



GRI Sustainability
Report 2021

Mindful Plastic Packaging

Perfecting the art and science of
rigid plastic packaging



When we stand together, we stand stronger

REPORT PROFILE

GRI SUSTAINABILITY REPORT 2021

Issue n. 04/2022

Mindful plastic packaging

Logoplaste's Sustainability Report is published by Logoplaste's Sustainability Department.

We believe in harnessing internal potential

Design & layouts are by Ana Ferreira, our Multimedia & Design Specialist.

The power of digital

Each year we try to bring something new to this cornerstone document. In this edition we have created QR Codes, sprinkled along the way, that lead you to more content housed on our website.

Save a tree, don't print!

If you have the urge to print this document, please don't. The environmental impact and associated costs are not worth it, plus you lose all the hyperlinks.

Questions?

If you have any questions about the report, please send us an email at

communication@logoplaste.com

You can also hop on [our site](#) and send us an email.

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How it all began

Sustainable to the core

“

25th of April 1974 is a milestone in Portuguese history. It was the year of the revolution, and it was the starting point of a distinctive manufacturing model and the birth of a new standard in the rigid plastic packaging industry.

A dream, a reaction, and adrenaline, this is what Logoplaste was built on back in 1976.

My father, Marcel de Botton, had to start from scratch. To protect his investment without losing it all again, he decided to launch an in-house plant, which generated higher levels of collaboration with partners and strong logistics savings. In addition, this in-house bottle manufacturing could provide unique solutions to industrial challenges.

He grew Logoplaste and its revolutionary, wall to wall, business model very quickly and soon needed help.

In 1991, I decided it was time to join my father, to take Logoplaste to a new, international, level. I did this with my lifelong business partner, and friend, Alexandre.

As we grew our unique wall to wall business model, we made sustainability our main purpose. Whether we were taking an active role in the industry, setting new standards, trying new concepts, testing new techniques, or taking care of the environment, our colleagues, and the communities in which we operate – sustainability is deeply engraved in our culture. It is part of our DNA and embedded in our soul.

As Alexandre and I took over the day-to-day operation, my father was able to dedicate more time to the industry Federations and focus on sustainability.

In 1989, he was a Founding Member and then President of EuPC – European Plastics Converters, which currently represents 50 000 companies. In 1990 Marcel was appointed Executive Chairman of APIP – the Portuguese Plastic Industry Association. In 1996 he was one of the founders of the Green Dot Society, an integrated packaging waste management system in Portugal. In 2012, Marcel was a Founding Member of PET-CORE Europe – representing the entire European PET supply chain.

In all his collaboration with these organizations my father always held the highest standards for the plastics industry. At the same time, we took it upon ourselves to become industry challengers and champions, always in search of the best, the most sustainable solution.

Logoplaste was the first converter to introduce ocean plastic into packaging, the first to include bottle design in the services offered to clients, and the first to optimize the entire supply chain to best-fit partners, product, and consumer requirements.

We are pioneers in introducing Biomimicry into bottle design, which balances performance, usability, and weight reduction. Our Mission Zero+ is another first for the industry—carbon-neutral plants that protect the surrounding ecosystems and local communities.

Recently, Ecoibéria, a recycling plant, joined our portfolio. Logoplaste can now offer recycled materials to our partners and, more importantly, learn and share knowledge.

This is who and what we are at Logoplaste and I want to congratulate all my Logoplaste colleagues for the amazing work they perform every single day.

Last but not the least, allow me to say how much I am touched that Logoplaste's team has decided to create the Marcel de Botton Sustainability Award that will recognize the most sustainable plant at Logoplaste, please accept my gratitude.



Filipe de Botton

Logoplaste's Chairman
Logoplaste's Sustainability Board Chairman




**Welcome to
our 2021 GRI
Sustainability
Report where we
share last year's
accomplishments
and challenges.**

We identified the topics in this report using a Materiality Analysis, performed via survey with clients, colleagues, suppliers, and business partners. We also cover issues outside the survey results that we consider relevant and important.

The survey gives us a clear picture of what our business community values and where our stakeholders place their faith. This is useful as it serves as a guide for our efforts in helping our clients deliver mindful plastic packaging that supports a circular economy for plastics.

In addition to this tailored information, we also give a quick overview of who we are, where we are headed, and how we are going to get there.

As an industry, we aim to reach net-zero emissions. To achieve this, everyone – from consumers to governments, clients to suppliers, and transformers to recyclers – need to be aligned and working together.



Are you
ready
to join us?



From our CEO

“

Sharing our work – our successes, our experiments, and our setbacks – is always a source of pride, and an invaluable insight for me. In addition, it helps improve the quality of our products and our work.

The data in this report allows for analysis and comparison with the industry. For us, at Logoplaste, our GRI Report helps align our direction and maintain focus as we continue to transform our business and build a more sustainable future.

2021 was another strong year for our business, with new contracts across all geographies. We also took our first step into the recycling sector by acquiring a majority stake in Ecoibéria, the leading pellet and flake RPET recycler in Portugal.

We made significant investments and achieved important milestones beyond business performance, we more than doubled our green electricity consumption. Even though we grew the business, we were able to reduce our operational CO₂e emissions by 4% (base year 2019). We increased our PCR consumption by 46%, obtaining an average of 14% recycled content across our product portfolio. Finally, we improved our score on our Ecovadis Gold rating.

Unfortunately, 2021 was also a challenging year, not only for us but for the entire world. Every industry with complex supply chains felt the impact on a daily basis.

Since the COVID-19 pandemic, we have all been living in perpetual dis-

comfort and continuous instability. Markets shift unannounced with the energy crisis. Inflation rises. Raw material prices increase dramatically and shortages are more than frequent, making forecasting unpredictable. Volume volatility and supply chain disruption are constant and here to stay.

In these turbulent times, we remain agile to ensure business continuity and meet our number one priority – delivering on customer commitments.

Our purpose is to deliver mindful plastic packaging, which means our solutions will always be the best fit for the planet and integrated into existing recycling streams while fulfilling our clients' and their products' requirements with packaging that exceeds consumers' expectations.

This report is about 2021, but while I am writing this message the war in Ukraine is still going on. Our hearts are with our team in Kyiv, their families, and friends. We call for peace to be restored.

I hope you join us in our mission to shape a better, circular, carbon-neutral world.



Gerardo Chiaia
CEO

We are guided by



TRUTH

We are transparent and ethical in all that we do



VISION

We seek what no one has even dreamt of



FLEXIBILITY

We easily adapt to constant change



INTEGRITY

We work and stand together



COMMITMENT

We are dedicated to our team, customers, and the environment

The Marcel de Botton Sustainability Award

Logoplaste's Founder, **Marcel de Botton**, was a man ahead of his time, he was pioneer within our industry by putting Sustainability as a key strategic priority.

Besides creating awareness within his company, he took leadership roles in European industry organizations to promote the importance of collecting and recycling, paving the way for what we now call Circularity.

Logoplaste is creating the "Marcel de Botton Sustainability Award" a yearly recognition to the Logoplaste facility that has made the biggest improvement in terms of raw material usage, CO2 emissions reduction, energy efficiency, waste disposal and Health & Safety progress.

This award honours our Founder's example, and reminds all of us of what we stand for and how we do things.



Marcel de Botton

1925 - 2022

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Logoplaste at a glance

**Conformity is for
packaging**

**Creating is for
people**



**Innovation &
sustainability**

**Our soul since
1976**

We're high-performing nonconformists. We're the people who invented wall to wall, **embedded manufacturing**, and now we're leading the way to sustainable plastic packaging.

We package the world's Biggest Brands

Logoplaste designs and manufactures innovative packaging that jumps off the shelf. We do it using the most sustainable processes and materials we can create.

Our mission is to relentlessly push boundaries, to go beyond our clients' expectations, and to transform rigid plastic packaging's impact on the planet by reducing CO₂ emissions along the entire value chain.

Every day, we push against the norm and question what's been done before so that we can lead the changes our industry must make. We're dedicated to working together—with our clients and our competitors, our local communities and governments—to build a better, healthier, sustainable future for the next generation. This legacy is more than words on a page. It is our duty.

At Logoplaste we deliver mindful plastic packaging.



Who are we?

Easy to answer

□ **Our Voice**

Honest, transparent, smart, friendly.

□ **Our Promise**

Deliver quality packaging that has a positive impact on the environment and society.

□ **Our Values**

Dedication, sustainability, integrity, quality.

□ **Our Essence**

Exceed customer expectations, without losing focus on sustainability.

□ **Our Personality**

Visionary, resourceful, non-conformist, clever, truthful, charismatic, human.

□ **Our Purpose**

Deliver mindful plastic packaging.

□ **Our Positioning**

Be the most sustainable and reliable supplier for rigid plastic packaging.

Embedded manufacturing, aka wall to wall

Our wall to wall, embedded manufacturing model has proven itself as a smarter way of doing business that benefits our customers and the world.

How we get it done

We are experts in manufacturing economically sustainable rigid plastic packaging through embedded, just-in-time supply. Wall to Wall eliminates the need for secondary packaging and the logistics associated with transporting empty bottles. We've been reducing CO₂ emissions since our foundation.

Wall to wall manufacturing benefits



Smaller
CO₂
footprint



Best quality:
below
30ppm



Lower costs,
higher
efficiency



Lower stocks
of finished
product



No secondary
packaging



No freight,
no bottle
transportation

Wall to Wall is just one component of how we design and deliver sustainable plastic packaging.

- Lightweight to minimize CO₂ emissions
- Strong to protect the product, avoids damage and product loss
- Recyclable in an established recycling stream
- Made from recycled or renewable materials
- Material source should be as closer as possible
- Exceeds consumer expectations
- Meets market criteria for performance and cost

Why does the world work with us?

Best partner from ideation to industrialization



1:1:1 FOCUS

One partner, one plant, one priority

Our embedded, wall to wall plants serve one customer, 100% of the time.

FLEXIBLE

Change is the only true constant

We stay nimble so we can adapt quickly whether we're solving an immediate issue or helping the industry shift to more sustainable models. We easily manage change over complexity.

INNOVATIVE

People, processes, products

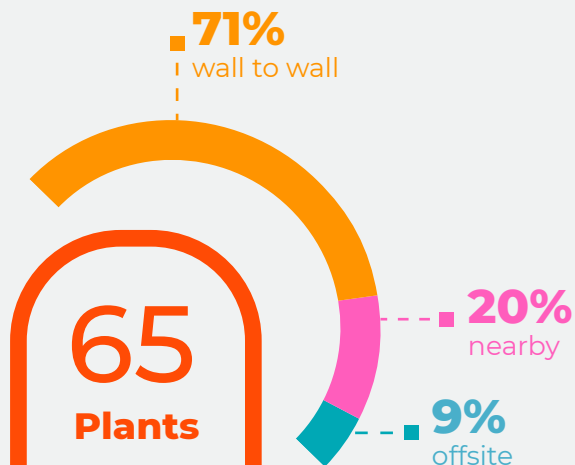
We're constantly pushing the envelope of what's possible in packaging, from branding and shelf presence to increasing bottle-to-bottle recycling.

STATE OF THE ART

Design, tooling, materials

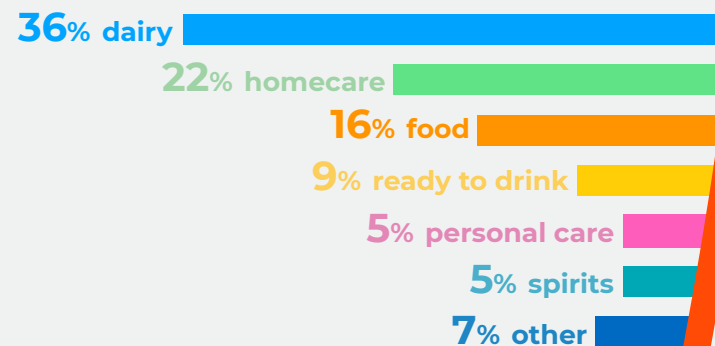
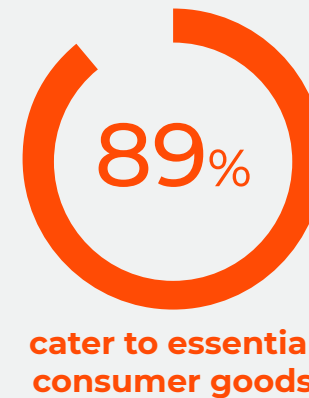
From Logoplaste Innovation Lab to autonomous manufacturing lines and cutting-edge materials research, Logoplaste leads the industry.

Logoplaste seen through KPIs



91%
Fully dedicated
8 non dedicated

3 iLAB Innovation Hubs



10.8 billion
units produced

342 Units produced per second

Market profile according to our plants

Logoplaste team

2507
employees

37
nationalities

13
official languages

41
average age

7
years of service

77% Men vs 23% women

Everyone in the loop

Logonews
Highlights
Plant posters
Global emails
Country meetings
CEO quarterly overviews
Corporate TV
GRI Sustainability Report
Global broadcasts

Heroes at Logoplaste

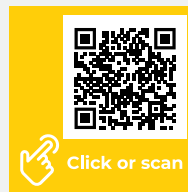
12 Global EHS Reports
9 New ISO 45001 certifications
+25 000 Proactive activities

Keeping a score

12
Global industrial KPIs reports

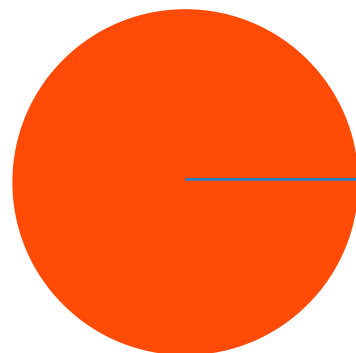
12
Quality Metrics Reports

60
Certifications



CO₂e emissions

% Reduction of Operational CO₂e (Scope 1+2)



4.2%
2021 vs 2019

CO₂e emissions intensity factor

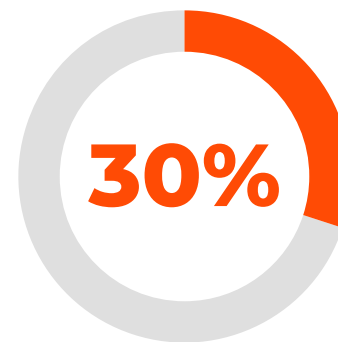
-10.1%

21.8%
2021 vs 2020

CO₂e emissions intensity factor

-19.6%

Target for 2030



Reduce by 30% our Operational* CO₂e emissions and our CO₂e intensity indicator** (base year 2019)

Energy

2021 vs 2020



-2.4%

Total Energy Consumption

-117.7%

Green Electricity Consumption - Grid



Photovoltaic Panels Electricity Production

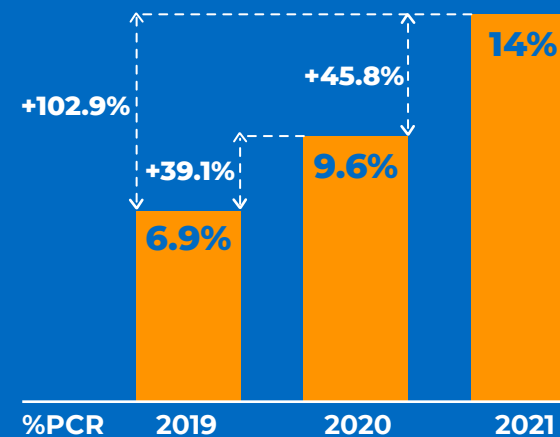
+9.8%

Purchase of raw materials

-5.8%

CO₂e emissions (2021 vs 2020)

Materials



Awards and recognition



Our hard work put us in **the top 2% of plastics manufacturers** for sustainability and in the overall 96th percentile.

So proud to be GOLD again



DISCLOSURE INSIGHT ACTION

**We are keeping
consistent in CPD**

CDP Climate Change B
CDP Water Security B

**And we won not one,
but two
iF Design Awards**



Knowing each team member comes from the heart

“

Delivering the required work, requires balance and an open communication channel.

I give freedom to work and fully delegate projects, empowering my team to take on more responsibility. This translates into higher quality, and creative work.

Recognizing strengths and weaknesses, and helping the team become better professionals.

A team needs to work together, following the same path, but one size does not fit all. I need to understand what the best approach for each person is.

We cater to many different plants, and it is our job to help our Plant Managers so they can focus on delivering bottles. Speed is the name of the game for all of us.

I push my team to tackle challenging tasks that develop their talents and open more opportunities. And in return, my team delivers on our commitments and keeps an honest, open, communication channel with me and everyone they work for.

”

Quah Chee Keong
Regional Financial Controller
North America



Stakeholder engagement

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, CO₂ 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.

Our channels & actions

Customers

- Website
- LinkedIn
- Pollination Day
- Sustainability Report
- Sustainability Survey
- Ecovadis
- CDP
- Logoupdate Meetings – Proactive And Reactive Regular Updates

Communities

- Internship Programs
- Financial Support
- Employee Volunteering Initiatives
- Student Support and Engagement
- Active Listening To Proactively Assess Local Needs
- Logoupdate
- Website
- LinkedIn
- Job Opportunities

Suppliers

- Policies
- Code Of Conduct
- Supplier Guidance
- Website
- LinkedIn
- Sustainability Report
- Sustainability Survey
- Ecovadis CDP
- Logoupdate
- Pollination Day
- Meetings – Proactive And Reactive

Regulators and Associations

- Pollination Day
- Website LinkedIn
- Sustainability Report
- Sustainability Survey
- Ecovadis
- CDP
- Logoupdate
- Meetings – Proactive And Reactive

Employees Sustainability Board & Sustainability Committee

- Employee Climate Survey
- Performance Management System – Evaluation
- Speak Up
- Quarterly Reports From CEO
- Ask The CEO
- Intranet
- Website
- LinkedIn
- Corporate Television
- Posters
- Brand Building
- Emails
- Online Briefing Sessions Training
- Ecovadis
- CDP
- Global CEO Broadcasts
- Code Of Conduct
- Sustainability Report
- Sustainability Survey
- Newsletter

Masterchem Logoplaste A winning combination

Piotr Wasilewski has been with Masterchem since 1999, year in which the company was founded.

He has seen Masterchem grow and become a market leader in its segment and he became CEO when it was time for the Polish packaging producer to take an important step and become part of the Logoplaste Group.

“

For Masterchem, it was important to choose a business partner whose idea and operation philosophy is consistent with ours, one with whom we could build something more. Logoplaste's culture and family imprint, resonates with ours, making it the correct choice.

Communication and mutual cooperation between both companies are extremely important to us, and I am very pleased with this. The technological potential of Masterchem is huge and we can apply it to our vast packaging portfolio. Logoplaste, on the other hand, specializes in packaging innovation and tailored made solutions. We complement each other in our offer. It simply makes sense and it is the ideal offer to all client profiles.

