Rising together

2026 – 2030 Sustainability Plan

Powering a current of change

Cascades

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Messages from management

Message from the President

Faced with the unpredictability of a world where everything is changing at a rapid pace, it is tempting to believe that technology, markets or business models will ensure the future of organizations. In this context, we are all seeking anchors. At Cascades, that anchor is clear: our corporate values guide us, bring us together, and give meaning to our actions today and tomorrow.

Our values: Naturally respectful, Stronger together, Speak truthfully, Be better every day

Born of the desire to give materials a second life, Cascades remains, more than 60 years later, deeply guided by its values. They provide a clear framework to align decision-making, foster team cohesion and guide our development. They express both who we are and what we collectively aspire to. This approach is reflected in our sustainability plans: sixteen consecutive years of measurable, targets supported by science and rigorous frameworks. These results are made possible by the commitment of our teams, the collaboration of our suppliers, the trust of our customers, and the involvement of the communities in which we operate.

Building on this continuity, our fifth Sustainability Plan for 2026 – 2030 brings together reaffirmed priorities and a wide range of concrete actions that elevate our practices, from product design to value chain management, including our operations. Our objective is clear: to reduce our environmental footprint while strengthening partner engagement, increasing value for our customers, and supporting the well-being of nearly 9,000 employees.

We know from experience that major currents of change are created collectively.

Joining forces with Cascades means choosing a partner that designs lower-impact products to support your own objectives. It also means choosing a partner that can demonstrate its commitments — because they are driven by the right reasons.

Together, we propel one another toward an increasingly sustainable future.

Together, let’s power a current of change.

Hugues Simon
President and Chief Executive Officer

Question for the Corporate Director, Sustainable Development

How does this new sustainability plan elevate our business practices?

Since our first Sustainability Plan in 2010, our teams have witnessed the evolution of Cascades' priorities. With the continuous improvement of our practices, the emergence of regulatory and reference frameworks, and the increasing expectations of our stakeholders, each new plan represents an opportunity to build on previous achievements, pursue continuous improvement, and further elevate our standards.

This fifth Sustainability Plan reflects this commitment, enabling us to address emerging issues in innovative ways. Guided by a double materiality assessment approach, financial materiality served as a foundation for prioritizing the topics covered, ensuring alignment with the company's overall strategic priorities. In this context, risk assessment and mitigation are now integral to our priorities, reflecting the growing importance of ESG risks in organizational practices. Whether related to the supply chain, biodiversity, climate change, health and safety, psychosocial factors or talent retention, managing these risks informs many of our priorities and supports our overall corporate resilience.

Science-based approaches also remain a cornerstone of our sustainability strategy. With climate targets aligned with the requirements of the Science Based Targets initiative (SBTi), and product carbon footprints (PCFs) based on life cycle assessment (LCA), Cascades ensures that its decisions are informed, rigorous and credible, while supporting our customers in making more responsible choices.

Finally, through this 2026 – 2030 Plan, Cascades also aims to expand its tangible impact beyond its operations by making collaboration a central theme. Whether with our customers, suppliers or community partners, the next five years will be driven by collective action to amplify our efforts and create meaningful change together.

Mélanie St-Pierre
Corporate Director,
Sustainable Development

Cascades, source of possibilities

Cascades offers sustainable, innovative and value-creating solutions in packaging, hygiene and recovery. Founded in 1964 in Kingsey Falls, Quebec, Canada, the Company was created by the Lemaire brothers, who saw the economic and social potential of building a business based on the principles of sustainable development, recovery and recycling. Over the span of 60 years, Cascades grew into a multinational with nearly 60 operating units in Canada and the United States, as well as several thousand employees who share the same values.

Cascades relies on a distinctive management philosophy, solid experience in recycling and sustained research and development efforts to create and market many innovative products.

→ **Our mission:** To improve the well-being of people, communities and the planet by providing sustainable and innovative solutions that create value.

→ **Our vision:** To be a key contributor to our customers' success by leading the way for sustainable packaging, hygiene, and recovery solutions.

→ **Our values:** Naturally respectful – Stronger together – Speak truthfully – Be better every day

Our sustainable DNA since 1964

At Cascades, for more than 60 years, we have been revealing the potential of materials, ideas, and people. Today, our leadership is expressed with conviction, driven by our commitments and grounded in science. Together with our experts, we pursue a shared ambition: maximizing our partners' potential while minimizing their environmental impact.

→Responsible procurement

Since our beginnings, we have been transforming recycled wood and paper fibres into hygiene and packaging solutions. Recycled fibres remain the primary raw material in our processes. When virgin fibres are required, we prioritize FSC® compliant sources.[1-2] At every stage of the value chain, we work with partners whose practices we assess to ensure they align with our expectations.

→Eco-designed products

Behind each roll and box lies expertise, innovation, research and a commitment to developing value-added products for our customers, while minimizing their environmental footprint. Guided by science, we rely on recognized eco-design principles and life cycle assessment to develop more sustainable products.

→Sustainable operations

For decades, we have worked to improve the efficiency of our operations by reducing water and energy consumption, as well as our greenhouse gas (GHG) emissions. This continuous improvement is at the core of our environmental performance.

→Employees

At Cascades, people are at the heart of everything we do. By consistently promoting the health and safety, development and well-being of our teams, we cultivate a respectful and inclusive work environment that reflects the diversity of backgrounds and experiences of all our Cascaders.

[1] FSC-C018029 / FSC-C211705 / FSC-C002973 / FSC-C116440
[2] www.fsc.org

Rising together

Cascades is proud to present its fifth Sustainability Plan for the 2026 – 2030 period. Over the next five years, we will focus our efforts on better supporting our customers in achieving their own sustainability goals. We will strengthen practices that promote employee well-being, continue to develop products rooted in the principles of eco-design and circular economy, and further increase our positive impact on communities by supporting causes that matter to us.

This plan consists of **18 commitments**, including **10 measurable targets** to track our progress over the coming years.

Note that all our commitments and targets are set for 2030 and have 2025 as their baseline year, unless otherwise specified.

2026 – 2030 Sustainability Plan

Our 18 commitments and 10 measurable targets

Protected Nature

Ensure well-managed fiber sourcing aligned with forest protection

1. 100% of our virgin fibre and paper supplies assessed and deemed to be at low risk of deforestation and conversion of natural ecosystems

Reduce our use of potable water

2. 5% less potable water used at our mills

Reduce our GHG emissions

3. 67.2% less scope 1 and 2 GHG emissions by 2035, compared to 2019
4. 41.3% less scope 3 GHG emissions from categories 1, 3, 4 and 10 by 2035, compared to 2019

Reduce our energy consumption

5. 5% less purchased energy consumed at our mills per tonne of product

Maintain our environmental leadership through rigorous performance management

Enhance our management of nature- and climate-related risks and impacts

Support projects and organizations with positive impacts on nature through our donations and sponsorships

Eco-designed Products

Contribute to the circular economy by prioritizing the recyclability of our packaging

6. 100% of packaging we manufacture and sell is recyclable, compostable or reusable

Disclose the GHG emissions of our products

7. Make available the detailed carbon footprint of 100% of our priority products

Renew our eco-design principles and ensure their integration into our product development processes

Fulfilled Employees

Increase health and safety prevention

8. Position ourselves among the leaders in our industry by reducing our recordable incident rate by 30%

Enhance talent retention

9. Achieve and maintain an employee retention rate above 85%

Support employee well-being and equip teams to address psychosocial health

Strengthen employee engagement through transparency in compensation practices and participatory management

Engaged Partners

Do business with responsible suppliers

10. 85% of our spend is with suppliers that have been assessed on ESG criteria and meet our requirements

Deepen employees' knowledge of sustainability through training

Encourage our employees to volunteer in their communities

Drive our key community partners to engage in sustainable development and disclose their impact

Together, let's power a current of change

Choosing Cascades means partnering with a company that integrates eco-design principles at the core of its product development and measures environmental footprint through rigorous life cycle assessments.

