

Societal
and Environmental
Impact Report

coverpla
FRAGRANCE & BEAUTY PACKAGING



Sébastien Saussereau,
CEO



A word from leadership

« Together,
we are stronger »

Since welcoming **Geneo Capital Entrepreneur** as our majority shareholder, Coverpla has gained access to tools and methodologies that help us orchestrate our growth, with a robust decarbonization strategy at the core.

Supported by Bruno Diepois and the management team, and fueled by the dedication of our employees, Coverpla is actively strengthening its strategic roadmap.

While the company has always been defined by its openness to change, we recognize there is still work to be done.

In addition to our first two carbon footprints, **ADEME's «Act pas à pas» (Step-by-Step Act)** program helps us gain a clear understanding of our current situation, allowing us to identify our objectives and structure our action plan.

Decarbonization is not an option; regardless of the path taken, the destination is clear. We are acutely aware of the pressure exerted by stakeholders, regulatory bodies, and, of course, our clients. We must act and transform ecological topics into economic opportunities and key points of differentiation.

It is time for us to step up.

Sébastien SAUSSEREAU
Carole PASTORELLI
Benoit ROSSI



Marc JABOULAY
Florence GHILARDI
Bruno DIEPOIS

Who are we?

Founded **80 years ago in Nice**, Coverpla is a leading player in the design, manufacturing, and distribution of exclusive, 100% customizable packaging for the perfume, cosmetics, and home fragrance markets.

With over 250 references, **subsidiaries in the United States and Italy** and a robust network of business partners, Coverpla supports the development of young brands worldwide and helps them grow. We are recognized for our unique positioning, the quality of our products, and the creativity and agility of our offerings.

A new era

Starting in 2023, Coverpla benefited from the support of the bpifrance growth accelerator and initiated a reflection on new growth objectives. Subsequently, the company welcomed a new pool of investors led by Généo Capital Entrepreneur, acquiring the resources to accelerate our growth.

This milestone marks the strengthening of the management team under **CEO Sébastien Saussereau**.

With Généo as majority shareholder, Coverpla benefits from solid, informed support, relevant tools, and a human-centric approach aligned with our own values.

80
years
1946 - 2026



*OSCAR bottle
EMY cap*

by **coverpla**



*KARMA bottle
AZERO cap*

«Made in Europe» products to customize

Coverpla designs and develops its own models in addition to standard items sourced or produced in cooperation with our European partners (glassmakers, cap and pump manufacturers, etc.).

We support our clients with a global offering, where the added value lies in the customization of standard products or the development of specific models.

Our collection of bottles and caps, **exclusively of European origin** and available in stock or for rapid order, guarantees a unique and competitive quality/budget/time ratio.

Rooted in a local identity historically linked to the world of perfumery, Coverpla makes this local manufacturing a guarantee of quality.

In this spirit, we maintain proximity across the entire supply chain. Our sourcing and supply network remains strictly within Europe.

To ensure controlled product quality, multiple checks are carried out upon receipt, during production, and before shipment.

Since its inception **80 years ago**, Coverpla has acquired in-depth knowledge of the markets and consumer trends.



*Customised
caps*

1

Ambassador clients and a strong partner ecosystem

2

A controlled and high-performing international presence

3

A comprehensive, innovative, and sustainable offering



4

A committed, expert, and agile team

5

A structured regulatory and environmental monitoring approach



Our Global Strategy in 5 pillars

Our CSR approach is structured around 5 fundamental pillars, fully integrated into our global strategy.

These pillars contribute to Coverpla's sustainability and development, allowing us to increase our performance and expertise while respecting our values.

This approach is part of a project shared with all stakeholders. It relies on the UN's Sustainable Development Goals (SDGs), and more particularly for Coverpla, SDGs 9, 12, and 13. It sets concrete commitments based on precise indicators, adjusted over the years.

Our 4 fundamental values

Centered around these pillars, Coverpla has chosen to anchor the values that define its unique identity.

1

Humanity: a great strength of Coverpla. Family spirit, solidarity, sharing, benevolence, and resilience are at our core.

2

Excellence: through commitment, reliability, and performance, we search for quality without forgetting to be fair.

3

Trust: Stems from a healthy attitude and the sharing of values. It is born from loyalty, transparency, honesty, and listening to create harmony.

