



Verallia Diversity, Equity, and Inclusion Charter

Foreword

Diversity, equity, and inclusion are the foundations of the social and economic performance of any society; an ambitious and proactive policy of diversity representation combined with a development and inclusion strategy fosters a climate conducive to the flourishing of employees in any company.

Verallia has decided to incorporate **diversity, equity, and inclusion** into its overall corporate policy to **disseminate and promote this culture** throughout all components of its organization. Our goal is to better integrate and value differences to leverage the Group's assets in order to enhance employee well-being, foster innovation and creativity, develop a sustainable business model, and improve performance.

Our diversity, equity, and inclusion charter provides a common framework and applies to all Group employees.

Promoting this charter is a commitment to act for an ever-stronger collective, with management that respects differences, based on trust and team cohesion.

Verallia's success in diversity, equity, and inclusion largely depends on the involvement of everyone.

1. Our Vision of Diversity, Equity, and Inclusion (DEI)

Diversity, equity, and inclusion are assets for Verallia that constitute one of the essential pillars of its performance.

In our work environment, **diversity** should represent everything that makes each employee unique. It involves recognizing and respecting the differences of each of our employees, both on personal dimensions related to age, gender, ethnic origin, nationality, culture, religion, sexual orientation, disability, but also on dimensions related to ideas, academic background, and professional experience.

Equity is the absence of unfair, avoidable, or remediable differences between groups of people. To ensure that each employee is treated fairly and equitably, taking into account their contribution and needs, the Verallia Group is very attentive to granting the same values, benefits, and opportunities to all employees who contribute in similar ways.

Inclusion characterizes our mindset of openness to difference. It involves creating an environment in which each of our employees feels respected, safe, and valued. An inclusive environment can only be created when we become aware of our unconscious biases and prejudices and learn to recognize and overcome them. Inclusion encourages each of us to respectfully express our diverse opinions and ideas and to feel better heard.

2. Our 5 Pillars to Promote a Diverse, Inclusive, and Equitable Work Environment

2.1 Intergenerational Collaboration

The first major principle of our charter is based on intergenerational collaboration and knowledge transfer. Encouraging this collaboration to leverage the innovative skills of



young people and the experience of more senior employees is a strategic axis for Verallia to strengthen the cohesion and overall performance of our teams while highlighting one of our four corporate values focused on teamwork.

Verallia recognizes the importance of understanding and analyzing young people's expectations and their perception of the group. To this end, our managers have been given training in the study and analysis of the younger generations, so that they are aware of the specific needs of these populations.

Moreover, to ensure rapid professional integration, the welcome of young people (interns, apprentices, trainees) is organized from their arrival and promotes inclusive integration.

Lastly, Verallia comes from a long glassmaking tradition, and the transfer of skills and technical know-how has enabled us to place our activities in a long-term perspective and invest in innovative projects for the future and sustainability of our Group. The program dedicated to our technical experts (Glassify program) recognizes employees who demonstrate great technical skills, expertise, and influence by offering them the opportunity to pass on their knowledge, develop their careers, and increase their impact and visibility in line with our strategy.

2.2 Becoming a Reference Employer for Women

Professional gender equality is a transformative lever with a unifying potential common to all entities of the Group.

The feminization of jobs and access to management positions are therefore a priority issue and a major axis of our policy.

Verallia aims to have 35% of women in managerial positions by 2025 and sets several types of objectives for greater parity in its organizations:

- Propose programs to introduce our operational professions to schools and female audiences,
- Promote women's access to positions of responsibility, particularly through selection in our recruitments,
- Monitor and support women in their professional development, notably through mentoring and management training programs.

Verallia pursues the objective of developing women's careers in an industrial world and makes recruitment processes attractive to women by publishing testimonials from women who hold positions traditionally held by men (the "12 months, 12 women" program in Spain).

2.3 Welcoming and Integrating People with Disabilities

Beyond compliance with regulatory requirements, the conditions for welcoming and **integrating people with disabilities** are an important lever for social cohesion within the Group.

Verallia aims to employ 4.5% of people with disabilities by 2025 and strengthens its actions to:

- Work on accessibility in our operational environments and implement appropriate accommodations to welcome people with disabilities,



- Establish a mapping of jobs accessible to people with disabilities,
- Maintain the employment of people with medical restrictions, allowing them to remain active in the company,
- Develop e-learning training modules to raise awareness among employees about inclusion, cognitive biases, and stereotypes.

2.4 Equal Opportunities

Our **equal opportunities** policy aims to promote diversity and prevent discrimination, thus creating a more inclusive and equitable work environment. It is based on three essential pillars: pay equity, a culture of performance, and employee development. By focusing on these themes, Verallia is committed to valuing each employee and fostering professional fulfillment.

