

Sustainable
Development
Report



2



Innovations

Page 6

Performance

Page 14

Transition

Page 24

Responsible

Page 30

2020: a critical year that confirms the relevance of Paprec's business model

Editorial by Sébastien Petithuguenin

CEO



For Paprec, as for everyone else, 2020 will have been an exceptional and intense year. Following 2018 and 2019, marked by the sharp fall in recycled raw-material prices, 2020 questioned Paprec's ability to carry on providing its services and operating its recycling business. The wave of panic caused by the pandemic was tangible.

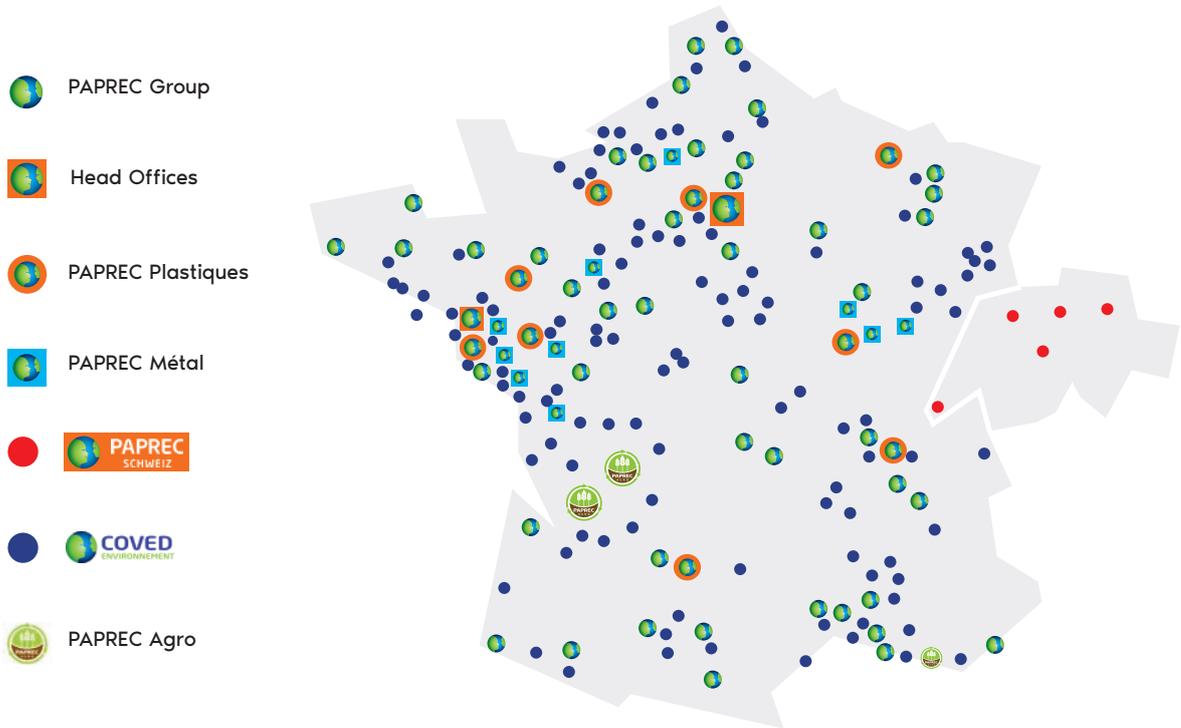
Following such turbulence, Paprec has once again emerged in a solid position with substantially better results than those of 2019. For the Group and its workforce, 2020 is therefore a year of confirmation: confirmation of our business model, of our values and of the usefulness of our business lines.

With 11.5 million tonnes of waste treated, 76.3% of which was recycled, Paprec confirms its position as France's recycling leader. Material recycling remains the core of our business model. In addition to our historic know-how in paper-board, Paprec is investing to push back boundaries in other areas, such as construction waste and plastics. The creation of a closed "bottle-to-bottle" recycling loop for opaque PET is a case in point. Organic-material recovery and returning waste to the earth, as well as a broader offer in energy from waste (SRF, biomass, methane production, etc.), enable us to make the most of the waste that constitutes our resources. The Covid-19 crisis has not diminished our fellow citizens' environmental demands, which testify to the enthusiasm evoked by the "citizens' convention for the climate". In fact, the epidemic has only bolstered our belief in the relevance of our business model, which was also reflected in the "Industrialist of the year" award given to my father, Jean-Luc Petithuguenin.

2020 and its upheaval will also have confirmed the exceptional level of engagement, professionalism and solidarity of our employees. Thanks to them and the values that have driven the Group since it was established, neither waste collection, which is essential to public health, nor sorting centres, which are key parts of the recycling chain, came to a halt. A large number of our fellow citizens have expressed their thanks through short messages and pictures. The "Everyday hero" bonus was paid in recognition of this remarkable commitment.

Finally, 2020 highlighted the usefulness of our business lines. There is the visible, daily usefulness of a local service, whose constant presence is reassuring. There is also a level of usefulness that cannot be seen: the reduction of greenhouse gas emissions and the saving of natural resources. In 2020, Paprec's activities will have avoided the emission of more than four million tonnes of CO₂ equivalent. In the harsh light of the Covid-19 crisis, the circular economy, a vast environmental-excellence project, will have gained a new virtue: it will have made our economy more resilient and less dependent during global crises. In 2021, Paprec will be at the forefront of this transformation process.

Breakdown of our businesses



Milestones

EXTERNAL

- **1972**
Creation of the polluter pays principle.
 - **1991-92**
Riboud-Beffa Report and creation of Eco-Emballages.
 - **1992**
Lalonde law against illegal waste dumping.
 - **2008**
Global financial crisis.
- **2009-2010**
France's Grenelle I and II laws set waste reduction, landfill and incineration targets for France, and increase recycling rates.
 - **2014**
The 2014-2020 waste reduction plan generated by France's Energy transition and green growth law sets a 2025 target of halving the volume of waste landfilled.
- **2018**
China significantly tightens its import criteria for recycled paper-board and plastics.
 - **2018-19**
Publication of the Circular Economy Roadmap: the French government's Anti-Waste law sets a target of collecting 100% of recyclable waste by 2025.
- **2019-20**
Raw-material prices fall dramatically. All materials are affected (paper-board, scrap iron and metal, wood, plastics), thereby putting the business model of recyclers to the test.
 - **2020**
Covid-19 crisis.

Paprec in brief



A GROWING COMPANY

€1,333 m

revenue
(30% average annual growth over 20 years)

€126 m

industrial investment

€2,277 m

industrial assets

€1,900 m

invested in our industrial facilities and over 60 voluntary acquisitions in 25 years



RECYCLING IS IN OUR DNA

11.5 m tonnes

of waste treated

8.8 m tonnes

of waste recycled

76.3%

global recycling rate



COMMITTED EMPLOYER

9,722

employees

19.1%

women

59

nationalities



LOCAL PRESENCE

258

sites in France and Switzerland, including: 136 plants and 17 agencies and administrative head offices

