



# 2022 SUSTAINABLE DEVELOPMENT REPORT





## Paprec, France's leader in recycling and energy recovery, a major player in decarbonisation

Lucie Muniesa, Director of Sustainable Development

**“Through its development, Paprec contributes to the environmental and energy transition but also to national and European sovereignty by producing new resources from waste.”**

In 1994, Jean-Luc Petithuguenin founded Paprec Group with a strong belief: waste will be the 21st century raw material. He created the French leader in recycling, a major player in the circular economy and a responsible company. Today, recycled raw materials are considered to be essential resources. They are a response to planetary boundaries, the challenges of decarbonising our economy and to national and European sovereignty.

After 2022, a year marked by numerous crises and external tensions - the health crisis, the war in Ukraine, the energy crisis in Europe, global inflationary pressures - Paprec is demonstrating its resilience as well as the usefulness and necessity of the recycling and waste management businesses.

Thanks to its industrial expertise in the entire waste management chain (collection, design, construction and operation of recycling and organic-material recovery plants), Paprec is offering waste collection, sorting and recycling solutions tailored to

**“Human wealth is one of the greatest strengths of the Paprec Group, which is built on shared values: respect, diversity and secularism, team spirit and excellence.”**

the territories' and customers' -industrials' and local authorities' - needs.

The Group's diversification into the production of low-carbon energy from non-recyclable waste, and its ongoing investment in innovation to introduce the most effective waste management technologies and in industrial excellence, reinforce its strategic position as France's leading recycler and a major player in low-carbon production.

This complementarity of its activities is reinforced by the large national network and the strengthening of Paprec's material streams. Historically present in France, the Group is expanding internationally to Spain at the same time as it is strengthening its positions in the scrap metal in France.

Paprec is a company resolutely committed to a greener planet and a more fraternal society. The company is proud of this French industrial success story, which places the circular economy at the

heart of its model. The group is now a major player in decarbonisation and ecological and energy transition. It has 13,000 employees who embody this commitment on a daily basis. The professionalism, the excellence, the team spirit that drive this human capital are the Group's strength.

# Milestones

## EXTERNAL

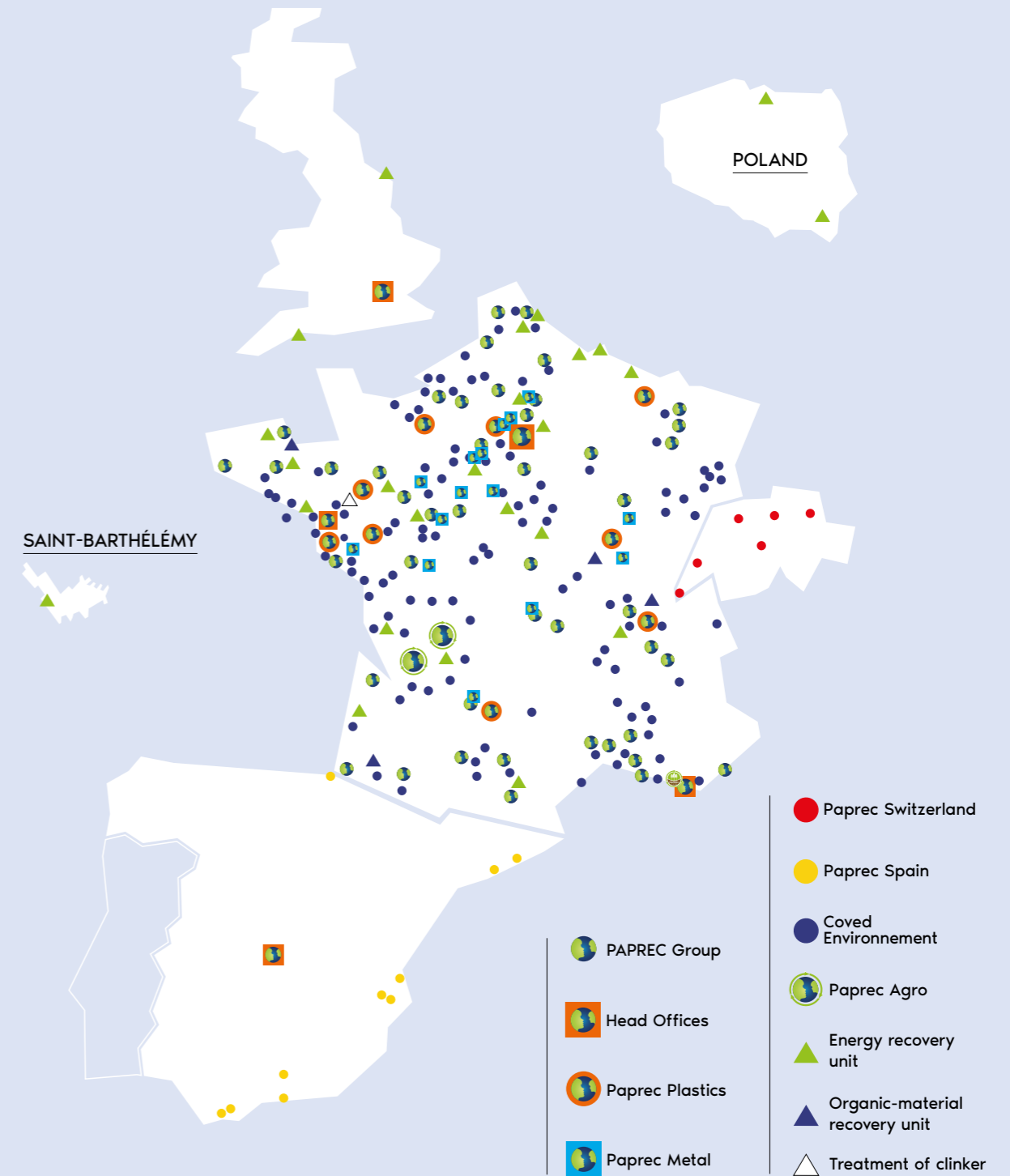
- 1972**  
Creation of the polluter pays principle.
- 2009-2010**  
France's Grenelle I and II laws set waste reduction, landfill and incineration targets for France, and increase recycling rates.
- 2018**  
China closes its borders to imported waste.
- 2014**  
Goal to halve the amount of waste sent to landfill by 2025 (France's energy transition for green growth law).
- 2020**  
AGEC law (on the fight for waste and the circular economy).
- 2020-2021**  
Health crisis linked to the global Covid-19 pandemic.
- 2022**  
Invasion of Ukraine by Russia.

## INTERNAL

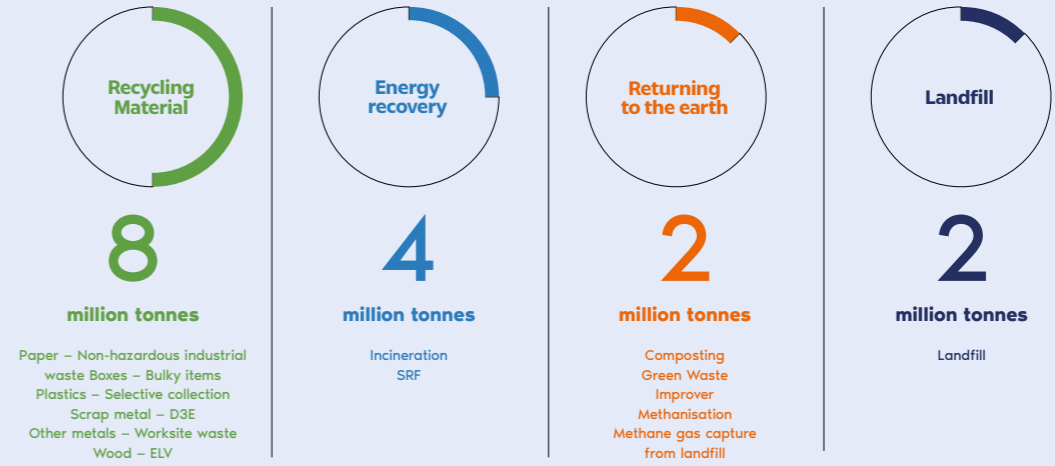
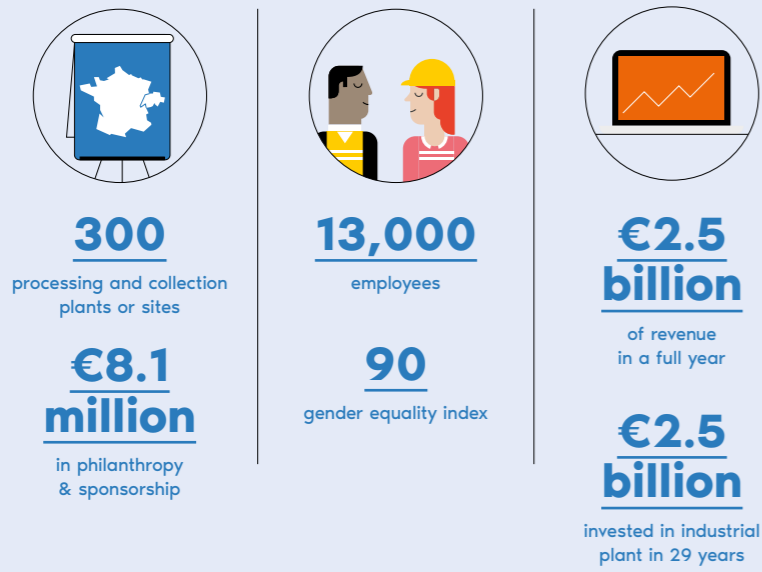
- 1994**  
Creation of Paprec: Jean-Luc Petithuguenin takes over a small waste paper company (45 employees and revenue of €3.5 million).
- 2000**  
Paprec invests in plastic recycling (300 employees and revenue of €120 million).
- 2004**  
Paprec launches a service for local authorities.
- 2007**  
The Arnault and de Rothschild Group enter\* Paprec's capital.
- 2017**  
Acquisition of Coved Environnement: the Group increases from 4,500 to 8,000 employees with revenue of €1.3 billion, and becomes the French number one recycler and the third largest player in waste management.
- 2015**  
First mid-sized company in France to issue a Green Bond.
- 2012**  
Bpifrance and Arkéa enter Paprec's capital. Entrepreneur of the year award, EY L'Express.
- 2010**  
Paprec purchases the Swiss Lottner Group, its first acquisition abroad.
- 2019**  
European Sustainable Development Award won by Paprec Agro, which reinforces the Group's strategy of returning to land and carbon storage.
- 2020**  
Activities considered essential for the Nation during the Covid-19 pandemic.
- 2021**  
Creation of Paprec Energies following the acquisitions of Inova Operations, CNIM and TIRU.  
Creation of Paprec Engineering.  
Group's internationalisation (United Kingdom, Morocco, India).  
Paprec raises €450 million from Green Bonds (12,500 employees and makes revenue of €2 billion).
- 2022**  
Revenue of €2.5 billion and 13,000 employees in 10 countries.  
Vauban Infrastructures and Crédit Agricole enter Paprec's capital  
Opening of an office in Madrid and first acquisitions in Spain: Paprec strengthens its position in the scrap metal and other metals market with new acquisitions.



