

# Sustainability report 2025



02 Editorial

04 Highlights

06 Business model

08 Paprec: facts  
and figures

---

12 Paprec circular  
future model

---

Paprec  
committed  
to the planet

22

---

34 Paprec fostering  
a more cohesive  
society

---

Paprec's  
non-financial  
performance

50

---

# A steadfast commitment to the circular economy



“For over 30 years, Paprec has combined a human-centred approach with industrial excellence to establish itself as a leading player in the drive towards a greener planet and a more cohesive society.”

The Petithuguenin family

**Year after year, Paprec consolidates its position as a leading player in France and Europe** in the waste management and recovery sectors. This is a source of great pride for all the group’s employees, who work every day to decarbonise the economy and preserve natural resources.

**Drawing on its integrated industrial expertise across the entire waste value chain** – from collection to the design, construction and operation of recycling plants and facilities for organic and energy recovery – Paprec develops high-performance waste management solutions tailored to the needs of local areas and its customers, including industrial companies and local authorities.

**Paprec is at the heart of the circular economy.** Waste collection and sorting operations enable the production of new resources, which are reintroduced into industrial production cycles. They contribute directly to reducing greenhouse gas emissions associated with the extraction and manufacture of raw materials derived from fossil resources. The organic recovery of biodegradable waste, meanwhile, enables the production of both new organic materials for soil and crop enrichment, and low-carbon energy, thereby reducing reliance on fossil fuels. Finally, the energy recovery of non-recyclable waste constitutes a responsible solution for the management of final waste. It enables the production of local renewable energy that effectively contributes to the decarbonisation of regions and to strengthening their energy independence.

**The year 2025 was, once again, marked by major industrial successes.** By acquiring a majority stake in the Helvetia Environnement group and establishing the Paprec Swiss Group, Paprec has become the leader in recycling in Switzerland. In Toulouse, the group also commissioned France’s largest sorting centre. At the same time, construction work began on France’s largest biomethanisation plant in Gennevilliers. Finally, this year confirmed Paprec Energies’ position as a key player in the energy recovery market, with the award of major contracts.

**As the second generation of the Petithuguenin family has taken the reins of the company,** Paprec’s family-run nature remains a key asset in confidently planning its future development. True to a long-term vision, the group is equipping itself to invest sustainably in the professional development of its teams and in the implementation of innovative industrial tools to support the ecological transition.

**Since 1994, our values have been the cornerstone of our collective action and have shaped a committed identity dedicated to a greener planet and a more cohesive society.** Paprec is, above all, the story of men and women who, for over 30 years, have embodied the values of diversity and team spirit with conviction. Their commitment and expertise have enabled us to transform what was once a craft-based trade into a cutting-edge technology industry, capable of meeting the major environmental challenges of tomorrow. The group’s success also rests on a bold strategy based on operational excellence, investment in technology and continuous innovation.

# 2025 highlights



## Paprec and its skipper, Yoann Richomme, finish second in the Vendée Globe!

After 65 days of thrilling racing, the skipper of the IMOCA Paprec-Arkéa, Yoann Richomme, finished this tenth edition of the legendary Vendée Globe in second place. This magnificent result exemplifies Paprec's core values, centred on excellence and collective commitment.

Having been involved in the world of ocean racing for over 25 years, Paprec has already set its sights on 2028 with Yoann for the next edition of the Vendée Globe!

## Paprec becomes Switzerland's leading recycling company

The Paprec Group is taking a new step forward in Switzerland in 2025. By acquiring a majority stake in the Helvetia Environnement Group and establishing the Paprec Swiss Group, Paprec has become the leader in waste recycling in Switzerland. With a long-standing presence in six cantons, this acquisition enables the group to expand its regional footprint across 20 sites in Switzerland.



## Work begins on the Gennevilliers biomethanisation plant

The recovery of organic waste is one of the key challenges in the transition to a circular economy. As a major player in waste recovery, Paprec has provided an ambitious solution to this challenge for Syctom, the Île-de-France household waste management authority, to efficiently recover the region's bio-waste. The Group has been selected to design, build and operate a new anaerobic digestion plant in Gennevilliers. Designed to process 50,000 tonnes of food waste per year, the facility will produce 25 GWh of biomethane fed into the networks, equivalent to the annual consumption of 5,000 households. It will also generate 43,000 tonnes of digestate, enabling more than 2,000 hectares of agricultural land to be enriched each year. In September, all the partners – Syctom, Sigeif (the Intercommunal Union for Gas and Electricity in Île-de-France) and Paprec – gathered at the port of Gennevilliers for the laying of the foundation stone of this future facility, which is scheduled to come into service in 2027.



## Inauguration of France's largest sorting centre

In Toulouse, Paprec, France's leading recycling company, has designed and operates the country's largest sorting centre for the Decoset joint authority, which is responsible for managing household waste in the Toulouse region and covers 153 municipalities. With a capacity of 68,000 tonnes, enabling the recycling of waste from one million

residents, this project represents an investment of €53 million. Inaugurated in July, this ultra-modern plant, the largest of its kind, demonstrates the group's ability to offer local authorities the most advanced technologies to optimise waste recycling and recovery.

## New €1,125 million green bond issue

Ten years after its first issue, Paprec carried out a major new financial operation in 2025 by raising €1,125 million through green bonds to continue its development. Intended to finance projects supporting the ecological transition, this fundraising will strengthen the group's industrial network in France and abroad. It will also finance new cutting-edge technologies to improve waste collection, sorting, recycling and recovery, and accelerate the production of green energy.



## Paprec and Vicat, partners in decarbonising the upstream sector

A pioneer in the decarbonisation of the economy and low-carbon energy production, Paprec has been a partner of the French cement manufacturer Vicat for many years. Based in the Bouches-du-Rhône, the ALTèreNATIVE project transforms unsorted waste from Paprec's regional centres into solid recovered fuel (SRF), which replaces the use of coal in cement production. Commissioned in September, it is the largest SRF production plant in France. Through this ambitious project, the group is demonstrating its commitment to working towards the decarbonisation of the economy and strengthening France's energy sovereignty.

## Grupo Paprec named French Company of the Year in Spain

In December, the Official Spanish Chamber of Commerce in France (COCEF) awarded Grupo Paprec the French Company of the Year Award, in recognition of the group's major role in the country's ecological transition. This is a fine tribute to the professionalism and commitment of Paprec's Spanish teams in their work towards a greener planet and a more cohesive society.



## Historic contract wins for Paprec Energies in 2025

The year 2025 confirmed Paprec Energies' position as a leading player in the energy recovery market, with the group securing major contracts. In particular, Paprec secured the largest contract in its history: a €1.3 billion deal spanning 26 years for the design, construction and operation of the future Waste-to-Energy plant (WtE) for SIETREM, a waste management authority based in eastern Paris. Located in Saint-Thibault-des-Vignes, this new facility will be developed whilst ensuring the continued operation of existing lines throughout the construction period (see box on p. 19). This momentum continued at the end of the year with the award of the contract to operate the Salamandre Waste-to-Energy plant, located in Lasse. Sivert de l'Anjou, which provides public waste management services for 205 municipalities and nearly 300,000 residents in the region, has entrusted Paprec with the management of this plant, including works to expand the site to increase its capacity, for a total commitment of €753 million.

# For a greener planet and a more cohesive society

A circular model aimed at conserving resources and decarbonising the economy

## STRENGTHS

### Committed employees

- > 16,409 employees (including temporary workers)
- > 4,101 hires in 2025
- > 94% participation in the Paprec 2025 Social Barometer survey

### Regional network

- > 417 plants or sites

### Sustainable, family-run governance

- > Majority of capital held by the Petithuguenin family

### Responsible finance

- > €3,905 million in green bonds issued since 2015

### Customers committed to a circular economy

- > 70,000 private-sector customers
- > 8,000 local authorities served directly, through public service delegation, or under outsourced management arrangements.

## WASTE GENERATION

### Pre-sorted at source

(e.g.: separate collection of household packaging)

Originating from:  
Households  
The public waste management service (local authorities)  
Economic activities / Private-sector customers  
Producer responsibility organisations

### Mixed waste

(e.g. residual household waste, bulky waste, non-hazardous industrial waste (DIB), etc.)

### Low-carbon energy production

Energy recovery from non-recyclable waste enables the production of low-carbon electricity and heat, which supplies district heating networks as an alternative to fossil fuels.

4 Mt

### Returning waste to the earth

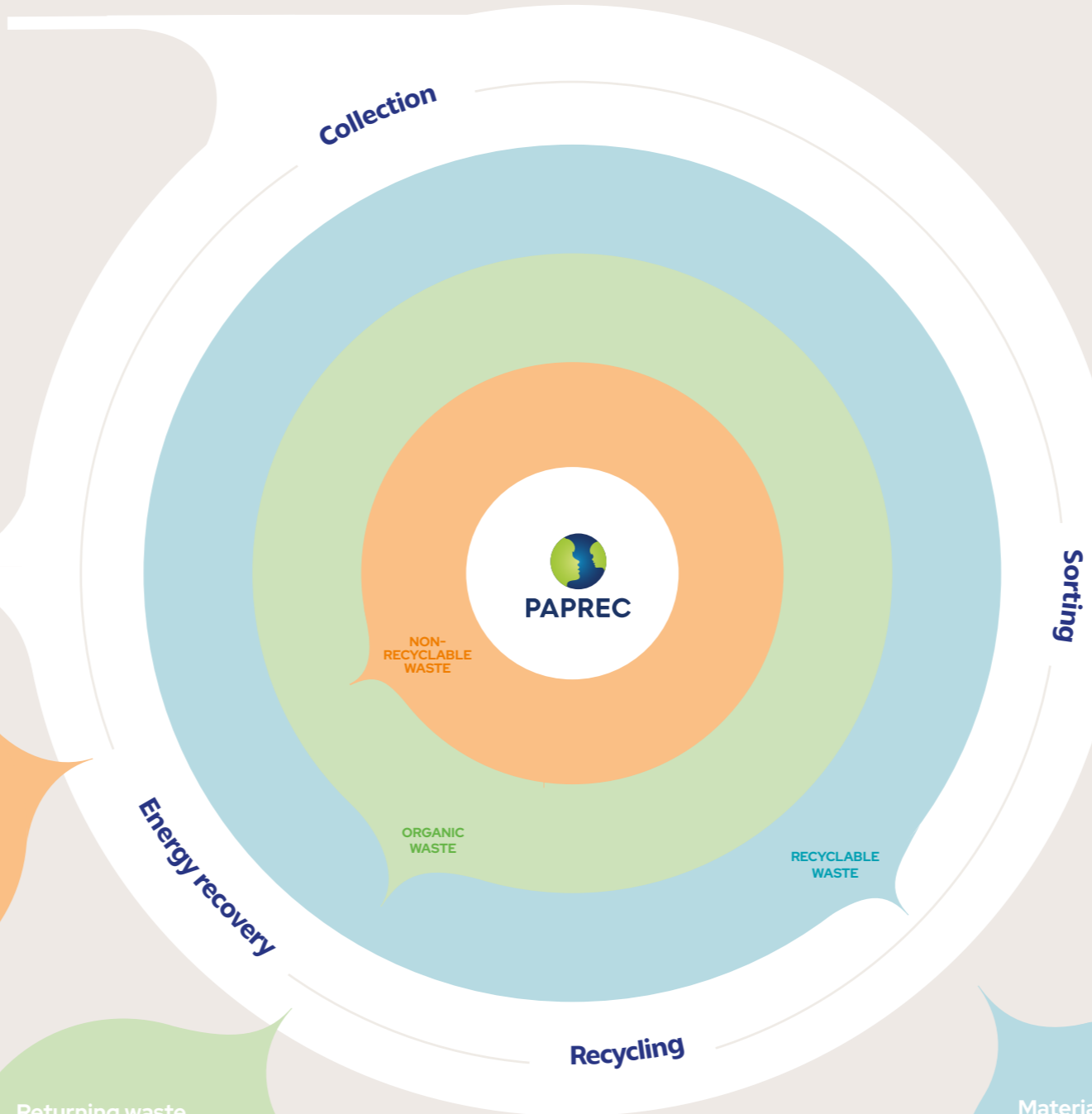
The organic recovery of fermentable waste enables the production of biofertilisers and organic soil improvers for farmers, as well as low-carbon energy fed into the grid.

3 Mt

### Material recovery

The production of recycled raw materials helps to reduce pressure on natural resources and limit the use of fossil fuels. These materials are used by manufacturers such as paper producers, steelmakers and plastics manufacturers.