€4.8 m

total sponsorship and patronage spend

100%

direct local employment

INTERNAL

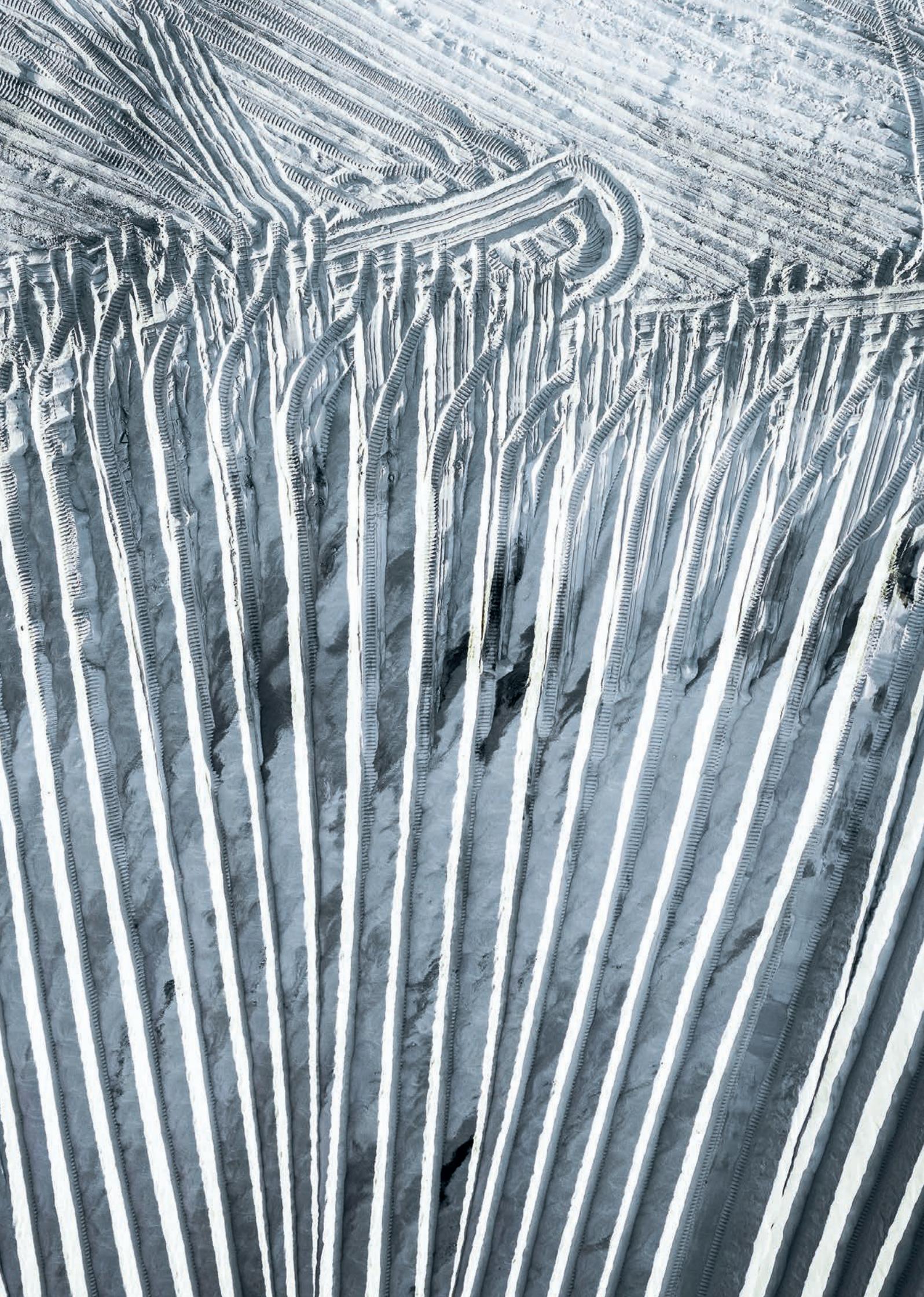
- **1994**
Creation of PAPREC: Jean-Luc Petithuguenin takes over a small waste paper company (45 employees and revenue of €3.5 million).
- **2000**
PAPREC invests in plastic recycling (300 employees and revenue of €120 million).
- **2002**
PAPREC launches a service for local authorities.
- **2005**
1,000 employees.
- **2010**
PAPREC acquires the Swiss group, Lottner Gruppe, its first acquisition abroad (2,400 employees and revenue of €500 million).
- **2012**
Entrepreneur of the year (EY/Express).
- **2014**
4,000 employees.
- **2015**
The Group is the first mid-sized company in France to issue a Green Bond (4,450 employees and revenue of €820 million).
- **2017**
PAPREC acquires Coved Environnement: headcount increases from 4,500 to 8,000 with revenue of €1.3 billion, and the Group becomes the 3rd largest waste management company in France and the leading recycler.
- **2019**
PAPREC Group, through its subsidiary PAPREC Agro, wins the European Sustainability Award in the "large company" category, validating its return to earth and carbon storage strategy.
- **2020**
"Industrialist of the year" award (L'Usine Nouvelle).
Waste collection and treatment is considered to be vital for the country during the Covid-19 pandemic. Paprec continues to operate during these unprecedented times.



INNOVATIONS

With more than 25 years of expertise, Paprec is now the leading company in France for recycling and the third-ranking for waste management. The Group has developed its dynamic approach on a sustainable business model underpinned by growing investments in innovative industrial facilities at the heart of the regions.

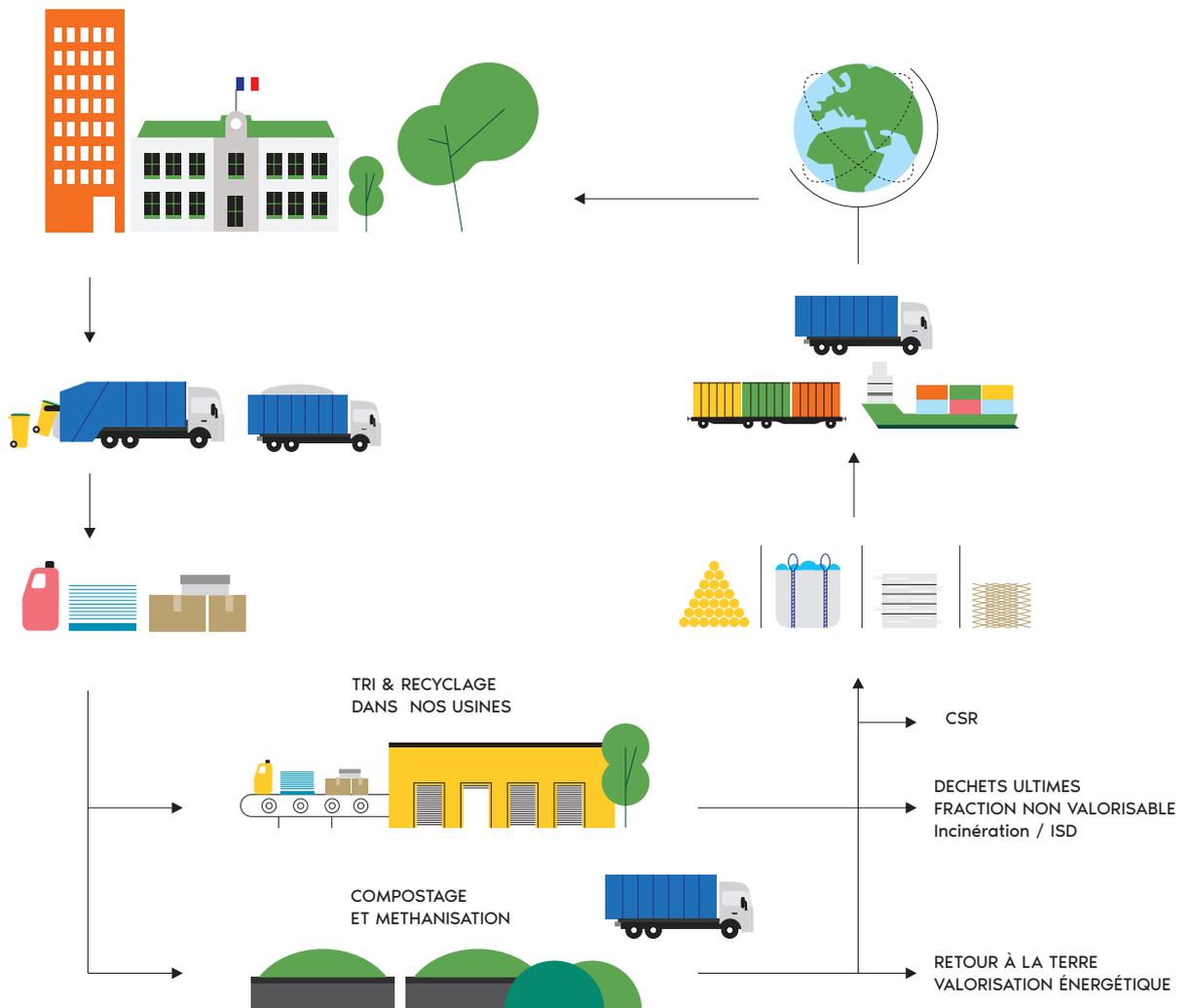




The Paprec Group's business model

The Group is involved in the entire waste-management value chain: from collection from its customers - private and public - to the sale of recycled raw materials, the recovery of bio-waste and the management of final waste (non-recyclable waste). Plastics, construction-site waste, wood, scrap iron, paper and board: in all, there are some 15 families of waste treated by the Group each day.

For more than 25 years, Paprec has built its growth on solid ground. As the ambitious regulatory framework remains, on the whole, favourable to the recycling industry, the Group continues to invest and innovate. Consequently, Paprec has taken a multi-market approach backed by a dense national network to provide solutions tailored to customer demands, guaranteeing impressive recycling rates.



A company that anticipates change

Strategic growth for a stronger business model

Paprec has considerably broadened its service offer outside recycling to gradually manage as many waste flows and recovery methods as possible while respecting the order of treatment methods. The Group has diversified its business lines in the areas of landfill, office-waste treatment, production of Solid Recovered Fuel (SRF), methane production, composting and incineration. In 2017, Paprec acquired Coved, two-thirds of whose business focused on local-authority services, thereby strengthening the Group's waste-collection activities and its independence in the management of final waste. Through this acquisition, Paprec went from being an intermediate-sized company (with 4,500 employees) to a large company (with more than 10,000 employees today). Successive strategic expansion projects - the acquisition of Ikos Environnement and the transport firm, Deroo, in 2018, the equity investment in Inova Opérations in 2018 (a company that specialises in the operation of waste-to-energy plants) and the acquisition of Privacia in 2020 - have enabled the Group to develop its expertise.

The regulatory and international framework: a challenge and a strength

In recent years, waste recovery has become an unavoidable sector and factor for the ecological-transition process.

France's Grenelle laws, the 2014-2020 waste-recovery plan, the closure of China's borders to the importation of plastics and paper-board waste, the Circular economy law, the paper-board market crisis, and the industrial agreement on reduce-at-source packaging volumes: the successive laws on increasing recovery rates, the reduction of outlets for final waste and the international context have posed a real challenge for Paprec. In 2020, the AGECL law (on the fight against waste and the circular economy) introduced strong

measures that aim to reduce waste volumes, generalise the Extended Producer Responsibility principle under the authority of the Agency for ecological transition (Ademe) and fight against illegal waste dumping, as well as to develop specific measures such as the harmonisation of sorting rules, develop "eco-modulations" (bonus/malus scheme) and even to strengthen back-to-earth requirement criteria.

