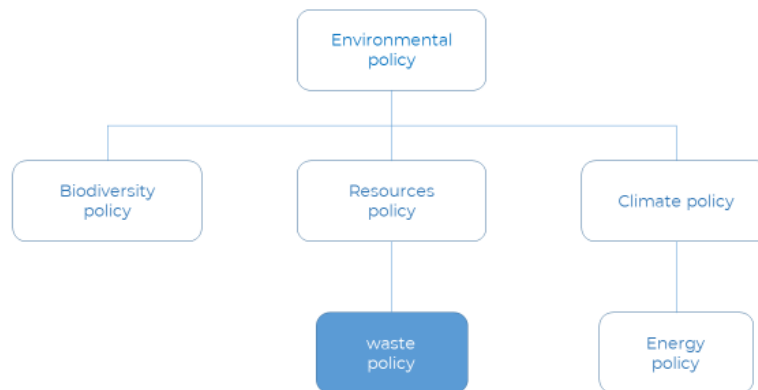


LA POSTE GROUP WASTE POLICY

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Every year, 300 million tons of waste are produced in France, a quantity that has doubled over the past forty years. Business as usual is not compatible with the planet's limits. Aware of these challenges, La Poste Group is committed to a proactive waste policy, made all the more necessary by the inadequacy of treatment infrastructures. This policy aims to reduce and recover waste generated by the group. It falls within La Poste Group's strategic and societal commitment to accelerate the ecological transition for all, within its environmental policy and resource policy. It contributes to the UN's Sustainable Development Goals, particularly SDG 12 - Responsible Consumption and Production.

This waste policy specifically targets the waste generated in the course of La Poste Group's activities (products and services). Furthermore, the group engages its upstream value chain through its responsible purchasing policy and contributes to reducing waste-related impacts downstream through eco-design of its products and services (repairability, reusability, packaging reduction, pooling, bulk distribution, recovery offers for reuse and recycling).

The waste policy is based on a diagnosis that identifies significant waste for the various group establishments, as well as on the operational modalities and services offered by market players to optimize waste recovery. Finally, it considers the risks associated with poor waste management. The activities of La Poste Group companies generate various types of waste in heterogeneous quantities, depending on the type of establishment. For example, a post office, a logistics platform, a financial center, and an office site do not have the same challenges or impacts related to waste. The following hazardous wastes can be found: electrical and electronic equipment, batteries and accumulators, lamps and neon lights, ink cartridges, vehicles with electric components, motor oils,

brake fluids, some other vehicle parts, waste containing solvents, chemicals related to activities (e.g., printing), cleaning products including their packaging, contaminated rags, aerosols, medical waste (infectious healthcare waste), and cigarette butts.

La Poste Group establishments can generate non-hazardous waste from the following products: paper, logistic packaging (cardboard, plastics, pallets, mail-parcel containers), non-hazardous vehicle waste, bio-waste (food, green spaces), food packaging (plastic bottles, cans...), furniture, professional clothing, other waste (residual waste), as well as construction waste due to its significant property holdings.

La Poste Group is extremely vigilant about complying with waste management regulations in the countries in which it operates. Summarizing European and French regulations, the group companies are first required to prevent waste production, then to sort certain types of waste separately, hand them over to authorized providers, maintain a chronological register of outgoing waste, ensure special traceability for hazardous waste, prove compliance with selective sorting obligations, perform an annual waste characterization, implement sorting in certain public areas, and treat waste by favoring recovery methods that maximize resource recovery, in accordance with the European hierarchy: preparation for reuse, then recycling, then other recovery, particularly energy recovery, and as a last resort, disposal (incineration or landfill).

Beyond its regulatory obligations, La Poste Group strives to implement action plans to reduce waste production upstream, for example by repairing its equipment or reusing it through a third party when it is no longer needed by the group. The group undertakes voluntary commitments in terms of waste recovery that cannot be avoided.

The group strives to environmentally optimize waste management methods, to build these methods with stakeholders located in the territories, to integrate social criteria in contracts with its providers. It mobilizes its employees and concerned providers in a multi-year system and conducts controls to manage risks.

Companies within the group commit to providing the necessary resources to achieve the objectives of this policy: awareness, training, regulatory monitoring, process definition, contracting with providers, management, and improvement plans. Where relevant, pooling among several group companies is sought (e.g., framework contracts for waste collection and treatment). The group reports on its waste management impact to its stakeholders, including its shareholders and extra-financial rating agencies.

Appendix – Glossary

Waste: any residue from a process of production, transformation, or use; any substance, material, product, or more generally any movable good that is discarded or intended by its holder to be discarded.

Waste treatment hierarchy: every economic actor is firstly required to prevent waste production, then to implement appropriate waste treatment methods respecting the following hierarchy: preparation for reuse; then recycling; then other recovery, particularly energy recovery; and as a last resort, disposal (incineration or landfill).

Concerning waste prevention:

Reuse: a waste prevention mode where substances, materials, or products that are not waste are used again for the same purpose for which they were originally designed. Examples include the resale of used vehicles; donation of IT equipment, furniture; reallocating unused equipment.

Refurbished: used, second-hand. Non-new product from reuse or recycling.

Repair: another mode of waste prevention. Repairing a broken or malfunctioning object.

Concerning waste management:

Waste treatment can lead to recovery or disposal.

Recovery modes include:

- **Reuse:** method of processing waste that can be any operation by which substances, materials or products that have become waste are used again. Example: cleaning and refilling of used ink cartridges.
- **Recycling (also known as material recycling):** waste treatment method that reintroduces waste into a production cycle, replacing it with a new raw material. Also known as material recovery. Example: crushing and melting used glass bottles to make new glass objects.

Not to be confused:

Recyclable: character of an object that can be recycled. The notion of recyclability is tending to evolve towards a more demanding definition, moving from recyclability "in theory" to real recyclability, i.e. only if an industrial system exists on a national scale to collect the waste from the object, sort it and recycle it. Example: in France, plastic bottles are recyclable, but PVC packaging is not; recycling channels for flexible plastic packaging are currently being developed.

Recycled: character of an object in which all or part of its constituent materials are derived from recycling processes.

- **Energy recovery** (short for 'incineration with energy recovery'): using the calorific value of waste by burning it and recovering this energy in the form of heat or electricity. It's the least environmentally virtuous form of recovery because the material is lost.

Waste treatment methods that do not allow waste to be recovered are sometimes grouped together under the term waste disposal. The two main ones are incineration (without energy recovery) and landfilling.