

The background is a photograph of a dense forest with tall, thin trees and a path covered in moss. A large, white, curved graphic line arches over the text, starting from the left and ending on the right, with a vertical line segment at the bottom left corner.

Plasta Group Sustainability Report 2023



Content

| | |
|--|-----------|
| ABOUT THIS REPORT | 3 |
| ABOUT PLASTA GROUP | 4 |
| WORD OF THE CEO | 5 |
| SUSTAINABILITY AT THE GROUP | 6 |
| Sustainability principles | 7 |
| Sustainability management | 9 |
| Stakeholder involvement | 15 |
| Materiality analysis | 16 |
| Materiality matrix | 17 |
| ENVIRONMENTAL AREA | 18 |
| Environmentally friendly & innovative production | 19 |
| SOCIAL AREA | 30 |
| Employee safety & wellbeing | 31 |
| Health & safety | 39 |
| GOVERNANCE AREA | 42 |
| Ethics and compliance (incl. anticorruption) | 43 |
| Corporate governance | 46 |
| Innovation | 48 |
| Product quality & safety | 49 |

About this report

GRI 2-1 | GRI 2-2 | GRI 2-3 | GRI 2-4 | GRI 2-5

Plasta Holdings, UAB (hereinafter referred to as Plasta Group or Group), a joint-stock company headquartered at Savanorių av. 180, Vilnius, Lithuania, and operating in Lithuania, Sweden, and Germany, has published this consolidated Sustainability Report on 29 November 2024 for the period from 1 January until 31 December 2023.

The report includes consolidated data from all Plasta Group companies, including Plasta, AB; GelPod, UAB; Plasta Holdings, UAB; Plasta Business Park, AB; Rullpack AB; Rullpack Norge AS; and Plasta GmbH. This report does not include data from "Gerovė" which Plasta Group acquired at the end of 2023. The publication date aligns with the Plasta Group's annual financial statements.



This is the first time the Plasta Group's Sustainability Report has been prepared in accordance with the **Global Reporting Initiative (GRI) Standards 2021**. The report presents Plasta Group's achievements and aspirations in environmental, social, and governance (ESG) areas. It was prepared with external sustainability experts but not audited. In future Plasta Group plans to carry out an audit as foreseen by the Corporate Sustainability Reporting Directive (CSRD).

This year, the Group focused on a materiality analysis to identify the most crucial information for stakeholders. The report contains best

available data and aims to improve the quality of information by disclosing all relevant performance indicators.

Questions or feedback regarding this report and the Group's sustainability activities can be submitted to Rytis Jablonskas via email: rytisj@plasta.lt.

About Plasta Group

GRI 2-6

Value Chain Overview

Organizational Activities, Products, Services, and Markets

Plasta Group is one of the leading flexible plastics recyclers, producers, and suppliers in Europe, developing innovative recycling solutions and accelerating a shift to circularity. We focus on recycling the most complex types of plastic waste, to continuously replace virgin

polyethylene with recycled alternatives and to turn post-consumer polyethylene waste into a valuable resource for making new products such as garbage bags, plastic film and other products, geared toward household and professional sectors as well as the public and cleaning sectors.

Plasta Group consists of multiple companies across Europe, specializing in polyethylene recycling, production of sustainable plastic products, as well as recycling and extrusion engineering. Headquartered in Vilnius, Lithuania, Plasta Group runs a polyethylene recycling center on-site, operates two manufacturing plants (Plasta in Lithuania and Rullpack in Sweden), and has three representative offices, one in each manufacturing country, as well as one in Germany. In 2023 Plasta Group has also acquired a new manufacturing site in Lithuania "Gerovė".

Having over 60 years of experience in the market, and recycling over 45 000 tons of post consumer waste plastic annually, we focus on ensuring high-quality standards, and compliance with quality, environmental, safety, and sustainability standards. For this reason, we have acquired ISO 9001 & 14001, Blue Angel, EuCertPlast, Nordic Swan Ecolabel and Normpack certificates (which ensure the quality management of our products and processes).

As one of the leading plastic recycling and manufacturing companies in Europe, we aim to ensure responsible plastic production, minimising plastic waste worldwide and increasing circularity.

Downstream Entities and Activities

Our customer base is divided into retail clients, who offer our products to end consumers, and B2B distributors, who supply our products to cleaning companies, institutions, councils, and various industries. Additionally, waste handlers and recyclers play a crucial role in managing the lifecycle of our products post-consumption, ensuring the materials are re-entered into the recycling stream.

Strategic Business Relationships

Plasta Group does not maintain other significant business relationships critical to our operations. Our value chain operates efficiently through our existing network of suppliers, customers, and waste management partners.

Significant Changes Compared to the Previous Reporting Period

This report marks our first year of sustainability reporting. Therefore, there are no changes to report in comparison to previous periods.

Please visit our website for further details about Plasta Group, our mission, and our values.



Word of the CEO

Maciej Plamieniak
CEO, Plasta Group

GRI 2-22

I am proud to present Plasta Group's first Sustainability Report, a significant milestone in our commitment to transparency and accountability in sustainability. This report highlights our achievements in 2023, reflecting our dedication to creating a positive impact on the environment, society, and the long-term success of our business.

Throughout the past year, we have made remarkable progress in our sustainability efforts. We refined our sustainability strategy - we achieved ISO certifications, including ISO 9001, ISO 14001, and ISO 45001, which underscore our commitment to quality management, environmental stewardship, and occupational health and safety. Our investments in new infrastructure, such as a state-of-the-art water treatment plant and an automatic sorting line, have significantly enhanced our operational efficiency and waste management practices.

As one of the largest European plastic recycling and manufacturing groups, we recognize our crucial role in promoting eco-conscious plastic production and increasing circularity in all our business activities. To guide our sustainability initiatives, we have identified four main focus areas: environmentally friendly and innovative production, recycled product material and circularity, employee safety and well-being, and good governance practices.

Within these areas, we are committed to achieving strategic goals by the end of 2025, which include tracking and lowering our CO2 emissions, implementing energy-saving measures, and enhancing the well-being of our employees.

As we continue on this journey, we remain dedicated to minimizing global plastic waste through innovative recycling solutions and the design of sustainable products. Our commitment to continuous improvement drives us to set ambitious goals for sustainable development, ensuring that our efforts align with the expectations of our stakeholders.

I invite you to explore this report, which details our achievements and outlines our strategic objectives for the future. Together, we can continue to drive positive change and contribute to a more sustainable world.

”

As we continue on this journey, we remain dedicated to minimizing global plastic waste through innovative recycling solutions and the design of sustainable products.

A pair of hands gently holding a small succulent plant with thick, green, rounded leaves. The plant is rooted in dark, rich soil. The hands are positioned at the top and sides of the plant, with fingers slightly curled. The background is a dark, textured surface, possibly moss or a forest floor, which is out of focus. A white, curved line frames the succulent and the hands, starting from the top left, curving around the plant, and ending at the bottom left where it meets a vertical line.

Sustainability at the group

Sustainability principles

GRI 2-23 | GRI 2-24



Plasta Group strives to embed sustainability principles within its overall operational strategy and key performance indicators. Sustainability is an essential part of operations, tightly connected to its commitments to stakeholders and core strategic goals. The Plasta Group ESG Policy and the Suppliers' Code of Ethics outline the principles of sustainable, responsible, and fair business practices.

Key Sustainability Principles in the Group:

- Integrate sustainability by addressing **environmental, social, and governance** aspects in relevant matters.
- While making decisions about the Group's sustainable development, consider **stakeholders' expectations** and fulfill obligations towards them, ensuring transparency and honesty.
- Align the Group's activities with the **European Green Deal and The Paris Agreement's** climate change objectives.
- Adhere to the Organization for Economic Co-operation and Development (**OECD**) guidelines for good governance.
- Contribute to the United Nations **Sustainable Development Goals**.
- Support and implement the **United Nations Global Compact** principles on human rights, labor rights, environmental protection, and anti-corruption.
- Perform due diligence on managing environmental, social, and economic impacts.

- Apply the precautionary principle in setting sustainability targets, utilizing the best available scientific advice for environmental protection.

Each Group policy is approved by the Plasta Group CEO, ensuring the highest level of organizational endorsement. For policies specific to a particular group company, approval is given by the Managing Director of respective company. These commitments apply universally across all Plasta Group operations and extend to our suppliers, customers, and other business partners. These commitments are communicated to employees and business partners through various channels, including training sessions, presentations, meetings, and emails.

Recognising the importance of sustainable development, the Group aims to refine its sustainability commitments further, creating a robust framework to consolidate responsible business principles across all organizational levels and integrate them into operational strategies, policies, and procedures.

For more information, please visit [Plasta Group Commitments](#). Please also refer to the [ESG Strategy](#) document for more information regarding our sustainability strategy.

Sustainability directions



Recycled product material & circularity

Target 12.5

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

Producing products using post consumer recycled materials and improving product circularity.

Employee safety & wellbeing



Target 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, as well as equal pay for work of equal value

Ensuring our good employment practices and workplace where trust, cooperation, safety, support are encouraged.



Environmentally friendly & innovative production

Target 7.2

By 2030, increase substantially the share of renewable energy in the global energy mix

Target 7.3

By 2030, double the global rate of improvement in energy efficiency

Target 13.1

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

Managing our entire production processes to constantly innovate and meet particular environmental standards while also reducing our carbon footprint.

Good governance practices



Target 9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

Target 16.5

Substantially reduce corruption and bribery in all their forms

Promoting ethical and transparent behavior in management and governance practices, policies, and procedures (incl. sustainability governance practices).

Sustainability management

With over 500 employees in the group, manufacturing plants spanning across multiple geographical locations, and a 60 million euro annual turnover, our business activities make a considerable impact across a wide variety of stakeholders and geographical locations. Therefore, we take a proactive approach to sustainability management and aim to accelerate the shift towards a circular economy.

Although The Corporate Sustainability Reporting Directive (CSRD), introduced by the EU Comissions in 2021, will only become mandatory for Plasta Group from 2025, we are already putting processes and goals in place to take a leading position towards accuracy and transparency of the Environmental, Social and Governance (ESG) aspects of reporting, alongside existing certifications that ensure management of our product quality and its processes as well as sustainability compliance.

GRI 2-12: Governance Roles and Responsibilities

Board and Management Team Involvement in Sustainability

The top management team, led by the Group CEO, is responsible for proposing the mission, vision, strategy, and policies related to sustainability. The Board of Directors is crucial in advising, reviewing proposals, suggesting modifications, and approving the outcomes. This collaborative process ensures that the organization's sustainability initiatives are well-integrated into its overall strategic direction.

Twice a year, or on an ad-hoc basis as needed, the CEO and the management team report to the Board on the status of ESG compliance, ensuring continuous oversight and evaluation of the organization's sustainability efforts.

Sustainability manager's role

We have introduced the role of ESG officer whose primary responsibilities are:

- Monitoring best practices and legislations in the context of ESG.
- Coordinating gathering of data and information necessary for ESG reporting.
- Advising organisation on the impacts that our commercial and operational activities have on the environment.

