Investing in better

Klöckner Pentaplast

Sustainability Report 2025

www.kpfilms.com

Contents

Introduction

An introduction to our report	3
Overview of our sustainability strategy 2021-2025	5
Performance	6
About us	9
Two complementary divisions	10
Our business model	11
Product innovation	14
Our influence in the value chain	16
Investing in Better: Our plan for 2026–2030	17

This document refers to an external GRI Content Index and TCFD Report. These are available on our website at **https://www.kpfilms.com/en/sustainability/reports-and-disclosure/**

Close the Loop

2025 highlights	19
I. Use more recycled material	20
II. Close the packaging loop	23
III. Recyclability	26
Durables	29
The winning combination	30

Work Smarter

2025 highlights	31
I. Improve energy efficiency	32
II. Reduce carbon emissions	34
III. Stop sending waste to landfill	36
Responsible water management	38
Leaner shutdowns	39

Act Responsibly

2025 highlights	40
I. Eliminate lost-time accidents	41
II. Become more diverse	43
III. Engage employees better	45
IV. Make a difference in our communities	47
Supporting our communities	48

Governance and Approach

How we are governed	50
Corporate sustainability management approach	52
Sustainable procurement	54
IT security	56
Human rights and labour relations	57
Collaboration and recognition	58
About this report	59
Assurance statement	60
Sustainability data	63
Glossary	68

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An introduction to our report

In 2021 we launched a bold and ambitious sustainability strategy – *Investing in Better*. Five years on, this report marks the final update on progress against our three objectives and 10 targets.

We have made enormous advances over the past half-decade, and of course we are not finished yet. Highlights include achieving 'zero waste to landfill' status, recovering 4.3 billion food trays as part of kp's 'Tray2Tray' initiative, and getting our Scope 1 and 2 emissions down to 52% of the 2019 number.

This year, as we look to build on our progress by introducing a refreshed strategy, it is clear that our sector is undergoing a period of rapid change. One example is the considerable work we now do to help our customers comply with the EU's Packaging and Packaging Waste Regulation (PPWR).

We are also experiencing volatility in terms of recycled material availability and pricing, while the roll-out of extended producer responsibility (EPR) schemes across Europe continues to reshape both packaging design requirements and cost structures.

One of kp's defining achievements during the first phase of our *Investing in Better* strategy has been securing and maintaining an EcoVadis gold rating for five consecutive years, placing us in the top 1% of companies in our sector, and reflecting the strength and credibility of our commitment to sustainability.

This year, we also celebrated the winners of the inaugural kp Communities Awards, who each did an outstanding job of supporting their local communities. Many congratulations to the first round of winners.

"We have plenty of achievements to build on, and I am excited to embark upon the next phase of our strategy."

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An introduction to our report continued

So, what's next? The answer is *Investing in Better* 2026–2030. This new stage of our sustainability journey will incorporate four fresh objectives – with underlying ambitions and targets – namely:

1) Reduce our impact
2) Drive product circularity
3) Support our people, partners and communities
4) Advance sustainable procurement

For more detail see page 17.

As ever, the innovation and work of kp's talented teams will be pivotal both in meeting these new objectives and in continuing development of our leading sustainable packaging portfolio. Close collaboration with our partners throughout the value chain will also be critical.

Finally, I would like to thank everyone at kp for their commitment and engagement during 2025, and our loyal customers for their continued participation in our sustainability journey.

I would also like to recognise and thank Roberto Villaquiran – who recently retired from his role as CEO at kp – for his leadership as we delivered the first stage of *Investing in Better*, and for laying the foundation for its continued progress.

Michael Zacka
Board Member and Interim CEO

"Our innovative and talented teams have made Investing in Better a success, and I am certain that they will continue to ensure kp, and our leading portfolio of products, becomes ever more sustainable."

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Overview of our sustainability strategy 2021–2025

Investing in better

Close the Loop

By ‘closing the loop’ we will reduce waste and do more with less. We will use more recycled material, close the packaging loop and take every opportunity to make our packaging recyclable.

Read more on page 19

Work Smarter

We have a responsibility to use as few resources as possible, as efficiently as possible. That’s why we are focused on using less energy, cutting carbon emissions and ending landfill.

Read more on page 31

Act Responsibly

Acting responsibly at all times is a cornerstone of our culture. And in the future, we will do even more to keep our people engaged, while we become a safer and more diverse company.

Read more on page 40

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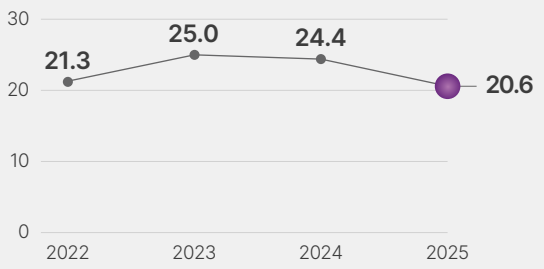
Close the Loop
Performance

Target I

Use more recycled materials

We will use at least 30% post-consumer recycled (PCR) material in our packaging.

PCR material in our packaging (%)



Highlights

In 2025, we delivered innovative products while accounting for the conditions affecting demand for recycled content (e.g. cost, supply chain pressures, and standardisation). In our Food Packaging division, PCR made up 32.9% of the raw materials used.

Read more on page 20

Target II

Close the packaging loop

At least 30% of the PCR material in our packaging will be from the kp Tray2Tray® initiative.

Share of kp's entire PCR content from kp Tray2Tray® (%)

Highlights

We continued to grow the share of our PCR materials from the kp Tray2Tray® initiative, and to support the development of tray recovery and reprocessing in a variety of markets. We believe there is potential to bring more than 50,000 tonnes of recycled polyethylene terephthalate (rPET) back into use annually.

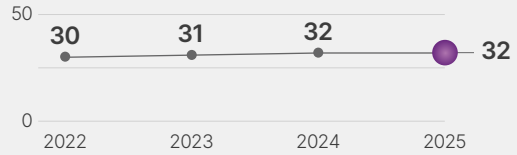
Read more on page 23

Target III

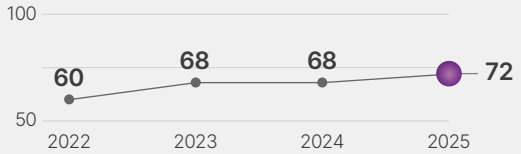
Recyclability

100% of our packaging will be recyclable.

Recyclability of our packaging portfolio (% of volumes sold)



Recyclable alternatives available in our packaging portfolio (% of product categories)



Highlights

This year, the recyclability of our packaging portfolio based on sales volumes was 32%, while we offered recyclable alternatives for 83% of our FP product range (by product category) and 62% of our PHD product range (by product category).

Read more on page 26

All measures are end of year unless stated otherwise.

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Work Smarter
Performance

Target I

Improve energy efficiency

We will increase energy efficiency by 17% against a 2019 baseline.

Energy intensity (kWh per tonne processed)†

Highlights

Our energy intensity is relatively stable. The small rise is offset by innovations that reduce the volume of raw materials used.

† Temperature adjusted

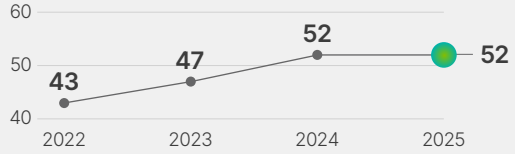
Read more on page 32

Target II

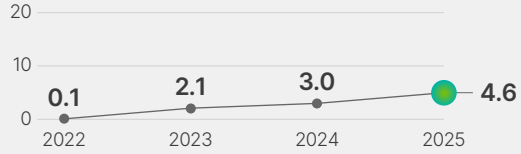
Reduce carbon emissions

We will reduce Scope 1 and 2 emissions by 50%, and, by 2030, Scope 3 emissions by 20% per tonne of raw materials, against a 2019 baseline.

Scope 1 and 2 emissions reduction (%)



Scope 3 emissions reduction (%)



Highlights

We have achieved our Scope 1 and 2 emissions target and reached a reduction of 52% in 2024 and 2025 against a 2019 baseline. Reductions in our Scope 3 emissions have also improved by more than 50% year on year.

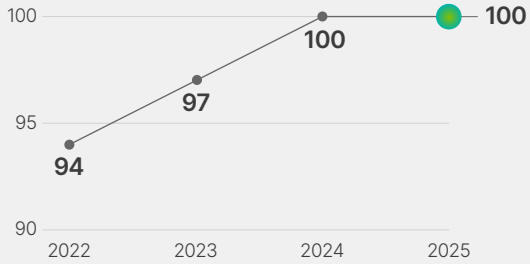
Read more on page 34

Target III

Stop sending waste to landfill

We will send zero waste to landfill or incineration without energy recovery‡.

Waste diverted from landfill (%)



Highlights

We have maintained our 'zero waste to landfill' status.

‡ Where legislation allows.

Read more on page 36

All measures are end of year unless stated otherwise.

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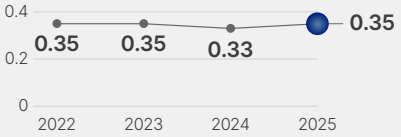
Act Responsibly
Performance

Target I
Eliminate lost-time accidents
We will reduce our lost-time accident (LTA) rate to zero.

Lost-time accident (LTA) rate



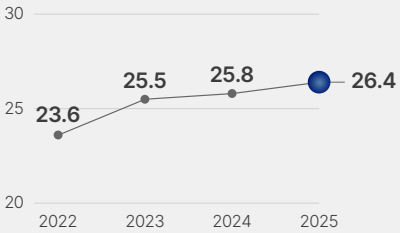
Total recordable incident rate (TRIR)

Highlights
Our lost-time accident rate of 0.35 is markedly lower than the industry average of 0.91, supported by a strong behavioural safety culture.

Read more on page 41

Target II
Become more diverse
The percentage of women at management levels at kp will exceed 30%.

Women at management level (%)



Highlights
We continue to make progress on promoting and recruiting women to management level.

Read more on page 43

Target III
Engage employees better
Our employee engagement score will improve to over 80%.

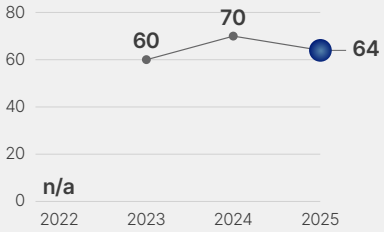
Employee engagement score (%)

Highlights
We believe that a combination of internal promotions and greater support on personal coaching and mentoring maintained our engagement index at a broadly consistent level.

Read more on page 45

Target IV
Make a difference in our communities
100% of kp sites will complete at least one impactful community project annually, doubling that by the end of 2025.

Sites with at least one impactful community engagement project a year (%)



Highlights
Our new kp Communities Awards celebrated achievements at our sites in Cotia, Brazil, and Greenville, USA.

Read more on page 47

All measures are end of year unless stated otherwise.

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About us

Our experts create innovative film and trays that protect medication and medical devices, keep products safe, help avoid food waste and preserve the integrity of countless durable products.

We offer more than 5,000 customers an extensive portfolio of high-quality plastic packaging and related solutions. We hold leading global market share positions across both of our divisions: Pharma, Health & Protection and Durables (PHD), and Food Packaging (FP).

Our global presence

16 countries

27 sites

4 continents

Read more about kp online

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Two complementary divisions

Food Packaging

We offer unique design, enhanced circularity, extended shelf-life, improved consumer safety, reduced food waste and more efficient distribution.

Protein

- Trays, rigid film for form, fill and seal applications and flexible film (barrier and stretch) for red meat, poultry, fish and alternative proteins.

Fruit and produce

- Trays for fresh fruits and produce, punnets, lids and flexible films.
- Sustainable and circular solutions for product enhancement and distribution efficiency.

Food-to-go and foodservice

- A range of clamshell packs (including Hotpacs®), hinged boxes and trays for food-to-go, foodservice, dairy and bakery applications, complemented by flexible films (barrier and stretch) and rigid films for form, fill and seal and thermoforming.

17 manufacturing sites[1] | **2,800+** employees[1] | **2,100+** customers[1]

Pharma, Health & Protection and Durables

We offer enhanced consumer safety and shelf life, paired with high-quality aesthetics and sustainability.

Pharma

- Highly protective films for pharmaceutical blister packs.
- Ensures extended shelf life, drug efficacy and consumer safety.

Health & Protection

- Rigid films for medical devices and consumer health applications, heat shrink sleeves for beverage, food and consumer goods containers.
- Enhances protection, shelf life, appeal and ease of use.

Durables

- Films for secure debit, credit and loyalty cards, flooring and other graphics, home, building and construction applications.
- Enhances both aesthetics and durability.

10 manufacturing sites[1] | **2,000+** employees[1] | **2,800+** customers[1]

1. As at 31 December 2025.

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Our business model

How we create value

Building up manufacturing capacity requires substantial initial capital investment, but it enables us to work with numerous customers over long and short timescales to meet orders large and small. Our customers partner with us because they know that kp can deliver the high-quality products they require at speed.

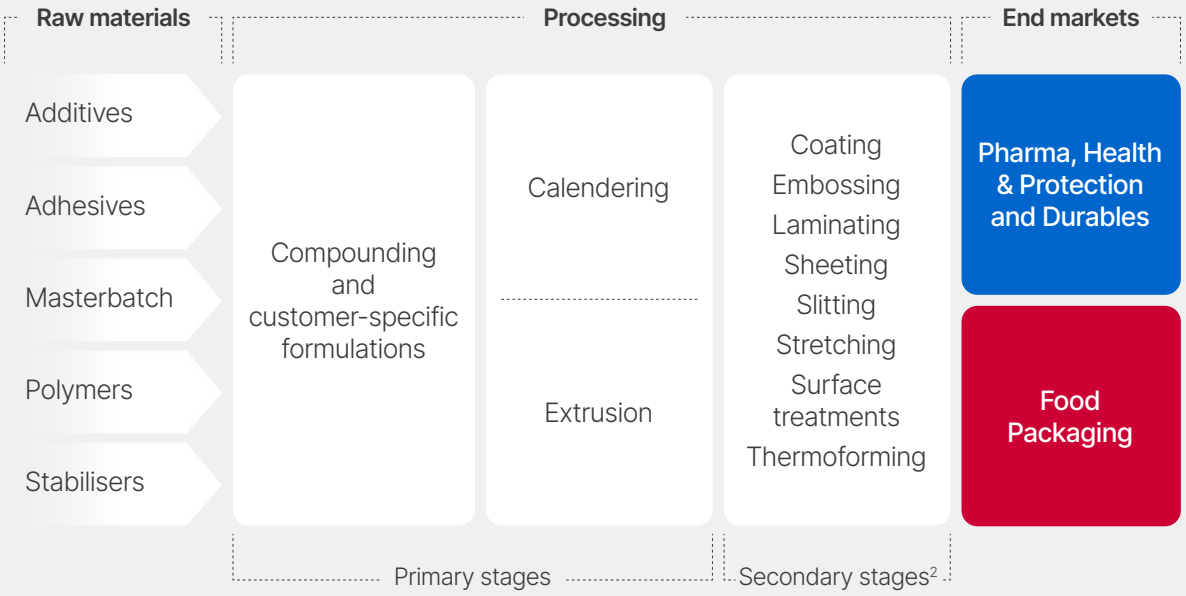
Our products are typically used by our customers on production lines where, for example, pharmaceuticals or food products are packaged. These items are then usually shipped to hospitals, pharmacies or retailers, after which they reach consumers.

We remain competitive by deploying our substantial expertise to develop new, innovative products that meet specific customer and market needs, ahead of new environmental regulations. We have cultivated long-standing relationships with many customers and suppliers, who often work in partnership with us to co-develop products and solve problems.

What we do

We use state-of-the-art equipment at our manufacturing sites to make, primarily, rigid plastic film products for conversion, and thermoformed trays. Nearly all our film formulations are developed in-house.

Our core production process is shared across both of our divisions, and involves calendering, extruding and thermoforming polymers, adding chemical additives and then processing according to customers' specifications and legal requirements.



2. Various processes may be necessary for the same product.

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Our business model continued

The benefits of plastic

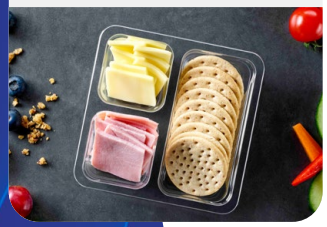
Plastic remains a valuable resource and, through modern innovation in technology and design, it plays a critical role in the circular economy.

Plastic offers remarkable benefits due to its versatility, making it ideal for meeting the diverse requirements of customers. Lightweight yet durable, plastic provides significant marketing advantages through its adaptability in colour, texture and shape. The production of most plastic products is not energy-intensive, unlike other packaging alternatives, further enhancing their appeal.

