Welcome to our

2025 Sustainability Report

Throughout 2025, we continued to strengthen our commitment to responsible growth by accelerating innovation, advancing safer and more sustainable solutions, and embedding sustainability into the way we operate across the Group.
The report is organised around five pillars, offering a clear overview of Benvic's concrete actions and ambitions as we work together towards a more sustainable future.

PILLAR 1 — Building for circularity

PILLAR 2 — Protecting our people

PILLAR 3 — Shaping our workplace culture

PILLAR 4 — Doing business responsibly

PILLAR 5 — Acting on climate



BENVIC

Redesigning plastics. For good.

TABLE OF CONTENTS

PAGE

Introduction

Report information 2
The year at a glance 3
Message from the CEO 4

Who we are

Our vision and our purpose 6
Our business and our values 8
Our industry 10
Value chain and how we create value 12
Our stakeholders 14
Markets and applications 16
Product portfolio 18

Sustainability, the Benvic way

Message from our Sustainability Director ... 20
Sustainability governance 22
Double materiality assessment 24
Sustainability strategy 26
Committed beyond compliance 30

Sustainability pillars

Pillar 1 Building for circularity 32
Pillar 2 Protecting our people 42
Pillar 3 Shaping our workplace culture 50
Pillar 4 Doing business responsibly 58
Pillar 5 Acting on climate 66

Appendices

ESG indicators 76
Global Reporting Initiative Correspondence Table 78
Correspondence table with Global Compact commitments 84



This report presents our progress, achievements and priorities across environmental, social and governance topics. It reflects our determination to combine performance, ethics and innovation while supporting our customers, employees, partners and local communities in building a more sustainable future.

REPORT INFORMATION

Purpose

This report provides an overview of Benvic's sustainability strategy, commitments, performance and progress during the 2025 reporting period.

It aims to offer transparent and relevant information to stakeholders on the environmental, social and governance topics that are most material to our business and value creation.

Reporting scope and period

Unless otherwise stated, the information presented covers all fully consolidated Benvic entities for the period from 1 January to 31 December 2025.

Defining report content

The topics covered are based on Benvic's Double Materiality Assessment and reflect the sustainability priorities identified in line with the CSRD, stakeholder expectations and our business strategy. Divided into five pillars, they offer a good overview of Benvic's concrete actions and ambitions for a shared sustainable future.

Reporting framework

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021 and reflects Benvic's ongoing preparation for the ESRS under the CSRD. Its content is also shaped by the reporting requirements of the United Nations Global Compact (UNGC).

Governance

The content of this report has been reviewed by Benvic's Management Board prior to publication. It was not verified by an independent external party.

For questions regarding this report or Benvic's sustainability programme, please reach out to:

Marine Roero
Head of Corporate Development – VP Sustainability
Marine.roero@benvic.com

Marta Fernández
Group Sustainability Director
Marta.Fernández@benvic.com

THE YEAR AT A GLANCE

2025: Sustainability as everyone's responsibility.

2025 was a year of implementation. Building on the foundations established over the past few years, we continued embedding sustainability into the way we operate, innovate and make decisions across the Group. From preparing for the CSRD and strengthening our governance to publishing our first Environmental Product Declarations and accelerating employee engagement, our focus remained on transforming commitments into measurable actions that create long-term value. Most importantly, sustainability at Benvic is no longer driven by a single function. It has become part of everyone's daily responsibility. Across our sites, employees actively contribute through safety observations, environmental initiatives, continuous improvement projects and responsible business practices, helping build a stronger, more resilient and future-ready Benvic.

Progress also highlighted areas requiring further work, including safety performance, broader training coverage, Scope 3 data quality and deeper supplier engagement.

Circular Products

Innovation remains at the heart of our strategy. During 2025, we expanded our Life Cycle Assessment capabilities, published our first Environmental Product Declarations and continued developing more sustainable solutions to support our customers' transition.

644t
recycled materials incorporated into our products

5
verified Environmental Product Declarations (EPDs) published

Health & Safety

Safety is built every day through prevention, awareness and employee engagement. In 2025, our teams actively contributed to strengthening our proactive safety culture across all sites.

4,372
Health, Safety and Environmental (HSE) training hours

-32%
workdays lost versus 2024

Workplace Culture

Our employees remain our greatest strength. We continued investing in learning, leadership development and employee engagement while fostering an inclusive and collaborative workplace.

13,737
training hours delivered across the Group

6%
turnover versus 9% in 2024

Responsible Governance

We continued reinforcing governance, ethics and transparency while advancing our CSRD readiness and strengthening sustainability management across the organisation.

93%
of employees trained on ethics

125
key suppliers assessed through EcoVadis

Climate Action

We continued reducing our environmental footprint by improving energy efficiency, lowering greenhouse gas emissions and maintaining fully renewable energy consumption.

100%
renewable electricity across all operations

-28%
scope 1 GHG emissions versus 2024



Luc Mertens
Chief Executive Officer

BENVIC

Redesigning plastics. For good.

Dear stakeholders,

In 2025, the plastics industry continued to change rapidly. Customers, regulators and society are increasingly asking for materials that combine performance with lower environmental impact, greater transparency and stronger circularity. These changes are reshaping the way we innovate, manufacture and create value. Sustainability is no longer a standalone topic — it is becoming a key driver of innovation, resilience and long-term value creation.

At Benvic, we see these changes as an opportunity to strengthen our business, support our customers and prepare for the future.

Building on the foundations established in previous years, 2025 was a time of implementation and consolidation. We continued our preparation for the Corporate Sustainability Reporting Directive (CSRD) by strengthening our reporting processes, refining our key indicators and improving the quality of our sustainability data. This work gave us a clearer basis for decision making and helped align our priorities with the outcomes of our Double Materiality Assessment (DMA).

One of the key drivers of this journey has been the active involvement of our Executive Committee and Extended Leadership Team. Together, they have reviewed our priorities, heightened our governance and progressively embedded sustainability into our business management, creating stronger ownership across all functions and operations.

At the same time, we continued to turn our commitments into tangible action. During the year, we expanded the use of Life Cycle Assessment in product development and published our first five verified Environmental Product Declarations for the ProVinyl range, providing application-specific environmental information to our customers. We strengthened Health & Safety reporting across the Group, with more consistent monitoring of incidents, hazards and preventive actions, as well as greater sharing of safety information between sites.

Our governance framework was also reinforced through Group policies and standards, including our Code of Conduct, Human Rights Policy, Anti-Corruption Policy, DEI Policy, Gifts & Entertainment rules and Supplier Code of Conduct. Across our operations, teams continued deploying projects to improve energy efficiency, reduce waste and support more sustainable products and processes.

One of the most encouraging developments in 2025 has been the growing engagement of our people. Sustainability, safety, product quality and operational excellence are increasingly recognised as a shared responsibility. Across our sites, employees actively contribute through safety observations, environmental initiatives, continuous improvement projects and responsible business practices, helping us build a stronger culture of accountability.

I am particularly proud of the progress we achieved during the year. We maintained fully renewable electricity across our operations, increased the use of recycled materials by more than 10%, deepened our ethical culture through new policies and increased awareness, and continued investing in the development and safety of our people. These achievements reflect the dedication and professionalism of our teams across the Group.

Looking ahead to 2026, we will move further from preparation to execution. Priorities include launching our Group decarbonisation plan, extending lifecycle and EPD information, strengthening supplier improvement and Scope 3 data, deploying new learning and talent-management tools, and reinforcing sustainability governance through a more structured cross-functional Sustainability Committee. By combining operational excellence, responsible governance and customer-focused innovation, we are building a stronger, more resilient and more sustainable Benvic.

I would like to sincerely thank our employees, customers, suppliers, shareholders and partners for their trust, collaboration and continued commitment. Together, we are redesigning plastics for a better future.

Our vision

At Benvic, we believe plastics remain essential to modern life. From medical devices to electrical equipment, construction systems and automotive components, polymer compounds help deliver safety, durability and performance. We work to preserve plastics' value while reshaping them through innovation, technical excellence and responsible business practice.

For more than 60 years, we have continuously evolved to anticipate changing customer needs, strengthen our industrial capabilities and expand our international footprint. Today, our ambition goes beyond manufacturing high-performance polymer compounds.

Our vision is built around three complementary ambitions:

Delivering sustainable innovation

We work alongside our customers to develop tailor-made polymer solutions that combine technical performance, regulatory compliance and increasing environmental value, supporting their transition towards more circular products and applications.

Growing responsibly

We continue to strengthen our international presence while investing in innovation, operational excellence and resilient manufacturing. Sustainable growth means creating long-term value for our customers, employees, shareholders and the communities in which we operate.

Creating positive impact

We are committed to reducing the environmental footprint of our operations and products while contributing to the transition towards a more circular plastics economy. Through responsible governance, collaboration across the value chain and continuous improvement, we aim to create lasting value for society as well as for our business.



Our purpose

'Redesigning plastics. For good.' is more than our tagline — it expresses the way we approach innovation, responsibility and long-term value creation.

"Redesigning" means continuously rethinking materials, formulations and manufacturing processes to help our customers meet evolving technical, regulatory and sustainability expectations. It reflects our commitment to innovation, collaboration and continuous improvement.

"For good" captures two commitments. First, we design plastics that create positive outcomes for our customers, our people, society and the environment. Second, we develop durable, reliable and high performing solutions that deliver value over time. Together, these commitments guide our long-term partnerships, responsible growth and sustainable value creation.

This purpose guides every decision we make and is brought to life through four complementary commitments.

INNOVATIVE APPROACH

Excellence through innovation

INNOVATION IS THE 1ST STRATEGIC PILLAR THAT WILL ENABLE US TO STAY ONE OF THE WORLD'S LEADING VALUE-BASED COMPANY. WE ASPIRE TO STAY TRENDSETTERS IN THE COMPOUNDING INDUSTRY, PROMOTING TECHNICAL DEVELOPMENTS AND CREATIVE SOLUTIONS. EACH OF OUR FACTORIES HAS ITS OWN LAB, AND 20% OF OUR MANAGERS ARE DEDICATED TO INNOVATION. OUR FORMULAS ARE CONSTANTLY REAPPRAISED AND IMPROVED, PROACTIVELY AND IN COLLABORATION WITH OUR CUSTOMERS.

HIGHEST QUALITY

Nothing but the best

OUR CUSTOMERS EXPECT NOTHING BUT THE BEST, AND BENVIC IS COMMITTED TO UPHOLDING THE UTMOST QUALITY IN ITS PRODUCTS. THIS HAS HELPED US FOSTER LONG-TERM, THRIVING AND MUTUALLY BENEFICIAL RELATIONSHIPS WITH OUR CLIENTS. GOING FORWARD, WE WILL CONTINUE TO INVEST IN EMPLOYEE TRAINING, NEWER MACHINES, BETTER PRODUCT LINES, AND STATE-OF-THE ART RESEARCH FACILITIES. THIS IS THE PRICE OF OUTSTANDING QUALITY AND OUR COMMITMENT TO OUR CLIENTS EVERYWHERE.

SUSTAINABLE DESIGN

Design better products

BENVIC FAVOURS A LONG-TERM VISION WHICH

TAKES INTO ACCOUNT ALL OF OUR STAKEHOLDERS' INTERESTS. THIS IMPLIES BOTH BECOMING A MORE SUSTAINABLE COMPANY AND PROVIDING MORE SUSTAINABLE SOLUTIONS TO OUR CUSTOMERS. RECYCLING, GOING CARBON NEUTRAL AND THE CIRCULAR ECONOMY ARE THUS KEY COMPONENTS OF OUR STRATEGY FOR THE COMING YEARS. WE ARE ALSO FOCUSED ON CREATING NEW POLYMER SOLUTIONS FOR LIFE AND ENVIRONMENT CARE.

PARTNERSHIP & ECO-DESIGN

A powerful force for creativity

COLLABORATION WITH OUR VALUED PARTNERS IS ONE OF OUR GUIDING PRINCIPLES. CREATION DOES NOT HAPPEN IN A VACUUM. BENVIC'S SOLUTIONS ARE THE RESULT OF CLOSE COLLABORATION WITH OUR CLIENTS AND SUPPLIERS, WORKING TOGETHER TO CO-DESIGN THE PRODUCTS THAT WILL BEST FULFIL THEIR NEEDS. TOGETHER WITH THEM, WE WILL CONTINUE TO INNOVATE AND TO FASHION THE BEST PRODUCTS ON THE MARKET.

WHO WE ARE

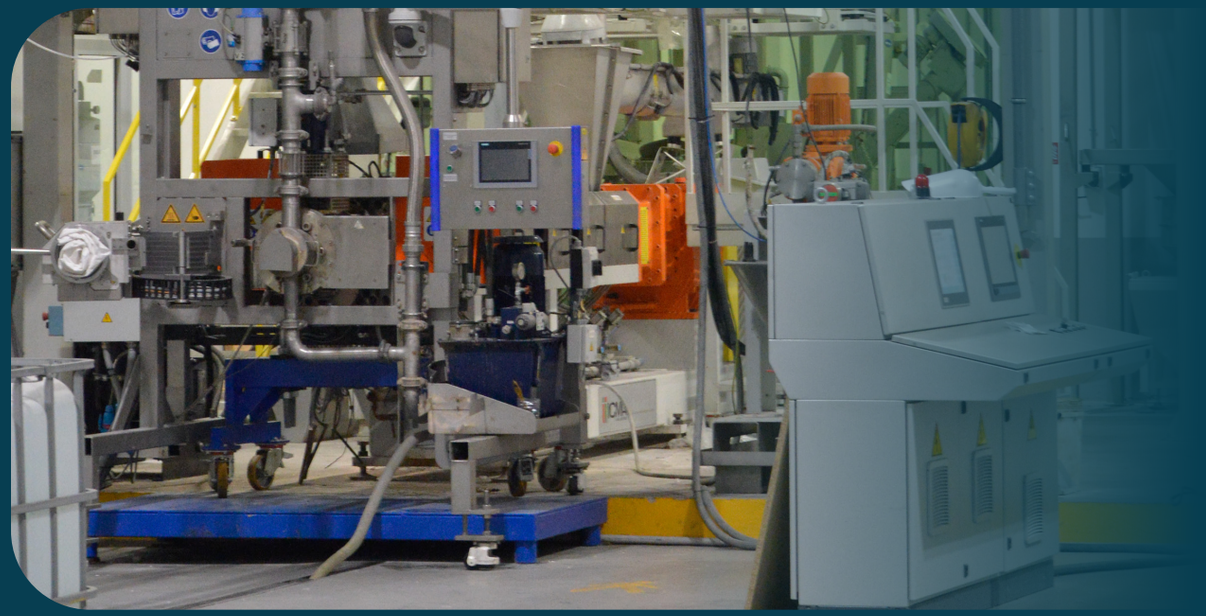
Our business

Benvic is one of Europe's leading independent manufacturers of highly customised thermoplastic compounds, serving customers across more than 60 countries through eight manufacturing sites in Europe and the United States.

For more than 60 years, we have partnered with customers to develop tailor-made polymer solutions that meet demanding technical, regulatory and sustainability requirements. Unlike standard material suppliers, Benvic focuses on co-development. Every formulation is designed to address a specific customer need, combining material science, industrial know-how and application expertise. This collaborative approach enables us to deliver solutions that improve product performance while supporting circularity, regulatory compliance and long-term competitiveness.

Our portfolio includes PVC, polyolefins, thermoplastic elastomers, engineering plastics, halogen free flame retardant compounds, recycled and bio based materials, and specialised medical compounds. This breadth enables us to support customers across diverse markets and transfer knowledge between applications.

Innovation is embedded throughout our organisation — from research and product development to manufacturing excellence, customer support and responsible sourcing. By combining technical expertise with a deep understanding of end markets, we help customers transform complex challenges into sustainable opportunities.



Our values

Our values are meaningful because they are reflected in our everyday actions. They guide how we innovate, collaborate, make decisions and build lasting relationships with our customers, colleagues, suppliers and communities. These principles are supported by strong governance; clear ethical standards and a culture of accountability that help us create long-term value responsibly.

Benvic's core values

Commitment **Enthusiasm** **Respect** **Team Spirit**

Everyone at Benvic plays a role:

Delivering our vision requires the commitment of every employee, every team and every function across the Group. Sustainability is not an isolated initiative, we have embedded it in the way we innovate, manufacture, collaborate and make decisions every day.

Our approach is built around five strategic sustainability pillars that guide our priorities, our actions and the way we create long-term value for all our stakeholders.

Building for circularity
Developing innovative materials that enable circularity, resource efficiency and sustainable product design.

Protecting our people
Providing a safe, healthy and secure workplace for everyone.

Shaping our workplace culture
Building an inclusive, collaborative and empowering workplace where people can grow and thrive.

Doing business responsibly
Embedding ethics, responsible governance and sustainable procurement throughout our value chain.

Acting on climate
Reducing greenhouse gas emissions while improving energy efficiency and supporting the transition to a lower-carbon economy.



Our industry

The plastics compounding industry is undergoing one of the most significant transformations in its history. While technical performance and cost remain essential, customers increasingly expect materials that also deliver circularity, regulatory compliance and reduced environmental impact. Sustainability is no longer a differentiator — it is becoming a core component of competitiveness.

An industry driven by major global trends

Several long-term trends are reshaping demand for polymer compounds.

The rapid expansion of electrification, renewable energy, digital infrastructure and data centres is accelerating demand for high-performance materials capable of combining electrical reliability, fire safety and long service life. At the same time, healthcare innovation continues to drive demand for specialised compounds meeting stringent quality and regulatory requirements.

In more mature sectors such as construction, demand is increasingly driven by resource efficiency, durability and circularity, while automotive, packaging and consumer goods continue integrating recycled materials in response to both regulation and voluntary sustainability commitments.

A rapidly evolving regulatory landscape

Regulatory developments are transforming the way polymer materials are designed and manufactured, particularly in Europe.

Requirements for recycled content, the substitution of substances of concern under REACH and greater product transparency are encouraging manufacturers to rethink formulations while maintaining high standards of performance and safety. Customers also increasingly expect Life Cycle Assessments, Environmental Product Declarations and greater visibility across the value chain, making sustainability data an integral part of product development and customer relationships.

Regional dynamics shaping innovation

Although the transition towards more sustainable materials is global, regional priorities continue to differ.

In Europe, regulatory frameworks remain a major driver of innovation. Circularity, recycled content, product transparency and the progressive substitution of substances of concern are accelerating the development of new formulations and materials.

In North America, market demand is more strongly influenced by application performance, industrial competitiveness and fast-growing sectors such as electrification, data centres, healthcare and infrastructure. Sustainability continues to gain momentum, increasingly driven by customer expectations and corporate commitments alongside evolving regulations.

Together, these complementary dynamics stimulate innovation across the global polymer industry and reinforce the importance of flexible, application-driven material development which can adapt to customer needs and legal requirements.

Innovation through collaboration

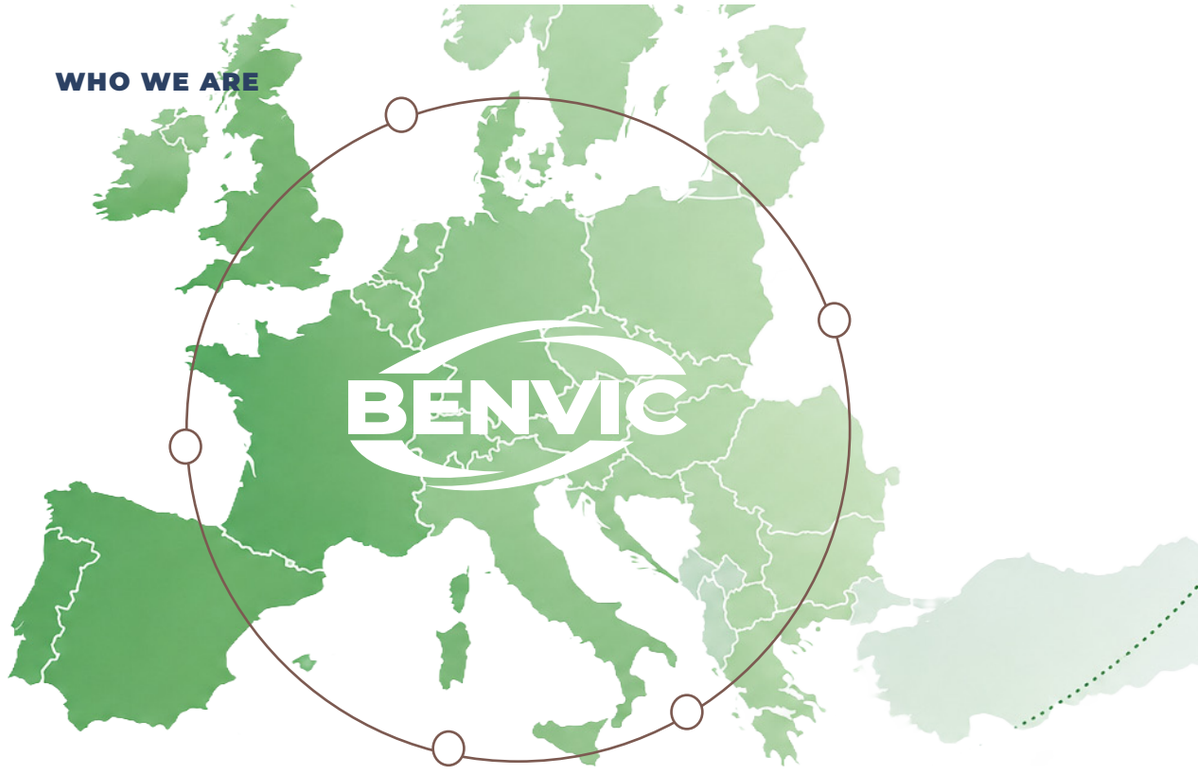
These challenges cannot be addressed by a single player alone.

