write better with less.

EMAS
Management environnemental vérifié
FR-000068

write your world

environmental declaration

Pilot Corporation of Europe - 2025.
Updated with 2024 data covering
2020 to 2024

PILOT

contents.

our approach.

future-proofing our approach.

our objectives, actions, and results.

improving by offering responsible products.

improving by minimising the impact of our activity.

our communication.

Improving by raising awareness among our employees, stakeholders and consumers.

for Pilot, writing is not a trivial act...

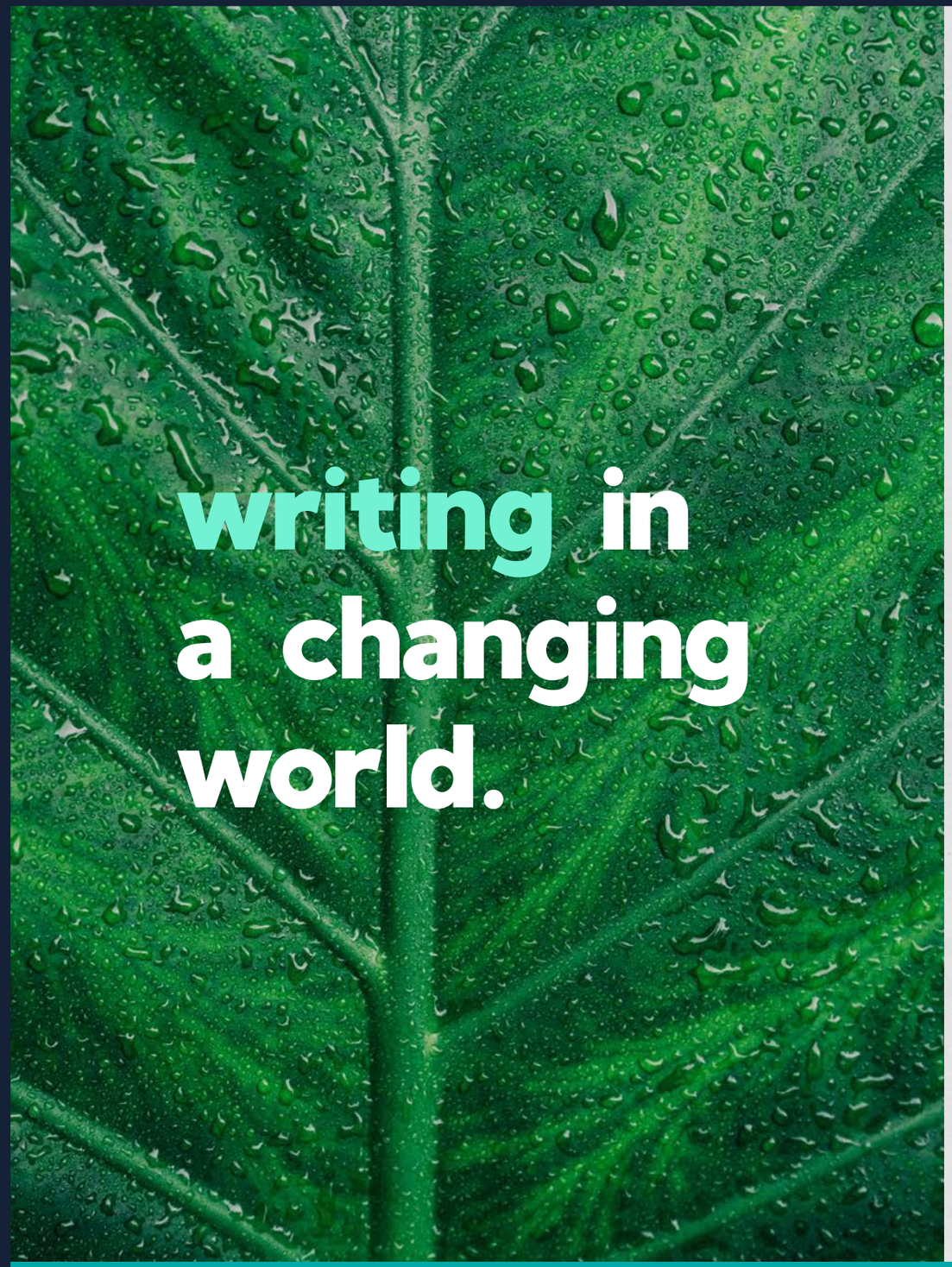
Writing confers many virtues and benefits, which is why PILOT brings so much passion to the manufacture of **innovative, sophisticated and sustainable writing** instruments. Since 2003, as a company of Japanese origin, Pilot Corporation of Europe has been deeply committed to **reducing the environmental impact of its business,** in the broadest sense of the term that includes its social, natural and economic dimensions. This concern for the sustainability of our activities is what drives us to continuously improve our stance on environmental issues, with a particular focus on preserving resources and preventing pollution.

Environmental commitment should not merely be about having a vision. It is a principle that must be put into practice, day after day. **Our two environmental acknowledgements** are official proof of our commitment to working within the planet's ecosystems as respectfully as possible.

For many years in Japan, and since March 2006 in Europe, our entire production has been based on an approach that complies with the rigorous **ISO 14001** standard. Better yet, since 2011, we have been part of the small group of companies and/or sites in Europe that have been able to obtain **EMAS registration** after meeting its excellence requirements. Driven by the desire to focus our efforts on the most resource-intensive production stages, we have decided to carry out life cycle analyses to introduce effective improvements throughout our production. We regularly record the greenhouse gas emissions generated by all our activities to measure our environmental performance.

our approach.

01
Who are we?



For 100 years...

... Pilot's mission has been to offer its users sophisticated, innovative and sustainable writing solutions.

As a European subsidiary of PILOT Corporation (located in Tokyo, Japan), PILOT Corporation of Europe's mission is to provide marketing, sales and logistics support to the group's six other European subsidiaries and branches, as well as its European distributors, covering more than 40 countries across the continent. In 2023, we employed 252 Full-Time Equivalents (FTEs) at our Allonzier La Caille site, which includes workshops for injection molding, assembly, packaging, and logistics.

Several activities take place at the PCE site:

- **An injection workshop**
  for the manufacture of plastic parts.
- **An assembly workshop**
  for the assembly of our cartridges and pens.
- **A packaging workshop**
  for the production of blister packs and displays.
- **A logistic centre**
  for European distribution.
- **A group of offices**
  combining administrative, marketing and sales departments.

02
our environmental policy.

environmental policy

we undertake to...

March 2022.

For many years, protection for the environment has been one of our core concerns. The injection, assembly, packaging, marketing and distribution of the brand's writing instruments for the European market is carried out by PILOT Corporation of Europe, a subsidiary of PILOT Corporation located in Tokyo, Japan. Our production site, located in Allonzier-La-Caille, near Annecy, has set up an environmental management system that is compliant with the requirements of the ISO 14001 standard and the European EMAS regulation.

write your world

PILOT

... offering responsible products.

01. analyse.

To target our efforts with even greater accuracy, life cycle analyses were undertaken as early as 2010 for our main products. Identifying the most impactful steps allowed us to set out a precise action plan whose philosophy based on three pillars: the 4 Rs.

02. the 4R.

• **RECYCLE**
Give priority, at the maximum, to use recycled plastic.

• **REDUCE**
Less plastic in our packaging.

• **REFILL**
Change the refill, not the pen.

• **RECLAIM**
Reduce pollution collecting plastic wastes in ocean.

... assess and minimise the impact of our activities on the environment.

03. prevent.

We prevent industrial risks and all pollution associated with our activities and facilities by implementing action plans and monitoring indicators to identify the impacts linked to changes in our markets. We pay particular attention to the significant environmental impacts associated with waste production, energy consumption and CO_2 emissions.

04. preserve.

We work to protect and preserve natural resources:

• by monitoring and reducing our electricity, gas and water consumption through numerous improvement and investment studies,

• by optimising the use of our production resources.

... raising awareness among our employees, service providers and consumers.

05. communicate.

• Internally with staff to ensure the necessary knowledge, availability and implementation of this policy through our programme.

• Externally to our economic stakeholders, the competent authorities, and any members of the public on request: our environmental policy, our results via the environmental statement, our sustainable purchasing charter. We seek to collaborate with partners who share our values and beliefs.

• Externally to our customers, whether these are distributors or users of our products. Our aim is to inform them of our actions aimed at preserving the environment, to make them aware of our eco-designed ranges, and to educate them about good practices, such as the use of refills, as a means of saving both money and resources.

06. improve.

By continuously improving our performance through monitoring and periodically assessing the effectiveness of our management system, including updates to our environmental goals.

07. invest.

We provide the human and financial resources necessary to achieve the set environmental targets.

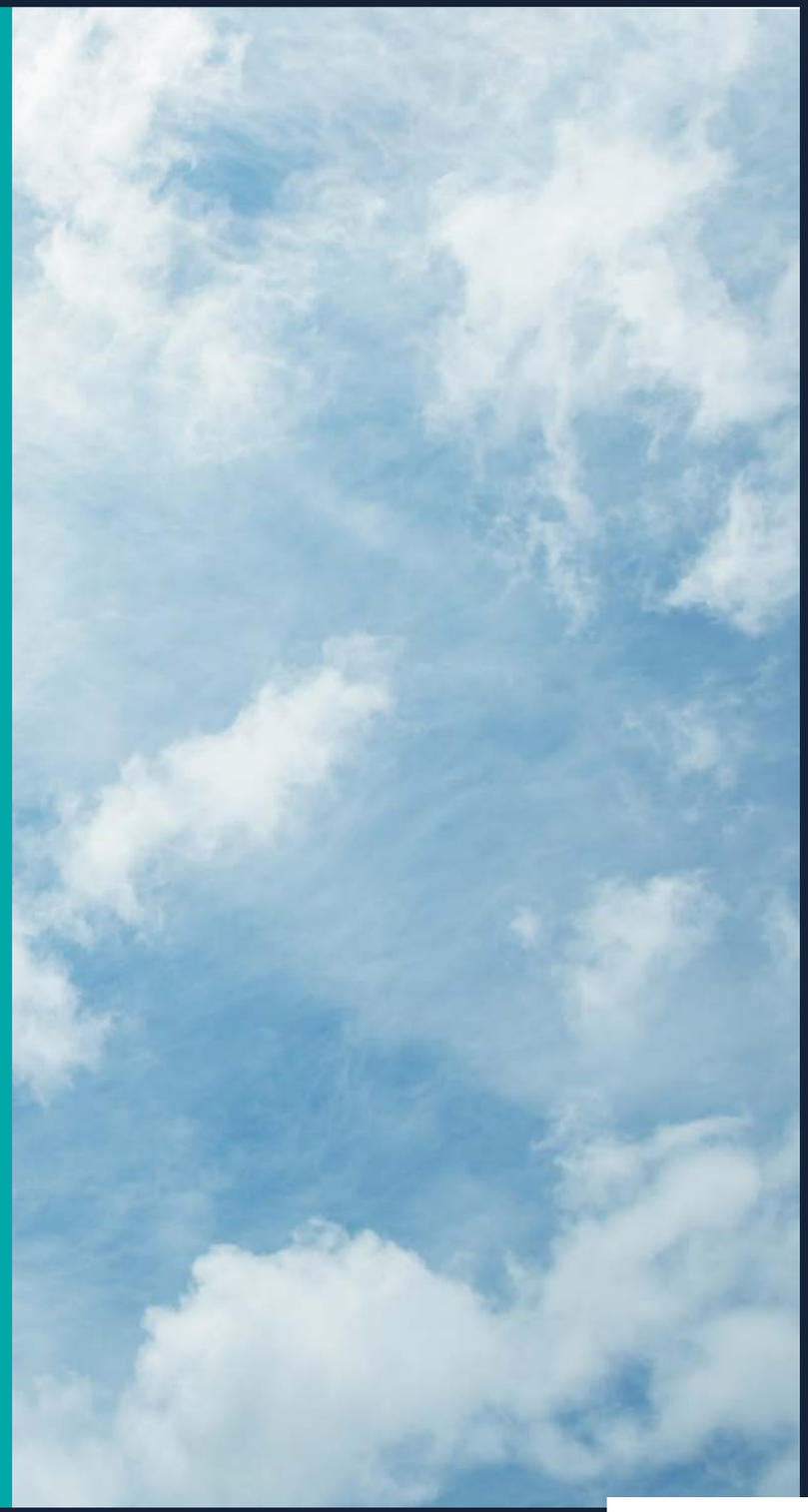
... be compliant.

