

**Modiform<sup>®</sup>**



**MODIFORM  
SUSTAINABILITY REPORT 2024**



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# CONTENT

No	Topic	Page
1.	CEO foreword	3
2.	Modiform at a glance	4
3.	Modiform's value chain	5
4.	Double materiality assessment and material topics	6
5.	Overview of KPIs and targets	7
6.	Governance of sustainability	8
<b>Material topics</b>		
7.	GHG emissions and energy management	10
8.	Political engagement	14
9.	Innovation, use of materials and circularity	16
10.	Sustainable and responsible supply chain	17
11.	Good working conditions	19
12.	Workforce characteristics	21
13.	Climate resilience analysis and management of climate-related risks and opportunities	22
14.	Other sustainability topics	24
16.	Appendix 1: Methodology for the double materiality analysis	25
16.	Appendix 2: Methodology for the climate resilience analysis	26
17.	Appendix 3: Reference table for VSME standard	27



# CEO FOREWORD

## SUSTAINABILITY AT MODIFORM

Sustainability has been an integral part of who we are and how we operate at Modiform for decades. Since 1980, we have been recycling waste materials into high-quality and distinctive products and concepts. Over the years, we have built extensive knowledge of the types, qualities and markets of recycled plastics, as well as expertise in the sustainability properties of different materials. Together with our customers, we create well-designed growing systems and packaging and transport solutions that address today's challenges of growers, retailers and consumers.

More recently, we have seen sustainability become more prominent across our value chain. Requests for sustainability information are coming down the value chain, often (but not only) driven by regulation such as the upcoming EU Packaging and Packaging Waste Regulation (PPWR) and the Corporate Sustainability Reporting Directive (CSRD). And of course from sustainability ambitions of customers.

Increasingly often, we are asked to demonstrate the environmental performance of our products, including verified recycled content. At the same time, customers expect the same product quality, functionality and price. This emphasises the links between sustainability, product development and commercial strategy.

## HOW THIS REPORT CAME ABOUT

We have used the European Sustainability Reporting Standards (ESRS) to formalise and consolidate our approach to sustainability. Initially, we were preparing to report under the CSRD in 2026 for the financial year 2025. However, due to changes introduced through the 2025 Omnibus Directive, we will likely no longer fall under the mandatory CSRD scope. We still decided to publish a sustainability report to share our approach to managing material sustainability topics, because we believe that transparency is important.

<sup>1</sup> The report does not aim to cover the full ESRS standards.

## PURPOSE OF REPORT

This is our first external report on sustainability, marking a significant milestone in our sustainability journey.

The report aims to communicate our progress on sustainability in a structured and accessible format, to provide our stakeholders with relevant sustainability information about our business and to establish a baseline for future reporting.

## SCOPE

This report presents our progress on sustainability for the calendar year 2024. It broadly covers the key elements of the ESRS,<sup>1</sup> including our double materiality assessment and our approach to managing our five material topics. It covers the reporting requirements of the Voluntary Standard for Small and Medium Enterprises (VSME).

The report also presents our greenhouse gas (GHG) emissions footprint and summarises the outcomes of our climate resilience analysis.

*Tom Heintjes*  
*a.i. CEO Modiform*



# MODIFORM AT A GLANCE

## BUSINESS ACTIVITIES

Modiform is a leading global supplier of cultivation, transport and packaging systems mainly for the horticultural supply chain. It creates value for customers through a deep understanding of the sector and the specific needs of growers, combined with extensive knowledge of the properties and functionality of (recycled) polymers and a focus on delivering high-quality, commercially attractive and sustainable products.

Modiform's catalogue includes more than 10.000 items, made primarily from recycled plastic and pulp. Core product categories are transport trays, pots, carry packs, propagation trays and online packaging.

Serving a broad customer base across the horticultural industry globally, Modiform's primary markets are the Netherlands, Germany, Italy and the UK.

<sup>2</sup> Numbers in this report follow Dutch formatting conventions (e.g. € 94,9 mln), using a comma as the decimal separator.

**€94,9M**  
REVENUE IN 2024<sup>2</sup>

**240**

Employees in  
2024 (FTE)

**91%**

Of all plastics purchased in  
2024 for production is of  
recycled origin

**8%**

Reduction of  
energy-related scope  
1 from 2023 to 2024

# MODIFORM'S VALUE CHAIN

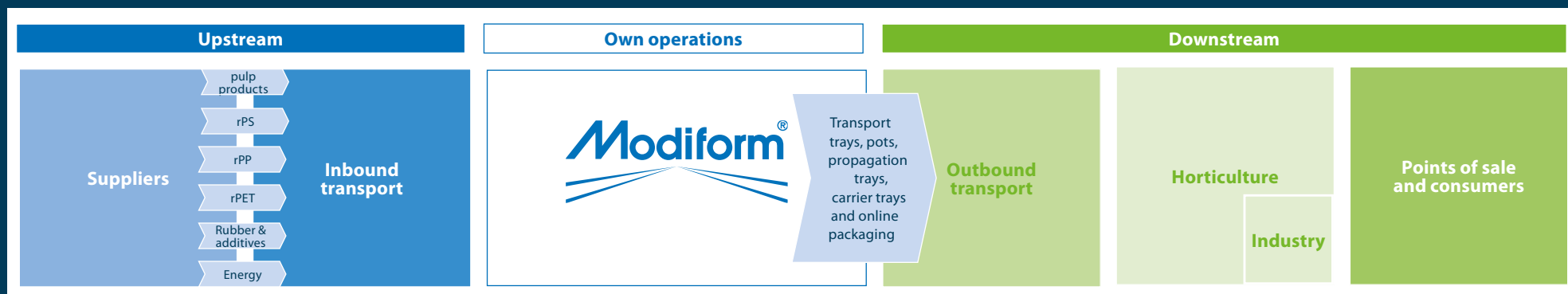


FIGURE 1: MODIFORM'S VALUE CHAIN

## RAW MATERIALS

Modiform uses recycled PS, PP and PET to make its products and also purchases and sells pulp products.

In 2024, 91% of all plastics purchased in 2024 for production was of recycled origin. The small proportion of primary raw materials still used are required to ensure the right physical properties, such as durability, colour and transparency.

## RECYCLING

Modiform has operated an in-house recycling facility for over 45 years, since its inception.

The in-house recycling facility has helped Modiform obtain recycled polymers of reliable quality in a cost-effective way and to close the material loop. This will be increasingly important with a minimum share of certified recycled post-consumer recycled (PCR) content soon becoming a legal obligation under the upcoming PPWR.

