



CSR 2025 REPORT





A message from Hervé Zipper, CEO of the Coverguard Group

“

At COVERGUARD, we believe that sustainability is not an option, but a responsibility. A collective responsibility that shapes our decisions, our practices, and our long-term vision.

The year 2024 marked an important milestone with our attainment of the “Engagé RSE” certification at the “Confirmed” level. This recognition, a first in our PPE sector is a source of pride for our teams. It celebrates the progress we’ve made, but above all, it reinforces our high standards for the future.

In 2025, we chose to go even further. Beyond our commitments, we focused our efforts on the concrete implementation of the identified areas for improvement, with a clear goal: to transform our ambitions into measurable and sustainable results.

Behind every action are dedicated men and women, driven by the same commitment: to advance our company while making a positive impact. As a designer and manufacturer of PPE, our responsibility is clear: to protect workers while reducing our environmental footprint. This requires concrete choices, such as accelerating our eco-design approach and paying closer attention to our entire value chain.

This 2025 CSR Report reflects this collective momentum and the progress made with all our stakeholders, whom I would like to thank for their commitment to our cause and their trust.

Our ambition is clear: to set an example during our next “Engagé RSE” assessment in March 2026. We are pursuing this path with rigor and responsibility, convinced that sustainable performance is built over time through concrete, consistent, and shared actions.

”

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Our business sector: P.P.E.

PPE: WHAT IS IT?

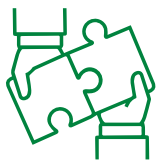
PPE protects workers from most risks that could affect their health or physical well-being. PPE is CE-certified and tailored to each industry sector (construction, manufacturing, services). All products sold by COVERGUARD are designed to address the risks faced by customers in the industrial, construction, and service sectors.

WHO ARE WE?

COVERGUARD is a major European player in the field of personal protective equipment (PPE). We design, manufacture, and distribute a comprehensive range of PPE covering all needs, from head to toe. Our products are designed to ensure comfort, performance, and reliability, meeting the demands of the most challenging work environments. Our mission: **to enable everyone to reach their full potential in complete safety.** We operate in the B2B sector. Our customers include professional distributors (industrial suppliers, PPE specialists, and building supply stores, both specialized and general) as well as retail outlets serving the general public (home improvement superstores).

KEY FIGURES

FOR 2025



165

employees



32

millions of PPE units sold



98.6

million euros in revenue*

WE OFFER THE FOLLOWING PRODUCT CATEGORIES:



HAND PROTECTION



FOOT PROTECTION



HEAD PROTECTION

PROTECTIVE EYEWEAR

HEARING PROTECTION

RESPIRATORY PROTECTION

SKULL PROTECTION



CLOTHING SEASONS



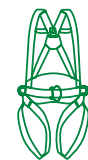
CLOTHING HIGH-VISIBILITY



CLOTHING WORK



CLOTHING MULTI-RISK



FALL PROTECTION

Protection across all industries

Providing solutions for all risks

Our PPE range covers all the risks our users face in a wide variety of work environments and industries.

We design our products so that everyone can work safely and, above all, reach their full potential. Because every skill matters, we design our product line with the specific needs of each industry and on-the-ground requirements in mind. This conviction guides the design and management of our equipment, ensuring protection that enhances performance.



Finishing Work



Transport & Logistics



Services



DIY



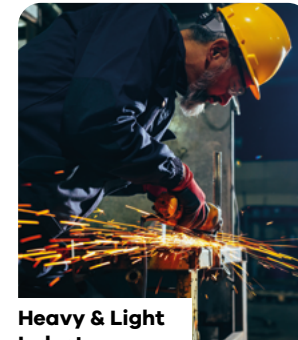
Construction



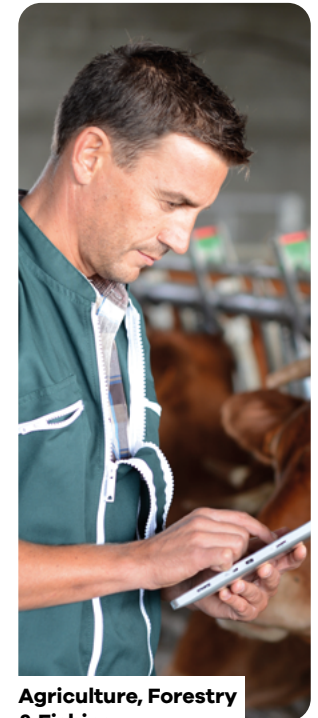
Food processing



Energy



Heavy & Light Industry



Agriculture, Forestry & Fishing



Mining



Local Government



Oil & Gas Extraction



Industrial Maintenance

Our values

These three values make COVERGUARD a truly trusted partner for its customers



SURPASSING YOURSELF ALL THE TIME

Every day, we strive to achieve new successes, driven by a spirit of ambition and self-improvement. We believe in **constantly** challenging ourselves to keep moving forward and provide our customers with the highest quality products and services.



ACTING RESPONSIBLY

Our actions reflect our commitment **to ethics, social responsibility, and respect for the environment**. We are dedicated to ensuring that our products and the way they are manufactured have the least possible impact on our entire ecosystem. We strive for progress, guided by respect for everyone.



CREATING PROXIMITY LINKS

We believe in the power of connection. It is the key to simplicity and efficiency. We **listen to** our customers, users, and employees to help everyone perform at their best.

#every skill matters



Our vision

Our missions and organizational structure to fulfill our commitments to customers in line with our core values



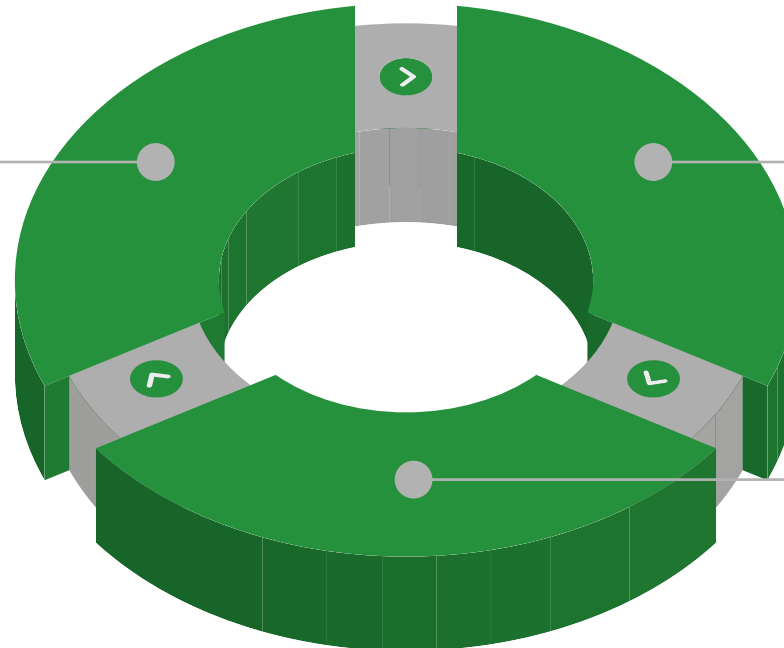
Design, and deliver high-quality products tailored to our customers' needs at the best price.



Manufacture & Ship through robust sourcing and operations



Support our distributor clients to optimize their sales



EXCEEDING EXPECTATIONS

Performance, Quality, Price

- Products designed and tested **under real-world conditions** with our community **Coverlab**
- High-performance products that exceed industry standards thanks to our internal certification **Coverperf**
- Constant monitoring of **innovative technologies**
- Expanding our line of **eco-designed products** made with recycled materials



RESPONSIBILITY

Availability, Lead Time

- **Ensuring the security of upstream operations:** selecting the best partners, optimizing prices, managing standards and certifications, monitoring quality and compliance with our code of ethics
- **Effective management of logistics operations** to ensure the availability of our products and adherence to delivery deadlines



PROXIMITY

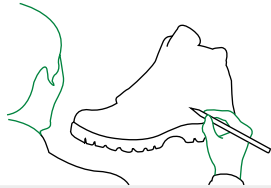
A relationship built on trust

Marketing and sales support to help our customers sell

- Marketing tools to facilitate sales (technical data sheets, e-learning, etc....)
- A dedicated sales team
- A robust after-sales service process

Our value chain

Committed to supporting our customers across all our business activities



Designing high-quality products tailored to our customers' needs at the best price



Manufacture & Ship through robust sourcing and operations



Support our distributor clients to optimize their sales



A Category Manager team composed of product managers specializing in a specific product category and technical support.



Sales team, composed of Key Account Managers and sales representatives responsible for monitoring and supporting our customers worldwide



Quality and After-Sales Service Team responsible for the certification and quality monitoring of all our products



Sourcing Team responsible for selecting the best suppliers and optimizing purchasing terms



Sales Administration Team to assist our customers with order processing and invoicing



Logistics Team Responsible for securing supplies and optimizing logistics



Marketing & Communications Team



CSR Team



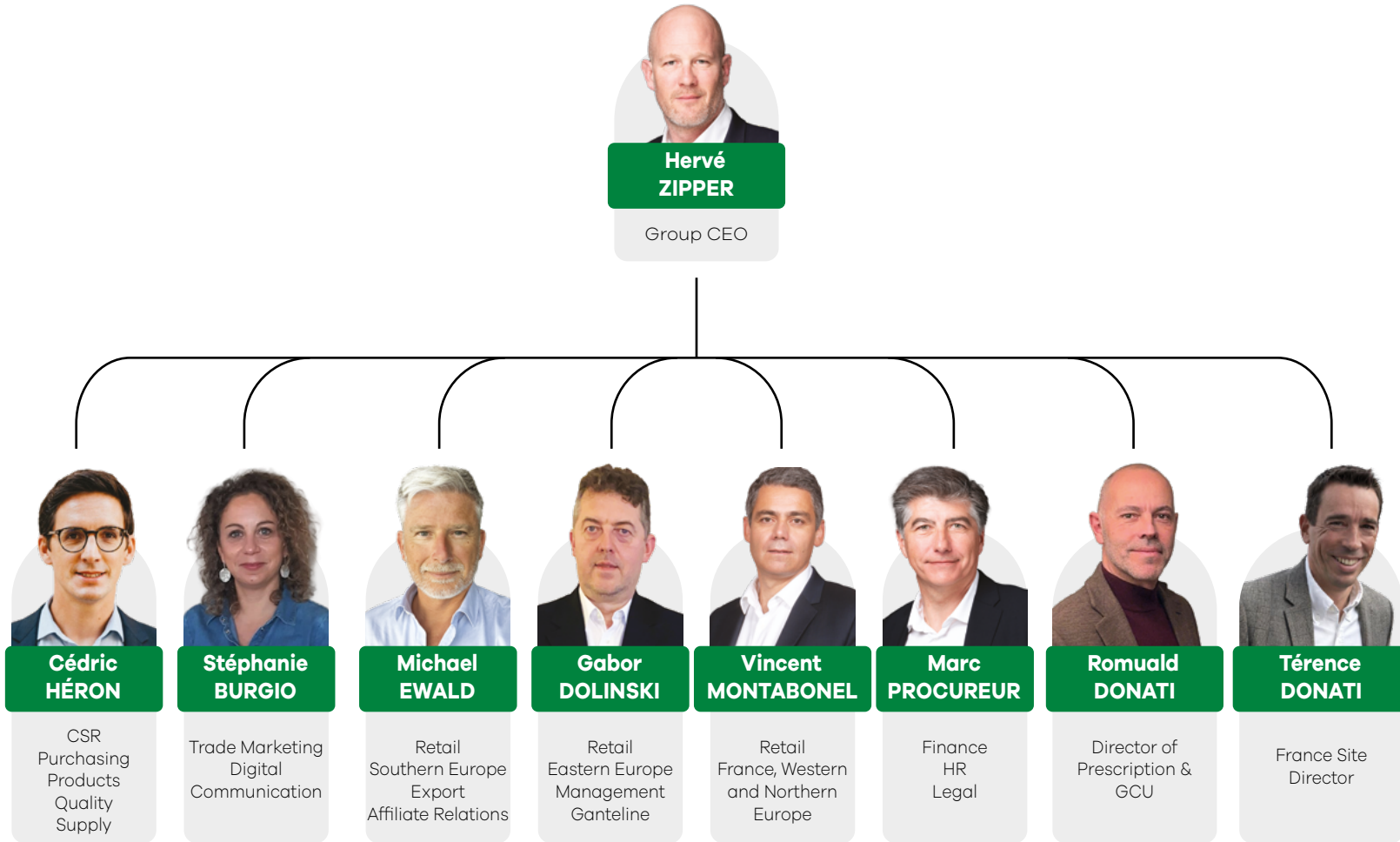
Transformation Team



Finance, HR & IT Team

Executive committee (as of June 1, 2025)

