

A white graphic line that starts as a vertical line on the left, curves upwards and to the right, then curves downwards and to the left, ending as a vertical line on the left, framing the title text.

Plasta Group Sustainability Report 2024



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About this report

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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 23 October 2025 for the period from January 1 to December 31, 2024. The publication date aligns with the Plasta Group's annual financial statements.

The report includes consolidated data on the entire operations of all Plasta Group companies, including Plasta, AB; GelPod, UAB; Plasta Holdings, UAB; Gerovė, UAB; Plasta Business Park, AB; Rullpack AB; Rullpack Norge AS; and Plasta GmbH. Consolidation of information is established based on control, when the Group holds more than 50% of voting rights or can direct financial and operational activities. The Group applies the purchase method for mergers and acquisitions, measuring assets and liabilities at fair value on the acquisition date and recognising any resulting goodwill. Consolidation of subsidiaries is from the date of acquisition until the date of disposal. The

approach to consolidation of information is applied consistently across all disclosures within the ESRS and across all material topics.

Plasta Group prepared its second Sustainability Report in collaboration with external sustainability experts. The report presents Plasta Group's achievements and aspirations in environmental, social, and governance (ESG) areas.

The information is disclosed in accordance with the Global Reporting Initiative (GRI) Standards 2021. Also, the Group considered the European Sustainability Reporting Standards (ESRS) requirements to ensure a smooth transition toward future compliance. An external party has not audited this Sustainability Report, except for the GHG emissions data for 2023, which were audited by Bureau Veritas. The 2024 GHG data is under audit, expected to finish by December 15, 2025. Updates will follow if required.

In December 2024, Cedo Ltd (hereinafter referred to as Cedo), a leading European and Asian group of companies specialising in sustainable private-label household products,

acquired Plasta Group. This partnership marks the beginning of a new phase of growth for Plasta Group, reinforcing its role in circular production and integrating it into Cedo's broader sustainability vision. Moving forward, all sustainability disclosures will be aligned with Cedo's reporting structure, including the application of auditing procedures where relevant, following CSRD requirements. Efforts will focus on ensuring consistency, transparency, and full integration with Cedo's established sustainability framework.

Building on the previous year's materiality analysis, the Group continues to focus on identifying the most crucial information for stakeholders. The report presents the most up-to-date data and aims to enhance the quality of information by disclosing all relevant performance indicators. No restatements were made from the previous reporting period. Questions or feedback regarding this report and the Group's sustainability activities can be submitted to Rytis Jablonskas via phone +37069964636 or 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 and producers in Europe, developing innovative polyethylene recycling solutions and accelerating a shift to circularity. We transform post-consumer polyethylene waste into a valuable resource to create new products, including LDPE resins, garbage bags, shopping bags, plastic film, and other items, for both household and professional sectors. Our sales markets span the EU, EEA, and UK.

The Plasta Group comprises multiple companies across Europe, specialising in polyethylene recycling, the production of sustainable plastic products, as well as recycling and extrusion engineering. Headquartered in Vilnius, Lithuania, Plasta Group operates a polyethylene recycling centre on-site. The Group has three modern manufacturing plants (Plasta in Vilnius, Lithuania, Gerovė in Kaunas, Lithuania, and Rullpack in Sweden). Additionally, it has three

representative offices, one in each manufacturing country, as well as one in Germany.

With over 60 years of experience in the market and recycling more than 35,000 tons of post-consumer waste plastic annually, we prioritise maintaining high-quality standards and compliance with environmental, safety, and sustainability standards. For this reason, we have acquired EcoVadis Silver medal, ISO 9001, 14001, and ISO 45001, Blue Angel, RAL40, RAL60 and RecyClass certificates, which ensure the quality management of our products and processes.



Supply Chain

As part of its core recycling operations, the Group sources plastic film waste – primarily household film waste – from European collection partners and processes it into recycled granules. Approximately 90–95% of these post-consumer recycled (PCR) granules are utilised internally for the production of film-based products, predominantly garbage bags, while the remaining 5–10% is supplied to film converters across Europe.

Downstream Entities and Activities

Plasta Group's customer base comprises both retail consumers and B2B distributors, who supply products to cleaning companies, public institutions, municipalities, and various industries. The company's primary products, including garbage bags and construction or protective films, are distributed to customers throughout the Baltic region, Scandinavia, and Western Europe.

In addition, waste management companies and recyclers play an essential role in closing the loop by handling the products at the end of their lifecycle, ensuring that valuable materials are recovered and reintroduced into the recycling stream.

Strategic Business Relationships

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

Significant Changes Compared to the Previous Reporting Period

There were no significant changes in our activities, value chain, or business relationships compared to the previous reporting period.

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



Word of the CEO

Maciej Plamieniak
CEO, Plasta Group

GRI 2-22

I am proud to present Plasta Group's second Sustainability Report – a reflection of a year of progress, transition, and renewed ambition. This was a landmark year for us, as **at the end of 2024, Plasta Group became part of Cedo**, strengthening our position as one of Europe's leading plastic recycling and manufacturing groups. Together, we share a commitment to innovation and circularity and will have a positive impact on sustainability.

In 2024, we reached several important milestones. We received the **EcoVadis Silver Medal**, a clear recognition of our dedication to advancing environmental, social, and governance standards. We also completed a **comprehensive GHG emissions calculation and audit**, giving us valuable insight into where we can focus our reduction efforts, and we continued investing in **energy-efficient equipment** to lower our footprint. At the same time, we introduced our first **Quality Management and Product Safety Policy**, laying a solid foundation for consistent, high standards across all products.

Looking ahead, we remain committed to reducing CO₂ emissions, expanding sustainable product lines like **EcoPlasta**, dedicating a greater share of investments to innovation, and building on the strong governance framework we've established.

Looking ahead, we remain committed to reducing CO₂ emissions, expanding sustainable product lines like EcoPlasta, dedicating a greater share of investments to innovation, and building on the strong governance framework we've established.

I invite you to explore this report, which captures what we have achieved in 2024 and outlines our vision for the future.

”

**Together with our teams,
partners, and stakeholders,
we will continue driving
positive change and
contributing to a more
sustainable world.**

A background image showing several hands of different skin tones stacked together in a circle, holding a single green leaf. A white circular line is drawn around the hands and leaf.

Sustainability at the group

Sustainability principles

GRI 2-23 | GRI 2-24



Plasta Group is committed to integrating sustainability principles into its operational strategy and performance management. Sustainability remains a fundamental element of our business, closely linked to our commitments to stakeholders and central to our strategic objectives. Our approach is guided by the [Plasta Group ESG Policy](#) and the [Suppliers' Code of Ethics](#), which define the principles of sustainable, responsible, and ethical business conduct.

Key Sustainability Principles in the Group:

- Integrating sustainability by **systematically addressing ESG aspects** in all relevant business activities.
- Considering **stakeholder expectations** in all sustainability-related decision-making, we fulfil our obligations with transparency and integrity.
- Aligning the Group's activities with the objectives of the **European Green Deal** and the **Paris Agreement** to address climate change.
- Adhering to the **Organisation for Economic Co-operation and Development (OECD)** guidelines on good governance.
- Contributing actively to the **United Nations Sustainable Development Goals (SDGs)**.
- Supporting and implementing the **United Nations Global Compact** principles covering [human rights](#), [labour standards](#), environmental protection, and anti-corruption.
- Conducting due diligence to identify, assess, and manage environmental, social, and economic impacts across the value chain.

- Applying the precautionary principle in setting and reviewing sustainability targets, relying on the latest scientific knowledge and best practices for environmental stewardship.

All Group policies are subject to approval by the Plasta Group CEO, ensuring top-level endorsement and accountability. The respective company CEOs approve policies specific to individual group companies. These commitments apply universally across all Plasta Group operations and are extended to our suppliers, customers, and other business partners. The Group ensures that these commitments are effectively communicated to employees and partners through targeted training, presentations, meetings, and internal communications.

Recognising the critical importance of sustainable development, Plasta Group continues to strengthen its sustainability commitments, aiming to establish a comprehensive framework that embeds responsible business principles at every organisational level. Our goal is to integrate these principles into all aspects of our strategy, policies, and day-to-day operations, thereby supporting long-term value creation for all stakeholders.

For more information on policies and our sustainability principles, please visit [Plasta Group Commitments](#) or refer to the [ESG Strategy](#) document and our first ESG Report for the year 2023.

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 almost 500 employees in the group, manufacturing plants spanning multiple geographical locations, and an annual turnover of 62 million euros, our business activities have a considerable impact on a wide variety of stakeholders and geographical locations. Therefore, we take a proactive approach to sustainability management, aiming to accelerate the shift toward a circular economy.

Our governance structure ensures effective oversight of sustainability initiatives. The strategy and policies are proposed by the top Management team led by the Group CEO. The role of the Board of Directors is to advise on those matters, review proposals, suggest changes and approve outcomes. The Board oversees our due diligence and other processes to identify and manage our impacts on the economy, environment, and people, considering stakeholder engagement outcomes in their decision-making. The CEO and management team report to the board twice a year on the status of ESG compliance, or on an ad-hoc basis as needed, ensuring a regular review of the effectiveness of our sustainability processes.

Although the Corporate Sustainability Reporting Directive (CSRD), introduced by the EU Commission 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, remains responsible for shaping Plasta Group's sustainability strategy. This includes establishing policies and ensuring they are effectively implemented across all operations. The Board of Directors plays an active role by advising, reviewing proposals, suggesting improvements, and approving key decisions, ensuring that sustainability remains fully aligned with the Group's strategic direction.

The Board also oversees due diligence and related processes to identify and manage economic, environmental, and social impacts. This oversight includes engaging with stakeholders and considering their input to inform decisions and drive meaningful action.

Twice a year – or more often if required – the CEO and management team report to the Board on ESG compliance, providing continuous oversight and evaluation of sustainability performance.

Sustainability Manager's Role

Plasta Group has introduced the role of ESG Officer, whose primary responsibilities include:

- Monitoring ESG-related legislation and best practices;
- Coordinating the collection of data and information for ESG reporting;
- Advising the organisation on the impacts of commercial and operational activities on the environment;
- Preparing semiannual reports to the Board on progress toward established goals and KPIs.

The ESG Officer, alongside other existing initiatives, strengthens the Group's ability to oversee and manage ESG priorities, ensure compliance with sustainability strategies and reporting standards, and support the long-term goal of operating responsibly and sustainably.

GRI 2-13: Distribution of Responsibilities for Sustainability Management

Allocation of Responsibilities

The CEO is responsible for the overall development and implementation of the ESG strategy and policies within the organisation. This ensures a top-down approach, where sustainability is embedded in the core leadership functions, and provides clear accountability at the highest executive level.

The senior management team and other responsible employees are tasked with reporting to the Board on the management of economic, environmental, and social impacts. This reporting occurs twice a year on the status of ESG compliance, or on an ad-hoc basis if needed, 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 meetings, outlining progress made in achieving set goals, KPIs, initiatives, investments in ESG areas, and other related topics. The Plasta Group CEO approves policies. The CEO approves policies applicable only to a specific group of companies within that company.

The highest governance body (board) and the 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, including a code of ethics, a corruption and bribery prevention policy, and a whistleblowing procedure. Critical concerns regarding these and related matters are brought to the attention of CEOs and the Board 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

The ESG essence, the governing laws, and the Group's commitment were presented to the highest governance body to deepen the Board's knowledge and expertise in sustainable development. The Board is kept informed of 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, which is established by the shareholders. The Board fulfils a general oversight role, ensuring the company's strategic direction aligns with stakeholder interests and regulatory requirements. The executive body is the top management team, led by the Group CEO.

Committees Responsible for Sustainability

The committees, as such, were not established at the level of the Board of Directors. ESG/Economic impact is managed by the top management team, which reports to the Board of Directors. This ensures that sustainability considerations are integrated into the organisation's overall strategic management.

Composition of Board of Directors: The Board of Directors includes non-executive members only. Top Management works independently from the Board of Directors within its capacity described in the statute. There are five members of the Board of Directors, all of whom are male. Members of the Board of Directors and the top management team are not subject to tenure limitations.