Additionally, plastic products are crucial for conserving energy across the entire value chain, making them indispensable in modern applications. Plastic's unique properties ensure it remains a key material for packaging, balancing efficiency with sustainability.

Look and feel
Superior product display, pleasing appearance, diverse colours and an appealing look and feel for consumers.

Barrier
Plastic acts as a hygienic barrier, protecting drugs and food against moisture, microorganisms, gases and extreme temperatures.



Lower carbon
Relatively low carbon emission intensity, when compared with common alternatives.

Protection
Protection of products to safeguard and extend the life of medicines, keeping products away from children and keeping medical devices sterile.

Preservation
Preservation of food freshness during distribution, in stores and at home, further reducing food waste.

Strength
Strength, durability and lightness, when compared with common alternatives.

Versatility
Versatility, adaptability and flexibility; plastic can become any size or shape and is easy to print on.

Recyclability
Potential to be recycled multiple times, creating a valuable raw material for more packaging and products.

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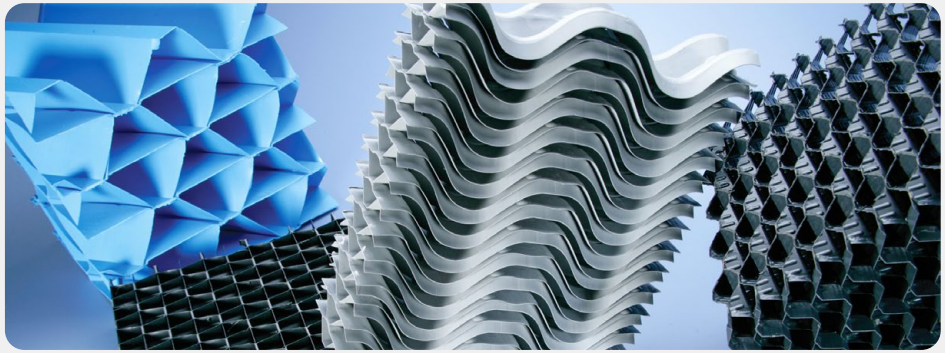
Our business model continued

Key competitive advantages



Ability to innovate

With twelve dedicated kp i.centres and innovation hubs in France, Germany, Spain, Switzerland, the UK, and the USA, we invest continuously in scientific discovery, experimentation, design, prototype and scale-up, which enables us to create new, more sustainable solutions for our customers.

Since 2021, we have launched 66 new products in the Pharma, Health & Protection and Durables division and 50 products in the Food Packaging division.

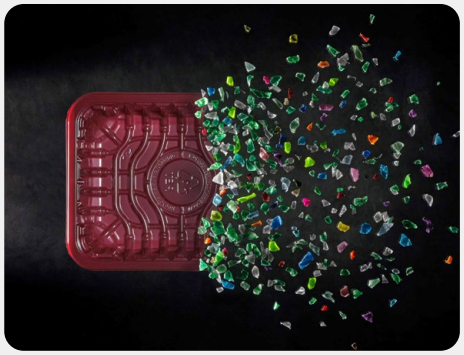
Each division has a dedicated research and development (R&D) team, which, together with the operations, product management, application and sales teams, works closely with current and potential customers to develop customised products that meet specific performance requirements, and then to help customers use those products efficiently with their own equipment.

Our innovation teams also support customers who are seeking regulatory approval in high-value areas, such as pharmaceuticals and certain food applications, as well as improving the appearance of consumer products.

The clear majority of our innovation work, however, is now focused on ensuring our products, and therefore our customers, become more sustainable.

Sustainability focus

As industry leaders in sustainable packaging, we leverage our experience and expertise to help our customers achieve their sustainability ambitions and targets. Our ability to meet the growing demand for sustainable packaging provides us with a significant market advantage. Developing innovative and sustainable products and solutions that maintain the protective, functional and aesthetic qualities of prior products requires substantial capacity, capability and technical know-how.



Manufacturing footprint and capacity

Our large manufacturing footprint – 27 sites in 16 countries on four continents – represents a key competitive advantage and barrier to entry. This is chiefly due to the high initial capital investment required to offer industry-leading reliability and continuity of supply for a demanding customer base. It is critical that we invest in training, automation, technology and equipment, and make sure these resources are available in the right location to allow for a rapid response to our customers' needs.

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Product innovation

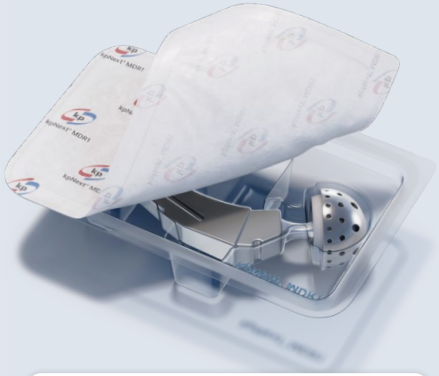
100% kp Tray2Tray®

- Made from 100% post-consumer recycled PET (rPET) tray flake with full traceability and food contact safety.
- Drop-in replacement for existing packaging – no compromise on quality, performance or shelf life.
- Certified under the RecyClass closed loop module, ensuring circularity and material origin integrity.

Discover full product details

kpNext® MDR1

- Sustainable patient safety including best-in-class device protection, sterile barrier, and clarity.
- Advanced copolyester is designed for recyclability in the RIC 1 stream.
- Global specification including full compliance with US Food and Drug Administration (FDA) and International Organization for Standardization (ISO) standards.



Discover full product details

kp MonoSeal®

- Mono PET film with up to 80% post-consumer recycled content, endorsed by Petcore Europe as designed to be recycled.
- Up to 15% lighter than PET/PE with best-in-class hermetic seal – even through contamination.
- Drop-in solution for existing PET lines with lower sealing temperatures and reduced carbon footprint.

Discover full product details

SmartCycle® Plus

- Contains 30% post-consumer recycled content and is recyclable in the RIC 1 stream.
- Delivers the highest shrink performance of any sustainable label film with excellent clarity for complex bottle designs.
- Matches virgin-grade film performance for easy processing and lower carbon footprint.

Discover full product details

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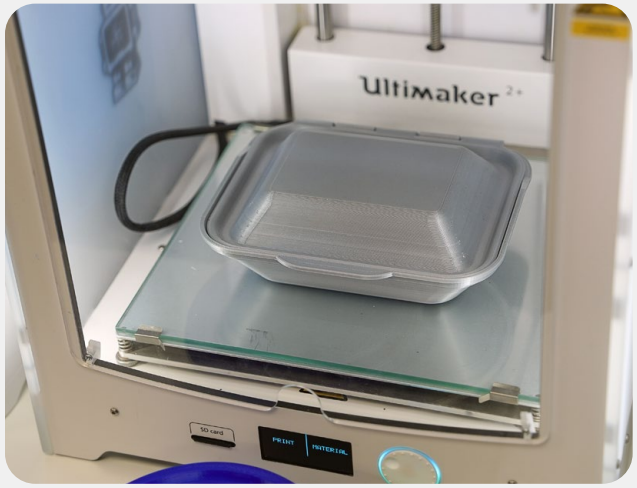
Product innovation continued

Sustainable product development

Our product managers and innovation and operations teams work to integrate sustainability criteria into the 'stage-gate' new product process and run pilot tests with key customers. We also incorporate feedback from other stakeholders, such as suppliers, industry bodies and regulators. Our innovation teams are constantly improving the attributes of our trays and films to better meet the requirements of customers and the needs of the end user, and to ensure they incorporate sustainability attributes such as lower carbon emissions, recycled content and/or recyclability features.



Product design for efficient manufacturing and distribution

kp's product design protocols help us minimise the use of materials. For example, leftover material from production (or 'trim' waste) is treated as a valuable resource. Production is sequenced in the most efficient way, with fewer 'changeovers' creating less waste. Meanwhile, in distribution and logistics we maximise resource efficiency by ensuring that vehicles are full, are used efficiently and provide 'reverse logistics' options. In recent years, we have invested in sophisticated transport management systems and super-efficient haulage in the EU and the USA. Our stackable tray designs also ensure that storage and loading volume are reduced.

Design and consumer behaviour

The 'use phase' of packaging means meeting the consumer's need to receive a product in its optimal state – for example, protected, fresh and hygienic. The best packaging can help reduce waste while delivering benefits such as a high-quality consumer food experience or the reassurance that medicines remain sterile. Designing for sustainability includes making it as easy as possible for the consumer to recycle our products – that is why we have introduced innovations such as padless protein trays (kp Zapora®) and labels that can be processed along with the bottle (SmartCycle®).

Design for end-of-life management

Our expert teams continue working towards recyclability. We are working hard to offer recyclable alternatives for kp's extensive range of products, while still preserving the benefits delivered by high-quality packaging.

Sustainability collaboration across our innovation centres

The Food Packaging specialists on our UK, Spain and Poland innovation centre teams collaborate to improve sustainability attributes. These include designing for recyclability, compliance with changing regulation and overall best-in-class design.

The lightweight tray designs which have emerged from the innovation centres help our customers preserve resources, while also meeting their needs in terms of productivity, speed, energy reduction and reduction of downtime.

This reliability and efficiency-focused approach ensures the shortest time to market, allowing customers around the world to adapt quickly to market demands, maintain their competitive edge and become more sustainable.

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Our influence in the value chain

End-of-life other than recycling (system leakage)

Waste management
Partner with members of the value chain in order to improve waste management and find a second life for different waste products.

Suppliers/recyclers
Sourcing materials responsibly and prioritising the use of sustainable alternatives are crucial steps in reducing the environmental impacts of our products.

Innovation and design
Our innovation teams address customer needs, market and legislation requirements, and sustainability through a five-stage process, collaborating closely with stakeholders.

Manufacturing
Reduce the environmental footprint of our operations through efficiency programmes while promoting resource efficiency and circularity.

Customer use
Ensure our packaging safeguards our customers' products across demanding distribution and retail channels.

Consumer use and disposal
Ensure products are protected and safeguarded, food can be kept for longer and customers can meet their sustainability targets.

Include clear and simple on-pack messaging such as 'recycle me'

Design recyclable products to enable easy disposal by consumer

60 Supplier engagement programme with the top 60 contributors to our carbon emissions

94.8k More than 94,000 tonnes of recycled material purchased

83% Recyclable alternatives are available for 83% of our food product portfolio

100% Up to 100% recycled content incorporated in our products

Zero We maintained zero waste to landfill or incineration without energy recovery[3]

5 Renewable energy programme – 5 sites with on-site solar

52% Achieved 52% reduction in Scope 1 and 2 emissions versus 2019

3. Where legislation allows.

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Investing in Better

Our plan for 2026–2030

We are now entering a new phase of kp's *Investing in Better* sustainability strategy. Pursuing four clear, refreshed objectives between now and 2030 will help us to build resilience and use resources more efficiently, while protecting the environment and supporting our people and communities. *Investing in Better* also ensures that our portfolio of products will reinforce kp's leadership in responsible packaging.

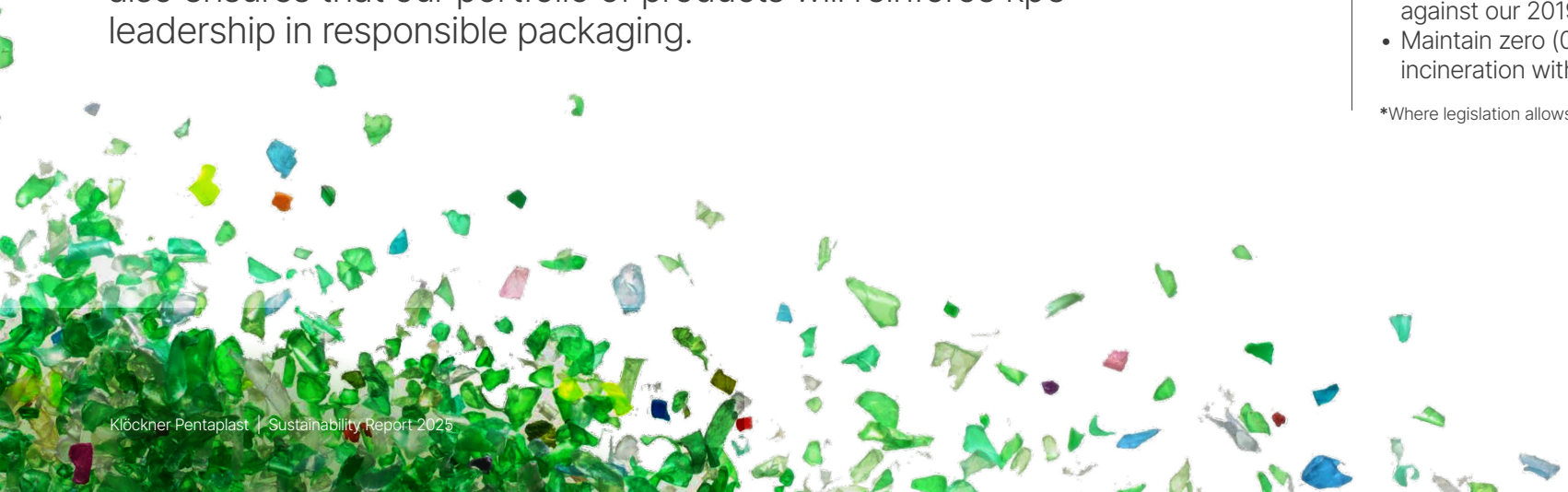
Reduce our impact

We will continue to work towards reducing our environmental impact by improving energy and resource efficiency, reducing emissions and embedding 'zero waste to landfill' practices in our business.

Our 2030 targets

- Deliver 25 million kWh of verified energy savings from projects.
- Reduce Scope 1 and 2 greenhouse gas emissions by 75% against our 2019 base year.
- Reduce absolute Scope 3 emissions by 36.5% against our 2019 base year.
- Maintain zero (0kg) waste-to-landfill and zero (0kg) incineration without energy recovery at all sites*.

*Where legislation allows.



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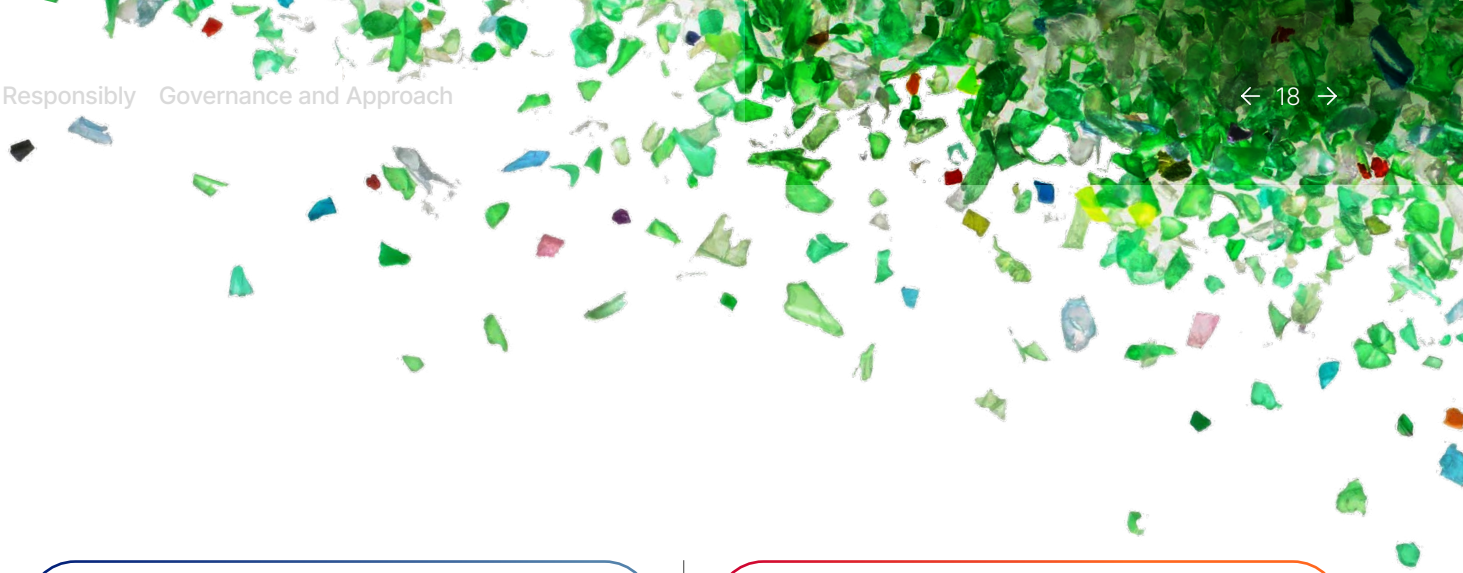

Drive product circularity

We aim to continue expanding our recyclable product range, further embedding circular design principles and promoting closed-loop systems.

