CULTURE D·OBJET

CORPORATE SOCIAL RESPONSIBILITY REPORT

2026 EDITION



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A message from Patrice Carnet



For more than four decades, Culture d'Objet has partnered with the world's leading luxury Houses to create spaces, environments and experiences where exceptional craftsmanship, innovation and meticulous attention to detail come together.

This commitment has shaped our development from the outset. It guides our industrial choices, our investments and our corporate social responsibility strategy. Reducing energy consumption, expanding reuse practices, recovering materials, continuously improving working conditions and passing on specialist expertise all reflect the same ambition: to ensure that our activities create lasting value over the long term. The results presented in this report illustrate the progress achieved.

Between 2022 and 2025, turnover increased from €7.5 million to more than €10.4 million, while our direct greenhouse gas emissions continued to decline. This demonstrates Culture d'Objet's ability to combine business growth with effective environmental stewardship. It also reflects the evolution of our role within the luxury sector, where sustainability has become a central pillar of long-term development strategies.

Beyond our own commitments, we now contribute directly to our clients' environmental and social ambitions. The eco-design, reuse, impact assessment and circular logistics solutions developed by Culture d'Objet are now integrated into the sustainability reporting and performance assessment frameworks of several leading luxury Houses. This evolution reflects the confidence placed in our expertise and our ability to support increasingly demanding sustainability strategies.

The distinctions awarded to Culture d'Objet in recent years — the Entreprise du Patrimoine Vivant label, the EcoVadis Platinum Medal, the Engagé RSE label based on ISO 26000 and our participation in the United Nations Global Compact — further reinforce this strategy. Maintaining our Confirmed level following the AFNOR surveillance audit demonstrates both the robustness of our approach and its lasting integration into the company's governance and operations.
True to both its heritage and its commitments, Culture d'Objet continues to move forward with the same ambition: to place excellence in craftsmanship at the service of sustainable, responsible and enduring creation.

Patrice Carnet
President, Culture d'Objet



Crafting responsible
brand environments

Crafting

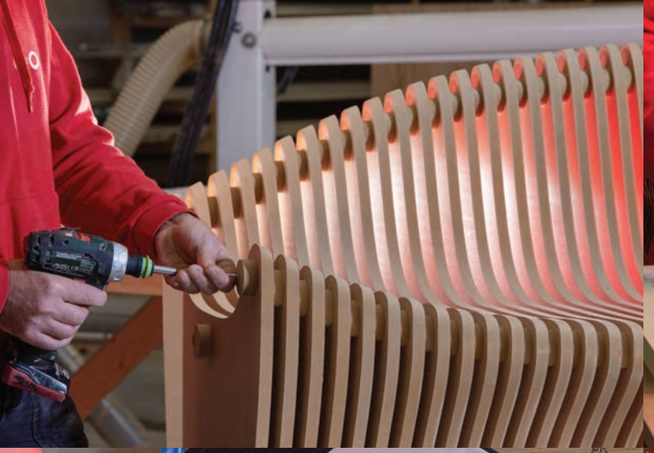
Creating and delivering
branded environments

Experiences

Designing customer experiences
expressed in every dimension

Responsibly

Respecting natural resources,
people and the environment










CULTURE D·OBJET

Excellence as our heritage
Responsibility as our vision

Culture d'Objet partners with the world's leading luxury Houses in the fashion, jewellery, watchmaking and design sectors to conceive and deliver their branded environments.

From one-of-a-kind pieces to series production, the company provides comprehensive project management for creations that combine exceptional craftsmanship, technical precision and meticulous attention to detail. This founding vocation has shaped the evolution of our professions, strengthened our expertise and continuously enriched the skills developed by our teams.

Scenographic environments, event installations, furniture, decorative elements and objects: every creation is developed through an approach that combines performance, longevity and responsibility. Eco-design, resource reuse, environmental impact management and the development of circular solutions are fully integrated into our approach.

This commitment is rooted in a recognised heritage of craftsmanship, passed down from one generation to the next. It reflects a vision of luxury founded on quality, durability and the ability to create lasting environments designed to stand the test of time.

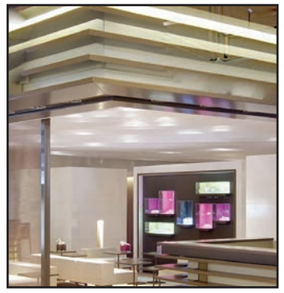
Four decades of commitment





Decade one

From promotional displays to enduring creations
Culture d'Objet evolved from a manufacturer of point-of-sale displays into a creator of branded environments
> Moving upmarket through higher-value projects
> Strengthening technical expertise across all professions





Decade two

From international expansion to environmental awareness
With three production sites located in Mexico, the Paris region and Vendée, Culture d'Objet operated within a global market increasingly driven by mobility and operational efficiency. During this period, the company began developing more responsible and resource-efficient production methods
> Development of flat-pack solutions to optimise transport and installation
> Production in small series to optimize resources and processese





Decade three

From maturity to regional commitment
Culture d'Objet consolidated its manufacturing activities onto a single production site, reducing transport requirements for both people and projects
> Development of a strong regional ecosystem through local partnerships
> Formal implementation of the company's CSR strategy





Decade four

From CSR commitment to sustainable transformation
Today, Culture d'Objet mobilises every part of its organisation to combine excellence, responsibility and resource preservation
> Recognition through the Entreprise du Patrimoine Vivant label, the EcoVadis Platinum Medal and the Engagé RSE Label (Confirmed level)
> Positive-energy building and continuous reduction of the company's environmental footprint
> Development of the 2vies circular logistics platform and expansion of reuse initiatives



Key figures

EXPERIENCED

Four decades of expertise

SUSTAINABLE

€12.5 million in revenue

HUMAN SCALE

50 employees

Key milestones

1992 > **COMPANY FOUNDED**

2012 > **100% MADE IN FRANCE**

2021 > **1ST CARBON FOOTPRINT ASSESSMENT**

2022 > **ECOVADIS GOLD MEDAL**

2023 > **EPV LABEL & ENGAGÉ RSE LABEL**

2026 > **ECOVADIS PLATINUM MEDAL**



Business activities

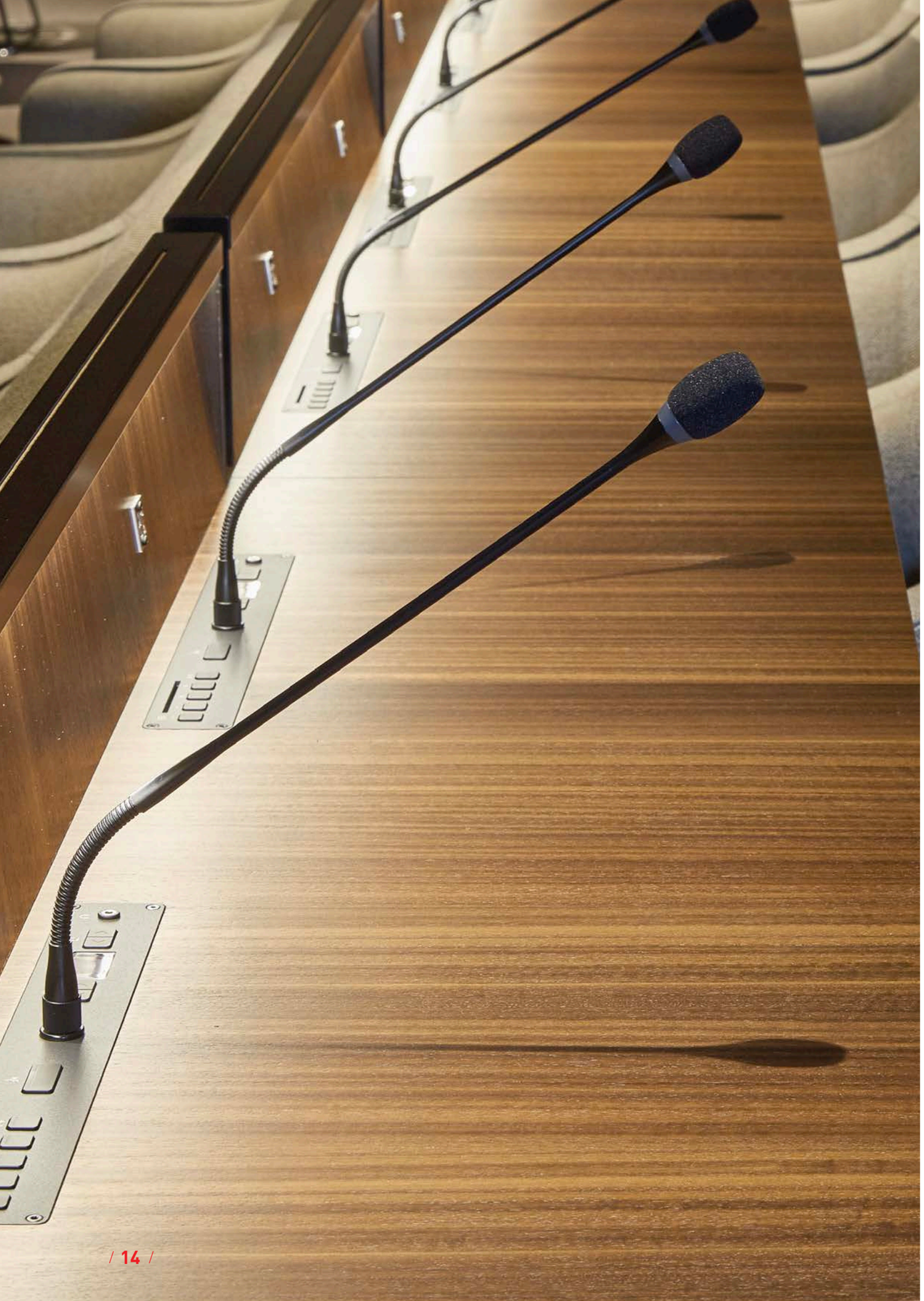
55% > LUXURY EXHIBITIONS
Prestige pop-up experiences and travelling exhibitions

35% > LUXURY VISUAL MERCHANDISING
Luxury window displays and in-store environments

10% > SPATIAL DESIGN AND PRIVATE COLLECTIONS
Signature interior fit-outs and bespoke furniture







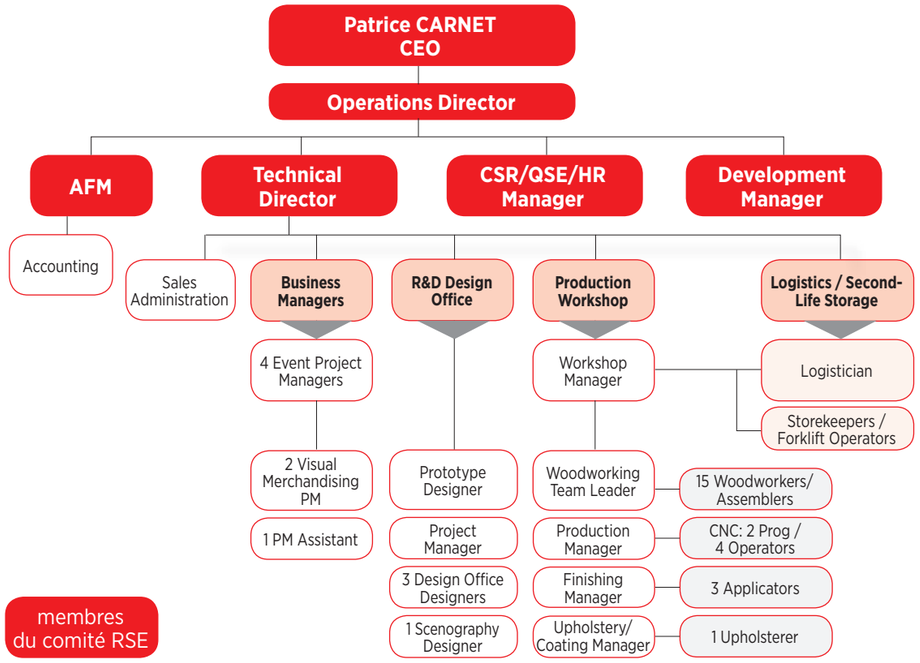
An organisation supporting our CSR strategy

