

CSR Program Annual report



2025

CONTENTS

INTRODUCTION

P.3

OUR CSR COMMITMENT IN 2025

P.4

Enhancing our CSR communication

P.5

An increased involvement

P.6

SOCIAL RESPONSIBILITY

P.7

Promoting diversity and inclusion

P.8

Developing employability, training and talents

P.9

Guarantee of health & safety at work

P.13

Improving quality of life in the workplace

P.16

ECONOMIC RESPONSIBILITY

P.17

Pursuing and reinforcing our compliance program

P.18

Developing sustainable and balanced partnerships

P.19

ENVIRONMENTAL RESPONSIBILITY

P.22

Snetor Green

P.23

Combating the dispersion of plastics granules in the environment

P.25

OUR INDICATORS

P.29



Introduction



For the third consecutive year, the Snetor Group's CSR committee has published its annual report, reflecting the steady progress of its commitments and the ongoing engagement of its employees. The 2025 edition illustrates the group's desire to combine economic performance, positive impact, and transparency, while highlighting major achievements and long-term CSR strategic priorities.

Snetor Group subsidiaries, Snetor France, Ozyance and Coansa Snetor, have made significant progress in their external assessments, confirming the soundness and consistency of the actions taken.

In terms of social responsibility, our subsidiaries have shown clear improvement in all the pillars assessed by Ecovadis:



Snetor France - Ecovadis Platinum Medal – 86/100 (Top 1%)

Environment: 72 | Social & Human Rights: 98 | Ethics: 94 | Responsible Procurement: 80



Ozyance - Ecovadis Gold Medal – 78/100 (Top 5%) Environment: 75 | Social & Human Rights: 91 | Ethics: 79 | Responsible Procurement: 71



Coansa Snetor - Ecovadis Silver Medal – 71/100 (Top 15%) Environment: 68 | Social & Human Rights: 75 | Ethics: 87 | Responsible Procurement: 63



Snetor France's ISCC Plus certification has been renewed, once again confirming the group's compliance with supply chain traceability and sustainability requirements.



Eixo Snetor Brasil has been awarded "Great Place to Work" certification for the fourth consecutive year, reflecting a healthy working environment that strengthens team cohesion and employee engagement.

Our CSR commitment in 2025



Enhancing our CSR communication

In 2025, Snetor produced a film dedicated to its CSR commitments, illustrating its ambition to bring its corporate responsibility to life beyond words. This film embodies the Group's desire to highlight its values, actions, and teams, united around a shared vision: combining economic performance, human progress, and respect for the environment.

Through this project, Snetor reaffirms its vision:

«Plastics lends itself to creating innovations that make everyday experience better, healthier and safer »

based on a strong conviction and committed to three fundamental pillars:

Social responsibility,

which places our employees at the heart of our collective success.

Economic responsibility,

guided by ethics, transparency, and rigor, in order to build lasting relationships of trust with our partners.

Environmental responsibility,

aimed at limiting our carbon footprint and supporting the transition to circular and responsible practices.



The film Our CSR Commitments translates this vision into images: that of a committed, mobilized company that is aware of its role in the positive transformation of its sector.

An increased involvement

Risk matrix

Although the Omnibus I simplification package, adopted at first reading by the European Parliament on November 13, 2025, provides for an increase in the thresholds for application of Directive (EU) 2022/2464, known as CSRD, and therefore exempts the Snetor group from regulatory reporting, we continued our structural work on social responsibility in 2025.

The double materiality matrix was finalized and a group risk matrix was deployed, covering all issues:



This tool now serves as an operational roadmap to guide our prevention efforts, reduce the likelihood of risks materializing, and, when necessary, provide a framework for crisis management in order to limit its impact.



Collective actions that bring people together, such as [Imagine for Margo](#)

For the fourth consecutive year, Snetor took part in the "Enfants Sans Cancer" charity race organized by Imagine for Margo in September 2025. In a collective effort, our team crossed the finish line in 27th place out of 277.

A united team, proud to have supported the funding of research programs aimed at accelerating progress against pediatric cancer.

Thanks to the mobilization of thousands of participants and donors, this 14th edition raised €2,947,623, all of which will be dedicated to pediatric cancer research programs.

Social responsibility



The Snetor Group has once again confirmed its guiding principle and commitment to placing people at the heart of its priorities this year.

While continuing its Group-wide actions in the areas of inclusion, employability, and quality of life at work, in 2025 Snetor focused its attention on collective dynamics and local initiatives in order to generate a concrete and lasting impact on employees.

Similarly, we are focusing all our attention on strengthening collective dynamics and cooperation between departments in order to combine efficiency and serenity in our daily work.