In response, the Group turned these challenges into opportunities by extending its range of services and continuing to produce raw materials from high-quality recycling thanks to substantial investments in efficient industrial plant and an ongoing adaptation to the market's changing demands.

In parallel, the European Union revised numerous regulations in 2020 while preparing its "Green Deal" in order to develop, in particular, the use of recycled raw materials, boost traceability, reaffirm our sovereignty and develop green jobs at the heart of the circular economy.



Regionally based organisation

Dense national coverage...

Paprec made the decision to stay local: its 136 industrial sites, spread throughout mainland France, optimise the management of waste, as close to customers as possible, and facilitate the Group's ability to respond and adapt to customer challenges and constraints.

...strengthened by a new organisational structure focused on the regions...

Following the successive strategic expansion projects completed by the Group, Paprec implemented a decentralised structure: five regional directors now coordinate the Group's historic business lines - household waste, waste paper and ordinary industrial waste - and sit on the Executive Committee. The specialist business lines (plastics, WEEE, etc.) continue to be managed at the national level.

...and serving a strong local presence

Paprec supports the local economic development of the regions by creating every year within its agencies and among its suppliers in France long-term jobs that cannot be relocated.

Paprec has always given preference to local SMEs and suppliers when making purchase decisions. Over the past five years, the Group has assessed its suppliers against a responsible purchasing guide made available to each agency. The decision to support local purchases, dear to Paprec, enables the Group to contribute to the creation of jobs in the regions, limit its greenhouse gas emissions and secure supplies.

Cooperation with all of its stakeholders is at the heart of the Group's DNA. Every year, Paprec organises events for schools, open days and

exhibitions, for example. As part of this work, the Group has invested in the creation of education days to raise public awareness of recycling issues and of its business lines, and to build a long-term relationship of trust with its stakeholders. Although the pandemic has hindered these activities this year, Paprec has pursued its involvement in local employment integration programmes (PLIE) in the Île-de-France and Bouches-du-Rhône regions, and its partnership with the Seine-Saint-Denis Chamber of Commerce.

7.5

average number of plants by region in 2020

136

number of plants in France



Steady governance facilitating decision-making

A large family-owned company

The Group's ability to make effective and quick decisions is underpinned by a steady family structure: the Petithuguenin family owns a majority of the Group's share capital; the remainder is owned by Banque publique d'investissement (BpiFrance - 30%) and financial investors.

CSR organisation aligned on the company's strategy

Keen to leverage CSR challenges to improve its performance, Paprec incorporated these challenges into its strategy. General management and the Chairman coordinate these subjects directly, in close cooperation with the Director of Sustainable Development and Public Affairs, Sébastien Ricard.

Paprec Group: a source of synergies for the development of best environmental practice

Since it was established, the Group has brought together waste-management operators to improve the response to the growing challenges faced by the sector.

Jean-Luc Petithuguenin, the founding chairman of Paprec, was named "Industrialist of the year" by l'Usine Nouvelle in 2020. Paprec is also a member of cross-sector and international organisations active in the development of best environmental practice.

As early as 2005, the Group signed the United Nations Global Compact.

Since then, it has been a member of *Entreprises pour l'Environnement* (EpE), *Collège des Directeurs de Développement Durable* (C3D), *Institut de l'entreprise*, the *Orée* NGO focused on industrial and regional ecology issues, and *Institut de l'Économie Circulaire* (IEC).



100%

participation in the strategic committee which brings together BpiFrance, Arkea and the Petithuguenin family

18%

women members on the Board of Directors

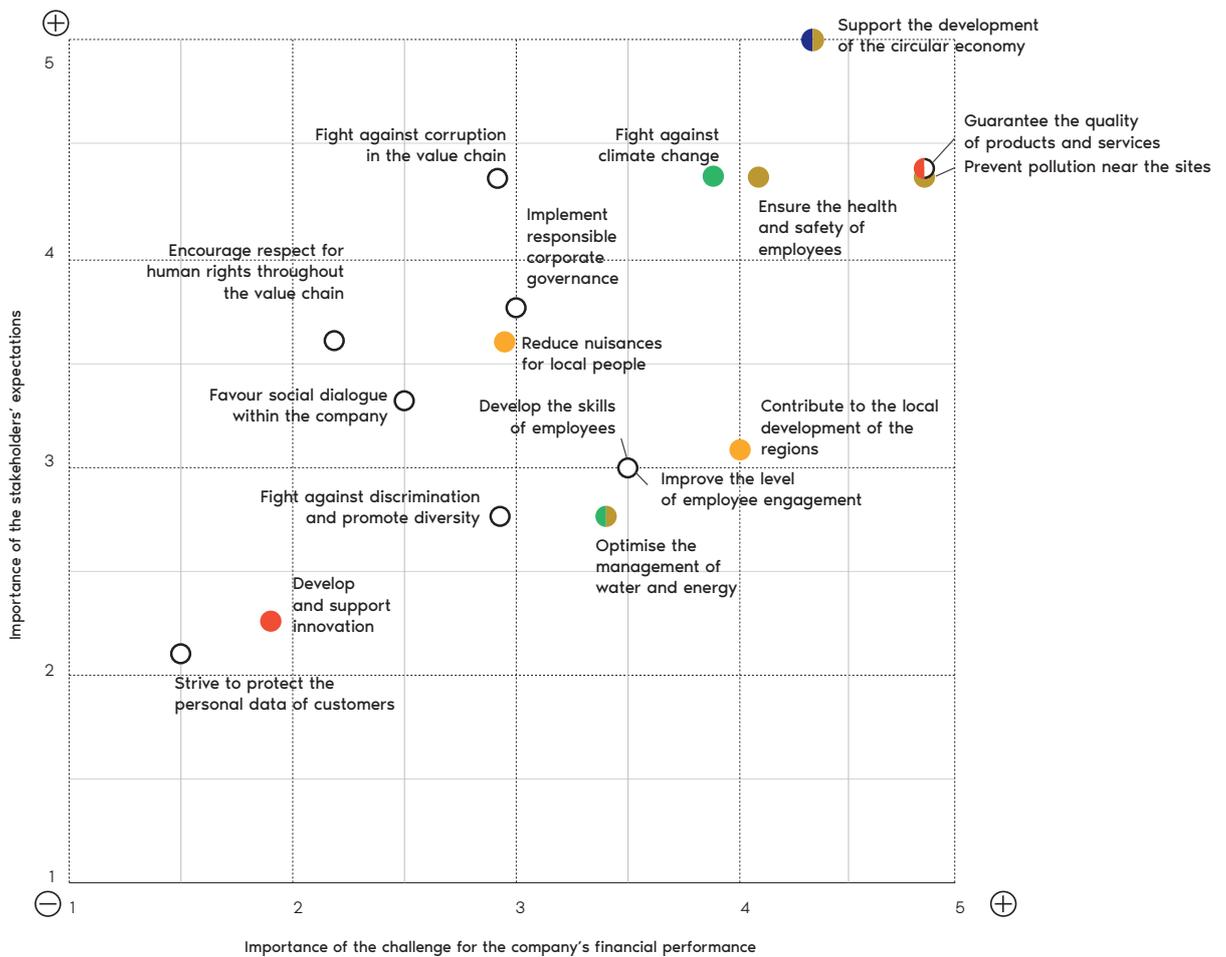
20%

independent members on the Board of Directors

Our CSR challenges

In 2020, Paprec revised its materiality matrix. Approximately ten interviews were conducted with various strategic divisions (Human Resources, Health and Safety, Trading, etc.) as well as external stakeholders (key accounts, local authorities, NGOs and professional organisations) to identify CSR challenges and to grasp the interviewees' view of the long-term future of the Group's business model. The Group identified its contribution to the United Nations' Sustainable Development Goals.

Approximately ten interviews were conducted with internal stakeholders from various strategic divisions (Human Resources, Health and Safety, Trading, etc.) as well as external stakeholders (key accounts, local authorities, NGOs and professional organisations) to identify CSR challenges and to grasp the interviewees' view of the long-term future of the Group's business model.



- Industry, innovation and infrastructure
- Measures connected to the fight against climate change
- Sustainable cities and communities
- Partnerships for the sustainable development goals
- Responsible consumption and production

A large socio-economic footprint

Through its operations and value chain, the Paprec Group is behind the socio-economic benefits that transcend the scope of its business and

are felt in all of the regions in which the Group is present. In France, these benefits are distributed accordingly:



FOR 1 PAPREC INDUSTRIAL SITE

149

direct, indirect and induced jobs (FTE) supported



FOR 10 PAPREC (FTE) EMPLOYEES

4

indirect (FTE) jobs supported

2

induced (FTE) jobs supported



FOR EVERY €1 MILLION OF REVENUE GENERATED BY PAPREC

€618,000

direct, indirect and induced contribution to GDP

1

DIRECT SOCIO-ECONOMIC BENEFITS

Through its businesses, the Paprec Group is involved in the entire waste-management value chain: from collection from its customers - local authorities and companies - to the sale of recycled raw materials, final-waste management and organic-material recovery. The Group thereby creates jobs and contributes, through its revenue, to France's GDP. These are Paprec's direct socio-economic benefits.

