CSR



DECLARATION OF EXTRA-FINANCIAL 2024

CGW PACKAGING

CARTONNERIE GONDARDENNES
CGW PACKAGING

CARTONNERIE LACAUX
CGW PACKAGING

CARTONNERIE ONDAINE
CGW PACKAGING



NOTE

- This document provides information on the extra-financial performance of the CGW Packaging Group*, in response to regulations: decree n°2017-1265 of 9 August 2017 issued for the application of order n° 2017-1180 of 19 July 2017 on the publication of non-financial information by certain large companies and certain groups of companies.

- The information relates to 2024. Given the date of publication of this document, information relating to the start of 2025 is also included where available.

- This Extra-Financial Performance Declaration (EFPD) constitutes the mandatory annual CSR reporting of CGW Packaging (the Group).
  This is the third EFPD, updated from the 2023 edition by integrating all the achievements of 2024.
  It is also available for 5 years on the Group's website and its subsidiaries.

*CGW Packaging (The Group) is the trading name of the legal entity of the Cartonnerie Gondardennes Group.

EDITORIAL FROM THE CHAIRMAN



Our Group is the fruit of an entrepreneurial adventure that began in 1897 with the creation of **Cartonneries de Gondardennes**.

Shaped by a long history, our family group is resolutely focused on the future and the major social and environmental challenges of the 21st century.
As a player in the circular economy, with our raw material being essentially recycled paper, our Group has long been committed to an environmentally-friendly approach and has been able to prepare for the current challenges : decarbonisation of the business, reduction of the environmental footprint, energy mix, while at the same time making significant investments and creating new jobs in the Audomarois and Limoges areas.

Changes in regulations are forcing a growing number of companies to publish "**CSR**" information, i.e., information relating to Corporate Social Responsibility.

The "Extra-Financial Performance Declaration" (EFPD), introduced into the French Commercial Code by the transposition into French law of the European directive known as the NFRD (Non Financial Reporting Directive), concerns not only listed companies but also unlisted companies with more than 500 employees or net sales in excess of €100 million.

This third edition of the EFPD gives us the opportunity to highlight the CGW Packaging Group's CSR performance in 2024, while responding to the demands of stakeholders and supporting our vision :
"**reveal corrugated board as the virtuous packaging material of our future**".

This document is dedicated to you but will also be freely available, as required by law, on our website for 5 years.

Sincerely,

Benoit DUVAL
Chairman and CEO, Holding Le Roux-Masson
Chairman of the Board of Directors, Cartonnerie Gondardennes

FOREWORD

Despite an ongoing unstable economic and geopolitical climate, the CGW Packaging Group is continuing its downstream integration policy while continuing to develop its reputation by pursuing its CSR initiatives related to the environment.

«It is not the strongest species that survive, nor the most intelligent, but those most responsive to change.»

This quote from Darwin resonates more than ever in a rapidly changing economic world. Faced with climate challenges and global instability, the CGW Packaging Group is demonstrating its ability to adapt through an ambitious CSR strategy and proactive governance.

In 2024, this commitment was recognised with several awards: the national 'Vitrine Industrie du Futur' label, thanks to the complete recovery of stormwater at the Gondardennes site, the Responsible Economy Trophy (Réseau Alliances), the Water Economy Trophy (FNCCR), and the silver medal awarded by EcoVadis. These are all signs of recognition for a strategy that combines performance and sustainability.

In order to better serve its customers, the CGW Packaging Group can draw on its strengths to meet these various challenges and adapt to this changing context:

- over a century of expertise in our markets
- independent French family capital with a long-term vision
- strong local roots
- a buoyant, virtuous market that is evolving in the circular economy : corrugated board
- a long-standing commitment to the ecological transition
- ongoing, visionary investment.

This is our third Extra-Financial Performance Declaration (EFPD).

The Cartonnerie Gondardennes, Lacaux and Ondaine entities, as well as the Group's cardboard companies, converge towards a CSR policy whose actions you will find in the following pages the concrete in 2024.

Our CSR mission "to work together to build a sustainable future for our territories by being at the heart of a circular economy" is based on these 4 pillars:

- proposing sustainable products
- combating climate change
- working for our collaborators
- working for our regions

Our commitments or "challenges" will be detailed later in this EPFD.

I am firmly convinced that, in the face of the major challenges facing us, and on the strength of a history that has proven us right, the development of CSR within our Group will strengthen our agility and relevance by making a positive environmental, social and societal impact on our territory.



Laurent FISCHER
Managing Director of Cartonnerie Gondardennes (CGW Packaging group)

BUSINESS MODEL

VISION

Revealing corrugated board as the virtuous packaging material of our future.

VALUES

Trust | Respect | Team spirit
Professionalism | Customer Commitment

01 RESOURCES

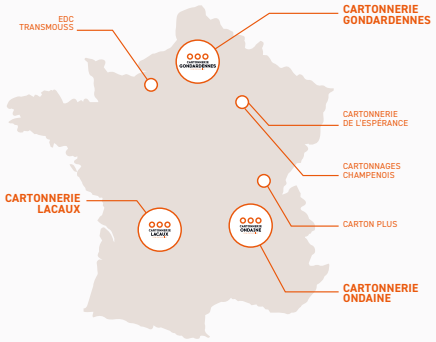
HUMAN AND INDUSTRIAL RESOURCES

+1 century of experience

725 employees

6 production sites in France

+€10M industrial investments subsidiaries rooted in their local communities



ENVIRONMENTAL RESOURCES

Water: 777 000 m3

Energy: 594 000 MWh eq. gaz

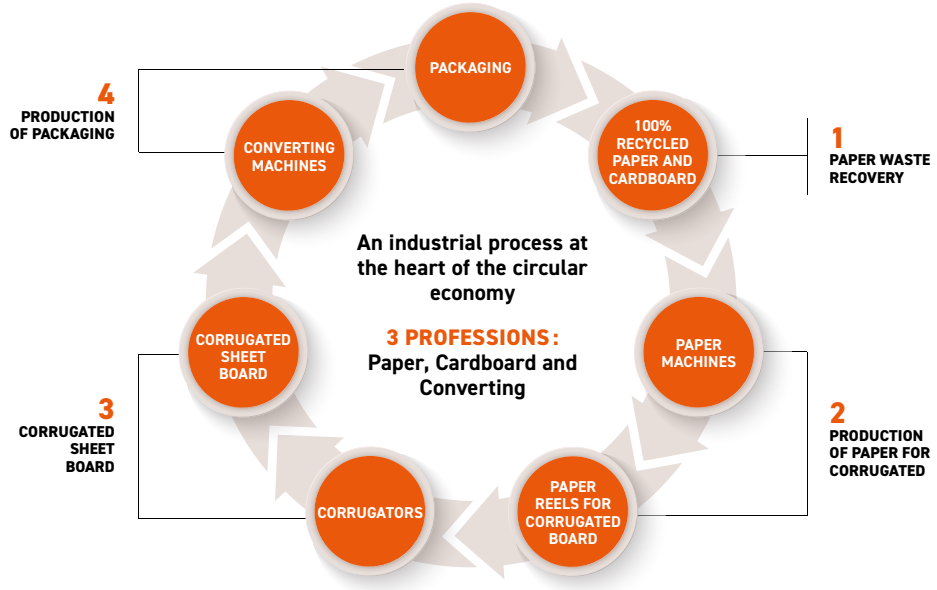
FINANCIAL RESOURCES

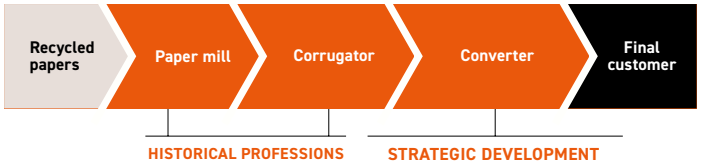
Stability of an independent French family shareholder base
Shareholders' equity = €93M

02 VALUE CREATION

MISSION

CGW Packaging is a family-owned industrial group with a long history of respect for the environment and a strong focus on people.
The Group offers, designs and produces innovative corrugated sheetboard and packaging solutions.
It offers its customers the widest range on the market by transforming and adding value to recyclable and recycled materials.





CGW Packaging is the market leader in corrugated sheetboard
Our strategy is to better integration of the downstream value chain.

3 PRODUCT RANGES

Transport packaging

POS and Ready to sell

Consumer packaging

03 SHARED VALUE

€193M in sales by 2024, of which 17% from exports

1500 customers delivered in Europe

Average satisfaction of 3 cardboard mills = **89%**

Personnel expenses = **€41M**
1 Group-wide safety day

52% of employees benefited from training

20 apprenticeship and vocational contracts

FOR THE ENVIRONMENT

Reduction in CO2 emissions (scope 1+2) = **+6% or +3631** tons between 2023 and 2024

100% recyclable packaging or biodegradable

FOR OUR REGIONS

> 5 tons of cardboard donations (Humanitarian associations, le secours populaire, les restos du cœur, International Emergency Firefighters, schools)

Taxes and duties = **€2,4M**

GOVERNANCE

Founded in 1897 and 100% family-owned, CGW Packaging is one of the last French independent companies in the corrugated board packaging sector.

The Holding Board is made up of 11 family directors, representing the various branches of the Group. They put their skills and availability at the service of the family business, and act as the link between the Group and its shareholders.

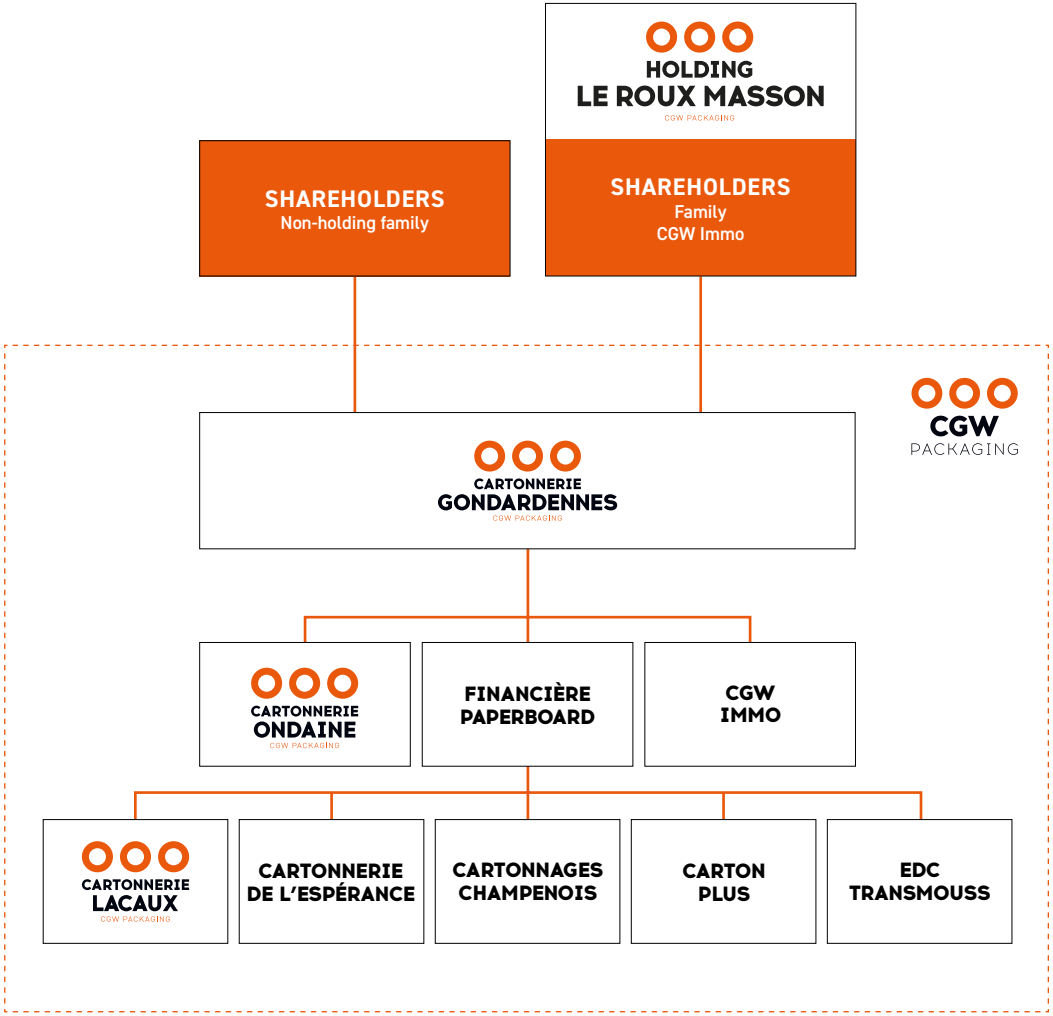
6 of these family directors are also members of the Cartonnerie Gondardennes Board of Directors and participate in the Group's strategic decisions, assisted in this mission by the expertise of **3 non-family directors**.