4

Audacity: to perform well, one must dare-be agile, curious, and open to the world and others, in order to learn more and better.

1

Client ambassadors

likely to spontaneously recommend the Coverpla brand-an ecosystem of high-performing and committed partners, advocates of shared values such as «Made in Europe» and responsible practices.

2025 key figures

- **99%** service rate
(34 accepted complaints / 2,324 invoices)
- **129** new clients, of which 30% came via referral
- **100%** of purchases made in Europe, of which **32%** in France
- **13** solidarity patronage actions
- **90%** of suppliers have signed the responsible purchasing and business ethics charter





Head office



Hot stamping



FIRENZE bottle
AZERO cap



Surlyn caps

The european label

«Made in Europe, Made in France, Made in Nice!»! While this credo is a historical and strategic choice for Coverpla, it takes on even greater meaning today for all packaging players in a tense geopolitical context.

Coverpla defends the recognized know-how of the French and European industrial sector linked to the great names of luxury.

Thus, all supplies come exclusively from **France and Europe**.

This strategy has multiple benefits: limiting environmental impacts linked to the transport of goods, controlling quality, and shortening deadlines for an optimized «time to market.»

Clients who Serve as Advocates

Coverpla enjoys the endorsement of its clients worldwide. The key factors cited in these recommendations include **attentiveness, transparency, creativity, the value of the support provided, product quality, and the practical and economic agility** demonstrated in the development projects undertaken for various brands.

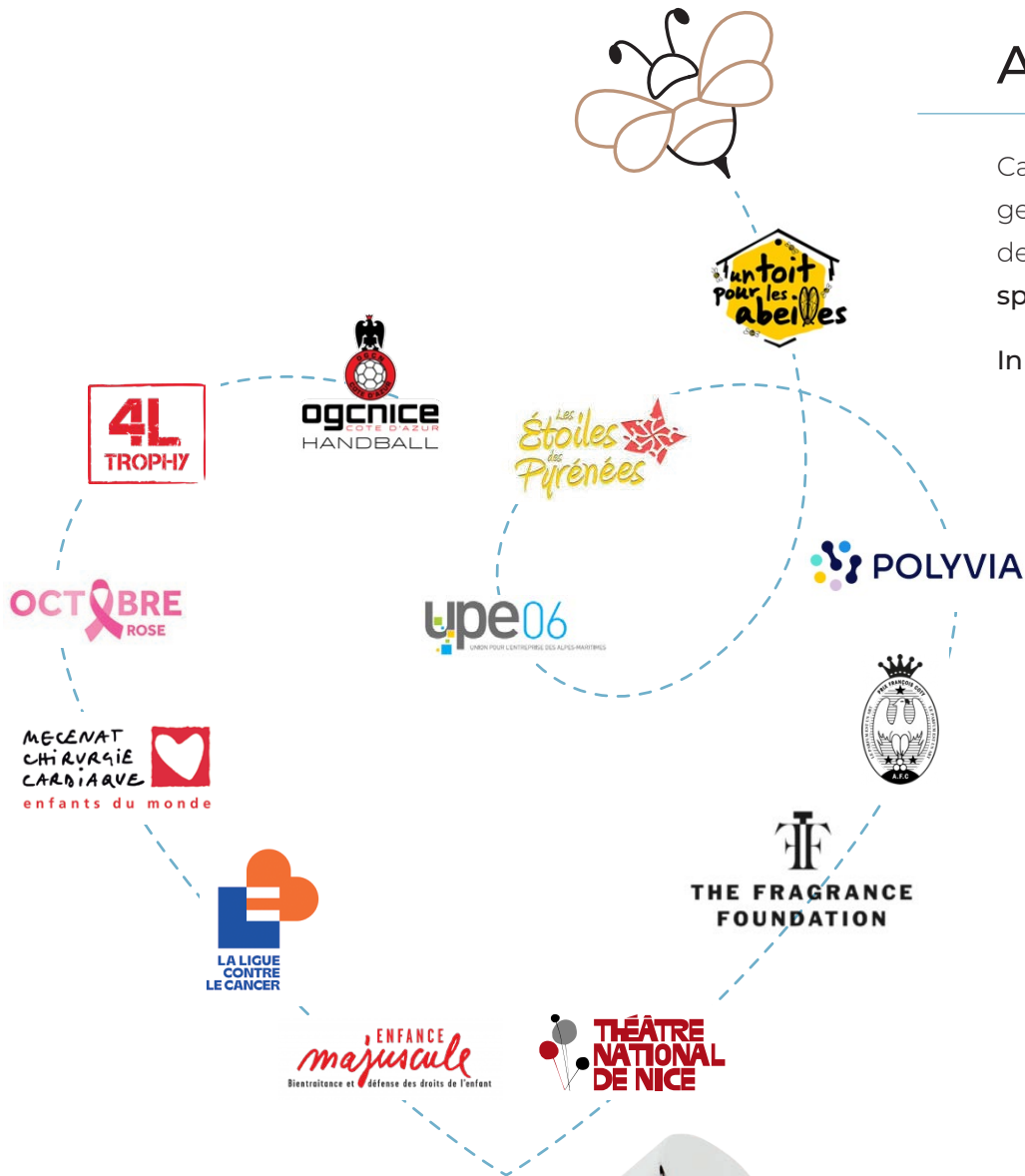
To earn this trust, Coverpla places strong emphasis on several key areas: service quality; the implementation of an eco-design approach aligned with the codes of the luxury sector; and the enhancement of its visibility within its target markets (through communication initiatives, presence at global trade shows, and more).