Our 2030 targets

- Increase the percentage by volume of recyclable packaging sold.
- Achieve 30% PCR content, derived from post-consumer thermoforms, in products within the kp Tray2Tray® programme.
- More than 50% of rigid PET films and trays in our food packaging applications will incorporate material exclusively derived from post-consumer thermoforms.

Support our people, partners and communities

We are committed to maintaining and championing world-class health and safety standards, building a diverse and highly engaged workforce, and making a positive impact on our local communities.

Our 2030 targets

- 100% of sites deliver at least two impactful community projects annually that create a positive contribution to local communities.
- Improve employee engagement score to over 75%, and sustain that level.
- Ensure 100% of sites implement annual site-wide safety workshops to strengthen safety awareness and culture.

Advance sustainable procurement

We are focused on integrating sustainability into sourcing decisions by supporting responsible suppliers and improving outcomes across the supply chain.

Our 2030 targets

- Complete environmental, social and governance (ESG) assessments for 75% of strategic suppliers, covering 90% of strategic spend.
- Receive annual Conflict Minerals Reporting Template (CMRT) submissions from 100% of relevant suppliers.
- Achieve 100% annual completion of sustainability training for all divisional procurement team members.
- Collect Life Cycle Assessment (LCA) data from 75% of carbon strategic suppliers.
- Complete child labour risk assessments for 75% of strategic suppliers.

Read more about our new strategy at **www.kpfilms.com**

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Close the Loop

The materials we use in our products are part of the circular economy, and we design them with the whole life cycle in mind.

I. Use more recycled material
II. Close the packaging loop
III. Recyclability
Durables
The winning combination

2025 highlights

45% of FP products sold by volume are designed for recyclability.

13.5% of the PCR we used was from our kp Tray2Tray® initiative.

83% of our FP product range has recyclable alternatives available.

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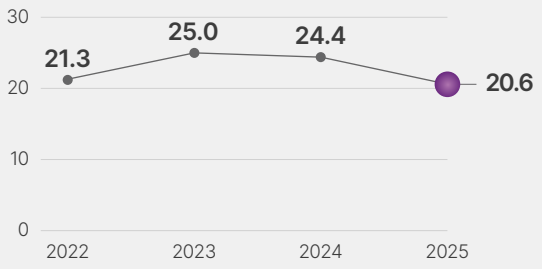
Target I.

Use more recycled material

Our target
We will use at least 30% post-consumer recycled (PCR) material in our packaging.

Our progress

PCR material in our packaging (%)



For more than 20 years, kp has been delivering premium-quality products using highly advanced processes and recycled material while meeting international safety regulations and consumer expectations.

Using a high level of recycled content helps our customers to achieve their sustainability commitments and keeps valuable raw materials in circulation and out of landfill.

Advances in incorporating recycled content in our products have been made based on the following innovations:

- Consistent use of post-consumer recycled rPET (recycled polyethylene terephthalate).
- Increasing use of rPS (post-consumer recycled polystyrene) in our rXPS (recycled extruded polystyrene) trays as a result of our investment in innovation at our Verona site.
- Research into new advanced techniques in rPP (recycled polypropylene), which enables food-grade packaging to be produced from hard-to-recycle, post-industrial, multi-layer materials.

Success in using more recycled material is of course affected by external forces such as changes in demand, quality, underinvestment in feedstock collection and sorting, harmonisation of standards and balance of trade.

Performance update
kp helps 'close the loop' by prioritising the inclusion of PCR content in our packaging, enabling customers to meet regulatory requirements and achieve their extended producer responsibility (EPR) goals.

In 2025, we continued to deliver innovative products in line with our commercial strategy while accounting for the various forces affecting demand for recycled content; principally cost, supply chain pressures, and standardisation.

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Target I. Use more recycled material continued

In 2025, in our Food Packaging (FP) division, PCR made up 32.9% of the raw materials we used to make our products.

- **A tray for protein:** kp Elite® Nova is the lightest modified atmosphere packaging (MAP) tray made out of 100% PCR PET, employs a ribbed structure to achieve a 10% weight saving, is endorsed by the Tray Circularity Evaluation Platform and is fully aligned with UK and EU 'Design for Recycling' guidelines.
- **Polystyrene tray and lid:** Our kp rXPS/kp rXPS MAP trays and kp FlexiLid® EH 332+ continue to grow in popularity; they exemplify our 'Packaging with integrity' principle in thermoformed trays, rigid films, flexible barrier films, and stretch film. The kp rXPS extended product range is compliant with Packaging and Packaging Waste Regulation (PPWR) standards, contains a minimum 10% PCR and is third-party certified by Plastica Seconda Vita (PSV).
- **rPP at large:** recycled polypropylene recovered from post-industrial sources is used in innovations at kp in anticipation of access to materials at scale, as chemical and mechanical processing technologies and relevant regulations evolve.

Meanwhile, in our PHD division, the PCR content of products was 1.7% in 2025. The markets for films used in consumer, pharmaceutical, medical device, labels and durables products are highly dynamic. While healthcare packaging recycling is strictly regulated, PHD is increasing PCR content in medical secondary packaging where possible.

In 2025, we made advancements across multiple sustainable solutions.

In shrink sleeves, Pentalabel® eklipse® is now available with more than 30% post-industrial recycled content, certified by RecyClass. Our Pentalabel® Smart Cycle portfolio – comprising SmartCycle® Pro,

SmartCycle® Plus, and a range of SmartCycle® films – continues to expand, with a significant increase in availability of fully recyclable films to meet evolving customer needs.

In addition, we expanded the Pentacard® SecondLife® durables portfolio, which is manufactured using 100% pre-consumer recycled polyvinyl chloride (PVC) and verified through third-party certification.

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Target I. Use more recycled material continued

Certifications for quality, reliability and transparency

We maintain third-party certification of recycled content claims in line with European Standard EN 15343:2007 Plastics Recycling, RecyClass, AENOR, RETRAY and PSV.

At least one certification is in place at ten of our sites, in line with customer requirements and regulatory compliance.

Building on the pioneering traceability certification of our kp Tray2Tray® programme (RecyClass and RETRAY at our Pravia site for its 100% rPET), we continue to ensure sustainability claims are backed by third-party verification. SmartCycle® Pro, for example, includes more than 30% post-consumer material, which exceeds the Association of Plastic Recyclers (APR) protocol for recyclability. Its recycled content levels are certified by RecyClass.

Further, our PHD division's films' recycled content claims are verified by SCS Global Services Recycled Content Certification and RecyClass. We also maintained the International Sustainability & Carbon Certification (ISCC) Plus mass-balance certification at our Rural Retreat site in the USA.

Chemical recycling update

We continue to take advantage of advanced chemical recycling. Chemical recycling keeps material in the circular economy, particularly hard-to-recycle materials or contaminated polymers. For example, our certified SmartCycle® PLUS sleeve labels use chemically recycled post-consumer resin, offering properties equivalent to virgin resin. We produce medical device packaging with chemically recycled resins at our plant in Montabaur, Germany.

Chemical recycling supports compliance with stringent regulatory requirements for medical applications by breaking down materials to their molecular building blocks and reconstituting them into high-purity polymers. This process enables the use of recycled content while delivering performance and consistency equivalent to virgin materials, without compromising quality or safety.

Outlook

Alongside our technical work programme to incorporate post-consumer and post-industrial recycled content into our products, we will continue to participate in standardisation and regulatory discussions and projects with Petcore Europe, CEN and European Plastics Converters (EuPC), as well as with equivalent national organisations. Our association and work with the BPF, ANAIP, Unionplast, Elipso and IK will also continue. This includes advocacy relating to waste collection and recycling infrastructure, extended producer responsibility (EPR), and regional planning.

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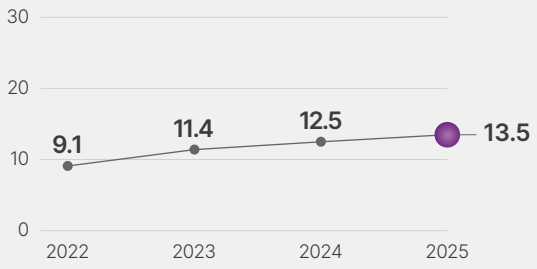
Target II.

Close the packaging loop

Our target
At least 30% of the PCR material in our packaging will be from the kp Tray2Tray® initiative.

Our progress

Share of kp's entire PCR content from kp Tray2Tray® (%)



While we continue to increase the share of PCR content from kp Tray2Tray® we recognise that the pace of progress has slowed. This can be attributed to sourcing challenges and the still evolving nature of country-level collection and sorting.

kp Tray2Tray® represents a leading example of circularity in food packaging. It is the first tray solution made entirely from PCR material derived from thermoformed trays, enabling a true closed-loop system in which trays are collected, recycled, and remanufactured into new trays of equivalent quality.

The programme introduced the first 100% rPET tray made from recycled pots, tubs, and trays, supporting customers in achieving sustainability targets, strengthening supply chain resilience, and improving perception of plastic packaging. By actively managing material flows, kp helps prevent leakage from the system and keeps billions of trays in continuous use.

kp Tray2Tray® is built on three strategic pillars:

- Establishing closed-loop recycling systems for food trays through effective collection and processing.
- Partnering with municipalities to enhance collection systems, extended producer responsibility (EPR) schemes, and feedstock quality.
- Collaborating with recyclers, packers, and retailers to secure dedicated tray waste streams.

kp continues to scale recovery systems, with the potential to reintroduce more than 50,000 tonnes of rPET into the market. However, despite recent progress, circularity remains constrained by structural challenges, including cost pressures, material losses during collection, contamination, and limited recycling infrastructure. Currently, only a small number of countries collect PET trays separately, and only around 25% of trays placed on the EU market are effectively sorted for recycling. To address these challenges, we are strengthening collaboration across the value chain and focusing on:

- Promoting changes in consumer behaviour to improve collection rates.
- Enhancing recyclability through design and material innovation.
- Improving traceability and certification of recycled content.

Pursuing these initiatives help our customers to access 'eco-modulation' incentives and claim tax benefits linked to the use of recycled materials.

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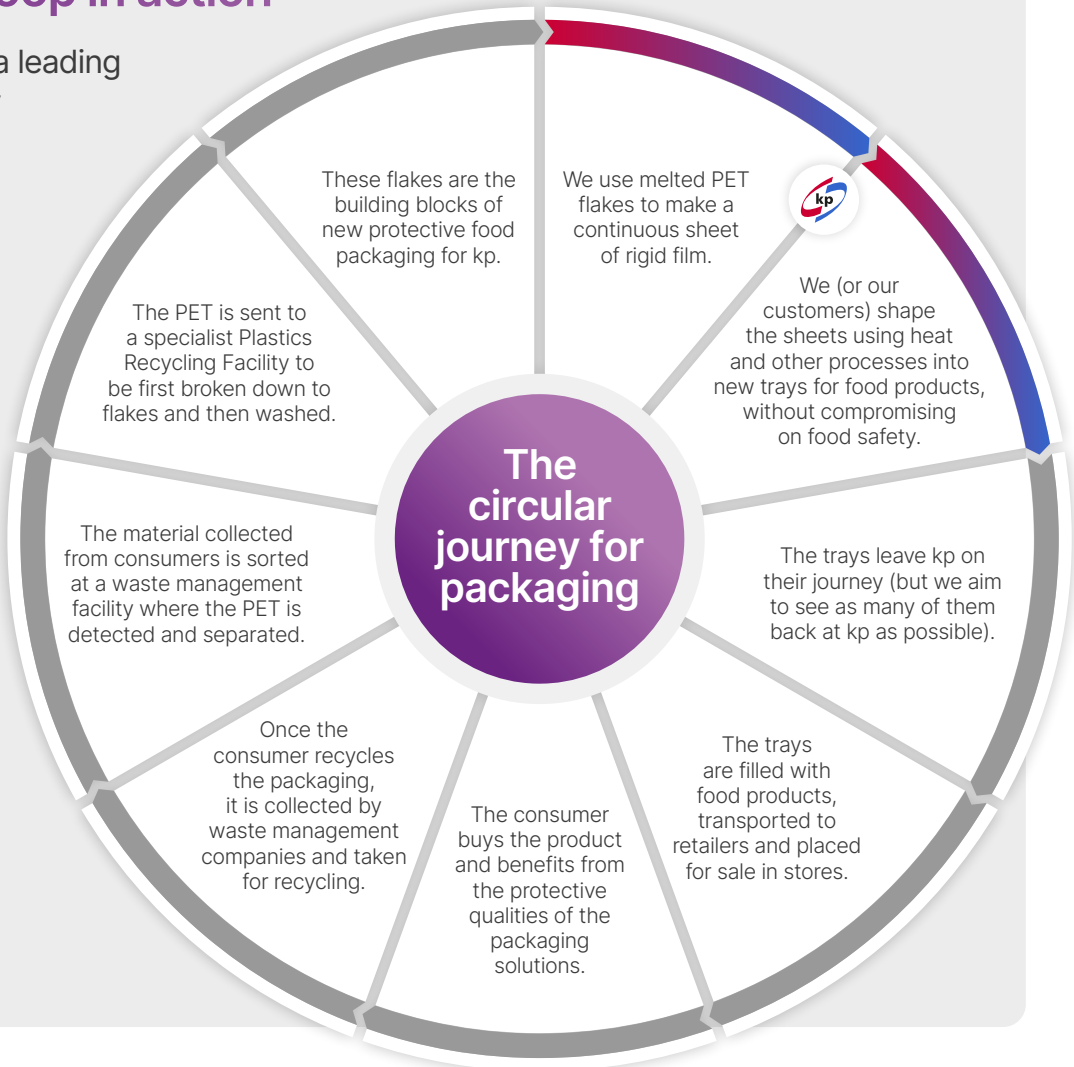
Target II. Close the packaging loop continued

Close the Loop in action

kp Tray2Tray® is a leading example of a truly circular system.



Performance
While improving collection and sorting infrastructure is challenging, 13.5% of our recycled material was nonetheless sourced from the kp Tray2Tray® initiative in 2025. Since 2022, approximately 4.5 billion post-consumer trays have now been recovered and used through the programme. We maintain committed to steadily increasing this number.

> *Since 2022, approximately 4.5 billion post-consumer trays have been recovered and used through the programme.”*

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Target II. Close the packaging loop continued

Working together upstream

To improve circularity at scale, we continued working with recyclers and re-processors to support the collection industry. There has been investment in waste management and reprocessing capacity in recent decades with the aim of addressing the leakages in the collection stage, and to mitigate risks relating to complexity and the quality of the feedstock.

Consumer behaviour and circular success

There remains a significant opportunity to boost consumer acceptance of recycled packaging. Accordingly, we will maintain our promotion of packaging performance, with a specific focus on how recycled packaging protects medical products and keeps food fresh.

kp Tray2Tray® products possess several relevant attributes:

- Appearance and placement on the shelf: the product's slight colour variation from virgin material highlights its recycled content, and can serve as a selling point.
- Polymer performance like any other recycled PET: the trays can be sorted and recycled back into more food grade packaging with no compromise on functionality or safety.
- Reinforced by third-party certification: rPET tray and rigid film supply chain traceability is certified by RecyClass and RETRAY.
- Lower total cost of ownership: 'eco' taxes in many countries lead to a discount for using kp Tray2Tray®, where EPR schemes incentivise the use of PCR from bottles and trays.

Outlook

We will continue to work with the recycling industry to secure supplies of good-quality tray flake. This means reducing the loss of any trays in material flows and expanding the volume of available material.

At the same time, to achieve the necessary scaling up required, we continue to encourage our customers to use products that contain recycled content.

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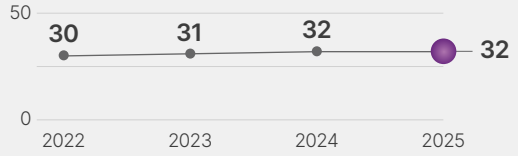
Target III.

Recyclability

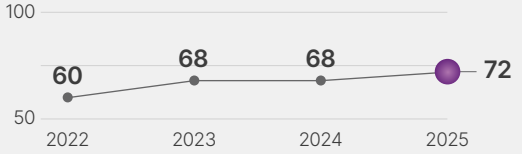
Our target
100% of our packaging will be recyclable.

Our progress

Recyclability of our packaging portfolio (% of volumes sold)



Recyclable alternatives available in our packaging portfolio (% of product categories)



A circular plastics economy requires a continuous flow of materials, supported by smart product design, robust recycling infrastructure and informed decision-making at every level. Success depends on the recycling industry, converters, local authorities and consumers all working together to keep valuable materials in circulation. Rethinking products at the design stage is key, but to achieve recycling at scale, each stakeholder group must play its part.

Recyclability is most efficient when high-value packaging becomes high-quality feedstock. Standardised design helps make this happen by ensuring recycling facilities can receive and process the materials.