## PRODUCTION

Modiform operates four manufacturing sites across the Netherlands and France, allowing the business to deliver high-quality, sustainable products at scale.

## TRANSPORT

Modiform collaborates with multiple partners for the transport and distribution of its products, with Van Heugten Transport being the largest and longest-standing partner.

## CLIENTS AND CONSUMERS

Modiform's products are distributed globally to a diverse customer base, including horticultural growers and dealers. They pass the products on to points of sale such as supermarkets and garden centres, where consumers ultimately purchase the plants. While most products are currently used only once, Modiform is actively preparing to expand its use of reusable formats.

# DOUBLE MATERIALITY ASSESSMENT AND MATERIAL TOPICS

## MODIFORM'S FIVE MATERIAL SUSTAINABILITY TOPICS

Modiform conducted a double materiality assessment between April and September 2023, evaluating the company's impacts on the environment and society (impact materiality) as well as sustainability-related risks and opportunities (financial materiality).

This assessment identified five material sustainability topics:

- greenhouse (GHG) emissions and energy management
- innovation, resource use & circularity
- sustainable and responsible supply chain
- good working conditions
- political engagement

Modiform aims to update its double materiality assessment every three to four years to ensure it accurately captures the most relevant topics for the business and effectively addresses stakeholder priorities.

## STAKEHOLDER ENGAGEMENT

To identify Modiform's critical sustainability topics, the company engaged internal and external stakeholders through interviews and an online survey.

Internal stakeholders represented a range of departments - including sourcing, HR, IT, production and sales - and different levels of seniority. External stakeholders included representatives from suppliers, clients, financial institutions, innovation partners and experts in horticulture, packaging and health and safety.

Internal interviews explored Modiform's business context, including priorities, challenges and significant positive and negative impacts across sustainability topics. External interviews focused on perceptions of Modiform's strengths, areas for improvement and related risks and opportunities.

For details about the methodology of the double materiality assessment, please refer to Appendix 1 on page 25.



FIGURE 2: MODIFORM'S DOUBLE MATERIALITY MATRIX

# OVERVIEW OF KPI AND TARGETS

TABLE 1: MODIFORM'S SUSTAINABILITY TARGETS.

Material topic	Goal	Target	Progress end 2024	2024 status
GHG emissions and energy management	Net-zero emissions in own operations (scope 1 & 2) by 2030	95% reduction of scope 1 and 2 emissions reduction by 2030 compared to 2023	Realised 8% reduction of energy-related scope 1 emissions in 2024 compared to 2023	●
		Use 100% renewable electricity in all production locations by 2025	On track with switch to renewable electricity for all sites	●
		Reduce electricity use per tonne of product	In 2024, three of the four plants reduced electricity use per tonne of product in line with the set target	●
Innovation, use of materials and circularity	Year-on-year reduction of average footprint per use of product sold	Annual product footprint calculations	Product footprint calculations complete for 2023, calculations for 2024 ongoing	●
Sustainable and responsible supply chain	Structurally engage key suppliers on sustainability goals and supply chain risk management	Dedicated sustainability meetings with top four (non-energy) suppliers at least once per year	In 2024, Modiform held sustainability-focused meetings with each of its top four suppliers	●
		Modiform's own production operations RecyClass certified by end of 2025	In-house recycling process received RecyClass certification in 2024	●
Good working conditions	Continuing to ensure a safe, healthy and inclusive work environment and raise employee engagement and satisfaction	Reduce accidents at work	6 recordable incidents in 2024, same number as in 2023	●
		Pay adequate wages to all employees	100% employees paid at or above Dutch/French minimum wage	●
		Reduce absenteeism rate	Absenteeism rate reduced from 7,7% in 2023 to 7,2% in 2024.	●
		Offer employees with opportunities for professional development	In 2024, 75 employees followed a course for professional development (31% of total).	●
Political engagement	Actively contribute to policy discussions for increasing sustainability and circularity of packaging and transport solutions.	Increase participation in sector-level and local initiatives on sustainability	Increased participation level at both NRK and MVO Nederland	●

Note: some targets are for years beyond 2024; for these the 2024 status indicates the progress against plan.

# GOVERNANCE OF SUSTAINABILITY

## MANAGEMENT RESPONSIBILITIES FOR SUSTAINABILITY

Modiform's Board oversees the company's strategic direction and is responsible for delivering the business strategy and related targets. The sustainability manager is the overall process owner for Sustainability Excellence in the business strategy and coordinates activities across the material topics. Ownership of the five material topics is assigned to designated theme owners, who lead the execution and reporting of policies, actions, targets and metrics for their respective areas. Each theme owner is supported by, and receives input from, the relevant operational teams.

## MANAGEMENT PROCESS AND INTERNAL COMMUNICATION

The sustainability manager, as the process owner of Sustainability Excellence, holds regular discussions with theme owners to address topic-specific issues and track progress on Modiform's five material topics.

The sustainability manager meets monthly with the Board for progress reviews. The Board is informed about material impacts, risks and opportunities in these meetings, enabling it to evaluate progress and make any necessary adjustments to support continued advancement.

