REPORT 2025

CORPORATE SOCIAL RESPONSIBILITY REPORT



SPHERE
GROUPE SPHERE



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1.7
CORPORATE SOCIAL RESPONSIBILITY REPORT

This entire chapter “1.7 Corporate Social Responsibility Report” was the subject of the verification work carried out by the independent third party, the opinion of which is set out in Chapter 1.8.

INTRODUCTION

Groupe SPHERE is fully aware of its social, societal and environmental responsibility and has long been working to improve its impacts in these areas.

These Chapters 1.7 and 1.8 will be publicly available on Groupe SPHERE website.

This report documents the analyses carried out, and the efforts made, by the group, as previously required under the NFRD, applicable since the 2018 financial year. Following the delayed implementation of the CSRD, Groupe SPHERE has decided to continue producing a voluntary CSR report, despite it no longer being under a legal obligation to do so.

1.7.1
BUSINESS MODEL OF GROUPE SPHERE

The main activity of Groupe SPHERE is to design, produce and market bags and packaging used by the general public, retailers or professionals, such as waste bags, transport bags, aluminium foil and trays, plastic film and paper for food contact, etc.
These products are mainly made of plastic (mainly polyethylene, recycled or virgin, or biosourced and/or compostable biomaterials), but also of paper, vegetable fibres (e.g. bagasse) or aluminium.
Groupe SPHERE also has other activities such as production of biosourced compostable resins, printing on film and paper, distribution of cosmetic products, gloves, aprons, disposable tableware, etc. These products are manufactured by Groupe SPHERE for around three-quarters of revenue, which totalled €814m in 2025.
All the Group's production remains concentrated in Western Europe. In addition, more than 98% of revenue is generated there.
SPHERE is an independent group, created in 1976, which has grown steadily, while remaining a "human-sized" mid-cap with private ownership, control over which was transferred to HCP Zeus in December 2024. The founding family remains the largest individual shareholder. The family-owned nature of the shareholding for 50 years has enabled the group to adopt a long-term vision, focused on innovation for responsible packaging.
The European leader in its sector, Groupe SPHERE aims to consolidate its position by providing ever more innovative environmental solutions with a reduced environmental impact.
Most of the value created has always been reinvested in the development of the group, both the economic development of the company and the social development for employees. The Group's French roots (some product ranges are certified "Origine France Garantie") and European roots are very strong, underpinned by the certainty that local investment and good organisation mean that we can avoid relocating, by using European skills and supporting the European economy where our customers and consumers are based.

The interactions of Groupe SPHERE's activities are mainly with its employees, customers, the Environment and its suppliers, even though the group participates in several professional organisations (at European, national and local levels) and is in contact with the European and national public authorities to contribute to the development of regulations concerning its products. Groupe SPHERE is a member, among others, of the French professional associations ELIPSO, the Association Française des Compostables Biosourcés (AFCB, formerly Club Bioplastiques), European Bioplastics, the National Institute of the Circular Economy (INEC) and the SRP (union of plastic regenerators). Groupe SPHERE is also a founding member of a new association, France Biodéchets, created in 2024.



1.7.1.1 INTERACTIONS WITH EMPLOYEES

In 2025, Groupe SPHERE's average annual workforce was 1,832 people, approximately 51% of whom were in France, the balance being almost exclusively located in Western Europe.
Human resources management is essentially decentralised under the authority of the subsidiary managers, who manage this matter locally in the spirit of the Group's principles.
The development of the Group's employees is supported by the desire for local production, as well as by the deep sense of its environmental responsibility that drives Groupe SPHERE.

1.7.1.2 INTERACTIONS WITH ITS CUSTOMERS

Groupe SPHERE distributes its products very widely:
• through multiple distribution channels: mainly mass retailers, but also resellers, e-commerce, local authorities and small businesses;
• under different types of brands: national brands, retail brands, premium-price brands or even without a brand, for example to commissaries.
Groupe SPHERE ensures that it is active in all forms of distribution and studies the medium-term evolution of the various distribution models.
The group supports its customers not only by providing them with products adapted to their needs, but also by advising them on their assortments and on changes in markets and regulations.
In addition, as part of its CSR strategy, the group has launched a dialogue exercise with its stakeholders, including customers. This dialogue, the conclusions of which were reached in 2024, made it possible to identify areas for improvement in the "communication" of the Group's CSR actions. It is in this same collaborative spirit that the group joined the OpenClimat platform, a collaborative tool chosen by all French mass retailers, as well as the Manufacture 2030 initiative in Great Britain, to monitor the decarbonisation trajectory of its suppliers, known as Scope 3.

1.7.1.3 INTERACTIONS WITH THE ENVIRONMENT

Groupe SPHERE has distinguished itself from other players in the European market by the place of the environment at the heart of its development strategy and business model for more than two decades. The major societal issues and trends that influence the development of Groupe SPHERE are mainly environmental concerns that are changing rapidly, through regulations as well as cultural or generational influences.
Groupe SPHERE's operating method is centralised for the environmental policy, which is essentially decided and implemented by the general management and implemented by the subsidiaries.
Groupe SPHERE ensures that its value creation goes as far as possible through products that provide an environmental advantage. For example, more than half of the materials (fossil, recycled or virgin, or biosourced) used by the group are recycled materials, and the revenue generated by the group in compostable biosourced plastics represents more than 60% of that of products made from fossil plastics.

1.7.1.4 INTERACTIONS WITH ITS SUPPLIERS

Purchases of raw materials come from all over the world (mainly from Europe, but also from Asia).
Groupe SPHERE's main suppliers are suppliers of raw materials. They are located all over the world for virgin materials, but mainly in Europe for recycled materials.
Overall, the group is convinced that its future lies in maintaining its strong values and continuing to innovate to provide more environmentally friendly packaging solutions.