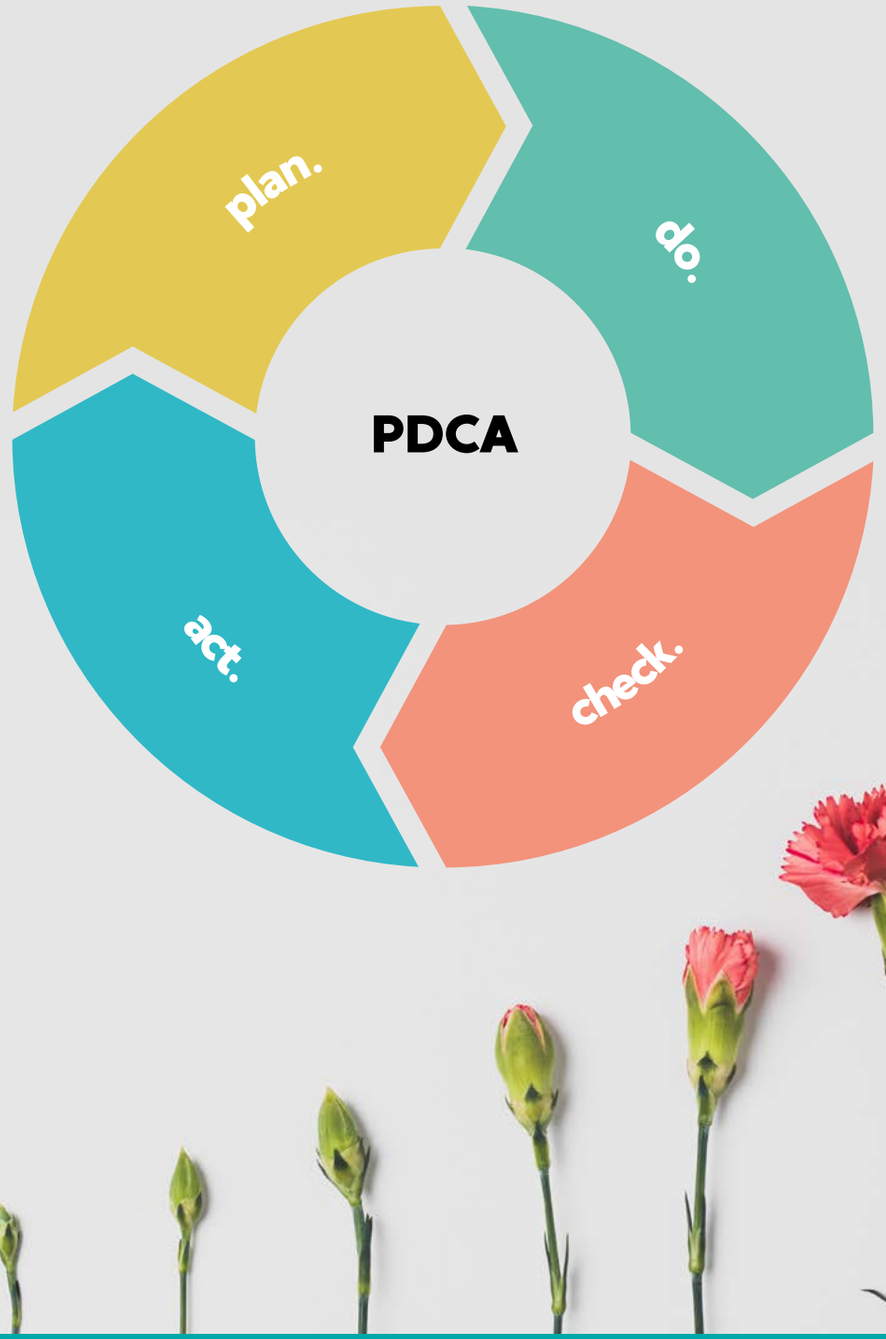
08. comply.

By periodically monitoring our compliance and implementing the actions necessary to comply with applicable legal requirements and our stakeholders' relevant expectations.

Yoshio WADA
Président Directeur Général

03 our environmental management system.





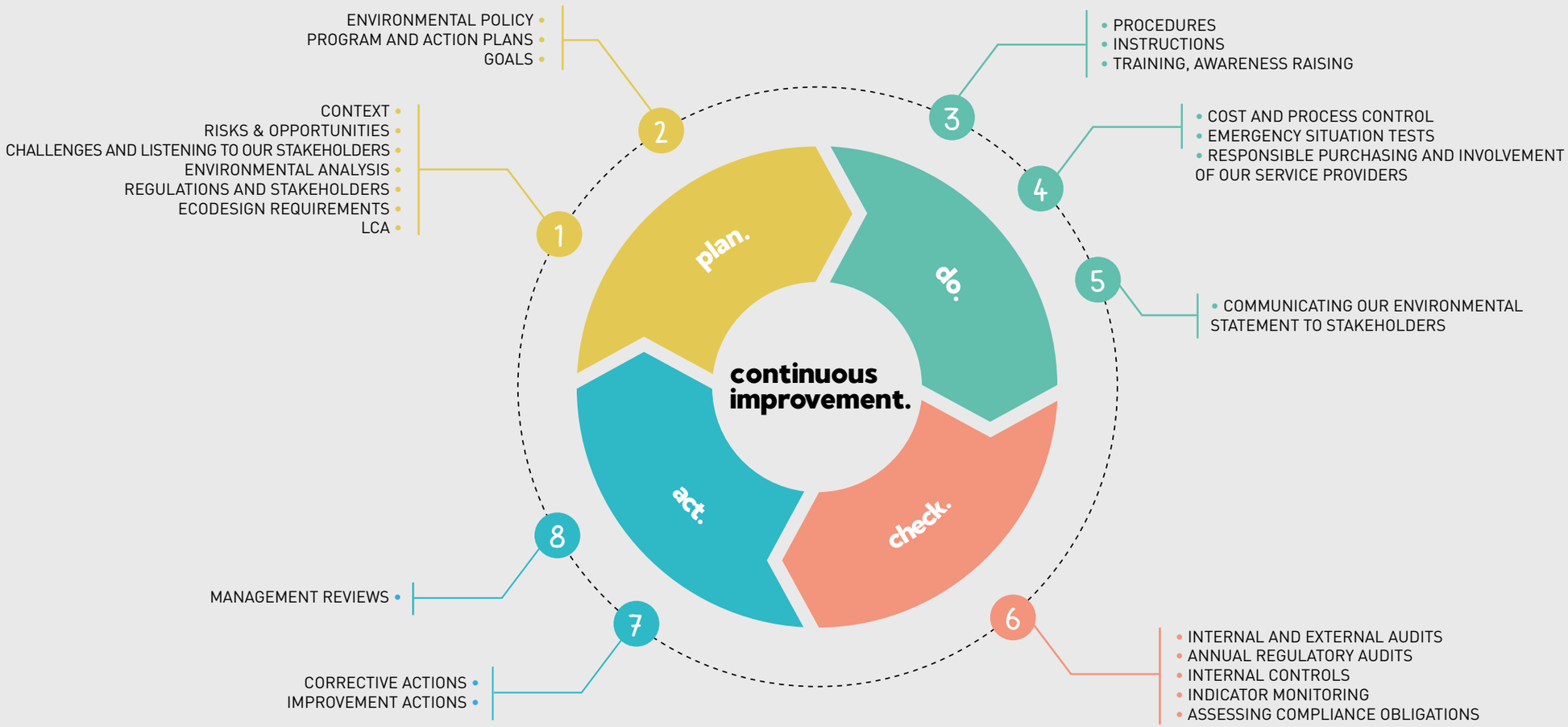
our environmental management system.

Area of application :
Injection, assembly, packaging, marketing and distribution of Pilot writing instruments on the European market.

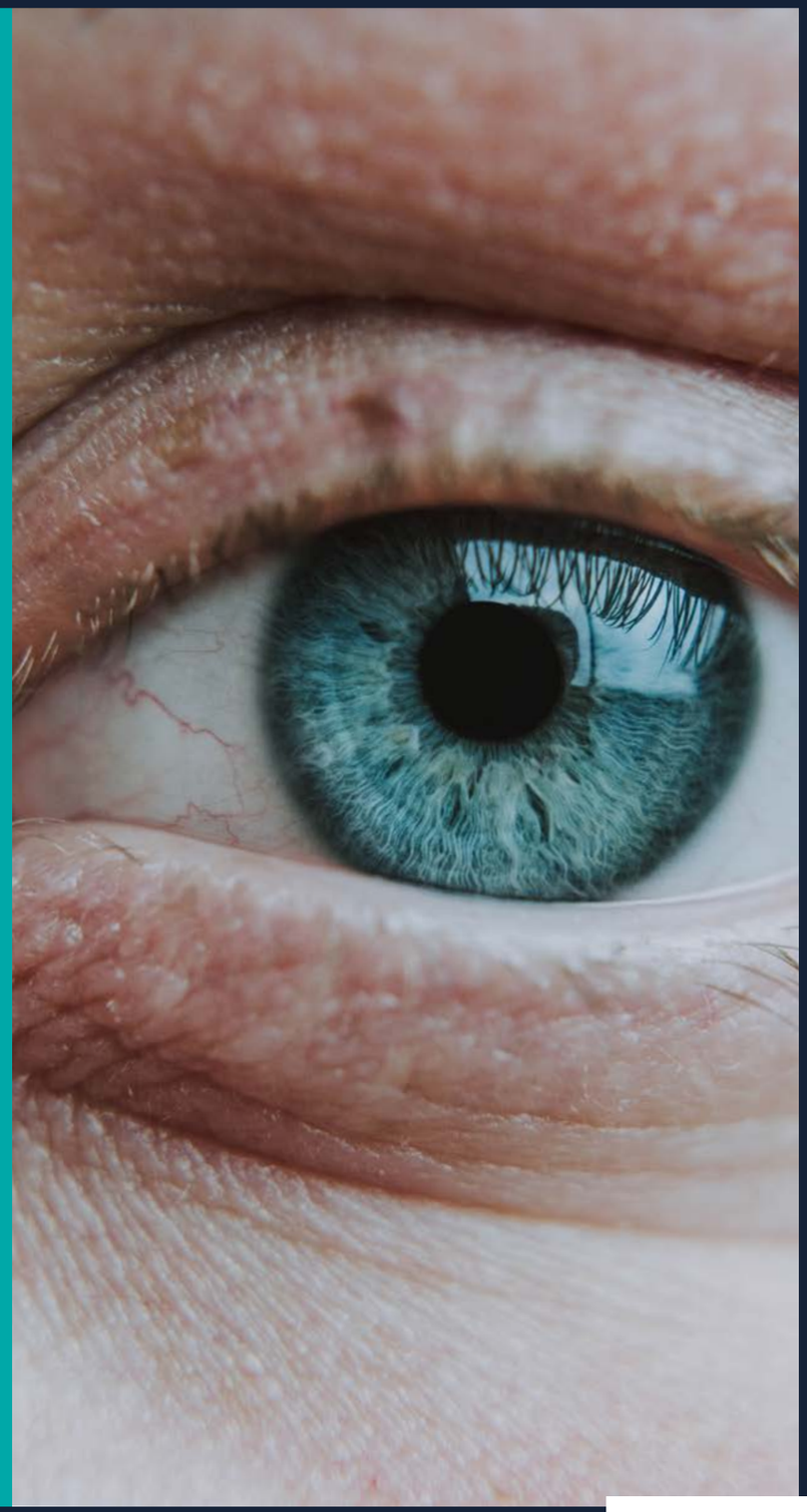
Our responsible commitment takes effect throughout our company via a structured PDCA (Plan-Do-Check-Act) process. This four-part method (see graph) ensure to establish a virtuous cycle that brings about a **continuous improvement in our processes.**

Our Environmental Management System is based on the ISO 14001 standard version (2015). For the last 10 years, it has included the European EMAS requirements (December 2018 version). Working in direct contact with the CEO, the Director of the Health, Safety and Environment division and his team are responsible for the smooth functioning of our SME. A thrice-yearly management review is held with the management committee to carry out a comprehensive assessment of environmental actions, to assess the level of performance achieved via the set targets, and to decide on the improvement actions necessary to meet our commitments.

steps of our environmental management system.



04 our analyses.



our analyses.

We carried out three types of examinations to determine our significant environmental aspects (SEA): we have carried out an environmental analysis based on 3 types of examination : life cycle analysis of our products; greenhouse gas emissions calculations; and analysis of our environmental monitoring indicators.

life cycle analysis.

Analysing the environmental impacts of our products, from their initial design to their end-of-life, allows us to identify the actual impacts and set our environmental targets. Life cycle analysis is a method used to assess the environmental impact of our products according to the following criteria: climate change, resource depletion, fine particle emissions and eutrophication.

The method we use complies with ISO 14040 and PEF (Product Environmental Footprint) version 6.3, which is the European benchmark for life cycle analyses.

carbon footprint.

We use the GHG protocol to calculate the greenhouse gas emissions generated by all our activities (production, logistics and offices). This method identifies the activities with the greatest environmental impact.

data analysis.

We analyse and monitor our electricity, gas and water consumption on a quarterly basis, as well as the waste produced. This monitoring is carried out for each workshop, allowing us to identify the most significant aspects that we take to be our SEAs.

study, understand, grow.

impact.

significant environmental aspects (SEA).

In 2025, following the actions carried out in 2024 and the updating of the environmental analysis, we now have 4 SEA.

directs.

Linked to the activities, products and services over which we have direct operational control.

- **Electrical consumption - Injection**
- **Waste production - Copacking**

indirects.

Linked to stakeholders within the Group or those acting on behalf of PILOT over which we try to exert our influence.

- **Greenhouse gas emissions linked to transport of pens and components**
- **Consumption of raw materials**

our objectives, actions, and results.

PILOT

improving by offering responsible products.

01 analyse to improve progress.

life cycle analysis of our products.

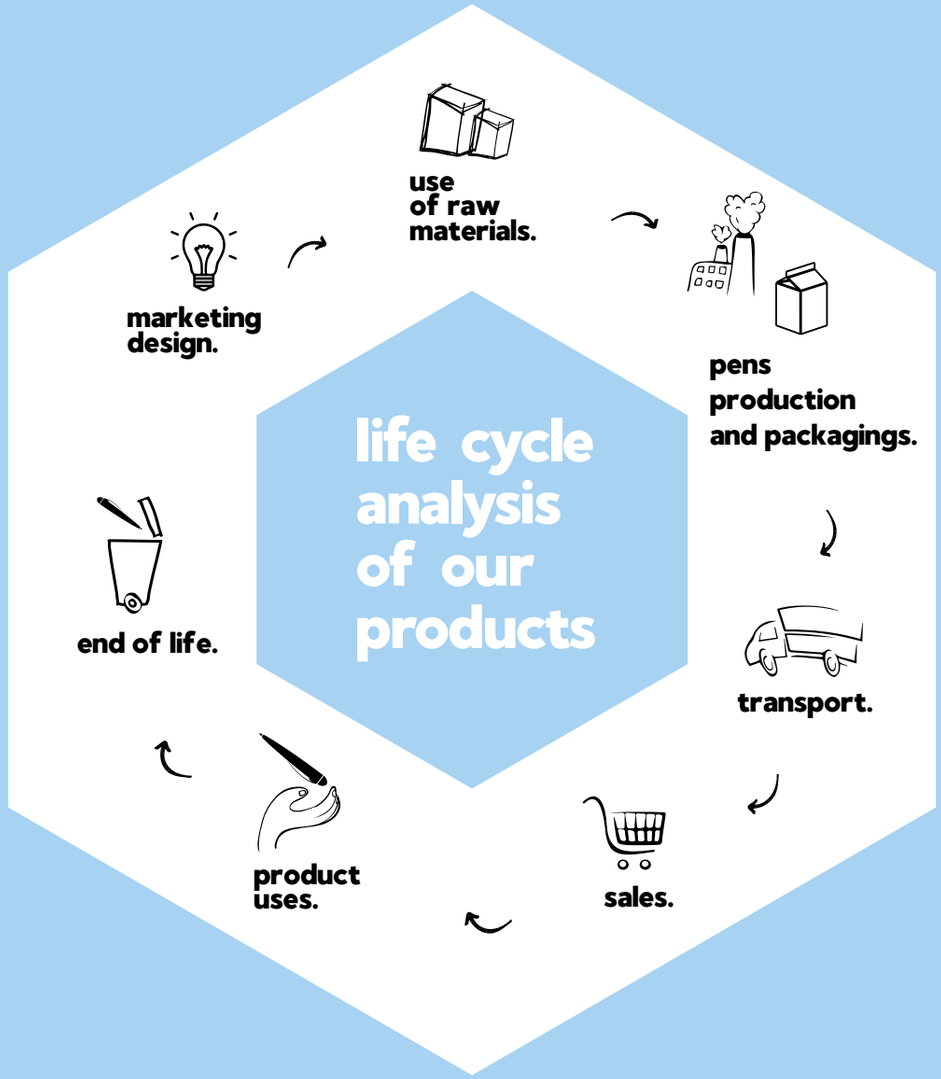
We chose Life Cycle Assessment (LCA) as indicator of environmental performance of our products because it's the only methodology recommended by the European commission to provide environmental information to customers, including carbon footprints.

