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# 30 years of innovation and commitment to the circular economy



"Paprec represents 30 years of commitment to an industrial and human endeavour in the pursuit of an incredibly ambitious project of which we can be proud: For a greener planet and a more inclusive society." In 2024, Paprec celebrated its 30<sup>th</sup> anniversary, marking three decades of a human and industrial endeavour that has transformed a small company of 40 people in La Courneuve into an undisputed leader in waste management and recovery. Since its inception in 1994, Paprec has grown in line with the vision of Jean-Luc Petithuguenin, who firmly believed that waste would become the essential raw material of the 21st century. This conviction proved to be right, and Paprec is now a company with 16,000 employees, present in ten countries and a key player in the ecological transition.

Paprec is above all the story of men and women who, for 30 years, have embodied strong values of secularism, diversity and team spirit. These values have enabled the Group to forge a unique identity based on innovation, respect for people and business ethics. The collective drive and expertise of its employees have transformed a once-artisanal business into a cutting-edge technology industry capable of meeting major environmental challenges. The complementary nature of our business lines has been a fundamental pillar of this growth. Paprec has evolved from a company specialising in recycling into an integrated group covering the entire waste management chain, from collection and organic waste and energy recovery through to sorting. This growth enables us to offer customers comprehensive, tailor-made expertise,

**The development of Paprec Energies** marked an important step in this evolution, positioning the Group as a major player in the production of low-carbon energy from non-recyclable waste. Thanks to the creation of Paprec Engineering, the Group also has a unique ability to design, build and modernise recovery units, offering optimal technical and environmental performance. These activities contribute to the energy independence of our regions.

ensuring that every stage of waste management contributes to the circular

economy and the decarbonisation of our economy.

The Group is continuing to expand its international footprint, particularly in Spain and Switzerland. In Spain, Paprec is now present in the main regions, helping to reduce landfill waste and raise recycling standards at European level. In Switzerland, the takeover of the leading national waste management player will make it possible to pool know-how and shift local practices towards a more sustainable model.

**Paprec's success is no accident.** It is the result of a bold strategy based on excellence, technological investment and constant innovation. The Group's ability to diversify and anticipate challenges.

In this anniversary year, we can be proud of how far we've come. Paprec remains true to its mission of making the economy more circular in order to accelerate the transition towards a carbon-free economy that respects planetary boundaries, while placing human capital at the heart of its strategy. Our ambition is clear: to continue to innovate, to diversify our business lines and to be a key player in the ecological and energy transition, for a greener planet and a more inclusive society.

## Highlights



## Paprec is extending its network in Spain

Following the acquisitions of GBI Serveis and CLD in 2023, the takeover of the family business Guerola, specialised in paper and cardboard recycling, strengthens Paprec's presence in the Valencia region. The contracts won in Seville, Salou and Cadaqués boost its regional network with a notable presence in Andalusia and Catalonia. These various contracts strengthen Paprec's foothold in the Spanish market and demonstrate its expertise. Boasting 2,800 employees and turnover of €200 million, Grupo Paprec has thus become a benchmark in waste management.



## Paprec is strengthening its position in Switzerland

With a presence since 2013 across 14 sites, through its subsidiaries Lopatex, Lottner, E.Müller and Rewag, Paprec, the second largest waste management company in Switzerland, is expanding further in the country by taking control of Helvetia Environnement, a global waste management player. The partnership and geographical complementarity of the two groups should enable Switzerland to set a European example in terms of waste management.



## Pontivy: innovative carbon capture project

In Pontivy, Paprec was chosen by the Morbihan intermunicipal household waste transfer and treatment agency (SITTOM-Mi) to modernise and manage its 60,000-ton-per-year energy recovery unit for non-recyclable waste.

The Group will be setting up an innovative CO₂ capture process with an annual capacity of 12,000 tonnes, equivalent to the annual emissions of 1,450 residents, a French first.

The local authority will be investing nearly €80 million for this project.



#### Paprec Métal Déconstruction is expanding

Paprec Métal Déconstruction, a specialist in dismantling, asbestos removal and deconstruction, is strengthening and refining its regional network by taking over SME, an expert in railway deconstruction and the recycling of scrap metal and metals with 39 specialised agencies. The complementary expertise of Les Recycleurs Bretons in scrap metal and metals as well as in ship deconstruction and decontamination also helps to consolidate expertise in this Paprec sector.



#### Paprec wins largest waste recovery project in Overseas France

The Illeva local authority has awarded Paprec the contract for the largest waste recovery project in Réunion and Overseas France. By recovering 60% of household waste, the energy recovery unit will be an alternative to landfill. This multi-sector hub will also feature a solid recovered fuel (SRF) recovery unit with a capacity of 145,000 tonnes per year, producing electricity to supply more than 83,000 residents, i.e. 10% of the population.



## New green financing

For the sixth consecutive year, Paprec has issued new green bonds, raising an additional €200 million that will enable it to finance the Group's growth. Paprec's growth model, based on the circular economy, has won the trust of financial partners and national and international investors. Over the past ten years, nearly €2.5 billion have been raised.









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## **Business** model

Since 1994, Paprec has been developing a comprehensive industrial offering both nationally and internationally. The Group is involved in the entire waste management value chain, from collection and sorting to the production of recycled raw materials (RRM) and low-carbon energy production. The French leader in recycling and a major player in waste management and green energy generation, the Group meets the needs of its public and private customers. Paprec manages to combine economic performance with positive impacts on the environment, people and regions.

#### **STRENGTHS**

#### **Committed employees**

- > 15,369 employees
- > 3,332 new hires
- 94% of employees appreciate their work at Paprec (social survey every two years)

#### Regional network

> 403 plants or sites

### Sustainable, family-run governance

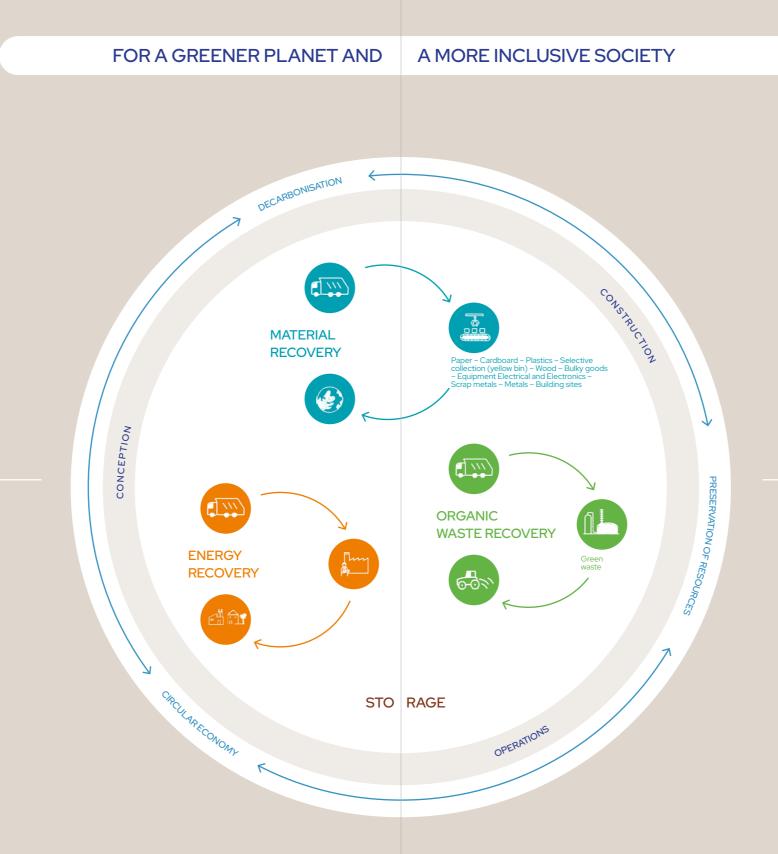
 Majority of capital held by the Petithuguenin family

#### Responsible finance

 > €2,755m in green bonds issued since 2015

## Customers committed to a circular economy

> 17 million tonnes of waste collected, treated and sold



#### **VALUE CREATION**

#### **Employees**

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

#### **Customer satisfaction**

- > Selective collection of recyclable waste for more than 1 in 3 French people
- > 80% renewal rate for local authority contracts
- 99.8% conversion rate of industrial contracts

## Environmental protection

- > 89% recycling and recovery rate
- > 9.8 million tonnes of CO<sub>2</sub> avoided
- > 3.3 TWh of low-carbon energy generated

### Industrial excellence and innovation

> €368,931k total investment Constant innovation

#### Local presence

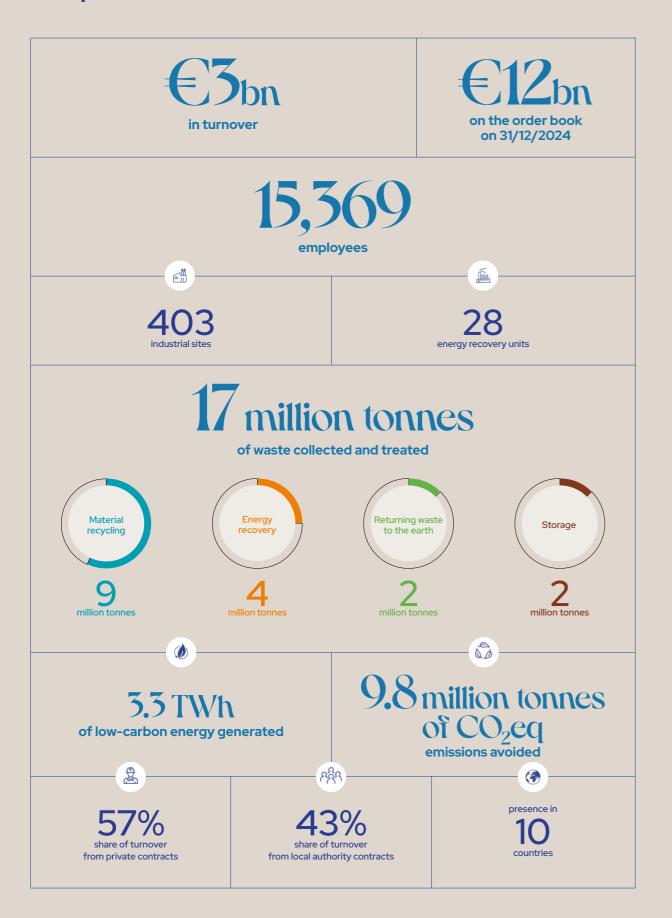
- > 100% sustainable, long-term, non-relocatable jobs created
- > €7.6m in patronage and sponsorship
- > 788,000 hours of job integration achieved

#### Continuous growth

- > €2.7bn in turnover
- > €500m EBITDA

6 A circular model

## Paprec in numbers in 2024



## CSR challenges: an ambitious policy for the planet

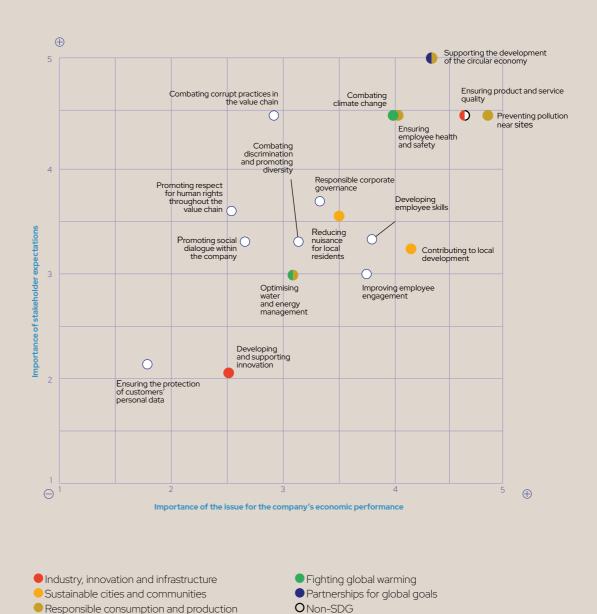
Paprec places the expectations of all its stakeholders at the heart of its strategy. By taking them into account, Paprec can identify its most pressing challenges and highlight the Group's contribution to the creation of economic, environmental, social and societal value.