The **Board of Directors of Le Roux Masson Holding** aims to safeguard the interests of shareholders, organise and ensure the liquidity of shares, and reinforce the Affectio societatis. It is also responsible for ensuring effective financial and non-financial communication between shareholders and the Holding Company.

The Board is the link between shareholders and the Group, passing on information, but also listening to shareholders and answering their questions.

Transparency and proximity guide the work of the Board of Directors. A number of communication initiatives have been put in place :

1. THE QUARTERLY NEWSLETTER
2. THE GENERAL MEETING OF SHAREHOLDERS
3. THE SHAREHOLDERS' MEETING
4. FACTORY VISITS



HLRM BOARD OF DIRECTORS
- 11 family directors

BOARD OF DIRECTORS CARTONNERIE GONDARDENNES
- 6 family directors
- 3 independent directors
- 4 employees representatives

CORPORATE GENERAL MANAGEMENT
- Group Chief Executive
- Group Administrative and Financial Director
- Site managers



OUR APPROACH TO CSR



One day, legend has it,
there was a huge forest fire.

All the terrified, appalled animals
watched helplessly as the disaster unfolded.

Only the little hummingbird
was busy, fetching a few drops with
its beak and throwing them on the fire.

After a while, the armadillo, annoyed by
this ridiculous fuss, said to him:
"Hummingbird! You're not mad, are you!
You're not going to put out the fire
with those drops of water!"
And the hummingbird replied:
"I know that, but I'm doing my bit."

Popularised Amerindian legend
Pierre Rabhi

CSR

CGW
PACKAGING

OUR CSR MISSION

Building together
a sustainable future
for our regions
by being at the heart
of a circular economy

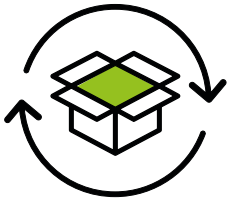
- **Group DNA**
- **4 pillars**
- **12 Commitments**
- **24 Indicators**



Eco-pasture at Cartonnerie Gondardennes.

Working together to build a sustainable future for our regions, at the heart of a circular economy

1 Offer sustainable products



Designing circular product

Recycled materials

100% recyclable

+

Designing products from local raw materials

Local sourcing

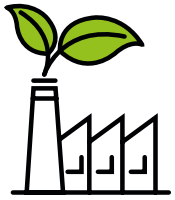
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Offering products with a low environmental impact

Food contact

FSC® certification

2 Combating climate change



Preserving resources

Exemplary water management

Waste reduction and recovery

+

Continued decarbonisation

CO2 reduction

Renewable energy

+

Developing energy efficiency

ISO 50001 certification

Reducing energy consumption

3 Work for our employees



Protecting health and guaranteeing safety

Safety

Working conditions

+

Improving quality of life at work

Quality of life at work

+

Developing skills

Training

4 Work for our regions



Buying responsibly

Positive social and environmental impact

+

Passing on our expertise

Apprenticeships - Worklinked training

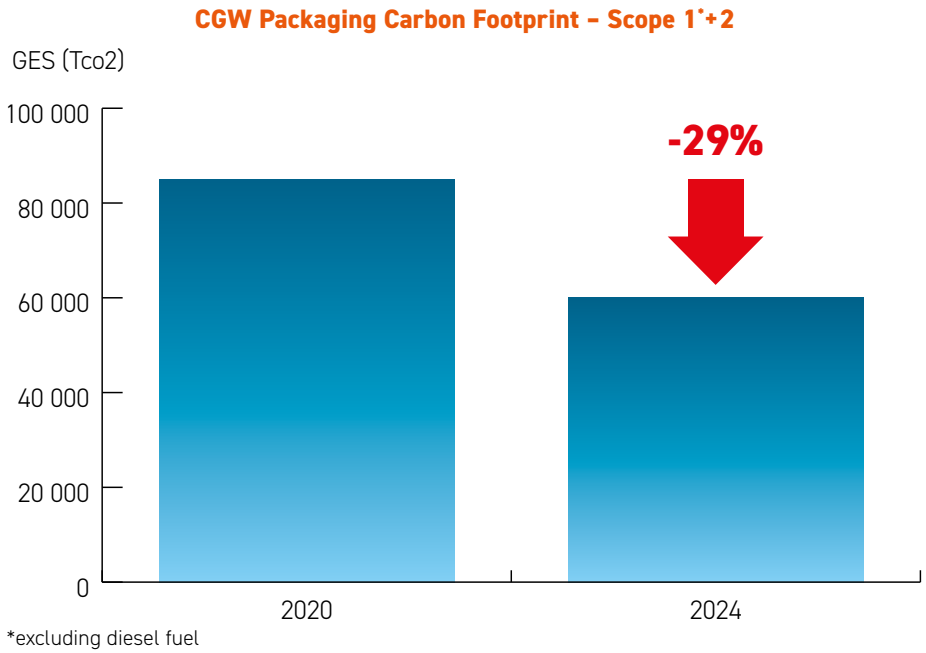
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Supporting our region

Social and environmental projects

CARBON FOOTPRINT

Between 2020 and 2024, greenhouse gas emissions (scope 1+2) have decreased by almost 29%, indicating efforts to reduce the carbon footprint.**



*excluding diesel fuel

This decrease is due to a large number of actions, including:

- The use of the «Flamoval» heat network (Gondardennes, p29)
- Biogas production (Gondardennes, p29)
- Actions related to the ISO 50001 certification, obtained in 2021 for Gondardennes and in 2025 for Lacaux
- Actions related to the 14001 certification (Lacaux)
- The EPP (energy performance plan) validated by the DREAL came to strengthen this dynamic.

Our climate commitment is fully aligned with the European and national objectives.



Aerial view of the Gondardennes site.

**** Scope 1: Direct Emissions**
Scope 1 emissions correspond to GHG emissions directly from facilities located within the studied area (enterprise, building, etc.). These emissions are referred to as "direct": they come, for example, from the combustion of fuels in boilers, energy production equipment, or the fleet of vehicles owned by the organization.

Scope 2: Indirect energy-related emissions
Scope 2 includes GHG emissions from electricity, heat, cold, or steam imported and consumed by the studied area but produced outside its facilities. These emissions are referred to as "indirect" because they relate to the purchase of energy consumed by the organization but produced elsewhere.

GLOBAL COMPACT

OUR COMMITMENT TO THE GLOBAL COMPACT UNITED NATIONS

In line with our approach to sustainable development, CGW Packaging has joined the United Nations Global Compact and its local network, the Global Compact France.

This membership highlights our commitment to integrate and promote the ten principles of the Global Compact on respect for human rights, labor law, the environment and combating corruption, consistent with our CSR strategy and actions for the Sustainable Development Goals (SDG).

By joining the largest international network of companies committed to sustainability, we benefit from privileged access to:

- Resources and tools to strengthen our CSR approach and align our actions with international standards.
- A dynamic network of committed players, encouraging the exchange of best practice and strategic collaboration.
- Support in implementing the Agenda 2030, incorporating the latest regulatory and societal developments.

This initiative reinforces our commitment to act responsibly and to contribute, alongside other companies and organisations, to a more sustainable, inclusive and ethical economic model.


Pacte Mondial
Réseau France

DATE D'ADHÉSION AU PACTE MONDIAL DES NATIONS UNIES
20 janvier 2025

ATTESTATION D'ADHÉSION POUR 2025 AU PACTE MONDIAL DES NATIONS UNIES

remis à

CGW Packaging

pour son engagement au respect des Dix principes du Pacte mondial des Nations Unies
et plus largement aux Objectifs des Nations Unies.
CGW Packaging est à ce titre adhérent du Pacte mondial Réseau France,
réseau local officiel du Pacte mondial des Nations Unies.
CGW Packaging devra publier sa Communication sur le Progrès (COP) sur le site du Pacte mondial des Nations Unies,
Pour le 31 juillet 2026

DROITS DE L'HOMME · NORMES INTERNATIONALES DU TRAVAIL · ENVIRONNEMENT · LUTTE CONTRE LA CORRUPTION

L'adhésion au Pacte mondial est annuelle du 01/01/2025 au 31/12/2025

SIGNATURE DE L'ORGANISATION

SIGNATURE ET CACHET PACTE MONDIAL RESEAU FRANCE

Réseau France

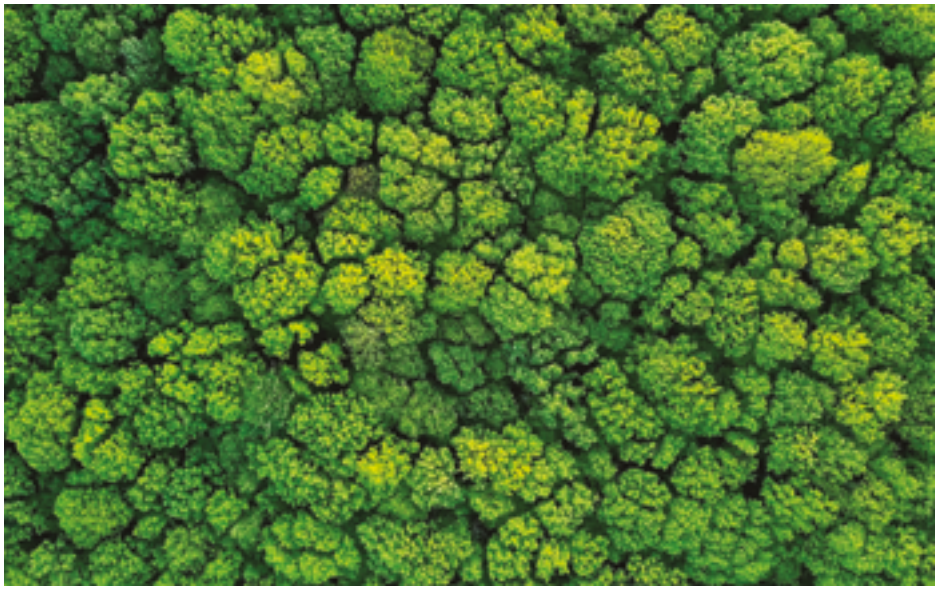


WE SUPPORT THE GLOBAL COMPACT

United Nations Global Compact

VISIT THE WEBSITE

SUSTAINABLE DEVELOPMENT GOALS



The CGW Packaging Group is committed to the 17 Sustainable Development Goals (SDGs) defined by the United Nations.
The goals cover the 3 dimensions of sustainable development:
economic growth, social inclusion and environmental protection.

The Sustainable Development Goals are a universal call to action to end poverty, protect the planet and improve the lives and prospects for everyone, everywhere.

SUSTAINABLE DEVELOPMENT GOALS

VISIT THE WEBSITE

WE HAVE CHOSEN TO CONTRIBUTE TO 6 OF THEM:

PILLAR 1 : OFFERING SUSTAINABLE PRODUCTS WITH SDG #12:



- Responsible consumption: introducing sustainable consumption and production. Avoiding waste, reducing waste and consumer goods (books, clothes, etc.) by reducing, reusing and recycling.

PILLAR 2 : COMBAT CLIMATE CHANGE WITH:



- **SDG #6 :** Access to safe water and sanitation.
  Guarantee access to water and sanitation for all and manage water resources sustainably.



