



2024-2025 CSR REPORT

Corporate Social Responsibility



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A WORD FROM THE **MANAGING DIRECTOR**

Bong has been engaged in a dynamic transformation phase since 2019. Year after year, the company has embarked on an **ambitious path towards more responsible business practices**, convinced that **innovation** and **sustainable development** have become inseparable from **performance**. This direction has been consolidated by relying on cooperation and **collective commitment**.

In 2025, we took another decisive step by fully **integrating CSR into our ISO management system**. This decision confirms our commitment to placing sustainable development at the very heart of our long-term strategy. Each department now has dedicated CSR objectives, which are regularly monitored with the aim of making social responsibility relevant to everyone, permeating every operational decision and every future project.

Since my arrival, I have been particularly impressed by the dynamic innovative approach that drives this company. The **tripartite projects we conduct** – involving a customer, our teams and an engineering company – are a perfect reflection of this new approach: designing packaging solutions that meet specific requirements, while **limiting their impact** and providing tangible operational benefits.

Our new e-Smart 2-in-1 range, dedicated to e-commerce, is a concrete illustration of this. Designed from the ground up, it simplifies the work of operators in e-logistics centres, accelerates packaging operations and significantly reduces the environmental impact of products. We have also **redesigned the packaging**, a meticulous but essential task, which allows us to both **limit transport-related emissions** and improve the **working conditions of our own teams**.

These advances show that our transformation is very real. I am personally determined to pursue the momentum already underway. This approach is not simply a strategic choice: it is also a way to **prepare for the future of our company**, to meet the growing expectations of our customers and to strengthen the trust they place in us.

I would like to thank all those who contribute to this progress each and every day. Together, we have the means to continue making **Bong an innovative and responsible player**, serving both its customers and society as a whole.



Federico Donato
Managing Director
Bong South Europe & Bong Retail

MORE THAN 20 YEARS OF COMMITMENT

2000

1st **ISO 9001** certification



2007

1st **ISO 14001** certification



2010

Renovation of our paper waste treatment station to enhance recovery

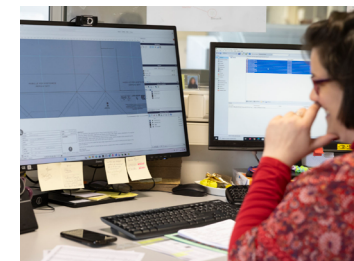
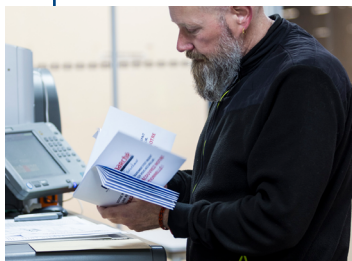
2012

1st **FSC®** certification



2015

Recruitment of an ergonomist to work on improving working conditions



2005

1st **NF Environnement** certification



NF316 Enveloppes et pochettes postales

2008

Launch of the **Green Stamp envelope range**



2011

1st **PEFC™ & Imprim'Vert** certification



2013

Realization of a **carbon assessment**

1st **Ecovadis Silver** certification



Launch of a **program to reduce our CO₂ emissions** and carbon offsetting

2019

Launch of the **e-Green range**: a paper based e-commerce bag



2021

Launch of **h-Green**: a paper bag range made from **recycled paper**



2023

Launch of the **AirPro Green** range, a padded bag without plastic bubbles

AirPro Green

Launch of the **e-Double** range, an e-commerce bag made from recycled paper, without paper waste and water resistant

Nearly 50% reduction in electricity consumption at our main production site (vs. 2021)

2024

Launch of the **first premium gift bag** "Made in Europe"



Launch of **e-Smart**, the eco-designed e-commerce bag

The plastic in envelope packets is replaced by paper



2016

1st **Ecovadis Gold** certification



Signing of the **United Nations Global Compact** (Bong group)



2020

Launch of the project to develop green spaces in **permaculture**: planting the first trees in the **forest garden** and creating **vegetable plots**.



2022

Manufacturing of the **first premium paper bag** "Made in Europe"

Carbon footprint assessment of our business (scopes 1, 2 and 3) including retail activity

Beginning of a **partnership with the ESAT** for the hiring of people with disabilities

2025

Introducing **e-Smart 2-in-1**, THE e-commerce bag for packing everything in one easy step





THE BONG GROUP

Bong is a **manufacturer of lightweight packaging** whose main production site is based in France. Belonging to a Swedish group present throughout Europe, Bong manufactures **paper bags, gift bags, e-commerce bags** and **envelopes** which are sold to independent companies and boutiques as well as to major cosmetics, sports and clothing brands all around the world.

Our product families



ENVELOPE



PAPER BAG



GIFT BAG



ECOMMERCE

Focused on product and process innovation, Bong regularly creates **new product lines based on customer expectations**. Each one is born from a **tripartite project between Bong, a customer and a partner engineering company** capable of designing machines quickly to meet our expectations.

SCOPE OF THE REPORT

3 production plants in Europe



Évreux, France

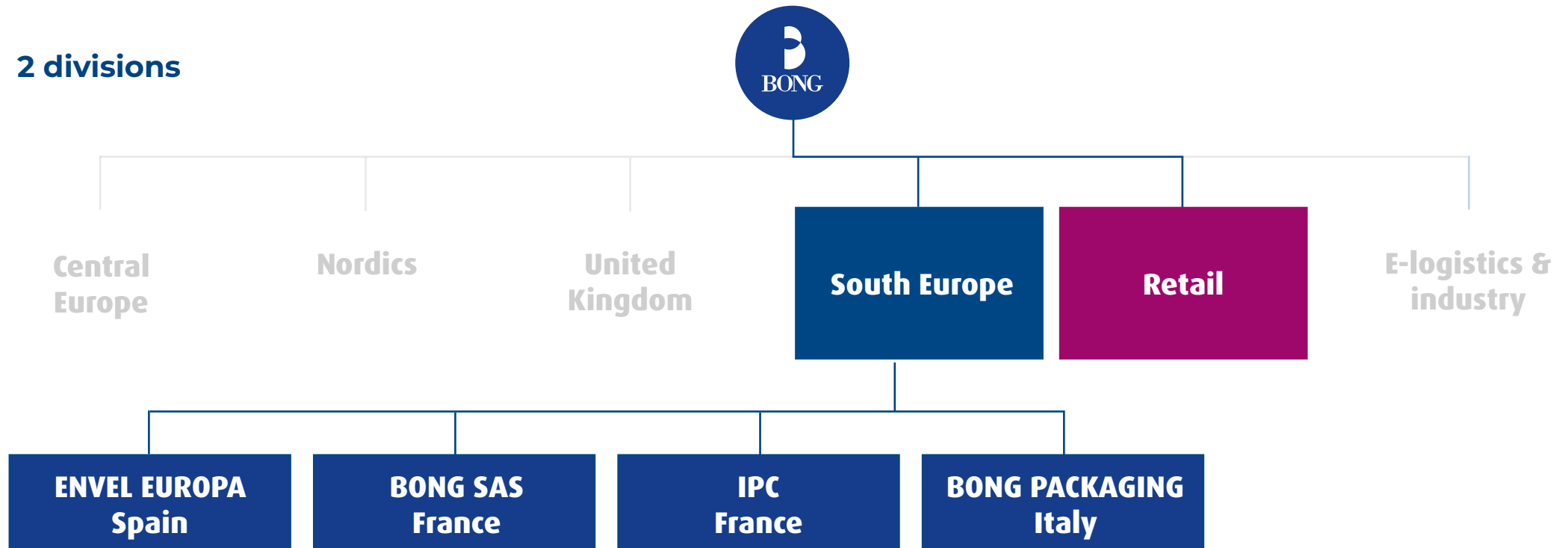


Angoulême, France



Balaguer, Spain

2 divisions



BONG'S BUSINESS FACTS AND FIGURES

300

employees located in Belgium, Spain,
France, Italy, the Netherlands and Sweden

€71 M

in annual sales turnover

1.3 billion

products sold in 2024

Correspondence & packaging

What?

Envelopes, paper bags, e-com bags... everything for your marketing campaigns, your daily correspondence, the protection of your products during shipping.

For who?

Public bodies, industry, marketing, distance selling, banking and insurance, printing and routing professionals, e-commerce, e-logistics etc.

Our strengths

Public bodies, industry, marketing, distance selling, banking and insurance, printing and routing professionals, e-commerce, e-logistics etc.

Superstores and hypermarkets/ office suppliers

What?

Envelopes, paper bags, e-commerce bags... all products packaged for sale to individuals and office supply wholesalers.

For who?

For supermarkets and hypermarkets, online or retail sellers of office supplies.

Our strengths

A specialized contact, a tailored supply chain, product packaging specially designed for each specific sector.

Retail

What?

