

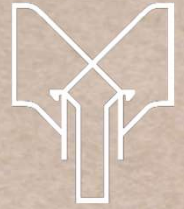


SUSTAINABILITY REPORT

2024



SUMMURY



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Preface

As this report goes to press, our Group is preparing its roadmap to make its production activities climatically neutral by 2050.

We have committed to the SBTi to set targets for reducing our GHG emissions and are preparing to meet the requirements of the European Corporate Sustainability Reporting Directive (CSRD), which will apply to our activities from fiscal year 2028.

All the figures in this report are consolidated from all of our plants located in Africa, Belgium, France, Poland, and Romania, according to our double materiality analysis carried out with all our stakeholders.

We strive to live up to our social responsibility in everything we do.

We expressly commit to implementing and promoting the dissemination of the ten principles of the United Nations Global Compact relating to human rights, working conditions, environment, and anti-bribery..

Finally, circular model of our activities is a major asset in meeting this challenge.



The information omitted from this first Group report is purely related to the implementation of the data collection system within all units.



Our Vision

Our social responsibility is an integral part of our business.

ROSSMANN is a family-owned French group.

Proud of its origins and development, since 1922 it has been founded on strong, universal values.

Our strength: a local group, a federation of united companies.

Our financial independence is a must for successfully implementing this strategy through industrial innovation and investment in new low-carbon technologies.

We all share the same passion.

For over 100 years, our elephant emblem has symbolized family spirit, strength, and courage.

Our main ambition is to reconcile economic activity with environmental, social, and ethical considerations in order to contribute to a consistent sustainable development.

Coordinated on each plant subsidiary by a dedicated committee (COFIL), sustainability issues are linked to the double materiality analysis and contribute to our strategic Group's development.

Jean-Marie PAULTES
Direction Générale EO

Fabrice ROSSMANN
Direction Générale EE & Afrique



... depuis que le carton ondulé existe



2024
TRANSMETTONS LA FLAMME

Key figures



26 INDUSTRIAL PLANTS

23 in Europe

3 in Africa

CORRUGATED BOARD

Capacity 600 000 tons



PAPER for CORRUGATED BOARD

Capacity 350 000 tons

RECYCLING

Capacity 100 000 tons

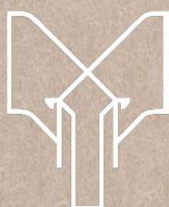


TURNOVER

598 Millions €

EMPLOYEES

3 179



Our business areas

Our strength: activities based on a circular and sustainable model.

CORRUGATED BOARD

443 148 tons

54.9% of our activities

Cartonnerie CELTA - France



FSC-C104831 France & Belgium

FSC-C119517 & FSC-C118749 Romania

FSC-C135552 Poland



Papeterie AMBRO - Roumanie



PAPER MILLS

297 066 tons

36.8% of our activities

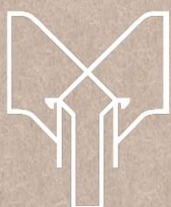


RECYCLING

66 008 tons

8.2 % of our activities

Papeterie de Ste Croix - France

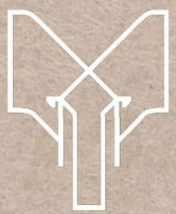



EPS-EXPANDABLE MATERIAL

1 108 tons

0.1% of our activities

Our Locations



-  Paper mills
-  Box plants
-  Sheet plants
-  EPS

Our Stakeholders

Our stakeholders play a key role in leading and building our sustainability strategy.

Throughout our supply chain, we promote dialogue with stakeholders and listen to their recommendations and feedback.

SUPPLIERS



Responsible sourcing materials is essential to minimize our environmental footprint.

EMPLOYEES



They represents the key of our Group's success.

CLIENTS



They contribute to defining our strategy. Their impact on supply chain is integrated into the companies' sustainability approach, and they understand it.

GOVERNMENT INSTITUTIONS



We are obliged to comply with French laws and regulations in all countries where we operate.

INSTITUTIONAL ENVIRONMENT



We have a very close relationship with local communities. Our plants are mindful of the impact of their actions on society and are actively involved in social initiatives.

SHAREHOLDERS



As a family-owned company, the shareholders are represented by ROSSMANN family. When significant investments are made, environmental factors are considered.

BANKS, INVESTORS



Our investors care about our environmental, social, and governance strategy and performance. They contribute to the sustainability of our plants.

