

MADE FOR A CLEAR VIEW AHEAD

Sustainability Report 2024





WELCOME

3 Message from Our CEO

WE CARE ABOUT

4 Our Business Model
6 Our Vision and Mission
8 Our Core Values

10 OUR PRODUCTS

12 Markets and Industries
16 Sustainability Strategy
18 Sustainability Milestones

20 OUR PEOPLE

22 How We Work
24 Corporate Culture
25 Safety and Communication

26 OUR PLANET

28 Energy Conservation
29 Water Conservation and Transportation
30 Greenhouse Gas Emissions
31 Waste and Water Management
34 Social Engagement

#2024



POWERING PROGRESS



Predrag Skender
CEO epsotech Group

Driving innovation and sustainability: Our competence center strategy for a greener future

As we present our 2024 Environmental, Social, and Governance (ESG) Report, we're excited to share the progress we've made at epsotech toward sustainability and innovation. In today's fast-changing world, we continue to focus not only on financial success but also on the impact we have on the environment and society.

This year, we reached an important milestone with the launch of our **Competence Center Strategy**. This new approach helps us focus even more on sustainable materials and practices. By bringing together our expertise, we can respond faster to market trends and continuously improve our product quality.

A key part of this strategy is adopting **lean processes**. This means we're working to streamline our manufacturing, reduce waste, and improve efficiency. These efforts help us save costs while also reducing our environmental impact by using fewer resources.

We are also focused on **leveraging synergies** across different teams. By aligning our efforts and working together, we can integrate sustainable solutions faster and scale our innovations to stay ahead in eco-friendly materials.

In this challenging business environment, **building trust** with our customers, partners, and employees is more important than ever. We are committed to maintaining open, transparent communication and creating strong relationships based on mutual respect and shared goals. This trust is the foundation that enables us to collaborate effectively and move forward together toward a more sustainable future.

At epsotech, sustainability is at the heart of everything we do. Through the Competence Center Strategy, lean processes, and teamwork, **we are building a stronger, more sustainable future.**

we care about
our business model

Building solutions for today — and tomorrow

At epsotech, every solution we develop is shaped not only for present needs but with a clear vision for the future.

With over 60 years of experience in customized plastic solutions, we serve more than 2,500 customers globally each year, delivering high-quality materials across diverse sectors.

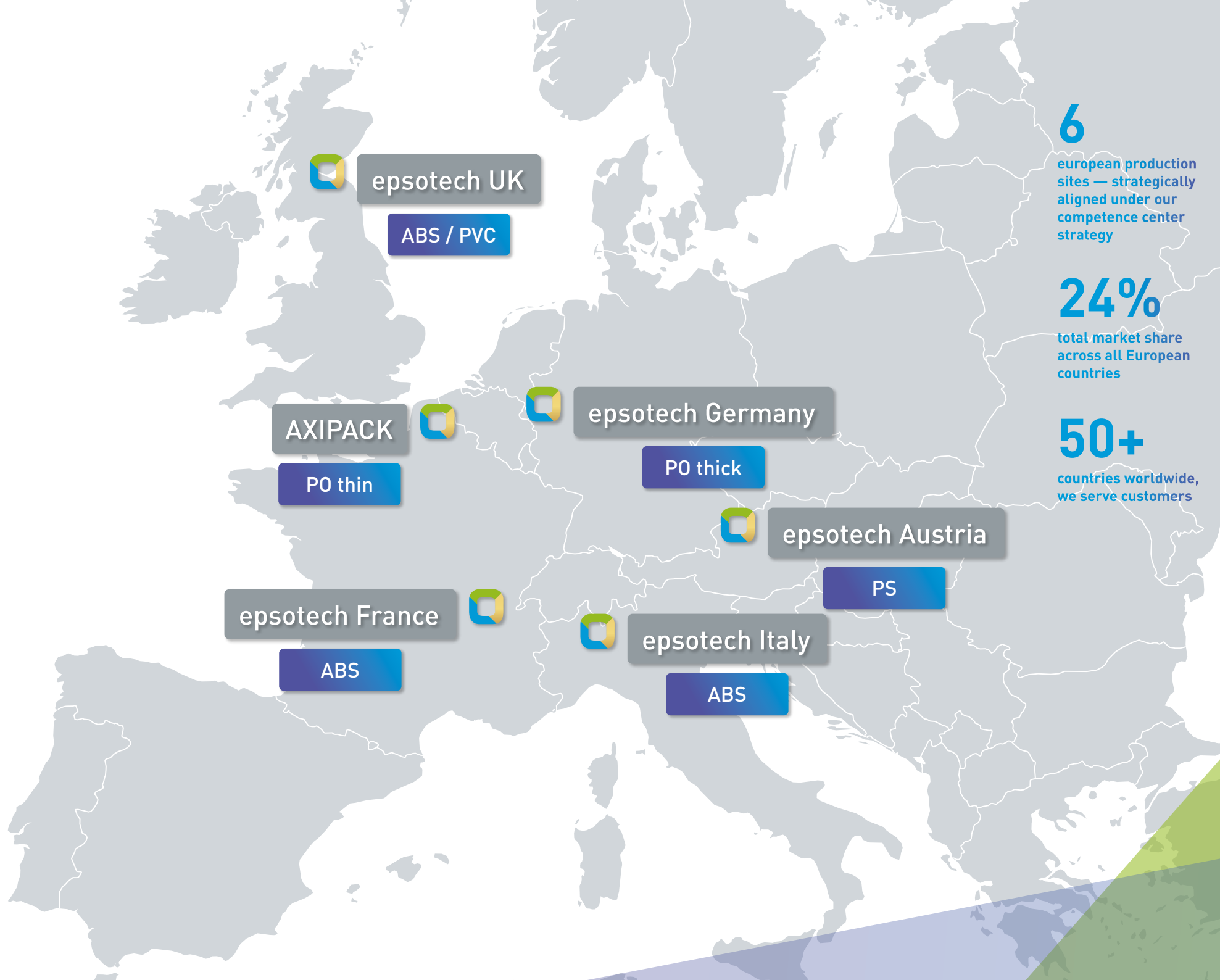
As part of our commitment to sustainability, innovation, and excellence, epsotech is advancing a focused **Competence Center Strategy** across our six European production sites.

Each center is dedicated to driving expertise and innovation in key polymer groups — **ABS, PO, PS, PVC**, and **thin gauge** applications — ensuring best-in-class performance, material efficiency, and long-term value creation.

By aligning our technical leadership with environmental responsibility, we are not just producing plastic — we are shaping the future of sustainable materials.