Gift bags, paper bags, e-com bags, gift boxes, accessories... all the essential packaging to offer, transport and ship your products.

For who?

For e-commerce and retail, from international chain stores to independent boutiques.

Our strengths

A team of expert consultants for this specific Retail clientele, spread across Europe (Germany, Belgium, France, the Netherlands and Sweden), solid customer references, guaranteed harmony across the entire product offer, and trusted external partners.



OUR PURPOSE

OFFERING RESPONSIBLE

PACKAGING, REFLECTING

YOUR IMAGE.



OUR VALUES & PURPOSE



Innovation is at the heart of our approach, as it allows us to respond precisely and creatively to the **specific needs of our customers**. We delve into the world of our customers' brands to understand the challenges, values and objectives before designing tailor-made solutions. Our **collaborative approach** combines the specific expectations of a customer, our industry know-how and the technical expertise of an engineering partner, which is capable of building or developing our machines. This proximity and our long-term relationships with our customers also allow us to anticipate trends and to integrate **responsibility** and **efficiency** criteria from the design stage **for responsible and high-performing products**.



Reducing our environmental impact is one of our constant concerns. We seek to act at all levels to **minimise our footprint**: resource optimisation, waste reduction, choosing resource-efficient materials, continuously improving our production processes and seeking alternatives to road transport. This **approach is undertaken with our partners, suppliers and customers**, to jointly identify the best solutions to contribute to the **preservation of resources**.



PRODUCTION

We **produce in France and Europe**, in close proximity to our customers. This is an important point for controlling **quality, traceability** and working towards **reducing our carbon footprint**. By controlling our production chain, we guarantee that our products are manufactured in compliance with the most **demanding social and environmental standards**. We are happy for our customers and partners to visit our sites, because transparency is among our essential values. This enables us to demonstrate our specific **CSR commitments** and strengthen mutual trust.



TEAMS

Our employees are our greatest asset. Their **expertise, commitment** and **creativity** are at the **heart of our performance** and innovative skills. We believe that fulfilled teams are the key to a responsible business. That is why we take great care to promote the **quality of life at work**.

OUR CSR POLICY

True to our purpose of “offering responsible packaging, reflecting your image”, we place **innovation, social** and **environmental responsibility**, as well as the **satisfaction of our customers** and employees at the heart of our strategy.

Our ambition is to reconcile **economic performance, personal development and environmental protection**, in order to contribute to responsible development.

Our commitment is based on four priority areas:



INNOVATION

We develop **innovative solutions**, integrating **resource-efficiency** and **performance** criteria from the design stage. Our collaborative approach combines our customers' expectations, our know-how and the technical expertise of our partners to create responsible products, adapted to market developments.



SOCIAL AND ETHICAL COMMITMENT

Our **employees** are our greatest asset. We take care of their health, safety and quality of life at work. We promote continuing education and are keen to implement a **CSR culture** at all levels. We advocate integrity and transparency, respecting demanding **social and ethical standards**.



ENVIRONMENTAL RESPONSIBILITY

Reducing our carbon footprint is a priority. We optimise our resources, limit waste and prioritise resource-efficient materials.

We work with our **customers and partners** to identify innovative solutions, including alternatives to road transport and **environmentally friendly practices**.



RESPONSIBLE PURCHASING AND LONG-TERM PARTNERSHIPS

We select suppliers who are committed to a CSR approach and ask them to sign our **code of ethics and conduct**. We encourage them to reduce their CO₂ emissions and to favour low-impact modes of transport (rail, sea) to transport our main raw materials.

Our CSR policy is driven by management and implemented at all levels of the company.

We are implementing **performance indicators** to measure our progress and ensure **continuous improvement**.

GOVERNANCE

Since 2019, our organisation has been committed to **strengthening the involvement of each department and employee** in a progressive and structured CSR approach. This approach has enabled all departments to **gradually integrate social and environmental concerns into their development projects**.

Until 2024, CSR and the ISO management system were managed in parallel, each following its own processes. In 2025, in accordance with the recommendations of the ISO auditor, **Bong began to redesign its management system in order to fully integrate CSR**. This development aims to establish social **responsibility as a daily and durable concern**, at all levels of the company.

This merging of systems promotes **more coherent and inclusive governance**, by involving a greater number of employees in this collective commitment. It ensures that CSR permeates all activities and strategic decisions, thus consolidating our ambition for responsible development.



The **integration of the CSR approach into the company's management system** illustrates our desire to embed social responsibility in the overall strategy. Each department contributes to this ambition by integrating these issues into its projects. Steering committees and management reviews **now systematically take social and environmental dimensions into account**, guaranteeing a coherent and shared approach.



Judith Lothon

Communication, Marketing & CSR
Manager





United Nations Global Compact

Since 2016, the **Bong group has been committed to the United Nations Global Compact**, which is the largest initiative in the world in the field of corporate social responsibility and sustainable development. As a signatory, we are committed to actively promote, through our strategies and within the framework of our activities, the principles concerning respect for human rights, international labor standards, protection of the environment and the fight against corruption.

The sustainable development goals (SDGs) that guide our initiatives:

DEVELOPING AND ENRICHING OUR TEAMS

Working towards better working conditions • Working towards equal opportunities • Choosing social dialogue and engaging employees • Broadening perspectives through training • Supporting solidarity and unifying actions • Encouraging physical and sporting activities • Supporting employees involved in the management of sports clubs • Promoting inclusion • Growing a company vegetable garden

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ENCOURAGING OUR PARTNERS TO JOINTLY REDUCE OUR IMPACT AND CONDUCT OUR BUSINESS ETHICALLY

Understanding our partners' approach and conveying our ambitions • Reducing the impact of inbound transport • Raising awareness among stakeholders • Limiting the influence of gifts on our buyers



DEVELOPING AND ENRICHING OUR TEAMS



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WORKING TOWARDS BETTER WORKING CONDITIONS

In 2024, our company redesigned the organisation of paper bag production lines to improve the daily lives of our employees and **reduce the arduousness of their work**.



In order to optimise the quantity of products per pallet, we have **reduced the size of the cardboard boxes to allow for the addition of an extra layer** of cardboard per pallet.

An improvement aimed at reducing CO₂ emissions generated during product transportation, which **was not to have any negative impact** on the working conditions of our teams.

This is why we **redesigned our production lines**:

RESULTS

+33%
products/
pallet

Reduced
physical strain
at workstations

Redesigned production lines



General implementation of a press on each production line

This press automatically compresses the products in the cardboard box, thus eliminating any strong and prolonged pressure from operators that could cause musculoskeletal disorders.



Creating pits for pallets

Pits have been dug on each production line so that the pallet automatically descends into the ground at the simple press of a button. This modification permanently eliminates the need to carry loads at height, a repetitive movement that causes fatigue for operators.



Installation of pallet grippers

Grippers limit the manual handling of pallets, which are often heavy and present risks.

A definite commitment to the well-being of our teams

These improvements are not only aimed at optimising our production; above all they **provide our employees with a safer, more ergonomic and healthier working environment**. By **reducing physical and repetitive efforts**, eliminating risky movements and automating the most arduous tasks, we contribute to their well-being and better working conditions.



Providing a safer, more ergonomic and health-conscious work environment



Reducing physical and repetitive effort by eliminating risky movements and automating the most arduous tasks



We will continue to invest to ensure that our company is a great place to work every single day.



These new facilities are extremely useful. The presses significantly **reduce the strain on the arms and shoulders**. And the pits that allow us to lower the pallet into the ground prevent us from having to lift the boxes up high. This is a **benefit that I appreciate on a daily basis**. Congratulations to the team that designed this equipment!



Isabelle
Production line operator for premium bags

WORKING TOWARDS EQUAL OPPORTUNITIES



Bong wishes to offer **equal opportunities to all**, regardless of sex, colour, nationality, religion, race, ethnicity or other factors. **Women are well integrated into this industrial environment** and have held positions of responsibility for many years, such as production site managers, works council members or members of the management committee.

However, in order to continue progressing in this direction, the company has signed an **agreement with trade unions on gender equality in the workplace**. The social partners have chosen three priority areas aimed at:



Reducing wage inequality



Promoting women's access to certain technical professions



Facilitating access to all jobs regardless of gender, by reducing hardship and improving working conditions, and analysing the impact of working hours.

“

I joined Bong six years ago, starting as a packer on a film wrapping machine. Thanks to my involvement and the trust of my manager, I was able to train for the job of machine adjuster. After a year of learning on the premium bag line, I am now officially a machine adjuster – a position still rarely held by women.

This journey has proven that technical expertise and responsibility for a production line do not depend on gender, but on determination and support. I am proud to contribute every day to the smooth running of our industrial facility, and to show that equal opportunities are a reality at Bong.



