



# Sustainability Report 2024



# Welcome to Utz!



Dear Readers,

As the new CEO of the Utz Group, I am delighted to present you with our third sustainability report. Sustainability is very important to me personally, and both our strategy and its implementation have my full support. It fills me with pride to see and promote these values in our work each day. The circular economy is clearly visible, both in our business model and our products, showing that we are on the right track. A particular focus of ours is on the procurement of CO<sub>2</sub>e-neutral energy. We are firmly committed to meeting our energy needs entirely from renewable sources by 2030 and thus making an important contribution to our climate strategy. This is a crucial step in achieving our ambitious climate targets.

Despite these economically challenging times, we will continue to consistently pursue our sustainability goals. A high level of self-financing is an important part of our sustainability strategy and this will enable success even in stormy times. Sustainability at Utz is not a centralized task. Each subsidiary and all our employees are involved in finding new solutions that contribute to our sustainability strategy on a daily basis. An excellent example of this is the introduction of the *Utz ID*, where, in the future, the production and material properties of each product will be capable of being directly retrieved. This will enable the implementation of a more targeted recycling of Utz products.

We will continue to focus strongly on sustainability in the future, because only in this way can we realise our ambitious climate strategy.

Warm regards,

A handwritten signature in blue ink, reading 'M. Schürmann'. The signature is fluid and cursive, with a small blue checkmark-like mark at the bottom left of the signature.

*Marc Schürmann, CEO Utz Group*

# Utz in a nutshell

## This is Utz

Eight locations, on three continents, with 1,400 employees in all – this is Utz. For over 70 years, we have been developing and manufacturing suitable, sustainable packaging made of plastic for reusable logistics and technical parts. Together with our customers, we develop customized, company-specific transport solutions for automated and digitalized logistics processes worldwide. Fully private ownership and a long-standing shareholder base enable us to act as a strong, reliable partner and build long-term customer relationships.

## Our mission

With high efficiency, functionality, innovative strength, and our environmentally friendly products and services, we continue to set new benchmarks and industry standards. In decentralized structures closely networked worldwide, we have created an effective and creative working environment.

## Our strategy

We focus on profitable, organic growth. Globally expanding transport, warehousing, and process logistics offer Utz optimal opportunities for this. We are represented in the most important markets and growth segments worldwide, making us the ideal partner for multinational customers. Thanks to our innovative strength, we can develop and implement products and solutions rapidly and in close proximity to the customer via individual customer and industry solutions. We rely on modern technology and machinery from industry leaders to ensure efficient, resource-saving production. Our uniform sales processes are IT-supported and globally networked, and result in process reliability and quality.

## Utz 2024 in numbers

100%

independent and self-financed

35,000

products, 70% customer standards

40

million CHF investments

8

locations on three continents

1,400

employees

350

million CHF consolidated turnover

1947

founded in Zurich

43%

Share of renewable energy

78,000

tons of plastic processed

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Georg Utz Holding AG  
Augraben 2–4, 5620 Bremgarten, Switzerland

+41 56 648 77 11  
info.ch@utzgroup.com  
www.utzgroup.com

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# On our way to a carbon-neutral circular economy

## In line with global goals

The Utz Group's sustainability strategy and climate goals are in line with the *United Nation's Sustainable Development Goals (SDGs)*, the principles of the *UN Global Compact*, as well as the goals of the *Paris Agreement*.

## Up-to-date, innovative, and at the forefront

As part of a larger value chain, the Utz Group is willing and open to continuously incorporating new scientific findings in upstream and downstream value-creation sectors. Our aim is to develop innovative products and services and play a leading role in our industry for a carbon-neutral circular economy of reusable packaging in warehouse, transport, and process logistics.

## A focus on the whole supply chain

We involve our suppliers in our sustainability goals and expect them to transform sustainably as well. At the same time, we are a member of the *Carbon Disclosure Project (CDP)* and are preparing for group-wide participation in *EcoVadis*.

## Promoting the circular economy

We are involved in organizations that promote the circular economy, develop new knowledge, and define new standards. We contribute our know-how to develop sensible and sustainable rules for the circular economy.

This sustainability report means we are accountable to all stakeholders, providing transparent information on our sustainability goals and progress on an annual basis.

## Our work with and support for sustainability organizations:

- We support local industry organizations for the promotion of reusable logistics packaging.
- We aim for compliance with European and American standardization organizations.
- We work with scientific organizations for the development of our database.
- We follow the guidelines of various initiatives for the standardization of sustainability reporting and the promotion of transparency.
- We participate in political interest groups for the consistent further development of the legal framework.



# Utz sustainability strategy



- We work economically, efficiently, and profitably to be able to invest from our own resources.
- We act in an ecologically sustainable manner and keep our processed plastic in the cycle in the long term.
- We live a corporate culture that puts people first and we are fully committed to our corporate value of sustainability.

# Sustainable by conviction

## Our vision

Our vision is a future with only sustainably produced, reusable, and recyclable returnable containers. Doing our job properly means our *carbon footprint* will be reduced to zero – Zero Carbon – and there will be no more waste – Zero Waste – so that our products have a positive impact on the CO<sub>2</sub>e balance over their entire life cycle.

