Logoplaste SUSTAINABILITY **REPORT 2024**

CONTENTS

Ethics & Integrity 70

Who are we? 7	•	INNOVATION	13		
Sustainability 10		RECOGNITION	79		
THE ENVIRONMENT Positive Impact 13 Energy 14 Greenhouse Gas Emissions 19 Materials & Product Characteristics 25 Circularity 27 Water 30 Waste 34		MORE Report profile 82 Global Commitment 83 Materiality Assessment 88 Stakeholder engagement 90 Sustainable Development Goals (SDGs) 92 Certifications and memberships 95 GRI Content Index 97			
SAFETY No shortcuts, no excuses 37 OHS KPIs 40 Building a safety culture 44 PEOPLE Engagement 51 HD metrics 57	36 50	APPENDICES Appendix 01 110 Appendix 02 113 Appendix 03 115 Appendix 04 117 Appendix 05 120 Appendix 06 124	109		

ININIONATION

Welcome to our GRI Sustainability Report 2024.

We hope you find the report valuable. First, please read the message from our Chairman and CEO.



We are thrilled to share some exciting developments at Logoplaste, where sustainability and innovation continue to drive our business forward. We're proud to announce several key achievements and highlight the impactful initiatives that are shaping our future.

Logoplaste has earned a prestigious spot on the CDP A-List for the first time and achieved Gold status in EcoVadis, placing us in the top 5% of companies globally and within the top 2% of our industry. This places us at the forefront of corporate responsibility.

We are also proud to be actively involved in leading sustainability frameworks such as the New Plastics Economy, Sedex, and the United Nations Global Compact (UNGC).

At Logoplaste, we don't just talk about sustainability, we make it happen. Some initiatives are transforming our operations, including the integration of solar panels at our headquarters, an energy efficiency upgrade in Chicago, the production of 100% PCR bottles and unlabeled bottles, our collaboration in the Bottle Collective to develop Dry Molded Fiber (DMF) bottles, and the Connected Singularity Project, which explores digitally connected packaging.

We're committed to pushing the boundaries of innovation and sustainability, ensuring that every bottle we create helps move the industry closer to a circular economy. These recent achievements are just the beginning, and we are excited for what lies ahead as we continue to lead the way in responsible packaging solutions.

Nothing could have been possible without the full commitment and engagement of our Partners and all the Logoplastians!

Thank you for your continued support in this important journey. The road ahead is full of opportunities, and we look forward to jointly shaping a more innovative and sustainable tomorrow.

Filipe de Botton Chairman



2024 marks a major milestone in our sustainability journey.

Climate change remains as a top priority for Logoplaste and our response is aligned with global standards. For the first time, Logoplaste has been included in the prestigious CDP A-List. Only 2 percent of more than 22,400 companies worldwide achieved this distinction. It reflects the real progress we are making across our business and company.

In 2024, we achieved the official approval from the Science Based Targets initiative (SBTi). Our CO2 emissions' reduction goals are now aligned with the climate science and the expectations for our industry. The path to carbon reduction is challenging, and we know we cannot do it alone.

Sustainability is a shared effort and working closely with our partners is essential. Throughout this report, you will find examples of how collaboration drives innovation, enables new packaging solutions, and turns ambition into results. To reach our carbon reduction goals, we are also actively transforming our energy mix into electricity from renewable sources and increasing the use of recycled content in the packaging we produce. Our portfolio is evolving and getting greener and more circular.

But sustainability goes beyond our business impact in the environment. We are proud of the progress we have made in creating a safer workplace. This year, our Total Recordable Incident Rate improved by 14 percent, and many of our sites operated injury-free. These results reflect a culture of responsibility and care that runs through Logoplaste.

I invite you to explore our 2024 Sustainability Report and see how our values come to life through the work we do every day.

Thank you to our employees, customers, and partners. Together, we are building a stronger, more sustainable future!

Sandra Santos CEO



AT A GLANCE

WHO ARE WE?

At Logoplaste, we're reshaping the future of plastic packaging, closing the loop to build a truly circular economy

Our goal: 100% bottle-to-bottle lifecycle that reuse and recycle plastic in an endless, efficient loop.

Sound ambitious? We get it, but for us, creating sustainable plastic packaging isn't just a responsibility. It's the only path forward.

We're channeling our expertise, passion, and innovation into making that vision real.

From pioneering wall-to-wall, embedded manufacturing, to leading the charge toward low-impact, high-performance packaging, we've always been at the forefront.

We design packaging that stands out on shelves and we do it using the most sustainable methods and materials available.

Our purpose drives us: to challenge expectations, redefine possibilities, and cut carbon emissions across the entire packaging value chain.

We don't settle. We question. We innovate. Because real change means doing things differently. And we're not doing it alone. We collaborate with clients, partners, suppliers, communities, and governments to build a cleaner, smarter future.

This isn't a slogan. It's our promise.

WHO ARE WE?

Cutting CO₂ every step of the way

When it comes to sustainability, actions speak louder than promises. That's why Logoplaste brings packaging production right to your doorstep. By shifting from remote operations to our embedded, wall-to-wall model, you'll see an immediate reduction in your carbon footprint, and a real difference to your bottom line. Fewer transport miles. Less energy waste. More efficiency, right where it counts.

Wall-to-wall isn't just smart. It's sustainable.

Logoplaste's 2024 KPIs

Numbers speak louder than words















WHO ARE WE?

















SUSTAINABILITY

What Sustainability means to us

At Logoplaste, sustainability isn't separate from packaging, it is packaging.

Every bottle we design carries impact on the environment, on communities, and on future generations. That's why we produce each one with care and accountability. We see packaging as a full-circle responsibility. From concept to creation, from shelf to recycling bin, we engineer every step to minimize harm and maximize reuse. It starts with a vision, from a brand manager's first idea, and ends in renewal, as yesterday's bottle becomes tomorrow's.

Because at Logoplaste, every bottle has a future. And we're designing it mindfully.



Three Pillars for Sustainability

Creating a sustainable future starts with getting the foundations right.



PEOPLE & COMMUNITY

Creating a sustainable future starts with getting the foundations right.



ENVIRONMENT & ECONOMY

We drive respectful economic growth and prioritize long-term environmental health.



INNOVATION

We imagine boldly, invest wisely, and reinvent how we work to build smarter, sustainable solutions.

SUSTAINABILITY

Keeping score, staying accountable

We know we're not in this alone, and that's a good thing. Collaborating with peers, clients, and partners strengthens our journey and our results.

To stay aligned and move forward together, Logoplaste participates in industry benchmarks and partners with world-class organizations. It's how we track progress, stay transparent, and push ourselves to do better.











We hold ourselves to the same high standards we expect from others.
Staying firm and accountable is the only way to drive real, lasting progress.



THE ENVIRONMENT

POSITIVE IMPACT

Every new idea is like flipping a coin. One side leads to scalable success, ready for global adoption. The other? A lesson that redirects us, revealing a better path.

At Logoplaste, we embrace both outcomes. Trial and error aren't setbacks, they are part of the journey. It drives us to explore uncharted territory, uncover breakthrough solutions, and turn bold concepts into real-world impact.

"Shaping a better world with our Partners through mindful packaging solutions."

Our purpose drives everything we do, from product design to daily operations, and reinforces our responsibility to protect the environment for future generations.

We are committed to environmental stewardship and adopt the Precautionary Principle as outlined in the United Nations Rio Declaration (1992), proactively addressing environmental risks before they result in harm. Our global Quality, Environment, Health & Safety Policy clearly defines our principles and responsibilities.

So let's see how we are doing... numbers always speak louder than words...



RENEWABLE ENERGY
- FROM OUR TOTAL
ELECTRICITY CONSUMPTION

GHG emissions



REDUCTION OF OPERATIONAL CO2E

EMISSIONS FROM 2020

Materials & Product characteristics



INCORPORATION OF RECYCLED CONTENT

Water



REDUCTION ON WATER WITHDRAWAL FROM ALL SOURCES - FROM 2023

Waste



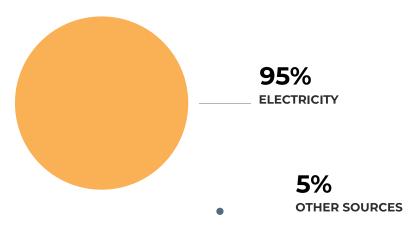
97%

OF OPERATIONAL WASTE SENT FOR RECYCLING OR REUSE

The production of plastic packaging is energy intensive, therefore we continually track the energy consumption of our plants and offices.

In 2024, Logoplaste's overall energy consumption was **1554 779 GJ**, only **2%** more energy than in 2023. This is mainly due to the starting-up of some sites.

Our total energy consumption in 2024



Overview of Energy Consumption within Logoplaste

Energy Consumption								
Year	Electricity (GJ)	Fuel - Non-renewable sources (GJ)	Total (GJ)					
2020	1 333 762 (97%)	45 764 (3%)	1 379 526					
2021	1 302 733 (97%)	43 392 (3%)	1 346 125					
2022	1 392 231 (96%)	62 333 (4%)	1 454 568					
2023	1 453 419 (96%)	65 391 (4%)	1 518 811					
2024	1 478 334 (95%)	76 445(5%)	1 554 779					
2024 vs 2023 (%)	1.7%	17%	2.4%					

In 2024, electricity continues to be the most significant form of energy we use, with **87%** sourced from the electrical grid.



Overview of Electricity Consumption within Logoplaste

			Electricity	y Consumption	
		Grid - brown electricity	Grid - 100% green electricity	CHP* systems (natural gas)	Photovoltaic panels
2020	Energy (GJ)	1100 925	127 148	101 766	3 923
2020	%	82.5%	9.6%	7.6%	0.3%
2021	Energy (GJ)	918 875	276 787	102 762	4 308
	%	70.5%	21.3%	7.9%	0.3%
2022	Energy (GJ)	873 902	403 999	107 729	6 601
	%	62.8%	29.0%	7.7%	0.5%
2023	Energy (GJ)	832 692	499 013	112 099	9 615
	%	57.3%	34.3%	7.7%	0.7%
2024	Energy (GJ)	732 043	624 760	109 113	13 149
	%	49.5%	42.2%	7.4%	0.9%
2024 vs	2023 (%)	-12.1%	25.2%	-2.7 %	36.8%
2024 vs	2020 (%)	-33.5%	391.4%	7.2%	235.2%

^{*} Combined Heat and Power

Overview of renewable electricity consumption

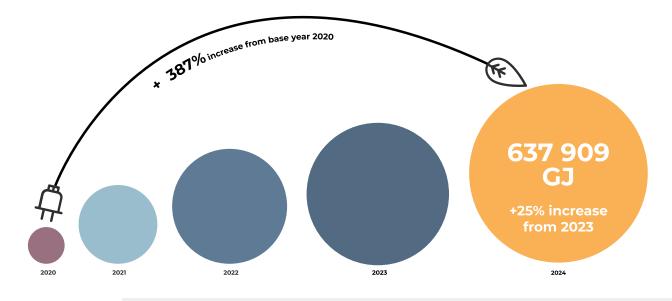
Renewable Electricity Consumption							
Year	Energy (GJ)	YoY* (%)					
2020	131 072	63.0%					
2021	281 096	114.5%					
2022	410 600	46.1%					
2023	508 628	23.9%					
2024	637 909	25.4%					
2024 vs 2020 (%)		386.7%					

^{*}YoY - year on year improvement

At Logoplaste, we're making bold moves toward green energy. Using energy more efficiently and switching to renewables is key to reducing our footprint and hitting our emissions reduction targets.

In 2024, 43% of our electricity, and 41% of total energy, came from renewable sources, totalling 637 909 GJ.

This is a 25% increase from 2023 and a 387% leap from our 2020 baseline, a solid step toward our emissions reduction goals and fully aligned with our purpose and way of operating.





Detailed energy consumption and the methodological process we use to analyze data can be consulted in Appendix 01.

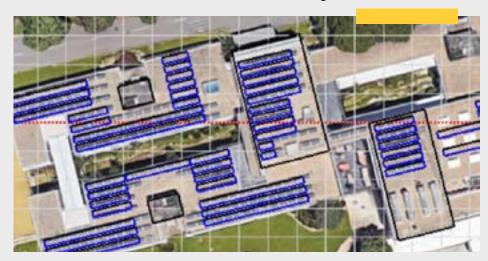
Energy reduction activities

At Logoplaste, we are committed to the continuous improvement of energy efficiency across our operations. By implementing best practices and targeted initiatives, we aim to reduce environmental impact while generating cost savings.

Our Procurement Team plays a strategic role in this process, actively identifying opportunities and driving the implementation of energy-saving measures that make a measurable difference.

Energy initiatives

SOLAR ENERGY AT LOGOPLASTE HEADQUARTERS



In July 2024, Logoplaste began installing solar panels at our headquarters in Cascais, Portugal, through an on-site Power Purchase Agreement (PPA). This initiative supports our commitment to clean energy and helps advance our sustainability targets. The available rooftop space was optimized to host photovoltaic panels, enabling on-site renewable energy generation.

Key Highlights:

- Total panels installed: 376
- Installed capacity: 277 kWp
- Estimated annual energy production: 437 MWh

This solar installation is projected to reduce CO_2 emissions by approximately 130 tons per year, the equivalent of planting 3,333 trees or offsetting the annual electricity consumption of 58 average households.

By integrating renewable energy solutions into our operations, Logoplaste reinforces its environmental commitments and leads by example in climate action.

ENERGY EFFICIENCY THROUGH COOLING SYSTEM UPGRADE



The process cooling project was launched to address inefficiencies and environmental concerns associated with the existing cooling system. The project began with a comprehensive assessment of the plant's cooling infrastructure.

A cross-functional team, with experts from AP Energy, Bender Energy, plant operations, and the corporate energy team, collaborated to evaluate system performance and identify operational bottlenecks. Using data collection and process mapping, the team discovered that inadequate cooling was causing longer cycle times, unplanned downtime, and increased energy use.

To solve these issues, the team implemented a new cooling system that integrates smart technology and energy-efficient

methodologies. This upgrade resulted in a 75% reduction in energy consumption compared to the previous system, saving 4,934,882 kWh annually and reducing greenhouse gas emissions by 3,489 metric tons.

To put this impact into context, the energy savings are equivalent to: - 392,592 gallons of gasoline consumed

- 402 homes powered for a complete year
- 753 vehicles removed from the road

In addition to the operations achievement, Global Supply Chain worked with the plant, challenging the energy supplier to recognize this energy optimization toward net-zero. In the end, this project received an award given by ComEd, Illinois, as the most significant energy saving process cooling project completed by an industrial customer.

"The Chicago plant is proud to lead the way in innovation, sustainability, and energy efficiency. By adopting advanced technologies and sustainable practices, we are setting new standards for environmental stewardship and operational excellence. These efforts show our commitment to continuous improvement and responsible manufacturing."

Jonathan Lemire

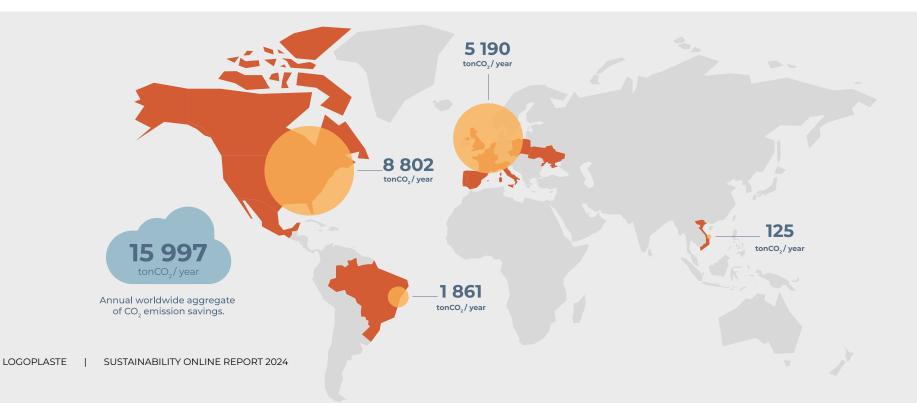
Plant Manager Logoplaste Chicago

A business model designed to reduce emissions

At Logoplaste, reducing greenhouse gas (GHG) emissions is embedded in the way we operate. Our wall-to-wall manufacturing model significantly cuts CO₂ emissions by eliminating or minimizing the transportation of empty bottles.

In 2024, 67% of our production sites were located within or adjacent to our customers' facilities. This allowed us to avoid the release of 15,977 tons of CO₂, marking a 2% increase from 2023 (15,267 tons CO₂ avoided).

By design, our model delivers environmental efficiency, helping Logoplaste reduce Scope 3 transport-related emissions while supporting customer sustainability targets.



19

SBTi Commitment: setting a clear path to net-zero

We are proud to share that our targets have been formally approved by the SBTi.

SBTi helps companies align their greenhouse gas (GHG) emissions reduction strategies with the latest climate science, specifically the goals of the Paris Agreement to limit global warming to 1.5°C.

Our approved targets reflect this commitment and include both near-term and long-term goals:

OPERATIONAL CO2e EMISSIONS

- By 2030 we will target a reduction of 45.3% of our Operational CO2e emissions (scope 1+2 emissions) when comparing to base year 2020
- By 2050 we will target a reduction of 90% of our Operational CO2e emissions (scope 1+2 emissions) when comparing to base year 2020

SCOPE 3 EMISSIONS

- By 2030 we will target a reduction of 51.6% reduction of Scope 3 emissions / production when comparing to base year 2022
- By 2050 we will target a reduction of 97% reduction of Scope 3 emissions / production when comparing to base year 2022

We recognize that achieving net-zero emissions is a complex and evolving journey, one that requires persistence, innovation, and collaboration. While not all the solutions are available today, we are firmly committed to continuous progress and taking meaningful action now.

SOME INITIATIVES ARE ALREADY UNDERWAY:

- Transition to 100% renewable energy across all plants where energy is sourced: This is a key focus area for reducing our Scope 2 emissions and ensuring that our operations are powered by clean, low-impact sources.
- Maximizing the use of recycled content in our products: This reduces demand for virgin materials and supports a more circular economy.