Top Management Team: The executive members comprise the top management team, consisting of the Group CEO, the Group CFO, the Managing Directors of three key subsidiaries, and the Finance Director of the largest subsidiary (six people in total). In the top management team, there's an equal split of male and female gender (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 is not a senior executive of the Group. This separation ensures a clear distinction between oversight and executive management roles, thereby mitigating potential conflicts of interest and enhancing the effectiveness of governance.

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

Appointment and Selection Process

Shareholders establish the Board of Directors. Nominations of members of the Board of Directors are made by the representatives of the shareholders, based on the competencies

presented by candidates for the Board members. This process ensures that the selected individuals possess the necessary skills and knowledge to contribute effectively to the Board's functions.

Criteria for Selection

The primary criterion for selection is the competency of the candidates, mainly their expertise and qualifications presented during the nomination process. Representatives of the shareholders evaluate these competences when making nominations to ensure appropriate governance oversight and decision-making capabilities.

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

Evaluation Processes

The Board of Directors has not established processes to evaluate its performance in overseeing the organisation's impacts on the economy, environment, and people. Consequently, there are no independent evaluations or regular assessments of the Board's performance in sustainability oversight.

Actions Based on Evaluations

Since the Board of Directors did not establish processes for evaluating its performance, no

actions have been taken based on performance evaluations. This includes any potential changes to the composition of the Board or organisational practices.

GRI 2-15: Conflict of Interest

Processes to Prevent and Mitigate Conflicts of Interest

The Group has approved and follows related documentation to prevent or mitigate potential conflicts of interest: code of ethics, corruption and bribery prevention policy, and whistleblowing procedure. These measures ensure that all potential conflicts are identified, addressed, and managed effectively to uphold the organisation's integrity.

Disclosure of Conflicts of Interest

Not applicable: we didn't have such cases during the reporting period. There were no conflicts of interest disclosed to stakeholders, including those related to cross-board membership, cross-shareholding with suppliers and other stakeholders, the existence of controlling shareholders or related parties, their relationships, transactions, and outstanding balances.

Whistleblowing Channels and Processes to Remediate Negative Impacts

GRI 2-25: Remediation Commitments

Commitment to Addressing Negative Impacts

Plasta Group conducts regular due diligence to assess the impact of its activities on the environment, society, and economy. When performing these inspections, we follow the precautionary principle, i.e. based on the best currently available scientific advice regarding environmental protection. We maintain transparency and collaboration in all our remediation efforts.

Approach to Handling Complaints

We have adopted two guidelines outlining the identification and handling of grievances: the whistleblower procedure and Plasta's local pollution prevention policy. These documents outline the mechanisms for reporting and addressing concerns, ensuring that all complaints are managed systematically and effectively.

Additional Processes for Remediation

The company utilises advanced technologies to reduce emissions, absorb odours, and enhance efficiency. To determine odour concentration, periodic odour dispersion evaluation studies are

conducted. Available waste can be stored indoors, thereby minimising its environmental impact.

Stakeholder Involvement in Grievance Mechanisms

The stakeholders are involved in the development of the procedures regulating the grievance mechanisms, taking into account their proposals when drafting them. This ensures that the mechanisms are responsive to their needs and concerns.

Monitoring the Effectiveness of Grievance Mechanisms

Actively engage in dialogue with stakeholders on sustainability and environmental issues to collaborate and co-create a more sustainable future. The company records all complaints submitted and reviews them at the management level to assess all risk factors, such as why the complaint may have arisen and the nature of the complaint itself. We invite the complainant to an interview so that we can discuss the complaint in more detail, understand their perspective, and work together to find a solution. Purpose: Our purpose is to effectively and efficiently solve your problems for positive feedback from the public.

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

Seeking Advice and Raising Concerns

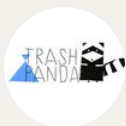
Individuals seeking advice on implementing the organisation's policies and practices, or raising concerns about the organisation's business conduct, can contact the ESG officer at **esg@plasta.it**. Persons wishing to report violations should contact the contacts listed in the whistleblower procedure.

GRI 2-28: Membership of Associations

Plasta Group is an active participant in key industry associations and organisations. The company plays a significant role in **Plastic Recyclers Europe**. Plasta Group is a member of this prominent association, where we are involved in developing solutions to make plastic circular and improve each step of the product lifecycle. We also make proposals for the development and improvement of plastics-related legislation. 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 2024



Launch of New Private Label – Trash Panda: In 2024, Plasta Group introduced Trash Panda, a new private label offering innovative, sustainable household products.



Continued Cooperation with River Cleanup: Building on the partnership established in 2023, Plasta Group continued to support the River Cleanup initiative by supplying recycled plastic waste bags to aid cleanup efforts across Lithuania.



First ESG Report Published: Plasta Group issued its first ESG Report for the 2023 reporting year, reinforcing its commitment to transparent disclosure and aligning with leading sustainability reporting practices.



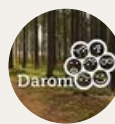
EcoVadis Silver Certification: In recognition of its sustainability efforts, Plasta Group achieved EcoVadis Silver status, placing it among the top-performing companies evaluated by the global rating platform. This rating was maintained as we already received Ecovadis Silver status confirmation in 2025.



Introduction of ECOPlasta for the German Market: The Group launched ECOPlasta, a dedicated brand for the German market, showcasing products made with high recycled content and reinforcing the company's expansion in Western Europe.



Tree Planting Initiative in Germany: Demonstrating its commitment to environmental restoration, Plasta Group participated in a tree-planting project in Germany, contributing to efforts that promote biodiversity and carbon capture.



Support for BAIDAROM and DAROM Campaigns: Plasta Group continued its sponsorship of Lithuania's BAIDAROM river cleanup and DAROM national cleanup events, providing volunteers with recycled waste bags.



Artistic Collaboration on Plastic Waste: The Group partnered with artists to create thought-provoking installations using recycled plastic, raising awareness of plastic waste and inspiring conversations about circularity.



Acquisition by Cedo: In December 2024, Plasta Group was acquired by Cedo Ltd, a global leader in sustainable private-label household products, marking a new era of growth and strengthening its position in circular production.



Sustainability Improvements at Rullpack: Plasta Group enhanced energy efficiency at its Rullpack operations and significantly increased the use of recycled materials in production, supporting its broader sustainability targets.



Future Plans



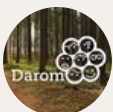
Blue Angel Certification: Plasta Group is in the process of obtaining the prestigious Blue Angel certification, further validating our commitment to producing high-quality, eco-friendly products that meet rigorous environmental standards.



Ongoing Cooperation with River Cleanup: Building on previous years' efforts, we will continue supporting the River Cleanup initiative by supplying recycled waste bags and engaging in efforts to remove plastic from waterways across the world.



Integration with Cedo Processes: Following Plasta Group's acquisition by Cedo in 2024, we will deepen the integration of operations and align ESG initiatives, reporting, and sustainability strategies with Cedo's global framework.



Support for DAROM and BAIDAROM Initiatives: Plasta Group will maintain sponsorship for Lithuania's largest cleanup movements – *Darom* and *Baidarom* – providing recycled plastic bags and actively supporting volunteer-led efforts to clean up rivers and public spaces.



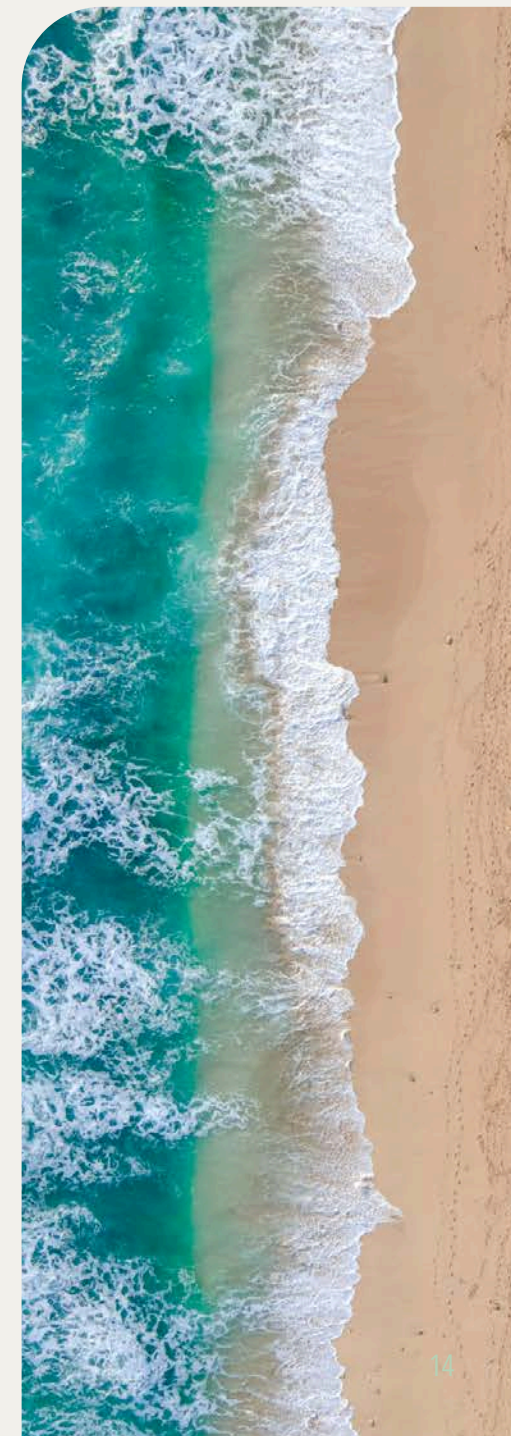
Recycling Facility Expansion: In 2025, Plasta Group will expand and modernise its recycling facility to increase processing capacity for household plastic waste into PCR materials. The project includes upgrading water treatment systems and installing new equipment to reduce landfill waste.



CO₂ Emissions Audit and Product-Level Calculator: We are conducting a comprehensive audit of CO₂ emissions across our operations and will launch a *product-level CO₂ calculator* for customers, providing greater transparency and enabling data-driven decision-making.



Tree Planting & Biodiversity Efforts: Building on our ongoing tree planting projects in Germany, we will expand planting initiatives in Lithuania and Sweden to support biodiversity, offset emissions, and contribute to long-term environmental restoration.



Stakeholder involvement

GRI 2-29: Approach to Stakeholder Engagement

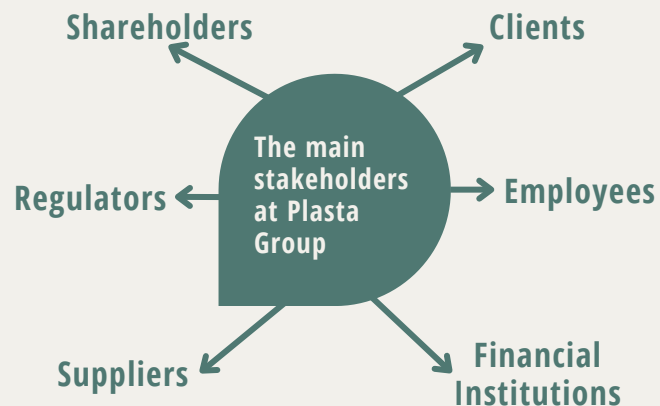
Collaboration with Stakeholders

We foster mutually beneficial collaboration with our stakeholders, creating value through ongoing dialogue and shared initiatives. We identified Plasta Group's key stakeholders and surveyed them to determine the most critical aspects of sustainability from their perspective. Our stakeholders are defined as individuals or organisations that have a significant impact on our activities and can significantly influence the implementation of our ESG strategy.



Stakeholder Categories and Identification

The main stakeholders at Plasta Group were identified as: shareholders, clients, employees, regulators, suppliers, and financial institutions. These stakeholders were identified based on their significant impact on our operations and their ability to influence our ESG strategy.



Purpose of Stakeholder Engagement

Each stakeholder group has different concerns and expectations regarding Plasta Group, which have been taken into account accordingly. The purpose of engaging with stakeholders is to understand their problems and expectations, and to incorporate their feedback into our strategic planning.

Ensuring Meaningful Engagement

Accordingly, we have prioritised our focus areas, set strategic goals and targets. We have made our commitments to stakeholders publicly available on our website and will report on the status of these goals and targets annually in our ESG report.