Promoting diversity and inclusion

With 40 nationalities represented, Snetor is a fundamentally multicultural group. Building on this reality and as an international group, we place diversity and inclusion at the heart of our social commitments.

In 2025, thanks to our inclusive recruitment policy open to all profiles, **29% of new employees are under 25 and/or over 55 years old.**

Furthermore, convinced that tomorrow's society will be built by today's young people, the Snetor Group remains committed to equal opportunities for young people and the transfer of professional knowledge.

In 2025, 22 interns and 22 work-study students joined our teams in France and abroad, in a wide range of areas including logistics, finance, IT, and sales. At the end of their work-study program, some of them continued their professional careers at Snetor on permanent contracts, illustrating our commitment to helping young talent enter the labor market.

To go even further, partnership proposals with schools related to our business and our professions are currently being developed. To be continued in 2026!

Promoting inclusion and attracting the best talent

In 2025, we renewed our commitment to the **Diversity Charter**. We reaffirm our dedication to training our managers involved in recruitment, promoting equal opportunities, and combating all forms of discrimination. This commitment is put into practice on a daily basis through awareness-raising activities carried out throughout the year.

In France, as part of the Quality of Working-Life and Working-Conditions week, two days were devoted to the theme of stereotypes and unconscious bias. This initiative enabled all employees to better understand the impact and influence of their perceptions in their professional situations.

Similarly, we maintain partnerships with specialized associations to integrate inclusive practices on a long-term basis.



In September 2025, our subsidiary Snetor South Africa obtained the **Employment Equity Compliance Certificate** issued by the South African Department of Employment and Labor. This certificate attests to the entity's compliance with the requirements of the Employment Equity Act No. 55 of 1998, which aims to ensure a fair, inclusive, and non-discriminatory work environment. This official recognition highlights the ongoing efforts of our local teams to create a fair and inclusive professional environment, in line with the Snetor Group's commitments to social responsibility. This is fully in line with our corporate culture, based on respect, transparency, and fairness.

In South America, in Colombia and Peru, a series of awareness sessions are organized on a monthly basis, on diverse topics such as work-life balance, stress management, harassment prevention and right to disconnect from work.

Developing employability, training and talents

Faced with market developments and the demands of our industry, it is our responsibility to ensure the development of our employees, strengthen their skills, and promote their employability in a spirit of shared responsibility. The Snetor Group, aware of the specific nature of its business, is strengthening its long-term commitment and promoting the expertise of its employees.

The Human Resources Department has therefore initiated a reorganization and created an HR Development position for the Group. This position aims to support the company's changes and their impact, in particular by identifying and monitoring talent and professions, adapting people management practices, and strengthening local management.



Skills development is a key lever for supporting and sustaining change management.



As part of our ongoing skills development strategy, we have increased the training budget. In 2025, nearly 4,000 hours of training were delivered. These training courses were carried out either internally (via e-learning or face-to-face) or through external organizations. The initiatives carried out focus on key areas such as communication and management development. In addition, an internal digital security awareness training program has been rolled out, with a completion rate of over 90% of the workforce.

Role of the Snetor Academy

In 2025, the Snetor Academy continued its mission to develop skills and support employees through targeted training programs, promoting the ongoing professional development of teams and fostering a culture of sustainable learning within the Group.

The year was marked by the stabilization of the SAP S/4HANA ERP, a key project in the Group's digital transformation. Dedicated training sessions were organized for new arrivals, while specific refresher courses helped consolidate the skills of teams that had already been trained.



At the same time, the Snetor Academy ran professional training courses tailored to the specific nature of the Group's activities.

Proximity to subsidiaries remains a central pillar of its action. The missions carried out this year within Eixo Snetor Brasil and Snetor East Africa have enabled us to work closely with local teams, identify their needs, and provide concrete solutions. These exchanges in the field promote the transfer of knowledge, the sharing of experiences, and the strengthening of the collective.

