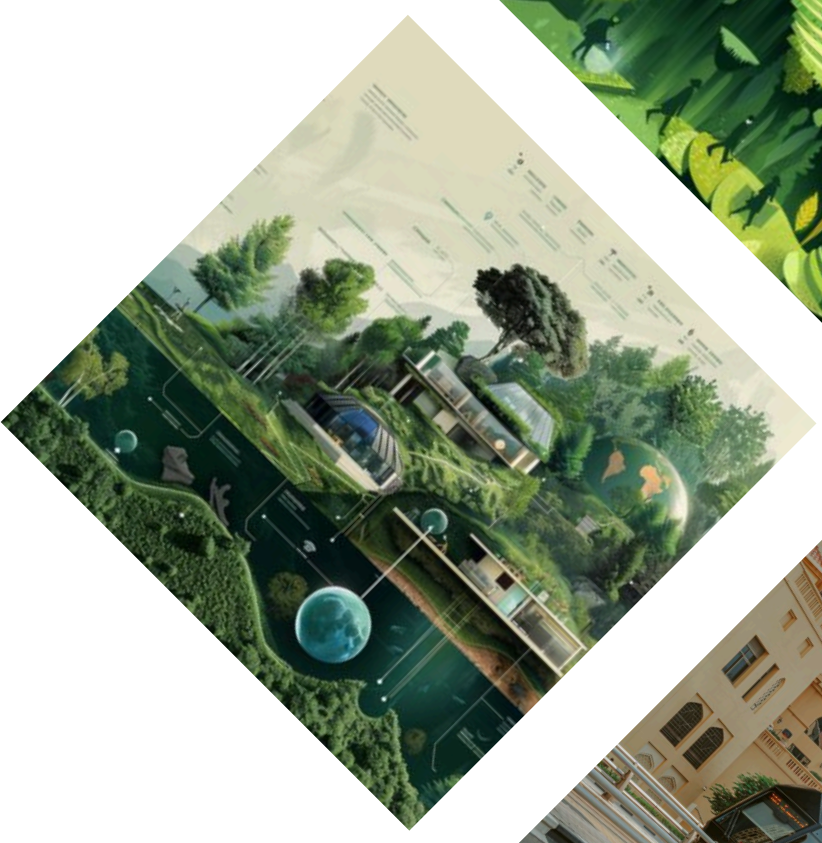














SO BAG

COP 2024

COMMUNICATION ON PROGRESS

ANNUAL REPORT

2024

INTRODUCTION

At SO BAG, we firmly believe that business has a central role to play in the transition to a fairer, more sustainable, and more resilient world. Our commitment to the United Nations Global Compact is reflected every day in concrete actions, deliberate choices, and a constant drive for progress.

For several years, we have been basing our activities on a regenerative approach, at the crossroads of industrial innovation, social impact, and resource conservation. As a committed stakeholder in our region, we have chosen to make social, environmental, and ethical responsibility the foundation of our development.

This 2024 annual report reflects our collective journey, guided by the ten principles of the Global Compact and the Sustainable Development Goals (SDGs).
It is structured around four key pillars that reflect our overall vision:

- **Ethics & Governance: for a transparent, ethical and responsible company;**
- **People: because our primary wealth is the women and men who make up our ecosystem;**
- **Planet: to accelerate our contribution to a low-carbon and vibrant future;**
- Profit: at the service of a sustainable and innovative economic model.

This year we have chosen to retain, for each pillar, a “core section” which presents SO BAG’s structural commitments, and to add to it a “This year…” section illustrating the significant actions carried out in 2024.

This report is therefore both a testament to who we are, and a springboard to who we aspire to become.

SUMMARY

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SO BAG

PRESENTATION

SO BAG, a French industrial SME specializing in big bags.
Expertise at the service of demanding industries

SO BAG is a French SME in the large capacity packaging sector, specifically big bags (GRVS).

We design, produce and market these flexible packaging solutions used for the storage and shipping of solid or powdered products, serving numerous sectors: agri-food, agriculture, recycling, construction, technical industries…

Our production unit is located in Burgundy and employs around thirty people.

Our integrated industrial structure allows us to respond flexibly, closely and responsively to the specific needs of our customers.



SO BAG is certified ISO 9001, an international standard that guarantees the quality of our processes, and FSSC 22000, a certification specific to food safety.
These standards are the cornerstones of our industrial requirements and our reliability in the most regulated sectors.

Since our inception, we have focused on developing innovative, technical and sustainable solutions.

Five patents have already been filed in collaboration with our clients, demonstrating our ability to co-create intelligent, high-performance and scalable packaging.

A local SME, providing comprehensive and tailored solutions.



Our multidisciplinary team, composed of complementary profiles (production, design, logistics, quality, CSR…), allows us to go far beyond simply supplying big bags: we provide technical assistance, product customization, and responsible support.

ISO 9001:2015

BUREAU VERITAS Certification

FSSC 22000

A structured CSR commitment

AN APPROACH ALIGNED WITH SUSTAINABLE DEVELOPMENT GOALS

SO BAG is committed to a concrete, evolving Corporate Social Responsibility approach aligned with the 17 Sustainable Development Goals of the United Nations Global Compact.

We are convinced that businesses have a central role to play in addressing global challenges: inequality, climate change, resource depletion, social cohesion…

Our actions cover a wide range of issues:

- **Eco-design of packaging,**
- **Recycling and waste management,**
- **Decarbonization and energy transition,**
- **Prevention of occupational risks,**
- **Inclusion of people with disabilities,**
- **Quality of work life and team well-being.**

GOLD | Top 5%
ecovadis
Sustainability Rating
JUN 2024



Positive impact cannot be decreed; it is built every day, in every choice.

SO BAG also participates in the EcoVadis CSR assessment program, which measures the environmental, social, ethical and responsible purchasing performance of companies internationally.
Our commitment is recognized by the awarding of a gold medal, which ranks us among the top 5% of companies in the world.

FROM RESPONSIBLE PERFORMANCE TO THE REGENERATE COMPANY

We do not wish to be content with "less impact": our ambition is to evolve towards a regenerative business model, which actively contributes to restoring ecosystems, strengthening human ties, and stimulating circular and sustainable economic models.

This strategic direction now structures our 2030 vision. It will guide our technological, human and territorial choices in the years to come.

Les Entreprises s'engagent – Club de Saône-et-Loire

Mon entreprise bouge – Emplitude pour l'emploi – Bassins Le Creusot Montceau

SO BAG
IN A FEW KEY DATES

2013 — COMPANY CREATION

2015 — ISO 9001 CERTIFICATION (MANAGEMENT QUALITY)

2019 — EXPANSION OF OUR PREMISES & INVESTMENT IN LASER CUTTING MACHINE

2020 — FSSC 22000 CERTIFICATION (FOOD)

2023 — MODIFIED ATMOSPHERE PROCESS FOR BIG BAGS

IN PROGRESS:
DEVELOPMENT OF A BIG BAG MADE FROM NATURAL MATERIALS & RECYCLING OF USED BIG BAGS

SO BAG
IN A FEW KEY FIGURES

100% French Shareholders

31 Employees

including 25 In Production

7.7M € REVENUE

860 Clients

6 Patents

1600 Product references

Capital Distribution



BKWIK CONSULTING	SOGESGO
NICOLAS CHEVALIER	**DENIS GODEFROY**
	
Founder and CEO of SO BAG since 2012, Nicolas Chevalier is an entrepreneur passionate about industry and innovation. He supports the company's transformation towards a more responsible and resilient model on a daily basis.	Denis Godefroy, head of Transports Godefroy, brings his logistics expertise to SO BAG, particularly in the transport of powdered products. He contributes to the development of efficient, safe solutions that meet environmental requirements.

Together, they share the same vision: to build a useful, local and sustainable business.

ETHICS & GOVERNANCE



DEMANDING GOVERNANCE, GUARANTEEING OUR MISSION AS A RESPONSIBLE COMPANY

We are convinced that the transformation towards a regenerative business model cannot happen without a robust, transparent governance framework aligned with our values. Ethics is not a mere afterthought: it structures our choices, guides our relationships, and protects our stakeholders.

For several years, we have formalized our commitments in an ethical charter, a supplier code of conduct, and a responsible purchasing policy that complies with international standards, particularly those promoted by the United Nations Global Compact. These commitments translate into concrete policies regarding the fight against corruption, responsible data management, equal opportunities, and financial transparency.

Our governance is designed as a lever for sustainable transformation, not as a regulatory obligation.

In 2024, we continued to strengthen our culture of vigilance through training, awareness-raising, partner evaluation, and transparency in our management. This rigor is expressed at all levels of the organization: from management to suppliers, and including every employee.

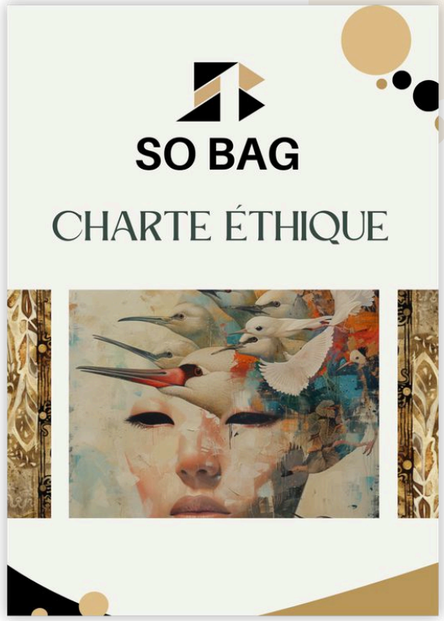
Code of Ethics

A COMPANY GUIDED BY CLEAR AND DEMANDING PRINCIPLES

Since its creation, the company has been committed to upholding fundamental values: integrity, transparency, respect for human rights, and environmental responsibility.

In 2023, a comprehensive update of our code of ethics further formalized these commitments, aligning them closely with our sustainable development goals and the principles of the United Nations Global Compact. This code now forms the basis of our professional practices, both internally and in our relationships with external stakeholders.

It sets out the guidelines that we commit to respecting in all critical areas of compliance:



fight against corruption, influence peddling, conflicts of interest, money laundering, unfair competition, fraud, protection of personal data, but also equal opportunities, non-discrimination, prohibition of forced labour and child labour, prevention of harassment, or even health, hygiene, safety and environmental responsibility.

In addition, several internal policies have been strengthened or revised:

- Information security policy, to guarantee the protection of our sensitive data and that of our clients;
- Water policy, in connection with our production challenges;
- Anti-corruption policy, integrated into our third-party due diligence procedures;
- Human rights policy, consistent with our social commitments and regulatory obligations.

These internal documents have the common objective of structuring a solid, responsible governance aligned with best practices in business ethics.

SO BAG's ethical charter is not a fixed document: it is a living framework, nourished by changes in the context, feedback from the field, and the desire to always do better.

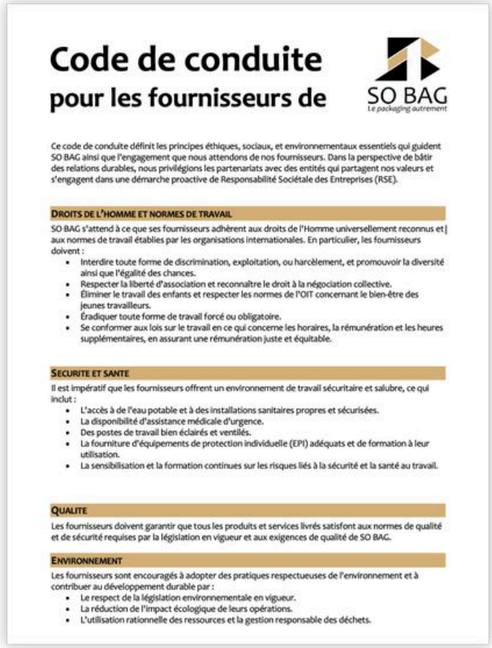
Supplier Code of Conduct

AN ETHICAL FRAMEWORK SHARED WITH OUR PARTNERS

To ensure consistency in our commitments throughout the value chain, SO BAG has formalized a supplier code of conduct.