## Our foundation

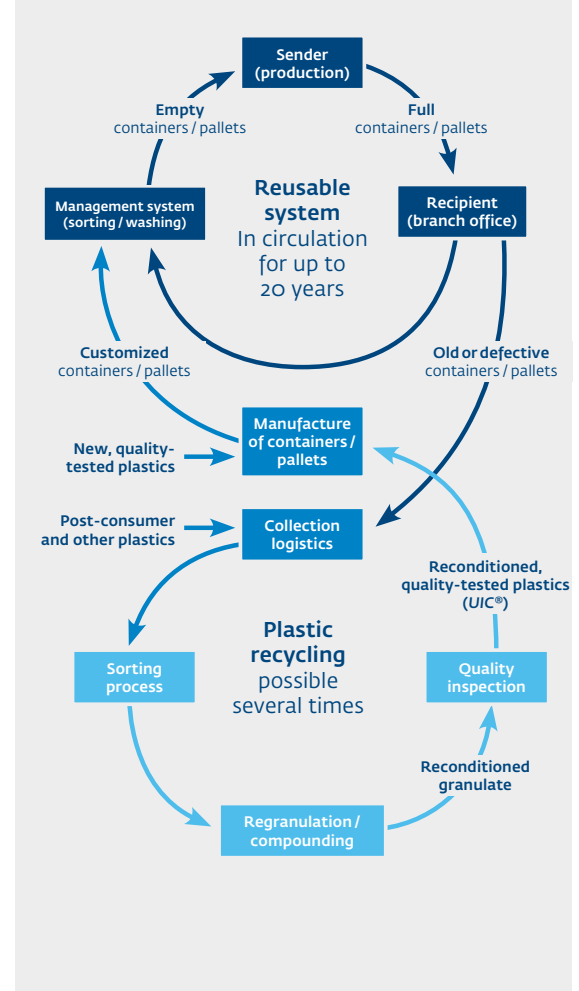
We follow the three-pillar model of sustainability, but also consider the cultural dimension and our responsibility towards future generations. On this foundation, and with the help of our company's carbon accounting, we have formulated targets in line with the climate goals of the 2015 *Paris Agreement*: to limit the global temperature increase to well below 2°C above pre-industrial times.

## Our reporting

We measure our progress annually and document it in our Sustainability Report. The data basis is extracted from our own reporting and is integrated into the annual management processes.

The *key performance indicators (KPIs)* we have defined allow us to identify progress and call for action and to implement targeted measures. We respect the human rights set out in the *UN Universal Declaration of Human Rights Charter* and reject unethical and illegal business practices. To this end, in 2023 we adopted a new group-wide Global Code of Conduct. This Global Code of Conduct requires both our employees and our suppliers to adhere to its principles. In this way, we assume responsibility beyond the company.

## Our resource concept



# Fact-based climate strategy and targets

- By 2030, we will be producing exclusively with electricity from renewable sources.
- By 2035, we will be using mostly recycled or low-CO<sub>2</sub>e raw materials.
- We exclusively manufacture recyclable reusable products.
- We ensure the recovery and recycling of our own products.

## New materials

At 71%, plastic use at Utz accounts for the significantly largest share of CO<sub>2</sub>e emissions in *Scope 3*. By significantly increasing the proportion of recycled materials and using low-CO<sub>2</sub>e plastics, our *Scope 3* emissions will be progressively reduced.

## Renewable energy

Direct and indirect emissions (*Scope 1+2*) originate from the use of non-renewable energy and account for approximately 15% of the Utz Group's *carbon footprint*. By switching to energy from renewable sources and increasing the efficiency of our operations, we aim to reduce our *Scope 1* and *Scope 2* emissions to zero by 2030, while significantly reducing our energy demand per kilogram of plastic processed.

## Methodology Adjustment for calculating emissions

The methodology for calculating emissions was adjusted for the year 2024. As a result of the adjustment, the footprint is more precise and better reflects reality. A significant change was made in the area of end-of-life, where greater attention was paid to regional differences in the area of recycling. The resulting findings show a significant increase in emissions in this area and a corresponding increase in the overall footprint. To ensure comparability, the past footprints were adjusted.

## Competent support

Since 2018, we have been working together with the myclimate foundation and receiving support in developing and implementing our climate strategy. The ISO 14040/44 and ISO 14067 standards for life cycle assessment serve as the basis.

## Scope 1 to 3

Year	Scope 1 in t CO <sub>2</sub> e	Scope 2 in t CO <sub>2</sub> e	Scope 3 in t CO <sub>2</sub> e
2022	6,600	26,700	260,000
2023	7,300	22,700	243,500
2024	6,500	12,000	260,500
Target 2030	-100%	-100%	
Target 2035			-55%

## Breakdown of the Utz Group carbon footprint 2024

Category	t CO <sub>2</sub> e	Percentage
Scope 1	6,500	2%
Scope 2	12,000	4%
Scope 3	260,500	94%
<b>Total</b>	<b>279,000</b>	

# Our goals for the future

Reusable  
 CO<sub>2</sub>e-neutral  
 100%  
 Circular economy  
 Independent  
 Profitable  
 Smart solutions  
 Automated logistics  
 Customer-oriented  
 People-first-culture  
 Innovative  
 Quality  
 fact-based

## Social

The development of our company culture embraces the involvement of all employees as the most important driver for the achievement of our ecological and economic goals. Our aim is to be an attractive employer, and when designing workplaces and working-time models, we focus on the compatibility of work and family. We attach particular importance to the health of all our employees. Competence and willingness to perform are paramount at Utz. We are a company in which origin, age, gender, and appearance play no role. We secure and create attractive jobs through ongoing digitalization.

## Economical

We recognize the progressive automation of logistics processes as a megatrend of the future. Our aim is to be the leading international supplier of intelligent reusable packaging for automated warehouses and transport logistics. This development will allow profitable growth through innovative and smart solutions that generate added value for multinational customers. Principles such as a high degree of self-financing and the independence of our family business will continue to characterize Utz in the future. We will continue to use a significant portion of our cash flow to invest in innovation and efficiency improvements.

## Ecological

At Utz, we are committed to focusing exclusively on *cradle-to-cradle* recyclable products with an above-average service life. At the same time, we are continuously reducing our *carbon footprint* and switching to the use of renewable energies. We are reducing the consumption of new raw materials by continuously increasing the use of secondary raw materials or CO<sub>2</sub>e-neutral plastics. We are constantly improving our energy efficiency and trying to reduce energy consumption.





Utz products are designed to last as long as possible. In this way we avoid waste and reduce resource consumption – an optimum implementation of the waste hierarchy. And when the products reach the end of their life after many years of use, they are almost 100% recyclable thanks to our "design for recycling" approach. Manufacturing products exclusively from mono-material makes recycling even easier.

