do better with less.

EMAS
Management environnemental vérifié
FR-000068

ISO 14001:2015
BUREAU VERITAS Certification
FR044720-1

write your world

environmental declaration

Pilot Corporation of Europe - October 2020.
Date of validation : (To add)
Concerned years : 2015/2016/2017/2018/2019

PILOT

contents.

our approach.

our objectives, actions, and results.

our communication.

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

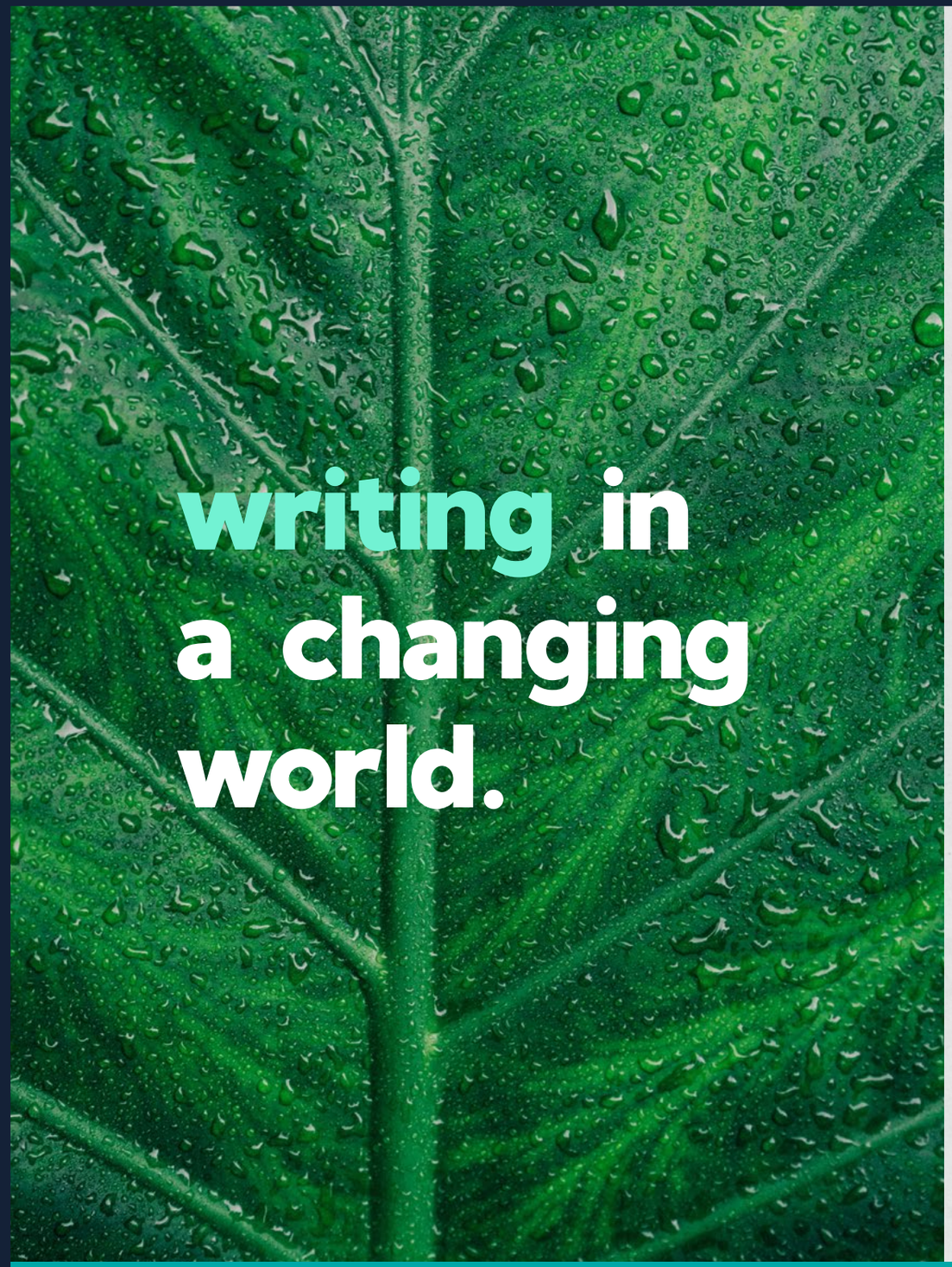
Writing confers many virtues and benefits, which is why PILOT brings so much passion to the manufacture of **innovative, sophisticated and sustainable writing** instruments. Since 2003, as a company of Japanese origin, Pilot Corporation of Europe has been deeply committed to **reducing the environmental 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.

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...

October 2020.

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 3 Rs.

02. the 3 R.

• **RECYCLE**
By making the production of instruments from recycled plastic a top priority.

• **REDUCE**
Transform our packaging into recycled cardboard and/or without virgin plastic.

• **REFILL**
Extend the life of a pen by enabling refills.

... 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 CO2 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.

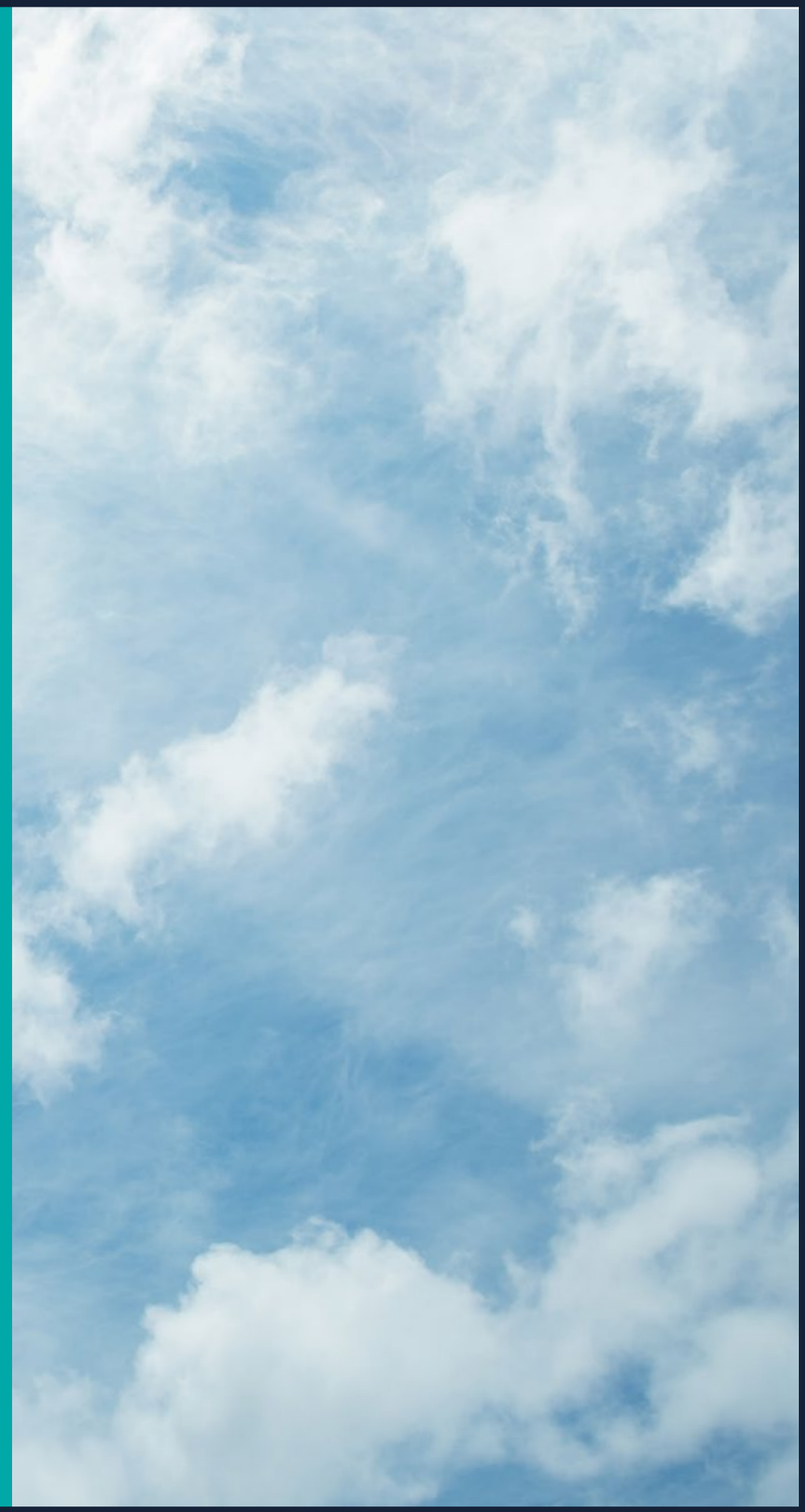
... be compliant.

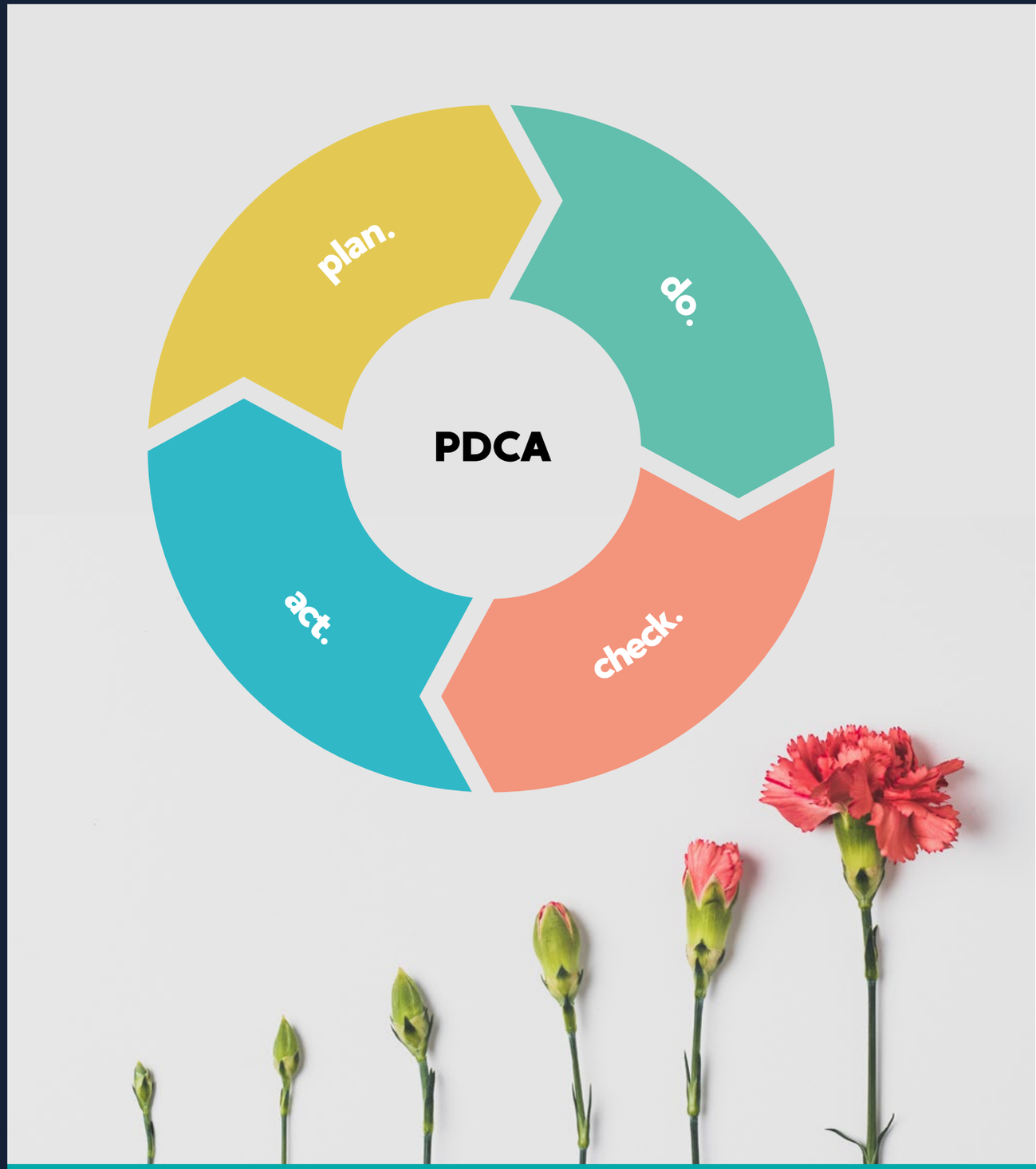
08. comply.