- **SDG #7 :** Use of renewable energy.
  Guarantee access for all to reliable, sustainable and renewable energy services at an affordable cost.



- **SDG #13 :** Combat climate change.
  Take urgent action to combat climate change and its consequences.

PILLAR 3 : WORKING FOR OUR EMPLOYEES WITH SDG #8:



- Access to decent jobs:
  Promote sustained, shared and sustainable economic growth full and productive employment and decent work for all.

PILLAR 4 : WORKING FOR OUR TERRITORIES WITH SDG #4:



- Access to quality education:
  Ensure that everyone has access to education and promote quality learning opportunities under equitable conditions throughout life.

OUR EXTRA-FINANCIAL RISKS

Law L. 225-102-1 defines a list of mandatory topics.

The EFPD 2024 addresses the following issues :

- Information on the impact on climate change of the company's activities and the use of the goods and services it produces.
- Corporate commitments to sustainable development.
- The circular economy.
- Actions to combat discrimination and promote diversity and measures taken in favour of disabled people.

The Steering Committee considered that these issues were not included in the list of its main identified risks :

- Combating food waste and food insecurity.
- Respect for animal welfare and responsible, fair and sustainable food.

Consequently, no comment is made on these items in this report.

The identification of priority extra-financial issues for the CGW Packaging Group was the subject of work carried out with a specialist consultancy. The risks were analyzed using a sector benchmark and a CSR diagnosis. Four main pillars and three issues per pillar were identified giving a total of 12 extra-financial issues.

The EFPD 2024 describes the actions and results of all these issues.



MATERIALITY MATRIX

The materiality analysis identifies the Group's major CSR challenges.
It is represented by a matrix, which takes into account both the expectations of stakeholders (shareholders, customers, suppliers, partners, employees, etc.) and the way in which these issues are taken into account by the company's management committee.

By correlating these two axes, we can identify the company's priority CSR issues and adjust its strategy.

For each issue, the associated risk has been assessed and cross-referenced with an estimate of the level of stakeholder expectations.
Note: these CSR issues are all exclusive priorities, so they are all concentrated in the same sector of the matrix.

An update of the materiality matrix with stakeholder mapping and interviews was initiated in 2024 and will be finalised in 2025, in a regulatory environment where the EFPD remains in force following adjustments made by the Omnibus Act.

1. Offering sustainable products

- **1.1 Designing circular products**
- **1.2 Designing products from local raw materials**
- **1.3 Offering products with a low environmental impact**

2. Combating climate change

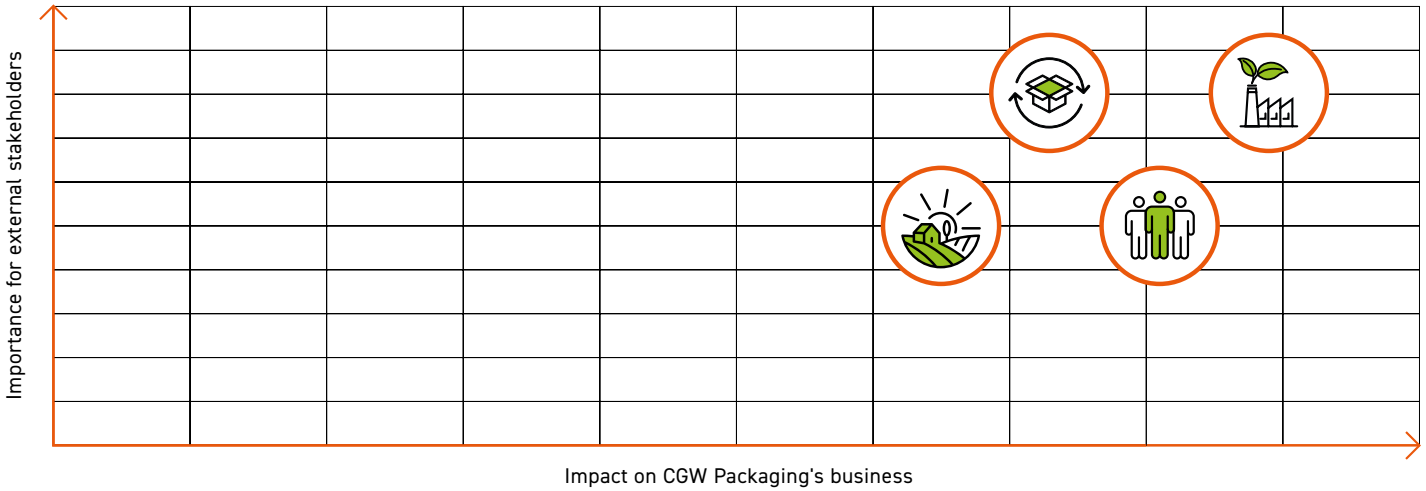
- **2.1 Preserving resources**
- **2.2 Further decarbonisation**
- **2.3 Developing energy efficiency**

3. Working for our employees

- **3.1 Protecting health and guaranteeing safety**
- **3.2 Improving quality of life at work**
- **3.3 Developing skills**

4. Working for our regions

- **4.1 Buying responsibly**
- **4.2 Passing on our expertise**
- **4.3 Supporting our region**





01

OFFERING SUSTAINABLE PRODUCTS

ISSUE 1.1

DESIGNING
CIRCULAR PRODUCTS

ISSUE 1.2

DESIGNING
PRODUCTS FROM LOCAL
RAW MATERIALS

ISSUE 1.3

OFFERING
PRODUCTS WITH A LOW
ENVIRONMENTAL IMPACT



01 OFFERING SUSTAINABLE PRODUCTS

ISSUE 1.1 | DESIGNING CIRCULATORY PRODUCTS

The growing scarcity of natural resources calls for greater responsibility in production and consumption. The unsustainable use of resources is a global concern, so it is necessary to opt for circular models of production where materials, energy and water are conceived as circulating goods, defining, thus, new fluxes of value.

The paper and cardboard business is part of a circular economy, so it's in the CGW Packaging Group's DNA to optimise and recycle the resources we consume.

THREATS:

- Shortage of recycled paper.
- Transition to circular economy more difficult.
- Not meeting the expectation of a more responsible way of life : the desire of citizens to move towards more environmentally friendly consumption and ecological waste management, in particular by strengthening sorting at source.

OPPORTUNITIES:

- Making savings by reusing consumed resources.
- Reduced environmental impact.

OUR RISK MANAGEMENT POLICY:

The entire production of corrugated base paper, made from recycled waste paper, is consumed by the cardboard factory activity, thus promoting the transition towards a circular economy for packaging.

- Around 200,000 tonnes of waste paper are recovered within a 250 km radius and recycled to our sites (≈ 30 lorries a day).
- The paper purchased by the Group (recycled fibre or virgin fibre from forestry) are FSC® certified : this means that the fibres are recycled or come from an eco-managed forest FSC® certified, taking into account people, fauna and the environment. They are independently audited to ensure compliance with the standard. Finally, FSC® products are transformed into cardboard sheet packaging using an FSC® credit system.

Packaging placed on the market must meet the essential requirements of the Packaging Directive 94/62/EC, and in particular the specific requirement relating to design, manufacture, and composition (Prevention by reduction at source as described in Standard NF EN 13428). We also meet the regulatory requirements linked to the implementation of the French Anti-Waste and Circular Economy Act (AGEC).

The Group is clarifying its ambitions for packaging by committing to the development of its eco-design to reduce the risk of overproduction of waste.

Eco-design:
The design phase of a project incorporates eco-design, i.e., packaging must be designed and manufactured in such a way as to limit its volume and mass to the minimum necessary to ensure a sufficient level of safety, hygiene, and acceptability both for the packaged products and for consumers.

The Design Office's task is to develop, optimize, mechanize and innovate:
The aim is to design original packaging that meets the customer's requirements, can be produced on our machines and is easy to assemble. This eco-design approach is systematically integrated into our approach.

The cost of the raw material (corrugated board) represents a significant proportion of the cost of packaging, around 40% to 60%.
Tailoring quality to just the right needs therefore becomes a major competitive advantage for packaging manufacturers and users.



01 OFFERING SUSTAINABLE PRODUCTS

ISSUE 1.1 | DESIGNING CIRCULATORY PRODUCTS

We have designed a digital decision-making tool in conjunction with the **CTP** (Paper Technical Center) and **CAP** (the cardboard industry federation) :

Optibox is a tool for choosing the most suitable quality of corrugated board in terms of ECT (Edge Cruch Test) in relation to the packaging's RCV or BCT (Resistance to Vertical Compression or Box Compression Test).

DISCOVER OPTIBOX

2024 RESULTS AND PERFORMANCE INDICATORS:

- **Cartonnerie Gondardennes:**

  Reducing weight by producing lighter papers with improved performance. Twenty years ago the average weight was 120g/m2, now it is 90g/m2.

  Replacing wooden pallets with cardboard pallets : **Paleco®**.

  An alternative to kraft paper, which is made from 100% virgin fiber : « KS » quality.

  Cartonnerie Gondardennes was the 1st French industrial site to offer packaging with a new generation paper tear strip : Tesa® 51344.
  This new tear strip makes recycling easier : the strip can be recycled directly with the packaging without having to be discarded during the pulp preparation process.

  In 2024, 7.1% of the pallets used were reused (CHEP, Europe, secondhand...), which puts us a year ahead of the future regulatory obligations.

- **Cartonnerie Ondaine:**

  Organisation in reverse logistics with Cartonnerie Gondardennes: scraps and waste paper from the corrugator and processing are compacted at the baling press and then returned, after unloading the coils, at Gondardennes for incorporation into paper pulp.

  End of 2024: installation of a shredder for recycled plastic strapping, previously unrecovered, allowing a 20% gain in volume. Integration paper cores are planned for 2027.



- **Cartonnerie Lacaux:**

  The Design Office has attended a training course dedicated to eco-design, **in order to systematically integrate the principles of circular economy from the design stage.**
  Implementation of pilot projects with selected customers aiming to develop reusing custom pallets, thus reducing waste and optimizing logistics flows.

EARMARKED RESOURCES:

Purchasing Manager and Director, Industrial Director, Paper Mill Director, Cardboard Factory Director, Quality Director, Sales Director, Design Office Manager.

2024 RESULTS AND PERFORMANCE INDICATORS:

% recycled materials in finished products

86,2%

86,1% in 2023 - Evolution : **+0,1 pts**
Target ≥ **80 %**

% of our finished products' recyclability

100%

100% in 2023
Target: **100 %**

01 OFFERING SUSTAINABLE PRODUCTS

ISSUE 1.2 | DESIGNING PRODUCTS FROM LOCAL RAW MATERIALS

As integrated ecosystems at the heart of a region, industrial sites help to make the most of agricultural plant resources, as well as regional technical expertise : they are therefore a source of growth and jobs.

It's also a fundamental societal trend that explains the boom in "made in France", but also in "100% local", which nonetheless has a double economic advantage in that it favours short circuits and the proximity of suppliers in terms of services.

THREATS:

- Increasing greenhouse gas emissions from transport.
- Losing responsiveness and lead times.

OPPORTUNITIES:

- Bringing life to the region.
- Developing long-term partnerships.

OUR RISK MANAGEMENT POLICY:

We have a long tradition of working with local suppliers, encouraging dialog and incorporating CSR criteria into our calls for tenders and consultations.

However, we note that our suppliers are not at the same stage of progress in this approach. We are working hard to support them in this development. For example, we work with a large number of transporters, including local family-run SMEs.

Not all of them are familiar with CSR, eco-driving or alternatives to fossil fuels. So we share with them the best practices or the types of service from.

OUR KEY ACTIONS FOR 2024:

- **Cartonnerie Godardennes:**
  the deployment of the supplier code, the purpose of which is to ensure that suppliers apply high standards of safety, working conditions, fair and respectful treatment of employees, and ethical practices, is currently being rolled out. More than seventy suppliers have signed up to it for Cartonnerie Gondardennes.
  Employees voluntarily contributed 3.6 tons of cardboard and packaging waste at the Wardrecques site, a stable figure compared to the previous year, and reintegrated into the corrugated paper production process.
- **Cartonnerie Lacaux:**
  continues to enhance the value of customer waste (reuse of cardboard, repair of pallets) and initiate the relocation of consumable paper mill, promoting versatile products to reduce chemical inputs.
- **Cartonnerie Ondaine:**
  the raw material comes from Cartonnerie Gondardennes because it has no paper mill. The design office is shared with Cartonnerie Gondardennes.

