

SUSTAINABILITY REPORT 2025

START READING →

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Introduction from GPA Global France CEO

Dear stakeholders,

I am pleased to present our first voluntary Sustainability Report, prepared in accordance with our internal reporting framework, which is inspired by the principles and structure of the European Sustainability Reporting Standards (ESRS). This report marks an important milestone in our sustainability journey and reflects our commitment to greater transparency, accountability, and continuous improvement.

As GPA Global France, we believe that sustainability is not only a responsibility but also a key driver of long-term value creation.

This report provides an opportunity to share our approach, our progress, and the actions we are taking to integrate environmental, social, and governance considerations into our strategy and daily operations.

Our activity, combining packaging and gift solutions, comes with its own set of challenges in terms of environmental impact, responsible sourcing, and social responsibility. However, we choose to view these challenges as opportunities to transform our business, rethink the way we design and deliver our solutions, reduce our environmental footprint, empower the communities we work with, and continuously uphold the highest standards of ethics and integrity across our operations.

Over the past years, we have continuously enhanced our sustainability framework by engaging with our stakeholders, assessing our most significant impacts, risks, and opportunities, and focusing our efforts on maximizing our positive contributions while, wherever possible, preventing, mitigating, and reducing the negative impacts associated with our activities. The double materiality assessment conducted in 2025 has helped us better understand the topics that matter most for our business and for our stakeholders and has guided the definition of our priorities.

This first report represents an important step forward. While we recognize that sustainability is an ongoing journey, we are committed to building on this foundation by continuously improving our practices, strengthening our governance, and setting clear objectives for the years ahead.

Looking ahead, we will continue to advance our sustainability approach by embedding these principles further into our strategy, governance, and operations. Our objective is to build on the progress achieved, continuously raise our standards, and create lasting value for our stakeholders while contributing to a more sustainable future.

I would like to thank all our teams for their dedication and contribution to this journey. Their commitment, expertise, and daily actions are essential to turning our sustainability ambitions into reality.

We look forward to continuing this journey together and sharing our progress transparently with all our stakeholders.



Kurt Dienel
CEO - GPA Global France

About GPA Global France

About GPA Global France

GPA Global France, a subsidiary of the GPA Global Group, has been established in 2022 with the ambition of bringing together the Group's companies primarily operating in Europe under a shared vision and sustainability-driven approach. Its role is to foster collaboration, promote the integration of common values and commitments, and support the implementation of aligned strategies that contribute to GPA Global's mission and long-term sustainable development objectives.

GPA Global France is a leading international provider of packaging and gifting solutions. The company designs and manufactures packaging for major global brands, particularly in the beauty, spirits and luxury sectors.

Servicing many industries with luxury packaging and gifting solutions, our key partners include beauty, spirits and the food industries. Now with physical sites in over 4 countries, with dedicated teams in 7 countries in total, and offering services in much more, we're the go-to packaging company for the world's leading brands.

GPA Global France includes the following entities:

GPA GLOBAL FRANCE

COSFIBEL PREMIUM FRANCE

LASER

SHOPLUXE

COSFIBEL HONG KONG

COSFIBEL CHINA

COSFIBEL SWITZERLAND

COSFIBEL SINGAPORE

GRUMBE



Certifications, memberships and recognitions

Our ESG ratings and assessments



Our certifications**



Our memberships and recognitions



GPA GLOBAL FOUNDING MEMBER OF TRASCCE



COSFIBEL PREMIUM FRANCE IS FAIRWAGE NETWORK CERTIFIED

** FSC certification: Grumbe SGSCH-COC-060522 – Cosfibel Premium France FSC-C100313 – Shopluxe FSC-C100313 – Laser FSC-C100313

** GOTS certification: Cosfibel Premium France – Cosfibel Hong Kong

** GRS certification: Cosfibel Premium France – Cosfibel China – Cosfibel Hong Kong

2. General disclosures (ESRS 2*)

2.1 General basis for preparation of the sustainability statement

2.1.1 BP-1 * General basis for preparation of the sustainability statement

This report has been prepared on a consolidated basis, aligned with 2025 financial statements, in a context where environmental, social, and governance matters are increasingly central to the expectations of our stakeholders.

Although GPA Global France currently remains below the revised CSRD applicability thresholds and is not expected to exceed these thresholds in the future,

We have chosen to voluntarily publish a sustainability report inspired by the European Sustainability Reporting Standards (ESRS) to progressively strengthen our reporting practices and enhance transparency with our stakeholders.

GPA Global, our parent company, is expected to fall within the scope of the CSRD from 2029, covering the 2028 financial year.

This decision reflects our commitment to anticipating upcoming regulatory developments, strengthening the transparency of our disclosures, and progressively structuring our sustainability reporting in line with European standards. It also supports our objective of improving the measurement, management, and communication of our impacts and dependencies.

The GPA Global France Sustainability report has been prepared using GPA Global France's internal sustainability reporting framework ("GPA Global France's internal sustainability reporting framework"), which has been developed in close alignment with the European Sustainability Reporting Standards (ESRS, version 7.1). While this report is not intended to constitute a fully ESRS-compliant sustainability statement, it reflects GPA Global France's commitment to progressively strengthening its sustainability reporting practices and increasing its alignment with the ESRS framework over time.

In preparing this report, GPA Global France has used the European Sustainability Reporting Standards (ESRS) as a reference framework and has disclosed the datapoints considered relevant and applicable to its material sustainability matters. The report also includes a selection of voluntary disclosures considered valuable to provide stakeholders with a more comprehensive understanding of GPA Global France's sustainability performance, impacts, risks, opportunities, and management approach.

As this is GPA Global France's first year of reporting inspired by the ESRS framework, not all ESRS disclosure requirements and datapoints have been applied or disclosed at this stage. Certain datapoints have therefore not been included, either because they are not applicable to GPA Global France's activities, are not considered material, or have not yet been prioritized as part of GPA Global France's progressive approach to enhancing its sustainability reporting maturity. Where relevant, these elements are identified in the relevant sections of this report.

GPA Global France will continue to review and strengthen its reporting approach over time, progressively increasing its alignment with evolving sustainability reporting practices and stakeholder expectations. The main assumptions, methodologies and calculation approaches used for quantitative indicators are described within the relevant sections accompanying each KPI.

The reporting documentation, including the underlying data and supporting evidence used for the preparation of this report, is maintained at GPA Global France's headquarters and is available for review upon request.

Furthermore, some quantitative indicators disclosed in this report have been subject to a limited assurance engagement by an independent external verifier, PricewaterhouseCoopers Audit.



The assured indicators, listed on the next page, have been identified with a green checkmark icon throughout the report to facilitate their identification. The related limited assurance report issued by one of the Statutory Auditors is available in Appendix 3 of this report.

List of indicators subject to this limited assurance engagement:

ESRS	Indicators
ESRS-E1 *	Scope 1 GHG emissions
	Scope 2 GHG emissions (location and market-based)
	Significant scope 3 GHG emissions
ESRS – S1 *	Employee headcount by gender
	Number of employees who left the company
	Turnover rate
	Percentage of non-employees
	Percentage of employees was covered by workers’ representatives
	Gender distribution of employees (headcount) at senior management level
	Gender distribution (%) of employees in management positions
	Distribution of workforce across the following age groups as of the reporting date (<30 - 30-50 - >50)
	Training and skills development indicators – average number of training hours per employee and per gender
	Percentage of employees that participated in regular performance and career development reviews
	Average number of training hours per gender and per employee
	Percentage of people in their own workforce who are covered by health and safety management system based on legal requirements and (or) recognized standards or guidelines
	Number of fatalities in own workforce as result of work-related injuries and work-related ill health
	Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites
	Number of recordable work-related accidents for own workforce
	TRIR – total recordable injury rate
	Number of work-related ill health of employees
	Percentage of employees entitled to family-related leave in accordance with applicable legal requirements and company policies
	Percentage of eligible employees who have taken family-related leave
	Number of reported discrimination incidents
	Number of severe human rights incidents and violations related to company’s own workforce

Double materiality assessment as the basis for GPA Global France statement:

In 2025, GPA Global France conducted a double materiality assessment covering its own operations, upstream and downstream value chain, and relevant affected stakeholders. The assessment was carried out in collaboration with SE Advisory Services, an external expert advisor, and in alignment with the EFRAG guidance and methodology for conducting double materiality assessments under the European Sustainability Reporting Standards (ESRS).

The process assessed both impact materiality and financial materiality to identify, evaluate, and prioritize the sustainability matters that are most relevant to GPA Global France's activities, stakeholders, and long-term value creation. The outcomes of this assessment form the basis for the preparation and structure of this statement and the determination of the material topics disclosed in this report.

Scope of consolidation:

The scope covers all consolidated entities, comprising 5 physical offices across Europe, Middle East and Asia, and one owned factory in Europe.

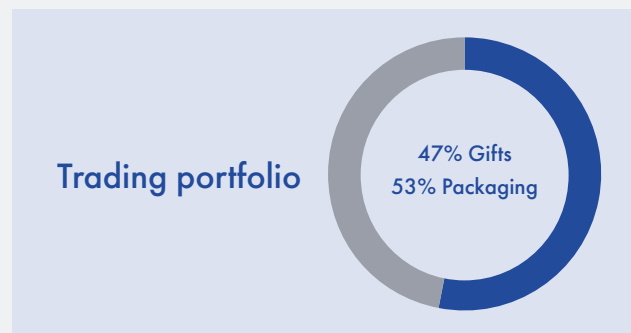
GPA Global France is composed of 9 legal entities: GPA Global France - Cosfibel Premium France – Laser – Shopluxe – Cosfibel Hong Kong – Cosfibel China – Cosfibel Switzerland – Cosfibel Singapore – Grumbe.

GPA Global France is a legal entity. However, for the purposes of this report, the term "GPA Global France" is used to refer to the consolidated reporting entity comprising GPA Global France and all other entities included within the reporting scope. Unless otherwise stated, all disclosures, qualitative information and key performance indicators presented in this report relate to this consolidated reporting perimeter.

Scope of activities:

GPA Global France conducts its operations across two main business segments - Trading and Manufacturing:

- Trading activity is driven by creativity and supported by an extensive network of external partners. It represents approximately two thirds of the products managed in France, with a portfolio composed of 47% Gifts and 53% Packaging. The trading model relies on agile supply chain flows, with products shipped directly from suppliers to clients and, when required, temporary storage at forwarding agents to ensure operational flexibility.
- Manufacturing activity encompasses the group's industrial operations dedicated to the production of part of its packaging portfolio.



Stakeholders' representation:

Key internal stakeholders were actively involved throughout the double materiality assessment process, including GPA Global France CEO, members of top management, employee representative bodies, and representatives from key business functions. Their involvement was essential in identifying and assessing stakeholder expectations, interests, and concerns, ensuring a comprehensive, balanced, and robust evaluation of the sustainability matters most relevant to the organisation.

Value chain:

The double materiality assessment covers GPA Global France's entire value chain, including upstream activities related to raw materials, sourcing, and other operational inputs, the GPA Global France's own operations, and downstream activities through to end users and product end-of-life considerations. The assessment also incorporates the perspectives of affected stakeholders and key business relationships across the value chain, ensuring that impacts, risks, and opportunities are considered beyond the organisation's own operations.

Omission:

GPA Global France does not omit any information relating to intellectual property, know-how or other relevant results, and does not make use of any Member State provisions allowing for the omission of such disclosures. This report has been prepared in good faith, based on the best knowledge and understanding of the teams involved in its preparation, with the objective of providing accurate, reliable, and complete information to the extent reasonably possible.

Policies:

GPA Global France is governed by a comprehensive framework of policies established at GPA Global level (the parent company), complemented by more specific policies applicable to its activities. These policies apply to GPA Global France and its controlled subsidiaries, ensuring a consistent approach to governance, compliance, and responsible business practices across the organisation.

2.1.2 BP-2*

Disclosures in relation to specific circumstances

Value chain estimation:

GPA Global France has calculated certain metrics related to its upstream and downstream value chain using a combination of proxy indicators, indirect data sources, and estimates. This approach applies in particular to the calculation of Scope 3 emissions disclosed in the E1-6* (Gross Scopes 1, 2, 3 and Total GHG emissions) section.

For these metrics, we collected available physical data, such as electricity consumption and the weight of purchased products and materials and then applied a recognized emission factor to estimate the associated greenhouse gas emissions. Further details on the methodology, assumptions and emission factors used are provided in the relevant section of this report.

The reliability of the data is considered satisfactory, as physical data are collected from primary sources, including supplier invoices, energy monitoring systems, sensors and dedicated data collection tools used to gather information across the value chain. However, data accuracy can be further improved, particularly for Scope 3 emissions, through the progressive collection of supplier-specific data, verified calculations, and more granular information from value chain partners.

Sources of estimation and outcome uncertainty:

Regarding value chain-related metrics, the highest level of uncertainty relates to scope 3 emissions, due mainly to the availability, consistency, and quality of data provided by value chain partners. However, no quantitative indicator or monetary amount disclosed in this report is considered to involve a high degree of measurement uncertainty.

In 2025, GPA Global France underwent organisational changes linked to the implementation of a new operating model, aligned with GPA Global's guidelines. These changes may have influenced data collection processes and required adjustments to ensure consistency and reliability of reported information.

GPA Global has established expertise in non-financial reporting, having prepared sustainability-related disclosures for various purposes over several years. Remaining measurement uncertainties primarily relate to environmental data and external factors that are not fully within the company's direct control.

GPA Global France comprises multiple entities and operational sites, which increases the complexity of collecting, consolidating, and validating environmental and social data. To ensure a proportionate and reliable reporting approach, certain entities or sites with limited impact have been excluded from specific data collection processes.

The reporting scope was determined based on an assessment of site characteristics, data availability, operational relevance, and the complexity of data collection processes. Sites with a limited operational footprint, such as locations consisting of a small number of employees working remotely, in shared office facilities,

or within the premises of another Group entity, were excluded from Scope 1 and Scope 2 greenhouse gas (GHG) emissions reporting, as their associated environmental impact was assessed as non-material.

The entities meeting these criteria (Cosfibel Hong Kong – Cosfibel China – Cosfibel Switzerland – Cosfibel Singapore) were excluded from the Scope 1 and Scope 2 reporting boundary. Their environmental impact was estimated using employees' remote working hours and accounted for under Scope 3, Category 7 (Employee Commuting and home working).

In addition, three social indicator and one governance indicator have been excluded from the 2025 reporting scope, as the consolidated data required to calculate these metrics are not yet available:

-  Annual total remuneration ratio
-  Percentage of employees paid below the applicable adequate wage threshold
-  Gender pay gap
-  Average payment term (number of days)

GPA Global France is currently strengthening its data collection and consolidation processes with the objective of reporting these four indicators from the 2026 reporting year onwards.

Changes in preparation or presentation of sustainability information:

GPA Global France has updated its reporting methodology to align with the European Sustainability Reporting Standards (ESRS) and the outcomes of its first double materiality assessment. Prior to this report, sustainability performance reporting was carried out at GPA Global level, following the Global Reporting Initiative (GRI) framework and being informed by a single materiality assessment conducted in 2021. As 2025 represents GPA Global France’s first year of ESRS reporting, no year-on-year comparison is available, except where ESRS requirements require the disclosure of progress against previously defined targets.

Reporting errors in previous periods:

As this is the first year in which the Group has prepared its sustainability reporting inspired by the principles of the ESRS, no material errors relating to previously published sustainability information have been identified or restated in the thematic standards.

Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements:

GPA Global France incorporates information and methodologies derived from recognized sustainability reporting standards, frameworks and industry practices. The company complies with applicable national health, safety, and environmental regulations in the countries where it operates. The reporting processes and data collection methodologies build upon the principles of the GRI framework and use recognized methodologies and indicators, including the GHG Protocol for greenhouse gas emissions calculation and the Total Recordable Incident Rate (TRIR) for occupational health and safety performance.

In addition, certain entities within GPA Global France are certified by independent third parties for the responsible sourcing of materials, including wood, textiles, and recycled content. GPA Global France also conducts social audits, verified by independent third-party organizations, to assess and promote fair compensation practices within its operations.

The company also participates in recognized sustainability assessment and disclosure initiatives, including CDP for environmental transparency at Global level and EcoVadis for ESG performance evaluation. These external frameworks and assessments complement the company’s sustainability reporting approach and support continuous improvement of its ESG practices.

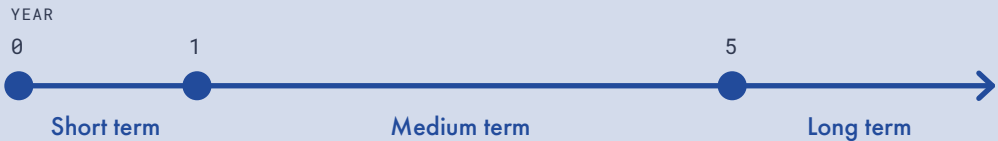
Use of phase-in provisions was made with reference to the transitional provisions set out in Appendix C of ESRS 1*:

The information presented in this report includes all disclosure requirements identified as applicable based on the results of the double material assessment, as well as mandatory disclosures required for the first year of ESRS reporting.

The applicable minimum disclosure requirements are provided in Appendix 1 of this report, within the IRO-2* – Disclosure Requirements in ESRS section.

Time horizons used:

The time horizons applied in this report are aligned with those used in the double materiality assessment and are defined as follows:



2.2 Governance

2.2.1 GOV-1 *

The role of the administrative, management and supervisory bodies

The administrative, management, and supervisory bodies of GPA Global have a direct influence on GPA Global France's governance framework and contribute to the oversight and strategic direction of the organisation.

Through their roles and responsibilities, they ensure alignment between GPA Global France's activities and the Group's strategy, values, and commitments, including on sustainability-related matters. GPA Global's shareholders also contribute to this governance framework by supporting the long-term strategic direction of the organisation and ensuring alignment with the Group's overall objectives.

At GPA Global France level, governance is supported by a Management Committee responsible for overseeing the company's strategic direction, operational performance, and key business matters, including sustainability-related topics. The Management Committee is composed of the CEO, the two Vice Presidents Sales, the Vice President Operations, the Human Resources Director, the Chief Financial Officer, the Chief ESG Officer of GPA Global, and the Creative Director. This cross-functional representation ensures that key strategic, operational, financial, people, creative, and sustainability perspectives are considered in decision-making processes.

This Management Committee is actively involved in sustainability-related matters, including the review of the GPA Global France's sustainability strategy, key objectives, and material disclosures, all aligned with GPA Global ESG strategy. It contributes to ensuring that sustainability considerations are appropriately integrated into the overall corporate strategy, risk management framework, and decision-making processes.

The Management Committee:

The Management Committee is composed of 8 members – 4 women and 4 men - reflecting the company's commitment to maintaining a diverse and balanced governance structure. No committee members are considered independent in accordance with the company's governance framework and applicable independence criteria.

It should be noted that two members of the Committee also serve as employee representatives, ensuring that employees' perspectives are integrated into governance discussions and decision-making processes.

Committee members collectively bring experience in the packaging industry, international sourcing, supply chain management, creative development and business operations.

The ESG department reports at a GPA Global level, while closely collaborating with the Management Committee on the GPA Global France scope.

Regular and structured communication takes place through monthly Management Committee meetings, to which the Chief ESG Officer is invited. These sessions provide an opportunity to share progress, key developments, and the advancement of the company's sustainability strategy, ensuring alignment between ESG priorities and governance oversight.

At management level, responsibility for the operational implementation of the sustainability strategy lies with the executive team, which ensures that environmental, social, and governance (ESG) considerations are embedded across business activities. This includes overseeing data collection processes, monitoring performance against sustainability objectives, and ensuring the preparation of consistent and reliable sustainability disclosures.

GPA Global France's sustainability strategy is defined at GPA Global level, ensuring a consistent and coordinated approach across all entities.

Where relevant, this Group-level framework is complemented by local adaptations to reflect specific regulatory requirements, operational contexts, and stakeholder expectations in the countries where GPA Global France operates.

At Group level, GPA Global has established a dedicated global ESG function to strengthen governance and execution of its sustainability agenda. This function is led by a Chief ESG Officer, a Global ESG Director and an extended ESG team, who are responsible for defining the ESG roadmap, coordinating its implementation across the organization, and ensuring alignment with regulatory requirements and best practices. The ESG function also plays a key role in supporting internal stakeholders and consolidating ESG data and reporting.

A network of ESG champions further supports the deployment of the sustainability strategy across the organization by facilitating local implementation, promoting ESG awareness, and ensuring effective two-way communication between operational teams and the central ESG function.

Together, these governance bodies and functions ensure a structured and integrated approach to sustainability, reinforcing accountability, transparency, and alignment with long-term value creation.

2.2.2 GOV-2*

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The administrative, management, and supervisory bodies of GPA Global France receive regular and structured information on sustainability matters to support effective oversight and decision-making. This information is shared through the Chief ESG Officer of GPA Global, an active member of the Management Committee, which meets on a monthly basis. In addition, in alignment with the double materiality assessment, the sustainability matters brought to the attention of and discussed with the Management Committee are listed in the IRO section (see page 21).

Sustainability-related information is integrated into internal reporting processes and includes key performance indicators, progress against ESG objectives, results of materiality assessments, and updates on regulatory developments such as CSRD and ESRS requirements.

Due diligence processes form a key element of the information provided to, and addressed by, the undertaking's administrative, management, and supervisory bodies. GPA Global France has established structured procedures to identify, assess, and monitor sustainability-related risks and impacts across both its own operations and its value chain, covering environmental, social, and governance matters. These due diligence processes support informed decision-making at management level by ensuring that material sustainability risks and opportunities are systematically identified, escalated, reviewed, and integrated into governance discussions. Key findings, risk assessments, and mitigation actions are regularly reported to the Committee, enabling effective oversight and continuous improvement of the company's sustainability performance.

The ESG function plays a central role in consolidating and presenting this information to ensure consistency, reliability, and relevance. This enables the Management Committee and management to appropriately monitor sustainability risks and opportunities and to ensure that they are taken into account in strategic and operational decisions.



2.2.3 GOV-3*

Integration of sustainability-related performance in incentive schemes

An ESG performance component has been integrated into the annual performance review process for all employees, including the leadership team and the Management Committee members, in 2025. This includes a structured self-assessment followed by a formal evaluation conducted by the line manager.

The ESG topics covered by this evaluation include actions taken to support the company’s sustainability objectives, the integration of GPA Global’s ESG values into daily work and decision-making, contributions to reducing the environmental impact of operations, as well as efforts to promote a respectful, inclusive, healthy, and safe workplace.

ESG-related performance is incorporated into the remuneration framework through the annual variable compensation scheme applicable to employees. ESG-related objectives form part of the performance evaluation used to determine annual bonuses, with the weighting of these objectives varying depending on the entity and the employee’s role and responsibilities. This approach reinforces accountability and supports the integration of sustainability considerations into day-to-day decision-making and business performance.



2.3 Statement on due diligence

2.3.1 GOV-4*Statement on due diligence

GPA Global France has established a due diligence approach to identify, assess, and address actual and potential adverse impacts on people and the environment across its own operations and value chain. This approach is aligned with internationally recognised frameworks (OECD Guidelines, UN Guiding Principles) and supports the principles underlying the CSRD and ESRS requirements.

The ESRS topics considered in the scope of GPA Global France’s due diligence are those identified as material through the double materiality assessment, ensuring that due diligence efforts are focused on the most relevant sustainability impacts, risks, and opportunities for the company and its stakeholders.

Due diligence processes are embedded within relevant internal procedures, including risk management, supplier engagement, and operational controls. They are supported by GPA Global ESG function and rely on the involvement of relevant business functions to ensure effective implementation. Where impacts are identified, GPA Global France seeks to address them through appropriate prevention, mitigation, and remediation actions, and continues to strengthen its processes over time.