Associative and sponsorship projects

Carrying out initiatives that make sense, encouraging creation in all its forms, getting involved in the local fabric, adhering to professional standards, and defending major causes are all motivations for Coverpla in its **patronage and sponsorship actions**.

In 2025, we supported:

- **Un toit pour les abeilles**: 100 beekeepers advocating for artisan, local, and bee-friendly production
- **Les Etoiles des Pyrénées**: Coverpla donated all its unsold products to support health prevention and social mutual aid
- **UPEO** : Local economic and societal involvement
- **Polyvia**: Valuable exchanges on innovation, new materials, and regulations
- **The Perfumers' Pro-Am**: A Historic Event in the Grasse Region
- **The Fragrance Foundation**: An Exceptional Professional Synergy
- **The National Theatre of Nice**: Inspiring Cultural Programs Worthy of Applause
- **Enfance Majuscule**: Championing Children's Rights Through Education
- **The League Against Cancer**: A Battle to Be Fought Relentlessly
- **Mécénat Chirurgie Cardiaque**: Harnessing Great Energy to Provide Surgery for Children with Heart Defects
- **Pink October**: Runners and Walkers Alike—The Coverpla Team Supports the Fight Against Breast Cancer
- **OGC Nice women's Handball** : "Let's Go, Girls!"
- **4 L Trophy**: The first 100% student solidarity rally on the roads of Morocco





In their own words

Laetitia MONTI

France Sales Manager

“ Laetitia has been a key member of the Coverpla sales team for nearly 20 years. Over time, her role and responsibilities have continuously evolved; after spending many years in sales administration, she is now in charge of the French market.

« Our sales team is becoming more structured and mature,» Laetitia explains. «Instead of just supplying products, Coverpla has become a single point of contact for brands looking to hand over end-to-end projects, from product selection and customization to environmental footprint calculations. We act as true partners to our clients, helping shape their brand identity, positioning, and storytelling. When asked about us, they highlight our close partnership, active listening, and strong adaptability. In fact, 30% of our new clients come to us through direct recommendations ».

Beyond clients, Coverpla's industrial partners serve as excellent brand ambassadors. In these relationships, loyalty is built on shared values and a strict respect for commitments. This loyalty works both ways, driven by collaborative forecasting, strategic stock management, volume handling, and skill sharing. Industry intermediaries-including marketing consultants, designers, and packaging experts-likewise view Coverpla as a comprehensive, turnkey solution, relying on its strong network, competitive pricing, and unique ability to handle low-volume product launches. In short, they see Coverpla as that rare, versatile partner capable of doing the seemingly impossible. ”



Ecosystem of Partners

Faithful to our commitments, Coverpla has forged solid partnerships with various players in the packaging chain since our inception (suppliers of pumps, caps, glassmakers, etc.). This commitment stems from our determination to build a network of privileged contacts with whom **to share expertise and an approach to our trade**. This ecosystem relies on trust, transparency, and loyalty.

Quality: A core company value

Governed by our management system and a collaborative approach, quality is a continuous improvement process that involves every employee.