1.7.2
ANALYSIS OF RISKS RELATED TO THE ACTIVITY OF GROUPE SPHERE

As part of the preparation for the implementation of the Corporate Social Responsibility Directive (CSRD), in 2024 Groupe SPHERE carried out an analysis of its non-financial risks, the method of which is described in the methodological note at the end of this document.

This report focuses on the main risks: impacts on employees, environmental impacts and governance issues. Groupe SPHERE also deals with other risks with answers explained in this report.

This analysis and its conclusions were mainly developed under the responsibility of the Director of Sustainable Development, in conjunction with General Management and Human Resources.

In 2025, the group finalised its preparatory work on implementing the CSRD by carrying out a double materiality assessment, using the method recommended by the competent authority in Europe (EFRAG). This analysis served to identify 24 ESG issues and 99 IROs (Impacts, Risks and Opportunities), with 18 issues and 30 IROs being considered to be material. This analysis will be used by the group as the basis for preparing its future CSRD sustainability reports.

The policies, action plans and outcomes associated with the main social and environmental risks are described in paragraphs 1.7.3.1 and 1.7.3.2, respectively, and other societal information is set out in section 1.7.3.3, without these having been identified as priority risks.



1.7.2.1
IMPACTS ON EMPLOYEES

Occupational health and safety of employees (injuries, occupational illnesses, etc.)

Each company in Groupe SPHERE is responsible for and closely monitors the proper application of regulations and the development of occupational accidents or illnesses.

The various successive crises (Covid, Ukraine) have strengthened the Group's response and adaptation capacities, which, on the occurrence of each incident, mobilised all its resources, skills and expertise to reconcile the protection of the health and safety at work of its employees with the maintenance of a high level of activity. The vital role played by the group in coordinating and guiding local actions ensured overall consistency in the activities of the subsidiaries and strengthened the confidence of staff members in the effectiveness and consistency of its decisions.

Adequacy of internal skills

Groupe SPHERE constantly keeps in mind the gradual ageing of its population, its need to adapt to changes in the business model and that of the resulting professions and qualifications.

Attractiveness of SPHERE

Groupe SPHERE is working to reconcile the decentralisation inherent in its operating model with its concern to maintain its attractiveness through unifying remuneration practices. It is based on external communication that meets the aspirations of an increasingly large part of the population and thus contributes to strengthening its reputation and attractiveness. In addition, the Group's CSR strategy identifies the issue of attractiveness as an important focus for the coming years. Finally, as part of the strengthening of the army-nation link as provided for by French law, Groupe SPHERE identifies employees engaged in the reserves.

1.7.2.2
IMPACTS OF PRODUCTS ON THE ENVIRONMENTT

The majority of Groupe SPHERE's products are single-use plastic, aluminium or paper. Historically, their main raw material was virgin polyethylene from oil, which is a fossil material with a high carbon content.

At the end of their life, they are normally put into a controlled waste treatment or recovery stream, but if they escape, they become wild waste and remain in the wild for a long time.

This is why Groupe SPHERE has a very proactive environmental policy, in particular:

- working for more than 25 years to develop more environmentally-friendly solutions;
- by favouring raw materials with the most positive impact on the environment over the entire product life cycle, in particular by aiming to limit as much as possible the use of virgin polyethylene of fossil origin in favour of recycled polyethylene, polyethylene of vegetable origin or biosourced and compostable material;
- by monitoring its electricity consumption, which is its main energy used;
- by developing ISO 14001 certifications (environmental management).

1.7.2.3
RISK-ACTION PLAN-INDICATOR SUMMARY TABLE

Risk	Action plan	Monitoring	Detailed in paragraph
indicator Impact on employees			
	Ensuring accurate knowledge of the Group's workforce	Total headcount at 31 December and breakdown by socio-professional category	1.7.3.1.2
		Number of hours worked in theory and practice	1.7.3.1.1
Occupational health and safety	Safety training	Number of hours spent	1.7.3.1.1
	Investment effectiveness monitoring and safety training	Frequency rate of workplace and commuting accidents Severity rate of workplace and commuting accidents	1.7.3.1.1
	Monitoring of absenteeism	Absenteeism rate (illness and accidents)	1.7.3.1.1
Adequacy of internal skills	Training actions using the results of professional interviews	Number of people trained in security Number of hours of security training Average number of hours of training per employee Volume of training hours Number of people trained (excluding security)	1.7.3.1.2
Attractiveness of Groupe SPHERE	Developing the reputation of Groupe SPHERE	Environmental indicators, training indicators, professional equality indicators, etc.	
	Fight against discrimination	Percentage of women	1.7.3.1.2
		Number of disabled employees	1.7.3.1.2
		Budget to facilitate the integration of persons with disabilities	1.7.3.1.2
Impacts sur l'environnement			
	Strengthening the environmental management system	Percentage of sites certified ISO 14001	1.7.3.2.2
	Contributing to a more circular economy by working on what in product life cycle analysis has by far the most impacts: raw materials		
	Reducing the use of virgin fossil polyethylene	Change in the share of virgin fossil polyethylene in the Group's consumption of plastic materials	1.7.3.2.3
	Increasing the use of recycled polyethylene	Change in the share of recycled polyethylene in the Group's consumption of plastic materials	1.7.3.2.3
	Developing the use of biosourced	Change in the share of plant-based materials in the Group's consumption of plastic materials	1.7.3.2.3
	Developing compostable products to facilitate the recovery of all biowaste	Change in the share of compostable materials in the Group's consumption of plastic materials	1.7.3.2.3
	Limiting the CO_2 impact: • Reduction of electricity consumption while taking into account the installations and product mix already in place	Change in electricity consumption per tonne extruded	1.7.3.2.3
	• Purchase of green electricity when economically possible	Change in the share of contractually renewable electricity	1.7.3.2.3
	• Limiting the CO_2 emissions of its activity	Change in tonnes of CO_2 per million euros of revenue	1.7.3.2.4

1.7.3
SOCIAL, SOCIETAL AND ENVIRONMENTAL INFORMATION

1.7.3.1
POLICIES, ACTION PLANS AND RESULTS ASSOCIATED WITH PRIORITY SOCIAL RISKS

Through the social aspects of its interventions, Groupe SPHERE is particularly keen to take into account two major concerns:

- ensuring a safe and healthy working environment for its staff (see 1.7.3.1.1);
- acquiring the human resources that best support their needs and development prospects (see 1.7.3.1.2).