## ENSURING SUSTAINABILITY EXPERTISE AT MODIFORM

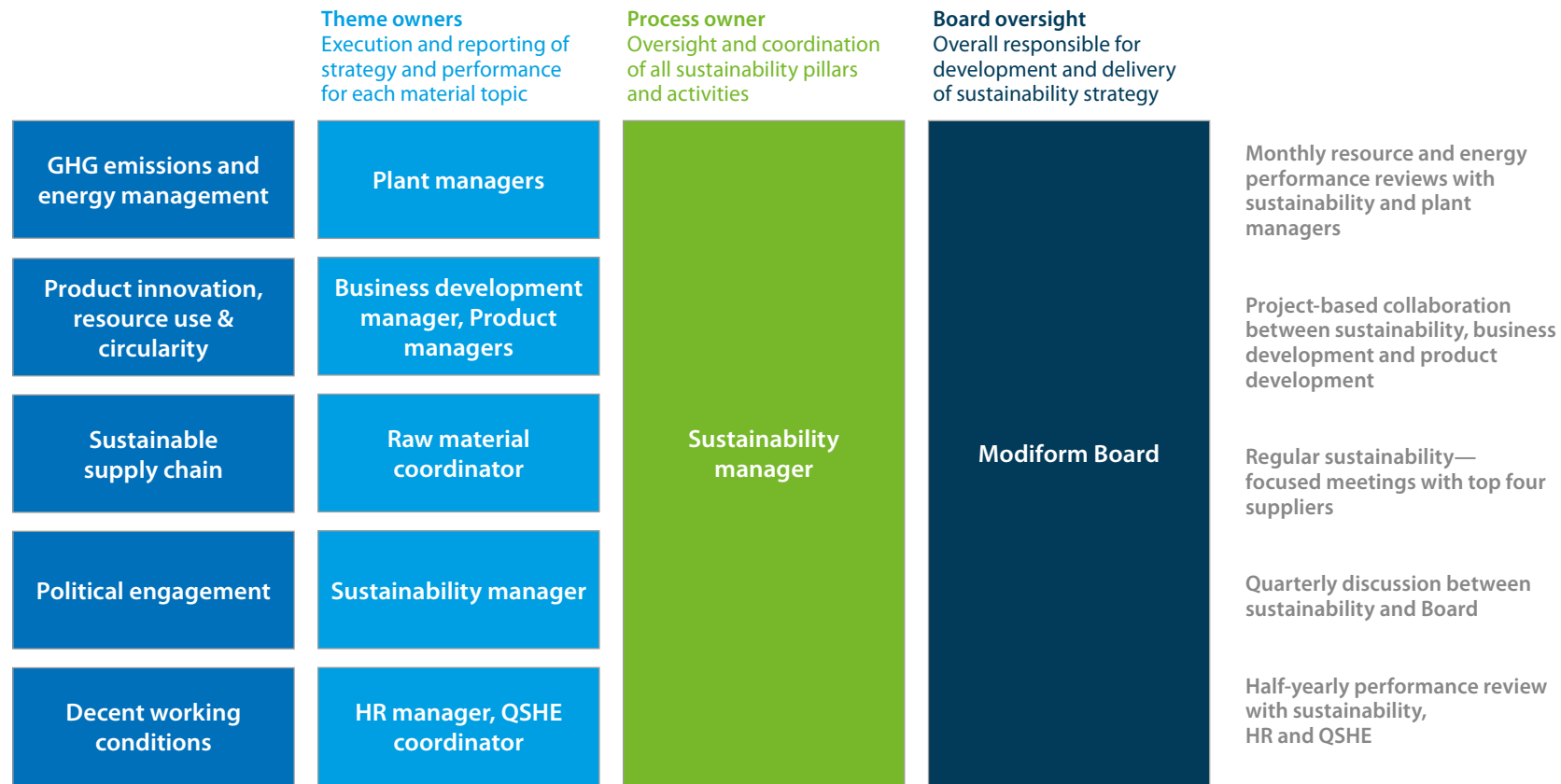
Modiform has deep material-related expertise, providing a strong foundation to address impacts, risks and opportunities related to product innovation, resource use and circularity.

In 2023, Modiform appointed a sustainability manager, she is focused on embedding sustainability best practices across the company and establishing robust performance management.

Modiform also makes use of external expertise for life cycle assessments (LCAs) and energy management and accesses regulatory insight through active participation in industry associations such as Federatie Nederlandse Rubber- en Kunststoffindustrie (NRK) and MVO Nederland.



FIGURE 3: GOVERNANCE OF SUSTAINABILITY AT MODIFORM



# MATERIAL TOPIC:

## GHG EMISSIONS AND ENERGY MANAGEMENT

### WHY GHG EMISSIONS AND ENERGY MANAGEMENT ARE MATERIAL FOR MODIFORM

GHG emissions and energy management are material for Modiform because of electricity use in its production process and associated GHG emissions. This reliance on electricity creates risks, including limitations in availability of electricity due to network congestion, electricity price volatility and rising carbon prices.

Additionally, the sourcing and upstream processing of raw materials are the largest contributor to Modiform's total emissions. The strategy, targets and actions for product innovation aim to reduce the emissions of purchase goods and services.

### TARGETS

In 2024, Modiform set a target to reduce its scope 1 and 2 emissions by 95% by 2030, using 2023 as the baseline year. It also committed to using 100% renewable electricity across all production locations by 2025 and to reducing electricity use per tonne of product.

To address scope 3 emissions, Modiform has committed to achieving a year-on-year reduction in the average carbon footprint per use of product sold.

### KEY ACTIONS AND INITIATIVES IN 2024

Over the past years, Modiform has been investing in gaining better insight into its energy use. It has implemented energy management software and started monitoring daily electricity consumption as well as electricity use per tonne of output at each site. Energy use is reviewed monthly with plant managers.

These insights help Modiform identify opportunities for energy savings and plan emissions reduction measures. In 2024, all Modiform locations ensured to have LED lighting installed, aligning with energy efficiency best practices and in compliance with the energiebesparingsplicht (energy saving obligation) in the Netherlands.

In 2024, Modiform also started engaging its top five suppliers (excluding energy) to discuss ways to reduce GHG emissions in its value chain, for instance, from transport.

### LOOKING FORWARD TO 2025

The Wormhout plant in France is expected to be the first company location to achieve net-zero emissions in scope 1 and 2 in 2025, following the planned transition of its forklift fleet from fossil fuel to electric power and implementation of a new packaging machine.

As of 2025, Modiform is switching to 100% renewable electricity from Dutch wind and solar energy for its operations in the Netherlands.

Modiform will also firm up its calculation of scope 3 emissions in 2025. This will support its work in LCAs of its products to identify the phases in the product lifecycle with the highest emissions and define further opportunities for reduction.

With the introduction of reuseable solutions, as described on page 16 Modiform aims to reduce emissions from purchased goods and services.



## GHG EMISSIONS REDUCTIONS IN PRACTICE AT MODIFORM: LCA INITIATES SWITCH TO GREEN ELECTRICITY

*For several years Modiform has been conducting LCA calculations of its products. One of the main contributors to product impact is electricity use. In 2024, Modiform decided to switch to 100% renewable electricity across its operations starting in 2025. The resulting CO<sub>2</sub> reduction will be reflected in the footprint calculations for products manufactured in 2025.*

# MATERIAL TOPIC: GHG EMISSIONS AND ENERGY MANAGEMENT

## 2024 GHG EMISSIONS REPORT

### INTRODUCTION

Modiform calculates its scope 1, 2 and 3 GHG emissions every year through a life-cycle assessment, following the GHG Protocol. The results of the LCA are used to generate GHG emissions footprint data for Modiform's products, as well as to assess progress against the company's emissions targets.