This document defines the fundamental ethical, social and environmental principles that we expect from our business partners.

We prioritize relationships with suppliers who share our values and are actively committed to corporate social responsibility. Adherence to this code is an integral part of the contractual obligations between SO BAG and its suppliers.



Code de conduite
pour les fournisseurs de
SO BAG
Le packaging autrement

Ce code de conduite définit les principes éthiques, sociaux, et environnementaux essentiels qui guident SO BAG ainsi que l'engagement que nous attendons de nos fournisseurs. Dans la perspective de bâtir des relations durables, nous privilégions les partenariats avec des entités qui partagent nos valeurs et s'engagent dans une démarche proactive de Responsabilité Sociétale des Entreprises (RSE).

DROITS DE L'HOMME ET NORMES DE TRAVAIL

SO BAG s'attend à ce que ses fournisseurs adhèrent aux droits de l'Homme universellement reconnus et aux normes de travail établies par les organisations internationales. En particulier, les fournisseurs doivent :

- Interdire toute forme de discrimination, exploitation, ou harcèlement, et promouvoir la diversité ainsi que l'égalité des chances.
- Respecter la liberté d'association et reconnaître le droit à la négociation collective.
- Éliminer le travail des enfants et respecter les normes de l'OIT concernant le bien-être des jeunes travailleurs.
- Éradiquer toute forme de travail forcé ou obligatoire.
- Se conformer aux lois sur le travail en ce qui concerne les horaires, la rémunération et les heures supplémentaires, en assurant une rémunération juste et équitable.

SECURITE ET SANTE

Il est impératif que les fournisseurs offrent un environnement de travail sécuritaire et salubre, ce qui inclut :

- L'accès à de l'eau potable et à des installations sanitaires propres et sécurisées.
- La disponibilité d'assistance médicale d'urgence.
- Des postes de travail bien éclairés et ventilés.
- La fourniture d'équipements de protection individuelle (EPI) adéquats et de formation à leur utilisation.
- La sensibilisation et la formation continues sur les risques liés à la sécurité et la santé au travail.

QUALITE

Les fournisseurs doivent garantir que tous les produits et services livrés satisfont aux normes de qualité et de sécurité requises par la législation en vigueur et aux exigences de qualité de SO BAG.

ENVIRONNEMENT

Les fournisseurs sont encouragés à adopter des pratiques respectueuses de l'environnement et à contribuer au développement durable par :

- Le respect de la législation environnementale en vigueur.
- La réduction de l'impact écologique de leurs opérations.
- L'utilisation rationnelle des ressources et la gestion responsable des déchets.

- This code specifies, in particular, the company's expectations regarding:
- Respect for fundamental human rights and internationally recognized labor standards;
- Decent, safe and healthy working conditions for employees;
- Quality and traceability of products and services delivered;
- Respect for the environment in manufacturing, supply and transport processes;
- Transparency, fairness and integrity in business relationships.

Responsibility does not stop at the company's doors: it extends to our entire ecosystem.

By signing this code, each supplier commits not only to respecting it, but also to ensuring its dissemination and promotion among its own employees, subcontractors and partners.

In the event of a breach, SO BAG reserves the right to terminate the business relationship without notice, in accordance with the contractual clauses.

Responsible Purchasing

A POLICY ALIGNED WITH INTERNATIONAL BEST PRACTICES

SO BAG has formalized a responsible purchasing policy to embed its sourcing practices in a logic of sustainability, ethics, and transparency. This policy is an extension of our CSR commitments and is based on the principles of the United Nations Global Compact and the international standard ISO 20400:2017.



It rests on four structuring pillars:

1. **Sustainability of purchasing choices, integrating the environmental and social impacts of products and services;**
2. **Ethics and transparency in relations with suppliers and business partners;**
3. **Risk management related to compliance, traceability and security;**
4. **Active commitment of suppliers in a continuous improvement approach.**

The objectives of this policy include:

- **Regular evaluation of supplier performance;**
- **Close collaboration with partners to strengthen responsible practices;**
- **Monitoring sustainability results and publishing these advances;**
- **The involvement of all employees concerned with purchasing, in particular the supply and quality teams.**

Promoting a sustainable supply chain means extending our commitments beyond our walls.

The policy is subject to an annual review, allowing for adjustments to priorities and indicators in light of sectoral, regulatory, and climate challenges. Monitoring and management tools are progressively implemented to measure progress and ensure consistency between the company's commitments and on-the-ground practices.

Transparency of Annual Accounts

TRANSPARENT AND RESPONSIBLE INFORMATION MANAGEMENT

SO BAG is committed to ensuring the transparency, reliability and sincerity of its financial data and management practices.

Although regulations do not require us to do so, we have chosen a voluntary approach to external control by entrusting the verification of our accounting documents to an independent auditor.

SO BAG's financial statements are published and accessible to any stakeholder who wishes to review our financial situation. This proactive approach aims to strengthen trust in the company, demonstrate the soundness of our management, and align our governance with the standards expected of a responsible company.



Nicolas Chevalier,
Managing Director

Trust cannot be decreed: it is built through transparency and consistency of actions.

Furthermore, we have implemented a personal data processing register, in accordance with the General Data Protection Regulation (GDPR). This register formalizes the categories of data processed, the associated purposes, and the security measures implemented.

Specific information has been disseminated to all our employees, customers, and suppliers. To date, no alerts or incidents related to data protection have been reported.

Financial transparency and data protection are two complementary pillars of our governance, serving rigorous, ethical management that respects fundamental rights.

ETHICS & GOVERNANCE



IN 2024

Fight against corruption

STRENGTHENING OUR ANTI-CORRUPTION CULTURE

In 2024, SO BAG participated in a conference organized by the United Nations Global Compact – France Network and the French Anti-Corruption Agency, dedicated to third-party due diligence and the fight against corruption. This event allowed our team to consolidate its knowledge, learn from concrete experiences, and develop a deeper understanding of the integrity levers to strengthen in our daily practices.



Our presence at this conference reflects our desire to go beyond regulatory obligations. We wish to establish ethics, transparency, and responsibility as integral guiding principles of our business model.

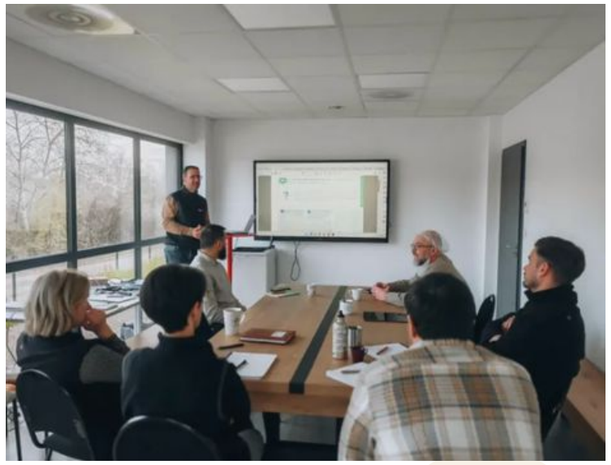
This approach is a natural extension of our ethical charter, our anti-corruption policy, and our supplier code of conduct. It marks an important step in our journey towards a regenerative business model, where responsible governance becomes a driver of systemic transformation.

IT security

STRENGTHENING INFORMATION SYSTEMS CULTURE AND SECURITY

Always with a focus on prevention and rigor, SO BAG organised in 2024 an in-depth training course on computer security, led by the teams from WALPI – Groupe HEXAPAGE.

This session helped to raise awareness among all relevant employees about the main digital risks, good cybersecurity practices, as well as the technical and behavioral measures to strengthen the protection of our data and that of our customers.



EcoVadis Gold Medal

RECOGNITION OF OUR CSR PERFORMANCE



In 2024, SO BAG obtained the EcoVadis gold medal for the second consecutive year, an award that places us among the top 5% of companies in the world on the criteria of sustainability, ethics, social and environmental performance, and responsible purchasing.

With an overall score of 78/100, up 4 points compared to the previous year, this rating reflects the strength and consistency of our CSR approach, as well as the continuous improvement of our practices.



The independent assessment by EcoVadis is a lever of credibility, but also a structuring tool for our progress.

This recognition reinforces our position as a committed, credible, and responsible industrial player. It is fully aligned with our transition to a regenerative business model by 2030, with transformation objectives that go beyond mere compliance.

This distinction is the result of a collective commitment, supported by both our team and our partners, and demonstrates SO BAG's desire to align its economic performance with the general interest.

PEOPLE



AN INCLUSIVE AND COMMITTED CORPORATE CULTURE DEDICATED TO HUMAN PROGRESS

We place people at the heart of our model. Our company firmly believes that sustainable performance is based on respect, inclusion, knowledge sharing, and recognition. It is in this spirit that we build, day after day, a fulfilling, safe, and meaningful work environment for our employees.

Our commitment to the Sustainable Development Goals, in particular SDGs 4 (quality education), 5 (gender equality), 8 (decent work and economic growth) and 10 (reduced inequalities), guides all of our social and societal actions.

We are taking concrete action on several fronts:

- the inclusion of people with disabilities and newcomers,
- supporting young people and those far removed from employment,
- strengthening skills and quality of working life,
- Citizen mobilization in the service of solidarity and public health.

The year 2024 was marked by ambitious collective projects, strengthened territorial collaborations and notable progress in diversity, social dialogue and intergenerational transmission.

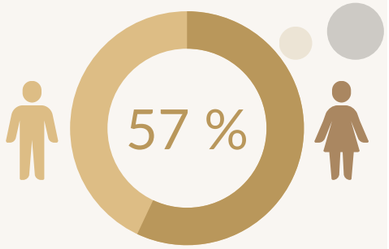
Employees

We are committed to promoting an inclusive corporate culture that respects all differences. That's why we have implemented a recruitment policy that promotes diversity and the integration of all talents, regardless of their origin, gender, age, or disability.

1 Team composition

SO BAG is a human-sized company, made up of a close-knit and committed team. In 2023, our team consisted of 31 people, with a gender balance of 43/57%, and an average age of 44.

We are proud of the diversity of our team, which reflects our commitment to equal opportunities and non-discrimination.



2 Employment rate of disabled workers

We are particularly attentive to the integration of people with disabilities. In 2024, our employment rate of disabled workers was 13%, more than double the legal requirement of 6%. This demonstrates our strong commitment to the professional integration of people with disabilities.



3 Integration of newcomers

Since 2017, we have welcomed several collaborators of different nationalities: Abdelkader (Algerian), Ahmed (Spanish of Moroccan origin), Yunus (Turkish), Moussa (Malian), Amirjan (Afghan) and Makfirete (Kosovar).

We are convinced that cultural diversity is an asset to our company and we are proud to contribute to the professional integration of foreign people.



4 Skills development

We are also committed to welcoming and supporting interns. In 2024, we hosted 10 interns for a total of 2,506 hours of internship.

We are convinced that hosting interns is an opportunity for them to discover the professional world and for us to pass on our know-how and passion for our profession.



Employee Health

Our measures to prevent occupational risks and promote health at work

Muscle Training Session
Daily routine to prevent musculoskeletal disorders (MSDs)

Individual Protection
Custom-made distribution from the moment employees arrive.

Partnership with CARSAT
Acquisition of equipment to improve ergonomics and reduce manual handling.

Layout
For seamstresses, with the aim of reducing shoulder and wrist pain.

Prevention of Psychosocial Risks
Listening to employees and raising awareness of stress at work.

Training Policy
Skills development and prevention of occupational risks.
657 hours of training in 2024.

Engagement
Regarding the health of employees.
A continuous effort to improve working conditions.

Empl'itude

LABEL

SO BAG is proud to have been awarded the Empl'itude label, a regional label that recognizes companies' actions and best practices in employment, human resources, and social responsibility. This label focuses on employment and the sustainable contribution of companies to the economic development of their region.

It refers to the AFNOR AC X50-782 Agreement "actions carried out by organizations in a territory in favor of employment and integration".
In 2019, SO BAG was among the first companies to receive the Empl'itude label in the Le Creusot Montceau area. Since then, around thirty companies have joined our ranks.