Every day we build our relationship. We see teams on either side with the same production challenges, sharing ideas and solutions and involving more people if issues are complex. Together we come up with clever ideas and we continuously set the bar high for all to follow.

I know that together we are able to achieve even more than planned.

”

Piotr Wasilewski
CEO

Masterchem Logoplaste, Poland



Click or scan




A report based on research

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.*



We did our homework and followed every protocol

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

4 Results were presented in a materiality matrix, reviewed and approved by the Sustainability Board.

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

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

In [appendix C](#) you can find detailed information on each topic, the new materiality matrix, and material topics mapped against GRI Standard.

Sustainable Development Goals (SDGs)

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.

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.

Global Objectives for People and the Planet

The United Nations Sustainable Development Goals

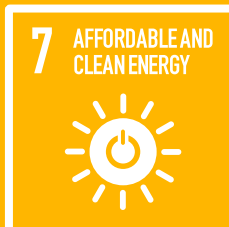


Logoplaste's Material SDGs



Ensure availability and sustainable management of water and sanitation for all

- Global water 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
- Mission Zero+
- Investment in R&D capabilities
- Design for recyclability & biomimicry
- Recycling infrastructure
- Collaboration in cutting-edge projects



Ensure sustainable consumption and production patterns

- Wall to wall business model
- Lightweight/right-weight programs
- Design for recyclability & biomimicry
- Use of recycled raw materials
- Recyclclass certified body
- Waste management and reduction initiatives
- Sustainable procurement policy



Take urgent action to combat climate change and its impacts.

- Wall to wall business model
- Mission Zero+
- Operational GHG emissions reduction target
- Operational GHG emissions intensity reduction target
- Transition to renewable energy
- Global quality, environmental, health & safety policy
- Lands right policy



Conserve and sustainably use the oceans, seas, and marine resources

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

What Sustainability means to us

For Logoplaste, Sustainability and mindful plastic packaging are one and the same.

Why? Because all the packaging we produce has environmental and social consciousness.

Delivering bottles is a big responsibility and we take their entire lifecycle into consideration, from Design to Engineering & Manufacture, to Recycling Performance & Certifications.

We think through every stage of a bottle's life, from the moment a brand manager dreams it up to the day it is broken-down and transformed into a new bottle.

“ **Our determination is to go beyond client expectations. As an organization and as individuals, we are constantly thinking how we can serve and improve, making it even easier for customers to do business with us.** ”

Petra Novakova

Plant Manager
Logoplaste Elst, Netherlands



3 Pillars for Sustainability

Transforming the present and creating a sustainable future depends on getting these fundamentals right.



Click or scan

PEOPLE & COMMUNITY

Workplaces and communities that help everyone reach their potential are essential.

ENVIRONMENT & ECONOMY

Creating healthy, equitable economies and care for the environment.

INNOVATION

Invention, imagination, and investment in new ways of working.

Keeping score and keeping track

We are not alone, and this is a good thing. It helps us on our path to align with our industry peers, clients, and other business partners. To do this in an organized and consistent manner, Logoplaste participates in benchmarks and engages with world class organizations.



United Nations
Global Compact



ecovadis



Our commitments for 2025 follow the New Plastics Economy Global Commitment led by the Ellen MacArthur Foundation



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

But that is not all. Internally, we set our own, ambitious, objectives for 2030: Reduce by 30% our Operational* CO₂e emissions and our CO₂e intensity indicator** (base year 2019).

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 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

GSC is always looking for the best partners that align with our goals and mission.

“

At its core, Global Supply Chain (GSC) supports Logoplaste's Operations in becoming the most trusted supplier of high-quality products, with highest supply reliability and with the fastest time-to-market for new projects.

Helping Logoplaste improve its sustainability, agility, and flexibility, to improve competitiveness.

GSC's mission is to establish and develop partnerships with preferred suppliers to sustain and improve company growth. It all begins

with choosing the right supplier, where responsible supplier selection includes social, ethical and environmental factors in the procurement process, alongside financial and technical considerations:

Corporate Social Responsibility (CSR) When doing business there is always the possibility of exposure of our supply chain to unethical and corrupt actions. To mitigate risks, we have a Sustainable Procurement Policy and Process in place, which includes a CSR performance evaluation of our preferred suppliers and signature of Logoplaste Supplier Code of Conduct.

Financial When large investments are made, a dependency relation is created, hence it is critical to understand the supplier's financial stability.

Technical: A supplier's technical capacity is key to our success. Evaluations are conducted by the Global Supply Chain team as well as Logoplaste Innovation Lab. Nothing is left to chance.

”

Mark Templeton
VP Global Supply Chain

Maria Maximo
Supply Chain Manager





CO₂ Revolution

When it comes to sustainability, what people really want to know is what you are doing right now.

Shifting from remote packaging production to embedded, wall to wall manufacturing with Logoplaste makes an immediate impact on carbon footprint and bottom line.

**We've been
reducing CO₂
emissions
from the
beginning**



7 ways embedded, wall to wall packaging plants cut carbon footprint and make businesses more efficient

Eliminate freight

An embedded plant delivers bottles directly into filling lines. No trucking, no shipping of empty bottles.

Eliminate secondary packaging

If bottles are not shipped, they are not packed. No boxes, totes, gaylords, tape, stickers, bags, shrink-wrap.

Just-in-time supply

Packaging production ramps up and down in sync with your operation, eliminating packaging inventory.

Light weight, right weight

Filling and capping bottles within minutes of manufacturing them provides structural support, using less plastic. We also implement right-weight to ensure we protect the product, fulfilling quality and safety standards and to guarantee we are in line with recyclers' requirements.

Smaller footprint

Wall to wall means two manufacturing plants in a single facility. We can retrofit existing facilities with minimal additional power and water infrastructure.

Total dedication

Wall to wall manufacturing puts an entire packaging plant at your disposal. You never get bumped and things get done better, faster, and far more efficiently.

Community engagement

We depend on local communities, offering jobs and a career path for all those who want to work. Logoplaste pushes to have stable, dedicated, teams that can grow with the plant and share in the business' success.

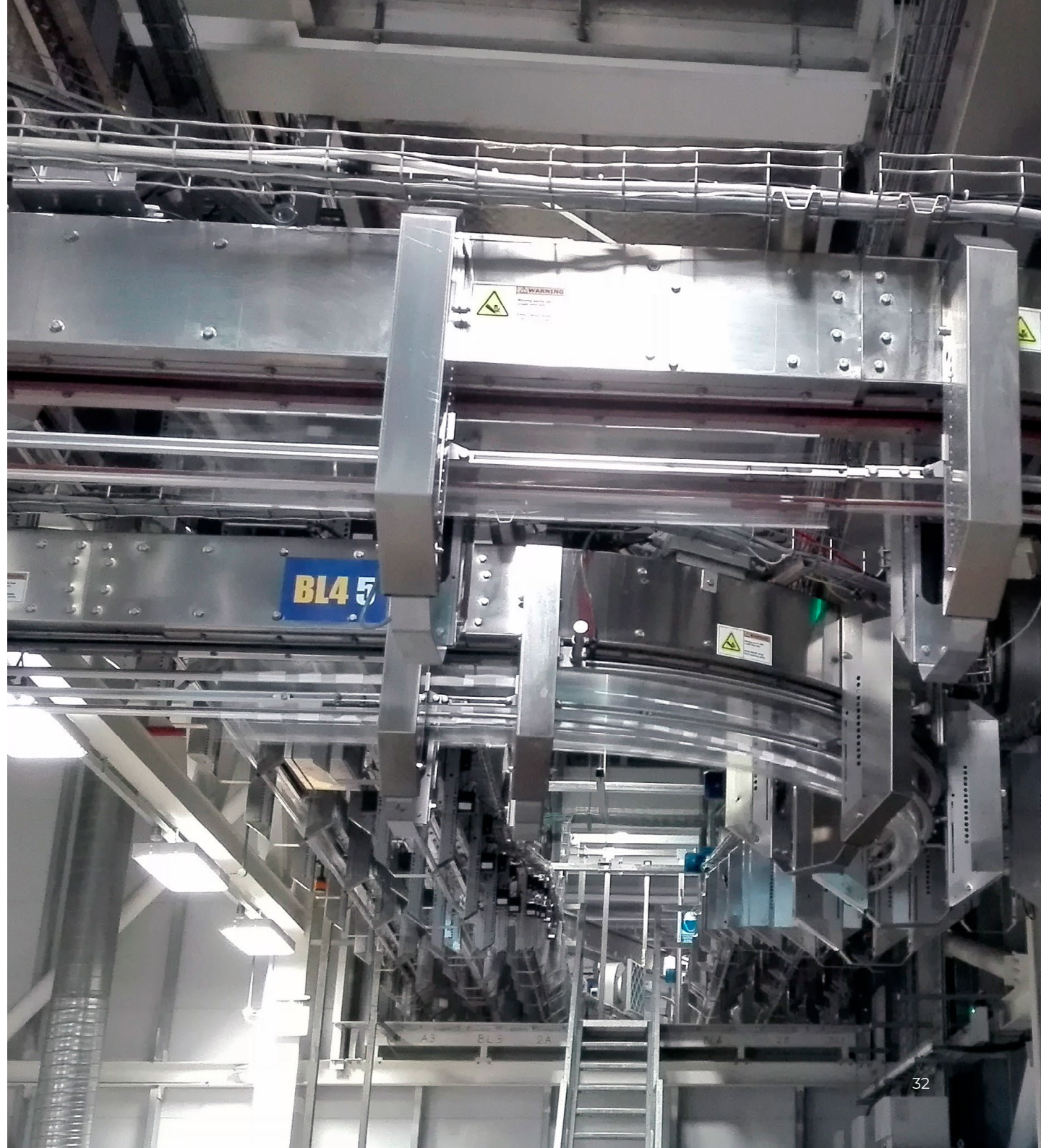
Going further

Embedding packaging manufacturing inside your operation reduces energy consumption, lowers machinery maintenance, and lowers your operating costs.

It's a single, seamless production line from us to you - true synchronization in motion.

Our next generation of plants will begin our transition to carbon neutral and regenerative facilities.

Wall to wall is our foundation for the next revolution in **CO₂ emissions reduction.**



Working toward worldwide standardization

“

It might sound like a dull topic, but for us standardizing operations is the foundation for business efficiency, product quality, and business ethics. In 2021, we kicked off an exciting adventure in fully integrating multiple management systems to ensure our Quality Culture and Business Processes deliver consistently excellent product quality and customer satisfaction.

Global standardization achievements — 2021 Integrating management systems

Our goal for 2021 was to streamline how we operate and provide an integrated management system for Quality, Environment, Health,

Workplace Safety, and Product Safety. This integration allows everyone to work within a single, cohesive system versus parallel solutions that duplicate efforts. The integrated system includes:

- Quality procedures and documentation—vital elements in ensuring we consistently provide products that meet customer expectations and regulatory requirements.
- Leadership, people engagement, and continuous improvement metrics—critical KPIs for establishing, and sustaining, a quality culture of continual improvement focused on conformance requirements.

Establishing the Logoplaste Global Management System

On a parallel track, we began developing the Logoplaste Global Management System (GMS). GMS will standardize business processes and workflows. This digital transformation will centralize essential information that is currently dispersed into a single location that will be available worldwide.

Meeting third-party certifications

Over 70% of Logoplaste facilities have formal third-party certification for a total of 60 certifications distributed among our 65 plants.



These certifications range from Quality, Food Safety, Health and Safety to International Sustainability & Carbon Certification (ISCC), ethical trading, medicinal packaging, as well as specific client requests.

Maintaining a food safe baseline for product safety

To mitigate contamination risks and ensure our product safety, all of the packaging Logoplaste produces is managed with the same expectations as food safe, not just the packaging we manufacture specifically for food and beverages.

Sites that manufacture direct-contact packaging for food and beverage, cosmetics, or medical products may have additional product safety requirements, but the baseline for product safety—food-safe materials, manufacturing, and procedures—is universal across all plants.

- All sites are progressing towards following a universal quality management system for product safety
- All sites follow good manufacturing processes (GMPs)
- All sites ensure that our products are not contaminated, are not mixed, and arrive at the customer uncompromised
- All products meet homologation requirements across respective markets

Meeting demand for increased use of post-consumer resin (PCR)

More and more customers are asking to increase their use of post-consumer resin (PCR), which is an exciting trend. Incorporating post-consumer resin can reduce an organization's carbon footprint and prevent plastic packaging from becoming landfill waste. Logoplaste manufactures bottles with varying amounts of post-consumer resin, including bottles made PCR gathered from curbside recycling programs and PCR recovered from ocean-bound waste.

However, using post-consumer resin does demand more thorough verification to ensure the raw materials are acceptable for the product they will house. Our homologation process for post-consumer resins ensures Logoplaste recycled packaging meets the same product food safe baseline as all of our package plus regulatory and customer requirements for the product and market. By certifying our post-consumer resin supplies, we guarantee we are protecting customers, packaging, and consumers.



Tara Holloway
Global Quality Director



Ethics & Integrity

When it comes to Ethics & Integrity there is only one word that matches Logoplaste: transparency.

Transparency means being open and sharing thoughts and ideas in an honest and respectful manner. As a business, as a partner and as an employer, being transparent is part of our modus operandi. It's the only way we know how to be.

Transparency

Integrity comes from within, you either have it or not, and at Logoplaste it echoes through transparency.

Ethics & Integrity is a new material topic, flagged in our Materiality survey.

Logoway



Our corporate values. Shape our actions, attitudes, behaviors and our decisions.

D&I



We are all different and we are all unique, there are no 2 people alike. This is our strength.

UN Global Compact 10 Principles



Human Rights, Labor, Environment and Anti-corruption are part of routine

Code of conduct



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

Employees' voice



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

Policies



- Anti-money laundering
- Anti-bribery & Anti-corruption

Principles



Team empowerment and voice. At Logoplaste we are all heroes.

Full legal compliance



With all local as well as international laws and regulations

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:

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

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.



Vera Oliveira
Metrology and Quality
Europe

Being the place people want to work is our mission in Human Resources



We are committed to driving a diverse and inclusive workforce by creating an environment of equity, empowerment and belonging.

We are present in three continents, have 13 official languages and 37 nationalities. On top of this, we have a wide range of job functions and multidisciplinary teams with direct and indirect reports. It is an intricate web that works together to deliver the best rigid plastic packaging.

Finding the perfect employee match always uses Diversity & Inclusion at the forefront.

The strength of our team comes from our diversity, where there are no two people alike and all bring different ideas, methods and ap-

proaches to the same routines and challenges we face.

Building and maintaining a diverse, equal culture across Logoplaste isn't an easy task. To make it happen, we have implemented the following initiatives:

Having the opportunity to make a difference and to contribute

We are committed to seeking feedback and input from our employees.

Respect the needs and differences of others

Our employees participate in Diversity & Inclusion educational awareness training which helps us all understand the importance of diversity and inclusion in the workplace.

Having equal job opportunities for all employees

Equal job opportunities covers all aspects of employment and we are committed to ensuring we treat all employees with equality, dignity and respect.

Access to training and development for everyone

Our career development plans ensure we all keep growing and evolving. Career

development is key to making our teams feel valued, and giving the opportunity to advance.

At Logoplaste we believe that each of us is unique and that everyone must be equally accepted and respected.



Lisa Hillburn
HR VP Europe & AP



Click or scan

Circularity and Education

Plastics are part of our daily life and have a leading role in world economics. Yet for all the good plastic brings there is a downside that needs to be addressed immediately: plastic pollution.

We believe the answer to this global problem is not banning plastic. We believe the answer lies in reducing, reusing, and recycling plastics using a common playbook for all stakeholders.

“ We must change how we design, use, and reuse plastics. We cannot simply recycle or reduce our way out of the plastic pollution crisis. If we don't act now, by 2050 there could be more plastic than fish in the oceans.

Ellen MacArthur Foundation



**Consciously
present**

Who are the main players in creating and sustaining a circular economy for plastics?

- Consumers
- Clients
- Plastic industry
- Governments
- Policymakers
- Institutions (Associations, Universities, NGOs ...)

What needs to align for a circular plastics economy to thrive?

Ambition & Collaboration

Creating a true circular plastics economy means:

- Designing out waste before it is created
- Eliminating unnecessary production
- Keeping products and materials in the loop
- Implementing fruitful recycling streams
- Incorporating more recycled content
- Advocating for responsible consumption
- Changing habits and behaviors
- Making accessible new products and services

The bottom line: Consumers will dictate the demand for more sustainable products, with less packaging and more recycled content, accelerating the change to a circular economy.

Simply put, each and every one of us plays an important role in keeping plastic packaging circular.

For the circular plastics economy, information is power

Governments, businesses, and consumers can only make conscious decisions if they have all the facts.

At Logoplaste we make it our business to share what we know with everyone around us by...



Advising our clients on best solutions, including designs that match bottle, cap, and label perfectly



Sharing our expertise on raw materials and processes with our clients



Participating in cutting-edge projects that test new materials and recycling technologies and sharing our findings



Acquiring our first recycling plant to expand our knowledge



Being a Recyclclass Certification Body capable of rating packaging recyclability



Educating young talent today so it becomes expert talent tomorrow through our EDUPACKS program



Sponsoring student packaging design events

Ecoiberia: another step towards closing the loop

“

Logoplaste has a long history in working with recycled materials across our clients' portfolios and we are constantly involved, through Logoplaste Innovation Lab, in projects to qualify recycled resins, or to increase the incorporation of recycled content, or even to test new materials that are not yet on the market.

Nevertheless, when we benchmarked ourselves for sustainability within our peers, we found we were lacking by not operating a recycling plant. We knew that we understood the challenges, as well as adaptations needed to allow for increased bottle to bottle circularity, but we were not dealing with the challenges that recyclers face.

To bridge this gap, we started mapping the recyclers landscape and quickly came across a company with whom we worked and where we saw potential: Ecoibéria, based in the North of Portugal, and already working with leading FMCGs.

The company has been operating bottle to flake recycling lines with recently added capacity now reaching 25kT per year of recycled flake production. Additionally, it had already committed to acquire a new top of the line recycled PET line with 12kT per year.

All the main criteria we were looking for were there: a knowledgeable team, a well-established production site and the ability to work from collected bottles to food grade recycled PET. From there on it was a matter of execution and finding the right balance with the owners, who will remain as minority shareholders.

Logoplaste's biggest driver in this acquisition is to better understand the recycling challenges and actively contribute to the regulatory discussions across Europe, based on real life experience. This will allow us to provide our partners, the brand owners, with better advice on how to develop truly circular packaging and also ties in with our ability to certify the bottles' recyclability, through Recyclclass certification.