We design plastics sustainably





6
european production sites — strategically aligned under our competence center strategy

24%
total market share across all European countries

50+
countries worldwide, we serve customers

we care about
our vision and mission

Leading with vision. Acting with impact

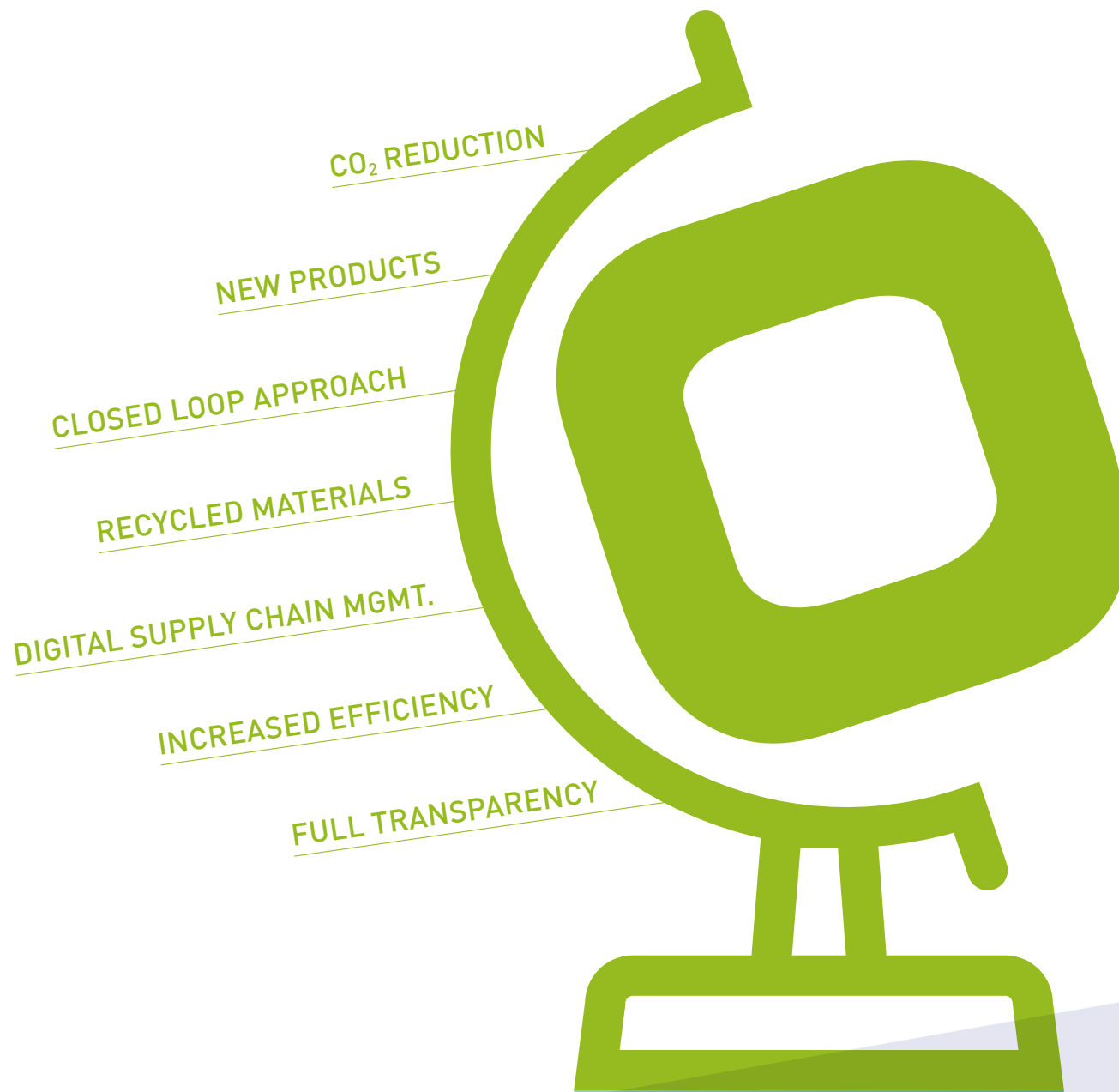
At epsotech, our vision is clear: to become Europe's greenest extrusion company.

But vision alone is not enough — it must be driven by purpose, strategy, and collective action. That is why we are transforming our vision into a concrete mission: to lead our industry toward a more **sustainable, circular, and low-carbon future.**

Our commitment is bold: **CO₂ neutrality by 2035.** To achieve this, we are embedding sustainability into every layer of our operations, from raw material sourcing to product design and end-of-life recovery. This mission guides the strategic direction of our Competence Centers and drives our innovation in ABS, PO, PVC, PS, and thin gauge solutions.

At epsotech, we are not just preparing for tomorrow — we are helping to build it.





CO₂ REDUCTION

NEW PRODUCTS

CLOSED LOOP APPROACH

RECYCLED MATERIALS

DIGITAL SUPPLY CHAIN MGMT.