Governance embedded in the company's strategy

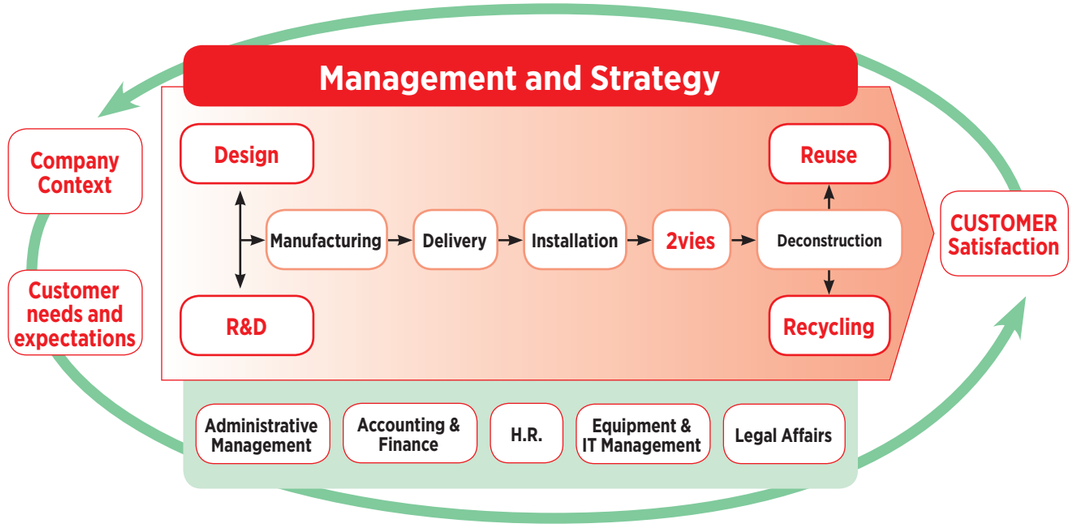
Corporate social responsibility is a fundamental component of Culture d'Objet's governance. It is fully integrated into **decision-making processes**, **strategic planning** and **day-to-day management**.

Our governance model is built on a cross-functional organisation that brings together every area of expertise around shared **economic, social, environmental and societal objectives**. This structure ensures that every initiative remains consistent with Culture d'Objet's values and aligned with the expectations of our clients, employees, partners and stakeholders.

Regular reviews of CSR issues enable the company to identify **priority topics** and focus **action plans** on the areas where our activities have the greatest impact. These priorities are incorporated into **a multi-year roadmap** defining objectives, resources and measurable performance indicators



Governance of our CSR strategy



Operational deployment is entrusted to designated managers responsible for implementing actions, monitoring performance indicators and measuring outcomes.

This governance framework is based on **a continuous improvement process** that combines regular performance reviews, gap analysis and the identification of new opportunities for progress.

The company's governance bodies periodically review commitments, assess progress achieved, share results and adjust strategic priorities whenever changes in the business or its operating environment require it.

This organisation ensures that corporate social responsibility remains firmly embedded in the company's operations and decision-making processes.

MONITOR	MEASURE	ACT	ASSESS	IMPROVE
23 CSR Committee meetings	**280 KPIs** monitored	**21 actions** included in the CSR roadmap	• EcoVadis Platinum Medal, • Engagé RSE Label, Confirmed level	onitoring implementation of the CSR action plan

Our stakeholders

Consultation methodology

Internal stakeholders: Individual interviews and collaborative workshops
External stakeholders: Targeted surveys supported by concise structured questionnaires

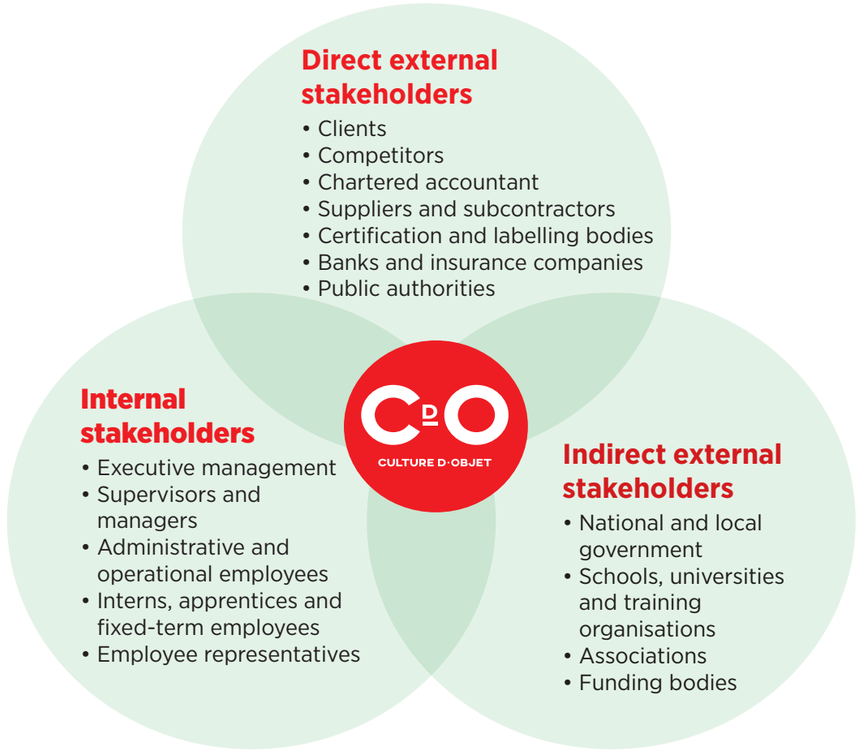
Number of respondents

Detailed feedback was collected from **10 key stakeholders**.
Our priority is the relevance and quality of responses rather than the number of participants. This deliberate approach reflects our commitment to meaningful dialogue.

Consultation frequency

Stakeholder consultation is conducted every three years.
The latest assessment was completed in **2023**.
The next consultation is scheduled for **December 2026**.

Stakeholder categories



Our materiality assessment

Our consultation process

A materiality assessment was conducted in **2023** with our principal stakeholders. The next assessment is scheduled for the end of **2026**, in accordance with our three-year consultation cycle.

Why we did not conduct a new assessment in 2025
The ESG expectations expressed by our key clients remained stable between 2023 and 2025. Contractual sustainability requirements have not changed, our certifications have been maintained and our commercial relationships continue without significant developments.
In this stable context, the findings collected in 2023 remain fully relevant.

What we updated in 2025
Rather than conducting a new consultation, we reviewed the priorities identified in the 2023 assessment and aligned them with the principles of **double materiality**.
Although this framework is not mandatory for our organisation, it has become the benchmark used by many of our clients when assessing their suppliers.
This exercise represents an updated interpretation of existing stakeholder feedback rather than a new consultation.

Culture d'Objet's CSR strategy is founded on the **regular assessment of issues** that may influence the company's long-term performance, its activities and stakeholder expectations.

The purpose of this process is to identify, prioritise and communicate the environmental, social, societal, economic and ethical issues that are most material to the business. **It draws upon consultation with our principal internal and external stakeholders**, including employees, clients, suppliers, partners and recognised organisations within our industry.

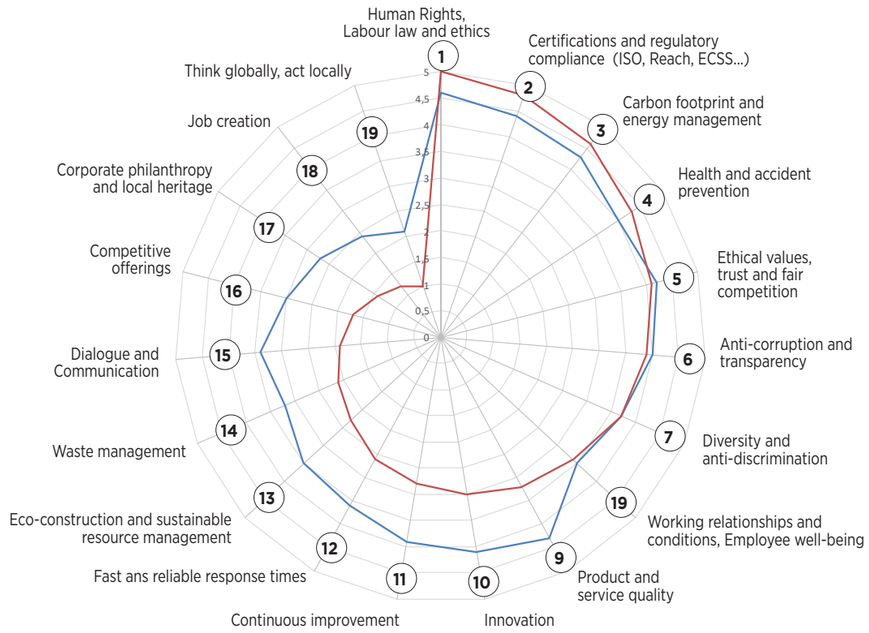
Stakeholder feedback is analysed alongside the impacts generated by our activities to prioritise issues according to both their importance to stakeholders and their influence on the company's long-term development.

This materiality assessment serves as **a strategic decision-making tool**. It guides the definition of our priorities, the development of our CSR roadmap and the allocation of the resources required to fulfil our commitments.

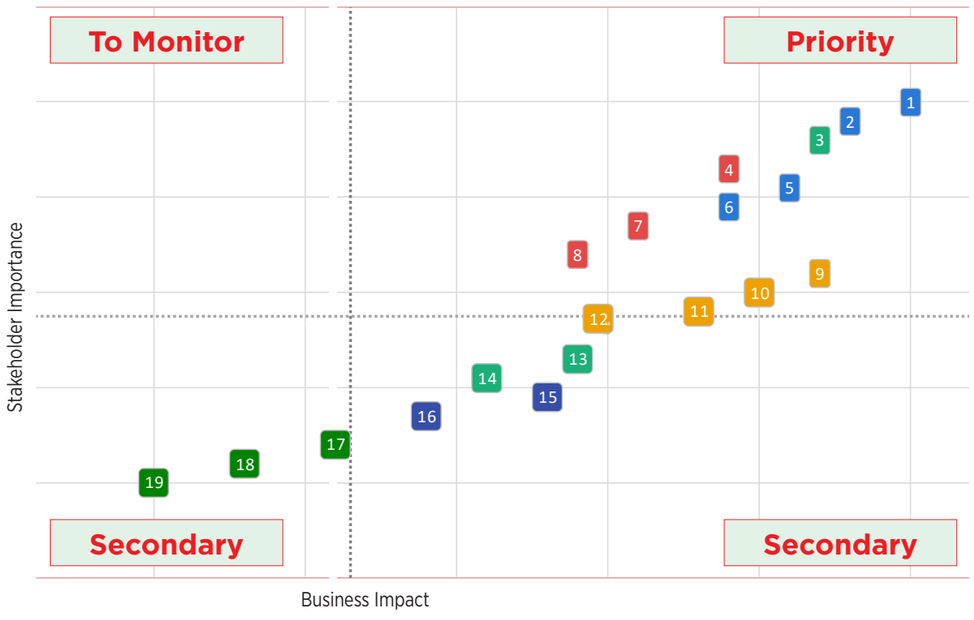
The assessment updated in **2025** confirms the strategic importance of regulatory compliance, respect for human rights, innovation, reducing our environmental footprint and embedding eco-design and circular economy principles throughout our activities. These priorities now define the principal areas of continuous improvement for Culture d'Objet.



Materiality matrix - Issues / Stakeholder Importance



Materiality matrix - 19 Material Stakeholder Issues



Top five stakeholder expectations

1/ Human rights and business ethics
2/ Certifications and regulatory compliance
3/ Carbon footprint reduction and energy management
4/ Health, safety and accident prevention
5/ Corporate values and integrity

Each of these priorities reflects the principle of **double materiality**. They are important to our stakeholders while representing both risks and opportunities for our business.

The next stakeholder consultation, scheduled for **2026**, will enable us to update these priorities in line with future developments.

Priority ranking

1/ Respect for human rights, labour legislation and ethical business practices.