- Providing semiannual reports to the board about the progress we make in achieving the set goals and KPIs.

We believe that the role of an ESG officer, amongst other initiatives that we have already adopted in Plasta Group, will help oversee and manage our group's ESG initiatives, compliance with sustainability strategy, policies, and reporting standards, as well as ensure that the organization operates in a sustainable manner.

GRI 2-13: Distribution of Responsibilities for Sustainability Management

Allocation of Responsibilities

The CEO is primarily responsible for developing and implementing the ESG strategy and policies within the organization. This ensures a top-down approach where sustainability is embedded in the core leadership functions.

Senior managers and other relevant employees are tasked with reporting to the board on the management of economic, environmental, and social impacts. This reporting occurs twice a year or more frequently if necessary, providing regular updates and facilitating the Board's oversight of sustainability performance.

GRI 2-14: Role of the highest governance body in sustainability reporting

Semi-annual reports are provided to the board during the meetings regarding the progress made in achieving the set goals, KPIs, initiatives, investments into ESG areas, and other related topics. Policies are approved by the Plasta Group CEO. Policies applicable only to a specific group company are approved by the Managing Director of that company.

The highest governance body (board) and Group's CEO are responsible for reviewing and approving the reported information.

Disclosure 2-15, 2-16: Conflicts of interest and Communication of critical concerns

The Group has approved and follows related documentation to prevent or mitigate potential conflicts of interest: Code of ethics, Corruption and bribery prevention Policy, Whistleblowing procedure. Critical concerns regarding these and related matters are brought to CEOs and Board's attention immediately should such events occur.

During the reporting period no cases of conflicts of interest or critical concerns were identified.

GRI 2-17: Enhancing Governance Body Knowledge

Relevant governing laws and the Group's commitments have been presented to the board to deepen the Board's knowledge and expertise of the essence of ESG. The Board is continuously informed about significant developments and trends in sustainability to ensure it stays updated and knowledgeable about pertinent issues.

Group management structure and composition

GRI 2-9: Governance Structure Overview

The highest body in Plasta Group's governance structure is the Board of Directors, established by shareholders. The Board fulfills a general oversight role, ensuring the company's strategic direction aligns with stakeholder interests and regulatory requirements. The executive body comprises the top management team, led by the Group CEO.

Committees Responsible for Sustainability

Currently, no specific committees within the Board of Directors are dedicated to sustainability decision-making. Instead, the top management team manages the ESG and economic impacts. This team reports directly to

to the Board of Directors, ensuring that sustainability considerations are integrated into the organization's overall strategic management.

Composition of the Board of Directors and Its Committees

- Composition of Board of Directors:
 - The Board consists of non-executive members only.
 - Members work independently from the executive management team within the capacity described in the company's statutes.
 - The Board includes five members, all of whom are male.
- Top Management Team:
 - Comprised the Group CEO, Group CFO, Managing Directors of three key subsidiaries, and the Finance Director of the largest subsidiary, totaling six people.
 - The top management team has an equal split of male and female members (3/3).

The current governance structure does not impose tenure limitations on the Board of Directors or the top management team members.

GRI 2-11: Chair of the Highest Governance Body

The Chairman of the Board of Directors is not a senior executive of the organization. This separation ensures a clear distinction between oversight and executive management roles, mitigating potential conflicts of interest and enhancing governance effectiveness.

GRI 2-10: Nomination and Selection of the Highest Governance Body

Appointment and Selection Process

The shareholders establish Plasta Group's Board of Directors. Representatives of the shareholders make nominations for the board members, primarily based on the competencies presented by the candidates. This process ensures that the selected individuals possess the necessary skills and knowledge to contribute effectively to the Board's functions.

Criteria for Selection:

- **Stakeholder Opinions:** The opinions of stakeholders, including shareholders, are considered during the nomination process.
- **Diversity:** Though specific details are not provided, efforts are made to consider diversity in the selection process.
- **Independence:** The candidates' independence is considered to ensure unbiased decision-making.

GRI 2-18: Evaluation of the Performance of the Highest Governance Body

Evaluation Processes

The Board of Directors at Plasta Group has not established specific processes to evaluate its performance in overseeing the organization's sustainability efforts, including environmental, social, and economic impacts. Consequently, there are no independent evaluations or regular assessments of the Board's performance.

Actions Based on Evaluations

Since no evaluation processes have been set up, no actions have been taken based on performance evaluations. This includes any potential changes to the composition of the Board or organizational processes.

GRI 2-15: Conflict of Interest

Processes to Prevent and Mitigate Conflicts of Interest

Plasta Group has established robust procedures to prevent and mitigate potential conflicts of interest within the organization. The following documents outline these processes:

- **Code of Ethics:** Defines the ethical standards and expectations for all employees and board members, emphasizing the importance of avoiding conflicts of interest.

GRI 2-15: Conflict of Interest

Processes to Prevent and Mitigate Conflicts of Interest

- **Corruption and Bribery Prevention Policy:** This policy sets clear guidelines to prevent any form of corruption or bribery that can lead to conflicts of interest.
- **Whistleblowing Procedure:** This procedure provides a secure channel for employees and stakeholders to report potential conflicts of interest or unethical behavior without fear of retaliation.

These measures ensure that all potential conflicts are identified, addressed, and managed effectively to uphold the organization's integrity.

Disclosure of Conflicts of Interest

During the reporting period, there were no conflicts of interest disclosed to stakeholders, including those related to:

- **Membership Among Boards:** No cases of overlapping board memberships.
- **Cross-shareholding with Suppliers or Other Stakeholders:** No instances of cross-shareholding that could lead to conflicts of interest.
- **Presence of Controlling Shareholders:** No issues arising from the presence of controlling shareholders.
- **Related Parties, Their Relationships, Transactions, and Outstanding Balances:** No relevant cases involving related parties that required disclosure.

Whistleblowing channels and processes to remediate negative impacts

GRI 2-25: Remediation Commitments

Commitment to Addressing Negative Impacts

Plasta Group is committed to conducting regular due diligence to assess the impact of its activities on the environment, society, and economy. This involves following the precautionary principle, basing actions on the best currently available scientific advice regarding environmental protection.

Approach to Handling Complaints

To identify and handle grievances, Plasta Group has adopted two key guidelines: the whistleblower procedure and the local pollution prevention policy. These documents outline the mechanisms for reporting and addressing concerns, ensuring that all complaints are managed systematically and effectively.

- **Whistleblower Procedure:** Whistleblower Procedure
- **Local Pollution Prevention Policy:** Local Pollution Prevention Policy

Additional Processes for Remediation

Plasta Group implements advanced technologies to reduce emissions, absorb odors, and improve operational efficiency. Periodic evaluations of odor dispersion are conducted to determine odor concentration and mitigate environmental impacts. Available waste is stored indoors to further minimize environmental harm. Plasta Group actively engages with stakeholders in these processes to ensure comprehensive and effective remediation.

Stakeholder Involvement in Grievance Mechanisms

Stakeholders are involved in the development, review, operation, and improvement of the grievance mechanisms. Their input is considered

when drafting and updating procedures, ensuring that the mechanisms are responsive to their needs and concerns.

Monitoring the Effectiveness of Grievance Mechanisms

Plasta Group monitors the effectiveness of grievance mechanisms and other remediation processes by actively engaging in dialogue with stakeholders on sustainability and environmental issues. All complaints are recorded and reviewed at the management level to assess risk factors and determine the root causes. Complainants are invited to discussions to understand their perspectives and collaborate on solutions. The goal is to resolve issues effectively and efficiently, aiming for positive feedback from the public.

GRI 2-26: Mechanisms for Seeking Advice and Raising Concerns

Seeking Advice and Raising Concerns

Individuals seeking advice on the implementation of the organization's responsible business conduct policies and practices or those wishing to raise concerns about business conduct, can contact the ESG officer at esg@plasta.lt. Individuals should use the contacts listed in the whistleblower procedure to report violations.

GRI 2-28: Membership of Associations

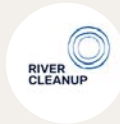
Industry Associations and Organizational Involvement

Plasta Group is an active participant in several key industry associations and organizations. The company plays a significant role in the following:

- **Plastic Recyclers Europe:** Plasta Group is a member of this prominent association contributing to advancing plastic recycling practices across Europe. This involvement allows the company to stay at the forefront of industry developments, collaborate with other leaders in the field, and advocate for sustainable recycling practices.



Achievements in 2023:



Official Supplier for River Cleanup: In 2023, Plasta Group became the official supplier of the River Cleanup initiative. We provided waste bags made from recycled plastic, helping to collect several tonnes of waste from riversides across Lithuania.



LLC Gerovė Acquisition: Expanding our business operations, Plasta Group acquired LLC Gerovė, strengthening our position in the market and enhancing production capabilities.



Publication of Sustainability Goals: In 2023, we published our sustainability goals, emphasizing the need to refine and better define what eco-friendly means in our production and operations.



Partnership with BAIDAROM: We continued our partnership with the BAIDAROM river cleanup initiative, supplying volunteers with recycled waste bags for their annual cleanup efforts across Lithuania.



Collaboration with Artists: Plasta Group partnered with renowned artists Pakui Hardware to contribute to their exhibition, Inflammation, using our recycled plastic to create a post-nature landscape. This exhibition will be showcased at the Museum of Applied Arts and Design and the 2024 Venice Biennale.



Future Plans:



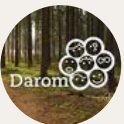
Launch of Trash Panda Label: In 2024, we will introduce Trash Panda, a new private label focused on promoting recycling and waste reduction.



Introduction of Ecoplasta Brand: Plasta Group is launching Ecoplasta in the German market, further expanding our range of eco-friendly products.



EcoVadis Certification: Following preparation in 2023, Plasta Group has now obtained EcoVadis certification, highlighting our dedication to sustainable and responsible business practices.



Support for Mes Darom Initiative: Continuing our environmental commitment, we will support the Mes Darom initiative by providing garbage bags for nationwide cleanups. This partnership aligns with our long-term goal of promoting environmental stewardship.



Tree Planting Initiatives: In 2024, Plasta GmbH will celebrate its 5th anniversary by sponsoring the planting of 250 trees in Germany, in collaboration with PLANT-MY-TREE®. We also plan to expand tree planting efforts in Lithuania and Sweden to support biodiversity and contribute to future forests.

Stakeholder involvement

GRI 2-29

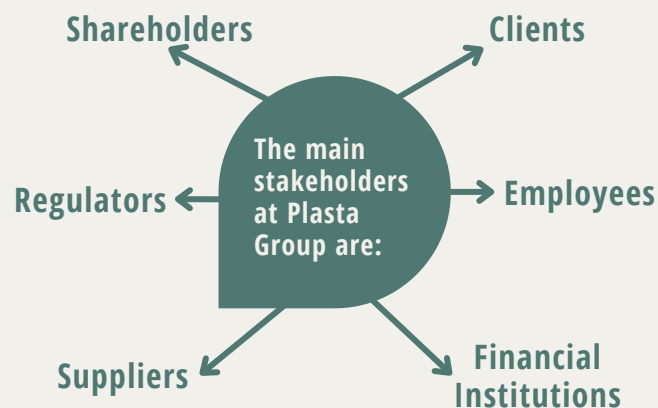
GRI 2-29: Approach to Stakeholder Engagement

Collaboration with Stakeholders

Plasta Group is committed to meaningful collaboration with its stakeholders. We identified our key stakeholders and surveyed them to understand their most important sustainability concerns. Our stakeholders include individuals and organizations that significantly impact our activities and those who can influence the implementation of our ESG strategy.