Our aim is to simplify traceability and sorting using the *Utz ID*, so that production and material properties can be easily retrieved and directly assigned to the product.

Waste recycling in the future will be controlled by EU legislation. At Utz, our goal is to become a licensed waste recycler and we will continue to close the material loop independently and efficiently. The *PPWR (Packaging and Packaging Waste Regulation)* will enter into force in 2025 and will require an ever-increasing proportion of recycled materials. The Utz Group is already capable of meeting these legal requirements for all of our customers.

With our products, we focus on the highest levels of the waste hierarchy: waste prevention and reuse.

#### Continually increasing the use of recycled materials

Our CO<sub>2</sub>e footprint has shown us that the biggest lever for reducing our greenhouse gas emissions is to increase the proportion of *UIC®* in our products. We have defined this as a key objective in our climate strategy. The use of *UIC®* materials is to become universal at Utz, and we will progressively convert our standard products completely to *UIC®*. We are focusing on increasing the use of secondary materials from mechanical recycling.

The increased processing of recycled plastics also has an impact on our process technologies. The design of our molds must be adapted accordingly, and the amount of pre- and post-processing required for the machines is increasing. Our customers are also increasingly demanding products made entirely from *UIC®*. In this way, our products are helping them to reduce their *Scope 3* emissions.





## Utz sustainability strategy

### Sustainability and trust through CDP participation

This year, the Utz Group again participated in the *Carbon Disclosure Project (CDP)* initiative. As one of over 20,000 companies worldwide, we voluntarily disclose our environmental data on this platform. This information is accessible to various stakeholder groups, which also allows us to view the data of our customers and suppliers who also participate in the CDP.

By disclosing this information, we promote transparency and trust among our stakeholders and demonstrate that our sustainability efforts are targeted and serious. Furthermore, this gives us a competitive advantage, since we are already meeting the requirements of existing and future customers.



*"The Utz ID will enable us to close our material cycles more effectively in the future."*

*Philip Schaniel, Head CPM, Utz Group*



*Find out more about what sustainability looks like at Utz and how we are meeting our global targets:*

<https://www.utzgroup.com/en/sustainability/our-attitude/>

# Economic sustainability



- **Logistics is increasingly becoming digital and automated.**
- **The demand for reusable containers, trays, and pallets is growing worldwide.**
- **Utz is following this trend and attaches importance to balanced profitable growth.**
- **Specific, environmentally friendly customer solutions are at the forefront.**

## Slower development and success in new areas

### Sales

Year	MCHF	% on prior year
2022	400	123%
2023	400	100%
2024	350	88%

The weak economic situation in Europe and China is having a direct impact on earnings and expected investments in the logistics chain. The implementation of many projects has slowed down. This noticeably impacted sales of the Utz Group in 2024. However, although the trend remains, it is expected that the Utz Group will benefit from a catch-up effect and also gain customers in new market segments in the future.

### Average machine age

Year	Number of years
2022	11.3
2023	9.9
2024	9.7

When making investments, we not only consider whether these make economic sense, but also whether they add environmental value.

We regularly invest in the renewal of our machinery. This modernization not only increases our productivity and operational efficiency, but also allows us to continuously improve our environmental performance. The reduction in our energy KPIs (see page 32) illustrates this.

In 2024, we continued to invest in our own photovoltaic systems and, together with local electricity providers, these systems were installed on existing roof areas. The supply of CO<sub>2</sub>-neutral electricity is increasing significantly on all continents, thus supporting our sustainability goals.

- Success in opening up new market segments
- Approximately 85% of revenue was generated outside Switzerland
- Utz has been able to attract more multinational B2B customers who rely on us as an international partner
- A total of 30 international customers account for 50% of our revenue



# Balanced distribution of sales across industries and customers – with examples of current market successes

## Experience pays off

More than 75 years of industry experience reassures leading customers worldwide. Our industry specialists in sales are valued contacts when it comes to innovative customer solutions.

Reusable logistics has become established in all industrial sectors. Plastic solutions provide reassurance due to the almost complete recyclability of the raw materials as well as service lives of 20 years or longer.

For many years, numerous customers from all industries have been relying on our solutions and depend on us as a reliable partner. Customer programs often have a service life of several decades. Our customers appreciate our long-term orientation and know that they can reliably reorder their products from us even after many years.

## Utz' focus industries



There is currently an established strong trend towards automation in retail, the automotive industry, the pharma industry, and warehouse logistics. We recognized this early on and have developed different customer standards for use in automated processes. We developed the first home shopping container in 2008.

Every optimization of product weight, ergonomics, load protection, maximum load volume, or identifiability increases the efficiency of modern logistics. Adapting pallets and trays individually to the special features of company processes results in direct pay-offs. In this way, we support companies in becoming more efficient and sustainable.

## Trade on the move

The circular economy is coming more and more into focus. In addition to the consistent use of reusable containers, the aim is to close material cycles by promoting recycling.

Together with our customers, the Utz Group is developing take-back systems and intensifying its

partnerships with recycling companies. We are also working on certifying the recycling and recyclability of our products.

Legal requirements (EPR – Extended Producer Responsibility) are forcing product distributors to cooperate with customers and suppliers. New sustainability standards are being implemented across the board. This collaboration across the supply chain will result in sustainable products with a significantly reduced carbon footprint.

## » Closed-loop with German OEM

In 2024, Utz entered into another closed-loop partnership with a well-known German automotive manufacturer (OEM). The OEM works with Utz plastic containers, known as SLCs, in all of its parts logistics. After years of use and multiple reuse cycles, these containers are eventually sorted out for decommissioning. Together with Utz, the OEM now ensures closed material cycles, guaranteeing maximum quality and purity in the reused materials. In addition, there are also economic benefits for the OEM when procuring new SLCs made from their own recyclates.