Last but not the least, this will enable us to reach our purpose: deliver mindful plastic packaging.

”

Luis Almeida

Chief Sustainability & Marketing Officer



The background of the entire image is a monochromatic teal color. It features a close-up, high-contrast photograph of large, broad leaves, likely from a tropical plant like a banana. The leaves are layered, with some in sharp focus showing detailed vein patterns and others blurred in the background, creating a sense of depth. The lighting is dramatic, with bright highlights and deep shadows.

Being Mindful

It's all
about
looking
beyond

Sustainable to the core means that every decision we make is carefully analyzed from different perspectives and always centered around our 3 Sustainability Pillars:

**PEOPLE &
COMMUNITY
INTEGRITY**

**ENVIRONMENT
& ECONOMY
MINDFUL**

**INNOVATION
VISIONARIES**

Logoplaste & the Environment

Because of our longstanding business model, embedded manufacturing - aka wall to wall, we use resources in a mindful way to minimize our impact on the environment and the communities in which we operate.

Logoplaste's approach to Environmental Management follows the Precautionary Principle, as defined in the United Nations Rio Declaration, 1992. We also have our [Quality, Environment, Health & Safety \(QEHS\) Policy](#) stating our guiding principles and commitments towards the environment.

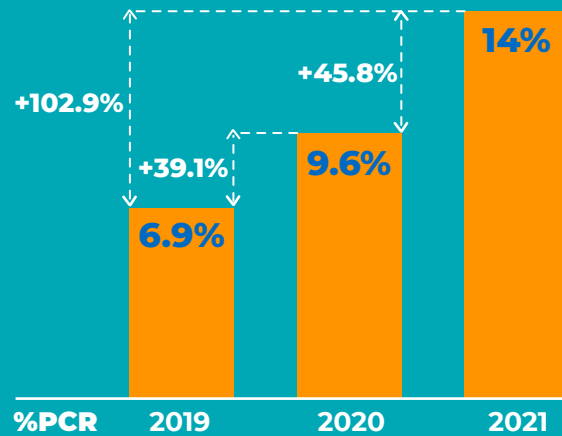
Our Corporate Environmental Health & Safety (EHS) Team oversees the implementation of our Environmental Policy across all our sites. This Team works closely with all our plants and offices to ensure we meet global and local laws and regulations.

Before we get started on each topic, let's have a look at our improvements across the board...

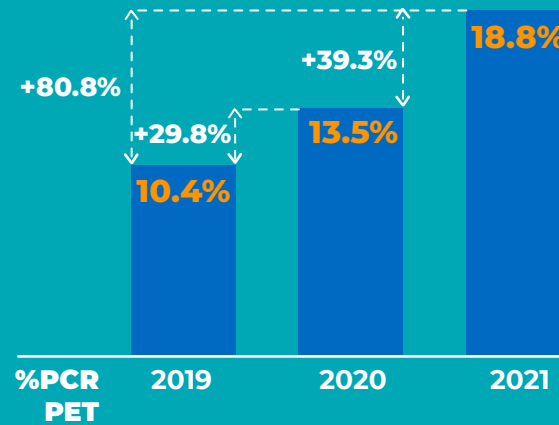


Click or scan

Materials



% PCR PET equals PCR PET transformed divided by the sum of PCR PET transformed and virgin PET transformed



Green Electricity Consumption - Grid

-117.7%

Photovoltaic Panels Electricity Production

+9.8%

Energy

2021 vs 2020

Total Energy Consumption -2.4%

CO₂e emissions

% Reduction of Operational CO₂e (Scope 1+2)

4.2%
2021 vs 2019

-10.1%

CO₂e emissions intensity factor

21.8%
2021 vs 2020

CO₂e emissions intensity factor

-19.6%

Target for 2030

30%

Reduce by 30% our Operational* CO₂e emissions and our CO₂e intensity indicator** (base year 2019)

ENERGY

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

In 2021, Logoplaste's overall energy consumption was 1 346 291 gigajoules (GJ), 2.4% less energy than 2020.

Electricity is the most significant source of energy we use. It represents 96.8% of our total energy consumption, 88.9% of which we sourced from the electrical grid in 2021.

Using energy more efficiently and opting for renewable energy sources whenever possible is essential to reducing our environmental footprint and mitigating climate change.

In 2021, we used 281 095 GJ of renewable electricity, which represents 20.9% of our total energy consumption for that year. This is equivalent to a 114.5% increase in renewable electricity use from 2020. Our progress aligns with our goals for increasing renewable energy use across our operations and reducing our operational carbon footprint.

Energy consumption within Logoplaste

| | 2019 | | 2020 | | 2021 | | 2021 vs 2020 % |
|--|------------------|--------------|------------------|--------------|------------------|--------------|----------------|
| | Gigajoules (GJ) | Weight (%) | Gigajoules (GJ) | Weight (%) | Gigajoules (GJ) | Weight (%) | |
| Electrical Grid - brown electricity | 978 138 | 81.4% | 1 100 882 | 79.8% | 919 041 | 68.3% | -16.5% |
| Electrical Grid - 100% green electricity | 78 680 | 6.5% | 127 148 | 9.2% | 276 787 | 20.6% | 117.7% |
| Electricity - CHP systems (natural gas) | 103 123 | 8.6% | 101 766 | 7.4% | 102 762 | 7.6% | 1.0% |
| Electricity - Photovoltaic panels | 1 711 | 0.1% | 3 923 | 0.3% | 4 308 | 0.3% | 9.8% |
| Total electricity consumed | 1 161 651 | 96.7% | 1 333 718 | 96.7% | 1 302 898 | 96.8% | -2.3% |
| Fuel consumption from non-renewable sources | 40 118 | 3.3% | 45 764 | 3.3% | 43 392 | 3.2% | -5.2% |
| Total Energy Consumption | 1 201 769 | 100% | 1 379 483 | 100% | 1 346 291 | 100% | -2.4% |

Note: This table include all productive Logoplaste sites and corporate offices during the reporting years. A more detailed table can be consulted in [Appendix E](#). The methodological process and assumptions used for these calculations are also described in [Appendix E](#).

Energy reduction activities

We strive to continually improve our energy efficiency and best practices, as it helps protect the environment, while reducing costs. We have a dedicated team for energy management across the globe.

In 2021, Logoplaste implemented several energy-reduction activities,

including machine and utilities optimization; equipment upgrade or replacement; automation; lightning efficiency; and general energy rationalization with daily management. We estimated annual savings of 36 000 GJ when compared to previous energy consumption rates.

GREENHOUSE GAS EMISSIONS

Since 2017 we have been developing and improving the methods we use to accurately measure, monitor and report our greenhouse gas (GHG) footprint. The data we collect is crucial to building a well-founded sustainability strategy, setting goals and targets to mitigate our environmental impact, and assessing our progress.

Our embedded, wall to wall, manufacturing model and nearby sites, lower CO₂ emissions by eliminating, or reducing, the transport of empty bottles. By operating 90% of our sites within our customers' premises or nearby, **Logoplaste saved 14 663 tons of CO₂ in 2021.**

This result represents a 2% decrease in CO₂ savings, compared to 2020 (14 962 tons CO₂). This is due to a slight decrease in volumes, and a variation in the production mix across our plants.

In 2021 Logoplaste issued the second institutional term loan directly linked with ESG factors, by having the cost of its debt indexed to CO₂ emissions savings. This metric underlines the CO₂ efficiency of our embedded, wall to wall, business model.

Taking a closer look at our wall to wall model, and, using the same methodology, we evaluated the CO₂ emissions that were avoided by plants that produce their own preforms to then blow bottles, eliminating transportation and secondary packaging and associate CO₂ emissions. **Overall CO₂ savings are 6 499 tons.**

**In 2021,
Logoplaste's
wall to wall
manufacturing
avoided
21 162 tons
CO₂ emissions**

Scope 1 and scope 2 greenhouse gas emissions

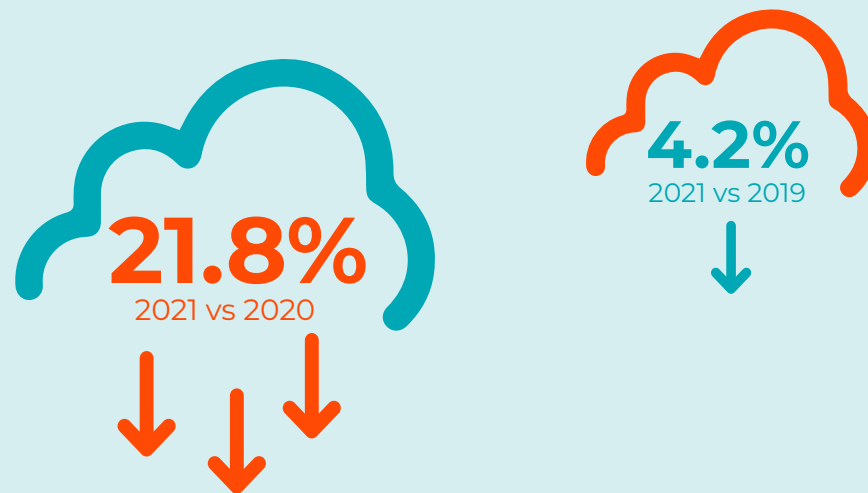
Scope 1 Greenhouse Gas (GHG) emissions cover direct emissions caused by the use of fossil fuels within Logoplaste, plus fugitive emissions*. Scope 2 GHG emissions are indirect emissions from the purchase of electricity. We designate our scope 1 and scope 2 GHG emissions as Logoplaste operational GHG emissions.

*resulting from refrigerant gases leaks

Absolute emissions

In 2021 our absolute scope 1 and scope 2 (market-based) emissions were 102 021 tons of CO₂e.

This represents a decrease of 21.8% compared to 2020 and 4.2% compared to base year 2019.



NET ZERO begins with the growth of wall to wall operations, that reduce carbon emissions.

Logoplaste Operational Emissions (Scope 1 and Scope 2)

| | 2019 | | 2020 | | 2021 | | 2021 vs 2020 % | 2021 vs 2019 (%) |
|----------------------------------|------------------------|---------------|------------------------|---------------|------------------------|---------------|----------------------|---------------------|
| | Tons CO ₂ e | Weight (%) | Tons CO ₂ e | Weight (%) | Tons CO ₂ e | Weight (%) | | |
| SCOPE 1 - Fuels | 2 457 | 2.3% | 2 842 | 2.2% | 2 675 | 2.6% | -5.9% | 8.9% |
| SCOPE 1 - Refrigeration Gases | 1 682 | 1.6% | 1 625 | 1.2% | 404 | 0.4% | -75.1% | -76.0% |
| SCOPE 1 - Total | 4 139 | 3.9% | 4 467 | 3.4% | 3 079 | 3.0% | -31.1% | -25.6% |
| SCOPE 2 - Electricity | 102 376 | 96.1% | 125 979 | 96.6% | 98 943 | 97.0% | -21.5% | -3.4% |
| TOTAL (SCOPE 1 + SCOPE 2) | 106 515 | 100.0% | 130 446 | 100.0% | 102 021 | 100.0% | -21.8% | -4.2% |

Note: The methodological process and assumptions used for our GHG emissions calculations are described in [Appendix F](#). A table with scope 2 location-based emissions as well as Logoplaste's scope 1 sources of emissions details can also be found in [Appendix F](#).

Scope 1 direct emissions represent only 3.0% of our absolute direct and indirect emissions. Most of our Scope 1 emissions in 2021 were related to natural gas use for heating purposes and fuel for company cars (78.5%). The detail of our scope 1 emissions can be found in [Appendix F](#).

The reduction in our absolute emissions, compared to previous years, is due to the significant improvement in our use of renewable electricity. The increase in our absolute emissions from 2019 to 2020 was mostly related to new plants that began operations in 2019 and went into full production in 2020. In fact, using a “like-for-like” approach that excludes the effect of plants ramping-up, we achieved an 8.3% reduction in our absolute emissions.

In 2019, Logoplaste established a corporate GHG emissions reduction target: **30% reduction of our operational CO₂e emissions by 2030 (base year 2019)**.

Two years after setting this ambitious target, we have accomplished a 4.2% reduction.

To reach this reduction target and make a significant environmental impact, we are working across all our sites to implement best local solutions.

As Logoplaste's largest contributor to operational CO₂e emissions is electricity, moving to renewable energy sources will be key to achieving our target. We have central teams negotiating our energy supply contracts and evaluating projects, one by one.

In our wall to wall operations—where our customers decide on the electricity provider—we are setting up joint initiatives to change to less CO₂ intensive energy sources.

Emissions intensity

Coupled with our Operational CO₂e emissions target, Logoplaste defined a CO₂e emissions intensity indicator that shows the amount of CO₂e emissions relative to resin transformed:

- 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 a full year. Our calculations exclude plants that were starting up or closed down during the reporting period.

We consider this intensity indicator more relevant than our absolute GHG emissions, as Logoplaste's absolute emissions are impacted by higher percentages of green energy and changes in volume and mix.

In 2021, Logoplaste's intensity indicator was 0.353 tons CO₂e / ton of raw material, representing an improvement of 19.6% compared to the previous year and 10.1% compared to base year 2019.

Higher use of renewable energy, along with internal best practices and energy efficiency initiatives, are the primary reasons for our improved CO₂e intensity indicator performance.

In 2020 we observed an increase in the intensity indicator from 2019, due to new plants that began operations in 2019 and went into full production in 2020. We also saw yearly variation in the production mix across plants. Using a "like-for-like" approach that excludes the effect of these sites, we saw an improvement of 13.4% in the intensity indicator in 2020.

CO₂e emissions intensity indicator

| | CO ₂ e Emissions Intensity Indicator |
|--------------|---|
| 2019 | 0.392 |
| 2020 | 0.439 |
| 2021 | 0.353 |
| 2020 vs 2019 | 11.8 % |
| 2021 vs 2020 | -19.6 % |
| 2021 vs 2019 | -10.1 % |

Note: The values of the intensity indicators for 2019 and 2020 were revised due to updated electricity emissions factors

“

Logoplaste Dallas, a wall to wall operation, has proven itself beyond the obvious, especially as world supply chains tighten. We support our client's objectives as well as product needs, while meeting our sustainability targets.

”

Raul Hernandez
Plant Manager
Logoplaste Dallas, USA

MANAGEMENT IS BASED ON LEADERSHIP, VISION AND COLLABORATION

AT DALLAS WE SHAPE THE FUTURE TOGETHER



Scope 3 greenhouse gas (GHG) emissions

Scope 3 greenhouse gas (GHG) emissions cover indirect emissions, resulting from Logoplaste's value chain activities, are far larger (82.5% of total GHG emissions) than Logoplaste's operational GHG emissions.

Logoplaste's largest source of Scope 3 GHG emissions is associated with the purchase of raw materials used to produce packaging.

As the majority (92.9%) of our scope 3 emissions result from the purchase and transport of raw materials—resin choice, increasing incorporation of recycled content, product design and lightweight programs play a significant role in Logoplaste's strategy to reduce our corporate carbon footprint.

From 2020 to 2021, we observed a decrease of 5.8% in CO₂e emissions resulting from our purchased raw materials (consult table "categories

of scope 3" in [Appendix F](#)). Although we had a slight decrease in our volumes, this difference is mostly explained by our increased use of recycled resins (45.8% increase compared to 2020), which have a lower cradle-to-gate footprint than virgin fossil-based resins.

Fuel- and energy-related activities include: upstream emissions of purchased fuels, upstream emissions of purchased electricity, plus transmission and distribution (T&D) losses. This category represents Logoplaste's second source of scope 3 emissions and will significantly decrease in the coming years, as we adopt alternative renewable energy sources.

As expected, due to our embedded, wall to wall and nearby sites, transport of finished product has a small (1.2%) impact on our environmental footprint.

Comparison: scope 1 and scope 2 Emissions (market-based) with scope 3 Emissions, in 2021

| | 2021 | |
|-------------------|------------------------|-------------|
| | Tons CO ₂ e | Weight (%) |
| SCOPE 1 + SCOPE 2 | 102 021 | 17.5% |
| SCOPE 3 | 480 802 | 82.5% |
| TOTAL | 582 824 | 100% |

Note: The methodological process and assumptions used for our GHG emissions calculations are described in [Appendix F](#).

Categories of scope 3 Emissions

| Category | 2021 | |
|---|------------------------|-------------|
| | Tons CO ₂ e | Weight (%) |
| Purchased Goods and Services - Raw Materials | 434 228 | 90.31% |
| Purchased Goods and Services - Transport of Raw Materials | 12 530 | 2.61% |
| Upstream Transport and Distribution - Transport of Finished Product & Warehouse | 3 533 | 0.73% |
| Downstream Transport and Distribution - Transport of Finished Product | 2 315 | 0.48% |
| Fuel- and Energy-related Activities | 27 319 | 5.68% |
| Business Travel | 719 | 0.15% |
| Waste Disposal | 158 | 0.03% |
| Total | 480 802 | 100% |

Note: Additional information on our scope 3 GHG Emissions calculations and assumptions are available in [Appendix F](#).

MATERIALS AND PRODUCT CHARACTERISTICS

As demonstrated by our Scope 3 emissions, choosing the right raw materials to produce our packaging has a significant impact on climate change.

While our customers are the ultimate decision makers in the choice of materials, Logoplaste has a key role to play in demonstrating the technical and financial feasibility of using circular, more sustainable resins. By moving feedstocks away from virgin, fossil-based materials, we work towards the common goal of net-zero emissions.

The incorporation of recycled content is nothing new for Logoplaste. We have been using recycled raw materials in our products for over 10 years. In October 2018, when we signed the “New Plastics Economy Global Commitment,” led by the [Ellen MacArthur Foundation](#), we committed to further expand the incorporation of recycled materials across our product portfolio.

In 2021 the percentage of recycled input materials used by Logoplaste was 14.0%, a significant increase of 45.8% compared to 2020 (and an increase of 134.1% compared to 2019). The percentage of post-consumer recycled PET and HDPE increased by 39.3% and 100%, respectively.

Designing packaging with the smallest possible environmental footprint, and lightweight/right-weight programs that optimize and reduce material use—without compromising packaging performance or product protection—also play a crucial role that significantly helps reduce our carbon footprint.

Recycled raw materials consumption

| | 2019 | 2020 | 2021 | 2021 vs 2020 (%) |
|------------------------------------|-------|-------|--------------|------------------|
| % Recycled Content (All Portfolio) | 6.9% | 9.6% | 14.0% | 45.8% |
| % PCR PET | 10.4% | 13.5% | 18.8% | 39.3% |
| % PCR HDPE | 1.1% | 3.1% | 6.2% | 100.0% |

Note: % Recycled Content (All Portfolio) equals total PCR materials transformed divided by total materials transformed
 % PCR PET equals PCR PET transformed divided by the sum of PCR PET transformed and virgin PET transformed
 % PCR HDPE equals PCR HDPE transformed divided by the sum of PCR HDPE transformed and virgin HDPE transformed.