It's an ideal tool to show to our customer:

> **• The scope of our efforts and the environmental benefits of integrating recycled material**
> **• Their responsibility to adopt recharging as a reflex that allows up to 70% reduction in impact on climate change.**

Life Cycle Assessment allow comparing different version of one product. For example, the transport and packaging stages of the product have been simplified since they are present in each of the sets being compared. This is justified since these data vary according to geography and customer demands. Only the invariants are compared. In addition, the refill packaging has been taken into account.

In 2019, we realized 25 LCA. We have carried out LCA's on items from our Begreen range and on the G2 and Frixtion ball.



our choices constitute a commitment.

we have chosen to reduce as a priority the raw materials extraction:

The consumption of raw materials represents the pens and packaging life cycle's **largest impact** (77.8%).

> Pilot has chosen to reduce the extraction of raw materials by using recycled plastic **in pens and packaging production**, and by encouraging end- users **to use refills (to avoid pens end of life).**

how should we act on these choices?

recycle.

fewer non-recycled materials to re-source materials by promoting a circular economy

reduce.

less material needed to preserve natural resources

refill.

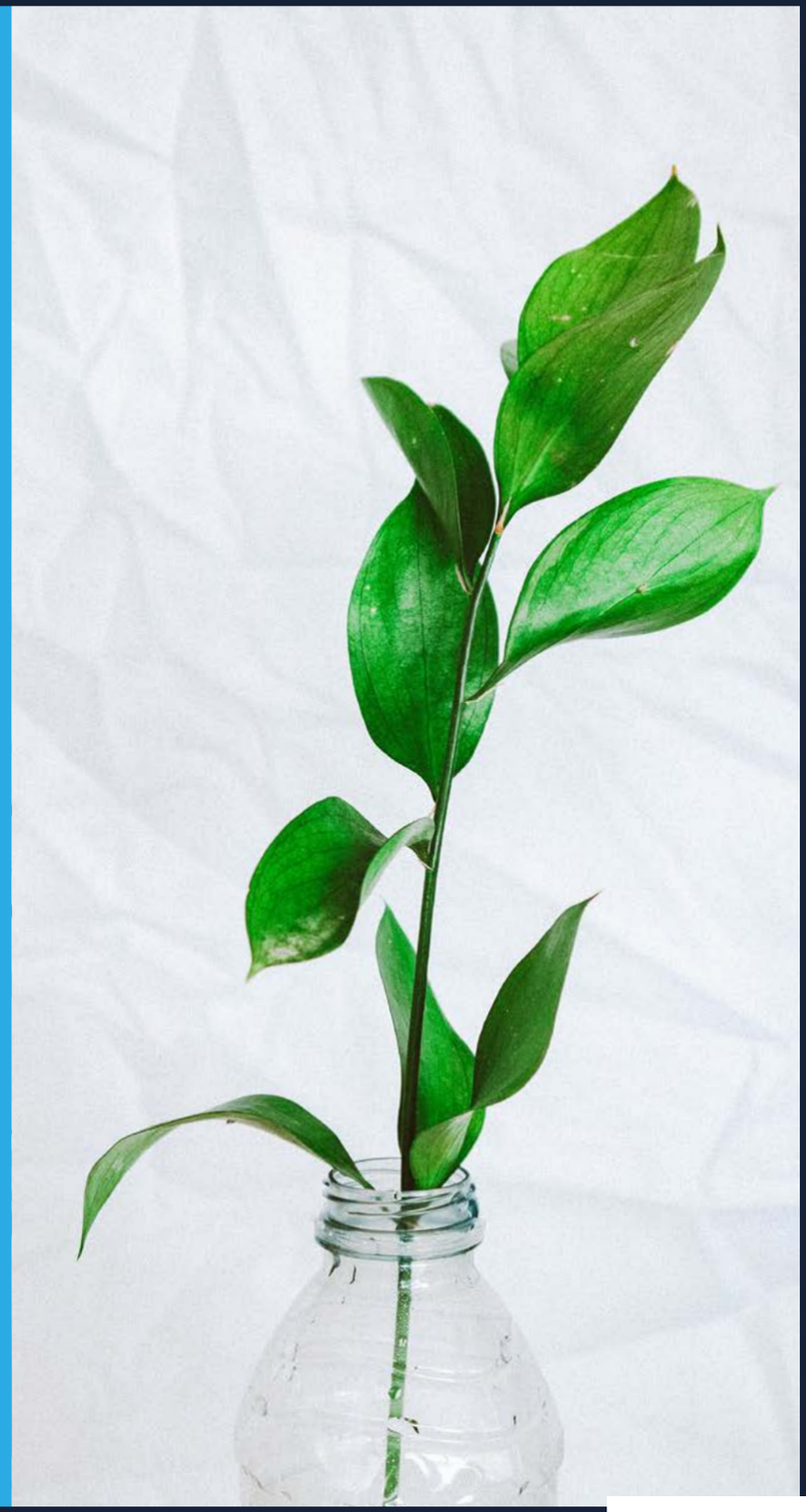
less waste by extending the life of our pens

reclaim.

reduce pollution by collecting plastic waste from the oceans

our 4R policy.

02 recycle.



taking the old and making it new.

Analyses of our products show that the use of virgin plastic materials represents the greatest environmental impact due to the depletion of fossil materials. We therefore promote the use of recycled materials.

Our Begreen label, established in 2006, indicates that a product is manufactured from at least **70% recycled plastic** of post-consumer origin, such as those in the “bottle to pen” (B2P) range (e.g. plastic water bottles), or of post-industrial origin for other products.

This rate is only a minimum, however, as the proportion of plastic in Begreen products varies between 71% and 95%.

The percentage of recycled material is validated and based on japanese ECOMARK calculation.

Begreen is the first range of pens made from at least 70% recycled plastic.

BEGREEN

92%* 92%* 72%* 79%* 74%* 92%*

*recycled plastic, excluding non plastics parts and consumables.

PILOT

and our two best-sellers are made from at least 50% recycled materials*.

FRIXION ball

G-2

*excluding non plastic parts and consumables.

CO_2 impact.

By using recycled materials, Pilot:

- uses less raw materials of fossil origin
- helps preserve natural resources
- reduces the CO_2 impact of our products

Exemple

-36.6%
CO_2 impact

B2P without recycled plastic

B2P with 89% recycled plastic

actions.

Manufacturing pens from recycled plastic bottles.

Incorporating beach plastic into pen production. In 2024, creation of a new pen made from post-consumer recycled material, the Frixion ball +.

use of plastic.

Since 2006, we have focused on two main areas for improvement to achieve extremely promising results in reducing environmental impacts: using recycled plastic and promoting refills.

We measure our plastic consumption annually to assess our performance. Consumption is mainly linked to our production, the volume of which varies each year. We therefore monitor changes in the ratio of our basic indicators, where relevant, to the total units produced per year in the injection, assembly and packaging workshops.

In 2024, we maintained a proportion of recycled plastic used at the Allonzier site close to 70%. This should increase in 2025 with the production of the Frixion ball +.

targets.

On-site production of a new pen made with over 80% recycled materials.

Increase in the percentage of recycled materials used in the G2.

UNITS PRODUCED ON SITE PER YEAR

2020	2021	2022	2023	2024
167 230 332 units produced	182 989 013 units produced	206 369 879 units produced	192 255 248 units produced	160 263 874 units produced

Units produced = number of parts injected, parts marked, number of units packaged, number of pens and refills manufactured

PLASTIC USE - TOTAL QUANTITY PER YEAR (INJECTION AND BLISTER PCE)
(quantities in tonnes)

	2020	2021	2022	2023	2024
Virgin plastic	228.73 T	264.87 T	316.89 T	263.96 T	235.50 T
Recycled plastic materials	113.23 t	163.47 t	224.91 t	185.95 t	158.25 t
	i.e. 49.5%	i.e. 61.72%	i.e. 70.9%	i.e. 70.44%	i.e. 67.20%

virgin plastic and recycled plastic.

Our eco-design actions have enabled us to reduce the consumption of virgin plastic in our injection and blister pack processes over the last six years. The other materials used in our processes (e.g. pen ink, grease, cardboard, paper and wood) are not significant compared to plastic use, and hence not subject to graphic analysis.

In 2022, we will continue to increase in the use of recycled plastic. The increase in recycled content in G2 as well as the production of the Ecoball achieve very good results.

In 2023 and 2024, we reduced the use of plastic per pen while improving the recycled-to-virgin material ratio.

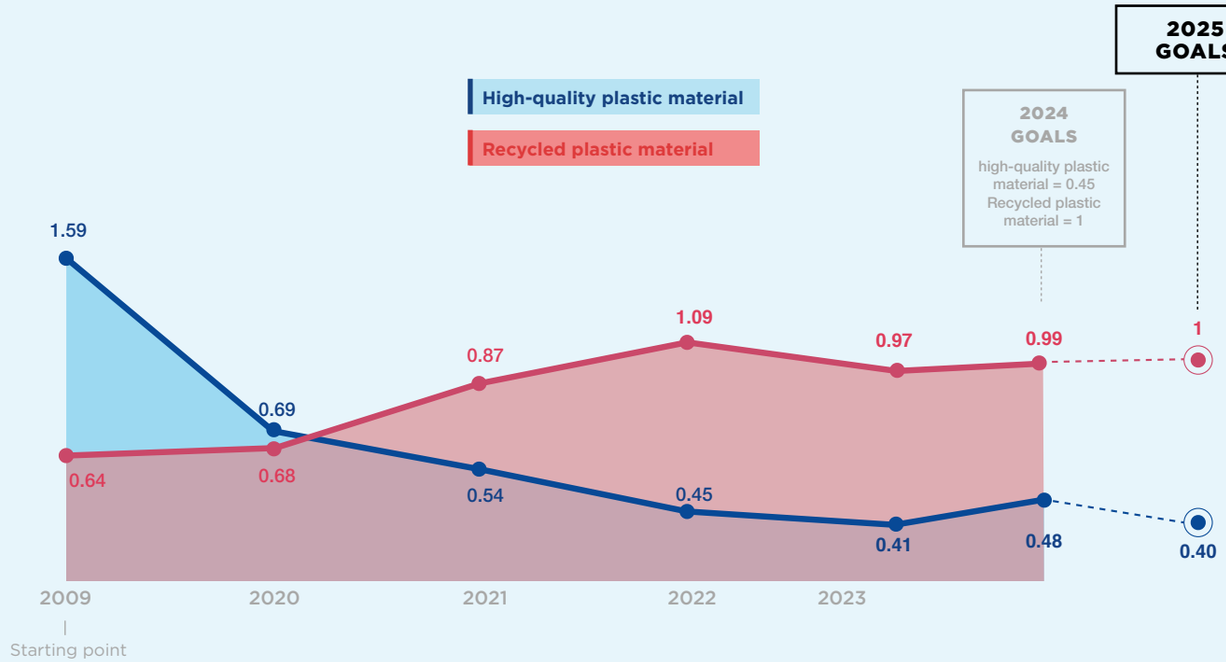
actions:

- Manufacture of pens from PET
- Integration of beach plastic into pen manufacturing

targets:

- In 2024, creation of a new pen made from post-consumer recycled material, the Frixion ball +

- Exploring solutions to further increase the percentage of recycled materials in the G2.



VIRGIN PLASTIC & RECYCLED PLASTIC CONSUMED ON THE PCE SITE
(data in grams for the unit produced)

recycled plastic sold in Europe.

At the beginning of 2011, we made a commitment to gradually increase the use of recycled plastic in the pens that we produce. Our Begreen range, which contains at least 70% recycled material, as well as the G2 and Frixion Ball made with 50% recycled material, enable us to significantly increase the sale of products incorporating recycled plastic.

This indicator, created in 2021, shows us the steady progress since 2018 in bringing recycled plastic materials to market.
The 2023 result is excellent, thanks to strong sales in the Begreen range and the G2.

