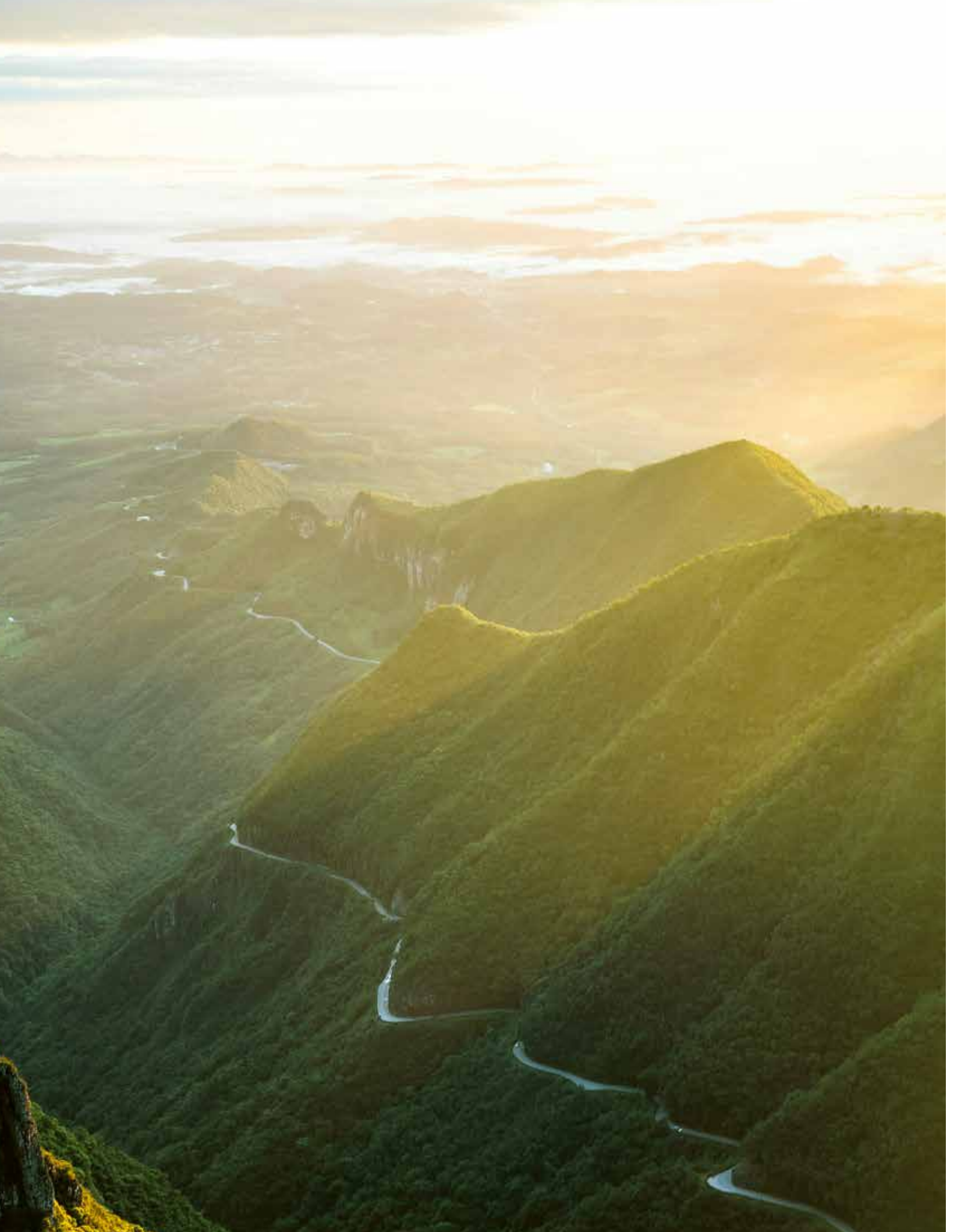
# GRAPHIUS

## SUSTAINABILITY REPORT

2025



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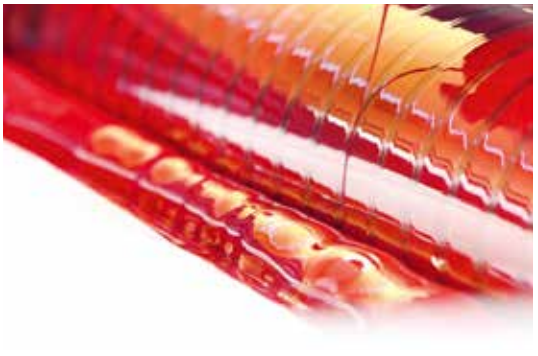

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**Denis Geers**
CEO of Graphius Group

Dear reader,

Since 1928, Graphius Group has stood for premium printing, supported by craftsmanship, innovation and a long-term vision. Today, sustainable entrepreneurship is no longer a choice, but a self-evident part of who we are. This seventh sustainability report marks a new milestone: it is our first report drafted in line with the demands of the European CSRD guidelines. It means that transparency, measurability and comparability are even more strongly anchored in our approach to sustainability.

The recent period has been defined by even more targeted sustainability. Our investments in high-performance technology contribute to higher efficiency, reduced waste and a more conscious use of materials such as paper, ink and water. But our structure has also evolved: operating closer to the client, with production units in multiple countries, allows us to think globally and work and deliver locally. As such, we are not only shrinking our ecological footprint, but increasing our flexibility and service orientation.

An important step in this is our efforts to calculate our $CO_2$ emissions per product type. Thanks to advanced measurements, we are better informing clients today about the impact of their choices.

Transparency at a product level makes it possible to actively build with others on climate-conscious communication.

Our people remain the heart of our organisation. Technological progress supports teams in their craftsmanship. The diversity of assignments and short changeover times make the human factor just as important as ever. We are proud of their expertise, input and efforts, plus the collaboration across locations and borders.

Just as we have done previous years, we are aligning our sustainability strategy with the United Nations Sustainable Development Goals. We are continuing to use these goals as a compass in our decisions, whether they're in relation to energy use, waste reduction or social engagement in the regions we are active.

In this sustainability report, we are bringing out a clear and honest report about where we stand today and how we, together with our stakeholders, are building on a sustainable future.

We wish you pleasant reading!

Denis Geers
27 juni 2025

# 1 INTRODUCTION (ESRS 2: SBM – GENERAL DISCLOSURES)

In this chapter, we give a short sketch of the context, approach and scope of our 2024 Sustainability Report, the seventh from Graphius Group and the first following the CSRD standards. Graphius Group is striving to offer maximum transparency about the environment, social aspects and governance (ESG) of its activities. As from report year 2024, Graphius Group reports conform to the EU CSRD obligations (ESRS standards) and the GRI Standards (Core). This sustainability report is ready for a future external audit, that will then focus on the completeness, correctness and consistency of the data.

- **Report period:** 1 January 2024 - 31 December 2024.
- **Report date:** 21 June 2025.
- **Report frequency:** Graphius Group has previously published voluntary sustainability reports in accordance with the GRI standards (Global Reporting Initiative). With the entry into force of the CSRD legislation (Corporate Sustainability Reporting Directive), we are now legally required to report annually. This report combines both reporting frameworks: the CSRD requirements form the structural basis, complemented by GRI indicators to ensure international comparability and transparency beyond Europe.
- **Accessibility area:** The operational entities of Graphius Group.
- **Confirmed standards:** CSRD (ESRS 1-6), GRI Core, United Nations Sustainable Development Goals (SDGs).
- **Assurance:** Still no assurance for sustainability reporting, but for ISO 9001 and ISO 14001.

## SCOPE AND LIMITATION

The scope includes all direct entities of Graphius NV (holding) and its major subsidiaries:

- Graphius NV (holding, Ghent)
- Belprinto BV (Ghent)
- Graphius Brussels NV (Brussels)
- Antilope De Bie NV (Duffel)
- Rembrandt Packaging NV (Aarschot)
- Lowyck NV (Ostend)
- Bietlot BV (Charleroi)
- Burocad NV (Peer)
- PPO Graphic SAS (Paris, France)
- Park Comm Ltd (London, United Kingdom)
- Geoff Neal Litho Ltd (Feltham, United Kingdom)

These entities combined generate the financial and ESG data as recorded in the tables (see attachments).

NPN Printing was not yet a part of Graphius Group on 31/12/2024. As such, it falls outside the scope of this sustainability report.

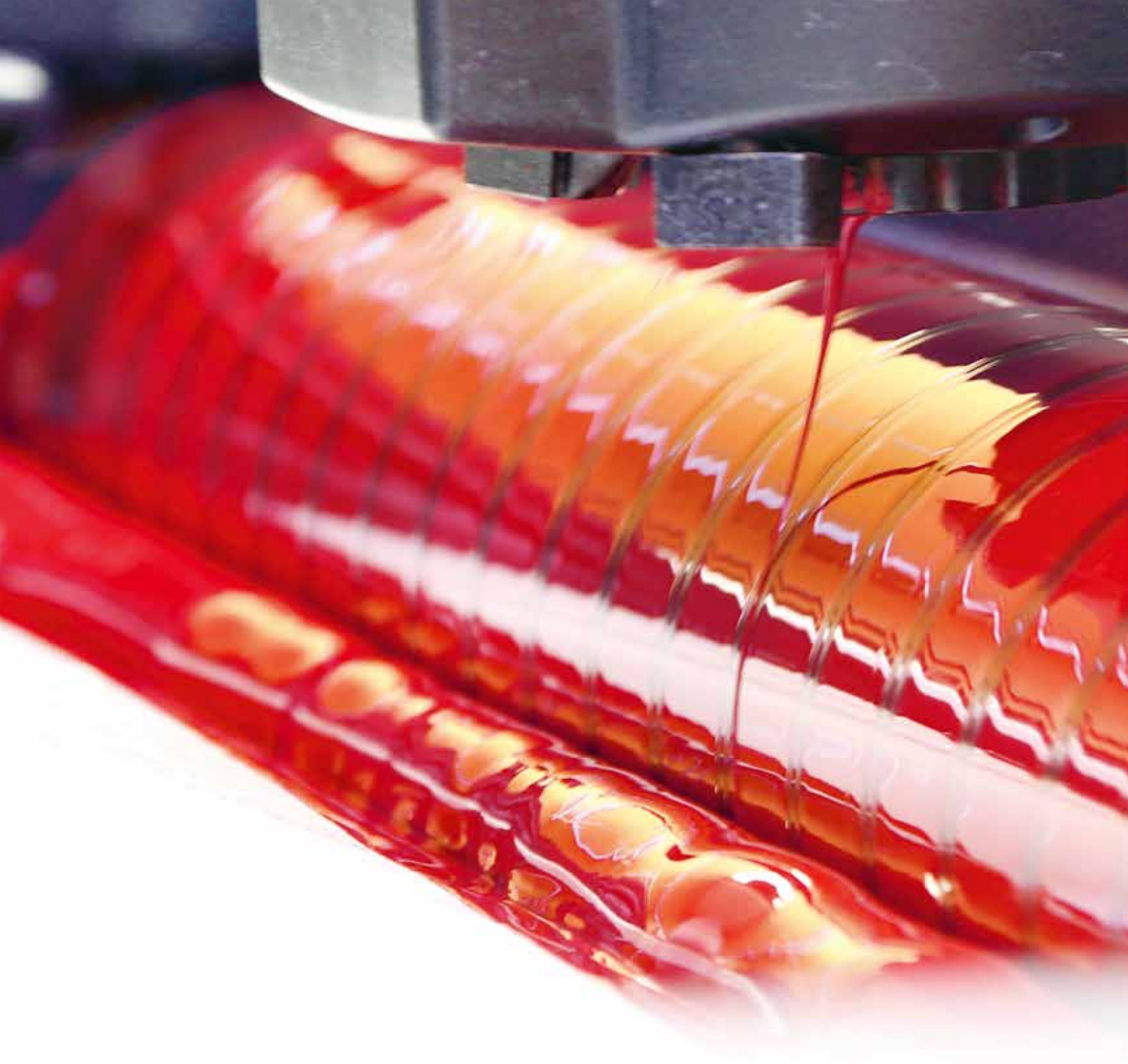
## EXPLANATION ON REPORTING FOLLOWING CSRD AND ESRS

This Graphius Group sustainability report was drafted to conform to the requirements of the European **Corporate Sustainability Reporting Directive (CSRD)** and the related **European Sustainability Reporting Standards (ESRS)**, as set in Regulation (EU) 2022/2464 and the delegated acts from June 2023.

The report contains:

- **a full application of ESRS 2** (general principles, governance, strategy, risk management, materiality);
- Relevant **environmental, social and governance subjects (ESRS E1–E5, S1–S4, G1–G2)** that have resulted from the double materiality analysis by Graphius Group;
- consistent reporting of **policy goals, indicators, achievements and action plans** for the years 2024-2026;
- a transparent explanation of the methodology used, data quality and assurance preparation.
- All details have been validated via internal control mechanisms and were subject to **limited assurance** in 2025 by an independent external party (Vinçotte), in preparation for full verification as from the 2026 reporting year.

This report reflects the situation as it was on 31 May 2025. Further updates, including external validation, have been recorded in the assurance appendix and the ESG dashboard.



> Graphius Group is striving to offer maximum transparency about the environment, social aspects and governance (ESG) of its activities.

# 2 COMPANY PROFILE (ESRS 2)

## 2.1. LEGAL STRUCTURE AND OWNERSHIP

Graphius Group is 100 % owned by the Geers family. There are no external investors of stock-exchange listing.
The shares are held by:

- Denis Geers
- Philippe Geers

Every entity of Graphius Group is 100% a subsidiary of Graphius NV (holding), which holds all final responsibility for the ESG strategies.

### Board of directors and Advisory board

- Board of directors: Three members
  - Rooselaer BV with Denis Geers as a permanent representative;
  - Slootenhof BV with Philippe Geers as a permanent representative;
  - Emiel Geers.

- Advisory board:
  - Denis Geers
  - Philippe Geers
  - Jan Moens
  - Barbara De Saedeleer
  - Koen Verstraete.

Important strategic decisions are made in consultation between the Geers family, the advisory board and the management team.

### Direction and management team

As of 31 December 2024, the management team (MT) consisted of:

- Denis Geers – CEO – strategic course; final responsibility; reporting; investment decisions; sustainability policy.
- Philippe Geers – CFO – strategic course; financial responsibility; reporting; investment decisions; sustainability policy.
- Ellen De Vuyst – HR manager – personnel policy; training; well-being.
- François Pczycki – IT & Integration manager.
- Geert Verfaillie – Procurement manager – sustainability policy; purchasing; certifications.
- Christophe Verhaegen – Production manager.

Every quarter, the MT reports to the Board of Directors on financial results and the KPIs for the ESGs ($CO_2$, water use, waste, absenteeism, training, etc.)

## 2.2. GEOGRAPHIC PRESENCE AND MARKETS

Graphius Group has branches that are located in strategic hubs in Belgium, the Netherlands, France and the United Kingdom.
The diverse locations are organised as competence centres where, through means of efficiency and automation, operational excellence and a maximisation of quality and optimised service are strived for.

### Per country

**Belgium**

- Graphius Ghent
- Graphius Brussels
- Rembrandt Packaging
- Rembrandt Labels
- Antilope de Bie
- Bietlot
- Belprinto

**The Netherlands**

- NPN Printing

**France**

- PPO Graphius

**The United Kingdom**

- Park Communications
- Geoff Neal Printworks

NPN Printing was not part of Graphius Group on 31/12/2024 and therefore falls outside the scope of this sustainability report.
You can find more information on the specialisation of each of our locations on our website.

### Market segments

Graphius Group specializes in high-quality commercial and industrial printing and is known for its strong focus on service, quality, and sustainability. The company serves a diverse client base both in Belgium and abroad.