10 Mt



## VALUE CREATION

### Employees

- > 93/100 Professional equality index
- > Proactive compensation policy
- > €17 million invested in Health and Safety to improve working conditions

### Customer satisfaction

- > 86% renewal rate for local authority contracts
- > 99.4% conversion rate of industrial contracts

### Environmental protection

- > 87.3% recycling and energy recovery rate
- > 6.7 Mt CO<sub>2</sub> avoided
- > 3 TWh of low-carbon energy generated
- > 19 Mt of waste collected, treated and sold

### Industrial excellence and innovation

- > €297,701,000 in total investments
- Continuous innovation

### Local presence

- > 100% sustainable, long-term, non-relocatable jobs
- > 891,983 hours of job integration achieved

### Continuous growth

- > €3.2bn in turnover
- > €554m EBITDA

# Paprec in numbers in 2025

417 sites

16,400 employees

presence in 10 countries

19 Mt of waste collected and treated



87% Recycling and recovery rate

3 TWh of low-carbon energy generated

7 Mt CO<sub>2</sub> emissions avoided

€3.2 bn in turnover

Including:

56% share of turnover from private contracts

€14 bn Order book as of 31/12/2025

Order book as of 31/12/2025

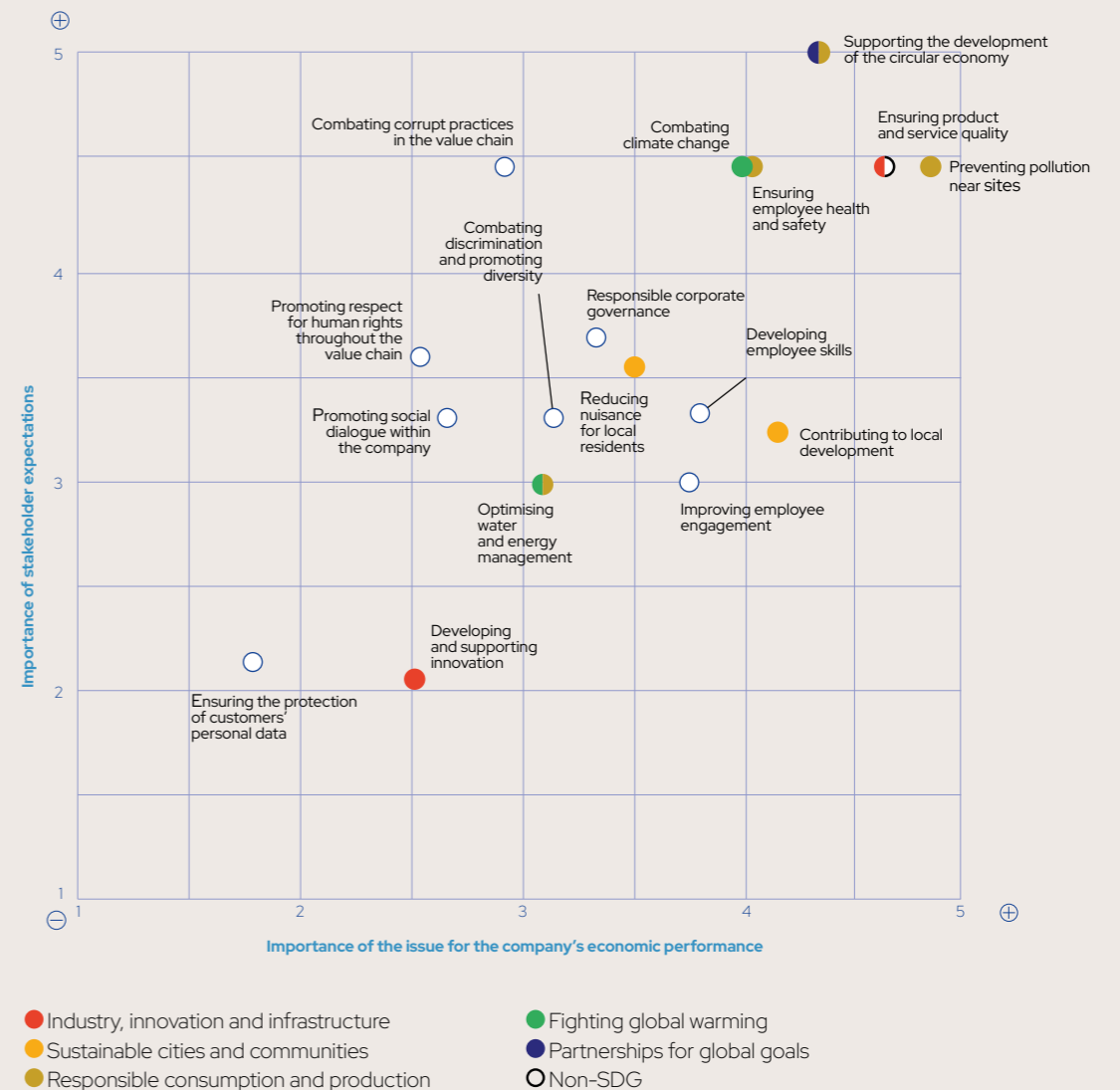
44% share of turnover from local authority contracts

# CSR challenges: an ambitious policy for the planet

Paprec places the expectations of all its stakeholders at the heart of its strategy. By taking them into account, Paprec can identify its most pressing challenges and highlight the group's contribution to the creation of economic, environmental, social and societal value.

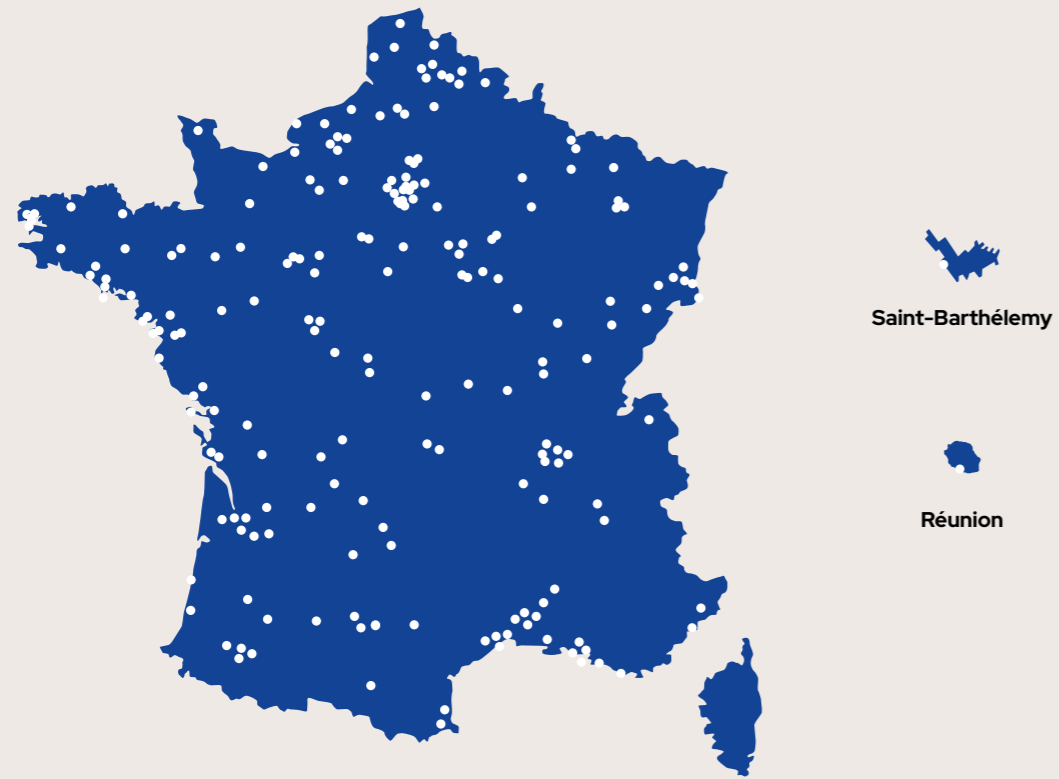
The topics identified for the materiality matrix of CSR issues correspond to the Sustainable Development Goals (SDGs), global challenges identified by the UN to achieve a better and more sustainable future by 2030. Defined by the United Nations, the SDGs provide a roadmap to ensure a more sustainable model for all. This materiality matrix was drawn up following interviews with the group's internal and external stakeholders, and was then supplemented by taking into account the financial risks, the regulatory environment and the reputational risk associated with each issue.

Through its actions, Paprec contributes to a number of the SDGs, in particular the fight against climate change, responsible consumption and production and regional development. These commitments are an integral part of the group's strategy to create long-term value.



<sup>1</sup>The Sustainable Development Goals (SDGs), adopted by the United Nations General Assembly in 2015 as part of the 2030 Agenda, comprise 17 universal goals aimed at ending poverty, protecting the planet and promoting shared prosperity. These goals provide a recognised international framework to guide public policy, corporate strategies and sectoral initiatives in the areas of sustainability and social responsibility. For more information: [UN - SDG](#)

# Paprec in France and abroad



**341**  
sites in France

Including:  
**22**  
WtE plants

**No. 1**  
in recycling in France



Spain

**49**  
sites



Switzerland

**20**  
sites



United Kingdom

**1**  
site



A leading player in waste management in France and Europe

**19 Mt**  
collected and treated

A major international player in low-carbon energy generation

**3 TWh**  
generated

# Paprec model

With expertise spanning the entire waste management value chain – from collection and sorting to the production of recycled raw materials and low-carbon energy – the group is at the heart of the circular economy

# of the future





### Identity card

As France's leading recycling company, Paprec offers innovative solutions for the collection and sorting of waste from local authorities and private-sector customers. From this waste, the group produces recycled raw materials (MPIR) and transforms waste into new resources, thereby contributing to the circular economy. With a long-standing expertise in paper and cardboard recycling, the group's expertise has expanded over the last thirty years to offer high-performance solutions across a wide range of materials. Paprec also benefits from a dense network across France, Spain and Switzerland, enabling it to offer the most suitable solutions for each of its customers.

**No. 1**  
in recycling in France

**10**  
Mt of waste collected and recycled in 2025

### Expertise

Paper – Cardboard – Plastics –  
Separate collection – Wood –  
Furniture waste – Bulky waste –  
Waste Electrical and Electronic  
Equipment (WEEE) – Scrap metal  
– Metals – Industrial waste –  
Construction waste

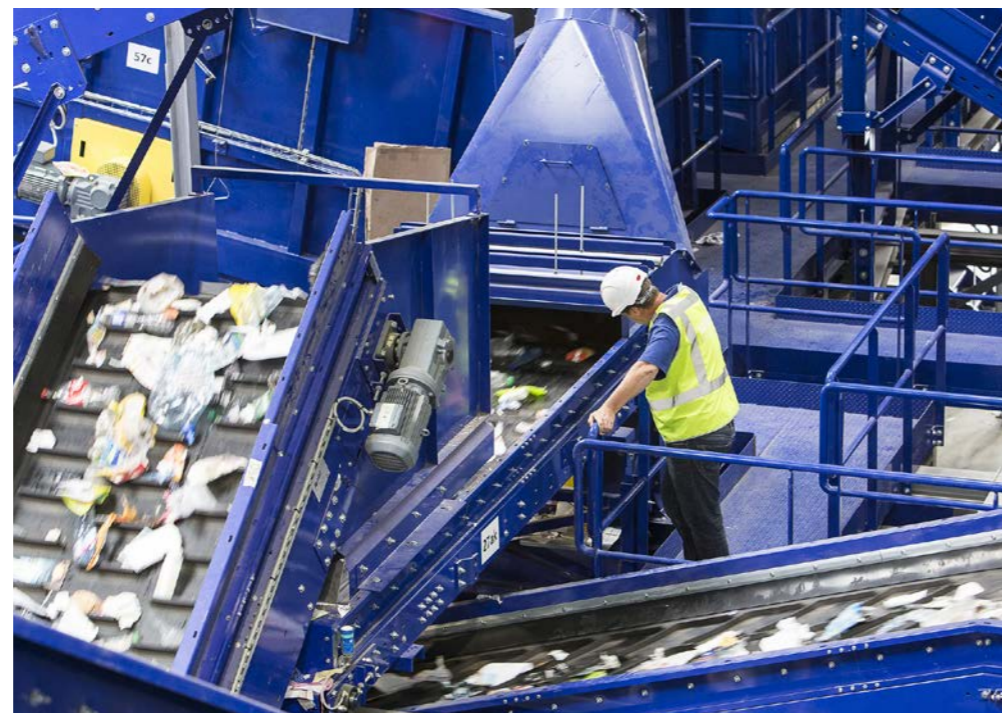
# Recycling, Paprec's historical area of expertise

Material recovery is the group's core business. With over thirty years' expertise in this field, Paprec designs and implements sustainable, high-performance solutions for the collection, sorting and recycling of waste. As the leader in recycling in France, the group handles all types of waste, from both commercial and domestic sources. This enables Paprec to offer the most suitable solutions to its 70,000 private-sector customers and 8,000 local authorities through in-house services, public service concessions or delegated management.

### Significant growth of the Scrap Metal & Metals business

Metal recycling is a major economic, environmental and sovereignty issue. The recovery of these materials makes a significant contribution to reducing CO2 emissions and avoiding the extraction of mineral resources. Against this backdrop, the group is actively investing to streamline its operations and offer its customers high-performance recycling solutions.

Following four years of growth in the scrap and metals sector and eight acquisitions in France and Switzerland, Paprec's Metal division reached a new milestone in 2025 with an acquisition specifically focused on metals. The group is set to integrate Alsarec in France, a specialist in cable and metal recycling based near Mulhouse, whilst Paprec Swiss Group will integrate Multimettal, a recognised player in metal trading and recycling in Switzerland. However, the development of the group's service offering also involves modernising its recycling sites to remain at the cutting edge of performance. In 2025, for example, Paprec invested over €40 million in modernising the Saint-Pierre-des-Corps site.



### Recyclein, Paprec's new digital tool for waste sorting

Paprec is committed to providing its customers with the most effective tools to maximise the recovery of their waste. It is with this in mind that Recyclein was developed, a digital tool designed for the group's industrial customers. Developed by Paprec's Waste Collection Innovation teams, in partnership with Uzer, a company offering digital sorting solutions, the app was rolled out on a large scale in 2025. Recyclein incorporates several key features, such as a sorting guide, the location of collection points, and various educational resources to help people understand the importance of sorting. Recyclein complements Paprec's digital service offering following the launch of Montri, a tool dedicated to local authorities and already used by 2.4 million people in France.