CORE ELEMENTS OF DUE DILIGENCE	DETAILS	PARAGRAPHS IN THE SUSTAINABILITY STATEMENTS
Integration into policies and governance	Embedding due diligence into GPA Global France policies, governance structures, and management systems, with clear roles and responsibilities.	ESRS 2* GOV-1* GOV-2* G1-1*
Identification and assessment of impacts	Systematically identifying and assessing actual and potential adverse impacts on people and the environment across own operations and the value chain.	IRO-1*
Prioritisation (risk-based approach)	Prioritising impacts based on severity and likelihood, often informed by the double materiality assessment (impact materiality and financial materiality).	IRO-2*
Prevention and mitigation	Taking appropriate actions to prevent or reduce potential adverse impacts, including changes in processes, policies, or business relationships.	MDR-A* (Actions) MDR-P* (Policies) MDR-T* (Targets)
Tracking effectiveness	Monitoring and evaluating the effectiveness of actions taken, using relevant indicators and feedback mechanisms.	Metrics and targets sections
Communication and reporting	Communicating relevant information internally and externally, including through CSRD/ESRS reporting, to ensure transparency.	Sustainability statement

2.3.2 GOV-5*

Risk management and internal controls over sustainability reporting

GPA Global France has implemented a structured risk management and internal control framework to ensure the reliability, completeness, and consistency of its sustainability reporting, aligned with the GPA Global's framework. Within this framework, the dedicated GPA Global ESG department is responsible for coordinating the collection, validation, and consolidation of environmental, social, and governance data across relevant business units.

This department also ensures the alignment of sustainability disclosures with applicable regulatory requirements, including the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Risks that could affect the quality, accuracy, or timeliness of sustainability information - such as fragmented data sources, supplier-related uncertainties, or inconsistencies in reporting methodologies or data completed - are systematically identified, assessed, and monitored as part of the company's enterprise risk management process. Appropriate internal controls, including data verification checks and management reviews, are embedded throughout the reporting cycle to mitigate these risks.

Oversight of the internal control environment is ensured by the Management Committee of GPA Global France, which acts as the main governance body in this context. The Management Committee periodically reviews the effectiveness of the controls in place, ensures appropriate allocation of responsibilities, and supports the continuous improvement of sustainability reporting processes and regulatory compliance.

In 2026, we will further enhance our internal policies and procedures for sustainability reporting to strengthen internal control mechanisms and improve overall reporting quality and reliability.

2.4 Strategy, business model and value chain

2.4.1 SBM-1 *

Strategy, business model and value chain

GPA Global France is a company operating in the gift and packaging sector, with two main business activities: trading and manufacturing. Its business model is based on the sourcing, design, production, and distribution of packaging and gifts, primarily developed and produced for branded customers across various markets (Cosmetics, Luxe, Wine & Spirits, Food). Through its trading activities, GPA Global France sources, designs and distributes a wide range of products, while its manufacturing activities focus on the design and production of packaging and gifts solutions tailored to customer specifications.

GPA Global France's value chain spans from the sourcing of raw materials and other inputs, through production and manufacturing processes, to distribution and delivery to customers and end users. Upstream activities primarily involve suppliers of raw materials and finished goods, while downstream activities include logistics partners, customers, and the end users of products developed for brands.

For further information, please refer to the Value Chain Mapping (see page 30).

GPA Global France's strategy is to deliver competitive, high-quality, and increasingly sustainable packaging solutions and gifts by leveraging its dual trading and manufacturing model. This approach enables GPA Global France to respond to the specific requirements of its branded customers while integrating sustainability considerations and compliance requirements across its value chain.

GPA Global France's workforce, including information on its composition, characteristics, and employment-related matters, is described in detail in the ESRS S1* – Own Workforce section of this report (see page 63).



2.4.2 SBM-2* Interests and views of stakeholders

GPA Global France considers the interests and views of its key stakeholders as an integral part of its strategy and decision-making processes. The company engages with internal and external stakeholders, including employees, customers (notably brand owners), suppliers, and other business partners, to better understand their expectations regarding environmental, social, and governance matters.

The outcomes of stakeholder engagement were considered as key inputs to the double materiality assessment and contributed to the identification and prioritisation of GPA Global France’s material sustainability topics. Stakeholders’ feedback is also considered in the development of sustainability objectives, supplier engagement initiatives, product innovation and reporting priorities.

Channels used to gather Stakeholder perspectives:

STAKEHOLDERS' GROUPS	MAIN ENGAGEMENT CHANNELS	MAIN SUSTAINABILITY MATTERS	MAIN MATERIAL TOPICS COVERED
Internal stakeholders			
Employees	Workplace meetings, management meetings, team meetings, internal training, yearly performance review	Business ethics, competence development, performance management, fair wages and adequate remuneration, health and safety at work, working conditions, equal treatment, diversity and inclusion, training, skills development, social dialogue, freedom of association and collective bargaining, career development, workplace well-being, respect of human rights in the workplace	Health and safety, Working conditions of employees, Diversity and inclusion, Access to quality information, Corporate culture Cybersecurity
External stakeholders			
Customers	Meetings, business reviews, fairs, seminars and workshops, audits, questionnaires	Product quality, safety, and compliance with applicable regulations, sustainable sourcing of materials, environmental impact of packaging (recyclability, reusability, reduction of materials, circularity), carbon footprint and climate impact of products and supply chain, transparency and traceability of materials and supply chains, responsible packaging design, compliance with customer ESG requirements and procurement standards, ethical business conduct, innovation in sustainable packaging solutions	Climate change mitigation, Climate change adaptation, Waste and circular economy, Resource inflows, resource use, Energy, Access to quality information, Cybersecurity, Working conditions in value chain
Suppliers	Meetings, audits, questionnaires, training	Compliance with international and customer-specific ESG standards (code of conduct and audits requirements), working conditions and labour practices, health and safety, environmental performance, traceability and transparency of raw materials and production processes, product quality and compliance with technical and regulatory requirements, auditability and responsiveness to supplier assessments and corrective action plans, business continuity and production reliability, long-term commercial stability and partnership development with international clients, collaboration on sustainability initiatives	Climate change mitigation, Climate change adaptation, Waste and circular economy, Resource inflows, resource use, Energy, Suppliers’ relations, Cybersecurity, Working conditions in value chain, Other work-related rights, Diversity and inclusion
Business partners	Meetings, tenders, audits	Compliance with applicable laws and ESG-related contractual requirements, ethical business conduct, operational reliability and service quality, environmental impact of activities, respect for human rights and labour standards within their own operations and subcontractors, data accuracy and reporting reliability for ESG and operational information, alignment with customer sustainability requirements, risk management and business continuity, collaboration on sustainability initiatives	Climate change mitigation, Climate change adaptation, Waste and circular economy, Resource inflows, resource use, Energy, Suppliers’ relations, Cybersecurity, Working conditions in value chain, Other work-related rights, Diversity and inclusion



2.4.3 SBM-3*

Material impacts, risks and opportunities and their interaction with strategy and business model

The material impacts, risks, and opportunities identified by GPA Global France through its double materiality assessment are integrated into the understanding of how sustainability matters interact with its strategy and business model. These include both the actual and potential positive and negative impacts of GPA Global France's activities on people and the environment, as well as sustainability-related risks and opportunities that may affect its financial performance, operational resilience, and market positioning over the short-, medium-, and long-term.

The identified material sustainability matters are derived from GPA Global France's operations and across its upstream and downstream value chain, reflecting the nature of its trading and manufacturing activities.

They are considered in strategic and operational decision-making processes and inform the evolution of the business model, including sourcing practices, supplier engagement, product development, and customer solutions. This integration supports GPA Global France in managing sustainability-related risks, responding to evolving stakeholder expectations, and capturing opportunities linked to more sustainable products and services.

List of material IROs, including their occurrence across the value chain and their time horizons:

ERSR TopicDescription		Value Chain			Time Horizon		
		Upstream	Own Operations	Downstream	Short	Medium	Long
E1 - Climate change							
Climate change adaptation							
Risk	Disrupting operations and raising insurance costs caused by production sites’ exposure to extreme weather events	●	●			●	●
Climate change mitigation							
Negative Imp.	Contributing to climate change by generating GHG emissions	●	●	●	●	●	●
Risk	Additional costs resulting from increased regulatory requirements for GHG emissions	●	●			●	●
Energy							
Negative Imp.	High energy consumption in manufacturing facilities, especially in regions with coal-based grids, contributes to high GHG emissions	●	●		●	●	●
E5 - Circular Economy							
Resources inflows, including resource use							
Positive Imp.	Designing packaging that is recyclable, or reusable can reduce the burden of post-consumer waste management and dependence on virgin resources	●		●	●	●	●
Opportunity	Offering modular, refillable, or mono-material packaging can reduce environmental impact and open new revenue streams in the circular economy	●	●	●	●	●	●
Waste							
Negative Imp.	Packaging materials and production offcuts contribute to landfill accumulation and environmental degradation, especially in regions with limited waste infrastructure	●	●	●	●	●	●
Opportunity	Developing recyclable, compostable, or reusable packaging solutions can reduce disposal costs, develop new market segments, and align with customer sustainability goals						

ERSR Topic	Description	Value Chain			Time Horizon		
		Upstream	Own Operations	Downstream	Short	Medium	Long
S1 - Own workforce							
Health and safety							
Negative Imp.	Inadequate safety measures especially in manufacturing facilities and in lower-regulated regions, can lead to injuries and long-term health issues		●		●	●	●
Risk	Workplace incidents result in legal liabilities, production downtime, and reputational harm		●	●	●	●	●
Health and safety							
Negative Imp.	Not ensuring proper working conditions can lead disengagement and health issues		●		●	●	●
Risk	Not affording appropriate working conditions (balanced schedules, market-aligned wages, respect of freedom of association, etc.) may result in loss of employee engagement, legal conflicts, strikes, or operational disruptions		●		●	●	●
Diversity							
Opportunity	Embracing diversity can open access to new perspectives (esp. In the creativity sector) and enhance team performance		●		●	●	●
S2 -Workers in the value chain							
Working conditions							
Positive Imp.	Implementation or influencing better health and safety standards across partners and suppliers, improving worker well-being	●		●	●	●	●
Risk	Workplace incidents result in legal liabilities, production downtime, and reputational harm	●	●	●	●	●	●
Other work-related rights							
Risk	Inadequate working conditions across the value chain expose GPA to significant risks including legal sanctions, reputational damage, labor rights violations, and operational disruptions due to potential involvement with unethical suppliers and high employee turnover	●	●	●	●	●	●
S4 -Consumers and users							
Information-related impacts for consumers and/or end-users							
Positive Imp.	Transparent labelling and accessible product information empower consumers to make informed choices			●	●	●	●

		Value Chain			Time Horizon		
ESRS Topic	Description	Upstream	Own Operations	Downstream	Short	Medium	Long
G1 - Business Conduct							
Corporate culture							
Positive Imp.	Implementing a strong corporate culture improving employees' engagement and well being	●	●	●	●	●	●
Risk	Risk related to corporate culture (linked to the buyback in particular and to the fact that there was no action taken)	●	●	●	●	●	●
Management of relationships with suppliers including payment practices							
Positive Imp.	GPA Global fosters long-term, transparent relationships with suppliers by maintaining fair payment terms and engaging in collaborative sustainability initiatives	●	●		●	●	●
Corruption and bribery							
Risk	Exposure to corruption scandals can lead to legal sanctions, exclusion from tenders, and loss of investor confidence	●	●	●	●	●	●
Cybersecurity (specific topic)							
Risk	Risk related to cybersecurity (increasingly frequent attacks)	●	●	●	●	●	●

SBM-3 – E1 * Climate change:

Description of impacts:							
Impact	Type of impact	Value Chain			Time Horizon		
		Upstream	Own Operations	Downstream	Short	Medium	Long
Contributing to climate change through greenhouse gas (GHG) emissions	Negative	●	●	●	●	●	●
High energy consumption in manufacturing facilities, especially in regions with coal-based grids, contributes to high GHG emissions	Negative	●	●		●	●	●

Contributing to climate change through greenhouse gas (GHG) emissions:

Through its activities, GPA Global France contributes to climate change through the generation of greenhouse gas (GHG) emissions across its value chain. These emissions contribute to the increase in global greenhouse gas concentrations, which in turn contribute to climate change and the intensification of climate-related impacts, including more frequent and severe extreme weather events.

As a significant part of the company’s activities is office-based and focused on trading operations, Scope 1 and Scope 2 emissions remain relatively limited compared with Scope 3 emissions. The main source of emissions is related to purchased goods and services, which represent the majority of GPA Global France’s carbon footprint and accounted for approximately 90% of total GHG emissions according to the latest GPA Global Sustainability Report published in 2024.

This highlights the importance of addressing emissions beyond GPA Global France’s direct operations, particularly through collaboration with suppliers, improved data collection, and the development of more sustainable sourcing and product strategies.

High energy consumption in manufacturing facilities, especially in regions with coal-based grids, contributes to high GHG emissions:

Manufacturing operations require significant amounts of energy to operate production equipment, heating systems, compressed air systems, and other industrial processes. In regions where electricity generation remains largely dependent on coal or other fossil fuels, this energy demand contributes to increased greenhouse gas (GHG) emissions.

Given the global nature of GPA Global France’s supply chain, with a significant share of manufacturing activities located in Asia, the magnitude of this impact varies depending on the regional energy mix.

To address this impact, GPA Global France is progressively implementing energy efficiency initiatives, increasing the share of renewable electricity used across its own operations and supply chain, optimising manufacturing processes, and strengthening energy consumption monitoring across sites. These actions support the company’s broader decarbonisation strategy and contribute to its long-term climate objectives.

Resilience analysis:

Building on the analyses and sustainability disclosures developed in recent years, GPA Global France has conducted a simplified resilience analysis to assess the ability of its own operations and value chain to withstand, adapt to, and recover from material environmental, regulatory, and market-related disruptions and changes.

This analysis provides a qualitative assessment of GPA Global France's resilience by considering its exposure to relevant risks, existing mitigation measures, and adaptive capacities. It does not constitute a quantitative stress test or a detailed assessment of potential financial impacts.

Impact resilience:

GPA Global France's approach to mitigating the impacts of its activities is embedded in its core values and long-term sustainability commitments.

The company is currently developing new sustainability targets and an associated action plan for the 2026–2030 period, with the objective of reducing its contribution to climate change and strengthening its environmental performance.

These initiatives will focus on multiple levers, including sustainable product design, responsible raw material selection, optimisation of production sites and processes, increased use of renewable energy, and improved resource efficiency.

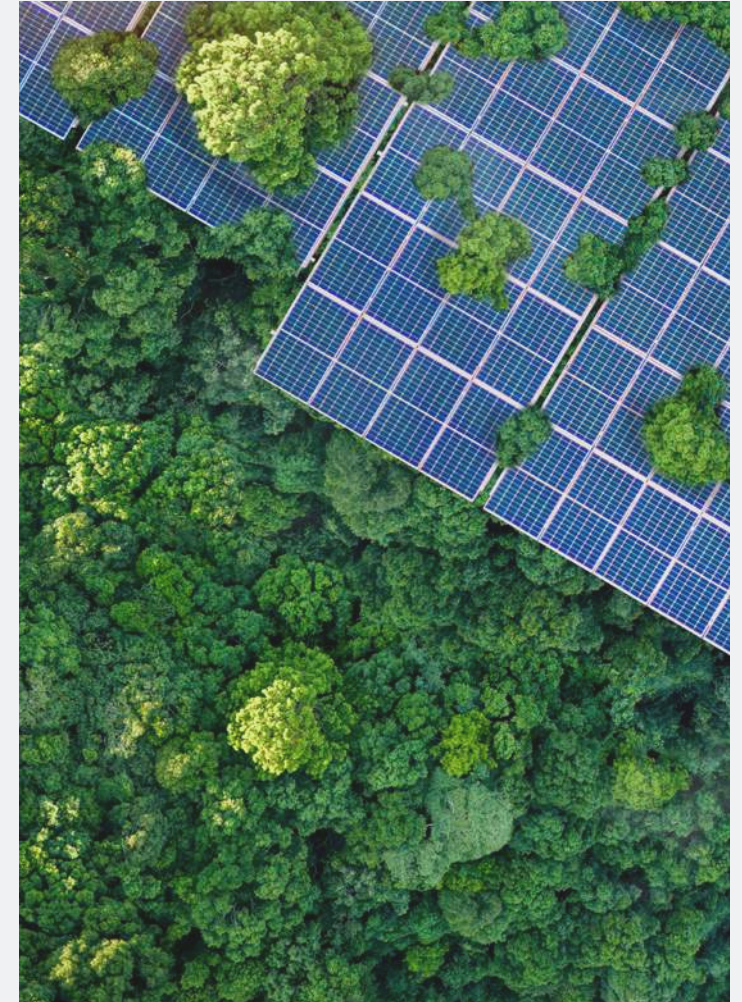
Through these actions, GPA Global France aims to enhance the resilience of its operations, support business continuity, and contribute to the protection of both internal and external stakeholders.

Risk and opportunity resilience:

For each identified sustainability-related risk and opportunity, GPA Global France has defined resilience measures based on the following considerations:

- assumptions regarding potential changes in supply constraints, regulatory requirements, market demand, and cost structures; and
- an assessment of climate-related risks, including the IPCC high-emissions scenario (RCP 8.5), as referenced in ESRS E1 IRO-1*.

At this stage, the resources allocated to address the identified risks and opportunities are disclosed in the E1-3* table.



Climate-related physical risk:

	Climate change adaptation	Climate-related hazards identified	Value Chain			Time Horizon			Effect	
			Upstream	Own Operations	Downstream	Short	Medium	Long	Type of financial effect	Mitigation action
Disrupting operations and raising insurance costs caused by production sites' exposure to extreme weather events		Acute risks:							Operational disruptions leading to increasing prices and decreased sales.	Development of various supply sources with sustainable practices
		Increase frequency of wildfire	●				●	●		
		Increase frequency of heat waves	●				●	●		
		Increase frequency of cyclones, hurricanes and typhoons	●	●			●	●		
		Drought affecting productivity of land exploitation	●				●	●		
		Chronic risks:								
		Heat stress	●				●	●		
		Water stress	●				●	●		

Description of risks:

Risks: *Disrupting operations and raising insurance costs caused by production sites' exposure to extreme weather events (with chronic and acute risks).*

The increasing frequency and severity of extreme weather events, including heavy rainfall, droughts, wildfires, and other acute and chronic climate-related hazards, may disrupt production activities and impact the resilience of GPA Global France's supply chain. These events can affect the availability of raw materials, disrupt manufacturing operations, and potentially lead to increased operational costs, including insurance costs.

Approximately 33% of the materials used by GPA Global France are directly linked to natural resources, including wood, cotton, and other plant-based materials. These resources are particularly vulnerable to climate-related disruptions, as their availability and quality depend on natural ecosystems and climatic conditions.

Resilience:

To enhance resilience and reduce exposure to physical climate-related risks, GPA Global France focuses on two key areas: responsible material sourcing and supplier partnerships. The company progressively increases the use of certified and recycled materials in its products and develops long-term relationships with suppliers worldwide. These suppliers are required to adhere to GPA Global's Supplier Code of Conduct, which includes environmental expectations and best practices.

GPA Global France relies on recognised certifications to support responsible sourcing practices, including FSC for responsible forest management, GRS for recycled materials, and GOTS for organic textiles.

Climate-related transitional risk:

Climate change mitigation	Climate-related transitional risk identified	Value Chain			Time Horizon			Effect	
		Upstream	Own Operations	Downstream	Short	Medium	Long	Type of financial effect	Mitigation action
Risk: Additional costs resulting from increased regulatory requirements for GHG emissions	Policy and legal risk		●			●	●	Increased operational costs and decreased sales	New systems and strategy. Empower supply chain
	Market risk		●	●		●	●		

Description of risks and opportunities:

Risks: *Additional costs resulting from increased regulatory requirements for GHG emissions.*

The increasing stringency of climate-related regulations affecting GPA Global France, its customers, and its operations in Europe requires the company to continuously adapt its strategy and processes to remain compliant with evolving requirements. This includes strengthening internal capabilities, enhancing employee training, and deploying appropriate tools and processes to support regulatory compliance.

In addition, part of GPA Global France’s market exposure is linked to mechanisms such as the European carbon market, where carbon prices may fluctuate and potentially increase in the coming years, creating additional cost exposure.

Resilience:

GPA Global France has adapted its organisation, strategy, and workflows to address evolving climate-related requirements. The ESG team plays a key role in monitoring

regulatory developments, supporting the implementation of new requirements, and developing appropriate tools and methodologies. Operational teams, including Quality and Procurement, contribute to the deployment of these requirements throughout business processes and the supply chain.

Beyond its own operations, GPA Global France works with suppliers to improve the understanding, measurement, and reduction of GHG emissions across the value chain. The company also promotes lower-impact product designs, including solutions that optimise material use and support more resource-efficient approaches.

Opportunity: *Reducing costs through energy efficiency in sites.*

Improving energy efficiency across production sites represents an opportunity to reduce operational costs while contributing to climate objectives. As regulatory frameworks increasingly place a cost on GHG emissions, reducing energy consumption and associated emissions can help mitigate future financial exposure. In parallel, growing customer demand for more sustainable products creates an opportunity for energy efficiency initiatives to become a competitive differentiator.

Resilience:

For several years, GPA Global France has been working closely with its suppliers to identify improvement opportunities and develop more efficient solutions through continuous improvement programmes.