Our daily work supports your own sustainable development objectives. Working with Cascades means relying on a supplier that can deliver on its promises, backed by a clear roadmap and proven results.

Cascades

- → An environmental footprint lower than the paper industry average*
- → Improvement targets and concrete projects to sustain efforts
- → A science-based approach supported by recognized frameworks
- → Rigorous management of our value chain

* The backup calculation is based on Cascades' performance in comparison to the North American paper industry average for the year 2025, according to FisherSolve®, ©2025 Fisher International, a ResourceWise company.

Hygiene and packaging products with a reduced environmental footprint, reflecting best practices in sustainability.

Customer

- → Expectations fuelled by regulatory frameworks and stakeholders
- → Climate and sustainability targets involving suppliers
- → Requirements for practices and risk management in the value chain

Our development process

This fifth Sustainability Plan is a central pillar of Cascades' strategy, supporting its commitment to a more sustainable world.

Developed throughout 2025 and 2026 with contributions from numerous teams and strong leadership support, the plan ensures alignment between our business priorities and our sustainability ambitions, while enabling us to better meet the evolving needs of our customers and employees.

1. Understanding the business context

We strengthened our understanding of the business context by analyzing sustainable development best practices, emerging regulations, and the evolving expectations of our customers and partners. In a constantly changing environment, taking a step back was essential to effectively guide our actions, address sustainability challenges, and generate tangible benefits for both the environment and society.

2. Stakeholder consultation

With the support of a specialized consulting firm, Cascades engaged its stakeholders to identify the material topics that would shape its sustainability strategy. In 2025, targeted consultations and a survey were conducted with management, the Board of Directors, investors, customers, employees, suppliers, and partners. A total of 428 participants took part in this process, providing valuable insights and perspectives that were essential to the development of the plan.

3. Double materiality assessment

The previous steps enabled Cascades to conduct a double materiality assessment, identifying ESG topics where the company has significant impacts, as well as those that represent risks and opportunities likely to influence its financial performance. Conducted on a voluntary basis, this assessment reflects Cascades' commitment to applying best practices and aligning with the frameworks and guidance of the International Financial Reporting Standards (IFRS) and the European Corporate Sustainability Reporting Directive (CSRD).

4. Internal expert committees

We established working committees composed of dozens of experts to gain a comprehensive understanding of operational realities and the various functions involved in implementing actions to achieve our sustainability objectives. Based on the topics identified through the double materiality assessment, these committees defined key initiatives, assessed associated budgets, and planned their implementation.

5. Approval of the 2026–2030 Sustainability Plan

Following a thorough validation process, the Sustainability Plan was approved by the Executive Committee and the Board of Directors of Cascades, confirming the company's business priorities and ensuring clear alignment with the plan's objectives.

Double materiality assessment

The following priority ESG topics, identified through our double materiality assessment, have guided the development of our 2026 – 2030 Sustainability Plan.

DIMENSION	ESG TOPICS	RELEVANT VALUE CHAIN STAGE	IMPACT	RISK OR OPPORTUNITY	IMPLEMENTED STRATEGIES
G	Business resilience	Operations	–	Opportunity	• Alignment of best practices across all plants through technology platforms • Continuous improvement of processes
G	Operational risks	Operations	–	Risk	
G	Operational efficiency	Operations	–	Opportunity	
E – S – G	Raw material sourcing	Upstream	Negative	Risk	• Assessment of our suppliers' ESG practices, including respect for human rights • Collaboration with our suppliers • Commitment to increasing our knowledge of the geographical origin of virgin fibres • Prioritization of certified virgin fibres
G	Economic sensitivity	Upstream + Operations + Downstream	–	Risk	• Communication of product environmental attributes • Promotion of our results and sustainability commitments • Improvement of the recyclability of our packaging
G	Market dynamics	Upstream + Operations + Downstream	–	Risk	
G	Competitiveness	Operations + Downstream	–	Risk	
G	Response to consumer preferences	Operations + Downstream	–	Opportunity	
E	Circular economy	Upstream + Operations + Downstream	Positive	Opportunity	
E	GHG emissions reduction	Upstream + Operations + Downstream	Positive	–	• Setting science-based GHG emission reduction targets • Implementation of energy efficiency projects • Collaboration with suppliers to improve scope 3 emissions data collection
E	Energy consumption	Operations	Positive	–	
E	Water consumption	Operations	Negative	–	• Close monitoring of pollutant releases, landfill waste volumes, water consumption in our processes, and contaminant concentrations released into the environment • Assessment of our risks, opportunities, impacts, and dependencies related to nature and climate • Integration of recycled content into our products and prioritization of end-of-life recyclability
E	Pollution	Operations + Downstream	Negative	–	
E	Residual materials	Operations + Downstream	Negative	–	
E	SD initiatives in communities	Downstream	Positive	Opportunity	• Recognition of employee community engagement • Mobilization of our philanthropic partners around sustainability issues
S	Health, safety and wellness	Operations	Positive and negative	Risk	• Strengthening OSH prevention to reduce the frequency and severity of workplace accidents
S	Employee attraction and retention	Operations	–	Opportunity	• Promotion of Cascades' sustainability values • Commitment to working conditions that support employee well-being and development • Transparent communication of employee compensation practices
S	Fair working conditions	Operations	Positive	–	

Legend **E :** Environmental **S :** Social **G :** Governance **SD :** Sustainable Development

Recalculation rules

Throughout the implementation of the plan, a recalculation of baseline year data, targets to be achieved, or results from previous years may be carried out if significant changes affect the scope or the results. Any recalculation will be clearly identified and justified.

Note that two types of objectives are presented in our 2026 – 2030 Sustainability Plan: (1) objectives aimed at reducing impacts compared to a baseline year, and (2) targets aimed at achieving a specific result.

A recalculation may be considered in the following cases:

1. Significant structural changes

Such as acquisitions, mergers, divestitures, or changes in product offerings, resulting in an impact of equal or more than 5% on our results, including the cumulative effect of multiple changes. This primarily applies to targets that involve a reduction relative to a baseline year. This rule applies first to our results related to GHG emissions (recalculation triggered by an impact equal to or greater than 5% on the total combined scope 1, 2, and 3 emissions). Any scope changes affecting GHG emissions are then applied, where applicable, to the other relevant results and targets.

2. External changes

Such as new regulations or standards that have a significant impact on results and the likelihood of achieving the objective, or changes in collected data and calculation methodology resulting in a difference of 5% or more in the results obtained.

Scope of the Plan

The 2026 - 2030 Sustainability Plan is aligned with the scope of Cascades Inc.'s consolidated financial statements. This represents a significant change from previous plans, which were based on an operational control approach. The objective of this change is to ensure greater consistency between the organization's financial and sustainability performance.

Unless otherwise specified, all targets, commitments, and indicators included in the Sustainability Plan follow this same scope and consolidation approach.