OUR MEDIUM-TERM TARGETS ARE:

- 30% recycled content by 2025
- 51% recycled content by 2030

We understand that the path to net-zero is not linear, and while we may not yet have all the answers, we are confident in our direction. We will continue to explore and implement innovative solutions, adopt emerging technologies, and engage with partners across our value chain to accelerate our decarbonization efforts.

For more details, please refer to our official <u>SBTi Letter of</u> <u>Commitment</u> and the <u>approval documentation</u>



Details of the independent limited assurance report confirming the audit can be consulted in Appendix 05.

Scope 1 and Scope 2 greenhouse gas emissions

Logoplaste's operational GHG emissions

SCOPE 1 GHG EMISSIONS are direct emissions from the use of fossil fuels within Logoplaste, plus fugitive emissions (resulting from refrigerant gases leaks).

SCOPE 2 GHG EMISSIONS are indirect emissions from the purchase of electricity for Logoplaste sites and offices.

Absolute Emissions

In 2024, Logoplaste's total Scope 1 and Scope 2 (market-based) emissions, representing our operational CO_2 e footprint, amounted to 76 829 tons of CO_2 e. This shows a 14% reduction compared to 2023, and a 40% reduction relative to our Science Based Targets initiative (SBTi) baseline year, 2020. The significant decrease in absolute emissions was primarily driven by the increased use of renewable electricity, leading to a substantial reduction in Scope 2 emissions.

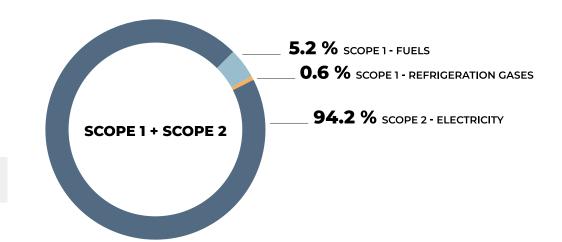
Logoplaste's operational GHG emissions (Scope 1 and Scope 2 market-based)

	2020	2021 2022 2023 2024		2024		4 2024						
	Emissions (Tons CO ₂ e	(%)	Emissions (Tons CO ₂ e)	(%)	Emissions (Tons CO ₂ e)	(%)	Emissions (Tons CO ₂ e)	(%)	Emissions (Tons CO ₂ e)	(%)	vs 2023 (%)	vs 2020 (%
SCOPE 1 - Fuels	2 842	2.2%	2 675	2.8%	3 805	4.1%	3 982	4.5%	4 000	5.2%	0.5%	40.8%
SCOPE 1 - Refrigeration Gases	1 625	1.3%	404	0.4%	464	0.5%	300	0.3%	474	0.6%	58.2%	-70.8%
SCOPE 1 - Total	4 467	3.5%	3 079	3.2%	4 269	4.6%	4 282	4.8%	4 475	5.8%	4.5%	0.2%
SCOPE 2 - Electricity	122 791	96.5%	94 007	96.8%	89 444	95.4%	84 778	95.2%	72 354	94.2%	-14.7%	-41.1%
TOTAL (SCOPE 1 + SCOPE 2)	127 258	100%	97 086	100%	93 713	100%	89 060	100%	76 829	100%	-13.7%	-39.6%

Scope I emissions continue to represent a very small slice (5%) of our absolute emissions.



Details of our scope 1 emissions and our scope 2 location-based emissions can be consulted in Appendix 02.

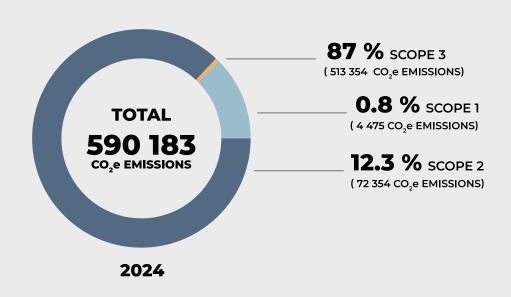


Scope 3 greenhouse gas emissions

Scope 3 greenhouse gas (GHG) emissions cover indirect emissions resulting from Logoplaste's value chain activities

Logoplaste's scope 3 emissions are greater than Logoplaste's operational GHG emissions.

Logoplaste's largest category of Scope 3 GHG emissions is category 1, purchased goods and services, more precisely the purchase of raw materials used to produce packaging.



Comparison of Scope 1 and 2 Emissions with Scope 3 Emissions

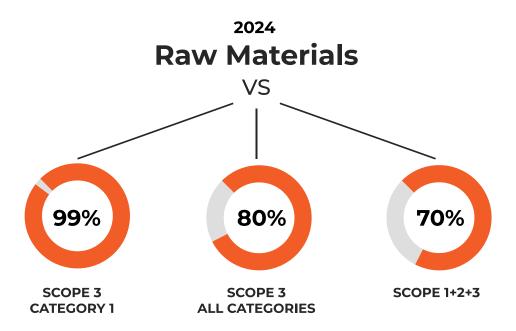
	2022		2023	2024			2024 vs 2022	2024 vs 2023
	Emissions (Tons CO ² e)	(%)	Emissions (Tons CO ² e)	(%)	Emissions (Tons CO ² e)	(%)	(%)	(%)
SCOPE 1	4 269	0.7%	4 282	0.7%	4 475	0.8%	4.8%	4.5%
SCOPE 2	89 444	14.4%	84 778	14.1%	72 354	12.3%	-19.1%	-14.7%
SCOPE 3	525 211	84.9%	512 921	85.2%	513 354	87.0%	2.3%	0.1%
TOTAL	618 924	100%	601 981	100%	590 183	100%	-4.6%	-2.0%

Detail of Logoplaste's Scope 3 GHG Emissions in 2022 and 2023

	2022		2023		2024	
Category:	Emissions (Tons CO ₂ e)	(%)	Emissions (Tons CO ₂ e)	(%)	Emissions (Tons CO ₂ e)	(%)
Category 1 - Purchased goods and services	429 013	81.7%	424 630	82.8%	417 988	81.4%
Category 2 - Capital goods	29 699	5.7%	21 778	4.2%	30 538	5.9%
Category 3 - Fuel- and energy-related activities	25 763	4.9%	24 994	4.9%	23 391	4.6%
Category 4 - Upstream transportation and distribution	27 687	5.3%	26 869	5.2%	31 277	6.1%
Category 5 - Waste generated in operations	152	0.0%	139	0.0%	74	0.01%
Category 6 - Business travel	1 611	0.3%	1 353	0.3%	948	0.2%
Category 7 - Employee commuting	3 831	0.7%	4 006	0.8%	3 946	0.8%
Category 8 - Upstream leased assets	0	0.0%	0	0.0%	0	0.0%
Category 9 - Downstream transportation and distribution	3 071	0.6%	4 238	0.8%	2 918	0.6%
Category 10 - Processing of sold products	0	0.0%	0	0.0%	0	0.0%
Category 11 - Use of sold products	0	0.0%	0	0.0%	0	0.0%
Category 12 - End-of-life treatment of sold products	4 385	0.8%	4 914	1.0%	2 274	0.4%
Category 13 - Downstream leased assets	0	0.0%	0	0.0%	0	0.0%
Category 14 - Franchises	0	0.0%	0	0.0%	0	0.0%
Category 15 - Investments	0	0.0%	0	0.0%	0	0.0%
TOTAL	525 211	100%	512 921	100%	513 354	100%

Logoplaste's largest category of Scope 3 GHG emissions is category 1, purchased goods and services, more precisely the purchase of raw materials used to produce packaging.

As the majority of our GHG emissions result from the purchase of raw materials, resin choice; increasing incorporation of recycled content; evaluation of alternative recycled resins and bioplastics; and product design and lightweight programs, all of these play a significant role in Logoplaste's strategy to reduce our corporate carbon footprint.



The methodological process and assumptions for GHG Emissions calculation can be consulted in Appendix 03.

MATERIALS & PRODUCT CHARACTERISTICS

As highlighted in our Scope 3 emissions data, selecting the right resins for packaging production and transitioning feedstocks away from fossil-based materials remain critical to reducing our corporate GHG emissions.

Logoplaste has been using recycled raw materials for over 10 years and in 2018 committed to further expand the incorporation of recycled content across product portfolio, by signing the "**The Global Commitment**", led by the Ellen MacArthur Foundation.

We have continued to make strong progress in increasing the use of recycled materials across our packaging solutions. As shown below, the percentage of post-consumer recycled content in our raw material consumption has grown consistently year over year, with a particularly notable increase in 2024:



Recycled Raw Materials Consumption

	% PCR	% PCR PET	% PCR HDPE
2019	6.9%	10.4%	1.1%
2020	9.6%	13.5%	3.1%
2021	14.0%	18.8%	6.2%
2022	18.8%	25.2%	8.6%
2023	21.5%	28.2%	10.6%
2024	24.8%	31.6%	14.0%
2024 vs 2023	15.1%	11.9%	32.5%

PCR - post-consumer recycled

% PCR - total PCR materials transformed by total materials transformed

% PCR PET - PCR PET transformed by the sum of PCR PET transformed and virgin PET transformed

% PCR HDPE - PCR HDPE transformed by the sum of PCR HDPE transformed and virgin HDPE transformed.

Linked with the increase of recycled content, from 2023 to 2024, we observed a **1.1%** drop in CO2e emissions resulting from our purchased raw materials, despite the slight **2%** increase in tonnage of processed raw materials.

This is related to the better eco-profile of recycled resins, compared to fossil-based resins.

MATERIALS & PRODUCT CHARACTERISTICS

ENERGY EFFICIENCY THROUGH COOLING SYSTEM UPGRADE

Pomezia achieved a significant milestone in sustainable packaging by producing the first Listerine® bottles using 100% post-consumer recycled (PCR) PET. This achievement reflects a broader commitment to reducing reliance on virgin plastics and supporting the circular economy.



Transition details:

- Previous composition: bottles were previously made with 50% PCR PET
- · New composition: upgraded to 100% PCR PET.
- Bottle sizes transitioned: initially implemented for 500 ml bottles, followed by 250 ml and 1000 ml formats. Remaining sizes are scheduled for transition in the coming weeks.

Technical and operational challenges:

- Material variability: the shift to a new resin supplier revealed batch-to-batch color variation, a common challenge with recycled materials
- Process impacts: this variability impacted blowing machine calibration, requiring frequent adjustments and longer stabilization times

Pomezia is finalizing the transition for all remaining bottle formats and is committed to expanding the use of PCR content across the supply chain, supporting Johnson & Johnson's broader sustainability goals.



CIRCULARITY

How plastic packaging is the perfect fit for the circular economy model



Consumers buy products



Consumers dispose of packaging in appropriate collection points



Waste collectors separate and send to recyclers



Recyclers deliver recycled resin



Logoplaste produces bottles with recycled material

27

Closing the loop: certifying plastic for a circular future

Logoplaste Innovation Lab has formed a strategic partnership with RecyClass, acting as an Authorized Certification Body for RecyClass Certifications.

Through this collaboration, we can assess Plastic Packaging Recyclability, as well as quantify Plastic Recycled Content for any product. This enables us to support our clients and business partners in enhancing the recyclability of their plastic packaging and accurately determining the percentage of recycled content, whether in a bottle, a chair, or other plastic items. These assessments allow for transparent, reliable, and verifiable sustainability claims.

Our product evaluations are aligned with the principles of a

circular economy for plastics, ensuring designs and materials contribute to resource efficiency and closed-loop systems.

RecyClass Certifications are recognized across Europe as trusted seals of approval for recycled plastic content and recyclability. These certifications verify that packaging and products meet stringent sustainability standards and targets.

Beyond certification, we also provide expert guidance on:

- · Plastic recycled content
- · Recyclability performance
- · EPR (Extended Producer Responsibility) fee modulation
- · Plastic tax implications

This comprehensive approach helps our partners navigate complex regulatory environments while advancing their sustainability goals.



ISCC Plus

If you want to go fast, go alone; if you want to go far, go together

This African proverb could not be truer when it comes to Circularity, as only by working together, following the same guidelines and integrating seamlessly with the other market players, can we all have a significant positive impact.

ISCC* PLUS is an international sustainability certification scheme applicable to bioeconomy and the circular economy for food, feed, chemicals, plastics, packaging, textiles, and renewable feedstock derived from a process using renewable energy sources. All kinds of biomass, waste and residues, non-biological renewables and recycled carbon-based materials can be certified under ISCC PLUS.

CIRCULARITY

ISCC Plus certification ensures that sustainable materials are traceable throughout international supply chains. Logoplaste, a pioneer in the usage of recycled content, has the following plants certified in ISCC Plus:

- · Logoplaste Estarreja, Portugal
- · Logoplaste Guadalajara, Spain
- · Logoplaste Leeds, UK
- · Logoplaste Dumfries, UK
- · Logoplaste Vienne, France



Every drop counts

In 2024 our total water withdrawal was 202 ML (megaliters), with 53% from the public supply network and 47% from groundwater.

In 2024, our water withdrawal decreased by 17% compared to 2023, representing a notable reduction in our overall water consumption. This improvement is attributed to a significant decrease in water consumption at our recycling plant, Ecoibéria, as recycling remains a water-intensive process.

In 2023, Ecoibéria accounted for 127 ML of our water withdrawal, representing 52% of the total consumption. In 2024, this figure dropped to 78 ML - a 38% reduction compared to the previous year - now representing 39% of our total water withdrawal.

We use Aqueduct's Global Water Risk Mapping tool from the World Resources Institute (WRI) to understand which plants operate in high water-stressed areas so we can implement tailored actions.

In 2024, Logoplaste withdrew 139 ML of water from areas classified as having high to extremely high-water stress, compared to just 56 ML in 2023. This sharp increase is primarily due to the reclassification of the Porto metropolitan area in Portugal—from medium-high to high water stress—where our recycling plants, Ecoibéria and WorldPET, are located. The combined water withdrawal from these facilities reached 96 ML.

Water withdrawal by source

	2023		2023	2023 vs 2024 (%)	
Water Withdrawal Source	Water Withdrawal (ML)	(%)	Water Withdrawal (ML)	(%)	
Third party water	136	56%	106	53%	-22%
Groundwater	108	44%	96	47%	-11%
Total	244	100%	202	100%	-17%

DRASTIC WATER CONSUMPTION REDUCTION



Marta Salgado highlights the progress WorldPET has made not only in production expertise but also in reducing water consumption. This achievement reflects a collective team effort, driven by shared goals and collaboration.

"When WorldPET began operations, our limited operational knowledge of the newly installed equipment led to frequent shutdowns and restarts. Each restart cycle required additional water to stabilize the machinery, resulting in high levels of consumption and operational inefficiencies.

In 2023, we prioritized the development of technical expertise and invested in training to strengthen operational control. This focus on capability building enabled us to optimize production processes and significantly reduce water usage. These improvements are clear evidence that continuous process enhancement and strict operational control can directly improve environmental performance.

This initiative reflects our broader commitment to reducing our environmental footprint and managing water resources responsibly. The results demonstrate that ongoing improvement—supported by employee development and disciplined processes—leads to measurable gains in sustainability.

Through these efforts, WorldPET reaffirms its dedication to efficient water use and the reduction of our environmental impacts."

Marta Salgado QEHS Manager WorldPET

WATER REDUCTION & INCREASED PRODUCTION OUTPUT



In 2024, Araras 1 achieved outstanding results in water efficiency, driven by targeted infrastructure upgrades. The investments paid out, as Silvio explains:

"We replaced two outdated chillers and one dry cooler, previously located inside the plant, with newer, more efficient equipment. The new units offer increased capacity while consuming significantly less water. To support this upgrade, a dedicated utilities area was constructed outside the production building to house the new systems.

As a result of this initiative, water consumption decreased from 4,071 m³ in 2023 to 2,844 m³ in 2024, representing a 30% reduction.

Important to note, this efficiency gain occurred despite increased production output. The volume of material processed rose from 3,404.68 tons in 2023 to 4,006.85 tons in 2024, an increase of 602.17 tons. This reinforces the effectiveness of the water-saving initiative, demonstrating that higher productivity can be achieved with reduced resource consumption."

Silvio Schwartz

Plant Manager Logoplaste Araras 1

WATER REDUCTION & INCREASED PRODUCTION OUTPUT



"At Logoplaste Pedras Salgadas, we faced a challenge with our existing evaporative cooling tower, which offered limited control over water temperature. This often led to condensation issues in the compressor and inefficiencies in the cooling system. Rather than replacing the tower with a more advanced version, we took a smarter, more sustainable route: we installed a heat exchanger. This solution delivered multiple benefits:

- · Precise control over cooling water temperature
- · Zero water loss from evaporation
- · Elimination of Legionella risk
- Lower water treatment costs
- · Prevention of condensation-related mechanical issues

Even when the main goal of a project isn't directly linked to sustainability or water management, there's always room to choose a solution that makes a positive impact."

Diana Mimoso

Project Engineer Logoplaste Portugal

WASTE

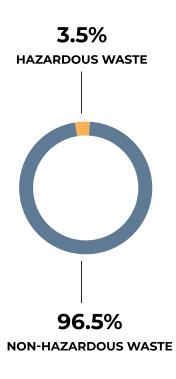
From scrap to value, a useful resource

In 2024, Logoplaste generated 6 274 tons of operational waste, and 97% was recycled or reused.

Only 3.5% was hazardous, mainly from used oils, lubricants & absorbents. Every step counts toward a cleaner future.

Breakdown of type of waste by disposal method

TREATMENT / DISPOSAL METHOD	HAZARDOUS WASTE		NON-HAZARDOUS WASTE		TOTAL	
Quantity (Tons)	Quantity (Tons)	(%)	Quantity (Tons)	(%)	Quantity (Tons)	(%)
Recovery - Preparation for Reuse	45.1	20.4%	707.2	11.7%	752.3	12%
Recovery - Recycling	145.8	65.9%	5 200.5	85.9%	5 346.3	85.2%
Recovery - Composting	0.0	0.0%	1.3	0.0%	1.4	0.02%
Disposal - Incineration with Energy Recovery	3.3	1.5%	2.4	0.0%	5.7	0.1%
Disposal - Incineration without Energy Recovery	25.2	11.4%	105.6	1.7%	130.7	2.1%
Disposal - Landfill	1.8	0.8%	35.7	0.6%	37.5	0.6%
ALL METHODS	221.2	100%	6 053	100%	6 274	100%



^{*}waste stored on site

WASTE

CARDBOARD RECYCLING INITIATIVE

Logoplaste Pittston, USA



n alignment with our company's sustainability goals and purpose-driven operations, Pittston launched a dedicated cardboard recycling program.