2024 RESULTS AND PERFORMANCE INDICATORS:

% of our paper mill raw material inputs produced within a 250 km radius

91,2%

92,3% in 2023 - Evolution : **-1,1 pts**
Target ≥ **80 %**

EARMARKED RESOURCES:

Purchasing Manager and Director.

TRIAL SKIP FOR STAFF PACKAGING/CARDBOARD WASTE

recovering our waste in order to preserve resources, Cartonnerie Gondardennes, in partnership with Baudelet Environnement, has been offering all its employees the opportunity to deposit their cardboard packaging waste in a 15 m3 skip since 12 April 2023.

This initiative offers two advantages:

- Enable all staff to save time by not having to take their waste to a sorting centre.
- Recycle this waste on site and use it to make paper pulp.



01 OFFERING SUSTAINABLE PRODUCTS

ISSUE 1.3 | OFFER PRODUCTS WITH A LOW ENVIRONMENTAL IMPACT

We design products within an industry that is part of a circular economy (see 1.1) with the aim of reducing our ecological footprint throughout their life cycle.

We therefore aim to reduce natural resource use, greenhouse gas emissions, and waste generation, while encouraging the adoption of sustainable practices throughout every stage of the value chain.

THREATS:

- **Reputation:** products whose environmental impact is neglected can damage the company's reputation.
- **Regulation:** changes in environmental regulations may impose additional costs or restrictions on the production and marketing of certain products.
- **Competition:** failure to meet growing end-consumer demand for environmentally-friendly products can lead to loss of market share.

OPPORTUNITIES:

- **Innovation:** designing products with a low environmental impact can stimulate innovation and open up new markets.
- **Competitive advantages:** offering more environmentally-friendly products can enhance a company's reputation and give it a long-term competitive edge.
- **Cost savings:** adopting more sustainable production practices can lead to cost savings (energy efficiency, waste reduction, etc.).

OUR RISK MANAGEMENT POLICY:

CGW Packaging is committed to reducing the consumption of resources, greenhouse gas emissions and waste production.

Cartonnerie Lacaux has been certified ISO 14001 in 2023 (environmental management system).



Khadija Sougraty, Jerome Pizzinat and Auriane Imbert from Cartonnerie Lacaux

Certification of the Gondardennes site is under consideration.

We are working closely with suppliers to ensure compliance with environmental standards throughout the supply chain.

All our cardboard mills are FSC® certified:

Cartonnerie Lacaux has been certified since 2009 and was the 1st paper mill in France to obtain it ! Cartonnerie Gondardennes obtained it in 2011 and Ondaine in 2021. They therefore meet the requirements of the Forest Stewardship Council by :

- Carrying out the necessary checks on paper suppliers.
- Promoting products from forests that respecting the principles of sustainable management.

Cartonnerie Gondardennes is committed to an **ISO 22000** food safety program to develop its Converting activity. We regularly check that the recycled paper we manufacture complies with current regulations.

We closely monitor legislative and regulatory developments and adapt the company's practices accordingly.

Our environmental performance is measured via 19 key indicators, which can be found on pages 54 and 55.

OUR KEY ACTIONS FOR 2024:

In a process of continuous improvement of environmental impact, we actively collaborate with institutional partners and experts:
ADEME, Agence de l'Eau Artois-Flandre, CTP, CarbonFlash 4, Pyraine, Greenflex, Meaneo...

Transport

The group favours environmentally committed hauliers using biofuels and/or CSR-certified solutions. We have our actions in favor of a transport with low environmental impact, especially by the development of the Cartonnerie Gondardennes and Cartonnerie Ondaine, for the daily deliveries of paper reels.

01 OFFERING SUSTAINABLE PRODUCTS

ISSUE 1.3 | OFFERING PRODUCTS WITH A LOW ENVIRONMENTAL IMPACT

- **Cartonnerie Gondardennes:**

  Reduction in the use of non-sustainable materials for the benefit of recycled or biodegradable materials. Example : the steam circuit water is now treated by reverse osmosis, thus eliminating the use of sulfuric acid and soda for its demineralization.

  Use of water-based inks, less polluting than traditional inks, on our processing machines.

  Procurement has a policy of sustainable innovation by seeking environmentally friendly alternatives without compromising on industrial performance.

  Listing of a paper stripping strip as a replacement for plastic (cf. 1.1)

  Testing of a paper binding system for packages as an alternative to plastic.

  Enhanced environmental communication : integration of the carbon balance produced in the sheets techniques and in our design tool in the corrugated packaging line, **Optibox**.

- **Cartonnerie Lacaux:**

  Renewal of **FSC®** certification in November 2024 for a period of five years.

  There was a significant increase in local purchasing, with 80% of total raw material procurement sourced from suppliers located within the region.

  The electric shuttle project between the plant and deferral stock, currently on pause, remains a medium-term solution envisaged.

- **Cartonnerie Ondaine:**

  Deployment of a biocide production facility was initiated in 2022. This system avoids the handling of chlorine drums (200 L) and ensures a more stable supply, thus contributing to a more regular treatment of the water used for glue preparation.

  The launch of the towards '0 waste' program applies to all departments.

  Removal of single-use glasses. Use of washable cloths and mops. Implementation, next year, of the resale of plastic strapping waste.

  Implementation of reverse logistics: waste is sent to the paper mill or cardboard mill for processing (cf. 1.1).

  Customers of Cartonnerie Ondaine have access to the **Optibox** tool, integrating the carbon balance data of our products.

EARMARKED RESOURCES:

Purchasing Manager and Director, Site Directors, Industrial Director, Paper Mill Director, Cardboard Factory Director, Quality Director.

2024 RESULTS AND PERFORMANCE INDICATORS:

Number of FSC® certified sites

3

3 in 2023
Target: **3**

Number of ISO 22000 certified sites

0

0 in 2023
Target: **1**







02

COMBATING CLIMATE CHANGE

ISSUE 2.1
PRESERVING RESOURCES

ISSUE 2.2
FURTHER DECARBONISATION

ISSUE 2.3
DEVELOPING ENERGY EFFICIENCY



02 COMBATING CLIMATE CHANGE

ISSUE 2.1 | PRESERVING RESOURCES

CGW Packaging is committed to the economical management of water resources in its territories.

These issues are all the more important today given the effects of climate change, which is increasing agricultural and urban needs in particular, but also the pressure on the most fragile local resources.

We are therefore aware of our responsibilities and are taking action to ensure that the development of our activities is compatible with the demands of climate change.

THREATS:

- Water shortage.
- Climate change.
- Impact on our industrial process.

OPPORTUNITIES:

- Preserving water resources.
- Recovering resources through recycling.

OUR RISK MANAGEMENT POLICY:

In 2024, the Group formalised its Environment and Energy Policy. The CGW Packaging Group places resource conservation at the heart of its strategy, with a particular focus on water resources. A pioneer since 1992, the Gondardennes site operates in a closed loop with no discharge into the natural environment. Other sites, such as Lacaux, are organising themselves to gradually adapt their processes to this model. Our policy incorporates a cross-cutting approach to water and energy, leveraging synergies between water performance and energy gains. This convergence reinforces our commitment to environmental sobriety and efficiency (see issue 2.2).

Major investments have been made in stormwater recovery and the optimisation of internal circuits. This dynamic illustrates the Group's collective commitment to addressing climate challenges.

OUR KEY ACTIONS FOR 2024:

Significant investments have been made in water resources.

- **Cartonnerie Gondardennes :**

  continued in 2024 its investments in preserving the water resource, reaching 2.4 M€ since 2023. Since September 2024, stormwater recovery on 11.5 ha of roofs saves one-third annually of samples, or 140,000 m3.

  In four months, more than 76,900 m3 of canal water have already been saved. The average water decreased from 4.34 to 2.73 m3 per ton of paper, bringing the 2025 target closer to 2.75 m3, much lower than that of a conventional paper mill (10 m3/T).

  In March 2025, in a slippery year, we have exceeded our annual target of -150 000 m3.

  This project, welcomed by the Water Agency as an "exemplary record", is included in the National Water Plan to develop unconventional waters by 2027. It also contributes to the local innovation and efficiency strategy ecologically, as part of the experimental initiative "Committed Territory for Water".

- **Cartonnerie Lacaux :**

  has initiated the implementation of the recommendations from the 2025 study report, with the objective of reducing process water consumption from 8 m3 to 4.5 m3 per ton produced by reinjecting treated effluents from STEP into the production of paper products. An investment of 100 K€ was made and allocated to this phase.

- **Cartonnerie Ondaine :**

  recovers glue condensates in the corrugator production process. The main boiler is also optimized by installing a new PLC, allowing a reduction in water consumption.



2.4M invested at the Gondardennes site to recover stormwater over 11 hectares (2023-24).

02 COMBATING CLIMATE CHANGE

ISSUE 2.1 | PRESERVING RESOURCES



Stormwater harvesting project promoted by the Flandres Artois water agency in TV commercials on the France Television group channels.

WATCH THE VIDEO



Stormwater recovery project at the Wardrecques site.

WATCH THE VIDEO

[Focus]

Cartonnerie Gondardennes: a pioneer in sustainable water management.

A pioneer since 1992 with a closed water circuit, Cartonnerie Gondardennes no longer discharges process water into the environment.

In 2024, the factory reinforced its system with the installation of a stormwater collection system, which is now integrated into the industrial process.

Thanks to this development and continuous optimisation of internal recycling, water withdrawals have been reduced to 2.73 m³ per tonne of paper, compared to an average of 10 m³ in a conventional paper mill — **a reduction of more than 72%, a unique performance in the sector**.

EARMARKED RESOURCES:

Industrial Director, Site Directors, Paper Mill Director and Energy and Environment Manager.



Laurent Top, Industrial Director at Cartonnerie Gondardennes, presents the stormwater recovery project (22 March).

2024 RESULTS AND PERFORMANCE INDICATORS:

Water discharges

2,14 m3/T

2,73 m3/T in 2023 - Evolution : **-22%**
Target ≤ **2,50**

Water withdrawal

4,15 m3/T

5,48 m3/T in 2023 - Evolution : **-24%**
Target ≤ **5,00**

% ultimate waste

8,9%

5,4% in 2023 - Evolution : **+3,5 pts**
Target ≤ **9%**

02 COMBATING CLIMATE CHANGE

ISSUE 2.2 | FURTHERING DECARBONISATION

Our paper and cardboard industry is a virtuous one, since it fits perfectly into a circular economy, with cardboard as a raw material that can be recycled and recycled many times over.

Nevertheless, to enable this virtuous cycle, our industrial processes require energy. It is therefore essential to work on decarbonising this energy.

THREATS:

- Damage to goods and raw material resources, or even to the industrial process
- Non-compliance with environmental regulations.
- The impact of rising energy prices and taxation on the Group's financial health.

OPPORTUNITIES:

- Security and sustainability of our business from a financial, regulatory and customer impact point of view.
- A source of attraction for new talent, as it reflects well on the company.
- The CSR and decarbonisation approach are becoming a selection criteria for customers in their responsible purchasing choices.

OUR RISK MANAGEMENT POLICY:

The paper and cardboard industry is part of a circular economy and therefore has a positive impact on climate change. However, **CGW Packaging** is aware of the need to reduce its environmental impact and decarbonise its industrial processes.
Aware of its climate responsibility, **CGW Packaging** has committed to a low-carbon trajectory in line with the Paris Agreements (see p. 11).

Carbon assessments for scopes 1, 2 and 3 have been carried out at the Group's three sites, enabling the '**Low Carbon**' strategy to be updated.

In 2024, the Group formalised its Environment and Energy Policy. Our policy incorporates a cross-cutting approach to water and energy, promoting synergies between water performance and energy savings. This convergence reinforces our commitment to environmental sobriety and efficiency.

