

ESG

Report 2023

Full year



Environment



Social



Governance

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Message from our CEO

A long-term performance driver



More than ever, sustainability is a long-term performance driver for the Antalis Group, our shareholder KPP, our customers, our employees and our business partners.



Hervé Poncin

**Chief Executive Officer
Antalis Group**

In 2023, Antalis has taken a significant step forward in its commitment to sustainability, making progress across a wide range of Environmental, Social and Governance (ESG) initiatives. We have implemented strategic actions and made tangible improvements that demonstrate our commitment to integrating sustainable practices across our businesses worldwide. Our efforts reflect our ongoing ambition to make a positive contribution to Environmental management, Social responsibility and strong Governance.

We have decided to set out a comprehensive sustainability roadmap for the coming years, which includes the publication of annual ESG reports outlining our Environmental, Social and Governance priorities.

We are pleased to publish this new edition of our ESG Report, covering Full Year 2023, with updated KPIs to reflect our progress in the second half of 2023. We will include a reference to the Global Reporting Initiative (GRI) Index at the end of each ESG report to help our readers navigate our report and meet the increasing reporting and compliance expectations of our stakeholders.

More than ever, sustainability is a long-term performance driver for the Antalis Group and our shareholder KPP, our employees, our customers and our business partners. It offers us a real opportunity to translate our responsible identity into operational initiatives, processes and actions.

We have a key role to play in the movement towards a more sustainable economy and society.

We hope you enjoy reading this report!

Sustainability management in the KPP Group

KPP Group Holdings Co., Ltd, founded in 1924 and publicly-listed on the Tokyo Stock Exchange, prides itself on its sustainability commitment.

Addressing key sustainability issues

— Global expansion

- Creation of Group synergies
- Enhancement of internal communication

— Response to digital transformation

- Expansion of e-commerce
- Development of new systems

— Implementation of eco-responsible green business

- Addressing the marine plastic pollution problem
- Reducing our environmental impact
- Recycling and waste reduction

— Climate change countermeasures

- Prevention of global warming
- Reduction of GHG emissions
- Enhancement of information disclosure

— Diversity & inclusion

- Promoting diversity
- Employment of diverse personnel

— Enhancement of governance

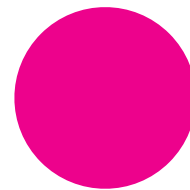
- Compliance
- Risk management & incident management
- Information security



KPP GROUP HOLDINGS CO., LTD.



North America



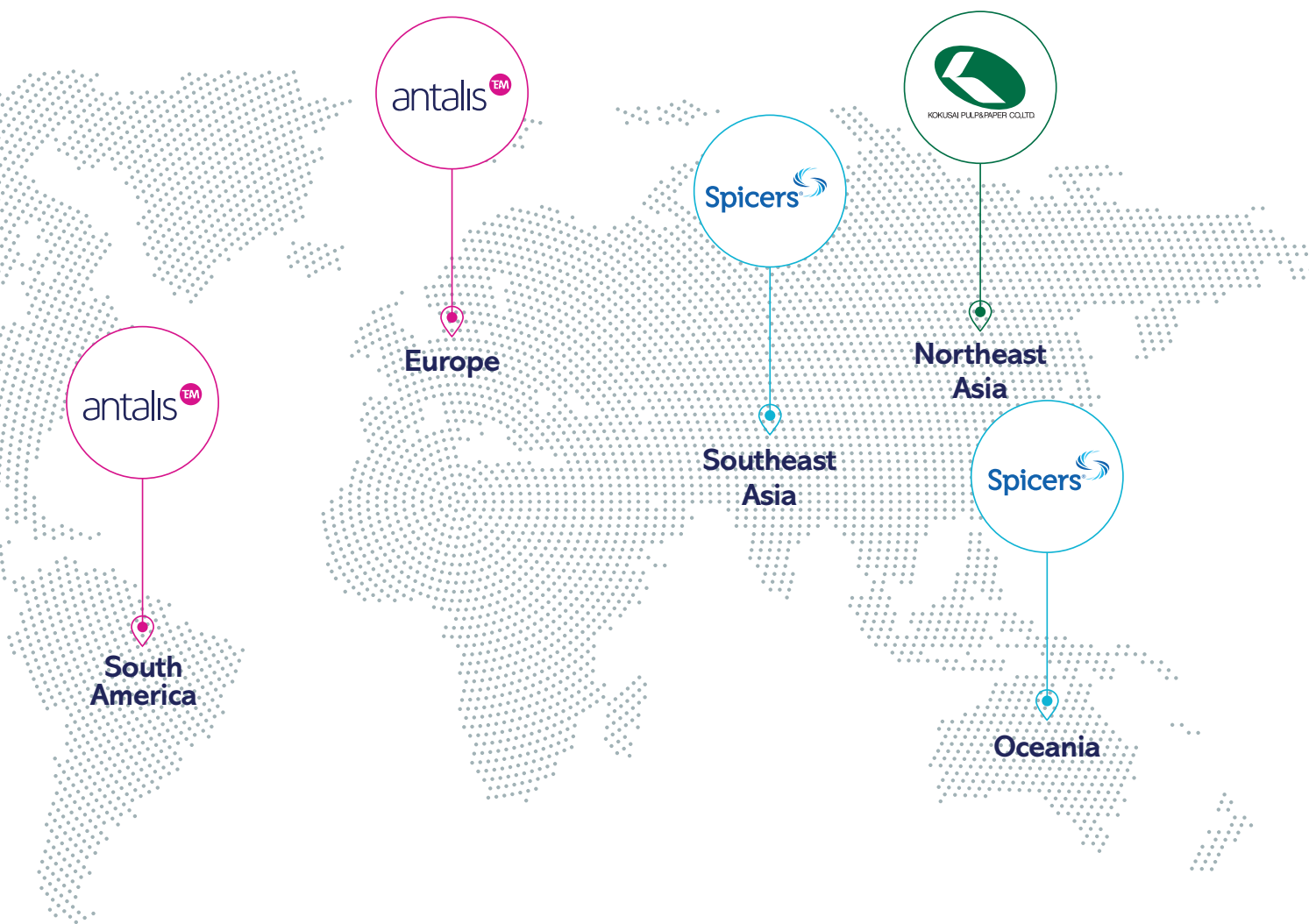
KPP Group's Sustainability Committee is chaired by the Chairman and CEO and reports to the Board of Directors. The five subcommittees – Compliance, Risk Management, Environmental Management, Health & Safety and Information Security – are in charge of implementing action plans, setting KPIs and managing progress.

Global sustainability management varies from region to region, but the following are key aspects of the KPP Group's sustainability objectives:

E (Environment): reduction of GHG emissions, development of eco-responsible green business, expansion of recycle-oriented business

S (Social): ensuring diversity, occupational safety, education and training

G (Governance): expansion of risk and incident management, enhancement of compliance and information security



Antalis in the world

A leading B2B distributor

Headquartered near Paris, Antalis is a B2B distributor of Papers, Packaging and Visual Communication products and services with activities in Europe, South America and North America.



€1.9 billion

2023 Revenues

32

Countries

100,000

Customers

4,200

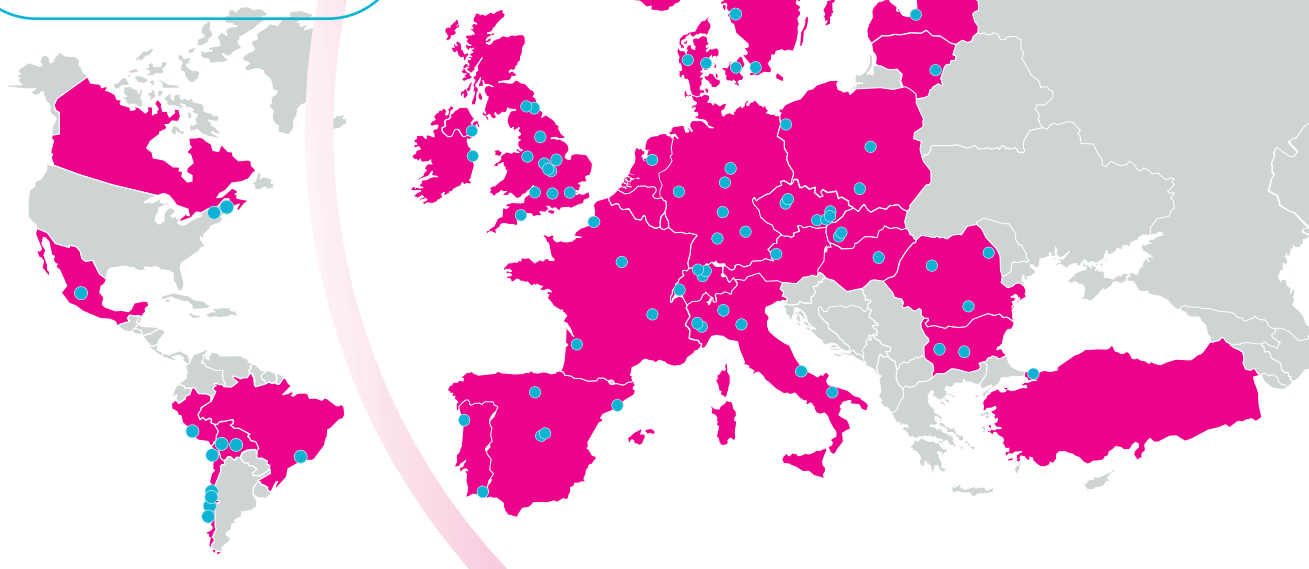
Employees

105

Logistics centres

2,500

Suppliers



With warehouses, dedicated key account teams and subsidiaries located in Europe, South America and North America, Antalis offers supply chain services for customers and third parties.

National coverage and **Next day delivery** in all countries.

Our products and services

Papers

For office and print papers, we are covering the needs of trade resellers, large corporations, government organisations, printers, graphic designers, publishers and communication agencies. With strong global brands, experienced sales and backselling teams, an efficient supply chain and a vast range of products, we help customers achieve their goals whilst improving their sustainability.

Packaging

We offer a full range of packaging solutions from standard products such as cardboard boxes, stretch films, and adhesive tapes, to cushioning and strapping materials, customised packaging, and innovative bespoke solutions. With more than 54,800 products available on stock and our 7 Packaging Design Centres, we can address challenges from storage optimisation to product protection and damage reduction during transportation.

Visual Communication

We supply a complete line of flexible and rigid media, printing and cutting equipment, as well as inks for signage, decoration, outdoor and POS advertising. With a dedicated salesforce and logistics facilities, we provide our customers with reliable expertise, plus the ability to provide a broad range of media and materials – even in non-standard formats.

Services

Antalis has developed a full array of services to support our clients:

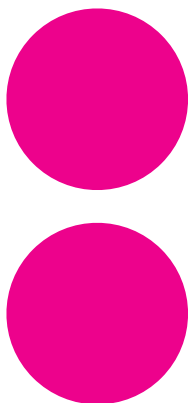
- **Business networking** Trade shows, Antalis events, seminars, co-marketing activities.
- **Selection assistance** Paper consultants, showrooms, samples, swatches, dummies.
- **Print & Visual Communication expert consulting** Training, application seminars, ICC profiles, technical consultations.
- **Packaging expertise** Testing, in-house laboratories, design, converting, personalisation.
- **Online partner** Price lists, online ordering, stock availability, e-billing, past orders, selectors.
- **Product personalisation** Cutting, perforation, rewinding, relabelling, split packs.
- **Value-added logistics** Specific timing delivery, convenient and flexible services, easytruck.
- **Customer care** Hotline, technical advice, equipment maintenance.