Materiality analysis

GRI 3-1

In 2022, Plasta Group conducted its inaugural materiality assessment in accordance with the Global Reporting Initiative (GRI) Standards' methodology. This comprehensive analysis was conducted through a series of workshops involving top management members and employees responsible for key ESG topics. We also engaged external sustainability experts and conducted a stakeholder survey to ensure a balanced and robust approach. The findings from this assessment form the foundation of Plasta Group's sustainability strategy and reporting. Looking ahead, we plan to review and repeat the assessment with a double materiality analysis in 2025, reflecting the evolving expectations of stakeholders and regulatory requirements.

Materiality Assessment Process

1

Sustainability Context and Sector Analysis

We began by reviewing the most critical sustainability topics facing companies in our sector, compiling a list of relevant ESG topics for Plasta Group. This process was informed by international standards and sector guidelines, including the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and Nasdaq recommendations.

2

Stakeholder engagement

We identified Plasta Group's key stakeholders and surveyed them to understand their priorities regarding sustainability. Our stakeholders include individuals and organisations that both influence and are impacted by our activities and strategy. The primary stakeholder groups identified were shareholders, clients, employees, regulators, suppliers, and financial institutions. The differing concerns and expectations of each group were carefully considered during the assessment.

3

Impact and risk assessment

Each ESG topic was evaluated based on its potential impact on the environment, society, and the Group's operational and financial performance. As part of this process, we also assessed the primary risks and opportunities related to sustainability. The outcome of this evaluation is summarised in our materiality matrix, which is detailed further in this report.

4

Materiality Matrix

The combined results of the stakeholder survey and internal assessment are reflected in our materiality matrix. The principal sustainability risks identified through this process are addressed in the Risk Management section below.

By following this structured and inclusive approach, Plasta Group ensures strategic focus on the most significant sustainability issues. This enables us to align our efforts with stakeholder priorities and make meaningful progress in advancing our sustainability agenda.

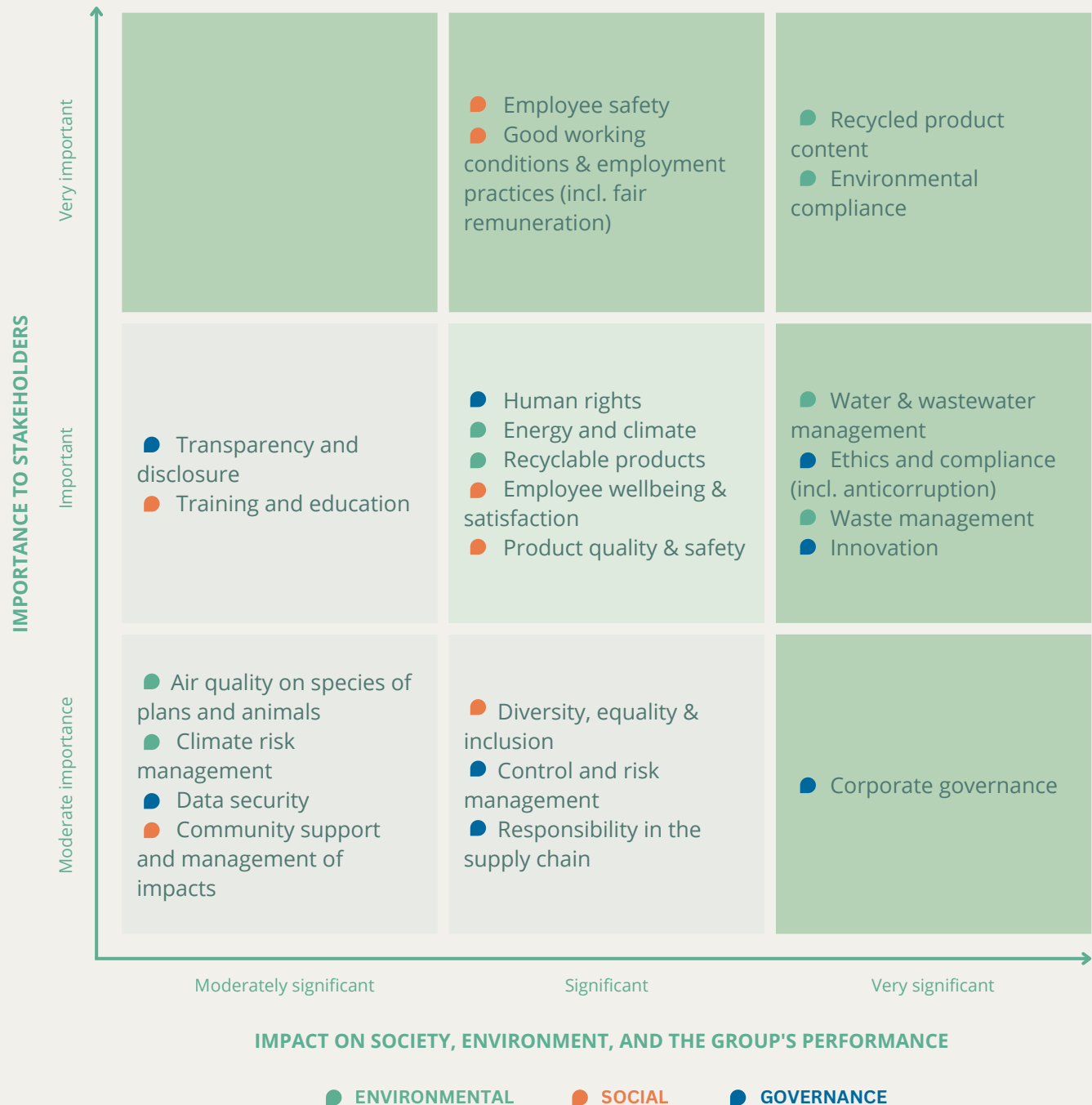
Risks Management

Within Plasta Group, ESG is viewed as a strategic opportunity rather than a risk. The company operates in full compliance with all relevant environmental regulations and has dedicated environmental specialists in place to ensure readiness for both current and emerging regulatory requirements. Across its two largest entities, established labour unions play a key role in safeguarding employee interests and addressing workplace matters effectively. At the Group level, an ESG Officer position has been created to oversee adherence to ESG principles, coordinate sustainability efforts, and strengthen governance mechanisms for managing potential risks associated with the sustainability area.

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 the 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 graphic frames the hands and pellets.

Environmental area

Environmentally friendly & innovative production

GRI 3-3

A key environmental focus area for Plasta Group is the advancement of environmentally friendly and innovative production practices. This priority encompasses several material topics, including energy and climate management, waste management, environmental compliance, water and wastewater management, and the use of recycled content in our products. By concentrating on these areas, Plasta Group aims to minimise environmental impact while fostering continuous improvement and innovation throughout our operations.

Detailed information on our sustainability directions and policies can be found on the Plasta Group web page: [Sustainability](#) and [Our Commitment](#).

Energy & Climate

Energy and climate management remain core priorities for Plasta Group. They are fully embedded in the company's overarching strategy, including the [Sustainability \(ESG\) Strategy](#). This commitment is anchored in key policies such as [ESG Policy](#), [Environmental Policy](#), and [Local Pollution Prevention Policy](#), which collectively guide the Group's actions in reducing environmental impact and supporting the transition to a low-carbon economy.

In 2024, Plasta Group continued to strengthen its approach by aligning with recognised standards and implementing targeted initiatives. Early in the year, the Group was awarded the **EcoVadis Silver Medal**, a recognition of its advancing sustainability performance, following preparation and evaluation processes launched in 2023. The company also maintained its **ISO 14001 certification**, ensuring a structured and externally verified environmental management system.

The Group's ESG Strategy continues to steer its efforts in energy and climate management, which are reviewed on an annual basis. Intermediate results are assessed throughout the year, and we plan to audit this data in the future to ensure accuracy, transparency, and continuous improvement. At the same time, the 2023 ESG Report serves as a transparent record of achievements and commitments, laying the foundation for further progress in 2024 and beyond.



Achievements in 2024

Comprehensive GHG Emissions Calculation: Plasta Group completed a thorough assessment of greenhouse gas emissions, providing a clear understanding of the main emission sources and enabling targeted reduction efforts in the most critical areas.



Future Plans

Reducing CO₂ Emissions: Plasta Group will continue reducing CO₂ emissions per ton of product by 5% each year, reinforcing our commitment to climate responsibility.

Expanding Energy-Efficient Equipment: The new film production equipment introduced in mid-2024 will be further integrated across operations, helping to replace older machinery and drive greater energy savings in the coming years.

The Group's manufacturing and plastics recycling operations require significant amounts of energy, alongside other natural resources such as water. Therefore, our actions are focused on minimising environmental impact while enhancing operational efficiency.

The successful management of this topic depends not only on Plasta Group's internal initiatives but also on the collaboration with our suppliers, particularly for advancing **Scope 3 GHG emissions calculations** and reporting. While we continue to drive internal improvements, we actively work with partners to ensure comprehensive and reliable emissions data across the value chain.

The results of the **materiality assessment** showed that management of energy and our impacts on climate change are of importance to our stakeholders. We continue to inform stakeholders of our actions and progress through multiple channels – including direct communication, meetings, the publicly available ESG report, and relevant updates on social media. Their feedback remains integral in shaping our initiatives, ensuring that our efforts reflect expectations and deliver meaningful results.



GRI 302-1: Energy consumption within the organization

GRI 302-1:									
Energy consumption within the organization									
Plasta Group (consolidated)				Plasta (incl. Gelpod)			Rullpack		
	GJ								
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Fuel consumption from non-renewable sources									
Coal	2 610	1 387	1 320	2 610	1 387	1 320	0	0	0
Diesel	2 098	1 980	3 829	2 069	1 836	3 756	72	144	73
Petrol	751	740	1 452	740	740	1 211	11	0	0
LPG	3 532	4 173	4 469	3 532	4 173	4 469	0	0	0
Total:	8 991	8 280	11 070	8 913	8 136	10 756	83	144	73
Fuel consumption from renewable sources									
Total:	0	0	0	0	0	0	0	0	0
Electricity and heating consumption									
Electricity consumption	239 916	228 483	246 681	198 810	192 668	213 973	27 342	25 487	23 776
Heating consumption	0	0	0	0	0	0	0	0	0
Cooling consumption	0	0	0	0	0	0	0	0	0
Steam consumption	0	0	0	0	0	0	0	0	0
Total:	239 916	228 483	246 681	198 810	192 679	213 973	27 342	25 487	23 776
Electricity and heating sold									
Electricity consumption	0	0	0	0	0	0	0	0	0
Heating consumption	0	0	0	0	0	0	0	0	0
Cooling consumption	0	0	0	0	0	0	0	0	0
Steam consumption	0	0	0	0	0	0	0	0	0
Total:	0	0	0	0	0	0	0	0	0

Note. Energy consumption of UAB Gerove is included in Plasta Group consolidated values.

GRI 302-3: Energy intensity			
Intensity ratio	2022	2023	2024
GJ / per 1 M EUR of revenue	4090,0	4042,0	4174,3
MWh / per 1 M EUR of revenue	1 136,1	1 122,8	1 159,5
GJ / per 1 t of final product	6,9	6,8	6,6
MWh / per 1 t of final product	1,91	1,89	1,82

Note. The calculations include energy usage from all energy sources inside the organisation.



GRI 305: Emissions 2016
GRI 305-1-3

Emissions												
	Plasta Group (consolidated)			Plasta (incl. Gelpod)			Rullpack			Gerové		
Scope	Gross amount in t CO2 eqv.											
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
305-1												
Direct (Scope 1) GHG emissions	563,1	564,9	740,3	452,9	476,2	667,4	6,2	10,7	5,4	104,0	78,0	67,5
Biogenic CO2 emissions	292,4	155,3	147,8	292,4	155,3	147,8	0	0	0	0	0	0
305-2												
Energy indirect (Scope 2) GHG emissions (location-based)	14 092,5	8 569,7	7 386,7	13 133,0	8 089,9	7 058,7	50,3	46,2	33,4	909,2	433,7	294,7
Energy indirect (Scope 2) GHG emissions (market-based)	27 833,6	33 365,6	33 339,5	25 754,7	31 209,6	31 365,7	295,8	483,1	564,8	1 783,0	1 673,0	1 409,1
305-3												
Other indirect (Scope 3) GHG emissions	31 889,3	27 141,9	30 883,4	11 022,5	15 094,7	13 749,5	13 012,8	11 131,5	12 097,1	8 252,0	6 191,9	5 367,8
Biogenic CO2 emissions	0	0	0	0	0	0	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											

Note. Group consolidated results exclude intra-group transactions. Base year has been recalculated to reflect changed Group structure.