Challenges in supply of recycled resins

“

Post-consumer recycled content targets from FMCGs and Regulations are contributing to a growing demand for recycled plastics. However, the supply of recycled plastics, which are currently produced via Mechanical Recycling, cannot meet this growing demand as plastic waste collection and sorting systems are not improving at the required rates.

It is therefore increasingly difficult for converters like Logoplaste to have access to high-quality recycled plastics. One example is the scarcity of natural and white recycled HDPE, which is pushing converters to find ways to use colored recycled HDPE instead.

In order to solve this challenge, new recycling technologies – Advanced Recycling – are being developed and tested around the World.

Advanced Recycling consists of certain technologies like pyrolysis that revert plastic waste back to monomer. Advanced Recycling can recycle hard to recycle and mixed plastics into virgin quality plastics. Advanced Recycling could soon become a complementary solution to Mechanical Recycling and bring plastic recycling incorporation in packaging to a much larger scale. However, scaled technology and infrastructure for Advanced Recycling do not yet exist.

Despite the size and the complexity of the challenge, society, regulators, investors and industry, from oil majors and petrochemical companies to new technological players, from converters to brand owners, are already engaging and investing in developing solutions to solve the plastic waste problem. These players are engaging in a collective action across the value chain to improve the collection systems, bottle bales quality and complementarity between Mechanical Recycling and Advanced Recycling in order to create a true circular economy for plastic packaging.

Logoplaste already procures a wide array of Mechanically Recycled Resins. Logoplaste is committed to looking for new sources of supply in order to respond to our partners needs of increasing Recycled Resins incorporation rates and to reinforce consistency of supply through back up alternatives.

Logoplaste is being as well very active in supporting Advanced Recycling initiatives. Logoplaste is establishing partnerships with suppliers that are investing in Advanced Recycling. Nowadays, Logoplaste is already using Advanced Recycled Resins in small scale and our agreements allow us to scale up the incorporation of such resins as soon as they become available.

”

Conceição Menezes
Chief Digital Officer



VITALIS 1,5l recycled bottle

ALL IN 100% RECYCLED PLASTIC 100% RECYCLABLE

In 2021, Logoplaste's client, Super Bock Group, launched a new water bottle made from 100% recycled plastic and 100% recyclable.

So, why it is so important?

- The Vitalis water bottles have been optimizing weight for the past 10 years while maintaining performance - **less raw materials needed**

- It's the perfect example of a true Circular Economy, with a bottle to bottle solution - **no waste**
- It shows how consumers can make a difference and play a part in the recycling stream - **recycling starts with all of us**

100% recycled plastic
and 100% bottle-to-
bottle recyclable

Super Bock Group project goals are aligned with Logoplaste sustainability commitments.

We could not be prouder to be able to combine our innovation skills and our industrial knowhow to bring this idea to life.



WATER

Water must be preserved and used wisely as it is an endangered resource. As water demand continues to grow and water pollution increases exponentially, fresh water supplies decline.

Our operations are not water intensive; nevertheless, we are committed to improving our water usage efficiency through best practices as well as campaigns promoting the responsible use of water. Measuring our water consumption helps us understand patterns and implement improvements.



**We make every
drop count by
using water
intelligently**

The **Logoplaste Global Water Policy** covers our goals, water management approach, and criteria for new equipment purchases.

In 2021 our total water withdrawal was 127.5ML; 77.1% from the public supply network and 22.9% from groundwater.

Water withdrawal volumes by source

| Water Withdrawal Source | 2020 | | 2021 | | '2021 vs 2020 (%) |
|-------------------------|-----------------------|---------------|-----------------------|---------------|-------------------|
| | Water Withdrawal (ML) | Weight (%) | Water Withdrawal (ML) | Weight (%) | |
| Third party water | 84.7 | 72.0% | 98.3 | 77.1% | 16.0% |
| Groundwater | 33.0 | 28.0% | 29.3 | 22.9% | -11.3% |
| Total | 117.7 | 100.0% | 127.5 | 100.0% | 8.4% |

Note: The methodological process and assumptions used for these calculations are described in **Appendix E**. The values reported in the GRI 2020 Sustainability Report have been updated due to changes in the methodology.

In comparison to 2020, our water withdrawal increased by 8.4%, which is attributed to our new sites start up.

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 2021, Logoplaste withdrew 18.6 ML of water from areas with high (34.4%) to extremely high (65.6%) water stress. Of those water withdrawals, 4.8 ML (25.8%) came from groundwater sources. The remaining 74.2% came from the public supply network. Water withdrawal from areas with high to extremely high-water stress accounted for 14.6% of Logoplaste's total water withdrawal in 2021. We also observed a 3.9% reduction from 2020 to 2021 in the water withdrawn from these areas.

Water withdrawal volumes by source and water stress area

| | | Water Withdrawal Source | 2020 Volumes (ML) | 2021 Volumes (ML) | 2021 vs 2020 (%) | 2021 Weight (%) |
|-----------------------|--|-------------------------|-------------------|-------------------|------------------|-----------------|
| High Stress | | Third party water | 6.9 | 6.1 | -10.7% | 34.4% |
| | | Groundwater | 0.3 | 0.3 | -7.7% | |
| Extremely High Stress | | Third party water | 11.3 | 7.7 | -32.2% | 65.6% |
| | | Groundwater | 3.3 | 4.5 | 38.3% | |
| Total | | Third party water | 18.2 | 13.8 | -24.1% | 74.2% |
| | | Groundwater | 3.6 | 4.8 | 34.6% | 25.8% |
| Total | | | 21.8 | 18.6 | -14.5% | |

Operation Clean Sweep

We are committed to preventing pollution of the marine environment, with ZERO pellet loss.

Logoplaste has supported the industry's Operation Clean Sweep (OCS) for 9 years. Many plants have adopted effective measures for preventing resin pellets and small pieces of plastic from entering the marine environment via drains or streams.

Why is OCS so important?

A typical delivery of 28 tons of material can contain 40 million pellets. A spill of 0.01% results in over 4 000 pellets on the floor. If these pellets are left unchecked, they can enter the water system and cause marine pollution.

In 2021 we signed the OCS pledge for all plants handling resins and we rolled out:

- Self-audit based on good practices
- Training material
- A guide to OCS implementation
- Internal awareness via Logo TV (our global, internal television network) , intranet, and global emails
- Follow-up survey to check compliance

All plants were audited, resulting in the identification of 311 improvement actions.

As of 2022, Logoplaste conducts an annual self-audit using a global digital platform that gives us real time data, reports, and action plans, all one click away.



WASTE

Logoplaste's first priority is to minimize the amount of waste generated, through process efficiency, material sourcing, product design, and internal reuse or recycling.

Where the generation of operational waste cannot be reduced, we ensure that our waste is correctly segregated and disposed of, in a proper and safe manner, using approved waste contractors.

From scrap to value, a useful resource.

We follow the waste management hierarchy, giving priority to recycling and reuse. When this is not possible, we prioritize energy recovery from incineration over landfill.

Waste management is controlled at site level and our sites provide estimated reports on their generated waste. For 2022 our goal is to improve the level of reporting.

In 2021, Logoplaste produced a total of 6 276 tons of operational waste, 96% of which was sent for recycling or reused.

Hazardous waste represents 5% of our total operational waste. Our main sources of hazardous waste are: used oils and lubricants, rags and other absorbents used for spill cleanups.

Breakdown of type of waste by disposal method in 2021

| DISPOSAL METHOD | HAZARDOUS WASTE | | NON-HAZARDOUS WASTE | | TOTAL | |
|---|-----------------|------------|---------------------|------------|-----------------|------------|
| | Quantity (Tons) | Weight (%) | Quantity (Tons) | Weight (%) | Quantity (Tons) | Weight (%) |
| Recovery - Preparation for Reuse | 0 | 0.0% | 286 | 4.8% | 286 | 4.6% |
| Recovery - Recycling | 190 | 56.5% | 5533 | 93.1% | 5723 | 91.2% |
| Disposal - Incineration with Energy Recovery | 124 | 37.0% | 58 | 1.0% | 182 | 2.9% |
| Disposal - Incineration without Energy Recovery | 16 | 4.9% | 0 | 0.0% | 16 | 0.3% |
| Disposal - Landfill | 6 | 1.7% | 64 | 1.1% | 70 | 1.1% |
| ALL METHODS | 336 | 100% | 5 940 | 100% | 6 276 | 100% |

People & Community

It is up to Logoplaste to provide an extraordinary work experience for everyone. As a company, this is our responsibility.

Attitude, motivation and drive

A key priority for the company is to create an engaging, inclusive and growth environment for all our employees. People and Human Capital are the basis of our success.



Click or scan



Valdir Hencklein & Paulo de Souza
Logoplaste Araras II, Brazil

A SOLID FOUNDATION FOR A GROWING CAREER

Creating a unified, diverse team, that brings energy and fresh ideas to precision jobs that require attention to detail in an innovative, ever-changing environment, is a huge endeavor from our HR teams, our middle and top management and the company as a whole.

From day minus 1 and throughout the entire career path, Logoplaste is focused on its team.

1

Attract Top Talent

Attract top talent

– from industry and market segments

Matchmaking – hire the right attitude: people who care

Communication is key – increased presence on digital and social platforms

Hiring Managers – train and empower so they recognize the perfect fit

Equal opportunities – internally and externally, driven by diversity & inclusion

Showcasing – who we are: visionaries, innovative and sustainable

2

Induction, Orientation & Onboarding

The wow factor

– constant improvement of new hire experience and journey

Never let go – pre-day one activities, induction on the

first day, orientation during the first week and completing onboarding until the new employee is fully settled in the new role

Culture imprint – Corporate values, company purpose and objectives, knowledge sharing, building connections, and compliance processes

“The goal is to transform new hires into confident, engaged, pro-active team members”

3

Training & Development

Logoplaste Leadership Academy - leadership capabilities training

Training Matrix – focused on operational positions

Business Ethics – 64,4% managers trained

Diversity & inclusion – intense workshop for Executives and HR

Information Security Policies & Procedures

Training – for all

Code of Conduct - refresher Course for all

“Knowledge is power”

4

Performance Management

It has been more than one year since we implemented Achieve, that allows for a transparent performance evaluation. Objectives are set

based on clear and agreed upon goals, there is a mid-year evaluation, an employee self-assessment and a final manager review.

“Aligning personal expectations with company objectives is key for a successful relation employee/ employer”

5

Talent Management

Career development - for all employees: career path design, linked with training and pay & benefits

Succession Management - for all

employees with an executive position

6

Pay & Benefits**Pay & Benefits**

– compliant and competitive in all countries we operate

Logoplaste ensures that compensation and benefits are compliant

with each country's regulations.

Compensation practices are reviewed annually by an external entity.

Benchmarking - to understand internal equity and external competitiveness

Global Guidelines and Policies – to ensure compliance with labor and wages regulations across all countries, never compromising fair treatment of employees

“External benchmark and performance management help drive pay for merit approach.”

7

Culture & Climate Survey

Logoplaste is committed to seeking input and feedback from our team:

- Ask the CEO
- Global Broadcasts

- Employee Global Climate Survey – conducted every 3 years

Employee Global Climate Survey is an important tool to obtain feedback, via anonymous questionnaires, from everyone worldwide. It provides a company snapshot that is shared internally.

LOGOPLASTE HUMAN RESOURCES METRICS

Looking at Logoplaste's HR KPIs gives us a clear picture of where we stand. We can compare with previous years as well as our industry peers.

Headcount is consistent with 2020, with 2521 in 2020 and 2507 in 2021.

Distribution of Logoplaste's employee population continues to be balanced between The Americas (48.6%) and Europe & Asia Pacific (51.4%).

Total number of employees by region and gender

| Region | Female | Male | Total | % |
|--------------------|------------|-------------|-------------|-------|
| Americas | 283 | 935 | 1218 | 48.6% |
| Europe & AP | 305 | 984 | 1289 | 51.4% |
| Grand Total | 588 | 1919 | 2507 | |

Note: only Logoplaste Employees, excludes agency staff.

Total number of employees by contract type and gender

| Contract Type | Female | Male | Total | % |
|--------------------|------------|-------------|-------------|-------------|
| Fixed Term | 34 | 47 | 81 | 3% |
| Permanent | 554 | 1872 | 2426 | 97% |
| Agency Staff | | | 150.6 | |
| Grand Total | 588 | 1919 | 2507 | 100% |

*Temporary (average agency staff in 2021) only Logoplaste Employees, excluding agency staff

Note: the number of agency staff is calculated considering total hours worked and transformed in FTE's, by country.

Total number of employees by region and contract type

| Region | Fixed Term | Permanent | Total |
|--------------------|------------|-------------|-------------|
| Americas | 4 | 1214 | 1218 |
| Europe & AP | 77 | 1212 | 1289 |
| Grand Total | 81 | 2426 | 2507 |

Total number of employees by employment type and gender

| Employment Type | Female | Male | Total |
|--------------------|------------|-------------|-------------|
| Full-Time | 576 | 1900 | 2476 |
| Part-Time | 12 | 19 | 31 |
| Grand Total | 588 | 1919 | 2507 |

Permanent contracts account for 97% (increasing 3% from 2020).

Focusing on employee wellbeing and feeling safe in the workplace, we aim for a stable employment relation, in contrast with a fast paced and ever-changing external market.

Number and percentage of employees by gender, per employee category

| Employee Category | Female | Male | Total | |
|---|--------------|--------------|-------------|-------------|
| Operational & Technical | 344 | 1214 | 1558 | 62.1% |
| Clerical & Office | 54 | 17 | 71 | 2.8% |
| Professional | 120 | 269 | 389 | 15.5% |
| Supervisory & Managerial | 59 | 377 | 436 | 17.4% |
| Senior Management | 9 | 30 | 39 | 1.6% |
| Executive | 2 | 12 | 14 | 0.6% |
| Total Male/Female Employees | 588 | 1919 | 2507 | 100% |
| Ratio Male/Female | 23.5% | 76.5% | | |
| Ratio Male/Female in Executive & Senior Management positions* | 0.4% | 1.7% | | |
| Ratio Male/Female in Executive & Senior Management positions** | 20.8% | 79.2% | | |

*of Total headcount

**of Total Senior Management & Executive Positions

The ratio of women represents 23.5% of the total workforce, increasing 1% from previous year.

We see this shift up, as women represent 20.8% of the Senior Management and Executive Positions in the company – although percentage is slightly lower than 2020 (21.2%), the number of women is the same. Regardless of the position, Logoplaste has women represented at all levels of the organization.

When it comes to category profiling, we have a specialized team, with a strong technical expertise and focus. Logoplaste drives career development and promotes a flat organization, keeping decision-making fast and building strong relationships between management and shop floor.

Our average age is 41.
Experience that builds better teams.

Number and percentage of employees by age group, per employee category

| Employee Category | Between 18 & 30 y | | Between 31 & 40 y | | Between 41 & 50 y | | Between 51 & 60 y | | More than 61 y | | Total |
|--------------------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|----------------|-------------|---------------|
| | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | |
| Operational & Technical | 81 | 279 | 121 | 389 | 84 | 285 | 48 | 216 | 10 | 45 | 1558 |
| Clerical & Office | 9 | 7 | 18 | 5 | 19 | 5 | 4 | | 4 | | 71 |
| Professional | 25 | 48 | 48 | 87 | 34 | 82 | 12 | 41 | 1 | 11 | 389 |
| Supervisory & Managerial | 6 | 31 | 19 | 94 | 23 | 141 | 9 | 95 | 2 | 16 | 436 |
| Senior Management | | | 2 | 3 | 5 | 14 | 2 | 11 | | 2 | 39 |
| Executive | | | | | 1 | 6 | | 5 | 1 | 1 | 14 |
| Total | 121 | 365 | 208 | 578 | 166 | 533 | 75 | 368 | 18 | 75 | 2507 |
| Percentage (%) | 4.8% | 14.6% | 8.3% | 23.1% | 6.6% | 21.3% | 3.0% | 14.7% | 0.7% | 3.0% | 100.0% |



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 | Colective Agreement Detail |
|------------------------|---------------------|--|
| Belgium | 17 | Commission Paritaire De L'Industrie Chimique |
| Brazil | 400 | Convenção Coletiva dos Trabalhadores do Ramo Químico |
| France | 69 | Convention Collective Nationale de la Plasturgie |
| Italy | 32 | Contratto Collettivo Nazionale Di Lavoro Industria Chimica |
| Portugal | 331 | Contrato Coletivo de Trabalho (CCT) do Setor Químico |
| Spain | 68 | Convenio Colectivo General De La Industria Química |
| Grand Total | 917 | 36.6% |
| Total Employees | 2507 | |

KEEPING AN ENGAGED TEAM IN A COMPETITIVE MARKET

Turnover by region

| Region | Number of Leavers | Turnover % |
|--------------------|-------------------|--------------|
| Americas | 451 | 17.9% |
| Europe & AP | 218 | 8.7% |
| Grand Total | 669 | 26.6% |

Note: Turnover % is calculated by the number of leavers during 2021, divided by the average headcount during the same period

Turnover was 26.6% in 2021, which is higher when compared with 2020 (23.5%). This increase is attributed to job market development, with increasing competition for talent, in all markets, in 2021.

Highest turnover was within age range 18–40 (18.1%), but this is also the population where we have greater hiring rates, especially for Operations – also 18.1%.

Turnover by age group and gender

| Age group | Female | Male | Total | Turnover % |
|---------------------|------------|------------|------------|--------------|
| Less than 18 yrs | 0 | 0 | 0 | 0.0% |
| Between 18 & 30 yrs | 50 | 166 | 216 | 8.6% |
| Between 31 & 40 yrs | 54 | 184 | 238 | 9.5% |
| Between 41 & 50 yrs | 27 | 90 | 117 | 4.7% |
| Between 51 & 60 yrs | 14 | 58 | 72 | 2.9% |
| More than 61 yrs | 2 | 24 | 26 | 1.0% |
| Grand Total | 147 | 522 | 669 | 26.6% |

Note: Turnover % is the calculation of number of leavers during 2021, divided by the average headcount during the same period.

“ Here in Contagem we need to be flexible to adjust to client demands and needs. Having a united team makes all the difference, especially when things accelerate on the production floor.

”

Delfim Oliveira

Plant Manager
Logoplaste Contagem, Brazil



The perfect fit, will make a long lasting match

“

We have seen a shift in behavior, where people want to work for a company that has a purpose and that this purpose is real for them too.