In 2023, we renewed our certification, thus demonstrating our continued commitment to employment and professional integration.

Les Entreprises S'engagent

SO BAG is part of the "Businesses Commit" club, which aims to promote a more inclusive and sustainable society within their communities.

In 2021, the club in Saône-et-Loire, led by Nicolas CHEVALIER of SO BAG, was created to unite companies around inclusive employment and corporate social responsibility (CSR).

The club seeks to connect businesses with schools, communities, training organizations, and associations, to promote employment, inclusion, and disability.

Initiatives have been launched, targeting young people from priority neighborhoods, inclusion through purchasing, integration of newcomers, and soon mental health and biodiversity.

SO BAG is thus committed to employment, professional integration, and diversity, contributing to local economic and social development.

PEOPLE



Inclusion and diversity

A RECOGNIZED COMMITMENT





We promote an inclusive culture that respects all differences. We are actively committed to fostering diversity in our recruitment, integrating talent from all backgrounds, genders, ages, and disability situations. Our employment rate for people with disabilities is 13%, more than double the legal requirement, demonstrating the depth of our commitment.

Inclusion is not a matter of HR policy, but of a collective societal choice.



We also welcome and support employees of diverse nationalities, fostering cultural cohesion and equitable professional development. Equal opportunities and non-discrimination are principles we uphold daily through tailored training, integration, and mentoring programs.

An emblematic project of this approach is our program for the integration of newcomers, in place since 2017. In partnership with the organization CLEFS 71, we offer intensive French courses to support their linguistic, cultural and professional integration.
This program includes individual mentoring, video tutorials, and personalized support materials.

This commitment was recognized in 2024 with a national award:

SO BAG was a winner in the Inclusion and Diversity category at the SDG Awards, presented by the United Nations Global Compact – France Network.

This award confirms the strength and scope of our approach.

Sport

AS A VECTOR OF INCLUSION AND SOCIAL CONNECTION

On April 17, 2024, SO BAG participated in a football initiation day for people with mental disabilities, organised by ESA Le Breuil, in partnership with Les Papillons Blancs Bourgogne du Sud and several committed actors in the territory.

This initiative brought together participants of all ages for an inclusive and supportive sporting experience, in which everyone benefited from personalized guidance. The objective went far beyond simply playing sports: it aimed to broaden perspectives, foster connections, and demonstrate that diversity can enrich social and professional relationships.

SO BAG fully supported this initiative, convinced that sport is a powerful tool for raising awareness, fostering solidarity, and promoting individual empowerment. A documentary video is currently being produced to showcase these moments of exchange and encourage other organizations to engage in similar initiatives.









Inclusion begins where the conditions for genuine living together are created.



This action is part of SDG 10 (Reduced inequalities) and SDG 3 (Good health and well-being), and illustrates SO BAG's desire to promote social inclusion beyond the company, by taking concrete action on the ground.

WATCH THE VIDEO

Mentoring

& EQUAL OPPORTUNITIES IN THE TERRITORIES

In 2024, SO BAG strengthened its commitment to equal opportunities by actively supporting several initiatives for youth, professional inclusion and the mobilization of businesses in the Priority Neighborhoods of the City Policy (QPV).

As part of the "Les Entreprises s'Engagent" (Businesses Get Involved) club in Saône-et-Loire, we participated in an event dedicated to mentoring, guidance, and the integration of young people, marked by fruitful exchanges between local stakeholders. This collective effort allowed us to share experiences from complementary programs such as:

- "Our Neighborhoods Have Talent" (NQT), for the support of young graduates from priority neighborhoods,
- "My 9th Grade Internship", facilitating access to quality internships for middle school students,
- "Local Demand", valuing the skills available at the territorial level.



Equal opportunities cannot be decreed; they are built through the alliance of actors on the ground.

The presence of Joséphine Labroue, Deputy Director General of the national network, highlighted the national scope of this dynamic and recalled the ambition of the collective: to mobilize companies around a societal project based on solidarity and equitable access to opportunities.

SO BAG has confirmed its commitment to this initiative over the long term: providing employees for mentoring, hosting young people for immersion internships, and opening up its network to promote career exploration. This in-depth work helps reduce barriers to entry into the job market and broadens opportunities for those far removed from employment.

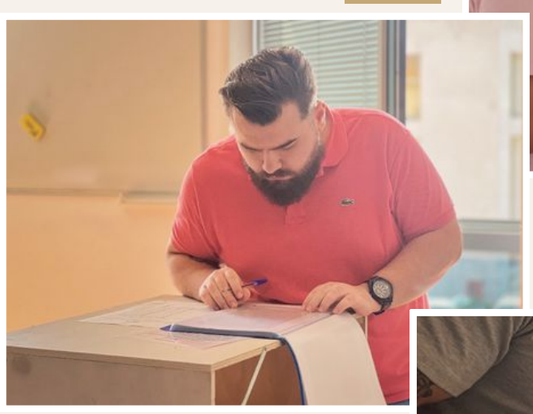
This commitment is fully in line with Sustainable Development Goals 4 (Quality Education) and 10 (Reduced Inequalities), and reflects our conviction that success must be able to emerge and grow everywhere, including where it is often hindered.

Inclusive recruitment

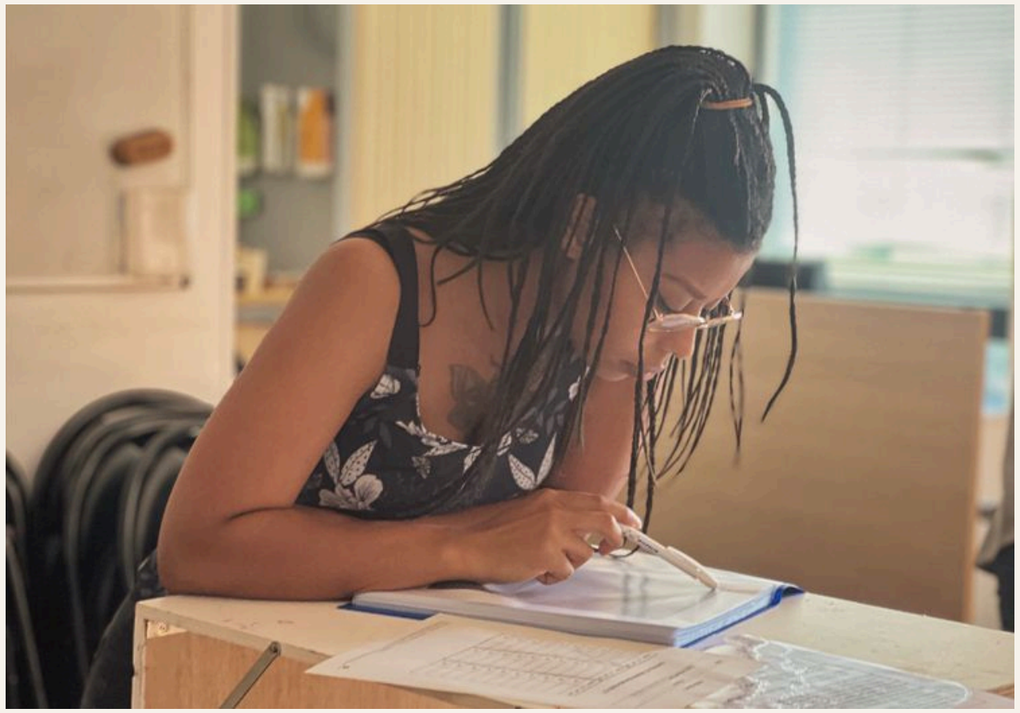
WITH THE SIMULATION-BASED RECRUITMENT METHOD











In partnership with France Travail (formerly Pôle Emploi), SO BAG implemented in 2024 an alternative recruitment process based on the Simulation-Based Recruitment Method.

This method makes it possible to identify potential based on behavioral and cognitive skills, independently of diplomas or professional experience.
The candidates were welcomed to our premises to discover the company and the specifics of our jobs. They then participated in a series of practical tests covering:

- the concentration,
- compliance with instructions,
- dexterity,
- Teamwork.

This partnership with France Travail illustrates our commitment to diversifying our recruitment channels, fighting against hiring discrimination and contributing to the professional integration of people far removed from employment.

This approach is in line with Sustainable Development Goals 8 (Decent work and economic growth) and 10 (Reduced inequalities).

By valuing skills rather than CVs, we broaden the scope of opportunities.

Exemplary integration

FROM ESAT TO CDI

On January 2, 2024, Sylvain officially became an employee of SO BAG, after having been welcomed for several years through a support scheme for Adapted Enterprises.

His career illustrates our commitment to the professional inclusion of people with disabilities, within the framework of progressive, individualized support based on trust.



8 DECENT WORK AND ECONOMIC GROWTH

"They're my second family"

Since 2021, Sylvain has held the position of maintenance worker within our teams. His team spirit, his rigor, and his constant motivation have made him a fully integrated and appreciated colleague.
This hiring marks a significant step in recognition, and reflects our desire to value the skills of each individual, regardless of their situation.

This integration is in line with our commitments to the Sustainable Development Goals (SDGs), in particular SDG 8: decent work and economic growth.

It also strengthens our long-term partnership with ESAT Le Vernoy, with whom we co-develop tailored integration pathways.

We are convinced that an inclusive company is a fairer, stronger and more humane company.

Reverse Forum

MEETINGS IN THE SERVICE OF PROFESSIONAL INCLUSION

SO BAG participated in 2024 in the Reverse Forum organised by the club "Les Entreprises s'Engagent" of Saône-et-Loire, an original event promoting direct meetings between employers and candidates, in a format that reverses traditional recruitment approaches.

This day provided an opportunity for rich human exchanges, during which many candidates from diverse backgrounds were able to present their motivation and discover the world of SO BAG.



8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

The event also helped to showcase local skills and to demonstrate that, when the right conditions are created, human potential can be fully expressed.

As a company committed to the local area, SO BAG is convinced of the value of these forums in creating pathways to employment, particularly for those furthest removed from the job market.

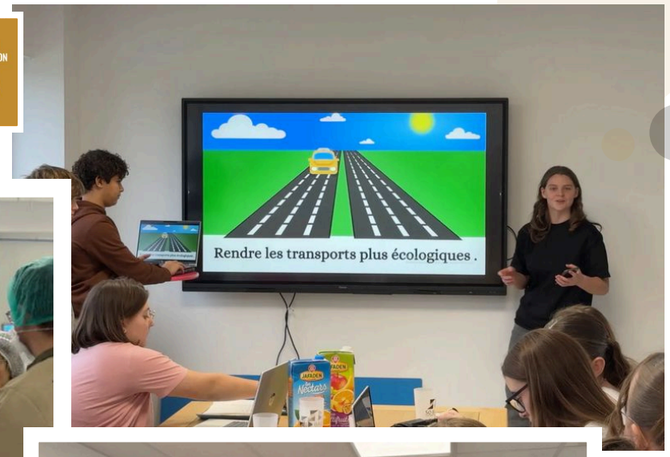
This action is in line with Sustainable Development Goals 8 (Decent Work) and 10 (Reduced Inequalities).

Professional inclusion also involves innovative, open formats that are centered on interaction.

IN-COMPANY SCHOOL

AWAKENING VOCATIONS AND REVEALING TALENTS







As part of the "School in Business" project, SO BAG welcomed 55 students from the Roger Vailland College in Sanvignes-les-Mines in 2024, in partnership with Novium and Michelin.

The goal of this initiative is to connect young people to the industrial world and raise their awareness of sustainable development issues through an immersive and creative experience.

The theme of the week, “How are diversities sources of wealth?”, fueled discussions and gave rise to a stimulating educational dynamic, based on collaboration, the discovery of professions and innovation.

Over three half-days, the students were able to:

- Visit our production unit and discover the jobs in industry.
- to learn how to use digital tools (Canva, Adobe Firefly, AI),
- working in teams of three to design sustainable solutions to concrete problems,
- pitch their project in front of a jury of professionals.

The proposed projects demonstrated the students' ingenuity and sensitivity to social and environmental issues. Waste reduction, innovation in transportation, promoting recycling... these are just some of the inspiring ideas from a generation already engaged in social responsibility.