Digital

We offer our customers digital solutions such as the Online Webshop and System to System connection platforms, providing them access to a full range of value-added products and services through a personalised experience adapted to their needs.

Solutions

With our global logistics network and more than 13,000 parcel shipments a day as a distributor, Antalis has acquired expertise in transport and logistics. Antalis acts as a freight forwarder, transporting our customers' goods via our network, and thanks to our numerous warehouses, we also offer a storage service for all types of products.



Business Model

Our Mission: TO DELIVER EXCELLENCE TO OUR CUSTOMERS THROUGH EXPERTISE AND INNOVATION

Our Group

Antalis is part of the KPP Group based in Japan.

Our People

4,200 employees from 32 countries. We are committed to providing our talents with a safe and rewarding working environment.

Our Products

3 business sectors with strong brands & product ranges submitted to the Green Star System™ and 2,500 suppliers.

Our Services

Worldclass services with 105 Logistics centres and 7 Packaging Design Centres.

Our Business

100,000 clients across the world in 32 countries (26 for webstore).

What We Rely On*



Environment

57.2% ISO 14001 (Environmental management) and/or ISO 50001 (Energy management)¹.

88% FSC® certified operating entities in Europe² (93% on constant parameters).

85% PEFC certified operating entities in Europe² (90% on constant parameters).

54% Sales of 3*, 4* and 5* GSS Papers products³.

32% Sales of 3*, 4* and 5* GSS Visual Communication products⁴.

Green Star System™ product classification being deployed in Packaging.t

Social

Incident rate: **3.06**⁵.

52.3%¹ ISO 45001 (Health & Safety)

Training: **13.1 hours**⁶.

Employee turnover rate: **20%**⁷.

Governance

70% of our strategic suppliers are registered on the Sedex and/or EcoVadis supplier assessment platforms⁸.

25% of women in Regional Executive Committees⁹.

40% of our Group employees are women.

80.2% ISO 9001 (Quality management)¹.

OUR ROADMAP

Antalis has set itself an ambitious roadmap towards 2026:

- 1** To consolidate responsible business practices in every country in which the Antalis Group operates.
- 2** To continue to perform due diligence with all its strategic suppliers of finished products.
- 3** To calculate and optimise the environmental footprint of the Antalis Group's activities.
- 4** To increase the share of eco-responsible products.
- 5** To foster diversity and training in the workplace.

The Value We Create*

*Data as at 31/12/2023.

1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

2. Number of FSC® and/or PEFC certified operating entities in Europe / Total number of Antalis operating entities in Europe excluding companies acquired in 2023.

3. Sales of 3*, 4* and 5* products qualified by Papers GSS / Total sales of Papers products (coated, offset, copier, specialty papers).

4. Sales of 3*, 4* and 5* products qualified by Visual Communication GSS / Total sales of Visual Communication products (printable products, excluding machines, inks and accessories).

5. Total number of accidents with more than 3 days' absence from work / Number of FTE x 1,000.

6. Number of hours of training / Number of employees.

7. Number of departures + number of arrivals / headcount at beginning of year.

8. Total number of strategic suppliers registered on Sedex and/or EcoVadis platforms / Total number of strategic suppliers.

9. Number of women in Regional Executive Committees / Number of Regional Executive Committee members.

Environmental, Social and Governance strategy

The Antalis Group incorporates its Environmental, Social and Governance priorities into its business model.

Point Of View

Rhonda Friesen

General Counsel & Sustainability Director



As the Antalis Group's General Counsel and Sustainability Director, Rhonda Friesen oversees sustainability initiatives across Antalis.

"The Legal Department has recently seen a significant increase in ESG-related matters. When it was decided to bring the Legal and ESG teams together in a joint sustainability effort, it made sense. The two were already very interconnected."

So what are the next challenges for a more sustainable Antalis? Rhonda is realistic but positive. "Our biggest challenge for the Antalis Group as a whole is to stay on track to achieve the ambitious targets set out in our 2026 roadmap.

This means that we must continually strive to improve our sustainability initiatives across the Group, including integrating newly-acquired companies, reducing our carbon footprint and keeping up with ever-evolving global regulations.

But I'm confident that with the right training, the right tools and the commitment of our people, we'll get there.



The efforts deployed in 2023 enabled us to achieve a Gold medal for our sustainability performance with EcoVadis in April 2024, putting us in the Top 5% of groups assessed by EcoVadis over the past 12 months. We are particularly proud of this achievement.

The 3 Pillars of our ESG strategy

E

Environment



Warehousing & Logistics:
Improving energy efficiency
in our warehouses

**Eco-responsible
products:**
Offering more
sustainable alternatives

**Forestry
& Biodiversity:**
Sustainability of
the wood fibre-based
products we sell

Carbon footprint:
Addressing GHG emissions
and implementing solutions
to decrease our carbon
footprint

S

Social



Health & Safety:
Striving for a “zero”
accident workplace

**Training
& Development:**
Improving our employees’
skill sets

**Communication & Sharing
best practices:**
Sharing initiatives and
promoting best practices
across the Antalis Group

**Philanthropy
& Partnerships:**
Donations, sponsorships
and charitable activities

G

Governance

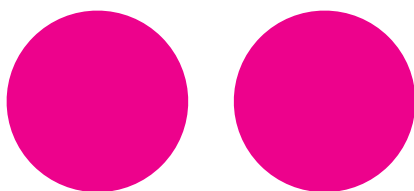


Global ESG strategy:
Ensuring transparency
and Group alignment

Supplier due diligence:
Risk assessments to
ensure sustainable
procurement

**ESG
assessments:**
Recognised
and independent
third parties

**Business conduct
& Compliance:**
Respecting the highest
international standards:
Ethics, Labour, Human
Rights, Environment



Environment





Quantifying and continuously improving our environmental performance is a key objective for Antalis. Our core activity consists of receiving, storing and distributing goods to our customers around the world.

We have a responsibility at every point in this process to manage our environmental footprint and ensure all our products and processes respect the highest standards of sustainability.

Our actions at a glance*

Warehouses

57.2% ISO 14001 (Environmental management) and/or ISO 50001 (Energy management)¹.

Forestry certifications

88% FSC® certified operating entities in Europe² (93% on constant parameters, excluding companies acquired in 2023).

85% PEFC certified operating entities in Europe² (90% on constant parameters, excluding companies acquired in 2023).

Biodiversity

Member of **1% for the Planet** with our Antalis Olin Origins and Data Copy® brands.

Corporate carbon footprint:

Scopes 1 & 2

7.8 in 2023³

14,450 tCO₂e in 2023⁴

More eco-responsible products

The Green Star System™ and the Green Card: a 5 star rating system to classify our products based on their environmental performance.

Development of more sustainable product alternatives.

*Data as at 31/12/2023.

1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

2. Number of FSC® and/or PEFC certified operating entities in Europe / Total number of Antalis operating entities in Europe excluding companies acquired in 2023.

3. Ratio based on kg of CO₂ emissions (Scopes 1 & 2) / Net turnover in k€

4. Scope 1 & 2 emissions in tons of CO₂ equivalent.



Warehousing & Logistics

Ensuring safe, responsible storage and transportation of our products around the world

Our network of 105 logistics centres in 32 countries is a critical link in our global supply chains. The majority of our deliveries to customers are carried out by third party logistic partners. We are proud to say that an increasing number of our warehouses have received ISO certifications for Quality, Health & Safety, Environmental and/or Energy management.



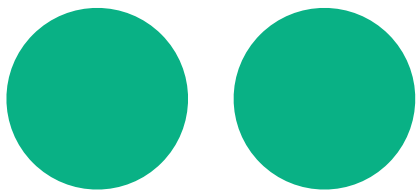
Local best practices

Our warehouse in **Almere, Netherlands** has switched completely to energy-efficient LED lighting. In our warehouse in **Sénart, France**, a similar initiative is currently being implemented.

Antalis **France** has joined the “Fret 21” programme, a voluntary initiative for companies committing to reduce their CO2 emissions by 5% over three years through actions such as responsible purchasing, reducing the distance goods travel and optimising the efficiency of transportation.

Antalis **UK** has undertaken river trials on the Thames in London, transporting goods from the port of Dartford to Woolwich, then into a central London warehouse. The journey’s final leg to customers utilises cargo bikes, both lowering emissions and alleviating traffic congestion.

Our warehouses and offices in **Denmark** have participated in our energy efficiency initiatives by switching to LED lighting in 2022 and 2023.



Group ISO certifications

The International Organisation for Standardisation (ISO) endorses companies that enhance their processes and show commitment to the expectations of many stakeholders.



ISO 14001

Environmental management

An international benchmark for environmental responsibility, focusing on resource efficiency and waste reduction. Achieving this standard reinforces our dedication to environmental compliance and positions us as an environmentally-responsible business.



ISO 50001

Energy management

Encourages organisations to optimise energy consumption facilitating resource conservation and financial benefits.

57.2%¹

+1.2% ↗ vs 30 June 2023

ISO 14001 (Environmental management) and/or
ISO 50001 (Energy management)

Target 2026: 65%

Point Of View



Andreas Schraner

Managing Director, Antalis Switzerland

“In November 2023, Antalis Switzerland inaugurated its new photovoltaic system comprised of 954 solar panels in Lupfig. Installed on 1,840 sqm, it is one of the largest parking deck photovoltaic systems in the region.

With an estimated average electricity output of 378,000 kWh per year, a significant portion of Antalis Switzerland's future electricity needs will now be covered by renewable energy.”



1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

E Eco-responsible products

The sustainable products our customers demand and deserve

In our quest to innovate and offer the most environmentally conscious products to our customers around the world, we have developed a sustainability-oriented approach for each of our three business sectors: **Papers, Packaging and Visual Communication.**

These approaches are based on market analysis and the latest trends of environmental performance, sustainable products and supply chain sustainability. Products qualified by the Green Star System™ allow customers to make an informed choice based on environmental performance criteria.

Success story: Join us and Grow project

Created by the British company Imageco using only engineered fibreboard manufactured from recycled cardboard supplied by Antalis, this 8x4m fully sustainable, recyclable and re-usable stand was awarded the Sustainable project prize at the latest Antalis Interior Design Awards contest. Imageco successfully managed to develop a resistant structural and reusable design whilst meeting design and sustainable credentials. The jury recognised the commitment of its developers to deliver on high environmental and operational expectations.



Empowering our customers

To help our customers make environmentally responsible choices in selecting products that best meet their needs and expectations, we offer a range of tools including product and environmental brochures, swatches and sample books. As well as displaying our products, making them available to touch and feel, and explaining their use and application, these tools include helpful environmental information. Customers can gauge each product's potential for business and better understand its environmental characteristics.

Point Of View

Nicolas Coupry

**Market Manager & Sustainability Lead
Visual Communication, Antalis**



"The challenges of the environmental transition are at the heart of the priorities of companies and therefore of our customers. Antalis strives to help them to transition to more eco-responsible alternatives, by providing the tools to make informed decisions and supplying a growing range of sustainable products."

That's why Antalis is working with manufacturing partners, customers, brand owners, working groups and industry bodies such as FESPA, POPAI and the CIRCUL'R Coalition for circular Point Of Sales to make our industry more sustainable.