This modernisation programme focused on industrial infrastructure, optimising logistics flows and improving working conditions and safety for staff. It also incorporates enhanced environmental management systems, positioning it among the sector's leading sites.

With around thirty specialist branches in France, 1 million tonnes managed annually and an annual turnover of €500 million, Paprec's Scrap Metal & Metals division is now a key national player in the sector.

### Innovation at the service of recycling

Founded on values of excellence, Paprec relies on innovation to keep its industrial facilities at the cutting edge of technology. It is a key driver for improving recovery rates, recycling new materials and offering the best solutions to our public and private sector customers.

To improve the efficiency of collections, the group offers a range of digital solutions, notably through its Nodus platform, enabling greater responsiveness and traceability of operations, optimising and securing routes, and better detecting sorting errors. Collection lorries are also gradually being automated to streamline collections, reduce operation times and minimise the physical strain of the work.

Within our sorting centres, artificial intelligence is now integrated into the core of our material separation tools, enabling more precise sorting of each waste stream. These systems improve the quality of recovered products by detecting, at an early stage, any anomalies that could affect the quality of the regeneration of new raw materials.

By 2025, Paprec had invested over €272 million in the modernisation and optimisation of its industrial facilities.



### In every material, see the potential to recycle!

In 2025, Paprec launched its first major communication campaign, rolled out across France. Launched in Paris on 18 March, to mark World Recycling Day, this campaign invites everyone to change their perspective on everyday objects and the end-of-life of materials. In particular, it promotes an approach based on the principles of the circular economy, viewing every object as a new resource to be recovered.

**"Our growth is based on a clear strategy: investing in state-of-the-art equipment and expanding our regional presence in order to offer our customers high-quality, bespoke services."**

David Dias, CEO of Paprec's Specialised Business Units



### Identity card

Operating across the entire waste value chain, Paprec offers high-performance solutions for bio-waste management. From collection and unpacking through to recovery as new organic materials and high-quality agricultural bio-fertilisers, compost and digestate, or as green energy (biogas), the group is fully committed to developing the 'back to the earth' cycle. By replacing the production of fossil fuels or synthetic mineral fertilisers, this virtuous recovery method helps to limit greenhouse gas emissions, strengthen regional energy sovereignty and improve soil fertility and carbon sequestration in agricultural land.

3

Mt of biowaste collected and recycled in 2025

166

kt of organic fertilisers produced in 2025

16

composting facilities in 2025

#### Expertise

Bio-waste – Composting – Anaerobic digestion



## Returning waste to the earth

Food waste, whether from households or the food industry, as well as green waste such as wood, and urban and industrial sludge, are all biodegradable. These materials can be managed sustainably through organic recovery, which relies on two main treatment processes: composting or anaerobic digestion. This return-to-the-earth cycle transforms bio-waste into a new organic resource, helping to reduce CO<sub>2</sub> emissions into the atmosphere and improve the fertility of agricultural soils.

Through its Biocollect' service, the group offers bio-waste collection solutions suitable for both densely populated urban areas and rural areas across the country. As the first key stage in the organic recovery process, separate collection ensures the most effective capture of the bio-waste stream.

Once collected, the organic waste is consolidated at the group's sites. However, this bio-waste is frequently mixed with packaging or unwanted items. Paprec therefore offers tailored unpacking solutions to separate the recoverable organic material from other components.

#### Following these various stages, two recovery pathways are possible:

- Composting, through the aerobic fermentation of organic matter. The compost produced is used as an organic soil improver, replacing mineral

fertilisers. It thus helps to reduce the use of fossil fuels required to manufacture these synthetic soil improvers. Above all, it contributes to the sustainable improvement of agricultural soil fertility and to increased carbon storage in the soil.

- Anaerobic digestion, through the anaerobic fermentation of organic matter. This process first produces biomethane. Converted into electricity in combined heat and power plants or fed directly into the electricity network, it replaces the use of fossil fuels such as natural gas. The residue from fermentation, known as digestate, is also a valuable fertiliser used to sustainably nourish crops, replacing the use of synthetic fertilisers.

By 2025, Paprec plans to operate nearly twenty composting and anaerobic digestion platforms, enabling the recovery of over 166,000 tonnes of organic fertilisers. 46 GWh of low-carbon electricity has also been generated through the organic recovery of bio-waste.

#### Paprec Agro, the group's specialist subsidiary in the organic recovery of bio-waste for sustainable agriculture

The Paprec Agro teams in Saint-Paul-La-Roche give green waste a new lease of life, recovering it as various types of compost for agriculture or as biomass to fuel wood-fired boilers. Every year, over 100,000 tonnes of bio-waste are managed by the on-site teams and nearly 50,000 tonnes of compost are sold locally.

A true model of the circular economy, Paprec Agro also demonstrates the potential for more soil-friendly agriculture. For many years, there has been a thorough review of agricultural practices. A former sawmill has been converted into an eco-farm, and two market gardeners are cultivating the adjacent land, formerly industrial wasteland, using organic farming methods, notably utilising the compost produced by the facility. Furthermore, on its wetlands, a herd of Highland cattle and a flock of Cameroon sheep graze under eco-grazing practices.



#### In Chagny, a new sorting line to convert household bio-waste into biomethane

The Chagny sorting, anaerobic digestion and composting plant has been operated by Paprec since 2021. In 2025, it was equipped with a new sorting line, enabling the annual recovery of 73,000 tonnes of bio-waste still present in household waste, in the form of biomethane fed into the networks and standardised organic fertiliser for farmers. Part of the green gas produced is also used directly by neighbouring industrial firms in their production processes.

**"We have developed genuine expertise in the management of organic waste. Every day, our teams support both public and private sector customers, offering them tailored recovery solutions that deliver the highest level of performance."**

Romain Batteux, Managing Director, Paprec Returning Waste to the Earth division



### Identity card

Paprec Energies, a group subsidiary specialising in the energy recovery of non-recyclable waste, possesses unique expertise enabling it to offer innovative solutions to its customers for the management of waste that cannot be recycled.

As the only European player with full control over the design, construction and operation of Waste-to-Energy (WtE) plants, Paprec Energies has established itself as a key player in green energy, firmly committed to the ecological transition and industrial performance.

25

Waste-to-Energy plants operated by Paprec in 2025

3

TWh of low-carbon energy generated in 2025

75

kt of SRF produced in 2025

#### Expertise

Design, Construction and Operation of Waste-to-Energy (WtE) plants – Production of Solid Recovered Fuel (SRF) – SRF-Fired Boiler Plants



# Paprec, a low-carbon energy producer

The energy recovery of non-recyclable waste enables the production of low-carbon, locally generated energy (heat and electricity), which replaces the use of fossil fuels (coal, natural gas and oil). Through its activities, the group thus contributes to the energy transition, the decarbonisation of the economy, and the strengthening of regional energy sovereignty.

The energy produced through the energy recovery of non-recyclable waste generates numerous positive externalities. It can first be used to produce heat, which is supplied to urban and industrial district heating networks (DHNs). The Waste-to-Energy plant operated by Paprec in Cergy, for example, plays a crucial role by supplying over 50% of the energy required by the urban district heating network (RCU) for the conurbation (equivalent to 30,000 units of housing). At the Vitré site, low-carbon heat is used by food processing companies. This carbon-free energy can also be used in agricultural greenhouses.

**“The international geopolitical context highlights the dual benefits of generating energy from waste: responsibly managing non-recyclable waste and developing regional energy self-sufficiency through green, locally sourced energy.”**

Grégory Richet, Deputy CEO of Paprec Energies

For example, the Pontenx plant supplies 80% of the energy required to heat the Grands Lacs greenhouse, which produces 7,000 tonnes of tomatoes per year. Through these numerous projects, the group demonstrates in concrete terms its ability to engage in large-scale industrial ecology projects.

Paprec also possesses the industrial expertise and technical expertise to handle the design, construction and operation Waste-to-Energy plants. Thanks to the specialist teams at Paprec Engineering who support Paprec Energies in these complex operations, the group is able to operate without interrupting waste management services.

### Futura Energies, a specialist subsidiary of Paprec Energies for the sale of electricity generated by the group

At a time when geopolitical and economic uncertainties are impacting fossil fuel prices, and to meet the demands of the ecological transition, green energy generated through waste-to-energy represents a genuine alternative for a sustainable and competitive energy supply. A major player in waste-to-energy, Paprec relies on its subsidiary Futura Energies to manage the sale of electricity generated by the plants operated by the group, as well as on behalf of external partners. Futura Energies is, in fact, the only entity on the French market to generate energy that is 100% derived from the waste-to-energy processing of non-recyclable waste.

As of 2025, Futura Energies manages an electricity portfolio of over 600 GWh, equivalent to the annual consumption of a town with a population of nearly 500,000.

### Paprec’s expertise in Solid Recovered Fuels (SRF)

Non-recyclable waste, which was previously landfilled, can now be channelled into a suitable recovery pathway thanks to the group’s expertise. By supplying energy to industry and local authorities, SRF offers a low-carbon alternative to fossil fuels such as gas or coal. With high energy potential, SRF is used in energy-intensive industrial facilities, such as cement works and steelworks. It therefore contributes to the decarbonisation of the industrial sector and helps limit its environmental impact.

By 2025, nine SRF platforms operated by Paprec in mainland France and the overseas territories will be in operation.



### The Saint-Thibault-des-Vignes Waste-to-Energy plant: the largest contract in the group’s history

Paprec reached a major milestone in 2025 by securing the largest contract in its history: €1.3 billion over 26 years to design, build and operate the new Waste-to-Energy plant for SIETREM, a waste management authority based in eastern Paris, in Saint-Thibault-des-Vignes, whilst ensuring the continued operation of existing lines throughout the duration of the works. This large-scale project, combining innovation, industrial performance and environmental excellence, will strengthen the region’s energy self-sufficiency. As the most ambitious waste-to-energy project signed in France in 2025, this win confirms Paprec Energies’ strategic position in green energy.



### Commissioning of France’s largest SRF platform at the Reunion eco-hub

The Ileva local authority has chosen Paprec Energies to finalise its eco-hub project – the largest waste recovery hub in Reunion and the French overseas territories. This facility will enable the recycling and recovery of 60% of the island’s waste, which was previously landfilled, and cover 10% of its electricity needs through energy recovery. While a state-of-the-art sorting centre was inaugurated there last year, it is now the turn of the SRF production unit to come into service in 2025. As France’s largest production facility, it will produce 150,000 tonnes of SRF per year.



### Identity card

The storage of non-recoverable waste is the final step in the waste treatment hierarchy, which prioritises, in order, prevention, source reduction, reuse, recycling, and energy recovery. Paprec offers sustainable and environmentally friendly solutions for the management of this final waste. Thanks to our innovative capture processes, low-carbon energy production is being scaled up at each of the group's sites, helping to contribute to France's energy independence and the achievement of national targets for reducing greenhouse gas emissions.

## 135

GWh of energy produced by our non-hazardous waste storage facilities in 2025

## 36

non-hazardous waste storage facilities in 2025

### Expertise

Storage of non-recoverable waste  
– Leachate treatment – Electricity generation – Heat production – Biomethane production



# Paprec's expertise in the treatment of non-recyclable final waste

Paprec operates across the entire waste management chain. As such, the group also offers sustainable and innovative solutions for the management of non-recyclable final waste.

Setting an example in the operation of its sites, Paprec ensures that it applies the highest regulatory, environmental and safety standards. As such, the group's non-hazardous waste landfill facilities (ISDND) in France are all certified to the ISO 14001 environmental management standard. They are also all committed to the Oasis Nature biodiversity certification scheme, detailed on page 32. Finally, particular attention is paid to the management of leachate, the liquids produced by the decomposition of waste. These are systematically treated to protect the environment from any risk of soil or water contamination.

Furthermore, the French sites are equipped with high-performance systems for capturing biogas produced by non-recyclable fermentable waste. These facilities also help to generate low-carbon energy (biogas and electricity) fed into the grids, replacing fossil fuels and enabling the maximum recovery of non-recyclable waste.



### New eco-hubs for final waste management

The group's storage centres are evolving into genuine multi-stream eco-hubs dedicated to optimised waste management. The installation of bio-waste unpacking units, such as those in Brive or Montblanc, promotes their recovery. Anaerobic digestion plants, notably in Fresnoy and Nurlu, are also boosting low-carbon energy production. Finally, the installation of SRF preparation units helps reduce reliance on landfill whilst supporting local energy self-sufficiency.