 **These initiatives include optimising production processes, reducing resource consumption, and supporting the transition towards lower-impact manufacturing practices.**

SBM3 - E5*
Resource use and circular economy:

		Value Chain			Time Horizon			Effect
Type of risk or opportunity:		Upstream	Own Operations	Downstream	Short	Medium	Long	Type of financial effect
Resources inflows, including resource use	Opportunity: Offering modular, refillable, or mono-material packaging can reduce environmental impact and open new revenue streams in the circular economy		●	●	●	●	●	Increased sales
	Positive impact: Designing packaging that is recyclable, or reusable can reduce the burden of post-consumer waste management and dependence on virgin resources	●	●	●	●	●	●	
Waste	Opportunity: Developing recyclable, compostable, or reusable packaging solutions can reduce disposal costs, develop new market segments, and align with customer sustainability goals	●	●	●	●	●	●	Increased sales and lower regulatory fees
	Negative impact: Packaging materials and production offcuts contribute to landfill accumulation and environmental degradation, especially in regions with limited waste infrastructure	●	●	●	●	●	●	

2.5 Impact, risk and opportunity management

2.5.1 IRO-1 *

Description of the process to identify and assess material impacts, risks and opportunities

Description of the methodologies and assumptions used:

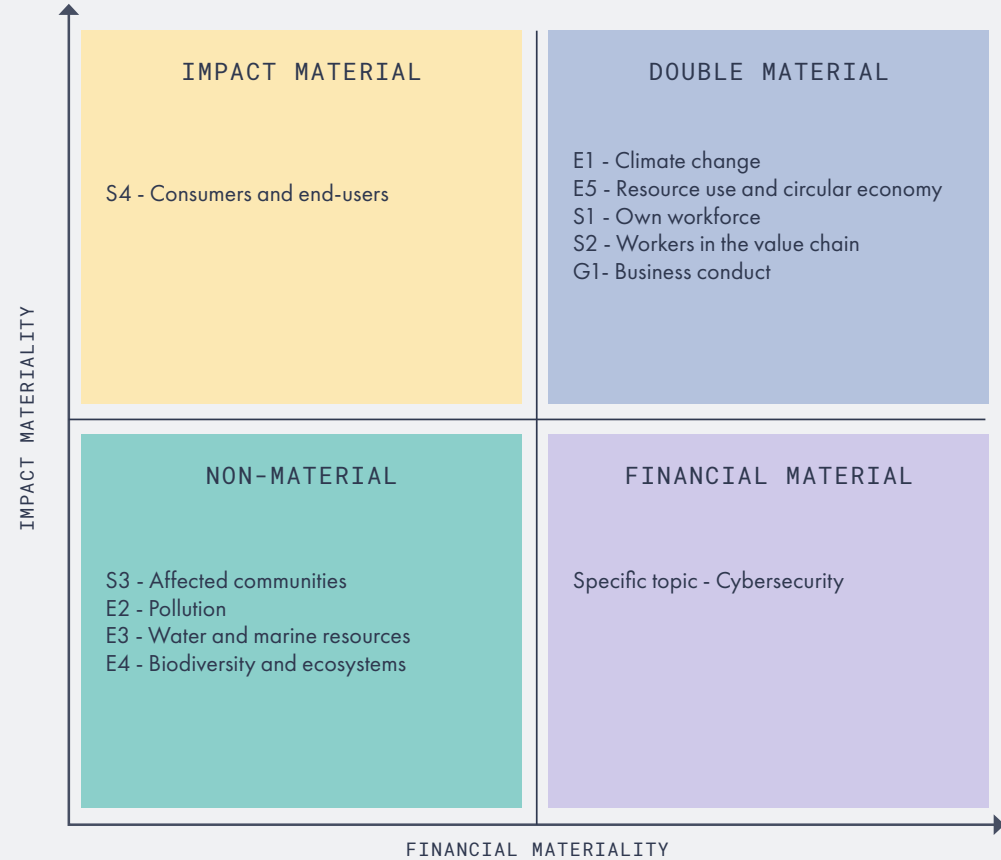
The double materiality assessment forms the foundation of GPA Global France 2025 sustainability statement. This assessment was conducted with the support of an independent third-party expert (SE Advisory Services) and through internal collaboration involving a broad range of stakeholders. The process enabled the identification of key sustainability topics across the value chain and their evaluation based on both their risks and opportunities on the company and the company's impacts on society. A Project Committee, which includes the Management Committee of GPA Global France, has been established to make strategic decisions. A project team – the ESG department members - ensured the smooth running of the project.

The key process steps of the process are detailed below.

Understanding the context:

The first step was to define properly the context in which GPA Global France evolves. An analysis and the description of the activities, geographical locations, stakeholders and value chain were conducted to better understand the scope of the double materiality assessment for GPA Global France.

Materiality results on ESRS topic level:



GPA Global France Value Chain



Preselection of ESG material issues:

A prioritization of the key issues and sub-topics defined under the ESRS framework has been carried out by the third-party expert. This process included an ESG database review (ENCORE and SHDB), an analysis of external assessments by extra-financial rating agencies, benchmarking against companies with similar activities to GPA Global France, and an internal evaluation of the company’s ESG initiatives and key challenges.

This assessment was presented, discussed, and approved by GPA Global France Project Committee.

This prioritization exercise enabled the assessment of all ESRS-listed sub-topics. Those considered not relevant in relation to GPA Global France’s activities were excluded, ensuring that the identification and evaluation of impacts, risks, and opportunities (IROs) focused solely on relevant sub-topics.

Identification and ranking of impacts, risks and opportunities:

Based on a list of 20 pre-selected issues, double materiality workshops were conducted inspired by the ESRS methodology, using a collective intelligence approach to support reflection and identify ESG impacts, risks, and opportunities (IROs) across the company’s value chain.

The first workshop focused on environmental topics, while the second addressed social and governance issues. Participants from GPA Global France were selected based on their business expertise and/or their knowledge of external affected stakeholders, ensuring comprehensive representation of the company’s activities, as well as its partners and broader stakeholder ecosystem.

During the workshops, participants reviewed pre-selected issues and identified the corresponding IROs, taking into account their respective value chain segments and all relevant internal and external stakeholders.

In a second step, the identified IROs were prioritized. Each IRO was presented during dedicated sessions and assessed using a materiality scale from 1 to 4. The scoring criteria were based on the guidelines set out in the annex to the ESRS 1 * delegated act and relied on two key dimensions: the magnitude (or severity) of the impact and its likelihood of occurrence.

Participants evaluated each IRO across the four ESRS dimensions (negative impacts, positive impacts, risks and opportunities) and mapped them within a magnitude and likelihood matrix.

All participants contributed their expertise and perspective throughout the process, while the third-party expert facilitated and structured the workshops.

Once each IRO had been assigned a materiality score, the results were consolidated at the issue level to position them within the double materiality matrix. A “maximum approach” was applied to ensure a clear and conservative identification of material topics, as it has the following advantages:

01 Importance This method gives importance to an issue when one of the IROs associated with this issue is important, independently of the other IROs;	02 No volume bias This method is not biased by the number of IROs suggested for each issue, but focuses on whether or not there is at least one significant IRO;	03 Reporting relevance This method makes it possible to identify and maintain the most significant IROs for each issue, which will be useful during reporting;	04 Materiality outcome With regard to the IRO rating that has been carried out, this method generates the most relevant double materiality matrix according to the Project Committee.
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The results were then further consolidated by SE Advisory Services, which aggregated the scores into numerical averages by issue. During this consolidation and consistency review, SE Advisory Services identified certain IROs requiring reassessment in order to ensure alignment across evaluations and improve the robustness and comparability of the scoring.

This led to a calibration of the result with the Project Committee in order to match material matters to GPA Global France's activities.

The GPA Global France Project Team set a materiality threshold of 3 or above, on a scale of 1 to 4 in consultation with the management of GPA Global France. This threshold was selected as the cut-off point for identifying material issues. This decision is grounded in EFRAG standard recommendations, which advise focusing the analysis on impacts and risks deemed material.

Applying the materiality threshold of 3 out of 4, the matrix is divided into four quadrants, with material issues those subject to mandatory reporting located in three quadrants (top left, top right and bottom right), where at least one of the two scores reaches or exceeds the threshold.

Sign-off by management:

After final adjustments by SE Advisory Services and the Project team, the double materiality analysis was presented to the Project Committee and other GPA Global France senior management representatives. GPA Global France Executive Committee reviewed and validated the full process and approved the outcomes of the double materiality assessment.

Internal control of process:

GPA Global France established an internal oversight mechanism through a project team composed of the company's ESG experts, members of the Management Committee, and the Directors of GPA Global France, in order to ensure effective monitoring and internal control of the double materiality analysis process.

The following sections provide further topic-specific disclosures on GPA Global France's material impacts, risks and opportunities, complementing the information presented above and providing additional context on our approach and performance across each sustainability topic.



IRO 1 – E1*

Climate change:

GPA Global France has implemented a structured process to identify and assess climate-related impacts, risks, and opportunities across its own operations and value chain, inspired by ESRS requirements and the double materiality approach described in ESRS 2 IRO-1*.

Climate-related impacts are identified through multiple sources of information, including annual greenhouse gas inventories covering Scope 1, Scope 2, and Scope 3 emissions, life cycle assessments of key products, supplier ESG questionnaires, and operational environmental data. Value chain hotspots are assessed using recognised emission factor databases, sector benchmarks, and available information from suppliers and business partners.



GPA Global France (formerly known as Cosfibel Premium) has been calculating its carbon footprint in accordance with the GHG Protocol since 2012 and has been committed to reducing the carbon emissions associated with its products and operations. Since then, its climate-related initiatives, progress, and performance have been reported annually through sustainability reporting led by the ESG team.

Climate-related risks and opportunities are assessed through GPA Global France's enterprise risk management framework, incorporating both physical risks, such as extreme weather events, resource availability, and supply chain disruptions, and transition risks, including evolving regulations, carbon pricing mechanisms, energy costs, and changing customer sustainability expectations. Potential climate-related opportunities, including the development of lower-carbon materials, eco-design solutions, and energy efficiency initiatives, are also considered as part of this assessment process.

The assessment process involves cross-functional teams representing key areas of the organisation, including the Sustainability Department, Executive Management, Procurement, Product Design & Innovation, Human Resources, Logistics, and Commercial functions. Their involvement ensures that diverse operational, strategic, and value chain perspectives are considered throughout the identification and assessment process. Material climate-related topics are further validated through stakeholder consultation and integrated into strategic planning and climate action initiatives.

GPA Global France has also identified relevant climate-related hazards that could potentially affect its assets and economic activities, based on the classification provided in the Commission Delegated Regulation (EU) 2021/2139.

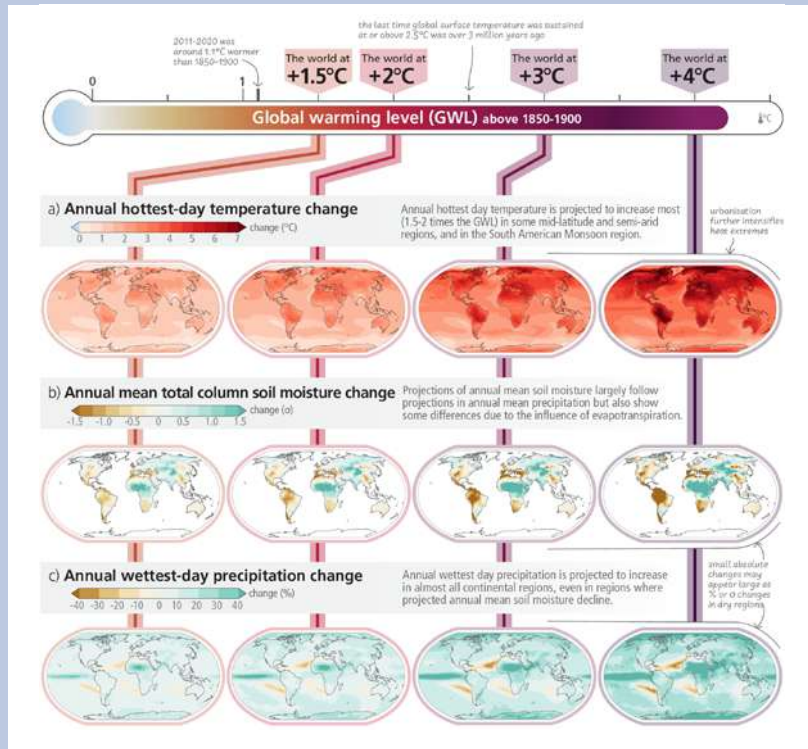
To date, the identification and assessment of physical and transition climate risks have not been supported by a detailed climate scenario analysis. In particular, no transition risk scenario aligned with the objective of limiting global warming to 1.5°C has been assessed as part of the analysis of climate-related risks and opportunities.

The assessment performed was primarily based on the double materiality assessment process, which incorporated an analysis of environmental dependencies using the ENCORE methodology, an evaluation of GPA Global France's climate impacts through its greenhouse gas emissions inventory, and the outcomes of dedicated workshops conducted as part of the assessment process.

In addition, a documentary review was carried out to complement the initial assessment of physical climate risks. Some of the sources reviewed were based on high-emissions climate scenarios, providing additional insights into GPA Global France's potential exposure to future physical climate hazards.

GPA Global France recognises that further development of climate scenario analysis will strengthen its understanding of climate-related risks and opportunities and support the refinement of its climate adaptation and mitigation strategies.

With every increment of global warming, regional changes in mean climate and extremes become more widespread and pronounced



IPCC, 2023, Sixth Assessment Report (AR6) – Synthesis Report, Summary for Policymakers, Figure SPM.5

Climate-related physical risks:

Business activities and assets potentially exposed to chronic and acute climate-related physical risks were assessed on a consolidated basis as part of the double materiality assessment, taking into consideration the severity, magnitude, and likelihood of potential impacts.

As GPA Global France primarily operates as a trading company, the assessment focused mainly on upstream activities within the value chain, particularly in geographical areas where climate-related impacts are more prevalent. This is especially relevant for activities relying on natural resources, such as forestry and natural textile production, which represent a significant part of GPA Global France's business activities and where raw material availability and production conditions may be affected by climate change in sourcing and manufacturing regions.

GPA Global France's upstream value chain is geographically extensive and complex, covering multiple regions worldwide. Tier 1 suppliers are primarily located in Asia, Europe, and Africa, exposing the value chain to diverse climate-related hazards depending on local environmental and climatic conditions.

The IPCC high-emissions scenario RCP 8.5 was used as a reference to identify potential climate hazards that could contribute to the physical risks identified, particularly those related to extreme weather events.

Climate-related transition risks and opportunities

GPA Global France has identified transition risks through its double materiality assessment, taking into consideration its entire value chain and the markets in which the company operates.

The company monitors current and emerging climate-related regulations, carbon pricing mechanisms, product sustainability requirements, and reporting obligations across its operating regions, with a particular focus on Europe. In addition, GPA Global France considers evolving market expectations, customer ESG requirements, and developments in low-carbon technologies as part of its assessment of transition risks.

Transition risks are mapped across GPA Global France's operations and value chain activities and integrated into the enterprise risk management framework through an assessment of likelihood and potential financial impact. In the packaging sector, which represents one of GPA Global France's main business activities, regulatory requirements and expectations from downstream value chain stakeholders are increasing significantly, requiring continuous adaptation of products, processes, and business practices.

IRO 1 – E2* Pollution:

The double materiality assessment concluded that pollution-related impacts, risks, and opportunities are not material. The assessment covered the topics of air pollution, water and soil pollution, and substances of concern. The identified impacts and potential risks are primarily associated with the value chain, reflecting the nature of GPA Global France's activities, while impacts arising from its own operations were assessed as limited.

IRO 1 – E3* Water and marine resources:

The double materiality assessment concluded that impacts, risks, and opportunities related to water and marine resources are not material. The assessment considered potential impacts across GPA Global France's own operations and value chain and found that the limited impacts and potential risks are primarily associated with the upstream and downstream value chain, reflecting the nature of the company's activities. In addition, none of the group's sites are located in areas identified as being at high water risk, based on the World Resources Institute (WRI) Aqueduct Water Risk Atlas.

IRO 1 – E4* Biodiversity and ecosystems:

The double materiality assessment concluded that impacts, risks, and opportunities related to biodiversity and ecosystems are not material.

To assess the company's dependencies on nature, GPA Global France used the ENCORE database to evaluate dependencies across its own operations and value chain. The assessment identified dependencies associated with procurement activities, particularly in relation to provisioning services and regulating and maintenance services. These dependencies contribute to material risks and opportunities reported under ESRS E5* (Resource Use and Circular Economy) and ESRS E1* (Climate Change) but did not result in material biodiversity- and ecosystem-related impacts, risks, or opportunities under ESRS E4*.

IRO 1 – E5* Resource use and circular economy:

Consistent with the approach applied for the assessment of greenhouse gas emissions, GPA Global France identified its impacts, risks and opportunities (IROs) related to resource use and the circular economy based on information available from the sustainability reports of the entities comprising the group, complemented by operational data and internal analyses. The assessment considered the following information:



Resource inflows

Quantities and types of materials and products purchased for manufacturing and trading activities.

Volumes of certified materials and products (e.g., FSC®, GRS).



Resource outflows

Quantities, types and treatment methods of waste generated through operations.

Initiatives implemented in collaboration with value chain partners to reduce waste generation and increase reuse and recycling.



Circular economy

Market trends and customer expectations regarding circular design and sustainable packaging solutions.

Research and development activities focused on the development of alternative materials and circular product design.

IRO 1 – S3*

Affected Communities:

The topic covered by ESRS S3* (Affected Communities) has been assessed as not material in the GPA Global France's double materiality analysis and is therefore not further disclosed within this report.

IRO 1 – S4*

Consumers and End-users:

This material topic, Consumer and End-Users, has been assessed as more appropriately disclosed under ESRS G1* (Business Conduct), as it primarily relates to access to (quality) information. It is therefore addressed in detail within this section, where its associated impacts, risks and opportunities are presented.

2.5.2 IRO-2*

Disclosure Requirements in ESRS covered by the undertaking's sustainability statement

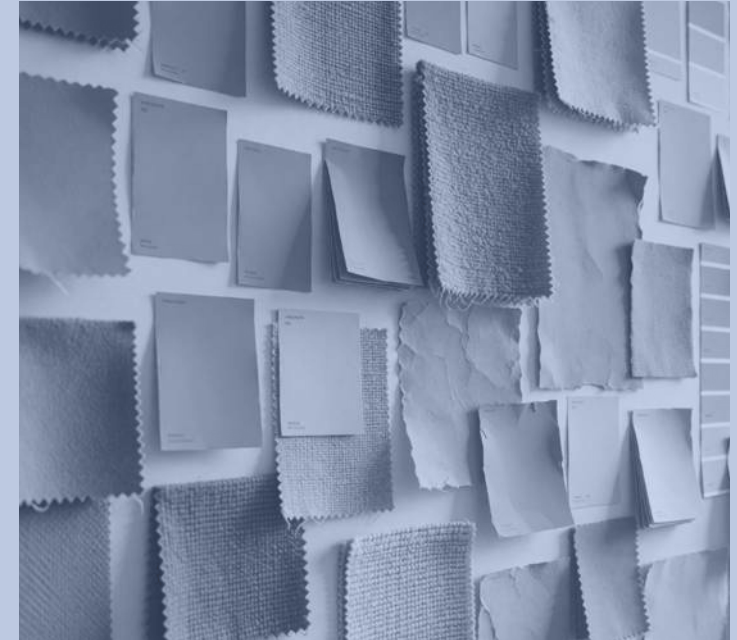
Description of the process to identify and assess material impacts, risks and opportunities

The Disclosure Point (DP) and Disclosure Requirements (DR) identified through the double materiality assessment are presented in Appendix 1 (p.95).

Each IRO was assessed against GPA Global France's impact and financial materiality criteria, and only those meeting or exceeding the established materiality threshold of 3 out of 4 were considered material.

The disclosure requirements presented in this report have been determined based on the material IROs identified through our assessment and include selected relevant ESRS disclosure requirements considered applicable to GPA Global France's sustainability matters, reflecting our progressive approach to enhancing our sustainability reporting practices.

The summary of ESRS datapoints that derive from other EU legislation are presented in Appendix 2 (p.98)



3. Environment (ESRS E*)

3.1 ESRS E1 * Climate Change

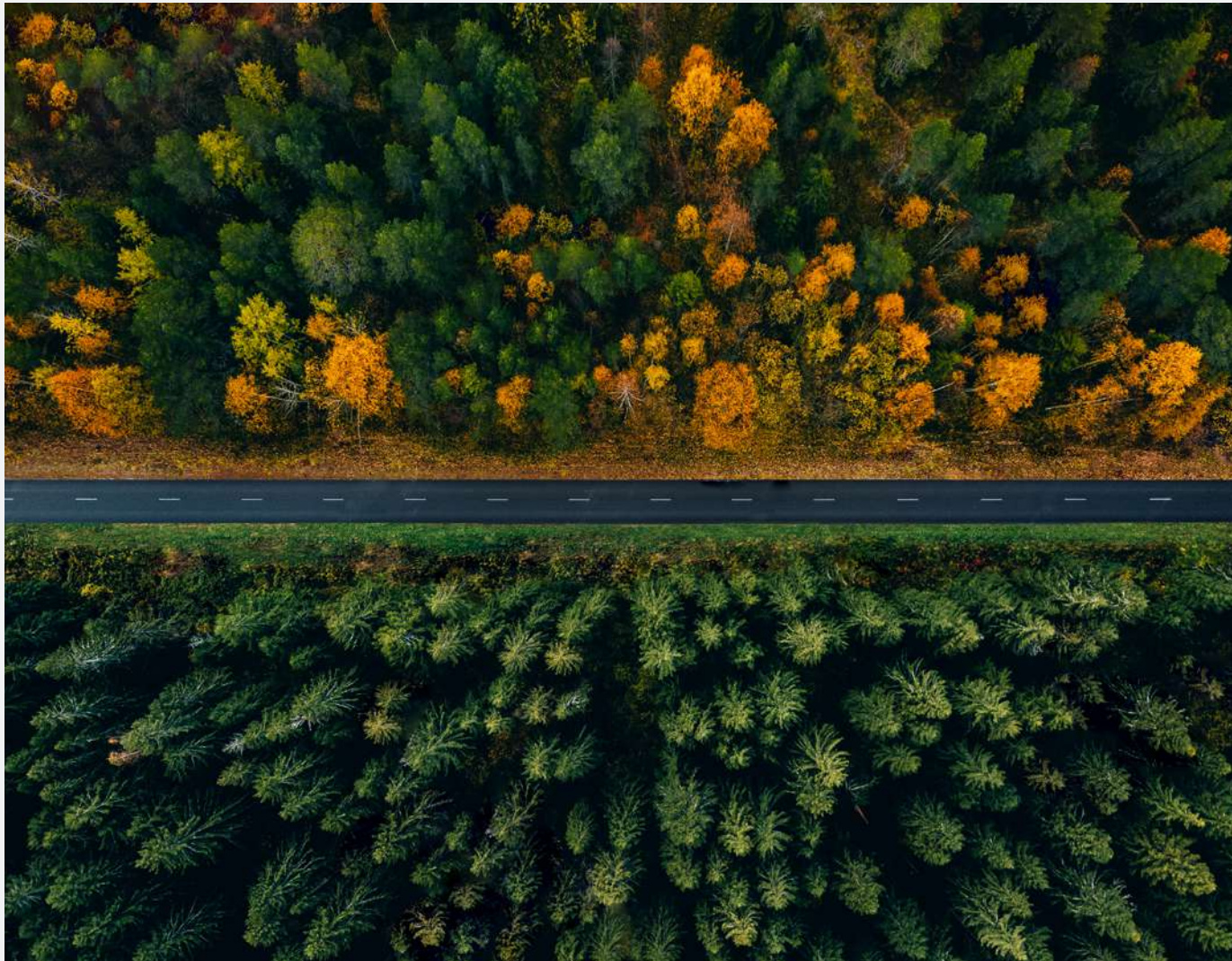


Climate change represents a key sustainability challenge for GPA Global France. Through its activities, including the manufacturing and trading of gifts and packaging solutions, GPA Global France may contribute to greenhouse gas emissions, notably through the sourcing of raw materials, production processes, and its broader value chain. GPA Global France may also be exposed to climate-related risks and opportunities arising from the transition towards a lower-carbon economy and the physical impacts of climate change.



As presented in ESRS 2 – SBM-3*, the double materiality assessment identified the following material impacts, risks and opportunities (IROs) related to climate change. These IROs are recalled below to provide context for the disclosures presented in this section.

ESRS*	TOPIC	IRO TYPE	DESCRIPTION
E1	Climate change adaptation	Risk	Disrupting operations and raising insurance costs caused by production sites’ exposure to extreme weather events.
E1	Climate change mitigation	Negative impact	Contributing to climate change by generating GHG emissions.
E1	Climate change mitigation	Risk	Additional costs resulting from increased regulatory requirements for GHG emissions.
E1	Energy	Negative impact	High energy consumption in manufacturing facilities, especially in regions with coal-based grids, contributes to high GHG emissions.



3.1.1 E1-1 *

Transition plan for climate change mitigation

At the reporting date, GPA Global France had not yet established a formal climate transition plan aligned with the objectives of the Paris Agreement. As GPA Global France was established at the end of 2022 and was in the process of developing its own sustainability strategy, efforts during the reporting period focused primarily on strengthening the robustness and completeness of its greenhouse gas inventory, improving ESG data collection processes, and identifying the most significant sources of emissions across its operations and value chain.