### SCOPE 1

Modiform's energy-related scope 1 emissions decreased by 8% from 2023 to 2024, mainly due to a reduction in the use of natural gas in the production plants. In 2024, emissions from the use of lubricants in machinery were included in the scope 1 emissions calculation for the first time. With these new emissions sources included, the total calculated scope 1 emissions for 2024 were 20% higher than in 2023. This improvement in data availability provides a more complete and representative picture of Modiform's direct emissions.

### SCOPE 2

Modiform's location-based scope 2 emissions increased slightly in 2024 (less than 1%) compared to 2023, reflecting stable electricity consumption. With the planned purchase of 100% renewable electricity through Dutch wind and solar energy certificates, Modiform's market-based scope 2 emissions are expected to drop significantly in 2025, while location-based emissions will decline with decarbonisation of the European power system.

TABLE 2: SCOPE 1 AND 2 EMISSIONS IN 2023 AND 2024

		2023	2024	Change 2023-2024
Scope 1	t CO <sub>2</sub> -eq	163	196	20%
Scope 2	t CO <sub>2</sub> -eq	16.727	16.850	1%

TABLE 3: ENERGY USE IN MWH

		Renewable	Non-renewable	Total
Electricity	MWh	18.532	20.871	39.403
Fuels	MWh	0	538	538
Total	MWh	18.532	21.410	39.942

TABLE 4: GHG INTENSITY

Year	Revenue (€m)	GHG intensity (t CO <sub>2</sub> e / €m rev.)	
		Based on scope 1 & 2	Based on scope 1, 2 & 3
2023	95,8	176,3	615,0
2024	94,9	179,6	N.A.

### SCOPE 3

At the time of writing, the LCA calculations for 2024 (in which scope 3 emissions are calculated) were still in progress. This report therefore presents scope 3 emissions data for the year 2023.

Modiform's calculation of scope 3 emissions covers three categories: Purchased Goods and Services (category 1), Upstream Transport and Distribution (category 4) and Waste Generated in Operations (category 5).

Of these categories, purchased goods and services is by far the largest, accounting for almost 70% of Modiform's total GHG emissions.

TABLE 5: MODIFORM'S SCOPE 1, 2 AND 3 EMISSIONS IN 2023

<b>Gross scope 1 emission source (tCO<sub>2</sub>e)</b>	<b>163</b>
Diesel	7
Natural gas	116
Water	4
Propane	36
<b>Gross scope 2 emission source (tCO<sub>2</sub>e)</b>	<b>16.728</b>
Location-based (= market-based)	16.728
<b>Gross scope 3 emission source (tCO<sub>2</sub>e)</b>	<b>42.026</b>
Purchased goods and services	40.906
Upstream transportation and distribution	887
Waste generated in operations	233
<b>Total gross emissions (tCO<sub>2</sub>e)</b>	<b>58.917</b>

# MATERIAL TOPIC: POLITICAL ENGAGEMENT

## WHY POLITICAL ENGAGEMENT IS MATERIAL FOR MODIFORM

Although Modiform has to date adopted a modest approach towards political engagement, it is material to the business as policy and regulation plays a major factor in the markets for its feedstocks (recycled polymers) and the markets for its products.

In addition, with increasing network congestion in the Netherlands, it is important to be involved in policy discussions and sector initiatives aimed at managing scarce grid capacity.

## TARGETS

In 2024, Modiform set a target to increase participation in sector-level and local initiatives on sustainability with the goal of increasing the sustainability and circularity of packaging and transport solutions.

## KEY ACTIONS AND INITIATIVES IN 2024

Working closely with suppliers and clients, Modiform regularly scans and assesses the implications of new sustainability regulations. As active member of the NRK industry association, Modiform participated in sector presentations about the implications of the PPWR. Modiform participated in the Circular Economy working group within MVO Nederland, identifying the

interventions needed at sector level to scale up circular practices across Dutch industry.

It also participated in a local energy working group at the Leusden industrial site, in collaboration with the province, to explore shared energy transition challenges and opportunities at a regional level. Through these engagements, Modiform not only stays informed about regulatory developments but also contributes to knowledge sharing and value chain collaboration.

## LOOKING FORWARD TO 2025

At the beginning of 2025, Modiform supported MVO Nederland's *Manifest Opschaling Circulaire Economie*, advocating for acceleration of circular economy adoption in the Netherlands through shared commitments and collaborative action with other forward-thinking organisations.

## PACKAGING AND PACKAGING WASTE REGULATION (PPWR)

The EU PPWR aims to reduce the environmental impact of packaging, harmonising rules to minimise packaging waste, enhance recycling and promote reuse. It introduces binding targets for packaging reduction, bans on certain packaging formats and mandates the use of recycled content and recyclability standards.

The PPWR brings new responsibilities for Modiform and will influence its supply chain and markets. For instance, Modiform will be required to achieve minimum levels of certified PCR content of its products. It will also need to further facilitate the reuse of transport trays.

The introduction of the PPWR highlights the importance of circular design, recycling, a shift to reuse systems and greater transparency around the origin of raw materials.

# POLITICAL ENGAGEMENT IN PRACTICE AT MODIFORM: SHARING EXPERIENCES AS A CIRCULAR COMPANY

As a member of MVO Nederland, Modiform was invited to participate in a discussion with the Minister of Climate and Green Growth on the barriers companies face in advancing the circular economy. A key topic raised was the challenge faced by Modiform's recycled plastic suppliers, who are struggling to comply with current and upcoming legislation while competing against the low cost of virgin plastics



Image: Managing director Ankie van Wersch presents the NEX report for 2025 to Sophie Hermans, Minister of Climate and Green Growth. She does this together with two partners from MVO Nederland.

From left to right: Peter van Keulen (Modiform), Ankie van Wersch (MVO NL), Sophie Hermans, Mark van Luyn (MVO NL), Daniel Moolenburgh (CMT-International).

# MATERIAL TOPIC: INNOVATION, USE OF MATERIALS AND CIRCULARITY

WHY INNOVATION, USE OF MATERIALS AND CIRCULARITY ARE MATERIAL FOR MODIFORM  
Innovation, material use, and circularity have always been priorities for Modiform, and are becoming even more important with the upcoming PPWR and increasing client questions about the sustainable credentials of products.

Modiform is addressing the requirements of the PPWR by strengthening its access to PCR polymers through its in-house recycling facility, strong supplier relationships and certification. It is expanding reusable formats, with focus on transport tray solutions.

## TARGETS

Modiform aims to reduce the average footprint per use of product sold year-on-year. In addition, it set targets to achieve RecyClass certification for its own production operations by the end of 2025 and to deliver year-on-year improvements in product footprint calculations.