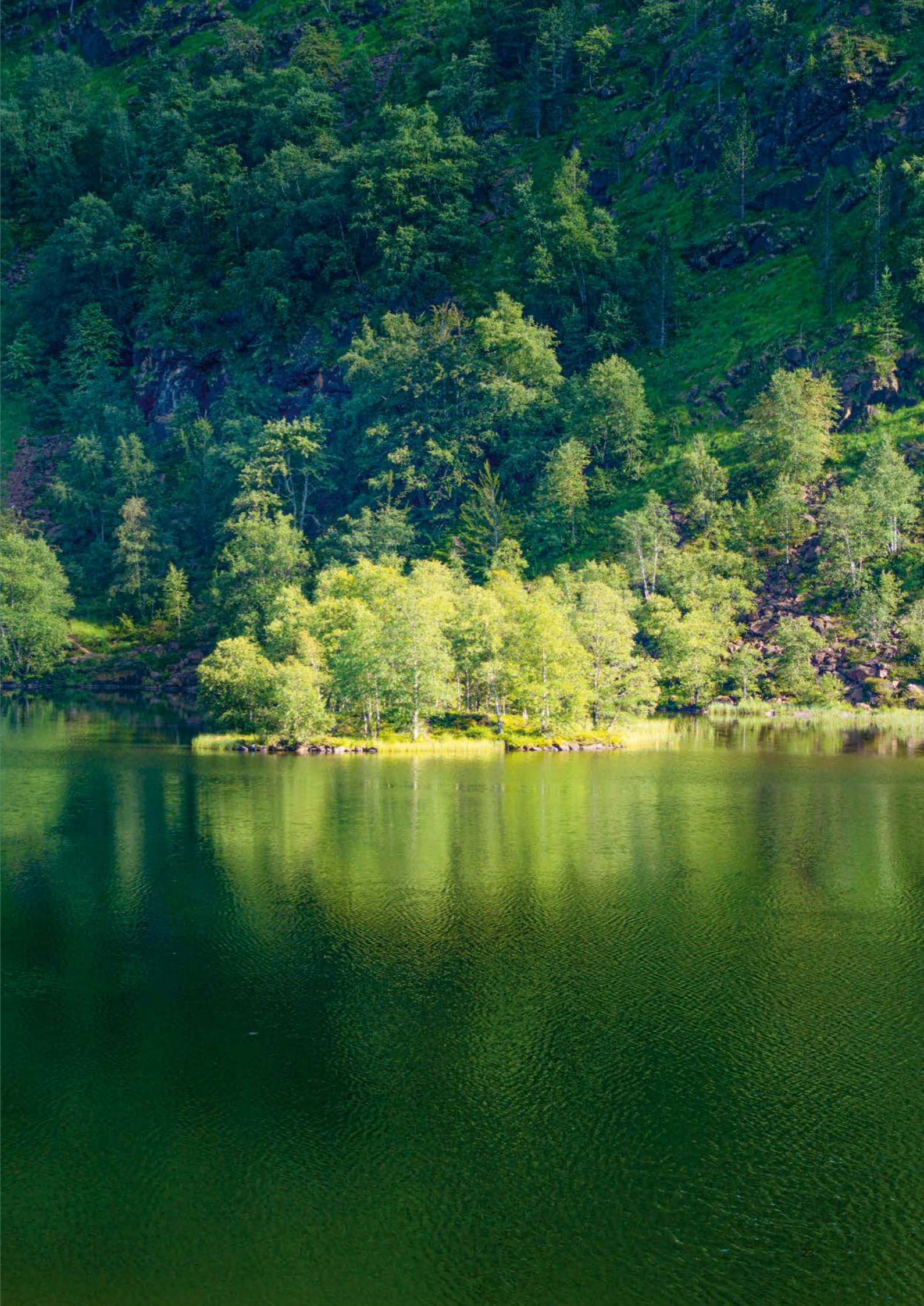
### Floods in Spain: Paprec's assistance praised by the Valencian authorities

In the face of the devastating floods that hit Spain last year, Paprec mobilised its teams and expertise to support local authorities and affected communities. The storage centres operated by the group played a key role, absorbing the volumes of waste generated by the floods. This support was praised by the President of the Valencian Regional Government, Carlos Mazón Guixot, in 2025, who was keen to "express [his] most sincere gratitude for the support and collaboration received".

# Paprec committed

Operating on a circular model,  
the group works every day to create  
a greener planet and is firmly committed  
to combating climate change  
and respecting planetary boundaries

# to the planet



19 Mt

Total tonnage of waste collected, treated and sold

87.3%

Waste recycling and recovery rate

1.9 Mt

CO<sub>2</sub> Emissions generated

6.7 Mt

CO<sub>2</sub> Emissions avoided

# Helping to decarbonise the economy

Paprec is built on a virtuous circular business model, based on waste recovery and the production of new resources. Its material recovery, organic recovery and energy recovery activities contribute to the decarbonisation of the economy and to strengthening energy and industrial sovereignty.

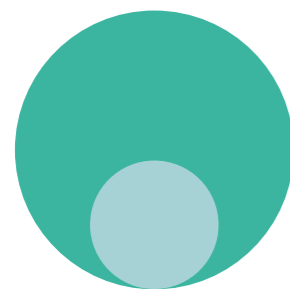
Waste collection and sorting operations enable the production of recycled raw materials (RRMs). These then become new resources, reincorporated into industrial production cycles such as paper manufacturing, steel production and plastics processing. These RRRMs enable a significant reduction in greenhouse gas emissions associated with the extraction and manufacture of raw materials derived from fossil resources. By contributing effectively to the circularity of the economy, the group's activities thus help to reduce environmental pressures on natural resources.

The organic recovery of fermentable waste also contributes to the decarbonisation of the economy. It enables the production, on the one hand, of new organic matter intended for soil and crop enrichment and, on the other hand, of low-carbon energy fed directly into the grids. The compost and digestate resulting from these processes, used as organic fertilisers in agriculture, replace the use of synthetic mineral fertilisers. In this regard, Paprec contributes to the "4 per 1,000" initiative, which emerged from COP21, the UN global climate conference that led to the Paris Agreement and aims to promote carbon storage in soils to combat climate change. The energy produced also helps to limit the use of fossil fuels and effectively contributes to strengthening the energy sovereignty of regions.



## Breakdown of emissions avoided

Total: 6.7 million tonnes of CO<sub>2</sub> avoided



- 5 Mt CO<sub>2</sub>e Emissions avoided through recycling
- 1.7 Mt CO<sub>2</sub>e Emissions avoided through energy recovery



Finally, the energy recovery of non-recyclable waste constitutes a responsible solution for the management of final waste. It enables the production of local low-carbon energy, replacing the use of fossil fuels. In this way, Paprec makes an effective contribution to the decarbonisation of regions and the strengthening of their energy independence.

### Raising awareness: an essential step

Paprec is fully committed to advancing waste management practices towards a circular economy. Convinced that this requires a better understanding of the challenges of recycling and material recovery, the group offers its partners, private-sector customers and local authorities various awareness-raising resources: practical sorting guides, fun educational materials on recycling, educational kits explaining what happens to materials after sorting, visual communication materials, etc.

### Supporting the eco-design approach

Paprec's Circle LAB supports customers in understanding the end-of-life of products and improving their recyclability. Through this bespoke service, the Circle LAB offers brands and packaging manufacturers the opportunity to assess their products' compliance with regulatory requirements regarding recyclability. Several of the group's sorting centres have in fact been certified for the past two years by RecyClass – the leading European body for assessing the recyclability of plastic packaging – and are therefore authorised to certify the sortability of household plastic packaging, thereby contributing to better integration of eco-design principles right from the product design phase.



### Promoting the reuse and recycling of waste electrical and electronic equipment (WEEE)

Through its subsidiary REPACK 3E, based in Sarcelles, Paprec develops innovative solutions for the reconditioning of electrical and electronic equipment, with a view to extending its lifespan and reducing its environmental impact. It offers bespoke services, carried out by specialist technicians, including the repair of faulty components, data security and performance testing before the equipment is returned to circulation.



**CSR roadmaps to structure the group's actions across its value chain**

Aware that part of the group's carbon footprint lies along its value chain, Paprec has established roadmaps aimed at better controlling, managing and reducing its impacts both upstream and downstream. The group's Responsible Purchasing Roadmap addresses these challenges by structuring sustainable purchasing practices, notably through the systematic integration of CSR criteria into purchasing decisions and the establishment of more responsible supplier relationships. In parallel, the Responsible Digital Roadmap aims to measure, manage and reduce the environmental footprint of the group's IT systems. By addressing infrastructure, equipment and usage patterns, it mobilises Paprec's teams and digital service providers around more efficient and sustainable practices.



# Managing the carbon footprint

Operating across the three recycling loops (material, organic and energy), Paprec contributes directly through its activities to conserving natural resources and limiting carbon emissions, thereby helping to decarbonise the economy and combat climate change.

However, waste management, like any activity, generates greenhouse gas (GHG) emissions, particularly during collection, sorting and other stages. Aware of this challenge, Paprec has been committed for several years to reducing the carbon footprint of its operations.

**Reducing transport-related emissions**

The majority of GHG emissions linked to the group's material recovery activities stem from waste collection and transport operations. Faced with this major challenge, Paprec is rolling out ambitious initiatives to reduce its impact and manage its carbon footprint.

In partnership with its customers, the group is focusing in particular on transforming its vehicle fleet. By 2025, 90% of the group's lorries will comply with EURO 5 or EURO 6 standards. The electrification of vehicles and the use of alternative fuels, such as Oléo 100, a plant-based biodiesel sourced from responsible supply chains, which reduces the carbon footprint of transport by 60% compared to diesel engines, are also central to the group's fleet renewal strategy. Paprec in Switzerland is therefore operating the country's first fleet of electric household waste collection lorries this year, deployed across several cantons, notably in Geneva and Vaud. Following on from Spain, where the group has operated the country's largest waste collection market since 2024 with over 70% of vehicles being electric, Paprec is consolidating its position as a leader in low-carbon mobility, illustrating the group's daily commitment to a greener planet.

At the same time, Paprec is expanding its use of river transport, which produces up to five times fewer CO<sub>2</sub> emissions than road transport. In 2025, for example, the group carried out, via its subsidiary SLR Environnement, a long-standing recycling company in the Lyon region,

its first river and sea shipment of 1,400 tonnes of sorted metal from Lyon to Spanish customers.

**Innovation for greater energy efficiency**

Paprec relies on innovation and the continuous optimisation of its industrial processes to limit its environmental impact. Material sorting, recycling and recovery operations are regularly reviewed to maximise efficiency whilst limiting GHG emissions. The energy efficiency of the group's facilities is also enhanced through the deployment of state-of-the-art equipment, which enables the optimisation of energy consumption. At the Trivalo site in Guichainville, the implementation of an energy-saving programme has improved the performance of the facilities whilst reducing electricity consumption by 25%, illustrating Paprec's concrete commitment to the energy transition.

**An innovative CO<sub>2</sub> capture process to reduce the carbon footprint of energy recovery**

Paprec is committed, in partnership with its customers, to decarbonising regions by offering innovative processes for capturing CO<sub>2</sub> emitted at the Waste-to-Energy sites operated by the group. A first in France's industrial sector, a modernisation project for the Pontivy plant, carried out in partnership with SITTOM-Mi, the intermunicipal authority for the transfer and treatment of household waste in Morbihan, will incorporate this new process. It will enable the capture of up to 12,000 tonnes of CO<sub>2</sub> per year, which will be utilised locally by agri-food manufacturers or injected into market gardens to improve the agricultural productivity of farms in Brittany.

**"Water transport is a major opportunity, with proven environmental and economic benefits. Wherever we can reasonably do so, we choose to integrate water transport into our logistics chains and thus combine all modes of transport in the most efficient way possible."**

Sébastien Petithuguenin, CEO of Paprec

**15%**  
Proportion of vehicles acquired by the group in 2025 powered by electricity

**262 kt**  
of waste transported by road river and sea in 2025





**Paprec Trivalo 27 in Guichainville, a model sorting centre**

One of the group's newest sorting centres and equipped with the most advanced technologies, Paprec Trivalo 27 handles the sorted waste collection from 700,000 residents in the Normandy region, amounting to 42,000 tonnes of waste per year. In just two years, the plant has become the first in the group to achieve quadruple certification (ISO 9001/14001/45001/50001), demonstrating the operational teams' commitment to achieving the highest standards of performance and safety.



**The internal QSEE audit: a collective commitment to excellence**

At the heart of Paprec's drive for excellence in its QSEE policy, internal QSEE auditors play a crucial role. As true partners to teams on the ground, they help identify risks, optimise processes and improve the group's overall performance.

**€20 million**  
dedicated to environmental protection

# Sustainably controlling our environmental impact

The group has an ambitious Quality, Safety, Environment and Energy (QSEE) policy, reflecting Paprec's ongoing commitment to the sustainable performance of its industrial activities.

The performance of the group's management system relies on the expertise and daily commitment of the QSEE teams, who ensure its effective implementation in France and internationally. This framework is further strengthened by a network of internal QSEE auditors spread across the country, whose analyses and recommendations help to enhance the effectiveness of practices.

The ISO standards provide a structural framework enabling the group to strengthen, through methodical management, the continuous improvement of its performance. This year, Paprec successfully renewed its triple certification to ISO 9001 (quality management), ISO 14001 (environmental management) and ISO 45001 (occupational health and safety), demonstrating the effectiveness of the group's QSEE management systems. In 2025, 14 new certifications were also awarded to various Group sites. In total, 240 sites are certified, representing 92% of all sites.



**Fire risk management**

Fire risk management is a major challenge for the waste management sector in France and Europe. It has been a priority for Paprec for many years, to ensure the safety of its employees, its facilities and the environment. As such, the group has implemented a rigorous and proactive fire safety policy based on three pillars:

1. Prevention procedures: ongoing training for employees on fire risks and evacuation procedures, regular inspections and maintenance of facilities to ensure they comply with safety standards, frequent drills for all staff, etc.
2. Detection procedures: Paprec uses advanced fire detection systems. These are tested regularly to ensure their reliability.
3. Protection procedures (such as fire walls) and fire response procedures (such as sprinkler systems, for example). This policy is frequently updated to reflect best practice and remain compliant with current regulations.