Actions taken:

- Introduced a dedicated dumpster for cardboard collection
- Partnered with a local waste management company to ensure proper handling and recycling of cardboard material

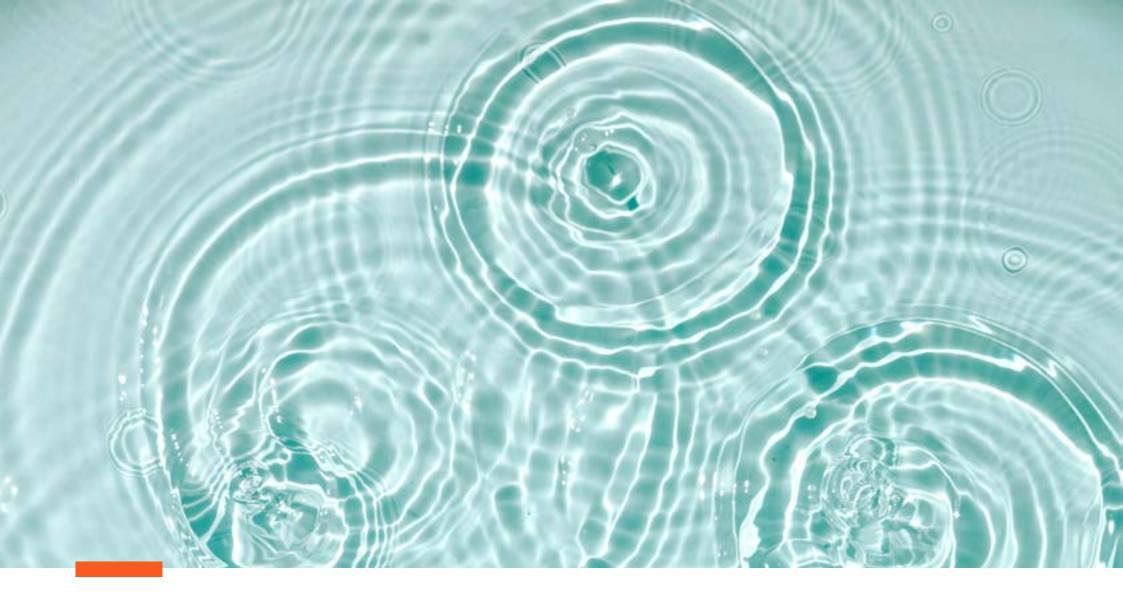
Educated staff and engaged the plant in adopting the new process

Initial impact:

- In just one week, a 30-yard dumpster was filled with recyclable cardboard, highlighting the substantial volume of recoverable material
- This initiative sets a precedent for diversion of nonhazardous industrial waste and demonstrates actionable steps toward more sustainable waste management

Paula Alexandra, Production Manager from Logoplaste Pittston, shared:

"Until now we were putting all our cardboard in a dumpster to be sent to landfill. Pittston has a large amount of cardboard that can be recycled and in one week we were able to collect a 30-yard dumpster. We are very pleased to contribute to a more sustainable environment."



SAFETY

NO SHORTCUTS, NO EXCUSES

At Logoplaste safety isn't a choice, it's a mindset.

At Logoplaste, safety isn't just a priority, it's a core value, a commitment the company has with every single employee.

Every person deserves to finish their shift just as they started: safe, healthy, and strong, both physically and mentally.

Our mission extends beyond our teams to contractors, customers, and visitors, ensuring an environment where physical as well as personal integrity always comes first.

KEVIN MORGAN, LOGOPLASTE'S GLOBAL DIRECTOR FOR EHS, SHARES HIS VIEW ON KEEPING EVERYONE SAFE AT LOGOPLASTE:



"Safety is more than a set of rules, it's a mindset, a responsibility, and a commitment we all share. At Logoplaste, we believe that every employee, contractor, and partner deserves to work in an environment where their well-being comes first.

Building a strong safety culture means fostering awareness, empowering teams, and ensuring that risk prevention becomes second nature. From global policies to hands-on

NO SHORTCUTS, NO EXCUSES

training, our goal is simple: everyone must know exactly what they are doing, how to do it, and how to do it safely.

The key to continuous improvement and engagement lies in meticulous tracking of KPIs and reports. We analyze incident reports and near misses, identify root causes, and implement corrective measures. By sharing insights globally, listening to ideas and suggestions, and discussing best practices, we strengthen our approach to safety.

This is how we work together towards zero accidents and incidents.

Kevin Morgan

Global EHS Director

WE DRIVE CONTINUOUS OHS IMPROVEMENT ACROSS SIX AREAS:

1. QEHS POLICY

The QEHS policy describes our vision and provides a framework for developing our management systems. The policy is reviewed annually and approved by our CEO. All sites communicate this policy with their teams and develop suitable action plans.

2. OHS MANAGEMENT SYSTEMS & CERTIFICATIONS

All our plants comply with OHS management systems' legal requirements for full-time, temporary and agency employees. To further continue our safety standardization, we have been gradually certifying sites according to ISO 45001 international standard, starting with those that have the highest number of employees. In 2022 as part of our Digital Operation strategy, we developed a standardized internal audit and inspection module. This creates standard audit and inspections across all plants and enable these processes to be digitalized (no manual records).

3. LOCAL & GLOBAL HEALTH AND SAFETY PERFORMANCE

We use a risk assessment process that identifies hazards in the workplace which are then analyzed by the plant managers and their teams. Together, they develop and implement immediate safety systems and action plans.

NON-NEGOTIABLE

4. ENGAGEMENT WITH TEAMS

Each site holds regular meetings with all team members. The sessions address local performance, improvement plans, accidents, and potential changes in the workplace. Meeting minutes and action plans are posted.

The use of safety hazard (unsafe conditions*) reporting is key in employee engagement, enabling teams to identify hazards, making the workplace safer. Since 2022 we use a standardized reporting system to record safety hazards via our EHS intranet page.

*An unsafe condition is anything with the potential to cause harm, injury and/or damage.

5. TRAINING

Training needs are clearly identified in the Global Training Matrix and all Logoplaste employees receive regular training suited to their role.

Training is delivered in the workplace during working hours whenever possible. Training effectiveness is measured through on-the-job tasks and simulations.

6. EXECUTIVE SAFETY COUNCIL

Logoplaste's Executive Safety Council's goal is to reduce incidents, injuries, illnesses, and ensure that all facilities have the safest and healthiest environment possible for its employees.

With representatives from various areas, the ESC meets once a month and ensures decisions are implemented and followed through.

OHS KPIs

Prioritizing safety



2 643

SAFETY **HAZARDS** CLOSED



239

SAFETY HAZARDS STILL OPEN



5 102

SAFETY TALKS



2 027

SAFETY **TEAM MEETINGS**



5 035

SAFETY INSPECTIONS

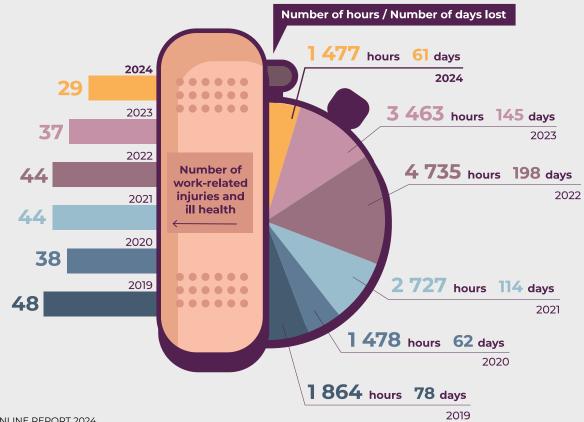
Report a Hazard Before you have to report an injury

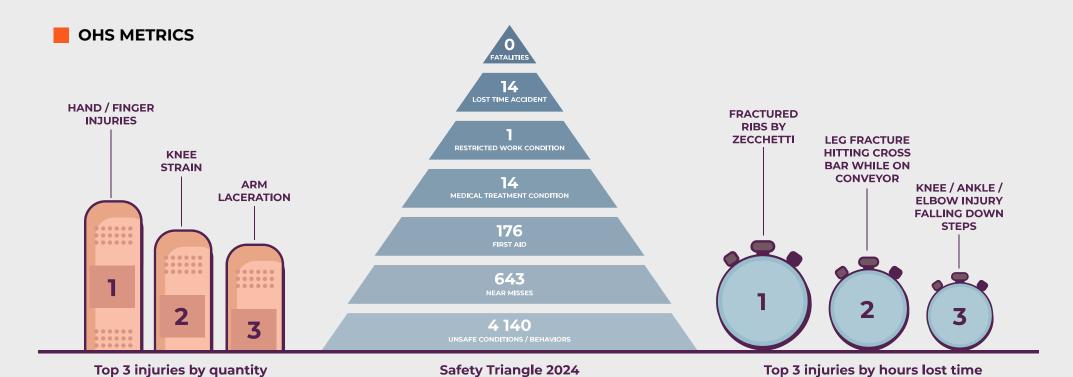


OHS METRICS

Health & safety tools - coverage

	Coverage 2021 (%)	Coverage 2022 (%)	Coverage 2023 (%)	Coverage 2024 (%)
Plants using risk assessments	76%	95%	96%	89%
Plants recording safety hazards	93%	96%	82%	93%
Plants performing safety talks	81%	97%	99%	97%
Plants completing safety team meetings	81%	100%	99%	94%
Plants performing safety inspections	82%	100%	99%	99%



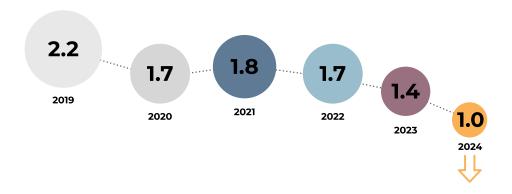


Safety criteria measurement and monitoring

/ 200 200 1	Rate							
(per 200 000 h)	2019	2020	2021	2022	2023	2024	2024 vs 2023	
TRIR - Total Recordable Incident Rate	2.2	1.7	1.8	1.7	1.4	1.0	O	
FR - Fatality Rate	0	0.0	0.0	0.0	0.0	0.0		
ODR - Occupational Disease Rate	0	0.0	0.0	0.0	0.0	0.0	0	
Lost Time IR	NR*	1.0	1.1	1.2	0.9	0.5	igoremsize	
LWR - Lost Workday Rate	3.5	2.7	5.1	7.7	5.5	2.3	\bigcirc	

OHS METRICS

TRIR* Evolution



* calculated based on 200 000 hours worked

Note: All numbers reported above include employees, temporary and agency workers

2024 Summary

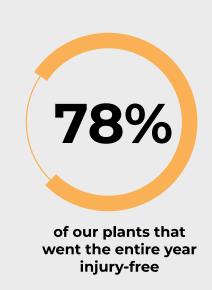
Safety First: A year of improvement and positive growth

As we review 2024, we celebrate a year of remarkable safety achievements. Across our operations, a collective commitment to workplace safety has led to a 14% improvement in our Total Recordable Incident Rate (TRIR), a testament to the dedication of every team member. With a drop from 1.4 to 1.03, we are moving in the right direction.

Even more impressive is the 57% reduction in lost time hours, from 3,463 to just 1,477. Fewer injuries mean more people returning home safely each day.

However, our journey is not over. Cuts remain the #1 injury type, with hands being the most injured body part. The solution is simple: wearing the required PPE is critical. Simple actions, like ensuring gloves are worn properly, can mean the difference between a productive day and an avoidable injury.

A special congratulations to the 78% of our plants that went the entire year injury-free! This milestone proves that a culture of safety is not only possible but is thriving across our facilities.



Keeping teams aware keeps them focused

Every year, we introduce various activities, campaigns, posters, workshops, and training sessions to reinforce the importance of safety: in behavior, mentality, attitude, and action. Our goal is to ensure that everyone leaves work in the same condition as when they arrived.

Health and safety culture founded on authenticity, accountability, and continuous improvement throughout all operations.

Health and safety as a core VALUE, not just a priority. We are committed to preventing injury and ill-health. We believe that working safely is non-negotiable, and no task is so important that it cannot be done safely.

Everyone at Logoplaste has a duty of care towards themselves and their colleagues, and are therefore empowered to stop any practice where they think safety is at imminent risk.

Cardinal Rules

Keeping you safe is our #1 priority

The Cardinal Rules are implemented worldwide, this means that every plant at Logoplaste, no matter where you are in the world, follows them.

As an industrial company, working with machinery, we need to be extra careful.

Cardinal Rules are deployed in different formats be it a banner, rollup, poster, or a program running in our closed loop corporate television system.



Cardinal Rules

Keeping you safe is our #1 priority

The Cardinal Rules are implemented worldwide, this means that every plant at Logoplaste, no matter where you are in the world, follows them.

As an industrial company, working with machinery, we need to be extra careful.

Cardinal Rules are deployed in different formats be it a banner, rollup, poster, or a program running in our closed loop corporate television system.

CARDINAL RULES What NOT to do Conduct tasks without the required PPE

Quick Risk Assessment

A Hazard is something that has the potential to harm you. Risk is the likelihood of a hazard causing harm. Non-routine tasks, or even routine tasks if conditions have changed are subject to a Quick Risk Assessment.

The key benefits of conducting a QRA is:

- · Greater hazard awareness
- · Identify actions necessary to reduce risk
- Address potential safety concerns

A QRA does not replace the need to have risk assessments on routine tasks, they are an added-value tool for non-routine tasks.



Pink Elephant Campaing

Pink elephant awareness campaign. Testing proactivity and perception.

Create awareness on the importance of being a proactive member by introducing the unexpected into the workplace. **Behavioral change**: conscious seeing of surroundings, asking questions, raising issues, challenging the status quo by promoting interaction within each work environment.

Promote "**team care**", where I look out you, and you look out for me. Promote engagement with reporting managers.

Safety first in everyone's mind, in an unexpected way. Drive EHS Best Practices with an amusing activity. Measure peoples' curiosity.

Record, report & share.



Meet & Greet

The Sign In App is a powerful communication tool. It is also the first thing a visitor, contractor, client, supplier, business partner and the team, see when they walk into a plant.

We have 2 useful contents you can install in your device:

- Welcome page
- Safety video that all external parties need to watch before entering the plant



Global Safety Accomplishments

A safety culture starts at the top. A safety mindset is shaped by leaders. A safety habit is practiced every single day.



HITTING THE MARK

Our Czech Republic plants, Olomouc and Zábřeh, have an impressive track record when it comes to workplace safety. Both sites closed out 2024 with an outstanding 7 765 accident-free days.

Mirek Skala, Plant Manager for both locations, is proud of the achievement: "Safety is an investment, not an expense. For our team, prevention is always better than treatment. Think safety!"



FINDING THE PINK ELEPHANT

iLAB's team had a fantastic time with the Pink Elephant Campaign. Teams actively participated by spotting and reporting hidden elephants while also contributing valuable insights to the discussions inspired by the initiative.



CREATING A HABIT FOR THE 10 CARDINAL RULES

Building a habit takes time and consistent. To keep safety top of mind, the Brazil Safety Team printed the 10 Cardinal Rules on the back of safety cards, ensuring they are always visible and reinforced in daily operations.



IOSH AT COLEFORD

Three Assistant Team Leads and Coleford's Quality Tech successfully completed their IOSH Managing Safely qualification.

You know how we feel about Health & Safety.... always come FIRST

From left to right: Daniel Mancey, Kirstie Townsend, Christopher Ruck, and Matthew Philip Tomlins.



"BETTER TRAINED, THAN SORRY"

Paula Alexandra organized Fire Drill training for her team at Pittston. It's important to practice and to react without hesitation, should there be a need.



ERGONOMICS TRAINING AT HEADQUARTERS

Safety Team led a series of workshops for the Cascais team, focusing on good posture and workplace exercises to enhance well-being.

Following the training, the trainers visited each participant's desk to ensure the new practices were being applied correctly, reinforcing the importance of ergonomics in daily work.



THE ULTIMATE FIRST AID DRILL AT POC

Kenneth Gallant turned up at the plant and said he was not feeling well.

He discreetly handed a piece of paper to Brandon Trombley saying this was a drill, that he was having a fake heart attack, and to follow all procedures required as if it were a real incident.

The drill was conducted successfully. This is a great way to find out how the team reacts, preparing them if a real incident was to happen. It's hard to imagine what the team felt as Ken faked his heart attack...



SAFETY DAY & CARDINAL RULES RECAP AT RACIBÓRZ

Piotr Hajduk organized a successful Safety Day event in Racibórz.

The program began with an engaging session in the conference room, followed by a collaborative safety walk throughout the plant.

"Using our corporate tools, the team identified potential health and safety hazards, reinforcing the importance of proactive measures in maintaining a safe work environment. Racibórz's commitment to safety is embedded in everything we do."



SAFETY TRAINING IN TOLUCA

The Toluca team organized a comprehensive safety training covering three areas:

- · Search & Rescue
- First Aid
- Fire Prevention & Fighting

Each brigade participated in handson exercises, ensuring they are fully prepared to respond effectively in an emergency.

At Logoplaste, safety is nonnegotiable.



PEOPLE

It is up to us to provide a positive experience for our teams

From the very first interaction, Logoplaste has a clear plan for each employee, ensuring a smooth and fulfilling journey within the company.



THE RIGHT FIT

We scout for talent and hire on attitude.

- Discovering and attracting top talent
- Matchmaking hiring based on skills, attitude, and cultural alignment
- Empowered Hiring Managers trained to identify the perfect fit
- Equal opportunities ensuring fairness in internal and external hiring



INDUCTION, ORIENTATION & ONBOARDING

Our mission is to turn new hires into confident, engaged, and proactive team members who thrive from day one.

- The WOW factor continuously enhancing the new hire journey for a memorable experience
- Seamless integration supporting new employees from day one until they feel fully settled
- Culture imprint embedding corporate values, company purpose, knowledge sharing, networking, process compliance, and a touch of fun



PERFORMANCE MANAGEMENT

Leveling up success

At Logoplaste, performance management isn't just a process, it's a game plan for growth. Our system ensures that objectives are set with clear, agreed-upon goals, keeping everyone on track. ACHIEVE is more than just a name. It is a continuous cycle of check-ins, conversations, and clarity to align expectations and drive success.

