

Sustainability Report 2024

ENVASES - MINDFUL PACKAGING



We work towards a world where natural resources and energy are used more mindfully, by providing sustainable packaging solutions.





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About the Report

The Sustainability Report 2024 covers the financial year January 1, 2024 to December 31, 2024 for Envases Europe, hereinafter referred to as Envases. The terms CSR, Sustainability and ESG are used interchangeably, assuming that all terms cover environmental, social, and governance impacts.

The report is a part of the Management Review of the Annual Report and represents our statutory statement on corporate social responsibility in accordance with sections 99a+b of the Danish Financial Statements Act. In 2024, Envases aligned its current approach to double materiality assessment with the Delegated Regulation (EU) supplementing Directive 2013/34/EU towards the sustainability reporting standards.

Envases's contribution to the UN Sustainable Development Goals (SDGs) is based on the double materiality assessment and Envases's Strategy Plan 2023-2027. Envases welcomes any comments, suggestions, or questions regarding this report or our performance. Please send an e-mail to sustainability@envases.dk.



Introduction

2024 has been a dynamic year for Envases. We've experienced significant growth and acquisitions in recent years, which has prompted us to consolidate our business and solidify the foundations of our sustainability reporting. We've seen an increasing demand for high sustainability performance and transparency from our customers and stakeholders. This includes meeting requirements from organizations like SBTi, Ecovadis, Sedex, and CDP, as well as providing LCA/CO₂ data.

Despite these challenges, we've made substantial progress in key areas. Our climate action initiatives for 2024 have kept us on track with our SBTi targets, and we are now prepared to move to the next phase with a Transition Plan in 2025.

On the social front, we've taken a very important step by establishing the Envases Academy and the "Skilled for the Future" program. We have our eyes focused on safety for our employees, and we have made a number of initiatives to reduce accidents in our plants. People always come first.

I'm proud of the initiatives we have taken so far, and I'm certain that providing sustainable packaging solutions are the way forward for both our company and the planet.

Dan Aggertoft Christensen
President, Envases Europe

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About Envases

The history of Envases dates back to 1879, where Glud & Marstrand was founded in Denmark. In 2011, we changed ownership and The Envases Europe was formed as a division under Envases Universales, a worldwide supplier of high quality packaging for a variety of markets. The Envases Group currently comprises 83 manufacturing facilities around the world, whereas the European division has 20 plants in 9 European countries + 1

plant in the US. The European headquarter is located in Denmark. Our purpose is to generate value for our customers, suppliers, and collaborators by providing the best packaging solutions, always with a focus on making a positive impact on the environment and the communities in which we are present. We are an ambitious company, driven by courage, passion, responsiveness, and decency, that always strives to be better tomorrow than we

are today. We believe that a close dialogue with our business partners helps to develop theirs as well as our business. That is why our business is based on long lasting business relationships, credibility, and long-term sustainable success.



Total Revenue in 2024
5,774.3. mDKK



Net Profit in 2024
129.3 mDKK



Countries Operation in
10



Sites
21



Employees
2,697 (Male 62%, Female 38%, non-binary not declared <1%)

Sustainability rating and frameworks

Envases favor transparent methodology and feedback. We share our data and disclose ratings for all stakeholders to use.





Sustainability Highlights 2024

14%

reduction of our CO₂e emissions in scope 1&2 compared to 2021

7%

reduction of our CO₂e emissions in scope 3 compared to 2021

33/66

is the gender distribution on our board

Carbon footprint

calculations on products - a service to customers

3,4/5

is the score of our job satisfaction

SBTi

Including of new acquisitions

18%

reduction of workplace accidents (LTIF) compared to 2019

Commitment

to EcoVadis rating at Group level





Sustainability Profile

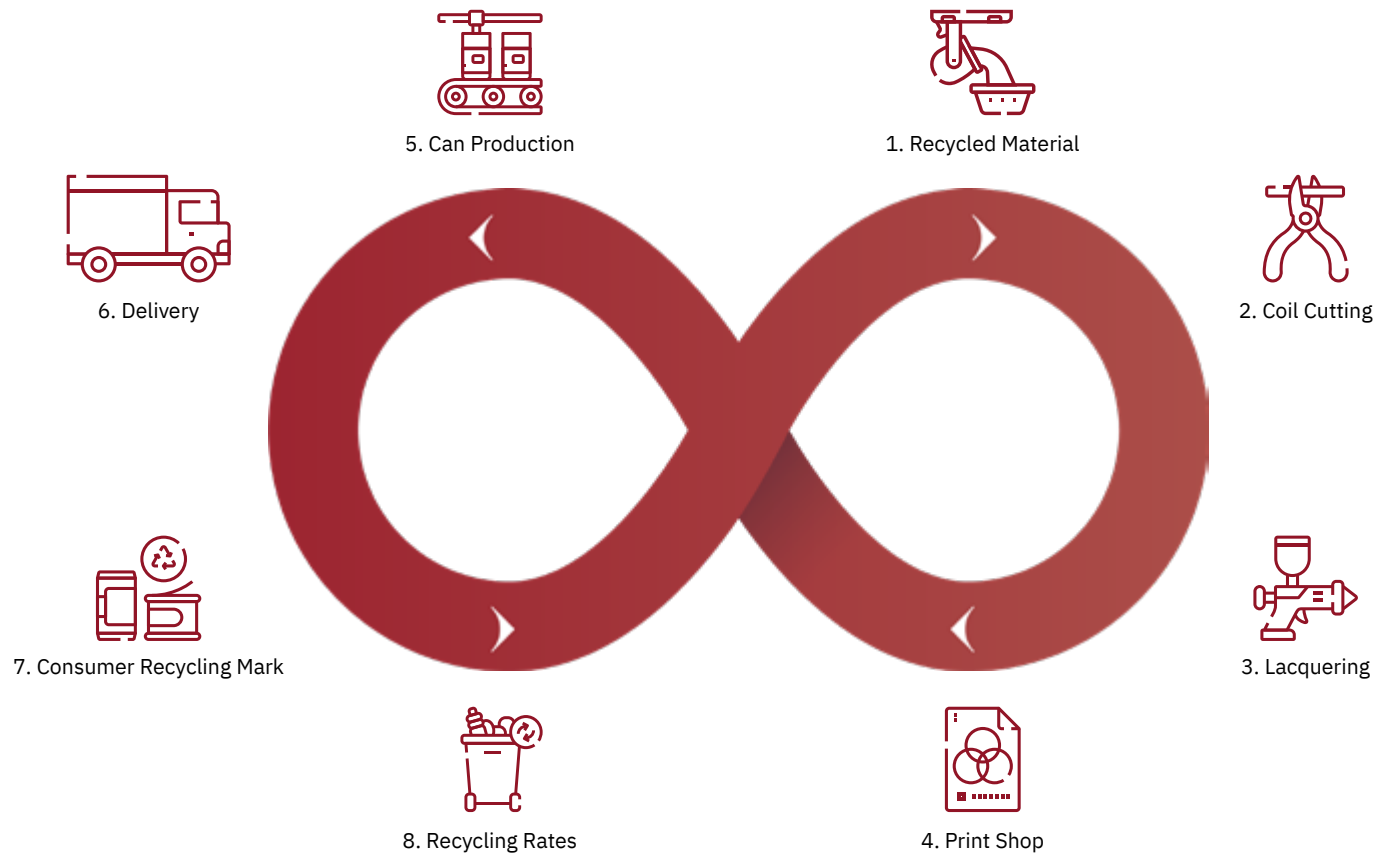


Business Model

Envases is a worldwide supplier of quality packaging solutions for food, beverages, industrial, and media packaging. Envases creates appealing and functional packaging while ensuring food and product safety as well as optimal process efficiency for our customers. Through our know-how in can technology, we offer a broad range of standard products made from steel and aluminum. Our advanced production facilities and highly specialized laboratories enable us to solve complicated tasks,

making sure our customers get optimal packaging functionality and food safety. Furthermore, we offer a wide range of inks and decorative coatings with state-of-the-art printing technology. In our production, coils of steel or aluminum are processed into various kinds of cans, pails, drums, or media packaging solutions. In 2023, we acquired the former Domiberia with facilities in both the Netherlands and Spain, all producing metal packaging. This acquisition put us in operation in 9 European Countries. In 2024,

we put a lot of energy into rolling these factories into our business and, for an example, recalculating our SBTi goal to include these factories. As part of our business, our Plastic Competence Center in Switzerland specializes in extrusion and blow moulding of plastic packaging in HDPE, PP and PET. Leveraging our extensive experience in plastic packaging, we offer tailor-made solutions to meet our clients' unique needs. Production of plastic packaging accounts for less than 5% of the business.





Preparing for the Corporate Sustainability Reporting Directive

In 2023, the Sustainability Program with the three pillars, People, Product, and Planet, became a fundamental part of the Envases Business Strategy, and with it the foundation for including sustainability in everything we do.

Subsequently in 2024, a great deal of effort was allocated for preparations of the upcoming annual reporting of non-financial data, similar to Environment, Social, and Governance data in accordance with the Corporate Sustainability Reporting Directive (CSRD).

The CSRD readiness process involved planning with a cross-functional team and stakeholder identification to prepare the Value chain mapping, the double materiality assessment on ESG impact, risks, and opportunities.



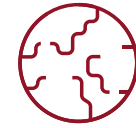
People

We focus on people, skills, and transparent communication to build an engaged and competent organization



Product

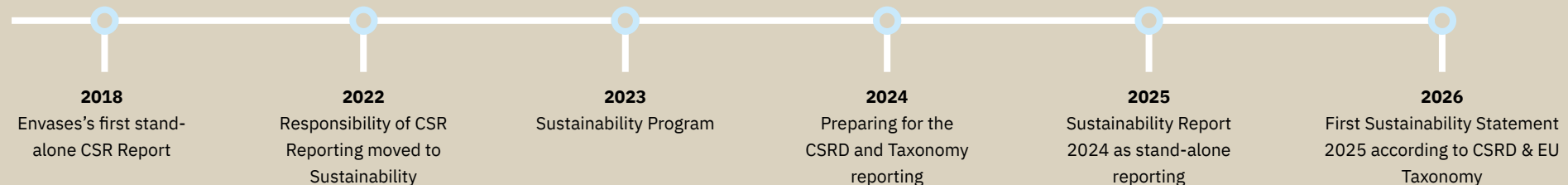
We will maintain our image as a flexible supplier of superior products by developing our business together with partners and through innovation



Planet

We take global climate responsibility and actively reducing our environmental impact in all parts of our business

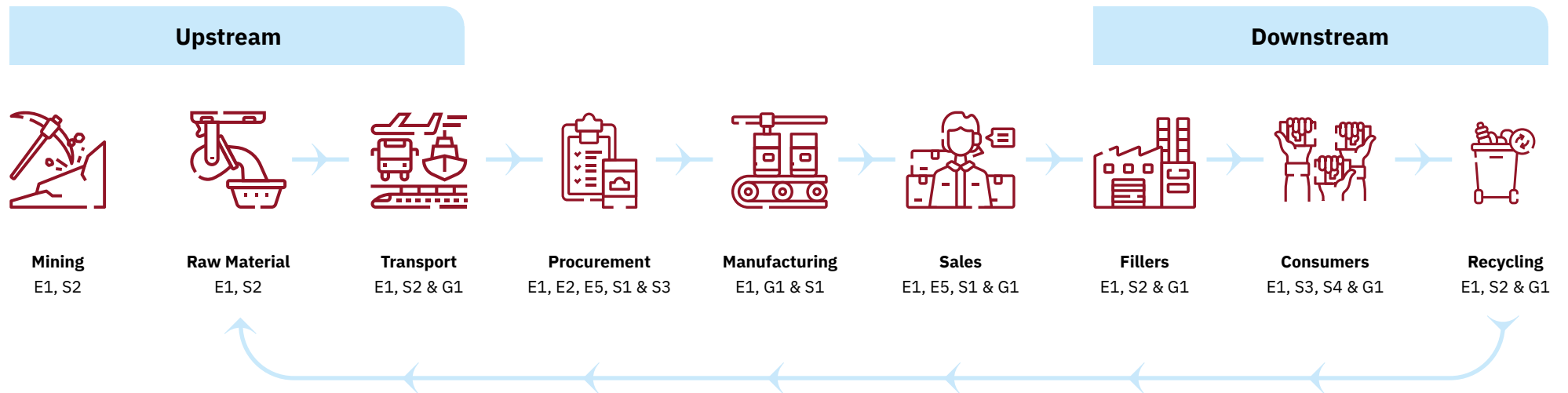
Envases Reporting Timeline





Value Chain

The Value Chain of Envas is illustrated below, highlighting the various impacts, risks and opportunities of materiality within the context of double materiality (DMA).



Protecting the Environment

- E1 – Climate Change
- E2 – Pollution
- E5 – Ressource use and circular economy

Investing in people

- S1 – Own Workforce
- S2 – Workers in value chain
- S3 – Affected communities
- S4 – Consumers and end-users

Good Governance

- G1 – Business conduct is included in all areas

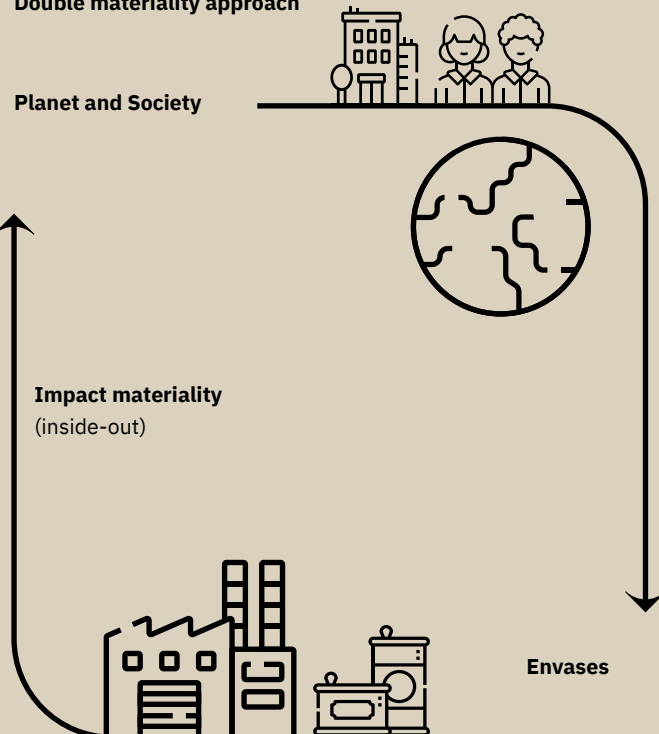


Double Materiality Assessment

In 2024, Envases completed the first double materiality assessment (DMA) with reference to the European Sustainability Reporting Standards (ESRS), emphasizing how business activities may impact the environment, employees, and local surroundings, as well as how external circumstances may impact Envases. The process was facilitated by an external expert.

The principle of double materiality has two dimensions to assess materiality: 1) stakeholder importance, which represents impacts to our surroundings (inside-out), and 2) strategic importance, which represents impacts on our business from the outside-in perspective.

Double materiality approach



The initial phase of our double materiality assessment involved a desktop review to gain a comprehensive understanding of the existing business strategy 2023-2027, value chain, and governance structure.

The **2nd** is to identify relevant internal and external stakeholders. We started off mapping both internal and external stakeholders, and decided to generally make efficient use of external stakeholder information existing inside Envases, which has been gathered through internal stakeholder processes. A broad and diverse group of internal stakeholders were involved, ensuring involvement of key processes, functions, and clusters.

For the **3rd** step, we conducted a pre-analysis of Envases's impacts, risks, and opportunities linked to the already ongoing risk approaches in the European organization. This identification was based on 16 interviews with 27 internal key stakeholders and with an outcome of 40+ Impact, Risk and Opportunities (IRO) regarding Environment, Social, and Governance issues.

The **4th** and **5th** steps include double materiality of each ESRS topic. Two separate workshops were conducted to evaluate every identified IRO using the CSRD methodology. One to score the impact on people and planet (inside-out), while the other one was to score the impact on Envases (outside-in). Furthermore, an environmental analysis was conducted to screen possible IROs related to activities across the value chain.

A peek into scoring methodology:

The materiality of ESRS topics was ranked using qualitative scales. However, the basis for the ranking of the topics includes quantitative input. It considers different criteria such as time horizon, relevant stakeholders, and impacted parts of the value chain. It assesses impact materiality considering likelihood and severity (scale, scope, and irremediability), while financial materiality is calculated based on likelihood and size of financial effect.

If an Envases topic is not material within an ESRS sub-topic, then all sub-sub-topics are considered immaterial. If a topic is considered material within an ESRS sub-topic, materiality will be evaluated per sub-sub-topic.

The **6th** step was the result of DMA in a short list with 31 identified IROs as material, corresponding to 8 topical ESRS: Climate Change, Pollution, Resource Use and Circular Economy, Own Workforce, Workers in the Value Chain, Affected Communities, Consumers and End-users, Business Conduct.

The **7th** and last step was validation of results with key stakeholders and approved by the Executive Management Team and later on communicated to the Board.



2024 Double Materiality Assessment

The preliminary DMA results show that these topics and sub-topics are material to Envases from an impact and/or financial risk and opportunity perspective.

The double materiality assessment will be an ongoing and repeated process with multiple feedback loops. While particular emphasis will be posted on most topics, other relevant topics, such as affected communities and biodiversity will need further assessment. Envases is still investigating the best possible way to

include the results of the DMA into the overall risk and opportunity frameworks of the company.