# Average distribution of our businesses



- Paprec Switzerland
- Paprec Spain
- Coved Environnement
- Paprec Agro
- ▲ Energy recovery unit
- ▲ Organic-material recovery unit
- △ Treatment of clinker



# Paprec internationally

FRENCH LEADER IN RECYCLING

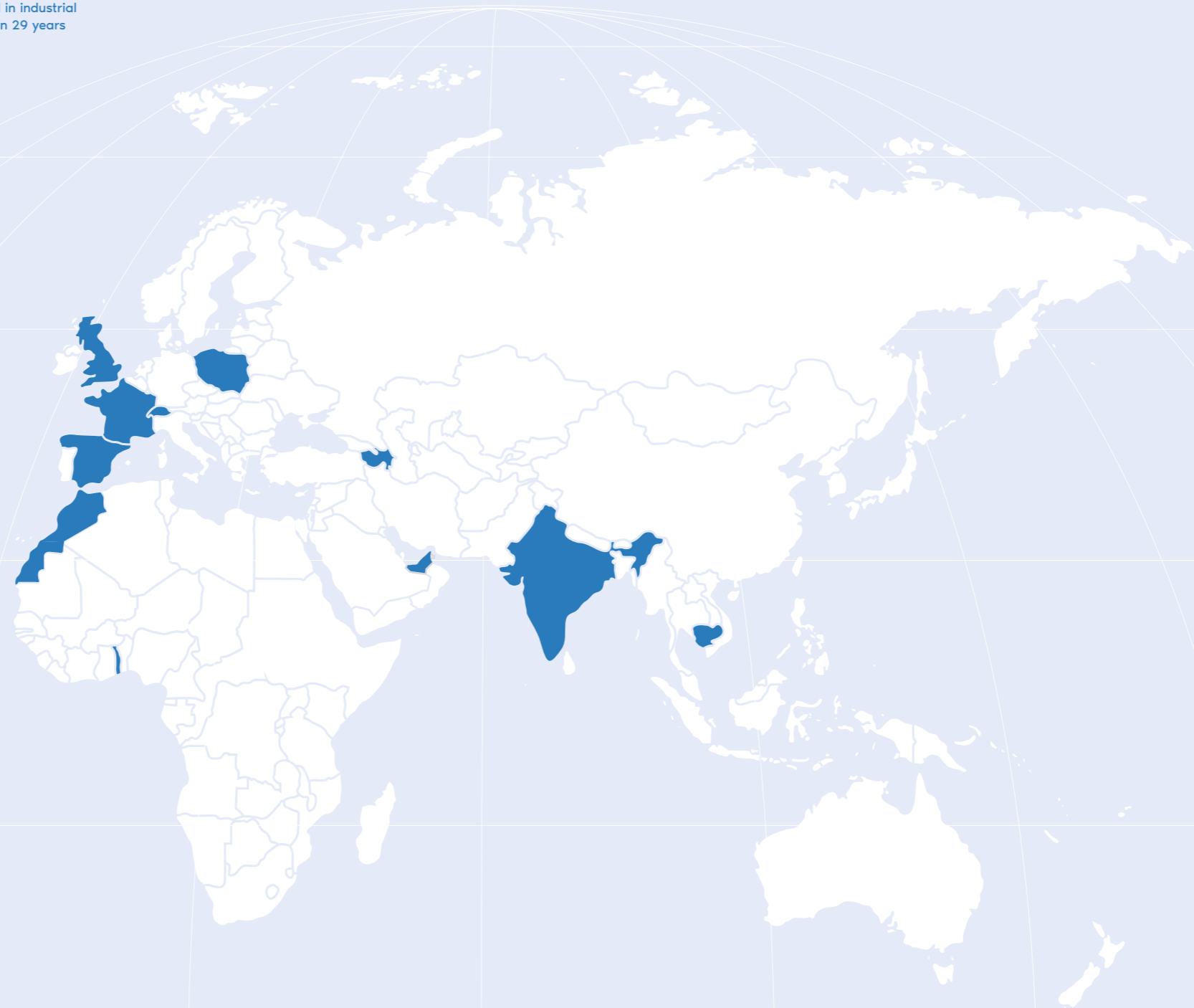
**8.3 Mt**  
recycled

ONE OF THE LEADERS IN WASTE MANAGEMENT IN EUROPE

**16 Mt**  
collected and processed

MAJOR INTERNATIONAL PLAYER IN THE PRODUCTION OF LOW-CARBON ENERGY

**2,649 GWh**  
produced





# A RESILIENT AND GROWING GROUP

Paprec Group continued to grow in 2022, demonstrating the resilience of its development model despite external tensions (war in Ukraine, energy crisis in Europe, global geopolitical tensions).

# A fast-growing Group

The health crisis linked to the global Covid-19 pandemic in 2020-2021 and the war in Ukraine since the Russian invasion of 24 February 2022 and the growing tensions in the Indo-Pacific region are having major impacts on the global and European economy: disruption of logistics flows and global supply chains, energy crisis in Europe and the return of inflation.

Despite this context, Paprec Group continued its development in France and abroad, strengthening its historical recycling business and becoming a major international player in low-carbon energy production. As such, it reinforces its role as leader of the circular economy and spearhead of the decarbonisation of territories and the economy. The Group has one constant objective: to offer its local and industrial customers the best possible technologies to produce raw materials from recycling or to produce low-carbon energy from their non-recyclable waste. Through the development of its activities, it is therefore contributing to the environmental and energy transition, but also to national and European sovereignty, by producing new resources from waste that replace imports of raw materials or fossil fuels.

With the creation of Paprec Energies in the summer of 2021 with the acquisition of Tiru and CNIM, two treasured hundred-year-old companies of French industry, Paprec is now managing and developing major green energy production projects in France.

The Group is also accelerating its international development and is now present in 10 countries (including Spain, Switzerland, United Kingdom, Poland, Azerbaijan, India and Morocco).

The Group is continuing to grow its historical recycling businesses: it is strengthening its position in France as a leader in selective collection with the construction of five new selective collection sorting plants. It is investing in its plastic regeneration plants to increase their capacities and allow a virtuous circular loop of plastics, it is pursuing acquisitions in metal recycling to strengthen its capacities and national network in France.

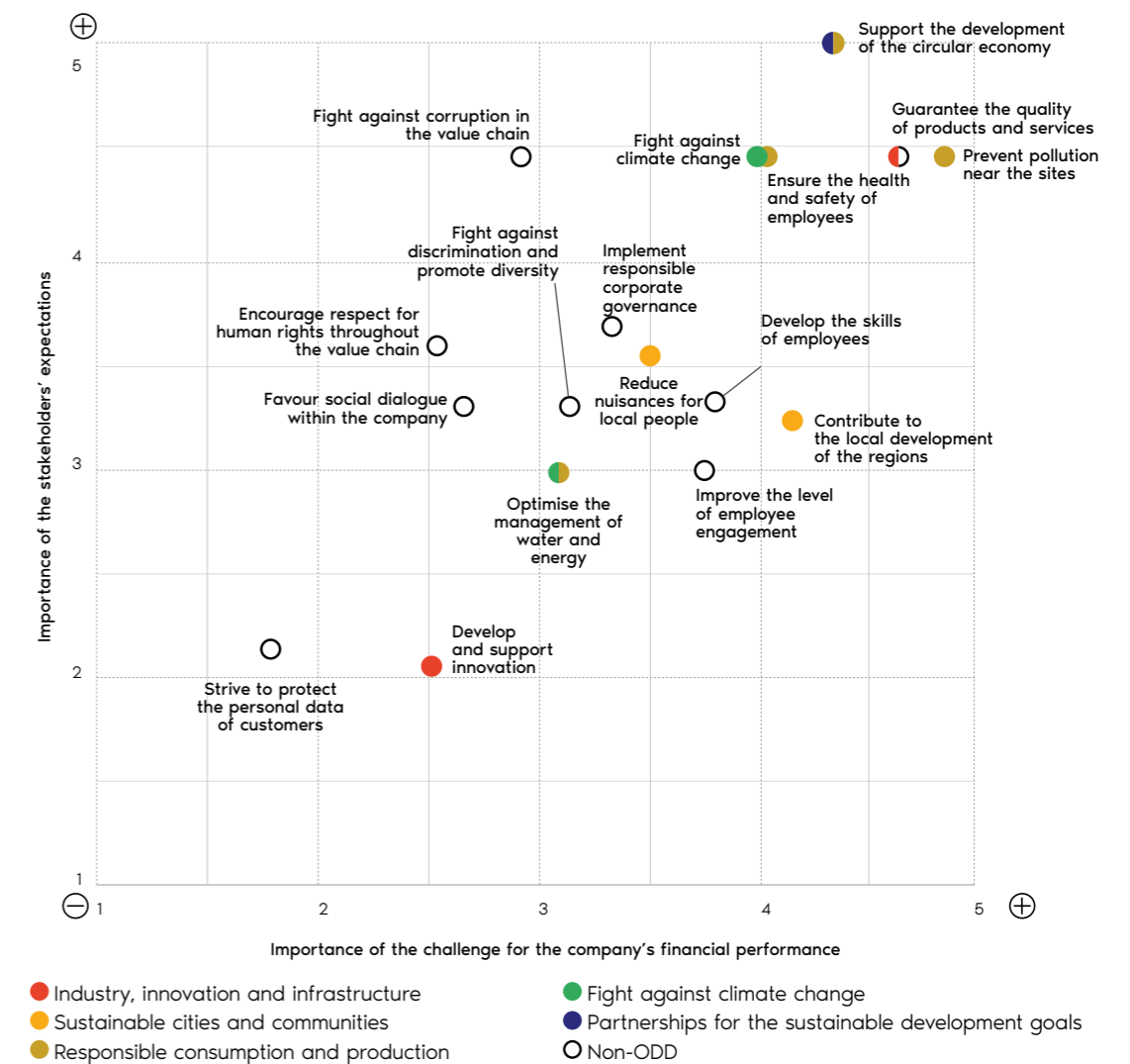


# CSR issues: risks and opportunities for the Group

Paprec puts the expectations of all its stakeholders at the heart of its strategy.

This matrix was produced following interviews with internal and external stakeholders supplemented by an analysis of the financial, regulatory and reputational risks associated with each issue. The Sustainable Development Goals (SDGs) identified

in response to global challenges provide the way forward to ensure a more sustainable model for all. Through its actions, Paprec contributes to some of them, particularly in the fight against climate change, responsible consumption and production, as well as regional development. These commitments are a major part of the Group's strategy to create long-term value.



# Business model

Since its foundation in 1994, Paprec has been able to develop a complete industrial offer nationally and internationally, which meets the needs of its private and public customers for all waste management activities: collection, sorting, material recovery, organic-material recovery and energy recovery.

The Group is now a leader in recycling and the 3rd largest player in energy recovery in France. Through its activities, Paprec actively contributes to the development of the circular economy, the decarbonisation of the economy and protection of the environment.