For example, since February 2025, the Packaging and Packaging Waste Regulation (PPWR) has mandated that all packaging designed for recycling is technically recyclable by 2030, and is recyclable at scale by 2035. The Joint Research Centre of the European Commission is currently developing a harmonised methodology to assess the recyclability of packaging, which is expected to form the technical foundation of future EU legislation.

By 2028, the European Commission will formalise this framework by introducing standardised, EU-wide criteria for recyclability. The methodology is being developed in collaboration with industry stakeholders and European Standards bodies, notably CEN and CENELEC. Their work has resulted in the EN 18120 series, a comprehensive set of standards defining design-for-recycling guidelines and evaluation protocols for plastic packaging. Under the forthcoming regulatory regime, this series is expected to serve as the primary technical reference for assessing recyclability and demonstrating compliance.

We continue to actively participate in the following initiatives:

- Proposals on European technical standardisation: we provide technical expertise in Member State standardisation institutes such as AFNOR (France), UNE (Spain), UNI (Italy), and DIN (Germany).
- Petcore Europe's Thermoforms Working Group and Tray Circularity Evaluation Platform (TCEP) for PET thermoform innovations, as well as being part of the Labels Working Group.
- RecyClass, to guarantee best-in-class chain of custody traceability compliance and recyclable primary and secondary packaging, and to share our product and market knowledge.
- CEFLEX, which targets an established collection, sorting and reprocessing infrastructure and economy for post-consumer flexible packaging across Europe.

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Target III. Recyclability continued

Legislative outlook

Regulatory compliance is integral to responsible manufacturing, and we recognise that regulations are urging uniform, recyclable products in Europe. At this level, we advocate for policy-making that encourages recyclable product market demand, produces clear standards, and generates consumer acceptance.

We continue to ensure our customers can comply with the EU's Directive on single-use plastics (EU 2019/904) and the EU Packaging and Packaging Waste Regulation 2025/40 (PPWR).

As a fully compliant participant in the UK's EPR framework, we support the Recyclability Assessment Methodology (RAM) that improves recycling outcomes and strengthens packaging sustainability across the value chain.

Collaboration

Collaboration on Design for Recyclability touches on all stages of the circular economy, including sorting, collection, infrastructure and supplier engagement. We continue with our role in the crystallisable PET technology (cPET) collaboration; notably in an industry consortium working on shrink sleeve labels but also with PET recyclers across multiple countries, building partnerships and tracking the impact of cPET and washable inks across Europe.

While kp products are increasingly easy to recycle, engagement with others in the loop, coupled with simple on-pack messaging is needed to remove the remaining barriers to recycling.

Performance

In 2025, the recyclability of our packaging portfolio – based on our sales volumes – was 45.2%. Without any compromise on the primary purpose of protection, 83% of our product range in FP has a recyclable alternative (2024: 68%), and we continue working to increase this number. To do so, we implement consistent design for recycling processes, light-weighting and other attributes that meet our customers' needs in a cost-effective manner.

Products which exemplify this approach include kp Infinity® packaging, kp MonoSeal®, kp Hotfill®, kp Elite®, and SmartCycle® films.

We also continue to offer recyclable alternatives for our market-leading food packaging flexibles, certified by Interseroh and cyclos-HTP and designed following CEFLEX guidelines for D4ACE PE mechanical recycling. Examples include kp FlexiLid® EH 145 R, and kp FlexiVac® R.

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Target III. Recyclability continued

Notable recent examples of our progress on recyclability include:

- **kp Elite® Nova** – the lightest-in-class MAP tray, around 10% lighter than any other tray in its category and ideal for high-speed automated protein packing lines, endorsed for recyclability by the Tray Circularity Evaluation Platform (TCEP).
- **rXPS polystyrene trays** – the recycled content earned a Plastica Seconda Vita (PSV) certification at the 10% level. kp's rXPS range includes many tray configurations with up to 50% recycled polystyrene and is a leading solution for protein processors seeking more sustainable options.
- **Pentalabel Smartcycle® PO** – the next evolution in recyclable polyolefin shrink sleeve labelling, free of perfluoroalkyl and polyfluoroalkyl substances (PFAS) and designed for seamless recyclability when paired with polyolefin bottles and containers, thereby eliminating contamination and enhancing circularity. The labels can also be used with polypropylene (PP) and high density polyethylene (HDPE) containers. The design-for-recyclability status is recognised by the Association of Plastic Recyclers.
- **Pentalabel® SmartCycle® LS1** is a PET-based alternative to PVC that preserves visual quality and processing efficiency.

Our innovation centres continue to develop solutions that address critical challenges in food packaging. Recent R&D efforts have focused on the development of new stretch films for overwrap machines, which have historically been made from PVC. This is in line with regulatory pressures and some brand strategies that are driving the transition from PVC to polyolefin-based alternatives.

Outlook

We continue to work to broaden our range of designed for recycling alternatives, in line with relevant certification requirements and customers' needs. Pharmaceutical primary packaging for oral use, designed for recycling and free from PFAS, has been a particular priority.

We note the recent (June 2026) European Commission guidance document[1] on practical interpretation of new rules, i.e. what constitutes packaging under the PPWR, restrictions on single-use packaging, enforcement of the PFAS restrictions in food contact packaging, re-use targets and extended producer responsibility for packaging. Overall, the Commission's guidance confirms a balanced implementation of the PPWR; flexible where technology is still evolving, and firm where food safety is concerned. Of course, we closely follow regulatory developments and work with our customers to support compliant, future-ready packaging solutions. We also maintain multiple value chain partnerships with different forums and associations to promote strong standards.

Further, we plan to extend our SmartCycle® consumer packaging portfolio by adding another sustainable blister option in the Pentapharm® kpNext® family of products, and we continue to deliver training that supports recycling and recyclability.

1. https://environment.ec.europa.eu/publications/guidance-document-packaging-and-packaging-waste-regulation-ppwr_en

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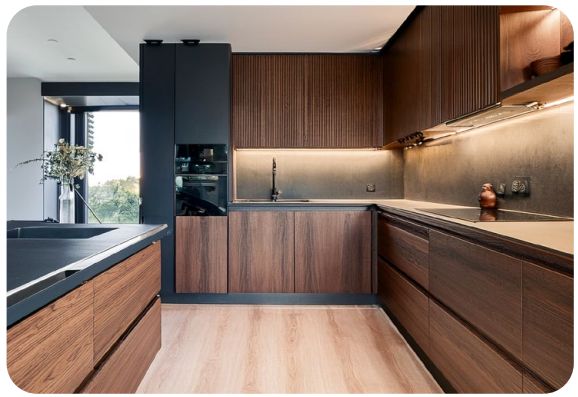
Durables

Our Durables product category consists of plastics engineered for a long life. The portfolio serves dozens of unique markets For example, industrial films are used to make tapes, decorative films, decorative/ storage boxes, computer server cooling components and multi-layer bank, gift or hotel key cards, among other things.



Many of our durable products contain recycled content. This was achieved by partnering with recyclers and customers to convert material back into a usable grade feedstock, allowing us to avoid using landfill.

2025 saw a variety of product developments:

- Extension of the Pentacard® SecondLife® portfolio of core and overlay card material, which are produced from certified 100% post-industrial (pre-consumer) recycled (PIR) material and are designed for secure or non-secure, single and multi-layer cards.
- SecondLife® card core films are now available in an array of colours to match specific branding requirements.
- The Pentaclear® PET box films portfolio now contains a range of recycled materials including PCR and PIR options (ranging from 30–80%).

Our product innovation and design principles continue to apply to durables:

1. Each new product must be more sustainable than its predecessor, while achieving better process efficiency, such as internal reworking and purchasing of recycled resins, and with the avoidance of chemicals of concern.
2. Solutions for customers must help them offer products with improved sustainable performance and credibility.
3. End-of-life recovery via our closed-loop sourcing and buy-back option must help to avoid landfill and contribute to a more circular system. For example, kp's Pentalan® engineered films for cooling towers and data centre thermal systems.

Outlook
In our decorative durables segment we are moving to solvent-free manufacturing of UV coatings (i.e. coatings cured by ultraviolet radiation) and making the transition to water-based processes for printed decorative products.

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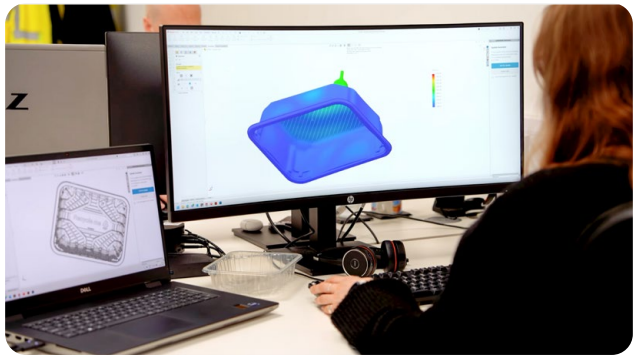
The winning combination

This year, kp's food packaging customers have been able to access a breakthrough fully-recyclable tray and lid combination, which can also incorporate recycled material derived from the revolutionary kp Tray2Tray® initiative.

kp Elite® Nova is a next-generation modified atmosphere packaging (MAP) tray that is the lightest in its class. A unique ribbed design adds strength, while keeping weight and material use to a minimum. The tray is ideal for high-speed automated protein packaging lines, and the design is both endorsed by the Tray Circularity Evaluation Platform (TCEP) and aligned with European Design for Recycling (D4R) guidelines.



kp Elite® Nova can be made from up to 100% recycled PET, including from Tray2Tray® sources, creating a closed recycling loop.

Meanwhile, kp FlexiLid® EH 145 R is an innovative, fully recyclable barrier top lidding film – the thinnest currently on the market. Certified by Interseroh and cyclos-HTP and designed following CEFLEX guidelines for D4ACE polyethylene (PE) mechanical recycling, the lid contains more than 90% PE – which exceeds packaging guideline specifications.

For our customers that opt to combine both the kp Elite® Nova tray and kp FlexiLid® EH 145 R lid, the resulting product is both fully recyclable and from a single supplier – a significant shift in this part of the packaging industry.

> "kp Elite® Nova is 10% lighter than any other tray in its category."

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Work Smarter

We have a responsibility to use as few resources as possible, as efficiently as possible, and we are always working hard to do better.

- I. Improve energy efficiency
- II. Reduce carbon emissions
- III. Stop sending waste to landfill
- Responsible water management
- Leaner shutdowns

2025 highlights

52% reduction in operational greenhouse gas emissions since 2019.

100% of our sites send zero waste to landfill (where legislation allows).

-20% reduction in energy use since 2019.

5 sites now have on-site solar systems.

64% of our electricity is from renewable sources.

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Target I.

Improve energy efficiency

Our target
We will increase energy efficiency by 17% against a 2019 baseline.

Our progress

Energy intensity (kWh per tonne processed)†

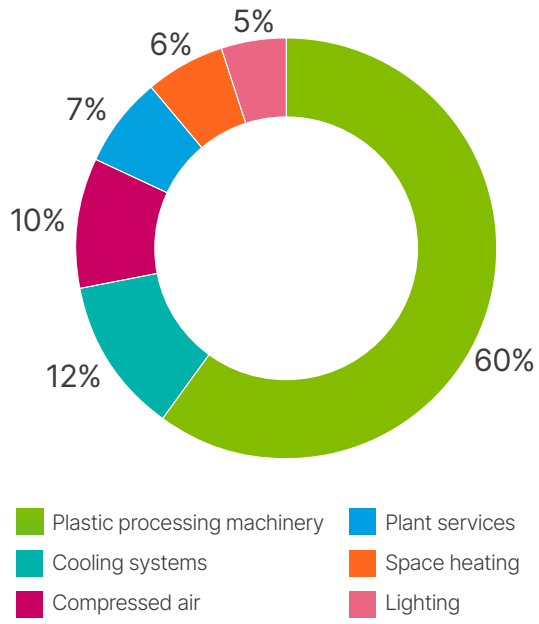
† Temperature adjusted

In 2025, our overall absolute energy consumption decreased by 20% year on year, while energy intensity per tonne increased by 0.6% to 1,203kWh per tonne.

As the numbers show, energy intensity per tonne in manufacturing is relatively stable; any increase is generally offset by innovations that reduce the volume of raw materials. Innovation leading to lighter-weight packaging has created energy savings of up 20% at some kp sites.

Our operational sustainability team and site-based energy champions continue to implement 'lean, clean and green' practices via the Energy Task Force. Our main projects in 2025 consisted of further compressed air, cooling and shutdown optimisation. Progress was also made on improving the efficiency of insulation, motors, drives, pumps, lighting and air conditioning, and we deployed automation, training and energy monitoring as appropriate.

kp's global energy profile (2025)



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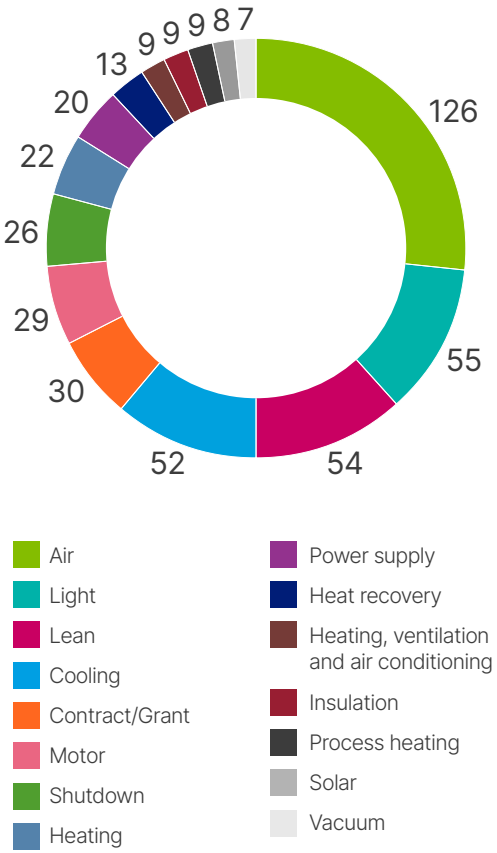
Target I. Improve energy efficiency continued

Split of 469 energy-efficiency projects (2021–2025)



Previous energy investments continue to yield gains in efficiency, and our best-practice library of over 460 completed projects now constitutes an extensive base of knowledge that can be deployed across the business.

Our operations are mainly powered by electricity, which accounts for 90% of our energy usage. The rest is sourced from natural gas, diesel and other fuels. As energy costs remained high throughout the year, reducing usage is an imperative for kp.

Energy-efficiency projects resulted in cost savings of approximately €1.8 million in 2025.

Outlook
The Energy Task Force will be expanded to include water management, as both areas are essential for sustainability and resource conservation.

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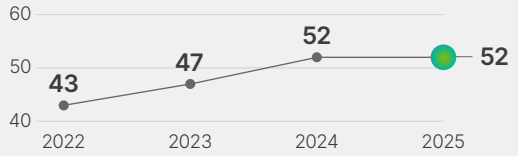
Target II.

Reduce carbon emissions

Our target
We will reduce Scope 1 and 2 emissions by 50%, against a 2019 baseline.

Our progress

Scope 1 and 2 emissions reduction (%)

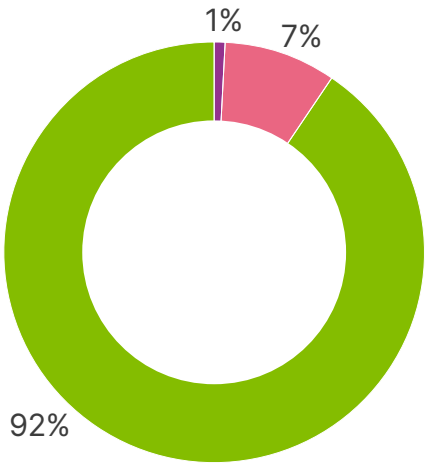


Maintaining strong governance and business continuity planning is vital in the face of physical changes to climate systems and weather. We manage risks and opportunities, guided by our enterprise risk management programme, to balance mitigation measures with adaptation.

Our approach combines energy management, renewable power certificates, the use of renewable energy on-site and near site, resource circularity and product innovation. By the end of 2025, five sites were operating on-site solar energy systems.

Our target to halve Scope 1 and Scope 2 greenhouse gas (GHG) emissions was achieved in 2024, a year ahead of schedule (2019 baseline). In 2025, we achieved a total reduction of 52% versus 2019.

kp's GHG emissions breakdown by Scope (2025)



Operational emissions
Scope 1
Scope 2

Upstream and downstream emissions
Scope 3

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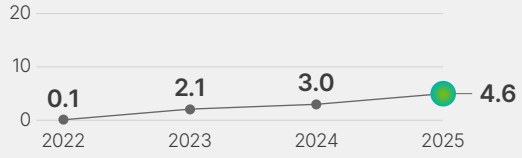
Target II. Reduce carbon emissions continued

Our target

We will reduce Scope 3 emissions by 20% per tonne of raw materials, against a 2019 baseline.