These activities provide the necessary foundation for the development of a structured decarbonisation roadmap, including the identification of emissions reduction levers, the assessment of required investments, and the definition of measurable climate targets. The development of a formal climate transition plan is planned as part of the continuous enhancement of GPA Global France's sustainability strategy and will be aligned with the GPA Global Group 2026–2030 ESG strategy.

GPA Global France intends to define a comprehensive transition plan, including key actions, a clear roadmap, and measurable objectives, to support the achievement of its long-term climate ambitions and contribute to the objectives of the Paris Agreement.

3.1.2 E1-2*

Policies related to climate change mitigation and adaptation

GPA Global France has undertaken significant work to update its key sustainability-related policies in 2024, including the Supplier Code of Conduct and Sustainable Procurement Policy, with the objective of aligning them with evolving regulatory expectations and high standards of responsible business practices. These policies and codes of conduct apply across the supply chain and define the principles and requirements guiding GPA Global France and its suppliers in reducing environmental impacts, promoting responsible sourcing, and supporting sustainable practices.

The GPA Global ESG Department is responsible for the development, regular review, update, and deployment of these policies, ensuring consistency with the Group’s sustainability strategy and commitments.

In terms of IRO coverage, these policies primarily address the IRO related to climate change mitigation (negative impacts and risk) as well as the negative impact related to energy.

Regarding the risk of operational disruptions and increased insurance costs resulting from the exposure of production sites to extreme weather events, GPA Global France does not currently have a dedicated policy in place. The company will continue to strengthen its approach and work on implementing appropriate measures to address this gap.

TOPIC COVERED	NAME OF THE POLICY	KEY CONTENT AND OBJECTIVE	SCOPE	RESPONSIBLE	PUB . DATE	ACCESS
Sustainability principles of the company	Sustainability policy	Sustainability principles are embedded across product development and manufacturing processes, with the objective of promoting renewable, recyclable, and responsible material use from sourcing through production and transportation. Continuous progress toward a more circular operating model supports both environmental performance and long-term business resilience. Key sustainability (environmental) priorities include reducing waste and resource consumption across manufacturing operations, strengthening water recycling and long-term water stewardship, and collaborating with customers to design innovative packaging solutions that enhance supply chain sustainability.	GPA Global	Approved by: CEO Implementation: Chief ESG Officer	2021	Internal
Activities linked with environmental matters	Environmental policy	The policy defines the environmental considerations which are integrated into business decision-making processes and supported by management accountability. The company is committed to complying with environmental regulations, reducing waste and emissions, conserving resources, and promoting recycling throughout its operations. It also works with customers, suppliers, and other stakeholders to advance sustainable practices across the value chain. Environmental performance is monitored regularly, with a focus on transparency, continuous improvement, and the achievement of sustainability objectives.	GPA Global	Approved by: CEO Implementation: Chief ESG Officer	2021	Internal
Guidelines for Sustainable and Responsible Partner Engagement	Sustainable procurement policy and code of conduct	This policy, developed with the procurement team, set common rules with respect to environment protection, human and labor rights, social responsibility and ethics. The employees of GPA Global involved in procurement activities must follow this policy and request their suppliers and subcontractors to understand and implement it. A particular focus is done on environmental topics such as sustainable operations reporting, energy consumption and GHG emissions, resources use and waste management to reduce the main impacts of our activities. This document is linked with a supplier code of conduct which is used as a guide to work with GPA Global.	GPA Global	Approved by: CEO Implementation: Chief ESG Officer	2024	Internal & external

3.1.3 E1-3*

Actions and resources in relation to climate change policies

GPA Global France is progressively implementing actions and allocating resources to support the objectives of its climate change policies and strengthen its contribution to climate mitigation and adaptation. These actions are focused on addressing the main sources of greenhouse gas emissions identified across its operations and value chain, while supporting the transition towards more sustainable products, processes, and sourcing practices.

The actions described in this section reflect the main levers currently identified to reduce climate-related impacts and enhance resilience, in line with GPA Global France’s sustainability strategy and long-term climate ambitions.

POLICY	KEY ACTIONS	DECARBONISATION LEVERS	SCOPE	TIME HORIZON	PROGRESS	ALLOCATED RESSOURCES**	ACHIEVED/EXPECTED OUTCOME
GPA Global sustainability policy	Switching to green electricity contract for our main office to reduce scope 2 emissions	Renewable electricity	GPA Global France	2025	Done	Office manager and ESG team	2,8 tCO2e saved market based** **Simulation made with the same tool used to collect and calculate the current GHG emissions
	Increase the use of recycled materials	Circular Economy and Materials	GPA Global (parent company)	2024-2030	49,8% of sourced materials for product in 2024 were from recycled sources (GPA Global scope)	Procurement, sales, Design, IT and ESG departments	GPA Global France scope:
	Upcycling program	Circular economy and materials & waste reduction	GPA Global France	Continuous	5 suppliers in the program and 3 NGOs. 4 300 cushions produced (+30% compared to 2024).	Selected suppliers and ESG team	Scope 3 5,05 t of production waste reused. 8,37 tCO2e avoided compared to compared to incineration.
	Monitors waste management	Circular economy and materials	GPA Global (parent company)	Continuous	95% of industrial waste are diverted from landfill		GPA Global France scope: 107,8 t of industrial waste 99,83 t of industrial waste recycled 92,6% of industrial waste recycled

POLICY	KEY ACTIONS	DECARBONISATION LEVERS	SCOPE	TIME HORIZON	PROGRESS	ALLOCATED RESSOURCES**	ACHIEVED/EXPECTED OUTCOME
	Conducting LCA	Eco-design of products and packaging	GPA Global (parent company)	Continuous	More than 1 000 LCA conducted by 2023.	Specific platforms Around 5% of 2025 ESG budget Internal teams	GPA Global France scope: 350+ LCA conducted
	Use of new platform to collect scope 1,2&3 emissions	Indirect decarbonisation lever Carbon data management	GPA Global (parent company)	Continuous	Done for the first year of collection (2025 on 2024 datas).	Around 25% of 2025 ESG budget Internal teams	Amelioration of data collection scope 1,2&3
	Define new sustainability strategy and objectives	Indirect decarbonisation lever Climate governance & strategy	GPA Global (parent company)	2026-2030	Approved by executive management	Executive managers	Alignment with the company's new business activities and locations GHG emissions
	Define new action plan	Decarbonisation roadmap	GPA Global France	2026-2030	In progress	ESG team and internal manager	Definition of action aligned with the reduction of our scope 1,2&3 emissions
	EnVision: 3D sampling in order to reduce waste from real samples	Optimization of industrial processes & innovation and new business models	GPA Global France	Continuous	Used with clients	Design team	Reduction of our scope 3 GHG emissions related to sampling

** No significant Capex or Opex was explicitly allocated to the action plan

3.1.4 E1-4*

Targets related to climate change mitigation and adaptation

SCOPE	REFERENCE YEAR	REFERENCE VALUE	TARGET	TARGET VALUES 2030	DECARBONISATION LEVERS AT GPA GLOBAL FRANCE	ESTIMATED QUANTITATIVE CONTRIBUTION
Scope 1 & 2 (market based)	2021	0,01204 kgCO2/\$ **	-30% by revenue in 2030	0,008428 kgCO2e/\$ **	Renewable electricity usage at sites Energy efficiency	-20% -10%
Scope 1 & 2 (market based)	2021	3 654 tCO2e**	-20% of absolute emissions by 2030	2 923 tCO2e**	Renewable electricity usage at sites Energy efficiency	-15% -5%

**GPA Global data

Targets:

GPA Global France’s near-term climate targets for 2030 are aligned with the Scope 1 and Scope 2 targets established by GPA Global Group (the parent company) prior to the acquisition and integration of the entities now forming part of GPA Global France Group.

These targets were defined in 2021 based on a single materiality assessment, with the support of UL360, an external consulting partner. They were developed in accordance with the GHG Protocol and cover 100% of Scope 1 and Scope 2 significant emissions from 18 entities worldwide operating across trading, manufacturing, and warehousing activities. The objectives were established with reference to the ambitions of the Paris Agreement; however, GPA Global France has not yet formally assessed their alignment with a 1.5°C pathway, and the targets have not been validated by the Science Based Targets initiative (SBTi).

The definition of these targets took place during a period of significant external growth for GPA Global, with multiple acquisitions completed and further integration activities ongoing. The entities now forming GPA Global France, established in 2022, were progressively integrated into this broader Group sustainability framework.

Following the completion of GPA Global France’s double materiality assessment in 2025, the company identified the need to further strengthen its climate objectives, particularly regarding value chain emissions. Scope 3 targets are planned to be defined in 2026 as part of the development of GPA Global France’s climate strategy and in alignment with the GPA Global Group 2026–2030 ESG strategy.

As GPA Global France does not have its own climate targets established at the date of this report, the relevant targets defined at GPA Global level have been considered for reporting purposes. While these targets were established prior to the creation of GPA Global France and did not specifically include GPA Global France’s activities at the time of their definition, they provide the current reference framework for GPA Global France’s climate objectives. GPA Global France will further assess and refine these targets as part of the development of its climate strategy and future target-setting process.

Methodology:

GPA Global uses a third-party platform, Key ESG, to collect and consolidate greenhouse gas (GHG) emissions data from its entities and calculate its carbon footprint in accordance with the GHG Protocol. The platform relies on recognised emission factor databases and enables the calculation of GHG emissions using different approaches for collecting activity data, depending on data availability and the nature of the emission source:

- Spend-based method (based on financial data);
- Average-based method (based on average emission factors and quantities);
- Supplier-specific data method (based on primary data provided by suppliers); and
- Direct entry method (for emissions calculated outside the platform and integrated into the reporting process).

GPA Global's climate targets were established by the former sustainability team, with the involvement of executive management representatives from central functions and operational teams. The target-setting process considered the full scope of the Group at that time, including 18 sites and more than 2000 employees involved in packaging and logistics activities. The objectives were developed with the support of an external consulting partner and were designed to cover the Group's main operational activities and associated Scope 1 and Scope 2 emissions.

Description of performance against disclosed target:

GPA Global France has recently initiated the implementation of its climate strategy. While the company is aligned with the climate targets established by GPA Global, its parent company, historical GHG emissions data for the 2021 base year is not available for GPA Global France. Therefore, performance against these targets cannot yet be assessed or disclosed on a comparable basis.

Starting in 2025, a new GHG emissions reporting baseline will be established for both entities mentioned above. This will provide a consistent reference point for tracking future performance and progress against climate targets.

To support the analysis of year-on-year variations in GPA Global Scope's 1 and Scope 2 greenhouse gas (GHG) emissions, the company has compiled a summary of the main organizational and operational changes that have occurred since 2021. These changes include acquisitions, mergers, and modifications to electricity supply contracts, all of which may impact the comparability and interpretation of reported emissions over time.

Significant developments contributing to an increase in GHG Scope 1 and Scope 2 emissions:

- 2021, acquisition of a new production site in Poland.
- 2022, acquisition of a new production site in North America
- 2023, acquisition of a new production site and several offices in Europe, Middle East and China.
- 2023, acquisition of a new production site in Mexico.
- 2024, creation of new offices in North America and China.

Significant actions contributing to a reduction in GHG Scope 1 and Scope 2 emissions:

- 2024, Poland plant switched to 100% renewable electricity, sourced through the purchase of Renewable Energy Certificates (RECs).
- 2025, France office switched to a 100% renewable electricity contract.
- 2025, office consolidation in China.
- 2025, office consolidation in USA.

GPA Global France has decided not to present a chart illustrating the evolution of greenhouse gas (GHG) emissions reductions, as the historical targets and associated data no longer accurately reflect its current operational scope, organizational structure, and business context.

As part of its commitment to continuous improvement and transparent sustainability reporting, the company is currently reviewing its climate strategy and will establish new GHG emissions reduction targets covering Scope 1, Scope 2, and Scope 3 emissions. These updated targets will be supported by detailed action plans, identified decarbonization levers, and implementation timelines to guide the achievement of the company's long-term climate objectives.

3.1.5 E1-5*

Energy consumption and mix

The energy consumption of the GPA Global France’s entities is supplied through public energy networks and is therefore dependent of the energy mix of the countries in which the company operates. Only the electricity consumption of the Levallois site is covered by a renewable electricity supply contract supported by guarantees of origin or renewable energy certificates.

Electricity consumption associated with employees working remotely or from shared office spaces is excluded from this calculation. The related impacts are accounted for under Scope 3 emissions, within the “remote working” category, based on the number of hours worked remotely during 2025.

As this is GPA Global France’s first year of sustainability reporting inspired by the ESRS, comparative data for the previous period is not available.

ENERGY CONSUMPTION AND MIX	2025
Total fossil energy consumption (PCI conversion)	307 810 kWh
Share of fossil sources in total energy consumption	46%
Consumption from nuclear sources Calculated with energy mix data from energy supplier for site located in Spain and le Réseau de Transport d’Electricité (RTE) Bilan électrique 2025 for the French site	130 758 kWh
Share of consumption from nuclear sources in total energy consumption	20%
Fuel consumption for renewable sources, including biomass	0 kWh
Consumption of purchased or acquire electricity, heat, steam and cooling from renewable sources	229 162 kWh
Consumption of self-generated non-fuel renewable energy	0 kWh
Total renewable energy consumption	229 162 kWh
Share of renewable sources in total energy consumption	34%
Total energy consumption	667 730 kWh

ENERGY INTENSITY PER NET REVENUE	2025
Total energy consumption with high impacts per net revenue	4,6 E-06 MWh/€
Total energy consumption from activities per net revenue	1,0 E-05 MWh/€

3.1.6 E1-6*

Gross Scopes 1, 2, 3 and Total GHG emissions

GPA Global France follows the guidance provided by the GHG Protocol Corporate Standard to calculate its Scope 1, Scope 2 and Scope 3 greenhouse gas (GHG) emissions.

GHG emissions are reported in tonnes of CO₂ equivalent (tCO₂e) and include emissions from CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃. The calculation of CO₂ equivalent emissions for non-CO₂ gases is based on the latest Global Warming Potential (GWP) values published by the IPCC, using a 100-year time horizon.

None of GPA Global France's sites are directly covered by the EU Emissions Trading System (EU ETS) or any other regulated emissions trading scheme for Scope 1 emissions.

Methodologies:

GPA Global France uses a centralized ESG data management platform (Key ESG) to collect, consolidate, and manage environmental data from its entities and operational sites. Emission factors are primarily sourced through the platform, which updates its underlying databases annually. Greenhouse gas (GHG) emissions are calculated in accordance with the Greenhouse Gas Protocol, using emission factors from recognized and publicly available sources, including the UK Government GHG Conversion Factors for Company Reporting, the International Energy Agency (IEA), Ecoinvent, and supplier-specific emission factors where available and considered reliable.

These sources were selected due to their wide recognition, regular updates, scientific robustness, and alignment with internationally accepted GHG accounting standards.

Activity data are collected from various sources, including utility bills, internal operational records, supplier information, purchasing data, logistics data, and human resources records, depending on the emission category assessed. Primary data are used whenever available. Where primary data are not available, secondary data, industry averages, or other reasonable assumptions are applied to estimate emissions.

Scope 1 and Scope 2 GHG emissions calculation are primarily based on primary data, while Scope 3 emissions rely on a combination of primary and secondary data, reflecting the availability and maturity of data sources across the different emission categories.

Only 2025 GHG emissions will be disclosed, as this represents GPA Global France's first reporting year within the current reporting scope.

In addition, biogenic emissions will not be disclosed for the reporting period, as the ESG team has not yet established the necessary methodologies, tools and data collection processes to ensure a reliable, transparent and well-documented calculation of these emissions.



	2025	GPA GLOBAL FRANCE ACTIVITY	DATA SOURCE
SCOPE 1 GHG EMISSIONS ☒			
Gross scope 1	32,8 tCO2e	The data collected covers our factory’s use of natural gas as well as the group’s vehicles. Data is collected from the meter readings shown on the bills	Natural gas and fuels conversion factors from the UK Government GHG Conversion Factors for Company Reporting (BEIS - Greenhouse gas reporting: conversion factors 2025.)
Scope 1 emissions from Percentage of Scope 1 GHG emissions from regulated emission trading schemes	0	Not relevant	/
SCOPE 2 GHG EMISSIONS ☒			
Gross location-based scope 2 GHG emissions	57,4 tCO2e	Relates to electricity consumption at our sites. Data is collected from the meter readings shown on the bills	Conversion factors from IEA - IEA Emissions Factors 2025
Gross market-based scope 2 GHG emissions	100,8 tCO2e	Relates to electricity consumption at our sites. Data is collected from the meter readings shown on the bills	Conversion factors from AIB - European Residual Mix (2025).
SIGNIFICANT SCOPE 3 GHG EMISSIONS ☒			
Total gross indirect (scope 3) GHG emissions	15 903,7 tCO2e		
1. Purchased goods and services	15 302,4 tCO2e	This category includes emissions associated with the purchase of finished and semi-finished products across all Group entities. Data is collected using different approaches depending on the nature of the business activity. For trading activities, emissions are calculated using the following data sources, in order of priority: - Supplier-specific data collected through internally developed questionnaires; - Product environmental data available through the EcoDesignCloud platform; - Purchase value-based estimates for products where supplier-specific data are not available through the above methods. For manufacturing activities, emissions are calculated using actual procurement data for purchased materials and components.	Trading activity: - Activity data: conversion factors (for 76% of products) – Ecoinvent - Spend data (monetary value) conversion factors (for 24% of products) - ClimaTiq UK spend-based 2024 Manufacturing activity: - Conversion factors from BEIS - Greenhouse gas reporting: conversion factors 2025

	2025	GPA GLOBAL FRANCE ACTIVITY	DATA SOURCE
SIGNIFICANT SCOPE 3 GHG EMISSIONS ☒			
2. Capital goods	0	Not relevant	
3. Fuel and energy-related activities (not included in scope 1 and 2)	34,6 tCO2e	Upstream emissions from energy production. Energy data collected from the sites.	Conversion factors from: IEA Emissions Factors 2024 IEA Life Cycle Upstream Emission Factors 2024 AIB - European Residual Mix (2023)
4. Upstream transportation and distribution	0,7 tCO2e	Trading activity: Not relevant Manufacture activity: Only few data collected for 2025	/
5. Waste generated in operations	0,6 tCO2e	Trading activity: Data from the service provider’s collection reports for recycled waste. The quantity of non-recycled waste is estimated using data from the French Environment and Energy Management Agency (ADEME). Manufacturing site: Data from legal industrial waste report for manufacturing site in Spain	93% of quantity waste data are activity based and 7% are from the ADEME estimation. Conversion factors form: BEIS - Greenhouse gas reporting: conversion factors 2025 BEIS - Greenhouse gas reporting: conversion factors 2021.
6. Business traveling	86,8 tCO2e	Emissions resulting from business travels made by employees (trains, cars, planes) and as well as hotel stays	Data collected with external system which provide emissions factors (represents 86% of emissions) and data collected with Key ESG platform with emission factors from BEIS - Greenhouse gas reporting: conversion factors 2025 and 2023, (represents 14% of emissions)
7. Employee commuting	102,0 tCO2e	Data collected via a KEY ESG questionnaire completed by staff and extrapolated to reflect the total number of journeys made by all individuals. Emissions attributable to remote working were calculated based on the number of days worked by employees working for the following entities (Cosfibel Hong Kong, Cosfibel China, Cosfibel Switzerland, Cosfibel Singapour) which scope 1 and 2 data were not possible to collect and in accordance with the company’s remote working policy for other employees	Emission factors from BEIS - Greenhouse gas reporting: conversion factors 2025

	2025	GPA GLOBAL FRANCE ACTIVITY	DATA SOURCE
SIGNIFICANT SCOPE 3 GHG EMISSIONS ☒			
8. Upstream leased assets	0	Not relevant	/
9. Downstream transportations	376,6 tCO2e	Take into account the emissions associated with the transport of finished products to our customers when the entities of GPA Global France were responsible for this. Trading activity: Emissions provided by our transporters for each transportation Manufacturing activity: Distance data provided by our transporter for the year.	Approximately 89% of downstream emissions were calculated using supplier-specific emission factors. For the remaining emissions, where supplier-specific data were unavailable, the BEIS - Greenhouse gas reporting: conversion factors 2025 were used to estimate emissions.
10. Processing of sold products	0	Not relevant	/
11. Use of sold products	0	Not applicable: only our commercial operations offer products that may have an impact during the use phase (electricity consumption), but these account for only a negligible proportion of sales compared with our overall business.	/
12. End-of-life treatment of sold products	0	Not relevant	/
13. Downstream leased assets	0	Not relevant	/
14. Franchises	0	Not relevant	/
15. Investments	0	Not relevant	/
Total GHG emissions (location-based)	15 993 tCO2e		
Total GHG emissions (market-based) (tCO2e)	16 037 tCO2e		

GHG emissions intensity – total GHG emissions per net revenue:

GHG EMISSIONS PER NET REVENUE	N (2025)
Total GHG emissions (location-based) per net revenue	2,41 E-04 tCO2e/CA€
Total GHG emissions (market-based) per net revenue	2,41 E-04 tCO2e/CA€

3.1.7 E1-7*

GHG removals and GHG mitigation projects financed through carbon credits

In 2025, GPA Global France voluntary supported the compensation of the estimated GHG emissions associated with the production of an advent calendar for a client. The quantity of CO₂e emissions was calculated in accordance with the ISO 14067 standard, covering the cradle-to-gate (upstream) emissions.

A total of 6 tCO₂e were supported through a reforestation project. This initiative does not constitute a public carbon neutrality statement or an offset claim for GPA Global France.

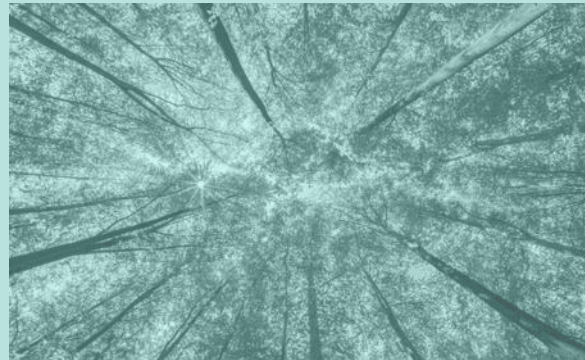
Project: Trees for Slender Loris, India (initiated in 2019)

Project type: Carbon removal project - Land-use change (biogenic) through reforestation using 29 native tree species, including Gmelina arborea

Standard: Tree-Nation methodology (proprietary monitoring and verification system; no third-party carbon standard certification applied)

The project is monitored through periodic field reporting, geotagged photographic evidence, and satellite-based vegetation analysis. The latest available monitoring report (2025) indicates an estimated average survival rate of approximately 70% of planted trees.

GPA Global France doesn't have a public claim of GHG neutrality or carbon neutrality involving the use of carbon credits. Carbon credits are only offered as an additional service to clients upon request, following an eco-design assessment based on Life Cycle Assessment (LCA) tools.



3.1.8 E1-8*

Internal carbon pricing

GPA Global France has not established an internal carbon pricing mechanism, as the company operates primarily as a packaging supplier and product design and material selection decisions are largely driven by customer requirements.

To support customers in integrating climate considerations into their decision-making processes, GPA Global France provides information on the greenhouse gas (GHG) emissions and environmental impacts of its products, either upon request or proactively as part of eco-design and Life Cycle Assessment (LCA) studies. This information enables customers to incorporate product-specific emissions into their own internal carbon pricing mechanisms and climate-related decision-making processes, where applicable.

3.2 ESRS E5* Resource use and circular economy



Resource use and circular economy are key considerations for GPA Global France, given its activities in the manufacturing and trading of gifts and packaging solutions. GPA Global France’s impacts are mainly linked to the sourcing and use of raw materials, product design choices, and resource outflows across the value chain.