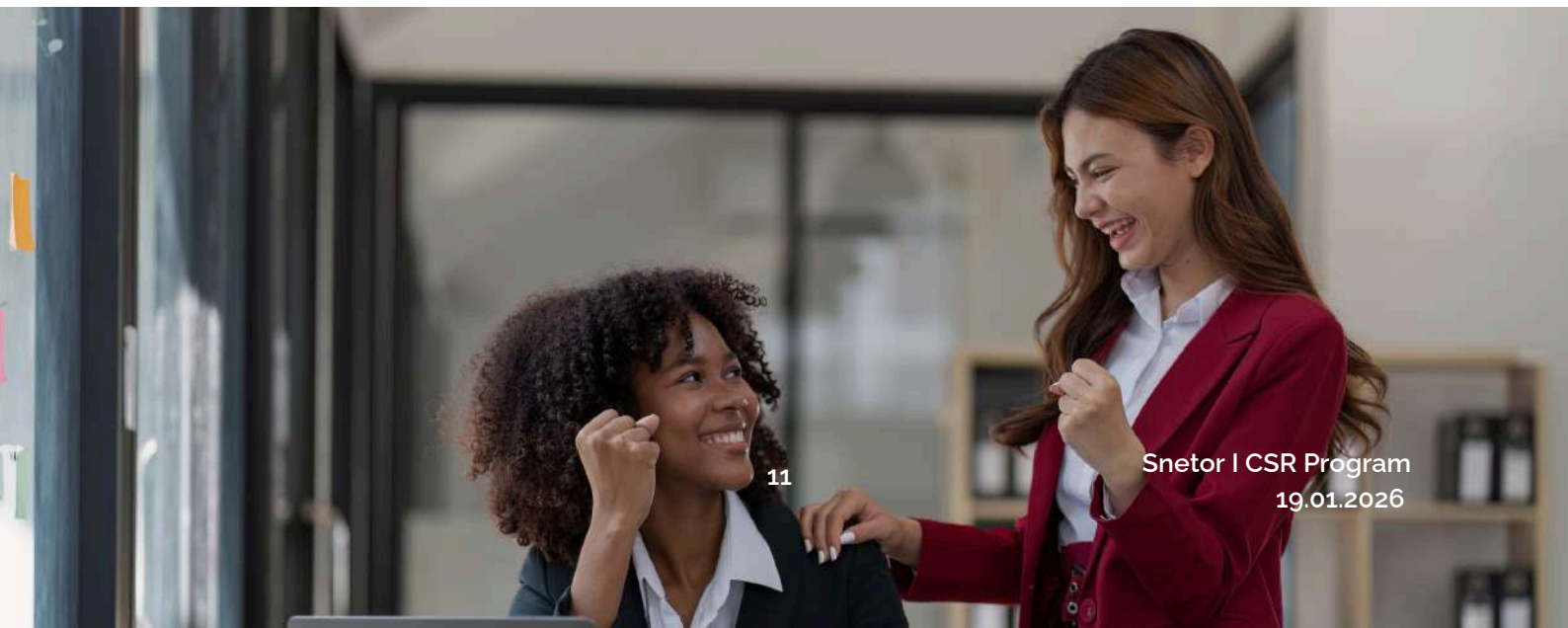
The formalization of the integration process for new employees through the "Snetor Onboarding" program launched in 2024 has enabled our new recruits to benefit from a more structured welcome and close support when taking up their positions.

Collective dynamics

In line with the strategic HR projects launched in 2024, 2025 marks a new stage in the development of cross-functional teamwork. Particular emphasis is placed on strengthening intercultural and collaborative dynamics.

Convinced that sustainable performance relies on a committed, supportive team with a shared culture, the Group continues to promote a community of shared practices, ensuring agility, collaboration and collective success.

Various initiatives have been developed this year to strengthen employee engagement, attract and retain talent, and encourage adaptability.



Management meetings

Organized by the Human Resources Department, management meetings aim to bring our community of managers together for discussions focused on sharing experiences and developing managerial skills.

These special events are designed to share essential information about the Group, exchange best practices, knowledge, and expertise, and propose solutions for moving forward together. They thus contribute to strengthening managerial skills around themes that are essential to collective success.

This year, these meetings provided an opportunity to address a variety of engaging topics, fully contributing to our ambition to make management a lever for cohesion, human development, and sustainable performance at the heart of the company's culture and values.

The same principle is already being developed in our Americas region, where our country managers have been sharing a leadership program over several months, both in person and remotely.

This 12-week program, aimed at managers in Latin America and the USA, was designed to strengthen leadership skills in order to improve communication, team management, and decision-making quality.

The principle behind these cross-functional management training programs is also set to be rolled out in Europe and Africa in the future.

#Skills #TeamManagement

"One team": a collective approach to strengthening cooperation and trust between teams



The members of the Executive Committee and the Human Resources Department have initiated a collective approach called "One Team." This program is part of a transformation process aimed to promote better understanding between business lines, and streamlining collaboration and interactions to enhance Snetor's collective performance.

A unifying and participatory approach

The One Team initiative aims to:

- Strengthen mutual trust and cohesion between teams,
- Promote mutual understanding of the challenges, constraints, and specificities of each profession,
- Identify areas for improvement to simplify and optimize interdepartmental exchanges,
- Work together to develop concrete and sustainable solutions that boost collective performance.

A six-month collective dynamic

Rolled out over a six-month period, the One Team initiative has mobilized around 50 employees.

These participants, who represent the diversity of our professions and the richness of our perspectives, are actively contributing to identifying areas for improvement, which will be discussed and implemented at the end of the process.