Our progress

Scope 3 emissions reduction (%)



We achieved a 50% year on year reduction in our Scope 3 emissions intensity target in 2025.

Scope 3 emissions intensity reduction (%)

As electricity constitutes 90% of the energy we use, renewable energy sources have helped us meet our emissions reduction goals. By the end of 2025, 64% of our electricity was generated from renewable sources (2024: 63%), with 18 sites in 10 countries using only renewable electricity, including all German sites. The emissions intensity of our operations (Scope 1 and 2) was 0.27 tCO_2e per tonne of product in 2025, compared with 0.43 in 2019, representing an overall improvement of 40% over the period.

Our GHG emissions targets were validated by the Science Based Targets initiative (SBTi) in 2021 and remain valid until September 2027, with an interim review in 2026. Operational energy management is complemented by supply chain engagement to manage our Scope 3 emissions (see pages 54 and 55).

Looking beyond our own operations, over 90% of our emissions come from Scope 3 categories, and more than 75% of those emissions relate to purchased raw materials. Working with the entire value chain is key to mitigating these impacts.

Of course, because plastics embody fewer GHG emissions than alternatives[1] this benefits the embodied carbon emissions of kp products versus alternative materials.

Nonetheless, we aim to reduce Scope 3 emissions intensity (i.e. per tonne of raw materials) by 20% by 2030. Our goal focuses on specific Scope 3 reporting categories: purchased raw materials, processing of products and end-of-life treatment.

Progress is already being made, with kp achieving a 4% reduction of Scope 3 emissions intensity during 2025, mainly via supplier engagement. By the end of 2025, 22% of our strategic suppliers (which generate 65% of our total Scope 3 emissions) had set their own science-based climate targets, and we had received primary data from 48% of these suppliers, helping to materially improve the quality of our emissions data.

Outlook

The Energy Task Force will be expanded, and an additional solar power system at our Bertinoro site in Italy will see its first year of operation, in line with kp's recent Renewable Energy Technology Assessment We are also reviewing our energy procurement approach and the viability of a Virtual Power Purchase Agreement.

Further, we completed our Board-level assessment of the main categories of GHG emissions (Scopes 1, 2 and 3) to understand the implications for the business of near-zero emissions. In line with SBTi guidance, we will undertake a five-year target review from September 2026, with a subsequent review and validation period.

Our Task Force on Climate-related Financial Disclosures (TCFD) Report is available at www.kpfilms.com.

1. Source: www.mckinsey.com/industries/chemicals/our-insights/climate-impact-of-plastics. GHG savings range from 10% to 90%, considering both product life cycle and impact of use.

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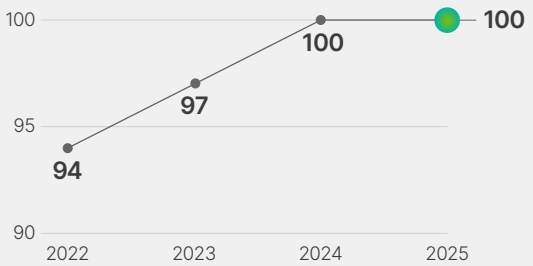
Target III.

Stop sending waste to landfill

Our target
We will send zero waste to landfill or incineration without energy recovery‡.

Our progress

Waste diverted from landfill (%)



‡ Where legislation allows.

Our packaging production facilities incorporate sophisticated new technologies, automation and other advanced digital processes. While these sites are designed for high efficiency, waste generation remains an unavoidable part of manufacturing. As such, reducing and eliminating waste is a critical area of focus for us.

Waste is defined as material discarded in the normal operation of a site that cannot be reprocessed. We aim to divert all such material from landfill through reduction, reuse, recycling and waste-to-energy, and we have a strong track record of doing so. See page 52 for more on our management approach and page 64 for hazardous waste data.

In 2025, we maintained the 'zero waste to landfill' status first achieved in 2023. This achievement is the result of the hard work and ingenuity of the teams on the ground.

In both divisions, waste generated is down 17% respectively due to our Waste Task Force, and we are working to increase site recycling rates to at least 90%. Our focus is on internal recycling, and we have harmonised how we manage hazardous waste across the company.

In 2025, waste material sent for treatment from kp sites totalled 39,550 tonnes. The principle of a waste management hierarchy guides our actions: prevention first, followed by reuse, recycling and energy recovery. Waste is managed in a variety of ways across our different sites, which often must respond to specific local challenges.

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Target III. Stop sending waste to landfill continued

A new Waste Stream Analysis Tool is now in place for all sites, and a new operational sustainability dashboard is used for quantitative waste tracking. Since October 2024, a Waste Task Force has produced a scrap management policy, guidelines and monitoring tools (scrap is defined as plastic used in core production inputs that we do not directly reuse). The guidelines help to standardise scrap classification, reuse or disposal processes across all sites. By actively participating in waste reduction initiatives, we can contribute towards a more sustainable planet and responsible resource management.

Outlook
Data is becoming a key part of how we manage sustainability in our operations. We use a sustainability dashboard that tracks our progress on operational sustainability across the main objectives. We update this monthly and share it with relevant stakeholders.

Our scrap management policy and improved waste monitoring processes are accelerating our waste reduction efforts. This is supported by continued focus on data quality, internal controls and audit, and consistent practices across all of our sites.

Now that we are sending nothing to landfill, we are aiming to improve our reduce and reuse of materials within the business. We will also be expanding the use of our best practice database of waste reduction projects in 2026.

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Responsible water management

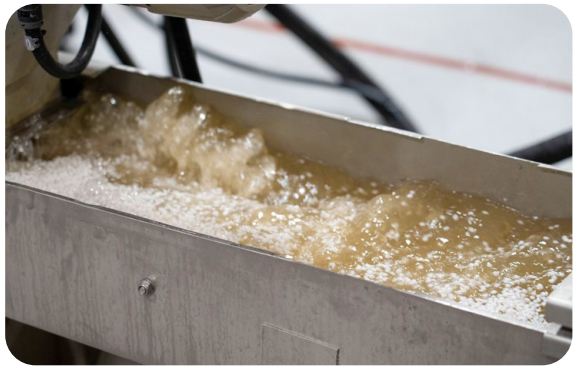
Our manufacturing processes are not water intensive, and the business is not exposed to water risk at any significant level.

"In Bern, a new approach to reducing hazardous wastewater involves diluting and recycling effluent, supported by training which improves early detection and enhances preparedness."

We adopt a precautionary approach to water risk management, and our Code of Conduct commits us to compliance with water stewardship regulations. Guided by our Energy Task Force, sites draw on municipal water, and discharge wastewater out to municipal systems. The quality of discharge is monitored to ensure compliance with all regional and/or local regulations. All sites have a water management plan in place, which conforms with local conditions. Water management in manufacturing sites incorporates water efficiency projects, rainwater reuse, automatic washer overflow, effluent treatment, supply risk, and equipment calibration.

Our training programmes help sites to detect losses early, minimise wastewater generation and improve monitoring and preparation for emergencies. In line with these priorities, our Bern site recently addressed a wastewater treatment challenge by developing a more sustainable method for handling contaminated water. This new method involved diluting and recycling effluent as part of existing processes, allowing the site to significantly reduce the volume of hazardous wastewater produced.

All water risks are managed, and we were compliant with all local regulations in 2025; all effluent quality is within permitted levels.



When a location is exposed to risks such as water scarcity, pollution, and poor water governance, and when the host territory or catchment sees 25% or more of its renewable freshwater resources withdrawn, it is said to be 'water-stressed'. Impacts relating to withdrawal, consumption and discharge are particularly important in water-stressed areas. Therefore, we regularly assess sites using a combined water stress index based on the World Wide Fund for Nature's Water Risk Filter and World Resources Institute's Aqueduct tool.

Of the 2.5 million m^3 of water withdrawn each year by kp, around 2% is used by sites in areas with high or extremely high water stress (Changzhou and Suzhou, China; Cotia, Brazil; Gebze, Turkey; and Bertinoro, Italy).

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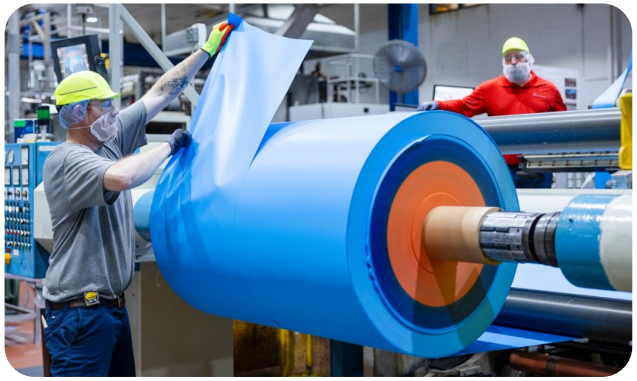
Leaner shutdowns

In 2025, we improved our shutdown procedure at Montabaur and Gendorf, Germany and Rural Retreat and Gordonsville, USA. The newly-streamlined shutdown protocol powers only circulation pumps and essential safety equipment, achieving maximum efficiency without impacting system reliability.

'Lean' practices employed by our experienced teams during the year saved approximately 3,600,000 kWh of electricity, natural gas, and steam, delivering an outstanding €0.6 million in annual energy savings.

Sharing best-practice via our monthly Energy Task Force meeting is an important way to achieve this. The teams involved use a 'Power BI dashboard' to monitor key performance indicators and make plans.



During 2025, we took our approach to energy and shutdown management to the next level. Building on insights gained over the years, we improved efficiency and coordination, with the aim of gaining more control over our operations; greater resilience is the outcome.

"Improving energy efficiency is truly essential because it helps us use fewer resources, cut emissions, and strengthen our processes so they remain stable and resilient even when conditions change."

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Act Responsibly

Everyone should be safe and feel supported at work, comfortable to be themselves and to contribute fully to the workplace community, through their diverse backgrounds, perspectives and talents.

I. Eliminate lost-time accidents
II. Become more diverse
III. Engage employees better
IV. Make a difference in our communities
Supporting our communities

2025 highlights

42% fewer safety incidents since 2022.

26.4% of our managers are women (2019: 23.6%).

100% of employees and workers on site are trained to apply hazard mitigation.

45 community initiatives undertaken.

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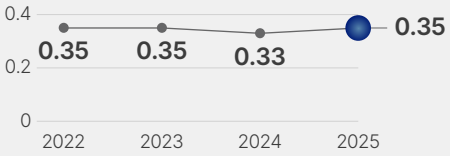
Target I.

Eliminate lost-time accidents

Our target
We will reduce our lost-time accident (LTA) rate to zero.

Our progress

Lost-time accident (LTA) rate



Total recordable incident rate (TRIR)

Safety is embedded in all decisions, procedures and programmes in our operations, from daily tasks to long-term strategic planning.

Working safely creates a secure and productive environment that supports our people, and our business objectives.

By the end of 2025, our performance remained stable across all operations. We recorded zero fatalities and 23% of our sites achieved 'zero harm' status, down from 49% last year, due to some of our 27 sites reporting one incident or fewer. Our workforce also logged just over 700,000 '30-second risk assessments' to identify hazards, assess risks and apply controls to eliminate and/or reduce the risk to an acceptable level.

The assessment, control and elimination of risks and hazards are underpinned by our Group Safety Standards. All employees and workers on our sites are trained to apply appropriate hazard mitigation controls to avoid unsafe situations and behaviours.

Over 80% of our employees are represented on a formal Safety Committee. Discussions cover accidents, incidents and follow-up investigation in line with our Health and Safety Policy. Regular risk assessments and annual Safety Days take place on each site as part of embedding a culture of safety.

Lost-time accidents and illness rates continue to align with our targets. The LTA rate in 2025 was 0.35, markedly lower than the industry average of 0.91.

In 2025, we produced a Safety Handbook on several wide-ranging Health and Safety topics. This was accompanied by new training on safety standards and a refreshed audit protocol which is being adapted for both the PHD and FP divisions. In 2026, we aim to officially launch the new safety standards across all sites and implement the new site HSE audit process. HSE Standard training will be delivered on site for kp employees and contractors.

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Target I. Eliminate lost-time accidents continued

Behavioural safety

Safety management is enhanced when we all account for personal behaviours to shape better performance. This approach builds on the traditional 'instruction and audit' approach. A behavioural system applies analysis, self-management, training, equipment and feedback. The combination of best-practice processes and behavioural improvements can make a life-saving difference.

We continued with our People Activity Safety Audit (PASA) behaviour-based safety observation programme. In 2025, kp recorded over 32,000 PASA observations of individuals performing a task while collecting performance data in real-time for evaluation within our audit software. These observations are conducted by a mix of managers, supervisors, and shop floor employees.

The overall result is a more collaborative safety culture where individuals become comfortable challenging fellow employees, complacency is reduced and data helps identify opportunities for improvement.

To find out more about health and safety at kp, visit www.kpfilms.com/en/about-us/risk-management-systems.

Outlook

We are currently improving the processes and KPIs in use at our manufacturing sites, focusing on assessments of individual tasks, the risk-based validation of those assessments, developing KPIs on corrective action relative to hazards, and 30-second risk assessments.

In 2026, we are focused on executing a new site audit programme that refines our internal HSE audit protocols, implementing the new HSE standards and the training associated with them, enhancement of our behaviour-based safety programme, and the evolution of task-based risk assessments. We will ensure uniformity across the business by sharing and applying best-practice programmes.

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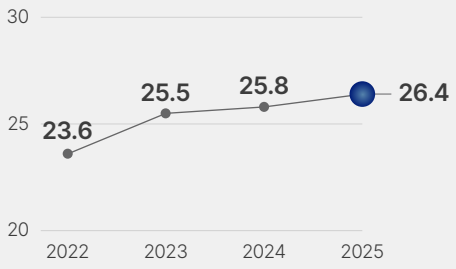
Target II.

Become more diverse

Our target
The percentage of women at management levels at kp will exceed 30%.

Our progress

Women at management level (%)

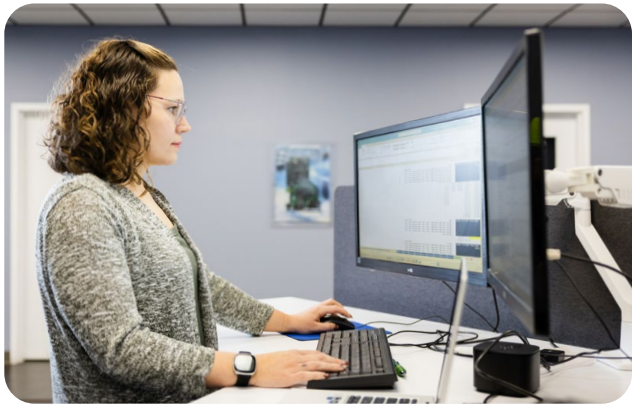


Organisations and workplaces benefit when everyone is treated equally and is free to express different perspectives. We believe that a focus on inclusion and encouragement of diverse perspectives results in a more satisfied, engaged and productive workforce.

In 2025, we continued to offer relevant diversity-related training content via the kp Academy. Topics included personal growth, resilience, fair recruitment, and kp's Code of Conduct.

Employees can also access the global Employee Assistance Programme (EAP) for help on wellbeing and associated challenges, and the kp Ethics Hotline for help with work-related hazards and issues.

There are a wide range of functions at kp which means extensive opportunities for employees and new candidates from diverse backgrounds or different levels of experience.



Accordingly, and in line with our Code of Conduct, our recruitment process prioritises fairness, transparency and respect. We focus on finding the best candidate for a given role while recognising the advantages of recruiting from diverse labour pools.

Sharing insights into topics such as professional development for women, disabled access provision, and mental health is also an important part of our culture.

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Target II. Become more diverse continued

Equal access to opportunities within kp is central to internal succession plans and is complemented by policies on returning to work, parental or caregiver support, and wellbeing.

During 2025, we strengthened the senior management and leadership recruitment pipeline and improved succession plans in line with sector benchmarks. Data shows that our performance in recruitment, retention and diversity is broadly stable.

As a result of our approach to diversity and equal opportunity in 2025, 23.5% of the overall workforce is female, while 26.4% of our management team is female (2024: 23.5% and 25.8% respectively). Please refer to data tables on page 65 for additional data on women in management:

- New recruits for management roles.
- Promotions into, and within, management levels.
- Turnover across the entire workforce.
- Turnover in management.

Outlook
Our human resources teams will work towards our new sustainability goals and ambitions in 2026, while continuing to support employee wellbeing and inclusion and making the most of the diverse perspectives, backgrounds and skills within kp.