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

Fumio FUJISAKI
Chief Executive Officer

03 our environmental management system



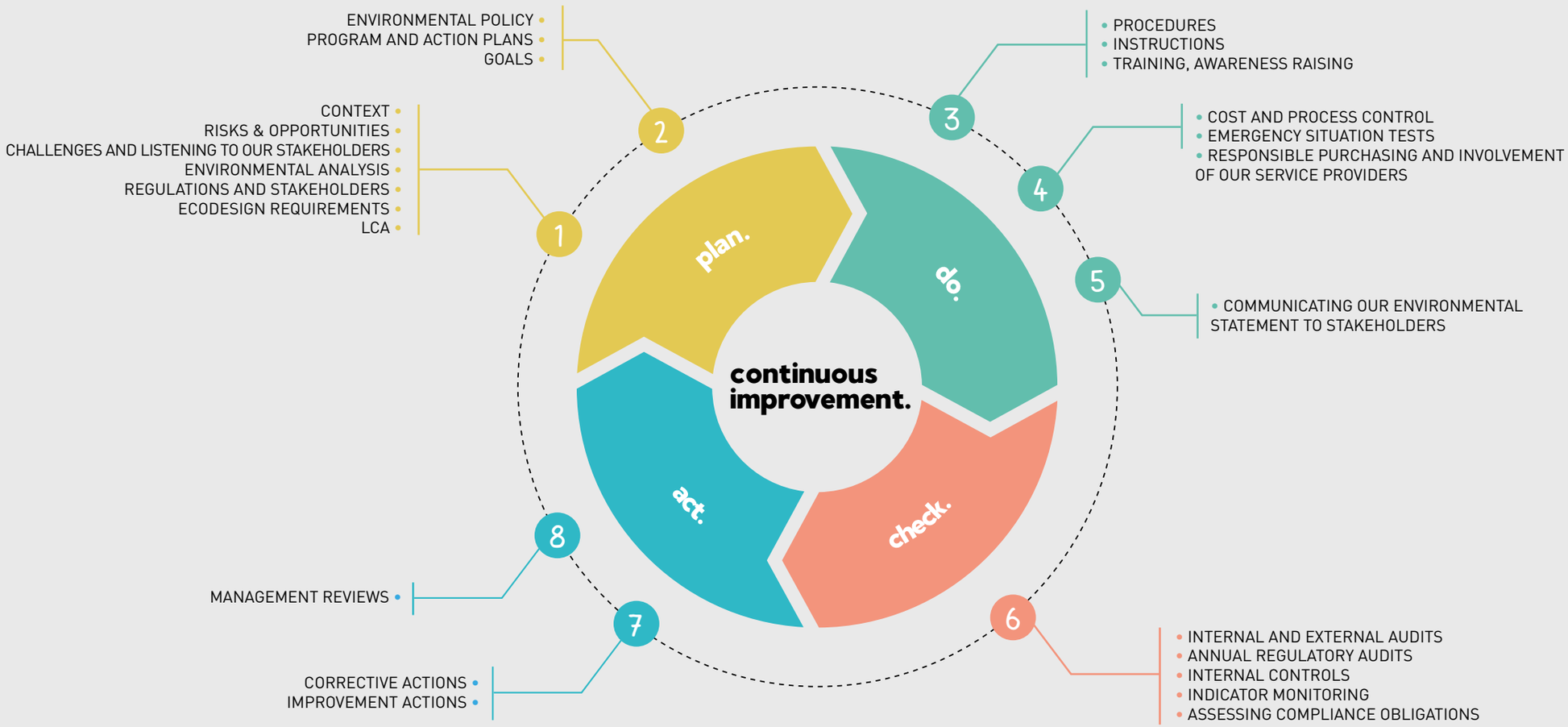


our environmental management system.

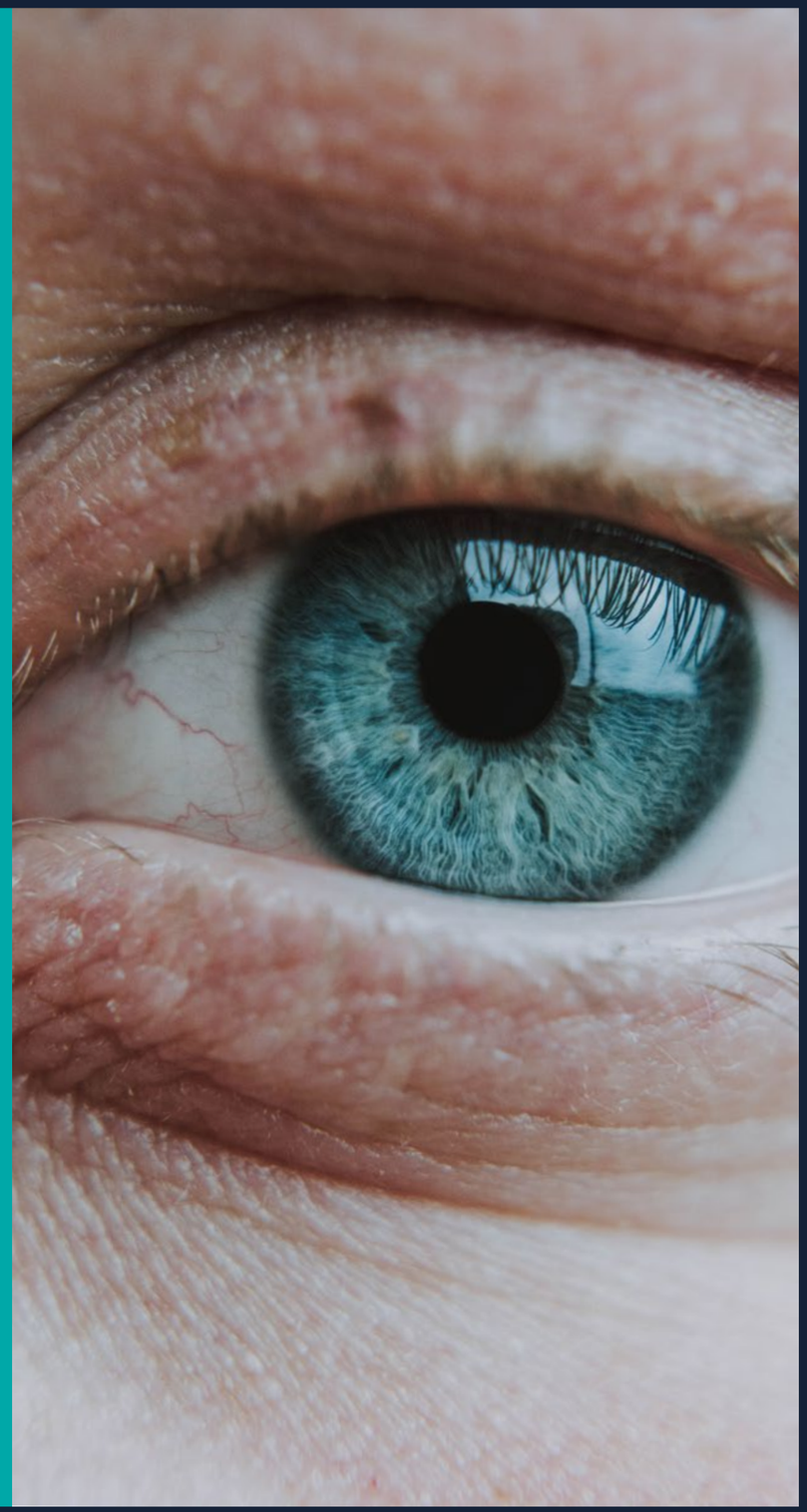
Our responsible commitment takes effect throughout our company via a structured PDCA (Plan-Do-Check-Act) process. This four-part method (see graph) aims to establish a virtuous cycle that brings about a **continuous improvement in our processes.**

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 progress 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): 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).

The results of these analyses have enabled us to identify the following significant environmental aspects. They represent our priority improvement areas for effective action in reducing our environmental impacts.

directs.

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

- **Water consumption - Offices**
- **Water consumption - Logistics**
- **Gas and electricity consumption for heating**
- **Electrical consumption - Injection**
- **Greenhouse gas emissions linked to production**
- **Waste production - Blister packs and Packaging**
- **Consumption of raw material for pens manufactured in France**

indirects.

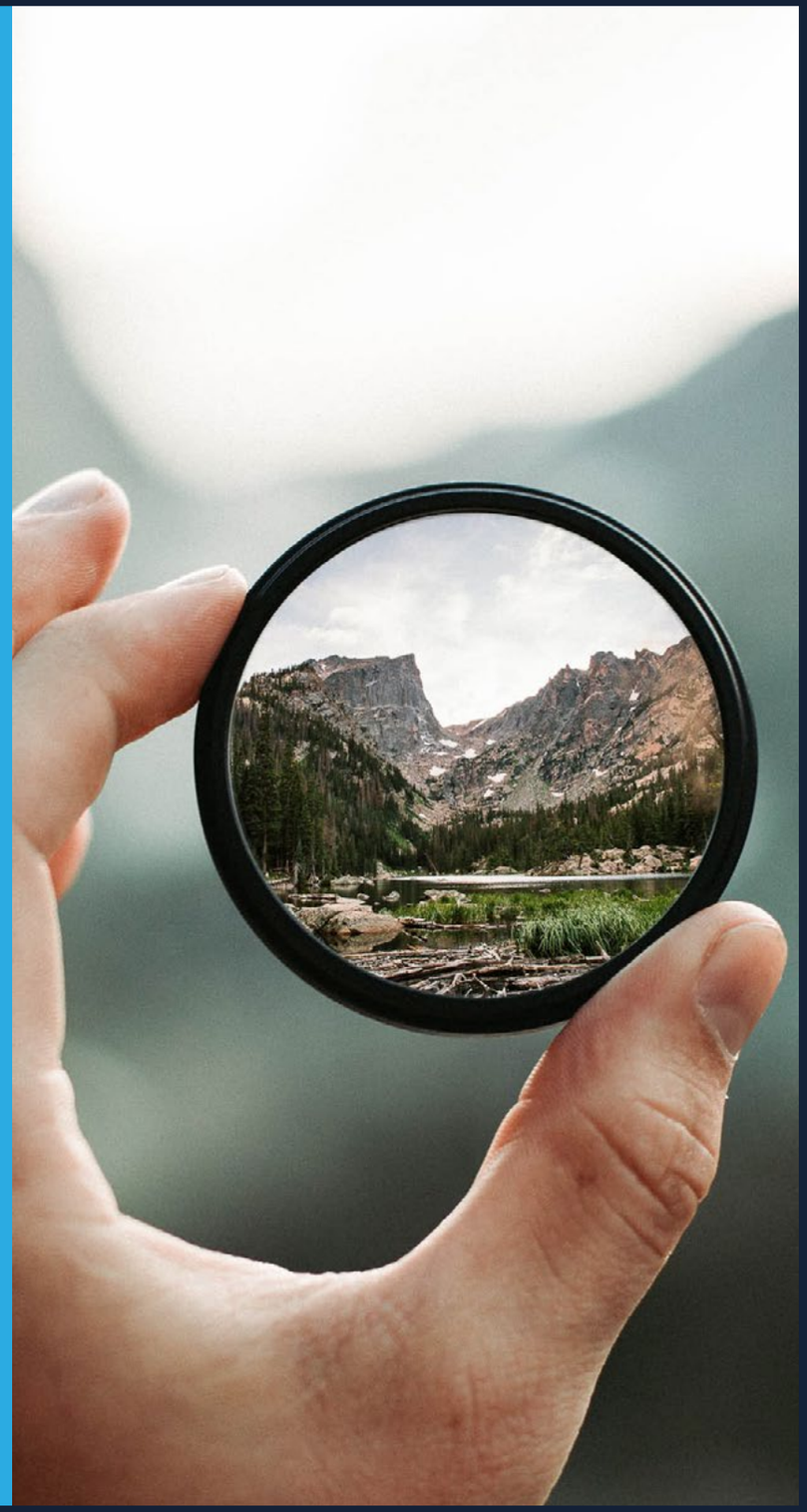
Linked to stakeholders within the Group or those acting on behalf of PILOT over which we try to exert our influence.

- **Greenhouse gas emissions linked to transport**
- **Consumption of raw materials from imported pens**

our objectives, actions, and results.

improving by offering responsible products.