Coverpla relies on the **ISO 9001** standard to evaluate all opportunities and risks, driving progress toward maximizing stakeholder and **customer satisfaction**.

Frequent client audits allow the company to verify...

Pochet and Coverpla celebrated 40 years of partnership by creating this model, symbolically named Emerald, after the anniversary traditionally associated with that gemstone

2

A controlled and high-performing international presence

for diversified markets and profitable growth.



COSMOPROF
Bologne

2025 key figures

- €22M turnover in 2025 - 36% France / 64% Export
- 70 countries covered over the last 3 years
- 13 business partners et 2 subsidiaries worldwide
- 564 active clients
- 11 trade shows around the world

Business partners around the world





UPPER



HOME-FRAGRANCE
bottle

A Global presence

Since its historic expansion into the Italian market, Coverpla has extended its footprint across Europe and around the world, reaching 70 countries over the past three years. This growth is driven by the support of our business partners and a dedicated 17-member sales team. From New York to Hong Kong, and Warsaw to Monaco, Coverpla's teams regularly participate in leading industry trade shows. Thanks to this increased visibility, a growing number of emerging brands are trusting Coverpla to support their product launches. This year, Coverpla brought its entire team and business partners together for a seminar focused on team building, knowledge sharing, and strategic alignment.

Home fragrance

Beyond beauty and perfume, Coverpla continues to expand our catalog into the world of home scents. By sealing **new partnerships**, we meet the demand for differentiating products: candle jars, diffusers, and sprays, some of which are true models of eco-design.





Performance search

Major projects include the optimization of our ERP to better meet client needs (quality and CRM modules under implementation), the rationalization of flows (delivery, storage, production), the digitalization of administrative and industrial processes, the introduction of AI, and the restructuring of workshops for optimized traffic.

Driven by a continuous pursuit of optimization, the company's storage system was completely redesigned this past year

Additionally, in 2025, Coverpla invested in a 3D printer to produce prototypes, models, and custom small tooling.



In their own words Philipp MULLER

« Philipp Muller is one of Coverpla's longest-standing business partners, celebrating 31 years of collaboration. Based in Germany, his agency, ParcoPack, also services the Swiss and Austrian markets.

«We deliver Coverpla's full range of solutions and support our clients throughout their product development process, from mix-and-match component selections to bespoke customization, with a particular focus on the cosmetics sector,» Philipp explains. «We operate in total alignment and seamless cooperation with the team in Nice. When I think of Coverpla, I think of a fantastic team entirely driven by customer service.» Reflecting on the broader partner network, Philipp highlights a shared mindset and core values that transcend borders. «When we all gathered for the company seminar in 2025, it felt just like a family reunion focused on collaboration and sharing ideas.»

As retirement approaches, he looks back fondly on a wealth of memories. «I will never forget my very first meeting with François Campagne back in 1995, or the incredible projects that followed. Since then, the company culture has continually matured and evolved.»

In a few months, Philipp will hand the reins over to his son. «Dominique will initially focus on sales in Germany before expanding his scope to Switzerland and Austria, eventually stepping into the leadership role. It is wonderful to see how he approaches problem-solving and how warmly he has been received by our clients. It made me realize that it is the perfect time for me to step aside,» he concludes. »

Accelerating growth

Today, Coverpla intends to benefit from the dual support of our partners, **bpifrance** and Généo Capital Entrepreneur. Their tools and methods allow us to gain maturity and identify growth levers by defining targeted objectives, while remaining open to new tools capable of supporting our development.

In 2024, Coverpla welcomed Généo Capital Entrepreneur to its board of directors, aligning with its new shareholder's growth roadmap while continuing to leverage Bpifrance's training programs.

Today, Coverpla is fully capitalizing on the combined support of these two partners. Their tools and methodologies are helping the company mature and unlock new growth drivers by setting targeted objectives. This guidance also ensures the company remains open to the cutting-edge tools necessary for its evolution, particularly in **IT with cybersecurity, the now-essential integration of AI, and crucial initiatives centered around social and environmental impact.**

Expanding its scope of expertise through top talent acquisition and gaining a deeper understanding of market trends are key parts of this journey.