Across the value chain, raw material suppliers, compounders, equipment manufacturers and customers are working more closely together to develop innovative solutions that balance technical performance, sustainability, manufacturing efficiency and regulatory compliance.

Innovation is accelerating across multiple fronts. Renewable and recycled feedstocks are opening new pathways to reduce the carbon footprint of polymers while maintaining virgin-equivalent performance. At the same time, increasing regulatory scrutiny is driving the substitution of substances of concern and encouraging the development of safer, more sustainable formulations.

For compounders, success increasingly depends on the ability to combine advanced material science with deep application knowledge, supporting customers throughout product development, qualification and industrialisation.

New feedstocks derived from renewable or recycled sources, alternatives to substances of concern and advanced circular materials are creating new opportunities to reduce environmental impacts while preserving product quality and industrial performance.



Benvic's role

As one of Europe's leading independent compounders, Benvic plays a key role in this transformation.

Positioned between raw material suppliers and manufacturers of finished products, we develop tailor-made polymer compounds that help customers respond to increasingly demanding technical, regulatory and sustainability requirements.

Circular and renewable feedstocks

Our innovation focuses not only on improving material performance but also on supporting the industry's transition towards safer and more circular solutions. This includes increasing the use of recycled and bio-attributed raw materials, developing next-generation halogen-free flame-retardant technologies, supporting the replacement of PFAS-based processing aids with alternative solutions, and identifying viable alternatives to substances such as antimony trioxide where technically and commercially appropriate.

Safer material alternatives

Across our portfolio, we also work with emerging circular feedstocks, including chemically recycled and renewable raw materials, helping customers reduce the carbon footprint of their products while maintaining the performance and reliability required for demanding applications. These innovations are developed in close collaboration with suppliers and customers to ensure they can be successfully qualified and industrialised.

Solutions for growing applications

Our innovation roadmap reflects these evolving market expectations. We are expanding the use of recycled and renewable feedstocks, developing future-ready technologies, and exploring safer materials where needed. At the same time, we continue to invest in, rapidly growing applications.

Through material science, industrial expertise and close customer partnerships, Benvic contributes to accelerating the transition towards a more innovative, circular and responsible plastics industry. These capabilities underpin our application driven business model and the value we create across the polymer value chain.

WHO WE ARE

Value chain

Creating value across the polymer lifecycle

At Benvic, we operate at the heart of the polymer value chain, transforming raw materials into high-performance compounds that enable safer, more durable and increasingly circular products.

Working closely with suppliers, customers and partners, we develop tailor-made formulations that combine technical excellence, regulatory compliance and sustainability. Our role extends beyond manufacturing compounds: we contribute to product design, material selection and circular solutions that create value throughout the entire product lifecycle.

As sustainability expectations continue to evolve, collaboration across the value chain has become essential. From responsible sourcing to end-of-life solutions, every stage offers opportunities to reduce environmental impacts while improving product performance.

How we create value
FROM RESPONSIBLE SOURCING TO CIRCULAR SOLUTIONS

VALUE CHAIN STAGE	BENVIC ROLE	SUSTAINABILITY FOCUS
We Source	Selection of polymers, additives and recycled materials	Responsible sourcing, increased recycled and low-impact inputs
We Design	Formulation and R&D development	Eco-design, LCA-driven decisions, substitution of substances of concern
We Compound	Industrial transformation of materials	Energy efficiency, waste reduction, internal recycling, quality control
We Enable	Support to customer applications	Durability, long service life, customer sustainability support
We Close the Loop	Circular solutions and transparency	Recyclability, circular product ranges, EPDs and partnerships

Our value chain

1 Feedstocks and additives

What happens at this stage: virgin polymers, recycled and renewable feedstocks, fillers, plasticisers and other additives are sourced.

Benvic's role: selecting suppliers and materials that meet technical, quality and regulatory requirements.

Sustainability focus: responsible sourcing · traceability · recycled and renewable content · supplier carbon data

2 Raw-material production

What happens at this stage: polymers, additives and other raw materials are produced and prepared by Benvic's suppliers.

Benvic's role: working with suppliers to assess performance, compliance and sustainability practices.

Sustainability focus: upstream carbon footprint · resource use · human rights · supplier assessment

3 Material design and formulation

What happens at this stage: material formulations are developed according to the performance and processing requirements of each application.

Benvic's role: combining material science, regulatory expertise and customer co-development to design tailor-made compounds.

Sustainability focus: eco-design · safer chemistry · material efficiency · recyclability

BENVIC DIRECT CONTROL
Stages 3–4

BENVIC INFLUENCE & COLLABORATION
Stages 1–2 & 5–8

4 Compounding and quality assurance

What happens at this stage: raw materials are blended and processed into finished compounds, tested and prepared for delivery.

Benvic's role: manufacturing compounds across our sites and ensuring consistent quality, safety and performance.

Sustainability focus: health & safety · energy and emissions · waste reduction · operational efficiency



Creating value across the polymer lifecycle

From responsible sourcing to circularity, we partner across the value chain to deliver high-performance polymer solutions for a better future.

5 Customer processing

What happens at this stage: Benvic compounds are converted into plastic parts through extrusion, injection moulding, calendaring and other processes.

Benvic's role: providing technical support to optimise material processing, quality and manufacturing efficiency.

Sustainability focus: processing efficiency · reduced material losses · product quality · customer collaboration

6 Integration into products and systems

What happens at this stage: plastic parts are integrated into buildings, cables, medical devices, vehicles, appliances and other finished systems.

Benvic's role: supporting customers in meeting the technical, safety and regulatory requirements of the final application.

Sustainability focus: product safety · regulatory compliance · application performance · innovation

7 Use and performance

What happens at this stage: finished products deliver their intended function throughout their service life.

Benvic's role: designing compounds that contribute to safety, durability and reliable long-term performance.

Sustainability focus: durability · long service life · safety · performance in use

8 Collection and circular flows

What happens at this stage: products may be collected, sorted, reused, recycled, recovered or disposed of at the end of their useful life.

Benvic's role: developing compounds with recycled content, supporting recyclability and working with partners to reintegrate recovered materials into new solutions.

Sustainability focus: mechanical recycling · recycled feedstocks · design for circularity · closed-loop solutions

- Driving responsible choices
- Ensuring safe and reliable solutions
- Enabling a circular future

Stronger together. Collaboration at every stage drives innovation, responsibility and sustainable value across the polymer lifecycle.

Our stakeholders

Long-term value creation depends on strong relationships with all stakeholders. Understanding their expectations, maintaining an open dialogue and integrating their feedback into our decision-making are essential to delivering sustainable business performance.

Responsible governance is also key to identifying material impacts, risks and opportunities across our value chain.



	Main interests & expectations	How Benvic impacts them	How we engage
EMPLOYEES Engagement, safety, development and well-being	Safe workplace, development, inclusion, well-being	Employment, H&S, career development, culture	Surveys, meetings, training, performance reviews
CUSTOMERS Innovation, quality, technical support and reliability	Innovation, quality, technical support	Product performance, reliability, sustainability	Co-development, technical visits, customer surveys
AUTHORITIES & REGULATORS Compliance, transparency and responsible operations	Compliance, product safety, stewardship	Regulatory compliance, environmental impacts	Audits, certifications, reporting
LOCAL COMMUNITIES Local employment, environmental stewardship and social contribution	Employment, environment, dialogue	Economic contribution, local impacts	Community initiatives, partnerships
RESEARCH & INNOVATION PARTNERS Innovation, knowledge sharing and sustainable solutions	Knowledge sharing, innovation	Joint R&D, technology development	Collaborative projects, pilot programmes
INDUSTRY ASSOCIATIONS Collaboration, standards and industry leadership	Standards, collaboration, innovation	Industry contribution, advocacy	Working groups, conferences
SUPPLIERS Responsible sourcing, quality and long-term partnerships	Long-term partnerships, fairness, transparency	Procurement decisions, supplier requirements	Audits, reviews, Supplier Code of Conduct
SHAREHOLDER (ICIG) Sustainable growth, governance and value creation	Growth, governance, ESG performance	Financial performance, risk management	Board meetings, strategic reporting

Markets & applications

Global megatrends are reshaping the markets we serve. Across industries, products are being asked to do more: perform reliably, meet increasingly demanding regulatory requirements and support the transition towards more circular solutions. Benvic helps customers respond by combining material science, industrial expertise and application knowledge to develop tailor-made compounds for demanding applications.



Construction & infrastructure

Construction, one of Benvic's largest markets, continues to evolve in response to stricter environmental requirements, increasing energy-efficiency standards and growing demand for durable, recyclable materials.

Our compounds are used in applications such as window profiles, pipes and building systems, helping create safer, more energy-efficient and durable living and working spaces.



Wire & cable

The global transition towards electrification is creating sustained demand for advanced cable compounds.

Renewable energy, smart grids, electric mobility, telecommunications and rapidly expanding data centres all require materials combining outstanding fire performance, electrical reliability and long service life.

Benvic supports these fast-growing markets through advanced PVC and halogen-free flame-retardant compounds developed to meet increasingly demanding technical and regulatory requirements.



Healthcare

Healthcare continues to represent one of Benvic's strategic growth markets.

Ageing populations, increasing access to healthcare and continuous innovation in medical technologies are driving demand for high-quality polymer compounds meeting the industry's highest standards for quality, traceability and regulatory compliance.

Our specialised medical materials support the development of safe, reliable and increasingly sustainable healthcare solutions.



Consumer & industrial applications

Consumer goods, industrial equipment and technical applications keep evolving towards safer, lighter and more sustainable material solutions.

Working closely with customers, Benvic develops customised compounds combining functionality, durability, aesthetics and manufacturing efficiency across a wide variety of end markets.

Serving multiple industries enables Benvic to combine technical expertise developed across different applications while strengthening the resilience of our business.

Our compounds are used across construction, energy, healthcare, transportation, household appliances, furniture and industrial equipment. Working across these markets enables us to transfer technical expertise and innovation between applications, while strengthening the resilience of our business and creating new opportunities for sustainable growth.

Applications at a glance

AUTOMOTIVE
Cables
Exterior & seals
Interior
Powertrain

CONSUMER
Home & office
Footwear
Others

ELECTRICAL & ELECTRONICS
Appliances
Power tools
Consumer electronics
IoT

PURGE

CONSTRUCTION
Building indoor
Outdoor profiles
Windows and closure systems

INDUSTRIAL & TRANSPORTATION
Industrial
Transportation
Retail

ELECTRICAL CABLES
General purpose
Special cables

FLUID TRANSPORTATION
Conducts
Fittings

HEALTHCARE & MEDICAL
Diagnostics
Personal care
Packaging

PACKAGING
Closures
Rigid packaging
Soft packaging

WHO WE ARE



Product portfolio

For more than six decades, PVC has been the foundation of Benvic's expertise and remains a cornerstone of our business today. Building on this strong heritage, we have progressively expanded our portfolio to address a broader range of technical applications and sustainability challenges.

Today, Benvic offers one of Europe's most comprehensive portfolios of thermoplastic compounds. Alongside our historical leadership in PVC, we have developed strong expertise in halogen-free flame-retardant compounds, engineering plastics, polyolefins, thermoplastic elastomers, recycled and bio-attributed materials, as well as highly specialised compounds for demanding medical applications.

Together, these capabilities form a portfolio rooted in our PVC expertise and extended through specialist material platforms and circular solutions. This breadth enables us to respond to evolving technical, regulatory and sustainability requirements.





PVC compounds

PVC represents the historical foundation of Benvic's expertise and forms the core of our product portfolio.

Building on more than sixty years of formulation expertise, our PVC solutions combine processability, durability, regulatory compliance and long-term performance across demanding applications. We continue to advance circularity through recycled and bio-attributed feedstocks while improving product performance and processing efficiency.

Typical applications: Window profiles • Cladding • Fencing • Pipes & fittings • Cable conduits • Construction profiles • Cables • Gaskets • Waterproofing membranes • Flooring

ProVinyl | ProVinyl-R

Product platforms:
- **ProVinyl® – General-purpose PVC compounds.**
- **ProVinyl®-R – Recycled-content PVC compounds.**

Halogen-Free Flame-Retardant (HFFR) compounds

The global transition towards electrification has accelerated demand for advanced flame-retardant materials.

Benvic develops innovative HFFR solutions that enable customers to meet more stringent technical and regulatory requirements while supporting lower environmental impacts.

Typical applications: Energy cables • Data cables • Renewable energy • Telecommunications • Data centres.

Linkflex | **Product platform:**
Linkflex® – advanced HFFR and LSZH compounds.

Thermoplastic elastomers (TPE)

Our thermoplastic elastomer portfolio combines flexibility, durability and processing efficiency, enabling innovative designs across numerous industrial and consumer applications.

These materials offer excellent tactile properties, long-term performance and broad formulation flexibility.

Typical applications: Automotive • Cables • Gaskets.

dotflex | **Product platform:**
DotFlex® – Thermoplastic elastomers.



Engineering plastics & polyolefins

Beyond PVC, Benvic has progressively expanded its expertise into engineering plastics and polyolefin compounds designed for increasingly demanding industrial and consumer applications.

These materials combine lightweight performance, mechanical strength, chemical resistance and excellent processing characteristics, supporting customers across a wide range of technical industries.

Typical applications: Automotive • Electrical • Household appliances • Furniture • Technical parts.

dotcore / dotech | **Product platforms:**
- **DotCore® – Polypropylene compounds.**
- **DoTech® – Engineering polymers.**



Circular solutions

Circularity is becoming an integral part of product development across our portfolio.

Our Circular Solutions platform combines recycled compounds, bio-based materials and innovative formulations designed to help customers reduce the environmental footprint of their products while maintaining the performance required for demanding applications.

By integrating alternative raw materials and supporting circular material flows, we help customers accelerate their transition towards more sustainable products and business models.

Typical applications: Cross-market circular applications.

dot-R / Plantura | **Product platforms:**
- **Dot-R® – Recycled compounds.**
- **Plantura® – PLA and PHA/PHB-based biopolymers.**



Medical compounds

Our certified medical compounds are designed to meet the industry's highest standards for quality, traceability and regulatory compliance.

Through our ChemMed® platform, we support medical device manufacturers with tailor-made formulations across several polymer families, helping them deliver safe, reliable and high-performance healthcare solutions.

Typical applications: Fluid management • Diagnostic devices • Single-use medical products.

ChemMed | **Product platform:**
ChemMed® – Bespoke medical compounds.



Sustainability is built through thousands of everyday decisions.

At Benvic, our role is to help transform these ambitions into practical actions by uniting people, building the right foundations and ensuring that sustainability becomes increasingly embedded in the way we work across the Group.

Over the past year, we have strengthened these foundations. We improved the quality and traceability of our environmental data, reinforced collaboration across functions and sites, and further integrated sustainability into our decision-making processes.

One of our priorities has been to make sustainability more visible, tangible and collaborative for everyone. Through our network of Sustainability Champions, cross-functional working groups and regular engagement across the organisation, sustainability is no longer driven by one team alone. It is becoming part of how we work together every day.

This collective approach is reflected in initiatives such as Earth Week, an annual event which continues to grow across our sites, encouraging employees to contribute through practical actions, local projects and shared learning experiences.

2025 also marked several important milestones.

The publication of Benvic's first Environmental Product Declaration (EPD) represents an important step in providing our customers with transparent and reliable environmental information while strengthening our product stewardship approach.

At the same time, we significantly improved our understanding of the Group's carbon footprint. Working closely with specialised partners, we enhanced the quality and consistency of our greenhouse gas data, creating the robust foundation needed to develop and implement our Group decarbonisation programme in 2026.

While we are proud of the progress made so far, we also recognise that our journey is only beginning. The years ahead will focus on turning stronger data into stronger action, accelerating our decarbonisation efforts, expanding circular solutions and continuing to embed sustainability into every aspect of our business.

Every step we take today helps build a stronger, more resilient Benvic for tomorrow.

Marta Fernández
Group Sustainability Director

For more than sixty years, Benvic's story has been shaped by its people, by the relationships we build every day and by a shared commitment to doing things the right way.

Looking back, sustainability feels less like a new chapter than a common thread running through our history. It did not suddenly gain importance for us when it became popular, but it gave a name to values that have always been part of who we are.

In 2025, we made the deliberate choice to speak about Sustainability rather than ESG. This is much more than a change in terminology, it reflects a broader shift in how we understand our responsibility. Sustainability is no longer a reporting framework or a set of indicators. It is a shared mindset that connects our people, guides our decisions and shapes the way we create long-term value.

And like every story, ours continues to be written every day — by the people who make Benvic what it is.

Marine Roero
VP HR & Sustainability

How sustainability is embedded in our business & operations

On top of clearly defined roles and responsibilities, effective sustainability governance requires regular dialogue, shared accountability and strong collaboration across every level of the organisation.

At Benvic, sustainability is managed through a governance framework that combines strategic oversight, executive leadership and operational engagement. The Board of Directors and the Executive Committee provide strategic direction and oversight, while implementation is coordinated by the Sustainability function together with business leaders and local teams across the Group.

This approach ensures that sustainability is integrated into strategic decision-making while remaining closely connected to day-to-day operations.

In 2025, Benvic confirmed the establishment of a dedicated Sustainability Committee, whose first meetings will take place in 2026. The Committee will further strengthen governance by supporting the implementation of the Group's sustainability strategy, reviewing progress and reinforcing cross-functional collaboration across the organisation.

Governance at Benvic is supported by regular reporting and continuous dialogue. Every quarter, the Sustainability Director and the VP HR & Sustainability present the Group's sustainability roadmap, progress and key initiatives to the Executive Leadership Team, ensuring that sustainability remains fully integrated into business discussions, strategic priorities and decision-making.

Beyond formal governance, sustainability is also driven through an active network of Sustainability Champions representing the Group's countries, sites and functions. These representatives meet regularly throughout the year and come together during an annual in-person Sustainability Meeting attended by the Group CEO. This annual event reinforces leadership engagement, encourages the sharing of best practices and strengthens alignment across the Group, while quarterly meetings maintain momentum and support the deployment of local action plans.

Benvic also works closely with the Sustainability function of its shareholder, ICIG. Regular exchanges with ICIG's Chief Sustainability Officer support major cross-group initiatives, including topics such as CSRD implementation and the Double Materiality Assessment, while facilitating the sharing of best practices across portfolio companies. This collaboration also brings additional transparency, consistency and constructive challenge to our sustainability journey.

Our governance model combines clear accountability with broad engagement, ensuring that sustainability is driven from the highest level of the organisation while being embedded in everyday decisions across every function, every business and every site.



SUSTAINABILITY GOVERNANCE

Turning governance into action

Our governance model combines clear accountability with broad engagement, ensuring that sustainability is driven from the highest level of the organisation while being embedded in everyday decisions across every function, every business and every site.

BOARD REVIEW FOCUS

STRATEGY & GOVERNANCE
Oversight of sustainability strategy, risks, opportunities and governance.

BUDGET & BUSINESS
Review of budgets, business performance and resource allocation.

COMPENSATION
Review of executive compensation and incentive alignment.

REGULAR REPORTING AND ALIGNMENT
Information flows up and across to ensure transparency, alignment and continuous improvement.

BOARD OF DIRECTORS
Sets the ambition for long-term sustainability and oversees strategic oversight.

EXECUTIVE COMMITTEE (ExCo)
Defines strategy, reviews performance and monitors implementation.

VP HR & SUSTAINABILITY
Defines the sustainability roadmap, ensures governance and drives strategic priorities.