In addition to these concerns, Groupe SPHERE is attentive to combating all forms of discrimination (see 1.7.3.1.3).

1.7.3.1.1
IMPACT OF THE ACTIVITY ON OCCUPATIONAL HEALTH AND SAFETY OF SPHERE'S EMPLOYEES

Groupe SPHERE manages entities in which the production tools and the associated working conditions present measured risks for health and safety at work, as evidenced by the indicators relating to workplace and commuting accidents.

The frequency rate for 2025, with 26.41 lost time accidents per million hours actually worked, is down compared with the rate of the previous year (29.66 in 2024). The severity rate also decreased to 0.84 in 2025 compared with 1.14 in 2024.

In 2025, we noted a slight fall in the number of workplace accidents (133 vs. 135 in 2024). The number of calendar days lost due to workplace accidents fell sharply, by more than 20% between 2025 and 2024.

Activity continues to grow, as demonstrated by the increase in the number of hours actually worked (+3.4% between 2024 and 2025).

Continued strong activity in 2025 was accompanied by continued development of shift work: 1,037 people worked shifts in 2025. In 2025, across the group, positions operating in 5x8 (496 in total) represented 47.8% of all positions in work-study teams, up from 44.3% in 2020.

The Group's employees trust it with their occupational safety and health. The close attention paid to safety training is a significant factor in this, both through initial training courses (first aid, movements and positioning, fire and evacuation, etc.) and through regular refresher training (in accordance with official definitions). Taking into account the arduous nature of tasks has led a certain number of subsidiaries to launch investment projects aimed at preventing occupational illnesses and maintaining production activity. In recent years, we noted the practices of handling assistance or reducing tasks that continued since then, with, for example:

- the installation of cardboard transport robots between processing machines and the palletising sector;
- adjustments of workstations for workers who are recognised as disabled workers, in connection with the Occupational Health Department.

This investment policy continued in 2025 in line with a multi-year plan.

The number of hours of safety training was 7,648 in 2025. It was down slightly by 4.9% compared with 2024. A specific effort was made in 2024 on the security training policy. This policy continued in 2025 in the form of continuous refreshers and improvements to security measures.

The number of employees who received safety training was stable, at 965, in 2025.

The security budget also fell slightly in 2025, compared with 2024, to €139,312.

The main explanation for these trends is the strong development of training micro-modules, which are inexpensive, but offer the possibility of covering a large sample of the population. In addition, in 2025 the group decided to obtain ISO 45001 certification for its production sites in order to improve its occupational safety culture.

Lastly, as an indirect consequence of the pandemic, some of the group's subsidiaries have, since 2022, developed reasoned remote working practices that contribute to a certain quality of life at work for the employees in question (1 day per week).

Monitoring of absenteeism indicators

Absenteeism indicators are constantly monitored by Groupe SPHERE companies. Multifactorial by nature, they are regularly cross-referenced with data relating to workplace accidents, occupational illnesses, work organisation methods, as well as changes in the average age of employees.

In 2025, the overall absenteeism rate was 4.88% (short- and long-term sick leave and sick leave due to workplace or commuting accidents).

This rate confirms a continuous improvement compared to 2024 (5.24%) and previous years (e.g. 2023: 5.57%) while remaining an important component of the Group's social performance.

1.7.3.1.2 CONTINUOUS SEARCH TO ADAPT SPHERE'S HUMAN RESOURCES TO THE NEEDS BROUGHT ABOUT BY ITS BUSINESS MODEL

Groupe SPHERE's ambitions for both organic and external growth of its activities and the markets in which the group operates require the availability of human resources adapted to the continuity and development of the industrial and commercial needs brought about by its business model.

In concrete terms, this involves increasing the skills of staff, anticipating changes in the age pyramid and making it more attractive.

In addition to these actions, Groupe SPHERE is supplementing its need for the qualifications required to renew and develop its skills by developing approaches that can be likened to pre-recruitment: apprenticeships – which are constantly being developed within the group – and work experience placements, or even, further upstream, by targeting the apprenticeship tax budgets paid to secondary schools, universities and higher education colleges.

At 31 December 2025, Groupe SPHERE employed 1,844 people within the scope in question, more than half of whom were manual workers (58.2% of the total). 948 people were employed in France and 896 outside France, i.e. a breakdown of 51.4%/48.6%, reflecting the continuation of a gradual trend towards a rebalancing of the workforce between France and the other countries making up the group, particularly with the development of Spain.

One year earlier, at 31 December 2024, the Group's total workforce was 1,764 people, including 898 in France and 866 abroad.

Breakdown of headcount by category at 31/12/2025

Change	2024	2025
Workers	57,7 %	58,3 %
Employees	16,1 %	14,9 %
Technicians and supervisory staff	11,4 %	12,7 %
Sales representatives	1,9 %	3,4 %
Executives	12,9 %	10,7 %
TOTAL (%)	**100 %**	**100 %**
TOTAL (PERSONS)	**1 764**	**1 844**

Women represent 32.6% of the Group's workforce and 39.25% of the executive population, 25.6% of blue-collar workers and 44.3% of employees, technicians and supervisors.

The number of people trained increased in 2025 compared with 2024. As a proportion of overall training in Groupe SPHERE, training other than in safety represents 71% of costs. This training represented 62% in 2024, compared with more than 75% in 2023. This figure was the result of various factors: preparation for the renewal of the workforce in view of the ageing of employees; in order to maintain business expertise (for all sites and, in particular, for extrusion), desire to develop managerial practices (e.g. PTL).

Of course, as indicated in point 1.7.3.1.1., safety training remains an essential priority of the Group's action because of the risks inherent in its industrial activities.