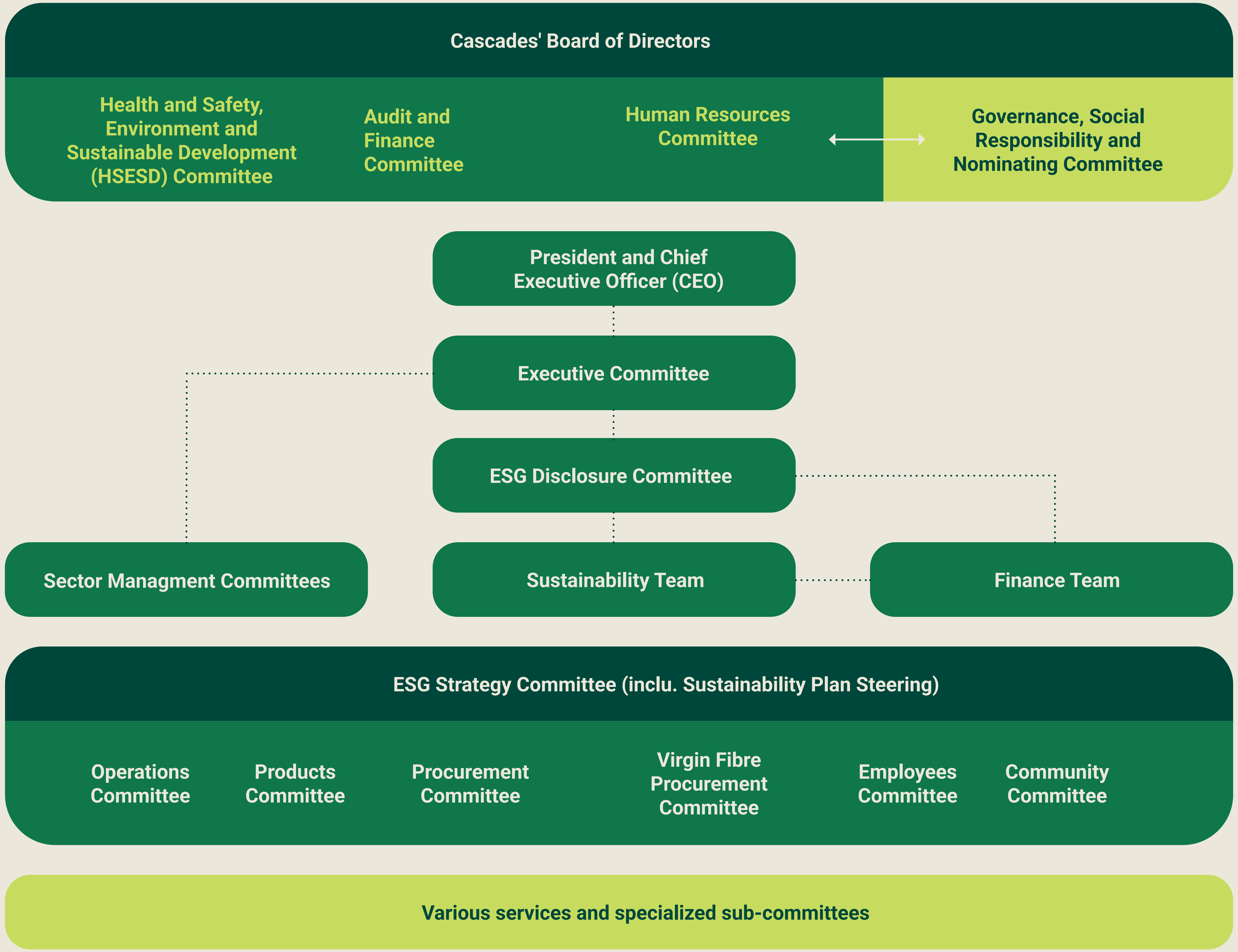
Joint ventures are generally excluded, except for scope 3, Category 15 GHG emissions (investments), which are included based on the percentage of ownership, in accordance with the Greenhouse Gas (GHG) Protocol.

→ **Exception**

Results related to occupational health and safety (OHS) targets, responsible procurement and employee retention rates include the joint ventures Cascades Sonoco Inc. and Cascades Sonoco US Inc. facilities, as these indicators are monitored in this manner by the Executive Committee and other relevant teams.

Our governance

The various committees forming Cascades’ ESG governance structure ensure the implementation and monitoring of the commitments set out in the 2026 – 2030 Sustainability Plan, while promoting the integration of ESG considerations into the company’s decision-making and business processes. This structure builds on existing committees, supporting a consistent and cross-functional integration of sustainability across the organization.



Roles and responsibilities of Cascades' committees

Health & Safety, Environment and Sustainable Development Committee (HSESD): Approves the targets and monitors Cascades' progress against said target under its Sustainability Plan.

Audit and Finance Committee: Remains accountable to the Board of Directors for the business risks identified as part of the Enterprise Risk Management (ERM) process. These can include environmental, social, and governance risks. The committee is also responsible for financial integrity and compliance.

Human Resources Committee: Ensures that Cascades' organizational structure, compensation strategies, policies and practices align with Cascades' ESG ambitions.

Governance, Social Responsibility and Nominating Committee: Establishes, implements and regularly reviews the ESG structure, while incorporating the role and expertise of the other committees in terms of risks and opportunities. It then oversees all the Company's board committees' work in relation to their ESG roles.

President and Chief Executive Officer: As the most senior executive, the President and CEO of Cascades, who also sits on the Board of Directors, is primarily responsible for the overall oversight and approval of the company's sustainable development strategy and targets. The President brings important ESG issues to the attention of the Board of Directors and ensures that they are integrated into senior management mandates.

Executive Committee: Meets monthly to discuss ESG topics and progress toward the Sustainability Plan targets. The Vice-President, Communications, Public Affairs, Sustainable Development and Environment also provides an update to the HSESD Committee of the Board of Directors on a quarterly basis.

ESG Strategy Committee: Ensures that ESG topics are integrated into Cascades' overall strategy.

ESG Disclosure Committee: Provides the Executive Committee with specialized expertise and oversight, including with respect to regulatory requirements and market expectations for ESG disclosure and reporting.

Sector management committees: The management committees for the packaging and tissue sectors ensure the implementation of operational projects included in the Sustainability Plan, as well as the monitoring of targets.

Sustainability and Finance Teams: These teams work together to track progress against the Sustainability Plan targets. They support the various teams in the implementation of projects and report on their work to Cascades' ESG Strategy Committee, Disclosure Committee and Executive Committee.

Sustainability Plan Steering Commitees: These bodies are mandated to ensure the collection of data, the monitoring of results, as well as the planning and implementation of the projects necessary to achieve the objectives set for the various teams and functions concerned.

Protected Nature

At Cascades, reducing our environmental footprint is reflected in concrete actions carried out every day across our value chain, for the benefit of nature. This ambition has been at the core of our DNA for more than 60 years.

Through this Sustainability Plan, we aim to further strengthen this commitment by continuing to reduce our impacts on nature, in line with science-based recommendations. This approach guides both our operations and our efforts to protect forests throughout our value chain. By integrating rigorous, day-to-day performance monitoring, we empower each employee to act as a true agent of change.

Our commitment

Ensure well-managed fiber sourcing aligned with forest protection

Objective 1 → **100% of our virgin fibre and paper supplies assessed and deemed to be at low risk of deforestation and conversion of natural ecosystems**

2025: 50.1%
2030: 100%

Cascades has always favoured the use of recycled fibres and paper to manufacture its products. However, when product availability or requirements make it necessary to use virgin fibres, the company sources from suppliers that meet Forest Stewardship Council® (FSC®) requirements. Although this certification represents a globally recognized reference in responsible forest management, some of its categories, such as FSC Controlled Wood, do not guarantee the complete absence of deforestation or conversion of natural ecosystems.

Driven by a commitment to go further in protecting forests, Cascades will work in the coming years to strengthen the traceability of the wood fibres, virgin pulp, and virgin jumbo rolls it sources. This approach will allow us to gain greater visibility into the risks associated with forest management, particularly those related to deforestation and the conversion of natural ecosystems. This information will strengthen our ability to make informed decisions across regions, fostering partnerships with low-risk suppliers that follow responsible forest management practices.

What is a place that is deforestation- and conversion-free (DCF)?

A place with a low risk of deforestation and conversion of natural ecosystems (DCF) is a supply area where forests and other natural ecosystems (such as grasslands, savannahs, wetlands, or peatlands) have not been converted, cleared, or significantly degraded for agricultural, industrial, or infrastructure purposes since December 31, 2020.