2/ Compliance with certifications and regulatory requirements (ISO, REACH, ECSS, human rights and labour law).

3/ Reducing carbon emissions and improving energy management.

4/ Preventing accidents and ensuring health and safety throughout the company, including for clients and end users.

5/ Promoting corporate values founded on trust, partnership, confidentiality, integrity and fair competition.

6/ Preventing corruption while promoting transparency, fairness and responsible business conduct.

7/ Encouraging diversity and preventing discrimination.

8/ Providing healthy working conditions that support employee well-being.

9/ Delivering outstanding product and service quality.

10/ Driving customer satisfaction through innovation..

11/ Pursuing continuous improvement.

12/ Ensuring responsiveness and reliability.

13/ Integrating eco-design and environmentally responsible management practices.

14/ Implementing effective waste sorting and material recovery.

15/ Encouraging dialogue and transparent communication.

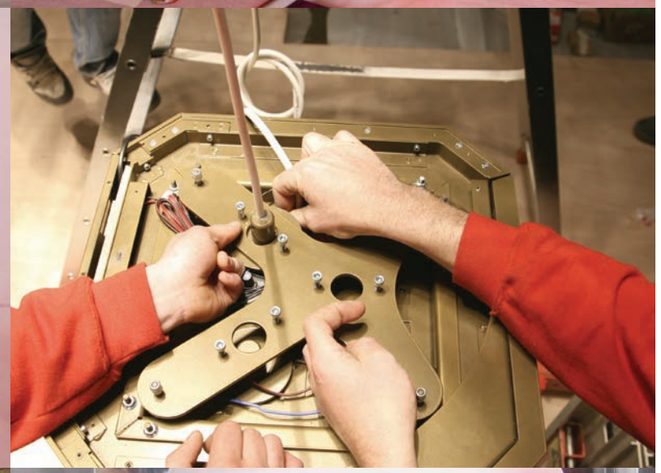
16/ Offering competitive solutions.

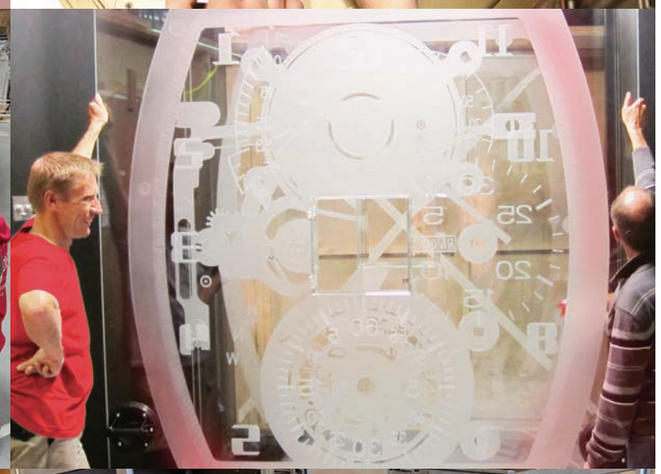
17/ Supporting local heritage and philanthropic initiatives.

18/ Contributing to employment creation.

19/ Thinking globally while acting locally







Craftsmanship creating positive impact



LISTEN
- Client relations
- Account management
- Customer support
- Sales administration

Design
- Eco-design
- Research & Development
- Drafting, plan editing, modeling, prototyping
- Material library

CRAFT
- CNC machining
- Cabinetmaking, Marquetry, Engraving, Wood carving, Modelling, Surface preparation, Painting, varnishing and lacquering, Upholstery, Leather covering, Saddlery
- Dust-free assembly

STAGING
- Installation and dismantling
- On-site fitting
- Photography and video reporting
- Assembly instructions
- Flat-pack packaging for transport

Reuse
- Extending the life cycle of installations
- Customisation and refurbishment
- Partnerships with eight specialist material recovery streams

Eco-designing in partnership with our clients

Eco-design is a cornerstone of Culture d'Objet's environmental strategy. Integrated from the earliest stages of project development, it enables us to work alongside our clients to create solutions that combine **aesthetic** excellence, **technical** performance and reduced **environmental impact**.

Led by our Research & Development department, this approach promotes the use of **lower-carbon** materials, optimised **resource management** and **life-cycle** thinking. Every project is designed to facilitate future dismantling, storage, reuse or transformation.

This methodology forms part of the circular model developed through the **2vies** circular logistics platform. The projects we create today are conceived to extend their useful life, reduce demand for virgin raw materials and minimise the emissions associated with manufacturing.

Extending the life cycle of our creations

L'évolution de nos métiers s'est accompagnée d'un renforcement continu de nos savoir-faire et de nos capacités de production. Culture d'Objet s'appuie aujourd'hui sur **huit métiers d'art** qui contribuent à la qualité, à la singularité et à la pérennité de ses réalisations.

Ébénisterie, marqueterie, sculpture, gainage, tapisserie, laquage, sellerie et **modelage** mobilisent des compétences reconnues qui permettent de répondre aux exigences des plus grandes maisons tout en préservant un patrimoine technique et artisanal d'exception.

Cette maîtrise des savoir-faire s'enrichit d'une démarche permanente de recherche et de développement. Le département R&D accompagne l'identification de nouveaux matériaux, l'optimisation des procédés de fabrication et l'intégration des principes d'écoconception dans l'ensemble des projets. Cette approche contribue à **réduire les consommations de ressources** et à **améliorer la performance environnementale** des réalisations tout au long de leur cycle de vie.

Reusing to reduce environmental impact

La **plateforme de logistique circulaire 2vies** constitue un pilier majeur de cette démarche. Elle assure la gestion opérationnelle du stockage, du réemploi, de la transformation, de la maintenance et de la valorisation des éléments scénographiques, du mobilier et des décors réalisés pour nos clients.

Cette organisation permet d'**allonger la durée d'usage** des ouvrages, de **limiter le recours à de nouvelles matières premières** et de **réduire les émissions** associées à leur fabrication. Elle contribue également à optimiser les coûts, à répondre aux exigences réglementaires et à accompagner les stratégies environnementales de nos clients.

Lorsque le réemploi n'est plus envisageable, les matériaux sont orientés vers des filières de valorisation adaptées afin de favoriser leur recyclage et de **préserver au mieux les ressources** mobilisées.

Reduction in carbon footprint

75%

According to analyses carried out by Culture d'Objet, the reuse of event installations can reduce their carbon footprint by up to 75%, depending on the nature of the project and the proportion of elements reused.

This result demonstrates the effectiveness of integrating eco-design, selective dismantling and circular logistics into every stage of a project's life cycle.

Measuring carbon performance across client projects

A project successfully reused the following year

Solutions developed by our Research & Development department enabled the same project to be delivered over two consecutive years **thanks to a design specifically conceived for dismantling, separation and reuse**.

Reusing components from the original installation eliminated the environmental impact associated with manufacturing new elements while generating substantial financial savings for the client.

+41%

COST SAVING

€190,728 saved

Financial savings achieved through the reuse of the installation via the 2vies circular logistics platform

101,76 TCO2eq.

TCO2e AVOIDED

Greenhouse gas emissions avoided through the reuse of existing installations

Equivalent to 74% of the original project's carbon footprint

Environmental KPI monitoring

Example: Watches and Wonders exhibition stands
Implementation of environmental performance indicators for a client's exhibition stands as part of its **ISO 20121** certification programme.

=> Calcul de l'empreinte carbone du stand W&W en 2024, 2025 et 2026

	2024	2025	2026
Carbon footprint	118 tCO2e	146 tCO2e	255 tCO2e
Material consumption	219 t	278 t	289 t
Reuse rate	**81%**	**75%**	**63%**

Actions implemented

- Environmental performance reporting.
- Recommendations to reduce impacts from 2027 onwards.
- Eco-design guidelines integrated into the design process.

Example of carbon footprint reduction

Comparison of two comparable European window display campaigns

Indicator	31 le rouge 2024	Les 4 ombres 2025	TREND
Total Carbon footprint	22 TCO2e	18,9 TCO2e	-14 %
Purshasing (Mat & Services)	9,6 TCO2e	7,4 TCO2e	-23 %
Transport & Logistics	4,9 TCO2e	4,7 TCO2e	-4 %

Actions implemented

- Carbon footprint assessment shared across the European network.
- Eco-design incorporated before launching the second campaign.
- Measurement of CO2 reductions achieved.
- Results communicated throughout the European organisation.

Generic pop-up podium project
Developing a reusable display solution

Culture d'Objet has developed a modular pop-up podium designed to be reused, reconfigured and customised throughout its life cycle.

Conceived from the outset according to eco-design principles, the project combines environmental performance, technical reliability and operational flexibility while meeting the demanding standards of the luxury industry.

Design approach

- Life-cycle assessment integrating environmental, technical and economic criteria
- Comparative analysis of **nine design and material alternatives**, with carbon impacts ranging from **2.47 to 5.17 kgCO2e/m²**
- Collaborative development involving Culture d'Objet, the client, suppliers and end users
- Design, manufacture and validation of a full-scale demonstrator

Planned European deployment

> The solution has been designed for **repeated use across multiple events** rather than for a single installation

> Its main features include: Modular aluminium structure, Selection of low-carbon materials, 100% recyclable melamine panels, Repositionable eco-designed graphic coverings, Fully recyclable architecture & Design optimised for repeated assembly and dismantling.

> Depending on the deployment model adopted by the client, this approach can achieve **up to a 90% reduction in carbon emissions** compared with a conventional single-use solution

A story of continuous progress

EcoVadis Platinum: CSR performance recognised at the highest level

In 2026, Culture d'Objet earned the **EcoVadis Platinum Medal** with an **overall score of 89/100**, placing the company in the 99th percentile of all companies assessed.

This new distinction represents a **10-point improvement** on the 2024 assessment and follows the Gold Medal awarded that same year.

EcoVadis score progress

2022	2024	2026
70/100	**79**/100	**89**/100

Performance is underpinned by strong results across all four areas assessed:

> 93/100 for Labour & Human Rights,
> 88/100 for Ethics,
> 87/100 for Environment,
> 84/100 for Sustainable Procurement.

These results reflect the maturity of our CSR strategy and its integration throughout the company's activities. EcoVadis notably awarded the maximum score of 100/100 for our environmental policies, which include quantitative targets for energy, greenhouse gas emissions, raw materials, waste and water.

The social dimension is another major strength of the assessment: our Labour & Human Rights policies received 100/100, as did the measures implemented in this area. They cover working conditions, health and safety, training, equal opportunities, the prevention of discrimination and respect for human rights.

The Platinum Medal represents both **recognition** of our achievements and a **new benchmark for progress**. It reinforces Culture d'Objet's commitment to combining excellence in craftsmanship, impact management, social responsibility and the development of a more sustainable value chain.

Three years of continuous progress

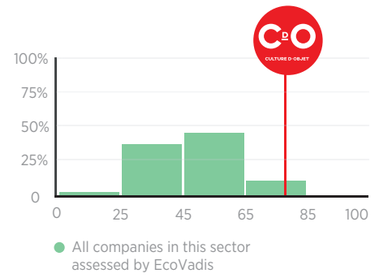
Theme	2022	2024	2025
Environment	Positive-energy building	Eco-design and reuse	102 tCO2e (Scopes 1 & 2), 32% recycled materials, 53% photovoltaic self-consumption
Labour & human rightss	Structured HR policy	Engagé RSE certification	Lower accident frequency, improved gender balance and increased investment in training
Ethics	Formalised commitments	Governance strengthened	Consolidated monitoring and KPI management
Sustainable procurements	Initial supplier requirements	EcoVadis score improved	Greater integration of environmental and circular economy criteria

CSR performance

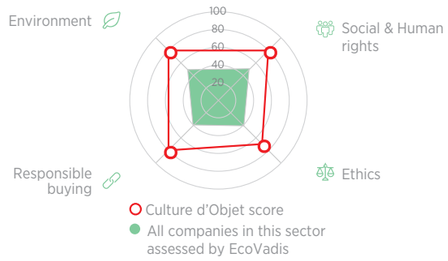
Overall score



Overall score distribution



Comparison of theme scores



Entreprise du Patrimoine Vivant: Excellence in craftsmanship, built to endure



The **Entreprise du Patrimoine Vivant** (Living Heritage Company) label recognises French companies that combine exceptional craftsmanship, innovation and strong regional roots. This national distinction confirms the distinctive model that Culture d'Objet has developed over more than four decades.

