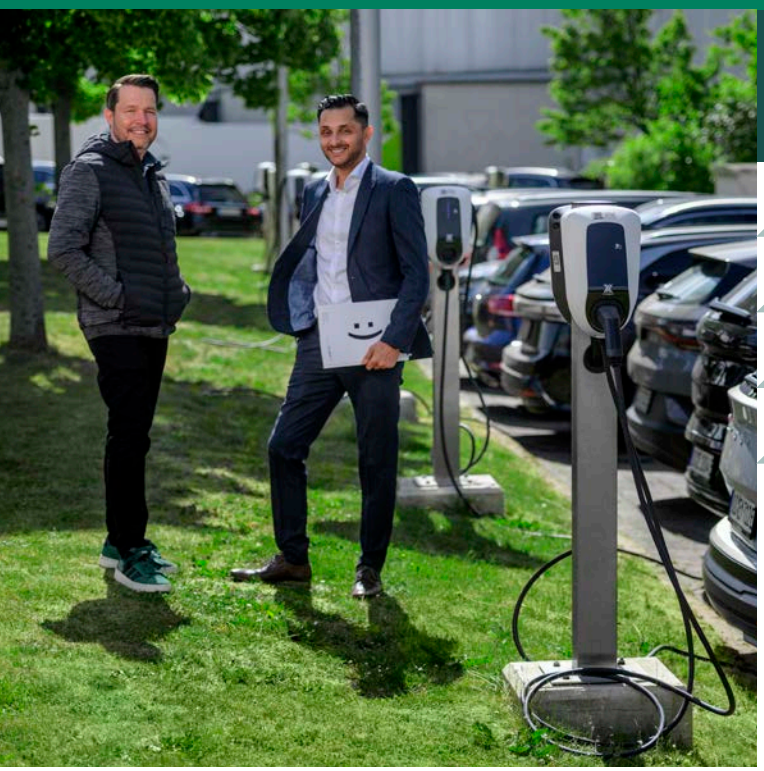
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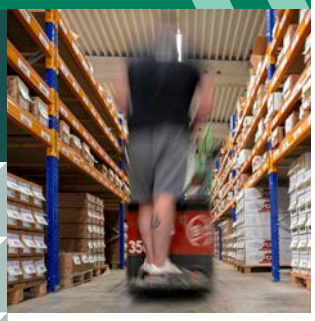
IGEPA group

Sustainability Report

IGEPA Belux nv

2025







More detailed information on our sustainability activities can be found at

↘ www.igepa.de/nachhaltigkeit

About this report

The 2025 Sustainability Report of IGEPA group shows how we anchor responsibility in our everyday tasks and the progress we have achieved on our path towards increased sustainability.

We focus on three aspects: First of all, we consistently integrate ecological, social, and economic responsibility in our corporate strategy (ESG*). Secondly, we achieve transparency and comparability of our sustainability performance through reporting based on the ESRS**. And thirdly, we coordinate with our European trading companies to implement specific measures for actively utilising opportunities and tackling challenges.

This report visualises our development and underlines our commitment to a sustainable future. At the same time, it stands for openness and a willingness to engage in dialogue with customers, partners, employees, and other stakeholders.

Our key message is: Sustainability is a firm component of our business model – and we are designing this change responsibly, transparently, and together.

We look forward to dialogue and feedback directed to
↘ nachhaltigkeit@igepagroup.com

ESG stands for 'Environment – Social – Governance' and describes three key areas of sustainability against which companies worldwide are measured:

- *Environment (E) – climate protection, CO_2 reduction, logistics, and environmental certificates*
- *Social (S) – human rights, working standards, health and safety, and qualification*
- *Governance (G) – corporate leadership, compliance, and prevention of corruption*

ESRS (European Sustainability Reporting Standards):
European standards for sustainability reports specifying the ESG information to be disclosed by companies







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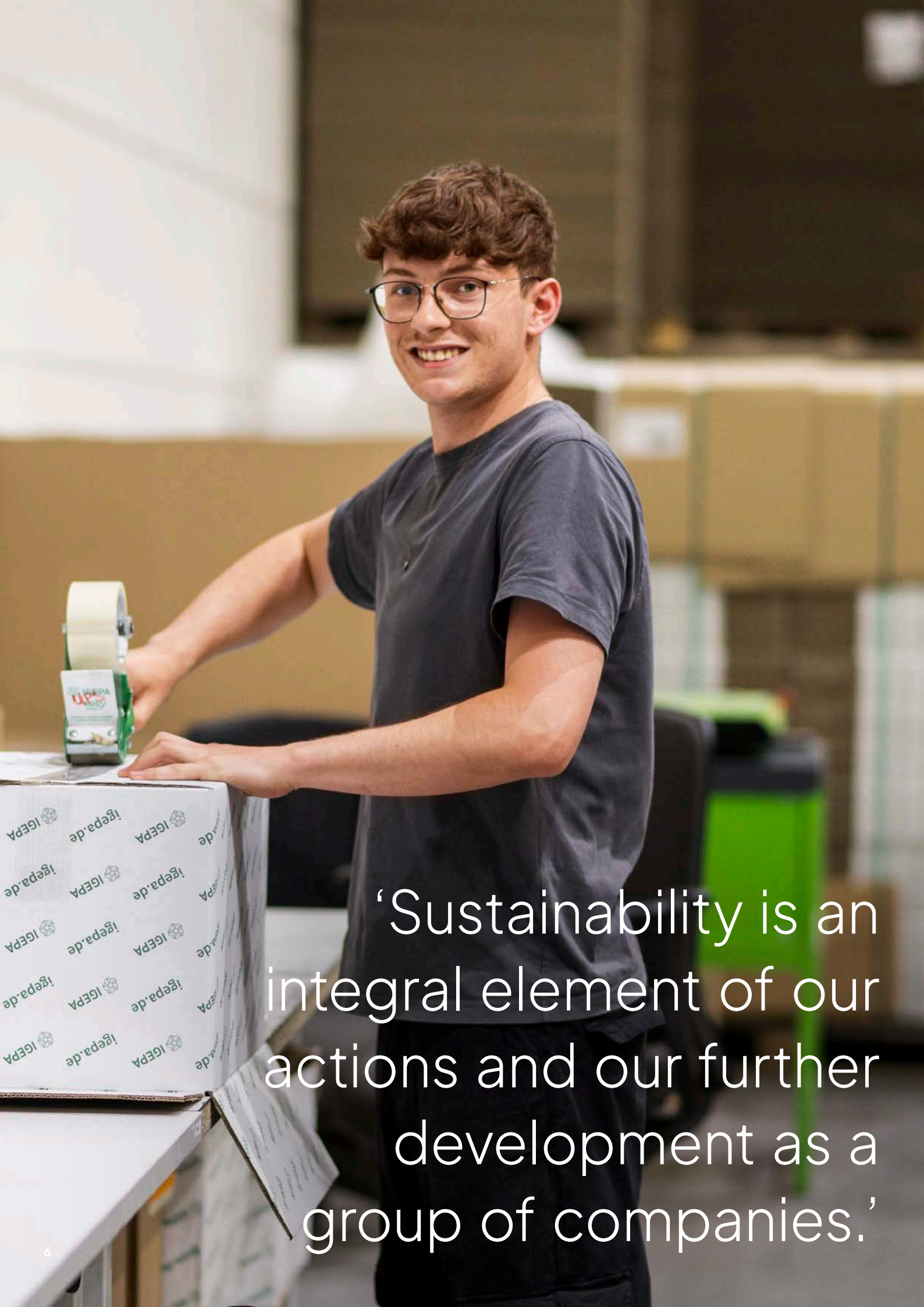
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‘Sustainability is an integral element of our actions and our further development as a group of companies.’