The materiality of these topics will be reevaluated every year. The outcome of the first DMA conducted in 2024 is preliminary, and will serve as the basis for preparation of ESRS-compliant reporting in The Annual Report 2025.



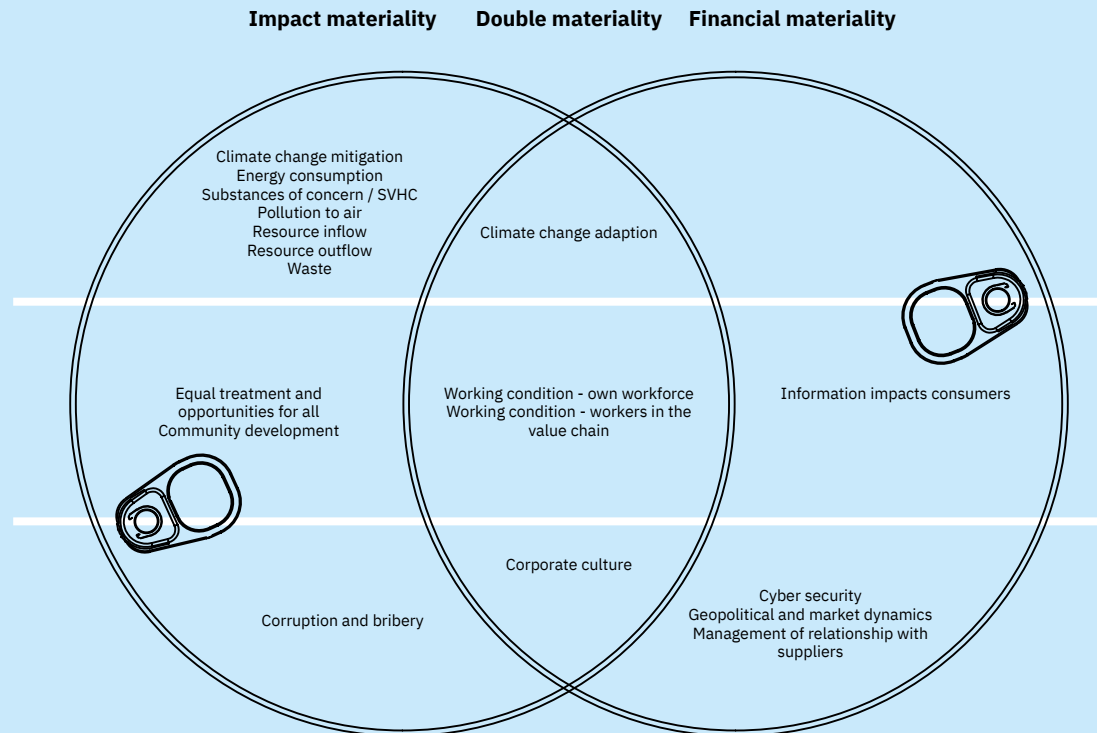
Environment



Social



Governance





Preparing for EU Taxonomy

The EU Taxonomy is a classification system created to identify environmentally sustainable economic activities. The Taxonomy has been introduced to establish a common definition for sustainability with the aim to direct investments towards sustainable projects and activities.

Along with the preparation for the Corporate Sustainability Reporting Directive, Envases also started preparing for the EU Taxonomy reporting in 2024, with full implementation in 2025 and ready for reporting for the financial year 2025. To be able

to report on the Taxonomy, Envases will identify and determine which economic activities are eligible and aligned under the Taxonomy definition and subsequently allocate financial numbers to those activities. This work will be carried out with reference to the criteria set out in the Taxonomy regulation.

The process for assessing Taxonomy compliance follows a 4 step approach:

1. High-level screening of potentially eligible economic activities.
2. Assessing whether the eligible activities are “taxonomy aligned”, based on the three criteria a) Complies with technical screening criteria, b) Do not significantly harm(DNSH), c) Comply with minimum social safeguards, supported by the corresponding.
3. Aggregate the taxonomy aligned activity on entity/group level, to calculate the three financial green indicators % of green turnover, CAPEX and OPEX.
4. Report EU Taxonomy information according to the Disclosure Delegated Act.

Roadmap to fulfill the EU Taxonomy



1. Review eligibility of activities



2. Review of alignment with technical criteria



3. Measurement of KPIs



4. Reporting



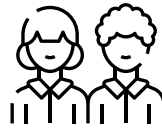
UN Sustainable Development Goals

At Envases, we understand the importance of our role in contributing to a more sustainable world. Social responsibility is a natural part of our business principles, and we acknowledge our responsibility towards our employees and our society. In our fundamental work, we acknowledge the 10 principles in the UN Global Compact initiative.

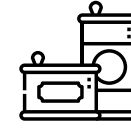
At the same time, we strive to make continuous improvements in areas affected by the Code of Conduct and to promote the environment, human rights, labor rights, and anti-corruption both internally and in the value chain.

In 2023, the Sustainability Program became a fundamental part of the Envases Business Strategy, and with it the foundation for including sustainability in everything we do. The three pillars; People, Product, and Planet in our Sustainability Program are linked to the Sustainable Development Goals (SDG) 4, 5, 7, 8 and 12.

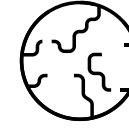
Envases contributes to these



People



Product



Planet





EcoVadis to Guide Progress

Envases achieved our first EcoVadis rating covering all European activities in 2024, and we will continue to assess and rate our sustainability performance through EcoVadis every year on a European level. Envases scored 52 out of 100 points, which was awarded with a Committed Badge, representing good performance in the EcoVadis methodology. The average score in 2024 for the “Manufacture of other fabricated metal products n.e.c.” industry group was also 52 points. Compared to large (1000+ employees) companies in the same industry group, Envases is ranked in the top 41%.

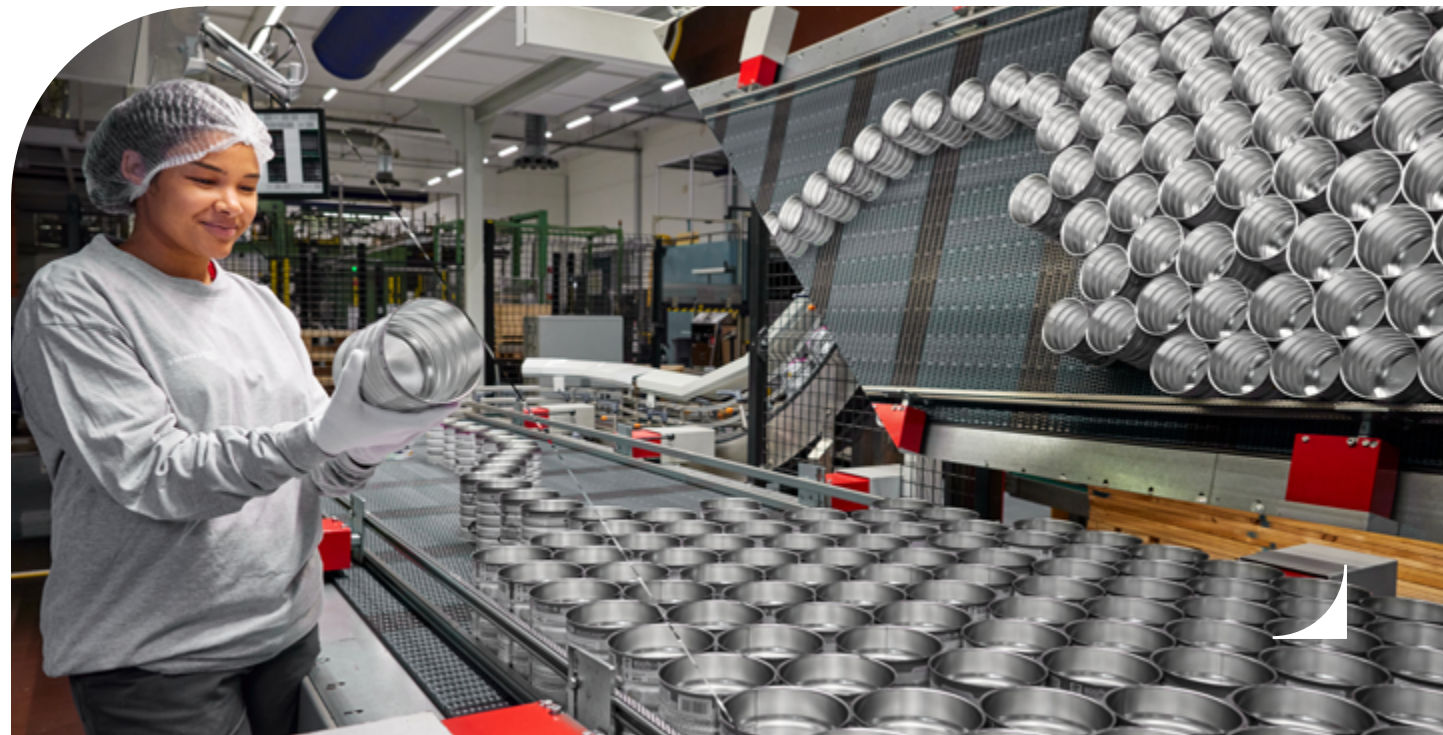
At Envases, we use EcoVadis as a guideline to measure, improve, and communicate our sustainability performance of the four themes Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. In 2024 we launched a project to enroll the EcoVadis score on a European level and continuously develop and improve our work on sustainability related topics. Because of targeted and prioritized improvement initiatives, we expect to raise our EcoVadis score year by year and aim for a Silver rating next year.

Scoring methodology ahead

As the eligibility criteria for medals are reviewed periodically by EcoVadis this could also impact the rating of Envases next year.

About EcoVadis

EcoVadis is considered the world’s largest provider of business sustainability ratings. Annually, EcoVadis rates the performance and progress on sustainability topics for more than 130,000 global companies in more than 180 countries.





Sustainability Governance

Envases Strategy 2023-2027 includes a commitment to sustainability, which requires sustainability to be integrated into processes and decision-making across the organization. As part of its responsibility for execution of the strategy, the European Management Team (EMT) is responsible for monitoring progress on sustainability targets and approval of work that enables such progress. Sustainability targets are integrated in business processes across the organization and progress reported on a regular basis.

The Group Sustainability has direct reference to the European Management Team through VP, People, Planet & Culture. This ensures strategy and decision making processes are firmly anchored. Group Sustainability leads Envases's sustainability and ESG work and coordinates with local management and locals responsible for gathering, consolidating and reporting all data within areas such as environment, social, and governance matters.

Governance structure

Board of Directors

Executive Management / European Management Team

Group Sustainability

Group Finance

Local Management

Local Finance

Local management proposes relevant investment cases and reports sustainability data and any issues to the Group Sustainability responsible and the European Management Team on a regular basis.

The ownership of the Corporate Sustainability Reporting Directive and the EU Taxonomy is split between Group Sustainability and Group Finance, but rolled out in a joint collaboration project to be able to deliver the first Sustainability Statement (ESG) in the Annual Report 2025.

The European sustainability governance structure is still under construction and further initiatives for greater anchoring and rollout in the European organization are valuable.





Business Policy Framework

In 2024, we dedicated significant effort towards developing an updated Business Code of Conduct. Additionally, we established entirely new policies for Envases, which will be effective as of January 2025. Envases's policy framework consists of several distinct policies, with the foundation of these policies outlined in Envases Code of Conduct. Additionally, the various policies are structured around the KPIs that Envases focuses on.

Envases Code of Conduct and policies apply to all Envases's employees, business partners, and third parties conducting business on Envases's behalf or in our name (e.g. agents, consultants, etc.) no matter their geographical location. In addition to these, local policies may appear.

Code of Conduct



Stakeholder Engagement

Throughout the year, we actively engage and communicate with our stakeholders to better understand their needs, align our sustainability strategy with their preferences, and establish lasting partnerships with those who can affect and be affected by our business.

We maintain an ongoing and constructive dialogue with stakeholder groups whose interests we consider material, as determined by their alignment with our values, objectives, and expertise; their proximity to our operations; and their capacity and willingness to collaborate with us on sustainability issues. The table below provides specific examples of these engagements during the year.

Stakeholder group	How we engaged	Main topics of discussion
Customers	Meetings, fairs, conferences, sustainability report, website and social media, knowledge documents	Product footprint / design ESG ratings / performance Knowledge sharing
Employees	Organisational Health & Safety, personal development reviews, trainings and seminars, community engagement activities, internal intranet, sustainability report	Organisational Health & Safety, personal development reviews, trainings and seminars, community engagement activities, internal intranet, sustainability report H&S awareness Envases Academy Training and development Ethics and compliance
Shareholders / Board	Shareholders / Board Business Strategy, sustainability report	Business strategy and review
Suppliers	Questionnaire, audits and assessments, meetings, website, sustainability report	Supporting Green Transition Supplier ESG performance Supply chain due diligence
Community	Community Local community engagement activities	Educational collaborations
Industry associations	Conferences, memberships, meetings, research collaborations	Promoting transparency



Environment

We take global climate responsibility and actively reducing our environmental impact in all parts of our business.





Environmental Policy Approach

At Envases, we acknowledge our environmental impact throughout our entire value chain. Therefore, we identify and monitor the risks and environmental impact related to our supply chain, production processes, as well as our products during their entire lifecycle and look for opportunities to reduce our environmental footprint. Furthermore, we consider the reduction of our environmental impact not only a requirement, but also an opportunity for business development. To manage and work with continuous environmental improvements, ISO 14001 or similar methods are used in our day-to-day work. The majority of our

GHG emissions comes from our purchased goods and services, especially metals, and our own operations. Furthermore, the high level of quality, durability, and food safety our products require, entails the use of chemicals. Therefore our strategic environmental focus areas are Energy Consumption & GHGs, Circularity, and Chemicals & Pollution.

Envases's Business Code of Conduct provides the framework for the Environmental Policy and establishes the following Group-level targets.

Topic	Target	KPI	Target year
Chemicals	100% non-PFAS on raw material by 2025*	100%	2025*
Air Pollution	Phase out "Substances of Very High Concern" (SVHC) on raw materials with minimum 12% YoY by 2027	-12% YoY	2027
Energy consumption & GHGs	Reduce absolute Scope 1 and 2 GHG emissions 42.0% by 2030 from a 2021 base year**	-42%	2030
Energy consumption & GHGs	Reduce absolute scope 3 GHG emissions from purchased goods and services 25.0% by 2030 from a 2021 base year**	-25%	2030

*2026 for New acquisitions

**The target boundary includes land-related emissions and removals from bioenergy feedstocks.





Climate Action

We recognize the global climate challenges and the need to take action. In 2023, we committed to the Science Based Targets initiative (SBTi) with our 2030 targets approved for Scopes 1, 2, and 3. Scope 1 & 2 targets are set within the 1.5°C limit to global warming, and our Scope 3 target is set within the 2°C limit

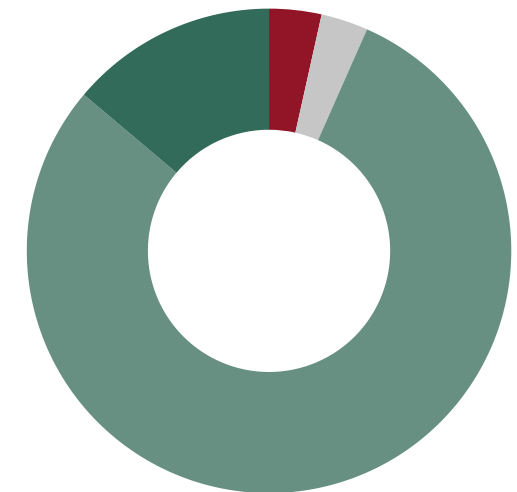
to global warming. The purchased goods and services category 1.1 (purchase of metals) accounted for 73% of our total scope 3 emissions in the 2021 base year and met the SBTi's scope 3 target-setting requirements.

We assess the proportion of scope 3 emissions covered by purchased goods and services category 1.1 annually. Since category 1.1 (purchase of metals) accounted for 79.5% of our total Scope 1, 2, and 3 emissions in 2024, our value chain work will be crucial.

Target Type	Target wording	Scopes covered	Level in Paris agreement
Absolute (near term)	Envases Europe commits to reduce absolute Scope 1 and 2 GH emissions 42% by 2021 from base year* *The target boundary includes land-related emissions and removals from bioenergy feedstocks."	1+2	1.5°C
Absolute (near term)	Envases Europe also commits to reduce absolute Scope 3 GHG emission from purchased goods and services 25% within the same timeframe.	3	2°C

Emissions by scope and category 2024

■ Scope 1: 3.5% ■ Scope 2: 3.1%
■ Scope 3 cat 1:1: 79.5% ■ Scope 3 others: 13.8%



Science-Based Targets

Targets are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement - limiting global warming to well below 2°C above preindustrial levels and pursuing efforts to limit warming to 1.5°C. Having science-based targets provides Envases with a clearly defined path to reduce emissions in the line with the Paris Agreement



We perform a full scope 1, 2, & 3 GHG emission inventory annually. The reporting period follows the calendar year (CY), which is equal to the financial year (FY), running from January 1st to December 31st. In case of significant change compared to the base year, we reserve the right to assess whether a recalculation of our baseline is necessary, according to our approved target review policy.