Working together towards greater momentum

Beyond the project itself, One Team embodies the shared belief that Snetor's success depends on the strength of the collective. By strengthening the bonds between teams, promoting the richness of our business lines, and cultivating a working environment based on trust and cooperation, we are affirming our desire to move forward together, sustainably and efficiently.

Guarantee of health & safety at work

The Snetor Group pays constant attention to the health, safety, and overall well-being of its employees. Aware that sustainable performance depends on a balance between efficiency and quality of life at work, the Group implements preventive initiatives, including training, awareness-raising, and concrete actions in the field.



Promoting physical and mental health

In 2025, several initiatives were carried out to strengthen prevention and health at work.

In Colombia, a health week was organized in September, focusing on a comprehensive approach to employee well-being: flu vaccinations, health screenings, therapeutic massages to prevent musculoskeletal disorders, mindfulness sessions, and periodic medical examinations. A protocol for managing reports of harassment in the workplace was also put in place, reinforcing a respectful and safe working environment.

In the same vein, the Group in France organized a national **Quality of Life and Working Conditions** week from June 16 to 20, 2025.

Jointly led by the Human Resources Department and the Social and Economic Committee, the week featured awareness-raising, training, and social activities based on six pillars: work organization, management quality, occupational health, skills, inclusion, and social dialogue.



Employees were able to participate in workshops on eye relaxation, stress management, "Do-in massages," and discussions on diversity and unconscious bias. The week ended on a convivial note with an after-work event.

As a follow-up, a workshop dedicated to mental health, led by an occupational psychologist, was organized at headquarters as part of the national mental health awareness campaign.

Management meetings contribute to workplace health and team engagement. In 2025, managers attended short sessions led by experts, particularly on "Engagement, Quality of Life at Work, and Management."

The modules "The curve of change and its stages," "Boosting your management: the three questions of the scrum meeting," and "Engaging your teams without micromanaging" provided a better understanding of reactions to change, helped adapt managerial approaches, and strengthened communication, trust, and autonomy practices, thereby contributing to a more balanced and sustainable work environment.

Strengthening safety culture

Employee safety remains a top priority. In 2025, Snetor conducted an Occupational Health and Safety (OHS) audit across all its subsidiaries to ensure compliance with the standards and legal requirements in force in each country.

Snetor also implemented measures in several entities that went beyond regulatory requirements, including regular fire drills, the installation of additional fire extinguishers, and the reinforcement of first aid facilities with appropriate first aid kits.

#Safety #Prevention

In addition, the Group has developed a crisis management protocol in the event of a fire, defining the reflexes, roles, and responsibilities to be adopted for a rapid and coordinated response. Strict monitoring of legal health and safety obligations is carried out on an ongoing basis.

In Peru, employees have received training in first aid, fire prevention, and emergency evacuation procedures, while in France, health and safety training sessions have been organized for new employees at the Bellignat and Oyonnax sites.



Improving quality of life in the workplace

Moments of conviviality

Once again this year, Snetor is promoting a friendly atmosphere and social ties within its teams.