## KEY ACTIONS AND INITIATIVES IN 2024

Modiform has implemented a range of measures to improve material use and support innovation and circularity in product design.

Modiform's in-house recycling facility achieved RecyClass certification in 2024, ensuring transparency of the origin of recycled materials.

In the same year, Modiform made its partnership with Solinatra official - a specialist in sustainable, bio-based materials for packaging applications - with the aim of developing and producing plant-based pots and other crop supplies. These products are designed to offer customers 100% natural, fossil-free, PFAS-free and cold-soil-compostable solutions.

Also in 2024, the company worked with external experts to enhance the quality of its LCAs. It also began discussions with its suppliers about certification to verify the recycled content of feedstock.

## LOOKING FORWARD TO 2025

As a next step in advancing innovation and circularity, Modiform is preparing to launch a new, patented reusable transport tray system, expanding its range of reusable solutions.

In parallel, Modiform will continue testing biobased and biodegradable plastics. in production and with customers to assess their suitability for specific applications.

## PRODUCT INNOVATION AND CIRCULAR MATERIAL USE IN PRACTICE: PPWR AS A TRIGGER FOR INNOVATION AT MODIFORM

In 2024, a team of Modiform employees worked on a new standard for reusable transport trays, an innovation inspired by the upcoming PPWR. This EU regulation will require transport packaging - such as transport trays - to be reusable in specific situations. Modiform has filed a patent for its newly designed reusable tray system. The concept was shared at the IPM trade fair in Germany, where it received highly positive feedback.



Image: Introduction of Modiform's newly developed reusable transport tray standard at IPM

# MATERIAL TOPIC:

## SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN

### WHY SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN IS MATERIAL FOR MODIFORM

Managing supplier relationships is a priority for Modiform. Modiform is widely regarded as a reliable and pragmatic partner. It is one of the main trading partners for its top suppliers, creating long-term relationships based on mutual dependence and trust.

Supply chain collaboration is essential to maintaining its high use of recycled content, developing products from alternative sustainable materials and creating viable reusable transport solutions.

With the introduction of the PPWR and customers increasingly seeking this assurance, certification of post-consumer recyclates is becoming more important. Modiform works with its suppliers to support progress on certification and scope 3 emissions reduction, while continuing to build trusted, mutually beneficial partnerships.

### TARGETS

As part of its commitment to building a more sustainable and transparent supply chain, Modiform set a target in 2024 to have dedicated sustainability meetings with its top four suppliers at least once per year.

### KEY ACTIONS AND INITIATIVES IN 2024

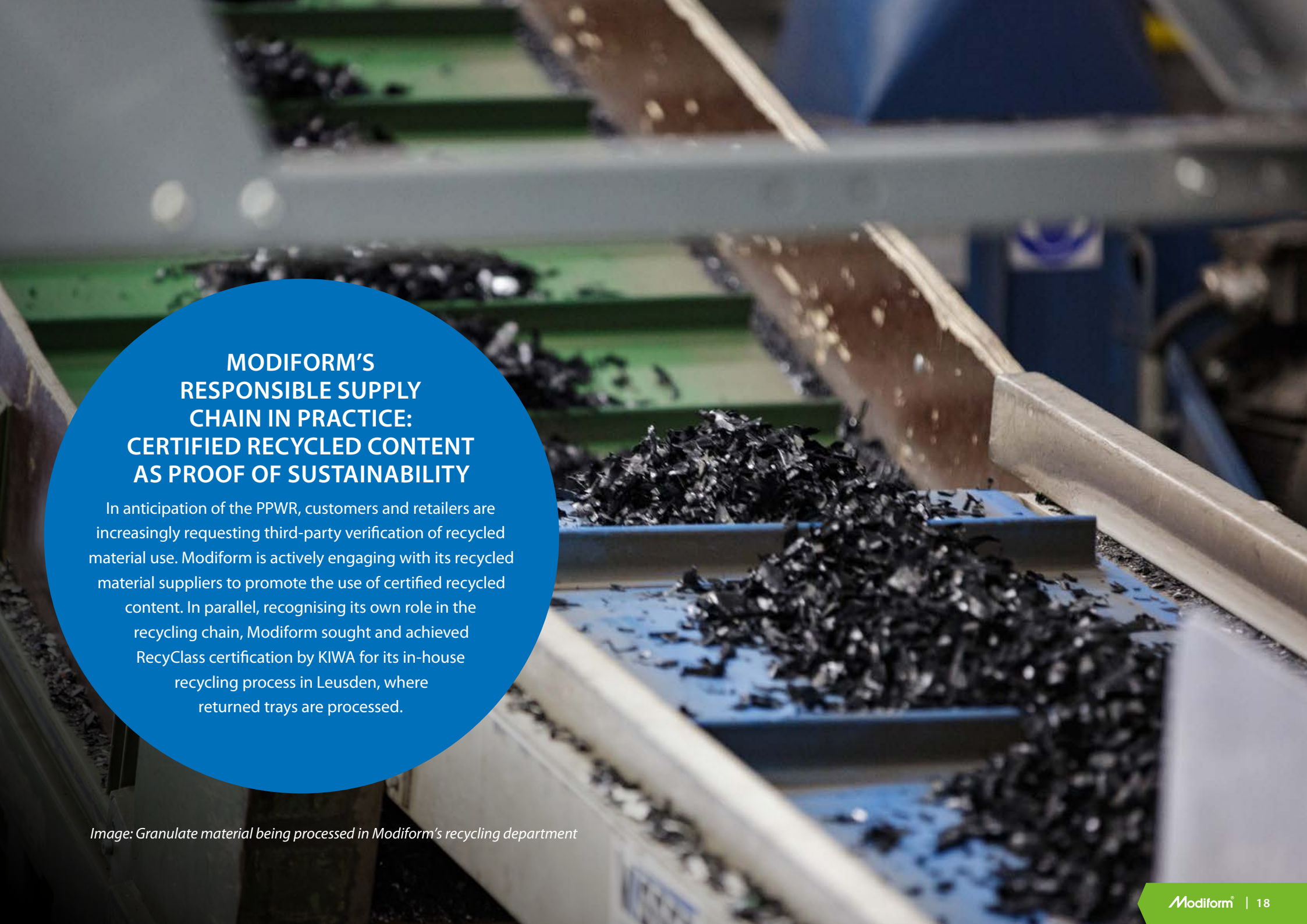
While sourcing recycled content has long been central to Modiform's engagement for suppliers, the company is now explicitly incorporating broader sustainability considerations into its supplier relationship management. It now systematically discusses with suppliers the need to provide certification to demonstrate that recycled feedstocks are derived from post-consumer waste.

In 2024, Modiform held initial engagement meetings with its top four (non-energy) suppliers to discuss sustainability priorities. These discussions covered topics such as GHG emissions and reduction measures, plastic packaging regulations - notably the PPWR - and availability of recycled plastics.

It also continued participation with the Horti Sustainable Packaging Initiative (HSPI) - a coalition of fourteen floriculture packaging manufacturers and suppliers, of which Modiform is one of the founding members - to accelerate sustainable packaging solutions in the horticulture sector.

### LOOKING FORWARD TO 2025

In 2025, Modiform will focus on securing certification for raw materials to support product-level claims and meet the requirements of external accreditation schemes such as RecyClass. At the same time, the company aims to deepen its understanding of the carbon footprint of recycled raw materials to inform product design and LCAs. Improving the quality of scope 3 emissions data is also a priority, with efforts directed at collecting more accurate information on supplier energy use and emissions.



## **MODIFORM'S RESPONSIBLE SUPPLY CHAIN IN PRACTICE: CERTIFIED RECYCLED CONTENT AS PROOF OF SUSTAINABILITY**

In anticipation of the PPWR, customers and retailers are increasingly requesting third-party verification of recycled material use. Modiform is actively engaging with its recycled material suppliers to promote the use of certified recycled content. In parallel, recognising its own role in the recycling chain, Modiform sought and achieved RecyClass certification by KIWA for its in-house recycling process in Leusden, where returned trays are processed.

*Image: Granulate material being processed in Modiform's recycling department*

# MATERIAL TOPIC:

## GOOD WORKING CONDITIONS

### WHY GOOD WORKING CONDITIONS ARE MATERIAL FOR MODIFORM

Working conditions are material for Modiform, because a safe, healthy and inclusive working environment is essential for retaining and attracting talent in a competitive labour market.

### TARGETS

Modiform has set targets to ensure that all employees are paid adequately, to reduce workplace accidents and absenteeism, and to provide all employees with opportunities for professional development.

### KEY ACTIONS AND INITIATIVES IN 2024

Modiform is recognised internally and externally as an attractive employer. Low staff turnover and long employee tenure reflect a positive and supportive workplace culture. Through its Vitality programme, Modiform provides proactive support for employee health and wellbeing.

As of 1 January 2024, contracted working hours were reduced to 38 hours per week, following the Dutch

Arbeidsduurverkorting scheme. Employees who continue to work 40 hours per week now accumulate eight hours of additional leave per month.

Modiform launched a company-wide wellbeing programme, including on-site health checks, workshops and the presence of a wellbeing coach. The goal is to increase employee awareness of personal health and encourage healthier lifestyles.

In 2024, Modiform delivered several employee development initiatives, including: leadership training for supervisors and team leads, communication skills workshops and Dutch language lessons for Polish-speaking employees.

### LOOKING FORWARD TO 2025

Modiform has been working on a digital training platform developed for onboarding new production employees. This platform, the Modiform Academy, will go live in 2025.

Reducing absenteeism is an important focus

in the coming year. Starting in 2025, Modiform will be offering a "Provider Circle" for sick employees or employees who are at risk of becoming ill. This is a service which goes beyond the company doctor, such as psychologists, coaching (mental and financial), etc. Also from January 2025, Modiform will be promoting healthy lifestyles through FiscFree. This scheme allows employees to use a tax benefit to buy products that promote health, such as gym memberships, healthy food or a bicycle.

## HUMAN RIGHTS POLICIES AND PROCESSES

Modiform addresses human rights through clear procedures set out in the Company Regulations. These set out rules on wages, working hours, safety and accident prevention, discrimination and behaviour, in line with national labour laws. They rule out child labour, forced labour and human trafficking. A Code of Conduct and anti-discrimination policy are also in place, alongside a complaints-handling mechanism. These regulations are provided to all employees and are accessible via the Nova system.

Employees can report safety concerns through a formal internal process and workplace adjustments are made where needed.

Modiform is registered with SEDEX, a platform that provides insight into a company's performance on ethical and sustainable business practices.



# GOOD WORKING CONDITIONS IN PRACTICE AT MODIFORM: VITALITY, SPORTS AND SHARING KNOWLEDGE

## GOOD WORKING CONDITIONS IN PRACTICE AT MODIFORM: VITALITY, SPORTS AND SHARING KNOWLEDGE

Employee vitality is a key priority for Modiform. In 2024, the company organised a range of initiatives including Health & Vitality workshops, online training sessions, individual coaching, and health checks. To encourage connection and knowledge-sharing across departments and locations, Modiform runs 'Expedition Modiform', where employees visit other sites on designated days featuring tours, presentations and introductions. In addition, employees regularly organise or take part in sporting activities such as the Business Run and the long-standing Modiform Dart Contest.

2024

In the Netherlands Modiform had 22 people celebrating a jubilee year, 5 have been working at Modiform for 25 years



Image: Modiform colleagues at the Business Run 2024

# WORKFORCE CHARACTERISTICS

TABLE 6: WORKFORCE COMPOSITION

	2024 (headcount)
<b>Total number of employees</b>	240
Netherlands	201
France	39
<b>By contract type</b>	
Permanent	229
Temporary	11
<b>By gender</b>	
Male	204
Female	36
Other	0

TABLE 7: EMPLOYEE TURNOVER RATE

	2024
<b>Employee turnover (%)</b>	
Netherlands	12.8%
France	15.2%

TABLE 8: HEALTH AND SAFETY

	2024
<b>Number of recordable work-related accidents</b>	6
<b>Rate of recordable work-related accidents (per million hours worked)</b>	16.72
<b>Number of fatalities as result of work-related injuries and work-related ill health</b>	0

TABLE 9: REMUNERATION, COLLECTIVE BARGAINING AND TRAINING

	2024
<b>Percentage paid equal or above applicable minimum wage</b>	100%
<b>Percentage of employees covered by collective bargaining agreements</b>	16%
<b>Percentage of employees that followed training</b>	31%

# CLIMATE RESILIENCE ANALYSIS AND MANAGEMENT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

### BACKGROUND, SCOPE AND APPROACH

Between December 2024 and April 2025, Modiform conducted a climate scenario analysis to better understand the potential impacts of climate change and the transition to net-zero for its business.