INCREASED EFFICIENCY

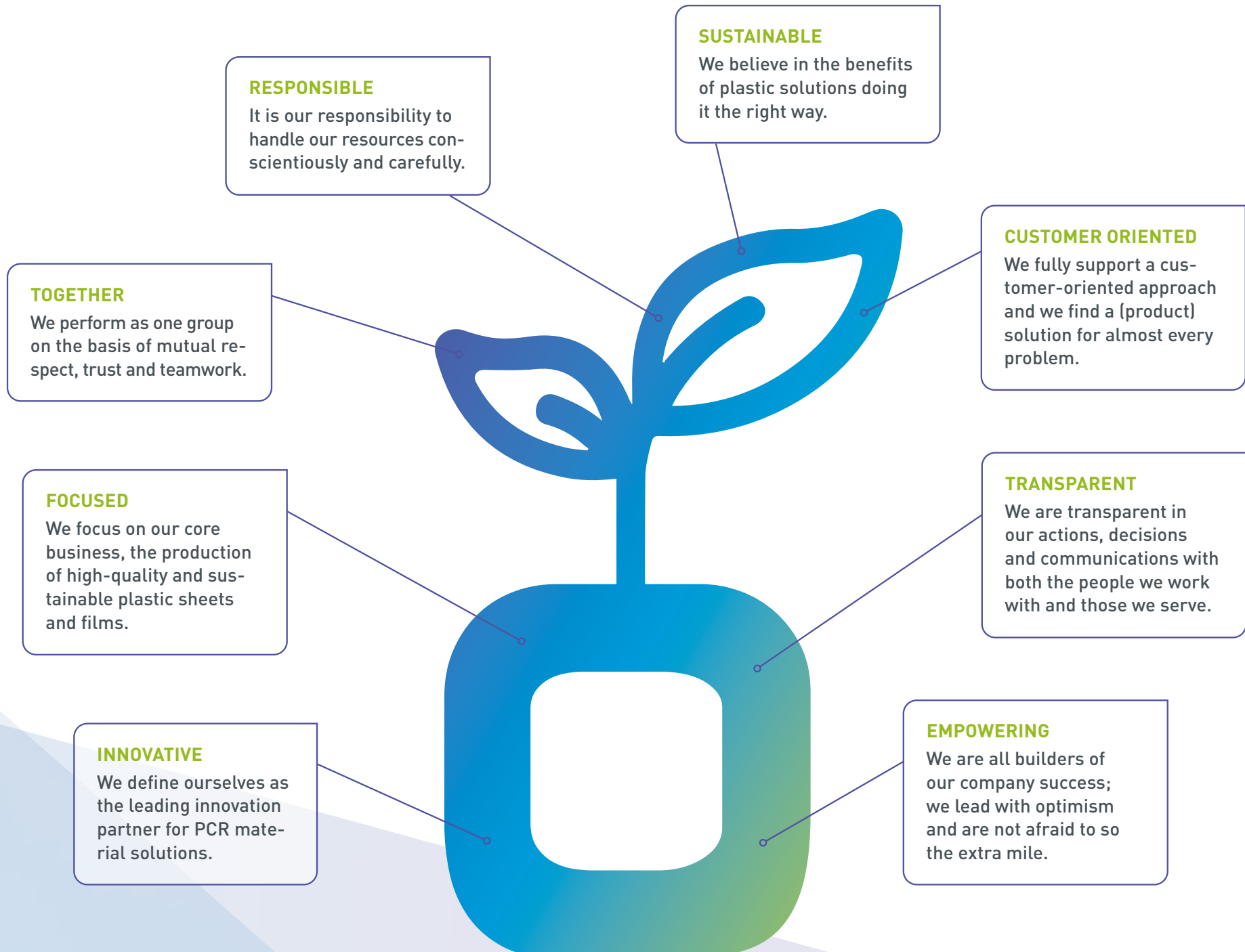
FULL TRANSPARENCY

We are strongly committed to the reduction of CO₂ and put all our efforts in the development of new product solutions no longer made from virgin raw materials.

We are prioritizing a closed loop approach for our entire product range by increasing the rate of recycled materials to contribute to a more sustainable and environmental friendly production process. With the help of our Digital Supply Chain Management, we can track material and information flows in real time to ensure full transparency and increased efficiency.

Additionally, we are expanding our post-consumer recycling range to become the industry's frontrunner in providing low carbon plastic sheet solutions made from PCR.

we care about
our core values





Our sales team: committed to service, driven by values

we care about
our products

our products,
our responsibility

From energy-efficient manufacturing to end-of-life resource recovery — time to transform plastics into perpetual assets.

At epsotech, we are deeply committed to offering innovative products that not only meet the needs of our customers but also support a sustainable future. As we continue to evolve and adapt to the demands of the market, we recognize the growing importance of integrating sustainability into every aspect of our product range and applications.

Our products are designed with the future in mind, ensuring they meet both regulatory requirements and the expectations of our customers who are increasingly looking for more sustainable solutions. Whether it's through **recycled materials**, **energy-efficient manufacturing processes**, or **reduced waste** at the end of their lifecycle, our solutions are designed to create lasting value for our customers while helping them meet their own sustainability goals.

We are proud to collaborate closely with our customers, understanding their unique needs and working together to create solutions that are not only effective but also responsible.



Daniel Hefele
CBO OEM & Brand Management

Competence centers — specialized production, optimized performance

At epsotech, our solutions are as diverse as the industries we serve — yet unified by a clear operational strategy.

We design and produce **customized plastic sheet materials** tailored to the technical demands of sectors such as automotive, aerospace, marine, medical or sanitary. Our materials — including **ABS, HDPE, PMMA, PP, PS, and PVC** — are known for being **lightweight, durable, safe, and increasingly sustainable**.

To strengthen efficiency and customer responsiveness, we have established dedicated **Competence Centers** across our six European sites. Each site is focused on specific material groups and product types, allowing us to drive **lean production, reduce complexity**, and create synergies across the value chain. This enables us to offer **shorter lead times, more reliable delivery, and consistent quality** across all markets.

OUR PRODUCT PORTFOLIO IS CLEARLY STRUCTURED UNDER THE EPSO BRAND FAMILY

epsos**essential**

our core range of proven, high-performance materials for everyday industrial applications.

epsos**engineered**

advanced, technical products tailored for demanding environments where strength, aesthetics, and functionality are critical.