When personal growth meets company goals, everyone wins.



PAY & BENEFITS

Fair, competitive, and compliant

At Logoplaste, we ensure compensation and benefits comply with local regulations while staying true to our policies and compensation culture.

- Annual compensation reviews conducted by an external entity for accuracy and equity
- Benchmarking ensuring internal fairness and external competitiveness
- Global guidelines & policies guaranteeing compliance with labor and wage regulations without compromising fair treatment

Compensation plays a key role in employee engagement, and at Logoplaste, we prioritize a pay-formerit approach driven by external benchmarks and performance management.



ENGAGEMENT SURVEY

At Logoplaste, we believe a positive employee experience is key to fostering engagement.

Our Employee Engagement Survey, aka ENGAGE, provides a platform for employees to share unfiltered, anonymous feedback. This allows us to truly listen and understand their experience within the company Feedback from our teams is essential for continuous improvement and lasting engagement.

Involvement & participation

It's all about being present and connecting with those around us, whether within Logoplaste or with our local communities.



SHAPING YOUNG TALENT TODAY...

...so it becomes great talent tomorrow

The Tabler Station team dedicated time to sharing valuable insights with students, helping them understand our work and the positive impact our business model has on reducing CO₂ emissions.

Martinsburg South Middle School earned 1st place in the Eastern Region Best Manufacturing Message Award for their video about Logoplaste.



MENTAL HEALTH & WELLBEING WORKSHOP

The Mental Health & Wellbeing workshop at Thurrock was led by experienced Mental Health First Aiders. The session saw strong participation, with attendees walking away with tools they can apply to their daily lives.

When we discuss taking care of our teams, it extends beyond physical safety to include mental well-being as well.



TEAMBUILDING THROUGH COMPETITION

Fabrice Kalitka, coach of the Logoplaste Cambrai handball team, has led them to the top division.

Through exercise, team unity, and the challenge of "game stress," he fosters a strong, cohesive team.



COMMUNITY SERVICE PING-PONG

Mickael Provost, an avid table tennis player, also serves as a coach and Board Member at a local club with 70 active members.

At Logoplaste, we're proud to support local community initiatives and promote a healthy work-life balance, recognizing the benefits of exercise for both the mind and body.



INJECTION WORKSHOP AT ELST

The Injection Workshop brought together participants from Elst, Mealhada, Coleford, and Dumfries to enhance technical skills and share best practices. LogoAcademy leads the training, focusing on technical development.

These workshops also serve as great team-building opportunities and promote networking.



CHINESE NEW YEAR AT LOGOPLASTE VIETNAM

A very auspicious 2024, the Year of the Dragon. Bui Thanh Binh and his team celebrated with a fantastic meal, a karaoke contest, and team recognition.

As a multinational company with diverse traditions, it's this kaleidoscope of cultural rituals that makes us unique.



WORK-LIFE BALANCE AT POMEZIA

Giovanni Della Greca and his team enjoyed an afternoon of soccer, recognizing the many benefits of physical exercise: cardiovascular workout, team bonding, strengthening personal and professional relationships... and... being exhausted by the end of the game due to lack of training!

Fun and games are an important part of the job.



DOING GOOD DEEDS

As the temperature drops, Carambei collected over 700 pieces of clothing for the homeless.

The donations will be distributed to local institutions and charities, ensuring they reach those in need.



RECRUITMENT EVENTS ARE ESSENTIAL

Arielle Rivard conducted interviews with potential new hires, highlighting the advantages of working with Logoplaste.

In a highly competitive market, effectively communicating our message to candidates is key to successful hiring.



LOGOPLASTE KANSAS CITY & THANKSGIVING

The team organized a food drive, which plays a crucial role in supporting those in need while fostering a sense of community.

Kansas City has a strong tradition of giving back during the holidays.



JESSICA EARNS HER DIPLOMA FOR INDUSTRIAL MECHANICAL ASSISTANT

Jessica Mello recently completed a 160-hour course, sponsored by Logoplaste, to earn her diploma as an Industrial Mechanical Assistant. This course is the first step on her path to obtaining a Technical Mechanical Certification.

At Logoplaste, we support talent and encourage the pursuit of dreams.



HAZLETON TRAINING FOR HIGH-PERFORMANCE TEAMS

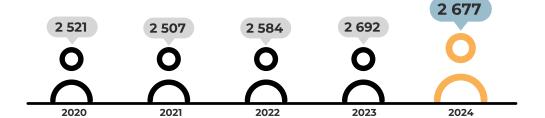
The "Marshmallow Challenge" brought teams together to build the tallest free-standing structure using only spaghetti sticks, tape, string, and a marshmallow on top.

Sounds simple, but the real challenge was ensuring the structure remained standing the longest, putting teamwork, strategy, and problem-solving to the test!

Looking at our HR KPIs gives us a clear picture of where we stand

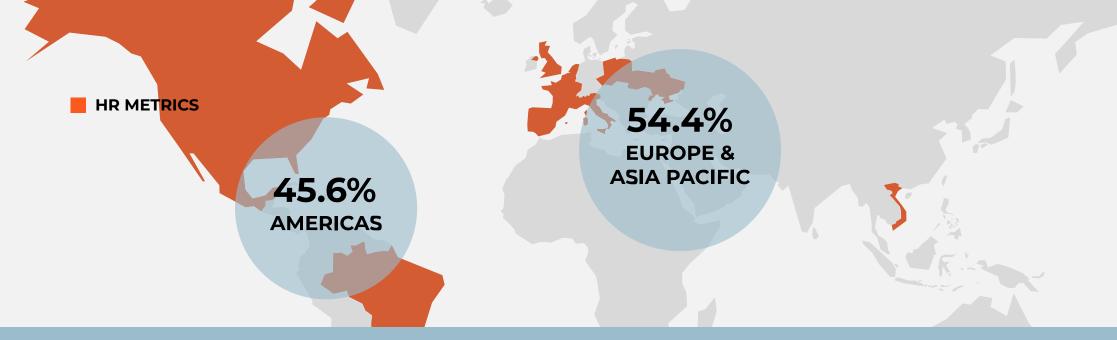
In 2024, our headcount remained fairly stable compared to 2023, with a minimal decrease of 15 employees.

This reflects the current stability at Logoplaste. However, we anticipate headcount growth in 2025, driven by the launch of several new plants.



Total number of employees by region and gender

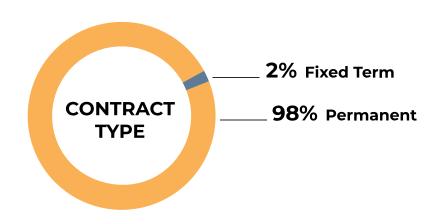
Region	Female	Male	Total	%
Americas	301	919	1 220	46%
Europe & AP	353	1104	1 457	54%
Total	654	2023	2 677	100.0%



Logoplaste's workforce remains evenly distributed, with 45.6% in the Americas and 54.4% in Europe & Asia Pacific.

Total number of employees by region and contract type

Contract type						
Region	Fixed Term	Permanent	Total			
Americas	0	1 220	1 220			
Europe & AP	51	1 406	1 457			
Total	51	2 626	2 677			



Details by country can be consulted in Appendix 04.

Total number of employees by contract type and gender

Contract Type	Female	Male	Total	%
Fixed Term	10	41	51	2%
Permanent	644	1982	2 626	98%
Agency Staff			262	
Total	645	2 023	2 677	100%

Total number of employees by employment type and gender

Employment Type	Female	Male	Total	%
Full-Time	643	2 003	2 646	99%
Part-Time	11	20	31	1%
Total	654	2 023	2 677	100%

There have been no significant changes in gender ratio or employment contract types compared to previous years.

Currently, 98% of our workforce holds a permanent contract, and full-time employees continue to represent 99% of our workforce.

These figures highlight Logoplaste's commitment to stability and long-term employment relationships. Our success is built on trust, and the duration of employment and signed contracts reflect mutual dedication between our employees and the company.

Number and percentage of employees by gender, per employee category

Employee Category	Female	Male	Total	%
Operational & Technical	389	1 267	1 656	61.9%
Clerical & Office	57	19	76	2.8%
Professional	135	294	429	16.0%
Supervisory & Managerial	61	388	449	16.8%
Senior Management	9	44	53	2.0%
Executive	3	11	14	0.5%
Total Employees	654	2 023	2 677	100%

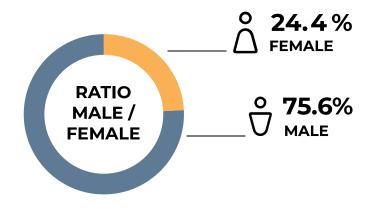
There have been no significant changes across all job categories when comparing 2024 to 2023.

There are no significant changes in these categories. The ratio of women slightly increased, representing 24.4% of the total workforce in 2024 vs 24.1% in 2023. We can see a slight increase in ratio male/female in Executive & Senior Management from 17.7% in 2023 to 17.9% in 2024.

The majority of our employees (61.9%) are in operational and technical roles.

A smaller portion of the workforce (2.8%) is in clerical and office roles, which also has a higher female representation: 57 females (75%) and 19 males (25%).

We remain committed to fostering a more balanced and gender-diverse workforce.



	Female	Male
Ratio in Executive & Senior Management positions*	0.4%	2.1%
Ratio in Executive & Senior Management positions**	17.9%	82%

^{*}of Total headcount

^{**}of Total Senior Management & Executive Positions

Number of employees by age category, gender, per employee category

	Between	18 & 30 y	Between	31 & 40 y	Between	41 & 50 y	Between	51 & 60 y	More th	an 61 y	
Employee Category	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Operational & Technical	86	298	109	372	128	322	56	215	10	60	1 656
Clerical & Office	12	5	13	7	21	3	10	2	1	2	76
Professional	24	46	53	102	32	85	25	47	1	14	429
Supervisory & Managerial	4	20	24	97	23	144	8	96	2	31	449
Senior Management			2	5	3	16	2	21	2	2	53
Executive			1		1	6	1	4		1	14
Total	126	369	202	583	208	576	102	385	16	110	2 677
%	4.7%	13.8%	7.5%	21.8%	7.8%	21.5%	3.8%	14.4%	0.6%	4.1%	100.0%

THE DISTRIBUTION OF EMPLOYEES BY AGE CATEGORY AND GENDER REMAINS CONSISTENT WITH PREVIOUS YEARS.

This reflects a skilled and experienced workforce, contributing to training programs, knowledge sharing, and skills transfer within Logoplaste Operations.



42AVERAGE AGE
Years old



7AVERAGE TENURE

Years of service

As stated in our **CODE OF CONDUCT**, Logoplaste respects the freedom of association, recognizes the right to collective bargaining, providing parallel resources for free and independent association and ensures that union members and representatives of workers are not subject to discrimination, and that such representatives have reasonable access to their members in the workplace.

Collective agreements by country and number of employees covered

Country	Number of Employees	Collective Agreement Detail
Belgium	17	Commission Paritaire De L'Industrie Chimique (116) & Commission paritaire pour employés de l'industrie chimique (207)
Brazil	383	Convenção Coletiva dos Trabalhadores das Indústrias Químicas e Farmacêuticas
France	63	Convention Collective Nationale de la Plasturgie
Italy	33	Contratto Collettivo Nazionale Di Lavoro Industria Chimica
Portugal	427	Contrato Coletivo de Trabalho (CCT) do Setor Químico
Spain	80	Convenio Colectivo General De La Industria Química
Total	1 003	37.5%
Total Employees	2 677	

MAINTAINING TEAM MOTIVATION IN A HIGHLY COMPETITIVE MARKET

Turnover by region

Region	Number of Leavers	Average EE's	Turnover %
Americas	380	1 241	30.6%
Europe & AP	234	1 426	16.4%
Total	614	2 667	23.0%

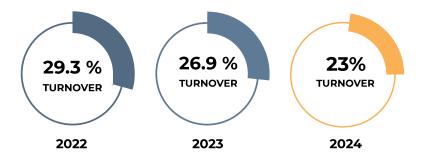


Turnover % is calculated by dividing the number of employees who left during the year by the average headcount during the same period.

The figures are based on the average number of employees (average EE's) during the year, segmented by geographical area, gender, and age group.

Comparing the turnover rate of 23% in 2024 to 26.9% in 2023, we've seen a significant reduction. This marks a positive outcome of our ongoing efforts to boost employee engagement and enhance retention.

While turnover has decreased, the industry, as a whole, still





Details by country can be consulted in Appendix 04.

faces high attrition rates. Factors such as the nature of shift work, the global skills shortage, and intense competition for talent continue to play a significant role.

We are fully committed to addressing these challenges with

targeted strategies, such as improving employee engagement, offering comprehensive training programs, and providing competitive compensation packages to strengthen retention and maintain a stable, motivated workforce.

Turnover by gender

Gender	Number of Leavers	Average EE's	Turnover %
Female	135	634	21.3%
Male	479	2 033	23.6%
Total	614	2 667	23%

The highest turnover rate is observed in the 18-30 years age group at 36%.

Turnover rates gradually decrease with age, reaching their lowest in the 41-50 and 51-60 years age groups, both at 16.4%.

Employees over 61 years old experience a turnover rate of 39%, primarily due to retirement. This trend is particularly evident in Portugal, where employees tend to have long tenures with the company.

Interestingly, the age group with the highest turnover also represents the highest hiring rate (46.8% of total hires), especially within Operations.

Turnover by age group and gender

Age group	Female	Male	Total Leavers	Average EE's	Turnover %
Between 18 & 30 yrs	37	137	174	482.8	36%
Between 31 & 40 yrs	48	134	182	793.9	22.9%
Between 41 & 50 yrs	25	104	129	784.9	16.4%
Between 51 & 60 yrs	14	64	78	474.9	16.4%
More than 61 yrs	11	40	51	130.9	39%
Total	135	479	614	2 667	23%



Details by country can be consulted in Appendix 04.

NEW HIRES METRICS

*New Hires % is the calculation of number of starters during the year, divided by the average headcount during the same period.

Figures have been calculated based on the average number of Employees (average EE's) during the year, in relation to each geographical area, gender and age group.

New hires by region

Region	Number of New Hires	Average EE's	Ration New Hires %
Americas	316	1 241	25.5%
Europe & AP	290	1 426	20.3%
Total	606	2 667	22.7%



New hires by gender

Gender	Number of New Hires	Average EE's	Ration New Hires %
Female	135	634	21.3%
Male	468	2 032	23%
Total	603	2 667	22.6%

New hires by age group and gender

Age group	Female	Male	Total New Hires	Average EE's	New Hires %
Between 18 & 30 yrs	56	170	226	482.8	46.8%
Between 31 & 40 yrs	46	135	181	793.9	22.8%
Between 41 & 50 yrs	24	100	124	784.9	15.8%
Between 51 & 60 yrs	7	53	60	474.9	12.6%
More than 61 yrs	2	10	12	130.9	9.2%
Total	135	468	603	2 667	22.6%

A CULTURE OF CONTINUOUS GROWTH

At Logoplaste, everyone is both a student and a teacher, this mindset is embedded in our culture. The fast pace of innovation in our industry means there's always something new to learn. As employees develop professionally, we're committed to supporting them with training, coaching, and development opportunities designed to help them thrive.

Each year, we invest in Training & Development to ensure our workforce stays aligned with both business priorities and growth objectives. Our approach combines external training with on-the-job learning, knowledge sharing, coaching, and mentoring—offering a comprehensive range of resources to help employees expand their skills.

In 2024, our teams collectively completed 55 499.30 hours of training, averaging 20.8 hours per employee.

Our Performance Management System not only sets clear annual objectives but also identifies key learning and development activities, helping employees grow in their current roles while preparing them for future challenges. We believe that continuous learning is essential for both personal and professional growth, ensuring a motivated, skilled workforce ready to meet the demands of tomorrow.



Details by country can be consulted in Appendix 04.

Internal and external training hours, by region

Region	Internal (h)	External (h) Total (h)		% Total
Americas	32 754.9	7 110.8	39 865.7	71.8%
Europe & AP	6 660.9	8 9722.8	15 633.6	28.2%
Grand Total	39 415.7	16 083.6	55 499.3	100.0%



BUILDING CAREERS, BUILDING FUTURES

32 Internal transfers



INSIDE COUNTRY



5
BETWEEN
COUNTRIES

Note: *Internal Transfer is considered a change in position, with a change in location - either inside the same country or global mobility

TRACKING PROGRESS, DRIVING SUCCESS

Achieve, our Performance Management System, is a cornerstone process at Logoplaste, playing a vital role in the growth and development of our employees.

Key ongoing processes within Achieve include checkin conversations, where responsibilities, priorities, and performance expectations are communicated and clarified, ensuring a mutual understanding between managers and employees.

Achieve has 4 main stages







2 - MID YEAR REVIEW



3 - EMPLOYEE SELF ASSESSMENT



4 - YEAR END EVALUATION

Completion of Achieve by region

Region	Total (%)
Americas	79.6%
Europe & AP	63.8%
Total	92.9%

The overall percentage of employees with performance evaluations across all countries stands at 92.9%.

This represents a significant improvement and is a major accomplishment compared to previous years.

EVERY VOICE COUNTS. EVERY CONCERN IS HEARD.

The Logoplaste SpeakUp Channel is a vital resource for our teams to raise concerns that may not be easily addressed through other means or in face-to-face conversations.

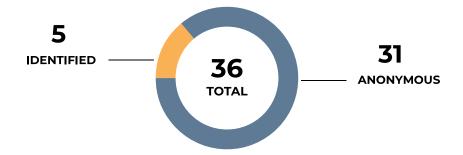
We actively promote this whistleblowing platform through our internal channels, emphasizing its role in supporting the well-being of our teams. The platform is accessible to everyone, in all countries and languages, through various communication methods (phone, email, website). All information shared is confidential, and the option to remain anonymous ensures that privacy is upheld.

The types of concerns reported range across various issues, including Discrimination, Employee Relations, Conflict of

Interest, Workplace Violence/Threats, Policy Issues, and Substance Abuse.