FLAG Assessment

As part of SBTi, a high-level assessment of Forest, Land, and Agriculture (FLAG) emissions has been conducted in 2024 to understand if they are relevant for Envases. The FLAG assessment evaluated the share of purchased goods that could be considered appropriate for FLAG and their shares of our total GHG footprint in 2021 and 2023. Through close collaboration with Schneider Electric, our potential FLAG emissions were calculated to be 8.7% in 2021 and 9.6% in 2023 - well below 20%. Therefore, and to quote our consultant Schneider Electric, “From this high-level assessment, it emerges that FLAG emissions are not relevant for Envases, therefore no FLAG activity-based calculation is needed and no FLAG target has to be submitted”.

Climate Progress Scope 1 & 2

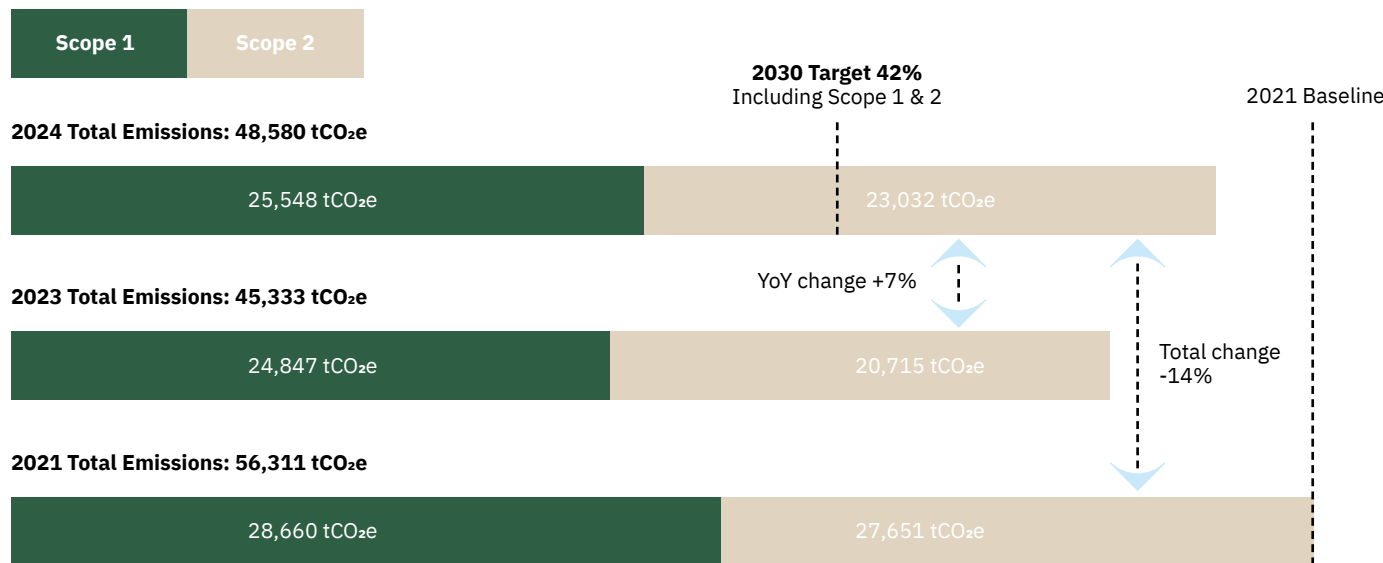
In 2024, absolute scope 1 and 2 GHG market-based emissions decreased by 14% compared to 2021, which is a 7% increase compared to last year. Our reduction is slightly above the trajectory suggested by SBTi. This increase highlights the need for continued vigilance and the implementation of further emissions reduction measures and transition to renewable energy. Fortunately, several initiatives are planned to reduce energy consumption in the following years.

Our consumption of energy used in heating and production significantly impacts our progress in Scope 1&2. From 2021 to 2024, our energy consumption was reduced by 11%, and the emissions have been reduced by 14%. A similar trend can be

observed in the difference between 2023 and 2024, where our energy consumption increased by 7%, and so have our emissions.

Another driver of the 2024 results was changes to emission factors for electricity. Compared to 2023, there was an increase of +9.5% on average, heavily carried by +75% in Sweden. Unfortunately, our two largest emitters, Denmark and Germany, have experienced an increase in emission factors of 16% and 27%, respectively. In both instances, it is because of a shift from renewable sources to fossil fuels, mainly because other parties purchase the renewables on certificates.

Updated - Progress Overview Scope 1 & 2



Target Completion 2024

Target: Total Scope 1 + Scope 2 (Market based) (tCO₂e)

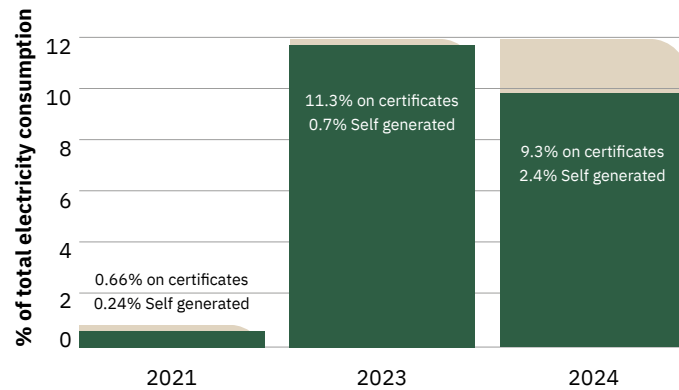
2024 compared to 2021 (%)	2030 target completion (%)
-14%	33%



In 2023, the share of renewable electricity was 12% of our total consumption, but it has fallen to 11.7% in 2024. The split between purchased and self-generated has shifted from 90/10 to 79/21 for purchased and self-generated, respectively. New solar panel installations are why our share of self-generated electricity has increased while our purchase of EACs has decreased slightly.

At Envases, there is no requirement to choose electrical company cars. However, we encourage our employees to make sustainable decisions themselves. The share of electric vehicles has increased by 321% since 2021, while the number of company cars on fossil fuels has decreased by 19%. Electric and hybrid cars now make up a quarter of the total fleet.

Share of renewable electricity



	2021	2023	2024
Fossil cars	94%	86%	76%
Electric cars	4%	9%	17%
Hybrid cars	2%	6%	7%





Pathway to Reduce Absolute Scope 1 and 2 Emissions

Sustainability success is measured by impact, not commitment, which is why, at Envases, we understand the need for actions to reach our commitments. In the past years, we have focused on laying the foundation for gathering and reporting environmental information, and now we are ready to take the next step. Moving forward, sustainability will become a more integrated part of our strategy, and during 2025, we will finalize our transition plan with levers that will allow us to reach our 2030 targets. In addition to the transition plan, all projects identified across the European group will be made available for each plant to see; this is to promote collaboration in improving energy efficiency at all locations.

The most significant step we took during 2024 has been the addition of a new afterburner for a printing line in Odense, which will reduce its gas usage by up to 60%; the project is further described in section Cases Environment. In 2025, we continue to identify high-energy consumers across our organization and collaborate with our suppliers to identify new energy-saving projects.

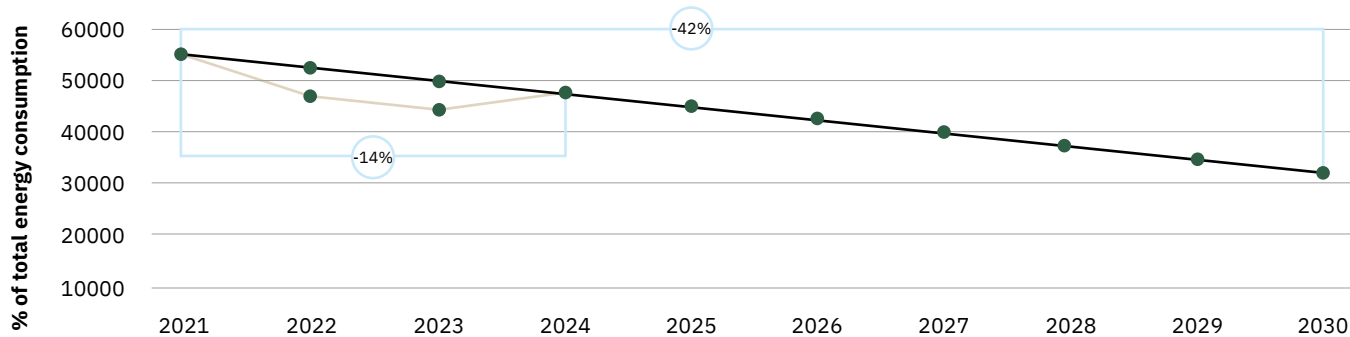
At Envases, our green transition should come mostly from internal levers and rely on green contracts as little as possible. Developing the transition plan is essential to understand the gap between possible CO₂e savings from reduction projects and our 2030 targets and investigate how investments are best diversified to maximize our reductions. Therefore, it will lay the foundation for how we need to reduce the impacts from electricity and gas, whether it stems from local initiatives such as PV solutions, a switch to greener gas alternatives, or investing in green contracts such as PPA's and EAC's.

Our climate targets for 2030 are only measured at a group level and this consolidation of data can make it difficult for each location to understand their progressions. Each location, therefore, receives an overview of their CO₂e impact progression alongside key metrics that affect the emissions, which allows them to make informed decisions about potential improvements.

Scope 1 & 2

Reduction pathway

■ Envases Scope 1 & 2 results ■ Projected pathway



The projected pathway follows a linear progress toward our 2030 target. However, a certain level of fluctuation is expected in actual results on a year-to-year basis.





Climate Progress Scope 3

Our 2024 result shows a 7% reduction, indicating that we have completed 28% of our intended 2030 target, which is worse than our progress from last year. This change is largely due to an increase in purchased metals of 11% and 18% for steel and aluminum, respectively, but also an increase in the steel emission factor of 13%.

Since our approved target for Scope 3 is based solely on Scope 3 cat. 1.1 purchase of metals, we must ensure that this section is still more than two-thirds of our total emissions, required by SBTi. In 2024, Scope 3 cat. 1.1 purchase of metals made up 85% of the

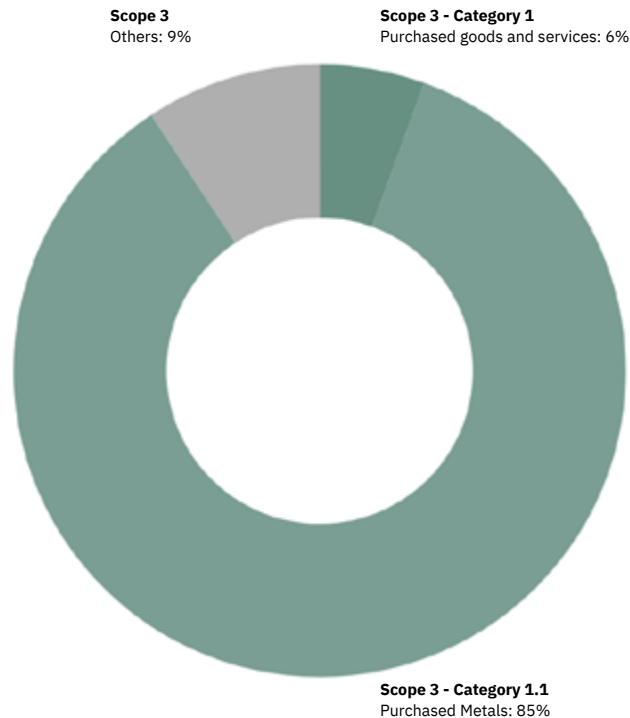
Data Limitations

We want to disclose our data limitations to help you understand our Scope 3 and why we chose Category 1.1 Purchase of metals as the target.

Our Scope 3 emissions, apart from Category 1.1 Purchase of metals, Category 10, and Category 15, have been calculated from a spend-based perspective. Scope 3 Category 1 Purchased goods and services accounts for the largest share of emissions in Scope 3 (90%), and we expect to improve the quality of the spending data by understanding the spending on the subcategories and not only the high-level categories. Envases will communicate

this in next year's report if this target still needs to be reached. Scope 3 Category 1.1 Purchase of metals is the only category not calculated as spending-based; it uses emission factors from the Instant LCA tool by Pilario and the total tonnage purchased. Category 10 has been calculated based on an estimate of the company's energy use by experts inside the company. Category 15 is calculated based on revenue and average factors used within the NAICS industry.

Scope 3 breakdown by category 2024



total Scope 3 emissions and is, therefore, still a valid target to use.

2024 Total Emissions: 582,758 tCO₂e

2023 Total Emissions: 490,879 tCO₂e

2021 Total Emissions: 625,520 tCO₂e

Total change
-7%

Target: Scope 3 (tCO₂e)

2024 compared to 2021 (%)	2030 target completion (%)
-7%	28%





Pathway to Reduce Absolute Scope 3 Emissions

Envases produces a vast selection of packaging solutions, and almost all of them consist primarily of either steel or aluminum, which is why our Scope 3 emissions are significant for purchased goods and services. Therefore, most of our actions focus on different levers that can shape the impacts of metals.

Product Design

Our expert product teams are constantly looking for opportunities to downgauge the designs of our products. A downgauge allows for less material usage while still adhering to the strict standards the products are held to. Moreover, all locations are working toward reducing the metal waste in production to ensure higher efficiency and to use minimal materials needed to produce our products.

Sustainable Sourcing

We know that optimizing our production and products is only one

step towards the reduction target of 25%. Therefore, we work closely with our suppliers and customers to trade advice. Via teamwork, we have constant insight into the developments of the metal production industry and how it plans to reduce its carbon emissions. Our Supplier Code of Conduct also clearly states: “Suppliers must continuously review their operations and improve their environmental protection measures to prevent damage to the environment.”

Envases recognizes the importance of collaboration with both customers and suppliers in the adoption of low-carbon emission steel. As suppliers increasingly adopt environmentally friendly practices, the availability of low-carbon emission steel is growing, although it remains limited.

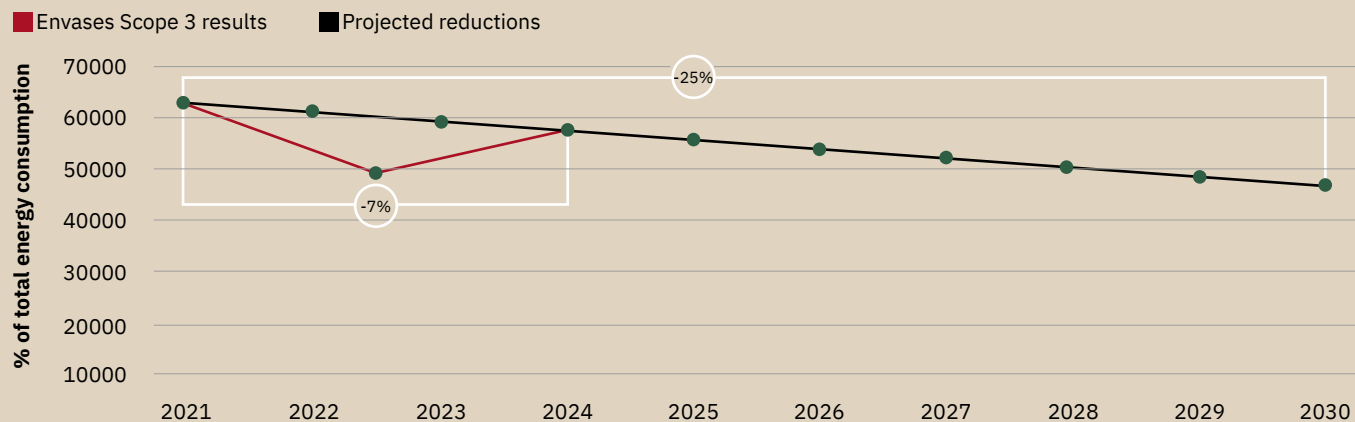
The European Steel industry plays a strategic role in the competitiveness of European value chains. Envases welcomes and supports projects, such as our main supplier’s application

to the Innovation Fund, that significantly contribute to climate goals and strengthen the future of European manufacturing. This specific project focuses on innovative decarbonization of steel making, utilizing novel hydrogen-ready DRI-EAF technology.

The progression of the European steel industry has already led to a significant difference in emissions connected to steel tinplate production, where EU-based steel performs over 10% better in CO₂e emissions than tinplate produced in Asia. Documented by Woldsteel association in Woldsteel LCA eco-profile for Asia and Europe.

Low-carbon emission steels, sold with certificates and often at a surcharge, represent an opportunity for Envases to enhance its competitiveness and customer relationships. In 2024, Envases partnered with key suppliers to source low-carbon emission steel, and in 2025, it will continue working to integrate this steel into its products.

Pathway to reduce absolute scope 3 cat. 1.1 purchased goods and services METAL



The projected pathway follows a linear progress toward our 2030 target. However, a certain level of fluctuation is expected in actual results on a year-to-year basis.



LCA approach in packaging

Envases employs two tools to assist in decision-making regarding product design and sourcing green steel. The first is a CO₂e screening tool that evaluates the impact of a product based on production location and metal weight, making it easy to showcase larger changes to products, whether a switch to low-carbon emission steel or a significant down gauge. This tool has also been useful in assisting our customers with screened CO₂e impacts based on the products they purchase.

