



GRAPHIUS

SUSTAINABILITY REPORT

2022

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Denis Geers
CEO of GRAPHIUS Group

Dear reader,

Since 1928, we have been striving to be a leading producer of premium printed materials. Quality, innovation and ESG are central to this. In this sixth sustainability report from GRAPHIUS GROUP, we are voluntarily reporting on the evolution of our business.

In recent years, GRAPHIUS GROUP has continued to grow through consolidation and vertical integration. We have continued to invest in modern, high-performance technology that is qualitatively better, more efficient and that results in better returns. This clearly has positive effects on the use of paper as a raw material, and products such as ink, alcohol and detergents. In our purchasing policy, we always follow a principle of working with the most environmentally friendly products, as long as they do not negatively influence quality and are financially responsible.

Thanks to the growth of GRAPHIUS GROUP, the introduction of new technologies and machines has never been at the cost of employee jobs. We offer our clients customised work. This means frequent, fast changes to the machines. We need people in order to produce our products. We are proud of how they work (together) in teams, as specialists and experts, throughout the workflow and during the production process to produce our clients' high-end products.

The expansion of GRAPHIUS GROUP is the result of the long-term vision of the shareholders and a strong commitment to sustainability. We want to play and continue playing a pioneering role within the graphics sector. Both in Belgium and abroad, we want to keep fulfilling our responsibilities to our planet, to the people with whom we collaborate and to the local communities with which we are proudly entwined. We are convinced that, as a printing group that is internationally active, we can contribute to the achievement of the Sustainable Development Goals. These goals are not just a global reference framework for making the world a better place by 2030. They are our guiding light. We are aligning our sustainability strategy with our general business strategy.

As we believe it to be important that our stakeholders continue to be involved with our operations, we consult with them during stakeholder meetings and have published a transparent account on these matters in this ESG report.

Wishing you an enjoyable read!

Denis Geers, CEO

A stylized, handwritten signature in blue ink, consisting of a large loop followed by a horizontal stroke.



INTERVIEW WITH DENIS GEERS THE CEO OF GRAPHIUS GROUP

GRAPHIUS GROUP has consolidated its growth in recent years. An important aspect within that process was sustainability. Not as a niche. Not as a deviation.

As a part of the general strategy. In this interview, CEO **Denis Geers** clarifies the importance of ESG (Environmental, Social and Governance) for GRAPHIUS GROUP, people and the planet.

Graphius Magazine: Why are we working on sustainability at GRAPHIUS GROUP?

Denis Geers: At our company, the sustainability movement began in the 2000s, stemming from a personal conviction that our activities should not have any negative impact on our environment. As a family company that cares about our impact on sustainability in the long term, we strongly believe in our continuity as a business whilst we increase our commitment for future generations.

Graphius Magazine: What does sustainability mean for you personally?

Denis Geers: It's important that we take actions to improve sustainability and the future of the planet, not just for ourselves, but for the following generations. Everyone needs to contribute. The impact that we can have as a company—with GRAPHIUS GROUP—is far greater than what any of us can have as individuals. Furthermore, we can quickly upscale this impact by sharing our knowledge about sustainability with all companies within GRAPHIUS GROUP.

Graphius Magazine: Which social and ecological realisations within GRAPHIUS GROUP are you most proud of?

Denis Geers: On the social level, we have made considerable progress in recent years through our collaboration with Minto vzw. It has allowed us to offer a social economy organisation and its employees the opportunity to further develop and grow within and together with GRAPHIUS GROUP. We give people chances. We do this with GRAPHIUS ACADEMY too; we give chances to people who would otherwise be unlikely to ever end up in a printing company. We also try to offer our own employees chances, by, for example, exchanging knowledge between the various GRAPHIUS sites and creating opportunities for growth. The scale of our operations offers opportunities for internal job rotation and for growth on a group level.

We are also proud of our employee cycling programme, which is encouraging a growing group of employees to cycle to and from work. It's a healthy and sustainable choice. As well as this, there's the electrification of our vehicle fleet, which is an important detail in our business strategy.

Graphius Magazine: Are there any pitfalls in the whole process of making GRAPHIUS GROUP more sustainable?

Denis Geers: There may well be pitfalls. We need to pay attention to maintaining the balance between



economic targets and sustainability targets. An example here is the purchase of ecological alternatives. They often cost more than the standard product. The more expensive purchase price is included in our annual budget, and as a result, we are never surprised by the financial impact of our environmentally friendly choices. Plus, with our collaboration with organisations like Mirto vzw for social work placements, we establish a benchmark between the market alternatives and are therefore able to consciously budget for the higher costs.

With this permanent balance as a guideline, we are trying to build up a sustainable model with a long-term vision through which we can offer our employees and other stakeholders sufficient stability and security.

Graphius Magazine: Who are the most important stakeholders for GRAPHIUS GROUP?

Denis Geers: Our most important stakeholders are our employees,

our neighbours, our clients, the graphics schools, our suppliers, and our bankers. We will consult with them again in the future.

Graphius Magazine: We developed the GRAPHIUS GROUP sustainability strategy based on a thorough Sustainable Development Goals (SDG) materiality exercise. We are publishing a report following the Global Reporting Initiative (GRI). Next time, we will need to do this following the obligatory European Corporate



Sustainability Reporting Directive (CSRD). Will this obligation also have positive effects on the sustainability of the working methods of anyone who has not yet voluntarily published a sustainability report?

Denis Geers: I think it will. It's by being genuinely involved with sustainability that it becomes established in an organisation. It needs to become 'self-sustaining', something that everyone across the entire organisation does. What will initially feel like an obligation will evolve

into a movement that will establish itself in all areas of an organisation.

Graphius Magazine: Do you have any tips for anyone who has never published an ESG report?

Denis Geers: I feel that it should happen in a pragmatic way, written in human language so it's easy for all stakeholders to understand and so it's attractive to everyone. It's important that the employees

go through the report properly at least once to clarify certain matters or decisions.

Graphius Magazine: We will be taking the next steps together. Thank you!



PRESENTATION OF GRAPHIUS GROUP AND ITS SUBSIDIARY COMPANIES

GRAPHIUS GROUP

GRAPHIUS GROUP is the umbrella structure encompassing GRAPHIUS NV (GRAPHIUS GHENT), GRAPHIUS Brussels NV (Etiglia Labels), Antilope De Bie NV, Drukkerij Lowyck BV (Etiglia Packaging), PPO Graphic SA and PARK COMMUNICATIONS LTD.

Our stakeholders may also recognise certain entities from their commercial names: Mirto Print, Stevens Print, Drukkerij Schaubroeck, BEMA and Stockmans.

GRAPHIUS GROUP is an expert in the conversion of paper and folding carton into a broad range of high-end products, including books, comic books, corporate printed materials, labels and folding boxes. Within GRAPHIUS GROUP, we continuously strive to create added value for our clients, employees, and the environment in which we operate.

GRAPHIUS GROUP organises its production across six sites. They are in Ghent, Brussels, Antwerp, Ostend, Paris and London.

At these sites, our client orders are fulfilled by 603 permanent employees, eleven people who work for GRAPHIUS GROUP on an independent basis, and a number of temporary employees.

As of 31 December 2022, the consolidated turnover for the subsidiaries of the GRAPHIUS GROUP amounted to 121,403,993.27 euro.

The origins of GRAPHIUS GROUP date back almost one hundred years. The Geers family that founded the group is still the only shareholder. Part of the third generation, Denis Geers (CEO) and Philippe Geers (CFO) continue to run the printing business that was established by their grandfather and led for years by their parents. They are the shareholders (via partnership) and decision makers for the group, allowing decisions to be made quickly.

In the meantime, GRAPHIUS GROUP has developed into a major undertaking. However, in the spirit of a family company, all investments are still made from the perspective of a long-term strategy. Clients do business with a company that is future-oriented, with strong growth primarily achieved through a 'buy and build' strategy. This means that GRAPHIUS GROUP purchases a company that has already developed expertise or in a specific area of specialisation. GRAPHIUS GROUP then expands this expertise even further.



Our shareholders believe that a combination of centralisation, industrialisation, consolidation and vertical integration serves as the only possibility for further establishing a graphics company in a globalising economy.

The strong growth of GRAPHIUS GROUP is the result of the long-term vision of the shareholders and a strong commitment to sustainability. This strategy will also be maintained in the coming years. Denis and Philippe Geers personally follow up the strategy, including the ESG strategy.

There are structural consultations about goals, production, HR and more with the management team. They form the link with the teams on the work floor. The management team consists of people who are known in the organisation, linked to the respective sites and/or the GRAPHIUS GHENT headquarters.

The company leaders keep up to date with what is happening through casual discussions and formal talks with employees.

The importance of sustainability, and the sustainability initiatives in the GRAPHIUS GROUP strategy are shared with employees via various channels.

GRAPHIUS GROUP is a member of various organisations such as Febelgra, VBO, Voka, and clic.EDIT.

GRAPHIUS GHENT

GRAPHIUS GHENT is the headquarters for the group. The strategy is determined and implemented from there.

As a versatile printing partner with an efficient infrastructure, the focus in Ghent is primarily on the core activities of printing, finishing and sending books, catalogues and magazines. We work with the latest technology in a fully integrated workflow that incorporates every step from collecting orders to delivery.

With a hybrid composition of machines and installations, GRAPHIUS in Ghent is well fitted for small, digitally printed volumes as well as larger productions on offset presses.

GRAPHIUS BRUSSELS

With its central location in the European capital, GRAPHIUS BRUSSELS is ideally situated to meet the requirements for service and lead times that are requested by European institutional organisations, communication agencies and multinationals that are located in and around the city.

GRAPHIUS BRUSSELS produces materials ranging from small and large volumes of commercial printing to books.

B BELPRINTO

BELPRINTO is the online ordering platform for GRAPHIUS. With Belprinto, we have become more than a leading printing company specialising in books, catalogues and magazines: we are now also a pioneer in the supply trade of luxury and high-quality prints that can also quickly and easily be ordered online.

This 'online print shop' fits in seamlessly with our long-term vision at GRAPHIUS GROUP.

Primarily active in Belgium, the Netherlands and France, the platform is designed to be entirely CO₂-neutral. Belprinto offers more than one million product configurations, making it unique in the online graphic landscape.

ETIGLIA

BY GRAPHIUS

ETIGLIA is a producer of non-self-sticking labels and folding-carton packaging in the food and non-food market, with production activities in Brussels and Ostend.

The production of ETIGLIA LABELS is concentrated in Brussels, while ETIGLIA PACKAGING is based in Ostend.

The primary ETIGLIA clients are food- and drink-processing companies from across Europe.

As well as this, ETIGLIA produces labels and packaging for cosmetics, pharmaceutical products, the paint industry, and many other industrial clients that require a streamlined partner for their labels and packaging.



ANTILOPE DE BIE

The addition of Antilope De Bie to the GRAPHIUS GROUP was part of a broader strategic plan to consolidate a number of other companies active in the graphics industry in the Antwerp region.

Antilope De Bie has a wide range of possibilities, producing trade journals, magazines, calendars, books, notebooks, and other products.

Antilope De Bie also has a long history in the environmentally conscious and sustainable production of printed materials.



PPO GRAPHIC produces comic books and larger comic anthologies, primarily for the Belgian and French markets. The titles Lucky Luke and The Smurfs roll off the presses at our site in Palaiseau, near Paris.

With its large-format printing presses, automated bookbinding and vicinity to Paris, PPO GRAPHIC is the partner for French publishers for soft- and hard-cover books.



For GRAPHIUS GROUP, the acquisition of PARK COMMUNICATIONS was a first step to local production in the United Kingdom. GRAPHIUS and PARK had been following each other for quite some time prior to this. They shared the same philosophy, produced the same sort of products, and even had similar customer bases.

Furthermore, PARK is a subsidiary known for 'excellence in sustainable print' and had won the 'Printweek Environmental Printer of the Year Award' multiple times in recent years. PARK is transparent about its environmental goals and performances, is ISO 14001 certified and works following the Eco-Management and Audit Scheme (EMAS), the 'gold standard' for environmentally friendly companies in the European Union. Carbon-neutral production is possible upon request. PARK works closely together with clients, guiding them in the achievement of their environmental standards. PARK is also FSC certified. They released Sustainable print design: A guide to the choices that make up a sustainable print production. We will continue to edit this guide and make it available to all GRAPHIUS GROUP clients.

The smaller assignments or orders with shorter lead times are produced in London. For larger assignments and projects relating to printing, binding, etc., PARK clients can count on our infrastructure in Belgium and France.



AND FOR THE FUTURE? LOOKING AHEAD TO 2023

GRAPHIUS GROUP will maintain the current strategy to encourage continued growth. We will follow and analyse the market and investigate opportunities.

Rembrandt Verpakking and Remmicom Packaging from Aarschot joined GRAPHIUS GROUP on 25 April 2023, just prior to the publication of this sustainability report. Both subsidiaries work with folding carton.