BUSINESS & FUNCTIONAL LEADERS
CFO • CEOs • Business • Strategy & Innovation • Regional CEOs
Embed sustainability into strategic priorities, business activities and regional operations.

SUSTAINABILITY DIRECTOR
Coordinates implementation, reporting, ESG programmes and cross-functional initiatives.

SUSTAINABILITY COMMITTEE (from 2026)
Reviews progress, supports implementation and reinforces cross-functional collaboration.

SUSTAINABILITY CHAMPIONS NETWORK
Country & Site representatives worldwide.
Deploy local initiatives, collect data, raise awareness and share best practices across sites.

SHAREHOLDER SUSTAINABILITY FUNCTION (ICIG)
Strategic alignment, regulatory updates (e.g. CSRD, DMA), best practice sharing and constructive challenge.

FUNCTIONS

FINANCE · OPERATIONS · PROCUREMENT · R&D · QUALITY · SALES & MARKETING · HSE · HR

ANNUAL GOVERNANCE CYCLE

Q1 — REVIEW & PLAN
Review objectives and targets
CSRD planning
Action plan review

Q2 — ENGAGE & IMPLEMENT
Sustainability Champions Meeting
Earth Week initiatives
Mid-year project review

Q3 — MONITOR & ACCELERATE
ELT sustainability review
Climate & circularity projects
KPI monitoring

Q4 — REVIEW & PREPARE
KPI review
Sustainability Report preparation

SUSTAINABILITY GOVERNANCE

Sustainability governance in practice

Regular governance forums promote accountability, alignment and continuous improvement, ensuring that sustainability is translated into consistent action across every function and every site.

Governance Forum	Frequency	Participants	Purpose
BOARD OF DIRECTORS	As required	Board, CEO	**Review sustainability strategy, material risks, opportunities and long-term priorities.**
EXECUTIVE COMMITTEE (EXCO)	Quarterly	CEO, Executive Committee, VP HR & Sustainability	**Review performance, validate priorities and monitor strategic initiatives.**
EXECUTIVE LEADERSHIP TEAM (ELT)	Monthly (virtual) & quarterly (in person)	ELT, VP HR & Sustainability. With Sustainability Director per quarter	**Review roadmap, KPIs and major cross-functional projects.**
SUSTAINABILITY LEADERSHIP MEETING	Monthly	VP HR & Sustainability, Sustainability Director	**Coordinate programme, reporting and strategic priorities.**
SUSTAINABILITY CHAMPIONS NETWORK	Quarterly (virtual)	Sustainability Director, Sustainability Champions	**Share best practices, monitor local action plans and support implementation.**
ANNUAL SUSTAINABILITY FORUM	Annual	CEO, VP HR & Sustainability, Sustainability Director, Sustainability Champions	**Align priorities, review achievements and strengthen collaboration.**
CROSS-FUNCTIONAL WORKING GROUPS	Throughout the year	Representatives from all key functions	**Develop and implement sustainability projects across the Group.**
SHAREHOLDER SUSTAINABILITY COORDINATION (ICIG)	Regular	Benvic Sustainability Team, ICIG Chief Sustainability Officer	**Coordinate regulatory developments, share best practices and support strategic alignment.**

Understanding what matters most

At Benvic, sustainability priorities are not defined by assumptions but by a structured Double Materiality Assessment (DMA), aligned with the European Sustainability Reporting Standards (ESRS).

First conducted in 2023 to shape our sustainability strategy, Benvic's DMA was updated in 2024 and aligned with the group-wide DMA led by the International Chemical Investors Group (ICIG). The process combined a common methodology across ICIG with an assessment of the impacts, risks and opportunities specific to Benvic's activities and value chain. It was supported by Nexio Projects, our sustainability advisory partner, and Datamaran, an AI-powered materiality and regulatory intelligence platform. This approach ensures consistency across the Group while preserving the specific characteristics of Benvic's activities, markets and value chain.

The assessment follows ESRS methodology and prepares the Group for Corporate Sustainability Reporting Directive (CSRD) reporting. It considers sustainability from two complementary perspectives:

• Impact materiality – how Benvic's activities affect people, society and the environment.

• Financial materiality – how sustainability-related issues may create risks or opportunities for our business.

Together, these two perspectives provide the foundation for our sustainability strategy, governance and reporting, ensuring that we focus on the topics that matter most to both our stakeholders and our long-term business resilience.

OUR THREE-STEP METHODOLOGY

Our Double Materiality Assessment follows a structured and rigorous process aligned with ESRS requirements.

01

IDENTIFY TOPICS & IROs

We identify sustainability topics and their related Impacts, Risks and Opportunities (IROs) relevant to Benvic through a comprehensive analysis of:

- ESRS requirements
- Stakeholder expectations
- Datamaran analytical insights
- Value chain analysis
- Regulatory & industry context
- Business expertise & workshops

02

ASSESS & PRIORITISE

We assess and prioritise each IRO using the ESRS Double Materiality methodology:
• Impact materiality
• Scale, Scope, Remediability, Likelihood
• Financial materiality
• Magnitude, Likelihood
This enables us to determine which topics are material for reporting.

IROs are scored against ESRS criteria to understand their significance for people, planet and the business.

03

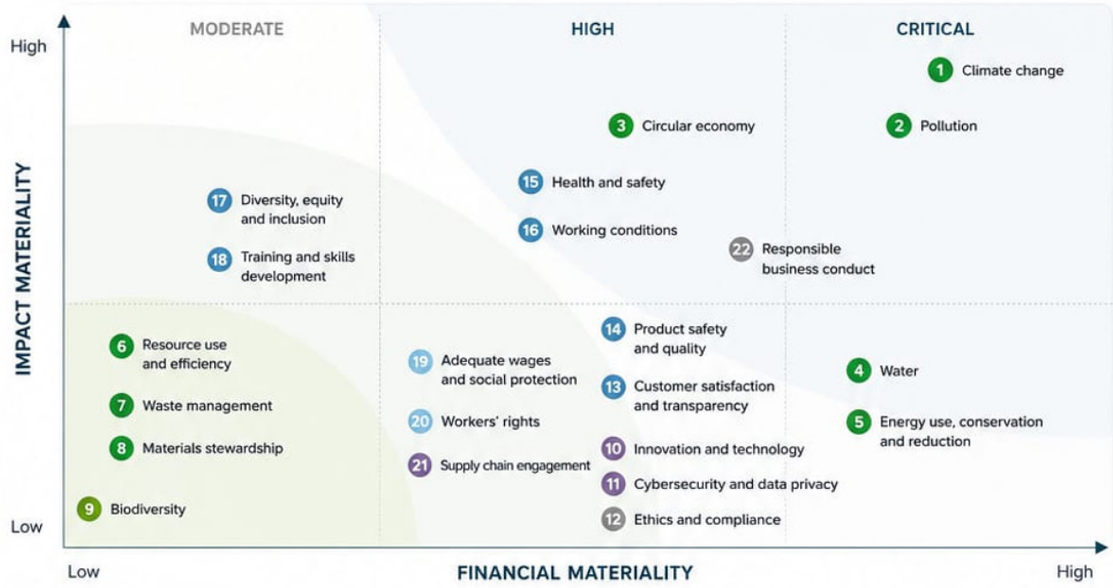
VALIDATE & INTEGRATE

We validate the results through multiple governance levels and integrate the outcomes into our decision-making and reporting:

- Sustainability teams & functional leaders
- Platform management & ICIG Sustainability Council
- Board validation
- Integration into strategy, action plans & KPIs
- Foundation for CSRD reporting

OUR DOUBLE MATERIALITY MATRIX

22 material topics for Benvic, assessed across impact and financial materiality



ENVIRONMENT
Topics related to our planet, resources and the circular transition.

SOCIAL
Topics related to our people, value chain and communities.

GOVERNANCE
Topics related to responsible and ethical business practices.

OUR 22 MATERIAL TOPICS BY ESRS

ESRS	WHAT IT COVERS	MATERIAL TOPICS
E1 Climate change	Climate change mitigation and adaptation.	1 Climate change risks and management 5 Energy use, conservation and reduction
E2 Pollution	Pollutants to air, water and soil and harmful substances.	2 Pollution of air 2 Pollution of water 2 Soil pollution 2 Harmful substances management
E3 Water and marine resources	Water withdrawals, use and discharges.	4 Water withdrawals 4 Water consumption 4 Water discharges
E5 Resource use and circular economy	Resource use, circular products and waste.	6 Resource use and efficiency 7 Waste management 8 Materials stewardship 3 Circular economy
S1 Own workforce	Working conditions, health, development and inclusion of our people.	15 Health and safety 16 Working conditions 17 Diversity, equity and inclusion 18 Training and skills development
S2 Workers in the value chain	Rights, health, safety and well-being of value chain workers.	19 Adequate wages and social protection 20 Workers' rights 21 Supply chain engagement
S4 Consumers and end-users	Information, safety, quality and customer relationships.	13 Customer satisfaction and transparency 14 Product safety and quality
G1 Business conduct	Ethics, transparency, data protection and responsible business practices.	22 Responsible business conduct 12 Ethics and compliance 11 Cybersecurity and data privacy 10 Innovation and technology

22
MATERIAL TOPICS

identified through ICIG's ESRS-aligned Double Materiality Assessment and confirmed as relevant for Benvic.

The assessment was conducted in 2024 and will be reviewed regularly to remain up to date with evolving risks, opportunities and stakeholder expectations.

Materiality was assessed at the level of individual Impacts, Risks and Opportunities (IROs) using the ESRS methodology. While a topic may be material, not every IRO within that topic is necessarily material. Reporting focuses on the IROs that exceed the established materiality threshold.

A strategy built around people, partnerships and long-term value

Long before sustainability became a reporting requirement, Benvic's priorities were already centred around what matters most: building lasting relationships with our customers, creating a safe and engaging workplace for our employees, developing trusted partnerships with suppliers, and delivering innovative, high-quality solutions that create long-term value.

These principles continue to shape the way we grow today. Sustainability provides a common framework that helps us better understand the expectations of our stakeholders, align our decisions across the Group and ensure that every part of our organisation moves in the same direction.

Our strategy therefore begins with our stakeholders. Understanding how they work with us, what they expect from us and how we can create greater value together is the starting point of every sustainability initiative. Whether we engage with employees, customers, suppliers, shareholders or local communities, our objective remains the same: to build relationships based on trust, transparency, innovation and long-term partnership.

Behind every decision lies one essential principle: business can only be sustainable when it is conducted responsibly. High ethical standards, respect for people, product quality, safety and integrity are therefore not separate sustainability topics — they are the foundations upon which our strategy is built.

SUSTAINABILITY STRATEGY

Science sets in motion

Innovation has always been one of Benvic's greatest strengths.

Our sustainability strategy combines scientific expertise, industrial know-how and the commitment of our people to transform challenges into practical solutions for our customers.

Working across R&D, operations, procurement, sales, sustainability and all support functions, our teams continuously translate knowledge into innovation, helping customers develop safer, more circular and more sustainable applications.

Because sustainability challenges cannot be solved alone, we also believe in close collaboration throughout our value chain. Customers, suppliers, research partners and industry organisations all contribute to accelerating innovation and creating shared value.

Knowledge becomes action. Collaboration creates progress.

From material topics to strategic priorities

The material impacts, risks and opportunities identified through our DMA define the issues most relevant to our stakeholders and our business. We have consolidated these topics into five Sustainability Pillars that guide decision-making, investment priorities and day-to-day operations across the Group.

To translate these priorities into measurable progress, Benvic follows a structured Policies–Actions–Targets–Metrics framework aligned with ESRS and the Corporate Sustainability Reporting Directive (CSRD).

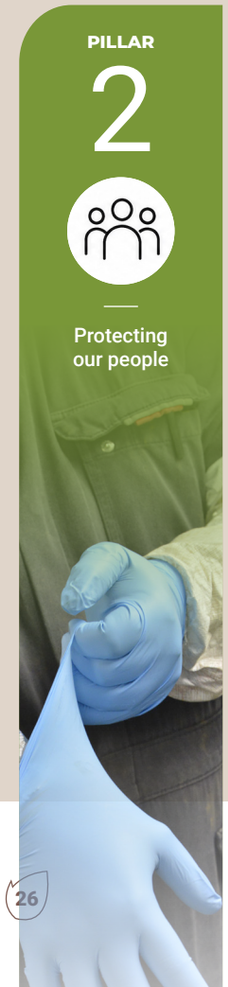
Our five Sustainability Pillars



PILLAR 1

Building for circularity

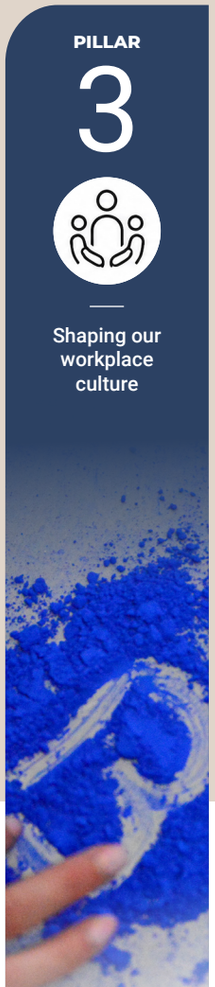
Designing products and solutions that maximise resource efficiency, increase recycled and renewable content, and support circular business models throughout the value chain.



PILLAR 2

Protecting our people

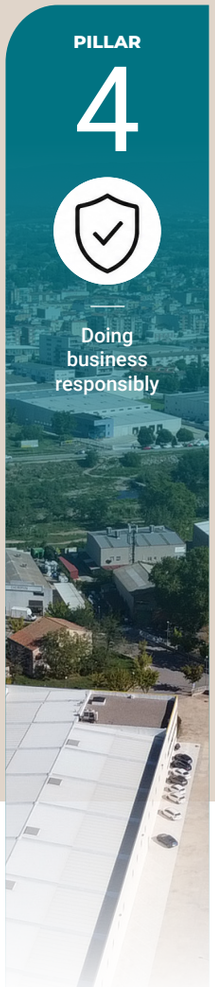
Providing a safe, healthy and inclusive workplace where employees can develop, contribute and thrive while maintaining the highest standards of occupational health and safety.



PILLAR 3

Shaping our workplace culture

Building an engaged, diverse and responsible organisation that promotes collaboration, continuous learning, ethical leadership and employee development.



PILLAR 4

Doing business responsibly

Embedding ethics, compliance, responsible procurement and transparent governance throughout our operations and value chain while strengthening trust with customers, suppliers and all stakeholders.



PILLAR 5

Acting on climate

Reducing greenhouse gas emissions, improving energy efficiency and supporting the transition towards a lower-carbon future through science-based action and decarbonisation initiatives.

Our Policies – Actions – Targets – Metrics framework

To translate our sustainability strategy into measurable progress, Benvic follows a **Policies – Actions – Targets – Metrics (PATM)** framework, fully aligned with ESRS and the Corporate Sustainability Reporting Directive (CSRD).

All material topics identified through our Double Materiality Assessment are addressed through this framework, ensuring that our commitments lead to concrete action and measurable results.

1. POLICIES

Our policies define our commitments, principles and long-term ambitions on each material topic.

2. ACTIONS

These commitments are translated into concrete actions implemented across the Group through dedicated initiatives, projects and continuous improvement programmes.

3. TARGETS

Where relevant, targets are set in line with our policies to guide progress over time and drive meaningful change.

4. METRICS

Performance is measured through metrics (KPIs) that track our progress toward our targets year-on-year, enabling transparent reporting and accountability.

A continuous cycle that turns commitments into impact

CONTINUOUS IMPROVEMENT Insights from our metrics inform future actions, strengthen our policies and raise our ambition. This ongoing cycle ensures we continue to create long-term value for our stakeholders, our business and the planet.

This framework, aligned with the ESRS and CSRD, ensures that sustainability is fully integrated into the way Benvic operates, measures performance and creates long-term value.

Contributing to the Sustainable Development Goals

Benvic's sustainability strategy contributes to the United Nations Sustainable Development Goals (SDGs) by focusing on the areas where our business can create the greatest positive impact.

Rather than addressing each SDG individually, we integrate the Goals into our five Sustainability Pillars, ensuring that our priorities remain closely connected to our business, our stakeholders and the material topics identified through our Double Materiality Assessment.

The SDGs therefore serve as an internationally recognised framework that complements our sustainability strategy, helping us measure our contribution while maintaining a clear focus on the issues that matter most to Benvic and its stakeholders.

Sustainability pillar		
Building for circularity	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Acting on climate	7 AFFORDABLE AND CLEAN ENERGY	13 CLIMATE ACTION
Protecting our People	3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH
Shaping our workplace culture	4 QUALITY EDUCATION	5 GENDER EQUALITY 10 REDUCED INEQUALITIES
Driving responsible business	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS

Committed **beyond compliance**

At Benvic, sustainability is not driven by compliance alone. Independent assessments, certified management systems, industry commitments and expert partnerships help us strengthen accountability, benchmark our performance and turn our sustainability priorities into action.



Independent recognition

Independent assessments provide an objective evaluation of our sustainability performance and help us continuously improve our practices.
In 2025, Benvic achieved the EcoVadis Platinum Medal, placing the Group among the top 1% of companies assessed worldwide. This recognition reflects the maturity of our management systems, governance and sustainability practices while highlighting new opportunities for continuous improvement.
We view this assessment not as an end-goal but as a valuable tool to help benchmark our performance against industry best practices and accelerate continuous progress.

International commitments

Benvic voluntarily supports internationally recognised initiatives that promote responsible business conduct, environmental stewardship and sustainable development.
As a participant in the United Nations Global Compact, we align our activities with its Ten Principles covering human rights, labour standards, environmental responsibility and anti-corruption.
We also support Operation Clean Sweep®, reinforcing our commitment to preventing plastic pellet loss and promoting responsible manufacturing throughout the plastics value chain.
These commitments complement our own sustainability strategy while contributing to the United Nations Sustainable Development Goals.

United Nations Global Compact

Operation Clean Sweep®

Certified management systems

Robust management systems provide the operational foundation that supports our sustainability ambitions. Across the Group, internationally recognised certifications include :

ISO

- **9001** Quality Management
- **13485** Medical Device Quality Management (for our U.S. medical site only)
- **14001** Environmental Management Al
- **45001** Occupational Health & Safety
- **50001** Energy Management (currently being deployed everywhere)

Industry engagement

Benvic actively participates in national and international industry associations, including VinylPlus®, EuPC and the American Chemistry Council. These memberships enable us to exchange expertise, contribute to technical and regulatory discussions, anticipate emerging trends and promote more sustainable solutions across the plastics value chain.

A full list of Benvic's memberships and their contribution to our sustainability priorities is provided in the appendix.

Strategic partnerships

Benvic works closely with recognised external experts and technology partners who strengthen our capabilities in sustainability reporting, product innovation, environmental assessment and regulatory readiness.

These partnerships currently include:

NEXIO
sustainability strategy, CSRD implementation and ESG advisory;

Datamaran®
AI-powered double materiality and regulatory intelligence platform;

TotalEnergies Corbion
collaboration supporting bio-based and circular material innovation.

Together, these collaborations bring expertise, challenge our thinking and support informed decision-making across the Group.

Organisation	Country	Scope	Strategic contribution	Key topics
EuPC	Europe	European Plastics	Industry representation	Policy • Circularity
PlasticsEurope	Europe	European Plastics	Advocacy & technical leadership	Innovation • Sustainability
VinylPlus	Europe	PVC sustainability programme	Voluntary commitment	Circular PVC • Recycling
Polyméris	France	Polymers	Innovation	Innovation
Polyvia	France	Plastics	Industry collaboration	Innovation • Sustainability • Skills
SNEP – now VinylPlus France	France	PVC	Technical expertise	PVC • Circularity
UFME (Union des Fabricants de Menuiseries Extérieures)	France	Windows	Industry collaboration	PVC • Skills
Confindustria	Italy	Industry federation	Public affairs	Competitiveness • Regulation
PVC Forum Italia	Italy	PVC	Technical & regulatory dialogue	Circular Economy
PIGE	Poland	Electrical industry	Industry cooperation	Standards • Networking
British Plastics Federation (BPF)	United Kingdom	Plastics	Best practices	Sustainability • Innovation
American Chemistry Council (ACC)	United States	Chemicals	Responsible Care	Product Stewardship
PLASTICS Industry Association	United States	Plastics	Manufacturing leadership	Innovation • Circularity

Why it matters

Together, these mechanisms help translate Benvic's sustainability ambitions into the way we operate, innovate and collaborate across the value chain. They provide a foundation for accountability, learning and improvement, while helping us respond to the evolving expectations of our customers, employees, suppliers, shareholders and wider society.