GRI 305-4:			
GHG emissions intensity (t CO2 e)	2022	2023	2024
per 1 employee	123,54	132,19	130,71
per 1 M. Eur turnover	990,60	1042,64	1052,08
per 1 t of sold products	1,67	1,75	1,65

Note. The calculations include the Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) emissions.

Waste Management

Effective waste management remains a key priority for Plasta Group. This topic is integrated into Plasta Group's ESG strategy. Comprehensive policies, including the ESG Policy, Environmental Policy, and Local Pollution Prevention Policy, additionally support our approach.

Our commitment to effective waste management is demonstrated through our EcoVadis Silver certification received at the beginning of 2024 and adherence to the ISO 14001 standard. These initiatives reflect our proactive approach to meeting global sustainability requirements and optimising waste management processes.

This topic is reviewed annually, and the progress is monitored throughout the year. We intend to audit our data in the future to ensure the ongoing improvement and effectiveness of our waste management practices.

The successful management of this area relies not only on Plasta Group’s internal efforts but also on the collaboration with plastic waste suppliers. The quality and contamination levels of the supplied plastic waste continue to have a significant influence on our ability to process materials efficiently and reduce residual waste.

The materiality assessment indicated that waste management is an essential topic for Plasta Group as well as our stakeholders. We continue to share updates on our actions and results through direct communication, meetings, and the publicly available ESG report. Stakeholder feedback remains essential in guiding our efforts, helping ensure that our waste management practices evolve in line with expectations and environmental best practices.



Achievements in 2024

Enhanced Waste Sorting at Rullpack: Rullpack strengthened its waste management practices by expanding sorting activities. Employees now actively separate food waste, recyclable bottles, and plastics, while additional efforts were made to sort technical waste from production more effectively than before.



Future Plans

Reducing Plastic Waste: From 2024 onwards, AB Plasta aims to reduce the amount of plastic waste sent to landfills or incineration by 25% annually, driving a significant decrease in overall environmental impact.

Internal Reprocessing Commitment: Rullpack has set a target to reprocess 100% of its plastic waste internally by 2026, ensuring that valuable materials remain within the production cycle and supporting a circular economy approach.

GRI 306-3:Waste generated

GRI 306-3:								
Waste generated (t)	Plasta Group (consolidated)		Plasta AB (incl. Gelpod)		Rullpack		Gerové	
Waste composition	2023	2024	2023	2024	2023	2024	2023	2024
Non-hazardous waste, total:	12010.20	18006.49	11446.97	17648.33	563.23	199.11	-	159.45
Wood (fine fractions and combustible wood)	29.31	17495.67	0	17404.00	29.31	91.67	-	0
Plastic waste	11704.29	168.00	11249.29	0	455.00	9.22	-	158.78
Metal waste (packaging)	127.84	148.37	127.84	148.10	0	0	-	0.27
Residual waste	67.33	69.38	0	0	67.33	69.38	-	0
Paper waste (cardboard)	40.26	63.49	29.88	63.49	10.38	0	-	0
Dirt / soil with plastic	39.96	49.42	39.96	32.74	0	16.68	-	0
Municipal waste	0	12.16	0	0	0	12.16	-	0
Sludge	1.21	0	0	0	1.21	0	-	0
Hazardous waste, total:	13.30	16.24	8.40	0	4.90	2.76	-	0.39
Contaminated packaging	0	0.27	0	0	0	0.00	-	0.27
Paint, Inks, Toner	6.35	8.21	3.30	0	3.05	1.86	-	0
Oil	6.95	7.64	5.10	0	1.85	0.69	-	0
Other (absorbents, filter materials, wipes, etc.)	0	0.12	0	0	0	0.00	-	0.12
Total	12023.50	18,022.73	11455.37	17648.33	568.13	201.87	-	159.84

Note. The data on waste generated is not yet available at Plasta Holdings, Plasta Business Park, and Plasta GmbH. These companies generate municipal waste. As in previous years, the data exclude effluents, in line with national reporting requirements.

Data on waste generation continue to be collected using the weight method, by calculating the difference between the truck's loaded and empty mass, multiplied by the total number of truckloads per year. For certain subsidiaries, this information is still provided by external waste management companies, ensuring accuracy and consistency across reporting.

Understanding the waste data requires recognising the operational context of each company within the Group. AB Plasta's higher waste volumes remain closely tied to its core recycling activities, where significant amounts of material are processed. Rullpack continues to demonstrate strong reporting practices, with detailed segregation and management of hazardous and non-hazardous waste streams. While Gelpod does not yet collect detailed data, it contributes to the Group's waste management efforts through consistent sorting practices and compliance with established procedures.

The waste generated by Plasta Holdings is managed by Plasta AB and included in Plasta AB's total reported numbers. The landlord handles the office waste generated at Plasta Business Park and Plasta GmbH, and Plasta maintains no specific records.

Recycled Product Content

Recycled product material and circularity are strategic priorities for Plasta Group and are incorporated into the overall strategy, including the Sustainability (ESG) Strategy. The commitment to this theme is reflected in several key policies, including the ESG Policy, Environmental Policy, and Code of Ethics.

This topic is reviewed annually. Intermediate results are evaluated during the year, and the company plans to audit the data in the future to ensure continuous improvement and effectiveness.

Producing from recycled waste is the foundation of circularity. Using recycled materials is fundamental to achieving circularity in operations, reducing reliance on virgin resources and minimising environmental impact, reinforcing Plasta Group's commitment to sustainability. Plasta Group has several certifications and standards to manage recycled product and their content effectively:

- **Blue Angel Certification:** Acknowledging the commitment to environmentally friendly products.
- **RAL40 & RAL60 Certificates:** Independent verification that recycled plastics and construction materials meet strict safety, environmental, and performance standards.
- **RecyClass Certification:** Working towards this certification for certain products to demonstrate commitment to high standards in recycling.



The successful management of recycled product content depends on the Plasta Group, as well as customers who are sustainability-conscious and refuse to use virgin plastic products. Their willingness to choose recycled over virgin plastic products is crucial for advancing sustainability goals.

The materiality assessment identified this theme as a key priority for both the Group and its stakeholders. Stakeholders were informed of actions and their impact through email, meetings, the public ESG report on Plasta Group's [website](#), and social media. Their feedback led to initiatives aimed at increasing recycled content, aligning efforts with their sustainability expectations.



Achievements in 2024

Promoting Recycled Content at Rullpack: The company intensified efforts to encourage clients to choose products with higher recycled content, aiming to replace as much virgin polyethylene (PE) as possible with recycled alternatives.

Upgraded Extrusion Line at Plasta:

The company continued improving operational efficiency by upgrading its extrusion line from older to newer technology, supporting higher performance and quality. The automatic sorting program is being updated twice a year, further enhancing sorting accuracy and material quality.

Cost-Saving Energy Contracts at Gerovè:

Gerovè signed new electricity contracts in 2024, securing cost savings while maintaining a stable energy supply for operations.



Future Plans

Integrating Post-Consumer Plastics:

Plasta aims to ensure that 100% of products include post-consumer plastic material by 2026, reinforcing its commitment to circularity.

Reducing Virgin Material Use:

Rullpack plans to reduce the share of virgin materials in its product mix by 5% each year, steadily transitioning towards higher recycled content.

GRI 301-2 Recycled input materials used

GRI 301-2:							
Recycled input materials used	Plasta Group (consolidated)		Plasta AB		Rullpack		Gerové
Disclosure requirements	Share in %						
	2023	2024	2023	2024	2023	2024	2024
Recycled input materials are used to manufacture the organisation's primary products and services*	86,36%	83.64%	90.86%	90.70%	58.00%	58.21%	85.12%*

* Primary products: plastic bags and films.
Note: The 2023 data was collected from the GHG inventory, using a method that involves weighing purchased materials. The 2024 data was calculated using material balance based on production volumes and composition, following GRI 301-2 definitions. Only materials directly used in the composition of the final product were included; packaging materials were excluded to ensure accuracy and consistency with the indicator's scope.



Water & Wastewater Management

Water and effluents management is strategically integrated into Plasta Group's Environmental, Social, and Governance (ESG) strategy. Comprehensive [policies](#), including our ESG policy, Environmental policy, and Local Pollution Prevention policy, support our approach.

The manufacturing and plastics recycling operations are highly water-dependent processes. Optimal water and effluent management is vital for Plasta Group to reduce our environmental footprint and enhance operational efficiency. The successful management of this area relies significantly on Plasta Group's internal operations and processes.

Our commitment to water stewardship is demonstrated through our **EcoVadis Silver Medal**, adherence to the **ISO 14001 standard**, and our ESG strategy document.



Achievements in 2024

Ongoing Modernisation: Plasta continued to benefit from the upgraded water treatment system introduced in 2023, ensuring more efficient and environmentally responsible water management. In 2024, full modernisation of the eight older production lines began, focusing on improving water circulation efficiency. Line 9 is already fully modernised, and the remaining upgrades are part of a phased project set to be completed in 2025.

Closed Water Loops: Rullpack continues to prioritise water efficiency, maintaining closed water loops wherever possible in production to reduce water consumption and minimise discharge.



Future Plans

Municipal Water Use: Plasta aims to reduce municipal water consumption per ton of granules by 10% annually, improving efficiency year after year.

Water Quality Standards: Rullpack has set a target to keep hard particles in discharged water below 520 mg/l by 2026, ensuring compliance with environmental standards and responsible water management.

Evaluation and Stakeholder Involvement

Water and effluent management was identified as a key concern by stakeholders during the materiality assessment. The stakeholders' feedback has been instrumental in informing the evolution of our practices, ensuring alignment with regulatory requirements and international best practices.

At Plasta Group, this topic is addressed through robust internal processes and integrated into our ESG strategy. The effectiveness of our water and wastewater management initiatives is reviewed annually, with progress monitored throughout the year. To ensure transparency and support continuous improvement, we also plan to conduct comprehensive audits of water-related data.

Risk and Dependency

Given the water-intensive nature of plastics recycling, effective management of water and wastewater is essential for mitigating operational and regulatory risks. Inadequate oversight could lead to significant environmental and compliance challenges. Accordingly, our approach focuses on strengthening internal processes to drive continuous improvement in water stewardship across all business units.

Further details on our policies and commitments are available on Plasta Group's [Sustainability](#) page and [Sustainability Commitment](#) page.

GRI 303: Water and Effluents 2018

GRI 303-3: Water withdrawal								
Water withdrawal	Plasta Group (consolidated)		Plasta AB		Rullpack		Gerovè	
Disclosure requirements	Freshwater	Other water	Freshwater	Other water	Freshwater	Other water	Freshwater	Other water
	2023							
All areas, with sources from:								
Surface water	0	12.18	0	12.18	0	0	-	-
Groundwater	36.39	0	36.39	0	0	0	-	-
Seawater	0	0	0	0	0	0	-	-
Produced water	0	0	0	0	0	0	-	-
Third-party water	87.95	0	87.35	0	0.6	0	-	-
Total	124.34	12.18	123.74	12.18	0.6	0	-	-
Water withdrawal, in megaliters	Plasta group (consolidated)		Plasta AB		Rullpack		Gerovè	
Disclosure requirements	Freshwater	Other water	Freshwater	Other water	Freshwater	Other water	Freshwater	Other water
	2024*							
Surface water	11.3	0	11.3	0	0	0	0	0
Groundwater	50.9	0	50.9	0	0	0	0	0
Seawater	0	0	0	0	0	0	0	0
Produced water	50.9	0	50.9	0	0	0	0	0
Third-party water	120.1	0	120.1	0	0.003	0	0.0004	0
Total	233.2	0	233.2	0	0.003	0	0.0004	0

* During 2024, companies of Plasta Group only used freshwater sources.

Notes: The Group do not withdraw water from areas with water stress. Also, the table does not provide information for specific companies due to the following reasons: **Gelpod** rents premises from Plasta Business Park, with all water and wastewater management handled by Plasta AB.

Plasta Holdings and **Plasta GmbH** is renting workplace premises; therefore, it does not have access to this data.

Rullpack also uses water from a well, but does not have data on water withdrawn.

Environmental Compliance

Environmental compliance is a fundamental part of Plasta Group's commitment to sustainability. As a group of manufacturing and plastics recycling companies, the organisation acknowledges its potential ecological impact. For this reason, upholding strict environmental standards is essential—not only to meet regulatory requirements but also to build stakeholder trust and support long-term business sustainability.

Plasta Group maintains **ISO 14001** certification to systematically manage environmental impacts and ensure compliance with environmental standards. Our commitment is reinforced through the implementation of the ESG Strategy and several core policies, including:

- **ESG Policy**
- **Environmental Policy**
- **Code of Ethics**
- **Local Pollution Prevention Policy**
- **Sustainable Procurement Policy**



Achievements in 2024

Technological Upgrades: Plasta replaced older production lines with new, more efficient ones, further improving operational performance. An odour absorption system was installed to capture pollutants released into the environment and neutralise odours, enhancing air quality around production facilities.



Future Plans

Replacing Inefficient Lines: Plasta will continue to remove inefficient production lines and install modern replacements, improving energy efficiency and reducing environmental impact. A key milestone planned for 2024–2025 is the construction of an **SRF (Solid Recovered Fuel) line** – a high-quality alternative to fossil fuels produced mainly from non-hazardous industrial waste, including paper, cardboard, wood, textiles, and plastics.

Plasta Group's manufacturing and plastics recycling operations can have a significant impact on the environment. Effective management of environmental compliance is crucial for mitigating operational risks and ensuring compliance with regulations. If not properly managed, environmental risks could lead to significant regulatory and reputational consequences. Therefore, this topic is reviewed annually, with progress monitored throughout the year.

The successful management of this topic depends on the collaboration of Plasta Group, governmental institutions, and suppliers who consider ecological impact as an important area, as per materiality assessment. Effective cooperation between these stakeholders is essential for maintaining comprehensive environmental compliance.

Stakeholders were informed about the actions taken and their effectiveness through various channels: email, meetings, last year's ESG report, which is available to the public at Plasta Group's sustainability [page](#), and, in some cases, social media. By addressing these priorities, the company ensures that sustainability initiatives align with stakeholder expectations and contribute to overall business resilience.



Social area

Employee safety & wellbeing

GRI 3-3

Good Working Conditions & Employment Practices

Plasta Group is committed to providing high-quality and safe working conditions, fair remuneration and employment practices, and an inclusive workplace. These principles are embedded in our Sustainability (ESG) Strategy, Code of Ethics, and Human Rights and Labour Policy, reflecting our dedication to upholding high standards in employment and human rights.

Our approach is built on regular stakeholder engagement, continuous assessment, and transparent communication. Management of this topic is reviewed annually as part of our ESG strategy, with ongoing monitoring throughout the year. Consultation with employee representatives and unions ensures that actions and improvements are relevant and effective. We track our progress by using established KPIs, compliance audits, and alignment with ISO 45001. Also, Plasta Group was awarded the EcoVadis Silver Medal in this reporting year, which recognises the strong ESG performance and responsible labour practices.

Employee Wellbeing

Plasta Group's primary social focus is on ensuring employee safety and well-being. This commitment covers key material topics, including good working conditions, fair employment practices (incl. fair remuneration), and occupational health and safety, covered in a separate chapter in this report. As part of our ongoing objective to enhance the working environment, we continue the **Pretty Plasta** program, dedicated to promoting employee well-being and safety across the Group.

The Pretty Plasta program is designed to transform Plasta Group into a more modern and attractive workplace. The initiative encompasses a series of renovation projects aimed at upgrading production and administrative facilities, as well as improving overall infrastructure and working conditions for

employees. Key actions under this program to date include:

- Upgrading infrastructure, including roads and storage areas, to boost operational efficiency and enhance employee safety.
- Replacing windows in selected areas to increase natural daylight in workspaces, supporting a healthier and more pleasant working environment.
- Renovating kitchens and sanitary facilities to improve comfort and well-being for all staff.

In 2024, we continued to uphold our policy requiring that interior and exterior renovations in the affected production units accompany any new technology installations. This approach reflects our ongoing commitment to ensuring that a safe, well-organised work environment remains a foundation for employee satisfaction. As part of the ongoing **Pretty Plasta initiative**, employees continued to receive updated work uniforms and footwear, further supporting their comfort and safety on-site.

At Rullpack, we continue to place strong emphasis on employee engagement and maintain regular consultation with employee representatives on key operational decisions, particularly those concerning factory processes and equipment upgrades. We remain committed to fostering a collaborative work environment across Plasta Group, recognising that meaningful engagement is essential for employee well-being and organisational success.



2024 Achievements

Technological Upgrades: Plasta installed an odour absorption system to capture pollutants released into the environment and neutralise odours, enhancing air quality for our employees working around production facilities.

Improved Ergonomics at Rullpack: Significant upgrades were made to enhance ergonomic working conditions at Rullpack, ensuring safer and more comfortable workstations for employees.

Advancing Gender Diversity: More women were recruited as machine operators at Rullpack, contributing to greater gender balance across operational roles.



Future Plans

Transparent Communication: We will continue to prioritise open communication and mutual feedback across the organisation to foster trust and strong cooperation with employees, including constructive engagement with employee representatives and local unions, addressing key operational and wage-related matters.

Equal Pay Commitment: We remain dedicated to ensuring equal pay for women and men in equivalent positions, reinforcing fairness and inclusion throughout the Group.

Continuous Improvements: Plasta Group will continue to invest in and improve the working environment to enhance employee well-being, safety, and overall job satisfaction.

Stakeholder Engagement

The prioritisation and management of this topic were informed by a comprehensive materiality assessment, which included stakeholder consultations and surveys. Feedback from stakeholders – including employees, unions, and other partners – has directly shaped our actions, policies, and the ongoing evaluation of their effectiveness.

For more information, please see our [Sustainability page](#) and [Our Commitment page](#).

GRI 402: Labor/Management Relations 2016

GRI 406: Non-discrimination 2016

In 2024, Plasta Group remained committed to fostering a fair, respectful, and inclusive work environment. Throughout the reporting year, **no incidents of discrimination were recorded within the Group**, and no cases required internal review or corrective action. We continue to uphold and strengthen policies and practices that guarantee equal opportunity and protect against discrimination based on race, colour, gender, religion, political opinion, national origin, or social background.



GRI 408: Child Labor 2016 and GRI 409: Forced or Compulsory Labor 2016

Plasta Group is committed to maintaining a fair, respectful, and inclusive work environment while upholding the highest standards of human rights across all operations and throughout the supply chain. In 2024, no internal operations or suppliers were identified as being at significant risk of forced or compulsory labour, nor were any high-risk geographic regions or suppliers found in this respect.

Plasta Group continues to reinforce its policies and practices to ensure equal opportunity, prevent all forms of discrimination, and proactively safeguard against forced labour in its activities and supplier network.

GRI 407-1: Freedom of Association and Collective Bargaining 2016

In 2024, Plasta Group has not identified any instances where the right to freedom of association or collective bargaining was at risk. No entities within the Group or suppliers were classified as high-risk in this regard. Plasta Group consistently upholds and respects workers' rights to unionise and engage in collective bargaining, embedding these principles across all areas of its operations and supplier relationships.

At Rullpack, regular and constructive dialogue is maintained with the employee union. In 2024, a dedicated intranet page was created to facilitate communication and access to information for union members. Additionally, the company refurbished and equipped a room on-site to serve as a dedicated meeting space for the local union.



GRI 2-7: Employees

GRI 2-7:													
	Plasta Group	Plasta	Rullpack	Gelpod	Gerové	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	N/A	4	3	5	Total: 453 Plasta: 381 Rullpack: 58 Gelpod: 11 Plasta Holdings: 4 PBPark: 3 Plasta gmbH: 5	N/A	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	N/A	2	1	3	Total: 140 Plasta: 114 Rullpack: 20 Gelpod: 1 Plasta Holdings: 2 PBPark: 1 Plasta gmbH: 3	N/A	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	N/A	2	2	2	Total: 313 Plasta: 267 Rullpack: 58 Gelpod: 10 Plasta Holdings: 2 PBPark: 2 Plasta gmbH: 2	N/A	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	N/A	4	3	0	Plasta: 381 Gelpod: 10 Plasta Holdings: 4 PBPark: 3	N/A	Plasta: 380 Gelpod: 10 Plasta Holdings: 4 PBPark: 0	Plasta: 1 Gelpod: 1 Plasta Holdings: 0 PBPark: 3	0
Reftele, Sweden	58	0	58	0	N/A	0	0	0	Rullpack: 58	0	Rullpack: 58	0	Rullpack: 16
Meerbusch, Germany	5	0	0	0	N/A	0	0	5	Plasta GmbH: 5	0	Plasta GmbH: 2	Plasta gmbH: 3	0

*In 2023, Plasta Group did not have any temporary employees.

GRI 2-7:

	Plasta Group	Plasta	Rullpack	Gelpod	Gerovė	Plasta Holdings	Plasta Business Park	Plasta GmbH	Permanent employees	Temporary employees	Full-time employees	Part-time employees	Non-guaranteed hours employees
2024													
Total number, of which:	497	363	75	11	34	3	3	8	Total: 481 Plasta: 362 Rullpack: 60 Gelpod: 11 Gerovė: 34 Plasta Holdings: 3 PBPark: 3 Plasta gmbH: 8	Total: 1 Plasta: 1 Rullpack: 0 Gelpod: 0 Gerovė: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0	Total: 471 Plasta: 358 Rullpack: 59 Gelpod: 8 Gerovė: 34 Plasta Holdings: 3 PBPark: 1 Plasta gmbH: 8	Total: 11 Plasta: 5 Rullpack: 1 Gelpod: 3 Gerovė: 0 Plasta Holdings: 0 PBPark: 2 Plasta gmbH: 0	Total: 17 Plasta: 2 Rullpack: 15 Gelpod: 0 Gerovė: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0
<i>By gender:</i>													
Women	158	109	27	1	14	1	1	5	Total: 151 Plasta: 108 Rullpack: 21 Gelpod: 1 Gerovė: 14 Plasta Holdings: 1 PBPark: 1 Plasta gmbH: 5	Total: 1 Plasta: 1 Rullpack: 0 Gelpod: 0 Gerovė: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0	Total: 146 Plasta: 105 Rullpack: 20 Gelpod: 0 Gerovė: 14 Plasta Holdings: 1 PBPark: 1 Plasta gmbH: 5	Total: 5 Plasta: 3 Rullpack: 1 Gelpod: 1 Gerovė: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0	Total: 8 Plasta: 2 Rullpack: 6 Gelpod: 0 Gerovė: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0
Men	339	254	48	10	20	2	2	3	Total: 330 Plasta: 254 Rullpack: 39 Gelpod: 10 Gerovė: 20 Plasta Holdings: 2 PBPark: 2 Plasta gmbH: 3	Total: 0 Plasta: 0 Rullpack: 0 Gelpod: 0 Gerovė: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0	Total: 326 Plasta: 252 Rullpack: 39 Gelpod: 8 Gerovė: 20 Plasta Holdings: 2 PBPark: 2 Plasta gmbH: 3	Total: 2 Plasta: 2 Rullpack: 0 Gelpod: 2 Gerovė: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0	Total: 9 Plasta: 0 Rullpack: 9 Gelpod: 0 Gerovė: 0 Plasta Holdings: 0 PBPark: 0 Plasta gmbH: 0
<i>By location:</i>													
Vilnius, Lithuania	381	363		11	1	3	3		Plasta: 362 Rullpack: 0 Gelpod: 11 Gerovė: 1 Plasta Holdings: 3 PBPark: 3	Plasta: 1	Plasta: 358 Rullpack: 0 Gelpod: 8 Gerovė: 1 Plasta Holdings: 3 PBPark: 1	Plasta: 5 Rullpack: 1 Gelpod: 3 PBPark: 2	Plasta: 2 Rullpack: 15
Reftele, Sweden	75		75						Rullpack: 60	0	Rullpack: 59	Rullpack: 1	Rullpack: 15
Meerbusch, Germany	8							8	Plasta gmbH: 8	0	Plasta gmbH: 8	0	0
Kaunas, Lithuania	33				33				Gerovė: 33	0	Gerovė: 33	0	0

GRI 2-21: Annual total compensation ratio

GRI 2-21:		
	2023	2024
Ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)*	12:1	12:1
Percentage increase in annual total compensation for the organisation's highest-paid individual**	0.72%	-14,21%
Median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)***	18.18%	17,44%

Notes: *For calculations, we have included all employees who worked from the 31st of December onwards in the financial year we are reporting. If an employee did not work a full year (i.e., started work later than January 1), their salary was annualised by using their daily average wage. The ratio is calculated by dividing the median annual total compensation for all employees (excluding the highest-paid individual) by 1.

** As 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 in the financial year we are reporting. If an employee did not work a full year (meaning they started work later than January 1), their salary was annualised by using their daily average wage.

GRI 405-1: Diversity and Equal Opportunity 2016

GRI 405-1:				
Plasta Group				
	Board		Top management team	
	2023	2024	2023	2024
All employees, of which:	5	5	6	6
By gender:				
Women	0	0	3	3
Men	5	5	3	3
By age:				
Up to 30	0	0	0	0
30-50	4	4	5	5
More than 50	1	1	1	1

Note: Top Management is defined as the most senior management of the organisation - C-suite executives who are responsible for decision-making on economic, environmental, and social topics.

GRI 401-1: New employee hires and employee turnover

	Total number of employees per category		Rate (%)*	
	2023	2024	2023	2024
By gender:				
Women	141	158		
New employees	15	120	10.64%	75.95%
Employees who left	29	151	20.57%	95.57%
Men	321	339		
New employees	87	99	27.10%	29.20%
Employees who left	95	100	29.60%	29.50%
By age:				
Up to 30	24	43		
New employees	18	25	75.00%	58.14%
Employees who left	22	26	91.67%	60.47%
30-50	174	175		
New employees	53	63	30.46%	36.00%
Employees who left	64	73	36.78%	41.71%
More than 50	264	279		
New employees	29	48	10.98%	17.20%
Employees who left	33	50	12.50%	17.92%

	Total number of employees per category		Rate (%)*	
	2023	2024	2023	2024
By location:				
Vilnius, Lithuania	399	381		
New employees	89	207	22.31%	54.33%
Employees who left	25	139	6.27%	36.48%
Kaunas, Lithuania	0	34		
New employees	N/A	2	N/A	5.88%
Employees who left	N/A	0	N/A	0.00%
Reftele, Sweden	58	75		
New employees	12	10	20.69%	13.33%
Employees who left	10	10	17.24%	13.33%
Meerbusch, Germany	5	8		
New employees	0	0	0.00%	0.00%
Employees who left	0	0	0.00%	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 3-3

GRI 403: Occupational Health and Safety 2018

Health and safety are top priorities at Plasta Group and play a vital role in our commitment to maintaining a safe and supportive work environment. Given the nature of our manufacturing and plastics recycling operations, strict adherence to health and safety standards is essential to protect our employees and ensure efficient facility operations. By placing strong emphasis on this area, we not only protect our workforce but also strengthen productivity and support 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

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](#) and [Our Commitment](#) pages.

A key element of our employee well-being efforts is the Pretty Plasta program, which focuses on creating safer, more comfortable, and more visually appealing workplaces. For more information, see the [Employee Wellbeing and Satisfaction](#) section of this report.

The effectiveness of our health and safety efforts is reviewed annually as part of Plasta Group's ESG strategy, with intermediate progress monitored throughout the year. Regular audits help ensure continued compliance with internal standards and stakeholder expectations identified through the materiality assessment. Robust health and safety management is essential for preventing workplace accidents, protecting employees, and avoiding legal or operational disruptions. By maintaining high standards, Plasta Group safeguards its workforce and supports stable, efficient operations.



2024 Achievements

ISO 45001 Update at AB Plasta: In 2024, AB Plasta successfully updated its ISO 45001 certification and carried out a comprehensive explosion risk assessment to further strengthen workplace safety.

Enhanced Safety at Rullpack: Rullpack reinforced its safety structures by introducing additional safety rounds, delivering CPR training to selected employees, and ensuring ongoing fire safety monitoring and training. The company also tightened control over Safety Data Sheet (SDS) documentation to maintain compliance and best practices.

Audit Renewal at Gerové: Gerové completed its renewed ISO Health and Safety audit, reaffirming the company's commitment to continuous improvement in occupational health and safety standards.



Future Plans

Zero Major Injuries and Accidents: In 2025, Plasta Group will continue to pursue its goal of achieving zero major injuries and work-related accidents across all operations. This will be supported by regular risk assessments, employee training, and preventive measures to ensure a consistently safe working environment.

Plasta Group

In 2024, we continued strengthening systems and practices across all companies. All entities within the Group operate under an **Occupational Health and Safety Management System** aligned with international standards, including **ISO 45001**, **ISO 9001**, and **ISO 14001**, ensuring that all employees, activities, and workplaces are covered.

While the structure and approach to health and safety vary across the Group, each company maintains clear responsibilities for risk prevention, compliance with legal requirements, and ensuring safe working conditions. Details on the specific initiatives, committees, and training practices of each company are presented below.

Plasta

The health and safety of our employees remain a top priority at AB Plasta. In 2024, we continued to strengthen our **Occupational Health and Safety Management System (OHSMS)**, which is implemented following ISO 45001:2018 requirements and certified by an independent institution. The system applies to **all operational areas** – from production units to administration and warehouses – and covers **all permanent and temporary employees**.

The goal of the OHSMS is to **continuously improve workplace safety and health** by identifying, assessing, and managing occupational risks, ensuring compliance with

legal obligations, and fostering a proactive safety culture. This includes **regular occupational risk assessments** across all workplaces, the development of clear procedures, ongoing employee training, and the investigation of all incidents, regardless of severity. Insights from incident investigations are used to implement preventive measures and strengthen the system. The **effectiveness of the OHSMS** is reviewed during management reviews, internal audits, and based on employee feedback, with the results informing continuous improvement targets.

Employee participation is a cornerstone of our safety approach. AB Plasta has an **Occupational Safety and Health Committee**, composed of three employee representatives and management members, which meets monthly to review risk assessments, discuss incidents, propose safety improvements, and address relevant issues. Meeting minutes are prepared and shared with the CEO, ensuring accountability and prompt action. Employees are regularly informed about health and safety matters through **internal newsletters, emails, information boards, and regular meetings**.

Training plays a crucial role in empowering employees to work safely. In 2024, **all employees, including management, new hires, and temporary staff**, received **mandatory introductory and periodic occupational health and safety training**. Topics include general safety rules, evacuation procedures, first aid, specific risk factors such as working with lifts, hazardous materials, and

electrical safety, as well as the proper use and maintenance of personal protective equipment (PPE). Training is provided annually, with an **average duration of 15.75 hours per employee per year**.

Rullpack

At Rullpack, the health and safety of employees is a top priority, and a comprehensive **Occupational Health and Safety Management System** is fully integrated into daily operations. The system is based on **ISO 9001 and ISO 14001 standards** and covers **all employees, activities, and workplaces** without exception.

The system aims to maintain a safe work environment through continuous risk identification, assessment, and management, supported by **regular reviews and improvement measures**. Responsibilities for occupational health and safety are shared between the **Site Director**, the **Production Manager**, and **union representatives**, with the Site Director serving as the key person responsible on-site.

Employee participation is central to the OHS approach. A **safety steering group**, composed of management and a safety officer representing the union, meets **quarterly** to review risks, follow up on accidents, and implement safety improvements. Employees actively contribute by submitting **near-miss reports** when they observe potential safety issues, helping to identify hazards before incidents occur. All occupational health and safety information is

shared transparently via the **company intranet**, ensuring that employees have direct access to critical updates and guidance.

Training is another cornerstone of Rullpack's OHS practices. Every new employee receives **introductory instructions and training on health and safety**, including emergency procedures. Employees are trained in **safe equipment use** and **handling of flammable goods**, and they also participate in **special courses on chemical handling procedures**. Certifications for hot work are maintained through **refresher courses every three years**, ensuring up-to-date knowledge and compliance. In addition, Rullpack provides **CPR training** to employees, equipping them with life-saving skills.

Gelpod and Gerovè

At both Gelpod and Gerovè, employee **health and safety are managed by an external company**, ensuring that all occupational safety and health matters are handled in full compliance with legal requirements and recognised best practices.

The **occupational health and safety management system applies to all employees, activities, and workplaces** at both companies, ensuring that no one is excluded from its scope. All safety-related processes – from risk management and prevention to compliance monitoring – are implemented comprehensively.

Neither company maintains formal joint management-worker health and safety committees. Still, both ensure that employees are kept informed about occupational safety and health requirements and that compliance is actively maintained across all areas of operation. **At Gelpod, the safety framework is further reinforced through periodic training sessions**, ensuring that employees regularly refresh their knowledge of workplace safety rules, procedures, and responsibilities.

Plasta Holdings, Plasta Business Park, and Plasta GmbH

Plasta Holdings, Plasta Business Park, and Plasta GmbH maintain a **standard occupational health and safety system** that applies to **all employees, positions, and operational areas**. The system ensures that no part of the company's activities or workforce is excluded from its scope, providing a consistent framework for maintaining safe and healthy working conditions.

However, there are **no formal structures for employee participation or consultation** in occupational health and safety matters within these entities. This means that there are **no joint management-worker health and safety committees**, and no regular mechanisms for workers to be directly involved in developing, implementing, or evaluating health and safety measures.

Additionally, during 2024, there were **no dedicated occupational health and safety training programs** reported for employees across these companies.

Despite the absence of formal committees or training initiatives, Plasta Holdings, Plasta Business Park, and Plasta GmbH continue to maintain a **baseline health and safety framework** that covers all operations and ensures legal compliance.



403-9 Work-related injuries

In 2023, the main types of work-related injuries reported at Plasta Group were minor cuts and bruises, typically resulting from non-compliance with health and safety procedures by the employees themselves. Additional incidents involved slips and forklift-related injuries.

In 2024, more severe cases were recorded, with the most notable being lateral ankle fractures (ICD code S82.6), including both acute and chronic conditions diagnosed for the first time (Plasta, AB). These injuries underline the need for ongoing improvements in workplace safety

practices, employee training, and risk prevention measures.

GRI 403-9:															
Disclosure requirements	Plasta		Rullpack		Gelpod		Gerovè	Plasta Holdings		Plasta Business Park		Plasta GmbH		Plasta Group	
	2023	2024	2023	2024	2023	2024	2024	2023	2024	2023	2024	2023	2024	2023	2024
Number of fatalities as a result of work-related injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	1	12	0	0	0	0	0	0	0	0	0	1	12
Number of recordable work-related injuries	5	1	1	19	0	0	0	0	0	0	0	0	0	6	20
The total number of hours worked per year by all employees together	644,703	649,062.08	98,260	82,290	18,416	16,645.75	67,320	6,604	5,208	1,554	2,376	5,846	11,328	775,383	834,229.83

A high-angle, close-up photograph of a person's hands typing on a silver laptop keyboard. The person is wearing a dark long-sleeved top. A black smartphone is lying on the desk to the left of the laptop. A silver pen is also visible on the desk. A white curved line graphic arches over the text "Governance area".

Governance area

Ethics and compliance (incl. anticorruption)

GRI 3-3

Ethics and compliance form the foundation of Plasta Group's commitment to operating as a transparent, accountable, and responsible business. As an organisation engaged in manufacturing and plastics recycling, we recognise that adherence to the highest ethical standards and full compliance with applicable laws and regulations are essential to ensuring our long-term sustainability.

By fostering a culture of integrity, we safeguard the Group's reputation and strengthen relationships with key stakeholders, including employees, customers, suppliers, and regulatory authorities. Ethical conduct is not merely a compliance requirement; it is embedded in the way we conduct business and central to our identity as a responsible corporate citizen.

Our ethics and compliance programme, including anti-corruption initiatives, is fully integrated into Plasta Group's Environmental, Social, and Governance (ESG) strategy. It is supported by a comprehensive framework of internal policies and procedures designed to ensure that our employees, suppliers, and partners act in accordance with the highest standards of integrity. These policies include:

- Code of Ethics
- Supplier Code of Ethics
- Corruption and Bribery Prevention Policy
- Whistleblower Procedure
- Sustainable Procurement Policy

Full details of our ethics-related policies are available on our [Sustainability](#) and our [Commitment](#) page.

Business ethics and compliance-related efforts are reviewed annually. Intermediate results are evaluated throughout the year, and we plan to audit the data in the future. These actions align with the outcomes of our materiality assessment, which identified ethics and compliance as one of the key priorities for our stakeholders.

Effective management of ethics and compliance is essential to mitigating risks associated with corruption and regulatory breaches. Failure to uphold these standards can expose the organisation to significant legal, financial, and reputational consequences. The success of our efforts in this area depends not only on robust internal systems but also on the active engagement and accountability of all employees and business partners.

In our second year of reporting, we continue to strengthen our ethics and compliance management through practical measures that support accountability across the organisation, as described below. A formal system for tracking and managing internal cases of non-compliance and corruption, introduced in 2023, remains in place to ensure the timely and transparent resolution of incidents.



Future Plans

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

Continuous Training: All employees are trained on ethics, compliance and anti-corruption to reinforce the importance of these issues and ensure ongoing adherence to our standards.

GRI 205-2: Communication and training about anti-corruption policies and procedures

GRI 205-2:																
	Plasta Group (consolidated)		Plasta		Rullpack		Gelpod		Gerovė		Plasta Holdings		Plasta Business Park		Plasta GmbH	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total number of Employees	401	497	381	363	5	75	11	11	N/A	34	2	3	2	3	0	8
Share in %	86.71%	100%	100%	100%	8.62%	100%	100%	100%	N/A	100%	50%	100%	66.66%	100%	0%	100%
By employee category																
Total number of Governance Bodies	6	7	1	1	1	1	1	1	N/A	1	1	1	1	1	1	1
Share in %	100%	100%	100%	100%	100%	100%	100%	100%	N/A	100%	100%	100%	100%	100%	100%	100%
By region*																
Lithuania	99.25 %	100%	100%	100%	N/A	N/A	100%	100%	N/A	100%	50%	100%	66.66%	100%	N/A	N/A
Sweden	8.62%	100%	N/A	N/A	8.62%	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Germany	0%	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%	100%

*The calculation includes employees without the members of governance bodies.

Notes: The CEOs of subsidiary companies constitute the category of governance bodies. **Germany:** In Plasta GmbH, no employees received communication or training on anti-corruption policies and procedures in 2023 (0%).

Plasta Group communicates its anti-corruption policies and procedures to business partners primarily via email and by publishing the documents on the Group's [website](#). While exact figures have not been tracked for most entities,

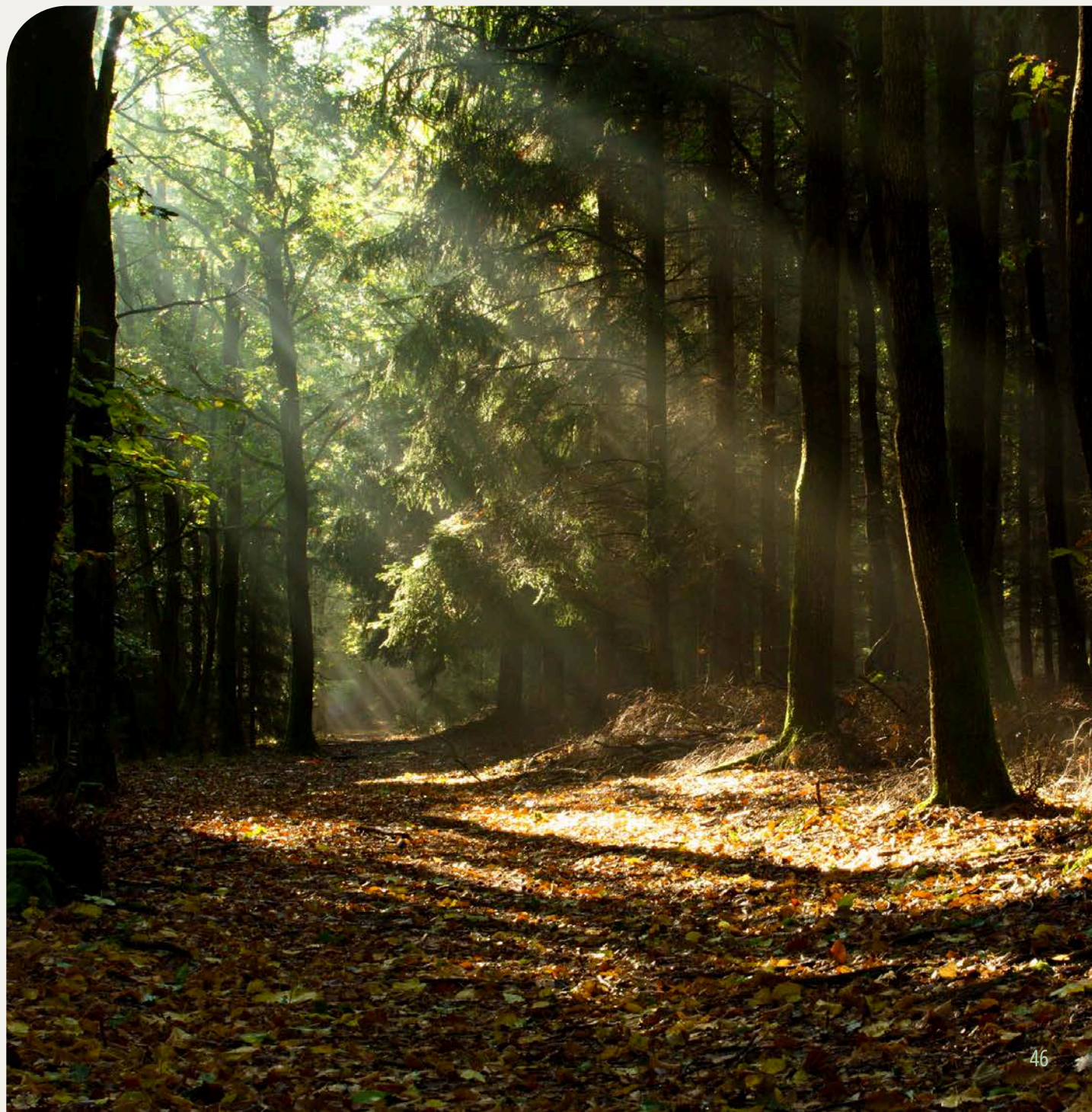
Rullpack AB estimates that around 60% of its partners have received the information. The Group is working towards establishing a more consistent tracking system to provide consolidated data in the future.

GRI 205-3: Confirmed Incidents of Corruption and GRI 2-27: Compliance with Laws and Regulations

During the reporting period, there were no incidents of corruption across any of the Plasta Group entities. 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 organisation or its employees concerning corruption or bribery.

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.



Corporate governance

GRI 3-3

Corporate governance is a cornerstone of Plasta Group's strategy and is essential to driving both strong performance and long-term sustainability. Robust governance structures enable informed decision-making, effective risk management, and the consistent upholding of integrity and transparency. This is critical not only for regulatory compliance but also for building trust with stakeholders, including shareholders, employees, and customers.

Corporate governance is fully integrated into the Group's **ESG strategy**, supported by the **ESG Policy**. We maintain high standards across the organisation by following best practices such as the ISO 9001 management system. Such an integrated approach ensures that our governance approach aligns with international standards and evolving expectations, which earned us the **EcoVadis Silver Medal recognition in 2024**.

To reinforce this framework, Plasta Group has implemented several key measures to govern the sustainability area:

- **Board-level oversight and or executive committee** (the sustainability group)

ensures sustainability initiatives are monitored and guided at the highest level, with the board (sustainability group) responsible for strategy, resource allocation, and regular performance reviews.

- A dedicated **Sustainability Officer** keeps the Group aligned with regulations, coordinates data collection and reporting, and provides updates during semi-annual board meetings.



Achievements in 2024

Policy Development: Plasta Group continued strengthening its governance framework by developing policies to support preparations for the EcoVadis evaluation. These policies reinforce key areas such as nomination processes, diversity, risk management, and internal controls.



Future Plans

Setting the Highest Standards: Plasta Group will continue to uphold and actively implement the highest standards of corporate governance, ensuring that practices evolve in line with international expectations and best practices.

Policy Development: Building on the progress already made, the Group plans to refine a governance-related internal documents to align with the requirements of the Corporate Sustainability Reporting Directive (CSRD).

Risk Management and Internal Control: We will strengthen our risk management and internal control processes, integrating performance measurements and transparency requirements outlined by the CSRD.

Corporate governance remains an integral part of our ESG strategy and continues to be reviewed on an annual basis. Progress is monitored throughout the year, with plans to carry out audits in the future to strengthen oversight further. These efforts reflect the priorities highlighted in our materiality assessment, where corporate governance was once again identified as a key concern for stakeholders.

Strong governance is essential for managing risks, safeguarding long-term business resilience, and ensuring sustainable growth. Weak governance, on the other hand, could result in operational inefficiencies, regulatory issues, or erosion of stakeholder trust. The responsibility for managing this topic rests primarily with Plasta Group, and by maintaining robust governance practices, we continue to mitigate these risks and ensure that our operations align with the best interests of all stakeholders.

Innovation

GRI 3-3

Innovation continues to be a key driver of Plasta Group's sustainability strategy. In the fast-evolving manufacturing and plastics recycling sector, staying ahead of technological developments is essential for long-term success. By prioritising innovation, we not only enhance operational efficiency but also create products and processes that better support our environmental goals – leading to increasingly sustainable solutions.

Innovation remains fully embedded within Plasta Group's ESG strategy. While there are no standalone policies dedicated solely to innovation, our commitment to this area is reflected across the broader ESG framework, where innovation serves as an enabler for achieving our sustainability objectives.

Plasta Group continues to dedicate significant resources to innovation, ensuring that a meaningful share of investments is directed toward forward-looking solutions that strengthen both our sustainability performance and the value we deliver.



2024 Achievements

Product Development: Early in 2024, we introduced EcoPlasta – our most environmentally friendly garbage bag line for B2B clients, containing 40–60% recycled household waste and certified by Blue Angel and RAL.

Innovative Material Use: Rullpack launched a project to explore the use of forestry waste as a filler in plastic film bags, expanding the possibilities for alternative raw materials and reducing reliance on virgin inputs.

Closing the Loop on Technical Waste: Rullpack started an initiative to recover more technical production waste and reintegrate it into similar products without downgrading the material to a lower-grade PE, supporting circularity and material efficiency.



Future Plans

Investing in Innovation: Plasta Group will ensure that a significant share of total investments – at least 30% by 2026 – is directed towards innovative solutions that help achieve our sustainability objectives.

Growth in Innovative Products: The Group aims to increase the sales value of innovative products by 5% annually, reinforcing the link between innovation and business growth.

This topic is included in our ESG strategy, and our efforts are reviewed annually. Intermediate results are evaluated throughout the year, and we plan to audit the data in the future. These efforts align with our materiality assessment, which identified key topics for stakeholders, with innovation being one of those topics.

Innovation is vital for Plasta Group to stay competitive and sustainable. Its effective management largely depends on our actions. Without it, we risk lagging in technology and sustainability, harming our market position and environmental performance. Prioritising innovation helps mitigate these risks and ensures we deliver advanced, sustainable products.



Product quality & safety

GRI 3-3

Product quality and safety remain fundamental to Plasta Group's commitment to delivering reliable, safe, and sustainable products. While this topic has not previously been a core strategic priority, it is increasingly being integrated into our broader strategy and recognised as a critical focus area 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 regulations, and advancing our sustainability goals.

Just last year, we launched a new production department at Plasta, which produces a wide range of high-quality products. The latest equipment installed in this department is estimated to be 10% more energy-efficient than the previously operated machines, supporting our sustainability goals and enhancing product quality and safety.

Plasta Group remains committed to further improving product quality and safety as part of our broader sustainability efforts, with specific initiatives and achievements.