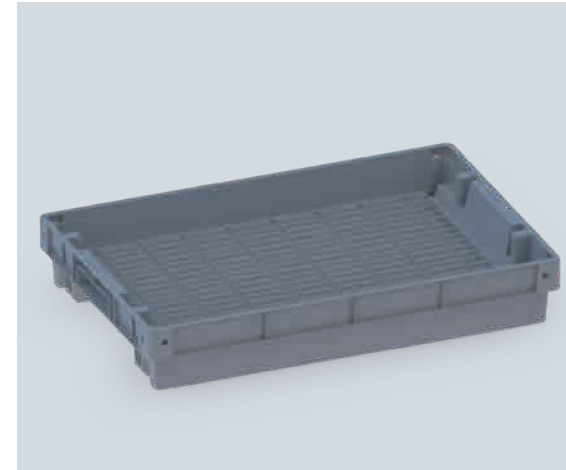
» **Migros online retail container**

Together with the large Swiss retailer Migros, a new series of containers was developed for online retailing. Our long-standing and trusting partnership with the customer has given us an in-depth understanding of their processes, and this was taken into consideration in the design of the containers. The aim was to replace the previous transport containers in order to also meet the requirements of the current automated internal processes. The new containers, with an insulation module and reinforced bottom, are stackable and nestable. They reduce logistics costs in every process step (manufacturing, picking, warehousing, and transport) and increase throughput. The Utz containers will be used by Migros for many years to come.



» **Success in the USA**

Utz USA became a development partner of a renowned US automobile manufacturer (OEM) that was looking for an automated storage container for its spare parts logistics. The result is the new Utz ALC (*attached lid container*) family, which, with all its process features, is unique and therefore an innovation in the US market. It fulfils all the requirements for automatically running through the customer's process chain. In addition to Utz' well-known high quality, the decisive factor in winning the order was the fulfilment of the sustainability conditions: With a minimum UIC® content of 25%, the CO<sub>2</sub>e footprint of the Utz ALC is reduced by 15% compared to the use of new material.



» **Utz customer solutions also a success in China**

In cooperation with a multinational pharmaceutical company from Japan, the Utz Group has developed new trays using the injection molding process. The trays are manufactured at the Utz plant in China and are used by the customer in the production of eye drops. Several compatible process trays have been developed so that all sizes of bottles and ampoules can be filled on the same equipment. The trays used at a Chinese plant of the customer are employed in a high-speed manufacturing process. They are extremely precise and were designed to run reliably through the production lines with as little trouble as possible.





## The strength of economic sustainability becomes apparent in economically challenging times.

### Strengths of economic sustainability

In economically challenging times, the advantages of a company that operates sustainably become particularly apparent. Because it is entirely self-financed, the Utz Group can weather periods of fluctuating demand and adapt to market changes. The Utz business model is resilient in several ways: On the one hand, the market trend supports new regulations for the use of reusable transport packaging, while at the same time, thanks to its robust balance sheet, Utz is able to continuously develop innovative products and customer solutions. This ensures stable margins and a continuous cash flow.

Although the Utz Group is not unaffected by the current period of weak demand, we are able to invest in the further development of the company in an anti-cyclical manner. We are consistently driving renewal and investing in process automation. These are important measures for energy efficiency that will help us achieve our climate goals.

The Utz Group is not exposed to the pressure of short-term cost optimization and is maintaining its focus on long-term growth industry segments. This will strengthen the resilience of the Utz Group in the long term.

Key customer relationships have also passed the economic stress test, which proves that the stability and reliability of the business model can be maintained in these times.

The Utz Group will consistently adhere to its economically sustainable business model because it is the best foundation for robust and long-term growth.





*"Despite the challenging economic situation, we are able to stick to our investment plans and thus lay a solid foundation for a successful future."*

*Oliver Flühler, CFO, Utz Group*

### Our aims in 2025:

- Growing with the trend in logistics automation and increasing sales by at least 10%
- Acquiring new customers in the pharmaceutical industry
- Maintaining a self-financing level above 80%
- Using a significant portion of cash flow for investments in expansion, innovation, and efficiency improvements (further reduce the machine age KPI)

*Customer-specific Utz containers in an automated storage and retrieval system (ASRS).*



# Social sustainability



- **Mutual appreciation:**  
Our employees are the cornerstone of our innovative corporate culture.
- **We stick to the facts:**  
Rules and obligations are clearly formulated and transparently accessible to all employees.
- **Employee participation:**  
All Utz companies are familiar with the principle of employee participation.
- **A culture of trust and transparency:**  
Managers who lead with integrity and a work culture committed to the four-eyes principle create trust and prevent unequal or arbitrary treatment.
- **Diversity and equality:**  
We stand for diversity and promote equality.



## Know-how development: Training and further education

### Providing training and further education

At many locations, the Utz Group trains its own skilled workers and provides professional certification. The quality of this training is recognized beyond the company itself. Utz has received several awards as a training company and our apprentices have won international competitions. Wherever possible, we keep our apprentices in the company after they have successfully completed their training.

We encourage and support the further development of our employees. Through internal and external training programs, we expand our know-how and ensure our employees are fit for new requirements in work processes..

We work together with universities and universities of applied sciences and provide internships in order to build up and expand in-depth knowledge within the company.

### International exchange

Our employees at all levels (including apprentices) can visit sister companies and participate in the internal exchange of expertise. We ensure that our specialists share their experiences and build on each other's knowledge beyond the local company boundaries by means of globally active working groups.

### >> Promoting cycling in Switzerland

Utz in Switzerland regularly organizes its own Utz Bicycle Challenge. Tailor-made for Utz, the concept encourages employees to cycle to work more often. The challenge is designed so that participants feel the effect on their health, measure the reduction in CO<sub>2</sub> emissions, and are even rewarded for this. In this year's campaign, 31 employees covered 12,442 km by bike. The progressive remuneration also encourages employees with a longer commute to take part.



5%

apprentices  
and interns

6%

employees in  
further education

# Occupational safety and health promotion

We make sure that the workplaces at Utz meet current health requirements and regularly conduct ergonomics training and workshops to promote health in the workplace.