The second tool is Pilario, our LCA tool, which allows us to conduct more in-depth assessments of our products based on their whole life cycle. Pilario works great at understanding the effects changes to a product design can have on the total impact, whether it might be downgauging, changes in printing, or other developments. Moreover, Pilario provides a total impact analysis and does not only focus on Greenhouse gasses. The data set employed in Pilario for metal packaging is developed by Metal Packaging Europe (MPE) and constitutes the average production

of metal packaging in Europe. At Envases, we prioritize being part of the data set to ensure that it provides the best description of European metal packaging production.



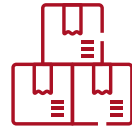
Raw material



RM Transport



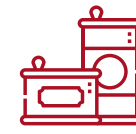
Operations



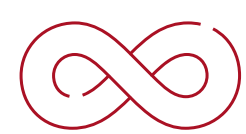
Secondary material



Transport to Customer



Use



End of life





GHG Emission Inventory

Our Greenhouse Gas (GHG) emission inventory comprehensively accounts for all emissions from our operations (Scope 1 and market-based Scope 2) and our value chain (Scope 3). Our Scope 3 is further categorized to provide a detailed view of our upstream and downstream emissions. Upstream emissions include those from our suppliers and the production of goods and services we purchase. Downstream emissions result from the use and end-of-life treatment of our products.

By quantifying and reporting our total Scope 1, 2, and 3 emissions and the specific categories within Scope 3, we gain a holistic understanding of our carbon footprint. This enables us to identify key areas for reduction efforts and track our progress towards our sustainability goals.

Climate Risk Management

To support the double materiality assessment process, and to be able assess the climate adaptation risk on Envases's 21 manufacturing sites in the European Group, we used the global tool "Biodiversity Risk Filter" published by World Wide Fund for Nature (WWF) as a first screening of risk in 2024. By looking at risk levels caused by extreme weather events such as landslides, fire hazards, extreme heat, and tropical cyclones each site was assigned a risk level score based on its location and the type of activity.

The tool uses a score from 1 (very low) to 5 (very high) risk. The first screening of climate adaptation risk indicates a low to medium risk level with some sites above average and these will be managed through local initiatives. In the coming years, we will examine other recognized global methods and studies for a more precise assessment.



Landslides
Medium risk



Fire hazards
Medium risk



Extreme heat
Low risk



Tropical cyclones
Low risk

Category	Result tCO ₂ e CY 2024	Results tCO ₂ e CY 2023	Results tCO ₂ e CY 2021
Category 1 purchased goods and services	620,759	587,603	720,917
Category 1.1 Metals	582,758	490,879	625,520
Category 2 Capital goods	8,424	11,745	6,350
Category 3 Fuel and energy (not in scope 1&2)	8,701	15,872	16,846
Category 4 Upstream transportation and distribution	15,147	16,241	23,376
Category 5 Waste generated in operations	1,049	1,220	999
Category 6 Business travel	799	457	688
Category 7 Employee commuting	605	991	3,160
Category 8 leased assets	0	1	1
Total Upstream emissions	655,484	634,128	769,474
Category 9 Downstream transportation and distribution	11,425	13,021	14,944
Category 10 Processing of sold products	512	549	609
Category 12 End-of-life treatment of sold products	2,163	3,272	3,272
Category 15 Investments	14,628	2,095	2,142
Total Downstream emissions	28,729	18,938	21,654
Scope 3 Total	684,213	653,066	791,128
Scope 1	25,548	24,847	28,660
Scope 2 (Market based)	23,032	20,715	27,651
Total Scope 1, 2 & 3	732,793	698,628	847,439



Protecting Air

Substances of Concern

Envases is committed to phasing out Substances of Concern by implementing alternative materials, minimizing use, or applying new technologies with the help of our suppliers. Several initiatives, including chemical risk assessments, have been undertaken to mitigate our environmental impact and protect our employees. This work involves collaboration between employees, management, and external specialists.

Through extensive research and development, and in close partnership with lacquer suppliers, Envases provides BPA-NI and PVC-free coatings. BPA-NI, or Bisphenol A non-intent, signifies that BPA is not intentionally added during production. These innovative solutions demonstrate Envases's proactive approach to environmental regulations and ensure that we can continue to meet the needs of our customers while minimizing our environmental footprint.

The primary objective is to eliminate PFAS from all raw materials by 2025, with an extension to 2026 for recently acquired companies. Envases, particularly its food packaging, has made significant progress in phasing out PFAS, aligning with industry sustainability trends and regulatory pressure. The company is committed to ensuring its products are safe for consumers and the environment.

The Group has established a target to reduce SVHC in raw materials by at least 12% year-over-year. Next year, the focus will be on standardizing the calculation methodology across all Group companies to ensure consistency and accuracy in tracking progress. Meanwhile, local initiatives are ongoing to phase out SVHC in auxiliary substances, which are used concurrently in production and as a key activity of ISO 14001 Environmental Management.

Volatile Organic Compounds

Envases has taken significant steps to minimize its environmental impact, particularly concerning air pollution. The printing process has utilized UV technology as a crucial element for many years. This technology utilizes UV light to cure varnishes, replacing traditional drying methods that release volatile organic compounds (VOCs) into the atmosphere. VOCs, especially those classified as substances of concern or high concern, are a major source of emissions from printing facilities and can have detrimental effects on air quality and human health.

Furthermore, Envases has installed afterburners as a final measure to mitigate air pollution. Afterburners function by incinerating organic solvents and other pollutants at high temperatures, effectively breaking them down into less harmful substances. This technology significantly reduces the emission of VOCs and other harmful air pollutants, thereby minimizing our overall environmental footprint.





Strengthening Circularity

Metal at the Heart of Circularity

Metal packaging is the preferred choice for long shelf life, easy storage, and protection of valuable products. On top of this, metal stands tall as a champion of circularity. This claim is backed by the Material Circularity Indicator (MCI), developed by the Ellen MacArthur Foundation, a metric used to assess the circularity of a product. The MCI takes the entire life cycle of a product into account; from raw material extraction through processing, assembly, use, and end-of-life disposal.

Picture a discarded aluminum can. Instead of becoming waste, it enters a cycle where it is collected, sorted, and melted down. This process transforms it back into raw material, ready to be molded into a new can or another useful product. It exemplifies how materials can evolve from linear consumption to a closed-loop system, where every piece finds new life. With metal, this cycle can repeat infinitely thanks to metal's inherent properties.

Metal is the optimal choice for goods requiring extended shelf life and robust protection because of its durable nature and ability to preserve product integrity. These properties ensure both product quality and minimize waste throughout the supply chain. Because of its inherent recyclability and potential for infinite recycling, metal packaging stands as a cornerstone of the circular economy.

Why choose metal

Circularity: Metal is infinitely recyclable, without a loss of quality.

Durability: Metal is strong and resistant, and thereby keeps products safe during storage and transport.

Easy storage: Metal cans are easy to store as they rarely require refrigeration.

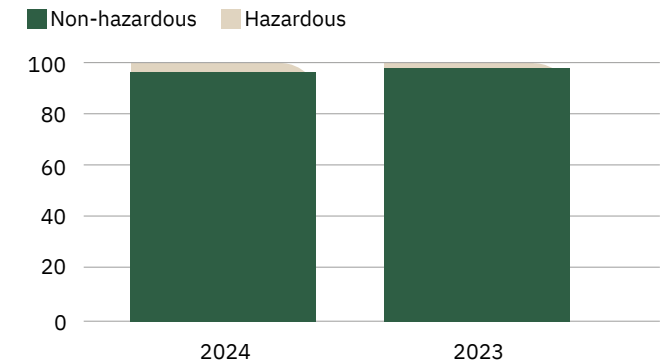
Long shelf-life: Metal cans have excellent preservation capabilities and are therefore able to keep products fresh for longer.

Waste Management

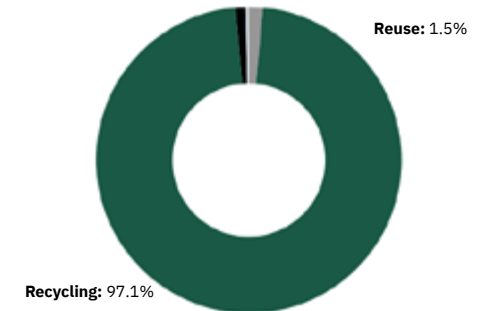
Waste management and resource efficiency are key components of Envases's circular economy. We integrate local waste management into the environmental management system and strive to meet local targets. Envases prioritizes the separation and recycling of various waste materials, including steel and aluminum from production and other resources such as paper, cardboard, plastic, wood pallets and other metals. Hazardous waste, such as organic solvents, varnishes, lubricants, and electronics, is strictly managed and minimized.

We launched the European project Circular Waste Management back in 2023 together with students from SDU University Denmark to gain a comprehensive overview of waste management across all plants and be able to disclose both non-hazardous and hazardous waste, for the entire European Group in 2023 and serve as the European waste management baseline. We used the same method and process for data collection in 2024 and it led to the following overview.

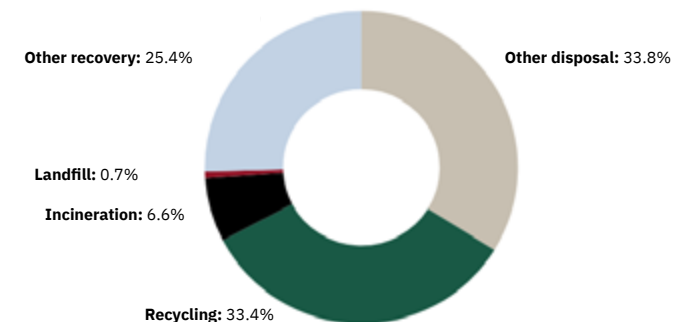
Through local initiatives and a focus on improvements, Envases has an overall recycling rate at 97.1%, within non-hazardous waste, and 33.4% within hazardous waste. Additionally, a random audit of waste data for 2023 showed that some data had been miscategorized. We acknowledge that the discovery of some miscategorisation of waste data in 2023 has created a minor drop in the validity of the waste data in 2023. Due to this fact, we recognized that there is some data in which there is a significant deviation within some specific categories between 2023 and 2024. For further information and a more detailed analysis, please refer to the ESG Performance 2024 section.



Non-hazardous waste total 2024: 38,625,967 KG



Hazardous waste total 2024: 834,155 KG





Environmental Management

Environmental sustainability is a key value of our company, and we are committed to both compliance and innovation. We utilize industry-standard methodologies, such as ISO 14001, to incorporate environmental considerations into our operations and promote continuous improvement.

The Group's largest production sites, which comprise more than half of all sites, have implemented a systematic approach to environmental management and are committed to continuous improvement.

Individual sites may also define specific environmental objectives in addition to the overarching environmental goals established at group level. These site-specific goals are tailored to their unique production processes and stakeholder requirements, and may address areas such as waste reduction, energy efficiency, water conservation, and emissions control.

Furthermore, some sites within the Envases Group have obtained ISO 50001 Energy Management System certification to demonstrate their commitment to optimizing energy use and reducing energy costs.

Each site has designated environmental employees who ensure that regulations are followed, goals are met, and environmental awareness is promoted among employees. Additionally, environmental groups comprising both employee and management representatives have been established.

ISO 14001 certification

Manufacturing site, Öhringen 1, Germany
Manufacturing site, Öhringen 2, Germany
Manufacturing site, Loesning, Denmark
Manufacturing site, Hedensted, Denmark
Manufacturing site, Hjallerup, Denmark
Manufacturing site, Odense, Denmark
Manufacturing site, Skive, Denmark
Manufacturing site, Agoncillo, Spain
Manufacturing site, Miravalles, Spain
Manufacturing site, Vigo, Spain
Manufacturing site, Murcia, Spain
Manufacturing site, Liverpool, UK





Case Environment

New Burner System to Ensure almost 60% Less Gas Consumption

In 2024, we made significant changes to a printing line in Denmark. It involved a new burner system, new afterburner, and new burner control. At our biggest facility in Denmark, we had an old printing line that ran on an old printing principle. The printing line uses three ovenzones, which burn at different temperatures depending on what we are producing. After the product has been through the three oven zones, it goes through the 'afterburning zone', which has to burn at 720 degrees celsius to ensure solvents are not released to the atmosphere. Three burners and a fourth one to burn 720 degrees celsius use a lot of gas. Therefore, the project's purpose was to rethink this process. Now, we reuse the excess heat from the afterburning process in the three other oven zones. This upgrade is expected to provide savings of almost 60% on the line's gas consumption. This will be an absolutely amazing contribution to the reduction of our Scope 1 target.

From Gas to District Heating

In late 2023, we made a shift to district heating from gas at one of our locations in Denmark, which paved the way for more switches because of its tremendous effect, both financially but most certainly also environmentally. At this one location, the shift made for a 62 tonnes yearly reduction in CO₂. Additionally, the provider of district heating delivers excess heat or heat from wood chips, which is why it is seen as CO₂ neutral. After a long wait, our Austrian plant in Haid was finally able to sign an agreement in 2024 to switch to district heating beginning in 2025, although starting a slight shift already in September 2024 to avoid a disruption in heating. We had to wait until they were within reach of the existing district heating network. A new district

heating provider, who uses process heat from a nearby paper mill, developed a district heating net, which we were able to connect to. Because our district heating is powered by process heat, we've seen an 80 % drop in CO₂ emissions at the Haid plant since September 2024.

Transitioning to Renewable Energy Sources

Recognizing the high energy-intensive nature of our production processes, we have taken proactive steps to reduce our reliance on non-renewable energy sources by adopting clean, renewable alternatives wherever possible. Therefore, we continued our installation of solar panels in 2024 at several of our facilities. These solar panels are now generating significant amounts of renewable energy, helping to offset the emissions associated with our operations.

With this initiative, we save nearly 956 tons of CO₂ per year, which represents almost 20% of our total energy emissions in Germany. We acknowledge that this is a considerable investment, but it is also an investment in our green profile.

Jochen Massa, Vice President, Cluster Central, Envases Europe

This initiative directly supports our ambitious goal of reducing our absolute greenhouse gas emission in scope 1&2 by 42% by 2030. In Spain, we started the installation at two of our factories, which reduces about 40% of their electricity needs. The solar panels are now generating clean, renewable energy, with these two installations cutting our greenhouse gas emissions by 481 tonnes. In Germany, the initial spark came from the energy crisis, in order to absorb the enormous increase in energy costs and to gain a certain autonomy. In addition, Envases operates under ambitious environmental goals, and installing solar panels made for a huge CO₂ reduction.

"With this initiative, we save nearly 956 tons of CO₂ per year, which represents almost 20% of our total energy emissions in Germany. We acknowledge that this is a considerable investment, but it is also an investment in our green profile," stated Jochen Massa, Vice President, Cluster Central, Envases Europe, regarding this project, which took approximately 1.5 years to complete and was subsidized by the German government.

While this is just the beginning of our journey toward a low-carbon future, it represents a tangible step forward. We remain committed to expanding our use of renewable energy across more facilities, ensuring that sustainability is at the core of our operations for years to come. We are committed to continuing this journey, and have already put in an order for solar panels for yet another factory.

Beyond the environmental benefits, these installations are also helping us reduce operational energy costs, a saving that underscores the feasibility and importance of transitioning to renewable energy sources.



Social

We focus on people, skills and transparent communication to build an engaged and competent organization.



Social Policy Approach

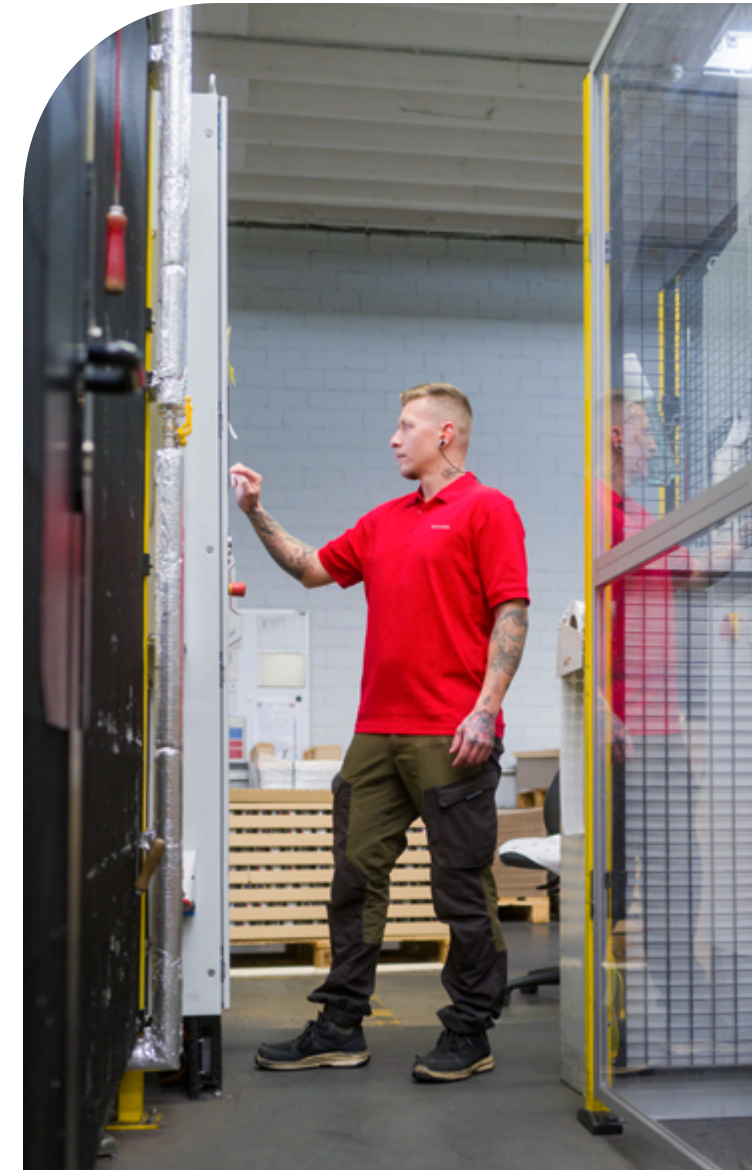
At Envases, we consider our employees to be the most valuable resource, essential to the successful execution of our strategy and pivotal to the achievement of our strategic goals for 2027. We are committed to leveraging the expertise we have in-house while fostering a continuous curiosity for new knowledge. Our workforce's drive for personal and professional development will remain a cornerstone of our sustainable growth and a key competitive advantage in a dynamic market.

