



gpa GLOBAL

SUSTAINABILITY

GPA SUSTAINABILITY REPORT / 2024

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An introduction from our Founder and Executive Chairman

As the leading specialty packaging and gift company, GPA understands the vital role we play in shaping sustainable supply chains and driving meaningful change across our industry.

So it is with great pride that I present our 2024 Sustainability Report — a testament to our unwavering commitment to building a more responsible and resilient future.

The global shift in supply chains aligns seamlessly with GPA's vision and value proposition. Where others see risk, we see opportunity. We are ready to help our customers deliver sustainability at scale.

GPA is a company that evolves — always adapting to support our clients and staying ahead of the curve. After several years of organic growth and strategic acquisitions, we are entering a pivotal phase of unification. This marks the foundation of our future sustainability strategy, built on our core pillars; Pioneering, Responsible and Agile. These values guide our Environmental, Social, and Governance (ESG) commitments, influencing how we operate and the decisions we make.

This year, we've strengthened our data-driven approach to progress. Our ambition is bold; to deliver measurable impact in line with the evolving expectations of society, regulators, and our customers — while remaining deeply mindful of our obligations to our people, our communities, and the planet.

Our customers are racing toward their 2030 goals and need a partner who can help them get there. Sustainability is now a part of every client conversation. The journey ahead is not only possible — it's entirely achievable. But it will require determination, collaboration, and a tailored approach to every engagement — thinking differently about how we design, source, and deliver solutions to meet evolving sustainability targets.

To win in a hyper-competitive market, we must lean into our core values. Few companies are as uniquely equipped as GPA to deliver bespoke, sustainable solutions with world-class craftsmanship on a global scale.

I invite you to explore this report to learn more about our progress, our achievements and the actions we're taking to make a difference. Connect with GPA's subject matter experts, ask questions, and gain the insights needed to articulate how we're building a sustainable future — together.



Adam Melton
Founder and Executive Chairman

“Our ambition is bold; to deliver measurable impact in line with the evolving expectations of society, regulators, and our customers — while remaining deeply mindful of our obligations to our people, our communities, and the planet.”



A message from the ESG department

2024 has marked a turning point in GPA's ESG journey — a year of transformation, alignment, and forward momentum.

With my appointment as Chief ESG Officer, we've expanded our focus beyond sustainability to embrace the full scope of Environmental, Social, and Governance priorities. This shift reflects our belief that ESG must be embedded across every part of our business — not as a standalone initiative, but as a core driver of long-term value.

This year, we've taken concrete steps to build the infrastructure needed to support this ambition. We launched a global data platform to enhance transparency and accountability, and established a network of ESG champions across all our entities — creating a unified team that shares knowledge, drives progress, and ensures consistency across regions.

2024 has also been a year of strategic planning. We've begun designing a refreshed, group-wide ESG strategy that will be rolled out in 2025. This report serves as a bridge — connecting our past reporting practices with the more ambitious framework we're preparing to launch.

We are focused on the ESG issues that matter most to our business and stakeholders, and we approach this work with optimism, urgency, and a clear sense of purpose. The progress we've made this year is just the beginning. With the energy, creativity, and commitment of our global team, I'm confident we will turn ambition into lasting impact — for our company and for the world around us.

Yours faithfully,



Stanislas Péronnet
Chief ESG Officer

"We are focused on the ESG issues that matter most to our business and stakeholders, and we approach this work with optimism, urgency, and a clear sense of purpose"



Key highlights & achievements in sustainability

Environment

- New data collection platform
- **600+** LCAs done in 2024



Social

- Gender parity in senior management; **39%** of female and **61%** of male
- **20+** different nationalities within GPA Global



Governance

- **100%** of our employees have received comprehensive cybersecurity training
- Responsible procurement; code of conduct and policy (**100%** of suppliers signed the Supplier Code of Conduct)



Organization

- Assignment of a Chief ESG Officer



Certifications, memberships and recognitions



COSFIBEL PREMIUM INTERNATIONAL



GPA CLOBAL MERCHANDISING



ASG POLAND



WE SUPPORT



GPA CLOBAL FOUNDING MEMBER OF TRASCe



FAIRWAGE NETWORK

COSFIBEL PREMIUM FRANCE IS FAIRWAGE NETWORK CERTIFIED



SEVERAL GPA GLOBAL ENTITIES ARE FSC CERTIFIED



SEVERAL GPA GLOBAL ENTITIES ARE GRS CERTIFIED



SEVERAL GPA GLOBAL ENTITIES ARE GOTS CERTIFIED

CERTIFICATIONS OF OUR OWNED FACTORIES



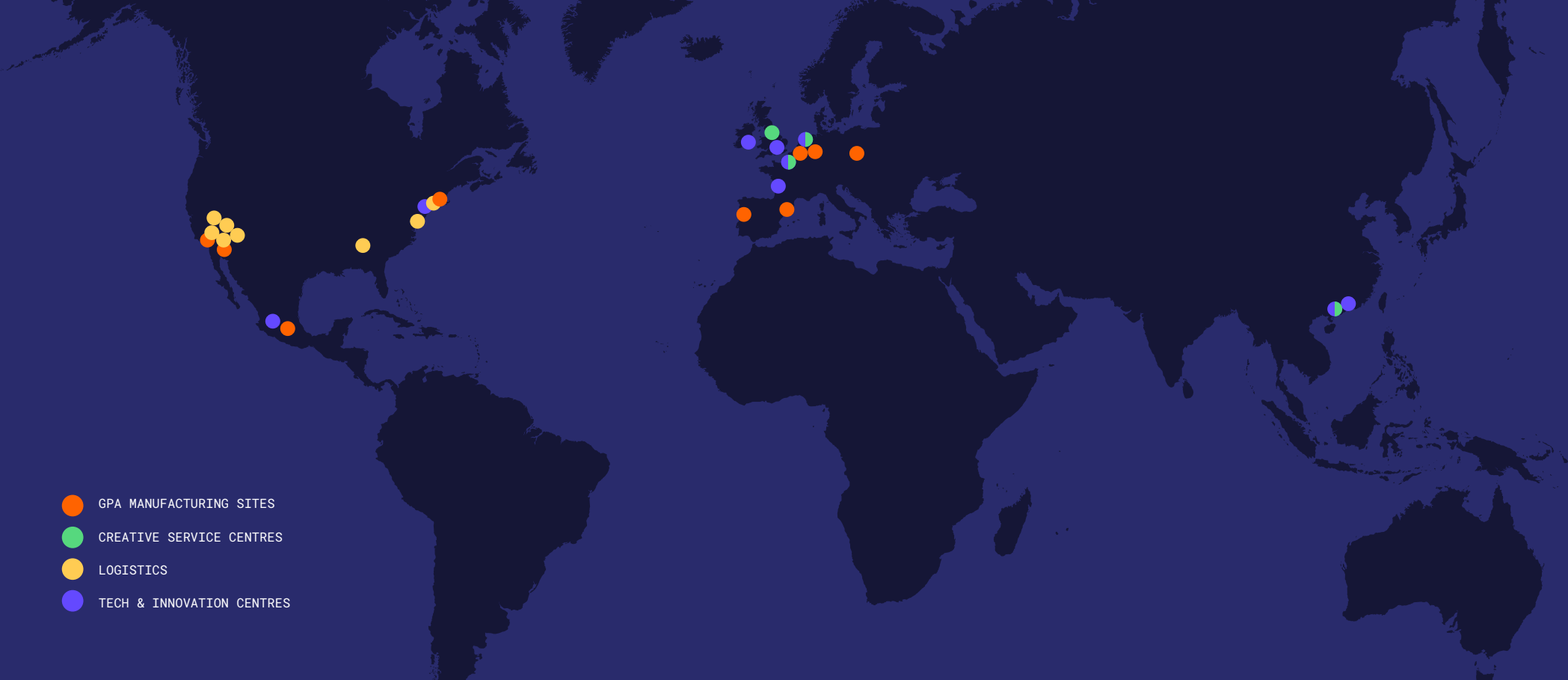
About GPA Global

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A Glimpse of GPA Global

GPA Global is a leader in sustainable packaging and gifts solutions, committed to minimizing environmental impact through innovative design and less impactful materials, while proactively addressing social and ethical challenges.

Strategic acquisitions throughout the last 7 years have bolstered our mission to lead in sustainable packaging and gifts, by integrating companies with complementary expertise and advanced technologies to continue our journey to a sustainable future. These acquisitions allow GPA Global to diversify its development and manufacturing capabilities, including nearshoring productions to appropriate sites.



GPA Global in figures

9

global owned
manufacturing sites

5

logistics sites

2,000+

employees

11

countries with physical sites
– 14 countries in total with
dedicated teams

1,000+

clients

2,000+

tier 1 suppliers



With a commitment to responsible production, GPA Global offers end-to-end packaging and gifts services for leading brands across various industries, from high-end luxury products, consumer goods to electronics.

We prioritize renewable resources, recyclable materials and reduced carbon footprints, aligning our operations with high sustainability standards.

Servicing many industries with luxury packaging solutions, our key partners include the beauty and spirits industries, and consumer electronics. Now with physical sites in over 11 countries, and offering services in much more, we're the go-to packaging company for the world's leading brands. With over 1,000+ brand collaborations under our belt, we produce a staggering 400M packs per year. Whilst our dedicated team comprises 2,000+ employees, working across our 30 sites and entities.

Organizational structure and governance

Company governance - Board and ESG committee members

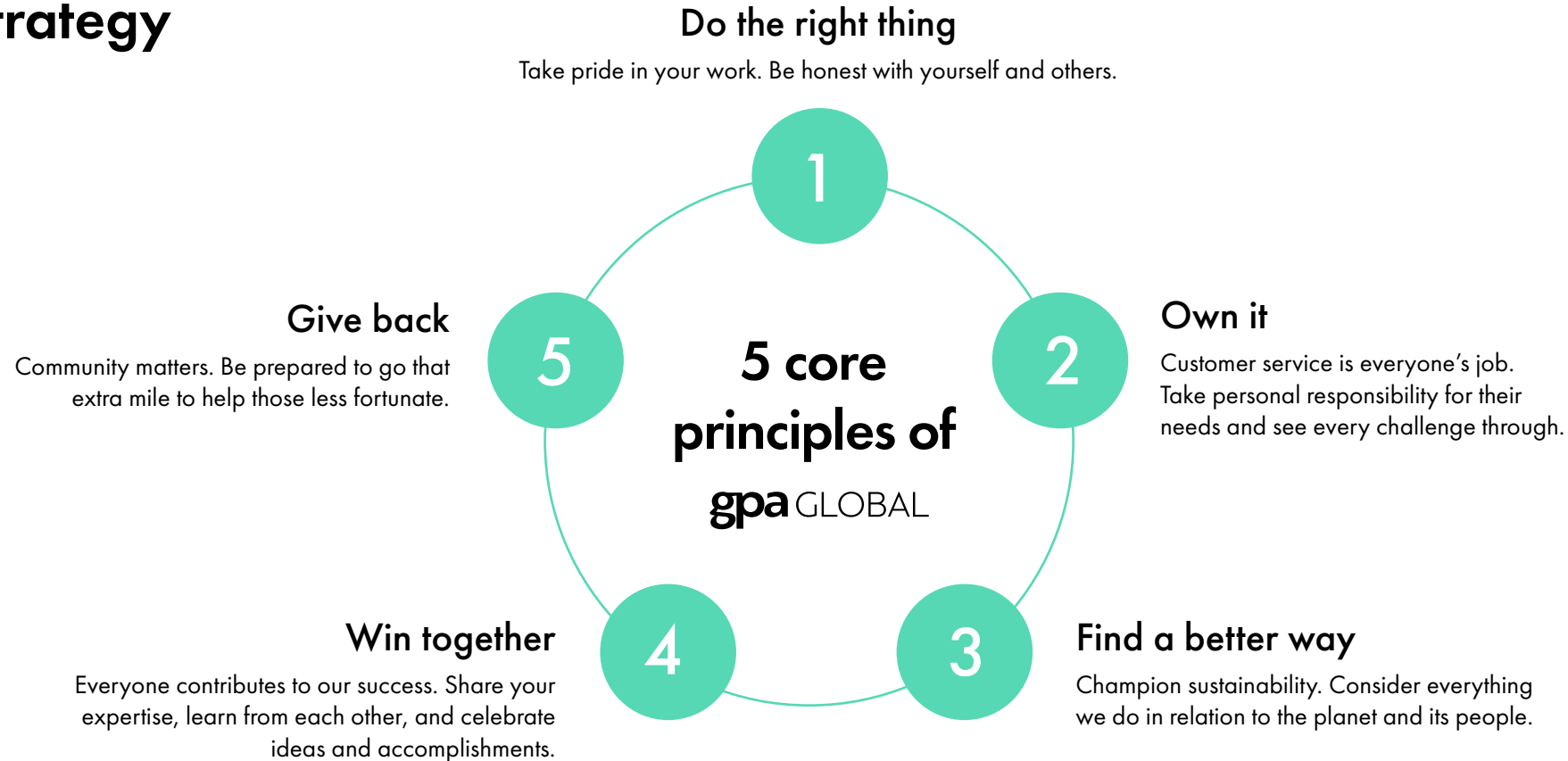
	Board of directors	ESG committee
Tom Wang , Founder and CEO	●	●
Adam Melton , Founder & Executive Chairman	●	●
Felicia E. Nelson , Chief Human Resources Officer	●	●
Anthony Dowler , Executive VP of Business Development	●	●
Jamie Toms , President of Manufacturing Division	●	●
Jose Maria Rodriguez Meis , President and COO	●	●
Bill Drummer , CEO of GPA Logistics Group	●	●
Stanislas Péronnet , Chief ESG Officer	—	●