OUR KEY ACTIONS FOR 2024:

- **Cartonnerie Gondardennes:**

  In 2024, Cartonnerie Gondardennes consumed over 89,450 MWh of energy from the Flamoval district heating network, powered by the Energy Recovery Center (CVE).
  The exploitation of this decarbonized steam over a period of 7 months **reduced CO2 emissions by more than 19,000 tons, a 47% decrease compared to a conventional energy mix**.

  This performance is fully in line with the company's decarbonization trajectory, consistent **with the objectives of the Strategy National Low-Carbon (SNBC) and commitments to Europe by 2030**.

  To date, about 15% of the biogas produced is recovered, covering 1.75% of the site's energy needs ; the rest is still being used. A cogeneration project aims to recover 100% of biogas by 2026.

  A cogeneration engine project is underway, with planned commissioning at the end of 2025 / start of 2026. It will allow the recovery of 100% of biogas currently spun, producing both electricity and thermal energy (steam 3 bars and hot water). This investment of €2.4 million, registered in the **Multiannual Investment Plan** («PPE»), will contribute significantly to decarbonization of the site.

- **Cartonnerie Lacaux:**

  Finalize the implementation of a system of heat recovery from the corrugator, intended to replace radiant and aerothermal natural gas. Although the project is not yet operational, it is maintained as a priority axis, with potential for reduction estimated at **150 tonnes of CO2/year**.

  In September 2023, the company submitted its application to the BCIAT (Biomass Heat for Industry, Agriculture and the Tertiary sector) call for projects for the installation of a biomass boiler producing 10 tonnes of steam per hour.
  It was retained by the ADEME in April 2024 with a € 4.7 million installation financing aid. This gas substitution would allow decarbonization of nearly 80% of steam production.



- **Cartonnerie Ondaine:**

  Improved boiler efficiency the installation of a new automaton controlling the burners.

02 COMBATING CLIMATE CHANGE

ISSUE 2.2 | FURTHERING DECARBONISATION

[Focus]

Flamoval Heat Network: a virtuous example decarbonisation through a public-private partnership (Cartonnerie Gondardennes).

In order to decarbonise its industrial process, Cartonnerie Gondardennes has turned to "green energy" through a heating network, thanks to a partnership agreement signed in 2018 with the Syndicat Mixte Flandre Morinie (SMFM).

The principle of the CVE (Energy recovery centre) is, via a 3.7 km insulated network, to send water from Cartonnerie Gondardennes to SMFM, which returns it in the form of steam at 230°C required for the company's industrial process.
In fact, the heat released by the combustion of CVE waste is recovered in a process consisting of an economiser/steamer/superheater which converts the water sent by the Cartonnerie into steam.
This process has the advantage of drastically reducing CO2 emissions by substituting steam from waste combustion for steam from gas combustion.

In 2024, Cartonnerie Gondardennes consumed over 89,450 MWh of energy from the Flamoval heat network, powered by the Energy Recovery Center (CVE).

This use of low-carbon steam over a 7-month period allowed the company to reduce CO2 emissions by more than 19,000 tonnes, representing a 47% decrease compared to a conventional energy mix.

[Focus]

Biogas: or how to decarbonize our energies by using industrial process water effluents (Cartonnerie Gondardennes).

As early as 2007, the Group was a pioneer in Europe with the installation of a methanised process water treatment plant (STEP).

Through the action of bacteria in an anaerobic and aerobic environment in the STEP, water from the paper-making process is filtered, cleaned and reinjected into the paper mill's process circuit.

This high-capacity treatment plant filters more than 3,000 m3 of water per day, equivalent to the needs of a city of 150,000 inhabitants like Clermont-Ferrand. It represents the plant's true "kidney", preserving water resources while guaranteeing "zero discharge" of process water into the environment.

Finally, the action of the bacteria in the methaniser generates biogas (methane) which, when used locally to produce steam, helps to decarbonise almost 2.07% of the Wardrecques site's energy needs.

EARMARKED RESOURCES:

Energy and Environment Manager, Industrial Director, Site Director, Quality Director.



Cartonnerie Gondardennes wastewater treatment plant

2024 RESULTS AND PERFORMANCE INDICATORS:

CO2 emissions (scope 1+2)

64 391
T. EQ. CO2

60 760 t. eq. CO2 in 2023
Evolution: **+6% soit +3630 tonnes**
Target: **75 000**

% renewable energy for heat production

31%

29% in 2023 - Evolution : **+2 pts**
Target ≥ **30%**

02 COMBATING CLIMATE CHANGE

ISSUE 2.3 | DEVELOPING ENERGY EFFICIENCY

Our manufacturing processes, and in particular our paper mills, are relatively energy-intensive. Controlling the use of this energy, and therefore its costs, is of paramount importance to our Group, and an essential condition for its long-term competitiveness, all the more so after the explosion in prices in 2021/22.

CGW Packaging is committed to continuous improvement in its energy performance through **ISO 50001** certification, which gives us an obligation to achieve results.

Indeed, a paper mill's activity is classified as a "UES - significant energy use", i.e. representing a significant proportion of energy consumption and/or offering considerable potential for improving energy performance.

In this context, Cartonnerie Gondardennes has been ISO 50001 certified since 2021, and Cartonnerie Lacaux obtained this certification in early 2025. This dual certification marks a key milestone in the Group's energy strategy.

THREATS:

- Rising and volatile energy costs.
- Regulatory obligations.
- Loss of competitiveness.
- Shortage of fossil fuels.

OPPORTUNITIES:

- Saving and preserving energy resources to combat climate change.
- Energy efficiency and sobriety.
- Market relevance and appeal.
- Reduced energy costs.

OUR RISK MANAGEMENT POLICY:

The Group has always worked on its energy efficiency while decarbonising its business.

Today, it benefits from industrial choices that translate into a favourable energy mix : heat network, cogeneration and biogas (cf. 2.2).

However, we are faced with the problem of our ageing fleet of machines, which were designed at a time when energy efficiency was not always a priority. We have therefore implemented a large number of actions towards this goal.

In 2024, the Group formalised its Environment and Energy Policy. Our policy also incorporates a cross-cutting approach to water and energy, promoting synergies between water performance and energy gains. This convergence supports our commitment to environmental sobriety and efficiency.

OUR KEY ACTIONS FOR 2024:

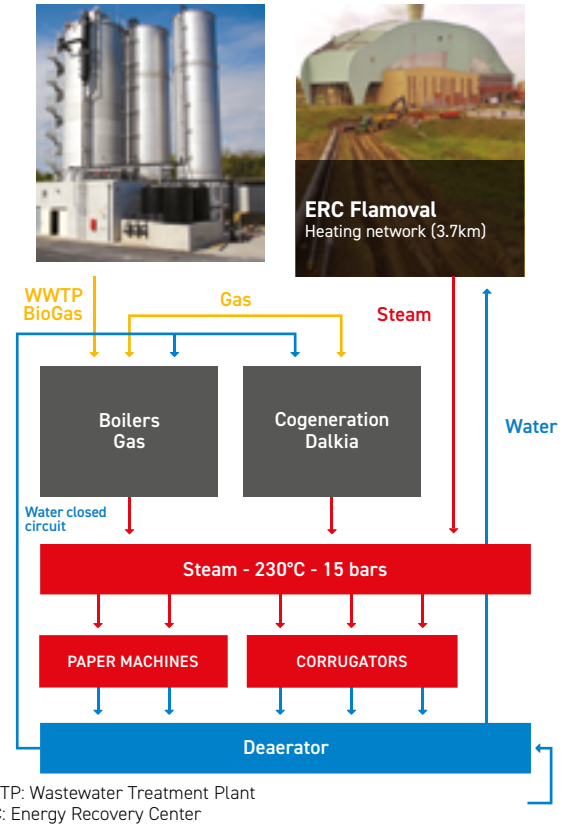
- **Cartonnerie Gondardennes:**

  Under the EPP* and EEC** arrangements, several energy efficiency actions were undertaken in 2024.

  The acquisition of an engine to convert 100% of the biogas to produce low-carbon electricity. (cf. issue 2.2) The completion of burner automation to improve boiler efficiency by adapting fine power on demand. The compressed air network is being optimized through automation of the management of compressors and the installation of flowmeters.

  Other projects aim to recover condensates from onduleuses, improve boiler performance ERK3, and replace air cooling towers with cold packs with energy recovery for the conditioning of the halls.

Cartonnerie Gondardennes' energy mix



WWTP: Wastewater Treatment Plant
ERC: Energy Recovery Center

- **Cartonnerie Lacaux:**

  ISO 50001 certification achieved in early 2025, completion of a process begun in 2023. Finalization of the LED relamping on the assembly of the site, including administrative offices, to secure an estimated energy gain of 236 MWh/year.

*WWTP : Wastewater Treatment Plant
**ERC : Energy Recovery Center

02 COMBATING CLIMATE CHANGE

ISSUE 2.3 | DEVELOPING ENERGY EFFICIENCY

Other initiative : launch of a transition project towards a hybrid/electric commercial fleet, with a preparatory study planned for 2025.

- **Cartonnerie Ondaine:**

  The entire site has been operating with an adaptive LED lighting system. The boiler uses a micro-modulating burner, enabling it to use just what is needed, with optimized efficiency.
  Engagement in the process of ISO 50001 certification, with an intended procurement in 2026/2027. 2025 will be defined as the reference year through the planned installation of intermediate energy monitoring meters.

[Focus]

Cogeneration:

Cartonnerie Gondardennes is a forerunner in this field, since the Wardrecques plant has been using cogeneration facilities (gas turbine and steam turbine) since the early 1980s, generating electricity while recovering heat to supply steam to the paper machines, thus creating a highly favourable energy balance.

EARMARKED RESOURCES:

Quality Director, Energy and Environment Manager, Industrial Director, Site Director..



Flamoval energy recovery center



Cartonnerie Gondardennes committed to eco-efficiency.

WATCH THE VIDEO

*A primary energy source is a form of energy available in nature before any transformation, e.g. gas. We use MWh eq. gas for all energy inputs (gas, electricity and steam).

2024 RESULTS AND PERFORMANCE INDICATORS:

Number of sites certified 50001

1

1 in 2023
Target: **1**

Primary energy consumption*
(Paper mill)

2,63 MWh eq.Gaz / T papier

2,57 in 2023 - Evolution : **+2%**
Target ≤ **2,70**

Primary energy consumption*
(Cardboard factory)

0,31 MWh eq. gaz / 1000m² cardboard

0,27 in 2023 - Evolution : **+15%**
Target < **0,30**



03

WORKING FOR OUR EMPLOYEES

ISSUE 3.1
PROTECTING
HEALTH AND GUARANTEEING SAFETY

ISSUE 3.2
IMPROVING
QUALITY OF LIFE AT WORK

ISSUE 3.3
DEVELOPING
SKILLS



03 WORKING FOR OUR EMPLOYEES

ISSUE 3.1 | PROTECTING THE HEALTH AND SAFETY OF OUR EMPLOYEES

Employee health and safety is a top priority for the Group. In an industrial sector where risks to employee health and safety are significant (workplace accidents, fires, etc.), the Group strives to offer its employees healthy and safe working conditions.

THREATS:

- Damage to the health and physical integrity of our employees.
- Risk of deterioration in working conditions and impact on the well-being of our employees.
- Disruption of teams due to work stoppages.
- Risk of skills mismatch.
- Employer's breach of responsibility.

OPPORTUNITIES:

- Guaranteeing the health and safety of our employees.
- Improving quality of life at work.
- Operational efficiency.
- Preserving our human resources.

OUR RISK MANAGEMENT POLICY:

In 2024, the Group formalised its Health, Safety and Security at Work Policy, structuring its actions around clear objectives: risk prevention, safety culture, manager involvement and continuous improvement.

This framework is based on a proactive and shared approach, including an annual action plan, regular audits, the provision of appropriate PPE (Personal Protective Equipment) and targeted training.

A safety event is now organised every year, and a performance monitoring system (frequency, severity, implementation of action plans) has been implemented in all subsidiaries.