2

INDIRECT SOCIO-ECONOMIC BENEFITS

The Paprec Group places orders with suppliers and service providers in order to purchase waste transport, collection and treatment equipment, as well as numerous goods and services for its day-to-day activities. These suppliers call on their own suppliers, who, in turn, do the same throughout the value chain. To respond to extra demand created by Paprec, those in the chain generate jobs and contribute to the country's wealth. These effects constitute the Group's indirect socio-economic benefits.

3

INDUCED SOCIO-ECONOMIC BENEFITS

Through the payment of salaries, direct and indirect jobs provide an income to households, which make purchases and thereby create demand. A new value chain emerges to meet this demand. The jobs and added value underpinned by this demand make up Paprec's induced benefits.

P

PERFORMANCE

The Paprec Group stands out as it is present throughout the waste value chain: collection, recycling, recovery and treatment. With a strong presence across mainland France, the Paprec Group provides local services adapted to each of its customers - industry, local authorities and eco-organisations - while using the most efficient technology available.





Our core business

Collecting, sorting, recycling, innovating

Collection

Waste collection is the cornerstone of the waste-management chain. Front-line ambassadors for both customers and the public, more than 3,500 drivers and refuse collectors work hand-in-hand with planning officers, weighbridge agents, mechanics and salespeople to ensure this vital work is done every day.

On-board vehicle trackers, predictive-maintenance sensors, connected devices made available to customers to notify the company that a skip is full and to organise its replacement: Paprec invests in technological and digital innovations to respond to customer needs, optimise the collection of waste and reduce its environmental footprint.

Paprec anticipates the extension of sorting instructions by 2022

The Energy transition and green growth law provides that by 2022 French people will be able to place all of their packaging in their yellow bin.

Paprec's Valtom sorting centre in Clermont-Ferrand will see its industrial process almost completely overhauled to manage up to 54,000 tonnes of waste per year. The Group has undertaken to capture 97% of recoverable materials with new machines in order to sort a range of plastic resins: PET of various colours and shapes, polyethylene, polypropylene and polystyrene.

Sorting and recycling

Over time, Paprec has developed its historic business, paper-board recycling, by extending the categories of treated material, improving its sorting and recycling rates, and by adding the sale and export of recycled raw materials to its range of services. With more than 25 years of expertise, the Group now manages a network of 258 agencies in France and Switzerland.

Whether optical sorting lines, spectrometry cameras that use artificial intelligence to recognise the material and shape of waste, or bottle-to-bottle plants, Paprec has invested in innovations every year to modernise its production facilities and respond to its customers' expectations, as well as to regulatory changes such as the extension of sorting instructions. This strategy has proven to be a success as the Group is now known for the quality of the recycled raw materials that it produces. After the Chinese market was closed to recycled raw materials, Paprec relocated the transformation process to France and found new customers in Europe and in other Asian markets.

The performance of waste-sorting centres is especially important as the AGEC law provides for the introduction of objective performance criteria so that the most efficient sorting centres can be rated and given priority access to landfill facilities for non-recyclable waste. The aim is to encourage investment in the development of material recovery and to meet landfill-waste reduction targets.

11.5 m

tonnes collected and treated in 2020

Celebrating our everyday heroes during Covid-19

Refuse collectors, sorters, machinery operators, technicians, maintenance technicians, drivers, team supervisors and operations managers have been in the front line during the Covid-19 epidemic and in direct contact with waste. Paprec paid a special bonus to the Group's employees who worked in the

field during the months of lockdown. The whole of the Paprec team would like to thank those employees who continued to work on the front line to manage waste throughout 2020, a particularly testing year for all French people. Congratulations to our Everyday Heroes!



Back to earth

For several years, Paprec has been developing a composting offer with several dedicated sites to anticipate the obligation contained in the Circular economy law on the sorting of bio-waste as from 2024.

Its division, Paprec AGRO, recovers bio-waste with a view to returning it to earth to store carbon in the soil (four per thousand trajectory) and to support the development of high-quality farming. Last year, the project won the European Commission's sustainable development award.

In 2020, the Group invested in dedicated equipment and joined forces with the agricultural cooperative, NatUp, which supplies organic waste to our sites and collects the digestate produced by the digesters to fertilise the cooperative's land. A circular-economy approach on a regional scale!

The Fresnoy-Folny and Perbousie sites acquire a bio-waste depackager

Fed by production scrap and the supermarket industry's unsold produce, depackagers separate the container from the content and crush packaged waste. The packaging is recovered to generate energy while organic waste is sent to a digester to produce an organic soil improver.



Energy recovery



To meet at its level the goals of the Energy transition for green growth law, which seeks to halve the quantity of waste sent to landfill by 2025, Paprec uses waste that cannot be recycled directly to produce Solid Recovered Fuel (SRF) for the generation of energy.

The production process is carefully controlled: the plants are equipped with grinders, granulators, screens and optical sorters so that only combustible materials leave the production line. SRF is then mixed with traditional fuel and used by industry.

This regulatory challenge is significant as SRF plants can help France achieve its carbon-free energy independence.

The production of green energy

In recent years, the Group has invested heavily in producing green energy at the landfill facilities that it operates. As a result, 65,220 MWh of green electricity and 13,201 MWh of biomethane were injected into the networks in 2020.

€775,000

invested in the production of SRF

13,201 MWh

of biomethane injected into the network

16,687 t

of SRF produced annually at the Toulouse plant

65,220 MWh

of green electricity produced per year

Management of final waste

Incineration

Paprec is present throughout the value chain, including the last link: the management of final waste which cannot be recovered under current technical and financial conditions.

In 2018, Paprec joined forces with Altawest in Inova Opération, a company that builds and manages waste-to-energy plants. At the same time, the Group is pursuing its efforts to constantly increase the recycling rate of the waste collected. Today, Paprec's incineration activity represents a capacity of 180 kt managed by 100 employees spread over three sites and revenue of over €20 million.



Landfill

The 2015 Energy transition and green growth law requires the amount of waste that is sent to landfill to be halved by 2025. In view of this obligation, the Group has broadened its final-waste landfill service offer.

In total, 1.56 million tonnes are collected and recovered by its subsidiaries, Terralia and Coved.

The AGEC law reinforces the government's intention to define criteria for the certification of the sorting centres' performance and thereby raise and measure standards. These sorting centres will then see their non-recyclable waste accepted on a priority basis by a landfill facility at an agreed price.

By creating impermeable, controlled and reversible sites with a small footprint, Paprec would like its non-hazardous waste landfill facilities (ISDND) to lead by example. Today, the Group's sites hold ISO 14001 certification to ensure the environmental stakes are carefully considered. The Group has rolled out several major technological innovations: better integration into the surrounding area, in situ treatment of leachates thanks to evaporation-

29

final-waste landfill facilities

based vacuum concentrators, more at-source inspections and anti-theft nets.

Paprec has thereby become not only France's leading recycler but also the third waste-management operator, and accompanies its customers, whether public or private, throughout the chain.

On the Group's ICPE sites ("facilities classified as important for the environment"), preserving biodiversity is of major importance. Consequently, on these sites impact studies are conducted, local fauna-and-flora monitoring programmes are carried out and ancillary activities are performed: beekeeping, tree planting or even eco-grazing.

New skills for major projects

The Major Projects Division, the latest addition to the Paprec family, develops multi-stream treatment solutions that bring together innovative waste-sorting and recovery tools on behalf of local authorities and industry.

Thanks to this new offer, the Group plans to expand its range of services beyond sorting while pursuing three goals: recycle materials, develop energy recovery and recover the organic fraction of waste through the production of methane, and produce SRF with non-recyclable waste.

Paprec draws on its technical expertise to respond to major consultation projects with its historic partners: Paprec Agro, for organic-material recovery, and Inova Operations, for energy recovery.

The Group is now able to create and manage large-scale biogas plants for organic waste and bio-waste and to position itself as an operator of SRF plants that power - in gas or electricity - industrial sites or district heating systems.

This Division testifies to the Group's ability to anticipate and adapt to regulatory change by responding to the goals set by the Energy transition and green growth law: increase recycling rates, reduce the amount of waste sent to landfill and replace fossil fuels with renewable-energy and recovered-fuel sources.

Montélimar: first massive Major Project won by Paprec

In 2020, Syndicat des Portes de Provence (SYPP) entrusted Paprec with the construction and operation of a large multi-stream residual-waste recovery plant. A €45m investment, the Malataverne plant, near Montélimar, will sort and recover 90,000 tonnes of household and industrial waste over a period of 20 years and will be able to extract 50% of this waste for recycling and energy recovery. In total, 20 local and sustainable jobs shall be created. The beginning of a great adventure!

20 years

length of the new contract signed with SYPP



Local authorities

As Paprec is aware of its vital role as a provider of public services to local authorities, the Group kept almost all of its sorting centres open during the first Covid-19 lockdown.

Through Covid, Paprec collects and sorts the waste of almost 25% of the French population.

Collection of household waste, sorting, delegated management of sorting centres, management of waste drop-off centres, material collection and final-waste landfill facilities: Paprec offers its customers a full range of services.

Paprec's success among local authorities is attributable to its operational excellence and capacity to invest in the creation of new plants or renovate old ones. The contracts signed this year by the Group testify to its expertise in sorting and collection, including in the most innovative systems, such as the contract with Versailles Grand Parc, which comprises an incentive-based pricing policy.