In 2024, GPA Global expanded with a new production site in Mexico, Foli

In 2024, the scope of the report was expanded to include a major site; the Foli plant in Mexico, whose primary activities are high-end packaging, in-house corrugated production, folding cartons, litho-shippers, POP and POS displays, commercial printing and co-packing. With a surface of 47,000sqm and 664 employees, this new facility represents a key production site for GPA Global.



GPA Global ESG strategy

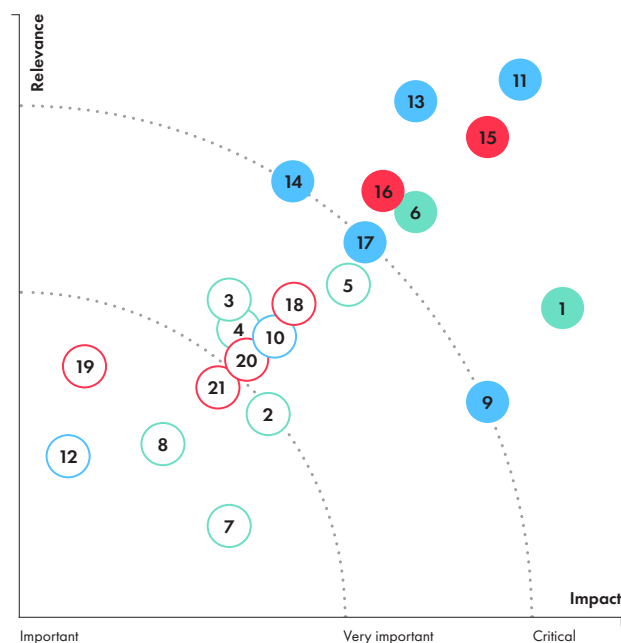


Materiality assessment

In 2021, GPA Global conducted a materiality assessment, to better understand the expectations of our stakeholders on environment, social responsibility and governance.

2021 MATERIALITY ASSESSMENT

OVERVIEW OF TOP 9 MATERIAL TOPICS IDENTIFIED



Environment

6. Product design and packaging

We offer innovative, environmentally responsible packaging and gift solutions that meet market expectations and support our clients' sustainability goals.

1. Carbon emissions and ozone depleting substances

Tackling climate change is a core responsibility. We act through our operations with comprehensive policies and innovative solutions, while collaborating with partners to drive collective action.

Social

11. Human rights

Human rights are fundamental to our business. We ensure their protection through robust policies, codes of conduct, and regular monitoring across our operations and value chain.

13. Employee health & safety (mental health)

Protecting the health and safety of our workforce drives everything we do. We ensure a safe, supportive environment through site safety officers, tailored training, and expert partnerships.

14 . Employee engagement and training

We empower our employees by connecting them to our culture and vision, providing training, information, and opportunities to actively shape strategic initiatives.

17. Supplier social assessment

We build strong relationships with suppliers who share our social values, using recognized frameworks, internal audits, and independent assessments to ensure compliance and strengthen social responsibility.

9. Diversity and inclusion

Diversity and inclusion are integral to our DNA. Since its inception, GPA Global has embraced the multiculturalism of its workforce as a key driver of innovation, creativity, and collaboration.

Governance

15. Ethical behavior

Integrity and ethical conduct guide the actions of all those involved in our company; employees, partners, and stakeholders alike. We ensure compliance through verification checkpoints and align with partners via our Code of Conduct.

16. Anti-corruption

Upholding integrity and partner trust means zero tolerance for corruption. We prevent, detect, and address unethical behavior through clear policies, codes, and strong compliance mechanisms.



United Nations
Global Compact

We're proud to be part of the UN Global Compact and align ourselves with the Sustainable Development Goals (SDGs) set by the United Nations. These 9 material topics are fully aligned with the SDGs, ensuring that our priorities contribute directly to global sustainability objectives.

The Planet 2

gpa GLOBAL

The Planet

As we continue to innovate and expand, we remain firmly committed to our environmental responsibilities, ensuring that sustainability and climate considerations are fully integrated into our long-term value creation strategy.

Our approach

Since its inception, GPA Global has embedded environmental, social, and governance (ESG) considerations into its corporate strategy. By adopting a proactive approach, we are better positioned to address both current and emerging challenges. We view sustainable development not as an individual sprint, but as a collective long-term journey. One that we pursue in close collaboration with all our stakeholders.



Sustainable Development Goals – SDGs

GPA Global has identified three of the seventeen SDG's that align with its own material topics and goals to reduce the impact on our planet.

SDG 9

**Industry, Innovation
and Infrastructure**



9.4 Upgrade all industries and infrastructures for sustainability

SDG 12

**Responsible
consumption and
production**



12.2 Sustainable management and use of natural resources

12.4 Responsible management of chemicals and waste

12.5 Substantially reduce waste generation

SDG 13

Climate action



13.2 Integrate climate change measures into policies and planning

13.3 Build knowledge and capacity to meet climate change

2.2. Our goals and targets

We have set internal goals and targets to directly tackle the challenges identified by the SDGs, and we are committed to actively tracking and transparently reporting our progress, ensuring that our actions contribute meaningfully to sustainable development.

Emissions

By setting clear targets to reduce and track our emissions, we are contributing to efforts to limit global warming to 1.5°C above pre-industrial levels. We will use our targets to set and achieve goals to reduce the impact GPA Global has on the planet.

Our target

- We will reach a 30% decrease in our CO2e emissions ratio by revenue on our Scope 1 and 2 emissions by 2030, from our 2021 baseline.
- We will reduce our absolute emissions for Scope 1 and 2 by 20% for 2030 and 50% for 2040.

Water

Water is a commodity that is increasingly in demand in our current society. With the global water demand set to increase, we have set ourselves a goal to build our understanding and in time set clear targets to recycle water from the product process to keep in line with the UN water guidance.

Our goal

- Understand our water usage for our manufacturing sites and introduce greater water mapping in order to increase our water efficiencies and absolute water use going forward.

Energy

We are making strides to increase the percentage of our electricity usage from renewable sources. This will not only decrease our carbon footprint but enable us to contribute to increasing the share of renewable energy in the global energy mix.

Our goal

- By 2025, understand the renewable energy potential of our different sites and set policies and strategies to utilize renewable energy initiatives.

Waste

We integrate sustainable practices throughout our products, using lifecycle assessments to help make more products that are able to be recycled, reused or composted. Tackling our own waste and reducing nonrecyclable waste is another step we have taken to create a more sustainable system.

Our goal

- We have a responsibility to provide all our clients with a packaging option that is recyclable, reusable, or compostable by 2025

Our target

- We will divert over 90% of our industrial waste from landfill from our production sites by 2030.
- Educate sites on waste management and create site specific policies for reducing waste by 2025.

2.3. Climate change and GHG emissions

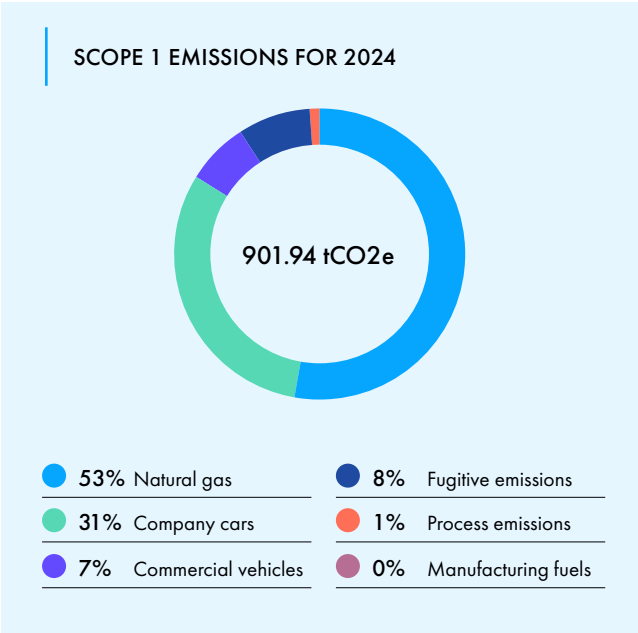
In 2021, we set targets to reduce our greenhouse gas emissions from direct operations (Scope 1) and purchased energy (Scope 2). We measure progress in two ways; total emissions and emissions per unit of revenue. This helps us track how well we're cutting emissions overall, while also accounting for business growth—so even if our company gets bigger, we can still see if we're becoming more efficient and sustainable.

Targets scope 1 and 2

Absolute emissions: **20% by 2030** with 2021 baseline

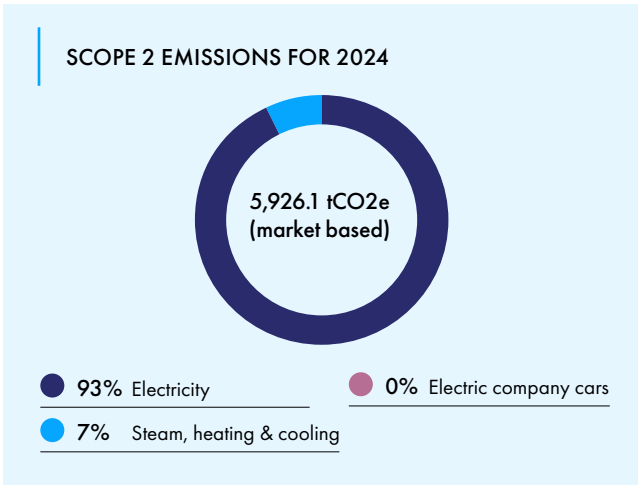
Emissions intensity: **30% by 2030** with 2021 baseline

Scope 1 emissions



In 2024, the company achieved an 18% reduction in Scope 1 emissions intensity per revenue compared to the baseline year of 2021. This decrease reflects tangible progress in improving energy efficiency and reducing direct emissions from fuel consumption and on-site activities. Key contributing factors include the optimization of production processes, the gradual transition to lower-emission energy sources, and the reinforcement of operational controls to minimize fuel-related emissions.

Scope 2 emissions



Reducing absolute emissions - a key challenge for a growing company

Overall, GPA Global's reported carbon emissions have evolved compared to 2021, reflecting both growth and structural changes within the organization.