01 Analyse to improve progress.



Life cycle analysis of our products

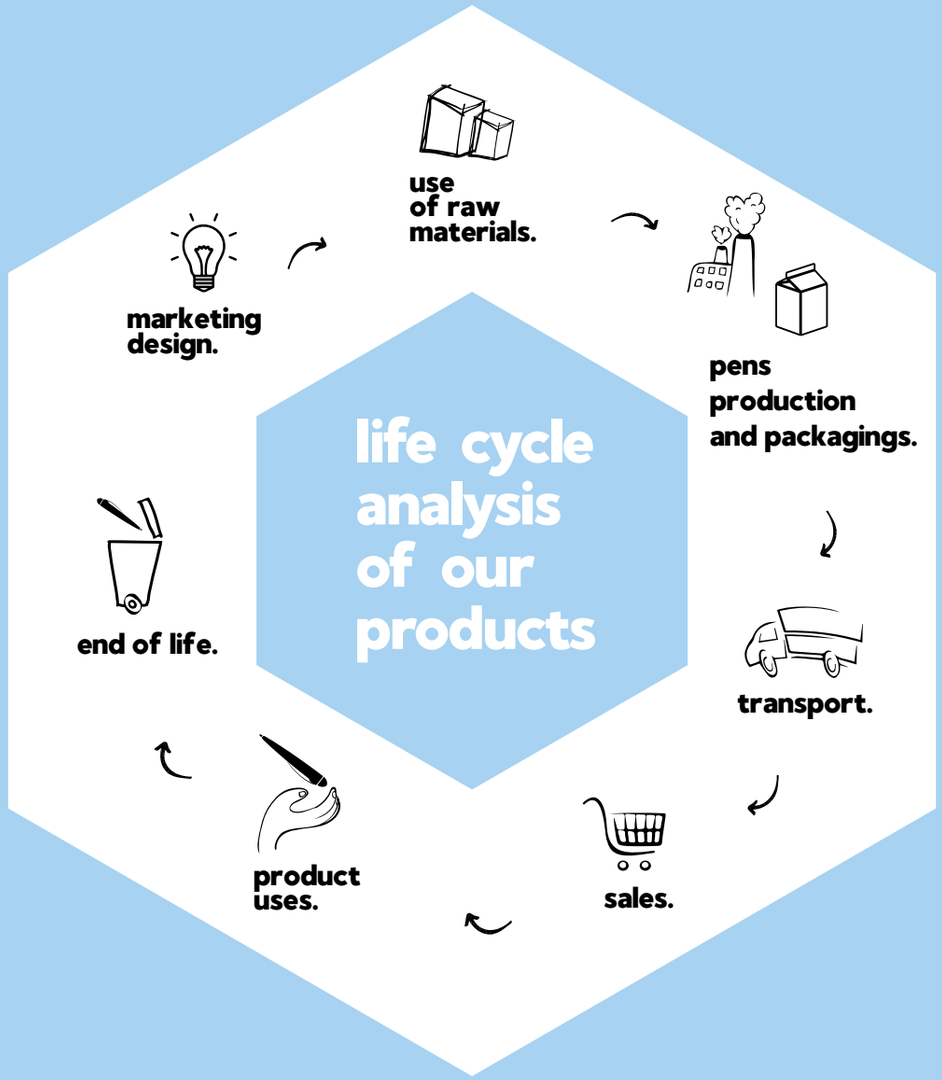
We chose Life Cycle assessment (LCA) as indicator of environmental performance of our products because it's the only methodology recommended by the European commission to provide environmental information to customers, including carbon footprints.

It's an ideal tools 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.**

This LCA 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 more 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 chose our product present in our Begreen range and the G2 and Frixion ball.



our choices constitute a commitment.

we have chosen to reduce in priority the raw materials extraction:

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

> Pilot chose to aim to reduce mainly raw materials extraction 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.

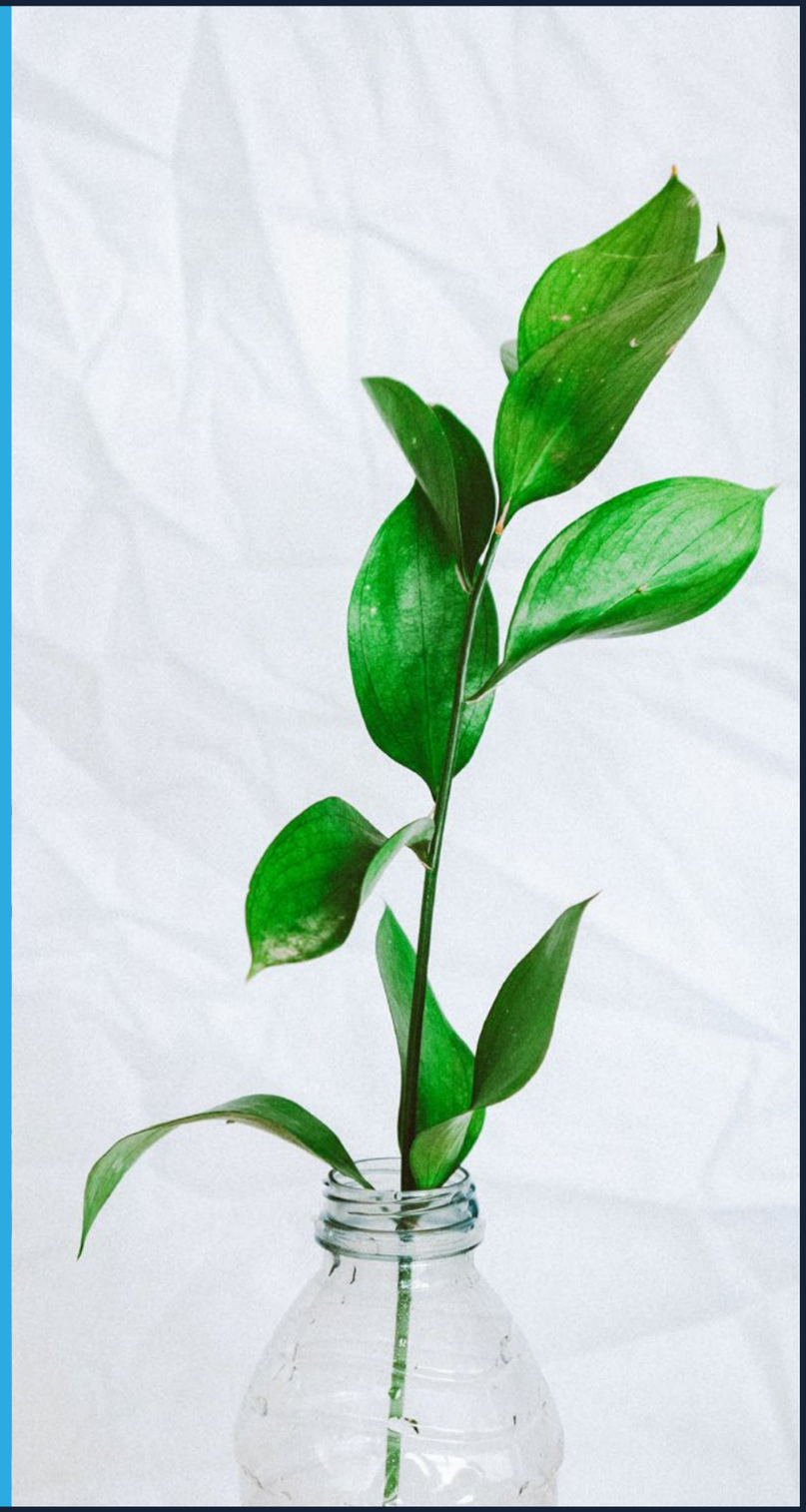
less material needed to preserve natural resources

Refill.

less waste by extending the life of our pens

our 3R 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%.

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

BEGREEN

95%* 89%* 71%* 77%* 72%* 91%*

***recycled plastic, excluding consumables.**

PILOT

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

*excluding consumables.

FRIXION ball

G-2

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

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 2018, we produced more units of virgin material than usual to respond to a commercial demand for a limited series.

less extraction, more consideration.

UNITS PRODUCED ON SITE PER YEAR

2015	2016	2017	2018	2019
176 407 858	192 009 451	180 868 983	198 880 482	182 576 037
units produced	units produced	units produced	units produced	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)

	2015	2016	2017	2018	2019
	228.48 t	231.26 t	224.49 t	254.15 T	251.91 T
	84.90 t recycled plastic materials	104.47 t recycled plastic materials	112.92 t recycled plastic materials	101.15 t recycled plastic materials	118.71 t recycled plastic materials
	soit 37.15%	i.e. 45.17%	i.e. 50.03%	i.e. 39.79%	i.e. 47.12%

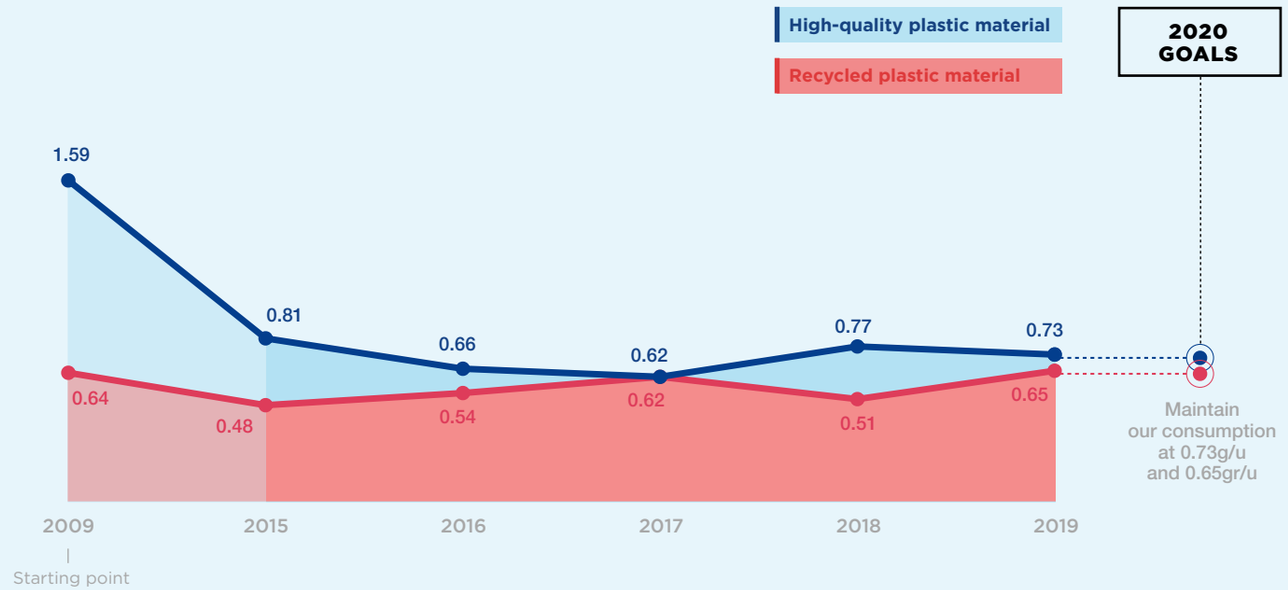
virgin plastic and recycled plastic.

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 2019, we increased our consumption of recycled material by 7.3%. This was due mainly to the creation of a new reusable packaging made of 100% recycled plastic.

action plan.

In 2020, a new ballpoint pen was created in the B2P range made from recycled plastic bottles.



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

recycled plastic sold in Europe.