Several major contracts won or renewed in 2020

CONTRACTS WON:

Broc mechanical-biological sorting machine, Versailles Grand Parc, SYPP, MGP, Grand Chalon, creation and management of "global public performance contracts" (MPGP) for the creation of a sorting centre in Guichainville, Syvedac de Rennes

CONTRACTS RENEWED:

Lavaur

MAJOR WORKS:

Illats (Bordeaux),
Lansargues (Montpellier)

€584 million

revenue

25%

of selective collection in mainland France

Eco-organisations

According to the Extended Producer Responsibility (EPR) principle, producers have to organise the management of the waste generated by their end-of-life products. They mostly form eco-organisations that are entrusted with organising recycling streams thanks to the financial contribution of manufacturers. Paprec's customers include specialist eco-organisations (furniture, packaging, medicine, etc.) that are asked to develop recovery streams for these types of waste. Paprec D3E collects, for example, electrical and

electronic equipment waste (WEEE) in partnership with specialist eco-organisations to channel this waste to sorting centres.

The AGEC law (on the fight against waste and the circular economy) added eight streams (construction-site waste, toys, sports equipment, etc.) to the 14 existing streams. Recyclers - key parts of the process - could be stakeholders in the governance of eco-organisations and provide their expertise.

Companies

From collection, sorting, recycling and landfill to incineration, Paprec has created a comprehensive range of services for companies and the tertiary sector.

This year, Paprec has continued to support its customers during the Covid-19 epidemic. Many contracts were either renewed or signed for the first time this year, including tailor-made offers, thereby providing proof of their trust and of the standard of service guaranteed by the Group. In 2020, the Group continued to roll out "My Paprec", its online platform where customers can consult reports concerning the tonnage and recycling rate of their waste and order additional services. The site, Easyrecyclage.paprec.com develops new online solutions for the treatment of waste produced by industry. The site enables customers and prospects to quickly find the collection material that they require and the corresponding service.

In 2019, Paprec worked with Conforama to recover its waste: the company's average recycling rate rose from 18% to 54%. Following the successful completion of this project, Paprec pursued the appointment of contract managers dedicated to its key accounts to develop projects associated with the collection and treatment of waste.

Several major contracts won or renewed in 2020

CONTRACTS WON:

Danone, Shiseido, Center Parcs, Procter and Gamble, Kronenbourg, Chronopost, Arts Graphiques

CONTRACTS RENEWED:

Aéroports de Paris, Système U

For example, in 2020, the teams worked with Amazon to monitor regulations concerning new waste-treatment requirements. Paprec also enabled Kronenbourg to achieve optimal performance with the app, Kizeo, which guarantees the traceability of waste thanks to a clean and secure collection process based on the use of forklift trucks and an electric mini skip. In 2020, Paprec also enabled Danone to make the first 100% rPET bottle.

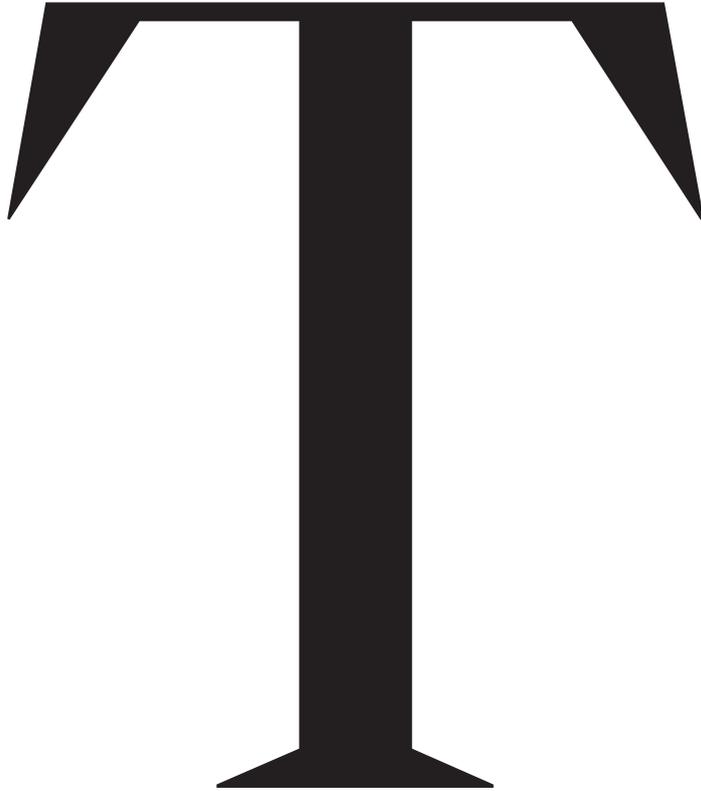
99.3%

contract renewal or extension rate

€749 million

revenue from industry contracts





TRANSITION

For more than 25 years, Paprec's collection, sorting and recovery activities have contributed, due to their very nature, to the creation of a lower carbon economy which is more circular and respectful of people and the planet. The Group thereby avoids the use of virgin raw materials and the discharge of associated greenhouse gas emissions.



Development of the circular economy

Thanks to a rigorous collection, sorting and recovery process, Paprec gives waste a second life and supports a circular, low-carbon economy that favours more sustainable production methods.

To do this, Paprec introduced an ambitious investment policy based on two key commitments:

- **Increase collection rates** - through investments in an effective collection tool (with connected and geolocated collection vehicles, for example), adapted offers (delegated management of industrial sites or door-to-door collection through EasyCollecte, for example), cooperation with eco-organisations and by raising public awareness.

- **Improve recovery rates**

In 2020, Paprec pursued its investments to recycle new materials (plastic film, yoghurt pot offcuts, etc.) on its sorting lines or to reduce waste-treatment costs and thereby reduce the proportion of final waste at the end of the line through the digitisation of its tools (sorting robots that use artificial intelligence, high-precision optical sorting lines, data shared through a secure portal or through a Digital Analysis and Expertise Centre).

Paprec, leading innovation in carbon-fibre recycling

In 2019, Paprec and Bordeaux University were selected under the European research project, "MANIFICA Recycling".

By 2023, the aim is to establish with Toray and Airbus the recycling chain of carbon-fibre composites of aircraft waste - previously sent to landfill - to derive innovative and high-quality composite parts. The result? The first recycled fibres were produced in November 2020.

1. This Horizon 2020 grant is worth more than €2 million. Find out more about this project at: <https://cordis.europa.eu/project/id/887104/fr>





Passed on 10 February 2020, the law on the fight against waste and the circular economy reflects society's firm stance towards the challenges raised by the ecological-transition process and the prospects offered by an ambitious National economic recovery plan in relation to these challenges. Through its businesses, Paprec contributes directly to meeting the goals set by this new law.

The Group will have a major role to play in meeting the following goals, in particular:

- 100% of all plastic recycled by 2025;
- Improve local authorities' waste collection;
- Prevent the destruction of new non-food unsold stock, donate or recycle products by the end of 2021 or 2023;
- Encourage the reuse or recovery of construction-site waste;
- Combat illegal waste dumping;
- Expand the range of EPR streams to include new product families (toys, cars, cigarettes, etc.).

Furthermore, the law enriches the current system for the provision of waste-sorting information to consumers.

Through its on-site open days and workshops, Paprec participates, at its level, in raising public awareness of this issue.

The D3E Division grows

Created in 2001, the D3E Division now has 200 employees, treats 100,000 tonnes per year and turns over €30 million.

The Group has worked on access to sources, the roll-out of the treatment process on an industrial scale and the streamlining of business offers.

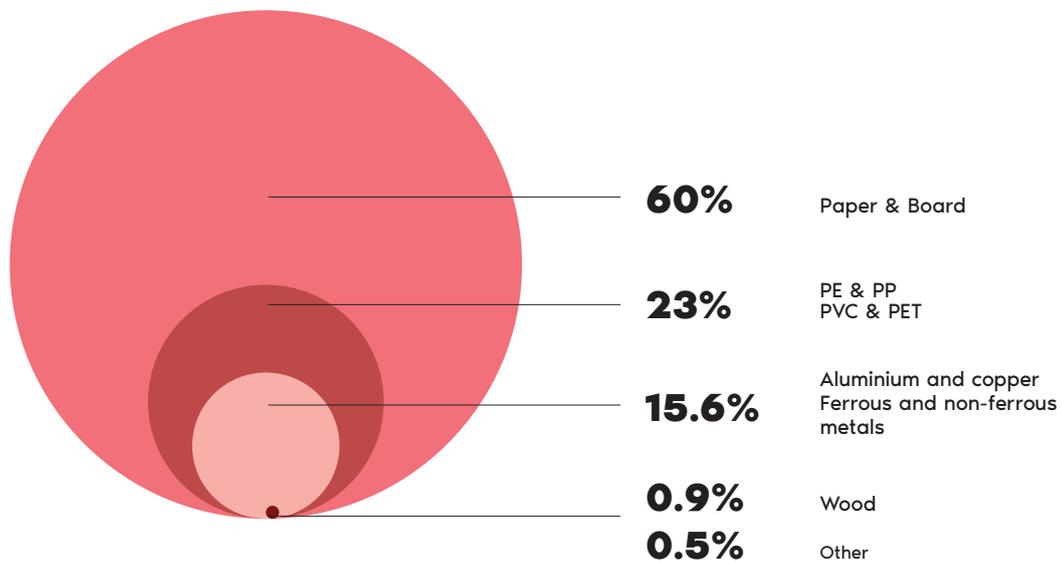
Combating climate change

As a waste collector and recycler, Paprec gives used materials a second life. Reducing greenhouse gas emissions and preserving fossil fuels stand at the heart of its business model. The production of recycled materials avoids the extraction of virgin raw materials and saves so-called "first-cast" energy. Since 2011, the Group has monitored its greenhouse gas emissions. In 2020, 73%

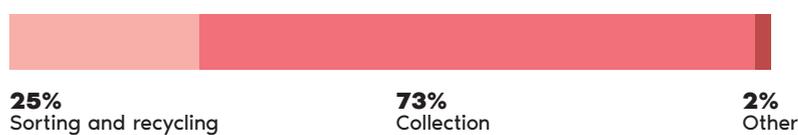
of the Group's emissions were associated with the consumption of vehicle fuel and 25% with the energy required to operate sorting centres and plants.