Papers

Eco-responsible paper solutions

Antalis has set its path as an environmentally conscious leader in the paper industry.

By collaborating with stakeholders, we've addressed environmental challenges through:

- **Sustainable Sourcing:** We procure materials from forests certified by the Forestry Stewardship Council (FSC®) and the Programme for the Endorsement of Forest Certification (PEFC).
- **Carbon Footprint Reduction:** Our products increasingly feature carbon offset papers, reducing their overall environmental impact.
- **Sustainable Processes:** We're pioneering more sustainable, circular products, such as the Cradle to Cradle range.

Success story:

Offering innovative alternatives

Our Cocoon and Cyclus papers are made from 100% recycled pulp, reducing water consumption and using significantly less energy than virgin fibre papers.

Point Of View

Naida Ismayilbayli

Product manager, Print



"This ESG report is printed on Cyclus Offset, our fully recycled uncoated paper offering a naturally white colour without any bleaching chemicals. Cyclus is the most sustainable Antalis-owned brand, rated 5 stars in the Group's Green Star System™. By choosing fully recycled papers for our ESG reports, we underscore our commitment to sustainability.

Cyclus Offset paper is distinguished by its multitude of sustainable accreditations, including FSC® Recycled, Blue Angel, EU Ecolabel, and Cradle to Cradle Certified® Silver. Featuring a whiteness level of 90 CIE, this paper ensures authentic printing results. Cyclus Offset is suitable for a variety of applications and is available in a wide range of weights (70-300 gsm) and formats.

Moreover, our Antalis portfolio features other recycled paper ranges. Cocoon papers, distinct from Cyclus, boast a higher whiteness level ensuring vibrant colour reproduction. Cocoon and Cyclus both offer coated and uncoated surfaces, providing versatile solutions for all printing requirements. We are constantly working on extending our recycled ranges to offer as many eco-responsible choices as possible."



Two Sides

Antalis is an active member of the non-profit organisation Two Sides whose mission is to dispel misconceptions amongst print users while seeking to build confidence in the paper chain. Two Sides' aim is to ensure that in a world of limited resources, the unique qualities of paper and print – their recyclability and renewability – are a benefit to future generations. Two Sides also wants to ensure that paper and print remain an effective and powerful means of communication, fostering imagination and knowledge and ensuring the effectiveness of the message.



Packaging

Antalis Packaging is providing smart packaging and services for specific customer needs, with a complete product offer from cardboard boxes, stretch films and adhesive tapes, to cushioning and strapping materials combined with performant packaging systems.

A special focus lies on the creation of individualized packaging solutions for any specific customer needs, be it for complex and valuable products that require improved protection during shipping, or products that rely on anti-corrosion protection in combination with product-specific in-house designed transport packaging.

Packaging plays an important role in protecting products during transportation, display and storage, and is a powerful way both to highlight brand image and add to the customer experience.

Packaging also has an impact on the environment. In the past there has been overwrapping and too much use of non-recyclable materials, as well as

pollution caused by transportation. Packaging companies today need to make responsible decisions.

Antalis makes an active contribution to eco-responsible packaging, meeting the needs and expectations of customers and end-users by doing its utmost to:

- **Support** our customers to meet this environmental challenge.
- **Source** sustainable, responsible materials.
- **Design** eco-responsible packaging solutions.
- **Optimise** packaging consumption by offering resource-efficient yet practical and attractive solutions.
- **Reduce** CO2 emissions throughout the value chain.

We are reviewing the life cycle of packaging materials throughout our entire value chain by rethinking how we source, how we design, how we distribute and how we promote recycling.



Sourcing

For greater traceability and a responsible choice of suppliers and base materials

- Favouring wood-based materials certified FSC® and/or PEFC.
- Sourcing bio-plastics or recycled plastics.
- Selecting recyclable plastics.
- Strengthening traceability of the supply chain.



Design

For a circular economic model anticipated at an early stage by our experts in our design centres

- Reducing materials used for packaging.
- Creating recyclable packaging.
- Favouring mono-material packaging.
- Exploring reusable possibilities.



Recycling

For a renewed cooperation in the whole value chain

- Providing accurate recycling product information.
- Sharing the advice of ESG experts on recycling solutions.
- Supporting our customers to improve packaging sorting.



Distribution

For more efficient processes that reduce the environmental footprint

- Advising customers on the best responsible alternative solutions.
- Ensuring low-carbon transportation practices.
- Reducing waste and energy consumption in storage.

Point Of View

Anja Stephan

Group Packaging Product Manager



Our customers demand more and more sustainable alternative products for their applications in order to move forward in their environmental transition.

For a product manager, it has become a key focus to identify alternative products in all different product categories that meet customers' expectations, not only in terms of performance and price, but also with a lower environmental footprint. One of the

tools that helps to identify sustainable product alternatives is our Green Star System™ and Green Card which are two complementary concepts rating products based on environmental criteria.

In our Master'in range, we recently launched products that have been identified as sustainable product alternatives. This range will continue to grow in the future with new and innovative products.

Success story: Taking eco-responsible Packaging solutions to the next level

Master'in, our own packaging brand label, has expanded its product range of **eco-responsible alternative products**, demonstrating our strong commitment to sustainability.

This versatile range is designed to propose more eco-responsible packaging products without compromising on excellence and includes paper-based as well as plastic-based products, containing recycled materials:

- **Paper mailers and paper mailing bags** used as an alternative to air bubble mailers and coex-mailing bags, either partly or entirely made from plastics.
- **Recycled stretch films** containing 30% of post-consumer recycling as a more sustainable alternative to 100% virgin stretch films.



The recycling content has no influence on the recyclability of the product.

- **Paper tapes**, coated with a natural rubber glue harvested from the rubber tree (re-growing), a good alternative to PVC and PP tapes.
- **Bio-based loose fill** made from 100% cornstarch instead of expanded plastics.
- ... and many more.



Visual Communication

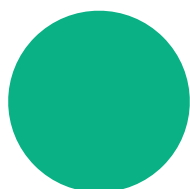
Antalis offers flexible and rigid media for indoor and outdoor signage, point-of-sale advertising and decoration, as well as printing machines and ink. A wide range of products meets highly diverse needs, from large-format media designed for outdoor communication to counter displays.

As a European leader in Visual Communication, Antalis has a critical role to play in making the industry more eco-responsible. We empower our clients to:

- Make the transition to more sustainable Visual Communication materials.
- Understand the different properties and environmental impacts of the materials they use.
- Have access to eco-responsible alternatives.

To that end, our Visual Communication sustainability initiatives are comprised of:

- **Educating, informing and engaging** through leadership articles, product education, interviews and customer case studies to engage the ecosystem.
- **Helping people choose better** with the simple, explicit Green Star System™, which guides customers to choose more responsible products.
- **Offering the right alternatives** with eco-responsible substitutes to popular Visual Communication items.
- **Supporting the transition** with a team of sustainable Visual Communication experts who can help companies make the switch to meet their long-term sustainability goals.



Success story: The SwitchGreen Box

We want to support our customers in their transition to more sustainable Signs and Displays, by offering them more eco-responsible alternatives for their Visual Communication projects and striving to facilitate their decision-making process towards these solutions.

The SwitchGreen Box, launched in 2023 across all European markets, is a tool to help our customers

identify the best alternatives for all the main Visual Communication applications. Classified into 4 product categories: Boards, Banner & Textile, Adhesive, Rigid & Synthetic, the Box contains printed samples of our main alternative products including the materials' key features and ranking in our Green Star System™.

The tool showcases a wide selection of products to meet the growing demands and expectations, putting the choice in the hands of our customers.



Point Of View



Alexandra Naudin

Sales Representative, Antalis France

With over 20 years of experience at Antalis, Alexandra has successfully assisted the print marketing company Insty Print by recommending the Coala Air Board, a product from our Visual Communication range, for one of its clients.

Her close relationship with Insty Print allowed her to gradually raise awareness about Antalis' eco-responsible product offerings. Insty Print continues to regularly use our Coala Air Board for its projects.

At Antalis, we are proud to contribute to the development of sustainable and environmentally responsible projects, and we will continue to support our clients in their efforts towards better ESG practices.



Success story:

A sustainable celebration for a famous French retailer

To celebrate its anniversary, a French retailer brand decided to decorate all its stores, both in France and around the world. Print Marketing specialist Insty Print, chose Coala Air Board from Antalis to create magnificent honeycomb cardboard decorations, which were both ecologically responsible and sustainable.

The brand places great importance on environmentally responsible materials, and its 5-star rating in the Green Star System™ meant they knew Coala Air Board fit the bill, reinforcing its commitment to the environment.

Coala Air Board provided an optimal solution for the retailer's anniversary campaign. Thanks to the wide range of products available, we were able to meet their requirements in terms of lightness and rigidity. This ecological alternative has allowed us to create responsible communication materials that perfectly align with the brand's values.

The Green Star System™

Antalis has developed the Green Star System™, a rating system to classify its Papers, Packaging and Visual Communication products, giving our customers the clarity and guidance they need to make informed choices about alternative sustainable products.

Put simply, the higher the number of stars a product is awarded, the more eco-responsible it is. This allows customers to verify the sustainability of a product and gives them the tools to explain the benefits of eco-responsible alternatives to brand owners, end users, and other stakeholders.

54%¹

→ vs 30 June 2023
Sales of 3*, 4* and 5*
GSS Papers products.
Target 2026: 60%



The Green Star System™ for Papers

First launched in 2014, the Green Star System™ rating for our paper products is based on the origin of the fibre and the manufacturing process. Each product receives a star rating from zero to five based on its environmental performance.

We work with manufacturing partners holding certifications including ISO 9001, ISO 14001, the European Eco Label certification and the Nordic Swan Eco Label certification. Antalis Papers focuses on both recycled and virgin fibres, choosing products with high environmental credentials.

Our definition of eco-responsible papers (those earning a 3-star or higher rating) is based on internationally recognised FSC® and PEFC standards and aims to be simple to understand by customers and business partners.



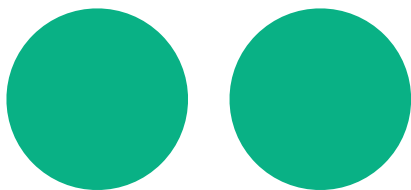
The EU Ecolabel and Nordic Swan Ecolabel promote products made from recycled fibres or sustainability sourced virgin fibres, limiting the use of substances that are harmful to our health and the environment.



These eco-responsible seals of approval guarantee that products contain at least 75% recycled paper or 30% fibres from sustainably managed forests. Paper production with these labels cannot, under any circumstances, involve the use of toxic substances.



1. Sales of 3*, 4* and 5* products qualified by Papers GSS / Total sales of Papers products (coated, offset, copier, specialty papers).



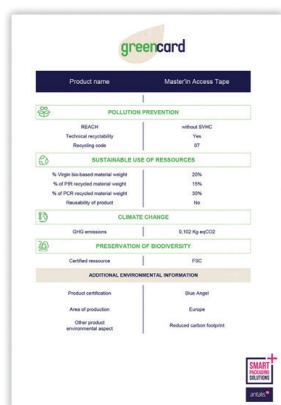
The Green Star System™ for Packaging

Our customers demand and expect eco-responsible packaging solutions. A 2021 Antalis environmental survey of 600 B2B customers revealed that environmental performance was one of the top three criteria they considered when buying packaging.