Foreword

DEAR READERS,


Bram Lernout

2025 was a year of focused progress at IGEPA group – still shaped by external uncertainties, but also marked by measurable improvements in our sustainability performance. At the same time, the industry was marked by intensive discussions surrounding the EU Deforestation Regulation (EUDR), highlighting the growing impact that regulatory requirements are having – and will continue to have – on business processes and corporate decision-making.

With our second Sustainability Report prepared in alignment with the European Sustainability Reporting Standards (ESRS), we have further enhanced the comparability of sustainability data across our Group by applying a consistent methodological framework. At the same time, our commitment remains unchanged: we continue to report transparently, on a sound methodological basis, and beyond regulatory minimum requirements.

We made particularly strong progress in the area of Scope 1 emissions, with the significant expansion of our electrified vehicle fleet contributing to a substantial reduction in direct emissions. This development has been further supported by the continued expansion of our own photovoltaic systems.

At the same time, 2025 continued to be marked by political uncertainty and geopolitical tensions. These external conditions weighed on economic activity and logistics operations. Nevertheless, our strategic focus remains clear: sustainability is an integral part of how we operate and how we continue to develop as a Group.

We would like to thank everyone who contributes to our progress and whose commitment helps drive our sustainable development.

Bram Lernout
Managing Director IGEPA Belux nv

IGEPA group at a glance



2,950
employees

Efficient logistics processes



473 trucks

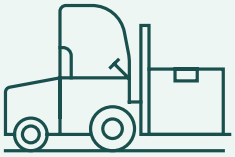
Expert advice

338,000 m²
storage space

Personal support



400,000
pallet storage spaces



More than
90,000
customers

Since 1960

1.6
billion EUR
turnover

These figures refer to all IGEPA group trading companies, not only the reporting companies.



IGEPA group was established in 1960 and today it is one of the leading **specialist wholesale groups for paper and printing accessories, advertising technology, and packaging in Europe**. With one of the most comprehensive ranges in the sector, we support more than 90,000 customers in industry, trade, and business – reliably, responsibly, and in a solution-oriented manner.

Our group of companies **is currently active in 23 countries, with 79 locations and a strong network** of independently managed companies featuring a joint strategic alignment. The sustainable development of our Group is based on around 2,950 employees in Germany and abroad, state-of-the-art logistics structures, and a growing international alliance.

This Sustainability Report comprises the consolidated data of all reporting companies in Europe (see next page) and illustrates their **contribution to environmental, social, and governance issues**. Our integrated reporting ensures that progress is measurable and documented comparably across national borders. By doing so, we make sustainability visible – as a firm component of our corporate development.

Our range of services

IGEPA group is one of the **leading wholesale groups for paper, print, office, packaging, and visual communication (viscom) in Europe**. We procure, store, and distribute products for industrial clients, printing companies, specialist retailers, advertising technicians, and print service providers.

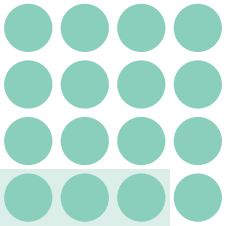
Our added value evolves from three strengths: a wide range, efficient logistics, and sound consulting. These are supplemented by digital solutions and sustainable offers. **Enabling us to reduce our consumption of resources, increase efficiency, and create specific advantages for our customers.**

We procure most of our products from European suppliers. This strengthens supply chains, shortens transport routes, and supports reliable supply.

Our strategy is oriented towards three areas of activity:

- **Ecology:** climate protection, emissions reduction, sustainable procurement, and resource-efficient processes
- **Social issues:** secure jobs, fair working conditions, diversity, and an open dialogue with employees, customers, and partners
- **Governance:** clear responsibilities, effective compliance structures, and systematic risk management

Several developments shape the framework within which we operate.
Regulatory requirements such as the CSRD* and the German Supply Chain Due Diligence Act (LkSG) are increasing the demands for transparency, reporting, and due diligence obligations throughout the supply chain.



REPORTING ORGANISATIONS IN 2025:

IGEPA group GmbH & Co. KG

IGEPA Großhandel GmbH & Co. KG

E. Michaelis & Co. Holding (GmbH & Co.) KG
MiCo GmbH, Hansa GmbH & Co. KG,
IPS Individual Packaging Solutions GmbH,
Verpackungswerk West GmbH,
IPS Lamersdorf, TTF

Freytag & Petersen GmbH & Co. KG

Geiger GmbH & Co. KG

vph GmbH & Co. KG

2H GmbH & Co. KG

Lüerssen Grafische Vertriebs GmbH

packs GmbH

IGEPA group Beteiligungs- und Verwaltungs GmbH

IGEPA Business und IT-Services GmbH

IGEPA Austria GmbH

IGEPA Belux
Belux nv, Belux s.à.r.l

IGEPA CZ
Igepa CZ s.r.o., Paper Back s.r.o.

IGEPA Hungária Kft.

IGEPA Nederland B.V.

IGEPA Polska Sp. z o.o.

raumzeit.cc GmbH

Scandraft group
Scandraft AB, Scandraft AS, Rangefabriken AB

Signcom
Signcom Denmark ApS, Signcom Oy



The market is increasingly demanding sustainable and certified products. **We are expanding our range, defining binding procurement standards, and creating transparency along the value-added chain.**

Climate risks have an impact on supply chains, the availability of goods, and logistics. We tackle these risks with structured analyses, clear measures, and in close cooperation with suppliers and partners.

Our goal is clear: We combine economic success with measurable environmental and social progress. In doing so, we strengthen the long-term competitiveness and resilience of IGEPA group.

***CSRD (Corporate Sustainability Reporting Directive):** EU Directive on mandatory sustainability reporting by companies. It defines which sustainability information must be disclosed.

PERFORMANCE DATA ON THE REPORTING ORGANISATIONS:

EMPLOYEES
2,238

TRUCKS
318

TURNOVER
approx. 1.6 billion EUR

STORAGE SPACE
250,000 m^2

CUSTOMERS
approx. 65,000

PALLET STORAGE SPACES
300,000



Double materiality and consideration of further key goals

IGEPA group consistently aligns its sustainability management with the expectations of its stakeholders. As part of our preparations for the requirements of the Corporate Sustainability Reporting Directive (CSRD), we conducted a double materiality analysis in 2024. **In the 2025 reporting year, we continued to voluntarily align ourselves with the structures and requirements of the CSRD and the European Sustainability Reporting Standards (ESRS).** This enables us to create transparency, comparability, and a robust foundation for the further development of our sustainability management.

We assess sustainability topics from two perspectives: their impact on business performance, risks, and opportunities, as well as our impact on the environment and society. The materiality analysis was based on a stakeholder survey involving 712 participants, including employees, shareholders, customers, banks, suppliers, and associations. The results were directly incorporated into our sustainability strategy and our policy statement on respecting human rights.