As presented in ESRS 2 – SBM-3*, the double materiality assessment identified the following material impacts, risks and opportunities (IROs) related to resource use and circular economy. These IROs are recalled below to provide context for the disclosures presented in this section.

ESRS*	TOPIC	IRO TYPE	DESCRIPTION
E5	Resources inflows, including resource use	Positive impact	Designing packaging that is recyclable, or reusable can reduce the burden of post-consumer waste management and dependence on virgin resources.
E5	Resources inflows, including resource use	Opportunity	Offering modular, refillable, or mono-material packaging can reduce environmental impact and open new revenue streams in the circular economy
E5	Waste	Negative impact	Packaging materials and production offcuts contribute to landfill accumulation and environmental degradation, especially in regions with limited waste infrastructure.
E5	Waste	Opportunity	Developing recyclable, compostable, or reusable packaging solutions can reduce disposal costs, develop new market segments, and align with customer sustainability goals.

3.2.1 E5-1 *

Policies related to resource use and circular economy

As for the climate change policies described in E1-2*, GPA Global France integrates specific commitments related to resource use and circular economy within the core of its existing policies. The relevant policies covering these topics and their key contents are presented below:

TOPIC COVERED	NAME OF THE POLICY	KEY CONTENT AND OBJECTIVE	SCOPE	RESPONSIBLE	PUBLICATION DATE	ACCESS
Sustainability principles of the company	Sustainability policy	Refer to E1-2 Policy Climate change	GPA Global	Approved by: CEO Implementation: Chief ESG Officer	2021	Internal
Activities linked with environmental matters	Environmental policy	Refer to E1-2 Policy Climate change	GPA Global	Approved by: CEO Implementation: Chief ESG Officer	2021	Internal
Guidelines for Sustainable and Responsible Partner Engagement	Sustainable procurement policy and code of conduct	Refer to E1-2 Policy Climate change	GPA Global	Approved by: CEO Implementation: Chief ESG Officer	2024	Internal & External

In terms of IRO coverage, these policies address the IRO related to resources inflows, including resource use (both positive impact and opportunity) as well as the IRO related to waste and resource outflows. While these topics are already addressed through GPA Global’s existing policies and practices, the company recognizes the need for continuous improvement and will continue to strengthen its approach over time. GPA Global France is committed to further enhancing its policies, processes and initiatives to address these impacts, risks and opportunities as effectively as possible.

3.2.2 E5-2*

Actions and resources related to resource use and circular economy

GPA Global France implements actions and allocates resources to address resource use and circular economy-related topics, in line with the commitments defined in its policies. These actions aim to improve resource efficiency, promote circularity, reduce waste generation, and support the transition towards more sustainable resource management across its operations and value chain.

POLICIES	KEY ACTIONS	SCOPE	TIME HORIZON	ADVANCES	ALLOCATED RESSOURCES	ACHIEVED/ EXPECTED OUTCOME
GPA Global sustainable procurement policy and code of conduct	Use recycled materials	GPA Global France	Long term	28,6% of material purchased comes from recycled sources	Project developer Sourcing team	Quantitative objectives have not been defined
GPA Global sustainability policy	Industrial waste recycling	GPA Global	2021-2025	95% of industrial waste diverted from landfill in 2025	Specific contract for waste management	Target: Divert 90% of industrial waste from landfills by 2030
	Conducting LCA	GPA Global France	Long term	1000+ LCAs from 2023	LCA expert and project developer team trained to conduct LCAs	Quantitative objectives have not been defined

3.2.3 E5-3*

Targets related to resource use and circular economy

GPA Global France’s targets are aligned with those established by its parent company in 2021.

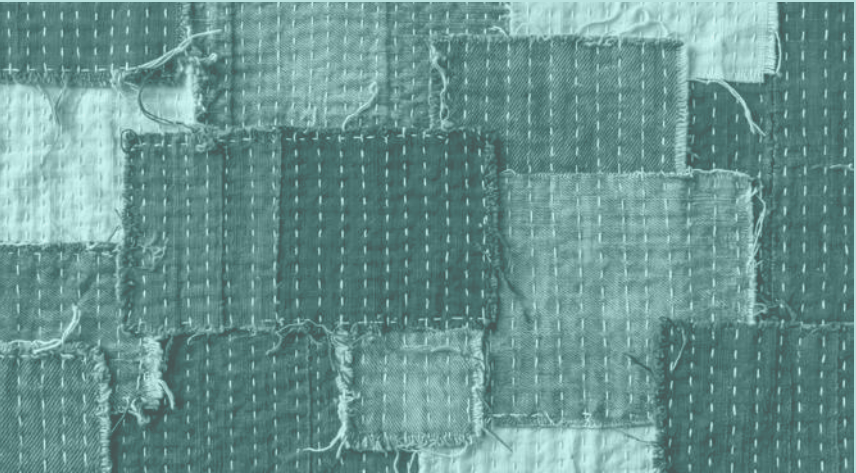
TARGET	MAIN TOPIC	REFERENCE YEAR	PERIOD	SCOPE	PHASE	PERFORMANCE
Waste management: 90% of industrial waste from our own sites diverted from landfill	Resource outflows -waste management	2021 – 82%	2021-2025	GPA Global plant sites	Production	95% in 2025

The methodology used to define this target is unknown, however, the data sources and tracking processes rely on traceable and verifiable information provided by external partners responsible for waste collection and sorting, in accordance with the applicable standards in the countries where the sites operate.

With the support of ADEME data, GPA Global France is able to estimate the quantity of untracked waste managed through public waste collection service.

In 2026, GPA Global France will establish new targets related to resource use and circular economy, covering the following areas:

- circular material use rate
- minimization of primary raw material use
- sustainable sourcing and use of renewable resources
- waste management



3.2.4 E5-4* Resource inflows

In 2025, GPA Global France operated as both a trader and a manufacturer. The company’s main resource inflows consisted of purchased raw materials and finished products, primarily including plastic, wood, paper and cardboard, metals, and textile materials.

The methodology used to calculate material inflows is consistent with the approach applied for Scope 3 GHG emissions related to purchased goods and services. Wherever possible, activity data were collected in physical quantities (tonnes). However, due to the complexity and diversity of certain purchased products, obtaining accurate weight data was not always possible. In such cases, monetary values were used as a proxy.

Overall, physical data were available for approximately 76% of products purchased through trading activities. For the remaining 24%, material categories were estimated based on the nature of the products purchased, using the following assumptions:

- Bags: assumed to be primarily composed of textile materials;
- Boxes: assumed to consist of 50% metal and 50% paper/cardboard;
- Textile products: assumed to be composed of textile materials;
- Jewelry and accessories: classified under “other materials”;
- Diffusers: assumed to contain electronic components and therefore classified under “other materials”.

These assumptions were applied to enable comprehensive reporting while reflecting the most likely material composition of the products concerned. For products reported using monetary data, materials were assumed to be composed of non-recycled content, as reliable information on recycled content percentages was not available.

Breakdown of the resource inflows:

RESOURCE INFLWS	METAL		CARDBOARD/PAPER/WOOD		PLASTIC		TEXTILE		OTHER	
	Virgin	Recycled	Virgin	Recycled	Virgin	Recycled	Virgin	Recycled	Virgin	Recycled
Trading activity (tons)	293	60	1 211	433	54	106	413	101	103	7
Manufacture activity (tons)	-	-	108	-	40	183	-	-	-	-

The table above presents the same data as reported under Scope 3 “Purchased raw materials”, with the exception of certain products purchased for trading activities for which material weight data were not available. As a result, these products could not be included using a mass-based calculation approach and were excluded from the physical quantity assessment. They represent approximately 24% of the total number of products sold through trading activities.

Breakdown of material usage:

	WEIGHT DATA	
Technical materials**	903 tons	29%
Biological materials***	1 319 tons	42,4%
Recycled materials****	890 tons	28,6%
TOTAL	3 112 tons	100%

** including virgin metal, virgin plastic, virgin textile and virgin “other materials”
*** including virgin cardboard/paper/wood
**** including all recycled material listed below

The objective for the next reporting year is to maximize the collection of physical data on purchased materials and products in order to improve the quantification and monitoring of resource inflows and track progress over time.



3.2.5 E5-5*

Resource outflows

Products and materials:

GPA Global France has developed key products which follow circularity principles such as the following non-exhaustive list:

PRODUCTS	CIRCULARITY PRINCIPLES					
	Material optimisation	Durability	Reusability	Repairability	Disassembly	Recycling
Mono material cardboard boxes						
Mono material bags and textile articles						
Reusable advent calendars						
Bags and pouches						
Tin boxes						

The expected durability of products placed on the market could not be reliably estimated due to the wide diversity of product categories and the absence of a harmonised methodology or rating system applicable to all products. Similarly, as no established reparability rating system is currently available for the products placed on the market, GPA Global France is not able to provide quantitative data on reparability at this stage.

The share of recycled content in products and packaging has been estimated based on the data collected for the E5-4 resource inflows disclosure, which considers the nature of the raw materials used in product design. Under this approach, only materials classified as “other materials” (where the material composition could not be identified due to insufficient information) have been considered as non-recyclable. Based on this assumption and for products for which weight data is available, the estimated share of recyclable materials is approximately 96%.

Waste:

Upstream value chain:

Waste generated from GPA Global France’s upstream activities primarily arises from manufacturing processes carried out at suppliers’ facilities. GPA Global France supports its suppliers in reducing waste generation through awareness-raising initiatives, training and the sharing of relevant policies and guidelines. However, GPA Global France currently does not have sufficient data collection processes in place to comprehensively quantify waste generated across its upstream value chain.

In collaboration with committed suppliers and customers, GPA Global France has implemented a specific initiative to collect and repurpose production waste into new products supporting disadvantaged children. In 2025, together with five suppliers and three NGOs, GPA Global France collected and reused 5,05 tonnes of post-production textile waste, which were transformed into 4 300 cushions. This initiative contributes to reducing textile waste while creating positive social impact through circular solutions.

GPA Global France direct activities:

As a trader and manufacturer, GPA Global France generates two main categories of waste: industrial waste and domestic waste.

Industrial waste generated from manufacturing activities is measured based on weight and reported to the relevant authorities, including the Department of Climate Action, Food and Rural Agenda and the Waste Management Agency of Catalonia (Spain).

Domestic waste generated at GPA Global France’s sites is monitored through waste collection contracts for recyclable waste, which provide information on collected quantities by weight as well as evidence of recycling treatment.

To estimate the quantity of non-recyclable waste generated in offices, we applied the assumption provided by ADEME, based on an average generation rate of 130 kilograms of waste per employee per year. As mentioned in the E1 Climate Change disclosure, data could not be collected for employees working remotely or based in the offices of our parent company. Given that these employees represent a limited proportion of our workforce, the associated waste volumes are considered not material compared with those generated at our main office and manufacturing sites.

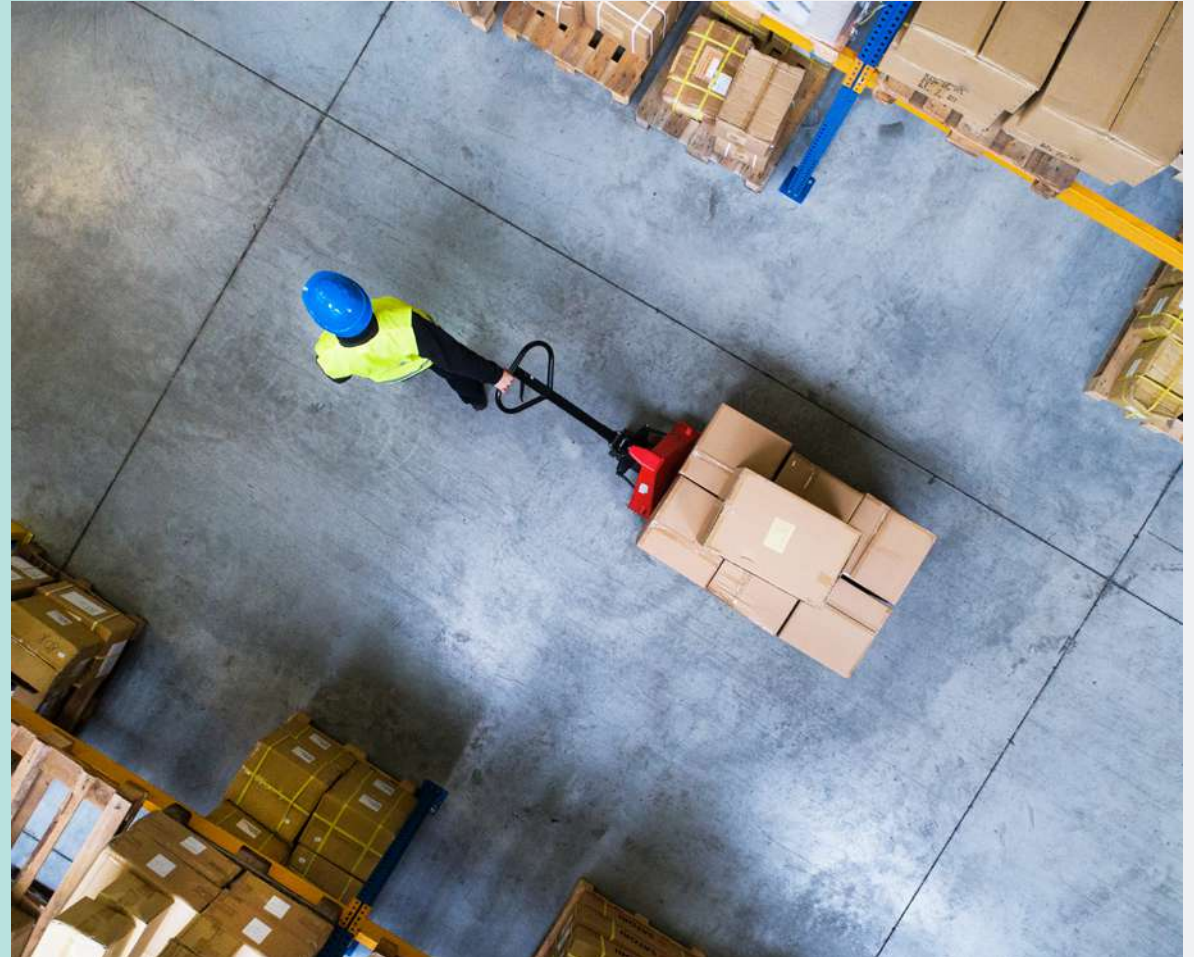
WASTE STREAM	HAZARDOUS WASTE - TONS	NON HAZARDOUS WASTE - TONS
Closed loop	0	72,7
Composting	0	0,077
Open loop	0	28,6
Disposal (landfill, incineration, etc.)	0	16,0
TOTAL	0	117,5
Percent of non-recycled waste (industrial and domestic)		14%

The main waste streams generated from GPA Global France’s direct activities are paper, cardboard and plastic (PET). These materials are considered recyclable and are managed through established recycling channels available in the relevant locations.

Downstream value chain:

As GPA Global France does not sell products directly to final consumers, the company is not responsible for the end-of-life management of products placed on the market. Nevertheless, GPA Global France actively contributes to product eco-design initiatives aimed at reducing potential end-of-life impacts. Given that its business activities include the supply of packaging solutions, providing information on the end-of-life characteristics of the packaging placed on the market is an important part of our approach.

Most of the packaging supplied by GPA Global France (including tin-plated steel boxes, aluminium boxes and cardboard boxes) is considered recyclable, as these formats generally avoid design features that may hinder recycling, such as unnecessary multi-material components, certain inks or finishes. In addition, established collection and sorting systems, as well as appropriate recycling technologies, are available in most of the relevant markets where GPA Global France operates.



3.3 EU Taxonomy disclosures

3.3.1 EU Taxonomy

The EU Taxonomy Regulation establishes a common classification system for environmentally sustainable economic activities within the European Union. Its objective is to support the transition towards a sustainable economy by defining the conditions under which an economic activity can be considered environmentally sustainable. The framework covers six environmental objectives: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and the protection and restoration of biodiversity and ecosystems.

Under the Regulation, companies subject to the reporting requirements must assess and disclose the extent to which their activities are Taxonomy-eligible and Taxonomy-aligned, based on the technical screening criteria established by the European Commission. An activity is considered Taxonomy-aligned where it makes a substantial contribution to at least one environmental objective, does no significant harm (DNSH) to the other objectives, and complies with minimum safeguards.

During the reporting period, the European Commission adopted simplification measures under the Omnibus package, including amendments to the delegated acts governing Taxonomy disclosures and technical screening criteria. These measures introduced, among other changes, materiality thresholds intended to simplify certain Taxonomy reporting requirements.

As part of its first Taxonomy assessment, GPA Global France performed an analysis of its activities against the eligibility criteria defined under the EU Taxonomy Regulation, with the support of SE Advisory Services. The assessment covered GPA Global France's main activities, including trading and manufacturing operations, to identify whether any activities fall within the scope of Taxonomy-eligible activities.

An assessment of GPA Global France's activities against the EU Taxonomy Regulation identified two potentially eligible activities: Climate Change Mitigation (CCM) Activity 3.1 – Manufacture of plastic packaging goods and Climate Change Adaptation (CCA) Activity 7.7 – Acquisition and ownership of buildings.

These activities represented less than 10% of GPA Global France's total turnover and total capital expenditure (CapEx), respectively. Considering their limited contribution to GPA Global France's overall business activities, the Company concluded that they were not significant for the purposes of this voluntary Sustainability Report.

As part of this process, GPA Global France calculated the relevant EU Taxonomy KPIs, including turnover, CapEx and OpEx indicators, in accordance with the applicable methodology. The calculation process included a review of the underlying data sources, allocation assumptions and consolidation principles to ensure consistency and avoid double counting.

Based on the assessment performed, no material Taxonomy-eligible activities were identified within GPA Global France's activities for the reporting period. Consequently, GPA Global France did not identify any activities requiring a detailed Taxonomy-alignment assessment, including an assessment of substantial contribution criteria, Do No Significant Harm (DNSH) criteria and minimum safeguards.

2025 represents the first reporting year in which GPA Global France has conducted an assessment under the EU Taxonomy framework.



3.3.2 KPIs

FINANCIAL YEAR (N)					BREAKDOWN BY ENVIRONMENTAL OBJECTIVES OF TAXONOMY ALIGNED ACTIVITIES										
KPI	Total	Proportion of taxonomy eligible activities	Taxonomy aligned activities	Proportion of taxonomy aligned activities	Climate change mitigation	Climate change adaptation	Water	Circular Economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy aligned activities in previous financial year (N-1)	Proportion of Taxonomy aligned activities in previous financial year (N-1)
Turnover	66 450 285€	0	0	0	0	0	0	0	0	0	0	0	0	–	–
CapEx	138 224€	0	0	0	0	0	0	0	0	0	0	0	0	–	–
Opex	396 249€	0	0	0	0	0	0	0	0	0	0	0	0	–	–

4. Social (ESRS S*)

4.1 ESRS S1 * Own workforce



Our people are fundamental to the long-term success, resilience and sustainable growth of GPA Global France.

We believe that investing in our workforce is essential to fostering a safe, inclusive and empowering working environment where employees can develop and thrive.

Our approach focuses on three key priorities:

- 1. Maintaining robust health and safety standards across our operations
- 2. Supporting continuous personal and professional development
- 3. Promoting diversity, equity and inclusion.

Through these commitments, we aim to enhance employee well-being, engagement and capabilities while strengthening our organisational resilience.

This commitment extends beyond our own operations through our engagement with our value chain and the communities in which we operate. By promoting responsible practices and creating positive working environments, GPA Global France contributes to building a more sustainable and inclusive future.

As presented in ESRS 2 – SBM-3 *, the double materiality assessment identified the following material impacts, risks and opportunities (IROs) related to our own workforce. These IROs are recalled below to provide context for the disclosures presented in this section.

ESRS*	TOPIC	IRO TYPE	DESCRIPTION
S1	Health and safety	Negative impact	Inadequate health and safety measures, particularly in manufacturing facilities and regions with less stringent regulatory frameworks, may result in workplace accidents, occupational illnesses, and adverse long-term health outcomes for workers.
S1	Health and safety	Risks	Workplace accidents and health and safety failures may lead to legal liabilities, regulatory sanctions, increased insurance costs, operational disruptions, production downtime, and reputational damage.
S1	Working conditions	Negative impact	Inadequate working conditions, including excessive workloads, insufficient work-life balance, inadequate remuneration, or restrictions on freedom of association, may negatively affect employee well-being, engagement, and overall job satisfaction.
S1	Working conditions	Risks	Failure to provide appropriate working conditions may result in reduced employee engagement and productivity, increased turnover, labour disputes, strikes, legal claims, difficulties in attracting and retaining talent, and operational disruptions.
S1	Diversity and inclusion	Opportunity	Embracing diversity can open access to new perspectives (esp. in the creativity sector) and enhance team performance

4.1.1

GPA Global France workforce:

As of 31 December 2025, GPA Global France’s workforce comprised 137 employees across its operations in Europe (France, Switzerland and Spain), Asia (Hong Kong, China and Singapore) and the Middle East (United Arab Emirates).

The workforce consisted of 96.4% of employees and 3.6% of non-employees (5 non-employees in total ☒). Women represented 62% of the workforce and men 38%, reflecting GPA Global France’s continued commitment to fostering diversity, equity and inclusion across the organisation.

During the reporting period, 47 employees left the company ☒, corresponding to an employee turnover rate of 34.8% ☒.



Women 62%
Men 38%

☒ Employee headcount by gender:

FEMALE	MALE	OTHER	TOTAL
85	52	0	137

Employee headcount per country:

COUNTRY	EMPLOYEES
France	73
Switzerland	1
Spain	27
Hong Kong	11
China	21
UAE	2
Singapore	2
Total	137

Gender distribution of employees (headcount) at senior management level: see section Diversity & Inclusion p.70.

Reporting principles:

- *Employees:* measured as the headcount of all employees (permanent and temporary) at year-end, excluding externals. Employee data come from the different HR systems used by the entities covered by GPA Global France.
- *Employee turnover:* measured as the number of leavers during the year, divided by the average number of employees.
- *Non-employees:* refer to individuals who perform work for or on behalf of GPA Global France but are not employed directly by the company. This category mainly includes consultants in France.
- *Workforce covered:* 100% of own workforce covered.

4.1.2

Human and labor rights

Our policies and procedures:

TOPIC COVERED	NAME OF THE POLICY	KEY CONTENT AND OBJECTIVE	SCOPE	RESPONSIBLE	PUB . DATE	ACCESS
Working Conditions	Code of Conduct	The Code of Conduct defines the principles, standards, and legal requirements that govern the behavior of all employees, officers, and directors across GPA Global and its subsidiaries, ensuring ethical conduct, compliance with applicable laws, and accountability at all levels, while providing clear mechanisms for reporting and addressing misconduct and reinforcing the company's commitment to integrity, human rights, and responsible business practices.	GPA Global	Approved by: CEO Implementation: Chief ESG Officer	2021	Internal
Human and Labor Rights	Human Rights policy	This policy sets out GPA Global's commitment to respecting internationally recognised human rights across its operations and supply chain, including freedom of association and the prohibition of forced and child labour, while requiring employees and suppliers to uphold these standards in line with the UN Guiding Principles and ILO core conventions.	GPA Global	Approved by: CEO Implementation: Chief ESG Officer	2021	Internal

In terms of IRO coverage, these policies address the IRO related working conditions, including the negative impact that inadequate working conditions may have on employee engagement and health, as well as the risk that insufficient working conditions (such as unbalanced working schedules, non-market-aligned wages, or lack of respect for freedom of association) may lead to reduced employee engagement, legal disputes, strikes, or operational disruptions.