Our Challenges

Sustainability concerns and requirements imposed on companies are in constant evolution.

Sustainability issues are now closely linked to our Group's strategic development, and we have to ensure that they are aligned with society's expectations.

Our double materiality analysis allows us to highlight our impacts and priorities for sustainability actions.

This is our roadmap for future years.



* ESRS indicator index pages 22 and 23

Governance

We are guided by our sustainable development policy, which is a pillar of our strategy.



Protecting safety, health, and well-being of both our employees and contractors is one of the core values of our Sustainable Development Policy.

Our Ethical Charter defines the codes of conduct for our employees, suppliers, and business partners. It is the foundation of our daily behavior.

All of our senior management teams have been trained **in anti-bribery practices**.

Anti-competitive practice guidelines and sensitive transactions have been implemented to contribute to **an exemplary conduct of business**.

- No legal action has ever been taken against any Group company for anti-competitive behavior.

Our Group acts in a respectful, impartial, and fair manner with each of its suppliers. In this context, our buyers are trained to make their choices based exclusively on the interests of the group through responsible and sustainable conduct, limiting environmental impacts.

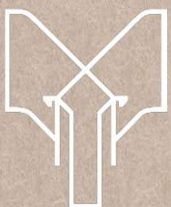
Develop low-carbon solutions to minimize the environmental impact of our activities, preserve natural resources and biodiversity, and reduce and recycle our waste.

Social dialogue, continuous improvement, promotion of diversity, equal opportunities, and quality of life at work are the guiding principles of our Group's social policy.

Our Values

Proud of our origins and our development, we have been guided by powerful, universal values for over 100 years.

Every day, our employees proudly promote our values for a sustainable future.



... since corrugated board exists

INTEGRITY & LOYALTY



PROFESSIONALISM & PERFORMANCE



RESPECT & TOLERANCE



CLIENT SPIRIT



ECO-FRIENDLY



Ressources et Circular Economy

As a user of resources in our activities, our Group is eco-responsible and our circular model is naturally sustainable.

Paper and cardboard are natural resources.



87.2 % Paper and cardboard recycling rate (COPACEL 2024)

100 % Recyclable

100 % Reusable through material recycling

Faced with environmental challenges, new consumption patterns, and consumer protection requirements, we develop our products with their environmental impact in mind.

Our ROSS-Carbone, a powerful environmental impact analysis tool, allows us to look for more sustainable alternatives.

- Eco-Friendly products
- A green and responsible Industry
- A natural material
- Sustainable end-of-life care

That's why we're proud to act!

By developing low-carbon solutions.

0.597 Environmental impact of our products
tCO₂eq/tProd

Finding solutions for a cleaner and more ethical future is the challenge we face today.

As an international player and leading provider of packaging solutions, we understand the role we have to play in developing a more sustainable world.

Sustainable Purchases

Ethical practices and respect for human rights throughout the value chain are our priority.

Environmental and social factors are an integral part of our purchasing strategy to achieve our long-term sustainability goals.

Acting in a respectful, impartial, and fair manner, and selecting our suppliers based solely on the interests of the Group, are our guiding principles.

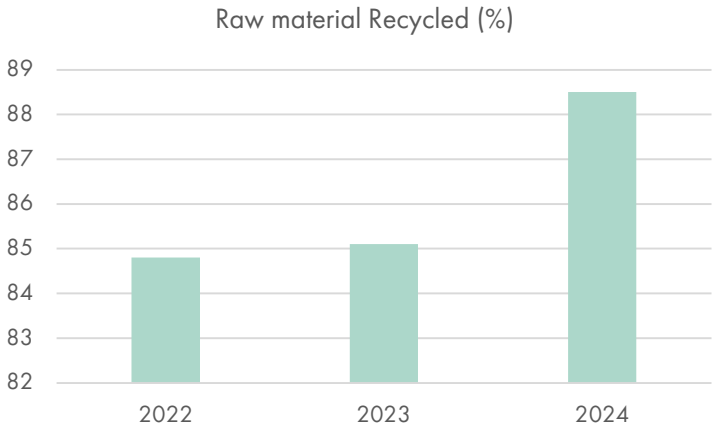
We ask our strategic suppliers to do the same by agreeing to a code of conduct.

68%

Strategic suppliers who have approved our code of conduct for sustainable purchasing

88.5%

Paper for corrugated supplies are sourced from the recycling of old paper and box waste.