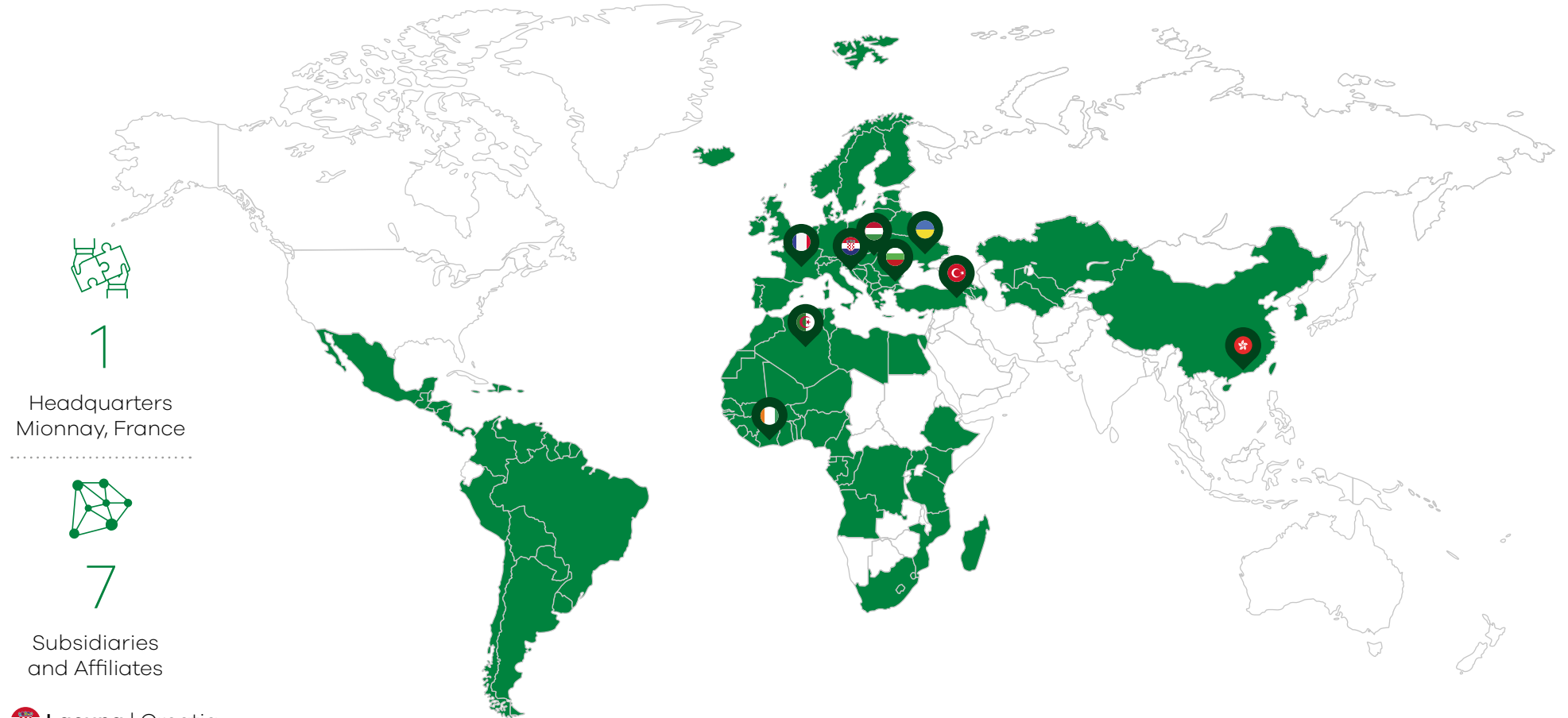
Our management team defines and steers our strategy, which is then implemented by our teams



“ We have integrated CSR into the Category Management division, as this is where product and sourcing strategies are defined - making it a key driver of impact. This integration also strengthens the strategic management of our commitments: regular progress reports are presented to the Executive Committee to monitor progress and align decisions with our CSR objectives. ”

Cédric HÉRON - Director of Category Management & CSR

An international presence



1

Headquarters
Mionnay, France



7

Subsidiaries
and Affiliates

-  **Lacuna** | Croatia
-  **Ganteline** | Hungary
-  **Prevanta** | Bulgaria
-  **Bel** | Ukraine
-  **Europrotection Istanbul** | Turkey
-  **Europrotection** | Algeria
-  **Europrotection** | Ivory Coast

2

Logistics
hubs



13 000 m²
in France



5 000 m²
in Hungary



1

assembly plant in
Mionnay, France

1

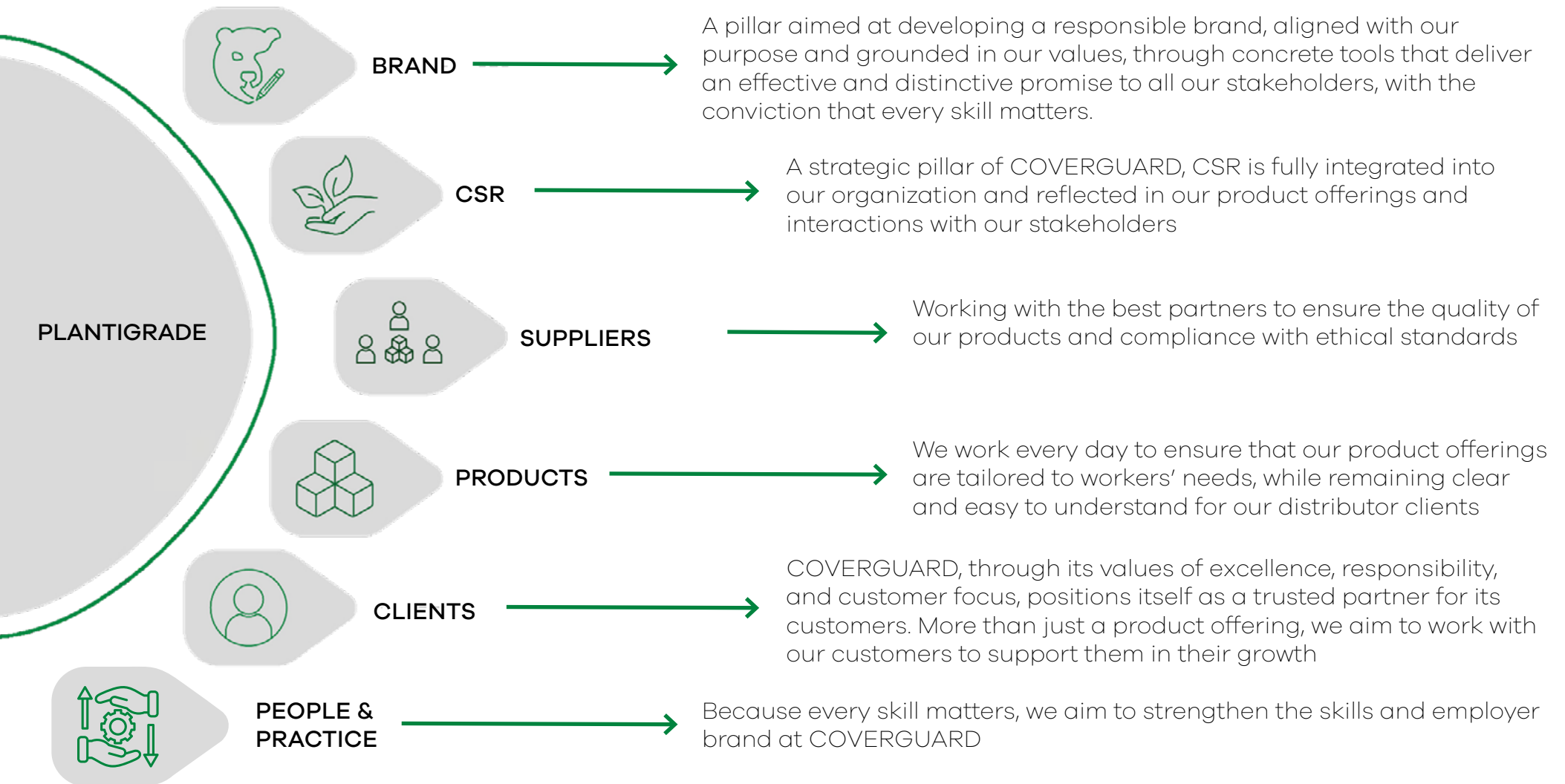
Purchasing office
in Hong Kong



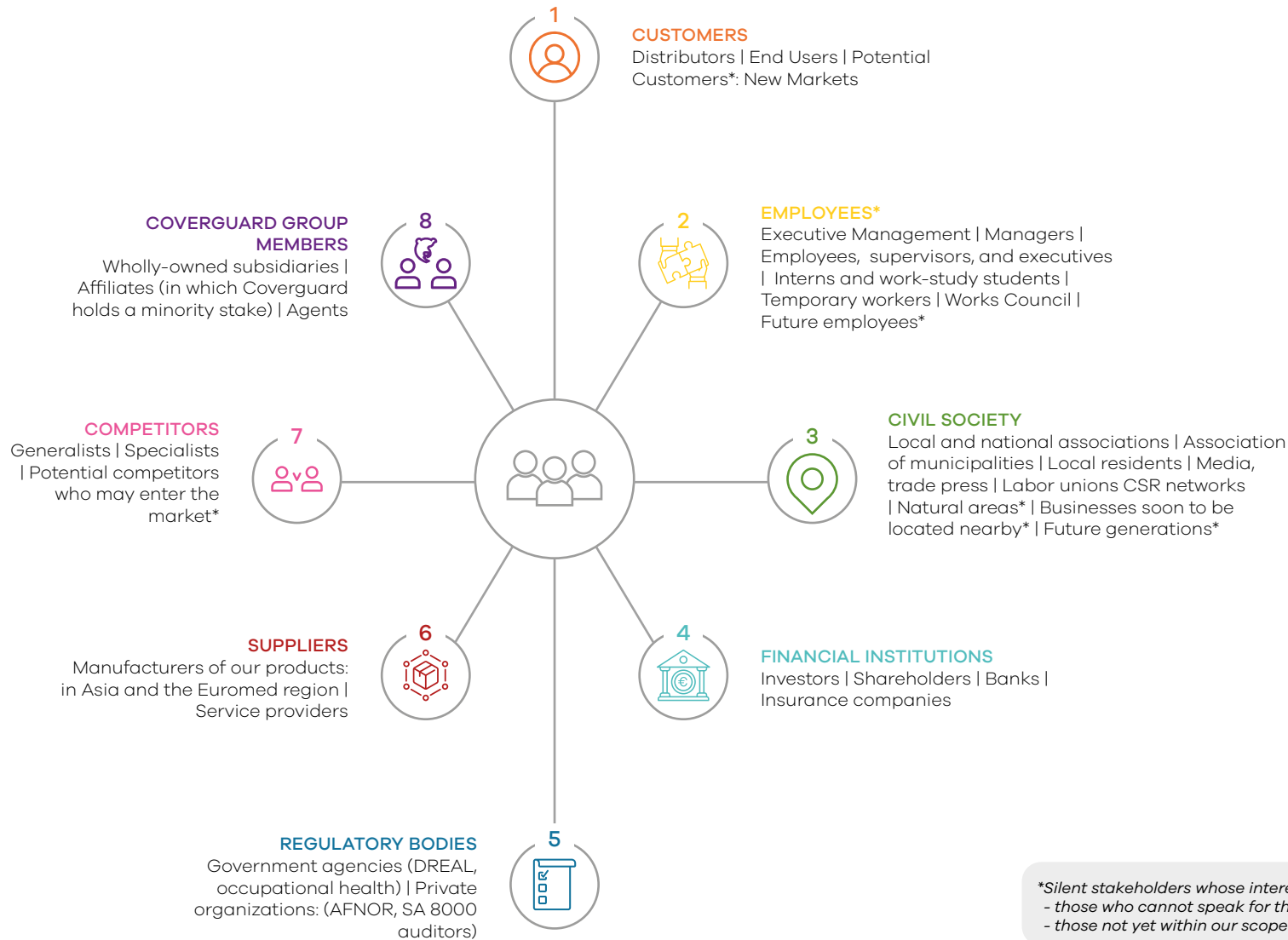
Plantigrade

Launched in 2024, our transformation plan is structured around six key pillars to enable COVERGUARD to achieve its goals for development and continuous improvement.