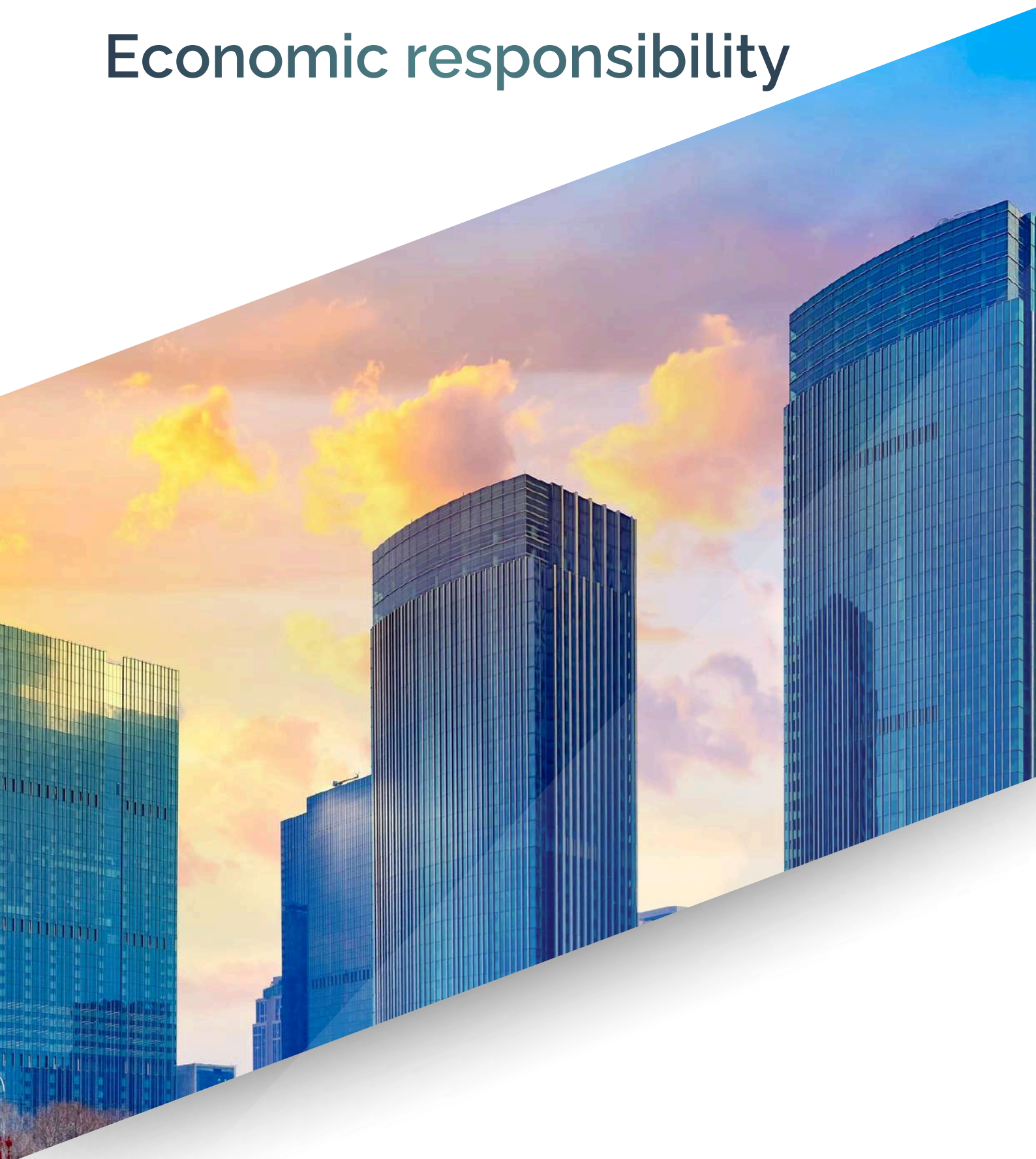


Impact and results



As in recent years, the accident rate within the Group remains below 1%, confirming the strength of our prevention and safety policy. This result reflects the effectiveness of the measures put in place to ensure a safe working environment that complies with best practices in the sector.

Economic responsibility



Pursuing and reinforcing our compliance program

Commitment to transparency and business ethics

At Snetor, transparency and business ethics guide our decisions. Every year, we reaffirm our commitment to integrity, regulatory compliance, and accountability in our operations.

In 2025, our subsidiary Snetor Colombia completed the implementation of two major initiatives:

SAGRILAFT

(System for self-monitoring and comprehensive management of risks related to money laundering, terrorist financing, and financing the proliferation of weapons of mass destruction)

PTEE

(Program for transparency and corporate ethics)

These two systems aim respectively to prevent the risks of money laundering, terrorist financing and corruption, and to ensure a culture of integrity and transparency in all of the Group's operations. Their deployment was accompanied by an independent external audit, which confirmed the system's compliance with local and international standards. Only a few minor adjustments were necessary to ensure full compliance with Colombian legislation.

At the same time, the compliance training program has been extended to all entities and joint ventures :

- 12 Level 2 sessions have already been organized in Europe, Africa, and South America;
- local compliance officers have been appointed to support teams in the field;
- a practical guide for sales teams has also been distributed to improve payment traceability and the detection of financial anomalies.

These initiatives consolidate our corporate governance, strengthen the relationship of trust with our partners, and support responsible and sustainable management on an international scale.



Developing sustainable and balanced partnerships

In addition to our commitments to ethics and compliance, Snetor strives to promote supplier relationships based on trust, transparency, and mutual respect.

Renewal of CSR audits of warehouses in France

In 2025, Snetor conducted CSR audits across all of its warehouses in France. These assessments focused on several key areas: the implementation of CSR policies, diversity and inclusion management, carbon footprint reduction, team safety, and waste recovery.

The results demonstrate concrete and sustainable practice :

100% of warehouses have natural skylights

100% recycle their unusable pallets

80% use recycled pallets for repackaging

80% have implemented a bag recycling program

80% have a structured waste management program



Conducting a satisfaction survey among key suppliers

For the past two years, Snetor has been measuring the quality of its relationship with its main raw material suppliers through an satisfaction survey. With a participation rate of 23% this year, the results confirm the strength and quality of these relationships, which are based on trust, professionalism, and long-term collaboration.



The suppliers surveyed particularly highlighted :

- The ability of Snetor's purchasing department to adapt to their procedures.
- The support provided by Snetor for the development and promotion of new products.
- The availability and responsiveness of Snetor's procurement department.