OUR PRODUCTS AND SERVICES

PRODUCTS

The activities of GRAPHIUS GROUP are spread across six different niches, all stemming from our core activity: printing on paper and carton using sheet-fed printing machines, both offset and digital. Below, you'll find the percentage of our annual turnover stemming from each of these six different activities.

BOOKS

Books, catalogues and premium magazines for national and international companies, publishers, and museums.

Whether they're hardcover or softcover, large or small format, our ability as a leading producer of all types of books



knows no bounds. Our client base is also extremely broad. Whether they release one title a year, or are major international names in the publishing sector, publishers from across the whole of Europe call on the GRAPHIUS GROUP for their projects. For decades, GRAPHIUS GROUP has also collaborated with museums and art galleries around the world.

Thanks to our experienced order managers, we stand by our clients at every step from concept development to delivery. Not even the most difficult projects or special finishes are a problem. With integrated bookbinding and extensive finishing possibilities, your project is always safe with GRAPHIUS GROUP.

CORPORATE PRINT HIGH-END CATALOGUES, BROCHURES AND CORPORATE MAGAZINES

High-quality printing is essential for every organisation. The possibilities are endless. We know the power of marketing-driven print. GRAPHIUS GROUP offers everything, and anyone can come to GRAPHIUS, whether they require luxurious business cards as a part of their high-end branding, or want to achieve marketing goals using a widely dispersed brochure or catalogue, complete with linen cover and foil printing, to inform clients about products and services. Clients can place their orders online or take an order manager onboard for insightful advice and detailed follow-up.

COMICS - HARDCOVER AND SOFTCOVER COMICS

Reading a comic is an experience. It's not just the story, drawings and colours that are essential, the paper, the finish and design make a difference too.

PPO GRAPHIUS, the GRAPHIUS GROUP site in Paris, has extensive expertise in printing comics, having produced high-quality editions of Lucky Luke, Blake and Mortimer, The Smurfs, Gaston, Spirou, and others.

PACKAGING PACKAGING (FOLDING CARTON) - FOLDING-CARTON PACKAGING, PRIMARILY FOR THE FOOD SECTOR

Folding carton has a number of noticeable strengths. It's attractive and can convince consumers to choose certain products. Well-designed folding-carton packaging also simplifies transport and logistics. GRAPHIUS GROUP can realise tailored solutions in house, from concept to final product. We join our clients in discussing ideas, moving together with them in the search for the ideal packaging—the options include many different colours and formats. We help our clients to select the most appropriate solution, whether that is a box, a sleeve or a pillow pack.

CONSUMER MAGAZINES

GRAPHIUS GROUP also prints materials for magazine publishers. The GRAPHIUS GROUP portfolio contains approximately 250 titles that appear weekly, monthly or quarterly. Within GRAPHIUS GROUP, publishers can count on a dedicated team that is always up to date with the specific demands of their magazines. We know all the ins and outs involving huge numbers of individual magazines to different subscribers. GRAPHIUS GROUP takes away any worries the client may have anywhere in the process of sending via post in Belgium or abroad, taking care of the timely mailing and the correct delivery of the requested number of copies to distributors, publishers and other recipients.

WET GLUE LABELS - WET GLUE LABELS ON BOTH WET-STRENGTHENED AND NON-WET-STRENGTHENED PAPER FOR ALL TYPES OF PACKAGING

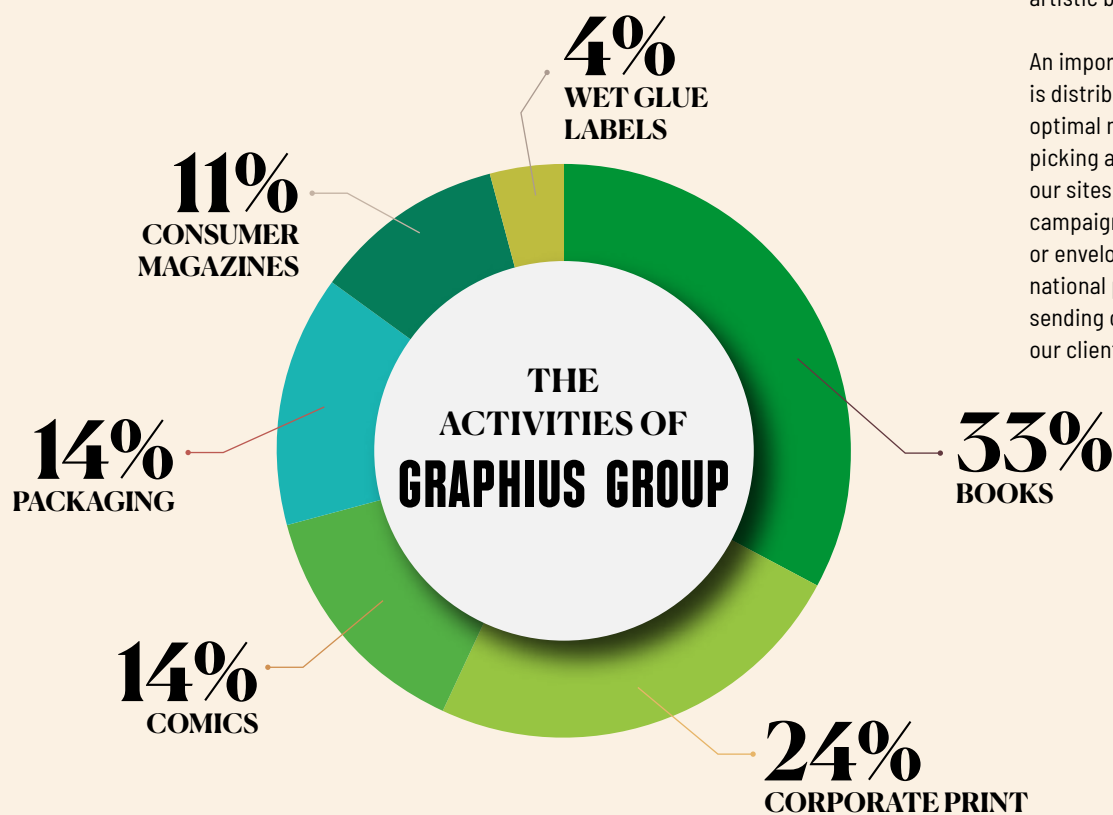
A clear label that catches the eye is an essential part of any packaging. While the most important goal of a label used to be to provide obligatory consumer information, it is now more important than ever that a label makes a difference in attracting potential consumers. With wet glue labels on either wet-strengthened or non-wet-strengthened paper, GRAPHIUS GROUP helps clients to put their products in the spotlight. We work with strengthened, unstrengthened, metallised or even holographic label paper in all forms and formats. We make custom labels, responding to the needs and wishes of our clients.

SERVICES

Every client has a point of contact that manages their order(s) from the first query through to delivery. This team member consults with colleagues and makes sure that we produce the printing work according to the quality demands, as discussed in advance, and in line with the agreed-upon delivery terms.

Our core activity is the production of printing work, but as well as this, we offer a wide range of services. In our Cross Media Studio, we stand by clients in the creation and design of printing work. We develop customised order portals and tablet publications. We use our creativity and knowledge to work out and implement marketing actions. Our internal photogravure team is specialised in the digitisation and correction of images for artistic books.

An important pillar in our service model is distribution. We make sure of the optimal management of stock. The order picking and despatch takes place at our sites. We take care of direct-mail campaigns and pack printed work in foil or envelopes. We work together with the national postal service to ensure optimal sending options for the material we print for our clients.



OUR MISSION, VISION, STRATEGY AND VALUES



OUR MISSION

**We have a clear mission:
to conduct business
with a goal.**

01

GOAL

We aim to be a leading producer of printed work, with a strong specialisation in books, catalogues, magazines, labels, and folding carton.

03

CONDITION

We consider it to be important to maintain a healthy financial position, and at the same time, to offer our employees, suppliers, and the environment in which are active the chance to grow and further develop.

02

MEANS

We invest directly in innovative applications to answer client requests efficiently, today and tomorrow.



OUR VISION

We continuously strive to create added value for our clients, employees, and the environment in which we operate.

This is expressed in the way we work every day: we care intensely for the environment, invest in the latest technologies, and analyse the (potential) impact they have on the environment. We do this with a long-term vision and a clear view of the future. Our clients, employees and stakeholders are therefore working with a company with a future.



OUR STRATEGY

The shareholders believe that centralisation, industrial consolidation, and vertical integration are the only options for further building up a graphics company in a globalising economy.

The strong growth of GRAPHIUS GROUP is the result of the long-term vision of the shareholders and a strong commitment to sustainability.

GRAPHIUS GROUP invests in high-tech equipment that makes efficient and sustainable production achievable at every step in the production process. The possible positive and negative effects of certain options are analysed. The option chosen is always the one with the most balance between the ability to satisfy demands for high quality, what is good for or the least damaging to the environment, and what is financially feasible. If a machine scores particularly well on an environmental-technical level, but does not meet the client's demand for quality, it is not the most suitable solution. The same applies when it is considerably more expensive than an alternative that is comparable in every other way. GRAPHIUS GROUP needs to be and continue to be financially healthy to be able to satisfy the requests of clients today and tomorrow.



OUR VALUES

GRAPHIUS GROUP takes responsibility. We strive for positive impact and feel involved in and responsible for everything we do.

We are aware that, every single day, we need to substantiate the trust and faith we are shown by clients, partners, and employees, among a plethora of others.

Authenticity and transparency are crucially important.

We are committed to our principles:

Daarom houden we ook vast aan onze principes:

- Only striving for those things that are good for the employees, the company, the clients, and the environment.
- Acting honestly, correctly and fairly. We respect all relevant laws and regulations, and work in an ethical manner, together with our suppliers, partners and clients.
- Respecting each other and achieving results together.
- Creating space for the diversity among people.
- Acting with a long-term vision.

These five points form a reflection that we keep before us every day, in our activities and in our collaborations.

“The strong growth of GRAPHIUS GROUP is the result of the long-term vision of the shareholders and a strong commitment to sustainability.”

WHY GRAPHIUS GROUP IS COMMITTING TO SUSTAINABILITY AND ESG REPORTING

In this sixth sustainability report from GRAPHIUS GROUP, we are once more covering our working methods and our persistent efforts to increase our positive influence on the environment and people and to reduce our negative effects. Considering the acquisitions and major changes and the transitions linked to them, the work at sites in Belgium and in other countries, and the adjustments that this demands on organisational and administrative levels, an annual frequency was not feasible (anymore). A number of years ago, we decided to switch to releasing reports every two years.

With the following report, the reporting will follow guidelines set in the Corporate Sustainability Reporting Directive (CSRD).

GRAPHIUS is ambitious and wants to continue to hold a leading position in the graphics sector in Belgium and Europe. This means that within our own possibilities, we want to stand out through our sustainability ambitions, and to contribute to the realisation of the Sustainable Development Goals.

The familial shareholders of GRAPHIUS GROUP and the direction committee follow a long-term vision, resulting in a nice, balanced investment programme. Every day, we measure and monitor the use and consumption of raw materials, energy and water while trying to limit all forms of waste to what is

strictly necessary. Operational excellence also benefits the environment.