At the same time, Coverpla is hitting its growth targets by aggressively expanding its global footprint. In 2025, the company secured a new commercial partnership in South Korea, a highly strategic market. It has also expanded its trade show presence to London, with Dubai next on the horizon.



Dominique Markus MULLER

3

An Innovative and Sustainable Comprehensive Offering

Offering a comprehensive solution integrating technical expertise, tailored support, and regulatory requirements.

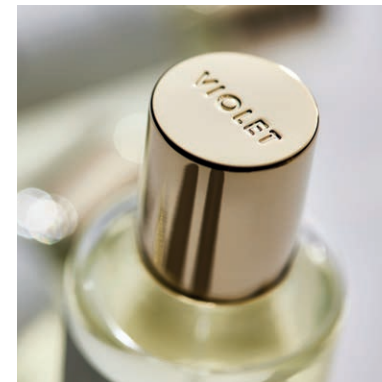


2025 key figures

- **3** new refillable bottles developed or initiated in 2025
- **15%** of turnover achieved with personalized items
- **-12%** kWh of electricity consumed over the last three years
- **16%** recycled material used in injection (Surlyn, PP)



Frosted VERDI bottle
Log cap



URBAN bottle



OLIVIA cap

Controlled energy expenditure

Coverpla strives to reduce the environmental impact of its buildings and processes. When acquiring its latest generation of injection molding and decoration machinery, the company opted for additional «energy-saving» features. Coverpla has also replaced the windows and doors in its workshops and installed a fourth charging station for both employee and company-owned electric and hybrid vehicles.

An ever-lighter carbon footprint

The first carbon assessment, conducted in **2021 based on 2019 data**, identified two key areas for improvement: the manufacturing of certain materials-such as glass-and freight transport. Thanks to initiatives undertaken with our glass manufacturing partners, as well as customer awareness-raising efforts, the carbon assessment conducted in **2025- based on 2024 data-reveals** encouraging results. The most significant actions include:

- Limiting downstream air freight in favor of maritime transport
- Increasing the number of product references available in refillable and/or lightweight glass formats

This second carbon assessment has enabled us to identify new initiatives that will be implemented in the coming years.

For example:

- Selecting suppliers whose manufacturing processes are the most environmentally responsible
- Developing new caps incorporating a proportion of recycled material

Horizon 2050

Following the completion of its second carbon assessment, Coverpla has joined Promo **Promo I of the Genéo collective** as part of the **ACT pas à pas** (Accelerating Climate Transition) program. More rigorous than a standard carbon assessment, this initiative involves identifying high-impact actions to be implemented by 2050. Coverpla is undertaking this commitment alongside its peers, under the guidance of a dedicated internal team.