## Our strengths

### Committed employees

- 13,000 employees
- 2,100 hires

### Industrial excellence and innovation

- Total investment of €276 million
- Continuous innovation

### National coverage

- 300 plants or sites

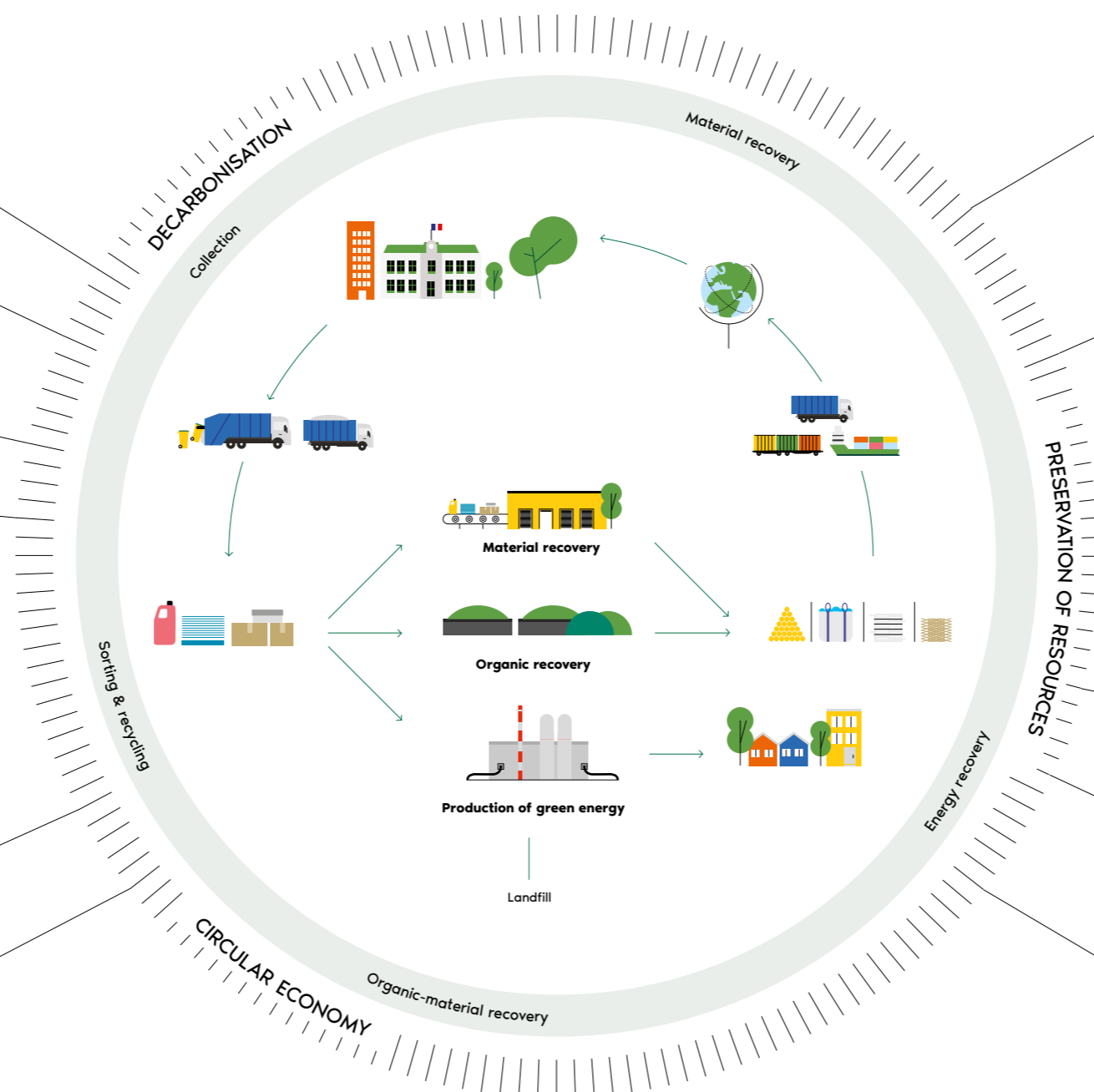
### Family-led and sustainable governance

- Majority of the share capital owned by the Petithuguenin family
- 5th roundtable discussion with the arrival of new shareholders (Vauban Infrastructure partners, Crédit Agricole, For Talents Transmission) alongside the Petithuguenin family, and other long-standing French shareholders: Bpifrance, Arkéa and BNPP

### Responsible finance

- Two green bond issues since 2015

## Our actions



## The value that we create

### Employees

- €11.3 million to preserve health and safety
- 19 hours' training on average per employee trained
- A proactive wage policy

### Customer satisfaction

- Selective collection of recyclable waste from 1 in 4 French people
- 81% renewal of local government contracts

### Environmental preservation

- 16 Mt collected and processed
- 7 MtCO2e avoided
- 975 GWh of electricity produced

### Social responsibility

- €8.1 million in philanthropy and sponsorship

### Continued growth

- €2.5 billion in revenue
- + €400 million of EBITDA



# Waste recycling: Paprec's DNA

Material recovery is Paprec's historical business and primary expertise.

## Expertise serving collection

Collection is the first essential step in recycling. Drivers, refuse collectors, planning officers, weighbridge agents, mechanics and salespeople work to ensure this vital work is done every day. The challenge is twofold: increase the collection rate – i.e. capture as much waste as possible – while ensuring optimal collection quality so that it can be recycled as well as possible afterwards.

Embedded systems, predictive maintenance sensors, 360° camera: in order to be responsive and to best meet the needs of its customers, optimise collection and reduce its environmental footprint, Paprec relies on technological and digital innovations. Digital tools adapted to each service determine the best collection schemes taking into account transport flows, modes and frequencies.

### Development of innovative tools

Developed by Paprec, MyNodus Recyclage is a collaborative tool for tracking collection requests. Every third party – local authority, sorting centre, transporter – can monitor the pathway and quality of waste flows. The UZER Paprec offer sets up a paperless reward encouraging the right sorting action and improving the performance of selective sorting nationwide.

## 1/4 person

Sorting refuse household waste french bin

## 37 plants

sorting of selective collections

## Industrial expertise in sorting

For nearly 30 years, Paprec has been expanding its expertise in paper and cardboard recycling to a dozen other materials. Paprec is able to offer the best quality of service to industrial customers and public authorities through own services, public service delegation or delegated management of complete sites.

By investing every year to modernise its production equipment in order to meet its customers' expectations, Paprec is committed to innovation. The Group works daily to optimise maintenance, traceability, transport, software or the contribution of artificial intelligence to process performance. Paprec Lab fosters the emergence of innovative responses in all fields of the circular economy and waste recovery.

Paprec is leading the way in selective collection sorting. By owning half of its 32 French management centres, the Group is carrying out a lot of work to support local authorities, especially for the extension of sorting instructions. The Group continues to expand its activity by winning five new contracts in 2022 (Bourges, Tours, Damazan, Richwiller and Grenoble). A dedicated specialist subsidiary – PAPREC Technique – ensures the design, installation and maintenance of technical equipment to guarantee the industrial excellence of ordinary industrial waste sorting centres.

## Development of new markets and optimisation of production tools

Through acquisitions and organic growth, Paprec continues to expand in strategic markets by acquiring state-of-the-art industrial tools.

### Paprec Metal

The acquisition in 2022 of Menut Recyclage and Garnier & Fils strengthened the geographical coverage, tools and expertise of the Group in non-ferrous metals.

This new dimension represents a strong and comprehensive offering for customers in the sector. These latest acquisitions allow the group to offer complete and tailor-made offers. With 16 specialised agencies and numerous dedicated points on its 300 French sites, Paprec can offer its customers extensive national coverage. The tools enables the Group to manage the sorting and recycling of all waste and position ourselves on the End-Of-Life Vehicles (ELV) sector.

## €300 million

of revenues from the Scrap Metals business

## 800,000 t

of materials sold by the Scrap Metals business

### Acquisitions for Paprec Métal

Created in 1886, Menut Recyclage is a historical player in the collection and recovery of scrap metals in the Centre Val-de-Loire and Nouvelle-Aquitaine regions.

With two sites in France, the company Garnier & Fils, founded in 1907, complements Paprec's capabilities and coverage.

### Massive investment in plastic recycling

In 2022, the Chalon-sur-Saône plant, which specialises in recycling high-density polyethylene (HDPE) and polypropylene (PP), benefited from an investment of €25 million to double its industrial capacity and improve its production tool. Thanks to a new over-sorting line, an infra-red optical sorting machine and a new deodorisation process, new raw materials from recycling, with qualities comparable to virgin material, will be produced there.

### Paprec Plastics

Through its 9 pre- and post-consumer polymer recycling and regeneration plants, Paprec recycles 350,000 tonnes of plastic waste each year. Major investments (€70 million investment over the last three years) have been made in Chalon-sur-Saône (71), Verdun (55), Trémentines (49), Salaise-sur-Sanne (38) and La Neuve-Lyre (27) to increase their regenerative production capacity in order to meet growing demand.

Paprec is also acquiring companies specialising in household and industrial waste collection such as Eco Actrins in Spain, a country in which the group is stepping up its expansion..

## 300,000 t/year

of sorted plastics

## 230,000 t/year

of regenerated plastics

# Energy recovery from non-recyclable waste: Paprec, a low-carbon energy producer

## Energy recovery

When it is impossible to recycle certain types of wastes, it can be redirected toward energy recovery processes.

With the creation in 2021 of Paprec Energies following the takeovers of Inova Operations, Tiru and CNIM's O&M subsidiary, Paprec became the France's number 3 in energy recovery.

The Group operates 24 waste-to-energy plants in France as well as 5 waste-to-energy plants abroad (2 waste-to-energy plants in the United Kingdom, 1 in Azerbaijan which is the Group's largest with an annual capacity of 500,000 tonnes

and the development of 2 solid recovered fuel (SRF) plants in Poland).

In April 2022, CNIM's engineering teams strengthened Paprec Energies' technological expertise. They initiated important technological firsts in the field of thermal conversion units, waste, biomass combustion and energy. The mastery of these technologies and this innovative strength make it possible to provide customers complete offerings covering the design, construction and operation of waste-to-energy plants.

These teams also strengthen Paprec's expertise in the field of SRF boilers and combustion.

# 4 Mt

of recovered waste

# 1,635 GWh

of heat produced

# 975 GWh

of electricity produced

## Tiru: a 100-year-old company

Tiru, one of France's historic industrial gems, was born out of the need to manage waste in the Paris region by operating four newly-created incinerators in the outskirts Paris. International and with recognised expertise with the patented ROCK oven, Tiru puts innovation at the heart of its DNA.

## SRF: substitutes for fossil fuels

The preparation of SRF, alternative fuels derived from residues, consists of sorting, grinding and calibrating non-hazardous non-recyclable waste from selective collection and industrial waste (small pieces of paper, plastic, wood).

The challenge is to produce quality SRF with a high calorific value that can be used energy in boiler rooms that supply heat and electricity to industries (cement plants, for example) or other local uses.

Thus, SRFs is a low-carbon alternatives to fossil fuels (oil, natural gas and coal). They contribute to decarbonising industry and ensuring energy sovereignty in France.

Paprec is an integrated SRF player, with several SRF preparation platforms in operation (Toulouse, Nantes, Loches, Fresnoy) and SRF boiler room projects. For example, the group designed and built its first SRF boiler plant with a capacity of 23,000 tonnes per year in Krosno, Poland.

This unit will replace several coal-fired power plants, thus contributing to decarbonising the Polish energy mix.