It is extremely important that we listen to our teams and develop programs that can help them connect with Logoplaste, aligning their personal goals and beliefs with the company's. This is the way to increase retention and engagement rates, keeping our employees happy.

My team and I work in a country with high turnover, where changing as well as leaving jobs is part of our culture. To fight this trend, we dedicate time to finding candidates who

are motivated by challenges, who like to innovate, who are not afraid of change, with an entrepreneurial spirit and a sense of ownership. We search for people that are goal oriented but team players. Respect is also fundamental.

We like to think we help “shape” a united team that sees value in all our individual differences.

”

Deiverson Campolina
Human Resources Director
Brazil



New hires by region

| Region | Number of New Hires | New Hires % |
|--------------------|---------------------|--------------|
| Americas | 471 | 18.7% |
| Europe & AP | 176 | 7.0% |
| Grand Total | 647 | 25.7% |

New hires by age group and gender

| Age group | Female | Male | Total | New Hires % |
|---------------------|------------|------------|------------|--------------|
| Less than 18 yrs | 0 | 0 | 0 | 0.0% |
| Between 18 & 30 yrs | 65 | 191 | 256 | 10.2% |
| Between 31 & 40 yrs | 53 | 146 | 199 | 7.9% |
| Between 41 & 50 yrs | 29 | 90 | 119 | 4.7% |
| Between 51 & 60 yrs | 16 | 51 | 67 | 2.7% |
| More than 61 yrs | 3 | 3 | 6 | 0.2% |
| Grand Total | 166 | 481 | 647 | 25.7% |

Note: New Hires % is the calculation of number of starters during 2021 divided by the average headcount during the same period

When we look at new hires versus turnover, our pattern continues to be aligned with our industry peers. Job opportunities are abundant and candidates, with specific skillsets are few.

Plastic packaging is a competitive market for top talent, especially in the Americas, where turnover and hiring rates are higher.

WE LIKE TO SHARE WHAT WE KNOW

Knowledge sharing is part of our DNA. Training is the best way to improve overall performance and the team. It is a win-win, for both the employees and Logoplaste.

Internal and external training hours by region

| Region | Internal | External | Total |
|--------------------|---------------|---------------|---------------|
| Americas | 34 852 | 8 796 | 43 649 |
| Europe & AP | 8 978 | 9 523 | 18 501 |
| Grand Total | 43 830 | 18 319 | 62 149 |
| | 74.2% | 25.8% | |

Every year we invest in Training & Development, that aligns with our business priorities and growth.

In 2021 our team members completed a total of 62 149 hours of training (with an average of 25 hours training per employee). Training on the job, knowledge sharing, online and face to face, coaching and mentoring, are some of the learning opportunities that are available for our employees.

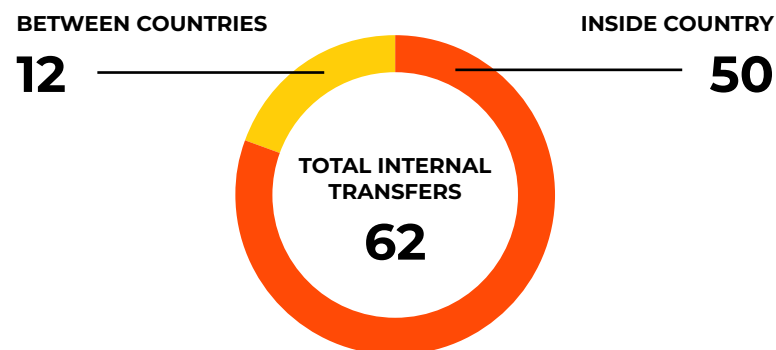
Leadership capability is critical, so our partnership with NOVA School Business & Economics continued for 2021. The Logoplaste Leadership Academy, virtual leadership development program, served 30 Logoplaste leaders from 10 different countries.

Our Performance Management System not only outlines the agreed annual objectives but also identifies learning and development activities to enable employee's personal growth in current role and prepare them for future challenges.

Strong focus on training and development in the Americas (70% of training), our highest growth region, with new plants and elevated turnover.

SHAPING CAREERS HAS NO BOUNDARIES

Total internal transfers

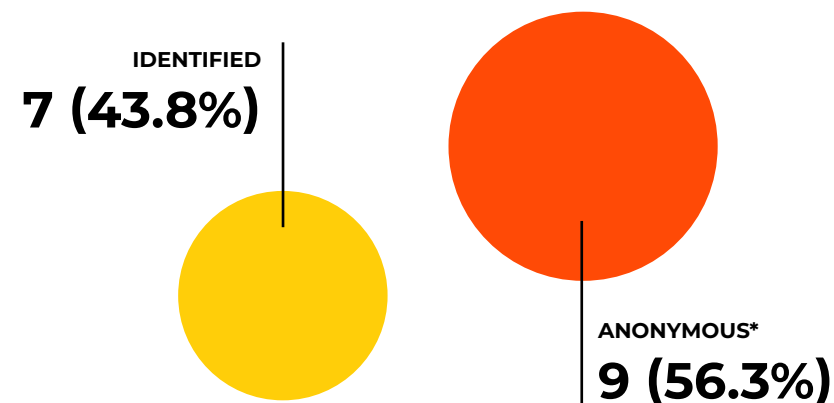


We saw a 50% increase in internal transfers within Logoplaste Group. We are committed to providing employees with opportunities to apply for new roles inside their country or globally. This freedom of movement plus our continued effort to improve employee experiences, shared knowledge, and career development is key to maintaining our talent pool.

EVERYONE HAS A VOICE AND IT IS HEARD

Incidents reported through SpeakUp Channel

| | Cases Closed | Cases Open | Total Cases |
|----------------------------------|--------------|------------|-------------|
| Employee Relations | 9 | | 9 |
| Falsification of Company Records | 1 | | 1 |
| Product Quality Concern | 1 | | 1 |
| Safety Issues and Sanitation | 2 | | 2 |
| Wage/Hour Issues | 3 | | 3 |
| GRAND TOTAL | 16 | 0 | 16 |
| GRAND TOTAL (%) | 100% | 0% | 100% |



*Difficulty in investigating anonymous incidents. Logoplaste follows through and asks for more details, but anonymous whistleblowers rarely login a second time to reply and help conclude the process.

Logoplaste SpeakUp Channel is an important mechanism for our teams to raise concerns that may not be easily resolved through other means or face-to-face.

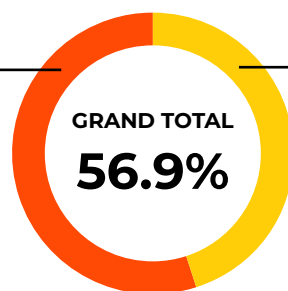
Sixteen concerns and enquiries were reported in 2021 (4 more than in 2020). The most frequent raised concerns are related to “employee relations” and “wages issues”. With an average closing time of 25 days, the HR Team is clearly focus on resolving issues raised through this whistleblowing channel.

KEEPING RECORD, SO EVERYONE CAN BE ON TRACK

Achieve by region

EUROPE & AP

62.4%



AMERICAS

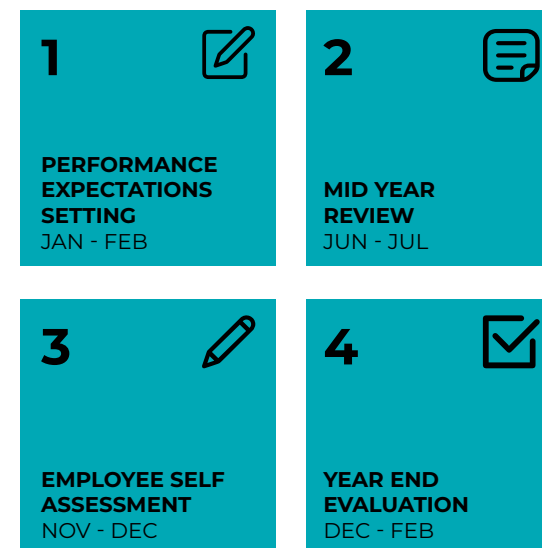
51.1%

Achieve, Performance Management System, is a fundamental process for Logoplaste. It's a key element for our employee's growth and development. Ongoing processes include check-in conversations, communicating and clarifying responsibilities, priority and performance expectations, to ensure mutual understanding between manager and employee.

Transferring Achieve to PeoplePoint (online digital platform) has allowed HR, as well as Managers, more time to design a plan to maximize employees' potential, instead of focusing on bureaucracy and compliance.

57% of our global workforce has completed their performance management assessment.

Performance Management has 4 main stages



Occupational Health & Safety

We promote a Health and Safety Culture founded on Authenticity, Engagement, Empowerment and Accountability. Our goal is to ensure we care for the health and safety of our employees, contractors, customers, and the surrounding communities.



YOU have power.
have control.
decide what happens.

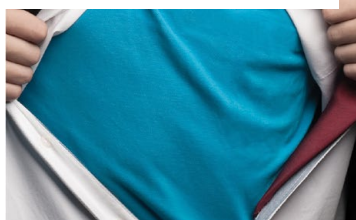
**Be the best version
of yourself**

Doing things right means
doing them safely.
It's up to you to do them well.

 Logoplaste



2021 EHS Campaign
Internal poster



At Logoplaste, we have a culture of continuous OHS improvement driven by four main strategies

1



QEHS Policy

The QEHS policy describes our vision and provides a framework for developing our management system. All sites share this policy with their teams and develop action plans.

2

Local & Global Health and Safety Performance

Risk assessment identifies issues which are then analyzed by plant managers and their teams. Together, they develop and implement immediate action plans.

3

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 unsafe conditions* reporting is key in employee engagement, enabling teams to identify hazards, making the workplace safer.

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

4

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.

“

Everybody deserves to leave work, with not so much as a scratch. The San Luis team prevents accidents by working together and taking care of each other. Our safety is our number one responsibility.

”

Andrés Medina
Plant Manager

Logoplaste San Luis Potosi, Mexico

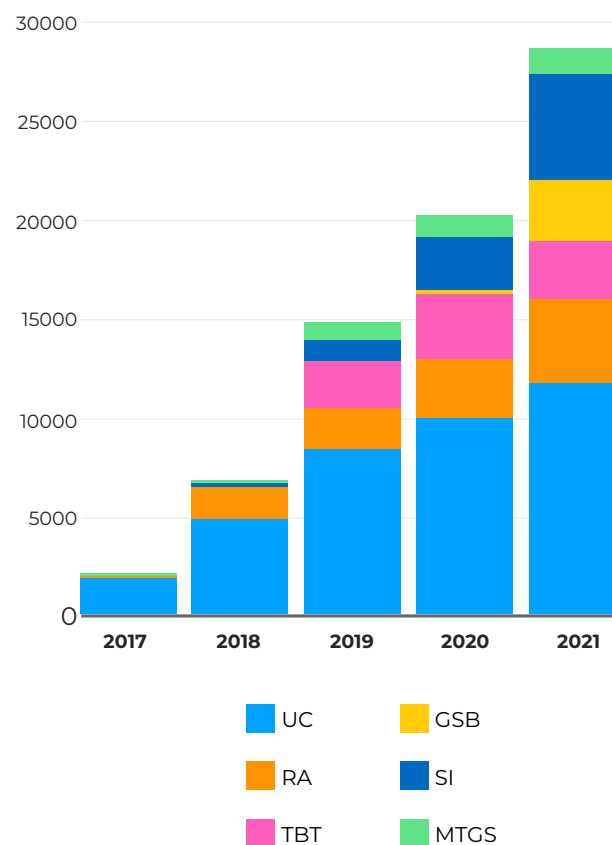


Occupational Health & Safety performance under the magnifying glass

Our performance numbers include Logoplaste employees, temporary, and agency workers.

HEALTH & SAFETY TOOLS

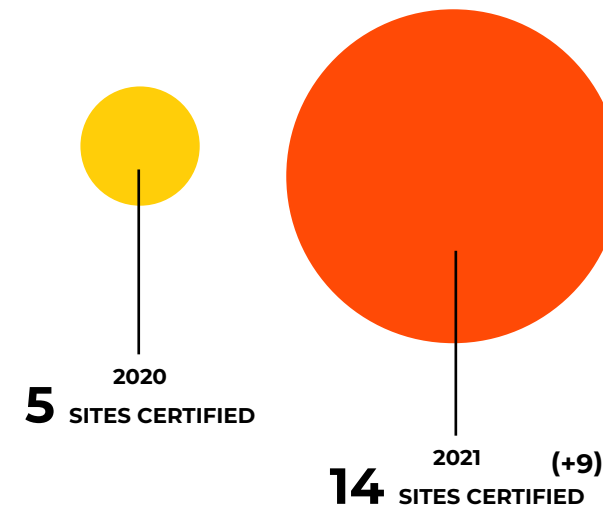
| | Coverage (%) | Quantity raised in 2021 |
|--|--------------|-------------------------|
| Plants using risk assessments (RA) | 76% | 4 191 |
| Plants recording unsafe conditions (UC) | 93% | 11 672 |
| Plants performing tool box talks (TBT) | 81% | 2 913 |
| Plants performing good safety behavior (GSB) | 72% | 2 736 |
| Plants completing safety meetings (MTGS) | 81% | 1 299 |
| Plants performing safety inspections (SI) | 82% | 5 403 |



MANAGEMENT SYSTEMS & CERTIFICATIONS

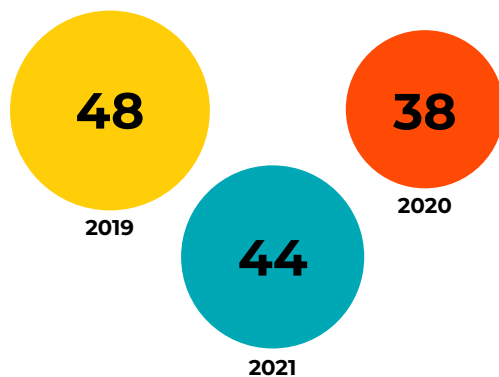
Regardless of certifications, all our plants comply with OHS management systems' legal requirements for full-time, temporary and agency employees. Each plant has established health and safety procedures and provides regular training to all on site.

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.



WORK-RELATED INJURIES AND ILL HEALTH

Total recordable work-related injuries/ill health



Total of lost days



| | | | |
|---|-----|------|--------------|
| Number of injuries that resulted in a FATALITY | FAT | 2021 | 2021 vs 2020 |
| Number of occupational diseases that resulted in a FATALITY | ODR | 0 | = |
| How many injuries resulted in LOST TIME | LTA | 25 | ↑ |
| How many LOST HOURS | | 2727 | ↑ |
| How many injuries resulted in RESTRICTED WORK | RWC | 3 | ↑ |
| How many injuries resulted in MEDICAL TREATMENT | MTC | 16 | ↑ |
| How many injuries resulted in FIRST AID | F.A | 215 | ↑ |

TOP 3 INJURIES BY QUANTITY

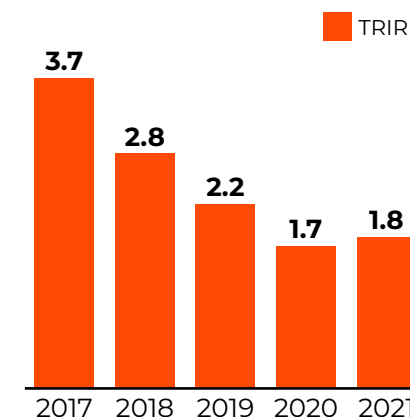
1. Cut
2. Graze / bruise
3. Muscle tendon damage

TOP 3 INJURIES BY HOURS LOST

1. Muscle / tendon damage - manual handling
2. Sprain - tripped/slipped
3. Cut / laceration

Safety criteria measurement and monitoring

| (per 200 000 h) | Number of Cases | Rate | | | |
|---------------------------------------|-----------------|------|------|------|--------------|
| | | 2019 | 2020 | 2021 | 2021 vs 2020 |
| TRIR - Total Recordable Incident Rate | 44 | 2.2 | 1.7 | 1.8 | ↑ |
| FR - Fatality Rate | 0 | 0 | 0.0 | 0.0 | = |
| ODR - Occupational Disease Rate | 0 | 0 | 0.0 | 0.0 | = |
| IR - Incident Rate (LTA only) | 25 | - | 1.0 | 1.1 | ↑ |
| LDR - Lost Day Rate | 114 (days) | 3.5 | 2.7 | 5.1 | ↑ |



Innovation

In the rigid plastics industry, innovation begins with a vision, then it matures into an idea, followed by a quick mental check to see if it is viable... And then the hard work begins.

At Logoplaste we like to dream big and think outside the box, as long as these aspirations align with who we are and what we want to imprint in the world.

Failing is a big part of succeeding, probably 95%. But our “never stop” drive and ambition to deliver mindful plastic packaging, keeps us going.

Let's have a look at what we've been up to.



PROCESS FINGERPRINT

Using innovative technologies to provide unprecedented information for the SBM process

Process Fingerprint is a fully instrumented free-blow device that comprehensively analyzes preform design, made from any material and using any process set-up. At Logoplaste we use this advanced technology to better understand the free stretch-blow process, evaluating variation in preform quality and obtaining data needed to optimize bottle production.

Process Fingerprint allows us to:

Compare material performance

Recycled vs virgin – and how we still meet the specifications that were defined for virgin materials.

- We can assess, at a very early stage, the impact of a new recycled raw material vs. the current material.
- We can compare different types of recycled materials as well as different percentages of recycled content

Accelerate homologation process

Time to market, match material availability and reduce costs.

Analyze preform blowability

Evaluate the effect of color and additives, new raw materials, and different process settings on blowing behavior.

Experience Design

To identify the key parameters, and process window, that influence the quality of preforms.

Reverse engineering

Process Fingerprint allows us to work backwards and understand what caused a preform defect.

“

At Logoplaste we like to do things properly, like examining the production of PET bottles at their source: the preform.

”

Pedro Lopes

Logoplaste Innovation Lab USA Director

Thomas Ward

Logoplaste Innovation Lab USA Project Manager



INNOVATION & RESEARCH

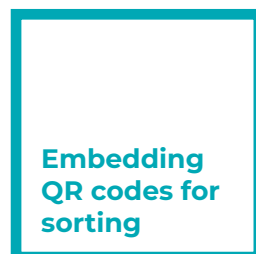
Marcia Damas, PMO Manager at Logoplaste Innovation Lab, also leads Innovation & Research Funded Programs, juggling many projects at the same time.

Marcia and her team engage with different entities at different levels. Some projects are viable and can move to industrial scale. Others stay within the testing stage. But all give us insights and help broaden our knowledge base.