TRANSMISSION OF KNOW-HOW AND COMMITMENT TO SOLIDARITY



In 2024, SO BAG had the pleasure of welcoming the first Bac Pro Fashion Trades students from the Lycée Polyvalent Emiland Gauthey as part of an educational visit organised with the CCI Saône-et-Loire – C’est PME and the club Les Entreprises s’Engagent.

This meeting allowed students to discover our industrial environment, our manufacturing practices, and our commitment to social and environmental responsibility. Beyond discovering different professions, this immersion also provided an opportunity to illustrate the potential synergies between technical skills and social utility.

In line with this approach, SO BAG contributed to the project to manufacture protective covers for wheelchairs, carried out by students in partnership with the Spirit of Josette association. We provided straps made from recycled tarpaulins, consistent with our circular economy approach.

This action illustrates the importance we attach to the school-business relationship, the transmission of know-how, and the awakening of professional and societal awareness from a very young age.

> ***The meeting between young talent, industry and social commitment paves the way for a more responsible industry.***

DIALOGUE ABOUT SUSTAINABLE PURCHASING







As part of their "Sustainable and Responsible Purchasing" module, SO BAG hosted students in 2024 in the Master's program in Purchasing and Supply Chain Management from the SmartCAMPUS by CCI program in Le Creusot.

This visit provided an opportunity to present our CSR approach applied to the supply chain, in particular our practices in ethical sourcing, eco-design, and supplier partnerships. We also shared our vision of a regenerative industry, linked to our environmental and social commitments.

This exchange provided an opportunity to compare academic expectations with realities on the ground, to raise questions, and to convey a responsible and committed vision of purchasing and logistics professions.

Dialogue with future professionals is a lever for changing practices in the sector.

Hosting creative workshops

CATALYST SOCIAL INNOVATION IN THE TERRITORY

In 2024, SO BAG had the honor of hosting a working session of the program "Entreprendre autrement sur le territoire de tous les possibles", an initiative led by the Creusot-Montceau Urban Community.

This program aims to support project leaders with social and environmental impact, by offering them a framework for reflection, collaboration and exchange with local economic actors.

This day of creative workshops allowed us to:

- **to bring emerging entrepreneurs closer to local businesses**
- **to foster mutual enrichment between established structures and emerging projects,**
- **to encourage the co-creation of sustainable solutions adapted to local realities.**

SO BAG contributed to these exchanges by sharing its experience as a committed industrial company, and by offering a welcoming environment conducive to inspiration and sharing.

By getting involved in this collective dynamic, SO BAG affirms its commitment to supporting citizen and entrepreneurial initiatives that shape a fairer and more sustainable territory.



LABOR MEDALS

VALUING CAREER PATHS AND SHARING OUR COMPANY VISION



During the Economic Heritage Days, SO BAG opened its doors to its stakeholders, clients, partners, and also to the families of its employees.
This two-day event provided an opportunity to discover the inner workings of the company, to discuss our sustainable commitments, and to promote our vision of an innovative and regenerative industry.

A highlight of this 2024 edition was the presentation of work medals to five long-serving employees. Their loyalty, commitment, and contribution to the development of SO BAG since its inception were warmly recognized.

This convivial moment was also an opportunity to thank Nicolas Chevalier, head of SO BAG, for his vision and involvement in the profound transformation of the company.

A symbolic frame was presented to him, created by Philippe Dereims and the HYDROPROCESS team, in homage to his commitment to a more responsible and regenerative model.

These days reflect our desire to value talent, strengthen the sense of belonging and create the conditions for a sustainable and shared quality of working life.

8 DECENT WORK AND ECONOMIC GROWTH







12 RESPONSIBLE CONSUMPTION AND PRODUCTION





SEE THE PHOTOS

Solidarity actions

WORKING TOGETHER FOR A CONCRETE HUMAN IMPACT

In 2024, SO BAG continued its solidarity efforts through several impactful initiatives related to public health, combating poverty, and supporting medical research. These commitments are fully aligned with Sustainable Development Goals 3 (Good Health and Well-being) and 17 (Partnerships for the Goals).



Solidarity Collection with the Red Cross

As part of the Solidarity Challenge, SO BAG participated in a large collection in partnership with the French Red Cross, mainly dedicated to hygiene products.

This operation, carried out alongside Novium, Concentrix, Michelin and other local companies, has made it possible to effectively mobilize our employees around a common goal: supporting the most vulnerable.

Thanks to the generosity of our teams, the collection exceeded expectations and illustrated the strength of a collective inter-company commitment, serving a more united territory.

Local solidarity, concrete impact: every action counts. We also commend the investment of the volunteers of the French Red Cross, whose role is essential throughout the year.



Local solidarity, concrete impact: Every gesture counts.

Support for the fight against cancer

SOLIDARITY BAGS



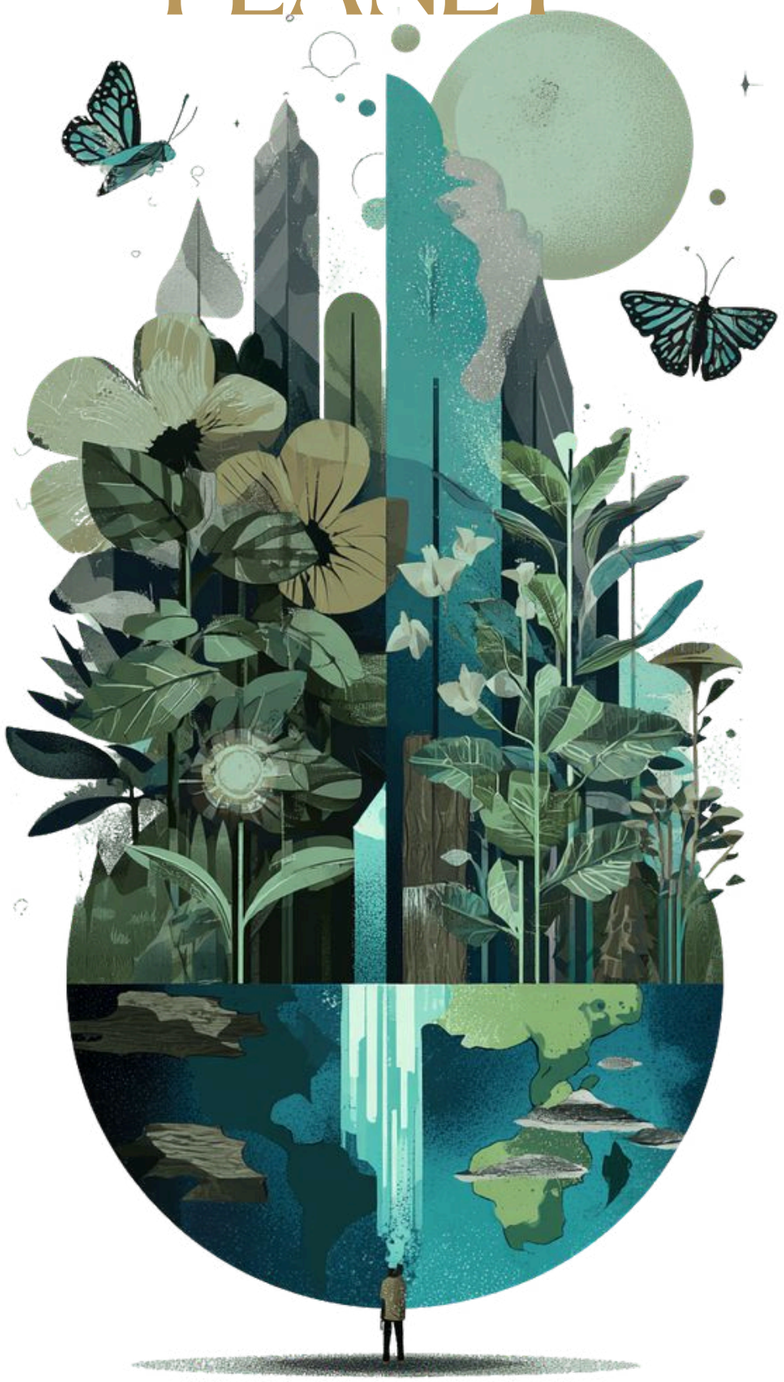
In 2024, SO BAG actively committed to the fight against cancer by supporting two major campaigns:

- **Pink October: specific production of solidarity bags, allowing €5,000 to be donated to associations fighting against breast cancer.**
- **Tulips against cancer: creation of a solidarity bag with a dedicated design, 100% of the funds were donated to the Lions Club Montceau Val-Mont to support cancer research.**



These actions reflect our desire to put our industrial resources at the service of great causes, integrating the social and human dimension into our core business.

PLANET





REDUCE OUR IMPACT, REGENERATE ECOSYSTEMS

For us, environmental commitment is not a secondary lever, but a structuring pillar of our strategy. Aware of the impact of our industrial activities on natural resources, the climate and biodiversity, we have chosen to act responsibly, ambitiously and consistently, well beyond regulatory requirements.

Our environmental roadmap is based on two fundamental principles:

- Reducing our ecological footprint through decarbonization, eco-design, energy efficiency and sustainable resource management,
- Contributing to the regeneration of ecosystems, by supporting reforestation projects, local biodiversity and agroecological transition.

"It is no longer enough to simply destroy less; we must now contribute to repairing."

From the completion of our first carbon footprint assessment to our participation in the Business Climate Convention (BCC), each step of our transition pushes us to question our practices, to experiment with circular models and to bring about a more virtuous industry.

Our PLANET commitment is currently structured around seven concrete areas:

1. Decarbonization & energy transition
2. Eco-design & circular economy
3. Responsible logistics & compensation
4. Biodiversity & ecosystem regeneration
5. Sustainable water management
6. Waste management & recycling
7. Awareness-raising and civic action

Sustainable Development Goals 12 (Responsible Consumption and Production) and 13 (Climate Action) are relevant to all the actions presented in this report. To avoid repetition, they will not be systematically mentioned on every page.





DECARBONIZATION & ENERGY TRANSITION

BILAN CARBONE

In 2023, SO BAG updated its comprehensive Carbon Footprint Assessment (Scopes 1, 2 and 3) to accurately evaluate the carbon footprint of its activities. This second exercise, carried out three years after the 2020 assessment, not only measures the progress made, but also identifies priority areas for future action.

Key findings of the 2023 Carbon Footprint Assessment:

- **Total emissions: 7,342 t CO^2**
- **Change vs. 2020: +18%, or +1,135 t CO^2**
- **Ratio CO^2 / kg de Big Bag : 6,0 kg (vs 5,6 kg en 2020)**
- **CO^2/€ turnover ratio: 1.07 kg (down 8%)**
- **Major sources of emissions:**
  - **End of product life: 47%**
  - **Inputs: 35%**
  - **Energy suppliers: 9%**

The increase in emissions observed since 2020 is mainly due to international trade purchases (Turkey, India), particularly because of the rise in emissions related to energy (+557 t CO^2) and plastic inputs (+253 t CO^2). Trading activity alone accounts for an additional 1,058 t CO^2. On a like-for-like basis, emissions increased by only 77 t CO^2.

Comparative analysis reveals that Big Bags manufactured in France generate 2.01 kg CO_2e/unit, compared to 3.46 kg for those from the trade (+72%).