Stakeholder Categories and Identification

Plasta Group is committed to meaningful collaboration with its stakeholders. We identified our key stakeholders and surveyed them to understand their most important sustainability concerns. Our stakeholders include individuals and organizations that significantly impact our activities and those who can influence the implementation of our ESG strategy.



These stakeholders were identified based on their significant impact on our operations and their ability to influence our ESG strategy.

Ensuring Meaningful Engagement

The purpose of engaging with stakeholders is to:

- Understand their concerns and expectations.
- Incorporate their feedback into our strategic planning.
- Ensure our sustainability initiatives align with their priorities.

Purpose of Stakeholder Engagement

To ensure meaningful communication and engagement, Plasta Group:

- Prioritizes focus areas based on stakeholder input.
- Sets strategic goals and targets that reflect stakeholder concerns.
- Makes commitments to stakeholders publicly available on our website.
- Reports annually on the status of our goals and targets in our ESG report.



Materiality analysis

GRI 3-1

In 2022, we conducted our first materiality assessment following the methodology by GRI standards. The analysis was performed through workshops within our sustainability group, composed of the members of top management, as well as employees responsible for specific ESG topics. We have also consulted with external sustainability experts and performed a stakeholder survey. The results of the assessment will serve as a backbone for compiling Plasta Group's sustainability strategy and reporting. We plan to review and repeat the assessment performing a double materiality analysis in 2025.

The materiality assessment involved several steps:

1

Sustainability Context and Sector Analysis

We overviewed the most pressing sustainability topics for market players in our sector and compiled a list of environmental, social and governance (ESG) topics potentially relevant to our company. We analysed and included topics recommended by widely used international standards and guidelines for the sector, namely Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and Nasdaq.

2

Stakeholder engagement

As a second step, we identified Plasta Group's key stakeholders and conducted a survey to find out the most important aspects of sustainability to them. Our stakeholders are described as those individuals or organizations that have a significant impact on our activities and those who can significantly influence the implementation of our strategy. The main stakeholders at Plasta Group were identified as: shareholders, clients, employees, regulators, suppliers, and financial Institutions. Each stakeholder group has different concerns and expectations on Plasta Group, which have been taken into account respectively.

3

Impact and risk assessment

Each sustainability topic has been assessed in terms of its potential impact on the environment and society, as well as its impact on the group's performance. At this stage, the group also discussed the main risks and opportunities related to sustainability. The final result is a materiality matrix presented further.

4

Materiality Matrix

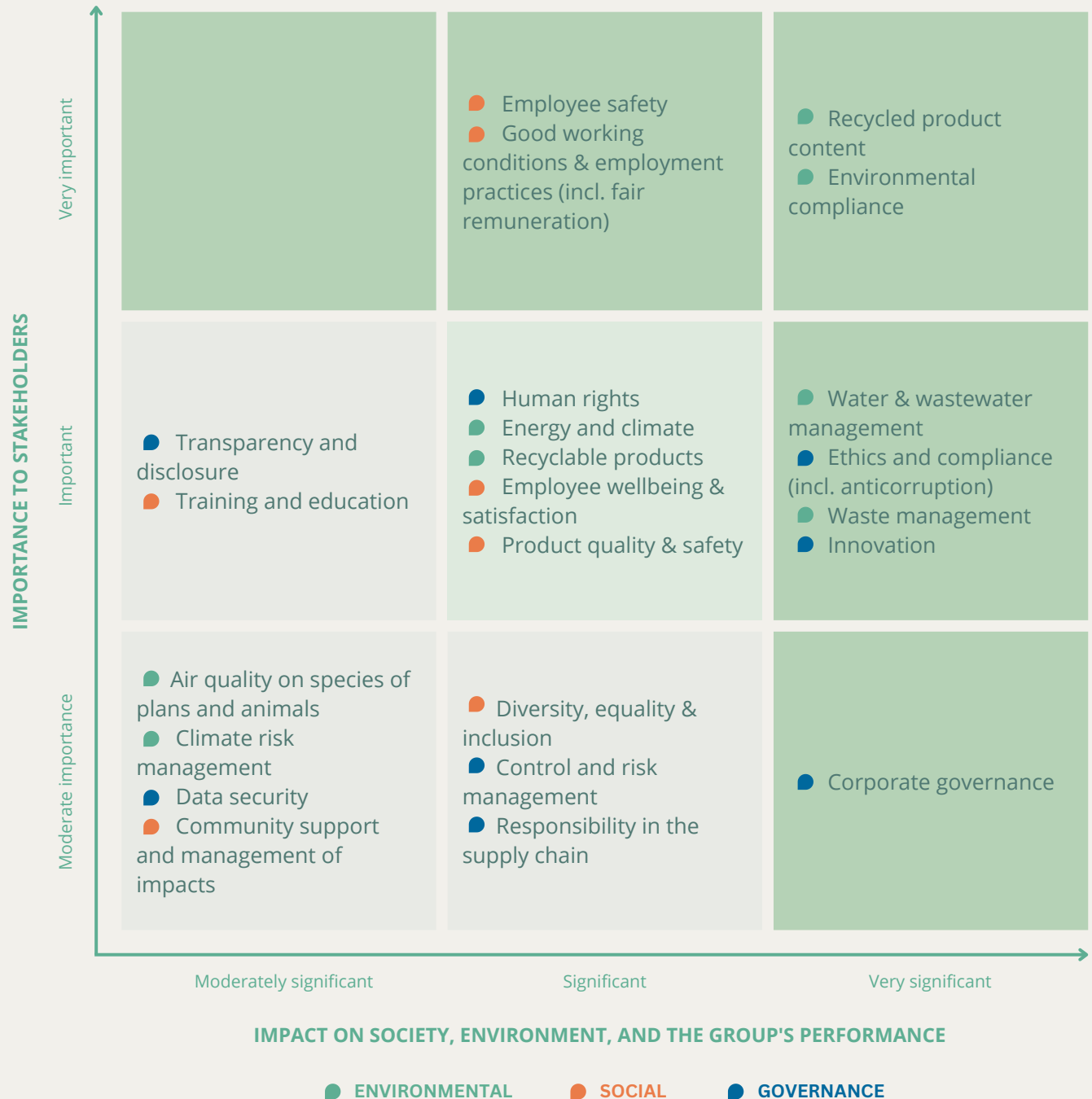
The combined stakeholder survey and internal assessment results culminated in our materiality matrix, presented below. The key sustainability risks identified are discussed in the Risk Management chapter of this report.

This structured approach ensures that Plasta Group can strategically focus on the most impactful sustainability issues, aligning our efforts with stakeholder priorities and driving meaningful progress in our sustainability journey.

Materiality matrix

GRI 3-2 | GRI 3-3

The matrix organizes the most relevant aspects of sustainability for the group, which represent the greatest positive impact on both the company and its stakeholders. The vertical axis of the matrix shows stakeholders' views on the importance of different ESG aspects for the company. The horizontal axis indicates the ESG aspects in terms of their relative impact and relevance to our main strategic objectives. The insights from materiality matrix have been further used to identify strategic priorities for the Plasta Group's sustainability.



A close-up photograph of two hands cupped together, holding a large quantity of small, bright green, circular pellets. The background is a large white bag filled with the same pellets. A white curved line frames the hands and the pellets they are holding.

Environmental area

Environmentally friendly & innovative production

GRI 3-3

Energy & Climate

Energy and climate management are strategic priorities for Plasta Group and are incorporated into our overall strategy. Our commitment to this theme is reflected in several key policies, including the [Sustainability \(ESG\) Strategy](#), [ESG Policy](#), Environmental Policy, and Local Pollution Prevention Policy.

In 2023, Plasta Group implemented several initiatives and adhered to recognized standards to manage energy and climate impacts effectively:

- **EcoVadis Silver Medal:** Achieved at the beginning of 2024, with preparatory and evaluation processes starting in 2023 (Plasta, AB).

- **ISO 14001:** Certification for environmental management (Plasta, AB).
- **Enefit Green Energy Certificate:** Recognizes our use of green energy.
- **ESG Strategy Document:** Guides our efforts in sustainability, including energy and climate management.



Future Plans:

Conducted a comprehensive GHG emissions calculation, allowing us to focus on reducing emissions in critical areas.

Launched a new production department equipped with machinery estimated to be 10% more energy-efficient than previously used equipment.

Developed and implemented policies related to energy and climate management.



Achievements in 2023:

Reducing CO2 emissions per ton of product by 5% annually.

In mid-2024, introducing new film production equipment that is more energy-efficient than older machinery.

Effective energy and climate management is vital for Plasta Group due to the high energy and natural resource demands of our manufacturing and plastics recycling operations. Proper management in this area helps minimize environmental impact and enhances operational efficiency. We are using 100% green energy in all our factories.

While the successful management of energy and climate largely depends on Plasta Group's internal efforts, it also requires cooperation with suppliers, particularly for final CO2 calculations, including Scope 3 emissions. We have performed a comprehensive GHG emissions calculation. This assessment allows us to focus our efforts on minimising emissions in those areas where most of our emissions come from. The ESG strategy, encompassing energy and climate management, is reviewed annually. Intermediate results are assessed throughout the year, with plans to audit the data in the future to ensure continued improvement and effectiveness.

Our materiality assessment identified this theme as a key priority, highlighting its importance to stakeholders. Their feedback has driven our efforts in energy and climate management, ensuring our actions align with their expectations and concerns.