While these topics are already addressed through GPA Global's existing policies and practices, the company has decided to further strengthen in 2026 its Human Rights policy, to better reflect and reinforce its commitments in these areas.

Our goals and targets:

GPA Global France does not have specific external targets for human and labor rights.

Remediation and channels to raise concerns:

GPA Global France is committed to maintaining open and effective mechanisms for employees to raise concerns and seek appropriate resolution of issues in a transparent and timely manner. Employees are encouraged to report any grievances, concerns, or potential breaches of policies through established internal channels.

The company has established dedicated grievance and reporting channels enabling employees, subcontractors, and business partners, where applicable, to raise concerns related to human and labour rights in a safe, confidential, and accessible manner, with strict protection against retaliation. The primary mechanism for raising concerns is direct contact with the Human Resources (HR) department, which is responsible for ensuring that all issues are appropriately reviewed, addressed, and resolved. In entities where employee representative bodies are in place, employees may also escalate concerns through their elected representatives.

When an impact or grievance is reported, it is systematically assessed through a structured process to determine its severity, scope, and root causes, and appropriate remediation actions are defined and implemented accordingly. Remediation measures may include corrective actions for individuals involved, such as disciplinary measures or mandatory training, as well as broader organisational actions, including the revision of internal policies, reinforcement of processes, and targeted awareness and training initiatives. All complaints are handled through a documented case management process ensuring traceability, timely response, and appropriate escalation where necessary. Follow-up is carried out to monitor the effectiveness of corrective actions, and complainants are informed of the outcome to the extent legally permissible. Cases are formally closed only once remediation actions have been implemented and their effectiveness has been reviewed.

These mechanisms are designed to ensure accessible, confidential, and effective processes that enable GPA Global France to identify, address, and mitigate potential adverse impacts in line with its commitments under ESRS S1*.

Collective bargaining and social dialogue:

GPA Global France recognises collective bargaining and social dialogue as key pillars of its people management approach. Where applicable, GPA Global France engages in good faith with trade unions and employee representatives in accordance with applicable local legislation and collective bargaining agreements. Through these mechanisms, GPA Global France promotes open and constructive dialogue, supports employee representation and consultation, and contributes to maintaining fair, stable and respectful working conditions across its operations.

Reporting principles:

- *Collective bargaining and social dialogue: percentages calculated based on numbers reported by ESG champions of each entity in the GPA Global data collection platform.*
- *Number of severe human rights incidents and cases related to the company's own workforce: number of confirmed cases involving severe human rights violations affecting the company's own workforce, such as forced labour, child labour, human trafficking, or other serious breaches of internationally recognised human rights, reported in our data collection platform by our ESG champions.*



42,34%

In 2025, 42,34% of employees were covered by workers' representatives (in France and in Spain)



0

Number of severe human rights incidents and cases related to the company's own workforce

Adequate wages:

GPA Global France is committed to providing fair and equitable remuneration that complies with applicable legal and regulatory requirements and reflects the responsibilities and contributions of its employees. This commitment is complemented by inclusive people practices and opportunities for learning, performance development and career progression, supporting employee engagement and long-term retention.

In 2025, Cosfibel Premium France, a subsidiary of GPA Global France, strengthened its commitment to fair compensation by partnering with the Fair Wage Network to assess its practices against recognized living wage standards. This initiative reflects the Group’s ongoing efforts to ensure decent and equitable remuneration across its operations.

In March 2025, Cosfibel Premium France achieved certification for living wages, confirming its alignment with internationally recognised principles and reinforcing its ambition to promote fair pay and responsible employment practices.



As a next step, GPA Global France plans in 2026 to extend its living wage assessment and certification process across its entire organisation, with the objective of further embedding living wage principles into its remuneration practices.

For the 2025 reporting year, GPA Global France is unable to disclose the annual total remuneration ratio and the percentage of employees paid below the applicable adequate wage threshold, as the consolidated data required to calculate these indicators are not yet available. The company is working to enhance its data collection and consolidation processes with the objective of being able to report these indicators in its 2026 Sustainability Statement.

Social protection:

GPA Global France is committed to providing its employees with adequate social protection in line with applicable local regulations and market practices. This includes access to statutory and, where applicable, supplementary benefits such as health insurance, life insurance, pension schemes, paid leave, and other forms of social security coverage.

GPA Global France regularly reviews its benefits framework to ensure compliance with legal requirements and to support employee well-being, financial security, and work-life balance. Through these measures, GPA Global France aims to contribute to stable and decent working conditions.

✓ 88%
Percentage of employees entitled to family-related leave in accordance with applicable legal requirements and company policies

✓ Percentage of eligible employees who have taken family-related leave

Female	Male	Total
37%	31%	34%

- Reporting principles:
- Family-related leave: paid or unpaid leave granted to employees for family-related reasons, such as maternity leave, paternity leave, parental leave, adoption leave, or leave to care for dependent family members.

Actions and initiatives launched in 2025:

Among the local initiatives implemented across the Group, employees in France are eligible for a WellPass subscription, with costs partially covered by the company depending on the selected package. In addition, employees in France may benefit from a hybrid working arrangement, allowing up to two days of remote work per week, in line with applicable local policies. These measures contribute to employee well-being, work-life balance, and overall engagement. equality issues, foster an inclusive culture and encourage open discussions on diversity and equal opportunities in the workplace.

4.1.3

Health and Safety:

Ensuring a safe and healthy workplace remains a key priority for GPA Global France. Through its workforce policies and management practices, GPA Global France seeks to foster a safe, inclusive, and engaging work environment while addressing workforce-related risks and opportunities.

In terms of IRO coverage, these policies address the IRO related health and safety, including the negative impact of inadequate safety measures especially in manufacturing facilities and in lower-regulated regions, which can lead to injuries and long-term health issues, and the risk related to workplace incidents result in legal liabilities, production downtime, and reputational harm.

While these topics are already addressed through GPA Global’s existing policies and practices, the company has decided to further strengthen in 2026 its Health and Safety policy, to better reflect and reinforce its commitments in these areas.

Our policies and procedures:

TOPIC COVERED	NAME OF THE POLICY	KEY CONTENT AND OBJECTIVE	SCOPE	RESPONSIBLE	PUB . DATE	ACCESS
Health and Safety	Health and Safety policy	This policy defines the GPA Global’s commitment to maintaining an injury-free workplace by implementing robust health and safety standards across all sites, ensuring safe working conditions and practices, providing appropriate training and supervision, and promoting shared responsibility for safety, with continuous monitoring and reporting of performance in line with applicable international and local regulations.	GPA Global	Approved by: CEO Implementation: Chief Human Resources officer	2021	Internal

Our goals and targets:

As part of the GPA Global Group, GPA Global France aligns with and contributes to the achievement of the Group’s sustainability goals and targets.

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.

GPA Global’s 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.



Key metrics:

The following section presents the key health and safety metrics used by GPA Global France to monitor performance, identify workplace risks and evaluate the effectiveness of its prevention measures. These indicators provide insight into occupational health and safety conditions across GPA Global France’s operations and support the continuous improvement of its approach to maintaining safe and healthy working environments for all employees.

During the reporting period, GPA Global France recorded no work-related injuries, resulting in a Total Recordable Injury Rate (TRIR) of 1,49. These indicators are monitored to assess safety performance, identify areas for improvement and strengthen preventive actions across GPA Global France’s operations.



100%

Percentage of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines



0

Number of fatalities in own workforce as result of work-related injuries and work-related ill health



0

Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking’s sites



1

Number of work-related accidents for own workforce

1,49

Rate of recordable work-related accidents for own workforce (TRIR)



0

Number of cases of recordable work-related ill health of employees



420

Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees**

** Two additional occupational accidents occurred in 2024. Therefore, the reported 420 lost days correspond to a total of three occupational accidents.

Reporting principles:

- Workforce: 100% of own workforce covered.
- Number of recordable work-related accidents for own workforce: sum of accidents reported by Safety Officers and ESG champions for each site in the data collection used by GPA Global.
- Number of cases of recordable work-related ill health: sum of incidents reported by Safety Officers and ESG champions for each site in the data collection used by GPA Global.
- Rate of recordable work-related accidents: (Number of Recordable Incidents × 200,000) / Total Hours Worked – indicator also known as TRIR
- Number of fatalities: work-related accidents resulting in the death of an employee in own workforce, reported by Safety Officers and ESG champions for each site in the data collection used by GPA Global.
- Number of days lost: sum of lost time incidents related to employees.

4.1.4 Diversity and Inclusion:

At GPA Global France, we consider diversity, equity and inclusion as essential elements of a responsible and sustainable approach to managing our workforce. Operating across different countries, cultures and business environments, we recognise the importance of fostering an inclusive workplace where every employee is treated with respect, feels valued and is empowered to contribute to our collective success.

GPA Global France is committed to promoting equal opportunities, preventing discrimination and ensuring fair treatment across all stages of the employee journey. Through our policies, practices and employee engagement initiatives, we strive to foster a diverse and inclusive workforce and provide all employees with equitable access to development opportunities and career progression.



Our policies and procedures:

TOPIC COVERED	NAME OF THE POLICY	KEY CONTENT AND OBJECTIVE	SCOPE	RESPONSIBLE	PUBLICATION DATE	ACCESS
Diversity and Inclusion	Board Equality and Diversity Policy	The policy establishes a merit-based approach to board appointments, ensuring that directors are selected based on suitability for the role while maintaining an appropriate balance of skills, experience, independence, and diversity to support effective board functioning and decision-making.	GPA Global	Approved by: CEO Implementation: Chief Human Resources officer	2021	Internal
	Diversity Equal Opportunity and Anti-Discrimination policy	This policy sets out GPA Global’s commitment to fostering a diverse, inclusive, and discrimination-free workplace by ensuring equal opportunities in recruitment, employment, and working conditions for all individuals, in full compliance with applicable anti-discrimination laws and with the objective of promoting fair treatment and leveraging diversity to strengthen organizational performance and innovation.	GPA Global	Approved by: CEO Implementation: Chief Human Resources officer	2021	Internal
	Remote work charter	This charter outlines the arrangements for implementing remote work for GPA Global France. It applies to all employees whose roles are compatible with remote work.	GPA Global France	Approved by: CEO Implementation: Chief Human Resources officer	2025	Internal
	Charter for responsible recruitment	Through this charter, GPA Global France outlines its commitments to responsible recruitment, particularly the fundamental principles that ensure an efficient process while promoting diversity and equal opportunity.	GPA Global France	Approved by: CEO Implementation: GPA Global France HR department	2025	Internal

In terms of IRO coverage, these policies address the IRO related diversity, namely the opportunity that embracing diversity can open access to new perspectives (esp. in the creativity sector) and enhance team performance.

While these topics are already addressed through GPA Global’s existing policies and practices, the company has decided to further strengthen in 2026 its Diversity, Equity and Inclusion policy, to better reflect and reinforce its commitments in these areas.

Our goals and targets:

As part of the GPA Global Group, GPA Global France aligns with and contributes to the achievement of the Group’s sustainability goals and targets.

GPA Global 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.

GPA Global’s target:

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



Key metrics:

As of the reporting date, top management comprised 4 male and 4 female employees, representing 50% and 50% of top management positions, respectively, reflecting the GPA Global France’s ongoing commitment to gender diversity in leadership roles.

Actions and initiatives launched in 2025:

As part of its commitment to promoting diversity and inclusion, GPA Global France organised a webinar to mark International Women’s Day (IWD), open to all employees across the organisation. The session provided employees with insights into the significance of IWD, featured a roundtable discussion with internal speakers representing different entities, and included an interactive Q&A session to encourage participation and dialogue. Through this initiative, GPA Global France aimed to raise awareness of gender equality issues, foster an inclusive culture and encourage open discussions on diversity and equal opportunities in the workplace

Gender distribution of employees (headcount) at senior management level:

Female	Male	Total
4	4	8

Gender distribution (%) of employees in management positions:

Female	Male
50%	50%

The workforce was distributed across the following age groups as of the reporting date:

Age	No. Employees
<30	21
30-50	73
>50	43

Number of reported discrimination incidents:

0

Reporting principles:

- Workforce: 100% of own workforce covered (permanent and temporary employees).
- Top management: members of the management committee for each entity covered by the scope of this report.
- Discrimination incident: any reported or confirmed case where an individual is treated unfairly or differently based on characteristics such as gender, age, ethnicity, disability, sexual orientation, religion, nationality, or any other protected characteristic. Data reported by ESG champions for each site in the data collection used by GPA Global.
- For the 2025 reporting year, GPA Global France is unable to disclose the gender pay gap, as the consolidated data required to calculate this indicator is not yet available. The company is working to enhance its data collection and consolidation processes with the objective of being able to report this indicator in its 2026 Sustainability Statement.

4.1.5

Training and skills development:

Training, skills development and career progression are key pillars of GPA Global France's people strategy, supporting both employee development and the long-term resilience of the organisation. GPA Global France is committed to providing employees with opportunities to strengthen their skills, develop their capabilities and adapt to evolving business needs and market dynamics.

To support this commitment, GPA Global implemented a dedicated learning platform in 2023, providing employees with access to a broad range of training opportunities tailored to their development needs. In addition, the company uses a performance and career development platform to facilitate regular performance discussions, support individual development plans and promote transparent career progression opportunities across the organisation.

Throughout the year, GPA Global France also organises targeted internal training sessions to encourage knowledge sharing between experienced employees and more junior colleagues. These initiatives contribute to skills development, strengthen internal knowledge transfer and support the continuous improvement of employees' capabilities.

Through these initiatives, GPA Global France aims to foster a culture of continuous learning and professional development, enabling employees to build the skills required to support their own career growth and contribute to the long-term success of the organisation.





Key metrics:

The following section presents the key training and skills development metrics used by GPA Global France to assess and monitor learning opportunities provided to employees, the development of workforce capabilities and progress towards supporting continuous professional development. These indicators include employee participation in training programmes and average training hours delivered during the reporting period.

✓ Training and skills development indicators – average number of training hours per employee and per gender:

Age	Female	Male
<30	1 hr	0hr
30-50	2hrs	3hrs
>50	4hrs	3hrs

✓ Average number of training hours per gender and per employee:

Female	Male
10hrs	22hrs



✓ 75,12%
Percentage of employees that participated in regular performance and career development reviews

Reporting principles:

- Average number of training hours per employee and per gender: training hours reported by the ESG champions and HR departments in the GPA Global data collection platform.
- Average number of training hours per gender and per employee: training hours reported by the ESG champions and HR departments in the GPA Global data collection platform.
- Percentage of employees that participated in regular performance and career development reviews: the numbers reported are based on the 2025 annual performance review and are reported by the ESG champions and HR departments in the GPA Global data collection platform.

✓ During the reporting period, GPA Global France continued to support employee development through training initiatives, providing an average of 14,6 training hours per employee. Employee well-being, engagement and retention remained key priorities, with a voluntary turnover rate of 34,8%.

4.2 ESRS S2* Workers in the value chain

GPA Global France operates as a provider of gifts and packaging solutions for a broad range of clients. Its sourcing activities are primarily conducted across Asia and Europe, resulting in a diversified value chain involving a range of suppliers, manufacturers and subcontractors. This global supply chain enables GPA Global France to meet customer expectations in terms of quality, cost and availability, while also requiring ongoing attention to social sustainability considerations across its value chain.

Given the nature and geographical distribution of its value chain, GPA Global France recognises that its activities may be associated with potential impacts on workers, particularly those employed by suppliers and subcontractors. These impacts may relate to working conditions, occupational health and safety, labour rights and the respect of human rights.

Key potential impacts include the opportunity to influence and promote improved health and safety standards across suppliers and business partners, thereby contributing to enhanced worker well-being throughout the value chain. At the same time, GPA Global France recognises that adverse incidents within the value chain may negatively affect workers and may also result in legal liabilities, production disruptions and reputational damage.

GPA Global France also acknowledges potential risks related to limited visibility over human rights practices in certain parts of the value chain, including potential subcontracting structures. Inadequate working conditions across the value chain may contribute to labour rights violations and negatively impact workers, while also exposing GPA Global France to regulatory sanctions, reputational harm and operational disruptions, including those linked to unethical suppliers and elevated workforce turnover.

As presented in ESRS 2 – SBM-3*, the double materiality assessment identified the following material impacts, risks and opportunities (IROs) related to the workers in the value chain. These IROs are recalled below to provide context for the disclosures presented in this section.

ESRS*	TOPIC	IRO TYPE	DESCRIPTION
S2	Working conditions incl. H&S and working time (value chain)	Positive impact	Implementation or influencing better health and safety standards across partners and suppliers, improving worker well-being
S2	Working conditions incl. H&S and working time (value chain)	Risk	Incidents within the value chain result legal liabilities, production downtime, and reputational harm
S2	Other work- related rights	Negative impact	Lack to ensure HRs within hidden subcontracting practices.
S2	Other work- related rights	Risk	Inadequate working conditions across the value chain expose GPA Global France to significant risks including legal sanctions, reputational damage, labor rights violations, and operational disruptions due to potential involvement with unethical suppliers and high employee turnover.

GPA Global France actively monitors these potential risks and impacts through its supplier due diligence and engagement processes. Where areas for improvement are identified, the company works with suppliers to implement corrective actions and strengthen social practices, while continuously seeking to enhance positive impacts across its value chain.

GPA Global France’s commitment to social responsibility extends across its value chain and involves engagement with key stakeholders, including suppliers, customers and consumers. GPA Global France has established policies and codes

of conduct to promote compliance with applicable labour laws, human rights principles and ethical standards across the countries where it operates.

To support the implementation of these commitments, GPA Global France conducts social audits at supplier facilities and uses the SEDEX framework to assess and monitor working conditions within its supply chain. In addition, the company collaborates with selected suppliers to develop and implement targeted social initiatives aimed at improving worker well-being and generating positive impacts within local communities.

4.2.1 Workers in the value chain policies and corporate culture:

TOPIC COVERED	NAME OF THE POLICY	KEY CONTENT AND OBJECTIVE	SCOPE	RESPONSIBLE	PUBLICATION DATE	ACCESS
Responsible procurement	GPA Global Supplier Code of Conduct	This policy sets common rules with respect to environment protection, human and labor rights, social responsibility and ethics. In this Supplier Code of Conduct, every supplier will be able to understand the GPA Global ESG expectations and requirements, accede to these rules, and implement them in their own activity. GPA Global expects from its Suppliers to comply with these principles all along the supply chain, involving thus their own suppliers and subcontractors. It includes commitments on child labor and young workers, forced labor and modern slavery, illegal, clandestine and undeclared work, equal opportunities and non-discrimination, anti-harassment and abuse, fair wages and benefits, working hours, working contracts and freedom of association, the right to collective bargaining, workplace environment, occupational safety, machine safeguarding, occupational injury and illness, emergency preparedness, physically demanding work, health and safety at facilities and industrial hygiene.	GPA Global	Approved by: CEO Implementation: Procurement and Operations departments	2024	Internal
	GPA Global Sustainable Procurement Policy	This policy sets common rules with respect to environment protection, human and labor rights, social responsibility and ethics. The employees of GPA Global involved in procurement activities have to follow this policy and to request their suppliers and subcontractors to understand and implement it. It includes commitments on child labor and young workers, forced labor and modern slavery, illegal, clandestine and undeclared work, equal opportunities and non-discrimination, anti-harassment and abuse, fair wages and benefits, working hours, working contracts and freedom of association, the right to collective bargaining, workplace environment, occupational safety, machine safeguarding, occupational injury and illness, emergency preparedness, physically demanding work, health and safety at facilities and industrial hygiene.	GPA Global	Approved by: CEO Implementation: Procurement and Operations departments	2024	Internal
Human rights	GPA Global Human Rights policy	This policy sets out GPA Global’s commitment to respecting internationally recognised human rights across its operations and supply chain, including freedom of association and the prohibition of forced and child labour, while requiring employees and suppliers to uphold these standards in line with the UN Guiding Principles and ILO core conventions.	GPA Global France	Approved by: CEO Implementation: Chief Human Resources officer and Procurement and Operations departments	2021	Internal
Modern slavery	GPA Global Modern Slavery act	This policy reflects GPA Global’s commitment to complying with the UK Modern Slavery Act 2015 and to upholding the highest standards of ethical conduct within its own operations and across its supply chain. It sets out the company’s responsibility to prevent all forms of modern slavery, forced labour, and human trafficking, and applies to all employees, business partners, and suppliers working with GPA Global. Through this policy, GPA Global reinforces its expectation that all counterparties operate in a manner consistent with applicable legislation and internationally recognised human rights principles.	GPA Global France	Approved by: CEO Implementation: Procurement and Operations departments	2021	Internal

In terms of IRO coverage, these policies address the IRO related to the working conditions and other work-related rights.

This includes the positive impact of promoting and influencing higher health and safety standards across partners and suppliers, thereby improving workers' well-being. They also address the risk that health and safety incidents within the value chain may lead to legal liabilities, production disruptions and reputational damage, as well as the risk that inadequate working conditions across the value chain could expose X to legal sanctions, labour rights violations, reputational harm and operational disruptions resulting from engagement with unethical suppliers or high workforce turnover.

While these topics are already addressed through GPA Global's existing policies and practices, the company has decided to further strengthen in 2026 its Human Right and its Modern Slavery and Human Trafficking policies, to better reflect and reinforce its commitments in these areas.

Our goals and targets:

GPA Global France does not have specific external targets for the workers in the value chain.



4.2.2 Engaging with workers in the value chain:

GPA Global France engages with workers in its value chain primarily through long-term partnerships with its suppliers, fostering stable and collaborative relationships built over time. Through these partnerships, the Group supports suppliers in improving social practices and contributing to the continuous enhancement of working conditions across the value chain.

Supplier performance is regularly assessed through a structured audit programme, including internal assessments, third-party audits (notably through Sedex) and customer-commissioned audits.

As part of this approach, GPA Global France conducts quarterly reviews of all Corrective Action Plans (CAPs) to monitor progress, assess the implementation of remediation actions and ensure continuous improvement in environmental, social, governance and quality performance across its supply chain.

To further formalise these expectations, GPA Global has developed a Supplier Code of Conduct, which all suppliers are required to acknowledge and commit to as a condition of doing business with GPA Global France. In addition, the company has implemented a structured supplier onboarding process to ensure that new suppliers are appropriately assessed and aligned with GPA Global France's social, ethical and sustainability expectations prior to entering into a business relationship.

4.2.3

Actions and initiatives launched in 2025:

Mental Health program for female workers:

Since 2022, GPA Global France and several manufacturing partners in China have been developing a Mental Health program in cooperation with the Fengcai Psychological Counseling Center in Beijing, sister organization of the Maple Women's Psychological Counseling Center, the first women-focused NGO established in China.

This program aims to support the well-being of female workers through dedicated training modules covering topics such as children's education, stress management, relationship building, and the prevention of domestic violence.

By promoting mental health awareness and providing practical support tools, the initiative contributes to creating a safer, more supportive, and more inclusive working environment. In 2025, 152 female workers participated in the program



Captivating International partnership:

Since 2012, GPA Global has developed a partnership with Captivating International, a non-profit organization dedicated to empowering disadvantaged children, women, and families in developing regions, primarily in China, Nepal, and the Philippines, through education, vocational training, and community development programs that break the cycle of poverty and exploitation.



In 2025, GPA Global continued to support the Send a Volunteer Teacher Program, which supports children in remote mountain villages during one of the most important stages of their education: primary school.

In 2025, Captivating International partner with five remote Sichuan schools where 30 volunteer teachers are serving, impacting the lives of 1 133 children. GPA Global directly supports 15 of these volunteer teachers.