Exceptional craft disciplines lie at the heart of the company. Cabinetmaking, marquetry, wood carving, leather covering, upholstery, saddlery, lacquering and modelling all contribute to the delivery of demanding projects where **precision**, material **quality** and meticulous **attention** to detail remain constant standards.

This distinction also recognises a long-standing commitment to the **transmission** of knowledge and expertise. Preserving traditional craftsmanship, supporting the next generation of skilled professionals and continuously developing competencies all contribute to **safeguarding an exceptional technical and human heritage**.



Bringing this commitment to life

After more than **thirty years with the company**, Sonia now **passes on her expertise** in leather covering and saddlery to an apprentice, helping preserve a rare and highly specialised craft.

In the same spirit, Culture d'Objet also supports a **Meilleur Apprenti de France** (Best Apprentice of France) in cabinetmaking through a work-study programme, illustrating its commitment to exceptional craftsmanship and to nurturing tomorrow's talent.



This culture of excellence enables Culture d'Objet to continually evolve its practices.
Today, traditional craftsmanship is combined with **eco-design**, **reuse** and **circular logistic**s to support new approaches to design, manufacturing and project delivery

Culture d'Objet has demonstrated exemplary practices

- Mastery of rare and highly specialised craftsmanship, including techniques at risk of disappearing.
- Preservation of technical and cultural heritage of significant value to France.
- Strong regional roots and long-term local commitment.
- The ability to innovate while preserving and enhancing traditional craft techniques

United Nations Global Compact: Our commitment to comprehensive corporate responsibility

Culture d'Objet aligns its CSR policy with three core principles:
1. **Environmental respect**
2. **Social responsibility**
3. **Business ethics**

As part of its AFNOR assessment, the company's CSR approach has been evaluated against the **17 United Nations Sustainable Development Goals (SDGs)** established under the **2030 Agenda**.

The Global Compact is an initiative launched in 2000 by the United Nations to encourage the world's manufacturing companies to adopt a socially responsible attitude.
By joining the Global Compact, companies voluntarily commit to aligning their operations and strategies with ten universal principles relating to Human rights, labor standards, environment and anti-corruption.

The ten principles are divided into four main areas:

1/ Human rights (protection of and respect for human rights)
2/ Labor standards (abolition of forced and child labor, respect for freedom of association)
3/ Environment (preventive approach to ecological risks, promotion of environmentally-friendly technologies)
4/ Corruption (zero tolerance of corruption in all its forms)

The Global Compact encourages companies to publish an annual Communication on Progress (COP), a progress report on their actions to respect these principles. This reinforces the transparency and credibility of companies committed to global social responsibility.



CSR in action at Culture d'Objet

Culture d'Objet's participation in the United Nations Global Compact places its CSR strategy within an international framework founded on universal principles relating to human rights, labour standards, the environment and business ethics.

These commitments are reflected in the policies and actions implemented throughout the company. **In 2026, Culture d'Objet earned the EcoVadis Platinum Medal with a score of 89/100**, placing it in the 99th percentile of all companies assessed.

This recognition builds on the **Gold Medal awarded in 2024** and measures the progress achieved across the four areas assessed by EcoVadis: Environment, Labour & Human Rights, Ethics and Sustainable Procurement.

The EcoVadis Platinum Medal, the Confirmed level of the Engagé RSE Label based on ISO 26000, participation in the United Nations Global Compact and the Entreprise du Patrimoine Vivant label provide complementary perspectives on Culture d'Objet's CSR strategy.

Together, they reflect a shared ambition: to combine excellence in craftsmanship, business performance and environmental and social responsibility through a process of continuous improvement.

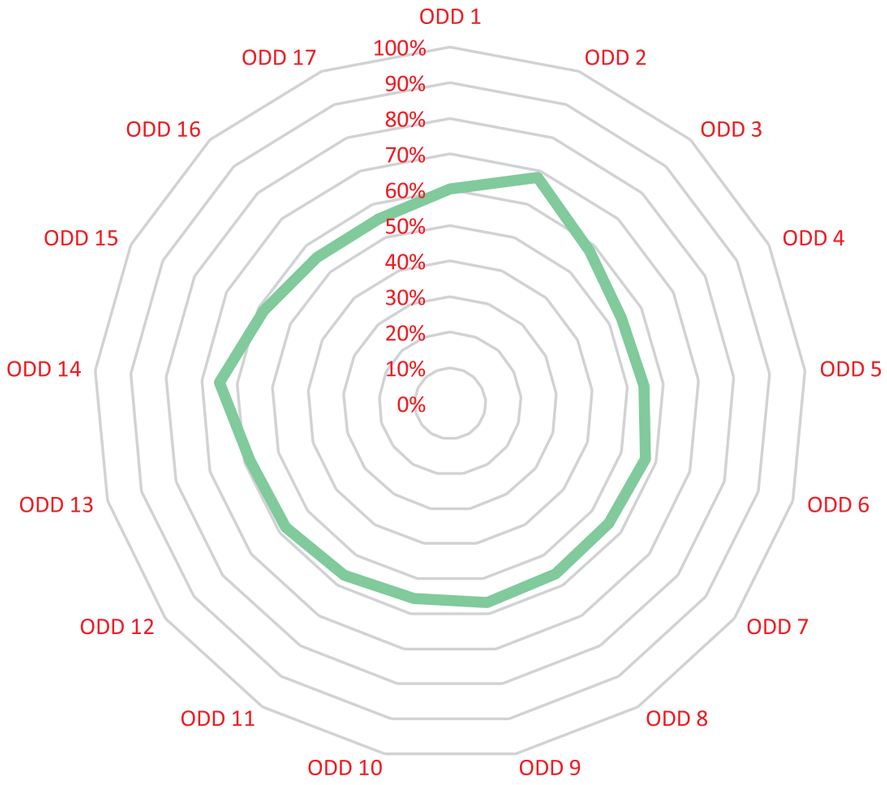
Zoom points forts ODD

SDG	Comment	Indicator
SDG 5	A social policy promoting diversity and gender equality in the workplace	Percentage of women, percentage of women in management, gender pay gap
SDG 7	An energy management and transition strategy	Energy consumption, photovoltaic self-consumption
SDG 8	A model built on sustainable employment, employee retention and skills development	Workforce, employee turnover, training, critical positions
SDG 9	Investments supporting a more responsible industry	CSR investments, material recycling, renewable energy
SDG 10	A commitment to social equity and inclusion	Pay gaps, workforce diversity, senior employees, length of service
SDG 3	A continuous approach to improving health, safety and working conditions	Absenteeism, accident frequency and severity rates, occupational diseases
SDG 12	A continuous improvement approach to the responsible use of resources	Waste, recycling, responsible procurement
SDG 13	A progressive approach to reducing environmental impact	Carbon emission scopes, carbon intensity

SDG Analysis Update (2022–2025 data, with a year-on-year focus: 2024 > 2025)

SDG	Key indicators	Importance	Assessment	Actions implemented (2022–2025 / Year-on-year 2024–2025)	Commitment statement
SDG 1	% of low-paid employees (<€25k/year), Average salary, Median salary	High	Strength	• he proportion of low-paid employees decreased from 27.7% to 14.3%, a reduction of 13.4 percentage points, including 2.0 percentage points in 2025 alone • The average salary increased by 9.7% (€2,383 > €2,615/month) and the median salary by 12.7% (€2,130 > €2,401/month) over the period, including +3.7% and +3.0%respectively in 2025	Our remuneration policy continues to deliver positive results. The proportion of low-paid employees has almost been halved since 2022, with a further two-point reduction in 2025 alone. Both the average and median salaries continue to increase, confirming our commitment to reducing in-work poverty
SDG 3	Absenteeism rate, Frequency Rate (FR), Severity Rate (SR), Occupational diseases	High	Strength (with points requiring attention)	• The Severity Rate fell from 1.56 to 0.035 (–96.4% year-on-year), while lost working days due to occupational accidents decreased by 96.2% in 2025 • Conversely, the Frequency Rate, which had been declining since 2022, increased in 2025 (+190.5%, 10.3 > 30). Absenteeism rose by 2.0 percentage points (3.4% > 5.4%), and 192 days of occupational illness were recorded in 2025 (compared with 0.5 day in 2024), following the recognition of an occupational disease	Our prevention policy continues to reduce the severity of workplace accidents, which has fallen by more than fortyfold since 2022, while lost working days due to accidents decreased by 96% in 2025. We nevertheless remain vigilant: accident frequency and absenteeism increased in 2025, and the recognition of one occupational disease requires strengthened prevention measures in 2026
SDG 4	Training payroll ratio, Training investment	Medium	Area for improvement	• Following a decline in 2024 (€24,812; 1.7% of payroll), training investment rebounded to €50,000 in 2025 (2.0% of payroll), representing +101%year-on-year • Training hours almost doubled (1,303 > 2,546 hours) and the proportion of trained employees increased by 3.8 percentage points (64.2% > 68.0%)	After a year of budgetary restraint, we significantly strengthened our investment in training in 2025. Both expenditure and training hours almost doubled. Achieving investment equivalent to 3% of payroll remains our objective
SDG 5	Female workforce ratio, Female managers ratio, Gender pay gap, % of women among top earners	High	Strength	• Gender diversity increased by 10.3 percentage pointsbetween 2022 and 2025 (15.7% > 26.0%), including +3.4 percentage points in 2025. The gender pay gap reversed in favour of women (–€287 > +€78/month, a +€205 improvement in 2025) • The proportion of women in the highest salary bracket (Q5) increased by a factor of 3.5over the period (8% > 28%), including +13 percentage points in 2025. Point requiring attention: the proportion of female managers fell by 6.8 percentage points (25.0% > 18.2%) due to staff turnover	Gender diversity has improved significantly, increasing by ten percentage points since 2022, while the gender pay gap shifted in favour of women in 2025. The proportion of women among the highest earners has increased three-and-a-half-fold over three years. We remain attentive to the temporary decline in the proportion of women in management positions and will address this in 2026
SDG 6	Water consumption	High	Point requiring attention / Alert	• Alert: water consumption increased sharply in 2025 (1,166 m^3 compared with 261 m^3 in 2024; +346.6% year-on-year) following a water leak that generated an additional cost of €20,000 • Excluding this incident, consumption remained under control between 2022 and 2024 (152 > 163 > 261 m^3)	Transparency alert: a water leak caused our water consumption to increase sharply in 2025 (+347%), generating an additional cost of €20,000. The incident has been identified and resolved. A detection and optimisation plan will be implemented from 2026 to return to our historical consumption level (approximately 150 m^3)
SDG 7	Electricity and gas consumption, Photovoltaic self-consumption	High	Strength	• Electricity consumption decreased by 55.1% between 2022 and 2025 (436,033 > 195,654 kWh), including –29.0% in 2025. Gas consumption decreased by 25.9% over the period (–12.4% in 2025) • Photovoltaic self-consumption covered 53.0% of total electricity consumption in 2025 (compared with 32.4% in 2024), representing a 63.5%increase year-on-year	Our energy transition is delivering strong results: electricity consumption has been reduced by 55% and gas consumption by 26% since 2022. These achievements have been driven by our photovoltaic self-consumption, which now covers 53% of our electricity needs, representing a 64% increase in just one year
ODD 8	Workforce, staff turnover, productivity, critical positions	High	Strength (with points requiring attention)	• The workforce remains stable (-50-53 employees) representing 49 FTEs. Total production hours increased by 34.3% between 2022 and 2025 (+3,3 % year-on-year), while the ratio of productive hours to total hours declined to 49.8% (–13.6 percentage points over the period, including –5.7 percentage • Staff turnover, which had been declining since 2022 (-1,7 pt), increased again in 2025 (+2,6 pts, 10,6 % > 13,2 %) • Major point requiring attention: the proportion of critical positions secured by a successor fell from 90,9 % (2022) to 62,5 % (2025), a decrease of 28,4 pts including 19.3 percentage points in 2025	Our activity continues to grow significantly (+34% in production hours since 2022). However, we have identified two areas requiring attention: staff turnover increased again in 2025, and the proportion of critical positions secured by a successor declined to 62.5%. A knowledge transfer plan has been launched for 2026
ODD 9	CSR investments, material recycling, photovoltaic self-consumption	High	High Strength	• The waste recovery rate increased from 21.8%(2022) to 31.9% (2025), representing +10.1 percentage points, including +7.1 percentage points in 2025 alone • Photovoltaic self-consumption reached 53.0%of total electricity consumption in 2025 (+63.5% year-on-year)	Our waste recovery rate reached 31.9% in 2025 (+7 percentage points over the year), while photovoltaic self-consumption now covers more than 53% of our electricity needs. These are two tangible illustrations of our growing commitment to the circular economy and decarbonised energy
ODD 10	Gender pay gap, women in Q5, % of senior employees, % with more than 20 years' service	High	High Strength	• Gender pay gap reversed in favour of women between 2022 and 2025 (–€287 to +€78/month, +€205 in 2025) • Proportion of women in the highest salary bracket (Q5) x3.5 over the period (8 % > 28 %, +13 pts) • Proportion of employees with more than 20 years' servicedeclined slightly (19.6% to 15.7%, –3.9 percentage points), reflecting the ongoing generational renewal of the workforce	The gender pay gap shifted in favour of women in 2025, while the proportion of women among the highest earners has increased three-and-a-half-fold since 2022. These represent two tangible advances in promoting equality and reducing inequalities
ODD 12	Waste, recycling, responsible procurement	Medium	To be developed	• The waste recovery rate increased from 21.8% to 31.9% between 2022 and 2025 (+10.1 percentage points, including +7.1 points in 2025). The proportion of FSC®/PEFC®-certified wood remained stable at 95% in both 2024 and 2025. Total waste volume decreased significantly in 2025 (–33.1%) following a peak in 2024.	The waste recovery rate has improved by 10 percentage points since 2022, while our sourcing of FSC®/PEFC®-certified wood remains at 95%. We are now extending this responsible approach to all of our procurement activities
ODD 13	Scopes 1, 2 and 3, carbon intensity	Medium	To be developed	• Scope 1 and 2 emissions decreased from 107 to 99 tCO_2e between 2022 and 2025 (–7.5%, –5.7% N-1) • Total Scope 1+2+3 emissions declined from 2,309 to 1,911 tCO_2e (–17.2% over the period, including –8.3% in 2025), while carbon intensity continued to decrease (–11.6% year-on-year) • Scope 3 emissions are already monitored (2,202 to 1,812 tCO_2e, –17.7% over the period). A dedicated calculation tool, developed by an appointed expert, will be finalised by 2027	Our overall carbon footprint (Scope 1+2+3) has decreased by 17% since 2022, while carbon intensity continues to decline. Scope 3 emissions are already monitored, and a dedicated calculation tool, developed by an appointed expert, will be completed by 2027