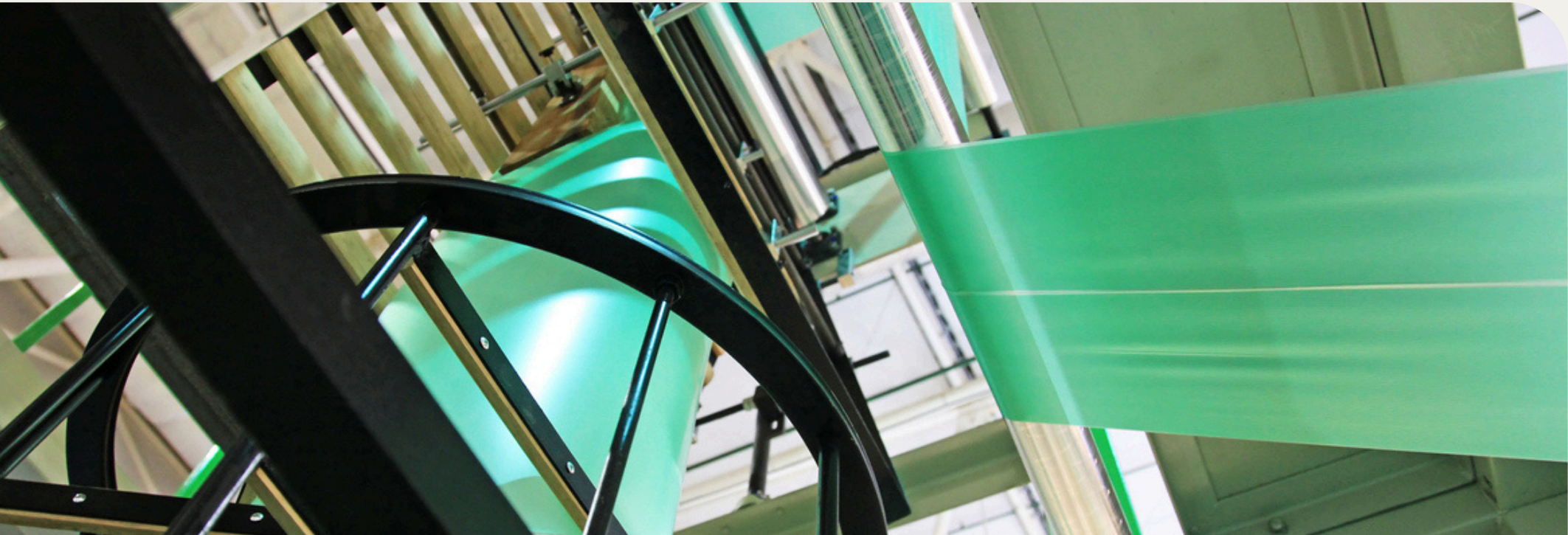
GRI 302: Energy 2016

| GRI 302-1: | | | | | | |
|---|-------|-------|-----------|-------|----------|------|
| Energy consumption within the organization | | | | | | |
| | Group | | Plasta AB | | Rullpack | |
| | GJ | | | | | |
| | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 |
| Fuel consumption from non-renewable sources | | | | | | |
| Coal | 2 610 | 1 387 | 2 610 | 1 387 | 0 | 0 |
| Diesel | 2 098 | 1 980 | 2 026 | 1 836 | 72 | 144 |
| Petrol | 751 | 740 | 740 | 740 | 11 | 0 |
| LPG | 3 532 | 4 173 | 3 532 | 4 173 | 0 | 0 |
| Total: | 8 991 | 8280 | 8 908 | 8136 | 83 | 144 |
| Fuel consumption from renewable sources | | | | | | |
| Total: | 0 | 0 | 0 | 0 | 0 | 0 |

| GRI 302-1: | | | | | | |
|--|---------|---------|-----------|---------|----------|--------|
| Energy consumption within the organization | | | | | | |
| | Group | | Plasta AB | | Rullpack | |
| | GJ | | | | | |
| | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 |
| Electricity and heating consumption | | | | | | |
| Electricity consumption | 226 152 | 218 155 | 198 810 | 192 668 | 27 342 | 25 487 |
| Heating consumption | 0 | 0 | 0 | 0 | 0 | 0 |
| Cooling consumption | 0 | 0 | 0 | 0 | 0 | 0 |
| Steam consumption | 0 | 0 | 0 | 0 | 0 | 0 |
| Total: | 226 152 | 218 166 | 198 810 | 192 679 | 27 342 | 25 487 |
| Electricity and heating sold | | | | | | |
| Electricity consumption | 0 | 0 | 0 | 0 | 0 | 0 |
| Heating consumption | 0 | 0 | 0 | 0 | 0 | 0 |
| Cooling consumption | 0 | 0 | 0 | 0 | 0 | 0 |
| Steam consumption | 0 | 0 | 0 | 0 | 0 | 0 |
| Total: | 0 | 0 | 0 | 0 | 0 | 0 |

| GRI 302-3: Energy intensity | | |
|--------------------------------|-------------|-------------|
| Intensity Ratio | 2022 | 2023 |
| GJ / per 1 M EUR of Revenue | 3 809,4 | 3 870,8 |
| kWh / per 1 M EUR of Revenue | 1 058 223,7 | 1 075 232,9 |
| GJ / per 1 t of final product | 6,6 | 6,8 |
| kWh / per 1 t of final product | 1 829,0 | 1 891,7 |

* Energy usage from all energy sources inside the organisation is included in the calculation.



GRI 305: Emissions 2016
GRI 305-1-3

| Emissions | | | | | | |
|---|--|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | Group (consolidated) | | Plasta AB | | Rullpack | |
| Scope | Gross amount in t CO2 eqv. | Gross amount in t CO2 eqv. | Gross amount in t CO2 eqv. | Gross amount in t CO2 eqv. | Gross amount in t CO2 eqv. | Gross amount in t CO2 eqv. |
| | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 |
| 305-1 | | | | | | |
| Direct (Scope 1) GHG emissions | 458,7 | 486,9 | 452,5 | 476,2 | 6,2 | 10,7 |
| Biogenic CO2 emissions | 0 | 0 | 0 | 0 | 0 | 0 |
| 305-2 | | | | | | |
| Energy indirect (Scope 2) GHG emissions (location-based) | 13 183,3 | 8 136,1 | 13 133,0 | 8 089,9 | 50,3 | 46,9 |
| Energy indirect (Scope 2) GHG emissions (market-based) | 25 754,7 | 31 209,6 | 25 754,7 | 31 209,6 | 0 | 0 |
| 305-3 | | | | | | |
| Other indirect (Scope 3) GHG emissions | 23 650,8 | 25 492,3 | 11 022,6 | 15 094,7 | 13 026,2 | 11 138,4 |
| Biogenic CO2 emissions | 0 | 0 | 0 | 0 | 0 | 0 |
| Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. | Purchased goods Other fuel and energy related activities Upstream transportation and distribution Waste generated in operations Business trips Downstream transportation and distribution Downstream leased assets End-of-life treatment of sold products | | | | | |

GRI 305-4:

GHG emissions intensity*

| Metric | t CO2 e | t CO2 e |
|--------------------------|---------|---------|
| | 2022 | 2023 |
| per 1 employee | 102,18 | 123,79 |
| per 1 M. Eur turnover | 820,14 | 995,97 |
| per 1 t of Sold products | 1,42 | 1,75 |

* Direct (Scope 1), energy indirect (Scope 2) and other indirect (Scope 3) are included in the calculation

Waste management



Achievements in 2023:

Infrastructure Enhancements:

Installed a new water treatment plant and launched an automatic sorting line. We have also implemented additional hard surface areas and roofed storage space.

Operational Improvements: Enhanced waste segregation for better recycling both internally and externally, focused on upgrading internal recycling equipment, reduced energy consumption, and extended the lifespan of equipment and parts.

Certifications and Recognitions for Plasta, AB: Received ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 certifications, and earned the RecyClass Certificate and Blue Angel Certificate.



Future Plans:

Achieving 100% internal reprocessing of plastic waste by 2026.

Effective waste management is vital for Plasta Group due to the substantial waste generated from our manufacturing and plastics recycling processes. Optimal waste management practices are essential to reduce our environmental footprint and enhance operational efficiency.

The successful management of waste relies significantly on Plasta Group and its plastic

waste suppliers, particularly concerning the quality and contamination levels of the plastic waste supplied.

Our ESG strategy, which includes waste management, is reviewed annually. Intermediate evaluations are conducted throughout the year, and we plan to audit the data in the future to ensure continuous improvement and effectiveness of our waste management practices.

Waste management was identified as a key concern through our materiality assessment, underscoring its importance to our stakeholders. Their feedback has been instrumental in shaping our waste management efforts, ensuring that our actions align with stakeholder expectations and environmental best practices.

GRI 306: Waste 2020

In 2023, Plasta Group, including its subsidiaries Plasta AB, Rullpack, Gelpod, Plasta Holdings, Plasta Business Park, and Plasta GmbH, implemented comprehensive waste management strategies to effectively handle the waste generated from various processes.

Plasta AB: Plasta AB focused on managing waste generated during the mechanical sorting and recycling processes. The total waste generated amounted to 11,446 metric tons, broken down in the table below.

Rullpack: Rullpack reported a total waste generation of 113 metric tons, excluding plastic waste created from production, which is either recycled internally or sent to Plasta for recycling. The breakdown is available in the table below.

Gelpod: UAB Gelpod does not collect detailed data but sorts waste into appropriate containers at Plasta AB for proper disposal and recycling. The breakdown is available in the table below.

Plasta Holdings: Waste generated by Plasta Holdings is managed by Plasta AB and included in Plasta AB's total reported numbers. The breakdown is available in the table below.

Plasta Business Park: The office waste generated at Plasta Business Park is handled by the landlord, and no specific records are maintained by Plasta. The breakdown is available in the table below.

Plasta GmbH: Similar to Plasta Business Park, office waste generated at Plasta GmbH is managed by the landlord, and no specific records are maintained. The breakdown is available in the table below.

GRI 306-3:

| Waste generated | Plasta AB | Rullpack | Gelpod | Plasta Holdings | Plasta Business Park | Plasta GmbH |
|---------------------------------|-----------|----------|--------|-----------------|----------------------|-------------|
| Waste composition | Weight, t | | | | | |
| | 2023 | | | | | |
| Non-hazardous waste | | | | | | |
| Non-hazardous plastic waste | 11,249.29 | 455 | | | | |
| Non-hazardous dirt with plastic | 39.96 | | | | | |
| Non-hazardous cardboard waste | 29.88 | | | | | |
| Non-hazardous metal waste | 127.84 | | | | | |
| General waste for burning | | 67.33 | | | | |
| Wood | | 29.31 | | | | |
| Corrugated cardboard | | 10.38 | | | | |
| Sludge | | 1.21 | | | | |
| Hazardous waste | | | | | | |
| Paint, Inks, Toner | 3.3 | 3.05 | | | | |
| Oil | 5.1 | 1.85 | | | | |
| Total | 11,455.38 | 568.13 | | | | |

Data for waste generation were collected using the weight method. The process involves calculating the difference between the truck's mass when loaded with waste and its empty mass, multiplied by the total number of trucks per year. For some subsidiaries, data were provided by external waste management companies.

Understanding the waste data requires recognizing the operational context of each subsidiary. Plasta AB's substantial waste generation is linked to its core recycling activities. Rullpack's detailed reporting highlights efforts in segregating and managing different waste types, focusing on both hazardous and non-hazardous waste. Gelpod, while not collecting detailed data, contributes to the overall waste management strategy through proper sorting practices. The data presented excludes effluents, adhering to national reporting requirements.

Recycled product content

Another Environmental focus area is Recycled product material & circularity, governing Recycled product content material topic. This theme is vital for our commitment to sustainability and circularity. Our efforts in this area are supported by several key policies, including our [Sustainability \(ESG\) Strategy](#), [ESG Policy](#), [Environmental Policy](#), and [Code of Ethics](#).

Actions, Standards, and Procedures:

- **Blue Angel Certification:** Acknowledging our commitment to environmentally friendly products.
- **RAL Certification:** Ensuring the quality and safety of our recycled products.
- **RecyClass Certification:** Working towards this certification for certain products to demonstrate our commitment to high standards in recycling.



Achievements in 2023:

Plasta AB: Obtained RAL certificates and increased the use of post-consumer plastic materials in all products.

Rullpack: Improved the monitoring of material consumption and managed material suppliers more efficiently. Reduced the virgin material content in products by 5% compared to the previous year.

Created marketing and educational materials for current and potential customers to encourage the purchase of recycled products.



Future Plans:

Ensuring that 100% of the plastic material in all products is post-consumer recycled material by 2026.

Reducing the content of virgin materials in Rullpack's product mix by 5% annually.

Using recycled materials is fundamental to achieving circularity in our operations. It reduces reliance on virgin resources and minimizes environmental impact, reinforcing Plasta Group's commitment to sustainability.

The successful management of recycled product content depends not only on Plasta Group but also on our customers. Their willingness to choose recycled over virgin plastic products is crucial for advancing our sustainability goals.

The strategy regarding recycled product content is reviewed annually as part of our ESG strategy. Intermediate results are evaluated throughout the year to ensure continuous improvement. We plan to audit the data in the future to further validate our efforts.

This theme was identified as a key priority through our materiality assessment, highlighting its significance to stakeholders. Their feedback has driven our initiatives in increasing recycled product content, ensuring our actions align with their sustainability expectations and standards.

| GRI 301-2: | | | |
|---|----------------------|------------|------------|
| Recycled input materials used Naudojamos perdirbtos žaliavos | Group (consolidated) | Plasta AB | Rullpack |
| Disclosure requirements | Share in % | Share in % | Share in % |
| | 2023 | 2023 | 2023 |
| Recycled input materials used to manufacture the organization's primary products and services | 86,36% | 90.86% | 58.00%* |

Note: The data for 2023 was collected from the GHG inventory, using a method that involves weighing purchased materials. Plasta Group plans to initiate more specific methods of calculation in 2024.



Water & wastewater management

Plasta Group has integrated water and wastewater management into our broader Environmental, Social, and Governance (ESG) strategy. This commitment is reflected in several key policies, including the Sustainability (ESG) Strategy, ESG Policy, Environmental Policy, and Local Pollution Prevention Policy. Detailed information on these policies can be found on our sustainability web page [Plasta Group Sustainability](#) and [Our Commitment](#).

Actions and Standards

To manage water and wastewater effectively, Plasta Group adheres to several standards and procedures:

- **EcoVadis Silver Medal:** Awarded in early 2024, following preparations and evaluations conducted in 2023.
- **ISO 14001:** This standard outlines effective environmental management systems.
- **Upgraded Water Treatment:** In 2023, Plasta Group upgraded the water treatment facilities for our washing lines, reducing the diluent content in water from 1000 mg/l to 300 mg/l.



Achievements in 2023:

In 2023, Plasta Group undertook significant initiatives to improve water use efficiency:

Enhanced Water Treatment Infrastructure: At our Vilnius facilities, we installed a new PCR washing line and optimized the water treatment process. This upgrade, completed in August 2023, enables us to handle a higher volume of plastics from the municipal waste stream while maintaining high product quality.

Policy Development: We developed relevant policies to support our water and wastewater management strategy.



Future Plans:

Plasta Group aims to further enhance water and wastewater management through the following initiatives:

Reduction in Municipal Water Usage: We plan to reduce the usage of municipal water per tonne of granules by 10% annually.

Maintaining Hard Particles in Discharged Water: For Rullpack, we aim to keep the hard particles in discharged water below 520 mg/l by 2026.

Evaluation and Stakeholder Involvement

The effectiveness of our water and wastewater management strategies is reviewed annually as part of our ESG strategy. Intermediate results are evaluated throughout the year, with plans to audit the data in the future. These measures are in response to a materiality assessment that identified water management as a key concern for stakeholders.

Risk and Dependency

Effective management of water and wastewater is crucial for mitigating operational risks. If not managed properly, it could lead to significant environmental and regulatory challenges. As a water-intensive industry, the success of our water management practices depends largely on Plasta Group's internal processes rather than external stakeholders.

For more detailed information on our policies and commitments, please visit our [Sustainability](#) page.

GRI 303: Water and Effluents 2018

| GRI 303-3: | | | | | | | | | | | | | | | |
|---|-----------------------------|---------------------------|--------------------------|---------------------------|--------------------------|---------------------------|--------------------------|---------------------------|--------------------------|---------------------------|--------------------------|---------------------------|--------------------------|---------------------------|--|
| Water withdrawal | Plasta group (consolidated) | | Plasta AB | | Rullpack | | Gelpod* | | Plasta Holdings | | Plasta Business Park | | Plasta GmbH** | | |
| Disclosure requirements | Freshwater in megaliters | Other water in megaliters | Freshwater in megaliters | Other water in megaliters | Freshwater in megaliters | Other water in megaliters | Freshwater in megaliters | Other water in megaliters | Freshwater in megaliters | Other water in megaliters | Freshwater in megaliters | Other water in megaliters | Freshwater in megaliters | Other water in megaliters | |
| | 2023 | | 2023 | | 2023 | | 2023 | | 2023 | | 2023 | | 2023 | | |
| All areas, with sources from: | | 136.52 | | 135.92 | | 0.6 | | | | | | | | | |
| Surface water | | 12.18 | | 12.18 | | | | | | | | | | | |
| Groundwater | | 36.39 | | 36.39 | | | | | | | | | | | |
| Seawater | | 0 | | 0 | | | | | | | | | | | |
| Produced water | | 0 | | 0 | | | | | | | | | | | |
| Third-party water | | 87.41 | | 87.35 | | 0.6 | | | | | | | | | |
| All areas with water stress, with sources from: | | | | | | | | | | | | | | | |
| Surface water | | | | | | | | | | | | | | | |
| Groundwater | | | | | | | | | | | | | | | |
| Seawater | | | | | | | | | | | | | | | |
| Produced water | | | | | | | | | | | | | | | |
| Third-party water | | | | | | | | | | | | | | | |
| Total | | 136.52 | | 135.92 | | 0.6 | | | | | | | | | |

Note: *As Gelpod, UAB is renting premises from Plasta Business Park, all water and waste water is managed by them or Plasta, AB. ** Plasta GmbH is renting workplace premises, therefore does not have access to this data.

Environmental compliance

Overall, environmental compliance is a cornerstone of Plasta Group's commitment to sustainability. As a group of manufacturing and plastics recycling companies, we recognize our potential to significantly impact the environment. Therefore, maintaining stringent environmental standards is critical not only for regulatory compliance but also for fostering trust with our stakeholders and ensuring long-term business sustainability.

Strategic Integration and Policies:

Environmental compliance is a strategic priority for Plasta Group, integrated into our Environmental, Social, and Governance (ESG) strategy. This commitment is supported by several key policies, including:

- **Sustainability (ESG) Strategy.**
- **ESG Policy.**
- **Environmental Policy**
- **Code of Ethics**
- **Local Pollution Prevention Policy**
- **Sustainable Procurement Policy**



Achievements in 2023:

ISO 14001: Plasta Group achieved ISO 14001 certification, reinforcing our dedication to maintaining high environmental standards.

Voluntary Environmental Compliance

Audits: In 2023, all manufacturing entities within Plasta Group underwent voluntary environmental compliance audits conducted by Ramboll. These audits identified areas of non-compliance or potential non-compliance, which were subsequently addressed.

Policy Development: Policies related to environmental compliance were created to guide our operations and ensure continuous improvement in our environmental performance.



Future Plans:

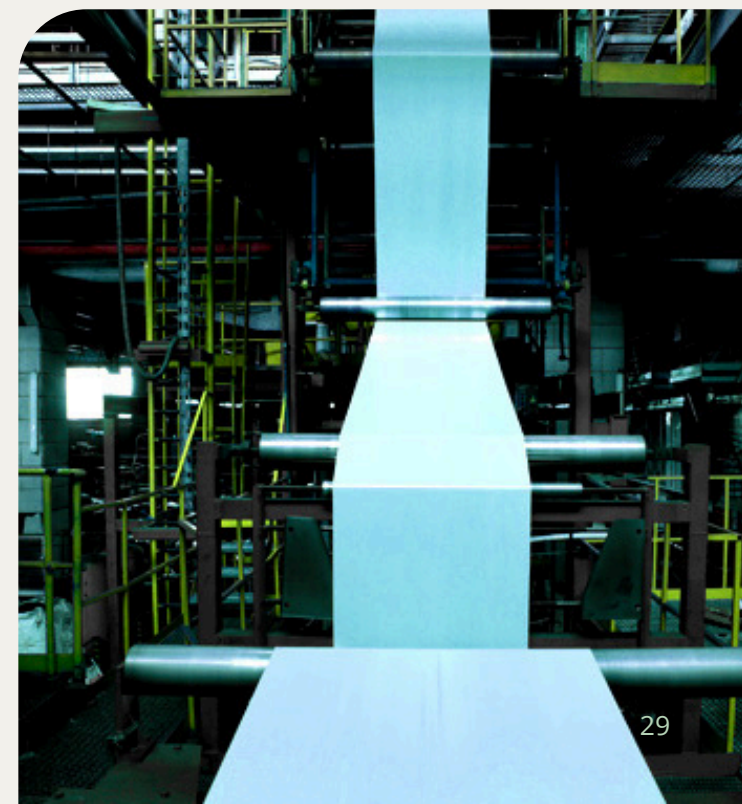
Annual Reviews and Intermediate

Evaluations: Our ESG strategy, including environmental compliance aspects, is reviewed annually, with intermediate results evaluated throughout the year.

Future Audits: We plan to conduct regular audits to ensure ongoing compliance and to identify opportunities for further improvement.

Effective management of environmental compliance is crucial for mitigating operational risks and ensuring regulatory adherence. If not managed properly, environmental risks could lead to significant regulatory and reputational consequences. The success of our environmental compliance efforts depends on collaboration with governmental institutions, suppliers, and other stakeholders.

Our focus on environmental compliance stems from a comprehensive materiality assessment that identified key topics for stakeholders. By addressing these priorities, we ensure that our sustainability initiatives align with stakeholder expectations and contribute to overall business resilience.





Social
area

Employee safety & wellbeing

Good working conditions & employment practices (incl. fair remuneration)

Our primary social focus area centers on employee safety and well-being, incorporating key material topics such as good working conditions, fair employment practices (including fair remuneration), and health and safety. As part of our strategic objective to continuously improve the working environment, we have initiated the Pretty Plasta program to enhance employee well-being and safety.

The Pretty Plasta program aims to transform our company into a more modern and attractive workplace. This initiative involves various renovation projects aimed at upgrading production and administrative facilities and improving the infrastructure and working conditions for our employees. Initial efforts within this program have focused on:

- Upgrading infrastructure, including roads and storage areas, to enhance operational efficiency and employee safety.
- Replacing windows in selected areas to allow more natural daylight into workspaces, contributing to a healthier working environment.
- Renovating kitchens and sanitary facilities to improve the comfort and well-being of our workforce.

We have also implemented a policy requiring any installation of new technology to be accompanied by interior and exterior renovations of production units. This reflects our strong belief that a well-organized and safe production environment is crucial to employee satisfaction. As part of the Pretty Plasta program, we have provided employees with new work uniforms and footwear to enhance their comfort and safety further.

At Rullpack, we place a particular emphasis on employee engagement. We actively consult with employee representatives when making major operational decisions, particularly those related

to factory operations or equipment upgrades. We consider employee engagement to be a key driver of well-being and strive to foster a collaborative work environment throughout the Plasta Group.

Good working conditions and fair remuneration are integral to Plasta Group's Environmental, Social, and Governance (ESG) strategy. The following key policies guide our approach to managing this theme:

- [Sustainability \(ESG\) Strategy](#)
- [Code of Ethics](#)
- [Human Rights and Labour Policy](#)

These policies reflect our commitment to upholding high standards in employment practices and ensuring the well-being of our workforce. Our [Sustainability](#) page and [Our Commitment](#) page provide more details.

To support good working conditions and employment practices, Plasta Group has implemented several actions and adheres to recognised standards:

- **ISO 45001 Certification:** We have obtained ISO 45001, the international standard for occupational health and safety management systems.
- **EcoVadis Silver Medal:** Awarded in early 2024, reflecting our commitment to maintaining high standards in labor practices.



Achievements in 2023:

Improved Risk Management: We improved our system for collecting information from supervisors about potentially dangerous events or incidents. This system helps us assess risks and implement preventive measures to reduce the likelihood of accidents.

Employee Training and Education: We launched a comprehensive health and safety training program for all employees to ensure they have the knowledge and skills to work safely.

Infrastructure Upgrades: We undertook various infrastructure projects, including upgrading roads and storage areas to make operations more efficient and safer for employees. We also replaced windows in select areas to allow more daylight into workspaces, upgraded kitchens, and enhanced sanitary facilities.

Rullpack Initiatives: At Rullpack, special attention is given to consulting with employee representatives before making major operational decisions. Additionally, most lighting was replaced with LED to improve energy efficiency and working conditions.



Future Plans:

Focus on Transparent Communication: We will continue prioritizing transparent communication and mutual feedback to build trust and cooperation within the workforce.

Ensure Equal Pay: We are committed to ensuring equal pay for men and women in equivalent positions.

Continuous Improvement: We will continue to invest in and improve the working environment to ensure the well-being and safety of our employees.

In 2024, we are installing odor absorbing system in the most critical areas of the recycling facility to improve working conditions.

At Rullpack, we are undertaking a project to relocate part of the equipment to a single production hall - so that there is better access to machines and the operator will easily oversight all production processes.

Our approach to good working conditions and employment practices is reviewed annually as part of our ESG strategy. Intermediate results are evaluated throughout the year, and we plan to conduct regular audits to ensure ongoing compliance and improvement.

This focus area was identified as a key priority through a comprehensive materiality assessment that considered the concerns and expectations of our stakeholders. By addressing these issues, Plasta Group ensures that our sustainability efforts are aligned with stakeholder needs and contribute to long-term business success.

GRI 402: Labor/Management Relations 2016

GRI 406: Non-discrimination 2016

Throughout the reporting period, there were no recorded incidents of discrimination across Plasta Group. No cases required internal review or the implementation of remediation measures. Plasta Group remains steadfast in its commitment to fostering a fair and inclusive work environment, ensuring that no incidents related to discrimination – whether on the grounds of race, color, gender, religion, political opinion, national origin, or social background – were identified.

GRI 408: Child Labor 2016

During the reporting period, Plasta Group did not encounter any operations or suppliers posing a significant risk of child labor or young workers being exposed to hazardous conditions. No geographic areas or suppliers were identified as high-risk. The Plasta Group continues to prioritize ethical labor practices and actively contributes to the prevention and elimination of child labor within its operations and supply chain.

GRI 409: Forced or Compulsory Labor 2016

No operations or suppliers within Plasta Group were found to be at significant risk of forced or compulsory labor during the reporting period. The Plasta Group did not identify any high-risk geographic regions or suppliers in this regard. Plasta Group upholds a strong commitment to human rights and remains proactive in its efforts to eradicate all forms of forced labor throughout its operations and supply network.

GRI 407: Freedom of Association and Collective Bargaining 2016

In the reporting period, Plasta Group did not identify any instances where the right to freedom of association or collective bargaining was at risk of being violated. No operations or suppliers were flagged as high-risk. Plasta Group continues to respect and uphold workers' rights to unionize and engage in collective bargaining, reinforcing these principles across all its business activities and supply chain.



| 2-7 Employees | | | | | | | | | | | | |
|--------------------------------|--------------|--------|----------|--------|-----------------|----------------------|-------------|--|--|--|--|--|
| | Total number | Plasta | Rullpack | Gelpod | Plasta Holdings | Plasta Business Park | Plasta GmbH | Permanent employees | Temporary employees | Full-time employees | Part-time employees | Non-guaranteed hours employees |
| 2023 | | | | | | | | | | | | |
| Total number, of which: | 462 | 381 | 58 | 11 | 4 | 3 | 5 | Total: 453 Plasta: 381 Rullpack: 58 Gelpod: 11 Plasta Holdings: 4 PBPark: 3 Plasta gmbH: 5 | Total: 0 Plasta: 0 Rullpack: 0 Gelpod: Tomas 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0 | Total: 445 Plasta: 380 Rullpack: 58 Gelpod: 10 Plasta Holdings: 4 PBPark: 0 Plasta gmbH: 2 | Total: 8 Plasta: 1 Rullpack: 0 Gelpod: 1 Plasta Holdings: 0 PBPark: 3 Plasta gmbH: 3 | Total: 16 Plasta: 0 Rullpack: 16 Gelpod: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0 |
| By gender: | | | | | | | | | | | | |
| Women | 141 | 114 | 20 | 1 | 2 | 1 | 3 | Total: 140 Plasta: 114 Rullpack: 20 Gelpod: 1 Plasta Holdings: 2 PBPark: 1 Plasta gmbH: 3 | Total: 0 Plasta: 0 Rullpack: 0 Gelpod: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0 | Total: 135 Plasta: 113 Rullpack: 20 Gelpod: 0 Plasta Holdings: 2 PBPark: 0 Plasta gmbH: 1 | Total: 5 Plasta: 1 Rullpack: 0 Gelpod: 1 Plasta Holdings: 0 PBPark: 1 Plasta gmbH: 2 | Total: 8 Plasta: 0 Rullpack: 8 Gelpod: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0 |
| Men | 321 | 267 | 38 | 10 | 2 | 2 | 2 | Total: 313 Plasta: 267 Rullpack: 58 Gelpod: 10 Plasta Holdings: 2 PBPark: 2 Plasta gmbH: 2 | Total: 0 Plasta: 0 Rullpack: 0 Gelpod: Tomas 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0 | Total: 310 Plasta: 267 Rullpack: 58 Gelpod: 10 Plasta Holdings: 2 PBPark: 0 Plasta gmbH: 1 | Total: 3 Plasta: 0 Rullpack: 0 Gelpod: 0 Plasta Holdings: 0 PBPark: 2 Plasta gmbH: 1 | Total: 8 Plasta: 0 Rullpack: 8 Gelpod: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0 |
| By location: | | | | | | | | | | | | |
| Vilnius, Lithuania | 399 | 381 | 0 | 11 | 4 | 3 | 0 | Plasta: 381 Gelpod: 10 Plasta Holdings: 4 PBPark: 3 | Plasta: 0 Gelpod: 0 Plasta Holdings: 0 PBPark: 0 | Plasta: 380 Gelpod: 10 Plasta Holdings: 4 PBPark: 0 | Plasta: 1 Gelpod: 1 Plasta Holdings: 0 PBPark: 3 | Plasta: 0 Gelpod: 0 Plasta Holdings: 0 PBPark: 0 |
| Reftele, Sweden | 58 | 0 | 58 | 0 | 0 | 0 | 0 | Rullpack: 58 | 0 | Rullpack: 58 | 0 | Rullpack: 16 |
| Meerbusch, Germany | 5 | 0 | 0 | 0 | 0 | 0 | 5 | Plasta GmbH: 5 | 0 | Plasta GmbH: 2 | Plasta gmbH: 3 | 0 |

2-21 Annual total compensation ratio

| | |
|--|--------|
| Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)* | 12:1 |
| Percentage increase in annual total compensation for the organization's highest-paid individual** | 0.72% |
| Median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)*** | 18.18% |

Note:

*For calculations we have include all employees, who worked from the 31st of December onwards of the financial year we are reporting. If an employee did not work a full year (it means started to work later than the 1st of January), his/her salary was annualised by using his/her daily average wage. Ratio is calculated as median annual total compensation for all employees (excluding the highest-paid individual) equals to 1.

** As the the highest-paid individual started working for the Company in February 2022, the amount of compensation was annualised.

***For calculations we have included all employees, who worked from the 31st of December onwards of the financial year we are reporting. If an employee did not work a full year (it means started to work later than the 1st of January), his/her salary was annualised by using his/her daily average wage.

405-1 Diversity and Equal Opportunity 2016

| Plasta Group | | |
|--------------------------|-------|---------------------|
| | Board | Top management team |
| All employees, of which: | 5 | 6 |
| <i>By gender:</i> | | |
| Women | 0 | 3 |
| Men | 5 | 3 |
| <i>By age:</i> | | |
| Up to 30 | 0 | 0 |
| 30-50 | 4 | 5 |
| More than 50 | 1 | 1 |

| GRI 401-1: New employee hires and employee turnover | | | | | | | | | | | | | | | | | |
|---|--|---------------|--------------------|---------------|--------------------|---------------|--------------------|-----------------|--------------------|---------------|--------------------|---------------|--------------------|-------|-------------------|--|-----------|
| New employees and employees who left the company | | | | | | | | | | | | | | | Employee turnover | | |
| | TOTAL number of new employees per category | Plasta | | Rullpack | | Gelpod | | Plasta Holdings | | PBPark | | Plasta GmbH | | TOTAL | Rate (%)* | TOTAL Number of employees who left the company | Rate (%)* |
| | | New employees | Employees who left | New employees | Employees who left | New employees | Employees who left | New employees | Employees who left | New employees | Employees who left | New employees | Employees who left | | | | |
| By gender: | | | | | | | | | | | | | | | | | |
| Women | 141 | 11 | 25 | 3 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 15 | 10.64% | 26 | 18.44% |
| Men | 321 | 77 | 87 | 9 | 7 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 85 | 27.1% | 92 | 28.66% |
| By age: | | | | | | | | | | | | | | | | | |
| Up to 30 | 24 | 15 | 19 | 3 | 3 | 0 | n/a | 0 | 0 | 0 | 0 | 0 | 0 | 18 | 1800.00% | 20 | 2000.00% |
| 30-50 | 174 | 46 | 58 | 5 | 5 | 0 | n/a | 0 | 0 | 1 | 1 | 1 | 0 | 53 | 5300.00% | 63 | 6300.00% |
| More than 50 | 264 | 27 | 31 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 29 | 2900.00% | 31 | 3100.00% |

GRI 401-1: New employee hires and employee turnover

| New employees and employees who left the company | | | | | | | | | | | | | | | Employee turnover | | |
|--|--|------------------|-----------------------|------------------|-----------------------|------------------|-----------------------|------------------|-----------------------|------------------|-----------------------|------------------|-----------------------|-------|-------------------|--|--------|
| | TOTAL number of new employees per category | Plasta | | Rullpack | | Gelpod | | Plasta Holdings | | PBPark | | Plasta GmbH | | TOTAL | Rate (%)* | TOTAL Number of employees who left the company | |
| | | New employees | Employees who left | New employees | Employees who left | New employees | Employees who left | New employees | Employees who left | New employees | Employees who left | New employees | Employees who left | | | | |
| By location: | | | | | | | | | | | | | | | | | |
| Vilnius, Lithuania | 89 | 88 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 399 | 22.31% | 25 | 6.27% |
| Reftele, Sweden | 12 | 0 | 0 | 12 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 58 | 17.24% | 10 | 17.24% |
| Meerbusch, Germany | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 20% | 0 | 0.00% |

Note: The rate is calculated by dividing the number of new entrants in a given category by the total number of employees in that category.



Health & safety

GRI 403: Occupational Health and Safety 2018

Health and safety are paramount at Plasta Group, forming a critical component of our commitment to providing a safe and supportive work environment. As a manufacturing and plastics recycling company, the nature of our operations demands rigorous attention to health and safety standards to protect our employees and ensure the smooth operation of our facilities. Prioritizing health and safety not only safeguards our workforce but also enhances overall productivity and contributes to the long-term sustainability of our business.

Health and safety are strategically integrated into Plasta Group's Environmental, Social, and Governance (ESG) strategy. Our approach to managing this theme is supported by a comprehensive framework of policies, including:

- Occupational Health and Safety Policy
- Human Rights and Labour Policy
- Code of Ethics
- ESG Strategy

These policies reflect our commitment to maintaining a safe and healthy workplace, ensuring that all employees are protected from potential hazards and that health and safety practices are embedded in every aspect of our operations. Further information on these policies can be found on our [Sustainability](#) page and [Our Commitment](#) page.

Plasta Group is committed to achieving the highest standards in health and safety, with the following actions and standards in place:

- **ISO 45001 Certification:** In 2023, we obtained ISO 45001, the international standard for occupational health and safety management systems. This certification underscores our dedication to systematically managing health and safety risks and ensuring continuous improvement in our safety practices.



Achievements in 2023:

Policy Development: We developed and implemented health and safety policies aligned with ISO 45001 standards, reinforcing our commitment to maintaining a safe work environment.

Implementation of Health and Safety Measures: We established robust procedures and standards to manage health and safety across all operations, ensuring that risks are identified, assessed, and mitigated effectively.



Future Plans:

Zero Major Injuries and Accidents: We have set a goal of ensuring zero major injuries and work-related accidents across all our operations. This will be achieved through ongoing training, risk assessments, and preventive measures.

Regular Audits and Evaluations: We plan to conduct regular audits and evaluations of our health and safety practices to ensure their effectiveness and to identify opportunities for further improvement.

The effectiveness of our health and safety efforts is reviewed annually as part of our ESG strategy. Intermediate results are evaluated throughout the year, and we plan to conduct regular audits to ensure ongoing compliance with our health and safety standards. These efforts are aligned with stakeholder expectations, as identified through a materiality assessment, and are critical for maintaining a safe and healthy work environment.

Effective health and safety management is essential for mitigating risks related to workplace accidents and injuries. Failure to adequately manage health and safety could result in serious harm to employees, legal liabilities, and disruptions to our operations. By prioritizing health and safety, Plasta Group ensures that we protect our workforce and maintain a stable and productive working environment.

Plasta

Plasta has implemented an Occupational Health and Safety Management System developed in line with ISO 45001:2018 standards. This system covers all employees and operational areas, ensuring comprehensive health and safety management across the company. Employee representatives for safety and health have been elected in all departments, and an occupational safety and health committee meets quarterly, or more frequently if necessary, to discuss relevant issues. Additionally, a commission dedicated to addressing cases of violence and harassment is

in place, with contacts for all elected representatives made publicly available to employees.

Training and certification procedures are governed by a process established by the CEO, ensuring all employees receive training in accordance with legal requirements. Health and safety risks, such as those related to manual handling and internal transport, are regularly assessed, and appropriate preventive measures, including training and personal protective equipment, are implemented. In 2023, the company reported zero fatal incidents, though there were some minor injuries. The metrics related to injury frequency and severity are calculated based on a standard of 100,000 worked hours, with all employees included in these evaluations.

Rullpack

At Rullpack, the health and safety management system is integrated into the company's operations, supported by ISO 9001 and ISO 14001 standards. This system includes all employees, ensuring comprehensive coverage across the organization. A safety steering group, which includes management and a safety officer representative from the union, meets quarterly to assess risks and discuss safety-related matters.

Employee training on health and safety is conducted regularly, particularly when new or

accidents throughout the year. All employees are included in the safety metrics, with no exclusions.

Gelpod

Gelpod has implemented a standard health and safety management system, managed by an external company. This system includes training, record-keeping, and other safety-related processes in line with ISO standards. The health and safety system covers all employees and operational areas, ensuring that no employee, activity, or workplace is excluded.

The company conducts regular training sessions and periodic safety briefings to ensure that all employees are aware of the potential risks and how to mitigate them. In 2023, there were no reported injuries or significant incidents at Gelpod. Safety metrics are calculated based on a standard of 100,000 worked hours, and all employees are included in these evaluations.

Plasta Holdings and Plasta Business Park

Both Plasta Holdings and Plasta Business Park have a standard employee health and safety system. This system includes all employees, ensuring that no one is excluded from its scope. The company's health and safety management is aligned with recognized risk management and compliance standards. However, there is no provision for separate consultation or training beyond the existing general measures.

Plasta Holdings and Plasta Business Park do not have an established health and safety committee or provide detailed descriptions of employee participation in health and safety processes. Furthermore, there are no formalized or documented health and safety training sessions to address specific workplace risks or dangers.

The companies have not recorded any deaths or significant injuries during their operations. There have been no major incidents related to dangerous tasks, so no additional preventive control measures have been necessary.

All employees are included in the health and safety evaluations, and the company has no record of significant legal or regulatory breaches in this area.

Plasta GmbH

Plasta GmbH currently does not have a formalized safety system in place but is a member of BG Verkehr, an organization focused on accident prevention regulation. The membership ensures that the company adheres to certain safety standards, although these are not part of a formalized internal system. All employees and operational areas are covered under BG Verkehr's guidelines, ensuring a basic level of health and safety management.

Due to the lack of a formal internal system, Plasta GmbH has not yet established official safety committees or training procedures as seen in other Plasta Group companies. However,

the company does ensure compliance with the accident prevention regulations set forth by BG Verkehr. In 2023, there were no reported injuries or significant incidents at Plasta GmbH. Safety metrics are currently not calculated due to the absence of a formal system, but all employees are generally included in health and safety considerations under BG Verkehr's guidelines.

These individual efforts across Plasta Group highlight the company's overall commitment to maintaining a safe and healthy work environment for all employees, even as the specific approaches and systems may vary by location.

| 403-9 Work-related injuries | | | | | | | |
|---|---|----------|--------------------|-----------------|----------------------|-------------|---|
| 2023 | | | | | | | |
| Disclosure requirements | Plasta | Rullpack | Gelpod | Plasta Holdings | Plasta Business Park | Plasta GmbH | TOTAL: |
| Number of fatalities as a result of work-related injury | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Number of high-consequence work-related injuries (excluding fatalities) | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Number of recordable work-related injuries | 5 | 1 | 0 | 0 | 0 | 0 | 6 |
| The main types of work-related injury | Minor cuts and bruises related to a breach of health and safety requirements caused by the workers themselves. Slips and forklift | | Slips and forklift | 0 | 0 | 0 | Minor cuts and bruises related to a breach of health and safety requirements caused by the workers themselves. Slips and forklift |
| The total number of hours worked per year by all employees together | 644,703 | 98,260 | 18,416 | 6,604 | 1,554 | 5,846 | 775,383 |

A background image of a business meeting. Two people are seated at a table covered with various documents, charts, and a tablet. One person's hand is pointing at a document, while the other's hand is gesturing. The scene is warmly lit, suggesting an indoor setting with large windows. A white curved line frames the text 'Governance area' on the left side of the image.

Governance area

Ethics and compliance (incl. anticorruption)

Ethics and compliance are central to Plasta Group's commitment to maintaining a transparent and responsible business. As we engage in manufacturing and plastics' recycling, we recognise that upholding high ethical standards and ensuring compliance with all relevant laws and regulations is crucial for our long-term sustainability. Ethical business practices not only protect our reputation but also foster trust with our stakeholders, including employees, customers, suppliers, and regulatory bodies.

Ethics and compliance, including anti-corruption measures, are strategically integrated into Plasta Group's Environmental, Social, and Governance (ESG) strategy. Our approach is guided by a robust framework of policies designed to uphold ethical conduct across all levels of the organization. These include:

- **Code of Ethics**
- **Supplier Code of Ethics**

- **Corruption and Bribery Prevention Policy**
- **Whistleblower Procedure**
- **Sustainable Procurement Policy**

These policies provide a clear framework for ethical behavior and compliance, ensuring that all employees, suppliers, and partners adhere to the highest standards of integrity. Further details on these policies can be found on our [Sustainability](#) page and [Our Commitment](#) page.

To effectively manage ethics and compliance, Plasta Group has implemented several key actions and adheres to recognized standards:

- **Monitoring and Reporting System:** In 2023, we implemented a system to officially monitor internal cases of corruption and non-compliance. This system helps track and manage incidents, ensuring that they are addressed promptly.
- **Employee Training:** We introduced comprehensive training programs on ethics, compliance, and anti-corruption for all employees. This ensures that our workforce fully understands their responsibilities and the importance of adhering to ethical standards.
- **Supplier and Vendor Engagement:** We introduced our Code of Conduct and Ethics & Anti-Corruption policies to all vendors and suppliers, ensuring that our entire value chain is aligned with our ethical standards.



Achievements in 2023:

Policy Development: We created and introduced the Code of Conduct, Ethics & Anti-Corruption policy, which outlines our expectations for ethical behavior and compliance across the organization.

Employee and Vendor Training: We rolled out training and education tools on ethics, compliance, and anti-corruption for all employees, and we ensured that these policies were communicated to all vendors and suppliers.

Implementation of Compliance Procedures: We implemented all necessary procedures to ensure compliance with the Code of Conduct and relevant business ethics practices. This includes establishing an anonymous reporting channel and a procedure for handling reports received, allowing us to manage and resolve any issues that arise effectively.



Future Plans:

Zero Non-Compliance Cases: We aim to ensure zero significant non-compliance with laws and regulations.

Continuous Training: We will continue to train all employees on ethics, compliance, and anti-corruption to reinforce the importance of these issues and ensure ongoing adherence to our standards.