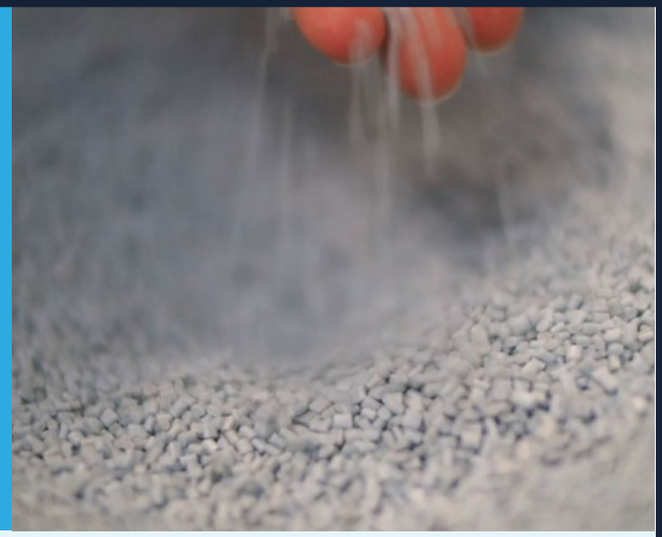
At the beginning of 2011, we made a commitment to gradually increase the use of recycled plastic in the pens that we produce. Our Begreen range, which contains at least 70% recycled material, as well as the G2 and Frixion Ball made with 50% recycled material, enable us to significantly increase the sale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

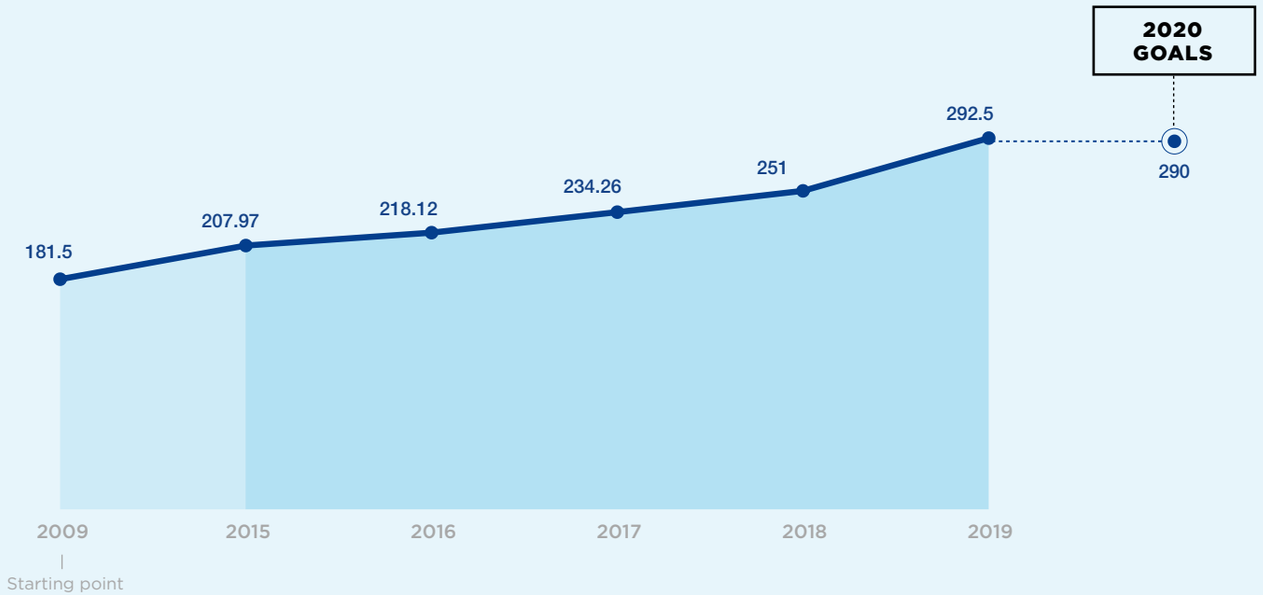
After a successful year 2019 in terms of sales of recycled material, we hope for a similar year in 2020.

action plan

Communications actions for our Begreen product range.

50% recycled materials used in the Frixion Ball and Frixion Light range.





QUANTITY OF RECYCLED PLASTIC SOLD IN EUROPE
(quantities in tonnes)

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.

using plastic in our packaging.

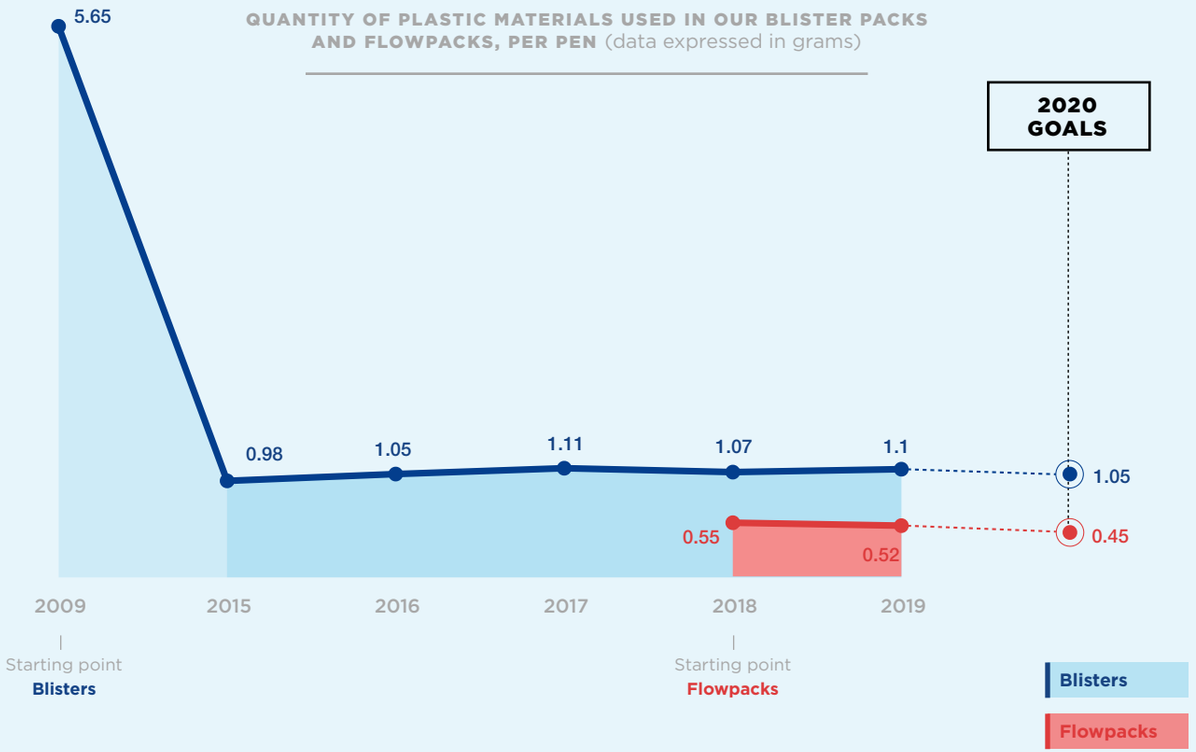
Since 2010, we have been working to reduce the plastic used in our packaging. A change in our blister pack system allowed us to reduce the amount of plastic used by more than 80% between 2010 and 2018. At the same time, we have changed our plastic sourcing so that our blister packs are made of between 60% and 80% recycled plastic.

Our results have stabilised since 2015. The year-on-year differences depend on the production mix and especially the number of packaged products per unit. Depending on the different markets and their maturity, the quantity of products per blister pack can vary significantly.

action plan

We have started to replace all plastic packaging (excluding blister packs) with cardboard (SLEEVES, SETS, etc.) or reusable containers (SET2GO).

QUANTITY OF PLASTIC MATERIALS USED IN OUR BLISTER PACKS AND FLOWPACKS, PER PEN (data expressed in grams)



from plastic to cardboard.

We began to design paper or cardboard packaging out of a strong desire to reduce plastics.

These are 100% FSC certified. In 2020, to monitor changes in our cardboard consumption, we included a new indicator for monitoring the quantity of cardboard per pen packaged at our Allonzier la Caille site.

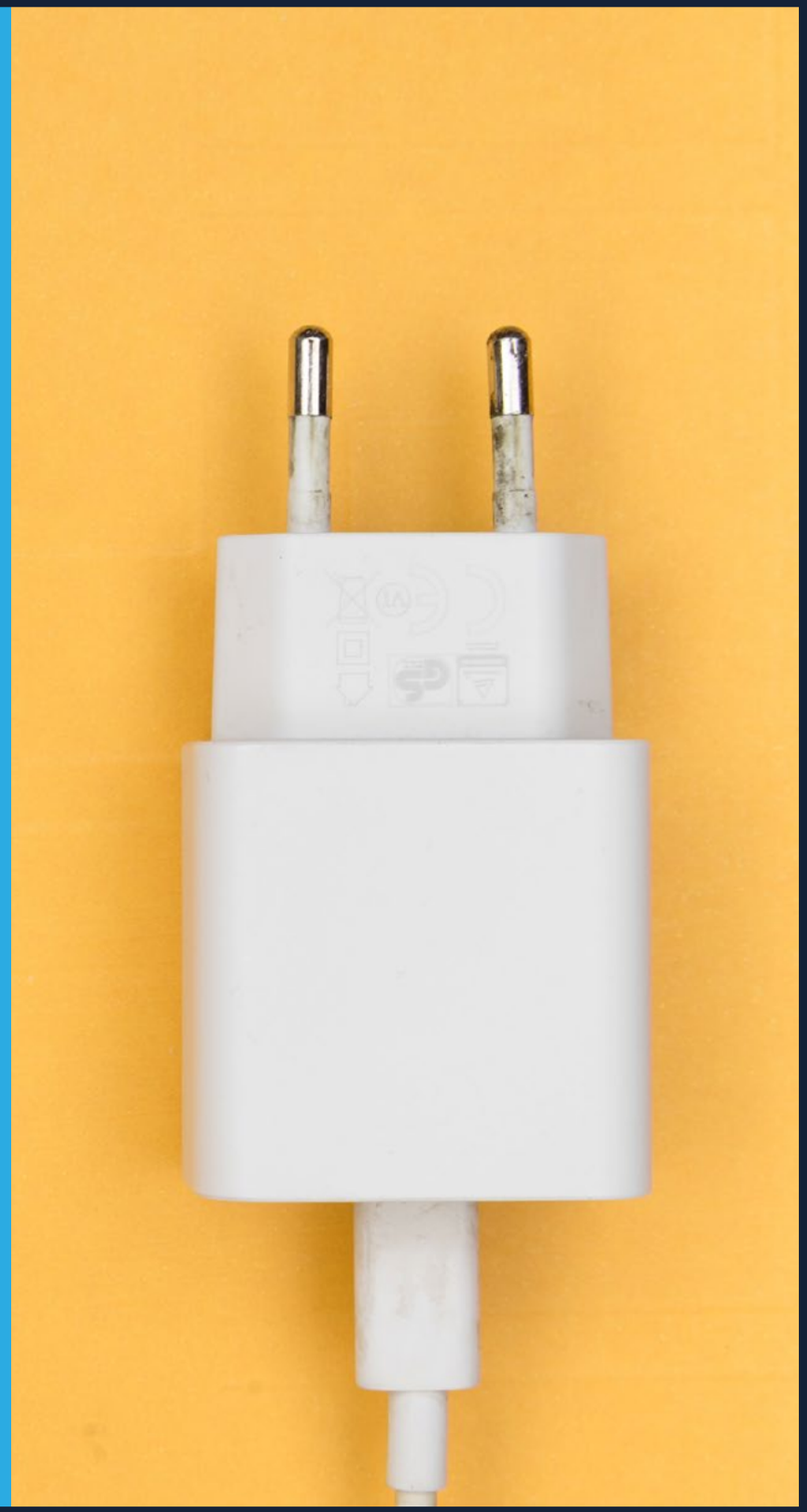
action plan.

Creation of 100% cardboard and 100% recyclable blister packs for the Begreen range.

Installation of the 100% recyclable paper flowpack made from FSC paper.

QUANTITY OF CARDBOARD USED IN OUR PACKAGING
(quantities expressed in grams/pen)

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

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.

action plan

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

	2016	2017	2018	2019	2020 **Goals**
Erasable ink	72 256 731	80 543 775	72 811 959	72 432 920	77 000 000
Marker liquid ink	4 264 486	5 120 941	5 031 963	6 766 826	7 082 000

improving by minimising the impact of our activities.

05 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.

	Average of the 1st cycle 2011-2013	Average of the 2nd cycle 2014-2016	Average of the 3nd cycle 2017-2018	Result 2019	Evolution of the 1st cycle to 2019
SME implementation rate	85.97	93.83	95.8	95.2	**+10%**
Percentage of preventive actions	31.12	41.44	56.4	57.5	**+84%**
Plastic consumption at the factory / Unit Produced (g)	1.65	1.27	1.26	1.38	**-16%**
Quantity of recycled plastic sold in Europe (T)	168.04	215.31	245.1	292.5	**+74%**
Quantity of plastic used in blister packs (g)	1.63	1.03	1.09	1.1	**-32%**
Power consumption / Unit produced (kWh)	15.58	11.65	10.05	10.43	**-33%**
Gas consumption / m^2 heated (kWh/m^2)	264.55	158.82	154.7	157.6	**-40%**
Water consumption per employee (m3/FTE/year)	4.28	3.61	3.85	3.73	**-12%**
Waste / Unit produced (g)	1.39	1.20	1.32	1.34	**-3%**
Greenhouse gas emissions (Teq CO_2)	12,093	10,938	12,853	12,750	**+5 %**

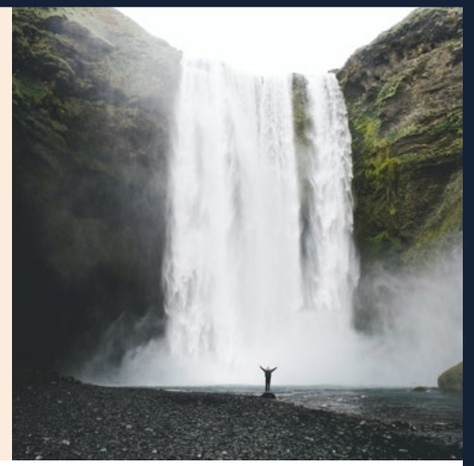
We are following ICPE regulations, subject to declaration for the section 1530 (deposits of paper, cardboard or combustible materials), 2662 (storage of polymers) and 2663 (storage of tires and products composed of at least 50% polymers) as well as to local regulations such as the PLU of Allonzier-la-Caille.