The topics identified for the materiality matrix of CSR issues correspond to the Sustainable Development Goals (SDGs), global challenges identified by the UN to achieve a better and more sustainable future by 2030. Defined by the United Nations, the SDGs provide a roadmap to ensure a more sustainable model for all

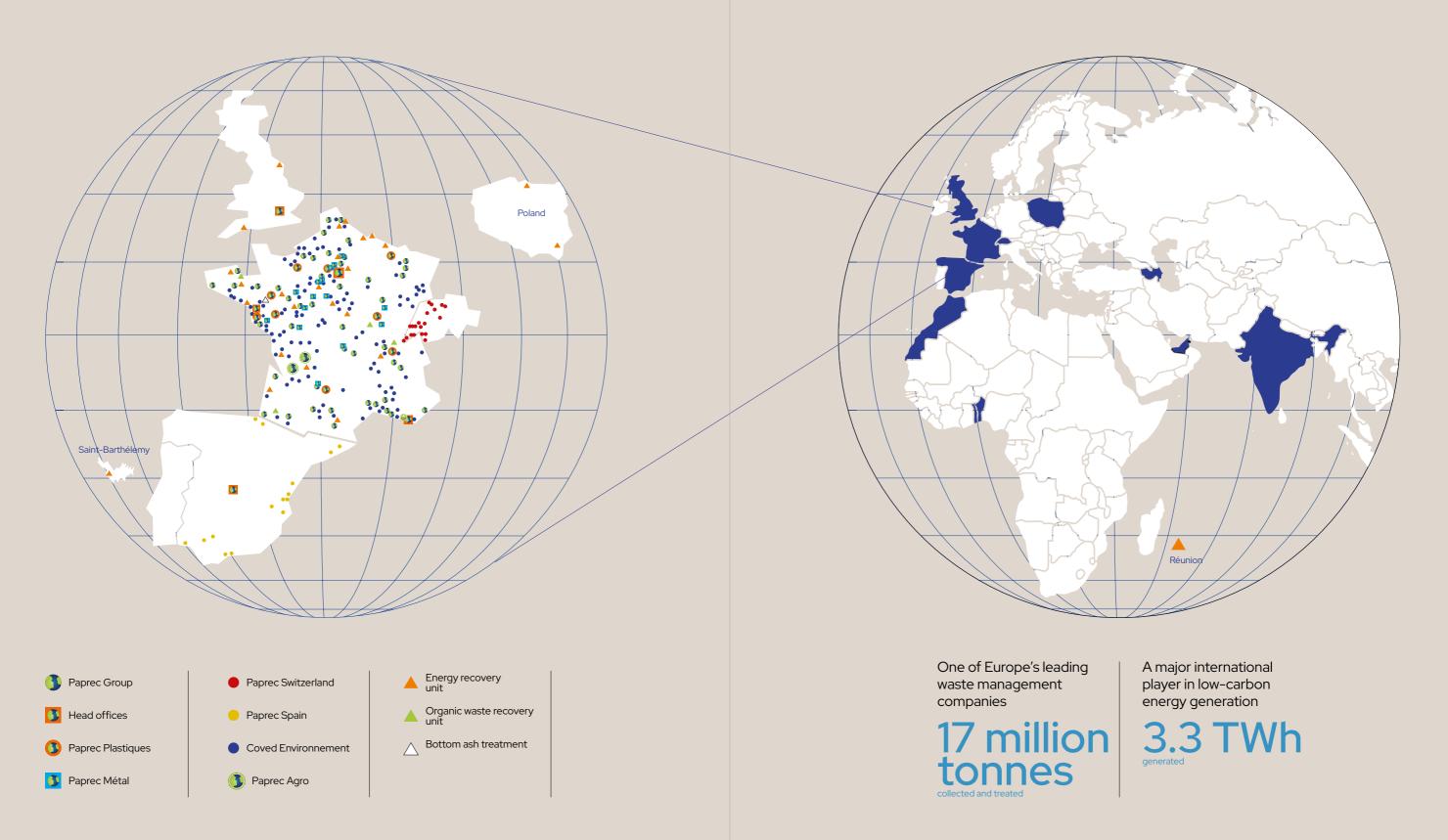
This materiality matrix was drawn up following interviews with the Group's internal and external stakeholders, and was then supplemented by taking into account the financial risks, the regulatory environment and the reputational risk associated with each issue.

Through its actions, Paprec contributes to a number of the SDGs, in particular the fight against climate change, responsible consumption and production and regional development.

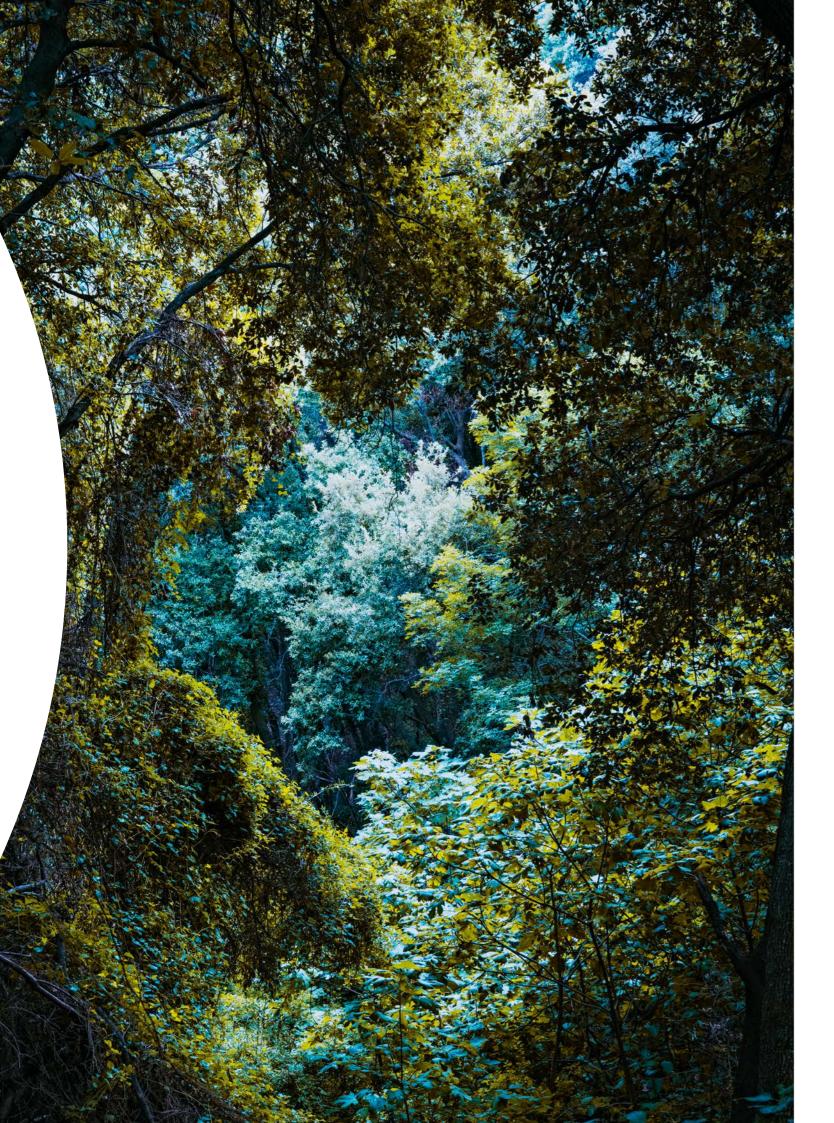
These commitments are an integral part of the Group's strategy to create long-term value.



## Paprec in France and abroad



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Paprec's strength lies in its expertise across the entire waste management value chain.



As a leader in recycling, Paprec produces raw materials from recycling. Therefore, the Group offers sustainable, high-performance solutions to transform waste into new resources, and contributes to the circular economy. An expert in its field, Paprec is refining its regional network and developing its expertise in its historic recycling activities in France and abroad





million tonnes of waste collected and recycled in 2024

#### Expertise

Paper – cardboard – plastics –
selective collection – wood – furniture
waste – bulky items – waste electrical
and electronic equipment – scrap
metal – metals – industrial waste –
building site waste.



## Material recycling, Paprec's historic business

Material recovery is Paprec's core expertise. Through a comprehensive waste collection process, the first essential stage in recycling, carried out by drivers, bin workers and planning and weighing agents, the Group manages to capture a maximum amount of waste, which then passes on to the sorting stage.

Its historic expertise in paper and cardboard has expanded to include a wide range of other materials. The Group deploys this expertise to serve its 70,000 industrial customers and 1,500 local authorities, either directly, by delegating public services or through delegated management. Paprec is at the cutting edge of waste sorting, for both business and household waste.

Paprec's commitment to technological innovation is reflected in the use of cutting-edge industrial tools, particularly in the field of plastics recycling. With 12 specialised plants (sorting centres or regeneration plants) for the various plastic resins (PET, PVC, HDPE, etc.), Paprec offers recycling solutions for sorted plastics in closed-loop *bottle-to-bottle* or *floor-to-floor* processes. After shredding, micro-grinding and regeneration, the plastic materials are sold to industrial companies.

"With its regional network, expertise and recognised brand, Les Recycleurs Bretons is joining forces with Paprec to offer industrial companies and local authorities the opportunity to go even further in recycling and recovering their waste."

Thierry Sellier, Managing Director of the Grand-Ouest Region

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#### Paprec is continuing its expansion in Spain

Following the acquisition of a majority stake in the GBI Serveis group and the takeover of CLD last year, Paprec is strengthening its presence in Spain. The Group is expanding its network in Andalusia, having secured a contract covering cleaning services, door-to-door collection, the management of the waste collection centre and road cleaning in Seville. In Catalonia, Paprec won several waste management and urban cleaning contracts in Salou and Cadaquès, where the population increases five to tenfold during the summer. These various developments are showcases for Paprec's expertise, which is taking root on the Iberian Peninsula to support Spain in its ecological transition and decarbonisation.

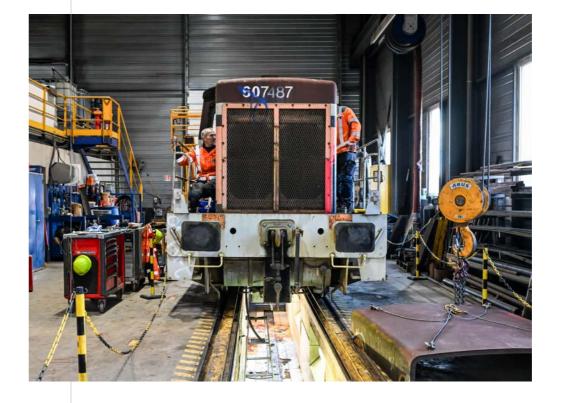
#### Paprec Métal Déconstruction, a growing player

With its expertise in dismantling, asbestos removal and deconstruction, Paprec Métal Déconstruction is further expanding its operations with the acquisition of SME, a company specialising in railway deconstruction and the recycling of scrap metal and metals backed by 55 years of experience and a network spanning the departments of Marne, Ain, Haute-Savoie and Savoie. With the takeover of Les Recycleurs Bretons, a specialist in the recycling of industrial waste, scrap metal and metals, and the decontamination of ships, 200 employees spread across eight sites in Brittany are joining the Paprec teams. A key regional player renowned for its high-performance industrial tools and know-how, Paprec's complementary activities enable it to consolidate its regional network and strengthen its presence in the west of France.



## Toulouse: France's largest sorting centre

Decoset (a joint association for waste collection centres, selective collection and treatment) has chosen Paprec to design, build and operate a household waste sorting centre with a capacity of 70,000 tonnes per year. It will be the largest sorting centre built by Paprec and will enable the recovery of waste from the entire Toulouse conurbation, i.e. eight federations of municipalities in the north of Haute-Garonne, covering 152 towns and one million inhabitants.





#### Paprec, the leading waste management company for the Paris 2024 Olympic and Paralympic Games

The Olympic Committee selected Paprec's expertise for the Paris 2024 Olympic and Paralympic Games. All the branches in the Île-de-France region, including those in Le Blanc-Mesnil, Le Petit Plus La Courneuve, Villeneuve-le-Roi and Gennevilliers, were mobilised at around ten competition sites, three villages and two fan zones. Over a nine-month period, Paprec deployed 38 compactors, 40 skips and 2,200 bins. More than 2.500 collections were made to remove waste, representing nearly 7,000 tonnes of construction waste, waste from business activities, selective collection and biowaste, which were managed by Paprec.