The effectiveness of our ethics and compliance efforts is reviewed annually as part of our ESG strategy efforts. Intermediate results are evaluated during the year, and we plan to conduct regular audits to ensure ongoing compliance and identify improvement areas. These efforts are in response to a materiality assessment highlighting ethics and compliance as critical priorities for our stakeholders.

Managing ethics and compliance effectively is critical for mitigating risks related to corruption and non-compliance. Failing to uphold these standards could lead to significant legal, financial, and reputational risks. Plasta Group's success in this area depends mainly on our internal processes and the cooperation of all employees and partners.

GRI 205: Anti-corruption 2016

GRI 205-2:

Communication and training about anti-corruption policies and procedures

| | Plasta Group (consolidated) | Plasta | Rullpack | Gelpod | Plasta Holdings | Plasta Business Park | Plasta GmbH |
|--------------------------------------|--------------------------------|--------|----------|--------|--------------------|----------------------------|----------------|
| Total number (Governance Body) | 6 | 1 | 1 | 1 | 1 | 1 | 1 |
| Share in % (Governance Body) | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total number (Employees) | 398 | 381 | 0 | 11 | 4 | 2 | 0 |
| Share in % (Employees) | 86.15% | 100% | 0% | 100% | 100% | 66.66% | 20% |

Note: Lithuania: For all companies, 100% of governance body members and employees who received communication or training on anti-corruption policies and procedures are located in Lithuania.

Sweden: For companies with operations in Sweden (Plasta, Plasta Group, Plasta Business Park), no governance body members or employees in Sweden received communication or training on anti-corruption policies and procedures (0%).

Germany: Similarly, for Plasta GmbH and other relevant entities with operations in Germany, no governance body members or employees in Germany received communication or training on anti-corruption policies and procedures (0%).



| Employees that the organization's anti-corruption policies and procedures have been communicated to | Plasta Group (consolidated) | Plasta | Rullpack | Gelpod | Plasta Holdings | Plasta Business Park | Plasta GmbH |
|---|-----------------------------|--------|----------|--------|-----------------|----------------------|-------------|
| Total number (Employees) | 401 | 381 | 5 | 11 | 2 | 2 | 0 |
| Share in % (Employees) | 86.79% | 100% | 8.62% | 100% | 50% | 66.66% | 0% |
| <i>By employee category</i> | | | | | | | |
| Governance Body | 6 | 1 | 1 | 1 | 1 | 1 | 1 |
| CEO | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| <i>By region</i> | | | | | | | |
| Lithuania | 85.71% | 100% | 0% | 100% | 100% | 100% | 0% |
| Sweden | 0% | 0% | 0% | n/a | 0% | 0% | n/a |
| Germany | n/a | n/a | n/a | n/a | n/a | n/a | 0% |

205-3 Confirmed incidents of corruption and actions taken

During the reporting period, there were no incidents of corruption across any of the Plasta Group entities, including Plasta, Rullpack, Gelpod, Plasta Holdings, Plasta Business Park, and Plasta GmbH. No employees were dismissed or disciplined, and no contracts with business partners were terminated due to corruption-related violations. Furthermore,

no public legal cases were brought against the organization or its employees concerning corruption. Furthermore, no public legal cases were brought against the organization or its employees concerning corruption.

GRI 2-27: Compliance with laws and regulations

Plasta Group reported zero significant instances of non-compliance with laws and regulations

during the reporting period. There were no fines, non-monetary sanctions, or significant instances of non-compliance to disclose.

This report reflects full compliance with anti-corruption policies, training, and legal obligations across Plasta Group and its subsidiaries: Rullpack, Gelpod, Plasta Holdings, Plasta Business Park, and Plasta GmbH.

Corporate governance

Corporate governance is a fundamental aspect of Plasta Group's strategy and a critical factor in ensuring our business's optimal performance and sustainability. Effective corporate governance structures and practices enable us to make informed decisions, manage risks, and uphold the highest standards of integrity and transparency. This is critical not only for compliance with regulatory requirements but also for fostering trust among our stakeholders, including shareholders, employees, and customers.

Corporate governance is strategically integrated into Plasta Group's Environmental, Social, and Governance (ESG) strategy. Our approach is supported by a framework of policies and standards designed to uphold strong governance practices across the organization. Key documents include:

- **ESG Strategy**
- **ESG Policy**
- **EcoVadis Silver 2024 Medal**

These policies guide our corporate governance practices, ensuring they align with international standards and best practices. More details on



these policies can be accessed on our [Sustainability](#) page.

To support robust corporate governance, Plasta Group has implemented various actions and adheres to recognized standards, including:

- **ISO 9001 Certification:** This standard supports our commitment to quality management and continuous improvement, which are integral to our governance practices.
- **Board-Level Oversight:** We have established that decision-making and monitoring of sustainability initiatives occur at the highest governance level. Our board or executive committee, also known as the sustainability group, is responsible for adopting and revising the sustainability strategy, regular monitoring and evaluation, and allocating necessary resources.
- **A position of a sustainability officer:** Who is responsible for keeping in touch with regulations, data collection and reporting, half-yearly board meeting.



Achievements in 2023:

Policy Development: We created several key policies related to corporate governance in preparation for the EcoVadis evaluation. These policies cover critical areas such as the nomination process, diversity, risk management, and internal control processes.

Governance of Sustainability: We ensured that sustainability is a core part of our governance structure by appointing a dedicated individual responsible for implementing the sustainability strategy. This move underscores our commitment to integrating sustainability into our corporate governance framework.



Future Plans:

Setting the Highest Standards: We will continue to set and actively implement the highest standards for corporate governance practices and procedures.

Policy Development: We plan to create and refine a comprehensive set of governance-related policies, including a corporate governance code, a diversity policy, a remuneration policy, and processes for evaluating management and supervisory bodies.

Risk Management and Internal Control: We will enhance our risk management and internal control processes to support our governance framework.

The effectiveness of our corporate governance efforts is reviewed annually as part of our ESG strategy. Intermediate results are evaluated during the year, and we plan to conduct regular audits to ensure ongoing compliance and to identify areas for improvement. These efforts respond to a materiality assessment highlighting corporate governance as a key priority for our stakeholders.

Effective corporate governance is essential for managing risks and ensuring the long-term sustainability of the company. Poor governance could lead to operational inefficiencies, regulatory penalties, and loss of stakeholder trust. By maintaining strong governance practices, Plasta Group mitigates these risks and ensures that our business operations are aligned with the best interests of our stakeholders.



Innovation

Innovation is a crucial driver of Plasta Group's sustainability strategy. In the highly competitive and dynamic manufacturing and plastics recycling field, staying at the forefront of technological advancements is essential for our long-term success. By focusing on innovation, we improve our operational efficiency and enhance our products' sustainability, contributing to our overall environmental goals.

Innovation is strategically integrated into Plasta Group's Environmental, Social, and Governance (ESG) strategy. While no specific policies are solely dedicated to innovation, our commitment to this theme is embedded within our broader ESG framework. Innovation is a crucial enabler of our sustainability objectives, driving the development of more sustainable products and processes.

Plasta Group is committed to dedicating significant resources to innovation, ensuring that a substantial portion of our investments is

focused on innovative solutions that help us achieve our sustainability goals. Our current and planned actions include:

- **Investment in Innovation:** We aim to allocate at least 30% of total Group investments to innovative solutions by 2026. These investments aim to enhance our sustainability performance by developing new products and processes.
- **Product Development:** In early 2024, we launched EcoPlasta, a highly ecological garbage bag brand for the B2B sector. This product line, which contains 40-60% recycled household waste, is our most environmentally friendly product, as confirmed by Blue Angel and RAL certifications.



Achievements in 2023:

New Production Department: We launched a new production department at Plasta, now producing a wide range of high-quality products. The new equipment installed in this department is estimated to be 10% more energy-efficient than the machines previously used, contributing to our overall sustainability goals.



Future Plans:

Growth in Innovative Products: We aim to achieve a 5% annual growth in the sales value of our innovative products, reflecting our commitment to bringing more sustainable solutions to the market.

Sustained Investment: We will continue to ensure that a significant portion of our investments is dedicated to innovative solutions, with a target of 30% of total investments by 2026.

The effectiveness of our innovation efforts is reviewed annually as part of our ESG strategy. Intermediate results are evaluated during the year, and we plan to conduct regular audits to assess the impact of our innovation investments. This approach ensures that our innovation strategy remains aligned with stakeholder expectations and contributes to our long-term sustainability goals.

Innovation is crucial for maintaining Plasta Group's competitive edge and ensuring the sustainability of our operations. Without a strong focus on innovation, we risk falling behind in technology and sustainability standards, which could negatively impact our market position and environmental performance. By prioritizing innovation, we mitigate these risks and continue offering cutting-edge, sustainable products.

Product quality & safety

Product quality and safety are critical to Plasta Group's commitment to providing our customers with high-quality, safe, sustainable products. While this theme is not a strategic priority, it is recognized as a critical area of focus, particularly given our role in manufacturing and plastics recycling. Ensuring that our products meet the highest quality and safety standards is essential for maintaining customer trust, complying with regulatory requirements, and supporting our sustainability goals.

Although product quality and safety are not currently part of Plasta Group's strategic focus, they will be integrated into our Environmental, Social, and Governance (ESG) strategy in 2024. At present, there are no specific policies dedicated to this theme. Still, the importance of product quality and safety is acknowledged, and plans are underway to develop a comprehensive approach to managing these aspects.

Plasta Group is committed to improving product quality and safety as part of our broader commitment to sustainability. While there are no formal standards or procedures currently in place, the following actions have been taken:

- **New Production Department:** In 2023, we launched a new production department at Plasta, producing a wide range of high-quality products. The new equipment installed in this department is estimated to be 10% more energy-efficient than previously operated machines, supporting our sustainability goals and enhancing product quality and safety.



Future Plans:

Development of a Quality and Safety Plan:

By 2024, we plan to develop and implement a comprehensive plan to improve product quality and safety. This plan will outline specific strategies, standards, and procedures to ensure our products consistently meet high standards.


Integration into ESG Strategy: By 2024, product quality and safety will be fully integrated into our ESG strategy, ensuring that these aspects are systematically managed and continuously improved.

The effectiveness of our product quality and safety efforts will be reviewed annually as part of our ESG strategy. Intermediate results will be evaluated throughout the year, and we plan to conduct regular audits to assess and improve our practices. These efforts are aligned with the expectations of our stakeholders, as identified through a materiality assessment.

Ensuring product quality and safety is critical for mitigating risks related to customer satisfaction, regulatory compliance, and overall business performance. Failure to manage these aspects effectively could result in reputational damage, financial losses, and legal challenges. By focusing on improving product quality and safety, Plasta Group aims to mitigate these risks and ensure that our products meet the highest standards of excellence.

GRI 416: Customer Health and Safety 2016

Throughout the reporting period, Plasta Group maintained full compliance with all regulations and voluntary codes concerning its products and services' health and safety impacts. No incidents of non-compliance were recorded, and there were no fines, penalties, warnings, or breaches of voluntary standards.



**For further information regarding
Plasta Group's sustainability
report, please contact
esg@plasta.it**