Marcia Damas
PMO Manager
Logoplaste
Innovation Lab

Circular Economy speed up



New raw materials for packaging



Optimizing processes to minimize raw material per bottle



POLLINATION DAY

The 2021 Pollination Day was dedicated to Sustainability & Innovation, with international key speakers who addressed topics ranging from the ecosystem of packaging to the sustainability movements behind it, giving us a better understanding of this complex network.

We also shared Logoplaste's latest developments and disruptive technologies, showcasing our cutting-edge packaging solutions.

Pollination Day works as a catalyst where we share our knowhow and vision on rigid plastic packaging.

This year, its 9th edition, Pollination day had a very different format but kept its spirit. The entire event was online, scheduled to cater to various time zones. An upside of a fully online event is that it can be easily recorded and shared so that nothing is missed.

The 2021 edition, focused on Sustainable Innovation:

1. **Wall to wall impact**
2. **Project Mission Zero+**
3. **Packaging EcoSystem** – why a sustainable future includes plastic packaging, the future of plastic recycling and challenges recyclers face
4. **The changing economy and its link to sustainability**
5. **The Holy Grail: plastic sorting innovation**
6. **The “Connected bottle” concept**
7. **Update on the US Plastic Pact roadmap**



The Sustainable Innovation Edition

RECYCLASS

In 2021 Logoplaste Innovation Lab became a RecyClass Certification Body, for the Italian, Spanish and Portuguese markets, adding a new, valuable service to its portfolio.



As a Certification RecyClass Body, Logoplaste Innovation Lab evaluates the compatibility of existing plastic packaging and all its components – closure system, labels, sleeves, adhesives – with the entire waste management chain, which includes collection, sorting, recycling, and ability of the recycled material to be reused in its original application.

Packaging that meets RecyClass criteria receive recyclability certification, which allows customers to use the RecyClass logo in their packaging and communications.

Using RecyClass methodology, Logoplaste can also analyze, evaluate, and support the entire process of developing new concepts. With this new service, we are able to help our clients achieve their recyclability targets faster, ensuring new packaging meets local requirements.

**Another
step in
Logoplaste's
sustainability
leadership**



iF DESIGN AWARDS

We are deeply honored that Logoplaste Innovation Lab's work has been awarded twice by the prestigious international iF Design Awards.



Winner: Danone Biomimicry EVO Bottle

The Danone Biomimicry EVO Bottle developed with our partner Danone and launched in 2021, is a liquid yogurt bottle that possesses a Biomimicry micro rib system inspired by the weld design properties of ivy branches, making the bottle 23% lighter and 20% more resistant to deformations.

The new design reduces CO₂ emissions by 23%, saving around 500 tons of HDPE per year. This savings is a practical step forward to meeting the very ambitious Danone 2030 sustainability goals.



**Stronger,
lighter
bottles**





Winner: The Eco bottle

Developed in partnership with our partner NWP, The Eco bottle is a reusable 6L PET bottle that can be refilled countless times in any ECO Filtration Fountain. This long-lasting bottle provides a sustainable alternative to single-use bottled water consumption.

Easy to carry and having two usage positions, the dispensing closure offers an optimal user experience.



Appendices



**The more
you know
the better**



Appendix A



ABOUT THIS REPORT

The 2021 Logoplaste Sustainability Report covers the period between January 1st 2021 and December 31st 2021 for all our worldwide operations, offices, and business partners where Logoplaste holds a majority stake. In 2021 the total number of sites considered in the report was 65.

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 how 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: Core option. It has not been externally audited. This report is only available in digital format, it is not printed.



Appendix B

SUSTAINABILITY MANAGEMENT APPROACH

Logoplaste's Sustainability Governance structure was created in 2018 and encompasses the Sustainability Board as well as the Sustainability Committee.

The Sustainability Board leads the way, setting the goals and targets, and is accountable for Logoplaste's sustainability results. It is responsible for defining Logoplaste's Sustainability Strategy, ensuring that ESG considerations are integrated and objectives are met.

The Sustainability Committee is responsible for driving best practices across all our sites and throughout the entire value chain.

Logoplaste's CEO, Gerardo Chiaia, belongs both to the Sustainability Board and Logoplaste's Board. Sustainability updates are shared at every Board meeting.

Meet our Sustainability Board

Filipe de Botton
Chairman

Gerardo Chiaia
Chief Executive Officer

Luis Almeida
Chief Marketing Officer

Paulo Correia
Chief Technology Officer

Susana Garcia
Sustainability Manager

Meet our Sustainability Committee

Conceição Menezes
Chief Digital Officer

Stefano Mirti
Chief Operations Officer

Fernando Simões
Operating Systems & Metrics Director

Laurent Mauny
VP Operations France, Iberia & Netherlands

Neil Parsons
EHS Director, UK, EU and AP Region

Vera Pires
Corporate HR Manager

Appendix C

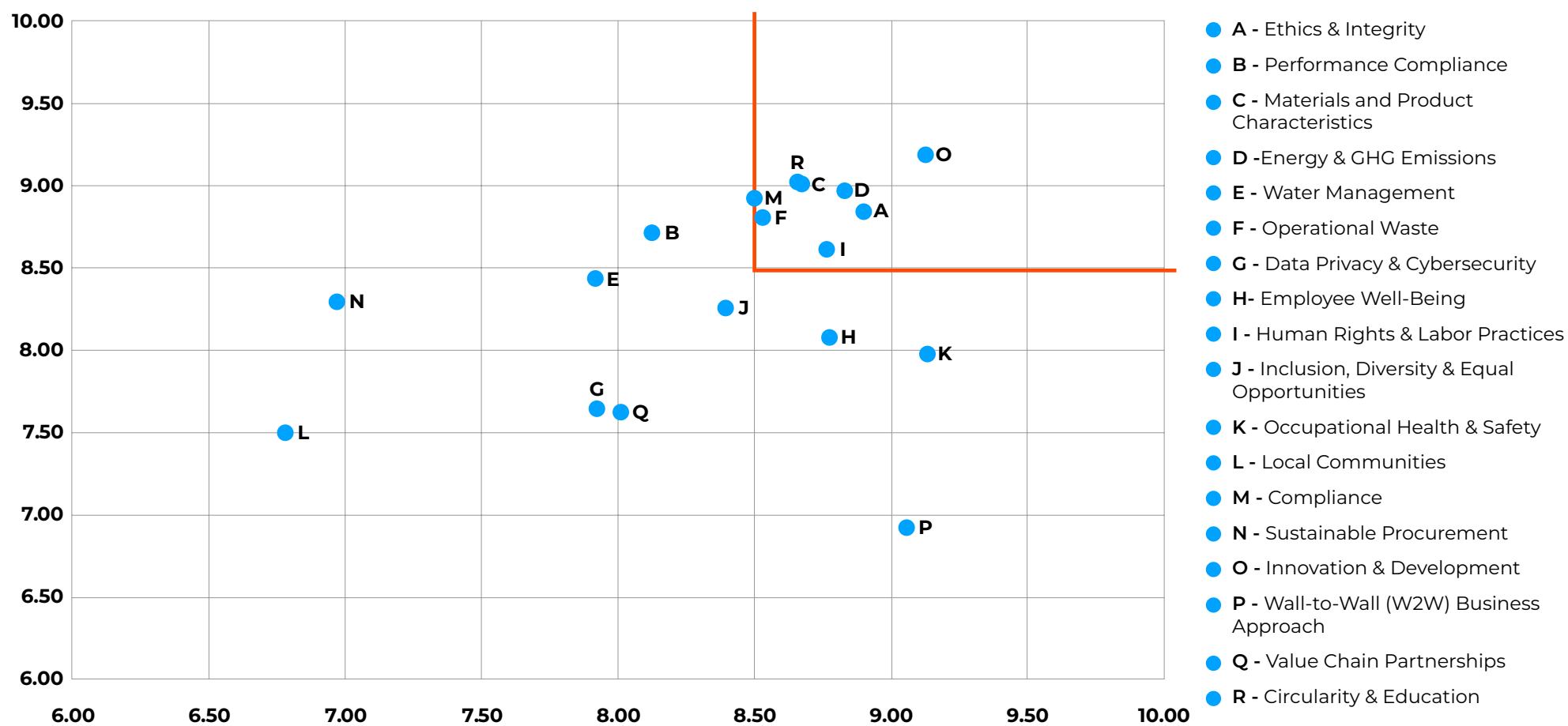
MATERIALITY ASSESSMENT

Topics evaluated by stakeholders in the survey

| ID | Topic: | Description: |
|----|---------------------------------------|---|
| A | Ethics & Integrity | Adhere to the highest standards of ethics and integrity in the development of Logoplaste's business. How values, principles, codes of conduct, and policies are promoted and upheld within our operations, clients, suppliers, and other business partners. These include approaches to avoiding corruption and bribery, money laundering, and anti-competitive practices. |
| B | Performance Compliance | Contribute towards sustainable growth of both Logoplaste and its stakeholders. Manage the company's climate-related risks and opportunities. |
| C | Materials and Product Characteristics | Select raw materials and design products in consideration of environmental and social impacts. |
| D | Energy & GHG Emissions | Implement energy reduction initiatives. Reduce Logoplaste's operational greenhouse gas (GHG) emissions, as well as across the value chain. |
| E | Water Management | Minimize water use, prevent water loss, and responsibly manage water discharges. Protect local water sources and plan for water risks. Raise awareness of the correct use of water and its conservation. |
| F | Operational Waste | Minimize and segregate waste resulting from operations. Responsibly dispose of generated waste. Promote reuse and recycling by using approved contractors. As much as possible, reduce waste to landfill. |
| G | Data Privacy & Cybersecurity | Meet our legal and ethical responsibilities with regard to privacy and security for both business and personal data—this applies to our operations, our employees, our clients, our suppliers, and all other business partners. Safeguard our organization against security breaches by implementing adequate data protection and cybersecurity measures. |
| H | Employee Well-Being | Create a workplace where every employee is welcomed, has a sense of belonging, plus the support and tools they need to perform their job to the best of their abilities and succeed. Respect individual's wellbeing and promote employee satisfaction. Train and develop all employees, at all levels, giving them the opportunities to grow within the company. Empower employees to take ownership of their development and career progression, with full support from their managers and the company as a whole. |

| ID | Topic: | Description: |
|----|--|---|
| I | Human Rights & Labor Practices | Provide working conditions aligned with internationally-recognized best practices and with respect for Human and Labor rights, in accordance with our commitment to United Nations Global Compact and to the United Nations Guiding Principles on Business and Human Rights. This includes, but is not limited to, ethical and lawful practices concerning non-discrimination, freedom of association and collective bargaining, child labor and forced or compulsory labor. Acknowledge that rights-holders include our team, our clients, our partners, our suppliers, our local communities and society as a whole. Being alert to any potential violation within our company and along our supply chain. Train and engage our employees on human rights, so everyone understands what they mean and how they relate to the company and to each person's responsibilities. |
| J | Inclusion, Diversity & Equal Opportunities | Promote and uphold inclusion, diversity and equal opportunities in the workplace, so that everyone has an equal chance to contribute and succeed. Create and maintain a workplace in which everyone is accepted and respected for being who they are, regardless of age, gender, gender identity or expression, race, ethnic origin, nationality, religion, sexual orientation, marital status, pregnancy, physical abilities, political convictions. All employment decisions, including hiring, must be based solemnly on person's capabilities and potential to grow. |
| K | Occupational Health & Safety | Ensure high health and safety management standards throughout all operations that strive for zero workplace injuries or ill health. Drive responsible safety behavior among employees by creating a culture where everyone can participate in maintaining an injury-free workplace. |
| L | Local Communities | Contribute to the well-being of local communities in which we operate by supporting them through corporate giving, local initiatives, training and education, employee volunteering, and civic engagement. |
| M | Compliance | Assure compliance, at all times, with all applicable social, economic and environmental laws and regulations in each country we operate. |
| N | Sustainable Procurement | Minimize the social and environmental impacts of our procurement practices. Select suppliers taking into account environmental and social considerations. Collaborate with suppliers to create a social and environmentally sustainable value chain that promotes long-term, conscious growth. This includes supporting suppliers to improve their performances, through CSR evaluation, meetings, and guidance. |
| O | Innovation & Development | Develop innovative products, technologies, and tools to create sustainable, eco-friendly packaging that reduces environmental impact and meets the demands of our clients and consumers. |
| P | Wall-to-Wall (W2W) Business Approach | Promote Logoplaste's pioneering business model, embedded, wall to wall manufacturing. Wall to wall reduces CO ₂ emissions, eliminates secondary packaging, reduces costs, eliminates stocks, optimizes facilities and space usage, and reduces local environmental impacts. It also promotes stronger collaboration between Logoplaste and its customers. Help customers and potential clients adopt W2W for their packaging needs, as it is proven to be the most sustainable in the industry. |
| Q | Value Chain Partnerships | Establish strong partnerships by working together with all stakeholders across the value chain to implement projects that focus on the development of new materials, packaging solutions, and state-of-the art technologies. Collaborate to meet Logoplaste's, as well as the industry's, packaging commitments. |
| R | Circularity & Education | Work to strengthen the circularity of plastics across the entire value chain, so that plastics attain their highest value and achieve a more sustainable and resource-efficient future. Promote the vital role and benefits that plastic packaging have in our daily lives, as well as the importance of proper end-of-life management. |

Logoplaste's new materiality matrix



Logoplaste's Material Topics and corresponding GRI Disclosure

| ID | Material Topic | GRI Disclosure |
|----------|-------------------------------------|--|
| O | Innovation & Development | Other Topic - No GRI Disclosure |
| A | Ethics & Integrity | GRI 205 (Anti-corruption); GRI 206 (Anti-competitive behavior) |
| D | Energy & GHG Emissions | GRI 302 (Energy); GRI 305 (Emissions) |
| C | Materials & Product Characteristics | GRI 301 (Materials) |
| R | Circularity & Education | Other Topic - No GRI Disclosure |
| I | Human Rights & Labor Practices | GRI 406 (Non-discrimination); GRI 407 (Freedom of association and collective bargaining); GRI 408 (Child labor); GRI 409 (Forced or compulsory Labor); GRI 412 (Human rights assessment) |
| M | Compliance | GRI 307 (Environmental compliance); GRI 419 (Socioeconomic compliance) |
| F | Operational Waste | GRI 306 (Waste) |

Appendix D

LIST OF CERTIFICATIONS AND MEMBERSHIPS

Certifications

| | |
|---|---|
| Quality ISO 9001 | Brazil Office, France Office, Libramont, Lons, Cambrai, Pomezia, Estarreja, Mealhada, MasterChem |
| Health & Safety ISO 45001 | Coleford, Pomezia, Mealhada, Leeds, Guadalajara, Campbon, Thurrock, Dumfries, Vietnam, Araras I, Plainfield, Tabler Station, Elst |
| Food Safety BRC-British Retail Consortium | Thurrock, Leeds, Coleford, Dumfries, Andujar, Brenes, Guadalajara, Tenerife, Vilches, Araras I, Araras II |
| Food Safety FSSC 22000 | Santa Iria, Castelo Branco, Mealhada, Chicago, Fort Worth, Joliet, Minster, Campbon, Vienne, Plainfield, Syracuse, Barreiro |
| Food Safety ISO 22000 | Portugal Office, Estarreja, Vacariça, Castelo de Vide, Ladeira, Pedras Salgadas, Barreiro, Abrantes, Elst, Vietnam |
| ISCC PLUS International Sustainability and Carbon Certification | Estarreja |
| Environmental Management GreenMark | Dumfries |
| Medical Packaging ISO 15378 | Tabler Station; MasterChem |
| LEED Certification - Silver | Tabler Station |
| SEDEX ETHICAL TRADING MEMBER | Portugal Office, Araras I, Raposo Tavares, Araras II, Amparo, Coleford, Leeds, Dumfries, MasterChem, Estarreja, Guarda, Castelo Branco, Elst, Pudliszki, Chicago, Fort Worth, Minster, Plainfield, Racine, Vaudreil |

Memberships

| | |
|-----------------|--|
| Global | Ellen MacArthur Foundation – New Plastics Economy Global Commitment UN Global Compact – 10 Principles |
| Spain | ANAIP - Asociación Española de Industriales de Plásticos AIMPLAS – Instituto Tecnológico del Plástico |
| Portugal | APIP – Associação Portuguesa da Indústria de Plásticos CNE – Centro Nacional de Embalagens Green Dot Society – Founding member PLASTVAL |
| Europe | EuPC – Founding member PETCore – Founding member |
| Portugal | Portugal Office, Estarreja, Vacariça, Castelo de Vide, Ladeira, Pedras Salgadas, Barreiro, Abrantes, Elst, Vietnam Rede de Cooperação para o Plástico |
| Brazil | 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 | ELIPSO PLASTALLIANCE |
| Belgium | AGORIA |

Appendix E

ENVIRONMENTAL INDICATORS

- Not applicable
- Applicable - real measurements
- Applicable - estimated
- Applicable - real measurements + estimated
- Applicable - not reported
- All waste streams managed by client
- Some waste streams managed by client and some managed by plant