A CLEAR DEVELOPMENT: -50% GHG EMISSIONS BY 2023

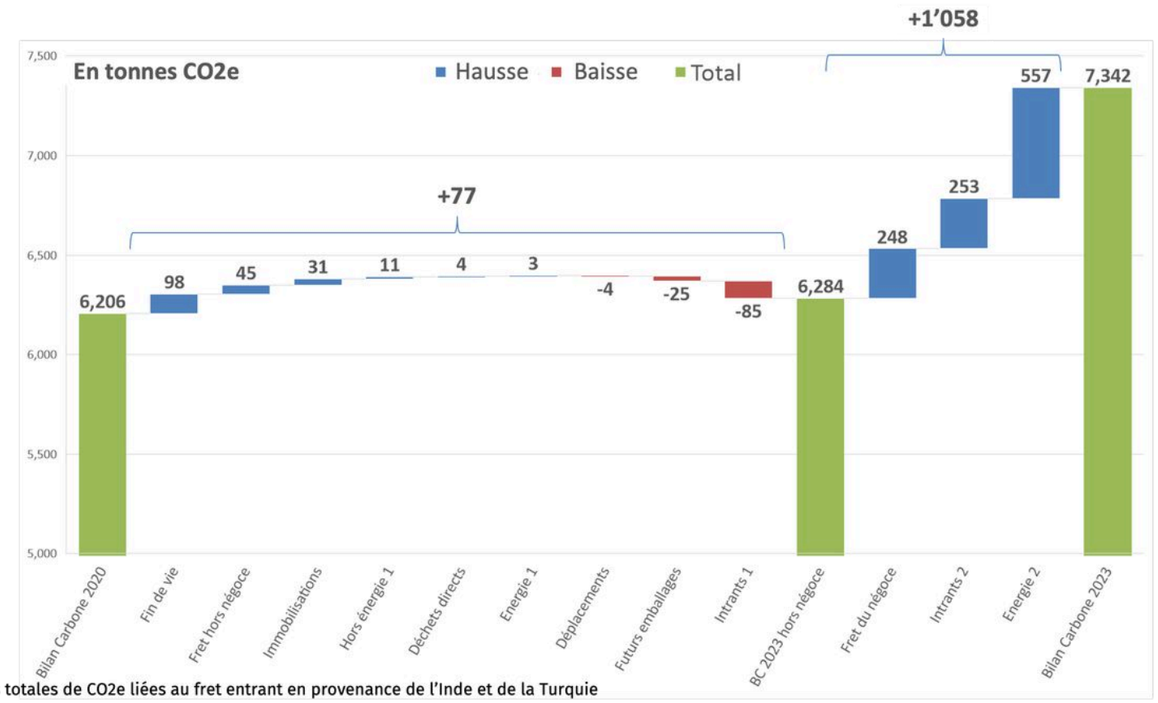
In light of this, SO BAG confirms its objective of reducing its greenhouse gas emissions by 50% by 2030, compared to the reference year 2020. This objective aligns our strategy with carbon neutrality scenarios and the commitments of the United Nations Global Compact.
To achieve this, several levers are activated:

- Eco-design: Reduction of virgin plastics, development of bio-based solutions, recyclability.
- Photovoltaic production: Commissioning of solar panels covering a growing share of our site's energy needs.
- Energy optimization: Internal awareness, eco-friendly practices, equipment management.
- Responsible logistics: Priority given to low carbon transport modes (rail, CO^2 committed carriers).
- Carbon offsetting: Support for reforestation, renewable energy or energy efficiency projects in developing countries.

Bilan Carbone® 2023 | Présentation finale

Un total d'émissions de 7'342 t CO2e (+18% vs. 2020)
Un ratio de 6,0 kg CO2e par kg de Big Bag (+7% vs. 2020)
Un ratio de 1,07 kq CO2e par € de CA (-8% vs. 2020)

	kg CO2e		kg CO2e/employé		kg CO2e/Big Bag (kg)		kg CO2e/k€ de CA	
Sous-postes	2020	2023	2020	2023	2020	2023	2020	2023
Energie 1	15,311	18,539	556	618	0.0	0.0	3	3
Energie 2	140,544	697,466	5,107	23,249	0.1	0.6	26	102
Hors énergie 1	3,541	14,213	129	474	0.0	0.0	1	2
Hors énergie 2	-	-	-	-	-	-	-	-
Intrants 1	1,009,677	924,189	36,689	30,806	0.9	0.8	189	135
Intrants 2	1,355,331	1,608,775	49,249	53,626	1.2	1.3	254	235
Futurs emballages	48,824	24,212	1,774	807	0.0	0.0	9	4
Fret	183,943	476,515	6,684	15,884	0.2	0.4	34	70
Déplacements	35,412	31,364	1,287	1,045	0.0	0.0	7	5
Déchets directs	9,942	13,544	361	451	0.0	0.0	2	2
Bâtiments, approche par les surfaces	62,307	93,257	2,264	3,109	0.1	0.1	12	14
Combustibles utilisés pour le fonctionnement	-	-	-	-	-	-	-	-
Combustibles, combustion sur place	3,341,623	3,439,898	121,425	114,663	3.0	2.8	625	502
Total	6,206,455	7,341,972	225,525	244,732	5.6	6.0	1,162	1,072
		+18%		+9%		+7%		-8%



1. Emissions totales de CO2e liées au fret entrant en provenance de l'Inde et de la Turquie

ECO-DESIGN

& CIRCULAR ECONOMY

Design better to impact less: SO BAG places the circular economy at the heart of its industrial model.

SO BAG adopts a proactive eco-design approach aimed at limiting the environmental impact of its products throughout their life cycle. This approach is structured around four complementary axes.

PLASTICS REDUCTION

Our priority is to make our big bags lighter, in order to reduce the amount of raw material used without compromising their strength or performance. Every gram of plastic saved reduces the CO^2 emissions associated with the manufacturing, transport, and end-of-life of the product.

INTEGRATION OF RECYCLED MATERIALS

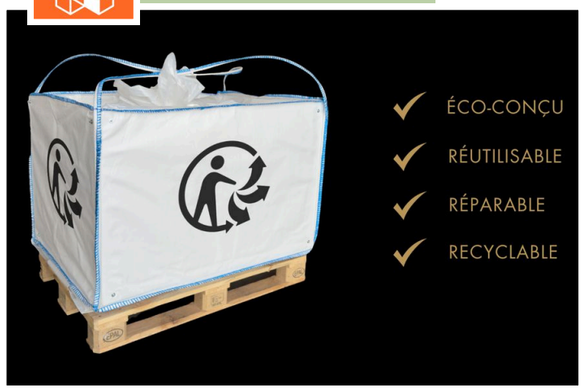
SO BAG aims to develop dedicated recycling channels for end-of-life big bags. This strategy seeks to close the loop by progressively integrating recycled material into the manufacture of new products. This reduces our dependence on virgin resources and contributes to the structuring of a local circular economy.

CIRCULAR MODELS

SO BAG is also investing in the functional economy, experimenting with rental and reuse models for big bags. The goal is to maximize the lifespan of our products, improve their traceability, and support our customers with a focus on usage performance rather than sales volume.







Bio-based alternatives

FRENCH TEXTILE INNOVATION AT THE SERVICE OF SUSTAINABLE PACKAGING



Artist's rendering of the future Big Bag

We are continuing to develop big bags made from natural and renewable materials, particularly hemp and flax. These solutions, currently under development, aim to replace polypropylene in certain applications, while promoting local agriculture with a low environmental impact.

A major environmental challenge, met by French agriculture and industry.

BIG BAG NAT': A 100% NATURAL ALTERNATIVE TO POLYPROPYLENE

Led by SO BAG and a consortium of industrial, technical and academic players, the Big Bag Nat project aims to create a large capacity flexible packaging (FIBC) that is entirely bio-based, recyclable and compostable.

This ambitious project aims to replace polypropylene—a material widely used in industrial packaging—with French plant fibers such as hemp and flax. By opting for biodegradable and locally sourced materials, SO BAG intends to contribute to:

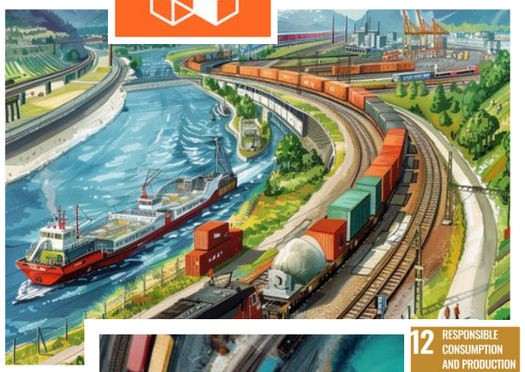
- **reducing pressure on fossil fuel resources,**
- **support for sustainable agricultural sectors,**
- **the creation of a product that can be reintegrated into natural cycles.**

Each partner is responsible for developing one of the components of the future natural big bag: fabric, sewing thread, straps, cords. SO BAG will handle the final assembly and marketing of the product.



LOGISTICS







MULTIMODAL LOGISTICS

SO BAG continues to reduce the carbon footprint associated with its logistics activities by optimizing its transport flows and combining rail, road, and river transport where possible. This multimodal approach limits reliance on road transport alone, while maintaining a high level of reliability in delivery times.

CO2 COMMITTED CARRIERS

The selection of our logistics partners is based on precise environmental criteria. We primarily collaborate with carriers committed to reducing their greenhouse gas emissions, whether through investments in more fuel-efficient fleets, route optimization systems, or adherence to low-carbon logistics charters.

Optimizing our flows and supporting ecosystems: an impact strategy based on sobriety and regeneration.

SO BAG is committed to reducing the environmental impact of its transport by optimizing its logistics flows and promoting modes of transport that emit the least greenhouse gases.

Biodiversity & ecosystem regeneration

Faced with the accelerated erosion of biodiversity, SO BAG considers it its responsibility to preserve, restore, and enhance ecosystems, both on its site and within its territory. This commitment is reflected in concrete, collaborative initiatives.

A PERMACULTURE PLOT AT THE HEART OF THE COMPANY

At our production site in Burgundy, we have created a permaculture plot maintained by a worker from the ESAT du Breuil. This agroecological vegetable garden allows us to produce seasonal fruits and vegetables locally, which are distributed free of charge to our employees.

This project promotes sustainable food, environmental awareness, and social cohesion within the company.



Protecting life, restoring natural balances: SO BAG is working towards a more fertile and resilient territory.

PLAYER IN THE REGIONAL BIODIVERSITY STRATEGY

Since 2023, SO BAG has been committed to the Regional Biodiversity Agency of Bourgogne-Franche-Comté (ARB BFC) as part of the Entreprise Engagée pour la Nature (EEN) program. This commitment reinforces our involvement in the Regional Biodiversity Strategy, carried out in partnership with the French Office for Biodiversity.

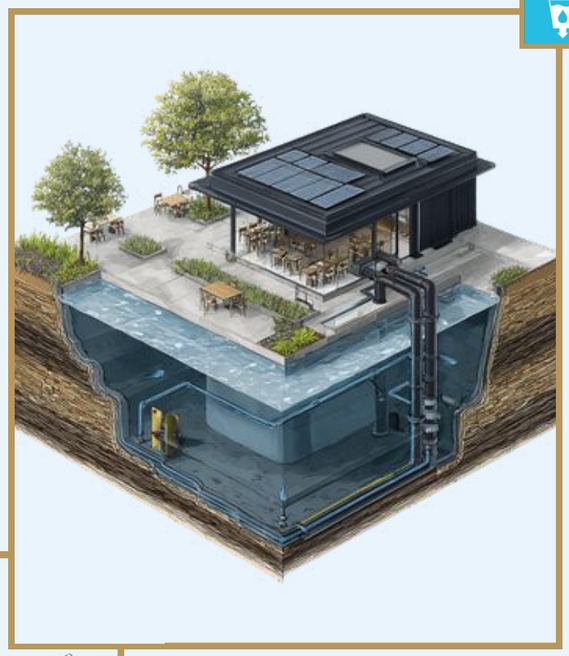
We contribute by sharing our practices, participating in working groups and supporting the implementation of concrete actions in the territory.

Water management

Preserving the resource, optimizing every use: SO BAG is committed to rational and responsible water management.
All of these actions aim to reduce our dependence on mains water by diversifying our sources and limiting non-priority uses. This approach is part of a broader strategy of water conservation, essential in the context of climate change.

RAINWATER REUSE

For several years, our site has been equipped with a rainwater harvesting system. Used partially for watering our permaculture plot, this water also helps to relieve pressure on the distribution network.
After a breakdown at the end of 2023, the system was repaired in early 2024 and is now fully operational. This restoration of service has allowed us to resume almost autonomous watering of our garden, in line with our commitment to utilizing locally available resources.