## Sète: a tailor-made ecopark with optimal performance

Chosen by the Sète Agglopolè local authority, the Paprec plant will process all of the area's 55,000 tonnes of non-recyclable waste from 2024. As an alternative to landfill, the disruptive technologies proposed by Paprec Energies meet the region's decarbonisation and energy independence needs (ROCK oven adapts to the calorific value of the different types of waste, optimised boiler, modernisation of the treatment plant). These technological innovations make it possible to supply steam to the heating network serving a local industrial company in a relevant and optimised way.



# Organic recovery: the virtuous loop of returning to the earth

Organic recovery (by composting or methanisation) aims to recover green waste, food bio-waste or other organic waste into natural fertilisers (compost and digestates). In the case of methanisation recovery, these materials will also produce energy in the form of biogas, which will be injected into the grid or transformed into electricity and heat in a co-generation unit.

## Organic-material recovery

By returning organic matter to the soil, Paprec recycles bio-waste and green waste into local soil improver and fertiliser, replacing imported fossil fertilisers. When these fertilisers are spread on fields, they increase the organic matter content of the soil: the carbon structures the soil and the mineral elements gradually released nourish the plants. In this way, they fertilise crops while fixing carbon in soil, which leads to many environmental benefits (drought resistance, CO<sub>2</sub> fixation, biodiversity, etc.).

## Improved sorting and collection performance

Sorting bio-waste at source is a major way of limiting the waste of resources, circularising the economy and gaining independence. In fact, bio-waste represents 30 to 45% of residual household waste and is a valuable resource that can be returned to the soil as agricultural fertiliser and recovered as biogas by methanisation. This is why Paprec offers tailored collection solutions for bio-waste, which must be sorted at source by the end of 2023.

With 10 years of experience and about 260,000 inhabitants served, Paprec was a pioneer on the subject of sorting at source of household bio-waste, through its Bio Collect' offer. It totally echoes its DNA as a recycler to transform waste into resources.

### Gennevilliers: an example of circularity

Syctom, the syndicate responsible for managing household waste in the Paris region, and Sigeif, the largest energy syndicate in France, have chosen Paprec to design, build and operate the future biomethanation unit at the port of Gennevilliers (92). This facility, which will process up to 50,000 tonnes of food waste a year by 2025, will produce green gas for the Ile-de-France network, and more than 40,000 tonnes of organic fertiliser for farmers.

**18 units**

of organic recovery

**150,000 t**

of organic fertilisers

**12.2 Mm<sup>3</sup>**

of biogas produced

# Landfill: the ultimate treatment mode

In order to be present throughout the waste management chain, Paprec offers outlets from of the highest level of disposal for final waste i.e. waste that cannot be subject to material or energy recovery.

Non-hazardous waste landfill facilities are the final stage of treatment. The controlled degradation of organic matter produce biogas, which is recovered in the form of heat and electricity.

The Group operates these facilities with the highest environmental and safety standards in order to store final waste under the best conditions. These sites are strictly controlled. All are certified to the ISO 14001 environmental standard. They are subject to ongoing dialogue with stakeholders (local residents, local associations, etc.) and special environmental monitoring. Leachates are recovered by pumping and treated to protect the environment from any risk of soil and water contamination.

Good landscape integration and biodiversity development are also fully integrated.

Paprec invests in its production facilities to limit the amount of final waste send to storage. Many landfill sites for non-hazardous waste management are combined with organic recovery platforms (depackager and methaniser) or Solid Recovered Fuel (SRF) preparation platforms.

### Fresnoy Folny (76): a showcase for alternative technologies to landfill

Installed in 2011, the "Capik" methaniser was a pioneer in France. The organic soup from depackaging is sanitised and then incorporated into the digester. The digestates generated have been approved by ANSES as natural fertiliser in 2016. Organised as a short circuit, Capik is managed in partnership with the agricultural cooperative NATUP. The 30,000 tonnes of fertiliser generated on the site are thus recovered on the land of thirty farmers, within a ten-kilometre radius of the Normandy site. The biogas from fermentation is used by a co-generation engine to produce heat and electricity.





# ACTING FOR A GREENER PLANET

Paprec's activities are at the centre of the circular economy. The Group innovates and invests to offer its customers, local authorities and industrials, the best available technologies for producing raw materials from recycling or low-carbon energy from their non-recyclable waste. Paprec is thus playing its part in the necessary decarbonisation of the economy and increasing the local energy autonomy, two major issues of this century.

# Contributing to the decarbonisation of the economy

Through the development of its recycling, organic recovery and energy recovery activities, Paprec Group is contributing to the decarbonisation of the economy.

emissions caused by the extraction and manufacture of fossil raw materials. It reduces environmental pressures on natural resources.

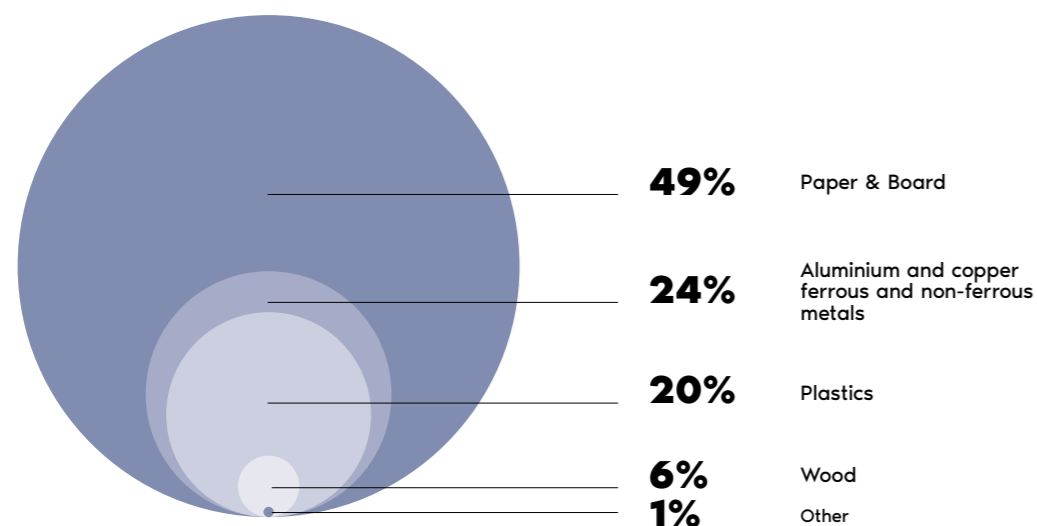
## Greenhouse gas emissions avoided from recycling

The production of raw material from recycling, which are then reincorporated into industrial processes (paper industry, iron and steel industry, plastics industry, etc.) saves so-called "primary smelting" energy and avoids greenhouse gas (GHG)

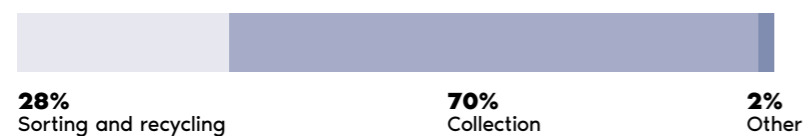
**8.2 Mt**  
of recycled waste

**6.5 Mt**  
of CO<sub>2</sub> avoided thanks to recycling

## Breakdown of emissions avoided from recycling



## Breakdown of GHG emissions by activity linked to recycling



This commitment to sustainability is supported on a daily basis by ongoing investments aimed at improving the performance of Paprec's facilities and industrial processes, as well as controlling the Group carbon footprint.

## The production of low-carbon energy by recovering energy from non-recyclable waste

With the creation of Paprec Energies, Paprec has become the 3rd largest player in energy recovery in France.

By replacing fossil energy (oil, natural gas, coal) with low-carbon energy produced from non-recyclable waste, Paprec is helping to decarbonise French energy production - by reducing the use of fossil resources and limiting CO<sub>2</sub> emissions - while strengthening national and regional energy independence.

Solid Recovered Fuel (SRF), prepared at our facilities from non-recyclable waste, are then used as low-carbon fuels to replace fossil fuels as heating oil or gas for energy-intensive facilities such as cement plants.

Finally, by capturing the biogas produced during methanisation process and by operating non-hazardous waste facilities Paprec produce biomethane for a re-injection into the gas network or low-carbon heat and electricity.

**2,649 GWh**  
of energy produced

## Pontenx-les-Forges: low carbon energy for the region

The Landes waste-to-energy plant supplies energy to heat 10 hectares of neighbouring greenhouses. The combustion of non-recyclable waste provides 42,000 MWh. It represent 80% of the energy needed to heat the agricultural site, keeping the temperature of the agricultural site under controlled.



## Carbon sequestration enabled by organic waste recovery

Recycling organic waste promotes carbon storage in soils, contributing to the "4 per 1,000" initiative launched during the Cop 21, which aims to enable "the living" to play a role of climate damper by storing carbon and encouraging the use of appropriate agricultural practices such as agroforestry.

Alongside its business specialising in composting and the recovery of wood and green waste, Paprec Agro has been developing an eco-farm at in Saint-Paul-la-Roche site (Dordogne) since 2014. Many projects are multiplying: market gardening in agroforestry, pastures, experimental plots, public reception areas, etc. In 2019, Paprec Agro was awarded the European Sustainable Development Prize for its soil restoration projects. In 2022, Paprec Agro has chosen new market garden partners to develop its project, marking a new stage creating jobs and continuing to promote the Group's values in terms of agroforestry.

# Reducing our greenhouse gas emissions

Paprec is committed to reducing greenhouse gas emissions generated by its activities.

## Reducing transportation-related emissions

In order to reduce its greenhouse gas emissions, and in anticipation of the introduction of low-emission zones, Paprec has adapted its fleet of vehicles and using alternative solutions to diesel.

Biofuels, including Oleo100, made from 100% surplus rapeseed oil grown and processed in France, are used on used in combustion engine vehicles. Electric vehicles (including 26-tonne refuse collection vehicles) complete the waste collection service.

More broadly, the Group is seeking to develop the use of river transport. Since 2014, a Paprec

### 1st hydrogen-powered refuse collection vehicle in France

Paprec is operating the first hydrogen-powered refuse collection vehicle in France on behalf of the Communauté de Communes Touraine Vallée de l'Indre as part of the European "HECTOR" programme<sup>1</sup>.

1. Interreg HECTOR programme – financed by the ERDF fund (European Regional Development Fund) and bringing together eight European local authorities with Sorigny as the only French city.



Recyclage barge has been plying the Seine to transfer waste from professional waste plants. It can ship up to 300 tonnes of waste and can replace 60 trucks for each road transport trip from the capital while emitting 4.5 times less CO<sub>2</sub> than road transport. In addition, in partnership with Fludis (an innovative and decarbonised urban logistics solution), which has an electric warehouse boat, Paprec collects electrical and electronic equipments waste in the heart of Paris, thanks to three-wheel-drive vehicles on board the boat.

All of these alternative initiatives to diesel and road are intended to be generalised to decarbonise the transport of waste and raw materials from recycling.

## Optimising industrial processes

Paprec is investing to optimise the energy performance of its industrial processes (sorting centres, waste-to-energy units): replacing motors with more energy-efficient ones, installing of variable speed drives on engines, etc. This continuous improvement in the energy performance of industrial processes contributes to the Group's energy sobriety plan.