A pillar in its own right, CSR is centered on four initiatives: Recycled Products, LESS (Packaging), Traceability, and CSR Commitment



Mapping of our stakeholders



Identify our stakeholders to better understand their needs and expectations regarding COVERGUARD :

Develop a value-added offering



Implement a responsible procurement policy



Reduce our environmental footprint



Engage our employees and raise their awareness of our approach



Comply with regulations



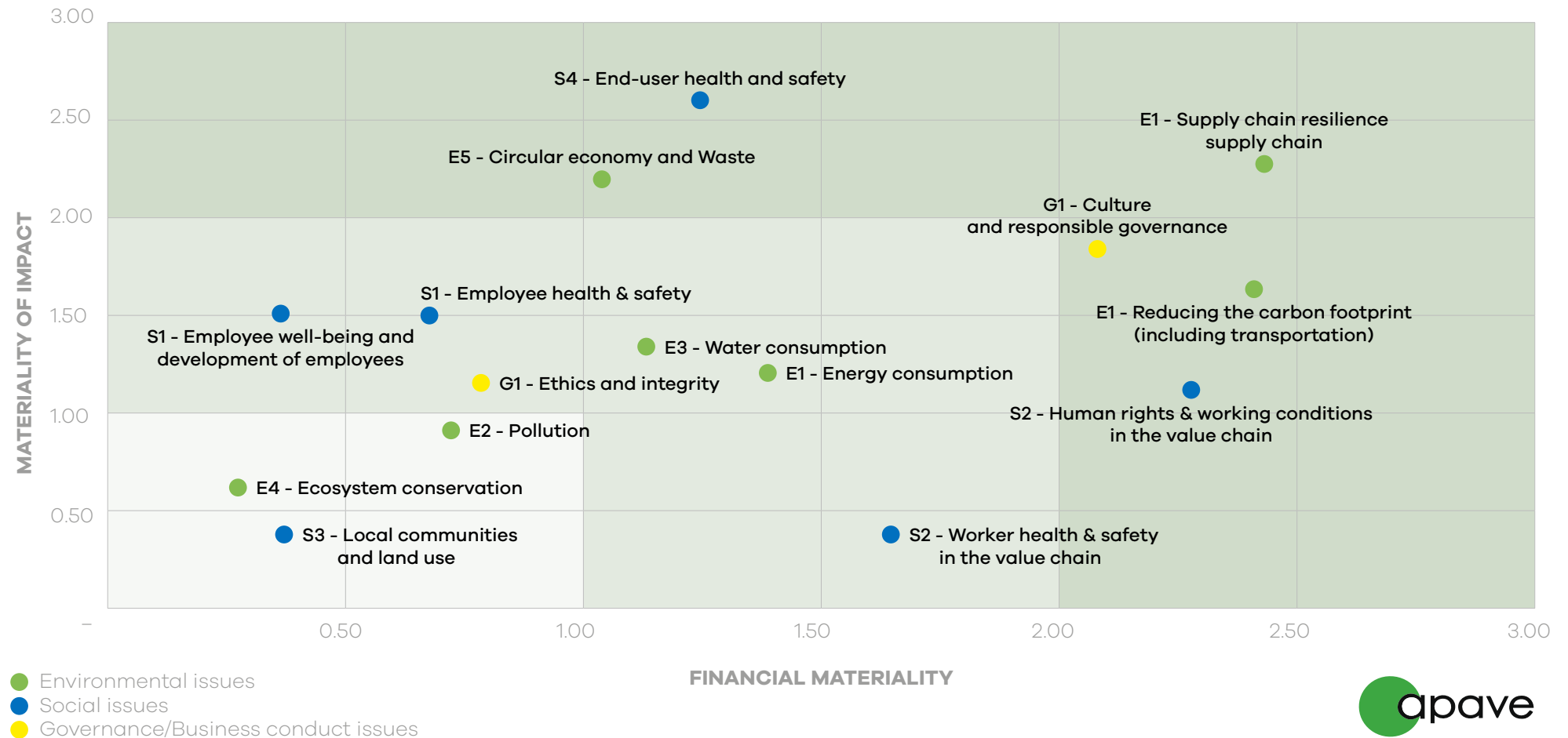
**Silent stakeholders whose interests must also be taken into account:
- those who cannot speak for themselves (natural areas, future generations...)
- those not yet within our scope but who may become so*

Double materiality analysis & strategic issues

Although the company is no longer subject to CSRD requirements, Coverguard has chosen to voluntarily conduct a double materiality analysis in 2025 to structure its CSR strategy and identify its material and priority issues. This process was carried out with methodological support from **APAVE**.

Interviews were conducted with internal and external stakeholders to enrich the analysis and help prioritize material issues

- **4 internal interviews:** Executive Management, Finance Department, Human Resources, Category Management / CSR Department
- **9 external interviews:** Customers, Bank, Shareholder, Suppliers



CSR certification

We obtained our “Engagé RSE” certification in October 2024 at the “Confirmed” level.

Developed by AFNOR and recognized internationally, the “Engagé RSE” certification is based on a framework consisting of 8 chapters containing 47 evaluation criteria derived from ISO 26000 - the global standard for corporate social responsibility.

The “Engagé RSE” certification is based on an **on-site assessment in** addition to a document review.

The Engagé RSE label automatically grants access to the **Responsibility Europe** label: a European network of companies committed to sustainable development, launched by AFNOR, INDR, and Ecoentreprise.

A new assessment of our level will take place in March 2026. Our goal is to achieve the “exemplary” level.

STRUCTURE AND WEIGHTING



2024 A RESULT



2026 AN AMBITION

NEW ASSESSMENT



2024

2026



Focus on 3 external partnerships

NOUS SOUTENONS LE PACTE MONDIAL



The **Global Compact** to which we have been a signatory since 2021 is based on ten principles derived from the United Nations' fundamental texts on human rights, labor, the environment, and the fight against corruption. This voluntary commitment allows us to align with the 2030 Agenda and the ONU Sustainable Development Goals.



The **ORÉE association** has been facilitating a network of committed stakeholders for 30 years to foster dialogue, facilitate the exchange of experiences, and share best practices on three themes related to sustainable development: biodiversity, the circular economy, and CSR reporting. ORÉE has been supporting COVERGUARD since 2023.



Launched in partnership with ADEME and the Ministry of Ecological Transition, the **Communauté du Coq Vert** aims to bring together committed companies and foster collective momentum in support of the ecological transition. COVERGUARD has been a member since 2024.

Perspectives on CSR

Reporting to the Products, Purchasing, Supply, and Processing division (see p. 9), the CSR team leads, structures, and implements the Group's strategy in close collaboration with the various divisions.

IN WHAT WAYS WAS 2025 A PIVOTAL YEAR FOR CSR AT COVERGUARD?

Laurent Ducourtioux - Corporate CSR and Procurement Manager

For us, 2025 was the time for concrete action. In 2024, our "Engagé RSE" assessment enabled us to identify some 50 actions to undertake across the label's five key areas (Governance, CSR implementation, Human Resources, Sustainable Production and Consumption, and Local Engagement).

This has led to a significant maturation of our CSR approach within the group. We have scheduled a new "Engagé RSE" assessment for March 2026 to measure this progress and strengthen our roadmap.



HOW DO WE CONCRETLY MEASURE AND IMPROVE THE ENVIRONMENTAL IMPACT OF OUR PRODUCTS?

Juanita Toro Giraldo - Garments Category Manager and Product CSR Manager

We use specialized tools to measure and manage the environmental impact of our products in a concrete way.

*Using **Carbonfact**, we assess the carbon footprint of our products throughout their entire life cycle. These analyses allow us to identify the main sources of emissions and guide our design choices toward more sustainable solutions.*

*At the same time, the **Retraced** platform helps us improve the traceability of our supply chain by increasing transparency regarding the origin of materials and production conditions.*

These complementary tools enable us to transition from a commitment-based approach to a data-driven one, in support of the continuous improvement of our products.

HOW DO WE ENGAGE OUR STAKEHOLDERS IN OUR CSR POLICY?

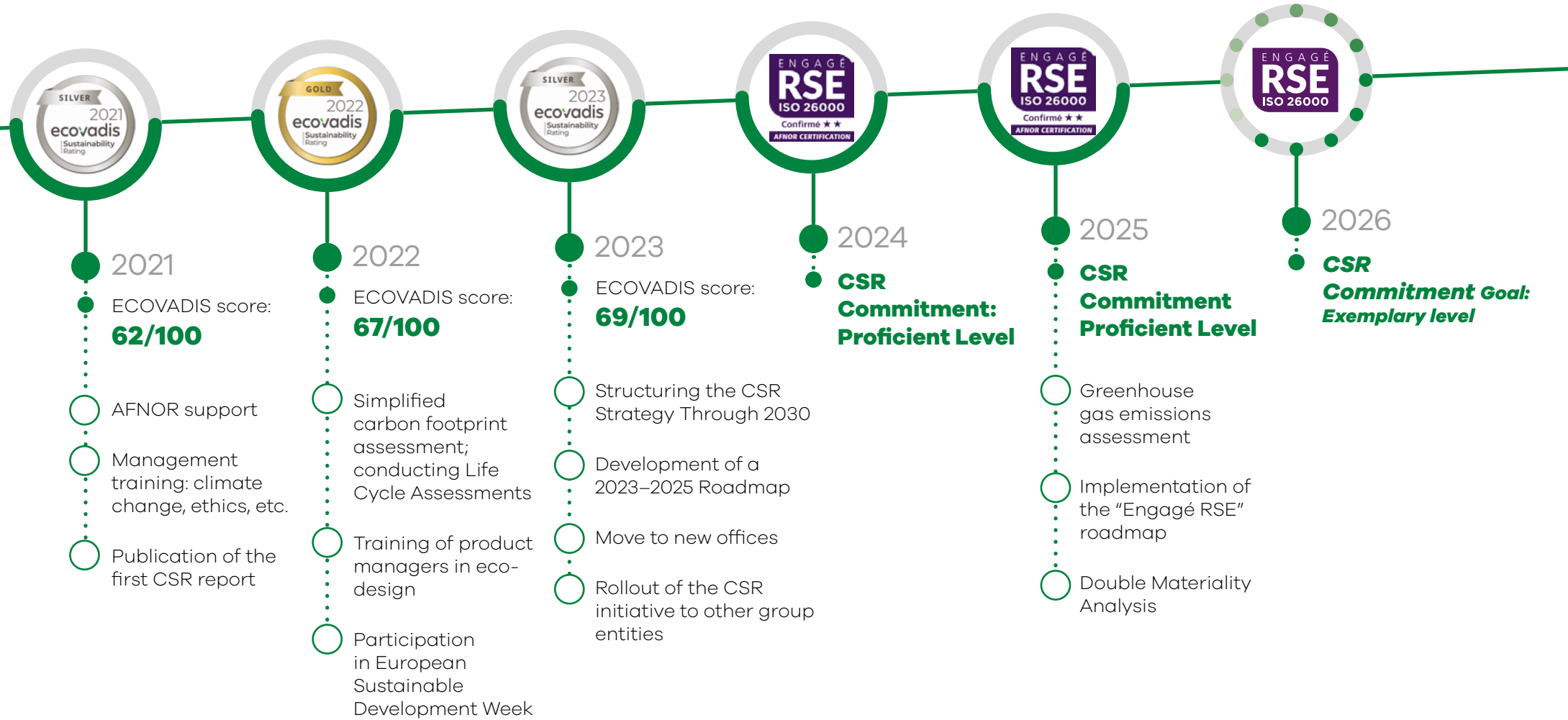
Léa-Mélie Vieville - CSR and Quality Project Manager

*In 2025, we launched a **double materiality analysis** to structure our CSR approach and identify our priority issues, drawing on dialogue with our internal and external stakeholders.*

This analysis is based on an assessment of the environmental and social impacts of our activities, as well as the risks and opportunities for the company.

It now serves as a solid foundation for structuring and guiding our CSR policy.

Highlights of our CSR approach

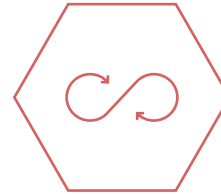


Our 2030 CSR strategy

Our CSR strategy is structured around five pillars and numerous flagship initiatives launched in 2023

Circular Economy

Eco-designing Our Products



- Life Cycle Assessments (see p. 21)
- Products made from GRS/RCS-certified recycled materials (see p. 22)
- Redesigned packaging (see p. 23)
- Extending the lifespan of our products (see p. 24)
- Recyclability of our high-visibility products (see p. 25)

Sustainable Partnerships

Being a responsive partner



- Dialogue with our stakeholders (see p. 52)
- Local roots (see p. 54)

Environment

Committing to a low-carbon trajectory



- Greenhouse gas emissions assessment (see p. 28)
- Waste Management (see p.32)

People

Improving Our Working Conditions



- Employer Brand

Ethics & Responsible Procurement

Being a Responsible Customer and Supplier



- Responsible procurement (see p.36)
- Supply Chain Traceability (see p. 38)



CIRCULAR ECONOMY

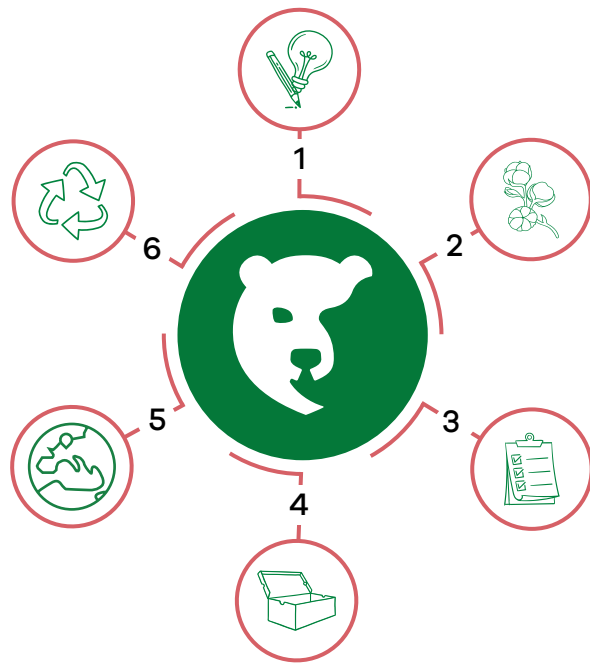
Eco-designing our products



2030 product CSR strategy

Integrating the circular economy into all product-related processes

We base our product CSR strategy on the Cradle to Cradle approach to transition from a linear economy to a circular economy that forms a closed loop.