During hiring and annual review campaigns, Verallia implements an equitable remuneration policy based on objective performance evaluation criteria and market positioning data. The aim is to ensure that our employees have an equitable level of remuneration for the same level of responsibility, experience, and performance.

Furthermore, the performance management policy demonstrates Verallia's commitment to objectively and fairly evaluate each employee. Identical performance cycle steps are applied on an annual basis, from goal setting to final evaluation. In this context, a culture of constructive and regular feedback is developed for each manager through training, encouraging objective performance monitoring.

Lastly, the mid-year review allows each employee to discuss career development, necessary training and support, and mobility wishes with their manager. This is followed by talent review committees organized for the regions and the central entities to discuss evaluations, career developments, and succession plans.

In this context, internal mobility is a key development lever through the diversity of experiences it offers employees, and it is widely proposed for any vacant position.

2.5 Combating All Forms of Discrimination

The last major principle of our DEI charter is based on **non-discrimination**.

Discrimination is the unfavorable treatment of a person or group of people based on criteria unrelated to professional skills. Discrimination can take the form of words, decisions, or behavior that undermine the dignity of individuals or constitute serious pressure or intimidation.

Respect for people, laws, and the environment is one of our four core values at Verallia. It guarantees trust and quality of life at work. As such, Verallia is committed to preventing and avoiding all forms of discrimination.

To address this, Verallia has set up a whistleblowing system so that all employees can report situations contrary to our non-discrimination policy.

For any alert, the investigation is conducted by authorized professionals (Legal and Compliance Department) in accordance with company rules and local legislation.

A preliminary analysis determines the eligibility of the alert, which may either be admissible, in which case an investigation is conducted, and the whistleblower is



informed of the result, or inadmissible, in which case the reasons for inadmissibility are given to the whistleblower; the case is then closed and anonymized.

Verallia's Ethics Line is accessible from the Verallia intranet site, allowing all employees and former employee of the Group to report incidents in complete confidentiality.

3. Committing and Acting

Verallia aims to strengthen its image as an open and inclusive employer, ensuring that each employee is a promoter of Diversity, Equity, and Inclusion. To this end, the group is implementing and deploying its DEI Charter in November 2024 to structure our approach and actions.

The DEI charter, its foundations, work, and commitments were presented and validated by the Executive Committee and then presented and discussed with the Group's senior executives during a special information and exchange session. Each year, the progress of the DEI strategy is presented to the Board of Directors.

The commitments expressed at the Group level are deployed within each Region, which is responsible for developing its specific action plan in a manner consistent with the Group's overall diversity, equity, and inclusion strategy, while taking into account geographical specificities and local socio-cultural contexts.

In a continuous improvement approach, each Region implements an operational follow-up of its action plans, enabling a diagnosis of the situation and the implementation of new measures, if necessary, to align with the Group's commitments.

4. Internal and External Networks

Convinced that diversity in all its forms contributes to the Group's success, Verallia's leaders signed the **European Diversity Charter** on December 2, 2024, contributing to the Group's human project and its CSR ambition to act in favor of an inclusive, equitable, and supportive collective.

Internally, all new employees sign a commitment to read and understand the DEI Charter, and to fight against all forms of discrimination.

Since 2016, Verallia has already participated in the United Nations Global Compact and is committed to aligning its strategy and activities with the principles of human rights, labor, the environment and the prevention of corruption.

In Spain, Verallia has been a member since 2019 of "CEO por la Diversidad," an alliance led by the Adecco Foundation and the CEOE Foundation, bringing together leaders of the largest Spanish companies sharing a common and innovative vision of diversity, equity, and inclusion, while encouraging companies to take concrete actions on the subject.

In December 2023, Verallia Italy obtained the UNI/PDR 125 gender equality certification, demonstrating its commitment to adopting non-discriminatory selection processes, affirming the principle of pay equity, ensuring equal treatment in career development, and preventing and combating discriminatory acts, stereotypes, and harassment.

In the same year, the UK registered at level 1 of the "Disability Confident Committed Scheme," a government-supported initiative promoting the inclusion of people with disabilities in companies.



To further strengthen our commitment to diversity and inclusion in the future of work, Verallia plans to sign up to several external charters with different organizations involved in the defense of human rights and the various dimensions of diversity.

Patrice Lucas,
Chief Executive Officer of Verallia

A blue ink signature of Patrice Lucas, consisting of several overlapping, sweeping lines.

Katia de Saint Germain,
Human Resources Director of Verallia

A black ink signature of Katia de Saint Germain, featuring a series of overlapping, fluid lines.