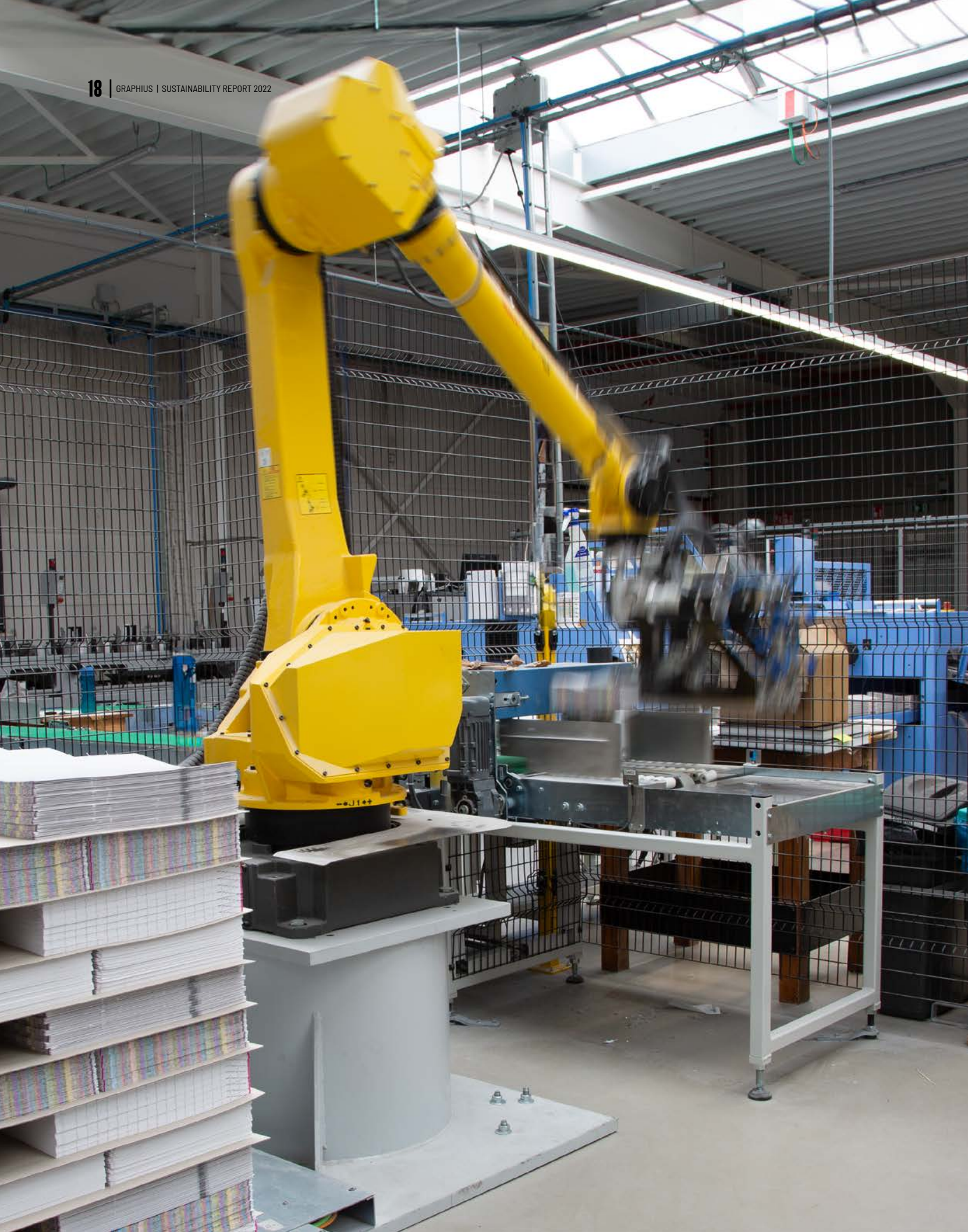
For GRAPHIUS, it's important that we can work with techniques that are the best available for the environment, if this is economically responsible and has no negative impact on the financial health of the company.

We place a clear emphasis on the ecological aspects of our core activities, but can only do what we do thanks to a strong team of more than 600 employees who are active across our various sites.

To give the employees even more development opportunities, we continuously invest in the further professionalisation of our personnel policy and continue to expand our scope.

“From our position in the graphics sector, we want to stand out through our sustainability ambitions and contributions to the realisation of the sustainable development goals.”

We offer the healthiest work environment possible and are exploring further opportunities for optimisation. Based on our own initiatives, or inspired by input from our team, we try to make our employees aware of the benefits of adopting a healthy lifestyle.



SUSTAINABILITY REPORT

METHODOLOGY AND REPORT PROFILE

FREQUENCY OF REPORTING

This is the sixth sustainability report released by GRAPHIUS GROUP. Due to the evolution of GRAPHIUS GROUP and the resulting expansion, we have decided to produce these reports every two years. The challenge is still great. For a number of parameters, there is (still) no foundation for correct comparison, measurement, evaluation and formulation of targets. The administration and registration of data was performed in different, non-uniform ways at the various GRAPHIUS sites. With the upcoming CSRD requirements, conducting this exercise will be important in the future. However, it is worth noting that this has not held us back from continuing our efforts to improve sustainability for people and the environment. In the period during which we did not report, we continued to invest in social aspects and in making the production process greener.

TRANSPARENCY

In a sustainability report, GRAPHIUS, as a strong player in the graphics sector, is vulnerable to some extent, but we still want to set an example for others. For our shareholders, it was particularly important that stakeholders receive an honest, authentic image of sustainability in our operations. This means that in this ESG report, we also look at what has not transpired as predicted, and the reasons why we may have changed our approach and/or plans. Example include the reasons we postponed our employee evaluation cycle, and why we no longer intend to switch to alcohol-free printing.

In the past, we announced that we would investigate and implement a different method for evaluating personnel. In 2020, due to the corona crisis, a decision was made to delay the evaluation cycle and return it to the agenda after corona restrictions were relaxed. This has now happened and as such, evaluations will be further addressed later in this sustainability report.

We had planned to use alcohol-free printing methods on all our printing presses. For various reasons, this appears to be unfeasible. Our employees would miss the comfort of being able to work quickly, and experimenting with alcohol-free options would put the continuity of production under pressure.

We report as consistently and completely as possible. We are happy to share the data that is available to us with our stakeholders. A combination of being in a transitional phase and different laws in the different countries where we are active means we do not always have the ability to acquire the same data from every site, analyse it and report on it. The reporting cycle we currently follow will change with the implementation of the CSRD requirements. In general, we imagine that for stakeholders and society, it will become easier to make comparisons between different companies on the basis of different sustainability reports.

The GRAPHIUS GROUP contact person for questions about, comments on and tips for this sustainability report is Ann Dehoucke. She can be reached via sustainability@graphius.com and via the website www.graphius.com.

“We continuously invest in making the production process more sustainable.”

SCOPE

We report on the evolution of our sustainable business practices, and on the activities of GRAPHIUS GROUP, incorporating GRAPHIUS GHENT, GRAPHIUS BRUSSELS, ETIGLIA LABELS & PACKAGING, BELPRINTO, PPO GRAPHIC in Paris, ANTILOPE DE BIE and PARK COMMUNICATIONS in London.

The GRAPHIUS GROUP teams produce printed materials that are delivered to clients in Belgium, the Netherlands, France, Germany, Great Britain, the United States, Denmark, Sweden and Australia.

In 2022, the GRAPHIUS GROUP companies realised a consolidated turnover of 121,403,993.27 euro.

METHODOLOGY

We are using earlier reports that followed the Global Reporting Initiative (GRI) as a foundation for this report. Our report is linked not only to the GRI standards (in accordance), but also the Sustainable Development Goals (SDGs) and Sustainable Development Targets (SDTs).

We believe the following report will meet the European standard for sustainability reporting. We have also made a pragmatic choice that balances our desire to report on our evolution in the area of sustainability with the practicality and efficiency of reporting on this.

In this sustainability report, we cover social and ecological topics for the period 1/1/2022 up to and including 31/12/2022. The data processed also relates to this period.

At present, our sustainability reports are not externally verified. A number of matters that were included in the ISO 9001, ISO 14001 and ISO 12647-2 certificates have since been followed up both internally and externally. The return on investment is currently too limited to make 'external assurance' desirable or feasible.



THE GRAPHIUS SUSTAINABILITY STRATEGY



SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals comprise seventeen goals that need to be achieved by 2030 to create a better and more sustainable future for everyone. The goals came about on the basis of input from organisations and individuals around the globe. Together with 191 other countries, Belgium and France signed this '2030 Agenda for Sustainable Development' and formally committed to undertaking the actions needed for its realisation.

“GRAPHIUS has a sustainability strategy based on the Sustainable Development Goals.”

“With double materiality, we will report on the inside-out perspective as well as the outside-in perspective.”

The Sustainable Development Goals programme began in 2015 and will run until 2030. The goals are a global compass for navigating challenges such as poverty, education and the climate crisis.

There are seventeen Sustainable Development Goals, with a total 169 targets, that make the goals even more tangible.

A company can contribute to achieving the SDGs in different ways. For the past few years, GRAPHIUS GROUP has invested strongly in both social and environmental-technical aspects of sustainability. However, our ambition extends beyond that. As such, we recently developed a sustainability strategy based on the Sustainable Development Goals.

MATERIALITY

On a practical level, materiality tests which of the sustainability themes are the most important for a company. The materiality needs to contribute to a logical distribution of resources, on the basis of the importance of the topic at hand. This

ensures the focus is put on what is really important for a particular company.

The method for assessing material themes within the GRI has changed. Previously, external stakeholders were asked to indicate which subjects they considered to be the most significant for the organisation, and internal stakeholders looked at which subjects would/could help the organisation make the most economic, environmental and social impact. The focus is now on the negative or positive impact of a specific theme. Negative impact will henceforth be assessed on its severity and the likelihood of it occurring, with positive impact assessed on the basis of its scale and scope. Stakeholders will continue to play a prominent role.

As soon as GRAPHIUS GROUP begins reporting following the **Corporate Sustainability Reporting Directive (CSRD)**, we will work with ‘**double materiality**’. This means we will keep reporting on the potential positive and negative (material) impact of GRAPHIUS GROUP on society and the environment. We call this the inside-out

perspective. We will also publish a report on the material effects of the risks and chances related to sustainability. From the financial perspective, the theme of sustainability is material if it has financial consequences for the company involved. In other words, it is material if it generates risks or chances that influence—or will be likely to influence—the future cashflow of a company, and as such, the corporate value of a company in the short, middle or long term, even though potential fluctuations are not recorded in the financial reporting on the date of the report. This is the outside-in perspective.

Because we work at multiple sites, have activities in three countries, and have experienced rapid growth, we have not yet been able to complete the materiality exercise.

We are, however, giving a number of examples here. We will continue to work on the materiality exercise over the coming months.

- Saving energy or—in the context of GRAPHIUS GROUP—striving to release

(relatively and/or absolutely) less CO₂ can be seen as a financial opportunity.

- When the raw materials for printing were not available, or only available with months-long supply times, we needed to take action and replenish our stocks. A lot of paper was ready for use in our warehouses, ensuring our regular clients with recurring orders did not suffer from any delivery issues.
- Major price increases for raw materials that cannot be completely passed on to clients could interfere with financial plans.
- We have approximately twenty waste streams. While having waste collected is a cost, sorting waste can also save money; e.g. by having aluminium offset plates collected. This has financial value.
- A number of years ago, we worked out a strategy for raising the sustainability of the vehicle fleet. As company cars needed to be replaced, we chose sustainable solutions that were also financially acceptable. An electric vehicle has a higher cost price than one that runs on fossil fuels. Aiming to lower CO₂ emissions has a financial

impact. An electrical vehicle has potential fiscal benefits.

- Innovation in modern and highly technological production apparatus demands a sophisticated and well-thought-out investment programme and a long-term vision. These are major investments, offset by efficiency, greater financial returns and environmental benefits. Better-performing machines reduce material waste.
- The demographic context in the graphics sector is a problem that is not easily solved. Later in this sustainability report, we will return to the initiatives that we have taken at GRAPHIUS GROUP to formulate an answer to the problem. In addition, the industry union will also roll out a campaign over the next two years. Doing nothing is not an option. That will inevitably result in extra pressure on business continuity.
- At GRAPHIUS GROUP, we have a diverse team; seventeen nationalities are represented. We have employees who are otherwise far removed from the labour market. We give employees equal opportunities and correct, equal

salaries, etc. regardless of gender.

Employees who rate the diversity at their company highly, often feel more reassured about job security, productivity, job content, work-life balance, motivation and job satisfaction.

On top of the material themes set by stakeholders, company management wanted to determine the most relevant sustainability goals for GRAPHIUS GROUP, in line with the Sustainable Development Goals.

A thorough exercise was performed, through which the management team and the shareholders indicated whether the core activities of GRAPHIUS GROUP would have a significant impact, an indirect impact or no impact at all on a specific Sustainable Development Goal. The result was a clear overview of the SDGs and targets that are of material relevance for GRAPHIUS GROUP:

ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES



3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and the air, water and soil pollution and contamination.

ENSURE INCLUSIVE AND QUALITY EDUCATION FOR ALL AND PROMOTE LIFELONG LEARNING



4.3 By 2030, guarantee equal access for all women and men to affordable and quality technical, vocational and higher education, including university.

4.4 By 2030, considerably increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous populations and children in vulnerable situations.

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS



5.1 End all forms of discrimination against all women and girls everywhere.

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

ENSURE ACCESS TO WATER AND SANITATION FOR ALL



6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimising the release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

“GRAPHIUS GROUP aligns the sustainability strategy with the general company strategy.”



PROMOTE INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, EMPLOYMENT AND DECENT WORK FOR ALL



8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025, end child labour in all its forms.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular female migrants, and those in precarious employment.

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.

GRAPHIUS GROUP aligns the sustainability strategy with the general company strategy. Sustainability is not an ad hoc detail, but integrated in the group strategy.

In our sustainability reports, we detail how we can contribute to the realisation of the SDGs, and how we can strengthen our positive impact and reduce our negative impact.

PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS.



15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.





GRAPHIUS AND ITS STAKEHOLDERS



OUR STAKEHOLDERS AND HOW WE COMMUNICATE WITH THEM

In the framework of our sustainability reporting, we have mapped out our stakeholders and how we communicate with them. We always evaluate this prior to drafting our sustainability report.

In the past, the involvement and interest of our stakeholders in our approach led to

interesting feedback on our sustainability reports.