- 1 **Eco-design**
- 2 **Sustainable Responsible**
- 3 **Certification factories and Products**
- 4 **Sustainable**
- 5 **Manufacturing**
- 6 **Sustainability & recyclability of the product**

PROJECTS UNDERWAY SINCE 2024

Conducting **Life Cycle Assessments** with **Carbonfact**

Launches of **products certified** as containing recycled raw materials



Traceability of our supply chain (Suppliers up to Tier 4, subcontractors, and raw materials)



Redesigning **plastic packaging**

Euromed : Partnerships with factories located in the Euro-Mediterranean region

Extending product lifespan with **Coverlab & Coverperf**
Participation in the **FREPI** project (High-Visibility PPE Recycling Chain)

Life cycle assessment

Analysis of the various environmental impacts of our products and modeling of simulations to prevent impact transfers, using the Carbonfact platform, with which we have been a partner since 2023.

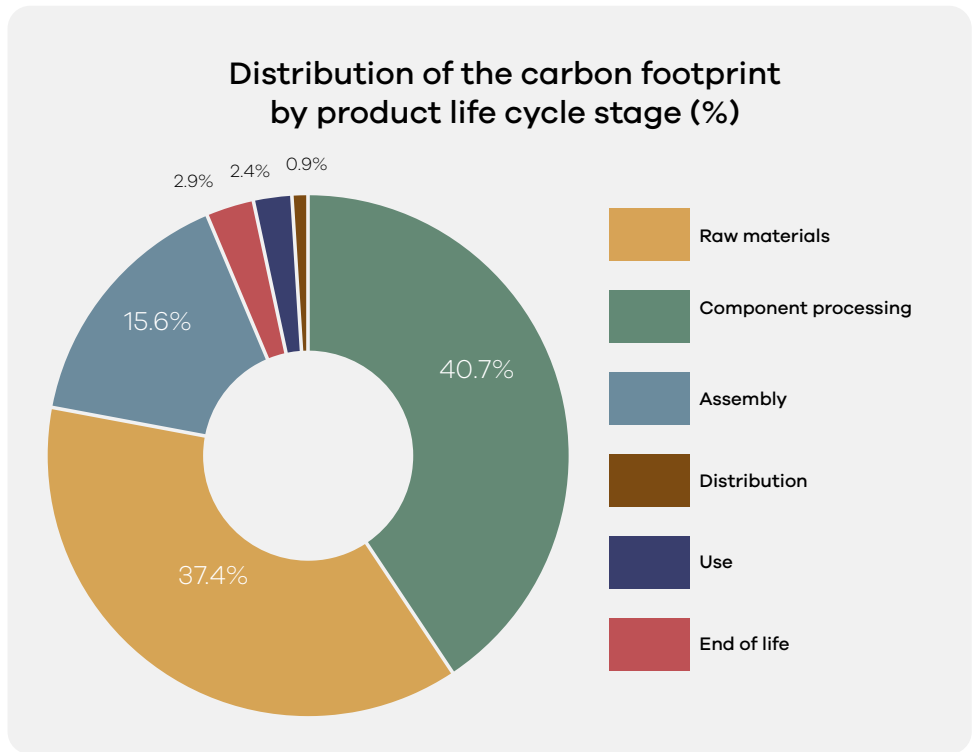
Life cycle assessments (LCAs) are based on the 16 criteria of the PEF (Product Environmental Footprint) method: a standardized framework created by the European Union that evaluates environmental performance from raw material extraction and manufacturing through distribution, use, and end-of-life. This scientific method supports our eco-design approach.

Carbonfact

830

Life cycle assessments of clothing, gloves, and shoes, with an uncertainty rate of $\pm 18.7\%$ (as of 12/31/2025)

Indicators	
-	PEF Profile
1	Climate Change (kgCO ₂ e)
2	Terrestrial and freshwater acidification (molH ⁺ e)
3	Ecotoxicity to freshwater ecosystems (CTUe)
4	Resource Use – Fossil Fuels (MJ)
5	Eutrophication – Freshwater (kgPe)
6	Human toxicity – carcinogenic effects (CTUhtc)
7	Human toxicity – non-carcinogenic effects (CTUhtn)
8	Ionizing radiation – human effects (kBqU235e)
9	Land use (Pts)
10	Resource use – minerals and metals (kgSbe)
11	Ozone layer depletion (kgCFC11e)
12	Photochemical ozone formation (kgNMVOCe)
13	Particulate Matter (dis.inc)
14	Eutrophication – marine (kgNe)
15	Eutrophication – terrestrial (molNe)
16	Water use (m ³ WEq)



Certified recycled raw materials

Incorporation of certified recycled materials with traceable origins into our existing products and new offerings, with the goal of expanding our WORK'R line.

We rely on two internationally recognized certifications:



GRS (Global Recycled Standard) requires traceability of recycled materials and audits of all stages of the production cycle, based on ethical and social standards.



RCS (Recycled Claim Standard) requires traceability of recycled materials throughout the entire production process.

In November 2025, COVERGUARD underwent an on-site audit by OTI Ecocert Greenlife and obtained GRS and RCS certification (license number 267872).

Ganteline, our subsidiary in Hungary, was also audited with no non-conformities found.

Both facilities hold the following certifications: GRS Textile, GRS Plastic, RCS Textile, and RCS Plastic.

48 (± 118% vs. 2024)

Products in the WORK'R line that contain certified recycled, bio-based, or bio-circular materials.



Our WORK'R Catalog



Less by Coverguard: packaging with a lower environmental impact

CITEO, the eco-organization responsible for Extended Producer Responsibility (EPR) for household packaging, has developed LESS, a methodological guide based on the three pillars of Reduction, Reuse, and Recycling. Our roadmap draws inspiration from this guide to meet and exceed our regulatory obligations, particularly those related to the AGECE Law.

We are implementing this project around the following five objectives:

- 1 **Eliminate unnecessary components**
- 2 **Reduce plastic use** and move toward zero plastic
- 3 **Conducting life cycle assessments (LCAs) of packaging** to select more sustainable alternatives without **shifting environmental impacts**
 - Carbonfact
- 4 Ensure the **recyclability** of our packaging
- 5 **Certify** our packaging materials *(Where possible)*



146

Number of SKUs already in stock with LESS-format packaging.



Donnons ensemble une nouvelle vie à nos produits.



Extending product shelf life



COVERLAB - A COMMUNITY FOR CO-DESIGNING WITH OUR USERS

To offer products that perfectly meet users' needs, **COVERGUARD relies on a team of internal and external industry experts** (product, design, quality, medical professionals, etc.) both in-house and external.

The COVERLAB community allows us to **gather feedback from users and experts on our prototypes** to ensure the right level of performance and comfort based on the intended use.

This feedback is incorporated into our product development process, thereby improving product quality and durability, and **thereby promoting a longer service life.**

202

Tests on 10 products



To join the community of testers

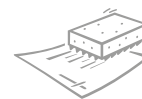


COVERPERF - AN INTERNAL LABEL FOR THE HIGHEST PERFORMING AND MOST SUSTAINABLE PRODUCTS

The COVERPERF® label distinguishes products that exceed regulatory requirements—those that guarantee users PPE offering greater comfort, durability, and performance than what is mandated by standards.

The certification criteria designed by our in-house technical teams are rigorous, usage-based, and supported by tests conducted by **recognized, independent external laboratories.**

Two labels highlight products with an extended service life:



Durability:
Abrasion Resistance



Durability:
Washability

9

Coverperf products Durability

FREPI: recyclability of our high-visibility products

Participation in the development of a recycling network for high-visibility PPE (FREPI) in France

COVERGUARD is partnering with other industry players (colleagues, customers, and other stakeholders in the downstream sector) to form the FREPI project.

To date, there is no recycling stream in France for high-visibility PPE: this represents a massive source of unutilized waste (converted, at best, into Solid Recovered Fuel).

FREPI is a cross-sector collaborative project co-led by OREE and co-funded by ADEME, whose **aims to determine whether it is technically feasible and financially viable to establish a recycling stream for high-visibility PPE.**

As part of the FREPI project, laboratory tests will make it possible to:

- to study various techniques—mechanical, chemical, or thermal—for separating materials: reflective tape, snap fasteners, zippers, markings, and lining...
- to identify and characterize the recycled material and its potential for reuse
- determine whether a recycling stream is financially viable in the long term



2023

- Preliminary analysis of the context and challenges
- Verification of the success of FRIVEP (a project to test the recyclability of "brand-image" workwear)
- Participation in the FREPI project

2024

- 3 meetings
- Determination of specifications and sources of high-visibility PPE
- Selection of external laboratories

2025

- Collection of high-visibility PPE from project participants
- Conducting initial laboratory tests
- Establishment of a parallel working group on the incorporation of recycled materials into high-visibility PPE
- Participation in a roundtable discussion at the Pollutec 2025 trade show

The CLAW silhouette – a practical example of eco-design

From the earliest stages of development, the CLAW silhouette was designed to incorporate a significant proportion of recycled materials, while ensuring that the technical performance and durability expected of workwear are maintained.

A life cycle assessment (LCA), conducted with our partner Carbonfact based on actual product composition data, shows that incorporating recycled materials results in an overall **26% reduction in the environmental footprint (PEF)** compared to an equivalent version made from virgin materials.



S-CLAW JACKET - 5SCJ01R
92% GRS Recycled Polyester



CLAW CUT D 4001 - CLF500R
20% RCS Recycled polyester



S-CLAW PANTS - 5SCP01R
92% GRS Recycled polyamide

The indicators below show the cumulative environmental impacts of the complete outfit in size L: jacket, pants, and gloves.

Indicators	CLAW silhouette	CLAW Version made from virgin materials	Variation (%)
PEF Profile	5 834	7 850	-26%
Climate change (kgCO2e)	516	65.4	-21%
Acidification (molH+e)	0.3	0.4	-25%
Ecotoxicity: freshwater (CTUe)	406.3	581.7	-30%
Fossil fuel use (MJ)	819.8	1 077.20	-24%
Freshwater eutrophication (kgPe)	0.00035	0.00035	0%
Human toxicity—carcinogenic (CTUhtc)	5.14E-08	6.84E-08	-25%
Human toxicity - non-carcinogenic (CTUhtn)	4.04E-07	5.34E-07	-24%
Ionizing radiation (kBqU235e)	4.4	4.8	-8%
Land use (Pts)	227.4	244.6	-7%
Mineral and metal resource use (kgSbe)	0.00024	0.00073	-67%
Ozone depletion (kg CFC-11e)	1.30E-06	1.59E-06	-18%
Photochemical ozone formation (kg NMVOCe)	0.2	0.2	0%
Particulate matter (dis.inc)	1.06E-05	1.26E-05	-16%
Marine eutrophication (kgNe)	0	0.1	-100%
Terrestrial eutrophication (molNe)	0.5	0.9	-44%
Water use (m³WEq)	33.5	37.6	-11%

This approach illustrates a key shift in our CSR strategy: moving from a focus on improving existing products to a focus on eco-design integrated from the outset.

The results presented are based on modeling using actual product composition data. Integrating these product references into our monitoring tools is a goal for 2026, in line with their commercial rollout.



ENVIRONMENT

Embarking on a low-carbon trajectory



Measuring the carbon footprint

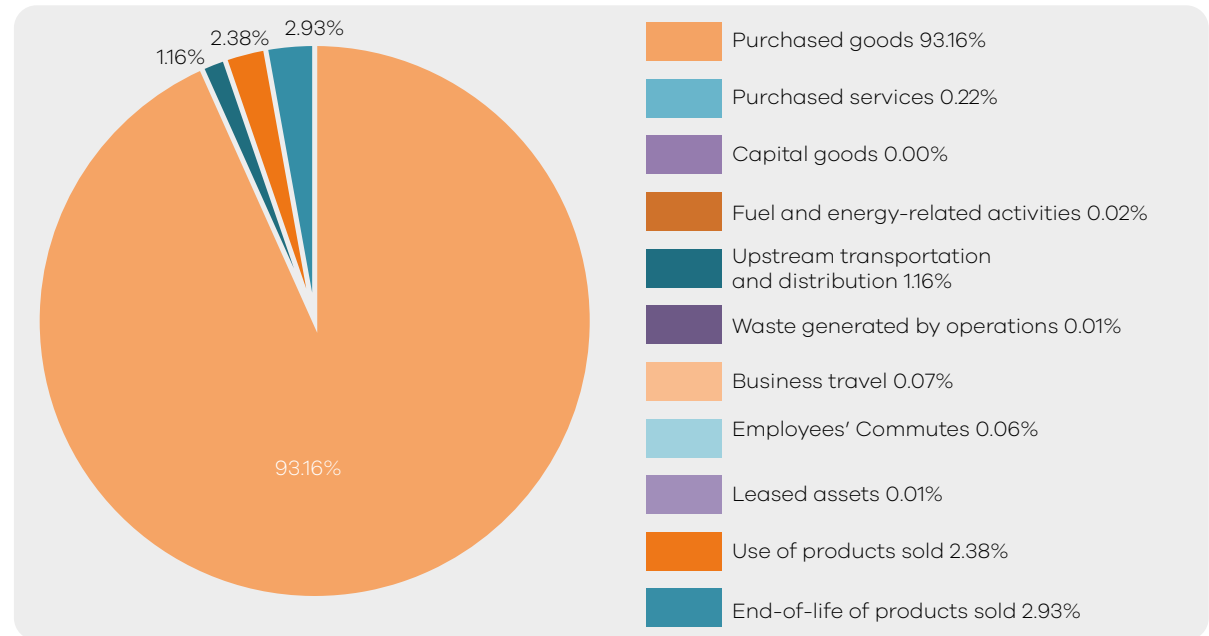


Conducting our greenhouse gas emissions inventory (BEGES) with our partner Carbonfact

BEGES 2025

	2025
Scope 1 & 2 (t CO2e)	280.8
Scope 1 & 2 (% of total)	0.12%
Scope 3 (t CO2e)	246 719.59
Scope 3 (% of total)	99.88%
Product coverage rate	94.6%
Uncertainty rate	19.6%

BREAKDOWN OF SCOPE 3 GREENHOUSE GAS EMISSIONS



SCOPE

The data collected pertains to the Group's 2025 emissions: the corporate headquarters in Mionnay, Weltek, Ganteline, and EPSP. The BEGES is calculated in accordance with the GHG Protocol, covering Scopes 1, 2, and the 15 categories of Scope 3, by combining specific activity data with a monetary (spend-based) method when precise data is not available. Our operations did not generate any emissions related to items 3.9, 3.10, 3.13, 3.14, and 3.15

Background: Since 2024, we have been accounting for all our emissions using a similar methodology. Our goal is to improve the product coverage rate and reduce the uncertainty rate by incorporating as much actual data as possible and avoiding extrapolations (through our LCAs and supplier traceability). By 2026, we expect to significantly increase the product coverage rate, and we strive every day to reduce the uncertainty rate. This should enable us to chart a more refined and consistent low-carbon trajectory starting in 2026.

The data presented is the result of a continuous improvement process; as its accuracy is regularly refined, these values are subject to reassessment.

Reducing our carbon footprint

For the past three years, alongside in-depth work to better measure our overall carbon footprint, we have been implementing actions to reduce our direct impacts.

We will evolve our action plan into a Group-wide decarbonization strategy starting in 2026, with a strong focus on Scope 3 emissions.

In the meantime, we continue to take action on areas we can directly control.

VEHICLE FLEET

61%

Percentage of hybrid or electric vehicles in our vehicle fleet.

From 32% in 2022, we're at 61% in 2025 and aim to have a 100% hybrid or electric fleet by 2028.

UPSTREAM TRANSPORTATION

10 t CO₂e

Carbon footprint reduction target for our upstream transportation by 2026.

Our goal is to shift 15% of our freight to barge transport (versus trucks currently) between the ports of Fos-sur-Mer and Lyon.

DOWNSTREAM TRANSPORTATION

7000

Number of pallets saved per year

We have revised our policy on downstream transportation. The goal is to reduce the number of pallets by optimizing the shipment of packages via courier services.

Environmental management

COVERGUARD is not a manufacturing site but a service-sector facility.

0

direct impact on water resources (no water withdrawal or pollution), air (except for the transportation of our goods), biodiversity, or local residents

0

Spills or leaks of oil, fuel, gas, or chemicals

0

Production of hazardous waste

0

cases of non-compliance with applicable environmental regulations

0

Operational site (owned by the company) located within or adjacent to protected areas or areas rich in biodiversity

	2024	2025
<i>Potable water consumption (m³)</i>	35	31
<i>Water consumption (not withdrawal)</i>		
<i>Drinking water for the fire suppression system (m³)</i>	**	107
Billed electricity consumption (kWh)	276 281	359 533
Electricity generated by photovoltaic panels (kWh)	221 995	70 945
<i>Self-consumption</i>		
Total electricity consumption per employee (kWh)	4 701	3 810
Fuel oil consumption (L)*	1 000	1 000

*Fuel oil consumption is due to the regulatory requirement to have a generator to power the sprinkler system and to ensure it is functioning properly

In August 2025, we integrated all WELTEK operations and employees into our facilities. An expansion of the site was carried out for this purpose.

Our environmentally friendly facilities



Moved in August 2023



6,000 m² of rooftop solar panels:
41% self-consumption by 2025



Self-sufficient heating system for the new
warehouse



Heat pump instead of a gas boiler: and setting a
standard temperature for heating and reversible air
conditioning: 21°C during the day on weekdays and
18°C in the evenings and on weekends



Rainwater harvesting system to supply water to
restrooms



Skylights for natural lighting in the warehouse



12 electric vehicle charging stations accessible
for employees



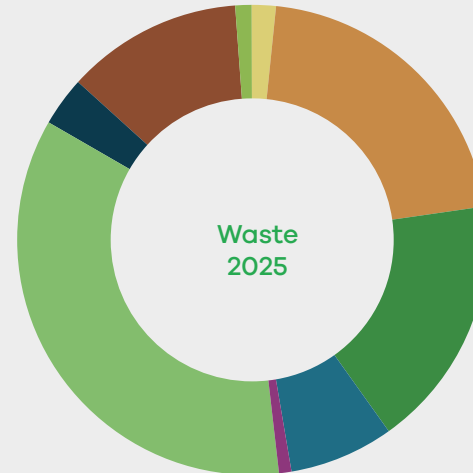
Motion sensors for lighting in offices, restrooms, and
the warehouse



Sustainable lawn care: 9 mowings per year, manual
weeding, and zero use of pesticides

Sustainable waste management

	2024	2025*
Household waste (t)	1.64	1.46
Non-hazardous industrial waste (t) (warehouse)	15.64	19.24
Miscellaneous disposal (t) (archives, expired products)	8.66	15.80
Oil-contaminated water (t)	6.10	6.50
Recyclable packaging	1.09	0.76
Paper/Cardboard (t)	24.02	32.02
Plastic (t) (plastic film)	2.24	3.12
Wood (t)	10.60	10.96
WEEE (kg)	0.00	0.04
Batteries (kg)	0.01	0.07
Glassine (kg)	0.50	0.95
Total waste	70.49	90.92
Total recycled waste	38.46	47.92
TOTAL SHARE of recycled waste	55%	53%



Paper/Cardboard	35%
General industrial waste	21%
Miscellaneous waste	17%
Wood	12%
Oil-Contaminated Water	7%
Plastic	3%
Household waste	2%
Recyclable packaging	1%
Glassine	1%
WEEE, Batteries	0%

- General industrial waste and miscellaneous disposal: The move required extensive sorting and thus generated a significant amount of non-recyclable waste
- Oil-contaminated water: In accordance with our regulatory obligations, we have an oil separator that must be cleaned once a year

“ We entrust our waste management to several local companies: Glassine, batteries, light bulbs*, and waste electrical and electronic equipment (WEEE) are managed by **Elise**, a social enterprise that employs people with disabilities.

Bouchaud, a local family-owned business, manages our paper and cardboard, plastic film, non-hazardous industrial waste (DIB), and various shredding needs.

Oil-contaminated water is pumped and treated by **Gauthier**. The wood from our defective pallets is recovered by **Sequoia Emballages** and is then used for energy recovery... ”

Jean Michel MONARD—QSE Project Manager

+5 points

Our goal is to increase the share of recycled waste by 5 points per year.

Reduction in waste volume

PAPER:

- Digitization of **invoices** using Yooz software since 2022
- Digitization of **pay stubs** via the Digiposte tool since 2024
- Exclusively digital distribution** of certain documents: CSR report, safety & CSR welcome booklet...
- Internal awareness campaigns and "incentives"** to reduce the amount of paper printing
- Flyers printed on **100% recycled** paper since 2024
- Digitization and optimization** the number of catalog and flyer print runs

EQUIPMENT:

- Distribution of a zero-waste kit consisting of a mug, an eco-cup, a water bottle, and a tote bag to all our employees
- Provision of **reusable cutlery and tableware** for all employees
- Discontinuation of the distribution of plastic bottles** to guests and the use of disposable cups for coffee machines
- Extension of the warranty period for our laptops** from 3 to 5 years

PRESENTATION MATERIALS:

- Reuse of materials used at our booths** : 100% for regional trade shows and over 60% for national trade shows, which occur 1 to 2 times per year (only floor coverings and vinyl banners are not reused, as they depend on the booth configuration, which changes for each trade show)
- Renewal of all our POS (point-of-sale) materials to switch to **100% recycled cardboard and vegetable-based inks**

75%

of the mobile phone fleet is refurbished





ETHICS & RESPONSIBLE PROCUREMENT

Being a Responsible Customer and Supplier



Business ethics

ANTI-CORRUPTION

THE SAPIN II ACT

We voluntarily comply with the requirements of the Sapin II law:

- Internal dissemination of the code of ethics, the internal whistleblowing procedure, and the disciplinary policy
- Development of a corruption risk matrix
- Development of internal procedures: assessment of third-party corruption risks, accounting controls, and policies on gifts and invitations ...
- Training for all employees exposed to corruption risks: Executive Committee, managers, sales representatives...

	2023	2024	2025
Violations of the Code of Ethics (<i>harassment, discrimination, corruption...</i>)	0	0	0
Emails received in the reporting inbox	0	0	0
Legal action against anti-competitive behavior and antitrust practices	0	0	0
Political contributions by COVERGUARD	0	0	0
Cases of non-compliance with French and international social and economic laws	0	0	0

FAIR BUSINESS PRACTICES

- Inclusion of an **intellectual property** clause in our supplier contracts
- No use of misleading advertising & **combating greenwashing by** providing factual evidence of our actions
- Updating the **supplier charter** to incorporate stricter requirements regarding subcontractors and raw material suppliers, including compliance with personal data protection, fair business practices, transparency, and ethical business relationships.

100%
of our suppliers have signed our supplier charter



Responsible procurement

Our responsible procurement policy details all our actions to enhance our positive impact and maintain good business relationships with our suppliers

SUPPLIER RELATIONS AND RESPONSIBLE PROCUREMENT CHARTER

By signing this charter, COVERGUARD commits to maintaining responsible procurement practices by fostering a **balanced and sustainable relationship** with suppliers. This involves adhering to ethical, environmental, and social criteria in the management of business relationships. COVERGUARD has therefore created the role of a **supplier mediator**, who helps resolve disputes between buyers and suppliers by prioritizing constructive and fair dialogue. Suppliers can contact the mediator via a dedicated email address.



“ This charter includes 10 commitments to uphold: this was fairly straightforward for us, as we already had robust processes in place regarding responsible procurement. Adhering to this charter will allow us to go even further and deepen our relationships with our suppliers. ”

Laurent Ducourtioux - Corporate CSR Manager

SUPPLIER SELECTION

Our procedure for selecting suppliers of goods is the same for Asia and Euromed (see p. 39):

- **Site visit** by EPSP, our Hong Kong-based purchasing office (see p. 10) and/or by a COVERGUARD representative (Purchasing Manager, Product Manager, or Director of Category Management and CSR)
- Signing of our **Supplier Commitment Charter**, which also applies to subcontractors and raw material suppliers
- Collection of **certifications and labels** : SMETA 4, BSCI, ISO 14001, ISO 45001, ISO 26000...
- If the supplier holds SMETA 4, BSCI, or SA 8000 certification, and depending on the score obtained (equivalent to at least 6 out of 10), COVERGUARD considers that an ethical audit is not necessarily required (see next page)
- Otherwise, COVERGUARD commissions an **ethical audit** (see next page). If the score is below 6/10, collaboration is not possible—the potential supplier is encouraged to improve its score and resolve any non-conformities
- Updating the **supplier risk map** based on the score obtained and the purchase volume

Responsible procurement

We have been conducting ethical audits at our suppliers' sites since 2017, which allows us to ensure compliance with environmental and social standards

- We base our approach on the **SA 8000 standard**
- These ethical audits are conducted by an **independent third-party organization** and are, whenever possible, semi-announced
- The entire facility, including offices, workspaces, and living areas is inspected during the audit
- All minor and major non-conformities are identified: serious non-conformities are **systematically followed up** by EPSP, and an action plan and proof of correction must be provided
- **Any serious violation of these standards is unacceptable and results in the immediate termination of the partnership**
- Refusal to undergo an audit will, without exception, terminate the working relationship
- These clauses are included in the contracts signed with suppliers

SA 8000 Standard:

- Health, Safety, and Hygiene
- Prohibition of child labor
- Working Hours and Wages
- Social practices such as unionization and the fight against forced labor
- Environmental management

9.6/10

Average score from ethical audits conducted during the 2025 calendar year at 18 suppliers

	2023	2024	2025
Volume of purchases made from active suppliers certified to ISO 14001	49.9%	34.6%	61.2%
Average score on the ethical audit of the 24 largest active suppliers (representing approximately 80% of the purchase volume)	9.1/10	9.08 /10	9.14/10
Average score on the ethics audit of all active suppliers	8.5/10	8.68/10	9.2/10

Traceability

Gaining a better understanding of our supply chain and sharing reliable information about the origin of our products and their raw materials are key priorities of our CSR approach.

Traceability is fully integrated into the development of our personal protective equipment. It aims to improve our understanding of the origin of materials and manufacturing stages, in compliance with regulatory and industry requirements. Our approach is based on three main pillars:

- Identifying the origin of the raw materials used
- Using supplier data to track manufacturing processes
- Evolving our practices in collaboration with our industrial partners.

This approach helps strengthen control over product quality and compliance throughout their lifecycle.

Thanks to  we can:



Map our suppliers and, when information is available, their subcontractors



Centralize certifications, audits, and compliance documents



Track the main stages of our products' manufacturing



Ensure the reliability of information through document reviews and audits




Link traceability information to environmental analyses



Represents the portion of Coverguard's revenue covered by products listed in Retraced.

In 2025, we are taking another step forward by making traceability information directly accessible from the product pages on our website.



2026 Goal: connect this data to our life cycle assessments  to enhance the consistency and depth of our environmental data.

Euromed suppliers

Local engagement strategy: developing industrial partnerships in Europe and around the Mediterranean basin.

This project has several objectives:

- To reduce social and environmental risks by relying on strict regulations (in the case of suppliers based in the European Union)
- To help reduce the carbon footprint
- To reduce delivery times and exposure to transportation cost risks
- To provide diversification solutions in light of Asia and a constantly evolving geopolitical landscape

23

Active Euromed suppliers

PROJECT STEPS

- Identification of suppliers (all categories)
- Qualification based on a questionnaire
- In-depth business discussions with selected suppliers
- Product development with potential suppliers regarding prototypes and pricing

Point to note:

The environmental impact of road transport must be taken into account when conducting a Life Cycle Assessment (LCA) of the products under consideration, in order to avoid any impact transfer, particularly related to logistics. For equivalent products, road transport emits approximately 100 times more greenhouse gases than maritime transport.



Product quality and compliance with standards

Our quality policy strives to exceed the strict regulatory framework to which PPE design adheres

BEFORE MARKETING



Design

Definition of the required performance level, followed by testing conducted by our suppliers



Validation Product

Once the product has been approved, testing is conducted by accredited external laboratories



Production

Conducting tests on several production batches by our suppliers



Shipping

Systematic visual inspections
Random product inspections



Receiving

Systematic visual inspections
Random product inspections

AFTER MARKETING

Production checks are conducted by our suppliers and by external organizations.

Our teams in Hong Kong conduct regular visits to our suppliers.

If any issues are identified, our teams address the problem by either modifying the product or correcting the production process to meet the required quality standards.

Once a certification expires, we renew it.

	2023	2024	2025
Complaint rate	0.0208%	0.0032 %	0.01%
Number of in-process inspections*	401	305	247
Number of inspections upon receipt	317	312	484
Non-conformity cases involving potential impacts of products on the health and safety of end-	0	0	0

* These may involve either performance tests on our best-selling products, certain products that have recently been the subject of complaints, or products that have undergone modifications; or additional safety tests (on components or products).



29 of our products are **Oeko-Tex 100** certified , meaning they do not contain any chemicals considered harmful or undesirable. Our products comply with **REACH** regulations. Regarding **PFAS** , and without waiting for the regulations to apply to us, we have been conducting an assessment with our suppliers since 2023 to identify any potentially affected products.

Information security

Ensuring IT Security and Compliance with Personal Data Protection

IT SECURITY

- Changes to and increased complexity of required passwords
- 8 meetings on IT security (95% of COVERGUARD staff were trained)
- Update to the IT policy, signed by all employees
- 2025: Migration of our subsidiaries to SharePoint and elimination of duplicates to save space at the group level.

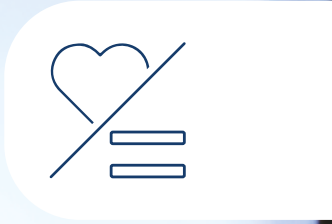
GDPR

- Strict procedure for managing data after employees leave the company
- Dedicated email address for handling GDPR requests
- Addition of a statement regarding GDPR compliance on the website and in job postings
- Implementation and internal distribution of a personal data retention schedule
- Development of personal data processing records in collaboration with the various departments
- Training for all department heads on GDPR requirements

	2023	2024	2025
Number of incidents related to information security	0	0	0
Number of emails received in the dedicated GDPR inbox	0	0	0

“GDPR compliance requires information and system security to prevent data breaches, but that’s not all: there’s a lot of work to be done to raise awareness among the various teams. That’s why we regularly conduct internal training sessions in addition to the IT orientation for new hires.”

Christophe BESSON - IT Manager



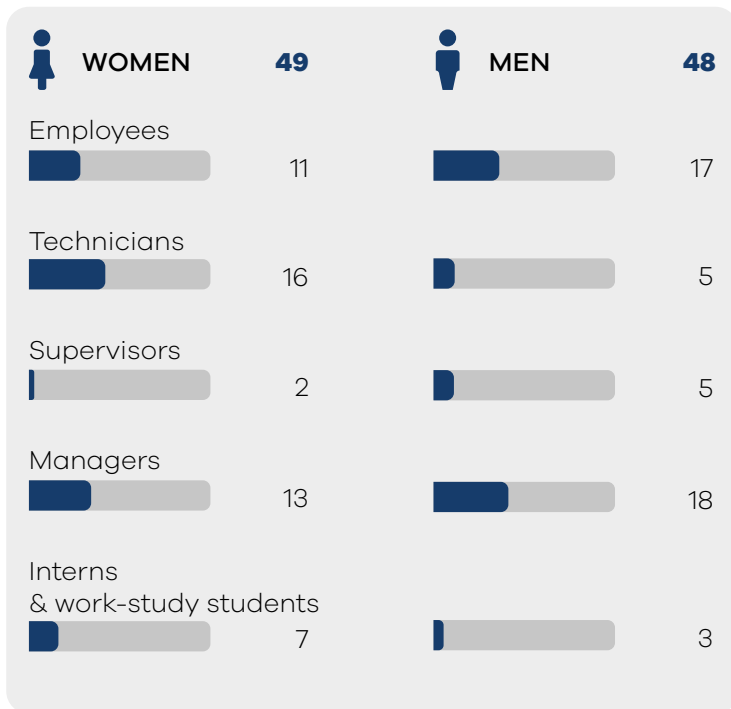
HUMAN RESOURCES

Developing our employer brand



Headquarters social report

EMPLOYMENT STATUS

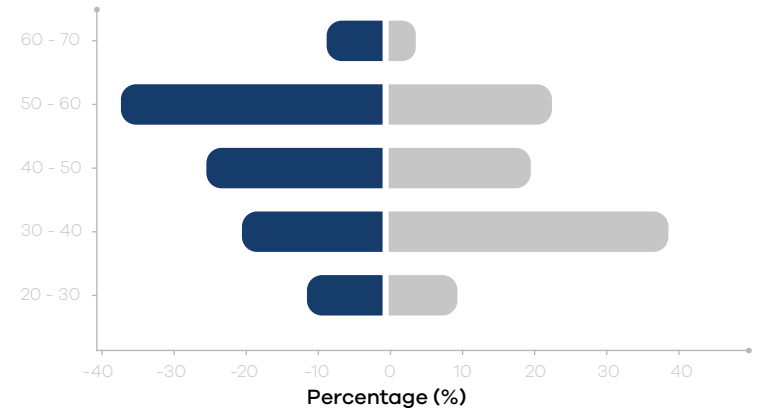


97
Employees as of 12/31/2025, including interns and work-study students

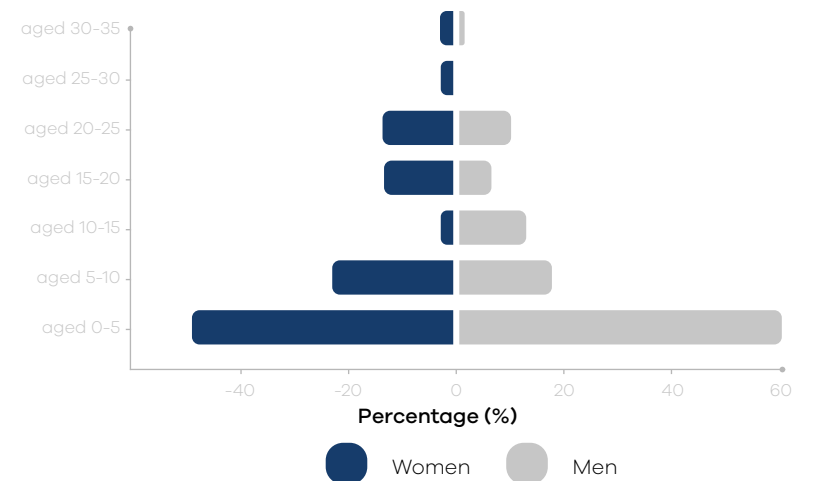
CONTRACT TYPE



AGE PYRAMID (%) - FTE 2025



SENIORITY PYRAMID (%) 2025



Social report

RECRUITMENT IN 2025

25
Total Hires
...

BY GENDER

	WOMEN	18
	MEN	7

BY EMPLOYMENT STATUS

EMPLOYEES	11
TECHNICIANS	6
MANAGERS	8

BY CONTRACT TYPE

FIXED-TERM CONTRACTS	3
PERMANENT CONTRACTS	13
Interns and Work-Study Students	9

ABSENTEEISM AND TURNOVER

	2023	2024	2025
Absenteeism Rate	2.7%	3.2%	2.87%
Turnover Rate	17%	37.7%	26.95%

The HR department monitors and reports this rate and its impacts on a monthly basis in order to meet its primary objective of promoting quality of life at work.

Health & Safety

EMPLOYEE HEALTH

COVERGUARD guarantees all employees the right to access healthcare, without discrimination or exclusion, regardless of their status.

100% of employees are covered by the company's health insurance plan.

The company's health insurance plan is mandatory unless an exemption applies and is available to eligible dependents. The premium is the same regardless of the number of dependents covered by the plan, which offers a higher level of coverage and reimbursement than required by regulations (including healthcare, long-term care, disability, maternity, retirement, and unemployment benefits).

COVERGUARD covers the cost of the health insurance plan up to

63%

COVERGUARD covers the cost of the life and accident insurance up to

65%
for non-executives

COVERGUARD covers the cost of the life and accident insurance up to

55%
for executives



Health & safety

EMPLOYEE SAFETY

PREVENTION & TRAINING

Compliance with safety and risk prevention guidelines is a priority:

- Training on workplace hazards conducted by the site's QSE Coordinator in collaboration with our external service provider, ACOSET
- Presentation and distribution of a safety handbook to all new employees, which is regularly updated
- Training on occupational risk assessment for team leaders and members of the Social and Economic Committee (CSE)
- Implementation and monitoring of the safety training plan (occupational safety and health, refresher training, CACES certification, driving authorization, fire safety, etc.)
- Implementation of a log to track PPE used internally by employees
- In 2025, 3 employees were trained in mental health first aid (PSSM)

MONITORING OF WORK-RELATED ACCIDENTS

	2024	2025
Accident Frequency Rate*	19.8	53.12
Frequency rate**	11.09	27.90
Severity rate***	0.083	0.47

100%
of our team leaders are trained in workplace accident analysis and the cause tree

100%
of warehouse employees are trained in workplace safety

* The frequency rate is the number of workplace accidents per 1,000 employees
 ** The frequency rate is the number of accidents resulting in more than one day of lost time, occurring over a 12-month period per million hours worked
 *** The severity rate is the ratio of the number of calendar days actually lost due to workplace accidents (at the workplace) to the number of hours of risk exposure, multiplied by 1,000.
 Note: The increase in these indicators for 2025 reflects one additional workplace accident compared to 2024.

“ Team leaders are trained in workplace accident analysis. This means that when an accident occurs, they must create a root cause tree to understand the context and circumstances that led to the accident: this is a specific methodology that helps reduce the risk of a similar accident happening again.
 But prevention remains the best tool: that's why we regularly conduct training sessions on this topic! ”

Flavien REYNIER - Warehouse Manager

Social dialogue and internal communication

The Social and Economic Committee (CSE) meets regularly to discuss social issues, working conditions, and employee safety.

As with any CSE, delegates gather employee requests in advance. All topics are reviewed and discussed during meetings, and the minutes are then distributed company-wide.

9

CSE Meetings

The collective bargaining agreements currently in effect are as follows:

- VDUE (Employer's Single Declaration Regarding Health Care Costs)
- Working Hours Agreement (Coverguard Logistics)
- Telework Charter
- Agreement on Flexible Working Hours (Coverguard Logistics)

The collective bargaining agreement regarding COVERGUARD is that of the **wholesale trade**.

MIDDLE MANAGEMENT

Establishment of a middle management team to create a direct channel between the Executive Committee and the front lines and to better communicate corporate strategy.

PARTICIPATORY MANAGEMENT

Every employee has the opportunity to actively participate in a strategic company project through **working groups on cross-functional topics**, depending on the company's needs. Employees contribute both their knowledge and expertise, gain training in project management—a key skill within the organization—and develop interpersonal skills by interacting with other departments in a different setting.

- **CSR Project**
- **Brand Rebranding**
- **Planning for a New ERP + CRM System**
- **Website**
- **Cover Lab**
- **Relocation Project:** Interior design of the future offices
- **COFET:** Festival Committee to organize various festive events

ROUNDTABLE DISCUSSIONS

Launched in 2023 following the arrival of the new CEO, these approximately one-hour sessions allow management to **communicate the** company's **strategic priorities** and key directions and to answer employees' questions in person.

3

Roundtables

Work-life balance and team cohesion

SATISFACTION SURVEY

Following the 2025 engagement survey, we implemented the following in 2025:

- Roundtable discussions open to all employees, featuring transparent communication from management
- More flexible work arrangements (Coverguard Logistics)
- Introduction of vacation vouchers for non-managerial employees
- Implementation of a referral program
- Creation of a policy for donating products to employees.

4.3/5

From the 2024 satisfaction survey

TEAM COHESION AND OTHER BENEFITS

COFET continues to organize social events in 2025: Galettes des Rois in January, bugnes, an Easter egg hunt around Easter, a festive day, Halloween, and a Christmas dinner.

COVERGUARD has partnered with the Hello CSE platform, which offers employee committee activities. Gift cards are distributed to company employees at the end of the year.

In addition, fruit from a local greengrocer is delivered directly to the office every two weeks and made available to employees, 2 days of paid leave for sick children, fully covered by the company.

A company savings plan and a company retirement savings plan will be implemented in 2025.

SUSTAINABLE MOBILITY



Leasing of a shared electric car to facilitate trips between the train station and the site



Employee survey on sustainable mobility to help develop the future employer mobility plan



Remote work (1 day)

Equal opportunity

PRINCIPLE OF NON-DISCRIMINATION

COVERGUARD combats all forms of discrimination against its employees and job applicants, particularly based on:

- Gender
- Origin
- Religion
- Health status
- Disability
- Age
- Level of education
- Physical appearance
- Membership in a labor union
- Sexual and/or political orientation
- ...

This applies at all stages of employment, from the initial recruitment phase through the entire course of professional development and career progression: compensation, raises, maternity leave, job mobility, etc.

All benefits granted to full-time employees are also granted to temporary and part-time employees, without discrimination.

7 Such as the number of different nationalities at Coverguard

GENDER EQUALITY

COVERGUARD guarantees equal pay, promotes gender diversity across its roles, and encourages women to advance to all levels of responsibility.

	2023	2024	2025
Percentage of women in the workforce	48.33%	48.48%	47%
Percentage of women in managerial positions	50%	50%	58%
Percentage of women on the Executive Committee	20%	14%	12.5%
Gender Equality Index	88 / 100	89/100	84/100

YOUTH INTEGRATION

Implementation in 2019 of an **internship policy** to:

- Standardize internship stipends (which exceed the legal minimum; they are calculated as a percentage of the minimum wage based on the duration of the internship and the level of the degree)
- Establish a framework for support

	2023	2024	2025
Percentage of work-study students or interns	8%	7%	15%
Percentage of work-study students or interns who received a job offer at the end of their fixed-term contract	20%	20%	12,5%

Evolution of a more favorable compensation policy for interns, extended to work-study students

Career development

INTERNAL MOBILITY

- Internal dissemination of job openings before posting them on job boards (excluding confidential positions)
- Review of every application received internally using the same recruitment process as for external candidates
- Implementation in 2021 of a regularly updated job and skills mapping system to:
 - Increase the objectivity of skills assessments during job interviews and year-end performance reviews
 - Create greater transparency regarding the skills expected of candidates and employees
- Partnership with the Zest platform to help structure professional profiles
- Implementation of a referral program
- Analysis of voluntary employee departures as part of a continuous improvement process

RECRUITMENT

- Redesign of the new employee handbook
- Incorporation of the CSR policy into the safety handbook
- Creation of an improved onboarding plan for new hires (e.g., 3 checkpoints during the probationary period, 2 satisfaction surveys, introduction to all key departments...)

SKILLS MANAGEMENT

	2023	2024	2025
Training hours	265 h	178 h	509.5 h
Training Hours per Trained Employee	6 hours 45 minutes	14 h 23	15 h 19
Percentage of employees who received training	34 %	12.87 %	28 %

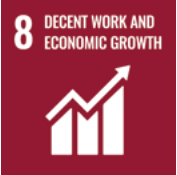
100%
Increase in
training budget
in 2025





SUSTAINABLE PARTNERSHIPS

Being a responsive partner



Stakeholder dialogue

2025 provided an opportunity to engage directly with our stakeholders to develop our dual materiality analysis. But throughout the year, we engage in dialogue and exchange ideas with our stakeholders:



CUSTOMERS

- Identifying strategic partners
- Sharing and refining our CSR roadmaps: strategy, actions, feedback, etc.
- Annual or semi-annual exchanges



SUBSIDIARIES

- Replication of CSR initiatives and implementation of the roadmap
- Collection of indicators (see p. 57)
- Monthly meetings



SUPPLIERS

- Data collection on:
 - The origin and composition of our products via the Retraced platform
 - Factory audits and certifications
- Tracking of any non-conformities and action plans by our purchasing department



EMPLOYEES

- Satisfaction survey
- Direct communication during roundtable discussions
- Cross-departmental collaborative working groups



OTHER STAKEHOLDERS

- Reaching out to companies based in the Lyon area or the Rhône-Alpes region
- Occasional discussions on CSR issues to facilitate the exchange of experiences
- Meetings with CSR peers to discuss common challenges

Training partnerships

WORLDSKILLS FRANCE PARTNERSHIP

The world's largest skills competition—akin to the Olympic Games in sports—WorldSkills is an international competition for young people under the age of 23, who compete in 62 trades grouped into 7 sectors, such as building and civil engineering, automotive & machinery...

COVERGUARD has become an official partner of the competition, which took place in Lyon in September 2024, and provided all workwear and PPE to the competitors and their technical support teams, as well as to the entire organization: judges, referees, volunteers, etc.



“Through these partnerships, we reaffirm our commitment to supporting those who shape, pass on, and embody these skills. These collaborations illustrate our desire to support every talent, at every level, in a safe and empowering environment. Because beyond protection, our mission is to enable everyone to realize their potential. **Every Skill Matters:** every skill counts, every journey deserves support.”

Stéphanie BURGIO - Director of Communications & Marketing

PARTNERSHIP WITH LA TALOCHE

La Taloche is a school for tradespeople that is revolutionizing training in the construction trades by offering intensive, accelerated, certification-track programs based on a model that combines digital and hands-on learning. Since 2024, COVERGUARD has been providing PPE to instructors and logistics staff, as well as small PPE items for trainees.



Local roots



DONATION OF NEW MATERIALS

We regularly donate our unsold inventory to local organizations, notably the Ressourcerie de Rillieux-la-Pape, which operates on a circular economy model and plays a significant role in the region's development. The Ressourcerie equips its own staff with our products or distributes them within its network to resell to other users.

We also partner with other organizations such as OASIS, a social reintegration association based in Villefranche-sur-Saône.

Number of new products
donated to organizations

35 258

Total value of products
donated to local organizations

€300.187

EQUIPMENT REPAIR

Partnerships with 6 ESATs (Établissements et Services d'Aide par le Travail), including one we've worked with for about twenty years, to:

- Customize our products to meet a specific customer request
- Special labeling, repackaging, and assembling kits...
- Repairing certain products: rather than discarding them, we have textile products (excluding PPE) that arrive defective at the warehouse repaired—such as reattaching buttons or fixing zippers ...

€44.401

in orders placed with ESATs

EQUIPMENT REPAIR

- Maintenance of green spaces
- Purchases of office supplies

26%

of our non-merchandise
purchases is made from local
suppliers*

71%

of our non-merchandise
purchasing volume is sourced
from French suppliers

*Local = neighboring departments + Loire

Local roots

PARTNERSHIP WITH ASUL

We became partners with the Lyon volleyball team, ASUL LYON VOLLEY, in September 2023. Founded in 1945, this club played a key role in the development of the sport in the Rhône-Alpes region and embodies our values of community and striving for excellence.



Internal awareness

REDUCING EMPLOYEES' ENVIRONMENTAL IMPACT

In 2022, we incorporated a section into our safety training on eco-friendly practices to help reduce each individual's environmental impact:



Taking care of IT equipment



Deleting emails and clearing out servers



Reducing the volume of paper printouts



Sorting waste more effectively



Encourage carpooling



Reducing water and electricity consumption

100%

New employees are educated on eco-friendly practices

5

Workshops to raise awareness of COVERGUARD'S CSR strategy and eco-friendly practices

These eco-friendly practices are regularly highlighted in email reminders sent to all employees and through workshops led by the two CSR Managers.

Indicators from our subsidiaries

WELTEK



Data as of August 30, 2025

Number of employees	8
Floor space (m ²)	882
Revenue (millions of €)	3.5
Water consumption (m ³)	28.74
Water consumption per employee (m ³)	3.6
Energy consumption (kWh) (electricity and gas)	57 793
Energy consumption per employee (kWh) (electricity and gas)	7 224.12
Percentage of women in the workforce (%)	63%
Workplace accident frequency rate*	0

*(Number of work-related accidents resulting in lost-time absences × 1,000) / number of employees

Indicators from our subsidiaries

GANTELINE

Data as of 12/31/2025



Based in Budapest, Ganteline is our Hungarian subsidiary, consisting of offices and a warehouse.

Number of employees	42
Floor space (m ²)	7 529
Revenue (millions of €)	29.7
Water consumption (m ³)	242
Water consumption per employee (m ³)	5.15
Energy consumption (kWh) (electricity and gas)	212 798
Energy consumption per employee (kWh) (electricity and gas)	4 528
Score on the employee satisfaction survey (out of 5)	4.4 (2024)
Percentage of women in the workforce (%)	50
Workplace accident frequency rate*	0

* $(\text{Number of work-related accidents resulting in lost-time absences} \times 1,000) / \text{number of employees}$

Indicators from our subsidiaries

EPSP

Data as of 12/31/2025

Based in Hong Kong, EPSP is our purchasing office that serves as a liaison with Asian suppliers.

Number of employees	17
Floor space (m ²)	432
Revenue (millions of €)	51
Water consumption (m ³)	22.49
Water consumption per employee (m ³)	1.32
Energy consumption (kWh) (electricity and gas)	26 891
Energy consumption per employee (kWh) (electricity and gas)	1 582
Score on the employee satisfaction survey (out of 5)	3.50
Percentage of women in the workforce (%)	64.7
Workplace accident frequency rate*	0

*(Number of work-related accidents resulting in lost-time absences × 1,000) / number of employees

2026 objectives

2026 will be a pivotal year in the implementation of a major group-wide decarbonization plan. This trajectory will be defined in mid-2026 with the help of our partner/platform Carbonfact and will provide precise metrics on our carbon reduction.

	PILLARS	COMMITMENTS	INDICATORS	2024	2025	NOTES	2026 OBJECTIVES
ENVIRONMENT		Reducing Our Carbon Footprint	% of eco-designed products in our product range*	2.20%	6%		7.50%
			% of containers transported by barge vs. truck		1%		15%
SUPPLIER		Responsible Sourcing and Transparency	Traceability of our suppliers **	0.10%	58.00%		70%
			Average score on our suppliers' ethical audits***	9.08	9.14		9.2
EMPLOYER	Health & Safety		Absenteeism rate	3.20%	2.90%		<5% (National average)
			Employee Turnover	37.80%	27.00%		
			Accident frequency rate	11.10%	27.90%		<20.7 (National average)
			Severity rate	8.30%	47.00%		<1.4 (National average)
	Equal Opportunity		Gender Equality Index	89	84		95/100

* "Eco-designed products" refers to:

- a product incorporating certified recycled or biobased material and/or a Coverperf product with a sustainability label (abrasion resistance and/or washability)

**Using the Retraced platform, we collect data on and trace suppliers up to tier 4 (see page)

***Average score on the ethics audit of our largest suppliers (~80% of purchase volume)

Annex 1: summary table of ESRS

ESRS: European Sustainability Reporting Standards

Although COVERGUARD is no longer subject to the CSRD, we use its framework to structure our CSR communications. For this first year, we indicate the pages of the report that address the ESRS—the next CSR report will be refined based on the ESRS identified by the upcoming materiality analysis (see p. 12).

GENERAL INFORMATION

ESRS 2 GENERAL INFORMATION

DR BP-1: General Framework for Sustainability Reporting

DR BP-2: Information to be Disclosed in Specific Circumstances

DR GOV-1: Role of the Board of Directors, Management, and Supervisory Bodies

DR GOV-2: Information Provided to the Company's Board of Directors, Management, and Supervisory Bodies, and Sustainability Issues Addressed by These Bodies

DR GOV-3: Integration of sustainability performance into incentive systems

DR GOV-4: Statement on "due diligence"

DR GOV-5: Risk management and internal controls related to sustainability reporting

DR SBM-1: Strategy, business model, and value chain

DR SBM-2: Stakeholder Interests and Views

DR SBM-3: Material Impacts, Risks, and Opportunities and Their Interaction with Strategy and the Business Model

DR IRO-1: Description of the processes for identifying and assessing material impacts, risks, and opportunities

DR IRO-2: Disclosure requirements covered by the company's sustainability report

PP. 7, 8, 9, 11, 12, 16

GOVERNANCE

ESRS G1 GOVERNANCE

DR G1-1: Corporate Culture and Policies on Business Conduct and Corporate Culture