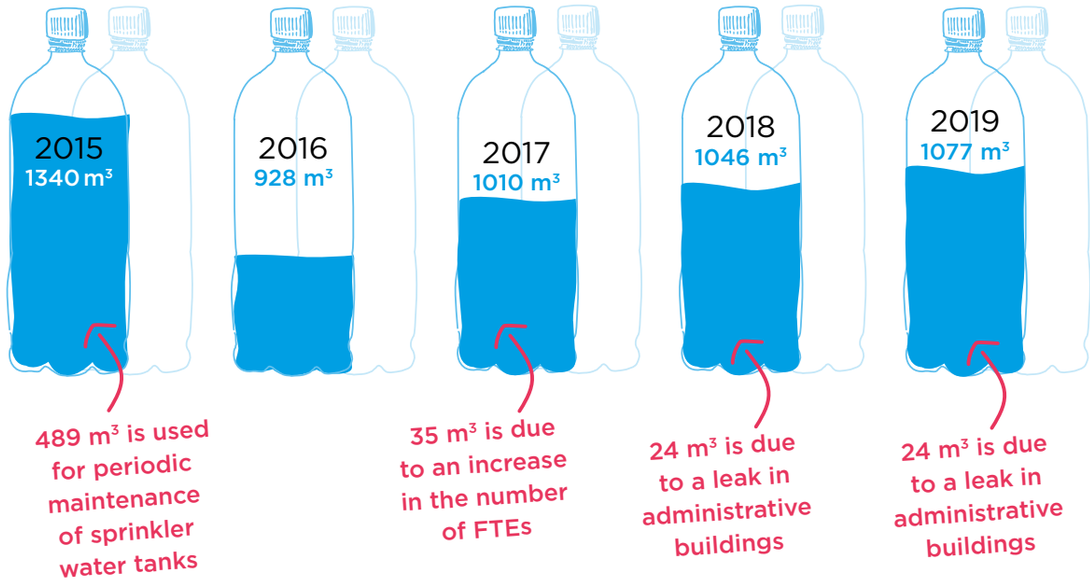
06

water.

more water for nature.

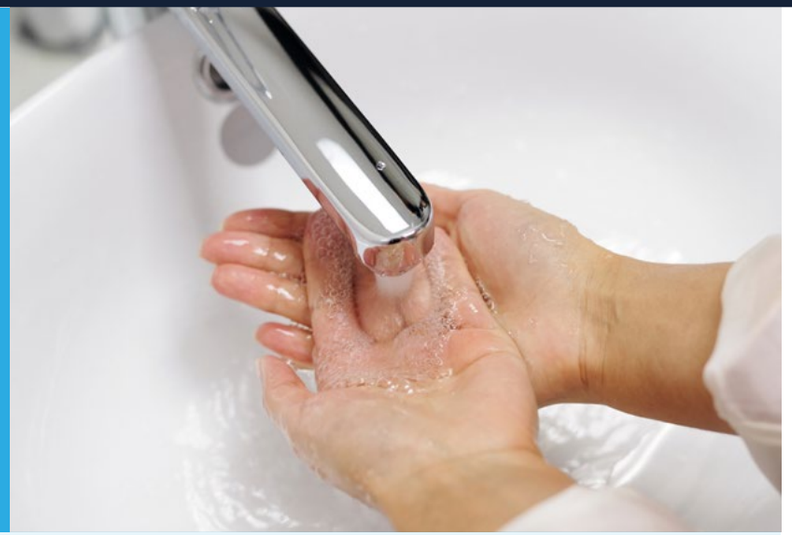
Water use in our production processes is not significant. It is used mainly in sanitary facilities and in our fire prevention system. Our focus is hence now on water consumption per full-time equivalent employee (FTE), of which:





action plan.

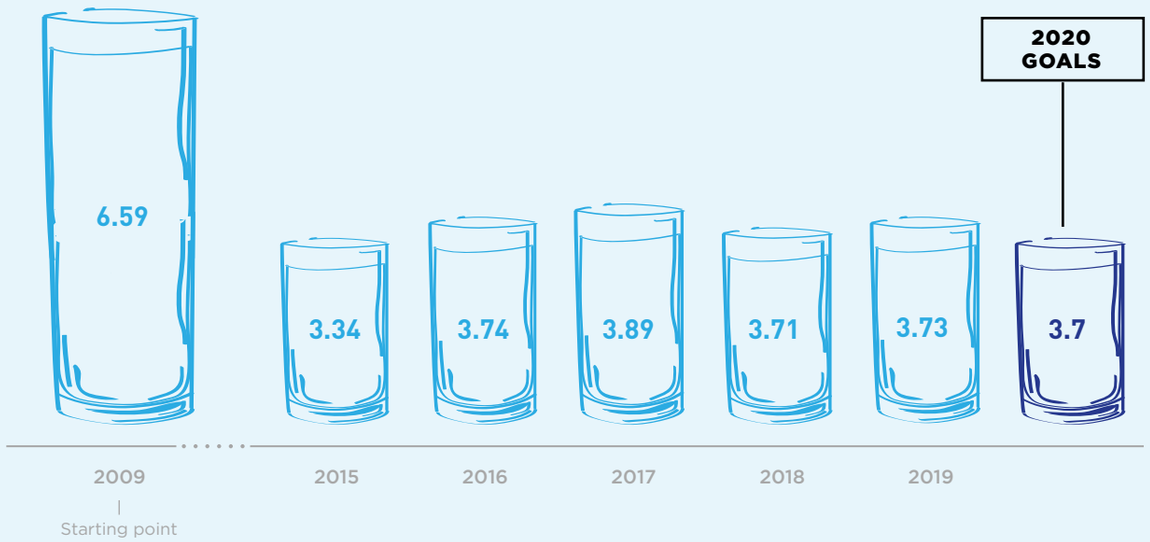
Daily monitoring of our consumption to detect leaks more quickly.



water per employee.

At the beginning of 2011, we committed to gradually reducing our water consumption. By end-2017, the installation of water savers and automatic taps, staff awareness-raising about good environmental practices, and investment in a rainwater recovery tank enabled us to reduce our water consumption by 40.9% per FTE compared to 2010. Our results have been stable for several years.

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



sprinkler.

In 2013, we coupled our new sprinkler system with the old 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. Maintenance work requires that we empty the entire system, which explains the situation in 2015.

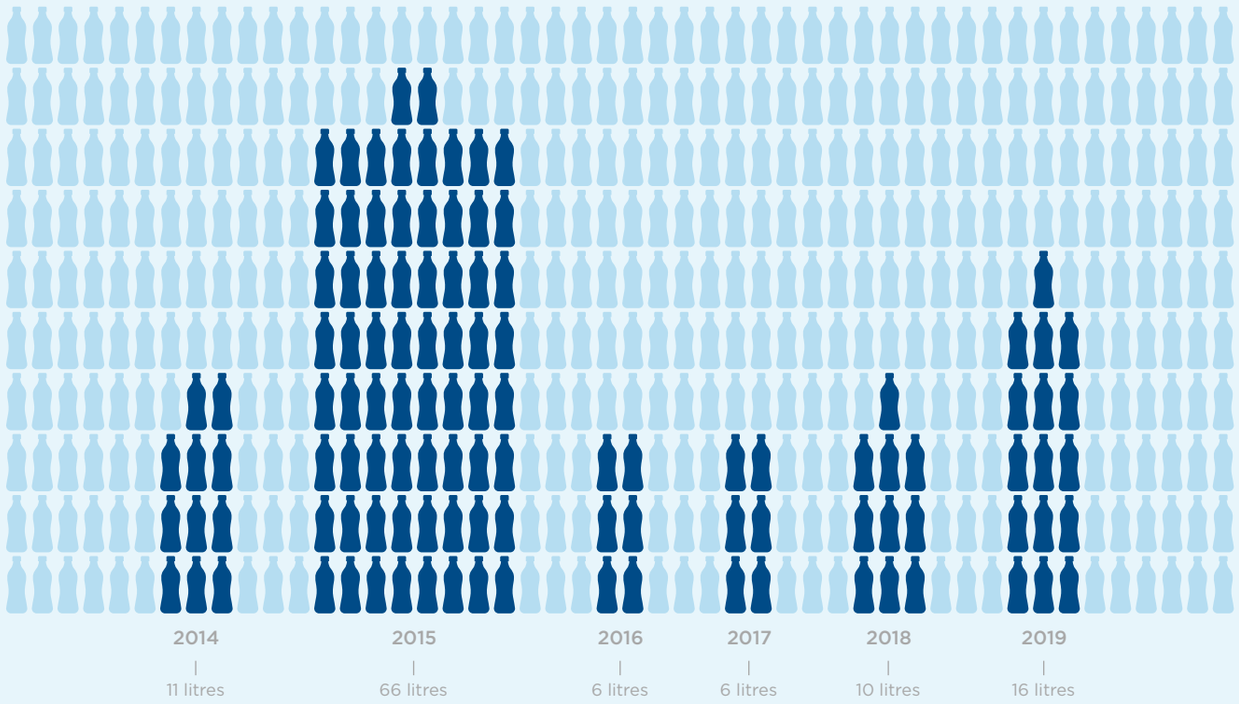
In 2018 and 2019 we made changes to our storage areas, which led to an increase in our consumption. No work is planned for 2020.

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
(litres per linear metre)



07
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 m² logistics platform. Our investment policy to replace certain energy-consuming equipment has led electricity consumption to decrease since 2014.

In 2019, the share of renewable energy decreased following a contract Financially negotiated with a new service provider guaranteeing us 50% green electricity.

PCE SITE CONSUMPTION

	- 2015 - 4,199,859 KWh	- 2016 - 4,021,957 KWh	- 2017 - 3,827,029 KWh	- 2018 - 3,799,156 KWh	- 2019 - 3,846,685 KWh
electricity	2,137,710 KWh	1,998,074 KWh	1,818,348 KWh	2,001,576 KWh	1,904,653 KWh
	+	+	+	+	+
gas	2,062,149 KWh	2,023,883 KWh	2,008,681 KWh	1,797,580 KWh	1,942,032 KWh
	+	+	+	+	+
renewable energies	**37.42%** FROM RENEWABLE ENERGIES = 800,000 KWh	**100%** FROM RENEWABLE ENERGIES = 1,998,074 KWh	**100%** FROM RENEWABLE ENERGIES = 1,818,348 KWh	**100%** FROM RENEWABLE ENERGIES = 2,001,576 KWh	**50%** FROM RENEWABLE ENERGIES = 1,904,653 KWh

gas.