"Equal access to opportunities within kp is central to internal succession plans and is complemented by policies on returning to work, parental or caregiver support, and wellbeing."

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Target III.

Engage employees better

Our target
Our employee engagement score will improve to over 80%.

Our progress

Employee engagement score (%)

** Paused in 2024 to focus on evolving business needs and respond to existing employee feedback.

It is our responsibility to keep the workforce engaged using honest, two-way communication, especially during times of change. When we reviewed our attrition rates in 2025, we found evidence of the resilience of our employees: the rates remained stable overall and even dropped at times.

We offer fair and flexible employment terms, good working conditions, and opportunities for development. Nurturing a strong culture at all sites and for all roles helps to bind teams, generate loyalty and enhance productivity and efficiency. In our view, emphasising internal promotion is an important way to build such a culture.

In 2025, our annual performance review process provided ongoing engagement at an important assessment point, and we took the opportunity to relaunch initiatives such as career development courses, personal coaching and mentoring. Consequently, we are changing how we measure participation rates and attendance hours.

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Target III. Engage employees better continued

Employee wellbeing projects also continued in 2025. These are geared to local needs, build on previous health, fitness and family support initiatives, and connect with the Employee Assistance Programme (EAP). Ongoing programmes focus on ergonomics, hearing protection, workplace ventilation, lighting and all-round promotion of health and safety at work.

Internal employee surveys at kp typically have good response rates, and provide useful feedback. In line with our commitment last year, our 2025 engagement survey in April recorded a 67% 'engagement index' (the score for positive responses) and a response rate of 69% (3,205 responses). The rates were consistent across the FP and PHD divisions, and at or above benchmark expectations. The engagement index suggests that our employees have the equipment and resources to do the job effectively and can deal with challenges. It also gives an indication that our teams are motivated and satisfied at a level above the *Inpulse* external benchmark for productivity, advocacy, motivation, retention and wellbeing.

Outlook

We will continue to undertake regular kp pulse surveys. To enhance talent and personal development, we are expanding the targeted list of skills for non-management roles, such as sales excellence, pricing discipline, productivity and operations software.

Meanwhile, our human resources strategy will focus on talent retention and leadership capability alongside safety, cost control, risk management and high performance. We also plan to introduce 'skills matrix' software across our sites to track and develop the skills of shop-floor colleagues using targeted activities, standardised data and better workforce planning. Feedback processes will continue through 2026 as part of maintaining engagement and performance.

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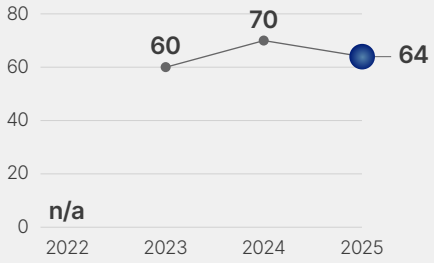
Target IV.

Make a difference in our communities

Our target
100% of kp sites will complete at least one impactful community project annually, doubling that by the end of 2025.

Our progress

Sites with at least one impactful community engagement project a year (%)



Effective community engagement and investment in local initiatives help to build trust, promote environmental stewardship and create positive social impact. Our employees and teams offer support to local communities with activities relating to social disadvantage, environmental protection and education. We also have a strong history of providing relief and support for communities during natural or humanitarian disasters.

Outlook
As we move into the next stage of our *Investing in Better* strategy, we look forward to continuing the delivery of positive community projects.

We will expand kp Communities to sites that have yet to establish such initiatives, capitalising on the experience and best practices of those who have already run successful programmes.

kp Communities

Under the kp Communities programme, our sites undertake projects and sponsorships that are appropriate and relevant to their local communities.

See more on page 48.

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Supporting our communities

In 2025, 16 sites delivered at least one community engagement project each. Ultimately, we recorded 45 completed projects in total.

The inaugural kp Communities Award in 2025 for 'Best Site' went to our Greenville site. Located in Ohio, it is an important food packaging manufacturing facility, specialising in trays and rigid/flexible films.

The Greenville team ran 16 initiatives, including sponsored food deliveries, family-owned business support events, women in STEM education, Halloween sponsorship, and made various donations to support cancer treatment, economic development, and education. The runner-up site was Bukowice, a food packaging manufacturing facility located in Poland.

The 2025 Award for best initiative went to our PHD site in Cotia, Brazil, based on the team's swift action to support those affected by the floods in Rio Grande do Sul. Their efforts included collecting essential items and raising €4,000, which kp matched.

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Governance and Approach

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How we are governed

Our Board of Directors (the Board) provides overarching oversight of our sustainability performance and retains ultimate responsibility for ensuring that climate-related considerations are embedded within our strategic direction and long-term business objectives.

The Board fulfils these responsibilities through regular review of sustainability performance indicators, risk assessments, and management reports covering all material sustainability topics. This oversight includes evaluating the resilience of our strategy to climate-related risks and opportunities, as well as monitoring progress against our sustainability commitments and targets.

To support effective governance, the Board receives periodic updates from executive management on emerging sustainability trends, regulatory developments, stakeholder expectations and material issues arising across the value chain. The Board also provides guidance on strategic priorities, risk appetite and resource allocation where sustainability and climate considerations have material influence.

Board

- Primarily responsible for our strategic plan, risk appetite and systems of internal control and governance – all of which account for impacts, risks and opportunities relating to sustainability.
- Board reviews our progress against our Investing in Better and SBTi targets and risk profiles on an annual basis.

Executive management

- Responsible for delivery of long-term sustainable value to our shareholders and wider stakeholders.
- Accountable for commercial performance, reputation, strategic planning, risk management and financial impact, while minimising our impact on the environment, and owning targets to improve environmental performance.

Sustainability function

- Hold regular monthly sustainability meetings with executive management, including climate change as a standing agenda item.
- Responsible for implementation and management of our global sustainability strategy – *Investing in Better*.
- Provide oversight of projects to improve our environmental performance – mitigating negative impacts while generating opportunities – taking into account our commercial strategy.
- Responsible for reporting in relation to our *Investing in Better* targets, and wider sustainability commitments.

Divisions and sites

- Responsible for day-to-day progress in relation to environmental performance and our sustainability strategy targets.
- Each site runs local projects to mitigate negative environmental impacts, control risk and generate opportunities through energy and water management, and using energy action plans aligned with local conditions and regulations.

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How we are governed continued

Executive management is responsible for the day-to-day execution of our sustainability strategy, including the implementation of policies, processes and controls designed to deliver our objectives. This includes the ongoing identification, assessment and management of climate-related risks and opportunities in line with our enterprise risk management framework. Executive management ensures that relevant information – including key performance data, risk exposures, mitigation plans and material incidents – is escalated to the Board on a timely basis to support informed oversight and decision-making.

Together, the Board and executive management maintain a clear governance structure that supports disciplined oversight, effective risk management and transparent reporting on sustainability and climate-related matters.

Material matters

Our materiality assessment identifies, prioritises and validates sustainability matters that have financial effects on the business and/or that generate impacts on people or the environment. We have completed a review of our strategy in accordance with the materiality principles set out in Global Reporting Initiative (GRI) Universal Standards (2021), International Financial Reporting Standards S1 (IFRS S1) (2023) and European Sustainability Reporting Standards 1 (ESRS 1) (2024–2025).

Our latest assessment, in common with all previous assessments, was informed by extensive stakeholder engagement, including customer interactions, senior management interviews, an employee feedback survey, rating agency consultations and engagement with investors, regulators and industry associations. Additional research incorporated insights from non-governmental organisations, media reviews, and the benchmarking of peers and customers. During the validation phase, the results were reviewed and confirmed by our leadership team. We continue to engage stakeholders across our value chain to ensure our understanding of material topics remains current and relevant.

The materiality process identified 11 priority topics, which informed our *Investing in Better* strategy and associated disclosures:

- **Close the Loop:** recycled content, recyclability.
- **Work Smarter:** energy, greenhouse gas (GHG) emissions, waste.
- **Act Responsibly:** health and safety, corporate integrity and governance, human rights, anti-discrimination and diversity, employee talent and skills, community involvement.

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Corporate sustainability management approach

Corporate sustainability management encompasses systematic identification, monitoring and management of our actual and potential impacts on the environment and society, as well as the associated financial effects on our business. It requires not only reducing adverse impacts but also strengthening our positive contributions across the value chain.

To support this, we have established robust governance, oversight and control mechanisms designed to ensure that material sustainability matters are appropriately integrated into our strategic planning, enterprise risk management and decision making processes (see page 4 of our Task Force on Climate-related Financial Disclosures (TCFD) Report).

Additional information on our management approach can be found on our website, including supporting information on policies, site certifications, risk management and audits. Other publications available are our *Investing in Better* strategy and mandatory statements such as our gender pay gap report and modern slavery statement.

Our underlying foundations and pillars of activity enable the delivery of our strategy and disclosures to key stakeholders.

Close the Loop
Our production and innovation activities are overseen through a structured governance model, comprising an appointed project owner, project sponsor and finance manager. Progress against objectives is reported monthly, ensuring clear accountability and operational transparency.

All strategic circular economy projects are developed and executed in alignment with our enterprise risk management framework, market opportunity assessments, manufacturing standards, Code of Business Conduct and Ethics and product stewardship regulations, including Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) compliance. All procedures are embedded within our quality assurance framework, and the calculation of amounts of post-consumer recycled (PCR) flake used in our products is subject to independent external assurance.

Sustainable product development follows a rigorous ‘stage-gate’ process incorporating criteria for recycled content, recyclability and responsible material selection. Collaboration is integral: key customers participate in trials, and we actively seek input from suppliers, industry associations and regulatory bodies.

Our use of PCR material and product recyclability performance are reviewed monthly by cross-functional teams from our divisions, ensuring consistent progress against our circularity commitments. Innovation projects are evaluated continuously for technical excellence and collaboration, and engagement remains fundamental to our approach, supported by extensive customer partnership projects.

The kp Tray2Tray® programme is jointly led by our innovation and procurement functions. The initiative engages employees across all areas of the business, which is supported by a dedicated steering committee that meets regularly to provide strategic direction and to coordinate implementation across markets, including deployment in various countries within the European Union.

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Corporate sustainability management approach continued

Work Smarter

Our overall approach is overseen by our Sustainable Operations management where each objective is linked to strategic business requirements and delivered through agreed interactions with kp's leadership, plant managers or human resources (HR) teams. Agreed metrics are used to evaluate performance, in alignment with our published targets in the *Investing in Better* strategy.

Each site systematically organises its environmental, energy and quality management processes to comply with regulations and our own policies. At the close of 2025, 9 sites were certified to ISO 50001, 13 to ISO 14001 and one to Eco-Management and Audit Scheme (EMAS) level.

Project POLARIS and the kp Quality Standard bring together environmental and quality performance, while our GHG emissions (all three Scopes) are monitored in line with the GHG Protocol and ISO 14064. Our global Energy Task Force is sponsored by the leadership team, and delivers the 'lean, clean, green' site energy management techniques. Our zero waste-to-landfill programme is led by our Group Senior Manager of Sustainability, guided by our Waste Task Force (established October 2024), and directed at site level by Health, Safety & Environment (HSE) Managers, who report local data to the sustainability team.

Aided by the Operational Sustainability dashboard, each site reviews key performance indicators (KPIs) and audited data to evaluate progress against corporate energy, water and waste targets (found in the relevant chapters of this report). Cross-functional sustainability projects deliver overall consistency across kp and an ethos of continuous improvement and best practice sharing.

Act Responsibly

Our occupational health and safety management system applies to all employees and contractors and is designed to ensure a safe, healthy and compliant workplace across all operations. Hazard identification, risk assessment and incident investigation processes are highly developed and include both: (i) static assessments for each machine task, or workstation; and (ii) dynamic behavioural-safety assessments of every individual at every level of seniority. These include 30-second risk assessments, observational checks and monthly appraisals by our safety leadership team. Process integrity and employee competence are maintained through our performance appraisal framework and total quality management systems.

Workers can report work-related hazards anonymously through safety culture assessments or our kp Ethics Hotline. All incidents – including first aid cases, lost-time events or recordable accidents – are formally investigated, reviewed by the site HSE manager and communicated broadly to support organisational learning. Near-miss accidents are managed and investigated locally to reinforce preventative action.

All new employees, including temporary staff and contractors, receive safety induction training aligned with our standard operating procedures (SOPs). Validation of the training performed is verified through People Activity Safety Audits. Insights and findings from these tools feed into different action plans at corporate, divisional and site level, supporting continuous improvement across our health and safety management systems, including SOPs, training programmes and emergency response plans.

In relation to employment terms and conditions, we collect and monitor a wide range of workforce-related data, which we report publicly where appropriate. Our HR dashboard supports management of the talent pipeline and progress against our Women in Management objective. Anti-discrimination and anti-harassment commitments are embedded in our Code, which all employees are required to acknowledge and sign.

The kp Ethics Hotline remains available as a confidential mechanism should concerns arise.

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Sustainable procurement

We collaborate on sustainable procurement with thousands of suppliers to deliver action to manage impacts, risks and opportunities relating to human rights, labour practices, social impacts and GHGs, so that they operate in line with our corporate policies – and those of our customers.

Our annual procurement spend can influence supplier behaviour to help create positive change and remedy negative effects. By conducting risk analysis and environmental, social and governance (ESG) assessments, we demonstrate how we can prevent and remedy negative impacts.

Our suppliers provide raw materials, capital equipment and other items needed for production. Supplier relationships are mainly contract-based and long term.

kp's supply chain in 2025 extended to 64 countries and around 9,000 suppliers, with whom we spent around €1.3bn[1]. Most of our procurement spend is in Europe (59%) and the Americas (28%). We focus most of our procurement management resources on strategic, first-tier suppliers, which account for 80% of our total spend, with additional focus on particular carbon strategic suppliers regarding Scope 3 GHG emissions.

Procurement (% of total spend)	2025
USA	29%
Germany	16%
Spain	9%
Italy	8%
United Kingdom	8%
Others	31%

Due diligence
Due diligence brings together risk assessment, engagement, improvement plans and regulatory compliance. We use a cloud-based system to categorise and analyse risk exposure in our supply chain.

Selected strategic suppliers
We place specific focus on selected strategic and/or high-risk suppliers, and we use data to screen them based on ISO and NACE[2] codes that account for the following factors:

- Country governance, track record and infrastructure for monitoring and enforcement of human rights and labour laws.
- Type of manufacturing process or operational activity and the related risks to worker health and safety.
- Critical political, current affairs or business news screening.

The evaluation of the selected suppliers is through self-assessment. If required, as governed by the risk analysis, an ESG audit will be conducted on the supplier's premises. Selected suppliers complete five more specific ESG assessments in a more concrete manner via the cloud-based system on key areas: environmental protection; human rights and labour; anti-bribery and anti-corruption; health and safety; and supply chain responsibility. An extra assessment about conflict minerals is assigned to those suppliers with specific risk in this area.

As an alternative to this evaluation approach, kp acknowledges suppliers that have already achieved an EcoVadis rating as evidence of an adequate due diligence programme. Where a supplier does not meet our terms of procurement, we have a standard operating procedure in place for corrective actions and potential deselection.

By the end of 2025, 70% of our total selected strategic suppliers had achieved compliance with our ESG requirements via their assessment in the cloud-based system or via their EcoVadis rating. The supplier selection represents 80% of our supplier spend.

1. Excludes intercompany business, customs and employee spend categories.
2. ISO is the International Organization for Standardization; NACE is the Statistical Classification of Economic Activities in the European Community.

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Sustainable procurement continued

Carbon strategic suppliers

Our carbon strategic suppliers are selected annually based on their contribution to our Scope 3 emissions; they receive a sustainability questionnaire, and the results are used to generate a sustainability scorecard per supplier, which supports our procurement decision-making. The sustainability aspect accounts for at least 20% of our overall supplier assessment completed on a regular basis. Scorecards are distributed to suppliers so that they can benchmark themselves and make improvements.

Over the past three years, since introducing the sustainability scorecard approach, we have seen clear and measurable improvement in supplier performance. Several suppliers have progressed from low to medium maturity levels, while others have advanced from medium to high maturity. As a result, only a very small number of suppliers now remain at a low maturity level.

In 2025, we integrated information from the sustainability scorecards into an ESG dashboard in our spend analytics tool, enabling the procurement team to easily access and leverage this ESG supplier data.

GHG emissions in the supply chain

You can read more about GHGs in the supply chain and their development on page 35.

Partnerships

Since 2022, kp has proudly partnered with the Sustainable Procurement Pledge (SPP) – a global, non-profit movement that empowers procurement professionals to drive responsible sourcing. Our procurement leaders have supported the SPP's mission by signing its pledge, and kp has also contributed a case study to SPP's Sustainable Procurement Guide. We are also involved in the Scope 3 Peer Group to promote supplier engagement on GHG emissions, and continue to participate in a series of relevant events. In 2025, we also participated in the Scope 3 Action Group from Climate Choice to update our roadmap for Scope 3 emission reduction and extend our networking activities.