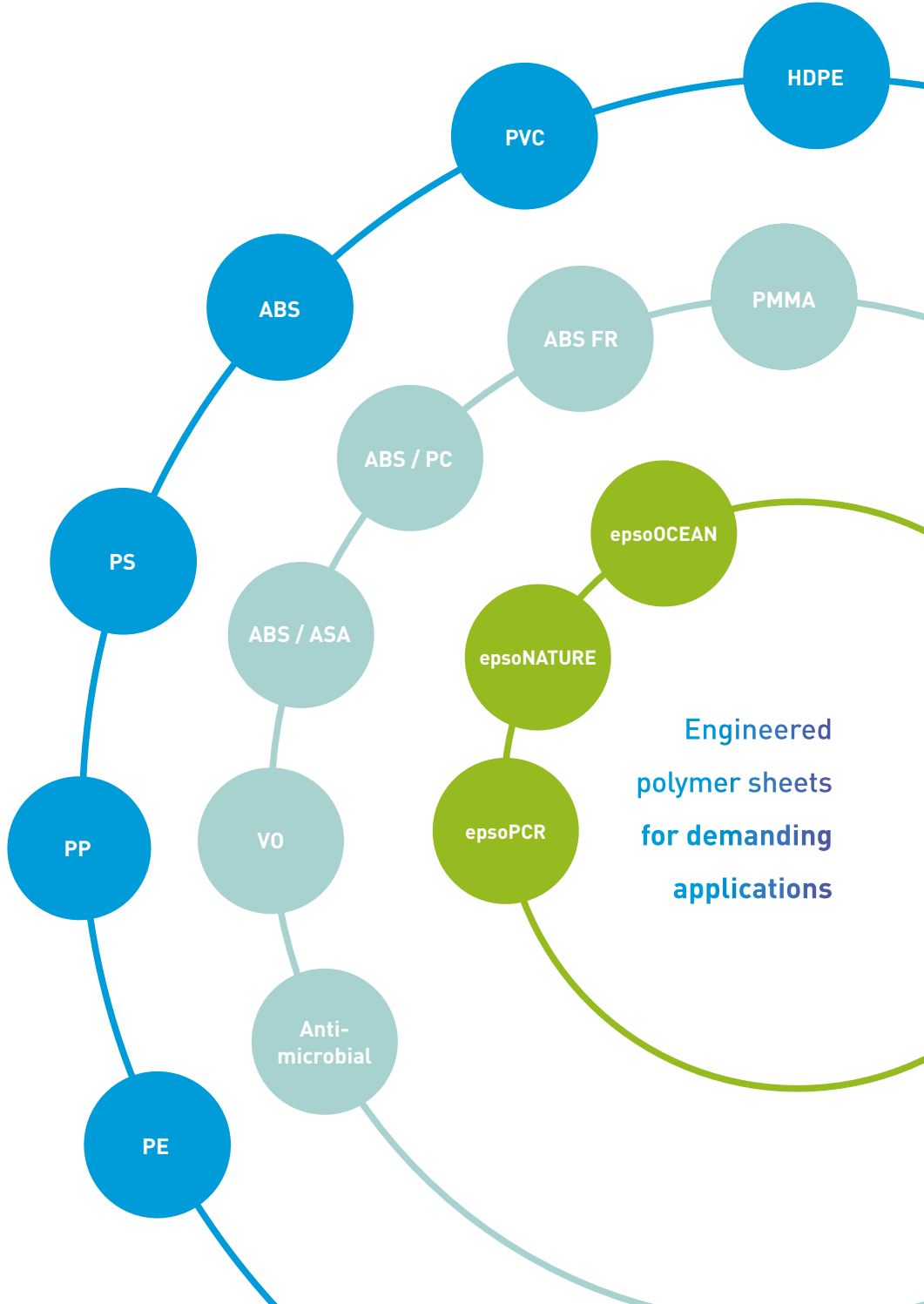
epsos**earth**

our sustainable product line, developed with a closed-loop mindset and a commitment to reducing environmental impact.

Through our Competence Center strategy and structured product branding, epsotech delivers the right solution — with precision, speed, and responsibility.



Just a few applications per brand: **epsoessential** **epscengineered** **epsoearth**





DRIVING ELECTROMOBILITY

PROTECTING PERFORMANCE



we care about
sustainability strategy

BUILDING ON PROGRESS, SHAPING THE FUTURE

At epsotech, sustainability is not a trend — it's a transformation. Over the past years, we've laid the groundwork for a circular and responsible plastics industry. We've implemented smart recycling systems, re-engineered products with recycled content, and taken measurable steps to reduce our carbon footprint. These milestones are not just checkboxes; they represent our commitment to lasting impact.

But progress doesn't stop here. Looking ahead, we are scaling up our ambitions: transitioning our full portfolio to recyclable solutions, investing in advanced material traceability, and partnering across the value chain to close the loop on plastics.

Our strategy is rooted in innovation, accountability, and collaboration — to ensure that what we create today contributes to a more sustainable tomorrow. What follows is our roadmap — a timeline of where we've been and where we're going on our journey toward a fully circular product offering and reduced environmental impact.

up to 2020

2021

2022

2023

2024

2025

- PIR recycling for plastic waste from PE, PP, ABS, PC/ABS both internally and externally.
- More than 15000 tons/year PIR containing product solutions

- 'RECYCLING' technology center launched for the purchase and distribution of PIR regrind for all epsotech sites
- Launch of thermo-formable **epsoearth** product solutions based on PE and HIPS
- EcoVadis Silver certification

- Certification and LCAs for **epsoearth** portfolio
- EcoVadis recertification
- First ESG report launched

- Introduction of **epsoOCEAN** and **epsoPCR** based PO products
- Introduction of **epsoPCR** HIPS
- Development of 100% recyclable product solutions from production waste

- Establishment of high-quality PCR sources as well as securing PCR requirements for all standard products such as PE, ABS, HIPS
- First **epsoearth** LCAs and Flustix/Recyclclass certifications awarded
- Introduction of **epsoNATURE** products

- Usage of green energy
- Reducing energy consumption on production lines
- Expansion of EV and hybrid fleet
- Reduction of green footprint through new competence center strategy

Sustainability milestones

ECOVADIS SCORE



In 2024, after receiving EcoVadis Silver status in 2022, epsotech has been setting its sights on another key milestone in its journey towards greater sustainability.

The company has focused on improving in all four assessed areas — environment, labor and human rights, ethics, and sustainable procurement — and increased the rating by 11% compared to 2022.

LCA CERTIFICATES



In 2024, epsotech has been launching new Life Cycle Assessments (LCAs) as part of its ongoing commitment to sustainability. These LCAs provide a detailed analysis of the environmental impact of our products, from production through to disposal, helping us identify opportunities for improvement and reduce our overall carbon footprint. By integrating these assessments into our processes, epsotech aims to further strengthen its sustainability efforts and continue delivering environmentally responsible solutions to our customers.

AXIPACK

Part of the epsotech Group

Also AXIPACK — our Competence Center for thin gauge sheets has received the LNE-Certification for incorporating recycled plastic materials into their ViPrint ECO (PIR) and ViPrint ECO+ (PCR) collections.

What is an LCA and why is it important?