Furthermore, Paprec works closely with local emergency services to ensure they are fully familiar with the facilities, internal operational plans and evacuation procedures. Joint drills are also regularly organised to strengthen coordination.

During 2025, the group recorded nearly 450 fire incidents across its various facilities. Thanks to the prevention measures and detection systems in place, 90% of these incidents were brought under control internally without the need to call on the emergency and fire services. Regular drills and ongoing staff training have also helped to reduce response times and improve the effectiveness of interventions.

**€26.5 million**  
invested in fire prevention  
in 2025

**"As fire risk is inherent to our profession, our ongoing objective is to minimise and eliminate it. To this end, the group has invested over €40 million since 2016 to improve its capabilities for preventing and combating this scourge."**

**Claire Boursinhac,**  
General Secretary of Paprec

# Water: a key challenge in adapting to climate change

Water is a resource that is particularly vulnerable to the effects of climate change. Essential for health, ecosystems and economic activities, it is a precious resource that must be protected and conserved. Aware of these challenges, Paprec is implementing sustainable water management initiatives aimed at preserving the resource and optimising its use at its industrial sites.

## Reducing water consumption and limiting waste

The group's primary focus is on reducing water consumption through the deployment of technologies designed to optimise usage and limit waste. Numerous initiatives are being implemented to reduce water withdrawal for drinking purposes. At several sites, Paprec has installed storage tanks and systems for collecting and treating run-off water. These volumes are reused for non-potable purposes, such as reserves for firefighting or vehicle cleaning, helping to preserve drinking water resources.

## Development of closed-loop water reuse systems

Paprec is also deploying closed-loop water recovery and reuse systems at its industrial sites. This approach is notably implemented at the group's plastic recycling plants, such as the one in Chalon-sur-Saône. As part of a site modernisation project, an investment of €1.8 million enabled, amongst other things, the installation of a closed-loop system for reusing process water. This system supplies the plastic washing lines by reusing almost all of the same water, with the small volumes discharged being offset by the addition of rainwater stored on-site. Thanks to these improvements, the plant now processes three times as much plastic waste whilst discharging 40% less water. The site now aims to eventually rely exclusively on rainwater for its water supply.

Through its Act4nature 2025–2027 commitments (see pp. 32–33), Paprec intends to prioritise water reuse and closed-loop treatment and aims to equip 100% of eligible sites with a closed-loop water reuse system by 2027.

**“Our ongoing commitment to sustainable resource management, combining environmental protection with responsible water use, helps to reduce our environmental impact.”**

**Claire Boursinhac,**  
General Secretary of Paprec



## **Saving water in energy recovery operations**

To reduce water consumption in the energy recovery processes for non-recyclable waste, Paprec is investing in more efficient and high-performance infrastructure. In this regard, almost all of the group's Waste-to-Energy plants are equipped with dry flue gas treatment processes, replacing wet processes. At the Waste-to-Energy facility in Cergy operated by the group, recent works including the installation of a dry flue gas treatment system have reduced the site's water consumption by 80%, whilst improving its technical and environmental performance.



## **The Saint-Barthélemy Waste-to-Energy plant contributes to water desalination**

Operated by Paprec Energies, the Saint-Barthélemy Waste-to-Energy plant supplies nearly a third of the energy required by the island's seawater desalination plant. This facility thus addresses a crucial challenge in a region lacking natural drinking water resources and highly exposed to climatic hazards. By combining local waste management with the production of energy essential for access to drinking water, Paprec Energies offers an integrated and resilient model for waste management in island environments.

“The renewal of Paprec’s Act4nature commitments in support of biodiversity is fully in line with the group’s ambition to act for a greener planet. Through our 2025–2027 action plan, we reaffirm our commitment to making the preservation of nature and biodiversity a key pillar of Paprec’s sustainable development policy.”

Mathieu Petithuguenin,  
Chairman and CEO of Paprec



## Protecting biodiversity



### Biodiversity best practices at our sites

At a significant number of the group’s sites, the implementation of the Oasis Nature initiative has highlighted the best practices developed by the teams: areas left to evolve naturally, late mowing, the presence of micro-habitats (shrubs, stumps, stones), the development of hedgerows, eco-grazing, bird and bat boxes, ponds, the creation of vegetable gardens, etc. Some sites are also developing educational trails to raise awareness among local residents, schoolchildren and visitors to their region.

The loss of biodiversity is one of the major challenges facing the preservation of the environment and living organisms. Climate change and human activities have serious consequences for biodiversity. As an industrial player based at the heart of the region, Paprec is deeply affected by this issue.

By its very nature, the group’s business model, based on the circular economy, helps to preserve natural resources and combat climate change by transforming waste into new raw materials and low-carbon energy. By limiting the use of virgin resources and fossil fuels, Paprec’s activities also help to reduce greenhouse gas emissions and the pressure on ecosystems.

This ambition is directly reflected at the group’s sites and in our operations. Paprec thus places the preservation of biodiversity at the heart of its site management. Since 2020, Paprec has been a partner of the Humanité & Biodiversité<sup>2</sup> association, which supports us in continuing

<sup>2</sup> Humanité & Biodiversité, a recognised public interest organisation, works to protect living organisms and integrate biodiversity issues into human activities, notably through its Oasis Nature programme. Find out more: [Humanité & Biodiversité](#)

and accelerating the certification of the group’s sites as Oasis Nature. This initiative aims to establish genuine biodiversity conservation zones on the sites, fostering a harmonious coexistence between industrial activity and the development of flora and fauna. This programme promotes the development of biodiversity and local ecosystems at the group’s facilities, whilst also engaging employees and local residents in biodiversity issues.

By 2025, nearly 20% of the group’s eligible sites in France will be participating in the initiative and registered with Oasis Nature. Paprec has set itself the target of having 50% of its sites certified by 2027.

### Renewal of Paprec’s commitments to biodiversity in 2025, through the Act4nature initiative

In 2018, Paprec established its first commitments regarding biodiversity by becoming a signatory to Act4nature International. This cross-company initiative, of which we are a member, launched by the French association Entreprises pour l’Environnement (EpE), brings together major French companies committed to the environment. It aims to mobilise companies to integrate nature conservation into their strategies and activities in order to create a genuine collective momentum to protect, enhance and restore biodiversity.

In 2025, the group is making new commitments and renewing its participation in Act4nature. Paprec is rallying around new commitments, organised into four strategic priorities:

1. Placing biodiversity at the heart of the group’s environmental excellence.
2. Better engaging our employees on the issue of biodiversity.
3. Engaging our stakeholders (customers, suppliers and other partners) in the challenge of biodiversity.
4. Strengthening knowledge around biodiversity.

Ambitious actions are planned: rolling out the zero-pesticide approach, greening spaces, monitoring invasive alien species, raising internal awareness, updating the responsible purchasing policy, improving water management... These new ambitious objectives cover a broader scope of action, aiming to address various areas, from the group’s projects to its value chain.



“Our visits to Paprec sites enable us to highlight the best practices already implemented by site operators, who are committed to promoting biodiversity, and to recommend further avenues for improvement.”

Bastien Sart-Serrigny,  
Oasis Nature Project Manager  
at Humanité & Biodiversité



### Biodiversity: a collective challenge

Since biodiversity issues affect a wide range of stakeholders, Paprec is involved in various initiatives with organisations such as Entreprises pour l’Environnement and Orée, a leading multi-stakeholder association that mobilises businesses, local authorities and institutions to place biodiversity at the heart of economic and regional strategies. These partnerships help to stimulate discussion, contribute to dialogue and share best practices.

# Paprec fostering

Committed since its inception to diversity,  
secularism and equal opportunities,  
the group is convinced that a company's  
true wealth lies above all in its people

# a more cohesive society



# Ensuring health and safety in the workplace

## The group's 10 Golden Safety Rules

-  **Rule 1:**  
Wear PPE
-  **Rule 2:**  
Pay attention to traffic on the site
-  **Rule 3:**  
Lock-out or ensure lock-out before starting work
-  **Rule 4:**  
Make sure work at height is performed safely
-  **Rule 5:**  
Pay attention to machine-related risks
-  **Rule 6:**  
Look after my own safety and that of others
-  **Rule 7:**  
Comply with the three support points
-  **Rule 8:**  
Lead by example when it comes to safety
-  **Rule 9:**  
Manage my outside contractors
-  **Rule 10:**  
Welcome and support new arrivals

Personal safety is one of the cornerstones of Paprec's excellence. Indeed, the group's ambition to become a leader across all waste management sectors necessarily relies on overall performance, of which Health & Safety is, more than ever, an essential component. As such, all Paprec teams have been collectively committed to improving safety for many years.

Safety is an approach that is both individual, through adherence to guidelines, and collective, through concern for others and the ability to intervene in a supportive manner to stop situations judged to be risky; it is a value deeply embedded in the group's DNA.

The year 2025 marked a significant milestone in achieving Paprec's Health & Safety performance targets, characterised by a clear objective: Zero serious accidents. To revitalise the safety policy, efforts were therefore focused on several key areas.

1. Management fundamentals and routines were consolidated to further develop best practices and collective innovation in safety.
2. Requirements regarding the wearing of PPE were strengthened, with the introduction of a mandatory helmet policy to better protect employees.
3. Previously initiated projects concerning machine compliance checks and lockout/tagout procedures were successfully completed.
4. Multi-tasking management was selected as the annual theme to take prevention to the next level. A structured plan was defined for each plant, leading to the implementation of concrete measures tailored to each site.

**€17 million**  
invested in Health & Safety in 2025

"Safety is our top priority. In this area, as in our core business, we strive for excellence. Everyone must follow the guidelines and remain vigilant, for their own safety and that of their colleagues."

Mathieu and Sébastien Petithuguenin,  
CEO of Paprec



# An exemplary recruitment and induction policy

In 2025, with more than 1,500 new employees having joined us, Paprec pursued an active recruitment policy, in line with the group's growth momentum and the continuous raising of its operational standards. It is not simply a matter of meeting the required recruitment targets, but also, and above all, of ensuring the quality, diversity and sustainability of the skills brought to Paprec. To this end, our initiatives highlight our business lines and the appeal of our industrial environments.

## Induction programmes tailored to each profile

The group pays particular attention to developing induction programmes tailored to the variety of profiles we welcome each year. Onboarding is indeed a key feature of the Paprec experience. The individual onboarding programme, delivered on the ground and alongside experienced teams, enables every new recruit to immerse themselves in the group's corporate culture, founded on commitment, team spirit and operational excellence. This system strengthens our cohesion and the detailed understanding that everyone has of the company. It is a valuable asset in a context of growth and the regular integration of new entities.

Paprec naturally pays particular attention to the integration of employees whose entity joins the group, such as the 200 employees of Les Recycleurs Bretons in 2025. The same applies to employees joining the group following the award of new contracts, such as the household waste collection contracts for Sarcelles, Les Sables-d'Olonne, Longwy, Montpellier and Marmande in 2025, for example.

## Paprec committed to youth employment

The group remains committed to youth employment. As a result, more than 200 work-study students join the teams each year, and over 40% of them are subsequently offered permanent roles. The Graduate Program now plays a strategic role in supporting young graduates. Designed to accelerate the assumption of responsibility and encourage geographical and functional mobility, it enables around ten young graduates to join the group each year. For the first time in 2025, one of these young people added an international dimension to her career at Paprec by undertaking an assignment in Spain before moving to Switzerland. This sends a strong signal of the international direction the group is taking in its development.

Paprec is also stepping up its efforts in skills identified as critical to industrial performance: maintenance, electromechanics and plant operation. This is reflected in strengthened partnerships with educational institutions, as well as the expansion of internal mobility opportunities, supported by training pathways designed to meet the group's needs in these key areas of expertise.



## The Graduate Program

Paprec's Graduate Program is a two-year scheme enabling recent graduates to undertake three eight-month assignments in different roles and regions within the group, before choosing the position they will subsequently occupy.

"My Graduate Program allowed me to discover several sites and take on responsibilities quickly. My third assignment took place in Spain, at the GBI subsidiary in Vall d'Alba (Valencia): this immersive experience confirmed my desire to develop my career internationally. I am now continuing the Paprec adventure in Switzerland, with the same energy."

Solène, a graduate of the École des Mines de Saint-Étienne, 2<sup>nd</sup> cohort of Paprec's Graduate Program

212

work-study students recruited in 2025, including 42% hired at the end of their work-study program

“We ensure we implement practical training and skills development schemes, rooted in our business activities. Everyone must be able to fully take ownership of them.”

Stéphane Gérard, Human Resources Manager at Paprec

# Supporting career paths and skills development

In 2025, Paprec is significantly strengthening its training programmes to support the development of teams' skills, uphold operational excellence and meet the growing demands of safety, innovation and compliance.

## Safety, the group's top priority

Safety remains the group's top priority. This year, an enhanced programme in partnership with APAVE, a leading provider of technical risk management and professional safety training, specialising in energy isolation and lockout, is being rolled out across all sorting centres. This module, along with in-depth training on fire prevention and firefighting, aims to significantly reduce incidents and standardise safety standards. These initiatives complement existing training programmes and help to embed the right reflexes for the long term, particularly in the most sensitive operational environments.