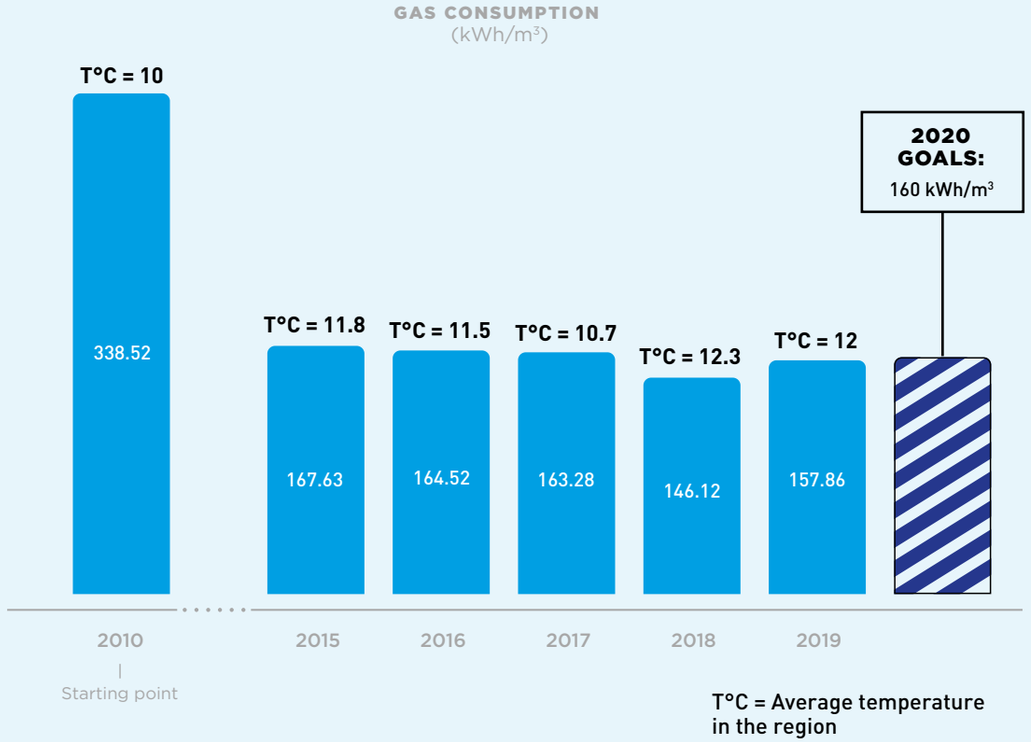
As gas is used only for heating, we have decided to monitor this consumption per square metre heated. We therefore monitor two separate graphs (gas and electricity).

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. 2018 is our second-best year in terms of gas consumption.

We plan to further improve the energy performance of our buildings in the coming years by continuing our insulation work and studying possible modifications to our heating system. The various investments made in recent years have allowed us to reduce our gas consumption per square metre heated.

action plan.

Continue our building insulation work.



electricity.

Since 2010, we have made a commitment to reducing our electricity consumption. Following two consecutive years of increases (2012 and 2013) due to the integration of new premises, we saw a fall in our consumption after removing some equipment and replacing it with more energy-efficient alternatives.

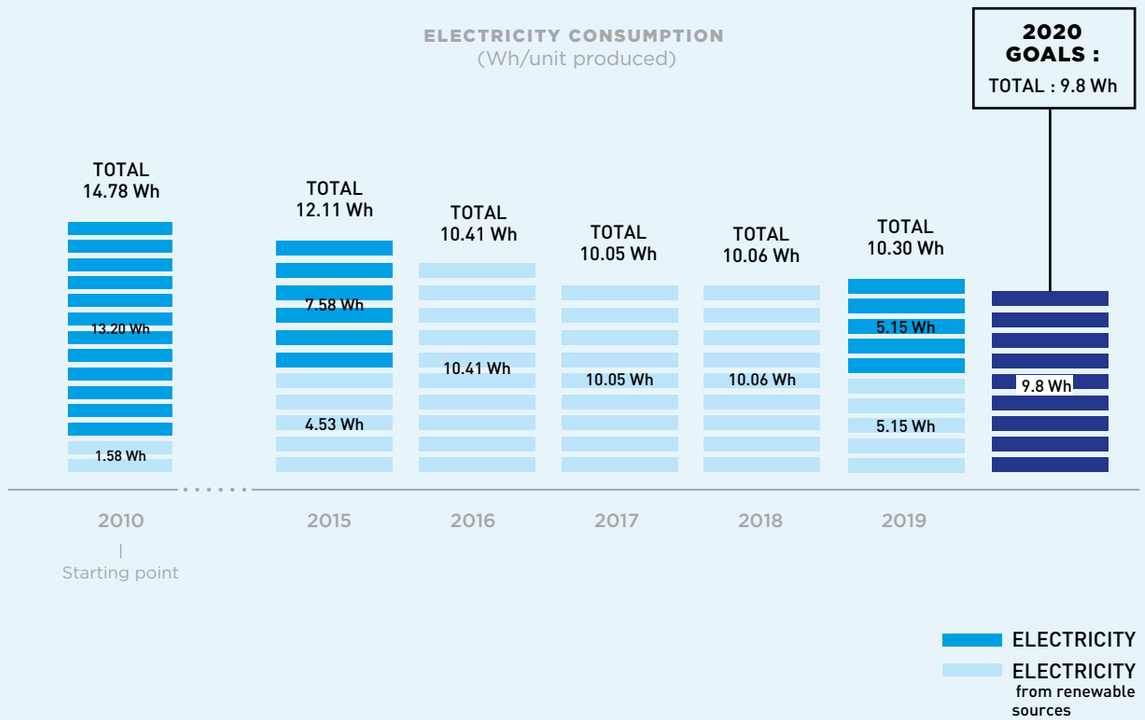
A new contract in 2019 saw our share of green electricity return to 50% of our consumption. We slightly increased our consumption per unit produced due to the production of Set2Go (reusable packaging from 100% recycled material) which requires more energy to produce than the components for manufacturing our pens.

action plan.

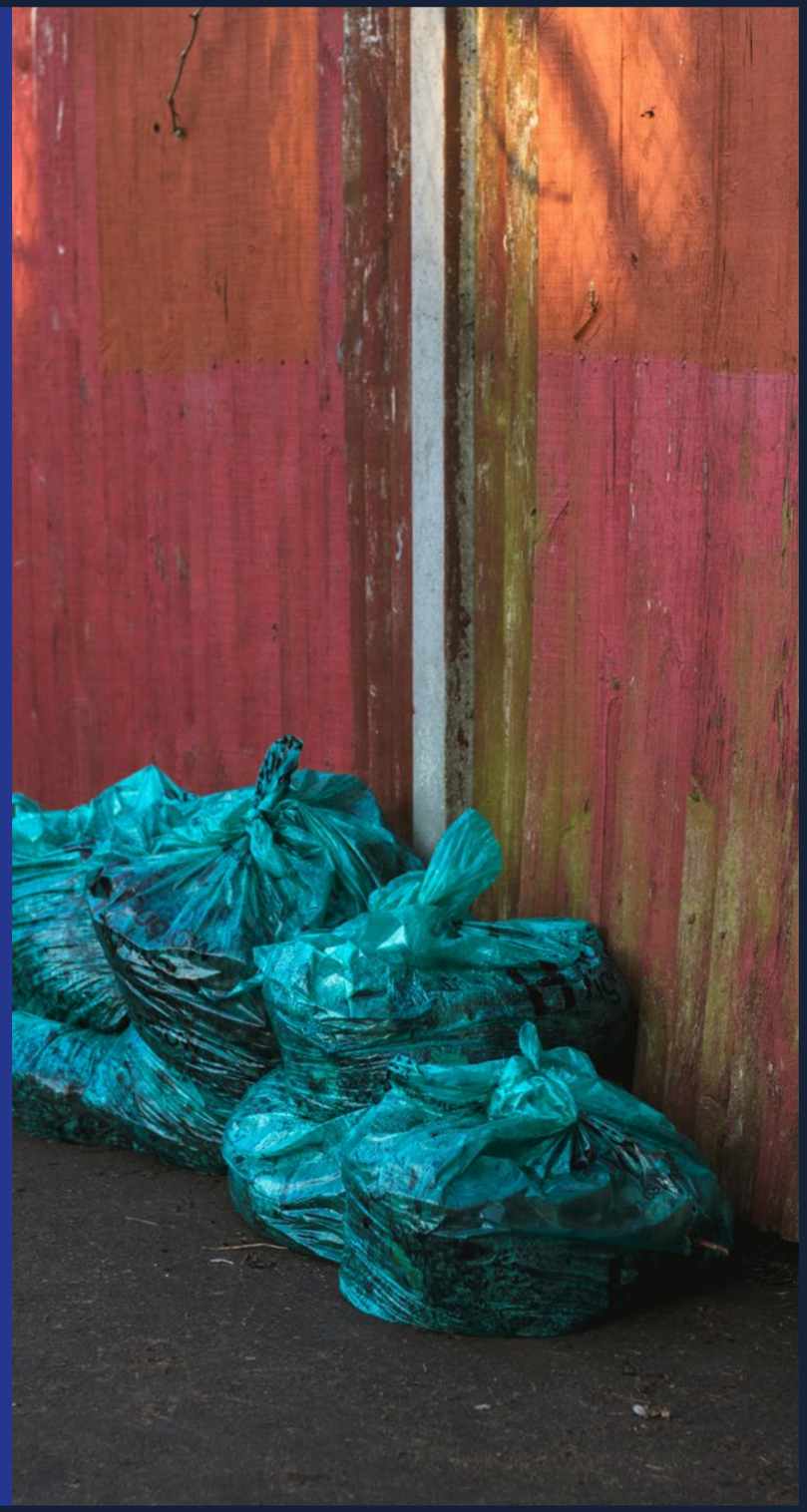
Replacement of the hydraulic press in the injection workshop with an electrical press.

Investment in building renovation.

Replacement of lights in workshops and offices.



08 waste.

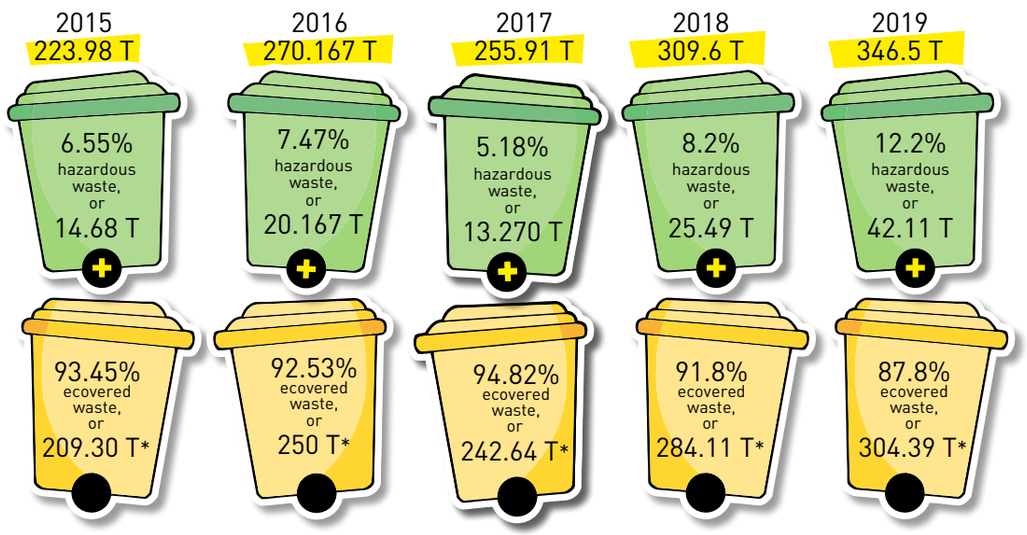


recovering waste to preserve resources.

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. The amount of hazardous waste increased in 2019 due to the production of a time-limited special series.

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



*material recovery + energy

waste.

Since 2012, following a successful collaboration with our waste contractors, we have carefully sorted our waste. In 2018, this resulted in a recovery rate of 85.2%.

In 2016 and 2017, the quantity of wood waste increased following changes to our processes. This decision was taken to optimise pallet rotation and to offer a re-use system to our customers and distributors. The marketing tool created to support our offers, which meets a market need, has generated an increase in our cardboard and non-hazardous industrial waste. The production of limited editions has significantly increased our hazardous waste and our waste from products delisted in 2019. A campaign to destroy administrative records is behind the increase in our non-hazardous waste.

Our waste recycling rate fell by 10% in 2019 due to the temporary stoppage of a recycling channel by our supplier due to a lack of profitability.