Green Star System™ product classification being deployed in Packaging.

Antalis has worked with environmental consultants to develop tools that make it easier to choose the most eco-responsible packaging solutions. In addition to the Green Star System™, which allows customers to compare the environmental performance of different products, the Green Card gives them comprehensive environmental information on packaging products.

Our Packaging department recently created its own Green Star System™ adapted to the products. We are actively working on the classification of our standard packaging products, meaning all packaging consumables, excluding customized/ bespoke products and machines.



The Green Star System™ for Visual Communication

As our customers and end-users expect more sustainable solutions with high performance, we are working to develop eco-responsible alternatives for every application.

32%¹

→ vs 30 June 2023

Sales of 3*, 4* and 5* GSS

Visual Communication products.

Target 2026: 35%

We collaborate with our customers and business partners to make our industry more sustainable. Our goal is to promote the use of alternative materials that are easier to recycle, including fiber-based products, PVC-free and recycled materials.

Since its implementation in 2021, the Green Star System™ for Visual Communication helps customers understand the benefits of switching to more eco-responsible alternatives. Antalis employees are trained to understand customer needs, to educate and inform customers about alternative materials, and to help them in this transition.

1. Sales of 3*, 4* and 5* products qualified by Visual Communication GSS / Total sales of Visual Communication products (printable products, excluding machines, inks and accessories).

E Forestry & Biodiversity

Responsibility, transparency, traceability

In 2010 Antalis obtained a multi-site certification system for FSC® (Forest Stewardship Council) and PEFC (Program for the Endorsement of Forest Certification), providing custody traceability at every stage of production and distribution, regardless of the country of origin.

Our FSC®-PEFC certifications are becoming even more important as our customers consider the environmental and social credentials of their suppliers and continue to respond to end-user demand for more eco-responsible products.

This multi-site certification is independently audited every year by an internationally recognised certification body, offering customers greater transparency.

The audits cover aspects relating to:

- **Logistics** Labelling, separate product storage, delivery.
- **Information systems** Product listings, product categories.
- **Marketing & sales** Use of logos, training.
- **Labour, human rights, Health & Safety** Written engagement by each operating entity to comply with internationally-recognized human rights.

Our FSC®-PEFC coordinators are trained on an annual basis and internal audits are carried out every year by our FSC®-PEFC central team.



1% for the planet

Antalis Olin Origins and Data Copy® brands donate 1% of their revenue to the organisation “1% for the Planet” for global environmental causes that protect the planet. Through this membership we are able to support energy, environment, ocean, wildlife protection, education or social initiatives. Within its 1% for the Planet membership, Data Copy® chose to support several organisations across Europe, contributing to specific non-profit projects in collaboration with “Inventons Nos Vies Bas Carbone” and “Coral Guardian” in France, “City to Sea” in the United Kingdom, “Chelonia” in Spain, “One Earth – One Ocean” in Germany and “Nordic Ocean Watch” in Denmark, focusing on ocean protection, waste cleaning and restoration as well as educational purposes.



88%¹ 93% on constant parameters vs 30/06/23



85%¹ 90% on constant parameters vs 30/06/23

Regulatory compliance

Our core business involves the distribution of Paper, Packaging, and Visual Communication products. With such a large portfolio of timber-based paper and packaging products, we are committed to complying with all relevant regulations, including the European Union Timber Regulation (EUTR - Regulation EU 995 2010) and the new European Union Deforestation Regulation (EUDR - Regulation EU 2023/1115) that will repeal EUTR from 30 December 2024.

Our commitment to responsible business practices is further exemplified through our supply chain risk assessments and internal due diligence.

1. Number of FSC® and/or PEFC certified operating entities in Europe / Total number of Antalis operating entities in Europe excluding companies acquired in 2023. Europe represents over 95.6% of the Group sales.

Point Of View



Karoline Winkler

Inside Sales Director,
Antalis Verpackungen GmbH

As environmental concerns and customer expectations grow, Karoline believes industrial packaging is a valuable lever for improvement.

“80% of the environmental impact of a product is in its design”.¹

‘Wood fibres are the raw material for much of the eco-responsible packaging you produce. What are your main environmental challenges?’

Packaging is a key area of focus for many of our stakeholders. They want to know about climate change, how we use resources, pollution mitigation, the circular economy and so on. We work with our suppliers and design centres to address these concerns and develop the eco-responsible products they need by using more and more FSC® and PEFC certified fibres and, of course, by designing products which meet their expectations.

‘What are the best practices you have put in place to meet these environmental challenges?’

Our Packaging Design Centre addresses this challenge proactively to create more eco-responsible products from the start. The Antalis Group has been FSC® and PEFC certified since 2010, and we also monitor our sourcing, working closely with suppliers to ensure their environmental, ethical and labour practices meet our standards. Joining the Antalis multi-site FSC® and PEFC certification in 2022 has allowed us to source and sell certified packaging products much more easily.

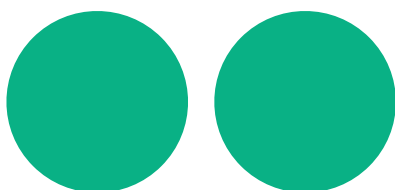
Success story:

An alternative to plastic packing lists

In the Packaging sector, we have launched paper packing lists, which are the ideal complementary product when goods are shipped in corrugated cardboard boxes. Available in a range of sizes and different prints, these self-adhesive document wallets are designed to offer a secure, easy and cost-effective way to adhere invoices and delivery notes to deliveries.

Using paper packing lists on corrugated boxes form a single-material product that is fully recyclable and can easily be disposed of in the same paper waste stream without the need to carry out additional sorting. Given the environmental aspect of this product, it was imperative that the paper used for our packing lists be FSC® certified.

Antalis' priority is to support its customers in their environmental transition by constantly innovating to offer them sustainable and pioneering solutions.



1. Source: Ecodesign for sustainable products – European Parliamentary Research Service.

E Carbon footprint

A comprehensive approach to a major global challenge

Working in partnership with a dedicated carbon footprint platform, Antalis calculates its corporate carbon footprint for all its operating entities in Europe, South America and North America.

For the moment, we have decided to focus on Scopes 1 and 2, namely direct emissions from our companies' facilities and vehicles, and indirect emissions resulting from purchased electricity, heating, cooling, and steam for use in our facilities.

100%

of our local carbon coordinators in 32 countries received training.

Comparing results since we began our carbon collection campaign in 2021 shows that we have reduced carbon emissions by a significant amount, mainly because of efforts to decrease energy consumption in our warehouses and offices.

In the majority of countries the distribution fleet is managed by third party logistic partners and remains the major source of emissions across the Antalis Group. We are currently working towards addressing these results in order to develop a strategy aimed at further reducing our carbon footprint.

Antalis Group

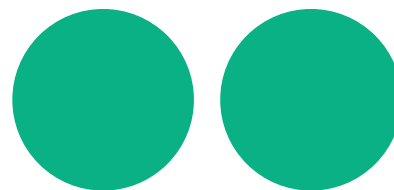
All emission values in tons of CO2 Equivalent

	BASELINE 2021	2023	
SCOPE 1			
Heat (self-generated)	711	1,097	
Refrigerant leakage	393	161	
Vehicle fleet	6,599	6,968	
Total Scope 1	7,703	8,226	
SCOPE 2			
Electricity (stationary)	4,390	4,140	
Electricity (vehicle fleet)	4	39	
Heat (purchased)	3,480	1,992	
Purchased cooling	412	53	
Total Scope 2	8,286	6,224	
Total Scope 1+2	15,989	14,450	

Improving efficiency

The Antalis Group has been reducing its climate impact by:

- Installing solar panels, LED lighting and other energy-efficient solutions.
- Shifting to hybrid and electric company vehicles.
- Considering energy effectiveness as an important requirement in contracting new office space or warehouses.



Point Of View

Robert Mitura

Logistics Director, Antalis CSEE & Poland

"I have been with Antalis for over 14 years now, and in my current position since 2015. In that time, I've seen a fundamental – and very welcome – shift towards sustainability which is affecting every aspect of our business as well as that of our customers and suppliers.

"As logistics director and chair of the Supply Chain Best Practices Group, one of my main priorities is to calculate the Group's corporate carbon footprint so that we can work out next steps, as well as to share this information with people in our supply chain who need to know the total emissions caused by their activities.

"In order to calculate this figure properly we need to take a lot of care to identify the scope, the data sources and define how we collect and record the data on an annual basis. Those first steps can sometimes be challenging, but they are crucial. We appointed dedicated carbon coordinators in each country and offered training. It was exciting to see how engaged they were with this new process.

"I am proud to say that, with the invaluable support of our platform provider, we managed to complete our corporate carbon footprint exercise with a high degree of accuracy. I'm very proud of the team who achieved that, and I know this information is a stepping stone towards improved sustainability for the Antalis Group."

Ratio

7.8

-12.1% ↗ vs Baseline year 2021

Target 2026: 6.0 (Scopes 1 & 2)

Ratio based on kg of CO₂ emissions (Scopes 1 & 2) / Net turnover in k€.

Success story:

Environmental initiatives

As in many countries, Antalis Hungary, in the face of rising energy prices and increasing awareness of the need to use energy more efficiently, has added 198 solar panels to the roof of its warehouse. Together with the installation of LED lighting, we expect these panels to have a positive impact by reducing electricity consumption in the warehouse.



Antalis UK actively supports reforestation projects, like the Lowther Estate initiative in Cumbria, which combines carbon capture with wildlife conservation. Our collaboration with the Forest Carbon charity has resulted in the planting of over 16,500 trees, restoring 13 hectares of the ecosystem.

Absolute value

14,450 tCO₂e

-1,539 tCO₂e ↗ vs Baseline year 2021

-9% ↗ vs Baseline year 2021

Target 2026: 12,000 tCO₂e

Scope 1 & 2 emissions in tons of CO₂ equivalent.

Social





With more than 4,200 employees around the world – and an extensive network of suppliers, stakeholders and communities connected to our companies – we take our social responsibilities very seriously.

To ensure that all our employees benefit from the safest possible working conditions and can progress in terms of skills and competencies, we are committed to sharing the best sustainability practices with the entire Antalis Group. Additionally, we believe it is essential to share some of our success through engagement, partnerships and donations to charities.

Our actions at a glance*

Health & Safety

Incident rate: **3.06**¹

52.3% ISO 45001
(Health & Safety)²

Annual Health & Safety Day across the Group

Full monthly review of all accidents worldwide at Group Executive Committee level

Open communication with employees and awareness campaigns on H&S matters

Social dialogue with the European Works Council

Quarterly call with H&S community

Employee turnover rate: **20%**³

Training & Development

Training: **13.1** hours⁴

GoFluent webinars to promote language learning classes

Digit'All Academy

Talent management program

Personal Development Reviews: **98.1%** completed in 2023-24 campaign⁵

Communication & Sharing best practices

Regular meetings and alignment with KPP Sustainability Committee; A multi-departmental ESG Best Practices Group; Quarterly ESG internal newsletters; MyView opinion survey; Annual management meetings

Philanthropy & Partnerships

Partnership with the charity Humanity & Inclusion, including a year of activities and donations

*Data as at 31/12/2023.