Double materiality is the central management tool of our sustainability strategy. It provides clarity on the relevant topics, supports informed decision-making, and directs resources towards the areas with the greatest impact. Based on this approach, we have further developed our alignment with the United Nations' Sustainable Development Goals (SDGs)*.

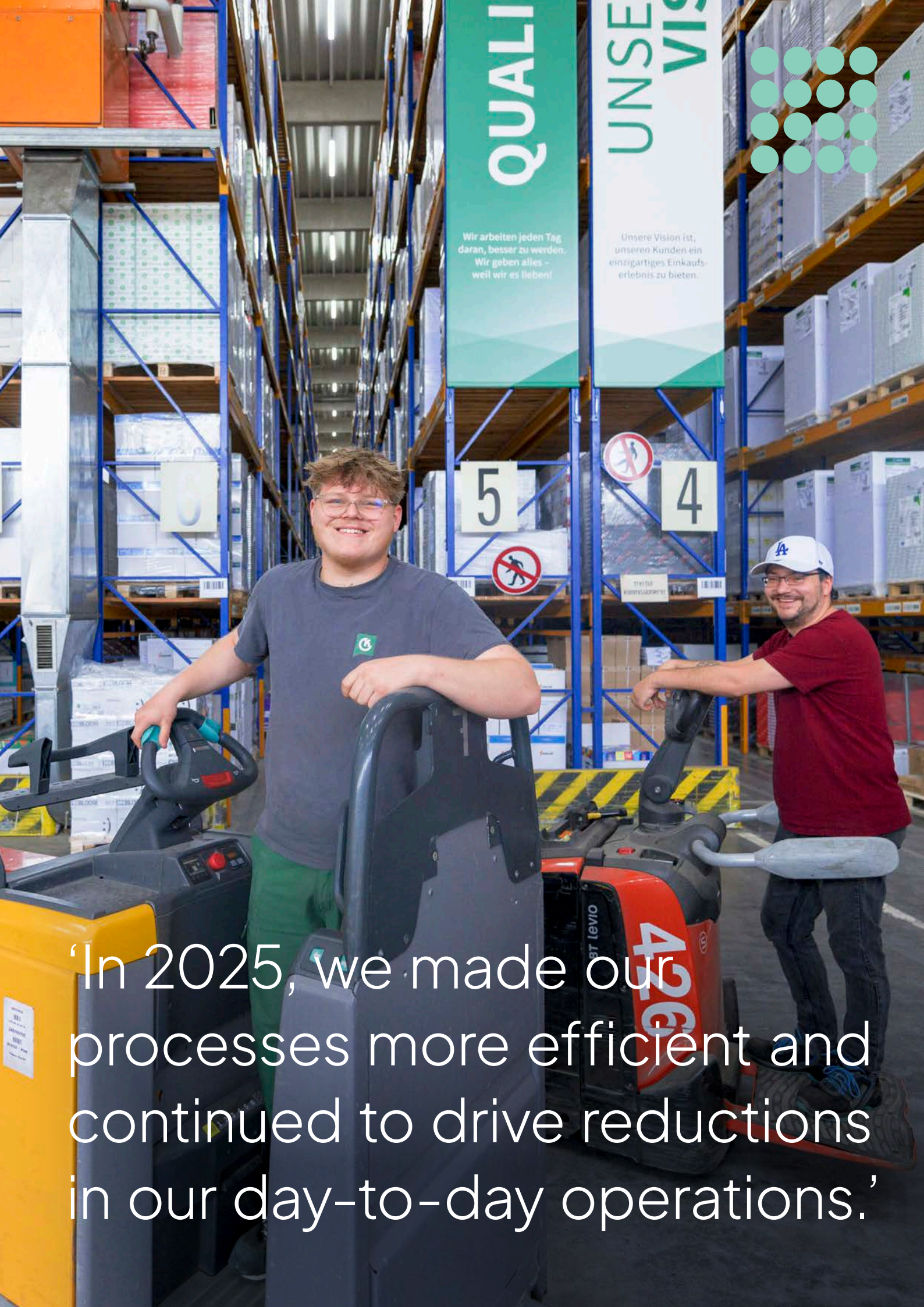
FOCUS IN 2025 ON SIX PRIORITISED GOALS

While our focus in 2024 was on two key SDGs, we expanded our focus in 2025 to include four additional prioritised goals. In doing so, we are responding to the increasing expectations of our stakeholders and the growing importance of sustainability within our business model.

The six SDGs now form the framework for our sustainability goals, measures, and progress. They bring together the topics on which we have the greatest influence and through which we can make the strongest contribution to sustainable development. Further information on the stakeholder survey can be found in the section on Governance and at:
↘ www.igepa.de/nachhaltigkeit/#compliance

***SDGs (Sustainable Development Goals):**
the 17 sustainability goals of the United Nations for sustainable development until 2030





‘In 2025, we made our processes more efficient and continued to drive reductions in our day-to-day operations.’

SBM-3_01*

Topic standard		Impacts actual/ negative	Impacts actual/ positive	Impacts potential/ negative	Impacts potential/ positive
E1	Climate change	X	X	X	
E2	Environmental pollution	X			
E3	Circular economy	X	X		
S1	Workers in our own workforce	X	X	X	
S2	Workers in the value-added chain	X	X	X	
S4	Consumers and end users			X	X
G1	Governance	X	X	X	X

***SBM-3_01:** SBM Strategy on Business Model, refers to the impacts the topic standard can have on the business model.

MATERIALITY ANALYSIS, AREAS OF ACTIVITY, AND CONTROL

IGEPA group firmly integrates sustainability, risk management, and corporate development into its leadership and decision-making processes. Our aim is to identify risks at an early stage, leverage opportunities, and safeguard the company's long-term viability.

In the area of climate change, we measure our greenhouse gas emissions in accordance with the standards of the Greenhouse Gas (GHG) Protocol. The data basis from the years 2024 and 2025 serves as the foundation for new emissions targets, which will be defined jointly by IGEPA group and the Business Unit Teams (BUTs) responsible for sustainability.

In the area of environmental protection, we focus on the early identification of risks and the consistent reduction of environmental impacts. This includes, in particular, efficient logistics processes and the continuous optimisation of operational procedures.

Promoting the circular economy is an integral part of our product portfolio and sustainability strategy. Training programmes, product solutions, and internal initiatives support the responsible use of resources and help reduce material consumption and waste volumes.

Our employees are bound by high social standards. We respect the core labour standards of the International Labour Organisation (ILO), ensure occupational health and safety, and promote diversity and equal opportunities. We consistently reject child and forced labour.

Clear requirements also apply **along the supply chain**. The IGEPA Supplier Code of Conduct (SCoC) defines binding environmental, social, and compliance standards for our suppliers. Risk analyses, action plans, and our policy statement on human rights support their implementation.

The safety and quality of our products are a top priority. In this way, we create trust among our customers, consumers, and end users.

A multi-level risk management system, along with regular management and Board meetings, ensures that sustainability, risk, and business-related topics are incorporated into strategic decision-making.

SBM-3_02**

Topic standard		Risks	Opportunities
E1	Climate change	X	X
E5	Circular economy	X	X
S1	Workers in our own workforce	X	X
S4	Consumers and end users	X	X
G1	Governance	X	X

****SBM-3_02:** SBM Strategy on Business Model, refers to the topic standard and the essential impacts (risks and opportunities) this can have on the business model.