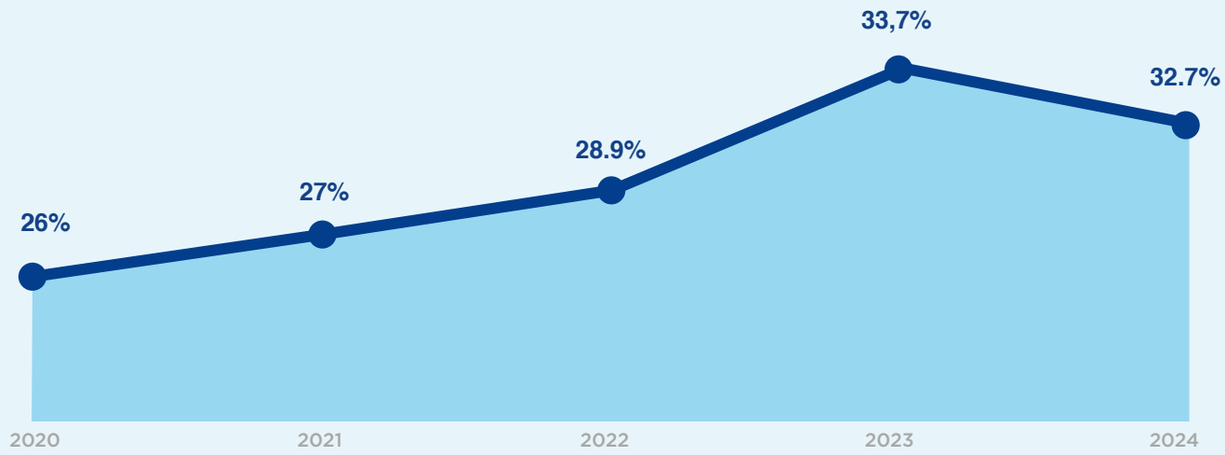
In 2024, due to stock effects on certain Begreen products, we reduced in the ratio of recycled plastic sold compared to total plastic.

targets.

Communication initiatives about our Begreen product range.

Launch of a Frixion Ball + made with over 80% recycled plastic.

Setting a 2030 target aligned with the goal of reducing CO_2 emissions.



RATIO OF RECYCLED PLASTIC SOLD TO TOTAL PLASTIC IN EUROPE

03
reduce.

preserving natural resources.

Natural resources are becoming increasingly scarce, and their extraction has a rising environmental impact. As a manufacturer of writing instruments, we are working to reduce the use of virgin plastic in our packaging by eliminating it altogether or using recycled materials.

Pilot has been reducing the amount of plastic used in its packaging for many years.

actions.

Integration of 50% recycled materials into our blister films.

Elimination of plastic film-based flowpacks.
Transition to 100% FSC- or PEFC-certified paper for our flowpacks.

Packaging the Begreen range in cardboard blisters.

targets.

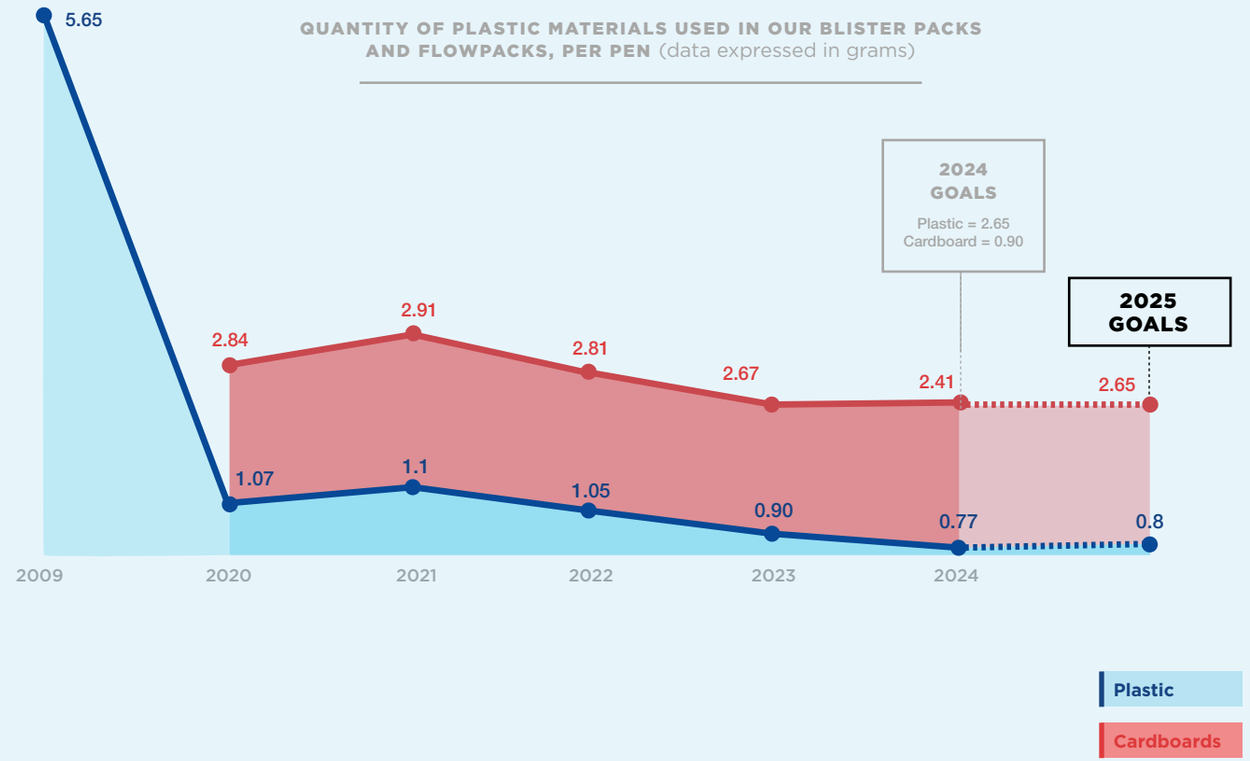
Optimisation of blister packs to reduce the amount of material used.

- Converting our blister cards and pouches in 100% FSC or PEFC

using materials in our packaging.

Since 2010, we have been working to reduce the plastic used in our packaging. A change in our blister pack system allowed us to reduce the amount of plastic used by more than 80% between 2010 and 2018.

In 2023 and in 2024, thanks to optimized pen arrangement in blisters, we improved the plastic-to-cardboard ratio in our packaging.



04 refill.

extend the life of our pens.

Refill your pens instead of throwing them away.

PILOT offers our users the opportunity to refill their pens to reduce their CO_2 impact.

more than 60% of our products are refillable.

the rubbish bin can wait.

By refilling our pens, end users reduce the CO_2 impact.

Example

4 Frixion Ball single use

-62%
CO_2 impact

1 Frixion Ball refilled 3 times

actions.

Calculate the CO_2 savings when refilling a pen through LCA (Life Cycle Assessment).

Promote the economic and environmental benefits of refilling a pen in our marketing tools.

Creation of a refillable whiteboard marker.

change the refill, keep the pen body.

As a manufacturer, it is our duty to communicate to users so that they can consume our products responsibly!

Sales of refills for products covered in the media are increasing, and we plan to grow these even further.

2022 was a very good year, showing that our communication about the benefits of recharging is working.

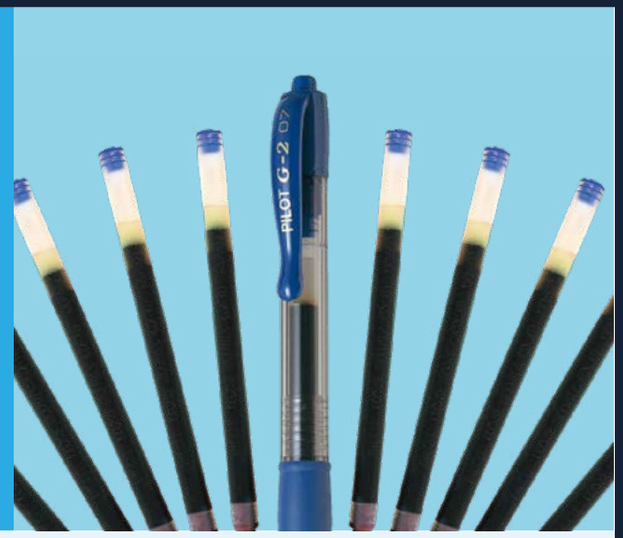
In 2023, sales results declined across all of our products, including Frixion refills. This can be partly explained by a significant stock held by our subsidiaries, who ordered less in 2023 in order to sell their existing stock.

In 2024, strong competition in the erasable ink sector explains the decline in refill sales, so the 2025 target has been lowered.

targets.

Creation of commercial refills + pens to encourage the reuse of our products before they are thrown away.

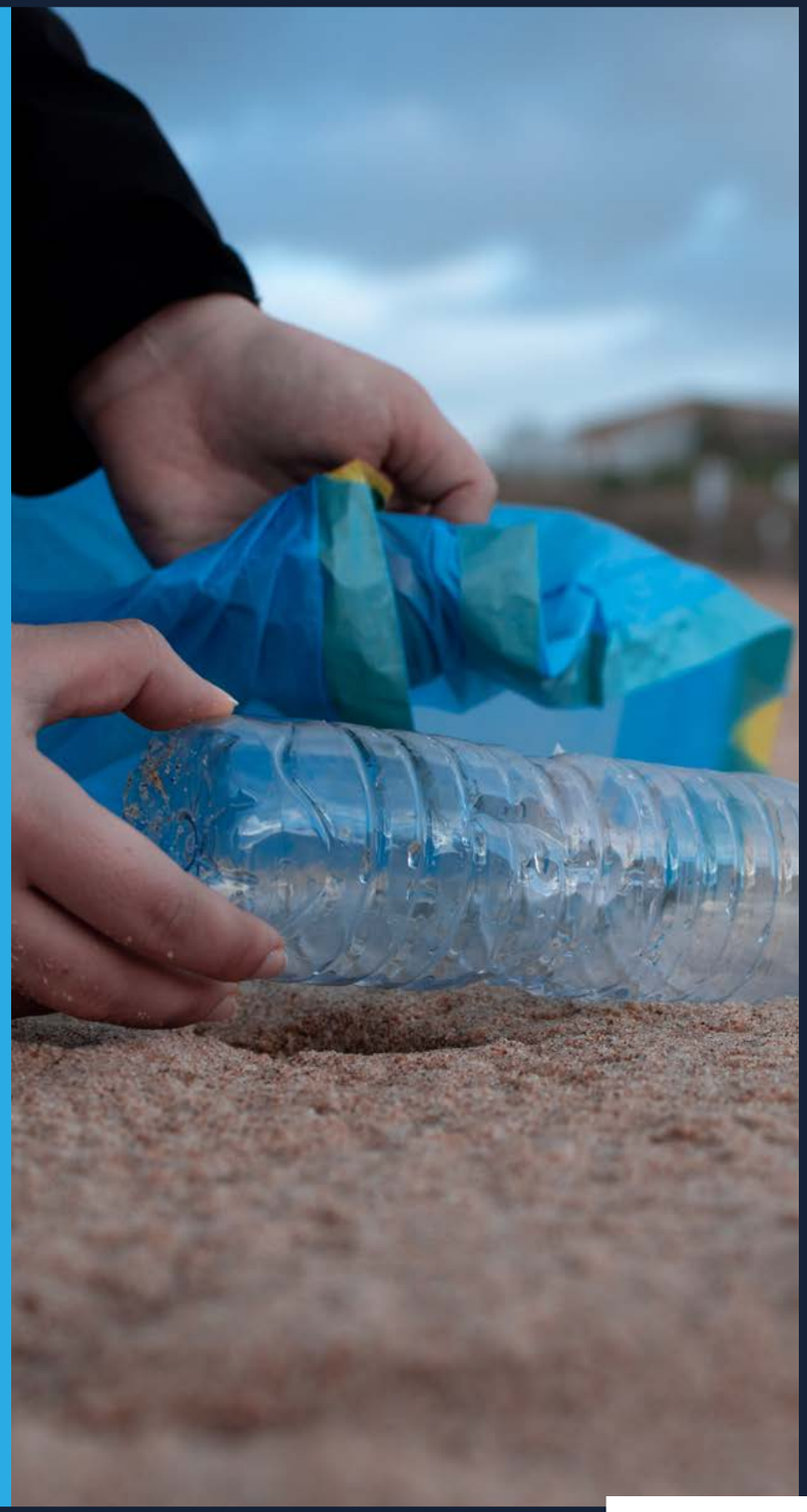
Performing LCAs to inform our consumers about the benefits of pen refills.



REFILL UNITS SOLD BY PCE

	2020	2021	2022	2023	2024	2025 **GOALS**
Erasable ink	71 434 395	77 834 425	81 569 008	58 831 066	53 957 159	56 741 229
			Objectif 2022 : 80 190 887	Objectif 2023 : 85 151 106	Objectif 2024 : 77 638 222	
Liquid marker ink	5 602 933	8 000 253	8 464 597	8 105 779	9 424 276	10 101 966
			Objectif 2022 : 7 448 869	Objectif 2023 : 8 584 993	Objectif 2024 : 8 708 064	

05
reclaim.



reduce plastic pollution in the oceans.

actions.

In our Bottle to Pen range, we use 86% recycled plastic, of which 2.5% comes from plastic collected from the oceans, beaches, rivers, lakes, and the banks of these waterways.

targets.

Participating in collective industry initiatives.

Since 2019, Pilot Pen France has been a partner of The SeaCleaners, an organization dedicated to the fight against marine plastics, and supports Project Manta, a boat designed to collect and process floating waste before it breaks down into microplastics.

Reducing plastic pollution in the oceans: At PILOT, we are committed to fighting plastic waste by collecting and adding ocean-recovered plastic to the recycled PET used in our B2P pens.

Beyond using post-consumer plastic, we aim to innovate in the writing industry by developing more circular models.

PILOT

improving by minimising
the impact of our activities.

PILOT

06

compensated carbon.

contribute to climate protection.

Pilot has been committed to reducing its carbon footprint for years. Since 2021, the CO_2 emissions of all the pens manufactured in the European PILOT factory based in Allonzier-la-Caille (74) in France are compensated.

To compensate its CO_2 emissions, Pilot, in partnership with Climate Partner, has decided to support and finance the double project « Clean Oceans Plastic Bank Worldwide ».

The ClimatePartner certification ensures the transparency of a company's entire climate action strategy (carbon footprint measurement, setting reduction targets, implementing these reductions, funding climate projects, and transparent communication).

For more information, please refer to the QR code attached.

ClimatePartner certified product
climate-id.com/MTWEDD

CO_2
measure
reduce
contribute

07 indicators.

indicators.