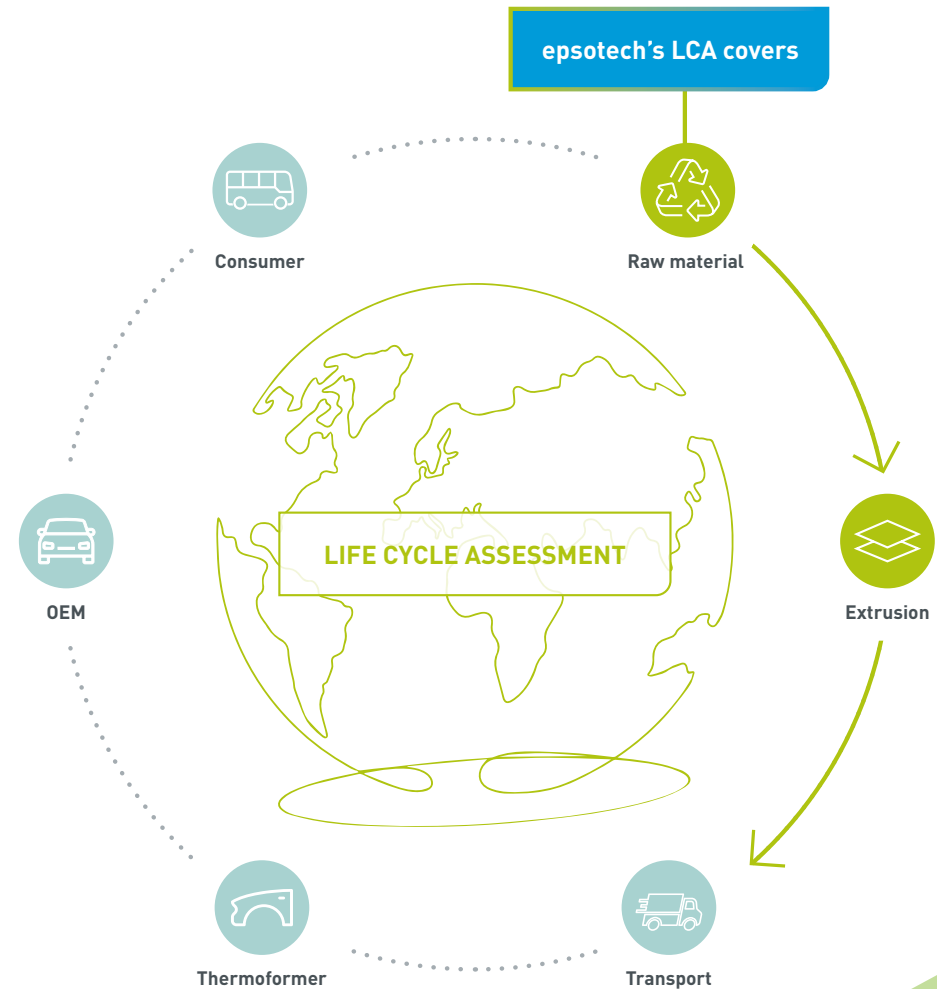
LCA stands for Life Cycle Assessment and is an environmental sustainability tool calculated in accordance with DIN Standard 140044.

AN LCA INVOLVES:

- quantification of **environmental burdens**
- quantification of **environmental impacts** such as CO₂ reduction
- identification of **opportunities for environmental improvements**

WHAT ARE THE ADVANTAGES OF LCAs?

- customers need our portfolio's LCAs to ultimately calculate their own product's LCAs — and **currently this data is offered by very few competitors**
- this provides a **market advantage**
- so that we and our customers are better informed about the **before and after carbon footprint** of our entire epso earth product portfolio



we care about
our people

our people,
our strength

The power of our international team.

At epsotech, we believe that our people are the driving force behind our success, and their talent, dedication, and innovative spirit are the foundation of our global operations.

As a company with an international presence, we recognize that our strength lies in the diverse perspectives, skills, and experiences that each team member brings to the table. Across every region and market we serve, our employees are crucial in navigating the challenges of a rapidly changing business environment and in delivering the high-quality products and services our customers expect.

We are committed to fostering a culture of collaboration, continuous learning, and development, where each individual has the opportunity to thrive and contribute to the company's goals. By empowering our workforce with the right tools, training, and support, we ensure that we remain agile and competitive on the global stage.



Predrag Skender
CEO epsotech Group

we care about
governance and way of working

60
YEARS OF
EXPERTISE

6
SITES IN
EUROPE

HOW WE WORK: CLEAR STRUCTURE, STRONG VALUES

At epsotech, we believe that good organization and empowering leadership help everyone perform at their best. When leaders set a positive example, it creates a company culture that inspires and supports all employees.

With 60 years of experience and 6 sites across Europe, we've built a workplace where people feel respected, valued, and supported. A healthy and positive environment is essential for keeping our teams motivated, productive, and satisfied.

We see the potential in every employee. That's why we invest in developing skills, encouraging personal growth, and ensuring equal opportunities for all.

As a global company, we embrace diversity and strive to help our teams maintain a healthy balance between work and life.

WOMEN IN LEADERSHIP

Achieving gender diversity in leadership roles is one of our global initiatives aimed at breaking down traditional gender stereotypes and promoting equal opportunities for women to reach leadership positions. The importance of having women in leadership roles is recognized for various reasons:

- Having a diverse leadership team can enhance creativity and innovation.
- Different viewpoints contribute to a more comprehensive understanding of challenges and potential solutions.
- Gender-diverse leadership teams are better positioned to understand and respond to the needs of diverse customer bases.

LONG-TERM EMPLOYEES

We are very proud to state that some of our long-term employees have been working for epsotech for more than 40 years. Having a stable and committed workforce means accumulating valuable experience and expertise on our processes, culture, and

industry which also helps to maintain continuity in our operational work.

TALENT PROGRAM

The annual Talent Review is our organizational initiative to attract, develop, and retain skilled and high-potential employees. This program focuses on identifying, nurturing, and leveraging the talents of employees to enhance overall performance and achieve long-term business goals. During the Talent Review we invite our employees to our production site to enable an intercultural exchange and learn from best practices within the group.

PEOPLE SURVEY

Our annual employee satisfaction survey is a tool implemented by our group HR to gauge the overall satisfaction and engagement levels of our employees. This type of survey helps us to understand how our employees perceive their work environment, job roles, relationships with colleagues, and the group's policies and practices. The feedback collected from these annual surveys is absolutely valuable for identifying

areas of improvement, addressing concerns, and enhancing our overall employee experience.

HYBRID WORKING

Our hybrid working model refers to a flexible work arrangement that combines both remote work and in-office work. Our employees have the option to work from both home and the office, allowing for a more balanced and adaptable approach to work. Our internal IT technology supports hybrid working and enables an easy communication and collaboration among team members who may be working from different locations. Video conferencing, ERP and CRM tools, and other collaboration platforms are installed to secure the hybrid work environment.

we care about our people

HUMAN BEHAVIOUR

Our Code of Conduct serves as a framework for our employees, management and stakeholders, helping to create a positive and respectful working environment. Diversity is an essential part of our corporate culture.

- We expect all our employees to respect the dignity, privacy and personal rights of each individual at all times.
- We do not tolerate discrimination, bullying or insults under any circumstances.
- We are only strong as a team with mutual respect and appreciation. A positive working atmosphere is particularly important to us.

Social Aspects 2024	Germany	Italy	UK	France	Austria	AXIPACK
Full-time equivalents	71	114	76	45	18	54
Gender diversity – total	6,20%	10,00%	6,84%	10,00%	27,8% F	20.4% F
Unadjusted gender pay ratio	0,94%	-3,80%	32,00%	-2,78%	+3,52%	0,00%
New hires	0	0	5	0	1	0
Gender diversity – Board	0%	33%	0%	66,6%	33%	0%

SAFETY FIRST

At epsotech, we promote a culture where safety is a top priority. We encourage our employees to actively participate in creating a safe work environment and to recognize and reward safe practices. This involves regularly assessing the workplace to identify potential hazards, whether physical, ergonomic or psychosocial, and providing comprehensive safety training to all employees. This also includes the correct use of equipment and emergency procedures.