The requirement for households to sort biowaste at source from 1 January 2024 should accelerate organic waste recovery. Since its inception, Paprec has been committed to developing its organic recovery of fermentable waste through the production of high-quality agronomic biofertilisers. In addition to replacing carbonbased nitrogen fertilisers, returning waste to the earth encourages the storage of carbon in soils, thus contributing to the "4 per 1,000" initiative, in whichliving organisms play a role in buffering the climate by storing carbon.

million tonnes of organic waste collected and recovered

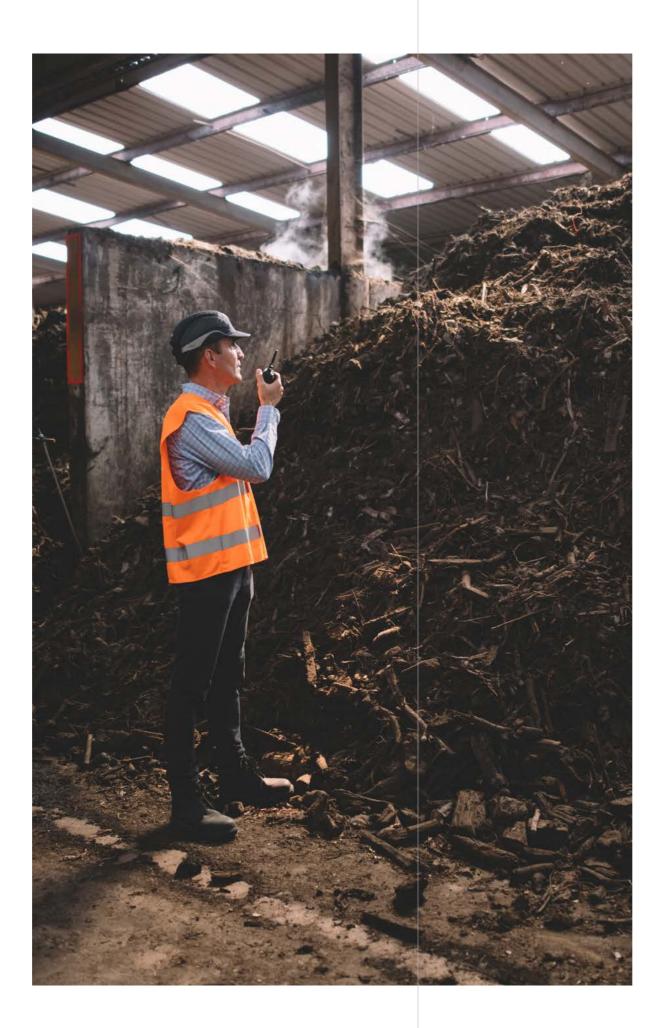
25 organic recovery plants

Evpertise

Biowaste – anaerobic digestion – composting.

"With the creation of the "returning waste to the earth" division, Paprec is finalising the organisation of its organic recovery sector, which is essential for tailor-made support for its customers and the recovery of their organic waste to produce biofertilisers and biomethane."

**Romain Batteux,** Managing Director, "Returning waste to the earth" division



## Returning waste to the earth, a virtuous loop

#### Organic waste recovery

Paprec's organic waste recovery subsidiary helps to return organic waste to the earth. Through its Biocollect' offer, the Group provides door-to-door collection tailored to both urban and rural areas. This is the first stage in the recovery process for its 750 local authority customers.

Once the waste has been collected, it is bulked and depackaged in order to separate the material from its packaging. In 2024, the ramp-up and development of the depackaging facility in Brive (Corrèze) and Fresnoy-Folny (Seine-Maritime) will enable 20,000 tonnes of biowaste to be depackaged per year.

Two recovery channels are then available. Firstly, composting, which transforms organic waste into fertiliser or high-quality organic soil improver. Secondly, anaerobic digestion, a process that produces both a nitrogen-rich fertiliser and energy in the form of biogas. This can be transformed into electricity or heat in cogeneration units, then fed into the grid.



## Biowaste recovery in France

Through its various de-packaging projects in Pau, Marseille and Brive and the establishment of the first 17,000-tonne-capacity biowaste bulking centre in Villeneuve-le-Roi, Paprec is continuing the regional expansion of its "returning waste to the earth" sector, which manages two million tonnes of organic waste.



Biowaste recovery in Spain

Grupo Paprec will assist the Cadaquès local authority in the recovery of its biowaste, which is compulsory for towns with more than 5,000 residents. The Group will be responsible for rolling out collection services for both individuals and businesses. This market gives it a strategic commercial position with players such as Horeca, a network of agri-food companies for biowaste.



Paprec Energies has the technological expertise and innovative strength to offer its customers a tailor-made and comprehensive solution for waste that cannot be treated through material recovery. Paprec is thus the only player in Europe to offer its customers integrated services combining the design, construction, and operation of energy recovery units or platforms for solid recovered fuels (SRF).

energy recovery units in 4 countries

TWh of energy generated

Expertise

Energy recovery units – preparation of solid recovered fuels (SRF) – SRF heating system.



## Paprec, a low-carbon energy producer

Paprec is a leading producer of low-carbon energy. Thanks to the production of low-carbon energy (heat, electricity, biogas) from non-recyclable waste that replaces fossil fuels such as oil, natural gas and coal, Paprec contributes to the energy transition and the decarbonisation of the economy.

The Group applies all its expertise and know-how in high-performance technologies for energy recovery plants that contribute to the energy independence of regions in France and abroad.

The electricity and heat generated in this way supply the local infrastructure with renewable and recovered energy.

In its contracts with local authorities, Paprec meets the requirements for performance and increased site capacity. This is the case for several facilities, particularly in Gien, Noyelles-Sous-Lens, Maubeuge, Cergy-Pontoise, Saint-Ouen-sur-Seine, Paillé and Sète, which will be revamped to equip the plants with new furnaces or replace the old heating systems.

"SRFs are an essential environmental solution for producing low-carbon energy from sorting waste.

They contribute to the energy sovereignty of our regions."

Sébastien Petithuguenin, Chairman and CEO of Paprec Energies

#### Major expertise in solid recovered fuels (SRF)

Sorting waste can be recovered and turned into excellent fuel. Ground into small particles of a defined size and diameter, solid recovered fuels (SRF) are used on energy-intensive industrial sites, such as cement works or steelworks, in combination with traditional fuels. As such, they can reduce the proportion of fossil fuels such as fuel or gas used, or even replace them. SRFs contribute towards decarbonising industry and ensuring France's energy sovereignty.

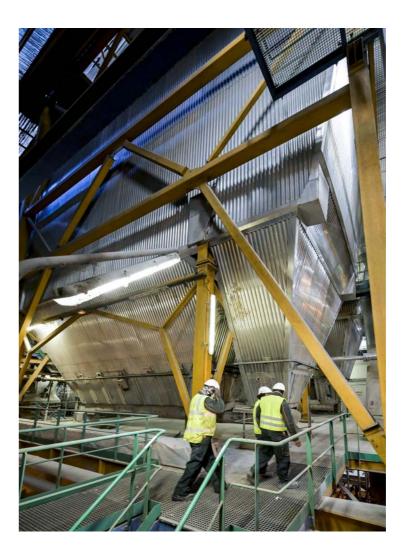
Paprec is an integrated SRF player with several SRF preparation platforms, including seven in operation: Le Broc (Alpes-Maritimes), Malataverne (Drôme), Bruguière (Haute-Garonne), Loches (Indre-et-Loire), Saint-Herblain (Loire-Atlantique), Fresnoy-Folny (Seine-Maritime), Guipavas (Finistère).

Several projects for heating plants and SRF preparation platforms are under construction and will start in 2025: Réunion, Martigues (Bouches-du-Rhône), Perbousie (Corrèze), Aspach (Haut-Rhin), Bourg-en-Bresse (Ain).



## A new waste-to-energy plant in Nantes

The Paprec Group, in partnership with Séché Environnement, will design and build Nantes Métropole's new energy recovery plant. A true technological marvel, this facility, with a capacity of 270,000 tonnes per year, will be one of the largest built in France in a decade. Equipped with the most advanced technologies, it will incorporate two 45-MW lines and will be equipped with a dual smoke filtration system guaranteeing exemplary environmental performance above European standards. The project, which will be developed by Paprec Engineering, will be commissioned in 2029 and will actively contribute to the energy transition of the Nantes region while supplying the urban heating network with 52 MW.





## Construction of an SRF unit in Martigues

In partnership with the French cement manufacturer Vicat, the Paprec Group is acquiring an SRF production facility. This unit, which is currently under construction in Martigues (Bouches du Rhône), will be commissioned in October 2025. With an input capacity of 100,000 tonnes, it will be equipped with the most advanced automated sorting equipment to prepare three categories of very high quality fuels, intended mainly for cement works in south-eastern France but also for industrial heating plants, to support their decarbonisation. This unit represents an investment of €15 million for the Paprec - Vicat joint venture, known under the trade name ALTèreNATIVE.

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The storage of non-recyclable waste is the last step in the waste treatment hierarchy. Paprec offers sustainable, environmentally-friendly solutions for sending non-hazardous, non-recyclable waste to landfill.

non-hazardous waste storage facilities

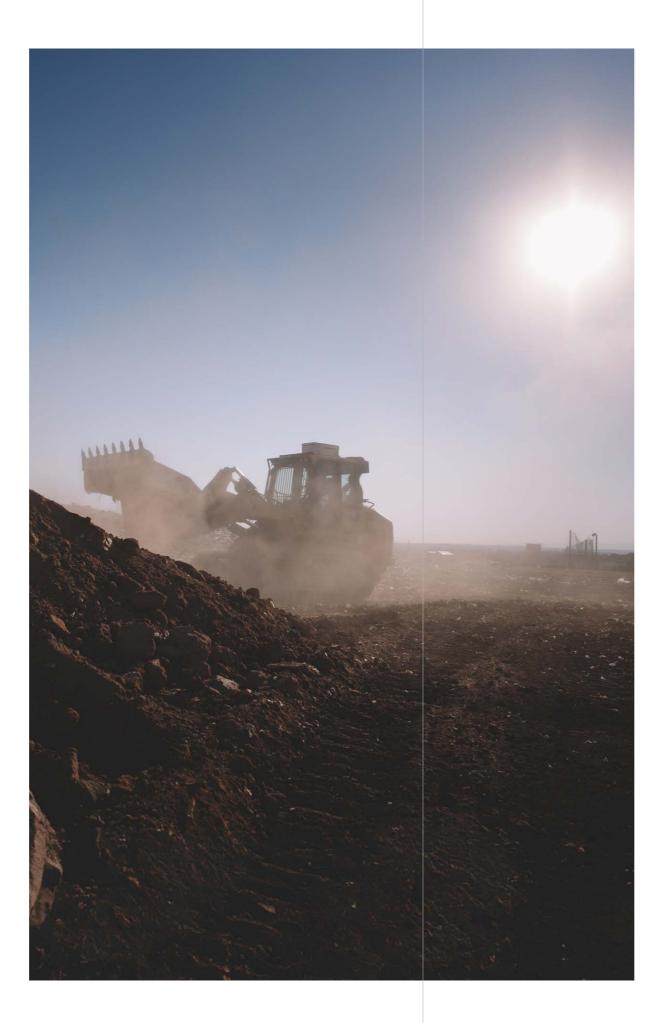
#### Expertise

Storage of non-recyclable waste – leachate treatment – electricity generation – heat generation – biomethane production.



## Production of green biomethane from landfill waste

The Fresnoy-Folny (Seine-Maritime) storage centre is installing technology to produce biomethane from landfill waste, i.e. more than 35 GWh per year, which is then injected into the urban network. This unit provides thousands of households in Seine-Maritime with green renewable gas produced from household waste. The biogas is purified and injected into the distribution grid. The site is complementary to the cogeneration platform already installed and helps avoid 5,600 tCO<sub>2</sub>eq per year.



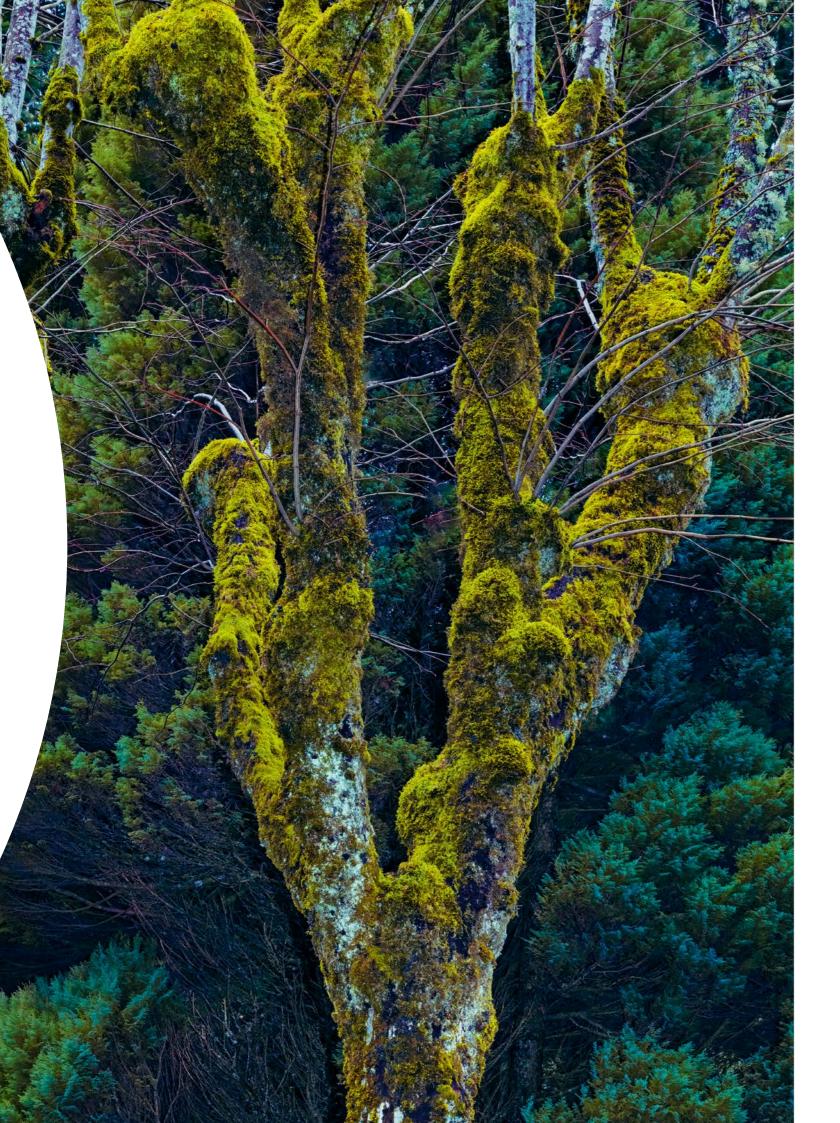
"Waste storage is a technical business, highly regulated and a real challenge because there will be fewer and fewer facilities in the future. We make sure that we are exemplary in the operation of these sites, applying the highest regulatory standards."