Laura
Machine adjuster

CHOOSING SOCIAL DIALOGUE AND ENGAGING EMPLOYEES



At Bong, we firmly believe that a successful company is first and foremost one where **everyone feels heard, valued and involved in collective success**. That is why social dialogue is not merely an obligation for us, but a genuine strategic and human choice.

Regular exchanges with employees

Our management meets with employee representatives every month to **exchange ideas, share our challenges and build solutions together**. These twelve annual meetings are not mere formalities: they are special occasions where concerns are expressed, ideas are born and **lasting relationships of trust** are forged with our staff and union representatives.

Succeeding together

Our ambition is clear: to make every employee a contributor to and beneficiary of our success. It is in this spirit that **we signed a profit-sharing agreement**. When Bong performs, everyone benefits. This scheme is a concrete expression of our desire to **share the fruits of our joint efforts** and to recognise everyone's contribution to our success.

A protective base for all

Our goal? To maintain **100% employee coverage** under a collective agreement.

12
meetings/year
for ongoing dialogue

1
profit-sharing
agreement

100%
of employees protected
by a collective
agreement

BROADENING PERSPECTIVES THROUGH TRAINING

Beyond purely job-related training, Bong decided in 2024 to broaden its offerings to employees by committing to provide them all with a **day of training, awareness-raising, or participation in activities that could open up other perspectives.**

The company initially proposed a list of around twenty training courses on the following themes:



Discovering another job within the company through immersion in the role, in a “day in the life” style



Technological or artistic discovery

Introduction to 3D printing, participation in a photography workshop, creation of kokedama, Japanese plant art, etc.



Contributing to the improvement of the working environment

Construction of a pergola for employees to eat lunch outside in the summer, creation of perennial flower beds with the help of a horticulture teacher, creation of outdoor furniture from pallet wood, etc.



Raising awareness of biodiversity and its protection

Intervention by the LPO (League for the Protection of Birds), development of a company vegetable garden using permaculture techniques, supervised by market gardeners specialising in MSV (Market Gardening on Living Soil), etc.

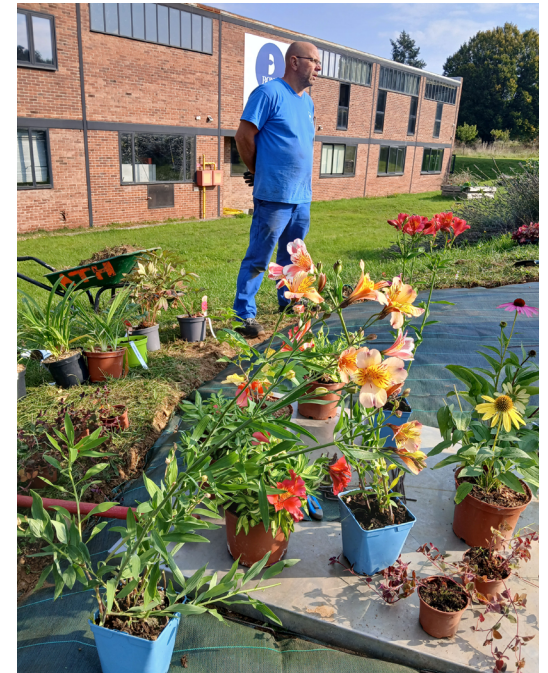


Employees voted for the training courses they preferred and registered for the sessions organised throughout the year.

Moments that bring people together

Training or awareness-raising
167
half-days

Result: 167 half-days of training or awareness-raising, a more pleasant outdoor area conducive to staff lunches and welcoming animals, a vegetable and fruit garden and **opportunities for colleagues to come together** and socialise.



SUPPORTING SOLIDARITY AND UNIFYING ACTIONS



Breast Cancer Awareness Walk

In October 2024, for the **third consecutive year**, Bong decided to **support the Evreux hospital** in its fight against breast cancer.

DONATION TO THE BREAST INSTITUTE



For each employee who took part in a **5km charity walk** in the forest surrounding the factory, **Bong made a donation to the Breast Institute**.

A few months later, the hospital's Breast Institute informed us that the **funds raised had allowed it to acquire a photobiomodulation device** to treat certain side effects of chemotherapy, a treatment used to fight this type of cancer.

Bong is therefore proud to have helped alleviate the suffering of patients by organising a walk and mobilising its employees for the cause.

That is why the **operation was repeated in 2025**, joining an event organised by the city of Evreux. Some walked for the cause, others ran. **Bong once again made a payment for each employee** directly involved in the Breast Institute.



End-of-year lunch

Bringing teams together also means **getting together with colleagues for an end-of-year lunch**. Everyone available is now invited at the end of each year to prepare a dish and share it at the **traditional Secret Santa**, along with an exchange of small gifts.



ENCOURAGING PHYSICAL AND SPORTING ACTIVITIES

At Bong, we firmly believe that regular physical activity and sport **contribute to the well-being and fulfilment of our employees**. That is why we have put in place several specific measures to encourage and **facilitate access to sport** through:

- the **High Degree of Solidarity scheme** proposed by social partners in the professional sector and the mutual insurance company chosen by Bong for all its employees, which **provides financial support for membership of a physical activity or sports club**
- the **involvement of the works council in sports licences** for employees and their families

Trail des Salamandres



In May 2024, **Bong sponsored the Salamanders Trail in Evreux**. This sporting event, whose proceeds are donated to the C3E association, aims in particular to support the protection of forests. A team of employees took part in the races and walks on offer to share a **convivial moment combining sporting performance, support for environmental protection and team building**.

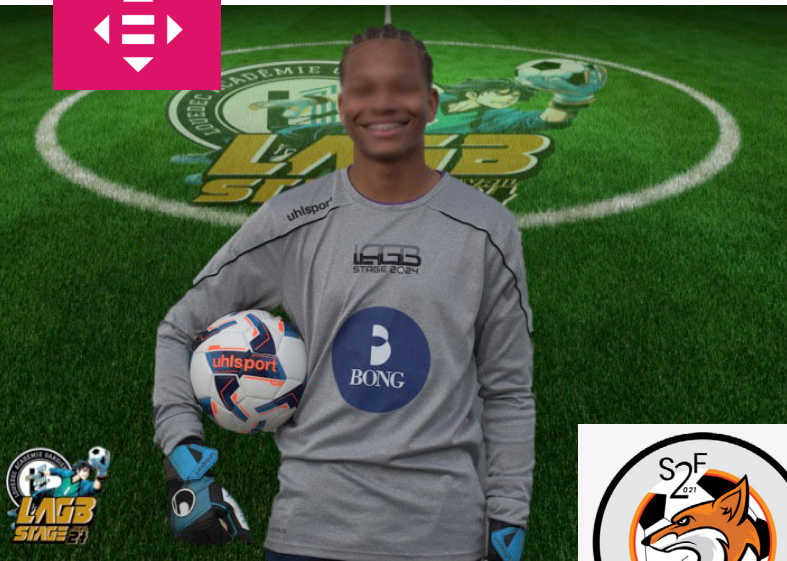
Ebroïcienne 10 km

In October 2025, a group of Bong employees took part in the Ebroïcienne race, running 10 km through the streets of the town of Evreux. **A team challenge for Bong** in the autumn sunshine where marathon runners, regular runners and beginners supported each other in their efforts.



SUPPORTING EMPLOYEES INVOLVED IN THE MANAGEMENT OF SPORTS CLUBS

10 INÉGALITÉS RÉDUITES



Each year, Bong supports its employees who are involved in sports associations:

Support for Saily Forest Football Club

In 2024, the company decided to **support Bastien's football club**. As vice-president of his local club, Bastien, a salesman at Bong, becomes an educator, logistics officer, secretary or steward after his working day. Accompanied by all the club's volunteers, he **conveys the values inherent in sport such as self-improvement, courage, and team spirit**. Beyond football, his club also trains the citizens of the future, emphasising its environmental and solidarity initiatives, for example by **organising events to raise funds for the Telethon or Pink October**.

Support for the goalkeeper training academy

Bong also **renewed its support for the goalkeeper training academy** that Olivier, another Bong employee, created to support values that the company shares. Beyond football, this association "places particular emphasis on respect (for rules and for others), discipline, altruism, a commitment to hard work, self-confidence", and **advocates for inclusion** by welcoming young people with autism, concentration disorders or hyperactivity.



PROMOTING INCLUSION

Partnership with ESAT

The **partnership created in 2022 between the ESAT of St Sébastien and Bong** continues in 2025. Bong aims to increase the partnership to 12 full-time employees by 2026.

In order to promote inclusion and access to work for all, we have decided to **entrust part of the manufacturing of the plastic-free envelope packs** to our partner, the ESAT of St Sébastien.



These new packages are produced by directly welcoming people such as **Mickael, the first person from ESAT to join the Bong production workshop** and now the symbol of our partnership. Or directly in the ESAT production workshop.