Environment

CLIMATE PROTECTION

CO_2 reduction, energy consumption, resources

IGEPA group considers climate protection a key component of its sustainability strategy. The foundation for this is the initial measurement of greenhouse gas emissions (Scope 1–3) for the 2021 base year in Germany. **Based on these findings, specific reduction pathways were developed to decrease emissions systematically and over the long term.** A particular focus is placed on our own vehicle fleet and the associated transport processes.

To reduce emissions, IGEPA group focuses, among other measures, on the **gradual transition of its passenger vehicle fleet to alternative drive systems, more efficient consolidation of transport, and the expansion of inter-modal logistics solutions**. In addition, the range of sustainable products is continuously being expanded, for example through certified FSC, PEFC, and Blue Angel products.

Furthermore, IGEPA group raises its employees' awareness of climate-related topics through targeted training measures along operational processes. These include, among other initiatives, driver training to promote more fuel-efficient driving practices and optimised route planning to reduce fuel consumption within the truck fleet.

Greenhouse gas emissions are measured in accordance with the standards of the internationally recognised Greenhouse Gas (GHG) Protocol, which categorises emissions into three scopes:

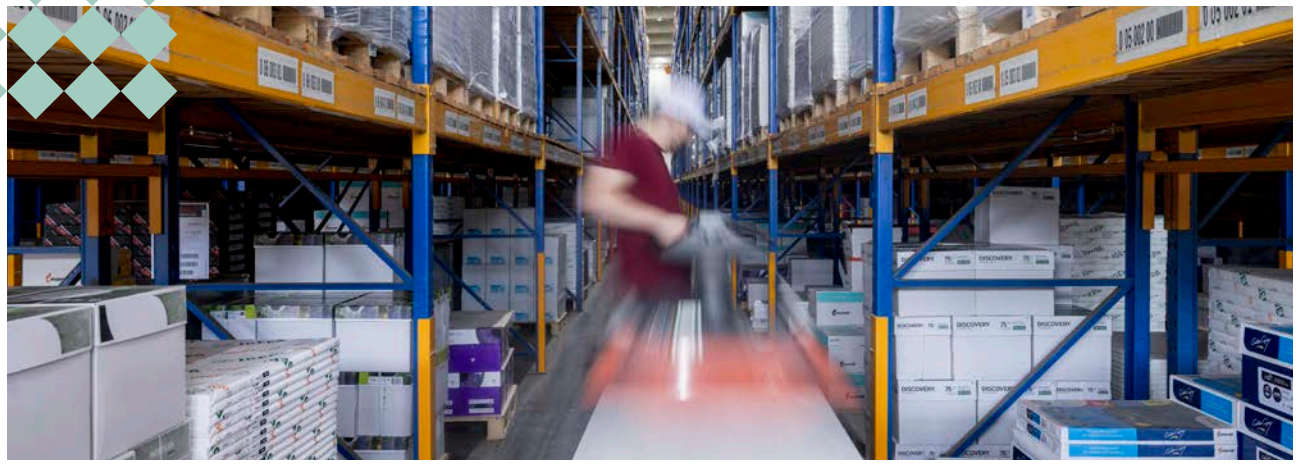
SCOPE 1: direct emissions from company-owned sources, for example from natural gas consumption or fuels used by the company's own vehicle fleet

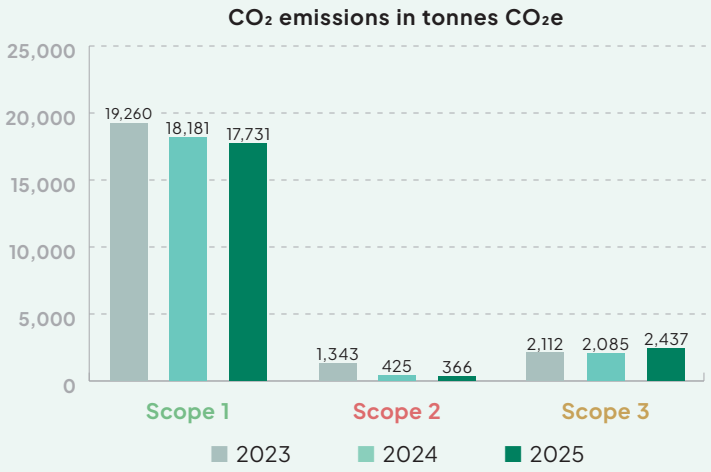
SCOPE 2: indirect emissions from purchased energy such as electricity or district heating

SCOPE 3: other indirect emissions along the value chain, such as those from business travel or employee commutes

Various measures have been implemented in recent years **to reduce Scope 1 emissions**. These include, for example, software-supported **vehicle park management, targeted driver training, and the increased use of alternative drives in the area of passenger vehicles**. These measures made it possible to achieve the goal of reducing diesel consumption by 5% by the end of 2024.

IGEPA group is also consistently implementing measures to achieve a **more sustainable energy supply** in relation to **Scope 2 emissions**. The expansion of our own photovoltaic systems and the gradual transition to certified green electricity with proof of origin have already contributed to a significant reduction in emissions.



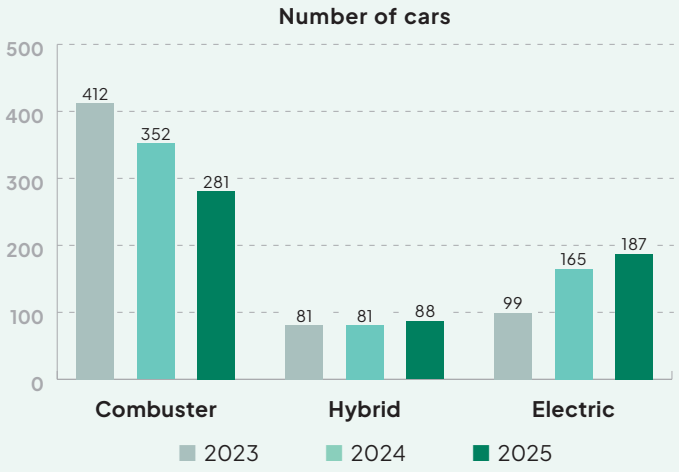


-2% Scope 1

-12.9% Scope 2

+18.3% Scope 3*

► The composition of IGEPA group's passenger vehicle fleet is increasingly shifting towards alternative drive systems. While the number of combustion engine vehicles decreased from **412** in 2023 to **281** in 2025, the number of electric vehicles increased significantly over the same period, rising from **99** to **187**. **Hybrid vehicles** remained almost constant at 81 vehicles in 2023 and 2024, **increasing slightly to 88 vehicles in 2025**. This development reflects the gradual transition towards lower-emission mobility and underlines IGEPA group's commitment to continuously expanding the share of more sustainable drive systems.