Pascal Mettey, Managing Director, Terralia

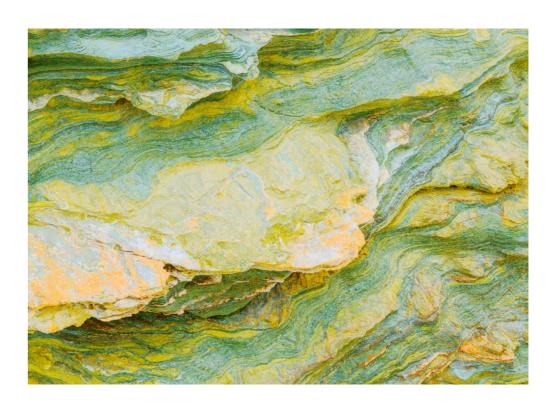
## Paprec's expertise in the treatment of non-recoverable final waste

Paprec is present throughout the waste management chain and offers outlets for final waste that cannot be recycled into materials or energy. These operations must comply with regulatory requirements and are carried out to the highest environmental and safety standards. All types of waste are controlled there, the Non-Hazardous Waste Storage Facilities (ISDND) are certified under the ISO 14001 environmental management standard and are subject to very high environmental surveillance. For example, leachate, the liquid produced by the decomposition of waste, is treated to protect the environment from any risk of soil and water contamination.

They are also equipped with efficient systems to capture the biogas produced by fermentable waste. Each of the Group's non-hazardous waste storage facilities is integrated into the landscape and promotes the development of biodiversity.



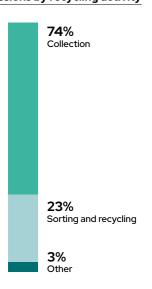
## Paprec, an industrial endeavour for a greener planet



Paprec, a circular model committed to combating climate change and respecting planetary boundaries.

# Helping to decarbonise the economy

Breakdown of GHG emissions by recycling activity



The development of Paprec's recycling, organic waste recovery and energy recovery activities contributes to the decarbonisation of the economy.

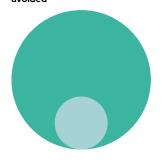
The production of raw materials from recycling (RRM) that are reincorporated into industrial processes (paper, steel, plastics, etc.) saves so-called "primary smelting" energy and avoids the emission of greenhouse gases (GHG) caused by the extraction and manufacture of fossil raw materials. It therefore helps to limit the environmental pressures on natural resources.

Through its organic waste recovery activity, Paprec contributes to the "4 per 1,000" initiative launched at COP21, which aims to promote carbon storage in soils. The agro-forestry experiment set up in 2014 on the Saint-Paul-La-Roche site (Dordogne) alongside the main composting business demonstrates the role of agriculture in the fight against global warming, while remaining productive, local and environmentally friendly. In 2019, this project received the European Commission's Sustainable Development Award.

The production of low-carbon energy from non-recyclable waste via its energy recovery business replaces fossil energy and reduces the use of non-renewable resources while limiting the associated  $CO_2$  emissions. As such, Paprec contributes to the decarbonisation of energy generation in France and the strengthening of national and regional energy independence.

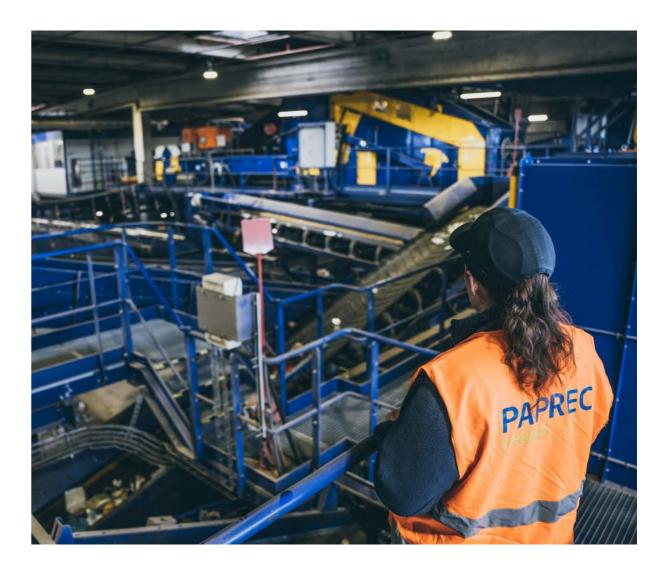
Breakdown of emissions avoided

Total: 9.8 million tonnes of CO<sub>2</sub>



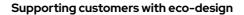
- 8 billion tonnes of CO₂eq Emissions avoided through recycling
- 1.8 billion tonnes of CO₂eq
  Emissions avoided through energy recovery





#### Raising awareness: an essential step

Raising awareness of waste treatment is an essential step towards the circular economy. That is why Paprec supports its partners, customers and local authorities with a range of educational tools such as a sorting guide, a booklet of educational games on the theme of recycling, an educational pack on the future of sorted materials, posters, and so on.



Paprec is continuing the initiative it began in 2023 with marketers through Circle LAB by Paprec. Through this tailor-made offer, the Group helps its customers to better understand the end of life of their products and improve their recyclability. With the new obligations regarding packaging recycling, Circle LAB by Paprec has naturally specialised in packaging. A dozen customers engaged with the platform in 2024, such as L'Oréal in the cosmetics sector and the Bel group in the agri-food industry.



## Paprec, one of the technical leaders in WEEE recycling

Through its REPACK3E division located in Sarcelles, Paprec promotes the sustainability of electrical and electronic equipment through the sale of reconditioned parts and equipment from the circular economy. By offering innovative services for repurposing to extend the lifespan of products, reuse by repairing parts or using them for a new WEEE product or recycling, the sector processes nearly 160,000 tonnes of waste per year, with a turnover of €55 million.



## Optimising industrial processes to reduce environmental impact

Paprec focuses on continuous innovation and optimisation of its industrial processes to minimise its environmental impact. The processes of sorting, recycling and reusing materials are constantly being reviewed to maximise output while limiting greenhouse gas emissions. The energy efficiency of our facilities is also enhanced through the use of state-of-the-art equipment, enabling optimum management of resources. This drive for continuous improvement is supported by Paprec Lab, a special division dedicated to logistics and operational innovation. Thanks to the digital tools it uses, collections are optimised to reduce energy consumption.

# Controlling the carbon footprint of our activities

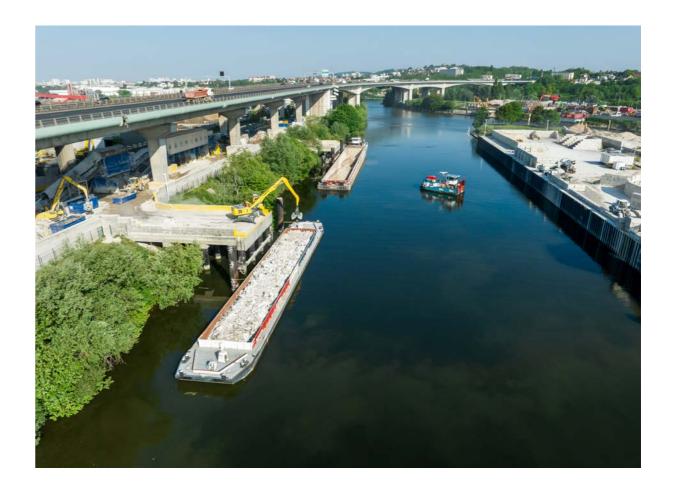
#### Reducing transport-related emissions

Over 75% of greenhouse gas emissions related to our materials recovery activities are generated by transport. To address this issue, Paprec is taking ambitious steps to reduce its impact, thus helping to control its carbon footprint.

First, in partnership with our customers, the Group is working to transform its vehicle fleet. In 2024, over 85% of Paprec's lorries complied with EURO 5 or EURO 6 standards, guaranteeing a significant reduction in pollutant emissions.

The electrification of our vehicles and the use of alternative fuels, such as Oléo100, which reduces our carbon footprint by 60% compared to diesel engines, are also at the heart of the Group's strategy.

With regard to our Barcelona operation (CLD Paprec), the largest collection market in Spain and one of the largest in Europe, 70% of the fleet has already been converted to electric, representing more than 261 vehicles, and 16% also run on natural gas. A true technological marvel, this operation enables the Group to operate the largest fleet of clean vehicles in Europe.





## Alternative transport for plastics

At the Paprec France Plastique
Recyclage (FPR) site in Limay, which
specialises in the regeneration of PET
from selective SYCTOM (local household
waste agency) collections in Paris, the
bales sorted in the Paris region sorting
centres are transported by river to FPR.
Every year, between 400 and 900
tonnes of material are transported in
this more responsible way, illustrating
Paprec's commitment to
environmentally-friendly transport.



At the same time, Paprec is investing in river transport, which emits five times less CO<sub>2</sub> than road transport. This alternative also reduces road congestion, while effectively contributing to a more sustainable mobility model. Paprec uses this type of transport in a growing number of branches in Nantes (Loire-Atlantique), Brest (Finistère), Lyon (Rhône) and Limay (Yvelines).

## CO<sub>2</sub> capture, a French industrial first to reduce the footprint of energy recovery

In 2024, Paprec took a major step forward in industrial innovation by incorporating a process to capture  $CO_2$  emissions at its energy recovery sites, a first in France and Europe.

In partnership with SITTOM-Mi, the Morbihan intermunicipal household waste transfer and treatment agency, which has once again placed its trust in us, Paprec has this year committed to the modernisation of the energy recovery unit in Pontivy. This will include the addition of a second line, enabling the recovery of an additional 30,000 tonnes of waste per year.

The  $CO_2$  capture technology proposed as part of this operation will enable the capture of up to 12,000 tonnes of  $CO_2$  per year, equivalent to half of the fossil  $CO_2$  emitted each year. The latter will then be recovered by an agri-food industrial company: it could be used in the carbonation of sodas or injected into market garden greenhouses to improve agricultural productivity on farms in Brittany.

"For the past fifteen years, Paprec has been investing in river transport and transporting construction waste to the Gennevilliers site, PET bales to the France Plastique Recyclage (FPR) site in Limay and sorted waste from the Nanterre plant."

**Erwan Le Meur,** Managing Director Grand Île-de-France

# Sustainably controlling our environmental impact

€17.7m
dedicated to environmental protection

**91%**of sites certified ISO 9001, 14001, 45001 and 50001

As part of its commitment to sustainable development, the Paprec Group has implemented a rigorous approach to controlling environmental and fire risks. This approach is based on prevention, protection, team training and continuous improvement through our ISO 14001-certified Environmental Management System. Paprec also integrates responsible management of water resources in order to limit its impact on the environment and preserve this essential resource.

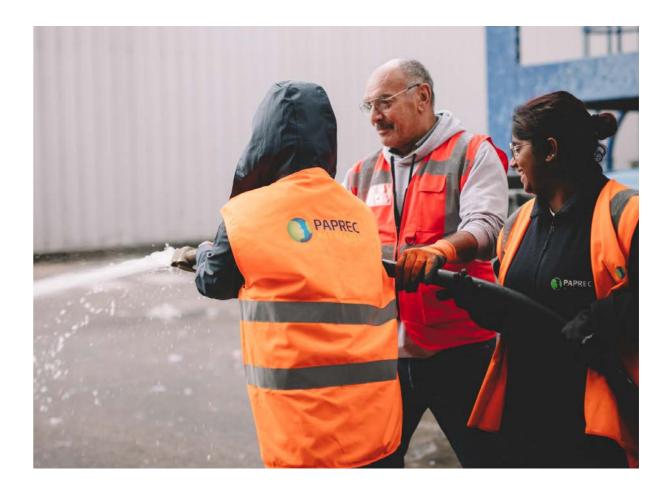
#### Risk prevention and protection

Prevention is at the heart of the Group's strategy to limit environmental and fire risks. Paprec's policy is based on risk identification and assessment, and it regularly analyses the potential dangers associated with its activities in order to implement appropriate preventive measures.