This partnership earned us a **recognition award presented by Différent et Compétent**. It was presented at the **Recognition of Prior Learning certificate award ceremony at the end of 2025** to thank Bong for its daily involvement in the professional careers of workers.



A national network committed to the **recognition of the skills of people in vulnerable situations**, through Recognition of Prior Learning, professional training and networking of stakeholders.

Goal for 2026

12

full-time employees





GROWING A COMPANY VEGETABLE GARDEN

Following the first year of cultivation in our company vegetable garden, supported by our **partner La Ferme des Gobettes**, a satisfaction and **intention survey** was carried out among all Bong employees.

As the results of this questionnaire were very encouraging, the **company's permaculture vegetable garden continued in 2024 and 2025**. It has even taken on a whole new dimension.

The construction of a greenhouse by our volunteers

A number of employees from **different departments took turns building a greenhouse**. A few hours of DIY created some new perspectives:



Extending the tomato harvest period until autumn and planting new vegetables that are less resistant to bad weather, such as peppers, aubergines and melons.



Taking shelter when the Normandy rain comes calling during our sowing sessions!

Reduction of psychosocial risks
Project recognised by the Occupational Health Service



The vegetable garden: a place for sharing

Taking advantage of the lunch break to linger in the vegetable garden is a **pleasure to be shared among colleagues** at Bong.



Pinching off a few tomato suckers, cutting some dead leaves off the cucumber plants while **sharing gardening techniques**.



Harvesting strawberries, picking raspberries, pulling up rhubarb stalks and **deciding who will bake the pie to share with colleagues...**







LIMITING OUR IMPACT ON THE ENVIRONMENT



02

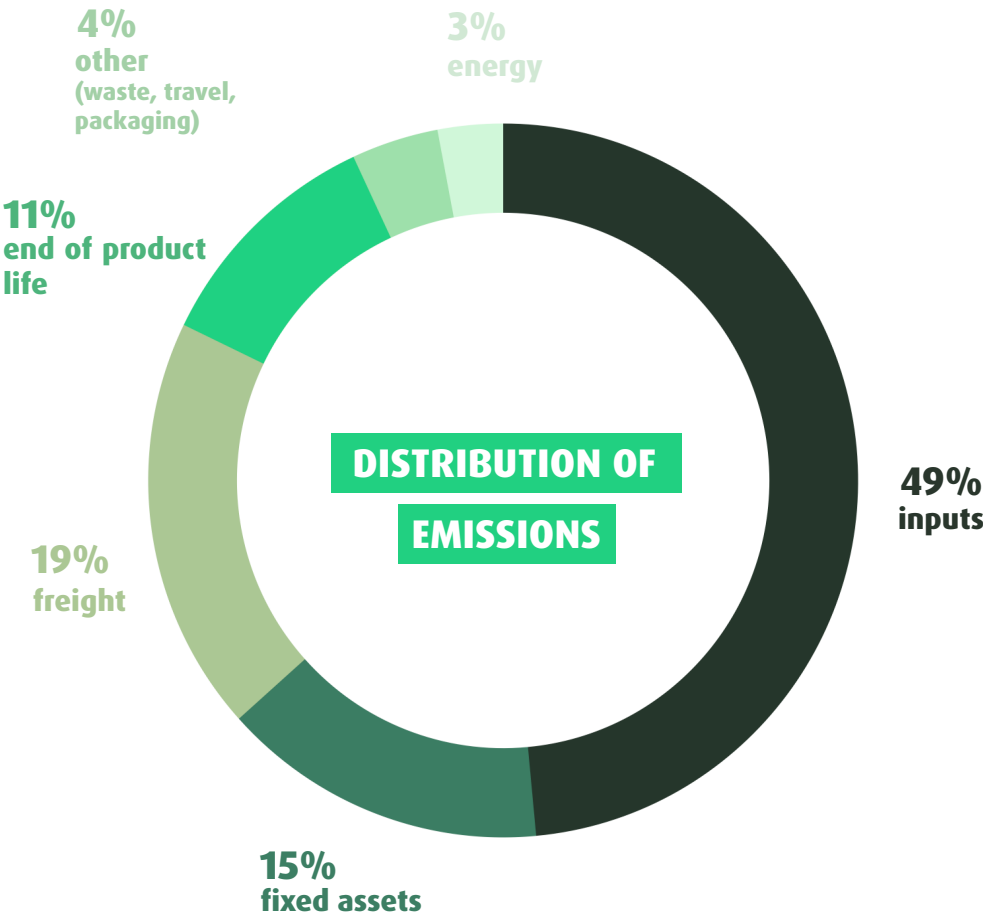
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CALCULATING OUR CARBON FOOTPRINT AND PLANNING ACTIONS TO REDUCE OUR EMISSIONS

MEASURING OUR EMISSIONS: CARBON FOOTPRINT 2024

The **carbon footprint of the activity** of our main production site was, as every year, measured in 2024. The calculation covers direct CO₂ emissions (related to the manufacturing activity of our products) as well as indirect emissions (related to our purchases, waste management, transport and employee travel).



BY SCOPE

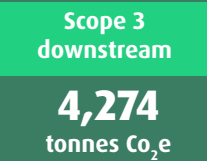
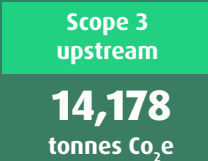
Direct GHG emissions
linked to the manufacturing activity of
our products



Indirect GHG emissions
linked to our purchases, waste
management, transport or employee
travel.



of which:



Our **purchases of recycled paper have increased by 600%** (again compared to 2021, i.e. in 3 years) and represent almost 15% of all our paper.

REDUCING OUR PAPER-RELATED EMISSIONS

We have worked on the following points to reduce our emissions:



Selection of paper suppliers

We have selected low-CO₂ emission paper suppliers and are raising awareness among our customers to support them.



Paper transport method

We prefer to transport paper between our suppliers and our production site by sea or rail.

The two points above have allowed us to **reduce our carbon footprint by 1,139 tonnes of CO₂**.

REDUCING OUR EMISSIONS RELATED TO OUTBOUND TRANSPORT

In addition, we have worked to significantly **increase the quantity of products per truck** for a strategic customer that we deliver to every week (see p.20 for more information). These improvements were finalised in the second quarter of 2025 and have **reduced the number of trucks on the road for this customer's products by 36%**, representing **102 trucks over a full year and 85 tonnes of CO₂eq** emitted over the year.



-44%

**electricity
consumption**

compared with 2021

FOCUSING ON OUR PURCHASING, TRANSPORT AND ENERGY

The carbon footprint assessment carried out for 2024, like previous ones, confirms that the vast majority of our emissions come from production inputs, a characteristic common to processing industries. Aware that the **ecological transition can only be achieved by mobilising all players** in the value chain, **we have structured our action plan around three priority areas**, each led by a dedicated working group.



Purchasing: addressing the main source of emissions

Representing the most significant part of our carbon footprint, purchases – and in particular paper procurement – is a essential lever. **Our working group collaborates with our suppliers, particularly paper manufacturers**, to identify innovative solutions: integration of low carbon impact raw materials, optimisation of production processes to reduce energy consumption and development of long-term partnerships. The objective is to **promote a circular economy** and significantly reduce the carbon footprint of our inputs, while guaranteeing the quality and performance of our products.



Transportation: optimising logistics for a more efficient supply chain

The second focus is on **streamlining transport flows**, by favouring the most carbon-efficient methods. We are also **evaluating alternative solutions**, such as the use of less polluting fuels, in consultation with our carriers and customers.



Energy: a lever for direct and immediate action

Although this area represents a smaller share of our emissions, we have maintained it as a priority because it falls within our direct scope of action (scopes 1 and 2). Concrete actions are already underway: **improving the energy efficiency of our equipment**, increasing the use of renewable energies, and raising awareness among teams about eco-friendly practices. These initiatives, which can be mobilized quickly, allow us to act without delay.

A comprehensive and collaborative approach

Our approach is based on continuous improvement and shared responsibility. By working together with our suppliers and partners, we aim to significantly reduce our emissions by 2028, while strengthening the resilience and competitiveness of our industry. This plan reflects our conviction that the ecological transition is a lever for collective performance.