Key market segments in which Graphius Group is active:

**Publishing**
- Magazines
- Books

**Museums, art and cultural institutions**
- Books

**Corporate**
- Sales & marketing materials such as catalogues, brochures, and leaflets
- Annual reports and financial statements
- Direct Mail

**Retail (Food & FMCG)**
- Packaging solutions (folding cartons, displays, shelf-ready, ...)
- Labels

**E-Business**
- Web-to-Print platform (Belprinto)
- E-Fulfillment (pick & pack, just-in-time deliveries for online orders)

**POS materials (Point of Sale)**

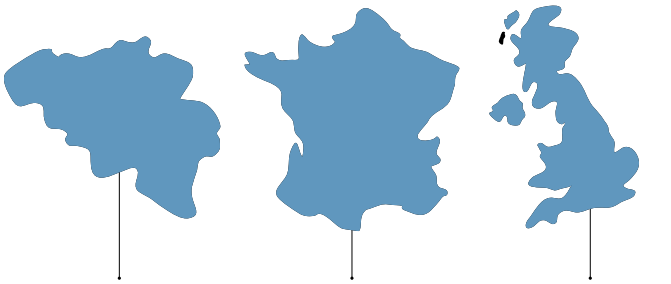
**Public sector**
- - Various printed applications

**Secteur public**
- Diverses applications d'impression

## 2.3. SCOPE AND SCALE

### Number of employees (FTE): 638

At the end of 2024, Graphius Group had a total of 638 employees (FTE) on the payroll.
The geographical dispersion is as follows:



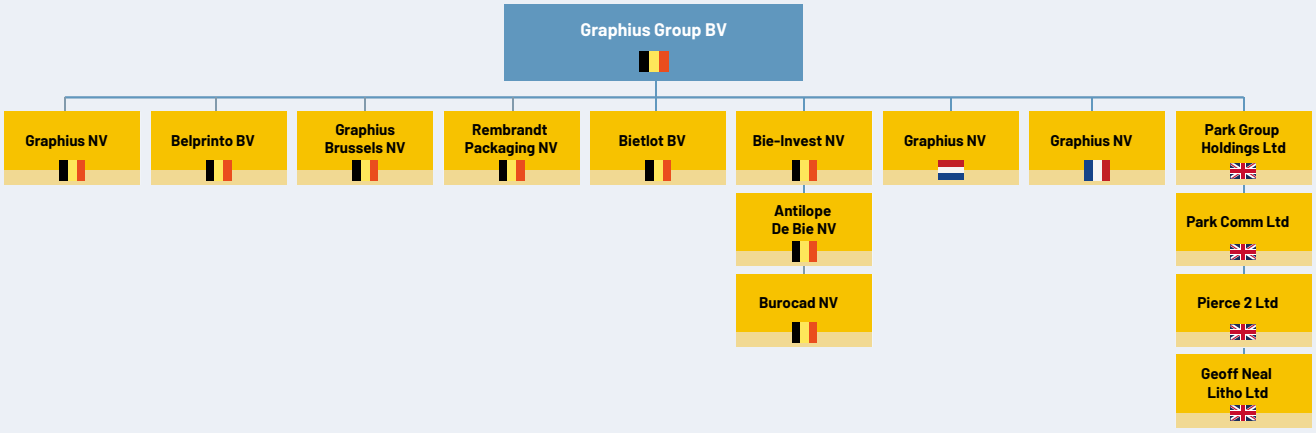
**Belgium**: 474 employees

**France**: 75 employees

**United Kingdom**: 89 employees

A detailed overview per country and statute type is in Appendix 11.1 – Sustainability indicators 2022-2024.

### Group structure



## Turnover (2024):

In 2023, the consolidated turnover of the entire Graphius Group amounted to: 125,517,964.77 EUR. For 2024, this was 131,933,323.11 EUR.

## Production capacity:

The figures below are the **consolidated totals** for all Graphius Group printing installations as of 31 December 2024. They illustrate the scale of our activities, for transparency and to show how extensive our installations are and how we understand and approach our environmental impact:

- **Offset, digital and large-format machines**
  - **Offset presses** (18 installations) – In 2024, they accounted for ± 2.7 billion sheets of printed raw materials.
  - **Digital presses** (6 installations) – In 2024, they accounted for ± 18 million prints, for on-demand and short print-runs.
  - **Large-format press systems** (4 installations) – In 2024, they accounted for ± 1.2 million $m^2$ of printed material (signage, banners, POS materials).

- **Rembrandt Packaging – Volumes (Aarschot)**
  Packaging activities are detailed separately in the $CO_2$ report (01-01-2024 – 31-12-2024):
  - **Total carton mass produced:** Circa 3,200 ton
  - **Related printed surface area:** ± 38 million $m^2$ carton
    These details form the basis of the **$CO_2$ calculations** for Rembrandt Packaging, because carton and printing volumes directly determine the extent of the environmental impact.

These figures illustrate the extent of our production capacity and are essential for identifying our primary environmental impact areas. Through full transparency about these volumes, we aim to make a statement on responsibility and lay the foundations for targeted reduction measures.

## Certifications and labels

Graphius Group strives for maximum transparency and continuity in both internal processes and across the entire supply chain.

> “This is why we are certified in line with renowned international standards for environmental management and energy management, and why we have attained chain certifications for responsible forest management.”

This is why we are certified in line with renowned international standards for environmental management and energy management, and why we have attained chain certifications for responsible forest management.

Below, we give an overview of our most important certifications and labels, including the range and terms of validity:

- ISO 14001 (Environmental management)
  - Applies to the production sites in Ghent and in London, Park Communications and Geoff Neal Litho.
  - Recertification achieved in 2024 and 2025; valid until 2027 and 2028.

- FSC CoC (Forest Stewardship Council Chain of Custody)
  - In 2024 58.8 % of all purchased paper was FSC certified.
  - FSC CoC certification extended in February 2025 and now valid up to and including December 2027.

- PEFC (Programme for the Endorsement of Forest Certification)
  - Approximately 11.2 % of the wood and paper volume in 2024 was PEFC certified.
  - PEFC CoC certificate renewed in January 2025 and now valid up to and including December 2029.

- EcoVadis – Sustainability benchmark (More on this topic later)
  - Current assessment: Bronze level (Q2 2025).
  - Goal: Silver level in 2026.

Explanation:

ISO 14001 is an international standard for environmental management systems. It helps companies improve their environmental performance in a systematic manner. The FSC and PEFC chain certifications demonstrate that we carefully purchase from responsibly managed forests. Our EcoVadis score gives insight into broader ESG performance, as well as the focus on environmental management. All terms of validity are based on the most recent audits and recertifications.

With these certifications and external assessments, we have shown that our processes and delivery chains are tuned to internationally recognised standards for environmental management (ISO 14001), responsible forest management (FSC, PEFC) and broader ESG performance (EcoVadis).

## 2.4. HISTORIC MILESTONES

**1928:**
The Graphius Group story begins in 1928 with the founding of Geers Offset by the grandfather of Denis and Philippe Geers. It’s a family printing company in Oostakker (Ghent). Even at this point, the focus is on high quality and innovation.

**1970:**
Continuation of the company by Emiel Geers and Micheline de Mey. Under their leadership, the company evolved from a local artisanal print shop into an industrial printing company.

**2008 to 2015:**
Consolidation with several leading players from the Ghent region: Sintjoris, New Geoff, Druk in de Weer, DeckersSnoeck

**2017:**
The founding of Graphius Brussels NV – With the launch of a second site in Brussels, Graphius responds to the needs of institutional and B2B clients in the European capital.

**2018:**
- **PPO Graphic**
  With the takeover of the printer PPO, Graphius expands into France. PPO is a renowned printer, nown as a comic book printer, for titles such as Lucky Luke, Blake and Mortimer, XIII, Boule and Bill, and The Smurfs. The location near Paris is particularly interesting for Graphius. With this takeover, the Graphius Group incorporates a total of thirteen printing companies.
- **Company bikes project**
  The introduction of the bike-leasing programme at Graphius

Ghent, for all employees, makes the home-to-work commute greener and encourages well-being.

**2019:**

Investments in ZAC plate processor (Lo-Chem technology) – Replacement of classic CTP plates with Fujifilm's low chemical film-to-plate (Lo-Chem) installation, leading to a strong drop in the use of water for plate development.

**2020:**

Solar panels installed at the sites in Ghent and Brussels:

- Installation of circa 3350 PV panels on roofs of the sites in Ghent and Brussels, meeting approximately 20% of the electricity needs of these locations.
- For the 2020 reference year, a first, certified $CO_2$ footprint is calculated (with total emissions of 918.84 ton).

**2021:**

- Acquisition of Park Communications Ltd (London)
  In April 2021, Graphius takes over the activities of Park Communications (certified by EMAS, FSC and ISO 14001). This is the first acquisition in the United Kingdom and an important step in the international expansion of Graphius Group.
- Acquisition of Drukkerij Lowyck BV (Ostend)
  In May 2021, Graphius acquires Drukkerij Lowyck, specialised in folding carton and packaging, integrating them into the group.
- Take over of Antilope De Bie NV (Antwerp)
  Towards the end of 2021, Antilope De Bie joins Graphius, allowing Graphius Group to consolidate its position in the Antwerp region.

**2022:**

- **Graphius Academy**
  Graphius Academy officially launched in 2022. Graphius Academy offers motivated candidates without any graphics experience

the chance to learn through on-the-job training. A combination of practice-oriented training programmes, mentorship and real production experience are used to train new employees to become full graphics operators. The focus lies on learning through practice, with space for guidance, additional training and growth opportunities within Graphius Group.

- **Completion of new building: Ghent with Daikin HVAC**
  - The expansion of the building in Ghent is completed; Daikin HVAC systems (return air and heat pumps) are installed.
  - In July 2022, Vinçotte offers limited assurance for $CO_2$ data from 2021.

> “Graphius Academy offers motivated candidates without any graphics experience the chance to learn through on-the-job training.”

## 2023:

- Acquisition of **Rembrandt Verpakking & Remmicom Packaging** (Aarschot)
  Both businesses, experts in folded carton, add their packaging activities to Graphius Group.
- The pilot phase of **ClimateCalc 1.0** on the site of Graphius Group in Ghent begins in December 2023.
- Paperland, in the Brussels suburb of Uccle, is added to Graphius Group. Paperland is known for the production of high-quality printing work. With the takeover of Paperland, Graphius expands its presence in the Brussels region and raises the level of service for clients.

## 2024:

- **Implementation of ClimateCalc 2.0**
  ClimateCalc 2.0, the $CO_2$calculation tool that covers Scope 1, Scope 2 and selected Scope 3 emissions, is initiated in November 2024. The first three sites to be added are: Ghent (Graphius NV), Duffel (Antilope De Bie NV), and Aarschot (Rembrandt Packaging NV).
- **Graphius North America**
  On 1 June 2024, Graphius North America (Graphius NA) officially commences operations as a hub for printing and packaging in North America. It is located in Charleston, South Caroline, USA.
- **Acquisition of Bietlot (Charleroi)**
  On August 19, 2024, Bietlot — a specialist in commercial print, regional brochures in Wallonia, and publications for the EEC — joined Graphius Group. This acquisition strengthens our commercial activities in Wallonie.
- **Acquisition of Geoff Neal Litho**
  Geoff Neal Litho in Feltham/London (United Kingdon), focusing on high-value offset production in North England, joins the Graphius Group on 31 October 2024.
- **EcoVadis**
  Graphius achieves a **Bronze level** in **EcoVadis** (score 63/100, 73rd percentile). EcoVadis is an international assessment platform that evaluates companies on their performances in relation to the environment, social responsibility and ethical governance (ESG).

## 2025

- **NPN Printers**
  On 7 January 2025, Graphius Group takes over NPN Printers in Breda (the Netherlands).
  NPN Printers is recognised for its high-quality printing work and services. This strategic takeover is an important step for Graphius Group, strengthening the group’s position in the Netherlands.
- **ClimateCalc 2.0**
  In spring 2025, ClimateCalc 2.0 is rolled out to perform calculations in the three previously named sites. A multi-site audit takes place on 11 June 2025.

## 2.5. VALUE PROPOSITION AND DIFFERENTIATING ASSETS

Graphius Group is an integrated graphics group with locations in Belgium, France, the Netherlands, the United Kingdom and the United States. We offer clients an extensive range of products and services , always based on and centred around our core activity of printing sheets of paper or cardboard.

### 2.5.1. Products and services

Graphius divides its **product** range into six groups:

- **Books**
  Hardcover, softcover, art books, schoolbooks, manuals/ instruction books.
- **Corporate print:**
  magazines, catalogues, annual reports
- **Comics:**
  in various formats and binding methods
- **Packaging:**
  folding carton applications
- **Labels:**
  wet-glue labels
- **POS materials:**
  printed materials found on or around points of sale, such as displays, boarding, etc.

As well as this, Graphius also offers **supplementary services** such as:

- **Design and pre-press services** (internal or in co-creation capacities).
- **Web2Print** and variable data-driven printing solutions.
- Web2Print is an online portal for ordering personalised print work. The client chooses a template online (e.g. business card, brochure, personalised letter paper) and fills in their details themselves, with Graphius then printing and sending it.
- Variable data-driven printing goes a step further. This includes personalised content on every individual piece of printing. Recognisable examples include the names and addresses of clients on a flyer, individual QR codes, personalised offers for different regions, etc.
- **Fulfilment and distribution** (Own logistics, stocking, sending) e.g. a publisher has 5000 books printed, with Graphius sending the number agreed upon to distributors or salespoints.
- **We personally follow up on clients and their orders.** A permanent order manager or project manager coordinates the full trajectory for a client, from price quote to delivery. This includes content permission (such as the briefing, the specification), planning and follow up of the production, intermediary communication with the client (e.g. for corrections, proofs, deadlines), sending and after-care.

> “Graphius Group stands out for a clear, integrated vision of sustainable entrepreneurship in the graphics sector. The group combines industrial scale services with a focus on quality, innovation and social value.”

For larger clients or complex assignments (such as books in multiple languages, packaging series, POS campaigns, e-commerce projects) this is an extra we commit to. We wish to emphasise that clients always have the choice between working with full independence via Web2Print or with personal guidance via a project manager.

### 2.5.2. Client segments and sectors

Graphius Group **works for**:

- book and magazine publishers;
- shop chains (retailers) and the producers of consumer brands (FMCG), each with their own printing requirements;
- pharma and healthcare;
- art institutions and museums;
- governments, NGOs, educational institutions;
- B2B undertakings (corporate communication, branding).
- Financial institutions

This diversity in clients is supported via flexible print-runs, multi-lingual service and production in different countries.

### 2.5.3. What sets Graphius apart

Graphius Group stands out for a clear, integrated vision of sustainable entrepreneurship in the graphics sector. The group combines industrial scale services with a focus on quality, innovation and social value.

Four strategic pillars form the foundation of this approach. They show how Graphius invests in chain control, transparency, innovation and community anchoring. This is entirely in line with the demands of ESRS 2 and ESRS SBM-1 up to and including SBM-3.

## Completely integrated value chains

Graphius manages the full production chain themselves, from paper purchase to finished product and delivery. This vertical integration ensures not only speed and quality control, but also makes it possible to effectively translate sustainability goals into every step in the process.

- **Sourcing and purchasing:** Graphius works with reliable EU partners for FSC- and PEFC-certified paper (58.8 % and 11.2 % in 2024). Sustainable prepress technology such as the chemical-free Adamas COU plates from ECO3 have been standard since 2024.
- **Prepress:** Internal CTP lines are completely chemical free, resulting in less water and chemical use.
- **Production:** 24 presses spread across the group (18 offset printers and 6 digital printers), suitable for a wide variety of assignments.
- **Finishing:** integrated bookbindery with extensive finishing capabilities and automated lines for folding, die-cutting, gluing, sewing and packaging.
- **Distribution:** Our own fleet (with six trucks, partly fuelled by CNG) guarantees reliable delivery; full electrification is planned by 2030.

## Sustainability and transparency

**Sustainability** is not a secondary consideration, but a **leading principle** in how Graphius produces and reports. The group measures, optimises and communicates about its impact, employing leading instruments.

- **$CO_2$ transparency:** ClimateCalc 2.0 was started in 2024 at the sites in Ghent, Duffel and Aarschot, conforming to ISO 14064-1, ISO 14067 and the GHG protocol.
- **$CO_2$ per order:** Since autumn 2025, Graphius has been able to provide a $CO_2$ footprint calculation on the product level/per order. This service is in its pilot phase.
- **Paper purchasing:** 58.8 % FSC- and 11.2 % PEFC-certified paper in 2024 shows the determination for responsible forest management. These figures are based on tonnages processed in 2024.
- **Waste management:** 95 % of the graphics-related waste on the site in Ghent and 88 % at Rembrandt Packaging is recycled.
- **Energy efficiency:** Solar panels with a total capacity of 380 kWp, and heat recovery in the press halls have resulted in a 5 % drop in our gas consumption.
- **Water management:** At the site in Ghent, 3117 $m^3$ water was used in 2024 (a 21 % reduction on use in 2022); chemical-free CTP processes save an additional 1750 litres of chemical developer.
- **External validation:**
  - EcoVadis score: 63/100 (Bronze level; 73rd percentile).

## Customer focus and innovation

At Graphius, innovation is not a goal in itself but a means of better serving clients and remaining future-oriented in our activities. The combination of technology and human capital is the key here.