## Reducing physical strain

Our aim is to eliminate monotonous activities – constantly repeating work steps – and thus avoid one-sided physical strain. Collaborative robots relieve us of such work. We have implemented workplace ergonomics, work aids, good lighting, room climate, and noise protection in everyday work.

## Promoting health

We offer incentives for the individual promotion of health. This includes information on seasonal diets as well as medical tips and more exercise in everyday working life. This has been well-received: Employees have formed sports interest groups for their free time, and more and more Utz teams are excelling at team sports competitions.

## Improving occupational safety

Our accident frequency rate is 13.6 accidents per 1,000,000 hours worked. This is slightly above the industry average of 12. Our goal is the complete avoidance of down days due to accidents. Regular safety walks are part of Utz's daily work routine. Here, we identify hazards and eliminate them as rapidly as possible. Many Utz subsidiaries are already certified under ISO 45001.

13.6

workplace  
accidents  
per 1,000,000  
working hours

# Our guiding principle: People first



## Flexible employment relationships

Full-time permanent employment is the standard model in the Utz Group. However, we are open to part-time permanent positions and other flexible employment relationships. In this way we allow flexibility for project tasks and at the same time respond to the specific circumstances of our employees. In the operational area, we make sure that we can employ 80% of our staff on a permanent basis. Those who come to Utz often stay with Utz for a long time.

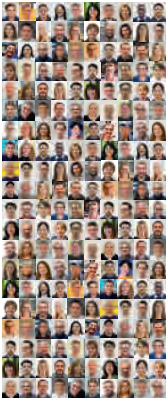
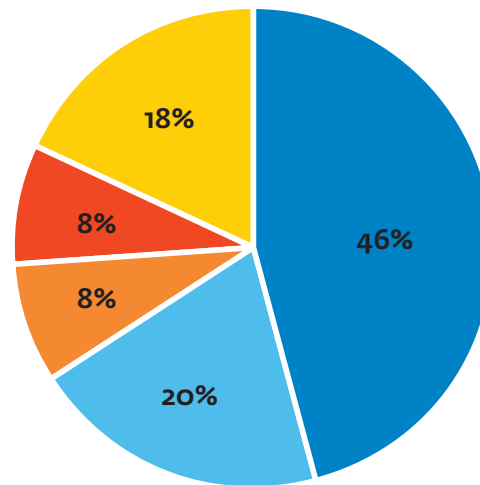
## Mutual appreciation

Our exciting working environment, the culture of mutual respect within the family business, and the opportunity to take on responsibility are highly regarded. At Utz, we are united by common values. We are inspired by innovative solutions, we value open and objective debate, and we attach importance to mutual support, because this is how the best solutions are created. Decentralized

structures with clear rules of competence allow a maximum of personal responsibility and decision-making authority close to the customer. We take our employees and their concerns seriously. We want them to feel comfortable in the company. Through their creative contributions, the Utz Group continues to develop:






- Our workplaces at Utz have been modernized
- Hybrid work models are being offered
- Remote working solutions have been implemented

All Utz employees share in the company's annual success.



## Length of service at Utz:

- shorter than 5 years
- longer than 5 years
- longer than 10 years
- longer than 15 years
- longer than 20 years

 Customer-orientation	 Innovation	 Quality	 Task-orientation	 Sense of community
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# Appreciative and respectful collaboration

## Sense of community

Respectful and appreciative interactions with each other and a strong global cohesion are central elements of our corporate culture. The interdisciplinary exchange of experience is consciously encouraged. Regular international collaboration in projects strengthens the cohesion and networking of our companies.

**23%**  
women employees

**23%**  
female leaders

**50**  
different nationalities

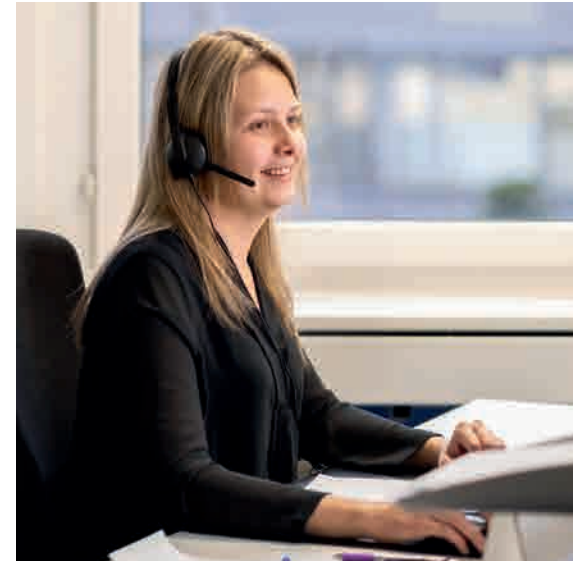
## Diversity

We value all employees who are willing to perform and contribute to the company. Cultural, gender, or social differences play no role in this. On the contrary, they often enrich our collaboration. We ensure the respectful integration of people with disabilities at all our locations.

We will continue to increase the proportion of women in all roles and management levels. At Utz, remuneration is based on the employee's role and performance.

## Globally connected – locally rooted

The Utz locations and their employees are locally rooted. We are socially involved on site and include the families of our employees when we celebrate anniversaries or special events. Our Utz spirit is reinforced through global events to which all employees are invited. We also hold regular cultural workshops. Our shared values create the connections that enable us to work together effectively.