REDUCTION TARGETS BY

2028*

* Compared to 2021

Scopes 1 & 2

-50%
CO₂ emissions

Scope 3

-30%
CO₂ emissions

CONTROLLING THE ORIGIN OF OUR RAW MATERIALS



+99,5%

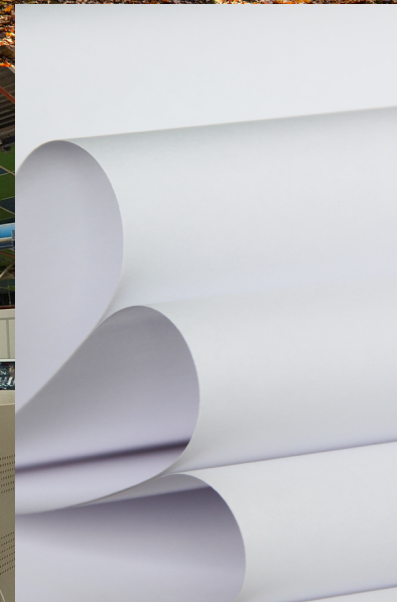
of our papers come from sustainably managed forests
and is FSC® or PEFC certified

More than 99.5% of the paper used to manufacture our envelopes, retail bags, gift bags and e-commerce packaging **came from certified responsible sources** in 2024.

Sustainable forest management involves forestry practices that maintain ecological balance. This involves:

- planting trees to compensate for logging
- protecting the animals and plants that live there
- respecting natural growth cycles
- protecting soil and water

Certified forests also guarantee that the rights of local communities and people who work there are respected, so that forest management benefits everyone.



CALCULATING THE CO₂ EMISSIONS OF OUR PRODUCTS

12 CONSOMMATION
ET PRODUCTION
RESPONSABLES



Bearing in mind that it is only by working together with our stakeholders that we will reduce our impact, we **calculate the CO₂ emissions generated by the manufacture of our main products.**

In order to determine with the customer the action to be taken to reduce the emissions produced by their packaging solutions, we gather clear information on:



Emissions generated by the paper used:

- the origin of the paper
- the mode of transport to our manufacturing plant
- the paper emission factor, derived from the "Paper profile" provided by our suppliers

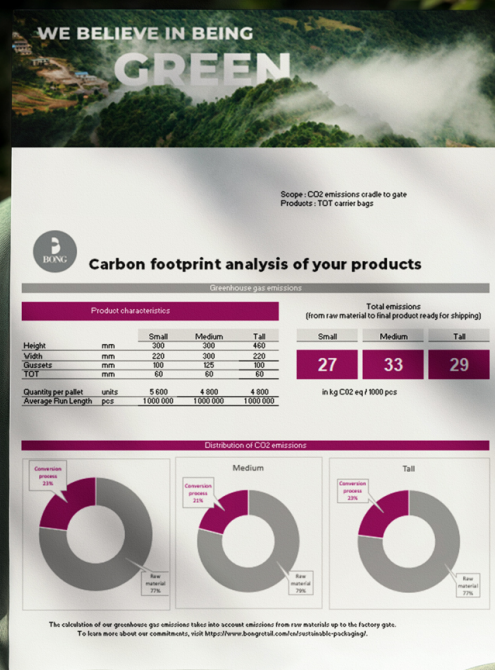


The emissions generated by other raw materials (glues, inks, etc.)



The emissions generated by our transformation process in our factory

During discussions with our customers, we share this data so that we can work together to find the best solutions for reducing emissions. Depending on the customer's requirements, we can influence the choice of paper, the product design, or even the method of transport for raw materials or finished products.



MANAGING AND RECYCLING OUR WASTE

Bong strives to consistently reduce its waste. As a paper processor, the vast majority of our waste is paper and cardboard based.

100%

of our paper and cardboard waste goes into recycling streams

All of this waste is processed within France, ensuring traceability and reducing the carbon impact associated with transport.

In 2024, we made progress in managing our waste. All of our paper and cardboard waste is transformed back into paper or cardboard-based products.



Our waste is processed in France

Biofuel to transport our waste



In 2025, we are proud to announce that we have reduced the impact of paper and cardboard waste transport by **using alternative fuel**.



Made from renewable raw materials



Up to 90% reduction in CO₂ emissions compared to fossil diesel



Compatible with all vehicles and diesel engines, without any modifications



35%
of journeys made using HVO biofuel

Over the year, 35% of the journeys between our production site and the waste treatment centre were made **using HVO fuel** (Hydrotreated Vegetable Oil). This biofuel is made from used cooking oils and animal fats and is compatible with all diesel vehicles.

REDUCING OUR **ELECTRICITY** CONSUMPTION



Since 2021, Bong has been committed to reducing its electricity consumption:

DAILY MONITORING OF OUR CONSUMPTION

At its main production site (Évreux), **consumption is now monitored daily machine by machine.**

The **overall consumption of the factory has been reduced by 44%** in four years. Any one-off increase in consumption is examined, the causes are investigated, and actions are taken to prevent it from happening again.

STRICT SPECIFICATIONS

Any new investment in production machinery now has strict specifications in terms of energy consumption.

LESS ENERGY-INTENSIVE MACHINES

New methods for removing paper scraps from production lines have also been tested and validated to reduce daily consumption. The new machines therefore remove waste by gravity and no longer by suction.

TARGETS BY 2028

compared to 2021
-44%
reduction in
electricity
consumption
by 2025

compared to 2021
Scopes 1 & 2
-50%
Co₂ emissions

MORE VIRTUOUS CONSUMPTION

But beyond reducing electricity consumption, Bong is committed to more **virtuous consumption patterns.**

2024
12%

of the overall electricity
consumption at the Evreux
production site was guaranteed
to come from renewable sources
(wind, hydro or solar)

2025
50%

of our overall consumption
is guaranteed to come from
renewable sources



12 CONSOMMATION
ET PRODUCTION
RESPONSABLES



REDUCING THE **IMPACT OF OUTBOUND TRANSPORT**

The transport of our products represents a major environmental challenge. That is why at Bong we develop **tailor-made solutions to maximize the efficiency of each delivery and significantly reduce the carbon impact of our shipments**. We are completely rethinking how our products are packaged and arranged to make the most of every available cubic centimetre.

For transporting our bags with handles:



The installation of presses to further compress the bags and allow the crates to be reduced by 2 cm in height while containing the same number of products



The installation of pits to allow operators to place an additional layer of crates on the pallet



The arrangement of the crates on their sides to reach the maximum pallet height accepted by the customer

for small-format handled bags

76%

more products /truck

for the two other bag formats

33%

more products /truck

For transporting our e-commerce bags:



The development of bulk pallets, without cardboard boxes

This optimisation work may enable us to **increase the quantity of products per pallet by up to 50%**. More goods per pallet automatically means **fewer lorries on the roads** and a direct reduction in our CO₂ emissions.

optimised packaging = fewer lorries on the road

+50%

more products /pallet



PRESERVING BIODIVERSITY

CULTIVATING BIODIVERSITY

At Bong Packaging, we believe that **industry and nature can coexist** harmoniously. That is why we are working to **transform the green spaces surrounding our factory into havens of biodiversity**.

Our approach is structured around several concrete initiatives:



Installation of nesting boxes and shelters to accommodate local wildlife



Creation of a forest garden combining fruit trees and local species



Development of a vegetable garden where our teams can grow fruit and vegetables all year round



We have made the decision to **ban all chemical products from our green spaces**. No pesticides, herbicides or synthetic fertilizers are used, thus guaranteeing the quality of the produce from our vegetable garden and protecting all living creatures that inhabit our gardens.

This approach is already bearing fruit: we have observed the **spontaneous return of many species** such as toads, aphids, ladybirds and grasshoppers.



RAISING AWARENESS ABOUT BIODIVERSITY

Our teams rallied together for an awareness-raising morning hosted by the **League for the Protection of Birds**.

The objective? To **help our employees to commit to environmental protection** alongside passionate experts such as the LPO, whose mission is to protect biodiversity, take action for birds and wildlife, and educate the public.



On the agenda for this morning:



An introduction to local biodiversity with a detailed presentation of the birds in our region



Observation of various species of birds in the natural surroundings around the factory: pigeons, magpies, blackbirds, sparrows, and even a kestrel! Learning to identify their songs and calls, such as the magpie's call to warn of danger or the melodious song of the robin.



Construction of birdhouses and hedgehog shelters, which were later installed on site to help preserve local wildlife



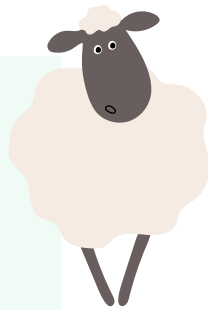
Nests have been found inside the nest boxes that were put up showing that they have been inhabited.

ECO-GRAZING: A NATURAL SOLUTION FOR THE MAINTENANCE OF GREEN SPACES

In 2025, the Angoulême manufacturing site decided to adopt an innovative practice for the maintenance of green spaces around the factory: eco-grazing.

ECO-GRAZING

This method involves **using animals, in this case sheep, to maintain green spaces**. It offers an ecological alternative to mechanical lawnmowers and promotes biodiversity.