For us, recognised standards, external assessments and strategic partnerships are not an end in themselves. They support us in strengthening our operations, developing more sustainable solutions and creating long-term value.

Committed beyond compliance. Building trust through recognised standards, collaboration and continuous improvement.

PILLAR

1

Building for circularity

Why circularity is at the core of what we make

Circularity starts with the materials we design. As a compounder, Benvic operates at a pivotal point in the plastics value chain: between raw materials and the products manufactured by our customers. This position gives us both an opportunity and a responsibility to influence how resources are selected, combined and processed, while recognising that product use and end-of-life pathways also depend on customers and other value-chain partners. It also means continuously improving our formulations, balancing technical performance and quality with health and safety considerations, while progressively reducing their environmental impact.

For Benvic, circularity is therefore not limited to recycling.

Four principles guide our approach

1 **DESIGN FOR CIRCULARITY**
Designing materials with their entire lifecycle in mind.

2 **USE RESOURCES DIFFERENTLY**
Increasing recycled, renewable and alternative raw materials.

3 **IMPROVE WHAT WE MAKE & HOW WE MAKE IT**
Continuously improving formulations and processes to reduce their impacts.

4 **BUILD CIRCULARITY TOGETHER**
Working across the value chain to develop, qualify and scale circular solutions.

People behind the pillar

As material designers, we have a responsibility to think beyond the immediate performance of a product and consider what happens throughout its life — and after it. Our planet's resources are limited, and the circular economy must become a driving force in the way we develop materials, so that future generations can continue to thrive.

For us, this means making very concrete choices. Circularity is not something we add once a product has been developed. It increasingly shapes the questions we ask from the beginning: Can we use fewer resources? Can we use them differently? Can the material be recovered and used again? Can we maintain – or improve – technical performance while reducing its impact?

These principles guide our innovation and development work every day. Our R&D teams work with customers and suppliers to reconcile environmental ambitions with the performance, quality and safety requirements of each application. By combining science, technical know-how and circular thinking, our ambition is to continuously improve the materials we design and the solutions we develop with our customers. This work directly supports our circularity targets, including our ambition to achieve EPD coverage across 100% of our product ranges by 2030.

Christophe Fringant
R&D Director Europe, pillar Leader for the group

PILLAR 1

Building for circularity



Benvic's way to circularity

Building for circularity translates our sustainability strategy into the way we design materials, select raw materials, operate our plants and work with customers and suppliers. Rather than treating circularity as a standalone initiative, we integrate it into everyday decisions – from formulation and sourcing to manufacturing and product development.

Guided by the material topics identified through our DMA, these commitments are implemented through the same Policies – Actions – Targets – Metrics framework that underpins Benvic's sustainability strategy.

It connects our ambitions with concrete actions and enables us to measure progress over time.

POLICIES

Circularity is embedded in the policies and management systems that guide how we design products, manage raw materials and operate our sites. Our Group QHSE Policy and ISO 14001 environmental management systems provide a common framework for improving resource efficiency, reducing waste and managing environmental impacts.

Our regulatory compliance and product-stewardship programme supports the responsible management of substances throughout our portfolio. Through regulatory monitoring, including REACH, substance inventories and chemical-exposure assessments, we evaluate materials and seek safer alternatives to substances of concern where technically feasible.

ACTIONS

1 DESIGN FOR CIRCULARITY

Circularity starts at formulation. Our teams design materials by considering not only their immediate technical performance, quality and safety, but increasingly their use of resources, durability, recyclability and potential end-of-life pathways.

This applies to new developments as well as to existing products. Formulations are continuously reviewed and improved to reduce environmental impacts, reduce or substitute substances of concern, and identify opportunities to facilitate future recovery or recycling.

2 USE RESOURCES DIFFERENTLY

Keeping resources in circulation means progressively changing what our products are made from. Benvic works to increase the use of secondary and recycled raw materials and to develop renewable and bio-based alternatives, while maintaining the technical performance, quality, safety and consistency required by our customers.

This approach is already embedded in our portfolio. ProVinyl-R incorporates recycled rigid PVC into new compounds, while Dot-R brings together compounds based on recycled polyolefins, polyesters, styrenics and polyamides. These solutions allow recycled resources to return to the value chain in high-durability applications, where material performance and longevity remain essential.

With Plantura, we are also exploring a different route to circularity through bio-based materials. Based on PLA and PHA/PHB technologies, the range combines degradability and durability according to the expected lifetime of each application. Our collaboration with TotalEnergies Corbion on Luminy® PLA-based compounds further supports the development of bio-based alternatives for durable applications, particularly in automotive and electronics.

Beyond these dedicated ranges, our teams continuously evaluate opportunities to integrate recycled, renewable and alternative feedstocks into existing formulations while maintaining consistency, processability and industrial performance.

3 IMPROVE WHAT WE MAKE & HOW WE MAKE IT

Improving what we make goes hand in hand with improving how we make it. Understanding where impacts occur is the starting point for both. Life Cycle Assessment (LCA) allows us to evaluate the environmental performance of our products throughout their lifecycle, identify the main sources of impact and guide formulation, sourcing and product-development decisions towards the areas where improvement can make the greatest difference.

This knowledge also supports greater transparency. In 2025, Benvic published its first five Environmental Product Declarations (EPDs) for the ProVinyl range, covering different applications. Based on Life Cycle Assessment and independently verified, these declarations provide transparent and comparable information on the environmental impacts of our products throughout their lifecycle.

For Benvic, developing EPDs is more than a reporting exercise. They provide a baseline for understanding product impacts, identifying improvement opportunities and informing future formulation and sourcing decisions. They also give customers robust environmental information to support material selection and their own sustainability objectives. Our ambition is to progressively extend this approach across our portfolio. This will expand the availability of comparable lifecycle information and support continuous improvement across the portfolio.

The same principle applies to our operations. Across our sites, teams work to improve material and energy efficiency, reduce production scrap and waste, recover and reuse materials wherever possible, optimise equipment and processes, and increase the use of renewable energy.

We measure, improve and measure again.

4 BUILD CIRCULARITY TOGETHER

Circularity does not begin or end at Benvic's gates. We work with suppliers to identify, develop and qualify recycled, renewable and alternative raw materials and to better understand their environmental performance. With customers, our R&D and commercial teams co-develop formulations, test new materials and adapt solutions to specific technical, regulatory and sustainability requirements.

A circular solution only creates impact once it can be qualified, manufactured consistently and adopted at industrial scale. Collaboration is therefore not the final step, it is part of the development process from the beginning.

TARGETS Turning ambition into measurable progress

100% product ranges covered by EPDs by 2030

x3 quantity of products sold with recycled content by 2030

Increase product recyclability

Reduce product carbon footprint

2025 in action > 2025 in action > 2025 in action > 2025 in action > 20

From circular design to industrial reality

In 2025, our circularity strategy became tangible through projects developed across Benvic's sites. From new bio-based and recycled formulations to safer chemistries and industrial partnerships, these initiatives show how our principles are translated into practical solutions for customers and everyday operations.

1 DESIGN FOR CIRCULARITY

Combining bio-based materials with durable performance - Plantura

Plantura explores another route towards lower-impact materials: using bio-based polymers while adapting durability and end-of-life properties to the needs of each application.

The portfolio includes PLA and PHA/PHB-based compounds designed to offer the right blend of degradability and durability — recognising that circular material design is not about making every product degradable, but about selecting the appropriate material behaviour for its intended use and lifetime.

In 2025, Benvic continued to develop its PLA expertise using Luminy® PLA technology from TotalEnergies Corbion, combining this material platform with Benvic's formulation and compounding know-how. Development work focused particularly on high-durability applications, including automotive and electrical & electronics, where bio-based alternatives must meet demanding requirements for processing, consistency and long-term technical performance.

This work illustrates Benvic's approach to bio-based innovation: starting from the application and engineering the formulation around the performance, durability and environmental characteristics it actually requires.



2 USE RESOURCES DIFFERENTLY

Bringing recycled PET back into the value chain - Witkowo, Poland

At our Polish site, circularity is also reflected in everyday sourcing decisions. The site currently purchases approximately 12 tonnes per month of plasticiser produced from recycled PET, bringing secondary material back into the value chain as a raw material for new compounds.

This type of initiative complements our dedicated recycled product ranges: circularity can come from the polymer itself, but also from the other components used in a formulation.

Strengthening our recycling capabilities - Porcieu-Amblagnieu, France

Benvic Recycling, our dedicated PVC recycling operation in France, transforms plastic waste and end-of-life PVC into secondary raw materials that can return to industrial applications.

Building on Benvic's formulation and compounding expertise, the activity combines recycling with the ability to adapt recovered materials to specific technical requirements. The development of these capabilities was supported by a €326,900 grant from ADEME under the ORMAT programme for the "BOOST MPR Step 2" project, aimed at accelerating the growth of Benvic Recycling's operations in Porcieu-Amblagnieu.

Benvic continues to invest in sorting, homogenisation and regeneration capabilities as part of the Group's ambition to expand PVC recycling capacity and increase the availability of reliable secondary raw materials.





2025 in action > 2025 in action > 2025 in action > 2025 in action > 20

3 IMPROVE WHAT WE MAKE & HOW WE MAKE IT

Increasing recycled content in high-performance applications - Ferrara, Italy

Increasing recycled content in technically demanding polypropylene applications requires more than substituting virgin polymer with recycled feedstock. Material consistency, mechanical performance, processing behaviour and, particularly for automotive applications, stringent odour and emissions requirements must all be maintained as recycled content increases.

In 2025, our Ferrara teams developed a new range of recycled PP compounds designed to meet demanding original equipment manufacturer (OEM) specifications. Ten formulations containing 20–30% post-consumer recycled content, including glass-fibre reinforced and talc-filled grades, were evaluated against key automotive requirements, with several subsequently supplied to Tier 1 customers for qualification.

This work forms part of a broader effort to progressively increase recycled content across Ferrara's XTD portfolio. Among products already containing recycled material, the average share of recycled polymer increased from 8.8% in 2024 to 13.6% in 2025, while maintaining the technical performance required for their applications.

THE RESULT

10 formulations developed and evaluated

20–30% post-consumer recycled content

+55% increase in average recycled polymer content in relevant XTD products, 2024–2025

Selected formulations supplied to Tier 1 customers for qualification

Improving materials where performance cannot be compromised - Medical, Chesapeake, United States

In medical applications, sustainability considerations must be integrated without compromising quality, safety, consistency or regulatory requirements. In 2025, our U.S. Medical teams progressed three development areas addressing different application needs.

A PFAS-free polypropylene compound was developed for low-retention pipette tips, maintaining the liquid-release performance required for laboratory and diagnostic applications without fluorinated additives. The team also developed medical-grade thermoplastic elastomer compounds using mineral oil, offering the softness, flexibility and processing performance required for medical device applications.

In parallel, teams initiated the development of degradable materials for disposable surgical trays, addressing a very different sustainability challenge: reducing the impact of products inherently designed for single use. Formulation work focused on finding the right balance between degradability, mechanical properties and processability, while preserving the functional requirements necessary for medical use.

These developments illustrate how customer and supplier collaboration can help integrate sustainability considerations into highly specialized functional requirements.

THE RESULT

PFAS-FREE PP low-retention performance without fluorinated additives

MEDICAL TPE softness · flexibility · processability

DEGRADABLE MATERIALS balancing degradability, mechanical performance and processability

Beyond chemicals of concern - United States

Growing regulatory scrutiny and increasing customer demand for safer materials are driving the plastics industry to replace substances of concern without compromising product performance. At Benvic, our U.S. R&D team focused on two significant challenges: eliminating PFAS processing aids and replacing antimony trioxide in flame-retardant compounds.

Our first initiative developed PFAS-free processing aid technology for wire & cable and film compounds. Through extensive formulation work and production validation, we identified non-PFAS alternatives that deliver the processing performance, surface quality and manufacturing efficiency required by customers while eliminating intentionally added PFAS from these compounds. Although commercial volumes remain modest, these technologies are now available to support customers as regulatory requirements continue to evolve.

In parallel, our team successfully developed flame-retardant systems that completely replace antimony trioxide with either advanced intumescent technology or bismuth trioxide. This work provides a pathway towards safer and more resilient chemistries while maintaining the performance required for demanding applications.

4 BUILD CIRCULARITY TOGETHER

More than 90% recycled polymer without compromising design - Ferrara, Italy

For Vitra's Elephant furniture application, the objective was to develop a polypropylene compound containing more than 90% recycled polymer while meeting the technical, processing and aesthetic requirements of a durable design product.

Achieving such a high recycled content brought specific formulation challenges. The material needed to provide the required mechanical performance and consistency, while allowing UV stabilisation and colouring through masterbatch. At this level of recycled content, one of the most critical factors was therefore identifying the right recycled PP source, with sufficiently consistent properties to provide a reliable basis for the final compound.

Benvic's teams worked on the selection and qualification of the recycled PP feedstock and on the formulation required to transform it into a material suitable for the application. The resulting compounds had to combine high recycled content with the properties expected from a technically demanding and highly visible furniture component.

Partnerships

Circularity cannot be achieved by Benvic alone. Product development increasingly brings together suppliers, customers, R&D, sourcing, operations and commercial teams to identify alternative raw materials, test formulations, validate performance and scale solutions. Partnerships such as Plantura with Total Energies Corbion and co-development with customers such as Vitra illustrate this approach. Life Cycle Assessment and EPD development also provide customers with increasingly robust environmental information to support material choices.

THE RESULT

Two reinforced polypropylene compounds containing more than 90% recycled polymer were successfully developed and approved for the application, demonstrating that very high recycled content can be combined with the performance and aesthetic requirements of high-durability applications.

>90% recycled polymer content

2 compounds developed and approved

28 tonnes sold in 2025

1 critical enabler

1 consistent recycled PP source

PILLAR 1

Building for circularity



2025 in action > 2025 in

Featured case study – Beyond antimony: eliminating antimony trioxide from flame-retardant cable compounds

Benvic initiated a strategic development programme to eliminate antimony trioxide (ATO) from flame-retardant wire and cable compounds. It successfully demonstrated that bismuth trioxide can fully replace antimony trioxide as the metal oxide synergist in selected flame-retardant systems, delivering equivalent performance while eliminating dependence on one of the industry's highest-risk raw materials.

The problem

ATO has historically been used with brominated flame retardants because of its highly effective flame-retardant synergy at relatively low loading. However, continued reliance on ATO has become increasingly challenging. Sharp price escalation and volatility, concentrated global production and refining capacity, export restrictions, geopolitical dependence and growing demand have all increased supply risk. At the same time, occupational-health considerations associated with handling antimony-containing powders reinforce the need to explore alternatives.

The challenge was therefore not simply to replace one additive with another, but to find a solution that could maintain the demanding flame-retardant and mechanical performance required for wire & cable applications while improving supply resilience, health and environmental considerations, and economics.

The action

Benvic's U.S. R&D team screened several alternative technologies before selecting bismuth trioxide as the preferred metal oxide synergist. Development work focused on finding the right formulation balance, including synergist loading, polymer compatibility, mechanical properties, long-term heat ageing, processing characteristics and UL flame performance.

The bismuth-based system was tested directly against the existing antimony formulation, allowing the team to assess the overall balance of flame performance, mechanical properties, processability and cost rather than evaluating substitution on a single criterion.

The result

The final formulation demonstrated that antimony could be replaced without compromising flame-retardant performance, including after heat ageing. Both systems achieved UL 94 V-0, while the bismuth-based formulation reduced indicative formulation cost by approximately 45%.

Beyond mitigating supply-chain risk, the new system improves the health and environmental profile of the formulation and significantly reduces indicative formulation cost. The project shows how responsible innovation can address technical performance, HSE, resilience and economics as interconnected design challenges.

Same flame performance.
Lower supply risk. Improved health profile.
Approximately 45% lower formulation cost.

The numbers that matter

2,828t total waste generated in 2025, versus 3,016 t in 2024
1,555t waste recovered* in 2025
2,067t recycled materials manufactured in 2025
+45% recycled products sold versus 2024
5 EPDs published in 2025

** Waste recovered: total waste diverted from disposal through recycling, reuse, composting, anaerobic digestion, or energy recovery.*

Our next steps towards a circular portfolio

Our next steps will be to move beyond individual circular solutions and scale what works, while continuing to explore new routes towards lower-impact materials:

1 DESIGN FOR CIRCULARITY

A key priority will be to turn successful developments into solutions that can be deployed at greater scale. We will continue to integrate circularity earlier in product development, designing formulations that combine durability, safety, quality and performance with improved recyclability and appropriate end-of-life pathways.

2 USE RESOURCES DIFFERENTLY

We will continue to increase recycled content where technically relevant, broaden the use of secondary raw materials and explore emerging feedstock technologies that could reduce our reliance on fossil resources. These include renewable waste streams, such as used cooking oil, that can be converted into virgin-quality chemical feedstocks and offer the potential to reduce product carbon footprints without compromising material performance. Their broader adoption will depend on technical availability, scalability and economic viability.

3 IMPROVE WHAT WE MAKE & HOW WE MAKE IT

Better information will help us make better choices. We will continue to expand Life Cycle Assessment and Environmental Product Declaration coverage, using lifecycle data not only to increase transparency for our customers, but also to identify environmental hotspots and guide formulation, sourcing and product-development decisions. Across our operations, we will also continue to improve resource efficiency, reduce production scrap and waste, and identify further opportunities to recover and reuse materials.

4 BUILD CIRCULARITY TOGETHER

Progress will also depend on how we work across our value chain. We will continue to strengthen collaboration between R&D, sourcing, operations and commercial teams, while working closely with suppliers to identify and qualify new raw materials and with customers to develop, test and scale circular solutions.

Our ambition is to make circularity an increasingly natural part of how materials are designed, sourced, produced and brought to market across Benvic. Our next step is not to multiply isolated circular solutions, but to scale what works and continue exploring new routes to lower-impact materials. Building on the progress made across our portfolio, we will continue to increase the use of recycled and alternative feedstocks, embed circular design principles earlier in product development and progressively extend lifecycle information across our product ranges.

PILLAR

2

Protecting our people

Why safety is non-negotiable in our operations

Protecting people has always been fundamental to the way Benvic operates. In an industrial environment, health and safety are not simply a matter of compliance: they are part of our responsibility to everyone who works in or visits our operations, including employees, contractors and other people present at Benvic facilities.

Over the years, Benvic has progressively strengthened and structured this commitment. Since 2019, the development of our sustainability approach, Group QHSE policies, dedicated expertise and common safety programmes have helped establish a stronger shared framework across our sites. Common rules, awareness campaigns, training and the systematic sharing of incidents and lessons learned have contributed to raising expectations and building a more mature safety culture across the Group.

Today, we are moving one step further: from a shared Group framework to greater ownership at every level of the organisation. Common standards set the baseline, while sites retain the autonomy needed to adapt their implementation to local processes, equipment, workforce and risks.

Ultimately, safety belongs to everyone. It means knowing how to protect yourself, but also looking out for the person working beside you: identifying a risk, speaking up, intervening when something is not right and learning from the experience of others. The framework is shared; responsibility is individual and collective.

Four principles guide our approach

1 ANTICIPATE & PREVENT

Identify risks before they become incidents and continuously improve working conditions, equipment and processes.

2 EQUIP & EMPOWER

Give every employee the rules, training, information and equipment they need to work safely and take action when something is not right.

3 SPEAK UP & LEARN

Encourage reporting, dialogue and the systematic sharing of incidents, near misses and hazards so that experience in one site can benefit everyone.

4 OWN SAFETY TOGETHER

Make safety a responsibility shared by everyone — from Group and local management to every employee — while giving each site the autonomy to address its own risks and level of maturity.