OUR KEY ACTIONS FOR 2024:

- **Cartonnerie Gondardennes:**

  Organization of the Security Week: compulsory training for 450 employees with a focus on safety balance, responsibility, accident, prevention and a workshop on terrain type "risk hunting".

  Implementation of the EPI plan with signage improved and display of safety indicators at the site entrance for better visibility of results.
  Site security was pursued with the generalization of badging at the entrance, turnstile installation and a video surveillance system to reinforce access control.

  Deployment of the Internal Operations Plan (IOP) in collaboration with SDIS 62: training of coaching followed by a simulation exercise life-size.

  Launch a health and safety communication plan monthly to anchor a culture of sustainable prevention and involve all employees on health and safety issues on a daily basis.

- **Cartonnerie Lacaux:**

  Given the deterioration of indicators in 2024, a strong momentum has been rekindled around security.

  On June 4, Cartonnerie Lacaux organized a day dedicated to the prevention of occupational risks, mobilizing all 180 employees.

  Thought of as a moment at the same time educational and unifying, it was structured around practical workshops, interactive quizzes and exchanges on good practices.

  Highlight of the event: planting a Japanese cherry tree, a symbol of renewed collective commitment for an environment of safety and more respectful work. This initiative is part of a comprehensive action plan to strengthen the on-site health and safety culture.

  This plan includes weekly security points, two-way exchanges to improve practices on the ground, and collective work to progress beyond Health and Safety Maturity Level 1 according to the Bradley curve.

  The mobilization around risk situations has also increased: 141 prevention reports were issued by employees, compared to 55 in 2023, demonstrating a dynamic of shared vigilance.

  A security bulletin is sent out every quarter to all employees to share the balances and vigilance points.

  "Security exchanges": this is a question to work on a person's job realized by renewed pairs of members of the HSE Cell, management, and master's degree. In 2024, 42 "security exchanges" were of the planned 66, or a rate higher than in 2023..

  Prevention reports are written in case of risk or near accident. The safety facilitator assesses risk and proposes actions with the concerned teams.

- **Cartonnerie Ondaine:**

  Continued prevention of MSD in compactors:
  A belt has been installed to deliver the cores and

03 WORKING FOR OUR EMPLOYEES

ISSUE 3.1 | PROTECTING THE HEALTH AND SAFETY OF OUR EMPLOYEES

effortlessly drop paper over the shoulder, limiting the carrying of heavy loads.

Equipment has been replaced or supplemented: safety cutters, PPE storage cabinet, high safety shoes, fitting of administrative post.

Complete renewal of work clothes in line with the new visual identity of the Group.







EARMARKED RESOURCES:

Safety and Security Manager, Human Ressources Director, Industrial Director, Site Director.

*Frequency rate = number of lost-time accidents x 1,000,000 /number of hours worked.

**Severity rate = Number of days off work x 1000 / Number of hours worked.

2024 RESULTS AND PERFORMANCE INDICATORS:

Frequency rate* of lost-time accidents

36,23

43,71 in 2023 - Evolution : **-17%**
Target ≤ **37**

Severity rate of lost-time accidents**

3,93

3,24 in 2023 - Evolution : **+22%**
Target ≤ **3,5**

Number of actions carried out

43

49 in 2023 - Evolution : **-6**
Target : **40**

03 WORKING FOR OUR EMPLOYEES

ISSUE 3.2 | IMPROVING THE QUALITY OF LIFE AT WORK

We strive to create a healthy, fulfilling and balanced working environment where employees feel valued, supported and motivated.

This encompasses various aspects such as health and safety at work, work-life balance, professional development, internal communication, and recognition of employees contributions.

THREATS:

- Employee disengagement, deteriorating social climate: an unfavourable working environment can lead to a lack of motivation, productivity and employee loyalty.
- High employee turnover: poor working conditions can lead to high staff turnover, which can be costly in terms of recruitment and training.
- Disputes and litigation: unresolved health and safety issues can lead to legal disputes and lawsuits, affecting the company's reputation and finances.

OPPORTUNITIES:

- Improved employee commitment, which translates into better performance and retention.
- A stronger employer brand to attract and retain talent in the marketplace.
- Innovation and creativity: fulfilled employees are more likely to be creative and come up with innovative ideas to improve processes or products.

OUR RISK MANAGEMENT POLICY:

We have initiated the development of a Group HR policy aimed at improving the Quality of Life in the workplace in line with the Group's CSR policy.

CGW Packaging's occupational risk prevention policy aims to:

- Protect the physical and mental health of employees.
- Anticipate legal requirements in terms of health and safety at work.
- Contribute to the company's sustainable performance.
- Contribute to the quality of social dialogue.

The occupational health and safety approach is governed by agreements and action plans in the fields of Health and Safety, Quality of Life at Work, negotiated with social partners, which provide for the implementation of associated indicators and the monitoring of their implementation.

We promote a balance between employees' professional and personal lives.

Each of the group's subsidiaries has its own performance recognition and reward system to recognise the contribution. We regularly invest in the training and professional development of our employees to promote their growth and development within the company.

In the **CGW Packaging** Group, 52% of em ployees were trained in 2024.

OUR KEY ACTIONS FOR 2024:

- **Cartonnerie Gondardennes:**

  Concrete actions have been pursued in 2024 under the Equality Agreement for women and men, including on women's access to technical occupations : **the female recruitment rate reached 9.30%, for a target of 10%, and 15% of applications received were female**.

  As regards training, **13.04% of women benefited from training action, and 66% of women have received nursing care**, in accordance with the individual monitoring objective. In terms of pay, the W/M wage gap is contained to less than 2% in equivalent positions, in accordance with the Collective Agreement.

  A total of **15.5 days of child** leave for ten employees, as part of the specific measures to the equality agreement W/M. The gender equality index is 80/100 in 2024, confirming efforts committed to pay equity and equal opportunities.

- **Cartonnerie Ondaine:**

  To increase the attractiveness of the industrial environment, Cartonnerie Ondaine has been offering for **20 years** a week of 32h and then 38h to make 35h on a 2-week cycle. Employees benefit from more recovery and more ease in arranging administrative or medical appointments.

  Remote work options for administrative staff, especially for pregnant women.

03 WORKING FOR OUR EMPLOYEES

ISSUE 3.2 | IMPROVING THE QUALITY OF LIFE AT WORK

Due to the high summer heat, the organization of production has been adjusted to allow teams to cool off in the workshop, where an adiabatic air cooler was installed towards the strapping, relatively hot zone and away from the control room.

- **Cartonnerie Lacaux:**

  Telework has been in place for several years for administrative staff, helping to reduce transport times and carbon footprint.

In 2025, a new Quality of Working Life and Working Conditions study will be launched.

The management is acting for a better organization with attention to social issues, with changes in internal values of merit, involvement and the commitment of employees.

EARMARKED RESOURCES:

All directors, managers and supervisors.



03 WORKING FOR OUR EMPLOYEES

ISSUE 3.3 | DEVELOPING SKILLS

This involves the professional and personal development of employees, with a view to their integration and employability, as well as their performance and commitment within the company.

THREATS:

- Risk of shortcomings in human capital development and difficulties in attracting and retaining our employees.
- Weakening of skills.
- Reduced employee commitment.

OPPORTUNITIES:

- Contributing to the company's development through listening and dialogue.
- Loyalty of our employees.
- Strengthening the commitment of our employees by developing their skills.

OUR RISK MANAGEMENT POLICY:

The Group empowers its employees by valuing listening, commitment and skills development. Training is a strategic lever for supporting internal and external change, strengthening employability and supporting overall performance.

A structured training plan enables each employee, from the moment they join the company and throughout their career, to update their knowledge and develop. Specific sessions tailored to our business lines, often delivered in-house, ensure that key knowledge is passed on. By promoting progressive and supported career paths, this policy helps to dispel the idea that SMEs and mid-cap companies offer few opportunities, thereby strengthening our employer brand.

OUR KEY ACTIONS FOR 2024:

- **Cartonnerie Gondardennes:**

  The training plan has been communicated to all of the social partners.

  The programs covered all trades:
  Cartonery: technical training on the machines (maintenance, innovation) related to suppliers.
  Paper mill: specific modules on processes.
  Supervision: support for tutoring, management and team leadership.

  The digitization project of the skills development plan, initially planned for 2024, is now re-planned for implementation effective in 2025.
  The results are in line with the objectives set out at the level of the **CGW Packaging** group: 32.9% of employees have been trained (target: 25%), with an average of 8.93 hours per employee (target: 7 h). Finally, 3.66% of the workforce is in alternance, a dynamic that we continue to support the integration and upgrading of skills.

- **Cartonnerie Lacaux:**

  In 2024, the training budget doubled to reach more than €140 K, demonstrating the company's commitment to skills development. Actions covered safety (health postures, fire safety, and authorizations), with 70 h prevention of MSDs and sessions moderated by Mr Didier Meynier, also a volunteer firefighter. Training has been provided in supply chain, commerce, paper mill, economical boiler operation, recycling and gear driving (CACES).

- **Cartonnerie Ondaine:**

  86% of the training action plan has been completed in 2024, incorporating modules on safety, the development of skills, and adaptation and retention at the workplace.

EARMARKED RESOURCES:

Human Resources Director, Industrial Director, Sales Director.

2024 RESULTS AND PERFORMANCE INDICATORS:

Training hours per employee

11,7

12,7 in 2023 - Evolution : **-7%**
Target: **7**

% of employees trained during the year

52%

64% in 2023 - Evolution : **-12pts**
Target: **25%**





04

WORKING FOR OUR REGIONS

ISSUE 4.1
BUYING RESPONSIBLY

ISSUE 4.2
PASSING ON OUR EXPERTISE

ISSUE 4.3
SUPPORTING OUR REGION



Aerial view of the Lacaux site

04 WORKING FOR OUR REGIONS

ISSUE 4.1 | RESPONSIBLE PURCHASING

Stakeholders (customers, employees and shareholders) are becoming increasingly sensitive to the issues of sustainability and responsibility. Attentive to what they buy, they expect companies to be more transparent about the environmental and social impact of products. Companies that are able to provide accurate answers to these questions see their brand confidence grow.

By making progress together with our suppliers, we want to make purchasing an essential lever for the CGW Packaging and its ecosystem in terms of social responsibility.

THREATS:

- Reputational risks: purchasing products or services from suppliers involved in unethical or unsustainable practices can damage the company's reputation.
- Operational risk : suppliers who are unreliable or do not comply with quality and sustainability standards can cause disruptions in the supply chain and affect operational performance.
- Additional costs: the purchase of responsible products or services can sometimes result in higher costs, which can affect the company's profitability in the short term.

OPPORTUNITIES:

- Competitive advantages : adopting responsible practices can enhance a company's reputation, attract new customers and suppliers, and confer a long-term competitive advantage.
- Innovation : the search for alternative and sustainable solutions can stimulate the development of innovative new products and services.
- Risk reduction : working with reliable and responsible suppliers can reduce the risk of supply chain disruption, legal disputes and reputational damage.



OUR RISK MANAGEMENT POLICY:

The role of the Purchasing Manager/Director has become paramount. They help to steer the company's strategy so that it is sustainable, responsible and profitable.

In 2024, the Group formalised its Responsible Purchasing Policy, emphasising the importance of integrating responsibility issues from product design, manufacturing and distribution throughout the value chain. This involves implementing sustainable solutions, particularly in terms of end-of-life management, energy supply and carbon-free transport. Procurement must ensure the availability of supplies and the proper management of contracts and specific purchasing requirements for categories with a high environmental impact.

For the sake of consistency and as part of an ethical approach, the company must set an example and comply with the requirements it places on its suppliers and build balanced relationships with them.

The Group is committed to implementing and constantly improving purchasing practices within its various entities, particularly in the following areas :

1. the integrity of the purchasing process
2. the fairness of the supplier relationship
3. management and prevention of the risk of dependency
4. knowledge sharing and mutual development
5. improving the CSR expertise of purchasing professionals.