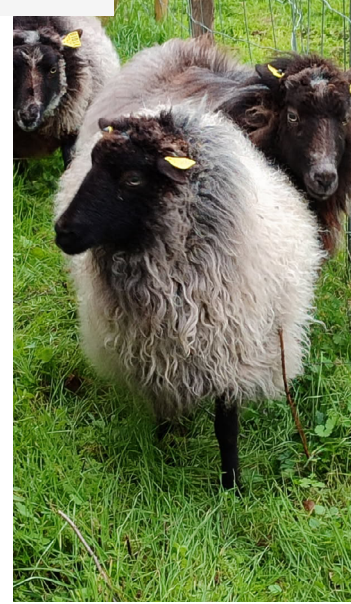
We have established a partnership with ADAPEI of Charente, which provides **exterior maintenance services through its ESAT**.

Three Landes de Bretagne sheep, a robust breed well-suited to outdoor life, now occupy an area of land that is usually cleared twice a year. The ESAT manager visits the site every week to ensure that they are being looked after, in particular by providing the necessary water.

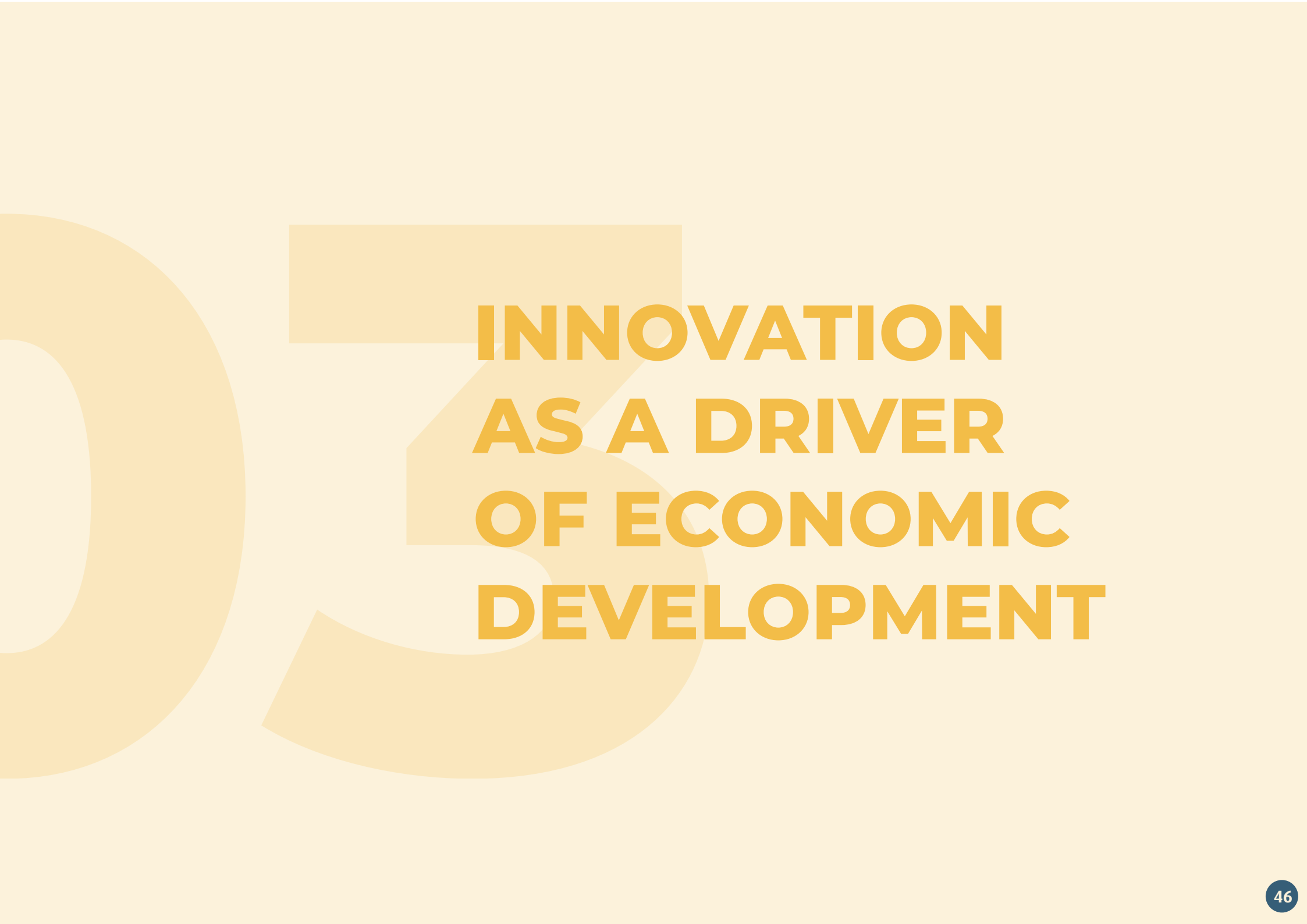
This is a win-win arrangement for everyone:

- The farmer feeds his sheep and adds value to his business
- The company reduces its maintenance costs
- The environment benefits from naturally fertilized soil and preserved biodiversity

It is a simple, effective and environmentally friendly initiative, which brings industry closer to nature.





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INNOVATION AS A DRIVER OF ECONOMIC DEVELOPMENT



03

INNOVATION AS A DRIVER OF ECONOMIC DEVELOPMENT

Promoting the circular economy through innovation: the 2-in-1 e-Smart bag	48
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PROMOTING THE CIRCULAR ECONOMY THROUGH INNOVATION: THE 2-IN-1 E-SMART BAG

In order to meet our customers' new expectations, almost every year Bong works on a tripartite project with a customer and an engineering company to create a new product range. More than just a product, it is also a **new manufacturing process** that has emerged from the project.

In 2025, **in partnership with a renowned international e-commerce player**, a sportswear brand group offering its customers both clothing and footwear, Bong **created the e-Smart 2-in-1 range**.



The 2-in-1 ecommerce bag that fits like a charm!

An e-commerce bag designed to **reduce insertion time in logistics centres**: simply insert the goods into the packaging and it automatically adapts to the shape of the item it contains, with no additional steps required to pre-shape the bag, resulting in increased productivity for e-logistics operators.

For the daily shipping of textiles or shoe boxes, a single package can hold everything. These are **optimised stocks**. There is no longer any need for multiple references! When a garment is inserted, the bag remains flat so that it does not get stuck on the conveyor belts in logistics centres; when a shoebox is inserted, the packaging automatically takes on the shape of the cardboard box.



MULTI-USE



FASTER PACKING



COST EFFECTIVE

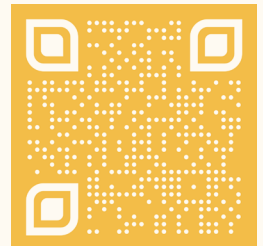


CUSTOMISABLE

From a V-bottom to a Block bottom bag



Discover the innovative e-Smart 2-in-1 in this video



An innovative bag with a reduced environmental impact

Because environmental responsibility remains the priority, the **entire life cycle of this product has been designed to reduce its carbon footprint:**



Selection of **paper with the lowest emission factor** on the market, FSC® certified



Innovative product design that has reduced raw material paper consumption by four points



Made in France, to meet the needs of customers in the French and European markets



Bulk packaging of the product to increase the quantity of products per pallet



Recyclable in the waste paper stream



Manufactured on an energy-efficient machine, limiting waste and thus the consumption of raw materials

Each stage has been analysed to reduce the overall impact of the product.



compared to a classic block-bottomed e-commerce bag
-37%
less paper waste



PRODUCING IN FRANCE:

THE PREMIUM GIFT BAG MADE IN FRANCE



Upmarket products, particularly gift bags, are expected by customers. But even today, the majority of high-end gift packaging is manufactured in Asia.

So offering a **premium gift bag entirely made in Europe** with the lowest possible environmental impact was the challenge that Bong set itself in 2024.



Premium finishes

The premium gift bag stands out for its **high-end finishes** which give it an elegant and refined look. Made with heavyweight paper, its perfectly smooth surface, without any crease marks, guarantees a flawless presentation.

Flap on the top of the bag



Bottom reinforcement cardboard insert



HD printing, 10 colors, effects, varnish and hot foil stamping



Embossing



Reduced environmental impact thanks to:



Product design that prevents paper waste during machine processing



A closure option using ribbon (braided paper) so that the bag can be reused



Made in Europe for the European market



This innovation project was carried out with a clothing customer for its European market and an engineering partner company to upgrade the production line so that all manufacturing could be carried out online.

REMOVING PLASTIC FROM PACKAGED PRODUCTS

Faced with the **urgent need to reduce plastic waste**, we have developed new, **recyclable paper packaging** for our products sold in supermarkets and hypermarkets.

The challenge? To replace plastic with paper

The challenge in developing this new packaging was to replace the plastic film of products sold in supermarkets with recyclable paper packaging, while remaining economically competitive.