Physical risks were assessed under a high-emissions scenario for Modiform’s manufacturing locations and key markets.

Transition risks and opportunities for Modiform’s main geographies and markets were evaluated using two scenarios from the Network for Greening the Financial

System (NGFS): Net Zero 2050 (1.5°C pathway) and Current Policies (higher-emissions pathway). The assessment covered three time horizons: 2020s, 2030s, and 2040s.

For more details about the methodology of the climate resilience analysis, please refer to Appendix 2 on page 26.

FIGURE 4: CLIMATE-RELATED RISKS AND OPPORTUNITIES FOR MODIFORM

### Transition risks and opportunities

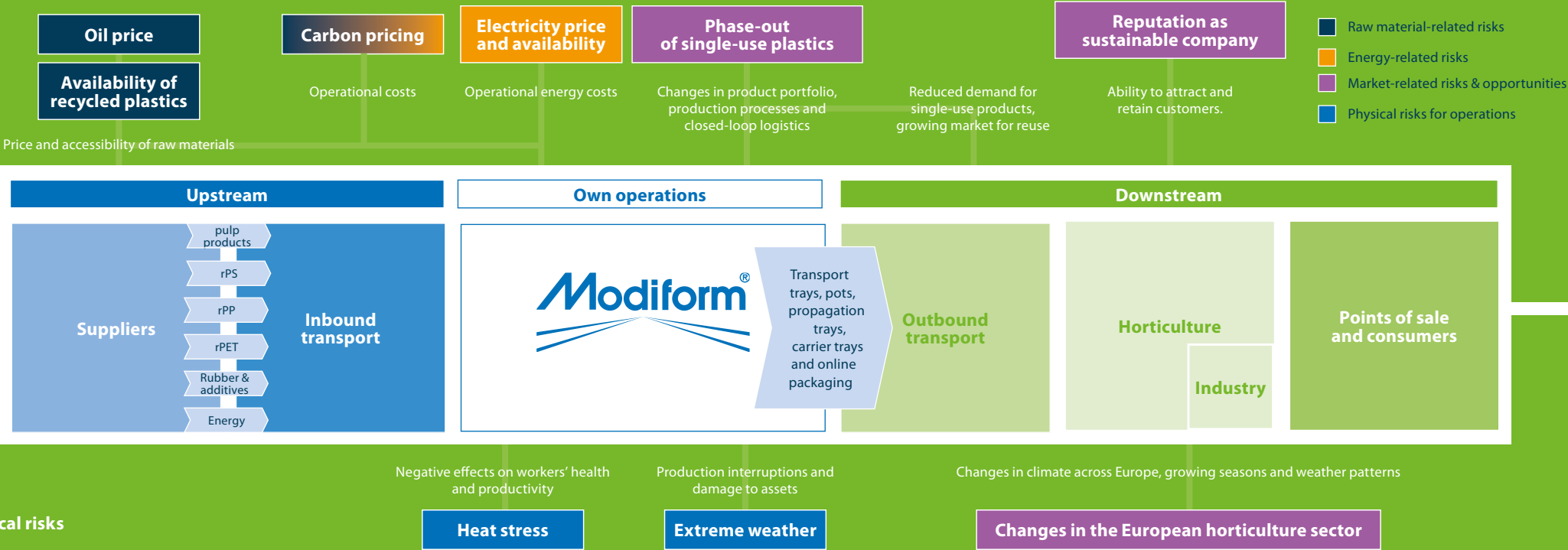


TABLE 10: MOST IMPORTANT CLIMATE-RELATED RISKS FOR MODIFORM

Risk	Description	Business response
<p><b>Availability and price of electricity</b></p>	<p>Grid congestion and limited network capacity could restrict production flexibility and lead to forced curtailments during peak demand periods. Rising electricity prices could lead to increased operational costs.</p>	<p>Modiform is assessing the flexibility in its production planning to reduce electricity use during peak periods and is engaging with the grid operator to explore arrangements for managing grid congestion.</p>
<p><b>Phase out of single-use plastics</b></p>	<p>Further restrictions of single-use plastics could lead to reduced sales and require changes in manufacturing and sourcing, particularly for single use transport trays.</p>	<p>Modiform expanded its line of reusable products, taking into account the functionality across the full chain of users, including those of retail partners.</p>
<p><b>Availability of recycled plastics</b></p>	<p>Modiform currently uses high levels of recycled content in its products, which is a key strength and differentiator. However, as regulatory requirements drive wider industry demand for recycled polymers, limited availability of these materials may make it more challenging for Modiform to maintain its high recycled content levels. This could affect compliance, increase procurement costs, and create pressure to invest in alternative materials or sourcing strategies.</p>	<p>Historically, Modiform has secured reliable access to recycled plastics through strong supplier relationships and its own recycling facility. It is also exploring alternative waste streams as potential material sources</p>

# OTHER SUSTAINABILITY TOPICS

The disclosures in this report have been guided by the outcomes of the materiality assessment and EFRAG's Voluntary SME Standard.

## B1 – BASIS FOR PREPARATION

The report covers Houdstermaatschappij Modiform B.V. and its subsidiaries. The company operates in the sectors Manufacture of plastic packaging goods (NACE 2222) and Recycling of waste (NACE 3832). Turnover in 2024 was €94,9 million. For the balance sheet, please refer to Modiform's 2024 financial statement.

The information provided covers both the Basic Module and Comprehensive Module, prioritising information based on materiality. Key information for non-material topics included in the VSME standard is summarised below. No information requested in the VSME standard was omitted because it is classified or is commercially sensitive.

## B4 – POLLUTION OF AIR, WATER AND SOIL

The topic of pollution of air, water and soil was found to be non-material in the 2023 double materiality assessment. Modiform is not required by law to report to competent authorities its emissions of pollutants. Modiform measures the water quality of the wastewater from its recycling facility four times per year to ensure

pollution levels are below the limits specified in its environmental permits.

## B5 – BIODIVERSITY

The topic of biodiversity was found to be non-material in the 2023 double materiality assessment. Modiform's production plants in Leusden, Scherpenzeel and Renswoude are close to Natura 2000 areas, but these do not have significant impact on biodiversity in these areas. Modiform's only land use is for its production plants, warehouses and offices.

## B6 - WATER

The topic of water was found to be non-material in the 2023 double materiality assessment. In 2024, Modiform withdrew 14.929 m3 water from the public water network. The majority is used for cooling in the production process and washing of plastic waste in the recycling facility.

## B11 – CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

No breaches of anti-corruption or bribery policies were identified by the company nor raised by internal or external stakeholders through the whistleblowing processes in 2024.

