

Sustainability is at the core of CANPACK's business and the foundation of every business decision. By thinking and acting in a sustainable manner, we recognize our responsibility as an employer, packaging producer, business partner and community member. It is only by doing this that we can ensure long-term growth, meet the demands of customers and consumers, and protect the environment for future generations.

The objective of this Sustainability Policy (the "Policy") is to clearly lay out the CANPACK Group's definition of sustainability, to provide guidelines for the deployment of this Policy, and to define the Governance & Monitoring Framework for ensuring the effectiveness of this Policy. As used herein, "CANPACK" refers to all members of the CANPACK Group worldwide.

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## Strategy

As the importance of sustainable development, the circular economy and climate change continue to rise in importance, and the political and economic paradigms of our industry and the communities where we operate change, we are ready to face the challenges and make the most of the opportunities they present.

Recognizing the need to be both focused and organized, we have developed and implemented specific sustainability pillars: CARE, SUSTAIN and RECYCLE. These provide the framework for our goals and reflect the expectations of our stakeholders.

## Targets

Recognizing the need to be both focused and organized, we have developed and implemented specific sustainability-related targets that set the path for our development. We believe that clarity of purpose and visible activity will further engage employees and drive positive changes faster.

### Targets - Care:

- As we strive to ensure a safe working environment for all our employees. We aim for TRiR below 1 from 2024 onwards for all our manufacturing facilities.
- To ensure we live up to our global compliance standards we have zero tolerance towards discrimination, forced labour and employment of minors and we expect all our suppliers to sign our Supplier Code of Conduct.
- We are committed to supporting a diverse, inclusive, respectful working environment that enables all our employees to work as one seamless team, regardless of their location, background, or beliefs.

- We are committed to helping people in our local communities who are in need through our CSR activities. Our focus is on supporting environmental, educational, health, cultural, and sporting initiatives.

**Targets – Sustain:**

- Reducing absolute scope 1 and 2 GHG emissions by 25% by 2030, from the base year of 2020, and reducing absolute scope 3 GHG emissions from purchased goods and services by 12.3% by 2030, from the base year of 2020. These targets are in keeping with the Science Based Targets Initiative that we formally signed up to in 2022.
- Since 2022 all of CANPACK plants across the globe will be powered using 100% renewable electricity where available, and where not available the company will purchase Energy Attribute Certificates or comparable certificates.
- Ensuring that 100% of CANPACK plants have bespoke energy, water and waste efficiency targets in place. The progress towards these targets is monitored at dedicated quarterly sustainability meetings.
- Ensuring that by 2025, 100% of CANPACK strategic suppliers achieve a 'low sustainability risk' level and by 2030 a 'very low risk' as described in CANPACK Sustainable Procurement Policy.

**Targets – Recycle:**

- Reducing the average weight of our beverage can bodies in line with approved lightweighting roadmaps.
- We will continually look to increasing the average amount of recycled aluminium used to make our can bodies.
- Reducing the amount of our operational waste produced so that zero waste goes to landfill by 2030.
- Continuing to improve recycling rates through the collection of used beverage cans, supporting regulators and the waste management industry, and supporting educational programmes that target packaging end users.

## **Roles and responsibilities**

All CANPACK Employees are required to support and act in accordance with this Policy and to support the company's sustainability strategy. Ultimate responsibility for CANPACK's sustainability strategy and policy resides with CANPACK's Global Leadership Team and its delegate, the CANPACK Sustainability Committee.

### **Sustainability Committee**

The CANPACK Sustainability Committee is chaired by CANPACK's Chief Executive Officer, and its participants include members of CANPACK's Group Executive Committee and other relevant senior employees.

The Committee is required to meet at least once per quarter and is responsible for:

- Approving and reviewing sustainability strategy and priorities.
- Reviewing the performance of actions under the sustainability pillars, including activities related to carbon footprint reduction.
- Discussing and addressing, as appropriate, important global sustainability challenges.
- Promoting sustainability at CANPACK.

### **Group Sustainability Office**

It is the responsibility of the Sustainability Office to develop, implement, measure, and monitor CANPACK's sustainability strategy. It reports directly to the Sustainability Committee. Examples of responsibilities of the Sustainability Office include, but are not limited to:

- Preparing ESG reports.
- Coordinating actions to reduce and calculate CANPACK's carbon footprint.
- Cooperating with internal and external stakeholders on sustainability-related projects.
- Creating and enhancing sustainability awareness among employees, suppliers, customers, and ultimately the consumers of the products we make.

### **Sustainability Champions**

Relevant employees are officially nominated by Operational and Plant Managers and Functional Directors to champion CANPACK's sustainability initiatives. Sustainability Champions are responsible for:

- Collecting data for ESG reporting.
- Increasing awareness among CANPACK employees of global and local sustainability issues and initiatives.
- Sharing CANPACK's best sustainable practices with CANPACK employees.
- Participating in sustainability related training organized by the Group Sustainability Office.

**Functional And Operational Managers**

All managers within CANPACK are responsible for the implementation of this Policy and achieving the targets within each of their respective functions or operations, including risk and opportunities, impact assessments on climate change, human rights issues, and setting detailed goals in line with sustainability pillars.

All expenditures related to Sustainability follow regular budgeting and expenditure processes with priority given to projects and other expenses that support CANPACK achieving its sustainability targets.

**Scope of application and review mechanism**

This policy applies to all CANPACK employees, suppliers, and business partners working with or for CANPACK Group.

CANPACK is committed to reviewing this Policy on an annual basis. This includes a review of the Policy's implementation and effectiveness. Where necessary amendments will be made.

**Sanctions**

In any case of non-compliance with the Policy as well in case of identified challenges to meet the targets set up herewith, all employees are required to immediately report it to Group Sustainability Director and in case of such a need directly to Sustainability Committee.



**Marlus Croitoru**  
Chief Executive Officer