To reduce the use of raw materials

To optimise the speed at which envelopes are packaged in these new packaging solutions

To reduce the percentage of ink coverage on inserts

To meet the varied needs of our customers (suppliers, large retailers and specialist distributors), we offer several tailor-made solutions:

- production of paper packages on an envelope production line
- inserting the products into a paper pocket
- double banding

These innovations demonstrate our **ability to reconcile environmental performance and market demands**, without compromising on quality.



**TO JOINTLY REDUCE
OUR IMPACT AND
CONDUCT OUR
BUSINESS ETHICALLY**



04

ENCOURAGING OUR PARTNERS TO JOINTLY REDUCE OUR IMPACT AND CONDUCT OUR BUSINESS ETHICALLY

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UNDERSTANDING OUR PARTNERS' APPROACH AND CONVEYING OUR AMBITIONS

We are aware that our responsibility does not stop at the gates of our company. It extends to our entire value chain. That is why we decided in 2023 to launch an **ambitious approach to engaging our partners**.

We conducted a **large-scale survey of our suppliers to assess their CSR performance** and identify their strengths and areas for improvement, with a view to building a partnership based on transparency and mutual support.

The objectives of this study:



To gain a better understanding of our suppliers and assess their maturity in terms of CSR



To share with them our expectations and our commitment to CSR



To encourage them to engage in a genuine CSR approach:

- **Social and ethical:** by first committing to our code of ethics and conduct
- **Environmental:** to jointly reduce our carbon emissions.

REDUCING THE **IMPACT OF INBOUND TRANSPORT**

We have chosen to take concrete action on our supplies by **rethinking our transport methods** to reduce their emissions.

Prioritising shipping and rail transport

We have made a clear commitment to our paper suppliers:



Prioritising shipping and rail transport for the majority of the journey to our production site in Évreux

These modes of transport, which emit far less CO₂ than road transport, enable us to:



Significantly reduce our environmental impact

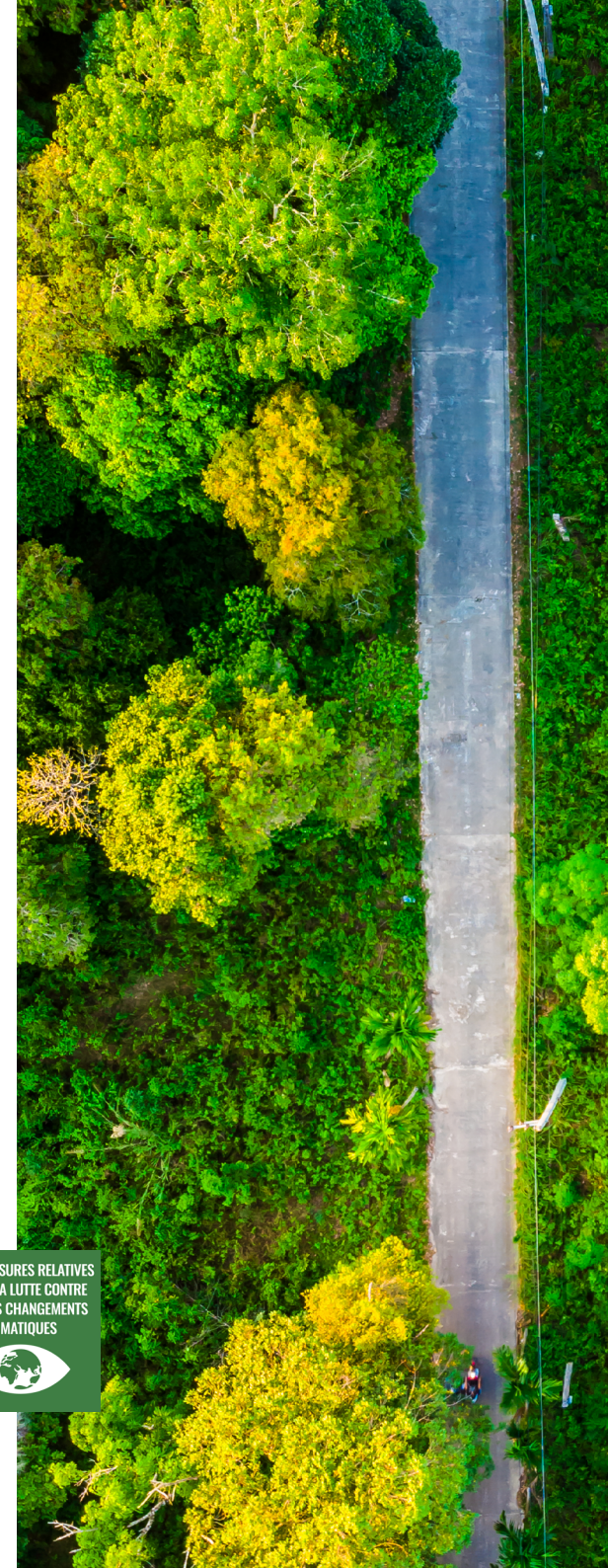


Maintain the quality and reliability of our supplies

This requirement, which is included in our supplier specifications, demonstrates our commitment to **going beyond standard industry practices**.

Suppliers closer to our production sites

As well as reconsidering our modes of transport, we have also worked on **reducing distances**. The inclusion of a paper producer located in France, just **70 kilometres from our factory in Angoulême**, perfectly illustrates this approach.



RAISING AWARENESS AMONG **STAKEHOLDERS**

READ THE TESTIMONIAL

Read the full testimonial by scanning this QR code:

“We realised that our ISO 9001, 14001, FSC, PEFC, NF, Imprim’vert certifications, etc. would not be sufficient. We have initiated a CSR approach with a desire to move forward step by step, to “do our part” like the hummingbird. Other customers also expressed their expectations of Bong, particularly by requesting the carbon footprint of the products we manufactured.”



Testifying, explaining, raising awareness... committing to a CSR approach also means **encouraging our stakeholders to understand and move in the same direction.**

That is why Bong regularly participates in events aimed at explaining its approach and exchanging ideas with other stakeholders.



For example, in February 2025, Bong spoke at a **webinar organised by the Normandy Chambers of Commerce and Industry** to explore why and how to integrate Corporate Social Responsibility. The CSR manager explained how Bong has redesigned its products at every stage of their life cycle and optimised them to reduce their carbon footprint.

A testimonial aimed at demonstrating in concrete terms that developing and **integrating a CSR approach into a company's development strategy is a powerful driver of economic resilience** and a wealth of initiatives that benefit everyone at every level.



LIMITING THE INFLUENCE OF GIFTS ON OUR BUYERS

According to our code of ethics and conduct, **we do not accept gifts from our suppliers or other stakeholders.**

However, it sometimes happens that some are still sent to us. **They are collected and distributed at the end of each year.** More precisely, all the names of the employees are placed in a basket and drawn at random so that all the gifts received are distributed among the employees. It is therefore no longer buyers who specifically benefit from these gifts.

CODE OF ETHICS AND CONDUCT

Several years ago, Bong established a code of ethics and conduct **setting out the main standards for promoting a calm, friendly and collaborative working environment.** Its role is to propose guidelines that will help in decision-making, in line with Bong's values and reputation. It helps our employees support our core values, behavioural standards and our commitment to the corporate responsibility principles of the United Nations Global Compact.



A RECOGNISED APPROACH

Our labels and certifications

For more than 20 years, the Bong group has worked to continuously improve its CSR performance. Regular **audits carried out by independent organisations and the certifications** that follow reflect our daily efforts.



SUSTAINABLE FORESTS

The **Forest Stewardship Council®** is an international non-profit, non-governmental organisation that promotes environmentally appropriate, socially beneficial and economically viable management of the world's forests.



PEFC is an organization that certifies **sustainable forest management** in 55 countries around the world. It promotes the balance between the environmental, societal and economic characteristics of the forest through **guarantees of sustainable practices and the involvement of forest owners**.



CLEAN PRINTING

Imprim'Vert distinguishes companies carrying out **printing activities** and implementing tangible initiatives leading to the reduction of their impact on the environment. Through Imprim'Vert certification, Bong undertakes to collect and dispose of its waste by approved collectors in accordance with the regulations, not to use products identified as «toxic», to set up specific inhouse communication in order to raise awareness among all of our staff etc.



CUSTOMER SATISFACTION & QUALITY CONTROL

ISO 9001 is defined as the international standard that specifies the **requirements for a quality management system**. Certification provides guidelines and tools so that our **products and services are constantly in line with customer expectations and that our quality continues to improve**. The standard is based on a number of quality management principles, including a strong customer focus, management motivation and commitment, process approach and a continuous improvement initiative.