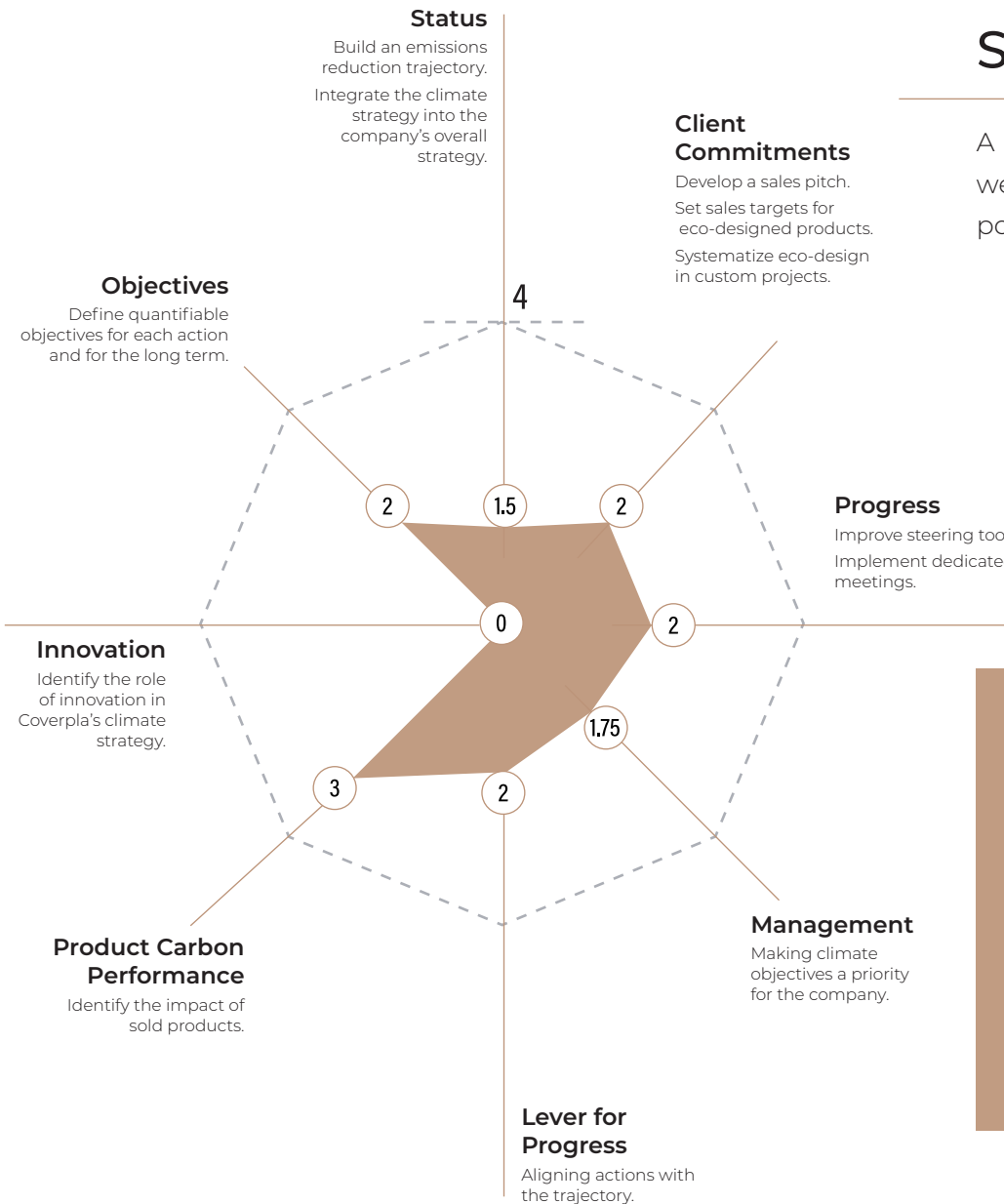
«The **ACT pas à pas** program, developed by ADEME, will enable Coverpla to structure its strategy. This new methodology serves as a complement to the key themes of this report and the core pillars that form the backbone of the company,» explains Sébastien Saussereau.



REPLICA bottle



NEO 50 ml bottle
FIT cap



Step-by-Step

A preliminary assessment enabled Coverpla to identify its strengths and weaknesses before formulating a realistic and actionable plan. Coverpla possesses the following assets:

- A long-standing culture of environmental awareness
- The «Made in Europe» label-synonymous with quality and reliability
- Proximity to clients worldwide
- Recognized expertise



Based on the adjacent assessment framework, Coverpla has defined its objectives:

- Provide a high level of information to its clients
- Offer bespoke solutions that incorporate eco-design principles
- Understand and anticipate regulatory requirements
- Focus the climate reporting process on specific objectives and KPIs
- Acquire training in eco-design and enhance communication skills



In their own words

Claudia KIENTZLER

Business Partner Impact & Sustainability GENE0

“ Since conducting her very first audit of the company's impact and sustainability status in 2023, Claudia has been guiding Coverpla on its journey toward decarbonization.

«From our very first meeting, Coverpla quickly impressed us with its commitment and maturity regarding CSR. In fact, this factor played a significant role in our decision to acquire the company,» she comments.

Starting in January 2024, Coverpla began benefiting from GENE0's strategic and operational support, both at the collective and individual levels. Collectively, Coverpla joined the «Club Impact» alongside other companies in which GENE0 has invested. Through discussions covering topics such as decarbonization, eco-design, and social issues-including diversity and disability-as well as expert presentations, shared experiences, and informal exchanges, this interaction proves beneficial for everyone involved. On an individual level, Coverpla receives support from the consultancy firm Carbon Cutter; working in tandem with GENE0, the firm helps Coverpla integrate the ACT program step by step-a French methodology developed by ADEME.

«Thanks to our second carbon footprint assessment conducted in 2025, we now possess a reliable and comprehensive, item-by-item update of our emissions. These invaluable indicators enable us to define a decarbonization strategy and effectively manage the necessary organizational change,» explains Claudia.