1. Total number of accidents with more than 3 days' absence from work / Number of FTE x 1,000.

2. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

3. Number of departures + number of arrivals / headcount at beginning of year.

4. Number of hours of training / Number of employees (on an annual basis).

5. Number of employees signing their performance development review / Number of employees assigned to the campaign.

S Health & Safety

A comprehensive approach to a major global challenge

Our efforts and commitment to Health & Safety over the years have shown very encouraging results with the Antalis Group's incident rate decreasing over the past five years, from 10.59 in 2018 to 3.06 in 2023¹. Our objective will always be to create an accident-free workplace.

Antalis has established a robust Health & Safety (H&S) culture with annual events carried out across the Group. Our 2022 WeWalk Challenge – which showcased the commitment of Antalis employees – provided great evidence that this culture is recognised and appreciated by all those who participated.

Our 2023 annual H&S event aimed to reinforce awareness in the workplace of three key aspects that underpin our international H&S initiative: Healthy Mind, Healthy Body, Healthy Workplace.

The event featured a wide range of activities, including earthquake and fire-fighting training, the distribution of healthy food, first aid training, and the promotion of ergonomic workstation practices. These initiatives further underline the Antalis Group's commitment to employee wellbeing, giving employees the opportunity to provide their feedback.

In addition, all accidents, irrespective of the severity, are immediately reported to the Group's Human Resources Director for corrective action. Such matters are also presented to the Antalis Group's Executive Committee at least once a month in order to discuss and take the necessary measures to avoid such accidents from occurring in other countries. An annual health and safety report is also presented to the Group's European Works Council.



We have prepared a new Antalis Group Health & Safety challenge inspired by the 2024 Olympic games in Paris that will allow employees across the group to participate in teams in a Walking challenge and 3 weekly challenges. It will be aimed at promoting employees health, fostering team building and strengthening our partnerships with charities.

3.06¹

+0.29  vs 2022
Incident rate



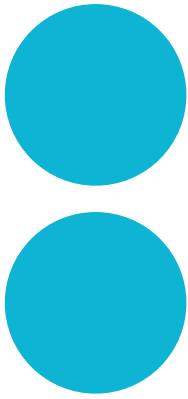
In recognition of its efforts,

Antalis UK & Ireland received the 2023 RoSPA President's Award for the thirteenth consecutive year. RoSPA, a well-respected organisation, champions accident prevention in many sectors.

RoSPA² is a not-for-profit organisation that has worked for more than 100 years to help people recognise and reduce their risk of accidents, at home, on the road, at work and at leisure.

1. Total number of accidents with more than 3 days' absence from work / Number of FTE x 1,000.

2. Royal Society for the Prevention of Accidents.



Group ISO certifications



ISO 45001 Health & Safety management

Aims to lower occupational hazards, advocating for physical and mental health. The implementation of this standard has the potential to significantly reduce occupational injuries.

52.3%¹

+13.3%  vs 30 June 2023
ISO 45001 (Health and Safety)
Target 2026: 50%



All of our warehouses have a safety corner dedicated to weekly awareness campaigns, ensuring an open dialogue between our employees and management.

Success story: Safety as a sustainable competitive advantage

Antalis Chile inaugurated its new warehouse in 2023, spanning over 12,000 sqm and incorporating more than 7,000 pallet positions for graphic and packaging business operations.

The warehouse's design was conceived with the purpose of enhancing the levels of service provided to our clients and optimizing operational efficiency in the production and distribution of our products. Additionally, there has been a significant prioritization to increase the safety standards for our teams in their daily tasks.

Among the measures taken to achieve this objective are the expansion of circulation areas for mobile equipment, improved visibility, a layout design tailored to the operational flow, separation of pedestrian circulation routes, as well as enhancements in lighting, access protections, and racking systems compliant with seismic regulations.

In addition to these safety-oriented initiatives, we are also dedicated to environmental improvement. We are currently implementing recycling processes as part of our efforts to promote an even stronger safety and environmental culture.

100%

of our operating entities participate in our annual health, safety and wellbeing workshops.

100%

of our employees are covered by a Health & Safety management system.

1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

S Training & Development

Growing our brand, through developing our people

Investing in training helps Antalis create a safe, dynamic working environment where people can grow in expertise and develop their skills.

Our global employee development platform allows Antalis to deliver e-learning and development programmes across 32 countries, focused on:

- **Safety** through proper use of equipment and materials.
- **Compliance** through awareness campaigns and training sessions covering matters such as corruption, bribery, anti-competitive practices, information security.
- **IT training** to increase technical knowledge and competence.
- **Personal development** supporting individual skills.
- **Career learning paths** delivered through academies to help employees develop the skills and expertise to meet the current and future business needs connected to their role.
- **Products and service** with practical and technical learning paths to improve employees' knowledge.

Antalis academies offer customised training programmes to address the needs and challenges faced by our employees in their daily work. They help them develop and apply targeted skills aimed at increasing their efficiency and productivity.

By the end of March 2024, more than 750 employees had participated in dedicated ESG information and training sessions regarding our FY22-HY23 ESG Report and Code of Conduct, published at the end of 2023, underscoring our commitment to providing our employees with the skills they need to conduct business in a responsible and ethical manner.

In addition, our teams are actively involved in training colleagues and animating Best Practices Groups to share knowledge and information across the Antalis Group.



13.1 hours

+4.5 h  vs 2022
of training per employee.
Target 2026 minimum: 12 hours

100%

of employees with access to the Group's e-learning platform.



Point Of View

Fernanda Araújo

HR, Learning & Development Manager,
Antalis Iberia

“Over my 21 years at Antalis Portugal, I’ve been involved in many transformational projects. My role with the Digit’ALL Academy is another exciting initiative that will add value to our team’s competency portfolio and the Antalis employer brand digital mindset.

“The programme took place in Iberia over the summer 2023 and impacted 60 sales professionals. Feedback has been extremely positive; the teams are eager and motivated to apply these concepts and make the dynamic digital mindset happen.”

GoFLUENT

In an international environment, being able to communicate efficiently is essential to improve internal collaboration. With our goFLUENT platform on our intranet WeConnect, our employees have the opportunity to improve their skills in 12 languages through videos, articles, e-learning and conversational classes.

Personal Development

98.1% in 2023-24

+0.7% ↗ vs 2022-23

Target 2026: 98%

Number of employees signing their performance development review / Number of employees assigned to the campaign.

100%

of the target population completed training in Business Ethics, including corruption and bribery, in 2023.

100%

of the target population completed training in the fight against anti-competitive practices in 2022. A new training campaign is being deployed in 2024.

2023 success stories: Training

By investing in training and development, Antalis ensures long-term safety, productivity, and competitiveness – all of which are essential to increase the value and motivation of its employees.

After successful rollouts of our Purchasing and Packaging academies, the 2023 focus was the **Digit’ALL Academy**: How we can help make employees more agile through new digital technologies.

The **Sales team** – our customers’ first point of contact with our business – was selected to be among the first employees to be trained. The academy programme gives them the tools they need to tackle the challenges of the digital era such as data management, online collaboration and effective use of software and applications. By the end of 2024, our salesforce will be trained through this new academy, which will enable them to generate virtual customer approaches such as prospecting through social media channels, visual meetings with customers and training them to use the Antalis webshop site to save time and capture information in real time.

In the UK, the roll-out of the **SAP system** was complemented by comprehensive training, ensuring staff familiarity and proficiency with the new system.

Finally, the second wave of TEAM Leading Adventure programme involved more than 50 trainees in 24 countries. Using an innovative game-based learning concept, managers were able to test their **management skills** and develop their networks within Antalis.

We have also taken steps to raise staff awareness via **anti-phishing** campaigns organised by independent third parties when it comes to cybersecurity. Our Internal Audit team immediately alerts employees whenever a fraud attempt is detected or suspected, increasing awareness across the Group.

S Communication & Sharing best practices

Reinforcing actions and commitments for our employees and stakeholders

Raising awareness of our ESG strategy and maximising our engagement and actions.

Collaboration with the KPP Sustainability Committee

Members of Antalis' Executive Committee meet regularly with its shareholder's Sustainability Committee to discuss the regulatory framework worldwide, align the ESG strategies of KPP and Antalis, and share best practices, initiatives and success stories across the KPP Group.

Quarterly ESG Newsletters

Our ESG newsletters bring together news and initiatives from both corporate and local level, as well as a products & marketing section and other information showcasing eco-responsible products, service events, new launches and initiatives.

Annual management meetings

Our annual event brings together our key managers, enhances the internal network, fosters productivity, and strengthens team building. At this year's 2024 annual event held in Paris, newly acquired entities had the opportunity to share their expertise and meet their new colleagues. The arrival of female managers was also highlighted, demonstrating Antalis' commitment to diversity management. It was a great opportunity to bring our teams together and receive feedback from our employees.

A multi-departmental ESG Best Practices Group

This group brings together representatives from each business sector as well as the Human Resources, Communications, Marketing, Supply Chain, Purchasing, Legal, Finance and Internal Audit departments to increase the visibility of ESG initiatives throughout the Antalis Group, provoke discussions and build links to promote new initiatives.

Antalis Corporate presentation

Our corporate presentation, available to employees, newcomers, salespersons, suppliers and other stakeholders contains highlights of the Antalis Group's ESG strategy so that it can be explained to customers, suppliers and business partners.

Promoting ESG across the Antalis Group

The ESG department provides regular updates to the Antalis Group through events such as management meetings, the Packaging Summit, Supply Chain Best Practices Group meetings and Marketing & Purchasing meetings. It also provides training and information sessions on the Group's Code of Conduct and ESG Report to ensure that our employees understand the importance of sustainability for the Antalis Group.

MyView surveys every 3 years

The MyView opinion survey is rolled out worldwide every three years and allows employees to give their opinions about the company and their experiences anonymously. With a general report presented to each team by its managers and an opportunity to discuss the results before the formation of action plans, its objective is to make Antalis a great place to work.



Point Of View



Eva Campo

HR Director, Antalis France,
Benelux & Southern Europe

"I've been with Antalis for about 13 years with varying HR positions. Recently we implemented a creative team event, the iDay, with the active support of our management. It was a great opportunity to bring our teams together and receive feedback from our employees. The most creative and best ideas were rewarded during specific internal events."

Vis ma Vie (Live my life)

Two *Vis ma Vie* half-days were organised to strengthen cross-functionality between departments and to help us get to know each other better so we can work together more effectively and improve relationships between customers and internal suppliers.

The feedback on this pilot was very enthusiastic, and the experiment will be extended to other employees on a voluntary basis.

The results – and the participants – speak for themselves!

Customer "Duo visit" in Belgium:
the feedback from Valerie de Corte
(Sales assistant Packaging) and
Johan Claes (Account manager Packaging)

"I had the opportunity to visit our customer DS Smith in Buggenhout and Orac Decor in Ostende together with John Claes. It was a great opportunity to meet physically with former colleagues at DS Smith and to visit their production facility. At Orac Decor I was finally able to put a face on my usual contact. We got to know each other and to speak about current opportunities. Those visits strengthen significantly the relationship between the customer and the sales advisor. Our interlocutor now knows me better and is contacting me more frequently when she has a question. I look forward to our next visit at our customer Europal."



Integration of Newcomers

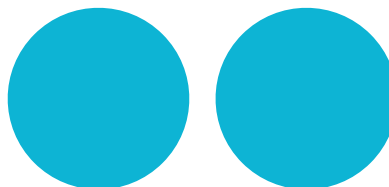
We organise, twice a year, integration meetings to welcome our new employees within our France-Benelux region. These days are a great opportunity to share the strong values and principles of Antalis centered around our social, health & safety and ESG policies, as well as the benefits and opportunities offered by the Antalis Group. Our newcomers are also introduced to our regional Executive Committee members who come to meet and discuss with our new team players.