Based on the average workforce for each year, the average number of training hours was 11.36 hours per person in 2025 compared with 11.34 hours per person in 2024.

In total, the Group's payroll was €114.6m at 31 December 2025 and was supplemented by temporary work costs of €9.9m, i.e. an overall payroll excluding profit-sharing and incentive schemes of €124.5m, up €5.8m on the previous year.

Combating discrimination, promoting diversity and measures taken in favour of people with disabilities

The implementation of Groupe SPHERE's ethics and behaviour charter, and its regular updating, embodies the Group's commitment to combating discrimination, promoting diversity and integrating disabled workers.

Women actively participate in the Group's management, with a higher share of the executive population than their share of the overall SPHERE group population, as indicated above: 39.25% of female managers compared with 32.6% of women in the total population. From year to year, these rates are relatively constant. The group employs the full-time equivalent of 76 disabled workers and spends around €252k to facilitate their daily integration.

1.7.3.2 POLICIES, ACTION PLANS AND OUTCOMES ASSOCIATEDWITH PRIORITY ENVIRONMENTAL RISKS

In 1991, Groupe SPHERE incorporated life cycle analysis into its industrial operations. We learned that the production of the raw materials and the end of the bag's life are the two stages that have the greatest impact.

Groupe SPHERE's work goes back more than 25 years, applying the following eco-design principles:

• reducing the quantity of material used for the same use function (in particular by reducing thicknesses);

• choosing the possible material that allows the least environmental impact over the life of the product, in particular by aiming to no longer use virgin polyethylene of fossil origin in favour of:

- recycled polyethylene,
- polyethylene of plant origin,
- biosourced and compostable material.

With the aim of obtaining updated and verified carbon information, a new complete life cycle analysis of a waste bag was carried out as part of a project involving IPC (Innovation Plasturgie Composites – the industrial technical centre for plastics and composites), the Auvergne Rhône Alpes region and government agencies. The results were published in 2025..

1.7.3.2.1 A PROACTIVE POLICY FULLY IN LINE WITH THE PRINCIPLES OF THE CIRCULAR ECONOMY

For many years, Groupe SPHERE has been following a proactive approach to saving money for the consumption of non-renewable materials, which relates to reducing the thickness of bags, the use of recycled materials and the promotion of materials of biosourced and/or compostable origin to manufacture bags in particular. As early as 1983, this resulted in a 30% reduction in bag thickness using new generations of polyethylene. The group is also behind the NF Environnement certification in France and participates in the revision of this brand, which ensures that influential factors are taken into account throughout the life cycle of waste bags.

The group has made significant investments in recycling, either used plastics from its own production or those from outside. These efforts and investments continue to increase the use of recycled products in blends of extruded materials and thus reduce the consumption of virgin materials. For more than five years, the extruded tonnage of virgin fossil materials has been lower each year than that of recycled materials.

The Group's environmental protection policy is based on innovative solutions. The group is concentrating its research efforts on the development of biosourced and compostable materials from renewable plant materials. The group, via its subsidiary SPHERE Distribution, participated in 2025 in AFNOR's work to develop an environmental display of packaging as part of the Green Effect project.

The extension of sorting guidelines in France has led consumers to throw away ultra-light bags, used for packaging fruit and vegetables, in the (yellow) waste bin dedicated to household packaging. In order to demonstrate the compatibility of refuse sorting of compostable materials in the recycling of flexible PE with different percentages of material, the group is participating in a cooperative project with several members of ELIPSO and IPC in order to obtain new insights. The results are expected in spring 2025.

The war in Ukraine and its consequences on the electricity market prompted Groupe SPHERE to closely monitor its electricity consumption, which is the main energy used. Two solar power plants have been installed and commissioned in two subsidiaries (SPHERE Spain and Flexopack).

In addition, for the past three years, Groupe SPHERE has been monitoring the greenhouse gas impacts of all energies used in its added value (Scopes 1 and 2) with a new indicator described in 1.7.3.2.3. A carbon strategy based on the first carbon assessment (Scopes 1, 2 and 3) on 2022 data and for the entire group scope was conducted in 2023. This carbon assessment was updated and made more reliable in 2025 with the inclusion of the emissions of the acquisitions carried out at the end of 2024 (Virosac and Rapid).

Following the preparatory work carried out in 2024 and 2025 on drawing up a transition plan, Groupe SPHERE joined the Science Based Target Initiative (SBTI) at the end of 2025, and its medium-term carbon trajectory (2034) was validated in early 2026 by a committee of experts. Our targets are to reduce Scope 1 and 2 emissions by 58.8% and Scope 3 emissions by 35%. This commitment may then be supplemented by a longer-term objective aimed at contributing to carbon neutrality by 2050.

In addition, in connection with the Climate and Resilience Act in France, Groupe SPHERE identified that transport accounted for 5% of its greenhouse gas emissions. The “Transport” call for tenders issued for the France scope in 2025 therefore included emissions criteria aimed at improving the impact of our transport and logistics flows.



1.7.3.2.2 ENVIRONMENTAL POLICY ASSESSMENT AND CERTIFICATION PROCEDURES

The environmental approach aims to systematically take into account, assess and reduce the impact of the company’s activities on the environment. Groupe SPHERE has therefore committed to two approaches to environmental management:

- **The site approach:** an internal site management tool based on continuous improvement. As at 31 December 2025, 12 of the Group’s 15 production sites (80%) are ISO 14001 certified (and are also ISO 9001 certified). As a reminder, this percentage was 28.5% at 31 December 2019, the reference year for this indicator (ISO 14001-certified production sites). The certification approach will be continued at the other sites, with a target of 100% by 2027.
- **The product approach:** by systematically integrating environmental aspects from the design and development of products, with the aim of reducing negative environmental impacts throughout their life cycle.
- **Ecovadis:** the group has chosen EcoVadis to assess its approach to social and environmental issues. 14 subsidiaries were evaluated in 2025 (compared with 5 in 2024), and the ratings given to them vary between 64 and 78/100.