Development programme

Sustainable procurement is part of kp's environmental management system. It is subject to management review for continuous improvement in response to performance monitoring, emerging customer expectations and regulatory requirements, such as the Corporate Sustainability Due Diligence Directive. Our procurement team is trained in sustainable procurement, and key aspects of its management are included in the personal objectives of the central buying team. In addition, our kp procurement manual was recently updated to include kp's sustainable procurement processes. Sustainability objectives and actions are reviewed as per our governance arrangements (page 50).

Our Supplier Code of Conduct is available in several languages. Supply agreements and purchase orders include our supplier business principles, which contain our ESG clause and links to our Supplier Code of Conduct and our Sustainable Procurement Policy. For our supplier agreements, we have added a decarbonisation clause which means our suppliers are obliged to set Science Based Targets initiative (SBTi) targets and actively work on emissions reduction. Our annual tracking data indicated that, at the end of 2025, 35% of our spend with strategic suppliers was covered by a contract subject to our ESG clause.

Please see our website for our Supplier Code of Conduct, Sustainable Procurement Policy and Supplier Principles.

Supplier Code of Conduct
https://www.kpfilms.com/en/legal/kp_Supplier_Code_of_Conduct_2026_FINAL.pdf

Sustainable Procurement Policy
https://www.kpfilms.com/en/legal/kp_Group_Sustainable_Procurement_Policy_2026_FINAL.pdf

Supplier Principles
https://www.kpfilms.com/en/legal/kp_Supplier_Principles_en_2026.pdf

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IT security

Cyber security is a critical component of kp's broader risk management framework. We maintain a zero-incident ambition, aiming to prevent cyber security incidents through the continual operation and improvement of a comprehensive cyber security programme. This programme is designed to protect our operations, safeguard sensitive information, and ensure business continuity. Our approach is structured around four key pillars: Identify; Protect; Detect and Respond; and Recover.

Identify: kp has established a dedicated cyber security team that oversees the identification and assessment of cyber risks across the organisation. The team maintains our Information Security Guidelines, which all employees are expected to understand and follow. These guidelines have been implemented to maintain the organisation's integrity, availability and confidentiality agreements.

Protect: We apply robust protection measures across our systems and assets, including identity management, access control, cyber awareness training, vulnerability management, network protection, device protection, and secure information flows. Routine protection and back-ups further strengthen our resilience and reduce the risk of data loss. These controls all act together to safeguard kp's assets and data and ensure that kp's networks remain secure.

Detect and Respond: Continuous monitoring processes enable kp to identify swiftly and respond promptly to any unusual or potentially malicious activity on our networks. We maintain formal incident management procedures to ensure prompt and effective action to cyber threats. All employees are trained to fulfil their roles during such incidents, fostering preparedness across the organisation.

Recover: kp's recovery plan outlines the procedures for restoring systems and assets following a cyber security incident, with the view of ensuring minimal disruption to business operations. We regularly test and refine these plans, incorporating insights from internal exercises and real-world events to continually strengthen organisational resilience.

We deliver quarterly cyber awareness training to keep employees informed about emerging threats and best practices. Any IT security-related concerns can be reported through our internal IT Service Desk tool. The IT Security team investigates each report and implements appropriate remediation actions.

Governance
Cyber security governance at kp is led by the Chief Information Security Officer, who aligns strategic priorities and risk management activities with the Chief Financial Officer. IT Security reports into the Audit Committee. This governance structure ensures strong leadership accountability, transparent risk management and continued investment in cyber resilience.

Outlook
We will continue to strengthen our organisational resilience by embedding robust information security practices across all operations. A key priority will be to enhance employee awareness and accountability through targeted learning initiatives, with the specific goal to achieve 75% completion of annual information security training for all office-based employees by 2030. This focus will support a stronger security culture, reduce risk exposure, and align with evolving regulatory and stakeholder expectations.

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Human rights and labour relations

kp is committed to ensuring that human rights are respected across all aspects of our business. Our Labour and Human Rights Policy and annual Anti-Slavery and Human Trafficking Statements detail our commitments to upholding internationally recognised human rights standards, including the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights and the International Bill of Human Rights.

To manage human rights risks effectively, we have established a suite of risk-based processes. These include targeted supply chain human rights due diligence and annual site risk assessments relating to environmental protection, human rights, slavery and child labour. Our review in 2025 did not reveal any actual or suspected human rights or child labour violations in our business.

We continue to strengthen internal capabilities through targeted training on modern slavery and human trafficking for employees in relevant roles. This training focuses on recognising indicators of modern slavery and human trafficking and outlines clear procedures for reporting and remediation. These measures support our broader commitment to responsible business conduct and continuous improvement in our human rights management approach.

See page 54 for more details on our approach to supply chain human rights due diligence.

Code of Business Conduct and Ethics (the Code)
kp is committed to conducting business with integrity and in full compliance with all applicable laws, regulations, and internal standards. Our approach is guided by internationally recognised principles, including the United Nations Global Compact. The Code outlines our expectations for ethical behaviour and covers key areas such as anti-bribery, anti-corruption, kickbacks, gifts, entertainment, and the use of high-risk intermediaries. kp maintains a zero-tolerance approach to corruption in any form, including bribery, facilitation payments, and the offering or acceptance of any improper advantage, whether direct or indirect.

The Code has been approved by the Board and undergoes regular review and updates to ensure continued alignment with evolving regulatory expectations and best practices. Detailed underlying policies support the high-level commitments set out in our Code. The Code applies to all directors, officers and employees globally and is available in 15 different languages to ensure accessibility across our organisation. All employees receive annual training to reinforce consistent understanding and application of our ethical standards and, following completion of such training, are required to formally confirm that they have read, understood, and will adhere to the Code and its requirements. For more detail, see www.kpfilms.com/en/about-us/kp_Code_of_Conduct_-_Revised_07.31.19_v5_eng.pdf.

kp fosters an open and transparent culture in which employees are encouraged to speak up if they have concerns about potential violations of the Code or related policies. Employees can report concerns to their line manager or the local Human Resources team, who are often best positioned to provide immediate support. To further strengthen reporting mechanisms, we have also established a confidential and toll-free kp Ethics Hotline available for anonymous reporting. The kp Ethics Hotline is managed by an independent third party, ensuring that stakeholders can raise concerns in a secure and effective matter. kp is committed to ensuring that those reporting in good faith are protected against any form of retaliation or discrimination. All allegations are taken seriously, with investigations led by our Compliance Officers, and appropriate actions taken based on the outcome of the investigation.

Consistent with our Code and commitment to neutrality and ethical conduct, kp made no political contributions in 2025.

Outlook
We will reinforce our commitment to upholding human rights and continue to strengthen our ethical culture by promoting integrity, transparency, and accountability across all levels of the organisation. A key priority will be reinforcing employee awareness through structured training programmes, with the aim to ensure that 90% of employees are trained annually on human rights, ethics, and workplace conduct, and 90% of employees complete annual anti-corruption training by 2030. These initiatives will support ethical decision-making, reduce compliance risks, and ensure alignment with applicable laws, regulations, and stakeholder expectations.

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Collaboration and recognition

Sustainability is a team effort, and so we have signed up to a number of voluntary commitments, collaborative initiatives and trade association memberships.

Voluntary commitments and collaborative initiatives

CEFLEX

Circular Plastics Alliance

Petcore Europe

Trade associations

- Asociación Argentina del PVC
- Asociación Española de Industriales de Plásticos
- Associação Portuguesa da Indústria de Plásticos
- Association of Plastic Recyclers
- British Plastics Federation
- Ecosense
- Elipso
- European Plastics Converters
- Federazione Gomma Plastica
- Flexible Packaging Europe
- Food Marketing, Inc.
- Foodservice Packaging Association
- IK Industrievereinigung Kunststoffverpackungen e.V.
- INCPEN
- IVK Europe
- National Association for PET Container Resources
- OPRL – On-Pack Recycling Label scheme
- PAC Packaging Consortium
- Petcore Europe
- PET Sheet Europe
- Polish Union of Plastics Converters
- Polymer Comply Europe
- RECOUP
- RecyClass
- Sustainable Packaging Coalition
- Vinyl Films and Sheets Europe

SDG alignment

The Sustainable Development Goals (SDGs) were launched by the United Nations in 2015 with ambitious targets to address major global issues.

We have identified key areas where we believe our people, our expertise and our sustainable portfolio of products can have the greatest impact – by preventing food waste, delivering medication and protecting the integrity of countless products. The SDGs that overlap with the objectives of our sustainability strategy are as follows:

Read more about the United Nations' Sustainable Development Goals here

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About this report

This report provides our stakeholders with relevant information they need to assess both our environmental and social impacts, as well as the implications that sustainability-related risks and opportunities may have on our business.

Scope
The performance information and data in this report relate to all assets under the control of kp. Where available, we include historical data to support year-on-year comparison. The reporting period is for the year ended 31 December 2025.

Our TCFD Report provides financial and regulatory stakeholders with detailed reporting on climate-related risks and opportunities in line with TCFD recommendations.

Our TCFD Report is available at www.kpfilms.com.

Readers can also access our CDP submissions online[3]. We confirm that no material restatements have been made relative to the previous reporting year.

Assurance
External assurance is used for certain data listed in the 'selected information' paragraph of the assurance statement provided by our external assurance provider – see page 60.

Data disclosures
Unless otherwise stated, data is reported using the metric system and expressed in euros. All workforce data refers to permanent and temporary employees, unless otherwise noted.

All data in this report relates to 2025 performance unless otherwise stated. Key data points are found in the relevant chapters, with supporting tables and charts, as well as the GRI Content Index.

Our GRI Content Index is available at www.kpfilms.com.

Legal disclaimer
This report has been prepared by us for informational purposes only. While we have made reasonable efforts to ensure the accuracy and completeness of the information contained herein as of the reporting date, we make no representations or warranties, expressed or implied, regarding the accuracy, reliability or completeness of the information, data, statements, or opinions presented in this report.

This report may include forward-looking statements, including statements relating to our sustainability strategy, targets, ambitions, expectations, and future plans. These statements are based on current assumptions and expectations and are subject to risks, uncertainties, and factors beyond our control. Actual results may differ materially. We undertake no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, unless required by applicable law.

Unless explicitly stated, this report does not constitute, and should not be construed as, legal, financial, investment, or other professional advice. It is not intended to create any binding obligations on us, nor does it form part of any contract with any third party.

References to external standards, benchmarks, or frameworks (including but not limited to the Corporate Sustainability Reporting Directive, GRI, Sustainability Accounting Standards Board, TCFD, CDP, and others) are provided for transparency and comparability. However, such references do not imply full alignment unless expressly stated.

All data in this report relates to the reporting period specified, and historical data may be restated where necessary. We assume no liability for any loss or damage arising from the use of or reliance on this report or the information contained herein.

3. https://www.kpfilms.com/en/sustainability/reports-and-disclosure/

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Assurance statement

DNV Business Assurance Services UK Limited ("DNV", "us" or "we") were commissioned by Kleopatra Holdings 2 S.C.A. ("Kleopatra") to provide limited assurance to Klöckner Pentaplast ("kp") over Selected Information presented in the Klöckner Pentaplast Sustainability Report 2025 (the "Report") for the reporting year ended 31st December 2025.

Our observations and areas for improvement will be raised in a separate report to kp's management. These observations do not affect our conclusion set out above.

Selected Information
The scope and boundary of our work are restricted to the key performance indicators included within the Report for the 2025 reporting year (the "Selected Information"), listed below.

Selected Information	Reported value 2025	Unit
Scope 1 Greenhouse Gas (GHG) emissions	18,655	tCO_2e
Scope 2 GHG emissions, location-based	147,926	tCO_2e
Scope 2 GHG emissions, market-based	119,800	tCO_2e
Energy intensity (non-temperature adjusted)	1,201	kWh per tonne of product produced
Total waste generation	39,550	tonnes
Zero waste to landfill sites	28	number
Waste to landfill	81	tonnes
Waste to energy	6,223	tonnes
Waste recycled	33,246	tonnes
Women at management level	26.4	%
Lost-time accident (LTA) rate	0.35	#
Post consumer recycled content in packaging	20.6	%

To assess the Selected Information, which includes an assessment of the risk of material misstatement in the Report, we have used kp's Basis of Reporting 2025 (the "Criteria"), which can be found at https://www.kpfilms.com/en/sustainability/reports-and-disclosure/.

Our Conclusion
On the basis of the work undertaken, nothing came to our attention to suggest that the Selected Information is not fairly stated and has not been prepared, in all material respects, in accordance with the Criteria.

This conclusion relates only to the Selected Information, and is to be read in the context of this Independent Limited Assurance Report, in particular the inherent limitations explained overleaf.

Our competence, independence and quality control
DNV established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals DNV did not provide any services to kp in the reporting period that could compromise the independence or impartiality of our work. Our multi-disciplinary team consisted of professionals with a combination of environmental and sustainability assurance experience.

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Assurance statement continued

Standard and level of assurance

We performed a limited assurance engagement of specified data and information using the 'Greenhouse Protocol – A Corporate Accounting and Reporting Standard' (revised 2015) and international assurance best practice including the International Standard on Assurance Engagements (ISAE) 3000 – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised) issued by the International Auditing and Assurance Standards Board. To ensure consistency in our assurance process, we conducted our work in accordance with DNV's assurance methodology, Verisustain™, applying only the pertinent sections of the protocol relevant to the specific purpose of the activity. This methodology ensures compliance with ethical requirements and mandates planning and execution of the assurance engagement to obtain the desired level of assurance.

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 - Conformity Assessment - General principles and requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

The procedures performed in a limited assurance engagement vary in nature and are shorter in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained if a reasonable assurance engagement had been performed.

Disclaimers

The assurance provided by DNV is limited to the selected indicators and information specified in the scope of the engagement. DNV has not conducted an assessment of the reporting organisation's overall adherence to reporting principles or the preparation of the Report. Therefore, no conclusions should be drawn regarding the reporting organisation's compliance with reporting principles or the quality of the overall Report. The assurance provided by DNV is based on the selected indicators and information made available to us at the time of the engagement. DNV assumes no responsibility for any changes or updates made to the indicators or information after the completion of the assurance engagement.

Inherent limitations

DNV's assurance engagements are based on the assumption that the data and information provided by kp to us as part of our review have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected. The engagement excludes the sustainability management, performance, and reporting practices of kp's suppliers, contractors, and any third parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement. We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process. We did not review financial disclosures and data as they are not within the scope of our assurance engagement. The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Limited Assurance Report.

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Assurance statement continued

Basis of our conclusion

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Information; our work included, but was not restricted to:

- Conducting interviews with kp's management to obtain an understanding of the key processes, systems and controls in place to generate, aggregate and report the Selected Information;
- Site visit to Gendorf (Germany) to review the process and systems for preparing site level data consolidated by kp's sustainability team. DNV were free to choose the site on the basis of materiality and their contribution to kp's overall data;
- Performing limited substantive testing on a selective basis of the Selected Information to check that data had been appropriately measured, recorded, collated and reported;
- Reviewing that the evidence, measurements and their scope provided to us by kp for the Selected Information is prepared in line with the Criteria;
- Assessing the appropriateness of the Criteria for the Selected Information; and
- Reading the Report and narrative accompanying the Selected Information within it with regard to the Criteria.

In performing these activities, we did not come across any limitations to the agreed scope of work.

We found a limited number of non-material errors, and these were corrected prior to inclusion in the Report.

For and on behalf of DNV Business Assurance Services UK Limited
London, UK
3 July 2026

Arun Aravind A

Arun Aravind A
Lead Verifier
DNV Business Assurance Services UK Limited

Paul O'Hanlon

Paul O'Hanlon
Technical Reviewer
DNV Business Assurance Services UK Limited

DNV-2026-ASN-C858252

Responsibilities of the Directors of Kleopatra and DNV

The Directors of Kleopatra have sole responsibility for:

- Preparing and presenting the Selected Information in accordance with the Criteria;
- Designing, implementing and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Information that is free from material misstatements;
- Measuring and reporting the Selected Information based on their established Criteria; and
- Contents and statements contained within the Report and the Criteria.

Our responsibility is to plan and perform our work to obtain limited assurance about whether the Selected Information has been prepared in accordance with the Criteria and to report to kp in the form of an independent limited assurance conclusion, based on the work performed and the evidence obtained. Our Independent Limited Assurance Report represents our independent conclusion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Limited Assurance Report.