This diversity underscores the importance of having a whistleblowing hotline to address different types of misconduct and to maintain a safe, ethical work environment.

In 2024, a total of 12 cases were reported across different categories. Although this represents a small fraction of our workforce (2,692 employees), each case was thoroughly investigated and resolved where applicable. We take whistleblower reports seriously and ensure that all concerns are addressed.



Incidents reported through SpeakUp Channel

	Number of Cases	Cases reviewed by Logoplaste	Cases Still Open end of the year	Cases Closed
Accounting/Audit Irregularities				
Conflicts of Interest	3	3		3
Customer Relations				
Discrimination	4	4		4
Employee Relations	14	14		14
Falsification of Company Records				
Fraud	1	1		1
Harassment	1	1		1
Human Rights				
Policy Issues	3	3		3
Product Quality Concern				
Release of Proprietary information				
Retaliation of Whistleblowers	1	1		1
Safety Issues and Sanitation	5	5		5
Sexual Harassment				
Substance Abuse				
Theft	1	1		1
Wage/Hour Issues	2	2		2
Workplace Violence/Threats	1	1		1
Total	36	36	0	36
		100%	0%	100%

ETHICS & INTEGRITY

Ethics & Integrity are mirrored in all that we do

Ethics & Integrity is a material topic, resulting from our last Materiality Survey. This does not come as a surprise as these two characteristics are the cornerstones of Logoplaste's Values, Purpose, and Conduct.

The way we lead our business, be it in team motivation, negotiations, interactions with our business partners, liaising with our clients, dealing with suppliers, or reporting to our Board, Logoplaste has only one face, one side, one course of action, and it is anchored in transparency, respect, justice, and fairness.

ETHICS & INTEGRITY

Purpose

Logoplaste's purpose guides our daily efforts. It is rooted in our past while, at the same time, it clarifies our priorities. It is timeless and unselfish, serving those around us, be it our team, clients, communities, business partners. It shows how we create meticulously planned and executed packaging, delivered in a way that reduces CO₂ emissions and is a clear fit for circular economy.

CORPORATE VALUES

Our Corporate Values shape our actions, attitudes, behaviors, and our decisions.

PARTNERSHIP

As a Wall to Wall manufacturer, we work within our customers' physical plants, supply chains, and cultures. We're more than partners. We're part of them.

QUALITY

We strive to be the best in class and are committed to delivering the absolute best product possible.

INNOVATION

Every Logoplaste employee is encouraged to innovate, solve problems, and create value, whether they work on a production line or in our Innovation Lab.

TEAMWORK

We work and grow as a team, in a truly collaborative environment that includes our customers and everyone at Logoplaste.

SAFETY

Safety comes first, always, no exceptions. We are constantly looking out for each other to create safe working environments—from our plants to our headquarters.

INTEGRITY

We work in an open, honest environment that helps us to do the right thing. We treat our customers, partners, and colleagues with care, respect, and truthfulness.

ETHICS & INTEGRITY

CODE OF CONDUCT

Guide to what is expected from employees and from the company.

POLICIES

- Anti-money laundering
- Anti-bribery & Anticorruption

Training on these 2 policies is given on an annual basis to ensure there is a clear understanding of how we operate.

Logoplaste is fully committed to conducting its business with complete transparency.

EMPLOYEE'S VOICE

- Employee Grievance Policies Policy
- · Speak Up channel
- Ask the CEO

SAFETY CULTURE

People always come first.

This is non-negotiable for us. But it's not just about keeping everyone out of harm's way, it's more than that:

- 1. Ensuring safety in our premises
- 2. Training our teams on how to perform tasks in a safe manner
- 3. 360° reporting & improving, finding new solutions to old routines
- 4. Wellbeing & Mental Health initiatives for all employees
- 5. Cyber security policies to protect employee as well as business information
- 6. Data privacy and confidentiality are key for a relationship based on trust

FULL LEGAL COMPLIANCE

With all local as well as international laws and regulations.

SUSTAINABLE PROCUREMENT

We are committed to the highest standards of ethical conduct, and we only work with those that share the same values and principles.

Logoplaste has a Sustainable Procurement Policy and a Supplier Code of Conduct, that show our suppliers what is expected of them, when conducting business: integrity, transparency and respect for universal human & labor rights, as well as for the environment.

We also take pride in helping to create a social and environmentally sustainable supply chain. This requires effort, commitment, and change, from all parties. It is our duty to help our suppliers reach this ambitious goal, by improving their results and way of doing business. To make things easy, we have developed a Supplier Guidance to support our suppliers in aligning their objectives with ours.



INNOVATION

Innovation is a leap, not a gamble.

Every new idea is like flipping a coin. One side leads to scalable success, ready for global adoption. The other? A lesson that redirects us, revealing a better path.

At Logoplaste, we embrace both outcomes. Trial and error aren't setbacks, they are part of the journey. It drives us to explore uncharted territory, uncover breakthrough solutions, and turn bold concepts into real-world impact.

INNOVATION

Unlabeled solutions for a cleaner future

Logoplaste is actively investing in the development of unlabeled PET bottle solutions, with the aim of improving recyclability rates and material purity. This R&D effort is focused on removing labels without compromising product readability, shelf presence, or brand communication. It is a delicate balance that requires both technical precision and creative innovation.

A standout example of this work is the collaboration with SOVENA, which led to the successful launch of an iconic unlabeled olive oil bottle. Made with 100% recycled PET (R-PET), the bottle features no front label, yet retains clear product identification and visual appeal. This development marks

an important step toward sustainable packaging without sacrificing consumer-facing value.

In parallel, the Logoplaste Innovation Lab is partnering with key industry stakeholders to explore emerging technologies that could further enhance recyclability while meeting aesthetic expectations and regulatory requirements. These forward-thinking projects are part of Logoplaste's broader commitment to reducing environmental impact across the entire packaging lifecycle.



Pioneering Sustainable Packagingc

Logoplaste's role in the Bottle Collective

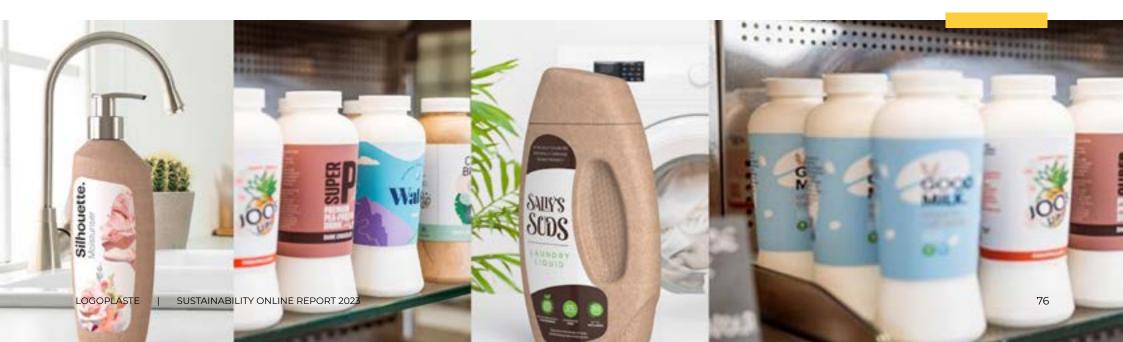
Logoplaste has emerged as a key technology partner in the Bottle Collective, an initiative led by PA Consulting and PulPac, focused on developing Dry Molded Fiber (DMF) bottles as ecofriendly alternatives to single-use plastics.

This partnership reinforces Logoplaste's commitment to reducing the environmental footprint of packaging while providing economically viable solutions.

Within the Bottle Collective, Logoplaste contributes its extensive expertise in injection molding and blow molding to optimize the technical performance of DMF bottles. Logoplaste

is focused on enhancing the barrier properties of the bottle lining technology, ensuring it meets the durability and functionality standards necessary for global adoption. This is a vital step in making DMF bottles practical for large-scale use by major brand partners.

Logoplaste's involvement highlights its ongoing dedication to innovative sustainability, drawing from material knowledge, design expertise, and efficient manufacturing capabilities. By joining the Bottle Collective, Logoplaste shows its role as a forward-thinking leader in the global transition toward sustainable packaging, helping to drive industry-wide progress in environmental stewardship.



INNOVATION

Smart, Traceable, Circular Packaging

Logoplaste is in the final phase of the Connected Singularity Project.

This ambitious initiative aims to create plastic packaging with unique, traceable, and digitally connected features, helping to transform the way packaging interacts with both people and systems throughout its lifecycle.

The goal of Connected Singularity is to develop smart packaging that enables:

- · Full product traceability across its entire lifecycle
- · Greater efficiency in recycling sorting systems
- · Connection among producers, distributors, and consumers

To achieve these objectives, the project integrates:

- · A blockchain-based digital environment
- · A digital watermark embedded directly in the packaging
- A two-way information system that tracks and updates every change in the packaging's journey.

Connected Singularity is part of the Sustainable Plastics Mobilizing Agenda, led by the Logoplaste Innovation Lab and co-financed by Portugal's Recovery and Resilience Plan (PRR). The project is included in Work Package 3 – Circularity through Recycling, with a focus on designing packaging that improves its identification as well as sorting during recycling.

Connected Singularity is expected to make a major contribution to the goals of the Sustainable Plastics Agenda by

- · Boosting circularity and resource efficiency in plastic use.
- Developing materials with enhanced sorting and recycling properties.



INNOVATION

- · Promoting the reuse and recycling of plastic products.
- · Using plastic waste as a valuable resource at the end of product life.

What's been achieved so far

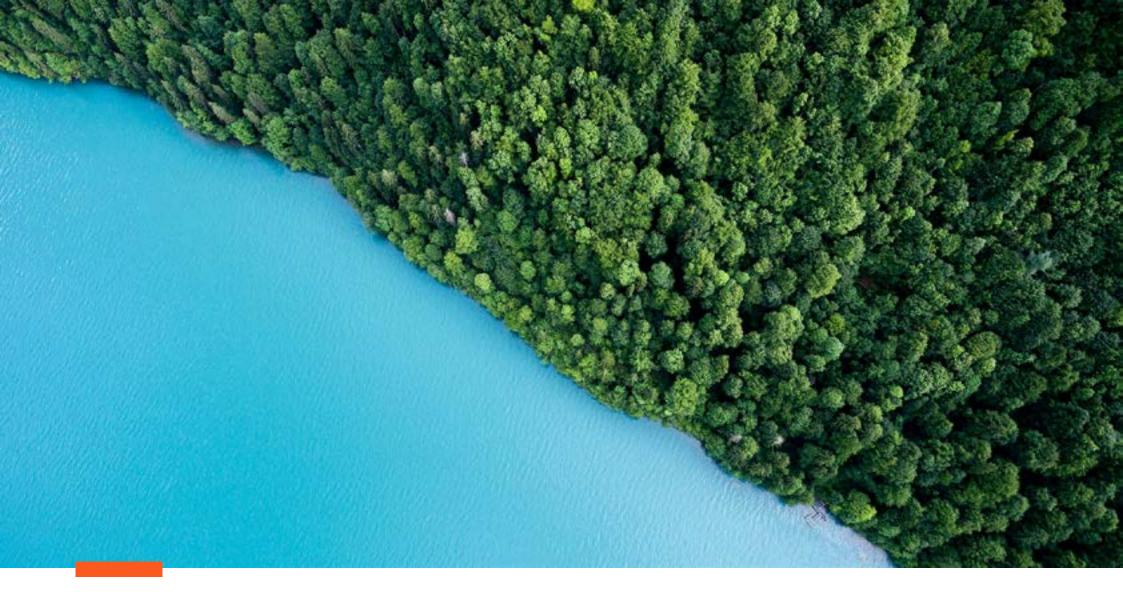
- · Digital systems for coding and reading implemented
- · Final packaging prototypes (including label-free 4-pack designs) created
- · Strategic partnerships with SAP Portugal and SONAE MC for blockchain integration and retail validation
- · New versions of digital codes developed and tested
- · Coding and reading systems in place, digital platforms completed
- Final industrial validations underway

Project status

- · 64% completed
- · Final delivery: August 2025

Participating entities

- · Logoplaste Innovation Lab leading technical activities and packaging design.
- · Logoplaste Portugal producing pilot and industrial molds for bottles and caps.
- · Logoplaste Consultores Técnicos implementing systems to collect and process data across production lines.
- · Ecoiberia managing collection, sorting, and identification of PET from post-consumer packaging.
- · Super Bock Group defining technical requirements and running real-world beverage production tests.
- · Universidade Católica Portuguesa designing the tokenization model and defining the ecosystem success strategy.



RECOGNITION

RECOGNITION



LOGOPLASTE HAS EARNED A GOLD RATING IN ECOVADIS

Logoplaste achieved Gold in EcoVadis, placing us in the top 5% overall and the top 2% within our industry.

This is a fantastic achievement, and we're incredibly proud.

Sustainability is crucial for businesses today, with increasing pressure to improve transparency and value chain practices.

EcoVadis assesses how well companies integrate Sustainability/CSR into their operations, using international standards. It evaluates performance across 21 indicators in four key areas:

- Environment
- · Labor and Human Rights
- Ethics
- Sustainable Procurement



CDP - A LIST

At Logoplaste, sustainability and continuous improvement are at the core of our values. This year, we are proud to announce that, for the first time, we have achieved CDP Climate A and CDP Water A-, earning a spot on the prestigious CDP A-List.

CDP is a global platform that enables investors, companies, cities, states, and regions to manage their environmental impacts through transparent reporting. It sets the standard for environmental disclosure, driving effective measurement, risk management, and mitigation strategies.

As the world's economy increasingly looks to CDP as the benchmark for environmental reporting, we are proud to be part of this movement towards a more sustainable future



NET-ZERO TARGETS APPROVED

Science Based Targets Initiative (SBTi*) has validated our 2050 NET ZERO targets

SBTi, Science Based Targets Initiative, is a global movement that aligns climate goals with what scientists believe is needed to prevent a climate catastrophe. This validation means that our goal is not just ambitious, but also firmly grounded in credible, science-based standards that align with global climate action initiatives.



MORE ...

REPORT PROFILE

True to our purpose every step of the way

The 2024 Logoplaste Sustainability Report covers the period between January 1st 2024 and December 31st 2024 for all our worldwide operations, offices, and business partners where Logoplaste holds a majority stake. In 2024 the total number of sites considered in the report was 67.

Logoplaste's Sustainability Department is responsible for all presented content. This report is Logoplaste's primary source of annual disclosure on Environment, Social and Governance (ESG) performance.

For Logoplaste, being transparent with all our stakeholders about our sustainability ambitions and zhow we manage them, as well as integrate these priorities into our business, is key for our journey.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. It has been externally audited. This report is only available in digital format, it is not printed.

© 2025 Logoplaste Consultores Técnicos S.A. All rights reserved. The report can be shared, in fact we encourage it, but content cannot be altered.

GLOBAL COMMITMENT

We are as hard on ourselves, as on others. Keeping a firm line is the only way to see positive results.



GLOBAL COMMITMENT

- · Eliminate unnecessary plastic packaging
- · Where possible, move from single use toward reuse models
- \cdot 100% of plastic packaging to be reusable or recyclable
- Continue increasing the use of recycled content across all packaging and exceed the legal requirements for the use of PCR

According to our latest Global Commitment report in 2023 (2024 assessment in progress), 88% of our plastic packaging is already reusable or recyclable. This marks significant progress, but achieving 100% remains a highly ambitious goal that will require ongoing effort, innovation, and collaboration. While challenges remain, we are firmly committed to pushing forward.



Reduce by 30% our Operational* CO2e emissions and our CO2e intensity indicator** by 2030

This ambitious target's base year is 2019, and we aim to reach this reduction by acting on two fronts. For plants where we control the energy supply, we will have specific plans in place for each site. For embedded, wall-to-wall operations, where we do not control the energy supply, we will work closely with our customers to reach our targets.

* Scope 1 and 2 ** Intensity of CO2e emissions relative to production



GLOBAL COMMITMENT

Absolute scope 1 and scope 2 (market-based) emissions

Thanks to the collective efforts across our global operations, we are well on track to meet our 2030 goal of a 30% reduction in operational CO₂e emissions (base year 2019), having already achieved a 27% reduction by the end of 2024.

As electricity consumption remains Logoplaste's largest source of operational CO₂e emissions, transitioning to renewable energy sources was fundamental in driving this progress. Centralized teams played a key role by negotiating energy supply contracts and evaluating energy-related projects to optimize performance across our sites.

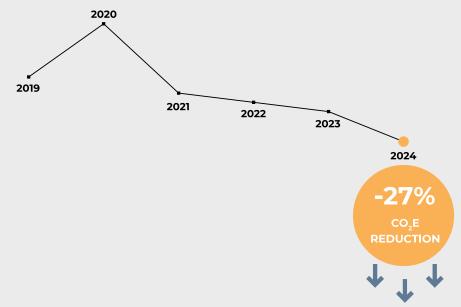
We continue to implement the best local solutions across all facilities. In our wall-to-wall operations - where customers select the electricity provider - we are working closely with partners to transition to less carbon-intensive energy sources wherever possible.

To reach our target, we continue to work across all our sites to implement the best local solutions and in our wall to wall operations - where our customers decide on the electricity provider - we are working together to make the swap to less CO₂ intensive energy sources.

Logoplaste's Operational CO,e Reduction Target

YEAR	Emissions (Tons CO ₂ e)	Variation from 2019 (%)
2019	104 209	-
2020	127 258	22%
2021	97 086	-7%
2022	93 713	-10%
2023	89 060	-15%
2024	76 499	-27%

Important Note: values were reviewed due to updated electricity emissions factors and new methodologies for their calculations.





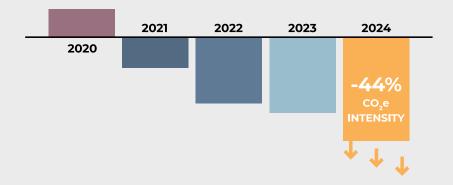
Emissions Intensity

In addition to setting a target for absolute operational CO₂e emissions, Logoplaste also established an intensity indicator, measuring CO₂e emissions from electricity consumption per ton of raw materials transformed.*

In 2024, Logoplaste achieved an intensity value of 0.213 tons CO_2e per ton of raw material transformed, reflecting a 22% improvement compared to 2023, and a 44% improvement compared to 2019.

This performance not only exceeds the original target but also highlights the effectiveness of the measures implemented.

The main contributors to this achievement were the increased adoption of renewable electricity across our sites and the ongoing deployment of energy efficiency initiatives.



GLOBAL COMMITMENT

Logoplaste's Operational CO,e Reduction Target

YEAR	CO ₂ e Emissions Intensity Indicator	Variation from 2019 (%)
2019	0.383	-
2020	0.427	12%
2021	0.335	-13%
2022	0.274	-28%
2023*	0.259	-32%
2024	0.213	-27%

The goal set for 2030 was a 30% reduction in emissions intensity, using 2019 as the baseline year.

* The ratio between the CO2e emissions resulting from electricity consumption and tonnage of raw materials transformed in the same period, for the plants that operated for the full year. Our calculations exclude plants that were starting up or closing during the reporting period.

MATERIALITY ASSESSMENT

A report based on research

We did our homework and followed every protocol

As part of Logoplaste's sustainability reporting process we performed our second Materiality Assessment in the last quarter of 2021 to update environmental, social, and economic topics most relevant to our stakeholders.

Stakeholders were identified based on how much they influence our business model and operations. These include Employees, Sustainability Board and Committee, Customers, Suppliers, Local Communities*, Regulators & Associations.

* The relevancy of topics for the local communities was evaluated through regulators and associations

MATERIALITY ASSESSMENT

By understanding our stakeholders' priorities and concerns, we can identify associated risks, as well as business opportunities, that affect the creation of value or impact our business

1

We conducted a benchmark to identify the potential material topics. Our main sources were:

- The Global Reporting Initiative (GRI) standard
- Sustainability reports published by peers and customers
- Sustainability rating systems (CDP and Ecovadis), stakeholders' inputs (from meetings, conferences, discussions)
- Sustainability topics in the media
- New and emerging legislation and policies
- The previous Logoplaste materiality assessment (2019).

2

Our Sustainability Board defined 18 relevant topics to be surveyed, as well as the thresholds and weights to be considered for the materiality matrix

- Ethics & Integrity
- Performance Compliance
- Materials & Product Characteristics
- Energy & GHG Emissions
- Water Management
- · Operational Waste
- Data Privacy & Cybersecurity
- · Employee Well-Being
- Human Rights & Labor Practices
- Inclusion, Diversity & Equal Opportunities
- Occupational Health & Safety
- Local Communities
- Compliance
- · Sustainable Procurement
- Innovation & Development
- Wall to wall (W2W) Business Approach
- Value-Chain Partnerships
- Circularity & Education

3

An online sustainability survey was sent to 281 stakeholders, with a response rate of 80%.

4

Results were presented in a materiality matrix, reviewed and approved by the Sustainability Board. The resulting material topics were:

- · Innovation & Development
- Ethics & Integrity
- Energy & GHG Emissions
- Materials & Product Characteristics
- · Circularity & Education
- Human Rights & Labor Practices
- Compliance
- Operational Waste

For 2023 we reviewed the material topics based on updated information and we considered them still relevant.

STAKEHOLDER ENGAGEMENT

Working together

Engagement needs to be 2-way, otherwise we are just talking, not communicating.

Engaging with stakeholders means creating an environment where all parties can share, learn, align, and reach the same goals. The more we communicate and involve our key partners, the more success we will have in delivering sustainable products, reaching our commitments, and meeting targets.

Working together also means we work with local, regional and global business partners, big and small. When engaging in a new project, we must look at all the variables, not just cost, or investment, but social and environmental impact, logistics, CO_2 emissions, and fairness across the board. The decision might not be the best financially, but for us at Logoplaste, the entire business-ecosystem needs to be taken into account.

STAKEHOLDER ENGAGEMENT

Our channels & actions

CUSTOMERS

- Website
- Linkedin
- · Sustainability Report
- · Sustainability Survey
- Ecovadis
- · CDP

COMMUNITIES

- · Internship Programs
- · Financial Support
- · Employee Volunteering Initiatives
- Student Support and Engagement
- Website
- Linkedin
- Job Opportunities

SUPPLIERS

- Policies
- · Code Of Conduct
- Supplier Guidance
- · Website
- · Linkedin
- · Sustainability Report
- · Sustainability Survey
- Ecovadis
- · CDP
- Meetings

REGULATORS AND ASSOCIATIONS

- Website
- Linkedin
- Website Linkedin
- Sustainability Report
- Sustainability Survey
- Ecovadis
- · CDP
- Meetings

EMPLOYEES,SUSTAINABILITY BOARD& SUSTAINABILITYCOMMITTEE

- ENGAGE: Employee Engagement Survey
- ACHIEVE: Performance Management System – Evaluation
- · Speak Up
- · CEO Quarterly Overviews
- CEO Global Broadcasts
- · Ask The CEO
- Intranet
- On the Wall internal social media platform
- Website
- · Linkedin
- · Corporate Television
- Posters
- Branding
- Global and targeted Emails
- Sharing Sessions
- Ecovadis
- · CDP
- · Code Of Conduct
- Sustainability Report
- Sustainability Survey
- Newsletter

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The United Nations Sustainable Development Goals - global objectives for people and the planet.

The 17 Sustainable Development Goals (SDGs) issued by the United Nations lay out a path to help end poverty, fight inequalities, and tackle climate change.

Achieving these ambitions by 2030 is a joint effort by all. Businesses play a fundamental role in the process alongside governments, institutions, and individuals. As a global society, we all need to make an unprecedented effort to meet the Sustainable Development Goals. This is something we cannot reach by ourselves. Isolated efforts will not make an impact.

Back in 2021, Logoplaste mapped its business activities against the SDGs and identified 6 topics that align with our business model in which we can make significant contributions. Having the company's materiality SDG's clearly defined helps guide our sustainability strategy, so we can mitigate negative impacts and focus on areas where we deliver positive change.

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Logoplaste's Material SDGs



ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

- Global water policy
- · Pollution prevention policy
- WASH* services to all employees
- · Effective water management
- · Water reduction initiatives
- · Water awareness campaigns
- Water risk mapping
- Operation Clean Sweep (OCS)



ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL

- Effective energy management
- Energy efficiency initiatives
- Energy awareness campaigns
- · Renewable energy purchases
- · Renewable energy production
- · Working with clients on clean energy



BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION

- · Wall to wall business model
- · Investment in R&D capabilities
- Design for recyclability & biomimicry
- · Recycling infrastructure
- Collaboration in cutting-edge projects

^{*} Water, Sanitation and Hygiene

SUSTAINABLE DEVELOPMENT GOALS (SDGS)



ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

- · Wall to wall business model
- Lightweight/right-weight programs
- Design for recyclability & biomimicry
- · Use of recycled raw materials
- Recyclass Exclusive Auditor Center for Recyclability Certifications
- · Waste management policy
- Waste management and reduction initiatives
- · Sustainable procurement policy



TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

- · Wall to wall business model
- Operational GHG emissions reduction target (absolute & intensity)
- Operational GHG emissions intensity reduction target
- Commitment to set SBTs (near-term & long-term), aligned with 1.5°C
- · Transition to renewable energy
- Global quality, environmental, health & safety policy
- · Pollution prevention policy
- Waste management policy
- · Lands right policy
- Sustainable procurement policy



CONSERVE AND SUSTAINABLY USE THE OCEANS, SEAS, AND MARINE RESOURCES

- Global water policy
- · Pollution prevention policy
- Waste management policy
- · Water awareness campaigns
- Waste management and reduction initiatives
- · Operation Clean Sweep (OCS)
- Incorporation of ocean-bound plastic

CERTIFICATIONS AND MEMBERSHIPS

CERTIFICATIONS	
ISCC PLUS International Sustainability and Carbon Certification	starreja, Guadalajara, Leeds, Vienne
Quality ISO 9001	Brazil Office, Contagem, France/Belgium Office, Libramont, Lons, Cambrai, Pomezia, MasterChem Logoplaste, Ecolbéria
Food Safety BRC-British Retail Consortium	Thurrock, Leeds, Coleford, Dumfries, Andujar, Brenes, Guadalajara, Tenerife, Vilches, Araras I, Araras II
Food Safety FSSC 22000	Abrantes, Barreiro, Castelo Branco, Castelo de Vide, Estarreja, Guarda, Ladeira, Oliveira de Azeméis, Pedras Salgadas, Mealhada, Vacariça, Elst, Chicago, Fort Worth, Joliet, Minster, Plainfield, Syracuse, Pittston, Cambrai, Lons, Vienne, France/Belgium Office, Zoetermeer, Vaudreil
Environmental Management ISO 14001	MasterChem Logoplaste, Ecoibéria, Araras I, Pará de Minas, Raposo Tavares
Health & Safety ISO 45001	Coleford, Pomezia, Mealhada, Leeds, Guadalajara, Thurrock, Dumfries, Vietnam, Araras I, Raposo Tavares, Plainfield, Tabler Station, Elst, Leeds, Edmonton, Pará de Minas
Medical Packaging ISO 15378	Tabler Station; MasterChem Logoplaste
Management of hygiene in the production of packaging for foodstuffs ISO 15593	MasterChem Logoplaste
LEED Certification - Silver	Tabler Station
European Certification of Plastics Recycling EuCertPlast	Ecoibéria, WorldPET
Operation Clean Sweep	Lons, Vienne, Cambrai, Leeds
SEDEX ETHICAL TRADING MEMBER	Portugal Office, Araras I, Araras II, Pará de Minas, Carambeí, Coleford, Leeds, Dumfries, MasterChem Logoplaste, Estarreja, Guarda, Castelo Branco, Mealhada, Guadalajara, Elst, Pudliszki, Vietnam

CERTIFICATIONS AND MEMBERSHIPS

MEMBERSHIPS/ENDORSEMENTS	
Global	 Ellen MacArthur Foundation – New Plastics Economy Global Commitment UN Global Compact – 10 Principles SBTi - Science Based Target Initiative
Spain	 ANAIP - Asociación Española de Industriales de Plásticos AIMPLAS – Instituto Tecnológico del Plástico ENVALORA
Portugal	 APIP – Associação Portuguesa da Indústria de Plásticos CNE – Centro Nacional de Embalagens PLASTVAL
Europe	EuPC – Founding memberPETCore – Founding member
Brazil	 Rede de Cooperação para o Plástico ABIPLAST - Associação Brasileira da Indústria do Plástico Acordo Setorial de Embalagens em Geral ABRE - Associação Brasileira de Embalagem ABRH - Associação Brasileira de Recursos Humanos
UK	 BBI – British Bottler's Institute BPF – British Plastics Federation British Safety Council British Soft Drinks Association The Packaging Federation RECOUP - Recycling of Used Plastics Ltd
France	ELIPSOPlastalliance
Belgium	· AGORIA

Logoplaste has reported in accordance with the GRI Standards for the period between January 1st to December 31st, 2024

DISCLOSURE NUMBER GENERAL STANDARD DISCLOSURE GRI 2 - GENERAL DISCLOSURES 2021	DESCRIPTION	CROSS-REFERENCE (HYPERLINKS) OR DIRECT ANSWER
		AT A GLANCE - Who we are? MORE - Report Profile Location of headquarters: 412F, Route d'Esch L-2086, Luxembourg
2-1 Organizational details	Ownership and legal form: Logoplaste Group (Logoplaste) is a private company incorporated in Luxembourg Find out where we are Scale of the organization: Logoplaste Group has Total Assets of 1 797 Million Euros and Equity of 175 Million Euros. Logoplaste's net sales for 2023 were 826 Million Euros	

^{*} Material Topic

2-2	Entities included in the organization's sustainability report	MORE - Report Profile
	Тероп	Find out where we are
		MORE - Report Profile
2-3	Reporting period, frequency and contact point	Reporting period: 1st January to 31st December 2024; Frequency: annual; Date of Report: June 2024; Contact Point: Luis Almeida (luis.almeida@logoplaste.com)
2-4	Restatements of information	Data reported in 2019, 2020 and 2021 for GHG emissions and water were reviewed based on new available information and updated methodologies
2-5	External assurance	MORE - Report Profile
2-5	External assurance	This report was verified by external entities
		AT A GLANCE - Who we are?
		ENVIRONMENT - Circularity
2-6	Activities, value chain and other business relationships	PEOPLE - Ethics & Integrity
		MORE - Stakeholder Engagement
		INNOVATION
		HOME - Exceeding expectations
2-7	Employees	AT A GLANCE - Who we are?
		PEOPLE - HR metrics
2-8	Workers who are not employees	AT A GLANCE - Who we are?
2.0	vvoincis who are not employees	PEOPLE - HR metrics
	Name in this case of a last in the state of the state of	HOME - Chairman and CEO Statements
	Nomination and selection of the highest governance body	PEOPLE - HR metrics
		Logoplaste Executive Team
2-10	Nomination and selection of the highest	HOME - Chairman and CEO Statements
2.0	governance body	Logoplaste Executive Team

2-11	2-11 Chair of the highest governance body	HOME - Chairman and CEO Statements
2		<u>Logoplaste Executive Team</u>
		HOME - Chairman and CEO Statements
2-12	Role of the highest governance body in overseeing the management of impacts	MORE - Stakeholder Engagement
		Logoplaste Executive Team
2.17		HOME - Chairman and CEO Statements
2-13	Delegation of responsibility for managing impacts	Logoplaste Executive Team
2.1/	Role of the highest governance body in overseeing	HOME - Chairman and CEO Statements
2-14	the sustainability reporting	Logoplaste Executive Team
	Conflict of interests	HOME - Chairman and CEO Statements
		PEOPLE - HR metrics
2-15		PEOPLE - Ethics & Integrity
		Code of Conduct
		Code of Conduct for Suppliers and Contractors
		PEOPLE - Engagement
		PEOPLE - HR metrics
0.16		SAFETY - Initiatives
2-16	Communication of critical concerns	MORE - Stakeholder Engagement
		Code of Conduct
		Code of Conduct for Suppliers and Contractors
0.15	Collective knowledge of the highest governance body	HOME - Chairman and CEO Statements
2-17		PEOPLE - Ethics & Integrity
2-18	Evaluation of the performance of the highest governance body	PEOPLE - HR metrics

2-19	Remuneration policies	PEOPLE - Engagement PEOPLE - HR metrics PEOPLE - Ethics & Integrity Not all disclosures are reported due to confidentiality constraints
2-20	Process to determine remuneration	PEOPLE - Engagement PEOPLE - HR metrics PEOPLE - Ethics & Integrity Not all disclosures are reported due to confidentiality constraints
2-21	Annual total compensation ratio	PEOPLE - Engagement PEOPLE - HR metrics PEOPLE - Ethics & Integrity Not all disclosures are reported due to confidentiality constraints
2-22	Statement on sustainable development strategy	HOME - Chairman and CEO Statements
2-23	Policy Commitments	At A GLANCE - Sustainability PEOPLE - Engagement PEOPLE - Ethics & Integrity SAFETY - Always first SAFETY - Initiatives Code of Conduct Sustainable Procurement Policy Global EHS & Quality Policy Global Waste Policy Land Rights Policy

		AT A GLANCE - Who we are
		At A GLANCE - Sustainability
		ENVIRONMENT - Positive impact
		PEOPLE - Engagement
2-24	Embedding policy commitments	PEOPLE - Ethics & Integrity
2 24	Embedding policy communicities	SAFETY - Always first
		SAFETY - Initiatives
		INNOVATION
		Details of how Logoplaste embodies its policy commitments are spread throughout the report for relevant material topics
		PEOPLE - Engagement
		PEOPLE - HR metrics
2-25	Process to remediate negative impacts	PEOPLE - Ethics & Integrity
		MORE - Stakeholder Engagement
		MORE - SDGs
		PEOPLE - Engagement
		PEOPLE - HR metrics
		PEOPLE - Ethics & Integrity
		SAFETY - Always first
2-26 Me	Mechanisms for seeking advice and raising concerns	MORE - Materiality Assessment
		MORE - Stakeholder Engagement
		<u>Code of Conduct</u>
		Sustainable Procurement Policy
		Code of Conduct for Suppliers and Contractors

2-27	Compliance with laws and regulations	PEOPLE - Ethics & Integrity ENVIRONMENT - Positive impact SAFETY - Always first
2-28	Membership associations	MORE - Certifications and Memberships
2-29	Approach to stakeholder engagement	MORE - Materiality Assessment
2-30	Collective bargaining agreements	PEOPLE - HR metrics
GRI 3 - Material Topics		
3-1	Process to determine material topics	MORE - Materiality Assessment
3-2	List of material topics	MORE - Materiality Assessment
200 Economic 205: Anti-corruption*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment PEOPLE - Ethics & Integrity
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption in the reporting cycle. PEOPLE - Ethics & Integrity
206: Anti-conpetitive be	ehavior*	
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment PEOPLE - Ethics & Integrity
206-1	Legal actions for anti-competitive behavior, anti- trust, and monopoly practices	No legal actions for anti-competitive behavior, anti-trust, and monopoly practices in the reporting cycle.