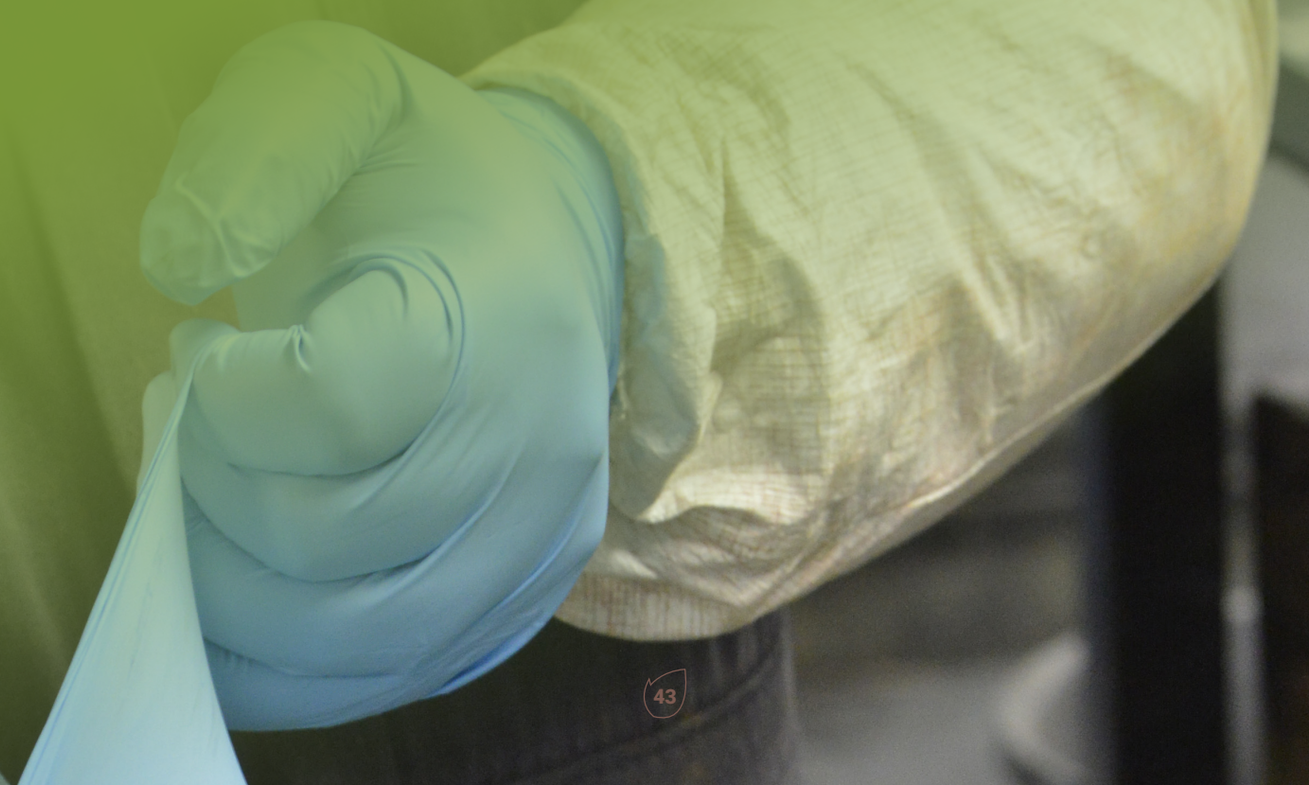
People behind the pillar

Anticipation and prevention have always been at the heart of Benvic's approach to occupational health and safety. Our ambition remains to achieve zero accidents in our operations. Having worked in this field within the Group for more than 17 years, I have seen how our approach has evolved — and how much stronger safety becomes when everyone takes ownership of it.

Identifying risks, analysing work situations and putting the right measures in place remain essential. But rules and systems alone are not enough. Safety is effective when everyone feels responsible: when people report hazardous situations, look out for one another and actively contribute to improving the way we work. Reports can then be investigated, corrective actions implemented and lessons shared across sites.

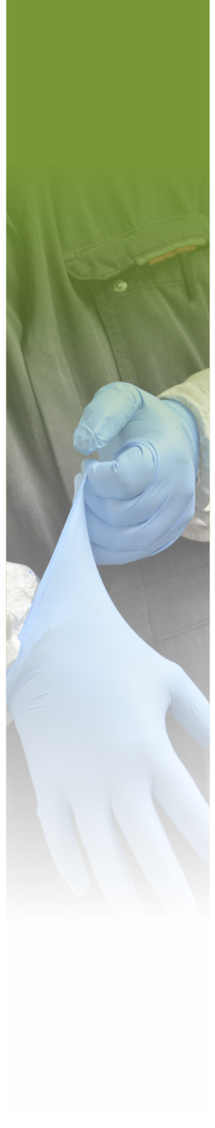
By encouraging vigilance, dialogue and the sharing of experience across our sites, we can learn collectively and identify and reduce risks before they lead to incidents. In 2025, this approach was supported by site-level safety culture diagnostics and proactive reporting. In 2026, we will strengthen ownership through expanded Management Safety Walks and harmonised safety performance monitoring across sites, bringing prevention and learning closer to daily operations.

Isabelle Georges
Group Health & Safety Director, pillar Leader for the group



PILLAR 2

Protecting our people



Benvic's way toward a safer workplace

Benvic's health and safety approach combines common Group standards with local responsibility. Over recent years, we have built a stronger shared framework through policies, common rules, training, awareness and cross-site learning. In 2025, our priority was to understand how deeply this culture had taken root — and give each site the tools and autonomy to take the next step.

POLICIES

The Group QHSE Policy establishes three core expectations: systematic risk prevention, appropriate training and protection, and the reporting and sharing of incidents, near misses and hazardous situations. These commitments apply to employees, contractors and other people present at Benvic facilities.

They are translated into operational requirements through the Benvic Health & Safety Standards. All industrial sites are expected to operate a recognised Health & Safety Management System, implement BENVIC SECURE, monitor Group-defined indicators, maintain emergency procedures and investigate significant events so that corrective actions can be defined and followed.

Protection is also supported by common requirements for onsite traffic, personal protective equipment (PPE), hazardous equipment, machine safety and chemical risk management. Baseline PPE requirements apply across production facilities, with additional protection defined according to local risks. Safety Data Sheets and chemical risk assessments support the safe handling of substances.

Within this framework, our Golden Safety Rules make expectations simple and visible in everyday work. They apply to employees, contractors and anyone present at Benvic facilities, and reinforce the idea that safety

OUR SIX GOLDEN SAFETY RULES



1. **Report incidents, issues and dangerous situations.**



2. **Assess risks before performing a task.**



3. **Move safely around the site and respect traffic rules.**



4. **Use personal and collective protective equipment.**



5. **Follow instructions and procedures, and perform authorised work only when trained.**



6. **Maintain a clean, orderly workstation and keep access and emergency equipment clear.**

ACTIONS



1 ANTICIPATE & PREVENT

Prevention begins before an incident occurs. Benvic integrates risk prevention into workstations and processes, requires consistent site-level risk analysis, and expects accidents and significant incidents to be investigated so root causes are identified and corrective actions implemented. Hazardous situations are recorded and translated into action plans. Emergency procedures, drills, periodic verification of hazardous and safety equipment, traffic plans and chemical risk assessment all contribute to identifying and controlling risk as early as possible.



2 EQUIP & EMPOWER

People need the right knowledge, authorisation, equipment and information to act safely. Sites provide safety induction for employees, temporary staff and trainees; specific training and authorisation for hazardous work; and safety briefings for visitors. Common PPE requirements and the Golden Safety Rules give employees a clear baseline, while site-specific protection and procedures reflect local risks.



3 SPEAK UP & LEARN

Benvic encourages reporting of incidents, near misses and hazardous situations because every signal can help prevent a future accident. Significant events are analysed, root causes and corrective actions are followed, and lessons learned are shared so that an experience at one facility can become preventive knowledge for the rest of the Group.



4 OWN SAFETY TOGETHER

The common framework is designed to strengthen local responsibility, not replace it. BENVIC SECURE calls for visible and continuous HSE leadership from managers, while employees are encouraged to participate actively in prevention. Sites face different risks and operate at different scales, so local teams need the autonomy to turn common standards into relevant action.



TARGETS Turning ambition into measurable progress

Maintain at least 8 hours of Health & Safety training for every 1,000 hours worked in 2026.

Increase proactive risk and hazard reporting year on year, with a quantified 2026 target to be confirmed.

Zero occupational accidents as an ever-present ambition.

2025 in action > 2025 in action > 2025 in action > 2025 in action > 20

From a common safety framework to everyday ownership

In 2025, Benvic continued to move from building common standards to embedding them in daily operations. The year combined Group-wide deployment of safety culture initiatives with new tools, more structured learning from incidents and stronger participation at site level.

1 ANTICIPATE & PREVENT

Following several years of awareness activities, communication and common Group programmes, Benvic rolled out safety culture diagnostics across its sites to assess how safety practices were embedded. The objective was not to rank sites, but to help each location understand its current position and develop an action plan adapted to its own risks and operating context.

The diagnostics were complemented by local prevention measures. At Ferrara, Italy, traffic management plans were improved to better separate vehicle and pedestrian flows, while cooling and heat extraction systems were strengthened to manage heat-related risks. Montornès del Vallès, Spain, also strengthened heat-risk management through cooling and extraction systems. At Chevigny-Saint-Sauveur, France, forklifts were equipped with onboard pedestrian-detection systems to reduce collision risks.

Together, these measures show how Benvic combines a common Group framework with site-specific actions.



2 EQUIP & EMPOWER

Strengthening local safety tools and training

In 2025, Benvic focused on strengthening the tools available to local teams. The Group mapped existing HSE tools and local needs to identify solutions that could be deployed more consistently across its sites.



EcoOnline was identified as a useful tool to support the mapping and assessment of operational risks across plants. Work also continued to extend digital safety reporting tools and broaden the use of LISAM, improving how Safety Data Sheet information is communicated to employees. These tools are intended to make safety information easier to access, risks easier to identify and follow-up more consistent.

At West Unity, Ohio, and Chesapeake, Virginia, the US sites also enhanced their safety training programmes in 2025. Together, these initiatives combine improved digital tools with stronger local capabilities to support more consistent safety management across the Group.

3 SPEAK UP & LEARN

Reporting a hazard is not a sign that safety is getting worse. It shows that people are looking, speaking up and acting before an incident occurs. In 2025, Benvic recorded 1,012 reported hazards, of which 752 were investigated and resolved. Each report creates an opportunity to remove or reduce a potential risk.

This approach is reinforced by sharing accidents, near misses and significant events between sites. By making these experiences visible beyond the location where they occurred, Benvic turns individual observations into shared learning and gives employees an active role in protecting one another.

4 OWN SAFETY TOGETHER

The 2025 safety culture diagnostics helped sites identify their own priorities and develop improvement actions suited to their local context. Rather than making every site identical, Benvic aims to strengthen ownership and accountability at each location. Participation by managers and employees encourages people to raise concerns, identify risks and support corrective actions.

Safety Walks provide a practical link between the safety culture diagnostics and local improvement actions. Mixed groups, including managers and employees from different functions, observe working conditions, discuss risks and agree on practical priorities directly on the ground. This makes shared responsibility visible in daily work and supports follow-up on the actions identified.



PILLAR 2

Protecting our people

2025 in action > 2025 in

Featured case study – Making safety training more immersive in Spain

In 2025, the Montornès del Vallès site worked with local specialist providers to introduce immersive 3D technology into its safety training. The initiative offers employees a more engaging way to experience workplace risks and practise appropriate responses in realistic situations.

The challenge

Traditional classroom training, written procedures and risk assessments are essential, but they can sometimes make it difficult for participants to visualise how a hazardous situation may develop or understand the practical consequences of their actions. The challenge was therefore to make safety risks more tangible and memorable, while ensuring that training remained adapted to the site's specific activities and local risk profile.

The solution

Using 3D glasses, employees were immersed in realistic workplace scenarios where they could identify hazards, assess situations and practise the appropriate safety behaviours in a controlled environment. The scenarios were selected and adapted to reflect relevant risks at the site.

The technology complements — not replaces — the foundations of effective safety management. Each session remains supported by prior risk analysis, written procedures and guidance from a qualified trainer, who explains the applicable rules, places the scenarios in their operational context and discusses the lessons learned with participants.

The result

The immersive format made training more engaging and encouraged employees to participate actively. By allowing people to experience situations rather than only reading about them, it made risks, potential difficulties and appropriate responses more concrete and easier to understand.

The new tool was positively received by participants and helped turn safety training into a more interactive learning experience. Combined with site-specific risk analysis, documented procedures and guidance from trainers, it provides an effective additional way to strengthen awareness and help employees translate safety rules into everyday behaviour.



The numbers that matter

0 Fatalities in 2025

40 Near misses reported in 2025

1,012 Hazards reported in 2025

752 Reported hazards investigated and resolved

Our next steps toward a safer workplace

With the common safety framework now in place, our next phase is to strengthen safety ownership throughout the organisation and bring prevention, learning and action closer to daily operations. Our priorities are organised around the four principles that guide our approach.

1 ANTICIPATE & PREVENT

In 2026, particular attention will be given to adapting work-stations and working environments to increasingly frequent and intense heat episodes. Depending on local conditions, this may include site-specific heat-risk assessments, ventilation and cooling measures, adaptations to work organisation and guidance for employees. Benvic will also continue its programme to improve the safety of production equipment and machinery.

2 EQUIP & EMPOWER

We will continue to strengthen the tools, training and information available to local teams so that employees can identify risks and respond appropriately. This will include developing more engaging and practical forms of training, extending the use of relevant digital tools and ensuring that safety information remains accessible and adapted to the risks of each site.

3 SPEAK UP & LEARN

A harmonised monitoring system for key safety performance indicators will be introduced to improve consistency and visibility across the Group. Information sharing between sites will also be further strengthened through a more structured process for circulating safety alerts, investigation findings and lessons learned from accidents, near misses and other significant events.

4 OWN SAFETY TOGETHER

In 2026, Benvic will expand Management Safety Walks across all sites. By bringing managers and employees from different functions together on the ground, these walks reinforce visible local leadership, encourage open dialogue and help teams identify risks and practical improvement opportunities before incidents occur.

Across these four priorities, our objective is not to make every site identical, but to make safety ownership stronger everywhere. Each site will have the autonomy, tools and shared knowledge needed to address its own risks, while continuing to learn from the experience of others across the Group.

PILLAR

3

Shaping our workplace culture

Why workplace culture matters

People have always been at the heart of Benvic. Behind every innovation, every production line and every customer relationship are the women and men whose expertise, commitment and collaboration drive our success.

Over the past few years, we have strengthened common HR policies, leadership expectations and people development practices across the Group. In 2025, this journey entered a new phase. While the Group continues to define shared standards, values and governance, greater responsibility has been entrusted to local management teams, empowering each site to develop its people while responding to its own operational challenges.

This balance between common principles and local ownership enables us to support our people consistently while recognising that every site has different needs, organisations and aspirations.

Our ambition is to create a workplace where everyone can develop their skills, take responsibility and contribute to Benvic's long-term success.

Four principles guide our approach

1 BUILD A FAIR AND RESPECTFUL WORKPLACE
Create an environment where ethics, respect, equal opportunities and responsible employment practices guide the way we work every day.

2 DEVELOP PEOPLE AND SKILLS
Support continuous learning, technical expertise and leadership development so every employee can grow throughout their career.

3 EMPOWER LOCAL TEAMS
Combine common Group standards with local ownership, enabling each site to develop its people while responding to its own operational and business priorities.

4 GROW TOGETHER
Strengthen engagement, collaboration and wellbeing to build an organisation where people and the business continue to grow together.

People behind the pillar

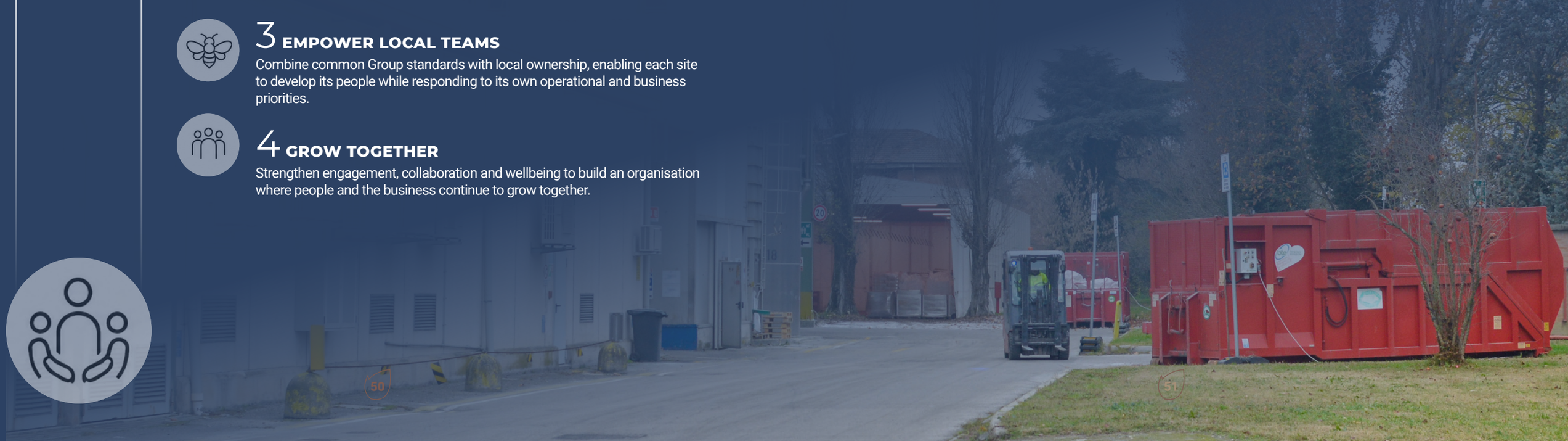
I strongly believe that people are the real driving force behind a company's success. Equally, I believe that work, the place where we spend such a significant part of our lives, should be one where people find purpose, build meaningful relationships, continue to develop and maintain a healthy balance with their personal lives.

This vision lies at the heart of Benvic's people strategy. We strive to create an environment where customer focus gives meaning to everyone's contribution, where knowledge is shared across teams and sites, where internal talent is recognised and developed, and where fair and consistent people practices support long-term engagement.

One of our priorities is to make learning more accessible to everyone. In 2026, the deployment of our new Learning Management System will expand training opportunities across the Group while giving every employee access to a rich digital learning library. Combined with our commitment to developing internal talent and future leaders, this will help our people continue to grow alongside Benvic.

Because when people grow, our company grows with them.

Marco Pusinanti
Group HR Deputy Director, pillar Leader for the group



PILLAR 3

Shaping our workplace culture

Benvic's way toward a stronger workplace culture

POLICIES

Creating a great workplace starts with clear principles and consistent people practices. At Benvic, our shared Group processes, Code of Conduct and compensation management policy provide a common framework for managing, developing and supporting our people across all sites. They ensure that every employee benefits from consistent standards while allowing each site the flexibility to respond to its own workforce, business priorities and local context.

Our people framework covers every stage of the employee journey — from recruitment and onboarding to performance management, learning and career development. Regular performance reviews, annual compensation processes and employee engagement surveys help managers maintain an open dialogue with their teams, recognise individual contributions and identify opportunities for development.

Learning is another cornerstone of our approach. Every site develops training plans based on local operational needs, combining technical, safety and professional development programmes. At Group level, we continue to strengthen the tools and processes that support knowledge sharing, leadership development and internal mobility, ensuring employees can continue to grow as Benvic evolves.

These Group processes are designed to provide consistency, while recognising that people development happens locally. Site management teams are encouraged to take ownership of their workforce, supported by shared governance, common values and practical tools that help translate Group ambitions into everyday people practices.

ACTIONS

1 BUILD A FAIR AND RESPECTFUL WORKPLACE

We promote a workplace where fairness, respect and ethical behaviour guide everyday decisions. Open dialogue, regular performance discussions, fair compensation practices and employee engagement initiatives help foster trust, recognise individual contributions and support a positive working environment across the Group.

2 DEVELOP PEOPLE AND SKILLS

Continuous learning is essential to support both individual development and business performance. Across the Group, sites invest in technical expertise, leadership capabilities and professional development through programmes tailored to their operational needs. Beyond formal training, we encourage employees to continuously broaden their skills and prepare for new responsibilities, supporting long-term career development within Benvic.

3 EMPOWER LOCAL TEAMS

People development starts locally. Over the past two years, Benvic has progressively strengthened the role and accountability of each country CEO, giving local leadership teams greater ownership of their organisation, their people and their priorities. Local teams are empowered to implement people initiatives that best fit their business environment.

Within this framework, the Group defines common governance, shared processes and practical tools. It also maintains a strong role in leadership development, talent management and succession planning, ensuring that Benvic's culture, values and management standards remain consistent across all sites.

4 GROW TOGETHER

Collaboration has always been one of Benvic's defining strengths. Team Spirit, one of our core corporate values, reflects the way we work across functions, sites and countries. We believe that the best solutions are built collectively, through open dialogue, mutual support and the willingness to share knowledge and experience.

To bring this culture to life, we focus on a number of key priorities: developing people and future leaders, supporting internal career opportunities, strengthening employee engagement and creating opportunities for teams to learn and grow together.