#### **Employee training and awareness**

Training is an essential lever to enhance the culture of safety and environmental responsibility. The Group regularly runs awareness-raising sessions for its teams, offering training in environmental risk management, the handling of hazardous products and evacuation procedures in the event of an incident. Moreover, evacuation exercises and simulations are frequently organised to test the management of environmental incidents and ensure





that everyone is able to respond in an emergency. Lastly, the organisation of in-house campaigns to promote best practices regarding safety and the environment helps to develop a shared safety culture.

#### Responsible water management

Aware of the importance of water to its business and the need to preserve this resource, the Paprec Group has developed a sustainable water management policy based on three principles. The first priority is to reduce water consumption through technologies that optimise its use and limit wastage. Paprec also uses systems to recover and reuse process water in order to reduce its environmental impact. Lastly, pollution must be prevented through rigorous control of industrial waste and compliance with environmental standards to limit the risk of contamination of natural environments.

#### Continuous improvement thanks to ISO 14001

The Paprec Group's commitment to environmental and fire risk management is part of a continuous improvement approach, in accordance with the requirements of ISO 14001. This strategy is the result of a collective commitment involving all stakeholders (employees, partners, suppliers) in order to promote sustainable and responsible practices. Thanks to these actions, Paprec ensures rigorous risk management while actively contributing to environmental protection and the preservation of natural resources.

"Our commitment to resource management, which combines environmental protection with responsible use of water, helps to reduce our impact."

Claire Boursinhac, Fire Manager



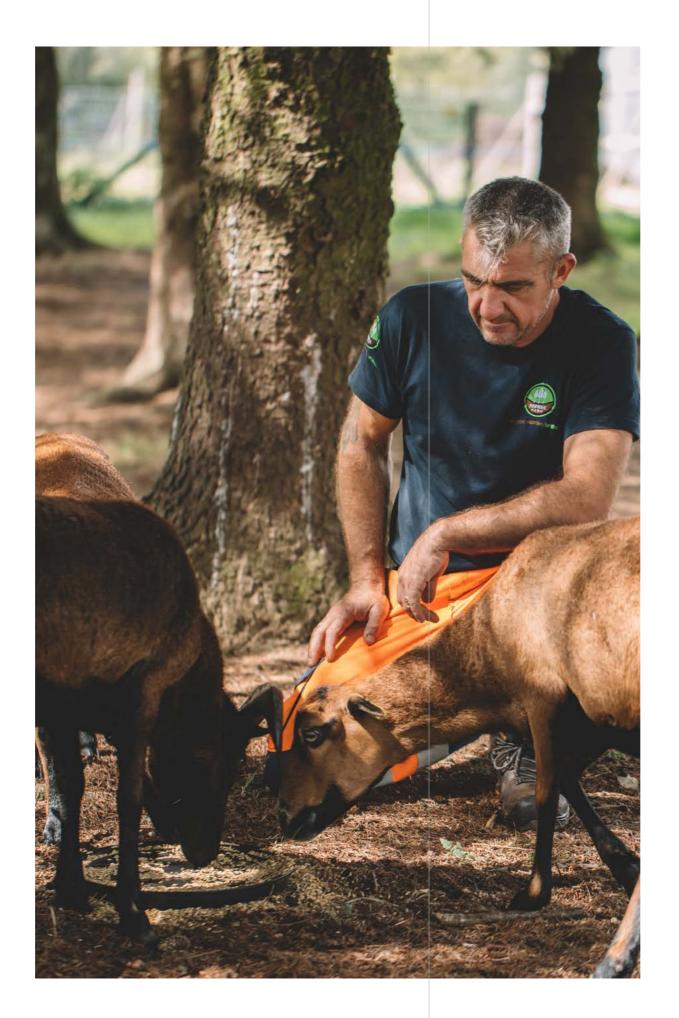
"With Paprec, Humanité & Biodiversité is developing Oasis Nature sites, places where nature is allowed to flourish andwhich become a refuge for animal and plant species."

**Sandrine Bélier,** Managing Director, Humanité&Biodiversité



#### Humanité&Biodiversité/ Paprec Arkéa partnership

To mark the 2024 edition of the Vendée Globe race, Paprec, a major stakeholder in the world of sailing, represented by our skipper Yoann Richomme, put its expertise and environmental commitment at the service of scientific research by becoming an ambassador for marine biodiversity. In partnership with Humanité & Biodiversité and Ifremer, Yoann was able to take on board and deploy a state-of-the-art oceanographic float during his race. This equipment, capable of continuously analysing numerous climatic and biogeochemical parameters at a depth of up to 2,000 metres, will feed into the global Argo scientific network. It will enable researchers to improve their understanding of how the oceans and their ecosystems work and to better grasp the impact of climate change on them. Through this initiative, which combines sporting performance and environmental commitment, Paprec is reaffirming its role as a key player in biodiversity protection.





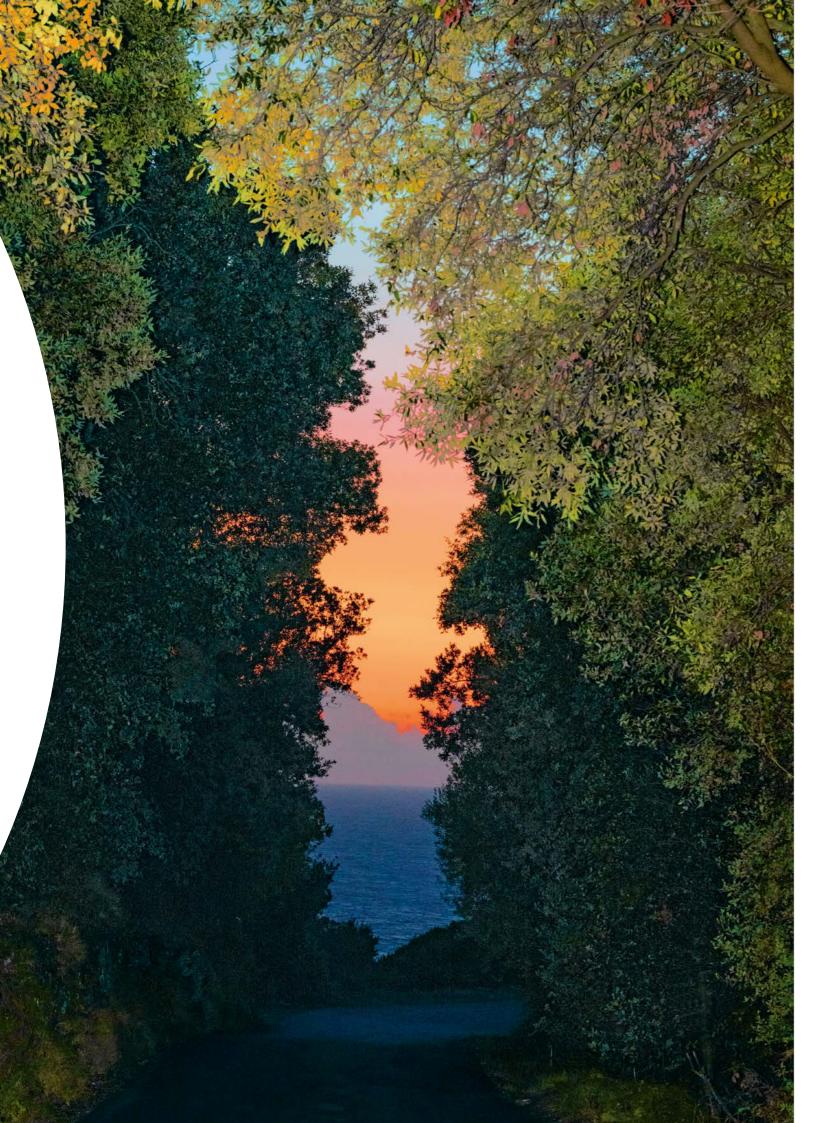


## Protecting biodiversity

#### Paprec, committed to preserving biodiversity

Preserving biodiversity is at the heart of the Group's actions. In connection with our active participation in the Act4Nature programme since 2018, Paprec has taken numerous steps this year to renew its strategy and propose an ambitious action plan. In very concrete terms, our awareness-raising activities will be intensified (sharing of best practices, training, etc.) and measures to preserve biodiversity will be launched or expanded: limiting the use of phytosanitary products, land restoration initiatives, water reuse, etc. Our ambition is to put biodiversity protection at the heart of the Group's activities, by integrating these issues into the offers and design of future sites and major projects, into the purchasing policy, into discussions with stakeholders, and so on.

Our approach to preserving biodiversity is also reflected in concrete actions to preserve ecosystems on our operating sites. In 2024, Paprec strengthened its partnership with the association Humanité & Biodiversité, which is helping us to continue and accelerate the listing of our sites as Oasis Nature areas. This programme, which aim s to establish genuine biodiversity protection bubbles within our sites, helps us to control the impact of the fragmentation of natural habitats. In addition, these Oasis Nature areas promote the development of ordinary biodiversity and local ecosystems on the Group's premises and mobilise employees in the fight against the proliferation of invasive species. They demonstrate our commitment towards raising awareness, protecting and promoting the harmonious coexistence of industrial activities and the protection of ecosystems.



# Paprec, a human endeavour for a more inclusive society



Since its inception, Paprec has been committed to diversity, secularism and inclusion, convinced that a company's wealth lies in the diversity of its talents and equal opportunities.

"No performance is worth anything without a safe working environment for all."

Mathieu Petithuguenin, Chairman and CEO of Paprec

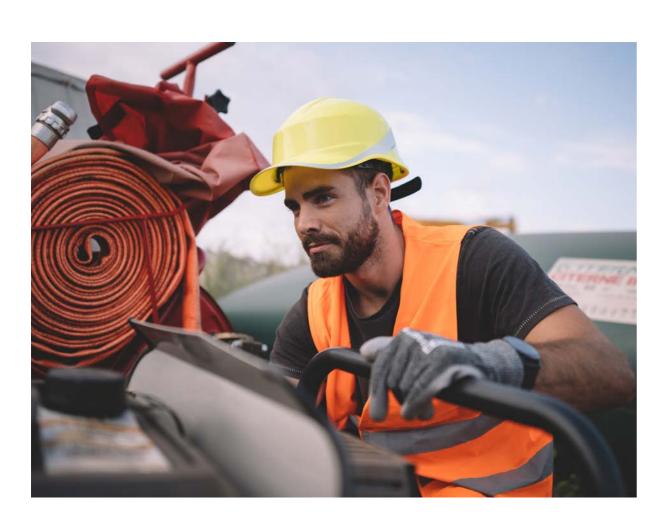


## Ensuring health and safety in the workplace

Paprec's Health and Safety strategy is a priority for the Group and an essential component of its commitment to its employees. It ensures a healthy and safe working environment for all the company's employees, while controlling the risks associated with branch and plant operations.

Ensuring a healthy and safe environment for all employees of the company, customers and subcontractors is a major commitment of the Paprec Group, reaffirmed in 2023, whose policy is based on the ten golden rules, implemented through the safety challenge.

The "2023-2024 Health and Safety Roadmap", which is based on three principles: exemplarity, development of a safety culture and risk management, provides all employees with a framework and targets in order to improve the occupational safety conditions of each and every one of them.





In 2024, the Group launched a general safety challenge for all its regions and divisions. It rallied its staff on a massive scale around a programme based on the prevention of workplace accidents and occupational illnesses and a culture of safety.

Lastly, to set an example in terms of health and safety, training and awarenessraising opportunities have been provided through the introduction of online tools, enhanced training for maintenance technicians, safety management training and regular talks.

"The Health and Safety strategy of the Paprec Group is rooted in a strong commitment of general management towards exemplarity, controlling our major risks and the promotion of a safety culture. By adopting a pragmatic and dynamic prevention approach, we aim to create a working environment where safety is a factor in operational excellence, thus contributing to the well-being of our employees and the sustainability of our activities."

Claire Boursinhac, Group Secretary General and Quality Safety **Environment Manager** 

#### Our 10 golden safety rules

Rule 1:

Wear PPE

Pay attention to traffic

Lock-out or ensure lock-out before starting work

· Rule 4: Make sure work at height is

performed safely

Pay attention to

machine-related risks

Look after my own safety and that of others

Comply with the three support points

Rule 8:

Lead by example when it comes to safety

Manage my outside contractors

Welcome and support new arrivals

# An exemplary employment and employability policy

#### Recruiting and integrating new employees

#### Work-stud

Paprec is strongly committed to the training and employment of young graduates. More than 200 work-study trainees are taken on every year and 40% of them are hired by the Group at the end of their course.