## C8 – REVENUES FROM CERTAIN SECTORS AND EXCLUSION FROM EU REFERENCE BENCHMARKS

Modiform does not engage in nor gain revenue from activities involving fossil fuels, chemicals production, controversial weapons and the cultivation and production of tobacco. It is not excluded from EU reference benchmarks.

## C9 – GENDER DIVERSITY RATIO IN THE GOVERNANCE BODY

In 2024, Modiform's executive team consisted of two members and was 100% male.

# APPENDIX 1: METHODOLOGY FOR THE DOUBLE MATERIALITY ANALYSIS

## DOUBLE MATERIALITY SCOPE

The double materiality assessment conducted in 2023 covered all Modiform's operations in the Netherlands and France and considered its full value chain.

## DOUBLE MATERIALITY PROCESS

The materiality assessment began with understanding the company's operations, value chain and existing sustainability-related policies, actions, targets and metrics.

To identify its material sustainability priorities, Modiform assessed the environmental and societal impacts of its value chain activities using an initial list of 18 topics, informed by ESRS 1 topic list, other sustainability reporting standards and rating systems (SASB, MSCI), and the sustainability priorities of peers and competitors.

For these topics, 41 impacts, 42 risks and 23 opportunities were identified and assessed based on desk research and stakeholder input. These insights informed scoring based on impact materiality and financial materiality, resulting in five material topics.

## STAKEHOLDER INPUT

To inform the materiality assessment, Modiform engaged 27 stakeholders through interviews and 49 through an online survey.

External interviews explored perceptions of Modiform's strengths, impacts, and related risks and opportunities. Internal interviews focused on business priorities, challenges and areas of impact across 18 sustainability topics. This process provided a comprehensive view of Modiform's positive and negative effects on the outside world, supporting the scoring of material topics.

## MATERIALITY SCORING METHODOLOGY

Modiform assessed the materiality of 18 sustainability topics by evaluating associated IROs using stakeholder input, sector research and internal priorities. Stakeholders helped identify the most significant positive and negative impacts, while expert interviews and research informed the nature, scale and likelihood of each impact, risk and opportunity.

Impact materiality scores were assigned by ranking four elements -scale, scope, irremediability and likelihood - on a 1 to 5 scale and summing them. Financial materiality scores were calculated by multiplying 1 to 5 scores for size and likelihood, guided by a risk matrix. The full scoring rationale was documented to support consistency.

A materiality threshold was established based on the range between the lowest-scoring and highest-scoring topics. Topics falling in the top third of the scoring range were classified as most material.

FIGURE 5: DOUBLE MATERIALITY ASSESSMENT PROCESS.



# APPENDIX 2: METHODOLOGY FOR THE CLIMATE RESILIENCE ANALYSIS

## CLIMATE SCENARIOS AND TIME HORIZONS USED

Modiform's climate scenario analysis was conducted using two reference scenarios developed by the Network for Greening the Financial System (NGFS): Net Zero 2050 and Current Policies.

- The *Net Zero 2050* scenario models a 1.5°C warming pathway, assuming rapid decarbonisation driven by stringent climate policies and technological innovation. Under this scenario, the EU achieves net zero greenhouse gas emissions by 2050.
- The *Current Policies* scenario assumes no further policy action beyond that which is already in place, leading to stabilised global emissions and a projected temperature increase of approximately 3°C by the end of the century.

To provide a comprehensive view of potential climate outcomes, the assessment covered three time horizons: short term (2020–2030), medium term (2030–2040), and long term (2040–2050).

## RISKS ASSESSMENT PROCESS

The analysis assessed both transition and physical climate risks. Transition risks were examined across Modiform's key geographies and markets, based on the company's revenue and expenditure profile. This assessment drew on scenario data from NGFS and the International Energy Agency's World Energy Outlook, as well as Modiform's own profit and loss statements and carbon footprint data, to evaluate the potential financial and strategic implications of policy, market and technology shifts under different climate futures.

Physical climate risks were assessed at Modiform's manufacturing and office locations. This included analysis of acute and chronic climate hazards using the NGFS Climate Impact Explorer tool, with projections evaluated for both the 2030 (medium term) and 2050 (long term) horizons under the Current Policies scenario. This allowed for the identification of site-specific exposure to physical risks such as heatwaves, flooding and drought.

## INPUT AND REVIEW WITH INTERNAL STAKEHOLDERS

As part of the process, a climate transition risk and opportunity workshop were held on 14 April 2025 with internal stakeholders from across Modiform's operations. This session brought together plant manager, commercial manager and other operational staff to review the preliminary findings of the scenario analysis.

The workshop served both to validate assumptions and enhance the relevance of the analysis by incorporating insights from those with on-the-ground knowledge of Modiform's facilities and value chain dynamics.

# APPENDIX 3: REFERENCE TABLE FOR VSME STANDARD

## BASIC MODULE

Reporting information		Location in this report
B1	Basis for preparation	Other sustainability topics, p. 24
B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	Pages 10-20, covering Modiform's material topics
B3	Energy and GHG emissions	GHG emissions reporting 2024, p. 12-13
B4	Pollution of air, water, soil	Other sustainability topics, p. 24
B5	Biodiversity	Other sustainability topics, p. 24
B6	Water	Other sustainability topics, p. 24
B7	Resource use, circular economy and waste management	Innovation, use of materials and circularity, p. 16
B8	Workforce – general characteristics	Workforce characteristics, p. 21
B9	Workforce – health and safety	Workforce characteristics, p. 21
B10	Workforce – remuneration, collective bargaining and training	Workforce characteristics, p. 21
B11	Governance metrics	Other sustainability topics, p. 21

## COMPREHENSIVE MODULE

Reporting information		Location in this report
C1	Strategy: Business model and sustainability	Modiform at a glance, p. 4
C2	Practices, policies and future initiatives	Pages 10-20, covering Modiform's material topics
C3	GHG reduction targets and climate transition	GHG emissions and energy management, p. 10-11
C4	Climate risks	Climate scenario analysis and management of climate-related risks and opportunities, p. 22-23
C5	Additional workforce characteristics	Workforce characteristics, p. 12
C6	Human rights policies and processes	Good working conditions, p. 21
C7	Severe negative human rights incidents	Workforce characteristics, p. 21
C8	Revenues from certain sectors and exclusion from EU benchmarks	Other sustainability topics, p. 24
C9	Gender diversity ratio in governance body	Other sustainability topics, p. 24