### Markets using electricity and biofuels.

As part of the renewal of its waste collection contract with the Pau Béarn Pyrénées urban community, Paprec has opted for a fleet of household refuse collection vehicles using 100% green energy via a mix of internal combustion vehicles using biofuel (Oleo100) and electric vehicles. The two electric refuse collection vehicles reduce greenhouse gas emissions by 72% compared with diesel combustion vehicles.



## Preserving biodiversity

In 2018, Paprec became a signatory to Act4Nature International, an inter-company initiative aimed at creating a truly international collective commitment to protect, recover and restore biodiversity. Paprec is thus integrating biodiversity conservation actions into all its activities. This biodiversity action plan was renewed in 2020 and will be renewed again in 2023.

At its Paprec Agro site in Dordogne, Paprec is carrying out agroforestry and soil restoration work. These projects were awarded the European Commission's Sustainable Development Prize in 2019.

Since 2020, the Group has been a partner of the *Humanité et Biodiversité* association, which works to include the preservation the diversity of life and its ability to evolve. The association's work also promotes the integration of biodiversity in all business sectors.

In this context, Paprec is committed to referencing its sites in Oasis Nature: areas of preserved biodiversity left to their natural development,

in order to promote ordinary biodiversity and fight against the use of invasive exotic plants, reduce the impact of the fragmentation of natural environments, limit pollution by chemical fertilisers and pesticides and offer a pleasant living environment and biodiverse landscapes.

### Strengthening biodiversity commitment

At the end of 2022, the sites of Chassieu (69), La Courneuve (93), Amiens (80), Bruguères (31), Saint-Paul-la-Roche (24) and Montmirail (72) are referenced in Oasis Nature, and therefore recognised as valuing and preserving local fauna and flora on their site.

Paprec is stepping up its commitment to the preservation of biodiversity by referencing its sites as Oasis Nature and systematically including biodiversity issues in all new site projects.



# Supporting our customers in their environmental transition

Strengthened by its cutting-edge industrial expertise and its presence across the entire waste management chain, Paprec offers decarbonisation solutions to its industrial customers and local authorities.

Through its various activities - recycling, organic and energy recovery -, Paprec offers alternative solutions to fossil-based raw materials tailored to each region, taking into account its specific geographical features and the quality of its sources.

## Prevention, re-use and eco-design initiatives

Raising awareness of waste treatment is an essential step towards the circular economy. Paprec offers a range of educational tools to its partners and local authorities (sorting guide, educational playbook on the theme of recycling) and holds open days to widespread public awareness of sorting actions.

### Recovery of final waste in the Drôme area

In 2022, the Portes de Provence syndicate has chosen Paprec for the design, construction and operation of a multi-stream centre. The proposed advanced technology will divert 110,000 tonnes of final waste from landfill to produce 35,000 tonnes of SRF<sup>3</sup>. Refuse household waste, industrial waste, non-recyclable bulky waste and sorting refuse from the 210,000 residents of the neighbouring inter-municipalities will be re-used to produce low-carbon energy.

3. Solid recovered fuels.

### The Saint Barthélémy eco-park

This integrated park includes a recycling centre, waste collections plants, bulky wastes, compost, WEEE<sup>1</sup> and ELV<sup>2</sup> and supplies energy to the seawater desalination plant. Paprec thereby contributes to produce a third of the island's drinking water.

1. Waste electrical and electronic equipment.  
2. End-of-life vehicles.

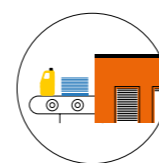
Through its specialist channel WEEE<sup>1</sup>, Paprec has developed know-how in the collection and processing of this waste and plays an important role in the more sustainable management of the end-of-life equipment of more than 5,000 customers by offering the re-use of components and IT equipment. In Saint-Ours-les-Roches (63), Paprec offers a system of reselling spare parts from ELVs<sup>2</sup>. In addition, the Group develops a re-use services (recycling plants, etc.) for the management of waste from building sites and construction materials.

The Group works with manufacturers such as sports equipment manufacturers, DIY stores and spirit brand with the aim to promote the integration of recycled materials in manufacturing processes and to improve the recyclability of products by reducing the diversity of materials used.

# Paprec, a responsible company with a strong local socio-economic impact

Through its operations and the value chains they trigger, Paprec Group is behind the socio-economic benefits that go beyond the mere scope of its

activity and cover all the regions where the Group is present. In France, these benefits are distributed at different levels:



FOR 1 PAPREC INDUSTRIAL SITE

110

direct, indirect and induced jobs (FTE) supported



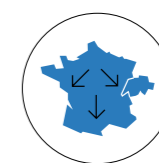
FOR 10 PAPREC (FTE) EMPLOYEES

4

indirect (FTE) jobs supported

3

induced (FTE) jobs supported



FOR EVERY €1 MILLION OF REVENUE GENERATED BY PAPREC

€567,000

direct, indirect and induced contribution to GDP



## 1 DIRECT SOCIO-ECONOMIC BENEFITS

Paprec Group operates across the entire waste management value chain: collection, sorting, recycling, sale of raw materials from recycling, organic and energy recovery, final waste management, etc. Thereby, the Group creates jobs and contributes, through its revenue, to France's GDP.

## 2 INDIRECT SOCIO-ECONOMIC BENEFITS

The suppliers that Paprec uses to carry out all its activities provide transport collection, wastetreatment equipment, etc. These suppliers call on their own suppliers, who, in turn, do the same throughout the value chain. To meet extra demand generated by Paprec, those in the chain create jobs and contribute to national wealth. These effects constitute the Group's indirect socio-economic benefits.

## 3 INDUCED SOCIO-ECONOMIC BENEFITS

The jobs directly and indirectly created by Paprec generate income that households will then spend in the economy, leading to demand for different goods and services, and mobilising other value chains to meet them.

The data considered to carry out this calculation relate to the entire 2022 financial year, for Paprec Group in France.



# BUILDING A MORE FRATERNAL SOCIETY

Thanks to its values, which are at the heart of Paprec's DNA, the Group contributes to building a strong social bond within its own organisation and beyond. Firmly committed to diversity, secularism and the fight against all forms of discrimination, Paprec is also an actor of the social economy.

# Human capital is the Group's strength

## For diversity and professional equality

Paprec has grown up with the desire to build a more fraternal society and, as such, makes strong commitments to diversity and professional equality. Since its creation, Paprec has been committed to diversity, secularism and the fight against discrimination, as illustrated by the adoption of its secularism and Diversity Charter in 2014. This charter, based on a culture of respect and understanding of others, implies religious neutrality and the rejection of discrimination, is present in all agencies. This neutrality guarantees a common and shared frame of references ensuring harmonious coexistence within the Group. Paprec ranks first among companies in the energy and environment sector in the Capital Magazine 2022 edition and is recognised as a leading company for diversity.

The Group is also committed to professional equality. In 2022, the Group's professional equality index is 90/100. This tool makes possible to reflect the level of equality between men and women by taking into account a number of remuneration, promotion and salary increase indicators.

## Recognition of employee commitment

As a recognition for employees, the Castor d'or award, created in 2004, gives a prize to the group's best employees in each business category. In 2022, 239 employees were selected in 31 different categories. The winners, chosen by a committee of more than 150 managers, receive a trophy that represents a major recognition within the Group.



## A proactive wage policy to involve employees in the Group's performance

The Group paid a value-sharing bonus (known as the "Macron Bonus") in 2022, as it had already done in 2021.

Paprec revised its Group profit-sharing agreement, which made it possible to allocate €1,210 to more than 800 employees in 2022.

A new Group Savings Plan has also been implemented. In addition to several diversified funds, this new one offers a PAPREC fund made up of green bonds whose yield is indexed to the Group's performance (15% yield in 2022) and which protects employee savings has been recognised by the C&B 2022 trophy awarded to PAPREC by the ORAS club (remuneration and social benefits observatory).

Since January 2022, the Group has increased all its workers and employees by 9.3%. Paprec guarantees all its employees with at least one year's seniority a minimum salary at least equal to the SMIC (Index-Linked Guaranteed Minimum Wage) + €200 (+ 13th month).

## The Climate College

Undergone by the Paprec Agro and La Corbeille Bleue teams, the Climate Collage allows agency teams to become aware of the impact of the Group's activities on the climate and to define concrete actions (reduced fuel and electricity consumption, digital sobriety, use of soft mobility, etc.).

## Training: a priority for the Group

Paprec focuses on the skills of its employees and promotes their employability. Therefore, the Group guarantees an attractive and formative career path.

In addition to its very complete on-boarding process, Paprec launched Paprec Academy to bring together all its training initiatives for group employees. Paprec Academy offers lots of face-to-face training courses as well as online modules, particularly in the field of transport or waste-to-energy, for example.

New courses were added to the Paprec Academy offer in 2022 with a course for planning managers and another for training new industrial maintenance technicians. For example, in partnership with the Fab'Academy of the Union des Industries et Métiers de la Métallurgie (UIM), Paprec has set up a qualifying course to train people who are changing careers in industry - and more specifically in the job of industrial maintenance technician - to obtain a vocational qualification. Future maintenance technicians receive one year's training in mechanics, hydraulics, pneumatics and electronics. Nine people joined the first promotion this year.

## A Graduate Programme to support young talent

Since 2021, a Graduate Programme has been offering a two-year training programme for young graduates of leading schools and universities in the diversity of Paprec's businesses.

Thus, nine young graduates have been invited to follow and take part the Group's most emblematic projects to be quickly entrusted with a management position in the Group.

## Ensuring the safety of employees

Paprec's employees operate in a key sector where health and safety risks are high. Paprec Group therefore makes working conditions and, in particular, the safety of employees an imperative. It is subject to regular operational diagnostics and demanding monitoring procedures with a view to continuous improvement. The Group pursues a proactive policy of ISO 45001 certification of its sites, allowing best safety practices to be taken into account.

### Safety: a priority for everyone

Safety on industrial sites is a core concern for the Group's managers and Executive Committee. Paprec's management has made health and safety a factor of operational excellence. A dedicated committee, including EXCO members,

operational directors and health and safety specialists, meets every month to manage this priority policy and monitor health and safety actions. A regular communication campaign has been set up to raise employee awareness through safety flashes and talks. Prevention events are regularly organised in the agencies, with role-playing exercises that make employees aware of accident prevention in the workplace, road accidents, alcohol and fatigue at the wheel, blind spots on vehicles and trucks, ect.

# €11.3 million

invested in health-safety



A new "Paprec Security" software test on Paprec Energies will consolidate all health and safety data (accident capture, chat follow-up, reporting of dangerous situations, etc.). This tool will make it easier for managers to manage even more targeted prevention actions.

### A positive 2022 assessment thanks to an exemplary fire prevention policy

The strengthening of fire safety at Paprec sites has been the subject of a massive action plan deployed in the Group for several years.

The waste treatment sector is highly exposed to fire hazards. For many years, Paprec has been providing itself with the means for a policy of prevention and massive protection as well as fire risk management, inherent to its activities.

The implementation of technical, organisational and human resources such as audits, feedback, investments in adapted resources such as thermal cameras, sprinklers, water cannons or even appropriate training have enabled to fire risk under control.