All the indicators in the Environmental Declaration relate to the Pilot Corporation of Europe site. Pilot is engaged in monitoring, evaluating and complying with environmental regulations.

Pilot complies with all applicable regulations.

The 2020 results are generally good but not representative of a normal year because of the the health crisis (COVID19). In 2023, we are not affected by the Sector Reference Documents listing the best environmental practices.

In 2024, we are not affected by Sector Reference Documents listing best environmental practices.

	Moyenne du 3ème cycle 2017-2021	2022 Results	2023 Results	2024 Results
SME Implementation rate	95	93	95.8	95.8
Percentage of preventive actions	59.6	60.4	57	56
Plastic consumption at the factory / unit Produced (g)	1.4	1.54	1.37	1.47
Quantity of recycled plastics sold in Europe (T)	364	4.05	486	508
Quantity of plastic used in blister packs (g)	1.1	1.05	0.90	0.77
Power consumption / Unit produced (kWh)	10.09	9.33	9.42	11.2
Gas consumption / m^2 heated (kWh/m^2)	145.91	127.8	127	103.5
Water consumption per employee (m^3/FTE/year)	3.98	3.5	3.85	3.54
Waste / Unit produced (g)	1.37	1.50	1.33	1.63
Greenhouse gas emissions (Gr eqCO_2)	82.47 -	72.6	65.5	72.41
Greenhouse gas emissions for transport (Gr eqCO_2)		3 794	668	787

All our indicators have improved during the three previous certification cycles. This proves that our environmental management system is effective and that all our actions over the last decade have enabled us to reduce our impacts.

We are subject to ICPE regulations and required to declare the following categories:

- 1530 (Storage of paper, cardboard, or combustible materials),
- 2661 (Polymer transformation),
- 2662 (Polymer storage),
- 2663 (Storage of tires and products containing at least 50% polymers),
- 2925 (Battery charge)
- 2910 (Combustion)
- 1185 (Fluorinated greenhouse gases)

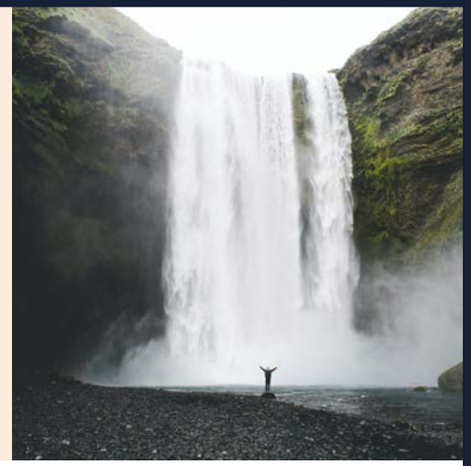
as well as local urban planning rules such as the PLU of Allonzier-la-Caille.

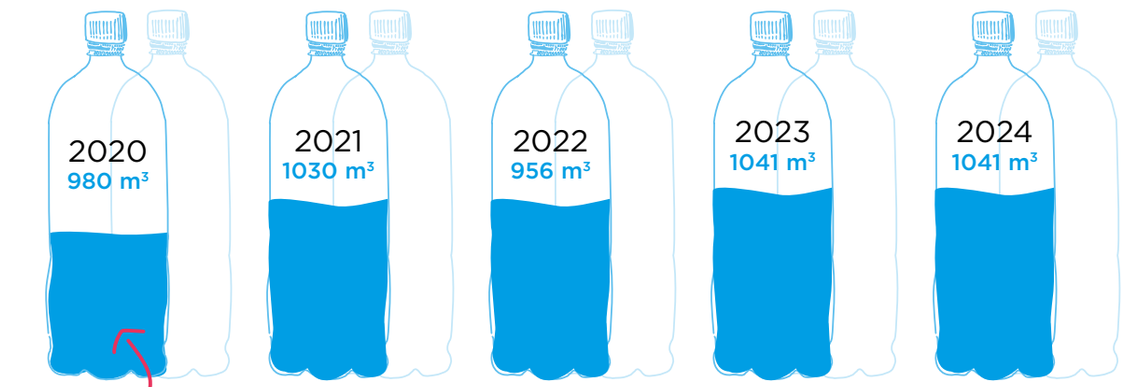
08

water.

more water for nature.

Water use in our production processes is not significant. It is used primarily in sanitary facilities and in our fire prevention system. Our focus is hence now on water consumption per full-time equivalent employee (FTE), of which:

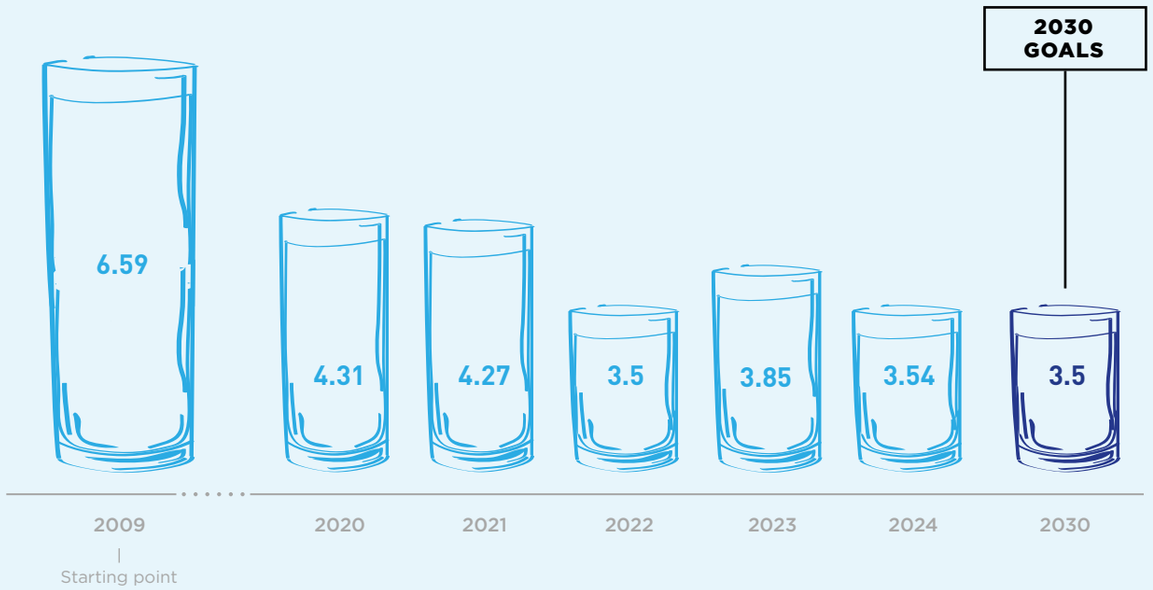




targets.

Daily monitoring of our consumption to detect leaks more quickly.

VOLUME OF WATER CONSUMED PER EMPLOYEE
(m^3/FTE)



actions.

Creation of a rainwater collection tank for the logistics area in 2014.
Installation of automatic faucets in the restrooms.

Closed water circuit in the assembly area using a water recovery and cleaning system.
Implementation of preventive maintenance for the faucets.

water per employee.

In early 2011, we committed togradually reducing our water consumption.

We have seen our results stabilise over the last few years. In 2020 and 2021, we had several leaks in the sanitary facilities. We have therefore implemented daily monitoring and preventive maintenance on the equipment. In2022 and 2023, no leaks were detected.

The objective for 2030 is to continue to stabilise this consumption at 3.5m3 / FTE.

sprinkler.

In 2013, we coupled our new sprinkler system with the network. This enabled us to optimise our consumption linked to regulatory tests for our entire network.

Our sprinkler consumption remains stable. Any variations are directly linked to maintenance work. Every six years, periodic maintenance of our sprinkler water tanks leads to an increase in our water consumption.

In 2021, the cleaning of the sprinkler tank was done with a solution to avoid emptying it completely.

Due to the drought period in 2023 and water usage restrictions, we reduced our checks during the summer, thereby decreasing our water consumption for the sprinklers.

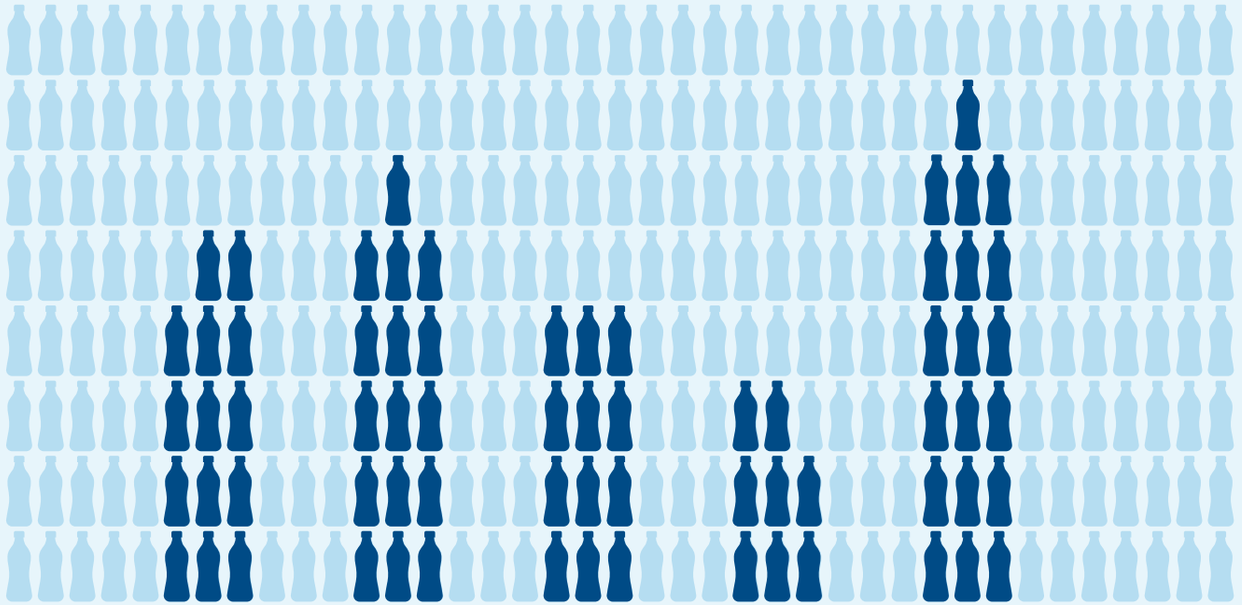
In 2024, we doubled our sprinkler water consumption due to work being carried out in our logistics warehouse. We had to drain our sprinkler systems several times.

What is a sprinkler?

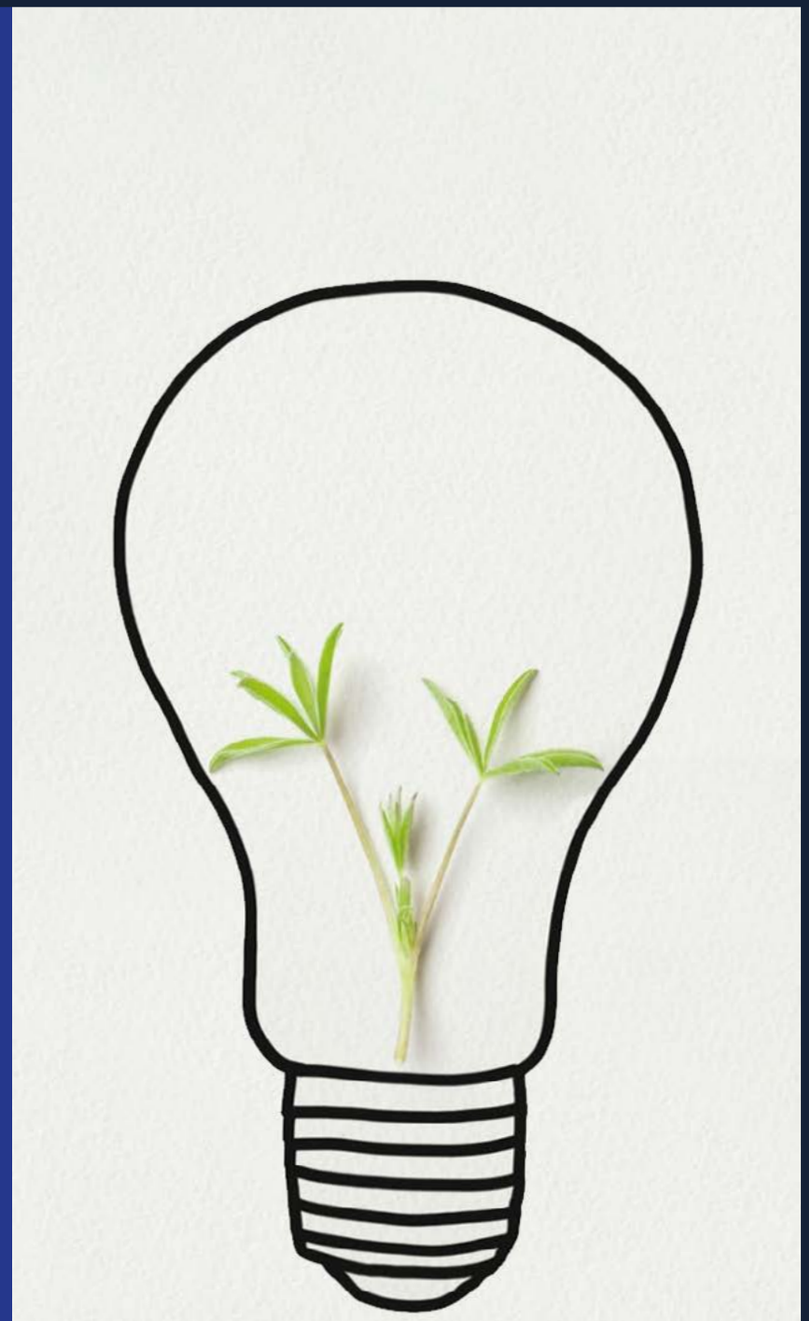
A sprinkler is sometimes called a water-operated sprinkler system, fire extinguisher, or fire sprinkler.

This device detects excess heat and automatically spreads water during a fire to protect facilities and the surrounding environment.

WATER CONSUMPTION / SPRINKLER
(liters per linear metre)



09 energy.



more energy to innovate.