- **Graphius Academy:** Receiving employees for an average of 15 hours of training each in 2024. The goal is for 20 hours of training per FTE in 2025.
- **Operational innovation:**
  - Two Ricoh C9100 digital presses were in use in Q2 2024.
  - The new Web2Print portal is operating in its test phase (Q1 2025).
  - Commissioning of new Heidelberg presses with AI-driven modules
  - Launch of robots at folding and sewing machines
- **Product innovation:**
  - In packaging: innovative solutions for packaging fresh food

## Social involvement and community anchoring

As a family company with local roots, Graphius attaches great importance to social inclusion, safety and diversity on the work floor. This translates into concrete initiatives and measurable results.

- **Inclusive employment:** Collaboration with social enterprises, seeing to twelve employees in 2025 with a growth target of twenty in 2025.
- **Safety and prevention:** Risk inventories (RI&E) at all locations; three workplace accidents from 620 FTE in 2024 (0.5 %).
- **Diversity:** 21 % of employees are female; the goal is to reach at least 25 % in 2025. At present, 15 % of staff have an international background.
- **Support for various local sports and cultural activities**

With this integrated approach, Graphius shows that sustainability, innovation and social responsibility do not exclude, but consolidate each other. In the next chapter, we zoom in on how these pillars are translated into concrete goals, risks and the double material analysis.

> Graphius is striving to become the most sustainable graphics group in the Benelux region.

# 3 STRATEGIC PILLARS AND ESG ORGANISATION (ESRS 2)

## 3.1. BUSINESS MODEL AND STRATEGY

Graphius Group creates value via a vertically integrated business model that incorporates all steps in the graphics value chain in-house. The strategy for 2024–2026 is built on four central pillars:

1. Sustainability and embedding of ESG
2. Growth and innovation
3. Operational optimisation
4. People and organisation.

### 3.1.1. Sustainability and embedding of ESG (ESRS 2-6 and 2-7)

**Vision:** Graphius is striving to become the most sustainable graphics group in the Benelux region, both ecologically and socially. ESG themes are structurally embedded in our company operations via KPIs, annual plans and assessments on the management level.

**Most important initiatives:**

- **$CO_2$ reduction (Scope 1 & 2): -15 % by 2026 (Compared to 2022 figures)**
  - Purchase of 100 % green electrical energy for all Belgian sites (Ghent, Brussels, Antwerp and Aarschot)
  - Solar energy: Panels able to produce 380 kWp installed in 2024. The goal: 600 kWp of panels in 2025.
  - Heat recovery on the sites in Ghent and Brussels (–5 % reduction in gas use in 2024).
  - Further explanation in Chapter 8.1.1 (ESRS E1 – Emission streams), including ClimateCalc 2.0 and external assurance.

- **Circular economy and waste management**
  - 85 % FSC-certified paper in 2024. Goal: 90 % in 2025.
  - 95 % recycling of industrial waste in 2024. Goal: 98 % by 2026.
  - Switching to chemical-free Adamas-CTP and ECO3 COU plates since spring 2024: this has saved 39,000 L of chemicals and 6900 $m^3$ water across the entire Graphius Group.

- **Water management**
  - Goal: A 40 % reduction in water use per site by 2025 (based on figures for 2022).
  - In Ghent in 2024: 3117 $m^3$ water use (a reduction of 21 % compared to figures for 2022).
  - Rainwater capture (Ghent, Brussels, Aarschot) and filtration for offset.

- **People and well-being**
  - 21 % females in the management team in 2024. The goal: 30 % in 2025.
  - Absenteeism: 6 % in 2024. The goal: 5 % in 2025.
  - 15 hours of training per FTE in 2024. The goal: 20 hours in 2025.
  - Three workplace accidents for 620 FTE (0.5 %) in 2024. The goal: Maintain levels of < 2/100 FTE, with emphasis on safety training and ergonomics.

- **Suppliers and chain responsibility**
  - 100 % of the strategic suppliers signed the Code of Conduct in 2024.
  - Goal: audit of top twenty suppliers in 2025 (including via EcoVadis – Goal: Silver score).
  - ESG audits for paper and ink suppliers in Q4 2024. Follow-up plan in 2025.
  - SPI analysis (Substrate Performance Indicator): e.g. replacement of paper with high SPI factor can quickly lead to a saving of several hundred tons in $CO_2$ emissions.

- **ESG governance and compliance**
  - ESG responsibility lies across the entire management team.
  - Quarterly report of ESG KPIs and follow-up of investments, risks and performance.
  - Certification status (per Dec. 2024):
    - ISO 14001 (Ghent and London – Extended to 2027 and 2028).-
    - FSC (Extended to 11/2025: 85 % of paper purchases).
    - PEFC (Extended to 01/2026: 11.2 % of paper purchases).
  - Legal compliance in the areas of environment, labour and human rights (see attachment: 'Applicable Legislation – March 2025')

### 3.1.2. Growth and innovation (ESRS 2-6 and 2-7)

**Market expansion**

The international expansion has taken form with the establishment of **Graphius North America** in Q1 2025, with the focus on the US and Canada. For 2026, the expansion outside Europe will be evaluated. The business case is currently being prepared.

- **Innovations in products and technology**
  - Hybrid and electric vehicles, as well as the installation of charging stations, are important aspects of the effort to green the vehicle fleet of Graphius Group. They are not product or technological innovations linked to production, but they do play a key role in the implementation of our sustainability strategy, which is fully integrated into our ambitious corporate strategy.
  - We converted a machine that used to wrap magazines in plastic film so that it can now use paper wraps instead. This is a sustainable alternative in response to the ban on plastic-wrapped mailings in France and Wallonia.
  - We have a strong investment programme in machinery, whose return is not always guaranteed in the short term, but must be realised as quickly as possible. For certain machines, we monitor this directly in collaboration with our partner Heidelberg. The offset and digital presses are high-tech investments that require strict adherence to preventive maintenance schedules.

### 3.1.3. Operational optimisation

Graphius invests continuously in more efficient processes, energy-efficient technology and preventive maintenance.

- In 2024, 88 % of standard assignments achieved a lead time of ≤ 48 hours. The goal for 2025: 95 %.
- Lean methods led to a 20 % reduction in machine breakdown in Q4 2024 (against figures from Q4 2023).
- As of Q2 2025, sensor technology is being used to schedule preventive maintenance for critical installations, with the focus on avoiding breakdowns and wasted energy.

### 3.1.4. People and organisation

Graphius considers its employees to be the engine of sustainable growth. The following initiatives are being implemented in 2024 and 2025:

- **Dual learning:** 15 students in 2024. The goal: 50 students in 2025 (in collaboration with schools and partner training institutions).
- **Inclusion:** Collaboration with social enterprises expanded from 12 to 20 employees (2025).
- **HR dashboard:** Live from 2025, with follow-up of absences, training and flow through.
- **Diversity:** Goal of 30 % women in Top-50 management framework by end of 2025.

## 3.2. ESG ORGANISATION AND GOVERNANCE (ESRS 2-9, ESRS 2-10, ESRS 2-12)

### 3.2.1. Governance and internal coordination

Graphius Group is gradually integrating sustainability and ESG approaches into its business operations. The responsibilities in these areas are spread across various members of the management team, in line with their respective domains. The strategic course is being set by Denis and Philippe Geers, supported by the Board of Directors and the Advisory Board.

The operational follow-up of ESG instruments and certifications such as ClimateCalc, ISO 14001 and EcoVadis lies with Dirk Van Eynde. He is coordinating both the external reporting and the assurance preparations. ESG related KPIs are being followed up per team, with involvement of relevant management members from Procurement, HR and other departments. Periodic explanations – including those in the framework of the make-up of scorecards and management reviews – ensure fine-tuning, follow-up and adjustments are made.

Although there is not currently any formal ESG board, there is a fixed consultation structure between related internal stakeholders. These consultations handle areas such as:

- ESG KPIs (e.g. energy use, $CO_2$ emissions, workplace accidents);
- Data quality and consistency;
- Policy goals per site;
- Preparation for CSRD reporting and external assurances.

In the course of 2025, investigations will be made into how this consultation structure can be further formalised, in agreement with the expectations from ESRS 2 relating to supervision, role division and reporting responsibilities.

> “Graphius considers its employees to be the engine of sustainable growth.”

### 3.2.2. Integration with risk analysis and strategy

The materiality analysis (for which the most recent update was in 2024) and the ESG risk register are integrated in the strategic cycle for Graphius Group. Both instruments join with the broader risk management and are actively employed to support strategic decisions, investments and compliance. ESG priorities are revised every year on the basis of this input.

In 2025, Graphius will deepen this approach by mapping individual ESG themes where there is vulnerability – e.g. in view of energy prices, changing regulations or risks in the value chain. This is an important part of the way in which sustainability themes are weighed within the double materiality approach.

### 3.2.3. Stakeholder dialogue (Autumn 2025)

In autumn 2025, Graphius Group once again organised a structured stakeholder meeting. The aims were:

- to update the **materiality analysis**;
- test the **relevance and ambition** of ESG goals;
- further strengthen **external transparency**.

Participants were invited from different stakeholder groups, including:

- **clients** (from diverse sectors and regions);
- **suppliers** of paper, ink and energy;
- **community actors** (such as NGOs and sectoral federations);
- **internal employees.**

The stakeholder meeting acknowledges the CSRD requirement for stakeholder participation, contributing to:

- a stronger anchoring of **sustainability in the corporate strategy;**
- better governance insights;
- **assurances of quality in the double materiality analysis.**

The **findings and feedback** from this consultation will be part of the 2025 reporting year and incorporated into the following sustainability report.

# 4 DOUBLE MATERIALITY ANALYSIS (ESRS 2-15, GRI 3-1 UP TO AND INCLUDING 3-3)

## 4.1 METHODOLOGY AND APPROACH

Since 2024, Graphius Group has applied the double materiality approach, conforming to demands from ESRS 1 and 2. This involves examining:

- the impact Graphius has on people and the environment (inside-out);
- the influence of external development on Graphius itself (outside-in).

The analysis is worked out in collaboration with external ESG advisors between Q4 2023 and Q2 2024, via five process steps:

1. Identification of relevant themes on the basis of benchmarks with others from the sector, guidelines (ESRS, GRI, Intergraf) and internal policy.
2. Stakeholder advice gleaned from interviews and direct input from internal employees, clients, suppliers (paper, ink), unions and social actors.
3. Qualitative impact estimations for every theme, from both inside-out and outside-in perspectives.
4. Make-up of the materiality matrix, with themes with high or very high impact levels being designated as material.
5. Validation by the management team and the Board of Directors in Q2 2024.

In 2025, a further level of analysis will follow, with a vulnerability assessment for each theme, serving as a stepping stone to a formal ESG risk register.

## 4.2. FURTHER DEEPENING OF THE ANALYSIS

### 4.2.1. Inside-out: Impact of Graphius on the environment, people and society

Graphius evaluated its social and ecological impact on the basis of six main themes:

- **$CO_2$ emissions (Scope 1 & 2)**
  In 2024, emissions were estimated at circa 1200 tonnes $CO_2$ equivalent, primarily originating from consumption of natural gas and electricity in production. Due to the direct link with climate change and the high regulatory pressure, this qualifies as highly material (impact level: very high, in both directions).
- **Paper use and deforestation**
  In 2024, 31,560 tonnes of paper were used, of which 70% was FSC- or PEFC-certified. Reductions of several hundred tons of $CO_2$ were achieved by switching to paper with a lower SPI factor. The theme is important due to the dependence on wood fibres (impact level: high).
- **Energy purchases**
  All Belgian production sites are powered by 100 % green energy. In 2024, solar panels capable of producing 380 kWp were installed. This contributes to the energy transition and reduces indirect emissions (impact level: high).
- **Waste and water management**
  In Ghent, 95 % of the waste related to graphics is recycled. The water use was reduced by 21 % compared to figures for 2022. Both themes are relevant in light of their environmental impact and the European circular policy goals
  (impact level: moderate).

- **Social conditions**
  Graphius employees 638 FTE. In 2024, absenteeism was at 6 %, there were three workplace accidents (0.5 %) and 21 % of employees were female. The ambitions in relation to well-being and inclusion give this theme strategic importance (impact level: moderate).
- **Supplier responsibility**
  The top 20 paper suppliers signed the code of conduct. Suppliers are followed up via EcoVadis scores and internal checks. Transparency in the chain is important for clients and auditors (impact level: moderate).

### 4.2.2. Outside-in: Influence of external trends and risks to Graphius

The outside-in analysis makes it clear how external risks influence business operations. Important risks are:

- **Stricter ESG legislation (e.g. CSRD/ESRS)**
  The reporting obligations result in extra work and costs (e.g. ClimateCalc, KPI dashboards, assurances). This influences strategy, resources and data infrastructure (impact level: very high).
- **Energy-price volatility**
  Energy prices increased in 2023-2024 by ± 25 %, putting pressure on profit margins. Graphius anticipated this with green energy contracts and energy-efficient projects. Nonetheless, it remains a critical factor (impact level: very high).
- **Scarcity of recycled paper**
  In 2024, the increasing global demand for recycled and FSC- and PEFC-certified paper led to price pressure and limited availability. According to internal market observations, there was an average price increase of 15 %. This evolution increases supply vulnerability and influences material cost (impact level: high).
- **Climate change and extreme weather**
  Heatwaves or heavy rainfall result in risks to transport and infrastructure. Investments in buffering and emergency procedures have been made, but there is still vulnerability present (impact level: high).
- **Digitisation and customer expectations**
  There is growing demand for personalised print work, more information on the ecological footprint per order and online proofing. Graphius responds to this via Web2Print, ClimateCalc calculations per order and digital presses (impact level: high).
- **Labour shortages**
  There is a structural shortage of technically schooled employees. Graphius is focusing on dual learning (15 students in 2024 with a goal of 50 students in 2025), but retention and recruitment remain risk areas (impact level: moderate).

These insights form the basis for strategic scenarios and preventative measures.

### 4.2.3. Materiality matrix and priorities

The following themes have been identified as material, on the basis that they have a *high* or *very high* impact level in at least one direction:

| NR. | THEME | INSIDE-OUT | OUTSIDE-IN |
|---|---|---|---|
| 1 | $CO_2$ emissions (Scope 1 & 2) | Very high | Very high |
| 2 | ESG legislation (CSRD/ESRS) | – | Very high |
| 3 | Energy-price volatility | – | Very high |
| 4 | Papier use and deforestation | High | Moderate High |
| 5 | Scarcity of recycled paper | Moderate High | High |
| 6 | Digitisation and print-on-demand | Low | High |
| 7 | Climate change and extreme weather | Low | High |

These **themes** form the **content at the core of the ESG strategy, risk assessment and CSRD reporting**. Themes with a low combined impact score are briefly discussed in Chapter 8.

# 5 GOVERNANCE AND STRATEGY
## (ESRS 2-9, ESRS 2-10, ESRS 2-11, ESRS 2-12)

### 5.1. DIRECTION STRUCTURE AND ESG CONSULTATION

**Graphius Group** is **led** by the Geers family, that sets the strategic course of the group via the Board of Directors. As well as this, the Advisory Board offers support in strategic concerns and matters of sustainability. The composition of this advisory board is periodically evaluated.

**ESG themes are structurally followed up** within the management team. On a monthly basis, the CEO, CFO, managers for Purchasing and ESG, HR, and the site manager discuss the operational KPIs including energy use, waste streams, water use, $CO_2$ emissions and absenteeism. For investment proposals (such as solar panels, digitisation or training), the ESG impact is also taken into consideration as a standard.

### 5.2. ROLES AND RESPONSIBILITIES

- Board of Directors: strategic supervision, approval of ESG related investments.
- Procurement manager: supplier management, ESG reporting and coordination of related actions.
- HR manager: follow-up of parameters such as absenteeism, safety, training hours and diversity.
- Plant managers: local follow-up and data collection of environmental indicators.
- External partners: Vinçotte (limited assurances), ClimateCalc ($CO_2$ calculations), ECO3 (CTP technology).

> “ESG themes are structurally embedded in our company operations.”

## 5.3. RISK MANAGEMENT AND INTERNAL CHECKS

**Graphius Group's ESG risks** are evaluated in conjunction with the strategic risk analysis and the double materiality assessment.

*Critical risks:*
- CSRD/ESRS requirements are not fulfilled punctually.
- Insufficiently substantiated $CO_2$ reduction plan.
- Non-conformity with new environmental legislation (water, waste).

*Important risks:*
- Scarcity of or price increases for FSC-/PEFC-certified paper.
- Technical failure of digital printing presses.
- Difficulty recruiting technical personnel.

*Moderate risks:*
- Limited support within local communities.
- Product quality and liability (e.g. use of inks).