Upcycling waste into donations:

Since 2020, GPA Global France 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:

- Environmental: Prevent waste from being incinerated by repurposing it.
- Social: Provide useful items to disadvantaged children.

In 2025, the project reused 5,05 tons of waste to produce 4 300 seating cushions - a 30% increase from 2024. This avoided an estimated 8,37 tonnes of CO₂e emissions, based on the carbon footprint of textile incineration (source: Ecoinvent).



Suppliers’ academy:

GPA Global France has developed in 2012 a Suppliers’ Academy to train and support our key suppliers on sustainability topics, helping them strengthen their own practices and align with our shared CSR 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.

To further advance social sustainability across our supply chain, GPA Global France aims to strengthen supplier engagement on living wage topics by raising awareness and promoting the adoption of living wage principles, in line with existing certification approaches. GPA Global France’s objective is to have its first supplier assessed and certified against living wage criteria by 2026.

In 2025, a total of 23 suppliers were trained on several environmental, social and governance topics:

TRAINING TOPICS	FORMAT	NUMBER OF SUPPLIERS TRAINED IN 2025
Water preservation	Online	23
Energy saving	Onsite	15
Waste management	Online & Onsite	15
CO2 emissions	Online & Onsite	15
Health and safety – Machine safety	Onsite	11
Health and safety – Chemical use safety	Onsite	11
Health and safety – Fire safety	Onsite	11
Anti-bribery	Onsite	23
Working hours	Onsite	23
Diversity and inclusion	Onsite	23
Code of conduct	Onsite	23

4.3 ESRS S4* Consumers and end-users



This material topic, Consumer and End-Users, has been assessed as more appropriately disclosed under ESRS G1* (Business Conduct), as it primarily relates to access to (quality) information. It is therefore addressed in detail within this section, where its associated impacts, risks and opportunities are presented.

As presented in ESRS 2 – SBM-3*, the double materiality assessment identified the following material impacts, risks and opportunities (IROs) related to consumers and end-users. These IROs are recalled below to provide context for the disclosures presented in the section ESRS G1*.

ESRS*	TOPIC	IRO TYPE	DESCRIPTION
S4	Access to (quality) information	Positive impact	Transparent labelling and accessible product information empower consumers to make informed choices.
S4	Access to (quality) information	Opportunity	Acquiring more clients thanks to transparent information.

5. Governance (ESRS G*)

5.1 ESRS G1 * Business conduct

GPA Global France is committed to conducting its business with integrity, transparency, and accountability, while ensuring compliance with applicable laws, regulations and ethical standards across all its operations. These principles are embedded within GPA Global France’s governance framework, internal policies and supplier requirements, which provide the foundation for responsible decision-making, the prevention of corruption, fair competition and ethical business conduct.

Through its governance framework, GPA Global France aims to promote a culture of responsibility, strengthen stakeholder trust, manage compliance and reputational risks, and support the long-term resilience and sustainability of the business.

Further information on GPA Global France’s governance framework, policies, and management approach is provided in the ESRS 2* General Disclosures section (p.7).

As presented in ESRS 2 – SBM-3*, the double materiality assessment identified the following material impacts, risks and opportunities (IROs) related to business conduct. These IROs are recalled below to provide context for the disclosures presented in this section.

ESRS*	TOPIC	IRO TYPE	DESCRIPTION
G1	Corporate culture	Positive impact	Implementing a strong corporate culture improving employees' engagement and well-being.
G1	Corporate culture	Risk	Risk related to corporate culture (linked to the buyback in particular and to the fact that there was no action taken).
G1	Corruption and bribery	Negative impact	Corruption and bribery issues result in harmful consequences to society and workers.
G1	Corruption and bribery	Risk	Exposure to corruption scandals can lead to legal sanctions, exclusion from tenders, and loss of investor confidence.
G1	Suppliers’ relations	Positive impact	GPA Global France fosters long-term, transparent relationships with suppliers by maintaining fair payment terms and engaging in collaborative sustainability initiatives.
G1	Suppliers’ relations	Risk	Poor supplier relationship management can lead to reputational damage and regulatory non-compliance.

5.1.1 G1-1* Business conduct policies and corporate culture

The establishment of the legal entity GPA Global France in 2022 supported the development of a shared corporate culture across its different entities, while remaining aligned with the values and principles of its parent company GPA Global. This alignment contributes to a consistent approach to business conduct, ethical decision-making and responsible business practices throughout the organisation.

To foster and embed this corporate culture, GPA Global France has implemented several internal communication tools and initiatives. These include a dedicated global intranet platform, combining Group-wide content with sections specifically tailored to GPA Global France, which serves as a channel for sharing corporate news, internal updates and best practices across the organisation.

In addition, regular internal webinars and communication initiatives are organised to engage employees and reinforce common values and expected behaviours. Through these mechanisms, the company aims to ensure that its principles of responsible business conduct are effectively communicated, understood and integrated across all levels of the organisation.

To support ethical decision-making and ensure responsible conduct, GPA Global France has established a framework of policies, procedures and codes of conduct that provide guidance to employees and business partners on expected standards of behaviour and compliance requirements:



TOPIC COVERED	NAME OF THE POLICY	KEY CONTENT AND OBJECTIVE	SCOPE	RESPONSIBLE	PUBLICATION DATE	ACCESS
Business ethics	GPA Global Computer, E-mail and Internet Usage	GPA Global has established these guidelines for employee use of the company’s technology and communications networks, including the Internet and e-mail, in an appropriate, ethical, and professional manner.	GPA Global	Approved by: CEO Implementation: IT department	2023	Internal
	GPA Global Acceptable use policy	The purpose of this policy is to outline the acceptable use of computer equipment and other electronic devices at GPA Global. These rules are in place to protect the employee and GPA Global. Inappropriate use exposes GPA Global to cyber risks including virus attacks including ransomware, compromise of network systems and services, data breach, and legal issues.	GPA Global	Approved by: CEO Implementation: IT department	2023	Internal
	GPA Global Anti-corruption and anti-bribery policy	This policy establishes the principles and requirements designed to prevent, detect, and address bribery and corruption across GPA Global’s operations and business relationships, ensuring compliance with applicable laws and the highest standards of ethical conduct.	GPA Global	Approved by: CEO Implementation: Financial department	2021	Internal
	GPA Global Code of conduct	This Code of Conduct details GPA Global’s commitments the behaviors required for their employees. Every employee, officer and director of the company and its subsidiaries is bound by the code. The code offers a mechanism to respond to unethical behavior and always safeguards our integrityand safety.	GPA Global	Approved by: CEO Implementation: Human resources, Financial, IT, ESG departments	2021	Internal
Responsible procurement	GPA Global Supplier Code of Conduct	This policy sets common rules with respect to environment protection, human and labor rights, social responsibility and ethics. In this Supplier Code of Conduct, every supplier will be able to understand the GPA Global ESG expectations and requirements, accede to these rules, and implement them in their own activity. GPA Global expects from its Suppliers to comply with these principles all along the supply chain, involving thus their own suppliers and subcontractors. It includes commitments on prohibition of fraud, corruption and bribery, leak of confidential information and counterfeit, confidentiality, personal information, customs and security authorities, whistle-blower procedure, fair and proper business conduct and intellectual property.	GPA Global	Approved by: CEO Implementation: Procurement and Operations departments	2024	Internal

In terms of IRO coverage, these policies address the IRO related to the corruption and bribery, namely the risk of exposure to corruption scandals that could lead to legal sanctions, exclusion from tender and loss of investors' confidence.

Regarding the IRO related to corporate culture, management of relationship with suppliers including payment practices and access to (quality) information, GPA Global France does not currently have dedicated policies in place. The company will continue to strengthen its approach and work on implementing appropriate measures to address this gap.

In parallel, GPA Global has already enhanced its Anti-Corruption and Anti-Bribery policy in 2026 to address this topic in a more comprehensive manner and further reinforce its commitment to ethical business conduct.

The governance of GPA Global France is overseen by its Management Committee, which brings together leaders from key business functions, including Finance, Human Resources, Operations and Sales. Governance-related matters, including compliance, risk management and business conduct topics, are regularly reviewed during monthly Management Committee meetings, ensuring appropriate oversight, alignment and informed decision-making.

At the operational level, compliance requirements are implemented and monitored by the Operations Department through its Quality function, as well as by the Finance department. These functions are responsible for supporting the implementation of internal standards, monitoring compliance with established procedures and promoting consistent practices across the organisation.

This governance framework is further supported by the Finance and ESG departments of GPA Global, which provide expertise, guidance and coordination on governance, compliance, and sustainability-related matters, ensuring alignment with Group-level expectations and practices.

Our goals and targets:

As part of the GPA Global Group, GPA Global France aligns with and contributes to the achievement of the Group's sustainability goals and targets.

GPA Global France supports these ambitions by promoting greater diversity and inclusion within its governance bodies and by ensuring that employees are regularly informed and trained on anti-bribery, ethics and compliance principles. These actions contribute to strengthening a resilient, ethical and safe working environment across the organisation.

GPA Global's 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.

Onboarding and training:

Training and awareness initiatives are key components of the GPA Global France's approach to promoting responsible business conduct, data protection and information security.

Upon joining GPA Global France, each employee receives an Employee Handbook providing guidance on the company's key policies and expected behaviours, including specific requirements relating to data protection and privacy. In addition, all new employees are required to complete an online information security training course through the Infosec platform during their first week of employment. This training aims to raise awareness of cybersecurity risks and promote responsible practices for the secure handling of information and digital assets.

To support the responsible adoption of emerging technologies, GPA Global France also provides annual training on the use of artificial intelligence, enabling employees to better understand both the opportunities and potential risks associated with AI tools in a professional context.

Reporting concerns and whistle-blowing procedure:

GPA Global France promotes a culture of integrity, transparency and accountability through established mechanisms enabling employees and external stakeholders to report concerns and potential misconduct. The whistleblowing and reporting procedure is described in the Employee Handbook, which is made available to all employees upon joining and is designed to ensure awareness of available reporting channels and associated protections.

In addition, a dedicated reporting email address, communicated through the Supplier Code of Conduct, is available to all stakeholders, including employees, suppliers, business partners and other external parties, to raise concerns relating to ethical conduct, compliance, human rights or other business conduct matters. All reports are handled in accordance with established internal procedures, ensuring appropriate confidentiality, assessment and follow-up.

GPA Global France also monitors key performance indicators related to business conduct and compliance through a dedicated data collection platform accessible to all Group entities. This platform supports consistent monitoring, reporting and continuous improvement, in line with GPA Global France's governance framework and compliance objectives.

5.1.2 G1-2* Management of relationships with suppliers

GPA Global France manages its relationships with suppliers through a structured and risk-based approach designed to promote responsible sourcing practices, ensure compliance with its standards and foster long-term collaboration. A comprehensive supplier onboarding process is in place to assess suppliers prior to engagement, including reviews of social, environmental, quality and governance criteria, as well as confirmation of adherence to GPA Global France's Supplier Code of Conduct, which is mandatory for all suppliers.

GPA Global France also relies on a dedicated internal audit team to assess suppliers' business ethics, compliance practices and alignment with the company's requirements. In addition, selected suppliers are evaluated through recognized external assessment frameworks, including Sedex and EcoVadis, among others. This combination of internal and external assessments enables GPA Global France to monitor supplier performance, identify areas for improvement and support the continuous enhancement of responsible practices across its supply chain.

Where possible, GPA Global France prioritises collaboration with certified suppliers to strengthen the traceability of raw materials and increase transparency throughout the supply chain. Through these initiatives, the company aims to build a more resilient, responsible and sustainable supplier network.

5.1.3 G1-3* Prevention and detection of corruption and bribery

GPA Global France has implemented a structured anti-corruption and anti-bribery framework aligned with applicable legal and regulatory requirements, as well as internal policies and standards. This framework is designed to prevent, identify and address potential cases of corruption, bribery and unethical business conduct across its operations and business relationships.

As part of this framework, GPA Global France provides employees with awareness and training initiatives aimed at promoting understanding of ethical standards, prohibited practices and relevant compliance requirements. The company also maintains confidential reporting channels that enable employees and external stakeholders to raise concerns or report suspected misconduct in a secure manner and without fear of retaliation.

The effectiveness of GPA Global France's anti-corruption framework is supported through regular internal reviews and audits conducted by the Finance Department, which assess the implementation and effectiveness of relevant controls. The outcomes of these reviews are used to identify improvement opportunities, strengthen internal procedures and support the continuous enhancement of GPA Global France's compliance framework.

Anti-corruption and anti-bribery training:

Number of employees trained

32

Percentage of employees trained

23,5%

Reporting principles:

- *Number of employees trained: sum of the employees reported by the HR departments and the ESG champions in the GPA Global data collection platform.*
- *Percentage of employees trained: number of employees trained on anti-corruption/total number of employees.*

In 2026, GPA Global plans to launch a Group-wide anti-corruption training and awareness programme through the Infosec platform, with the objective of ensuring that employees are equipped with the knowledge required to understand applicable standards, identify potential risks and promote ethical business conduct.

5.1.4 G1-4*

Incidents of corruption or bribery

In 2025, GPA Global France reported no confirmed cases of corruption or bribery within its operations. No incidents were identified through internal reporting channels, whistleblowing mechanisms, internal audits or external audits during the reporting period. This result reflects GPA Global France's continued commitment to maintaining high standards of business ethics, integrity and compliance across its activities.

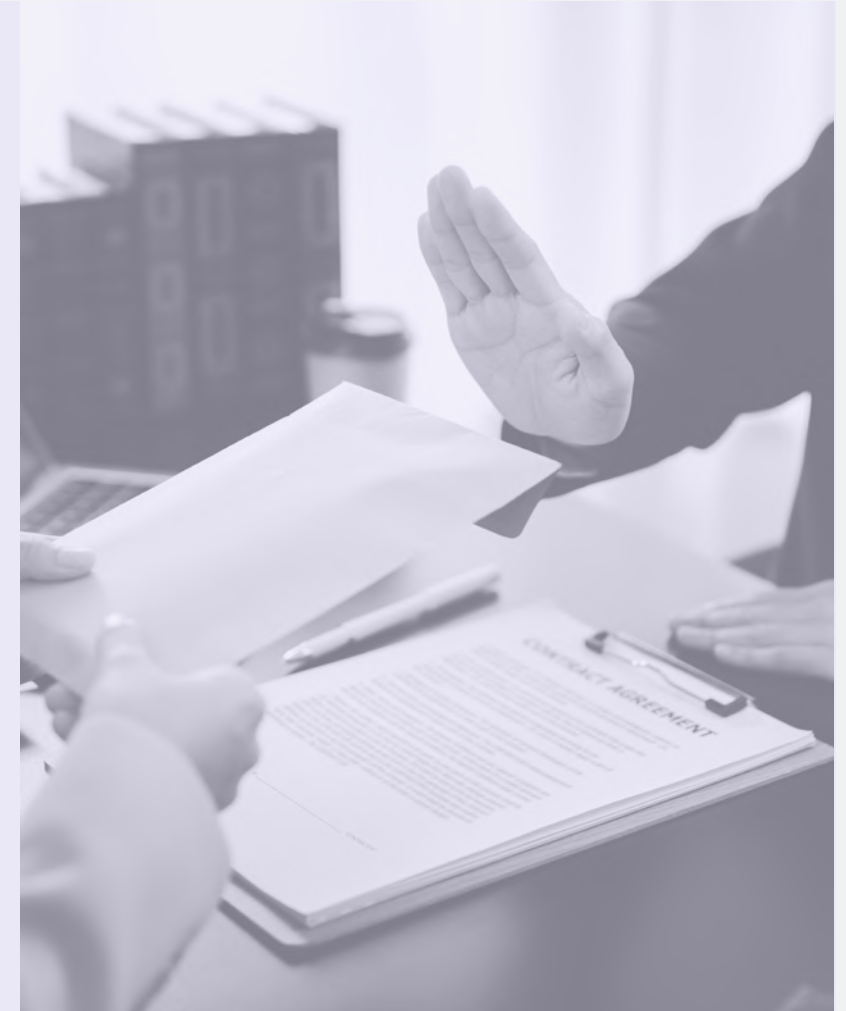
The collection and consolidation of this information was coordinated through ESG Champions across each entity, using a global data and information collection platform. This approach supports a consistent, structured and traceable reporting process across the Group.

Number of reported incidents of corruption:

0

Reporting principles

- *Number of incidents: sum of reported incidents of corruption by the ESG champions in the GPA Global data collection platform.*





5.1.6 G1-6* Payment practices

GPA Global France is committed to maintaining responsible and transparent payment practices and to fostering fair and long-term relationships with its suppliers. The company aims to comply with the agreed payment terms established with each supplier and to process payments in accordance with contractual obligations and applicable regulations.

To support consistent and controlled accounts payable processes across the Group, GPA Global France applies the Full Cycle Accounts Payable Policy, issued in May 2025. This policy establishes the procedures for GPA Global France and its subsidiaries to manage vendor onboarding, validation, and maintenance within the Accounts Payable subsidiary ledgers. Its objective is to ensure that the company only conducts business with valid, approved, and legitimate vendors, thereby strengthening financial controls and reducing fraud risks.

Under this policy, the standard payment term for suppliers is Net 45 days. Any request for payment terms shorter than 45 days, or involving early payment discounts or other specific conditions, requires the approval of the local General Manager and the local Head of Finance. Payment terms of less than 30 days require additional approval from the Group Chief Financial Officer or the Group Controller.

In addition, GPA Global France has implemented a payment approval matrix with defined authorisation thresholds. Payment approvals are subject to delegated authority levels, with specific approval requirements applying from €5,000 onwards, ensuring appropriate financial oversight and governance.

At this stage, GPA Global France is not in a position to disclose the average payment period in number of days, as the required data collection processes are still being developed. As part of its progressive approach to enhancing its sustainability reporting practices, GPA Global France will implement the necessary measures to improve data availability and aims to disclose this information in its future sustainability reports.

5.2 Cybersecurity (specific topic of GPA Global France)

Following the double materiality assessment conducted by GPA Global France, cybersecurity has been identified as a material topic. As the topic is not fully covered by the disclosure requirements of the thematic ESRS standards, this section provides additional disclosures on GPA Global France’s governance, management approach and key actions to address cybersecurity-related risks and opportunities.

As presented in ESRS 2 – SBM-3*, the double materiality assessment identified the following material impacts, risks and opportunities (IROs) related to cybersecurity. These IROs are recalled below to provide context for the disclosures presented in this section.

ESRS*	TOPIC	IRO TYPE	DESCRIPTION
G2	Cybersecurity	Risk	Risk related to cybersecurity (increasingly frequent attacks).



5.2.1 Business conduct policies and corporate culture

GPA Global France has established a comprehensive cybersecurity governance framework, including policies, procedures and guidelines that support the secure use of systems and data, promote employee awareness and ensure compliance with applicable requirements.

TOPIC COVERED	NAME OF THE POLICY	KEY CONTENT AND OBJECTIVE	SCOPE	RESPONSIBLE	PUBLICATION DATE	ACCESS
Business ethics	GPA Global Acceptable use policy	The purpose of this policy is to outline the acceptable use of computer equipment and other electronic devices at GPA Global. These rules are in place to protect the employee and GPA Global. Inappropriate use exposes GPA Global to cyber risks including virus attacks including ransomware, compromise of network systems and services, data breach, and legal issues.	GPA Global	Approved by: CEO Implementation: IT department	2023	Internal
Data protection and privacy	GPA Global Database credentials coding policy	This policy states the requirements for securely storing and retrieving database usernames and passwords (i.e., database credentials) for use by a program that will access a database running on one of GPA Global's networks.	GPA Global	Approved by: CEO Implementation: IT department	2023	Internal
	GPA Global Email policy	The purpose of this email policy is to ensure the proper use of GPA Global email system and make users aware of what GPA Global deems as acceptable and unacceptable use of its email system. This policy outlines the minimum requirements for the use of email within GPA Global Network.	GPA Global	Approved by: CEO Implementation: IT department	2023	Internal
	GPA Global Password protection policy	The purpose of this policy is to establish a standard for the secure use and protection of all work-related passwords.	GPA Global	Approved by: CEO Implementation: IT department	2023	Internal
	GPA Global Server security policy	The purpose of this policy is to establish standards for the base configuration of internal server equipment that is owned and/or operated by GPA Global. Effective implementation of this policy will minimize unauthorized access to GPA Global proprietary information and technology.	GPA Global	Approved by: CEO Implementation: IT department	2023	Internal

TOPIC COVERED	NAME OF THE POLICY	KEY CONTENT AND OBJECTIVE	SCOPE	RESPONSIBLE	PUBLICATION DATE	ACCESS
Data protection and privacy	GPA Global Wireless communication policy	The purpose of this policy is to secure and protect the information assets owned by GPA Global. GPA Global provides computer devices, networks, and other electronic information systems to meet missions, goals, and initiatives. GPA Global grants access to these resources as a privilege and must manage them responsibly to maintain the confidentiality, integrity, and availability of all information assets.	GPA Global	Approved by: CEO Implementation: IT department	2023	Internal
	GPA Global BYOD policy	This policy establishes GPA Global guidelines for employee use of personally owned electronic devices for work-related purposes.	GPA Global	Approved by: CEO Implementation: IT department	2023	Internal
	GPA Global Privacy policy	This Privacy Policy defines the principles and requirements governing the collection, processing, use, storage, and protection of personal information and data, ensuring compliance with applicable data protection regulations and safeguarding the privacy rights of individuals.	GPA Global	Approved by: CEO Implementation: IT department	2021	Internal
	GPA Global Data breach response policy	The purpose of the policy is to establish the goals and the vision for the breach response process. This policy will clearly define to whom it applies and under what circumstances, and it will include the definition of a breach, staff roles and responsibilities, standards and metrics (e.g., to enable prioritization of the incidents), as well as reporting, remediation, and feedback mechanisms. The policy shall be well publicized and made easily available to all personnel whose duties involve data privacy and security protection.	GPA Global	Approved by: CEO Implementation: IT department	2024	Internal
	GPA Global GDPR policy	This policy outlines the principles, responsibilities, and procedures for ensuring that GPA Global complies with the General Data Protection Regulation (GDPR).	GPA Global	Approved by: CEO Implementation: IT department	2024	Internal

In terms of IRO coverage, these policies address the IRO related to cybersecurity, the risk related to cybersecurity (increasingly frequent attacks).

Cybersecurity is overseen by GPA Global France’s IT Department, which is responsible for defining, implementing and monitoring the technical and organisational measures in place to protect information systems, data and digital infrastructure. Reporting directly to the Chief Executive Officer, the IT Department ensures appropriate governance oversight, risk monitoring and escalation of cybersecurity matters across the organisation.