Envases is dedicated to creating long-term value for our customers, communities, and employees, therefore we are committed to prioritize safety in everything we do, and empowering our employees to continuously improve knowledge and skills through training and courses, which we provide. Envases Europe Code of Conduct provides the framework for the Wellbeing Policy and establishes the following Group level targets.

Topic	Target	KPI	Target year
Working Conditions	The biyearly Engagement Survey should have a score on minimum 3.62 out of 5 in 2025	3.62/5	2025
Diversity, Equity, & Inclusion	At least 20% of the upper management team should be of the underrepresented gender in 2026	20%	2026
Employee Health & Safety	LTIF number to be 9 or below in 2027	9	2027
Working Conditions	Short time absence should be less than 4.5% in 2027	4.5%	2027

*2026 for New acquisitions

**The target boundary includes land-related emissions and removals from bioenergy feedstocks.





Own Workforce

In 2024 Envases employed 2697 across the European sites, with the largest headcount in Denmark, which corresponds to 35.9% of the total number of employees in Envases. Next comes Germany with 23.1%, Spain 21.1 % and the Netherlands with 6.7%. In 2023 the upper management consists of 9 people, with the diversity of 8 to 1 (8 men, 1 woman), which estimates the underrepresented gender with 11.1%. This remains unchanged in 2024. Initiatives will be undertaken in 2025 to achieve the 20% KPI target.

Working Conditions

At Envases, we want to take responsibility towards people and society. Due to this fact we want to invest in initiatives which can contribute to this area, which corresponds to our KPI with People engagement + 0,2 YoY. Furthermore, these initiatives will foster a more competitive core business, as well as improve the company culture within the different areas in the organization.

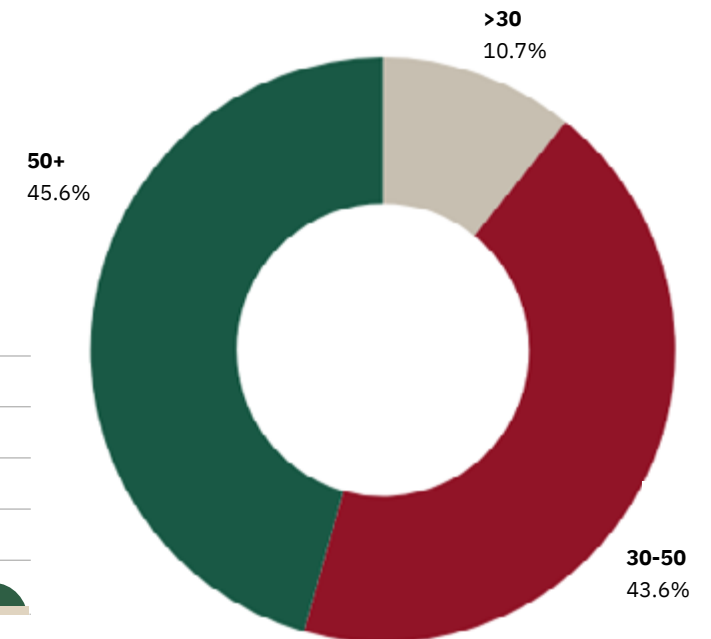
Short term absence for White Collars is not currently registered in all Envases locations, which is why we do not have any comments

or clarifications regarding this KPI. In 2025, we will work on updating our reporting form and aligning with defined formulas to ensure consistency in data. Employee turnover and short term absence will be included in this work and we expect to report in the updated form by Q4 2025.



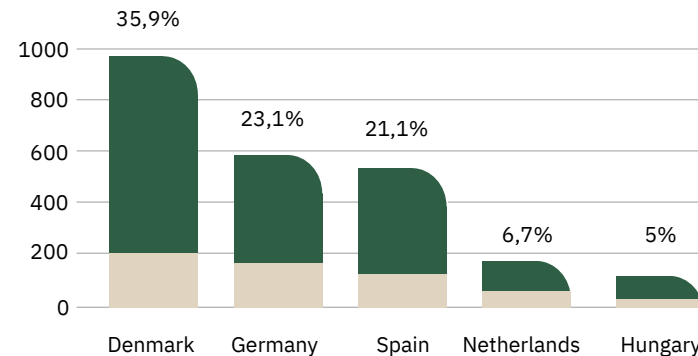
Age diversity, Envases Europe

>30 30-50 50+



Top 5 countries by headcount

White Collar Blue Collar





Workforce Initiatives

Envases invests in a sustainable workforce, where we continuously strive to maintain a healthy age distribution among our employees. To support this, several initiatives have been implemented to help maintain this balance.

To enhance employee engagement, we have launched a training program, named Envases Academy.

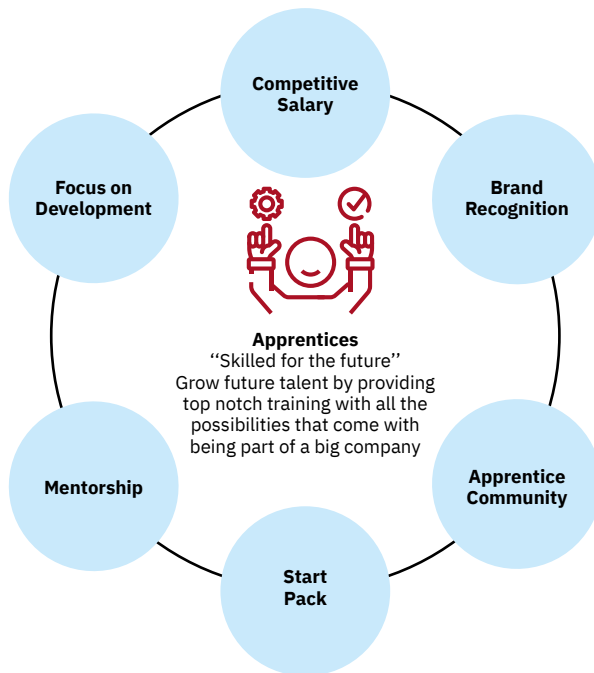
The Envases Academy consists of three pillars.

The first one is our Apprentice Program, also known as Skilled for the Future. This program aims to address the skills gap created by retiring workers by training a new generation of skilled employees.

Prepared for the Future Program focuses on upskilling our existing workforce by providing internal training opportunities.

Leadership Development Program is designed to cultivate strong leadership within the company, ensuring effective management for our employees and promoting a supportive work environment that encourages retention.

We believe that Envases Academy will be instrumental in attracting and retaining top talent, ensuring the continued success of our company.





Training

Over the past few years, Envas has undergone a significant transformation, marked by numerous acquisitions, organizational changes, and internal systems adjustments. These changes have resulted in periods of heightened activity, during which the company has relied heavily on the adaptability of its employees. Therefore, it is imperative that Envas allocate resources and effort to initiatives that can enhance the employee experience and positively impact their workday. For this reason, Envas invests in relevant training, further education, and courses for its employees, enabling them to develop their skills and thus become a stronger asset for Envas. Furthermore, Envas is offering apprentice programs, trainee positions, etc. in order to educate employees to become a great asset for Envas, as well as becoming experienced within their field. Furthermore, Envas is well aware of the challenge the global labour market is facing, regarding increasing ageing workforce. Due to this fact, Envas has a focus on sustainable workforce development, and therefore incorporates initiatives, which can help this challenge.

Last but not least, in continuation of the above, Envas expects all employees to actively and positively contribute to their own employment and development, which is stated in the well-being policy as well.

Engagement Survey

The biyearly Engagement Survey, conducted in partnership with Gallup, will take place in March 2025. This will be our second survey with Gallup, allowing us to benchmark against the 2023 results.

The analysis will be presented in May, and action plans must be finalized by October 1st. The People & Culture team will follow up on the action planning process to ensure that the survey results are effectively utilized.

Social Protection

At Envas, we protect our employees so they don't have to worry about the next day, both physically but mentally as well. This is why, we as a company, take responsibility and support

our employees, and their surroundings, in a way that promotes diversity, equity, protection, etc. This helps to create mental security among our employees, which leads to better well-being in the workplace. Regarding this matter, several initiatives have been done by Envas, to ensure that we are aligned with what we as a company can vouch for, when it comes to Social Protection, and a good workspace.

Furthermore, Envas is dedicated to ensuring that employees consistently have a voice within the organization and its leadership. As such, Envas has made certain that all employees have access to someone they can turn to, whether it is a union representative in production or their direct supervisor.

Envas prides itself on hiring based on the principle of "Freedom with Responsibility". This approach leads to the recruitment of "whole individuals," fostering mental freedom that enables employees to perform their work to the highest standard while contributing to a healthier work environment, both in production and administration.





Employees' Health and Safety

Envases is committed to provide a safe and healthy work environment for our employees, business partners, third parties, and guests. At Envases, we are well aware of the extent of health and safety. Furthermore, the well-being policy constitutes the policy framework encompassing Envases's health and safety policies and stating the required behavior from Envases employees.

Furthermore the well-being policy is supported by these two overall targets LTIF < 9 as well as short time absence < 4.5%, both in 2027.

The Health & Safety organization is the primary point of contact for all occupational health and safety initiatives throughout the Group. These structured forums facilitate targeted improvements

and various employee safety initiatives. Comprehensive health and safety management, based on ISO 45001 or similar methodologies, drives continuous improvement. Currently, 8 sites across Europe, corresponding to 38% of the Group, are ISO 45001 certified.

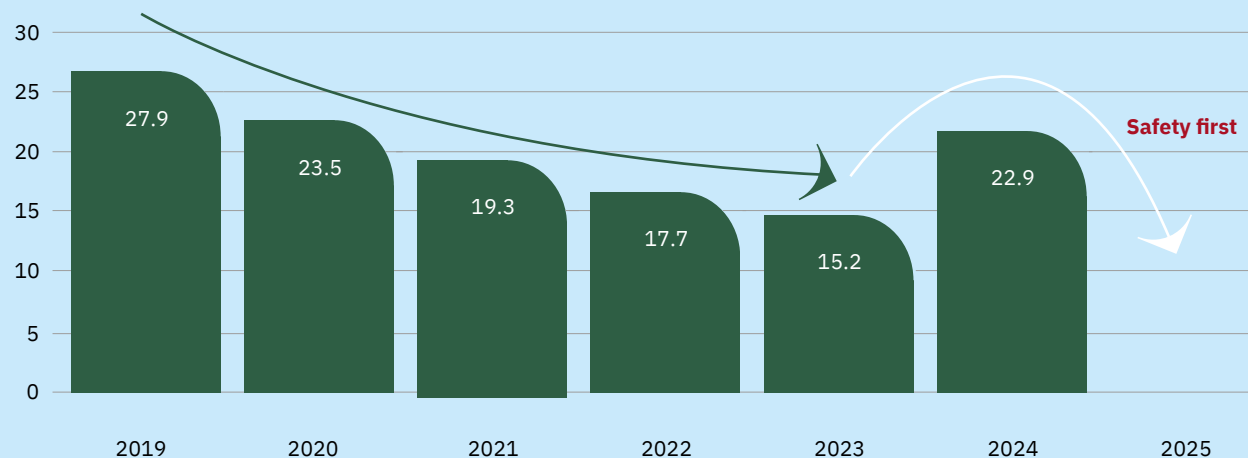
Occupational Health and Safety (OHS) practices within our organization are founded on a risk-based approach. This approach carefully evaluates potential hazards and associated risks that could impact the well-being of our employees and overall operations. By proactively identifying and mitigating these risks, we aim to create a safer and healthier work environment for everyone.

In 2025, we will also begin incorporating key elements of the Vision Zero philosophy into our OHS strategy, with the vision of

eliminating all work-related fatalities, injuries, and illnesses. We have intensified our efforts in certain areas and introduced new activities aligned with Vision Zero, due to the fact that we were unable to reduce the Lost Time Injury Frequency (LTIF) in 2024. Envases recognizes the severity of the situation with a 2023 LTIF of 15.2, and a 2024 increase to 22.9. Despite this, we are confident that our increased focus will allow us to reverse this trend and meet our 2027 target.

Envases has invested in medical care, which means all employees at Envases have access to private medical care (including physiotherapist, etc.). Additionally we make sure of regular health checks for vulnerable groups (e.g. night workers). Furthermore, Envases prioritizes creating a safe workspace based on mutual respect and an openness to differences. Therefore, Envases strives to foster an environment where all employees feel free to share their thoughts and opinions.

LTIF numbers for the Envases Europe





Diversity, Equity and Inclusion in the Organization

At Envases, we embrace diversity, which is why it is one of the key performance indicators (KPIs) we focus on. Furthermore, at Envases, treating each other with respect and dignity is a fundamental value, and as such, we do not tolerate any form of discrimination in hiring, remuneration, termination, collaboration, training, or promotion processes. Diversity, Equity, and Inclusion (DEI) are deeply embedded in the culture of our organization, and we believe that it is a driving force that strengthens the business, boosts profitability, and enhances the recruitment process. Additionally, when it comes to recruitment, DEI is a core component of our mindset at Envases, ensuring that we attract, retain, and develop the most qualified and competent employees, while continuing to be an attractive place to work.

As mentioned above, Envases strives to create a workspace where employees recognize, respect, and value each other's perspectives. By doing so, we reap the benefits of diversity, equity, and inclusion, which, among other things, contribute to psychological safety within teams, fostering more positive and open-minded collaboration. It also promotes a dynamic environment within the organization and, overall, leads to a better-performing workplace.

Our focus in diversity also anchored itself in the recruiting process, which focuses on equitable recruitment and fostering equal opportunities for personal and professional development.

Due to this fact, to achieve a high level of diversity of the general organization, Envases encourages all managers to interview a wide range of candidates based on, but not limited to, gender, age, ethnicity, etc., and above all, focusing on the candidates' qualifications.

In Envases, we have a KPI for 20 % of the upper management team should be of the underrepresented gender in 2026. For now we are 9 people in the upper management team (Management and EMT), 8 men and 1 woman, which gives the underrepresented gender 11.1%. As mentioned earlier, it has already been decided that the upper management team will be increased by 1 person, a woman, during 2025, which will increase the percentage of the underrepresented gender to 20%, which also aligns with our KPI for 2026.

In Envases, we have an overall gender diversity of 38.2% women. Furthermore, regarding white collar workers, the gender diversity in Envases is 41.2 % women, which we consider as a good gender distribution.

Internal Communication Channels

At Envases, all employees have the right to be well-informed and heard, all the time, which is also why all employees in Envases have an employee representative to go to. Furthermore, Envases is well aware of the importance of internal communication, and has a focus to streamline the internal communication, due to the benefits this creates. Effective internal communication fosters collaboration, improves productivity, and strengthens company culture by ensuring everyone is on the same page. It is a key element in creating a transparent, inclusive, and well-functioning workplace.

At Envases, we have several communication channels, in order to ensure the quality of our internal communication. Envases is a responsible company, with an open-minded culture, where everybody can feel safe. Due to this fact, Envases has developed a whistleblower system to secure a protection level for employees, who want to report serious incidents or unacceptable behaviour in the workplace. This will be further elaborated in the "Governance" section.

Envases is in the process of establishing a European Work Council (EWC). The EWC's purpose is to provide a platform for dialogue between management and employee representatives at a European level, ensuring information and consultation regarding European matters that significantly impact Envases employees. Regarding internal communication, it is important to note that the EWC's jurisdiction is limited to transnational matters; all local employment terms must be addressed locally.

A notable illustration of a communication channel within an organization, is the structure established for Health and Safety initiatives. This framework commonly comprises a local Health and Safety Committee, which may include additional health and safety groups depending on the scale and complexity of the site's operations. This structure facilitates communication and collaboration between employee representatives, who are typically elected by their peers for a term of 2-3 years, and designated management representatives.

The Health and Safety Committee serves as a vital platform for open dialogue, information sharing, and joint decision-making on matters concerning workplace health and safety. Through regular meetings and ongoing communication, this committee enables employee representatives to voice concerns, provide feedback, and actively participate in the development and implementation of safety policies and procedures. Simultaneously, management representatives can communicate organizational safety objectives, share relevant information, and ensure that employee perspectives are considered in safety-related decisions.

The inclusion of elected employee representatives fosters a sense of ownership and empowerment among workers, as they have a direct channel to influence health and safety practices within their workplace. This collaborative approach not only enhances communication and transparency, but also promotes a positive safety culture, where everyone feels responsible for maintaining a safe and healthy work environment.

