

Group Environmental Sustainability Policy

Purpose

CANPACK Group is a leading manufacturer of metal and glass packaging, metal closures, as well as services related to the production of packaging.

Our mission is to be the Global Partner of choice for impactful, experience-enhancing and sustainable packaging solutions energising customers, connecting with consumers, inspiring employees, supporting the communities where we operate, and protecting the planet. Our vision is to redefine what's possible with packaging – for consumers, businesses and the planet.

This Policy describes CANPACK's commitment and goals towards environmental sustainability.

General commitments

- Implement programmes to reduce consumption of natural resources and energy, whilst promoting sustainability and the reduction of waste.
- Strive for excellence by increasing the efficiency of all processes through our continuous improvement culture;
- Promote the purchase of energy-saving products and services, whilst supporting the reduction of energy intensity and usage across our operations;
- Protect the environment, including the prevention of air pollution, minimization of waste, and the sustainable use of water;
- Proactive support and development of aluminium packaging recycling initiatives.

Energy and Carbon Management

CANPACK is committed to reducing global warming and the negative effects of climate change by aligning our carbon reduction targets with the 1.5°C trajectory of the Paris Agreement. We have therefore implemented the following measures:

- Awareness training for employees on energy and carbon management;
- Purchase of green electricity or Energy Attribute Certificates (EACs);
- Energy efficiency measures;
- Installation of waste heat recovery systems;
- Annual carbon footprint audits; and
- Raw materials reduction and supplier engagement on carbon footprint reduction.

CANPACK's goals are:

- To reduce our absolute scope 1 and 2 GHG emissions by 25% by 2030, with 2020 as the base year.
- To reduce our absolute scope 3 GHG emissions from purchased goods and services by 12.3% by 2030, with 2020 as the base year.

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- By 2030, all CANPACK plants will be powered by 100% renewable electricity, which can be achieved through onsite installations, direct contracts with energy suppliers, or the purchase of renewable electricity certificates.¹
- To train 100% of all employees with email accounts on the environmental issues addressed by this policy, as well as related topics, by 2030.

Water management

As water is a scarce resource, we acknowledge our responsibility as a company to keep our water consumption at the lowest possible level. We have therefore implemented the following measures at our locations where operationally feasible:

- Water recycling systems in place;
- Regular water auditing and reporting in place;
- Cooling systems installed with reduced water consumption;
- Water-stress assessment and mapping conducted;
- Waste water treatment plants in use;
- Waste water quality monitoring;
- Rainwater harvesting systems in place.

CANPACK's goals are:

- To decrease the total amount of water withdrawals per beverage can body by 13% by 2025 vs 2019 baseline.
- To implement water treatment installations in 100% of beverage can plants by 2030.

Air and Noise Pollution

To meet our obligations under the various air quality and noise regulations across all our sites, we strive to keep air pollution and noise as minimal as possible. We have therefore implemented the following measures at our locations where operationally feasible:

- Dust mitigation measures in place;
- Regular ambient air quality monitoring;
- Regular noise monitoring;
- Noise mitigation measures in place.

CANPACK's goal is:

- To have zero breaches of our environmental permit air emission limits by 2027

Materials and Waste

Avoid – Reduce – Reuse – Recycle – These are the principles that guide our day-to-day decision-making to reduce the amount of waste produced during our production processes. We have therefore implemented the following measures:

¹ CANPACK achieved this target in 2022 and continues to do so.

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- Reduction of internal waste generation through material reuse, recovery or repurpose;
- Regular waste management training sessions for our employees;
- Internal sorting systems which separate wastes into different waste streams;
- Mapping of waste streams.

CANPACK's goals are, where technically and operationally feasible:

- To reduce the amount of operational waste to landfill to minimum levels by 2030 (zero landfill policy).
- To increase the amount of recycled aluminium in our can bodies to 80% by 2030.
- To reduce the weight of beverage cans in Europe, depending on the design, by 2%-9% in 2028 vs 2018.
- To decrease the total amount of waste generation per beverage can body by 5% by 2025 vs 2019 baseline.
- To increase the waste recycling within beverage can production to 94% by 2025 vs 2019 baseline.

Product End-of-Life

It's our goal to advance the circular economy, in which resources are kept in use for as long as possible, maximum value is extracted from them while in use, and materials are recovered and regenerated at the end of their service life. We have therefore implemented the following measures where technically, operationally and legally feasible:

- Our products are designed to be recycled easily and at scale;
- Product take-back and recycling program in place;
- Used Beverage Cans collection facilities in Poland and Romania.

CANPACK's goals are:

- To run consumer education campaigns on recycling in 100% of the countries where we operate by 2030 to increase recycling rate of our products.
- To continue to produce products designed for easy recyclability.

Scope of application

This Policy applies to all employees working for and on behalf of CANPACK and across all affiliated sites.

Roles and responsibilities

The EHS Management Team is responsible for reviewing and updating this policy. All employees are responsible for reading, adhering and acknowledging this policy.

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Communication

The content of this Policy is communicated to all employees during the onboarding phase. Any changes or updates to this Policy will be communicated immediately via e-mail and as part of the annual compliance training.

Review mechanism

This Policy is reviewed on an annual basis by the EHS Management Team. Any changes to the document are to be recorded according to CANPACK IMS processes.

Sanctions

All employees are encouraged to report any violations of these guidelines. Incidents can be reported following these steps:

- **First alternative:** for most questions, the natural thing is to discuss the matter with your direct manager or supervisor. All managers and supervisors are required to listen to employee concerns and look for the best solution according to the Code of Conduct!
- **Second alternative:** There are times when an employee may feel uncomfortable in discussing the matter with his or her supervisor. Depending on the issue, you are always welcome to consult with human resources, with health and safety officers, or with other key persons with relevant expertise.
- **Third alternative:** You may always approach senior managers in their company with Code of Conduct or other concerns. All senior managers in CANPACK have been instructed to take employee concerns seriously and help find solutions. Employees shall not be punished for raising Code of Conduct or other questions in good faith.
- **Fourth alternative:** Employees may raise concerns directly with the CANPACK Ethics Officer. The ethics officer may be approached in person or by telephone (+48) 695 271 885. All conversations will be treated confidentially.
- **Fifth alternative:** Anyone may contact CANPACK's external "Speak-up" service by telephone or via web. When calling from most countries, the caller will provide the CANPACK access code, and will then be able to select their preferred language. Employees may also contact the "Speak Up" service in writing, either by sending an email to reports@lighthouse-services.com, or through their web-site located at www.lighthouse-services.com/canpack.

In some countries, there is specific legislation concerning submissions and handling of information. For each country, appropriate instructions have been prepared.



Marius Croitoru

Group Chief Executive Officer