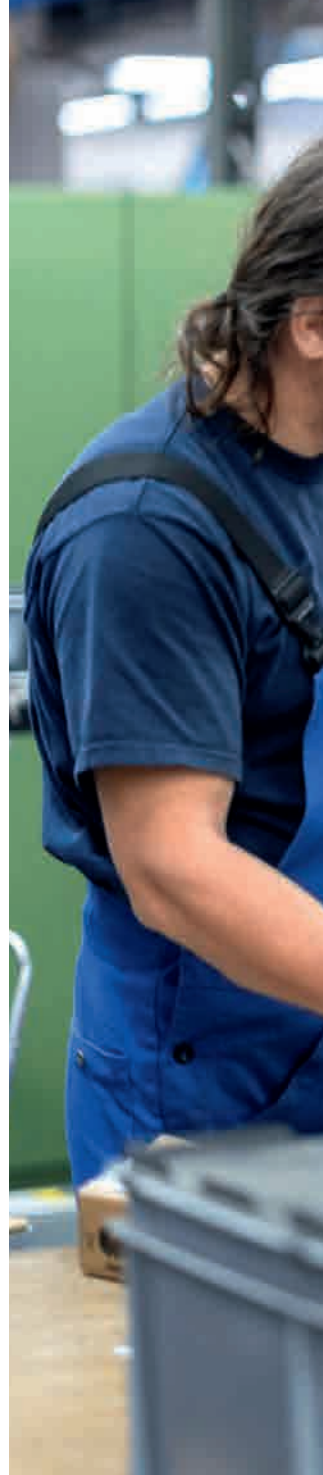
## A long-term approach is the basis for socially sustainable collaboration.

### Long-term sustainable collaboration

At Utz, we aim to offer attractive job opportunities in order to provide our employees with long-term prospects. The shareholders of the third generation are convinced that this continuity is beneficial for both the employees and the company. We actively promote this at Utz. A long-term approach is the basis for socially sustainable collaboration.

The Utz business model, with its focus on individual customer solutions, ensures that we are constantly reinventing ourselves. This innovative spirit keeps the company competitive and also has a positive effect on our attractiveness as an employer. Utz employees recognize the personal benefits of an exciting and secure future.

Thanks to stable business development, local roots are emerging. We support the social engagement of our employees at all our locations. The social influence of Utz goes significantly beyond the factory gates. It is important to us that many local stakeholders benefit from Utz. In a strong and identity-forming corporate culture, employees feel valued, develop further, and actively influence the adaptability of the company.





*"We offer our employees an environment in which they can grow and develop – and are supported in doing so."*

*Corinne Bütler, Head of HR, Switzerland*

**Our aims in 2025:**

- Promoting togetherness – all employees identify with the Utz Group
- Equipping employees with the skills to take on and overcome future challenges through training and professional development
- Helping young people choose a career and offering them professional guidance
- Further reduce accidents and illnesses through technical innovations (e.g., in ergonomics) and process optimization



# Georg Utz USA, Edinburgh, Indiana





# Ecological sustainability



- At Utz, our production optimizes the use of resources and we have been offsetting our *Scope 1* and *Scope 2* emissions since 2022
- We pursue a zero-waste strategy.
- All products of the Utz Group are recyclable.
- We are reducing our *carbon footprint* by switching to energy from renewable sources and by using recycled or CO<sub>2</sub>e-emission-reduced plastics.
- We see CO<sub>2</sub>e compensation as a temporary, accelerating measure and as an incentive to achieve our goals more rapidly.

# Solid facts as a basis

## The challenge of climate protection

The Utz Group is facing up to the challenges of climate protection and is aiming to become climate-neutral. We work with the myclimate foundation on the path to carbon-neutrality. Scientific expertise and certified calculation methods provide the facts on which we base our ecological goals. The reduction of CO<sub>2</sub>e emissions is central to our efforts.

## Our climate-neutrality goals

For the Utz Group, the path to climate-neutrality includes the following objectives:

- The use of renewable energy
- The use of high-quality secondary raw materials or plastics from non-fossil sources
- Cradle-to-cradle and maximum recovery of Utz products at the end of their life cycle

## CO<sub>2</sub>e balancing

We have been measuring our *carbon footprint* since 2019. We systematically record data in a comprehensive internal reporting system that complies with current international standards. The calculations are carried out independently by specialists from myclimate. The external computer-aided calculation is based on current scientific principles and internationally-recognized databases. This enables us to achieve a high level of data quality.

## Keeping material in the cycle

As we grow and our consumption of raw materials increases, so do our CO<sub>2</sub>e emissions. Once we have completely eliminated our *Scope 1* and *Scope 2* emissions, emissions will only be generated by the materials we process. However, because our products are reused on a cyclical basis, and because they are almost completely recyclable, a large proportion of the raw material is kept within the cycle. This also keeps the CO<sub>2</sub>e bound within the material in the cycle and less new material needs to be produced, which consequently results in fewer emissions.

## The Utz Group CO<sub>2</sub>e balance

Year	t CO <sub>2</sub> e total	kg CO <sub>2</sub> e/kg plastic
2022	254,500	3.37
2023	236,000	3.26
2024	279,000	3.58
Target 2035		1.25

## Group-wide climate strategy, local action plans

Our climate strategy was introduced in 2021 and in 2022 we began implementing the first measures. We are constantly working to reduce carbon emissions per kilogram of plastic processed and are guided by our self-imposed emissions reduction path. By implementing our planned measures, we will continue to reduce this figure annually to achieve our 2035 target.

All Utz companies have developed local action plans to reduce their CO<sub>2</sub>e in the short, medium, and long term. These are communicated transparently and are in line with the group-wide sustainability strategy. Several projects are already underway and many more are planned. The projects developed as part of the Company Challenge are also included in the local action plans.



# Our insight: Material matters

The mindful use of all resources is firmly anchored in the Utz Group's mission statement.

20+

Plastic has been our efficiency material for 75 years. It has outstanding technical properties and can be recycled almost 100%. It is extremely durable and can be used in reusable containers in modern logistics for 20 years or even longer.

+

Plastic offers even more environmental advantages: Low weight and good hygienic properties reduce emissions during product use compared to other materials. The plastics we use do not produce any toxic fumes during processing and are harmless to the environment.



As early as the 1970s, Utz began to build up expertise in the extraction and use of secondary raw materials. Increasingly, new solutions are emerging from the direct recycling of our customers' disused container fleets. Box2Box™ products from Utz are genuine *cradle-to-cradle* solutions.