## Career development

Beyond safety, Paprec is investing in key vocational pathways. Training programmes for industrial vehicle mechanics and maintenance technicians, for example, now serve as genuine springboards for internal promotion. They enable the company to offer career progression to employees, whilst specifically supporting skills that are in high demand in the labour market.

2,000

employees trained in anti-corruption compliance rules

€5.3 million

Budget allocated to training



## Ethics and Compliance

The Compliance training programme, rolled out in 2024, continues in 2025 with a new online session attended by over 2,000 employees and a reinforced programme aimed at 500 staff members considered to be most at risk in their roles. This programme delves deeper into ethics, anti-corruption, whistleblowing and transparency, in line with applicable regulations.

## Social Barometer 2025

In 2025, the latest edition of the Social Barometer once again gauged the views of the group's employees through a major survey, to which 94% of them responded. A further increase in participation compared with previous editions confirms the value of the initiative and the relevance of the results recorded. The positive response rate rose by two points (81%) and all areas surveyed showed improvement, particularly regarding safety (91% of employees feel they work in a safe environment) and compliance (87%), where the actions implemented by the group are clearly understood by employees.

94 %

participation rate in the Group Social Barometer 2025

83 %

of employees feel they have developed their skills thanks to Paprec

93/100  
group Workplace Gender Equality  
Index 2025

## Diversity and workplace gender equality

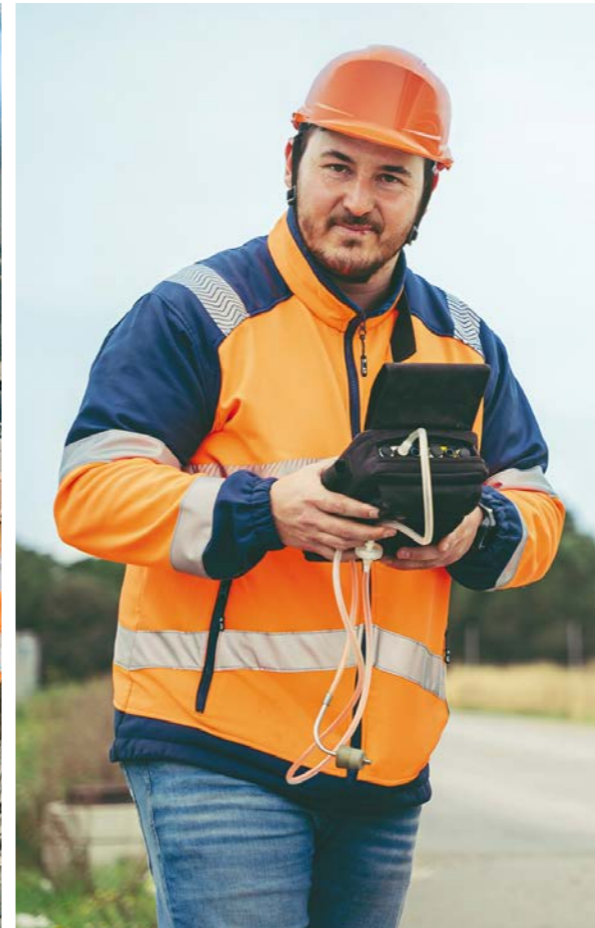
Diversity is one of the historical cornerstones of Paprec's culture. The group has always made inclusion, gender diversity and respect for individuality a driver of human and operational performance. These values have, moreover, been enshrined for over ten years in the group's Diversity and Secularism Charter. Thus, the ability of teams to collaborate in diverse environments, integrate new entities and understand different local contexts is a major asset in supporting Paprec's growth, including outside France. The group's ambition is to help build a more cohesive society, where every individual is recognised for their talents and enjoys working with their colleagues.

### Paprec's Workplace Gender Equality Index

Paprec maintains high standards in monitoring its key indicators: pay gaps, promotion rates, salary progression, gender balance in recruitment, etc. The group's 2025 Workplace Gender Equality Index stands at 93/100, confirming the momentum built up over several years and the effectiveness of the actions taken.

### The Castors d'Or ceremony, celebrating the success and professional and personal qualities of the group's employees

Diversity of roles and career paths is also celebrated through the Castors d'Or, an iconic ceremony that annually recognises inspiring individuals with remarkable career trajectories and commitment. It helps to strengthen a sense of pride in belonging and highlights the diversity of profiles that make up the group.



"The diversity of profiles within the group reflects the reality of our teams and fuels our collective performance."

Stéphane Gérard, Human Resources Manager at Paprec



### The Diversity and Secularism Charter

The group adopted its Diversity and Secularism Charter over ten years ago. It forms the cornerstone of its commitment to respect, social cohesion and teamwork. By balancing individual freedom, mutual respect and the requirements for the smooth running of the business, the Diversity and Secularism Charter makes a significant contribution to promoting diversity and ensures equal treatment for all employees. A pioneer in this field, Paprec continues to work every day towards a more cohesive society.

“Le Petit Plus stands out as a responsible organisation, where inclusion is a core part of our purpose. The 2025 results confirm the strength of our model. There are now over 100 employees, more than 60% of whom have disabilities, who contribute every day to the smooth running of the company.”

Hugo Martinelli, Manager of Le Petit Plus



**The Cydec waste management eco-hub awarded the “Empl’itude” label in 2025**

The Cydec waste management eco-hub, operated by Paprec, was awarded the “Empl’itude” label by AFNOR this year. This leading distinction in the field of corporate social responsibility recognises initiatives promoting professional integration and skills development for companies that, through their activities, facilitate the return to work of people who are marginalised from the labour market. Receiving this label demonstrates the importance of Paprec’s local roots, as a committed partner of the Cergy-Pontoise Urban Community in building a more inclusive professional future. An action plan is already underway to strengthen and expand these initiatives over the next three years.



**891,983**  
hours of work placement  
completed in 2025

## Paprec committed to equal opportunities

Since its inception, Paprec has made equal opportunities a cornerstone of its commitment to a more cohesive society. The group takes concrete action to promote access to employment and the professional integration of people who are marginalised from the labour market, particularly those with disabilities.

This ambition has resulted in the strengthening of support schemes, notably through the development of adapted roles within the waste collection and sorting sectors of the services industry. In 2019, Paprec acquired the adapted enterprise Le Petit Plus, where over 60% of staff have disabilities. The teams there hold adapted roles and benefit from regular training, personalised support and genuine prospects for internal career progression. In 2025, Le Petit Plus strengthened its position as market leader in waste collection for bank branch networks by securing the Société Générale network. In total, the company now handles waste collection for over 1,400 branches in the Île-de-France region.

These initiatives enable everyone to develop their skills and independence, whilst being part of a competitive and sustainable economic activity. Paprec’s objective is to support each employee in developing their self-confidence, independence and ability to take on responsibilities.

For several years, Paprec has also been developing strategic partnerships with numerous players in the social and solidarity economy. This collaboration strengthens the group’s ability to promote access to employment and the professional inclusion of people with disabilities or those on integration pathways, across the whole of France.

“Art amplifies themes specific to the company, such as its commitment to the environment, the circular economy, innovation, and also a spirit of openness.”

Isabelle Bernini, Head of Artistic Patronage at Paprec

## Patronage and philanthropy

Since its inception, Paprec has worked towards a more cohesive society and has made a long-term commitment to culture and contemporary creation.

Since 2010, the group has been the principal patron of the Paris National Opera Ballet, an emblematic commitment which it complements with skills-based sponsorship in support of this major institution of French culture. At the same time, Paprec supports numerous charities. For the past year, the group has been particularly proud to support Magie à l’hôpital, whose mission is to bring a smile back to hospitalised children and their families. In 2025, Paprec played a key role in launching a “Magi’Bus” tour of France designed to raise awareness of the charity, collect donations and, of course, offer hospitalised children a chance to escape their daily routine. At each stop, Group employees were on hand to share these moments with the children.

As a key player in the ecological transition, Paprec has also been supporting leading environmental organisations, such as France Nature Environnement since 2018 and Humanité & Biodiversité since 2020.

### Artistic patronage as a vehicle for Paprec’s values

Driven by cultural philanthropic values, Paprec regularly contributes to the creation of monumental works made from recycled materials. In partnership with the institutions hosting them, these projects enable the group and the



employees involved to engage in a spirit of solidarity with artistic creation, reflecting environmental challenges. Creativity and innovation, pillars of the group’s culture, are also shared through the Paprec collection. The acquisition of works by French and international artists, displayed across the Group’s various offices, helps to foster this spirit of creativity and openness, while also contributing to a broader reflection on a constantly evolving world. In 2025, the Paprec Collection was enriched with around ten works reflecting the diversity of contemporary art.

### Paprec supports Démos at the Philharmonie de Paris, introducing children from disadvantaged neighbourhoods to classical music

For the past fifteen years, the Démos project, led by the Philharmonie de Paris, has enabled children from disadvantaged neighbourhoods to discover and play classical music within an orchestra. In 2025, Paprec is supporting this project through a new sponsorship arrangement with the Philharmonie.

Démos uses music as a catalyst for young people’s personal fulfilment and development. Free lessons, instrument lending and regular rehearsals supervised by renowned professionals provide participants with a challenging yet supportive artistic environment. On a daily basis, playing together builds their self-confidence, whilst performances in exceptional venues – such as the Salle Pleyel, the Royal Opera of Versailles or the Philharmonie de Paris – bring beauty and sensitivity to the fore. Démos is a real success and has led to significant revelations regarding participants’ academic and personal journeys. Many young people have gone on to university, and nearly a third have continued to play music as amateurs after completing the programme.



### Skinless, a show created using waste sorted by Paprec

How to create a strong visual impact with minimal environmental impact? The show *Skinless* by Théo Mercier, with sets designed from waste sorted by the group, is a work at the intersection of the visual and performing arts, the result of a reflection on eco-responsible production methods. Between 2024 and 2025, Paprec brought together around ten of its branches across the country to supply the materials for the show’s set design locally throughout its tour of France, thereby avoiding the production and transport of new sets destined for destruction.





## Paprec, a sponsor of amateur and professional sport



### The Paprec Challenge, a gateway to ocean racing for all

For the past two years, as part of La Solitaire du Figaro Paprec, Paprec has been offering a unique opportunity to enter ocean racing through the Paprec Challenge. This double-handed race, contested over the same first leg as the rest of the fleet, allows pairs of amateur skippers to gain valuable racing experience. The aim is twofold: to open up the competition to a wider audience, but also to foster the emergence of new talent by offering aspiring sailors a demanding immersion in the world of sailing.

### **Paprec: partner to the sporting world**

For over twenty years, the group has supported the world of sport and is committed to clubs across France. In total, more than a hundred amateur and professional teams are supported by Paprec, reflecting the group's commitment to promoting the values of sport: team spirit, commitment, perseverance and pushing oneself to the limit.

In rugby, Paprec's long-standing partnership with ASM Clermont was marked in 2025 by a season of high-level performance. The club secured a solid fifth place in the Top 14, buoyed by strong public support, and also qualified for the Champions Cup play-offs. But Paprec is also proud to support numerous teams across all categories (for example, the Chambry Touraine Club and Sambre Avesnois in handball, or the AC Bobigny 93 rugby club).

True to its commitment to amateur sport, the group has, since its inception, supported numerous clubs and associations across football, athletics, ice hockey, judo, volleyball, cycling and even marathon running; a prime example being the long-standing partnership established since the group's creation between Paprec and the amateur American football club, the Flash de La Courneuve.

### **Paprec committed to sailing and ocean racing**

Since its inception, Paprec has been a committed partner to sailing and ocean racing, disciplines that epitomise French sporting excellence. The year 2025, which was especially rich in major sailing events, demonstrated the consistency of this commitment.

For the past two years, the Transat Paprec, linking Concarneau to Saint-Barthélemy in the West Indies, has provided an opportunity for several pairs to compete on equal terms at sea. Setting sail on 20 April, 19 mixed pairs took to the open sea. The year 2025 also saw the launch of the 56th edition of the Solitaire du Figaro Paprec, setting sail from Rouen. Thirty-five skippers of five different nationalities thus competed for around twenty days, sailing solo and without assistance, on an exceptional route between the English Channel, Spain and Normandy.

Finally, Paprec skipper Yoann Richomme continued an exceptional sporting season in 2025. At the start of the year, he distinguished himself in the 2024-2025 Vendée Globe by securing a remarkable second place, following 65 days of solo racing around the world in some of the most demanding weather and technical conditions. Buoyed by this success, he set sail once again aboard the IMOCA Paprec Arkéa on 26 October, at the start of the 17th edition of the Transat Café l'Or, alongside his co-skipper Corentin Horeau. The world's longest double-handed transatlantic race and one of the most demanding, this event once again put the sailors to the test. Despite a collision in the opening few miles, the two crewmates rose to the challenge brilliantly, finishing in the top 10 during this incredible battle at sea, thanks to an exceptional effort by the shore teams to repair the boat in record time.