#### Graduate Programme

The Group also has a Graduate Programme. Over 20 young graduates have joined the first two Graduate Programme intakes. The recruitment of the third intake was completed at the end of 2024 with the arrival of 10 new employees to carry out three assignments of eight months each in the Group's various business lines and regions.

#### Induction programme

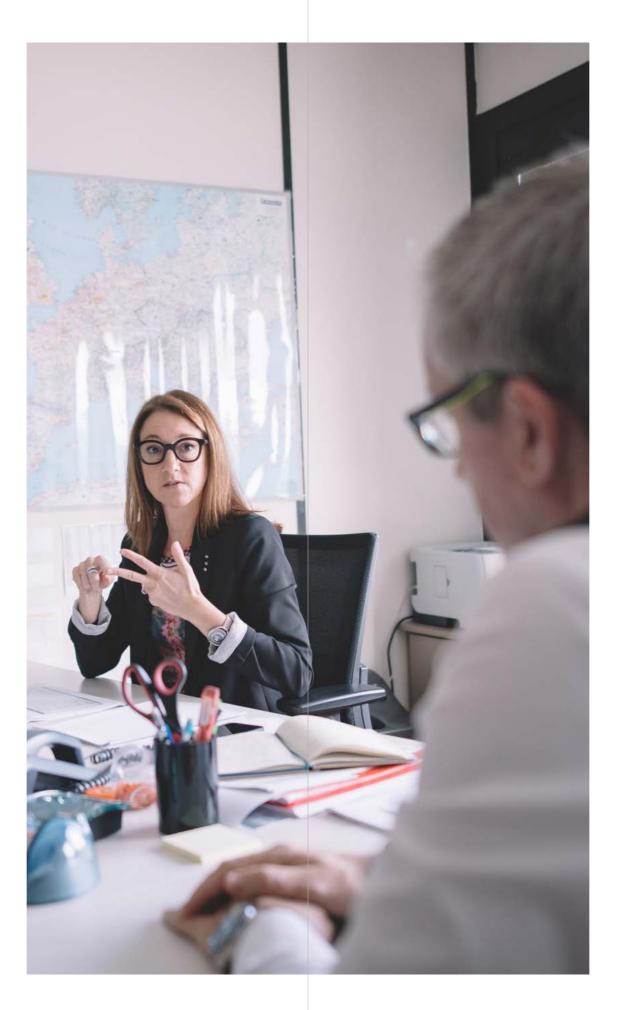
Paprec has always had an induction programme for all new employees, supervisors and managers. As soon as a new recruit arrives in the Group, and even before starting the job, they follow a personalised induction programme in real-life situations, lasting several weeks. This programme enables people joining the Group to discover its various activities, learn about its know-how and immerse themselves in the Group's culture by meeting the people who make Paprec what it is.

#### Recruitment

Every year, Paprec recruits numerous employees to support its development and the transformation of its business lines. In 2024, the Group launched its own internal recruitment agency specialising in environmental professions, changed its digital recruitment platform to improve the candidate experience and distributed its recruitment guide to promote best practices among all the Group's players involved in the recruitment of new employees. Paprec is particularly vigilant in combating all forms of discrimination, giving everyone the same opportunity to join the Group and succeed, and has been implementing a diversity and secularism charter for over ten years.

#### New branches

Paprec also takes particular care to welcome and integrate employees who join us when we win new contracts, such as Altriane in La Rochelle in August 2024, or when new entities join the Paprec Group, such as Les Recycleurs Bretons this year.



"Our priority is to support the Group's development AND that of its employees. Our watchwords: Proximity, recognition, commitment!"

Stéphanie Amieux, HR Development Manager

#### Training through the Paprec Academy

#### Career development

The training courses offered by Paprec Academy give employees the opportunity to develop their knowledge and skills. This is the case with the Industrial Maintenance Technician training course, which enables employees to enter this profession by following a one-year training course leading to the Industrial Maintenance Technician vocational diploma, a certification recognised by the French Ministry of Labour. The second intake began their training in November 2024, in partnership with the training centre of the UIMM (French Union of Metallurgy Industries and Professions) in Nantes.

In partnership with Promotrans, Paprec Academy has also rolled out a training programme to become a mechanic. The first intake obtained their Industrial Vehicle Repair Mechanic vocational diploma at the end of 2024.

#### Ethics and compliance

Paprec Academy also rolled out an ambitious online training programme on Ethics and Compliance, which was completed and passed by 2,000 people in 2024. It supports employees in familiarising themselves with the applicable rules and practices to be followed in order to prevent any risk of corruption or fraud.

#### A proactive wage policy

#### Dynamic wage growth

Paprec supports its employees and has increased their wages by more than 20% since 2021, in particular to compensate for the rise in inflation. This effort has taken the form of several increases during financial years 2022 and 2023, particularly for employees with the lowest salaries. In addition, Paprec has set the minimum wage within the Group at €200 above the monthly minimum wage for all employees with a length of service of at least one year. A 13<sup>th</sup> month bonus is also added to this minimum wage.

#### Fostering collective performance

In 2024, the Group's profit-sharing agreement was extended to its new entities. Over 10,000 employees have benefited, and €6.8 million has been paid out. Employees can save this bonus by participating in a reserved offer in which Paprec issues green bonds to them, the yield of which is directly linked to the Group's performance. This scheme, launched three years ago, is the first of its kind in France and has received an award from the ORAS club (French Observatory of Salaries and Social Benefits).

In December 2024, the Group also decided to pay its employees a value-sharing bonus of €350. 6,500 employees benefited from this bonus (mainly labourers, administrative staff, technicians and supervisors).

## Diversity and gender equality

Paprec was founded on strong convictions and values centred on equal opportunities and respect for individuals. These values are reflected in the Group's Diversity and Secularism Charter, which was adopted over ten years ago. The Group's ambition is to help build a more inclusive society where people enjoy working together and where everyone is recognised for their talents and commitment. Paprec ensures that these values are applied in a very tangible way, on a daily basis, in the field and by consulting employees as part of a major social survey conducted every two years. 88% of employees confirm that diversity is a value that characterises the Paprec Group.

Paprec employs exemplary people whose gender, origin, age and personal history testify to the strength that comes from the diversity of profiles within the Group, all unique and all committed to the same goal of building a more inclusive society.

Every year, the Castors d'Or ceremony is an opportunity to celebrate the success and the professional and personal qualities of the Group's employees across all business lines. The Castors d'Or event illustrates the quality and diversity of the careers of the Group's employees.

Paprec also pays constant attention to gender equality in the workplace, particularly in terms of pay. We obtained a score of 93/100 on the professional equality index, putting us at the top end of our profession.

95/100
professional equality index for the Paprec Group

30% of young graduates entering the Graduate Programme are women









"We are a family business with deep-rooted, firmly-held values. These values are our strength. They are not just a compass to which we can look for guidance. These values define us."

**Stéphane Gerard,** Human Resources Manager



Success of the 2023 social survey

The 2023 social survey had a high response rate: 88% (up 9 points on the previous survey). Using around fifty questions, devised in partnership with Pragma, to identify areas for satisfaction and improvement in workplace relations, it emerged that 94% of Paprec employees like their work and that 90% have confidence in the Group's future.

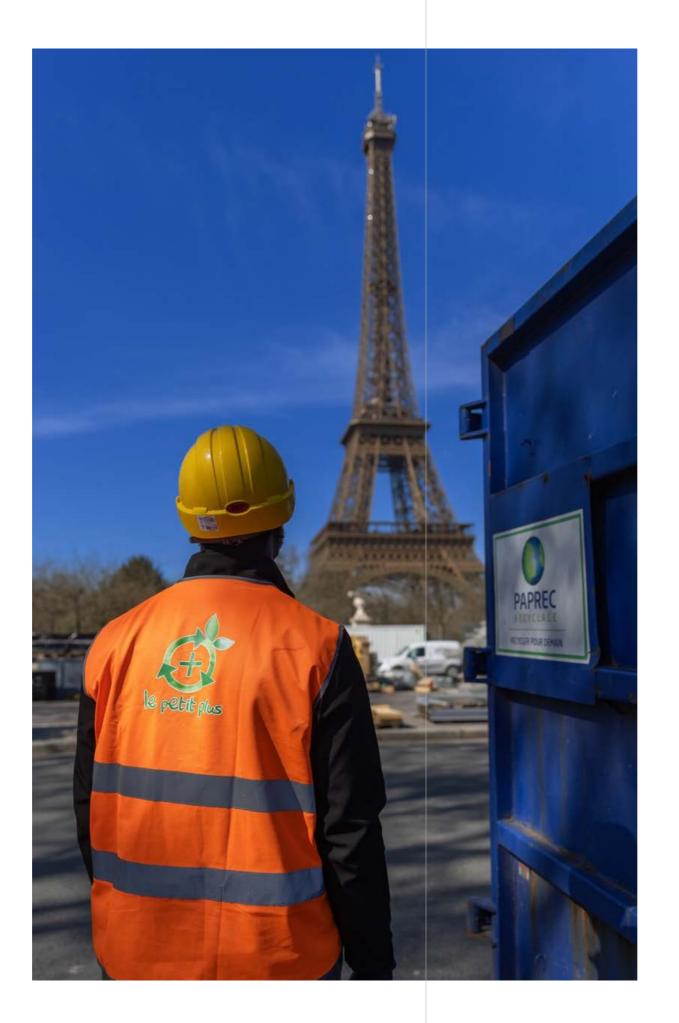
"Le Petit Plus is much more than just a place of work. It is a social, economic and human organisation, offering people with disabilities a professional activity suited to their physical abilities. Thanks to a fine balance between our inclusion and economic issues, Le Petit Plus is continuing its development sustainably and with peace of mind."

**Hugo Martinelli,** Manager of Le Petit Plus



## Le Petit Plus ready for the Olympic Games

Our disability employment organisation, Le Petit Plus, played a central role in the Paris 2024 Olympic and Paralympic Games. Over thirty of our employees with disabilities devoted their time and expertise directly at the event sites, investing their passion and professionalism in collecting, sorting and managing the waste flows from the various event venues. Their exemplary efforts and unwavering dedication were decisive in the unanimously acclaimed success of this unprecedented operation.





# Paprec is committed to equal opportunities

Since its inception, Paprec has been actively involved in building a more inclusive society. The Group is also strongly committed to promoting equal opportunities.

Since 2019, the Group has been stepping up support for the employment of people with disabilities, particularly in the collection and sorting of tertiary sector waste, thanks in particular to the acquisition of the disability employment company Le Petit Plus. Through this initiative, more than 65 employees can benefit from a professional activity suited to them, enabling them to develop their skills, while guaranteeing a competitive and viable economic activity. Paprec's aim is to support each employee by developing his or her self-confidence, independence and ability to manage responsibilities.

On the strength of the success of Le Petit Plus, this year the Group launched a new initiative to obtain accreditation as a disability-friendly company for its subsidiary REPACK3E, which specialises in the resale of reconditioned electrical and electronic parts and equipment from the circular economy. Paprec's ambition is to employ at least 55% disabled workers among its production staff. These workers are and will be recruited as a priority from among the unemployed who are most isolated from the labour market.

In addition, since 2017, Paprec has been forging strong partnerships with social and solidarity economy networks. This partnership makes it easier to offer professional opportunities to people with disabilities or in work integration programmes throughout France, thus actively contributing to their integration into the world of work.

"Our commitment to contemporary art reflects our ambition to help write a long-term history and continue to take a different and visionary look at the world."

**Isabelle Bernini,** Artistic Patronage Manager

# Patronage and philanthropic commitment

## Paprec is committed to artistic and cultural patronage

Committed to culture, Paprec has been the main patron of the Opéra National de Paris ballet since 2010, a symbol of French excellence, and is extending its support through skills sponsorship to this flagship institution of French culture by assisting it with its waste management.

Paprec also supports contemporary art by developing several non-monetary sponsorship projects. These projects take advantage of the Group's recycled materials and industrial assets to create monumental installations by artists. They also encourage the ecological transition in the various modes of art production and exhibition. A perfect example is the work 'Aguacero' (2024) by the artist Daniel Otero Torres, made from recycled materials and echoing global environmental concerns, which was presented at the Venice Biennale.







## Paprec comes to the aid of disaster victims in Valencia, Spain

In response to the devastating floods that hit Spain in November 2024, Paprec rallied quickly and in solidarity to support the local authorities and the communities affected. Group companies coordinated their efforts to provide essential assistance in the affected areas. Waste treatment specialist CTR deployed pumps to suck water out of flooded car parks, thereby limiting further material damage. Guerola and EcoActrins sent lorries, skips and staff to clear the streets of rubbish, wrecked cars and other debris, facilitating traffic flow and the resumption of activities in the affected areas. Recimed provided lorries to transport bulky materials to dedicated sites outside the cities. Last but not least, the Villena landfill was opened 24 hours a day to ensure fast, efficient waste management. In addition to these logistical operations, Paprec provided financial support to the region to help the victims.