CO₂ REDUCTION – IGEPA GROUP CARBON FOOTPRINT

The development of CO_2 emissions by IGEPA group shows **an overall positive trend between 2023 and 2025** in the areas that can be directly influenced. In 2024, **total emissions** amounted to **20,702 tonnes CO_2e**. The largest share was attributable to Scope 1 emissions, totalling 18,186 tonnes CO_2e. Scope 2 emissions (market-based)** amounted to 425 tonnes CO_2e, while Scope 3 emissions accounted for 2,091 tonnes CO_2e. In comparison, **2025 shows a further reduction, particularly in Scope 1 and Scope 2 emissions**: Scope 1 emissions decreased to 17,823 tonnes CO_2e, while Scope 2 emissions declined to 370 tonnes CO_2e, and Scope 3 emissions increased to 2,473 tonnes CO_2e. Since 2023, a **clear reduction in Scope 1** emissions (from 19,260 tonnes CO_2e) and a significant decrease in Scope 2 emissions have been evident. The majority of emissions continue to arise from Scope 1, primarily due to fuel consumption within the vehicle fleet. A portion of emissions is also reported as biogenic emissions, for example from biomass combustion, and is accounted for separately.

***'Scope 2 emissions (market-based) –7.2%' means:**

- ***Scope 2 emissions:*** *These are indirect CO_2 emissions generated through a company's purchased electricity, steam, heating, or cooling. They do not arise directly on-site, but rather from energy that is produced externally.*
- ***'market-based':*** *This calculation method takes into account the actual electricity contracts and energy sources purchased by a company (e.g. green electricity tariffs and guarantees of origin). It therefore shows how 'green' the specifically procured electricity is.*
- ***–7.2%:*** *Emissions have* ***decreased by 7.2%*** *compared to a previous period (usually the previous year).*

The development of the passenger vehicle fleet demonstrates the consistent expansion of lower-emission mobility within IGEPA group.

*The changes in Scope 3 emissions from employee commutes are primarily attributable to an expanded data basis (updated survey and broader coverage across all entities). This makes the indicator more robust and comparable across the Group.

CO_2 REDUCTION

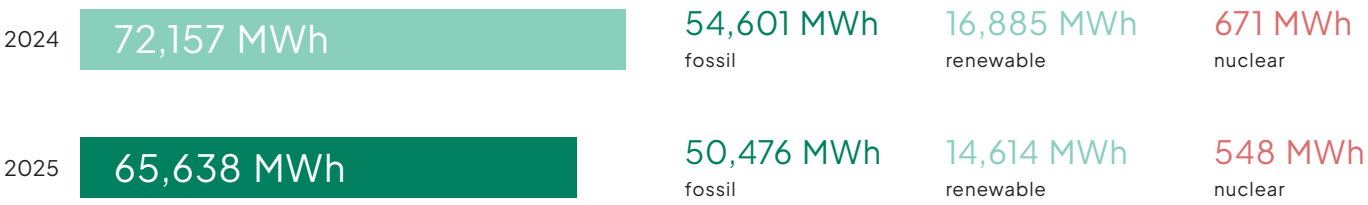
Vehicle fleet – contributing to reducing emissions
An essential share of CO_2 emissions by IGEPA group is incurred by the vehicle fleet. In an effort to reduce these emissions in a sustainable manner, numerous measures have been implemented in recent years – from **software-supported vehicle fleet management** through **driver training for lower-emission driving styles** to a **gradual changeover to alternative drives**.

These initiatives are now clearly having an impact: diesel consumption could be **reduced by a further 3%** by the end of 2025. The development in the area of the **passenger vehicle fleet** is particularly gratifying: with **275 vehicles (88 hybrid and 187 electric vehicles), 49% of the entire vehicle fleet (556 vehicles) now avails of an alternative drive technology**.

This means that the goal of electrifying the vehicle fleet set out in the 2023 Sustainability Report has been fully achieved – an important milestone on the road to more climate-friendly mobility within IGEPA group. The number of trucks could be reduced slightly (-2%), while the proportion of electric vehicles rose by an impressive +89% since 2023, and by another 15% since 2024.

This development shows that **continuous investment in alternative drive systems** and efficiency measures is already resulting in noticeable progress in terms of our carbon footprint.

IGEPA group reduced its total energy consumption by 9.0% in the reporting year and decreased its use of fossil energy sources by 7.6%. The share of renewable energies remained close to the previous year's level, at 22% (2024: 23%).



ENERGY CONSUMPTION

The analysis of energy consumption shows a positive development in 2025 compared to the previous year. Total energy consumption was reduced from 72,157 MWh in 2024 to 65,638 MWh in 2025. **This corresponds to a reduction of 7.2%** and illustrates the progress made in energy efficiency and conservation of resources.

This trend is also reflected in the analysis of the individual energy sources. The consumption of fossil fuels decreased from 54,601 MWh to 50,476 MWh. At the same time, the use of renewable energies declined from 16,885 MWh to 14,614 MWh, while the use of nuclear energy decreased from 671 MWh to 548 MWh.

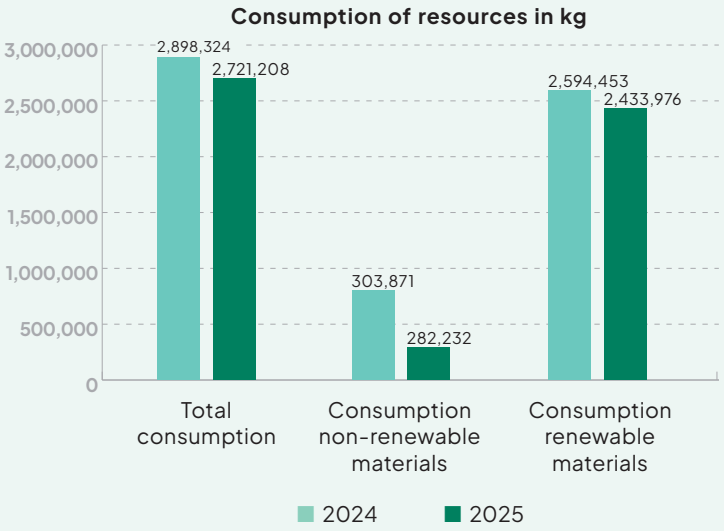
Overall, this development indicates a decline in energy demand within our business operations.
At the same time, the transparent recording and analysis of consumption data provide an important foundation for future energy management and ongoing implementation of decarbonisation measures. In particular, the differentiated analysis of energy sources helps to identify developments at an early stage and derive targeted measures to reduce energy consumption.

Total weight of materials used to manufacture and package the organisation's main products and services during the reporting period:

2,721,208 kg*

*This corresponds to a **reduction in resource consumption of:**

-6%



Renewable materials used in 2025

	Material (kg)
3% Paper (office)	Paper (office) **88,082**
44% Paper (packaging)	Paper (packaging) **1,066,843**
49% Wood (pallets)	Wood (pallets) **1,181,901**
4% Wood (packaging)	Wood (packaging) **97,150**

RESOURCES

The analysis shows that a total of 2,898,324 kg of materials were used in 2024. **In 2025, material consumption decreased to 2,721,208 kg**.

Of this amount, approximately 2,594,453 kg were attributable to renewable materials in 2024. In 2025, this figure was around 2,433,976 kg. **Renewable raw materials therefore continued to account for around 90% of total material consumption**.

The largest share of **renewable materials is attributable to paper packaging and wooden pallets, which together represent the main components of the renewable raw materials used**. Additional materials such as office paper and wood for packaging contribute further to the overall volume.

This development highlights progress in the area of resource efficiency. **Despite the reduced overall material consumption, the share of renewable materials remains at a high level of around 90%, confirming the consistent focus on more sustainable material sourcing.**

BOUNDARIES OF INFLUENCE

IGEPA group does not develop or manufacture its own products. As a wholesaler for paper, advertising technology, and packaging solutions, we source our product range from selected suppliers and partners.