This definition is based on the recognized principles of the Accountability Framework Initiative (AFI) and is aligned with the frameworks of CDP, the Science Based Targets Network (SBTN), as well as emerging regulatory requirements, including the European Union Deforestation Regulation (EUDR).

Our starting point

In 2025, 50.1% of the virgin fibers purchased by Cascades carried an FSC Mix label. This type of sourcing helps support responsible forest management and reduce the risks of deforestation and natural ecosystem conversion, although it does not guarantee their absence. Cascades will therefore implement a complementary approach to analyze certifications, sourcing areas, and supplier practices in order to increase the level of assurance.

What we aim to achieve

Data collection and analysis
With the help of an independent third party and a methodology in line with the Accountability Framework Initiative (AFI), we will analyze our sourcing using various criteria (e.g., type of certification, country of origin). We will further refine this data to enhance fibre traceability to the region of origin, including by requiring our suppliers to complete an annual questionnaire on this topic. We will also assess whether the sourcing area presents a risk of deforestation or conversion.

Integration into business processes
If risks of deforestation or conversion are identified, we will contact our suppliers to understand the forest management practices they are implementing with the support of an independent third party. In the case of non-compliant practices, we will inform our suppliers of our requirements, encourage them to improve their forest management practices, and may reassess our business relationship with affected suppliers, as needed.

Training and awareness
Our buyers will be trained on deforestation issues so that these practices are properly implemented and that they understand the impact of their work on Cascades and on nature.

How we will measure this objective

Performance indicator
% MT virgin fibres at low deforestation risk / MT virgin fibres purchased

Methodological details
Includes virgin fibres used in the manufacture of our finished products, such as fibres, pulp, chips, parent rolls and fibre wipers.

Excludes, at this stage, sheets used to manufacture our products, which represent a negligible portion of our supplies (less than 4%). We will work to improve data coverage in the coming years.

Our commitment

Reduce our use of potable water

Objective 2 → **5% less potable water used at our mills**

2025: 4,381,273 m³
2030: 4,162,209 m³

In recent years, Cascades has made significant efforts to reduce the amount of water discharged from its operations. Having achieved, as part of the last Sustainability Plan, performance levels deemed more than optimal, it is now challenging to further reduce these effluents without impacting mill operations. In this context, it became essential to refocus our priorities on the use of potable water from municipal systems, used for certain applications in our mills.

Driven by a commitment to responsibly manage this precious resource, Cascades aims to use each water source according to the required level of quality. In most cases, our operations do not require potable water to function properly. Lightly treated river water or reused water can meet the needs of many of our mill processes. This is an approach that has been implemented by our teams for decades.

Over the next few years, we will continue to improve the allocation of this resource by reserving potable water for uses where its quality is essential from a sanitary, regulatory, or operational standpoint. This commitment will also reduce the energy and chemical consumption associated with its use.

Our starting point

In 2025, 4,381,273 m³ of potable water were used by our mills.

What we aim to achieve

Data collection and analysis
Additional flow metres will be installed in our mills over the next few years to enable continuous monitoring of the volume of potable water entering our operations. Our teams will develop water mapping in all our mills to better understand, manage and optimize the use of potable water across paper production processes.

Project implementation
Reduction projects will be implemented in targeted plants with the highest reduction potential, while encouraging all plants to improve performance to achieve the 5% reduction target.

How we will measure this objective

Unit
m³ of potable water used

Performance indicator
% (m³ of potable water used in current year - m³ of potable water used in 2025) / m³ of potable water used in 2025

Methodological details
We prefer to collect data from flow meters. When this is not possible, we use water bills to account for our usage.

Our commitment

Reduce our GHG emissions

Objective 3 → **67.2% less scope 1 and 2 GHG emissions by 2035, compared to 2019***

2019: 1,117,345 MT CO_2 eq.
2035: 366,489 MT CO_2 eq.

In 2021, Cascades committed to the Science Based Targets initiative (SBTi) to align its decarbonization trajectory with the objectives of the Paris Agreement. Five years later, these targets have been revised to reflect Cascades' methodological and organizational developments, while ensuring alignment with the latest SBTi requirements.

These targets guide Cascades' efforts to reduce its greenhouse gas emissions across its operations and value chain. They are based on a trajectory to limit global warming to 1.5°C and are aligned with the Greenhouse Gas (GHG) Protocol. Cascades has chosen 2019 as the base year, as it represents the most complete and reliable data set available at the time the targets were developed. In line with SBTi requirements, these targets cover scope 1, 2, and 3 emissions.

GHG emissions related to our operations
Over the past few years, we have implemented various projects to reduce GHG emissions from our operations, including energy efficiency improvements at our plants, technological changes, the retirement of underperforming assets, and the gradual replacement of fossil fuel-powered equipment with electric solutions. With those improvements, we reduced the GHG emission intensity of our mills by 22.2% and the emission intensity of our converting plants and other operations by 12.2% between 2019 and 2025.

What are scope 1 and 2 GHG emissions?

Scope 1 GHG emissions are direct emissions from sources that are financially owned or controlled by the organization, while scope 2 GHG emissions are indirect emissions associated with the production of energy purchased and consumed by the organization, including electricity and steam.

* This target is currently under validation by the SBTi and is subject to change

Our starting point

We selected 2019 as the base year, with scope 1 and 2 GHG emissions (market-based approach) amounting to 1,117,345 tonnes of CO_2 equivalent. Since then, our GHG emissions have decreased by 32.6%, reaching 752,964 tonnes of CO_2 equivalent in 2025.

To achieve our 67.2% reduction target by 2035, these emissions will need to be reduced to 366,489 tonnes of CO_2 equivalent. For the interim 2030 target (i.e., a 46.6% reduction), our internal teams have developed an action plan to identify additional reduction opportunities.

What we aim to achieve

Project implementation
Plusieurs projets sont prévus afin de diminuer la consommation d'énergie de nos opérations, et ce Several projects are planned to reduce the energy consumption of our operations across various plants. These projects will significantly reduce our scope 1 and 2 GHG emissions, while also generating energy cost savings. We are planning additional projects to electrify equipment in our facilities. We will also continue to explore opportunities to secure new renewable electricity supply contracts.

Integration into business processes
We will continue to strengthen our operational control initiatives through the deployment of our internal performance management system, PerformEx, and the achievement of ISO 50001 certification to enhance energy management in our mills in Quebec.

How we will measure this objective

Unit
Metric tons of CO_2 equivalent (MT of CO_2 eq.)

Performance indicator
% (MT of CO_2 eq. of current year - MT of CO_2 eq. 2019) / MT of CO_2 eq. 2019

Methodological details
Our scope 1 and 2 GHG emissions are calculated and tracked in absolute terms using actual activity data multiplied by emission factors from recognized databases (U.S. EPA, GHGRP, RDOCECA), except for landfills operated by Cascades. For these emissions, calculations are primarily based on internal data, supplemented where necessary by sector averages and proxy data, as they cover up to 50 years of activity.

Scope 2 emissions are calculated using a market-based approach. Emissions are expressed in CO_2 equivalent based on the most recent IPCC global warming potentials (i.e., AR6 at the time of publication). The following sources are included:

– Fuel combustion by our stationary equipment
– Fuel combustion by our mobile equipment
– Fugitive emissions from refrigerants, landfills, and water treatment

Our commitment

Reduce our GHG emissions

Objective 4 → **41.3% less scope 3 GHG emissions from categories 1, 3, 4 and 10 by 2035, compared to 2019***

2019: 2,584,053 MT CO_2 eq.
2035: 1,517,987 MT CO_2 eq.

GHG emissions related to our value chain
Over the past few years, we have strengthened the quality of our scope 3 GHG data by working closely with our suppliers. Historically, our efforts have focused on certain categories deemed to be the most meaningful. As part of the submission of our new targets to the Science Based Targets initiative (SBTi), in 2025 we carried out a complete inventory of thirteen scope 3 categories relevant to our business reality for the 2019 reference year.