Engaged CSR Label:
strengthening the scope of our actions



A voluntary commitment validated through a structured approach

During this initial assessment, we achieved the **Confirmed level of the Engaged CSR label** based on the AFAQ 26000 model, corresponding to Level 3 (characterized by a score of 500 to 700 points) on a 4-level scale. This level grants us the right to display the corresponding Engaged CSR Label logo issued by AFNOR Certification.
This level reflects an organization whose approach is built on a solid and methodical foundation, demonstrating strong governance commitment, integration into daily practices, advanced deployment, and ambitious commitments in both operational and strategic domains.

ENGAGÉ RSE MODÈLE AFAQ 26000 Initial AFNOR CERTIFICATION
ENGAGÉ RSE MODÈLE AFAQ 26000 Progression ★ AFNOR CERTIFICATION
ENGAGÉ RSE MODÈLE AFAQ 26000 Confirmé ★★ AFNOR CERTIFICATION
ENGAGÉ RSE MODÈLE AFAQ 26000 Exemplaire ★★★ AFNOR CERTIFICATION

CULTURE D·OBJET

This label is awarded to companies, communities and organizations that implement and follow sustainable and responsible practices.

To obtain the label, Culture d'objet was assessed according to several criteria, including:

1/ Responsible governance (ethical and transparent decision-making)
2/ Respect for human rights and labor standards
3/ Environmental protection (resource management, reduction of the ecological footprint)
4/ Impact on local development and community involvement
5/ Fair labor relations and working conditions
6/ Ethical business practices and supply chain

The label is renewed every 3 years and enables companies to demonstrate their level of maturity in CSR, thereby enhancing their commitment to their stakeholders, customers, partners and employees.





A transparent and committed CSR Strategy

Cornerstones of our environmental and social commitment

Our environmental policy is founded on three key principles: reuse, recycle and reduce the environmental footprint of our activities.

Our objectives are clear: reduce our carbon emissions, increase avoided emissions and promote the development of carbon sinks to actively contribute to the ecological transition.

WE COMMIT TO BEING

A RELIABLE & ATTRACTIVE COMPANY	HUMAN-SIZED	ACCOUNTABLE
> Governance & CSR Strategy > Business Ethics	> Social Responsibility	> Environment

CSR at Culture d'Objet translates:

- monitoring CO2 emissions, waste management, energy optimization and responsible procurement to limit our environmental impact
- a strong social commitment, with a diversity and inclusion policy that promotes employee well-being, local initiatives and collaboration with associations
- creating sustainable economic value through responsible innovation, ethical partnerships and by contributing to local economic development
- assurance of compliance and transparency, through respect for applicable standards, internal/external audits and the annual publication of a detailed CSR report

These strong engagements have led us to obtain the following certifications:

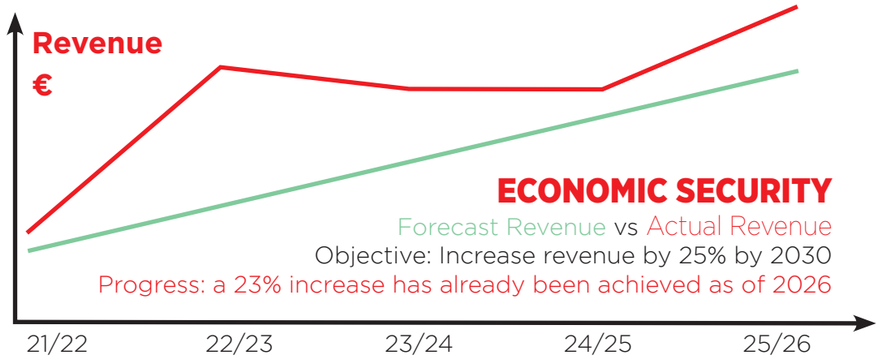
- **Ecovadis Gold** in 2022 and **Ecovadis Gold Top 5%** in 2024
- **EcoVadis Platinum in 2026**
- **Responsibility Europe**
- **ISO 26000 CSR commitment**, confirmed in autumn 2023

The Objectives of Our CSR Strategy

Culture d'Objet invests in renewable energies. **The addition of Claude-Arthur LEWONA as QSE-RSE Manager** anchors these principles and commitments in a consistent, long-term approach.

For our fourth decade investments in our CSR policy represent 4.3 M€

> Development of the 2vies circular logistics platform (3000 m²).
> Transition to energy autonomy through photovoltaic installations
> Acquisition of electric vehicles and charging stations
> Expansion of R&D facilities
> Creation of new social and wellness spaces
> Relocation of management offices to the production site for enhanced communication
> Full LED relamping of facilities



Carbon policy focus areas

Reduice global emissions

Reduce organisational emissions	Reduce others emissions
Emissions reductions	*Emissions avoided*
Reduce to 1349 TCO2e by 2030 of emissions induced by the company's activities 2024 > -3,5% & 2025 > -5,5%	Increase in emissions avoided through reuse and recycling of projects already manufactured

- Culture d'Objet **designs reusable exhibition stands**. This long-standing approach gives us the freedom to create new client experiences while preserving and reusing all stand components. Reducing resource consumption, optimizing budgets, and promoting project circularity are at the heart of our approach.
- Regarding our CO2e emission sources, our key priority for 2026–2027 will be to **better manage and reduce emissions associated with purchased goods and services**.



The Management of our CSR Policy

The CSR committee, established in 2022, drives our strategic vision. Comprising executives and department heads, the committee meets bi-monthly to evaluate progress, adjust strategies an align with annual external assessments (e.g., EcoVadis).

Its ten-year strategic plan is clearly structured and well documented. The committee meets every two months to review progress and adjust strategies as needed.

> 7 sustainability committees overall

+ 16 committees specifically dedicated to a client

To measure the impact of its actions and ensure its CSR maturity, the Group carries out an annual assessment of its policy and areas for progress. This assessment is conducted by EcoVadis, using tools covering environmental, social and human rights issues, ethics and responsible purchasing.

Management ritual



Social: actions and results

Culture d'Objet attests to a level of commitment that stems from actions in all areas of the company's social sphere. The QSE Manager and the Operations Director recruited in 2025 are responsible for ensuring these commitments, ensuring their implementation for the benefit of all employees.

73% An average of 73% employees trained each year

7629 hours cumulative training hours delivered

100% of employees trained since 2022

25% of employees trained in first aid and workplace safety (SST)

50% women on the Executive Committee

Visibility
An annual meeting is held with all teams to present the results and projections for N+1.
CSR and prevention awareness workshops have been set up.

Training
Development of a CSR training module and an enhanced onboarding program emphasizing equality and non-discrimination.
100% of employees are undergoing training.

Communication
Internal newsletters, regular discussion workshops, and collaborative production meetings ensure open communication across teams.

Learning
An eLearning platform is freely accessible, it is customizable to all company profiles.

> 2346 hours of cumulative training provided in 2022 and 2023, benefiting over 80% of staff

Quality of Life at Work
New facilities, including a restaurant, break room, and green terrace, have enhanced the workplace environment.

Health and Safety
Monthly reminders on proper posture and workplace ergonomics
Safety protocols, including signed security briefings and real-time monitoring.

> 25% of employees trained in first aid

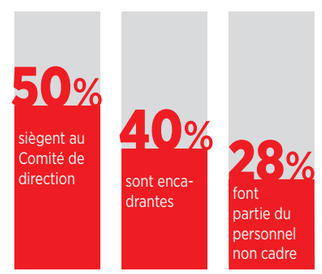
Flexibility
The alternating 4-day week is in force, and a survey of expectations and needs specific to each department is carried out annually.

Average seniority **8 years**

50% of staff have over **five years** of experience

17% have over **20 years** of experience

Gender parity
Women are present at all organizational levels

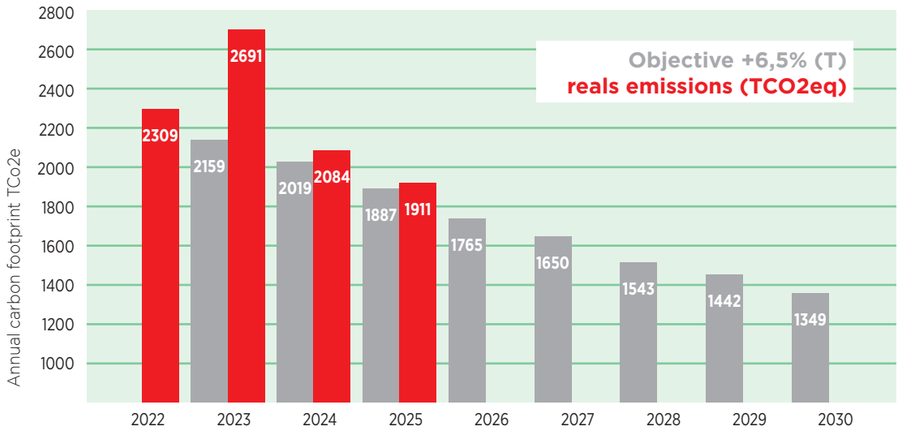




Environmental: actions and results

Culture d'Objet focuses on reducing greenhouse gas (GHG) emissions as a core environmental priority, aligned with the Paris Agreement goal of carbon neutrality by 2050.