5.2.2 MDR-A*

Cybersecurity actions

Onboarding and training:

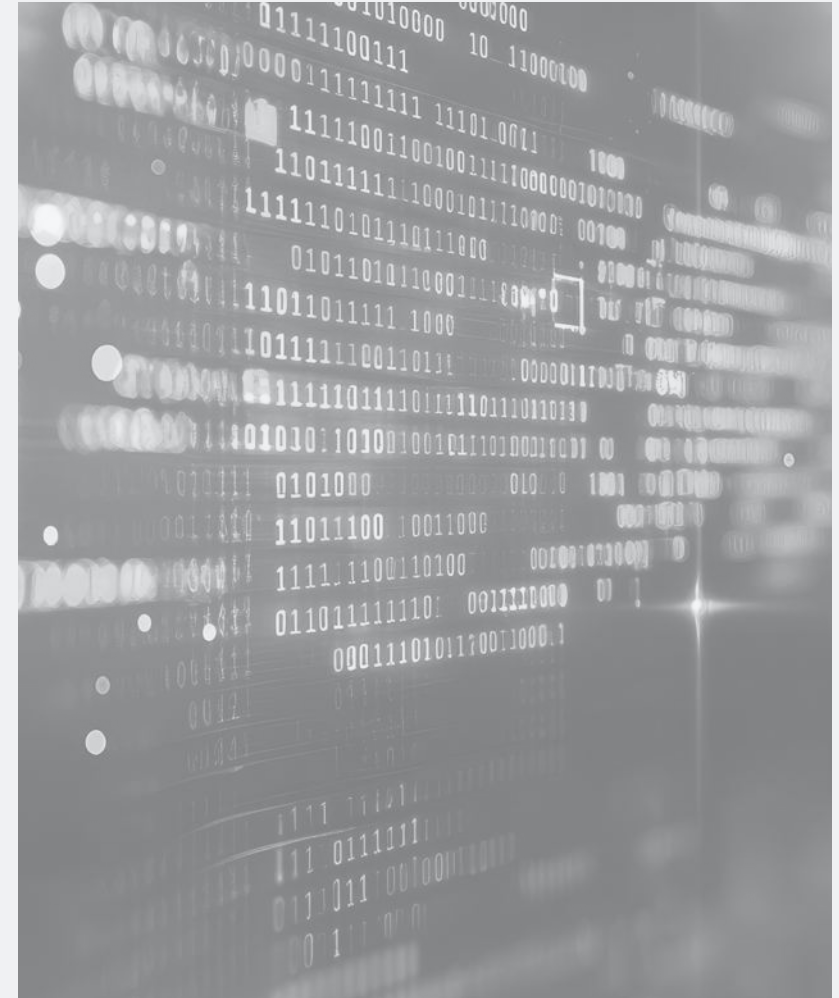
All new employees receive cybersecurity training as part of their onboarding process through the Infosec platform. The programme includes dedicated modules and assessments covering key cybersecurity topics, including phishing, social engineering, password security, data privacy and the protection of personally identifiable information (PII). All employees also complete annual refresher training on these topics, including a final assessment to support continued awareness and reinforce compliance with cybersecurity requirements.

In addition, employees are required to complete specific modules addressing the secure use of public Wi-Fi networks and intellectual property protection, each supported by an assessment to validate understanding of the relevant risks and expected behaviours.

These recurring training activities contribute to strengthening employees' understanding of cybersecurity risks, promoting appropriate behaviours and maintaining vigilance in protecting information systems and data. GPA Global also conducts periodic phishing simulation exercises throughout the year to reinforce awareness and assess employees' ability to identify and respond to potential cyber threats.

In 2025, 100% of GPA Global France employees were enrolled in a cybersecurity e-learning course delivered through the GPA Global's online training platform.

Looking ahead, GPA Global France aims to further strengthen its cybersecurity awareness programme across the organisation. This includes continuously enhancing existing training modules, updating content to reflect evolving cyber threats and best practices, and developing more targeted and practical learning formats. The company also plans to continue developing policies and guidance addressing emerging technological challenges, including the responsible use of artificial intelligence and other digital tools. Through these initiatives, GPA Global France seeks to maintain a high level of cybersecurity awareness and continuously improve its ability to identify, prevent and respond to cyber risks.



5.2.3 MDR-T*

Cybersecurity targets

Our goals and targets:

GPA Global France does not have specific quantitative targets related to cybersecurity.

One of GPA Global France's key cybersecurity objectives is to ensure that all employees are provided with regular and appropriate cybersecurity training that reflects evolving cyber risks and emerging technologies. Through a structured awareness programme combining mandatory e-learning modules, periodic phishing simulation exercises and annual refresher training, GPA Global France seeks to strengthen cybersecurity awareness and promote secure behaviours across the organisation. Employee training is supported by assessments designed to verify understanding of key cybersecurity principles and reinforce the application of good security practices in day-to-day activities.

Following the identification of cybersecurity as a material topic through the double materiality assessment, GPA Global France is in the process of integrating dedicated cybersecurity objectives into its 2026–2030 sustainability strategy. These objectives are expected to further strengthen the organisation's approach to cyber risk management, employee awareness, information security and the protection of digital assets. Additional information on these objectives and any associated targets will be disclosed in future sustainability reporting as they are formalised and implemented.

5.2.4 MDR-M*

Cybersecurity metrics

The primary metric used by GPA Global France to monitor the implementation of its cybersecurity awareness programme is the percentage of employees enrolled in the mandatory cybersecurity training programme. This indicator enables the company to monitor the coverage of its awareness initiatives and support the continuous deployment of cybersecurity training across the organisation.

In 2025, 100% of employees were enrolled in the mandatory cybersecurity training programme, demonstrating GPA Global France's commitment to ensuring that all employees have access to cybersecurity awareness training and are equipped with the knowledge required to recognise and respond to cyber risks.

6. Appendices

6.1 Appendix 1 - IRO-2*Disclosure Requirements in ESRS

Covered by the undertaking’s sustainability statement Description of the process to identify and assess material impacts, risks and opportunities.

TOPIC*	MATERIAL IMPACT, RISK AND OPPORTUNITY	RELATED DISCLOSURE REQUIREMENTS	PAGE
E1 Climate	Negative impact: - Contributing to climate change by generating GHG emissions - High energy consumption in manufacturing facilities. especially in regions with coal-based grids, contributes to high GHG emissions. Risk: - Disrupting operations and raising insurance costs caused by production sites’ exposure to extreme weather events. - Additional costs resulting from increased regulatory requirements for GHG emissions.	E1.GOV-3* Remuneration	p.15
		E1-1* Transition plan	p.39
		E1.SBM-3* Climate resilience	p.25
		E1.IRO-1* IRO process	p.29
		E1-2* Climate policies	p.40
		E1-3* Climate actions	p.41-42
		E1-4* Climate targets	p.43
		E1-5* Energy consumption	p.45
		E1-6* Carbon footprint	p.46
		E1-7* Carbon finance (offset)	p.50
		E1-8* Internal carbon price	p.50
		E1.MDR-M* Climate metrics	p.47
E2 Pollution	Non material topic	E2.IRO-1* IRO Process	p.35
E3 Water	Non material topic	E3.IRO-1* IRO Process	p.35
E4 Biodiversity	Non material topic	E4.IRO-1* IRO Process	p.35

TOPIC*	MATERIAL IMPACT, RISK AND OPPORTUNITY	RELATED DISCLOSURE REQUIREMENTS	PAGE
E5 Circular economy	Positive impact: - Designing packaging that is recyclable, or reusable can reduce the burden of post-consumer waste management and dependence on virgin resources. Negative impact: - Packaging materials and production offcuts contribute to landfill accumulation and environmental degradation, especially in regions with limited waste infrastructure. Opportunity: - Offering modular, refillable, or mono-material packaging can reduce environmental impact and open new revenue streams in the circular economy. - Developing recyclable, compostable, or reusable packaging solutions can reduce disposal costs, develop new market segments, and align with customer sustainability goals.	E5.IRO-1 * IRO process	p.35
		E5-1 * Resource use and circular economy policies	p.52
		E5-2 * Resource use and circular economy actions	p.53
		E5-3 * Resource use and circular economy targets	p.54
		E5-4 * Resource inflows	p.55
		E5-5 * Resource outflows	p.57
S1 Workforce	Negative impact: - Inadequate safety measures especially in manufacturing facilities and in lower-regulated regions, can lead to injuries and long-term health issues. - Not ensuring proper working conditions can lead disengagement and health issues. Risk: - Workplace incidents result in legal liabilities, production downtime, and reputational harm. - Not affording appropriate working conditions (balanced schedules, market-aligned wages, respect of freedom of association, etc.) may result in loss of employee engagement, legal conflicts, strikes, or operational disruptions. - Embarrassing diversity can open access to new perspectives (esp. in the creativity sector) and enhance team performance	S1.SBM-3 * Strategy and business model	p.18
		S1-1 * Policies	p.65,68,71
		S1-2 * Engaging about impacts	p.63,64,66,67
		S1-3 * Remediate negative impacts	p.66
		S1-4 * Actions	p.67,72,73
		S1-5 * Targets	p.65,68,71
		S1-6 * Characteristics of the undertaking's employees	p.64
		S1-7 * Characteristics of workforce non-employees	p.64
		S1-8 * Collective bargaining coverage and social dialogue	p.66
		S1-9 * Diversity metrics	p.72
		S1-10 * Adequate wages	p.67
		S1-11 * Social protection	p.67
		S1-12 * Persons with disabilities	-
		S1-13 * Training and skills development metrics	p.73
		S1-14 * Health and safety metrics	p.69
		S1-15 * Work-life balance metrics	p.67
		S1-16 * Remuneration metrics	p.72
		S1-17 * Incidents, complaints and severe human rights impacts	p.66

TOPIC *	MATERIAL IMPACT, RISK AND OPPORTUNITY	RELATED DISCLOSURE REQUIREMENTS	PAGE
S2 Value chain workers	Positive impact: - Implementation or influencing better health and safety standards across partners and suppliers, improving worker well-being. Risk: - Incidents within the value chain result legal liabilities, production downtime, and reputational harm. - Inadequate working conditions across the value chain expose GPA to significant risks including legal sanctions, reputational damage, labor rights violations, and operational disruptions due to potential involvement with unethical suppliers and high employee turnover.	S2.SBM-3 * Strategy and business model	p.18
		S2-1 * Policies	p.76
		S2-2 * Engaging about impacts	p.77
		S2-3 * Remediate negative impacts	p.77
		S2-4 * Actions	p.78
		S2-5 * Targets	p.77
		S2.MDR-M * Value chain workers economy metrics	-
S3 Communities	Non material topics	No disclosure requirements	p.36
S4 Consumers and end users	Positive impact: Transparent labelling and accessible product information empower consumers to make informed choices.	S4.SBM-3 * Strategy and business model	p.18
		S4-1 * Policies	p.80
		S4-2 * Engaging about impacts	p.80
		S4-3 * Remediate negative impacts	p.80
		S4-4 * Actions	p.80
		S4-5 * Targets	p.80
		S4.MDR-M * Consumers metrics	p.80
G1 Governance	Positive impact: - Implementing a strong corporate culture improving employees' engagement and well being. - GPA Global fosters long-term, transparent relationships with suppliers by maintaining fair payment terms and engaging in collaborative sustainability initiatives. Risk: - Risk related to corporate culture (linked to the buyback in particular and to the fact that there was no action taken). - Exposure to corruption scandals can lead to legal sanctions, exclusion from tenders, and loss of investor confidence.	G1.GOV-1 * Administrative, management and supervisory bodies	p.13
		G1-1 *	p.83
		G1-2 *	p.86
		G1-3 *	p.86
		G1-4 *	p.87
		G1-6 *	p.88
		G1.MDR-M *	p.85
G2 Cybersecurity	Risk: Risk related to cybersecurity (increasingly frequent attacks).	Specific topic of GPA Global France	p.89

6.2 Appendix 2 - IRO-2*Summary of ESRS datapoints that derive from other EU legislation are presented in Appendix 2

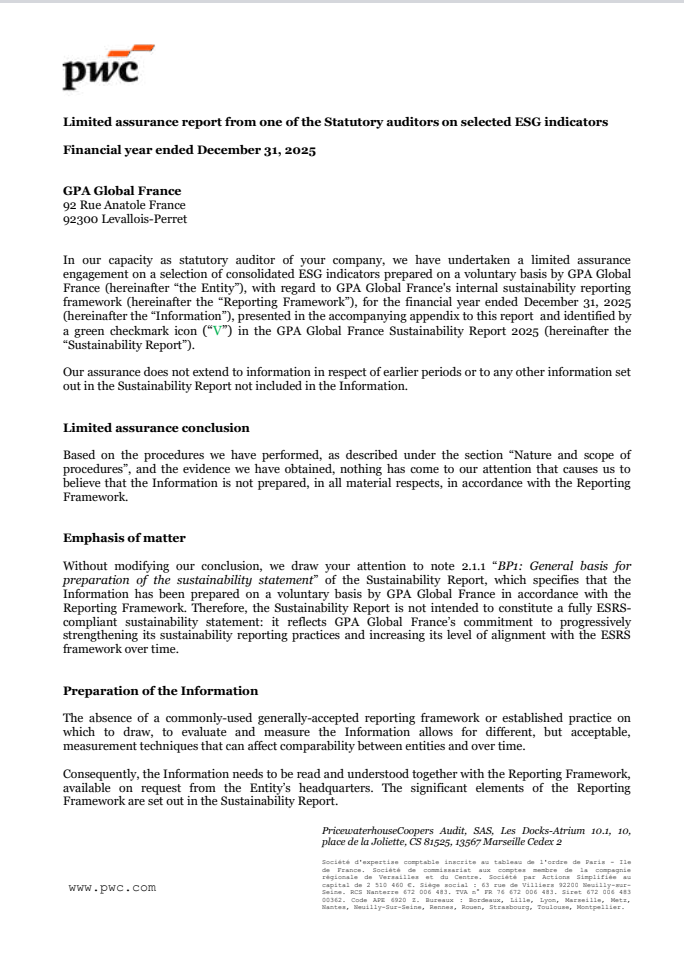
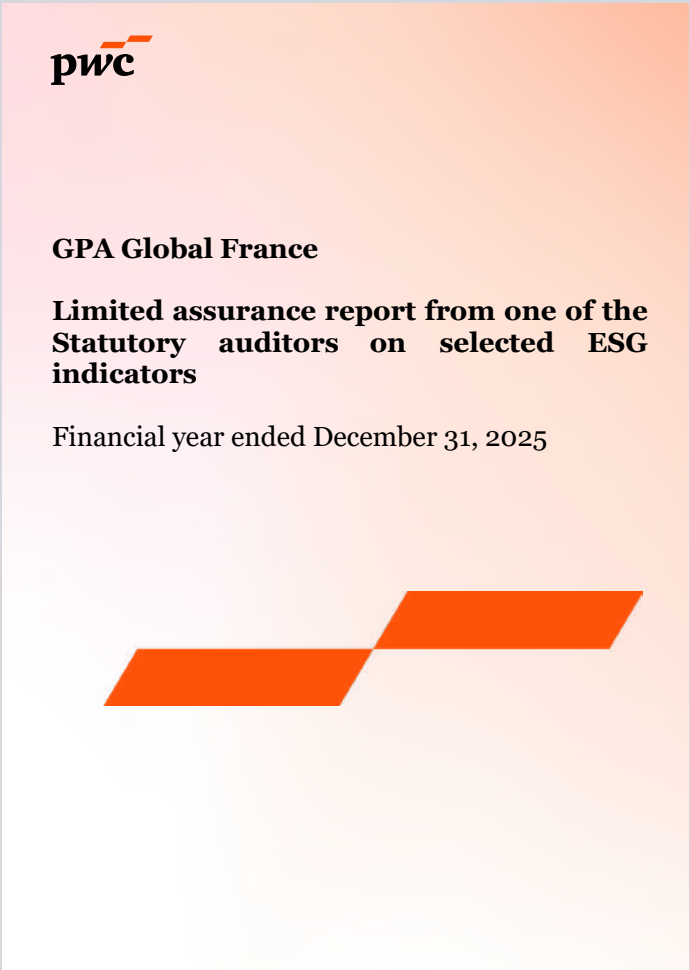
DISCLOSURE REQUIREMENTS (DR)*	DATA POINT	NAME OF DR	SFDR	PILLAR 3	BENCHMARK REGULATION https://xbrl.efrag.org/e-esrs/esrs-set1-2023.html	EU CLIMATE LAW	PAGE
ESRS 2 GOV-1	21 (d)	Board's gender diversity paragraph	●		●		p.13
	21 (e)	Percentage of board members who are independent			●		p.13
ESRS 2 GOV-4	30	Statement on due diligence paragraph	●				p.16
ESRS 2 SBM-1	40 (d)	Involvement in activities related to fossil fuel activities	●	●	●		-
	40 (d) ii	Involvement in activities related to chemical production	●		●		-
	40 (d) iii	Involvement in activities related to controversial weapons	●		●		-
	40 (d) iv	Involvement in activities related to cultivation and production of tobacco			●		-
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				●	p.39
	16	Undertakings excluded from Paris-aligned Benchmarks		●	●		p.39
ESRS E1-4	34	GHG emission reduction targets	●	●	●		p.43
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	●				p.45
	37	Energy consumption and mix	●				p.45
	40 to 43	Energy intensity associated with activities in high climate impact sectors	●				p.45
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emissions	●	●	●		p.46
	53 to 55	Gross GHG emissions intensity	●	●	●		p.49

DISCLOSURE REQUIREMENTS (DR)*	DATA POINT	NAME OF DR	SFDR	PILLAR 3	BENCHMARK REGULATION https://xbrl.efrag.org/e-esrs/esrs-set1-2023.html	EU CLIMATE LAW	PAGE
ESRS E1-7	56	GHG removals and carbon credits				●	p.50
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			●		-
	66 (a) 66	Disaggregation of monetary amounts by acute and chronic physical risk Location of significant assets at material physical risk		●			-
	67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		●			-
	69	Degree of exposure of the portfolio to climate-related opportunities			●		-
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	●				-
ESRS E3-1	9	Water and marine resources	●				-
	13	Dedicated policy	●				-
	14	Sustainable oceans and seas	●				-
ESRS E3-4	28 (c)	Total water recycled and reused	●				-
	29	Total water consumption in m 3 per net revenue on own operations					-
ESRS 2- SBM 3 - E4	16 (a) i	Activities negatively affecting biodiversity-sensitive areas	●				-
	16 (b)	Land degradation, desertification, or soil sealing	●				-
	16 (c)	Threatened species	●				-
ESRS E4-2	24 (b)	Sustainable land / agriculture practices or policies	●				-
	24 (c)	Sustainable oceans / seas practices or policies	●				-
	24 (d)	Policies to address deforestation	●				-

DISCLOSURE REQUIREMENTS (DR)*	DATA POINT	NAME OF DR	SFDR	PILLAR 3	BENCHMARK REGULATION https://xbrl.efrag.org/e-esrs/esrs-set1-2023.html	EU CLIMATE LAW	PAGE
ESRS E5-5	37 (d)	Non-recycled waste	●				p.57
	39	Hazardous waste and radioactive waste	●				p.58
ESRS 2- SBM3 - S1	14 (f)	Risk of incidents of forced labour	●				p.66
	14 (g)	Risk of incidents of child labour	●				p.66
ESRS S1-1	20	Human rights policy commitments	●				p.65
	21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			●		p.65
	22	Processes and measures for preventing trafficking in human beings	●				-
	23	Workplace accident prevention policy or management system	●				p.68
ESRS S1-3	32 (c)	Grievance/complaints handling mechanisms	●				p.66
ESRS S1-14	88 (b) (c)	Number of fatalities and number and rate of work-related accidents	●		●		p.69
	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	●				p.69
ESRS S1-16	97 (a)	Unadjusted gender pay gap	●				p.72
	97 (b)	Excessive CEO pay ratio	●				p.72
ESRS S1-17	103 (a)	Incidents of discrimination	●				p.72
	104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	●		●		-
ESRS 2- SBM3 – S2	11 (b)	Significant risk of child labour or forced labour in the value chain	●				p.75

DISCLOSURE REQUIREMENTS (DR)*	DATA POINT	NAME OF DR	SFDR	PILLAR 3	BENCHMARK REGULATION https://xbrl.efrag.org/e-esrs/esrs-set1-2023.html	EU CLIMATE LAW	PAGE
ESRS S2-1	17	Human rights policy commitments	●				p.75
	18	Policies related to value chain workers	●				p.76
	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	●		●		-
	19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			●		-
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	●				-
ESRS S3-1	16	Human rights policy commitments	●				-
	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines	●		●		-
ESRS S3-4	36	Human rights issues and incidents	●				-
ESRS S4-1	16	Policies related to consumers and end-users	●				p.80
	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	●		●		-
ESRS S4-4	35	Human rights issues and incidents	●				-
ESRS G1-1	10 (b)	United Nations Convention against Corruption	●				p.83
	10 (d)	Protection of whistle- blowers	●				p.85
ESRS G1-4	24 (a)	Fines for violation of anti-corruption and anti-bribery laws	●		●		-
	24 (b)	Standards of anti- corruption and anti- bribery	●				p.86

6.3 Appendix 3 Limited assurance report from one of the Statutory auditors on selected ESG indicators



GPA Global France Limited assurance report from one of the Statutory auditors on selected ESG indicators - Financial year ended December 31, 2025 - Page 2 Inherent Limitations in preparing the Information The Information may be subject to inherent uncertainty arising from the state of scientific knowledge and from the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates applied in preparing it. In particular, GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases. Responsibility of the Entity The Information has been prepared under the responsibility of Management. Management of GPA Global France is responsible for: - selecting or establishing suitable criteria for preparing the Information; - preparing the Information in accordance with the Reporting Framework; and - designing, implementing and maintaining internal control relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error. Responsibility of the Statutory Auditor We are responsible for: • planning and performing the engagement to obtain limited assurance about whether the Information is prepared, in all material respects, in accordance with the Reporting Framework and is free from material misstatement, whether due to fraud or error; • forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and • reporting our conclusion to the Entity's Management. As we are engaged to form an independent conclusion on the Information as prepared by Management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence. Professional guidance and Standard applied We performed the work described below in accordance with the professional guidance issued by the French Institute of Statutory Auditors (CNC) applicable to such engagement and with international standard ISAE 3000 (revised) <i>Assurance Engagements other than Audits or Reviews of Historical Financial Information</i> issued by the IAASB (<i>International Auditing and Assurance Standards Board</i>). They do not constitute an audit or a review within the meaning of the professional standards applicable in France. Nor do they constitute a "certification" in accordance with the guidelines of the Haute Autorité de l'Audit (HZA).

GPA Global France Limited assurance report from one of the Statutory auditors on selected ESG indicators - Financial year ended December 31, 2025 - Page 3 Independence and quality management Our independence is defined by the provisions of the French Commercial Code (<i>Code de commerce</i>), French Code of Ethics for Statutory Auditors (<i>Code de déontologie</i>) as well as <i>International Code of Ethics for Professional Accountants (including Independence Standards)</i> issued by the International Ethics Standards Board for Accountants (IESBA). This Code is based on the compliance with the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality, and professional behavior. In addition, we apply <i>International Standard on Quality Management 1</i>, which requires to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards, applicable legal and regulatory requirements and French professional guidance. Nature and scope of the procedures We planned and performed our work, described below, to address the areas where we have identified that a material misstatement of the Information is likely to arise. As part of our limited assurance engagement and based on our professional judgment, we: - obtained an understanding of the Entity and its environment, including the internal control components relevant to the preparation of the Information; - assessed the suitability of the Reporting Framework's criteria with regard to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best industry practices; - obtained an understanding of internal control procedures implemented by the Entity aimed at ensuring the compliance of the Information with the Reporting Framework; - assessed whether the methods used by the Entity to prepare the Information are appropriate in regard of the Reporting Framework and, where applicable, assessed the relevance of changes in methods and assumptions; - verified that the Information has been prepared within the scope indicated in the Sustainability Report; - for Information submitted to our procedures, we have implemented substantive procedures to assess the correct application of the calculation methods and assumptions described in the Reporting Framework; - assessed the overall consistency of the information in relation to our knowledge of the Entity. We consider that the evidence we have obtained is sufficient and appropriate to support our conclusion.
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GPA Global France Limited assurance report from one of the Statutory auditors on selected ESG indicators - Financial year ended December 31, 2025 - Page 4 The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance opinion in accordance with the French professional guidelines as well as in accordance with international standard ISAE 3000 (revised). A higher level of assurance would have required us to carry out more extensive procedures. Marseille, July 31, 2026 One of the Statutory auditors PricewaterhouseCoopers Audit Cédric Minarro
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