20%

+2%  vs 2022

Employee turnover rate.

Target 2026: 15-20%¹



1. Number of departures + number of arrivals / headcount at beginning of year.

S Philanthropy & Partnerships

Our commitments, both global and local

Beyond the Antalis Group's engagement since 2012 towards the UN Global Compact and the UN Sustainable Development Goals, we also see the sharing of our time and success with our local communities, through regular donations and partnerships, as a key commitment.



Humanity & Inclusion

In 2023, we continued to support our partnership with Humanity & Inclusion, a leading humanitarian organisation dedicated to ensuring equal opportunities for individuals with disabilities. In addition to providing paper supplies to meet the organization's operational needs throughout the year and financial contributions to dedicated projects, we are proud to have participated in various other initiatives in 2023, such as:

- **The Pyramid of Shoes event in France.**

A flagship initiative of H&I for the past 30 years, this event is dedicated to raising awareness of the bombing of civilians. In addition to contributing footwear to the event, our volunteers in Paris and Lyon assisted with setting up stands and supervising the event over two days. The event helped to raise financial support thanks to the 10 tons of shoes collected for solidarity and recycling.

- **The Group's greeting card.**

By promoting the fundraising efforts of H&I in our annual greeting card, we were able to strengthen its visibility in the 32 countries in which the Group operates. A QR code also allowed our stakeholders to make a voluntary donation to the charity.



Point Of View

Jean-Noël Dargnies

H&I Federal Chairman



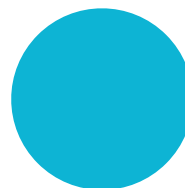
"For over 40 years, Humanity & Inclusion has been working in situations of great hardship caused by natural disasters, war or the aftermath of war (such as refugee camps), but also in situations of extreme poverty, of which there is unfortunately no shortage on the planet. Donating my time to this organisation has been very fulfilling."



Making a difference

One year ago, Turkey and Syria were simultaneously hit by a devastating series of earthquakes. Thanks to contributions received from its various partnerships, H&I has made an impact locally:

- Physical rehabilitation for more than 10,000 people.
- Mental health support for 7,400 people for psychological first aid.
- More than 4,000 mobility aids (wheelchairs, walkers, crutches).
- Risk education training for 62,500 people.
- 124 prostheses supplied.



Point Of View

Stein Schatvet

Managing Director, Antalis Norway



"I've been Managing Director of Antalis Norway for 25 years. A spirit of service and volunteering is important to Antalis. It strengthens our corporate culture with a focus on human dignity, respect and humanity.

Contributing according to one's ability, both personally and professionally, is a privilege and a joy and something that makes our society a better place to live.

"Instead of using resources on Christmas presents for business associates, we have chosen to contribute to charities. For the past three years, our funds have gone to Sykehusklovnene (the Hospital Clowns), a decision which has been very popular with employees and stakeholders alike."

Success story: Comfort for sick children

Antalis Norway has made donations to the Sykehusklovnene charity, which provides comfort and entertainment for children in hospitals around the country. The hospital clowns meet children and young people in the hospital at a difficult time of their lives. A clown meeting can be a long-awaited breather for parents when they see their children and young people enjoying themselves.

The Hospital Clowns can ignite the spark of life, increase self-confidence and bring out a child's hidden energies and strengths. Research also shows that laughter and joy reduce pain, strengthen the immune system and reduce stress."



Point Of View

Petra Pelova

Regional HR Director, Antalis CSEE



"Over more than 22 years, I have carried out various HR roles within the Antalis Group. I am currently the HR Director for the CSEE region, which includes seven countries: Poland, Czech Republic, Slovakia, Hungary, Romania, Bulgaria and Turkey.

"ESG initiatives and projects are a particular passion of mine, especially any action promoting social responsibility, gender equality or charity support. I'm also a great sports fan and support sport activities of any kind across the Antalis Group. And I also love seeing the joy and emotion in the faces of all concerned whenever we are involved in a charitable event. Doing good is good for us!"



Success story: Volunteering in the Czech Republic

Antalis Czech Republic regularly takes part in international Give & Gain Days, a worldwide initiative involving tens of thousands of volunteers. This project supports pro bono activities for the public benefit or for non-profit organisations.

As part of this initiative, Antalis offers employees in the Czech Republic paid working days to pursue several different activities with charitable organisations. This opportunity allows our people to dedicate time and energy to gain personal experience of a public benefit environment, develop their personal values and deepen their positive relationship with their employer.



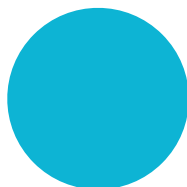
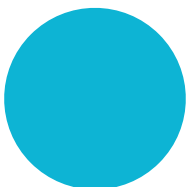
More Local Initiatives

In Iberia, Antalis organizes blood donations with the Red Cross at its Madrid warehouse.

In Germany, Antalis donates to both "KLINIKCLOWNS" and "STERNSTUNDEN", two charities committed to improving the lives of children in need.

In Latvia, Antalis donated packaging materials to "TAVI DRAUGI", a charitable organization that provides humanitarian aid to Ukrainian citizens and extends support to vulnerable families and seniors in Latvia.

In the UK and Ireland, Antalis raised money for the "ALZHEIMER'S SOCIETY" through its Halloween Spooktacular event and organized a tree planting day at The Croft in Cumbria, adding to the 9,000 trees already planted by Antalis and its customers.



Point Of View

Alena Skoumalova

HR Director, Antalis Czech Republic



"It is great to see Antalis senior managers taking a lead not only in their respective business roles, but also in the field of volunteering. I am also pleased to offer mock interviews to disadvantaged people in the labour market, including people with disabilities or those with a criminal record, allowing them to gain interview skills before they search for a job."

"You do not have to run the fastest to be the winner!"

"Running With Those That Can't" (RW TTC) is a charity organisation supported by Antalis for many years, and also the partner chosen by the CSEE region for the 2022 Antalis WeWalk Challenge.

RW TTC teamed up with RunCzech, an organisation hosting a series of various distance races under their slogan "You do not have to run the fastest to be the winner!". The charity's aim is to help the people – especially children – enjoy a more active lifestyle, including the opportunity to enjoy participating in a distance run.

Practically, this means providing financial and logistical support to purchase special "Bencykle" sport wheelchairs, which allow people to be much more flexible and active than in standard wheelchairs.

Our participation in the Antalis Group's WeWalk Challenge allowed us to raise the funds to buy three wheelchairs, which we delivered personally to each family, bringing an additional social and human dimension to the initiative.



More Local Initiatives

In Turkey, Antalis awarded an academic scholarship to a printing technologies student.

In Romania, Antalis sponsored the association "UN INFINI DE SOURIRES" to support children with autism.

In Hungary, Antalis donated to the County Ambulance Service and actively participated in the "FOR A CLEAN HUNGARY" initiative dedicated to both community health and environmental sustainability.

In the Czech Republic, Antalis supports the "MODRY HROCH" foundation, helping children with mental and physical disabilities.

In France, Antalis donates creative paper to the "ASSOCIATION POUR ADULTES ET JEUNES HANDICAPES" for artistic mediation workshops focused on graphic arts for individuals with disabilities.



Governance

A woman with short blonde hair and black-rimmed glasses is speaking at a meeting. She is wearing a light-colored button-down shirt and has her hands raised in a gesturing motion. In the background, another person is partially visible, looking down at a document. The entire image is overlaid with a semi-transparent purple filter. A large white circle and a white rectangular frame are also present on the image.



Corporate governance, as defined by the Organisation for Economic Cooperation and Development (OECD), encompasses the structure of rules, relationships, systems, and processes through which authority is exercised and controlled within corporations.

Our actions at a glance

ESG global strategy

Aligned with KPP's ESG strategy

Annual ESG reports

KPIs aligned with the Global Reporting Initiative (GRI)

Supplier due diligence

Risk assessments based on a combination of internationally recognised rating systems

Business conduct

New Code of Conduct

Training on Business ethics and on anti-competitive practices

80.2% ISO 9001 (Quality management)¹

Diversity

25% of our Regional Executive Committee members are women

40% of our employees are women

Human rights

88% of our European operating entities in 26 countries are covered by the FSC® certification (93% on constant parameters, excluding companies acquired in 2023)

ESG assessments

based on international sustainability standards



Annual EcoVadis assessment measures sustainability management performance through policies, actions and results

Annual Sedex self-assessment questionnaires covering Labour, Health & Safety, Environment, and Business Ethics

Risk mapping performed by the Group's Internal Audit

1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

G Global ESG strategy

Our vision for sustainable, responsible business

Our ESG strategy is defined by our vision of sustainability, the needs and expectations of our customers and other stakeholders, and a dynamic, increasingly demanding regulatory environment.

In addition to regular meetings with KPP's Sustainability Committee, the Antalis Group presents its ESG strategy at least once a year to KPP's Executive Management to ensure it is aligned with the KPP Group's sustainability objectives and roadmap.

The Antalis Group is committed to respecting all internationally-recognized human rights and has built its ESG strategy and Code of Conduct on the highest international standards, such as:

- UN Global Compact
- UN Sustainable Development Goals
- UN Guiding Principles on Business and Human Rights
- UN Convention against Corruption
- ILO Declaration on Fundamental Principles and Rights at Work
- Rio Declaration on Environment and Development
- FSC® and PEFC standards
- ISO 26000 Social responsibility principles
- ISO 9001 Quality management principles
- ISO 14001 Environmental management principles
- ISO 50001 Energy management principles
- ISO 45001 Health & Safety management principles
- GHG Protocol for carbon footprint calculation
- GRI for reporting methods and transparency

In addition to ensuring compliance with applicable law in the jurisdictions where we carry out our business activities, we implement the necessary policies, procedures, guidelines and controls to ensure that these standards are understood and respected throughout the Group.

Target 2026: 100%

of all major ESG topics covered by Group policies in 2026.

Human rights reinforced by our FSC® multi-site certification

In addition to the fundamental values and principles set out in our Group's Code of Conduct, 88% of our European operating entities are FSC® certified by an independent third party.

While the protection of workers' rights has always been part of FSC®'s principles and mandatory for forest management certificate holders, **new Core Labor Requirements** have been introduced. These new requirements apply to:

- abolition of child labour,
- elimination of all forms of forced labour,
- elimination of discrimination in employment and occupation, and
- respect and recognition of a worker's freedom of association and right to collective bargaining.

88%

of our European operating entities are FSC® certified for human rights.

in 26 countries



Point Of View

Tsuyoshi Nishikawa

Sustainability Specialist, KPP Group Holdings



Contributing to the realisation of a sustainable society is at the centre of the KPP Group's philosophy structure. ESG is core to our mission and vision and we are pleased to share these values with Antalis. The publication of Antalis' ESG Report and new Code of Conduct is an important milestone for the Group as a whole.

Executive Committee

The Executive Committee of the Antalis Group is responsible for deciding on ESG strategy. Sustainability matters are reported to the Executive Committee monthly, ensuring that sustainability is regularly discussed and reviewed at the very highest level of the Group.

The General Counsel & Sustainability Director is a member of the Executive Committee and reports directly to the CEO.