Environmental indicators applicable per plant/ILAB

| 2021 - Environmental Indicators | | | | | | | | | | | | |
|---------------------------------|------------------------|-------------|-------------|-----|------------|--------|-------------------------|-----------------------|-----------------------|---------------------|-------------------|------------------|
| Country | Plant/ILAB Designation | Electricity | Fuels | | | | | | | Fugitive Emissions | Operational Waste | Water Withdrawal |
| | | | Natural Gas | LPG | Red Diesel | Petrol | Diesel (Company trucks) | Diesel (Company cars) | Petrol (Company cars) | Refrigeration Gases | | |
| Belgium | Libramont | ● | | | | | | ● | | ● | ● | ● |
| Brazil | Araras I | ● | | ● | | | | | ● | ● | ● | ● |
| Brazil | Raposo Tavares | ● | | ● | | | | | ● | ● | ● | ● |
| Brazil | Pará De Minas | ● | | | | | | | ● | ● | ● | ● |
| Brazil | Araras II | ● | | ● | | | | | ● | ● | ● | ● |
| Brazil | Carambeí | ● | | ● | | | | | ● | ● | ● | ● |
| Brazil | Amparo | ● | | | | | | | ● | ● | ● | ● |
| Brazil | Contagem | ● | | ● | | | | | ● | ● | ● | ● |
| Canada | Edmonton | ● | ● | | | | | | | ● | ● | ● |
| Canada | Burnaby | ● | | | | | | | | ● | ● | ● |
| Canada | Vaudreuil-dorion | ● | ● | | | | | | | ● | ● | ● |

| 2021 - Environmental Indicators | | | | | | | | | | | | |
|---------------------------------|------------------------|-------------|-------------|-----|------------|--------|-------------------------|-----------------------|-----------------------|---------------------|-------------------|------------------|
| Country | Plant/ILAB Designation | Electricity | Fuels | | | | | | | Fugitive Emissions | Operational Waste | Water Withdrawal |
| | | | Natural Gas | LPG | Red Diesel | Petrol | Diesel (Company trucks) | Diesel (Company cars) | Petrol (Company cars) | Refrigeration Gases | | |
| Canada | Port Coquitlam | | | | | | | | | | | |
| Czech Republic | Olomouc | | | | | | | | | | | |
| Czech Republic | Zábřeh | | | | | | | | | | | |
| Spain | Guadalajara | | | | | | | | | | | |
| Spain | Tenerife | | | | | | | | | | | |
| Spain | Brenes | | | | | | | | | | | |
| Spain | Vilches | | | | | | | | | | | |
| Spain | Andujar | | | | | | | | | | | |
| Spain | Torija | | | | | | | | | | | |
| France | Lons | | | | | | | | | | | |
| France | Vienne | | | | | | | | | | | |
| France | Cambrai | | | | | | | | | | | |
| France | Campbon | | | | | | | | | | | |
| United Kingdom | Thurrock | | | | | | | | | | | |
| United Kingdom | Leeds | | | | | | | | | | | |
| United Kingdom | Coleford | | | | | | | | | | | |
| United Kingdom | Dumfries | | | | | | | | | | | |
| United Kingdom | Beads | | | | | | | | | | | |
| Italy | Pomezia | | | | | | | | | | | |
| Mexico | Toluca | | | | | | | | | | | |
| Mexico | San Luis | | | | | | | | | | | |
| Netherlands | Elst | | | | | | | | | | | |

| 2021 - Environmental Indicators | | | | | | | | | | | | |
|---------------------------------|------------------------|-------------|-------------|-----|------------|--------|-------------------------|-----------------------|-----------------------|---------------------|-------------------|------------------|
| Country | Plant/ILAB Designation | Electricity | Fuels | | | | | | | Fugitive Emissions | Operational Waste | Water Withdrawal |
| | | | Natural Gas | LPG | Red Diesel | Petrol | Diesel (Company trucks) | Diesel (Company cars) | Petrol (Company cars) | Refrigeration Gases | | |
| Netherlands | Zoetermeer | | | | | | | | | | | |
| Poland | Pudliszki | | | | | | | | | | | |
| Poland | Raciborz | | | | | | | | | | | |
| Poland | Gorzow | | | | | | | | | | | |
| Poland | Masterchem | | | | | | | | | | | |
| Portugal | Office Cascais + ILAB | | | | | | | | | | | |
| Portugal | Estarreja | | | | | | | | | | | |
| Portugal | Santa Iria | | | | | | | | | | | |
| Portugal | Guarda | | | | | | | | | | | |
| Portugal | Vacariça | | | | | | | | | | | |
| Portugal | Castelo Branco | | | | | | | | | | | |
| Portugal | Castelo De Vide | | | | | | | | | | | |
| Portugal | Oliveira De Azeméis | | | | | | | | | | | |
| Portugal | Ladeira | | | | | | | | | | | |
| Portugal | Mealhada | | | | | | | | | | | |
| Portugal | Pedras Salgadas | | | | | | | | | | | |
| Portugal | Barreiro | | | | | | | | | | | |
| Portugal | Abrantes | | | | | | | | | | | |
| Russia | St. Petersburg | | | | | | | | | | | |
| Ukraine | Kiev | | | | | | | | | | | |
| USA | USA Office + ILAB USA | | | | | | | | | | | |
| USA | Syracuse | | | | | | | | | | | |
| USA | Chicago | | | | | | | | | | | |

| 2021 - Environmental Indicators | | | | | | | | | | | | |
|---------------------------------|------------------------|-------------|-------------|-----|------------|--------|-------------------------|-----------------------|-----------------------|---------------------|-------------------|------------------|
| Country | Plant/ILAB Designation | Electricity | Fuels | | | | | | | Fugitive Emissions | Operational Waste | Water Withdrawal |
| | | | Natural Gas | LPG | Red Diesel | Petrol | Diesel (Company trucks) | Diesel (Company cars) | Petrol (Company cars) | Refrigeration Gases | | |
| USA | Plainfield | | | | | | | | | | | |
| USA | Racine II | | | | | | | | | | | |
| USA | Kansas City | | | | | | | | | | | |
| USA | Fort Worth | | | | | | | | | | | |
| USA | Joliet | | | | | | | | | | | |
| USA | Tabler Station | | | | | | | | | | | |
| USA | Hazleton | | | | | | | | | | | |
| USA | Minster | | | | | | | | | | | |
| USA | Dallas | | | | | | | | | | | |
| USA | Suffolk | | | | | | | | | | | |
| Vietnam | Vietnam | | | | | | | | | | | |

- Not applicable
- Applicable - real measurements
- Applicable - estimated
- Applicable - real measurements + estimated
- Applicable - not reported
- All waste streams managed by client
- Some waste streams managed by client and some managed by plant

ENERGY

Energy Consumption within Logoplaste

| | 2019 | 2020 | 2021 | |
|---|------------------|------------------|------------------|------------------|
| Logoplaste Plants | Gigajoules (GJ) | Gigajoules (GJ) | Gigajoules (GJ) | 2021 vs 2020 (%) |
| Total electricity purchased for consumption: | 1 153 083 | 1 327 191 | 1 289 582 | -2.8% |
| Electrical Grid - brown electricity | 969 570 | 1 096 618 | 908 619 | -17.1% |
| Electrical Grid - 100% green electricity | 78 680 | 127 148 | 276 787 | 117.7% |
| CHP systems (natural gas) | 103 123 | 101 766 | 102 762 | 1.0% |
| Photovoltaic panels | 1 711 | 1 660 | 1 414 | -14.8% |
| Total electricity self-generated and self-consumed from renewable sources: | 0 | 2 263 | 2 894 | 27.9% |
| Photovoltaic panels | 0 | 2 263 | 2 894 | 27.9% |
| Total fuel consumption from non-renewable sources: | 30 675 | 38 066 | 35 797 | -6.0% |
| Natural gas - heating, machinery | 26 808 | 25 904 | 23 865 | -7.9% |
| LPG - forklifts | 2 502 | 3 422 | 3 914 | 14.4% |
| Red diesel consumption - forklifts | 542 | 114 | 83 | -27.1% |
| Diesel - company trucks | 824 | 8598 | 7912 | -8.0% |
| Petrol | 0 | 29 | 23 | -20.0% |
| TOTAL | 1 183 758 | 1 367 521 | 1 328 274 | -2.9% |

| Corporate Offices | Gigajoules (GJ) | Gigajoules (GJ) | Gigajoules (GJ) | 2021 vs 2020 (%) |
|---|------------------|------------------|------------------|------------------|
| Total electricity consumption: | 8 568 | 4 264 | 10 422 | 144.5% |
| Electrical Grid - brown electricity | 8 568 | 4 264 | 10 422 | 144.5% |
| Total electricity self-generated from renewable sources: | 508 | 494 | 462 | -6.5% |
| - Photovoltaic panels | 508 | 494 | 462 | -6.5% |
| Total electricity sold from renewable sources: | 508 | 494 | 462 | -6.5% |
| - Photovoltaic panels | 508 | 494 | 462 | -6.5% |
| Total fuel consumption from non-renewable sources: | 9 443 | 7 698 | 7 595 | -1.3% |
| - Diesel for company cars | 7 683 | 5 647 | 5 105 | -9.6% |
| - Petrol for company cars | 1 760 | 2 051 | 2 490 | 21.4% |
| TOTAL | 18 011 | 11 962 | 18 017 | 50.6% |
| Total (Logoplaste Plants and Corporate Offices) | 1 201 769 | 1 379 483 | 1 346 291 | -2.4% |

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:
 $\text{Energy (GJ)} = \text{Consumption (tons/year)} * \text{LHV (MJ/kg)}$
 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.

WATER

For the wall to wall plants that don't have water meters or access to water readings, we estimate the water withdrawal based on similar plants (same technology, raw materials and refrigeration systems) and/or number of employees.

For corporate offices that don't have data on water withdrawal (shared building with no individual water meter) we estimate water withdrawal based on corporate offices with similar number of employees.

Appendix F

GHG EMISSIONS

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 (CO₂) is the predominant gas included in the calculation of Scope 1 and 2 emissions, but emissions factors may also include small amounts of methane (CH₄) and nitrous oxide (N₂O). As Logoplaste uses refrigerants, HFC's are also included.

Emissions factors for Scope 1 are from DEFRA's Greenhouse gas reporting: conversion factors 2019-2021.

On the next page detailed table with the sources of scope 1 emissions and corresponding consumptions and CO₂e emissions, from 2019 to 2021.

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:

Electricity emission factor sources

| 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 | DEFRA UK Conversion Factors | |
| 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) 1990-2019, Part 3, Annex 13 (published 2021) - Environment and Climate Change Canada | National Inventory Report (NIR) 1990-2019, Part 3, Annex 13 (published 2021) - 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 | eGRID2018 (published 2020) and eGRID2019 (published 2021) | eGRID2018 (published 2020) and eGRID2019 (published 2021) |
| Russia, Ukraine, Vietnam | Emissions Factors - 2021 Edition - IEA (International Energy Agency) | Emissions Factors - 2021 Edition - IEA (International Energy Agency) |

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

Detail of Scope 1 Emissions

| SCOPE 1 | Unit | 2019 | | | 2020 | | | 2021 | | |
|--------------------------------------|------|-------------|------------------------|---------------|-------------|------------------------|---------------|-------------|------------------------|---------------|
| | | Consumption | Tons CO ₂ e | Weight (%) | Consumption | Tons CO ₂ e | Weight (%) | Consumption | Tons CO ₂ e | Weight (%) |
| Natural Gas | m3 | 748 956 | 1 521 | 36.7% | 723 405 | 1 463 | 32.7% | 662 482 | 1 339 | 43.5% |
| LPG | kg | 54 499 | 160 | 3.9% | 74 485 | 219 | 4.9% | 85 189 | 250 | 8.1% |
| Red Diesel | L | 14 899 | 41 | 1.0% | 3 126 | 9 | 0.2% | 2 280 | 6 | 0.2% |
| Petrol | L | 0 | 0 | 0.0% | 892 | 2 | 0.0% | 707 | 2 | 0.1% |
| Diesel - Company Cars | L | 236 980 | 615 | 14.9% | 397 402 | 1 012 | 22.7% | 362 224 | 910 | 29.6% |
| Petrol - Company Cars | L | 54 453 | 120 | 2.9% | 63 498 | 138 | 3.1% | 76 389 | 168 | 5.4% |
| Refrigeration Gases (Kyoto) Leakages | kg | 592 | 1 290 | 31.2% | 660 | 1 319 | 29.5% | 127 | 258 | 8.4% |
| Other Refrigeration Gases Leakages | kg | 217 | 392 | 9.5% | 169 | 306 | 6.9% | 86 | 146 | 4.7% |
| TOTAL | | - | 4 139 | 100.0% | - | 4 468 | 100.0% | - | 3 079 | 100.0% |

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

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

| Year | Tons CO ₂ e | |
|------|-------------------------|-----------------------|
| | Scope 2: Location-Based | Scope 3: Market-Based |
| 2019 | 99 526 | 102 376 |
| 2020 | 130 296 | 125 979 |
| 2021 | 134 749 | 98 943 |

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 (CO₂) is the predominant gas included in the calculation of Scope 3 emissions, but emissions factors may also include small amounts of methane (CH₄) and nitrous oxide (N₂O).

In 2021 Logoplaste assessed and reported on the following categories:

- Purchased goods and services (raw materials – resins and pre-forms)*
- Purchased goods and services (transport of raw materials)
- Upstream transportation and distribution (transport of finished product & warehousing)

- Downstream transport and distribution (transport of finished product)
- Fuel- and energy-related activities
- Business travel (flights, mileage paid, car rental, hotel stays, rail)
- Operational waste

**To calculate GHG emissions associated with raw materials, we used the latest eco-profiles published by Plastics Europe and WARM.*

Below table compiles the categories of scope 3 emissions evaluated in 2021 with 2019 and 2020.

Categories of Scope 3 Emissions evaluated in 2019, 2020 and 2021

| Category: | 2019 | | 2020 | | 2021 | | 2021 vs 2020 (%) |
|--|------------------------|------------|------------------------|------------|------------------------|------------|------------------|
| | Tons CO ₂ e | Weight (%) | Tons CO ₂ e | Weight (%) | Tons CO ₂ e | Weight (%) | |
| Purchased Goods and Services - Raw Materials 1) | 398 737 | 90.60% | 461 160 | 92.25% | 434 228 | 90.31% | -5.8% |
| Purchased Goods and Services - Transport of Raw Materials 2) | 13 831 | 3.14% | 11 546 | 2.31% | 12 530 | 2.61% | 8.5% |
| Upstream Transport & Distribution - Transport of Finished Product & Warehouse 3) | 1 553 | 0.35% | 2 434 | 0.49% | 3 533 | 0.73% | 45.2% |
| Downstream Transport & Distribution - Transport of Finished Product 4) | - | - | - | - | 2 315 | 0.48% | - |
| Fuel- and Energy-related Activities | 20 623 | 4.69% | 24 027 | 4.81% | 27 319 | 5.68% | 13.7% |
| Business Travel | 1 841 | 0.42% | 634 | 0.13% | 719 | 0.15% | 13.4% |
| Employee Commuting 5) | 3 331 | 0.76% | - | - | - | - | - |
| Waste Disposal | 170 | 0.04% | 116 | 0.02% | 158 | 0.03% | 36.6% |
| Total | 440 086 | | 499 916 | | 480 802 | | -3.8% |

Note: 1) Cradle-to-Gate - 2) 2020 value did not include MasterChem site - 3) 2020 value did not include MasterChem site and Warehouse and Storage activities - 4) Category not evaluated in 2020 and 2019 - 5) Study performed for 2019 GHG emissions reporting

In 2019 Logoplaste conducted a study on employee commuting (this study excluded employees with company cars as fuel consumption is reported in scope 1 GHG emissions). The employee commuting emissions contributed with 0.8% to the evaluated Scope 3 emissions in 2019. Since the beginning of the pandemic, in 2020, with several employees performing their job from home, the contribution of employee commuting to our 2020 and 2021 Scope 3 GHG emissions is expected to be even lower.

The remaining scope 3 categories have been assessed as either not applicable to our business model, immaterial or not currently quantifiable with a meaningful and valid methodology.



Appendix G

PEOPLE DATA

Total number of employees by country and gender

| | Female | Male | Total |
|--------------------|------------|-------------|-------------|
| Belgium | | 17 | 17 |
| Brazil | 105 | 295 | 400 |
| Canada | 8 | 65 | 73 |
| Czech Republic | | 11 | 11 |
| France | 5 | 64 | 69 |
| Ireland | 1 | 3 | 4 |
| Italy | 1 | 31 | 32 |
| Luxembourg | | 4 | 4 |
| Mexico | 25 | 98 | 123 |
| Netherlands | 10 | 80 | 90 |
| Poland | 106 | 192 | 298 |
| Portugal | 91 | 240 | 331 |
| Russian Federation | 2 | 5 | 7 |
| Spain | 7 | 61 | 68 |
| Ukraine | 7 | 10 | 17 |
| United Kingdom | 14 | 223 | 237 |
| United States | 145 | 477 | 622 |
| Viet Nam | 61 | 43 | 104 |
| Grand Total | 588 | 1919 | 2507 |

Total number of employees by country and contract type

| | Fixed Term | Permanent | Total |
|--------------------|------------|-------------|-------------|
| Belgium | | 17 | 17 |
| Brazil | | 400 | 400 |
| Canada | | 73 | 73 |
| Czech Republic | | 11 | 11 |
| France | 7 | 62 | 69 |
| Ireland | 1 | 3 | 4 |
| Italy | | 32 | 32 |
| Luxembourg | 2 | 2 | 4 |
| Mexico | 4 | 119 | 123 |
| Netherlands | 15 | 75 | 90 |
| Poland | 2 | 296 | 298 |
| Portugal | 3 | 328 | 331 |
| Russian Federation | | 7 | 7 |
| Spain | | 68 | 68 |
| Ukraine | | 17 | 17 |
| United Kingdom | 2 | 235 | 237 |
| United States | | 622 | 622 |
| Viet Nam | 45 | 59 | 104 |
| Grand Total | 81 | 2426 | 2507 |

Turnover by country

| Country | Number of Leavers | Turnover % |
|--------------------|-------------------|--------------|
| Belgium | 3 | 0.1% |
| Brazil | 86 | 3.4% |
| Canada | 22 | 0.9% |
| Czech Republic | 1 | 0.0% |
| France | 9 | 0.4% |
| Ireland | 2 | 0.1% |
| Italy | 4 | 0.2% |
| Luxembourg | 0 | 0.0% |
| Mexico | 51 | 2.0% |
| Netherlands | 36 | 1.4% |
| Poland | 59 | 2.3% |
| Portugal | 29 | 1.2% |
| Russia | 2 | 0.1% |
| Spain | 2 | 0.1% |
| UK | 39 | 1.6% |
| Ukraine | 7 | 0.3% |
| USA | 292 | 11.6% |
| Vietnam | 25 | 1.0% |
| Grand Total | 669 | 26.6% |

Note: Turnover % is the calculation of number of leavers during 2021, divided by the average headcount during the same period.

New Hires by country

| Country | Number of New Hires | New Hires % |
|--------------------|---------------------|--------------|
| Belgium | 2 | 0.1% |
| Brazil | 91 | 3.6% |
| Canada | 17 | 0.7% |
| Czech Republic | 2 | 0.1% |
| France | 5 | 0.2% |
| Ireland | 2 | 0.1% |
| Italy | 2 | 0.1% |
| Luxembourg | 0 | 0.0% |
| Mexico | 45 | 1.8% |
| Netherlands | 25 | 1.0% |
| Poland | 72 | 2.9% |
| Portugal | 31 | 1.2% |
| Russia | 2 | 0.1% |
| Spain | 3 | 0.1% |
| UK | 15 | 0.6% |
| Ukraine | 3 | 0.1% |
| USA | 318 | 12.6% |
| Vietnam | 12 | 0.5% |
| Grand Total | 647 | 25.7% |

Note: New Hires % is the calculation of number of starters during 2021, divided by the average headcount during the same period.