Energy efficiency is one of our priorities.

The only energy we expend with impunity is on coming up with innovative ideas to reduce our impact, such as recycled and refillable technologies.

Gas is used only for heating buildings, so its consumption varies from year to year. The results are directly related to weather conditions. Electricity consumption increased in 2013 due to the introduction of a new 5,000 m^2 logistics platform. Our investment policy to replace certain energy-consuming equipment has led electricity consumption to decrease since 2014.

In 2022, we have a new 100% renewables energy contract.

In 2023, the gas boiler in the administrative section was replaced with a heat pump. As a result, total gas consumption was reduced in 2023.

In 2024, we increased the consumption of energy and particular the gas because of the addition of a small boiler for the changing rooms.

PCE SITE CONSUMPTION

	- 2020 - 3,411,071 KWh	- 2021 - 3,485,996 KWh	- 2022 - 3,510,759 KWh	- 2023 - 2,358,267 KWh	- 2024 - 3,070,191 KWh
electricity	1,728,803 KWh	1,780,594 KWh	1,938,564 KWh	1,810,387 KWh	1,796,853 KWh
gaz	1,682,268 KWh	1,715,402 KWh	1,572,195 KWh	547,880 KWh	1 273,338 KWh
renewable energies	50% FROM REVEWABLE ENERGIES = 864,401 KWh	50% FROM REVEWABLE ENERGIES = 890,297 KWh	100% FROM REVEWABLE ENERGIES = 1,938,564 KWh	100% FROM REVEWABLE ENERGIES = 1,810,387 KWh	100% FROM REVEWABLE ENERGIES = 1,796,853 KWh

actions.

Implementation of an air/air heating system for the logistics platform.

Raising awareness among our employees about best practices for heating and air conditioning.

gas.

As gas is used only for heating, we have decided to monitor this consumption per square metre heated. We therefore monitor two separate graphs (gas and electricity).

At the beginning of 2011, we committed to reducing our gas consumption compared to 2010. We were able to achieve this goal by insulating part of our workshops, raising awareness among our staff about good environmental practices, and investing in an air source heat pump for our new logistics platform.

By the end of 2022, we will have replaced the gas-fired heating system in the administrative buildings with an electric system.

The 2023 results clearly show the significant reduction in gas consumption.

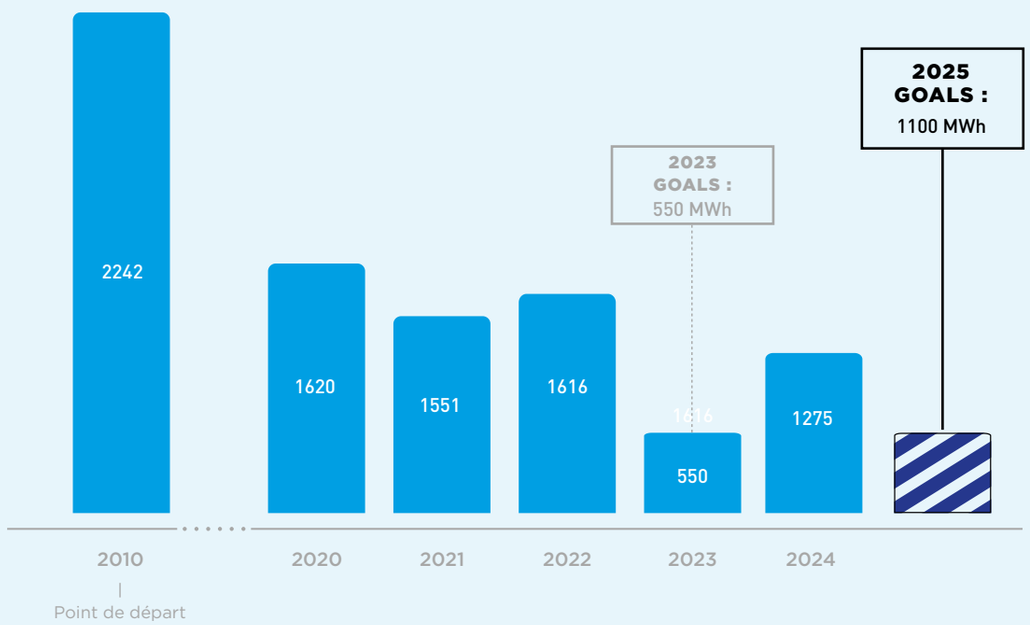
In 2024, we increased the consumption of the gas because of the addition of a small boiler for the changing rooms.

targets.

- Installation of a centralized technical management system to optimize heating and air conditioning.

- Replacement of the gas boiler with an HVAC system for heating the injection workshop and warehouses.

GAS CONSUMPTION AT CONSTANT CLIMATE
(MWh/m³)



actions.

Replacement of hydraulic presses with electric presses that consume 40% less energy.

Implementation of a green energy contract with our supplier in 2022.

Installation of sensors in the aisles of the stores.

Setting temperature guidelines in the offices.

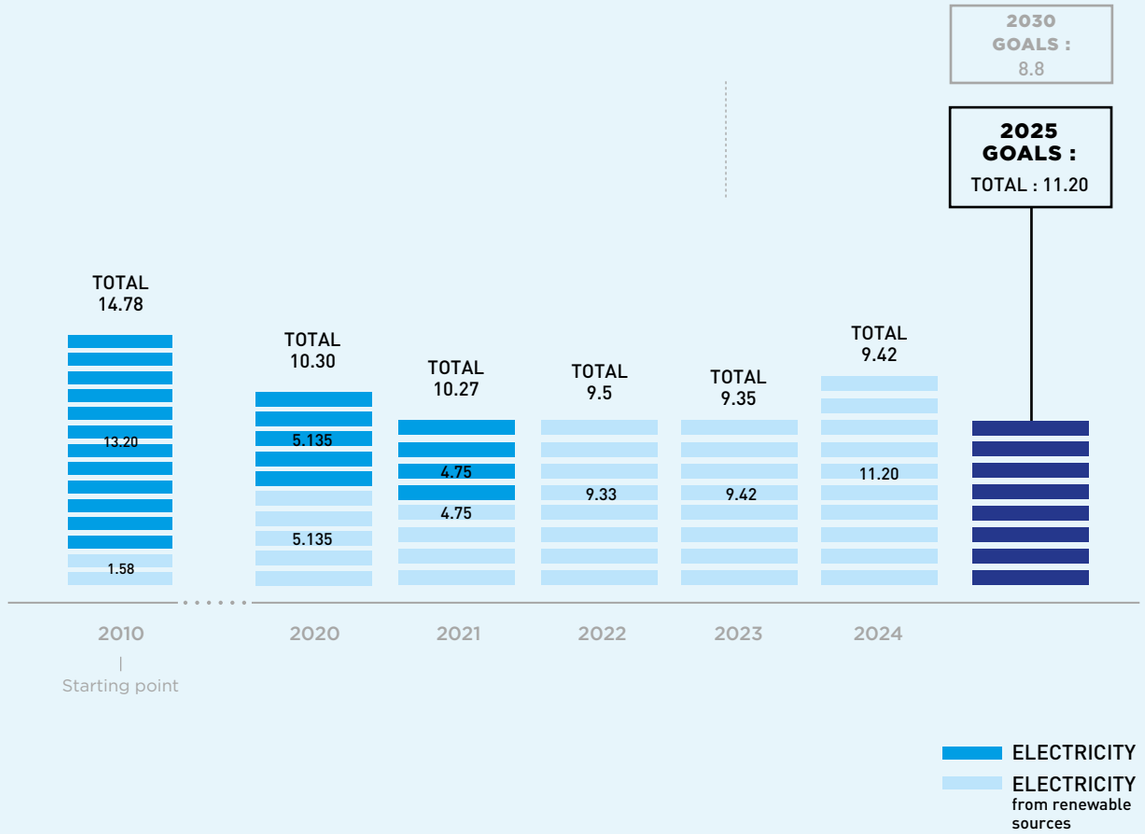
targets.

Implementation of a BMS (Building Management System) to optimize heating and air conditioning.

electricity.

Since 2010, we have committed to reducing our electricity consumption. After two consecutive years of increase (2012 and 2013) due to the integration of new premises, we have seen a decrease in our consumption thanks to the removal of certain equipment and its replacement with more energy-efficient equipment.

In 2024, we began replacing gas heating systems with electric ones. As a result, we saw an increase in our electricity consumption per unit sold. For 2025, we will implement two separate indicators based on electricity usage.



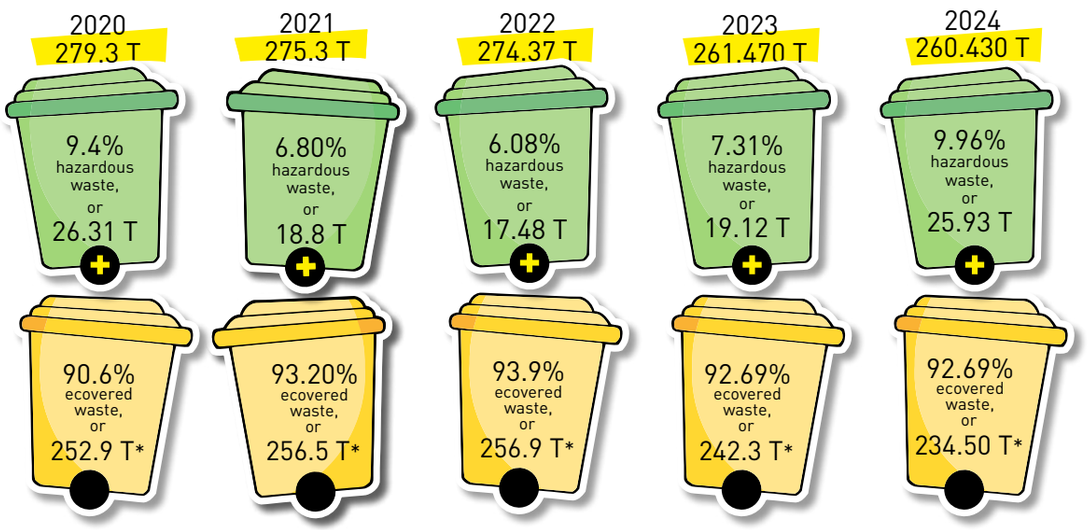
10 waste.

recovering waste to preserve resources.

waste.

Increasing the share of recovered waste in our production while reducing our quantity of waste generated per unit produced, without ever losing sight of the pleasure and comfort that comes from writing with a high-quality pen.

WASTE GENERATION - TOTAL QUANTITY PER YEAR
(quantities in tonnes)



actions.

Implementation of source separation in the workshops.

Monthly tracking of the amount of waste produced by each workshop and waste type.

Integration of reusable plastic trays to reduce cardboard waste.

Implementation of recycling for our plastic production scraps.

waste.

Since 2012, through collaboration with our waste management providers, we have been conducting precise sorting of waste, achieving a recycling rate of 85% in 2023.

We also carried out a campaign to destroy administrative archives, which contributed to the rise in non-hazardous waste.

In 2021 and 2022, we returned to waste quantities closer to our goals and expectations thanks to increased vigilance and monitoring.

In 2023, a major sorting and destruction campaign within our stocks led to an overall increase in the recycling rate.

In 2024, following work and testing for the release of the new Firxion+ pen, we increased our non-hazardous.

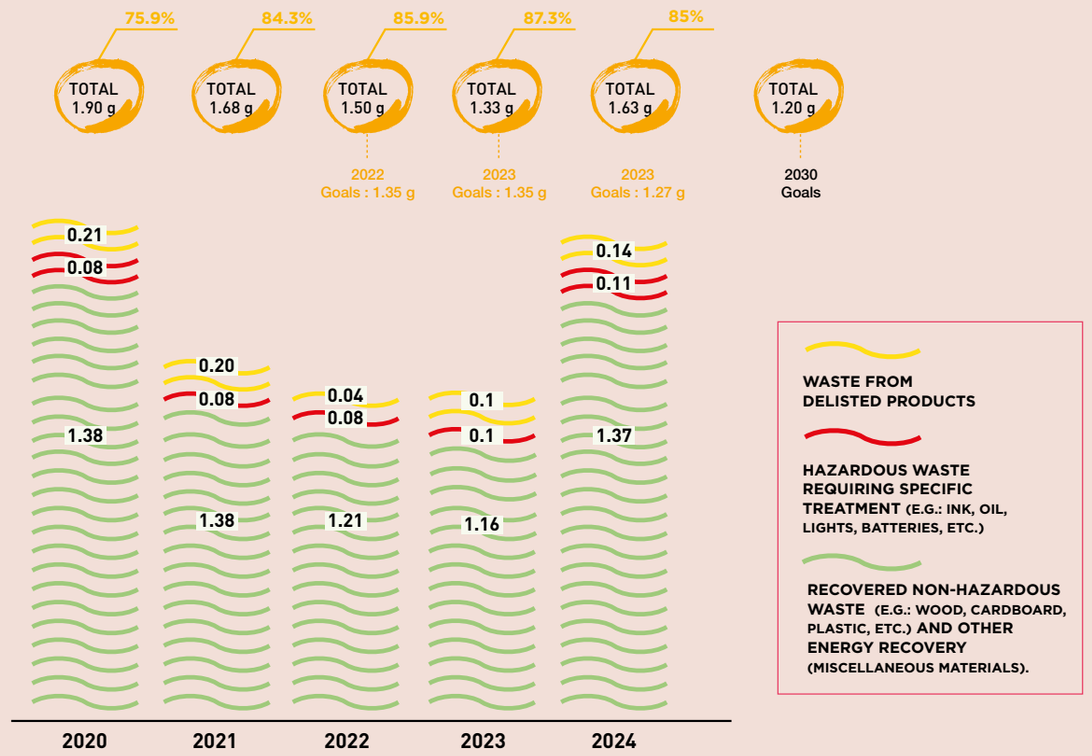
targets.

Pre-launch work on new product ranges, optimization of our processes, and development of collaborative tools.

Set a target for the recycling/reuse rate of our waste.

Study the potential reuse of our cardboard.
Implement coffee capsule recycling.