Paprec has implemented a series of measures to reduce its environmental impact: training of drivers in eco-driving habits, use of waterway transport, optimisation of rounds and use of hybrid vehicles.

Breakdown of the emissions avoided



Breakdown of GHG emissions by business



Protection of biodiversity



By giving a second life to waste and avoiding the over-exploitation of natural resources, Paprec has built an economic model around businesses that make a significant contribution to biodiversity.

The Group has boosted its commitment to biodiversity through a range of actions, such as:

- signing in 2018 the “Act4nature” commitment to incorporating biodiversity conservation actions into all its businesses;
- Paprec renewed this commitment in 2020 with Act4Nature International;
- a partnership with Humanité & Biodiversité signed in 2020 to develop its actions in the regions where Paprec is present;
- a “Biodiversity Action Plan”, with sections on employee awareness and managing the impact associated with the Group’s landfill business;
- trialling soil restoration through the Paprec Agro centre located in the Dordogne region, which won several awards in 2019 and 2020, including the European Union’s Sustainability Award in April 2019.

The Group also works on a daily basis on the gradual roll-out of environmental management systems on all of its sites. As a result, in 2020, 108

waste-treatment sites held ISO 14001 (or equivalent) certification. Complementary certification audits serve to create action plans for the sites. The implementation of these plans and their progress are monitored by site managers.

In line with the commitments made in 2018 as part of Act4Nature, the Group examined all of its sites to identify the action plans implemented on a local level and to incorporate them into a single Action Plan. In partnership with experts, the Group prioritised a number of sites on which specific actions will be taken, mainly and initially within its head offices.

€10.5 million

allocated to environmental protection

R

RESPONSIBLE

Employee safety, aiming for excellence within its business lines, fighting against discrimination and supporting major projects: these are the four goals that have been at the heart of Paprec's business model since it was established.





Employee safety: a central concern for the Group

Paprec employees work in a key sector in which health-and-safety risks are high: road accidents, fire, repetitive strain injuries and, this year, exposure to Covid-19. It is for this reason that site and employee safety is a priority for the Group.

The reorganisation of Quality, Safety and Environment (QSE) services, which began in 2018, was finally completed in 2020. Henceforth, a regional QSE manager, working in close contact with the agencies, is the Group's preferred relay of its policy, actions and best practice. New goals were added to this policy. The Group continued to provide safety-culture training to employees in the field on the basis of its Safety Manual. Paprec renewed all of its safety certificates and obtained single certificates for each specialised business (WEEE, hazardous waste, etc.). The accident indicators have continuously improved. The workplace accident frequency rate reached 33.99 (compared to 37.16 in 2019) and the seriousness rate reached 2.23 (compared to 2.28 in 2019). The targets set for 2020 were met.

Paprec implemented an extensive policy to prevent the risk of fire, which is inherent to its businesses: audits, thermal cameras, sprinklers, reference fire fighters, drills and powerful fire nozzles ensured

outbreaks in the summer of 2020 were kept under control until the arrival of the fire service. An investment that paid off for the Group as the number of outbreaks fell.

Paprec put to the test by Covid-19 Health and safety come first

Paprec responded immediately to the Covid-19 pandemic: the safety of the 5,000 employees who continued to collect, sort and manage waste in the field was quickly ensured, 1,500 employees were asked to work from home and the Executive Committee held a daily crisis meeting on HR matters. While the shortage of face masks was felt nationwide in the first few weeks of the pandemic, donations from the Group's stock were made to hospitals. Thanks to its special business relationships with the Asian market, Paprec was able to access an initial delivery of 300,000 FFP2 masks within two weeks. These masks went to its employees and hospitals, and were sold at cost price to other companies in the sector, including Paprec's competitors. Making swift decisions and mobilising its network form part of the Group's strengths and, during these difficult times, such responsiveness made a difference!

100%

of sites protected from fire

€7.3 million

invested in safety

Employee upskilling

Over more than 25 years, Paprec has grown thanks to the commitment of its employees - veritable pillars of the Group's business model and culture. The development of their skills is a priority that was reaffirmed in the Group's 2019-2020 roadmap. Paprec is thereby committed to contributing to their employability.

Over recent years, Paprec's dynamism and growth have been accompanied by specific training requirements. In 2020, Paprec took on more than 1,000 employees. The cooperation of the central and regional HR teams meant that 43,037 hours of training could be given to the Group's talents. The roll-out of the 2020 training plan was monitored throughout the year thanks to a dedicated tool.

The Group also makes every effort to offer attractive career prospects to its workforce. The internal "Careers" website lets everyone consult and apply for vacancies, and thereby favours internal mobility.

Work/study staff and interns are welcome at Paprec!

Keen to support young people as they embark on their career, Paprec recruited 125 people on work/study programmes in 2020 (25% more than in 2019). Every year, an integration pathway is run to create a veritable "graduating class", in a spirit of cohesion and mutual assistance.

Paprec manages to gain the loyalty of these young talents as in 2020 around 40% of them became employees.

12.6 hours

average number of hours of training per employee trained

561

internal promotions



Promoting diversity and professional equality

Paprec has grown with the desire to build a more fraternal society. It was the first French company to adopt a charter on diversity and secularism in 2014 to respect the diverse beliefs, culture, training and age of each of its employees.

In 2019, the Group acquired Résilience, a company whose purpose is to find employment for the long-term unemployed, and "Le Petit Plus", a "social and solidarity economy" company which employs 70 disabled people to collect and sort office waste. This year, everyone moved into the La Courneuve head office with two goals: to benefit from optimal working conditions and complete integration into the Group, and to be accompanied by La Corbeille Bleue, a Paprec subsidiary that specialises in the management of tertiary-sector waste.

For certain services, Paprec turns to organisations that reintegrate disabled workers. Paprec Bourgogne has a long-standing partnership with Acodège (a vocational rehabilitation centre) for collection and pre-sorting assignments.

Aware that the integration of women into the workforce for certain specific positions remains a major challenge for Paprec, and in accordance



with French regulations, Paprec calculated its professional equality index in 2020. It was 89/100, whereas the regulation sets a target of 75/100.

89

professional equality index

59

number of nationalities

272

number of disabled employees

31.5%

overall ratio of women to men in management positions

Boosting performance through employee well-being

Since it was established, Paprec has implemented an ambitious social policy. In 2019, the historic site of La Courneuve was overhauled: it now comprises a building specifically for paper-board recycling and “Paprec Academy”, which has squash and tennis courts and a futsal pitch. A room dedicated to rest and reading was created at the Saint-Herblain head office.

In 2020, the Group was particularly attentive to the health and safety of its employees - particularly those considered to be vulnerable. Specific support measures were introduced and the Group’s CEO, Jean-Luc Petithuguenin, publicly stated in front of employees that he would not lay anyone off due to the health crisis, thereby making the same commitment as the one that he made in 2008 at the time of the subprime mortgage crisis.

2020 employee survey: a success!

The 2020 employee survey brought together Coved and Paprec employees: proof of the synergy reached between the two companies. The results: a high participation rate (77%), high satisfaction rates for most of the subjects covered and a very high level of awareness of the Group’s directions.



Sponsorship and philanthropic activity



Paprec supports initiatives and associations whose values reflect those of the Group in the fields of sport, culture, health and environmental protection.

Paprec, a partner of Humanité et Biodiversité

Since 2020, Paprec has supported Hubert Reeves' association that fosters the creation of "natural oases" - protective bubbles of biodiversity - on a corporate level as well as on the level of the general public. The Group wishes to roll out further specific actions to protect the species on its sites, whether on brownfield or active industrial sites.

Paprec sponsors Opéra National de Paris

Since 1998, Paprec has been supporting this art form within the Paris Opera House through AROP (Association for the promotion of the Paris Opera). In 2007, the Group started sponsoring the Opera and in 2010 became the main sponsor of the Ballet.

Paprec sponsors Institut Gustave Roussy

Since 2018, Paprec has been funding Europe's premier cancer centre. Institut Gustave Roussy is a cancer care, research and teaching centre that treats patients suffering from all types of cancer.



Paprec demonstrates solidarity during the crisis by donating face masks to carers and local authorities

During the first Covid-19 lockdown, Paprec was one of the first French companies to obtain a sufficient quantity of face masks. Paprec demonstrated its solidarity with others by giving a large number of these masks to hospitals as well as to local authorities, such as Orléans Métropoles, and other organisations, such as Syded (Syndicate for household waste treatment in Le Lot).