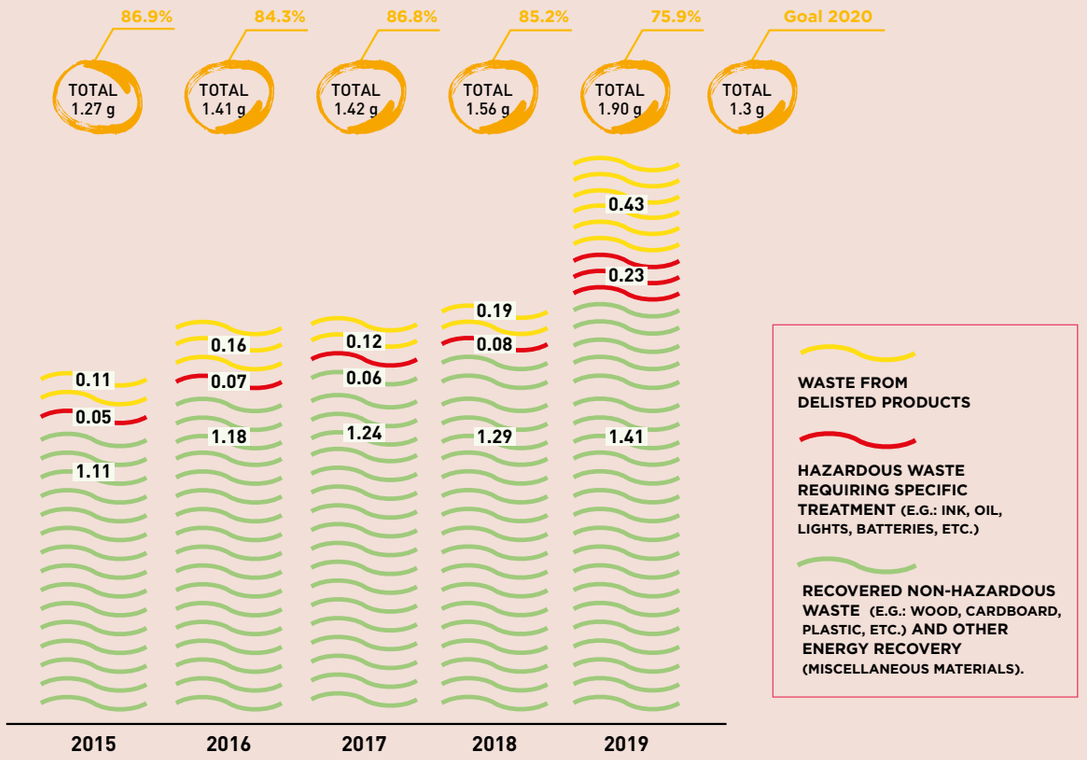
These have been identified as watch points to monitor in coming years.

action plan.

Implementation of field analysis with the team managers.

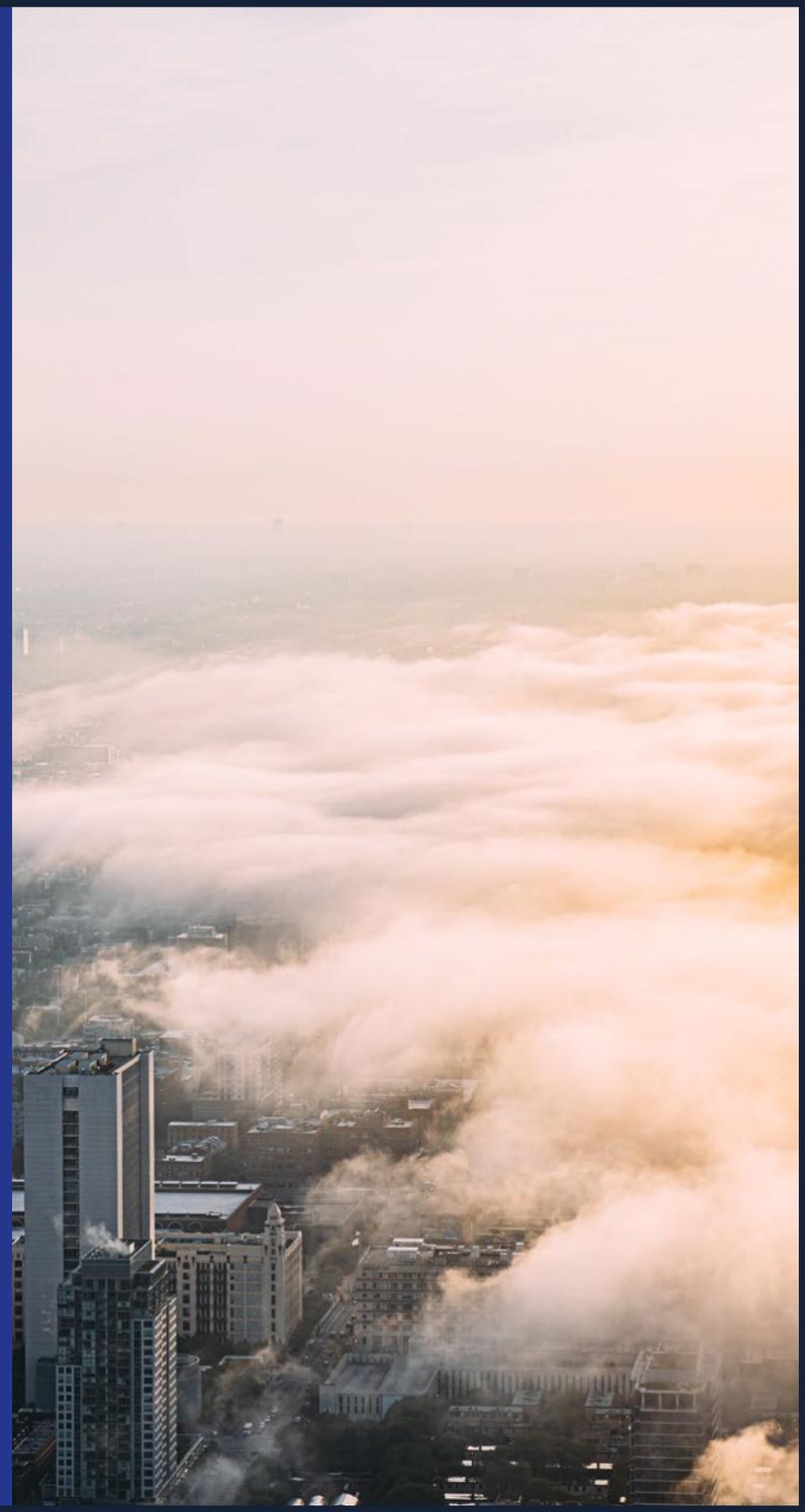
Upstream work on launching a new range, optimising our processes and developing collaborative tools.

QUANTITY OF WASTE PER UNIT PRODUCED
(in grams)



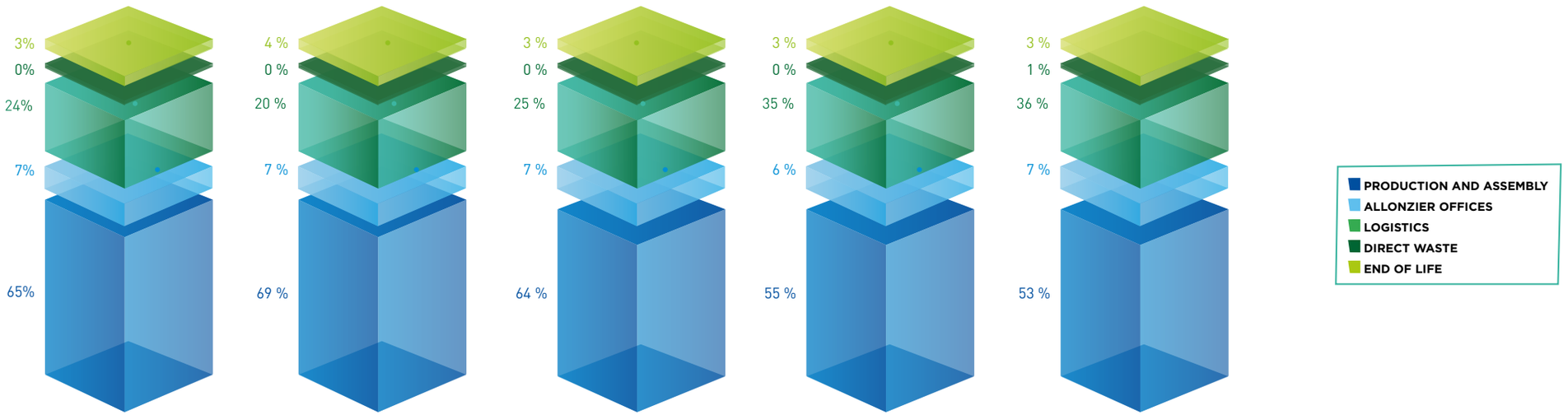
PILOT

09 emissions.



our mission: fewer emissions.

CO_2 EQUIVALENT TONNES DIVIDED UNITS SOLD
($TeqCO_2$)



GREENHOUSE GAS EMISSIONS FOR 2015 : 11 012 $TeqCO_2$

GREENHOUSE GAS EMISSIONS FOR 2016 : 11 865 $TeqCO_2$

GREENHOUSE GAS EMISSIONS FOR 2017 : 11 447 $TeqCO_2$

GREENHOUSE GAS EMISSIONS FOR 2018 : 14 260 $TeqCO_2$

GREENHOUSE GAS EMISSIONS FOR 2019 : 12 750 $TeqCO_2$

CO_2 emissions.

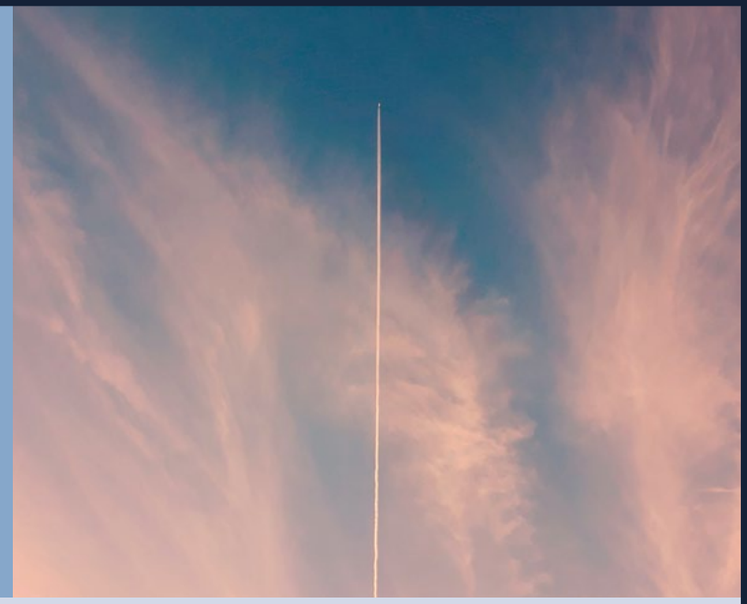
The carbon footprint calculation is used to analyse the different CO_2 emission flows.

Stabilisation remains our goal. In 2018, however, we saw a strong increase due to the air supplies required for the launch of new products and limited editions. This is now a watch point that we are working on, as aviation is our largest source of CO_2 emissions. In 2019, we returned to our typical emissions level, with a rate of 75.93 gr/per unit sold.

NOx emissions are essentially linked to the heating of the premises, and CO2 emissions are linked to our marking process. These emissions are taken into account in our greenhouse gas emissions calculations.

action plan.

Improvement of our processes between the supply chain and the company's other services.



Greenhouse gas emissions monitoring:

2015 : 11 012 Teq CO_2 overall, or 81,12 gr.eq.CO_2 / unit sold
Measurements carried out internally using the ADEME1 method.

2016 : 11 865 Teq CO_2 overall, or 78,45 gr.eq.CO_2 / unit sold
Measurements carried out internally using the ADEME1 method.

2017 : 11 447 Teq CO_2 overall, or 70,31 gr.eq.CO_2 / unit sold
Measurements carried out internally using the ADEME1 method.

2018 : 14 260 Teq CO_2 overall, or 87,89 gr.eq.CO_2 / unit sold
Measurements carried out internally using the ADEME1 method.

2019 : 12 750 Teq CO_2 overall, or 75,93 gr.eq.CO_2 / unit sold
Measurements carried out internally using the ADEME1 method.

10 material flows.

mass flow.

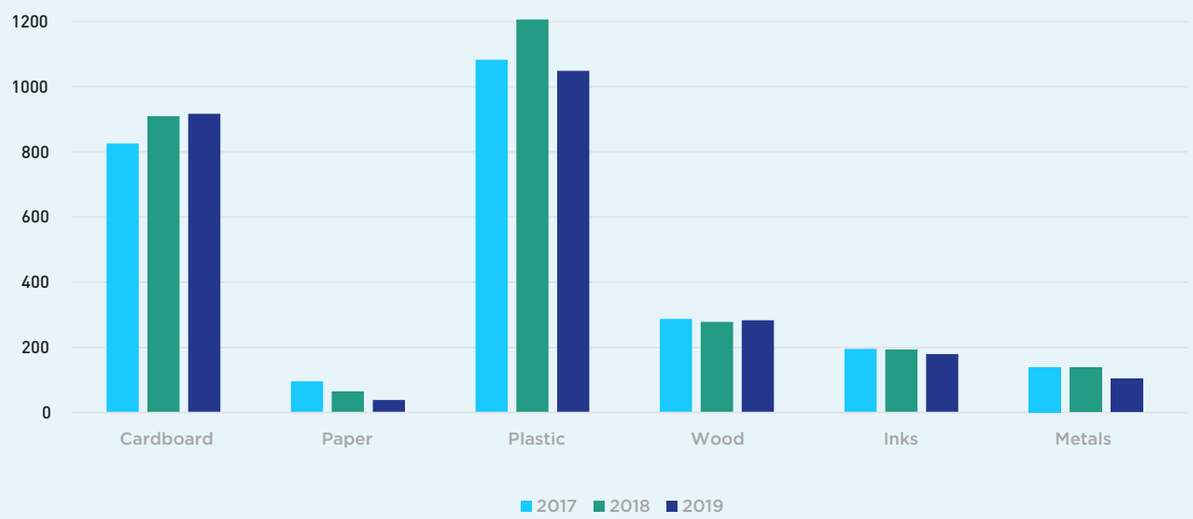
The annual mass flow of material passing through our Allonzier site is calculated using carbon footprint figures. We take into account the most important materials circulating on our site (i.e. plastic, cardboard, wood, inks and paper). Overall, there are no significant changes to report. There was less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

action plan.