Performance Management System (PMS) by Country

| Country | Number Employees with PMS | Head-count | PMS % |
|--------------------|---------------------------|-------------|--------------|
| Belgium | 16 | 17 | 94.1% |
| Brazil | 36 | 400 | 9.0% |
| Canada | 70 | 73 | 95.9% |
| Czech Republic | 9 | 11 | 81.8% |
| France | 65 | 69 | 94.2% |
| Ireland | 4 | 4 | 100.0% |
| Italy | 30 | 32 | 93.8% |
| Luxembourg | 2 | 4 | 50.0% |
| Mexico | 3 | 123 | 2.4% |
| Netherlands | 80 | 90 | 88.9% |
| Poland | 51 | 298 | 17.1% |
| Portugal | 282 | 331 | 85.2% |
| Russia | 6 | 7 | 85.7% |
| Spain | 14 | 68 | 20.6% |
| UK | 12 | 17 | 70.6% |
| Ukraine | 230 | 237 | 97.0% |
| USA | 514 | 622 | 82.6% |
| Vietnam | 3 | 104 | 2.9% |
| Grand Total | 1427 | 2507 | 56.9% |

Appendix H

SPEAK-UP CHANNEL

SpeakUp Channel: 2021 Report

| | Cases Closed | Pending Report | Grand Total |
|------------------------------------|--------------|----------------|-------------|
| Accounting/Audit Irregularities | | | |
| Conflicts of Interest | | | |
| Customer Relations | | | |
| Discrimination | | | |
| Employee Relations | 9 | | 9 |
| Falsification of Company Records | 1 | | 1 |
| Fraud | | | |
| Fraudulent Insurance Claims | | | |
| Improper Loans to Executive | | | |
| Insider Trading | | | |
| Kickbacks | | | |
| Policy Issues | | | |
| Product Quality Concern | 1 | | 1 |
| Release of Proprietary information | | | |
| Retaliation of Whistleblowers | | | |
| Safety Issues and Sanitation | 2 | | 2 |
| Sexual Harassment | | | |
| Substance Abuse | | | |
| Theft of Cash | | | |
| Theft of Goods/Services | | | |
| Theft of Time | | | |
| Wage/Hour Issues | 3 | | 3 |
| Workplace Violence/Threats | | | |
| GRAND TOTAL | 16 | 0 | 16 |
| GRAND TOTAL (%) | 100% | 0% | 100% |

Appendix I

GRI CONTENT INDEX

| Disclosure Number | Description | Cross-reference (hyperlinks) or direct answer | Page |
|------------------------------------|--|--|--|
| General Standard Disclosure | | | |
| 102-1 | Name of the organization | - Cover Page - Report profile | <u>1</u> <u>2</u> |
| 102-2 | Activities, brands, products, and services | - Logoplaste at a glance: Introduction - Logoplaste at a glance: Embedded manufacturing, aka wall to wall - Logoplaste at a glance: Logoplaste seen through KPIs | <u>11</u> <u>13</u> <u>15</u> |
| 102-3 | Location of headquarters | 412F, Route d'Esch L-2086, Luxembourg | |
| 102-4 | Location of operations | - Logoplaste at a glance: Logoplaste seen through KPIs | <u>15</u> |
| 102-5 | Ownership and legal form | Logoplaste Group (Logoplaste) is a private company incorporated in Luxembourg | |
| 102-6 | Markets served | - Logoplaste at a glance: Logoplaste seen through KPIs | <u>15</u> |
| 102-7 | Scale of the organization | "Logoplaste Group has Total Assets of 1 783 million Euros and Equity of 387 million Euros. Logoplaste's net sales for 2021 were 676 million Euros. Additional information can be found in chapter Logoplaste at a glance." | <u>15-16</u> |
| 102-8 | Information on employees and other workers | - Logoplaste at a glance: Logoplaste seen through KPIs - People & Community - Appendix G - People Data | <u>16</u> <u>61-68</u> <u>99-100</u> |
| 102-9 | Supply chain | - Logoplaste at a glance: Stakeholder engagement - Logoplaste at a glance: A report based on research - Logoplaste at a glance: Keeping score and keeping track - Logoplaste at a glance: Ethics & Integrity - Logoplaste at a glance: Circularity and education | <u>20</u> <u>22-23</u> <u>28</u> <u>35-37</u> <u>39-41</u> |
| 102-10 | Significant changes to the organization and its supply chain | 3 sites started operations in 2021. 2 sites closed in 2021. | |

| Disclosure Number | Description | Cross-reference (hyperlinks) or direct answer | Page |
|------------------------------------|--|--|--|
| General Standard Disclosure | | | |
| 102-11 | Precautionary Principle or approach | Logoplaste & the Environment | 43 |
| 102-12 | External initiatives | <ul style="list-style-type: none"> - Logoplaste at a glance: Sustainable Development Goals (SDGs) - Logoplaste at a glance: Keeping score and keeping track - Logoplaste at a glance - Ethics & Integrity - Logoplaste at a glance: Circularity and education - Innovation: Innovation and Research - Innovation: Pollination Day - Innovation: Recyclclass - Appendix D: List of certifications and memberships | 24-25 28 36-37 39-41 75 76 77 87-88 |
| 102-13 | Membership of associations | - Appendix D - List of certifications and memberships | 87-88 |
| 102-14 | Statement from senior decision-maker | - From our CEO | 6-7 |
| 102-16 | Values, principles, standards, and norms of behavior | <ul style="list-style-type: none"> - From our CEO - Logoplaste at a glance: Who are we? - Logoplaste at a glance: 3 Pillars - Logoplaste at a glance: Ethics & Integrity - People & Community | 6-7 12 27 35-38 58-60; 67-68 |
| 102-18 | Governance structure | - Appendix B: Sustainability management approach | 82 |
| 102-40 | List of stakeholder groups | - Logoplaste at a glance: Stakeholder engagement | 20 |
| 102-41 | Collective bargaining agreements | - People & Community | 63 |
| 102-42 | Identifying and selecting stakeholders | <ul style="list-style-type: none"> - Logoplaste at a glance: a report based on research - Appendix C: Materiality assessment | 22-23 83-86 |
| 102-43 | Approach to stakeholder engagement | - Logoplaste at a glance: Stakeholder engagement | 20 |
| 102-44 | Key topics and concerns raised | <ul style="list-style-type: none"> - From our CEO - Logoplaste at a glance: a report based on research - Appendix C: Materiality assessment | 6-7 22-23 83-86 |

| Disclosure Number | Description | Cross-reference (hyperlinks) or direct answer | Page |
|------------------------------------|--|--|------|
| General Standard Disclosure | | | |
| 102-45 | Entities included in the consolidated financial statements | <p>Parent company Mar Holdco, Sarl -Luxembourg</p> <p>Subsidiaries</p> <p>Industrial production Logoplaste Estarreja, Lda. - Portugal Logoplaste Guarda, Lda. - Portugal Logoplaste Santa Iria, Lda.- Portugal Logoplaste Portugal, Lda.- Portugal Logoplaste - Consultores Técnicos España, S.L. ("Logoplaste Spain") -Spain Logoplaste Torija - Spain Logoplaste UK, Ltd. ("Logoplaste UK") - UK Logoplaste Lons, S.A.S. - France Logoplaste Vienne, S.A.S. - France Logoplaste Cambrai, S.A.S. - France Logoplaste Campbon, S.A.S. - France Logoplaste Pomezia, S.R.L. - Italy Logoplaste do Brasil Ltda ("Logoplaste Brazil") - Brazil Logoplaste Elst BV - Netherlands Logoplaste Czech, SRO ("Logoplaste Czech") - Czech Republic Logoplaste Libramont, S.P.R.L. - Belgium Logoplaste Polska sp. z o. o. - Poland Logoplaste Masterchem sp. Z.o.o - Poland Logoplaste Canada Inc. ("Logoplaste Canada") - Canada Logoplaste USA Syracuse LLC ("Logoplaste Syracuse") - USA Logoplaste Chicago LLC ("Logoplaste Chicago") - USA Logoplaste Plainfield LLC ("Logoplaste Plainfield") - USA Logoplaste Racine LLC ("Logoplaste Racine") - USA Logoplaste Kansas City LLC ("Logoplaste Kansas") - USA Logoplaste Foth Worth LLC ("Logoplaste Forth Worth") - USA Logoplaste Joliet LLC ("Logoplaste Joliet") - USA Logoplaste Tabler Station, LLC ("Logoplaste Tabler Station") - USA Logoplaste Hazelton, LLC ("Logoplaste Hazleton") - USA Logoplaste Minster, LLC ("Logoplaste Minster") - USA Logoplaste Dallas, LLC ("Logoplaste Dallas") - USA Logoplaste Lima, LLC ("Logoplaste Lima") - USA Logoplaste Suffolk, LLC ("Logoplaste Suffolk") - USA Logoplaste Mexico S DE RL DE CV ("Logoplaste Mexico") - Mexico Logoplaste Toluca S DE RL DE CV ("Logoplaste Toluca") - Mexico Logoplaste San Luis S DE RL DE CV ("Logoplaste San Luis") - Mexico Logoplaste Russia LLC ("Logoplaste Russia") - Russia Logoplaste Ukraine LLC ("Logoplaste Ukraine") - Ukraine Logoplaste Vietnam LLC ("Logoplaste Vietnam") - Vietnam</p> <p>Corporate services</p> <p>Trading Universal Resin Company Limited ("URC") - Ireland</p> | |

| Disclosure Number | Description | Cross-reference (hyperlinks) or direct answer | Page |
|------------------------------------|--|--|---|
| General Standard Disclosure | | | |
| 102-46 | Defining report content and topic Boundaries | - Introduction - Logoplaste at a glance: A report based on research - Appendix A: About this report - Appendix C: Materiality assessment | <u>5</u> <u>22-23</u> <u>81</u> <u>83-86</u> |
| 102-47 | List of material topics | - Logoplaste at a glance: A report based on research - Appendix C: Materiality assessment | <u>22-23</u> <u>83-86</u> |
| 102-48 | Restatements of information | Data reported in 2019 and 2020 for energy, GHG emisisions and water were reviewed based on new available information and updated methodologies. | |
| 102-49 | Changes in reporting | Data reported in 2019 and 2020 for energy, GHG emisisions and water were reviewed based on new available information and updated methodologies. | |
| 102-50 | Reporting period | 1st January to 31st December 2021 (also stated in Appendix A: About this report) | <u>81</u> |
| 102-51 | Date of most recent report | 2021 (also stated in Appendix A: About this report) | <u>81</u> |
| 102-52 | Reporting cycle | Annual | |
| 102-53 | Contact point for questions regarding the report | Sustainability Manager: Susana Garcia (susana.garcia@logoplaste.com). Additionally, as stated in page 2 "If you have any questions about the report, please send us an email at communication@logoplaste.com" | <u>2</u> |
| 102-54 | Claims of reporting in accordance with the GRI Standards | - Appendix A: About this report | <u>81</u> |
| 102-55 | GRI content index | - Appendix I: GRI content index | <u>102-110</u> |
| 102-56 | External assurance | This report is not verified by external entities. | |
| 200 Economic | | | |
| 205: Anti-corruption* | | | |
| 103 | Management approach | "Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment) - Logoplaste at a glance: Ethics & Integrity" | <u>22-23; 83-86</u> <u>35-37</u> |
| 205-3 | Confirmed incidents of corruption and actions taken. | No incidents of corruption in the reporting cycle. Appendix H: Speak-up channel | <u>101</u> |

| Disclosure Number | Description | Cross-reference (hyperlinks) or direct answer | Page |
|--|--|---|--|
| General Standard Disclosure | | | |
| 206: Anti-competitive behavior* | | | |
| 103 | Management approach | "Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment) - Logoplaste at a glance: Ethics & Integrity" | <u>22-23; 83-86</u> <u>35-37</u> |
| 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. - Appendix H: Speak-up channel | <u>101</u> |
| 300 Environmental | | | |
| 301: Materials* | | | |
| 103 | Management approach | "Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment) - Logoplaste & the Environment: Introduction - Logoplaste & the Environment: Materials and product characteristics" | <u>22-23; 83-86</u> <u>43</u> <u>51-52</u> |
| 301-2 | Recycled input materials used | Logoplaste & the Environment - Materials and product characteristics | <u>51</u> |
| 302: Energy* | | | |
| 103 | Management approach | Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment) - Logoplaste & the Environment: Introduction - Logoplaste & the Environment: Energy | <u>22-23; 83-86</u> <u>43</u> <u>45</u> |
| 302-1 | Energy consumption within the organization | - Logoplaste & the Environment: Energy - Appendix E: Environmental Indicators | <u>45</u> <u>93</u> |
| 303: Water | | | |
| 303-1 | Interactions with water as a shared resource | - Logoplaste & the Environment: Water | <u>54-56</u> |
| 303-2 | Management of water discharge-related impacts | - Logoplaste & the Environment: Water | <u>54-56</u> |
| 303-3 | Water withdrawal | - Logoplaste & the Environment: Water | <u>55</u> |

| Disclosure Number | Description | Cross-reference (hyperlinks) or direct answer | Page |
|---------------------------------------|--|--|--|
| General Standard Disclosure | | | |
| 305: Emissions* | | | |
| 103 | Management approach | Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment) - Logoplaste & the Environment: Introduction - Logoplaste & the Environment: Greenhouse gas emissions | <u>22-23; 83-86</u> <u>43</u> <u>46-50</u> |
| 305-1 | Direct (Scope 1) GHG emissions | - Logoplaste & the Environment - Greenhouse gas emissions - Appendix F: GHG Emissions | <u>46-49</u> <u>95-96</u> |
| 305-2 | Energy indirect (Scope 2) GHG emissions | - Logoplaste & the Environment - Greenhouse gas emissions - Appendix F: GHG Emissions | <u>46-49</u> <u>95-96</u> |
| 305-3 | Other indirect (Scope 3) GHG emissions | - Logoplaste & the Environment - Greenhouse gas emissions - Appendix F: GHG Emissions | <u>50</u> <u>97-98</u> |
| 305-4 | GHG emissions intensity | - Logoplaste & the Environment - Greenhouse gas emissions | <u>49</u> |
| 306: Waste* | | | |
| 306-1 306-2 | Management approach disclosures | Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment) - Logoplaste & the Environment: Introduction - Logoplaste & the Environment: Waste | <u>22-23; 83-86</u> <u>43</u> <u>57</u> |
| 306-3 | Waste generated | - Logoplaste & the Environment: Waste | <u>57</u> |
| 306-4 | Waste diverted from disposal | - Logoplaste & the Environment: Waste | <u>57</u> |
| 306-5 | Waste directed to disposal | - Logoplaste & the Environment: Waste | <u>57</u> |
| 307: Environmental Compliance* | | | |
| 103 | Management approach | - Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment). - Code of conduct | <u>22-23; 83-86</u> |
| 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. | |

| Disclosure Number | Description | Cross-reference (hyperlinks) or direct answer | Page |
|--|---|--|---|
| General Standard Disclosure | | | |
| 400 Social | | | |
| 401: Employment | | | |
| 401-1 | New employee hires and employee turnover | - People & Community: Keeping an engaged team in a competitive market - People & Community: Shaping careers has no boundaries | 64-66 67 |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | - People & Community - A solid foundation for a flowing career | 60 |
| 403: Occupational health and safety | | | |
| 403-1 | Occupational health and safety management system | - Occupational Health and Safety | 69-72 |
| 403-2 | Hazard identification, risk assessment, and incident investigation | - Occupational Health and Safety | 69-72 |
| 403-3 | Occupational health services | - Occupational Health and Safety | 69-72 |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | - Occupational Health and Safety | 69-72 |
| 403-5 | Worker training on occupational health and safety | - People & Community - Occupational Health and Safety | 66 69-72 |
| 403-6 | Promotion of worker health | - Occupational Health and Safety | 69-72 |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | - Occupational Health and Safety | 69-72 |
| 403-8 | Workers covered by an occupational health and safety management system | - Occupational Health and Safety | 69-72 |
| 403-9 | Work-related injuries | - Occupational Health and Safety | 69-72 |
| 403-10 | Work-related ill health | - Occupational Health and Safety | 69-72 |

| Disclosure Number | Description | Cross-reference (hyperlinks) or direct answer | Page |
|---|--|---|--|
| General Standard Disclosure | | | |
| 404: Training and education | | | |
| 404-1 | Average hours of training per year per employee | - People & Community: We like to share what we know | <u>66</u> |
| 405: Diversity and equal opportunity | | | |
| 405-1 | Diversity of governance bodies and employees | - People & Community: The numbers don't lie | <u>61-62</u> |
| 406: Non-discrimination* | | | |
| 103 | Management approach | - Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment). - Code of conduct | <u>22-23; 83-86</u> |
| 406-1 | Incidents of discrimination and corrective actions taken | No incidents of discrimination. See also: - People & Community: Everyone has a voice and it is heard - Appendix H: Speak-up channel | <u>67-68</u> <u>101</u> |
| 407: Freedom of association and collective bargaining* | | | |
| 103 | Management approach | - Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment). - Code of conduct - Code of conduct for suppliers and contractors | <u>22-23; 83-86</u> |
| 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: - Logoplaste at a glance: Keeping score and keeping track - Logoplaste at a glance: Ethics & Integrity - People & Community: The numbers don't lie | <u>28</u> <u>35-37</u> <u>63</u> |
| 408: Child Labor* | | | |
| 103 | Management approach | - Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment). - Code of conduct - Code of conduct for suppliers and contractors | <u>22-23; 83-86</u> |

| Disclosure Number | Description | Cross-reference (hyperlinks) or direct answer | Page |
|---|---|---|---|
| General Standard Disclosure | | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | Not identified operations and suppliers at significant risk for incidents of child labor. See also: - Logoplaste at a glance: Keeping score and keeping track - Logoplaste at a glance: Ethics & Integrity - People & Community: Everyone has a voice and it is heard - Appendix H: Speak-up channel | <u>28</u> <u>35-37</u> <u>67-68</u> <u>101</u> |
| 409: Forced or Compulsory Labor* | | | |
| 103 | Management approach | - Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment). - Code of conduct - Code of conduct for suppliers and contractors | <u>22-23</u> ; <u>83-86</u> |
| 409-1 | Operations and suppliers at significant risk for incidents of forced and compulsory labor | Not identified operations and suppliers at significant risk for incidents of forced and compulsory labor. See also: - Logoplaste at a glance: Keeping score and keeping track - Logoplaste at a glance: Ethics & Integrity - People & Community: Everyone has a voice and it is heard - Appendix H: Speak-up channel | <u>28</u> <u>35-37</u> <u>67-68</u> <u>101</u> |
| 412: Human Rights Assessment* | | | |
| 103 | Management approach | - Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment). - Code of conduct | <u>22-23</u> ; <u>83-86</u> |
| 412-2 | Employee training on human rights policies or procedures | Refresher training on Code of Conduct given in 2021: 22% | |
| 419: Socioeconomic compliance* | | | |
| 103 | Management approach | - Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see Logoplaste at a glance: A report based on research and Appendix C: Materiality assessment). - Code of conduct | <u>22-23</u> ; <u>83-86</u> |
| 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. | |

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