1.7.3.2.3 RESOURCE MANAGEMENT: WASTE, RAW MATERIALS, ENERGY AND SOIL

Management of internal reusable waste

Almost all plastic waste is recycled and reintegrated into production. Most of the production sites are equipped with a recycling unit and also participate in the recovery of external plastic waste, which will also be integrated into the materials used to produce waste bags.

The group also uses large quantities of recycled plastic pellets purchased outside the group. Recycled plastic (of internal or external origin) accounts for more than half of the plastic consumption consumed in production by the group. About 74% of this recycled plastic consumed is of external origin.

Consumption of raw materials and measures taken to improve efficiency in their use

As already indicated, it is the raw materials that have the most environmental impacts during the full life cycle of the main products distributed by Groupe SPHERE (plastic bags). Groupe SPHERE has therefore decided to closely monitor changes in the mix of raw materials used in its production of biosourced and compostable plastic and plastic products, by distinguishing in particular:

- **virgin polyethylene and recycled polyethylene;**
- **fossil and plant origin;**
- **compostable and non-compostable material.**

The breakdown of materials by volume is calculated by dividing the respective shares by the total consumption of plastics

Change	2024	2025
Share of virgin fossil polyethylene	23,1 %	25,2 %
Share of recycled polyethylene	51,7 %	51,3 %
Share of plant-based materials	10,0 %	9,3 %
Share of compostable materials	24,5 %	22,9 %

The share of compostable materials decreased slightly in 2025 but remains 60% higher than in 2018 (see methodology note in 1.7.3.3.6 for details on the calculation method and the reason for 2018 as the reference year). This sharp increase (60%) reflects the Group's desire to contribute to the entire biowaste recovery chain, whether food waste in the kitchen or green garden waste.

Similarly, the sharp decline (30% since 2018) in the share of virgin fossil polyethylene corresponds to the Group's objective of eliminating this raw material in the long term.

Energy consumption, measures taken to improve energy efficiency and use of renewable energies

Groupe SPHERE aims to reduce its electricity consumption per tonne manufactured and to contribute through its purchases to the development of electricity from renewable sources. To do this, two energy efficiency studies were carried out at the PTL and JET'SAC sites in order to identify sources of energy efficiency gains and objectify investment needs. At the same time, electricity consumption per tonne extruded remains at a very good level of efficiency, after the improvements seen in 2023 and 2024.

Change	2024	2025
MWh per tonne extruded	0,52	0,53

It was calculated by dividing the MWh consumed in production by all extrusion plants by the total number of tonnes extruded by these same plants.

The share of electricity from renewable sources by specific contractual commitment with the supplier continued to increase, after rising significantly between 2023 and 2024 (+27%).

This is explained in particular by the change in the electricity mix delivered to the Italian subsidiaries, which currently consists of 100% renewable energy.

Change	2024	2024
Share of contractually renewable electricity	57,10 %	58,40 %

See methodology note in 1.7.3.3.6 for details on the calculation method

Land use

Plant-based plastics continues to represent 9.3% of the plastics used by Groupe SPHERE. In addition, the global production capacity of all plant-based plastics mobilizes less than 0.02% of the world's agricultural land, as indicated by the European Bioplastics association in these reports on the subject.

Groupe SPHERE is nevertheless vigilant about the proper sustainable management of plant resources and addressed this subject during the preparatory work for the CSRD.



1.7.3.2.4 CLIMATE CHANGE

Climate change caused by greenhouse gas emissions is a fundamental problem that Groupe SPHERE has been fighting against for several decades.
The Group's first carbon assessment (established according to the GHG Protocol method), based on 2022 data, was carried out in 2023 for Scopes 1, 2 and 3. With a total of 735,000 tCO2e (equivalent to the emissions of 81,000 French people) with a Scope 3 representing more than 97% of this total, including the four largest items: 42% for end-of-life, 41% for inputs, 9% for fixed assets, 5% for freight (road and sea transport). A new carbon assessment was carried out in 2025, based on 2024 data, including Virosac and Rapid. Total emissions were 726,000 tCO2e. Despite the inclusion of two additional plants, this fall can be explained by an effort to improve the reliability of data following the first carbon assessment as well as a different approach to the end of life of the products. This carbon assessment served as the basis for defining a target to reduce the Group's emissions by 2025 with a view to contributing to carbon neutrality by 2050 according to the SBTi standard. The medium-term (2034) reduction targets (58% for Scopes 1 & 2 and 35% for Scope 3) were validated by the SBTI's experts in early 2026.
Since the 2019 NFPS, a renewable electricity indicator has been put in place because electricity represents the bulk of the energy used in Groupe SPHERE's plants (see 1.7.3.2.3 above).
From the 2020 NFPS, Groupe SPHERE has set up monitoring of its CO_2 emissions linked to its two main sources of energy consumed:
electricity and gas. In 2021, the total fuel consumption of the Group's vehicles (owned, leased long-term or for which mileage costs are reimbursed) was added. The indicator used is still: tonnes of CO_2 emitted per million euros of revenue.

Évolution	2024	2026
Tonnes of CO_2 per million euros of revenue	25	26

See methodology note in 1.7.3.3.6 for details on the calculation method.

A slight increase was seen between 2024 and 2025. This increase is mainly attributable to a sharp increase in production recorded by the group (+14,212 compared with 2024), i.e. an increase of 4,399t at constant scope (excluding the contributions made by Virosac/Rapid).

1.7.3.3 OTHER SOCIETAL INFORMATION

Groupe SPHERE's desire is to respect the legislative and regulatory environment governing its activity while promoting its values.