46%

De nos approvisionnements en PPO proviennent de nos papeteries FSC Recyclé 100%

100%

Fournisseurs de PPO certifiés FSC

Environment

GHG Emissions

Aware of our involvement in global warming, we work every day to reduce our GHG emissions.

Carbone Intensity

Economic Intensity

0.8

tCO₂e / k€ de C.A.

Product Intensity

0.597

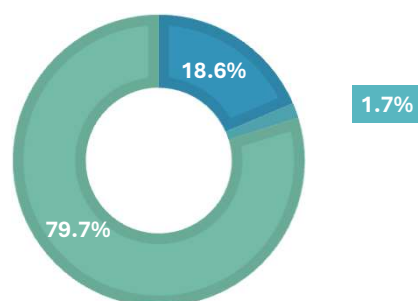
tCO₂e / t Prod

Deployment of energy efficiency measures, new technologies, and gradual reduction in the use of fossil fuels will allow us to achieve our scope 1 and 2 emissions reduction targets by 2030.

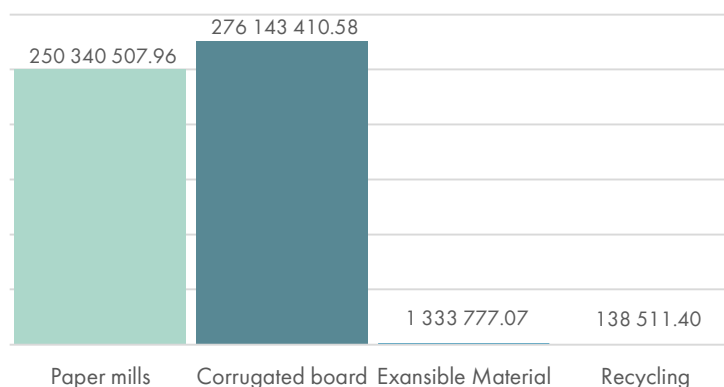
Since 2024, we have been calculating our carbon footprint for all Group subsidiaries and have had our figures verified by Group Y wick supported us in this process.

This year, we are also disclosing our scope 3 emissions. The emission factors used take into account all gases that have an impact on the climate, in accordance with GHG Protocol. .

■ Scope 1 ■ Scope 2 ■ Scope 3

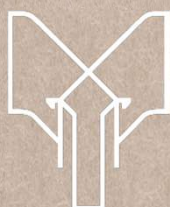


tCO₂eq



Scope 3

	Emissions tCO ₂ e
Goods or Service Purchases	249 836.60
Freight transport	90 044.40
Energy-related emissions not included in scopes 1 and 2	22 173.32
Fixed assets	12 683.30
Business travel	5 664.97
Commuting	2 198.55
Production waste	1 553.53
Upstream leased assets	0.00



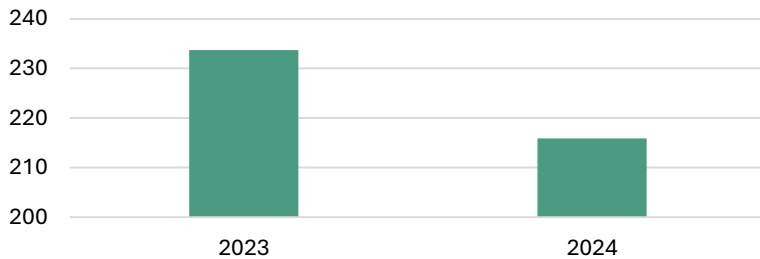
In accordance with Bilan Carbone® and GHG Protocol methodologies, emissions associated with the processing of recycled waste are not taken into account by the producer.

Environment

Managing our energy consumption helps to reduce impact of our activities on climate change.

ENERGIE

Conso Electricité (kWh/tprod)

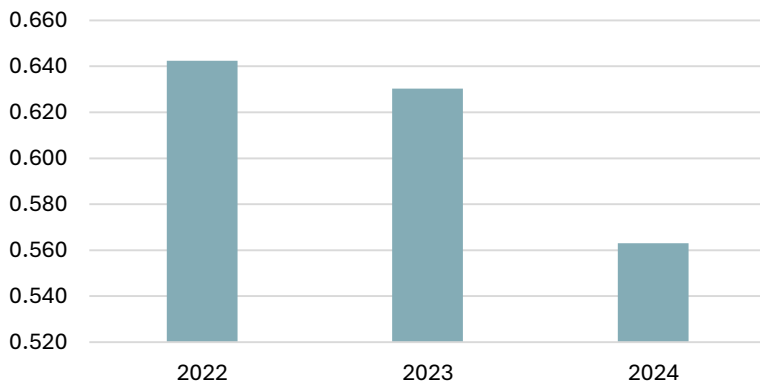


* 2023 : European plants only

-7.6%

Electricity consumption reduction

Conso Vapeur (tVap/tProd)