## 5.4. ESG GOALS AND KPIS

The **progress** in pursuit of environmental and social goals is **systematically followed up via quantitative KPIs.** The annual results are collected in Appendix 11.1 – Sustainability indicators 2022–2024, based on an integrated ESRS/GRI indicator set. This appendix includes figures on $CO_2$ emissions, green energy, paper use, recycling, and social parameters such as absenteeism, training, team composition and diversity. Goals extend to 2026.

**Sustainability is structurally embedded in policy and the decision-making process at Graphius Group.** This is not new. For years, sustainability strategy is tuned to the corporate strategy. Both the Board of Directors and the management team actively follow up progress.

Strategic and operational decisions are systematically tested against environmental and social criteria. Through clear role distribution, regular data collection and external validation – including ClimateCalc and Vinçotte – Graphius has laid the foundations for reliable, audit-ready reporting.

**As from autumn 2025, clients will be provided with a $CO_2$ label at order level.** This will be calculated via ClimateCalc. Where possible, the efforts will be founded on external benchmarks and assessments, including the EcoVadis score and independent assurances.

**In 2025 the ESG governance structure will be further strengthened,** by means including formal stakeholder consultation, refined risk management and further integration of ESG criteria in investment decisions and HR processes. This way, Graphius will continue building on sustainable value creations for all its stakeholders, today, and in the future.

> “Strategic and operational decisions are systematically tested against environmental and social criteria.”

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# 6 SECTORAL CONTEXT AND CHAIN ANALYSIS (ESRS 2-3, ESRS 2-4)

## 6.1. SECTOR CONTEXT – GRAPHICS INDUSTRY

The broad graphic sector has undergone a transformation in recent years due to digitalization, resulting in a decline in traditional print volumes in some market segments. Thanks to its rich tradition and innovative strength, the sector actively responds to the growing expectations regarding sustainability from customers, regulators, and end users.

A number of **dominant trends** determine the playing field on which Graphius is active:

1. **Stricter sustainability legislation**
   New frameworks such as the CSRD/ESRS standards and European 'Fit for 55' package heighten requirements relating to transparency, data quality and compliance. Companies need to report on their $CO_2$ emissions, material streams and social impact. As well as this, indirect carbon costs are expected via emission levies and chain responsibility.
2. **Digitisation and Print-on-Demand**
   Clients are switching ever more frequently to Web2Print solutions, personalised printed work and Just-In-Time production. This lowers supply levels, but places higher demands on flexibility, automation and run times.
3. **Paper market on the move**
   After years of global market disruptions (COVID, supply chains), the paper market continues to experience ongoing fluctuations. The price increases of recent years, combined with the rising demand for FSC-certified paper, have increased both costs and the pressure to purchase sustainably.
4. **Energy crisis and price uncertainty**
   Due to the geo-political situation (2023–2024), electricity and gas prices rose by an average of 25 %. As an energy-intensive sector, the companies within Graphius Group needed to respond quickly via long-term contracts and investments in energy efficiency.
5. **Increasing ESG demands from clients**
   Retail and FMCG clients more frequently request $CO_2$transparency at the level of orders, certified paper and access to climate-neutral or 'blue-label' printing solutions. ESG is therefore no longer an optional service, but a structural market demand. Graphius are actively responding to this by making the $CO_2$ emissions available, on an order level, as from autumn 2025.

## 6.2. CHAIN ANALYSIS AND ESG RISKS (ESRS 2-4)

The graphic value chain at Graphius Group extends from the forest to the end-client. At every stage of this chain, there are potential ESG risks and opportunities. In this analysis, the most important upstream risks (suppliers' side) are summarised, with attention for the raw-material, energy and chemical chains.

### 6.2.1. Upstream: Supplier risks

***Papier suppliers within the EU.***

- **Risks:** Scarcity of FSC- and recycled paper, especially with rising market demand.
- **Opportunities:** Strategic collaboration with local paper producers reduces dependability. The SPI analysis (Substrate Performance Indicator) helps with the selection of paper sorts with a low $CO_2$ impact.

**New regulation: EUDR and supplier responsibility**

**The European Union Deforestation Regulation (EUDR)** is coming into effect at the end of 2025. This law requires companies to demonstrate their products – such as paper and cardboard – do not contribute to deforestation or the encroachment of forests.

For Graphius, this means the origins of every paper product need to be traceable to the level of the plot of land. Only paper originating from grounds that have not been deforested after 31 December 2020 is permitted. A land listing or certification (such as FSC or PEFC) is no longer sufficient. There must be concrete, verifiable proof.

This is why Graphius has developed a due-diligence system that measures compliance, per supplier and paper sort, with the EUDR. This system incorporates:

- the collection of origin data (country, plot of land, time of harvesting);
- risk assessment and deforestation information;
- the request for additional guarantees if needed;
- the recording of this assessment in a declaration to the European Union.

This process works as a form of access control: only paper that is demonstrably legal, safe and responsible is permitted in the chain. See also section 7.1.5 on biodiversity.

***Ink manufacturers (Huber, Flint Group)***

- **Risks:** the REACH regulation may impose restrictions on the use of solvents and pigments. The prices for raw materials are under pressure.
- **Opportunities:** Investments in plant-based inks and chemical-free offset plates offer alternatives. In 2024, thanks to the switch to ECO3 COU technology, Graphius saved circa 6900 $m^3$ water.

***Energy suppliers (green electricity and gas)***

- **Risks:** The energy market continues to be susceptible to price fluctuations and risk of disrupted supply.
- **Opportunities:** Thanks to long-term contracts for 100 % green energy combined with our own solar panels and heat recovery technology, Graphius has raised its energy certainty and lowered its Scope 2 emissions.

### 6.2.2. Production and operational risks

***Energy intensive printing processes (offset and digital)***

- **Risks:** The high consumption of electricity, and to a smaller degree, gas, has led printers to considerable Scope 1 and Scope 2 emissions.
- **Opportunities:** The roll out of 'predictive maintenance' prevents energy waste and lost production. Since 2024, a feasibility study into the implementation of a bio-mass boiler has been underway.

***Safety and well-being (machines and ergonomics)***

- **Risks:** Cutting machines, printing presses and physical taxation form safety and health risks for employees.
- **Opportunities:** Graphius performs risks inventories (RI&E) at every site, organises training sessions in ergonomics and provides safety instructions. In 2024, an average of fifteen hours per FTE was spent on safety training.

***Process innovation and investment risks***

- **Risks:** New technologies demand sizeable investments, often without any guarantee of returns in the short term.
- **Opportunities:** Such innovations result in shorter lead times, less waste and access to new markets, such as FMCG packaging, increasing strategic value.

### 6.2.3. Downstream client and market risks

***Transport emissions (end-client distribution in Belgium and United Kingdom)***

- **Risks:** Transport by truck results in extra $CO_2$ emissions in Scope 3.
- **Opportunities:** Through route optimisation, the implementation of CNG vehicles and a pilot project with electric delivery vehicles (as from Q4 2025), this impact will be significantly lowered.

***Risks to reputation and customer conditions***

- **Risks:** Not satisfying ESG demands may lead to the loss of retail chains or contractual sanctions.
- **Opportunities:** As from autumn 2025, Graphius is providing $CO_2$ reports per order, allowing clients to better substantiate their own climate goals. As well as this, the company is working on 'blue-label' climate-friendly solutions for printed work and packaging.

“All Belgian production sites are powered by 100 % green energy.”

# 7 ENVIRONMENTAL AND SOCIAL PERFORMANCE (ESRS 3–6; GRI 200/300/400)

## 7.1 ENVIRONMENT (ESRS E1 – E5)

### 7.1.1. Environment (ESRS E1)

**Graphius Group consumes energy during production** (offset and digital presses), building management and logistics activities. The most important energy sources are electricity, natural gas and, to a limited extent, fuel for the vehicle fleet.

In 2024, the **total energy use** includes:

- Electricity: ICirca. 10,920 MWh, with the highest use in Ghent (3,836 MWh), PPO (2,391 MWh) and Park Communications (1,864 MWh).
- Natural gas: Circa 2,478 MWh, with high use in Brussels (367 MWh), Aarschot (577 MWh) and Ostend (321 MWh).
- Fuels (CNG/diesel): Reported under Scope 1 (See Section 8.1.)

**Emission factors:**

- Electricity (BE net): 0.210 kg $CO_2e$/kWh
- Natural gas: 2.31 kg $CO_2e/m^3$
- Diesel: 2.68 kg $CO_2e$/litre
- CNG: 2.75 kg $CO_2e$/kg

In 2024, electricity consumption increased by approximately 4 % against the figures for 2023. This is especially due to higher production volumes in Ghent, Duffel and London. The gas consumption dropped by circa 5 % thanks to investments in heat recovery infrastructure and the climate regulations in Aarschot and Brussels. In 2024, all Belgian sites switched to 100 % green power via long-term contracts with certified suppliers. As well as this, solar panels capable of producing up to 380 kWp were installed in Ghent (200 kWp), Brussels (100 kWp) and Antwerp (80 kWp).

These measures directly contribute to the lowering of Scope 2 emissions and support the reduction goals (see Section 8.1.1).

**Future actions (2025–2026):**

- In 2025, energy savings of 10 % are being sought via LED lighting, movement sensors and energy management in Ghent and Brussels.
- Expansion of the solar-energy-production capacity to 550 kWp, with additional installations in Aarschot.
- Implementation of a full urban electric vehicle fleet (pilot study in Ghent: Q4 2025).
- Feasibility study for a biomass boiler in Aarschot to reduce reliance on gas by 50 %.

### 7.1.2. Water and waste water (ESRS E2)

Water is a crucial resource in offset printing. Graphius actively strives for responsible use of water and safe processing of waste water, on the basis of monthly monitoring, audits (Vinçotte, 2024) and internal goals.

Water consumption per site in 2024:

- Ghent: 3117 $m^3$ (–21 % compared to figures for 2022)
- Brussels: 789 $m^3$
- Aarschot: 582 $m^3$
- Antwerp: 991 $m^3$
- Charleroi: 971 $m^3$
- Ostend: 120 $m^3$
- Paris: 985 $m^3$
- London: 973 $m^3$
- Manchester: 1034 $m^3$

> Graphius is striving for a 25 % reduction in water use (per ton of paper) by the end of 2025.

Offset printing demands moisturising water and (earlier) rinsing water for the development of plates. Digital presses only use cooling water.

Since spring 2024, all **Belgian sites** have switched to Adamas plates with ECO3 COU units, making rinsing water unnecessary. This step has resulted in a saving of approximately 6,900 $m^3$ water and 39,000 litres of chemicals. This is in line with the theoretical saving of circa 473,000 $m^2$ plates, as calculated in the 'Water policy 2024–2025'.

The **waste water** originating from offset printing and cooling systems is internally pre-purified and is in line with legal standards. It can therefore be safely disposed of in the community sewers, without risk to the surrounding environment. Rinse concentrations and ink remains are processed by eventual waste collection and processing agencies. In 2024, this amounted to circa five tons of chemicals and 15 tons of residual waste.

In Ghent in 2025, an extra **buffer capacity** of 20 $m^3$ of rainwater was installed for sanitary use. In Brussels and Aarschot, the **recuperation of rainwater** for cooling and cleaning is due to start in 2026.

Graphius is striving for a 25 % reduction in water use (per ton of paper) by the end of 2025. This will be gauged against figures for 2022.

**Graphius recognises water as a strategically scarce resource.** The combination of technological innovation and behavioural change is essential to further reduce water use and waste streams. This contributes to the climate strategy and lowers both ESG risks and operating costs.

### 7.1.3 Materials and raw materials (ESRS E3)

Printed work is strongly dependent on physical materials such as paper, inks and plates. Paper, ink, offset plates and packaging are at the centre of the graphic value chain. Graphius actively manages sustainable material choices, traceable origins and lower impact via lifecycle analyses (LCA). Below, details of the most important material streams in 2024 are summarised.

#### Paper (ESRS E3-1, GRI 301-1)

In 2024, Graphius Group used a total of 31,560 tons of paper. Of this, 70 % was certified: 58.8 % FSC, 11.2 % PEFC, and 30 % non-certified. In the packaging division, approximately 50 % of paper used was post-consumer recycled (PCR) paper.

To reduce the climate impact of paper, Graphius has applied the **Substrate Performance Indicator (SPI)**. This index makes it possible to compare paper sorts on the basis of the $CO_2$ emissions across the entirety of their life cycles, including origins, production methods and transport.

On that basis, in 2024, there was a considerable switch from *Magno Satin* to *R4 Chorus Satin*, a locally produced paper sort with a favourable SPI. This measure supplies an estimated saving of **circa 258 tons of $CO_2$ per 1000 tons of paper**. Evaluations have been performed on other paper sorts on the basis of their eco-profiles and potential for replacement.

Graphius purchases its paper from certified suppliers within the EU. With this supply strategy, the group supports the goal of having all production locations use **at least 90 % certified paper by the end of 2025.**

#### Ink systems and offset plates (ESRS E3-2)

In 2024, a total of 233.15 tons of offset inks were used.

The majority of the offset inks used by Graphius are formed on the basis of plant-oils, with the exception of metal inks and certain niche applications.

Metal inks represent approximately 0.2 % of the total use. For fluro inks, that is approximately 0.6 % of the total ink use.

*Ink use per site:*

- Graphius (Ghent): 70.19 ton
- Graphius Brussels (Lot): 26.6 ton
- Antilope De Bie (Duffel): 21.0 ton
- Park (London): 22.75 ton
- Geoff Neal (London): 20.22 ton
- Bietlot (Charleroi): 11.39 ton
- Rembrandt (Aarschot): 4.48 ton
- Lowyck (Ostend): 0.95 ton
- PPO (Palaiseau): 55.57 ton

We strive to continuously critically examine our processes and to implement improvements where possible. This also applies to our ink systems: we actively evaluate the composition, origin and environmental impact of the inks we use, with the goal of harmonisation and reduced environmental impact. (ESRS E3-2).

Since the spring of 2024, Graphius has exclusively used process-free ECO3 offset plates (COU technology). As a result, rinsing water and chemicals are no longer needed.

In 2024, as a result of this switch, Graphius made the following reductions:

- circa 6,900 $m^3$ water;
- circa 39,000 litre chemicals.

In 2024, we used 506,491 $m^2$ of chemical-free CTP plates across the various sites. Thanks to the ECO3 pH-buffer units, rinsing water is structurally unnecessary.

These measures meet the broader Graphius strategy of reducing graphic waste streams and minimising the environmental effects of the pre-press phase.

## Packaging materials (ESRS E3-3)

In 2024, Rembrandt Packaging NV produced approximately 3200 ton of carton-based packaging materials.

Of this:

- a considerable part was manufactured from recycled carton, of which approximately 50 % was post-consumer recycled material;
- approximately 65 % of the volume was FSC- or PEFC-certified;
- the remaining share consisted of carton made on the basis of new fibres (virgin fibres) without certification.

For certain clients, 'blue label' packaging options are offered. This is packaging on the basis of FSC-certified cardboard with a validated $CO_2$ footprint via ClimateCalc. This offers clients transparency on material use and the climate impact of an order.

| WASTE STREAM | VOLUME | RECYCLING | COMBUSTION (ENERGY) | DISPOSAL | REMARK |
|---|---|---|---|---|---|
| Graphics paper and carton | 200 t | 95 % | 3 % | 2 % | Ghent, Brussels, Herentals |
| Chemical waste | 5 t | 0 % | 100 % | 0 % | CTO residues from offset plates, via an authorized processor |
| Scrap metal (punching) | 15 t | 100 % | 0 % | 0 % | Reuse and local recycling |
| Electronic waste (End of life) | 2 t | 70 % | 0 % | 30 % | Print heads, PLCs |
| Diverse plastic materials | 8 t | 85 % | 10 % | 5 % | Pallet wrap, foils |
| Organic household waste (from offices) | 12 t | 40 % (compost) | 50 % | 10 % | Separated collection since Q4 2024 |

### 7.1.4 Waste and circular management (ESRS E4)

Graphius is striving for a graphics process in which waste is minimal and raw materials are reused to the greatest extent possible. The waste management for each site is being followed up, and processed according to the highest recycling standards. The most important streams for 2024 are summarised below:

#### Waste streams (ESRS E4-1, GRI 306-1)

**Graphius Group has a detailed, accurate** waste stream report available for each site that can be requested and discussed. (ESRS E4-1, GRI 306-1).

#### Circular initiatives

- **Process-to-Waste:**
  - Offset plates: switching to Adamas chemical-free plates (0 L rinsing water per plate; 39,000 L chemicals saved).
  - Recycling streams: 95 % paper recycling (including offset paper, digital paper waste).
- **End-of-life for machines:**
  - Electronic waste -> Certified to process electronic waste; parts reused in refurbishing other parts.
  - Outdated offset cylinders (metal) -> 100 % recycled.
- **Product design and circular packaging:**
  - Rembrandt Packaging: 50 % PCR carton for PVC-free packaging.
  - Design modules (Leuven) advising clients on minimal use of packaging materials and reusable packaging.