1.7.3.3.1 ETHICS, VALUES AND LEGAL AND REGULATORY COMPLIANCE

Groupe SPHERE intends to strictly comply with legal and regulatory obligations in both form and spirit.
As such, in 2011 an Ethics Charter was put in place within the group, systematically communicated to group employees and reinforced in its application by its integration into the internal regulations of the subsidiaries. Non-compliance with the Ethics Charter may be referred to a group contact person.
Available on Groupe SPHERE's website, the Ethics Charter is often perceived by job applicants as an important element of the group's attractiveness, as is its commitment to sustainable development. A new edition of the Ethics Charter, the culmination of a review process, was published in 2016 and was also distributed to all group subsidiaries.
Since 2017, the Board of Directors has adopted a system aimed at preventing the risks of corruption and influence peddling, pursuant to the Sapin II law. This system has led to the identification of all the risks of corruption and influence peddling related to the conduct of business, the definition of their contours, the definition of the processes for preventing their occurrence and the establishment of an internal alert system. This system is based on an organisation at group level via the group compliance officer and local contacts via a network of officers within each Groupe SPHERE company.

Training initiatives are being undertaken to raise awareness within each group subsidiary among an increasing number of employees. In January 2026, an assessment of the past year and the action plan for the following year were presented to the Supervisory Board. A presentation of this nature will be repeated each year. This presentation makes it possible to report at the highest level the results of the actions carried out and to confirm the roadmap in relation to the areas for improvement identified.
In an effort to continuously improve the existing system, and as an extension of the work to diagnose and update the corruption and influence peddling risk mapping and the anti-corruption system as a whole carried out since 2022, the procedures comprising the Group's anti-corruption programme are regularly updated and will be updated for 2026.

1.7.3.3.2 ACTIONS TO MEET THE FUNDAMENTAL NEEDS OF THE COMPANY

Following the devastating fires in the summer of 2022, in France as well as in Southern Europe, Groupe SPHERE, in partnership with INTERMAS, one of the Group's customers and a manufacturer of garden centre products, approached the French National Forestry Office (ONF) to propose working on the development of protective sleeves for young trees. At a time when forest replanting will involve billions of trees, and is an essential step towards achieving carbon neutrality, it seems important to offer a product that is both resistant and compostable, to avoid continuing the current practice of abandoning plastic sleeves in the forest once the trees have grown, thereby generating significant pollution in the new forests. A tri-party agreement was signed in 2024 to monitor this multi-year project.

1.7.3.3.3 ACTIONS TO COMBAT FOOD WASTE

Groupe SPHERE does not work on food products and therefore does not generate food waste.
In addition, Groupe SPHERE has developed expertise in the food contact products sector. Its subsidiary SPHERE France, equipped with a grey room, supplies via mass distribution all over Europe products such as food films, aluminium trays and rolls and baking paper. All these products allow consumers to protect, store and freeze food and for some to provide culinary assistance.
The Group's national brands, Alfapac, Frio, Vita, Propsac and, more recently, Virosac, are true idea laboratories, developing innovative and eco-responsible products that include optimising food life and reducing food waste.
The implementation of a communication policy for Alfapac in France in 2025 (press and digital) for the general public served as a reminder of how the products should properly be used, in the form of advertisements and press releases, partnerships with the women's and culinary press and the distribution of videos (recipes and chef's tips). In 2025, this campaign supplemented the measures in place by involving cooking influencers.

1.7.3.3.4 PARTNERSHIP OR SPONSORSHIP INITIATIVES

Engaging in sponsorship is an opportunity for a company to express its identity and values and to illustrate its social and cultural responsibility.
Before the creation of the SPHERE Corporate Foundation, the group had supported various charitable actions (such as artificial ventilators for Saint-Vincent-de-Paul Hospital) and humanitarian actions.
In 2004, the group created the SPHERE Corporate Foundation and is involved in several areas: artistic, educational and humanitarian. In the artistic field, we are helping to bring back to life forgotten musical works such as the operas L'Amant anonyme du Chevalier de Saint-George (2015) and Treemonisha by Scott Joplin produced in South Africa (2006).
Since 2024, SPHERE Italia has been a patron of the Teatro Regio, an opera in Turin.
The SPHERE Foundation is very active with the Association Objectif France Inde (OFI), which is mainly involved in water supply for rural areas, social entrepreneurship and access to education (for nearly 200,000 women) and healthcare for children (2021/2026).



Finally, since 2022, the Foundation has supported the Institut Louis Germain in its project to develop classes of excellence in several cities in France and which aims to create a campus in Ile-de-France. By supporting implementation assistance projects by associations and non-governmental organisations through grants and strong and lasting involvement, the SPHERE Corporate Foundation ensures the sustainability of these actions. The Corporate Foundation's approval was renewed for an additional three-year cycle, with a new Chairman, following the resignation of Mr Persenda, the former Chairman and Founder, in July 2025.

1.7.3.3.5
SOCIAL AND ENVIRONMENTAL RESPONSIBILITY TAKEN INTO ACCOUNT IN RELATIONS WITH SUPPLIERS AND SUBCONTRACTORS

Our strategic suppliers meet the requirements of BRC/BSCI standards and are audited by third-party organisations. Other suppliers comply with their national regulations and are regularly visited and/or audited to ensure that our requests are met. Our quality control procedure has been adapted since 2020 to the new materials of finished products purchased by the group.

1.7.3.3.6
FAIR PRACTICES: MEASURES TAKEN TO PROMOTE CONSUMER HEALTH AND SAFETY

From the design stage of its products, the group strives to apply a clear display on the product and its packaging that mentions the correct use of the product, its restrictions, its composition and its environmental benefits.

1.7.3.3.7
INFORMATION ON ACTIONS TO PROMOTE THE PRACTICE OF PHYSICAL AND SPORTING ACTIVITIES

Some group companies that have a Social and Economic Committee encourage members of these bodies to allocate, as part of their annual budgets for social and cultural activities, a maximum contribution to the expenses incurred by their employees either to carry out their sports activity directly or to benefit from subscriptions to sports clubs or gyms (€300/person/year).
In order to encourage the use of alternatives to cars, the companies based at the Paris head office have set up parking spaces for bicycles in the building's underground car park.