WASTEWATER TREATMENT

SO BAG collaborates with Suez for the management of its wastewater, particularly that from our printing workshop. This partnership ensures treatment that complies with regulatory requirements. Each collection is accompanied by tracking slips guaranteeing the traceability and transparency of the effluent treatment process.

SANITARY AND CLEANING USES

Drinking water is only used as a supplement, particularly when rainwater harvesting reserves are insufficient. The restrooms and laundry facilities are also supplied by the rainwater harvesting tank, which significantly reduces our reliance on drinking water. In parallel, we are continuing our internal awareness campaigns and monitoring our consumption indicators to optimize every use.

Waste management & recycling

Waste management is not limited to disposal: it relies on a strategy of reduction at source, systematic sorting and maximum recovery of materials.



These practices help reduce our production of ultimate waste.

SORTING, REDUCTION AND RECYCLING OF MATERIALS

We have implemented recycling processes tailored to each type of industrial waste:

- **Glassine: paper/silicone separation for differentiated recycling**
- **Polyester/polypropylene strapping: recycled into bottles or strapping ties**
- **Plastic waste (PP/PE/PES): sent to French recycling facilities**
- **Oiled cardboard mandrels, gloves: directed towards SRF (Solid Recovered Fuels) channels**
- **Computer consumables: sorted and sent to specialized recycling channels**
- **The hairnets and beard covers are stored at our facility while we await the development of a recycling program.**

TCHAOMÉGOT PARTNERSHIP

In 2024, our collaboration with TchaoMegot continued, with measurable results:

- **16,560 cigarette butts collected**
- **4.1 kg of insulation produced**
- **8,280 liters of unpolluted water**
- **52 kg of CO_2 avoided**

This partnership demonstrates that innovative micro-waste management can generate a real environmental impact, while mobilizing our teams around a simple and concrete action.

Total	Nombre de Mégots	Eau épargnée (m^3)	$C0_2$ épargné (kg)	Isolants crées (kg)
Année 2025	15 480	7 740	54	4.4
Année 2024	15 120	7 560	53	4.3
Année 2023	16 560	8 280	52	4.1
Année 2022	15 840	7 920	50	4.
Année 2021	18 000	9 000	56	4.5

*Année calendaire janvier à décembre

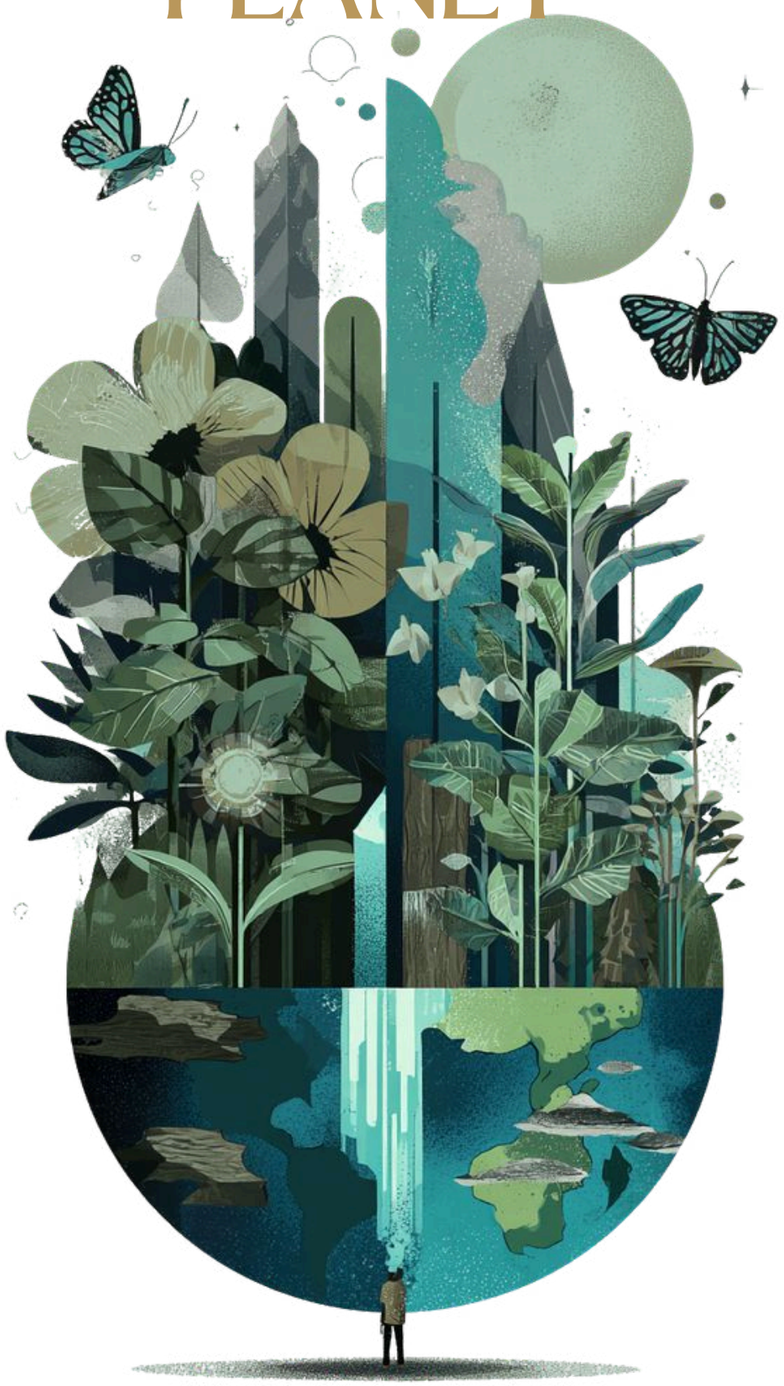
CANTEEN WASTE

All waste from our cafeteria is sorted. Fermentable waste is processed via an on-site composter, which feeds our permaculture garden, thus closing the loop between production, consumption and local regeneration.

MONITORING & COMPLIANCE

Each waste stream is rigorously tracked using traceability forms, in conjunction with our approved partners. This data ensures regulatory compliance and informs our internal environmental performance indicators.

PLANET



IN 2024

Decarbonization & Energy Transition



END OF CEC COURSE

In 2024, SO BAG completed its journey in the Convention of Companies for the Climate – Bourgogne-Franche-Comté Territory, thus joining a regional collective of economic actors committed to transforming their business model in light of planetary boundaries.

WHAT IS THE CEC?

The CEC is a national, intensive, one-year support program designed to enable business leaders to fundamentally rethink their strategy in order to reduce their environmental impact, support biodiversity and enhance their societal utility.

More than 40 leaders from Bourgogne-Franche-Comté participated in 2023–2024, confronting their convictions with the scientific state of climate disruptions, the systemic challenges of our economic model, and the concrete levers of a regenerative shift.



OUR ACTION PLAN STRUCTURED IN 4 LEVERS

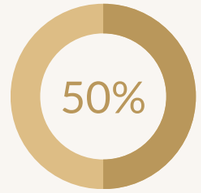
As a result of this collective dynamic, SO BAG has developed a clear roadmap to guide its transformation. Each lever is monitored, with designated managers, deadlines, and progress indicators.

The CEC marked a turning point for SO BAG. More than a plan, it is a new stance that we are adopting: creating value while restoring the balance of life.

1 Reduce our carbon footprint

Target: -50% reduction in GHG emissions by 2030 (ref. 2020)

- Recalculate the complete carbon footprint (2023) to update our trajectory
- Launch the 100% natural Big Bag project (hemp/flax)
- Deploying recycled polypropylene (rPP) fabrics in our big bags, currently underway with Michelin and Juta
- Finalize the development of alternative recycling solutions (excluding Atmos)
- Improving energy efficiency (photovoltaics, roof studies, shade structures, etc.)



2 Transforming our product & service offering

Towards a functional and cooperative economy

- Develop complementary services: custom cutting, logistics, collection
- Experimenting with new offerings combining products and customer service (Big Bags MAP)
- Explore a logistics partnership for large-capacity storage



3 Cooperating to amplify our impact

Both internal and external partnerships are at the heart of our transition

- Industrial cooperation: recycling (Juta, Blockx…), MAP big bags (SOMSIX)
- CSR collaborations: mentoring, inclusion, solidarity initiatives (Flour of the Heart…)
- Launch of the Grand C, an independent strategic advisory committee (2025)
- Shared governance: steering committee in the planning stages
- “Sustainable Territory” initiative, co-led with the CUCM (planned for 2025)



4 Valuing our positive externalities

Taking action for life, even beyond our direct value chains

- Implementation of a biodiversity plan in conjunction with the OFB and the ARB
- Support for the Planters project: regional nurseries, 1000 trees to be planted in 2024
- Engagement in networks: “Companies are getting involved”, AlphaGreen
- Study of a double materiality / triple capital accounting system
- Promoting sustainable mobility (tire inflation station, territorial cooperation)

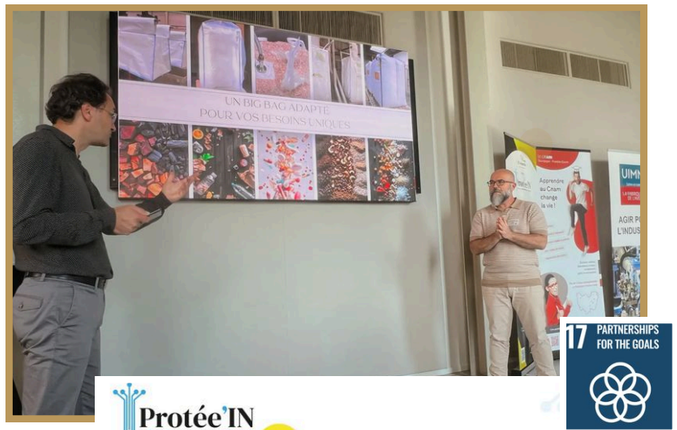


Decarbonization & Energy Transition

INDUSTRY 4.0 MEETING

SO BAG participated in the Industry 4.0 Rendez-vous organised by L'Usinerie Partners, a key event to accelerate the transformation of industrial models in the region.
Alongside committed regional stakeholders, we presented our vision of a regenerative industry based on:

- **Eco-design: reducing environmental impacts from the design phase, choosing sustainable materials, and lightening our big bags.**
- **The functional economy: development of services around the product (rental, reuse, collection, end-of-life recovery), in response to the challenges of sobriety and sustainability.**
- **Inter-company cooperation: pooling of know-how, co-development with industrial, logistics and agricultural partners to structure local circular supply chains.**





This participation illustrates SO BAG's ambition: to actively contribute to the transformation of the industrial fabric towards low-carbon, local and regenerative models.

CEC AND COMPANIES COMMIT 71

To conclude this first year after the program, we also had the opportunity to share our journey during a theme organized by LESE 71 (Les Entreprises S'Engagent en Saône-et-Loire).

This presentation allowed us to trace the key stages of our transformation, to exchange on the decarbonization levers that we activate on a daily basis, and to inspire other companies in the region to commit themselves in turn to the ecological transition.



Because taking action for the climate also means involving your ecosystem.

Eco-design & Circular Economy

PROMOTION OF THE ECO-DESIGNED BIG BAG



Our eco-designed big bag solution, conceived to optimize the reduction of industrial waste and circular logistics, was showcased at the Vrac Tech trade fair. Reusable, ergonomic, and less energy-intensive, it embodies our concrete commitments to a functional economy.



A STRUCTURAL CHALLENGE: SHIFT FROM OWN-LOADING TO RENTAL

Offering a rental model in the big bag industry represents a true paradigm shift. Historically, the big bag has been perceived as a single-use consumable, optimized for upstream logistics but rarely reintegrated into a circular loop after use.

This model involves logistical, technical and cultural challenges: traceability, cleaning, returns, but also a change in perspective on the product.

Our team at SO BAG is taking up this challenge with determination, convinced that the functional economy is one of the most powerful levers for reducing the environmental impact of industrial packaging.

FEATURE ON "PLUS VERTE MA PME" (LCP)

This year, our environmental transformation initiative was recognized and featured in the program "Plus verte ma PME" (My SME is Greener), broadcast on LCP. The Climate Fresk workshop conducted with our teams illustrated our collective mobilization around climate issues.