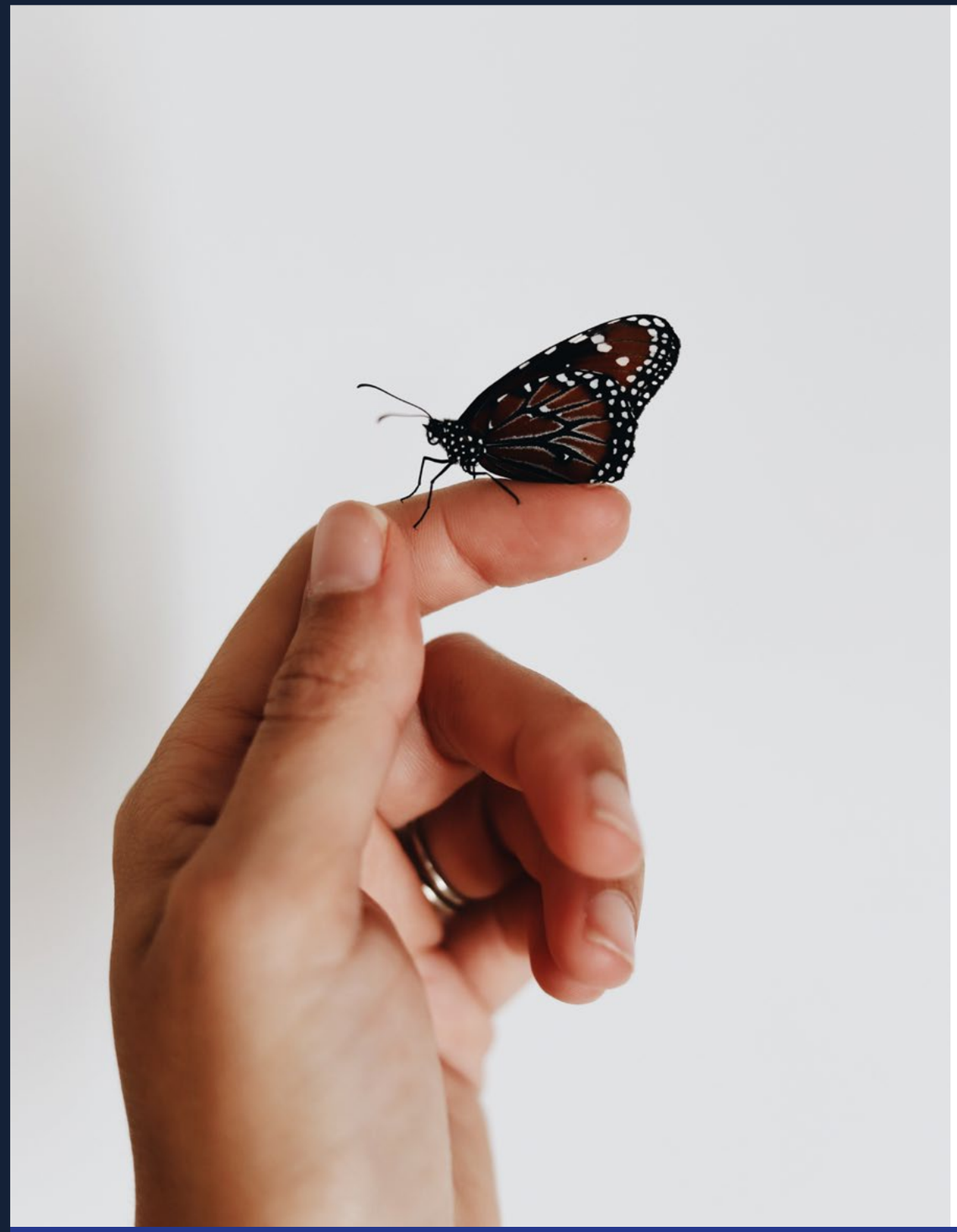
New monitoring indicator since 2019.

study the replacement of plastic in our packaging.

FLOW OF MATERIALS PASSING THROUGH THE PCE SITE
(in tonnes)



11 flora and fauna, biodiversity.



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).

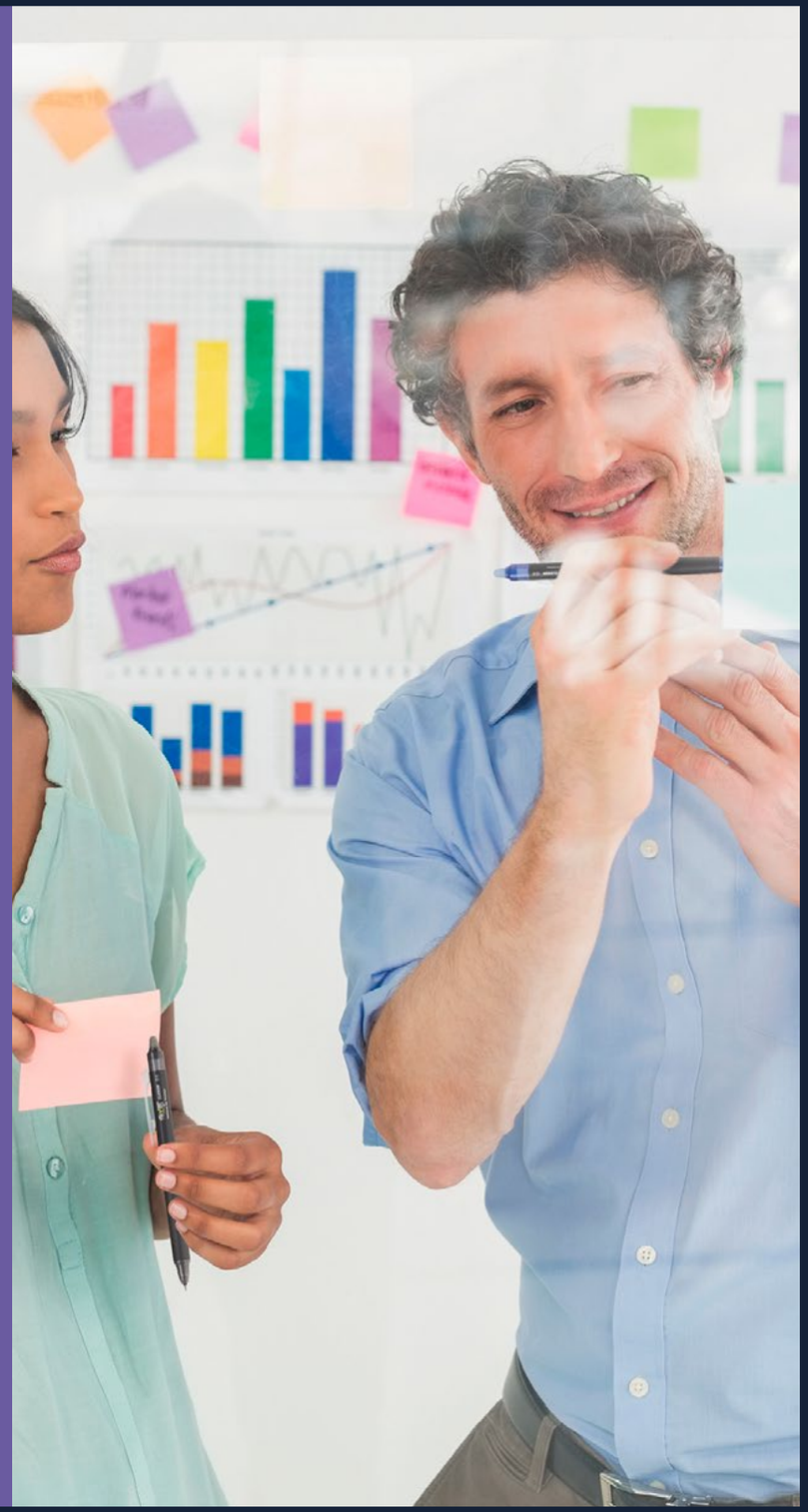
Green spaces currently occupy a total area of 8 712m² / 28 000m² representing a site ratio of 0.31.

All the green spaces are maintained without the use of phytosanitary products by an ESAT (establishment and work assistance service). A 10m2 collaborative garden has been set up following a request from employees.

our communication.

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.

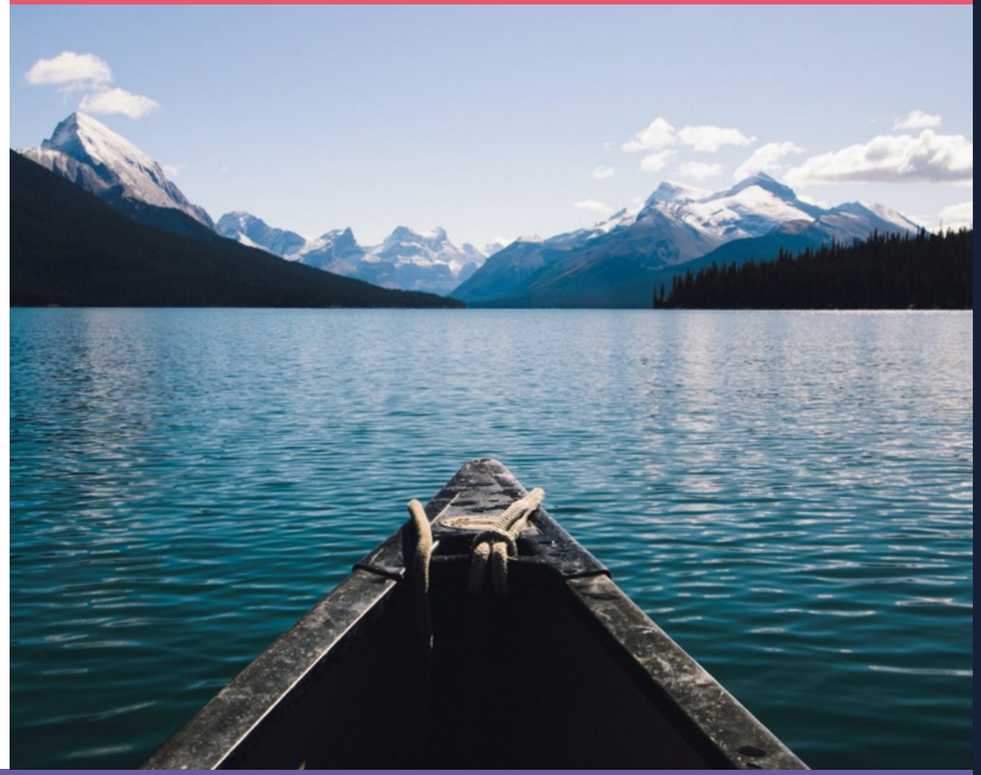
Involving our stakeholders in our environmental approach is an important commitment for PCE. Stakeholders comprise mainly our subsidiaries, our customers, our service providers and suppliers... all the players affected by the company's activities and which affect PILOT. We encourage them to speak up, 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.

action plan.

Pilot Pen Deutschland was awarded the Climatepartner label to be carbon neutral from 2020.

Creation of an environmental goal shared by all PCE subsidiaries.



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.

highlighting 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.

write your world

PILOT

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

Bureau Veritas Certification France accreditation number: 4-0002 / Management systems certification.
Certificate in force, list of sites and available scopes at www.cofrac.fr

Environmental statement approved by Bureau Veritas: Certification France

In accordance with European regulation (EC) 1221/2009 amended by regulation (EU) 2017/1505 and 2018/2026 on the voluntary participation of organisations in a community Eco-Management and Audit Scheme (EMAS).

Approved by: Dominique EBERENTZ.

Date: 15/03/2021

Signature: