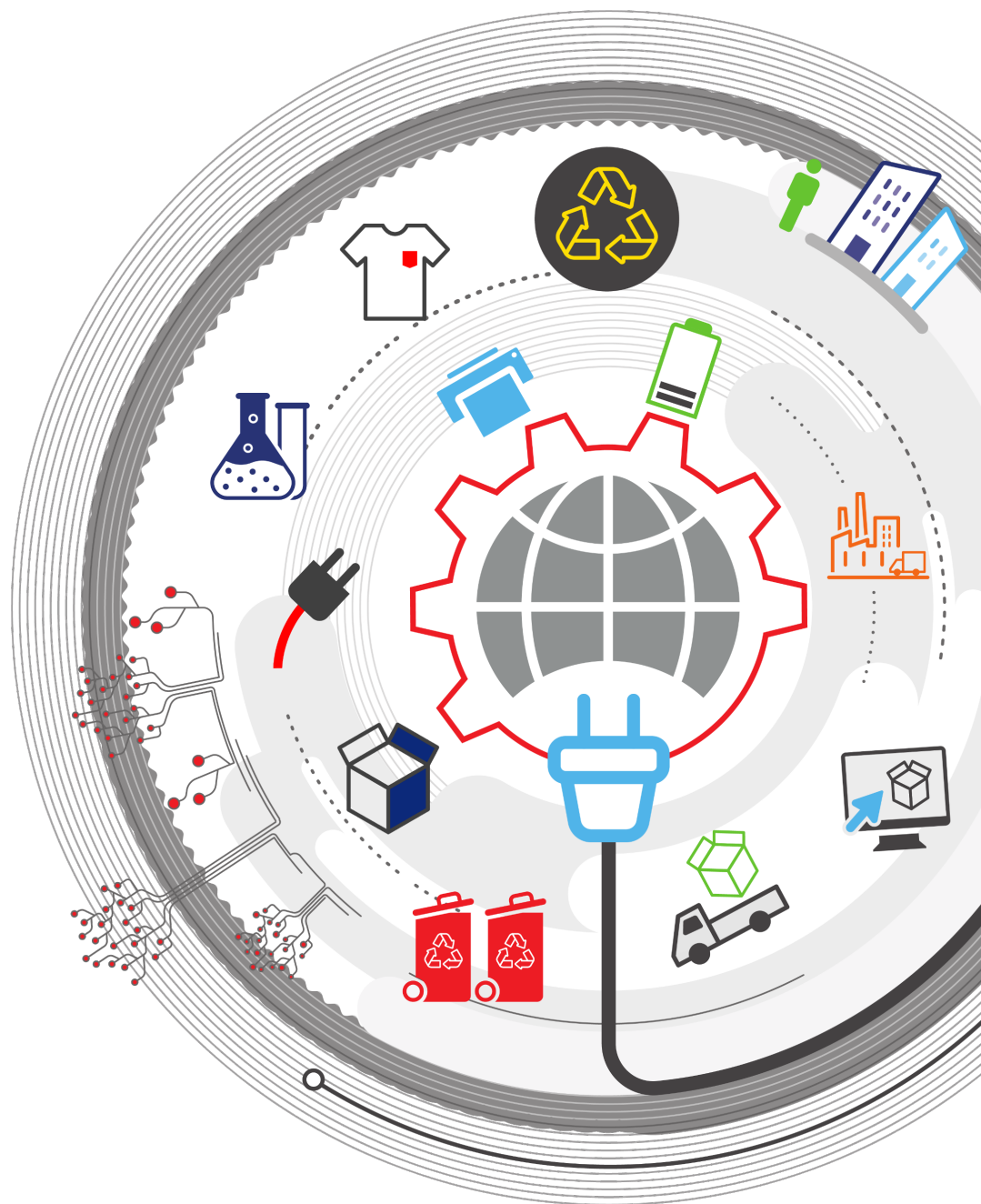


LANDBELL AG

SUSTAINABILITY STATEMENT 2024



CONTENTS

GENERAL	3
About this Sustainability Statement	3
About Landbell AG.....	3
Our business model.....	4
Sustainability Governance	5
Materiality and Strategic Priorities	5
Practices and policies	5
ENVIRONMENT.....	6
Climate change.....	6
Waste and pollution	7
Biodiversity.....	7
Water	8
Circular economy	8
LABOUR	9
General characteristics of the workforce	9
Health and safety of our own workforce.....	9
Remuneration, collective bargaining agreements and training.....	10
Anti-discrimination and harassment	10
GOVERNANCE.....	11
Anti-corruption and anti-bribery	11
SUSTAINABLE PROCUREMENT	12
SUSTAINABLE DEVELOPMENT GOALS	13
VSME CONTENT INDEX.....	14

GENERAL

About this Sustainability Statement

As a leading provider of environmental compliance and take-back solutions, Landbell AG recognises its role in enabling the circular economy and supporting customers in meeting their extended producer responsibility obligations.

This Sustainability Statement is prepared on an individual basis for the legal entity Landbell Aktiengesellschaft für Rückhol-Systeme (Landbell AG) and covers the reporting period from January 1 to December 31, 2024. The disclosures in this document follow the Basic and Comprehensive Modules of the Voluntary Standard for non-listed micro-, small and medium-sized undertakings (VSME) published by the European Financial Reporting Advisory Group (EFRAG).

Where disclosures were deemed not applicable, immaterial, or sensitive, they were omitted in accordance with the flexibility provided by the VSME.

We invite you to review this Sustainability Statement to learn more about our sustainability journey and the positive impact we aim to make. For any questions about this report, contact us at sustainability@landbellgroup.com.

About Landbell AG

Landbell AG is headquartered in Mainz (49°59'44.9"N, 8°16'48.0"E) and it operates in Germany with a branch in Munich. Our general information can be found on our website <https://landbell-group.com/imprint/>. Landbell AG is a Private limited liability undertaking that conducts economic activities under the NACE code N - 74.90 Other professional, scientific and technical activities n.e.c.

Landbell AG had 90 employees as of December 31, 2024. For the reporting year 2024, the balance sheet total and turnover were €106.35 million and €258.63 million, respectively. None of the revenue was derived from the sale of controversial weapons, tobacco, fossil fuels, or chemical products. We are not excluded from any EU Paris-aligned benchmarks. To ensure continued compliance, we conduct annual revenue screenings and do not expect to generate revenue from sectors that are excluded.

In 2024, Landbell AG maintained its commitment to the UN Global Compact's Ten Principles. We published our Communication on Progress in response to comprehensive questions that cover the areas of Human Rights, Labour, Environment, and Anti-Corruption.

Our EcoVadis rating serves as an external benchmark of our performance, helping us identify areas for ongoing improvement. We were awarded the EcoVadis Silver medal again in 2024, placing us among the top 15% of our industry sector.

Landbell AG is a signatory to the German Diversity Charter and utilises this framework to manage diversity and inclusion within its workforce.

Landbell Group is committed to the vision of the Business Coalition for a Global Plastics Treaty. The Coalition brings together businesses and financial institutions dedicated to supporting the development of an ambitious, effective and legally binding UN treaty to end plastic pollution.

Our business model

Landbell AG is a provider of environmental and chemical solutions that help stakeholders meet all their extended producer responsibility, takeback, and material recovery obligations.

Landbell helps stakeholders to go beyond compliance by managing voluntary takeback programmes, closing material loops and developing waste management infrastructure through Extended Producer Responsibility.

The following companies deliver this comprehensive range of services:



Due to extended producer responsibility, producers and distributors are responsible for the collection and disposal of used packaging that is considered to be “participate with a registered compliance scheme”.

Landbell assists companies in fulfilling this responsibility and takes a central role in doing so.

Sustainability is integrated into our corporate risk management framework. Sustainability impacts are assessed alongside financial risks and opportunities. This integrated approach allows us to anticipate and respond to emerging challenges while identifying opportunities for innovation and differentiation.

Sustainability Governance

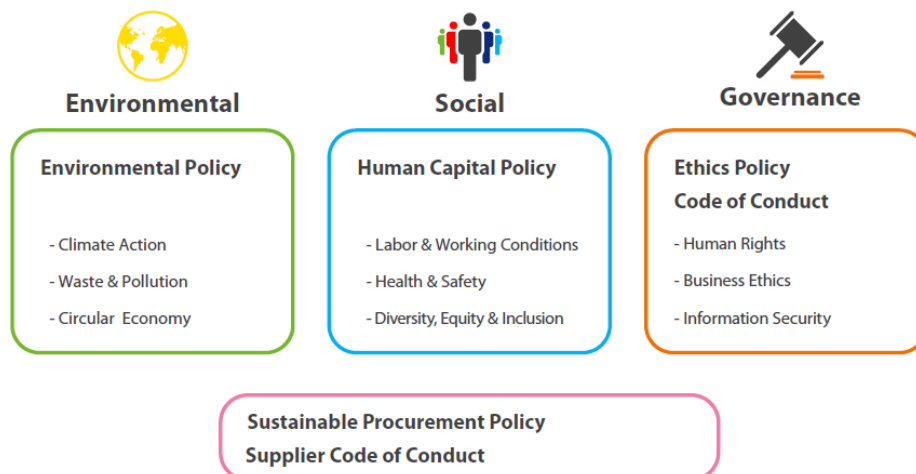
Landbell AG has established a clear governance framework to oversee its sustainability strategy and performance. The sustainability function is led by the Head of Sustainability, and strategic oversight is provided by the executive management team, ensuring that sustainability is embedded in decision-making processes throughout the organisation.

Materiality and Strategic Priorities

In 2022, Landbell conducted a materiality assessment to identify the most relevant sustainability topics. This assessment was informed by stakeholder input, regulatory expectations, and alignment with the Global Reporting Initiative Standards. The topics identified as material form the foundation of Landbell AG’s sustainability strategy and reporting. Please see Landbell Group Sustainability Report 2022¹ (page #14-16) for more details.

Practices and policies

Building on our initial materiality assessment, we formalised four topic-wise umbrella policies and two codes of conduct to cover our sustainability impact. These policies set the tone for our Group-level priorities for managing our environmental, social and corporate governance impacts. Our policies mandate adhering to the precautionary principle to prevent environmental and socio-economic harm.



Our policies can be found at <https://landbell-group.com/sustainability/>.

¹ <https://landbell-group.com/wp-content/uploads/2023/09/Landbell-Group-Sustainability-Report-2022.pdf>
 5 © Copyright Landbell Group 2025

ENVIRONMENT

Landbell Group’s environmental strategy is focused on reducing its operational footprint, supporting the circular economy, and enabling environmental compliance for its customers.

As a service-based company, Landbell AG has a relatively low direct environmental impact, but it remains committed to continuous improvement in energy efficiency, emissions reduction, and responsible resource use.

Climate change

Energy and greenhouse gas emissions

The tables below provide the overview of our energy consumption by source and resulting GHG emissions for the reporting years 2022–2024 for our Mainz and Munich offices.

Energy consumption		Unit	2022	2023	2024
Purchased Electricity	Renewable	MWh	0	14	14
	Non-renewable	MWh	114	113	97
	Total	MWh	114	127	111
Fuels for vehicles	Renewable	MWh	0	0	0
	Non-renewable	MWh	62	153	147
	Total	MWh	62	153	147
Energy for space heating ²	Renewable	MWh	0	0	0
	Non-renewable	MWh	162	129	136
	Total	MWh	162	129	136
Total	Renewable	MWh	0	14	14
	Non-renewable	MWh	338	395	380
	Total	MWh	338	409	394

Landbell Group doesn’t have a CDP report; however, energy consumption and GHG emissions of the several entities of Landbell Group are monitored annually.

The following table discloses our GHG emissions by scope and category, including intensity indicators for 2022–2024; emissions are estimated based on internationally recognised methodologies such as the GHG Protocol and country-specific emission factors.

² The consumption of the previous year was used as a basis for each reporting year due to the billing cycles of the utility companies and data availability.

GHG emissions		Unit	2022	2023	2024
Scope 1		tCO ₂ eq	9	40	39
Scope 2	Location-based	tCO ₂ eq	83	90	80
	Market-based	tCO ₂ eq	70	68	47
Scope 3 ³	Category 1 - Purchased goods and services	tCO ₂ eq	626	547	651
	Category 2 - Capital goods	tCO ₂ eq	-	-	2
	Category 4 - Upstream transportation and distribution	tCO ₂ eq	2	36	69
	Category 6 - Business travel	tCO ₂ eq	33	55	39
	Category 7 - Employee commuting	tCO ₂ eq	26	33	30
	Total	tCO ₂ eq	687	671	791
Total GHG emissions		tCO ₂ eq	779	801	906
GHG intensity ⁴		tCO ₂ eq / € m	0.48	0.84	0.46

Landbell Group has not conducted a dedicated climate risk assessment, as its office-based operations and limited physical assets are not materially exposed to climate-related hazards or transition risks.

Waste and pollution

Landbell AG plays a central role in managing waste and preventing pollution. Our focus lies on ensuring full compliance and reduction of pollution in managing the waste on behalf of customers. The table below presents the amount of packaging waste that has been treated. The process and the division into material and energy recovery are described in the later chapter “Circular Economy”.

Waste treatment		Unit	2022	2023	2024
Packaging	Non-hazardous waste	Tonnes	500,996	558,145	764,358
	Hazardous waste		0	0	0

Biodiversity

We assessed Landbell AG’s offices’ proximity to biodiversity-sensitive areas using the EU Birds Directive. The Mainz office is adjacent to the Island-Rhine protected area, covering 0.14 hectares. No operations overlap or directly impact this area. The office in Munich is not in or adjacent to a protected area.

³ The scope 3 GHG emissions data were determined using the spend-based method.

⁴ GHG intensity per turnover = GHG emissions (scope 1 + scope 2) [tCO₂ eq] / Total turnover [€ Mio]

Water

Our water withdrawal data is typically only available with a delay of 1.5 to 2 years due to utility billing cycles. As the final consumption data for the reporting year 2024 will likely not be available until 2026, we are only disclosing the water withdrawal data until 2023.

Water consumption is omitted since we solely withdraw water from the public water network and discharge it into the sewer (water consumption close to zero).

Water withdrawal		Unit	2022	2023
Water withdrawal (as per utility bill)	All sites	m ³	268	657
	Sites in areas with water stress	m ³	0	0

Circular economy

As per VSME, circular economy principles include: 1) eliminate waste and pollution – through usability, reusability, repairability, disassembly and remanufacturing; 2) circulate products and materials (at their highest value) – through reusability and recycling, and 3) regenerate nature.

Landbell supports its clients implement these principles into their businesses. We help stakeholders to go beyond compliance by managing voluntary takeback programmes, closing material loops and developing waste management infrastructure through Extended Producer Responsibility. In addition, we assist and takes a central role in assisting companies in fulfilling their responsibility in recycling their products when put on the market.

We calculate that more than 81% of the materials from the collected packaging waste were recovered through recycling. The remaining materials, which could not be recycled, were directed to energy recovery or treated following local regulations and available waste processing infrastructure.

This effort resulted in recovering approximately 622,000 tonnes of secondary raw materials, including 399,000 tonnes of paper and cardboard, 55,000 tonnes of plastics, 121,000 tonnes of glass, and 28,000 tonnes of metals such as steel and aluminium.

These estimates are based on the minimum recycling rates specified in the German Packaging Act and our actual waste volumes sent for recycling in accordance with the Packaging Act (VerpackungsG).

LABOUR

At Landbell, we continue to foster a safe, inclusive, and empowering work environment that supports the professional and personal growth of every employee. Our labour practices are guided by our Group-wide Human Capital Policy and Code of Conduct, as well as the Ten Principles of the UN Global Compact and the German Charter of Diversity (Charta der Vielfalt).

General characteristics of the workforce

As of 31 December 2024, Landbell AG employed 90 people. Our workforce is predominantly employed on permanent contracts, making up more than 93% of the total. The trend of decreasing turnover over the last three years reflects improved retention and employee satisfaction, which remains our focus.

		Unit	2022	2023	2024
Gender	Female	Number	36	34	34
	Male	Number	51	55	56
	Other	Number	0	0	0
	Not reported	Number	0	0	0
	Total	Number	87	89	90
Contractual situation	Permanent contract	Number	70	79	84
	Temporary contract	Number	17	10	6
	Total	Number	87	89	90
Turnover rate	%	14%	15%	11%	

Health and safety of our own workforce

Ensuring the health and safety of our employees is a top priority at Landbell AG. In 2024, teams across Germany participated in a structured psychological risk assessment process facilitated by an external consultant. Employees were invited to share their perspectives. This was followed by a series of focus group workshops and optional analysis interviews for managers, creating space for open dialogue and deeper reflection on workplace wellbeing.

The process culminated in the development of targeted measures aimed at addressing identified stressors and enhancing psychological safety.

	Unit	2022	2023	2024
Number of recordable work-related accidents ⁵	Number	0	0	1
Work-related fatalities	Number	0	0	0
Rate of work-related accidents ⁶	Number	0	0	1,1

⁵A work-related accident is an event that leads to physical or mental harm therefore to injury or ill health, including whilst engaged in an occupational activity or during the time spent at work. Recordable means diagnosed by a physician or other licensed health care professionals.

⁶To calculate the rate of work-related accidents we assumed that each employee worked 2000 hours in the year. This assumption refers to the assumption in the standard B9 of the VSME standard.

Remuneration, collective bargaining agreements and training

In line with the Landbell Group Code of Conduct, employees' wages shall comply with all applicable wage laws, including those relating to minimum wages, overtime compensation and legally mandated benefits. Deductions from wages as a disciplinary measure shall not be permitted. In 2024, there were no reported human rights incidents within our own workforce during the reporting period.

		Unit	2022	2023	2024
Employees covered by collective bargaining agreements		%	0	0	0
Average training hours per employee ⁷	Female	Number	-	29	12
	Male	Number	-	23	7
	Total	Number	18	25	9

Anti-discrimination and harassment

		Unit	2022	2023	2024
Women employed in the whole organization		%	41%	38%	38%
Women at top management level		%	23%	26%	29%
Women in the organization's board		%	0%	0%	33%

In 2024, there were no reported incidents of discrimination or harassment. The unadjusted gender pay gap of Landbell AG was 17.1%. This indicator does not differentiate by functions or management levels. The indicator, as per VSME, was determined by calculating the difference between the average hourly earnings of male and female employees, which was then divided by the average hourly earnings of male employees.

The ratio of the annual total compensation for the highest paid individual to the employee with the median annual total compensation was 5.9.

For both of the above indicators, we included three components of compensation: base salary, benefits in cash and benefits in kind, including social security contributions. The gross hourly wage was calculated by dividing the total compensation by the standard number of hours assumed for the calculation (2,000 hours). For employees who have been with the company for less than a year or who have worked part-time, we adjusted the hours accordingly.

⁷ We started tracking this KPI per entity starting in 2023; the 2022 hours are the average for the whole Group.
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GOVERNANCE

Our governance framework is guided by our Code of Conduct, which applies to all employees and business partners, as well as our Group-wide Business Ethics Policy. These guidelines define our expectations for ethical behaviour and cooperation with responsible third parties.

Our policy targets are to maintain zero convictions and fines, achieve and sustain 100% employee completion of the different anti-corruption and business ethics trainings.

Anti-corruption and anti-bribery

	Unit	2022	2023	2024
Convictions incurred for the violation of anti-corruption and anti-bribery laws	Number	0	0	0
Amount of fines incurred for the violation of anti-corruption and bribery laws	Euros	0	0	0
Employees trained on anti-corruption ⁸	%	-	84%	97%
Reports related to whistleblower procedure ⁹	Number	-	0	0

Actual or suspected breaches of our Code of Conduct, the Business Ethics Policy, or any applicable law or regulation, when they jeopardize the public interest may be reported through a secure whistleblowing system, as per our concern raising process. All our employees have been informed of this channel and can use it without fear of any form of retaliation (e.g. discrimination, reprisal, intimidation, harassment).

Additionally, Landbell Group employees can voice their concerns regarding employment-related concerns by raising them through the line manager and/or Human Resources department. Any concern related to sustainability impacts can be raised through the Sustainability Office at sustainability@landbellgroup.com

⁸ We started our training in anti-corruption in 2023.

⁹ We have a whistleblowing mechanism since 2022.

SUSTAINABLE PROCUREMENT

The annual testing of the volume flow verification and compliance with the prescribed recycling quotas, plays an important role for Landbell to be able to continue to operate on the market as a dual scheme.

Landbell ensures that all legal requirements are met through contracts with sorting and recycling facilities. For this purpose, Landbell has qualified employees who are in close contact with the contracted companies with regard to the sorting and recycling of packaging.

The plants are required to submit their plant balance sheets on a monthly basis, in which the input, production and output quantities are documented. IT systems support data monitoring and enable prompt intervention with regard to the performance of the contract partners.

As part of the volume flow verification, a prescribed scope for the plant inspection is defined by the expert. In this context, multiple plants for material sorting, as well as recycling in the areas of glass, paper, carton and cardboard (in German, PPK) and lightweight packaging (in German, LVP) are inspected for the quantities for which Landbell is responsible.





In this way, Landbell has always succeeded in successfully providing proof of the volume flow since the inception of its take-back system. As the second approved scheme since the opening of competition for the take-back of packaging from private end consumers in 2003, Landbell has been a longstanding and stable partner for its customers.

Our comprehensive Supplier Code of Conduct, released in 2025, sets out minimum standards for labour and human rights. It prohibits forced labour, child labour, discrimination, and unsafe working conditions, and requires suppliers to uphold fair wages, working hours, and freedom of association. It also mandates that suppliers cascade these requirements to their sub-contractors.

For this reporting period, we are not aware of any confirmed incidents involving human rights violations. We remain vigilant and committed to strengthening our processes for identifying, addressing, and preventing such risks. All of our waste management suppliers are based in Germany.

SUSTAINABLE DEVELOPMENT GOALS

Based on our materiality, we defined our priority Sustainable Development Goals. Based on these priorities, we defined our priority targets and corresponding indicators.

SDGs	Targets and actions
 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Target: 8.8 Protect labour rights and promote safe work environments</p> <p>Employees participated in a structured psychological risk assessment process facilitated by an external consultant (see page 9).</p>
 <p>Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>Target: 11.6 Reduce the adverse environmental impact of waste</p> <p>We collected and managed more than 764 kilo tonnes of waste (see page 7).</p>
 <p>Ensure sustainable consumption and production patterns</p>	<p>Target: 12.5 Reduce, reuse, and recycle waste</p> <p>We calculate that we've recovered approximately 622 kilo tonnes of secondary raw materials (see page 8).</p> <p>Target: 12.6 Adopt sustainable practices and sustainability reporting</p> <p>Since 2022, Landbell has defined its sustainability strategy at the group level and will release its third sustainability report in 2025.</p>
 <p>Take urgent action to combat climate change and its impacts</p>	<p>Target: 13.2 Integrate climate change measures into corporate policies and actions</p> <p>In 2024, we published our first Environmental policy (see page 5).</p>

VSME CONTENT INDEX

Disclosure / Datapoint	Page
General Information	
B1 – Basis for Preparation	
Reporting option	3
Omission of disclosures due to sensitivity	3
Individual or consolidated reporting	3
Legal form	3
NACE code	3
Size of the balance sheet	3
Turnover	3
Number of employees in headcount	3
Country of operations	3
Geolocation of sites	3
Sustainability-related certifications or labels	3, 4
B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy	
Existence of practices, policies, and future initiatives	5
Targets to monitor the implementation	5
C1 – Strategy: Business Model and Sustainability – Related Initiatives	
Description of products and/or services offered	4
Description of significant market the undertaking operates in	4
Description of main business relationships	4
Sustainability-related strategy elements	5
C2 – Description of practices, policies and future initiatives	
Description of practices, policies, and future initiatives	5
Accountability at the senior level	5
Environment Metrics	
B3 – Energy and greenhouse gas emissions	
Energy consumption	6
Scope 1 and 2 GHG emissions	7
GHG intensity	7
Scope 3 GHG emissions	7
B4 – Pollution of air, water and soil	
Pollution prevention measures	7
B5 – Biodiversity	
Area owned, leased or managed in or near a biodiversity sensitive area	7
B6 – Water	
Water withdrawal	8
Water withdrawal in high-stress areas	8

B7 – Resource use, circular economy and waste management		
	Circular economy principles	8
	Waste volumes (hazardous and non-hazardous)	7
	Material recovery and recycling rates	8
	Annual mass-flow of relevant material	8
C3 – GHG reduction targets and climate transition		
	Scope 1, 2, and 3 targets (base year, target year, actions)	7
C4 – Climate Risks		
	Climate risk assessment	7

Social Metrics		
B8 – Workforce – General characteristics		
	Type of employment contract	9
	Gender distribution	9
	Turnover rate	9
B9 – Workforce – Health and safety		
	Number and rate of recordable work-related accidents	9
	Number of fatalities as a result of work-related injuries and work-related ill health	9
B10 – Workforce – Remuneration, collective bargaining and training		
	Payment equal or above minimum wage	10
	Percentage gap in pay between its female and male employees.	10
	Percentage of employees covered by collective bargaining agreements	10
	Average number of annual training hours per employee, broken down by gender	10
C5 – Additional (general) workforce Characteristics		
	Female-to-male ratio at management level	10
	Number of self-employed and temporary workers	9
C6 – Additional own workforce information - Human rights policies and processes		
	Existence and scope of code of conduct or human rights policy for own workforce	5
	Complaints-handling mechanism	11
C7 – Severe negative human rights incidents		
	Confirmed incidents in own workforce	10
	Confirmed incidents in value chain or communities	12

Governance Metrics		
B11 – Convictions and fines for corruption and bribery		
	Convictions and fines for corruption and bribery	11
C8 – Revenues from certain sectors and exclusion from EU reference benchmarks		
	Revenue from controversial weapons, tobacco, fossil fuels, or chemicals	3
	Exclusion from EU Paris-aligned benchmarks	3
C9 – Gender diversity ratio in the governance body		
	Gender diversity ratio in the governance body	10

Landbell Group is an international supplier of service and consulting solutions for environmental and chemical compliance. Our aim is to reduce the complexity of extended producer responsibility legislation, as well as other product- and packaging- related requirements for producers and distributors. In everything we do, we seek to provide our customers with the most competitive solutions in terms of service quality, compliance and cost.

At Landbell Group, we prepare our clients for the uncertainties to come. We help them unlock the value of the circular economy and strive to be their best partner on the journey to a more sustainable future.

Landbell AG für Rückhol-Systeme

Rheinstraße 4L, 55116 Mainz
Germany

Phone: +49 6131 235 652-0

Email: info@landbell.de