### 7.1.5 Biodiversity and land use (ESRS E5)

#### Biodiversity and ecosystem impact (ESRS E4)

Graphius Group recognises that its activities can have a direct impact on the biodiversity via the use of raw materials for paper. Although the company does manage any grounds or terrains of its own in or near protected nature reserves and there is no direct use of land taking place, the possible impact on ecosystems in the value chain is taken seriously.

#### Materiality assessment

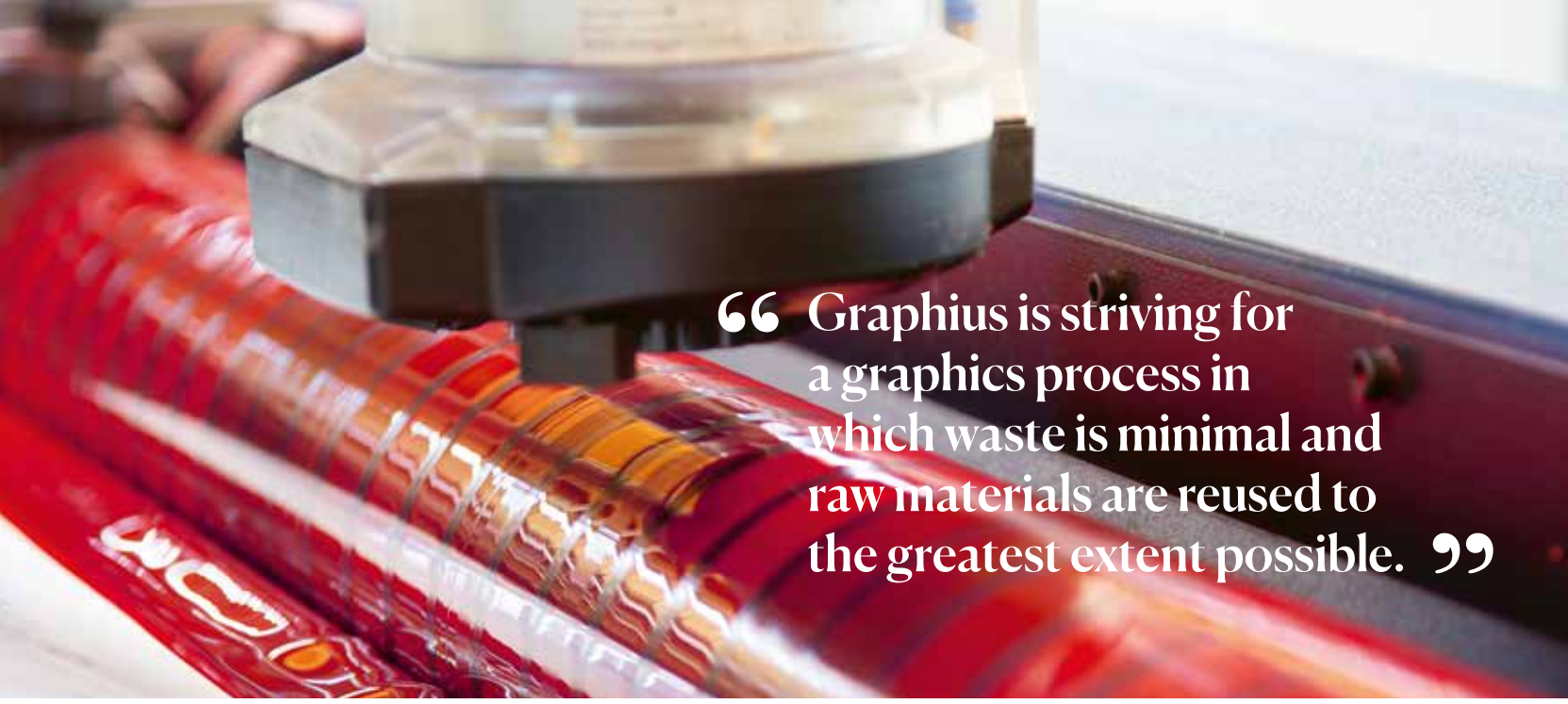
Biodiversity is not identified as a major material theme in the double materiality analysis from 2024, because:

- our own operational activities exclusively take place in industrial zones;
- there is no direct disruption of natural habitats;
- the chain impact is primarily related to paper use.

Nonetheless, this theme is closely monitored via chain certification and supplier analyses. In 2025, Graphius will deepen the assessment with a formal risk assessment of biodiversity impact in its supply chain.

#### Chain management and paper choice

In 2024, 71 % of the paper used was FSC or PEFC certified. These certifications guarantee, among other considerations, the maintenance of ecologically valuable zones and species protection. In this way, Graphius is striving to have this share raised to 90 %FSC-/PEFC-certified, with a phasing out of non-certified volumes.




Furthermore, in collaboration with suppliers, a **Substrate Performance Indicator (SPI)** has been developed, assessing the climate and biodiversity impact of paper sorts. In this way, in the future, paper sorts with a high SPI factor will be replaced with paper sorts with a lower $CO_2$ impact and fewer transport kilometres (-800 km on average), which will also reduce the ecological pressure on European corridors.

## New legislation: EUDR compliance

In preparing for the European Union Deforestation Regulation (EUDR) Graphius is working on a traceability protocol for the raw materials for paper:

- Land/plot details, the country of origin and date of cutting are requested from suppliers;
- Risks of deforesting are systematically evaluated;
- Findings are fixed in a statement to the EU.

## Actions 2025-2026

- Expansion of SPI analysis to 100 % of paper volume.
- Formal biodiversity risk assessment for top ten paper suppliers.
- Implementation of EUDR due-diligence system.
- Annual supplier screening on basis of ecological practices.

### *Initiatives in the chain*

#### 1. Local sourcing and recycled fibres

Graphius mapped out local Belgian paper suppliers in 2025 to reduce dependency on imported fibres. The first tests with recycled quality paper from local suppliers begin in Q3 2025.

#### 2. SPI analysis: adjusting to impact

To tackle climate impact and biodiversity at the same time, Graphius is performing a so-called Substrate Performance Indicator (SPI) analysis on all commonly used paper sorts. The SPI analysis calculates the $CO_2$ impact per kg of paper on the basis of production emissions, energy use and transport distance. As such, in 2024, a number of adjustments were made in the paper purchase from paper factories located further away in Europe to a Belgian paper manufacturer. This move resulted in a saving of several hundred tons of $CO_2$ and an average reduction in transport distance of 800 kilometres of transport per load. As well as the climate benefits, this choice also reduces the ecological pressure on European transport axes, with positive side effects for air quality and biodiversity along sensitive corridors.

#### 3. Supplier screening and nature management

Every year, Graphius performs an assessment of the ecological practices of its paper suppliers. External partners such as WWF are involved in this. In 2024, a number of suppliers received a ‘mixed assessment’ in the area of forest management and biodiversity. At the beginning of 2025, an improvement trajectory was commenced in collaboration with these chain partners.

> By means of employer branding and the Graphius Academy, we are continuing to invest in projects for people without any experience in the sector.

## 7.2 SOCIAL (ESRS S1-S4, GRI 401-419)

### 7.2.1. Working conditions and employees (ESRS S1-S2, GRI 401)

At the end of 2024, Graphius Group consisted of 638 full-time equivalents (FTE), spread across sites in Belgium (474 FTE), France (75 FTE) and the United Kingdom (85 FTE). This is in agreement with the 638 employees who are on the payroll, including the part-timers and temporary workers. The team composition is reflected in the diversity of functions: 67 % of the employees work in a blue-collar or labour-based position, 33 % in a white-collar or office position. As well as this, a limited number of people are active through temporary employment or are self-employed (11 people in 2024).

***Diversity and age***

With 21 % women, gender diversity remains an area of attention. This percentage differs based on domain: 15 % in production, 30 % in the office and 21 % in the management team. For 2025, the aim is to raise the percentage of women employees to 30 %. There is also a balanced spread when it comes to age:

- < 30 years: 120 FTE (19 %)
- 30–50 years: 340 FTE (55 %)
- > 50 years: 160 FTE (26 %)

This spread underlines the necessity of an integrated talent policy with attention for the in-flow of young people, while still maintaining experience.

***In-flow, out-flow and turnover***

In 2024, 65 new FTE were recruited (Belgium 55, France 5, UK 5), while 48 FTE left the organisation, either departing for alternatives, or retiring. This resulted in a net personnel growth of +17 FTE, or 2.7 %. By means of employer branding and the Graphius Academy, we are continuing to invest in projects for people without any experience in the sector.

***Absenteeism and safety***

In 2024, group-wide absenteeism amounted to 6.0 %, a further drop against the 6.5 % in 2023 and 7.0 % in 2022. We are continuing to structurally invest in well-being policies, workable work and ergonomics. This also translates into improved safety results: with three workplace accidents resulting in lost time and an incident-gradient of 0.5 per 100 FTE, this dropped the number of accidents when compared to the figures from 2023 (four accidents for an incident rate of 0.7 %).

The accidents in 2024 involved:

- two offset printers sustaining injuries due to physical overload;
- an electric-shock incident during machine maintenance (light wounding).
- In all cases, an incident analysis was performed, including retraining.

***Prevention, education and audits***

Graphius provides structural safety training. In 2024, an average of 15 hours per FTE was spent on training on ergonomics, evacuation, fire prevention and safe machine use. For production crews, there are compulsory weekly toolbox meetings with one specific safety aspect being addressed in depth each time.

As well as this, in Q2 2024, a Risk Inventory & Evaluation assessment was performed on all Belgian sites (Ghent, Brussels, Duffel, Aarschot) by Vinçotte. The audits showed no critical shortcomings, confirming the effectiveness of our prevention policy.

***Future-oriented actions***

In the context of the strategic ESG plan for 2024-2026, we are continuing to invest in:

- structural absenteeism discussions and medical checks;
- increases of the training hours to an average of 20 hours/FTE by the end of 2025;
- further professionalisation of in-flow trajectories via the Graphius Academy;
- strengthening of the safety culture on the work floor.

The progress in achieving these goals was recorded in the ESG KPI dashboard and is evaluated every year.

***Working conditions and compensation***

Graphius Group respects the national labour legislation and works conforming to the applicable collective labour agreements (CLAs):

- In Belgium, employees fall under paritair comité 130 (graphics sector).
- In France, the 'Convention Syntec' is followed.
- In the United Kingdom, the guidelines of the Trade Union Congress (TUC) are applied.

Wages in all countries are above the legal minimum wage: 100 % in Belgium, 110 % in France and 105 % in the UK. Every year, this is evaluated in collaboration with social partners.

Furthermore, for certain roles performance-oriented remuneration may be made via:

- production bonuses up to a maximum of 5 % of the annual salary;
- bonuses linked to KPIs per site, such as $CO_2$ reductions and minimisation of waste.

As well as this, employees in Belgium and the Netherlands enjoy additional social benefits, including meal cheques, hospitalisation insurance and group insurance.

### 7.2.2. Labour relations and trade unions (ESRS S1, GRI 402)

Graphius Group recognises the important of social dialogue and the right to collective negotiations. In all countries where the group is active, employees are represented via formal or informal structures:

- **Belgium:** The blue-collar and labour workers fall under paritair comité PC 130, the white-collar and office workers under PC 200. The unions ACV and ABVV are actively represented. For each site, there are at least two formal consultations per year, with evaluations from social clauses.
- **France:** Employees are enrolled with the CGT union. Every year, social consultation takes place via the legally required Comité Social et Économique (CSE).
- **United Kingdom:** There is no formal union active, but the guidelines of the Trade Union Congress (TUC) are followed. Informal explanation with employee representatives is possible.

Working terms and conditions are historically further developed in Belgium than in other locations within the group, in areas such as social benefits and CLA structure.

In addition, an internal reporting procedure is available for complaints and issues of integrity. In 2024, five reports were registered via the anonymous reporting line (email). Three of these appeared to be grounded and led to appropriate measures; after investigation, two reports appeared not to be grounded.

### 7.2.3. Health, safety and well-being (ESRS S1; GRI 403)

The safety and well-being of employees are structural attention points within the Graphius Group ESG policy. In 2024, an updated risk analysis was performed at all Belgian sites by external auditor Vinçotte.

This analysis took place in the context of the legally required Risk-Inventory and Evaluation (RI&E): a systematic assessment of possible dangers on the work floor (such as physical strain, machine safety, noise and chemical materials). No critical deficiencies were identified; any necessary corrective measures have been implemented.

#### *Prevention and physical health*

- All production staff (100 %) were screened for ergonomic work posts in 2024. In seven cases, back or shoulder complaints were reported; four of these had a medical follow-up, while three were helped through adjustments to their work posts.
- The RI&E also included checks on exposure to sound, dangerous materials and the technical safety of installations.

#### *Well-being policy*

- In Ghent and Brussels, 150 employees took part in the annual 'Fit & Fem' health screening.
- There is psychosocial support available 24/7 via an external **Employee Assistance Program (EAP)**, open to all employees.
- Since 2024, Graphius has been organising a monthly, low-threshold 'Wellness Week' with sessions on subjects such as stress reduction, breathing and mindfulness.

These actions are part of a broader well-being strategy where workable work, mental resilience and safety are central considerations.

### 7.2.4. Human rights and diversity (ESRS S3, GRI 405–406)

Graphius Group endorses international human-rights standards such as the UN Guiding Principles (UNGP), the ILO Conventions and the OESO guidelines, and has translated these principles into a group-wide code of conduct. This is applicable to all our own activities and on the full supply chain.

#### *Human rights in the chain*

- In 2024, 100 % of our strategic suppliers (the top 20 in paper and ink) signed the Graphius Code of Conduct. In 2025, this was expanded to the top 50.
- The code of conduct explicitly forbids child labour, forced labour and human trafficking.
- In the fourth quarter of 2024, ESG audits were performed on the top 20 suppliers; the results and follow-up actions will be reported in 2025.
- Graphius is striving for an EcoVadis Silver score in 2025.

***Diversity and inclusion***

- At the end of 2024, the workforce was 21 % women. The goal for 2025 is to reach at least 30 % women in management functions (2024 goal: 25 %).
- 12 % of the staff members have an international background (non-Belgian nationality), primarily those in production and sales roles.
- In 2024, there were no reports of discrimination registered. The annual salary-gap analysis confirmed equal pay for equal functions.

***Inclusive employment***

- Graphius works with several social enterprises and other partners in the social economy. People with a distance to the labour market manually perform work via outsourcing.
- Via the Graphius Academy, people without graphics experience are trained and guided into sustainable employment.

## 7.3. GOVERNANCE AND COMPLIANCE (ESRS G1-G2; GRI 102-103)

Sustainable and responsible business begins with good management. Graphius Group attaches great importance to transparent decision-making, ethical corporate culture and clear responsibilities, both internally and in the supply chain. In line with the requirements of ESRS G1-G2, various actions were taken in 2024 and anchored in the ESG policy.

### 7.3.1 Ethical handling and codes of conduct (ESRS G1-1)

Graphius has a Code of Conduct (CoC), applicable to all employees and workers, reconfirmed in March 2024. These guidelines emphasise integrity, respect, honesty and non-discrimination, forming a guiding path in the daily operations of the organisation.

As well as this, our top twenty suppliers have signed the Code of Conduct for Suppliers. Among other requirements, it demands commitment to human rights, safe working conditions, a ban on child labour and prevention of bribery, as stipulated in international standards (ILO, OECD, UNGC). Regular due diligence and audits are provided by partners in countries where there is risk.

In 2024, all new management employees were also given ethics training. According to internal training data, a sizeable majority of white-collar/office workers were reached. Within the internal reporting system, three reports were registered, that after verification, did not require any sanctions.

### 7.3.2. Anti-corruption and transparency (ESRS G1-2, G1-3)

Graphius holds a strict zero-tolerance policy in regards to corruption. In 2024, the entire management team followed required training about integrity and anti-corruption. To detect risky payments, the compliance manager performs due diligence on financial transactions.

In the second quarter of 2024, an internal code was established under which irregularities in relation to corruption or conflicts of interest were set. The EcoVadis score on the theme of ethics (55/100) acknowledged that reporting and risk analysis could be improved. In 2024, initiatives aimed at achieving this were started, including those for greater transparency in transaction streams and internal reporting procedures.