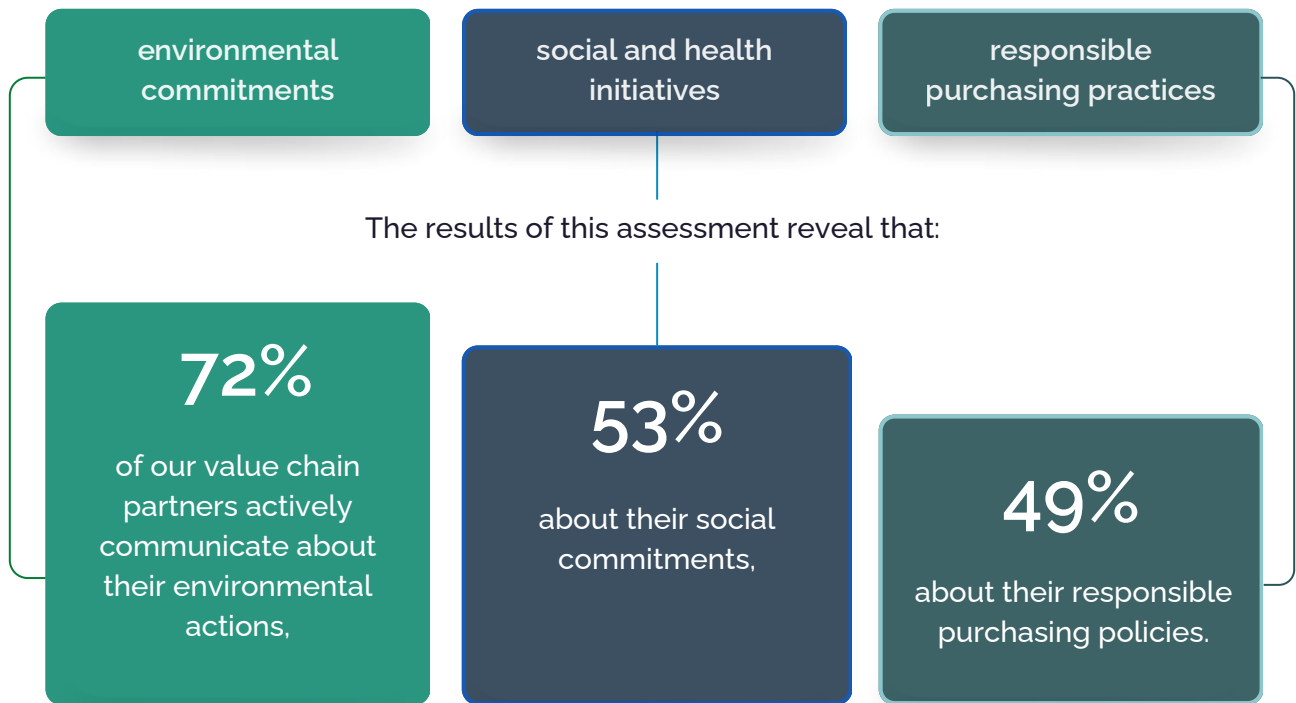
Assessment of our partners of the value chain

For our European subsidiaries, we conducted an assessment of all our partners in 2025: producers, carriers, and warehouses.

This initiative is part of our ongoing commitment to corporate social responsibility (CSR) and aims to promote a more sustainable and ethical value chain.

Each partner in the value chain was analyzed and assigned a CSR rating based on publicly available information. This assessment was based on concrete actions highlighted by the partners in the value chain, including the implementation of internal policies, the attainment of certifications, the publication of charters, and other structural commitments to sustainable development.

Three themes were specifically examined:



In addition to our European subsidiaries, our main strategic partners were also evaluated according to the same criteria.

Environmental responsibility



An environmental policy has been formalized to affirm our commitment to protecting the environment and complying with current regulations. This policy reflects our desire to sustainably reduce our impact, promote the circular economy, and offer our customers and partners responsible solutions. Its structured around six priority areas:

- reducing greenhouse gas emissions
- implementing sustainable logistics
- rational management of natural resources
- preserving biodiversity
- promoting responsible purchasing
- developing the circular economy

Snetor Green

For the second consecutive year, Snetor took part in the Plastics Recycling Show Europe (PRSE) in Amsterdam in April 2025, confirming its commitment alongside the major players in plastics recycling in Europe.

This participation provided an opportunity to showcase our Snetor Green range, which includes all of our recycled, biodegradable, bio-based, and mass balance plastics, derived from the innovative solutions of our supplier partners.



Snetor thus reaffirms its commitment to accelerating the transition to a circular plastics industry by offering sustainable and responsible alternatives.