As a result of this exercise, we have decided to refocus our reduction target on categories 1 (purchased goods and services), 3 (fuel- and energy-related activities), 4 (upstream transportation and distribution) and 10 (processing of sold products) to focus our efforts on categories that have a material impact, for which we have levers of reduction. This decision is consistent with the guidelines prescribed by the SBTi and the Greenhouse Gas (GHG) Protocol.

Through efficiencies in our operations, reduced energy consumption and changes in our assets, we reduced our scope 3 GHG emissions by 10.8% between 2019 and 2025 (for the categories included in the target of the last plan).

What are scope 3 GHG emissions?

Scope 3 emissions are GHGs that are not under our direct control and that are generated upstream or downstream of our operations.

* This target is currently under validation by the SBTi and is subject to change

Our starting point

In 2019, our scope 3 emissions totalled 3,638,668 tonnes of CO_2 equivalent. Of this total, categories 1, 3, 4, and 10 account for 70% of emissions, or 2,584,053 tonnes of CO_2 equivalent. Here are the details for each category:

Category 1 – Purchased goods and services: 973,187 tonnes of CO_2 equivalent
Category 3 – Fuel- and energy-related activities: 1,143,599 tonnes of CO_2 equivalent
Category 4 – Upstream transportation and distribution: 185,648 tonnes of CO_2 equivalent
Category 10 – Processing of sold products: 281,619 tonnes of CO_2 equivalent

By 2035, our goal is for emissions from these categories to not exceed 1,517,987 tonnes of CO_2 equivalent.

What we aim to achieve

Data collection and analysis
We will work to identify the suppliers that contribute most to our GHG emissions to collect primary data from them. This approach will allow us to refine the calculation of our scope 3 emissions for category 1 (purchased goods and services).

Training and awareness
Training sessions and events are planned to increase engagement and strengthen the contribution of our key suppliers, as major contributors to our emissions inventory.

Project implementation
Our Logistics Center of Excellence will optimize transportation routes to help reduce our scope 3 emissions from category 4 (upstream transportation and distribution).

How we will measure this objective

Unit
Metric tons of CO_2 equivalent (MT of CO_2 eq.)

Performance indicator
% (MT of CO_2 eq. current year - MT of CO_2 eq. 2019) / MT of CO_2 eq. 2019

Methodological details
The annual inventory of scope 3 emissions is carried out with the support of an external consultant using Cascades' spend data, and, where possible, primary emission factors from our suppliers and customers.

Emission factors from recognized external databases (e.g., ecoinvent and the U.S. EPA) are also used.

Emissions are expressed in CO_2 equivalent based on the most recent IPCC global warming potentials (i.e., AR6 at the time of publication).

The methodology used by the external consultant to prepare the annual inventory aligns with the requirements of the Greenhouse Gas (GHG) Protocol, on which SBTi targets are also based.

Our commitment

Reduce our energy consumption

Objective 5 → **5% less purchased energy consumed at our mills per tonne of products**

2025: 8,621 GJ/NSMT
2030: 8,190 GJ/NSMT

Cascades aims to reduce the consumption of purchased energy per tonne of products manufactured in its mills. This target aligns with our efforts over the past decades to improve the energy performance of our facilities, as we believe that there is still room for improvement in this area.

The actions planned for this objective will generate both significant financial gains and a reduction in GHG emissions from our mills, thus contributing to the achievement of more than one target set out in this Sustainability Plan.

Our starting point

In 2025, our mills were using 8.621 GJ per net saleable metric ton of products (NSMT). To achieve our 2030 reduction target, our mills aim to use 8.190 GJ / NSMT overall.

What we aim to achieve

Project implementation
Several projects aimed at reducing the energy consumption of our operations are planned in various plants, including the optimization of hoods, heat recovery in processes and the optimization of steam generation. We will also work to obtain ISO 50001 certification for all mills in Quebec by 2030.

How we will measure this objective

Unit GJ / NSMT

Performance indicator % (GJ / NSMT current year – GJ / NSMT 2025) / GJ/NSMT 2025

Methodological details
The purchased energy consumed at all our mills, including natural gas, electricity, and steam, is measured from billing data and consolidated to assess the overall energy performance of operations.

The energy generated by the combustion of paper residues (mixed sludge and black liquor) is excluded from this target, since its use contributes to the energy self-sufficiency of our operations and the recovery of process by-products, thus reducing the amount of residual materials from production.

Our commitment

Maintain our environmental leadership through rigorous performance management

To maintain and strengthen our environmental leadership, we will focus on the rigorous, structured, and proactive management of environmental performance across our plants.

What we aim to achieve

Project implementation
We will pursue the objective of obtaining ISO 50001 certification on energy management across all mills in Quebec by 2030, thus confirming our commitment to systematic and efficient energy management. In 2025, our mill located in Candiac already held this certification.

Integration into business processes
We will continue to deploy PerformEx, our internal performance management tool, across our plants to harmonize operational control practices, improve the monitoring of key indicators related to water and energy, and enhance overall performance through better energy and operational management.

We will undertake a review of action plans and objectives at each mill to better reflect operational realities and ensure optimal management of water and energy consumption. This will help strengthen accountability and support the achievement of our corporate targets.

Our commitment

Enhance our management of nature- and climate-related risks and impacts

Cascades recognizes that climate change and biodiversity loss are critical issues for businesses, society, and the planet. We therefore want to increase our overall assessment and management of our risks and impacts on nature and climate change.

What we aim to achieve

Data collection and analysis
An analysis of the risks, opportunities, impacts, and dependencies on nature will be carried out in line with the Taskforce on Nature-related Financial Disclosures (TNFD) framework. In the longer term, a more comprehensive analysis following the LEAP (Locate, Evaluate, Assess, Prepare) methodology conducted with an external expert will enable us to deepen our assessment and define concrete action plans to reduce our impacts on nature, mitigate risks, and seize identified opportunities.

The assessment of our climate-related risks and opportunities will be extended across all business units, in accordance with the Taskforce on Climate-related Financial Disclosures (TCFD) framework.

Disclosure
Cascades will publish reports aligned with TCFD and TNFD recommendations in 2027, contributing to increased transparency and alignment with current and emerging regulatory requirements, particularly in terms of ESG reporting.

Our commitment

Support projects and organizations with positive impacts on nature through our donations and sponsorships

For several years, Cascades has been supporting many organizations and initiatives aligned with the United Nations' Sustainable Development Goals (SDGs) through its donation and sponsorship program. Beyond financial support, we want to make greater use of our role as a sponsor to create a positive and mobilizing impact on the organizations we support, to strengthen their practices and enhance their environmental and social benefits.

What we aim to achieve

Integration into business processes
We will continue to support projects that have positive impacts on biodiversity, particularly those related to the protection, conservation, and restoration of natural environments, such as tree planting, the conservation of high conservation value ecosystems, and projects to restore degraded or contaminated ecosystems.

Disclosure
Cascades will ask its key partners receiving more than $25,000 in donations or sponsorships to provide information on their concrete sustainability actions and associated benefits, enabling improved disclosure of the impacts related to these contributions. This approach will allow us to play a responsible and influential role, while improving the quality of our disclosure and demonstrating the environmental benefits generated by these partnerships.

Eco-designed Products

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Cascades stands out for its ability to design innovative and sustainable products that meet the highest standards in the market.

Driven by a constant desire to excel and by the expertise of our teams, we develop eco-designed hygiene and packaging solutions that combine performance, quality, and a reduced environmental footprint. Through life cycle assessments, which enable us to communicate the footprint of our products in a transparent manner, we support our customers in achieving their decarbonization goals.