	Share of the underrepresented gender			Target for the share of the underrepresented gender
	2022	2023	2024	
Board of Directors	33,33% (1/3)	33,33% (1/3)	33,33% (1/3)	Not required
Upper Management	12.5% (1/8)	11,11% (1/9)	11,11% (1/9)	Min. 20% by 2026



Workers in the Value Chain

One of the key topics of Envas's sustainable procurement policy is social practices. This means that Envas expects all suppliers to adhere to high social standards, including the protection of human rights, fair working conditions, the exclusion of child and forced labor, and last but not least, health and safety at work.

The Supplier Code of Conduct, built on the ten principles of the UN Global Compact, was created by Envas to guarantee that suppliers meet the company's specific standards. Therefore, Envas has an ambitious KPI when it comes to the Suppliers Code of Conduct, where all strategic suppliers must sign the Supplier Code of Conduct or provide one with similar or stricter requirements. For further information, please refer to the Responsible Sourcing section.

Envas's operations are in line with:

- UN Global Compact Ten Principles
- The International Bill of Human Rights
- UN Guiding Principles on Business and Human Rights
- International Labor Organization (ILO) Standards
- Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct
- OECD Guidance for Due Diligence

Affected Communities

Envas as a workplace, has a significant positive impact on the local communities where our manufacturing sites are located. Our presence in 9 European countries allows us to engage with and support these communities in a variety of ways. We actively foster relationships with local schools, providing resources, mentorship, and educational opportunities. Additionally, we collaborate with universities on projects, internships, and knowledge exchange, contributing to the academic and professional development of the community.

Collaboration with the Local Community

Our European headquarters in Loesning joined forces with the local municipality and The Industrial Museum in Horsens to celebrate and promote Denmark's rich history as a production powerhouse. As part of the initiative, local elementary school classes visited the production facility and got unique insights of both our history and current production. This was a fantastic opportunity to, on one hand, contribute to our community and, on the other hand, be able to promote us to the students. We know that there will be a lack of skilled workers in the near future, so we hope we were able to inspire the next generation to explore the many exciting career paths within metal packaging and production.





Our Commitment to Consumers and a Sustainable Future

Even though Envas primarily supplies to industries, our product portfolio significantly benefits environmentally conscious consumers. We strive to be recognized by both our customers and the public as a leading provider of responsible packaging solutions.

MINDFUL PACKAGING

We're working towards a world where natural resources and energy are used more mindfully, by providing sustainable packaging solutions.

The core of our communication revolves around our packaging's unique strengths in product safety, food preservation, waste reduction, and the circularity of metal.

Uncompromising Product Safety

Metal packaging acts as a robust, 100% barrier against

contamination, ensuring the integrity of the goods within. This is particularly crucial in the food sector, where products are vulnerable to external factors like heat, transportation, and storage.

This also highlights the crucial role of reliable packaging for dangerous goods. It emphasizes that when dealing with hazardous materials, the packaging must be completely dependable.

Metal's absolute barrier properties effectively block oxygen, odor, light, and evaporation, preventing spoilage and maintaining food quality, which is especially vital for heat-treated products.

Extending Shelf Life, Reducing Food Waste

Metal cans preserve product freshness, flavor, and appearance for 3-5 years, significantly longer than many other packaging options. This extended shelf life plays a key role in combating global food waste by minimizing product spoilage.

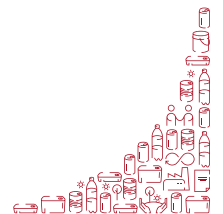
Embracing Material Circularity

As a truly permanent material, metal can be endlessly recycled and reused in new packaging and other applications without any loss of strength or quality.

We are proud partners with Metal Packaging Europe and their "Recycles Forever" initiative. We encourage our customers to

incorporate this logo into their product designs, supporting a behavior change campaign that educates consumers on the importance of recycling metal and keeping it within the circular economy.

METAL
recycles
forever™





Case Social

Pay it Forward

In May 2023, we launched our first European-wide Engagement Survey to unify organizational scores. This survey wasn't just about data collection, but about recognizing strengths, pinpointing areas for improvement, and fostering an optimal workplace. For the rest of 2023, teams across Europe addressed the findings, and our People & Culture department analyzed the results and gathered valuable insights. While excelling in many areas, we did need to improve on recognition. Of course, recognition from leaders is important, but being recognized by colleagues can make a huge difference, and profoundly influence job satisfaction, and decrease mistakes and accidents.

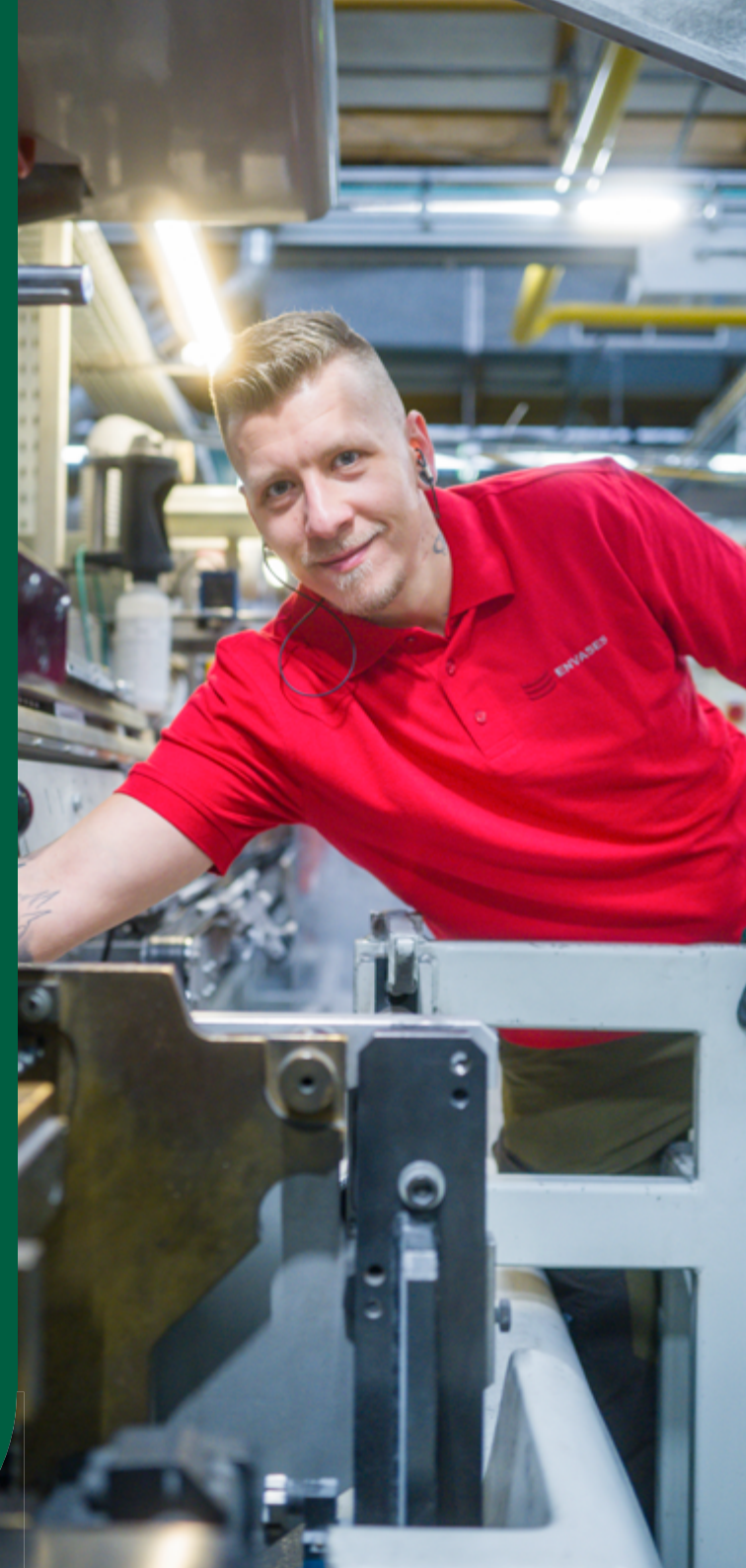
Recognition isn't just a top-down-affair. We know from science that being acknowledged by coworkers has a huge impact on the work environment. It can be a big gesture or a simple 'thank you' or 'well done'.

Sannie Tvermoes VP, People, Planet & Culture, Europe

Therefore, we initiated a European-wide campaign inspired by the idea that genuine recognition should not be about expecting something in return. By emphasizing the concept of paying recognition forward rather than paying it back, we aim for each act of recognition to inspire others to do the same, thereby, spreading positivity throughout the organization like ripples in water. We called the campaign Pay it Forward.

In order to spread the message, we created information material, both written and video. After a couple of months, to make it even easier to carry out, we further developed posters, where people could easily rip off different statements with words of recognition to give to a coworker.

"In general, the campaign was positively received, and we are now looking forward to our next engagement survey, where we hope to see the result of the campaign with, hopefully, increased feeling of recognition among our people," said Sannie Tvermoes VP, People, Planet & Culture, Europe.





Case Social

Nurturing our Talents Through Mentorship and Support

We recognize our apprentices as the future of our industry. Therefore, we are dedicated to providing the optimal environment for our apprentices to thrive. One of our commitments is to assign all our apprentices a colleague, who will act as a mentor for the individual apprentice throughout their entire educational process. The mentors will provide guidance, support, and expertise throughout the apprenticeship. This way, the mentorship ensures that our apprentices receive top-notch education while also benefiting from invaluable hands-on experience and personalized attention. Besides being professional, the mentors' role is also personal and merely serves as a supplement to the support and backing provided by managers.

In 2025, we will also focus on training the mentors, so they have the best opportunities to provide our apprentices and students the best possible support during their education.

A Journey to Adult Apprenticeship

After almost a decade of repetitive work tasks, a feeling of stagnation, and limited opportunities for challenges and development, Liva quit her job and signed up for a temp agency. Shortly after, she was offered a temporary job at Envases, which quickly turned into a permanent position. It was the beginning of something completely new.

From Unskilled to Skilled

A few months after her permanent employment, Liva's manager encouraged her to become an apprentice. Liva wanted to develop herself and her skills, but had never been particularly fond of school. However, when her manager explained that she could keep her salary during the apprenticeship and only had to spend

a limited amount of time at school, the choice suddenly wasn't so difficult. "It was an amazing opportunity, and I thought it would be silly to say no to it. In fact, I can't see why anyone would say no to this opportunity. It is never too late to get an education and change course. You're never too old to learn something new," says Liva Young, who is now studying to become an industrial technician at Envases and explains further:

"As an apprentice at Envases, I get the opportunity to work with both manual machine technology and CNC programming. We do a lot of different things, and you get challenged in a cool way, as you're not always just handed the method to solve a task. There's a great sense of community among the colleagues, and there's an enormous amount of experience to draw upon from the journeymen."

**You can feel that the company
is committed to your education
and development.**

Liva Young, Industrial Technician Apprentice,
Envases Europe A/S





Envases Academy

Printer’s Student competed at Danish Championship

We are extremely proud of our talented printing apprentice, Benjamin Lolk, who won the Danish Skills Competition in April 2024. Benjamin is actually a trained chef but decided to pursue a different path.

There’s a lot of chemistry and technology involved, and it is not monotonous.

Benjamin Lolk, Printing Apprentice, Envases Europe A/S

“I got a job as an unskilled printer’s assistant alongside my father, who is a printer at Envases, and I just got hooked. As a printer, there are a lot of challenges and issues to solve.” says Benjamin, who took home the gold medal at the Danish Skills Competition. Benjamin, and this story, is a great example of how you can always change career paths.

Simplifying Sustainability to Sales Department through In-person and Online Trainings

At Envases, we are committed to transparent communication, skill development, and building an engaged and informed workforce. To support this commitment, we conducted a series of in-person training sessions and monthly online sustainability sessions directed at our entire European sales organization in 2024. While the in-person training sessions were all-day training and more in-depth, the online sessions adopted a straightforward

approach by focusing on one sustainability topic at a time. This made complex concepts much easier to digest and understand. This simple yet effective method was well-received by the sales staff, who appreciated the clarity and practical insights they gained without being overwhelmed.

Thanks to the sustainability training, I have the insights to engage in meaningful conversations with our customers about our sustainability efforts

Helle Wogensen, Sales Manager, Envases Europe A/S

Throughout the year, we sent out questionnaires both before and after the online sessions, and the number of correct answers were significantly higher after each session. Therefore, it seems it was a good approach to ensure knowledge transfer. Therefore, we are continuing this approach with short, online sessions in 2025.





Governance

Good governance is fundamental to our daily dialog with customers, suppliers, business partners, and other stakeholders.



Business Ethics Approach

In a globalized world, it becomes more and more important for the community to know the legal framework. Our everyday life is characterized by numerous regulations. There is barely any area of life which is free from state of influence. We believe that a community is only successful if members agree on a set of values and they adhere to rules and laws. This is the basis for a smooth cooperation. Members of a community are therefore obliged to comply with rules and laws.

Envases's Code of Conduct serves as a reliable guide for our daily actions. The Code of Conduct summarizes the rules of conduct for all employees, business partners, and third parties of Envases, and serves to prevent violations of legal provisions. Through here Envases is committed to responsible business activities in all countries in which we operate, which means we act decently, ethically, and think sustainability and quality in everything we do. We integrate environmental, social, and economic practices into our daily operations, maintaining strong and transparent corporate governance in all our activities.

The risk of corruption and bribery increases as Envases expands its global network of suppliers and customers. While the threat is minimal in Europe, it escalates considerably as Envases' global trade expands. Envases maintains a zero-tolerance policy against corruption and bribery, aiming to proactively address these risks and remain at the forefront of ethical business practices.

Acts of corruption and bribery aim to manipulate individuals into dishonest actions that undermine integrity, compel them to deviate from their honest obligations, and compromise their duties.

The Code of Conduct provides the framework for the Corruption & Bribery Policy and establishes the following Group-level targets.

Training on Business Ethics

With increased focus on awareness and enlightenment, the upcoming training program aims to equip employees with the knowledge and skills necessary to conduct business ethically and responsibly. The program includes training on the Code of Conduct, which summarizes the rules of conduct for all employees, business partners, and third parties of Envases, and serves to prevent violations of legal provisions.

A key focus of the upcoming training program is corruption and bribery. Envases has a zero tolerance for corruption and bribery, and the training program provides employees with the tools and resources they need to identify and prevent these unethical behaviors. All critical functions within the company, such as Finance, Sales, Procurement, and the European Management Team, are required to complete the Corruption and Bribery training by 2026, with follow-up training every second year.

Through this comprehensive training program, Envases demonstrates its commitment to responsible business practices and a culture of integrity and compliance.

Whistleblower System

Back in 2021, Envases introduced an online accessible Whistleblower scheme that ensures a high level of protection for individuals who report serious violations of the law and other serious matters. The scheme can be used if you experience or suspect such serious matters in Envases, or matters and activities related to Envases.

Envases is a responsible company with an open culture where everyone can feel safe and speak up if they experience potential violations of the law. As a general rule, employees are encouraged to speak to their immediate manager or a member of the Executive Board in these situations, but it is also possible to use the whistleblower scheme.

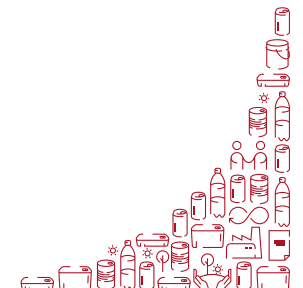
The whistleblower scheme allows employees and other stakeholders to make good faith reports of suspected potential violations of the law, including matters that could cause Envases financial loss or damage Envases's reputation. Envases encourage all employees and third parties to report suspected serious potential breaches of legislation in activities related to Envases and it is available on our website envases.integrityline.com/

In 2024, a single whistleblower case was reported and resolved internally, with a satisfactory outcome achieved at the local level.

Topic	Target	KPI	Target year
Corruption and Bribery Training	All critical functions* to be trained on Corruption and Bribery in 2026 with follow up**	100%	2026

*Finance, Sales, Procurement, European Management Team

**To be repeated every second year





Responsible Sourcing

Sustainable procurement is about much more than meeting legal requirements. It is about looking critically at the entire supply chain and ensuring that the products and services we buy are produced under fair and environmentally sound conditions. This includes minimizing the use of resources, reducing waste and emissions, and promoting fair working conditions and social standards.

Our Sustainable Procurement Policy sets out the fundamental values and behavioral principles of our company regarding sustainable procurement - because we are all responsible for shaping and maintaining our environment. In order to achieve our internal sustainability targets, we are working closely with our suppliers.

The Code of Conduct provides the framework for the Supplier Code of Conduct and the Sustainable Procurement Policy and establishes the following Group-level targets.

Due Diligence Process

Envases's due diligence process aims to minimize risks, protect reputation, promote sustainability, and build trust-based relationships with suppliers who share Envases's values. Suppliers are selected and assessed according to detailed guidelines to ensure that the goods and services supplied meet Envases's specified requirements for product safety, quality, environment, and social conditions. A more in-depth due diligence

process under the upcoming CSDDD (Corporate Sustainability Due Diligence Directive) is expected to be rolled out in the coming years.

Currently, the majority of our strategic suppliers have either signed our Supplier Code of Conduct or provided an alternative code with equivalent or stricter requirements. By 2026, all strategic suppliers will be required to comply.

Furthermore, by 2027, we aim to have all strategic suppliers sign our social and environmental clauses as an addendum to their existing contracts.