Paprec supports JALMALV

JALMALV is an association that supports people coming to the end of their life, as well as their family members.

Paprec supports ASMAE

Paprec is supporting the association, Sœur Emmanuelle, to help disabled children.

Paprec in the Vendée Globe

Paprec finances the IMOCA-class monohull sailed by Sébastien Simon. The boat was unveiled in the Group's colours in July 2019. It took part in its first Vendée Globe in November 2020.

Paprec supports ASM Clermont-Auvergne and more than 50 sports clubs.

Tables of CSR indicators

Profile and Governance

INDICATORS	UNIT	2018	2019	2020	GRI4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
SCOPE		Paprec Group	Paprec Group	Paprec Group		
BOARD OF DIRECTORS						
Number of Board meetings	NO	5	5	5	G4 34	
Board participation rate	%	98%	98%	98%	G4 34	
Percentage of independent Board Members	%	20%	20%	20%	G4 34	
Percentage of women Board Members	%	18%	18%	18%	G4 34	
EXECUTIVE COMMITTEE (OR MANAGEMENT COMMITTEE)						
Number of Executive Committee members	NO	15	19	19	G4 34	
Number of Executive/Management Committee meetings	NO	11	11	11	G4 34	
AUDIT AND INTERNAL CONTROL						
Number of dedicated committee meetings of the Board	NO	6	7	12	G4 33	
Audit Committee participation rate	%	100%	100%	100%	G4 33	
External auditing expenses (Auditors)	K€	1,016	983	950	G4 33	
FINANCIAL INFORMATION						
Total value of assets	K€	1,984,888	2,111,253	2,277,061	G4 9	Regional, economic and social impact of the company's business
Tangible fixed assets	K€	1,678,966	1,805,042	1,850,213	G4 9	
Consolidated revenue	K€	1,413,198	1,406,586	1,333,241	G4 9	
Revenue by type of customer					G4 9	
Local authorities	%	29.3%	32.5%	43.8%	G4 9	
Private companies	%	70.7%	67.5%	56.2%	G4 9	
Group capital investments	K€	137,412	128,427	124,494	G4 9	
Acquisition investments	K€	71,258	7,139	2,329	G4 9	
Total Group investments	K€	238,670	135,566	126,823	G4 9	
Number of Integration Committee meetings for new entities having joined the Group in the year	NO	31	36	36	G4 9	
SITES						
Total number of Paprec sites	NO	252	257	258	G4 6	Regional, economic and social impact of the company's business
In France	NO	246	250	251	G4 6	
In Switzerland	NO	6	7	7	G4 6	
Number of sites by type in France					G4 6	
Plants	NO	132	136	136	G4 6	
Commercial agencies and offices	NO	17	17	17	G4 6	
Other sites (consolidation sites, eco-sites, plants under construction, etc.)	NO	68	68	69	G4 6	
Landfill facilities	NO	29	29	29	G4 6	

INDICATORS	UNIT	2018	2019	2020	GRI4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
SCOPE		Paprec Group	Paprec Group	Paprec Group		
SITES (cont.)						
Types of industrial sites in France						G4 6
Hazardous waste storage platforms	NO	5	5	5	G4 6	Regional, economic and social impact of the company's business
Final waste landfill facilities	NO	29	29	29	G4 6	
Composting plants	NO	13	13	13	G4 6	
WEEE plants	NO	13	13	13	G4 6	
Plastics plants	NO	10	10	10	G4 6	
Worksite waste processing plants	NO	9	9	9	G4 6	
Waste paper, industrial non-hazardous, timber recycling plants	NO	81	84	85	G4 6	
Confidential office paper destruction plants	NO	12	12	12	G4 6	
Selective collection sorting plants	NO	30	31	31	G4 6	
Scrap iron and other metal recycling plants	NO	14	14	14	G4 6	
LOCAL ECONOMIC IMPACT						
Percentage of direct local jobs	%	100%	100%	100%		Economic impact
INNOVATION						
Number of hours devoted to innovation	NO	24,955	21,056	22,483	INN 1	
R&D and innovation expenditure eligible for tax credits	K€	3,396	3,741	2,212		
RESEARCH TAX CREDIT (CIR)	K€	1,019	1,117	663	INN 1	

SOCIAL PERFORMANCE

INDICATORS	UNIT	2018	2019	2020	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)	
SCOPE		Scope 2017 + COVED + Ovalie	Scope 2018 + Ikos + Deroo	Scope 2019 + Le Petit Plus + Privacia			
JOBS AND HEADCOUNT							
Total average annual headcount*	No of employ- ees	8,771	9,618	9,722	LA 1	Employment	
Report scope headcount	No of employ- ees	7,998	9,270	9,322	LA 1		
Breakdown by division							LA 1
Head offices and commercial agencies	%	12.18%	12.67%	10.58%	LA 1		
Plants and other	%	87.82%	87.33%	89.42%	LA 1		
Headcount by geographic region							LA 1
France	No	7,998	9,120	9,152	LA 1		
Switzerland	No	150	150	170	LA 1		
Headcount by type of contract							G4 10
Open-ended contract	%	83.2%	83.3%	77.6%	G4 10		
Fixed-term contract and temporary employees	%	15.4%	14.9%	20.4%	G4 10		
Other types of contracts: apprenticeships and professional contracts	%	1.4%	1.9%	2.0%	G4 10		

*Scope = Paprec Group

SOCIAL PERFORMANCE

INDICATORS	UNIT	2018	2019	2020	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)	
SCOPE		Scope 2017 + COVED + Oualie	Scope 2018 + Ikos + Deroo	Scope 2019 + Le Petit Plus + Privacia			
JOBS AND HEADCOUNT (cont.)							
Headcount by category					G4 10	Employment	
Management	%	10.6%	10.1%	12%	G4 10		
Supervisors and management assimilated	%	12.2%	11.7%	10.3%	G4 10		
Employees and workers	%	77.3%	78.2%	77.7%	G4 10		
Employees by age brackets					LA 1		
Employees aged under 30	%	12.9%	13.2%	12.95%	LA 1		
Employees aged between 30 and 49	%	56.7%	55.3%	54.25%	LA 1		
Employees aged over 50	%	30.5%	31.5%	32.80%	LA 1		
Average age	Years	42.93	42.91	43.90	LA 1		
Average length of service in the Group (or entity integrated by Paprec Group)	Years	8.81	8.57	9.10	LA 1		
EMPLOYEE MOVEMENTS							
Number of hires by category	No of employees	1,554	1,840	1,426	LA 1		
Management	No of employees	124	223	181	LA 1		
Supervisors and management assimilated	No of employees	124	148	152	LA 1		
Employees and workers	No of employees	1,156	1,469	1,093	LA 1		
Percentage of hires on open-ended contracts	%	62.8%	70.1%	72.9%	LA 1		
Number of departures and reason	No	1,138	1,209	1,003	LA 1		
Trial period ended	%	4.3%	2.2%	3.3%	LA 1		
End of fixed-term or temporary employment contract	%	32.5%	27.3%	24.7%	LA 1		
Retirement	%	5.9%	7.3%	9.0%	LA 1		
Retrenchment	%	19.2%	17.0%	19.2%	LA 1		
Voluntary departure and resignations	%	21.0%	21.8%	18.5%	LA 1		
Other	%	17.1%	24.3%	28.9%	LA 1		
Departure rate	%	12.4%	16.5%	10.8%	LA 1		
Churn rate	%	16.33%	16.06%	11.36%	LA 1		
Number of applications received (web and post)	No	33,292	40,429	37,425	LA 1		
WORKPLACE HEALTH AND SAFETY							
Total workplace health and safety expenditure (training and equipment purchases)	k€	6,089	7,721	7,305	LA 6 & 7		
Workplace accident frequency rate	rate	41.99	37.16	33.99	LA 6 & 7		
Profession average accident frequency rate	rate	48.9	47	40	LA 6 & 7		
Workplace accident seriousness rate	rate	1.58	2.28	2.23	LA 6 & 7		
Profession average accident seriousness rate	rate	3.3	3.6	3.5	LA 6 & 7		
Number of calendar days lost because of workplace accidents	No	20,401	27,994	30,112	LA 6 & 7		
Absenteeism rate	rate	5.45	5.75	10.1	LA 6 & 7		