### 7.3.3 Compensation and ESG coupling (ESRS G2-1)

The compensation policy at Graphius Group reflects the ambition to integrate sustainability into business operations. For the top management, a part of this variable bonus is linked to achieving ESG goals, including:

- $CO_2$ reduction via local sourcing and more greenery and vegetation around the vehicle parks;
- reuse of paper waste and limitation of graphic waste;
- increasing the percentage of women in management functions to 30 % by the end of 2025.

The annual assessment of the goals and bonus components is made by the Board of Directors, with support from an external remuneration advice bureau.

# 8 EXPANDED ESG PERFORMANCE (ESRS 3-6)

## 8.1. CLIMATE CHANGE (CARBON DISCLOSURE AND REDUCTION GOALS) – ESRS E1

### 8.1.1 EMISSION STREAMS (SCOPE 1, 2 AND 3)

#### *8.1.1.1. $CO_2$ approach: ClimateCalc as a sector-specific measuring method*

Since 2024, Graphius Group has used ClimateCalc 2.0 as a standard for the calculation of the operational $CO_2$ emissions. This method of measuring was specially developed for the graphics sector in collaboration with intergraf and Febelgra, responding to the material streams and processes used by printers. ClimateCalc takes a life-cycle approach (LCA) to printing, paper production and transport, to finishing and delivery. The method fully conforms with ISO 14064-1, ISO 14067 and the Greenhouse Gas Protocol (GHG Protocol), making an accurate calculation possible for Scope 1, Scope 2 and selected Scope 3 emissions.

ClimateCalc is recognised as the sector-specific reference or standard in the context of the Corporate Sustainability Reporting Directive (CSRD). After a trial project in Ghent in the autumn of 2024, the system was rolled out at sites in Ghent, Duffel and Aarschot (Rembrandt Packaging) at the beginning of 2025. As of autumn 2025, ClimateCalc will also support order-level reporting, including a $CO_2$ label per order for clients. The out-roll to other sites (Brussels, Paris, Breda, London) will follow in the second half of 2025.

The reliability of the underlying emission data was externally validated in July 2024 via a limited assurance audit by Vinçotte, relating to the 2023 financial year.

#### *8.1.1.2. Explanation of emission scopes 1, 2 and 3*

In line with GHG Protocol and ESRS E1, Graphius Group differentiates three types of emission stream:

- **Scope 1 – Direct emissions:** Emissions resulting from own installations or vehicles (such as use of petrol or diesel in the vehicle fleet).
- **Scope 2 – Indirect emissions for purchased energy:** emissions originating from the production of purchased electricity or heat. Graphius here reports on location-based (gross) and market-based (net) in line with ESRS E1-5 and GRI 305.
- **Scope 3 – Other indirect emissions:** Emissions outside our own organisation, such as in the production of paper, upstream transport, waste processing or the commute between the home and place of work. This is mapped out, step by step, via ClimateCalc, forming the focus of the emission reduction strategy as from 2025.

#### *8.1.1.3. Emission inventory 2024*

This emission inventory is applicable to the sites in Ghent, Duffel and Aarschot.

**Scope 1 – Direct emissions (Own sources under own management)**

In 2024, the total indirect emissions amassed 2083 ton $CO_2e$, divided as follows:

- **Gas consumption:** 750,000 $m^3$, resulting in 1733 ton $CO_2e$.
- **Fuel consumption (diesel/CNG) by own fleet:** 130,000 litres, equivalent to 350 ton $CO_2e$.

## Scope 2 – Indirect emissions (Purchased energy)

For electricity consumption, the total gross emissions (location-based) amounted to 1774 ton $CO_2e$ on the basis of a use of 8,450,000 kWh.

As only 100 % green energy is purchased in Belgium, the net emissions, following the market-based method, are calculated as **0 ton $CO_2e$**, conforming to ESRS E1-5.

- **Electricity:** 8,450,000 kWh
  - Gross: 1774 ton $CO_2e$ (location-based)
  - Net: 0 ton $CO_2e$ (market-based)

- **Purchased heat:** Not applicable

## Total Scope 2 (2024):

- **Gross (location-based):** 1774 ton $CO_2e$
- **Net (market-based):** 0 ton $CO_2e$

## Scope 3 – Other indirect emissions (2024)

We still do not have details with which we can calculate the $CO_2$ emissions of the entire Graphius Group for 2024.

For the sites in Ghent, Duffel and Antwerp, we could calculate the Scope 3 – Other indirect emissions:

- $CO_2$Ghent: 9716 ton $CO_2e$
- $CO_2$Duffel: 2913 ton $CO_2e$
- $CO_2$Aarschot: 4649 ton $CO_2e$

- **$CO_2$Paper use is the greatest source of emissions within Scope 3.** With consumption of 31,560 tons of paper and an emission factor of 0.75 tons of $CO_2e$ per ton, this comes to 3375 ton $CO_2e$. Inks represent approximately 72 ton $CO_2e$, based on a volume of 233.1 tons of ink and an emission factor of 0.006 tons of $CO_2e$ per litre of ink. The mobility data originates from an employee survey that was performed in 2024.
- $CO_2$For Scope 3 categories without direct emissions, alignment was sought with the GRI 305-3 reporting guideline. In relation to capital goods and waste, use was made of a spend-based approach.

### 8.1.2. Emission reduction and $CO_2$advice

- **Graphius Group** has set **clear reduction goals** for the period 2022 to 2026. For scope 1 and 2, the launching point in 2022 was emissions of 1400 ton $CO_2e$. In 2023, this was reduced to 1280 ton, in 2024 it was reduced even further to 1200 ton. For 2025, a target of 1080 ton is being sought, with 980 ton set for 2026.

> “Since 2024, Graphius Group has used ClimateCalc 2.0 as a standard for the calculation of the operational $CO_2$ emissions.”

For Scope 3, the starting point in 2024 is 5000 ton of $CO_2e$ emissions, with aims to reduce this to 4500 ton in 2025 and 4250 ton in 2026.

- To **achieve** these **goals**, different initiatives have been set in motion. In Belgium, only green energy is purchased, leading to zero Scope 2 emissions. At various sites, solar panels have been installed with a combined potential of 380 kWp. In 2025, this will be expanded to 550 kWp, representing 40 % of our own use. In the press halls in Ghent and Brussels, systems for heat recovery are active, leading to a 5 % reduction in gas use in 2024, with a reduction of 10 % being aimed for in 2025.

- The **electrification of the vehicle fleet** is also being promoted: by the end of 2025, half of the delivery vehicles in Ghent and Brussels will be electric, with full electrification planned for 2026. On a material level, a Substrate Performance Indicator (SPI) has led to a targeted choice of paper. ‘In our purchases, the move away from further-lying European paper manufacturers to a Belgian paper manufacturer has resulted in a saving of several hundred tons of $CO_2$.

- As of **autumn 2025, Graphius is offering $CO_2$ advice** on the product level. In the first instance, client feedback and insight are being collected, with the goal of providing a $CO_2$analysis of at least 500 orders every year. At the same time, ‘Green Print’ workshops are being organised, with participation of more than fifty retail clients. These workshops, which are running as of Q3 2024 to Q2 2025, have been assessed positively, with an average NPS score of 8.4.

### 8.1.3. Assurance and verification

The $CO_2$ calculations for Graphius are made using ClimateCalc 2.0, a tool that meets requirements set under ISO 14064-1, ISO 14067 and which is specifically tuned to the graphics sector. In June 2025, the first external audit took place for the sites in Ghent, Duffel and Aarschot. As of autumn 2025, the entire Graphius Group was verified, including the locations in Brussels, Paris and London. Twice a year, the progress and figures are shared with the internal management team, the Board of Directors and external stakeholders, including investors.

## 8.2 WATER AND WASTE WATER – ESRS E2

### 8.2.1. Water use and efficiency

In 2024, Graphius Group used a total of 9,562.15 $m^3$ water across all its locations. This comes to a water intensity of 3.3 $m^3$ per ton of paper, a clear improvement on figures from 2022 (3.6 $m^3$/ton). We are aiming at a further drop to 2.1 $m^3$/ton by 2025 – a reduction of 30 % against figures from 2022.

This saving is possible thanks to multiple initiatives:

- **Switching to Adamas offset plates:** These plates do not require any rinsing water or chemicals, saving thousands of litres of water every year.
- **Leak detection and energy audits:** Performed by Vinçotte every year.
- **Use of rainwater:** At our sites in Ghent and Brussels, we use captured rainwater for sanitation to avoid using mains water where possible.

### 8.2.2 Waste water and discharges

The water used during the printing process inevitably returns to the regular sewer network maintained by the local council. The water is purified in a local water purification installation.

The quality of discharged water is checked every year by the local water company. In 2024, the analysis showed all values lay within legal boundaries. This means the level of acidity (pH) was between 6.5 and 8.5 – which is considered to be normal – and there were no heavy metals registered. The presence of BTEX materials (dangerous hydrocarbons such as benzene) were negligibly low: less than 0.1 part per million.

In other words: the waste water we discharge is within norms and does not represent a risk to people or planet.

## 8.3. MATERIALS: PAPER, INK AND PACKAGING – ESRS E3

In 2024, the group used approximately 31,560 tons of paper:

- 85 % was FSC certified
- 10 % was PEFC certified
- 5 % was not certified (the goal is to reach 0 % in 2025).

A total of 233.1 tons of inks were used, 70 % of which were on the basis of plant-based material. A test project in collaboration with ECO3 will raise this percentage to 100 % by mid-2025, on the basis of life-cycle analyse (LCA).

For packaging, approximately 3200 tons of carton was used, of which 50 % consists of post-consumer recycled (PCR) material. Via a collaboration with Rembrandt Packaging, the goal is to raise this to 75 % by 2026.

**Future goals (2025–2026)**

- 90 % FSC-certified paper
- 100 % plant-based inks
- 75 % recycled material in packaging
- 98 % recycling van graphic waste
- 0 tons of chemical waste materials thanks to use of Adamas plates and ECO3 units.

## 8.4. WASTE MANAGEMENT AND CIRCULAR ECONOMY – ESRS E4

**Recycling in 2024**

- Paper & carton: 95 % recycled
- Electronic waste: 70 %
- Metal waste: 100 %
- Organic waste: 40 %
- Plastic packaging: 85 %

We are striving for a recycling grade of 98 % for graphic waste in 2025. Furthermore, the aim is that organic waste (e.g. from the cafeteria) is composted to an increasing degree – with a goal of 60 % by the end of 2025.

In 2026, all wood and carton-like finishing waste will be circularly processed. A project with Logisnit will be launched in 2025.

## 8.5. BIODIVERSITY AND LAND-USE – ESRS E5

The environmental impact of paper use is inseparably linked to biodiversity. In 2024, 71 % of purchased paper was FSC or PEFC certified. This guarantees sustainable forest management and avoids damage to valuable ecosystems. There is also a partnership with WWF for annual monitoring.

We do not produce in or near protected nature reserves. All our paper suppliers are FSC- or PEFC-certified. By 2025, we aim to switch to 90 % FSC and 10 % PEFC, with no non-certified paper.

## 8.6. EMPLOYEES AND LABOUR RELATIONS – ESRS S1

At the end of 2024, Graphius Group employed approximately 620 full-time equivalents (FTE), dispersed across sites in Belgium, France and the United Kingdom. The average absenteeism amounted to 6 %, with a goal of lowering this figure to 5 % by the end of 2025. In this same year, three workplace accidents were registered, an incident ratio of 0.5 %.

Diversity remains a point of attention: 21 % of employees are female. Graphius worked hard to raise this to 25 % by the end of 2024 and is aiming for 30 % by the end of 2025. This will be supported via targeted recruiting, training trajectories and growth opportunities within the organisation.

The involvement of employees is followed up every year via a satisfaction survey. In the fourth quarter of 2024, 78 % of the personnel participated in this survey, with an average satisfaction score of 7.8 out of 10.

Graphius supports social dialogue through works councils and consultation moments on every site. In Belgium, the ACV and ABVV unions are represented, in France, it is the CGT. In the United Kingdom, representation occurs via an informal structure that meets the principles of the TUC. Employees fall under sectoral Collective Labour Agreements or corporate agreements based on their function and location.

## 8.7. TRAINING AND DEVELOPMENT – ESRS S2

In 2024, every employee followed an average of fifteen hours of training. For 2025, this goal has been raised to twenty hours per FTE. In total, 82 % of the personnel received at least ten hours of training, spread across internal workshops, technical training, safety training and language support classes.

> “In 2024, via ANBI donations, Graphius Group donated a total of € 25,000 to social organisations including WWF, the Red Cross and Viva for Life.”

Graphius has access to thirty-five internal trainers who provide practice-oriented training, through routes including the Graphius Academy. Thanks to this learning environment, dual students are also trained. In 2024, twenty-four students took part in this programme; for 2025, we aim to raise this to fifty students.

## 8.8. HUMAN RIGHTS AND DIVERSITY – ESRS S3

Since 2022, Graphius Group has employed a binding code of conduct for employees and suppliers. It is based on international standards, including the Universal Declaration of Human Rights, the ILO Core Conventions, and the UN Global Compact. At the end of 2024, our top twenty suppliers had all signed this code. In 2025, this will be expanded to include all of the top fifty suppliers.

In 2024, there were no registered reports of child labour, forced labour or people trafficking in our own activities. There were no violations of the code of conduct reported in our supply chain. Every year, suppliers are assessed on their compliance with sustainability requirements, with suppliers considered to be more at risk monitored as a priority.

When it comes to diversity, 21 % of the personnel are female. As well as this, 12 % of the employees have an international background, with seventeen different nations represented within the group.

In 2024, there were no complaints registered in relation to discrimination or transgressive behaviours.

The salary-gap analysis was performed and showed no structural inequality between males and females in comparable functions.

## 8.9. COMMUNITY INVOLVEMENT AND LOCAL IMPACT – ESRS S4

Graphius attaches great importance to its role within the local communities in which it is active. A sizeable number of the approximately 620 employees live within a radius of 25 kilometres of the production sites, with a strong focus on the regions of Ghent, Leuven and Aarschot. Graphius consciously chooses local recruits and partnerships to stimulate employment, distribution of knowledge and social integration.

### 8.9.1. Social projects and partnerships

For several years, Graphius has collaborated with several social enterprises In 2024, twelve employees from their labour integration projects participated in the works at Graphius, with four of them moving onto a permanent contract. In the education sector, Graphius makes a substantial contribution every year: in 2025, more than 400 hours of teaching were filled in by internal experts at graphics schools in Ghent and Leuven.

As well as this, Graphius actively stimulates volunteer work. During ‘Graphius Day 2024’, employees participated in local clean-up actions in Ghent and Aarschot. This resulted in a combined commitment of twenty-five hours of voluntary work.

### 8.9.2. Philanthropy

In 2024, via ANBI donations, Graphius Group donated a total of € 25,000 to social organisations including WWF, the King Baudouin Foundation, the Red Cross and Viva for Life. The donations were part of a broader strategy to add not only economic, but also social and ecological value.

# 9 APPROACH TO RISK MANAGEMENT AND DUE DILIGENCE (ESRS 2-24, ESRS G1 & G2)

## 9.1. ESG RISK REGISTER (SUMMARY)

| RISK | IMPACT LEVEL | MODERATE | MEASURES AND ACTIONS | STATUS AT END OF 2024 |
|---|---|---|---|---|
| Non-conformity with CSRD/ESRS | High | Moderate | ClimateCalc 2.0, Vinçotte audit, ESG training | Limited assurance attained for Ghent, Brussels, Duffel |
| Energy-price volatility | Very high | Very high | Long-term green energy contracts | Contracts set for 2024–2026 |
| Scarcity of recycled paper | High | High | Long-term contracts, SPI analysis | 85 % FSC achieved; additional SPI analysis completed |
| Labour shortages | Moderate | High | Graphius Academy, internal training roles | Twenty-four dual students in 2024; goal of fifty in 2025 |
| Accidents in production | Moderate | Moderate | Risk inventory, ergonomic investments | Three accidents (0.5 % incident rate) |
| Legislative changes (environment) | Very high | Moderate | Compliance team, external legal advisors | Appendix 'Applicable Legislation 2025-03-31' |
| ESG risk in supplier chain | Moderate | Moderate | Supplier Code of Conduct, EcoVadis monitoring | 100 % of top twenty suppliers signed Code of Conduct |
| Climate extremes and supply disruptions | High | Moderate | Emergency stream, buffering, water-resistant infrastructure | Continuity plans rolled out at end 2024 |

> “Graphius closely monitors the situation through regular tracking and reporting.”

## 9.2 DUE DILIGENCE AND MONITORING

### 9.2.1. Suppliers – Due diligence

- ESG screening when onboarding suppliers on the basis of EcoVadis scores and external audit reports.
- Annual rotation analysis of the top twenty suppliers (including social and ecological risks) with reports in Q4.