Conflict Minerals

The primary raw material used by Envases is steel coated with a layer of tin, also known as electrolytically tinned tinplate. We source this tinplate from reputable steel manufacturers and have a due diligence procedure in place to comply with Conflict Minerals regulations, including Regulation (EU) 2017/821 and the Dodd-Franc Act / US (2010). These regulations apply to raw materials such as tin, tantalum, gold, and tungsten (3TG), which are classified as conflict minerals.

Tinplate suppliers are required to provide yearly confirmation of their compliance with these regulations, based on the Conflict Minerals Reporting Templates (CMRT) of the Responsible Minerals Initiative (RMI). Based on the supplier due diligence, Envases also

conducts its own CMRT annually, which is available upon request. In 2024, no violation of the conflict mineral area was identified through the due diligence process.

Deforestation-Free Regulation

The EU Deforestation Regulation (EUDR) requires that certain commodities placed on, or exported from, the EU market that are covered under the regulation, don't come from land deforested or degraded. Originally expected to enter into force at the end of 2024, the Regulation was delayed until the end of 2025.

The postponement allows for additional time to assess and ensure compliance with EU TRACES reporting obligations. Initial assessments indicate that metal packaging, due to its primary metal component, is not directly affected, but further investigation will continue in 2025.

SEDEX

For several years, multiple sites within the Envases Group have held memberships with SEDEX. This membership allows the Envases Group to provide its customers with valuable insights into data concerning ethical and responsible business practices. These practices encompass a wide range of areas, including Labour Standards, Health & Safety, Environment, and Business Ethics.

Through their SEDEX membership, these sites have been eligible for SMETA audits, conducted by their customers. SMETA audits are a globally recognized method for ethical audit assessment.

However, it is important to note that while the option for SMETA audits was available, no such audits were actually conducted by customers at any of the Envases Group sites during the year 2024. Sedex Membership no.: ZC1039193 and ZC413682751

In preparation for the upcoming Corporate Sustainability Due Diligence Directive (CSDDD), we are investigating the possibility of formally managing our supply chain due diligence through the SEDEX platform.

Topic	Target	KPI	Target year
Social and environmental practices	All category managers in procurement to be trained on social and environmental topics in 2025	100%	2025
Social and environmental practices	All strategic suppliers to sign our supplier Code of Conduct or provide one with similar or stricter requirements in 2026	100%	2026
Social and environmental practices	All strategic suppliers to sign our social and environmental clauses in addition to their contract in 2027	100%	2027



Cases governance

Training on Responsible Sourcing

Sustainable procurement requires a holistic supply chain approach, ensuring products and services are produced ethically and sustainably. We are committed to empowering our category managers through a comprehensive training to make informed sustainable purchasing decisions and foster a culture of responsibility.

In 2024, all category managers successfully completed the initial phase of training, which focused on Supplier Code of Conduct and contract clauses. This foundational course enhanced their understanding of how to proactively establish and nurture close collaborations with strategic suppliers throughout the value creation chain. Training and education will continue in the coming years with different focus areas.

The courses on sustainable procurement have helped me gain a broader understanding and to understand how sustainable procurement impacts business objectives.

Tim Lamka, Strategic Purchaser,
Envases Öhringen

When going through the sequences related to the general purpose and importance of a Supplier Code of Conduct, I felt proud knowing already that Envases Europe is acting and reacting to the highest standards of Corporate Social Responsibility.

Marianne Nyland Fugl, Procurement Manager,
Envases Europe





Data and Assurance



Reporting Principles

The Sustainability Report 2024 is a part of Envases's preparation for the Sustainability Statement 2025, which is going to be a part of Envases's corporate Annual Report. The increased amount, quality, and extensiveness of data in this report compared to previous CSR reports is due to both Envases's increased focus on sustainability and upcoming EU reporting requirements. As the first group report within a European data context, it sets a new standard for data inclusion.

Reporting Scope

This report covers relevant data from January 1st, 2024 to December 31st, 2024. The data, which is reported in this sustainability report, emerges from the double materiality assessment carried out in 2024, in which datapoints have been carefully divided into quality and quantity data. Hereby it has been determined that this sustainability report will focus on quantitative data, and postpone quality data to 2025.

Extract and Collecting Data

Due to the extent of data in this report, a large number of stakeholders have been involved in the data collection process, which will be elaborated further in the next section. In 2024, a taskforce comprising the Envases sustainability department and various stakeholders collaborated to determine which data points were feasible to collect. The outcome of stakeholder interviews was a data governance structure spanning the departments responsible for data extraction.

Envases recognizes the challenges posed by incomplete data across different sites. However, we have prioritized transparency in this report, openly sharing our available data and its relevance to Envases's sustainability performance. We are committed to ongoing improvements in data collection and quality, ensuring that transparency remains a cornerstone of our reporting.

Statement by Management

The Sustainability Report 2024 covers the financial year January 1st, 2024 to December 31st, 2024 for Envases Europe. The terms CSR, Sustainability and ESG are used interchangeably, assuming that all terms cover environmental, social and governance impacts.

The report is a part of the Management Review of the Annual Report and represents our statutory statement on corporate social responsibility in accordance with sections 99a+b of the Danish Financial Statements Act.

Loesning, 30. April 2025
Executive Management

Knud Christensen
CFO Envases Europe



Dan Aggertoft Christensen
President Envases Europe



Mikkel Nørgaard Dall
CCO Envases Europe





ESG Key Figures

Environmental Data

GHG Emissions

Envases Europe	unit	Target (year)	2024	2023	2022	2021	Datapoin ID	Comment
CO ₂ eq - Scope 1	tCO ₂ eq	16,038	25,548	24,847	24,403	28,660	ESRS_E1.E1-6/ SBTi	
CO ₂ eq - Scope 2 (market-based)	tCO ₂ eq	16,623	23,032	20,715	22,339	27,651	ESRS_E1.E1-6/ SBTi	
CO ₂ eq - Scope 2 (Location based)	tCO ₂ eq	-	12,326	11,996	10,791	14,220	ESRS_E1.E1-6	
CO ₂ eq - Scope 3 total	tCO ₂ eq	-	684,213	653,066	-	791,128	ESRS_E1.E1-6/ SBTi	
CO ₂ eq - Scope 3 cat. 1.1	tCO ₂ eq	469,140	582,758	490,879	-	625,520	SBTi	
Total GHG locations based	tCO ₂ eq	-	722,087	689,909	-	834,008	ESRS_E1.E1-6	
Total GHG market based	tCO ₂ eq	-	732,793	698,628	-	847,439	ESRS_E1.E1-6/ SBTi	
Total Energy Consumption	KWh	-	218,215,166	203,484,339	207,858,001	244,157,143		
VOC - Emmission to air	Kg	-	52,527				ESRS_E2.E2-4	
Energy consumption from nuclear sources in total energy consumption	%	-	5.5%	6.0%	8.8%	8.8%	ESRS_E1.E1-5	Includes contracts, self generated and shares in residual mixes
Renewable sources in total energy consumption (ESRS)	%	-	9.0%	9.9%	9.3%	5.3%	ESRS_E1. E1-5	Includes contracts, self generated and shares in residual mixes
Energy consumption from nuclear sources in total energy consumption	%	-	-	-	-	-	SBTi	Includes contracts and self generated
Renewable sources in total energy consumption (SBTi)	%	-	3.6%	3.5%	2.4%	0.2%	SBTi	Includes contracts and self generated
GHG emissions - by country, operating segments, economic activity, subsidiary, GHG category or source type	tCO ₂ eq	-	Page 26	Page 26	-	Page 26	ESRS_E1.E1-6/ SBTi	
Gross Scopes 1, 2, 3 and Total GHG emissions - Scope 3 GHG emissions (GHG Protocol)	tCO ₂ eq	-	Page 26	Page 26	-	Page 26	ESRS_E1.E1-6/ SBTi	
Gross Scopes 1, 2, 3 and Total GHG emissions - Scope 3 GHG emissions (ISO 14064-1)	tCO ₂ eq	-	Page 26	Page 26	-	Page 26	ESRS_E1.E1-6	
Gross Scopes 1, 2, 3 and Total GHG emissions - total GHG emissions - value chain	tCO ₂ eq	-	Page 26	Page 26	-	Page 26	ESRS_E1.E1-6	
Carbon offset project	-	-	0	-	-	-		We do not have any carbon offset projects
Multiple Dimensions (baseline year and targets; GHG Types, Scope 3 Categories, Decarbonisation levers, entity-specific denominators for intensity value)	tCO ₂ eq	-	-	-	-	-	ESRS_E1.E1-4/ SBTi	
Absolute value of market-based Scope 2 GHG emissions reduction	tCO ₂ eq	16,038	Page 26	Page 26	-	Page 26	ESRS_E1.E1-4/ SBTi	
Absolute value of Scope 1 GHG emissions reduction	tCO ₂ eq	16,623	Page 26	Page 26	-	Page 26	ESRS_E1.E1-4/ SBTi	
Market-based Scope 2 GHG emissions reduction	%	42% (2030)	Page 26	Page 26	-	Page 26	ESRS_E1.E1-4/ SBTi	
Scope 1 GHG emissions reduction	%		Page 20	Page 20	-	Page 20	ESRS_E1.E1-4/ SBTi	



Envases Europe	unit	Target (year)	2024	2023	2022	2021	Datapoin ID	Comment
Absolute value of Scope 3 GHG emissions reduction	tCO ₂ e	469,140	Page 23	Page 23	-	Page 23	ESRS_E1.E1-4/ SBTi	
Scope 3 GHG emissions reduction	%	25% (2030)	Page 23	Page 23	-	Page 23	ESRS_E1.E1-4/ SBTi	
Absolute value of total GHG emissions reduction	tCO ₂ e	-	Page 26	Page 26	-	Page 26	ESRS_E1.E1-4	
Total Greenhouse gas emissions reduction	%	-	-14%	-18%	-	-	ESRS_E1.E1-4	
Absolute value of location-based Scope 2 GHG emissions reduction	tCO ₂ e	-	12,326	11,996	10,791	14,220	ESRS_E1.E1-4	
Location-based Scope 2 Greenhouse gas emissions reduction	%	-	-13.3%	-15.6%	-24.1%		ESRS_E1.E1-4	
Total energy consumption related to own operations	MWh	-	218,215	203,484	207,858	244,157	ESRS_E1.E1-5	
Total energy consumption from fossil sources	MWh	-	186,721	171,126	170,197	209,586	ESRS_E1.E1-5	Includes contracts, self generated and shares in residual mixes. Not for SBTi data
Total energy consumption from nuclear sources	MWh	-	11,914	12,189	18,302	21,525	ESRS_E1.E1-5	Includes contracts, self generated and shares in residual mixes. Not for SBTi data
Total energy consumption from renewable sources	MWh	-	19,580	20,170	19,358	13,047	ESRS_E1.E1-5	Includes contracts, self generated and shares in residual mixes. Not for SBTi data
Fuel consumption from renewable sources	MWh	-	0	0	0	0	ESRS_E1.E1-5	Includes contracts, self generated and shares in residual mixes. Not for SBTi data
Consumption of purchased or acquired energy from renewable sources	MWh	-	6,312	6,493	4,766	385	ESRS_E1.E1-5/ SBTi	Supply contracts. This does NOT include residual mixes
Consumption of self-generated non-fuel renewable energy	MWh	-	1,649	721	128	114	ESRS_E1.E1-5/ SBTi	This includes only solar panels
Biogenic emissions of CO ₂ from the combustion or bio-degradation of biomass not included in Scope 1 GHG emissions	tCO ₂ e	-	29	16	15	19	ESRS_E1.E1-6	
Contractual instruments, Scope 2 GHG emissions	%	-	30.4%	30.4%	30.4%	4.5%	ESRS_E1.E1-6/ SBTi	
Disclosure of types of contractual instruments, Scope 2 GHG emissions	%	-	100.0%	100.0%	100.0%	100.0%	ESRS_E1.E1-6/ SBTi	
Contractual instruments used for sale and purchase of energy bundled with attributes about energy generation in relation to Scope 2 GHG emissions	%	-	14.3%	14.3%	14.3%	100.0%	ESRS_E1.E1-6/ SBTi	One of the green supply contracts is bundled with the provider
Contractual instruments used for sale and purchase of unbundled energy attribute claims in relation to Scope 2 GHG emissions	%	-	85.7%	85.7%	85.7%	0.0%	ESRS_E1.E1-6/ SBTi	The remaining 6 is separated from the provider
Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope	tCO ₂ e	-	Page 26	Page 26	-	Page 26	ESRS_E1.E1-6/ SBTi	
Total GHG emissions	tCO ₂ e	-	732,793	698,628	-	847,439	ESRS_E1.E1-6	
Scope 1 GHG emissions from regulated emission trading schemes	%	-	0.0%	0.0%	0.0%	0.0%	ESRS_E1.E1-6/ SBTi	
Gross Scopes 1, 2, 3 and Total GHG emissions - financial and operational control	tCO ₂ e	-	Page 26	Page 26	-	Page 26	ESRS_E1.E1-6/ SBTi	
GHG emissions intensity, location-based (total GHG emissions per net revenue)	tCO ₂ e/ DKK	-	0.00013	0.00013	-	0.00023	ESRS_E1.E1-6	Currency changed from Euro to DKK, cause of the financial statement is in DKK
GHG emissions intensity, market-based (total GHG emissions per net revenue)	tCO ₂ e/ DKK	-	0.00013	0.00014	-	0.00023	ESRS_E1.E1-6	Currency changed from Euro to DKK, cause of the financial statement is in DKK
GHG Scope 3 calculated using primary data	%	>67%	85.0%	75.0%	-	73.0%	ESRS_E1.E1-6/ SBTi	From SBTi our target must be more than 2/3 of our total emissions and we use purchased metals as our target, which is the only



Waste

Envases Europe	unit	Target (year)	2024	2023	2022	2021	Datapoin ID	Comment
Waste Total Generated	KG	-	39,460,122	32,855,141	-	-	ESRS_E5.E5-5	
Non-harzadous waste Total	KG	-	38,625,967	32,460,079	-	-	ESRS_E5.E5-5	
Reuse	KG	-	574,306	13,391	-	-	ESRS_E5.E5-5	
Recycling	KG	-	37,523,216	31,959,353	-	-	ESRS_E5.E5-5	
Incineration (recovery)	KG	-	404,199	237,696	-	-	ESRS_E5.E5-5	
Landfill	KG	-	0	19,990	-	-	ESRS_E5.E5-5	
Oher recovery	KG	-	82,712	256,033	-	-	ESRS_E5.E5-5	
Other disposal	KG	-	44,983	10,826	-	-	ESRS_E5.E5-5	
Harzadous waste Total	KG	-	834,155	395,062	-	-	ESRS_E5.E5-5	
Reuse	KG	-	0	0	-	-	ESRS_E5.E5-5	
Recycling	KG	-	278,849	84,976	-	-	ESRS_E5.E5-5	
Incineration (recovery)	KG	-	55,247	261,296	-	-	ESRS_E5.E5-5	
Landfill	KG	-	5,760	910	-	-	ESRS_E5.E5-5	
Oher recovery	KG	-	212,019	29,493	-	-	ESRS_E5.E5-5	
Other disposal	KG	-	282,280	18,097	-	-	ESRS_E5.E5-5	
Amount of radioactive waste	KG	-	-	-	-	-	ESRS_E5.E5-5	
Total amount of non-recycled waste	KG	-	1,661,506	847,732	-	-	ESRS_E5.E5-5	
Percentage of non-recycled waste	%	-	4.2%	2.6%	-	-	ESRS_E5.E5-5	

Financials

Total Revenue	mDKK	-	5,774	5,127	4,729	3,703	ESRS_2.SBM-1	By aligning with the financial statement of Envases 2024, the currency is DKK
Total Revenue aligned with ESRS	mDKK	-	5,774	5,127	4,729	3,703	ESRS_2.SBM-1	By aligning with the financial statement of Envases 2024, the currency is DKK
Net Revenue	mDKK	-	5,774	5,127	4,729	3,703	ESRS_E1.E1-6	By aligning with the financial statement of Envases 2024, the currency is DKK
Net Revenue used to calculate GHG intensity	mDKK	-	5,774	5,127	4,729	3,703	ESRS_E1.E1-6	By aligning with the financial statement of Envases 2024, the currency is DKK
Net Revnue other than used to calculate GHG intensity	mDKK	-	0	0	0	0	ESRS_E1.E1-6	By aligning with the financial statement of Envases 2024, the currency is DKK
Percentage of risky trading partners covered by a due diligence process	%	-	-	-	-	-		We are expanding the existing due diligence to also include corruption/bribery. The development and implementation will continue in 2025.
Percentage of all sites assessed or audited internally on a specific business ethics issue	%	-	-	-	-	-		The development and implementation will continue in 2025



ISO certifications

Envases Europe	unit	Target (year)	2024	2023	2022	2021	Datapoin ID	Comment
Percentage of operational sites with ISO 14001	%	-	57.0%	59.0%	-	-		
Percentage of operational sites with ISO 50001	%	-	9.0%	9.0%	-	-		
Percentage of operational sites with ISO 45001	%	-	38.0%	41.0%	-	-		One site is transformed as a warehouse
Percentage of operational sites with ISO 9001	%	-	90.0%	90.0%	-	-		