In a stakeholder meeting a number of years ago, our stakeholders acknowledged that reading an ESG report is not easy; we believe it is very important that our sustainability report is easy to read. We also discussed a section of the sustainability report with the active stakeholders at that time. They named employees, paper and ink, energy, and water as the most relevant sustainability themes for GRAPHIUS GROUP.

In December 2022, we once again organised a stakeholder meeting with representatives of clients, suppliers, the banks, employees, the local neighbourhood and the community attending. There was also a client who attended, not just as a client, but as a competitor as well.

We entered into discussion with them about what materiality is, the upcoming CSRD, optimising and increasing the sustainability of processes, investments in high-performance machines that are also more efficient and have a less negative impact, the electrification of

STAKEHOLDER	COMMUNICATION METHOD
Employees	intranet, noticeboards, screens in cafeterias, direct mailing, websites, social media, sustainability reports (every two years), GRAPHIUS Magazine (twice a year), stakeholder meetings, internal newsletters
Clients	Graphius Magazine (twice a year), websites, social media, sustainability reports (every two years), company visits, conventions, stakeholder meetings
Suppliers	Graphius Magazine (twice a year), websites, social media, sustainability reports (every two years), conventions, stakeholder meetings
Competitors	experience exchanges via personal contacts and sector organisations, sustainability reports (every two years)
Shareholders	family meetings
Neighbours	Graphius Magazine (twice a year), websites, social media, occasional company visits, sustainability reports (every two years), stakeholder meetings
Community and schools	Graphius Magazine (twice a year), websites, social media, sustainability reports (every two years), occasional company visits
Banks	Graphius Magazine (twice a year), websites, social media, sustainability reports (every two years), occasional meetings, stakeholder meetings

“In a stakeholder meeting,
we debated material themes
with our stakeholders.”

the vehicle fleet, the training of the team, diversity, and the complexity of creating a shared path while still maintaining our own identity.

They indicated that, for them, the most important material themes were, as it happened, ones that had also been addressed in earlier stakeholder meetings. The management team and the shareholders agreed.

In 2023, a similar stakeholder meeting will be organised at PPO GRAPHIC and PARK COMMUNICATIONS. Double materiality will be on the agenda.

As we have an international sales market and want to give all our stakeholders the chance to follow the evolution of our sustainable practices, our sustainability report is published in three languages: Dutch, French and English. It is printed in runs of approximately 12,000 copies. We distribute our sustainability report via different channels. We send it to a broad network together with our GRAPHIUS Magazine. In addition, we give it to people who visit GRAPHIUS, interested people at conferences and conventions, to students required to do assignments on sustainable entrepreneurship for school, etc.

- We communicate generically with our (potential) stakeholders via information on the website and in GRAPHIUS Magazine, in our sustainability reports and on social media.
- Our internal employees and temporary workers work together at different sites in Belgium and abroad, fulfilling client orders. We have other specific communication channels for our internal stakeholders that we use to reach them personally and/or in groups.
- Our clients are our partners. A personal approach and good service is essential. Thanks to regular consultation with our clients and close follow-up by our colleagues, we deliver our printed work to overwhelmingly satisfied clients.
- We inform the community in general via our generic communication methods. For schools and 'the neighbourhood', we go a step further. Our neighbourhood residents are invited to visit on specific occasions. GRAPHIUS is also open to questions from schools. Students can get to know an innovative business in a fascinating sector. With these visits, we address the dominantly negative perception of the graphics sector. Caring for people, the planet and our material and equipment is extremely important. We delve into this in more detail later in this report.
- Banks are stakeholders that we keep informed, but not only through generic means of communication. They are also familiar with and involved in the growth and evolution of GRAPHIUS GROUP.

GRAPHIUS AND LOCAL NEIGHBOURHOODS

Residents of the neighbourhood around GRAPHIUS GHENT have seen the company grow. New printers brought into the group have also brought more employees to the site, as well as suppliers, etc. Trucks come to deliver or collect print work that they will then deliver to clients. For quite some time, roadworks created a lot of nuisance for the residents of the neighbourhood. GRAPHIUS GHENT is now accessible via the Traktaatweg, and no longer accessible via the town centre. Now there are also entry barriers to our site, and as such, less traffic illegally passing through the site.

We will continue to communicate with and involve the neighbourhood in the further growth of, and changes to, our site.

During the stakeholder meeting, residents were also present to represent the neighbourhood. We are gauging the situation with our neighbours, making adjustments where necessary, even taking action proactively. We need to do the same at other sites when we acquire them.

“The more
than 600
GRAPHIUS GROUP
employees are the key
to our success.”



PEOPLE

GRAPHIUS GROUP is a leading player in the graphics sector, in Belgium and in Europe. We work with a long-term vision and have a balanced investment programme that allows us to innovate and invest in the latest technologies and production equipment.

The GRAPHIUS GROUP employees are the key to our success. They work in a market where margins are tight and expectations are high. Worker efficiency is essential for ensuring the profitability of GRAPHIUS GROUP. Every day, our clients recognise us for the top quality we deliver. That is the result of the efforts of our more than 600 employees at the GRAPHIUS GROUP sites in Belgium and abroad. The trust and confidence that our clients show us need to be earned every day. Good collaborations throughout the production process, at every step from A to Z, are a strong foundation for this.

Our employees work together to achieve every goal. And we cannot take efficient teamwork for granted. GRAPHIUS GROUP keeps growing. The hundreds of people who work together at GRAPHIUS as colleagues. Whether they are permanently employed, here as interns, or as temporary workers, it is only when this workforce works together that we deliver the quality our clients deserve.

During the work week, people spend more time with their colleagues than with their families and friends. We are aware that forging connections via informal contact at work is not always easy, especially not in a work environment with high time pressure and performance pressure.

The GRAPHIUS HR team is developing a personnel policy that pays attention to health and well-being, and gives feedback on performance. The HR team is organising training courses to increase expertise, but also to address topics like ergonomics and fire safety. People with a vulnerable background can learn, on the job, via various systems. These training courses can be developed and organised by our own employees and/or partner organisations. Through this approach, we are striving to give people the chance for sustainable, high-quality employment. This offers perspective and is an important parameter in the fight against poverty.

EMPLOYEE SATISFACTION

In June 2022, for the first time, we implemented our Benefit Motivation Plan (a cafeteria plan) for the white-collar workers on the payroll in Belgium. In this way, we were able to establish an approach to remuneration that is generation-aware and still tailored. The goal of this BMP is to:

- make our vehicle fleet more environmentally friendly. From now on, only plug-in hybrid electric and electric vehicles will be offered as company cars.
- increase general employee satisfaction by giving them greater freedom to

choose what is in their remuneration packages.

- realise an improvement in the work-life balance of employees by adding the possibility of five extra days of holiday leave.

In our sector, blue-collar workers fall under Joint Committee 130, and their white-collar counterparts under Joint Committee 200. As a result, there are different rules for blue- and white-collar employees.

At the same time as launching the BMP, it was decided that as from 1/1/2022, we would align a number of matters for full-time white-collar employees with the holiday allowances of our blue-collar workers. They are:

- two extra-legal days off (known internally as 'printers' days') every year;
- leave based on seniority:
 - 10 years of service: 1 day of seniority leave;
 - 20 years of service: 2 days of seniority leave;
 - 25 years of service: 3 days of seniority leave;
 - At least 2 years of service + 55 years or older: 1 early day of seniority leave.
 - Maximum of 3 days of seniority leave annually.

In the spring of 2018, we launched the company bikes project. This involved the hire purchase of a bike with a significant fiscal benefit for the employee. By continuing to promote the bike mobility programme, we have seen a cycling culture develop among our employees. After all, cycling has a positive influence on health and general well-being because employees relax/disconnect during the ride to and from work.

NEW EMPLOYEES

Every day, our HR department takes on the challenge of attracting new employees. It's no easy task. GRAPHIUS GROUP is always looking for new talent to fill different roles.

Different factors influence how we find new employees, ranging from the location of the respective site(s), to the sector itself and sociological factors.

During the corona pandemic, finding new employees appeared to be almost impossible. We saw that people were intent on maintaining their existing jobs. At the beginning of 2022, the situation changed, and the pendulum swung to the other extreme. There was enormous job mobility, with a greater turnover than had been seen previously. This was in all sectors and noticeable with all companies. The result for GRAPHIUS GROUP was that finding adequate employees, already a major challenge, became even more difficult.

GRAPHIUS GROUP ACTIONS

This gave us reason to think about our employer branding.

An important message that we wanted to bring across was that even people without experience could work at GRAPHIUS GROUP. The HR and marketing departments joined forces and created the surprising campaign 'My grandson works here too'. It featured a proud grandmother talking about how her grandson was making a career for himself at GRAPHIUS GROUP. With the power of storytelling, we achieved some wonderful results.

The campaign was released with a snippet feed, a dynamic square image, a snippet story and a full video. All combined, this was good for 4.66 million impressions, a reach of 828,000 and 53,000 visits.

We also linked the GRAPHIUS Academy to the campaign. There, people are welcome to take any of the four specific training programmes, without any experience or prior knowledge of the graphics sector. Advertisements and information about the campaign was dispersed across various media, resulting in 7,689 views for the GRAPHIUS Academy

page and GRAPHIUS Academy receiving 163 online request forms. We registered 8,679 visits to our jobs page and had 564 applications submitted via the website.

In autumn 2023, we are launching a follow-up to this campaign.

“In the GRAPHIUS Academy, people can start without experience or any prior knowledge of the graphics sector.”



GRAPHICS SECTOR

For many, the graphics sector is perceived as being old-fashioned, outdated and unsustainable because it works with paper on such a large scale. The image of clothing and hands stained with ink dates back decades, but still predominates. This view is in sharp contrast to the advanced equipment in the high-tech environments of the GRAPHIUS GROUP sites. Furthermore, unlike plastics, paper and carton are sustainable materials that fit in with the concept of the circular economy in which waste is effectively eradicated.

This dismissive perception radiates through to young people. They are not excited about learning the expertise needed in the graphics sector. They are more interested in jobs that require them to work on a computer. An additional factor for young people is the constant presence of digitalisation throughout their lives. News flashes, info about football matches, dancing or fitness tips, translations, etc. all come to them via digital channels, and not (usually) via printed means.

GRAPHIUS GROUP has made efforts in a variety of ways to work on this perception. In June 2023, a new initiative will be started by Febelgra, the federation representing the Belgian graphics industry. With 'De Indrukmakers' (which translates into English as 'The impression makers'), Febelgra will spend two years campaigning and starting a movement that highlights the value of the graphics sector. The aim is to adjust the dominant image of the graphics sector as outdated and make the sector more attractive to people who are looking for uplifting and challenging jobs. In the coming years, it's expected that the sector in Belgium will see an employee outflow of more than 30%. Considering that achieving an adequate instream of new employees is already difficult, this campaign is not just relevant, but also needed.

OUR EMPLOYEES AND THEIR STATUSES

GRAPHIUS GROUP employees work at sites in Belgium, France and Great Britain. On 31 December 2022, 603 employees were on the GRAPHIUS GROUP payroll. Of them, 67% filled blue-collar functions, with 33% performing white-collar jobs. Eleven people work for GRAPHIUS GROUP as self-employed independents.

We also attract extra employees as temporary workers. In Belgium, for every 100 hours worked by our permanent employees, an additional three hours are performed by temps. They are often the extra hands we need during peak periods or for very large print runs. The information about temporary workers at sites outside of Belgium is not yet available.

Where necessary and possible, we also call on employees from Mirto vzw.

In Belgium and France, the employees work under a collective labour agreement (CLA): a written document that includes agreements about labour conditions, such as wages, allowances, working hours, the payment of overtime, assessment periods, notice periods or pensions. A CLA applies to a large group of people.

In Belgium, all blue-collar workers fall under sector CLA PC 130; the white-collar workers are under sector CLA PC 200, while drivers are under company CLA 4-day-week.

At PARK COMMUNICATIONS in the United Kingdom, there are no collective labour agreements.

In France, both blue-collar and white-collar workers fall under the 'Convention collective imprimeries de labeur et des industries graphiques'.

“The graphics sector is seen as old-fashioned, outdated and unsustainable – the exact opposite of what GRAPHIUS GROUP stands for.”

GENDER



GRAPHIUS GROUP has no intentions of discriminating on the basis of gender. However, the data currently available to us only represents two genders; male and female. As such, for this discussion, all data is on the basis of these two genders.

The majority of the employees in the print sector are male. In Belgium in 2010, the proportions were 75% male and 25% female. We have received information from Statbel about employment in the print sector in Belgium. According to the most recent figures, 13,883 males worked in the graphics sector in 2022. In 2020, there were 18,944 males in NACE 18 – Printing and services related to printing – in Belgium. In 2022, 57% of the employees were male and 43% were female. In 2020, the distribution was 64% male and 36% female.