TCO2e carbon footprint objective



Emission intensity: Revenue is growing faster than emissions, meaning we generate significantly less CO per euro of revenue ($tCO2_2$ / million euros).

> From 2022 to 2023: a 22% reduction in emission intensity was achieved
> The 2025 target is almost fully reached, with only 1% remaining to achieve the objective
> Exceptional performance: we emit 40% less CO per million euros of revenue compared with 2022

How to reduce GHGs at CDO?

- Reduce consumption of raw materials
- Use less carbon-intensive materials (lower emission factors)
- Use less carbon-intensive electricity
- Increase recycling to avoid future emissions (avoided emissions)
- Improving mobility and transport (e.g. preferring grouped transport to dedicated transport)

Environmental actions

Transition to sustainable mobility

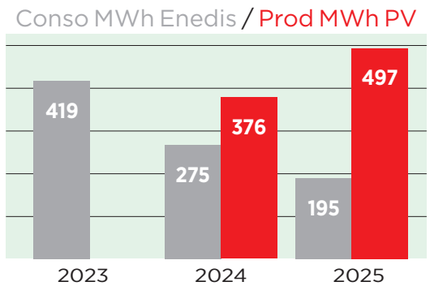
- 40% of the vehicle fleet is hybrid or electric

> Elimination of 2 buildings of 4,000 sqm: elimination of 7,000 km of annual inter-depot shuttles, i.e. 1.5TB of annual CO2eq avoided

Energy optimization

- LED lighting upgrades across production facilities
- Installation of 2,403 m of solar panels

> Reducing consumption by 92% i.e. 4.4TB of annual CO2eq avoided



The annual energy balance shows a surplus of 81,263 kWh. The site exceeds annual energy neutrality and is a net exporter of renewable electricity
This situation reflects a positive annual energy balance

Common sense and pragmatism (a Culture d'Objet tradition)

- Production scrap recovery system
- Kit design and manufacture of structures (reduced need for adhesives and metal fasteners)
- Design and manufacture of transport units
- Recovery of materials and reuse of structures

Waste Management

- Implementation of dedicated recycling bins for materials (wood, metal and plastic) in production areas

> 75% of our non-hazardous industrial waste is now directed to appropriate treatment streams

- Completion of a voluntary waste assessment by a specialized consultancy

> implementation of an improvement plan
> appointment of a Waste Manager responsible for coordinating processes

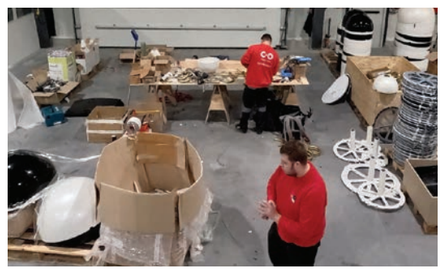
- Establishment of partnerships with 8 waste treatment and recycling facilities to manage our 135 tonnes of annual waste,

> 32% recycled materials in 2025, compared with 22% in 2023 and 3% in 2020

Reuse and Circularity

- 3,000 m High Environmental Quality (HQE) platform facilitates reemployment

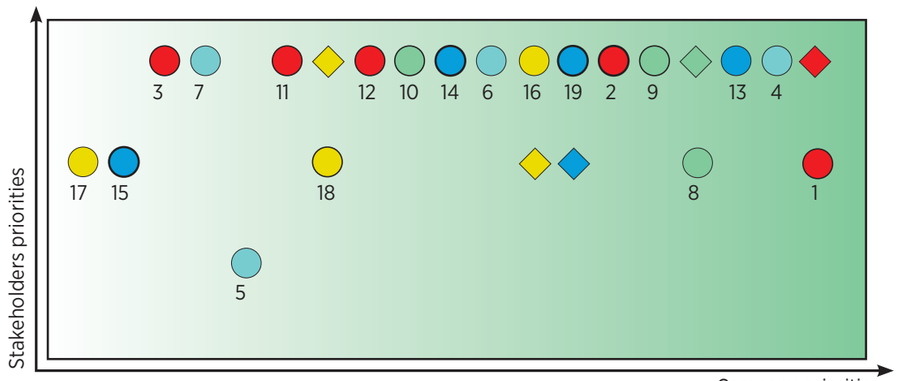
> Example: A project for the 2024 Olympics avoided 18 TCO2e in emissions through modular design and reuse



Ethics: actions and results

Ethics at Culture d'Objet is formalized through a charter and ongoing training for all employees in ethical practices and sustainability. All our employees have attended one or more awareness-raising sessions on ethics and sustainable development.

The completion of our materiality survey and stakeholder mapping emerged the top 3 expectations (excluding internal stakeholders).



1/ You are concerned by certifications or regulations such as ISO, Reach, ECSS, human rights, labor code, etc.
2/ Respect for human rights, labor codes and ethical practices are important in business practices
3/ Innovation as a "booster" for customer satisfaction
4/ Every business must reduce its carbon footprint and improve energy management
5/ Eco-construction and eco-management must be integrated into a company's policy
6/ Listening and communication are important for your relationship with a/our company
7/ Proposing competitive offers is a factor of success
8/ "Think global, act local" is a good way
9/ Working relationships and conditions: health and well-being are essential
10/ Quality of the product and services must be optimal
11/ Waste sorting must be implemented everywhere
12/ The fight against corruption, respect, transparency, fair practices must be visible within an organization
13/ Being a job creator is rewarding for a company
14/ Moral values, trust, partnership, confidentiality, integrity and fair competition must be present in a company
15/ Diversity and the fight against discrimination are criteria that lead you to collaborate with a company
16/ Accidents must be prevented and safety ensured in a business, even for customers/consumers
17/ A company must continue to improve even if customer expectations are met
18/ A rapid and reliable response time/response is a criterion of choice in exchanges
19/ Patronage and local heritage are important for the image of a company

They concern:

- certifications and regulations,
- ethical practices,
- carbon footprint reduction and energy management.

This survey enables us to prioritize our actions.

Responsible purchasing initiatives

- **100%** of our poplar plywood purchases and **70%** of our purchases of other wood-based panels (melamine, laminate and MDF) come from **FSC® or PEFC® certified** sources, with enhanced traceability and purchasing requirements.
- An annual CSR assessment has been introduced for our **Top 15 suppliers**, covering one transport provider, three subcontractors and twelve suppliers (wood, metal, paint, plastics and hardware). All currently meet our sustainability expectations.
- **90%** of our Top 15 suppliers have signed our Ethics Charter.
- **100%** of our production is **Made in France**, in partnership with local suppliers.

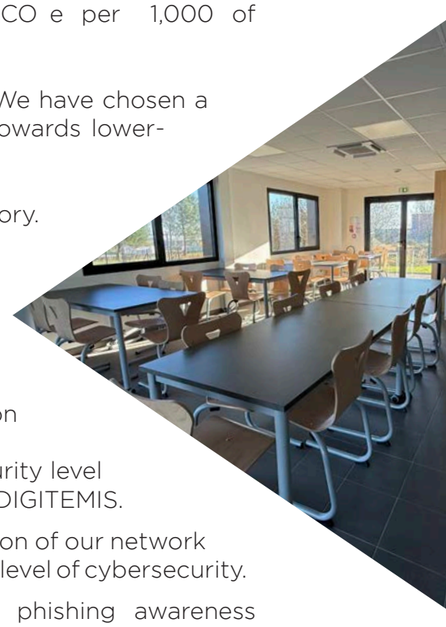
Supplier portfolio overview

Top 15 suppliers (out of 250), ranked by purchasing value and category

Our assessment takes into account: Greenhouse gas emission intensity, Quality of products and services, CSR maturity & Financial profile (market position and dependency).

- Total greenhouse gas emissions: 171,732 kgCO e (all categories combined).
- Estimated economic value: approximately 338,000, calculated using weighted average carbon intensity.
- Average carbon intensity: approximately 508 kgCO e per 1,000 of purchasing spend.
- Weighted average supplier rating: 73.3/100 (Good).
- Four suppliers remain under enhanced monitoring. We have chosen a collaborative approach to support their transition towards lower-carbon solutions.

Key finding: Overall supplier performance is satisfactory. Nevertheless, significant differences remain between exemplary suppliers and those whose performance lowers the portfolio average.



Information security and business ethics

Our commitment to ethical business conduct also includes protecting the confidential information entrusted to us.
To assess the security of our IT infrastructure, the security level of our VPN gateway was independently evaluated by DIGITEMIS.

> **A classification (5 stars)** awarded for the configuration of our network equipment and VPN certificate, demonstrating a high level of cybersecurity.

> **100%** of employees successfully completed the phishing awareness assessment (80% security score).

> **100%** of employees participated in training workshops covering **Business Ethics, GDPR and Cyber Hygiene**.

Culture d'Objet's Charters

POLITIQUE DE DÉVELOPPEMENT DURABLE

Culture d'Objet | Façonnier d'univers responsable
Fontenay-le-Comte (85)

Préambule

Depuis plus de trois décennies, Culture d'Objet inscrit ses activités dans une démarche engagée et responsable.
La Responsabilité Sociétale des Entreprises (RSE) guide nos actions. Elle s'étend à nos parties prenantes externes (clients, fournisseurs, distributeurs, partenaires) et internes (salariés, partenaires sociaux). Elle consiste à réduire les impacts environnementaux liés à l'énergie, la fabrication, les emballages, les transports et les bâtiments.

Nos certifications attestent de la crédibilité de cette démarche :

EcoVadis	Niveau Gold
Label Engagé RSE	Niveau Confirmé (AFNOR)
Entreprise du Patrimoine Vivant	Reconnaissance officielle de l'Etat. Ce label témoigne de l'excellence de notre savoir-faire artisanal et de notre engagement en faveur des métiers d'art et du patrimoine industriel français.

Nos trois ambitions

1. Une entreprise fiable et attractive

Nous nous engageons à l'égard de nos clients à maintenir un niveau d'exigence élevé en matière de qualité et de sécurité des produits. Vis-à-vis de nos collaborateurs et partenaires, nous appliquons des principes d'intégrité, d'éthique et de loyauté dans toutes nos relations.

2. Une entreprise à taille humaine

Nous plaçons les personnes au centre de notre modèle. Cela signifie garantir la sécurité physique et psychosociale de chacun, veiller à l'équilibre vie professionnelle / vie personnelle, appliquer l'égalité professionnelle femmes-hommes, et refuser toute forme de discrimination — dès le recrutement et tout au long de la carrière. Nous nous opposons fermement au travail forcé et au travail illégal des mineurs.

3. Une entreprise responsable

Nous mesurons, maîtrisons et réduisons notre impact environnemental par tous les moyens à notre disposition — technologiques, organisationnels, humains. Nous optimisons l'utilisation des ressources naturelles, améliorons notre efficacité carbone et réduisons les émissions de polluants locaux.

Notre trajectoire de décarbonation repose sur des investissements intégralement financés sur fonds propres. Les projets de production photovoltaïque, d'amélioration de l'efficacité énergétique des équipements et de performance des bâtiments sont réalisés sans subvention publique dédiée.
Le principal investissement engagé à ce titre est un entrepôt logistique HQE de 3 000 m² intégrant une installation photovoltaïque, pour un montant de 4 M€ autofinancés : les solutions 2Vies.