#### A philanthropic commitment

Paprec strives to create a more inclusive planet, in particular by supporting organisations that help vulnerable people or those in need. This is reflected in its patronage of Ma Chance Moi Aussi to combat social determinism, of Association Sœur Emmanuelle (ASMAE) for the protection and education of the most vulnerable children and of the JALMALV Paris Île-de-France association to provide end-of-life care.

Paprec is also a player in the ecological transition and has been a patron of environmental associations such as France Nature Environnement (FNE) since 2018 and Humanité & Biodiversité since 2020.



## Paprec, patron of the Magie à l'Hôpital association

This year, Paprec supported the Magie à l'Hôpital association, whose mission is to put smiles back on the faces of children in hospital. The association offers them different types of shows and makes their dreams come true: to meet an artist or to take part in special activities such as hot-air ballooning. Paprec is helping the association to grow, enabling it to provide 300 volunteers and 52 magicians in more than 250 hospitals and to perform 50,000 magic tricks during a special event that took place on 11 September 2024.

# Paprec, a sponsor of professional and amateur sport

#### Paprec, a sports sponsor

For over 18 years, Paprec has been a major sponsor of the world of sport in all its diversity. It is involved with amateur and professional sports groups and supports dozens of clubs and associations in football, rugby, athletics, ice hockey, judo, volleyball, basketball, cycling and marathon running throughout the country.

Paprec is also proud to support women's handball and basketball teams in all categories, both amateur and professional (Chambray Touraine handball, AC Bobigny 93 rugby, Sambre Avesnois handball). In 2024, Paprec and ASM Clermont Auvergne will continue their partnership of over thirty years, based on the shared values of performance, commitment and team spirit. This mutual support was reflected in the renewal of the agreement in May 2024, strengthening the partnership for the coming seasons, during which the teams will wear the Paprec logo.





#### Supporting the world of sailing and ocean racing

Since 2022, Paprec has been the title partner of the Solitaire du Figaro race, which is now known as the Solitaire du Figaro Paprec. It is also the eponymous partner of the Transat Paprec, between Concarneau (Brittany) and the island of Saint Barthélemy (St. Barts). Paprec's involvement in ocean racing aims to facilitate access for all to this sector of French excellence.

To mark the occasion, Paprec wanted to create a doubles event in 2024 for the Solitaire du Figaro, the "Défi Paprec", which allows novices to take on this demanding race. Furthermore, the Group was the driving force behind making the Transat Paprec the first transatlantic race in which mixed doubles are compulsory, to enable female sailors to showcase their talents in ocean racing.

"Paprec is a major supporter of ocean racing because we share the values of this sport: tenacity, excellence and pushing one's limits, as well as the ability to carry out innovative technological projects."

Sébastien Petithuguenin, Chairman and CEO of Paprec Energies

## Paprec comes 2<sup>nd</sup> in the Vendée Globe

Sailing highlights another of the Group's values: long-term vision. In over two decades, the Group has grown in strength and is now one of the key players in ocean racing. A position rewarded by eight major victories on the IMOCA circuit and five participations in the Vendée Globe. Its involvement in the 2024-2025 Vendée Globe, which took place between November 2024 and January 2025, was a remarkable human and technical endeavour, matching the Group's ambitions. Through its partnership with Arkéa, Paprec supported Yoann Richomme's team, skipper of the Paprec Arkéa boat, in this major sporting competition.

The Paprec Arkéa boat, designed to participate in the 2024-2025 Vendée Globe, is a 60-foot monohull that combines performance, robustness and technological innovation. Built by the Multiplast shipyard, this boat is optimised to meet the demands of the race while offering its skipper maximum safety. It is an example of the alliance between technical expertise and sporting ambition.

The 2024-2025 Vendée Globe saw Yoann Richomme deliver an exceptional performance by crossing the finish line in second place after 65 days of racing. This result, achieved in extremely difficult conditions, is testament to the success of the project, both in sporting and technical terms. The team's ability to anticipate and adapt to the challenges encountered during the race was essential in achieving this goal. By supporting such a prestigious project, Paprec has demonstrated its commitment to ambitious initiatives, while highlighting its role as a dynamic and innovative player.







"We're very proud of our champion! Yoann competed in this legendary race with talent, tenacity and a permanent good humour that defies admiration, given the conditions of this race! It's an incredible intellectual, physical and psychological challenge!"

**Jean-Luc Petithuguenin,** Founder of Paprec

## CSR indicator tables

#### **Profile and Governance**

INDICATORS	UNIT	2022	2023	2024	GRI Standards*	Scope
BOARD OF DIRECTORS						
Number of Board meetings	No.	6	6	5	GRI 102	
Board attendance rate	%	98%	98%	98%	GRI 102	
Percentage of independent directors	%	12%	12%	6%	GRI 102	Group
Percentage of female directors	%	24%	28%	31%	GRI 102	
XECUTIVE COMMITTEE						
lumber of Executive Committee members	No.	19	19	20	GRI 102	
lumber of Executive Committee meetings	No.	11	11	11	GRI 102	Group
UDIT AND INTERNAL CONTROL						
lumber of Audit Committee meetings	No.	3	3	2	GRI 102	
lumber of Internal Audit and Governance committee meetings	No.	11	11	11	GRI 102	
ttendance rate at Audit Committee meetings	%	100%	100%	100%	GRI 102	Group
xternal audit expenses Statutory Auditors)	€K	1,722	1,902	2,039	GRI 201	
INANCIAL INFORMATION						
otal asset value	€K	3,484,377	3,622,840	3,962,297	GRI 201	
roperty, plant, and equipment	€K	2,459,033	2,880,404	3,193,920	GRI 201	
ionsolidated turnover	€K	2,312,401	2,372,381	2,738,666	GRI 201	Group
urnover from local authority contracts	€m	926	942	1,167	GRI 201	
urnover from private company contracts	€m	1,386	1,430	1,572	GRI 201	
enewal rate for local authority contracts the recycling business (in number)	%	81%	83%	80%	GRI 201	France
etention rate for industrial contracts I the recycling business (in turnover)	%	99.6%	99.7%	99.8%	GRI 201	ridite
reakdown of turnover per customer type						
Local authorities	%	40%	40%	43%	GRI 201	
Private companies	%	60%	60%	57%	GRI 201	
roup capital expenditure	€K	224,981	253,959	298,963	GRI 201	Group
vestment in external growth	€K	51,646	72,040	69,968	GRI 201	-
evestment in fire-fighting equipment	€K	8,278	8,849	10,500	GRI 201	
otal Group capital expenditure	€K	276,627	331,267	368,931	GRI 201	

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

#### **Profile and Governance**

INDICATORS	UNIT	2022	2023	2024	GRI Standards	Scope
LOCATIONS						
Total number of Paprec sites	No.	344	375	403	GRI 102	
In France	No.	324	344	369	GRI 102	
In Switzerland	No.	7	7	7	GRI 102	
In Spain	No.	5	16	19	GRI 102	
Europe other countries (UK, Poland)	No.	4	4	4	GRI 102	
Outside Europe (Azerbaijan, India, Morocco, Africa)	No.	4	4	4	GRI 102	
Number of sites per type						
Plants	No.	204	222	249	GRI 102	
Sales agencies and offices	No.	24	27	27	GRI 102	
Other (consolidation sites, eco-sites, plants under construction, etc.)	No.	86	94	96	GRI 102	
Storage centres	No.	29	33	32	GRI 102	
Types of industrial sites						C
Hazardous waste storage facilities	No.	5	5	5	GRI 102	Group
Final waste storage centres	No.	29	33	32	GRI 102	
Composting plants	No.	14	15	15	GRI 102	
Energy recovery units	No.	27	27	28	GRI 102	
MBT/Green waste/anaerobic digestion units	No.	11	11	10	GRI 102	
WEEE recycling plants	No.	13	13	14	GRI 102	
Plastic recycling plants	No.	11	11	12	GRI 102	
Recycling plants for construction waste	No.	9	9	9	GRI 102	
Recycling plants for waste paper, non-hazardous industrial waste, wood	No.	101	110	128	GRI 102	
Confidential office paper destruction plants	No.	13	13	13	GRI 102	
Selective collection sorting plants	No.	26	28	31	GRI 102	
Scrap metal and metal recycling plants	No.	23	35	39	GRI 102	
LOCAL ECONOMIC IMPACT			-			
% of direct local jobs	%	100%	100%	100%	GRI 413	Group
INNOVATION						
Number of hours dedicated to innovation	No.	29,098	40,494	55,091	GRI 201	
R&D and innovation expenses eligible for tax credit	€K	2,406	2,750	4,209	GRI 201	Group
Research tax credit	€K	722	825	1,250	GRI 201	

#### Social performance

INDICATORS	UNIT	2022	2023	2024	GRI Standards	Scope
JOBS AND WORKFORCE						
Average annual workforce	No.	12,735	14,066	15,369	GRI 102	
Breakdown per Division						
Headquarters and Sales Offices	%	9%	9%	9%	GRI 102	
Plants and others	%	91%	91%	91%	GRI 102	
Breakdown of workforce per region						
France	No.	12,162	12,716	12,966	GRI 102	
Switzerland	No.	169	200	198	GRI 102	
Spain	No.	119	850	1,882	GRI 102	
Europe other countries (UK, Poland)	No.	70	80	90	GRI 102	
Outside Europe (Azerbaijan, India, Morocco, Africa)	No.	215	220	233	GRI 102	
Breakdown of workforce per type of contract						
Open-ended contract	%	77%	78%	76%	GRI 401	
Temporary and fixed-term contracts	%	21%	19%	22%	GRI 401	Group
Other contract types: apprenticeships and professional contracts	%	2%	3%	2%	GRI 401	
Breakdown of workforce per status						
Executives	%	14%	15%	15%	GRI 401	
Supervisors and similar staff	%	17%	16%	16%	GRI 401	
Employees - labourers	%	69%	69%	69%	GRI 401	
Breakdown of employees by age						
Employees under 30	%	13%	14%	14%	GRI 401	
Employees aged 30 to 49	%	53%	51%	50%	GRI 401	
Employees over 50	%	34%	35%	36%	GRI 401	
Average age	Years	43.3	44	44.6	GRI 401	
Average length of service within the Group (or the entity integrated into the Paprec Group)	Years	8.8	8.4	8.7	GRI 401	
CHANGES IN THE WORKFORCE						
Number of new hires per status	No.	2,111	2,879	3,332	GRI 401	
Executives	No.	228	520	387	GRI 401	
Supervisors and similar staff	No.	292	553	435	GRI 401	
Employees - labourers	No.	1,591	1,806	2,510	GRI 401	
Percentage of permanent hires	%	75%	74%	74%	GRI 401	
Number of departures and breakdown by reason for departure	No.	1,589	1,548	1,600	GRI 401	France
Including:						
Termination of trial period	%	8%	5%	6%	GRI 401	
End of fixed-term or temporary contracts	%	24%	25%	16%	GRI 401	
Retirements	%	10%	7%	7%	GRI 401	
Redundancies	%	17%	18%	15%	GRI 401	

#### Social performance

INDICATORS	UNIT	2022	2023	2024	GRI Standards	Scope
EMPLOYEE RELATIONS						
Number of collective bargaining agreements	No.	90	110	148	GRI 402	
Percentage of employees covered by these collective bargaining agreements	%	100%	100%	100%	GRI 402	
Number of shop stewards	No.	50	50	57	GRI 402	France
Participation rate in professional elections	%	64.2%	65.1%	65.5%	GRI 402	
Number of elected representatives	No.	532	638	713	GRI 402	
OCCUPATIONAL HEALTH AND SAFETY						
Total occupational health and safety expenditure (training, equipment purchases)	€K	11,342	13,799	16,927	GRI 201	
In-house fire control rate	%	84%	92%	93%	GRI 403	
Road accident frequency rate	%	N/A	16%	16%	GRI 403	
Gross workplace accident frequency rate*	Rate	28.97	26.21	25.92	GRI 403	
Workplace accident average frequency rate with lost working time	Rate	30.5	30.5	27.92	GRI 403	France
Workplace accident severity rate	Rate	2.29	1.95	2.26	GRI 403	
Workplace accident average severity rate	Rate	3.2	3.2	2.9	GRI 403	
Number of calendar days lost due to workplace accidents	No.	43,989	35,443	40,624	GRI 403	
Absenteeism rate	Rate	7.5	7.8	7.1	GRI 403	
TRAINING AND SKILLS DEVELOPMENT						
Average hours of training per employee trained	No.	19.1	22	17.2	GRI 404	
Training budget	€K	3,004	4,081	4,512	GRI 404	
Total number of training hours	No.	74,390	93,273	99,931	GRI 404	
including number of training hours dedicated to safety	No.	33,847	65,891	69,616	GRI 404	
Number of internal promotions	No.	879	882	863	GRI 401	
including employees to supervisors and labourers to supervisors	No.	140	106	114	GRI 401	France
including supervisor to management	No.	65	47	48	GRI 401	
Number of induction courses for new recruits	No.	520	598	657	GRI 404	
Average length of induction courses for supervisors	No.	15	15	15	GRI 404	
Average length of induction courses for managers	No.	30	30	30	GRI 404	
Hours of job integration achieved	h	N/A	764,212	787,663	GRI 405 & 413	