In 2024, we integrated a new major production plant, driving sustainable growth. While the site now accounts for 27% of Scope 1 and 30% of Scope 2 emissions, it creates strong potential to enhance efficiency and reduce carbon intensity in the years ahead.

At the same time, mergers and site consolidations have driven tangible emission reductions in key regions. In 2024, we decided to consolidate two of our sites in China, which notably reduced electricity consumption, demonstrating the positive impact of operational efficiency.

GPA Global’s ability to optimize operations

This example highlights GPA Global’s ability to optimize operations and reduce emissions, despite the challenges of acquisitions and rapid development.

Looking ahead, our priority is to achieve meaningful progress in reducing emission intensity, emissions relative to income. This indicator offers a more accurate view of our climate performance, reflecting our ability to decouple business growth from carbon emissions. Reaching our intensity-reduction targets is a cornerstone of our long-term decarbonization strategy.

As part of our commitment to reducing greenhouse gas (GHG) emissions and supporting the transition to a low-carbon economy, we have prioritized the use of renewable electricity. In 2024, 21% of renewable electricity was used across our organization.

Understanding our energy consumption is a key step in reducing our Scope 1&2 carbon footprint. The table below provides an overview of the company’s total energy consumption across all sites. It includes both direct energy use from fuels (Scope 1) and indirect energy consumption from purchased electricity and heat (Scope 2). This breakdown allows for a better understanding of the company’s energy profile and supports the identification of key levers for improving energy efficiency.

Scope 1&2	Type of fuels/energy	Consumption 2024 (kWh)
On site - Heating	Natural gas	3,080,720
On site - Manufacturing	LGP	2,856
Owned transportation	Diesel	42,457
Owned transportation	Gasoline	1,309,321
Electricity	Non-renewable electricity	15,027,250
Electricity	Renewable electricity	3,953,000
Total	All types	23,415,604

Transition to Renewable Energy at Our Poland Plant

In 2024, our Poland plant switched to 100% renewable electricity, sourced through Renewable Energy Certificates (RECs).

This change helped us:

- Cut indirect emissions from purchased electricity
- Support renewable energy growth in the region
- Strengthen our decarbonization efforts in line with the Paris Agreement

By using renewable electricity, we avoided an estimated 1,925 tonnes of CO₂e compared to conventional grid electricity. Based on Poland's average grid emission intensity (594 g CO₂e/kWh), our plant would have emitted around 2,197 tonnes of CO₂e. In contrast, solar PV electricity had an estimated footprint of just 272 tonnes of CO₂e, showing the clear environmental benefit of our switch.



This transition played a key role in reducing our Scope 2 emissions, which make up a significant part of our carbon footprint.



Scope 3 emissions

Scope 3 emissions arise from activities associated with assets that are not owned or fully controlled by GPA Global. The majority of these emissions originate from the value chain of our production processes. The total scope 3 emissions represent 82,369 tCO2e which is by far the largest scope (92%).

We acknowledge the critical importance of thoroughly understanding our Scope 3 emissions and taking full responsibility for our environmental footprint. This is why we actively collaborate with our partners and suppliers, building strong alliances to drive collective reductions in environmental impact.

Covering the entirety of our Scope 3 emissions is a significant challenge, but in 2024 we implemented the tools and processes needed to increase our emissions coverage (new data collection platform combined with the implementation of a network of ESG Champions for each site). Our supply chain holds meaningful potential for transformative change, and we are committed to leveraging our influence to seize this opportunity responsibly.



BREAKDOWN OF EMISSIONS



1%	Emissions scope 1
7%	Emissions scope 2
92%	Emissions scope 3

Scope 3 emissions breakdown by GHG protocol category

The majority of the company’s Scope 3 greenhouse gas emissions (92.85%) arise from purchased goods and services. To mitigate this impact, the company prioritizes the procurement of recycled raw materials or those with a lower environmental footprint, supported by Life Cycle Assessment

Since 2024, the company has been collecting precise product-level data from selected customers using an industry-recognized digital platform. In addition, we provide customers with environmental performance indicators for different product versions, aligned with the Product Environmental Footprint (PEF) methodology, enabling them to make informed purchasing decisions.

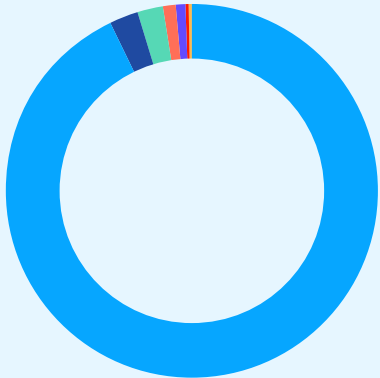
Business travel - In 2024, GPA Global launched a global awareness campaign to reduce and optimize business travel. Employees were encouraged to limit travel and prioritize virtual meetings and other low-carbon alternatives, supporting our broader efforts to cut operational emissions.

Downstream Transportation and Distribution - To limit emissions associated with logistics, the company strives to manufacture as close as possible to its customer locations and to use efficient and lower-impact modes of transport (shipping and rail), while avoiding air freight whenever feasible.

2024 was a year of transformation and progress. We transitioned to a new environmental data collection platform, enabling more accurate tracking and analysis of our impact. We also expanded the scope of our initiatives to further reduce our emissions and strengthen our contribution to global climate goals. In parallel, we began harmonizing our IT tools, a key step toward greater consistency, transparency, and efficiency in our sustainability reporting and performance management.

These advancements mark an important milestone in our ongoing commitment to continuous improvement and responsible growth, laying a stronger foundation for the next phase of our ESG journey.

BREAKDOWN OF EMISSIONS



92.85%	Purchased goods and services
2.49%	Fuel and energy related activities
2.21%	Downstream transportation and distribution
1.12%	Employee commuting
0.82%	Business travel
0.27%	Capital goods
0.15%	Upstream transportation and distribution
0.07%	Waste generated in operations
0.02%	Upstream leased assets

LCAs: A key tool for reducing GPA Global’s environmental footprint

For many years, GPA Global has been conducting Life Cycle Assessments (LCAs), both in response to clients’ requests and proactively, to demonstrate the environmental benefits of using greener materials, optimizing production processes, and improving logistics.

These assessments are performed using a variety of recognized tools and database, following the Product Environmental Footprint (PEF) and ISO 14040/44 methodology allowing us to tailor the analyses to the specific needs of each project.

TOOLS



EcoDesign
Cloud



eime



COMPASS[®]
COMPARATIVE PRODUCT ASSESSMENT

ecoinvent

DATABASE

In 2024, we contributed to the development of an innovative LCA tool designed to cover the entire supply chain for one of our key customers.

The goal is to mainstream and systematize environmental footprint calculations across all projects with this partner.

Thanks to this integrated system, we were able to carry out more than 600 environmental footprint estimates.

In addition, we continued to conduct in-depth, detailed LCAs for projects requiring greater analytical granularity.

Example for box products - What emerges from the analysis is that raw materials are of paramount importance in a product’s environmental footprint. In the packaging sector a particular effort has been made to eliminate the use of magnets, which could have a considerable impact compared to other materials such as greyboard and paper.



In the coming years, we aim to systematize these studies across product lines and implement third-party verified LCAs for greater transparency and comparability on specific analysis.

2.4. Circular economy and waste management

In the packaging industry, embracing a circular economy is not just an environmental imperative. It is a strategic opportunity. By designing products and processes that prioritize reuse, recycling, and the efficient use of materials, we can minimize waste, reduce resource consumption, and lower our environmental footprint.

For GPA Global, advancing a circular economy means rethinking every stage of our value chain, from sourcing and production to distribution and end-of-life management, creating sustainable solutions that benefit both our clients and the planet.

Building on our commitment to advancing a circular economy, we draw on our expertise in conducting Life Cycle Assessments (LCAs) to provide our clients with a clear understanding of the environmental impacts of their packaging choices. By translating complex data into actionable insights, we empower our clients to make informed decisions that balance sustainability, functionality, and market requirements, fostering a collaborative approach to reducing environmental footprints across the value chain.



Meet Vincent Desfosses



Senior Creative Manager,
GPA Global France

Role and context

Q Can you tell us about your role and how you integrate ESG principles into packaging design?

I lead the packaging & gift design team at GPA Global France since 2019, which is part of the Creative team led Isabelle De Maistre, the Creative Director.

Our core mission is to integrate eco-design principles into the development of our packaging and accessories, ensuring that every product we create reflects our commitment to sustainability and responsibility.

Innovation and ESG

Q How do you integrate ESG principles into your design process?

For almost ten years, we have anticipated the rise of eco-design as a priority for our clients. Guided by our commitment to lead this transformation, we have embraced mono-material and recycled materials as key levers to develop durable and recyclable packaging solutions. To advance this mission, we file an average of two patents each year, reflecting our continuous drive for innovation in sustainable design.

Q Can you give an example of a recent innovation project that has significantly reduced environmental impact?

The perfect example was the packaging for Veuve Clicquot's La Grande Dame 2018. It was a great team project where many people were involved, and nearshoring was at the heart of the project. We used paper containing 60% hemp sourced from Germany, an RPET ribbon made in France, and assembled the packaging in our own factory ASG Poland. By focusing on local sourcing and sustainable materials, we were able to significantly reduce the environmental impact while keeping the packaging elegant and reflecting the prestige of the brand.

Challenges and opportunities

Q What are the biggest challenges you face when balancing design, functionality, and sustainability?

One of our biggest challenges is maintaining luxury while improving sustainability. Many clients expect premium design and a memorable unboxing experience, so we focus on creating packaging that feels high-end. Within this framework, we actively explore and test sustainable materials—like recycled, compostable, or certified sources - through our collections, which act as innovation labs. This allows us to introduce more environmentally sustainable options without compromising the look, feel, or emotional impact of the product.





Q Where do you see the greatest opportunities for innovation in sustainable packaging in the next 5 years?

After several years of innovation in mono-materials, we are now entering a new phase focused on material efficiency, designing lighter, more resource-efficient packaging without compromising quality or design.

This shift not only supports circularity but also significantly reduces our environmental footprint. At the same time, regionalizing production will play an essential role in GPA Global's strategy, helping to lower transport-related emissions and reinforce local value creation.

Q How the packaging industry can lead to sustainability?

Packaging is often the first tangible connection between a brand and its consumers, even before the product itself. It serves as a powerful vehicle for brand identity and storytelling. Today, sustainability has become a strategic priority for nearly every brand. The packaging industry can contribute to sustainability by pioneering several sustainability levers:

- **Innovation** through eco-design and the integration of environmentally responsible materials and processes.
- **Circularity** by rethinking product end-of-life through reuse, recycling, and other circular solutions.
- **Responsibility** by enhancing transparency, clearly communicating environmental impacts and providing guidance on product end-of-life management (e.g., sorting or recycling) – and making it easier for consumers to recycle.

Collaboration and stakeholders

Q How do you collaborate with suppliers and clients to promote sustainable packaging solutions?

Our collections serve as powerful catalysts for sustainable innovation. They facilitate meaningful exchanges during Innovation Days, where we connect with clients from multiple disciplines. By co-developing long-term projects with some of their innovation teams, we strengthen collective progress toward shared sustainability objectives. This close partnership model reinforces our position as a trusted partner in responsible transformation.

Vision and inspiration

Q What advice would you give to companies looking to make their packaging more sustainable?

My key advice would be to prioritize mono-material packaging, regardless of the specific material used. With the right techniques and strong supplier collaboration, it's possible to achieve packaging that is both beautiful and sustainable. Another essential aspect is traceability, having full visibility over the sourcing and lifecycle of materials. Understanding where materials come from and how they are processed enables more informed decisions and stronger alignment with sustainability goals.

Q In your view, what does the future of sustainable packaging look like?

It's hard to predict, but I believe it will be shaped by a combination of reduced material use, increased reuse, increased recycled content, and enhanced traceability, all supported by more decarbonized production process.