This mastery is the result of collaborative work with the Group's fire safety department, which manages the overall fire safety management system. It performs the role of advising and assisting agencies and other support services on all issues related to fire safety matters. To ensure business continuity, the Group is now adapting to control new risks such as lithium batteries.

# A Group committed...

## ... to the social economy

With the acquisitions of Petit Plus and resilience, Paprec is multiplying partnerships with integration companies and investing in the social economy by helping the long-term unemployed and people with disabilities find employment in collection and sorting jobs.

The Group is pursuing its development in synergy with the Elise network, a major player in the social economy, France's leading national network with more than fifty agencies specialising in waste recycling.

Since 2013, Paprec has been a member of the CREPI network, which is one of the major national networks whose objective is to help the long-term unemployed find a job through companies that are committed for the long term in their region. It is in this context that the agency Paprec Chantier Gennevilliers received the gold medal at the CREPI Awards Ile-de-France in early 2022, for the company award for its commitment actions to young people. This award rewards the company most committed to employment and integration in its region.



**Integrating the social economy in projects**

The multi-stream project which includes waste-to-energy plant, selective collection sorting, bulky waste sorting, a network of 5 waste plants, a composting platform and a recycling plant at Cergy Pontoise calls on many social economy players to support users during waste disposal and help them to better recover or refurbish. The project thus provides for the creation of a Regional Social Economy Sorting centre and a reconditioning workshop employing people on integration schemes.

## ... in favour of philanthropic actions

The Group and its employees are committed through various initiatives to support humanitarian, charitable and social causes.

Paprec supports its employees' local initiatives.

- To help Ukraine, the haulier Deroo, a Paprec subsidiary in Wizernes, is organising the transport of essential equipment to the country. In addition, several local authorities have also asked Paprec to send donations collected in the region to dedicated civil protection centres. Paprec is also a member of a network of local companies providing logistical support to Ukrainian refugees.
- In 2022, the Grimsby waste recycling site won the prize for the best recycling site thanks to the involvement of its employees but also for organising fundraising for charities. To date, almost €400,000 has been raised and donated locally.

Paprec is proud to be involved in various causes in line with its values of diversity, respect for people and team spirit.

The Group sponsors a number of associations to help vulnerable people or people in difficulty:

- Ma Chance Moi Aussi, which supports the most vulnerable children in underprivileged neighbourhoods.
- ASMAE, Sœur Emmanuelle for a project in the Philippines preparing disabled children for school.
- AMALV Paris Ile-de-France, an association supporting people coming to the end of their life, as well as their family members.

Paprec is also a long-standing supporter of the Institut du Cerveau (research centre for the treatment of nervous system damage), the Gustave Roussy Institute and the Aide au Vietnam et à l'Enfance (AVE) association (helps disadvantaged children).

Moreover, Paprec acts for for a greener planet through the support of environmental associations such as France Nature Environnement (FNE) of which the Group has been a patron since 2018 and Humanité & Biodiversité with which the Group has renewed its patronage commitment over the next three years.

Finally, attached to the values of secularism, Paprec supports the Comité Laïcité République, which promotes secularism in France and Europe, organising conferences, meetings to enlighten the debate and award ceremonies.



### ... in artistic patronage

Paprec's artistic and cultural patronage is based on the group's history and values. It supports projects of national and local scales.

The Paris Opera House and Paprec share the same values of high standards, thoroughness and surpassing oneself. Both structures showcase French know-how and excellence. Since 2007 and the production of the ballet "La Fille Mal Gardée", Paprec has been supporting this art form within the Paris Opera House through AROP (Association for the promotion of the Paris Opera). Since 2010, the Group has been the Ballet's main patron. Since 2018, Paprec has also been providing skills patronage to the Paris Opera House by supporting the management of waste generated as part of its activities.

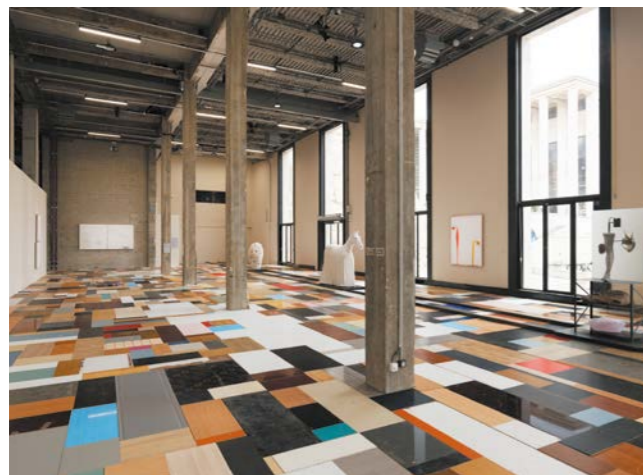
The Group also encourages and promotes artists in the visual arts through creative support initiatives. These initiatives are implemented directly by the company (acquisitions of works, production support, residences, etc.) or by third parties to whom the Group provides support through financial, in-kind or skills patronage, thus supporting cultural institutions in their ecological transition. By supporting creation and culture through the implementation of concrete solutions, Paprec develops its uniqueness in in the French arts and culture sponsorship landscape, with each project becoming a platform of influence and inspiration for current generations.

**Guillaume Leblon's Parade exhibition at the Palais de Tokyo**

Imagined as an abstract landscape of the city, Guillaume Leblon's installation entitled "Face contre terre" is composed of nearly 500 m<sup>2</sup> of recovered wooden planks provided by Paprec.

In 2022, Paprec is continuing its story of resonance with the contemporary world by creating an exhibition space at the foot of its headquarters on boulevard Haussmann in Paris: a space on a human scale designed to present works from the collection or themed exhibitions, thus associating the world of work with that of art, of the creative imagination, and helping to foster exchanges and cohesion between employees.

In order to support French artists throughout France and abroad, Paprec joined the Trampoline Association in 2022, which brings together several companies to take collective action to promote the international influence of the French artistic scene.



Yoann Richomme winner in 2022 of the Route du Rhum in Class 40.

### ... in sports sponsorship

Paprec is a major supporter of the world of sport in general and sailing in particular. The Group shares the values of excellence, a sense of effort and teamwork with sailors and is a partner of the Transat Paprec, between Concarneau and St Barthélemy. Paprec is also the main partner of the Solitaire du Figaro, an emblematic event in ocean racing and is developing a sailing programme with the aim of supporting the entire industry and its sailors, from the young people in the Trophée des lycées to the champions of major ocean races like Jean-Pierre Dick for twenty years and now Yoann Richomme and Yann Eliès.

Yoann Richomme, the Paprec skipper, became double winner of the Route du Rhum in Class 40 in 2022 with a new record crossing this year under Paprec Arkea colours. The next major race on the circuit, the Transat Jacques Vabre, will allow Yoann Richomme to take the helm of the Paprec Arkea Open 60 before taking part in the Vendée Globe in 2024.

Paprec has a specific commitment to rugby, especially the ASM Clermont Auvergne, a club that regularly reaches national and European heights of professional rugby (jersey sponsor for 6 seasons) but also the Oyonnax, Verdun, Tours, Lavaur, Cahors, Brive clubs as well as about twenty other clubs.

For nearly 25 years, Paprec has been supporting the American football team Les Flash de La Courneuve, a team heavily involved in the local associative fabric. It won the title of world champion and a new diamond helmet for the twelfth time, making it the most successful team in France.

Finally, Paprec has always supported its employees in local clubs (fencing, football, rugby, basketball, running, athletics, horse riding, climbing, etc.) to experience and share their passion for their sport with as many people as possible, especially the youngest, proudly wearing the colours of their Group.

In all, more than 80 teams – amateurs and professionals – wear Paprec colours.

# Tables of CSR indicators

## Profile and Governance

INDICATORS	UNIT	2020	2021	2022	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No. 2012- 557)
<b>BOARD OF DIRECTORS</b>						
Number of Board meetings	No.	5	5	<b>6</b>	G4 34	
Board participation rate	%	98%	98%	<b>98%</b>	G4 34	
Percentage of independent Board Members	%	20%	20%	<b>12%</b>	G4 34	
Percentage of women Board Members	%	18%	18%	<b>24%</b>	G4 34	
<b>EXECUTIVE COMMITTEE (OR MANAGEMENT COMMITTEE)</b>						
Number of Executive Committee members	No.	19	19	<b>19</b>	G4 34	
Number of Executive/Management Committee meetings	No.	11	11	<b>11</b>	G4 34	
<b>AUDIT AND INTERNAL CONTROL</b>						
Number of dedicated committee meetings of the Board	No.	12	12	<b>5</b>	G4 33	
Audit Committee participation rate	%	100%	100%	<b>100%</b>	G4 33	
External auditing expenses (Auditors)	K€	950	1,280	<b>1,722</b>	G4 33	
<b>FINANCIAL INFORMATION</b>						
Total value of assets	K€	2,277,061	3,090,725	<b>3,484,377</b>	G4 9	Regional, economic and social impact of the company's business
Tangible fixed assets	K€	1,850,213	2,205,946	<b>2,459,033</b>	G4 9	
Consolidated revenue	K€	1,333,241	1,879,814	<b>2,312,401*</b>	G4 9	
<b>Revenue by type of customer</b>						
Local authorities	%	44%	38%	<b>40%</b>	G4 9	
Private companies	%	56%	62%	<b>60%</b>	G4 9	
Group capital investments	K€	124,494	164,238	<b>224,981</b>	G4 9	
Acquisition investments	K€	2,329	211,134	<b>51,646</b>	G4 9	
Amount of investment in fire-fighting equipment	K€	9,357	4,541	<b>8,278</b>	G4 9	
Total Group investments	K€	126,823	375,372	<b>276,627</b>	G4 9	
<b>SITES</b>						
<b>Total number of Paprec sites</b>	No.	258	308	<b>344</b>	G4 6	Regional, economic and social impact of the company's business
In France	No.	251	294	<b>324</b>	G4 6	
In Switzerland	No.	7	7	<b>7</b>	G4 6	
In Spain	No.		1	<b>5</b>	G4 6	
Europe other countries (UK, Poland)	No.		3	<b>4</b>	G4 6	
Outside Europe (Azerbaijan, India, Morocco)	No.		3	<b>4</b>	G4 6	