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

#### Social performance

INDICATORS	UNIT	2022	2023	2024	GRI Standards	Scope
DIVERSITY AND EQUAL OPPORTUNITIES						
Professional equality index	No.	90	91	93	GRI 102	
Percentage of women entering the Graduate Programme	%	-	30.0%	30.0%	GRI 404	
Breakdown of employees by gender						
Men	%	80.2%	80.0%	80.0%	GRI 102	
Women	%	19.8%	20.0%	20.0%	GRI 102	
Breakdown of women by status						
Executives	%	21.0%	27.9%	27.9%	GRI 102	Group
Supervisors	%	28.1%	22.7%	22.8%	GRI 102	
Employees - labourers	%	50.9%	49.4%	49.2%	GRI 102	
Proportion of women by status						
Executives	%	29.0%	32.3%	32.0%	GRI 102	
Supervisors	%	31.0%	35.2%	32.8%	GRI 102	
Employees - labourers	%	14.0%	14.2%	14.3%	GRI 102	
Number of employees over 50 hired	No.	411	427	397	GRI 405	
Number of employees with disabilities hired	No.	15	23	25	GRI 405	
Number of employees with disabilities	No.	350	335	356	GRI 405	
Rate of compliance with regulated thresholds for workers with disabilities	%	67%	72%	63%	GRI 405	France
Number of countries of birth of employees	No.	81	82	103	GRI 405	
Number of nationalities	No.	76	77	83	GRI 405	
SALARIES						
Total payroll	€K	300,201	322,474	359,703	GRI 102	
Minimum gross monthly salary set by the Group	€	1,974	2,110	2,134	GRI 401	
Average gross annual salary by status <sup>2</sup>	€K	37.4	39.3	40.5	GRI 401	
Executives	€K	68.5	72.0	72.7	GRI 401	
Supervisors	€K	42.7	44.9	45.1	GRI 401	France
Employees - labourers	€K	30.5	32.0	32.5	GRI 401	
Gross amount of profit sharing per employee <sup>3</sup>	€	1,210	1,211	823	GRI 401	
Value-sharing bonus per employee <sup>4</sup>	€	800	600	350	GRI 401	
WORKING CONDITIONS						
Percentage of workers on shift schedules	%	4.7%	5.4%	5.9%	GRI 401	
Percentage of temporary workers from agencies with which we have agreements on illegal employment	%	100%	100%	100%	GRI 415	France

#### **Environmental performance**

INDICATORS	UNIT	2022	2023	2024	GRI Standards	Scope
RECYCLING AND WASTE PREVENTION						
Total tonnage	KTonnes	14,867	15,721	16,873	GRI 306	
Total mass of waste recycled	KTonnes	8,251	8,385	8,884	GRI 306	
Total mass of waste recycled at energy recovery units	KTonnes	2,758	2,689	2,742	GRI 306	
Recycling and recovery rates	%	89%	88%	89%	GRI 306	
Recycling performance of our facilities						
Paper (industry average)	%	98%	98%	98%	GRI 306	
Plastic	%	88%	88%	88%	GRI 306	
NHIW	%	68%	68%	68%	GRI 306	Group
Construction waste	%	76%	76%	76%	GRI 306	
WEEE	%	79%	79%	79%	GRI 306	
Selective collection	%	85%	85%	85%	GRI 306	
Wood (industry average)	%	99%	99%	99%	GRI 306	
Scrap metal (industry average)	%	99%	99%	99%	GRI 306	
Metals (industry average)	%	99%	99%	99%	GRI 306	
Green waste (industry average)	%	99%	99%	99%	GRI 306	
ORGANIC WASTE RECOVERY						
Production of organic fertilisers	Tonnes	150,000	155,000	155,000	GRI 306	France
ENERGY						
Energy generation						
Electricity generation						
Electricity generation at energy recovery units <sup>5</sup>	GWh	895	877	892	GRI 302 & 413	
Generation of electricity from organic waste	GWh	13	14	14	GRI 302 & 413	
Electricity generation at ISDND <sup>6</sup>	GWh	67	69	63	GRI 302 & 413	Group
Heat generation						
Heat generation at energy recovery units⁵	GWh	1,579	1,940	2,257	GRI 302 & 413	
Heat generation from organic waste recovery	GWh	2	4	4	GRI 302 & 413	
ISDND self-consumption heat <sup>6</sup>	GWh	54	54	42	GRI 302	
Injected biomethane from organic waste recovery	GWh	24	5	0	GRI 302 & 413	
Injected biomethane produced in ISDND <sup>6</sup>	GWh	15	15	23	GRI 302 & 413	France
Production of biogas from organic waste recovery	m³	12,211,676	8,459,584	7,181,604	GRI 302 & 413	
Energy consumption						
Electricity	GWh	299	292	265	GRI 302	
Diesel	m³	39,960	45,284	48,344	GRI 302	Group
Gas	GWh	31	32	43	GRI 302	

<sup>2.</sup> Excluding profit-sharing and value-sharing bonus
3. Paid for the year, for an employee present throughout the year and covered by the Group profit-sharing agreement
4. Scope of companies concerned within the limits of legal provisions

Energy Recovery Unit
 Storage site for non-hazardous waste (ISDND)

#### **Environmental performance**

INDICATORS	UNIT	2022	2023	2024	GRI Standards	Scope
GHG FOOTPRINT*						
GHG emissions generated (Scope 1 and 2 according to GHG Protocol)	tonnes CO₂eq	2,908,296	2,964,696	2,028,408	GRI 305	
including GHG emissions linked to the recycling business	tonnes CO₂eq	209,653	169,054	177,058	GRI 305	
GHG emissions generated (Scope 3 upstream according to GHG Protocol)	tonnes CO <sub>2</sub> eq	N/A	169,065	288,339	GRI 305	
GHG emissions generated (Scope 3 downstream according to GHG Protocol)	tonnes CO₂eq	N/A	2,092,474	1,061,424	GRI 305	Group
GHG emissions avoided (Scope 1 and 2 according to GHG Protocol)	tonnes CO <sub>2</sub> eq	6,997,469	7,100,217	9,794,708	GRI 305	
GHG emissions avoided by the recycling business	tonnes CO₂eq	6,510,336	6,590,182	8,016,841	GRI 305	
GHG emissions avoided by the energy recovery business	tonnes CO <sub>2</sub> eq	479,586	448,652	1,757,191	GRI 305	
TRANSPORT						
Number of sites connected for rail, river, or sea transport	No.	16	18	23	GRI 302	
Total tonnage of waste transported by river and sea	Tonnes	101,609	150,439	215,535	GRI 306	France
Percentage of Euro 5 and Euro 6 lorries	%	78%	79%	85%	GRI 302	rrance
Share of orders for industrial vehicles with electric power	%	N/A	N/A	14.7%	GRI 302	
ENVIRONMENTAL MANAGEMENT AND CERTIFIC	CATION					
Budget dedicated to environmental protection	€K	14,139	16,210	17,705	GRI 201	
Number of sites with at least one certification	No.	182	200	222	GRI 307	
Number of ISO 14001-certified sites (Environment)	No.	144	166	188	GRI 307	
Number of ISO 9001-certified sites (Quality)	No.	83	101	111	GRI 307	
Number of ISO 45001-certified sites (Occupational Health and Safety) or MASE-certified sites	No.	48	72	86	GRI 307	
Number of ISO 50001-certified sites (Energy)	No.	25	26	27	GRI 307	Group
Number of sites with triple certification	No.	38	58	65	GRI 307	
Number of sites with quadruple QSEE certification (ISO 9001, 14001, 45001, 50001)	No.	7	9	11	GRI 307	
Percentage of sites with an environmental management system (ISO 14001 or equivalent)	%	76%	80%	83%	GRI 307	
Percentage of sites certified (ISO 9001 or 14001 or 45001 or 50001)	%	84%	85%	91%	GRI 307	

<sup>\*</sup> For 2024, the emissions factors used come mainly from ADEME (National Recycling Report - March 2024) as well as from professional data (Prognos Database, SEDDRe)

#### **Environmental performance**

INDICATORS	UNIT	2022	2023	2024	GRI Standards	Scope
ENVIRONMENTAL MANAGEMENT AND CERTIF	ICATION (continu	ed)				
Number of treatment sites without any certification	No.	29	27	22	GRI 307	
including those with the Group for less than three years	No.	15	7	9	GRI 307	Group
Percentage of sales of raw materials from ISO 9001-certified recycling	%	100%	100%	100%	GRI 307	
Percentage of ICPE-classified treatment and sorting sites	%	100%	100%	100%	GRI 307	
Percentage of ICPE-classified treatment sites subject to authorisation	%	68%	68%	69%	GRI 307	
Percentage of ICPE-classified treatment sites subject to registration	%	17%	17%	16%	GRI 307	
Percentage of ICPE-classified treatment sites subject to declaration	%	15%	15%	15%	GRI 307	France
Number of DREAL ICPE visits	No.	90	113	108	GRI 307	
Number of new ICPE authorisations received	No.	20	24	16	GRI 307	
Number of internal audits (ISO or regulatory)	No.	158	157	159	GRI 307	
Number of letters exchanged with the administration (sent and received)	No.	610	806	952	GRI 307	

#### **Community involvement**

INDICATORS	UNIT	2022	2023	2024	GRI Standards	Scope
SPONSORSHIP AND PATRONAGE						
Patronage and sponsorship expenditure	€K	5,831	6,912	7,380	GRI 413	
including total sponsorship budget	€K	4,234	5,408	5,078	GRI 413	Group
including total patronage budget	€K	1,597	1,504	2,302	GRI 413	
Acquisitions of works of art*	€K	877	227	76	GRI 413	
RESPONSIBLE PURCHASING PRACTICES						
Temporary employment expenditure	€K	6,746	11,832	12,440	GRI 413	
Percentage of temporary employment expenditure with companies involved in the agreement to combat false documents and identity theft	%	100%	100%	100%	GRI 413	France

 $<sup>\</sup>hbox{$\star$ Exhibited in our agencies and without taking into account the primary materials provided to contemporary artists by our agencies.}$ 

## Awards received

#### 37 awards since 1994







#### 1998

ARSEG Award

#### 2004

INSEAD Entrepreneurship Award

#### 2007

Sporsora Sports Marketing Award

#### 2008

Plaine Commune Golden Arrow Award

#### 2008

IIPP Award

#### 2010

Private Equity Exchange Silver Award

#### 2010

CFNews External Growth Award

#### 2011

Medal of Grand Patron of Culture

#### 2011

Espoirs du Management Award

#### 2012

Papyrus Award from the Bureau of International Recycling

#### 2012

Entrepreneur of the Year (EY/Express)

#### 2013

Gold Trophy for Leaders in Finance

#### 2013

CEO Awards

#### 2013

Diversity Award

#### 2014

Winner of the ESSECC Award

#### 2014

CSR Award

#### 2014

National Grand Prix for Secularism

#### 2014

Chaptal of the Committee of Economic Arts

#### 2015

European Business Awards National Champion

#### 2015

Geste d'Argent Award for Eco-construction -Paprec Chantiers

#### 2016

Global Award for Responsible Companies

#### 2016

#### Entrepreneur of the Year (BFM)

#### 2017

Leaders League

#### 2017

Best Progress Communication Award, United Nations Global Compact

#### 2019

European Prize for Sustainable Development

#### 2019

Plaine Commune Architecture Award

#### 2020

2020 Geste d'Or Architecture Award

#### 2020

France-Switzerland Business Awards

#### 2020

#### **Industrial Company of the Year**

#### 2021

"Greentech and Energy" Gold Award

#### 202

Environmental Transition Award

#### 2022

Trophées des usines regional involvement prize (Saint Barthélémy)

#### 2022

Compensation & Benefit Award

#### 2022

Marianne d'Or Sustainable Development Award

#### 2023

Pap'award for Sustainable Development Initiative (Paprec Energies)

#### 2023

Diversity champion (Capital magazine)

#### 2024

Paprec Group is celebrating its 30<sup>th</sup> anniversary

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