Moreover, our Antalis Group HR Director, also an Executive Committee member, leads our Social pillar initiatives and reports monthly to the Executive Committee on a variety of ESG initiatives, including Health & Safety, training and charities.

Certain ESG initiatives falling under the Governance pillar are led by members from our Purchasing, Internal Audit and Legal departments.

The ESG team is also strongly supported by ESG relays throughout the Group on various topics such as carbon footprint, forestry certifications, ESG external assessments and warehouse certifications.

Risk mapping

One of the Antalis' Executive Committee's missions is to review periodic risk mappings in order to identify the risks associated with our business, define a roadmap and KPIs, and monitor compliance within the Antalis Group by all employees, in accordance with the principles of our Group's Code of Conduct and ESG strategy.

Success story: Our new ESG Report

This ESG Report for full year 2023 comes only 6 months after our earlier edition published in December 2023. It is the most comprehensive ESG document we have produced, and is the result of collaboration between many departments, our local subsidiaries and the direct involvement of the Antalis Group's Executive Committee.

Our next editions will be issued on an annual basis so that our customers, suppliers and other stakeholders are regularly informed of our ongoing ESG initiatives and progress.



G Supplier due diligence

Screening and monitoring

Today's global business landscape would simply not be possible without third-party suppliers – which means due diligence is essential to ensure these stakeholders are legitimate, credible organisations. The Antalis due diligence process involves screening, verifying and monitoring our partners and their businesses.

Over 10 years ago, Antalis implemented its own in-house supplier platform to collect, analyse and centralise ESG-related supplier information, as well as information about the regulations applying to those suppliers.

Since adopting this platform – which at the time was state of the art – the market has evolved, ESG regulations have become stricter, and the expectations of our customers have changed. As a result, the Antalis Group decided to shift to more widely recognised platforms on the international market in order to facilitate the due diligence process for our suppliers.

We are progressing with the onboarding and the supplier evaluation process through these platforms, beginning with our most strategic suppliers which will help us to manage and assess risks in our supply chains. It will enable the Antalis Group to work with responsible suppliers, promote sustainable business practices, and to assess suppliers by providing clear indications of the likelihood of risks occurring within the supply chain. This includes asking all our suppliers to show transparency through independent third-party assessments. Conducting risk assessments is a critical part of sourcing and operating responsibly. Third-party assessment platforms such as EcoVadis and Sedex help us identify human rights and environmental risks across our global supply chains and prioritise where to take action.



100%

of our local ESG relays are trained in supplier due diligence.

70%

+9% ↗ vs 30 June 2023

Registered strategic suppliers on Sedex and/or EcoVadis platforms.

Target 2026: 90%

Point Of View



Stefan Baumeister

Group Purchasing & Procurement Director
Papers & Visual Communication

"I have been responsible for sourcing on behalf of the Antalis Group for more than 20 years. Over that time, the scale and importance of sustainability issues has become a central aspect of sourcing, and something we address every day.

All three business sectors – Papers, Packaging and Visual Communication – have come together to put in place a common system for all our suppliers. By combining recognized rating systems from different international platforms, we give our suppliers the flexibility to choose a platform that is the most adapted to their size and sector of activity.

We expect our suppliers to provide transparency and meet our stringent ESG criteria in order to do business with the Antalis Group. Suppliers are assessed on wide range of areas ranging from business ethics and human rights to environmental risks.

Specialised platforms save a lot of time. Once a supplier is onboarded by one subsidiary in the Antalis Group, its profile is available to all of our subsidiaries, reducing the need to replicate tasks for both the supplier and Antalis. Being on a recognized due diligence platform also eases the burden for our suppliers, allowing them to share their ESG information with their stakeholders more easily.

Our due diligence process has been made faster, simpler and more efficient for suppliers and the Antalis Group alike.



G ESG assessments

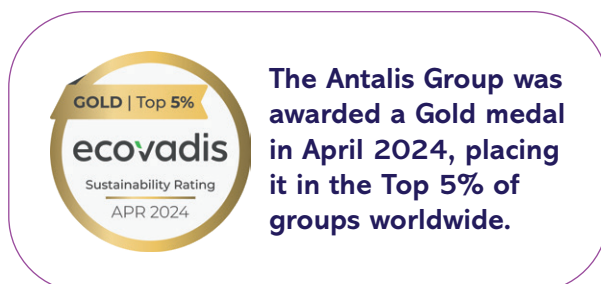
Ensuring the transparency of our ESG strategy and performance

Antalis – at both Group and local level – is assessed annually by independent, internationally-recognised third parties specialised in the ESG field. The aim of these assessments is to increase market transparency about Antalis ESG strategies, achievements and best practices.

EcoVadis : Rating more than 125,000 companies globally

EcoVadis' business sustainability ratings are based on international sustainability standards such as the Ten Principles of the UN Global Compact, the International Labour Organization (ILO) conventions, the Global Reporting Initiative (GRI) standards and the ISO 26000 standard. The ratings provide an evidenced-based analysis on performance and an actionable roadmap for continuous improvement.

As part of our commitment to society, our people and the environment, the Antalis Group has completed thorough annual assessments of its business sustainability practices over the past 6 years through EcoVadis, a global standard for business sustainability ratings. The EcoVadis assessment includes four core themes: Environment, Labor & Human Rights, Ethics and Sustainable Procurement.



Sedex : Annual Self-Assessment Questionnaire

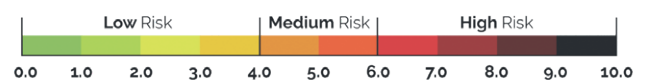
Antalis is dedicated to being a responsible business partner and managing its operations and supply chain in a way that safeguards workers, communities, and the environment. As such, all our operating entities have completed the Sedex self-assessment questionnaire, only adding to our established ESG strategy.

The Sedex Radar risk tool analyses these questionnaires using hundreds of data sources to produce scores, on a scale of 0 – 10, across 14 key areas, including Forced labour, Freedom of association, Gender inequality, Health, safety and hygiene, Wages, Waste and pollution and Water stress. These scores also incorporate an inherent level of risk at both country and sector industry levels. **The lower the score, the lower the risk.**

Each operating entity's results are then reviewed, analysed and presented to the Antalis Group's Executive Committee, reinforcing our commitment to ensure that the necessary controls are in place to monitor identified risks and to take action, if and when necessary.

3.5/10

Antalis Group Combined risk score¹



1. Sedex risk score range

Point Of View

Isabelle Maitrehanche

Social Relations, Health & Safety Manager,
Antalis France & Benelux region



"I joined Antalis France in 2007. One of the main functions in my current role is defining and implementing Antalis France's Health & Safety policy, as well as implementing directives from the Antalis Group and the France-Benelux region.

Sustainability is an integral part of my mission, which is to provide employees a safe and healthy working environment. This is reflected in social provisions and benefits, particularly in terms of gender diversity and professional equality but also in actions and events to mark global days such as Health & Safety Day and Mental Health Day. Antalis France also hosted people with disabilities at the DuoDay event during the European Week for the Employment of People with Disabilities.

Antalis France is also committed to a TMS Pros (professional musculoskeletal disorders) initiative at its Sénart warehouse, to provide logistics employees with a working environment aimed at preserving their health throughout their professional careers.



Success story:

Antalis France ranked in the Top 5% worldwide by EcoVadis



In addition to the Antalis Group's ranking, Antalis France's success with EcoVadis is worth sharing. The Gold medal attributed in February 2024 places Antalis France in the

Top 5% ranking worldwide of the companies assessed by EcoVadis over the past 12 months. This recognition demonstrates that efforts put into building a strong sustainability strategy are rewarded.

From implementing an environmental policy and a diversity charter, as well as investing in employee wellbeing through health prevention workshops, Antalis France shows that it is invested in sustainability.

It has set itself the challenge of maintaining its good practices and continuously improving for the future.

Group ISO certifications



ISO 9001
Quality management

Validates our consistency in delivering products and services aligned with customer and regulatory standards. Holding this certification is a requirement for numerous public contracts and an expectation of our customers.

80.2%¹

+5.2% ↗ vs 30 June 2023
ISO 9001 (Quality management)
Target 2026: 80%

1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

G Business conduct & Compliance

Upholding ethical principles across the business

Antalis has always been governed by strong ethical principles to ensure that we remain a trusted and responsible business partner across the world.

Our Code of Conduct, which applies equally to our management, employees and business partners, forms an integral part of our ESG strategy. It also clearly sets out our commitment to integrity and responsibility. Training and information sessions are provided to ensure that our employees understand the importance of respecting the values and principles of the Antalis Group.

25%

+2% ↗ vs 2022
of our Regional Committee Executive
members are women.
Target 2026: 25%

40%

of Group employees are women.
Target 2026: 45%

100%

of our operating entities have undergone
a corruption risk assessment in 2023.

Internal Audit

Monitoring compliance

Our Group's Internal Audit oversees compliance with the Code of Conduct, as well as Group policies and processes, by all Group employees.

All operating entities respond to mandatory self-assessment questionnaires on an annual basis covering matters such as anti-competitive behavior, corruption, bribery and ethics. Onsite audits are also performed on both a rolling and ad hoc basis.

Risk mapping

As part of its risk management, the Antalis Group carries out regular risk mapping exercises to identify the main risks – including strategic, operational, IT, geopolitical, labour, ethical and governance risks – to which the Antalis Group is exposed. The likelihood and potential impact of each risk are assessed, as well as the action plans, KPIs and roadmaps in place or to be implemented to mitigate them.

Code of Conduct

available in 22 languages

Read our Code of Conduct
by scanning this QR code



Preventing fraud

Our Group's Internal Audit team performs regular on-site audits that include a fraud assessment and control process. In addition, Internal Audit works in close collaboration with our Information Security department, immediately informing Group employees of fraud or phishing attempts in order to help them to implement the necessary measures in order to prevent and detect fraud. These alerts serve as awareness training across the Group.

100%

of the target population completed training in Business Ethics, including corruption and bribery, in 2023.

100%

of the target population completed training in the fight against anti-competitive practices in 2022. A new training campaign is being deployed in 2024.

Point Of View

Fabrice Schiebel

Senior Legal Counsel, Antalis



The Antalis Group's new Code of Conduct was the result of a collaborative effort from colleagues across the Antalis Group, including the ESG, Internal Audit, Human Resources and Legal Departments, who worked to create, refine and implement business conduct principles.

"The Code of Conduct is the cornerstone of our ESG performance as it sets out the fundamental values and principles to which Antalis – its directors, officers and employees – are committed. It sets out the guidelines on how to carry out our business activities and the potential impact of our decisions and actions. Profit should not be the sole and ultimate rationale of a business within a society."

Ethics

Reporting platform

For all serious misconduct matters that cannot be reported using the internal channels, an anonymous and secure reporting platform is available in 22 languages: www.ethicalalert.com

Reports are sent directly to an independent third party that conducts a preliminary investigation of any allegations of misconduct within the Antalis Group. It then sends its preliminary findings to the Antalis Group's Ethics Committee for review.

Ethics Committee

The Group's Ethics Committee, chaired by the Chief Executive Officer, is key to ESG governance within the Antalis Group. It reviews all ethical alerts received via the reporting platform or otherwise, carries out investigations and recommends actions and/or sanctions in the event of a violation.