04 WORKING FOR OUR REGIONS

ISSUE 4.1 | RESPONSIBLE PURCHASING

Our supplier commitment charter

Since its establishment in 2022/23, the Supplier Commitment Charter has been a crucial component of purchasing contracts, ensuring that suppliers and service providers adhere to CGW Packaging's policy. It is based in particular on continued respect for :

- The Universal Declaration of Human Rights ;
- The eight fundamental conventions of the ILO ;
- The ten principles of the UN Global Compact ;
- The United Nations Guiding Principles on Business and Human Rights.

The Supplier Code establishes the frame of reference for fair and transparent business practices.
It stipulates that suppliers undertake to comply with the Group's requirements on human ethics and the environment.

There is also an alert mechanism for receiving reports of risks or behaviour that does not comply with the Group's operating principles or Duty of Vigilance requirements.

OUR KEY ACTIONS FOR 2024:

- **Cartonnerie Gondardennes:**

  We have continued to develop a culture of responsible purchasing with training director of procurement and the phased expansion to the other actors in the process: prescribers...
  Our registration with Sedex, a platform for collaborative sourcing data sharing responsibly, was renewed. The rollout of the Supplier Code has intensified: 74% of our strategic suppliers have already signed on.

  We are committed to FRET21 (EVE program – ADEME) to reduce the environmental impact of our logistics flows; to date, 78% of our transport partners adhere to the target CO2 approach.

- **Cartonnerie Lacaux:**

  The environmental charter specifying the requirements to suppliers has been strengthened and disseminated more broadly. It covers aspects related to design, waste, transport, safety and the environmental impact. 70 suppliers have now signed.

  A partnership has been set up to supply of waste paper from social and associative structures in circular economy and inclusion logic (tonnages in the process of consolidation).

- **Cartonnerie Ondaine:**

  90% of purchases remain focused on the material, the first from the paper mill of Gondardennes.
  For secondary purchases - especially the pallets - we continue to give priority to local suppliers within a radius of 40 km.

EARMARKED RESOURCES :

Purchasing Manager/Director, Industrial Director.



04 WORKING FOR OUR REGIONS

ISSUE 4.2 | PASSING ON OUR EXPERTISE

We work in a technical, complex but exciting world. The French paper and cardboard industry is having trouble attracting, recruiting and retaining staff, even though the job market has turned upside down.

THREATS:

- Loss of competitiveness, loss of expertise and experience, especially technical expertise.
- Team discontinuity, a source of disorganisation and customer dissatisfaction.
- Lack of attractiveness to new entrants.

OPPORTUNITIES:

For the company:

- Staying competitive, not losing the expertise and experience that are key to the company.
- To be able to rest on solid foundations and look to the future.
- Maintain the achievements and organisations that have proved their worth in terms of quality, reliability, safety, efficiency, etc...
- Ensuring continuity...

For employees:

- Maintaining the role and cohesion of workgroups.
- Empowering and rewarding "knowledge transfer" employees.
- Taking into account professional wear and tear among experienced employees.
- Make the company "more attractive" to new recruits, and encourage their integration and loyalty.

OUR RISK MANAGEMENT POLICY:

Our policies and commitments aim to generate value for all by combining economic performance with social performance in the regions where we operate.

We have strong local roots and a positive impact on local communities: we guarantee equal treatment for all, and locally develop the employability of men and women in our employment areas.
For the CGW Packaging Group, employment is part of a proactive approach favoring regional development, customer performance and employee professional fulfillment.

Our actions benefit the integration of a wide range of local populations: long-term jobseekers, recipients of minimum social benefits, disabled workers and untrained young people...

Cartonnerie Gondardennes is a company resolutely committed to employment and training.
Our history is illustrated by the creation 30 years ago by Alain Lamiot of the "Paper Industry" vocational baccalaureate.

CGW Packaging intends to promote and develop work-study programs for young people (professionalisation or apprenticeship contracts) as a genuine "springboard to employment", offering young people the opportunity to gain experience of the company through long-term learning situations linked to their professional projects and the acquisition of their diploma.

We also promote inclusiveness, especially for people with disabilities: for more than 20 years, Cartonnerie Gondardennes has been working with an Establishment and Work Assistance Service (ESAT): "Les Perides". More than a dozen young people are mobilized 2 to 3 days a week on the Wardrecques site. Cartonnerie Lacaux works with ESAT MAGNAC and LES SEILLES as well as ADAPEI Charente.



Jordan Evrard
Former trainee, has completed a CQP (Professional Qualification Contract) as an assistant converting employee of Cartonnerie Gondardennes.

WATCH THE VIDEO



Sylvain Dissaux
A former apprentice, Sylvain has been working for Cartonnerie Gondardennes since 1994. In addition to his role as preparation manager at the Papeterie, he acts as tutor for all the Papeterie apprentices.

04 WORKING FOR OUR REGIONS

ISSUE 4.2 | PASSING ON OUR EXPERTISE

To highlight our career paths and opportunities, talk about our commitment to integration and our corporate culture, we have carried out several initiatives in partnership with **Afifor**.

Afifor is the joint industry association dedicated to initial training and apprenticeships in the paper and cardboard industry. It brings together the industry's specialised schools and ATCs (The Apprenticeship Training Centre) to implement the branch's apprenticeship policy.

In particular, we have produced videos of testimonials broadcast on our social networks, jobteaser as well as job fairs...

A Career section has been added to the Cartonnerie Gondardennes website

DISCOVER OUR PROFESSIONS

The websites for the other cardboard factories (Lacaux and Ondaine) are currently being rolled out as part of our efforts to develop our employer brand across the Group.

We give talks in partner schools to present our company and our jobs. We are opening up work-linked training positions.

OUR KEY ACTIONS FOR 2024:

In order to ensure continuity in the transmission of know-how, the Group recruits and trains apprentices every year, around 26 in 2024.

- **Cartonnerie Gondardennes:**

  actively participates in recruitment forums and the promotion of its trades at schools and job fairs in 2024 and in the first quarter of 2025. Among the highlights: participation in the job fair with Capso and Next job (28/03/2024), intervention at the College Pierre Mendès France in Arques with the Capso (14/01/2025), and job dating «1ers pas papier carton» organized with Laho and Pôle emploi in Saint-Omer (25/03/2024).

  Our commitment to sustainable employment continues within GESMI HDF, a group of employers' associations specializing in the trades of metallurgy and industry, which supports its members in recruitment, training and professionalization, with a range of extended qualifications.



The recruitment team Marnie Menuge, Laure Dannel and Pierre Courtecuisse, HR Director at Cartonnerie Gondardennes, at the job fair in Longuenesse (March 2025).

- **Cartonnerie Lacaux:**

  Continuing exchanges with stakeholders from education: reception of the Lycée Renoir on 5 November (41 students) in an educational project, and participation in the open door of the École de Bosmie-l'Aiguille on 21 June.



School visit to Cartonnerie Lacaux (2023).

The plant also continues to open its doors to local stakeholders (business clubs, Chamber of Commerce and Industry (CCI), communities, etc.) in order to enhance the value of industrial commitments and approaches in favor of the circular economy.



04 WORKING FOR OUR REGIONS

ISSUE 4.2 | PASSING ON OUR EXPERTISE

- **Cartonnerie Ondaine:**

On September 26 and October 3 2024, students of the 2nd year of Design at the Lycée Jean Monnet de Saint-Etienne were received for a site visit.

[Focus]

Cartonnerie Gondardennes is continuing its commitment to training with the first class of students to graduate from the BTS (Higher National Diploma) in Process Management, a course developed jointly with the paper industry (AFIFOR, IPC), the Laho Artois-Douaisis centre in Leulinghem and the AFILNR in Rouen, and approved by the French Ministry of Education in less than a year.

This training programme, which is unique in the Audomarois region, responds to a strong need for technical skills in the cardboard industry.

The first class, made up of ten people, including eight work-study students and two company employees, has entered its final phase. This project is part of Cartonnerie Gondardennes' long-standing commitment to training young people, initiated thirty years ago by **Alain Lamiot** with the creation of the '**Paper Industry**' Bac Pro, which later became "**MSMA**" and then 'Production Line Management'.

should be remembered that this project came to fruition thanks to the commitment of the various stakeholders : **Arnaud Vasseur** and **Evelyne Dourlens** (Laho), **Isabelle Margain** and **Sophie Dion** (IPC Formation) **Walter Milhamont**, **Bruno Courquin**, **Maria Boullet** and **Caroline Le Louarn** (Manpower).





1st year of the «Process Control» BTS.

LISTEN TO THE PODCAST OF THE INTERVIEW

EARMARKED RESOURCES:

Human Resources Director, Marketing and Communication Director and managers.



Cartonnerie Gondardennes wins PAP'AWARDS award for the best initiative promoting careers in 2024.

2024 RESULTS AND PERFORMANCE INDICATORS:

% of work-study employees

3%

2,5% in 2023 - Evolution : **+0,5 pts**
Target: **5%**

04 WORKING FOR OUR REGIONS

ISSUE 4.3 | SUPPORTING OUR REGION

We are committed to actively contributing to the economic, social and environmental development of our region. This includes taking part in local development initiatives, supporting local players such as SMEs, associations, local authorities and citizens' initiatives.

THREATS:

- Misperception : involvement in solidarity actions can be perceived as opportunistic by the local community if they are not aligned with real needs or if they are not accompanied by a real desire for change.
- Budgetary constraints : investment in solidarity projects entail additional financial costs in the short term.
- Partnership risks : working with local players may involve conflicts of interest.

OPPORTUNITIES:

- Strengthening community ties : supporting local initiatives can strengthen ties of trust and solidarity with local community, which the company's image and its relations with its stakeholders.
- This commitment federates, fosters pride and loyalty, and thus strengthens the commitment of employees.
- Competitive advantages : a commitment to involvement can give the company a competitive advantage by enhancing its reputation, attracting and retaining customers who are sensitive to local issues.

OUR RISK MANAGEMENT POLICY:

The Group provides financial and material support to local initiatives such as educational programs, environmental projects or humanitarian initiatives. Each entity is autonomous to assess its local needs in a way that is consistent with the Group's commitments and values.

The development of the Group sponsorship policy, initially planned for 2024, has been postponed.

We communicate transparently on the solidarity actions undertaken on our social networks or in the Group's in-house magazine «Le Mag».

The Group promotes local employment by favouring local suppliers and service providers wherever possible wherever possible (see 1.2).

OUR KEY ACTIONS FOR 2024:

- **Cartonnerie Gondardennes:**

  We participated in the first edition of the Salon '**Carton Plein**' in Saint-Omer, a public event dedicated to promoting the paper and cardboard industry in the Audomarois region. This initiative raised visitors' awareness of the professions, training opportunities and environmental challenges in our sector, while highlighting the local industrial heritage.

  Our annual '**Emballage Papier Carton en Fête**' (Paper and Cardboard Packaging Festival) event, organised in conjunction with the Regional Union of Paper and Cardboard Manufacturers, was once again a great success.
  Dozens of pallets of educational materials were distributed to teachers, cultural associations and town halls in the Hauts-de-France region to help them discover the uses of paper and cardboard in an eco-responsible way.
  These actions illustrate our ongoing commitment to passing on know-how, promoting the circular economy and raising public awareness of the industrial and environmental challenges facing our region.



Operation 'Carton en fête' (Cardboard Party). Photo credit: Simon Dupont.



'Carton Plein' exhibition in Saint-Omer. Pierre Courtecuisse and Marnie Menuge.

04 WORKING FOR OUR REGIONS

ISSUE 4.3 | SUPPORTING OUR REGION

Biodiversity:
We have commissioned a service provider to carry out an inventory of the environments and species present in order to draw up a diagnosis and propose the necessary actions.
The survey identified 152 species, including several protected species, but also invasive species. Actions are planned to improve water quality and promote biodiversity.

This approach is part of a commitment to making the site an ecological space, in line with the dynamics of the UNESCO Biosphere Reserve. Through initiatives such as opening the site to the public, the company is demonstrating that industrial activity and respect for the environment can coexist sustainably.

Eco-pasturing:
for the 4th year we have sheep onpart of the site.



Commitment to the UNESCO Biosphere Reserve.