INDICATORS	UNIT	2018	2019	2020	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
SCOPE		Scope 2017 + COVED + Ovalie	Scope 2018 + Ikos + Deroo	Scope 2019 + Le Petit Plus + Privacia		
EMPLOYEE RELATIONS						
Number of collective bargaining agreements	No	75	76	101	LA 4	Social relations
Percentage of employees covered by these CBAs	%	100%	100%	100%	LA 4	
Number of union delegates	No	32	47	43	LA 4	
Participation rate in professional elections	%	76%	63%	65%	LA 4	
Number of delegates elected	No	527	489	528	LA 5	Health and safety
TRAINING AND SKILLS DEVELOPMENT						
Average number of hours' training per employee trained	No	22.4	21.2	12.6	LA 9	Training
Total number of hours' training	No	63,737	70,182	43,037	LA 9	
Number of internal promotions	No of employees	563	710	561	LA 10	
O/w employee to supervisor and worker to supervisor	No of employees	63	74	49	LA 10	
O/w supervisor to assimilated manager or manager	No of employees	37	33	3	LA 10	
Number of integration pathways for new hires	No	119	122	333	LA 10	
Average duration of integration pathways for supervisors	No of days	15	15	15	LA 10	
Average duration of integration pathways for managers	No of days	30	30	30	LA 10	
DIVERSITY AND EQUAL OPPORTUNITY						
Employees by gender					LA 1	Employment
Men (%)	%	81.2%	80.5%	80.9%	LA 1	
Women (%)	%	18.8%	19.5%	19.1%	LA 1	
Proportion of women by category	%				CLT 1	Diversity and equal opportunity
Management		18.2%	20.5%	20.7%	CLT 1	
Supervisors		25.5%	23.0%	20.8%	CLT 1	
Employees and workers		56.4%	56.5%	58.4%	CLT 1	
Proportion of women by category	%				CLT 1	
Management		30.0%	28.8%	31.5%	CLT 1	
Supervisors		39.8%	38.4%	39.1%	CLT 1	
Employees and workers		13.9%	14.8%	14.3%	CLT 1	
Number of hires aged over 50	No	190	252	225	CLT 1	
Number of disabled hires	No of employees	10	26	19	CLT 1	
Number of disabled employees	No of employees	242	250	272	CLT 1	
Percentage rate met for regulatory threshold of disabled employees	%	89%	75%	64%	CLT 1	
Number of employee birth countries	No	75	80	80	CLT 1	
Number of nationalities	No	43	59	59	CLT 1	

INDICATORS	UNIT	2018	2019	2020	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
SCOPE		Scope 2017 + COVED + Ovalie	Scope 2018 + Ikos + Deroo	Scope 2019 + Le Petit Plus + Privacia		
REMUNERATION						
Total payroll	k€	193,378	218,268	219,226	LA 1	Employment
Paprec's monthly gross minimum salary	€	1,811	1,835	1,863	LA 1	
Average annual gross salary excluding welfare contributions by category	k€	29.6	31.9	32.5	LA 1	
Management	k€	55.5	55.0	56.9	LA 1	
Supervisors	k€	33.6	34.5	34.7	LA 1	
Employees and workers	k€	25.0	27.7	28	LA 1	
Professional equality index*	No	83	85	89		
WORKING CONDITIONS						
Percentage of workers on shift work	%	5.06%	4.60%	4.60%	LA 1	Work organisation
Percentage of temporary employees from agencies with which we have an anti-illegal employment agreement	%	100%	100%	100%	LA 1	

Environmental performance

INDICATORS	UNIT	2018	2019	2020	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
SCOPE		Scope 2017 + COVED + Ovalie	Scope 2018 + Ikos + Deroo	Scope 2019 + Le Petit Plus + Privacia		
RECYCLING AND WASTE PREVENTION*						
Total tonnage	k tonnes	11,656	12,175	11,522	EN 1 & 2	Raw materials
Total mass of waste recycled	k tonnes	8,906	9,444	8,797	EN 1 & 2	
% of waste collected by Paprec Group	%	71.57%	75.04%	74.94%	EN 1 & 2	
% of directly contributed waste (delivered directly to the Paprec Group site)	%	13.73%	13.10%	13.11%	EN 1 & 2	
% of raw materials from recycling bought (trading)	%	14.70%	11.87%	11.95%	EN 1 & 2	
Percentage of recycling achieved per type of waste					EN 1 & 2	
Paper (sector average)	%	98%	98%	98%	EN 1 & 2	
Plastics	%	86%	86%	86%	EN 1 & 2	
Non-hazardous waste (calculated at plant outlet at 4 sites with a non-hazardous waste sorting line)	%	67%	67%	67%	EN 1 & 2	
Worksite waste (calculated at exit from Paprec worksite plants)	%	76%	76%	76%	EN 1 & 2	
WEEE waste	%	79%	79%	79%	EN 1 & 2	
Selective collection waste	%	80%	80%	80%	EN 1 & 2	
Timber (sector average)	%	99%	99%	99%	EN 1 & 2	
Scrap iron (sector average)	%	99%	99%	99%	EN 1 & 2	
Other metals (sector average)	%	99%	99%	99%	EN 1 & 2	
Green waste (sector average)	%	99%	99%	99%	EN 1 & 2	
Plants' total recycling rate	%	76.4%	77.6%	76.3%	EN 1 & 2	

*Scope = Paprec Group

INDICATORS	UNIT	2018	2019	2020	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
SCOPE		Scope 2017 + COVED + Ovalie	Scope 2018 + Ikos + Deroo	Scope 2019 + Le Petit Plus + Privacia		
ENERGY						
Energy consumption					EN 3 & EN 4	Sustainable use of resources
Electricity consumption	MWh	183,000	161,940	122,942	EN 3	
Diesel	k litres	54,690	53,979	56,480	EN 3 & EN 4	
Electricity production at landfills	MWh	45,523	48,606	65,220	EN 3 & EN 4	
Heat self-consumption at landfills	MW	36,059	42,388	50,552	EN 3 & EN 4	
Biomethane injected	MWh	10,862	8,986	13,201	EN 3 & EN 4	
Cost of electricity consumed	k€	13,000	11,765	11,900	EN 3 & EN 4	
GHG RESULTS*						
GHG emissions (Scopes 1 and 2 of GHG Protocol)	t eq CO ₂	323,541	326,509	321,227	EN 15 & 16	Climate change
O/w GHG emissions from recycling business	t eq CO ₂	191,755	193,655	188,883	EN 15 & 16	
GHG emissions avoided by recycling business	t eq CO ₂	4,540,089	4,649,316	4,030,336	EN 19	
TRANSPORTATION						
Number of sites connected					EN 30	General environmental policy
Rail	No	7	7	7	EN 30	
Inland waterway	No	6	6	6	EN 30	
Doubly connected	No	2	2	2	EN 30	
Tonnage transported by inland waterway (incoming waste collection and outgoing waste logistics, e.g., rubble)	Tonnes	107,887	103,266	101,150	EN 30	Climate change
Percentage of Euro 5, Euro 5 EEV and Euro 6 stand- ard trucks	%	51.70%	62.53%	67.04%	EN 15 & 16	
Percentage of private vehicles bought during the year emitting less than 120 g of CO ₂ / km according to the WLTP standard	%	-	42%	66%	EN 15 & 16	
ENVIRONMENTAL MANAGEMENT AND CERTIFICATIONS						
Environmental protection budget	k€	8,135	14,110	10,524	EN 31	General environmental policy
Number of sites with at least one certification	No	177	168	149	G4 15	
Number of sites (entities) certified ISO 14001	No	104	107	108	G4 15	
Number of sites (entities) certified ISO 9001	No	115	107	73	G4 15	
Number of sites (entities) certified OHSAS 18001	No	19	20	18	G4 15	
Number with triple certification (OHSAS 18001, ISO 9001 and ISO 14001)	No	16	17	16	G4 15	
Percentage of sites with an Environmental Management System (ISO 14001 or equivalent)*	%	64%	72%	73%	G4 15	

INDICATORS	UNIT	2018	2019	2020	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
SCOPE		Scope 2017 + COVED + Ovalie	Scope 2018 + Ikos + Deroo	Scope 2019 + Le Petit Plus + Privacia		
ENVIRONMENTAL MANAGEMENT AND CERTIFICATIONS (cont.)						
Number of treatment sites without any certification	No	33	23	22	G4 15	General environmental policy
O/w present in the Group for less than 3 years	No	27	13	10	G4 15	
Percentage of recycled raw material sales certified ISO 9001	%	100%	100%	100%	G4 15	
Percentage of treatment and sorting sites classified as important for the environment	%	100%	100%	100%	G4 15	
Percentage of treatment sites classified as important for the environment requiring a permit	%	63%	63%	63%	G4 15	
Percentage of treatment sites classified as important for the environment requiring registration	%	21%	20%	20%	G4 15	
Percentage of treatment sites classified as important for the environment requiring a declaration	%	16%	17%	17%	G4 15	
Number of Regional Department of the Environment, Planning and Housing inspections of sites classified as important for the environment	No	44	73	81	G4 15	
Number of new permits received for sites classified as important for the environment	No	5	15	18	G4 15	
Number of regulatory internal audits	No	71	72	63	G4 15	
Number of letters sent to and received from the administration	No	784	795	872	G4 15	

SOCIAL COMMITMENT

INDICATORS	UNIT	2018	2019	2020	GRI 4	ARTICLE 225
SCOPE		Scope 2017 + Ovalie	Scope 2018 + Ikos + Deroo	Scope 2019 + Le Petit Plus + Privacia		
SPONSORSHIP AND PHILANTHROPY*						
Total sports sponsorship budget	k€	1,617	1,627	3,398	SO 1	Relations with people or organisations interested in the company's business
Total philanthropy budget	k€	1,107	1,512	1,418	SO 1	
RESPONSIBLE PURCHASING PRACTICES						
Expenditure with companies and structures approved by ESAT and AGEFIPH (work integration enterprises for disabled employees)	k€	755	1,800	3,133	SO 1	Sub-contracting and suppliers
Percentage of temporary employment expenditure with agencies having signed an agreement to combat false papers and identity theft	%	100%	100%	100%	G4 56	

*Scope = Paprec Group

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