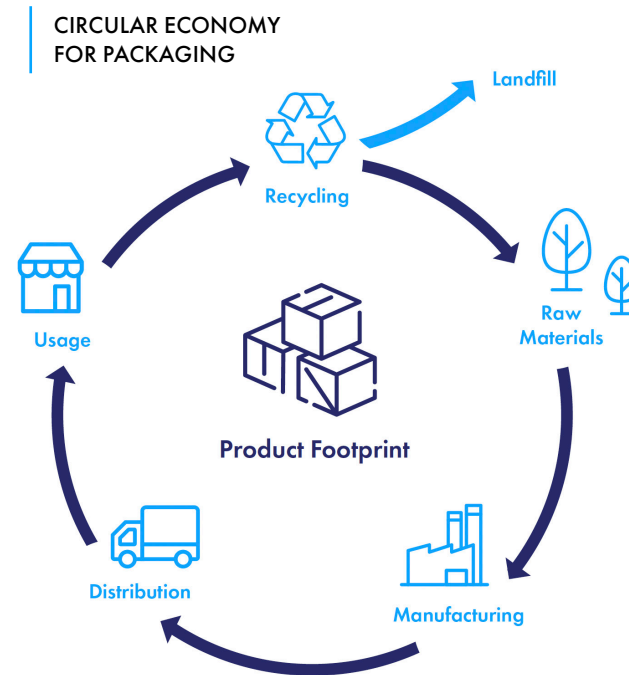
Circularity of Products

At GPA Global, all hazardous waste generated by our activities is processed by certified partners in strict compliance with national legal requirements, ensuring safe treatment and the prevention of environmental pollution.

Non-hazardous waste is systematically sorted and directed to recycling streams at each of our sites, allowing us to achieve a waste recovery rate of 98.6% and surpass the 2021 target of diverting 90% of industrial waste from landfill by 2030.

In parallel, we continue to raise awareness and train our employees, particularly in our factories, to promote responsible resource use and minimize waste generation (2,815t in 2024).

To promote circular economy practices, we use recognized tools and standards that drive more responsible production and consumption.



Upcycling Waste into Donations

Since 2020, one GPA Global subsidiary and its bag factory partners have been upcycling clean production waste from large-scale bag manufacturing. These materials are turned into new products—such as seating cushions—which are donated to orphanages and schools in underprivileged areas across China.

This initiative has two goals:

1. **Environmental** - prevent waste from being incinerated by repurposing it.
2. **Social** - provide useful items to disadvantaged children.

In 2024, the project reused 3.9 tons of waste to produce 4,160 seating cushions—a 12% increase from 2023. This avoided an estimated 6.47 tonnes of CO₂e emissions, based on the carbon footprint of textile incineration (source Ecoinvent).



2.5. Water and pollution

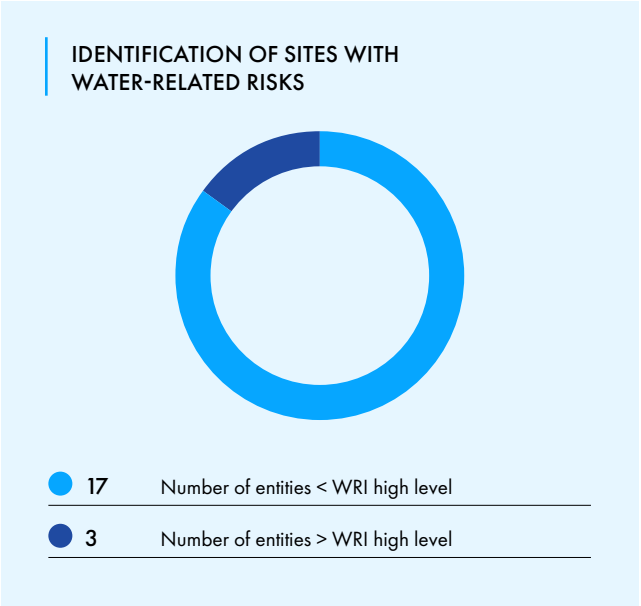
Water, the lifeblood of our planet, is under threat. The UN Water Development Report warns of impending scarcity, with global freshwater demands projected to rise by 20-30% by 2050. Recognizing our responsibility, we're actively pursuing sustainable water usage.

First, we mapped our sites in water-stressed areas and leveraged the WRI Aqueduct Risk Atlas to evaluate and classify their water-related risks. Armed with data driven insights, we developed policies to minimize water consumption in these areas.

But we won't stop there. Addressing water scarcity necessitates substantial investment in replenishment processes. We're fully committed to investing in water replenishment initiatives, especially in regions facing severe water stress.

Water mapping

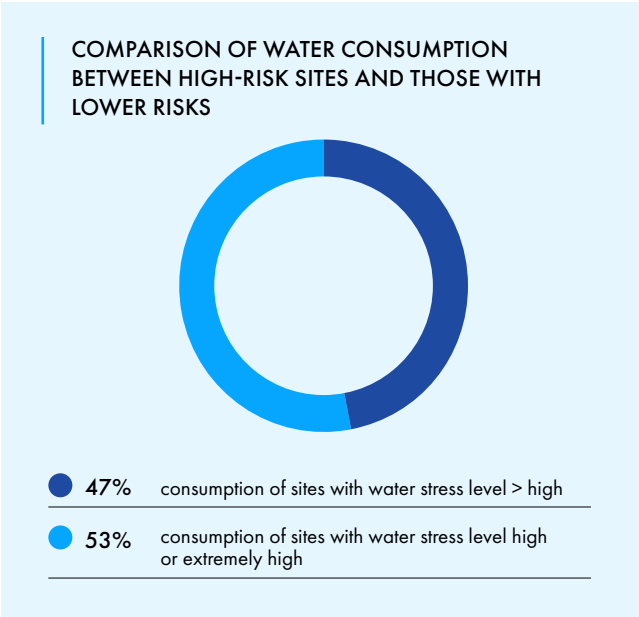
Among our six owned production sites, three factories located in North America have been identified as being in areas of significant water-related risk. These facilities are therefore a priority focus for our water stewardship efforts.



Water withdrawal

At GPA Global, the majority of water is used for domestic and sanitary purposes. Only our production sites use water in machines and boilers.

In 2024, the company's total water withdrawal was 35,842 m³, sourced entirely from municipal water suppliers.



As shown in the diagram, approximately 50% of this withdrawal occurs in regions facing high water stress. To address this challenge, we have implemented several measures:

- Providing employees with training on water conservation practices.
- Monitoring and addressing leaks through an environmental dashboard.
- Implementing technologies for early leak detection to prevent unnecessary losses.

Water discharged

All our sites comply with local regulations on water discharge, and one site is certified to the ISO 14001 environmental management standard.

Additionally, four of our sites conduct laboratory analysis of discharged water quality to ensure compliance and safeguard local ecosystems.

Importantly, no significant water-related incidents were reported across any of our sites in 2024.

“As a result, the company’s net water consumption is close to zero, since nearly all the water used is returned to the system after treatment”

Water consumption

Most of the water withdrawn is subsequently discharged into the municipal network. When water is potentially polluted, it is treated by certified external partners to ensure proper purification before discharge.

As a result, the company’s net water consumption is close to zero, since nearly all the water used is returned to the system after treatment.



2.6. Biodiversity and land use

The current rate of species extinction is estimated to be 100 to 1,000 times higher than the natural baseline, primarily due to human activity (IUCN).

At GPA Global, we recognize the essential role that healthy ecosystems and biodiversity play in supporting our operations and supply chains. Our activities, including manufacturing, trading, and logistics, have both dependencies on natural systems and potential impacts on them, as highlighted by the ENCORE database.

According to the IPBES (Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services), there are five key drivers of biodiversity loss where businesses can act:

- Climate change
- Over-exploitation of natural resources
- Changes in land and sea use
- Pollution
- Invasive alien species

To support biodiversity, GPA Global has embedded environmental considerations into its operations and sourcing practices.

Certified Materials

We prioritize certified materials to reduce ecosystem impact. For years, we’ve sourced FSC, PEFC, GRS, and GOTS-certified materials, with several of our entities holding these certifications. In 2024, we expanded our commitment by increasing the number of FSC-certified entities and broadening the scope of existing certifications.

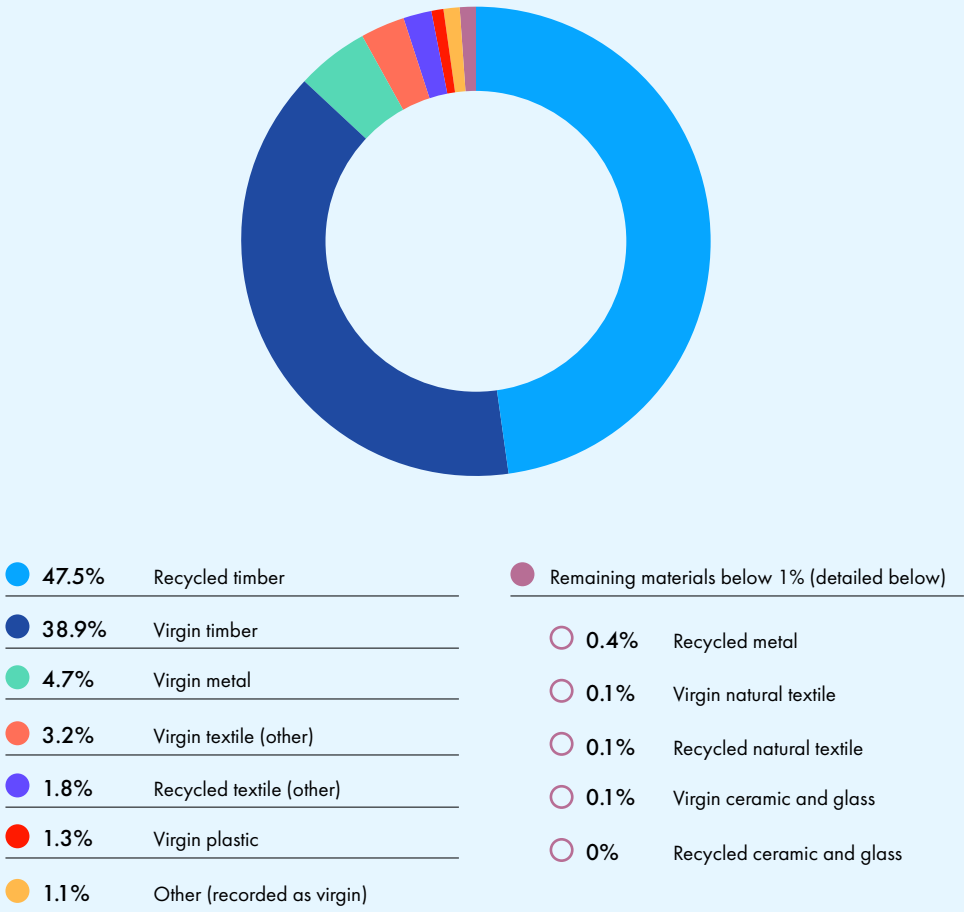
Recycled Content & Circularity

We improved tracking of recycled materials, allowing us to measure their share in our products. In 2024, we used 39,839 tons of materials (including semi-finished and finished goods), with 51% coming from recycled sources—mainly paper and cardboard packaging. This supports circularity and reduces reliance on virgin materials.

Innovation in Sustainable Alternatives

We continue to research and develop environmentally sustainable alternatives to leather and textiles, aiming to offer customers more sustainable material options.

BREAKDOWN OF VIRGIN AND RECYCLED MATERIALS PURCHASED BY TYPE



Increase in the share of recycled content

In recent years, our clients have shown a growing interest in more sustainable and circular solutions. A good illustration of this shift is the development of a new range of pouches designed for Valentino, available in three colors - black, beige, and pink.

