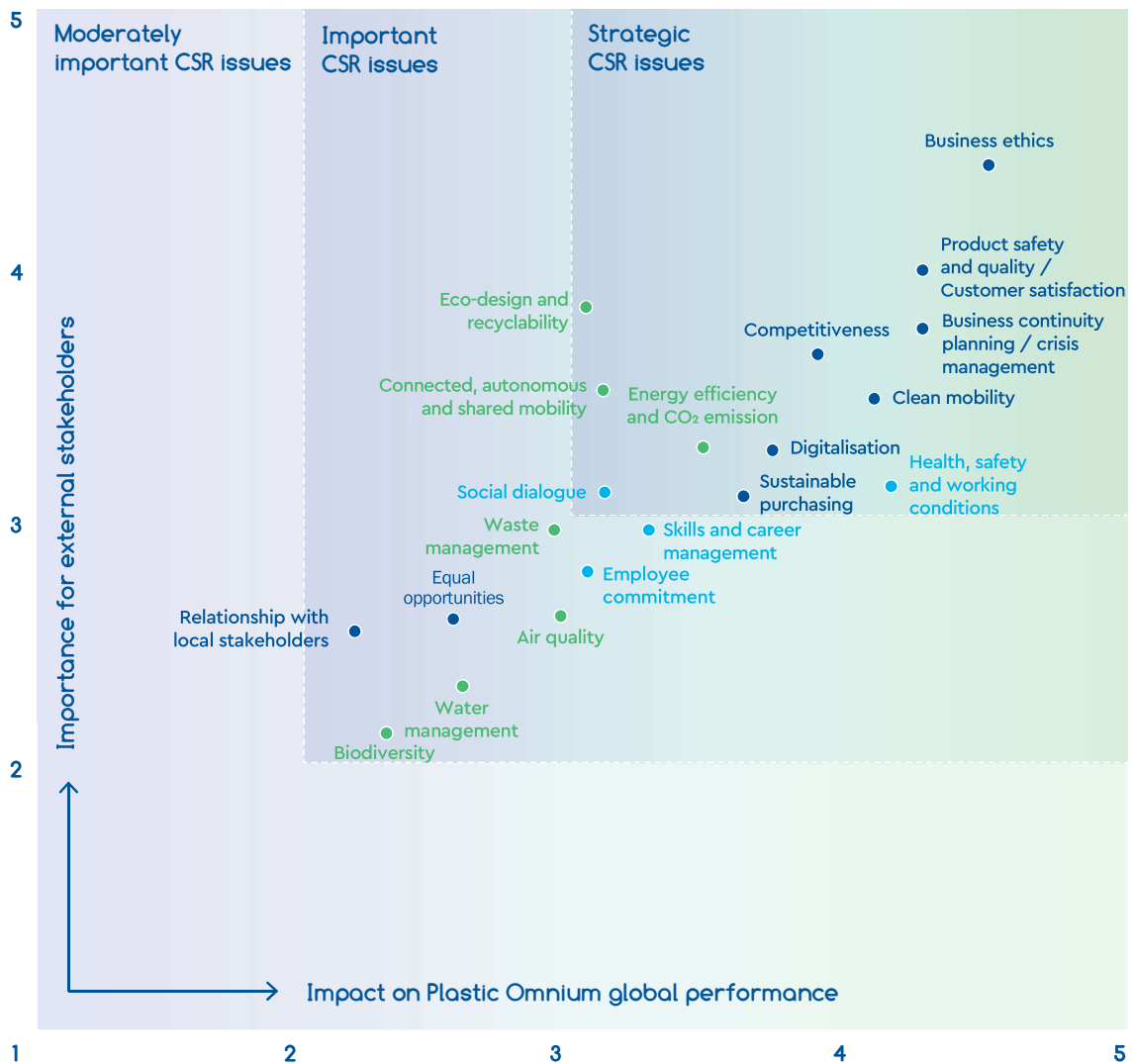


**4.2.3.1 MATERIALITY MATRIX OF NON-FINANCIAL STAKES**

Plastic Omnium’s risk and opportunity materiality matrix was first developed in 2017. In order to enhance its strategy to include its stakeholders’ expectations and to take into account the changes in the Group and its rapidly changing sector, it was updated in 2020. It enabled non-financial risks and opportunities to be defined based on the importance of these stakes for internal and external stakeholders and their impacts on Plastic Omnium’s overall performance.

Initially, a sector-based documentary analysis, a peer-based benchmark and a consultation of internal support materials enabled pre-selection of the 20 most important non-financial stakes for Plastic Omnium.

The stakes were then prioritized by interviewing Plastic Omnium employees spread across all activities and internationally, and by conducting qualitative surveys with a panel of external stakeholders: customers, suppliers, associations, research centers, banks, partners and certification bodies.



**PILLAR 1 RESPONSIBLE BUSINESS**

Plastic Omnium is a responsible player

**PILLAR 2 CARE FOR PEOPLE**

Plastic Omnium strives to develop its employees and stakeholders

**PILLAR 3 SUSTAINABLE BUSINESS**

Plastic Omnium is committed to preserving the planet for future generations