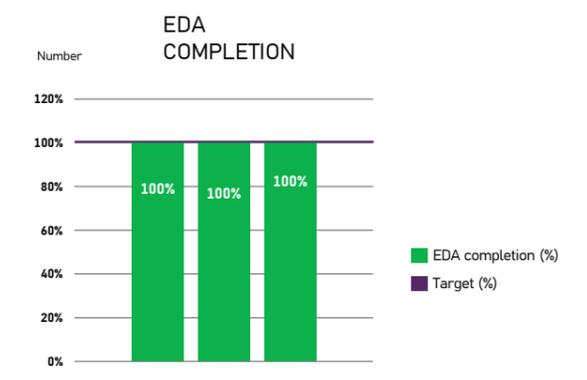
% of women in the overall population	16%	25%	26%
% of women managers	12%	12%	14%
Number of events organized by management for employees	14	20	19



TURNOVER AND ABSENTEEISM



TRAINING PLAN AND EDA



FOCUS ON WORKPLACE WELL BEING

SOCIAL BENEFIT FOR ALL EMPLOYEES

Each year, we renegotiate our **health and disability insurance contracts** to secure more advantageous rates for employees. These contracts enable us to provide **optimal coverage in the event of an accident or illness, ensuring the physical and financial security of our employees.**

Additional initiatives are also implemented to support personal development and employee well-being, such as holiday vouchers, profit-sharing schemes, and employee incentive plans, governed by company agreements. The redistribution of a portion of the Group's profits helps strengthen the sense of belonging, motivation, and engagement of our teams.

ENSURING FAIR AND DECENT WAGE

We are committed to providing all employees with **fair remuneration that meets both living wage and minimum wage standards**, enabling them and their families to enjoy a decent and acceptable standard of living. We firmly believe that fair pay is essential to cover basic needs such as food, housing, healthcare, education, and transportation.

To uphold this commitment, we conduct annual, in-depth reviews of employee compensation, benchmarking salaries against recognized living wage references and statutory minimum wage levels in each country or location of employment. Where discrepancies are identified, appropriate corrective actions are implemented.

Through this approach, we actively promote fair working conditions and strive to strengthen economic equity within our organization. We continuously monitor and assess our pay practices to ensure they meet, and where possible exceed, **decent wage standards**, thereby contributing to improved living conditions for our employees and their families.

FOSTERING SOCIAL DIALOGUE

At MoldTecs, open and constructive dialogue is a cornerstone of responsible management. Employees are encouraged to share their views through various channels, including workplace surveys, on topics such as working conditions and quality of work life. Their voices are also integrated into collective bargaining and consultation processes.

We view Corporate Social Responsibility as a key driver for strengthening and modernizing social relations within the company. Regular and transparent exchanges are maintained with employee representatives and staff to promote professional relationships built on trust, cooperation, and mutual respect.

A GOOD WORK-LIFE BALANCE

Among our commitments, we aim to create a supportive work environment that ensures our employees can achieve a satisfying work-life balance. We offer our staff flexible working arrangements, including adaptable working hours. On our European sites, agreements have been signed to enable **remote work. Time savings accounts** are also in place.

This flexible organization helps meet the needs of our business while respecting the personal constraints of everyone.

SATISFACTION SURVEY

Every two years, we conduct a **satisfaction survey among all our employees**. The purpose of this survey is to measure staff satisfaction across various topics, including health, safety, well-being at work, career development, and motivation. The results of the survey are then analyzed to enable the implementation of actions that align with employee expectations.

In 2025, **80% of employees reported being satisfied**, with a **participation rate of 84%**. The results are analyzed to guide the implementation of actions that align with employee expectations.



COMMITMENT TO STUDENTS, YOUNG PROFESSIONALS

Every year, we organize various events to raise awareness of our company and our professions among young talents. Our sites regularly welcome **secondary and high school students**, with guided visits organized across all departments (accounting, human resources, sales, production, technical R&D center, maintenance, etc.).

We also aim to facilitate local employment and professional integration by welcoming **students through apprenticeships, internships, and work-study programs**, at all stages of their educational paths and across a wide range of academic disciplines.

Our partnerships with numerous schools enable us to promote careers in industry among students and to offer them multiple opportunities for learning, development, and employment.

National School of Arts and Crafts (ENSAM)
at MoldTecs Laval - October 10, 2025



PROFESSIONAL INTEGRATION AND SKILLS DEVELOPMENT

At **MoldTecs**, professional integration is also a key lever for promoting **inclusive employment**. We provide less-qualified employees with opportunities to develop their skills through **internal, certified training programs**. These initiatives create a work environment that supports learning and individual growth, and our investment in employee development is a key driver of our long-term success.

We also offer **job seekers** opportunities to **reintegrate into the workforce**, and training for employees undergoing **career transitions** is a core element of our Group policy. A wide range of training options is available, including **internal training delivered by company employees, external training programs, and online courses**.

This skills development policy supports our employees throughout **their entire professional careers**.



MoldTecs Germany
Participating at FAMOS in 2025

IMPROVING QUALITY OF LIFE AT WORK

RETROSPECTIVE OF OUR ACTIONS IN 2025

The **QVCT (Quality of Life and Working Conditions) group** was created two years ago. It is made up of several employees who work together to improve **collective well-being and working conditions** within the company.

Through regular discussions and concrete initiatives, this group aims to identify improvement areas, propose actions, and contribute to creating a healthier, more balanced, and more engaging work environment for all employees. Among these actions, here are some examples :



Christmas decoration



World Environment Day



Youth Football tournaments



Chocolates at each site for Easter



A touch of pink to support Pink October (Group)

PARTNERSHIP AND COMMUNITY ENGAGEMENT

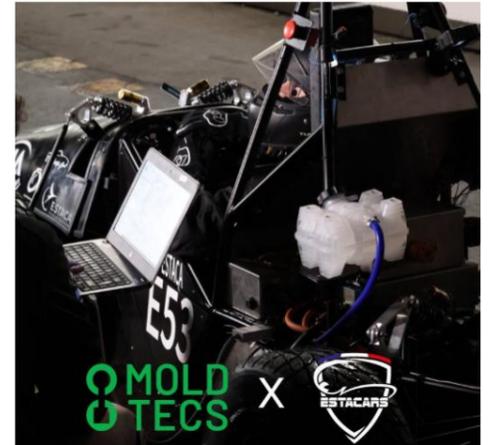
Every year, MoldTecs is proud to support **internal and external associations**, as well as **student projects**, through its corporate philanthropy initiatives. Our objective is to provide financial support to **projects serving the public interest**, particularly in the fields of **culture, health, education and sports**.

In **2025**, MoldTecs supported more than a dozen **philanthropic initiatives**, including pink October, November, Youth Football tournaments, cultural festivals and various **karting and sport challenges** organized by employees.

Through these actions, MoldTecs actively contributes to enhancing the Group's visibility and positive impact across all regions where it operates.

ESTACARS
1164 abonnés
1 mois • Modifié •

L'équipe ESTACARS est fière de pouvoir compter sur le soutien de **MoldTecs**, qui nous accompagne à la fois par la conception d'un vase d'expansion sur mesure et par un soutien financier précieux. ... plus



Flowers for Women's Day at each site



OBJECTIVES	KPI	2025	2026
Employees retention	% of turnover	9%	9%
	Annual Code of Conduct training completion rate	100%	100%
Gender equality	% of women in the overall population	26%	28%
	% of women managers	14%	16%
Well trained employees	% training achievement	98%	100%
Well appraised employees	% Annual assessment EDA	100%	100%
Federate teams	Number of events organized for employees	19	20
Improve working conditions and engagement	Absenteeism rate	7%	6%



03.

INTEGRATED AND ETHICAL BUSINESS



INTEGRATING CSR INTO OUR PURCHASING POLICY

RESPONSIBLE SUPPLIER COMMITMENT

To ensure collaboration with suppliers who share our values, MoldTecs has implemented a framework ensuring that all suppliers are informed about and adhere to our **Supplier's Code of Conduct**. Compliance with this Code of Conduct is an essential part of our supplier onboarding and long-term business relationships.

This Supplier's Code of Conduct covers :

- Integrity
- Human rights
- Corporate responsibility
- Business partner commitment

Our responsible Purchasing Policy plays a fundamental role in the transition to a more responsible economic model. By creating a direct link between our company and our suppliers, it directly influences our societal, environmental, and ethical impact. To this end, we have embarked on a transformation of our purchasing practices.

2025 Status

In 2025, **25% of strategic suppliers have signed the Code of Conduct**.

MoldTecs promotes **the use of recycled materials** whenever the required technical specifications allow it. **In 2025, we purchased 23,5% recycled plastic raw materials.**

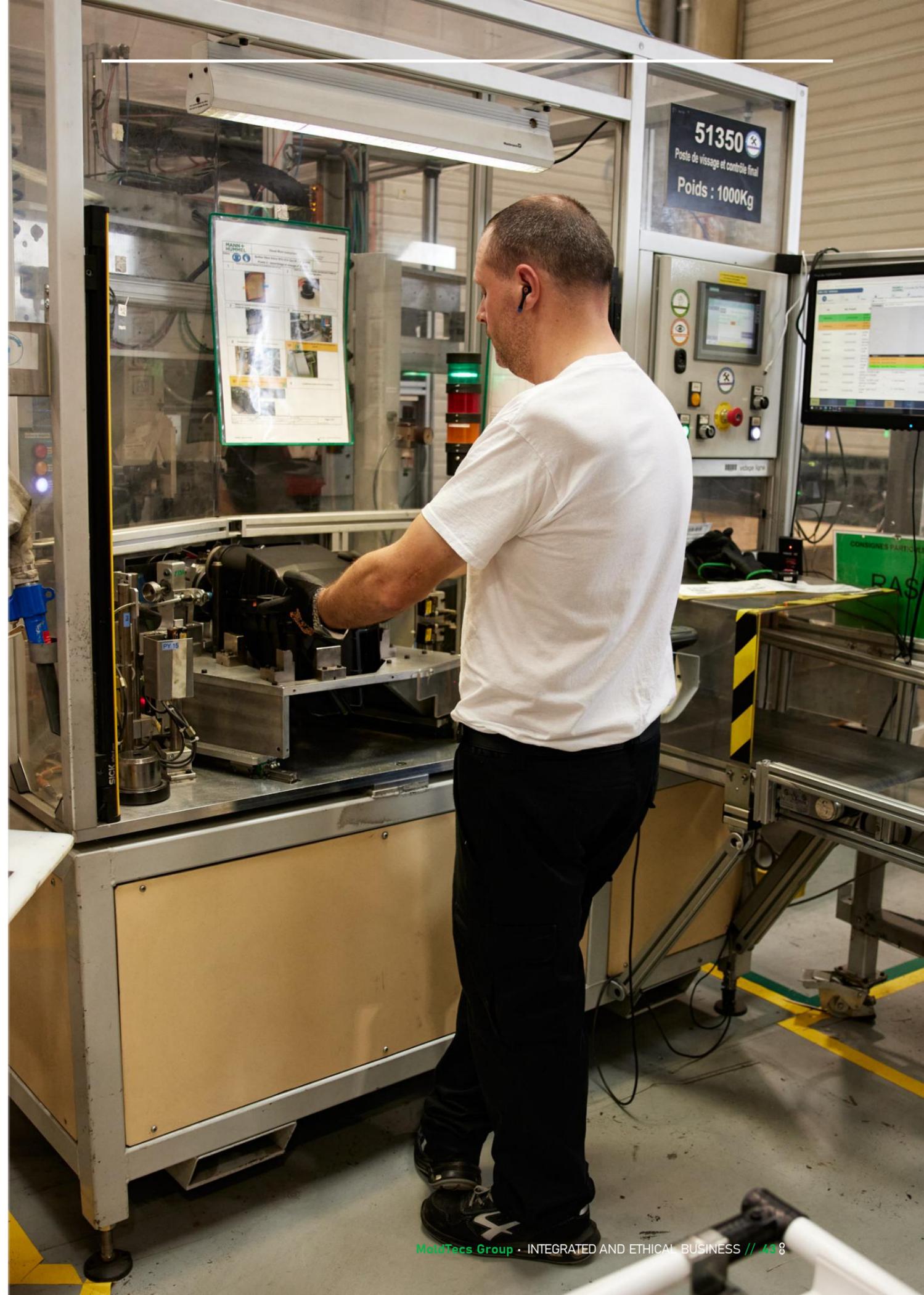
2026 Priorities

In 2026, the key focus areas will be to:

- Evaluate supplier performance through an ESG self-assessment
- Integrate ESG evaluation and carbon footprint criteria into the supplier selection process
- Include ESG performance as a key component of supplier development plans

2025 KEY ACHIEVEMENTS

OBJECTIVES	KPI	2025	2026
Deployment of Supplier Code of Conduct across strategic suppliers	% of strategic suppliers committed to the Supplier Code of Conduct	25%	85%
Integration of environmental and safety standards into supplier evaluation	ISO 14001 & ISO 45001 criteria integrated into supplier assessment process	94%	100%
Deployment of ESG assessment across strategic suppliers	% of strategic suppliers covered by ESG assessment process	<5%	40%
Foster the purchasing of recycled plastic raw material	% recycled plastic raw material	23,5%	28,5%





INTEGRATING CSR INTO OUR PURCHASING POLICY

SELECTING SUPPLIERS WHO SHARE OUR VALUES

We expect all our Business Partners to engage in responsible supply chain practices and to comply with the Code of Conduct. The provisions of this Code are in addition to the provisions of any legal agreement or contract between a Business Partner and MoldTecs or any of its subsidiaries or affiliates.

The Supplier's Code of Conduct communicates the basic principles of cooperation to all business partners and bindingly regulates these. We strongly believe that transparency and ethical behavior are key components of a successful business relationship and encourage all our partners to adopt similar principles.

We favor business partners whose practices are consistent with a responsible and sustainable approach, in line with our own commitments. We believe that our suppliers' CSR performance directly contributes to our overall corporate responsibility. We comply with the law in our business activities and expect our business partners, including their subcontractors, temporary employment agencies, and all contract and seasonal workers, to do the same by complying with all laws. We require our business partners to provide us with crucial and adequate information regarding their compliance management system and the nature of any violations for evaluation purposes. We favor collaborations with suppliers who are committed to a long-term approach and attentive to the environmental and social impacts of their activities, particularly on local territories and communities.

1 Integrity

Everyone who works for and does business with us, is expected to act with integrity, make the right decisions and take the right actions in compliance with applicable laws and regulations in the countries and jurisdictions in which they operate.

2 Product quality

We seek to work with suppliers who offer consistent product quality to ensure that our finished products meet the highest quality standards.

3 Compliance with ethical standards

We ensure that our suppliers adhere to high ethical standards, particularly regarding human rights, working conditions, and corruption prevention. We pay particular attention to suppliers who have a responsible sourcing policy and who work with partners who share these principles and values.

4 Corporate responsibility

Business Partners are expected to ensure a safe and respectful environment with a focus on environmentally responsible materials, products, and procedures.

COMPLIANCE

ETHICAL FOUNDATION & GOVERNANCE

A CULTURE OF INTEGRITY DRIVEN BY LEADERSHIP

At MoldTecs, integrity and ethical behavior are the foundation of our business culture. Our **Code of Conduct** defines the principles that guide every employee and partner, ensuring full compliance with applicable laws, fair competition, and respect for human rights. It is supported by a transparent whistleblowing system accessible to all through our Integrity Line, guaranteeing that every concern can be raised safely and confidentially.

Our governance model embeds compliance at the heart of decision-making. The Compliance Officer supervises the implementation of ethical standards across all sites, under the authority of the CEO and CFO. This responsibility is reinforced through a documented Management Policy (POL-008), which integrates legal and customer-specific requirements into our daily operations. Each policy is reviewed regularly to ensure its continued relevance and alignment with international best practices.

This structure reflects our belief that sustainable performance and ethical behavior go hand in hand. We act responsibly not only because it is required but because it defines who we are as a trusted global partner.



ZERO TOLERANCE FOR CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR

PREVENTING CORRUPTION, UNFAIR PRACTICES & FINANCIAL CRIME

MoldTecs maintains a zero-tolerance policy toward corruption, bribery, and unfair competition. Through our Anti-Bribery and Corruption Policy (POL-0013), we strictly prohibit any gift, invitation, or advantage intended to influence a business decision. All benefits exceeding €50 require formal approval, while any form of cash gift or inappropriate hospitality is strictly forbidden. Our approach ensures that all interactions with stakeholders are transparent, balanced, and free of undue influence.

In parallel, our Antitrust Policy (POL-035) reinforces our commitment to fair and open markets. We forbid any exchange of sensitive information or coordination with competitors that could restrict competition. Employees exposed to commercial, or procurement risks are trained to identify red flags and must seek the advice of the Compliance Officer before entering any cooperative agreements.

Furthermore, our Anti-Money Laundering Policy (POL-036) ensures that all financial transactions are traceable, legitimate, and compliant with EU directives. We refuse any cash payment above €10,000 and apply due diligence to identify business partners and beneficial owners. Suspicious activities are immediately escalated to the AML Officer.

These strict rules protect MoldTecs, its partners, and the broader market ecosystem, ensuring that every transaction is conducted with integrity and transparency.



INDICATOR	Metric	2025	2026
Code of Conduct Acknowledgment	% of employees having signed/read the Code	100%	100%
Anti-Bribery & Corruption	Completion rate of specialized e-learnings	60%	100%
Compliance	Completion rate of specialized e-learnings	60%	100%
Total Number of Allegations Received	Quantitative tracking of reports via the internal whistleblowing platform	0%	0%

COMPLIANCE

AWARENESS, TRAINING & CONTINUOUS IMPROVEMENT

EMPOWERING PEOPLE THROUGH KNOWLEDGE AND ACCOUNTABILITY

We believe that compliance is a collective responsibility and that awareness is the key to lasting integrity. Every MoldTecs employee participates in our SoSafe e-learning program, a comprehensive digital platform delivering 47 interactive training modules per year. Topics include cyber security, data protection, anti-corruption, and ethical conduct. Monthly campaigns, complemented by unannounced phishing and compliance tests, strengthen our vigilance and ensure that awareness remains high across all teams.

Our Human Rights Policy (2025) reinforces this culture of responsibility by embedding respect, diversity, and equality throughout our operations and supply chain. We align with the UN Guiding Principles on Business and Human Rights, the ILO Conventions, and the OECD Guidelines, ensuring that every partner upholds the same standards regarding labor rights, non-discrimination, and fair working conditions.

We continually monitor our compliance performance through audits, internal reviews, and regular updates to our policies. Beyond rules, this approach reflects our conviction that integrity must be lived daily through training, leadership, and transparent communication. By empowering our people, we build a resilient organization grounded in ethics, trust, and long-term sustainability.



Completion Score
average of all results

97
Scoring

After having completed all modules, each user achieves a score between 0 and 100. The value displayed here is the arithmetic mean of all results already achieved by the users.

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Policy 37 Human Rights

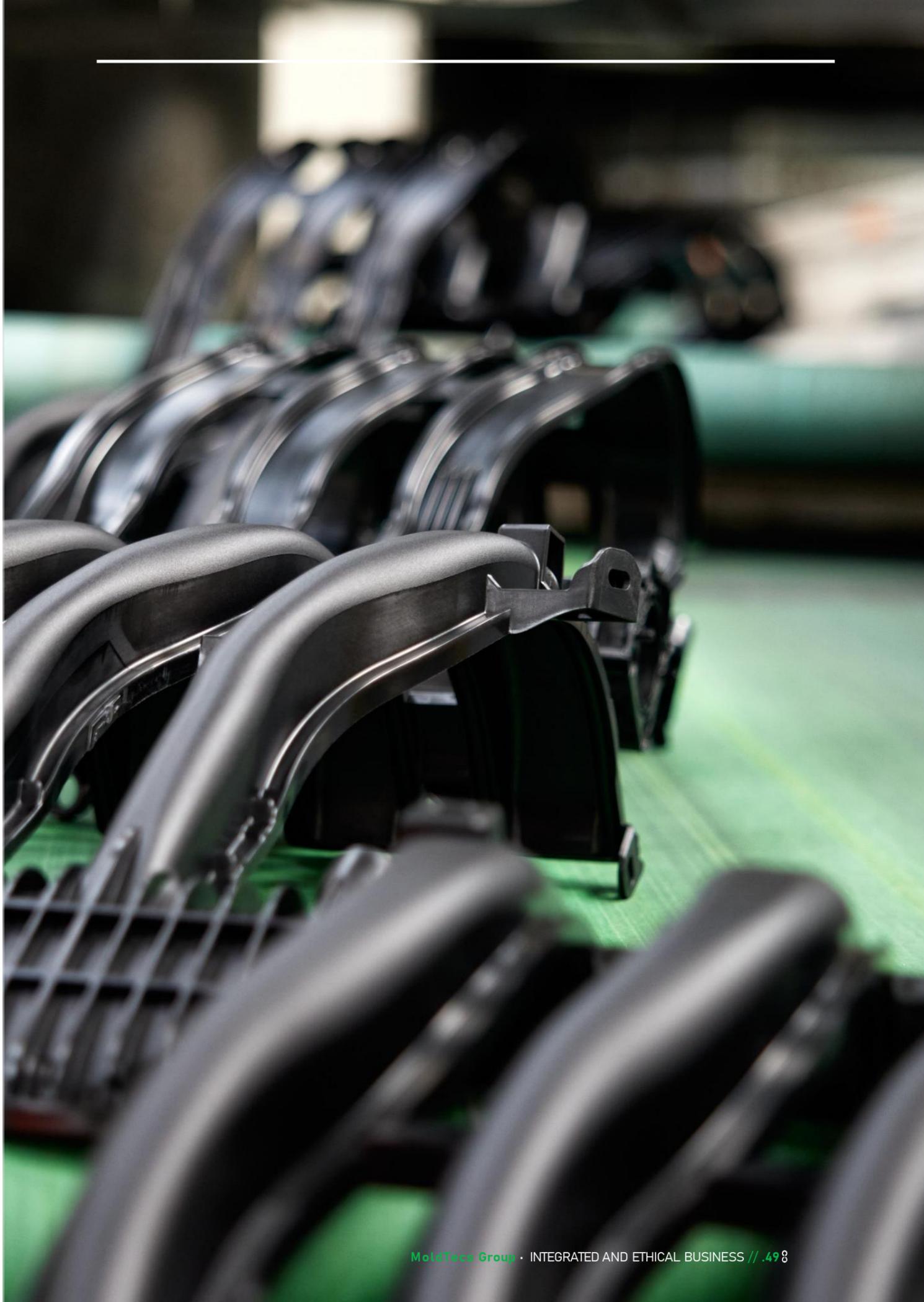
Issue: 2025-06

	Name	Function
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Complexity of the flow/process (according to MTD-OM-1-0001): Low
Latest implementation: 2025-06

Changes	
Previous version:	none
	Original version
Changes:	

POL_371 EN | V001 Issue 2025-07
Form template MTD-OM-F-0001 | EN | V02 | Issue 2024-03
Printed version is not subject to change service.
Revision cycle according to MTD-OM-1-0001



COMPLIANCE

ANTI-CORRUPTION PROGRAM

CONFLICTS OF INTEREST

We communicate honestly and transparently. We disclose potential or actual conflicts of interest in the workplace in a timely manner for review and definition of mitigation measures. A conflict of interest exists when a private interest of an employee could collide with the interests of MoldTecs. This may also include that a partner or close relative has conflicting interests, for example working in a relevant position for a competitor. Business decisions may only be made based on objective business criteria and not under the potential influence of personal interests or relationships.

POLITICAL AND SOCIAL ENGAGEMENTS

All employees are free to become politically and socially involved in their communities during their free time. As an active member of society, also MoldTecs engages with its communities. However, we remain politically neutrality and therefore do not make financial contributions such as donations and sponsoring measures with political objectives. This means that we do not make donations or comparable contributions to political parties, other political organizations, individual elected officials or candidates for political offices.

ACCOUNTING PROCEDURE

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

GIFTS AND INVITATIONS POLICY

We condemn any form of bribery and corruption whether active or passive, direct or indirect. We do not offer or grant personal benefits to representatives or employees of other companies or public administrations in connection with official activities. We also do not accept any personal benefits in connection with our business activities for MoldTecs in particular, gifts or invitations in an inappropriate form or amount.

We only offer or accept gifts (legally allowed small everyday gifts) and hospitality (e.g., invitations to business dinners or events) that are adequate in terms of the value and that don't result in any expectation of compensatory measures by anyone involved. We already prevent the appearance of undue advantages. Gifts and hospitality must therefore only be reasonable, occasional, and modest. Especially gifts to and invitations of public officials and employees of state-owned businesses need to be handled with greatest caution.

Even the appearance of bribery and corruption must be avoided at all costs.

SANCTIONS

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

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

MANAGING CONFLICTS OF INTEREST

Our organization is committed to conducting its activities with integrity, transparency, and a strong sense of responsibility. To safeguard these principles, we expect all employees and leaders to act in the best interest of the company and to avoid circumstances where personal considerations could compromise, or appear to compromise, professional judgment. We have established clear guidelines to support the identification and disclosure of potential conflicts of interest. Employees are encouraged to report any situation that could affect their independence, ensuring that such matters can be assessed promptly and managed appropriately.

By maintaining an open and proactive approach to conflict-of-interest management, we reinforce trust within our workforce and with external stakeholders. This commitment ensures that our decisions remain objective, compliant with our ethical standards, and aligned with the long-term sustainability of the company and the communities we serve.

ETHICS AND COMPLIANCE GOVERNANCE

The Group Compliance Management oversees the compliance function and leads the implementation of the anti-corruption program across the organization. He reports to the MoldTecs Group Steering Committee. Regional General Managers and Plant Managers reinforce this framework by ensuring consistent application of compliance standards throughout all Group subsidiaries.



04.

HEALTH, SAFETY AND ENVIRONMENT



HEALTH, SAFETY AND ENVIRONMENT

GROUP HSE POLICY



Health

Taking care of health and well being

We mitigate occupational health risks and manage ergonomics for well being.



Safety

Providing safe working conditions

We actively lead safety in a participative way, to create and maintain safe machines, workplaces and develop & share safe know how.



Loss prevention

Protecting our industrial means

We prevent fire and natural risks.
We keep prepared for incident management and emergency.



Environment & Energy

Preserving environment through our products and process

We lead reduction of our footprint on waste, energy consumption, water and CO2.
We commit to sustainable resource management, renewable energy, reuse, and recycling.



Legal compliance

Committing to comply

We meet regulation and other applicable requirements, covering health & safety, chemicals, air, GHG emission, water, soil, waste, noise.

The MoldTecs Group affirms its commitment to progress in a responsible and sustainable manner. This approach reflects our commitment to balancing performance, safety, and respect for the environment. Our MoldTecs Group HSE policy is a concrete illustration of this ambition. We aim for zero accidents and zero occupational illnesses, while reducing our environmental impact through waste management, energy and water conservation, and reduction of our carbon footprint. We are fully committed to placing health, safety, and the environment at the heart of our decisions.

Thanks to the involvement of all our employees, their training, and their awareness, we are building a safe and responsible working environment, while protecting the health of our customers and the future of our planet. Our HSE management system, which complies with ISO 14001 and ISO 45001 standards, supports these commitments. Deployed throughout the organization, it is subject to continuous improvement to ensure the reliability and effectiveness of our approach and to make sustainable progress toward excellence.

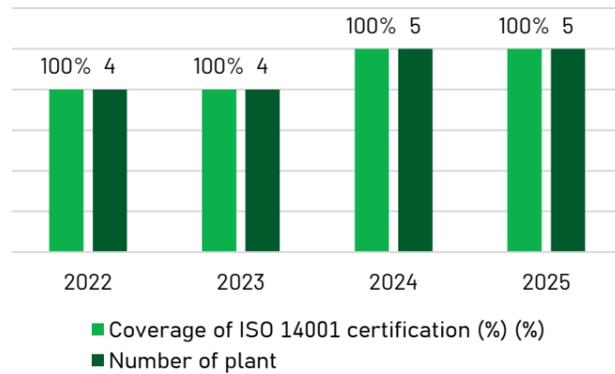
Safety and fire trainings Some activities in each site



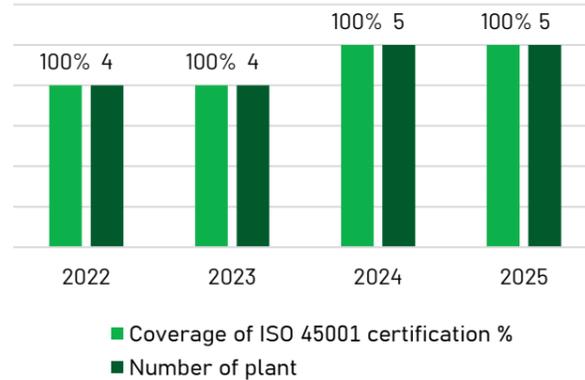
HEALTH, SAFETY AND ENVIRONMENT

Health, safety, and the environment are fundamental elements for MoldTecs Group in the conduct of its operational activities. Since 2024, 5 MoldTecs sites out of 6 have been ISO 14001 and ISO 45001 certified. 1 of them being in process of implementation.

Coverage of ISO14001 certification (%) - Number of plant



Coverage of ISO45001 certification - Number of plant



Our sites deploy and maintain this framework to achieve common objectives:

- Complying with regulatory obligations and other applicable requirements by ensuring they are identified and effectively implemented.
- Controlling major risks related to material handling, physical workload, and work equipment.
- Strengthening the prevention approach and improving working conditions in terms of health and safety by applying the “12 Golden Rules”.
- Enhancing environmental protection efforts, particularly through the sustainable management of resources, use of renewable energy, water consumption management, responsible chemical management, pollution prevention and incident control, and consideration of product end-of-life at the design stage to facilitate reuse and recovery.
- Protecting the health and safety of consumers.
- Engaging, consulting, and involving all workers and their representatives.
- Training, informing, and raising awareness among all workers on various health, safety, and environmental topics.
- Continuously evaluating the effectiveness and efficiency of our HSE management system.



12 GOLDEN RULES SAFETY



HEALTH, SAFETY AND ENVIRONMENT

RISK MANAGEMENT

Within the MoldTecs Group, risk management relies on everyone's involvement and on actions tailored to each level of responsibility and expertise.

Operational Leadership : every month, managers take part in a “Safety Gemba Walk” (safety tour of the shop floor) to identify risks, support teams, and work together to develop concrete solutions. Observations and decisions are then shared and followed up with the teams.

Team Empowerment : those who work on the ground every day are best placed to suggest improvements. Cross-functional workshops, such as ergonomic workshop, enable their ideas to be gathered and have proven effective in bringing about lasting improvements in working conditions.

Technical Know-How : managers, in collaboration with the HSE department, carry out systematic and formal risk analyses. This work feeds into annual progress plans, ensuring structured monitoring and continuous improvement in prevention.



OPERATIONAL MANAGEMENT



TEAM EMPOWERMENT



TECHNICAL KNOW-HOW

MAINTAIN AWARENESS AND SAFE KNOWHOW

Each site complies with local regulations regarding HSE training, but developing employees' HSE skills is also a fundamental value at MoldTecs. Indeed:

“Safety expertise” : enables employees to manage their activities safely.

“Knowledge of the human factor” : gives managers the ability to encourage operators to adopt safe behavior.

To this end, training sessions (e.g., electrical safety, overhead cranes, handling equipment, fire safety, first aid in the workplace) and awareness sessions (e.g., risk identification, waste sorting, use of chemicals) are provided to relevant employees. Managers also receive training related to their roles (e.g., management, prevention of psychosocial risks).

HEALTH, SAFETY AND ENVIRONMENT

LEADERSHIP AND SAFETY CULTURE

HSE Gemba Walks are a key driver of leadership in the field and the development of a safety culture within the Group.

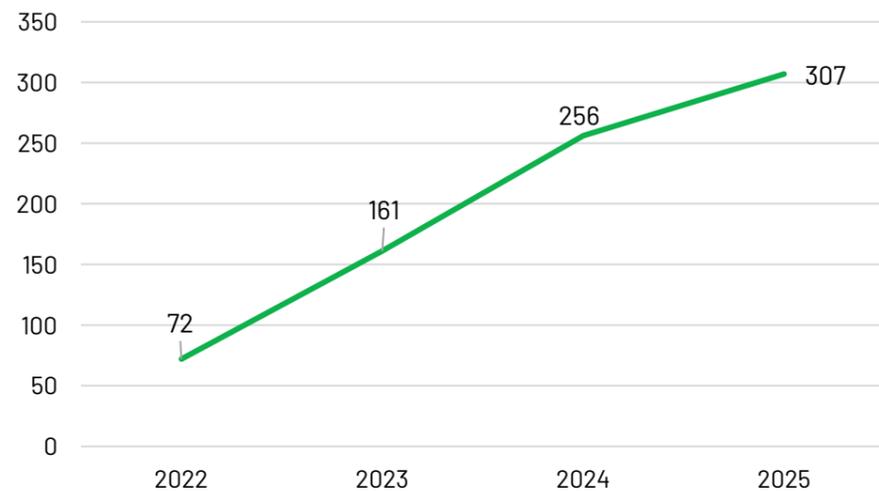
Implemented at two management levels, they demonstrate the visible commitment of management and promote direct dialogue with teams.

Commitment from senior management and department heads : every month, members of the Executive Committee and department heads conduct a "Gemba walk HSE" to a department, alongside the employees concerned. This managerial presence makes it possible to identify discrepancies, formalize them immediately via the internal "HSE Gemba Walk" application, and clearly share safety expectations. Discussions on best practices and areas for improvement reinforce everyone's understanding of the rules. The corrective actions defined are led by department heads or frontline managers and implemented with the teams.

Local leadership by frontline managers : every month, frontline managers conduct field visits within their scope, accompanied by operators and technicians. These Gemba Walks encourage observation of real work situations, listening to teams, and developing pragmatic solutions. Any discrepancies identified are recorded in the "Gemba Walk HSE" application, then translated into concrete actions, led by the Frontline Manager and implemented by the entire team (operators, Gap Leaders, adjusters, technicians).

Through their regularity and participatory nature, Gemba Walk HSE sessions strengthen dialogue between hierarchical levels, align expected behaviors, and embed safety as a shared value that is integrated into daily practices.

Number of "Gemba walk improvements"



SAFETY RECORDABLE ACCIDENTS

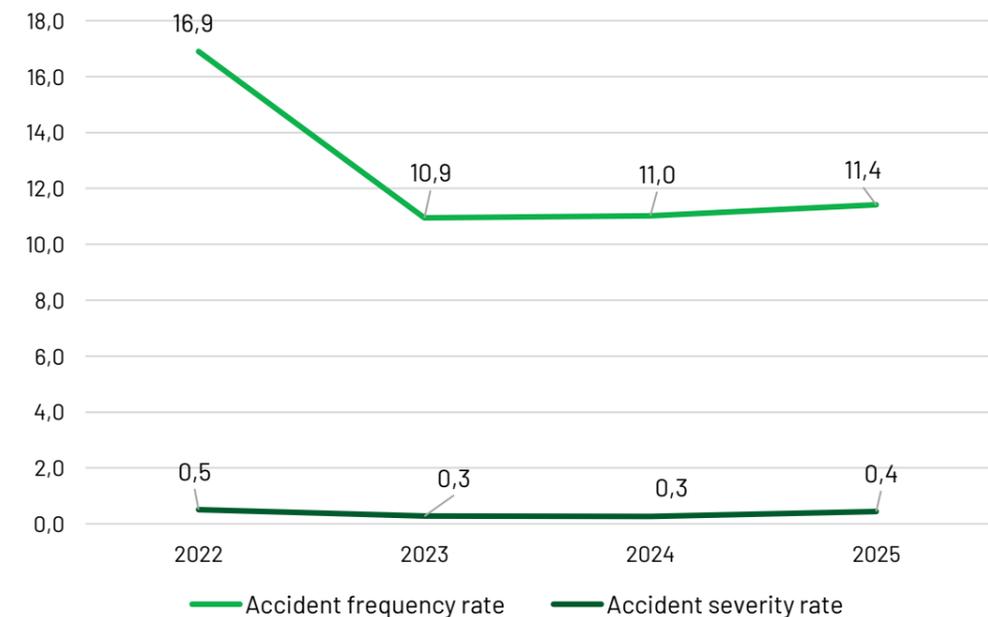
At MoldTecs Group, the health and safety of our employees are our top priority. Driven by the conviction that every accident can be prevented, we place this belief at the heart of our daily operations. Through committed leadership and a culture of continuous improvement, we foster a proactive HSE culture in which safety is a shared responsibility and a core value throughout the organization.

Between 2022 and 2025, we achieved a significant improvement in our TF1 frequency rate, decreasing by more than 60%. This strong performance demonstrates the effectiveness of the measures implemented. It is the direct result of several prevention initiatives, including ergonomic workshops, enhanced working-at-height prevention measures, regular inspections of work equipment, and HSE Gemba Walks , all contributing to early identification and mitigation of potential risks.

Over the same period, the accident severity rate remained low and stable, at around 0.3, reflecting a high level of risk control. This performance is supported by regular training sessions that strengthen awareness of major hazards, clearly defined safety procedures, and strict compliance with internal standards and regulatory requirements.

These achievements underscore our ongoing commitment to providing a safe workplace and advancing our long-term ambition: to consistently strive toward zero accidents.

Accident frequency rate - Accident severity rate



HEALTH, SAFETY AND ENVIRONMENT

TRAINING, AWARENESS AND PARTICIPATION

In 2025, MoldTecs sites rolled out a comprehensive program of awareness-raising activities and participatory workshops aimed at strengthening employee engagement on health, safety, environmental, and corporate social responsibility (CSR) issues. These initiatives were designed to promote a proactive and sustainable culture within the company, while providing practical knowledge that can be applied both in the workplace and in everyday life.

Among the topics covered, several stood out for their relevance and concrete impact:

- Identification and prevention of occupational risks, through activities such as “risk hunting,” enabling employees to better anticipate and manage dangerous situations in their workplace.
- Safe management of chemicals, using the internal “Chimsafe” application, developed by MoldTecs, to ensure safe handling in compliance with current regulations.
- Fire prevention and control, including practical exercises and training sessions on what to do in an emergency.
- Raising awareness of waste sorting and management, promoting responsible and sustainable behavior within the sites. Health prevention, with awareness campaigns such as those on breast cancer screening, and the blood donation campaign, encouraging employees to participate in this vital act of solidarity, helping to inform and protect the health of employees.

These initiatives demonstrate MoldTecs ongoing commitment to developing a safe, responsible work environment that cares about the well-being of its employees, while integrating the principles of sustainable development and social responsibility into its daily practices.



Ergonomic Workshops



Safety Day in India



Safety Day in France



Safety Day in China



HEALTH AND SAFETY KPI OBJECTIVES

OBJECTIVES	KPI	2025	2026
Reduction of accidents	Accident frequency rate	< 0,145	<0,140
Reduction of number of days lost due to accidents	Severity rate	1,24	1,2
Risks Management	Number of gemba walk improvement actions	307	450
ISO14001 & 45001 Certifications	% of certified sites	100%	100%

HEALTH, SAFETY AND ENVIRONMENT

ENVIRONMENT ENERGY EFFICIENCY OVERVIEW

The MoldTecs group is committed to a process of continuous improvement aimed at reducing its energy consumption, particularly electricity and gas, in order to lessen its environmental impact and enhance its energy performance.

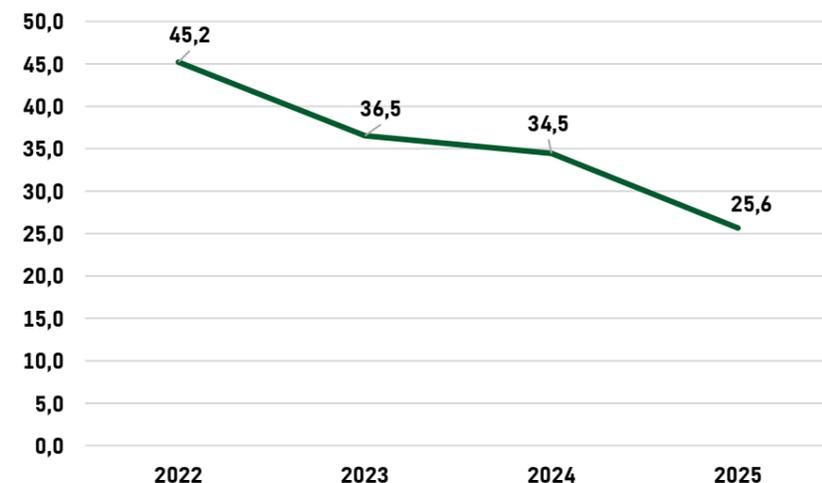
This approach is based on optimizing industrial processes, regularly monitoring consumption, and implementing concrete energy consumption measures.

By acting on energy consumption at all stages of production, MoldTecs is helping to limit its greenhouse gas emissions, while integrating energy performance as a strategic lever for sustainable development.

Since 2022, MoldTecs has achieved significant reductions in energy consumption. This progress reflects the operational adjustments implemented and effectiveness of targeted operational initiatives, continuous performance monitoring, and ongoing optimization of industrial processes across the Group.

The improvement in energy efficiency is now a key pillar of MoldTecs RSE strategy, contributing to reduced environmental impact while supporting long-term industrial performance.

**Energy consumption (electricity, gas)
GWh**



ENVIRONMENT CARBON FOOTPRINT OVERVIEW

The MoldTecs Group is actively committed to a continuous improvement approach aimed at reducing its carbon footprint and strengthening its overall environmental performance. Aware of the challenges posed by climate change, the Group implements concrete actions across all its sites, optimizing industrial processes and improving energy efficiency.

In line with this ambition, MoldTecs develops products that integrate materials and production processes designed to reduce their environmental impact, while promoting recyclability and long-term sustainability. Each solution is conceived to deliver high technical performance while ensuring energy efficiency and minimizing its consumption of natural resources throughout the entire product life cycle. This environmental commitment also extends to the Group's value chain. MoldTecs works closely with its suppliers to encourage the adoption of responsible practices and to ensure that carbon-reduction efforts are embedded well beyond its own operations.

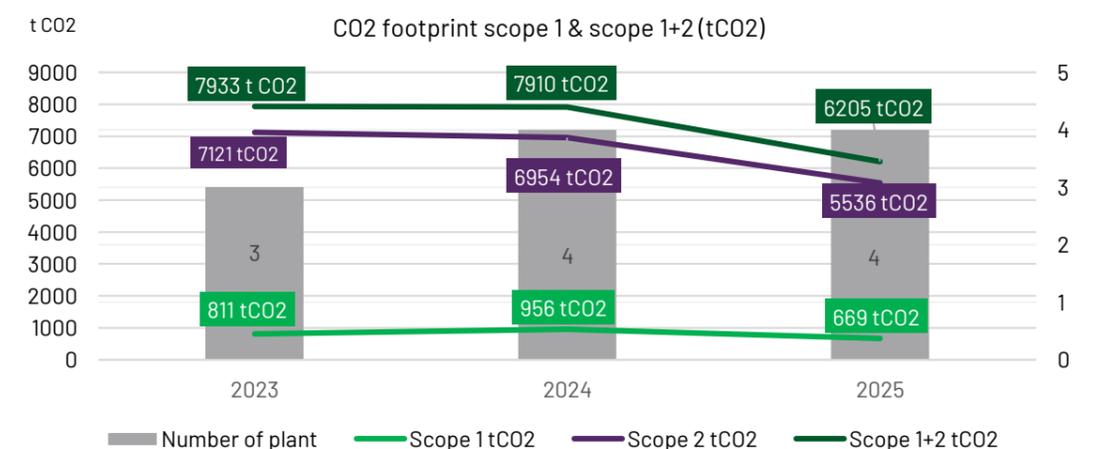
Between 2023 and 2025, MoldTecs achieved a significant reduction in its CO₂ emissions, falling from 7,933 tons in 2023 to 6,205 tons in 2025. This positive trend reflects the effectiveness of the operational adjustments implemented and the impact of the energy reduction initiatives. Throughout this period, MoldTecs deployed several targeted measures to reduce electricity and gas consumption, including the optimization of industrial equipment, enhanced process monitoring, and the progressive integration of more energy-efficient technologies.

These actions have contributed to structurally lowering the Group's carbon footprint. As a result, MoldTecs has strengthened its environmental performance while reaffirming its long-term commitment to climate responsibility and the reduction of greenhouse gas emissions.

Through this comprehensive and forward-looking approach, MoldTecs confirms its ambition to actively support the energy transition and contribute to the preservation of resources for future generations.



MoldTecs emissions based on GHG Protocol (Scope 1 & 2) :





HEALTH, SAFETY AND ENVIRONMENT



ENVIRONMENTAL WASTE MANAGEMENT

The MoldTecs Group is firmly committed to limiting the environmental footprint of its activities by minimizing industrial waste generation and optimizing waste-treatment methods.

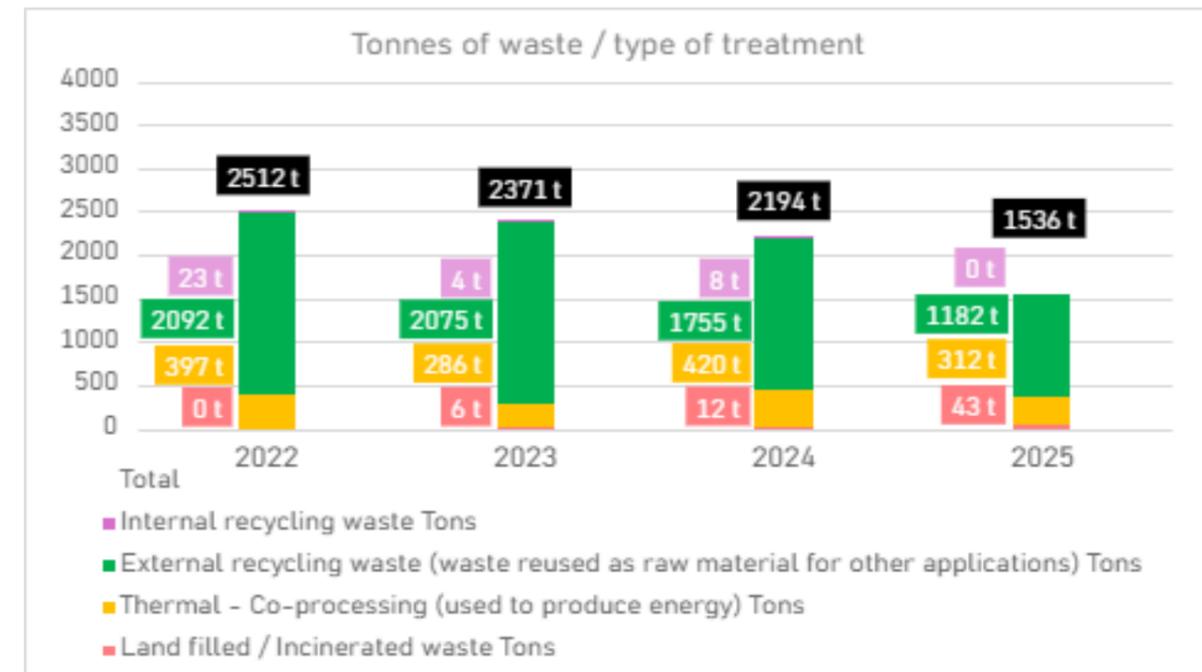
As part of this ambition, the company rigorously applies the principles of the waste hierarchy, prioritizing prevention, reuse, recycling, and energy recovery over disposal.

Beyond waste management, MoldTecs deploys targeted initiatives across all its sites, including process optimization to reduce scrap generation and rigorous monitoring of recycling streams. These actions reflect the effectiveness of the operational adjustments implemented and the robustness of continuous improvement measures, supporting enhanced industrial performance while reinforcing the Group's environmental responsibility and efficient use of natural resources.

Between 2022 and 2025, MoldTecs recorded a steady and significant reduction in total waste volume, which fell from 2,512 tons in 2022 to 1,536 tons in 2025. This downward trend is attributable to operational adjustments and the effectiveness of improvement measures implemented across all operations. Strengthened process control, improved waste sorting efficiency, and the increasing use of reusable or recyclable materials all played a decisive role in the structural reduction of waste intensity.

To ensure accurate monitoring and full alignment with the waste hierarchy, the Group has refined its waste-treatment categories, now clearly presented in the chart below. This improved classification provides enhanced visibility into all waste streams and helps identify further opportunities for optimization.

Overall, the consistent year-on-year reduction in waste generation reflects both the relevance of the measures deployed and the strong commitment of all MoldTecs employees to responsible waste management and resource conservation.



Waste sorting



HEALTH, SAFETY AND ENVIRONMENT

ENVIRONMENT WATER WITHDRAWAL

MoldTecs ensures responsible and sustainable water management across all its operations. Water is considered a strategic resource, and the Group places great importance on limiting its consumption wherever possible. Our manufacturing processes are designed and continuously optimized to use only the volumes strictly required for production, ensuring that water use at our sites remains relatively low compared with typical industrial benchmarks.