Our main challenge was to deconstruct the pouch to assess the origin and composition of each component, before collaborating with our procurement and eco-design teams to identify opportunities to increase the share of recycled materials. By switching from virgin EVA to recycled EVA and optimizing material use, we successfully raised the recycled content from 80% to 94%, all while maintaining the same level of quality and perceived value.

This project demonstrates our ability to combine innovation, design, and sustainability, helping our clients move toward more responsible and circular solutions without compromising on excellence.



Sustainable Sourcing of Timber Materials



In terms of weight, 86% of our products are made from timber-based materials, making sustainable timber sourcing a key priority for the company.

We source the majority (55%) of these timber materials from recycled sources, which significantly reduces the associated impacts on biodiversity and ecosystems, including climate change, energy demand, eutrophication, land use, water consumption, and material resource extraction, as referenced in the Ecoinvent database.

CASE STUDY Reforestation Initiative in our Mexico facility

In addition to responsible sourcing, we actively contribute to ecosystem restoration.

Our facility in Mexico is engaged in a reforestation and ecosystem protection project in collaboration with the Municipality of Otzolotepec and its Department of Ecology, helping to preserve local biodiversity and improve land resilience.



3 People

gpa GLOBAL

Our People Commitment

We believe that investing in our people is essential to building a successful business. We focus on:

- Ensuring health and safety
- Supporting personal growth
- Promoting diversity and inclusion

This commitment extends across our company, supply chain, and communities. By creating safe, inclusive, and empowering workplaces, we strengthen well-being and resilience—key to meeting future sustainability challenges.



3.1 Sustainable Development Goals – SDGs

GPA Global has identified four of the seventeen SDG’s that align with its own material topics and goals to reduce the impact on our planet.

SDG 3

Good health and well-being



3.4

Upgrade all industries and infrastructures for sustainability

3.9

Reduce illness and death from hazardous chemicals and pollution

SDG 5

Gender equality



5.1

End discrimination against women and girls

5.5

Ensure full participation in leadership and decision-making

SDG 8

Decent work and economic growth



8.2

Diversify, innovate and upgrade for economic productivity

8.5

Full employment and decent work with equal pay

8.7

End modern slavery, trafficking and child labour

8.8

Protect labour rights and promote safe working environments

SDG 10

Reduced inequality



10.2

Promote universal social, economic and political inclusion

3.2. Our goals and targets

Diversity and Inclusion

We recognize the importance of having a diverse and multicultural workforce for improving GPA Global's cognitive diversity and problem solving as well as the wider positive societal implications of promoting women's voice, particularly in leadership roles.

Our target:

- Having women representing a minimum of 40% of senior managerial positions by 2030.

Health and Safety

We strive to ensure that all our sites meet the required standards for our workforce. We partner with Sedex to ensure that safe and secure working environments are maintained.

Our target:

- All GPA Global sites are compliant with SEDEX certification standard.*
- Stay below the LTIFR Recordable Incident Rate for the Manufacturing Industry of 3.2.**
- Develop and promote mental health campaigns to raise awareness at all of our sites.

* for sites under GPA ownership for longer than a year.

** according to the 2018 U.S. Bureau of Labor Statistics for the private industry sector.

3.3. Our people

Diversity and inclusion

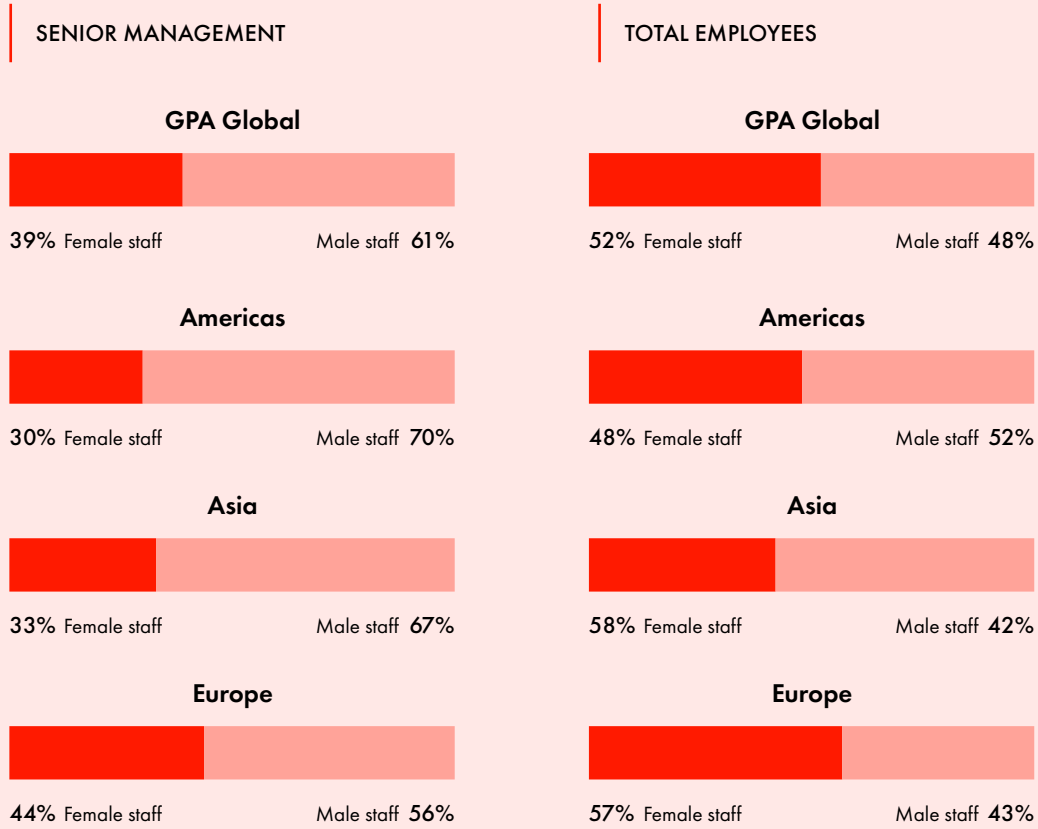
At GPA Global, we prioritize diversity and inclusion as integral values embedded in our organization.

In 2021, we set an ambitious target of reaching 40% women in senior management positions. By 2024, women represent 38,6% of our leadership positions, bringing us very close to our target. We will continue to advance these efforts globally, striving to achieve, and even exceed, this goal across all regions.

"By 2024, women represent 38,6% of our leadership positions, bringing us very close to our target"



Diversity & Inclusion



Employee health and safety

The health and safety of our global team is paramount to us. We strive for zero accidents our commitment to protecting our people.

Since 2021, GPA Global has been monitoring and managing employee health and safety performance for its manufacturing activity by using the LTIFR (Lost Time Injury Frequency Rate) indicator.

This year, to better reflect our expanded international scope following the acquisition of several factories, including in Europe, we have adopted the TRIR (Total Recordable Incident Rate), a more comprehensive, consistent, and globally recognized safety performance indicator. Because it includes all reportable incidents, not just severe ones, TRIR helps organizations identify early warning signals, take preventive actions before incidents escalate and supports a proactive approach to occupational health and safety management.

In 2024, our TRIR averaged 2.12 across all owned factories, almost 1.5 times lower than the OSHA recordable incident rate for the manufacturing industry in 2018.

Looking ahead, we remain committed to maintaining strict health and safety standards across all sites, ensuring consistency throughout our operations. We will continue to invest in advanced automation and equipment to reduce risks and inefficiencies, while strengthening our on-site medical response through dedicated first aiders, ensuring immediate and effective care for our employees in unforeseen situations.

Building a Safer Workplace Together - GPA Global Mexicali, Mexico

Commitment to Safety as a Core Value

Employee safety and well-being are central to GPA Global's culture and business performance. At our Mexicali, Mexico facility, that commitment has driven a focused effort to strengthen safety systems, raise awareness, and build a workplace culture where every team member feels responsible for maintaining a safe environment.

Beginning in 2024, the Mexicali leadership team introduced a structured safety improvement program focused on prevention, correction, and measurement. The program was designed not only to reduce incidents but to create lasting behavioral change.

Actions, Corrections, and Measurements

The improvements were practical, specific, and measurable. Key elements included:

Action Examples

- Daily pre-shift safety briefings and open "stop work" authority for all employees
- Hazard mapping of production areas to identify and remove potential risks
- Redesign of high-traffic and repetitive task workstations to reduce ergonomic strain

Corrective Steps

- Root-cause reviews conducted within 24 hours of any incident or near miss
- Installation of updated guarding and safety interlocks on equipment with identified risks
- Retraining on lockout/tagout procedures and forklift operations to reinforce proper practices

Measurement and Accountability

- Monthly tracking of the Total Recordable Incident Rate (TRIR) and Lost Time Case Rate (LTCR)
- Use of supervisor scorecards to monitor leading indicators, such as near-miss reporting and safety observations
- Quarterly internal audits to verify consistent application of safety protocols across shifts

Results: A Safer Workplace

The results have been significant. From 2024 to 2025 year-to-date, the Mexicali facility reduced total injuries from 22 to 7, a 69% improvement. The Total Recordable Incident Rate (TRIR) dropped from 7.51 to 2.34. These gains reflect a strong commitment from leadership and employees alike to protect one another and work safely.

Building a Lasting Safety Culture

Equally important has been the change in mindset. Employees now take a proactive role in identifying and solving safety issues, and supervisors are leading by example. Near-miss reporting has increased, and safe behavior is recognized regularly at both the team and individual levels. The plant now operates with a shared understanding that safety is everyone's job and that preventing incidents starts with awareness and accountability.

Looking Ahead

The progress achieved in Mexicali has become a model for other GPA Global facilities. Similar safety engagement programs, training practices, and tracking tools are being adopted in the Western Region of the US. The next phase of improvement will focus on digital safety reporting and continued supervisor development to maintain consistency across all shifts and locations.



The Mexicali team's success demonstrates that safety is not a standalone initiative. It is a continuous process that relies on teamwork, effective communication, and a commitment to leadership. By investing in our people and processes, GPA Global continues to create safer, more sustainable workplaces for every employee.

3.4. Our value chain

Our commitment to social responsibility extends across our entire value chain and involves all our stakeholders, from suppliers to clients and consumers.

We have developed comprehensive policies and codes of conduct to ensure compliance with labor laws and ethical standards in every country where we operate.

To uphold these commitments, we conduct social audits at our suppliers' facilities and use the SEDEX standard to monitor and assess working conditions in the factories we partner with. In addition, we collaborate with selected suppliers to design and implement targeted social programs that enhance employee well-being and drive positive community impact. We also develop long-term partnerships with local organizations and communities to support social inclusion, education, and environmental initiatives in the regions where we operate.

CASE
STUDY

Giving back - Captivating International membership

In 2024, GPA Global continued to support the Send a Volunteer Teacher Program, which enables passionate educators to step into these classrooms, bringing knowledge and hope to rural children. This year, 30 volunteer teachers reached 1,314 students.

GPA Global is also the naming sponsor of the annual "Kidz with Heart" event, held in Shenzhen in April 2024 and supports the Program Manager in Sichuan Province, who oversees the One More Year Scholarship Program, supporting 500 girls, and the Chicken and Pig Farming Programs, which provide livelihood training to 180 families.



Our approach also includes our clients and consumers, with whom we share the same ambition for ethical and sustainable business practices. We work closely with our clients to ensure transparency and traceability throughout our value chain, offering clear insight into our sourcing, manufacturing, and social compliance processes. By embedding social responsibility into our products and partnerships, we strengthen consumer trust and help our clients achieve their own sustainability goals, creating long-term, shared value for people and communities worldwide.



Ethics & Responsible Practices

4

Ethics & Responsible Practices

Our ESG governance is integrated throughout GPA Global, with dedicated committees and cross-functional teams overseeing environmental, social, and ethical performance. We have established clear policies, reporting mechanisms, and accountability structures to ensure that sustainability considerations are embedded in strategic decision-making, operational practices, and supplier engagements.

Policies, codes of conduct, management systems

We are guided by a deep sense of responsibility to give back to both our planet and its people. This is why we continuously review our operations to ensure that our ESG principles are embedded in everything we do. Our policies embody this commitment:

- **Environment** - Environmental policy, Sustainability policy, Employee code of conduct
- **Social** - Board equality and diversity policy, Diversity Equal opportunity and anti-discrimination policy, Health and safety policy, Human rights policy, Modern slavery act, Employee code of conduct
- **Governance** - GDPR policy, Anti-corruption and anti-bribery policy, Employee code of conduct, Privacy policy, Responsible procurement policy, Supplier code of conduct, Information security policy




4.1 Sustainable Development Goals – SDGs

GPA Global has identified three of the seventeen SDG's that align with its own material topics and goals to reduce the impact on our planet.

SDG 8

Decent work and economic growth




8.2

Diversify, innovate and upgrade for economic productivity

SDG 12

Responsible consumption and production



12.6


Encourage companies to adopt sustainable practices and sustainability reporting

12.7

Promote sustainable public procurement practices

SDG 16

Peace, justice and strong institutions



16.5

Substantially reduce corruption and bribery

16.6


Develop effective, accountable and transparent institutions

16.7

Ensure responsive, inclusive and representative decision-making

SDG 17

Partnership for the goals



17.16

Knowledge sharing and cooperation for access to science, technology and innovation

4.2. Our goals and targets

Ethics

Through increasing representation of more diverse groups at board level as well as educating all employees about our anti bribery, ethics and compliance we are creating a resilient and safe working environment.



Our target

- 100% of active governance bodies and employees will be educated on anti-corruption and ethics by 2025.
- 100% of suppliers signed and follow GPA's supplier code of conduct.
- 100% of suppliers audited internally or externally to ensure human rights compliance.

4.3. Anti-corruption, ethics and compliance

Anti-corruption remains a non-negotiable principle in all our operations and business relationships. To ensure full compliance and responsible conduct, we have established a comprehensive framework of policies, procedures, and codes of conduct that guide our employees and partners in making ethical decisions every day.

Bribery and corruption are expressly prohibited under our Code of Business Conduct and Ethics, which all relevant employees receive upon joining GPA Global. Employees receive updates yearly on any changes to the policy. Since 2020 our senior management, sustainability steering committee, corporate governance committee, compliance officers and board members were all trained on our anti-corruption policy. During the start of 2021, our new anti-corruption policy was distributed to our employees worldwide in addition to them receiving our code of ethics.

In 2024, 952 employees, representing 41% of our total workforce, completed anti-corruption training, reinforcing our company's ongoing commitment to ethical business practices.

4.4. Responsible procurement

GPA Global thrives on the strength of our supply chain, the backbone of our business. We hold ourselves to unwavering standards of quality, sustainability, and social responsibility in every aspect of our packaging and gifts production, from raw materials to finished products.



Our supply chain operates on a streamlined 3-tier model

- The first tier encompasses GPA-owned production facilities, where we maintain complete control over the manufacturing process, ensuring meticulous attention to detail.
- The second tier consists of a limited number of chosen GPA Accredited Partners globally. Through enduring relationships, we guarantee that our partners consistently meet our exacting quality expectations. Our dedicated QC inspectors and ESG auditors monitor every step of production, ensuring compliance with our stringent standards for sustainability, ethics, and quality control.
- The third tier comprises over 1,000 Transactional Vendors. These vendors must meet our rigorous standards for quality, sustainability, and social responsibility as they supply packaging components to our GPA Accredited Partners.

To ensure that our entire value chain operates in full compliance with our standards, we have implemented a comprehensive set of procedures, processes, and policies. Dedicated internal audit teams regularly assess compliance across our operations, complemented by independent external auditors who provide additional oversight.

We have also developed a Suppliers' Academy to train and support our key suppliers on sustainability topics, helping them strengthen their own practices and align with our shared ESG objectives. Beyond compliance, we engage proactively with our business partners to develop joint initiatives with local organizations, aiming to generate a positive impact on both the environment and the communities where we operate.

CASE STUDY

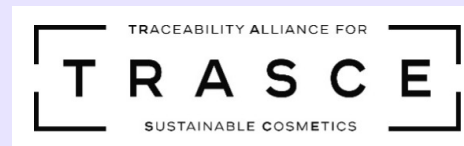
GPA Global, founding member of TRASCE, a shared commitment to improve traceability and sustainability to transform beauty supply chains

While various individual traceability initiatives have emerged in recent years, the TRASCE consortium was formed to address traceability across the cosmetics industry at scale.

In the long-term, the consortium aims to develop a collective approach to analyzing social and environmental risks in supply chains. Together, we will interpret the data collected and define common progress plans to implement collective remediation actions throughout the supply chains and support their transition to a more sustainable and resilient model.

In this respect, TRASCE will help respond to three fundamental challenges for the industry by:

- Strengthening the collective understanding of the cosmetics industry supply chains,
- Assessing the related social and environmental risk
- Determining the necessary actions to support suppliers in their transition.



4.5. Cybersecurity and data privacy

Protecting the confidentiality, integrity, and availability of information is a core priority in all our operations. To ensure robust cybersecurity and data privacy, we have implemented a comprehensive set of policies, procedures, and guidelines that govern how our employees and partners handle data, safeguarding it against unauthorized access, breaches, or misuse.

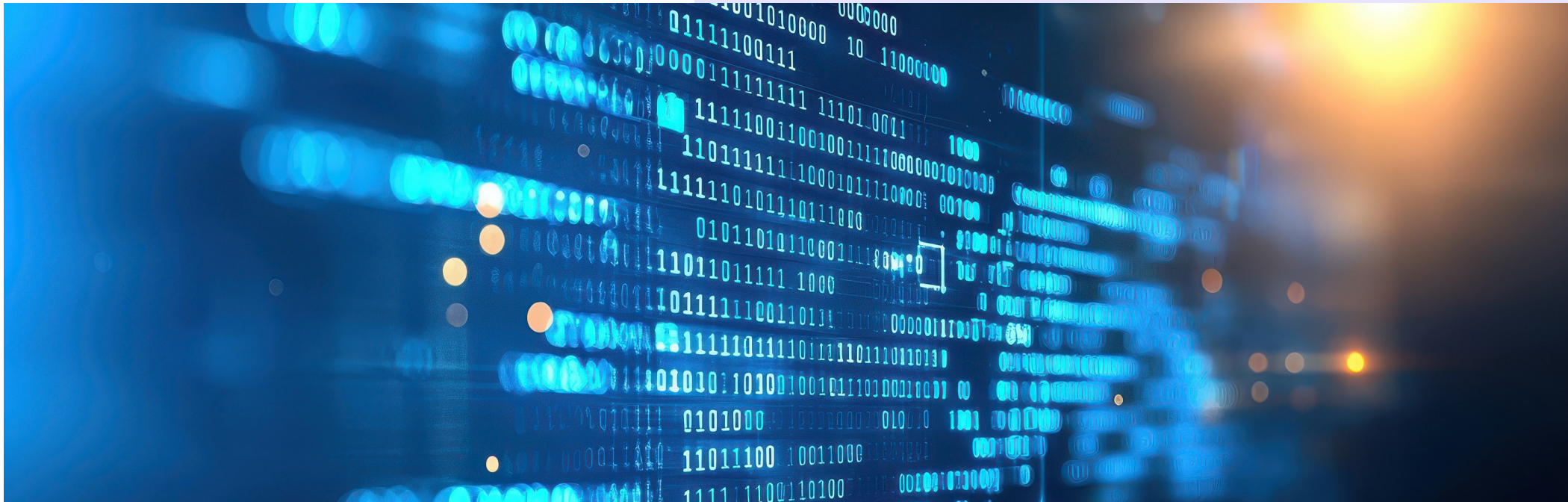
Since 2023, all our employees and newcomers have received on a yearly basis training on security, cybersecurity and AI. In 2024, several new policies have been developed to strengthen our cybersecurity and data privacy strategy including AI Policy, Security Policy, GDPR policy, etc.

CASE STUDY

A cybersecurity awareness campaign at scale

In 2024, GPA Global launched a global Cybersecurity Awareness campaign, covering all its employees worldwide. Through an online eLearning platform, Infosec, all GPA Global members were enrolled in a dedicated module covering cybersecurity, phishing, working remotely and safe web browsing. A post-course assessment was done with a certificate of completion provided.

Since 2024, GPA Global has extended its Cybersecurity Awareness training to strategic suppliers.



5 Appendix 1

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Appendix 1 - Progress Report

	2021	2022	2023	2024	TARGET
PLANET					
Scope 1 emissions – tCO ₂ e	695	579	626	902	-30% by 2030
Scope 1 emissions/revenue – kg CO ₂ e/\$	-----	1.62 -3	1.38 -3	1.899 -3	-20% by 2030 -50% by 2040
Scope 2 emissions (market-based) – tCO ₂ e	2,959	2,571	2,505	5,926	-30% by 2030
Scope 2 emissions/revenue (market-based) - kg CO ₂ e/\$	-----	7.18 -3	5.53 -3	12.47 -3	-20% by 2030 -50% by 2040
Scope 3 emissions - tCO ₂ e	-----	138,365	167,140	82,369	-----
Scope 3 emissions/revenue - kgCO ₂ e/\$	-----	0.382	0.369	0.173	-----
Total emissions - tCO ₂ e	-----	141,515	170,271	89,194	-----
Total emissions/revenue - kgCO ₂ e/\$	-----	0.391	0.376	0.188	-----
Non-renewable electricity - kWh	9,666,392	10,623,437	9,281,591	15,027,250	-----
Renewable electricity - kWh	-----	3,618,894	3,602,909	3,953,000	-----
Total electricity - kWh	9,666,392	14,242,331	12,884,500	18,980,250	-----
Electricity intensity – kWh/USD	0.032	0.040	0.028	0.040	-----
Total energy - kWh	-----	16,778,126	15,766,430	23,415,604	-----
Energy intensity – kWh/USD	-----	0.047	0.035	0.049	-----
Waste diverted from landfill	82%	90.8%	93.22%	98.6%	90%
PEOPLE					
Senior management – GPA Global – Female staff	55%	37%	42%	39%	40%
Senior management – GPA Global – Male staff	44%	63%	58%	61%	-----
OSHA incident rate/ LTIFR/TRIR	LTIFR: 0.93	LTIFR: 2.87	LTIFR: 0.88	TRIR: 2.12	2018 OSHA recordable incident rate: 3.2

Appendix 2

gpa GLOBAL

Appendix 2 – Global Reporting Initiative

This report has been prepared in accordance with the GRI Standards (2021 version), ensuring full alignment with the most recent global framework for sustainability reporting.

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
General disclosure 2021			
GRI 2: General Disclosures 2021	2-1 Organizational details	Legal name	1. About GPA Global – 1.1. A Glimpse of GPA Global – p8
		Nature of ownership and legal structure	1. About GPA Global – 1.1. A Glimpse of GPA Global – p8
		Location of headquarters	GPA US Holding Inc., 9 E. Loockerman Street, Suite 311, in the city of Dover, County of Kent, 19901
		Countries of operations	1. About GPA Global – 1.1. A Glimpse of GPA Global – p8
	2-2	Entities included in the organization’s sustainability reporting	1. About GPA Global – 1.1. A Glimpse of GPA Global – p8 Entities included in the organization’s sustainability reporting: ASG Poland, GPA Brazil, GPA Chatsworth, Foli Mexico, GPA France, GPA Hong-Kong, GPA Hub Massachusetts, GPA Ireland, GPA Jaclyn, GPA Jenco Mexicali, GPA Logistics, GPA Mexico, GPA Netherlands, GPA New York, GPA Scotland, GPA Shanghai, GPA Shenzhen, GPA UK
	2-3	Reporting period, frequency and contact point	Reporting is released annually based on the previous calendar year, following our financial year Jan – Dec. The 2024 report will be released in November 2025, and subsequent reports are expected to be released in June each year. For inquiries regarding this report please contact melanie.douce@gpaglobal.net
	2-4	Restatements of information	N/A
	2-5	External assurance	N/A
GRI 2:2 Activities & Workers			
	2-6	Activities, value chain and other business relationships	1. About GPA Global – 1.1. A Glimpse of GPA Global – p8
	2-7	Employees	3. People – Diversity & Inclusion – p37 Appendix 2.1
	2-8	Workers who are not employees:	Total of 205.1 non-employees. These non-employees, primarily service providers and subcontractors, are engaged in activities such as maintenance, general labor, cleaning, and administrative support.

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
GRI 2:3 Governance			
	2-9	Governance structure and composition	1. About GPA Global – 1.1. A Glimpse of GPA Global – Organizational structure and governance - p10
	2-10	Nomination and selection of the highest governance body	The members of the board are chosen based on their experience and various qualifications.
	2-11	Chair of the highest governance body	1. About GPA Global – 1.1. A Glimpse of GPA Global – Organizational structure and governance - p10
	2-12	Role of the highest governance body in overseeing the management of impacts	1. About GPA Global – 1.1. A Glimpse of GPA Global – Organizational structure and governance - p10
	2-13	Delegation of responsibility for managing impacts	1. About GPA Global – 1.1. A Glimpse of GPA Global – Organizational structure and governance - p10
	2-14	Role of the highest governance body in sustainability reporting	1. About GPA Global – 1.1. A Glimpse of GPA Global – Organizational structure and governance - p10
	2-15	Conflicts of interest	4. Ethics and responsible practices – 4.3. Anti-corruption, ethics and compliance – p44
	2-16	Communication of critical concerns	4. Ethics and responsible practices – 4.3. Anti-corruption, ethics and compliance – p44
	2-17	Collective knowledge of the highest governance body	1. About GPA Global – 1.1. A Glimpse of GPA Global – Organizational structure and governance - p10
	2-18	Evaluation of the performance of the highest governance body	1. About GPA Global – 1.1. A Glimpse of GPA Global – Organizational structure and governance - p10
	2-19	Remuneration policies	4. Ethics and responsible practices – Policies, codes of conducts, management systems – p42
	2-20	Process to determine remuneration	The process to determine remuneration within our organization involves a combination of internal and external factors. Initially, we assess the role's responsibilities and requirements, ensuring a competitive salary range based on market benchmarking. Our compensation committee, which includes key members of the leadership team, reviews the proposed salary structures. We also ensure compliance with all legal requirements and consider both internal equity and external competitiveness. Performance reviews and periodic adjustments ensure that our remuneration packages remain fair, motivating, and aligned with the organization's overall goals.
	2-21	Annual total compensation ratio	N/A

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
	GRI 2:4 Strategy, Policies and Practices		
	2-22	Statement on sustainable development strategy	An introduction from Adam Melton, Founder and Executive Chairman & Message from the ESG dept. – p3 & 4
	2-23	Policy commitments	4. Ethics and responsible practices – Policies, codes of conduct, management systems – p42
	2-24	Embedding policy commitments	4. Ethics and responsible practices – Policies, codes of conduct, management systems – p42
	2-25	Processes to remediate negative impacts	Our organization follows a structured process to address and remediate environmental and social impacts. Negative impacts are identified through continuous monitoring, stakeholder engagement, and environmental assessments. Once detected, we perform root-cause analyses and implement corrective actions, from process improvements and technology upgrades to targeted community initiatives. We work collaboratively with affected stakeholders and track the effectiveness of our actions, reporting progress annually. Lessons learned from each case feed into our continuous improvement approach.
	2-26	Mechanisms for seeking advice and raising concerns	4. Ethics and responsible practices – p44
	2-27	Compliance with laws and regulations	4. Ethics and responsible practices – 4.3. Anti-corruption, ethics and compliance – p44
	2-28	Membership associations	4. Ethics and responsible practices – 4.4. Responsible Procurement – TRASCE consortium – p45 & 3. People – 3.4. Our Value Chain – Giving back - Captivating International membership – p40
	GRI 2:5 Stakeholder Engagement		
	2-29	Approach to stakeholder engagement	1. About GPA Global – 1.2. GPA Global ESG strategy - p11
	2-30	Collective bargaining agreements	N/A

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Material Topics 2021			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
	3-2	List of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
Business Ethics and Accountability – Financial security and compliance			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	N/A
	203-2	Significant indirect economic impacts	N/A
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	4. Ethics and responsible practices – 4.3. Anti-corruption, ethics and compliance – p44
	205-2	Communication and training about anti-corruption policies and procedures	4. Ethics and responsible practices – 4.3. Anti-corruption, ethics and compliance – p44
	205-3	Confirmed incidents of corruption and actions taken	4. Ethics and responsible practices – 4.3. Anti-corruption, ethics and compliance – p.44 In 2024, a total of nine incidents of corruption were identified at a single site, newly integrated within GPA Global. The immediate action taken was to implement the necessary measures against the employees involved in these acts and to stop working with the partners who attempted to bribe our staff. In the longer term, training and awareness initiatives have been implemented for all employees at the site.
GRI 206: Anti- competitive behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No legal actions are pending or have been completed.
GRI 419: Socioeconomic Compliance	419-1	Non-Compliance with Social and Economic Laws	In 2024, GPA Global did not record any significant fines or non-monetary sanctions for non-compliance with social and economic laws and/or regulations.
GRI 307 - Environmental compliance	307-1	Non-compliance with Environmental Laws and Regulations	In 2024, GPA Global did not record any significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Data Security and Privacy			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2024, GPA Global did not record any substantiated complaints concerning breaches of customer privacy and losses of customer data.
Employee Attraction and Retention			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Appendix 2.2
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	N/A
	401-3	Parental Leave	Appendix 2.3
GRI 402: Labour/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	N/A
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Appendix 2.4
	404-2	Programs for upgrading employee skills and transition assistance programs	40% of our employees are covered worldwide by a program implemented for upgrading employee skills. Depending on the entity, it could be practical training, annual training plans, projects practice, managerial programs, etc. In terms of scope, some programs are dedicated to all employees, and some other for specific positions (managers, operators, etc.)
	404-3	Percentage of employees receiving regular performance and career development reviews	Appendix 2.5
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	8.52%
	414-2	Negative social impacts in the supply chain and actions taken	In 2024, 288 suppliers have been assessed for social impacts during the reporting period. 6 of them have been identified as having significant actual or potential negative social impacts. All of them. (100%) agreed upon improvements as a result of the assessment.

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Climate Change and Energy Transition			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 302: Energy 2016	302-1	Energy consumption within the organization	5. Appendix 1 - Progress report – p48. and 2. Planet – 2.2 Climate change and GHG emissions – Reducing absolute emissions: a key challenge for a growing company– p18 Data comes from invoices and the conversion factors used come from recognized sources (IEA or others) or from the KEY ESG tool.
	302-2	Energy consumption outside of the organization	N/A
	302-3	Energy intensity	5. Appendix 1 - Progress report – p48
	302-4	Reduction of energy consumption	5. Appendix 1 - Progress report - p48
	302-5	Reductions in energy requirements of products and services	N/A
GHG Emissions – Our Products			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	2. Planet – 2.2 Climate change and GHG emissions – Scope 3 emissions – p21
	305-5	Reduction of GHG emissions	N/A

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
GHG Emissions – Our Operations			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	2. Planet – 2.2 Climate change and GHG emissions – Scope 1 emissions – p18
	305-2	Energy indirect (Scope 2) GHG emissions	2. Planet – 2.2 Climate change and GHG emissions – Scope 2 emissions – p18
	305-4	GHG emissions intensity	2. Planet – 2.2 Climate change and GHG emissions – Reducing absolute emissions: a key challenge for a growing company– p18
	305-5	Reduction of GHG emissions	2. Planet – 2.2 Climate change and GHG emissions – Reducing absolute emissions: a key challenge for a growing company– p18
	305-6	Emissions of ozone-depleting substances (ODS)	N/A
Public Policy and Lobbying			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 415: Public Policy 2016	415-1	Political Contributions	In 2024, GPA Global, including all its entities, didn't make any political contributions.
GRI 201: Economic Performance 2016	201-4	Financial assistance received from government	China: \$354,110 for government subsidies and \$6,800,502 for tax refund Ireland: \$1,906 for government business assistance grant

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Human Rights			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	In certain regions, particularly in parts of Asia, the right to freedom of association and collective bargaining may face challenges. To safeguard these fundamental labor rights across our value chain, GPA Global has embedded clear commitments to both principles within our Supplier Code of Conduct. Compliance with this Code, which explicitly requires respect for workers' rights to organize and bargain collectively, is mandatory for all our suppliers. As of today, 100% of our suppliers have signed and accepted these requirements as a condition of doing business with us.
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	In certain regions, particularly in parts of Asia, the risk of child labor remains a concern. To prevent any occurrence within our value chain, GPA Global has embedded strict commitments against child labor in its Supplier Code of Conduct. This Code explicitly prohibits the employment of children and requires full compliance with international labor standards. Adherence to these principles is mandatory for all our suppliers, and 100% have formally signed and accepted them as a condition of doing business with us. In addition, our internal audit team conducts regular assessments to verify supplier compliance and ensure continuous alignment with our ethical standards.
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incident of forced or compulsory labour	In certain regions, particularly in parts of Asia, the risk of forced or compulsory labor remains a significant concern. To prevent any such practices within our value chain, GPA Global has established strict commitments against forced labor in its Supplier Code of Conduct. This Code explicitly prohibits all forms of forced or compulsory labor and requires full compliance with international labor standards. Adherence to these principles is mandatory for all our suppliers, and 100% have formally signed and accepted these requirements as a condition of doing business with us. In addition, our internal audit team conducts regular evaluations to verify compliance and drive continuous improvement in ethical labor practices across our supply chain.
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	In 2024, all 44 of our security personnel (100%) received training on our human rights policies and procedures, ensuring that their activities are fully aligned with our company's ethical standards and commitment to respect for human rights.
GRI 411: Rights of Indigenous peoples 2016	411-1	Incident of violations involving indigenous peoples	N/A

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Diversity Equity & Inclusion			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Appendix 2.6
	405-2	Ratio of basic salary and remuneration	Appendix 2.7
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	GPA Global did not have any incidents of discrimination in 2024.
Sustainable Livelihoods and Community Engagement			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 202: Market Presence 2016	202-1	Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	N/A
	202-2	Proportion of senior management hired from the local community	N/A
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	2. Planet – 2.4. Circular economy and waste management – p24 2. Planet – 2.5. Water and pollution – p29 3. People – 3.4. Our value chain – p40
	413-2	Operations with significant actual and potential negative impacts on local communities	2. Planet – 2.4. Circular economy and waste management – p24 2. Planet – 2.5. Water and pollution – p29 3. People – 3.4. Our value chain – p40

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Health and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 403: Occupational Health & Safety 2018	403-1	Occupational health and safety management system	Within GPA Global, several occupational health and safety management systems have been implemented, depending on the location and the typology of sites (office, factory, logistics center). Most of them are aligned with the ISO 45001 standard and in the US they comply with OSHA. 87% of workers are covered by these occupational health and safety systems.
	403-2	Hazard identification, risk assessment, and incident investigation	<p>Health and Safety Committees are established at all operational sites and function as integral components of our occupational health and safety (OHS) management system. These committees are responsible for the systematic identification of hazards, risk assessment, and implementation of control measures to prevent work-related injuries and ill health.</p> <p>Standardized internal procedures have been developed and deployed across all sites to ensure consistency in hazard identification, incident reporting, investigation, and root cause analysis. All incidents, near misses, and identified hazards are documented and analyzed to define appropriate corrective and preventive actions.</p> <p>Regular performance monitoring and reporting are conducted to evaluate the effectiveness of control measures and to ensure continuous improvement of our OHS performance</p>
	403-3	Occupational health services	<p>Depending on the site typology (office, factory, or logistics center), occupational health and safety (OHS) is managed jointly by HR managers, office managers, safety managers, production supervisors, and the quality department. Together, they identify, assess, and control workplace hazards to minimize risks.</p> <p>Key functions include regular hazard assessments, safety training, emergency preparedness, and employee well-being initiatives. Internal audits, performance reviews, and employee feedback ensure the quality and continuous improvement of these services.</p> <p>All employees have equal access to OHS resources and can raise concerns or improvement suggestions through safety committees or direct reporting channels. This collaborative and preventive approach helps maintain safe working conditions across all our sites and fosters a strong safety culture within the organization.</p>

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Health and Safety (continued)			
	403-4	Worker participation, consultation, and communication on occupational health and safety	Employees are actively involved in OHS through regular meetings and safety committees. They are encouraged to immediately report any hazard to their supervisor, safety representative, or committee. This participatory approach ensures continuous improvement and fosters a strong safety culture across all sites.
	403-5	Worker training on occupational health and safety	All employees receive OHS training, including onboarding for new hires, regular safety courses, and safety meetings with supervisors. Employees also have continuous access to OHS guidelines and procedures via the intranet, ensuring awareness, competence
	403-6	Promotion of worker health	Depending on site and location, employees have access to health screenings, vaccinations, counseling, and wellness programs for mental and physical health via a dedicated hotline. Additional support includes accident, healthcare, and life insurance programs, ensuring comprehensive health protection and promoting overall well-being.
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our organization applies a proactive and integrated approach to preventing and mitigating occupational health and safety impacts across its value chain. Regular risk assessments and stakeholder collaboration help identify and address potential hazards. In manufacturing sites, staff receive training enabling activity rotation to reduce ergonomic risks. Complementary initiatives, such as wellness programs, stretching sessions, health plans, and fitness incentives, promote a healthy and active lifestyle. Dedicated policies and awareness campaigns ensure the continuous improvement of our employees' physical and mental well-being.
	403-8	Workers covered by an occupational health and safety management system	Only a few of our sites engage non-employees, yet 100% are covered by our Occupational Health and Safety Management System, aligned with ISO 45001 principles. All are required to follow site safety procedures, receive appropriate briefings, and are provided with necessary PPE. In case of injury, non-employees receive the same medical attention and follow-up as direct employees, ensuring consistent protection for all workers under our operational control.
	403-9	Work-related injuries	Appendix 2.8. Work-related hazards with potential for high-consequence injuries are identified primarily through systematic risk assessments, regular safety inspections, and weekly site walkthroughs. Preventive measures include comprehensive induction training, daily reviews of safety procedures, and continuous supervision by managers to ensure safe working practices. Corrective actions and lessons learned are also shared across sites to strengthen risk mitigation and foster a proactive safety culture.
	403-10	Work-related ill health	No illnesses were reported as work-related in the last 3 years.
GRI 201 - Economic Performance	201-3	Defined Benefit Plan Obligations and Other Retirement Plans	N/A
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	In 2024, 44% of our products and services were assessed for potential health and safety impacts throughout their life cycle. These assessments include evaluations of materials, manufacturing processes, and end-use safety to ensure compliance with regulatory requirements and internal standards.
	416-2	Incidents of Non-Compliance with Health & Safety Regulations	In 2024, no non-compliance with regulations or voluntary codes related to product and service health and safety was identified.

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Ecological Impacts, Dependencies and Opportunities			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	N/A
Biodiversity and Sensitive Areas			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	None of our sites are located in or are close to a protected area
	304-2	Significant impacts of activities, products and services on biodiversity	2. Planet – 2.6 Biodiversity and land use – p31
	304-3	Habitats protected or restored	N/A
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Circularity			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p12
GRI 301: Materials 2016	301-1	Materials used by weight or volume	2. Planet – 2.6 Biodiversity and land use – p31
	301-2	Recycled input materials used	2. Planet – 2.6 Biodiversity and land use – p31
	301-3	Reclaimed products and their packaging materials	N/A
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	2. Planet – 2.4. Circular economy and waste management – p24
	306-2	Management of significant waste-related impacts b	2. Planet – 2.4. Circular economy and waste management – p24
	306-3	Waste generated	2. Planet – 2.4. Circular economy and waste management – p24
	306-4	Waste diverted from disposal	2. Planet – 2.4. Circular economy and waste management – p24
	306-5	Waste directed to disposal	2. Planet – 2.4. Circular economy and waste management – p24

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Sustainable Supply Chains			
GRI 3: Material Topics 2021	3-3	Management of material topics	1. About GPA Global – 1.2. GPA Global ESG strategy – Materiality assessment - p 12
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	N/A
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	50% of new suppliers were screened using environmental criteria.
	308-2	Negative environmental impacts in the supply chain and actions taken	<p>In 2024, 173 suppliers were audited on environmental criteria, and 33 were identified as having significant actual or potential environmental impacts. All of these suppliers (100%) committed to implement corrective actions following the assessment, and none of the relationships were terminated as a result, since all suppliers agreed to follow through with corrective action plans.</p> <p>The main negative environmental impacts identified in our supply chain included: storage of chemicals without secondary containment, improper labeling of chemical containers, and industrial emissions. Our corrective action plans include remediation measures, enhanced monitoring, and targeted supplier support to ensure compliance and continuous improvement.</p>
Water Management			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	2. Planet – 2.5. Water and pollution – p29
	303-2	Management of water discharge-related impacts	2. Planet – 2.5. Water and pollution – p29
	303-3	Water withdrawal	2. Planet – 2.5. Water and pollution – p29
	303-4	Water discharge	2. Planet – 2.5. Water and pollution – p29
	303-5	Water consumption	2. Planet – 2.5. Water and pollution – p29

GRI STANDARD	DISCLOSURE	DISCLOSURE TITLE	2024 LOCATION OR EXPLANATION
Non-material Disclosures			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Total revenue generated by GPA Global in 2024: \$467,248,803 Operating costs: \$460,531,258 Employee wages and benefits: \$116,764,824
Marketing and labeling			
GRI 417: Marketing and Labeling	417-1	Product and Service Information & Labeling Compliance	Our company ensures that 100% of our products and packaging comply with applicable regulations and customer requirements related to product information and labeling. For every packaging item we produce, we provide clear and accurate information covering the following aspects: <ul style="list-style-type: none"> • Material composition (e.g., plastic type, recycled content, recyclability) • Safe use and handling instructions, where relevant • Disposal and recycling guidance in line with local and international standards • Environmental claims that comply with recognized frameworks (e.g., ISO 14021, EU Packaging and Packaging Waste Directive) In 2024, 40% of our products applied voluntary labelling (FSC, GOTS, GRS, etc.).
	417-2	Incidents of Non-Compliance with Labeling Regulations	In 2024, no non-compliance cases due to non-compliance with laws, regulations and/or voluntary codes were recorded.
	417-3	Incidents of Non-Compliance with Marketing Regulations	In 2024, no non-compliance cases due to non-compliance with marketing regulations were recorded.

Appendix 2.1: 2-7 Employees

Total employees, by gender (FTE)

	TOTAL	MALE	FEMALE
Permanent employees	2088	1030	1058
Temporary employees	119	44	75
Non-guaranteed hours employees	82	39	43
Full-time employees	2088	1027	1061
Part-time employees	5	2	3

Total employees, by region (FTE)

	TOTAL	ASIA	EUROPE	AMERICAS
Permanent employees	2088	329	394	1365
Temporary employees	119	0	119	0
Non-guaranteed hours employees	82	0	0	82
Full-time employees	2088	329	394	1365
Part-time employees	5	0	5	0

Appendix 2.2: 401-1: New hires

New hires by gender and age

	TOTAL	MALE	FEMALE
<30	128	53	75
30-50	155	64	91
>50	33	20	13

New hires by region

	AMERICAS	ASIA	EUROPE
New hires	195	57	64
% by region	61,7	18	20,3

Turnover by gender and age

	TOTAL	MALE	FEMALE
<30	222	100	122
30-50	333	105	228
>50	218	56	162

Turnover by region

	AMERICAS	ASIA	EUROPE
Turnover	298	80	86
% by region	25,82	27,68	23,96

Appendix 2.3: 401-3

Parental leave

	TOTAL	MALE	FEMALE	OTHER
Total number of employees that were entitled to parental leave	113	44	69	0
Total number of employees that took parental leave	75	19	55	1
Total number of employees that returned to work in the reporting period after parental leave ended	47	17	29	1
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	45	25	13	7
Return to work and retention rates of employees that took parental leave	Return to work rate: 62.7%	Return to work rate: 89.5%	Return to work rate: 52.7%	Return to work rate: 100%

Appendix 2.4: 404-1

Average hours of training per year per employee

	MALE	FEMALE
<30	12.52	13.76
30-50	26.65	14.31
>50	7.09	17.74

Appendix 2.5: 404-3

Percentage of employees receiving regular performance and career development reviews

	TOTAL	MALE	FEMALE
Senior/ executive	62.71%	64.86%	59.09%
Middle management/team leads	39.73%	38.27%	41.54%
Non-executive employees	33.77%	27.52%	43.69%

Appendix 2.6: 405-1 Diversity of governance bodies and employees

Percentage of individuals within the organization's governance bodies

	TOTAL	MALE	FEMALE
<30	0	0	0
30-50	1	1	0
>50	1	1	0

Appendix 2.6: 405-1 Diversity of governance bodies and employees (continued)

Percentage of employees per gender and employee category

	TOTAL	MALE	FEMALE
Senior executive	59	62,7%	37,3%
Middle management	144	56,2%	43,8%
Non-executive employees	1796	62,3%	37,7%

Percentage of employees per age range

	TOTAL	<30	30-50	>50
Senior executive	59	0.6%	1.6%	0.7%
Middle management	144	1.6%	3.9%	1.7%
Non-executive employees	1796	19.5%	49.1%	21.2%

Appendix 2.7: 405-2 Ratio of basic salary and remuneration

Ratio of basic salary

	SENIOR EXECUTIVE	MIDDLE MANAGEMENT	NON-EXECUTIVE EMPLOYEES
Asia	74.0%	80.2%	87.2%
Europe	75.2%	90.3%	102.1%
Americas	93.8%	103.7%	99.6%
Global	75.5%	94.6%	100.8%

Ratio of remuneration

	SENIOR EXECUTIVE	MIDDLE MANAGEMENT	NON-EXECUTIVE EMPLOYEES
Asia	111.8%	81.9%	87.2%
Europe	64.5%	98.5%	101.8%
Americas	100.0%	100.0%	100.0%
Global	65.8%	98.2%	100.8%

Appendix 2.8: 403-9 Work-related injuries

	EMPLOYEES	WORKERS WHO ARE NOT EMPLOYEES
Number of fatalities as a result of work-related injury	0	0
Rate of fatalities as a result of work-related injury	0%	0%
Number of high-consequence work-related injuries	4	0
Rate of high-consequence work-related injuries (per 100 full-time workers)	0.23%	0%
Number of recordable work-related injuries	39.5	5
Rate of recordable work-related injuries (per 100 full-time workers)	2.23%	3.10%
Number of hours worked	3,501,262	322,504
Main types of work-related injury	Sprained ankles, fingers cut, strains, contusions, back and limb pain.	Sprained ankles and fingers cut.

Calculation based on 200,000 hours worked

This report highlights our key environmental and social milestones and developments at GPA Global for 2024. This document also offers a basis for our future targets and progression, whilst detailing our plans to meet our sustainability goals.

The digital pdf can be found on our website **www.gpaglobal.net**.

For all sustainability inquiries, please contact Melanie Douce, Global Sustainability Director.

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With special thanks to Stanislas Péronnet, Guillaume Cantin, our twenty-two ESG Champions, Jose Maria Rodriguez Meis, Felicia Nelson, Jamie Toms, Steve Mahr, Naomi Chatterley and the whole GPA team for helping to collate, design and write this report.

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