QUANTITY OF WASTE PER UNIT PRODUCED
(in grams)



PILOT

11 emissions.

our mission.

-50% reduction in greenhouse gas emissions.

Our goal is to align our carbon reduction targets to limit global warming to 1.5°C and comply with the 2015 Paris Agreement.
Our next challenge will be to submit our target to the SBTi for official validation.

TeqCO2 = tonne of CO_2 equivalent;
SBTi = Science Based Targets initiative is an initiative that helps companies set ambitious decarbonization targets.

OUR TARGET FOR FUTURE :

2030

-50%

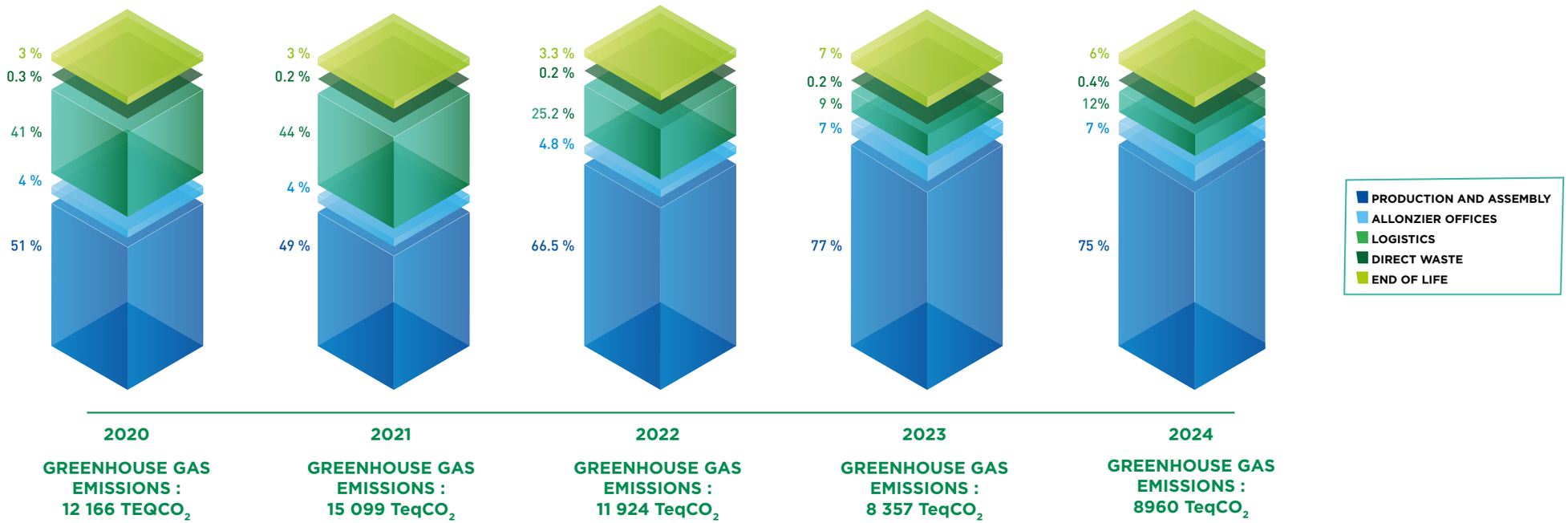
eqCO_2 emissions fromPCE under Scopes 1 & 2 in raw data compared to 2018

-50%

eqCO_2 emissions per €1,000 in revenue from PCE under Scopes 1, 2, and 3 compared to 2018.

our mission: fewer emissions.

CO_2 EQUIVALENT TONNES DIVIDED UNITS SOLD
($TeqCO_2$)



2020	2021	2022	2023	2024
GREENHOUSE GAS EMISSIONS : 12 166 $TEQCO_2$	GREENHOUSE GAS EMISSIONS : 15 099 $TeqCO_2$	GREENHOUSE GAS EMISSIONS : 11 924 $TeqCO_2$	GREENHOUSE GAS EMISSIONS : 8 357 $TeqCO_2$	GREENHOUSE GAS EMISSIONS : 8960 $TeqCO_2$

CO_2 emissions.

The carbon footprint calculation allows us to analyze the various CO_2 emission sources.

In 2020, emissions per unit sold increased due to the health crisis in Europe.

NOx emissions are primarily related to heating the premises, while CO_2 emissions are linked to our marking process. These emissions are accounted for in our greenhouse gas emissions reporting.

In 2021, the health crisis and customer constraints forced us to use air transport, which significantly increased our CO_2 emissions.

In 2022, we achieved excellent results with less than 80g of CO_2 per unit produced, thanks to high production volumes and efforts made to reduce air transport.

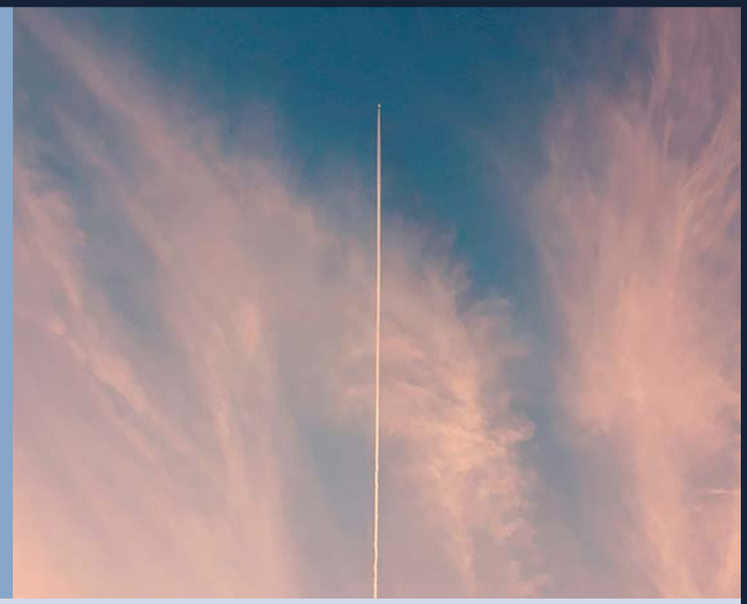
Our company's total CO_2 emissions increased by approximately 7% in 2024, and emissions per unit sold rose as well due to lower overall sales volumes.

targets.

Submit our greenhouse gas reduction targets for SBTi validation.

Continue efforts to reduce the use of air transport.

Build the decarbonization trajectory to achieve our reduction goals.



Greenhouse gas emissions monitoring:

2020 : 12 166 Teq CO_2 overall, or 89,23 gr.eq.CO_2 / unit sold
Measurements carried out internally using the ADEME1 method.

2021 : 15 099 Teq CO_2 overall, or 89,23 gr.eq.CO_2 / unit sold
Measurements carried out internally using the ADEME1 method.

2022 : 11 924 Teq CO_2 overall, or 72,6 gr.eq.CO_2 / unit sold
Measurements carried out internally using the ADEME1 method.

2023 : 8 357 Teq CO_2 overall, or 65,47 gr.eq.CO_2 / unit sold
Measurements carried out internally using the ADEME1 method.

2024 Goals 80gr.eq.CO_2 / unit sold

2024 : 8 960 Teq CO_2 overall, or 72,41 gr.eq.CO_2 / unit sold
Measurements carried out internally using the ADEME1 method.

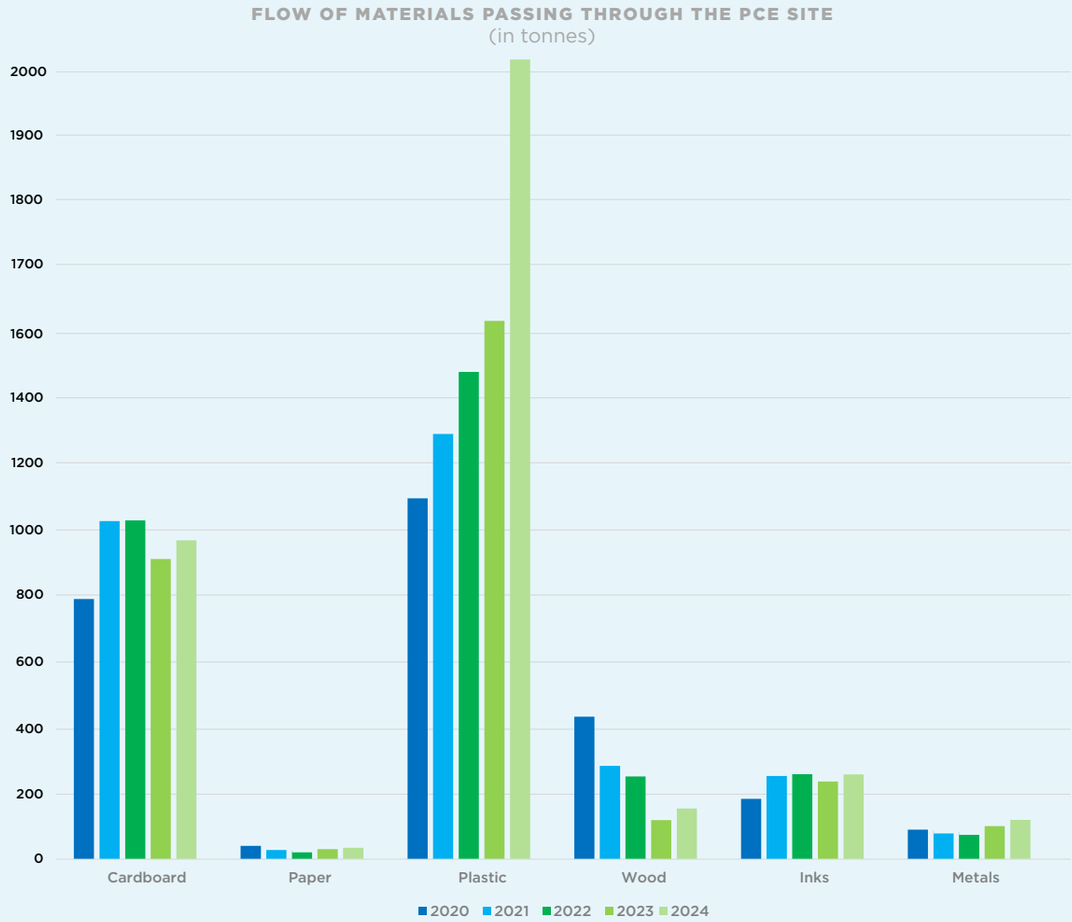
2025 GOALS : 70 gr.eq.CO2 / unit sold

12 material flows.

mass flow.

The annual mass flow of material passing through our Allonzier site is calculated using carbon footprint figures. We take into account the most important materials circulating on our site (i.e. plastic, cardboard, wood, inks and paper). Overall, there are no significant changes to report. There was less plastic in 2019, linked to lower production. Increased production in 2021 and 2022, explains the increase in the quantity of plastic and ink transiting through the PCE site.

In 2023 and 2024, the completion of numerous tests for the launch of a new pen led to an increase in the amount of plastic processed at the PCE site.



13 flora and fauna, biodiversity.

actions.

Lawn mowing carried out in a sustainable manner.

Maintenance of green spaces without the use of phytosanitary products.

Maintenance of green spaces performed by an ESAT (Establishment and Service for Work Assistance).

targets.

Conducting a biodiversity study of the Allonzier-la-Caille site.

Planting aromatic herbs.

flora and fauna, biodiversity.

The geographical zone in which we are located is a site dedicated to industrial activities, which it is not a specific habitat for fauna and flora. It should be noted that our site ratio of 0.41 is stable and lower than the 0.60 permitted under local planning and development policies (building area compared to global area (11 601m² / 28 000m², or 0.41). This result is stable from 3 years.

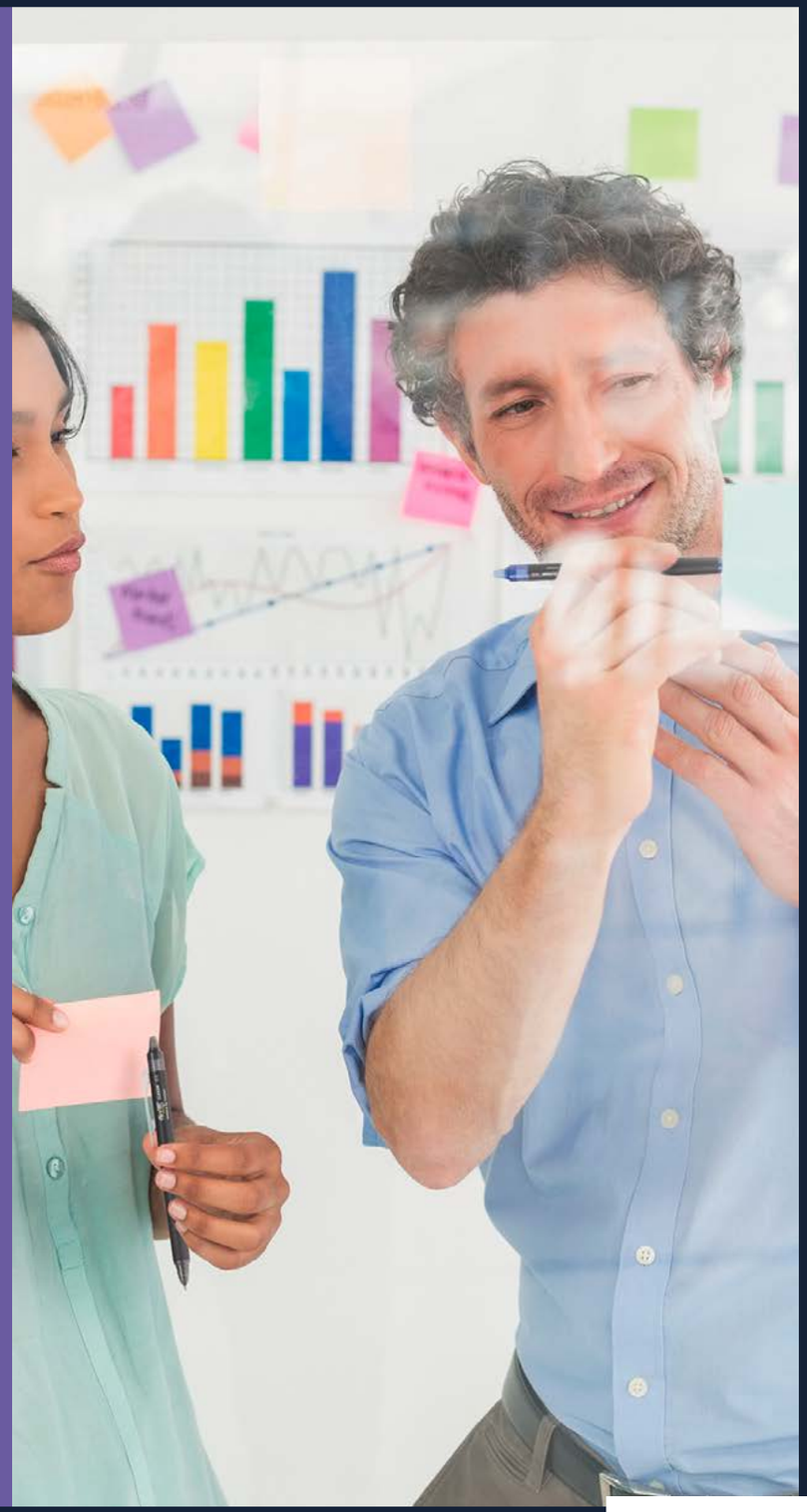
Green spaces currently occupy a total area of 8 712m² / 28 000m² representing a site ratio of 0.31.

our communication.