Source: Statbel (the Belgian statistical office), Enquête naar de arbeidskrachten (2020 and 2022).

In 2022, of the workers across the entire GRAPHIUS GROUP, 21% were female and 79% male. In 2020, this was 29% female and 71% male. We noticed that we had not been able to evaluate this entirely correctly as GRAPHIUS GROUP had been through strong growth in recent years and the

“At GRAPHIUS GROUP, 79% of workers are male and 21% are female. They receive equal pay.”

composition of the teams changed as new companies joined the GRAPHIUS GROUP.

Males and females working at the GRAPHIUS GROUP receive equivalent remuneration (equal pay) for the same work.

Every year, we submit a pay-gap analysis for GRAPHIUS GHENT to demonstrate the equality in remuneration for males and females. This analysis of the remuneration and payment structure is discussed every year with our trade-union partners. A salary model for the blue-collar-worker population for all Belgian sites is worked out with the trade-union partners, with a specific salary class to the various functions in combination with the level of the employee (starter, experienced or senior). This model is applied indiscriminately for all blue-collar workers, regardless of gender, nationality, etc.

In France, an annual report on the equal pay and remuneration of males and females is an obligation. We therefore follow the legislative framework at PPO Graphic.

AGE CATEGORIES

In the age category of 'Up to 24 years', there are just 294 employees, or 1.6% of all workers. In the age category '25 to 49 years', there are 11,999 people, or 63.3% of all workers. A total of 6,651 employees, or 35.1%, land in the '50 to 70 years' category.

Source: Statbel (the Belgian statistical office), Enquête naar de arbeidskrachten (2020). At the time of printing this sustainability report, we had not yet received the data for 2022.

At GRAPHIUS GROUP, 4% of employees are younger than 25. This was also the case in 2020. In 2020, 46% of the employees belonged in the '25 to 49 years' age category. At the end of 2022, this was 40%. In line with the Statbel categories, 56% of our employees are between 50 and 75 years of age. This was 50% in 2020. As this is a very broad category, we refined it: 41% are between 50 and 60 years of age. 12% of employees are older than 60 and younger than 65. In total, 13 employees, or 2%, are 65 years or older. If we look back at the figures for 2020, we see that 39% of the employees were between 50 and 60 years of age, 10% of them were older than 60, and just one employee was older than 65.

“It continues to be a great challenge to attract young employees.”

The group has grown. The figures today do not reflect the same population as in 2020. Nonetheless, we need to acknowledge that our team is ageing. It is worth noting that older employees continue working for GRAPHIUS GROUP and do not drop out. They are often very loyal team members.

It continues to be a great challenge across the entire GRAPHIUS GROUP to attract young employees under the age of 25 years.

The stream of incoming young employees remains very low.

GRAPHIUS GROUP regularly opens its doors to student visits. This helps them establish a realistic image of the operations at GRAPHIUS, the tasks that are performed by the employees, the modern production equipment, the logistics, etc. During the pandemic, this was not possible. In the second half of 2022, the thread was picked up again, and by the end of 2022, 60 students in tertiary education had visited a GRAPHIUS site. By 16 May 2023, 159 students had visited GRAPHIUS GROUP sites.

A different way of connecting with young people is via internships. In 2022, twenty-two students could build up company experience within GRAPHIUS GROUP. There are also regular opportunities for student workers.

As well as the internships, there is also the opportunity for young people to work at GRAPHIUS in the summer months as student workers or 'job students'. We announce these positions via the GRAPHIUS intranet and give precedence to the sons, daughters, sisters, brothers, etc. of GRAPHIUS employees. They already know GRAPHIUS and have a certain affinity with the company. We offer these young people a temporary job in an innovative work environment.

GRAPHIUS collaborates intensively with the local graphics and technical schools on a national level. We are present at graduation fairs, job-application exercises and other school events, building a bridge between the students and the business world. These channels may facilitate an increase in the number of young employees we attract.

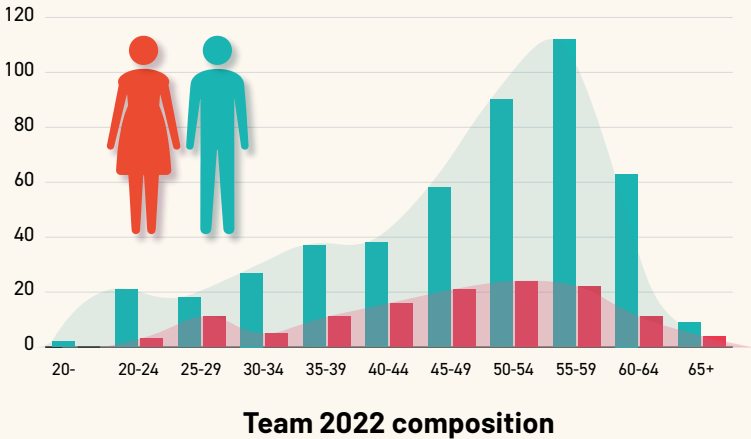
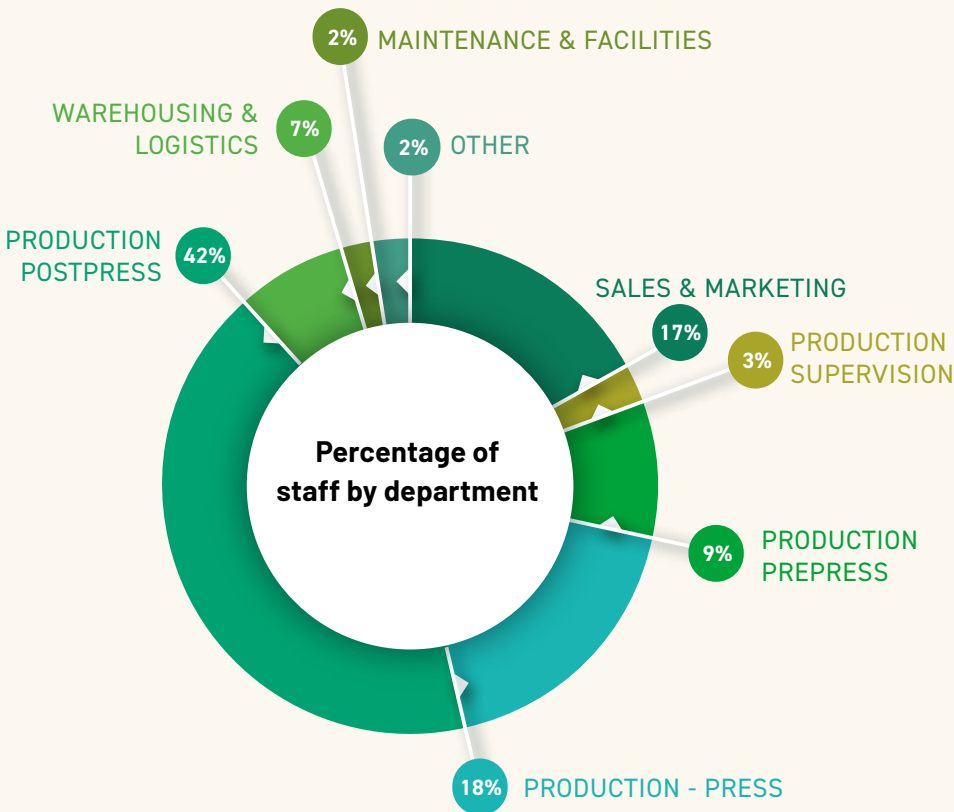
Just like other graphics companies, we hope that the Febelgra campaign, 'De Indrukmakers' (which translates into English as 'The impression makers') will contribute

to a realistic image of a sector that innovates at high speed. It will only be to the benefit of the incoming employee stream of different age categories.

DIFFERENT PHASES, DIFFERENT DEPARTMENTS

GRAPHIUS GROUP is a leading producer of premium print work and an expert in the conversion of paper and folding carton into a wide range of high-end products, such as books, comic anthologies, corporate materials, labels and folding boxes. It's not just our modern production equipment that makes us unique, but the more than 600 professionals on our team who guide our clients as they flow through the entire process, from the first idea to the delivery. A great many people and different departments are involved in the production of these top products.

Due to the breadth of the categories resulting from our expansion over the past few years, we are providing an overview of the division of employees for each department:





WORKPLACE ACCIDENTS AND SICK DAYS

Our employees work in a safe environment. We give them training, advice and tips to be able to perform their tasks correctly and safely. With us, our employees share in the responsibility of being aware of and conforming to the agreements and regulations about work and in this way, preventing workplace accidents. In 2022, four workplace accidents took place across the GRAPHIUS GROUP, with a total of forty-four days of absence as a consequence. This is a frequency rate of 11.65 for 2022. In 2020, when we had a much smaller group of employees, we recorded twelve workplace accidents.

In 2022, GRAPHIUS GROUP registered 2150 sick hours among employees, less than the 3701.08 sick hours registered in 2020 (in the smaller GRAPHIUS GROUP). We acknowledge that the figures for 2021 were better than those for 2022: 1531 sick hours.



DIVERSITY POLICY

There are seventeen nationalities represented within our group of permanent employees. There are also employees who have Belgian or French nationality, but a different country of origin.

On the jobs website www.graphius-jobs.com, there is a film containing testimonials from our employees. These testimonials reflect who we are. We give people who have no experience, refugees and others the chance to join us, providing them with on-the-job training and further development opportunities. We clarify all the possible prospects at the time that job vacancies are advertised.

“GRAPHIUS GROUP
also takes responsibility
at a social level.”

As of 31 December 2022, GRAPHIUS GHENT had two employees with a disability and two employees who were following a reintegration programme due to being distanced from the labour market, all arranged through a job broker. We also call on social employment services.

As of 31 December 2002, there were two employees with disabilities employed at PPO GRAPHIC in Paris. PPO GRAPHIC does not work with social employment services.

As of 31 December 2022, there were two employees with a disability at PARK COMMUNICATIONS. They are not permitted to call on social employment services; ISO 27001 does not allow outsourcing. There were no employees at the other sites who were distanced from the employment labour market.

In 2022, Mirto Print, a Ghent-based printing office with a social focus, was integrated into the GRAPHIUS GROUP. Mirto Print was a subsidiary of the non-profit social-work organisation Mirto vzw. More than fifty years ago, the graphics activities at Mirto Print were founded as an employment project aimed at people who were distanced from the job market. The ten employees at Mirto Print were invited to join the team at GRAPHIUS GHENT.

GRAPHIUS GROUP consolidated the collaboration with social-work company Mirto vzw. As a company, we are always looking for ways to fulfil our social responsibilities. Thanks to this partnership, GRAPHIUS GROUP and Mirto vzw underline the importance of manually performing or creating high-quality work and the satisfaction this leads to.

Even with the latest techniques and high-tech production installations, GRAPHIUS GROUP still performs a great deal of manual work. From applying ribbon bookmarks to putting calendars together and packaging counted stacks of paper with shrink-foil ... It all needs to be done with the greatest of care and precision. A number of manual processes will be outsourced to social-employment organisations, opening a huge number of employment opportunities to 250 employees who have been distanced from the job market.



TRAINING AND EDUCATION

Through training and education, people can grow and develop. Our HR team has mapped this out and follows which training courses are needed and/or desired by new employees and the existing employees. It relates to a wide range of training courses, from developing a connection with the workforce to developing and refining professional knowledge, to ergonomics and training for fire-watch roles.

At GRAPHIUS GROUP, we combine 'working to learn' with 'learning to work' at different sites.

Via the 'Training needs' button on the GRAPHIUS intranet, every employee, whether they're in a blue-collar or white-collar job, can submit a request for internal or external training for a specific need.

NEW EMPLOYEES

Our new employees enter on the basis of job vacancies or by spontaneously applying. Anyone who applies can do this if their profile matches what is requested in the job vacancy, even if they lack education and/or experience in the graphics sector.

In order to reduce the stress that is often paired with a first day at work, every new employee begins with an introduction that includes information about practical

“During the introduction, a new employee is given a welcome brochure which contains information about the sustainability of the GRAPHIUS GROUP.”

matters, expectations, habits, safety rules, etc. We have collected the most important information in the welcome brochure. In 2020, it was updated in the framework of our sustainability policy. We explain what 'sustainability' means within GRAPHIUS GROUP and in relation to various certificates, or more particularly, ISO 9001, ISO 14001 and ISO 12647-2.

Employees with little or no experience and/or knowledge of the graphics sector can get training in different ways at GRAPHIUS GROUP.

Since 2019, GRAPHIUS has been recognised for offering alternating training courses for the print finishers, pre-print engineers and assistant printers. 'Alternating training' involves 'dual learning' and/or part-time learning and working.

We regularly call on Individual Vocational Training (IVT) offered by the VDAB (the public employment service in Flanders). This training is a measure for making jobseekers more attractive to employers. Jobseekers who have insufficient experience and competences can sign an IVT contract to start work with an employer, during which they spend between one and six months undertaking training on the work floor.