TARGETS Turning ambition into measurable progress

- **100%** Employees regularly trained on Quality, Health, Safety & Environment each year from 2026
- **≥ 80%** Employee engagement score in each Group survey cycle from 2026
- **< 4%** Annual absenteeism rate from 2026
- **100%** Annual performance reviews completed each year from 2026
- **100%** key leadership positions covered by succession planning by the end of 2027
- **100%** Employees with access to the Learning Management System by the end of 2026

2025 in action > 2025 in action > 2025 in action > 2025 in action > 20

From a common safety framework to everyday ownership

In 2025, our people strategy took shape through initiatives developed across the Group. From workplace learning and leadership programmes to employee engagement and career development, these examples illustrate how our shared principles are implemented locally to support our people every day.

1 BUILD A FAIR AND RESPECTFUL WORKPLACE

Creating a fair and respectful workplace relies on regular dialogue, consistent people practices and active employee participation. In 2025, employee engagement surveys continued to provide feedback to local management and the Group, with action plans developed around the priorities identified. Annual performance reviews gave employees and managers a structured opportunity to discuss objectives, development needs and career aspirations.

Bringing employees and families together — Chevigny-Saint-Sauveur, France, and Montornès del Vallès, Spain

Family Days brought employees and their families together beyond the usual working environment. These events strengthened relationships between colleagues, recognised the importance of employees' wider support networks and reinforced the connection between Benvic and its local communities.

2 DEVELOP PEOPLE AND SKILLS

Developing our people remains one of Benvic's highest priorities. Across the Group, sites continued to invest in technical expertise, leadership capabilities and structured learning programmes adapted to local business needs.

Developing leadership and skills across Benvic's sites

In Chesapeake and West Unity, United States, a seven-session Leadership Development Programme was launched to strengthen managers' leadership, communication and people-management skills while supporting future organisational growth. By investing in managers close to operations, the programme is building the capabilities needed to support teams today and prepare the organisation for the future.

In Montornès del Vallès, Spain, dedicated development programmes continued to reinforce the capabilities of middle managers, connecting business priorities with employees' day-to-day experience and supporting both operational performance and individual development.

In Sowerby Bridge, United Kingdom, the site continued implementing a structured training matrix to improve visibility of employee competencies and development needs. This provides a stronger foundation for targeted learning, knowledge sharing and long-term skills development.

3 EMPOWER LOCAL TEAMS

2025 marked another step in Benvic's organisational evolution. While the Group continues to provide common governance, HR processes and people standards, greater ownership has progressively been entrusted to country CEOs and local leadership teams. Organisational adjustments, including the consolidation of Country CEO roles where appropriate, strengthened local governance ahead of 2026 while maintaining a common Group framework.

Local training plans were adapted to operational needs, local management assumed greater ownership of people development, and common HR processes continued to be deployed across all sites. Regular exchanges between HR teams supported the sharing of practices and experience across the Group.

4 GROW TOGETHER

Building tomorrow's organisation requires continuous investment in people and future leaders. In 2025, Benvic prepared the deployment of Group-wide tools designed to support learning, career development and talent management.

Preparation advanced for the new Learning Management System (LMS), which will give employees easier access to training resources and development opportunities. At the same time, the Talent Round Table process continued to strengthen succession planning and leadership development, helping identify future leaders and support long-term career development across the Group.



PILLAR 3

Shaping our workplace culture

2025 in action > 2025 in

Featured case study – Building skills through AFEST in France

Developing skills is not only about providing training. It is about creating learning opportunities where knowledge is used and reinforced every day. In France, Benvic expanded its Action de Formation En Situation de Travail (AFEST) programme, combining workplace learning with coaching and practical experience to preserve technical know-how and support faster onboarding.

The challenge

In an industrial environment, many critical skills are developed through experience rather than in a classroom. As experienced employees retire and technologies evolve, Benvic needs to preserve operational knowledge while helping new colleagues become effective more quickly.

AFEST responds to this challenge by turning real work situations into structured learning opportunities, without losing the consistency, quality and safety expected from a formal development programme.

The actions

Employees develop their competencies through practical activities guided by trained tutors, who provide feedback and help transfer operational expertise. An expanded Tutor Network also strengthens onboarding and makes learning part of everyday operations.

The result

AFEST has become a key component of Benvic's people development approach in France. By embedding learning in daily operations and using trained tutors, it supports faster onboarding, stronger knowledge transfer and the preservation of critical expertise.

The programme also recognises the expertise of experienced employees, encourages collaboration between colleagues and creates clearer development opportunities, contributing to employee engagement and wellbeing.

- Workplace learning embedded in day-to-day operations.
- Faster onboarding and skills development.
- Stronger knowledge transfer through trained tutors.
- Improved career development opportunities.
- Preservation of critical operational expertise.

The numbers that matter

585 Employees across the Group
6% Voluntary turnover
13,737 hours Training delivered
81% Employees trained
85% Employee satisfaction
0 Cases of discrimination, human rights violations or forced labour

Our next steps toward a stronger workplace culture

Building a strong workplace culture requires continuous investment in people, leadership and the tools that support them. Over the next two years, Benvic will strengthen its people processes while accelerating digitalisation, leadership development and employee wellbeing. These priorities are organised around the four principles that guide our approach.

1 BUILD A FAIR AND RESPECTFUL WORKPLACE

In 2026, Benvic will extend its new HR platform beyond managers to include middle managers and white-collar employees. A fully digital performance-management process will support greater consistency, transparency and efficiency across the Group.

2 DEVELOP PEOPLE AND SKILLS

The Learning Management System will be deployed across the Group, giving employees easier access to corporate learning content, technical and mandatory training, leadership development and a comprehensive digital learning library. Sites will continue to manage their own local training programmes through the same platform.

3 EMPOWER LOCAL TEAMS

The Talent Round Table process will continue to evolve by extending succession planning beyond current position holders and introducing structured development plans for identified successors. Planned digitalisation in 2027 will improve visibility of talent pipelines and monitoring of development actions across the Group, while supporting local leaders in developing their teams.

4 GROW TOGETHER

Benvic will work with all sites to develop shared wellbeing initiatives, exchange good practices and create a more consistent employee experience. At the same time, we will continue strengthening structured onboarding, career opportunities and the role of local managers in supporting employees throughout their professional journey.

PILLAR

4

Doing business responsibly

Why responsible business practices are central to our identity

As Benvic continues to grow, responsible business practices are becoming an increasingly important driver of sustainable performance. Strong governance helps us make better decisions, manage risks effectively and build lasting relationships with our employees, customers, suppliers, shareholders and the communities where we operate.

Over the past few years, we have consolidated the way responsibility is embedded across the organisation. By combining clear governance, transparent processes and measurable performance, we are building a more resilient company where ethics, sustainability and business performance go hand in hand.

Four principles guide our approach

1 ACT WITH INTEGRITY
Make ethical conduct, human rights and accountability part of everyday decisions.

2 BUILD RESPONSIBLE PARTNERSHIPS
Work with suppliers that share our expectations on environmental, social and ethical performance.

3 PROTECT INFORMATION AND ASSETS
Safeguard information, data and equipment throughout their lifecycle.

4 USE DATA TO IMPROVE DECISIONS
Strengthen transparency, risk management and performance through reliable, measurable information.

People behind the pillar

Responsible governance is not the responsibility of one department — it is a shared responsibility across the entire organisation. Legal, Procurement, IT, Sustainability and our leadership teams each play a different role, but they all contribute to the same objective: ensuring that responsible business practices are part of everyday decisions.

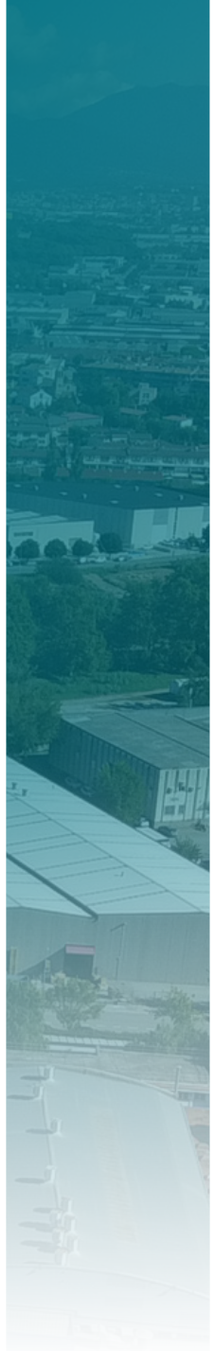
Over the past few years, our governance model has continued to mature. Beyond establishing common policies, we have strengthened ownership, clarified responsibilities and developed practical tools that help teams apply our commitments consistently across the Group. One of the most significant milestones in 2025 has been the integration of sustainability into procurement practices, embedding ESG criteria more systematically into supplier assessment and purchasing decisions.

For me, governance is ultimately about enabling better decisions. By combining clear expectations, shared accountability and strong leadership, we create a framework that helps Benvic manage risks, build resilience and deliver long-term value in a responsible way.

Jordi Viñas
Chief Procurement Officer, pillar Leader for the group

PILLAR 4

Doing business responsibly



Benvic's way of acting with responsibility

POLICIES

Responsible business at Benvic is supported by a comprehensive governance framework that provides a common foundation for ethical conduct, responsible decision-making and sustainable business practices across the Group.

Our Code of Conduct, together with our Anti-Corruption Policy, Gifts & Hospitality Policy, Human Rights Policy and Diversity, Equity & Inclusion Policy, establishes the principles that guide integrity, respect, fairness and accountability in our daily activities. These policies define the behaviours expected of every employee and manager while supporting compliance with applicable laws and international standards.

These commitments are extended throughout our value chain through our Supplier Code of Conduct and responsible procurement framework, which promote ethical business practices, respect for human rights, environmental responsibility and continuous dialogue with our suppliers.

In parallel, our information security, cybersecurity and data governance standards, developed in close alignment with our shareholder's requirements, help protect business information, strengthen cyber resilience and ensure the secure management of digital and physical assets throughout their lifecycle.

Together, these policies create a consistent framework that supports compliance, improves risk management, strengthens transparency and enables informed, responsible decision-making across the Group.

ACTIONS

1 ACT WITH INTEGRITY

Benvic deploys ethics and compliance training, maintains a confidential whistleblowing channel and reviews its Code of Conduct and related policies regularly. Reported concerns are assessed through defined processes, while anti-corruption, human-rights and non-discrimination expectations are reinforced through training and management accountability.

2 BUILD RESPONSIBLE PARTNERSHIPS

The Supplier Code of Conduct establishes the standards expected from key suppliers. Supplier risk assessments and EcoVadis evaluations are used to examine environmental performance, labour and human-rights practices, ethics and sustainable procurement. These criteria are progressively integrated into supplier qualification, performance reviews and sourcing decisions.

3 PROTECT INFORMATION AND ASSETS

Information-security standards guide the protection of data and digital assets. IT equipment is managed throughout its lifecycle, including secure data wiping, traceable end-of-life processing and the use of certified recycling or destruction partners where appropriate. Group standards are combined with local implementation and supplier selection.

4 USE DATA TO IMPROVE DECISIONS

Benvic is developing common sustainable-procurement KPIs and more structured supplier data collection. ESG performance scores, assessment coverage, Supplier Code of Conduct signature rates and carbon information provide a clearer basis for monitoring risk, comparing performance and improving procurement decisions.

TARGETS Turning ambition into measurable progress

100% Employees trained annually on the Code of Conduct and Human Rights Policy

0 Confirmed corruption incidents each year

0 Confirmed discrimination and human-rights incidents each year

100% Targeted suppliers signing the Supplier Code of Conduct each year

100% Buyers trained annually on sustainable procurement

2025 in action > 2025 in action > 2025 in action > 2025 in action > 2

From common standards to measurable action

In 2025, Benvic strengthened the systems used to manage ethics, supplier risk, information security and responsible procurement. The year was marked by broader supplier assessment, new ESG metrics, more structured carbon-data collection and the preparation of a traceable end-of-life process for IT assets.



1 ACT WITH INTEGRITY

Ethics remained a core part of Group governance in 2025. Code of Conduct and ethics training reached 93% of employees, while no confirmed corruption incidents, Code of Conduct breaches, discrimination cases or whistleblowing reports were recorded during the year. These results are supported by regular policy review, established reporting channels and continued communication of expected behaviours.

2 BUILD RESPONSIBLE PARTNERSHIPS

Benvic moved from defining responsible-procurement expectations to assessing supplier performance at greater scale. Through the EcoVadis programme, 125 key suppliers in strategic and high-spend categories were assessed across environment, labour and human rights, ethics and sustainable procurement.

New ESG evaluation metrics were also introduced and aligned with supplier qualification, performance reviews and procurement decisions. This created a more consistent basis for comparing risks and performance across the supplier portfolio.



3 USE DATA TO IMPROVE DECISIONS

Sustainable-procurement KPIs were established to track assessment coverage, expenses covered by ESG risk analysis, supplier performance, Supplier Code of Conduct signatures and buyer training. The first structured collection of supplier carbon data also began, improving visibility over Scope 3 emissions and supporting more informed sourcing decisions.

Together, these developments mark a shift from largely qualitative commitments to a more data-driven procurement model. Alongside continued cybersecurity awareness and stronger information-security standards, more structured digital governance and supplier-management processes are improving data quality, traceability and decision-making across the Group.

4 PROTECT INFORMATION AND ASSETS

Benvic identified a gap in the traceability and sustainability of end-of-life IT and operational equipment. In response, the Group IT team defined common standards for responsible asset processing, while local IT teams identified suppliers able to meet the required recycling, certification and data-security standards.

The process includes secure data wiping, certified recycling or destruction and formal certificates providing evidence of compliant treatment. The model combines central governance with local execution and is designed to improve environmental performance, data protection and traceability across the asset lifecycle.

Throughout 2025, Benvic expanded its digital governance capabilities. Alongside ongoing cybersecurity awareness programmes and the reinforcement of information security standards, the Group continued developing more digital and structured governance processes to improve data quality, traceability and decision-making.

Particular attention was also given to supporting responsible procurement through digital tools and more structured supplier management processes. The progressive integration of ESG criteria into supplier assessment and selection, together with enhanced reporting capabilities, provides a more consistent framework for evaluating supplier performance and supporting responsible sourcing decisions.

These initiatives complement the work carried out by the Sustainability, Procurement and IT teams, laying the foundations for more integrated governance and more reliable ESG reporting in the years ahead.

PILLAR 4

Doing business responsibly

2025 in action > 2025 in

Featured case study – from policy to supplier intelligence

In 2025, Benvic moved responsible procurement from a mainly policy-based commitment towards a structured supplier-assessment and performance-management process.

The challenge

Supplier sustainability information was not sufficiently consistent or comparable to support systematic risk prioritisation. Benvic needed a clearer view of ESG risks across strategic and high-spend categories and metrics that could inform procurement decisions

The action

Benvic assessed 125 key suppliers through EcoVadis, covering environmental performance, labour and human rights, ethics and sustainable procurement.

In parallel, the Group introduced common supplier ESG metrics, established operational procurement KPIs and began collecting supplier carbon data.

The result

The programme increased supply-chain transparency and created a consistent basis for supplier qualification, performance reviews and sourcing decisions. It also established a stronger foundation for corrective actions, supplier engagement and improved Scope 3 reporting.

- **125 key suppliers assessed through EcoVadis.**
- **Standardised ESG evaluation metrics introduced.**
- **Operational sustainable-procurement KPIs established.**
- **First structured supplier carbon-data collection launched.**

The numbers that matter

93% Employees trained on ethics
0 Confirmed corruption incidents
0 Confirmed information-security incidents
125 Key suppliers assessed through EcoVadis
84.2% Targeted suppliers signed the Supplier Code of Conduct
80% Suppliers covered by CSR audit or assessment

Our next steps for a more resilient and ethical business

As Benvic consolidates its governance framework, the next phase will focus on digitalisation, accountability and embedding sustainability further into everyday decisions. The priorities below follow our four guiding principles.

1 ACT WITH INTEGRITY

Benvic will continue evolving its governance model through stronger cross-functional collaboration and more systematic integration of sustainability into strategic decisions.

A dedicated Sustainability Committee and continued Executive Leadership Team involvement will strengthen accountability and connect sustainability priorities with business performance.

2 BUILD RESPONSIBLE PARTNERSHIPS

The next stage of our responsible-procurement programme will turn supplier assessments into continuous improvement plans. EcoVadis assessments, supplier engagement, corrective actions and enhanced ESG criteria will strengthen partnerships, supply-chain resilience and sustainable sourcing. Better supplier carbon data and Product Carbon Footprint information will also support Scope 3 reporting and help identify reduction opportunities in strategic purchasing categories.

3 PROTECT INFORMATION AND ASSETS

Cybersecurity will remain a key priority. Benvic will reinforce awareness, information-security standards and data governance, while extending responsible IT-asset management across the lifecycle. This will improve cyber resilience, regulatory compliance and asset traceability throughout the Group.

4 USE DATA TO IMPROVE DECISIONS

The Group will continue digitalising governance and procurement processes. Integrated platforms, harmonised KPIs and increasingly predictive tools will improve data quality and traceability, support risk anticipation and supplier management, and enable more informed strategic decisions.

PILLAR

5

Acting on climate

Why climate action is an existential priority for Benvic

Climate change is reshaping the conditions in which our industry operates. For Benvic, acting on climate means reducing the footprint of the materials we produce and the operations behind them, while continuing to deliver the quality, performance and reliability our customers expect.

As a compounder, our impact starts before materials reach our sites and continues through the energy and resources required to transform them. This makes climate action inseparable from the choices we make about energy, raw materials, processes, equipment and product design — and from the way we work with suppliers and customers across our value chain.

Our approach extends beyond carbon. It also means using resources more efficiently, preventing pollution and material loss, managing water responsibly and progressively moving towards safer chemistry. Together, these priorities strengthen the resilience of our operations, improve environmental performance and help us respond to evolving customer and regulatory expectations.

Four principles guide our approach

1 DECARBONISATION
Reduce greenhouse gas emissions across our operations and value chain through renewable energy, electrification and a structured decarbonisation pathway.

2 MEASUREMENT & TRANSPARENCY
Build robust data and lifecycle information to understand our impacts, track progress and support transparent decision-making.

3 EFFICIENCY
Use energy, water and materials more efficiently, improve processes and equipment, and reduce waste, losses and pollution at source.

4 SAFER CHEMISTRY
Anticipate regulatory change, improve chemical-risk visibility and progressively substitute substances of concern while maintaining performance.

People behind the pillar

Climate action is where our industry faces some of its most immediate transformations — and where progress requires both urgency and discipline. Reducing greenhouse gas emissions and resource consumption, preventing pollution and progressively moving away from substances of concern are no longer future challenges: they increasingly affect our working environment and the way we design materials today.

At Benvic, Acting on Climate is a direct reflection of our purpose, Redesigning plastics. For good.

Our priority for 2026–2027 is to help deploy Benvic's decarbonisation plan at scale: identifying the most effective reduction levers across our sites, strengthening the quality of our data and embedding climate and resource efficiency more systematically into operational and investment decisions.

Marta Fernández
Sustainability Director, pillar Leader for the group

PILLAR 5

Acting on climate

Benvic's way of combating climate change

Acting on climate means translating Benvic's ambition into the way we measure impacts, make decisions and improve our operations. As a signatory of the UN Global Compact, our approach is informed by our Double Materiality Assessment (DMA) and by evolving regulatory requirements, including CSRD/ESRS, REACH and emerging restrictions relating to microplastics and substances of concern.

Our common Group framework connects strategic direction with practical action at site level, helping teams focus improvement efforts where they can make the greatest difference.



POLICIES

Benvic's approach to climate and environmental performance is anchored in a common governance framework combining Group policies, certified management systems and regulatory alignment. At its core, the Group QHSE Policy formalises our commitments to environmental protection, pollution prevention, resource efficiency and continuous improvement across our operations.

At operational level, this framework is supported by certified management systems, including ISO 14001 (environmental management system) across our sites and ISO 50001 (energy management system) in selected operations, providing a structured and measurable approach to environmental and energy performance.

ACTIONS

1 DECARBONISATION

Reducing greenhouse gas emissions requires action both within our own operations and across our value chain. In 2025, Benvic sites continued to improve energy performance through practical initiatives, including lower energy consumption, more efficient equipment, process optimisation, electrification and the development of on-site renewable generation.These initiatives reflect a common Group direction while allowing each site to identify solutions suited to its operations and local conditions.

2 MEASUREMENT & TRANSPARENCY

Effective climate action starts with understanding our impacts and ensuring that the data used to guide decisions is robust and credible. Benvic has measured its Scope 1, 2 and 3 greenhouse gas emissions since 2019, providing a consistent basis for understanding our footprint, identifying priorities and monitoring progress. The Group's greenhouse gas inventory is reviewed annually by an independent third party, strengthening the reliability and credibility of the data used to track our climate performance.