DNV Business Assurance Services UK Limited

DNV Business Assurance Services UK Limited is part of DNV Group AS. DNV is an independent assurance and risk management provider, operating in more than 100 countries. Through its broad experience and deep expertise, DNV advances safety and sustainable performance, sets industry standards, and inspires and invents solutions.

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Sustainability data
Environmental KPIs

Energy consumption

Scope	Category	Unit	2021	2022	2023	2024	2025
Energy intensity	External temperature adjusted using degree days	kWh/ tonne	1,111	1,141	1,179	1,195	1,203
	Non temperature-adjusted*	kWh/ tonne	1,118	1,142	1,179	1,196	1,201
	Total energy consumption	MWh	749,935	693,941	628,826	633,901	612,581
	Total renewable energy	MWh	179,984	312,273	301,836	354,985	344,688
	% of renewable electricity	%	28	52	54	63	64
Breakdown of different fuels	Electricity	MWh	653,178	609,361	553,627	560,093	538,075
	Natural gas	MWh	61,565	55,295	46,520	45,312	43,677
	Steam	MWh	25,191	18,339	15,915	14,435	16,717
	Compressed air	MWh	1,671	1,353	1,352	1,193	1,127
	Propane	MWh	1,708	1,887	1,687	2,551	1,867
	Solar energy	MWh	112	839	5,435	4,723	4,500
	Diesel	MWh	6,510	6,866	4,289	5,594	6,618
	Reduction in energy consumption	MWh	10,467	55,994	65,115	-5,075	21,320
	% of renewable energy	%	24	45	48	56	56

Greenhouse gas emissions – measured in tCO_2e (except where noted**)

Scope	Category	2021	2022	2023	2024	2025
Scope 1	Delivery vehicles	5,191	5,538	5,404	2,584	4,704
	Diesel	2,002	2,192	1,838	1,762	1,978
	Natural gas	11,276	10,094	8,473	8,253	8,420
	Production gas	404	362	409	412	466
	Propane	370	409	361	547	400
	Refrigerants	2,723	1,880	1,086	528	1,942
	Company cars	0	0	0	1,254	745
Sub-total Scope 1*		**21,967**	**20,475**	**17,571**	**15,339**	**18,655**
Scope 2	Electricity – market-based	193,880	142,427	133,867	121,147	117,877
	Electricity – location-based	203,219	177,311	165,583	171,086	146,004
	Steam	4,301	3,131	2,859	2,595	1,923
Sub-total Scope 2 – market-based*		**198,181**	**145,558**	**136,726**	**123,741**	**119,800**
Sub-total Scope 2 – location-based*		**207,520**	**180,442**	**168,442**	**173,681**	**147,926**
Scope 1 and 2 total – market-based		**220,148**	**166,034**	**154,297**	**139,081**	**138,455**
Scope 1 and 2 total – location-based		**229,487**	**200,917**	**186,013**	**189,020**	**166,582**
	GHG intensity (tCO_2e/tonne product produced)**	**0.33**	**0.33**	**0.29**	**0.26**	**0.27**
Scope 3	Category 1: Purchased goods and services	–	1,601,955	1,368,433	1,371,135	1,322,226
	Category 2: Purchased capital items	–	18,640	14,707	18,179	18,951
	Category 3: Fuel and energy-related activities (market-based)	–	34,321	30,210	31,518	26,434
	Category 3: Fuel and energy-related activities (location-based)	–	50,013	45,543	45,772	41,666
	Category 4: Upstream transportation and distribution	–	78,734	56,988	59,101	58,916
	Category 5: Waste generated in operations	–	4,253	2,056	417	782
	Category 6: Business travel	–	5,545	3,884	3,496	1,348
	Category 7: Employee commuting	–	2,642	2,601	2,824	2,848
	Category 9: Downstream transport and distribution	–	114,959	113,582	108,141	92,674
	Category 10: Processing of sold products	–	121,989	91,272	83,581	65,664
	Category 12: End-of-life treatment of sold products	–	9,425	6,325	3,587	2,672
Sub-total Scope 3 – market-based		**–**	**1,992,464**	**1,690,057**	**1,681,979**	**1,607,748**
Sub-total Scope 3 – location-based		**–**	**2,008,155**	**1,705,390**	**1,696,233**	**1,592,516**
TOTAL Scope 1, 2 and 3 – market-based		**–**	**2,158,498**	**1,844,354**	**1,821,060**	**1,774,329**
TOTAL Scope 1, 2 and 3 – location-based		**–**	**2,209,073**	**1,891,403**	**1,885,253**	**1,730,971**

*Indicator assured by DNV. See assurance statement (pages 60–62).

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Sustainability data – Environmental KPIs continued

Water management

Category	Unit	2021	2022	2023	2024	2025
Water withdrawn	m^3	3,065,305	3,080,386	2,583,892	2,503,788	2,266,093
Discharged water	m^3	2,593,616	2,574,818	2,191,279	2,130,544	1,903,471
Water consumed	m^3	472,689	505,568	392,613	373,244	36,222
Water consumed in water stress areas	m^3	45,832	39,890	40,759	42,364	37,687
Site with high risk of water stress	number of sites	5	5	5	5	5
Recycled water	m^3	0	0	0	0	0

Waste management

Category	Unit	2021	2022	2023[1]	2024	2025
Waste to energy*	tonne	3,430	5,469	6,775	9,182	6,223
Waste to energy – non-hazardous	tonne	3,364	5,228	5,804	7,961	5,236
Waste to energy – hazardous	tonne	66	241	971	1,220	987
Recycled *	tonne	43,190	56,081	41,645	38,338	33,246
Recycled – non-hazardous	tonne	43,102	55,337	41,645	37,766	32,584
Recycled – hazardous	tonne	88	743	0	572	662
Landfill*	tonne	7,665	4,264	634	95	81
Landfill – non-hazardous	tonne	7,664	4,262	634	95	81
Landfill – hazardous	tonne	1	2	0	0	0
Total*	tonne	54,285	65,814	49,054	47,614	39,550
Total non-hazardous	tonne	54,130	64,827	48,083	45,822	37,901
Total hazardous	tonne	155	986	971	1,792	1,649
Zero waste to landfill sites*	number of sites	15	24	29	28	28
Percentage of total waste from company operations diverted from landfills	tonne	86%	94%	99%	100%	100%
Total weight of waste recovered	tonne	no data	6,227	5,560	6,319	6,783

Materials and Product end of life

Category	Unit	2021	2022	2023	2024	2025
Post-industrial recycled content	tonne	14,452	13,815	8,587	9,511	12,726
Post-consumer recycled content	tonne	134,023	114,344	119,032	118,316	94,707
% post-consumer recycled content in our packaging*	%	23.3	21.3	25.0	24.4	20.6
% of products designed for recyclability	%	28	30	31	32	32
% of employees trained on specific environmental issues	%	no data	100	100	100	100
% operational sites assessed on specific environmental risks	%	no data	100	100	100	100

1. 2023 waste data has been adjusted and restated due to methodology changes to improve data quality.

*Indicator assured by DNV. See assurance statement (pages 60–62).

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Sustainability data
Social KPIs

Workforce

Category	Unit	2021	2022	2023	2024	2025
Total number of employees	number	5,728	5,603	5,593	5,532	5,074
Total number permanent employees: female	number	1,176	1,166	1,198	1,273	1,072
Total number temporary employees: female	number	117	91	99	46	121
Total number permanent employees: male	number	4,231	4,187	4,122	4,105	3,651
Total number temporary employees: male	number	204	159	174	105	230
Total number permanent employees: female – Americas	number	191	182	205	205	192
Total number temporary employees: female – Americas	number	10	5	5	2	2
Total number permanent employees: male – Americas	number	946	997	998	972	859
Total number temporary employees: male – Americas	number	12	4	11	12	12
Total number permanent employees: female – Asia	number	76	71	76	77	71
Total number temporary employees: female – Asia	number	0	0	0	0	2
Total number permanent employees: male – Asia	number	238	236	236	235	210
Total number temporary employees: male – Asia	number	0	0	2	0	2
Total number permanent employees: female – Europe	number	896	905	907	979	799
Total number temporary employees: female – Europe	number	104	85	92	45	117
Total number permanent employees: male – Europe	number	3,012	2,925	2,862	2,872	2,560
Total number temporary employees: male – Europe	number	182	149	154	92	215

Diversity

Category	Unit	2021	2022	2023	2024	2025
Women in workforce	%	22.0	22.0	23.2	23.8	23.5
Women at management level*	%	23.9	23.6	25.5	25.8	26.4
Women at top management	%	21.6	24.0	26.1	23.1	23.5
Women on company board	%	0	0	0	0	0
Average unadjusted gender pay gap	%	no data	11.3	10.9	14	13.5
% of employed workers who are from minority groups[2] and/or vulnerable groups in relation to the total organisation	%	2.8	3.7	5.2	7.0	7.1
% of employed workers who are from minority groups[2] and/or vulnerable groups in management positions (excluding steering committee, board members)	%	4.2	6.0	8.3	9.3	9.1

2. Minority groups are identified as employees non-citizens from the operating location; on average, we have 25% of unknown nationalities.

*Indicator assured by DNV. See assurance statement (pages 60–62).

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Sustainability data – Social KPIs continued

Average learning hours

Category	Unit	2021	2022	2023	2024	2025
Total number of training hours provided to employees	number	no data	34,948	26,616	15,476	19,162

Performance and career development reviews

Category	Unit	2021	2022	2023	2024	2025
Number of employees who receive performance and career development reviews	number	878	1,013	1,257	1,286	1,278
% of employees who receive performance and career development reviews	%	15.9%	18.8%	23.1%	23.2%	25.2%
% of total workforce across all sites who received career or skills-related training	%	no data	42%	53%	50%	97%
% of total workforce at all sites who received training on preventing discrimination and human rights violations	%	no data	41%	28%	22%	17%
% of total workforce trained on business ethics issues	%	81%	48%	100%	95%	100%

Working conditions and Social dialogue

Category	Unit	2024	2025
% of employees covered by bonus scheme	%	31.0	29.9
% of employees covered by a company retirement plan	%	60	60
% of employees covered by formally-elected collective agreements	%	62	60
% of employees covered by formally-elected employee representatives	%	26	24

Human rights and Living wage

Category	2023	2024	2025
% of direct employees covered by a living wage benchmarking analysis	17	20	20
% of direct employees paid below living wage	0	0	0
% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	0	0	0
% of internal employees and contract workers paid below living wage	0	0	0
% of average wage gap for direct employees paid below living wage against a living wage benchmark	0	0	0
% of operational sites assessed for human rights impact or risks	100	100	100

Employee Health and Safety

Category	Unit	2021	2022	2023	2024	2025
Lost-time accident rate, LTA*	rate	0.33	0.35	0.35	0.33	0.35
Total recordable incident rate (TRIR)	rate		0.74	0.61	0.61	0.60
30-second risk assessment	number	810,000	818,261	771,512	748,253	706,901
% of sites that achieved zero harm status	%	31	25	40	46	22
Fatalities	number	0	0	0	0	0
Number of hours worked	number	11,941,280	11,885,120	11,604,320	11,487,840	10,928,320
Number of days lost to work-related injuries, fatalities and ill health	number	no data	no data	1,046	1,626	863
Number of work-related accidents	number	94	76	52	45	44
% of the total workforce across all locations represented in formal joint management-worker health and safety committees	%	no data	87	87	87	87
% of operational sites for which a detailed health and safety risk analysis has been conducted	%	no data	100	100	100	100

Customer Health and Safety

Category	Unit	2021	2022	2023	2024	2025
% of products for which we offer to provide regulatory customer declarations	%	100	100	100	100	100

*Indicator assured by DNV. See assurance statement (pages 60–62).

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Sustainability data
Governance KPIs

Management system certifications

Category	Unit	2022	2023	2024	2025
Operational employees covered by ISO 9001 or equivalent certification	%	82	89	92	92
Operational employees covered by ISO 14001 or equivalent certification	%	52	55	55	56
Operational employees covered by ISO 50001 or equivalent certification	%	35	39	40	38
Operational employees covered by ISO 45001 or equivalent certification	%	21	18	18	22
Operational sites with RecyClass or equivalent certification	%	9	39	40	40

Board effectiveness

Category	Unit	2021	2022	2023	2024	2025
Average Board meeting attendance	%	100	96	100	100	90
Average Board tenure	months	13	16	18	25	31

Business ethics

Category	Unit	2021	2022	2023	2024	2025
Number of reports by means of whistleblower procedures	number	no data	12	9	5	13
Number of confirmed information security incidents	number	0	0	0	0	0
Number of reports related to child labour, forced labour and human trafficking	number	0	0	0	0	0
% of all operating sites for which an internal audit/ risk assessment on business ethics issues was performed	%	no data	100	100	100	100
% of all operating sites with an Information Security Management System certified to ISO 27000 (or other equivalent/similar standard)	%	3	3	3	3	3
% of total workforce trained on information security issues	%	no data	18	10	45	62

Sustainable procurement

Category	Unit	2022	2023	2024	2025
% of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct[3]	%	89	100	100	100
% of spend covered by strategic suppliers with contracts that include clauses on environmental, labour, and human rights requirements[4]	%	13	16	26	35
% of targeted suppliers[5] that have gone through a Corporate Social Responsibility (CSR) assessment (e.g. questionnaire)[6]	%	40	53	67	70
% of spend covered from targeted suppliers that have gone through a CSR assessment (e.g. questionnaire)	%	66	80	83	85
% of targeted suppliers[5] that have gone through a CSR on-site audit	%	0	0	0	0
% of targeted suppliers[5] that have received training on sustainable procurement	%	11	22	0	0
% of targeted diverse suppliers (minority owned or minority led, women, disabled people, ethnic minorities or member of other discriminated communities)	%	0	0	0	0
% of targeted suppliers[5] screened for environmental and social/ human rights risks vs total number of targeted suppliers	%	100	100	100	100
% of audited/assessed suppliers engaged in corrective actions or capacity building	%	5	2	0	0
% of buyers across all locations that have received training on sustainable procurement	%	89	94	95	95
% of spend covered by suppliers in high-risk countries that have gone through a CSR assessment (e.g. questionnaire)	%	22	32	46	57
% of relevant suppliers with available information regarding conflict minerals	%	100	100	100	100
% of risky trading partners covered by a due diligence process on corruption	%	no data	no data	no data	22

3. Sustainability clauses included in purchase order.
4. Spend based.
5. Calculated based on strategic suppliers.
6. This number is based on count of suppliers.

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Glossary

Circular economy/circularity: an economic system aimed at eliminating waste and depletion of resources. Circular systems employ reuse, sharing, repair, refurbishment, remanufacturing and recycling to create a closed-loop system.

Design for Recyclability: the process of designing a product so that recycling infrastructure is able to process it and circulate it in the market, at scale.

Film: plastic film is a thin continuous polymeric material; thicker films are often called sheets. Films are used to separate areas or volumes, to hold items, to act as barriers or as printable surfaces. Plastic films are used in packaging, plastic bags, labels, building construction, landscaping, electrical fabrication, photographic film, etc.

High-density polyethylene (HDPE): a thermoplastic polymer produced from the monomer ethylene. It is commonly recycled, with the number '2' as its resin identification code.

Life Cycle Assessment: a method for assessing environmental impacts associated with all the stages of the life cycle of a commercial product, process or service.

Plastics: synthetic or semi-synthetic materials that use polymers as a main ingredient.

Polyethylene terephthalate (PET): the most common thermoplastic polymer resin of the polyester family; used in fibres for clothing, containers for liquids and foods, in thermoforming for manufacturing and in combination with glass fibre for engineering resins.

PET has a resin identification code of 1. Prime uses for recycled PET are polyester fibre, strapping and non-food containers. Mechanical recycling of PET is very common. Chemical recycling of PET will become cost-efficient only in high-capacity recycling lines.

Polymer: a natural or man-made material comprising molecules made up of many repeating units that provide strength, as well as other properties expected of everyday objects such as plastic packaging.

Polyolefin: a type of polymer produced from a simple olefin (an alkene) as a monomer. For example, polyethylene is the polyolefin produced by polymerising the olefin ethylene.

Polyvinyl chloride PVC (vinyl): widely produced synthetic plastic polymer, in rigid and flexible forms, used for making various products, from drainpipes to packaging.

Post-consumer waste: waste produced by the end consumer of a material or commodity. Post-consumer waste is distinguished from pre-consumer waste, which is the reintroduction of manufacturing scrap (such as trimmings) back into the manufacturing process.

Recycled PET (rPET): a more sustainable alternative to virgin PET plastic. rPET is produced by recycling existing PET, such as plastic bottles, and reusing the material.

Thermoforming: a manufacturing process where a plastic sheet is heated to a pliable forming temperature, formed to a specific shape in a mould, and trimmed to create a usable product such as a tray or film.

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