**"We support ocean racing because it is one of France's areas of excellence. Our aim is to help develop this sector and, in particular, to ensure it is accessible to everyone, in order to inspire new careers."**

**Sébastien Petithuguenin,**  
CEO of Paprec



# CSR indicator tables

## Profile and Governance

INDICATORS	UNIT	2023	2024	2025	GRI Standards*	2025 scope
<b>BOARD OF DIRECTORS</b>						
Number of Board meetings	No.	6	5	<b>7</b>	GRI 102	Group
Board attendance rate	%	98%	98%	<b>95%</b>	GRI 102	
Percentage of independent directors	%	12%	6%	<b>13%</b>	GRI 102	
Percentage of female directors	%	28%	31%	<b>33%</b>	GRI 102	
<b>EXECUTIVE COMMITTEE</b>						
Number of Executive Committee members	No.	19	20	<b>20</b>	GRI 102	Group
Number of Executive Committee meetings	No.	11	11	<b>11</b>	GRI 102	
<b>AUDIT AND INTERNAL CONTROL</b>						
Number of Audit Committee meetings	No.	3	2	<b>3</b>	GRI 102	Group
Number of Internal Audit and Governance Committee meetings	No.	11	11	<b>11</b>	GRI 102	
Attendance rate at Audit Committee meetings	%	100%	100%	<b>100%</b>	GRI 102	
External audit expenses (Statutory Auditors)	€K	1,902	2,039	<b>1,953</b>	GRI 201	
<b>FINANCIAL INFORMATION</b>						
Total asset value	€K	3,622,840	3,962,297	<b>4,512,626</b>	GRI 201	Group
Property, plant, and equipment	€K	2,880,404	3,193,920	<b>3,437,431</b>	GRI 201	
Consolidated turnover	€K	2,372,381	2,738,666	<b>3,171,194</b>	GRI 201	
Turnover from local authority contracts	€m	942	1,167	<b>1,392</b>	GRI 201	
Turnover from private company contracts	€m	1,430	1,572	<b>1,779</b>	GRI 201	Recycling France
Renewal rate for local authority contracts in the recycling business (in turnover)	%	81%	85%	<b>86%</b>	GRI 201	
Retention rate for industrial contracts in the recycling business (in turnover)	%	99.7%	99.8%	<b>99.4%</b>	GRI 201	
<b>Breakdown of turnover per customer type</b>						
Local authorities	%	40%	43%	<b>44%</b>	GRI 201	Group
Private companies	%	60%	57%	<b>56%</b>	GRI 201	
Group capital expenditure	€K	253,959	298,963	<b>271,943</b>	GRI 201	Group
Investment in external growth	€K	72,040	69,968	<b>25,775</b>	GRI 201	
Investment in fire-fighting equipment	€K	8,849	10,500	<b>26,500</b>	GRI 201	
Total group Investments	€K	331,267	368,931	<b>297,701</b>	GRI 201	

\* GRI Standards (Global Reporting Initiative) are international standards enabling companies to standardise the communication of their extra-financial performance in terms of governance, environmental impact, human rights, working conditions, and so on.

## Profile and Governance

INDICATORS	UNIT	2023	2024	2025	GRI Standards	2025 scope
<b>LOCATIONS</b>						
<b>Total number of Paprec sites</b>	No.	375	403	<b>417</b>	GRI 102	Group
In France	No.	344	369	<b>341</b>	GRI 102	
In Switzerland	No.	7	7	<b>20</b>	GRI 102	
In Spain	No.	16	45	<b>49</b>	GRI 102	
Europe other countries (UK, Poland)	No.	3	3	<b>3</b>	GRI 102	
Outside Europe (Azerbaijan, India, Morocco)	No.	4	4	<b>4</b>	GRI 102	
<b>Of which by site type</b>						
Industrial site	No.	222	249	<b>260</b>	GRI 102	Group
Sales agencies and offices	No.	27	27	<b>29</b>	GRI 102	
Storage centres	No.	33	32	<b>36</b>	GRI 102	
Other (transport, eco-site, modernisation projects, plants under construction, etc.)	No.	94	96	<b>39</b>	GRI 102	
<b>Of which by type of industrial activity</b>						
Hazardous waste management platform	No.	5	5	<b>11</b>	GRI 102	Group
Final waste storage centres	No.	33	32	<b>36</b>	GRI 102	
Composting platforms	No.	15	15	<b>16</b>	GRI 102	
Waste-to-Energy plants	No.	26	26	<b>25</b>	GRI 102	
Mechanical-biological treatment (MBT)/Anaerobic digestion units	No.	11	10	<b>12</b>	GRI 102	
WEEE recycling platforms	No.	13	14	<b>26</b>	GRI 102	
Plastic recycling plants	No.	11	12	<b>12</b>	GRI 102	
Construction site waste recycling plants	No.	9	9	<b>14</b>	GRI 102	
Recycling plants for waste paper, non-hazardous industrial waste, wood	No.	110	128	<b>145</b>	GRI 102	
Confidential office paper destruction plants	No.	13	13	<b>13</b>	GRI 102	
Tertiary waste recycling plants	No.	N/A	7	<b>7</b>	GRI 102	
Selective collection sorting plants	No.	28	31	<b>29</b>	GRI 102	
SRF production platforms	No.	N/A	8	<b>9</b>	GRI 102	
Scrap metal and metal recycling plants	No.	35	39	<b>39</b>	GRI 102	
Delegated Management Platforms	No.	N/A	N/A	<b>56</b>	GRI 102	
<b>LOCAL ECONOMIC IMPACT</b>						
% of direct local jobs	%	100%	100%	<b>100%</b>	GRI 413	Group
<b>INNOVATION</b>						
Number of hours dedicated to innovation	No.	40,494	<b>55,091</b>	<b>64,301</b>	GRI 201	France
R&D and innovation expenses eligible for tax credit	€K	2,750	<b>4,209</b>	<b>5,518</b>	GRI 201	
Research Tax Credit (CIR)	€K	825	<b>1,250</b>	<b>1,656</b>	GRI 201	

## Social performance

INDICATORS	UNIT	2023	2024	2025	GRI Standards	2025 scope
<b>JOBS AND WORKFORCE</b>						
Average annual workforce	No.	14,066	15,369	<b>16,409</b>	GRI 102	
<b>Breakdown per Division</b>						
Headquarters and Sales Offices	%	9%	9%	<b>9%</b>	GRI 102	
Plants and others	%	91%	91%	<b>91%</b>	GRI 102	
<b>Breakdown of workforce per region</b>						
France	No.	12,716	12,966	<b>13,462</b>	GRI 102	
Switzerland	No.	200	198	<b>489</b>	GRI 102	
Spain	No.	850	1,882	<b>2,139</b>	GRI 102	
Europe other countries (UK, Poland)	No.	80	90	<b>82</b>	GRI 102	
Outside Europe (Azerbaijan, India, Morocco)	No.	220	233	<b>237</b>	GRI 102	
<b>Breakdown of workforce per type of contract</b>						
Open-ended contract	%	78%	76%	<b>74%</b>	GRI 401	
Temporary and fixed-term contracts	%	19%	22%	<b>24%</b>	GRI 401	Group
Other contract types: apprenticeships and professional contracts	%	3%	2%	<b>2%</b>	GRI 401	
<b>Breakdown of workforce per status</b>						
Executives	%	15%	15%	<b>15%</b>	GRI 401	
Supervisors and similar staff	%	16%	16%	<b>17%</b>	GRI 401	
Employees – Blue-collar workers	%	69%	69%	<b>68%</b>	GRI 401	
<b>Breakdown of employees by age</b>						
Employees under 30	%	14%	14%	<b>14%</b>	GRI 401	
Employees aged 30 to 49	%	51%	50%	<b>50%</b>	GRI 401	
Employees over 50	%	35%	36%	<b>36%</b>	GRI 401	
Average age	Years	44	44.6	<b>43.7</b>	GRI 401	
Average length of service in group (or the entity integrated into the Paprec group)	Years	8.4	8.7	<b>8.6</b>	GRI 401	
<b>CHANGES IN THE WORKFORCE</b>						
<b>Number of new hires per status</b>						
Executives	No.	2,879	3,332	<b>4,101</b>	GRI 401	
Supervisors and similar staff	No.	553	435	<b>429</b>	GRI 401	
Employees – Blue-collar workers	No.	1,806	2,510	<b>3,361</b>	GRI 401	
Percentage of permanent hires	%	74%	74%	<b>75%</b>	GRI 401	
<b>Number of departures and breakdown by reason for departure</b>						
Including:						
Termination of trial period	%	5%	6%	<b>8%</b>	GRI 401	
End of fixed-term or temporary contracts	%	25%	16%	<b>24%</b>	GRI 401	
Retirement	%	7%	7%	<b>6%</b>	GRI 401	
Redundancies	%	18%	15%	<b>19%</b>	GRI 401	

## Social performance

INDICATORS	UNIT	2023	2024	2025	GRI Standards	2025 scope
<b>EMPLOYEE RELATIONS</b>						
Number of collective bargaining agreements	No.	110	148	<b>326</b>	GRI 402	
Percentage of employees covered by these collective bargaining agreements	%	100%	100%	<b>100%</b>	GRI 402	
Number of shop stewards	No.	50	57	<b>60</b>	GRI 402	France
Participation rate in professional elections	%	65.1%	65.5%	<b>65.7%</b>	GRI 402	
Number of elected representatives	No.	638	713	<b>787</b>	GRI 402	
<b>OCCUPATIONAL HEALTH AND SAFETY</b>						
Total occupational health and safety expenditure (training, equipment purchases)	€K	13,799	16,927	<b>17,157</b>	GRI 201	Group
In-house fire control rate	%	92%	93%	<b>90%</b>	GRI 403	
Road accident frequency rate	%	16%	16%	<b>12%</b>	GRI 403	
Gross workplace accident frequency rate*	Rate	26.21	25.92	<b>20.78</b>	GRI 403	
Workplace accident average frequency rate with lost working time	Rate	30.5	2792	<b>27.92</b>	GRI 403	
Workplace accident severity rate	Rate	1.95	2.26	<b>1.73</b>	GRI 403	France
Workplace accident average severity rate	Rate	3.2	2.9	<b>2.9</b>	GRI 403	
Number of calendar days lost due to workplace accidents	No.	33,426	40,624	<b>32,623</b>	GRI 403	
Absenteeism rate	Rate	7.8	7.1	<b>6.9</b>	GRI 403	
<b>TRAINING AND SKILLS DEVELOPMENT</b>						
Average hours of training per employee concerned	No.	22	17.2	<b>17.8</b>	GRI 404	
Training budget	€K	4,081	4,512	<b>5,273</b>	GRI 404	
<b>Total number of training hours</b>						
including number of training hours dedicated to safety	No.	65,891	69,616	<b>57,819</b>	GRI 404	
<b>Number of internal promotions</b>						
including employees to supervisors and labourers to supervisors	No.	106	114	<b>64</b>	GRI 401	France
including supervisor to management	No.	47	48	<b>78</b>	GRI 401	
Number of induction courses for new recruits	No.	598	657	<b>592</b>	GRI 404	
Average length of induction courses for supervisors	Days	15	15	<b>15</b>	GRI 404	
Average length of integration process for managers	Days	30	30	<b>30</b>	GRI 404	
Hours of work carried out with social economy structures	h	764,212	778,556	<b>891,983</b>	GRI 405 & 413	

\* The gross frequency rate of workplace accidents corresponds to the number of accidents with lost working time in relation to the number of hours worked during the year, before taking into account accidents not recognised by the CPAM (French health insurance fund) or the court.

## Social performance

INDICATORS	UNIT	2023	2024	2025	GRI Standards	2025 scope
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>						
Workplace Gender Equality Index	No.	91	93	<b>93</b>	GRI 102	
Percentage of women entering the Graduate Program	%	30%	30%	<b>30%</b>	GRI 404	
Number of work-study students recruited	No.	180	189	<b>212</b>	GRI 102	
Percentage of work-study students hired by the group upon completion of their work-study programme	%	40%	31%	<b>42%</b>	GRI 102	
<b>Breakdown of employees by gender</b>						
Men	%	80%	80%	<b>80%</b>	GRI 102	
Women	%	20%	20%	<b>20%</b>	GRI 102	Group
<b>Breakdown of women by status</b>						
Executives	%	27.9%	27.9%	<b>27.9%</b>	GRI 102	
Supervisors	%	22.7%	22.8%	<b>24.3%</b>	GRI 102	
Employees - blue-collar workers	%	49.4%	49.2%	<b>47.8%</b>	GRI 102	
<b>Proportion of women by status</b>						
Executives	%	32.3%	32%	<b>31.9%</b>	GRI 102	
Supervisors	%	35.2%	32.8%	<b>33%</b>	GRI 102	
Employees - blue-collar workers	%	14.2%	14.3%	<b>14%</b>	GRI 102	
Number of employees over 50 hired	No.	427	397	<b>496</b>	GRI 405	
Number of employees with disabilities hired	No.	23	25	<b>26</b>	GRI 405	France
Number of employees with disabilities	No.	335	356	<b>385</b>	GRI 405	
Rate of compliance with regulated thresholds for workers with disabilities	%	72%	63%	<b>69%</b>	GRI 405	
Number of countries of birth of employees	No.	82	103	<b>112</b>	GRI 405	Group
Number of nationalities	No.	77	83	<b>86</b>	GRI 405	
<b>SALARIES</b>						
Total payroll	€K	322,474	359,703	<b>382,192</b>	GRI 102	
Minimum gross monthly salary set by the group	€	2,110	2,134	<b>2,172</b>	GRI 401	
<b>Average gross annual salary by status <sup>1</sup></b>						
Executives	€K	72.0	72.7	<b>73.1</b>	GRI 401	France
Supervisors	€K	44.9	45.1	<b>45.6</b>	GRI 401	
Employees - blue-collar workers	€K	32.0	32.5	<b>33.1</b>	GRI 401	
Gross amount of profit sharing per employee <sup>2</sup>	€	1,211	823	<b>834</b>	GRI 401	
Value-sharing bonus per employee <sup>3</sup>	€	600	350	<b>387</b>	GRI 401	
<b>WORKING CONDITIONS</b>						
Percentage of workers on shift schedules	%	5.4%	5.9%	<b>5.8%</b>	GRI 401	France
Percentage of temporary workers from agencies with which we have agreements on illegal employment	%	100%	100%	<b>100%</b>	GRI 415	