POWERFUL COMMUNICATION

Being an international group with 6 production sites across Europe the attendance at management meetings is essential for effective communication, decision-making, and coordination within an organization.

Our management meetings serve as a platform for communication and coordination among our department leaders. Attendance ensures that everyone is informed about important updates, projects, and strategic initiatives and that decisions can be made promptly and that all perspectives are considered.

It is mandatory to say that meetings need to be well-organized, productive, and focused on achieving specific objectives.

Accidents 2024	
Germany	3
Italy	0
UK	3
France	0
Austria	0
AXIPACK	7
Total	13

TRANSPARENCY AND ACCURACY

Our general accounting policies are a set of principles, guidelines, and procedures that we follow to record, report, and manage our financial transactions. These policies help us to ensure consistency, accuracy, and compliance with accounting standards.

We handle personal data carefully and responsibly and respect everyone's privacy. We collect and process personal data confidentially, only for lawful, predetermined purposes, in a transparent manner and only if they are protected against loss, alteration and unauthorized use or disclosure by appropriate technical and organizational measures.

we care about
our planet

our footprint,
our future

Turning emission-cutting innovations into strategic value — minimizing impact while maximizing performance.

At epsotech, we recognize that reducing our environmental footprint is essential to both the future of our business and the planet. As part of our ongoing commitment to sustainability, we have made significant strides in **CO₂ reduction** across our operations. By optimizing our **production processes** and incorporating **energy-efficient technologies**, we are minimizing energy consumption and significantly reducing emissions.

We are also transitioning to **green energy** sources, ensuring that the power driving our operations is not only reliable but also sustainable. These efforts are part of a broader strategy to align our manufacturing processes with global sustainability goals, making a positive impact on both the environment and our community.

Our goal is to reduce our environmental impact while maintaining high levels of efficiency and performance in everything we do.



Greg Shaw
COO epsotech Group

we care about
our planet

Our commitment towards the planet

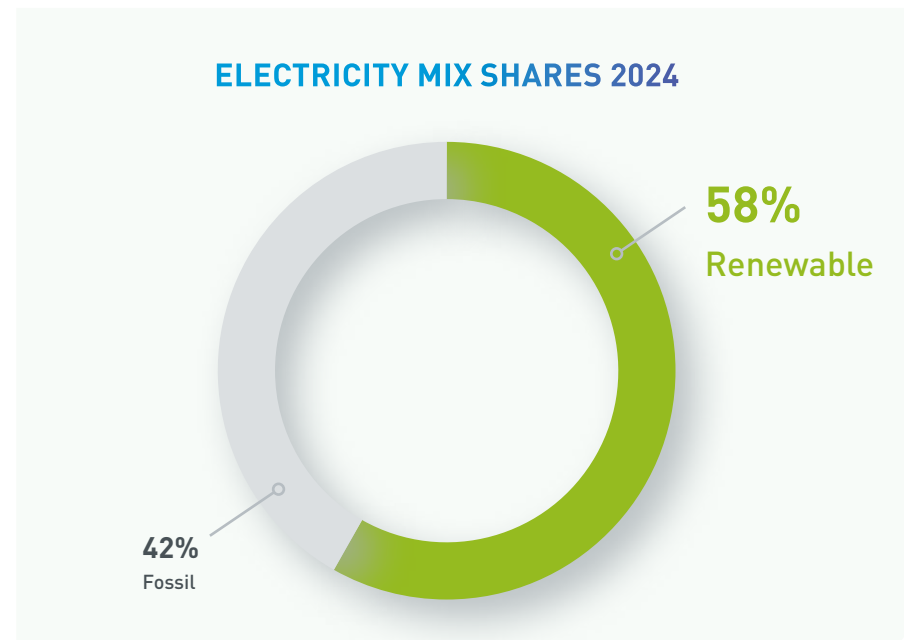
It is crucial for both companies and individuals to show their commitment to protecting our planet. Being environmentally conscious can contribute to sustainability, environmental protection and the overall wellbeing of the planet. Reducing CO₂ (carbon dioxide) emissions is one of epsotech's key sustainability goals and a crucial

ENERGY CONSERVATION

We continuously record, analyze and optimize our energy flows and improve our energy efficiency through various measures. These are as diverse as our materials and include investments in new technologies, the optimization of existing processes and the training of our employees. At our Austrian site, all products are manufactured using 100% green electricity. The Italian production site in Cuggiono is planning a photovoltaic system, and the UK site in Edinburgh have installed new IE5 motors, which reduce energy losses by up to 50% and enable significantly lower energy consumption.

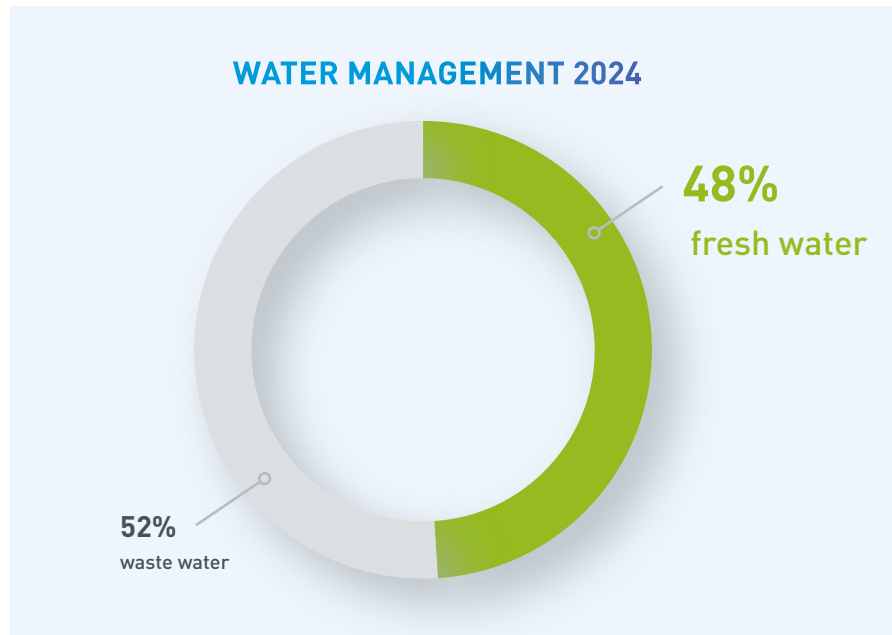
A TMP program on extrusion screws, barrels and melt pumps guarantees less material waste and an improved energy consumption due to more stable processes.

step in combating climate change and promoting environmental sustainability. CO₂ is an important greenhouse gas that contributes to global warming and climate-related challenges. Not only individuals but also companies can take various measures to reduce CO₂ emissions.