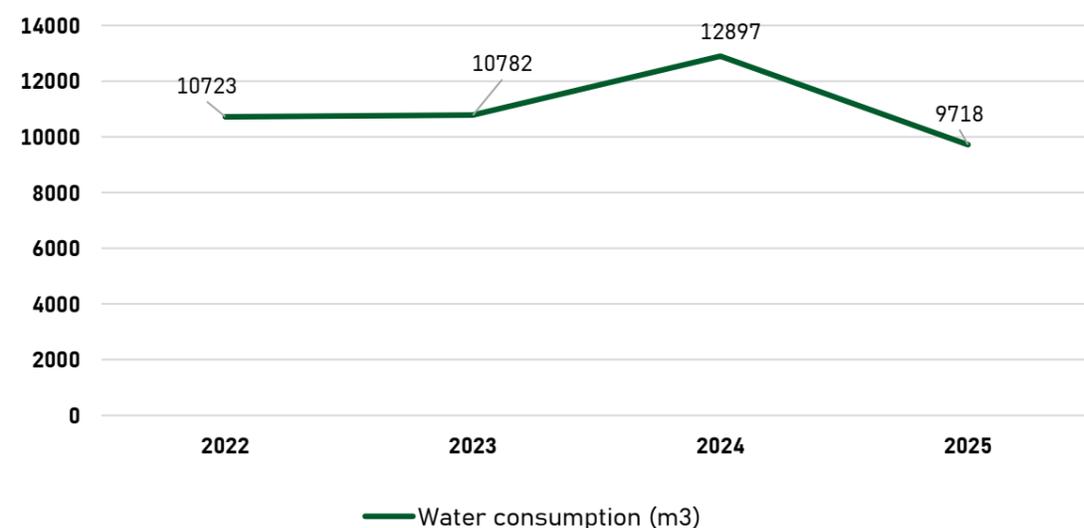
Water consumption is monitored closely across the Group, and the annual indicators reflect MoldTecs commitment to controlling this essential resource. Between 2022 and 2025, total water use evolved as follows: 10,723 m³ in 2022, 10,782 m³ in 2023, 12,897 m³ in 2024, and 9,718 m³ in 2025. The reduction observed in 2025, following the temporary increase in 2024, highlights both operational adjustments and the effectiveness of the improvement actions implemented to optimize water use as for example optimization of cooling tower operation. This performance underscores the Group's ability to adapt while reinforcing its commitment to resource preservation.

To support this ambition, MoldTecs deploys a range of initiatives aimed at reducing water consumption at the source. These include improving cooling and cleaning systems, proactive leak detection and repair, and increasing water reuse whenever technically feasible. Several sites have also strengthened their metering and control systems to gain greater visibility on consumption patterns and identify deviations more rapidly.

In addition to operational optimization, MoldTecs has established a continuous improvement framework dedicated to water performance. Each site regularly identifies new opportunities to reduce consumption, optimizes its processes, and deploys more resource-efficient equipment. Best practices are shared across the Group to harmonize approaches and accelerate the adoption of the most efficient solutions.

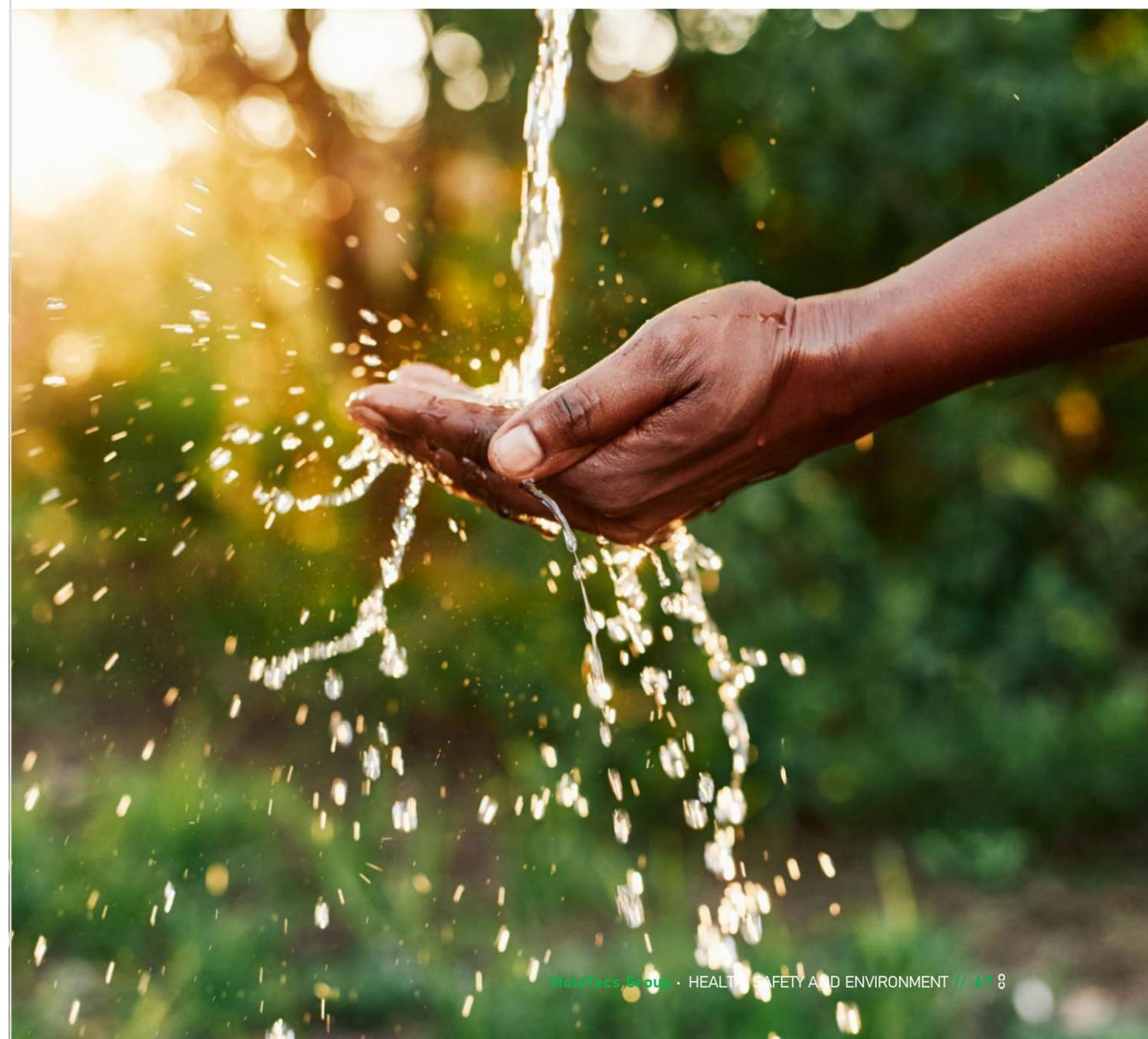
With this proactive strategy, MoldTecs not only reduces the environmental impact of its activities but also contributes to the preservation of local water resources, particularly in regions facing growing water-stress risks. By progressively aligning its practices with the highest environmental standards, the Group reaffirms its long-term commitment to responsible resource management and sustainable development.

Water consumption (m3)



ENVIRONMENTAL KPI OBJECTIVES

OBJECTIVES	KPI	2025	2026
Reduce energy consumption	Energy efficiency	< 0,145	<0,140
Improve waste treatment	Waste rate (waste without landfilled (tons) / total waste (tons))	1,24	1,2
Reduce water consumption	Water consumption rate	307	450
Reduce CO2 footprint	CO2 footprint rate	35,1	34,4



An aerial photograph of a two-lane road winding through a dense, lush green forest. The road is dark asphalt with yellow dashed lines. The trees are tall and dense, with some sunlight filtering through the canopy, creating a dappled light effect. The overall scene is serene and natural.

**OMOLD
OTECS**
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MORE THAN YOU EXPECT