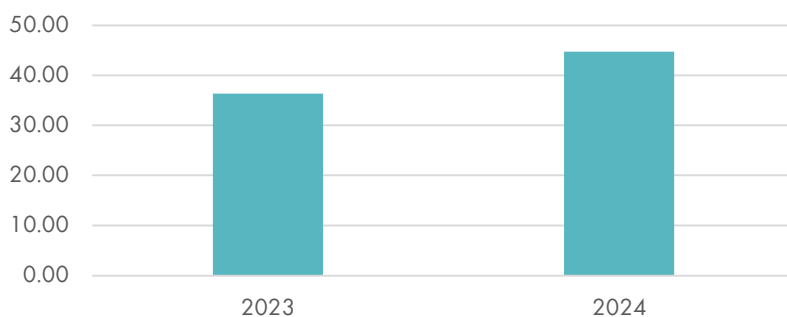


* 2022-2023 European plants only

-10.7%

Steam consumption reduction

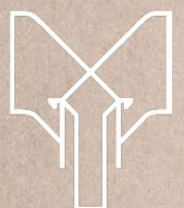
ER electricity consumption %



43.4%

Part of renewable energy consumed

14.9% Renewable Energy Steam Production



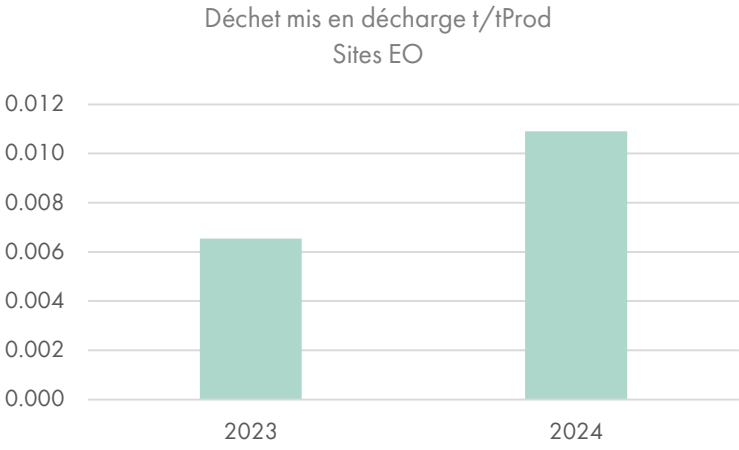
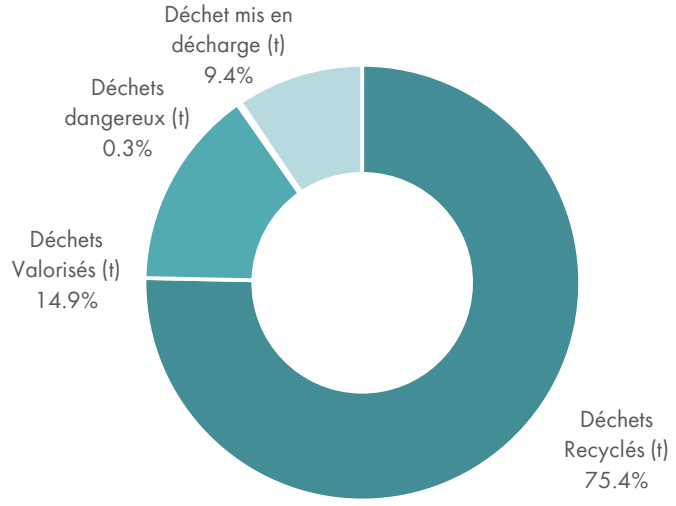
Environment

WASTE

Our daily actions on each plants contribute to the overall reduction of waste sent to landfill.

0.011 t/tProd

Reorganization of collecting waste, implementation of recycling and material recovery systems, etc.

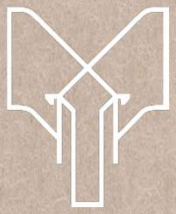


* European Plants only

All paper and cardboard waste is fully reused through material recycling and reintroduced into our paper mills.