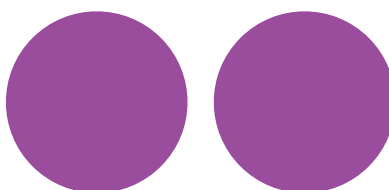
The Ethics Committee assesses all reported misconduct covering a broad range of matters (anti-competitive practices, corruption, ethics, health and safety, data protection, fraud, discrimination, harassment...). It also monitors compliance with Sapin II or similar laws and regulations, as well as international standards on which the Group's ESG strategy is based.

Training

Antalis has developed robust training programmes covering anti-competitive practices and corruption, including procedures, assessments and controls. Our new Code of Conduct has also been communicated to all employees worldwide through various communication channels and information sessions.

100%

of our employees and external stakeholders have access to the Ethics Reporting Platform in 22 languages.



Indicators

For Full Year 2023

ENVIRONMENT

WAREHOUSING & LOGISTICS

ISO 14001 (Environmental management)
and/or
ISO 50001 (Energy management)



57.2% (+1.2% ↗ vs 30/06/23)
Target 2026: 65%

Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

FORESTRY & BIODIVERSITY

Forestry certifications



88% (93% on constant parameters vs 30/06/23)



85% (90% on constant parameters vs 30/06/23)

Number of FSC® and/or PEFC certified operating entities in Europe / Total number of Antalis operating entities in Europe excluding companies acquired in 2023.

Member of **1% for the Planet**

CARBON FOOTPRINT



Corporate carbon footprint
Scopes 1 & 2 emissions in tons of CO₂ equivalent

7.8 (-12.1% ↘ vs Baseline 2021)
Target 2026: 6.0

Ratio based on kg of CO₂ emissions (Scopes 1 & 2) / Net turnover in k€.

14,450 tCO₂e (-1,539 tCO₂e ↘ vs Baseline 2021)

Target 2026: 12,000 tCO₂e

100% of our local carbon coordinators in
32 countries received training.

ECO-RESPONSIBLE PRODUCTS

PAPERS

Sales of 3*, 4* and 5* GSS Papers products
54% (→ vs 30/06/23)

Target 2026: 60%



Sales of 3*, 4* and 5* products qualified by Papers GSS / Total sales of Papers products (coated, offset, copier, specialty papers).

VISUAL COMMUNICATION

Sales of 3*, 4* and 5* GSS Visual Communication products
32% (→ vs 30/06/23)

Target 2026: 35%



Sales of 3*, 4* and 5* products qualified by Visual Communication GSS / Total sales of Visual Communication products (printable products, excluding machines, inks and accessories).

PACKAGING

Green Star System™ product classification being deployed in Packaging

Target 2026: 90%



Percentage of standard packaging products with a GSS rating. Standard products are all packaging consumables, excluding machines/equipment and customized/bespoke.

SOCIAL

HEALTH & SAFETY

Incident rate

3.06 (+0.29 ↗ vs 2022)
Target 2026: 0 accidents
Significant decrease over the past five years: down from 10.59 in 2018.

Total number of accidents with more than 3 days' absence from work / Number of FTE x 1,000.

100% of our employees are covered by a H&S management system.

ISO 45001 (Health & Safety)



52.3% (+13.3 ↗ vs 30/06/23)
Target 2026: 50%

Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

- Full monthly review of all accidents worldwide.
- Open communication with employees and awareness campaigns on H&S matters.
- Social dialogue with the European Works Council.

Employee turnover rate

20% (+2 ↗ vs 2022)
Target 2026: 15-20%

Number of departures + number of arrivals / headcount at beginning of year.

TRAINING & DEVELOPMENT

Training

13.1 hours (+4.5h ↗ vs 2022)
Target 2026: 12 hours minimum
Number of hours of training / Number of employees (on an annual basis).

100% of employees with access to the Group's e-learning platform.

100% of the target population trained in the fight against anti-competitive practices in 2022. New training is being deployed in 2024.

100% of the target population completed training in business ethics, including corruption and bribery.

Development

98.1% in 2023-24 (+0.7% ↗ vs 2022)
Target 2026: 98%

Number of employees signing their performance development review / Number of employees assigned to the campaign.

PHILANTHROPY & PARTNERSHIPS

- Partnership with Humanity & Inclusion
- Local donations

BEST PRACTICES & COMMUNICATION

- Regular meetings and alignment with KPP Sustainability Committee
- Creation of multi-departmental ESG Best Practices Group
- Quarterly ESG internal newsletters
- MyView opinion survey every three years
- Annual management meetings

GOVERNANCE

GLOBAL ESG STRATEGY

Commitment to transparency:
International Labour Organisation



Target: Annual ESG reports

- KPIs aligned with Global Reporting Initiative
- Annual renewal of Global Compact
- ESG strategy under the responsibility of the Group's Executive Committee
- Periodic risk mapping



Compliance with the highest international standards

Target 2026: 100% of all major ESG topics to be covered by Group policies

Human rights

88% of the Group's European operating entities are FSC® certified in 26 countries.

ESG ASSESSMENTS

Ecovadis rating (Antalis Group)
Gold medal in 2024



ecovadis

Target 2026: Gold

Completion of Sedex Self-Assessment
Questionnaires and Risk Rating
Low Combined Risk Score

Target 2023 Achieved: 100% of all operating entities

ISO 9001 (Quality management)



80.2% (+5.2% ↗ vs 30/06/23)
Target 2026: 80%

Total number of ISO certified sqm (leased or owned sites with a warehouse or production site)
/ Total number of sqm of leased or owned sites with a warehouse or production site.

SUPPLIER DUE DILIGENCE

Registered strategic suppliers



70% (+9% ↗ vs 30/06/23)
Target 2026: 90%

Total number of strategic suppliers registered on Sedex and/or EcoVadis platforms / Total number of strategic suppliers.

100% of our local ESG relays are trained in supplier due diligence.

BUSINESS CONDUCT & COMPLIANCE

Commitment to transparency

Diversity

25% in 2022 (+2% ↗ vs 2022)
Target 2026: 25%

Number of women in Regional Executive Committees / Number of Regional Executive Committee members.

40% of Group employees are women.

Ethics

New Code of Conduct and deployment across the Antalis group in 22 languages.

100% of our operating entities have undergone a corruption risk assessment in 2023.

100% of the target population completed training in business ethics, including corruption and bribery.

100% of the target population completed training in the fight against anti-competitive practices in 2022. A new training campaign is being deployed in 2024.

100% of our employees and external stakeholders have access to the Ethics Reporting Platform in 22 languages.

CERTIFICATIONS - CYCLUS OFFSET



The FSC® Recycled certification confirms that the paper is made from 100% recycled materials. FSC® (Forest Stewardship Council®) is the leading organisation in sustainable forest management and operates the world's most rigorous forest certification system.



The EU Ecolabel certification proves that the paper production process reduces the negative impact on the environment, public health, climate and natural resources. Only products that meet strict environmental requirements can receive this label.



The Blue Angel label applies to fully recycled papers that are made without optical brighteners, bleaches, or other harmful chemicals. This certification also includes products that significantly reduce water pollution and energy consumption.



The Nordic Swan Ecolabel signifies that the product meets strict environmental requirements. The paper must come from sustainably managed forests or be recycled. The label evaluates the energy consumption during production and the emissions to air and water.



The Cradle to Cradle Certified® Product Standard is the world's most advanced standard for safe and responsible products that are made for the circular economy. This certification is based on 5 criteria of sustainability and a product receives an achievement level in each category (Basic, Bronze, Silver, Gold, or Platinum).



The Green Star System™ paper rating is offered exclusively by Antalis. This system collects essential information on the origin of the fibres and the manufacturing process of the paper in order to assess its level of sustainability.



Every product is rated a number of stars from 0 to 5, depending on its environmental performance. Cyclus Offset has been awarded 5 stars.

This report was
produced using
Cyclus Offset paper.



Global Reporting Initiative (GRI) index

Statement of use	Antalis has reported the information cited in this GRI content index for the period full year 2023 with reference to the GRI Standards.		
GRI used	GRI 1: Foundation 2021		
STANDARD	DISCLOSURE	CODE OF CONDUCT	ESG REPORT
GRI 2: General Disclosures 2021	2-1 Organizational details	4	6-10
	2-2 Entities included in the organization's sustainability reporting	3-4	8
	2-3 Reporting period, frequency and contact point	15	5, 12, 45
	2-5 External assurance	3, 7, 13, 14, 15	17, 26, 33, 44, 48-49, 51-53
	2-6 Activities, value chain and other business relationships	-	9, 46-47
	2-7 Employees	-	8, 10
	2-9 Governance structure and composition	-	45, 50-51
	2-11 Chair of the highest governance body	3	7, 45
	2-12 Role of the highest governance body in overseeing the management of impacts	15	7, 45
	2-13 Delegation of responsibility for managing impacts	14-15	12, 45
	2-14 Role of the highest governance body in sustainability reporting	14-15	7, 45
	2-15 Conflicts of interest	3, 9	50-51
	2-16 Communication of critical concerns	14-15	50-51
	2-17 Collective knowledge of the highest governance body	15	45
	2-22 Statement on sustainable development strategy	3, 5-7, 13	6-7, 11-13
	2-23 Policy commitments	all	44, 50-51
	2-24 Embedding policy commitments	8-11, 13-15	36, 44, 48, 50
	2-25 Processes to remediate negative impacts	14-15	50-51
	2-26 Mechanisms for seeking advice and raising concerns	14-15	50-51
	2-27 Compliance with laws and regulations	all	44
GRI 3: Material Topics 2021	2-28 Membership associations	5-6	18, 19, 44
	2-29 Approach to stakeholder engagement	3-4, 10-11	46-48
	2-30 Collective bargaining agreements	6	32, 44
GRI 201: Economic Performance 2016	3-1 Process to determine material topics	14-15	45, 50-51
	3-2 List of material topics	all	11, 13
	3-3 Management of material topics	14-15	45, 50-51
GRI 205: Anti-corruption 2016	201-1 Direct economic value generated and distributed	-	8
	205-1 Operations assessed for risks related to corruption	9-10, 14	50-51
	205-2 Communication and training about anti-corruption policies and procedures	6, 9, 10, 14	35

STANDARD	DISCLOSURE	CODE OF CONDUCT	ESG REPORT
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	13	16-17, 28-29
	302-4 Reduction of energy consumption	-	16-17, 28-29
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	-	6, 26
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	13	28-29
	305-2 Energy indirect (Scope 2) GHG emissions	13	28-29
	305-4 GHG emissions intensity	-	28-29
	305-5 Reduction of GHG emissions	13	16-17, 28-29
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	-	6-7, 17
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	15	46-47
	308-2 Negative environmental impacts in the supply chain and actions taken	-	46-47
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	-	37
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	7-8	32-33, 45, 50-51
	403-2 Hazard identification, risk assessment and incident investigation	-	32-33, 45, 48, 50-51
	403-4 Worker participation, consultation, and communication on occupational health and safety	8	32-34
	403-5 Worker training on occupational health and safety	8	34
	403-6 Promotion of worker health	8	32-33, 49
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	16, 32-33, 49
	403-8 Workers covered by an occupational health and safety management system	-	33
	403-9 Work-related injuries	-	32
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	34
	404-2 Programs for upgrading employee skills and transition assistance programs	9	34-35
	404-3 Percentage of employees receiving regular performance and career development reviews	-	35
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	6	50
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	13	38-41
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	15	46-47