Nos engagements par axe

Axe social

- Respect des droits fondamentaux du travail : liberté d'association, refus du travail forcé et du travail des enfants (Pacte Mondial des Nations Unies)
- Environnement de travail sûr et sain : intégrité physique et morale, prévention du harcèlement
- Équilibre vie professionnelle / vie personnelle : droit à la déconnexion, télétravail
- Développement professionnel continu : formation, maintien de l'employabilité
- Dialogue social : accord d'intéressement, réunions mensuelles
- Ancrage territorial : soutien aux communautés locales, et traçabilité des approvisionnements (bois FSC/PEFC) dans le respect des populations locales et des écosystèmes

Axe environnemental

- Réduction des émissions de GES : bilan carbone annuel, trajectoire chiffrée
- Énergies renouvelables : autoconsommation photovoltaïque, sobriété énergétique des équipements
- Économie circulaire : écoconception des produits, réemploi des matériaux, plateforme logistique dédiée
- Gestion responsable des déchets : tri sélectif, filières de recyclage, valorisation par surcyclage
- Approvisionnement responsable : traçabilité des matériaux, certifications FSC/PEFC, refus des matières issues de zones de conflit ou de déforestation illégale
- Transport maîtrisé : mesures adaptées selon les responsabilités contractuelle

Axe économique et éthique

- Innovation responsable : département R&D dédié à l'écoconception
- Croissance durable : investissements dans les infrastructures vertes
- Qualité et satisfaction client : accompagnement vers des solutions durables, maîtrise des coûts et des délais
- Tolérance zéro à la corruption, au trafic d'influence et au blanchiment d'argent
- Respect du droit de la concurrence et des règles antitrust
- Protection des données et confidentialité des informations sensibles
- Protection des données et confidentialité des informations sensibles

Nos objectifs stratégiques

Axe	Objectif	Horizon
Environnement	Neutralité carbone	2050
	Réduction des émissions GES	2030
	Taux de valorisation des déchets	2027
	Autoconsommation photovoltaïque	2027
	Certification des approvisionnements bois (FSC/PEFC)	Permanent
Social	Féminisation des effectifs	2027
	Réduction de l'absentéisme	2027
	Maintien d'un faible taux d'accidents	Permanent
	Renforcement de l'égalité professionnelle	2027
	Maintien de l'effort de formation	Annuel
	Réduction du turnover	2027
Économique	Investissements en faveur de la transition écologique	2030

Gouvernance

La présente politique est approuvée par l'ensemble de la Direction Générale. Sa mise en œuvre est pilotée par la Directrice d'Exploitation, la Responsable Développement et le Responsable RSE.

Un comité de suivi RSE se réunit trimestriellement, avec participation de la Direction, des représentants du personnel et d'un expert externe indépendant.

Un rapport annuel de progrès est communiqué en interne et aux parties prenantes concernées. Le respect de cette politique est intégré dans nos relations fournisseurs via notre Code de Conduite Fournisseurs, qui leur impose des exigences équivalentes.

Un plan d'action opérationnel détaille les indicateurs, les échéances et les responsables pour chaque engagement.

Parce qu'une politique n'a de valeur que lorsqu'elle est portée collectivement, nous comptons sur l'engagement de nos collaborateurs et partenaires pour l'incarner et la faire progresser chaque jour.

Le Président
Patrice CARNET

OBJECTIFS DE DEVELOPPEMENT DURABLE

Notre engagement :

Culture d'Objet s'engage à appliquer une tolérance zéro en matière de corruption, à garantir la confidentialité des données clients, et à assurer la transparence de ses engagements vis-à-vis de toutes ses parties prenantes.

Nos objectifs éthiques et conformité

N°	Thématique	Objectif	Échéance
1	**Confidentialité des données clients**	Garantir l'**absence de violation de données** imputable à Culture d'Objet sur le périmètre défini.	Permanent
2	**Lutte contre la corruption**	**Traiter 100 % des signalements** reçus.	Permanent
3	**Garantie de la conformité éthique de la chaîne de valeur**	Former l'**intégralité** des collaborateurs à la charte éthique, obtenir la signature du code éthique de **tous les fournisseurs** stratégiques (représentant 80 % du chiffre d'affaires), exiger que **chaque nouveau fournisseur** soit signataire préalablement à tout achat, et recueillir l'engagement écrit de l'**ensemble des sous-traitants**.	Permanent
4	**Efficacité commerciale et opérationnelle**	**Augmenter de 10 %** le taux de transformation et le nombre de projets.	Annuel
5	**Taux de fidélisation client**	Maintenir un **taux de fidélisation client supérieur à 80 %.**	Annuel
6	**Innovation responsable (2Vies)**	**Déployer le concept 2Vies** (écoconception et réemploi) sur les dossiers stratégiques (Cartier, LVMH, Chanel) ainsi que sur les clients existants et nouveaux.	Annuel
7	**Développement des compétences**	**Former 100 % des collaborateurs cibles** (chargés d'affaires et chargés de projets) à au moins une formation stratégique (RSE, écoconception ou technique métier).	Annuel

OBJECTIFS DE DEVELOPPEMENT DURABLE

Notre engagement :

Culture d'Objet s'engage à favoriser le bien-être et le développement de ses collaborateurs, à garantir leur sécurité physique et psychosociale, à appliquer l'égalité professionnelle, à lutter contre les discriminations, et à combattre l'esclavage et le travail illégal des mineurs.

Nos objectifs en matière sociale et de ressources humaines

N°	Thématique	Objectif	Échéance
1	**Égalité professionnelle femmes-hommes**	Porter l'indice d'égalité professionnelle **de 88/100 à 92/100.**	2027
2	**Mixité dans l'encadrement**	Augmenter la part de femmes cadres **de 18 % à 30 %.**	2027
3	**Recrutement jeunes talents – intégration**	Porter le taux de maintien à 6 mois **de 86 % à 90 %.**	2027
4	**Recrutement jeunes talents – renouvellement**	Augmenter la part de salariés ayant moins de 3 ans d'ancienneté **de 27 % à 30 %.**	2027
5	**Fidélisation des collaborateurs**	Augmenter la part de salariés ayant entre 3 et 10 ans d'ancienneté **de 25 % à 30 %.**	2027
6	**Santé au travail et qualité de vie au travail (QVT)**	Réduire le taux de fréquence **de 30 à 25** et le taux de gravité **de 0,04 à 0,02.**	2027
7	**Maintien de l'employabilité**	Augmenter la part de salariés formés chaque année **de 68 % à 75 %.**	2027

OBJECTIFS DE DEVELOPPEMENT DURABLE

Notre engagement :

Culture d'Objet s'engage à mesurer, maîtriser et réduire son empreinte environnementale en optimisant l'utilisation des ressources, en améliorant sa performance carbone et en limitant les émissions de polluants.

Nos objectifs environnementaux

N°	Thématique	Objectif	Échéance
1	**Plateforme d'économie circulaire 2Vies – Démantèlement & recyclage**	Structurer le dispositif de gestion de la fin de vie des produits du projet LVMH par la **formalisation des processus**, la cartographie des flux et la traçabilité.	2026
2	**Plateforme 2Vies – Écoconception**	Déployer les outils et processus d'écoconception dans le cadre du projet Cartier (ISO 20121), incluant la **cartographie des flux** et l'élaboration **de guides de conception** et de fabrication.	2026
3	**Approvisionnement en bois certifié**	Porter à **90 % la part des volumes de bois certifiés FSC®/PEFC®** achetés, en renforçant les procédures de commande et de traçabilité.	2027
4	**Réduction des déchets**	Porter la **part de matières recyclées de 32 % à 40 %** en améliorant le tri et la valorisation des déchets.	2027
5	**Calcul des émissions – Scope 3**	Finaliser les **outils de calcul du Scope 3** et les intégrer au dispositif de pilotage environnemental.	2027
6	**Réduction des émissions de GES**	**Réduire les émissions de GES de 6,5 % par an** (base 2022) afin d'atteindre 1 349 tCO_2e en 2030, tout en suivant l'intensité carbone (tCO_2e/M€ de chiffre d'affaires).	Annuel jusqu'en 2030
7	**Neutralité énergétique du site**	**Maintenir un taux de couverture énergétique ≥ 100 %** en assurant une production photovoltaïque annuelle supérieure à la consommation électrique du site et un bilan annuel exportateur d'électricité renouvelable.	Annuel jusqu'en 2030

Document approuvé par :
Le Président *Patrice CARNET*
Fontenay-le-Comte, le 9 / 4 / 26

Culture d'Objet's Charters



CHARTE ÉTHIQUE ET ACHATS RESPONSABLES | Culture d'Objet

CULTURE D-OBJET

CULTURE D'OBJET

Façonnier d'univers responsable

CHARTE ÉTHIQUE
ET ACHATS RESPONSABLES

Édition 2026

Date dernière révision : 09/04/2026

Pacte Mondial ONU | Ecovadis Or 2024 | EPV 2023 | Engagé RSE AFNOR 2025

NOUS SOUTENONS LE PACTE MONDIAL

GOLD | Top 8% ecovadis JUIL. 2024

ENGAGÉ RSE ISO 26000 Confirmé ★★

RE

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CHARTE ÉTHIQUE ET ACHATS RESPONSABLES | Culture d'Objet

CULTURE D-OBJET

LE MOT DU PRÉSIDENT

Nous attendons de la part de nos collaborateurs, de nos fournisseurs et de nos autres partenaires un **haut niveau d'implication.**

C'est-à-dire d'alerter la Direction de Culture d'Objet de toute situation suspecte constatée susceptible de porter atteinte à l'image de marque et à la réputation de Culture d'Objet, de ses clients, ou de porter préjudice à Culture d'Objet ou à ses clients.

Nous attendons de la part de nos collaborateurs, de nos fournisseurs et de nos autres partenaires un **haut niveau d'exemplarité.**

C'est-à-dire de se conformer à l'esprit et à la lettre du code éthique de Culture d'Objet.

Nous attendons de la part de nos collaborateurs, de nos fournisseurs et de nos autres partenaires un **haut niveau d'engagement.**

C'est-à-dire d'appliquer et de faire appliquer le code éthique de Culture d'Objet.

Ces exigences s'appliquent avant tout à notre propre organisation. Elles reflètent notre volonté d'agir avec cohérence, responsabilité et exemplarité dans chacune de nos décisions et de nos actions.

Le Président-Directeur Général
Patrice CARNET
Culture d'Objet

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CHARTE ÉTHIQUE ET ACHATS RESPONSABLES | Culture d'Objet

CULTURE D-OBJET

ANNEXE
CODE DE CONDUITE
FOURNISSEURS ET PARTENAIRES

Document à signer et à retourner avant toute entrée en relation commerciale

Préambule

Culture d'Objet attache une importance fondamentale à l'intégrité et à l'éthique dans l'ensemble de ses relations d'affaires. Le présent code de conduite définit les règles et principes que nous attendons de nos fournisseurs, sous-traitants et partenaires commerciaux.

En signant ce document, le partenaire s'engage à respecter l'ensemble des dispositions ci-après et à les faire respecter par ses propres employés et sous-traitants.

Champ d'application

Le présent code s'applique à toute personne physique ou morale entrant en relation d'affaires avec Culture d'Objet, notamment :

- Les fournisseurs de matières premières, composants et services.
- Les sous-traitants de production.
- Les prestataires logistiques et de transport.
- Les partenaires commerciaux et intermédiaires.

A.1 LUTTE CONTRE LA CORRUPTION ET LES PAIEMENTS DE FACILITATION

Le partenaire applique une politique de tolérance zéro en matière de corruption, publique ou privée. Il s'interdit d'offrir, promettre ou octroyer tout avantage — pécuniaire ou non — à un collaborateur de Culture d'Objet, ainsi que de recourir à un intermédiaire à cette fin.

Les paiements de facilitation sont strictement interdits. Toute sollicitation reçue doit être signalée immédiatement à Culture d'Objet. La seule exception est la situation où le paiement est exigé sous contrainte physique immédiate, auquel cas le partenaire en informe Culture d'Objet dans les meilleurs délais.