1.7.4
METHODOLOGICAL NOTES

In a context of regulatory transition, marked by the withdrawal of the Non-Financial Performance Statement (NFPS) and prior to the entry into force of the CSRD, Groupe SPHERE S.A.S. has chosen to publish a voluntary sustainability report.
This CSR report does not constitute a sustainability report within the meaning of the CSRD, but a voluntary publication produced on the basis of specific guidelines defined by Groupe SPHERE S.A.S.

Scope

For this CSR report, the scope taken into account covers all companies over which Groupe SPHERE had exclusive control over the twelve months of 2025.
The relevant period is the 2025 calendar year.

Risk analysis

The initial analysis of social, societal and environmental risks was carried out for 2018 and 2019 mainly by the human resources and sustainable development departments, together with general management, as well as certain subsidiary managers. For the 2020 NFPS, a production site director, a central department director and an HR director of a subsidiary contributed to the review carried out of the entire risk analysis.
For the 2025 CSR report, analysis of social, societal and environmental risks was carried out as part of work to prepare for the CSRD. A double materiality assessment was carried out in light of the ongoing discussions on the implementation of the CSRD by Groupe SPHERE, which did not result in any changes being made to the CSR approach in 2025.
As a reminder, during the analysis, a very broad list of risks was drawn up. Each risk was then weighted according to its dangerousness, its probability of occurrence and the share of Groupe SPHERE's activity potentially impacted. An overall score was thus calculated. Only the main risks, receiving the highest ratings, were detailed in this statement. The relevant monitoring indicators have been chosen to monitor changes in these risks.

Social indicators

The social indicators used in the social part of the document are constructed as follows:
• **Headcount:** the population of work-study staff is taken into account, both for professionalisation contracts and apprenticeship contracts. Interns and temporary workers are not included in the workforce. Furthermore, it is specified that in an Italian company, precarious contracts via an external service provider are treated in this CSR report as temporary contracts, according to the site's historical practice.
• **Total theoretical number of hours worked:** for each subsidiary, this indicator is calculated as the sum of the individual theoretical annual working hours plus overtime and additional hours, as well as absences of any kind and leave (paid, seniority, split, compensatory rest, family events, without pay).
• **Total number of hours actually worked:** this indicator is calculated based on the theoretical number of hours worked from which all leave, regardless of its nature (paid leave, seniority leave, split leave, unpaid leave, compensatory leave, etc.), as well as all types of absences, whether paid or not.
• **Frequency rate:** this is calculated by multiplying by one million the number of workplace and commuting accidents with lost time that occurred during the year, then dividing the sum thus obtained by the total number of hours actually worked.
• **Severity rate:** calculated by multiplying by a thousand the number of calendar days lost due to workplace and commuting accidents, then dividing the sum thus obtained by the total number of hours actually worked.
• **Absenteeism rate:** calculated by dividing the number of hours lost due to illness and workplace or commuting accidents by the total theoretical number of hours worked.
• **Payroll:** defined as the sum of total gross compensation and the associated employer contributions.
• **Training hours:** these cover all training initiatives implemented in the Group's companies, including initiatives relating to health, safety and working conditions. Actions relating to work-study contracts – apprenticeships and professionalisation – are excluded. E-learning courses and courses lasting less than two hours are now taken into account.
• **Training costs:** these include teaching costs and travel expenses incurred on this occasion, excluding the salaries of trainees. As a reminder, unless explicitly specified otherwise, the workforce is calculated on the basis of the persons present at 31 December 2025.

Environmental indicators

The main environmental indicators relate to the use of the materials used by the group, i.e. the various plastics: virgin fossil polyethylene, recycled polyethylene (obtained from the internal degranulation of the Group's production drops, or purchased externally in the form of granules), plant materials and compostable materials.

For each of these areas, the indicator is based on values as consolidated during an annual data collection exercise.

The percentage of electricity purchased that is contractually renewable includes as renewable electricity only the percentage of electricity that the supplier contractually guarantees as being renewable, excluding the percentage of electricity that is renewable even though the contract does not impose any constraints on the electricity supplier.

The CO_2 emissions indicator linked to Groupe SPHERE's activity takes into account the CO_2 emissions of the three main energies consumed by all group companies, regardless of their activity:

- electricity (except for three commercial offices whose electricity consumption (heating and lighting) is totally marginal at group level),
- gas,
- and since the 2021 NFPS (with retroactive inclusion in the 2020 figures), fuel consumption for the Group's vehicles: owned or leased for a long term or whose mileage costs are reimbursed to their user.
- The carbon assessments were prepared using the GHG Protocol method based on 2022 and 2024 data.

The emission factors were taken on the following basis:

- Electricity: ADEME database specific to each country.
- Gas: emission factors for natural gas, propane and LPG in France, applied to all countries.
- Fuel: by type of fuel, number of litres actually consumed or estimated by the division of euros spent by the average value of this fuel over the year, then technical conversion into kgeq CO_2.
- It is planned to supplement this approach in the coming years by refining the emission factors of the various gases used by countries.

Outlook

This 2025 report follows the practice established with the first NFPS carried out in 2018. It goes beyond Groupe SPHERE's strictly regulatory obligations, given that it is no longer required to publish a NFPS in anticipation of the implementation of the CSRD, the application date of which was postponed to 2028 following discussions on the simplification of the obligations under the European Green Deal. This new framework will require the group to materially change the form and content of the extra-financial report in the coming years. As indicated above, work to prepare for implementation of the CSRD was completed in 2025.

Topics not addressed

The following topics were not addressed:

- those that are not relevant given the activities of Groupe SPHERE: animal welfare, fight against food insecurity, fair and sustainable responsible food;
- collective agreements, because they are managed at the level of each company and are not monitored centrally since this subject, although important, does not represent a major risk for the group and does not justify a particular monitoring indicator.



1.8

LIMITED ASSURANCE REPORT ISSUED BY ONE OF THE STATUTORY AUDITORS ON A SELECTION OF CSR INFORMATION

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CS 60055
92066 Paris la Défense Cedex

GROUPE SPHERE S.A.S.