This Individual Vocational Training offers unemployed persons the opportunity to gain professional knowledge and skills in the workplace without losing their rights to

unemployment payments should the sector or specific role prove not to be the right one for them.

EXISTING EMPLOYEES

To be able to perform their tasks adequately, GRAPHIUS regularly organises internal training courses for employees, and training courses with partners. In 2022, a total of 443.50 training hours were given by external parties. We organised 38,471.75 hours of internal training ourselves. In total, there were 38,915.25 hours of training organised for our employees.

Due to the corona crisis, a lot of obligatory training courses, including fire watch and first-aid training, as well as certifications for driving skills, among others, were postponed. They were rescheduled in 2022.

In the framework of the FSC certification at GRAPHIUS GROUP, we needed to train our employees to correctly follow up on the purchase and sale of FSC paper. Learning or refreshing this information is essential for ensuring no errors are made.

In 2023, we are once more planning a number of courses, such as a coaching session on 'ergonomics in the workplace' for blue-collar and white-collar employees. This will be conducted through one-on-one coaching to make employees aware of how to work ergonomically.

“The production management and HR teams discuss employees every week. They give feedback and follow up needs and challenges.”



FEEDBACK ABOUT PERFORMANCE AND FUTURE DEVELOPMENT OPPORTUNITIES

In 2020, due to the corona crisis, a decision was made to postpone the evaluation cycle until corona measures had been eased and the thread could be picked up again.

In the meantime, we would investigate whether there were other, more efficient evaluation systems that would be less taxing on the organisation.

Previously, the production management team regularly gave employees informal feedback on job performance, aspects such as (non-)compliance with safety rules, the preventative maintenance of their machines, etc. Often in the form of tips or suggestions, this informal feedback was not always recorded.

In the meantime, we have developed a new, workable method. During the weekly planning meetings between the HR department and the production

management team, all employees are discussed, site by site. Training needs, problems that have been encountered, health problems, internal flow, concerns, etc. are brought to the table, and where necessary, there is further follow-up and action is taken. This may be in the form of an individual talk, a team meeting, training, a referral to the industrial doctor, a disciplinary measure, or whatever else may be deemed appropriate.

The production management team still gives regular feedback to the employees, on topics ranging from (non-)compliance with safety rules and advice for preventative maintenance of machines, through to tips on improving job performance. Such matters are now recorded in the employee dossier and kept on file.

Employees in a training programme are followed up individually and periodically to discuss production figures and quality output, with adjustments to be made.





“With our high-tech production installations, we produce more efficiently, which has positive consequences for the environment and, often, for people too.”

THE ENVIRONMENT

We previously explained how the graphics sector struggles with the perception of being old-fashioned and outdated. Anyone unfamiliar with the sector tends to have an incorrect image of how it works. For the conversion of paper and folding carton to a broad range of finished products with excellent quality, such as books, comic anthologies, magazines, corporate printing, labels and folding boxes, we need ink, electricity, consumables, etc. We consciously use materials and try, as much as possible, to limit waste. Working with high-performance machines not only guarantees top quality, but also has a positive impact on the environment. We monitor all this very closely, following up and making adjustments when and where they are needed. Logistics is also an important theme. Step by step, our fleet of passenger vehicles and delivery trucks is becoming 'greener'. As a major player, we also want to play a pioneering role in embracing, reporting on and encouraging sustainable production and transport. We are evolving at a high speed, with sizeable ambitions, but we need to keep approaching this in a controlled manner.

We invest intensively in new technology and environmentally friendly production processes. Our high-tech production installations allow us to produce more efficiently, with positive consequences for the environment and, often, for people too. For example, robotics generate financial returns while also benefitting the operator ergonomically. Our ambitions in sustainable business are quite large, but we need to weigh them against the context in which we work. The tight margins limit our ability to experiment. This is why we choose to implement certain new

technological applications as soon as they have proven their effectiveness in printworks that are at least similar in size to our own.



SEEING THE FOREST THROUGH THE TREES

Paper is essential to our core activities. In 2022, we purchased 31,653 tonnes of paper for GRAPHIUS GROUP from various paper wholesalers or producers. Within GRAPHIUS GROUP, as much as possible, we emphasise the importance of using paper that has traceable origins rather than being the product of illegally harvested trees. FSC and PEFC labels guarantee trustworthy origins. We also process paper from new and recycled fibres, depending on the application and/or the client's request.

In this GRAPHIUS GROUP sustainability report, we report on paper from the perspective of what we have purchased. In looking at sustainable paper, we examine figures for paper with the FSC label and with a PEFC label. We rely on our respective paper suppliers to provide us with data on our purchases that we then analyse for this report.

The FSC and PEFC labels are not just labels in the framework of the processing of paper. They also refer to the origins of wood as a raw material used in the creation of everything from wooden furniture and flowerpots to garden fences.

The FSC (Forest Stewardship Council) label guarantees the sustainable, environmentally friendly, socially responsible, and economically viable management of forests from which raw materials are harvested. Paper with the FSC certificate is able to be traced back to the forest from which it came.

FSC is not a social label in itself, but has multiple criteria, some of which incorporate certain social requirements related to the demands of forest management and the further processing of trees. They may include safe and fair working conditions for forest workers, respecting laws of local population groups, or workplace safety during processing. As such, the FSC label also requires good working conditions throughout production. The annual audit is performed by independent, accredited auditing bodies.

PEFC, the Programme for the Endorsement of Forest Certification, is the largest forest-certification system in the world. 70% of the fibres in products with a PEFC label come from managed forests and/or are recycled. The organisation looks for a balance between the ecological, social and economic functions of timber extraction. All players in the forest industry are involved: forest owners, industry, environmental organisations and other forest users. For the production of paper, there is neither a ban on the use of poisons, nor on using chlorine gases and optical whitening agents for bleaching. Working conditions during production are not investigated or taken into consideration in the awarding of a PEFC label. PEFC undergoes an annual audit performed by independent, accredited auditing bodies.

The choice for FSC and/or PEFC at GRAPHIUS GROUP depends on the location and the market demand:

De keuze voor FSC en/of PEFC is bij GRAPHIUS GROUP afhankelijk van de vestiging en de vraag van de markt:

- FSC-certified locations include GRAPHIUS Ghent and Brussels, Etiglia (Labels & Packaging), Park, Antilope De Bie, Rembrandt.
- PPO GRAPHIC is PEFC certified.

There is no demand among Belgian clients for PEFC-certified paper.

Last year, GRAPHIUS GROUP purchased 31,653 tonnes of paper, of which 17,497 tonnes was FSC-certified paper.

The purchase of FSC-certified paper represents 55% of our total purchases. PPO GRAPHIC purchased 5,638 tonnes of PEFC-certified paper, or 18% of the total amount of paper purchased. We have not (yet) received any data for PARK COMMUNICATIONS.

Contrary to what we predicted several years ago, the supply of recycled paper has actually decreased considerably due to reduced availability.

To keep seeing the proverbial trees through the forest of sustainability labels, we recommend checking the website www.labelinfo.be, an initiative of The Flemish Knowledge Centre for Best Available Techniques.



GRAPHIUS GHENT	7,638 tonnes
GRAPHIUS BRUSSELS	2,499 tonnes
Antilope De Bie	2,858 tonnes
Lowyck	360 tonnes
PPO	4,142 tonnes



PPO 5,638 tonnes



INKS AND CONSUMABLES

The GRAPHIUS GROUP team guarantees personal service during the processing of paper and folding carton, and for a broad range of top-quality products. Orders are always executed using the most appropriate techniques for fulfilling the requests and goals of the client.

We use toners for orders that are digitally printed. After use, they are collected by a specialised firm. The same is done for other forms of waste.

Where possible, we work with 'bio-inks' or vegetable-based printing inks. However, when we receive orders from clients, we often have no say in the design. Furthermore, not all inks are available with a plant-oil base.

In 2022, GRAPHIUS GROUP purchased 234 tonnes of ink, spread out as follows:

Plant-oil-based inks 2022



GRAPHIUS GHENT	91 tonnes
GRAPHIUS BRUSSELS	27 tonnes
Antilope De Bie	27 tonnes
Lowyck	6 tonnes
PPO	61 tonnes
PARK	22 tonnes

“We distribute ink via central vats. This reduces the amount of ink used and in turn, the amount of ink-related waste material.”



“With our photovoltaic panels,
we partially generate the electricity we
need for our operational activities.”



ENERGY

Metallic inks, such as silver and gold, and fluorescent inks are still not available as vegetable inks. In 2022, we purchased 306 kg of metallic inks and 385 kg of fluoro inks.

At the printing presses, we have a system that automatically measures the colours and the register, and adjusts colours, as necessary, while production is running. This has positive ecological and economical effects; it limits the number of inserts as well as the amount of ink and supporting products that are used.

At our sites, we distribute ink via central vats. These installations allow us to automatically distribute the ink from containers, via pipes, to the printing presses. It is more efficient than the traditional manner of manually allocating ink from bottles. This has allowed us to reduce how much ink is used and cut back our ink-related waste material.

We work in structural partnerships that are aimed at maintaining the continuity of products and our relationships with suppliers. Operations at our different sites thus work in similar ways, or work step by step to achieve this.

GRAPHIUS GROUP uses modern technology to produce high-end products. Electricity is essential for the performance of our core activities. We closely track the use of our machines, apparatuses and devices. While we purchase some electricity, we also generate our own power with solar panels at our sites in Ghent, Brussels and Antwerp. The electricity we produce ourselves currently only partially meets our needs.

We choose to purchase 'green' electricity. In 2022, we purchased 4,393 MWh in Ghent, 1,044 MWh for the site in Brussels and 1,400 MWh for the site in Antwerp. There are also solar panels on the roofs of these sites. For the site in Paris, we purchased 2,711 MWh of power, and 378 MWh for the site in Ostend. For 2022, the entire GRAPHIUS GROUP had a total electricity use of 12,073,000 MWh.

In recent years, GRAPHIUS has invested sharply in the installation of solar panels. The electricity we need for our operational activities is partially generated through these photovoltaic panels. In 2022, the installations at the two GRAPHIUS sites in Ghent registered a yield of 738.26 MWh and 315.01 MWh. The solar panels in Brussels generated 251.10 MWh.

In 2022, we purchased 10,000 litres of furnace oil for the site in Ghent.

There are two sites that use gas heating. For the old hall at GRAPHIUS in Brussels, we used 380.23 MWh. The new hall is heated with a heat pump. For the gas heating at the GRAPHIUS site in Ostend, we registered a 217.93 MWh of consumption.

GRAPHIUS has access to a full inventory of cooling and heating resources that meet legal regulations. As well as the centralisation of compressed air, vacuum and blower air is also centralised.





HVAC

HVAC stands for Heating, Ventilation and Air Conditioning.

At PPO GRAPHIC, an investment programme has been set up to prepare the building for the future. One important achievement at PPO GRAPHIC is the cooling and heating system. An air-return system was installed to circulate 'used' air through an air-conditioning unit and bring it back to the conditioned space.



WATER

We are concerned about water on a global level. Global warming threatens a lot of people. Too little water leads to famine, while too much water leads to new migration streams. Thousands and thousands of people have no access to clean water, putting their health—and their futures—on the line.

GRAPHIUS GROUP cannot solve this problem on a global scale. However, we must not just stand on the sidelines and do nothing. As a company, we have a responsibility to be more aware of our water use. This means that we need to follow up our use and purchase of water in detail. As well as this, we need to make regular analyses, become more sensitive to the situation, and take actions as necessary.

At our sites, we collect rainwater for sanitary use. This water cannot be used in the printing process. Instead, for the printing process at the different sites, we purchase mains water. 'Offset printing'

always involves a procedure in which a mix of water and ink known as a dampening solution is used to make the correct transfer of ink possible and the image appear on paper. Mains water is therefore adapted to be used in the printing process. The current modern techniques allow a printing press that is 100% operational for eight hours a day to do this using just ten litres of water. In a printing office, water is also used in the preparatory phase to wash and rinse offset plates. In 2020, we used 302,935 m² of plates, comparable to forty-four average-sized football fields. In 2022, the whole GRAPHIUS GROUP used a total area of 473,246 m² of plates. That's the surface area of approximately sixty-nine average-sized football fields. Thanks to our investments in modern production equipment, we limited the water used for the washing and rinsing of offset plates.

We had not yet received the final figures for the water use of all entities at the time of publication of this sustainability report. We can only report a total use of 3,934 m³ for the GRAPHIUS GHENT site.

“Thanks to our investments in modern production equipment, we limit the water used for the washing of offset plates.”





IPA

Mains water is only suitable for use in the printing process when it is modified with certain additives. One of these is isopropyl alcohol, also known as IPA. It lowers the surface tension in dampening solution. As a result, there is less water needed and a more efficient ink-moisture balance can be reached. IPA cleans, degreases and disinfects the pipes. However, as well as its recognised benefits, there are downsides to isopropyl alcohol. Due to its low flashpoint, there is a high risk of fire and explosion, and employees are at risk of health issues if they breathe in high concentrations of IPA.