ESG Key Figures

Social Data

Employee data

Envases Europe	unit	Target (year)	2024	2023	2022	2021	Datapoin ID	Comment
Employee	HC	-	2697	2385	2057	-		Total HC of employees in Envases Europe pr. 31/12-2024
White collar workers	% of total HC 's	-	24.4%	23.9%	22.9%	-		Total HC of White Collar employees in Envases Europe pr. 31/12-2024
Blue collar workers	% of total HC 's	-	75.6%	76.2%	77.1%	-		Total HC of Blue Collar employees in Envases Europe pr. 31/12-2024
Employee with dissabilities	HC	-	58	-	-	-	ESRS_S1.S1-12	Covers 1692 (62.7%) of the total HC, due to lack of data.
Engagement survey participation	%		-	74.0%	-	-		The biannual Engagement Survey, conducted in partnership with Gallup, will take place in March 2025, which is why there is no data in 2024
Employee engagement score	5-point-scale	1+0.2 YoY (2025)	-	3.42	-	-		The biannual Engagement Survey, conducted in partnership with Gallup, will take place in March 2025, which is why there is no data in 2024
Social protection among employees	%	-	99.2%	-	-	-	ESRS_S1.S1-11	
Family-related leave among employees	%	-	94.6%	-	-	-	ESRS_S1.S1-15	
Self-employed people	HC	-	9	-	-	-	ESRS_S1.S1-7	The estimate is based on the date 31/12-2024. This datapoints covers 1735 (64.4%) of the total HC, due to lack of data.
Temps and substitutes	HC	-	166	-	-	-	ESRS_S1.S1-7	
Employees covered by collective bargaining agreements	%	-	85.4%	-	-	-	ESRS_S1.S1-8	
Employees covered by workers' representatives	%	-	81.7%	-	-	-	ESRS_S1.S1-8	Covers 2515 (93.3%) of the total HC, due to lack of data.
Employee who have left undertaking	HC	-	369	-	-	-	ESRS_S1.S1-6	
Employees trained on diversity, discrimination, and harassment	%	-	21.3%	-	-	-		Covers 1692 (62.7%) of the total HC, due to lack of data.
Employees trained on specific environmental issues	%	-	23.3%	-	-	-		Covers 1957 (72.6%) of the total HC, due to lack of data.
Employee turnover	%	-	-	-	-	-	ESRS_S1.S1-6	Data is not reported on group level yet. We are in working progress
Performance and career development reviews - Gender								
Male	%		44.8%	-	-	-	ESRS_S1.S1-13	
Female	%		27.5%	-	-	-	ESRS_S1.S1-13	
Not declared	%		0.0%				ESRS_S1.S1-13	

**Training and Skills development - Employee**

Envases Europe	unit	Target (year)	2024	2023	2022	2021	Datapoin ID	Comment
Employee Total	%	-	46.0%	-	-	-		Covers 2482 (92%) of the total HC, due to lack of data
Male	%	-	41.4%	-	-	-	ESRS_S1.S1-13	Covers 801 (48.1%) of the total HC of males, due to lack of data
Female	%	-	33.9%	-	-	-	ESRS_S1.S1-13	Covers 719 (69.8%) of the total HC of females, due to lack of data
Not declared	%	-	0.0%	-	-	-	ESRS_S1.S1-13	Covers 1520 (56.4%) of the total HC, due to lack of data
White Collar workers	%	-	52.4%	-	-	-		
Blue Collar workers	%	-	34.0%	-	-	-		

Characteristics of undertakings employees

Average number of employees in countries representing at least 10% of total number of employees	HC	-	717	-	-	-	ESRS_S1.S1-6	
Employees in countries representing at least 10% of total number of employees								
Denmark	HC	-	962	954	910	892	ESRS_S1.S1-6	
Male	HC	-	668	-	-	-	ESRS_S1.S1-6	
Female	HC	-	294	-	-	-	ESRS_S1.S1-6	
Not declared	HC	-	0	-	-	-	ESRS_S1.S1-6	
Germany	HC	-	655	631	655	660	ESRS_S1.S1-6	
Male	HC	-	217	-	-	-	ESRS_S1.S1-6	
Female	HC	-	438	-	-	-	ESRS_S1.S1-6	
Not declared	HC	-	0	-	-	-	ESRS_S1.S1-6	
Spain	HC	-	534	612	-	-	ESRS_S1.S1-6	
Male	HC	-	400	-	-	-	ESRS_S1.S1-6	
Female	HC	-	134	-	-	-	ESRS_S1.S1-6	
Not declared	HC	-	0	-	-	-	ESRS_S1.S1-6	

Age Diversity Data

Employees under 30 years old	HC	-	284	-	-	-	ESRS_S1.S1-9	
Percentage of employees under 30 years old	%	-	10.8%	-	-	-	ESRS_S1.S1-9	
Employees between 30 and 50 years old	HC	-	1152	-	-	-	ESRS_S1.S1-9	
Percentage of employees between 30 and 50 years old	%	-	43.6%	-	-	-	ESRS_S1.S1-9	



Gender distribution Envas Europe

Envas Europe	unit	Target (year)	2024	2023	2022	2021	Datapoin ID	Comment
Male	HC	-	1667	-	-	-	ESRS_S1.S1-6	
Female	HC	-	1030	-	-	-	ESRS_S1.S1-6	
Not declared	HC	-	0	-	-	-	ESRS_S1.S1-6	

Health & Safety Data

Fatal accidents	#	-	0	0	0	0		
Lost time injury frequency	LTIF	<9 (2027)	22.9	15.2	17.7	19.3		
Work-related accidents	#	-	97	-	-	-	ESRS_S1.S1-14	
Days lost to work-related injuries and fatalities	#	-	2698	-	-	-	ESRS_S1.S1-14	
Days with absence due to work related injuries	#	-	2335	-	-	-		

Other Data

Fines, penalties, and compensation regarding social and human rights factors	€	-	0	-	-	-	ESRS_S1.S1-17	Covers 2551 (94.6%) of the total HC, due to lack of data
Human rights issues connected to own workforce	#	-	0	-	-	-	ESRS_S1.S1-17	Covers 2551 (94.6%) of the total HC, due to lack of data
Human rights issues that are cases of non respect of UN Guiding Principles	#	-	0	-	-	-	ESRS_S1.S1-17	Covers 2551 (94.6%) of the total HC, due to lack of data
Operational sites assessed for human rights impact or risks	%	-	53.0%	53.0%	-	-		
Amount of material fines, penalties, and compensation for severe human rights issues	€	-	0	-	-	-	ESRS_S1.S1-17	Covers 2551 (94.6%) of the total HC, due to lack of data
Incidents of discrimination	#	-	4	-	-	-	ESRS_S1.S1-17	
Complaints filed through channels for people in own workforce	#	-	5	-	-	-	ESRS_S1.S1-17	Covers 2551 (94.6%) of the total HC, due to lack of data
Complaints filed to National Contact Points for OECD Multinational Enterprises	#	-	0	-	-	-	ESRS_S1.S1-17	Covers 2551 (94.6%) of the total HC, due to lack of data



ESG Key Figures

Governance Data

Envases Europe	unit	Target (year)	2024	2023	2022	2021	Datapoin ID	Comment
Whistleblower cases submitted	#	-	1	0	0	0		
Whistleblower cases resolved	#	-	1	0	0	0		
Gender diversity of the board of directors	%	33%	33.0%	33.0%	33.0%	33.0%	ESRS_2.GOV-1	
Gender diversity in other levels of management	%	20% (2026)	11.1%	11.1%	12.5%	-		
Gender diversity in administrative, management and supervisory bodies	%	-	41.2%	-	-	-	ESRS_2.GOV-1	
Employees af top managment level	HC	-	60	-	-	-	ESRS_S1.S1-9	
Convictions for violation of anti-corruption and anti- bribery laws	#	-	0	-	-	-	ESRS_G1.G1-4	Covers 2551 (94.6%) of the total HC, due to lack of data
Fines for violation of anti-corruption and anti- bribery laws	€	-	0	-	-	-	ESRS_G1.G1-4	Covers 2551 (94.6%) of the total HC, due to lack of data
Corruption Incidents	#	-	0	-	-	-		
Executive members	HC	-	3	3	-	-	ESRS_2.GOV-1	
Non-executive members	HC	-	6	6	-	-	ESRS_2.GOV-1	
Sustainability training	-	-	-	-	-	-		
Explainer sessions - 4 moduls	HC	-	122	-	-	-		
Explainer sessions - 4 moduls	%	-	31.1%	-	-	-		
Salesforce, Headcount	HC	-	81	-	-	-		
Salesforce, Percentage	%	-	81.1%	-	-	-		
Sustainable procurement for buyers	%	-	100.0%	-	-	-		



Key Figures Explainers

Environmental Data

GHG Emissions

CO ₂ e - Scope 1	Direct GHG emissions that occur from controlled or owned sources	tCO ₂ e _q
CO ₂ e - Scope 2 (Market-based)	Indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling	tCO ₂ e _q
CO ₂ e - Scope 3 total	Indirect emissions from the value chain, including suppliers and customers	tCO ₂ e _q
CO ₂ e - Scope 3 cat. 1	Purchased goods and services	tCO ₂ e _q
VOC Emissions to air	VOC emission to air generated in kg.	Kg
Energy consumption from nuclear sources in total energy consumption	Percentage of energy consumption from nuclear sources in total energy consumption	%
Renewable sources in total energy consumption (ESRS)	Percentage of renewable sources in total energy consumption (ESRS)	%
Energy consumption from nuclear sources in total energy consumption	Percentage of energy consumption from nuclear sources in total energy consumption	%
Renewable sources in total energy consumption (SBTi)	Percentage of renewable sources in total energy consumption (SBTi)	%
Percentage of renewable sources in total energy consumption (ESRS)	Total energy includes Gas, fuels, electricity and district heating. Includes residual mixes	%
Percentage of renewable sources in total energy consumption (SBTi)	Total energy includes Gas, fuels, electricity and district heating. Only counts for what we have contracts for and self generated.	%
Consumption of purchased or acquired energy from renewable sources	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh
Market-based Scope 2 GHG emissions reduction	Percentage of Market-based Scope 2 GHG emissions reduction (as of emissions of base year)	%
Scope 1 GHG emissions reduction	Percentage of Scope 1 GHG emissions reduction (as of emissions of base year)	%
Scope 3 GHG emissions reduction	Percentage of Scope 3 GHG emissions reduction (as of emissions of base year)	%
Total Greenhouse gas emissions reduction	Percentage of total Greenhouse gas emissions reduction (as of emissions of base year)	%
Location-based Scope 2 Greenhouse gas emissions reduction	Percentage of location-based Scope 2 Greenhouse gas emissions reduction (as of emissions of base year)	%
Contractual instruments, Scope 2 GHG emissions	Percentage of contractual instruments, Scope 2 GHG emissions	%
Contractual instruments used for sale and purchase of energy bundled with attributes about energy generation in relation to Scope 2 GHG emissions	Percentage of contractual instruments used for sale and purchase of energy bundled with attributes about energy generation in relation to Scope 2 GHG emissions	%
Contractual instruments used for sale and purchase of unbundled energy attribute claims in relation to Scope 2 GHG emissions	Percentage of contractual instruments used for sale and purchase of unbundled energy attribute claims in relation to Scope 2 GHG emissions	%
Scope 1 GHG emissions from regulated emission trading schemes	Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%
GHG Scope 3 calculated using primary data	Percentage of GHG Scope 3 calculated using primary data	%
Waste Generated	Total Waste Generated	Kg
Non-hazardous waste	Total non-hazardous waste	Kg
Hazardous waste	Total hazardous waste	Kg
Number of ISO 14001 certified sites	Complies with the requirements for an environmental management system	#



Waste

Waste total generated	Waste total generated	Waste total generated	Total waste generated in Envases Europe	KG
Non-hazardous waste total			Total amount of Non-hazardous waste incl. Reuse, Recycling, Incineration, Landfill, Other recovery, Other disposal	KG
Hazardous waste total			Total amount of Hazardous waste incl. Reuse, Recycling, Incineration, Landfill, Other recovery, Other disposal	KG

Financial Data

Total Revenue	Total revenue by sold goods and services	mDKK
Total Revenue aligned with ESRS	Total income generated from our regular business activities, including both sales of goods and services, and any other income that is directly related to the core operations.	mDKK
Net Revenue	Total income from core business, after subtracting returns, allowances and discounts	mDKK
Net Revenue used to calculate GHG intensity	Net revenues used to provide standardized measure of GHG emissions relative to the financial performance.	mDKK
Net Revenue other than used to calculate GHG intensity	Net revenue that has been excluded from calculation of GHG intensity, for example: Revenue from investments or specific subsidiaries	mDKK
Percentage of risky trading partners covered by a due diligence process	Due diligence process within corruption and/or information security	%
Percentage of all sites audited internally on a specific business ethics issue	Percentage of all sites assessed or audited internally on a specific business ethics issue	%

Key Figures Explainers

Social Data

Employee data

Employee	People working in the company at the given time (31/12-2024)	HC
White collar workers	Proportion of employees who are White collar (31/12-2024)	% of HC's
Blue collar workers	Proportion of employees who are Blue collar (31/12-2024)	% of HC's
Training and Skills development	Training and skills development indicators broken down by gender	%
Employee with disabilities	Number of persons with disabilities amongst employees subject to legal restrictions	HC
Engagement survey participation	Percentage of total employees who are participated in the survey	%
Employee engagement score	Employees respond on scale 1 to 5 (The higher the score, the greater the satisfaction)	5 point scale
Social protection among employees	Percentage of employees who are covered by social protection* (Including non employees)	%
Family-related leave among employees	Percentage of employees entitled to take family-related leave	%
Self-employed people	Number of self-employed people in own workforce at the given time (31/12-2024)	HC
Temps and substitutes	Number of temps/substitutes in own workforce at the given time (31/12-2024)	HC



Employees covered by collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements	%
Employees covered by workers' representatives	Percentage of employees in country (EEA) covered by workers' representatives	%
Employee who left undertaken	Employees who left Envases during 2024	HC
Employees trained on diversity, discrimination, and harassment	Percentage of employees trained on diversity, discrimination, and harassment	%
Employees trained on specific environmental issues	Percentage of Employees trained on specific environmental issues	%
Performance and career development reviews	Percentage of employees participated in performance and career development reviews divided by gender	%
Employee turnover	Percentage of employee turnover within White collar workers	%

Training and Skills development - Employee

Training and Skills development	Percentage of how many who received Training and skills development broken down by gender	%
White - and Blue collar workers	Percentage of how many White - and blue Collar workers who received training and skills development	%

Characteristics of undertakings employees

Employees in countries representing at least 10% of total number of employees	Number of employees in countries with 50 or more employees representing at least 10% of total number of employees	HC
Average number of employees in countries representing at least 10% of total number of employees	Average number of employees in countries with 50 or more employees representing at least 10% of total number of employees	HC

Age Diversity Data

Employees under 30 years old	Number of employees under 30 years old	HC
Employees over 50 years old	Number of Employees over 50 years old	HC

Gender distribution Envases Europe

Male	Male Employees at Envases Europe A/S	HC
Female	Female Employees at Envases Europe A/S	HC
None of above	None of above Employees at Envases Europe A/S	HC

Health & safety Data

Fatal accidents	Accident leading to death	#
Work-related accidents	Number of recordable work-related accidents for own workforce	#
Lost time injury frequency - Group	Number of LTI cases per 1 million hours worked	LTIF
Days lost to work-related injuries and fatalities	Total number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	#
Days with absence due to work-related injuries	Number of days with absence due to work related injuries	#



Other Data

Fines, penalties, and compensation regarding social and human rights factors	Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	€
Human rights issues connected to own workforce	Number of severe human rights issues and incidents connected to own workforce	#
Operational sites assessed for human rights impact or risks	Percentage of operational sites assessed for human rights impact or risks	%
Human rights issues that are cases of non respect of UN Guiding Principles	Number of severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	#
Amount of material fines, penalties, and compensation for severe human rights issues	Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	€
Incidents of discrimination	Total number of incidents of discrimination, including harassment	#
Complaints filed through channels for people in own workforce	Total number of complaints filed through channels for people in own workforce to raise concerns	#
Complaints filed to National Contact Points for OECD Multinational Enterprises	Number of complaints filed to National Contact Points for OECD Multinational Enterprises	#

Key Figures Explainers

Governance Data

Whistleblower cases submitted	Number of total cases	#
Whistleblower cases resolved	Number of total cases	#
Gender diversity of the board of directors	Proportion of the underrepresented gender in upper management, defined as European Management Team	%
Gender diversity in other levels of management	Proportion of the underrepresented gender	%
Employees at top management level	Directors, VP, Headoffs, President, and Plant managers	HC
Corruptions incidents	Number of confirmed corruption incidents	#
Gender diversity in administrative, management and supervisory bodies	Proportion of the underrepresented gender within White collar workers	%
Executive members	Executive Management - CEO, CFO, CCO	HC
Non Executive members	The rest of European Management Team	HC
Convictions for violation of anti-corruption and anti- bribery laws	Total number of convictions for violation of anti-corruption and anti- bribery laws	#
Fines for violation of anti-corruption and anti- bribery laws	Amount of fines for violation of anti-corruption and anti- bribery laws	€
Sustainability training	Training in the organisation within sustainable and environmental topics	HC, %
Training in sustainable procurement for buyers	Percentage of Head of, strategic and operational buyers across all locations who have received training on sustainable procurement	%



We're working towards a world where
natural resources and energy are used
more mindfully, by providing
sustainable packaging solutions.



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