### 9.2.2. Internal audits and checks

- Quarterly checks on ESG data (energy, water, waste, $CO_2$, absenteeism) by the ESG manager.
- Half-yearly discussion of ESG dashboards by the Advisory Board, prepared by the management team.

### 9.2.3. External assurance and audits

- External verification by Vinçotte of the $CO_2$ footprint with limited assurance (more than € 150,000 invested in tools and data collection).
- ISO 14001 and FSC/PEFC recertifications planned for Q3 2025.
- EcoVadis goal: ‘Silver’ in Q2 2026, ‘Gold’ by Q2 2027.

### 9.2.4. KPI monitoring (internal dashboards)

- **$CO_2$:** Monthly updating of emissions in view of reduction goals (via ClimateCalc).
- **Energy and water:** Monthly monitoring of consumption on basis of invoicing via ERP.
- **Waste:** Monthly input of weights and recycling percentages via the InEco platform.
- **Absenteeism and safety:** Quarterly reporting by HR and through the external Health and Safety Service, supported by Vinçotte.
- **Suppliers:** Compliance with code of conduct and EcoVadis score via annual audits and contract screening.

> “Our goals give direction to our efforts in the areas of environmental impact, materials, social policy and social added value.”

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# 10 GOALS AND ACTION PLAN (ESRS 2-6, ESRS 2-7)

The table below collects Graphius Group's concrete **sustainability goals** for the years 2025 and 2026. They are built around the **priority themes from our double materiality analysis and translated into measurable KPIs**, each with a clear action plan for execution in 2025.

These **goals** give **direction to our efforts** in the areas of **environmental impact** (such as $CO_2$ reduction, energy and water use), **materials** (such as FSC-certified paper and waste recycling), **social policy** (such as safety, diversity and training) and **social added value** (such as including employment).

We are looking at areas such as a **15% reduction of our Scope 1 and Scope 2 $CO_2$emissions by 2026**, through methods including solar panels and electric delivery vehicles. For **Scope 3**, we are working on a lower climate impact through smarter paper choices (SPI analysis) **and $CO_2$ reporting at the level of individual orders**. We will continue to invest in **green energy,** with expansion of coverage sites outside Belgium.

On the **social level**, we are investing in well-being, diversity and talent development. We wish to reduce absenteeism via targeted support (EAP) and ergonomics. We are striving for more women in the management team and foresee extra training on ESG and social innovation. Our collaboration with several social enterprises will be consolidated, with a goal of sustainably employing at least twenty-five persons from vulnerable target groups by 2026.

These **goals are measurable and realistic**, and will be linked to concrete actions every quarter. They form a sturdy base from which to translate our social responsibilities into tangible progress.

| THEME | GOAL 2025 | GOAL 2026 | ACTION PLAN 2025 |
|---|---|---|---|
| $CO_2$ (Scope 1 & 2) | 1 080 ton $CO_2e$ (-10 %) | 980 ton $CO_2e$ (-15 %) | • Expansion to 550 kWp of solar panels<br>• Heat recovery in Brussels, Aarschot (Completed Q2 2025)<br>• Electric delivery vehicles in Ghent (Pilot project Q4 2025) |
| $CO_2$ (Scope 3) | 4 500 ton $CO_2e$ (-10 %) | 4 250 ton $CO_2e$ (-15 %) | • SPI analysis of additional paper-sorts<br>• Product level $CO_2$ reports: 500 orders/year (June 2025)<br>• Plant-based inks 100 % by mid-Q2 2025 |
| Green energy | 100 % Belgium | 100 % (full group) | • Research green energy options in UK/France (➔ contract Q3 2025) |
| Solar panels | 550 kWp arranged | 700 kWp installed | • Select price quotes (Q2 2025), installation Aarschot (Q3 2025) |
| Water use | 2700 $m^3$ Ghent<br>(–13 % compared to 2024) | 2400 $m^3$ Ghent<br>(–21 % compared to 2024) | • Expand capture of rainwater in Ghent (40 $m^3$)<br>• Intensive detection of compressed air leaks |
| FSC-certified paper | 90 % (ton) | 95 % (ton) | • Switch from Magno Satin (Rest 20 % in Q2 2025)<br>• Long-term contracts of local mills in Q3 2025 |
| Ecovadis | Silver (≥ 55/100) | Gold (≥ 65/100) | • Execution of EcoVadis action plan (CSR, HR, environment, purchasing)<br>• Two-monthly reviews of management team |
| Absenteeism | 5% | 4,50% | • Continuation of ergonomics and well-being programmes<br>• New EAP (Medical support) Q2 2025 |
| Workplace accidents | 2 | 1 | • Extra safety training Q2 2025<br>• Implementation of new H&S investment plan (fall protection) Q3 2025 |
| Diversity Management Team (Females) | 30% | 35% | • Recruitment of female management team candidates (head-hunters)<br>• Setting up mentoring programme (Q3 2025) |
| Training hours per FTE | 20 hours | 22 hours | • Extra modules ESG & sociale innovatie (Q2 2025)<br>• Persoonlijke ontwikkelingsplannen opstellen (Q1 2025) |
| Waste recycling | 97 % (graphic) | 98 % (graphic) | • Extra paper press expansion (Q2 2025)<br>• Better purchasing of packaging foils (biodegradable; Pilot project Q3 2025) |
| Social enterprises (Including employment) | 20 people in service | 25 people in service | • Training programme Mirto expanded (coaching)<br>• Collaboration with VDAB (recruitment) 2025 |

# 11 INDICATOR OVERVIEWS AND TABLES

## ESRS AND GRI INTEGRATION

The Graphius Group sustainability indicators for the years 2022–2024 have been collected in the tables below. It contains environmental data (such as energy use, water, material streams, waste and $CO_2$ emissions) as well as social and management indicators (such as staff data, diversity, supplier management and audit information).

The tables form the data basis for this report and are structured according to the European ESRS **standards** (European Sustainability Reporting Standards) and the international **GRI Standards** (Global Reporting Initiative). It is clear which measurements have been recorded, where the data originated, and how it corresponds to the requirements of the CSRD ad its assurance process.

| | UNIT | YEAR 2024 | BE | FR | UK | YEAR 2022 | YEAR 2020 | ESRS | GRI |
|---|---|---|---|---|---|---|---|---|---|
| **PEOPLE** | | | | | | | | | |
| **Team GRAPHIUS GROUP** | | | | | | | | | |
| * Number of employees on the payroll of GRAPHIUS GROUP | person | 638 | 474 | 75 | 89 | 603 | 387 | ESRS S1 | GRI 2-7 |
| * Employees on self-employed basis | person | 18 | 13 | 0 | 5 | 11 | 1 | | GRI 2-7 |
| * Hours worked by temporary workers in addition to employee hours | % | 8431 | 1090 | 1989 | 6442 | 3 | 1 | ESRS S1 | GRI 2-7 |
| **Statut** | | | | | | | | | GRI 405-1 |
| * Blue-collar worker | % | 424 | 331 | 55 | 38 | 67 | 75 | | |
| * White-collar worker | % | 214 | 143 | 20 | 51 | 33 | 25 | | |
| **Gender** | | | | | | | | | |
| * Women | % | 145 | 109 | 16 | 20 | 21 | 75 | ESRS S1 | |
| * Men | % | 493 | 365 | 59 | 69 | 79 | 25 | | |
| **Employees by age group** | | | | | | | | | GRI 2-7 |
| * ≤ 24 year | % | 19 | 16 | 1 | 2 | 4 | 4 | | |
| * 25 - 49 year | % | 236 | 180 | 34 | 22 | 40 | 46 | | |
| * 50 - 59 year | % | 272 | 187 | 37 | 48 | 41 | 39 | | |

| | UNIT | YEAR 2024 | BE | FR | UK | YEAR 2022 | YEAR 2020 | ESRS | GRI |
|---|---|---|---|---|---|---|---|---|---|
| **PEOPLE** | | | | | | | | | |
| * 60 - 65 year | % | 107 | 91 | 6 | 10 | 12 | 10 | | |
| * ≥ 65 year | % | 7 | 0 | 0 | 7 | 2 | 0,03 | | |
| **Employees by age group** | | | | | | | | | GRI 2-7 |
| * Calculation | % | 15 | 11 | 0 | 4 | | 2 | | |
| * Prepress | % | 60 | 47 | 2 | 11 | 9 | 8 | | |
| * Printing | % | 102 | 77 | 12 | 13 | 18 | 15 | | |
| * Book binding - finishing | % | 260 | 195 | 45 | 20 | 42 | 45 | | |
| * Order handlers | % | 65 | 49 | 3 | 13 | | 8 | | |
| * Warehousing and logistics | % | 42 | 33 | 4 | 5 | 7 | 8 | | |
| * Sales and marketing | % | 31 | 23 | 0 | 8 | 17 | 3 | | |
| * Managers | % | 15 | 5 | 5 | 5 | 3 | 5 | | |
| * Staff departments | % | 30 | 21 | 2 | 7 | | 6 | | |
| * Maintenance and facilities | % | 12 | 8 | 1 | 3 | 2 | | | |
| * Other | % | 1 | 0 | 1 | 0 | 2 | | | |
| **Safety** | | | | | | | | | |
| * Workplace accidents | # | 11 | 5 | 4 | 2 | 4 | 12 | ESRS S1 | GRI 403-9 |
| * Number of hours absent due to illness | # | 16911 | 10026 | 3028 | 3857 | 2.150 | 3.701 | | |
| **Employee diversity** | | | | | | | | | GRI 2-7 |
| * Employees with disabilities and reintegration programme | person | 10 | 9 | 1 | 0 | 18 | 2 | ESRS S1 | GRI 2-7 |
| * Nationalities | # | 33 | 26 | 7 | tbd | 17 | 16 | | |
| **Training** | | | | | | | | | GRI 404-1 |
| * Number of hours of training by third parties | # | 160 | 104 | 56 | tbd | 444 | 462 | | GRI 404-1 |
| * Number of hours of in-house training | # | 24062 | 20610 | 3452 | tbd | 38.472 | 8.828 | | GRI 404-1 |

| | UNIT | YEAR 2024 | BE | FR | UK | YEAR 2022 | YEAR 2020 | ESRS | GRI |
|---|---|---|---|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | | | | | |
| **RAW AND CONSUMABLE MATERIALS** | | | | | | | | | |
| **Paper** | | | | | | | | | |
| * Total paper purchase | tonne | | | | | 31.653 | 18.361 | | |
| Graphius Gent | tonne | 8082,784 | | | | | | | |
| Graphius Brussels | tonne | 3023,898 | | | | | | | |
| Antilope De Bie | tonne | 2650,445 | | | | | | | |
| Lowyck | tonne | 1203,311 | | | | | | | |
| Bietlot | tonne | 1321 | | | | | | | |
| Rembrandt | tonne | 2925,672 | | | | | | | |
| PPO | tonne | 7298,816 | | | | | | | |
| Park | tonne | 3056,41 | | | | | | | |
| Geoff Neal | tonne | 1997,62 | | | | | | | |
| | | | | | | | | | |
| * FSC-certified paper | | | | | | | | | |
| GRAPHIUS GENT + GRAPHIUS BRUSSELS | tonne | | | | | | 8.440 | | |
| Graphius Gent | tonne | 6873,782 | | | | 7.638 | | | |
| Graphius Brussels | tonne | 1589,667 | | | | 2.499 | | | |
| Antilope De Bie | tonne | 2010,762 | | | | 2.858 | | | |
| Lowyck | tonne | 366,812 | | | | 360 | | | |
| Bietlot | tonne | 1228 | | | | | | | |
| Rembrandt | tonne | 814,439 | | | | | | | |
| PPO | tonne | 1531,577 | | | | 4.142 | | | |
| Park | tonne | 2535,37 | | | | | | | |
| Geoff Neal | tonne | 1603,79 | | | | | | | |
| | | | | | | | | | |
| * PEFC-certified paper | | | | | | | | | |
| ° PPO | tonne | 3518,118 | | | | 5.638 | 931 | | |

| | UNIT | YEAR 2024 | BE | FR | UK | YEAR 2022 | YEAR 2020 | ESRS | GRI |
|---|---|---|---|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | | | | | |
| **RAW AND CONSUMABLE MATERIALS** | | | | | | | | | |
| **Inkt** | | | | | | | | | |
| * Total ink purchase | | | | | | | | | |
| ° 2020: GRAPHIUS GENT + GRAPHIUS BRUSSELS + PPO | tonne | | | | | | 137 | | |
| ° 2022: GRAPHIUS GROUP - 6 sites | tonne | | | | | 234 | | | |
| Graphius Gent | tonne | 70,189 | | | | | | | |
| Graphius Brussels | tonne | 26,573 | | | | | | | |
| Antilope De Bie | tonne | 21,011 | | | | | | | |
| Lowyck | tonne | 0,949 | | | | | | | |
| Bietlot | tonne | 0 | | | | | | | |
| Rembrandt | tonne | 4,477 | | | | | | | |
| PPO | tonne | 55,565 | | | | | | | |
| Park | tonne | 22,813 | | | | | | | |
| Geoff Neal | tonne | 20,117 | | | | | | | |
| | | | | | | | | | |
| * Vegetable oil-based ink | | | | | | | | | |
| ° GRAPHIUS GENT + GRAPHIUS BRUSSELS + PPO | tonne | | | | | | 136 | | |
| ° GRAPHIUS GENT | tonne | 69,461 | | | | 91 | | | |
| ° GRAPHIUS BRUSSELS | tonne | 25,952 | | | | 27 | | | |
| ° Antilope De Bie | tonne | 4,62 | | | | 27 | | | |
| ° Lowyck | tonne | 0,949 | | | | 6 | | | |
| ° PPO | tonne | 55,565 | | | | 61 | | | |
| ° PARK | tonne | 22,75 | | | | 22 | | | |
| ° Geoff Neal | tonne | 20,016 | | | | | | | |
| | | | | | | | | | |
| * Metallic ink | | | | | | | | | |
| ° 2020: GRAPHIUS GENT + GRAPHIUS BRUSSELS + PPO | kg | | | | | | 318 | | |
| ° 2022: GRAPHIUS GROUP - 6 sites | kg | | | | | 306 | | | |
| Graphius Gent | kg | 165 | | | | | | | |
| Graphius Brussels | kg | 53 | | | | | | | |
| Antilope De Bie | kg | 12 | | | | | | | |
| Lowyck | kg | 12 | | | | | | | |
| Bietlot | kg | 35 | | | | | | | |
| Rembrandt | kg | 15 | | | | | | | |
| PPO | kg | 0 | | | | | | | |
| Park | kg | 63 | | | | | | | |
| Geoff Neal | kg | 87 | | | | | | | |

| | UNIT | YEAR 2024 | BE | FR | UK | YEAR 2022 | YEAR 2020 | ESRS | GRI |
|---|---|---|---|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | | | | | |
| **RAW AND CONSUMABLE MATERIALS** | | | | | | | | | |
| *** Fluorescent ink** | | | | | | | | | |
| ° 2020: GRAPHIUS GENT + GRAPHIUS BRUSSELS + PPO | kg | | | | | | 570 | | |
| ° 2022: GRAPHIUS GROUP - 6 sites | kg | | | | | 385 | | | |
| Graphius Gent | kg | 563 | | | | | | | |
| Graphius Brussels | kg | 568 | | | | | | | |
| Antilope De Bie | kg | 30 | | | | | | | |
| Lowyck | kg | 0 | | | | | | | |
| Bietlot | kg | 0 | | | | | | | |
| Rembrandt | kg | 0 | | | | | | | |
| PPO | kg | 10 | | | | | | | |
| Park | kg | 210 | | | | | | | |
| Geoff Neal | kg | 14 | | | | | | | |
| **OFFSET PLATES** | | | | | | | | | |
| ° 2020: GRAPHIUS GENT + GRAPHIUS BRUSSELS + PPO | $m^2$ | | | | | | 302.935 | | |
| ° 2022: GRAPHIUS GROUP - 6 sites | $m^2$ | | | | | 473.246 | | | |
| Graphius Gent | $m^2$ | 201969 | | | | | | | |
| Graphius Brussels | $m^2$ | 61734 | | | | | | | |
| Antilope De Bie | $m^2$ | 66.506 | | | | | | | |
| Lowyck | $m^2$ | 1.027 | | | | | | | |
| Bietlot | $m^2$ | 30.500 | | | | | | | |
| Rembrandt | $m^2$ | 3.792 | | | | | | | |
| PPO | $m^2$ | 57.942 | | | | | | | |
| Park | $m^2$ | 55.641 | | | | | | | |
| Geoff Neal | $m^2$ | 27379 | | | | | | | |
| **ISOPROPYL ALCOHOL (IPA)** | | | | | | | | | |
| ° GRAPHIUS GENT + GRAPHIUS BRUSSELS | litre | | | | | | 26.250 | | |
| ° GRAPHIUS GENT + GRAPHIUS BRUSSELS + Antilope De Bie | litre | | | | | 51.000 | | | |
| Graphius Gent | litre | 26250 | | | | | | | |
| Graphius Brussels | litre | 8250 | | | | | | | |
| Antilope De Bie | litre | 8250 | | | | | | | |
| Lowyck | litre | 300 | | | | | | | |
| Bietlot | litre | 0 | | | | | | | |