Measurement is also becoming more granular at product level. Expanding lifecycle assessment (LCA) and Environmental Product Declaration (EPD) coverage helps identify environmental hotspots, guide formulation and material choices, and provide customers with greater visibility over the footprint of the solutions they use.

Improving the quality, consistency and accessibility of environmental data supports operational and investment decisions, strengthens transparency with customers and other stakeholders, and helps focus action where Benvic can deliver the greatest impact.

3 EFFICIENCY

Reducing our footprint also means doing more with fewer resources. Energy, water and material efficiency are increasingly considered in operational decisions, from the selection of new equipment to the optimisation of existing processes.

Sites identify avoidable consumption and operational losses and implement improvements ranging from more efficient compressors and mixers to compressed-air leak detection, LED lighting, process optimisation and equipment electrification.

Efficiency also includes preventing waste, material loss and local environmental impacts at source. Stronger extraction systems, housekeeping, waste management and pellet-loss prevention measures help ensure that resources remain within our processes and that operational activities do not become a source of pollution.

4 SAFER CHEMISTRY

The environmental performance of our activities also depends on what goes into the materials we manufacture. Benvic works to progressively identify and reduce risks associated with substances of concern and anticipate regulatory developments.

Better information supports this work. Benvic is strengthening the tools used across the Group to map and assess operational and chemical risks, while improving employee access to up-to-date Safety Data Sheets. Together, these tools support greater risk visibility, more consistent practices and informed decision-making across our sites.

Alongside these tools, our R&D teams continue to assess formulation changes and alternative technologies that can reduce environmental and health impacts while preserving the functionality and performance required for each application.

TARGETS Turning ambition into measurable progress

60% Reduction in Scope 1 & 2 GHG emissions intensity by 2030

15% Reduction in Scope 3 GHG emissions intensity by 2030

10% Reduction in energy intensity by 2030

10% Reduction in water intensity by 2030

10% Reduction in non-recyclable waste intensity by 2030

PILLAR 5

Acting on climate



2025 in action >

From climate ambition to site-level action

Across Benvic, climate and environmental ambition is increasingly translated into practical decisions at site level. In 2025, teams continued to act on energy performance, renewable generation, resource efficiency, pollution prevention and chemical risk — combining targeted investments with everyday operational improvements. Taken together, these initiatives show how the four principles of Acting on Climate are becoming embedded across the Group.

1 DECARBONISATION

Initiatives at Group level

Decarbonisation is a shared responsibility across Benvic. Since 2019, we have progressively strengthened our Group-wide approach to measuring greenhouse gas emissions, with a common methodology covering all sites and providing a shared basis for understanding our footprint and driving action. Over the years, awareness and engagement have grown alongside measurement, encouraging sites to take ownership of their energy and carbon performance and identify the solutions that make most sense locally.

Across the Group, this is translating into practical initiatives — from reducing energy consumption and improving equipment efficiency to developing solar generation for a site, like in Poland (please refer to the featured case study), or for office or parking-related needs, like in the UK or in France. The direction is shared, but action happens everywhere: each site is empowered and accountable for contributing to our climate ambition.

2 MEASUREMENT & TRANSPARENCY

Strengthening the tools behind better risk management — Chevigny-Saint-Sauveur & Porcieu Amblagnieu, France

In France, work carried out in 2025 also focused on strengthening the tools that support operational and chemical-risk management. Following a mapping of existing systems and an assessment of local needs, Benvic identified opportunities to develop more consistent tools across the Group.

EcoOnline is being considered to strengthen the mapping and assessment of risks associated with operations at manufacturing sites. In parallel, the scope of LISAM is being extended to improve the communication and accessibility of Safety Data Sheets for employees. Together, these initiatives aim to provide teams with better information and support more consistent risk management across sites.



3 EFFICIENCY

Finding efficiency in the everyday — Ferrara, Italy

At Ferrara, efficiency improvements focused on everyday sources of energy consumption. In September 2025, the site replaced the air compressor used for PVC and TPE production with a more efficient model. The replacement is estimated to have improved energy efficiency by 14% and generated annual savings of approximately €10,000.

The site also introduced an ultrasound programme to detect compressed-air leaks and replaced approximately 50 fluorescent tubes with LED lighting. Together, these actions show how systematically identifying energy losses and upgrading everyday equipment can deliver measurable improvements over time.

THE RESULT

14% Estimated improvement in compressor energy efficiency
0.015 kWh/Nm³ Estimated energy saving
~€10k/year Estimated annual saving

Preventing pellet losses — Montornès del Vallès, Spain

In 2025, the Montornès site strengthened its approach to pollution prevention and responsible resource management. A dedicated pellet-loss prevention programme was introduced to reduce the risk of accidental releases and anticipate evolving European requirements on microplastic pollution.

The site developed a mobile dust and pellet collection unit, established strategically located intervention points and equipped teams with dedicated collection kits, cleaning resources and clear response instructions. A pellet filter mesh was also installed in a manhole as an additional physical barrier against accidental releases into water.

Alongside these measures, an evaporative cooling system replaced conventional air conditioning in one application, reducing electricity demand while maintaining appropriate operating conditions. Together, these initiatives show how practical operational controls can improve resource efficiency and prevent environmental impacts at source.

PREVENT > CONTAIN > RECOVER

Combining operational controls, dedicated equipment and employee awareness to keep plastic pellets out of the environment.

4 SAFER CHEMISTRY

Strengthening chemical-risk management and safer formulation

Benvic continued to strengthen the information and tools used to manage chemical risks. In France, EcoOnline is being assessed as a potential Group-level solution for mapping and evaluating operational risks, while the use of LISAM is being extended to improve employee access to Safety Data Sheets.

At the Polish site, a formulation was redesigned to replace TNPP, a Substance of Very High Concern, with a BHT-based antioxidant and stabiliser package. The project demonstrates how regulatory anticipation can be translated into formulation change while maintaining the performance required by customers.

PILLAR 5

Acting on climate



2025 in action > 2025 in

Featured case study – Meeting the energy challenge in Poland

At our Witkowo site in Poland, a changing production mix has created new energy challenges while also providing an opportunity to rethink how energy is used and sourced. By combining operational efficiency, electrification and on-site renewable generation, the site is progressively building a more resilient and lower-carbon energy model.

The challenge

In 2025, the site's production mix shifted significantly towards pellets, which require substantially more energy to produce than dry blends. As a result, energy consumption per tonne increased despite ongoing efficiency efforts.

The challenge was therefore not simply to reduce overall consumption, but to improve energy performance while supporting a more energy-intensive production mix and maintaining the quality and reliability expected by customers.

The action

Rather than relying on a single solution, the site acted on several complementary levers. Energy performance is increasingly considered when purchasing new equipment, including the selection of new MIXACO mixers. Existing processes were also reviewed to identify unnecessary consumption, leading to the disconnection of crushers on production lines 1 and 3 where they were no longer required. The deployment of energy-efficient lighting continued across the site.

At the same time, Witkowo accelerated renewable-energy generation and electrification. Photovoltaic capacity increased from 50 kW to 350 kW, significantly expanding the amount of electricity generated on site. Two gas-powered forklifts were replaced with electric models, while hybrid vehicles can now be charged using the site's own electrical infrastructure. The potential benefits of an energy-storage system are also being assessed to support more effective use of the electricity generated.

Together, these initiatives combine targeted investment with practical operational improvements, addressing both how energy is consumed and how it is sourced.

The result

The expanded photovoltaic installation now supplies around 10% of the site's total electricity consumption, depending on the month, and can cover up to 30% of demand during daytime periods. These measures do not fully offset the impact of the changing production mix, but they are helping the site reduce its reliance on fossil energy and progressively improve the resilience and carbon performance of its energy model. They also demonstrate how efficiency, electrification and renewable generation can be combined to address a structural operational challenge. A further expansion of photovoltaic capacity to 750 kW is planned, supporting the site's longer-term transition towards a lower-carbon energy model.

- 50 to 350 kW photovoltaic capacity
- Circa 10% of total site electricity currently supplied by photovoltaic generation, depending on the month
- Up to 30% of daytime electricity demand covered by photovoltaic generation
- 750 kW planned photovoltaic capacity

The numbers that matter

100% ISO 14001 certified
All 8 Benvic sites are ISO 14001 certified, providing a common environmental management framework across the Group.

3 European sites ISO 50001 certified
Our sites in France, Spain and Poland are already ISO 50001 certified, strengthening our approach to energy management and continuous improvement. The UK site is working towards certification, with a 2027 target.

28% Reduction in scope 1 GHG emissions
2,431.29t CO2e direct GHG emissions in 2025, compared with 3,399t CO2e in 2024

2% Reduction in Scope 3 GHG emissions
547,869t CO2e value-chain emissions in 2025, compared with 560,178t CO2e in 2024

6.5% Reduction of energy intensity
0.29 MWh/t energy consumed per tonne produced in 2025, compared with 0.31 MWh/t in 2024

100% Renewable electricity
All 8 Benvic sites used renewable electricity in 2025, maintaining the level achieved in 2024

Our next steps toward a low-carbon Benvic

The next phase of Benvic's climate journey is about moving from individual initiatives to a more coordinated transformation roadmap. Our four priorities will continue to guide this work.

1 DECARBONISATION

Detailed site-level analysis will help identify the most effective emissions-reduction opportunities and translate them into operational and investment priorities. We will also strengthen collaboration with suppliers and customers to address Scope 3 emissions through lower-impact raw materials, logistics and product design.

2 MEASUREMENT & TRANSPARENCY

We will continue to improve the quality and consistency of our environmental data and expand product-level lifecycle information. This will help refine our reduction pathway, guide decisions and provide customers with greater visibility over environmental performance.

3 EFFICIENCY

We will pursue further reductions in energy, water and resource intensity by improving equipment and processes and accelerating electrification and renewable generation where these solutions deliver meaningful impact.

4 SAFER CHEMISTRY

Better chemical-risk information helps Benvic anticipate regulatory developments and translate them into concrete formulation decisions. In 2025, the team at our Polish site redesigned a formulation to replace TNPP, a Substance of Very High Concern, with a BHT-based antioxidant and stabiliser package. The project demonstrates how regulatory anticipation and technical expertise can support the transition towards safer chemistry while maintaining the performance required by customers.

A NOTE ON INDICATORS AND CORRESPONDENCE TABLES

ESG Indicators

Global Reporting Initiative Correspondence Table

Correspondence table with Global Compact commitments



PEOPLE LABOUR & HUMAN RIGHTS

KPI	2022	2023	2024		2025
Employees	573	590	586	-	585
Male employees	486	490	482	+	492
Male employees (%)	85%	83%	82%	+	84%
Female employees	87	100	104	-	93
Female employees (%)	15%	17%	20%	-	16%
New hires	154	81	82	-	68
Ratio of female employees in leadership (%) - Middle managers	25%	25%	27%	=	27%
% women within the organisation's board - Top management	12.5%	12.5%	12,5%	+	16.7%
Percentage of employees that participate in annual reviews	70%	70%	90%	=	90%
Number of hours worked	1 213 799	1 127 520	1 078 456	+	1 180 361
Voluntary Employee Turnover Rate	10%	10%	7%	-	6%
Average training hours per employee	19	25	24	-	23
Employee training (total hours)	11 103	15 049	13 946	-	13 737
Number of training hours by employee in DEI (Diversity, Equity, Inclusion)	0	167	29	+	356
Number of training hours by employee in skill development	4 752	8 623	8 716	+	9 009
Number of training hours by employee in health & safety	5 074	4 929	4 074	+	4 372
Access to training (% employees who benefitted from training)	74%	71%	92%	-	81%
Average unadjusted gender pay gap	3.4%	3.4%	3.4%	+	4.00%
Ratio of the annual compensation for the highest paid individual to the median annual total compensation for all employees	5.9%	5.9%	5.9%	=	5.9%
% employees from a minority and/or vulnerable group in the whole company	1.6%	1.2%	1.2%	-	0.93%
% employees from a minority and/or vulnerable group in the whole company in Top management level	0%	0%	0%	=	0%
Proportion of workers covered by a collective agreement (%)	100%	100%	100%	=	100%
Employees satisfaction rate (every 2 - 3 years)			85%		
Reported incidents of discrimination	1	0	0	=	0
Reported human rights incidents	0	0	0	=	0
Reported child labor/forced labor incidents	0	0	0	=	0

HEALTH & SAFETY

KPI	2022	2023	2024		2025
Fatalities	0	0	0	=	0
Lost Time Accident Rate (LTAR)	1.66	0.82	1.7	+	1.9
Accident severity rate	0.47	0.25	0.25	+	0.35
Number of work days lost due to work-related accidents	574	304	298	-	203
Number of first aid without lost time	75	73	79	-	70
Number of near misses	30	36	54	-	40
Number of work-related accidents	10	6	10	+	11
Hours of safety and environmental training	5 074	4 929	4 074	+	4 372
Absenteeism rate	4.40%	5.44%	5.33%	+	6%
Number of product recalls related to customer health & safety	0	0	0	=	0
Hazards raised					1 012
Hazards closed					752

SUSTAINABLE PROCUREMENT

KPI	2022	2023	2024		2025
% targeted suppliers who have signed the Supplier Code of Conduct (total raw material suppliers)	0	84.2% (total yearly expenses: 71.3%)	84.2%	=	84.2%
% Audit or assessment of suppliers on CSR	0,0%	0,0%	80%	=	80%
% buyers started training on sustainable procurement	0,0%	0,0%	54.5%	+	66%

GOVERNANCE

KPI	2022	2023	2024		2025
% employees trained on ethics	34%	29.50%	93%	=	93%
Reported incidents of discrimination	1	0	0	=	0
Number of breaches of the Code of Conduct	0	0	1	-	0
Reported incidents of corruption	0	1	0	=	0
Reported incidents of anti-competitive practices	0	0	0	=	0
Number of confirmed information security incidents	1	0	0	=	0
Reports received via anonymous reporting system (Whistleblower System)	1	0	2	-	0

ENVIRONMENT

KPI	2022	2023	2024		2025
ISO 14001 (in % related to the 8 sites)	75%	100%	100%	=	100%
Direct (Scope 1) GHG emissions (T CO2 eq)	374	383	3 398,81	-	2 431,29
Direct (Scope 1) GHG emissions intensity (TCO2/T produced)	-	-	-		0.013
Indirect (Scope 2) GHG emissions (T CO2 eq)	5 022	1 790	0	=	0
Indirect (Scope 3) GHG emissions (T CO2 eq)	1 070 439	937 158	560 178,30	-	547 869,65
Indirect (Scope 3) Downstream GHG emissions (T CO2 eq)	520 448	479 437	435 475,37	-	428 501
Indirect (Scope 3) Upstream GHG emissions (T CO2 eq)	555 014	457 572	124 702,95	-	119 368,65
Total Location Based GHG emissions (T CO2 eq)	1 092,04	955,96	575 008,08	-	560 671,52
Total Market Based GHG emissions (T CO2 eq)	1 075,84	939,16	563 975,72	-	550 300,94
Total Energy Consumption (MWh)	64 000	56 341	56 287	-	52 943,54
Energy intensity (MWh/T)	0,31	0,30	0,31	-	0,29
Energy intensity (KWh/T)	310,00	310	310	-	290,70
Total renewable Energy Consumption (MWh)	41 536	52 078	56 287	-	52 943,54
% Renewable Electricity	64,90%	92,40%	100,00%	=	100,00%
Total water consumption (m3)	37 118,60	52 497	22 695	+	26,772
Total water stored consumption (m3)	-	-	2847	-	557
Total amount of recycled or reused water	0	0	0	=	0
Total waste consumption (T)	2 563,40	2 477,00	3 016	-	2 828,27
Total weight of hazardous waste (T)	172,45	197,93	178,16	-	166,72
Total weight of non hazardous waste (T)	2 390,95	2 279,07	2 837,84	-	2 661,53
Total weight of waste recovered (T)	1165	2000	1549	+	1 555,62
Off specs to recycle - OSR (%)	0,56%	0,51%	0,43%	-	0.4%
Off specs to sell - OSS (%)	0,38%	0,34%	0,38%	=	0.38%
Number of tonnes of recycled content in products sold	-	147	444	+	644
Number of tonnes of 100% recycled content (Benvic Recycling manufactured)	3 000	2 400	2 700	-	2 067
Total emissions of SO2 (mg/Nm3)	-	-	2,165	-	2,1
Total emissions of VOC (tn)	-	-	195	-	0.17
Total emissions of external noise (dBA) in average	-	-	77,77	-	54.3
Total emissions of vibration (m/s2) in average	-	-	0,69	-	0.6

This appendix maps the information published in Benvic's Sustainability Report 2025 to selected disclosures from the GRI Standards. It is designed to help readers locate reported information and to identify where disclosure remains partial.

Reporting basis

Statement of use: Benvic has reported in accordance with the GRI Standards for the period 1 January to 31 December 2025.

This content index maps information published in Benvic's Sustainability Report 2025.

The reporting scope covers all entities controlled by Benvic Group SAS (France): Benvic Group SAS (France), Benvic SAS (France), Benvic Recycling SAS (France), Benvic S.r.l. (Italy), Benvic IBE S.L. (Spain), Benvic sp. z o.o. (Poland), Benvic Dugdale Limited (U.K.), Benvic SRL (Belgium), Benvic GmbH (Germany), Benvic Chemres LLC and Benvic Trinity LLC (U.S.).

Reporting organisation	Benvic
Reporting period	1 January to 31 December 2025
GRI 1 used	GRI 1 Foundation 2021
Applicable GRI Sector Standard	None applied
Report contact	Marta Fernández, Group Sustainability Director

BENVIC'S MATERIAL TOPICS

Benvic's Double Materiality Assessment identified 22 material topics, assessed from both impact-materiality and financial-materiality perspectives:

ENVIRONMENT	SOCIAL	GOVERNANCE
1. Climate change	13. Customer satisfaction and transparency	10. Innovation and technology
2. Pollution	14. Product safety and quality	11. Cybersecurity and data privacy
3. Circular economy	15. Health and safety	12. Ethics and compliance
4. Water	16. Working conditions	22. Responsible business conduct
5. Energy use, conservation and reduction	17. Diversity, equity and inclusion	
6. Resource use and efficiency	18. Training and skills development	
7. Waste management	19. Adequate wages and social protection	
8. Materials stewardship	20. Workers' rights	
9. Biodiversity	21. Supply chain engagement	

GRI STANDARDS USED

Standards used	Standards used	Standards used
GRI 1: Foundation 2021	GRI 302: Energy 2016	GRI 404: Training and Education 2016
GRI 2: General Disclosures 2021	GRI 303: Water and Effluents 2018	GRI 405: Diversity and Equal Opportunity 2016
GRI 3: Material Topics 2021	GRI 305: Emissions 2016	GRI 406: Non-discrimination 2016
GRI 204: Procurement Practices 2016	GRI 306: Waste 2020	GRI 407: Freedom of Association and Collective Bargaining 2016
GRI 205: Anti-corruption 2016	GRI 308: Supplier Environmental Assessment 2016	GRI 414: Supplier Social Assessment 2016
GRI 206: Anti-competitive Behavior 2016	GRI 401: Employment 2016	GRI 416: Customer Health and Safety 2016
GRI 301: Materials 2016	GRI 403: Occupational Health and Safety 2018	GRI 418: Customer Privacy 2016

GRI 2 GENERAL DISCLOSURES 2021

The table below maps the report against the disclosures in GRI 2.

GRI disclosure	Detail	Section	Pages or URL
2-1 Organizational details	Benvic's activities, operating footprint, legal entities and countries of operation are described.	Report information / Who we are / Governance / Appendices	pp. 6-9, 78
2-2 Entities included in the organisation's sustainability reporting	The reporting scope covers the entities controlled by Benvic Group SAS and listed in this appendix.	Report information / Who we are / Governance / Appendices	p. 78
2-3 Reporting period, frequency and contact point	The report covers 1 January to 31 December 2025, is published annually and provides a reporting contact.	Report information / Who we are / Governance / Appendices	pp. 2, 78
2-4 Restatements of information	No restatements of information from previous reporting periods are identified in this report.	Report information / Who we are / Governance / Appendices	p. 79
2-5 External assurance	The Sustainability Report 2025 has not been subject to independent external assurance.	Report information / Who we are / Governance / Appendices	p. 79
2-6 Activities, value chain and other business relationships	Business activities, products, markets and the polymer value chain are described; significant changes during 2025 are not stated.	Report information / Who we are / Governance / Appendices	pp. 8-19
2-7 Employees	Total employees and gender split are provided in the report; contract type, employment type breakdowns are provided in Appendix; regional breakdown is not provided.	Report information / Who we are / Governance / Appendices	pp. 8-9, 76
2-8 Workers who are not employees	The number and characteristics of non-employee workers are not disclosed.	Report information / Who we are / Governance / Appendices	pp. 8-9, 76
2-9 Governance structure and composition	Governance bodies and responsibilities are described; detailed composition characteristics are not provided.	Report information / Who we are / Governance / Appendices	pp. 21-23
2-10 Nomination and selection of the highest governance body	Information unavailable/incomplete – the information required by this disclosure is not currently consolidated for the 2025 reporting period.	Report information / Who we are / Governance / Appendices	Not stated
2-11 Chair of the highest governance body	Information unavailable/incomplete – the information required by this disclosure is not currently consolidated for the 2025 reporting period.	Report information / Who we are / Governance / Appendices	Not stated
2-12 Role of the highest governance body in overseeing the management of impacts	Board and Executive Committee oversight and review responsibilities are described.	Report information / Who we are / Governance / Appendices	pp. 21-23
2-13 Delegation of responsibility for managing impacts	Responsibilities are allocated across leadership, sustainability management, functional leaders and sites.	Report information / Who we are / Governance / Appendices	pp. 21-23
2-14 Role of the highest governance body in sustainability reporting	The Management Board is reported to have reviewed the content; final approval responsibility and process are not specified.	Report information / Who we are / Governance / Appendices	pp. 2, 21-23
2-15 Conflicts of interest	The Code of Conduct and related policies are referenced; the process for preventing and disclosing conflicts is not explained.	Report information / Who we are / Governance / Appendices	pp. 60-61
2-16 Communication of critical concerns	A confidential whistleblowing channel and the number of reports are disclosed.	Report information / Who we are / Governance / Appendices	pp. 60-65, 76
2-17 Collective knowledge of the highest governance body	Governance dialogue and sustainability forums are described; measures to develop the Board's collective knowledge are not specified.	Report information / Who we are / Governance / Appendices	pp. 21-23
2-18 Evaluation of the performance of the highest governance body	The report describes executive compensation oversight, not an evaluation of the performance of the highest governance body.	Report information / Who we are / Governance / Appendices	To be added or omitted with a permitted reason
2-19 Remuneration policies	Compensation governance and annual appraisal are described; the full remuneration-policy elements required by the disclosure are not provided.	Report information / Who we are / Governance / Appendices	pp. 21-23, 52-53
2-20 Process to determine remuneration	The Compensation Committee and appraisal process are described; independent advice, conflict management, stakeholder views and approval mechanisms are not specified.	Report information / Who we are / Governance / Appendices	pp. 21-23, 52-53
2-21 Annual total compensation ratio	One compensation ratio is presented; the calculation and annual change required by the disclosure are not provided.	Report information / Who we are / Governance / Appendices	p. 76
2-22 Statement on sustainable development strategy	The CEO describes Benvic's sustainability priorities, progress and forward programme.	Report information / Who we are / Governance / Appendices	pp. 4-5
2-23 Policy commitments	Core commitments and policies are described across the five pillars.	Report information / Who we are / Governance / Appendices	pp. 30-31, 42-43, 52-53, 60-61, 66-69

GRI 2 GENERAL DISCLOSURES 2021

GRI disclosure	Detail	Section	Pages or URL
2-24 Embedding policy commitments	Governance, the Policies-Actions-Targets-Metrics framework and pillar actions explain how commitments are implemented.	Report information / Who we are / Governance / Appendices	pp. 21-31, 32-73
2-25 Processes to remediate negative impacts	Corrective safety processes and reporting channels are described; a Group-wide remediation process is not fully set out.	Report information / Who we are / Governance / Appendices	pp. 42-51, 60-63
2-26 Mechanisms for seeking advice and raising concerns	The whistleblowing channel is identified; advice mechanisms and protections are not described in detail.	Report information / Who we are / Governance / Appendices	pp. 60-63
2-27 Compliance with laws and regulations	Selected incidents are disclosed; significant instances of non-compliance and associated fines are not reported comprehensively.	Report information / Who we are / Governance / Appendices	pp. 60-65, 76-77
2-28 Membership associations	The report lists principal industry memberships and their strategic contribution.	Report information / Who we are / Governance / Appendices	pp. 30-31
2-29 Approach to stakeholder engagement	Stakeholder groups, interests, impacts and engagement channels are described.	Report information / Who we are / Governance / Appendices	pp. 14-15, 24-27
2-30 Collective bargaining agreements	100% of employees are reported as covered by a collective agreement.	Report information / Who we are / Governance / Appendices	p. 76

GRI 3 MATERIAL TOPICS 2021

Benvic uses a Double Materiality Assessment aligned with ESRS to determine its sustainability priorities. The mapping below points readers to that process and to the Policies-Actions-Targets-Metrics framework used to manage the resulting topics.

GRI disclosure	Detail	Section	Pages or URL
3-1 Process to determine material topics	The double materiality process, inputs, assessment criteria and validation steps are described; the stakeholders and experts informing the process are not specified.	Materiality assessment / Sustainability framework	pp. 24-25
3-2 List of material topics	The materiality matrix and five-pillar consolidation are presented; changes from the previous list of material topics are not stated.	Materiality assessment / Sustainability framework	pp. 25-27
3-3 Management of material topics	Policies, actions, targets and metrics are presented by pillar; impact-specific management information varies by topic.	Materiality assessment / Sustainability framework	pp. 28-29, 32-73

TOPIC STANDARDS

GRI 204: PROCUREMENT PRACTICES 2016

The following disclosures reflect the environmental, social and governance information presented across Benvic's five sustainability pillars and indicator tables.

GRI disclosure	Detail	Section	Pages or URL
204-1 Proportion of spending on local suppliers	Information unavailable/incomplete – the proportion of procurement spend on local suppliers and the definitions of local and significant locations are not disclosed.	Doing business responsibly	–

GRI 205: ANTI-CORRUPTION 2016

GRI disclosure	Detail	Section	Pages or URL
205-1 Operations assessed for risks related to corruption	Information unavailable/incomplete – operations assessed for corruption risks and significant risks identified are not disclosed.	Doing business responsibly	–
205-2 Communication and training about anti-corruption policies and procedures	93% employee ethics-training coverage is disclosed; anti-corruption coverage by governance body, employee category, business partner and region is not provided.	Doing business responsibly	pp. 60-65, 76
205-3 Confirmed incidents of corruption and actions taken	Zero confirmed corruption incidents are reported for 2025.	Doing business responsibly	pp. 62-65, 77

GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

GRI disclosure	Detail	Section	Pages or URL
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Zero confirmed incidents related to anti-competitive practices are reported; pending or completed legal actions and their outcomes are not separately disclosed.	Doing business responsibly	p. 77

GRI 301: MATERIALS 2016

GRI disclosure	Detail	Section	Pages or URL
301-1 Materials used by weight or volume	Recycled-material volumes are disclosed; total material inputs split between renewable and non-renewable materials are not provided.	Building for circularity / KPI appendix	pp. 36-41, 76-77
301-2 Recycled input materials used	Recycled-content volumes are disclosed; the percentage of recycled inputs using total input materials as the denominator, methodology and boundary are not fully provided.	Building for circularity / KPI appendix	pp. 36-41, 76-77
301-3 Reclaimed products and their packaging materials	Information unavailable/incomplete – the percentage of reclaimed products and packaging materials by product category is not disclosed.	Building for circularity / KPI appendix	–

GRI 302: ENERGY 2016

GRI disclosure	Detail	Section	Pages or URL
302-1 Energy consumption within the organization	Total and renewable energy consumption are disclosed; the full source and fuel breakdown and calculation methodology are not provided.	Acting on climate / KPI appendix	pp. 68-73, 76-77
302-2 Energy consumption outside of the organization	Information unavailable/incomplete – energy consumption outside the organization and the related methodology are not disclosed.	Acting on climate / KPI appendix	–
302-3 Energy intensity	Energy intensity is disclosed as 0.29 MWh per tonne produced; the full numerator, denominator, energy sources and exclusions are not stated.	Acting on climate / KPI appendix	pp. 72-73, 76-77
302-4 Reduction of energy consumption	Information unavailable/incomplete – reductions in energy consumption attributable to conservation and efficiency initiatives are not quantified.	Acting on climate / KPI appendix	–
302-5 Reductions in energy requirements of products and services	Information unavailable/incomplete – reductions in the energy requirements of products and services are not disclosed.	Acting on climate / KPI appendix	–

GRI 303: WATER AND EFFLUENTS 2018

GRI disclosure	Detail	Section	Pages or URL
303-1 Interactions with water as a shared resource	Information unavailable/incomplete – interactions with water as a shared resource and the approach to managing water-related impacts are not described in accordance with this disclosure.	Acting on climate / KPI appendix	–
303-2 Management of water discharge-related impacts	Information unavailable/incomplete – minimum standards for the quality of effluent discharge and their determination are not disclosed.	Acting on climate / KPI appendix	–
303-3 Water withdrawal	Information unavailable/incomplete – water withdrawal by source, including in water-stressed areas, is not disclosed.	Acting on climate / KPI appendix	–
303-4 Water discharge	Information unavailable/incomplete – water discharge by destination, quality and water-stress area is not disclosed.	Acting on climate / KPI appendix	–
303-5 Water consumption	Total water consumption is disclosed; consumption in water-stressed areas and detailed methodology are not provided.	Acting on climate / KPI appendix	pp. 68-69, 76-77

GRI 305: EMISSIONS 2016

GRI disclosure	Detail	Section	Pages or URL
305-1 Direct (Scope 1) GHG emissions	Scope 1 emissions and intensity are disclosed; methodology, gases, biogenic CO2 and base-year information are not fully stated.	Acting on climate / KPI appendix	pp. 68-73, 76-77
305-2 Energy indirect (Scope 2) GHG emissions	Scope 2 information is presented, as well as separate market-based and location-based figures; however the related methodology is not clearly identifiable.	Acting on climate / KPI appendix	pp. 68-73, 76-77
305-3 Other indirect (Scope 3) GHG emissions	total, upstream and downstream Scope 3 emissions are disclosed; category coverage and methodology are not fully described.	Acting on climate / KPI appendix	pp. 68-73, 76-77
305-4 GHG emissions intensity	A Scope 1 intensity figure and emissions-intensity targets are provided; the gases and scopes included are not fully specified.	Acting on climate / KPI appendix	pp. 68-69, 76-77
305-5 Reduction of GHG emissions	Year-on-year reductions are highlighted; base year, methodology and reductions attributable to initiatives are not fully reported.	Acting on climate / KPI appendix	pp. 72-73, 76-77
305-6 Emissions of ozone-depleting substances (ODS)	Information unavailable/incomplete – production, imports and exports of ozone-depleting substances are not disclosed.	Acting on climate / KPI appendix	–
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Information unavailable/incomplete – significant NOx, SOx and other air emissions are not disclosed.	Acting on climate / KPI appendix	–

GRI 306: WASTE 2020

GRI disclosure	Detail	Section	Pages or URL
306-1 Waste generation and significant waste-related impacts	Information unavailable/incomplete – significant waste-related impacts across activities and the value chain are not described in accordance with this disclosure.	Building for circularity / KPI appendix	–
306-2 Management of significant waste-related impacts	Information unavailable/incomplete – the processes used to manage significant waste-related impacts and verify third-party waste management are not fully disclosed.	Building for circularity / KPI appendix	–
306-3 Waste generated	Total waste and hazardous and non-hazardous waste are disclosed for 2025.	Building for circularity / KPI appendix	pp. 40-41, 76-77
306-4 Waste diverted from disposal	Recovered waste is disclosed; recovery operations and on-site/ off-site breakdowns are not provided.	Building for circularity / KPI appendix	pp. 40-41, 76-77
306-5 Waste directed to disposal	Disposal can be derived only in aggregate; disposal routes and required breakdowns are not presented.	Building for circularity / KPI appendix	pp. 40-41, 76-77

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

GRI disclosure	Detail	Section	Pages or URL
308-1 New suppliers that were screened using environmental criteria	Supplier EcoVadis assessments and CSR-audit coverage are disclosed; the percentage of new suppliers screened using environmental criteria is not provided.	Doing business responsibly / KPI appendix	pp. 60-65, 76-77 Appendix KPIs
308-2 Negative environmental impacts in the supply chain and actions taken	Information unavailable/incomplete – negative environmental impacts identified in the supply chain and the actions taken are not disclosed.	Doing business responsibly / KPI appendix	–

GRI 401: EMPLOYMENT 2016

GRI disclosure	Detail	Section	Pages or URL
401-1 New employee hires and employee turnover	Total new hires and voluntary turnover are disclosed; age and gender breakdown are provided in appendices; region breakdown is not provided.	Shaping our workplace culture / KPI appendix	pp. 54-59, 76 Appendix KPIs
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Information unavailable/incomplete – benefits provided to full-time employees but not to temporary or part-time employees are not disclosed by significant location.	Shaping our workplace culture / KPI appendix	–
401-3 Parental leave	Information unavailable/incomplete – parental-leave entitlement, uptake and return-to-work data are not disclosed.	Shaping our workplace culture / KPI appendix	–

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

GRI disclosure	Detail	Section	Pages or URL
403-1 Occupational health and safety management system	The Group framework, policies, standards and certified management systems are described; worker coverage and exclusions are not fully specified.	Protecting our people / KPI appendix	pp. 30-31, 42-45
403-2 Hazard identification, risk assessment, and incident investigation	Preventive observations, investigations and hazards raised and closed are described; full process coverage is not quantified.	Protecting our people / KPI appendix	pp. 42-51, 76
403-3 Occupational health services	Information unavailable/incomplete – the functions, quality and accessibility of occupational-health services are not described in accordance with this disclosure.	Protecting our people / KPI appendix	–
403-4 Worker participation, consultation, and communication on occupational health and safety	Information unavailable/incomplete – formal worker participation, consultation and communication processes on occupational health and safety are not fully disclosed.	Protecting our people / KPI appendix	–
403-5 Worker training on occupational health and safety	Safety training approach and 4,372 HSE training hours are disclosed.	Protecting our people / KPI appendix	pp. 42-49, 76
403-6 Promotion of worker health	Information unavailable/incomplete – voluntary health-promotion programmes and access to non-occupational medical services are not disclosed.	Protecting our people / KPI appendix	–
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Information unavailable/incomplete – processes for preventing and mitigating occupational health and safety impacts linked to business relationships are not disclosed.	Protecting our people / KPI appendix	–
403-8 Workers covered by an occupational health and safety management system	Information unavailable/incomplete – the number and percentage of employees and non-employee workers covered by an occupational health and safety management system are not disclosed.	Protecting our people / KPI appendix	–
403-9 Work-related injuries	Fatalities, LTAR, severity, accidents, days lost, first aid, near misses and hours worked are disclosed; worker-category, high-consequence injury, rate and calculation breakdowns are incomplete.	Protecting our people / KPI appendix	pp. 50-51, 76
403-10 Work-related ill health	Information unavailable/incomplete – work-related ill-health cases, fatalities, hazards and actions taken are not disclosed.	Protecting our people / KPI appendix	–

GRI 404: TRAINING AND EDUCATION 2016

GRI disclosure	Detail	Section	Pages or URL
404-1 Average hours of training per year per employee	The average of 23 hours and total training categories are disclosed; gender and employee-category breakdowns are not provided.	Shaping our workplace culture / KPI appendix	pp. 56-59, 76
404-2 Programs for upgrading employee skills and transition assistance programs	Leadership, workplace learning, skills matrices, learning systems and talent development are described.	Shaping our workplace culture / KPI appendix	pp. 52-59
404-3 Percentage of employees receiving regular performance and career development reviews	Annual performance reviews are described and employee coverage is disclosed.	Shaping our workplace culture / KPI appendix	pp. 54-57

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

GRI disclosure	Detail	Section	Pages or URL
405-1 Diversity of governance bodies and employees	Gender representation and selected minority or vulnerable-group indicators are disclosed; age and full employee-category breakdowns are absent.	Shaping our workplace culture / KPI appendix	pp. 52-57, 76
405-2 Ratio of basic salary and remuneration of women to men	An unadjusted gender pay gap is reported; the salary and remuneration ratios by employee category and location are not provided.	Shaping our workplace culture / KPI appendix	p. 76

GRI 406: NON-DISCRIMINATION 2016

GRI disclosure	Detail	Section	Pages or URL
406-1 Incidents of discrimination and corrective actions taken	Zero incidents of discrimination are reported for 2025.	Doing business responsibly / KPI appendix	pp. 62-65, 76

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016

GRI disclosure	Detail	Section	Pages or URL
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Collective agreement coverage and supplier assessments are reported; operations and suppliers at significant risk are not identified.	Doing business responsibly / KPI appendix	pp. 60-65, 76

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016

GRI disclosure	Detail	Section	Pages or URL
414-1 New suppliers that were screened using social criteria	Supplier ESG assessments and CSR coverage are disclosed; the percentage of new suppliers screened is not reported.	Doing business responsibly / KPI appendix	pp. 60-65, 76-77
414-2 Negative social impacts in the supply chain and actions taken	Information unavailable/incomplete – negative social impacts identified in the supply chain and the actions taken are not disclosed.	Doing business responsibly / KPI appendix	–

GRI 416: CUSTOMER HEALTH AND SAFETY 2016

GRI disclosure	Detail	Section	Pages or URL
416-1 Assessment of the health and safety impacts of product and service categories	100% of Benvic's significant product categories are assessed for health and safety impacts through the Group's product-stewardship, regulatory-compliance, product-development and qualification processes.	Building for circularity / Protecting our people	pp. 32-39, 42-43
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Zero product recalls related to customer health and safety are reported; the broader incident categories required by the disclosure are not provided.	Building for circularity / Protecting our people	p. 76

GRI 418: CUSTOMER PRIVACY 2016

GRI disclosure	Detail	Section	Pages or URL
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Zero confirmed information-security incidents are reported; substantiated customer-privacy complaints and data losses are not separately disclosed.	Doing business responsibly / KPI appendix	pp. 62-65, 76

GLOBAL COMPACT CORRESPONDENCE

This report serves as our Communication on Progress, an annual disclosure to stakeholders on progress made in implementing the Ten Principles of the UN Global Compact in the areas of human rights, labour, environment and anti-corruption.

PRINCIPLES	SECTION
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Shaping our workplace culture – Build a fair and respectful workplace (pp. 52-57); Doing business responsibly – Act with integrity (pp. 60-63); ESG indicators (p. 76)
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Doing business responsibly – Build responsible partnerships (pp. 60-65); ESG indicators (p. 77)
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Shaping our workplace culture (pp. 52-54); ESG indicators – collective agreement coverage (p. 76)
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	Doing business responsibly – Act with integrity, Build responsible partnerships (pp. 60-61); Shaping our workplace culture (p. 57); ESG indicators (p. 76)
Principle 5: Businesses should uphold the effective abolition of child labour.	Doing business responsibly – Build responsible partnerships (pp. 60-65); ESG indicators (p. 76)
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Shaping our workplace culture – Build a fair and respectful workplace (pp. 52-57); Doing business responsibly – Act with integrity (pp. 60-62); ESG indicators (pp. 76-77)
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Double materiality assessment (pp. 24-25); Building for circularity – Improve what we make (pp. 34-35, 38-40); Acting on climate – Safer chemistry (pp. 68-71)
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	Committed beyond compliance (p. 30); Building for circularity (pp. 32-41); Acting on climate (pp. 66-73); ESG indicators (p. 77)
Principle 9: Businesses should encourage the development and diffusion of environmentally-friendly technologies	Product portfolio (pp. 18-19); Building for circularity (pp. 32-41); Acting on climate – Witkowo case study (p. 72)
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Doing business responsibly – Act with integrity (pp. 58-65); ESG indicators – Governance (p. 77)

SUSTAINABILITY REPORT 2025

This report has been realised by our dedicated ESG team, with the support of:

Philippe Guyon, ***Bilboquet, https://bilboquet39video.fr/, layout;***

Amanda Spierings, ***L'écritoire Spierings, www.lecritoire.ch, writing support.***

SPECIAL THANKS FOR THEIR CONTRIBUTIONS GOES TO:

Marine Roero *VP HR & Sustainability*
Marta Fernández *Sustainability Director*
Christophe Fringant *R&D Director Europe, pillar Leader for the group*
Marco Pusinanti *Group HR Deputy Director*
Isabelle Georges *Group Health & Safety Director*
Jordi Viñas *Chief Procurement Officer*
Paul Lorigan *Chief Innovation Officer USA*
Rohan Adik *Senior Materials Engineer*
Hai La Duong *Group Head of Infrastructure and Security*

2025
Sustainability Report



BENVIC

Redesigning plastics. For good.

www.benvic.com