\*€2,5 billion in a full year

## Profile and Governance

INDICATORS	UNIT	2020	2021	2022	GRI4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No. 2012- 557)	
<b>SITES (cont.)</b>							
<b>Number of sites by type</b>							
Plants	No.	136	180	<b>204</b>	G4 6	Regional, economic and social impact of the company's business	
Commercial agencies and offices	No.	17	21	<b>24</b>	G4 6		
Other sites (consolidation sites, eco-sites, plants under construction, landfill sites, etc.)	No.	69	76	<b>86</b>	G4 6		
Landfill facilities	No.	29	29	<b>30</b>	G4 6		
<b>Types of industrial sites</b>							
Hazardous waste landfill sites	No.	5	5	<b>5</b>	G4 6		
Final waste landfill facilities	No.	29	29	<b>29</b>	G4 6		
Composting plants	No.	13	14	<b>14</b>	G4 6		
Energy recovery units	No.		25	<b>27</b>	G4 6		
Mechanical-biological sorting/Green waste/Methanisation unit	No.		10	<b>11</b>	G4 6		
WEEE recycling plants	No.	13	13	<b>13</b>	G4 6		
Plastic Recycling Plants	No.	10	11	<b>10</b>	G4 6		
Worksite waste recycling plants	No.	9	9	<b>9</b>	G4 6		
Waste paper, industrial non-hazardous, timber recycling plants	No.	85	89	<b>101</b>	G4 6		
Confidential office paper destruction plants	No.	12	12	<b>13</b>	G4 6		
Selective collection sorting plants	No.	31	36	<b>39</b>	G4 6		
Scrap metal recycling plants	No.	14	14	<b>23</b>	G4 6		
<b>LOCAL ECONOMIC IMPACT</b>							
% direct local employment	%	100%	100%	<b>100%</b>		Economic impact	
<b>INNOVATION*</b>							
Number of hours devoted to innovation	No.	22,483	23,370	<b>29,098</b>	INN 1		
R&D and innovation expenditure eligible for tax credits	K€	2,212	2,187	<b>2,406</b>			
Research tax credit (CIR)	K€	663	676	<b>722</b>	INN 1		

\*Scope = Paprec in France

## Social performance

INDICATORS	UNIT	2020	2021	2022	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
<b>JOBS AND HEADCOUNT</b>						
Total average annual headcount	No.	9,722	11,852	<b>12,735</b>	LA 1	Employment
<b>Breakdown by division</b>					LA 1	
Head offices and commercial agencies	%	11%	10%	<b>9%</b>	LA 1	
Plants and other	%	89%	90%	<b>91%</b>	LA 1	
<b>Headcount by geographic region</b>					LA 1	
France	No.	9,152	11,522	<b>12,162</b>	LA 1	
Switzerland	No.	170	170	<b>169</b>	LA 1	
Spain	No.	-	3	<b>119</b>	LA 1	
Europe other countries (UK, Poland)	No.	-	56	<b>70</b>	LA 1	
Outside Europe (Azerbaijan, India, Morocco)	No.	-	25	<b>215</b>	LA 1	
<b>Headcount by type of contract</b>					G4 10	
Open-ended contract	%	78%	74%	<b>77%</b>	G4 10	
Fixed-term contract and temporary employees	%	20%	23%	<b>21%</b>	G4 10	
Other types of contracts: apprenticeships and professional contracts	%	2%	3%	<b>2%</b>	G4 10	
<b>Headcount by category</b>					G4 10	
Management	%	12%	11%	<b>14%</b>	G4 10	
Supervisors and management assimilated	%	10%	16%	<b>17%</b>	G4 10	
Employees and workers	%	78%	73%	<b>69%</b>	G4 10	
<b>Employees by age brackets</b>					LA 1	
Employees aged under 30	%	13%	13%	<b>13%</b>	LA 1	
Employees aged between 30 and 49	%	54%	53%	<b>53%</b>	LA 1	
Employees aged over 50	%	33%	34%	<b>34%</b>	LA 1	
Average age	Years	43.9	42.6	<b>43.3</b>	LA 1	
Average length of service in the Group (or entity integrated by Paprec Group)	Years	9.1	8.9	<b>8.8</b>	LA 1	
<b>EMPLOYEE MOVEMENTS</b>						
<b>Number of hires by category</b>						
Management	No.	1,426	2,031	<b>2,111</b>	LA 1	
Supervisors and management assimilated	No.	181	202	<b>228</b>	LA 1	
Employees and workers	No.	1,093	1,533	<b>1,591</b>	LA 1	
Percentage of hires on open-ended contracts	%	73%	74%	<b>75%</b>	LA 1	
<b>Number of departures and reason</b>						
Trial period ended	%	3%	7%	<b>8%</b>	LA 1	
End of fixed-term or temporary employment contract	%	25%	25%	<b>24%</b>	LA 1	
Retirement	%	9%	7%	<b>10%</b>	LA 1	
Redundancies	%	19%	16%	<b>17%</b>	LA 1	

## Social performance

INDICATORS	UNIT	2020	2021	2022	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)	
<b>EMPLOYEE MOVEMENTS (cont.)</b>							
Voluntary departure and resignations	%	19%	21%	<b>25%</b>	LA 1	Employment	
Other	%	29%	24%	<b>16%</b>	LA 1		
Departure rate*	%	11%	12%	<b>14%</b>	LA 1		
<b>EMPLOYEE RELATIONS*</b>							
Number of collective bargaining agreements	No.	101	105	<b>90</b>	LA 4	Social relations	
Percentage of employees covered by these CBAs	%	100%	100%	<b>100%</b>	LA 4		
Number of union delegates	No.	43	49	<b>50</b>	LA 4		
Participation rate in professional elections	%	65.0%	76.5%	<b>64.2%</b>	LA 4	Health and safety	
Number of delegates elected	No.	528	534	<b>532</b>	LA 5		
<b>WORKPLACE HEALTH AND SAFETY*</b>							
Total workplace health and safety expenditure (training and equipment purchases)	k€	7,305	7,826	<b>11,342</b>	LA 6 & 7	Health and safety	
Workplace accident frequency rate	Rates	31.50	33.26	<b>28.97</b>	LA 6 & 7		
Profession average accident frequency rate <sup>1</sup>	Rates	31.33	32.82	<b>32.82</b>	LA 6 & 7		
Workplace accident severity rate	Rates	2.20	2.27	<b>2.29</b>	LA 6 & 7		
Profession average accident severity rate <sup>1</sup>	Rates	3.11	3.21	<b>3.21</b>	LA 6 & 7		
Number of calendar days lost because of workplace accidents	No.	30,112	40,001	<b>43,989</b>	LA 6 & 7	Work organisation	
Absenteeism rate	Rates	10.1	8.6	<b>7.5</b>	LA 6 & 7		
<b>TRAINING AND SKILLS DEVELOPMENT</b>							
Average number of hours' training per employee trained	No.	12.6	14.9	<b>19.1</b>	LA 9	Training	
Budget allocated to training	k€	1,856	2,454	<b>3,004</b>	LA 9		
<b>Total number of hours' training</b>							
O/w number of hours of training dedicated to safety	%	20,972	27,182	<b>33,847</b>	LA 9		
<b>Number of internal promotions</b>							
O/w employee to supervisor and worker to supervisor	No.	49	95	<b>140</b>	LA 10		
O/w supervisor to assimilated manager or manager	No.	3	23	<b>65</b>	LA 10		
Number of integration pathways for new hires	No.	333	496	<b>520</b>	LA 10		
Average duration of integration pathways for supervisors	No.	15	15	<b>15</b>	LA 10		
Average duration of integration pathways for managers	No.	30	30	<b>30</b>	LA 10		

\*Scope = Paprec in France.

<sup>1</sup>. Business data recalculated based on CPAM information. 2022 data not available and identical to 2021 data.

## Social performance

INDICATORS	UNIT	2020	2021	2022	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>						
Professional equality index	No.	89	90	<b>90</b>		
<b>Employees by gender</b>					LA 1	Employment
Men (%)	%	80.9%	80.1%	<b>80.2%</b>	LA 1	
Women (%)	%	19.1%	19.9%	<b>19.8%</b>	LA 1	
<b>Proportion of women by category</b>					CLT 1	Diversity and equal opportunity
Management	%	20.7%	18.6%	<b>21.0%</b>	CLT 1	
Supervisors	%	20.8%	27.0%	<b>28.1%</b>	CLT 1	
Employees and workers	%	58.4%	54.4%	<b>50.9%</b>	CLT 1	
<b>Proportion of women by category</b>					CLT 1	
Management	%	31.5%	26.7%	<b>29.0%</b>	CLT 1	
Supervisors	%	39.1%	33.5%	<b>31.0%</b>	CLT 1	
Employees and workers	%	14.3%	13.3%	<b>14.0%</b>	CLT 1	
Number of hires aged over 50	No.	225	375	<b>411</b>	CLT 1	
Number of disabled hires	No.	19	19	<b>15</b>	CLT 1	
Number of disabled employees	No.	272	315	<b>350</b>	CLT 1	
Percentage rate met for regulatory threshold of disabled employees	%	64%	66%	<b>67%</b>	CLT 1	
Number of employee birth countries	No.	80	81	<b>81</b>	CLT 1	
Number of nationalities	No.	59	66	<b>76</b>	CLT 1	
<b>PAY*</b>						
Total payroll	K€	219,226	263,022	<b>300,201</b>	LA 1	Economic impact
Gross monthly minimum wage	€	1,863	1,890	<b>1,974</b>	EC 1	
<b>Average gross annual salary by status<sup>2</sup></b>	K€	32.5	33.9	<b>37.4</b>	LA 1	Employment
Management	K€	56.9	62.8	<b>68.5</b>	LA 1	
Supervisors	K€	34.7	37.6	<b>42.7</b>	LA 1	
Employees and workers	K€	28.0	28.4	<b>30.5</b>	LA 1	
Gross amount of profit-sharing per employee <sup>3</sup>	€	-	1,276	<b>1,210</b>	LA 1	
Value sharing bonus per employee <sup>4</sup>	€	-	1,000	<b>800</b>	LA 1	
<b>WORKING CONDITIONS*</b>						
Percentage of workers on shift work	%	4.6%	8.8%	<b>4.7%</b>	LA 1	Work organisation
% of temporary employees from agencies with which we have an anti-illegal employment agreement	%	100%	100%	<b>100%</b>	LA 1	

\*Scope = Paprec in France

2. Excluding profit-sharing and value-sharing bonus

3. Paid for the year, for an employee present all year and covered by the Group profit-sharing agreement

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

## Environmental performance

INDICATORS	UNIT	2020	2021	2022	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
<b>RECYCLING AND WASTE PREVENTION</b>						
<b>Total tonnage</b>	ktonnes	11,522	13,124	<b>14,867</b>	EN 1 & 2	Raw materials
Total mass of waste recycled	ktonnes	7,660	8,360	<b>8,251</b>	EN 1 & 2	
Total mass of waste recovered in waste-to-energy plants	ktonnes	-	1,201	<b>2,758</b>	EN 1 & 2	
<b>Recycling and recovery tariffs</b>	%	85%	87%	<b>89%</b>	EN 1 & 2	
<b>Facility recycling performance (%)</b>						
Paper (sector average)	%	98%	98%	<b>98%</b>	EN 1 & 2	
Plastics	%	86%	86%	<b>88%</b>	EN 1 & 2	
industrial non-hazardous waste	%	67%	68%	<b>68%</b>	EN 1 & 2	
Worksite waste	%	76%	76%	<b>76%</b>	EN 1 & 2	
WEEE waste	%	79%	79%	<b>79%</b>	EN 1 & 2	
Selective collection waste	%	80%	85%	<b>85%</b>	EN 1 & 2	
Timber (sector average)	%	99%	99%	<b>99%</b>	EN 1 & 2	
Scrap iron (sector average)	%	99%	99%	<b>99%</b>	EN 1 & 2	
Other metals (sector average)	%	99%	99%	<b>99%</b>	EN 1 & 2	
Green waste (sector average)	%	99%	99%	<b>99%</b>	EN 1 & 2	
<b>ORGANIC-MATERIAL RECOVERY</b>						
Production of organic fertilisers	Tonnes	110,000	150,000	<b>150,000</b>	EN 3 & EN 4	
<b>ENERGY</b>						
<b>Energy production</b>						
<b>Electricity production</b>						
Electricity production in waste-to-energy plants <sup>5</sup>	GWh	-	830	<b>895</b>	EN 3 & EN 4	
Electricity production from organic recovery	GWh	13	15	<b>13</b>	EN 3 & EN 4	
Electricity production at landfill <sup>6</sup>	GWh	65	71	<b>67</b>	EN 3 & EN 4	
<b>Heat generation</b>						
Heat production in waste-to-energy plants <sup>5</sup>	GWh	-	1,430	<b>1,579</b>	EN 3 & EN 4	
Heat production from organic recovery	GWh	1	3	<b>2</b>	EN 3 & EN 4	
Heat self-consumption at landfill <sup>6</sup>	GWh	51	53	<b>54</b>	EN 3 & EN 4	
Injected biomethane from organic-material recovery	GWh	21	19	<b>24</b>	EN 3 & EN 4	
Injected biomethane produced in landfills <sup>6</sup>	GWh	13	15	<b>15</b>	EN 3 & EN 4	
Biogas production from organic recovery	m <sup>3</sup>	11,480,952	11,940,653	<b>12,211,676</b>	EN 3 & EN 4	
<b>Energy consumption</b>						
Electricity	GWh	123	280	<b>299</b>	EN 3	
Diesel	m <sup>3</sup>	56,480	59,717	<b>61,719</b>	EN 3 & EN 4	
Gas	GWh	-	-	<b>21</b>	EN 3	