A.2 LUTTE CONTRE LE BLANCHIMENT ET LE FINANCEMENT DU TERRORISME

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CULTURE D-OBJET

PROCEDURE ACHATS

Créée le : 09/06/2025

Mise à jour le : 14/01/2026

Référence : CDO PRAC. 005

Applicable : Tous les services

Responsable du document : Elodie MERIT

Validation :

REDACTEUR	VALIDEUR 1	VALIDEUR 2
Directrice d'Exploitation	Responsable QSE-RSE -RH	PDG
Elodie MERIT	Claude Arthur LEWONA	Patrice CARNET

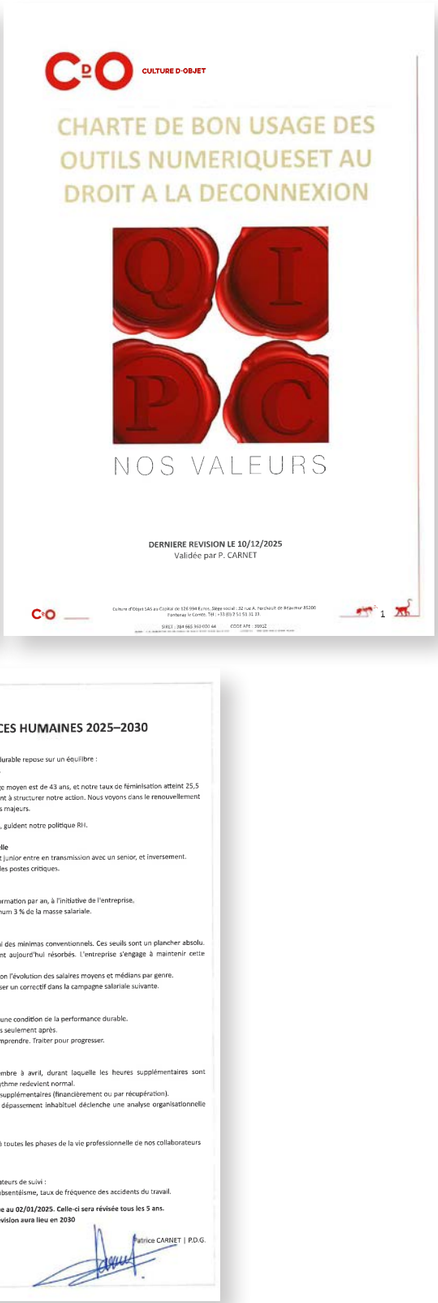


CULTURE D-OBJET

CHARTE POUR LA PROTECTION DES DONNEES - RGPD

NOS VALEURS

DATE DERNIERE REVISION : 10/12/2025
Validée par P. CARNET

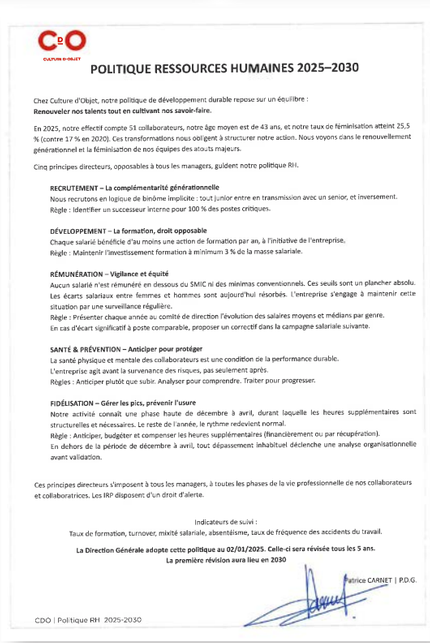


CULTURE D-OBJET

CHARTE DE BON USAGE DES OUTILS NUMERIQUESET AU DROIT A LA DECONNEXION

NOS VALEURS

DERNIERE REVISION LE 10/12/2025
Validée par P. CARNET



CULTURE D-OBJET

POLITIQUE RESSOURCES HUMAINES 2025–2030

Chez Culture d'Objet, notre politique de développement durable repose sur un équilibre :
Renouveler nos talents tout en cultivant nos savoir-faire.

En 2025, notre effectif compte 53 collaborateurs, notre âge moyen est de 43 ans, et notre taux de féminisation atteint 25,5 % (contre 17 % en 2020). Ces transformations nous obligent à structurer notre action. Nous voyons dans le renouvellement générationnel et la féminisation de nos équipes des atouts majeurs.

Cinq principes directeurs, opposables à tous les managers, guident notre politique RH.

RECRUTEMENT – La complémentarité générationnelle
Nous recrutons en logique de binôme implicite : tout junior entre en transmission avec un senior, et inversement.
Règle : Identifier un successeur interne pour 100 % des postes critiques.

DÉVELOPPEMENT – La formation, droit opposable
Chaque salarié bénéficie d'au moins une action de formation par an, à l'initiative de l'entreprise.
Règle : Maintenir l'investissement formation à minimum 3 % de la masse salariale.

RÉMUNÉRATION – Vigilance et équité
Aucun salarié n'est rémunéré en dessous du SMIC ni des minimas conventionnels. Ces seuils sont un plancher absolu.
Les écarts salariaux entre femmes et hommes sont aujourd'hui résorbés. L'entreprise s'engage à maintenir cette situation par une surveillance régulière.
Règle : Présenter chaque année au comité de direction l'évolution des salaires moyens et médians par genre.
En cas d'écart significatif à poste comparable, proposer un correctif dans la campagne salariale suivante.

SANTÉ & PRÉVENTION – Anticiper pour protéger
La santé physique et mentale des collaborateurs est une condition de la performance durable.
L'entreprise agit avant la survenance des risques, pas seulement après.
Règles : Anticiper plutôt que subir. Analyser pour comprendre. Traiter pour progresser.

FIDÉLISATION – Gérer les pics, prévenir l'usure
Notre activité connaît une phase haute de décembre à avril, durant laquelle les heures supplémentaires sont structurelles et nécessaires. Le reste de l'année, le rythme redevient normal.
Règle : Anticiper, budgéter et compenser les heures supplémentaires (financièrement ou par récupération).
En dehors de la période de décembre à avril, tout dépassement inhabituel déclenche une analyse organisationnelle avant validation.

Ces principes directeurs s'imposent à tous les managers, à toutes les phases de la vie professionnelle de nos collaborateurs et collaboratrices. Les IRP disposent d'un droit d'alerte.

Indicateurs de suivi :
Taux de formation, turnover, mixité salariale, absentéisme, taux de fréquence des accidents du travail.

La Direction Générale adopte cette politique au 02/01/2025. Celle-ci sera révisée tous les 5 ans.
La première révision aura lieu en 2030

Patrice CARNET | P.D.G.

CDO | Politique RH 2025-2030



2vies

Extending the value of our creations



2vies :
Extending the value of every creation

Originally developed to meet the growing sustainability expectations of the luxury sector, **2vies** has become a strategic pillar of Culture d'Objet's circular economy model.

Far more than a logistics platform, 2vies manages the complete life cycle of installations created for our clients, from storage and maintenance to reuse, refurbishment, transformation and material recovery.

By anticipating future uses from the earliest design stages, every project is conceived to remain valuable long after its initial deployment.

Key figures

Storage capacity
3 000 m²

44 projects under management

7 projects successfully reused

44 tonnes of materials recovered

1.349 tCO2 emissions avoided

Revenue generated through reuse **31 %**

8 clients actively using 2vies (**25%** of them)



Managing resources as efficiently as possible

Our integrated Research & Development department works on impact and **analysis of product life cycles**.

Ecodesign promotes the use of low-carbon materials and the incorporation of **reuse** and **dismantling** from the very start of the project.

This expertise anticipates the separability and demountability levels required for reuse of structural elements. From one event to the next, this approach makes it possible to **avoid 100% of GHG emissions** linked to raw materials.

Dismantling guarantees proper allocation of all materials to certified recycling channels.

Our photovoltaic production allows us to **consume our own energy** to reduce the impact of our products.

Reuse, storage and recycling with the 2Vies platform

Channel 1: **reuse**	Channel 2: **re-employement**		Channel 3: **recycle**
Reconditioning *Inspection, photos, packaging*	Dismantling *Careful dismantling*		Massification *Grouping of recyclables in bins and containers*
Referencing *Database storage*	Dismantling *"Noble" materials to be donated are collected in geoboxes*	Palletizing *Reusable items are packed in pallets and boxes*	Delivery to our partner Sud Vendée Recyclage
Storage *on dedicated rented shelving*	Donations to associations *according to our agreements*	Storage *on shelves & stock management*	Traceability *Certificates and waste register*
Processing *In adjoining workshops*	*External re-use* *Ex: Lego, Pompidou...*	Reuse in production *e.g. LED power supplies, flooring, etc.*	Dispatch to outlets *Contract with accredited recyclers*
Reuse *Return to store*			5 waste flows recycling *Metal, cardboard, plastics, wood, WEEE*



Extending the lifespan to rationalize

Increasing the lifespan of creations offers many benefits:

- returning items to Culture d'Objet eliminates the risk of damage to the brand reputation (no massive disposal in dumpsters)
- manufacturing costs are drastically reduced: reused elements have proven to be 2 to 3 times more cost-effective than those produced for a single event (return transport included in the calculations)
- carbon emissions are avoided and/or their overall level is improved
- raw materials can be saved
- dismantling and reuse are quantified in our clients' non-financial reports, highlighting their commitments
- creations comply with AGEECC regulations.

UNDERSTANDING THE GHG REDUCTION STRATEGY

Raw materials account for two-thirds of the total emissions generated by the company's activities. Combined with eco-design and dismantling, reuse is the number one solution for effectively reducing GHG emissions.

Reuse: the best effective solution

ECO-DESIGN

enables the selection of **low-carbon materials** and integrates **reuse** and **dismantling** from the very start of the project.

REUSE

From one event to another, reuse **avoids 100% of GHG emissions** related to raw materials.

DISMANTLING

At the end of life, it ensures materials are directed to the appropriate recycling **channels**



« Business as usual » VS reuse strategy

CCDO has measured up to a **75% reduction in carbon footprint** through the reuse of event projects..



Giving projects a second life through transformation and upcycling

10 skills for sustainable creations

1/ **RATIONALISE**
by limiting transported volumes and optimizing supplies.

2/ **SUBSTITUTE**
by transforming surplus production into raw materials for SSE players.

3/ **REVALUE**
by dismantling and sorting the components of creations to give added value back.

4/ **TRACK**
by ensuring the traceability of flows and certifying their processing.

5/ **PROTECT**
by watching over your property rights and ensuring destruction under bailiff's supervision.

6/ **EXTEND**
by storing, protecting and thus extending the useful life of your creations.

7/ **REGENERATE**
by over-cycling and transforming creations thanks to our on-site production facilities and expertise.

8/ **MANAGE**
by viewing stocks remotely and managing in real time.

9/ **ORCHESTRATE**
by compiling production elements from your service providers and manage global logistics.

10/ **OPTIMIZE**
by retaining only what is essential and useful.

Measuring and reducing our carbon footprint

Culture d'Objet has set ambitious **GHG reduction targets** in line with French and European commitments.

- Measuring and reducing GHG emissions with a target of -6.5% per year.
- Collect data on energy consumption and product traceability (origin, transport, etc.).
- Identify impactful initiatives that help reduce emissions and compare results against a baseline scenario

Carbon footprint assessment in 2022

We had initially calculated Scope 1+2+3 emissions of 1,750 tCO e for 2022. This calculation did not include emissions attributable to services. We therefore decided to revise the total GHG emissions figure for 2022.

2.309 TCO2eq.



This adjustment enabled us to realign our targets more accurately with our actual baseline.
An annual reduction of -6.5%
results in a projected level in 2030 of:
- 1.349 TCO2eq. (-41,6 % vs 2022)

Emission intensity

Year	Target -6,5%	Real footprint (TCO2 eq)	Evolution TCO2 eq	Gap to target	Revenus euros	TCO2 eq / M euros	Target TCO2 eq / M euros
2022		2 309			**8**	**308**	
2023	2 159	**2 691**	17%	25%	**11,1**	**241**	194
2024	2 019	**2 084**	-23%	3%	**10,1**	**207**	200
2025	1 887	**1 911**	-8%	1%	**10,4**	**184**	182

GHG emission categories (tCO2e)

Emission category	Share in 2022	Share in 2025	Change 2022>2025	Interpretation
Purchased goods and services	70%	78%	+8 pts	**Major area of focus:** its share increases mechanically as other emission categories decrease faster.
Capital goods	17%	11%	-6 pts	End of major investment phases.
Electricity	0.80%	0%	-0.4 pt	Impact of photovoltaic self-consumption.
Natural gas	2.40%	3%	+0.2 pt	Collective efforts and improved building insulation.
Diesel fuel	1.40%	2%	+0.8 pt	Area requiring attention: calculation based on purchases (euros) rather than actual consumption (liters).
Business travel	2.80%	4%	+0.9 pt	Area requiring attention: recruitment of employees living farther away.

The positive impacts of the 2Vies project are beginning to be measurable

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