∞

At Utz, we use only unblended grades of plastics. This means that the material can be recycled almost indefinitely and used again as a secondary raw material.

-60

The use of UIC® reduces the *carbon footprint* of an Utz product by 60%. Already today, more than 26% of the raw materials used at Utz are UIC® and we will steadily increase this share in the coming years.



Plastic – repeatedly used – makes economic and ecological sense. Utz guarantees all customers the return and almost complete recycling of all Utz products.

# Our answer: Keeping plastics in the cycle

Our focus is on **UIC® secondary raw materials** and innovative **cradle-to-cradle** models.



Utz Industrial Compounds (UIC®) are high-quality, quality-tested secondary raw materials. The certified properties of UIC® are comparable to those of virgin materials. The raw materials used in our products are declared in a transparent and comprehensible manner.



An increasing demand and long service life limit the availability of high-quality recycled materials. There are various sources from which we can obtain UIC®:

- Recovering our own containers and production waste.
- Procuring compounds from post-consumer waste.
- Procuring tested regrinds.

## Annual plastic use

Year	t plastic	of which t UIC®	UIC® share
2022	87,000	20,150	23%
2023	84,700	21,850	26%
2024	78,000	21,900	28%

In our target industries, there is a high demand for high-quality and customized reusable logistics containers. These requirements can only be met with plastic products. Utz is the market leader in these segments. Due to customer specifications and legal requirements in certain industries, the share of virgin material in our growth will continue to increase.

However, we are already able to steadily increase the amount of UIC® processed, thus increasing the share of secondary raw materials in total consumption.

To meet today's increasing demand and to increase the share of secondary raw materials in total consumption, the Utz Group is working on various innovative approaches. New approaches are continually being added:

- Collaborating with customers to gradually increase the UIC® content in customer-specific projects
- Box2Box™: customer-specific new products made from UIC®
- Collaborating with waste management companies to recover unmixed plastics
- Pooling services for the management of container fleets
- Use of CO<sub>2</sub>e-neutral plastics



# Energy-efficiency and renewable sources

The Utz Group is continuously working on improving internal efficiency and reducing energy consumption. This includes measures such as the purchase of modern machinery, the use of our waste heat, and the installation of LED lighting. By 2030, we will only be using energy from renewable sources. We are already able to produce some of this ourselves by expanding our own photovoltaic systems directly on site. In 2023, we generated approximately 3,365 mWh of electricity with our own solar panels.



## Energy

Year	mWh	Renewable	mWh/t plastic
2022	87,200	18%	1.00
2023	86,100	24%	1.01
2024	85,700	43%	1.09

Plastics are molded at low temperatures. Therefore, relatively little energy is needed in the production process. Through the measures we have implemented, we expect to reduce our energy consumption in the coming years to below 1 MWh per ton of plastic processed.

### >> Efficient logistics in the USA

Utz employees think for themselves. Together with our customer, we scrutinized the pallet-packing density for the delivery of hundreds of thousands of containers for an automatic storage and retrieval system (ASRS). The simple solution led to reduced costs for the customer and to an order for Utz in the USA. With a little extra effort and care during picking, 20% more containers per pallet could be stacked and the trucks completely filled, thus reducing the number of trucks by one in every five. This is an impressive result. This means that fewer greenhouse gases were produced, and nature was the big winner. Reducing CO<sub>2</sub> production is taught in internal processes at Utz – and our employees participate in this!

### >> Green energy at the site in Germany

This was the year Georg Utz GmbH in Schüttorf, Germany, began obtaining 100% green electricity. This means that all the electricity purchased from external suppliers comes from renewable sources. The purchase of green electricity complements the company's own photovoltaic power plant, which already produces around 3.8 GWh per year. There are also plans to optimize the on-site combined heat and power plant in the medium term and to operate it with sustainable, CO<sub>2</sub>-free energy from hydrogen.

Thanks to the management team's local initiatives, in the future, Schüttorf will be connected to the hydrogen network.



*New smart compressors are significantly more energy efficient.*

# Waste and water management



Closed water circuits and the use of process heat protect the environment. Our production processes produce neither harmful exhaust fumes nor noise emissions. We also refrain from using solvents and softeners in our plastics.



We use water mainly for cooling our molds used in production. This consumption cannot be reduced. We do not add any environmentally harmful additives to the water and exchange it one to two times a year. We dispose of the wastewater via the public sewage system.



We are working to achieve zero waste – no more production waste and no more hazardous waste. Utz practices active waste management at all its sites. We are trying to continuously increase the recycling share of our operational waste.

## Water

Year	m <sup>3</sup>	m <sup>3</sup> /t plastic
<b>2022</b>	<b>42,400</b>	<b>0.49</b>
<b>2023</b>	<b>28,000</b>	<b>0.33</b>
<b>2024</b>	<b>26,900</b>	<b>0.34</b>

## Waste

Year	t	Recycled share	kg/t plastic
<b>2022</b>	<b>2,220</b>	<b>57%</b>	<b>25.3</b>
<b>2023</b>	<b>1,880</b>	<b>53%</b>	<b>22.2</b>
<b>2024</b>	<b>1,850</b>	<b>71%</b>	<b>23.7</b>



**>> Pond in front of the factory in France**

As part of a "sustainability marathon" organized by the Pleine de l'Ain industrial park, Georg Utz Sarl built a near-natural pond on its premises. Biodiversity can also be explicitly promoted in an industrial park. In this specific case, the natter-jack toad is provided with a new home in order to be able to continue to reproduce. The natter-jack toad is an endangered species that needs standing water to reproduce. When the young amphibians start to migrate in spring, they move between these kinds of habitats. By mid-May, hundreds of tadpoles had already been observed in the pond, and interested employees regularly follow the toads' development.



Utz materials blending area (left); Utz Switzerland photovoltaic system (top right); waste separation system at the plant (bottom right).