Strengthening the partnership with Skytech

SnetorGreen



To build on this momentum, Snetor Green continued to develop its collaboration with its partner Skytech, a French Greentech player, which began in 2024. This cooperation has resulted in the integration of Skytech's new product portfolio and the adaptation of our offering to the latest European regulatory developments (PPWR, ELV-R, ESPR, IMPR decree).

This collaboration enables us to offer our customers a range of high value-added recycled resins, such as SKYLONITRILE® (aesthetic rABS) and SKYSTYRENE® (aesthetic rPS), which are genuine alternatives to virgin materials and meet the highest technical requirements of the electronics, automotive, and construction sectors.

A committed partner in the circular economy

Snetor supports its customers in their efforts to make more sustainable choices. With this in mind, the product sheets available on the website have been updated to highlight the environmental attributes of the materials offered, including their recyclability, recycled content, and circularity potential.

This development makes it easier for our customers to incorporate environmental criteria into their purchasing decisions and contribute, at their own level, to more responsible consumption. This initiative aims to promote responsible innovations from our supplier partners.



Combating the dispersion of plastic granules in the environment

In addition to these actions, Snetor is fighting against the dispersion of plastic pellets in the environment.

In line with the actions undertaken in 2023 and 2024, Snetor conducts two annual audits of its service providers to ensure their compliance.

Responsible management of internal waste



In addition to this product-focused approach, we are extending our efforts to the responsible management of internally generated waste. Snetor has strengthened its commitments to recycling and responsible waste management through several initiatives :

- Obtaining 5-stream certification for the Courbevoie site;
- The Snetor East Africa team is actively involved in sorting and recovering recyclable waste. Materials are carefully separated into two main categories to optimize their reuse. Twice a year, these batches are collected by Chandaria Industries, a local partner recognized for its expertise in recycling. The recovered materials are then processed and reintroduced into the production cycle;
- Actions to raise awareness of eco-friendly practices for employees.

Support for the Vent d'Espoir solidarity project



Snetor has renewed in 2025 its commitment to the Vent d'Espol student association, which runs the Vent d'Espoir project.

The 2025 edition, organized in the Mediterranean from May 2 to 8, is part of a strong initiative to raise awareness of marine ecosystem preservation and take concrete action in the field.

During six days of sailing between Hyères, Le Lavandou, Porquerolles, Port-Cros, Toulon, and Carqueiranne, the students met with committed local actors such as Explore & Preserve and Poseidon Family, participated in beach cleanups, and took part in educational visits focused on biodiversity, notably at the Carmignac Foundation.

AI and Digital Sobriety Charter

Artificial intelligence is an important driver of Snetor's digital transformation. Aware of the opportunities offered by this technology but also of the associated risks, the Group has developed an AI charter, which has been distributed to all its employees.





This document defines the principles of responsible use and reiterates the importance of digital sobriety. It highlights the various societal, social, and environmental impacts of AI in order to promote a better understanding of the issues at stake and encourage controlled practices.

From an environmental perspective, the carbon footprint associated with the use of this technology illustrates the need for particular vigilance.

Solidarity initiatives

Snetor also encourages all its employees to get involved in solidarity initiatives.

In 2025, Snetor East Africa planted several trees in the garden of its offices. This simple yet concrete initiative helps to green the workspaces, while raising awareness among teams about environmental preservation and the importance of developing carbon sinks.



In South Africa, on **Spring Day**, all staff received a Spekboom "Elephant Bush" plant.

This symbolic gesture was intended to celebrate nature and remind people of the importance of local biodiversity.

In Colombia, a social and environmental initiative was carried out in partnership with ASODIG, the Association of Women Recyclers of Bogotá. Plastic bottles and other recycled materials were collected and reused, with the help of young people in rehabilitation, to build shelters for rescued dogs.