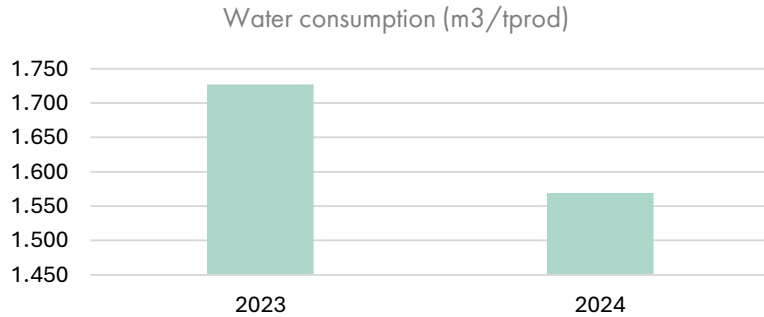
100 % Recycling paper and cardboard waste

40 % Ink recycling rate



Environment

Our activities depend on this natural resource. Water is precious, and its availability and the impact of its use are vital.



* 2023 : no data available for African plants

WATER

-1.7%

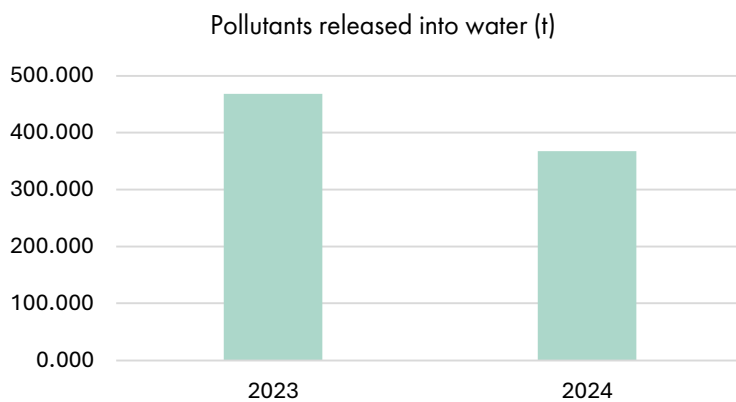
Reducing our water consumption per tons product

Our efforts focus on returning purified water and reducing pollutants discharged into water.



67.6%

Taux de restitution en eau épurée

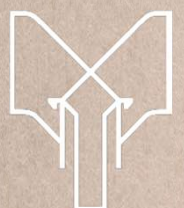


367.6 t

Pollutants released into water per year

-21.5%

Réduction du poids des polluants émis dans l'eau



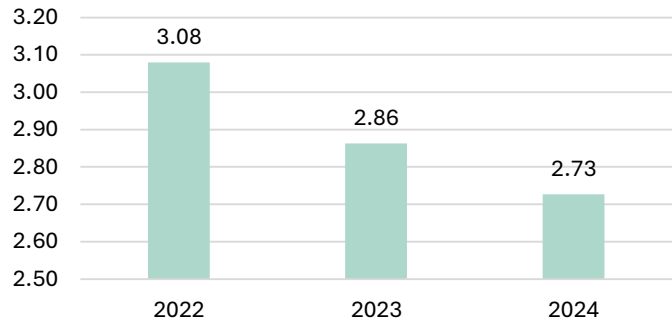
Social

Believe and invest in people

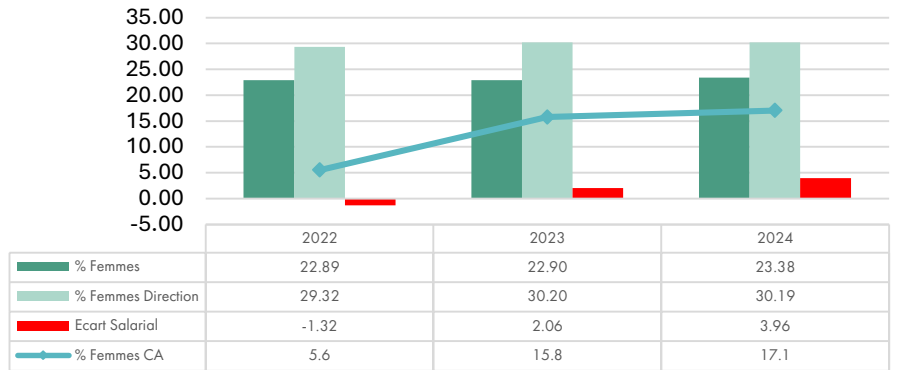


Social dialogue, promoting diversity, equal opportunities and quality of life at work are the principles that guide our social policy.