«The guiding principle is to address emissions holistically-across the entire value chain-even if it means redefining our product and service offerings.»

She concludes: «We have full confidence in Coverpla's leadership team. They are clearly among our top performers.» ”

100 % responsible purchases

Coverpla implements a rigorous purchasing policy at every level of the company, in line with the Responsible Purchasing and Business Ethics Charter signed by all employees.

Priority is given to the selection of products that are functional, responsible, and environmentally friendly. To date, all paper used is either **FSC-certified or sourced from recycling channels.**



Flacon OSCAR
Capot OLIVIA



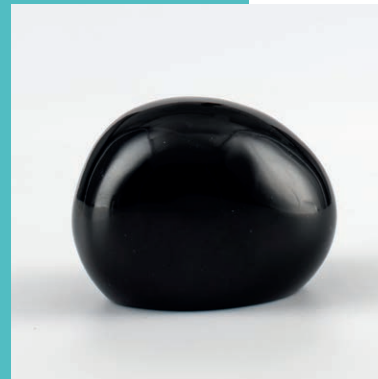
VERDI bottle



4

A Committed, Expert, and Agile Team

Nurturing talent, sharing knowledge in an atmosphere of trust and openness.



KAYOU cap

2025 key figures

- **13 years** average seniority
- **3.4%** absenteeism rate
- **14 %** of employees trained in 2025
- **7%** junior employees
- **7%** senior employees
- **Totale** gender parity (men-women)

A Shareholder steering committee

Since Généo Capital Entrepreneur joined as a shareholder, four company executives have formed the Steering Committee alongside Bruno Diepois, Chairman, and Sébastien Saussereau, CEO. All heads of department, they demonstrate their commitment to the company's future, thereby honoring the fundamental value of legacy and succession.



**Great
Place
To
Work®**



Finding Happiness at Work

Following numerous improvements implemented since 2022, Coverpla continues its efforts, guided by employee feedback. **Health, safety, and workplace well-being** are the keywords driving this daily mission.

- The installation of **ergonomic equipment** at specific production workstations continued this year.
- **The restructuring of the decoration workshop and the prepress studio** has allowed for the rationalization of space and workflows, resulting in improved functionality and greater comfort for the teams.
- New restrooms and spacious changing rooms have been unveiled, while the staff canteen-located adjacent to the production workshops-now truly lives up to its internal nickname: «**The Caf.**»
- The «**by Coverpla**» gym is proving highly popular, benefiting from the supportive coaching of a dedicated staff member. New equipment, such as a treadmill, has been added to complement the existing facilities.
- Among the recent improvements, **the reception area and ground-floor offices** have been reorganized to enhance both comfort and functionality.
- Once again this year, air quality monitoring regarding exposure to specific chemicals has confirmed that there poses **no risk to the staff.**
- The chemical storage area has undergone a complete restructuring afin de **to ensure the safety of the adjacent workspaces.**
- The company's Works Council (CSE) is currently **undergoing training** focused on new aspects of workplace safety.

Coverpla actively supports the **organization of social events** initiated by its employees-such as St. Patrick's Day, Halloween, and Christmas celebrations. Certain outdoor green spaces have been made available for use by budding gardeners among the staff.

In 2025, Coverpla was once again awarded the «**Great Place to Work**» certification.



In their own words

Cédric CAUVIN

Plant Manager

“ Having joined in July 2025, Cedric leads a team of approximately 25 people distributed across three workshops: injection molding, assembly, and decoration. While his initial focus has been on production planning, his background in the food industry- combined with his project management expertise- will very quickly enable him to devise optimization strategies and implement tailored tools and methods, all in alignment with the ISO 9001 standard.

«I'd like to document maintenance and machine cleaning procedures, develop machine-specific training modules, and contribute to strategic thinking regarding energy management - among other things...»

Another of Cedric's key strengths is training- a recurring theme in his career. Having long served as a training lead in his field, he has a proven track record of identifying needs and designing bespoke programs for his teams.

« I believe in empowering talent through knowledge and expertise,» he explains. «To my mind, sharing skills and providing training are essential pillars for future growth.» Full of energy, Cedric looks forward to playing a role in optimizing the company's industrial resources and contributing to the supportive, caring atmosphere he so admires.