2024 Achievements

Quality Management and Product Safety Policy: We strengthened our approach by formally embedding product quality and safety into our ESG strategy and creating a dedicated Quality Management and Product Safety Policy. This represents a significant milestone in formalising our approach to product quality and safety management across the organisation.

Product quality and safety aspects are integral to our ESG strategy and are reviewed annually. Intermediate results are evaluated throughout the year, and we plan to audit the data in the

future. These efforts reflect the priorities of our stakeholders, as determined through the materiality assessment, which identified product quality as a key area of focus.

Ensuring product quality and safety is key to managing risks related to customer satisfaction, regulatory compliance, and business performance. Responsibility for this lies largely with Plasta Group. By focusing on continuous improvement, we aim to mitigate these risks and uphold the highest product standards.

GRI 416: Customer Health and Safety 2016

During the reporting period, the Group consistently complied with all relevant regulations and voluntary standards concerning the health and safety impacts of its products and services. There were no recorded instances of non-compliance across any Group entities, nor were any fines, penalties, warnings, or breaches of voluntary codes issued.





Appendices

GRI-ESRS Index

Statement of use		Plasta Group has reported in accordance with the GRI Standards for the period from 1 January to 31 December 2024.	
GRI 1 used		GRI 1: Foundation 2021	
Applicable GRI Sector Standards		Not applicable	
GRI 2: General Disclosures 2021			
GRI Standard		ESRS Standard	Page
1. The organisation and its reporting practices			
2-1	Organizational details	See requirements of Directive 2013/34/EU	3
2-2	Entities included in the organisation's sustainability reporting	ESRS 1 5.1; ESRS 2 BP-1 §5 (a) and (b) i	3
2-3	Reporting period, frequency and contact point	ESRS 1 §73	3
2-4	Restatements of information	ESRS 2 BP-2 §13, §14 (a) to (b)	3
2-5	External assurance	See external assurance requirements of Directive (EU) 2022/2464	3
2. Activities and workers			
2-6	Activities, value chain and other business relationships	ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)	4
2-7	Employees	ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a) to (b) and (d) to (e), §51 to §52	35-36

GRI Standard	ESRS Standard	Page
3. Governance		
2-9	Governance structure and composition	ESRS 2 GOV-1 §21, §22 (a), §23; ESRS G1 §5 (b) See also corporate governance statement requirements of Directive 2013/34/EU for public-interest entities 10
2-10	Nomination and selection of the highest governance body	This topic is not covered by the list of sustainability matters in ESRS 1 AR §16. 11
2-11	Chair of the highest governance body	This topic is not covered by the list of sustainability matters in ESRS 1 AR §16. 11
2-12	Role of the highest governance body in overseeing the management of impacts	ESRS 2 GOV-1 §22 (c); GOV-2 §26 (a) to (b); SBM-2 §45 (d); ESRS G1 §5 (a) 9
2-13	Delegation of responsibility for managing impacts	ESRS 2 GOV-1 §22 (c) i and ii; GOV2 §26 (a); ESRS G1 G1-3 §18 (c) 10
2-14	Role of the highest governance body in sustainability reporting	ESRS 2 GOV-1 §AR 3 (a) ii and iv; IRO-1 §53 (d) 10
2-15	Conflicts of interest	This topic is not covered by the list of sustainability matters in ESRS 1 AR §16. 10, 11
2-16	Communication of critical concerns	ESRS 2 GOV-2 §26 (a); ESRS G1 G1-1 AR 1 (a); G1-3 §18 (c) 10
2-17	Collective knowledge of the highest governance body	ESRS 2 GOV-1 §23 10
2-18	Evaluation of the performance of the highest governance body	This topic is not covered by the list of sustainability matters in ESRS 1 AR §16. 11
2-21	Annual total compensation ratio	ESRS S1 S1-16 §97 (b) to (c) 37

GRI Standard	ESRS Standard	Page
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy ESRS 2 SBM-1 §40 (g)	5
2-23	Policy commitments ESRS 2 GOV-4; MDR-P §65 (b) to (c) and (f); ESRS S1 S1-1 §19 to §21, §24 (c) and §AR 14; ESRS S2 S2-1 §16 to §17, §19, and §AR 16; ESRS S3 S3-1 §14, §16 to §17 and §AR 11; ESRS S4 S4-1 §15 to §17, and §AR 13; ESRS G1 G1-1 §7 and §AR 1 (b)	7
2-24	Embedding policy commitments ESRS 2 GOV-2 §26 (b); MDR-P §65 (c); ESRS S1 S1-4 §AR 35; ESRS S2 S2-4 §AR 30; ESRS S3 S3-4 §AR 27; ESRS S4 S4-4 §AR 27; ESRS G1 G1-1 §9 and §10 (g)	7
2-25	Processes to remediate negative impacts ESRS S1 S1-1 §20 (c), §AR 17 (g); S1-3 §32 (a), (b) and (e), §AR 31; ESRS S2 S2-1 §17 (c); S2-3 §27 (a), (b) and (e), §AR 26; S2-4 §33 (c); ESRS S3 S3-1 §16 (c); S3-3 §27 (a), (b) and (e), §AR 23; S3-4 §33 (c); ESRS S4 S4-1 §16 (c); S4-3 §25 (a), (b) and (e), §AR 23; S4-4 §32 (c)	12
2-26	Mechanisms for seeking advice and raising concerns ESRS S1 S1-3 §AR 32 (d); ESRS S2 S2-3 §AR 27 (d); ESRS S3 S3-3 §AR 24 (d); ESRS S4 S4-3 §AR 24 (d); ESRS G1 G1-1 §10 (a); G1-3 §18 (a)	12
2-27	Compliance with laws and regulations ESRS 2 SMB-3 §48 (d); ESRS E2 E2- 4 §AR 25 (b); ESRS S1 S1-17 §103 (c) to (d) and §104 (b); ESRS G1 G1- 4 §24 (a)	46
2-28	Membership associations 'Political engagement' is a sustainability matter for G1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	12-14

GRI Standard	ESRS Standard	Page
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement ESRS 2 SMB-2 §45 (a) i to (a) iv; ESRS S1 S1-1 §20 (b); S1-2 §27 (e) and §28; ESRS S2 S2-1 §17 (b); S2- 2 §22 (e) and §23; ESRS S3 S3-1 §16 (b); S3-2 §21 (d) and §22; ESRS S4 S4-1 §16 (b); S4-2 §20 (d) and §21	15
GRI 3: Material Topics 2021		
3-1	Process to determine material topics ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b) iv	16
3-2	List of material topics ESRS 2 SBM-3 §48 (a) and (g); BP-2 §17 (a)	17
3-3	Management of material topics ESRS 2 SBM-1 §40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P §62, §65 (a); MDR-A §62, §68 (a) and (d); MDR-M §72, §75; MDR-T §72, §80 (b) and (j), §81 (a) to (b); BP-2 §17 (b) to (e); ESRS S1 S1-2 §27; S1-4 §39 and AR 40 (a); S1-5 §47 (b) to (c); ESRS S2 S2-2 §22; S2-4 §33, §AR 33 and §AR 36 (a); S2-5 §42 (b) to (c); ESRS S3 S3-2 §21; S3-4 §33, §AR 31, §AR 34 (a); S3-5 §42 (b) to (c); ESRS S4 S4-2 §20, S4-4 §31, §AR 30, and §AR 33 (a); S4-5 §41 (b) to (c) See below for additional linkages to specific topics.	17, 19, 24, 26, 28, 32, 39, 44, 47, 48, 49
Economic topics		
GRI 201: Economic Performance 2016		Not material
GRI 202: Market Presence 2016		Not material
GRI 203: Indirect Economic Impacts 2016		Not material
GRI 204: Procurement Practices 2016		Not material

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GRI 205: Anti-corruption 2016		
205-1	205-1 Operations assessed for risks related to corruption ESRS G1 G1-3 §AR 5	<u>44</u>
205-2	Communication and training about anti-corruption policies and procedures ESRS G1 G1-3 §20, §21 (b) and (c) and §AR 7 and 8	<u>45</u>
205-3	Confirmed incidents of corruption and actions taken ESRS G1 G1-4 §25	<u>46</u>
GRI 206: Anti-competitive Behavior 2016		Not material
GRI 207: Tax 2019		Not material
Environmental topics		
GRI 301: Materials 2016		
301-2	Recycled input materials used ESRS E5 E5-4 §31 (c)	<u>27</u>
GRI 302: Energy 2016		
302-1	Energy consumption within the organization ESRS E1 E1-5 §37; §38	<u>21</u>
302-3	Energy intensity ESRS E1 E1-5 §40	<u>22</u>
GRI 303: Water and Effluents 2018		
303-1	303-1 Interactions with water as a shared resource ESRS 2 SBM-3 §48 (c) i and (c) iv; MDR-T §80 (f); ESRS E3 §8 (a) and (b); §AR 15 (a); E3-2 §17, §AR 20; E3-3 §24 and §25	<u>28</u>
303-3	Water withdrawal ESRS E3 E3-4 §AR 32	<u>29</u>
GRI 304: Biodiversity 2016		Not material
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions ESRS E1 E1-4 §34 (c); E1-6 §44 (a); §46; §48 (a); §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d)	<u>23</u>

GRI Standard	ESRS Standard	Page
305-2	Energy indirect (Scope 2) GHG emissions ESRS E1 E1-4 §34 (c); E1-6 §44 (b); §46; §49; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; §AR 45 (a), (c), (d), and (f)	<u>23</u>
305-3	Other indirect (Scope 3) GHG emissions ESRS E1 E1-4 §34 (c); E1-6 §44 (c); §51; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 46 (a) (i) to (k)	<u>23</u>
305-4	GHG emissions intensity ESRS E1 E1-6 §53; §AR 39 (c)	<u>24</u>
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts ESRS 2 SBM-3 §48 (a), (c) ii and iv; ESRS E5 §AR 7 (f); E5-4 §30	<u>24</u>
306-3	Waste generated ESRS E5 E5-5 §37 (a), §38 to §40	<u>25</u>
GRI 308: Supplier Environmental Assessment 2016		Not material
Social topics		
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover ESRS S1 S1-6 §50 (c)	<u>38</u>
GRI 402: Labor/Management Relations 2016		
3-3	Management of material topics ESRS S1 S1-1 §19; §20 (c); S1-2 §27; S1-4 §37 to §39; §AR 33; §AR40 (a); S1-5 §46; §47 (b) and (c); S1-17 §104 (a); ESRS S2 §11 (c); S2-1 §16; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §41, §42 (b) and (c)	<u>33</u>
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system ESRS S1 S1-1 §23	<u>40, 41</u>

GRI Standard	ESRS Standard	Page
403-2	Hazard identification, risk assessment, and incident investigation ESRS S1 S1-3 §32 (b) and §33	<u>40</u> , <u>41</u>
403-4	Worker participation, consultation, and communication on occupational health and safety 'Health and safety' and 'Training and skills development' are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	<u>40</u> , <u>41</u>
403-5	Worker training on occupational health and safety as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	
403-8	403-8 Workers covered by an occupational health and safety management system ESRS S1 S1-14 §88 (a); §90	<u>40</u> , <u>41</u>
403-9	Work-related injuries ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (c); §AR 82	<u>42</u>
GRI 404: Training and Education 2016		Not material
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79	<u>37</u>
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken ESRS S1 S1-17 §103 (a), §AR 103	<u>33</u>
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 'Freedom of association' and 'Collective bargaining' are sustainability matters for S1 and S2 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	<u>34</u>

GRI Standard	ESRS Standard	Page
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor ESRS S1 §14 (g); S1-1 §22 ESRS S2 §11 (b); S2-1 §18	<u>34</u>
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor ESRS S1 §14 (f); S1-1 §22 ESRS S2 §11 (b); S2-1 §18	<u>34</u>
GRI 410: Security Practices 2016		Not material
GRI 411: Rights of Indigenous Peoples 2016		Not material
GRI 413: Local Communities 2016		Not material
GRI 414: Supplier Social Assessment 2016		Not material
GRI 415: Public Policy 2016		Not material
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories 'Personal safety of consumers and end-users' is a sustainability matter for S4 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	<u>49</u>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services ESRS S4 S4-4 §35	<u>49</u>
GRI 417: Marketing and Labeling 2016		Not material
GRI 418: Customer Privacy 2016		Not material



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