Responsibility for product development, material selection, and production processes lies with the manufacturers. We do not have any direct influence on this area. We take responsibility through the selection of our product range and our business partners, whereby we consider products with characteristics that support a circular economy. **These include recyclability, reusability, and the use of renewable or recycled raw materials.**

The implementation of circular principles such as disassembly, remanufacturing, or biological recovery **is largely determined by product design during manufacturing**. Through our procurement decisions and dialogue with suppliers, we promote the further development of sustainable product solutions throughout the value chain.

Social issues

OUR RESPONSIBILITY AS AN EMPLOYER

IGEPA group pursues a **comprehensive approach** in order to promote the **well-being of its employees** and guarantee **fair, safe, and respectful working conditions**.

Transparent communication, dialogue formats, and **clear complaint channels** underline a **culture of openness and participation**.

One key component is the **inclusion of employees** in decision-making processes – both directly and through **elected representatives**, in particular the **works council**.

Direct participation takes the form of

- **employee surveys**
- **feedback discussions** with management personnel as well as
- **workshops and focus groups** within the scope of change processes.

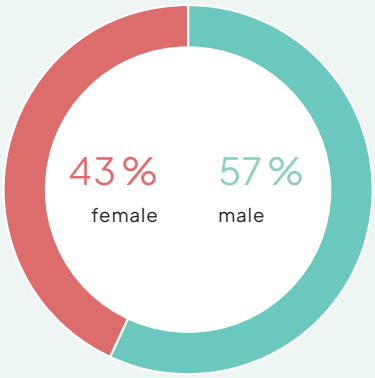
Through the works council, inclusion is via

- regular consultations,
- joint working groups, and
- participation in company regulations such as working time, service or occupational safety agreements.

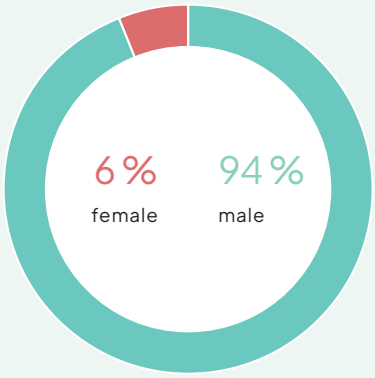
↘ www.igepa.de/supplier-code-of-conduct/

In this way, IGEPA group ensures that individual perspectives and collective interests are given equal consideration – as the **basis for a cooperative, responsible corporate culture**.

1,270 commercial employees



1,243 operational employees



The chart shows an overall **balanced distribution of employees** between commercial functions (51%) and operational roles (49%). While the commercial workforce has a relatively balanced gender distribution, operational roles continue to be predominantly male (94%). **This can, in particular, be attributed to the structure of the tasks performed there.** Many operational roles – such as in the area of logistics, warehouse, and the truck fleet – have traditionally involved physically demanding tasks and, across the industry, continue to be occupations with a predominantly male workforce.

The success of IGEPA group is based on the commitment and expertise of our employees. With their knowledge, experience, and daily commitment, they play a vital role in shaping our continued development and future.



HUMAN RIGHTS AND RESPONSIBILITY IN THE SUPPLY CHAIN

Respect for human rights is a fundamental part of IGEPA group's commitment to sustainability. With the adoption of its Policy Statement on Respect for Human Rights in 2024 in accordance with the German Supply Chain Due Diligence Act (LkSG*), IGEPA group has clearly defined and firmly embedded its responsibility throughout the entire value chain. **Our aim is to identify human rights and environmental risks at an early stage, implement appropriate measures, and continuously advance sustainable business practices.**

↘ *www.igepa.de/nachhaltigkeit/#compliance*

The Policy Statement outlines the processes and measures through which IGEPA group fulfils its due diligence obligations. These include, in particular, risk assessments, preventive and monitoring measures, and a structured risk management system for identifying potential human rights and environmental impacts.

In doing so, IGEPA group aligns itself with internationally recognised standards and guidelines, including the **Guiding Principles on Business and Human Rights, the ILO Core Labour Standards**, the Children's Rights and Business Principles, and the Ten Principles of the UN Global Compact**. In addition, the United Nations' Sustainable Development Goals (SDGs) support the company's strategic alignment in the area of sustainability.

SUSTAINABLE PROCUREMENT AND RESPONSIBLE SUPPLY CHAINS

A central element of this approach is the IGEPA Supplier Code of Conduct (SCoC), complemented by the internal Code of Conduct, employee training programmes, and systematic supplier risk management. In addition, IGEPA group is committed to the principles of the UN Global Compact and reports in accordance with the European Sustainability Reporting Standards (ESRS).



IGEPA group and its key suppliers hold forestry certifications that enable a traceable and externally verifiable supply chain. **Approximately 60 % of the total procurement volume already originates from certified sources**. Long-term and partnership-based supplier relationships further contribute to stability, transparency, and reliability throughout the supply chain.

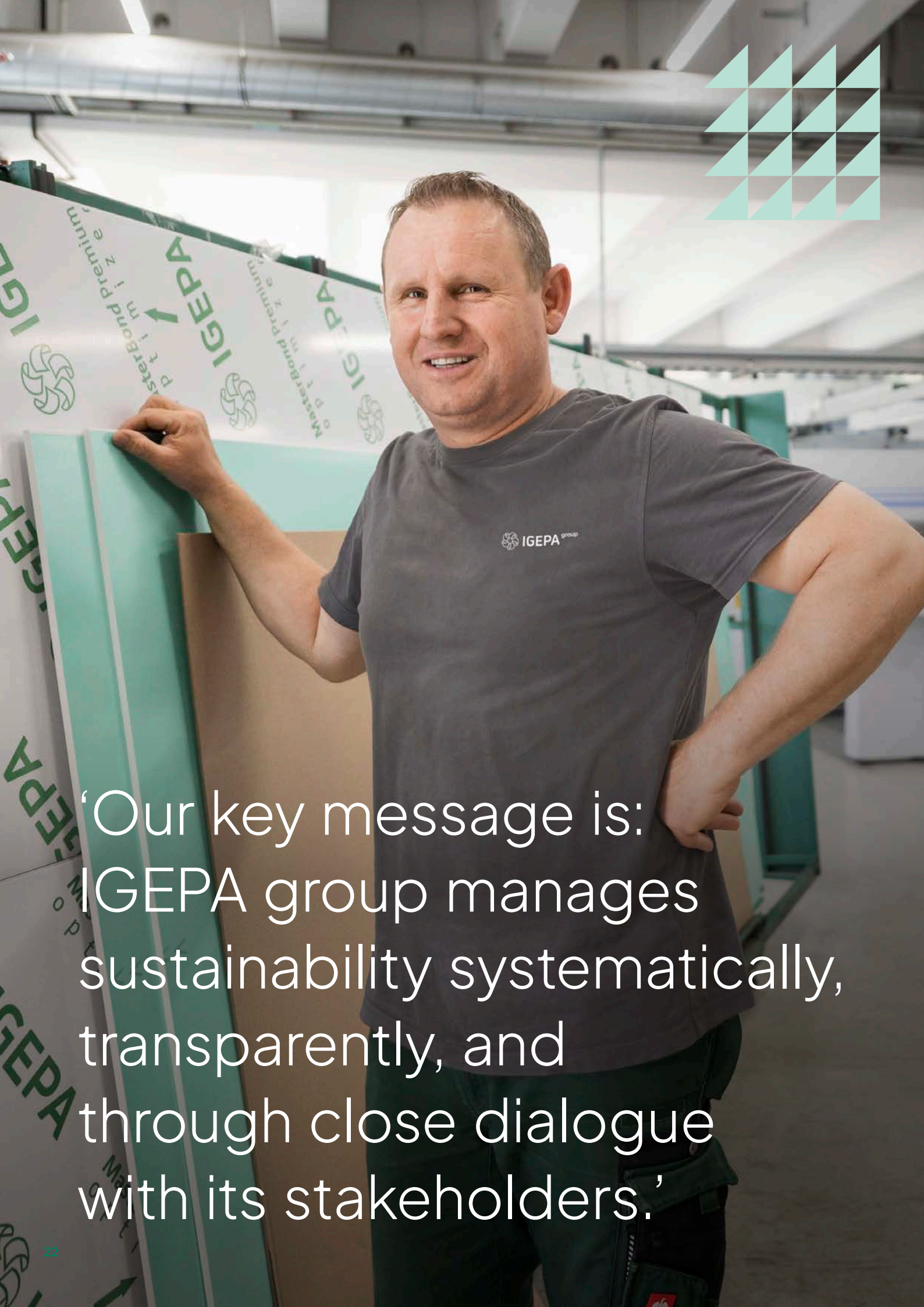
In addition to economic and quality requirements, **IGEPA group systematically considers aspects such as human rights, fair working conditions, anti-corruption measures, and environmental and climate protection in its procurement decisions. These expectations apply equally to all business partners.** Furthermore, projects aimed at reducing CO_2 emissions and promoting recycled materials are being implemented, including, for example, the CoffeeCup Paper project for the recycling of paper cups.