« From my very first job interviews, I sensed the human openness and attentiveness that define Coverpla. I am excited to explore the worlds of fragrance and beauty, and to further my own professional development by mastering the specific intricacies of this industry. I am ready to take on the challenges ahead. ”

Training and knowledge sharing

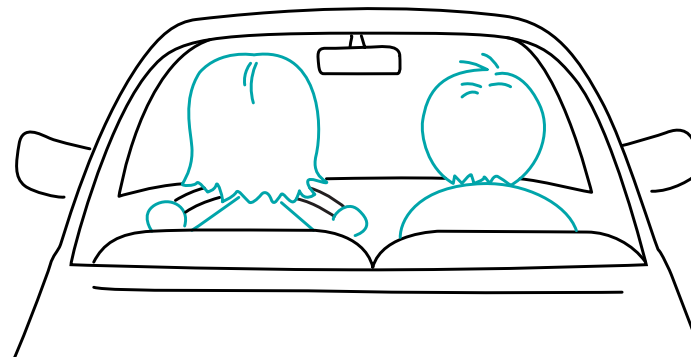
To support its growth, Coverpla is expanding into new professional fields to accommodate new roles. A prime example of this is its move into packaging development, a function now led by a dedicated project manager.

Training sessions are regularly offered to all staff members, tailored to the company's specific needs, enabling everyone to acquire new knowledge or skills directly relevant to their work.

Furthermore, every new hire receives personalized guidance and training designed to ensure their full integration into the company.

«Walk a Mile in My Shoes»

The concept is simple. On their birthday, every employee has the opportunity to spend half a day shadowing a colleague- whether in the workshop, logistics, or planning departments. This immersive experience fosters a deeper understanding of the challenges and constraints associated with a specific role or individual, thereby facilitating more effective collaboration.



5

Structured Regulatory and Environmental Monitoring

Observe, analyze, anticipate-to transform constraints into opportunities.



HOME-FRAGRANCE bottles



LAURA 50 & 100 ml bottles



In this new context of openness and growth-one that currently defines Coverpla-and in the face of a turbulent geopolitical landscape as well as evolving regulatory frameworks aimed at more sustainable packaging, companies within the industry have a duty to stay informed. Coverpla is no exception.

Remaining attuned to its markets in order to better serve them, and expanding into new segments, requires real-time insight into trends, consumer expectations, recent innovations, new market entrants, and the competitive landscape. Laws, constraints, and market pressures are integral components of this environment.

For all these reasons, Coverpla benefits not only from the targeted support provided by **Généo Capital Entrepreneur**-through its «**Growth Toolkit**»-and by **Bpifrance**, but has also chosen to implement a proactive regulatory and technological watch system to monitor developments relevant to its operations. The intelligence gathered and the subsequent data analysis will enable the company to adapt its strategic stance-or validate its existing choices-and to provide enhanced guidance to its clients regarding their packaging options (including design, eco-design, and competitive product comparisons).





In their own words

Amandine CATALA

*Corresponding quality, safety,
environment (Q,S,E)*

“With over ten years of service at the company, Amandine initially served as a Quality Coordinator before taking on responsibilities for safety and environmental matters two years ago.

The quality aspect involves implementing and continuously evolving the management system in full compliance with the ISO 9001:2015 standard. The focus on guidance and raising awareness of best practices is aimed, above all, at ensuring customer satisfaction. On the regulatory front, Coverpla meets all requirements applicable to cosmetic products.

Employee safety is managed in strict adherence to labor laws and in close collaboration with members of the CSE (Staff Representative Committee).

Environmental management is a key area Amandine tackled during the 2024 carbon footprint assessment, working alongside Coverpla's designated environmental representatives.

«Based on the emissions data highlighted in our latest carbon footprint assessment-and compared against the previous one-we are now entering a transitional phase» explains Amandine. «It is up to us to define our decarbonization trajectory.» With the assistance of a specialized consultancy firm, Coverpla is currently developing an action plan and setting quantifiable targets-specifically within the framework of ADEME's «ACT Pas à Pas» (Step-by-Step) program. Acting as the project lead, Amandine oversees every stage of the process, formalizing the strategic pathways and establishing the project timelines.

«To successfully carry out this project, we must foster both individual and collective awareness,» concludes Amandine-for, together, we are stronger! ”





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