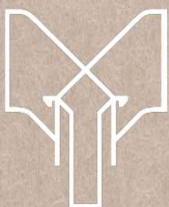
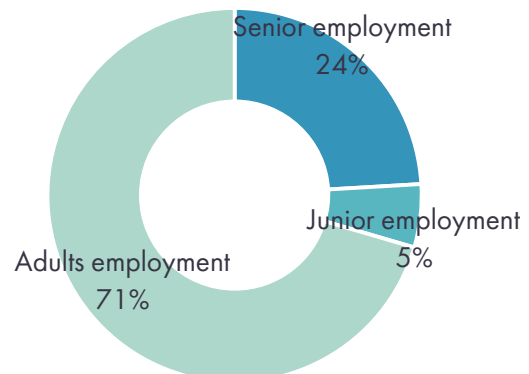
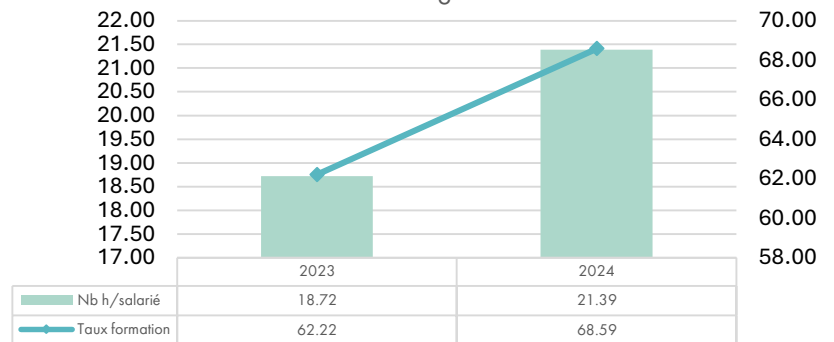
Absenteeism rate over 3 years



Women's Employment



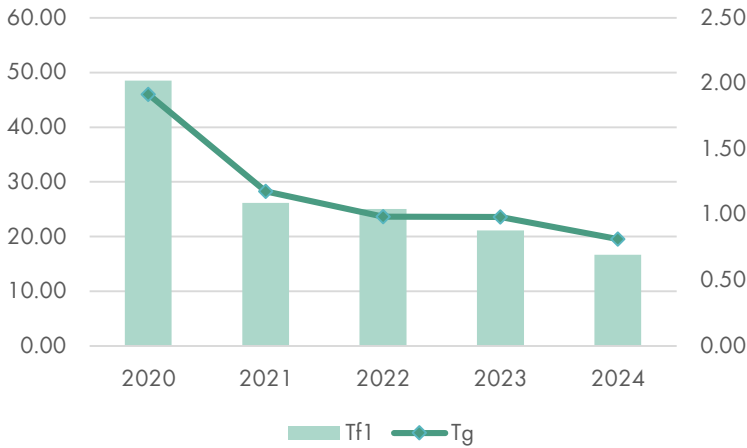
Training



Safety & Healthy

We are proud to be able to provide for all of them Living Wage with a fulfilling working environment that guarantees their safety, health and well-being.