Our commitment

Contribute to the circular economy by prioritizing the recyclability of our packaging

Objective 6	→	100% of packaging we manufacture and sell is recyclable, compostable or reusable	2025: 87.9% 2030: 100%

The circular economy is at the heart of Cascades' business model. The company contributes to this by prioritizing the use of recycled fibres from post-consumer and post-industrial sources to design its products, while paying particular attention to the end-of-life of the packaging it puts on the market.

Through this new Sustainability Plan, Cascades reaffirms its commitment to ensuring that all the packaging it manufactures and sells is recyclable, compostable, or reusable to be diverted from landfills. Although various end-of-life avenues are being considered, we will always prioritize the recyclability of our products to reuse materials. This goal demonstrates our commitment to increasing the circularity of our products at every stage, from design to end-of-life.

How do we determine if packaging is recyclable or compostable?

Recyclable
For consumer packaging, we consider packaging to be recyclable only if it is rated "Widely Recyclable" by How2Recycle, the most recognized labelling system in our markets for end-of-life disposal guidance. For industrial packaging, technical recyclability is determined according to the criteria established by the Fiber Box Association (FBA) Repulpability and Recyclability Protocol, a recognized benchmark in the field.

Compostable
We rely on two recognized certifications: BPI and CMA.

Our starting point

In 2025, 87.9% of our products were recyclable, compostable, or reusable. This figure differs from the result published in the 2025 Sustainability Report due to the exclusion of the joint ventures Cascades Sonoco Inc. and Cascades Sonoco US Inc. from the scope of the targets in this Plan. In addition, we are currently improving our product data from sheet plants. Therefore, all products from these facilities are, for now, considered non-recyclable, non-compostable, or non-reusable, following a very conservative approach. We will work to improve our visibility on these products over the coming years, which could increase significantly our annual result.

What we aim to achieve

Project implementation
We will continue to improve packaging that does not meet the requirements of How2Recycle and the FBA. We will also ensure the recyclability of newly developed packaging through such measures as formalizing our internal eco-design processes.

Training and awareness
We will support our customers in their assessment of their packaging portfolios to promote eco-designed and recyclable solutions. We will also monitor regulations, standards, and practices that may influence the recyclability status of our current and future packaging, including Extended Producer Responsibility (EPR) regulations.

How we will measure this objective

Performance indicator
% (MT of pre-qualified packaging manufactured and sold according to How2Recycle + MT of packaging manufactured and sold for industrial and commercial customers recyclable according to the FBA protocol) /MT of packaging manufactured and sold

Methodological details
Only packaging products manufactured and sold by Cascades — including mainly trays, moulded pulp packaging, and cardboard boxes — are included in the calculation of this target. This excludes packaging used for our hygiene products and for the transportation of our products when not manufactured by Cascades.

Our commitment

Disclose the GHG emissions of our products

Objective 7 → Make available the detailed carbon footprint of 100% of our priority products

2025: 0%
2030: 100%

Life cycle assessment (LCA) is a key eco-design tool that measures the environmental impacts of products at all stages of their life cycle. At Cascades, we have been using LCA results for more than 15 years to disclose credible and scientifically valid information to our clients. These assessments also help us identify improvement levers to minimize the environmental footprint of our packaging and hygiene solutions while allowing them to be compared to the industry average.

Currently, a significant portion of our clients have GHG reduction targets, many of which are aligned with the Science-Based Targets initiative (SBTi) guidelines. In this context, our customers rely on the collaboration of their suppliers to measure and reduce the carbon footprint of their value chain.

Product Carbon Footprints (PCFs) will be developed with a recognized third party based on our LCA data. Cascades will thus enable its customers to do their GHG inventory with greater precision, guide their procurement choices in an informed manner, and contribute to the achievement of their climate objectives.

Our starting point

We have identified 21 priority product lines based on their annual sales volume and their strategic nature for Cascades. All these products are already covered by up-to-date LCAs, but the PCF sheets are still to be developed.

What we aim to achieve

Project implementation
In an initial phase, we will develop Product Carbon Footprints (PCFs) for our main hygiene solutions, including our paper towels, hand towels, napkins, and toilet paper. These PCFs will take the form of standardized sheets, developed with the support of independent experts assisting us with our life cycle assessments (LCAs). In a second phase, we will extend this work to our packaging solutions, focusing on our key product lines such as trays, cardboard boxes, and our primary liners and mediums.

Training and awareness
These PCFs will be shared proactively with our key business partners, as well as with those who request them. This transparency will create opportunities to discuss Cascades' carbon footprint, our reduction targets, and how our products contribute concretely to our clients' climate objectives.

How we will measure this objective

Performance indicator
% number of products with a PCF sheet available / 21 products identified as priorities in 2025

Methodological details
Other products or product lines may be added to our list in the coming years, depending on their strategic importance. If so, the target will be revised accordingly.

Our commitment

Renew our eco-design principles and ensure their integration into our product development processes

At Cascades, we are fortunate to have teams of experts dedicated to developing innovative and sustainable hygiene and packaging solutions made from recycled materials and guided by our eco-design principles. Developed as part of our 2021 – 2025 Sustainability Plan, these principles bring together a set of criteria to support science informed decision-making across the entire product life cycle, from design to end of life, for the benefit of both the environment and our customers.

What we aim to achieve

Integration into business processes
We will update our eco-design principles to keep pace with evolving best practices, emerging regulations, and recent advances in our industry. We will also work to formalize the integration of these principles into new product development across the organization.

Our seven current eco-design principles

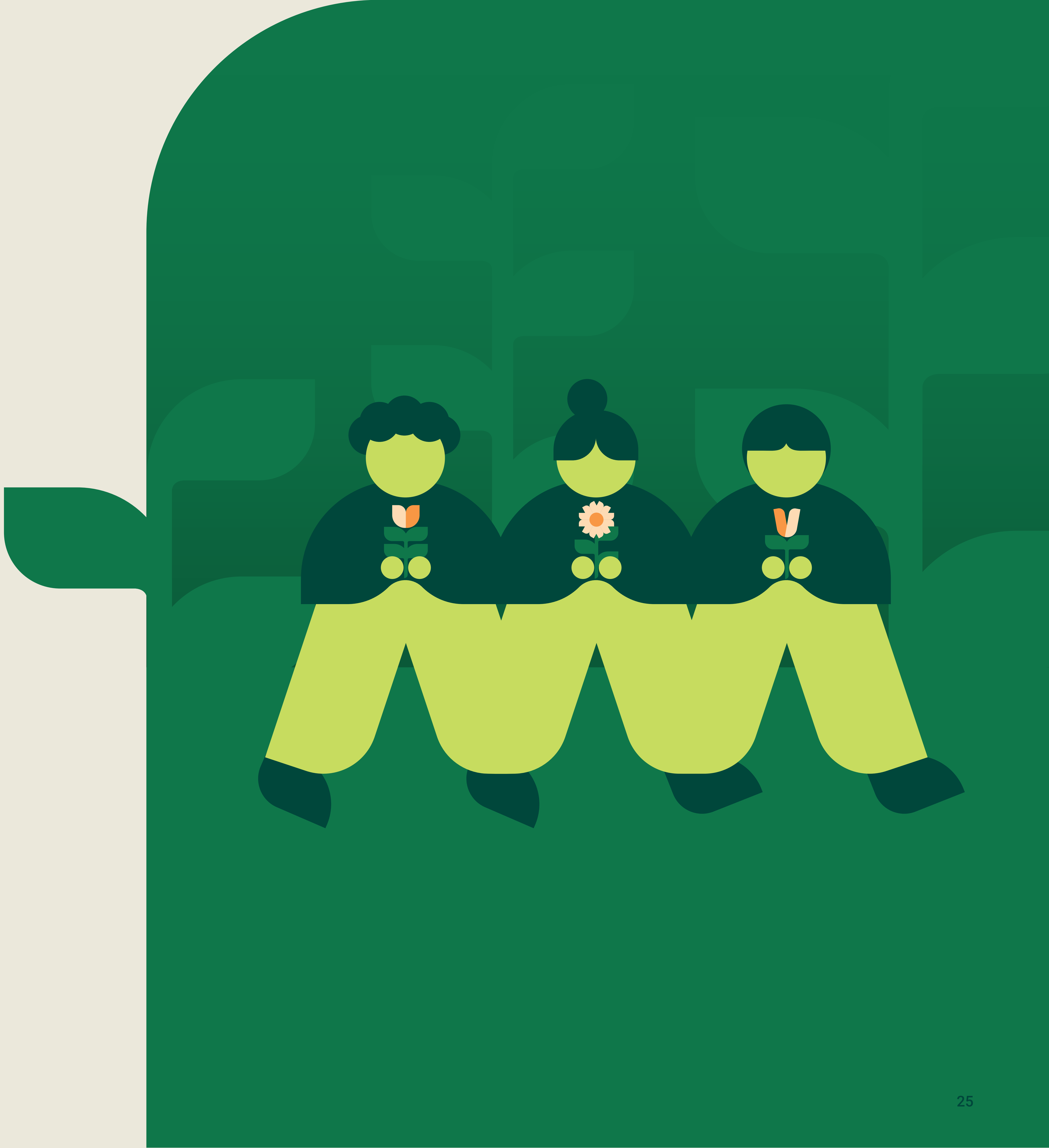
1. Informed decisions
2. Optimized design
3. Carefully considered materials and inputs
4. Minimized footprint
5. Customer and end-user engagement
6. Smart value chain
7. Responsible end-of-life