WATER CONSERVATION

Water conservation is a critical aspect of sustainable business practices, especially in industries where water is a vital resource. Implementing water-saving measures can help companies reduce their environmental impact, minimize water-related risks and contribute to long-term sustainability. We have identified areas of high water consumption and potential inefficiencies. In addition, we have invested in water-saving equipment and technologies in our machines and production processes.



TRANSPORTATION

Our fleet of EVs/hybrid was 13-strong in 2024 across the epsotech group. This accounted 26% of the total kilometers driven by our teams throughout the year. Our goal is to increase this share of the fleet year by year. In 2025 we are already one step there, with four new hybrid vehicles ordered at eIT.

Business km by epso-vehicles		
	km	% share
Diesel	513417	62.39
Petrol	91219	11.09
EV	91342	11.10
Hybrid	126886	15.42
Total	822863	

we care about
greenhouse gas emissions

Scope 1 Direct Emissions		Germany		Italy		UK		France		Austria		AXIPACK		Holding		Group	
2024		tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%
Mobile Source Fuel Combustion	Diesel	63,19	42,83	50,80	26,81	30,92	100,00	29,76	94,12	16,49	84,22	31,93	100,00	7,25	54,23	198,41	45,87
Mobile Source Fuel Combustion	Petrol	7,11	4,82	10,98	5,79					3,09	15,78			6,12	45,77	27,30	6,31
Mobile Source Fuel Combustion	AdBlue	0,10	0,07				0,00		0,00		0,00					0,10	0,02
Mobile Source Fuel Combustion	Liquid Gas							1,86	5,88							1,86	0,43
Mobile Source Fuel Combustion	Natural Gas			127,70	67,39											127,70	29,52
Mobile Source Fuel Combustion	Heat oil	77,15	52,29								0,00					77,15	17,84
Fugitive emissions	Blowing agent leaks																
TOTAL Scope 1		147,55	100,00	189,48	100,00	30,92	100,00	31,62	100,00	19,58	100,00	31,93	100,00	13,37	100,00	432,52	100,00

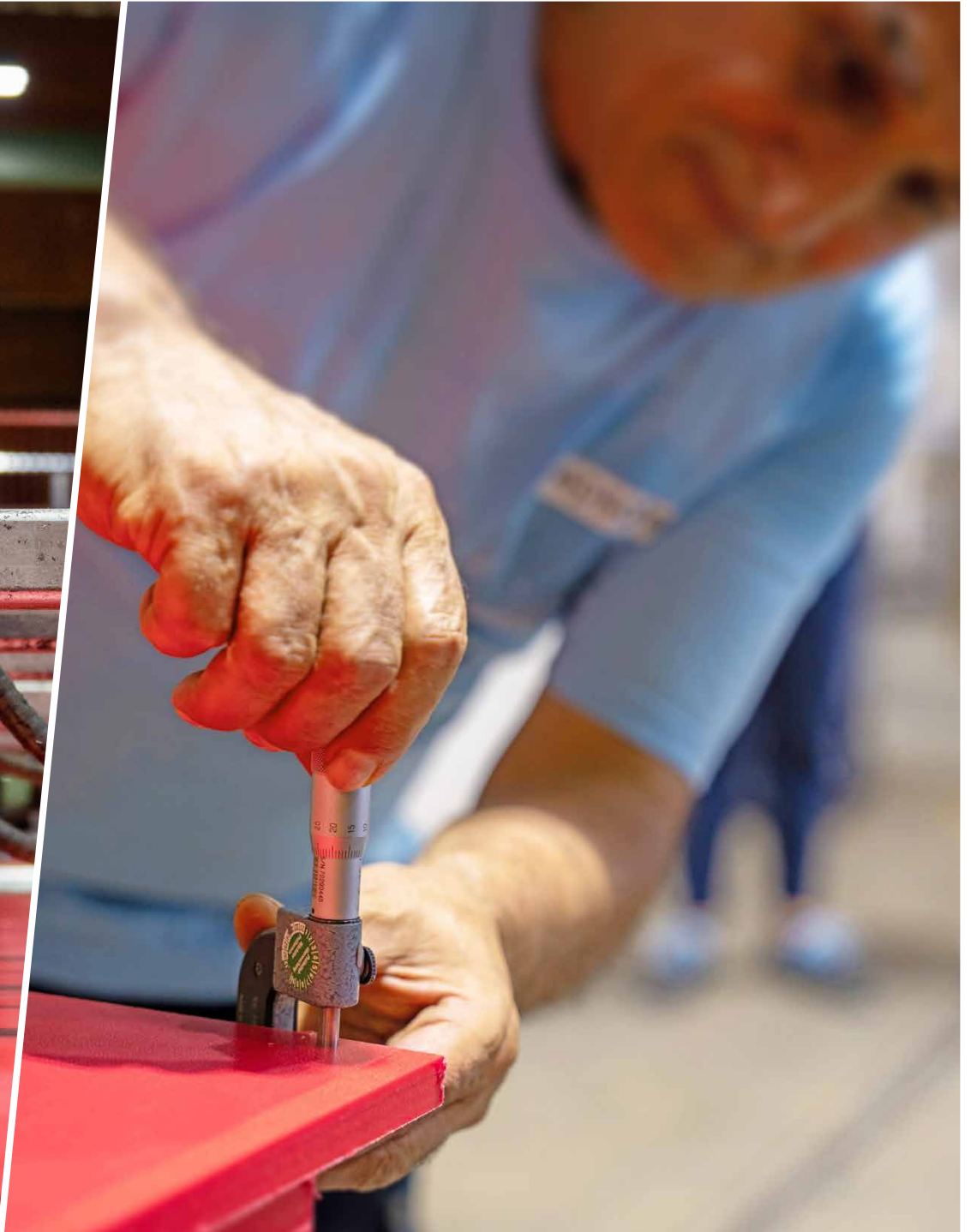
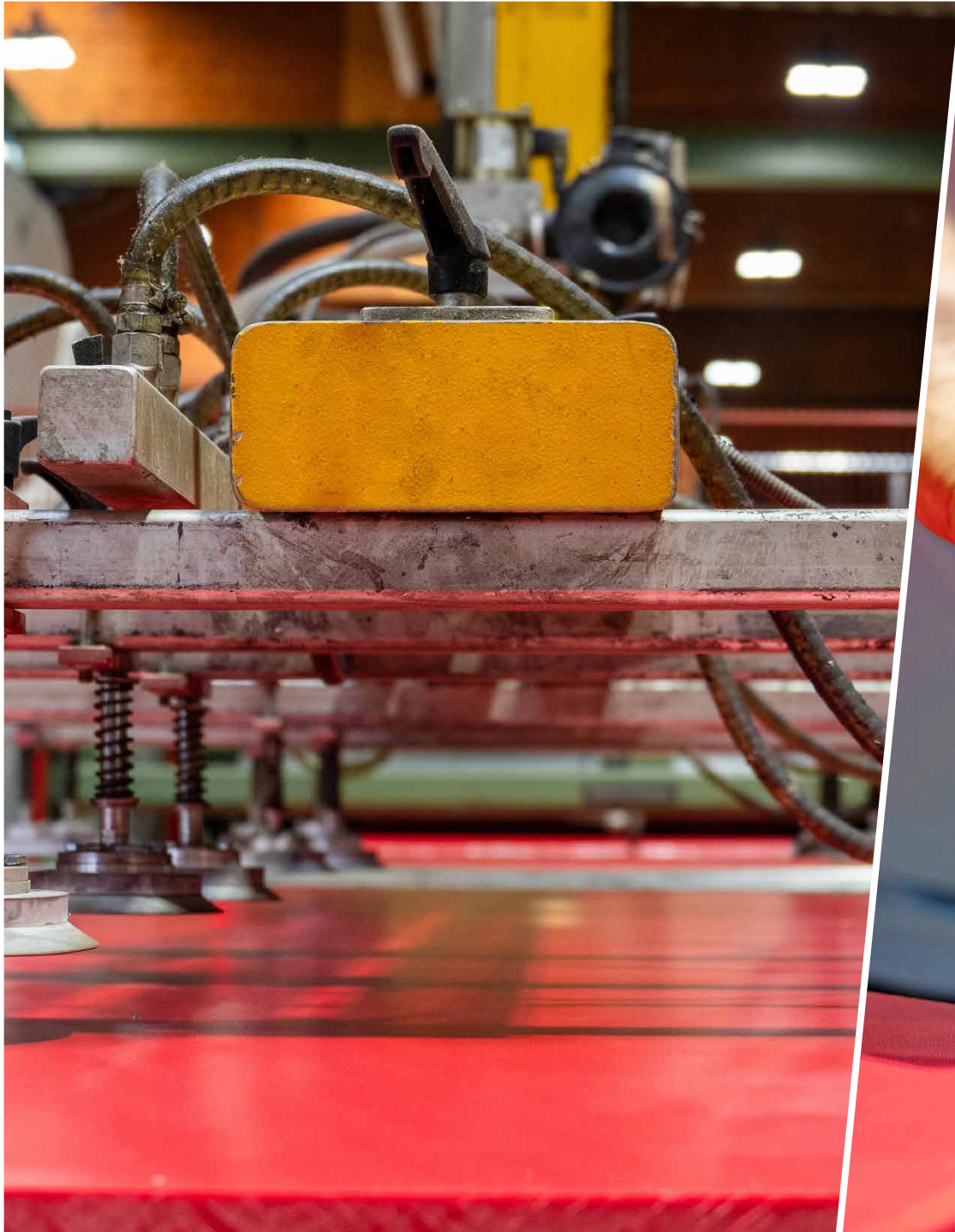
Scope 2		Germany		Italy		UK		France		Austria		AXIPACK		Holding		Group	
2024		tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%			tCO ₂ e	%	tCO ₂ e	%
Electricity consumption	Renewable Sources	0,00	57,00	0,00	0,00	0,00	42,00	0,00	10,00	0,00	100,00		5,59		57,00	0,00	58,20
Electricity consumption	Fossile	962,47	43,00	3.611,32	100,00	1.556,47	58,00	1.166,99	90,00	0,00	0,00	1.390,39	94,41	0,09	43,00	7.297,34	41,80
TOTAL Scope 2		962,47	100,00	3.611,32	100,00	1.556,47	100,00	1.166,99	100,00	0,00	100,00	1.390,39	100,00	0,09	100,00	7.297,34	100,00
TOTAL Scope 1 + 2		1.110,02		3.800,80		1.587,39		1.198,61		19,58		1.422,32		13,46		7.729,86	