Global*



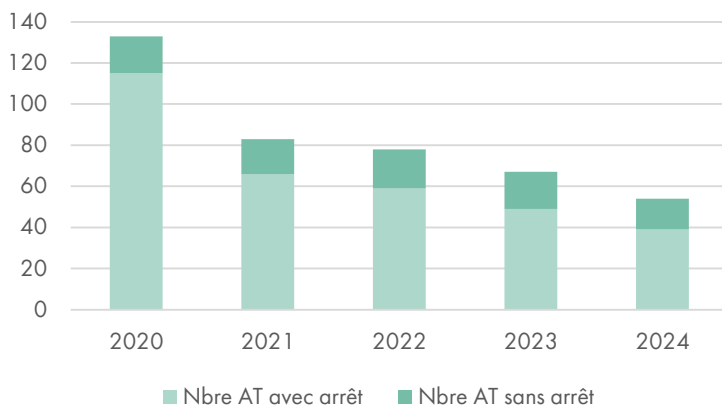
0.82%

Severity rate

16.67%

Frequency rate

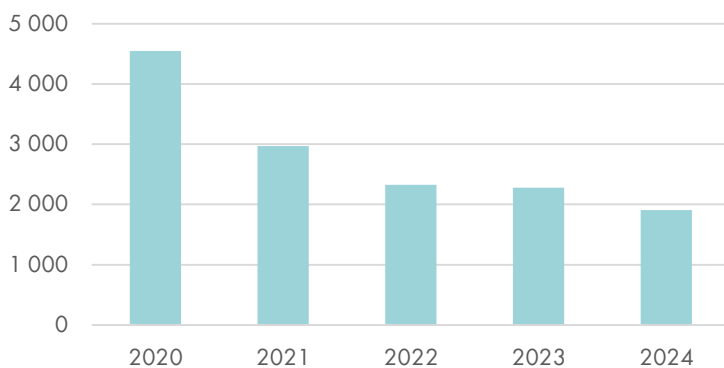
Number of Workplace Accidents*



-19.4%

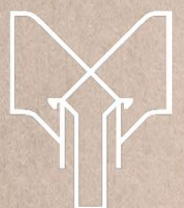
Accident Reduction /2023

Number of days lost*



-16%

Days lost reduction /2023



* EO and Romanian plants only

Ethics

From respecting human rights and the supply chain to responsible purchasing of materials, we can influence society through our governance, policies, and practices.

- Compliance with national laws and international conventions in all countries where we operate.
- Compliance with International Labor Organization conventions, particularly those relating to worker protection and the prohibition of forced labor and child labor.
- Compliance with anti-corruption laws in the countries where we operate.
- No conflicts of interest, fraud, breach of trust, or money laundering.
- Comply with competition laws.

Beyond its economic contribution, our Group has a significant impact on its institutional environment.

We are aware of our social responsibility.

Our plants are concerned about consequences of their actions on society through active social involvement.

Donations and contributions from external organizations

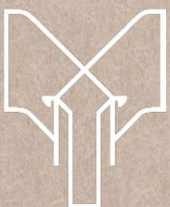


154 446.80 €

Amount of contributions to professional organizations

139 993.98 €

Amount of donations to associations

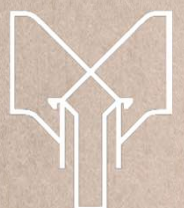


Our Goals for 2030



Managing our energy consumption helps reduce the impact of our activities on the climate, but also lowers our production costs.

- Generate heat and electricity using the most efficient techniques available
- Improving the efficiency of our current boiler rooms
- Implement energy saving programs
- Reducing our consumption through research and new technologies



Data

Environnement

			GRI idx	ESRS-Idx	VSME-Idx
Production	tons	807 350			
Turnover	€	598 049 739			B1-08
Natural gas consumption	MWh	454 528.780	GRI 302-1	ESRS E1-5	B3-01
Steam consumption	tVap/tProd	0.563	GRI 302-1	ESRS E1-5	B3-01
Electricity consumption	kWh/tProd	215.87	GRI 302-1	ESRS E1-5	B3-01
Renewable Energy Consumption Steam	MWh	67 554.72	GRI 302-1	ESRS E1-5	B3-01
Renewable Energy Production	MWh	67 554.72			
Part ER in steam consumption	%	14.86			
Water consumption	m3/tProd	1.570	GRI 303-1	ESRS E3-4	B6-03
Restitution of purified water	%	67.63	GRI 303-3	ESRS E3-4	B6-01
	m3	856 658.83	GRI 303-3		
Weight of pollutants released into water	t	367.59	GRI 306-1	ESRS E2-4	B4-01
Landfilled waste	t	8 865.40	GRI 306-2	ESRS E5-5	B7-04
	t/tProd	0.011			
Hazardous waste	t	267.24	GRI 306-4	ESRS E5-5	B7-03
Reused paper and cardboard waste	t	70 762.00	GRI 301-2	ESRS E5-5	B7-05
GHG Emissions - Scope 1	tCO2 eq	89 459.39	GRI 305-1	ESRS E1-6	B3-02
GHG Protocole market based	tCO2 eq/tProd	0.111			
GHG Emissions - Scope 2	tCO2 eq	8 120.40	GRI 305-2	ESRS E1-6	B3-02
GHG Protocole market based	tCO2 eq/tProd	0.010			
GHG Emissions - Scope 3	tCO2 eq	384 154.68	GRI 305-3	ESRS E1-6	B3-03
	tCO2 eq/tProd	0.476			
GHG Emissions Total	tCO2 eq	481 734.43	GRI 305-3	ESRS E1-6	B3-03
GHG Emissions Intensity	tCO2 eq/€	0.806	GRI 305-4	ESRS E1-6	B3-04
	tCO2 eq/tProd	0.597			