For more information

Fulfilled Employees

At Cascades, the well-being of our employees is a top priority. Each day, we work to strengthen our health and safety prevention culture to better anticipate risks and reduce workplace incidents. We equip our managers to support and engage their teams. We foster open dialogue to improve understanding and enhance the development of our working conditions.

Investing in the retention and development of our talent means taking care of what sets us apart: our Cascaders, who drive our sustainable performance.



Our commitment

Increase health and safety prevention

Objective 8 → Position ourselves among the leaders in our industry by reducing our recordable incident rate by 30%

2025: Indicent rate of 1.3

2030: Indicent rate of 0.9 or less

We believe that a healthy and safe workplace is built on a strong culture of prevention, where every employee plays an active role. In 2025, we took an important step forward by adopting a more proactive and unified approach, with an increased focus on occupational health and safety (OHS) risk analysis. This analysis is carried out daily before tasks are performed by our employees, whether routine or not.

The success of our health and safety prevention program is measured by the reduction in recordable incident rate, among other factors. This improvement also allows us to benchmark our performance against that of the paper industry and position ourselves among the leaders in this area.

What is a recordable incident rate?

The recordable incident rate, also known as the OSHA frequency rate, measures the frequency of workplace incidents that must be formally recorded by a company. These include work-related injuries or health issues that result in lost work time, restricted duties, or medical treatment. This rate is a key health and safety performance indicator used to monitor risk trends and assess the effectiveness of prevention measures.

Our starting point

In 2025, our recordable incident rate was 1.3. We will strive to bring it down to 0.9 by 2030.

What we aim to achieve

Integration into business processes
Employees will be required to perform a daily risk analysis prior to carrying out each task, using electronic logbooks and forms. A mechanism to audit the quality of these analyses will also be implemented to ensure rigour, consistency, and continuous improvement of the approach, using an electronic platform already integrated into our business processes.

Training and awareness
This approach aims to develop employees' skills to better identify and control workplace hazards, provide managers with greater visibility into actual risks associated with tasks performed in the field and enable them to assess the effectiveness of controls applied by employees and enable rapid and targeted preventive actions to address risk situations, when required.

How we will measure this objective

Performance indicator
(No. of recordable incidents / No. of hours worked) x 200,000

Methodological details
We apply the principles of OSHA 1904.5, 1904.6, and 1904.7. An annual internal assessment compares our recordable incident rate with that of the highest-performing organizations in our industry, in line with our objective of positioning ourselves among the leaders. The result for this target includes the joint ventures Cascades Sonoco Inc. and Cascades Sonoco US Inc. units, which fall outside our financial control and the scope of this plan, to standardize our internal and external reporting on this topic.

Our commitment

Enhance talent retention

Objective 9 → Achieve and maintain an employee retention rate above 85%

2025: 84.8%
2030: 85% or more

At Cascades, our employees are our greatest strength. Talent retention has become a key indicator of this new Sustainability Plan, helping us assess our ability to maintain a healthy and engaging workplace focused on well-being. This rate will be monitored alongside other well-being indicators to provide a comprehensive and nuanced view of the employee experience. The 85% target positions us above the average of organizations in our markets and enables us to achieve a retention rate that reflects an engaging work environment for our current talent and new employees.

Our starting point

In 2025, our retention rate was 84.8%. The target does not aim to significantly increase this result, but rather recognizes the challenge of sustainably maintaining a high retention rate over time, in a constantly evolving workforce and markets.

What we aim to achieve

Training and awareness
Enrich our training offer for hourly and salaried employees, as well as managers, by ensuring that these learnings are closely aligned with the key skills required for each role, promoting mobilization and professional development.

How we will measure this objective

Performance indicator
% (No. of employees at the beginning of the period + No. of hires during the period – No. of voluntary departures during the period) / (No. of employees at the beginning of the period + No. of hires during the period)

Methodological details
The calculation excludes employees from employment agencies, board members, contract employees, temporary employees, interns, and students. It therefore primarily includes full-time and part-time permanent employees, both salaried and hourly.

The retention rate excludes terminations related to restructurings, layoffs, unit sales, deaths, and transfers between Cascades units. The retention rate is measured on a rolling 12-month basis.

The result for this target includes the joint ventures Cascades Sonoco Inc. and Cascades Sonoco US Inc. units, which fall outside our financial control and the scope of this plan, to standardize our internal and external reporting on this topic.

Our commitment

Support employee well-being and equip teams to address psychosocial health

For decades, Cascades has implemented actions and programs to support the well-being of its employees. We will continue these efforts through a structured and progressive approach aimed at better empowering our teams in terms of well-being and psychosocial health. This will be achieved by strengthening leadership, improving our understanding of risks, and enhancing support for managers. Cascades is committed to fostering a healthy and safe workplace while promoting the engagement and resilience of its teams.

What we aim to achieve

Data collection and analysis
An analysis of employees' psychosocial risks was conducted by an external third party in 2026 to identify risk factors related to work organization, professional relationships, and working conditions that may impact employees' mental, emotional, or social health. Required in Quebec, this analysis was also proactively rolled out across our other business units in Canada and the United States.

Training and awareness
The executive committee and management will be trained on psychosocial risks and soft skills in an organizational context to promote sound management practices. Managers will also be equipped to better identify risk situations and effectively support their teams, particularly by facilitating access to available well-being resources and appropriate tools for employees.

Our commitment

Strengthen employee engagement through transparency in compensation practices and participatory management

To strengthen employee engagement, Cascades will continue to deploy a participatory management approach across targeted business units. Already implemented in some plants in Quebec, this approach enables employees to actively contribute to decisions that affect their unit. Our teams will also continue efforts to enhance transparency regarding working conditions, including salary practices. This initiative aims to strengthen employee trust, promote fairness, and improve understanding of the mechanisms that directly influence their daily work environment.

What we aim to achieve

Integration into business processes
We will promote the establishment of dialogue structures to strengthen employee participation in decisions affecting their working conditions and environment. Business units will be targeted for this rollout both in Quebec and elsewhere in the company.

Training and awareness
Managers will be trained to communicate salary scales, employee development criteria, and salary adjustment processes in a clear and accessible manner to support a shared and consistent understanding of Cascades' total rewards framework.