300 Environmental		
301: Materials*		
		Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company:
3-3	Management of material topics	MORE - Materiality Assessment
		ENVIRONMENT - Positive impact
		ENVIRONMENT - Materials & product characteristics
		HOME - Exceeding expectations
301-2	Recycled input materials used	ENVIRONMENT - Positive impact
		ENVIRONMENT - Materials & product characteristics
302: Energy*		
	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company:
3-3		MORE - Materiality Assessment
		ENVIRONMENT - Positive impact
		ENVIRONMENT - Energy
302-1	Energy consumption within the organization	ENVIRONMENT - Positive impact
302-1	Energy consumption within the organization	ENVIRONMENT - Energy
303: Water		
303-1	Interactions with water as a shared resource	ENVIRONMENT - Water
303-2	Management of water discharge-related impacts	ENVIRONMENT - Water
303-3	Water withdrawal	ENVIRONMENT - Water
305: Emissions*		

3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment ENVIRONMENT - Positive impact ENVIRONMENT - Greenhouse gas emissions
305-1	Direct (Scope 1) GHG emissions	ENVIRONMENT - Greenhouse gas emissions
305-2	Energy indirect (Scope 2) GHG emissions	ENVIRONMENT - Greenhouse gas emissions
305-3	Other indirect (Scope 3) GHG emissions	ENVIRONMENT - Greenhouse gas emissions
305-4	GHG emissions intensity	MORE - Global Commitment
305-5	Reduction of GHG emissions	ENVIRONMENT - Energy
306: Waste*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment ENVIRONMENT - Positive impact ENVIRONMENT - Waste
306-1	Waste generation and significant waste-related impacts	ENVIRONMENT - Waste
306-2	Management of significant waste-related impacts	ENVIRONMENT - Waste
306-3	Waste generated	ENVIRONMENT - Waste
306-4	Waste diverted from disposal	ENVIRONMENT - Waste
306-5	Waste directed to disposal	ENVIRONMENT - Waste
307: Environmental Cor	npliance*	

3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct	
307-1	Non-compliance with environmental laws and regulations	There were no fines and non-monetary sanctions for non-compliance with environmental laws and regulations in the reporting period.	
401-1	New employee hires and employee turnover	PEOPLE - HR metrics	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	PEOPLE - Engagement	
400 Social 401: Employment			
401-1	New employee hires and employee turnover	PEOPLE - HR metrics	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	PEOPLE - Engagement	
403: Occupational healt	403: Occupational health and safety		
403-1	Occupational health and safety management system	SAFETY - Always first SAFETY - Initiatives	
403-2	Hazard identification, risk assessment, and incident investigation	SAFETY - Always first SAFETY - Initiatives	
403-3	Occupational health services	SAFETY - Always first SAFETY - Initiatives	
403-4	Worker participation, consultation, and communication on occupational health and safety	SAFETY - Always first SAFETY - Initiatives	
403-5	Worker training on occupational health and safety	SAFETY - Always first SAFETY - Initiatives	

403-6	Promotion of worker health	SAFETY - Always first SAFETY - Initiatives		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SAFETY - Always first SAFETY - Initiatives		
403-8	Workers covered by an occupational health and safety management system	SAFETY - Always first SAFETY - Initiatives		
403-9	Work-related injuries	SAFETY - OHS Metrics		
403-10	Work-related ill health	SAFETY - OHS Metrics		
404: Training and education				
404-1	Average hours of training per year per employee	PEOPLE - HR metrics		
405: Diversity and equal opportunity				
405-1	Diversity of governance bodies and employees	HOME - Exceeding expectations AT A GLANCE - Who we are? PEOPLE - HR metrics		
406: Non-discrimination*				
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct		
406-1	Incidents of discrimination and corrective actions taken	PEOPLE - HR metrics		
407: Freedom of associ	407: Freedom of association and collective bargaining*			

3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct Code of Conduct for Suppliers and Contractors		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not identified operations and suppliers in which the right to freedom of association and collective bargaining may be at risk. See also: AT A GLANCE - Sustainability PEOPLE - Ethics & Integrity PEOPLE - HR metrics		
408: Child Labor*				
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct Code of Conduct for Suppliers and Contractors		
408-1	Operations and suppliers at significant risk for incidents of child labor	Not identified operations and suppliers in which the right to freedom of association and collective bargaining may be at risk. See also: AT A GLANCE - Sustainability PEOPLE - Ethics & Integrity PEOPLE - HR metrics		
409: Forced or Compulsory Labor*				
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct Code of Conduct for Suppliers and Contractors		

409-1	Operations and suppliers at significant risk for incidents of forced and compulsory labor	Not identified operations and suppliers in which the right to freedom of association and collective bargaining may be at risk. See also:			
		AT A GLANCE - Sustainability			
		PEOPLE - Ethics & Integrity			
		PEOPLE - HR metrics			
412: Human Rights Assessment*					
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company:			
		MORE - Materiality Assessment			
		PEOPLE - Ethics & Integrity			
		Code of Conduct			
412-2	Employee training on human rights policies or procedures	PEOPLE - Ethics & Integrity			
412-2		Code of Conduct			
419: Socioeconomic compliance*					
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company:			
		MORE - Materiality Assessment			
		Code of Conduct			
419-1	Non-compliance with laws and regulations in the social and economic area	There were no fines and no non-monetary sanctions for non-compliance with laws and regulations in the social and economic area in the reporting cycle.			



APPENDICES

Energy consumption table and the methodological process

Detail of Energy Consumption within Logoplaste

	2020	2021	2022	2023	2024	2027 2027 (0/)
LOGOPLASTE PLANTS	Energy (GJ)	2024 vs 2023 (%)				
Total electricity purchased for consumption:	1 327 191	1 289 582	1 374 852	1 435 839	1 464 595	2%
Electrical grid - brown electricity	1 096 618	908 619	863 361	826 671	728 722	-12%
Electrical grid - 100% green electricity	127 148	276 787	400 851	493 691	619 298	25%
CHP systems (natural gas)	101 766	102 762	107 729	112 099	109 113	-3%
Photovoltaic panels	1 660	1 414	2 913	3 378	7 462	121%
Total electricity self-generated and self-consumed from renewable sources:	2 263	2 894	3 688	6 238	4 956	-21%
Photovoltaic panels	2 263	2 894	3 688	6 238	4 956	-21%
Total fuel consumption from non-renewable sources:	38 066	35 797	52 622	54 007	65 825	22%
Natural gas - heating, machinery	25 904	23 865	39 957	42 157	53 641	27%
LPG - forklifts	3 422	3 914	3 928	3 652	3 887	6%
Red diesel consumption - forklifts	114	83	359	36	16	-54%
Diesel - company trucks	8598	7912	8 342	8 121	8 160	0.5%
Petrol	29	23	36	41	120	192%
TOTAL *C7. Circles des	1 367 521	1 328 274	1 431 162	1 496 084	1 535 376	3%

^{*}GJ - Gigajoules

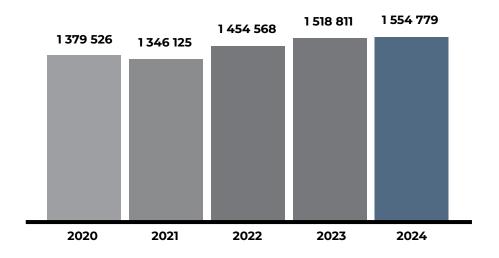
Detail of Energy Consumption within Logoplaste

Energy Consumption within Logoplaste

	2020	2021	2022	2023	2024	222 (22)
CORPORATE OFFICES	Energy (GJ)	2024 vs 2023 (%)				
Total electricity consumption:	4 307	10 256	13 690	11 343	8 783	-23%
Electrical Grid - brown electricity	4 307	10 256	10 542	6 021	3 321	-45%
Electrical Grid - 100% green electricity	0	0	3 148	5 322	5 462	3%
Total electricity self-generated from renewable sources:	494	462	324	342	731	114%
Photovoltaic panels	494	462	324	342	731	114%
Total electricity sold from renewable sources:	494	462	324	342	731	114%
Photovoltaic panels	494	462	324	342	731	114%
Total fuel consumption from non-renewable sources:	7 698	7 595	9 712	11 384	10 620	-7 %
Diesel for company cars	5 648	5 105	5 927	6 161	4 399	-29%
Petrol for company cars	2 051	2 490	3 785	5 223	6 221	19%
TOTAL	12 006	17 851	23 402	22 727	19 403	-15%

Detail of Energy Consumption within Logoplaste

Total (Logoplaste Plants and Corporate Offices)





In plants where energy data was not available, data was extrapolated from similar plants (same technology and raw materials) based on raw material consumption. For corporate offices where data was not available, data was extrapolated from other offices based on number of employees.

Some plants use steam provided by the customer, but consumption is not available as there are no meters installed. Based on information provided by the customers we estimated that steam represents less than 0.4% of the total electricity consumption.

The conversion factor used to convert kWh to GJ is 0.0036, as defined by the International Energy Agency (IEA). The formula:

Energy (GJ) = Consumption (tons/year) * LHV (MJ/kg)

was used to convert fuel consumption to GJ. We used the Density and LHV (low heating value) values available in DEFRA UK conversion factors database – Fuel properties. As fuel consumption represents a small percentage of our energy consumption, we didn't apply country specific conversion factors as the impact on the final results wouldn't be significant.

Details of scope 1 and scope 2

Sources of scope 1 emissions, corresponding consumptions and CO₂e emissions, from 2020 to 2024.

			2020			2021			2022			2023			2024	
SCOPE 1	Unit	Consumption	Emissions (Tons CO ₂ e)	%	Consumption	Emissions (Tons CO ₂ e)	%	Consumption	Emissions (Tons CO ₂ e)	%	Consumption	Emissions (Tons CO ₂ e)	%	Consumption	Emissions (Tons CO ₂ e)	%
Natural Gas	m³	723 405	1 463	32.7%	662 482	1 339	43.5%	1 119 004	2 256	52.8%	1 157 644	2 360	55.1%	1 014 149	2 405	53.7%
LPG	kg	74 485	219	4.9%	85 189	250	8.1%	85 501	251	5.9%	79 463	233	5.4%	85 186	250	5.6%
Red Diesel	L	3 127	9	0.2%	2 280	6	0.2%	9 982	28	0.6%	1 001	3	0.1%	360	1	0.0%
Petrol	L	892	2	0.0%	707	2	0.1%	1102	2	0.1%	1 282	3	0.1%	2 621	6	0.1%
Diesel - Company Cars	L	397 402	1 012	22.7%	362 224	910	29.6%	397 177	1 016	23.8%	402 550	1 030	24.0%	352 712	885	19.8%
Petrol - Company Cars	L	63 498	138	3.1%	76 389	168	5.4%	116 508	252	5.9%	163 539	353	8.3%	192 690	453	10,1%
Refrigeration Gases Leakages	kg	829	1 625	36.4%	213	404	13.1%	266	464	10.9%	167	300	7.0%	194	474	10.6%
TOTAL		-	4 468	100%	-	3 079	100%	-	4 269	100%	-	4 282	100%	-	4 475	100%

Details of scope 1 and scope 2

Although through the report we refer only to scope 2 market-based emissions we also calculate scope 2 location-based emissions, as shown in the following table:

Scope 2 location-based and scope 2 market-based

	Emissions (Tons CO ₂ e)			
Year	Scope 2: Location-Based	Scope 2: Market-Based		
2020	126 505	122 791		
2021	130 970	94 007		
2022	128 461	89 444		
2023	142 514	84 778		
2024	109 410	72 354		

GHG emissions methodology and details

SCOPE 1 AND SCOPE 2 GHG EMISSIONS

We report our greenhouse gas (GHG) emissions according to the GHG Protocol developed by the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD).

Emissions reported are all from entities over which Logoplaste has operational control.

Global warming potential (GWP) values for a 100-year time horizon are from 4th assessment report (AR4).

Scope 1 and 2 GHG emissions are calculated based on the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (Revised Edition). Carbon dioxide (CO_2) is the predominant gas included in the calculation of Scope 1 and 2 emissions, but emissions factors may also include small amounts of methane (CH_4) and nitrous oxide (N_2O). Sulfur hexafluoride SF_6 , used in the electrical industry as a gaseous dielectric medium for high-voltage circuit breakers, switchgear, and other electrical equipment, is also considered. As Logoplaste uses refrigerants, HFC's are also included.

Emissions factors for Scope 1 are from Greenhouse gas reporting: conversion factors 2019 to 2024 (Department for Energy Security & Net Zero – UK GOV).

Emission factors provided by the electricity suppliers are used for the calculation of market-based Scope 2 GHG Emissions, when available. Otherwise, the following sources described in the below table are used:

GHG emissions methodology and details

Electricity emission factor sources for scope 2 location-based and scope 2 market-based GHG emissions calculations:

COUNTRY	ELECTRICITY EMISSION FACTOR SOURCES (LOCATION-BASED)	ELECTRICITY EMISSION FACTOR SOURCES (MARKET-BASED)
Belgium, Czech Republic, Spain, France, Italy, Netherlands, Portugal, Poland	European Production Mix Reports - AIB (Association of Issuing Bodies)	European Residual Mix Reports - AIB (Association of Issuing Bodies)
United Kingdom	Greenhouse gas reporting: conversion factors - Department for Energy Security & Net Zero (UK GOV)	
Brazil	Fatores de Emissão de CO ₂ pela geração de energia elétrica no Sistema Interligado Nacional do Brasil, Inventário Corporativo - Ministério da Ciência, Tecnologia e Inovação	Fatores de Emissão de CO ₂ pela geração de energia elétrica no Sistema Interligado Nacional do Brasil, Inventário Corporativo - Ministério da Ciência, Tecnologia e Inovação
Canada	National Inventory Report (NIR) 1990- 2020, Part 3, Annex 13 (published 2024) - Environment and Climate Change Canada	National Inventory Report (NIR) 1990- 2020, Part 3, Annex 13 (published 2024) - Environment and Climate Change Canada
Mexico	Factores de Emisión del Sistema Eléctrico Nacional - CRE (Comisión Reguladora de Energía)	Factores de Emisión del Sistema Eléctrico Nacional - CRE (Comisión Reguladora de Energía)
United States	GRID – U.S. Environmental Protection Agency US EPA	eGRID – U.S. Environmental Protection Agency US EPA
Russia, Ukraine, Vietnam	Emissions Factors - International Energy Agency IEA	Emissions Factors - International Energy Agency IEA

Note: For Canada and US, regional emissions factors are used, when specific emission factors provided by the electricity suppliers are not available.

SCOPE 3 GHG EMISSIONS

Logoplaste's Scope 3 GHG emissions are calculated according to the Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Carbon dioxide (CO_2) is the predominant gas included in the calculation of Scope 3 emissions, but emissions factors may also include small amounts of methane (CH_4) and nitrous oxide (N_2O) .

Majority of emissions factors for Scope 3 are from Greenhouse gas reporting: conversion factors 2019 to 2024 (Department for Energy Security & Net Zero – UK GOV). To calculate GHG emissions associated with raw materials, we used the latest ecoprofiles published by Plastics Europe and WARM.

Our GHG inventory for previous years is recalculated if it impacts more than 5% of the overall scope.

HR Metrics details by country

Total number of employees by country and gender

COUNTRY	Female	Male	Total
Belgium	0	17	17
Brazil	97	286	383
Canada	11	61	72
Czech Republic	0	11	11
France	3	60	63
Ireland	1	1	2
Italy	1	32	33
Luxembourg	0	6	6
Mexico	35	103	138
Netherlands	18	99	117
Poland	136	218	354
Portugal	117	310	427
Spain	6	74	80
Ukraine	5	8	13
United Kingdom	23	238	261
United States	158	469	627
Vietnam	43	30	73
Grand Total	654	2023	2677

Total number of employees by country and contract type

COUNTRY	Fixed Term	Permanent	Total
Belgium	0	17	17
Brazil	0	383	383
Canada	0	72	72
Czech Republic	0	11	11
France	0	63	63
Ireland	0	2	2
Italy	0	33	33
Luxembourg	0	6	6
Mexico	0	138	138
Netherlands	47	70	117
Poland	0	354	354
Portugal	2	425	427
Spain	0	80	80
Ukraine	0	13	13
United Kingdom	0	261	261
United States	0	627	627
Vietnam	2	71	73
Grand Total	51	2626	2677

HR Metrics details by country

Turnover by country

COUNTRY	Number of Leavers	Average EE's	Turnover %
Belgium	2	17,5	11,4%
Brazil	88	373,8	23,5%
Canada	17	73,8	23,1%
Czech Republic	2	10,8	18,5%
France	8	62,6	12,8%
Ireland	1	2,1	48,1%
Italy	0	33,0	0,0%
Luxembourg	0	6,0	0,0%
Mexico	31	137,2	22,6%
Netherlands	29	111,4	26,0%
Poland	38	343,7	11,1%
Portugal	39	417,3	9,3%
Spain	3	75,3	4,0%
Ukraine	75	262,0	28,6%
United Kingdom	0	12,2	0,0%
United States	244	656,1	37,2%
Vietnam	37	72,3	51,2%
Grand Total	614	2667	23,0%

New Hires by country

COUNTRY	Number of New Hires	Average EE's	Ratio New Hires %	
Belgium	1	17,5	5,7%	
Brazil	82	373,8	21,9%	
Canada	15	73,8	20,3%	
Czech Republic	2	10,8	18,5%	
France	10	62,6	16,0%	
Ireland	0	2,1	0,0%	
Italy	0	33,0	0,0%	
Luxembourg	0	6,0	0,0%	
Mexico	32	137,2	23,3%	
Netherlands	44	111,4	39,5%	
Poland	58	343,7	16,9%	
Portugal	57	417,3	13,7%	
Spain	12	75,3	15,9%	
Ukraine	77	262,0	29,4%	
United Kingdom	1	12,2	8,2%	
United States	187	656,1	28,5%	
Vietnam	28	72,3	38,7%	
Grand Total	606	2667	22,7%	

HR Metrics details by country

Training hours by Country

COUNTRY	Internal (h)	External (h)	Total (h)	
Belgium	0	69	69	
Brazil	21 873	3 793	25 666	
Canada	3 810	646	4 456	
Czech Republic	0	124	124	
France	0	759	759	
Ireland	0	0	0	
Italy	0	128	128	
Luxembourg	38	0	38	
Mexico	1 108	2 568	3 676	
Netherlands	0	0	0	
Poland	1 721	1 022	2 743	
Portugal	750	3 057	3 807	
Spain	90	213	303	
Ukraine	3 816	3 106	6 922	
United Kingdom	247	423	670	
United States	5 964	104	6 068	
Vietnam	0	72	72	
Grand Total	39 415,7	16 083,6	55 499,3	
Grand Total	71,0%	29,0%		

Completion of Achieve by Country

COUNTRY	Number EE's with PMS	EE's eligible for PMS	Headcount	Ratio EE's with PMS
Belgium	17	17	17	100,0%
Brazil	341	360	383	94,7%
Canada	64	65	72	98,5%
Czech Republic	11	11	11	100,0%
France	58	61	63	95,1%
Ireland	2	2	2	100,0%
Italy	33	33	33	100,0%
Luxembourg	5	5	6	100,0%
Mexico	3	127	138	2,4%
Netherlands	91	95	117	95,8%
Poland	76	332	354	22,9%
Portugal	315	401	427	78,6%
Spain	74	75	80	98,7%
Ukraine	12	12	13	100,0%
United Kingdom	231	244	261	94,7%
United States	563	584	627	96,4%
Vietnam	5	63	73	7,9%
Grand Total	1901	2487	2677	92,9%

Independent Limited Assurance Report



Deloitte & Associados, SROC S.A. OROC Registration n.º 43 CMVM Registration n.º 20161389 Born Sucesso Trade Center Praça do Born Sucesso, 61 - 13º 4150-146 Porto Portugal

Tel: +(351) 225 439 200 www.deloitte.com

June 23, 2025

Logoplaste Group, S.A.R.L. Estr. Malveira da Serra, N.º 900 2750 – 834 Cascais

For the attention of Mrs. Palloma Carvalho

Dear Sirs.