We always try to offer the healthiest work environment possible. GRAPHIUS has experience with alcohol-free printing after one printing press was set up to run alcohol-free. We were planning to print alcohol-free on all print presses, but this simply doesn't appear to be feasible. In a sector where margins have been under pressure for years, it's necessary to work as

efficiently as possible. There is no room for loss of production through experimentation. IPA-free printing demands a particular approach and comes with a learning curve. It's a risk we simply cannot take. Another important consideration is the comfort of our employees. Printing processes now run exceedingly quickly and anyone working with the presses needs to be able to (re)act quickly as a result. A 5% alcohol percentage in the dampening solution ensures comfort zones are not lost. This is why GRAPHIUS has chosen to use IPA-reduced printing, with an average level of 5% isopropyl alcohol.

In 2022, we purchased 31,500 litres of isopropyl alcohol for GRAPHIUS GHENT, 9,750 litres for GRAPHIUS BRUSSELS and 9,750 litres for ANTILOPE DE BIE. That is a total of 51,000 litres of IPA. We do not have IPA-order information for Drukkerij Lowyck in Ostend, PARK COMMUNICATIONS in London, or PPO GRAPHIC in Paris.

“By producing and finishing the printed work in-house as much as possible, we avoid a lot of extra transport.”



LOGISTICS & TRANSPORT

There is great time pressure throughout the entire production process. The performance of print machines is improving, and they now work more quickly than ever before. Technically, the lead times for orders are becoming shorter thanks to these evolutions. Printers are investing in these high-performance machines, but the time saved predominantly benefits the clients. They know that everything can happen more quickly and adjust their expectations accordingly.

The speed of production is offset against the challenges of transport and mobility.

Roadworks and traffic congestion represent(ed) notable threats to the operational activities of printers. There cannot be any time lost on the road—neither by us, nor by suppliers who are on their way to GRAPHIUS—if everything during the production process is to be processed smoothly and the printed material is to be ready on time.

By producing and finishing the printed work in-house as much as possible, we avoid a lot of the extra transport that used to be involved when we were working with external partners who offered special techniques for finishes.

Every day, we are faced with the challenges of respecting agreements and delivering on time. GRAPHIUS bundles transport and makes use of groupage—the consolidation of cargo. We deliver printed materials with

our own trucks and delivery vans, but also call on partners such as Bpost.be, TNT and other couriers. Our VOLVO FM trucks were delivered in the spring of 2022. These trucks are fitted with Euro 6 engines and have relatively limited emissions. Our delivery vans also run on Euro 6 engines.

The GRAPHIUS trucks and delivery vans have a track-and-trace system that registers data about the fuel use, time per journey, etc. This data is analysed and helps us to optimise our logistics. This has beneficial effects on our planning, budgeting and mobility.

The subject of logistics also covers the way we receive goods. Our suppliers deliver orders on weekdays; everything from paper and consumables to packing materials and products for maintaining our buildings. Our employees compare order forms with the delivery notes and, later, with the invoices. We have developed a system that enables us to very carefully and accurately follow up on purchases and sales. We can take proactive actions when something threatens to go wrong and learn how to improve our purchasing process in future.



COMMUTING

GRAPHIUS sites are all easily accessible by car. Employees who come by car can always park on the site where they work. It is not always as easy for employees who travel by public transport. When they are heading to GRAPHIUS or leaving to return home, anyone who works shifts inevitably risks situations where buses are not yet operating or have stopped running for the day.



In 2022, we purchased 85,059 litres of diesel fuel and 30,087 litres of petrol for GRAPHIUS GROUP passenger cars and trucks in Belgium. In 2020, this was 62,984 litres of diesel and 16,815 litres of petrol.

We have noticed that:

- GRAPHIUS GROUP has grown considerably since the previous sustainability report. Comparisons cannot be made for the entire group at the moment.
- we do not yet have figures for the entire GRAPHIUS GROUP. Not every site registers all the same parameters uniformly. This is definitely a target to strive for.
- the corona crisis had a major effect on the figures for 2020.

The vehicle fleet has systematically been made more sustainable. When we replace vehicles, we weigh the best possible alternative against the price. For example, vehicles for longer journeys must not need to be recharged several times a day. We are making the vehicle fleet greener, step by step, by replacing vehicles that run on fossil fuels with hybrid and electric vehicles.

In the GRAPHIUS GROUP fleet of passenger cars, there are currently twelve hybrids and three electric vehicles. We are expecting seven additional electric vehicles in 2023.

In this sustainability report, we report on the commute between home and work for our permanent employees. A number of years ago, the companies Sweco and SmartTrips.be performed a Mobiscan for GRAPHIUS GHENT. They drafted an accessibility profile for GRAPHIUS. On the basis of the insights from this Mobiscan, we developed a policy with which we encouraged commuting by bike.

In 2018, GRAPHIUS gave a green light to bike leasing. All employees could sign up for this: blue-collar workers, white-collar workers and members of the management team. This bike-leasing is a powerful way to increase employee satisfaction. Employees have less nuisance from traffic, they exercise and can 'disconnect' while they're cycling. We are working together with o2o Bicycle Leasing for this. Thanks to the intuitive apps from o2o, we can efficiently track the administration data of our cyclists.

The trend was positive, but the corona crisis sent everything off track in 2020, with the impact still being felt in 2021. 2022 brought new employees to the bike. Our team members in Belgium cycled a total of more than 250,000 kilometres in 2022.

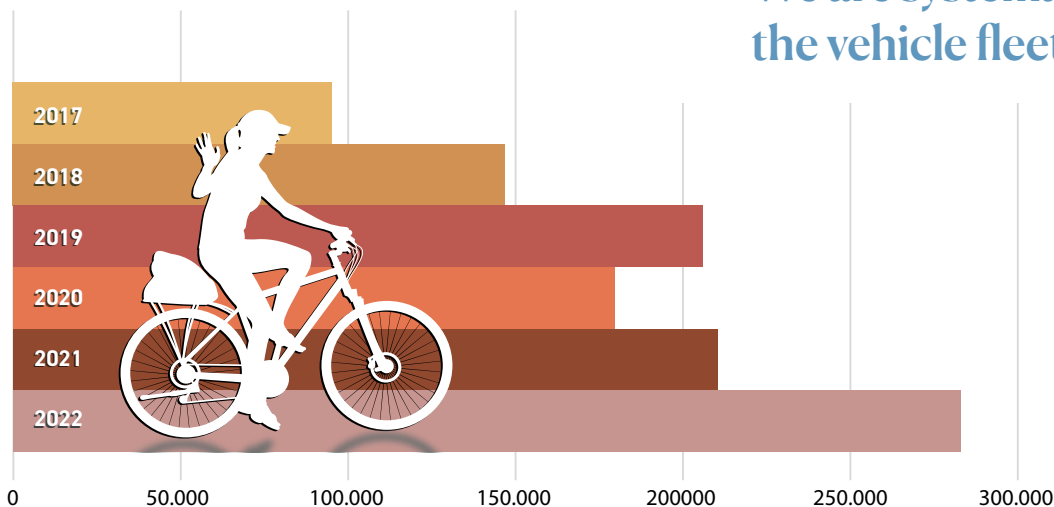
The number of kilometres cycled has been rising. And this relates to the bike leasing. In effect, it has significantly increased the cycling mobility for the commute between home and work. This is why we have also expanded our bicycle parking stalls, also providing specific places for speed pedelecs (pedal-powered, electric-motor-assisted bicycles).

Via the internal communication plan, we regularly inform our employees about roadworks in the area and the accessibility of our sites.

By introducing gates to the site in Ghent, we have discouraged traffic from illegally cutting through the site, and significantly increased safety and security.

As part of the Benefit Motivation Plan (BMP), we are striving to offer incentives in the area of sustainable mobility, such as carpooling.

“We are systematically making the vehicle fleet greener.”





CO₂

The climate is changing because there are more and more greenhouse gases being emitted into the atmosphere. This has the effect of raising the temperature and heating up the earth. The temperature has increased more and more quickly over the past few decades, with climate change becoming more and more noticeable as a result.

The climate is something different to the weather. Climate is focused more on the long term. The weather is about today or tomorrow. The weather changes and is difficult to predict, while climate patterns are more visible. Every decade is warmer than the previous one.

In the meantime, scientists are convinced that the cause of the current climate change is human activity and is strongly linked to our greenhouse-gas emissions. The emissions themselves are due to our large-scale burning of coal, oil and

gas. It is no coincidence that the increases in temperature began with the Industrial Revolution and, somewhat later, the combustion engine.

Greenhouse gases such as CO₂, steam and methane trap the heat of the sun in our atmosphere. These gases act, so to speak, like a blanket around our atmosphere. The greenhouse effect has always existed, but it has been made more pronounced because there is now more greenhouse gas, in the form of CO₂ and methane, in the air. There is a direct link between the amount of greenhouse gas in the atmosphere and the temperature rise. The more greenhouse gases, the warmer it becomes.

Since the Industrial Revolution, there has been more CO₂ and methane in the atmosphere. The most important greenhouse gases are carbon dioxide (CO₂) and methane (CH₄). CO₂ is emitted more

than any other. CO₂ and methane primarily result from deforestation, the agricultural industry and the use of fossil fuels: oil, gas and coal. There are also gases from natural processes, such as volcano eruptions, but the effect of these is minor.

Climate change has enormous consequences. It is not easy to reverse. We need to act collectively, across the entire world, to limit the damage. If we do nothing and the earth's temperature continues to rise at the rate it has been, we will all feel the consequences of heatwaves and droughts, rising sea levels and extreme rain and storms in the coming decades. There will be more and more climate migrants—people who need to look for a different place to live because their



CO₂-emissions per 1000 printed sheets

2020: 9.31	2022: 8.79
Target 2022: 8.5	Target 2024: 8

“Afin To be able to formulate and evaluate measurable goals, we are working with a new unit for our CO₂ emissions: the CO₂ emissions per 1000 sheets of paper and carton.”

current homes are disappearing or are in locations where it is no longer possible to live. Another consequence that is not to be ignored is the reduction in biodiversity in the animal and plant kingdoms.

GRAPHIUS GROUP wants to contribute to the solutions by fighting extreme climate change. We are fulfilling our responsibility by, for example, purchasing green energy, switching to sustainable energy where possible and also trying to save energy proportionally. We are striving for production that is as local as possible and as close to the client as possible. By acting consistently in this way, we will limit our CO₂ emissions within the context of our growth.

In 2020, the CO₂ emissions for the whole GRAPHIUS GROUP was 918.84 tonnes. We have grown considerably since then and, understandably, our CO₂ emissions have also increased. The CO₂ emissions for 2022 contributed to a total of 3113.44 tonnes across the group.

Compensating one tonne of CO₂ requires 31 to 46 trees. In Europe, there are 300 to 500 trees per hectare.

To make it possible to formulate and evaluate measurable goals, we are working, as from this sustainability report, with a new unit: the CO₂ emissions per 1000 sheets of paper and carton.

Regardless of possible further growth within GRAPHIUS GROUP, the target will always be to reduce CO₂ emission in relative terms.

In 2023, in collaboration with a partner, we will investigate how to reduce our CO₂ emissions per 1000 sheets of paper and carton. With these results, we will take action to effectively realise reductions.



WASTE

As we wrote earlier, we need raw materials, consumables, etc. to be able to perform our core activities. We have a conscious purchasing policy that takes numerous parameters into account.

GRAPHIUS GROUP waste is registered and sorted. Paper waste is picked up and recycled to make useable paper. There is no better example of a circular product than paper, even though we often need to convince clients of the fact that paper is not the cause of deforestation.

Other waste material is sorted and then selectively picked up. At the moment, we have approximately twenty waste streams at GRAPHIUS that are even further segmented. On a positive note, we have established that 95% of our waste is recycled. The aluminium offset plates that are used during the printing process are being collected by a specialised firm and can, after processing, be given a new life.

An important observation is that across all waste streams, the amount of waste per category, etc. is clearly mapped out and being followed up. Detailed data is available and can be discussed on request with the person responsible at GRAPHIUS GROUP. It relates to so much information about the different sites in Belgium and abroad that including it would only make reading this report more difficult.



“Paper waste is being collected to make new paper. There is no better example of a circular product.”



BEING RESPONSIBLE

CO₂-NEUTRAL PRINTING

Based on our values, convictions and motivations, operations at GRAPHIUS GROUP would ideally be CO₂ neutral. However, emissions from our operations are currently unavoidable. Through CO₂ compensation, as well as the other initiatives we are involved in, we can reduce the negative impact of our activities on the environment. CO₂ is not an unimportant method for meeting the targets of the Paris Climate Agreement. Financially, it isn't feasible to compensate the CO₂ emissions of GRAPHIUS GROUP on a group level without passing the costs for this through to our clients.