1. Excluding profit-sharing and value-sharing bonus

2. Paid for the year, for an employee present throughout the year and covered by the group profit-sharing agreement

3. Scope of companies concerned within the limits of legal provisions

## Environmental performance

INDICATORS	UNIT	2023	2024	2025	GRI Standards	2025 scope
<b>WASTE RECYCLING AND RECOVERY</b>						
<b>Total tonnage</b>	K Tonnes	15,721	16,873	<b>18,752</b>	GRI 306	
Total mass of waste recycled	K Tonnes	8,385	8,884	<b>9,999</b>	GRI 306	
Total mass of waste recycled at energy recovery units	K Tonnes	2,689	2,742	<b>2,600</b>	GRI 306	
<b>Recycling and recovery rates</b>	%	88%	89%	<b>87%</b>	GRI 306	
<b>Recycling performance of our facilities</b>						
Paper (industry average)	%	98%	98%	<b>98%</b>	GRI 306	
Plastic	%	88%	88%	<b>88%</b>	GRI 306	
NHIW	%	68%	68%	<b>68%</b>	GRI 306	Group
Construction waste	%	76%	76%	<b>76%</b>	GRI 306	
WEEE	%	79%	79%	<b>79%</b>	GRI 306	
Selective collection	%	85%	85%	<b>85%</b>	GRI 306	
Wood (industry average)	%	99%	99%	<b>99%</b>	GRI 306	
Scrap metal (industry average)	%	99%	99%	<b>99%</b>	GRI 306	
Metals (industry average)	%	99%	99%	<b>99%</b>	GRI 306	
Green waste (industry average)	%	99%	99%	<b>99%</b>	GRI 306	
<b>ORGANIC WASTE RECOVERY</b>						
Production of organic fertiliser	k tonnes	155	155	<b>166</b>	GRI 306	Group
<b>ENERGY</b>						
<b>Energy generation</b>						
<b>Electricity generation</b>						
Electricity generation at Waste-to-Energy plants	GWh	877	892	<b>862</b>	GRI 302 & 413	
Generation of electricity from organic waste	GWh	14	14	<b>17</b>	GRI 302 & 413	
Electricity generation at ISDND <sup>4</sup>	GWh	69	63	<b>59</b>	GRI 302 & 413	
<b>Heat generation</b>						
Heat generation at Waste-to-Energy plants	GWh	1,940	2,257	<b>1,957</b>	GRI 302 & 413	
Heat generation from organic waste recovery	GWh	4	4	<b>5</b>	GRI 302 & 413	Group
ISDND self-consumption heat	GWh	54	42	<b>40</b>	GRI 302	
<b>Injected biomethane from organic waste recovery</b>	GWh	5	0	<b>24</b>	GRI 302 & 413	
<b>Injected biomethane produced in ISDND</b>	GWh	15	23	<b>36</b>	GRI 302 & 413	
Production of biogas from organic waste recovery	m <sup>3</sup>	8,459,584	7,181,604	<b>14,628,048</b>	GRI 302 & 413	
<b>Energy consumption</b>						
Electricity	GWh	292	265	<b>282</b>	GRI 302	
Diesel	m <sup>3</sup>	45,284	48,344	<b>51,344</b>	GRI 302	
Gas	GWh	32	43	<b>59</b>	GRI 302	

4. Storage site for non-hazardous waste (ISDND)

## Environmental performance

INDICATORS	UNIT	2023	2024	2025	GRI Standards	2025 scope
<b>GHG FOOTPRINT</b>						
<b>GHG emissions generated (Scope 1 &amp; 2 according to GHG Protocol)*</b>	teqCO <sub>2</sub>	1,500,463	1,748,646	<b>1,910,880</b>	GRI 305	
including GHG emissions linked to the recycling business	teqCO <sub>2</sub>	130,576	144,281	<b>140,815</b>	GRI 305	
<b>GHG emissions generated (Scope 3 upstream according to GHG Protocol)</b>	teqCO <sub>2</sub>	169,065	288,339	<b>450,008</b>	GRI 305	
<b>GHG emissions generated (Scope 3 downstream according to GHG Protocol)</b>	teqCO <sub>2</sub>	2,092,474	1,061,424	<b>1,097,373</b>	GRI 305	Group
<b>GHG emissions avoided</b>	teqCO <sub>2</sub>	5,907,580	6,453,742	<b>6,672,698</b>	GRI 305	
Of which GHG emissions avoided by the recycling business	teqCO <sub>2</sub>	4,176,313	4,625,566	<b>4,949,287</b>	GRI 305	
Of which GHG emissions avoided by the energy recovery business	teqCO <sub>2</sub>	1,702,074	1,797,791	<b>1,685,415</b>	GRI 305	
<b>TRANSPORT</b>						
Number of sites connected for rail, river, or sea transport	No.	18	23	<b>29</b>	GRI 302	
Total tonnage of waste transported by rail, river and sea	Tonnes	150,439	215,535	<b>261,500</b>	GRI 306	Group
Percentage of Euro 5, Euro 5 EEV and Euro 6 lorries	%	79%	85%	<b>90%</b>	GRI 302	
Proportion of vehicles acquired by the group in 2025 powered by electricity	%	N/A	15%	<b>15%</b>	GRI 302	
<b>BIODIVERSITY</b>						
Proportion of eligible sites listed on Oasis Nature	%	N/A	11%	<b>20%</b>	GRI 304	Group
<b>ENVIRONMENTAL MANAGEMENT AND CERTIFICATION</b>						
Budget dedicated to environmental protection	€K	16,210	17,705	<b>19,849</b>	GRI 201	
Number of sites with at least one certification	No.	200	222	<b>240</b>	GRI 307	
Number of ISO 14001-certified sites (Environment)	No.	166	188	<b>206</b>	GRI 307	
Number of ISO 9001-certified sites (Quality)	No.	101	111	<b>123</b>	GRI 307	
Number of ISO 45001-certified sites (Occupational Health and Safety) or MASE-certified sites	No.	72	86	<b>94</b>	GRI 307	
Number of ISO 50001-certified sites (Energy)	No.	26	27	<b>30</b>	GRI 307	
Number of sites with triple certification	No.	58	65	<b>82</b>	GRI 307	Group
Number of sites with quadruple QSEE certification (ISO 9001, 14001, 45001, 50001, MASE)	No.	9	11	<b>18</b>	GRI 307	
Percentage of sites with an environmental management system (ISO 14001 or equivalent)	%	80%	83%	<b>87%</b>	GRI 307	
% of sites certified (ISO 9001 or 14001 or 45001 or 50001)	%	85%	91%	<b>92%</b>	GRI 307	
Number of RED-certified sites	No.	N/A	N/A	<b>49</b>	GRI 307	

\* Restatement of the group's historical financial statements carried out in 2025. See the methodological note in the 2025 non-financial performance statement.

## Environmental performance

INDICATORS	UNIT	2023	2024	2025	GRI Standards	2025 scope
<b>ENVIRONMENTAL MANAGEMENT AND CERTIFICATION (continued)</b>						
<b>Number of treatment sites without any certification</b>	No.	27	22	<b>28</b>	GRI 307	
including those with the group for less than three years	No.	7	9	<b>9</b>	GRI 307	Group
Percentage of sales of raw materials from ISO 9001-certified recycling	%	100%	100%	<b>100%</b>	GRI 307	
Percentage of ICPE-classified treatment and sorting sites	%	100%	100%	<b>100%</b>	GRI 307	
Percentage of ICPE-classified treatment sites subject to authorisation	%	68%	69%	<b>70%</b>	GRI 307	
Percentage of ICPE-classified treatment sites subject to registration	%	17%	16%	<b>15%</b>	GRI 307	
Percentage of ICPE-classified treatment sites subject to declaration	%	15%	15%	<b>15%</b>	GRI 307	France
Number of DREAL ICPE visits	No.	113	108	<b>132</b>	GRI 307	
Number of new ICPE authorisations received	No.	24	16	<b>18</b>	GRI 307	
Number of internal audits or safety assessments	No.	157	159	<b>399</b>	GRI 307	
Number of letters exchanged with the administration (sent and received)	No.	806	952	<b>963</b>	GRI 307	

## Community involvement

INDICATORS	UNIT	2023	2024	2025	GRI Standards	2025 scope
<b>SPONSORSHIP AND PATRONAGE</b>						
Patronage and sponsorship expenditure	€K	6,912	7,380	<b>6,293</b>	GRI 413	
including total sponsorship budget	€K	5,408	5,078	<b>5,060</b>	GRI 413	Group
including total patronage budget	€K	1,504	2,302	<b>1,233</b>	GRI 413	
Acquisitions of works of art	€K	227	76	<b>938</b>	GRI 413	
<b>RESPONSIBLE PURCHASING PRACTICES</b>						
Temporary employment expenditure	€K	11,832	12,440	<b>14,550</b>	GRI 413	
Percentage of temporary employment expenditure with companies involved in the agreement to combat false documents and identity theft	%	100%	100%	<b>100%</b>	GRI 413	Group
<b>ETHICS &amp; COMPLIANCE</b>						
Share of eligible employees trained in anti-corruption compliance rules	%	N/A	N/A	<b>98%</b>	GRI 205	Group

# Awards received

37 awards since 1994



<p><b>1998</b> ARSEG Award</p> <p><b>2004</b> INSEAD Entrepreneurship Award</p> <p><b>2007</b> Sponsora Sports Marketing Award</p> <p><b>2008</b> Plaine Commune Golden Arrow Award</p> <p><b>2008</b> IIPP Award</p> <p><b>2010</b> Private Equity Exchange Silver Award</p> <p><b>2010</b> CFNews External Growth Award</p> <p><b>2011</b> Medal of Grand Patron of Culture</p> <p><b>2011</b> Espoirs du Management Award</p> <p><b>2012</b> Papyrus Award from the Bureau of International Recycling</p>	<p><b>2014</b> Winner of the ESSECC Award</p> <p><b>2014</b> CSR Award</p> <p><b>2014</b> National Grand Prix for Secularism</p> <p><b>2014</b> Chaptal of the Committee of Economic Arts</p> <p><b>2015</b> European Business Awards National Champion</p> <p><b>2015</b> Geste d'Argent Award for Eco-construction - Paprec Chantiers</p> <p><b>2016</b> Global Award for Responsible Companies</p>	<p><b>2020</b> 2020 Geste d'Or Architecture Award</p> <p><b>2020</b> France-Switzerland Business Awards</p>
<p><b>2012</b> Entrepreneur of the Year (EY/Express)</p> <p><b>2013</b> Gold Trophy for Leaders in Finance</p> <p><b>2013</b> CEO Awards</p> <p><b>2013</b> Diversity Award</p>	<p><b>2016</b> Entrepreneur of the Year (BFM)</p> <p><b>2017</b> Leaders League</p> <p><b>2017</b> Best Progress Communication Award, United Nations Global Compact</p>	<p><b>2020</b> Industrial Company of the Year</p> <p><b>2021</b> "Greentech and Energy" Gold Award</p> <p><b>2021</b> Environmental Transition Award</p> <p><b>2022</b> Trophées des usines regional involvement prize (Saint Barthélémy)</p> <p><b>2022</b> Compensation &amp; Benefit Award</p> <p><b>2022</b> Marianne d'Or Sustainable Development Award</p> <p><b>2023</b> Pap'award for Sustainable Development Initiative (Paprec Energies)</p> <p><b>2023</b> Diversity champion (Capital magazine)</p>
	<p><b>2019</b> European Prize for Sustainable Development</p> <p><b>2019</b> Plaine Commune Architecture Award</p>	<p><b>2024</b> Paprec Group is celebrating its 30<sup>th</sup> anniversary</p> <p><b>2025</b> Grupo Paprec named French Company of the Year in Spain</p>

Paprec Group simplified joint-stock company (SAS)  
with capital of €125,385,750 - 489 455 360 RCS Paris  
7 Rue du Docteur Lancereaux 75008 Paris, France - Tel.: +33 (0)1 42 99 43 10  
Sustainable Development Department: Axel de Borda – axel.deborda@paprec.com  
Editorial team: Paprec Group.

Photo credits: cover and chapter openings: Laetitia Modine.

Interior photos: James Bort, Sébastien Bounab, Thibault Charpentier, Eliada Cristalov, Marwen Farhat,  
Erwan Fichou, Olivier Harrasowski, Arthur Joncour, Marin Le Roux – polaRYSE, Camille Millerand,  
Pierre Morel, Vincent Olivaud, Getty Images/Ozgurcankaya, Gilles Rolle, Paprec Group,  
Copyright TIRU/Henri Salomon, Benjamin Sellier, Shestakov\_Maki, Eloi Stichelbaut – polaRYSE.  
Design and production: Allégories Créations – allegoriescreations.com

7 Rue du Docteur Lancereaux - 75008 Paris, France

Tel: +33 (0)1 42 99 43 10

[www.paprec.com](http://www.paprec.com)