Please find enclosed a translation to English of our Statutory Auditor's Report on the financial statements of Logoplaste Group, S.A.R.L. as of December 31, 2024.

This is a translation of a Statutory Auditor's Report originally issued in Portuguese on financial statements prepared in accordance with generally accepted accounting principles in Portugal, some of which may not conform to or be required by generally accepted accounting principles in other countries. In the event of discrepancies, the Portuguese language version prevails.

Yours faithfully,

Deloitte & Associados, SROC S.A.

Representada por João Carlos Reis Belo Frade, ROC

Joo (lalo Sule

Registo na OROC n.º 1216

Registo na CMVM n.º 20160827





"Delicitie," "us," "we" and "out" refer to one or more of Delottle Equiche Touche Tehrnatise Limited ("DTTL") member forms, and their related entities collectively, the "Delottle expansion". DTTL takes referred to as "Delottle Godes" and each of its member forms and related entities are legally separate and independent entities and, therefore, do not bind each other for all intents and purposes. Accordingly, each entity is only liable to its own entity is only liable to its own entity is only liable on the acts and only liable to the acts and only liable t

Describe provides inclustry-leading Audit & Assusance, Tax & Legal, Consulting | Technology & Transformation and Advisory | Strategy, Risk & Transactions to meanly 10% of the Fortune Global 100° among thousands of private companies. Our professionals deliver measurable and leating results that help reinforce public treat is capital manufacture, enable clients to transform and three, and lead the way toward a stronger economy, a more equitable society and a sustainable words. Building on its 160 year helptor, Delottle spans more than 150 countries and territories. To learn how Delottle a 400,000 people worldwide make an impact that matters please consult wasse delottle com.

Type: Public Limited Company | Tax and CRC Registration no.: 601776311 | Share capital: € 901.030,00 Head offices: Ar. Eng. Duarts Pacheco. 7, 1070-100 Liaboa Porto offices: Dom Success Trade Center, Proce do Sem Successo, 61 - 137, 4150-146 Perte

INDEPENDENT LIMITED ASSURANCE REPORT

(Free translation of a report originally issued in Portuguese language: in case of doubt the Portuguese version will always prevail)

To the Board of Directors of Logoplaste Group, S.A.R.L.

Introduction

We have been engaged by the Board of Directors of Logoplaste Group S.A.R.L. ("Logoplaste"), to perform a limited assurance engagement on the information related to the carbon footprint scopes 1, 2 and 3 ("Carbon Footprint"), which forms an integral part of the information included in the sustainability report for the year ended December 31, 2024 ("Sustainability Report").

Responsibilities

The Board of Directors of Logoplaste is responsible for the preparation and content of the information related to the Carbon Footprint, included in the Sustainability Report, in accordance with the guidance from the Global Reporting Initiative ("GRI") and with the criteria disclosed in the Sustainability Report, as for designing and maintaining an appropriate internal control system to enable the preparation of the information.

Our responsibility is to issue an independent and professional limited assurance report based on the procedures performed and specified in the "Scope" section.

Scope

Our work was performed in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board and further technical and ethical standards and guidelines as issued by Ordem dos Revisores Oficiais de Contas (the Portuguese Institute of Statutory Auditors). Those standards require that we plan and perform the review to obtain limited assurance about whether the information of the Carbon Footprint, included in the Sustainability Report, has been prepared and disclosed, in all material matters, in accordance with the guidance from GRI.

The procedures performed are dependent on our professional judgment, considering our understanding of Logoplaste and other circumstances relevant to our work. Our work included, among others:

- i) understanding, through meetings with Logoplaste employees involved in the preparation of the information related to the Carbon Footprint, how the information system and the processes for collecting and consolidating the Carbon Footprint data are structured;
- performing analytical procedures on the data relevant to the calculation of the Carbon Footprint, namely the emission sources and factors used, taking into account the organizational and operational boundaries adopted by Logoplaste;
- verification, through substantive testing on a sampling basis, of the information related to the Carbon Footprint and whether it was appropriately compiled from the data provided by Logoplaste's information sources:
- obtaining evidence on the methods, assumptions, and data used in the development of material estimates and on how those methods were applied; and
- validating that the disclosed information is in accordance with the reporting requirements established on the guidance from GRI.

The procedures performed on a limited assurance engagement vary in nature and are less extensive than a reasonable assurance engagement. Consequently, the level of assurance obtained on a limited assurance engagement is substantially less than in a reasonable assurance engagement. Accordingly, we do not express an opinion of reasonable assurance.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

Independence and quality management

We conducted our work in compliance with the independence and ethical standards as issued by International Ethics Standards Board for Accountants (IESBA) and Ordem dos Revisores Oficiais de Contas (the Portuguese Institute of Statutory Auditors).

We applied the International Standard on Quality Management 1 (ISQM1), which requires that a comprehensive system of quality must be designed, implemented, and maintained, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Conclusion

Based on our work, nothing has come to our attention that causes us to believe that the information of the Carbon Footprint, included in the Sustainability Report of Logoplaste Group S.A.R.L. for the year ended December 31, 2024, has not been prepared and disclosed, in all material respects, in accordance with the guidance from GRI.

Restriction of use

This report was prepared at the request of the Board of Directors of Logoplaste Group S.A.R.L. for the purposes of reporting the annual sustainability performance and should not be used for any other purpose.

Lisbon, June 23, 2025

Deloitte & Associados, SROC S.A.
Represented by João Carlos Reis Belo Frade, ROC
Registration in OROC n.º 1216
Registration in CMVM n.º 20160827

SBTi Commitment





Science Based Targets initiative COMMITMENT LETTER

Version 1 - November 2021

- Organizations joining the Science Based Targets initiative (SBTi) must follow the <u>SBTi step-by-step process</u> and align with SBTi criteria and recommendations.
- Please consult the SBTi FAQ for additional information on the process and expectations.
- SMEs¹ are welcome to join the SBTi by submitting a completed <u>SME Science-Based Target</u> <u>Setting Form</u> instead of this document.

Introduction

The Science Based Targets initiative (SBTi) is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science. It is focused on accelerating companies and financial institutions across the world to halve emissions before 2030 and achieve net-zero emissions before 2050.

The initiative is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF) and one of the We Mean Business Coalition commitments.

The initiative champions science-based target setting as a powerful way of boosting companies' and financial institutions' competitive advantage in the transformation to the low-carbon economy. Science-based targets are greenhouse gas emissions reduction targets that are in line with the level of decarbonization required to meet the goals of the Paris Agreement – to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C.

Step-by-step process to set a science-based target

Setting a science-based target is a five-step process:

Step 1. Register online and submit the commitment letter

Signing this commitment letter indicates that your organization will work to set a science-based emission reduction target aligned with the SBTi's target-setting criteria. After registering online and submitting your commitment letter to commitments@sciencebasedtargets.org, your organization will be recognized as "committed" at sciencebasedtargets.org as well as on our partner websites at We Mean Business, and the UN Global Compact.

¹ For the purpose of the SBTi and its target validation process, SMEs are defined as a non-subsidiary, independent company which employs fewer than 500 employees.

Companies and financial institutions are urged to aim for the highest level of ambition in their target setting and also commit to set a long-term science-based target to reach net-zero value chain GHGs emissions by no later than 2050. Companies that commit to set these long-term science-based targets to reach net-zero and align their business with a 1.5°C future will also be recognized as part of the <u>Business Ambition for 1.5°C</u> and the <u>Race to Zero</u> campaigns.² The SBTi has developed a net-zero standard for corporates and the SBTi net-zero standard for financial institutions is planned to be developed in 2022.

Step 2. Develop a target

Once your organization has signed the commitment letter you will have a maximum of 24 months to:

- Develop a science-based target aligned with the SBTi criteria;
- Submit the target to the SBTi for validation;
- Publish your approved target on the SBTi website.

We encourage companies and financial institutions to begin this process and submit targets for validation as early as possible. If an organization fails to complete all the above steps within 24 months, their name will be removed from the SBTi Companies Taking Action webpage and all other websites, as per our <u>Protocol to Manage Expired Commitments</u>. Under special circumstances, the SBTi may grant organizations additional time to publish their targets.

Please note that under the new SBTi strategy, published on July 15, 2021, the initiative is increasing the minimum ambition of its near-term targets, which as of July 15, 2022 will become 1.5°C for scope 1 and 2 targets and well-below 2°C for scope 3 targets. In addition, the timeframe of targets will be 5 to 10 years and no longer 5 to 15 years. These updates are published in the V5 of the SBTi Criteria and Recommendations, Thus, organizations that want to set near-term targets aligned with V4.2 of the SBTi Criteria and Recommendations must submit targets for validation by July 14, 2022.

The SBTi offers resources, case studies and webinars to help companies develop their science-based targets.

Step 3. Submit your target for official validation

To have your science-based target officially approved and published, your organization must complete the Target Submission Form and submit it for validation via email to targets@sciencebasedtargets.org. The SBTi target validation team will validate the target against the SBTi criteria and the Target Validation Protocol, and inform you whether the target has been approved or whether further work is needed.

No oil and gas companies, airports or companies with >50% coal or at risk of non-parent approach are able to join the Race to Zero at this point in time. For any queries, please contact Race to Zero at racetozero@unfccc.int.







Step 4. Announce the target

On confirmation that your target meets the SBTi criteria, your organization's target will be published on the SBTi website and may be showcased in other communications. The SBTi may contact your nominated communications contact about further opportunities to profile your organization's climate leadership.

Step 5. Disclose your progress

Following approval, you should disclose your organizations' emissions annually and monitor progress on reaching your target. Recommendations for reporting include <u>disclosure through CDP</u>, annual reports, sustainability reports and your company's website.

Please proceed to page 5 of this document to complete the Commitment Letter. Financial institutions and food, agriculture and forest sectors must consult pages 3, and 4 respectively before proceeding to complete page 5.

Financial Institutions

Due to its unique nature, the financial sector has a separate process established by the SBTi. The sector's largest impact comes from its investment and lending activities (known as scope 3, category 15 emissions) and therefore it is imperative that targets for this sector encompass such activities.

The SBTi defines a financial institution as an organization whose business involves the arrangement and execution of financial and monetary transactions, including deposits, loans, investments and currency exchange. More specifically, the SBTi deems an organization a financial institution if 5 percent or more of its revenue or assets comes from the activities described above.

On October 1, 2020, the SBTi released a framework that allows financial institutions - including banks, investors, insurance companies and others - to set science-based targets to align their lending and investment activities with the Paris Agreement. Visit the <u>SBTi finance homepage</u> for more information.

Based on current methods and coverage, the primary financial sector audience includes universal banks, asset managers, asset owners (pension funds, closed-end funds, insurance companies), private equity firms, and mortgage real estate investment trusts (REITs). The framework is also relevant for other financial institutions that have holdings in the following asset classes where methods are currently available: real estate, mortgages, electricity generation project finance, corporate and consumer loans, bonds, and equity. SBTi plans to develop additional methods and criteria for sovereign debt and securities underwriting in 2022.

Asset classes beyond this list are currently out of the SBTi's scope. Bilateral and multilateral development financial institutions (e.g. the World Bank) are not the primary audience of this framework. Equity REITs, namely real estate companies that own or manage income-generating properties and







lease them to tenants, are not a target audience of this project and shall pursue the regular target validation route for companies.

Financial institutions are invited to commit to set science-based targets by signing this commitment letter, and to set targets by completing the following steps within a maximum of 24 months:

- 1. Develop a science-based target aligned with the SBTi criteria for financial institutions;
- 2. Submit the target to the SBTi for validation;
- 3. Publish your approved target on the SBTi website.

Financial institutions that committed to the SBTi before October 1, 2020 are required to complete the steps above by October 1, 2022.

If a company falls under the definition above but does not consider their investment activities significant/relevant for the purposes of science-based target setting, the company should reach out to the team at info@sciencebasedtargets.org.

Forest, Land and Agriculture sectors

Companies in land-intensive sectors have a critical role to play in the transformation to a zero carbon economy. This is why the SBTi is developing science-based methods to help businesses in these sectors reduce their impact and seize mitigation opportunities.

The <u>SBTi Forest</u>, <u>Land and Agriculture project</u> (<u>SBTi FLAG</u>) is developing methods and guidance to enable businesses in FLAG sectors to set science-based targets that fully incorporate deforestation and land-related emissions.

Companies with land-intensive operations can commit to the SBTi through signing this letter and setting targets with existing methods. However, FLAG companies will be required to update their GHG inventories in line with the upcoming GHG Protocol Guidance on Carbon Removals and Land Use. Where this GHG inventory update triggers a target recalculation as described in the SBTi Criteria and Recommendations, companies are required to recalculate their targets in line with the SBTi FLAG guidance. Both FLAG and GHG Protocol updates will be available later in 2022 and the SBTi will share further information for these updates in due course.

The SBTi encourages companies in these sectors that are in the process of setting targets to continue doing so and to estimate land use and land-use change emissions and include those in their targets. This will increase the credibility of the companies' climate commitments and help the company anticipate future changes to the GHG Protocol as well as the SBTi criteria.







Science Based Targets initiative COMMITMENT LETTER

Our organization wishes to join the growing group of leading corporations that are setting emissions reduction targets in line with what climate science says is necessary. By doing so, we recognize the crucial role the business community can play in minimizing the risk climate change poses to the future of our planet.

Thereby, I am pleased to confirm that is committing to set science-based emissions reduction targets (near-term targets), in line with the SBTi Criteria and Recommendations, submit them to the SBTi for validation and publish our approved targets, all within a maximum of 24 months.

We acknowledge that our commitment will be recognized on <u>sciencebasedtargets.org</u> as well as on our partner websites at We Mean Business and UN Global Compact.

In addition, to align with the most ambitious aim of the Paris Agreement and to what science dictates is necessary to reduce the destructive impacts of climate change on human society and nature - to reach net-zero global emissions by 2050 at the latest in order to limit global warming to 1.5°C - my company is committing to:

□ Set net-zero targets, including a long-term science-based target: My company commits to set a long-term science-based target to reach net-zero value chain GHGs emissions by no later than 2050 in line with the SBTi Net-Zero Standard, submit it for SBTi validation and publish it, all within a maximum of 24 months. By committing to set a net-zero target, I also acknowledge that my company will be part of the Business Ambition for 1.5°C campaign. My company will also join the Race to Zero campaign. 3.4.5

<u>Science-based targets (SBTs)</u> are near-term targets that meet the criteria and recommendations of the SBTi.

<u>Science-based net-zero targets</u> are longer-term targets - by 2050 at the latest. The SBTi defines the state of net-zero emissions for companies as reaching a state of no impact on the climate resulting from the organization' GHG emissions.

Reaching a status of science-based net-zero emissions implies the following two conditions:

Achieving a scale of value chain emissions reductions consistent with the depth of abatement at the point of reaching global net-zero in pathways that limit warming to 1.5°C with no or low overshoot.

⁵ Companies that are already part of the initiative can raise their ambition by also committing to set a net-zero target.







³ All companies except oil and gas companies, airports and companies with >50% coal or at risk of non-parent approach will be able to join Race to Zero at this point in time. If companies have questions, please reach out to Race to Zero at racetozero@unfccc.int or refer to the <u>Business Ambition for 1.5°C Guidance and FAQs document</u>.

⁴ Companies must have valid near-term science-based targets (SBTs) that meet SBTi Criteria to be eligible for a net-zero target, unless the long-term SBT target year is 10 years or fewer from the date of submission.

 Neutralizing the impact of any source of any residual emissions by permanently removing an equivalent volume of atmospheric CO₂.6

Visit the <u>SBTi Net-Zero webpage</u> for more information, including the Net-Zero Criteria and Recommendations. For financial institutions, the approach to net-zero emissions targets across the value chain will be further developed.

Sign the commitment

Please sign this document and return a signed copy to the SBTi Operations Team at: commitments@sciencebasedtargets.org. The SBTi reserves the right to carry out due diligence reviews before accepting and publishing commitments.

This SBTi commitment letter can be signed by any organization representative, but the contact details of a managerial level point of contact in the organization is required in the information table below.

Once this commitment letter is processed and you have received formal confirmation over email, your organization will be recognized as "Committed" on the SBTi website and the partner websites of UN Global Compact and We Mean Business. Organizations committing to set a net-zero target will also be added to the UNFCCC Race to Zero website provided the organizations are eligible to join at this time.

ompany name:		
ONLAN		
Signature	Place	Date

⁶ Residual emissions are emissions sources that remain unabated by the time net-zero is reached at the global or sector level in 1.5°C mitigation pathways with low or no overshoot (<u>Foundations for Science-based Net-Zero Target Setting</u>, pp. 7, 32-34). For most companies this requires emission reductions of at least 90%, which implies neutralisation of no more than 10% of base year emissions when reaching net-zero.











APPROVED

NET-ZERO SCIENCE-BASED TARGETS

The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by Logoplaste conform with the SBTi Corporate Net Zero Standard.

SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.

The official net-zero science-based target language:

Overall Net-Zero Target: Logoplaste commits to reach net-zero greenhouse gas emissions across the value chain by 2050.

Near-Term Targets: Logoplaste commits to reduce absolute scope 1 and 2 GHG emissions 45.3% by 2030 from a 2020 base year. Logoplaste also commits to reduce scope 3 GHG emissions 51.6% per ton of material input by 2030 from a 2022 base year.

Long-Term Targets: Logoplaste commits to reduce absolute scope 1 and 2 GHG emissions 90.0% by 2050 from a 2020 base year. Logoplaste also commits to reduce scope 3 GHG emissions 97.0% per ton of material input by 2050 from a 2022 base year.