At GRAPHIUS GROUP, there is one pillar for which the CO₂ emissions from production are 100% compensated. That is Belprinto. We work together with ClimatePartner to achieve this.

For years, we have offered our clients the possibility of compensating for the CO₂ emissions of their orders, but it rarely eventuates. There have been just fourteen requests to have GRAPHIUS GROUP compensate for the CO₂ emissions of an order. PARK COMMUNICATIONS, which joined the GRAPHIUS GROUP in 2022, has an outspokenly sustainable profile. PARK COMMUNICATIONS clients know this, but the demand for CO₂-neutral printing is still limited. Exactly how many orders it refers to is not known.

CERTIFICATION AND PURCHASE POLICY

For a number of years, we have been working following the ISO 14001 and ISO 9001 standards. Through an environmental management system that follows ISO 14001, we have mapped out the environmental risks at GRAPHIUS and now strive to reduce them. We also link this to ISO 9001, the international standard for quality management systems. These standards are complementary, although the focus of ISO 9001 is on customer satisfaction. All printing presses are directed by the Heidelberg Quality Monitor reporting system that rigorously follows the obligatory ISO 12647 standard, with the slightest deviation noticed and adjusted in real time. ISO 12647-2 specifies a number of process parameters. Their values need to be applied with the production of colour separations, print forms and print production for four-colour sheets and rotation-offset-press printing. ISO 12647-2 contributes to Sustainable Development Goal 12: Responsible consumption and production – ensure sustainable consumption and production patterns.

“Clients can compensate the CO₂ emissions of their orders. There is little demand to do this.”

“To the extent that it is possible, GRAPHIUS GROUP employs a uniform purchasing policy, with supplier assessments.”

Etiglia is also certified by the British Retail Consortium (BRC). With this certification, producers show that everything possible is being done to ensure a safe, functioning and legal product during the production of packaging and packaging materials.

We systematically register which of our most important partners and suppliers:

- works following an environmental management system.
- works following a quality management system.
- is BRC certified.
- is FSC and/or PEFC certified. These are two international labels for sustainable forest management, with differences between them.

To the extent that it is possible, GRAPHIUS GROUP employs a uniform purchasing policy for all sites.

We follow a number of criteria for the assessment of suppliers:

- the supplier is necessary to guarantee our operations;
- the suppliers offer specific services that guarantee our operations;
- GRAPHIUS GROUP generates with this specific supplier an annual purchase amount of greater than €50,000.

We systematically do this for the (new) suppliers or partners who fulfil these criteria, but for organisational reasons, we do not (yet) do it for all new suppliers or partners. Adequate follow-up takes

time. Doing it for every new supplier is an exceptionally large challenge.

We have already entered into collaborations with a number of organisations/companies based on their specific (brand) identity and background. The most recent examples of this are Mirto Print and Mirto vzw.

PAPER-BASED POSTAL DELIVERY

In Belgium, the Walloon government began discouraging the use of certain waste

materials. On 23 April 2020, the government decided that as from 1 January 2022, in the name of public cleanliness, the distribution of addressed mail packed in plastic foil, with an address in Wallonia, would be forbidden. In 2022, there was still an exception for addressed mail publications that were packaged in plastic foil prior to 8 May 2020. This exception was no longer valid as from 1 January 2023.

At GRAPHIUS GROUP, we have prepared carefully to send our mail-outs in

paper packaging and thus offer an environmentally friendly and also effective packaging method.



OUR ECOLOGICAL AND SOCIAL ACTION POINTS

	UNIT	GOAL 2024	GOAL 2022	TARGET ACHIEVED	2022	2020
PEOPLE						
Team GRAPHIUS GROUP						
* Number of employees on the payroll of GRAPHIUS GROUP	person				603	387
* Employees on a self-employed basis	person				11	7
* Hours worked by temporary workers in addition to employee hours	%				3	1
Statute						
* Blue-collar worker	%				67	75
* White-collar worker	%				33	25
Gender						
* Women	%	23	23		21	22
* Men	%				79	78
Employees by age group						
* ≤ 24 year	%	6	5		4	4
* 25 - 49 year	%				40	46
* 50 - 60 year	%				41	39
* 60 - 65 year	%				12	10
* ≥ 65 year	%				2	0,03
Employees by department						
* calculation	%					2
* prepress	%				9	8
* printing	%				18	15
* book binding - finishing	%				42	45
* order handlers	%					8
* warehousing and logistics	%				7	8
* sales and marketing	%				17	3
* managers	%				3	5
* staff departments	%					6
* maintenance and facilities	%				2	
* other	%				2	

	UNIT	GOAL 2024	GOAL 2022	TARGET ACHIEVED	2022	2020
Safety						
* workplace accidents (% number of employees)	%	1	1,5	✓	0,7	3
* number of hours absent due to illness (% number of hours worked)	%			✓	0,22	0,73
Employee diversity						
* employees with disabilities and reintegration programme	person	3	2	✓	2,9	0,5
* nationalities	#	15	15	✓	17	16
Training						
* number of hours of training by third parties (% number of hours worked)	%				0,04	0,09
* number of hours of in-house training (% number of hours worked)	%	4	3	✓	4	2

ENVIRONMENT

RAW AND CONSUMABLE MATERIALS

Paper

* FSC-labelled paper	%	57	50	✓	55	46
* PEFC-labelled paper	%	20	15	✓	18	12
* 100% recycled paper	%	17	15	✓	15	12

Ink

* vegetable-based printing inks	%	99,7	99,5	✓	99,6	99,3
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ENERGY

Electricity generated by the sun	%		5	✓	7,9	3,4
Amount of fuel purchased (logistics and commuting)	l/employee	185	250	✓	190	288
Kilometres travelled by bicycle for commuting	km/employee	1350	1000	✓	1315	842

CO₂ EMISSIONS

CO ₂ -emissions per 1000 printed sheets	/1000 sheets	8	8,5		8,79	9,31
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WASTE

Paper recycling / purchasing	%	26	27		28	29
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GOAL 2022

GOALS TO BE ACHIEVED BY 31/12/2022

ENVIRONMENTAL AND SOCIAL ACTION POINTS

GRAPHIUS GROUP

- * new truck: Volvo FM Euro 6 Step D ✓
- * greening of vehicle fleet (according to plan) ✓
- * considering a cafeteria plan for the white-collar worker group in the context of a life-phase-aware and personalised remuneration policy ✓
- * staff survey on these topics: health, psychosocial aspects, working conditions, illness and safety X - moved to autumn 2023
- * considering an evaluation system that is efficient and ensures continuity ✓

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- * new Daikin HVAC technology for new building ✓
- * complete redesign of bicycle and pedestrian mobility on the site new development ✓
- * new, larger and enclosed bicycle parking garage ✓
- * new campaign to promote cycling mobility, which increases employee well-being and is good for the environment ✓

PPO GRAPHIC

- * HVAC - investment programme to future-proof the building ✓, part of the investment made
- * installation return-air paper extraction system ✓

GOALS TO BE ACHIEVED BY 31/12/2024

ENVIRONMENTAL AND SOCIAL ACTION POINTS

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- * Reduce carbon footprint by 15%
 - ° In 2023: drawing up action plan, in cooperation with external partnerw
 - ° In 2024: implementing actions, after drawing up action plan
- * Increase number of charging stations by 20
- * reduce paper waste (insert sheets and surplus) by 4%
- * investment programme to improve employee ergonomics
- * Installation LED lighting at all sites
- * staff survey on these topics: health, psychosocial aspects, working conditions, illness and safety
- * Adapt 'Sustainable printing guide' from PARK for use GRAPHIUS GROUP
- * launch of a 'Graphius Sustainability Award'

GRI CONTENT INDEX

Statement of use

GRAPHIUS GROUP has reported the information cited in this GRI content index for the period 1/1/2022 - 31/12/2022 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	1.
	2-2 Entities included in the organization's sustainability reporting	6.3.
	2-3 Reporting period, frequency and contact point	6.1.
	2-4 Restatements of information	6.2.
	2-5 External assurance	6.4.
	2-6 Activities, value chain and other business relationships	3.
	2-7 Employees	2.
	2-8 Workers who are not employees	2.
	2-9 Governance structure and composition	2.
	2-10 Nomination and selection of the highest governance body	2.
	2-11 Chair of the highest governance body	2.
	2-12 Role of the highest governance body in overseeing the management of impacts	2.
	2-13 Delegation of responsibility for managing impacts	2.
	2-14 Role of the highest governance body in sustainability reporting	2.
	2-15 Conflicts of interest	none
	2-16 Communication of critical concerns	none
	2-17 Collective knowledge of the highest governance body	/
	2-18 Evaluation of the performance of the highest governance body	/
	2-19 Remuneration policies	/
	2-20 Process to determine remuneration	/
	2-21 Annual total compensation ratio	/
	2-22 Statement on sustainable development strategy	Foreword/5.
	2-23 Policy commitments	4.
	2-24 Embedding policy commitments	4.
	2-25 Processes to remediate negative impacts	/
	2-26 Mechanisms for seeking advice and raising concerns	/
	2-27 Compliance with laws and regulations	/
	2-28 Membership associations	2.
	2-29 Approach to stakeholder engagement	8.
	2-30 Collective bargaining agreements	9.3.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	7.
	3-2 List of material topics	7.
	3-3 Management of material topics	7.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2.
	201-2 Financial implications and other risks and opportunities due to climate change	7.2.
	201-3 Defined benefit plan obligations and other retirement plans	/
	201-4 Financial assistance received from government	/
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	9.3.
	202-2 Proportion of senior management hired from the local community	/
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	/
	203-2 Significant indirect economic impacts	/
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	/
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	/
	205-2 Communication and training about anti-corruption policies and procedures	/
	205-3 Confirmed incidents of corruption and actions taken	/
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	/
GRI 207: Tax 2019	207-1 Approach to tax	/
	207-2 Tax governance, control, and risk management	/
	207-3 Stakeholder engagement and management of concerns related to tax	/
	207-4 Country-by-country reporting	/
GRI 301: Materials 2016	301-1 Materials used by weight or volume	10.
	301-2 Recycled input materials used	10.
	301-3 Reclaimed products and their packaging materials	10.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	10.
	302-2 Energy consumption outside of the organization	10.
	302-3 Energy intensity	/
	302-4 Reduction of energy consumption	10.
	302-5 Reductions in energy requirements of products and services	10.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	5./7.2./10.
	303-2 Management of water discharge-related impacts	/
	303-3 Water withdrawal	data as of yet unknown
	303-4 Water discharge	/
	303-5 Water consumption	10.
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	none
	304-2 Significant impacts of activities, products and services on biodiversity	none
	304-3 Habitats protected or restored	none
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	/
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	10.
	305-2 Energy indirect (Scope 2) GHG emissions	/

GRI STANDARD	DISCLOSURE	LOCATION
	305-3 Other indirect (Scope 3) GHG emissions	/
	305-4 GHG emissions intensity	/
	305-5 Reduction of GHG emissions	Table with performance data
	305-6 Emissions of ozone-depleting substances (ODS)	/
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	/
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	10.
	306-2 Management of significant waste-related impacts	10.
	306-3 Waste generated	10.
	306-4 Waste diverted from disposal	10.
	306-5 Waste directed to disposal	10.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	11.2
	308-2 Negative environmental impacts in the supply chain and actions taken	/
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	9.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	/
	401-3 Parental leave	/
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	/
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	9.
	403-2 Hazard identification, risk assessment, and incident investigation	9.
	403-3 Occupational health services	9.
	403-4 Worker participation, consultation, and communication on occupational health and safety	9.
	403-5 Worker training on occupational health and safety	9.
	403-6 Promotion of worker health	9.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	/
	403-8 Workers covered by an occupational health and safety management system	9.
	403-9 Work-related injuries	9.
	403-10 Work-related ill health	/
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	9.9.
	404-2 Programs for upgrading employee skills and transition assistance programs	9.9.
	404-3 Percentage of employees receiving regular performance and career development reviews	9.9.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	9.4./9.5./9.8.
	405-2 Ratio of basic salary and remuneration of women to men	9.4./9.5./9.8.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	no incidents
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	no situations as described known.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	no situations as described known.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	no situations as described known.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	none

GRI STANDARD	DISCLOSURE	LOCATION
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	no situations as described known.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	8.1./8.2.
	413-2 Operations with significant actual and potential negative impacts on local communities	8.1./8.2.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	9.8./11.2.
	414-2 Negative social impacts in the supply chain and actions taken	no negative impacts known
GRI 415: Public Policy 2016	415-1 Political contributions	none
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	no negative impacts
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	no incidents
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	no specific requirements
	417-2 Incidents of non-compliance concerning product and service information and labeling	no incidents reported
	417-3 Incidents of non-compliance concerning marketing communications	no incidents reported
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	no such complaints reported



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