3 rue Scheffer - 75116 Paris

Limited assurance report issued by one of the statutory auditors on a selection of CSR information

Financial year ended 31 December 2025

To the shareholders of GROUPE SPHERE S.A.S.,
In our capacity as statutory auditor of your company, we have carried out work aimed at formulating a limited level of assurance on a selection of CSR information determined and prepared voluntarily by Groupe SPHERE S.A.S. (hereinafter the "Entity"), in light of the specific criteria defined by the Entity (hereinafter the "Guidelines"), for the financial year ended 31 December 2025 (hereinafter the "Information"), presented in the group management report and attached to this report (hereinafter the "Corporate Social Responsibility Report").

Our work does not cover all the information included in the Corporate Social Responsibility Report other than the information covered by our report.

Limited assurance conclusion

Based on the work that we carried out, as described in the section entitled "Nature and scope of work", and the information that we obtained, we have not identified any material misstatement that calls into question whether the Information was prepared, in all material respects, in accordance with the Guidelines.

Comments

Without qualifying the conclusion set out above, we draw your attention to the methodological note in the Corporate Social Responsibility Report, which states that the Information was prepared in the context of the Entity's CSR strategy and in accordance with the Guidelines. As such, it does not constitute information established in accordance with the ESRS standards or the VSME standard.

KPMG S.A., an accounting and auditing firm registered with the Paris *Ordre des Experts Comptables* (Institute of Chartered Accountants) under no. 14-30080101 and attached to the Compagnie Régionale des *Commissaires aux Comptes de Versailles et du Centre* (Regional Company of Statutory Auditors of Versailles and the Centre).
A French company and a member of the KPMG network of independent firms affiliated with KPMG International Limited, a private English company limited by guarantee.

A French *société anonyme* (public limited company) with a board of directors Headquarters:
Tour EQHO
2 avenue Gambetta
CS 60055
92066 Paris La Défense Cedex
Share capital: €5,497,100
Nanterre Trade and Companies Register no. 775 726 417

Preparation of Information

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time. As such, the Information must be read and understood in conjunction with the available Guidelines, the material aspects of which are presented in the Corporate Social Responsibility Report.

Limitations inherent in the preparation of the Information

As mentioned in the methodological note of the Corporate Social Responsibility Report, the Information may be subject to uncertainty inherent in the state of scientific knowledge and the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates made in preparing it.

Responsibility of the Entity

The Management team was responsible for preparing the Information and is required to:

- select or establish appropriate criteria applicable to the preparation of the Information (i.e. the Guidelines);
- prepare the Information by applying the Guidelines; and
- design, implement and continue to apply internal controls that it deems necessary for the preparation of the Information and that are free from material misstatement, whether due to fraud or error.

Responsibility of the Statutory Auditor

We are responsible for:

- planning and carrying out work to obtain limited assurance that the Information has been prepared, in all material respects, in accordance with the Guidelines and is free from material misstatement, whether due to fraud or error;
- formulating an independent conclusion based on the work we have carried out and the information we have obtained;
- communicating our findings to the entity's Management team.

As it is our responsibility to form an independent conclusion on the information as prepared by management, we cannot be involved in the preparation of the information, as this could compromise our independence.

Applicable regulatory provisions and professional guidance

Our work described below was carried out in accordance with the professional guidance of the *Compagnie Nationale des Commissaires aux Comptes* (CNCC) relating to this assignment and international standard ISAE 3000 (revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information" published by the International Auditing and Assurance Standards Board (IAASB).

Our work comprises neither an audit nor a limited review with the meaning of the professional standards (NEPs) applicable in France, and does not constitute a certification in accordance with the guidelines of the *Haute Autorité de l'Audit* (French High Authority for Auditing – H2A).

Independence and quality control

Our independence is defined by the provisions of the French Commercial Code, the French Code of Ethics for Statutory Auditors and the IESBA Code of Ethics (International Code of Ethics for Professional Accountants (including Independence Standards)). It is based on respect for the fundamental principles of integrity, objectivity, professional competence and diligence, respect for confidentiality and professional conduct.

In addition, we apply the International Standard on Quality Management 1 standard, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements, as well as the professional rules of the *Compagnie nationale des commissaires aux comptes* (CNCC) relating to this work.

Nature and scope of work

In planning and performing our work, as described above, we took account of the risks of material misstatements relating to the Information. As part of our limited insurance service and based on our professional judgement, we:

- updated our knowledge of the entity and its environment, including information on internal controls relevant to the preparation of the Information;
- assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of industry best practices, where appropriate;
- reviewed the internal control procedures in place at the entity aimed at ensuring that the Information complies with the Guidelines;
- assessed whether the methods used by the Entity to prepare the Information are appropriate in light of the Guidelines and assessed the appropriateness of any changes to methods and assumptions;
- verified that the Information was drawn up for the scope indicated in the Guidelines;
- implemented, for the Information relevant to our work, substantive procedures consisting in assessing whether the calculation methods and assumptions described in the Guidelines have been properly applied;
- assessed the overall consistency of the Information based on our knowledge of the entity.

We believe that the information we collected is sufficient and appropriate to formulate our conclusion.
The procedures performed as part of a limited assurance engagement are less extensive than for a reasonable assurance engagement carried out in accordance with the professional rules of the *Compagnie nationale des commissaires aux comptes* and international standard ISAE 3000 (as revised). A higher level of assurance would have required us to carry out more extensive audit procedures.

Paris La Défense, 22 april 2026

KPMGSA



Nahid Sheikhalishahi
Partner



Vincent De Becquevort
Partner

Together, we're innovating
to bring about the sustainable
transformation of our business
know-how and offer useful
and ever more eco-friendly
packaging solutions.

SPHERE
GROUPE SPHERE

Registered office
A French *société par actions simplifiée* (simplified company limited by shares) with share capital of €10,108,705.20
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