# Utz products are designed for a closed material cycle and deliver economic advantages when consistently used.

## Steady progress

From 2025, we will use only the myclimate "Impact Label" and will consistently avoid the term "climate-neutrality". Current scientific findings point us in this direction. We are also taking a self-critical approach to offsetting measures, because it remains our goal to be able to do without these in the long term. At the same time, we will adhere to the calculation methods and continue to make voluntary compensation payments within the scope of the calculated CO<sub>2</sub> emissions. This also helps us to maintain internal pressure on measures to avoid CO<sub>2</sub>.

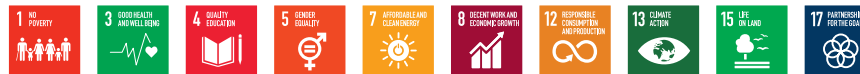
We are seeing that our efforts to avoid emissions are having a lasting effect. The Utz climate strategy is working, and we are continuously reducing our CO<sub>2</sub> emissions per kilogram of plastic processed. In the areas of *Scope 1* and *2*, there are many opportunities within our direct sphere of influence for achieving continued progress.

In *Scope 3*, we depend on the commitment of suppliers and customers. Through consistent communication of the advantages of UIC® (improved CO<sub>2</sub>-handprint), we have also had success here. The broad use of UIC® in all Utz products remains our long-term goal. We are working to increase customer acceptance of UIC® to ensure the collection of end-of-life and to maintain the quality of the recyclate.

Utz products are designed for a closed material cycle and offer economic advantages when used consistently. Even after 20 years of use, the raw material value remains largely intact, which underlines the sustainability and efficiency of Utz products. By reusing the materials, not only is the environment protected, but cost-effectiveness also improves.



The UN Sustainable Development Goals supported by Utz:





*"Through well-thought-out and optimized processes, we can increase operational efficiency and the conscious use of resources."*

Kim Locher, Global Process Owner, Utz Group

**Our aims in 2025:**

- Increase in the share of renewable energy by more than 10%
- Further increase in the UIC® share despite rising material consumption → 5% per year



Community garden in Wrocław (Poland), with large bulk containers provided by Utz.

# Reporting method and focus

## Confirmed scientific basis and validity

The data, figures, and *KPIs* published in this report come from our own internally developed reporting. The ecological data was collected in each reporting year between January 1 and December 31, analyzed between January and April of the following year, and validated and confirmed by myclimate. The data in the chapters "Economic sustainability" and "Social sustainability" are taken from the consolidated financial and HR reports of the respective year.

Our reporting is being continuously improved and developed. In the process, calculation methods can change, which can lead to significant changes in some of the variables reported. Any such significant changes are explicitly indicated.

## Scientific monitoring

The collaboration with myclimate ensures Utz has scientifically sound analysis and support, from the creation of the climate strategy and data collection to the continuous, critical evaluation of the results and the climate targets. The CO<sub>2</sub>e reduction pathways and sustainability targets were formulated on the basis of the *Science Based Targets initiative (SBTi)* and in line with the climate goals of the *Paris Agreement*. Our database is continuously being expanded and our strategy and targets are adjusted as needed based on the new data.

We have based the structure of this sustainability report roughly on the standards of the *Global Reporting Initiative (GRI)*. The *GRI* is an international standard for the preparation of sustainability reports. In the future, we will fully align ourselves with the *GRI* standard and thus further professionalize our sustainability reporting.

This report applies to the entire Utz Group and includes all Utz companies.

## Contribution to global sustainable development

Through our sustainability strategy and our support for the carbon offset projects of myclimate, we are making an important contribution to achieving the *Sustainable Development Goals* of the *United Nations*. The carbon offset projects were selected in accordance with the goals of our climate strategy.

The projects are certified according to international standards and the CO<sub>2</sub>e savings are thereby ensured.

# Glossary

## **ALC**

*Attached lid container*; ALC is part of a cross-manufacturer container family

## **ASRS**

*Automated storage and retrieval system*; technical term for automated storage systems that independently store and retrieve goods

## **CDP**

*Carbon Disclosure Project*; platform for voluntary disclosure of environmental data

## **CO<sub>2</sub>e**

*Carbon dioxide equivalent*; a CO<sub>2</sub>-based indicator introduced in order to directly compare the environmental impacts of different greenhouse gases

## **Carbon footprint**

Calculated in CO<sub>2</sub>e accounting; includes all direct and indirect CO<sub>2</sub>e emissions of a company

## **Cradle-to-cradle**

Approach for a continuous and consistent circular economy by reusing materials in a closed cycle

## **End-of-Life**

*End-of-Life* means the end of a product's operational life. This is followed by recycling or disposal, both of which are part of *end-of-life*

## **KPIs**

*Key performance indicators*; used to measure performance progress towards a specific goal

## **OEM**

*Original equipment manufacturer*; in the automotive industry, this term is used for vehicle manufacturers

## **Paris Agreement**

An international treaty of the *United Nations* adopted in 2015; the agreement covers climate change mitigation, adaptation, and finance; successor to the Kyoto Protocol adopted in 1997

## **PPWR**

*Packaging and Packaging Waste Regulation*; EU legislation (under negotiation) on the reduction of packaging and packing waste

## **Scope 1 emissions**

Includes the direct release of climate-damaging gases by the company

## **Scope 2 emissions**

Includes the indirect release of climate-damaging gases by energy suppliers

## **Scope 3 emissions**

Includes the indirect release of climate-damaging gases in the upstream and downstream supply chain

## **SDGs**

*Sustainable Development Goals* of the UN

## **SLC**

*Small load carrier – container for small parts*

## **UIC®**

*Utz Industrial Compound®*; own brand of the Utz Group for high-quality secondary raw materials

## **UN Global Compact**

*United Nations Global Compact*; pact between companies and UN (intergovernmental association of 193 nations) to adopt and implement sustainable and socially responsible policies

## **Utz ID**

The *Utz ID* consists of a QR code that is attached to an Utz product; the QR code can be used to access information or services about the product