| | UNIT | YEAR 2024 | BE | FR | UK | YEAR 2022 | YEAR 2020 | ESRS | GRI |
|---|---|---|---|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | | | | | |
| **RAW AND CONSUMABLE MATERIALS** | | | | | | | | | |
| Rembrandt | litre | 1800 | | | | | | | |
| PPO | litre | 8940 | | | | | | | |
| Park | litre | 6000 | | | | | | | |
| Geoff Neal | litre | 3800 | | | | | | | |
| **WATER** | | | | | | | | | GRI 303-1 |
| ° 2020: At the time of writing, the data was not yet available. | | | | | | | | | |
| ° 2022: At the time of writing, only GRAPHIUS GENT consumption was known. | $m^3$ | | | | | 3934 | | | |
| Graphius Gent | $m^3$ | 3117 | | | | | | | |
| Graphius Brussels | $m^3$ | 789 | | | | | | | |
| Antilope De Bie | $m^3$ | 991,2 | | | | | | | |
| Lowyck | $m^3$ | 120 | | | | | | | |
| Bietlot | $m^3$ | 971 | | | | | | | |
| Rembrandt | $m^3$ | 581,95 | | | | | | | |
| PPO | $m^3$ | 985 | | | | | | | |
| Park | $m^3$ | 973 | | | | | | | |
| Geoff Neal | $m^3$ | 1034 | | | | | | | |
| **ENERGY** | | | | | | | | | GRI 302-1 |
| **Electricity** | | | | | | | | | |
| * Electricity purchased (green electricity) | MWh | | | | | | | | |
| ° GRAPHIUS GENT + GRAPHIUS BRUSSELS + PPO | MWh | | | | | | 1.350.762 | | |
| Graphius Gent | MWh | 3.836,26 | | | | 4.393 | | | |
| Graphius Brussels | MWh | 1.032,97 | | | | 1.044 | | | |
| Antilope De Bie | MWh | 1.167 | | | | 1.400 | | | |
| Lowyck | MWh | 204 | | | | 378 | | | |
| Bietlot | MWh | 387,79 | | | | | | | |
| Rembrandt | MWh | 1.037 | | | | | | | |
| PPO | MWh | 2.391 | | | | 2.711 | | | |
| Park | MWh | 1.864 | | | | | | | |
| Geoff Neal | MWh | 847 | | | | | | | |

| | UNIT | YEAR 2024 | BE | FR | UK | YEAR 2022 | YEAR 2020 | ESRS | GRI |
|---|---|---|---|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | | | | | |
| **RAW AND CONSUMABLE MATERIALS** | | | | | | | | | |
| | | | | | | | | | |
| *** Electricity generated by the sun** | | | | | | | | | |
| ° GRAPHIUS GENT + GRAPHIUS BRUSSELS - total electricity requirements | % | | | | | | 20 | | |
| ° GRAPHIUS GENT + GRAPHIUS BRUSSELS - total electricity generated | Mwh | | | | | 1304 | | | |
| Graphius Gent | kWh | 590877 | | | | | | | |
| Graphius Brussels | kWh | 218511 | | | | | | | |
| Antilope De Bie | kWh | 217000 | | | | | | | |
| Lowyck | kWh | 0 | | | | | | | |
| Bietlot | kWh | 186000 | | | | | | | |
| Rembrandt | kWh | 191845 | | | | | | | |
| PPO | kWh | 0 | | | | | | | |
| Park | kWh | 0 | | | | | | | |
| Geoff Neal | kWh | 0 | | | | | | | |
| | | | | | | | | | |
| **Amount of gas purchased** | | | | | | | | | |
| Graphius Gent | Mwh | 0 | | | | | | | |
| Graphius Brussels | Mwh | 367,237 | | | | 380 | 164 | | |
| Antilope De Bie | Mwh | 0 | | | | | | | |
| Lowyck | Mwh | 320,629 | | | | 218 | | | |
| Bietlot | Mwh | 0 | | | | | | | |
| Rembrandt | Mwh | 577,043 | | | | | | | |
| PPO | Mwh | 183,346 | | | | | | | |
| Park | Mwh | 298,85 | | | | | | | |
| Geoff Neal | Mwh | 410,736 | | | | | | | |
| | | | | | | | | | |
| **Amount of heating oil purchased** | | | | | | | | | |
| Graphius Gent | litre | 10000 | | | | | | | |
| Graphius Brussels | litre | 0 | | | | | 10000 | | |
| Antilope De Bie | litre | 0 | | | | | | | |
| Lowyck | litre | 0 | | | | | | | |
| Bietlot | litre | 0 | | | | | | | |
| Rembrandt | litre | 0 | | | | | | | |
| PPO | litre | 0 | | | | | | | |
| Park | litre | 0 | | | | | | | |
| Geoff Neal | litre | 0 | | | | | | | |

| | UNIT | YEAR 2024 | BE | FR | UK | YEAR 2022 | YEAR 2020 | ESRS | GRI |
|---|---|---|---|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | | | | | |
| **RAW AND CONSUMABLE MATERIALS** | | | | | | | | | |
| | | | | | | | | | |
| **Amount of diesel purchased (logistics and commuting)** | | | | | | | | | |
| ° 2020: GRAPHIUS GENT + GRAPHIUS BRUSSELS + PPO | | | | | | | 94.953 | | |
| ° 2022: GRAPHIUS GROUP in Belgium | litre | | | | | 85.059 | 94.953 | | |
| ° GRAPHIUS GROUP sites abroad: information as yet unknown | litre | | | | | | | | |
| Graphius Gent | litre | 27658 | | | | | | | |
| Graphius Gent - transport | litre | 41550 | | | | | | | |
| Graphius Brussels | litre | 7846 | | | | | | | |
| Antilope De Bie | litre | 7820 | | | | | | | |
| Antilope De Bie - transport | litre | 10099 | | | | | | | |
| Lowyck | litre | 6708 | | | | | | | |
| Bietlot | litre | 495 | | | | | | | |
| Rembrandt | litre | 2503 | | | | | | | |
| PPO | litre | 2537 | | | | | | | |
| Park | litre | 0 | | | | | | | |
| Geoff Neal | litre | 0 | | | | | | | |
| | | | | | | | | | |
| **Amount of fuel purchased (logistics and commuting)** | | | | | | | | | |
| ° 2020: GRAPHIUS GENT + GRAPHIUS BRUSSELS + PPO | | | | | | | 16815 | | |
| ° 2022: GRAPHIUS GROUP in Belgium | litre | | | | | 30.087 | | | |
| ° GRAPHIUS GROUP sites abroad: information as yet unknown | litre | | | | | | | | |
| Graphius Gent | litre | 14625 | | | | | | | |
| Graphius Brussels | litre | 3299 | | | | | | | |
| Antilope De Bie | litre | 8000 | | | | | | | |
| Lowyck | litre | 6346 | | | | | | | |
| Bietlot | litre | 393 | | | | | | | |
| Rembrandt | litre | 2045 | | | | | | | |
| PPO | litre | 1586 | | | | | | | |
| Park | litre | 0 | | | | | | | |
| Geoff Neal | litre | 0 | | | | | | | |
| | | | | | | | | | |
| **Kilometres travalled by bicycle for commuting** | | 307159 | 307159 | 0 | 0 | | | | |
| Only for the GRAPHIUS GENT site | | | | | | 282.822 | 181.156 | | |

| | UNIT | YEAR 2024 | BE | FR | UK | YEAR 2022 | YEAR 2020 | ESRS | GRI |
|---|---|---|---|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | | | | | |
| **RAW AND CONSUMABLE MATERIALS** | | | | | | | | | |
| | | | | | | | | | |
| **$CO_2$ EMISSIONS** | | | | | | | | | |
| $CO_2$ Graphius Group EMISSIONS - per 1000 sheets printed - 2020 and 2022 | /1000 sheets printed | | | | | 8,79 | 9,31 | | |

"Over the coming years, Graphius Group will continue to calculate and reduce its $CO_2$ emissions using ClimateCalc 2.0.
This calculation tool is based on a recommendation by the European federation Intergraf and is internationally recognized as the reference standard within the graphic industry. Intergraf's recommendation is even the only international graphic standard for calculating the carbon footprint worldwide. Everyone who uses this standard calculates the carbon footprint on the same basis, which makes comparisons possible."

| | UNIT | YEAR 2024 | BE | FR | UK | YEAR 2022 | YEAR 2020 | ESRS | GRI |
|---|---|---|---|---|---|---|---|---|---|
| **WASTE** | | | | | | | | | |
| *** Paper waste** | | | | | | | | | |
| Graphius Gent | % | 32,59% | | | | 32 | | | |
| Graphius Brussels | % | 29,07% | | | | 22 | | | |
| Antilope De Bie | % | 31,86% | | | | 33 | | | |
| Lowyck | % | 31,62% | | | | 38 | | | |
| Bietlot | % | 22,86% | | | | | | | |
| Rembrandt | % | 24,26% | | | | | | | |
| PPO | % | 17,48% | | | | 16 | | | |
| Park | % | 29,45% | | | | 27 | | | |
| Geoff Neal | % | 20,37% | | | | | | | |
| | | | | | | | | | |
| *** Residual fractions/MDSS :** | | | | | | | | | |
| Graphius Gent | tonne | 32 | | | | 33 | | | |
| Graphius Brussels | tonne | 10 | | | | 6 | | | |
| Antilope De Bie | tonne | 5,222 | | | | | | | |
| Lowyck | tonne | 4,995 | | | | | | | |
| Bietlot | tonne | 2,27 | | | | | | | |
| Rembrandt | tonne | 5,586 | | | | | | | |
| PPO | tonne | 10,38 | | | | | | | |
| Park | tonne | 27,84 | | | | | | | |
| Geoff Neal | tonne | 6,7 | | | | | | | |
| | | | | | | | | | |
| *** Dangerous waste :** | | | | | | | | ESRS E5 | GRI 306-3 |
| ° GRAPHIUS GENT | tonne | 40,7 | | | | 30 | | | |
| ° GRAPHIUS BRUSSELS | tonne | 25,9 | | | | 17 | | | |
| ° Antilope De Bie | tonne | 15,4 | | | | 22 | | | |
| ° Lowyck | tonne | 4,1 | | | | | | | |
| ° Bietlot | tonne | 5,6 | | | | | | | |
| ° Rembrandt | tonne | 5,8 | | | | | | | |
| ° PPO | tonne | 14,2 | | | | | | | |
| ° No data is yet available for the other sites. | | | | | | | | | |

# GOALS

| | GOAL 2024 | YEAR 2024 | ESRS | GRI INDICATOR |
|---|---|---|---|---|
| **GOALS TO BE ACHIEVED BY 31/12/2024** | | | | |
| **ENVIRONMENTAL AND SOCIAL ACTION POINTS** | | | | |
| **GRAPHIUS GROUP** | | | | |
| * Reduce carbon footprint by 15% | | | | |
| ° In 2023: drawing up action plan, in cooperation with external partner | ✓ | | | |
| ° In 2024: implementing actions, after drawing up action plan | ✓ | | | |
| * Increase number of charging stations | ✓ | | | |
| * Reduce paper waste (insert sheets and surplus) | 4% | 3% | | |
| * Investment programme to improve employee ergonomics | ✓ | | | GRI 2-7 |
| * Installation LED lighting at all sites | In progress | | | |
| * Staff survey on these topics: health, psychosocial aspects, | ✓ | | | GRI 2-7 |
| working conditions, illness and safety | | | | |
| | | | | |
| **PPO GRAPHIC** | | | | |
| * Waste sorting stages | ✓ | | ESRS E5 | GRI 306-3 |
| | | | | |
| **PROSPERITY** | | | | |
| * Adapt PARK's Sustainable Printing Guide for use by GRAPHIUS GROUP | Translated | | | |
| | | | | |
| **PARTNERSHIPS** | | | | |
| *** Launch of a 'GRAPHIUS Prize for Sustainable Development'.** | Postponed to a later date due to the Group's growth | | | |

| | GOAL 2026 | GOAL 2025 | YEAR 2024 |
|---|---|---|---|
| **GOALS TO BE ACHIEVED BY 31/12/2026** | | | |
| EcoVadis | zilver | | brons |
| | | | |
| Graphius Academy formation | | 20 hours/FTE | 15 hours/FTE |
| Inclusive employment - number of employees | | 20 | 12 |
| Students on dual apprenticeship | | 50 | 15 |
| Percentage of female employees | | 25% | 21% |
| Percentage of women in the management team | | 30% | 21% |
| Rate of absenteeism due to illness | | 5% | 6% |
| Work-related accidents | | <2 /100 FTE | 0,5% op 620 FTE |
| | | | |
| Solar energy | | 600 kWp | 380 kWp |
| FSC-certified paper | | 90% | 85% |
| Recycling industrial waste | 98% | | 95% |
| Reduction in water consumption per site compared with 2022 | | 40% | |
| Reduction in water consumption per tonne of paper compared with 2022 | | 25% | |

# 12 QUALITY ASSURANCE, METHODOLOGY AND ASSURANCE PREPARATIONS (ESRS 2-22, ESRS 2-4, ESRS G1 & G2)

> “Graphius Group attaches great importance to the quality, controllability and consistency of its sustainability information.”

**Graphius Group attaches great importance to the quality, controllability and consistency of its sustainability information. In line with the requirements of the CSRD (Corporate Sustainability Reporting Directive) a structured approach was set up in 2024–2025, with the goal of delivering a transparent, audit-ready report.**

## 12.1. TRANSPARENT AND CONTROLLABLE WORK METHODS

The data in this report is based on validated sources, including formal policy documents, ClimateCalc calculations, audit reports (Vinçotte, EcoVadis), internal KPI reports and the Management Review from February 2025. Where necessary, supplementary explanations have been obtained via interviews with those responsible at group and site level (HR prevention, production, ESG).

For every relevant entity, measured data on energy, $CO_2$, water, waste, safety, personnel policies, and supplier responsibility has been collected in a central ESG dashboard. Since the beginning of 2024, this dashboard has been structurally updated and fine-tuned to the ESRS indicators.

## 12.2. ASSURANCE PREPARATION AND EXTERNAL AUDITS

Graphius is prepared for a phased approach of external audits

- In July 2025, the first **limited assurance** audit was conducted by Vinçotte, focused on Scopes 1–3 $CO_2$ data, ESG organisation and validation structure.
- For 2026, a **full assurance** (reasonable assurance) audit is planned, as required under the CSRD.

The following requirements have already been met:

- A **centralised ESG manual**, with definitions, KPIs and accountability of sources.
- Management protocols for environmental management, energy management and chain certification (including ISO 14001, ISO 50001, FSC CoC).
- Full roll-out of **ESG data dashboards** with measurable values, KPI trends and validations per site.
- Detailed **ClimateCalc dossiers** with all calculation models, presuppositions and SPI analyses.
- A **Vinçotte audit report from 2024**, that officially confirms the $CO_2$ data of four Belgian sites.
- The **EcoVadis scorecard** (Bronze level), with concrete action plan for achieving Silver (2025) and Gold (2026).
- Reports from the internal **ESG board** on KPI follow-up, suppliers, due diligence and legislative compliance.
- An integrated **HR and safety dashboard** (absenteeism, accidents, training).
- A supplier due diligence report with compliance checks of the code of conduct and audit results.

## 12.3. PROGRESS AND PLANNED UPDATES

Graphius commits to completely integrating open elements in the first half of 2025:

- The rounding off of LCA studies for plant-based inks;
- The update of the group turnover report 2024 and the new EcoVadis score;
- Extra data on supplier audits, including data for employment and foreign sites.

For sites that have only recently been added to the group, such as Park Communications (UK) and PPO Graphic (France), the data collection is still partially manual. This switch will be made in the broader ESG digitisation programme 2024–2026.

All information in this report is correct up to and including 31 May 2025. Annual updating, data improvement and broader governance are anchored in the ESG multi-year plan.

CONTACT PERSON for questions about, notes on and tips relating to our sustainability report:

**GRAPHIUS GROUP** – www.graphiusgroup.com – Ann Dehoucke
Request the sustainability report via sustainability@graphius.com

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