ENVIRONMENTAL MANAGEMENT

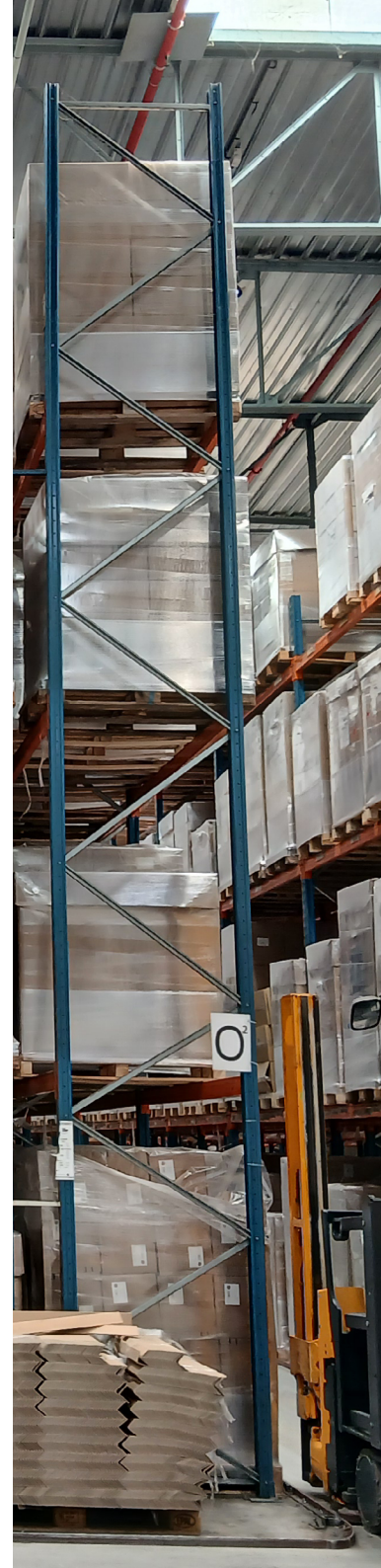
An internationally recognized standard that defines the **requirements of an environmental management system**. As part of this certification, we make an **annual assessment of our environmental impact**, determine the improvements made and set our own objectives for the coming year. This active approach is also a means of constructively influencing our partners (suppliers, subcontractors and clients) by encouraging them to **adopt the same eco-responsible attitude**.



NF316 Enveloppes et pochettes postales

SAFETY AND QUALITY GUARANTEE OF THE FINISHED PRODUCT

The **NF certification** guarantees the **optical and mechanical characteristics of the product as well as its printability**, the improvement of its recycling, the reduction of energy consumption and emissions into the air as well as the quantity of water used when manufacturing the paper of the body of the envelope and the absence of any use of hazardous substances for glues and inks.





Renewal of our Ecovadis gold medal

Bong has once again improved its CSR performance and its Ecovadis rating in 2025. The company has **once again received a gold medal with a score of 79/100, representing an increase of 4 points** compared to the previous year.

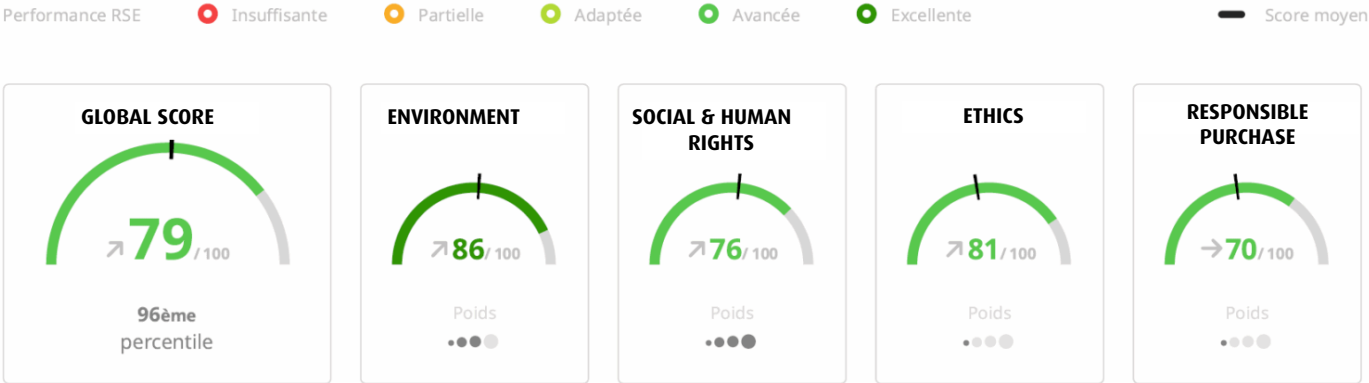


This prestigious distinction places us **in the top 4% of companies assessed by EcoVadis** in our sector of activity over the past twelve months. More than just recognition, this medal testifies to our **constant commitment** to more responsible packaging.

The Ecovadis rating

Ecovadis covers a broad spectrum of non-financial management systems, particularly the consequences in the following themes: **Environment, Social & Human Rights, Ethics and Responsible Purchasing.**

The graph below shows the details of our EcoVadis 2025 score for each of the four themes assessed. These results reflect the **balance of our CSR approach** and our efforts to work on all dimensions of corporate responsibility.



Eure Ambassadors Trophy - 2024 Edition

In April 2024, Bong was honoured at the Ambassadeur Trophies evening. The Maison des Entreprises de l'Eure, in partnership with KPMG, Société Générale, GRDF, and Allianz Vie, awards companies in the department each year as part of the Trophées des Ambassadeur. An evening dedicated to success and sport.

Five companies in the region were recognised for their actions, with **Bong receiving the CSR award presented by SG Grand Ouest**.

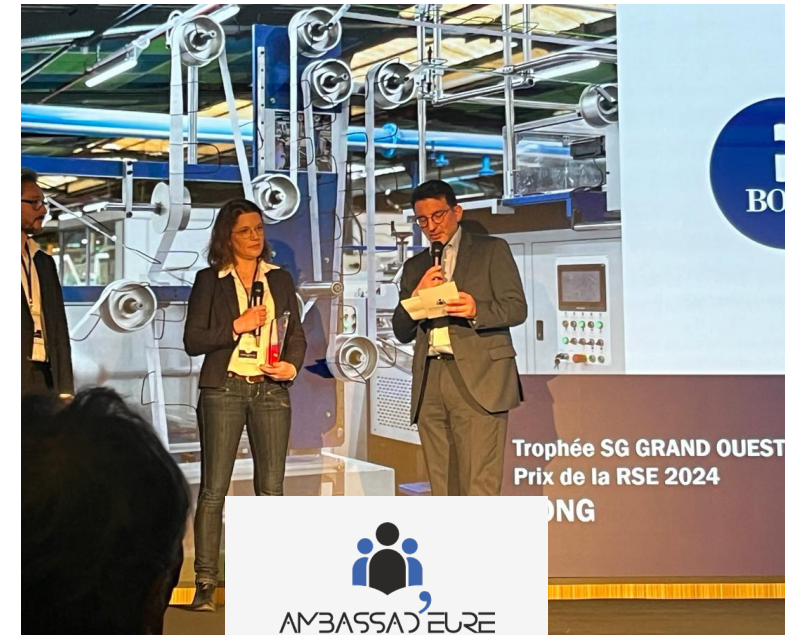
Sedex assessment: recognition of responsible practices

In 2024, Bong underwent a Sedex Members Ethical Trade Audit (SMETA) rating, an internationally recognised benchmark for **evaluating the social and ethical practices of companies**. This assessment provided an opportunity to thoroughly review our practices in terms of working conditions, health and safety at work.

4/5

Following this assessment, Bong received a score of 4 out of 5, corresponding to the "advanced" level.

This recognition demonstrates the company's **ongoing commitment to the well-being of its employees** and the implementation of high standards of social responsibility. It also validates the efforts made to ensure a safe, respectful working environment that complies with international best practices.



OUR COMMITMENTS FOR 2026 & 2027



Reduction in water consumption

Bong is **committed to reducing its annual water consumption by 25% by 2027**, using 2025 as a baseline. This objective is part of a global approach to preserving natural resources and responds to the growing challenges of water scarcity.



Product Life Cycle Analysis

The implementation of a Life Cycle Assessment (LCA) tool will enable **Bong to obtain a certified calculation of the CO₂ emissions of its packaging solutions**, from the sourcing of paper fibres to final recycling.



Optimisation of e-commerce palletisation

By **improving bulk palletisation without cardboard for e-commerce bags**, Bong will be able to increase significantly the number of products per truck, **reducing the number of deliveries** needed and thus decreasing emissions related to the distribution of its products.



Training and versatility of production staff

Developing the skills of our production teams is a major strategic investment. By enabling our operators to master multiple production lines and different technologies (offset printing, flexography, embossing and gilding), we **will strengthen our responsiveness to varied orders and deadlines**.



Range of reusable products

The **development of a range of reusable products** represents a major evolution in our offering, responding to the growing expectations of brands and consumers in terms of circular economy and waste reduction.



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