DR G1-2: Supplier Relationship Management

DR G1-3: Prevention and Detection of Corruption and Bribery

DR G1-4: Confirmed Incidents of Corruption or Bribery

DR G1-5: Political Influence and Lobbying Activities

DR G1-6: Payment Practices

PP. 35–36

Annex 1: summary table of ESRS

ESRS: European Sustainability Reporting Standards

ENVIRONMENT

ESRS E1 CLIMATE CHANGE	DR E1-1: Transition Plan for Climate Change Mitigation	PP. 28–33
	DR E1-2: Policies on Climate Change Mitigation and Adaptation	
	DR E1-3: Actions and Resources Related to Climate Change Policies	
	DR E1-4: Objectives Related to Climate Change Mitigation and Adaptation	
	DR E1-5: Energy consumption and energy mix	
	DR E1-6: Gross GHG emissions from Scopes 1, 2, and 3, and total GHG emissions	
	DR E1-7: GHG removals and GHG mitigation projects financed through carbon credits	
	DR E1-8: Internal carbon pricing	
	DR E1-9: Anticipated financial impacts of physical and transition risks and potential climate-related opportunities	
ESRS E2 POLLUTION	DR E2-1: Policies Related to Pollution	PP. 32–33
	DR E2-2: Pollution-Related Actions and Resources	
	DR E2-3: Pollution-Related Objectives	
	DR E2-4: Air, Water, and Soil Pollution	
	DR E2-5: Substances of Concern and Substances of High Concern	
	DR E2-6: Expected financial effects of pollution-related impacts, risks, and opportunities	
ESRS E3 MARINE RESOURCES AND WATER	DR E3-1: Policies on Water and Marine Resources	PP. 30–31
	DR E3-2: Actions and Resources Related to Water and Marine Resources	
	DR E3-3: Objectives Related to Water and Marine Resources	
	DR E3-4: Water Consumption	
	DR E3-5: Expected Financial Effects of Impacts, Risks, and Opportunities Related to Water and Marine Resources	
ESRS E4 BIODIVERSITY AND ECOSYSTEMS	DR E4-1: Transition plan and integration of biodiversity and ecosystems into the strategy and business model	PP. 20–33
	DR E4-2: Policies Regarding Biodiversity and Ecosystems	
	DR E4-3: Actions and resources related to biodiversity and ecosystems	
	DR E4-4: Biodiversity and Ecosystem Objectives	
	DR E4-5: Impact measures related to biodiversity and ecosystems	
	DR E4-6: Anticipated Financial Effects of Risks and Opportunities Related to Biodiversity and Ecosystems	
ESRS E5 RESOURCE USE AND THE CIRCULAR ECONOMY	DR E5-1: Policies on Resource Use and the Circular Economy	PP. 20–26
	DR E5-2: Actions and Resources Related to Resource Use and the Circular Economy	
	DR E5-3: Objectives Related to Resource Use and the Circular Economy	
	DR E5-4: Resource Inputs	
	DR E5-5: Resource Outputs	
	DR E5-6: Expected financial effects of resource use and impacts, risks, and opportunities related to the circular economy	

Annex 1: summary table of ESRS

ESRS: European Sustainability Reporting Standards

SOCIAL

ESRS S1 LABOR OF THE COMPANY	DR S1-1: Company Workforce Policies	PP. 48–50
	DR S1-2: Process for engaging with workers and worker representatives regarding impacts	
	DR S1-3: Processes for addressing negative impacts and channels through which company workers can raise concerns	
	DR S1-4: Taking action in the event of material impacts on its own workforce; approaches to mitigate significant risks and seize material opportunities related to its own workforce; and the effectiveness of these actions	
	DR S1-5: Objectives related to managing significant negative impacts, enhancing positive impacts, and managing risks and opportunities	
	DR S1-6: Characteristics of the company's employees	
	DR S1-7: Characteristics of the company's non-salaried workers	
	DR S1-8: Coverage of collective bargaining and social dialogue	
	DR S1-9: Measuring Diversity	
	DR S1-10 : Adequate wages	
	DR S1-11 : Social Protection	
	DR S1-12 : People with Disabilities	
	DR S1-13 : Measures Related to Training and Skills Development	
	DR S1-14 :Health and Safety Indicators	
	DR S1-15 : Measures Related to Work-Life Balance	
	DR S1-16: Compensation Metrics (Pay Gap and Total Compensation)	
	DR S1-17: Incidents, complaints, and serious impacts on human rights	
ESRS S2 EMPLOYEES OF THE VALUE CHAIN	DR S2-1: Policies Regarding Workers in the Value Chain	PP. 48–50
	DR S2-2: Process for Engaging with Value Chain Workers Regarding Impacts	
	DR S2-3: Processes for addressing negative impacts and channels through which workers in the value chain can raise concerns	
	DR S2-4: Measures to be taken in the event of material impacts on workers in the value chain, and approaches to managing material risks and capitalizing on material opportunities related to workers in the value chain, as well as the effectiveness of these actions	
ESRS S3 COMMUNITIES AFFECTED	DR S3-1: Policies Regarding Affected Communities	PP. 24, 47, 52
	DR S3-2: Process for engaging with affected communities regarding impacts	
	DR S3-3: Process for addressing negative impacts and channels through which affected communities can voice their concerns	
	DR S3-4: Measures to be taken in the event of material impacts on affected communities, approaches to managing significant risks and identifying significant opportunities related to affected communities, and the effectiveness of the measures taken	
	DR S3-5: Objectives related to managing significant negative impacts, enhancing positive impacts, and managing risks and opportunities	
ESRS S4 CONSUMERS AND USES	DR S4-1: Policies Regarding Consumers and End Users	P. 5, 13, 24, 52
	DR S4-2: Process for Engaging with Consumers and End Users Regarding Impacts	
	DR S4-3: Process for addressing negative impacts and channels through which consumers and end users can raise concerns	
	DR S4-4: Measures to be taken in the event of material impacts on consumers and end users, and approaches to managing material risks and identifying material opportunities related to consumers and end users, as well as the effectiveness of these actions	
	DR S4-5: Objectives related to managing significant negative impacts, enhancing positive impacts, and managing risks and opportunities	

Annex 2: summary table of GRI indicators

GRI: Global Reporting Initiative

102-1	Organization Name	P.4	305-2	Indirect GHG emissions (Scope 2)	P.28
102-3	Geographic location of headquarters	P.10	305-3	Other indirect GHG emissions (Scope 3)	P.28
102-7	Size of the organization	P.10	306-2	Waste by type and disposal method	P.30
102-12	External initiatives	P. 15, 52, 53, 54, 55	401-2	Benefits provided to full-time employees but not to temporary or part-time employees	P.45
102-14	Statement from the highest-ranking decision-maker	P.2	403-2	Types of workplace accidents and rates of workplace accidents, occupational illnesses, lost workdays, absenteeism, and number of work-related fatalities	P.46
102-17	Mechanisms for advising on and addressing concerns regarding ethical issues	P. 35	404-1	Average number of training hours per year per employee	P.50
102-18	Governance Structure	P.9	406-1	Cases of discrimination and corrective measures taken	P. 35
102-20	Management's Responsibility Regarding Economic, Environmental, and Social Issues	P.16	407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	P.36
102-22	Composition of the Highest Governance Body and Its Committees	P.9	408-1	Operations and suppliers presenting a significant risk of child labor	P.36
102-40	List of Stakeholder Groups	P. 13, 65, 66, 67	409-1	Operations and suppliers presenting a significant risk of forced or compulsory labor	P.36
102-41	Collective Bargaining Agreements	P.47	412-1	Operations that have been subject to human rights compliance audits or impact assessments	P.36
102-50	Reporting period	P. 68	415-1	Policy Contributions	P. 35
102-51	Date of the most recent report	P. 68	416-1	Assessment of the health and safety impacts of product and service categories	P.40
102-52	Reporting Cycle	P. 68	416-2	Instances of non-compliance regarding the impacts of products and services on health and safety	P.40
205-2	Communication and training regarding anti-corruption policies and procedures	P.30	418-1	Substantiated complaints regarding breaches of customer data confidentiality and loss of customer data	P.41
205-3	Confirmed cases of corruption and measures taken	P. 35	419-1	Non-compliance with social and economic laws and regulations	P. 35
206-1	Legal actions against anti-competitive behavior and antitrust practices	P. 35			
302-1	Energy consumption within the organization	P.30			
303-1	Water withdrawal by source	P.30			
304-1	Operational sites owned, leased, or managed that are located within or adjacent to protected areas and areas rich in biodiversity outside protected areas (brief statement)	P.30			
305-1	Direct GHG emissions (Scope 1)	P.28			

Annex 3: summary table of our stakeholders

STAKEHOLDERS		MAIN EXPECTATIONS OF COVERGUARD	ENGAGEMENT MECHANISMS BY 2025
INTERNAL STAKEHOLDERS	Employees	<ul style="list-style-type: none"> ■ Compliance with labor laws and the principles of equality and non-discrimination ■ Occupational health and safety ■ Skills development ■ Payment of a fair wage ■ Satisfactory quality of life at work ■ Transparent communication ■ Team cohesion 	<ul style="list-style-type: none"> ■ Frequent one-on-one meetings and follow-up by the manager: setting SMART goals ■ Internal communication: in writing and in person through roundtable discussions with the CEO ■ Company-wide team-building activities ■ Appropriate training catalog ■ Onboarding program for new hires ■ Emails and surveys
	Investors / Shareholders	<ul style="list-style-type: none"> ■ Balanced and responsible management ■ Transparency: frequent and comprehensive information sharing ■ Value Creation: Return on Investment ■ Compliance with applicable regulations 	<ul style="list-style-type: none"> ■ Meetings with shareholders: in-person meetings, video conferences ■ Seminars, trade shows, and exhibitions ■ On-site audits ■ Preparation of financial and non-financial reports
	Subsidiaries	<ul style="list-style-type: none"> ■ Integration into the group: sharing information and best practices with complete transparency and trust ■ EQUALEqual treatment 	<ul style="list-style-type: none"> ■ Frequent meetings ■ Direct discussions with a counterpart within the group
SILENT STAKEHOLDERS (INTERNAL & EXTERNAL)	Potential stakeholder	<ul style="list-style-type: none"> ■ Proactive approach and anticipation of regulatory and societal changes ■ Long-term vision ■ Going beyond regulatory requirements 	<ul style="list-style-type: none"> ■ Regulatory and competitive monitoring ■ Market research ■ Participation in trade shows, webinars, and professional associations
	Stakeholders unable to express their views		

STAKEHOLDERS		MAIN EXPECTATIONS OF COVER-GUARD	ENGAGEMENT MECHANISMS BY 2025		
EXTERNAL STAKEHOLDER	Customers	End users	<ul style="list-style-type: none"> ■ Innovation: improving product performance and quality ■ Comfort, practicality, and product aesthetics ■ Reducing or maintaining the purchase price ■ Accessibility and availability of customer service ■ Product availability, speed of order fulfillment ■ Compliance with applicable standards ■ Reducing the social and environmental impacts of products: eco-design approach 	<ul style="list-style-type: none"> ■ COVERLAB: user feedback and reporting to product managers ■ Partnership and direct dialogue with the sales department and product managers: on-site visits, meetings at trade shows... ■ Customer service: available via email and phone ■ Catalog, technical data sheets, internal labels, e-commerce website ■ Promotions, sales ■ Newsletter distribution ■ Website, social media (LinkedIn, Instagram) ■ Market analysis 	
		Distributors			
	Competitors	<ul style="list-style-type: none"> ■ Compliance with fair competition rules ■ Business expansion through partnerships ■ Failure to launch innovative new products (or launching innovative products that others will imitate) ■ Decline in product quality, loss of market share 			
	Suppliers	Suppliers of goods	<ul style="list-style-type: none"> ■ Order frequency and volume ■ Compliance with Contractual Terms ■ Provision of work tools 		<ul style="list-style-type: none"> ■ Face-to-face meetings at trade shows and exhibitions ■ Factory visits ■ Conducting SA 8000 & ISO 9001 audits by a third-party auditor
		Service providers	<ul style="list-style-type: none"> ■ Compliance with Contractual Terms 		

	STAKEHOLDERS		MAIN EXPECTATIONS OF COVER-GUARD	ENGAGEMENT MECHANISMS BY 2025
EXTERNAL STAKEHOLDER	Regulatory and supervisory bodies	Government agencies (DREAL, CNIL, Occupational Health, Customs, etc.)	<ul style="list-style-type: none"> ■ Transparency and Good Faith ■ Cooperation: sharing of information voluntarily and upon request ■ Strict compliance with—or even exceeding— applicable regulations 	<ul style="list-style-type: none"> ■ Dialogue with institutions ■ Participation in workshops and seminars ■ Regulatory monitoring ■ Certification processes (Engagé RSE, GRS...)
		Private organizations (AFNOR, Ecocert Greenlife...)		
	Civil society	Labor unions and employee representatives	<ul style="list-style-type: none"> ■ Transparency and Good Faith ■ Cooperation: sharing of information voluntarily and upon request ■ Strict compliance with—or even exceeding— applicable regulations 	<ul style="list-style-type: none"> ■ Dialogue with institutions ■ Participation in workshops and seminars ■ Regulatory monitoring ■ Certification processes (Engagé RSE, GRS...)
		Media, trade press	<ul style="list-style-type: none"> ■ Transparency and Good Faith ■ Communication and news sharing: ongoing projects 	<ul style="list-style-type: none"> ■ Press releases ■ Social media ■ Publication of articles in the trade press
		Local community	<ul style="list-style-type: none"> ■ Contributing to value creation in the region ■ Transparency and good faith ■ Local job creation ■ Reduction of negative environmental impacts 	<ul style="list-style-type: none"> ■ Meetings with representatives of the local community ■ Sponsorship, financial or in-kind donations ■ Participation in training and skills development for the local community ■ Environmental studies
Local and national organizations		<ul style="list-style-type: none"> ■ Creating value in the region ■ Development of positive environmental and/ or social initiatives ■ Long-term vision 	<ul style="list-style-type: none"> ■ Meetings with association representatives ■ Financial or in-kind donations ■ Monitoring the allocation of these donations 	

Scope of the 2025 CSR Report

Year

2025 (January 1, 2025, to December 31, 2025)

Scope

Actions and indicators for the corporate headquarters in Mionnay, France

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