↘ *www.igepa.de/coffeecup-paper*

To continuously enhance its due diligence obligations, IGEPA group relies on a multi-stage risk management system. This system supports the identification, assessment, and prioritisation of human rights and environmental risks throughout the supply chain. **Implementation is in close coordination with the Sustainability Business Unit Team, which, among other responsibilities, coordinates stakeholder dialogues and integrates feedback from confidential reporting channels into the relevant processes.**

***LkSG (German Supply Chain Due Diligence Act):** German legislation aimed at promoting respect for human rights and environmental standards in global supply chains

****ILO (International Labour Organisation):** Special organisation of the United Nations promoting and monitoring the international working and social standards



‘Our key message is: IGEPA group manages sustainability systematically, transparently, and through close dialogue with its stakeholders.’



Governance

RESPONSIBLE CORPORATE MANAGEMENT AND STAKEHOLDER DIALOGUES

Sustainability is a firm component of corporate management at IGEPA group. Clearly defined responsibilities, defined decision routes, and binding processes ensure that sustainability goals are consistently pursued and implemented.

Our approach is characterised by three elements:
Firstly, we anchor sustainability, risk management, and corporate development in our management and decision-making structures.

Secondly, we create transparency and reliability through consistent data collection, standardised reporting, and regular reviews.

Thirdly, we systematically include the perspectives of our stakeholders in our decisions.

The Management Board bears overall responsibility for managing risks, opportunities, and impacts. The Sustainability Business Unit Teams support the operational implementation and promote exchange between the countries and entities of IGEPA group.

A key element of our sustainability strategy is the continuous dialogue with customers, suppliers, associations, banks, shareholders, and employees. The results of our stakeholder surveys are directly incorporated into the materiality analysis, the sustainability strategy, and the further development of our measures.


PA PE R&


& PR INT

IGEPA BELUX NV

Headquarters
Aalter

238
Employees

Founded
1977

WHO WE ARE

Igepa Belux has developed into a specialised total supplier for graphic and visual communication, office paper, packaging materials, and skylights. **Igepa Belux** has more than 238 enthusiastic employees who strive daily to advise and assist our customers and is part of the German Igepa Group, active in more than 25 countries with 3,500 employees and a turnover of more than 1.8 billion euros.

The cooperation between Igepa Group members ensures a strong starting position in terms of sourcing and know-how. This results in good value for money for the core products. Igepa Group's strategy is 'source global and act local'. **Igepa Belux** is fully responsible for its activities in Belgium and Luxembourg and focuses 100% on customer service and in-house service through its own warehouses and logistics. This is a unique position in the market.

It is in our genes that all business units are strong in terms of know-how, sales, logistics, reliability, procurement, and marketing.

It is in our genes to offer the best quality every day to our customers and suppliers in a personal and professional manner.



Our projects

EFFICIENT ENERGY USE

Igepa Belux focuses primarily on its own energy consumption. Our solar park provides us with an average of 790 MWh of electricity annually, of which we used nearly 50% for our own consumption in 2025.

Despite the sharp rise in the number of electric vehicles, which are primarily charged on-site, we have managed to keep our electricity consumption stable. This is achieved by using electricity we generate ourselves.

In 2026, the implementation of an Energy Management System will ensure that the percentage of self-consumption is significantly increased. As a result, our operations will be powered by an even higher share of green energy.

HAPPY OFFICE

Igepa Belux strives to include sustainable alternatives in its product range. In 2025, we launched Happy Office, a partnership with ClimatePartner. Happy Office All in One is responsibly produced office paper; it is FSC-certified and bears the EU Ecolabel.

Through offset projects involving microloans for solar lamps and water filters, as well as climate projects involving tree planting, we fully offset the CO_2 generated during the production of Happy Office paper. In 2025, this amounted to 11,400 kg of CO_2.

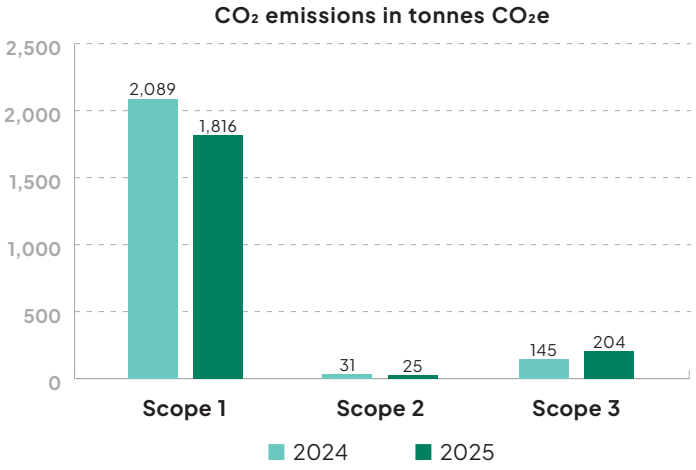
PEOPLE

Our employees are our greatest asset, which is why it is important to provide them with strong support.