5. Waste-to-Energy Plant

6. Non-Hazardous Waste Storage Sites



## Environmental performance

INDICATORS	UNIT	2020	2021	2022	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
<b>GHG RESULTS</b>						
<b>GHG generated emissions (Scopes 1 and 2 of GHG Protocol)</b>	t eq CO <sub>2</sub>	321,227	2,485,205	<b>2,908,296</b>	EN 15 & 16	Climate change
O/w GHG emissions from recycling business	t eq CO <sub>2</sub>	188,883	195,422	<b>209,653</b>	EN 15 & 16	
O/w GHG emissions from energy recovery business	t eq CO <sub>2</sub>	-	2,152,893	<b>2,458,639</b>	EN 15 & 16	
<b>GHG avoided emissions (Scopes 1 and 2 of GHG Protocol)</b>	t eq CO <sub>2</sub>	4,030,336	4,905,490	<b>6,997,469</b>	EN 19	
O/w GHG emissions avoided by recycling business	t eq CO <sub>2</sub>	4,030,336	4,427,573	<b>6,510,336</b>	EN 19	
O/w GHG emissions avoided from energy recovery business	t eq CO <sub>2</sub>	-	477,917	<b>479,586</b>	EN 19	
<b>TRANSPORTATION</b>						
<b>Number of sites connected*</b>					EN 30	General environmental policy
Rail	No.	7	7	<b>7</b>	EN 30	
Inland waterway	No.	6	6	<b>12</b>	EN 30	
Doubly connected	No.	2	9	<b>8</b>	EN 30	
Tonnage transported by inland waterway (incoming waste collection and outgoing waste logistics, e.g., rubble)*	Tonnes	101,150	107,527	<b>101,609</b>	EN 30	
Percentage of Euro 5, Euro 5 EEV and Euro 6 standard trucks	%	67%	74%	<b>78%</b>	EN 15 & 16	Climate change
<b>ENVIRONMENTAL MANAGEMENT AND CERTIFICATIONS</b>						
Environmental protection budget	k€	10,524	12,813	<b>14,139</b>	EN 31	General environmental policy
Number of sites with at least one certification	No.	149	173	<b>182</b>	G4 15	
Number of sites certified ISO 14001 (Environment)	No.	108	134	<b>144</b>	G4 15	
Number of sites certified ISO 9001 (Quality)	No.	73	79	<b>83</b>	G4 15	
Number of sites certified 45001 (Workplace Health and Safety)	No.	18	40	<b>48</b>	G4 15	
Number of sites certified 50001 (Energy)	No.	-	22	<b>25</b>	G4 15	
Number of sites with at least one triple certification	No.	16	22	<b>38</b>	G4 15	
Number of sites with a quadruple QSEEn certification (ISO 9001, 14001, 45001, 50001)	No.	-	6	<b>7</b>	G4 15	
% of sites with an Environmental Management System (ISO 14001 or equivalent)	%	73%	76%	<b>76%</b>	G4 15	
% of sites certified (ISO 9001 or 14001 or 45001 or 50001)	%	-	84%	<b>84%</b>	G4 15	

\*Scope = Paprec in France

## Environmental performance

INDICATORS	UNIT	2020	2021	2022	GRI 4	Reference to Grenelle 2 topics - Art. R. 225-102.1 (Decree No 2012-557)
<b>ENVIRONMENTAL MANAGEMENT AND CERTIFICATIONS (cont.)</b>						
<b>Number of treatment sites without any certification</b>	No.	23	22	<b>29</b>	G4 15	General environmental policy
O/w present in the Group for less than 3 years	No.	10	9	<b>15</b>	G4 15	
Percentage of recycled raw material sales certified ISO 9001	%	100%	100%	<b>100%</b>	G4 15	
Percentage of treatment and sorting sites classified as important for the environment*	%	100%	100%	<b>100%</b>	G4 15	
% of treatment sites classified as important for the environment requiring a permit*	%	63%	61%	<b>68%</b>	G4 15	
% of treatment sites classified as important for the environment requiring registration*	%	20%	20%	<b>17%</b>	G4 15	
% of treatment sites classified as important for the environment requiring a declaration*	%	17%	19%	<b>15%</b>	G4 15	
Number of Regional Department of the Environment, Planning and Housing inspections of sites classified as important for the environment*	No.	81	51	<b>90</b>	G4 15	
Number of new permits received for sites classified as important for the environment*	No.	18	14	<b>20</b>	G4 15	
Number of internal audits (ISO or regulatory)	No.	63	113	<b>158</b>	G4 15	
Number of letters sent to and received from the administration*	No.	872	723	<b>610</b>	G4 15	

\*Scope = Paprec in France

## Social commitment

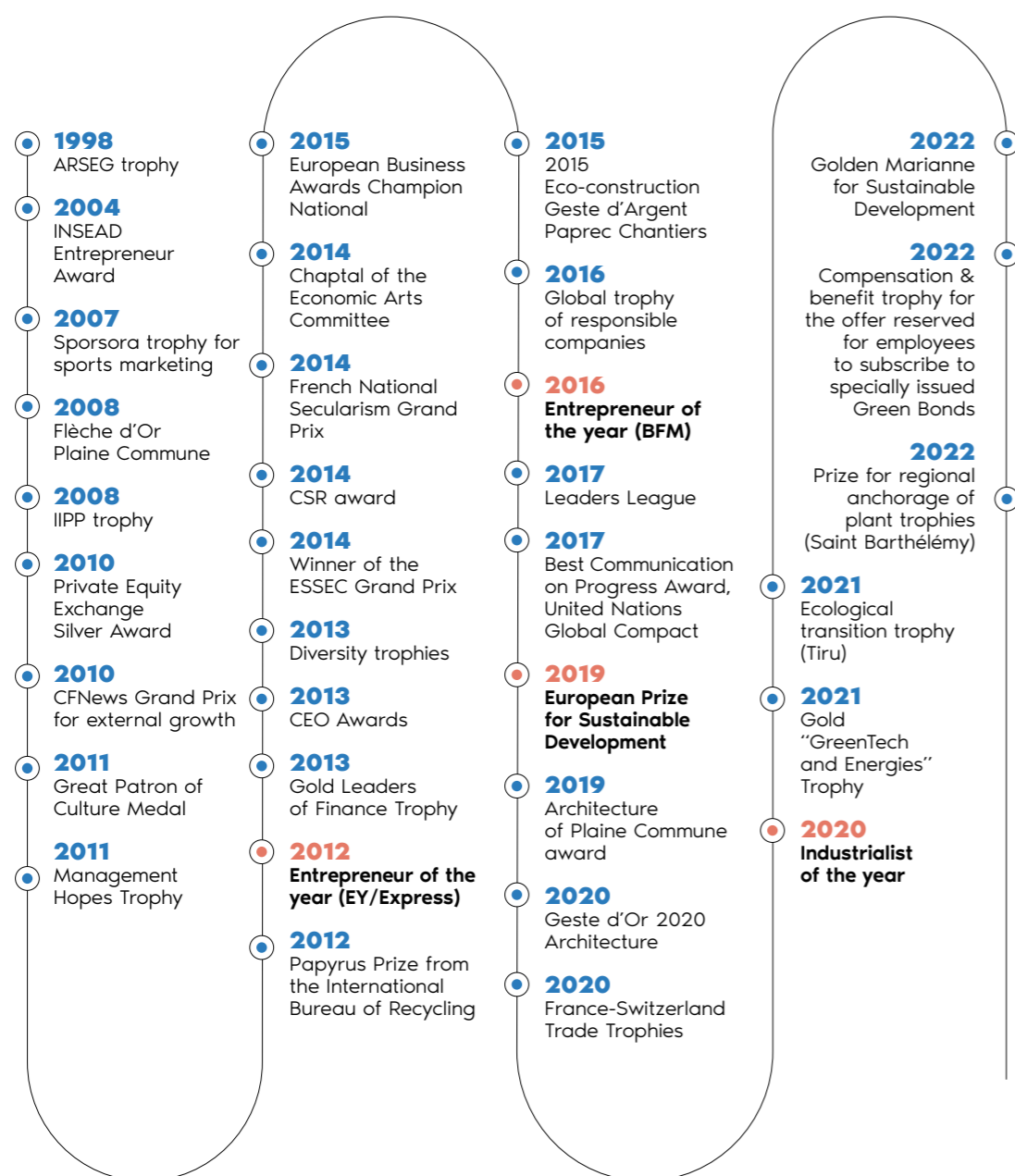
INDICATORS	UNIT	2020	2021	2022	GRI 4	ARTICLE 225
<b>SPONSORSHIP AND PHILANTHROPY</b>						
Expenditure on patronage and sponsorship	k€	4,820	5,108	<b>8,109</b>	SO 1	Relations with people or organisations interested in the company's business
O/w overall sponsorship budget	k€	3,398	3,677	<b>6,100</b>	SO 1	
O/w total patronage budget	k€	1,418	1,431	<b>2,009</b>	SO 1	
<b>RESPONSIBLE PURCHASING PRACTICES*</b>						
Expenditure on temporary employment*	k€	3,133	3,800	<b>6,746</b>	SO 1	Sub-contracting and suppliers
% of temporary employment expenditure with agencies having signed an agreement to combat false papers and identity theft	%	100%	100%	<b>100%</b>	G4 56	

\*Scope = Paprec in France

Scopes include acquisitions from the past year. The year 2020 does not include the activities of Paprec Energies, acquired in 2021.

# Awards received

34 awards since 1994



7, rue du Docteur Lancereaux 75008 Paris, France  
Tel.: +33 (0)1 42 99 43 10  
[www.paprec.com](http://www.paprec.com)