Social

Absenteeism rate	%	2.73	GRI 403-2		
Average number of training hours per employee	h	21.39	GRI 404-1	ESRS S1-13	B10-04
Training rate	%	68.59	GRI 404-1	ESRS S1-6	B8-02
Women in the workforce	%	23.38	GRI 405-1	ESRS S1-6	B8-02
Women in leadership roles (excluding the board of directors)	%	30.19	GRI 405-1	ESRS S1-9_01	C5-01
Women on shareholder boards	%	17.10	GRI 405-1	ESRS 2 GOV-1_05	C9-01
Gender pay gap	€	129.00	GRI 405-2	ESRS S1-16	B10-02
Turnover rate	%	11.47	GRI 405-2	ESRS S1-6	B8-04
Senior employment rate	%	22.88	GRI 405-1	ESRS S1-6	B8-02
Junior employment rate	%	5.25	GRI 405-1	ESRS S1-6	B8-02
Rate of use production temporary workers	%	19.79	GRI 405-1		C5-03
Rate of use of short-term contracts (< 3 months)	%	1.17	GRI 405-1		
Gap between minimum wage and living wage	€	74.96	GRI 202-4	ESRS S1-16	B10-02
Rate of employees covered by the decent wage	%	100.00	GRI 202-4		
Employment Rate of Workers with Handicaps	%	3.06	GRI 405-1		

Safety and Healthy ⁽¹⁾

Severity rate of accidents resulting in lost time (direct employees)	%	0.82	GRI 403-2	ESRS S1-14	B9-02
Frequency rate of workplace accidents resulting in lost time (direct employees)	%	16.67	GRI 403-2	ESRS S1-14	B9-02
Severity rate of workplace accidents resulting in lost time (temporary employees)	%	1.32	GRI 403-2	ESRS S1-14	B9-02
Frequency rate of workplace accidents resulting in lost time (temporary staff)	%	29.52	GRI 403-2	ESRS S1-14	B9-02
Accidents direct and temporary employees	nb	49.00	GRI 403-2	ESRS S1-6	B9-01
Days lost outside temporary staff	nb	1 907.00	GRI 403-2		

(1) EO et Romanian only

Sustainable Purchases

Recycled raw material	t	584 754.00	GRI 301-2		
	%	78.34			
CSR-trained buyers	%	100.00	GRI 103-2		
Strategic suppliers who have accepted the code of conduct	%	68.00	GRI 308-1	GRI 414-1	GRI 414-1

Data

Ethics

Number of complaints received	nb	0	
Staff trained in good IT practices	%	100.00	
Senior executives trained in anti-corruption policies and procedures	%	100.00	GRI 205-2
Targeted employees trained in anti-corruption policies and procedures	%	42.00	GRI 205-2
Incidents resulting in dismissal or disciplinary action against employees for corruption	nb	0	GRI 205-3
Incidents that led to the non-renewal of contracts with business partners due to corruption-related violations	nb	0	GRI 205-3
Total amount of contributions made by the organization, in cash and € in kind, to related institutions		154 446.80	GRI 415-1
Total amount of contributions made by the organization, in cash and € in kind, to associations and communities		139 993.98	GRI 413-1
Legal actions brought for anti-competitive behavior, antitrust violations, and monopolistic practices	nb	0	GRI 206-1
IT Security - Phishing/Ransomware Tests	nb	11 638.00	
Interaction rates	%	94.87	

This report is the first based on 2024 data from all of our Group's units.

Exclusions are specified throughout all pages.

carbon data has been verified by Group Y, which has been trained in applying the Bilan Carbone® method by the Association pour la transition Bas Carbone (Association for Low Carbon Transition).

We are committed to updating it annually.

Through this report, we aim to be as transparent as possible about our environmental, social, and economic impacts, whether positive or negative, and to provide an accurate picture of our plant's activities.

All indicators and information are based on data tracked by headquarters.

Contact:

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i.menager@rossmann.com

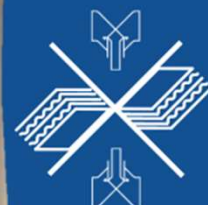
information@rossmann.com

Reporting year: septembre 2025

Reference year: 2024



... since corrugated board exists



2024
TRANSMETTONS LA FLAMME