PILOT

improve by raising awareness among our employees, stakeholders and consumers.

01 our employees.



involving our employees.

Our Environmental Management System includes steps that enable us to check that each member of the company follows it to the letter. Our management reviews (step 7) enable us to ensure that the goals and programmes set out in our environmental policy are applied, monitored, regularly updated and communicated to all staff. A company-wide environmental vision only makes sense if it is shared by everyone.

100% of PCE staff are made aware of our environmental approach by managers as part of their onboarding process. These awareness-raising actions are covered in more detail in the training modules provided by the HSE department in the months following onboarding and over a three-year cycle. Dedicated information materials are distributed to staff and continually updated.

100%
of our employees are committed to our environmental approach.

each employee is both **committed** to and **responsible** for our environmental approach, as it involves all the teams.

actions.

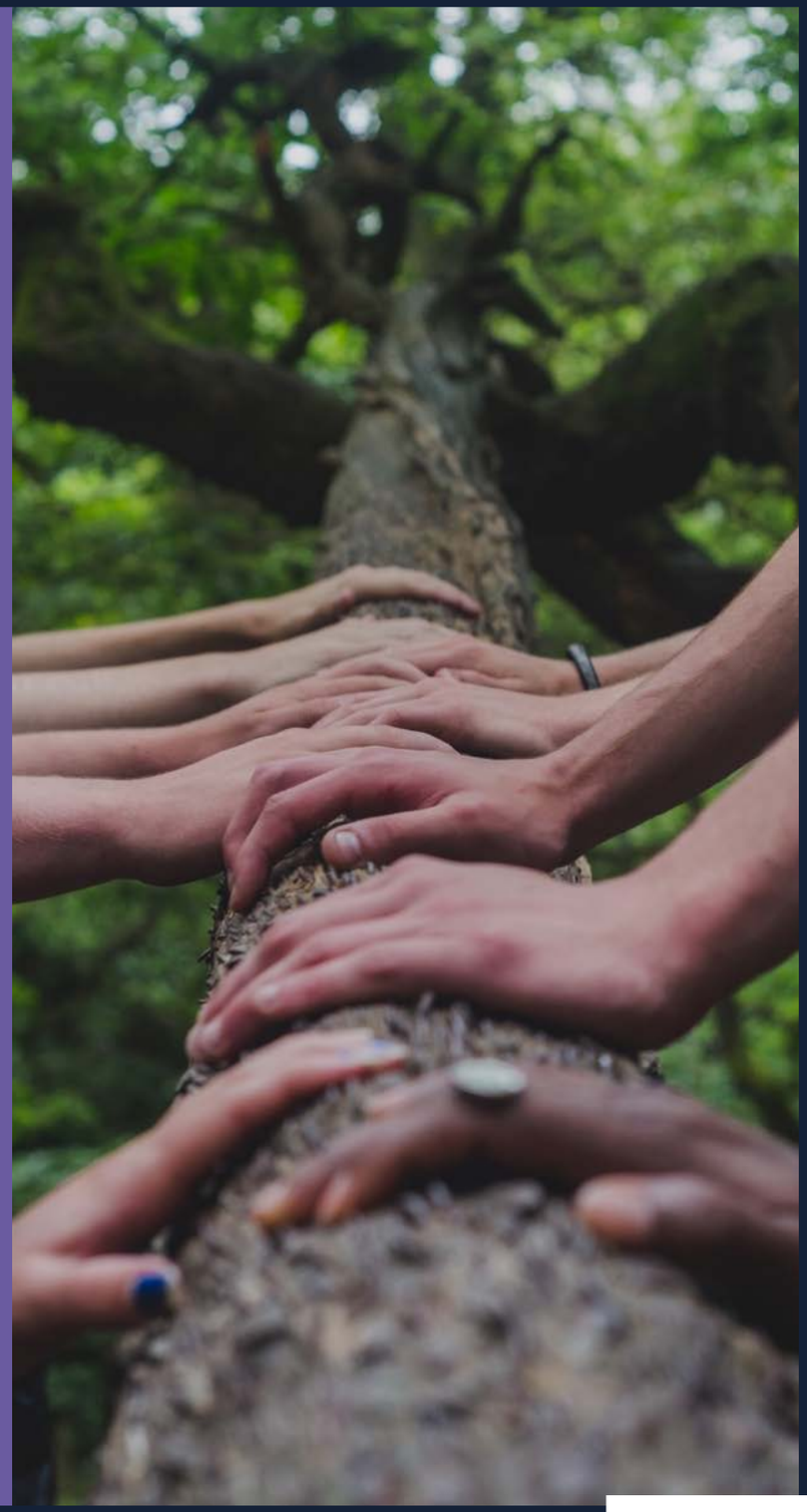
Practical measures implemented include:

- Creating an environmental training tool for new employees.
- Drawing up and monitoring an annual training schedule for emergency situations.
- Distributing a quarterly QSE newsletter.
- Periodic internal audits of our environmental management system.
- Systematic monitoring of corrective actions following accidents/incidents.
- The development of our improvement actions system is driven, among others, by staff proposals.

Our commitment criteria are:

- Proposal rate dynamic.
- Presentation by managers of at least one individual environmental objective.
- Bonuses linked to environmental performance targets.

02 our stakeholders.



involving our stakeholders.

Involving our stakeholders in our environmental approach is an important commitment for PCE. Stakeholders comprise mainly our subsidiaries, our customers, our service providers and suppliers... all the players affected by the company's activities and which affect PILOT. We encourage them to speak up, while assessing their environmental requirements every three years and attempting to respond as conscientiously as possible.

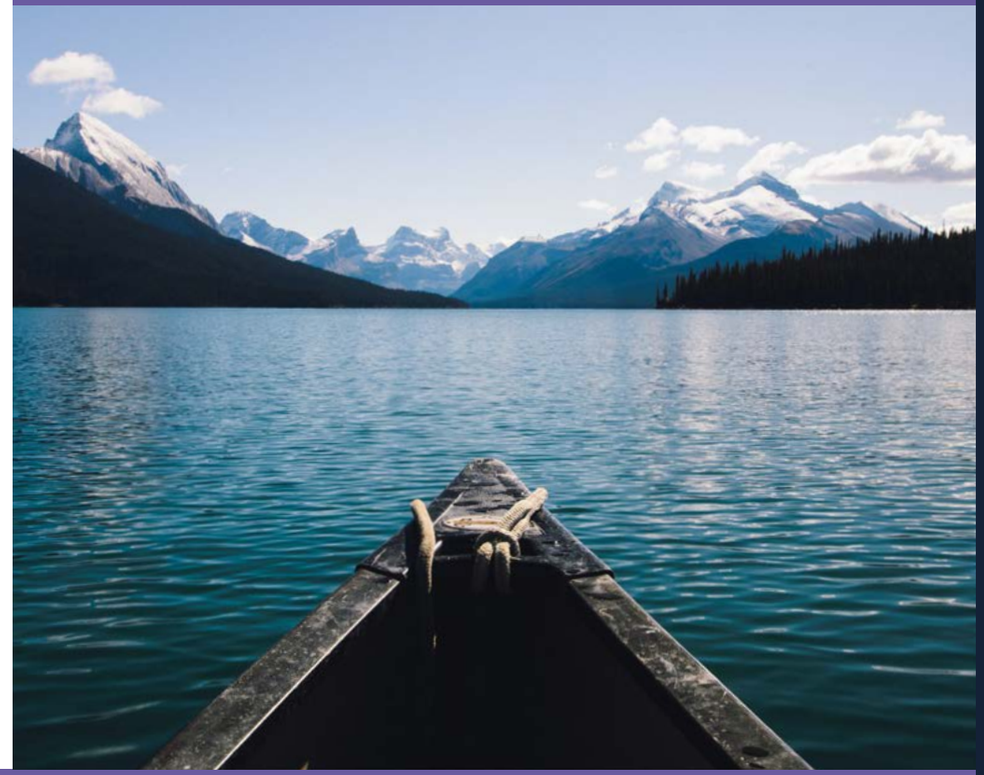
These exchanges with our stakeholders enable everyone to improve these environmental performances.

actions :

- Implementation of the responsible purchasing approach.
- Training to the sustainable purchase.

objectifs :

- By 2027, have 75% of our raw material and packaging suppliers with an ECOVADIS rating.



involving our service providers.

For several years, we have been integrating our suppliers and service providers into our management system to encourage as many people as possible to follow this environmental approach.

A sustainable purchasing charter is signed by all suppliers. We hence work with partners who share our values and beliefs.

involving our service providers and suppliers in our journey.

03
our consumers.

involving our consumers.

Consumers are becoming increasingly aware of the fact that we only have one planet. They are more sensitive to environmental issues than in the past, and their attitudes are changing.

The lifespan of our products is not only in our hands. Consumers have an especially important role to play in the life cycle of our pens.

As a manufacturer, however, we also have a big role to play. Our mission: To communicate about the recyclable, refillable nature of our products, and the reduced levels of plastic in our packaging, so that end consumers improve their consumption habits and feel involved in respecting the environment. This is one of our priority goals in the coming years.

writing a new story for the planet together.

highlight the environmental benefits of our products.

As a tool for expression, freedom and progress, PILOT pens are also the best way to declare our love for nature and the planet.

«Write your world»...
A new brand signature that evokes the freedom to both "write your own world" and to influence something that is common to us all, and which we must protect, preserve and respect...

communication.

Our revamped communication enables us to **further highlight the environmental benefits of our products.** It focuses on recycled material and the option to refill, as well as on verified data providing consumers with objective information on the CO_2 savings made by using our pens and refills.

in stores.

The range of **100% cardboard blister** packs for supermarkets will allow us to highlight our environmental ranges, while meeting distributors' increasing requirement to reduce plastic in packaging. For professionals, we have created **Greenpacks**: ready-to-use packaging combining pens and refills. A set of **dedicated displays** will also make our products more visible and attractive in retail stores.

medias.

There is also a **series of films** for television and social media, the protagonists of which are the refills of our pens.

validation statement.

Validation declaration

Community Eco-Management and Audit Scheme (EMAS)

VINÇOTTE nv

Jan Olieslagerslaan 35, 1800 Vilvoorde, Belgium

Based on an audit of the organisation, visits of its site, interviews with its staff, and the examination of the documentation, the data and the information, documented in the verification report N°**61527611**, VINÇOTTE nv declares, in its capacity as environmental EMAS verifier with registration number BE-V-0016, accredited for the scope 1, 10, 11, 13, 16, 18, 19, 20 (excl. 20.51), 21, 22, 23, 24, 25, 26, 27, 28, 29, 30.2, 30.9, 31, 32, 33, 35, 36, 37, 38, 39, 41, 42, 43, 45, 46, 47, 49, 50, 52, 53, 55, 56, 58, 59, 60, 62, 63, 70, 71, 72, 73, 74, 79, 80, 81, 82, , 84, 85, 86, 87, 88, 90, 93, 94, 95, 96, 99 (NACE-code), to have verified whether **the whole organisation** as indicated in the **environmental declaration 2025**:of the organisation

Pilot Corporation of Europe with registration number ***FR-000068***

located at ***1, rue de l'Ecriture – Saint Martin Bellevue***
74370 Fillière
France

and used for:

Injection, assembly, packaging, marketing and distribution for PILOT pens on European market.

Meet all requirements of Regulation (EC) No 1221/2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS), as amended by Regulations (EU) 2017/1505 and (EU) 2018/2026.

By signing this declaration, I declare that:

- The verification and validation has been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009 amended by Regulations (EU) No 2017/1505 and (EU) 2018/2026;
- The outcome of the verification and validation confirms that there is no evidence of non-compliance with applicable legal requirements relating to the environment
- The data and information of the **environmental statement year 2024 of the organisation** reflect a reliable, credible and correct image of **all the organisation** activities, within the scope mentioned in the **environmental declaration 2025**.

This document is not equivalent to EMAS registration. EMAS registration can only be granted by a Competent Body under Regulation (EC) No 1221/2009 amended by Regulations (EU) No 2017/1505 and (EU) 2018/2026. This document shall not be used as a standalone piece of public communication.

Declaration number: **23 EA 123/2**
Date of issue: **March 13, 2026**

VINÇOTTE

For the environmental verifier:

Eric Louys
Chairman Certification Commission

BELAC
EMAS
BE-V-0016

write your world

PILOT

Pilot Corporation of Europe
PAE de la Caille 74 350 Allonzier La caille France

EMAS Manager - Patrice DOMEUR
qse@piloteurope.com - 0450083300

Activity: Wholesale (4649Z)
Next complete update in October 2026

This statement is available in both French and English
on the Pilot Corporation of Europe website.