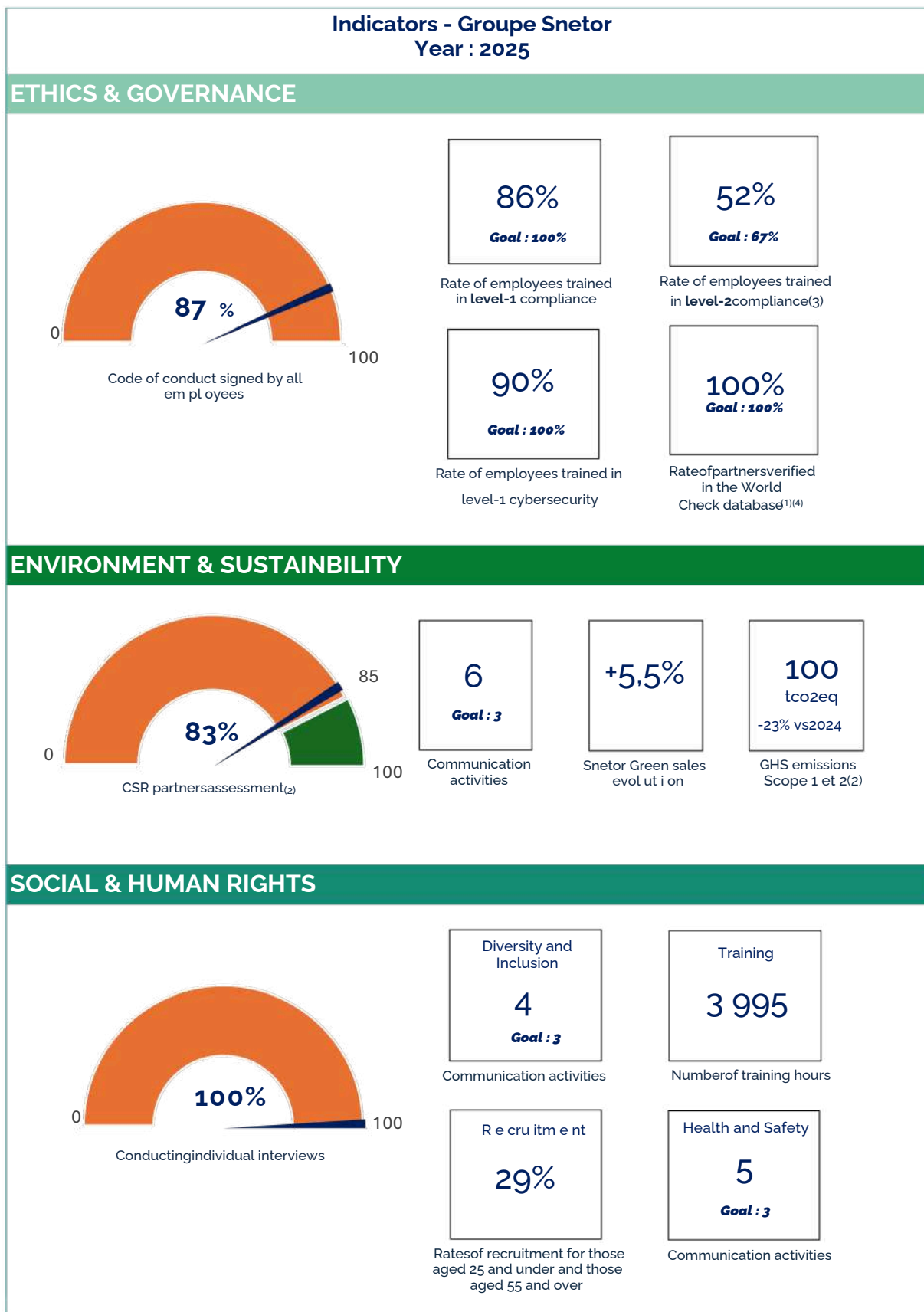
The initiative, in which twenty volunteer employees took part, had a dual impact: it promoted the use of plastic for animal welfare and strengthened the educational and social support provided to the young participants.

Our indicators



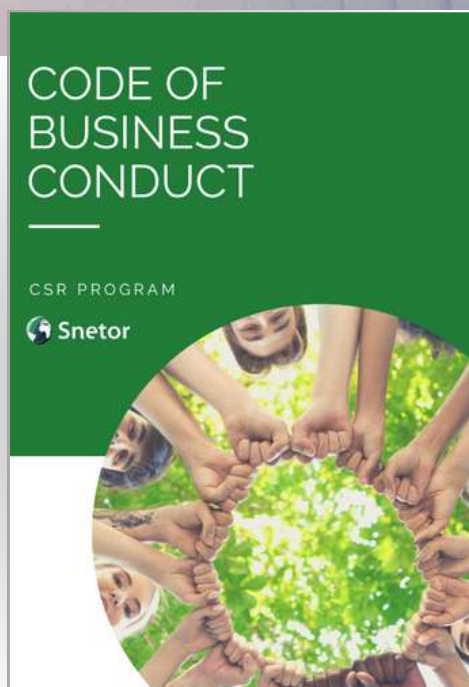
Our indicators - Snetor Group

As of 31/12/2025



(1) : SAP S4 database; (2) : Ecovadis entities; (3) : According to positions concerned; (4) : According to companies concerned

All our CSR documents are available
on our website





Snetor

Progress Provider

Realisations

QHSE - Quality

Legal

Human Resources

Marketing & Communication

Snetor Group

11 Avenue Dubonnet

92400 Courbevoie Cedex

France

+33 1 49 04 88 88



[Snetor.com](https://www.snetor.com)