WATCH THE VIDEO



The Citizens' Convention for Climate

A STRONG DEMOCRATIC AND ENVIRONMENTAL COMMITMENT







In 2024, Nicolas Chevalier, head of SO BAG, was asked to participate in the Citizens' Convention for Climate and Biodiversity in Bourgogne-Franche-Comté. This unprecedented regional initiative brought together randomly selected citizens, alongside economic representatives such as SO BAG and representatives from associations, to imagine desirable lifestyles that are compatible with planetary boundaries.

It is not simply a matter of debating: it is a matter of proposing, together, concrete solutions for a sustainable future.

A COLLECTIVE, STRUCTURED AND AMBITIOUS APPROACH

The Convention took place in several sessions, alternating between meetings, training sessions, co-creation workshops, and exchanges with regional institutions. The objectives were clear:

- *Strengthen citizen participation in the definition of regional policies.*
- *Addressing major ecological challenges: climate, biodiversity, natural resources, social justice.*
- *To propose priority measures that are realistic and directly applicable by the Region.*

SOME KEY MEASURES PROPOSED BY CITIZENS

- **Measure 1 – Renaturation and preservation of biodiversity: priority to vegetation, creation of natural spaces, and soil restoration.**
- **Measure 2 – Support for resource centres and recycling centres to limit waste and promote the circular economy.**
- **Measure 3.6 – Implementation of a regional cycling plan to encourage soft mobility.**
- **Measure 5 – Creation of a Local Food Fund to guarantee dignified, local and sustainable food.**
- **Measure 10 – Development of the Outdoor School: reconnecting students to nature.**

SEE THE ROADMAP

WATCH THE INTERVIEW WITH NICOLAS CHEVALIER

Scan the QR code below to discover his experience and vision of a company committed to the ecological transition

WATCH THE INTERVIEW



BIODIVERSITY

PERMACULTURE GREENHOUSE







Our permaculture vegetable garden has continued to thrive thanks to the involvement of Laurent (ESAT). It constitutes a local lever for functional biodiversity and a direct benefit for employees.

8 DECENT WORK AND ECONOMIC GROWTH

15 LIFE ON LAND

BIODIVERSITY WORKSHOP (COMPANY COMMITMENTS)

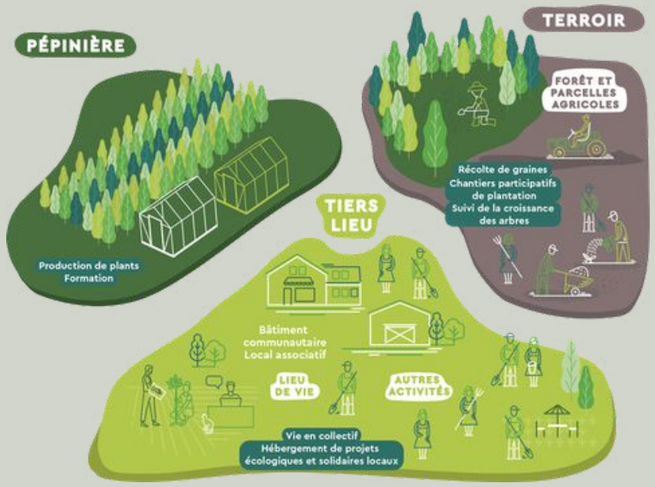
Our participation in the regional workshop has strengthened our understanding of the levers for action to integrate biodiversity into our strategic choices.

SEE THE WORKSHOP



4 QUALITY EDUCATION

Ecosystem Support



Source : www.planteurs.org

We have chosen not to treat reforestation as a simple carbon offset, but as a fundamental commitment to the regeneration of life. This is a firm conviction, consistent with our vision of a regenerative company.

THE "PLANTERS" PROJECT

Since 2023, SO BAG has actively supported the Planteurs association, whose ambition is to develop a network of participatory nurseries to supply agroforestry projects in Bourgogne-Franche-Comté.

Objective: to restore hedgerows, true ecological infrastructures, essential to the

- water regulation
- soil stabilization
- natural carbon sequestration
- biodiversity preservation

This initiative addresses a major challenge: the disappearance of more than 70% of hedgerows since the 1950s. By supporting this project, SO BAG is taking concrete action for more resilient landscapes, more sustainable agricultural practices and a local biomass economy.

This approach is not indexed to a carbon credit mechanism: It reflects our desire to act for life, here and elsewhere.

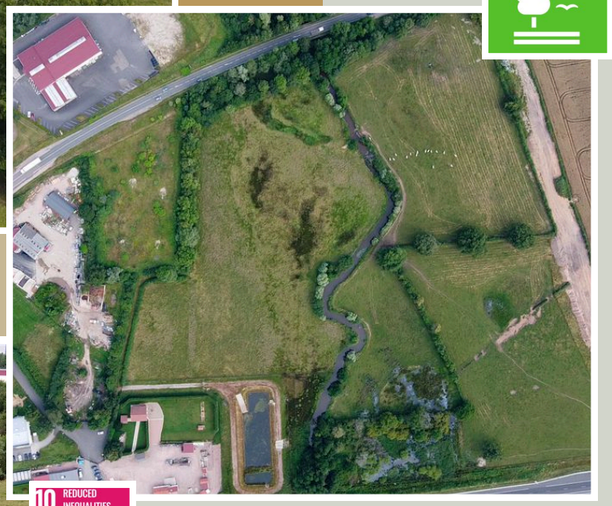
DISCOVER THEIR PROJECT

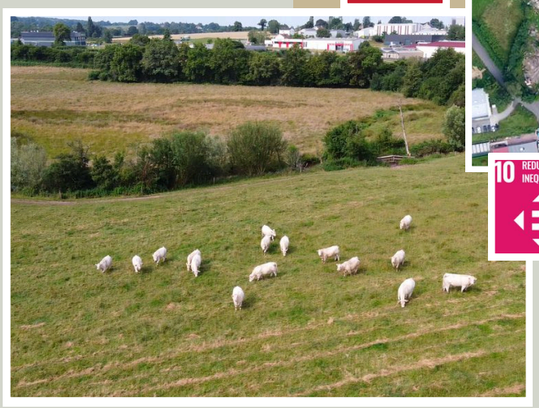
> ***In 2024, thanks to this partnership, 1000 trees were planted, in direct support of local communities, farmers and associations committed to the ecological transition.***

An area of 5.5 hectares

FOR NATURE, TRANSMISSION AND INCLUSION







In 2024, SO BAG acquired a 5.5 hectare plot of land near its industrial site for €17,000, with a clear ambition: to make it a reservoir of biodiversity and a place for transmission with a social purpose.

A SANCTUARY FOR LOCAL BIODIVERSITY

The land, which was previously leased by a farmer, already boasts remarkable ecological richness. To better understand and enhance this natural heritage, we commissioned an ecological audit from the League for the Protection of Birds (LPO).

This diagnostic work began in the spring of 2025 and will serve as the basis for all future actions carried out on the plot.

The objective of this audit is to precisely identify the plant and animal species present, to map the natural habitats and to co-construct a long-term ecological management plan.



A LONG-TERM PROJECT, A REGENERATE VISION

This land will be progressively transformed into an active reserve serving soil regeneration, wildlife, but also education and inclusion:

- Educational and collaborative farm: by 2035, we plan to create a place of contact with nature accessible to young people in training, local community actors and businesses.
- Environmental awareness: discovery workshops, training in good ecological practices and activities around permaculture will be offered.
- Intergenerational transmission: we want to make it a meeting place between generations, around nature, living things and concrete action.

This project is part of our trajectory as a regenerative company, where value creation is no longer limited to economic performance but extends to the revitalization of ecosystems and the common good.

Giving back space to nature, giving meaning to inclusion, passing on know-how... this land is a promise of the future that we are proud to carry.

Sponsorship 2024: active support for community organizations and causes of general interest

SPONSORSHIP 2024

TOTAL COMMITTED
34 288,95€

Sport & Youth
14 590€

- FC Rhône Vallée – €9,300
- Montceau Olympique Natation – €700
- US Blanzy Women's 71 – €300
- Football Club Hermitage – 150 €
- CSS Sanvignes – 300 €
- COC Bourgogne – 2 700 € + 300 €
- USSS (Saint-Sernin) – €350
- ESAB Foot – 400 €
- The Harvest of Cleats – €90

Health & Solidarity
13 902,20€

- Pink October – ARC Foundation – €3,115
- HelloAsso – Le Blé du Cœur – €5,007.20
- Blood Donors Association – €200
- Red Cross – €500
- Blanzy Firefighters' Association – €80
- The 42 – Marathon of all challenges – €5,000

In-kind sponsorship
2 796,75€

- ESA Le Breuil – production of a film for the ESAT (€796.75)
- Lions Club Charollais-Brionnais – 100 Pink October bags (€1,000)
- TIS BLUM Association – 100 Pink October bags (€1,000)

Environment & Biodiversity
3 000€

- Planters of the Future – €3,000











SO BAG, Winner of the 2024 CSR Awards

REGIONAL RECOGNITION FOR OUR GLOBAL COMMITMENT





A great source of shared pride!

In 2024, SO BAG had the honor of receiving the Bourgogne-Franche-Comté CSR Trophy, awarded by AER BFC, MFQ (French Movement for Quality) and the Bourgogne-Franche-Comté Region.

This award recognizes our concrete actions in support of a more responsible, more resilient industry that is more useful to its region.

This award is dedicated to all our collaborators, partners and supporters, who make this adventure possible.

Thank you to the organizers for their trust, and congratulations to all the finalists, especially AlphaGreen, co-winner of this edition!

Because CSR is not an option: it is a collective responsibility.
And a tremendous engine of innovation.

We hope that this recognition will be a source of inspiration for other companies, small or large, that wish to initiate or deepen a structured CSR approach.

SO BAG is committed to continuing to share its feedback and to contribute to a positive regional transformation dynamic.



A VIDEO TO ILLUSTRATE OUR COMMITMENT

Following our recognition at the Bourgogne-Franche-Comté CSR Awards, SO BAG benefited from the production of a corporate film by AnotherVision Production. This video provides a concrete example of our transformation journey and the levers implemented to evolve our industrial model.

WATCH THE VIDEO

Why was SO BAG recognized?

- *Eco-design and circular economy: development of lighter big bags, integration of recycled materials, experimentation with rental models.*
- *Decarbonization: ambitious targets (-50% GHG by 2030), photovoltaics, optimized logistics, bio-based alternatives.*
- *Inclusion and diversity: employment rate of people with disabilities above 13%, mentoring, integration of newcomers.*
- *Transmission and social innovation: permaculture garden, farm project, educational sponsorship, support for young people in priority neighborhoods.*
- *Regeneration: support for the Planters project (1000 trees planted), purchase of 5.5 ha of land for biodiversity and inclusion.*

PROFIT



PERFORMANCE AT THE SERVICE OF USEFUL INNOVATION

For SO BAG, economic performance is part of a broader framework: that of a responsible, innovative industrial model serving the transitions.

Our core business—the design and production of big bags—is evolving to meet new environmental, logistical, and regulatory challenges. Leveraging our team, our workshop, and our in-depth knowledge of the supply chains, we develop tailored technical solutions, co-created with our clients, and designed to reduce impacts at every stage of the life cycle.

Diverse product ranges, patented solutions, a circular logic.

Our offering now extends from the eco-design of solutions for construction sites to the preservation of sensitive products, encompassing the needs of the building, agri-food, and recycling sectors. This diversity reflects a pragmatic innovation strategy focused on use, sustainability, and efficiency.

In 2024, we continued this momentum with:

- **new circular applications such as modified atmosphere packaging,**
- **patented technical products that meet specific business needs,**
- **...and the progress of our Natural Big Bag R&D program, with a promising first linen textile, laying the foundations for a future 100% bio-based and compostable packaging.**

Producing big bags, yes — but with high standards, and to meet useful and sustainable needs.