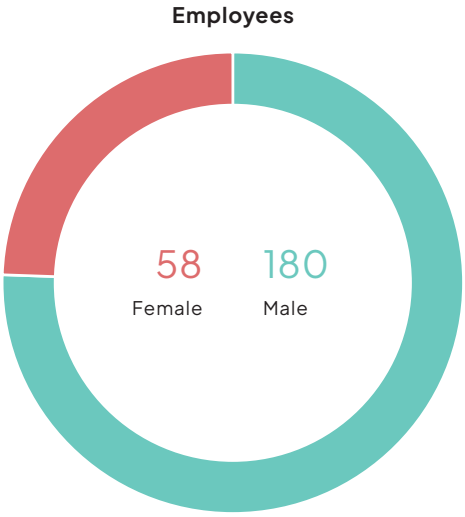
Igepa Belux values the overall health of its employees and therefore organizes an annual “Wellness Week” featuring a variety of sessions on eating habits, healthy nutrition, sleep and breathing techniques, sports & exercise, mental well-being, and more.

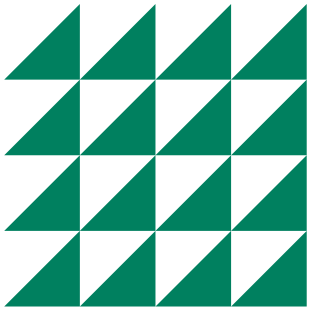
All **Igepa Belux** employees have free access to a fully equipped semi-professional fitness room with cardio and weight training equipment. Group classes in Jiu-Jitsu and aerobics are also offered in-house, and our walking sessions are very popular.

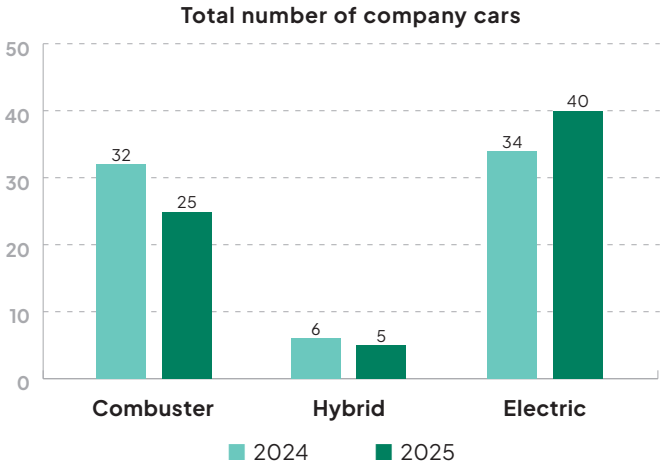
It is in our genes to offer the best quality every day to our customers and suppliers in a personal and professional manner.


CO₂ emissions in tonnes CO₂e
2,500
2,000
1,500
1,000
500
0
2,089
1,816
31
25
145
204
Scope 1
Scope 2
Scope 3
2024
2025

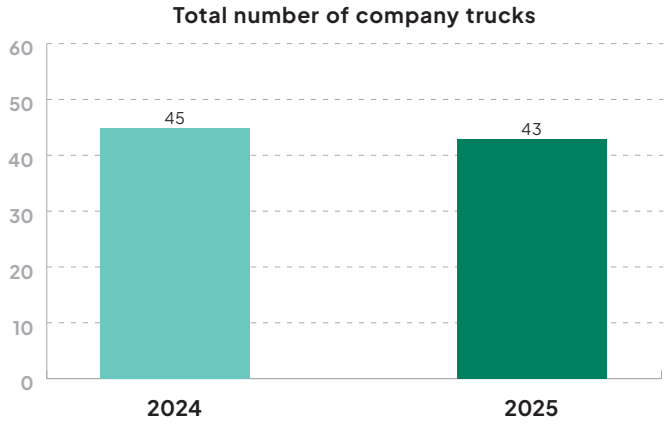

Los Angeles

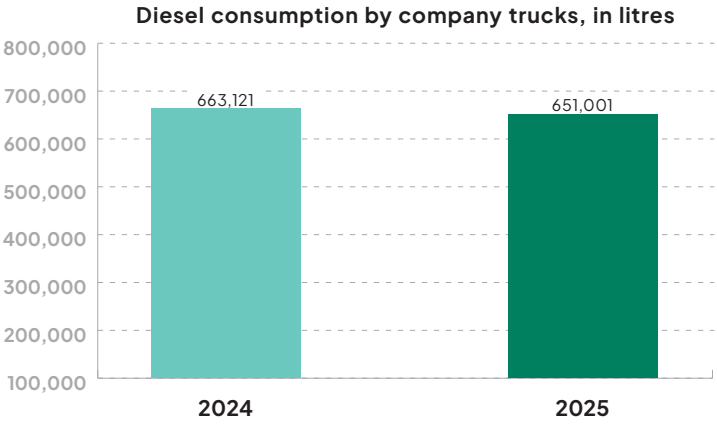

Employees
58
Female
180
Male

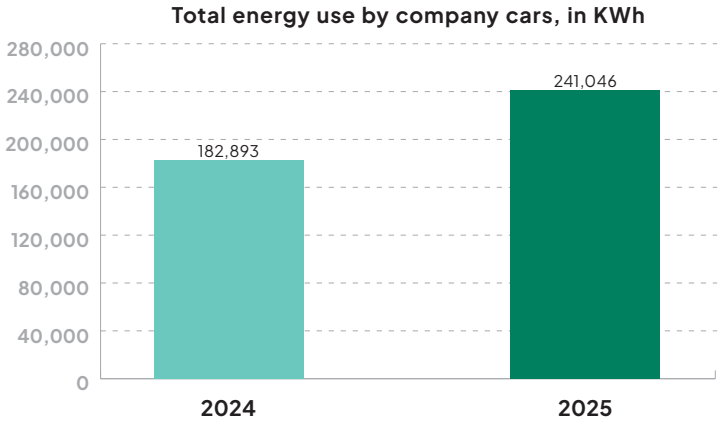


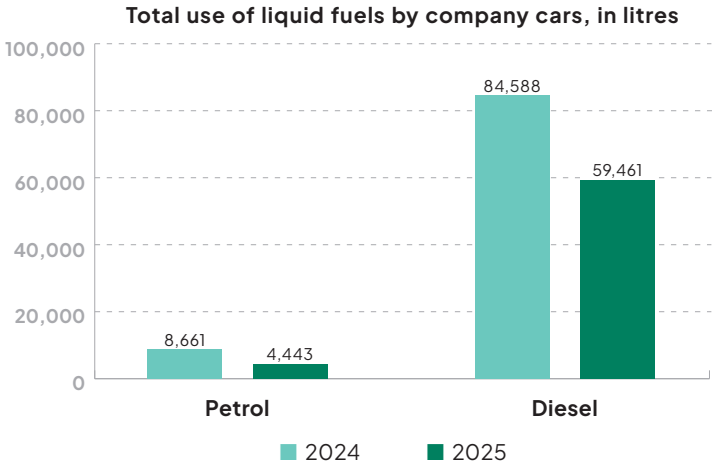

Total number of company cars
50
40
30
20
10
0
32
25
6
5
34
40
Combuster
Hybrid
Electric
2024
2025




Total number of company trucks
60
50
40
30
20
10
0
45
43
2024
2025


Diesel consumption by company trucks, in litres
800,000
700,000
600,000
500,000
400,000
300,000
200,000
100,000
663,121
651,001
2024
2025


Total energy use by company cars, in KWh
280,000
240,000
200,000
160,000
120,000
80,000
40,000
0
182,893
241,046
2024
2025


Total use of liquid fuels by company cars, in litres
100,000
80,000
60,000
40,000
20,000
0
8,661
4,443
84,588
59,461
Petrol
Diesel
2024
2025

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