Engaged Partners

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

15 LIFE ON LAND

The most meaningful change comes from the strength of teamwork. By collaborating with suppliers who share our commitment to sustainability, we amplify the impact of our actions across our supply chain. Within our teams, the expertise of our employees brings our approach to life and strengthens our relationships with business partners. In our communities, the projects we support help maximize the value we create together.

Together, we aim to build momentum for change, grounded in shared responsibility, transparency, and trust. This is how our commitments achieve their full impact and reach.

Our commitment

Do business with responsible suppliers

Objective 10 → **85% of our spend is with suppliers that have been assessed on ESG criteria and meet our requirements**

2025: 75%
2030: 85%

At Cascades, our objective is to exemplify best practices in supply chain responsibility and risk management while meeting the expectations of our stakeholders in this area. We therefore seek to collaborate with suppliers who share our values in sustainable development.

This commitment is notably reflected in our collaboration with EcoVadis to assess our suppliers on environmental, social and governance (ESG) topics, a practice in place since 2012. To further elevate our practices, our teams will work to continue increasing the share of our sourcing from suppliers that meet our requirements, based on the evaluation of their practices or the analysis of their ESG risks using EcoVadis tools.

What are our requirements for suppliers?

A supplier meets our ESG requirements if they fulfill any of these conditions:

1. It has a score of 45/100 or higher published in the last three years in the EcoVadis Ratings platform
2. It is associated with medium-low, low, or very low ESG risk according to EcoVadis IQ Plus.

Why we use these EcoVadis platforms and what are their special features?
EcoVadis IQ Plus provides a rapid and comprehensive view of a supplier's ESG risks without requiring direct involvement from the supplier in the assessment process. Powered by artificial intelligence, this tool facilitates the identification of business sectors and countries with higher ESG risk levels to support supplier prioritization. Suppliers identified as priorities are then invited to complete the EcoVadis Ratings assessment.

EcoVadis Ratings is used to evaluate suppliers with whom we have significant expenditures. This process involves active collaboration with the supplier, who is required to provide detailed information on their ESG practices. It results in a performance score that enables benchmarking across companies.

Our starting point

In 2025, 75% of our spend was associated with suppliers that were assessed on ESG criteria and met our requirements.

This figure is different from the result published in our 2025 Sustainability Report due to the revision of our methodology.

What we aim to achieve

Data collection and analysis
We collect and analyze supplier data on an annual basis through EcoVadis tools. Based on the results, an action plan is defined. We reserve the right to require suppliers to undergo re-evaluation, implement corrective actions to improve their ESG practices, or conduct additional on-site audits.

Integration into business processes
In 2025, we integrated clauses into procurement contracts to clarify our expectations for suppliers and formalize their participation in the EcoVadis evaluation process. Our Supplier Code of Conduct further outlines these expectations.

How we will measure this objective

Performance indicator
% spend associated with suppliers meeting our ESG requirements ($) / total annual spend with all Cascades' suppliers ($)

Methodological details
All suppliers and associated spend are included in the scope of this target.

Our new methodology includes the use of EcoVadis IQ Plus analysis results, no longer uses a separate questionnaire for small suppliers of recycled fibres, and considers all of Cascades' expenses.

Our commitment

Deepen employees' knowledge of sustainability through training

Employee mobilization is an essential lever to bring our sustainable development approach to life across the organization. We aim to deepen our teams’ understanding of sustainable development so they can act as true ambassadors within our business ecosystem. In doing so, we ensure the continuity of a credible and impactful message for our various target audiences, including customers and suppliers.

Which employee groups are primarily targeted by this initiative?

Procurement teams, whose decisions influence the carbon impact of our supply chain and the management of ESG risks, including those related to human rights.

Sales teams, which play a central role in communicating Cascades’ value proposition and promoting solutions that enable customers to make product choices with a reduced environmental footprint.

What we aim to achieve

Training and awareness
We will update and enhance sustainable development training offered to all new employees as part of the onboarding process. Targeted training, thematic webinars, and user-friendly tools adapted to different roles will be deployed to clarify the intent behind our strategic directions and leverage the tangible impact of employee engagement.

Our commitment

Encourage our employees to volunteer in their communities

Our employees actively contribute to their communities by volunteering for causes that matter to them across the organization. To recognize and support this involvement, Cascades established an employee volunteer recognition program in 2016. Since then, Cascaders have been invited to record their volunteer hours each year through a digital platform. We also implement annual initiatives to recognize employees who give back to their communities.

What we aim to achieve

Training and awareness
We will continue to promote volunteerism among our employees by communicating available opportunities and highlighting our philanthropic partnerships with organizations and causes that matter to us. Recognizing Cascaders who are engaged in their communities will remain a key lever to strengthen our culture of commitment.

Our engagement

Drive our key community partners to engage in sustainable development and disclose their impact

Through its donation and sponsorship program, Cascades supports organizations and causes that are aligned with its values and structured around four main areas: sustainable development, education, health, and sports. These commitments reflect our desire to contribute positively to the well-being of the communities in which we operate.

In line with our approach, and in the spirit of our ambition to create a current of change, we wish to raise awareness and mobilize our major community partners in terms of sustainable development. The objective is to encourage them to take concrete and measurable action to fully play their role as vectors of positive change in their community.

What we aim to achieve

Data collection and analysis
Sustainable development criteria will be developed to evaluate the practices of major partners, defined as those receiving annual financial support of more than $25,000. An accountability mechanism, with requirements integrated into agreements, will also be implemented to encourage partners to report on their actions and sustainable development impacts.

This approach aims to strengthen transparency, measure the impacts of our investments in a more structured manner, and maximize our contribution to societal value. It will also enable Cascades to support organizations that share its values and its commitment to sustainable development.

Synoptic table

Summary of our
10 measurable objectives

COMMITMENTS	OBJECTIVES	KEY PERFORMANCE INDICATORS (KPIS)	STARTING POINT	TARGETS
PROTECTED NATURE				
Ensure well-managed fiber sourcing aligned with forest protection	100% of our virgin fibre and paper supplies assessed and deemed to be at low risk of deforestation and conversion of natural ecosystems	% of MT of virgin fibre purchased at low risk of deforestation	2025: 50.1%	2030: 100%
Reduce our use of potable water	5% less potable water used at our mills	M^3 of potable water used	2025: 4,381,273	2030: 4,162,209
Reduce our GHG emissions	67.2% less scope 1 and 2 GHG emissions by 2035, compared to 2019	MT of scope 1+2 CO_2 eq.	2019: 1,117,345	2035: 366,489
	41.3% less scope 3 GHG emissions from categories 1, 3, 4 and 10 by 2035, compared to 2019	MT of scope 3 CO2 eq., categories 1, 3, 4, 10	2019: 2,584,053	2035: 1,517,987
Reduce our energy consumption	5% less purchased energy consumed at our mills per tonne of products	GJ / NSMT	2025: 8,621	2030: 8,190
ECO-DESIGNED PRODUCTS				
Contribute to the circular economy by prioritizing the recyclability of our packaging	100% of packaging we manufacture and sell is recyclable, compostable or reusable	% recyclable, compostable or reusable packaging	2025: 87.9%	2030: 100%
Disclose the GHG emissions of our products	Make available the detailed carbon footprint of 100% of our priority products	% priority products with PCF	2025: 0%	2030: 100%
FULFILLED EMPLOYEES				
Increase health and safety prevention	Position ourselves among the leaders in our industry by reducing our recordable incident rate by 30%	Recordable incident rate (OSHA)	2025 : 1.3	2030: 0.9 or less
Enhance talent retention	Achieve and maintain an employee retention rate above 85%	Retention rate for the last 12 months	2025: 84.8%	2030: 85.0% or more
ENGAGED PARTNERS				
Do business with responsible suppliers	85% of our spend is with suppliers that have been assessed on ESG criteria and meet our requirements	% spend associated with suppliers meeting our ESG requirements	2025: 75.0%	2030: 85.0%

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Cascades