INNOVATION LABORATORY

SO BAG is a company that strives to be responsible and committed to environmental protection. That's why we are dedicated to offering innovative products that address current environmental challenges.
We have developed several products that help reduce the environmental impact of packaging. These include:



HELLINGO

Patented

HELINNGO: this big bag specially adapted for helicopter transport operations is approved 8/1. It meets the standards and allows its reuse, thus limiting waste.



Maritime bag
SOGESGO

Patented

The shipping container bag: this patented solution, jointly developed by SO BAG and Transports Godefroy, allows for the storage and transport of up to 25% more products per shipping container, while preventing containers from traveling empty on their return journey. It combines a 40- or 20-foot metal shipping container with a highly resistant, flexible bag attached to the inside.



Quinci
Rocket

Patented



Qvinci Liner
Rocket

Patented

QVinci and QVinci liner: these big bags do not deform like standard big bags, and tend towards a cubic rather than a cylindrical shape. This allows for better pallet placement, which optimizes truck loading and reduces the number of transports, and therefore the carbon footprint.



BL3
Rocket

Patented

The BL3 type big bag: this big bag has been developed for the packaging of powders with a Minimum Ignition Energy greater than 3 mJ and in an ATEX 21-22 environment. It constitutes a simple and economical alternative to conductive or dissipative big bags (type C or D) commonly used to ensure the safety of factories against the explosive risks associated with the handling of powders.



PICK N'GO
Veolia

Patented

Clic'BAG and Clic'BAG Amiante: these two patented big bags in partnership with Veolia provide an all-in-one, simple and quick solution to improve source separation, collect and dispose of construction waste.

CONSTRUCTION SITE / BUILDING AND PUBLIC WORKS

For the construction and public works sector, big bags are essential for the safe and efficient transport and storage of materials such as cement, sand, rubble, and aggregates. Their robust construction allows for the handling of heavy loads without risk of tearing, while lifting options facilitate on-site handling.





PHARMACOPOEIA

In the pharmaceutical industry, cleanliness and product non-contamination are paramount. Our big bags designed for this sector are manufactured under strict conditions, with special linings to ensure protection against moisture and particles, while meeting rigorous food and pharmaceutical safety standards.



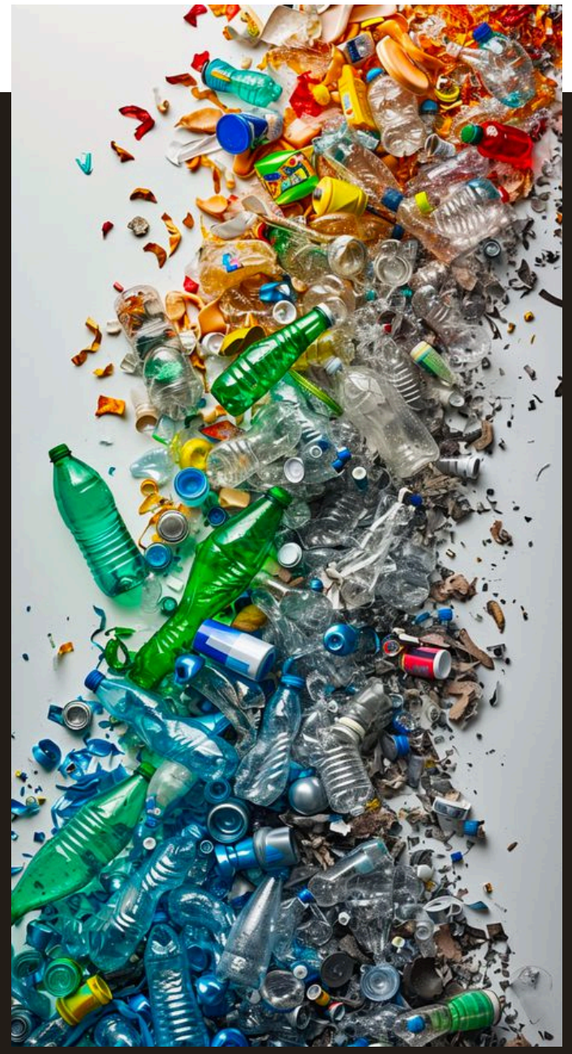
AGRICULTURAL COMMODITIES

Our big bags are designed to preserve the quality of agricultural products, which require protection against moisture and infestations during storage and transport. Made with breathable and robust fabrics, they minimize the risk of condensation and promote optimal product preservation. Internal liner options are also available for an additional barrier against moisture and contaminants.

RECYCLING

Our big bags represent a major solution in the recycling sector, providing an optimized method of collection, sorting and transport for processing large quantities of reusable materials.

Designed for an extended life cycle, they are reusable, thus reducing waste and costs.
This reinforces our commitment to the circular economy and sustainable development, minimizing environmental impact while maximizing operational efficiency.



WOOD AND CHARCOAL

The wood and coal industry also benefits from our big bags for storing and transporting logs, wood chips, coal, and other solid fuels. With puncture-resistant big bags that withstand harsh outdoor conditions, we ensure safe and clean storage, minimizing debris and particle dispersion.





OTHER USES

Our big bags are not limited to these uses...quite the contrary!

Packaging solutions adapted to a wide range of industries:

- **Mining: Safe transport of minerals and aggregates.**
- **Water treatment: Effective management of sludge and sediment.**
- **Renewable energies: Sustainable storage for biomass pellets.**
- **Decontamination: Safe containment for asbestos and other contaminants.**
- **And many more!**

Each big bag is a tailor-made solution for your specific industrial needs.



DOUBLE INNOVATION

FOR CONSERVATION

CUSTOM MADE	ALL-IN-ONE	INTUITIVE MACHINE

MOBILE & COMPACT: GREATLY SIMPLIFIES THE MODIFIED ATMOSPHERE PACKAGING PROCESS.

EASE OF USE: ACCESSIBLE TO ALL, IT IS READY TO TRANSFORM YOUR STORAGE OPERATIONS.

WHY

IS IT IMPORTANT?

NUMEROUS REASONS DRIVE US TO INNOVATE IN THIS DIRECTION.

GRAIN WEEVANCES AND MOTHS



FUNGAL GROWTH



CEREAL MITES



ANAEROBIC BACTERIA



OUR INNOVATIONS



THE NEW VALVE

OPTIMIZED SIZE OF 125 MM: ALLOWS FOR VACUUMING THAT IS ON AVERAGE 40% FASTER AND EFFICIENT GAS INJECTION.



FLAT DESIGN: MINIMIZES BREAKAGE AND INCREASES THE NUMBER OF BIG BAGS PER PALLET.

ENHANCED PROTECTION: CREATION OF A NITROGEN-RICH ATMOSPHERE TO BLOCK THE PROLIFERATION OF PESTS AND MOLDS.

OUR LATEST DESIGN FOR RENT

CIRCULAR ECONOMY: MANAGING THE 7 FLOWS OF THE CONSTRUCTION SECTOR



- ECO-DESIGNED
- REUSABLE
- REPARABLE
- RECYCLABLE

TECHNICAL SPECIFICATIONS:

- Dimensions: 80 x 120 x H 80 cm, compatible with standard doors.
- Capacity: Up to 1 tonne.
- Ergonomics: Height of 95 cm to limit risks and musculoskeletal disorders. Fully opening base, lightweight (14 kg) and quick to handle (folds in 30 seconds).

HOW THE FOLDING MECHANISM WORKS:



PERFORMANCE AT THE SERVICE OF USEFUL INNOVATION

SO BAG continues its environmental innovation strategy with the development of an eco-designed big bag specifically adapted for sorting 7 waste streams (paper, metal, plastic, glass, wood, inert waste, and hazardous waste). Designed for construction sites as well as demanding industrial environments, it offers a functional, lightweight, and robust alternative to traditional skip solutions.

This solution is fully in line with our circular economy approach, by facilitating sorting at source, material recovery, and the reduction of logistics costs.

PERFORMANCE AT THE SERVICE OF USEFUL INNOVATION

Optimized accessibility

- Thanks to its compact dimensions (80 x 120 x H 80 cm), it fits through all standard doors (90 cm) and is perfectly suited to areas with restricted access (floors, corridors, urban areas, etc.).

Streamlined logistics

- Its foldable design allows for the storage of up to 15 folded bags on a standard pallet (80 x 120 cm), providing 26 m^3 of deployed capacity in just 1 m^2 of floor space. The result: fewer empty return trips, fewer trucks, and reduced emissions.

Efficient sorting, reduced carbon impact

- Positioned as close as possible to production stations or work areas, it improves upstream waste management and contributes to maximum recovery of flows, by limiting cross-contamination.

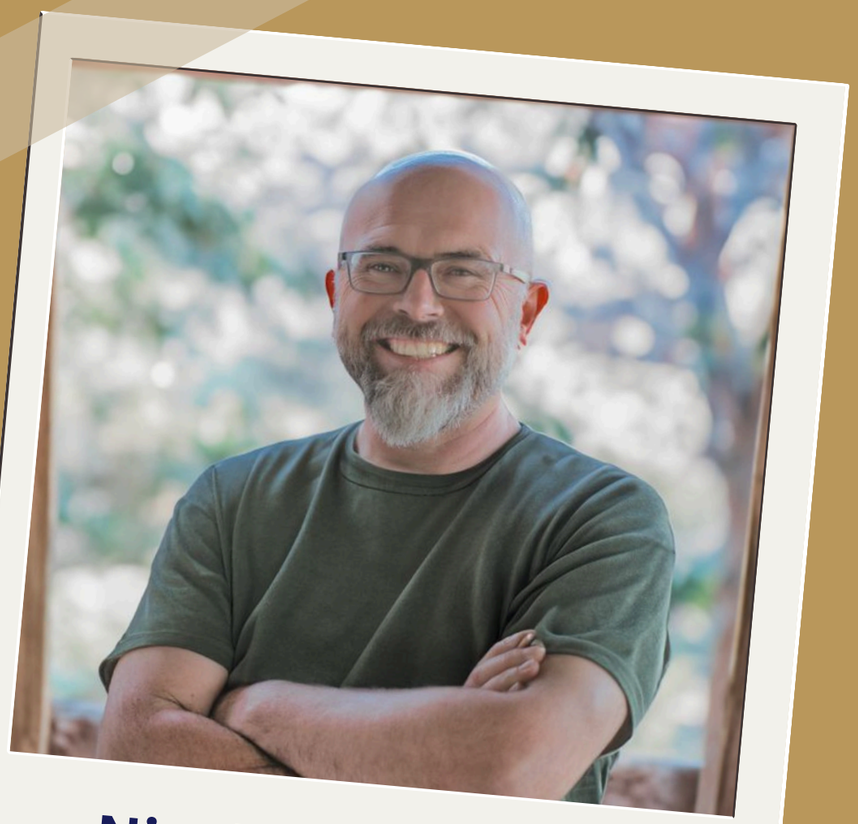
Multi-material design

- Equipped with reinforced walls and self-supporting straps, it can safely accommodate various types of waste (glass, metal, plastics, etc.), even in outdoor conditions.

Weather resistance

- Once filled, it is airtight, protecting waste from the elements and preventing its degradation before collection.

✱ From an extractive company to a regenerative company



Nicolas Chevalier
General manager

“Launching SO BAG in 2013 meant embracing George Bernard Shaw's vision: seeing the world not as it is, but as it could be, asking, "Why not?" This aspiration, far from obvious in the world of big bags, guided me. The Business Convention for Climate confirmed that the ideal of a regenerative company is within reach, motivating SO BAG to innovate even further while respecting all living things.”

CONCLUSION

The year 2024 marked a new stage in our transformation. By continuing our commitment to the United Nations Global Compact, we have strengthened our actions to combine economic performance, positive environmental impact and social progress.

From the rise of our eco-designed products to the recovery of our waste, via enhanced inclusion and our territorial roots, each advance reported in this COP testifies to our desire to take concrete action.

We would like to thank everyone who took the time to read this report. Your interest and feedback contribute to our continuous improvement process.

Whether you are an employee, partner, client or simply curious, do not hesitate to contact us or come and meet us.

Together we will make SO BAG a regenerative company, serving humanity and the planet.

See you soon,

The SO BAG team



SO BAG

COP 2024

COMMUNICATION ON PROGRESS

ANNUAL REPORT

2024