Waste Management	Germany		Italy		UK		France		Austria		AXIPACK		Holding		Group	
	to	%	to	%	to	%	to	%	to	%	to	%	to	%	to	%
Total waste (Non-Hazardous) in Tonnes																
to regular landfill	9,50	2%	145,58	50%	128,95	98%	290,20	66%	41,77	95%	7,21	12%	9,47	100%	632,68	46%
incinerated with energy recovery			9,1	3%											9,10	1%
recycling (3rd party)	387,98	98%	136,48	47%	3,14	2%	148,47	34%	2,20	5%	52,83	88%		0%	731,09	53%
TOTAL Waste	397,48		291,16		132,08		438,67		43,97		60,05		9,47		1372,87	

52% Total waste water

48% Total fresh water

Water Management	Germany		Italy		UK		France		Austria		AXIPACK		Holding		Group	
	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%
2024																
Total fresh water	1,21	50	1,09	50	0,08	40	0,11	49	0,13	41	0,09	45	0,10	42	2,80	48
Total waste water	1,23	50	1,11	50	0,11	60	0,12	51	0,18	59	0,11	55	0,14	58	3,00	52
TOTAL Water	2,44	100	2,20	100	0,19	100	0,23	100	0,31	100	0,20	100	0,24	100	5,81	100





epsotech embraces social engagement

TREE DONATING INITIATIVE

As part of its ongoing environmental commitment and in celebration of achieving ISO 14001 certification, epsotech UK purchased a tree for each employee as a token of appreciation. While the company had originally intended to plant these trees on its grounds, circumstances changed. As a result, epsotech offered each employee the opportunity to take a tree home and plant it in their garden, or in the garden of a family member. If an employee preferred not to take the tree home, any remaining trees were donated to local schools, nurseries, care homes, and other community organizations.

Our employees could also recommend a specific school, nursery, or organization and the management team was happy to initiate discussions with the organization to see if they would like to receive the tree on the employee's behalf. At epsotech, we understand that a strong team is the cornerstone of both our organizational success and our commitment to sustainability. In line with our environmental, social, and governance (ESG) goals, we regularly organize team-building activities that promote collaboration, health, and well-being, while also supporting our broader sustainability objectives.



BUILDING STRONGER TEAMS

In 2024, we expanded our team-building efforts to include a wide range of activities, from environmental awareness initiatives to sports and leisure events.

These activities not only strengthen teamwork and communication but also encourage a healthy work-life balance. Whether it's participating in outdoor events, sports challenges, or leisure activities, our goal is to engage employees in ways that foster unity, promote physical well-being, and create positive social impact.





POLYMER INNOVATION

we care about
our planet

the planet will not wait,
so we won't either

when vision
becomes mission

epsotech.com