WATCH THE VIDEO

- **Cartonnerie Lacaux:**

  Cartonnerie Lacaux made donations in kind to Secours Populaire, Restos du coeur and other organisations helping people in difficulty (over €8,000).

- **CGW Packaging Group:**

  actively supports sport and strengthens its partnerships with local associations and sports organisations as part of its commitment to solidarity and sustainability.

  - Cartonnerie Gondardennes sponsors the association 'La Wasc Attitude', which organises the annual Wardrecquoises fun run and the Wardrecques youth football team.
  - Cartonnerie Ondaine sponsors the Etoile Sportive de Veauche football club near the site (U7 category).
  - Cartonnerie Lacaux has entered into a sponsorship partnership with the Aixe Basket Club Val de Vienne (donation of €1,000) and is continuing its sponsorship of judoka Adrien Thévenet, three-time French champion in Adapted Para Judo, thanks to advance funding in 2023.

These actions complement the support provided to local sports clubs.

EARMARKED RESOURCES:

General Manager, Human Resources Director, Marketing and Communication Director, Site Directors, Industrial Director, Human Ressources Director.



Cartonnerie Gondardennes Local Sponsorship Initiative.


Cartonnerie Ondaine Local Sponsorship Initiative.



Aerial view of the Ondaine site

CSR AWARDS AND DISTINCTIONS





As part of our commitment to sustainable development and social responsibility, several initiatives led by CGW Packaging have been recognised by independent organisations.

These awards, received in 2024, are testament to the efforts of our teams and our commitment to continuous improvement.

LIST OF AWARDS RECEIVED

'INDUSTRY OF THE FUTURE SHOWCASE' LABEL

- **Organization:**
  Alliance Industrie du Futur (AIF)
- **Category / Reason:**
  Industrial transformation and sustainable innovation
- **Explanation:**
  This label recognises Cartonnerie Gondardennes for its integration of digital and ecological solutions aimed at modernising its production facilities.
  The company stands out in particular for its initiatives in decarbonisation, responsible water management, digitalisation and improvement of working conditions.
  Thanks to these transformations, it embodies a model of a more sustainable and competitive industry that is recognised at national level.

RESPONSIBLE ECONOMY TROPHY ALLIANCES NETWORK

- **Organization:**
  Réseau Alliances
- **Category / Reason:**
  Commitment to a responsible economy
- **Explanation:**
  This award recognises Cartonnerie Gondardennes' ability to combine economic performance with a positive impact on the environment and society. Already a winner in 2015, the company has now seen its long-term commitment to sustainability confirmed by this new distinction, highlighting its efforts in responsible innovation and sustainable development

WATER ECONOMY AWARD – FNCCR

- **Organization:**
  National Federation of Local Authorities and Public Services (FNCCR)

- **Category / Reason:**
  Water-saving approaches in SME
- **Explanation:**
  This trophy rewards the establishment of an innovative system for the collection and recycling of stormwater in the industrial process of the Cartonnerie Gondardennes paper mill.

  Thanks to this project — described as exemplary by the Agence de l'Eau Artois-Picardie — the paper mill consumes 75% less water than a conventional one, saving 140,000 m³ of water each year.

CSR AWARD – NUIT DU PAPIER

- **Organization:**
  Pap'Argus (MP Médias)
- **Category / Reason:**
  Innovation in resource management
- **Explanation:**
  This award recognizes the initiative of Cartonnerie Gondardennes to optimize the use of water resources through a stormwater network fueling directly to the paper mill. This system innovation is fully in line with the environmental impact of the company, reducing the impact on natural resources.

PAPER PERSONALITY OF THE YEAR PAPER NIGHT

- **Organization:**
  Pap'Argus (MP Médias)
- **Category / Reason:**
  Commitment and leadership in the paper industry
- **Explanation:**
  This award was given to Laurent Fischer, CEO, in recognition of his commitment and his vision for sustainable development in the paperboard industry. It reflects the long-standing involvement of Cartonnerie Gondardennes in a more responsible and forward-looking industry.

SILVER MEDAL – ECOVADIS

- **Organization:**
  EcoVadis
- **Category / Reason:**
  Evaluation of CSR performance
- **Explanation:**
  This medal rewards the commitment of Cartonnerie Gondardennes to liability societal. The evaluation covers four key pillars : environment, ethics, social & human rights, and responsible purchasing.
  This recognition highlights continued efforts of the company to integrate sustainable and responsible practices at all levels.





Aerial view of the Gondardennes site

METHODOLOGY

SCOPE OF CONSOLIDATION

Quantitative social data have been consolidated at Group level for the 2023 and 2024 reporting periods.

Quantitative environmental data have been harmonized at Group level.

The environmental impact is measured in terms of energy consumption, greenhouse gas emissions and waste concerns the Wardrecques, Bosmie-l'Aiguille and Andrezieux-Boutheon production sites.

DATA COLLECTION METHOD

Data collection for 2023 and 2024 was organised as follows:

- Identification of the resources needed to collect quantitative and qualitative social, societal and environmental data from each site, in order to optimise data collection.
- Classification of source documents received according to three fields : social, societal and environmental. These documents were then made available to the Independent Third Party. For the construction of this EFPD, data collection was organised with resource persons identified internally: resource persons identified by site to coordinate, when possible, and transmit quantitative and qualitative data for the social, environmental and societal fields.



METHODOLOGICAL SUMMARY TABLE

PILLAR	ISSUE	INDICATOR	ADDITIONAL INFORMATION ON THE INDICATOR	UNIT	PERIMETER	CONSOLIDATION MANAGER
1. OFFERING SUSTAINABLE PRODUCTS	1.1 Designing circulatory products PAGE 18-19	Quantity of recycled paper	Tonnage of recycled paper consumed	Tons	-	-
		Quantity of paper used	Tonnage of paper consumed	Tons	-	-
		% recycled materials in finished products	**-**	**%**	**CGW / LX / OND**	**DAF**
		Production of recyclable corrugated board	Tonnage of recyclable corrugated board	Tons	-	-
		Total corrugated board production	Tonnage of corrugated board produced	Tons	-	-
		% of our finished products' recyclability	**-**	**%**	**CGW / LX / OND**	**Quality Manager**
	1.2 Designing products from local raw materials PAGE 20	Tonnage purchased (VP, starch) within a 250 km radius	Tons of waste paper (WP), starch	Tons	-	-
		Total tonnage purchased (VP, starch)	-	Tons	-	-
		% of our MP* paper mill inputs produced within a 250 km radius	**-**	**%**	**CGW / LX**	**DAF**
	1.3 Offer products with low environmental impact PAGE 21-22	**ISO 22000 certification for the Wardrecques site**	**-**	**Number**	**CGW**	**Quality Manager**
		Number of certified sites	-	-	-	-
		Number of sites concerned	-	-	-	-
		Maintaining FSC® certification	**-**	**Number**	**CGW / LX / OND**	**Quality Manager**
2. COMBATING CLIMATE CHANGE	2.1 Preserving resources PAGE 26-27	M3 of process and cooling water discharged	GEREP statement	m3	-	-
		Tons of paper produced	-	Tons	-	-
		Water discharges	**-**	**M3/T**	**CGW / LX**	**Industrial Manager**
		M3 of water withdrawn	GEREP statement	m3	-	-
		Tons of paper produced	-	Tons	-	-
		Water withdrawal	**-**	**M3/T**	**CGW / LX**	**Industrial Manager**
		Quantity of waste recycled	GEREP statement	Tons	-	-
		Quantity of waste	-	Tons	-	-
		% of final waste	**-**	**%**	**CGW / LX**	**Industrial Manager**
	2.2 Further decarbonisation PAGE 28-29	CO2 emissions	Scope 1 + Scope 2	T.CO2	-	-
		CO2 emissions (scope 1+2)	**-**	**%**	**CGW / LX / OND**	**Industrial Manager**
		Quantity of heat from renewable sources	-	MWh steam	-	-
		Total heat quantity	-	MWh steam	-	-
		% renewable energy to produce heat	**-**	**%**	**CGW / LX / OND**	**Industrial Manager**
	2.3 Developing energy efficiency PAGE 30-31	**Number of 50001 certified sites**	**-**	**Number**	**CGW / LX / OND**	**Quality Manager**
		Primary energy eq. gas	-	MWh eq. gas	-	-
		Paper production (Tons)	-	Tons	-	-
		Primary energy consumption (paper mill)	**-**	**MWh eq. gas / ton**	**CGW / LX**	**Industrial Manager**
		Primary energy eq. gas	-	MWh eq. gas	-	-
		Cardboard production (1000m²)	-	1000 m²	-	-
		Primary energy consumption (cardboard mill)	**-**	**MWh eq. gas / 1000m²**	**CGW / LX / OND**	**Industrial Manager**

FTE = Full Time Employee | PR* = Raw Materials | T = Tonne | CGW = Cartonnerie Gondardennes | LX = Cartonnerie Lacaux | OND = Cartonnerie Ondaine.

OF INDICATORS

PILLAR	ISSUE	INDICATOR	ADDITIONAL INFORMATION ON THE INDICATOR	UNIT	PERIMETER	CONSOLIDATION MANAGER
3. WORKING FOR OUR EMPLOYEES	3.1 Protect health and safety PAGE 34-35	Hours worked	Theoretical hours worked (excluding interims)	Hours	-	-
		Accidents with lost time	Accidents with lost time only (excluding interims)	Accidents	-	-
		Days off work due to accident	-	Working days	-	-
		Lost-time accident frequency rate	**Number of lost-time accidents * 1 000 000 / Number of hours worked**	**%**	**All**	**Safety Manager**
		Lost-time accident severity rate	**Number of days off work * 1000 / Number of hours worked**	**%**	**All**	**Safety Manager**
		Number of shares	-	Number	-	-
		Amounts invested	-	€	-	-
		Reducing drudgery and the risk of accidents	**Number of actions and investments**	**-**	**All**	**General Manager**
	3.2 Improve quality of life at work PAGE 36-37	Quality of life at work survey	-	-	-	-
		Measuring quality of life at work	**-**	**-**	**All**	**Human Resources**
	3.3 Develop skills PAGE 38	Number of employees	-	FTE	-	-
		Number of employees trained	Employees who received at least 1 training course during the year	Employees	-	-
		% of employees trained during the year	**-**	**%**	**All**	**Human Resources**
		Number of hours of in-house training	-	Hours	-	-
		Number of hours of external training	-	Hours	-	-
		Training hours per employee	**-**	**Hours / FTE**	**All**	**Human Resources**
4. WORKING FOR OUR REGIONS	4.1 Responsible purchasing PAGE 42-43	Number of purchases with a positive social and environmental impact	-	Number	-	-
		Number of responsible purchasing actions	**-**	**Number**	**-**	**Purchasing Director or Manager**
	4.2 Passing on our expertise PAGE 44-46	Number of employees on work-study contracts	Apprentices and professional contracts	FTE (including temp agencies)	-	-
		Total workforce	-	FTE (including temp agencies)	-	-
		% of work-study employees	**-**	**%**	**All**	**Human Resources**
	4.3 Supporting our region PAGE 47-48	Number of hours worked by ESATs	-	Hours	-	-
		Number of hours ESAT	**-**	**Hours**	**All**	**Human Resources**
		Number of actions in support of environmental (biodiversity) / local / sponsorship projects...	-	Number	-	-
		Number of social and environmental projects	**-**	**Number**	**All**	**General Manager**

FTE = Full Time Employee | PR* = Raw Materials | T = Tonne | CGW = Cartonnerie Gondardennes | LX = Cartonnerie Lacaux | OND = Cartonnerie Ondaine.
Purchasing Director or Manager*: depending on the site, the Purchasing function is split between the Purchasing Director, the Site Director, the Supply Chain Director and/or the Industrial Director. The term "Purchasing Director or Manager" is therefore intended to be generic.

CGW
PACKAGING

CARTONNERIE
GONDARDENNES
CGW PACKAGING

CARTONNERIE
LACAUX
CGW PACKAGING

CARTONNERIE
ONDAINE
CGW PACKAGING

